



# Catherine of Siena Institute

Pontiac Area Vicariate

2009 Fall Assembly

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## Catherine of Siena Institute

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## Our Experience

### 410 live Called & Gifted workshops; 16 years

- 31,000 lay, religious, seminarian, and clerical attendees
- 90 dioceses
- 7 countries
- 3 languages – English, Spanish, Indonesian

### Gifts Discernment Resources including

- 3,100 recordings of the Called & Gifted workshop
- 55,000 Spiritual Gifts Inventories

*Are being used by individuals & small groups all over the world.*

**5,000 + one-on-one gifts interviews**

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What does *Charism* mean?

“a favor” or

“gratuitous gift”

*A term used by St. Paul in the New Testament.*

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### Charisms

are “gratuitous” graces (Aquinas) which:

- Empower Christians to *build up the Church* and to *witness Christ to the world*
- Are for the *sake of others*
- Are given to *be given away*. *We are stewards of the charisms*. Can be exercised in *ecclesial or secular settings*.
- *Can and must be discerned*.

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### Charisms

- Charisms manifest *after* the point when our faith becomes personal. The proclamation of Christ and discipleship is the non-negotiable foundation of fruitful discernment.
- Charisms manifest *when* we meet the person or situation that calls for the gift.

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### The Discernment of Charisms

- Brings the idea that “I’m an apostle” to life.
- One of the important clues to your “general area of call” - the place for which God has equipped you.
- Facilitates discernment of all calls/vocations:
  - *ecclesial*
  - *secular*

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### Common Charisms Covered in C & G

|                        |                     |                   |
|------------------------|---------------------|-------------------|
| Administration         | Healing             | Music             |
| Celibacy               | Helps               | Pastoring         |
| Craftsmanship          | Hospitality         | Prophecy          |
| Discernment of Spirits | Intercessory Prayer | Service           |
| Encouragement          | Knowledge           | Teaching          |
| Evangelism             | Leadership          | Voluntary Poverty |
| Faith                  | Mercy               | Wisdom            |
| Giving                 | Missionary          | Writing           |

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### What is at Stake in Supporting the Discernment of All?

The complete *fruition of baptism and confirmation*

An *apostolic understanding* of the significance of one’s life and relationship to God, the Church, and the world.

*One of the major tasks of Governance:* Recognizing and coordinating the exercise of the charisms and fostering and supporting the vocations of all the baptized.

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## Priests Are Called to

- Recognize
- Uncover with faith
- Acknowledge with joy
- Foster with diligence
- Appreciate
- Judge and discern
- Coordinate and put to good use
- Have “heartfelt esteem” for  
*the charisms of all the baptized.*

Dogmatic Constitution on the Church, 30; Decree on Ministry and Life of Priests, 9; I Will Give You Shepherds, 40, 74; Lay Members of Christ's Faithful People, 32

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## The Whole Church

has the *responsibility for the vocation of each member.*

*The Church fulfills her mission when she guides every member of the faithful to discover and live his or her own vocation in freedom and to bring it to fulfillment in charity. . . . Indeed, God with his call reaches the call of each individual, and the Spirit, who abides deep within each disciple (cf. 1 Jn. 3:24), gives himself to each Christian with different charisms and special signs. Each one, therefore, must be helped to embrace the gift entrusted to him (or her) as a completely unique person, and to hear the words which the Spirit of God personally addresses to him (or her).*

*- I Will Give You Shepherds, 40*

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**A charism always carries with it a certain leadership (formal or informal) in the particular area of giftedness.**

**Charisms are clues to our personal vocation(s) and tools with which to carry out our personal mission.**

**When we foster the discernment of charisms, we are calling forth leadership and vocations in the Christian community.**

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## What is at Stake in Supporting the Discernment of All?

### The *next generation* of apostles, leaders, saints:

- Priestly
- Religious
- Secular
- Obvious institutional gaps are *only a fraction of the vocations we "need"*.
- God is sending us the kind of apostles who will address those needs.
- When Catholics start discerning charisms, they start discerning vocation as well.

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## Charisms are *not* Natural Talents

### Charisms:

- **Cannot be inherited** from our parents
- Given by the **Holy Spirit** (Baptism/Confirmation)
- Supernaturally **empowered**
- Enable us to be **an agent of God's purposes**
- Focused **outward**
- **Cannot be turned to evil**

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## Five Steps of Discernment

### 1) **Explore** the possibilities

- *What a charism is*
- *What it looks like*
- *How it functions*
- *How it feels to exercise a charism*

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## Five Steps of Discernment

1) *Explore* the possibilities

### 2) **Experiment**

- Charisms are *real* and *objective*
- Cannot discern in the abstract
- Discernment through *action*
- *DO it* and see what happens

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## Five Steps of Discernment

1) *Explore* the possibilities

2) *Experiment*

### 3) **Examine** your experience

- Energizing
- Satisfying
- Joyful
- Feels like you "fit"
- Expression of your relationship with God
- Prayerful or contemplative

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## Five Steps of Discernment

1) *Explore* the possibilities

2) *Experiment*

3) *Examine* your experience

### 4) **Evaluate** your effectiveness

- A charism does what it is supposed to do
- Mediocre or poor results = useful data
- Success is:
  - Recognizing where you *are* gifted
  - and
  - where you are *not*.

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## Five Steps of Discernment

- 1) *Explore* the possibilities
- 2) *Experiment*
- 3) *Examine* your experience
- 4) *Evaluate* your effectiveness
- 5) *Expect (and look for)* feedback from others
  - Direct
  - Indirect

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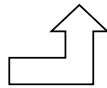
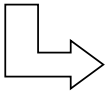
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**1. Introductory  
Called & Gifted  
Workshop**

**3. Personal  
Experimentation  
& Small Group  
Discernment**

**2. Personal  
Interview**



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## Charisms Typically Welcomed & Fostered in a Parochial Setting

|                |               |           |
|----------------|---------------|-----------|
| Administration | Craftsmanship | Mercy     |
| Encouragement  |               | Music     |
| Giving         |               | Pastoring |
| Helps          |               | Service   |
| Hospitality    | Wisdom        |           |

*Charisms useful for the liturgy, nurturing and caring for people,  
and maintaining structures.*

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Charisms *Not* Typically Welcomed & Fostered in  
Parochial Setting

|   |           |            |
|---|-----------|------------|
| Leadership  | Faith     | Celibacy   |
| Evangelism ( <i>except youth ministry, RCIA</i> ) |           | Missionary |
| Voluntary Poverty                                 | Prophecy  | Teaching   |
| Discernment of Spirits                            | Knowledge | Writing    |
| Intercessory Prayer                               | Healing   |            |

*Charisms useful for starting new initiatives, evangelizing and proclaiming Christ, forming disciples and apostles, freedom for unusual ministry, prophetic change.*

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If We are *Serious* About Evangelization  
and Stewardship of Time, Talent, Mission

- We must make an effort to draw out, honor, and encourage people with different charism profiles.
- Especially if those charisms are not ones that we ourselves have been given (and so understand, esteem, and feel comfortable around).

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Charisms

- Exercised primarily *within* the Christian community:  
    Pastoring      Prophecy
- Exercised primarily *outside* the Christian community or *among Catholics who are not yet intentional disciples*:

    Evangelism  
    (The "*stealth*" Catholic charism)

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### Charisms

- Most critical to day-to-day structural maintenance:

Administration & Service

- Most associated with starting something new:

Leadership & Faith

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### Impact of Discerning Charisms on Individuals

- Catalyst of spiritual growth and discipleship
- New idea: I am an "apostle" "one who is sent"
- Facilitates discernment of priestly, religious, and lay personal vocations; fosters a culture of discernment and vocation.
- Clarifies decision-making.
- Unleashes amazing creativity and initiative.

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### Discernment & Individuals

- Empowers impact for Christ in whole of life: family, work, parish, community involvements, relationships.
- Facilitates lay leadership in the parish and marketplace, evangelization, and application of Catholic social teaching.
- Prevent leadership failure and burn-out.
- Healing; reduces conflict and misunderstanding.
- Name and understand the significance of what people are already experiencing.

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### Impact on Clergy/Pastoral Leaders

- Makes their own ministry/spiritual life more joyful, energizing, and fruitful.
- Greatly increases the impact of their priesthood/ministry on parishioners and the community.
- Protection against burn-out and cynicism.
- Facilitates evangelization, governance, effective collaboration, and the calling forth of new leaders.
- Parishes and institutions are much more dynamic and effective.
- Facilitates pastoral **planning**.

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### C & G: Impact on the Parish

- Evangelizing, raises issue of discipleship
- Calls forth service/leadership (stewardship of "talents")
- Ministries much more fruitful and self-supporting
- Fosters collaboration
- Much easier to "recruit" volunteers
- Ministry not "vacuum-driven" but "charism-driven"
- Combats anonymity; moves people from periphery to center
- Enables parish to impact surrounding community.

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### Catherine of Siena Institute Can

- Put on a live Called & Gifted workshop in your vicariate/parish and offer gifts interviews.
- Train your pastors, ministers, and leaders to facilitate gifts discernment in your community. (We have trained over 2,000 facilitators.)
- Train your own Called & Gifted teaching teams.  
Teaching teams are active in Melbourne, Canberra, Boise, San Francisco, Oakland, Houston, Olympia, Seattle, Tucson, Dubuque, Orange, Chicago. Teams are forming in Kansas City, Memphis, Atlanta, Los Angeles, southern Michigan, Brisbane, Singapore, Hong Kong, and Macau.
- Provide a wide selection of discernment resources.

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