

CALLED & GIFTED CHARISM DISCERNMENT

Information for Families of Parishes in the Diocese of London

God is calling each baptized Christian to a work of love that will fill their lives with purpose and joy, and discerning charisms can help them discover that call.

What is the Program?

Called & Gifted is a 3-part process to learn about and discern charisms offered through the Catherine of Siena Institute. The three parts include workshops, a gifts interview, and a discernment in depth small group. It is best when offered in-person, but technology allows us to offer it online, when appropriate. It can be led by a parish leader who has gone through the 3-part process and complete Team Training.

Why should my Family of Parishes consider it?

Discerning charisms communally enables a parish to thrive on the gifts of its people. Far from being "just another program," this is a whole new way to look at our parishes. Our communities are filled with organizational and pastoral needs that are usually met by recruiting anyone who shows any interest or who, perhaps, is just unable to say "no." Because we seldom look first at the gifts and call of individuals, our communities too often contain generous and energetic people who have been burned-out or even traumatized trying to fill "vacuums" for which they were ill-equipped. But if we look first at our gifts, our communities will come to be shaped by our loves, because God calls each of us to (and gifts us for) the work that we most love.

Where do we start?

The best place to start is to experience it. The Pastoral Services team offers online sessions to allow parish teams and key volunteers to experience the process. Find the information on our next session at: dol.ca/called-gifted.

Best Practices to Running C&G in your Family of Parishes:

- Gather a team of people who have participated in the process already.
- If volunteers are participating in a session led by Pastoral Services, it may be good for the pastor or a member of the pastoral team to meet with participants during or after these sessions.
- You are required to have at least one person trained through Catherine of Siena Institutes' Team Training. We recommend starting with at least 2 people who are team trained.
 - These people are trained to facilitate the workshop sessions with the videos, conduct Gifts Interviews, and lead the small group process for Discernment in Depth
 - The virtual training fills up fast. Find information here: siena.org/team-training
- With Team Trained leaders, plan to host the sessions – in person is more fruitful than online sessions.
- Be careful that there is no pressure to respond to this process by being in leadership in the church.
- People may look for a small faith sharing group experience following this one, if they're not already involved in one.

Who should you invite to participate in Called & Gifted Sessions at your Family of Parishes?

- This is not an entry point process but for those who are already engaged, however, no one should be excluded from participating and there should be no 'pre-requisite'.
- Intentional Disciples will be in the best place spiritually to participate in the discernment process.
- The best practice is to personally invite people to participate.
- There is a benefit of having those in leadership positions participate.
- Invite each person at the end to give the names of 5 people who would benefit from doing this.

Cost Information:

The cost structure is a combination of a subscription, either by parish or diocese, and a per person cost. For July 2022-June 2023, the Diocese of London has a subscription that includes the participation of parishes. The individual cost is \$65/person(CAD). Participants get access to the online learning platform for 6 months, a Complete Resource manual (physical copy), and a one-time use online gifts inventory.

Who covers the cost?

- Some Families of Parishes start by covering the cost from the parish, but will ask the people to cover the cost moving forward
- Another idea is to cover the costs for the first group and at the end invite them to pay it forward by covering the cost for the next group

Details of arranging your sessions:

- If you have people who are team trained and you're ready to run your own sessions, contact Chrisandra with dates as soon as possible.
- One week away from your start date, send in participant numbers to Chrisandra.
- The day after your first meeting, confirm final numbers with Chrisandra.
- Books are stored at Dio Centre. We will arrange to have them picked up or delivered to you.
- You will receive the invoice directly from Siena Institute. It should be paid by credit card the week of your first session.

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