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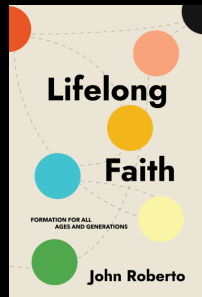
## Dates

The cohort will meet at 10:00am (eastern) on dates below:

- Wed, Jan 10
- Wed, Feb 7
- Wed, March 6
- Wed, April 10
- Wed, May 8
- Wed, June 5

2

## Developing a Lifelong Plan



3

*Lifelong learning is the new normal. It is the recognition that learning never stops as we mature and age.*

4

Lifelong faith formation is accompanying people throughout life as they mature in faith and discipleship, learn more deeply about the Christian faith and how it informs and forms their lives today, and practice their Christian faith in all the arenas of their lives.



5

## *Church as a Community of Learners*

*Where everyone  
is a teacher and  
everyone is a  
learner*

*Accompanying  
each other*



6

*How can a church become  
a center for lifelong  
learning and faith  
formation for all ages and  
generations?*

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## Expectations / Outcomes

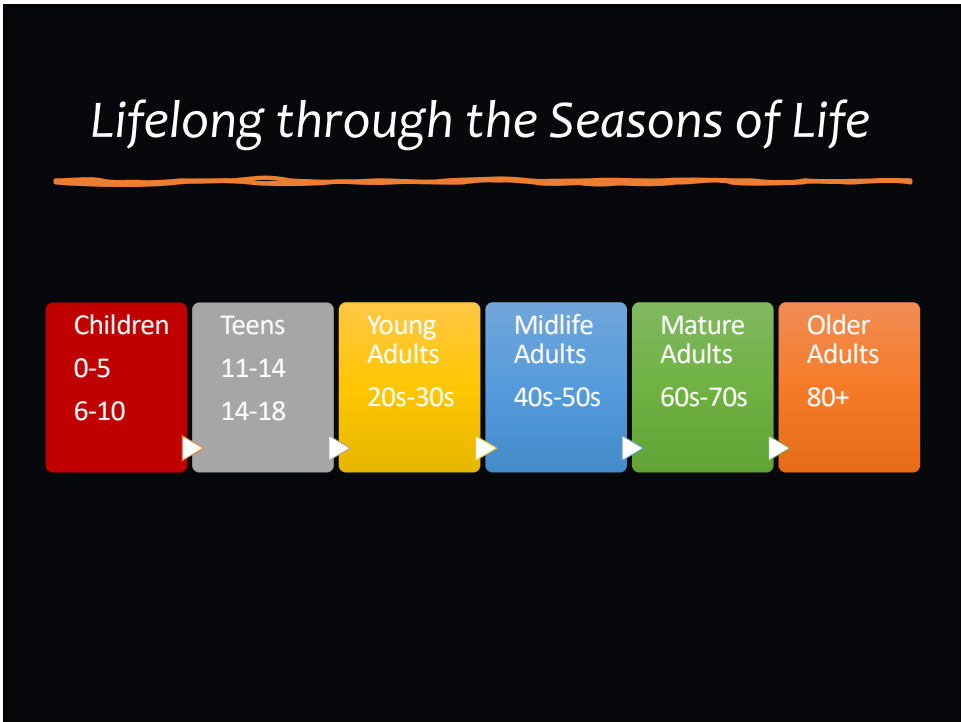
1. How to involve more of my leaders in making lifelong faith formation this a regular part of church life? Build investment
2. What are our goals? We have a vision statement – connect, grow, serve – what do those mean? Common language and vision
3. Involve the community in service, focus on children and older adults, gap with families, midlife adults (30-50)
4. Create a framework to picture long term vision – build on strengths, identify areas for growth; allocate time and develop leadership team
5. Commit to stop working in siloes, figure out a model to invest in, and convince the community; cohort a place of accountability, encouragement
6. Working on a blueprint we all can work on, have a connection, a priority for all of us
7. Making our staff see how important this for our church and our sustainability
8. Leadership structures, leaders for ministries/ages, volunteer leadership,
9. How to stop doing things and process

8

# Vision & Practices of Lifelong Faith Formation

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## Lifelong Faith Maturing

Faith matures over a lifetime. Discipleship and learning is lifelong. At each stage of life people have new religious and spiritual needs and challenges, which often find resolution in the next stage of life.

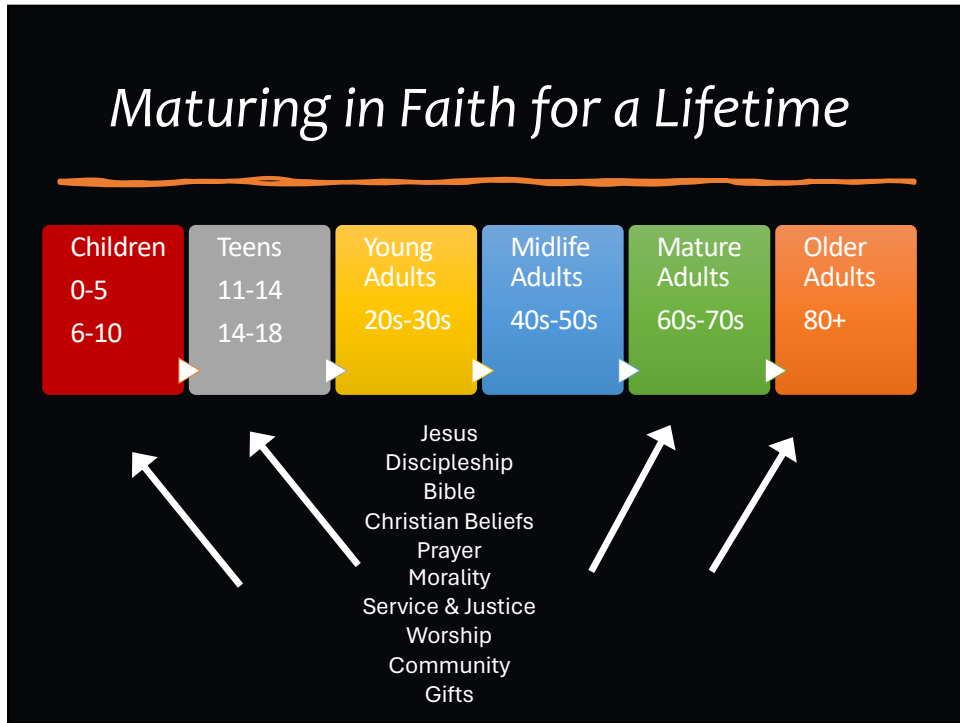


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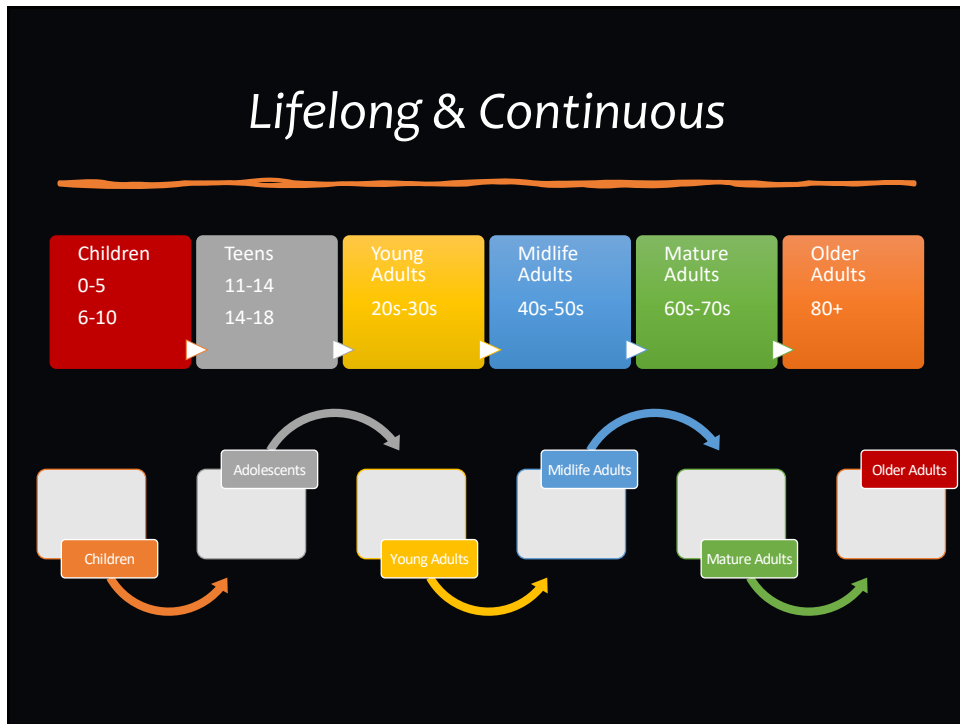
## Goals for Maturing in Faith



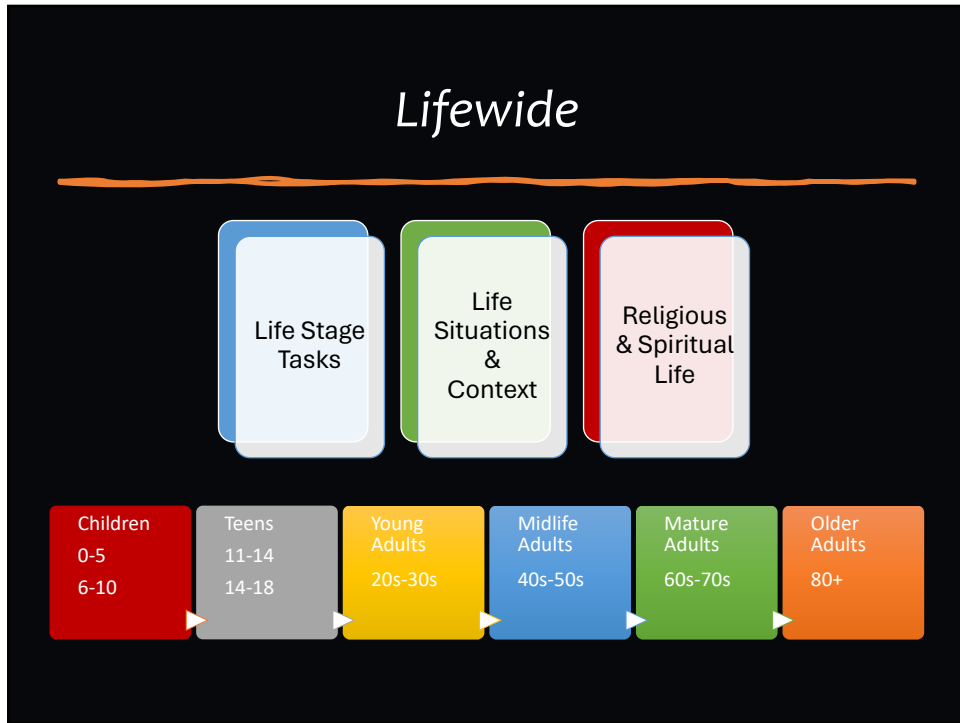
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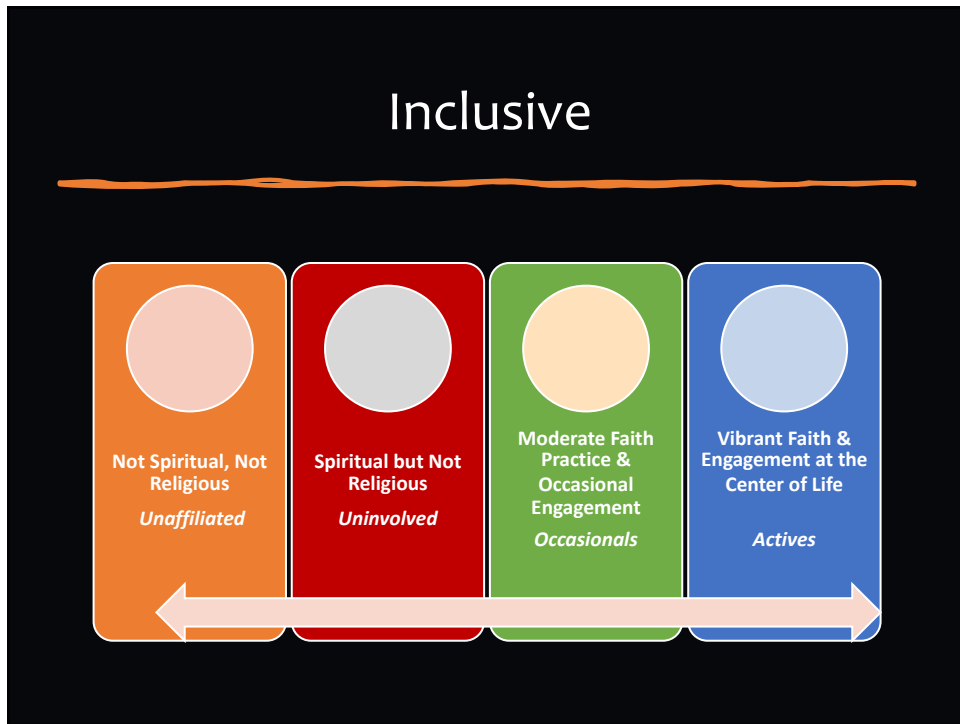
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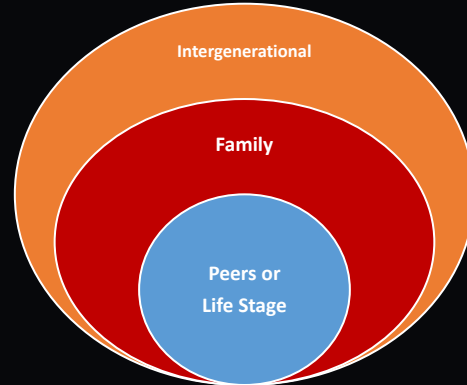


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# Three Environments of Faith Forming

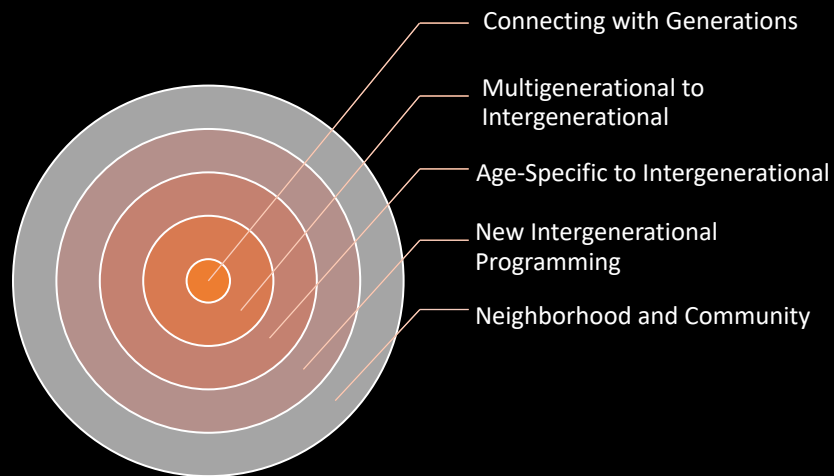
1. Intergenerational Experiences
2. Family Experiences @ Home and @ Church
3. Age-Group Experiences



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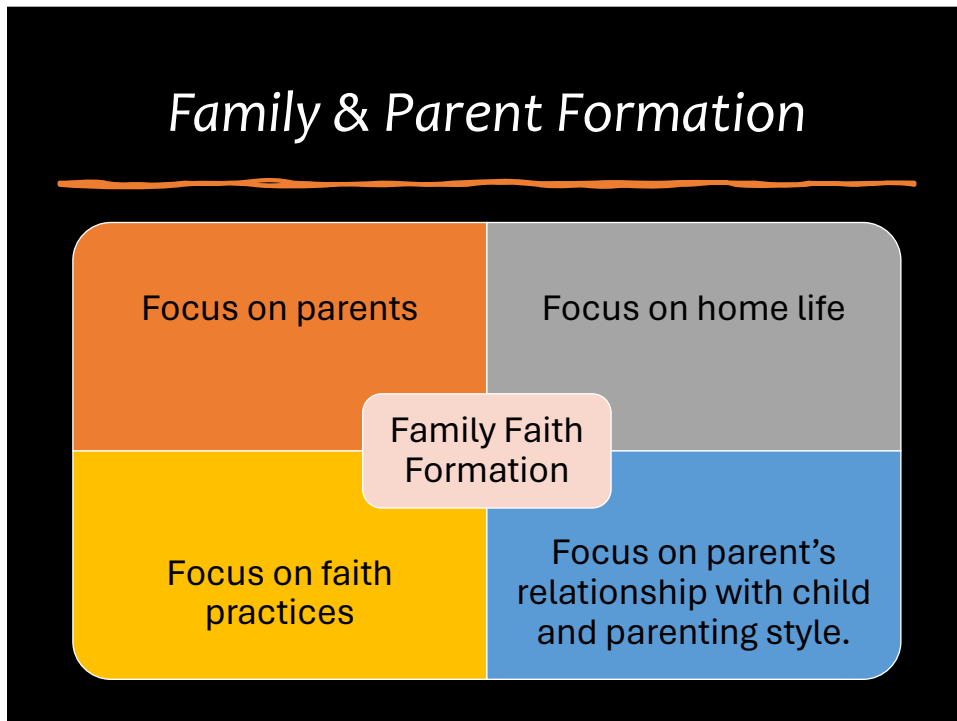
# Intergenerational Experiences

*At every stage of life people need to be connected to other generations and have intergenerational faith forming experiences*



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## Family & Parent Formation



19

## Diverse Programming

- ✓ A menu of faith-forming experiences for families and individuals in intergenerational, family, and life stage settings
- ✓ A variety of content, programs, activities, and resources to address a diversity of needs
- ✓ A variety of formats: on your own, mentored, at home, in small groups, and in large groups
- ✓ A variety of settings: in-person, online, and hybrid
- ✓ A variety of schedules: in-person, online, hybrid
- ✓ Available anytime & anywhere

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## Through the Seasons of Life

- What are the life tasks and life transitions in each season of life?
- What are people’s spiritual and religious needs, hungers, interests, concerns in each season of life?
- How can we promote growth in faith & discipleship in each season and for a lifetime?

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## Faith Formation for the First Two Decades of Life

1. Family @ home and church experiences
2. Intergenerational faith forming experiences
3. Age-specific experiences
4. Variety of content, experiences, settings
5. In-person-online-hybrid

- Family faith practices
- Milestones
- Church year seasons
- Parenting practices and skills
- Parenting for faith growth
- Family-centered gatherings and programs at church

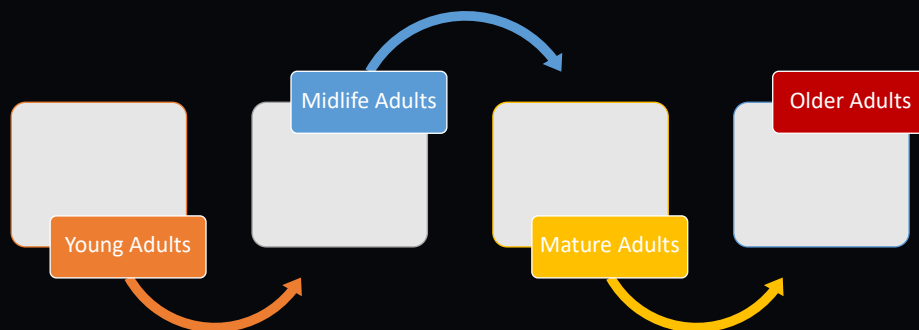
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## Families with Children 0-5

- |   |           |
|---|-----------|
| 1. Baptism preparation that engages the parents in their own faith growth and prepares them for nurturing faith in young children | At Church |
| 2. Mentors from the church community (e.g., grandparents) to accompany parents on the journey from Baptism to start of school     | At Home   |
| 3. Faith practices - Bible stories, prayers, meal rituals, values   | Online    |
| 4. Seasons of the year activities   |           |
| 5. Milestones - birthdays, baptism anniversaries, "first" milestones, entry to preschool and kindergarten                         | Hybrid    |
| 6. Parenting knowledge - understanding young child development and practices for effective parenting of young children            |           |
| 7. Parenting for faith skills - reading a Bible story, praying with a young child, having faith conversations                     |           |
| 8. Online group for parents of young children   |           |
| 9. Gatherings for parents and for families at church  |           |

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## Faith Formation for the Seasons of Adulthood



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## Faith Formation for the Seasons of Adulthood

1. Focus on people's lives and religious needs
2. Address the diversity of adult faith and religious/spiritual practice
  - ✓ Vibrant faith and active engagement
  - ✓ Occasional engagement and faith is less central to life
  - ✓ Spiritual, but not engaged with a faith community
  - ✓ Unaffiliated, uninvolved, religion not important
3. Develop formation around . . .
  - ✓ Adult life tasks & transitions
  - ✓ Scripture
  - ✓ Beliefs
  - ✓ Liturgy & worship
  - ✓ Justice & service
  - ✓ Prayer & spiritual life
  - ✓ And more

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## Faith Formation for the Seasons of Adulthood

4. Tailor faith formation to the adult faith profiles
  1. Taste & See Experiences
  2. Refresher Experiences
  3. Growing Experiences
  4. Go Deeper Experiences
5. Provide a variety of offerings and programming
  - ✓ Content, programs, activities
  - ✓ Formats—on your own, mentored, small groups, and large groups
  - ✓ Times to participate and scheduling options (synchronous and asynchronous)
  - ✓ Hybrid, online, and gathered

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## Personalized

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- Develop pathways of faith formation tailored to the four spiritual-religious identities
  - **Actives:** people of vibrant faith and engagement
  - **Occasionals:** people of moderate faith and occasional engagement
  - **Spirituals:** people who are spiritual but not religious
  - **Unaffiliated:** people who are not spiritual and not religious
- Offer content, experiences, and activities tailored to different spiritual-religious identities

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## Goals for Lifelong Faith Formation

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## Activity

### Activity: Your Church's Vision of Maturing in Faith

- What are your church's goals (vision) for lifelong maturing in faith and discipleship for all ages and generations?
- What would you change/revise/add to your church's goals for lifelong maturing in faith ?

### Reflection & Application

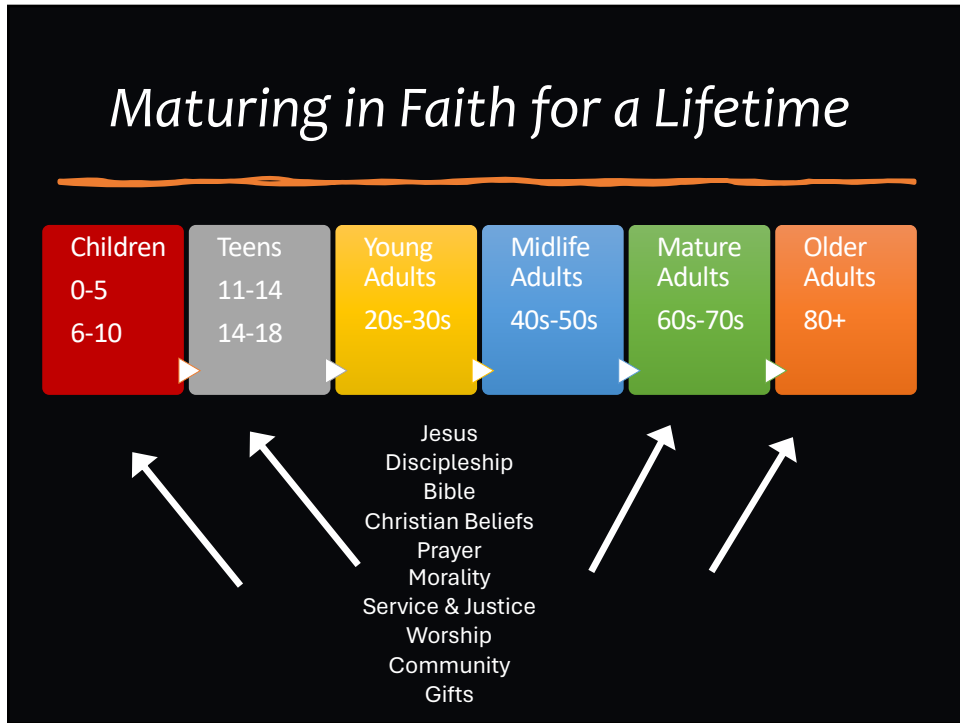
- How do your goals for maturing in faith inform or guide faith formation with all ages and generations? How do you see these goals reflected in your practice of lifelong faith formation?
- How can your vision of maturing in faith inform what you are trying to accomplish in the lives of people at each stage of life from childhood through older adulthood?

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## Goals for Maturing in Faith



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## Maturing in Faith Goals

|              |   |
|--------------|---|
| Jesus        | Developing and sustaining a personal relationship and commitment to Jesus Christ  |
| Discipleship | Living as a disciple of Jesus Christ and making the Christian faith a way of life   |
| Bible        | Reading and studying the Bible—its message, meaning, and application to life today  |
| Teachings    | Learning the Christian story and foundational teachings of the Catholic faith and integrating its meaning into one's life |
| Praying      | Praying—together and by ourselves—and seeking spiritual growth through spiritual disciplines                              |

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## Maturing in Faith Goals

### Morality

Living with moral integrity guided by Christian ethics and values

### Serve, Justice

Living the Christian mission in the world—serving those in need, caring for God's creation, and acting and advocating for justice and peace.

### Worship

Worshipping God with the community at Sunday worship, ritual celebrations, and the seasons of the church year

### Engaged

Being actively engaged in the life, ministries, and activities of the faith community

### Gifts

Practicing faith in Jesus Christ by using one's gifts and talents within the Christian community and in the world

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## Models of Lifelong Faith Formation

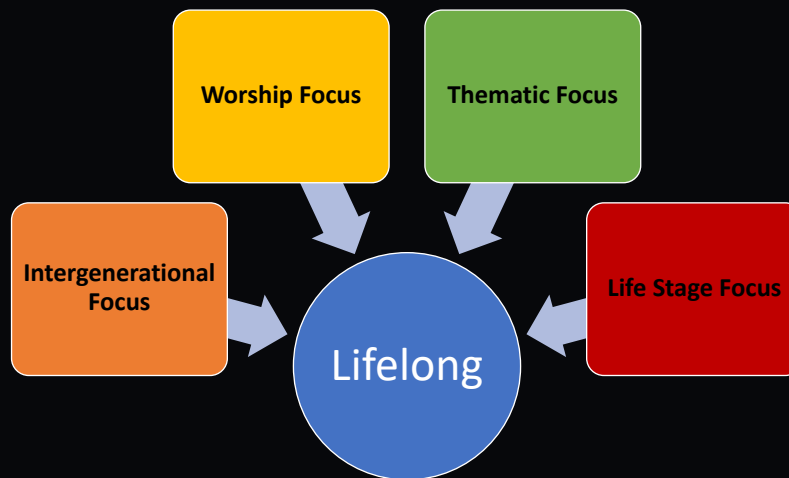
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## Activity

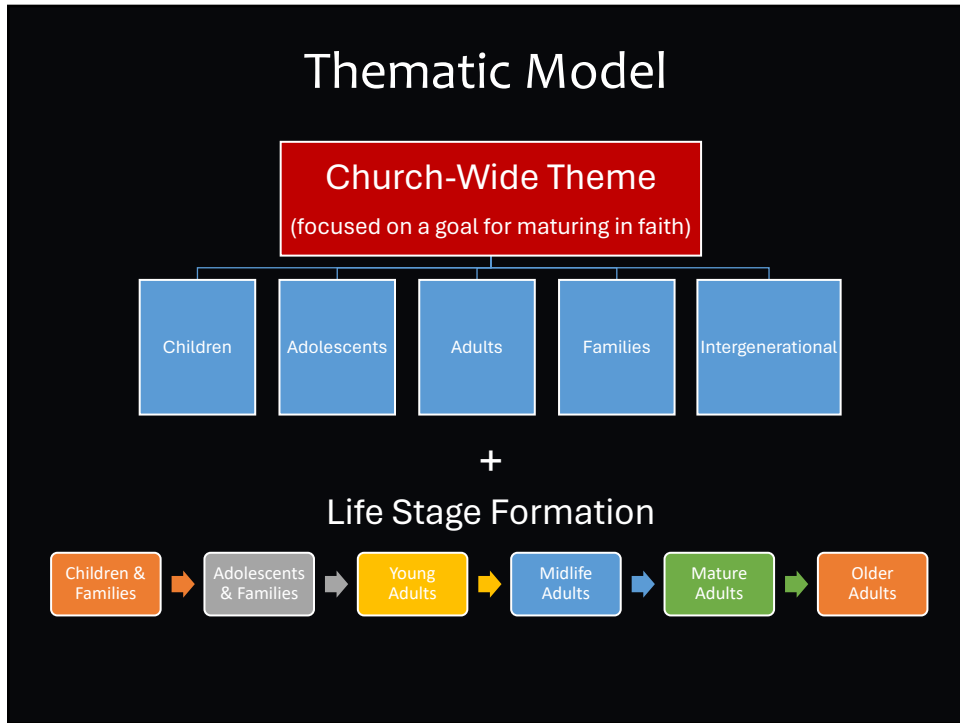
1. Review the four models.
2. Name your current model.
3. Analyze your church model.
4. Use the four models to design your model.

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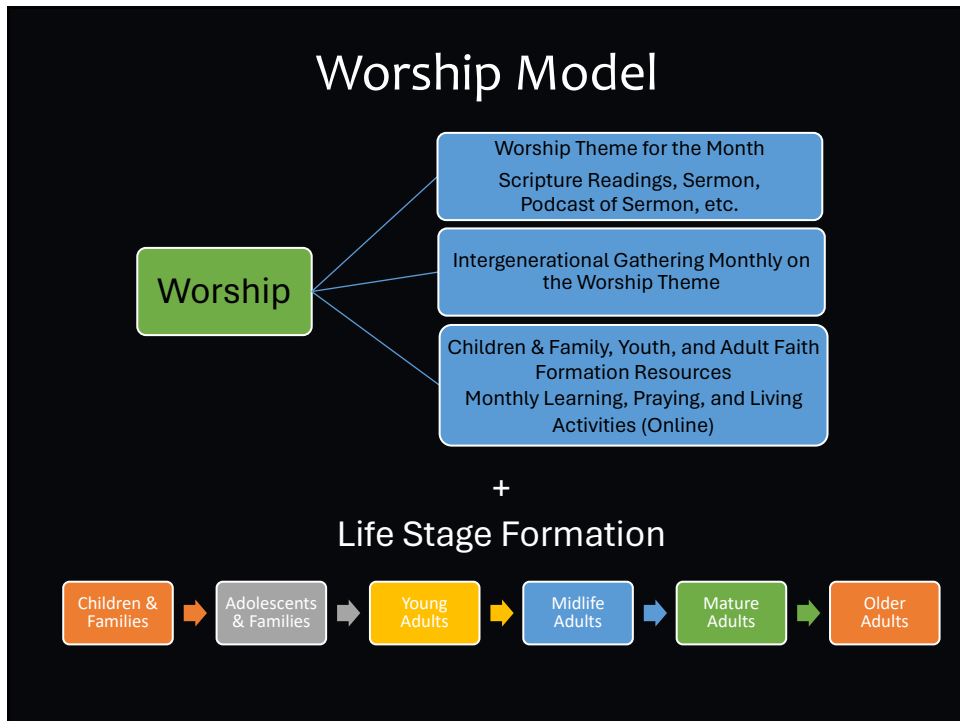
## Lifelong Models



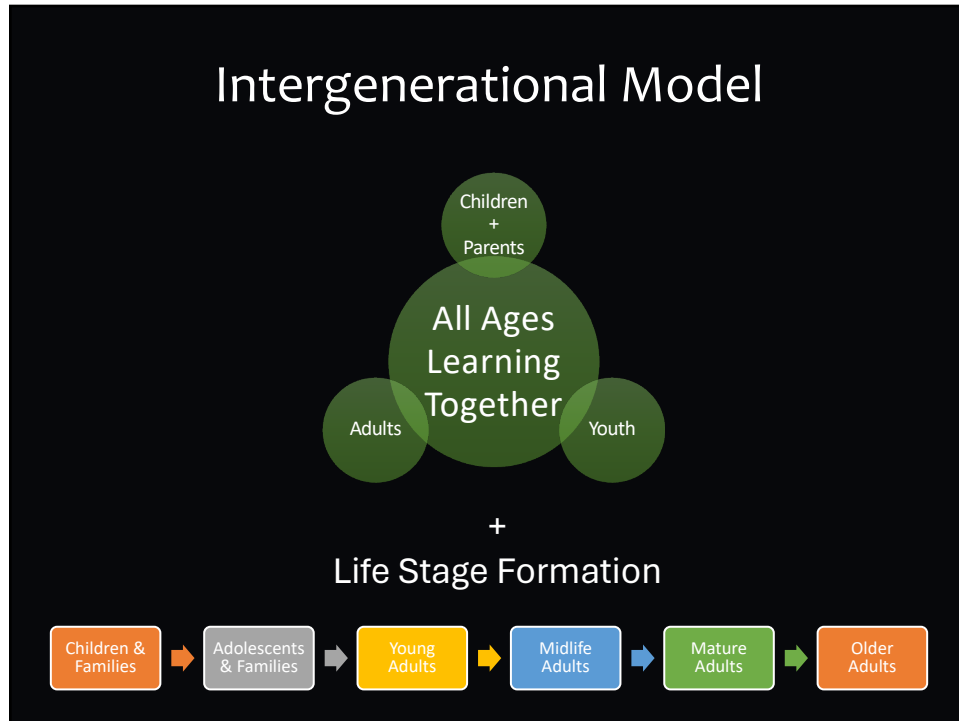
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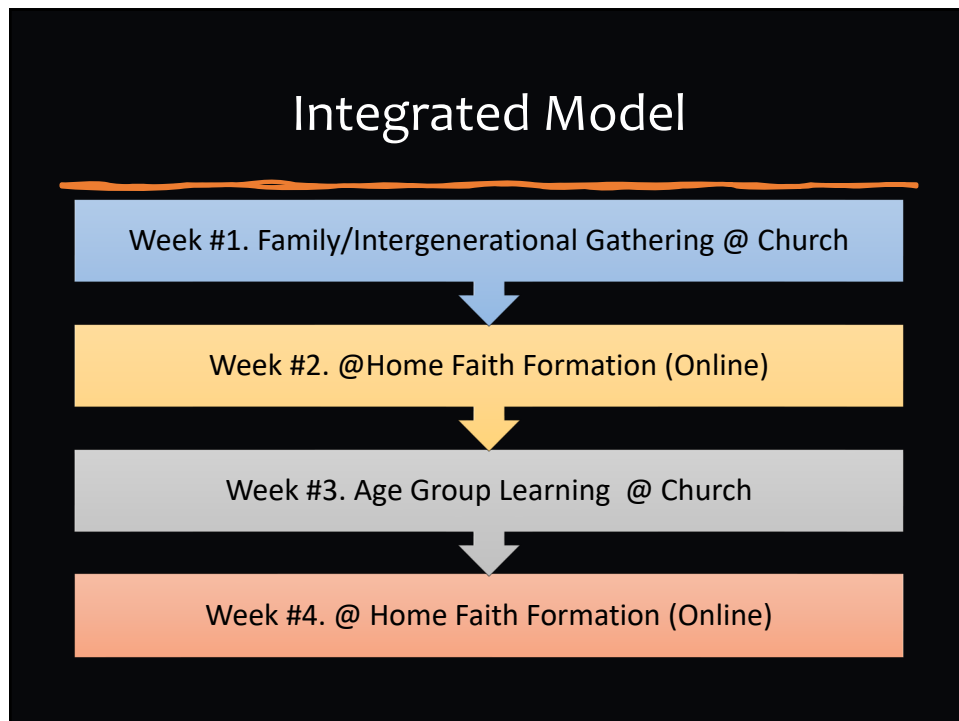
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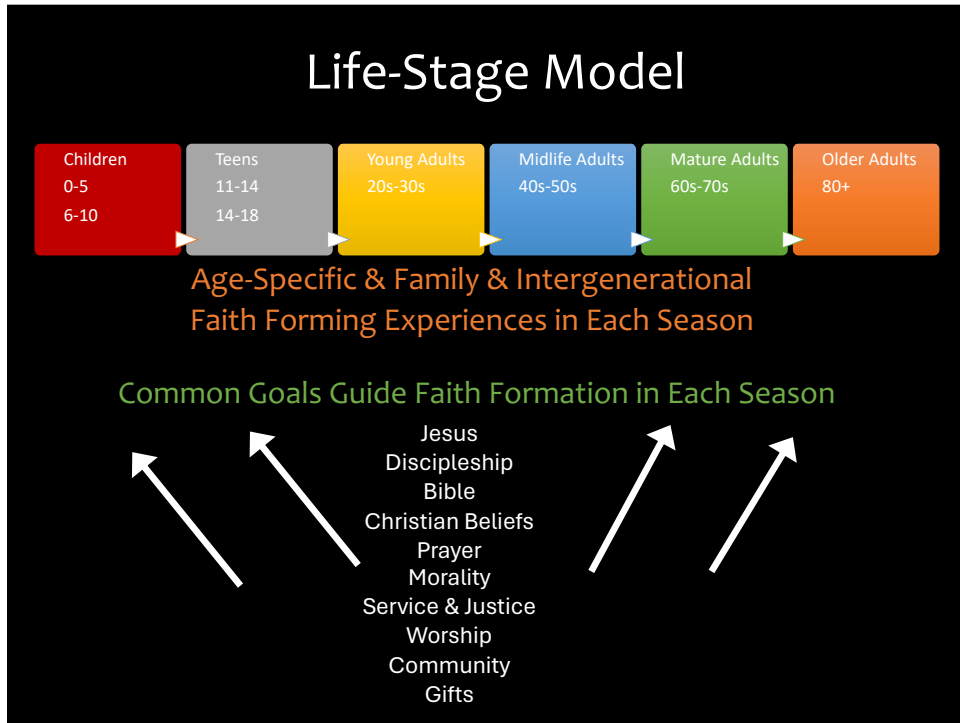
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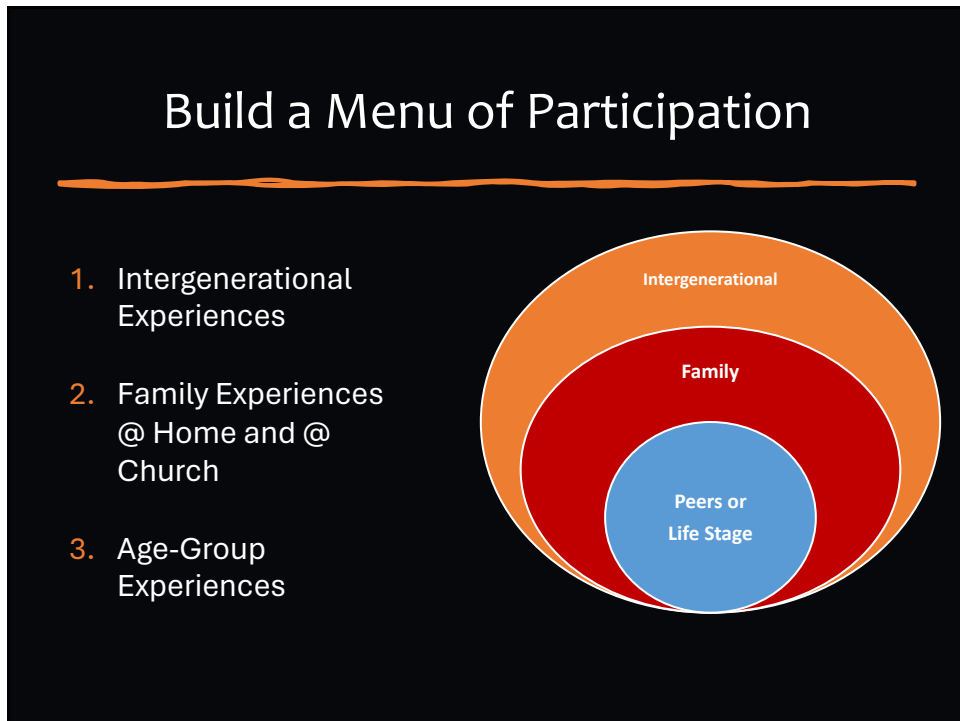
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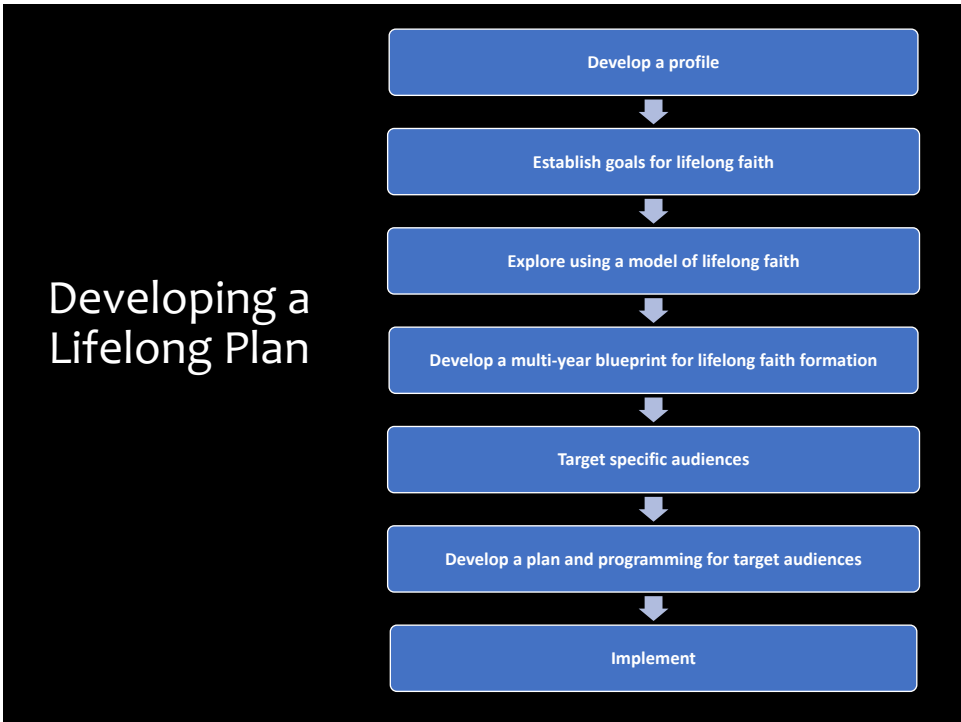
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# Creating a Lifelong Plan

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## Review & Analyze

### Review Profile of Lifelong Faith Formation Today

#### Analyze Your Profile

1. What do we need to continue doing?
2. What do we need to stop doing?
3. What needs to be strengthened or improved?
4. What needs to be expanded or needs to be extended to reach and engage more people?
5. What do we need to start doing? What new initiatives need to be created to address gaps, respond to new needs and challenges, engage new audiences?

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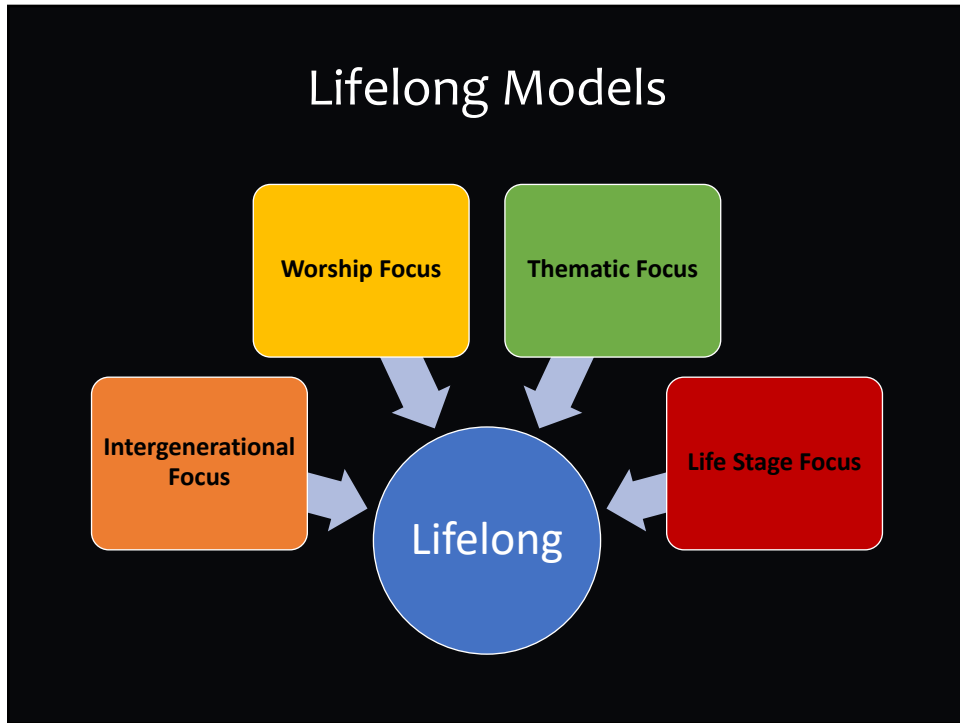
## Explore a Model

### Explore Using a Model of Lifelong Faith Formation

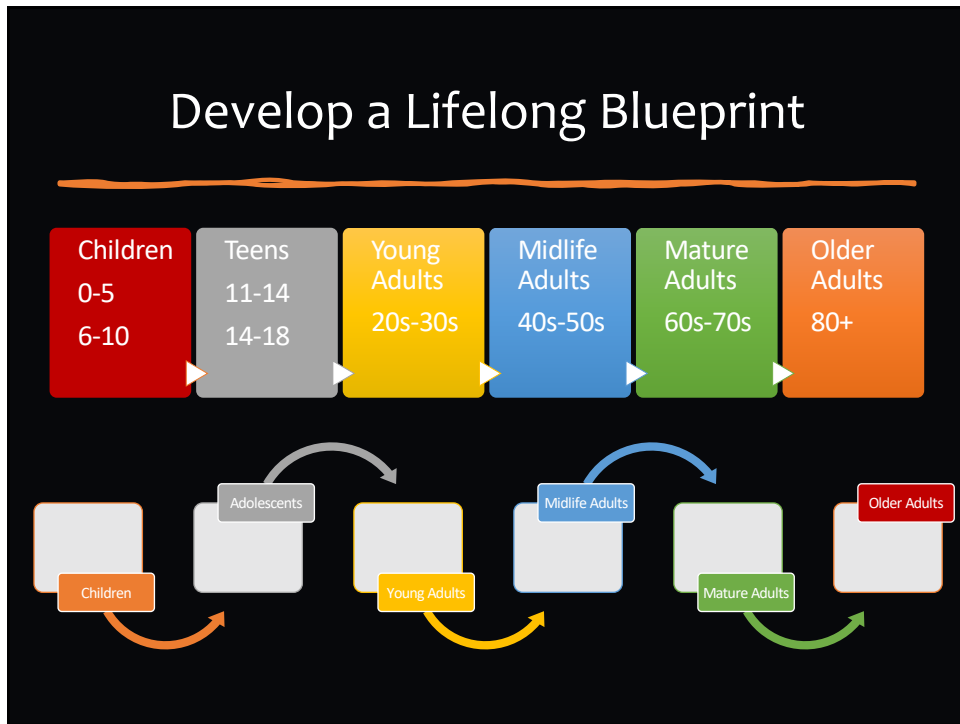
If you are using a model of lifelong faith formation, how will that influence the work of creating a plan for lifelong faith formation:

- Thematic Model
- Worship-Centered Model
- Intergenerational Model
- Life Stage Model

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## Select & Describe an Audience

### Select Your Target Audience: Life Stage(s) or Family Life Stage

Identify the major life tasks and interests, life transitions, and spiritual and religious needs of people you want to address at this stage of life?

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## Focus on One Season of Life



1. What does faith formation look like right now?
2. What does faith formation look like in the Earlier Stage and in the Next Stage of life?

50

# Develop a Plan for Your Audience

Develop your faith formation plan around the shared goals for faith maturing that is responsive to each stage of life.

## Generate Ideas.

|  |   |  |
|--|---|--|
| Goals  | How should we address the lives of our target audience through this goal? Generate programming ideas : intergenerational, family, and age group   |  |
| Continue<br>What do you need to continue doing?  | Stop<br>What do you need to stop doing?   |  |
| Improve / Expand<br>What do you need to be improved or expanded to reach and engage more people? | Create<br>What do you need to start doing? What new initiatives need to be created to address gaps in lifelong faith formation, to respond to new needs and challenges, or to engage new audiences? |  |

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# Goals for Maturing in Faith



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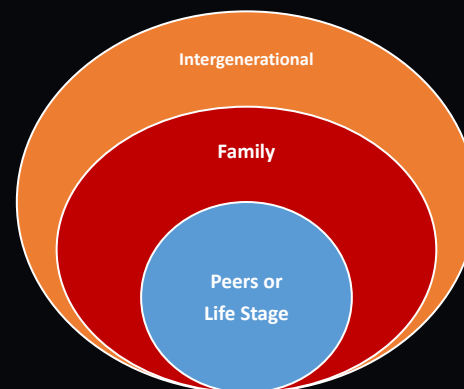
## Programming

- ✓ A menu of faith-forming experiences for families and individuals in intergenerational, family, and life stage settings
- ✓ A variety of content, programs, activities, and resources to address a diversity of needs
- ✓ A variety of formats: on your own, mentored, at home, in small groups, and in large groups
- ✓ A variety of settings: in-person, online, and hybrid
- ✓ A variety of schedules: in-person, online, hybrid
- ✓ Available anytime & anywhere

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## Incorporating Three Environments

1. Intergenerational Experiences
2. Family Experiences @ Home and @ Church
3. Age-Group Experiences



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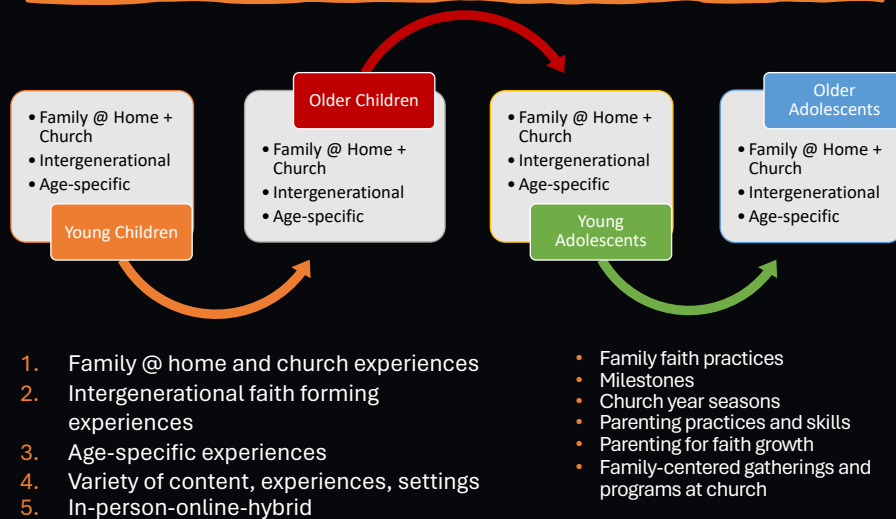
## Personalized

Offer content, experiences, and activities to address different spiritual-religious identities:

- **Actives:** people of vibrant faith and engagement
- **Occasionals:** people of moderate faith and occasional engagement
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- **Unaffiliated:** people who are not spiritual and not religious

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## First Two Decades of Life



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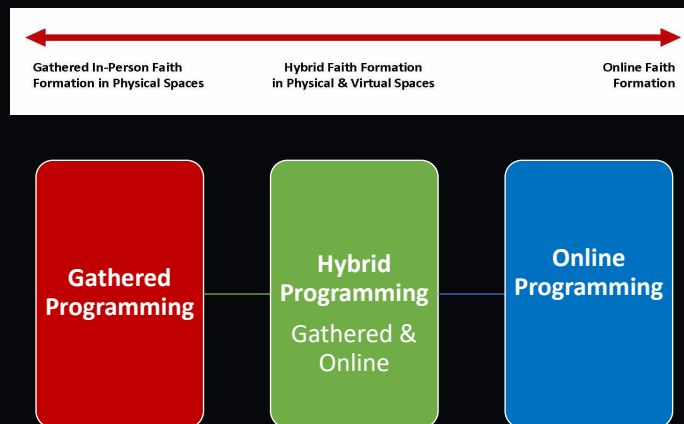
## Families with Children 0-5

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## Hybrid Programming

*Synchronous and Asynchronous*



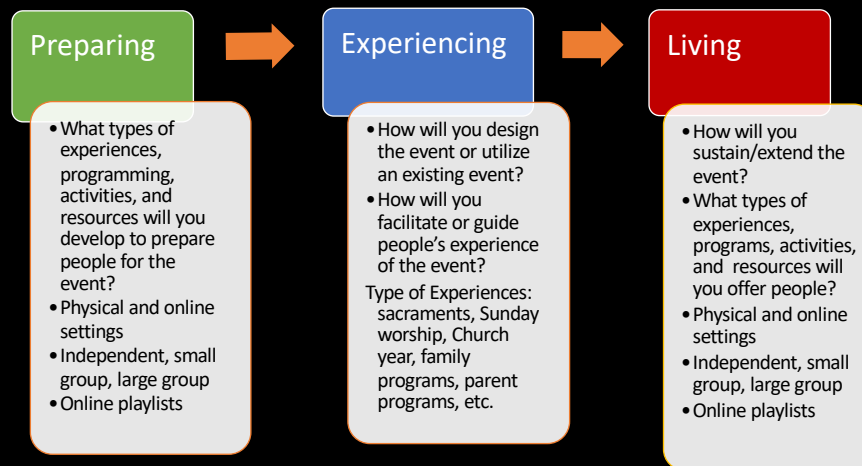
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## One Program, Multiple Formats

1. **Large group physical gathering:** People gather at church for a program, presentation, experience + Live Stream + Video Recording
2. **Small group physical gathering:** People gather in small groups in homes or coffee shops or other conducive setting, watch the video, read and reflect on the content, and discuss the content.
3. **Small group online setting:** People gather online in a small group (Zoom) to watch the video together, read, reflect, and discuss.
4. **Hybrid:** People watch the video and read an article on their own, share reflections in a Facebook group (asynchronous), meet together to discuss the program (synchronous).
5. **Online independent:** People complete the learning program on their own.

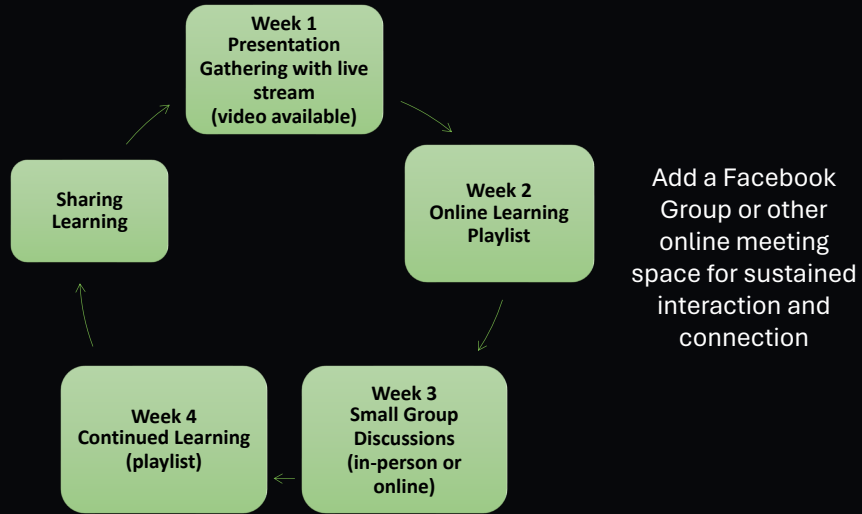
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## Hybrid: Process



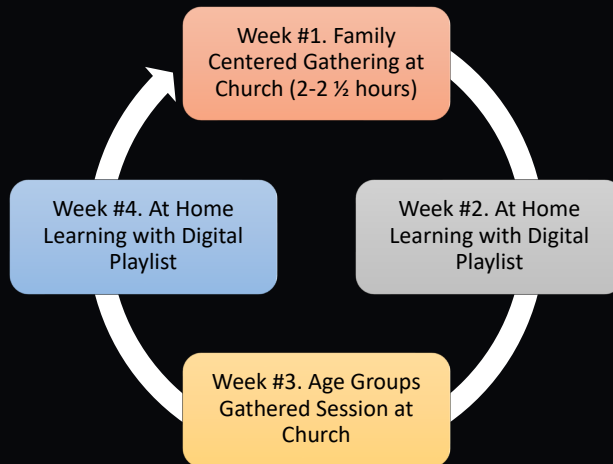
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## Hybrid: Multi-Session Programming

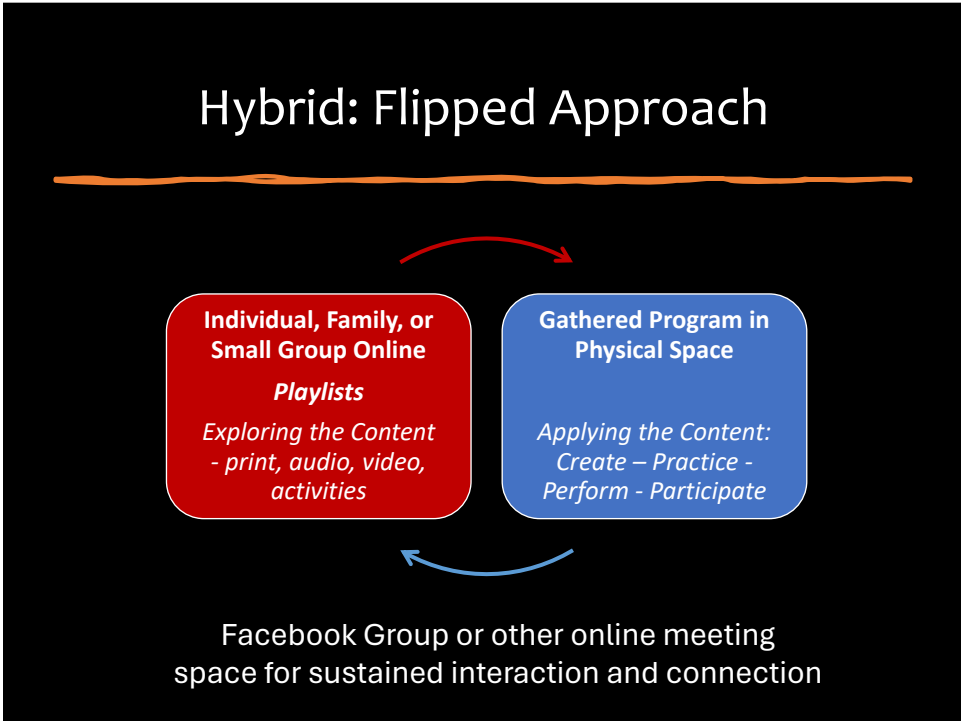


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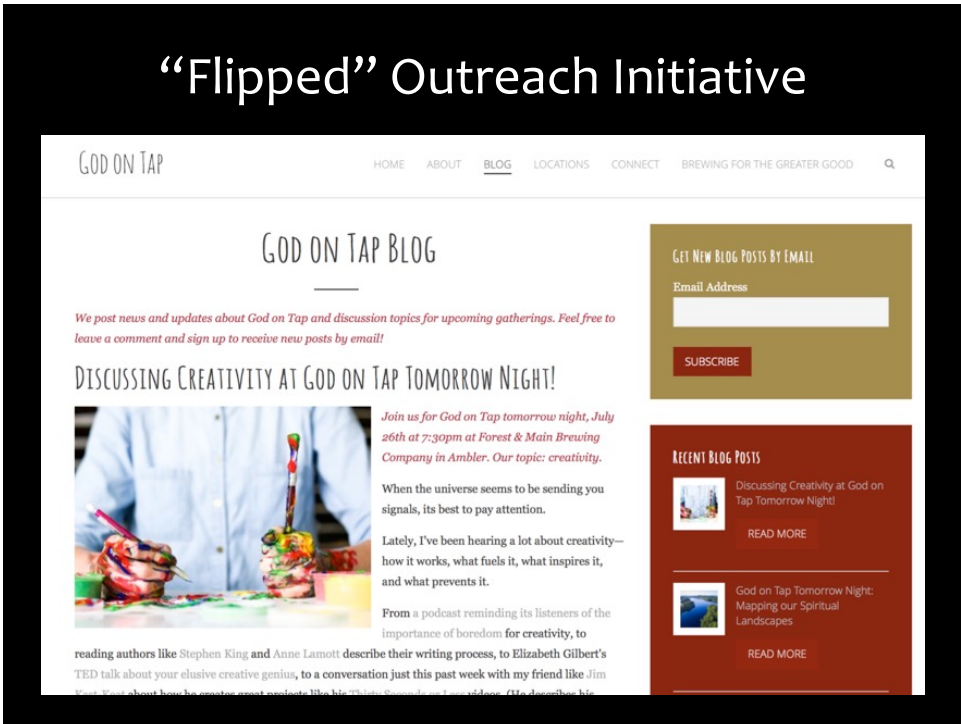
## Hybrid: Monthly Plan



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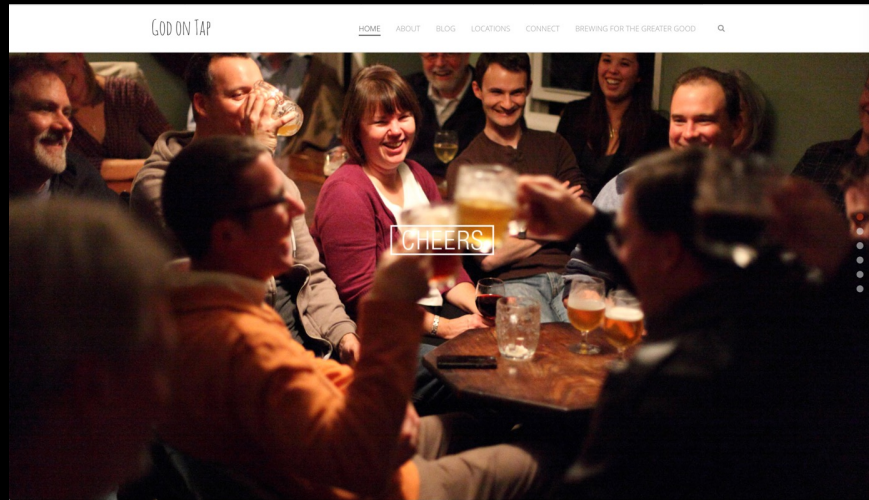
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## “Flipped” Outreach Initiative



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## “Flipped” Confirmation Program

- **On Your Own:** Engage young people with a monthly learning playlist—watching videos, reading short articles, praying, writing reflections in a journal—on the theme.
- **In a Small Group:** Have young people participate in one online small group experience to discuss the content in the playlist and what they are learning.
- **In a Large Group:** Involve young people in a monthly meeting with all groups for community sharing, interactive activities, short presentations, and ideas for living faith.

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LOGIN TO CONFIRMATION APP ABOUT REGISTER PROGRAM REQUIREMENTS CALENDAR OF DATES CONTACT

*St. Edward the Confessor Confirmation*

Our Confirmation preparation program has two components: Once a month in-person classes and an online study. The online study is a place for students to develop their faith weekly by completing multi-media lessons which include videos, reading, Saint reflections, multiple-choice questions and online small group discussions. Each small group has their own online space to discuss faith topics, ask questions, and pray for one another.

1. Class Sessions - Once a month (7 in total/year)
2. Online Sessions - 3 per month
3. "Insight" Youth Group Meetings - Attend 3 per year
4. Service Projects - 2 per year
5. Retreat - Year 1 and 2

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## *Build Front Porch Experiences for the Community*



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## Becoming a Community Learning Center

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- Move church programs out into community spaces
- Open-up church programs to the whole community
- Create community-based programming
  - Parenting programs and resources
  - Mental health programs
  - Life skills courses for teens and young adults
  - Career and life mentoring or coaching, especially for young adults
  - Events for families or the whole community: concerts, movie nights, community-wide service projects, art, drama, etc.
  - Programs and activities designed for older adults at the senior center or adult living center or nursing home.
  - Dinner Church ministry that brings people together over a meal to share stories, build relationships, and engage spiritually.

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## Implementing & Building Capacity

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## Planning

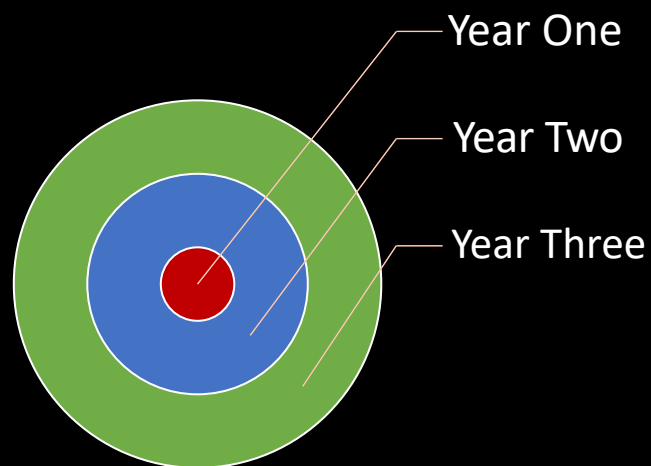
*sustain – enhance – expand – create  
(and stop things that aren't working)*



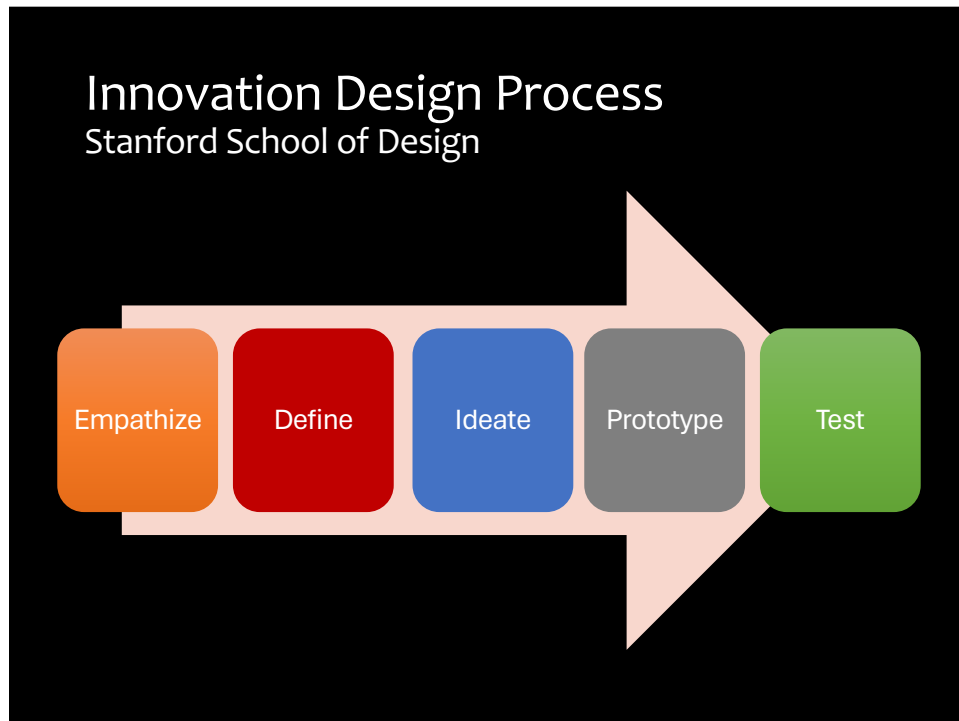
- **Short-Term Planning** – ideas that can be integrated into existing plans and programs OR can be designed and implemented quickly in the 2022-23 program year
- **Mid-Term Planning** – ideas that need more design time and that can be implemented within one or two years (2023-24)
- **Long-Term Planning** – ideas that need design time, piloting and testing, and then implementation over the next several years

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## Involvement Over Time

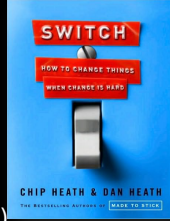


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## Creating & Sustaining New Projects



1. Follow the bright spots:
  - When creating investigate what's working and clone it.
  - When sustain, collect feedback (stories, audio, photos) and share it widely
2. Point to the destination:
  - Change is easier when you know where you're going and why it's worth it.
  - Paint a picture of what's happening in people's lives because of the new project.
3. Script the critical moves:
  - Don't think big picture, think in terms of specific behaviors.
  - Guide the team through the steps.
4. Find the feeling:
  - Knowing something isn't enough to cause change. Make people feel something. Build an emotional and rational case for change.
5. Plan for small wins that lead to significant innovations.

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## Planning Template

This design process uses the following template to develop implementation plans for each goal:

**Goal:** What do we want to accomplish?

**Strategies/Activities:** How we will accomplish the objectives over three years?

Year 1

Year 2

Year 3

**Personnel:** Who will lead and implement the objectives?

**Resources:** What resources are needed to implement the objectives?

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*Build  
Capacity*



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## Capacity Assessment

1. What capacities do we require to implement our ministry plans for the coming year?
  - What will our plans require of the pastor and professional ministry leadership (competencies, skills, processes and procedures)?
  - What volunteer leaders will be required for our plans, and what competencies (knowledge and skills) and resources will they need to perform effectively (tools and resources)?
  - What material resources (facilities, communication, technologies, print and digital resources) will our plans require?
  - What financial resources will our plans require?
2. What capacities (resources) do we already have available to us for the coming year within our church community (people, programs, resources, finances), and outside our church in other religious congregations, schools and colleges, community organizations, denominational agencies—regional and national?
3. What capacities (resources) do we need to develop or enhance in order to implement our plans and flourish as a community (or ministry)?

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## Capacity Building

1. Utilize the abundance of resources – print, audio, video, digital – for lifelong faith formation.
2. Utilize the resources in the community and other congregations.
3. Cultivate the gifts in the church community: everyone's a learner and everyone's a teacher.
  - Work with the time commitments that fit people's schedules.
  - Offer a variety of roles with varying levels of responsibility and time commitments.
  - Develop leadership roles with fewer tasks and divide up a large leadership role into smaller responsibilities.
  - Design a program with a primary leadership role (teaching, presenting, facilitating activities) and support roles.
  - Design programming in shorter units of time.

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