

Charism Descriptions

Administration – The charism of administration gifts an individual with a special grace to effectively/easily coordinate and organize large projects or a series of smaller projects. A person with this gift is great at providing leadership in planning so that tasks can be accomplished with ease for the sake of the greater good. Someone gifted with administration is a motivator and has the ability to direct and inspire others to accomplish work in a voluntary and harmonious manner. This charism involves the ability to get things done, ensure minor details are completed and bring people together accomplishing tasks to fulfill a purpose.

Administration can be mistaken for the charism of leadership and the charism of service. Those with the charism of leadership are the visionaries of a project while administrators rally the troops to execute the vision. The charism of service looks similar to administration in that those with the gift of service may appear as though they are leading, but in reality, they are jumping in to lighten the workload of others. Administrators delegate the work, while those with the gift of service are the first to jump in to do the work.

Often the gift of administration is thought of as menial work and administrators are thought to be more task focused and less people focused. However, some of the most efficacious advocates of the poor or marginalized, have been blessed with the gift of administration. Having a knack for financing, planning, organizing, delegating responsibilities and problem-solving can be an indication of this gift of the Holy Spirit.

Apostleship – The charism of apostleship (or apostle) is a special grace that allows one to be used in a way that shares God's love and builds up a community of believers. An individual bearing the gift of apostleship, has the ability to perceive and accept God's call to lead and inspire others to growing spiritually. Christians blessed with this charism are instrumental in acknowledging God's grace and authority in their daily life and the life of the Church. Individuals possessing apostleship are adept at leading other's wisely and compassionately. They are great at encouraging relationships with others. They also perform well at training others in spiritual matters and helping them grow closer in personal relationship with the Lord. Apostleship includes a combination of wisdom, discernment, leadership and teaching.

The charism of apostleship is often looked at as a gift only reserved for pastors, priests and those charged with shepherding the faithful. However, many lay members possess the gift of apostleship. This gift gives a believer the confidence, ability and compassion to lead and direct individuals/small groups to a deeper relationship with Christ.

The key element of this gift is relationship building. Individuals with this charism prefer to care for people in a smaller group or one on one. Those with this charism are effective leaders for bible/book studies as well as prayer groups.

Caregiving – The charism of caregiving enables one to serve by giving of their time and talents to others, so they can accomplish jobs and tasks with ease. The Holy Spirit bestows on the individual a special grace to bear the burdens of others and help them to work more effectively towards a goal. Exercising the gift of caregiving is to give assistance or relief from distress where and when it is needed. Persons with this gift have a willingness to help others even if the job is messy or involves being close to people who are sick or distressed.

One with the gift of caregiving focuses on the individual in need of help, rather than the task at hand. The caregiver will assist the other with whatever will relieve them of distress at that given time, no matter what it takes. Caregivers work well with others blessed with the gift of leadership. They quietly assist others without need for recognition and/or a desire to lead the work. Their main concern is helping the leader to accomplish the job at hand.

The charism of caregiving should never be underestimated. Individuals with this gift are effective support team members. They work more efficiently when working directly with a person in need of support. They are more people driven and not task driven. Accomplishment for them means helping another do their job more effectively.

Craftsmanship – The charism of craftsmanship empowers one with a special grace to attract others to God's truth, beauty and godness through artistic or created work in the physical world. The Holy Spirit gives some the gift of

artistry along with a passion for building and creating things. This gift involves any/all types of crafts/skills from woodworking, painting, sewing, computer skills to photography. The creations of the craftsman are used to further beautify God's creation and help edify and inspire others to grow closer in relationship with God.

The charism of craftsmanship unites the powerful relationship between holiness and creativity. It is with this gift that the Spirit empowers creativity to connect our faith and relationship with God to the physical world around us. Individuals with this charism become channels of God's love and beauty through their creations. A craftsman finds joy and life in sharing their creation with others for the glory of God.

The true definition of this gift includes art in ordinary daily lives, such as, cooking, sewing and building/making a home. More notably we think of the gift of craftsmanship in the extraordinary ways of painting, sculpture and crafting but the more ordinary ways are just as important. The craftsman is a co-creator with our Divine Creator.

Discernment – The charism of discernment is a gift bestowed to an individual to be an instrument of God's wisdom. They are able to accurately perceive and determine a divine or demonic presence in certain people, places or things. The Holy Spirit allows those with the gift of discernment to easily discover the will of God. They are able to distinguish between truth and error to identify if something is of God. The gift of discernment involves wisdom and a deep intentional prayer life.

Often, the charism of discernment is confused with the charism of wisdom. Wisdom is a special gift given by the Holy Spirit to receive unusual insight of truths and knowledge to be applied to specific situations. The result is always in the benefit of others and to reflect the will of God. The gift of discernment is different from the gift of wisdom. The individual bestowed with discernment has the ability to immediately and intuitively sense the spiritual source. This can include discerning a behavior (divine or demonic), idea, or nature of person, place or thing.

All Christians must exercise a role of discernment in making life decisions. The charism of discernment is distinctly different from our role of discernment. Both involve much time in prayer and contemplation while confiding in the wise counsel of loving friends and trusted spiritual advisors. However, the charism of discernment is a supernatural gift given by the Holy Spirit that allows the bearer to "know something is of God" but may not be able to explain how they know.

Evangelization – The charism of evangelization (or evangelist) allows a Christian to share faith and God's love to inspire others to become disciples of Jesus. Someone with this gift finds sharing the Gospel to be life giving and are able to relay the message of Christ with ease and allow others to come to know God. An individual with the gift of evangelization is empowered to share one's faith and personal witness within and beyond their community. These individuals step out of their comfort zone to share the Gospel to those on the peripheries as well as those closest to them.

Some people are taken by surprise, when scoring high on the gift of evangelization. Maybe because it has become synonymous with aggressive and very public methods of spreading the word of God. Fortunately, the Holy Spirit gives a special grace to those with this gift allowing them to share their personal witness and relationship with Christ in a way that is inviting and intriguing. Evangelizers gently draw seekers in to discover and yearn for their own relationship with Christ.

Evidence of the charism of evangelization is not how one shares the Gospel or their witness, but more importantly the fruit that comes when they do. Others are inspired, intrigued and compelled to become a disciple of Jesus after one possessing the charism of evangelization has shared the Gospel or their witness with them.

Encouragement – The charism of encouragement enables one to be a comforting presence and nurture others with spiritual, emotional, and/or physical needs by their encouraging words or counsel. Individuals with the gift of encouragement nurture at an extraordinary level. They are bestowed with the special grace to effectively listen and verbally comfort or counsel, so those in need will feel helped and are inspired to grow. In exercising the gift of encouragement, one calls forth the best of another by helping them foster a desire to live truly authentic Christian lives.

They also help others by lifting them up when they are discouraged or downhearted. They challenge them to see God's call in their lives.

Those with the charism of encouragement are energized by working with the varied needs of one individual rather than a group of people. They find being invited into the personal world of another very life giving and may feel closer to God through the experience. However, the gift of encouragement is not measured by the experience of the individual that expresses the gift. It is measured by the growth that happens in the life of the individual, who allows someone with the gift of encouragement to enter into personal and often guarded territory.

The Charism of encouragement is the most difficult gift to discern of all spiritual gifts. More people score high in encouragement than any other gift on the spiritual gifts inventory. This may be due to our natural tendency to encourage and desire to help others in need. The gift of encouragement goes beyond our natural human tendencies, into the supernatural. That which cannot be explained except by Divine intervention.

Faith – The Holy Spirit empowers Christians with an extraordinary confidence in God's promises, power and presence. Those with the gift of faith are able to take heroic stands for the future of God's work in the Church and faith community. Faith enables one to recognize the work God desires to be done and to act according to divine direction. Those with this gift are able to remain steadfast in confidence that God will provide, even if faced with unsurmountable odds and obstacles. The charism of faith involves a deep intentional prayer life, sensitivity to the will of God and complete trust in God's providence. They are given a special grace of trust and obedience no matter the outcome.

Faith is said to be the soil for which all other charisms are planted. It is through faith that we seek a deeper relationship with God and open ourselves to God's grace to become the person He created us to be. Those with the charism of faith are given the courage to share their Christian witness. The charism of faith gives them the confidence to assist others in need, the trust that their prayers will be heard and answered and the strength to love others as they desire to be loved.

All Christians are given the virtue of faith at Baptism but this is different from the charism of faith because it goes beyond the surface of what we are taught as a Christian. It is a supernatural trust and belief in God as our Creator and guide throughout our lives, "the faith that moves mountains." (Lk 17:6)

Generosity – The charism of generosity enables one to cheerfully offer their energies, abilities and material resources for the needs of individuals and the greater community. A person with the gift of generosity recognizes God's blessings and will offer resources sacrificially with exceptional willingness and generosity. The charism operates out of a spirit of selflessness, with no need for recognition or reward for giving. Evidence of this charism is the seemingly carefree confidence one has that God will provide all basic needs. Allowing the giver to focus on the needs of others. For those with the charism of generosity, sharing resources is not a duty or responsibility but is life giving and energizing. It is a special grace to give of self or personal resources in a very generous or sacrificial way to give all glory to God. One offers their time, talent and treasure out of love of God and other.

Possessing this gift does not mean one lives a life of volunteer poverty. We often think of the great generosity of Saints that lived in poverty to give abundantly to others in need. However, it is more likely, God entrusts the "cheerful giver" with greater resources because of their trust and faith in his provision that they may give to those in need with great freedom.

Healing – The charism of healing is a special grace given by Holy Spirit that leads a Christian to offer prayers of healing to others suffering from illness. In exercising the gift of healing an individual prays not necessarily for a cure but for God's help for the sufferer, so that something good may come out of the distress. Possessing this gift involves a healthy intentional life of prayer, confidence in God's power to provide courage in suffering and wellness of spirit regardless of the condition of the body and mind.

Being bestowed with the gift of healing is not as common as the other Charisms, because it is a very specific and unique gift. Someone with the gift of healing allows God to work through them in bringing peace and comfort to others suffering where there seems to be no cure or expected healing. Most often it is through prayer that the one bearing this

gift heals others. Bearers of this charism may also be given the special grace of healing through treatment and care of those in need of healing. However, prayer is a large part of that healing grace as well.

Healing is different from caregiving, as this gift is of a supernatural nature. The healer relies solely on the will of God to heal. Caregiving is typically of ordinary human action that becomes extraordinary through God's love given to and from the caregiver to the recipient.

Hospitality – The charism of hospitality is a special grace that allows one to open their heart to welcome others as Jesus would, most practically by offering food and shelter to those in need. Offering of self through friendship to those most in need is also a sign of this gift. Individuals with this gift have a knack for making people feel at ease, they enjoy being in the presence of strangers and possess a welcoming spirit. A concern for the comfort of others is a manifestation of the gift of hospitality.

The gift of hospitality is a vital part of the growth of the Church. It may be through the ease of welcoming the stranger, that someone can experience God's love for the first time. Individuals with this gift are energized by greeting and welcoming an unexpected guest or visitor. Their "circle of community" is not limited to family and close friends but includes anyone that seems to need a friend or place to rest.

It is important to understand, hospitality does not just happen inside one's home. An individual with this gift will be the first to welcome the stranger in the work place, church and anywhere they encounter someone in need of welcome. Someone with this gift is the first to recognize a new face and are drawn to ensure they are comfortable and feel welcome.

Intercession – The charism of intercession is the special grace of praying faithfully and consistently for the needs of others for an extended period of time. They know and believe prayer can overcome great obstacles. The Holy Spirit bestows this gift as one feels called to be instantly in prayer for a person or situation. Traits include having confidence that God acts in response to our prayers, being patient and persistent in prayer through all situations, even when change is not evident.

The gift of intercession operates from a place of responsibility to pray continually for people and situations with the knowledge that prayers will be answered. Just as we ask for the intercession of the Saints because of their closeness to Jesus. Those with the gift of intercession on earth have a close relationship with Jesus and become a link between God and those in need of prayer.

We are all called to pray for one another. However, some are given an extraordinary gift of intercession. Being awakened in the middle of the night, with the instant sense to pray for someone/something can be a sign of this charism. This gift becomes more powerful when several people gather to join in prayer for another.

Knowledge – The charism of knowledge is the special grace of finding joy in continual learning from childhood into adulthood. Individuals with the gift of knowledge express God's truth to others through the gift of constant study and learning. They help by understanding how to understand God, the world we live in, and the dignity of each person as a child of God. In exercising the gift, knowledge is obtained by the individual and is shared to inspire others to greater spiritual growth. This knowledge may include facts about relationships, Scripture and Church tradition.

Those with the charism of knowledge, find continual learning and exploration life giving. However, this knowledge is not just for self-learning. This individual also finds great peace in sharing all knowledge with others and bringing them into closer relationship with God.

The gift of knowledge works from a place of desire for understanding. Someone with this gift is especially adept at using life experience and relationships as tools to build knowledge and to grow in living authentic Christian lives. Those with the charism of knowledge work well with someone with the charism of leadership. Both have a gift of seeing the broader scope of the mission. They do not get bogged down by the details.

Mercy – The charism of mercy gives an individual the special grace of exceptional empathy and compassion for those who are weak or suffering. They devote large amounts of time and energy to alleviate their suffering. Someone expressing this gift can meet others where they are with kindness and compassion. The ability to continually forgive those that have erred, comfort the bereaved, help in the face of crisis, minister to the sick, be a peacemaker or offer assistance to those in need is a reflection of the gift of mercy.

This charism works from a place of deep compassion and understanding of the human condition. Mercy is sometimes confused with Encouragement. It is through physically serving those that suffer that the bearer of the gift of mercy expresses the gift, whereas, the gift of encouragement is expressed through listening and words. The gift of Mercy can be messy work at times and call one to do “small things with great love”. (St Teresa of Calcutta)

We are all called to be merciful, however those with the gift of mercy, are energized by connecting through the suffering of others. Those with the gift of mercy find peace and joy in serving those with the greatest suffering, as they recognize the face of Christ in the suffering of the people they serve.

Mission – The charism of mission enables an individual to comfortably and effectively live the Mission of the Church with great zeal and joy. They are driven by the desire to bring others to know the hope of salvation and to learn to live life as a child of God. An individual possessing the gift of mission will faithfully and mutually share what one has learned about God. They have a willingness to be with and share with people different from themselves in heritage, custom, culture, economic background, experience and language. Expressing this gift shows a willingness to speak as well as listen and an awareness that every person is loved by God.

The gift of mission is a special grace given to an individual that allows them to comfortably enter into a culture very different from their own with ease and great acceptance. The people of a culture find it easy to embrace those with this gift. An individual is welcomed into the culture and accepted as a part of the community with unusual quickness.

Being drawn to people of very different cultures, backgrounds, ethnicity and language is evidence of the gift of Mission. This charism is becoming more common as the global world gets smaller through migration, global connectivity and speed of communication across the world. The gift of mission can be expressed in a foreign land or to our newly received neighbors of different cultures.

Music – The charism of music enables some to praise God through one’s passion for music. Someone with the gift of music is given a special grace to compose, perform, direct and create music in a way that affects others in a positive manner. This gift allows others to experience the truth, beauty and goodness of the Lord in a personal and spiritually uplifting way. One exercising this gift brings others to praise God through various forms of music and enhances the worship experience of the parish community. The gift of music involves skills in singing, playing an instrument or may include the ability to select appropriate music for a worship service or parish event.

An individual with the charism of music finds joy and life in creating, performing and listening to music. For one with this gift, musical performance is a powerful form of prayer for not only themselves, but anyone blessed to hear the gift flowing from the person with this charism.

Although music can be a natural talent, when the gift is alive it becomes a special grace of the Holy Spirit. Their talent offers their gift for the benefit of others, completely for the glory of God. Just to note, not all music created through this Charism must be religious in nature. The Holy Spirit may work through any music that lifts the soul and celebrates the beauty of God’s creation.

Servant Leadership –The charism of servant leadership gives some the special grace to share a vision or idea with others so that they desire to follow the direction of the leader. A leader motivates others to work together to make the vision happen. Individuals with this gift assume responsibility for leading and guiding a group in the work place, parish setting or any place where a community gathers to work toward a common goal. The gift involves leading, facilitating, counseling and providing a pastoral presence within a group setting.

Individuals gifted with the charism of leadership tend to see the bigger picture and think outside of the box. They are proactive in nature, rather than reactive. They have the ability to foresee and discover problems. They work well with those with the gift of administration, as they then rely on administrators to become the trouble shooters and ensure the task at hand is managed and completed.

The gift of leadership is not only for those leading in the parish setting. Many with this charism work in secular workplaces. However, to truly allow the Holy Spirit to work through the gift, those with the gift will always live as a disciple of Christ through their leadership and respect of each person as part of God's creation.

Trust – The charism of trust is a special grace that allows some to know and understand God's will to accomplish great works for the good of the Church community. The gift is also called the working of miracles. Those possessing this gift have a firm and faithful relationship with God. They are courageous in the face of adversity and have a willingness to trust in the power of God.

Individuals possessing this gift find peace and joy in putting all things in God's hands. They completely trust in the goodness of the Lord. This gift operates from a place of deep faith and confidence in God's providence. The bearer of this gift will not be discouraged by set-backs but continues to see God's will in all events and happenings.

At times, the bearer of this gift will receive what seems to be a miraculous gift or accomplish a task that seems impossible by human hands. In trusting completely in God's providence, the Holy Spirit is able to work through those with this charism in extraordinary ways.

Prophet – The charism of prophet is a special grace that gives some the ability to interpret and apply God's revelation in a given situation. One with the gift of prophecy is energized by communicating a message. They communicate the truth or revelation from God in order to produce change for the greater good. This ability to communicate may come through words or actions. An Individual with this gift has a keen sense of the dignity of all peoples, intense sense of a call, great timing and some knowledge of Scripture and/or church teachings.

At first, the gift of prophecy can be hard for the bearer to understand. This gift does not mean the bearer can see the future but has the ability to be used to communicate God's wisdom and divine truth through words and actions. The gift of prophecy may come to individuals in many forms. For example, some may receive God's message through an interior vision, a word of knowledge, or words of wisdom. These words seem to come from the Holy Spirit. When one with prophecy receives the message, they are compelled to share God's words out of love for all.

The charism of prophecy (or prophet) must be discerned with great care and intentionality. One with the gift of prophecy must give over all to God. One cannot keep the message or create a message that promotes oneself or self-interest. This gift is similar to the gift discernment as both operate from a deep prayer life and even deeper connection to the Holy Spirit.

Service – The charism of service is a special grace that allows some to closely identify the unmet needs and problems of others that keep good things from being accomplished. Those with the gift of service fill in the gaps, without providing answers or solutions, but are willing to work until the job is done. No matter how big or small the task they are committed. Expressing this gift involves a willingness to "pitch in" and do whatever is needed to accomplish the task at hand.

One with the gift of service, will be the first to jump in to get to work. Often because of the eagerness to jump in they are mistaken as the leader of a project. However, those with the gift of service would prefer to be hands on, doing the work themselves rather than leading a project. They prefer not to delegate and thus work best in the background as they are very task focused.

Those with the gift of service are problem solvers, they have a knack for seeing gaps and things left undone. They are different from leaders, as their view is smaller picture. They have a great attention to detail and will recognize small tasks that go unnoticed by leaders and administrators.

Teacher – The charism of teaching is a special grace given so that one can effectively communicate information, teach skills or introduce ideas. They help others grow in understanding and develop skills that promote growth of an individual or a community. The Holy Spirit gives to some the ability to communicate so that others can learn and are inspired by the knowledge obtained through the teacher. An individual with this gift finds joy in making connections with students. They are energized by the progress of others and are filled with peace as those being taught grow in knowledge, skill and understanding.

However, this gift is not one sided. The gift of teaching benefits the learner. When one expresses the gift of teaching, others will learn. Teachers have an extraordinary skill in explaining intricate details with great clarity and in ways that are easy for the learner to absorb and retain.

Those with the gift of teaching find new learning ideas and models of teaching exciting and life giving. Teachers are constantly searching for new ways to reach learners so that they can continue to grow. When one with the gift of teaching allows the Holy Spirit to work through them, there is a peace and energy that they are reaching students on a level that they would be unable to achieve by their own will.

Communication – The charism of communication is a special grace given to some to communicate to others through written word and other forms of communication beyond the ordinary. Individuals with the gift of communication are adept at learning and mastering the newest forms of technology to communicate knowledge to others. The ability to be understand a language different from their own such as: ASL, Braille, art, music or technology languages is an expression of this gift.

One with the gift of communication finds learning new forms of communication life giving and energizing. They are never intimidated by the newest social media program and will master and understand the newest programs quickly and with ease. Individuals with this gift have a drive to learn to communicate in all ways that will be the most effective.

The bearer of this gift will find joy and peace in creating a new way to express a message so that others will connect, learn and participate in community through this expression of communication. Some examples of the gift of communication would be a web designer, graphic designer, newsletter editor or writer.

Wisdom – The charism of wisdom is a special grace given to some to understand and apply knowledge and truth with deep insight. This deep insight allows one to take a more effective course of action in accomplishing a goal for the good of all. The gift of wisdom is a supernatural gift given to some that enables them to find effective solutions to complex problems. Individuals with the gift of wisdom are adept at making sound decisions for the good of all. This gift involves knowledge of God and of Scripture, discernment of God's will and skill in analyzing the problems and dilemmas of life.

An individual with the gift of wisdom is very practical in decision making. They are adept at using knowledge and life principles in making sound decisions that will bring benefit to a community of people. The gift of wisdom allows one to perceive problems and emotions of others and will invite them to discuss these problems. These individuals help solve the issue by guiding them to make sound decisions.

The charism of knowledge is often confused with the charism of wisdom. However, these gifts are significantly different. Where knowledge looks at the broader picture of the issue or problem, wisdom is more detail focused, with the goal of reaching a practical solution. Similar to the difference between leadership and administration, knowledge and wisdom work hand and hand.