

MARIST BROTHERS

PROVINCE OF AUSTRALIA

INITIAL FORMATION POLICY

POST-NOVITIATE

**Based on the Marist Formation Guide (June 2006)
and adapted to Australia**

**This policy was approved by the Provincial and Council
5 February 2016.**

Until perpetual profession the Brother's formation must be continued in a systematic and balanced way. It is organised with a view to the needs of the Church and of people; it is adapted to the personal capacities of the Brother and it is in keeping with the charism of the Institute.

Throughout this time the Brother steadily deepens his sense of consecration to the Lord." (C.103)

The Post-Novitiate has two Phases:

- 1. Formation for mission**
- 2. Apostolic apprenticeship**

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Please note that the Appendices do not constitute Policy. Appendices can be altered from time to time as necessary.

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1. THE POST-NOVITIATE PERIOD

- a) The Post-novitiate period takes the entire time of temporary profession and ends at the moment of perpetual profession. Refer FG 287.
- b) The formation of the Brother in temporary profession is adapted to the personal capacities of the Brother and in keeping with the charism of the Institute. ¹ Refer FG 294.
- c) "Throughout this time the Brother steadily deepens his sense of consecration to the Lord" Refer C. 103; FG 286.
- d) The post-novitiate is divided into two stages (ref. C 103.1).
 - Post-novitiate Phase 1: The objective of the first stage is formation for mission. This stage occurs in a community specifically designed for this purpose.
 - Post-novitiate Phase 2: The emphasis of the second stage is apostolic apprenticeship. This second stage, the period before perpetual profession, occurs in an apostolic community.
- e) The Formation Guide recommends that the length of the Post-novitiate Phase 1 normally be three years. ² Due to the small number of candidates and the great variety in their personal life experience and formation, our policy is to consider this length on a case by case basis.

2. AIMS OF THE POST-NOVITIATE ³

The aims of the Post-novitiate are to assist the Temporary Professed Brother –

- a) To continue his conversion to Jesus Christ. ⁴
- b) To internalize the values needed to live as a Marist Brother.
- c) To further the maturation of one's personal (including psycho-sexual) development.
- d) To form his apostolic personality. ^{5 6}

¹ The trend in recent years has been that men may join already possessing a professional qualification and sometimes significant professional experience as well. Others work towards obtaining the qualification during Postulancy. In the light of this situation, and in accordance with the Formation Guide's expressed desire that formation be "*adapted to the personal capacities of the Brother*" (FG 286), the Formation Plan should be open and flexible.

² Refer C. 103.2; FG 308 and FG 318.

³ Refer Appendix A – Possible strategies to achieve the Aims of the Post-Novitiate formation period.

⁴ "It is vitally important that the young Brother not allow his growth-dynamic, that is to say, his conversion to Jesus Christ, to slacken. In fact, there is always the risk of imperceptibly taking back everything one had agreed to let go. That is why the post-novitiate period is characterized by the use of a consistent pedagogical process: interiorized activity or reflection on lived experience, by means of accompaniment." Refer FG 288.

⁵ "The general aim of the post-novitiate is the formation of the young professed Brother's apostolic personality. It involves completing and deepening the work of the novitiate, by managing to lay the foundations on which the adult being of the Little Brother of Mary can be built up. This is how the young Brother continues to deepen his understanding of his consecration (C 103)." [FG 287]

⁶ There must be a proper balance among the elements of formation in order to develop the Temporary Professed Brother's intellect, affectivity and experience, so that he can grow more harmoniously in his personality as an apostle. Refer FG 351.

- e) To grow as a Marist apostle who will be a good educator and evangeliser, capable of “making Jesus Christ known and loved”.⁷
- f) To develop an international perspective and mindset of Marist mission.⁸
- g) To harmonize his apostolic ministry with his life of prayer and with community life.⁹

3. STRATEGIES FOR ONGOING INTEGRAL MARIST FORMATION

3.1 Fostering the spiritual life

Personal and community prayer constitute an essential means of growing in one’s openness to God, in a loving relationship with Jesus and Mary. Through prayer in its various forms, the review of the day, spiritual reading, religious study, interviews with the community leader, the exercise of the presence of God, the rosary etc, the Temporary Professed Brother learns how “to see life, people and events with the eyes of faith” (C. 71). Refer FG 332, 333.

3.2 Discernment for Personal Engagement in Ministry

It is crucial that the Temporary Professed Brother engages in a process whereby he is able to discern pathways for his ongoing formation and future engagement as a Marist apostle.

This discernment would include consideration of his sense of vocational longing (personal call), his skills and the needs of the mission of the Province. It might involve engaging with professional vocational counsellors.

This discernment for personal engagement in ministry commences towards the end of the novitiate when the Novice has applied to make his First profession. It is facilitated by the Director of Initial Formation. This discernment informs the formation program for the Temporary Professed Brother.

Discernment is ongoing throughout the initial formation period and is facilitated by the Formator of the Temporary Professed Brother.

3.3 Accompaniment

Accompaniment helps the Temporary Professed Brother to maintain and intensify the habit of personal discernment and makes him even more aware of his gifts, his weaknesses, and above all the calls of God within the fabric of his daily life. Refer FG 53, 327.

During the Post-novitiate Phase 1 period, the Temporary Professed Brother has a regular interview with the Post-novitiate Phase 1 Formator.¹⁰

⁷ A good part of the Post-novitiate Phase 1 period is spent on theological and professional studies. Refer C 104.1. This study may continue into Post-novitiate Phase 2. Refer FG 296. At the completion of Phase 1, the Brother will have gained sufficient competence and confidence as one who can immerse himself in the Province and International Marist ministries.

⁸ The Brother today is urged to have an international mindset where he sees himself belonging to the Institute as well as belonging to a particular Province. He is called to compassion for all the people of the world. Given the Institute’s emphasis on internationality, there is a growing expectation that the Temporary Professed Brother will learn or practise a second language.

⁹ “When his life is integrated in this way, the ideal of religious consecration will become more and more a lived reality for him” (C 104).

¹⁰ This interview is a forum for discussing issues such as the following:

3.4 Spiritual direction

It is essential that the Temporary Professed Brother engages in spiritual direction.

3.5 Personal Life project and taking Initiatives

Useful strategies for the Temporary Professed Brother to grow as a Marist apostle are the Personal Life project and the taking of initiatives.¹¹

The Temporary Professed Brother needs to take certain initiatives and risks and to accept his failures and his successes. "If he is to truly grow in Marist apostolic spirituality, it will be fundamentally necessary for him to establish continuity with the initiatives and experiences of the preceding stage [of formation]." Refer FG 340.

3.6 A Formation community: Post-novitiate Phase 1

After the novitiate, the formation of the Brother in temporary profession occurs in a community specifically designated for this purpose, under the direction of a Brother named by the Provincial. Refer C. 103.1.1¹²

3.7 An Apostolic community: Post-novitiate Phase 2

For the Post-novitiate Phase 2 period of formation, the Provincial chooses a suitable community which can continue the formation of the previous stage "in a systematic and balanced way" (C. 103).¹³

The apostolic community which welcomes the Brother must be aware of its responsibility. The Brother in turn shares "fully in its life and mission" (C. 105). "He brings to [it] the richness of a young man's heart and mind, with its enthusiasm and its

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- Progress in personal and community prayer
 - Academic studies
 - Community issues
 - Involvement in ministry
 - Personal integration and balance in lifestyle
 - Practicalities of living the consecrated life
 - Affectivity issues
 - Establishing personal routines
 - Forthcoming activities

While a discussion of each of these areas has significant formative value in itself, they are more importantly the means by which the Brother is assisted to practise for himself the skills of discernment.

¹¹ The Personal Life Project [Refer FG 330] addresses such matters as:

- use of one's time;
- personal prayer;
- the frequency of interviews with one's spiritual director;
- community relationships, the use of one's talents, one's participation;
- personal cultural development;
- apostolic involvement and solidarity with the poor;
- keeping a spiritual journal;
- hygiene and care of one's health.

¹² The criteria set out in the Formation Guide (Refer FG 348) for the Formation community is that it be a place which:

- Allows access to institutions of tertiary study and centres that offer specialized training (such as C.P.E.);
- Facilitates involvement with the most neglected within the neighbourhood.

¹³ It is essential that –

- The community chosen is a vital apostolic community involved in a Marist work or mission. Refer FG 315.
- The community members understand and appreciate their role in the on-going formation of the Temporary Professed Brother. Refer C. 105.1.

quest for authenticity. In a community where he is welcomed and encouraged, he finds community life a setting that strengthens him in his vocation". Refer C. 53; FG 337.

3.8 Program of Studies: Post-novitiate Phase 1 ¹⁴

During the Post-novitiate Phase 1 period:

- Studies that assist in the formation of the Temporary Professed Brother's Marist apostolic identity will take up a good part of the time. Refer FG 296-297. ¹⁵
- The Temporary Professed Brother is guided in his choice of studies by the needs of the Province in consultation with the Post-novitiate Phase 1 Formator and other Province authorities.
- A program of "in-house" studies addresses the specifically Marist and Religious Life components of the formation program. Refer FG 298-302.
- Given the Institute's emphasis on internationality, there is a growing expectation that the Temporary Professed Brother will learn or practise a second language. Refer FG 355.

It is important to set all of the various study elements within the overall thrust of formation at this Post-novitiate Phase 1 stage. While the studies are the major focus of the attention of the Temporary Professed Brother at this time, they should not be allowed to achieve dominance over other features of his life, most especially his prayer life and chosen apostolic activity.

3.9 Formation as a Professional Minister ¹⁶

During the Post-novitiate period, the Temporary Professed Brother engages in a variety of ministerial settings. Many of these settings will be with children and young people. At times, the Temporary Professed Brother might work in other settings, such as with elderly or sick people.

The Temporary Professed Brother is prepared for engagement in ministry and is supported during his ministry experiences. Refer Appendix D.

3.10 Apostolic insertion: Post-novitiate Phase 1

Apostolic insertion is one of the most significant means of formation during the post-novitiate period. It may take a variety of forms – a ministry that involves the Temporary Professed Brother in several hours of ministry each week, a community organized common project that involves teamwork or an extended period of insertion in a Province ministry. The breaks at the ends of semesters provide an opportunity for extended apostolic insertion.

It is important that any apostolic insertion is carefully prepared, accompanied and evaluated.

¹⁴ While the studies are the means to the end of future ministerial effectiveness they can serve as an expression of ministry in themselves. What is being focused upon here is the social environment in which the Brother / student is engaged. Class participation, and informal conversation provide him with an opportunity to influence his peers by his values, and personal journey of integrating spirituality and participation in the culture of Australia. The university or other place of study is an area of apostolic activity. Studies therefore should not be approached as 'treading water' till such time as he can begin his ministry. His ministry started the day of profession.

¹⁵ Studies in Theology and Scripture are of particular value at this stage of formation.

¹⁶ Appendix D of this document contains Guidelines for Formation as a Professional Minister.

Apostolic insertion can provide significant input to accompaniment and impetus to the Temporary Professed Brother's studies.

3.11 Meetings and forums

Meetings, recollections, occasional short courses, meetings with the Brothers both of the Province and beyond the Province, with Lay Marists and other Consecrated Religious can all play a significant part in the formation of the Temporary Professed Brother.

3.12 Renewal of vows

Six months before the renewal of vows is due, the Temporary Professed Brother begins a discernment regarding the renewal of his vows. The process for this discernment is worked out with the Formator.

Elements of the process are: personal reflection ¹⁷, annual retreat and a letter to the Provincial seeking renewal of his vows. The Formator may also consider the value of engaging the community in this discernment.

At the time of renewal of vows, the Formator discusses with the Temporary Professed Brother his eligibility for Perpetual Profession.

The Provincial Council will discuss and vote on the Temporary Professed Brother's application for renewal of his vows and, if favourable, supports his application to the Superior General.

The renewal ceremony occurs prior to the due date of renewal. It is desirable that the renewal of vows takes place in a setting connected to the Temporary Professed Brother's community. ¹⁸

3.13 Perpetual Profession

During Post-novitiate Phase 2, the Formator discusses with the Temporary Professed Brother the process for his Perpetual Profession.

Elements of the process include:

- a) **A community review.** It is desirable that this occurs prior to the program of preparation. ¹⁹
- b) **An appropriate preparation program.** The Temporary Professed Brother is freed from his usual apostolic occupations for this time of preparation. Refer C 105.2, FG 317; 319. ²⁰

¹⁷ Central to this personal reflection is a consideration and review of the values implicit in Appendix A.

¹⁸ It is essential that the paperwork sent from the General Council is signed by the Temporary Professed Brother during the renewal ceremony and this paperwork sent to the Province Secretary.

¹⁹ The community review: "The Brothers who know him, especially those of his own community, give their impressions of him in writing". Refer C. 113.5; FG 316, 320,321.

²⁰ The nature of the preparation is determined by the Director of Initial Formation in liaison with the relevant Province formation group. This preparation might involve more prayer, reading, personal and group reflection, a retreat. The retreat may be a thirty-day retreat in the spirit of the Ignatian exercises, or a spiritual month. It may be done with Brothers from other Administrative Units who are preparing for perpetual profession. Refer FG 319.

- c) **The request for admission:** The Temporary Professed Brother makes his “written application to the Brother Provincial for admission, giving reasons for his request” (C. 113.1). “During his final year of temporary profession, the Temporary Professed Brother is admitted to perpetual profession by the superiors of the Institute who have acknowledged his capacity for “vowing [his] entire life to God in an apostolic Marist community” (C. 95).”
- d) **Acceptance for Admission:** The Provincial Council will discuss and vote on the Temporary Professed Brother’s application for renewal of his vows and, if favourable, supports his application to the Superior General. ²¹
- e) **The celebration of the profession:** Perpetual profession has a witness value and an evangelization value. Given the definitive character of this commitment, it is fitting to choose the most appropriate context for the celebration to give the celebration an air of festivity and solemnity. Refer FG 325.

4. PERSONNEL

4.1. The Temporary Professed Brother

Since it is that “*each one ... is the principal artisan of his own formation*” (C. 95) emphasis is given to the Temporary Professed Brother taking personal responsibility in every aspect of the formation process. After the novitiate the Temporary Professed Brother experiences a sense of returning to the familiar but also a sense of having a new identity in familiar surroundings. This experience of transition becomes important material for reflection and accompaniment.

4.2. The Post-Novitiate Formation Personnel

- a) A Brother is appointed by the Provincial as the Formator for the Temporary Professed Brother during this stage of formation. ²² He must be at least ten years perpetually professed, and is to be free of any responsibility that could impede him carrying out this task (Refer C 108.1). There are others who assist in the formation; however, they do so in liaison with the Formator.
- b) The Post-Novitiate Formator is responsible for ensuring that the Temporary Professed Brother’s community is an effective formation community. Refer FG 309. There must therefore be a good working relationship between the Post-Novitiate Formator, the Community Leader of the Temporary Professed Brother’s community, and other community members.
- c) The Brothers and others involved at this stage of formation need to have a good understanding of the Post-novitiate formation period. ²³

²¹ To be admitted to perpetual profession the Temporary Professed Brother must show signs of an authentic call from God and of a sincere determination to respond to it according to the criteria set out in the Formation Guide. Refer FG 105-107; 176; 245-248. The Statutes set forth the conditions for the validity of a profession. Refer C. 113.2, 113.3, 113.4. The Formation Guide (FG 324) sets out the criteria as follows:

- a) the Brother has managed to unify his own life as a consecrated person and a Marist apostle;
- b) he has assimilated the values of the religious life;
- c) he has acquired competence in his apostolic work;
- d) he has shown by his lifestyle that he accepts the Constitutions and Statutes;
- e) his life is a manifestation of our Marial and apostolic spirituality;
- f) his fidelity to his vows gives reason to hope for a commitment until death.

²² The Formator need not reside with the Temporary Professed Brother.

- d) The roles of the Post-novitiate Phase 1 Formator and Post-novitiate Phase 2 Formator are contained in Appendices B and C respectively.

4.3. The Psychological Counsellor

Therapy is a very helpful element of the formation process. During a period of therapy, the Temporary Professed Brother has a regular interview with the 'psychological counsellor'. Refer FG 50. During these interviews the Temporary Professed Brother, with the help of the counsellor, will come to a more mature understanding of himself as a person and as a Religious, addressing in particular any blockages to his effective functioning as an apostolic Religious. This could be an ongoing process, normally begun during the Novitiate, or even earlier.

4.4. The Post-Novitiate Formation communities

- a) Living in a Marist Community is an invaluable formative experience. Consequently, in choosing members of the formation community, those selected should be Brothers who are committed to their own on-going formation. They must be models of apostolic enthusiasm and effectiveness. Refer FG 346.²⁴

The Provincial decides on a suitable community to receive the Temporary Professed Brother. Refer FG 353.

- b) The Perpetually Professed Brothers in a formation community must also feel responsible for the Temporary Professed Brother's formation and understand the significant contribution that they make to the formation process *"by the quality of their presence and service"* Refer FG 346. This responsibility takes a more formal expression at those times when the Temporary Professed Brother is making application for renewal of vows or for perpetual profession. At these stages the whole community has a role in conveying to the Provincial, and hopefully to the Brother himself, their experience of him in Marist life.

4.5. The Community Leader of a Post-novitiate formation community

The Community Leader is in a privileged position of influence for the Temporary Professed Brother. He takes a personal interest in the Temporary Professed Brother and his formation. He has a sound understanding of formation principles, and is gifted with rich human and spiritual maturity. Refer C.107.

4.6. The Brother overseeing the preparation for Perpetual Profession

The Director of Initial Formation oversees the preparation of the Temporary Professed Brother for his Perpetual Profession.

The Temporary Professed Brother's Formator manages the elements of the preparation for Perpetual Profession. Refer 3.12.

²³ Typically, the Director of Initial Formation meets with the Brothers' community, and separately, when necessary, with key members of the apostolic ministry, to inform them about the Post-novitiate formation period and to raise their awareness as to their involvement in the initial formation of the Temporary Professed Brother.

²⁴ The community's Plan for Community Living will take into account the particular needs of the Temporary Professed Brother in the community.

5. EVALUATION

5.1 Post-novitiate formation policy

This Policy is to be reviewed every three years by the relevant Province formation group and a report given to the Provincial and Council. ²⁵

5.2 Formation for Mission: Post-novitiate Phase 1 Program

The Director of the Post-novitiate Phase 1 liaises with the Director of Initial Formation in the development and evaluation of the Phase 1 program.

5.3 Apostolic Apprenticeship: Post-novitiate Phase 2 Program

The Formator of the Temporary Professed Brother(s) in Post-novitiate Stage 2 liaises with the Director of Initial Formation in the development and evaluation of the Phase 2 program.

²⁵ The policy was last reviewed in December 2015.

Appendix A: Possible strategies to achieve the Aims of the post-novitiate formation period

There are seven aims of the Post-Novitiate period to enable the Temporary Professed Brother to deepen his consecration as a Marist Brother.

- 1. To continue his conversion to Jesus Christ, the Temporary Professed Brother:**
 - displays an observable commitment to personal prayer, meditation and the daily examen;
 - displays an ongoing commitment and enthusiasm to attending and facilitating community prayer;
 - attends and participates in the celebration of the Eucharist in both the community and the local parish;
 - commits to the annual retreat as a way of fostering ongoing contemplation
 - desires to receive the Sacrament of Reconciliation;
 - organizes, with the Formator, regular spiritual direction and personal accompaniment with a suitable director/accompanier and values the process provided;
 - takes a lead role in the content of the spiritual direction and personal accompaniment sessions;
 - is able to articulate the challenges and benefits of the process of ongoing personal accompaniment in his formation;
 - speaks of insights and challenges developed within the spiritual direction relationship.

- 2. To internalize the values needed to live as a Marist Brother, the Temporary Professed Brother:**
 - gives himself sufficient time for personal reflection, journaling, spiritual direction and personal accompaniment;
 - develops and uses a personal life plan as a helpful tool for living;
 - is open and accountable about his gradual building of self-knowledge and his sense of the 'cost' of personally choosing to live Gospel values;
 - is aware of, and attentive to, his needs as well as his potentials and how they influence choices and decisions;
 - is able to talk about, and be accountable for, the inner movements experienced in personal reflection, journaling, spiritual direction, personal accompaniment. E.g. "Where God is in this for me ...", "the call(s) I am hearing are ..."

- 3. To further the maturation of one's personal (including psycho-sexual) development, the Temporary Professed Brother:**
 - participates in those formation experiences and workshops that help in the maturation of the person, including psycho-sexual development;
 - builds self-knowledge through day-to-day patient personal attention to moods, reactions and responses in a variety of situations;
 - is able to speak of gains in self-knowledge and life's struggles within the accompaniment process;
 - seeks, in consultation with the Formator, a suitable therapist when applicable and engages in this relationship for as long as needed;
 - shares his story of personal development in an appropriate community forum.

- 4. To form his apostolic personality, the Temporary Professed Brother:**
 - commits to, and plans, an effective program of academic studies, in consultation with his Formator;

- provides his Formator with regular updates regarding his academic progress;
- displays a developing knowledge of topics studied;
- engages in ongoing studies and formation programs in Marist mission and spirituality with Brothers and Lay Marists;
- participates in ongoing formation in professional ministry with Brothers and Lay Marists, with specific reference to child protection, protection of vulnerable adults and race and gender issues;
- displays very good knowledge of policies and procedures in theory and practice;
- displays high standards for professional behaviour in ministry and working with children and vulnerable adults;
- develops and organises, in consultation with his Formator, a plan of apostolic ministry, both during the normal semester and during study breaks, with a particular focus on the Province's ministry with marginalized children and young people;
- actively participates and engages in Marist youth events, in consultation with his Formator and the co-ordinator of Marist Youth Ministry;
- displays an interest in and enjoyment of ministry with young people;
- shows a willingness to be mentored and guided by professional ministers and is open to receiving positive and critical feedback and evaluation;
- gives quality time in preparation for ministry; can speak of areas where he needs to grow in ministry competence;
- is able to reflect on ministry experiences and bring these to personal and communal prayer, spiritual direction and personal accompaniment.

5. To grow as a Marist apostle who will be a good educator and evangeliser, capable of "making Jesus Christ known and loved", the Temporary Professed Brother:

- displays an openness to being in solidarity with poor or marginalised people;
- is open to being with young people in situations of learning and catechesis;
- is open to experiencing challenging ministry situations in a manageable environment, which extend his capacity for working on the periphery, without being too discouraging or overwhelming;
- is able to develop a disposition for being evangelised by the poor and sharing insights from this in appropriate forums;
- develops an ability to reflect on, and learn from these experiences with the poor and marginalised;
- articulates the meaning of these insights for his own life, faith and vocation and is able to share these insights in the appropriate forum;
- is open to supportive and encouraging supervision and role modelling from Brothers with whom he lives and works.

6. To develop an international perspective and mindset of Marist mission, the Temporary Professed Brother:

- commits to learning and using a second language;
- develops an ongoing relationship with Brothers from other Administrative Units, especially those different in language and culture to Australia;
- is open to taking on an international mindset;
- becomes informed of, and develops, a wider appreciation for international Church and Institute matters;
- displays a willingness to live and work with others not of his own culture and language.

7. To harmonize his apostolic ministry with his life of prayer and with community life, the Temporary Professed Brother:

- engages in community life, enjoys being in community, is valued as a community builder by the Brothers with whom he lives;

- gives priority to being present to his community over personal options;
- participates in community prayer;
- participates in the regular life of the community by taking responsibility for areas of community life including specific duties (cleaning, cooking, shopping etc.);
- engages with Brothers as meal time;
- participates in meetings and forums at community and province levels and where applicable at the broader Institute level.

Appendix B: The role of the Director of Post-Novitiate Phase 1

The Director of Post-novitiate Phase 1:

- 1) Coordinates the formation of the Temporary Professed Brother in the years immediately after their Novitiate according to the aims set out in this policy.
- 2) Liases with, and is responsible to, the relevant Province formation group for the Post-novitiate Phase 1 program.
- 3) Accompanies the Temporary Professed Brother by means of regular interviews.
- 4) Assists the Temporary Professed Brother in the discernment and implementation of his Personal Life Plan.
- 5) Reviews with the Provincial and the Temporary Professed Brother the suitability of his external study as a means of preparation for ministry within the province.
- 6) Arranges for in-house studies which will supplement those undertaken by the Temporary Professed Brother externally in order to fulfil the content aims of the Post-novitiate Phase 1.
- 7) Monitors the Temporary Professed Brother's apostolic experiences.
- 8) Works with the Perpetually Professed Brothers of the community to establish a team approach to the formation process, with the contribution of each clearly understood.
- 9) Liases with the Community Leader so that the dynamic of the community facilitates the formation process.
- 10) Leads a suitable process of discernment of renewal of vows.
- 11) Advises the Provincial and Council of a Temporary Professed Brother's suitability for renewal of vows.
- 12) Advises the Provincial and Council of a suitable community for the Brother to join after the period of Post-novitiate Phase 1 formation.
- 13) Draws up, in conjunction with the Community Leader, an annual budget which is submitted to the relevant Province formation group.
- 14) Evaluates regularly the program of Post-novitiate Phase 1 formation with the Director of Initial Formation.

Appendix C: The role of the Post-Novitiate Phase 2 Formator

The Post-novitiate Phase 2 Formator coordinates the formation of the Temporary Professed Brother(s) during his/their time in ministry beyond Phase 1 and before perpetual profession.

The Post-novitiate Phase 2 Formator:

1. Coordinates the transition of the Temporary Professed Brother (TPB) into full time ministry. This includes -
 - Ensuring there is appropriate induction into each new ministry until final profession.
 - Arranging for education in the professional and behavioural standards including (but not limited to) those set out in the Marist Province of Australia Child Protection Policy.
 - Arranging for appropriate mentoring for a TPB as he enters full time ministry.

Ensures there is an appropriate induction into each new apostolic community, which involves liaising with the community leader or a suitable Brother within in the community who will provide support for the TPB.

2. Coordinates the regular accompaniment, spiritual direction and, if required, the psychological therapy of the TPB. This accompaniment is monthly.
3. Maintains regular contact with the TPB if he is not accompanying that particular TPB.
4. Brings together the TPBs in Phase 2 at suitable times to engage in continuing formation.
5. Leads a suitable process of discernment for those TPBs renewing vows.
6. Coordinates and accompanies the TPB in an appropriate discernment process and preparation for perpetual profession.
7. Advises the Provincial and Council of a TPB's suitability to renew vows.
8. Advises the Provincial and Council of the suitability of a TPB to begin his preparation for perpetual profession and then his suitability to take perpetual vows.
9. Proposes an annual budget which is submitted to the relevant Province formation group.
10. Evaluates, regularly, the program of Post-novitiate Phase 2 with the Director of Initial Formation.

Appendix D: Guidelines for Formation as a Professional Minister

1. The following areas are to be addressed in the preparation of the Temporary Professed Brother for ministry. They will be achieved by continuing the Temporary Professed Brother's personal accompaniment and by participating in various educational opportunities.
2. The Temporary Professed Brother is provided with personal accompaniment on a regular basis. The aim of this process is to provide the Temporary Professed Brother with the opportunity to:
 - a) Gain further awareness of being an essentially relational person.
 - b) Continue to develop an understanding of his habitual patterns of relating.
 - c) Be assisted in his on-going journey towards an effective, psychosexual and social maturity.
 - d) Grow in his awareness of his need for intimacy and in his capacity for appropriate celibate expressions of it in mature interpersonal relationships with peers and with a range of adult men and women.
 - e) Grow in his understanding of his capability to live non-possessive love and communion and the prudent observance of boundaries.
 - f) Be given personal assistance in discernment, or personal psychological – vocational deepening as appropriate.
3. The Temporary Professed Brother will be provided with a variety of educational opportunities and programmes in which he will be assisted to:
 - a) Develop an understanding of what is a mature and integrated sexuality

- b) Develop an understanding of what it means for Integrity, Respect and Responsibility to be the basis for ministry.
 - c) Become conversant with the following policies
 - Integrity in Ministry
 - The Province Child Protection Policy
 - The additional notes for Brothers
 - d) Develop an understanding of the relevant procedures for the safety and protection of children in his specific ministry as preparation for ministry experience (together with alertness to the consequences of infractions in terms of natural justice, Church practices and civil law).
 - e) Develop a knowledge of work expectations in relation to the following:
 - duty of care,
 - child protection and boundaries,
 - workplace health and safety,
 - risk management,
 - privacy,
 - discrimination, harassment, sexual harassment and vilification,
 - negligence,
 - use of electronic communication and social networking,
 - and, if applicable, mandatory reporting.
4. The Temporary Professed Brother will engage in supervision and mentoring in the following areas:
- a) Maintaining appropriate boundaries with students and vulnerable people.
 - b) Working within the limits of one's professional expertise.
 - c) Maintaining professional relationships with people.
 - d) Working collaboratively with others.
 - e) Setting and maintaining high standards of competence.
5. In preparation for all pastoral placements the Temporary Professed Brother will undergo education in the relevant professional and behavioural standards including, but not limited to, those set out in Integrity in Ministry and the Province Child Protection Policy. Reflection on his pastoral placements includes opportunities for the temporary professed Brother to reflect on how these standards are being integrated into his personal approach to ministry. At the conclusion of each placement, there is an assessment of the skills demonstrated by the Temporary Professed Brother, which includes feedback from those involved in supervising their pastoral experience.
6. The Temporary Professed Brother will undertake on-line coursework with Praesidium or the equivalent.