
Formation Policy

Approved by the EREA Board 8 December 2015

- Rationale:** Formation is a canonical responsibility and a mandated priority of EREA. It is integral to building and sustaining a mission-based focus within all schools and each individual.
- For EREA, formation is seen as, “a lifelong process that gifts us with a deeper awareness of our union with the Mystery of the Divine. In enabling us to deepen that union by reflection on the charism, formation helps us to identify those personal gifts which enable our fullest participation in mission.” (*The Good Seed Will Grow*, p.5)
- All staff of EREA, being central to the educational and personal growth of the young people in our care, have a responsibility to engage in formation experiences as a way of nurturing their own spirit and that of those with whom they are in relationship with.
- Principles:**
1. Formation always acts to transform hearts and minds.
 2. Formation is essential to maintaining the authenticity and identity of Edmund Rice communities.
 3. All members of Edmund Rice communities should have access to formation opportunities at a level appropriate to their role, circumstance and needs.
 4. Formation is ongoing, dynamic and respectful of the diverse experience and spiritual journeys of communities and individuals.
 5. Formation is responsive to cultural contexts and draws upon the wisdom of the First Nation Peoples of Oceania.
 6. Formation is shaped by humanity’s emerging understanding of its place within the greater web of life on Earth.
 7. EREA works in collaboration with the Oceania Province to develop and provide formation.
 8. EREA and Oceania Province acknowledge our many partners in formation in the Catholic Church, ecumenically, with religious traditions and with women and men of good will.
- Policy Statement:** All members of Edmund Rice Education Australia (EREA) Council, Board, School Boards and staff are expected to participate in ongoing formation. EREA will ensure that adequate formation, drawn from *The Good Seed Will Grow: A Formation Framework for Edmund Rice Communities in Oceania*, is provided to all EREA staff and to those with governance responsibilities.

Key Responsibilities: EREA Council

The EREA Council has the responsibility to ensure that formation occurs at all levels of EREA

EREA Board

The EREA Board has the responsibility to ensure that all staff members in EREA and EREA Board members have opportunities for formation.

Executive Director

The Executive Director has the responsibility to ensure that this policy is implemented and that procedures and necessary delegations are developed and implemented.

Principals

Principals have the responsibility to provide formation experiences for their staff and to ensure that their staff members are engaged in appropriate formation experiences

Review:

Consideration will be given every 2 years to determine if this policy requires review earlier than 2019.

Related Information:

EREA Formation Framework: *The Good Seed will Grow Full of Life* (Guide to Formation, Leadership, Immersion, Professional Development and Networking Opportunities)