



ROMAN CATHOLIC
DIOCESE
OF **CHARLESTON**

The Office of Formation for Ministry

Annual Report—2018-2019

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Presented to:

The Most Rev. Robert E. Guglielmone

Bishop of Charleston, SC

June 1, 2019

Formation is an evolutionary process moving one toward their unique self which is gradually disclosed. Formation is a release of our innermost form and brings direction in one's life. This discovery and unfolding is based on the Christian dynamic of faith and love. The foundation and source of all formation is the Trinitarian life. The formation of the Trinity is through interpersonal relationship.

Fr. Adrian Van Kaam, CSSp.
Duquesne University, Pittsburgh, PA

*Programs of Formation for Ministry are sponsored by the
Office of Education and Faith Formation
of the Diocese of Charleston, South Carolina*

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OF THE DIOCESE OF CHARLESTON
ANNUAL REPORT

MISSION: TO ENGAGE ALL ADULT PARISH STAFF AND DIOCESAN PERSONNEL, AS WELL AS VARIOUS PARISHIONERS, IN THE NEW EVANGELIZATION THROUGH EDUCATION IN FAITH, WORSHIP, AND WITNESS

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PRESENT STATE OF FORMATION FOR MINISTRY

Last summer, I had the opportunity to participate in the annual convention of the National Association for Lay Ministry in Chicago, Illinois from May 30-June 2, 2018. The convention was co-sponsored with the National Conference of Catechetical Leadership. The theme of the conference was Encounter, Accompany, and Proclaim the Good News. The speakers were excellent and the time spent with colleagues enjoyable. I got a chance to speak to various leaders who work in the area of lay formation in their diocese. I also met a lay woman who was willing to share her ideas of a retreat which my advisory committee has helped me to develop for planning purposes.

This conference gave me many ideas to pursue as to the future vision of this office. In my fourth year, I have been able to build relationships, not only locally, but also nationally. I am so appreciative of the educational opportunities offered to me while ministering at the Diocese of Charleston.

When attending national conventions, I always look forward to the shared prayer experiences, especially the Holy Eucharist. The multiculturalism and inclusiveness in the prayers represent the reality of the Church, which is not primarily Anglo. We have many Asian, Native American, African, Central, and South Americans attending these meetings. I believe South Carolina is a robust multicultural state, and I am impressed by how many in the diocese attempt to meet the needs of our people.

Fr. Richard Fragomeni, a priest of the Diocese of Albany, NY and a member of the faculty of Chicago Theological Union, gave a superb keynote on “Proclaiming the Joy Experienced, and Experiencing the Joy Proclaimed.” I recalled memories of the Convocation of Catholic Leaders the summer before, as Fr. Richard shared the difference between happiness and joy. He said that often times people are happy if certain conditions are present. “I am happy if....I win the lottery.” “I am miserable with...the daily grind of my job.” We have a tendency to confuse happiness with joy. No matter what happens, joy has to do with the three theological virtues of faith, hope and love. Father shared that joy is not making an ethical choice; it is not a matter of lofty ideas for the Christian. A Christian must relinquish everything into the heart of Christ. Happiness is superficial; whereas joy is profound. He used the remainder of his time developing four kinds of experience: experience of growing up; of waking up; of cleaning up; and lastly, of showing up. These experiences help us in our movement toward death; only when we embrace death, as we already did in baptism, can we experience deep joy.

His final challenge was for all of us to be angels of joy and be open to the angels of joy that come into our lives every day. We all pursue happiness, yet we are very sad; allow oneself to experience the deep joy of being a missionary disciple of Christ.

Second, and of course a major part of this office, is offering the Formation for Mission and Ministry Seminar across the seven deaneries of the diocese. The first three years of the office, we concentrated on intellectual formation. In year four, we moved to human formation by offering the Myers-Briggs Type Inventory to all chancery and parish staffs. Parishes were asked to sit with each other as they did the inventory and discuss their results with others on staff. This important program also was a time for parish staff to cluster in geographic groups to share what is going well and what are areas of opportunity in their parishes. After four years of formation, it appears staff members are better able to communicate with each other.

A detailed listing of parishes participating and numbers attending, as well as evaluation numbers are presented in this report for the program Formation for Mission and Ministry. I received a grant from a family foundation to purchase the Myers-Briggs Inventory. I have also offered to collaborate with the Vocations Office to give a two-hour seminar on the Myers-Briggs Inventory. The Vocation Office shared that the seminarians will do the inventory at a later date in their formation.

For the coming year, this same family has granted me monies so that we can offer a Catholic Spirituality Inventory to all our employees. I am collaborating with the Office of Stewardship next year so that we can invite stewardship representatives to the retreat in order for them to be trained to return to their parishes and offer the same to local parishioners. I thought this would be a great avenue to pursue as we begin to celebrate the 200th anniversary of our diocese.

The Office of Formation for Ministry has become the office for information and updating all files for certified Catholic Spiritual Directors. As of this reporting, five of the seven deaneries have certified directors. In Rock Hill, I do believe at least one of the Oratorians does spiritual direction. I am not aware of certified spiritual directors in the Aiken Deanery.

I have continued to offer spiritual direction for chancery employees and members of the DMT, Diocesan Missionary Team. At present, I meet with 10 directees on a monthly basis in my office. I have a few who come from as far away as Murrells Inlet and Hilton Head Island. I also have one ordained deacon and one in formation.

Another ministerial area for this office is retreat ministry. This year, I have branched out to offer parish-wide retreats, as well as RCIA retreats for the Rite of Welcome and Rite of Election, faculty retreats and women's retreats. In May of this year, I am offering a mini-busy-person's retreat for high-school seniors graduating from St. Anne in Rock Hill, SC. This is another first-time event for this office.

In April and after a retreat at St. John Neumann Church in Columbia, I returned to the parish and met with some of the retreatants to listen to their stories and share about spiritual direction. This was a first-time experience and was paid for by St. John Neumann parish.



St. Michael, RCIA Retreat, Winter 2018



St. Michael, RCIA Retreat, Spring 2019

Office of Formation for Ministry Additional (NEW) Offerings in Year IV

In year four of the Office of Formation for Ministry, several diocesan departments, schools and parishes invited me to do retreats, workshops and seminars. During these events, I was able to introduce approximately 400 individuals to the role of formation in the life of the laity. In doing so, I believe the Formation for Ministry Office is responding to the teachings of recent Roman Pontiffs, such as St. John Paul II, Benedict and Francis.

Programs are listed according to deanery.

Beaufort Deanery

Friday, August 1, 2018 – Planning Session for Year Five with two (2) Office Staff of St. Peters

Friday, February 15, 2019 – Met with small group of advisory members to plan for Year V of Formation for Mission and Ministry

Charleston Deanery

Beginning of School Faculty Retreats for:

Monday, August 13, 2018 - Blessed Sacrament Catholic Grade School

Thursday, August 16, 2018 - Divine Redeemer Catholic Grade School

Friday, August 17, 2018 - St. John Catholic Grade School

Wednesday, April 10, 2019 – was invited to and attended Living Stations at Nativity Catholic Grade School

Columbia Deanery

Saturday, July 28, 2018 - Ministry and Church Workshop for St. Mark Parish, Newberry

Saturday, February 9, 2019 – Parish-wide retreat for St. John Neumann Parish, Columbia

Week of April 30-31, 2019 – As a follow-up experience to retreat, offered spiritual direction to parishioners who attended the February retreat.

Myrtle Beach Deanery

Two RCIA Retreats for Rite of Welcome and Election

Rock Hill Deanery

Thursday, September 13, 2018 -St. Anne Student/Faculty Headmaster
Convocation Day

Week of May 28-31, 2019 - Initiated a High School Senior Busy-Person's
Retreat for 17 seniors graduating from St. Anne's in Rock Hill.
Faculty and students traveled to Camp St. Christopher, and we did spiritual
mentoring for the students and presented options offered at the colleges and
universities to meet student's needs such as Campus Ministry,
Neumann groups, and Catholic groups.

Other Pertinent Education/Faith Formation Events

In October, 2018, I travelled to Sacred Heart Catholic Church in the Diocese of
Raleigh, NC and presented years one through three of Formation for Mission
and Ministry program. The program was very well received by the
staff and priests.

Met with the Stewardship Office to plan a joint venture next year with our
Formation seminar. My office will coordinate the Formation Program, and we
will invite Stewardship people from the parishes and train them to offer the
retreat and follow-up scripture series to parishioners.

**Number of individuals that participated in the above programs (Retreats,
Workshops, Talks and Spiritual Direction) in the various deaneries of the
Diocese of Charleston: 396**

Formation for Mission and Ministry Lay Program: 358

Total: 754

GOALS

GOALS OF FORMATION FOR MISSION AND MINISTRY OF THE OFFICE OF FORMATION FOR MINISTRY: YEAR FOUR

1. To evaluate key points from years one through three of Formation for Mission and Ministry;
2. To explain the purpose of using the Myers-Briggs Type Indicator in church ministry;
3. To define eight different patterns of behavior types;
4. To identify the four basic mental processes in the MBTI;
5. To differentiate the meaning of certain words;
6. To discuss church ministry and the MBTI;
7. To judge how the MBTI matters in four major areas of life; and,
8. To assess myths associated with the MBTI.



OBJECTIVES

MBTI = Myers-Briggs Type Indicator

- *Objectives listed under Goals*

1. To evaluate key points from years one through three of Formation for Mission and Ministry
 - participants will be able to answer questions concerning key points of the first three years of formation
2. To explain the purpose of using the Myers-Briggs Type Indicator in church ministry
 - participants will be able to list at least two key purposes of the MBTI in ministry
3. To define eight different patterns of behavior types
 - participants will be able to describe these types
4. To identify the four basic mental processes in the MBTI
 - participants will be able to interpret the four basic mental processes as they prepare to take the MBTI
5. To differentiate the meaning of certain words
 - participants will be able to understand the meaning of extrovert, introvert, feeling, judging and perceiving
6. To discuss church ministry and the MBTI
 - participants will be able to review a chart exhibiting various types of ministry using the MBTI
7. To judge how the MBTI matters in four major areas of life
 - participants will be able to show reasons for using the MBTI in ministry

**Office of Formation for Ministry
2018-19 Final Report of Attendance
For Formation for Mission and Ministry – Year IV**

Diocesan Offices including Chancery Staff.	72
Staff not attending.	
Tribunal Office did not attend, as they said people had done something similar to the Myers-Briggs Type Indicator; Certain Greenville Catholic Charity staff did not attend	
Total Parishes and Missions.	115
Parishes attending.	65
Parishes under 500 families (too small to attend).	43
Mission (St. Anthony in Beaufort Deanery) attended	1
Missions that did not attend.	19
Parishes that did <u>not</u> attend.	4
Total number of personnel including Diocesan Offices and parish/mission staff attending Year IV of Formation for Mission and Ministry.	
	358

Breakdown of all Deaneries for Formation for Mission and Ministry (FFMM) 2018-2019

Question	Rating	# responses	% of responses
1. Head			
To what extent did the morning engage you intellectually and stimulate your thinking process?			
Highly Engaging	5	211	58.93%
	4	95	26.53%
	3	19	5.31%
	2	1	0.28%
	1	1	0.28%
	NG	31	8.67%
1	Total	358	100%
2. Heart			
To what extent did the morning extend your understanding of yourself and others?			
Highly Engaging	5	190	53.08%
	4	95	26.53%
	3	34	9.49%
	2	8	2.23%
	1	0	0%
	NG	31	8.67%
2	Total	358	100%
3. Hand			
To what extent did the morning assist you in wanting to make plans for the practical implementation of MBTI?			
Highly Engaging	5	110	30.73%
	4	155	43.30%
	3	51	14.25%
	2	7	1.95%
	1	2	0.55%
	NG	33	9.22%
3	Total	358	100%

Formation of the Laity

Breakdown of all Deaneries FFMM 2018-2019

Pictorial Representation

Question	Rating	# of Responses	% of Responses
<i>1. Head</i>			
To what extent did the day engage you intellectually and stimulate your thinking process?			
Highly Engaging	5	211	58.93%
	4	95	26.53%
	3	19	5.31%
	2	1	0.28%
	1	1	0.28%
	NG	31	8.67%
1	Total	358	100%
<i>2. Heart</i>			
To what extent did the morning extend your understanding of yourself and others?			
Highly Engaging	5	190	53.08%
	4	95	26.53%
	3	34	9.49%
	2	8	2.23%
	1	0	0.00%
	NG	31	8.67%
2	Total	358	100%
<i>3. Soul</i>			
To what extent did the morning assist you in wanting to make plans for the practical implentation of MBTI?			
Highly Engaging	5	110	30.73%
	4	155	43.30%
	3	51	14.25%
	2	7	1.95%
	1	2	0.55%
	NG	33	9.22%
	Total	358	100%

The following testimonials reflect the top five evaluations for Formation for Mission and Ministry, as well as the bottom five evaluations. The evaluations were based on a three-point response as seen on pages nine and ten of this report:

1. This was well worth every minute. I'm a psychologist so wondered whether this would be worth my while, given graduate training re: Myers-Briggs. Learned a lot!
2. This was my favorite Formation class thus far. They've always been informative but this one was particularly fun, engaging, and very helpful.
3. Have wanted to know my letters for years! Eye opening on taking a breath to think we are NOT all same even working to same goal.
4. Sister Kathy, it was a great workshop. Helped me understand my co-workers much better and helped me understand myself and why I react like I do to other people's behavior. Thank you and looking forward to next year.
5. Great day! I definitely think we will be able to make use of the MBTI results at St. James to better serve our parishioners.

Three evaluations reflecting a 3/5:

1. A little too long. Perhaps too much material. The material covered after scoring the test seemed rushed. All good — and I don't know what could be cut out — but still seems too long.
2. Hand category not applicable.
3. Could have been shorter.

Formation for Mission and Ministry – Year IV

General Comments Categorized by Four Major Themes from Evaluations

1. Year Four of Formation for Mission and Ministry addressed the topics of Human Formation and the tool: the Myers-Briggs Type Indicator. In reviewing evaluations of Year IV, many participants appreciated the topic presented. Over 53% of the participants had never taken the inventory before; and, those that did, had taken an abbreviated on-line version. Once again, many appreciated having a light lunch, especially since some have a distance to drive back to their parish.
2. Overall, many appreciated the relaxed atmosphere and the ability to ask questions and respond to questions. Participants seemed to appreciate having more time this year to work in groups at their tables. Many appreciated the variety in methodology with videos, group work and lecture.
3. Many are looking forward to year five which will encompass a retreat-type experience where participants will discover their spiritual gifts and how they can use these gifts as we celebrate the 200th anniversary of our diocese. Next year will be the first year that the Office of Formation for Ministry will be collaborating with the Office of Stewardship. The Bikulege Family Foundation has granted my office \$6,000 to be used for formation ministry with staff in the diocese.
4. Many participants seemed to appreciate knowing that there is a link to a diocesan-wide list of Spiritual Directors on the Formation for Ministry Website. New directors are added monthly.

Office of Formation for Ministry Activities

2018-2019



Aiken Deanery



St. James, Conway



St. Ann, Florence



St. Andrew, Myrtle Beach



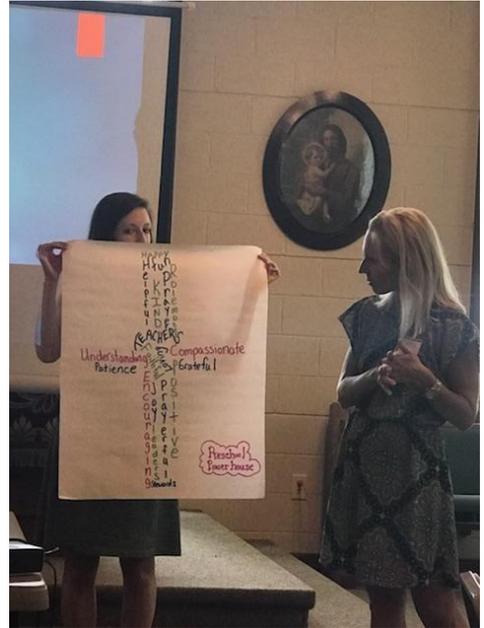
Pastoral Center Staff



St. Gregory the Great



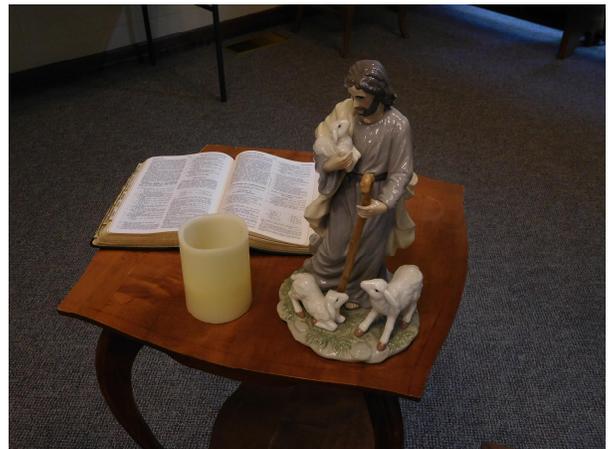
St. John Neumann Retreatants



Blessed Sacrament Retreat
James Island



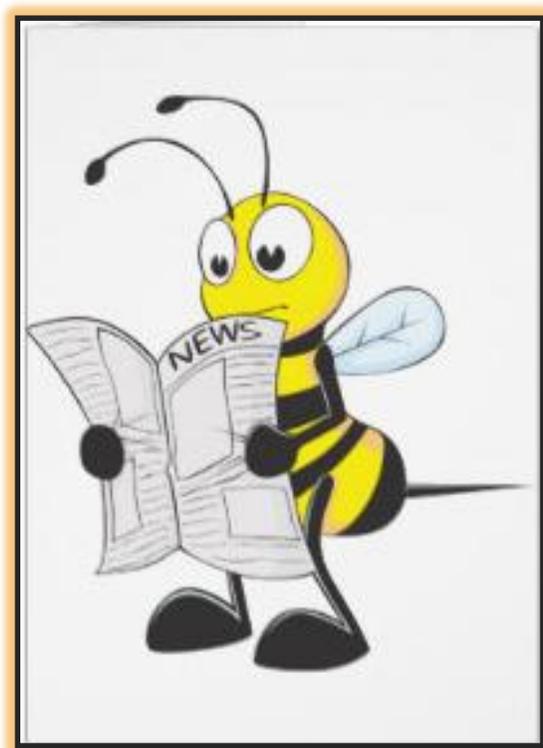
St. Mark, Newberry
Ecclesiology Workshop



Good Shepherd Retreats for
Nativity and Saint Benedict

OFFICE OF FORMATION FOR MINISTRY
MONTHLY NEWSLETTER...

BUZZ NEWS



Our monthly newsletter is a useful tool in updating our staff and parishioners with global, national and local news in the church. Over the past year, our readership has increased from 450 to over 750.

“Write the vision, and make it plain upon tablets, that he who runs past it can read it. For the vision is yet for the appointed time, and it hastens toward the end, and shall not lie: though it tarry, wait for it; because it will surely come, it will not delay.”
(Habakkuk 2:2,3)

The Content of Lay Formation

Philosophy/Vision of the Office of Formation for Ministry

Diocese of Charleston

“The single most critical, personal, and spiritual skill for a lay apostle is **discernment**” (Sherry Weddell) What should formation for the lay apostolate comprise? This question is important because **formation is never generic**. We must always design it around the unique mission of the person who is being formed. Formation for the laity must not be a “watered-down” program. For example, seminarians require formation for a quite different mission — that of ministry with the Church. On the other hand, the vast majority of lay Catholics are called to vocations that live **outside the parish**. Lay people need preparation to engage and evangelize individuals, cultures, and structures which may be non-Christian, or even anti-Christian. Since the laity share in their own way in the mission of the Church, their apostolic formation is specially characterized by the distinctively secular and particular quality of the lay state and by its **own form of the spiritual life** (*Apostolicam Actuositatem*) (*The Various Fields of the Apostolate*).

If it would follow the Church’s teaching faithfully, formation of the laity must emphasize the mission of the Church to the world; meditate and insist upon the real objectivity of faith in contemporary society; educate Catholics in their apostolic dignity and invite them to consider the talents, gifts and opportunities for their apostolate already present in their lives; insist upon the secular apostolate of the laity — those on the forefront of the church’s mission to the world; illumine the proper relationship between the laity and the ordained in such a way as to foster real **collaboration in the mission of the Church**; this work takes place in parishes which are ordered, **not** merely to the maintenance of existing structures, but to the mission of the Church to the world.

The Church has outlined the basic elements of such a formation for us in some detail. The single most critical personal and spiritual skill for a lay apostle is discernment.

Lay Christians need formation in order to adequately **discern** their God-given talents and spiritual gifts (charism); their personal call or vocation; the leading of the Holy Spirit; the meaning and value of temporal things; the creative application of Church teaching to specific situations.

The Holy Father says of this discernment: to be able to discover the actual will of the Lord in our lives always involves the following:

- A receptive listening to the Word of God and the Church;
- Fervent and constant prayer;
- Recourse to a wise and loving spiritual guide; and,
- A faithful discernment of the gifts and talents given by God, as well as the diverse social and historic situations in which one lives.

(Christifideles Laici, 28, The Lay Members of Christ's Faithful People).



Note how the pontiff insists that formation must involve “a faithful discernment of the gifts and talents given by God.” Priests have, in fact, been given a special gift of the Holy Spirit for this purpose. Priests are ordained to serve the faith, hope, and charity of the laity. They recognize and uphold, as brothers and friends, the dignity of the laity as children of God and help them to exercise fully their specific role in the overall context of the Church’s mission. The ministerial priesthood conferred by the sacrament of holy orders and the common or “royal” priesthood of the faithful, which differ essentially and not only in degree, are ordered one to the other — for each in its own way derives from the one priesthood of Christ.

Indeed, the ministerial priesthood **does not** of itself signify a greater degree of holiness with regard to the common priesthood of the faithful; through it, Christ gives to priest, in the Spirit, a particular gift so that they can help the People of God to exercise faithfully and fully the common priesthood which it has received. (*Pastores Dabo Vobis*, 17, *I Shall Give You Shepherds*).

Pastors know how much the lay faithful contribute to the welfare of the entire Church. They also know that they were not established by Christ to undertake alone the entire saving mission of the Church towards the world, but they understand that it is their exalted office to be shepherds of the lay faithful and also to recognize the latter’s services and charism that all according to their proper roles may cooperate in this common undertaking with one heart.” (*Christifideles Laici*, 32, *The Lay Members of Christ’s Faithful People*).



Revenue earned for the Office of Formation for Ministry.....	2,311.53
Grant by Bikulege Family Foundation.....	<u>6,000.00</u>
	<u>\$8,111.53</u>



Principals' Annual Retreat
North Carolina



RCIA Retreat
Murrells Inlet



St. Anne Headmaster
Convocation

What has been learned...

The following visioning narrative has been compiled based on the comments received on the objective evaluation questions, as follows:

1. What did you appreciate most about Year IV Formation for Mission and Ministry Seminar?
 2. What would you like to see included in future seminars?
 3. Is there anything else you would like to share about FFMM?
- ⇒ In Year IV of our Foundations course, the Myers-Briggs Type Inventory was used with employees as a means to help them understand themselves and also to understand the people with whom they work. I intend to use another tool next year, as employees will take a Catholic Spiritual Inventory. I am looking forward to working with the Office of Stewardship, as we train leaders in the parish to offer this retreat — “Formed to Live Joyfully Our Time, Talent, and Treasure” — to local parishes.
- ⇒ It has taken four years, but I do believe that I have developed key relationships with our employees who work at the chancery and parish staffs. Reviewing evaluations, most attendees appear to look forward to our annual seminars, our Buzz Reports, and other ways in which this office can be of service to the parishes and schools. I envision the area of Spiritual Direction continuing throughout our large diocese; and, would happily like to work with the Office of the Diaconate for on-going formation of deacons’ spiritual formation.
- ⇒ I continually update our office website link so that the latest news about events and happenings at the office can be readily available to our people and to others moving into our diocese.

Parishes are called to be “centers of constant missionary outreach.” When parish leaders recognize that evangelization truly matters — and then focus on what matters — they create a vibrant parish culture for encountering Jesus and becoming intentional disciples. The Office of Faith Formation provides a unique, practical approach to equipping staff, faculty, pastoral councils, and key leaders to address this vital challenge.



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