

*In the Program of Formation and Studies,
whether General or Provincial or that of the Vicariate,
norms are drafted for a practical application
of the principles of formation of our candidates
according to the needs of their particular vocation.
Normative Texts (S18)*

JOINT FORMATION POLICIES

(Approved 04/20/09 Cincinnati Province)
(Approved 04/30/09 Kansas City Province)

Cincinnati & Kansas City Provinces

Missionaries of the Precious Blood

Serving the Future of our Community

I. INTRODUCTION

1. The Joint Formation Program of the Cincinnati & Kansas City Provinces of the Missionaries of the Precious Blood will be guided by the Normative Texts, respective Provincial Statutes, General Formation Program, and the Interprovincial Formation Policies of the North American Provinces of the Missionaries of the Precious Blood, as well as the appropriate sections of the Program for Priestly Formation of the National Conference of Catholic Bishops, and the Code of Canon Law.
2. These policies are reviewed on an annual basis for changes, which may be recommended to the Provincial Directors and the Provincial Councils to assist in the formation of the future members of our Society.

II. FORMATORS

Vocation Director

3. Each Provincial Director, in consultation with the Joint Formation Committee and with the consent of the respective Provincial Council, appoints a Province Vocation Director. Each normally serves a four-year term, which may be renewed.
4. Each Vocation Director, in addition to directing the respective Vocation Office, directs the respective Inquiry Formation Program (see the Interprovincial Formation Policies of the North American Provinces for specific duties related to that position). Vocation Directors work in collaboration and each serves as a member of the Joint Formation Committee. They likewise co-chair the Joint Admissions Committee.

Formation Directors

5. Each Provincial Director, after consultation with the Joint Formation Committee and the consent of the respective Provincial Council, appoints a Province Formation Director. Each normally serves a four-year term, which may be renewed.
6. The Formation Director of each Province collaborate to coordinate and administer the Joint Formation Program of the Provinces (see the Interprovincial Formation Policies for a further description of duties). Each is also a member of the Interprovincial Formation Advisory Council and co-chair of the Joint Formation Committee, described below.
7. Each Formation Director may also simultaneously serve as one of the following: Interprovincial Director of Initial Formation, Facilitator of Interprovincial Community Formation, Interprovincial Director of Advanced Formation, or Facilitator of Cross-Cultural Formation (see the Interprovincial Formation Policies for descriptions of these positions).
8. Each Formation Director, in consultation with the respective Provincial Director and the Interprovincial Director of Initial Formation or the Interprovincial Director of Advanced Formation, coordinates and directs the Community Life Internship and Pastoral Internship programs, described below in #42-45.

Other Directors

9. Provincial Directors, after consultation with the Joint Formation Committee and the Provincial Councils, appoint other directors within the Joint Formation Program as called for in these policies. They normally serve four-year terms, which may be renewed.
10. The Interprovincial Director of Initial Formation is appointed jointly by the Provincial Directors of the participating provinces. The Provincial Directors of the participating provinces consult with the Joint Formation Committee and the respective Provincial Councils on this appointment. The Interprovincial Director of Initial Formation coordinates and administers the Initial Formation Program. He lives in community with the Initial Formation candidates and carries out other responsibilities designated by these policies and the Interprovincial Formation Policies.
11. The Director of Interprovincial Community Formation is appointed jointly by the Provincial Directors of the participating provinces. The Provincial Directors of the participating provinces consult with the Joint Formation Committee and the respective Provincial Councils on this appointment. The Director of Interprovincial Community Formation Program coordinates and administers the Interprovincial Community Formation program of the participating provinces. He carries out the duties designated by these and the Interprovincial Formation Policies.
12. The Interprovincial Director of Advanced Formation is appointed jointly by the Provincial Directors of the participating provinces. The Provincial Directors of the participating provinces consult with the Joint Formation Committee and the respective Provincial Councils on this appointment. The Interprovincial Director of Advanced Formation coordinates and administers the Advanced Formation Program of the participating provinces. He lives in community with the candidates in Advanced Formation and carries out the duties designated by these and the Interprovincial Formation Policies.

III. JOINT FORMATION COMMITTEE

13. The Joint Formation Committee of the Cincinnati and Kansas City Provinces includes:
 - a. the Province Formation Directors *ex-officio* (co-chairs);
 - b. the Province Vocation Directors *ex-officio*;
 - c. the Interprovincial Director of Initial Formation *ex-officio*;
 - d. the Director of Interprovincial Community Formation *ex-officio*;
 - e. the Interprovincial Director of Advanced Formation *ex-officio*;
 - f. one Woman Religious from the Precious Blood family;
 - g. one Precious Blood Companion; and
 - h. a CPPS brother if one is not already a member through an above named appointment.
14. The Joint Formation Committee reviews and revises the Formation Policies, in consultation with the Interprovincial Formation Advisory Council of the North American Provinces, to make recommendations to the Provincial Directors and the Provincial Councils.
15. The Joint Formation Committee develops criteria for admissions and evaluations of candidates for the congregation and strategies for engaging all the members of the Community in the formation process. It also assists the candidates by encouraging mentoring relationships between candidates and members of the Community, and recommending summer placements which will aid the candidates in their spiritual, Community life, and apostolic formation.
16. Non *ex-officio* members of the Joint Formation Committee are appointed jointly by the Provincial Directors of the participating provinces, in consultation with the Joint Formation Committee and with the consent of the Provincial Councils. They ordinarily serve for two-year terms.

IV. JOINT ADMISSIONS COMMITTEE

17. The Joint Admissions Committee of the Cincinnati and Kansas City Provinces includes:
 - a. the Province Vocation Directors *ex-officio* (co-chairs);
 - b. another member from each of the participating provinces;
 - c. a CPPS Brother if not already represented; and
 - d. one Woman Religious from the Precious Blood family or Precious Blood Companion
18. The Joint Admissions Committee screens applicants for admission to the Joint Initial Formation Program of the participating provinces. They follow the procedures outlined in the Interprovincial Formation Policies.
19. All the members of the Joint Admissions Committee are familiar with and, if possible, trained in the process of behavioral assessment. Upon completion of the application process the Joint Admissions Committee recommends that one of the following actions be taken by the respective Provincial Director:
 - a. the applicant be accepted;
 - b. the applicant be accepted with specific conditions;
 - c. the applicant be requested to resubmit his application at a later date upon the completion of specific conditions; or
 - d. the request of the applicant be denied.

20. Non *ex-officio* members of the Joint Admissions Committee are appointed by the Provincial Directors of the participating provinces, in consultation with the Joint Formation Committee and with the consent of the Provincial Councils. They ordinarily serve for two-year terms.

V. REPORTS TO THE PROVINCIAL DIRECTOR AND THE PROVINCIAL COUNCIL

21. The Provincial Directors and Provincial Councils are ultimately responsible for the Joint Formation Program. The Vocation Directors, Formation Directors, and members of the Joint Admissions and Formation Committees serve at their pleasure, under their supervision, and as their agents.
22. The Formation Directors and the Vocation Directors report to the Provincial Directors and the Provincial Councils on an annual basis regarding the implementation and development of the Formation Policies and on the status of the various candidates in formation. They consult with the Provincial Directors on a regular basis.
23. Based on the recommendations of the Joint Admissions Committee, the respective Vocation Director presents applicants to the respective Provincial Director and Provincial Council for acceptance into Initial Formation.
24. Based on the recommendations of the Director of Formation at the appropriate level, and following the norms established by the Code of Canon Law and the Normative Texts, the Cincinnati Province's Formation Director presents their candidates to the Cincinnati Provincial Director and Provincial Council for acceptance into First Commitment, Temporary Incorporation and Definitive Incorporation, as well as for the Ministries of Reader and Acolyte and the Orders of Deacon and Presbyter for priesthood candidates. The Kansas City Province's Formation Director presents their candidates to the Kansas City Provincial Director and Provincial Council for acceptance into Pledged Candidacy and Definitive Incorporation, as well as for the Ministries of Reader and Acolyte and the Orders of Deacon and Presbyter for priesthood candidates.
25. The Formation Directors, other directors of formation and the Vocation Directors also submit annual budgets to the respective Province Finance Committees, who will present it to the Provincial Directors and the Provincial Councils for their approval.
26. All Formators also contribute regularly to the C.P.P.S. publications in order to keep the membership of the Provinces informed about both the policies and the candidates in formation. They likewise encourage all the members to be actively involved in supporting our formation candidates.

VI. INQUIRY FORMATION

27. The Vocation Directors are the directors for the respective Inquiry Formation Programs. They meet with inquirers, are responsible for coordinating retreats for them and supervise the program as described in the Interprovincial Formation Policies.
28. The Inquiry Formation Program seeks to enhance and support a discernment process by

which a person makes a decision concerning entrance into Initial Formation with the Missionaries of the Precious Blood. Inquirers are not yet candidates in our Formation Program. Both Inquirers and the Community are discerning the possibility of candidacy. In order to facilitate this discernment process each Inquirer has a vocation sponsor, a member of the respective Province with whom he meets on a regular basis to reflect on his own life and the call to be a Missionary of the Precious Blood.

29. Inquirers who are at least 18 years of age may complete the application process for Initial Formation once they, their vocation sponsor and the Vocation Director are satisfied that the appropriate discernment has taken place.
30. The discernment process of Inquiry Formation follows the process described in the Discernment Journal prepared by the Vocation Directors and the Joint Formation Committee and should generally not take less than six months nor more than two years.

VII. JOINT INITIAL FORMATION

31. The Joint Initial Formation Program is coordinated by the Interprovincial Director of Initial Formation, following the procedures described in these and the Interprovincial Formation Policies. Candidates live in one of the Community houses designated by the Provincial Councils of the participating provinces in consultation with the Joint Formation Committee as a house of Initial Formation (currently at Gaspar House, 5531 Kenwood, Chicago, IL.) All candidates in Initial Formation attend retreats and other gatherings coordinated by the Director of Initial Formation.
32. The Joint Initial Formation Program assists the candidate in meeting the academic requirements for his future ministry in the Church. If taking college courses, the Province will offer a partial grant and the candidate will pay part of the costs as well. Loans will be available to cover the candidate's costs if necessary. Terms of these loans will be determined by the Provincial Directors in consultation with the Provincial Treasurers.
33. A candidate should spend at least one full year in Initial Formation. Community living, spiritual and personal development, and apostolic activity are all essential elements of this period of formation. While academic requirements are important, they are not the only or even the primary focus of this period of formation.

Summer Program

34. Candidates in Initial Formation will ordinarily spend their summers living, working and ministering in settings that include living with one or more members of the respective Province; work which includes both manual labor and apostolic ministry; daily Community prayer and weekly conversations about Community living, spirituality and ministry; opportunities to meet other members of the respective Province; and a just wage for work performed.
35. The Director of Initial Formation coordinates, in consultation with the Joint Formation Committee, a summer experience in a Community house of the respective Province for any candidate who remains in Initial Formation during the summer months. The Provincial Directors and Provincial Councils will be consulted concerning recommendation for Local Directors and Community houses which might be appropriate for this program.

36. Interprovincial and intercongregational programs for candidates in formation as well as programs of general interest to the members of the Community are also part of the summer program. These might include workshops, retreats or congresses designed for members of the Province or Provinces of the Missionaries of the Precious Blood, as well as programs for candidates in formation from various communities. Time for personal vacation is also part of the summer experience.

VIII. SPECIAL FORMATION

37. Upon completion of Initial Formation, each candidate must apply in writing for admission into Special Formation. He is to state his personal goals and objectives for the program with special emphasis upon how these goals and objectives complement Community life. The recommendation of the Director of Initial Formation and the Province's Formation Director are also required prior to acceptance into this special program of religious formation.
38. The Financial Policies of the respective Province apply to a candidate once he has been admitted to Special Formation. Since the Cincinnati candidate is not yet incorporated, variances to these policies may be determined by the Cincinnati Provincial.
39. Candidates for the Cincinnati and Kansas City Provinces participate in both the Interprovincial Community Formation Program and a Community Life Internship during the first year of their First Commitment/Pledged Candidacy to the Community.

First Commitment/Pledged Candidacy

40. Once accepted by the Provincial Council as a candidate for Special Formation, a First Commitment/Pledged Candidacy between the Society and the candidate is celebrated to express the growing bond between them. This First Commitment/Pledged Candidacy is generally celebrated during a Provincial Assembly, and constitutes the beginning of that three year period when the candidate is in "some form of commitment before he is admitted to Definitive Incorporation" as required by C38 of the Normative Texts.

Interprovincial Community Formation

41. The Interprovincial Community Formation Program is coordinated and administered by the Facilitator of the Interprovincial Community Formation Program as described in the Interprovincial Formation Policies. (see the Interprovincial Formation Policies for more details).-

Community Life Internship

42. Candidates for the Cincinnati and Kansas City Provinces participate in a Community Life Internship for at least nine months following their first experience in the Interprovincial Community Formation Program. The respective Provincial Director, in consultation with the Province's Formation Director, assigns the candidate to a Community house and appoints a Local Director for him during the Community Life Internship.
43. Study and personal integration of the spirituality and charism of the Community are central to this period of formation. Apostolic or ministerial experiences are part of the

program, but are not its primary focus. Study of the Province's history is also important during this time of formation.

44. Coming to know the members and Companions of the provinces is also an important part of this program. Candidates should visit many local Community houses and participate in Companion gatherings during this internship.
45. The Province's Formation Director meets with the candidate and his Local Director at the beginning of the internship to set specific goals for the program. He visits them at least two times during the internship to help monitor the candidate's progress and offer support and encouragement.

Temporary Incorporation

46. After completing one half of the Community Life Internship the Cincinnati candidate may request in writing that he be admitted to Temporary Incorporation. Letters of recommendation from the Province's Formation Director and the candidate's Local Director must accompany this request. Letters of recommendation from the Directors of Formation in the various houses of formation attended by the candidate and, of the incorporated members in the house where the candidate resides at the time of his incorporation are also to be sought.
47. The Provincial Director and the Provincial Council must approve a candidate's request before he may be admitted to Temporary Incorporation. Preliminary approval may be granted pending the successful completion of the Interprovincial Community Formation Program. The celebration of Temporary Incorporation takes place only after the candidate has completed both the Community Life Internship and the second summer of the Interprovincial Community Formation Program.

IX. ADVANCED FORMATION

48. The primary focus of Advanced Formation is the continued integration of the candidate into the life of the Community and professional and academic training for ministry in the contemporary world.
49. A candidate in Advanced Formation will follow the financial policies of the province in regard to official income and expenses. A candidate may have some form of employment, as long as it does not negatively effect his overall formation program.

Preparation for Ministry

50. Priesthood candidates will participate in the Interprovincial Advanced Formation Program at Catholic Theological Union in Chicago. Only those candidates who have completed all the requirements for the Masters of Divinity on the ordination track will be recommended for ordination to the priesthood. Priesthood candidates will likewise take additional courses in the theology of priesthood.
51. Brotherhood candidates will continue their education and formation in an appropriate manner, which includes further theological studies as part of their ministerial training. Each brotherhood Candidate will have a Brother Mentor who will assist the candidate and the Director of Advanced Formation in the design of an appropriate program of Advanced Formation. Brotherhood candidates will also participate in programs or

courses in lay spirituality for ministry. Appropriate programs for the Advanced Formation of brotherhood candidates include:

- a. Master of Divinity, Master of Arts in Pastoral Studies or Certificate programs at Catholic Theological Union,
 - b. Clinical Pastoral Education,
 - c. Lay Ministry Formation Programs, and
 - d. Other ministerial training programs.
52. As part of their training for ministry, candidates in Advanced Formation will be encouraged to take advanced courses in scripture and preaching, in keeping with the charism of the Community.
53. Candidates are permitted to participate in the Israel Study Program sponsored by Catholic Theological Union as part of their preparation for ministry.
54. Advanced Formation is a year round program. Candidates will use the summer months to meet their formation goals. The summer component of the program is designed by the candidate and the Advanced Formation Director. Safeguarding provincial polices, placement outside of the formation house will be coordinated with appropriate provincial authorities.

Pastoral Internship

55. Candidates in Advanced Formation will participate in a Pastoral Internship preferably in a local Community house of the respective Province. This internship will last at least three months. For priesthood candidates it will take place after ordination to the diaconate.
56. The Director of Advanced Formation, will coordinate this program, in consultation with the Joint Formation Committee. Placements will be made by the respective Provincial Directors, with the consent of the Provincial Councils. The focus of the Pastoral Internship is ministerial experience and reflection on that experience. If appropriate, this program will be coordinated in conjunction with an accredited pastoral internship.

Cross-Cultural Formation

57. The program of Advanced Formation will incorporate educational and experiential opportunities that will foster cross cultural sensitivity. (see: IFAC Cross Cultural Formation)

Clinical Pastoral Education

58. Candidates in Advanced Formation will participate in Clinical Pastoral Education or a similar specialized ministerial training program that is supervised. Selection of a particular program will be made by the Director of Advanced Formation and the candidate. When necessary, placement will be made by the respective Provincial Directors, with the consent of the Provincial Councils. For brotherhood candidates, this may fulfill the pastoral internship requirement.

X. EVALUATIONS, DISMISSALS AND DEPARTURES

Evaluations

59. The setting of goals and the evaluation of a candidate is holistic in nature and behaviorally based. It includes specific strengths and challenges for the candidate's personal growth and development. Specific policies concerning evaluations, confidentiality and the candidate's files are given in the Interprovincial Formation Policies.

Dismissal and Departure

60. Dismissal and departure of a candidate will result from habitual or flagrant failure to participate in or cooperate with the policies of the Joint Formation Program and Interprovincial Formation Program.
61. For the non-incorporated/pledged candidate, the Formator will inform the candidate verbally and in writing that he has been found lacking in fulfilling the objectives of the Formation Program citing specific examples. Continued lack of cooperation will lead to the candidate's dismissal by the Formator after consultation with others involved in the candidate's formation. Candidates may appeal to the Province's Formation Director. The Formator will state specific, factual reasons for dismissal and these will be retained in a confidential file according to the "Norms Concerning Applications for Priestly Formation From Those Previously Enrolled in a Formation Program," by the U.S. Bishops (Origins, Vol. 30: No. 33).
62. For the temporarily incorporated candidate (Cincinnati Province), the Formator will inform the candidate verbally and in writing that he has been found lacking in fulfilling the objectives of the Formation Program citing specific examples. Continued lack of cooperation will lead to a recommendation for the candidate's dismissal. After consultation with others involved in the candidate's formation, the Advanced Formation Director, will make the recommendation for dismissal to the Cincinnati Province Provincial Director and the Provincial Council. Candidates may appeal to the Cincinnati Provincial Director and the Provincial Council. The Formator will state specific, factual reasons for dismissal and these will be retained in a confidential file according to the "Norms Concerning Applications for Priestly Formation From Those Previously Enrolled in a Formation Program," by the U.S. Bishops (Origins, Vol. 30: No. 33).

A decree of dismissal from the Society of a Temporarily Incorporated member may be issued according to the specifications given in C44 of the Normative Texts.

63. For serious reason a Temporarily Incorporated member who requests departure can be released from his commitment according to the specifications given in C43 of the Normative Texts.

XI. DEFINITIVE INCORPORATION

64. In accord with the requirements of C35 and C38 of the Normative Texts, a candidate may be admitted to the Community definitively. Letters of recommendation from the Province's Formation Director, the Interprovincial Director of Advanced Formation, the Brother Mentor of the brotherhood candidate, as well as from other incorporated members with whom the candidate has lived during formation, must be submitted to the respective Provincial Council along with the candidate's written request at least three months prior to incorporation.

65. The request and recommendations are sent to the respective Provincial Director and the Provincial Council, who must approve any such request. If approved, the respective Provincial Director forwards the request to the General Council of the Society in accord with the Normative Texts, Provincial Statutes, and the Code of Canon Law.
66. Though Definitively Incorporated, members who have not yet completed their training for ministry are still considered candidates in Advanced Formation. They are, however, to be treated as fellow members of the Community sharing in all the rights and responsibilities of membership.

XII. ADDITIONAL POLICIES

67. Each house and level of formation may have additional guidelines, which indicate how the Interprovincial Formation Policies are implemented.
68. Each vicariate and mission of the Provinces has its own Formation Policies. The cultural situations in which the Missionaries of the Precious Blood, Cincinnati and Kansas City Provinces find themselves will influence how these policies are adapted for the Vicariate and Missions of the Provinces.