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# CHARISMS / SPIRITUAL GIFTS



## “Be Who You Are Created To Be, and You Will Set The World On Fire”

St. Catherine of Siena, Catherine of Siena Institute, Colorado Springs, CO

### What Is a Charism

Charisms / Spiritual Gifts, are special abilities, a special empowerment, given to a Christian by the Holy Spirit at Baptism and Confirmation, to enable them to be powerful channels of God's love and redeeming presence in the World. Whether extraordinary or ordinary, charisms are to be used in charity or service to build up the Church (CCC, 2003).

A charism is always deeply connected with our faith and is an expression of our relationship with God. In this way it differs from a natural or learned ability. A charism, exercised correctly, draws other people to God. For instance, we can take art courses and learn to paint a picture. The ceiling of the Sistine Chapel, however, draws people to God. Stained glass windows in a church do the same.

These gifts are free and are dispensed sovereignly by God upon His people for the good of others. These gifts are supernatural abilities bestowed upon individuals by the Holy Spirit. They are **not natural abilities**.

These manifestations are for the common good of the Church and are not to be used to promote the importance of the person bearing the gift.

We do not 'possess' the manifestation gifts. We are the vehicles the Lord uses for the outpouring of His blessings upon His people. We are the '**gift bearers**' and must function "with humility, willingness to take risks, trust in God, and love for our brothers and sisters in Christ".

Christians open to the manifestation gifts of the Holy Spirit, to use them for their own building up and then for the building up of the church, should know what the gifts are and pray for the gift of discernment in when and how to use certain gifts.

Three signposts of a Charism:

- An unmistakable inner experience of peace, energy, and joy when you are using the gift. It energizes you!
- Unusually effective and successful results in what you're trying to accomplish.
- Other people's direct or indirect recognition of the gift's presence.

## Groupings of the 24 CHARISMS / SPIRITUAL GIFTS:

### Pastoral Charisms

- 5 – Encouragement
- 10 – Helps
- 11 – Hospitality
- 15 – Mercy
- 18 – Pastoring

### Organizational Charisms

- 1 – Administration
- 8 – Giving
- 14 – Leadership
- 20 – Service

### Communication Charisms

- 6 – Evangelization
- 19 – Prophecy
- 21 – Teaching
- 24 – Writing

### Understanding Charisms

- 4 – Discernment
- 13 – Knowledge
- 23 – Wisdom

### Creative Charisms

- 3 – Craftsmanship
- 17 – Music

### Healing Charisms

- 9 – Healing
- 12 – Intercessory Prayer

### Lifestyle Charisms

- 2 – Celibacy
- 7 – Extraordinary Faith
- 16 – Missionary
- 22 – Voluntary Poverty

#### 1. **ADMINISTRATOR** (Organizational Charisms)

One who loves to organize and plan cutting through chaos while understanding the overall picture, bringing the right people and resources together. Finds it easy to allocate portions of the overall task to others and to coordinate the work over several people toward a single goal, knowing by faith any project can be accomplished.

#### 2. **CELIBACY** (Lifestyle Charisms)

Empowered to be most fulfilled and spiritually fruitful by remaining unmarried and celibate for the sake of Christ. Often for those who are called to religious life or to the priesthood with the grace and strength necessary to live a chaste life to all who seek it from God.

#### 3. **CRAFTSMANSHIP** (Creative Charisms)

To be an effective channel of God's goodness to others through artistic or creative works that enhance the physical world around them. One who delights in the creation for its own sake, applying your natural artistic abilities (art, cooking, construction, sewing and so on) to reach our neighbors.

#### 4. **DISCERNMENT OF SPIRITS** (Understanding Charisms)

Awareness of spiritual realities that nurture or hinder the freedom of people and the work of the church. Intuitively grasps the spiritual source recognizing a divine or demonic presence in certain people, places, or things. Usually knows very quickly and not to be confused with normal human intuition.

#### 5. **ENCOURAGEMENT** (Pastoral Charisms)

Offering words of comfort, encouragement, and counsel to help a person recognize God's loving presence within them. Not simply listening but talking to others and becoming a catalyst of remarkable healing in others, receiving continuous feedback that a new well-being or personal growth is the result of your time with others.

#### 6. **EVANGELIZATION** (Communication Charisms)

Sharing the faith in a way that draws others to become Jesus' disciples and responsible members of his church. Actively brings out experiences with everyone including non-Christians clarifying, teaching, or just doing good deeds that moves them along their path toward a deep loving relationship with God.

**7. EXTRAORDINARY FAITH** (Lifestyle Charisms)

Agent of God's purpose through an unusual level of trust in the love, power and provision of God and freedom to act on his trust. Those with a charism of faith, routinely tackle big visions with little or no visible means of support confident that God will provide all that they need, and he does!

**8. GIVING** (Organizational Charisms)

Exceptional generosity with a carefree confidence God will provide a special ability (cheerful channel) to provide resources or financial backing to be used for the needs of others. Unlike the rest of us, they aren't wondering "how much can I keep?" but eagerly asking "how much can I give away?"

**9. HEALING** (Healing Charisms)

Ability to cure illness and restore health with remarkable and unusual speed in situations where healing would not normally be expected, if at all. Relatively rare, narrow, and specific and is not the same as caregiving. Used by God for healing with unusual speed where healing would not normally occur.

**10. HELPS** (Pastoral Charisms)

Quietly working in the background to help others to serve and glorify God. A calm very personal and helpful unforced authority, with a sense of direction that's compelling to others. A helper is committed primarily to enable the individual being helped, and often around gaps or countless undone tasks.

**11. HOSPITALITY** (Pastoral Charisms)

Warm welcomer caring for those in need of food, shelter, and friendship through God's love. A sacred friendly way of reaching out to strangers and parishioners, can be a powerful source of healing and attraction to the church, and to experience first-hand the love of God.

**12. INTERCESSORY PRAYER** (Healing Charisms)

Intense prayer for others by which the prayer becomes a link between Heaven and Earth, allowing God's love to reach those most in need. Special insights and urgent needs from the Holy Spirit as to who and how to pray. Intercessors (unique agents of God's purpose) frequently receive remarkable answers to their prayers for others, even for those they do not know.

**13. KNOWLEDGE** (Understanding Charisms)

Lifelong learner seeing with a desire to understand and contemplate what is true. Passion for study and intellectual activity that enables us to better understand God, ourselves, and the universe. Believes we grow in knowledge through daily study of scriptures and the teachings of the church.

**14. LEADERSHIP** (Organizational Charisms)

Big picture sharing and motivating a compelling vision for a better future. Visualizes the unrecognized needs, ways for others to join, and sets the overall direction to make the vision become a reality. Christian leaders foster that which is truly human, always respecting the goodness of God's creations.

**15. MERCY** (Pastoral Charisms)

Compassionate worker brings genuine comfort through practical deeds instead of words, along with a sense of God's love to those who suffer. Their assistance is cheerful and respecting of those who are in need, depressed, imprisoned or drained finding their work compelling, renewing, and fulfilling.

**16. MISSIONARY** (Lifestyle Charisms)

Ambassador of Christ effectively and joyfully expressing the goodness and grace of Christ Jesus in a second culture not their own. Able to enter into the hearts and minds of those from another culture with remarkable ease and grace becoming an effective channel for the love of Jesus.

**17. MUSIC** (Creative Charisms)

Performance or writing of instrumental playing and vocal compositions, for the delight of others and praise of God. Critical role in Christian worship, culture, evangelization, and community life. A powerful expression of faith that tends to call forth prayer and spiritual hunger in those who hear it.

**18. PASTORING** (Pastoral Charisms)

Enables Christians to effectively nurture the inter-relationships and the long-term spiritual growth of a group of Christians. The Holy Spirit distributes to priests, pastoral associates, and lay people the power to share shepherding responsibilities, that nurture the spiritual growth of the average person in our increasingly large congregations.

**19. PROPHECY** (Communication Charisms)

Being a channel of divine truth and wisdom by communicating the word or call of God to individuals or groups through inspired words or actions. Through the charism of prophecy, God awakens his people to hear his word and communicate the message they have been given, and then leave the results to God and Christian community.

**20. SERVICE** (Organizational Charisms)

Often see problems that the rest of us miss, recognizing the logistical gaps and unmet needs that prevent good things from happening. Really knows what it takes to get things done that can sometimes irritate others. Eager to overcome roadblocks, even without being asked or filling in for a missing person doing whatever it takes to solve the problem others may not have recognized.

**21. TEACHING** (Communication Charisms)

Enabling others to learn information and skills that help them reach their fullest spiritual and personal potential. Highly motivated to learn new ideas, and constantly looking for effective ways to pass what you learn on to others. Love to explain things and answer questions in a clear, interesting, and memorable way. Especially, when you realize something far more wonderful is reaching your students through the power of God.

**22. VOLUNTARY POVERTY** (Lifestyle Charisms)

Identifying with Jesus and the poor thru living a cheerful, joyful, and voluntary life of simplicity or poverty. Live simply to free up resources to give to others. Not to confuse charisms of Giving and Voluntary Poverty for those with access to great wealth, or the vow of poverty taken by members of religious orders.

**23. WISDOM** (Understanding Charisms)

Sound decision maker with remarkable insight that allows one to arrive at creative solutions to specific problems while enabling others to make better decisions. Receives inspired insights with practical application of knowledge or principles for a specific situation focusing on how things really work. Wisdom empowered by the Holy Spirit always reflect the loving purposes of God.

**24. WRITING** (Communication Charisms)

Not only gifted in bringing glory to God & His will through words and literature, but possessing a great passion for writing in this form. Highly encouraged to use writing as a method of meditation and prayer to create works that bring self & others closer to God.

## Life Journey Stages

"Meeting People Where They Are"

2/28/2023

## Life Roles

0 - 28 yrs	Education, Learning	Guidance from Parents & Teachers; Learning Morality and Spirituality Learning about God-given Talents and Skills; Considering Career Path(s) Beginning to consider and Seeking future Life Partner	CHILD STUDENT LEADER TEACHER
24 - 50 yrs	Marriage, Child-Bearing, Child-Rearing	Selecting future Life Partner; growing in Love; your own Career Development Accepting children lovingly from God; attending to children's physical development Helping children grow physically, mentally, spiritually and morally; selecting career	SPOUSE EMPLOYEE PARENT VOLUNTEER
45 - 70 yrs	Empty-Nester Grandparenting Aging Parents	Children go off to College; Children select partner and marry; your career matures. Your Faith Journey becomes more focused and intentional Your parents may need your support for physical/mental health issues, financial issues	GRANDPARENT CAREGIVER
60 - 85 yrs	Pre-Retirement Retirement	Final Retirement Planning (choices & decisions) - geography, activities, health, etc. Curves in the road ahead; Your Faith Journey begins to take center focus	
75 - 100 yrs	Aging Gracefully Mortality	Physical and Mental Health issues; Faith Journey in center focus. Preparing for Death of Spouse, and your own Death.	

# RYC Missionary Disciple Equipping Program -- Overview



1

## Create your online RYC Account

Create your New **RYC Account** using your Email Address and a password, and Log In

Fill in your **Profile** info - name, address, mobile phone, family status, etc.

You will be assigned an **RYC Guide** to guide / coach / encourage you in Discovering, Discerning and Activating your Spiritual Gifts.

2

## Complete Spiritual Gifts Self-Assessment & Skills/Talents Inventory

Your **RYC Guide** will connect with you to discuss Spiritual Gifts and the Missionary Disciple "Equipping" process.

Complete the **Spiritual Gifts Self-Assessment** portion of the RYC Tool.

Complete the **Skills/Talents Inventory** portion of the RYC Tool.

3

## Focus & Adjust your Spiritual Gifts Profile

Re-connect with your **RYC Guide** to review your **Spiritual Gifts Self-Assessment** results, and begin Discernment

During Discernment, Fine-tune and Focus your **Spiritual Gifts Profile** with input and guidance from your **RYC Guide**

Manually modify your **Spiritual Gifts Profile** with input and guidance from your **RYC Guide**

4

## Complete your Faith Journey

Complete your **Faith Journey** in the RYC Tool - Overall Discipleship, Your Faith, Your Church, Your Service, Your Key Relationships.

Consult with your **RYC Guide** as desired, to review and further enhance your **Faith Journey**.

5

## Connect to your Passion(s), and Serve God and Others.

Fill in the Days and Times you are **Available to Serve** in the RYC Tool.

Review Available **Service Opportunities and Organizations**, and connect with those you are **Passionate** about and best utilize your **Spiritual Gifts**.



## RYC Missionary Disciple Equipping Program -- Overview



1

### Create your online RYC Account

( AFTER RYC Account created )

Video—Explanation of RYC Spiritual Gifts & Charisms

RYC Brief Descriptions of Spiritual Gifts & Gift Groups

RYC Discovery/Discernment Process Chart

RYC Stages of Life / Life Roles

RYC Sample Spir.Gifts Profile and Skills/Talents Inventory

2

### Prepare for & Complete the Spiritual Gifts Self-Assessment and Skills/Talents Inventory

( BEFORE RYC Spiritual Gifts Self-Assessment and Skills/Talents Inventory are started )

Step ONE materials  
( if NOT already provided )

( AFTER RYC Spiritual Gifts Self-Assessment and Skills/Talents Inventory completed )

RYC Spiritual Gifts Profile

RYC Skills/Talents Inventory  
(initial)

3

### Work with your RYC Guide to Discern, Fine-Tune and Focus your Spiritual Gifts Profile

( AFTER Discernment and Fine-Tuning are completed )

RYC Charism Profile  
(finalized)

RYC Skills/Talents Inventory  
(finalized)

4

### Complete your Faith Journey

( AFTER RYC Faith Journey is completed )

RYC Faith Journey  
(finalized)

5

### Fill in your Service Hours Availability, and Choose/Test Volunteer Opportunities.

No Documents for this Step FIVE.

All Inputs to and Outputs from this Step FIVE occur directly in the RYC Self-Assessment Tool.

## DOCUMENTS

PROGRAM STEPS and SEQUENCE

03-13-2023



*"Letting the Holy Spirit Work!"*



# SPIRITUAL GIFTS Profile



NAME: **John Doe**

## My Spiritual Gifts / Charisms

DATE: Feb 15, 2023

### PASTORAL Charisms

ENCOURAGEMENT	4 - EXPERT
HELPS	
HOSPITALITY	
MERCY	
PASTORING	3 - PROFICIENT

### ORGANIZATIONAL Charisms

ADMINISTRATION	4 - EXPERT
GIVING	
LEADERSHIP	4 - EXPERT
SERVICE	4 - EXPERT

### COMMUNICATION Charisms

EVANGELIZATION	3 - PROFICIENT
PROPHECY	
TEACHING	3 - PROFICIENT
WRITING	

### UNDERSTANDING Charisms

DISCERNMENT	
KNOWLEDGE	3 - PROFICIENT
WISDOM	4 - EXPERT

### CREATIVE Charisms

CRAFTSMANSHIP	
MUSIC	

### HEALING Charisms

HEALING	
INTERCESSORY PRAYER	

### LIFESTYLE Charisms

CELIBACY	
EXTRAORDINARY FAITH	4 - EXPERT
MISSIONARY	
VOLUNTARY POVERTY	

CHARISM Proficiency:

1 - NOVICE
2 - APPRENTICE
3 - PROFICIENT
4 - EXPERT
5 - MASTER



*"Letting the Holy Spirit Work!"*

# My Spiritual Gifts – Brief Descriptions

03-08-2023

## PASTORAL Charisms

**ENCOURAGEMENT** Offering words of comfort, encouragement, and counsel to help a person recognize God's loving presence within them. Not simply listening but talking to others and becoming a catalyst of remarkable healing in others, receiving continuous feedback that a new well-being or personal growth is the result of your time with others.

**PASTORING** Enables Christians to effectively nurture the inter-relationships and the long-term spiritual growth of a group of Christians. The Holy Spirit distributes to priests, pastoral associates, and lay people the power to share shepherding responsibilities, that nurture the spiritual growth of the average person in our increasingly large congregations.

## ORGANIZATIONAL Charisms

**ADMINISTRATION** One who loves to organize and plan cutting through chaos while understanding the overall picture, bringing the right people and resources together. Finds it easy to allocate portions of the overall task to others and to coordinate the work over several people toward a single goal, knowing by faith any project can be accomplished.

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**SERVICE** Often see problems that the rest of us miss, recognizing the logistical gaps and unmet needs that prevent good things from happening. Really knows what it takes to get things done that can sometimes irritate others. Eager to overcome roadblocks, even without being asked or filling in for a missing person doing whatever it takes to solve the problem others may not have recognized.

## COMMUNICATION Charisms

**EVANGELIZATION** Sharing the faith in a way that draws others to become Jesus' disciples and responsible members of his church. Actively brings out experiences with everyone including non-Christians clarifying, teaching, or just doing good deeds that moves them along their path toward a deep loving relationship with God.

**TEACHING** Enabling others to learn information and skills that help them reach their fullest spiritual and personal potential. Highly motivated to learn new ideas, and constantly looking for effective ways to pass what you learn on to others. Love to explain things and answer questions in a clear, interesting, and memorable way. Especially, when you realize something far more wonderful is reaching your students through the power of God.

## UNDERSTANDING Charisms

**KNOWLEDGE** Lifelong learner seeing with a desire to understand and contemplate what is true. Passion for study and intellectual activity that enables us to better understand God, ourselves, and the universe. Believes we grow in knowledge through daily study of scriptures and the teachings of the church.

# Skills / Talents Inventory



NAME: John Doe

DATE: 02-03-2023

Interviewing - 4-Expert,  
Hiring - 4-Expert,  
HR Compliance - 4-Expert,  
Training Programs - 3-Proficient,

Culture Management - 3-Proficient,  
Change Management - 3-Proficient,  
Organization Standards - 3-Proficient,  
Hiring Requirements - 4-Expert,

Operational Planning - 4-Expert,  
Logistics Planning - 4-Expert,  
Fleet Management - 4-Expert,  
Operational Strategy - 4-Expert,

Managing Operations Teams - 4-Expert,  
Other Operational - 3-Proficient,  
Vendor Management - 3-Proficient,  
Supply Chain Management - 4-Expert,

Negotiations - 3-Proficient,  
Strategic Purchasing - 3-Proficient,  
Procurement - 3-Proficient,  
Sourcing - 3-Proficient,

Purchasing Administration - 2-Apprentice,  
Data Entry - 3-Proficient,  
Answering Phones - 1-Novice,  
Typing - 3-Proficient,

Project Management - 3-Proficient,  
Note Taking - 1-Novice,  
Accounts Payable - 4-Expert,  
Accounts Receivable - 4-Expert,  
Bookkeeping - 3-Proficient,

Donation Management - 3-Proficient,

Grant Applications - 3-Proficient,  
Non-Profit Accounting - 4-Expert,  
Non-Profit Finance - 4-Expert,  
Parish/Church Accounting - 3-Proficient,

Custom Development - 4-Expert,  
Device Management - 3-Proficient,  
Information Architecture - 4-Expert,  
Networking - 3-Proficient,

Project Management - 4-Expert,  
Training - 3-Proficient,  
Microsoft Office - 3-Proficient,  
QuickBooks - 3-Proficient,

Other - 4-Expert,  
Donation Management - 4-Expert,  
Donor Events - 4-Expert,  
Donor Management - 4-Expert,

Non-Profit Accounting - 4-Expert,  
Non-Profit Marketing - 4-Expert,  
Coaching - 3-Proficient,  
Mentoring - 3-Proficient,

Training - 3-Proficient,  
People Management (<5 People) - 4-Expert,  
People Management (6-14 People) - 3-Proficient,  
People Management (15+ People) - 3-Proficient,

Presenting - 4-Expert,  
Public Speaking - 3-Proficient,  
Project Management - 3-Proficient



*"Letting the Holy Spirit Work!"*