

DIVINE WORD COLLEGE

FORMATION PROGRAM
FOR
RELIGIOUS MEN AND WOMEN
IN TEMPORARY VOWS

January 2024



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STATEMENT OF MISSION

The Divine Word College Religious Formation Program aims to foster within each student a life-long commitment to serving God's people, whether that be as a religious-missionary, a religious, a diocesan priest, or a lay person. The Program encourages the development of the student's intellectual capability, spiritual gifts, growth in community and ministerial skills. This occurs within an intercultural community and shaped by the missionary spirituality of the Society of the Divine Word (SVD).

CORE BELIEFS AND VALUES OF THE FORMATION PROGRAM

- The Trinity is the source of life and energy.
- The Incarnate Word is the model of total surrender to God.
- The Church is missionary by its very nature; therefore, all Christians, religious or lay person, through their baptism, are called to witness to the Gospel.
- A commitment to mission involves a passing over from one's own culture and circumstances to proclaim the Good News and help usher in the Reign of God.
- A call to mission, whether as religious or lay person, is best discerned and confirmed in community. To continue to hear and respond to a genuine calling, requires maturity--a maturity which integrates cultural, social, spiritual and intellectual identity.
- A capacity for intellectual growth and a commitment to lifelong learning and ongoing formation in the areas of physical health, emotional growth and social development in interpersonal relations, and leadership are foundational for effective leadership among God's people.
- All religious men and women participating in this program accept responsibility for their own growth in light of the charisms of their religious communities or dioceses.

PROGRAM OBJECTIVES FOR RELIGIOUS MEN AND WOMEN

The goal of all formation and education at Divine Word College is growth by the power of the Holy Spirit into unity with the Incarnate Word of the Father and into missionary ministry in a world-wide, multi-cultural church. 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 mission of the church: 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. (Based on SVD Constitutions, 501)

The Religious Formation Program provides an environment in which religious men and women can learn about mission, as understood by the Society of the Divine Word. It provides them with opportunities to meet the challenges of the program which will enhance their future mission.

The Program is developmental. It provides the religious men and women opportunities to grow in self-awareness and personal identity essential to a healthy spiritual life and mission commitment through the different dimensions of religious mission formation: the human, intellectual, spiritual, communal and ministerial.

Human Formation

Develops mature persons able to deepen both their desire to live in religious community and their readiness to engage in mission.

Our formation is total and integral: it seeks to foster human maturity, professional competence and committed faith. Growth in 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. (Based on SVD Constitutions, 503)

Living and interacting among religious members from different cultural backgrounds and charism, the Religious Formation Program encourages the religious men and women to grow in self-knowledge and self-acceptance. It promotes good physical and psychological health and formation in sexuality and celibacy. It teaches the skills for interpersonal relationships essential to a free and mature living.

Spiritual Formation

Develops faith-filled, religious men and women rooted in Jesus Christ and committed to personal and communal prayer as foundation for mission 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. In the spirit of the Society 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. (Based on SVD Constitutions, 508)

The Religious Formation Program invites the religious men and women to grow in their awareness of God's presence in every people and nation and their understanding of the mystery of the death and resurrection of Jesus. As the Incarnate Word proceeds from the communion of the Trinity in service to others, so they learn that religious life in mission is always communal and rooted in a concrete social and historical reality. As Jesus emptied himself and "took on our human likeness," so they learn to empty themselves of their cultural predispositions and biases, even temporarily putting aside their language. While treasuring their congregation's charism and spirituality, they are also invited to live among other religious men and women in order to become one with others, to be re-formed in a new mission spirituality.

While centered on the Eucharist, the spiritual life of the College includes many additional aspects that challenge the religious men and women to grow in their personal devotion and in community. Through life in community and service to others, they experience the presence of God. In the mystery of their own person and that of others, in the known and the unknown, they meet God anew. Their spiritual growth also supports their vocation and deepens their desire for life in a religious and mission context.

Intellectual Formation

Instills a commitment to acquiring and developing the knowledge and the skills necessary to interpret and communicate the Gospel.

Our students achieve proficiency in English, acquire foundations in the liberal arts, and pursue knowledge in a major subject area. These efforts serve to increase their knowledge of human nature and society and to deepen their growth into the mystery of Christ...The program of studies for our students should deliberately emphasize the mission dimension and the value of social, cultural and religious plurality for the proclamation of the Gospel. (Based on SVD Constitutions, 516 and 516.1)

The Academic Program is the primary instrument to help the religious men and women grow in knowledge of the liberal arts. The Religious Formation Program works with the Academic Program in assisting them in a growing appreciation of learning by understanding its significance

for effective future ministry. They come to understand that learning and religious formation are parts of an integrated process necessary for mission service.

Intercultural Community Formation

Enables religious men and women to be rooted in their own culture and to cross over to other cultures with respect and sensitivity, while deepening skills for 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, 120.1 and 2)

The Religious Formation Program invites the religious men and women to develop the skills and abilities vital for crossing over to other cultures and for ministering in a multicultural church. The Program first enables them to grow in appreciation of their own culture and to learn about and appreciate other cultures. It then enables them to develop the ability to challenge and critique their own and other cultures, even as they grow in awareness and respect for those cultures. The Program invites the religious men and women to continually deepen their commitment to life in religious community through actively building up the community and accepting support from others. The life of study, work, and worship within the College's intercultural and religious environment provides opportunity for developing this commitment.

Missionary Ministry Formation

Allows religious men and women to develop their ministry skills and to apply their gifts and education to mission service.

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 offers opportunity for applying these tools in concrete activities within a Christ-centered community. This practical service helps the religious men and women see how their coursework and other activities fit in with the charism of their congregation.

Careful preparation, supervision and support, reflection and evaluation characterize the service experience. Challenges inherent in working with people of differing socio-economic or cultural groups offer significant opportunities for growth. The structure of the program helps educate the

religious men and women about their own areas for growth, and helps them develop critical insight and sound judgment. The process further stimulates their desire for service as they learn of the needs of the world and their own gifts in meeting those needs.

FORMATION PROGRAM FOR MEN AND WOMEN RELIGIOUS

The Formation Program of Divine Word College fosters the maturity and growth of the religious men and women oriented toward mission in five facets of development: human, spiritual, intellectual, intercultural community, and mission ministry. Their growth is demonstrated through observed behaviors and expressed ideas, manifestations of their own deepening discernment of their call which allow others to help evaluate their readiness for mission.

The religious men and women are challenged to see the Program's expectations as an invitation to freely choose, out of love and a personal relationship with Jesus Christ, a way of life that leads to dedicated mission service, personal fulfillment in a shared community life, and their own ever-deepening spiritual life.

Each facet of the Program consists of a rationale, means of implementation, outcomes, and the means used to assess those outcomes.

Facet One: Human Formation

Human Formation requires an integration of knowledge and acceptance of self, physical and psychological health, sexuality and celibacy, and interpersonal relationships. Each contributes to the development of the others. This integration moves the individual to healthy holistic human development.

Knowledge and Acceptance of Self

Self-awareness and acceptance of self are an essential component in the mature religious men and women's ability to respond freely to their call to religious mission.

Every year, religious men and women are assigned to a formation group. This group is led by a Formation Director who accompanies them for the academic year, and the Formation Groups meet regularly. The purpose of the formation group meeting is to present information regarding religious life, mission, and issues of personal and vocational growth. The formation group also offers an environment in which members of the group interact in such a way as to deepen their understanding of each others' values and perspectives. The group is a lived experience of community, a place to enjoy and learn from each other, share personal journeys, discuss and solve problems, and develop skills essential to religious community life.

To facilitate the religious men and women's increasing self-awareness, their Formation Director helps them set reasonable and measurable personal goals at the beginning of each academic year, including the steps they will take to achieve these goals. The goals can be modified as needed

during the year. This process encourages them to undertake greater responsibility for their own growth. Personal sharing once a semester with their Formation Director involves discussions of their progress in the context of the five facets of the Formation Program.

In this process, the religious men and women demonstrates an increasing awareness of their interpersonal and emotional life, sexual development, accomplishments and leadership. They also note areas that may still need maturing.

The Dean of Students will inform the religious men and women's major superior and religious community formation director about their progress when requested.

Physical Health

It is important that the religious men and women are aware of the need not only to take care of their own physical health but to develop the physical stamina necessary for work required in mission.

In order to encourage habits that promote good physical health, the College provides balanced meals, and recreational facilities with a swimming pool, weight room, gym, tennis courts, and outdoor sports fields. Intramural activities are also offered. Religious men and women 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 religious men and women demonstrate their commitment to good physical health by their choice of regular exercise, maintenance of an appropriate weight, healthy eating habits, and regular medical and dental care.

Psychological and Emotional Health

Religious mission is dedicated to service characterized by a commitment to intercultural living. To live among people whose cultures and belief systems are often different from their own, they must possess strong emotional health and skills for maintaining it. The healthy religious men and women are stable, handle conflict satisfactorily, move past disappointments and defeats, are able to tolerate differences of opinion, and cope successfully with the normal tensions resulting from community life.

The Religious Formation Program provides a regular series of formational topics on healthy emotional development and offers opportunities to meet with a Spiritual Director, Formation Director and/or professional Counselor. There are also opportunities for the religious men and women to work with others in a range of leadership positions that can at times be demanding and stressful. With the guidance of members of the Formation Team and other supervisors, they learn how to cope with the emotional demands required in leadership.

In the Religious Formation Program, this development is measured through the Formation Director's direct observation of the religious men and women's emotional stability and ability to exercise their 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 witness to bring about ever more fully the Kingdom of God. The call to the religious life necessitates a mature response to live the consecrated life of celibacy. The response to this call is to find mature love in relation to others and in particular to the people one serves and to find ways to express one's sexuality in a healthy way. Formation for religious mission requires that the religious men and women come to a deeper understanding and appreciation of the physiological, psychological and spiritual aspects of their spirituality and their implications for life-giving ministry.

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. College policies clearly define appropriate sexual conduct and use of electronic and publication media. The religious men and women participates in activities with a broad spectrum of individuals both within and outside of the College. Every year, the College provides the workshop "Protecting God's Children" to raise awareness regarding the importance of protecting minors from sexual abuse.

The Academic Program, formation group discussions and College-wide presentations and forums facilitate the development of sensitivity, respect, and appreciation of one's sexuality.

The religious men and women may speak confidentially about sexual issues with the College Counselor and/or their Spiritual Director. Positive experiences and challenges in lived relationship with others come from social activities and living in a close community. Outlets for sexual energy can be found through sports, study, work, service and prayer. There are also important opportunities for them to come to appreciate themselves and reflect on the life they have committed themselves to through times of solitude and retreat.

Within the context of spiritual direction and with other trusted formation personnel, the religious men and women begin to learn to share how their sexuality impacts their personality, spirituality, and ultimately their ministry. They have regular opportunities to meet with spiritual directors and counselors. The College exercises special sensitivity to the personal and cultural needs of individual religious men and women in the discussion and consideration of human sexuality.

Religious men and women who have a healthy sexual identity as a celibate will demonstrate this through their ability to maintain appropriate boundaries with friends and those with whom they

minister and interact. They will have accurate knowledge about human biology regarding their sexuality.

The Formation Director notes the religious men and women's ability to maintain healthy boundaries.

Interpersonal Relationships

In order to be an effective minister in working with others, in leadership, in positive contributions to community living, the religious men and women require good interpersonal skills.

Opportunities to learn and practice interpersonal skills are present in formation groups and college community, working through issues related to community living and the various recreational opportunities offered at the College.

Religious men and women demonstrate these growing abilities by active participation in the life of the College community through the exercise of leadership, responsible fulfillment of assigned duties, volunteering, and social interaction with both peers and staff. The successful development of interpersonal skills is verified through the Formation Director and peer evaluations for those in temporary vows and through the sensitivity and insight they show in their own self-evaluation and their evaluation of others.

Facet Two: Spiritual Formation

A core foundation for mission service is a strong personal and communal relationship with Jesus Christ. A religious man or woman needs a solid life of prayer to support them in carrying out their work of spreading the Gospel. Jesus Christ modeled this in His own life through frequently going to a quiet place to commune with the Father. The core areas of development for them are strong faith development, personal prayer, participation in communal prayer and vocation development.

Faith Development

Faith in God and its expression are personal to the religious men and women and their relationship to God, the Creator. Genuine faith can be seen in their active response to God's Word and in a life based on Christian values. A deep faith in Jesus Christ and His Church as community of faith is foundational for dedicating themselves to religious mission.

To assist the religious men and women in their faith, the Religious Formation Program offers liturgical formation, content topics related to faith, annual retreats, and days of recollection. There are ample spiritual reading resources in the College library and reading room. Opportunities exist for them to participate in student-initiated prayer groups and sharing. A key component for faith development is their participation in regular spiritual direction. Religious men and women who are in temporal vows are required to see a spiritual director monthly.

Those who are in final vows are highly encouraged to see a spiritual director regularly. Priests are also available for the Sacrament of Reconciliation weekly and upon request.

The faith life necessary for religious-mission is best demonstrated through the religious men and women's self-evaluation, their own articulation of their faith as demonstrated in community. They also express their faith and spiritual journey in formation group Bible sharing and also by the ways they place their faith on a level of importance equal to or greater than other aspects of their total development.

Personal Prayer

Within the context of faith, a personal relationship with the Lord is best developed in prayer. The religious men and women exhibit the importance of setting aside time for private prayer, meditation and Scripture.

To facilitate personal prayer, the College provides the main chapel and small private chapels with particular devotional and ethnic themes for places of solitude. Tranquility weekends, where College activities are curtailed, also give the religious men and women additional time for prayer or spiritual reading. Quiet time in the evening is also encouraged in their residence for prayerful environment. The campus ground is also a tranquil sanctuary where they can encounter God in nature. Further prayer resources are available through the library and in the various chapels on campus.

Religious men and women who see the importance of personal prayer in their life will set aside regular times in their daily schedule where they can encounter the Lord in reflection or Sacred Scripture. They use the various chapels, opportunities for prayer times and spiritual readings provided by the College.

The Formation Director assesses religious men and women's personal prayer by asking about their satisfaction with the nature and quality of their prayer life.

Communal Prayer

The community comes together to worship God and to pray in mutual support and as an expression of faith. Religious men and women go beyond their individual expression of prayer and enters into the prayer of the community as they have done in their religious community prior to coming to Divine Word College.

As a community, the College comes together for daily Eucharist, evening prayer, services offered during Holy Week or special occasions, and formation group Bible Sharing. There are opportunities for communal prayer with small prayer groups outside of formal community prayer and the weekly Holy Hour. The College encourages particular cultural expressions of liturgy by setting aside a day each week for Masses to be celebrated not only in English but also other languages.

Religious men and women who come to internalize the importance of the Eucharist in the daily life of the Church and community are present on a daily basis. They also actively participate in the life of the faith community by attendance at Vespers, shared formation group prayer, and special religious events such as during Holy Week.

The communal prayer outcome is measured through the religious men and women's faithful attendance and active participation at daily Eucharist, Sunday Vespers and other designated communal and formation group prayer times.

Vocation Development

Divine Word College provides an environment for ongoing discernment. Religious men and women's efforts to deepen their religious commitment are an essential component of their spiritual development. This effort takes place through the processes of faith development, personal prayer and reflection, and active participation in communal prayer and spiritual direction.

The Program schedules regular presentations by SVD missionaries and special sessions within Formation Groups to help the religious men and women further understand the nature of mission activity. In spiritual direction, they discuss and refine their discernment within a confidential setting. The College Counselor has various psychological instruments to assist them to further understand themselves and their gifts and talents. Various College celebrations such as Mission Sunday also provide additional contexts for understanding mission.

Religious men and women who take seriously these core dimensions of faith development and fully participate in them give evidence of a commitment to their vocation. Their presence at College sponsored activities supports their genuine commitment.

Facet Three: Intellectual Formation

As a future leader in the Church, the religious men and women must come to recognize that their education and intellectual development are essential tools for becoming a knowledgeable leader and communicator in the Church. A strong intellectual foundation plays an essential role in their total development, especially through reading as a way to continue to gain knowledge about themselves and to more deeply appreciate and understand the world within which they live. As a minister/leader, she will find themselves engaging in dialog with others of differing perspectives, which will require strong intellectual skills. Key components are their attitude towards learning and their commitment to becoming an educated person and a life-long learner.

Attitude to Learning

Religious men and women preparing for mission show an intellectual curiosity and a positive attitude toward learning. This attitude is crucial to complete a rigorous course of studies.

The Formation Program provides interviews and formation groups as both places and resources for further positive intellectual development. Formation group discussions include topics such as techniques for effective study, which will help them thrive in their academic work. Divine Word College also provides cultural events, reading materials, and access to electronic media which enhance their learning.

Successful religious men and women work to acquire a solid education that will serve them as a foundation for the rest of their lives and develops a dedication to continuing intellectual growth. With such an attitude they will venture outside of mere academic requirements and make use of educational media available to them. This attitude is expressed in curiosity about the world. The regular reading of newspapers, scholarly magazines and journals is evidence of their growing intellectual curiosity and sophistication.

Religious men and women's attitude toward intellectual development is demonstrated in their cumulative grade point average and its maintenance and improvement. Their Formation Director and the Dean of Students receive a copy of their semester grade report and have access to their daily progress through on-line grade reports.

Commitment to Learning

Successful religious men and women complete the Formation Program with a strong commitment to intellectual development needed for life-long learning. To help facilitate a commitment to intellectual growth and life-long learning, the College provides an excellent library, a reading room with a large number of magazines and newspapers, various cultural events, and access to the worldwide web. Every day conversation is also an opportunity for them to improve their learning and communication skills. The Formation Director assists them in establishing personal academic goals for their intellectual development and in helping them achieve those goals. (cf. Knowledge and Acceptance of Self)

Evidence for this growing commitment can be measured through religious men or women's participation in extra-curricular programs and attendance at special cultural events. This commitment is measured in their dedication to personal study and genuine interest in improving the quality of their learning. The Formation Director speaks with them about their intellectual activities and notes their participation in extra educational activities.

Facet Four: Intercultural Community Formation

In the spirit of the Society of the Divine Word, religious men and women dedicate themselves to the goal of the proclamation of God's Word to all peoples. To achieve this goal, they may have to be ready to leave their own culture and to "pass over" to other cultures and live and work in communities comprising members of many cultural backgrounds. An important facet of the Religious Formation Program, therefore, is preparation for intercultural living. This facet involves respect, participation, skills, and the appreciation and ability to analyze their own culture.

Development of Respect

To successfully interact with other members in intercultural community and mission, and work in cultures beyond their own, religious men and women must respect and appreciate cultural differences.

The College offers opportunities for religious men and women to develop cultural respect. The Formation Program provides them with the opportunity to live with students from cultures other than their own. Cultural dinners, cultural music, ethnic magazines, and art from different areas of the world offer a multitude of perspectives.

Religious men and women have the opportunity to participate in Mission Sunday, Lunar New Year, and other cultural celebrations. To offer them an opportunity to develop on-going relationships with families in the local area, the College sponsors the Friends Across Nations Club.

Issues related to understanding and respect are discussed openly in the Dean's Forum and formation groups.

Religious men and women demonstrate respect by reaching out to and having close friendships with individuals outside of their own cultural background. They reach out by engaging in activities such as sharing meals in the dining room, sports activities, mixing in social events, walks and conversations. The Formation Director considers their attendance and genuine participation in cultural events and celebrations.

Religious men and women are expected to develop a growing understanding and appreciation of the various and changing roles of men and women in society and the Church.

Community Participation

In addition to cultural celebrations, the College sponsors work-study/community service where religious men and women have a chance to perform service for the College community; such as working as sacristans, washing dishes, mopping the hallways, etc. Besides the work-study/community service, the College also sponsors ministries of service to people beyond the immediate College community with the elderly, homeless, physically and mentally disabled, ethnic parish events, and youth. All students, including religious men and women, are assigned to different ministries during their time at Divine Word College. The formation group charters aim to bring students together in various activities. Recreational facilities such as the Pour House, student lounge, and sports areas are designed to bring students together for greater interaction.

Religious men and women who come to appreciate other cultures will demonstrate this appreciation through positive interaction with others from different cultures in leadership positions. They interact in the classroom, dining room, chapel, activities and sport events. They learn about other cultures through reading and other media. They learn a language other than their own and gain the cultural understanding that goes with that language. The Formation

Director will observe and assess whether they take the initiative to reach out to members of other cultures by inviting them to join in social activities.

Skills for Intercultural Living

Religious men and women learn skills for intercultural living and service in such courses as World Art, World Music, Humanities Survey and other academic settings. They learn to sing in different languages through liturgy preparation and by preparing for cultural events in which all students participate. Weekly ministries, language classes, and community service teach further skills.

As they complete their formational experience at Divine Word College, they build skills in living and working interculturally, including leadership skills for working with individuals from different cultural backgrounds

Critical Appreciation of One's Own Culture

Religious men and women become more aware of their culture and its assumptions when exposed to a different culture or set of values. They come to a greater awareness and appreciation of the gifts of their culture, yet must be able to critique aspects of their culture.

Religious men and women come to a greater awareness of their own culture through making presentations, preparing foods, sharing in their formation group and participating in Masses celebrated in their native language. Intercultural courses present them with intellectual tools for reflection on their own culture and other cultures. The library has a significant collection of books in different languages about various countries and their cultures. The College educates on immigrant experiences and adaption to new cultures. The Religious Formation Program is structured so that they will be able to discuss and write about the values explicit and implicit in their own culture.

Facet Five: Formation for Mission

Religious men and women continue to develop awareness of their own gifts and how these may be applied to the mission endeavors of the church in the spirit of the Society of the Divine Word. In the future they will use their gifts in service of the Christian Community and the proclamation of the Good News. At the College level, they begin to become aware of what will be required of them as a religious engaged in mission. Growth in mission ministry involves establishing and or deepening ministry skills and developing awareness of what may be required of them in mission.

Ministry Skills

The College provides opportunities for ministry which are often intercultural experiences for the religious men and women. These experiences are evaluated with their on-site supervisor and are shared in reflection with their formation group at the end of each semester. They then complete an end-of-year self-evaluation of their own ministry efforts both within and outside the College.

Skills for ministry are measured through the religious men and women's willingness to go beyond simply meeting their own needs to extending themselves to be of genuine service to others. They exhibit this through their willingness to volunteer for common activities as their gifts allow. They are willing to explore skills and activities they may not have tried before because they realize their development may be helpful in communal mission life. They show responsibility and commitment to do their best in carrying out community assignments. They develop confidence in completing assigned tasks and taking initiative.

Awareness for Ministry

By awareness, the religious men and women are able to come to a theological reflection, both oral and written, of their ministerial experiences and how they might be a lived reality of the Gospel message. Satisfaction and growth in ministry in the context of the theological reflection become important components for vocational growth. Along with their formation group and their Formation Director, they take a realistic look at their faithfulness in fulfilling various ministries both within and outside the College.

The College provides opportunities for the religious men and women to deepen their understanding of ministry. Academic offerings, a program of cultural events, as well as the décor of the College celebrate the universality of the Church's mission, its grounding in all cultures. They have opportunities to interact with Divine Word Missionaries who have served in other parts of the world. They participate in a lively Mission Sunday liturgy and international food festival. Through formation group activities and interviews with formation directors, they reflect on their growth in readiness for ministry across cultures, social and economic classes, for dialogue with persons of other religions.

The religious men and women's ministry reflection with their formation group and Formation Director provide a gauge of their understanding and sense of their vocation. Work-study evaluations provide evidence of their faithfulness to basic community responsibilities. Participation in campus activities shows their willingness to go beyond minimum expectations.

CURRICULUM

EVALUATION AND ASSESSMENT *

The Evaluation of the Program

The religious men and women's evaluation of the Religious Formation Program occurs during the final few weeks of the academic year. They evaluate the overall Program, their own formation group, their Formation Director, retreats, recollections, topics presented, counseling services, spiritual formation, and ministry program. Formation Directors give both oral and

written summaries to the Formation Team during the school year's final meeting. The information from the religious men and women's evaluations is discussed and evaluated, leading to adjustments in the Program as needed.

Assessment to Measure the Effectiveness of the Program

At the end of each academic school year, Formation Directors assess how well the Religious Men and Women Formation Program has met its stated outcomes for all religious men and women. In this process, the Formation Directors use all religious men and women's evaluations, Formation Director's observations and formation group input to assess the progress of the Religious Men and Women Formation Program. Each religious man and woman's progress is assessed two years after their entrance into the ESL Institute, at the end of their second year in the College Program and at the completion of their program at Divine Word College. They are assessed using a Likert-Scale to measure their progress toward competence in each facet of the Program. Formation Directors set a target score in each area. To assess the Program itself, 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 make adjustments in the requirements or activities meant to help them meet the outcomes. This Program assessment also helps identify other areas in the Program that may be in need of modification, increased emphasis, or further development.

Evaluation of Religious Men and Women in Temporary Vows

At the end of each semester the religious men and women, with their Formation Director, will assess their progress based on their personal goals from the five facets of the Religious Men and Women Formation Program. Religious men and women who are in temporary vows are evaluated at the end of each academic year, using the five facets of the Formation Program, by self-evaluation and peer evaluations among those in temporary vows and their Formation Director. Information from this evaluation will be used to help them be a mature, responsible leader and member of the Divine Word College community.

SUMMARY

The Religious Men and Women Formation Program at Divine Word College offers religious men and women an opportunity to learn about the spirit of mission and heritage of the Society of the Divine Word. All dimensions of the Program, particularly its developmental outcomes, assist the religious men and women in discerning and deepening their vocation to religious mission and ministry.

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