



Charter

on personal human and spiritual

accompaniment

of Fondacio

Approved by the vote of the Fondacio
Congress on June 19, 2026

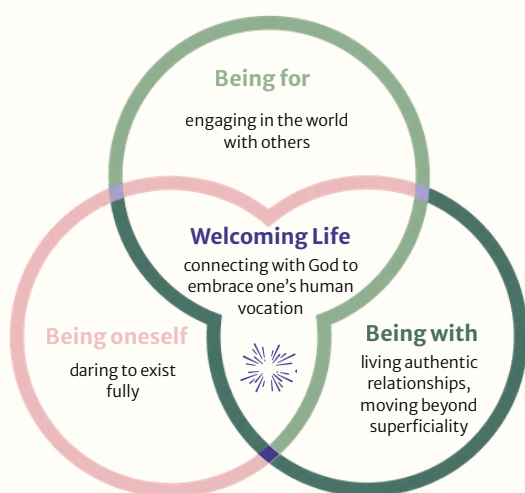
Fondacio's Charter

on personal human and spiritual accompaniment

1. The Purpose of Spiritual Accompaniment

Fondacio is committed to building a more human and just world by deploying, through a pedagogy of experience open to all, the intuition of Pope Paul VI: "There is no new world without new men and women." Fondacio's vocation is to help each person "rise and become themselves, with and for others, on a path of transformation and service", the formula that summarises its calling.

Our DNA: accompanying a dynamic of life rooted in the Gospel. Our pedagogy serves the humanisation of the person in four inseparable dimensions



Personal spiritual accompaniment is one of the privileged means of journeying in this direction. **It helps each person to review their life, to know themselves better, to discern their deep desires, and to advance on their path of human and spiritual growth.** The accompanier therefore welcomes the person in their wholeness, including their psychological and emotional dimensions, but recognises the limits of their role and refers to a mental health professional whenever the situation requires it, without seeking to address what belongs to psychological care.



Thus, personal spiritual accompaniment is distinct from other forms of helping relationships or support. It is not to be confused with psychological or therapeutic accompaniment, coaching, occasional pastoral advice, or, within an ecclesial context, the sacrament of reconciliation. Each of these approaches serves its own purpose; this clarification helps protect the freedom of the person and ensures the integrity of the accompaniment relationship.

For Christians, this accompaniment is rooted in the conviction that God, Father, Son, and Holy Spirit, is present and active in the life of every person. The accompanier assists the accompanied in their search for God, in their life and choices, attentive to the Holy Spirit, to follow Christ. Accompaniment is then a space where the person learns to put into words what they experience inwardly, to discern what calls them to grow, and to welcome the spiritual resources available to them.

Spiritual accompaniment requires on the part of the accompanied the expression of a desire: a desire for meaning, for growth, for openness to a Presence that transcends them. On the part of the accompanier, it requires a fraternal and empathic posture, one who walks alongside, not ahead, and an attentiveness to the presence of God in the other's life.

Fondacio's Charter

on personal human and spiritual accompaniment

2. The Accompanier and the Accompanied

● The accompanied

is an adult who freely chooses to review their life in the presence of a caring person, in order to discern calls to grow, choose, and commit. They remain fully the agent and master of their own life throughout the accompaniment. If the person benefits from other forms of accompaniment, clarification of the different frameworks and how they relate is necessary in order to preserve the integrity of the process and the freedom of all involved.

● The accompanier

Is an adult who has been specifically trained and called for this ministry. They are themselves accompanied. The fraternal relationship remains explicitly asymmetrical: the accompanier does not speak about themselves, does not give advice, does not judge. They awaken, they question, they encourage the person to find their own path, in full freedom and at their own pace.

Three fundamental attitudes orient the accompanier's posture :

1 Welcoming unconditionally

They receive the person as they are, without judgement, convinced that they have unconditional worth and dignity.

2 Believing with confidence in the capacity for growth

They believe that the person possesses the resources to move forward, with the help of God and others. They cultivate faith in the loving and active presence of God.

3 Cultivating active hope under God's gaze

They offer a gaze that encourages without forcing, that accompanies without directing, that opens without imposing.

3. The Call and Mission of the Accompanier

The accompanier does not act in their own name. They are **called and sent** by Fondacio (or by the competent ecclesial authority: diocese, spiritual centre), after verification that they meet the required conditions: being trained, being themselves accompanied and supervised, and regularly accountable to the mandating authority. He takes care not to take on too many cases, as this could compromise the quality of his support and judgement. Fondacio may ask an accompanier to cease exercising this ministry.



They never propose on their own initiative to accompany someone. This rule protects the freedom of all and prevents the risk of undue influence. The referral may be made by the body responsible for accompaniment at national or regional level, or at the individual's direct request.

Fondacio's Charter

on personal human and spiritual accompaniment

4. The Place and Freedom of the Accompanied

The accompanied is an adult who freely chooses to engage in a process of spiritual accompaniment in order to review their life, discern their inner callings, and advance on their human and spiritual path.

They remain fully the agent of this journey: free in the choice of their accompanier, free in what they wish to share, free in their decisions, and free to end the mentoring at any time, without having to justify themselves. Accompaniment is not meant to think, decide, or act in their place, but to support their discernment and growth in absolute respect for their conscience.



The accompanied is also invited to exercise their own vigilance: if they perceive any pressure, inappropriate intrusion, a form of dependence, or any infringement on their inner freedom, they are entitled to speak about it, to request an adjustment, or to end the relationship. Spiritual accompaniment can only bear fruit in an atmosphere of trust, mutual respect, and genuine freedom.

5. Framework for Meetings

Frequency and duration

- Individual interviews do not usually last longer than an hour.
- The frequency of meetings is established by mutual agreement.
- Appointments are always initiated by the accompanied person, usually with at least four weeks' interval between them. If they cease to request them, the accompanier respects this choice.
- Accompaniment is time-limited; regular checkpoints allow for reviewing the journey, discerning its fruits, verifying that the framework remains appropriate, and deciding whether to continue or conclude. A closing session is desirable at the end.

Interview context

- The meeting place must be neutral, welcoming, and non-intimate.
- The presence of a crucifix, a candle, or an icon may serve as a reminder of the spiritual dimension of the encounter.
- Under no circumstances shall accompaniment take place in a bedroom.
- The seating arrangement, with chairs of equal height, maintains an appropriate physical distance.
- Meetings should preferably take place during daytime hours and never after 9 p.m.



Freedom

Either party, accompanier or accompanied, may end the accompaniment at any time.



Confidentiality

The accompanier is bound to strict confidentiality regarding the identity of the person and the content of meetings, except in the context of supervision or when a protective measure is required in the case of disclosure of sexual violence.



Gratuity

The accompanier is not remunerated and does not receive any personal donations. The mentee may make a financial contribution, even if only symbolic, by donating to Fondacio's operating costs, in particular towards the training and supervision of mentors.

Fondacio's Charter

on personal human and spiritual accompaniment

6. Commitments of the Accompanier

Freedom of conscience

Accompaniment always aims for greater inner freedom for the accompanied. The accompanier guarantees this freedom and forbids themselves any form of physical, moral, spiritual, or conscientious influence. They comply with Fondacio's provisions on the prevention and combating of sexual violence and all forms of abuse.

Relational independence

The accompanier will decline any request to accompany a close friend, a family member, a colleague, or a person over whom they exercise professional or pastoral authority.

Self-awareness

The accompanier may suspend or end an accompaniment if they are going through a period of personal vulnerability, or if the accompanied's situation exceeds their capacity or the scope of spiritual accompaniment.

Ethical Charter

The accompanier is a signatory of Fondacio's Ethical Charter.

7. Conduct in Cases of Disclosure of Sexual Violence

It sometimes happens that a person discloses, in the context of spiritual accompaniment, that they have experienced sexual violence. This situation calls for a response that is both human, prudent, and responsible. The accompanier is neither a healthcare professional nor a legal expert, but they have obligations and responsibilities they cannot ignore. The role of support worker is not to be equated with the practice of a profession subject to professional confidentiality.



First and foremost: receive the person. A disclosure of violence is an act of trust that calls for attentive presence, without hasty reaction. The accompanier receives this testimony calmly, without minimising or dramatising.

Fondacio's Charter

on personal human and spiritual accompaniment

The following questions should then be considered:

a) The person discloses that a minor is currently a victim of sexual violence.

The accompanier is subject to a legal obligation to report to the competent authorities (public prosecutor, child protection services, etc.). This obligation takes precedence over confidentiality and requires an immediate response.

b) The person discloses that they were themselves a victim of sexual violence when they were a minor.

There is no legal obligation to report in this case. The accompanier respects the person's pace and decision. They take care, however, to direct the person towards appropriate psychological support, and to consider the questions raised in points d, e, f, and g.

c) How is the person doing? Do they need psychological support?

Sexual violence leaves deep traces. The accompanier asks whether the accompanied believes they need psychological follow-up and takes steps to refer them to a health professional if needed. Spiritual accompaniment does not substitute for psychological care.

d) Is the person implicated still in a position to act?

If the person implicated is alive and may have access to other people, particularly within Fondacio or its networks, immediate precautionary measures are required. The accompanier refers without delay to their mission supervisor and to Fondacio's "Je-Signale" reporting body.

e) Has the statute of limitations expired?

If the facts do not appear to be time-barred, the person should be informed that they have the right to file a complaint. The accompanier does not replace a legal expert but can refer to appropriate resources.

f) Does the person wish to file a complaint? Do they need support in doing so?

The accompanier respects the person's decision, whatever it may be. They can help identify support resources (victim support organisations, Fondacio referents, etc.) if the person wishes to pursue legal proceedings, which the accompanier will be able to support and encourage.

g) Are there possibly other victims?

This question must be kept in mind, without pressure on the person. If elements suggest that other people may be at risk, the accompanier refers to the responsible body within Fondacio, which will take the necessary measures.



In summary, when faced with a disclosure of sexual violence, the accompanier: **receives** the person with humanity and empathy; prioritises **protection** (mandatory reporting if a minor is involved, alerting if there is current risk); **informs** without imposing (rights, resources); **refers** to care and appropriate support; and **does not act alone**, they **refer** to their supervisors within Fondacio or to the Je-Signale cell.

Fondacio's Charter

on personal human and spiritual accompaniment

8. Training and supervision

Training

spiritual accompaniment is learned and cultivated. Every person called follows an initial training adapted to their background, validated before entering into ministry. Ongoing training is then expected each year: practice review groups, training days and renewal sessions offered by Fondacio or other recognised bodies.

Supervision

every accompanier benefits from personal accompaniment and a supervision space, individual or collective. This space allows them to consider how situations affect them, to identify their limits, and to adjust their practice. Supervision preserves the quality of accompaniment while ensuring confidentiality.

9. Annual commitment

Each accompanier is invited to explicitly renew their mission each year with Fondacio, confirming their availability and their adherence to this charter.

At the beginning of accompaniment, the framework, purpose, and guidelines of this charter are explained to the accompanied person, so that they may engage knowingly in a relationship that is clear, free, and well-calibrated.



This document constitutes a charter to be signed by each Fondacio accompanier.