**1.- QUESTIONNAIRE FOR THE ANALYSIS OF THE FORMATION PROGRAMS OF THE (V)PROVINCES, FEDERATIONS AND**

**CONFEDERATIONS (XXV Gen. Ch., Dec. # 30)**

**UNIT: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**DATE: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**1.- STATISTICS**

In order to give a context to an assessment of the initial formation in your Unit, we ask that the Secretariat of Formation of the Unit to provide us with the following statistics: Formandi in the last 6 years:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Before the Novitiate** |  |  |  |  |  |  |
| **Temporary Profession** |  |  |  |  |  |  |
| **Perpetual Profession*** **Brothers:**
 |  |  |  |  |  |  |
| * **Clerics:**
 |  |  |  |  |  |  |
| **Priestly Ordination** |  |  |  |  |  |  |
| **Total** |  |  |  |  |  |  |

In general, what do these statistics say to you about the programs of initial formation of your Unit?

**2.- VOCATIONS**

1. From where are the candidates coming from? (cultures, missions, parish, schools, etc.)
2. Do you have vocations of mature persons? What criteria do you have to accompany them? Do you have a specific formation program for them?
3. How many young confreres in Initial Formation have abandoned the Congregation since 2014?

**3.- DESCRIPTION OF THE INITIAL FORMATION STAGES**

1. Do the stages established in your Unit correspond to the stages as presented in the General Government Initial Formation Decree of 2015 and *Ratio Formationis* 2020?
2. Briefly describe the stages and places of formation in the territory of your Unit.
3. Where do the other stages take place?

**4.- SECRETARIAT OF FORMATION**

1. Does the Unit have a Secretariat of Formation?
2. How many members compose the Secretariat?
3. How often does the Secretariat meet?
4. Do Religious, laity, professional men and women from diverse technical fields participate in the Secretariat or in any way in initial formation?

**5.- INTERPROVINCIAL FORMATION**

Describe the situation (that is: Board, number of formators, country, academics, etc.) of *inter-Unit* and Conference *formation collaboration* with your Unit at the level of:

Pre-Novitiate:

Novitiate:

Temporary Vows:

Pastoral Experience:

Preparation for Perpetual Profession:

Other stages:

Can you describe the experience carried out in collaboration with other Units?

**6. – (V) PROVINCE, FEDERATION AND CONFERENCE FORMATION PROGRAMS**

1. Is each stage of formation, whether in your Unit, in the Conference or inter-Unit, accompanied by an established and functioning ***Redemptorist*** ***Program*** that reflects the vision and principles as expressed in the Ratio Formationis Generalis?
2. Do you consider that the programs of each stage of formation are so structured as to fulfill its corresponding objectives in each of the formation dimensions: Human, Spiritual, Community, Academic, Pastoral-Missionary?
3. Does each formation house have its own Redemptorist charismatic formation program? Can you describe it?
4. What kind of Redemptorist formative meetings, in addition to academics, take place every week?
5. How often do personal colloquies between formators and formants take place?
6. Does your Unit have any type of annual meeting of the formandi of all stages?
7. To what extent do the families of the formandi know the formators and the formation houses?
8. What is the process and knowledge level of the formandi of the official languages of communication in the Congregation, i.e. of English, Spanish and Italian?

**7.- FORMATORS OF THE (V) PROVINCES, FEDERATIONS AND CONFEDERATIONS:**

1. How many formators do you have at each stage of formation in your Unit? What is the proportion between formators and formandi?
2. What is the personalized preparation and continued formation of the formators?
3. Do you have an annual gathering for the formators?
4. Is the corresponding preparation of the formators adequate for the stage that they accompany?
5. Are there formators from your Unit in other interprovincial or Conference formation houses?
6. What is the participation of other religious or laity people and in particular, women, in the formation process?
7. How do you perceive the relationship between formators and formants in your Unit?
8. To what extent do the local communities of your Unit facilitate and collaborate in the formation of the formandi?

**8.- IMPORTANT DOCUMENTS FOR FORMATION AND THAT FACILITATE THE ANALYSIS:**

1. *Ratio Formationis* of your Unit
2. PRIORITIES of the Apostolic Plan and Reconfiguration Plan of the Conference, and your Unit´s Apostolic Plan priorities.
3. The Directories of the Formation houses
4. The Redemptorist Formation Programs for each stage of initial formation
5. The Academic Formation Programs
6. The Unit´s Policy and/or Protocol on Safeguarding of Minors and Vulnerable Adults.
7. Has there been known scandals in your Unit within the initial formation context?

**9.- ASPECTS RELATING TO REDEMPTORIST FORMATION PROGRAMS**

1. To what extent does the formative process comply with Constitution 78 with respect to integral maturity: human, Christian, affective, intellectual, and redemptorist missionary?
2. To what extent can we say that we are genuinely preparing future Redemptorists for the Congregation’s Mission according to the Apostolic and Restructuring Plan of each Conference, Unit?
3. How is formation preparation for the carrying out of the redemptorist mission as a team, as a community (cf. Const. 21), as “one missionary body” (cf. Const. 2).
4. When it is said that Profession is made for the entire Congregation, do you understand that this is realistic and effective?
5. At what times do the formandi find themselves in greater proximity with the most abandoned, especially the poor? (cf. Const. 1)
6. Indicate some positive aspects and others to be improved upon with regards to the characteristics of initial formation in the *Ratio Formationis*: gradual, progressive, flexible, holistic, integral, etc.

**10. – OBSERVATIONS AND RECOMMENDATIONS WITH REGARDS TO FUTURE INITIAL FORMATION, ESPECIALLY INITIAL FORMATION IN THE NEWLY RECONFIGURED PROVINCES, FEDERATIONS OR CONFEDERATIONS**

1. **Questionnaire for the Analysis of the**

 **Redemptorist Formation Programs of the CONFERENCE**

***Coordinator, Conference Secretariat/Commission for Formation,***

 ***members of the different formation Boards/representatives of the***

***Conference superiors***

***CONFERENCE \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ DATE \_\_*\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. **INITIAL FORMATION**
* **How would you evaluate the initial formation programs of the Units and your Conference up to now considering:**
* **the objective of formation, that is, “to prepare future Redemptorists for the mission of the Congregation as embodied in the Apostolic Plan of the Conference”**
* **having *established and functioning programs* that reflects the vision and principles as expressed in the *Ratio Formationis Generalis* 2020 (*cfr*. A Profile of the Redemptorist confrere shaped by the vision of the XXIV General Chapter 2009**, **Decision 6.12 – 6.17).**
1. **THE *RATIO FORMATIONIS* OF THE CONFERENCE**
* **Each Conference is developing its *Ratio Formationis.* What is your experience?**
* **Is inter-Unit and Conference formation considered in the Conference *Ratio Formationis*? Does the Conference have elaborated any *Convenios*, Agreements or Contracts with regards to initial formation?**
1. **THE CONFERENCE SECRETARIAT OR COMMISION FOR FORMATION**
* **How is the Conference Secretariat or Commission for formation functioning?**
* **How frequently does it meet each year?**
* **How many persons compose the Secretariat or Commission?**
1. **FORMATION STAGES**
* **What Stages of Initial Formation are being developed at the inter-Unit and Conference level?**
* **What other experiences of interprovincial formation are there within the Conference?**
1. **THE FORMATION OF THE FORMATORS AND FORMANDI**
* **What types of formation encounters for formators and formandi take place at the level of the Conference or the zones of the Conference?**
* **Do you have suggestions for this formation?**
1. **RECONFIGURATION AND THE FUTURE OF THE CONFERENCE**
* **Do you have any suggestions with regards to initial formation for the new Reconfiguration situation of the Units of the Conference?**
* **What new initiatives have been achieved and what more can be done?**
1. **OTHERS**
* **How is the work of the “Board” of inter-Unit and Conference experiences functioning? Is this structure and its functions valued?**
* **What are the positive experiences of the Coordinator and the Conference with regards to initial formation? What are the challenges?**
* **Do you have any other suggestions for the Congregation’s General Secretariat of Formation?**
1. **Questionnaire for the Analysis**

**of the Formators**

**ELEMENTS THAT CAN BE CONSIDERED**

 **IN THE ASSESSMENT OF**

**THE FORMATORS**

**INTRODUCTION:**

The following are a few initial considerations before entering into the process of assessment of the formators:

1. Who is doing this assessment and in what capacity (peer formators, major superiors, Unit´s or Conference/General Secretariat of Formation, formation Board, formandi, lay collaborators)?
2. What is the formation stage in which the formator is ministering, and is it at the Unit or Conference level?
3. The Name of the formator (s) and the time that he has been the formator at this stage of formation? How many formators are there at this stage of formation?
4. What is the proportion of formators to formandi at this stage?
5. Has this formator received preparation to be a formator? Please specify. Does the formator participate in the Unit´s or Conferences when offers are made for continual formation? Does the formator participate in the various related meetings?
6. Is there an organized structure and program for the formation of formations in the Unit or Conference?
7. Do other religious or laypeople, particularly women, participate in the formation process, and to what degree?
8. To what extent do the local communities and confreres facilitate and collaborate in the formation processes?
9. **Questionnaire for the Analysis of the**

 **Formation Programs, with Groups of Formandi**

**OFFICIAL DOCUMENTS:**

1. Are you familiar with the *Ratio Formationis* ***Generalis 2020*?**
2. Are you familiar with the *Ratio Formationis* of your Conference, (V)Province, Federation or Confederation?
3. Are you familiar with the latest main decisions in Initial Formation within the Congregation?
	* **Profile** of the Redemptorist confrere shaped by the vision of the XXIV General Chapter 2009, Decision 6.12 – 6.17,
	* The **Decree** in Initial Formation 2015?
4. Are you aware, as formandi, of the vision and the different principles of formation: flexible, consistency, holistic, interculturation, restructured, for the whole of life and interconference, interprovincial and international?

**FORMATION PROGRAMS:**

1. Are you aware as formandi of the five formation dimensions?
	* Human,
	* Spiritual,
	* Community,
	* Academic,
	* Pastoral-Missionary.
2. How would you describe your experience with regards to each of them?
3. How do you rate the academic studies center in which you participate?
4. What is your knowledge of the official languages of communication in the Congregation, i.e. of English, Spanish and Italian?
5. What is your collaboration in the formation process?
6. What kind of relationship do you have with other formandi of other religious congregations or dioceses?
7. To what extent is there collaboration in initial formation with the participation of the laity and among them, some women?
8. At what times do you, as formandi, find yourselves in greater proximity with the most abandoned, especially the poor? (Const. 1)

**RELATIONSHIP WITH FORMATORS**

1. Do you think that you as formandi have been accompanied gradually and effectively prepared as you passed from each formation stage to the next while deepening your vocation, identity and assimilating the spirituality and charism of the Congregation?
2. Have there been distinctive difficulties in this collaborative process? What was done to resolve difficult cases?
3. How often do personal colloquies (dialogues) between formators and formandi take place?

**INTERPROVINCIAL FORMATION**

1. Are there common programs with other Units that ensure preparation of all the formandi before participating in interprovincial experiences?
2. What have been the lived experiences in interprovincial collaboration for you as formandi?

**CONFERENCE**

1. Are you familiar with the Apostolic and Restructuring Plan of the Conference?
2. When it is said that Profession is made for the entire Congregation, do you understand this as realistic and effective? Please explain.

**OBSERVATIONS AND RECOMMENDATIONS WITH REGARDS TO FUTURE INITIAL FORMATION, ESPECIALLY INITIAL FORMATION WITHIN YOUR UNIT AND THE NEWLY RECONFIGURED PROVINCES.**

1. In looking towards the future and more effective formation, do you have any suggestions about your Unit and your Conference?

 **5.** **Questionnaire for the Analysis of the**

 **Formation Programs, Individual Formand**

**ELEMENTS THAT CAN BE CONSIDERED**

**IN THE ANALYSIS OF THE**

**INDIVIDUAL FORMAND**

**INTRODUCTION:**

The following are a few initial considerations before entering into the process of the analysis of the formand that influence the nature of the evaluation:

1. The name of the formand and other particular circumstances (family, time in a certain stage, age, other religious formation experiences, etc.)
2. Who is doing the analysis and in what capacity? (formators, major superiors, Unit´s or Conference Secretariat of Formation, formation Board, peer-formandi, lay collaborator, etc.)?
3. Why is the analysis being done at this time: normative semester or yearly evaluation, passage from one stage to the next, before decisive moments (vows, Novitiate, Orders, etc.)?
4. The quality (positive or deficiencies) of the formation structures (formation houses, formators, number of companions, etc.)
5. The formand´s self-assessment
6. Had the formation stage a well-defined program
7. Capacity of the auxiliary person resources for formation (for example, other confreres, communities, mission experience supervision, laity, professionals, etc.)

**ASSESSMENT OF THE FORMAND:**

* Were admission standards enunciated and observed?
* Is the formand and his formators conscious that the primary agents of formation is the formand himself?
* Has the formand assumed the responsibility of discovering on his own that he is called to be a Redemptorist?
* Is the formand conscious of the “why” he wants to be a Redemptorist?
* Does the formand have clarity with regards to the appropriate expectations from him?
* Does the formand use the opportunities he has?
* *cf*. the listing from the *Ratio Formationis Generalis, updated in 2020,* of the essential qualities that should be nurtured during formation and during each formation stage.