



Developing a Formation Team



1. First and foremost, prayerful discernment must be the first step when considering others to be a part of the Formation Team. It is very important to consider those who may be available to answer God's call and to assume the servant leadership role as a member of the Formation Team. Seeking the guidance of the Holy Spirit in this endeavor is so Franciscan.
2. Formation Team members must also be prayerful people who reflect God's loving care for the dear brothers and sisters of the Fraternity as well as for all of creation.
3. Team members need to have people skills so that they can effectively communicate and guide others. They must work collaboratively for the good of the Fraternity and of the Order and be willing to invest the time and energy necessary to be a part of the Team.
4. The Spiritual Assistant who shares his/her Franciscan charism with the Fraternity is a necessary and important member of the Formation Team.
5. The Formation Director coordinates the efforts of the Team and calls forth the gifts and talents from among the members of the Fraternity.
6. No one person should be expected to do everything! Each Team member must be fully engaged in the formation process and be capable of sharing in the responsibilities of facilitating some portion of the Fraternity's formation. There should not be any "lone rangers" who believe that everything must be done a certain way and that only he/she is capable of facilitating the formation process.
7. The number of members on a Formation Team varies according to the size of the Fraternity and its needs, as well as the opportunities for the Team members to facilitate some portion of the formation process. The Formation Director in collaboration with the Council should discuss the needs of the brothers and sisters and determine the appropriate number of Formation Team members needed to serve the Fraternity.
8. Depending upon the Fraternity's formational structure, Formation Team members could journey individually with Inquirers, Candidates, Newly Professed and/or facilitate a portion of ongoing formation.
9. When utilizing the Four-Pronged Approach to Ongoing Formation as found in the *Regional Formation Resource Kit*, there are at least four Team members engaged in ongoing formation. The Spiritual Assistant could present the teachings of the Faith, the Formation Director facilitates a particular topic, one member coordinates the Prayer experience and someone else assists the Fraternity members in translating contemporary topics into ways to live out a Secular Franciscan vocation.
10. Always make sure that the members can communicate any problems which they encounter and give suggestions. Periodic assessment of the Formation Team members is very important. The designated time to serve usually spans the time between the Fraternity's Elective Chapters.