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PREAMBLE

Religious formation is the Lord's work. At the same time, as a religious congregation we recognize our responsibility to provide the best human effort to assist the development of men who are discerning the choice of life forever in Holy Cross. The awakening of this call is not the responsibility of just those few who are actively involved in formation. All efforts towards vocation promotion are meaningless if they are not rooted in our personal joy in living out our vocation in our desire to share this joy with others.

Our call is modeled on the one given to the first disciples. Jesus formed his disciples and gave us a model for formation. Our constitution on formation applies this process:

The disciples followed Jesus;
Jesus taught them;
Jesus sent them forth;
The disciples returned and Jesus helped them reflect on their experience;
The Spirit transformed their understanding. (C 6:56)

VOCATION PROMOTION – RECRUITMENT

Inviting new members to join Holy Cross is a responsibility each member is required to assume. "If we delight in our vocation, we will share it with others." (C 6:60). If Holy Cross is to continue to grow then inviting new members to be part of the family becomes inevitable. It is through the recruiting of new members that we can be sure of our continuing existence, especially in the District. The demographic study of Personnel Projection in the Congregation leads us to do something about our membership. The District Chapter of 2002 re-affirmed the commitment of the District to Vocation Promotion and placed it at the top of its priority list. It is also gratifying to note that Decree 2 of the 1998 General Chapter declares Vocation Promotion as a congregational priority. This awakening in the Congregation to a commitment of inviting new members to join Holy Cross will certainly yield the desired results if we back our words with actions.

Vocation Promotion in the District is being done by a team made up of men and women of Holy Cross. The Accra Chapter of the Holy Cross Associates has joined in the promotional efforts of the team by organizing vocation talks in the parishes. The Vocation Recruitment Team has on a number of occasions also invited the District membership to brainstorm on strategies for effective Vocation Promotion. The team's strategies at present involve the setting of target groups and short term goals, sending of frequent letters of support and encouragement to prospective candidates, publication of annual calendars / brochures / book markers and the organization of vocation awareness week-ends.

PRE-CANDIDACY PROGRAM

The pre-candidacy program is designed for young men interested in Holy Cross but who have not yet obtained the qualifications necessary and sufficient to enter the Congregation and pursue further studies in Religious life as well as in the academic area. Thus the program seeks to create an environment conducive to study and provides additional academic assistance to enable these young men to attain the required academic qualifications needed for entry into Holy Cross.

Even though the emphasis in this program is primarily academic and carried out in a school environment the program seeks to assist these young men to appreciate the meaning of their interest in Religious Life in Holy Cross *through a regimen of prayer, work, recreation together, and a series of conferences dealing with the basics of their Christian Catholic Faith.*

DIRECTOR: Director of the Pre-Candidates

LOCATION: St. Joseph's Hall at St. John's School, Sekondi, W/R

DURATION: A maximum of four years.



St. Joseph's Hall

CANDIDACY PROGRAM

This is the time for prospective candidates for the pre-novitiate to come together. These would include:

1. SSS leavers after their results are released.
2. Young men already qualified (Teachers, Technical Students, University Graduates), who have not stayed at St. Joseph's Hall.

GOALS

1. To initiate the selection process for the pre-novitiate program.
2. To plan for the transition from boarding school mentality to the beginning of community living.

ENTRY REQUIREMENTS

1. Academic Requirements: A minimum of a good SSS Level Certificate or its equivalent, which will allow for further studies.
2. Documents Needed
 - a) Personal Documents:
 - i. Birth certificate
 - ii. Certificates of Baptism and Confirmation
 - iii. Original copies of school diplomas and certificates and credits.
 - b) Autobiography
 - c) Letters of recommendation from a Parish Priest and/or Religious who knows him.
 - d) Completion of the Personal Information Sheet.
 - e) Two (2) recent photographs.
 - f) Letter of approval from parents or guardians.
3. Medical examination.

OBJECTIVES

1. To assist prospective candidates to collect all the materials required for admission to the Pre-Novitiate program.
2. To bring all candidates together for orientation and familiarization prior to entry into the Pre-Novitiate program.

PROGRAM CONTENT

1. Remedial classes in English: writing, reading and public speaking.
2. Reading Fante, Fante grammar and French. Learning typing skills.
3. Basic steps in prayer. Learning to pray spontaneously (NO Office Books). Learning some basic common prayers of the Church.
4. Presentations by various members of the District on their experience of life in Holy Cross.
5. Reading and sharing on the lives of the Saints.
6. Work program for at least two hours each day.
7. Exposure to common courtesies for boys and girls.

DIRECTOR: Director of Candidates (Pre-Candidates)

LOCATION: St. Joseph's Hall at St. John's School, Sekondi, W/R

DURATION: A minimum of six months.

PRE-NOVITIATE PROGRAM

The pre-novitiate program is a time set aside for those candidates who have obtained the qualifications necessary and sufficient to pursue further studies in Religious Life and in academics to grow in their aspirations. They are helped in the process of discerning the nature of their calling. It is a time of transition to help prepare them to experience first hand the living of authentic Christian life in community.

ENTRY REQUIREMENTS

1. Participation in the Candidacy Program
2. Letter from Candidate, addressed to the District Superior through the Director, requesting admission into the Pre-Novitiate.

GOAL OF THE PRE-NOVITIATE PROGRAM

Candidates who come to the Congregation deserve from us the cultivation of their maturity, faith, generosity, learning and ability to live in community. With them we assess their character and growth as Christians, and we both discern and assist them to discern whether they are disposed and able to move towards joining our Congregation. (C6:61)

District's task: Provide a program in which our young candidates can cultivate maturity, faith, generosity, learning and ability to live in community.

Joint tasks – The Candidates and the District:

1. Evaluate candidates' character and growth as Christians
2. Discern whether they are disposed and able to move towards joining our Congregation.

The program for this time of initial formation is designed to provide a grounding in basic aspects of Catholic life, faith and morals, and an opportunity for the candidate to develop and demonstrate his emotional maturing and to deepen his appreciation of his desire for religious life. Candidates apply for the novitiate because they believe they are called to continue their formation to the religious life of Holy Cross. (S29)

District's tasks:

1. Provide a grounding in aspects of Catholic life
2. Give them an opportunity to develop and demonstrate their emotional maturity
3. Give them an opportunity to deepen their appreciation of their desire for religious life

Candidates' tasks:

1. Develop and demonstrate their emotional maturity
2. Deepen their appreciation of their desire for religious life

OBJECTIVES

- 1) To arrive together at a mutual agreement that the choice of religious life in Holy Cross is the correct choice of life for the candidate.
- 2) To verify together:
 - a) The deepening of the meaning of the call to the religious life according to our Holy Cross way of life.
 - b) Sufficient integration of physical, emotional, intellectual, spiritual, cultural aspect of the candidate's person which permit a responsible option for a community life style in the Congregation of Holy Cross.
 - c) The candidate's knowledge of the person of Jesus Christ and his option to follow him.

- 3) The young man should show signs of:
- a) An adequate self-image which expresses itself through an ability to establish good personal relationships, to integrate past and present, positive and negative experiences, and a respect for his own history as well as that of others.
 - b) Readiness to assume a celibate life communicated by means of his cheerfulness and not fearful at being able to serve the Kingdom, his giving of self to his Christian community through healthy friendships with persons of both sexes, and by seeking to develop his own masculinity and creativity.
 - c) A dynamic growth process made visible by his firmness in the decisions he makes; an openness to questioning from others, a comprehension of what prayer is; a capacity for assuming co-responsibility for the common life with its apostolic commitments.
 - d) Feeling in harmony with our CSC life style in deep solidarity with life in the midst of and together with the people.

DIRECTOR: Director of Pre-Novices

LOCATION: Moreau House, Butumagyebu, W/R

DURATION: The duration of the pre-novitiate program is one (1) year.



Moreau House

NOVITIATE

PREAMBLE:

The Midwest Brothers Province of the Congregation of Holy Cross arrived in Ghana December 1957 in response to the invitation of the Archbishop of Cape Coast to assume responsibility for the Christian Education of the Students at St. John's School, Sekondi. In 1962, the Brothers began a formation programme for Ghanaian young men interested in becoming religious of Holy Cross at St. Joseph Hall, on the compound of St. John's School, Sekondi. Two years later the first Ghanaian candidates entered the novitiate at Rolling Prairie, Indiana. In 1966 another Ghanaian candidate entered the Novitiate in Rolling Prairie after which time a decision was taken to open a novitiate in Ghana. Thus, in the fall of 1967 two more candidates were received at the Novitiate located at St. Joseph's Hall, Sekondi. After acquiring a piece of property at Butumagyebu, near Sekondi, the novitiate was moved from St. Joseph's Hall from 1975 till 1982 when the novitiate was relocated at St. Joseph's Hall. The Novitiate remained at St. Joseph's Hall until 1990 when the District of West Africa joined the District of East Africa for a joint Novitiate Programme.

The Novitiate, reopened on 8th September 1999, the Feast of the Birth of the Blessed Virgin Mary, is located at the District Centre at Brafu Yaw and dedicated to Blessed Brother Andre.

PURPOSE:

The novitiate programme offers the candidates the ambience to experience the ongoing nature of foundational human formation. In this atmosphere, it is hoped that each candidate may be enabled to grow towards an ever-deepening maturity in a holistic fashion as a unique irreplaceable epiphany of the Trinitarian God, and thus, come to a better appreciation of divine guidance in their discernment.

Candidates who come to the congregation deserve from us the cultivation of their maturity, faith, generosity, learning and ability to live in community. With them we assess their character and growth as Christians, and we both discern and assist them to discern whether they are disposed and able to move towards joining our congregation, (C 6:61).

EXISTENTIAL AIM:

That the novice begins to reflect the image of God that he is.
[Gn 1:26; 1 Jn 3:1-3; 2 Cor 3:18]

RATIONAL OBJECTIVE:

To assist the novices in their apprenticeship in apostolic religious community life.

*The novitiate is the beginning of life in the Congregation. Novices are helped to form themselves in meditation and prayer, in the mutual services of a common life, in apostolic service, and in knowledge of the history and spirituality, character and mission of Holy Cross. **In short they are challenged and helped to open their hearts to the gospel, to live under the same roof with one another, and to create a brotherhood of disciples.** The novitiate is their apprenticeship in celibacy, poverty and obedience, (C 6:62).*

The formation programmes are arranged to permit each person to assume appropriate responsibility for his formation and to allow both him and the congregation to discern the reality of his vocation, (C 6:74).

GOALS:

1. To help the novice become more aware of how God has already been acting and continues to act in his life.
2. To assist the novice to develop a spiritual and religious life that reflects African Christian and Traditional Spirituality.
3. To offer an introduction into the history, the contextualized apostolic, liturgical life and spirituality of Holy Cross.
4. To foster a deeper, interiorized meaning of the vows and religious life in today's world.
5. To offer the novice the opportunity to have a first hand experience and participation in the development of community and apostolic service in Holy Cross.

SOME KEY CHARACTERISTICS OF THE PROGRAMME

1. PRAYER

To pray is to become who we are most deeply and uniquely. A religious is a person of prayer. The novitiate is the time the congregation gives to a person to come to know prayer and its importance in life more fully. Prayer is among the most important "work" during the novitiate year. Many means are available to help the novices become persons of prayer. The separation and the solitude of novitiate can be a priceless help. Jesus often went away either alone or with his chosen disciples to lonely places to pray. Hopefully the foundations of prayer in this atmosphere will help in further growth in interiority when solitude is not readily available in our busyness later in life.

This solitude helps to bring us to the spirit of silence that is so important during this period. The programme has scheduled three periods each day of special times of quiet along with a more solemn quiet after night prayer. Thus there are many opportunities for reflecting on the question of call and response, as well as for the very important aspect of growing in personal private prayer.

Common prayer is also an important aspect of a religious community. In the novitiate common prayer takes various forms: the daily liturgy, morning, evening and night prayer. Also there are special sharings such as the weekly "lectio," an hour of adoration before the Blessed Sacrament and opportunities for faith sharing. In these opportunities all are expected to fully participate so that their personal efforts make our prayer more meaningful to the whole community. Times of more prolonged prayer experiences are also provided. Each month there is a day of recollection. In addition, during the novitiate year, there are three periods of retreat scheduled. The first is a retreat to open the novitiate year focused on our call, prayer and community. The second, scheduled at the time when the novices are to petition for first vows, is an eight day directed retreat, usually away from the novitiate, whose theme is personal vocation discernment. The third is a three day retreat to close out the year with a focus on vows and community and how to live out what has been learned during the novitiate year.

An additional component of the programme, to assist the novice in personal spiritual growth during the year is spiritual direction. *Spiritual direction is important for the spiritual growth of all (C 6:77). It helps each religious to reflect on the action of God in his life, his response to the way God is leading him, and his fidelity to his vocation as expressing that response and to discern how best to continue growing in the spiritual life, [S 22].* Each novice early on in the year will choose a director guided by the staff. It is to this person, the spiritual director, that the novice is encouraged to feel free to discuss what is most serious and meaningful in their spiritual life and relationship with God, as well as their vocational discernment. The spiritual director can assist the novice to give meaning and direction to the struggles of life and prayer. Novices and spiritual directors are expected to meet at least once a month and more often if the novice or the spiritual director thinks it beneficial.

2. CONFERENCES / DISCUSSIONS / DIRECTED READING:

Three times a week the schedule provides for conferences. The staff as well as other Holy Cross personnel and other resource persons available give these conferences. The topics in these conferences revolve around our Constitutions and thus include topics and themes under: God's Call; Prayer; Formation and Transformation; Brotherhood; Holy Cross Heritage; Mission; Consecration and Commitment; Authority and Responsibility; Cross

and Hope. These conferences are meant to be opportunities for the novices to come to know themselves, their call and the community of Holy Cross more deeply, and as a help in their discernment process. It is hoped that much dialogue and discussion will be part of the presentations. There is ample time for reading this year and formative reading is the focus. There is a good variety of books in the novitiate library and there is a reading list, relevant to the various sections discussed in the conference, given to novices. Occasionally there are assigned readings for discussion.

3. COMMUNITY:

Community is a most important aspect of Holy Cross. The novitiate year provides many opportunities to experience community and to discern one's call in the context of this Holy Cross Community. “. . . *The staff of a house of formation shares the responsibility with the superior for the development of all the members in the programme. . . . They work together as a team and live in one community with those in formation. . . .*” (C 6:74)

Meals are a fine opportunity for community building. They are a chance for each member of the community to talk freely and informally. Table conversation can be of serious or more relaxing topics. There is, as well, a weekly house chapter. The community gathers together here in a more formal atmosphere than at other times during the day, to discuss issues dealing with the quality of our life at the novitiate as well as practical issues that might have arisen during the week.

Work is also a community building experience. Each novice has household daily chores to tend to which give him a sense of responsibility and ownership in the house. There are also three manual work periods a week. As much as possible is done by the novitiate community to maintain the house and grounds.

The kitchen can be a most important place for community building. Each day house members take turns in preparing breakfast for the community as well as some of the evening meals. Preparation of meals are then not seen so much as work, but rather an opportunity to give a gift of service and ministry to our fellow members in community.

Once a week there is an unscheduled day provided. After morning chores the novices are free to use the time in whatever way they wish, either at the novitiate or outside the novitiate proper. This gives them a chance to relax but also to examine their use of free time in light of what they value in religious life. Community is not always everyone doing the same thing at the same time and so free time, as well, can be a part of the community experience.

Hospitality is an important African value and also a very distinct part of the charism of Holy Cross. Members of the Holy Cross Family are welcome at any time to spend time at the novitiate. Other guests are also welcome to our community and invited to enter into our daily life and schedule. Before outside visitors are invited to stay overnight, however, the director of novices, or another staff is to be consulted. All visitors, however, are asked not to interfere with the novices' participation in the scheduled events and activities of the novitiate community.

Absences from the novitiate may be requested for weddings, funerals or serious emergencies that involve members of one's immediate family. However, each request is to be made directly to the director or in his absence his assistant, and is subject to his approval. It is noteworthy that the requirement of Canon Law be kept in mind since absences from the novitiate for more than fifteen days accumulated must be made up.

4. MINISTRY:

Once a week the novices spend a full day away from the novitiate in an apostolic activity. Since they are considering life in an apostolic religious community this is an appropriate part of the programme. However, it is often pointed out to the novices that the ministry component of the novitiate programme is not for the benefit of training in ministerial skills, but rather an opportunity to serve the local community surrounding the novitiate. It also gives the novices a chance to experience difficult situations that future apostolic ministry will present. It often allows the novice to see faith at work in the lives of others. Prayer and reflection done by the novices during the week will hopefully be a support for this day of “work.” Since experiences without reflection often can be lost opportunities, an important part of this apostolic day is a “sharing of the day.” This takes place after the evening meal and involves not only the actual experiences met but also the faith impact it may have had on the novices

themselves. This sharing also helps our work become part of our prayer and to realize that prayer is needed for us to do our work well. Some possible apostolic placements in the Cape Coast area include: visiting the government prison, the youth remand home, hospitals, youth ministry, home visitation and school for the deaf.

In mid year there is a one month “apostolic experience” where the novices leave the novitiate setting and live in one of the active communities of Holy Cross in the District. Here they participate in a variety of experiences of that community. This gives the novice a chance to put into practice some of the material they have been hearing in conferences, reading about and discussing. It is hoped that this will also give the novices a better appreciation of the solitude and quiet of the novitiate setting and use it in the remaining time they have to discern their call.

Sunday mornings the novices participate in prayer services either in nearby villages or in some of their apostolic placement locations. They organize and bring the Word of God to those who would not usually have the opportunity to hear it on Sunday. There is a period of preparation for this service the previous day where the themes of the readings of the Sunday are discussed.

5. EVALUATIONS:

Part of the discernment process of the novitiate involves the process of evaluations. A commitment to religious life must be made by the individual novice as well as by the congregation. Therefore, the novitiate programme provides three periods of evaluations.

After two months in the novitiate the novices do a “growth statement.” They are helped after this initial living of the novitiate experience, to reflect on the programme and set goals for themselves for the remainder of the novitiate. The staff also sits and discusses each novice and their written growth statement. Then the staff meets with the novices individually to discuss their growth statement in a bid to help them refine and articulate for themselves the deeper meaning of their statement. They are also helped to articulate some of the strategies they would employ in achieving their stated goals.

The second evaluation is set at about six months into the programme. This is the peer evaluation. Each novice meets with each of the other novices. They listen to each other and reflect on what they have heard. When the novice has seen all his fellow novices he writes up what he has heard about himself from the others and includes his own reflections on their comments. When this paper is submitted to the staff, they sit and discuss each novice. Finally the staff meets individually with each novice and goes over their peer evaluation.

The third and final evaluation takes place about 10 months into the programme. It would usually take place prior to the discernment retreat. Each novice writes up a self-evaluation in light of petitioning for first profession of vows. The staff also sits and discusses each novice and then writes its evaluation of the novices. At a meeting of the staff with each novice the evaluations are discussed and any clarifications are made of statements and/or phrases which could lead to a misinterpretation of the evaluation. As a sign of agreement with the staff evaluation, novice and staff both sign the document. The self-evaluation and the staff evaluation of the novice are sent to the District Superior along with the petition for vows. These are the evaluations for the year included in the novice’s file. After returning from the discernment retreat the novices, if they so wish, make a petition for first vows. It is our hope that the final evaluation gives the novice much to ponder about during the discernment retreat.

Besides these more intense forms of evaluation, each month the staff and novices meet for an interview. It is at these times that the novices and staff can get to know each other better and help focus the novice in moving along in living out the year.

6. FINANCES:

In keeping with our desire to follow after Christ in poverty in Holy Cross, the novitiate programme reaffirms in its financial policy for the novices the community and gospel values of a simple life style and a common purse. At the beginning of the novitiate the novices will be requested to turn over all personal funds in their possession to the bursar for safekeeping during the programme. Thereafter, novices and staff will live from an approved budget. This allows for the use of certain pocket money available monthly to the novices for meeting some personal needs. Quarterly, the overall expenses of the novitiate will be shared in discussion at the house chapter along with an

ongoing review of the novices' personal expenditure of pocket money. There is a real concern to limit expenditure and to attempt to live with the budget. Should an extraordinary expenditure arise for the novices, it may be presented to the novice director and his assistant for consideration and approval. The exact amount of pocket money provided to the novices is fixed according to a sum deemed suitable by the staff in keeping with the local conditions and life style. The novitiate community would normally discuss any revision of this monthly allotment in a house chapter.

Should a novice withdraw from the novitiate during the year, his personal funds will be returned to him intact. Also, the Holy Cross community will endeavor to offer assistance to the one departing for meeting transport costs.

CONCLUSION:

Human (spiritual) formation is a lifelong unfolding process (C 6:59, 77). The novitiate is a time of foundation building for a self-directed religious life. Since the novitiate can give only the first impulse of the work of formation which ever remains the work and mystery of the Spirit, its primary purpose is to help the novice discover the ideal and to move realistically toward it. Therefore, we expect each novice to be willing *"to assume appropriate responsibility for his formation and to allow both him and the congregation to discern the reality of his vocation, (C 6:74).* In this way he makes a commitment to growth and shows us that further growth can take place. Understandably, no one is invited to petition for first profession of vows who has not shown signs of some growth and the promise of future growth in accepting and making his own the Gospel values of Religious Life.

DIRECTOR: Director of Novices

LOCATION: Blessed Brother Andre Novitiate, Brafu Yaw, C/R

DURATION: The period of the Novitiate ordinarily is one year, but may be extended to two years.



Brother Andre Novitiate



Statue of Blessed Brother Andre

POST NOVITIATE PROGRAM

PREAMBLE

The goal of the post-novitiate program is the integration of apostolic, spiritual and communal dimension of religious life in Holy Cross.

This phase involves the new members in further study and internship directed towards their eventual form of service and the need of our mission.

We delineate three levels or phases of this period of initial incorporation, namely:

1. First year – immediately after the Novitiate
2. The Scholasticate period: Second to Fifth year after profession
3. Sixth Year: Final profession preparation

GOALS AND OBJECTIVES

"All members are given theological and pastoral training for a lay or ordained ministry. They are encouraged to reflect upon their apostolic, community and life experience in the light of the gospel... maturity, judgment, and generosity needed for mission and common life in Holy Cross are cultivated" (C6:67)

The new member grows as a balanced person, as a committed Christian and as religious prepared for perpetual commitment in Holy Cross. To assist with the integration the following goals and objectives provide direction for this important preparation.

SPIRITUAL LIFE

1) GOAL:

- ❖ To discover a personal spirituality consistent with one's personality.

2) OBJECTIVES:

- a) Develop a rhythm of prayer in the midst of education and apostolic commitment.
- b) To grow in relationship to one's personal call.
- c) Be able to
 - i) Participate fully and actively in common prayer of the local community. Participate in the Eucharistic Liturgy and the Liturgy of the Hours daily as possible.
 - ii) Accept positions of leadership and responsibility in community prayer.
 - iii) Remain faithful to a discipline of personal prayer and a regular program of spiritual reading.
 - iv) Have regular (every 4-6 weeks) meeting with his spiritual director.
 - v) Have periodic reception of the sacrament of Reconciliation.
 - vi) Have periodic days of prayer/retreat, respecting communal and apostolic/academic responsibilities.
 - vii) Have annual retreat of 8 days.

PERSONAL LIFE

1) GOAL:

- ❖ To grow in knowledge and acceptance of self.

2) **OBJECTIVES:**

- a) Become aware of one's unique gifts and talents.
- b) Develop a healthy attitude toward one's body.
- c) Develop positive other-centered expression of one's sexuality.
- d) Be able to:
 - i) Continue to assimilate the values, practices, and traditions of the institute as manifested in personal behaviors.
 - ii) Strive to become increasingly aware and understanding of the diversity of ages and personalities within the community and remains approachable in attitude and disposition.
 - iii) Express clearly any comments, questions, responses, and opinions, etc. in community and to understand.
 - iv) Develop leisure activities and interest other than those related to ministries or studies.
 - v) Maintain health through a balance of diet, physical exercise, and necessary medical care.

COMMUNITY LIFE

1) **GOAL:**

- ❖ To further discern one's vocation as a member of Holy Cross.

2) **OBJECTIVES:**

- a) Develop a sense of identification with the members of and mission of Holy Cross.
- b) Live the vowed life as a member of Holy Cross.
- c) Be able to:
 - i) Participate faithfully and actively in the life of the community (prayer, meals, meetings, leisure, and household tasks.)
 - ii) Share generously personal gifts and skills within and for the community and take initiative in supporting the common good.
 - iii) Relate to others with respect and courtesy.
 - iv) Acknowledge accountability for decisions and behaviors in light of commitment to religious life.
 - v) Develop a simple lifestyle relationship consistent with a celibate commitment, accountable use of common funds on personal expenditures, cooperation with the local and province authorities.
 - vi) Cooperate and coordinate with community authorities and initiates regular (4-6 weeks) meetings with the local formation director.

APOSTOLIC/ACADEMIC LIFE

1) **GOAL:**

- ❖ To develop the knowledge, skills and experience required for ministry.

2) **OBJECTIVES:**

- a) Become familiar with the various ministries of the community.
- b) Acquire education and training for one's intended ministry.
- c) Be able to:
 - i) Fulfill professional obligations.
 - ii) Cooperate and coordinate with co-workers and supervisor of ministry.
 - iii) Undergo an annual evaluation of effectiveness in ministry by an appropriate supervisor.
 - iv) Continue to develop professional skills.

- v) Maintain a realistic balance of responsibilities in ministry or studies, spiritual life, professional obligation, personal life, community life and leisure activities.

LOCATION OF POST-NOVITIATE PROGRAM

To build mutual respect and trust among the young people in formation is very important. For this reason, the location of the post-novitiate program will be situated at a place where the brothers will live together for their formation years as much as possible.

The newly professed brothers may spend the year after the novitiate at a designated Scholasticate.

The objective of this program is to provide continuation of

1. The growth and development of the brothers as they offer themselves in service to the people of God. "Who indeed can harm you if you are committed deeply to doing what is right? Fear not ..." (1 Peter 3: 13-14) (Spirituality, prayer, Human Development, Pastoral Ministry, Community Building.)
2. The theological formation necessary for ongoing personal and communal reflection upon experience of God "Should anyone ask you the reason for this hope of yours, be ever ready to reply." (1 Peter 3: 15) (Anthropology, Scriptures, Theology.)

DURATION OF POST-NOVITIATE

The period of initial formation in annual vows after novitiate is for at least three years and ordinarily no more than 6 years. It may be extended in individual cases up to another three years by the provincial. C6:68

LEVELS or PHASES

1. FIRST YEAR -

- a) His weekly schedule should include on-going formation classes and ministry.
- b) There should be an opportunity for ongoing spiritual direction.
- c) There should be monthly recollection involving all the temporarily professed.
- d) There should be monthly interviews
- e) Mid-Year and end of year evaluations (Self and Staff)
- f) Petitions and Renewal of vows.

Courses for the temporarily professed should include among other things;

- a) Spirituality
- b) Formative Reading of Spiritual Classics (six of these could be selected including some of the current writings on Religious Life and the Vows) and should be accompanied by book reviews and formative sharing with one another.
- c) Formative Reading of the Scriptures
- d) Input on prayer.
- e) Journal keeping revisited.

2. SECOND to FIFTH YEARS (This would include those who are students and those involved in apostolic ministry).

- a) Preparation and presentation of Goal Statements
- b) Monthly Interviews
- c) Week-end recollection each semester, using the Constitutions as guide.
- d) Read two (2) spiritual classics each semester.
- e) Supervised apostolic ministry.

- f) Intensive program at the semester break.
 - 1) Review of Life
 - 2) Weekend Recollection
 - 3) Mid-year evaluation.
- g) End of Year: Workshops / Seminars / End of Year Evaluations (Self-Staff) / Retreat / Renewal of vows.

Suggested courses for the First Five Years

- a) Foundational Human Formation
- b) Formative Reading of Scriptures
- c) Christology
- d) Spiritual and Prayer
- e) Models of the Church
- f) Vatican II Documents: esp. LG/PC/GS/AA
- g) Pastoral Ministry
- h) African Synod and Social Justice
- i) Church History with emphasis on History of the Religious Life.

3. FINAL VOWS PREPARATION -

This special program should last at least six (6) months.

Requirements: Minimum of three years in vows with at least one year out of the house of formation.

- a) Program Content
 - 1) Debriefing of the last three years.
 - 2) Review of Life.
 - 3) Classes on the Constitutions (Vows in an African Context revisited)
 - 4) Formative reading in common of scriptures, Spiritual Classics, Constitutions. Book reviews
 - 5) Community Life
 - 6) Ministry
 - 7) Inculturation of Religious Life
 - 8) Ongoing Spiritual Direction
 - 9) Discernment
 - 10) Evaluations (Self – Formators)
- b) Program concludes with a 30-day directed retreat

PREPARATION OF FINAL VOW INCORPORATION

Special program will be determined with retreat.

DIRECTOR: Director of Post Novitiate (Temporarily Professed)

DURATION: A minimum of three years and a maximum of six.

ON-GOING FORMATION

Human formation is a life long process. The District Superior and his council, in consultation with the Formation Team, will study the ongoing formation possibilities for the members at large.

JOB DESCRIPTIONS

A. Formation Team

The Formation Team shall be responsible for overseeing and evaluating the Formation Programs of the District so that those in formation are assured of opportunities to *cultivate their maturity, faith, generosity, learning and ability to live in community*. It is their task to report periodically to the District Superior and his Council on the state of Formation in the District and from time to time to the members of the District. It is the Team's task to advise the District Superior and his Council regarding any changes needed in the Formation Programs to enable them to achieve their stated goals and objectives.

In order that the Formation Team may reflect the tradition of the Holy Cross Family of Brothers, Priests and Sisters it shall consist of:

- 1) District Formation Coordinator (appointed by the District Superior)
- 2) Vocation Director
- 3) Director of the Candidacy Program
- 4) Director of the Pre-Novitiate
- 5) Novice Master
- 6) Director of the Temporarily Professed (Post-Novitiate Program)
- 7) A Holy Cross Priest
- 8) A Holy Cross Sister

B. District Formation Coordinator

1. Convenes and chairs meetings of the Formation Team.
2. Liaisons with the District Superior and Council on matters of Formation.
3. He or someone delegated by him attends the National Formators' meetings on behalf of the District.

C. Vocation Director

1. A member of the Formation Team.
2. Coordinates all vocation promotion efforts along with the other members of the Vocation Promotion Team which he puts together and oversees.
3. Handles all communications in connection with Vocation inquiries.
4. Attends Vocation Directors' meetings on behalf of the District.
5. Interviews each candidate. Visits their families and parishes to get to know them better.
6. When all papers and permissions are ready, he proposes the candidates to the Formation Team for admission.
7. Visits Schools and Parishes to speak on vocations to Holy Cross.

D. Director of Pre-Candidates

1. A member of the Formation Team
2. Supervises the pre-candidate program
3. Ensures that tutors have been provided for the remedial or extra classes.
4. Evaluates the pre-candidate's readiness for the pre-novitiate by providing the Formation Team with the necessary academic results and an evaluation of his growth as a person (maturity, community participation, responsibility, spirituality) while a pre-candidate.

E. Director of the Candidacy Program

1. A member of the Formation Team
2. Supervises the candidacy program.
3. Assists the candidates to collect all the materials required for admission to the Pre-Novitiate Program.

4. Sees to it that all candidates are brought together for orientation and familiarization prior to entry into the Pre-Novitiate program.
5. Presents to the Formation Team the names of those candidates who are ready for admission into the Pre-Novitiate program.

F. Director of the Pre-Novitiate Program

1. A member of the Formation Team.
2. Supervises and directs the Pre-Novitiate program.
3. When the Pre-Novice is ready for the Novitiate and after consultation and approval by the Formation Team, he presents to the District Superior and his Council at least two to three months prior to the beginning of the Novitiate the request for admission into the Novitiate.

G. Director of Novices

1. The director has the full responsibility for the formation of the novices.
2. The director should put together a team that reflects the nature and reality of Holy Cross in Africa (Brothers, Priests and Sisters) if possible.
3. The Staff shares responsibility with the director for the development of all in the program.
4. They aid each other to form a judgment on the authenticity of the novice's vocation based on his ability to live as a Holy Cross religious.
5. Along with the Director the staff helps prepare the novice for apostolic life within the Congregation.
6. The Director of Novices approves a list of Spiritual Directors.

H. Director of the Post-Novitiate Program – Temporarily Professed

1. A member of the Formation Team.
2. He supervises and directs the Formation program for the Temporarily Professed.
3. He ensures there is list of Spiritual Directors from which each Temporarily Professed can choose a director; that each Temporarily Professed has a spiritual director, and the Temporarily Professed meet with their Spiritual Director.
4. Interviews the Temporarily Professed at least once a month.
5. Provides a syllabus of readings that will help them continue their spiritual study initiated during the Novitiate and readings to help them develop their own theological, pastoral and practical skills.
6. Ensures the Temporarily Professed are keeping up with their apostolic life, prayer life, vowed life, and community life.
7. Twice a year he conducts evaluations of the Temporarily Professed and presents them to the District Superior and his Council through the Formation Team.
8. He visits the Temporarily Professed at least four times in the year.
9. He liaises with the House Director on the supervision of the Temporarily Professed (C 6:74)
10. Where apostolic work is involved, only the local House can effectively do supervision. That is if the Director lives elsewhere.
11. He ensures periodic recollection and short courses/workshops throughout the year for the Temporarily Professed. These workshops should includes topics such as: culture, communication skills, conflict resolution, intimacy needs, time management, administrative skills and workshops on other major issues of our time such as violence, discrimination, feminism, economic and environmental issues etc.
12. In consultation with the Formation Team he proposes a program for final incorporation of the Temporarily Professed. He supervises the program if is done locally. After consultation with the Formation Team he advises the District Superior on those who may be ready for Final incorporation.
13. He should make every effort to enable the temporarily professed to participate in other courses organized by the Major Superiors or the Formation Personnel Association in Ghana.
14. He or someone delegated by him attends the National Formators' meeting on behalf of the District.

SCHEDULE FOR THE PRE-CANDIDACY PROGRAM AT ST. JOSEPH HALL

| WEEKDAY SCHEDULE | |
|--------------------------|--|
| 5:00 am | Rising |
| 6:00 am | Morning Praise |
| 6:15 am | Eucharist Celebration |
| 7:30 am | Classes – St. John’s School |
| 9:30 am | Break / Breakfast |
| 9:55 am to 2:00 pm | Classes – St. John’s School |
| 2:00 pm | Lunch / Pantry – Cleaning of Tables |
| 2:45 to 4:05 pm | Extra Classes – St. John’s School |
| 4:45 to 5:45 pm | Sports / Work / Study / Class (Check noticeboard) |
| 6:10 to 6:40 pm | Mercy Chaplet (Fridays) |
| 6:45 pm | Evening Praise |
| 7:00 to 7:30 pm | Evening News – Television |
| 7:30 pm | Supper / Pantry – Cleaning of Tables |
| 8:00 pm | Night Prayers (Compline) |
| 8:10 pm | Night Studies |
| 10:00 pm | Retire to Bed (Form Two) |
| 10:30 pm | Retire to Bed (Form Three) |
| SATURDAY SCHEDULE | |
| 5:45 am | Rising |
| 6:15 am | Morning Praise / Eucharist |
| 8:00 am | Breakfast / Pantry – Cleaning of Tables |
| 8:30 to 10:00 am | Work Period |
| 10:30 am to 1:00 pm | Free for Personal needs |
| 1:00 pm | Rosary in Chapel |
| 1:30 pm | Lunch / Pantry – Cleaning of Tables |
| 4:30 to 6:00 pm | Physical Exercise (Outdoors) – Football, Basketball, Handball, Volleyball, etc. |
| 6:30 pm | Supper / Pantry – Cleaning of Tables |
| 7:00 to 10:00 pm | Television News, Recreation, Games, Refreshments etc. |
| 10:30 pm | Retire to Bed |
| SUNDAY SCHEDULE | |
| 6:00 am | Rising |
| 7:30 am | Eucharistic Celebration – Holy Cross Chapel |
| 9:00 am | Breakfast / Pantry – Cleaning of Tables |
| 10:00 am | Conferences / Spiritual Exercises |
| 10:30 to 12:00 Noon | Studies |
| 1:00 pm | Daytime Prayer |
| 2:00 to 6:00 pm | Freetime |
| 6:30 to 7:00 pm | Supper / Pantry – Cleaning of Tables |
| 7:00 to 7:30 pm | Television News |
| 7:40 pm | Compline |
| 8:00 to 10:00 pm | Studies |
| 10:00 pm | Retire to Bed (Form Two) |
| 10:30 pm | Retire to Bed (Form Three) |
| NOTE | Morning and Evening Praise in Private On Sundays |
| GENERAL | |
| Sundays | 7:30 am Eucharistic Celebration in Holy Cross Chapel with St. John’s School |
| Mondays to Fridays | 6:15 am Eucharistic Celebration in Holy Cross Chapel |
| Saturdays | After Morning Praise Eucharistic Celebration in Chapel at St. Joseph Hall |
| Holydays & Holidays | 6:45 am Morning Praise followed by Mass (changeable) – Evening Praise in Private |

SCHEDULE FOR THE PRE-NOVITIATE PROGRAM

| MONDAYS | | TUESDAYS | |
|----------------|----------------------------|----------------|-----------------------------|
| 5:15 am | Rising | 5:15 am | Rising |
| 6:15 | Morning Prayer | 6:15 | Morning Prayer |
| 6:30 | Eucharist | 6:30 | Eucharist |
| 7:15 | Breakfast – Dishes, Tables | 7:15 | Breakfast – Dishes, Tables |
| | House Chores | | House Chores |
| 8:30 to 11:15 | Classes - Study | 8:30 to 11:15 | Classes – Study |
| | Classes / Study | | Classes / Study |
| | Library / computer | | Library / Computer |
| 11:15 to 12:00 | Personal Quiet Time (PQT) | 11:15 to 12:00 | Personal Quiet Time (PQT) |
| 12:00 Noon | Midday Prayer | 12:00 Noon | Midday Prayer |
| 12:15 pm | Lunch | 12:15 pm | Lunch |
| 1:00 | Rest – Relaxation | 1:00 | Rest – Relaxation |
| 2:00 to 4:30 | Work Period | 2:00 to 4:30 | Market Day |
| 4:30 | Clean Up | 4:30 | Clean Up |
| 5:00 to 6:00 | Scripture Reading (D & T) | 5:00 to 6:00 | Scripture Reading - Sharing |
| 6:00 | Evening Prayer | 6:00 | Evening Prayer |
| 6:15 | Supper – Dishes, Tables | 6:15 | Supper – Dishes, Tables |
| 7:00 | News – Recreation | 7:00 | News – Recreation |
| 8:00 | Study | 8:00 | Study |
| 9:00 | Night Prayer | 9:00 | Night Prayer |
| | Quiet - Retire | | Quiet - Retire |

| WEDNESDAYS | | THURSDAYS | |
|----------------|----------------------------|-----------|---------------------------|
| 5:15 am | Rising | 5:15 am | Rising |
| 6:15 | Morning Prayer | 6:30 | Morning Prayer |
| 6:30 | Eucharist | 7:15 | Breakfast – Dishes Tables |
| 7:15 | Breakfast – Dishes, Tables | | House Chores |
| | House Chores | 8:00 | Leave For Cape Coast |
| 8:30 to 11:15 | Classes – Study | | 9:30 – 12:30 Class |
| | Classes / Study | 12:30 pm | Lunch at Novitiate -Brafu |
| | Library / Computer | | Rest – Relaxation |
| 11:15 to 12:00 | Personal Quiet Time (PQT) | 3:00 | Leave Cape Coast for BU |
| 12:00 Noon | Midday Prayer | 4:30 | Arrive Back |
| 12:15 pm | Lunch | 6:00 | Evening Prayer |
| 1:00 | Rest – Relaxation | 6:15 | Supper – Dishes, Tables |
| Aft. Free | Games/Sports/Town/Etc. | 7:00 | News – Recreation |
| 5:30 | All Must Return | 8:00 | House Meeting / Study |
| 6:00 | Evening Prayer | 9:00 | Night Prayer |
| 6:15 | Supper – Dishes, Tables | | Quiet - Retire |
| 7:00 | News – Recreation | | |
| 8:00 | Study | | |
| 9:00 | Night Prayer | | |
| | Quiet - Retire | | |

| FRIDAYS | | SATURDAYS | |
|----------------|----------------------------|------------------|--------------------------------------|
| 5:15 am | Rising | 5:15 am | Rising |
| 6:15 | Morning Prayer | 6:30 | Eucharist w/ office |
| 6:30 | Eucharist | 7:30 | Breakfast – Dishes Tables |
| 7:15 | Breakfast – Dishes, Tables | | House Chores |
| | House Chores | 9:30 | General Cleaning-Laundry-Work Etc. |
| 8:30 to 11:15 | Classes – Study | 11:30 | Clean Up |
| | Classes / Study | 12:00 Noon | Midday Prayer |
| | Library / Computer | 12:15 pm | Lunch – Dishes, Tables |
| 11:15 to 12:00 | Personal Quiet Time (PQT) | 1:00 | Unscheduled Time |
| 12:00 Noon | Midday Prayer | | - Recreation / Sports |
| 12:15 | Lunch – Dishes, Tables | | - Study / Letter Writing |
| 1:00 | Rest – Relaxation | | - Work Projects etc. |
| 2:00 to 4:30 | Work Period | 5:00 to 5:45 | Scripture-Spiritual Reading |
| 4:30 | Clean Up | 5:45 | Evening Prayer & Rosary |
| 5:30 | Stations / Confessions | 6:15 | Supper – Dishes, Tables |
| 6:15 | Evening Prayer | 7:00 | News |
| 6:30 | Supper – Dishes, Tables | 7:30 | Evening Entertainment |
| 7:00 | News – Recreation | | Night Prayer at end of entertainment |
| 8:00 | Study / or Film | | Quiet - Retire |
| 9:00 | Night Prayer | | |
| | Quiet - Retire | | |

| SUNDAYS | | 1st FRIDAYS (Recollection Day) | |
|----------------|--|--|-------------------------------------|
| | Rising | 5:15 am | Rising |
| | Morning Prayer In Private ³ | 6:15 | Morning Prayer |
| 7:00 | Eucharist if at St. John's | 6:30 | Eucharist |
| 7:30 | Eucharist | | OR |
| | Breakfast – Dishes, Tables | 7:00 | Morning Prayer |
| 10:00 to 12:00 | Personal Quiet Time | 7:15 | Breakfast – Dishes, Tables |
| | Reading | 8:30 | Recollection Programme |
| | Prayer – etc. | | Talk, Conferences, Reflection |
| 12:00 Noon | Midday Prayer | 12:45 | Lunch – Dishes, Tables (In Silence) |
| 12:15 pm | Lunch – Dishes, Tables | 1:30 pm | Quiet Time |
| 1:00 | Unscheduled Time | | Personal Prayer - Reflection |
| | - Recreation-Sports-Games | | Spiritual / Scripture Reading |
| | - Study-Letter Writing | 3:30 | Recollection Programme |
| | - Outing Together | | Talk, Conferences, Reflection |
| 6:00 | Evening Prayer | 5:00 to 6:00 | Holy Hour – End of Recollection Day |
| 6:15 | Supper – Dishes, Tables | 6:15 | Supper – Dishes, tables |
| 7:00 | News – Recreation | 7:00 | News - Recreation |
| 8:00 | Sharing end w/ Night Prayer | 8:00 | Sharing ending with Night Prayer |
| | Remaining Time - PQT | | Remaining Time – Quiet Time |
| | Study, reflection, prayer etc. | | For study, reflection, prayer etc. |

COURSE CONTENT – Pre-Novitiate

- | | |
|-------------------------------|--|
| ✠ Workshop on Prayer | ✠ Human Development Classes |
| ✠ Workshop on Time Management | ✠ Basic Christian Doctrine Classes (Outline below) |
| ✠ Classes in Liturgy | ✠ Scripture Sharing (Weekly) / Written Assignment weekly |
| ✠ Classes in Church History | ✠ Introduction to Computer / Basic Computer Skills |
| ✠ Introduction to the Bible | ✠ Ministry |

Basic Christian Doctrine

Each division is accompanied by assigned readings (sections appropriate to the topic) from the Catechism of the Catholic Church, scripture references and readings from the Vatican Council, and other Christian writers and theologians etc. Each section ends with a series of questions for reflection / discussion. These questions are also answered in written form. A series of activities are also assigned with each section.

A. Belief

1. Our World and Our God
2. Our Religious Tradition
3. Jesus Enters Our Tradition
4. Jesus in His Followers and in His Word
5. The Church - Jesus Unites Us to the Trinity
6. Jesus Gives Us Communion With the Saints
7. Jesus Brings Us To Fullness of Life

B. Worship

1. Christ in His Sacraments – Baptism and Confirmation
2. The Eucharist – Christ’s Meal and Sacrifice
3. Reconciliation – Jesus Forgives
4. The Anointing of the Sick – Jesus Heals
5. The Priesthood – Jesus Ministers
6. Marriage – Christ Shares God’s Love With Us

C. Christian Life

1. Morality – Jesus Guides Us Through Life

D. Prayer

1. Communicating With God - Prayer

Human Development and Growth

A. Introduction to Human Growth and Development

1. Human Behavior (thinking, feeling, acting)
2. Health – holistic (Spiritual, social, psychological, emotional and physical)
3. Aspects of Personality (Self concept/identity, self esteem/respect)
4. Phases of Growth and Development (Developmental crisis, personality, adolescence and adulthood)
5. Mental Health (Relationship with self, relationship with others, relationship with the environment)

B. Communications

1. Qualities necessary for building relationships (Presence, listening, authenticity, empathy, disclosure, caring, acceptance, perceptions, respect)
2. Personal Space
3. Group Communications Skills (Content, process, responsibilities of the Leader, responsibilities of the group members)
4. Group Process (Maintenance, task needs, group development needs)
5. Blocks to Communication (Inaccurate perception, failure to focus on message or sender, inaccurate interpretation of message, failure to maintain person integrity)

C. Techniques for Responding

1. To be effective (restating, clarifying, using open-ended questions, focusing, being specific, using touch, using silence, providing general leads, summarizing)
2. Steps in Problem-Solving (Awareness, explore, alternative solution, selection, implementation, evaluation)
3. Conflict (definition, physical and psychological discomfort, factors that determine the outcome: issue, power, need, communication)
4. Unresolved Conflict
5. Factors that determine outcome

Introduction to the Bible

A. Entering the Bible

1. Bibles, Beliefs, and Beginnings
2. Authors of the Bible: God and People
3. Reading and Interpreting the Bible

B. The Old Testament

1. First Steps in the Old Testament: Adam to Moses
2. The Historical Books: Joshua to the Exile
3. The Historical Books: the Postexilic Period
4. The Wisdom Books
5. The Prophetic Books

C. The New Testament

1. The Gospel
2. Acts to Second Thessalonians
3. 1 Timothy to Revelation

D. The Bible: A Book for Life

1. The Bible: God's Word to the World
2. The Bible, Tradition, and the Church
3. Interpreting the Bible Through the church's Tradition
4. Applying Bible Teaching to Modern Problems

NOVITIATE ANNUAL SYLLABUS

- I. ORIENTATION
- II. OPENING RETREAT
- III. ORIENTATION TO MINISTRIES
- IV. CONFERENCES:

UNIT I - "THE CALL"

1. Calls in Scripture
2. Overall History of Religious Life (x2)
3. Constitution 1: "God's Call to Holy Cross,"
4. CSC An Apostolic Praying Community
5. Foundational Human Formation & Development
6. Open Forum: Our Personal Call

UNIT II - "PRAYER"

1. Open Forum: Readings on Prayer.
2. Inclusive Language
3. Spiritual Direction
4. Silence
5. Journal
6. Open Forum: Video - "Karate Kid"
7. Lectio Divina / Ignatian Prayer
8. Making Prayer Personal
9. Open Forum: Video - "Romero"
10. Conversion / Discernment
11. Faith Sharing
12. Liturgical Prayer
13. Centering Prayer
14. Prayer in CSC / Prayer in Ministry
15. Intercessory Prayer
16. Consciousness Examen
17. Constitution 3: "Prayer"
18. Open Forum: Prayer

UNIT III - FORMATION AND TRANSFORMATION

1. Stages of Human development
2. Constitution 6: "Formation and Transformation" (x2)
3. Holiness and Wholeness / Alcoholism
4. Myers Briggs / Enneagram
5. Prayer and Temperament
6. Feelings and Emotions
7. Open Forum: Video - "Wine and Roses"
8. Conflict:
9. Growth and Maturity
10. Three Dimensions of Growth
11. [Other possible video: "Mrs. Doubtfire."]
12. Open Forum on Formation and Transformation

UNIT IV - "BROTHERHOOD"

1. Realities in Community Living
2. Stages of Community
3. Community in CSC / Constitution 4 - Brotherhood.
4. Communication in Ministry
5. Forming Community in Ministry
6. History of Holy Cross x3
7. CSC women History
8. CSC in East / West Africa x2
9. Community in the African Traditional Spirituality
10. Open Forum: "Inculturated Community"
11. Christian Concept of Community
12. Open Forum: Video - "Rain Man" / "Driving Miss Daisy"
13. Forum on Community.

UNIT V. "MISSION"

1. Ministry Tools
2. Apostolic Priorities
3. Constitution 2: "Mission"
4. Life in "Mission"

5. Open Forum: Video - "Mission"
6. CL #9: "One Mission Many Ministries"
7. Video or Slides on Brother Andre.

- V. NOVICES OUT FOR MINISTRY
- VI. EVALUATION OF MINISTRY EXPERIENCE
- VII. CONFERENCES

UNIT VI - "VOWS"

1. Open Forum: C.L. #19 & 20
2. Religious Life in Post Vatican II
3. Constitution 5: "Consecration and Commitment" x2
4. Vows as Virtues
5. Celibacy for the Kingdom
6. Intimacy and Friendship
7. Loneliness
8. Sexuality
9. Sexuality and Celibacy
10. Open Forum: Celibacy
11. Poverty from Scripture

12. Poverty as Followers of Jesus
13. Detachment and Simplicity
14. Option for the Poor
15. Open Forum: Video on Poverty - "City of Joy"
16. Covenant Obedience
17. Obedience: Christian / Human
18. Obedience as Followers of Jesus
19. Constitution 7: "Authority & Responsibility" x2
20. Open Forum: Video / Obedience - "Shoes of the Fisherman"

- VIII. NOVICES ON DISCERNMENT RETREAT
- IX. EVALUATION OF RETREAT EXPERIENCE
- X. CONFERENCES

UNIT VII - "RESPONSIBILITY" -- CSC AND THE CHURCH

1. Holy Cross and the Church
2. Surfacing concerns about contemporary J/P Issues
3. Journal Revisited
4. Reading Day on African Synod and Justice and Peace
5. Open Forum: Video - Shawshank Redemption
6. African Synod & J/P Issues

7. J/P in Sacred Scriptures
8. C.L. #8 :Hungry for Justice
9. Women in the Church -- CSC Sisters
10. Religious Women in the Church - Ghana Religious
11. Inculturation and African Synod
12. Justice and Peace Commission / Archdiocesan JP Commission

UNIT VIII - "THE CROSS OUR HOPE"

1. Constitution 8: "The Cross our Hope"
2. Mary the Woman of the Cross
3. CSC / Moreau Spirituality

4. Closure and Transition
5. C.L. #27: Spes Unica
6. Open Forum: Evaluation of Program

- XI. FINAL RETREAT
- XII. PROFESSION AND DEPARTURE

NOVITIATE SCHEDULE

MONDAY AND WEDNESDAY

| | |
|----------|--|
| 6.00 am | Morning Prayer |
| 6.30 | Eucharistic Celebration |
| 7.15 | Breakfast / Dishes / Chores |
| 9.00 | Conference |
| 11.00 | PERSONAL QUIET TIME (PQT) |
| 12.30 pm | Lunch /Dishes |
| 2.30 | Outdoor Work Period |
| 4.15 | Active Recreation / |
| 5.15 | Clean up |
| 5.45 | EVENING PRAISE |
| 6.30 | Supper / Dishes / Recreation |
| 8.30 | Night Prayer / PQT / (Holy Hour on Wednesdays) / Grand Silence |
| 10.00 | Retiring |

TUESDAY BEFORE DAYS OF RECOLLECTION

| | |
|---------|---|
| | No ministry sharing |
| 8.30 pm | Night Prayer / Recollection Introduction (Silence Observed) |

FIRST WEDNESDAY - RECOLLECTION DAY

(suggested, but at the discretion of the animator)

| | |
|----------|------------------------------|
| 6.00 am | Morning Prayer |
| 6.30 | Eucharistic Celebration |
| 7.15 | Breakfast / Dishes / Chores |
| 9.00 | RETREAT PROGRAMME |
| 12.30 pm | Lunch / Dishes |
| 2.30 | RETREAT PROGRAMME |
| 5.00 | HOLY HOUR |
| 6.00 | End of Recollection |
| 6.30 | Supper / Dishes / Recreation |
| 8.30 | Faith Sharing /Grand Silence |
| 10.00 | Retiring |

THURSDAY

| | |
|----------|------------------------------|
| 6.00 am | Morning Prayer |
| 6.30 | Eucharistic Celebration |
| 7.15 | Breakfast / Dishes / Chores |
| 8.30 | Joint Formation Programme |
| 12.30 pm | Lunch / Dishes |
| 2.30 | Outdoor work Period |
| 4.15 | Active Recreation |
| 5.15 | Clean Up |
| 5.45 | Lectio Divina |
| 6.30 | Supper / Dishes / Recreation |
| 8.30 | Night Prayer/ Grand Silence |
| 10.00 | Retiring |

TUESDAY

| | |
|---------|-----------------------------------|
| 6.00 am | Morning Prayer |
| 6.30 | Eucharistic Celebration |
| 7.15 | Breakfast |
| | Out For Ministry |
| 4.00 pm | Staff Meeting |
| 5.00 | RETURN TO NOVITIATE |
| | Evening Prayer in Private |
| 6.30 | Supper / Dishes |
| 8.00 | Ministry Reflection /Night Prayer |
| 10.00 | Retiring |

FRIDAY

| | |
|---------|-------------------------------------|
| 6.00 am | Morning Prayer |
| 6.30 | Eucharistic Celebration |
| 7.15 | Breakfast / Dishes / Chores |
| | Remainder of day unscheduled |
| 5.00 pm | Return to the Novitiate |
| 6:00 | Rosary / Evening Prayer |
| 6.30 | Supper / Dishes / Recreation |
| 8.00 | House Meeting / Night Prayer |
| 10.00 | Retiring |

SATURDAY

| | |
|----------|------------------------------|
| 6.30 am | Morning Prayer |
| 7.00 | Eucharistic Celebration |
| 8.00 | Breakfast / Dishes |
| 9.00 | Scripture Sharing |
| 10.00 | Laundry |
| | GENERAL CLEANING |
| 12.30 pm | Lunch / Dishes |
| 2.00 | GENERAL CLEANING |
| 3.30 | Active Recreation |
| 4.30 | Clean Up |
| 5.00 | PQT |
| 5.45 | Evening Praise |
| 6.30 | Supper / Dishes / Recreation |
| 8.30 | Night Prayer / Grand Silence |
| 10.00 | Retiring |

SUNDAY

| | |
|---------|--|
| 7.00 am | Eucharistic Celebration |
| 8.00 | Breakfast |
| 9.00 | SUNDAY MINISTRY |
| 3.00 pm | RETURN TO NOVITIATE |
| 5.00 | Evening Prayer / Social / Supper (Occasionally with CSC Community) |
| 8.30 | Night Prayer / Grand Silence |
| 10.00 | Retiring |

PQT - This time is to be used for private prayer, meditation, spiritual reading, private devotions, etc.

POST NOVITIATE - PROPOSED PROGRAM (Temporarily Professed):

1) Conferences/Lectures

- ❖ Once a month on the Last Sunday of the Month
- ❖ **PROPOSAL:** Formative Reading course using **The Woman at the Well**.

2) Recollections

- ❖ Once a month or every 2 months
- ❖ **Date:** First Saturday or Sunday of every other Month
- ❖ **Animators:** Each Temporary Professed would be asked to animate one of the recollections. There would be outside animators also.

3) Interviews

- ❖ There would be interviews with the Director of the Temporary professed
- ❖ At least once a month. The Temporary Professed are encouraged to talk to the other finally professed members of their houses on regular basis (once a month or as often as it may be deemed necessary).

4) Spiritual Direction

- ❖ Each Temporary Professed is expected to meet with his Spiritual Director at least once a month or as often as may be arranged with his director. Each person is expected to submit the name of his Spiritual Director and the times for meeting to the Director of the Temporary Professed.

5) Spiritual Reading/Meditation

- ❖ Each Temporary Professed religious is to take his Spiritual Readings/Meditations seriously.
- ❖ Each person is to write up and share a Book Report on one of the listed classics/CSC Books. This is to be done once in every two months.

6) Books For Required reading

- ❖ Biography of Fr. Moreau
- ❖ A More Perfect Legacy by Bro. Philip Armstrong.
- ❖ 4 Classics to be chosen
- ❖ 4 Classics on Religious Life
- ❖ Guided Study of the CSC Constitutions.

7) Apostolate

- ❖ Each person is to engage in some apostolic ministry in the Parishes/School/Hospital and the missionary nature of their apostolic ministry would be evaluated at the monthly interviews.

8) Personal Mission Statement

- ❖ Each candidate is to write a personal mission statement concerning where he would like to be in his religious life by next evaluation period. This personal mission statement would form the basis of ongoing monthly interviews and the final evaluation for renewal of vows. (See Goal Setting next page).

9) Personal Growth/Development

- ❖ Efforts are to be made to equip candidates with the necessary skill needed to make them efficient apostles. Possibilities of academic pursuits would be explored.

10) Other Courses

- ❖ Efforts would be made to enable candidates to participate in other courses organized by the Major Superiors or the Formation Personnel Association of Ghana.

11) Possible Topics For Monthly Courses

- ❖ The Vows- Poverty, Chastity and Obedience
- ❖ Religious Life- Prayer and Ministry
- ❖ Community Life
- ❖ Psychological/ Social Issues
 - Dealing with our emotions- anger, hatred etc.
 - Interpersonal Relationships- Friendships

TEMPORARY PROFESSED RELIGIOUS OF HOLY CROSS GOAL STATEMENT / GOAL SETTING

1. You have lived the vowed religious life for another year and you have had all kinds of experiences in your life during that period.
2. Reflecting on your experiences in your spiritual life, personal life, community life, and apostolic life, what GOALS do you propose for yourself from now till the time of your renewal of vows?
3. What concrete steps do you propose to take or follow in order to attain these goals? Be specific on one or two steps or things you can actually do within each goal.
4. What values do you hold dear in religious life? What plans do you have for acquiring and sustaining these values?
5. Write out your goal statement for the coming year. Submission date to be determined by Director.

Possible Criteria To Be Considered In the Selection of Candidates For the Religious Life A Guide for the Vocation Promoter in the recruitment and selection process.

FAMILY BACKGROUND

1. Does the candidate come from a Christian/Catholic family who are committed to their faith?
2. What is the history of the family's health – any history of sickness (hereditary) or mental health problems?
3. What is the responsibility and place the candidate holds in his family? Is he an only child? Is the family counting on his financial assistance?
4. Does the candidate come from a stable family? Are there signs of a secure, stable and warm homelife?
5. Does the family support the candidate's vocational choice?

INTELLECTUAL ABILITY

1. Does the candidate have basic academic qualifications? SSSCE or its equivalent?
2. Does the candidate have the ability to learn, to comprehend and to communicate clearly?
3. Does the candidate give evidence of a readiness and desire to learn and to grow?
4. Does the candidate have average or above average intelligence? A person's paper qualifications do not always reflect his or her academic ability.

SOUND MOTIVATION

1. What is it that attracts the candidate to the religious life?
2. Does the candidate have an interest in ministry and in the Church and some type of involvement in Church organizations before applying? Simply attending Mass regularly is not enough evidence of a commitment to the Church.
3. Does the candidates have a commitment to living a Christian life seen in the candidate's commitment to prayer and the sacraments?
4. Does the candidate express a real interest and willingness to serve?
5. Does the candidate show an openness to growth, to new ideas, to being challenged in his or her views? An ability to grow?

PHYSICAL and MENTAL FITNESS

1. Does the candidate have good health? Any chronic or hereditary diseases?
2. No obvious psychological problems.
3. The above should be supported by medical and psychological exams to establish physical fitness and a balanced mental health.

HUMAN RELATIONSHIPS

1. Does the candidate have good relations with his family members (brothers or sisters) etc?
2. How well does the candidate relate with others? Any friends? How close? How long? How open?
3. Has the candidate had the experience of man/woman relationships and friendships?
4. Does the candidate show signs of tolerance and patience for others? Openness to others?

AFFECTIVE MATURITY

1. Does the candidate sense and respond to the needs of others?
2. Is there an openness to celibacy? Is the candidate able to talk of his / her concerns-fears about the demands of a celibate life?
3. Is the candidate able to make decisions and live by them? Can they give examples?
4. Does the candidate show an ability to accept others and relate to others in a healthy manner?
5. Does the candidate exhibit a balanced affectivity, especially sexual balance, which presupposes the acceptance of the other, man or woman, respecting his or her own difference?

SEXUALITY

1. Does the candidate know all the facts of life?
2. Are there any obvious sexual problems? Sexual phobias – fear of the opposite sex? Impotency?
3. Has candidate had a close relationship with anyone which might lead to complications in the future? Is he or she running away from any responsibility or relationship?
4. Does the candidate know about or appreciate his own sexual feelings and urges? Have they learned to control them? What does the candidate consider as acceptable behaviour in this area?
5. What is the candidate's understanding of celibacy? Do they see it as an integral part of a vocation to the religious life or priesthood? What is candidate's appreciation for marriage – has he or she ever considered it?

CONTRA-INDICATORS

1. Unhealthy relationships.
2. Character defects: can't be told anything; not ready to learn; unwilling to follow instructions; unable to speak the truth or take responsibility for what they've done.
3. Dependent family.
4. Non-supporting or hostile family towards vocational choice.
5. Other binding contracts or commitments.
6. Non-Catholic. Only a recent convert.
7. No evidence of commitment to the Church in candidate's life.