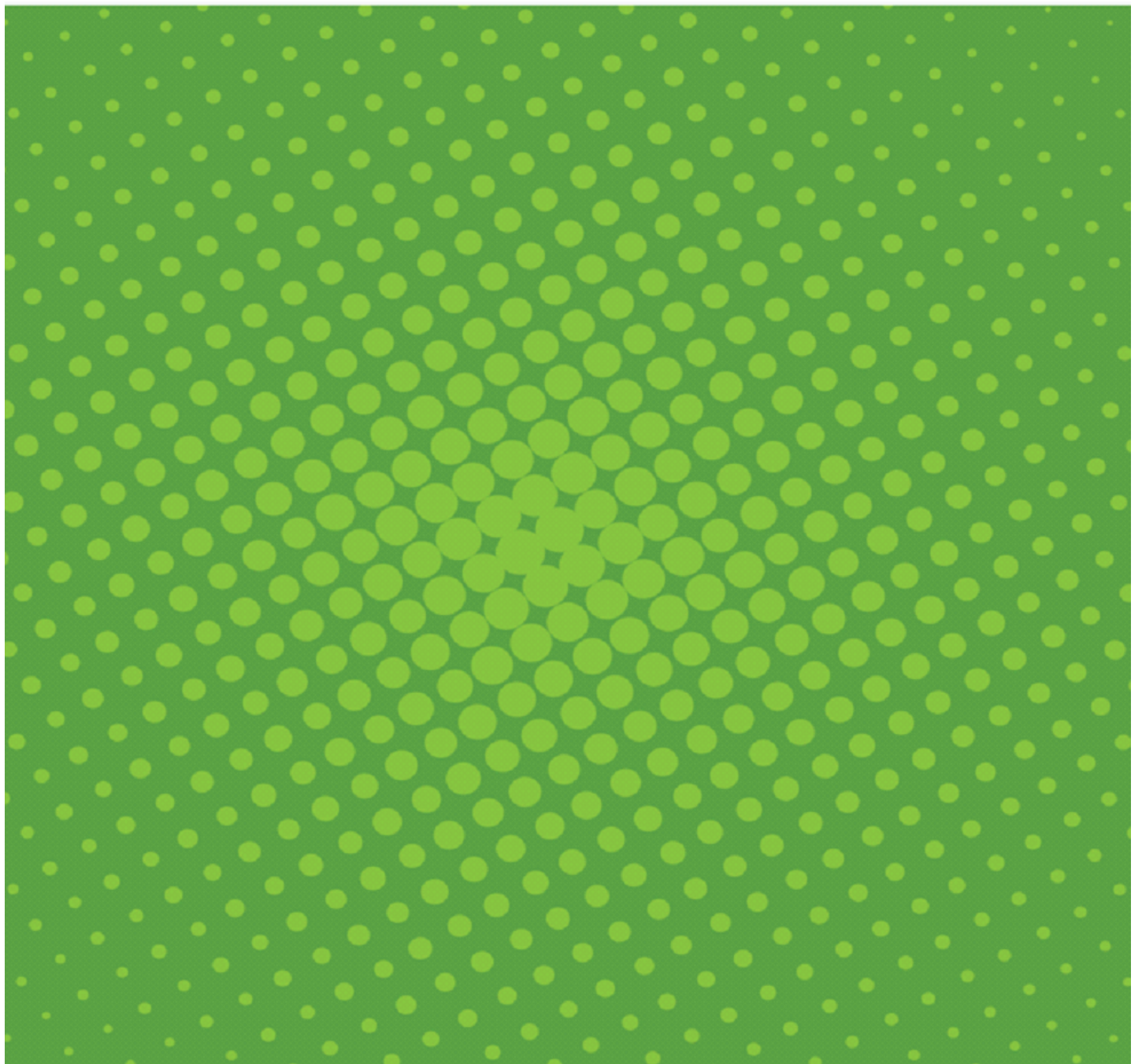


# Religious Formation Program





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## **DIVINE WORD COLLEGE SEMINARY RELIGIOUS FORMATION PROGRAM**

### **STATEMENT OF MISSION**

The Divine Word College Seminary Religious Formation Program aims to foster within candidates a religious missionary vocation and a life-long commitment to serving God's people by encouraging them to develop their human maturity, intellectual capability, spiritual gifts, interpersonal skills in community, and ministerial skills. This objective is endeavored within an intercultural community shaped by the missionary spirituality of the Society of the Divine Word (SVD).

### **CORE BELIEFS AND VALUES OF THE FORMATION PROGRAM**

- For Divine Word Missionaries, the Trinity is the source of life and energy and the Incarnate Word is the model of total surrender to God.
- The Church is missionary by its very nature; therefore, all Christians, through our baptism, are called to witness to the Gospel.
- All candidates are called to a lifelong commitment to mission as we pass over from our own culture and circumstances to proclaim the Good News and help usher in the Reign of God.
- Religious missionary calling is best discerned and confirmed in community as the candidates grow in maturity of their cultural, spiritual and intellectual identity.
- The foundation for effective leadership among God's people is the capacity for intellectual growth, on-going formation, and a commitment to lifelong learning.

### **RELIGIOUS FORMATION PROGRAM OBJECTIVE**

*The goal of all formation and education in our Society is growth by the power of the Holy Spirit into unity with the Incarnate Word of the Father and into missionary community comprising members from many countries and cultures. This growth is a lifelong task, a shared responsibility to be faced by both the individual and the community. In this way we become capable of carrying out the missionary task of our Society: to be witnesses of the gospel of Christ to all by our personal lives, our community living and our preaching so that Christian communities may be built up. (SVD Constitutions, 501)*

The Religious Formation Program of Divine Word College Seminary (DWCS) provides an environment in which candidates can learn about the SVD and religious life and take on the challenges of the program in preparation for the novitiate. The program is developmental and aims to enable candidates to grow and demonstrate their progress through the five essential facets of religious missionary formation:

human, intellectual, spiritual, communal, and ministerial. Each facet of the program consists of objectives, rationales, means of implementation, outcomes, and assessment. The program also includes the means by which formation personnel assess the candidates' suitability for the future religious, missionary life and service.

## **FACET ONE: HUMAN FORMATION**

**Develops mature persons able to discern their desire to live in religious community and their readiness to enter novitiate or the next phase of their formation program.**

*Our formation is total and integral: it seeks to bring about human maturity, professional competence and committed faith. Growth towards human maturity occurs in a progressive deepening of self-knowledge, in the unfolding of one's personal qualities and in the achievement of that inner freedom which makes responsible decisions possible. (SVD Constitutions, 503)*

Human Formation promotes an integration of self-knowledge and acceptance, physical and psychological health, sexuality and celibacy, and interpersonal skills. Each contributes to the development of the others. This integration moves the individual to healthy holistic human development, which facilitates a mature decision for religious missionary life.

### **Self Knowledge and Acceptance**

Self-awareness and self-acceptance are essential components for responding freely to the call to be religious missionary in the Society of the Divine Word.

Every year, each candidate is assigned to a formation group, which is facilitated and accompanied by a Formation Director. This assignment is based on consideration of the candidate's class, age, and unique formational needs. Formation Groups meet each week in order to learn and reflect on various topics regarding issues of personal and vocational growth such as: positive emotions, addictions, skills for intercultural community living, strong emotions management, etc. The formation group also offers an environment that promotes fraternal sharing for the purpose of mutual understanding, support, as well as constructive criticism. This lived experience of community allows candidates to learn from each other and develop skills essential to religious community life.

To facilitate growth in self-awareness, the Formation Director helps candidates set reasonable and measurable personal goals at the beginning of each academic year, including the concrete steps to achieve the goals. The goals can be modified as needed during the year in the context of the five facets of the program. This process encourages the candidates to undertake greater responsibility for their own growth. The Formation Director also continually observes the candidates' progress and

provides suggestions and guidance, especially in the individual interviews, which take place twice in a semester.

At the end of the academic year, the candidates write insightful self-evaluations of their progress in interpersonal and emotion life, sexual development, accomplishments, as well as areas that still need maturing. These evaluations are shared with his Formation Director and members of his formation group for feedback and constructive criticism. The Formation Director then writes a comprehensive behavioral evaluation based on the five facets of the Religious Formation Program. The candidates have an opportunity to review the evaluation with their Formation Director for clarification and suggestions.

Assessment for this process is based on the evaluations by the candidates, their peers, and their Formation Director who also reviews the goals the candidates set for themselves and how they achieved them. This process assists the candidates to grow in awareness and commitment to their vocational call.

### **Physical Health**

Missionary life in many countries where the SVD live and work can present significant physical challenges. It is thus important that candidates are aware of the need not only to take care of their own physical health but also to develop the physical stamina necessary for missionary work.

In order to encourage habits that promote good physical health, DWCS provides balanced meals, and recreational facilities with a swimming pool, weight room, gym, tennis courts, and outdoor sports fields. Throughout the year, there are many intramural tournaments, which include soccer, basketball, badminton, volleyball, tennis, Ping-Pong, and billiards. Candidates are expected to avail themselves of these facilities and activities according to their own interests and abilities. The program also provides a regular series of formation topics related to a healthy lifestyle.

The candidates demonstrate their commitment to good physical health by their choice of regular exercise, maintenance of an appropriate weight for their size, healthy eating habits, and regular medical and dental care. As part of the novitiate application process, the candidates take required physical and psychological examinations, they must meet specific admission criteria.

### **Psychological and Emotional Health**

The religious missionary life requires a commitment to live in intercultural community in which members need to develop a healthy psychological and emotional strength in order to cope with stress, tensions, disillusionments, or conflicts that are a part of community life.

For this objective, the Religious Formation Program provides a regular series of formational topics on healthy emotional development presented by experts of the field. It also offers candidates opportunities to meet and process their problems with the Spiritual Directors, Formation Directors and/or professional Counselors. There are also opportunities for the candidates to hone their psychological and emotional strength and skills as they engage in certain demanding leadership activities like Student Senate, sport coordinator, dining room coordinator, and so on. With the guidance of members of the Formation Team and other supervisors, the candidates learn how to cope with the emotional demands required in daily activities.

This development is observed and measured by the Formation Director and other members of the Formation Committee as the candidates demonstrate their emotional stability and ability to exercise leadership in working with others.

### **Sexuality and Celibacy**

God created humankind as sexual beings in order to participate in the continuity of creation. The sexual energy present in each individual is at its richest when it is expressed in appropriate relationships to witness to the radical values of the Kingdom of God. The call to be celibate in religious life necessitates a healthy understanding and acceptance of one's own sexuality and the ability to express it appropriately in the community as well as with those whom one serves.

The Religious Formation Program utilizes a number of means for developing growth and understanding of sexuality. Academic courses in Human Sexuality and Sexual Ethics are offered on an annual basis. Regular assembly presentations address topics in human sexuality. Each formation group studies issues on human sexuality appropriate to the group's formation level, starting with topics on basic biology and moving on to topics such as sexual orientation, boundaries, addiction, and male/female relationships. DWCS policies clearly define appropriate sexual conduct and use of electronic and publication media. The candidate participates in activities with a broad spectrum of individuals both within and outside of DWCS.

The Academic Program, formation group discussions and DWCS wide presentations and forums facilitate the development of sensitivity and respect.

The candidate may speak confidentially about sexual issues with DWCS Counselor and/or his Spiritual Director. Positive experiences and challenges in lived relationships with others come from social activities and living in a close community. Candidates are encouraged to channel their sexual energy in creative ways through art, music, hobbies, sports, study, work and prayer. Candidates are also provided with opportunities such as weekly holy hour, regular recollections, and annual retreats to reflect and discern their commitment to celibacy in religious life.

Candidates demonstrate their healthy sexuality in celibate life by possessing accurate knowledge about human biology regarding sexuality, maintaining appropriate boundaries with all people, interacting positively and openly with both genders, and being willing to share and process sexual feelings with the appropriate personnel.

### **Interpersonal Relationships**

In order to be an effective minister and a loving community member in religious life, one has to develop good interpersonal skills. Thus the Religious Formation Program encourages the candidates to practice and perfect their interpersonal skills by actively participating in different activities such as formation group meetings, sports teams, exercise of leadership, responsible fulfillment of assigned duties, volunteering, group projects, social interaction with staff, faculty, and fellow candidates.

The successful development of interpersonal skills is verified through the Formation Director and peer evaluations and through the sensitivity and insight the candidates show in their own evaluation of others.

## **FACET TWO: SPIRITUAL FORMATION**

**Develops faith-filled, discerning candidates, rooted in the mystery of the Holy Trinity and committed to personal and communal prayer as foundation for missionary service.**

*We must shape our lives according to our faith by always listening for the voice of the Holy-Spirit, who speaks to us in scripture, in the life of the community and of the Church, as well as in contemporary events. Our response should be in prayer and action. As missionaries of the Divine Word, our spiritual lives are inspired by St. Arnold Janssen's example, for he was a man of faith and prayer, of openness and dedication. (SVD Constitutions, 508)*

The Religious Formation Program invites candidates to grow and experience being immersed in the life of the Most Holy Trinity, Father, Son and Holy Spirit who reveals unconditional love to the world through the life, death and resurrection of Jesus. As “the Incarnate Word in his redeeming love is the source and model of our apostolic holiness” (C. 201), candidates learn to listen constantly to the Word who became flesh in a particular social and historical reality, and to imitate Him in self-emptying of their cultural predispositions and biases, even their languages in order to become one with others.

The life of the disciples of Jesus is sustained by a deep experience of faith, nourished by the Word of God and by personal encounter with the mystery of God in Jesus Christ through the power of the Holy Spirit. While centered on the Eucharist, the



formation program offers many additional aspects that challenge and help candidates to grow in their personal devotion and relationship with God. Through life in a religious missionary community and service to others, candidates learn to experience God's life-giving presence in their own lives and in the life of those whom they encounter and serve. As they grow spiritually, candidates are able to discover the sources of discernment for their vocations and deepen their desires for life in a religious missionary community.

A core foundation for missionary service is a strong personal and communal relationship with the Holy Trinity, especially in Jesus Christ. Divine Word Missionaries emphasize the importance of a solid life of prayer to support them in the mission of spreading the Gospel. Jesus Christ modeled this in His own life through frequently going to a quiet place to commune with the Father. Therefore, the core areas of spiritual development for religious missionary candidates are essentially focused on faith development, personal prayer, participation in communal prayer and vocational discernment.

### **Faith Development**

Faith in God and its expression are personal to each individual. Genuine faith can be seen in one's trust in God and his active response to God's Word by living his own life based on Christian values. A deep faith in Jesus Christ and His Church as a community of faith is foundational for dedicating oneself to the religious missionary life. To assist the candidate in his faith development, the Religious Formation Program offers the following:

- Liturgical formation, a variety of conferences related to faith, annual retreats, and days of recollection.
- Ample spiritual reading resources in the DWCS library and reading room.
- Opportunities for candidates to participate in student-initiated prayer groups and Bible sharing.
- The requirement of candidates to participate in regular spiritual direction.
- Priests are available for personal reconciliation, with a communal reconciliation service offered each semester.

The faith life necessary for religious life is best demonstrated through candidates' self-evaluation and articulation of faith in community. Candidates are also encouraged to express their faith and spiritual journey in formation group Bible sharing.

### **Personal Prayer**

Within the context of faith, a personal relationship with God is best developed in prayer. Candidates learn to develop a solid life of prayer by taking time for private

prayer, meditation, and Scripture. To facilitate personal prayer, DWCS provides the following:

- The main chapel and small private chapels are available at all times for particular devotions and cultural celebrations.
- An environment of solitude and quiet in the evening in the dormitory areas and tranquility weekends that allow candidates additional time for personal prayer or spiritual reading.
- Further prayer resources are also available in the library and in the various chapels on campus.

Candidates who value the importance of personal prayer in their lives will develop a good discipline for their personal prayer by setting aside specific times and space in their daily schedule where they can encounter God in reflection, Sacred Scripture or spiritual readings provided by DWCS.

In the individual interviews, the formation director evaluates and assesses the candidates' personal prayer life by asking about their daily prayer schedule, their experience and satisfaction with the quality of prayer life.

### **Communal Prayer**

The Community comes together to worship God and to pray in mutual support and as an expression of the spirituality of the Society of the Divine Word. Candidates learn to go beyond their individual expressions of prayer and enter into the prayer of the community.

As a community, the DWCS community comes together for daily Eucharist, Sunday Vespers, services offered during Holy Week and other special occasions, and formation group Bible sharing. There are also opportunities for communal prayer with small prayer groups outside of formal community prayer and the weekly Holy Hour. DWCS encourages particular cultural expressions of liturgy by setting aside a day each week for Masses to be celebrated in English and other languages.

Candidates who experience the importance of the Eucharist in the daily life of the church and the community will participate actively and regularly in community worship and prayer, such as Vespers, formation group prayer and special religious events during Holy Week.

The communal prayer outcome is measured through candidates' faithful attendance and active participation at daily Eucharist, Sunday Vespers, other communal prayer services and formation group prayers.

## **Vocational Discernment**

Divine Word College Seminary provides an environment in which candidates can discern, clarify and deepen their religious missionary call. This discernment takes place through the process of faith development, personal prayer and reflection, and active participation in communal prayer. Therefore, the Religious Formation Program offers the following:

- Regular presentations by SVD missionaries and special sessions within formation groups to help candidates understand better the spirituality, charism and mission of the Society of the Divine Word.
- Spiritual direction where candidates can discuss and refine their discernment within a confidential setting.
- Counseling service or other psychological instruments that assist candidates to further understand themselves and their abilities.
- Additional contexts through various celebrations such as Mission Sunday to help candidates understand and experience the mission and ministry of the SVD.

The outcome of vocational discernment is evaluated in each individual interview with their formation director. Candidates will be evaluated by their serious commitment in faith development and ability to articulate the important questions in their vocational discernment.

## **FACET THREE: INTELLECTUAL FORMATION**

**Instills a commitment to acquiring and developing the knowledge and the skills necessary for future missionary work.**

*The study of philosophy and theology is part of the vocational preparation for the priesthood/[religious life]. It serves to increase one's knowledge of human nature and society and to deepen one's growth into the mystery of Christ...The program of studies for our seminarians should deliberately emphasize the missionary dimension and the value of social, cultural and religious plurality for the proclamation of the Gospel. (SVD Constitutions, 516 and 516.1)*

The Academic Program is the primary instrument to help the candidates to grow in knowledge of the liberal arts. Along with the Religious Formation Program, the Academic Program assists candidates in developing critical thinking capacity and a growing appreciation of learning by understanding its significance for effective future ministry.

The candidates must come to recognize that intellectual development is an essential tool as future leaders in the Church. Their strong intellectual skills will help them

engage in dialog with others of differing perspectives and to better understand and appreciate the world which they live in and serve.

The fundamental components to becoming an educated person and a life-long learner are the candidates' attitude toward and commitment to learning.

### **Attitude toward Learning**

Candidates for the religious missionary life need to develop an intellectual curiosity and a positive attitude toward learning and to complete a rigorous course of studies.

Successful candidates work to acquire a solid education that will serve them as a foundation for the rest of their life and develop a dedication to continuing intellectual growth. The evidence of this attitude is demonstrated through reading material outside of academic requirements, making good use of the educational media, and regular reading of newspapers, scholarly magazines and journals.

The concrete assessment is shown in the candidates' cumulative grade point average. Committed candidates should be moving towards a 2.5 or better as evidence of their ability to do graduate work or pursue further professional development.

The candidates' Formation Director and the Dean of Students can also have access to follow their progress through on-line grades and semester grade reports.

For further positive intellectual development, the Religious Formation Program provides:

- Regular personal interviews with the Formation Directors to establish and monitor personal academic goals.
- Weekly formation group meetings include topics such as techniques for effective study.

### **Commitment to Learning**

To facilitate this commitment, the program provides the following:

- An excellent library and reading room with a large number of magazines and newspapers, and access to the Internet.
- Various events, including authors and artists from around the world.
- Presentations of student capstones.

The results for intellectual development needed for life-long learning are shown by the candidates' active participation in the extra-curricular programs mentioned above and by their dedication to personal study and genuine interest in improving the quality of their learning. This progress is monitored and evaluated by the Formation Director on a regular basis.

## **FACET FOUR: INTERCULTURAL COMMUNITY FORMATION**

**Enables the candidates to appreciate their own culture and to cross over to other cultures with respect and sensitivity, while developing skills for intercultural religious community.**

*...we meet with friendliness and goodwill those among whom we announce the gospel, growing into their historical situation, customs and mentality...we make every effort to master the language of the people and become familiar with their history and culture. Following the principles of the gospel, we respect the customs and habits of the people among whom we work, avoiding every derogatory criticism and comparison. (SVD Constitutions, 120, 120.1 and 2)*

Members of the Society of the Divine Word dedicate themselves to the proclamation of God's Word to all peoples. To achieve this goal, members are ready to leave their own cultures and to "pass over" to other cultures and live and work in communities comprising people of many cultural backgrounds.

An important facet of the Religious Formation Program at DWCS, therefore, is preparation for intercultural community living. The program aims to enable the candidates not only to learn to appreciate their own culture and the cultures of the world, but also help them to develop the ability to challenge and critique their own and other cultures. It encourages the candidates to gradually deepen their commitment to life in intercultural religious community as they leave their comfort zone to actively build up the community through mutual care and support. The life of study, work, and worship within the DWCS's intercultural environment provides an opportunity for developing this commitment.

### **Respect and Appreciation of Cultures**

Respect and appreciation of all cultures is a fundamental element for religious missionary life. Thus, the Religious Formation Program provides the candidates with the following opportunities for their development:

- To live and interact with roommates and community members from other cultures.
- To participate in cultural dinners, cultural music concerts, and art exhibitions from different areas of the world.
- To access a rich collection of ethnic magazines and books.
- To learn another language.
- To learn to sing in different languages through liturgy preparation for various cultural celebrations.
- To be a part of the organizing team for different cultural events and religious celebrations, such as Mission Sunday, Our Lady of Guadalupe, Lunar New Year, the Feast Day of St. Josephine Bakhita, and so on.

- To develop on-going relationships with families in the local area through the Friends Across Nations Program (FAN Club).
- To learn about and discuss openly issues related to understanding and respecting cultures in formation group meetings and the Dean's Forum.

The candidates demonstrate their respect and appreciation of cultures by:

- Reaching out to develop close friendships with individuals outside of their own cultural background.
- Engaging in activities such as sharing meals in the dining room, sports activities, mixing in social events, walks and conversations.

### **Critical Appreciation of One's Own Culture**

Candidates are encouraged to develop a greater awareness and appreciation of the gifts of their own culture, yet also be able to critique it. They become more aware of their own culture and its limitations when having to present it or being exposed to different cultures or sets of values. Thus the program offers the candidates opportunities to:

- Present and discuss their culture in formation meetings.
- Organize liturgical activities in their own language.
- Prepare their traditional foods for cultural dinners.
- Access a significant collection of books in different languages about various countries and their cultures.
- Be familiar with immigrant experiences, with cultural shock, and with adaptation to new cultures.
- Equip themselves through intercultural courses with intellectual tools for reflection on their own culture and other cultures.

### **Intercultural Community Participation**

To be religious is to be in community. The corner stone of religious missionary life is the ability to live in intercultural community. Thus, the Religious Formation Program encourages candidates to learn skills to build community in DWCS as well as with people in the local area by:

- Offering courses like World Art, World Music, Cultural Anthropology, and others to broaden candidates' knowledge and horizon of the world.
- Providing recreational facilities such as the Pour House, student lounge, and sports areas to bring students together for greater interaction.
- Organizing group activities such as group prayer, community daily Eucharist, socials, group outings, school picnics, highway clean up, and so on.
- Creating opportunities by which candidates can develop their intercultural leadership skills as they work with individuals from different cultural backgrounds.

- Sponsoring ministries of service to people beyond the immediate DWCS community such as with the elderly, homeless, physically and mentally disabled, ethnic parishes, and youth groups.

The Formation Directors observe the candidates' genuine participation in the above activities and evaluate their development in this area at the end of each school year.

## **FACET FIVE: MISSIONARY MINISTRY FORMATION**

**Allows the candidates to begin to develop their ministry skills and to apply their gifts and education to missionary services.**

*In order that this vocation can develop fully, formation must be integral, rooted in one's own culture, community-forming, directed towards apostolic service and open to the needs of the world... (SVD Constitutions, 502)*

Besides the skills and knowledge requisite for mission, the Religious Formation Program is designed to help candidates grow in their identity as religious missionaries and ministers in the Church. To achieve this goal, the program offers opportunities for ministry in which the candidates will begin to learn the fundamentals of ministry and become familiar with the basic skills for ministry in different settings, especially with people of different socio-economic or cultural backgrounds.

The ministry practicum is aimed at helping the candidates develop awareness of their own gifts and see how these may be applied to the missionary endeavors of the Society of the Divine Word and of the Church. Ministry skills are developed through careful preparation, supervision, reflection and evaluation on their ministry experiences.

The process of ministry reflection not only enables the candidates to identify their strengths and areas for growth in pastoral ministry but also sharpens their critical insight and sound judgment. It thus stimulates their desires for service as they learn of the needs of the world and their own gifts in meeting those needs.

### **Initial Ministry Skills**

An initiation to ministry experiences is fundamental to the candidates' vocational discernment and their future ministry. DWCS provides the candidates opportunities for ministry, which are often intercultural experiences. These experiences will be evaluated with the candidates' on-site supervisors and shared in reflection with their formation groups once a semester. The candidates also complete an end-of-the-year self-evaluation of their own ministry efforts both within and outside DWCS.

Initial skills for effective ministry are measured through:

- The candidates' willingness to go beyond their own needs to extend themselves to be of genuine service to others.
- Their willingness to volunteer for common activities as their gifts allow.
- Their freedom and creativity to explore skills and activities they may not have tried before.
- Their ability to carry out pastoral work collaboratively with others.
- Their flexibility to make adjustments for new and unexpected circumstances.
- Their responsibility to take initiative and complete assigned tasks.
- Their commitment to work in a multicultural setting with people of different ethnic, racial, and religious backgrounds.

### **Vocational Awareness for Ministry**

Missionary ministry formation means more than acquiring skills. It signifies a level of personal commitment, fitting for future religious missionaries who act in the person of Jesus Christ. The candidates are able to come to a theological reflection, both oral and written, of their ministerial experiences and see how they might be a lived reality of the Gospel message. Along with their formation group and Formation Director, the candidates take a realistic look at their faithfulness in fulfilling various ministries both within and outside DWCS.

The program provides the following opportunities for the candidates to clarify their religious missionary vocation:

- The candidates will write two (2) theological reflections per semester based on their ministry experiences.
- The candidates will be given opportunities to interact with Divine Word Missionaries who have served in different parts of the world.
- The candidates will be exposed to many different cultural events and religious celebrations, such as Mission Sunday, Our Lady of Guadalupe, St. Josephine Bakhita, and Lunar New Year, which reflect mission and its centrality in the Church.
- Through formation group meetings and personal interviews, the candidates also reflect on their attitudes and participation in the above events and thus recognize their religious missionary calling.

The candidates' growth in this area will be assessed through self-evaluation, peer evaluation, and personal conferences with the Formation Director. Work-study evaluations and participation in campus activities also provide evidence of their desire to serve in the future as religious missionaries.



## **EVALUATION AND ASSESSMENT \***

### **Candidates' Evaluation of the Formation Program**

The evaluation process occurs at the end of each academic year. The candidates in each formation group will give oral and written evaluations to their Formation Directors. They will evaluate the whole Religious Formation Program, specifically their own formation group, their Formation Director, annual retreats, recollections, topics presented, counseling services, spiritual direction, as well as ministry program.

Formation Directors present both oral and written summaries to the Formation Team at the school year's final meeting. The information from these evaluations is discussed and evaluated, leading to adjustments in the program as needed.

### **Assessment of the Effectiveness of the Program**

At the end of each academic year, formation directors are also expected to evaluate how effective the Religious Formation Program has met its stated outcomes for the candidates, based on their self-evaluations, formation director's observations and formation group inputs.

Candidates will be assessed two years after their entrance into the IELI program, at the end of their second year in the College Program, and at the completion of their program at DWCS. DWCS uses a Likert-Scale to measure the progress of the candidates toward competence and growth in the five facets of the Program.

In this assessment, Formation Directors set a target score in each area. A total score for each item and the cohort group is ascertained and studied to determine any areas where expected outcomes are not being met. This allows Formation Directors to identify areas in the program for further improvement and adjustments for the continued growth of the candidates.

### **Evaluation of Candidates**

The ongoing evaluation of candidates fosters growth in formation while continuing the process of discernment. Since a formation program, whether human, spiritual, intellectual, communal or ministerial, assumes that candidates will be growing both in God's grace and in their free, human response to that grace, it is important that there be a process to note the markers of that growth.

At the end of each academic year, using the five facets of the Formation Program, the candidates will be evaluated with an honest self-evaluation, peer evaluations, and an evaluation by their Formation Directors. This evaluation is meant to help the candidates to grow more into a mature, responsible leader and member of the

DWCS community. These evaluations should be conducted in an atmosphere of mutual trust and confidence.

## **SUMMARY**

The Religious Formation Program at Divine Word College Seminary, through the five facets (*human, spiritual, intellectual, communal and ministerial*), aims to assist candidates in developing a life-long commitment to mission with the Trinity and the Incarnate Word as the source and model of missionary life. With its developmental outcomes, the program provides opportunities for candidates to discern their vocation to the religious missionary life and to be ready for the Novitiate of the Society of the Divine Word or the next phase of their formation program.

(Approved April 7, 2017)

\*Evaluation and Assessment are fully explained in the Assessment Tools for the Religious Formation Program. Please refer to that document for more detail.

