Called and Gifted

The Called & Gifted™ Discernment Process is a program developed by the Catherine of Siena Institute in 1993. Called & Gifted is a three-part discernment process intended to help ordinary lay Catholics in the average parish discern their charisms. Charisms, or spiritual gifts, are special abilities given to all baptized Christians by the Holy Spirit to give them the power both to represent Christ and to be a channel of God’s goodness for people (Catechism of the Catholic Church, 798-801). The Called & Gifted process presumes no knowledge of the gifts or background in discernment.

Step One: Called & Gifted introductory workshop

Those who take the Called & Gifted workshop have a chance to take the Catholic Spiritual Gifts Inventory, the first gifts inventory designed especially for Catholics. They will also have the chance to begin discerning their charisms.

At the Called & Gifted workshop, you will learn:

- The role of every Catholic and of the local parish in the mission of the Church to the world.
- The critical role of charisms in the life and service of other lay Catholics and in the life of the parish or Christian community.
- The signs and characteristics of 24 common charisms.
- How discerning and using your charisms can change your life and the life of others, your parish, and the world.

Step Two: One-hour personal gifts interview

At your one-to-one personal gifts interview, your interviewer will help you look at your inventory results, listen to your experiences of being used by God, and help you recognize patterns in your life that may indicate the presence of a charism. She or he will also help you choose one charism to discern and help you determine who you can best "experiment" with that gift in the context of your real life. Your interviewer will also seek to answer any personal questions about specific charisms or discernment that you may have. An interview usually lasts an hour or so.

Step Three: Discernment in Depth

During the discernment in depth process, you will practice what you have learned about discernment. You will pick one charism to "experiment with" two hours a week for a minimum of 6--8 weeks and see what God does! What is your personal experience, what kind of feedback do you receive from others, and most importantly, what happens when you engage in the activity in question? When you take action in that area, what does God do?

The Discernment in Depth process has both an individual and a small group component. You will "experiment" with your chosen gift for a couple of weeks and then meet in a small group with others who are also discerning and talk about your experience. Then you go out again and experiment for another couple of weeks and then come back together and talk about it. Two to four weeks into this process, many people
start to recognize patterns in their life that have been present for years but they had never recognized before.

**Where from there?**

“Whether extraordinary or simple and humble, charisms are graces of the Holy Spirit which directly or indirectly benefit the Church, ordered as they are to her building up, to the good of men, and to the needs of the world” (Catechism, 799). As you discern and develop particular charisms in your life, you can expect them to yield more and more fruit for the kingdom of God, both inside and outside the parish, as you make use of them.

For more information, contact Dan Scofield at the parish office (972.252.5521 x104) or email him at faithformation@holyfamilychurch.net.

**Charism FAQ**

**Definition**
Gift of the Holy Spirit; Greek word for favor or gratuitous gift; special abilities given to Christians to enable them to be powerful channels of God’s love and redeeming presence in the world. Charism are real clues what God created you to be and what God created you to do.

- **Seven Gifts of the Holy Spirit Isaiah 11:2**
  - Wisdom, Understanding, Counsel, Fortitude, Knowledge, Fear of the Lord, Piety
- **Fruits of the Holy Spirit Gal. 5:22-23**
  - Love, joy, peace, patience, kindness, generosity, faithfulness, gentleness, self-control.
  - Tradition of Catholic Church adds (CCC 1832): Charity (love), goodness, modesty, chastity.

There are gifts of the Holy Spirit that we are given to KEEP and gifts we are given to GIVE AWAY.

**Charisms**
- gifts given to us to give away
- always focused outward
- empowered ways by which God’s love and goodness reaches our neighbor through us.

1. **How many Charisms are there?** We don’t know. The primary lists are in Romans 12; 1Cor 12; Ephesians 4. These are not exhaustive lists.
2. **Are all baptized Christians given charisms? Yes**
   - Baptized Christians have obligations to the building up of the church. Inventories test long term charisms not temporary (one time or short time use)
3. **What are the differences between charisms and natural talents?**
   - a. Charisms are not “in born” or inherited from our parents, but are given to us by the Holy Spirit, whom we received through the sacraments of initiation—through Baptism and Confirmation.
b. Charisms are supernaturally empowered. They are focused outward and enable Christians to bear results for the Kingdom of God above and beyond our normal human abilities.

Charisms cannot be used to achieve evil purposes. They have only one purpose: to serve as a channel for the love and purposes of God.

_Pastoral Charisms_
Focus: personal nurture of individuals and community.
_Encouragement, Helps, Hospitality, Mercy, Pastoring_

_Communication Charisms_
Focus: transforming lives through communicating truth.
_Evangelism, Teaching, Prophecy_

_Organization Charisms_
Focus: meeting structural needs of an organization or group.
_Administration, Giving, Leadership, Service_

_Lifestyle Charisms_
Focus: distinctive lifestyle and freedom for unusual ministry
_Faith, Celibacy, Missionary, Voluntary Poverty_

_Charisms of Healing_
Focus: being a channel of God’s healing and restoration.
_Intercessory Prayer, Healing_

_Charisms of Understanding_
Focus: understanding the ways of God and humanity.
_Discernment, Knowledge, Wisdom_

_Creative Charisms_
Focus: creative activity that orders and beautifies.
_Craftsmanship, Skilled Craft, Artistry, Music (vocal and instrumental), Writing_