

Charism Formation for Catholic School Faculty

Form everyone on your staff to understand how they are uniquely building the Church, whether it's in the classroom, the lunch line, or on the playground.

Who it's for

The whole faculty and staff — including the teachers who aren't Catholic and the ones who don't teach religion. All of the content in this retreat is supported by explicitly Catholic doctrine and sources, but it is understood in the same way by all Christians. The assessment will provide each individual with a theologically correct understanding of their own charism based on their personal baptismal status.

Why this formation day is worth it

- Teachers find out how they are uniquely gifted for education - even if it's not primarily through a *teaching* charism! (This happens a lot for K-8 teachers!)
- Staff then has the opportunity to invest even more deeply in where the Holy Spirit best moves through them.
- Your principal also learns where faculty gifts lie, making it easier to assign additional tasks, invite collaborators into projects where they will thrive, and support teachers in being even more who they are.
- This is one in-service day people will be seriously bummed to miss.

Annual faith formation • accreditation evidence

Dioceses commonly require every teacher to complete at least one faith formation workshop a year, and those hours ordinarily count toward the professional development hours teachers already owe. The day is also a direct fit for NSBECS Benchmark 4.1, which asks leadership to provide spiritual experiences for faculty that are engaging, include personal reflection, and involve interpersonal interaction.

What the day covers

1. **Identity comes first.** We start with what we believe about ourselves, God, and the relationship between us. This then leads into a deeper conversation about how this identity impacts how we live service and mission in our lives, and why clarity in this area has to come first.
2. **What a charism is.** Then we'll get into the theology of grace, charisms, and how these gifts differ from talents and from the Gifts of the Spirit discussed in sacramental prep. Everything is grounded in Scripture, Vatican II, and the Catechism, with easy-to-understand framing.
3. **The twenty-four charisms.** A walk through each charism on our list — both hallmarks of the gift and what it looks like in daily life.
4. **What happens next.** We end by breaking open how discernment works, starting with a most-likely list, not a definitive answer. We'll explain how to create test scenarios, the steps of the process, how long to take, and what commitment means.

What the full day adds

- **Time to reflect on identity.** A guided worksheet and time to pray before charisms are introduced, so people have processed where they are at personally in this aspect of their spiritual development.

- **“Is this you?” for all twenty-four charisms.** Three discernment questions per charism — the things we always ask when we have someone in front of us discerning a certain charism. These questions are often very clarifying and have people smiling knowingly across the table at each other.
- **Charism assessment time built in.** Everyone takes the assessment in the room on a personal device, with the presenter there to answer questions while they do.
- **Small-group discussion.** Thirty to forty-five minutes of feedback from peers about what gifts they see in each other. At many events, this is what really changes things for people.
- **All three stages of identity.** The full walkthrough — the work, the struggles, the virtues, and what discernment looks like at each stage. This foundational information is key to approaching discernment well, but it's too in-depth to make time for in the half-day workshop.
- **A finished plan.** Discernment worksheet time built in, so everyone leaves with a plan to move into commitment.

Format and cost

Recommended for this room: half day. A half day drops into an existing in-service without displacing anything. The full day is better if you have a dedicated formation day and want the small-group time.

WHAT	COST
Half day — roughly three hours	\$1,500
Full day	\$1,800
Travel	at cost
Charism assessment, per person	\$6.99

Assessments are billed after the day for the people who actually took one. No estimate of attendance, no block purchased in advance. If your group has already taken the assessment, that line is zero.

What people leave with

Their own results, a most-likely list of three or four charisms to test, and a plan for finishing discernment — so the day has somewhere to go.

A charism assessment is a starting point rather than a verdict — it names what someone most likely carries, and using it is how they find out.

Many Parts Ministries

To talk through a date: manypartsministries.com/diocese-booking-page
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