

Charism Formation for Priests

Too many priests are squeezed by the pressure to be all things to all people. Help your priests understand exactly what gifts they've been given so they can experience new clarity in decisions and mission.

Who it's for

Priests in active assignment. Works as a convocation session, a clergy study day, or a segment inside a retreat.

Why this formation is worth it

- Priests need to understand, maybe even more than lay people, what gifts they are being called to focus on specifically in their parish. There is always the opportunity to do everything, but not everything is for them to do.
- A priest who can clearly state his charisms and prioritize his time for those things in parish life is going to experience more joy, freedom, and fruitfulness than priests who just try to meet every need.
- A priest who can share his charisms with his community can also more clearly understand where he needs the most support so he can hire, collaborate, and recruit volunteers to fill those gaps with clarity and specificity.
- This day can also be the starting point for a new culture of charisms at each priest's parish, which leads not just to more freedom and fruitfulness for priests but for the community as a whole.

Where this works

Convocations, clergy study days, and ongoing formation days are set diocese by diocese. We'd love to support your existing events for priests by adding this important formation piece wherever it makes the most sense for you.

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. Half day, in most cases. Convocation slots are usually in the morning, and the half day fills that time perfectly. The full day works on a retreat where there is time set apart to reflect and discern.

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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