



1

**Prayer at the Threshold of the New Year**

Merciful God, at the threshold of this new year, we pray that you will open doors needing to be opened and close the ones needing to be shut tight. Thank you for all that you have allowed us to experience this past year, the joyful along with the difficult, which have reminded us of our need to trust in you.

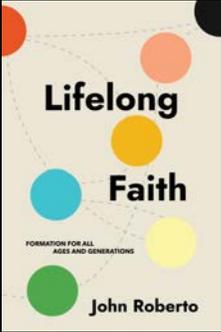
Forgive our failings, for the times we have let worry and fear control our lives, for allowing pride and selfishness to keep us from living close to you. By relying on your mercy, give us hearts open to compassion and forgiveness. In every situation, may we cease judging and seek for the ways our hearts are being stretched.

Make us steadfast and courageous for the road ahead. Let your grace flow freely through us in all our ways so that you will be honored by our lives and others will be drawn to you. Give us wisdom and discernment to listen to your voice, to understand your will, and to follow the path you have laid for us.

May we reflect your mercy and hope to a world that so desperately needs your presence and healing. And may we, at the doorway of this new year, commit ourselves to a genuine and living relationship with Jesus, our Savior and Lord. Amen.

(c) Stephen J. Binz at [Bridge-8.com](http://Bridge-8.com)

2



1. Vision & Practices of Lifelong Faith Formation
2. Maturing in Faith for a Lifetime
3. Creating a Plan for Lifelong Faith Formation
4. Implementing Lifelong Faith Formation & Building Capacity

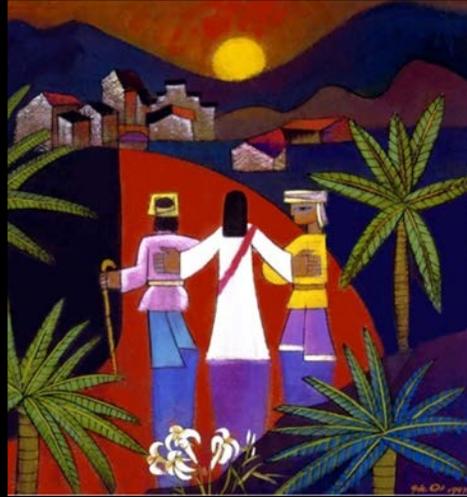
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*Lifelong learning is the new normal. It is the recognition that learning never stops as we mature and age.*

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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

## Introduction

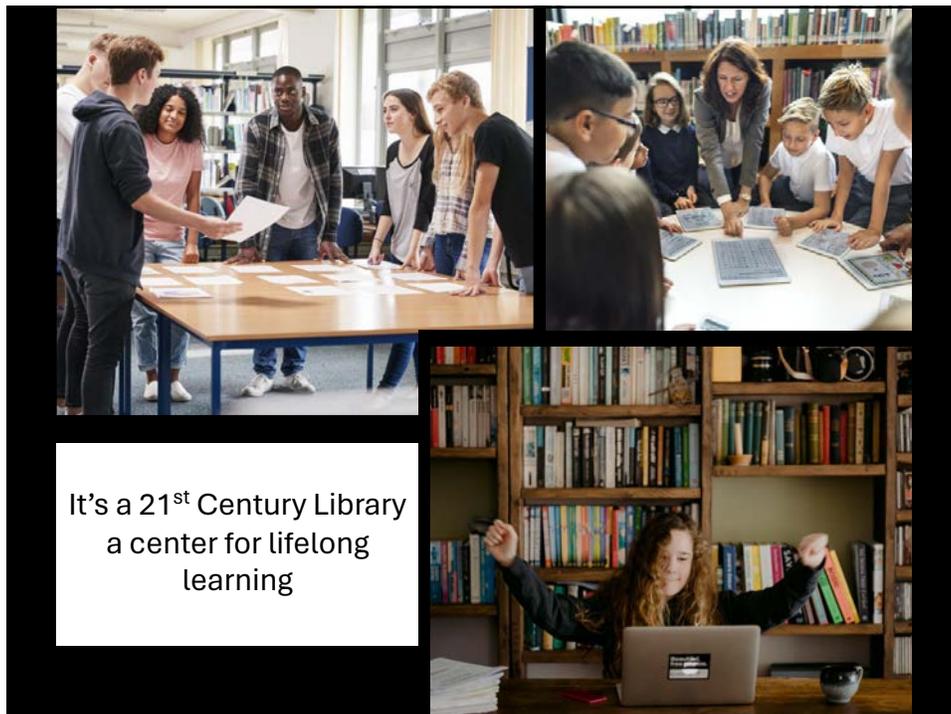
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6

## What Is This?

- It provides resources, programming, services, and live events for all ages.
- It provides its resources and programs in multiple languages and in ways that are inclusive of people with special needs and disabilities.
- It offers resources, support groups, and programs for all ages:
  - Parent programs beginning with babies and toddlers
  - Adult programs, especially for older adults, such as book groups, educational programs, speaker series
- It offers family-centered programs throughout the year, and a variety of programs and experiences for children and families during the summertime—in person and online.
- It offers after-school programs for children and teens, including help with homework, staffed by older adults.
- It provides in-person and virtual career services and mentoring.

7



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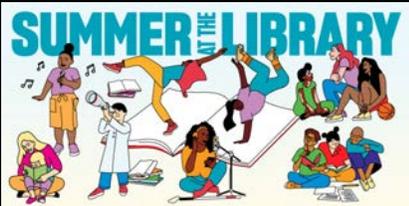


It's a 21<sup>st</sup> Century Library  
a center for lifelong learning

9



**New York Public Library**



**Summer at the Library 2023**

Get creative and express yourself all summer long at The New York Public Library with free events for all ages, programs for kids and teens, reading recommendations, exhibitions, and much more!

Learn more in [español](#) (Spanish), [中文](#) (Chinese), [বাংলা](#) (Bengali), [Русский](#) (Russian), [français](#) (French), [العربية](#) (Arabic), [한국어](#) (Korean), [Kreyòl Ayisyen](#) (Haitian Creole), [اردو](#) (Urdu), and [English](#) what the Library offers kids and teens this summer.

**Education**

For 125 years, the New York Public Library has been an essential provider of educational programs and resources. From English language classes and technology training to storytimes, we




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**EDUCATORS**

Get Updates  
Kids & Teens  
Parents & Caregivers  
Educators  
Adults



Learning Resources for Kids & Teens



NYPL After School



NYPL KIDS E-NEWSLETTER

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**Kids & Teens**

Early Childhood Through High School & Beyond  
Everything early learners, kids, and teens need to become lifelong learners.

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**Parents & Caregivers**

Resources for Kids of All Ages  
Find programs and resources to help develop children's language skills and encourage a lifelong love of learning.

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**Educators**

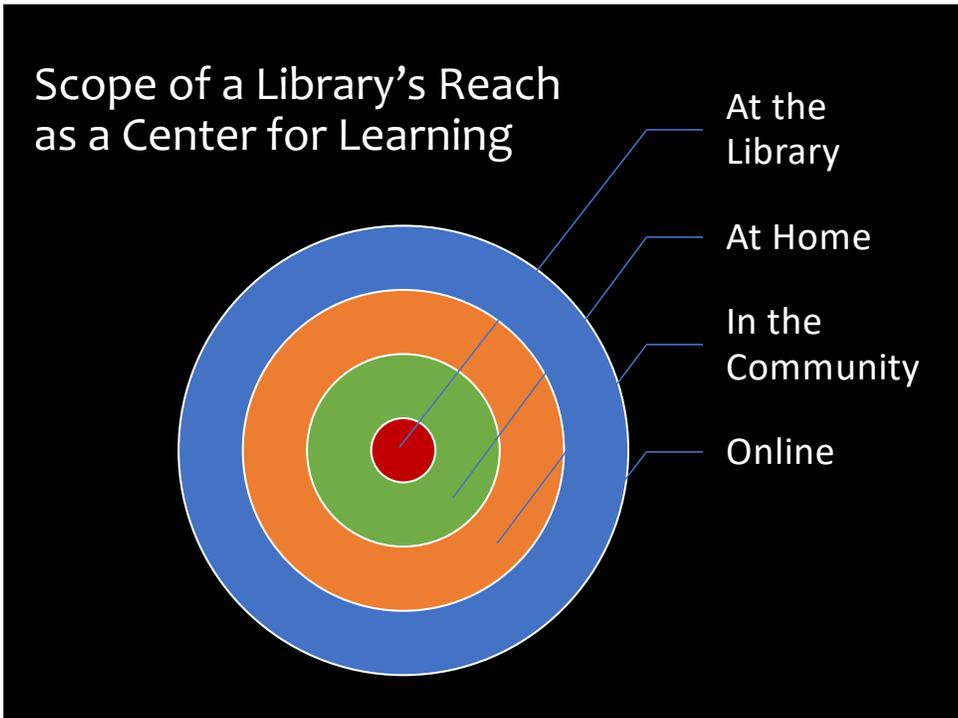
**CENTER FOR EDUCATORS & SCHOOLS**  
Center for Educators & Schools  
Find programs and services tailored for the educator community, such as book lists, credit-bearing workshops, special access to exhibitions, teaching tips, and more.

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**Adults**

Technology, Jobs, and Education  
From ESL classes to small business help, the Library has a wide range of resources to help you learn new skills, explore our collections, and stay connected—all from home.

10



11

**ROADSCHOLAR**

Find a Trip | Browse Trip Collections | Why Go With Us? | View Special Offers | Have a Question? | Make a Donation

## Announcing New Floating Campus Voyages!

See the all-time scholar-creating world adventures

[Learn More](#)

4,000 LEARNING ADVENTURES | 100 COUNTRIES | 6 million PARTICIPANTS AGE 50+ | 30% SOLO TRAVELERS | 1975 FOUNDED AS A NOT-FOR-PROFIT ORGANIZATION

### Explore Learning Adventures Across the Globe

Building a Network of One Another is a Philosophy of What We Do. Instead of us, we have the learning adventures for you.

Most Popular Fall 2023 399	Epic Adventures 19	Winter in Southern Europe 9	Adventures for Solo Travelers 309
Our Favorites in North America 100	Japan 7	UK Walking & Hiking Programs 4	Returning Favorites 5
Online Adventures in Europe 5	Online History Adventures 5	Italy Online 2	New Mexico Online 1

12

**150 YEARS OF 92NY**  
For 150 years there's been no other place like this.

**REASONS TO SUPPORT THE 92ND STREET Y**  
NEW YORK'S GLOBAL CENTER FOR CULTURE, CONNECTION AND ENRICHMENT

- You are supporting an institution that for almost 150 years has been guided by the Jewish concept of *tikkun olam* — repairing the world by countering antisemitism and deepening our collective humanity.
- You are revitalizing the arts, bringing the most exciting new dancers and choreographers to our stages and giving new vitality and relevancy to classical music.
- You are nourishing the wellbeing of everyone in our community through access to health, fitness and sports programs that foster joy and connection along with wellness at every age and stage of life.
- You are fueling social good by creating programs that bring people together across geographic and political divides to connect over the things they care about.
- You are advancing the ideals of civic dialogue and community education, allowing us to produce hundreds of talks and thousands of classes in every imaginable subject each year.
- You are making families stronger, parents wiser and children happier with early childhood programs.
- You are creating a home where all Jews may find connection and community.
- You are providing children with almost limitless opportunities for learning and enrichment — and helping us to build our world-class arts and humanities programs to engage students in schools all over America.
- You are providing 800 seniors each year with community and a renewed sense of purpose through more than 60 weekly programs in the Heman Brown Program.
- You are ensuring the future of this one-of-a-kind place which, on the eve of its 100th anniversary, remains one of the most forward-looking, inclusive and all-encompassing cultural and community centers in New York City and anywhere in the world.

13

**coursera**

**We believe**

Learning is the source of human progress.

It has the power to transform our world from illness to health, from poverty to prosperity, from conflict to peace.

It has the power to transform our lives for ourselves, for our families, for our communities.

No matter who we are or where we are, learning empowers us to change and grow and redefine what's possible.

That's why access to the best learning is a right, not a privilege.

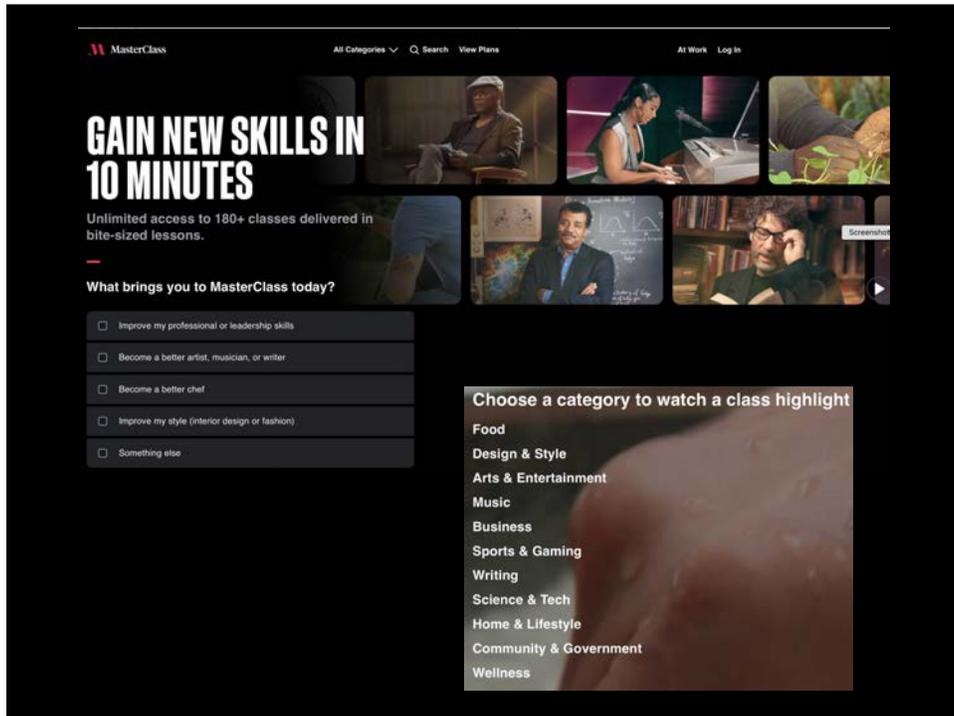
And that's why Coursera is here. We partner with the best institutions to bring the best learning to every corner of the world.

So that anyone, anywhere has the power to transform their lives through learning.

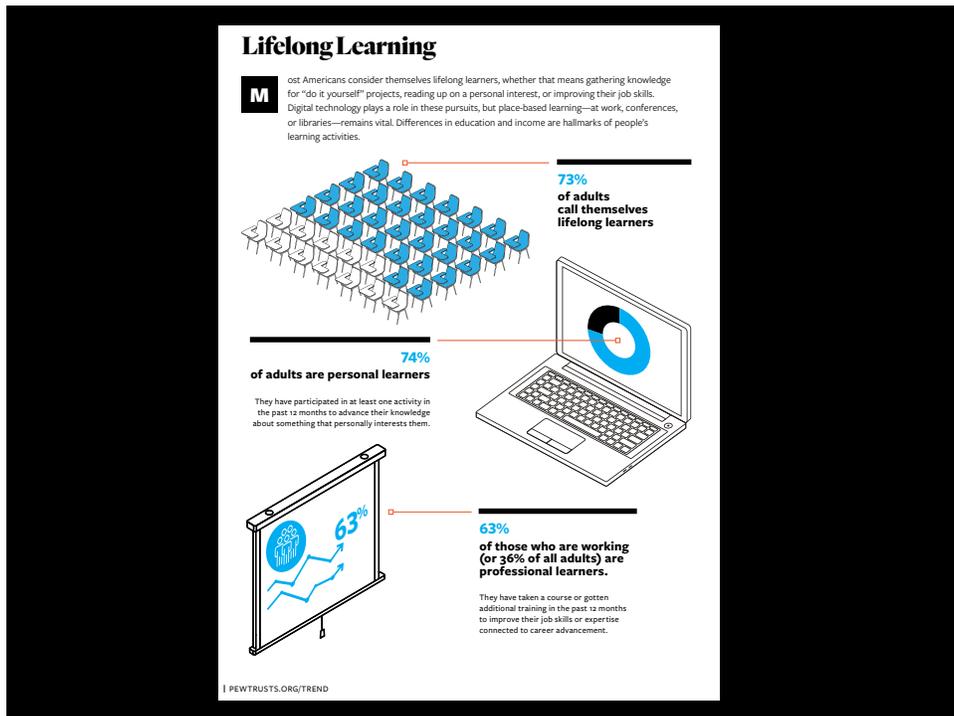
Coursera partners with more than 275 leading universities and companies to bring flexible, affordable, job-relevant online learning to individuals and organizations worldwide. We offer a range of learning opportunities—from hands-on projects and courses to job-ready certificates and degree programs.

- \* Over 113 million learners around the world
- \* More than 5800 courses

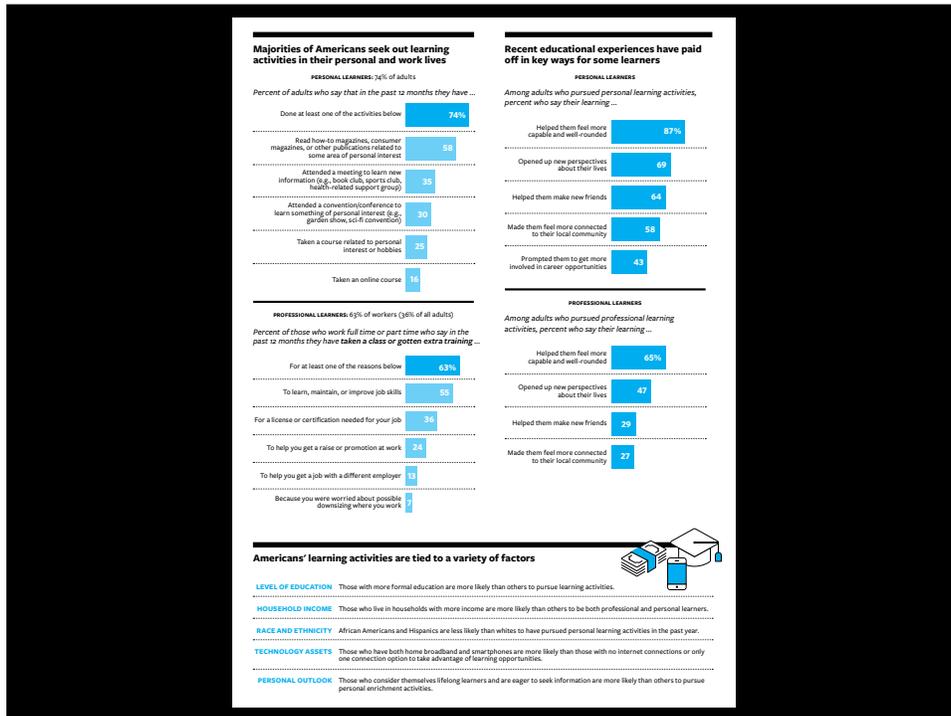
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# Part One

## Vision & Practices of Lifelong Faith Formation

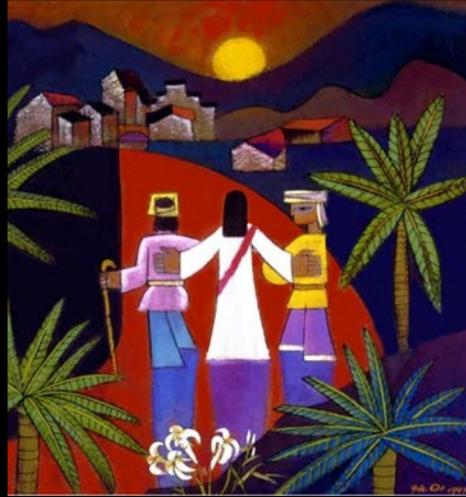
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*How can a church become  
a center for lifelong  
learning and faith  
formation for all ages and  
generations?*

20

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.



21

## Church as a Community of Learners

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

*Accompanying each other*



22

## Church as a Center of Learning for the Community

*Opening church  
programs to the  
community*

*Moving church  
programs into  
community spaces*

*Creating new  
community-based  
programming*



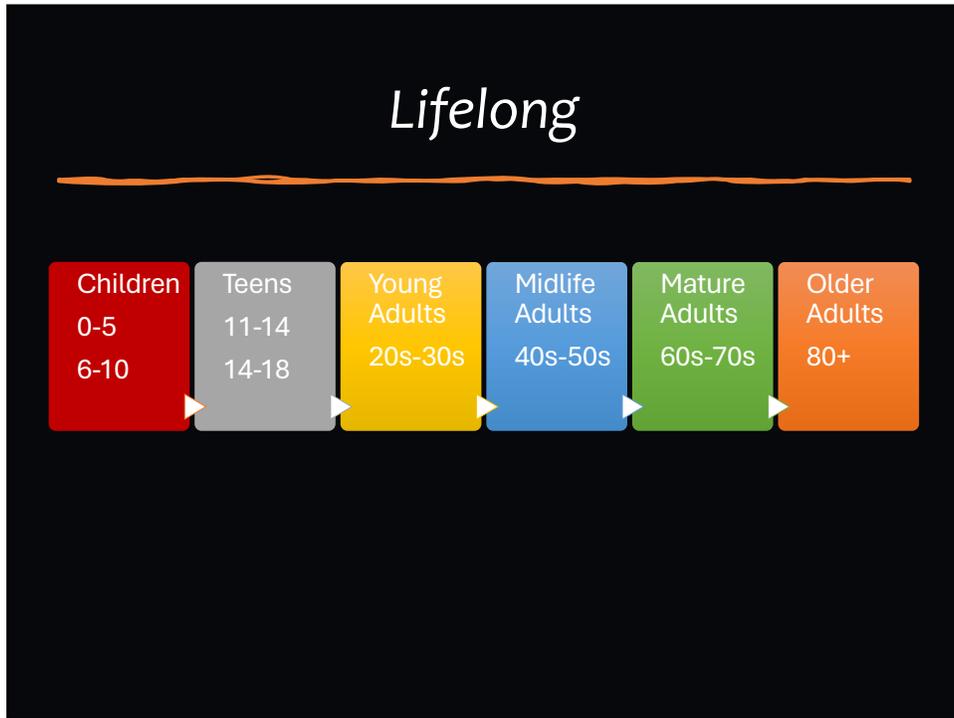
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## Lifelong Faith Maturing

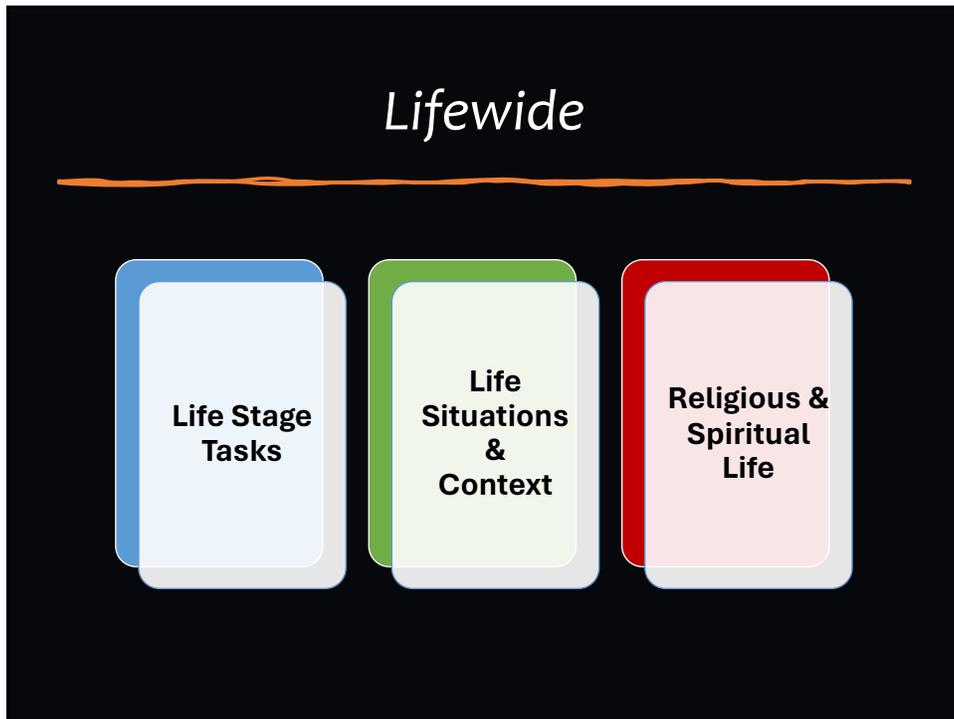
Faith matures over a lifetime. Discipleship and learning is lifelong. At each stage of life people have new religious and spiritual needs and challenges, which often find resolution in the next stage of life.



24



25



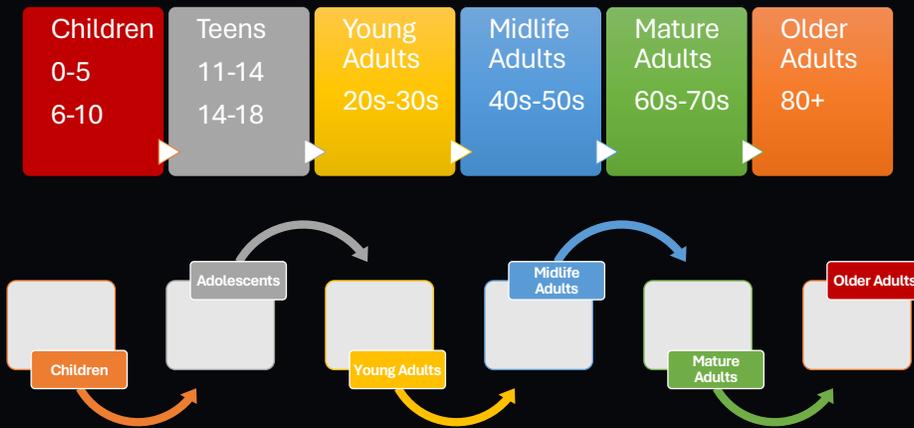
26

# Diverse Religious/Spiritual Identities



27

# Lifelong & Continuous



28

## 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?

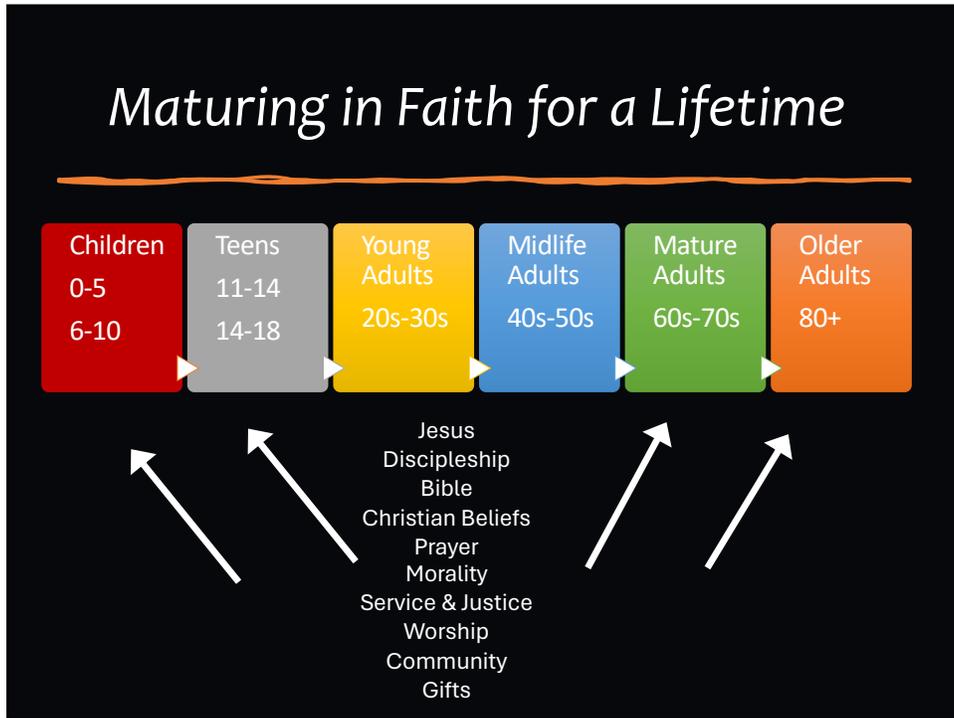
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## Goals for Maturing in Faith

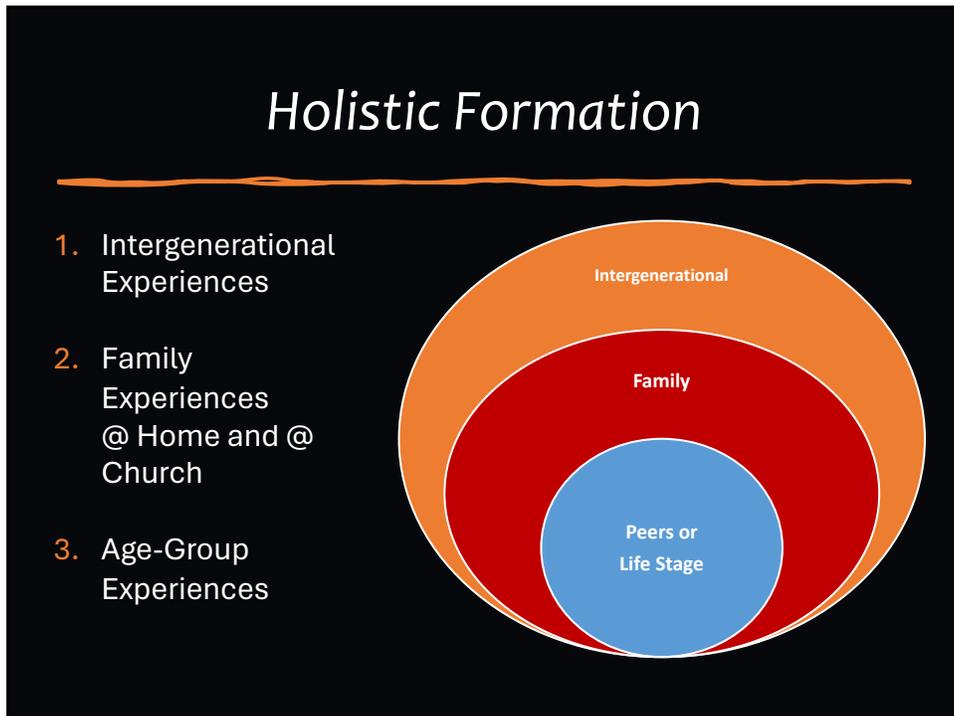
**Goals**

- Jesus
- Discipleship
- Bible
- Beliefs & Teachings
- Prayer & Spiritual Life
- Moral Living
- Service, Justice, Creation
- Worship & Church Seasons
- Community Life
- Gifts & Talents

30



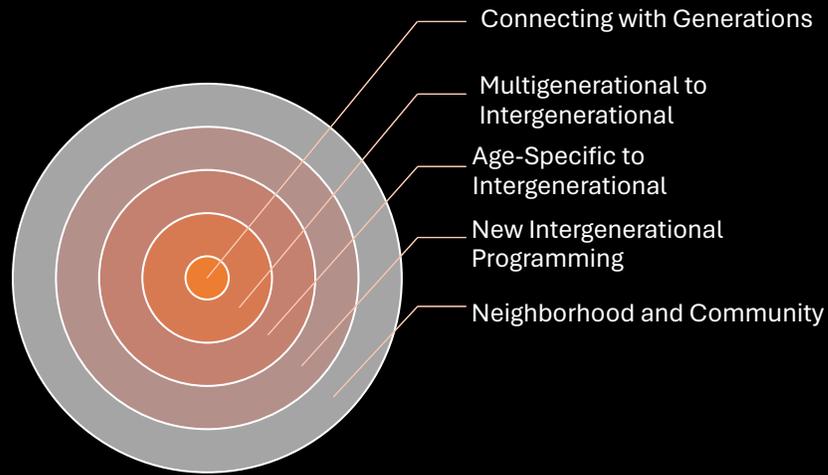
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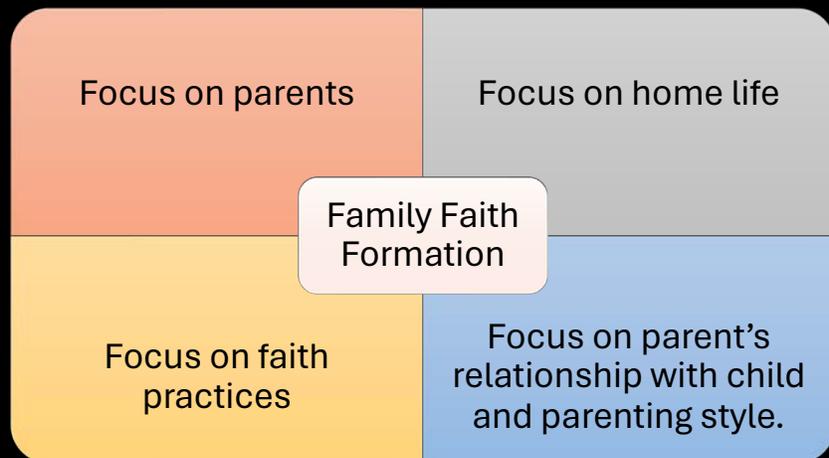
# Intergenerational Experiences

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



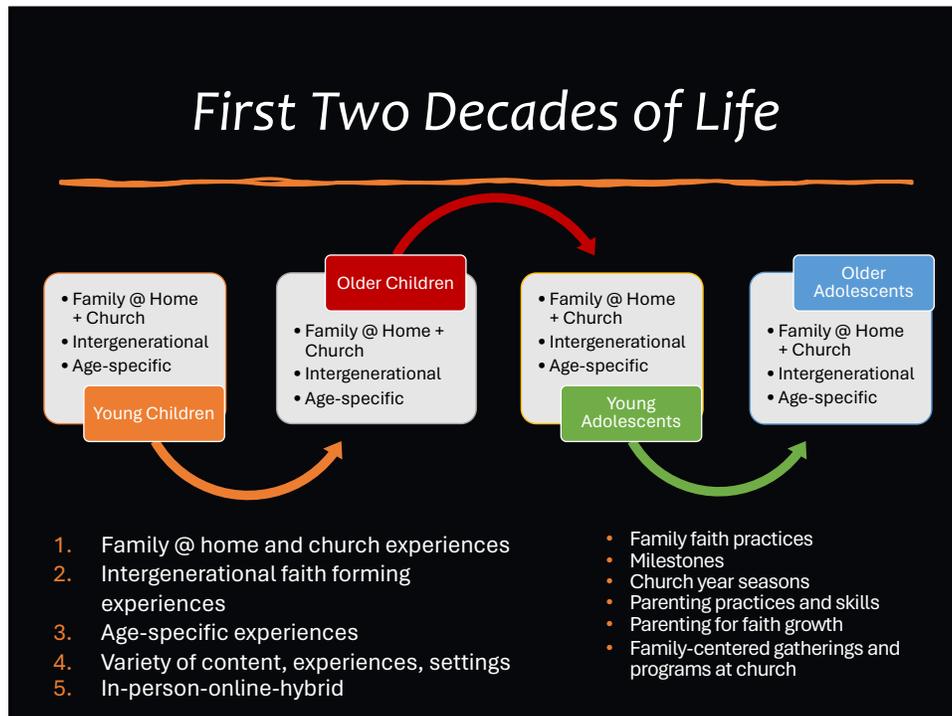
33

# Family & Parent Formation



34

## First Two Decades of Life



35

## 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

36

## *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

37

## Models of Lifelong Faith Formation

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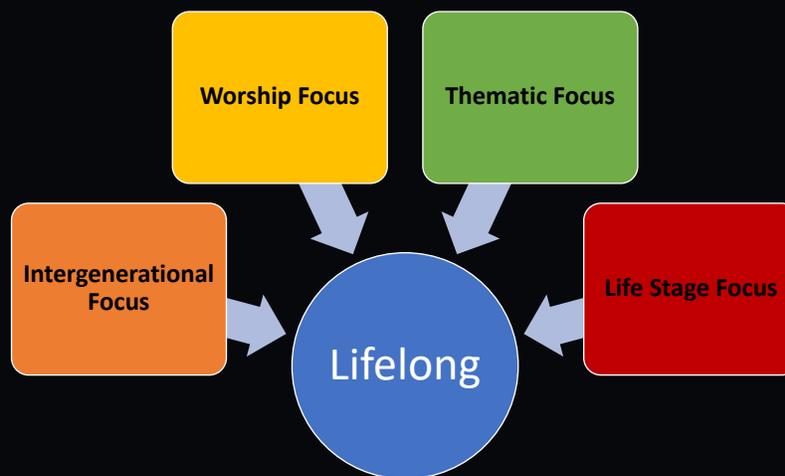
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## Activity

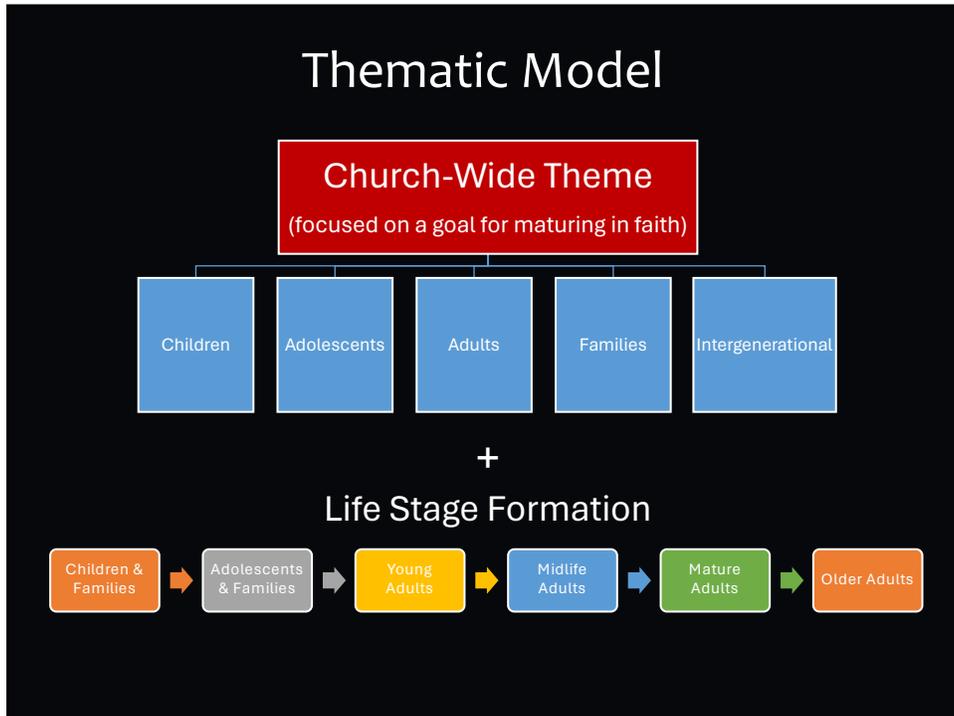
1. Review the four models.
2. Name your current model.
3. Analyze your church model.
4. Use the four models to design your model.

39

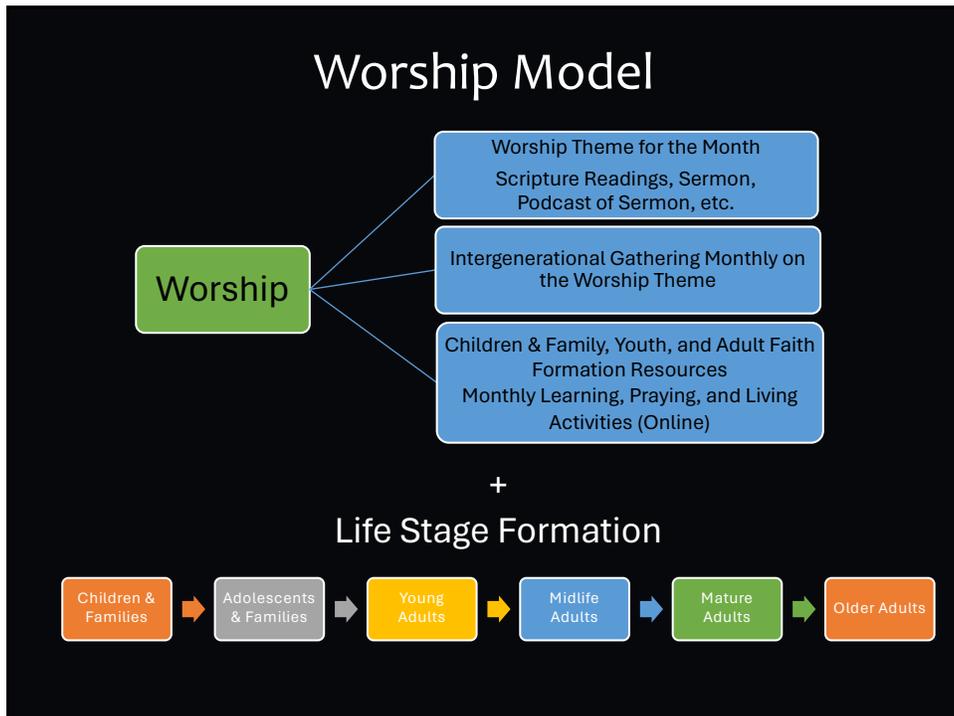
## Lifelong Models



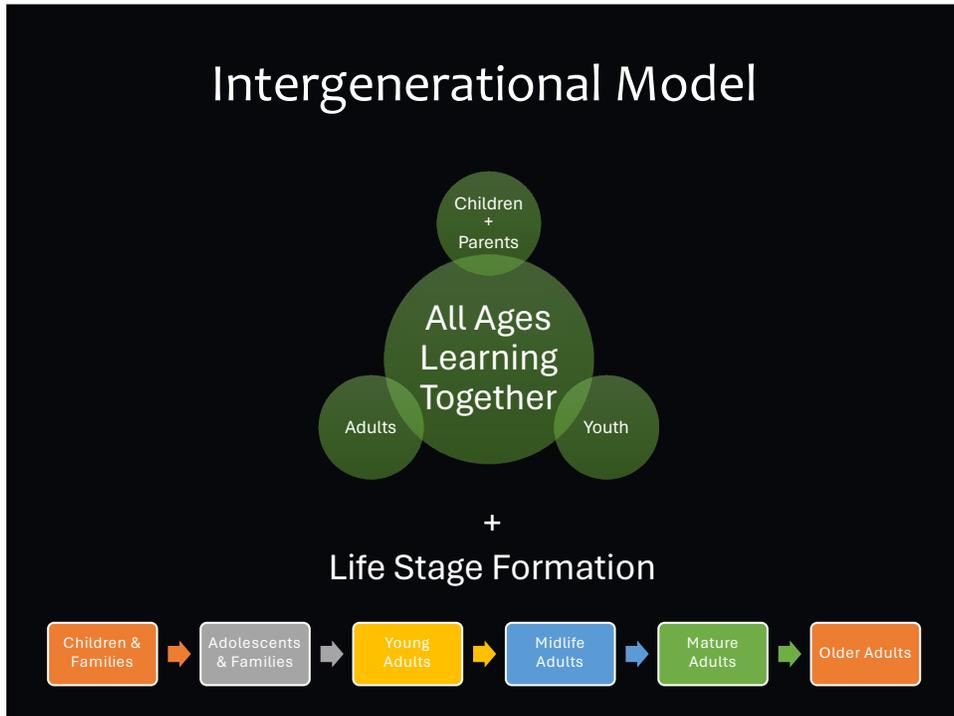
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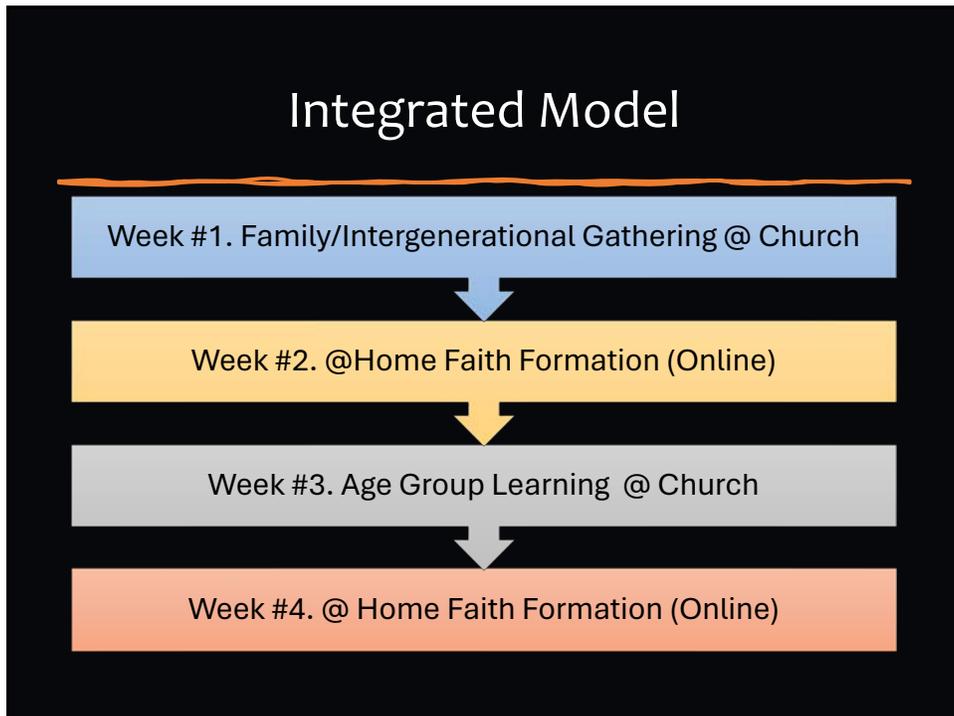
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## Activity

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

45

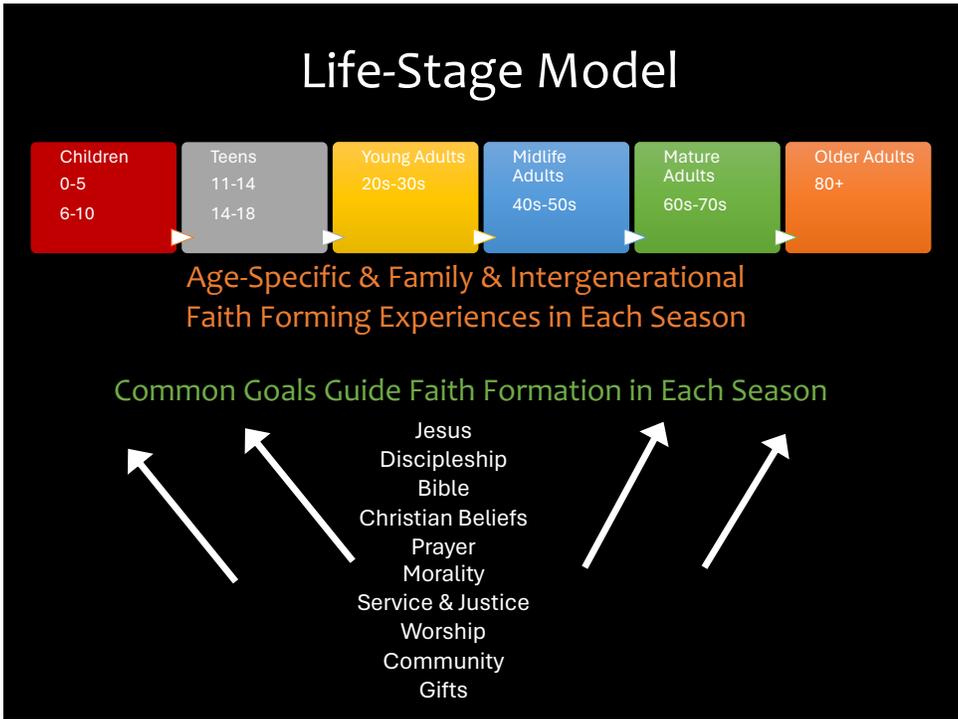
## Part Two Maturing in Faith for a Lifetime

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46



47



48

## 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

49

## 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

50

# Activity

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

- What are your goals (vision) for lifelong maturing in faith and discipleship for all ages and generations?
- 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?

51

## Goals for Faith Maturing Guide the Plan

Goals	Children	Teens	Young Adults	Midlife Adults	Mature Adults	Older Adults
Jesus						
Discipleship						
Bible						
Beliefs						
Prayer						
Moral Living						
Service Justice						
Worship						
Community						
Gifts						

52

# Part Three

## Creating a Lifelong Plan

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53

## 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?

54

## Explore a Model

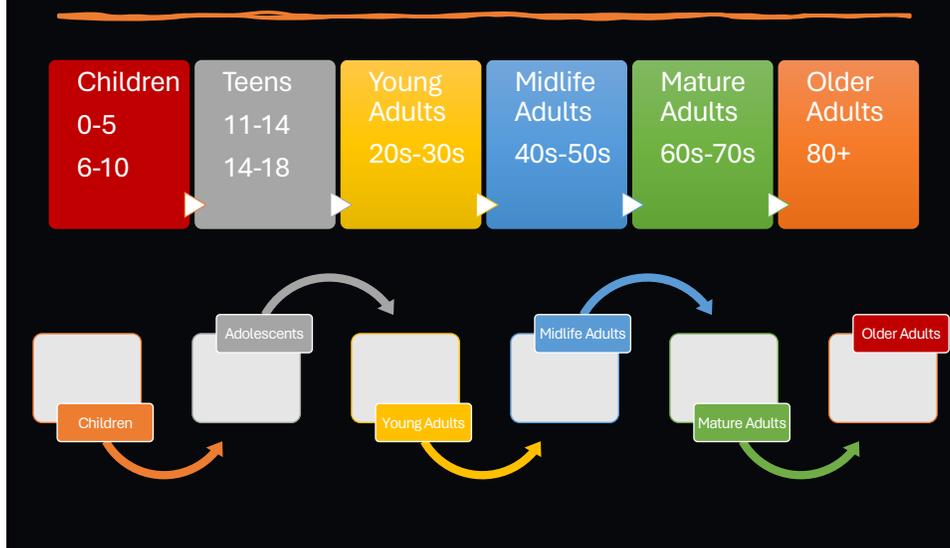
### Explore Using a Model of Lifelong Faith Formation

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

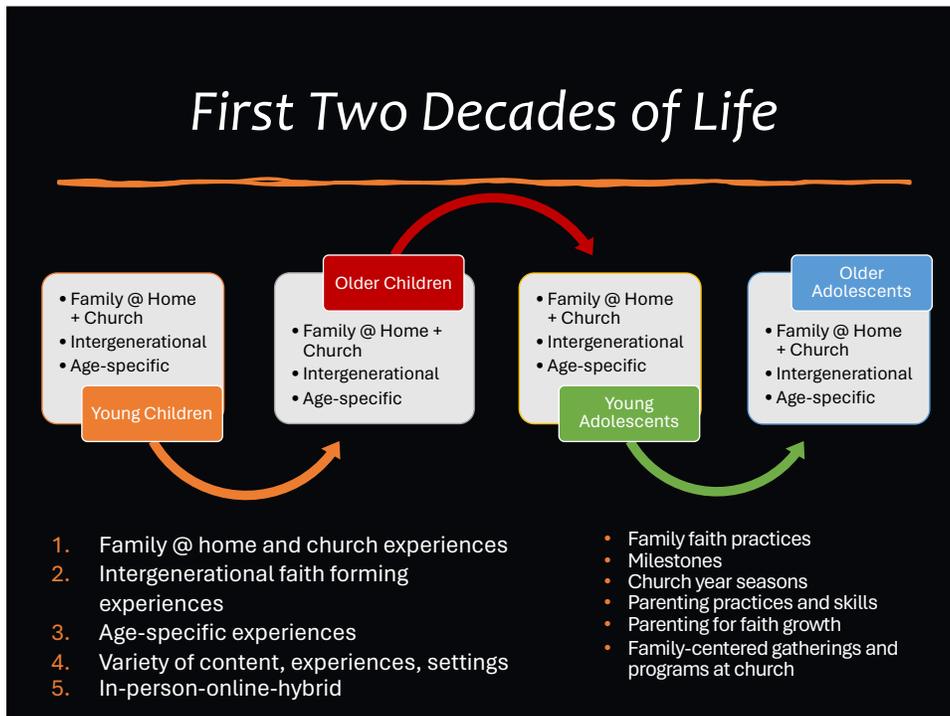
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## Lifelong Plan



56

## First Two Decades of Life

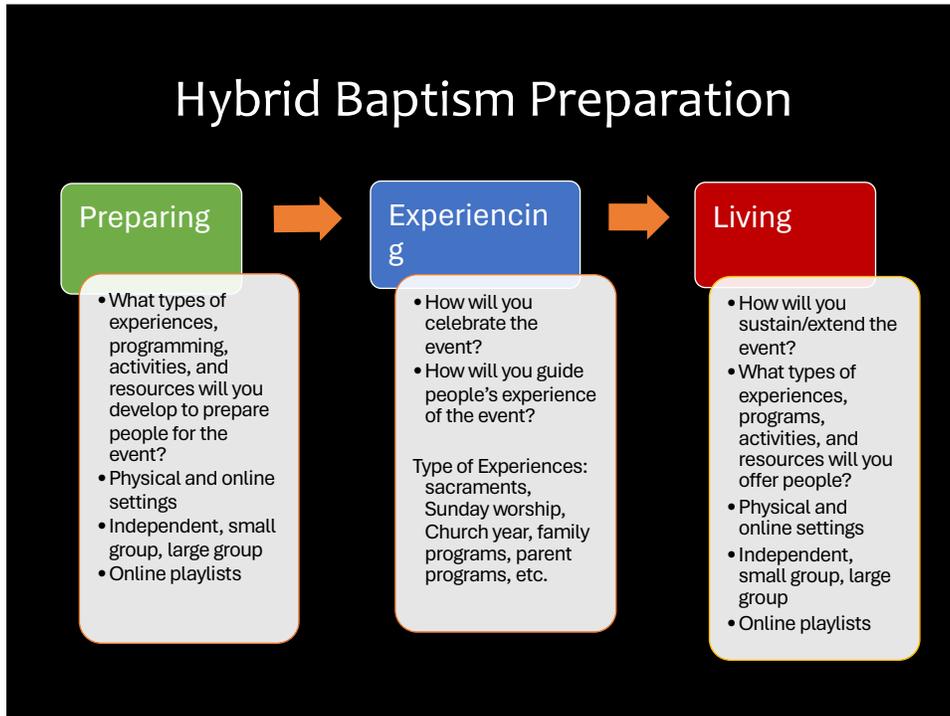


57

## Families with Young Children

1. Baptism preparation that engages the parents in their own faith growth and prepares them for nurturing faith in young children (Goals #1, 2, 3, 4, 5)
  2. Mentors from the church community (e.g., grandparents) to accompany parents on the journey from Baptism to 3 years old (Goals #8, 9)
  3. Family faith practices for the growing child at 1, 2, 3, 4, and 5 years old: Bible stories, prayers, meal rituals, values formation, milestone celebrations (Goal #1, 2, 3, 4, 5, 6)
  4. Church year seasonal activities at home and church (Goals #1, 3, 5, 8, 9)
  5. Gatherings for parents and families at church (Goal #9)
  6. Parenting for faith skills – training and resources for parents: reading a Bible story, praying with a young child, having faith conversations (Goals #1, 2, 3, 4, 5, 7)
  7. Online support group for parents of young children (Goals #9)
- Goals**
1. Jesus
  2. Discipleship
  3. Bible
  4. Beliefs
  5. Prayer
  6. Moral Living
  7. Service / Justice
  8. Worship
  9. Community Life
  10. Gifts

58



59

## Adult Faith Formation (40s-70s) *season of programming*

<p>January: Ways to Follow Jesus (designed around <i>Living Your Discipleship</i> book)</p> <ul style="list-style-type: none"> <li>• One-day retreat experience (offered twice)</li> <li>• 4-week small group experience</li> <li>• Personal retreat experience</li> </ul>	<p>February: Prayer and the Spiritual Life</p> <ul style="list-style-type: none"> <li>• 4-session program – multi-format</li> <li>• Online prayer resources</li> <li>• Book study: Learning to Pray</li> </ul>
<p>March: Jesus's Death &amp; Resurrection</p> <ul style="list-style-type: none"> <li>• 4 sessions: Matthew, Mark, Luke, John – multi-format</li> <li>• Lent &amp; Holy Week resources</li> <li>• Lent activities at church</li> </ul>	<p>April: Acting for Justice</p> <ul style="list-style-type: none"> <li>• Week 1. Explore a justice issue – presentation, videos, online resources</li> <li>• Weeks 2-3. Engage in action</li> <li>• Week 4. Reflect on the action</li> </ul>
<p>Throughout the Year</p> <ul style="list-style-type: none"> <li>• The Christian Story for Today: a monthly exploration of the essentials of the Christian faith &amp; what they mean today – guest speaker, multi-formats</li> </ul>	

60

## Programming

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- ✓ A menu of faith-forming experiences
- ✓ 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

61

## One Program, Multiple Formats

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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.

62

# Design Process

63

## Review & Analyze

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### **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?
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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?

64

## Explore a Model

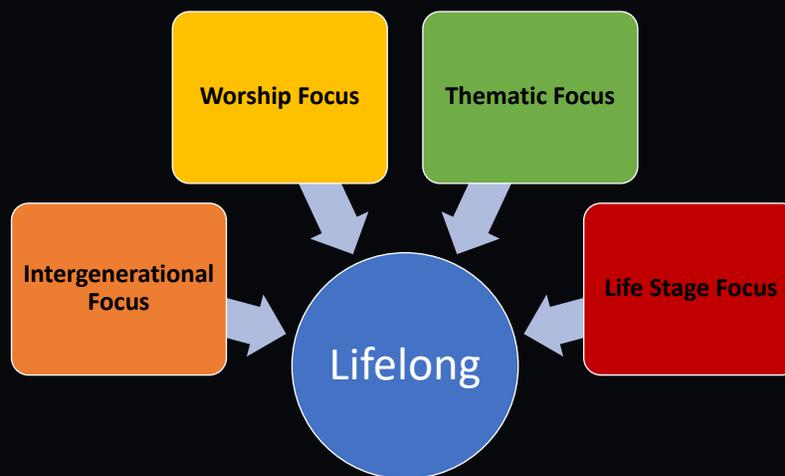
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- Thematic Model
- Worship-Centered Model
- Intergenerational Model
- Life Stage Model

65

## Lifelong Models



66

## 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?

67

## Focus on Particular Seasons 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?

68

# 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	What do you need to continue doing?	Stop
Improve / Expand	What do you need to be improved or expanded to reach and engage more people?	Create
		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?

69

# Goals for Maturing in Faith



70

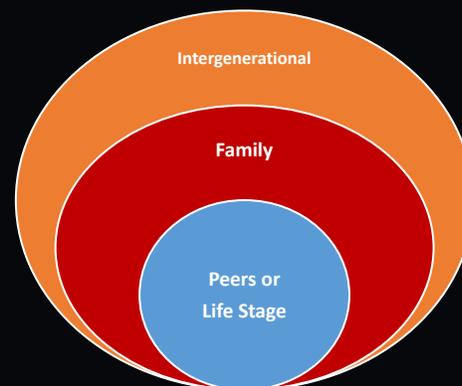
## Programming

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- ✓ A variety of content, programs, activities, and resources to address a diversity of needs
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71

## Build a Menu of Participation

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



72

## Personalized

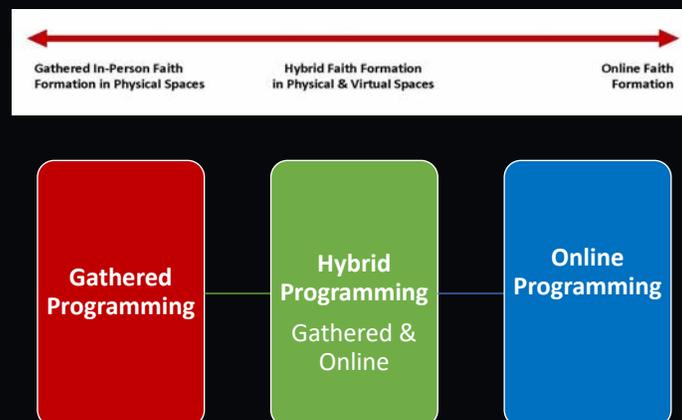
Offer content, experiences, and activities to address different spiritual-religious identities:

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

73

## Hybrid Programming

*Synchronous and Asynchronous*



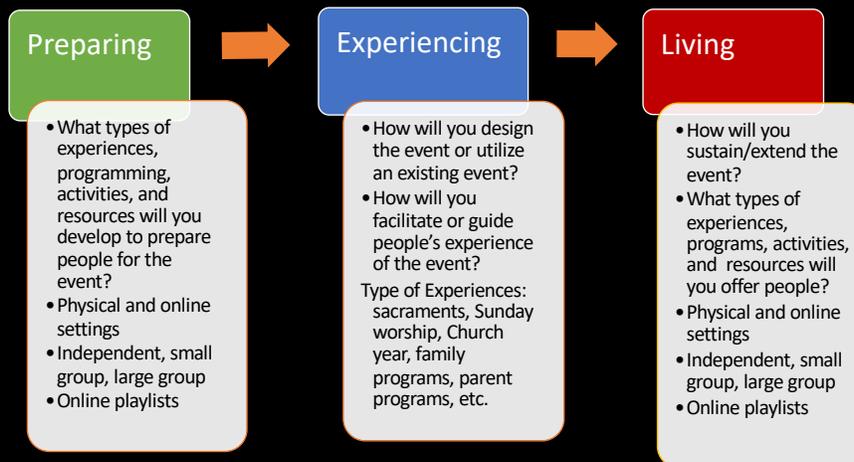
74

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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.

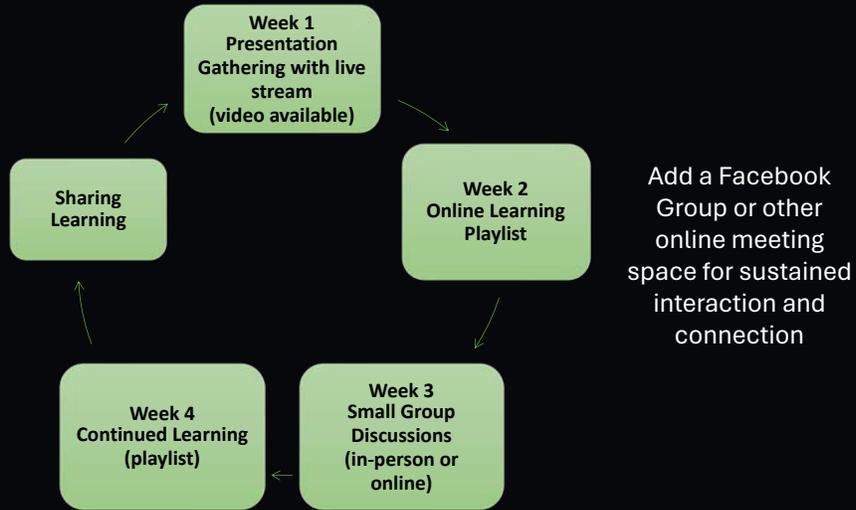
75

## Hybrid: Process



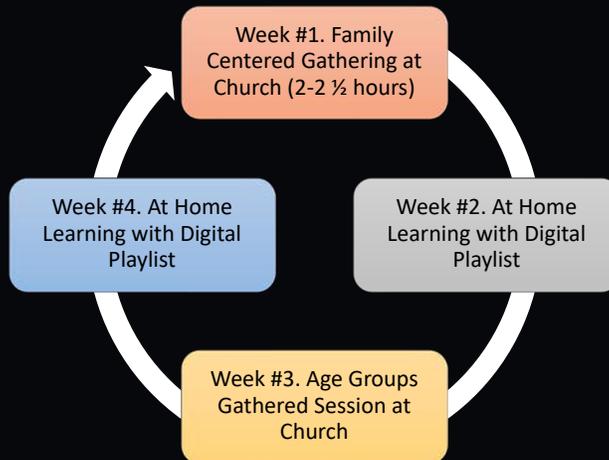
76

## Hybrid: Multi-Session Programming

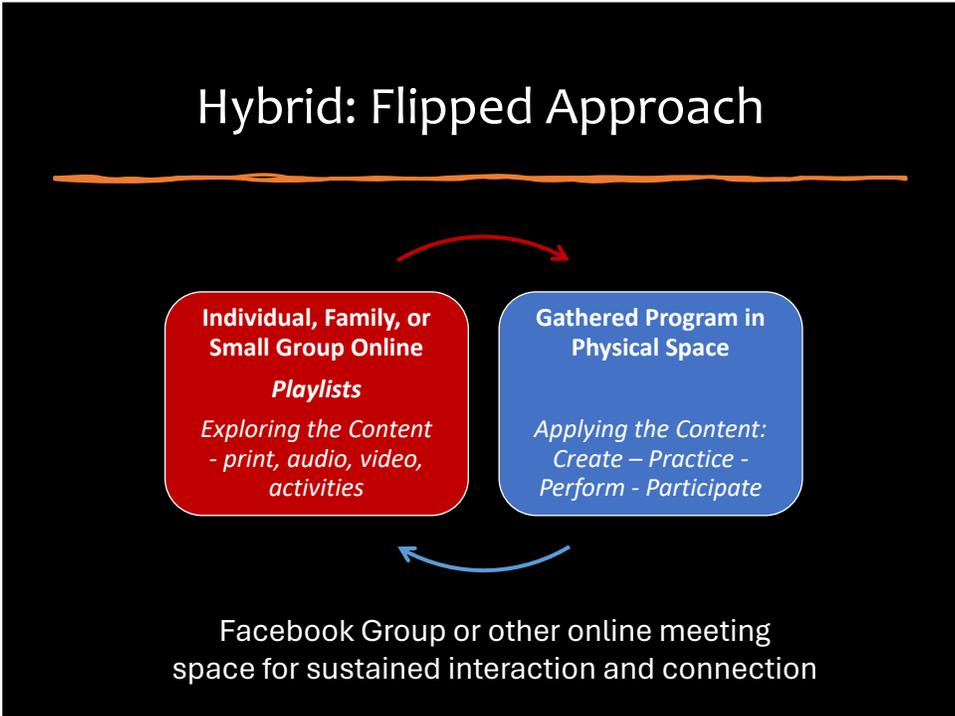


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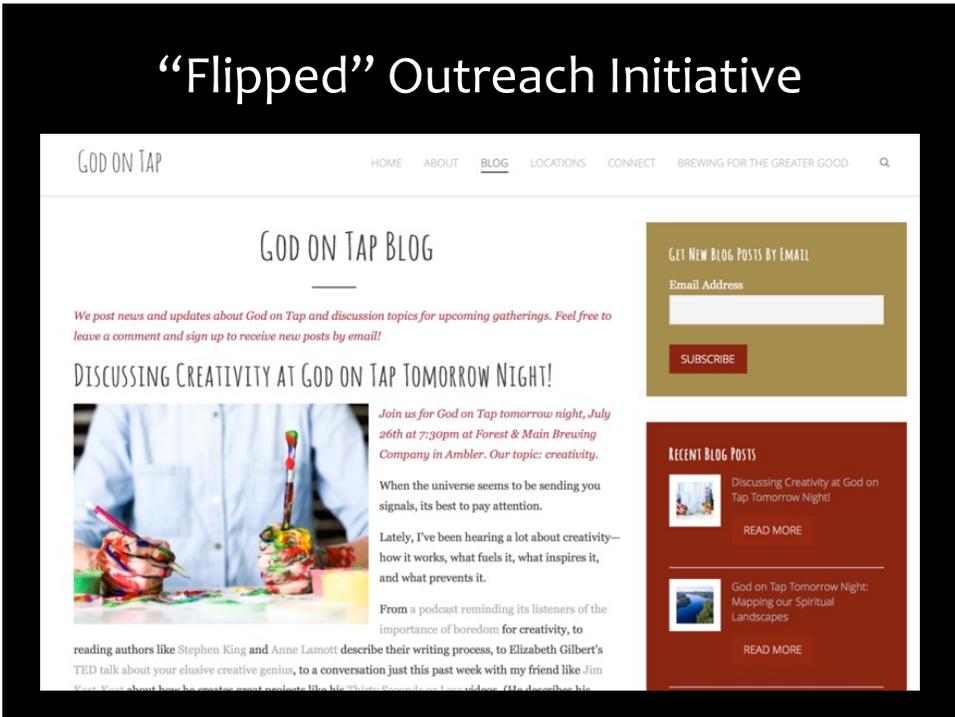
## Hybrid: Monthly Plan



78



79



80

## “Flipped” Outreach Initiative



81

## “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.

82



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

83

## Part Four Implementing & Building Capacity

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84

## Planning

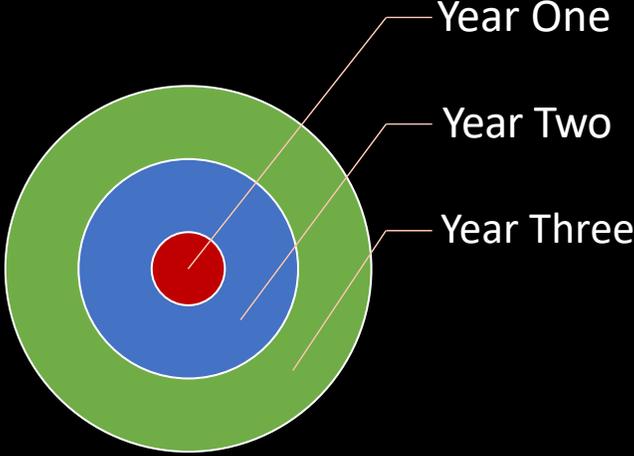
*sustain – enhance – expand – create  
(and stop things that aren't working)*



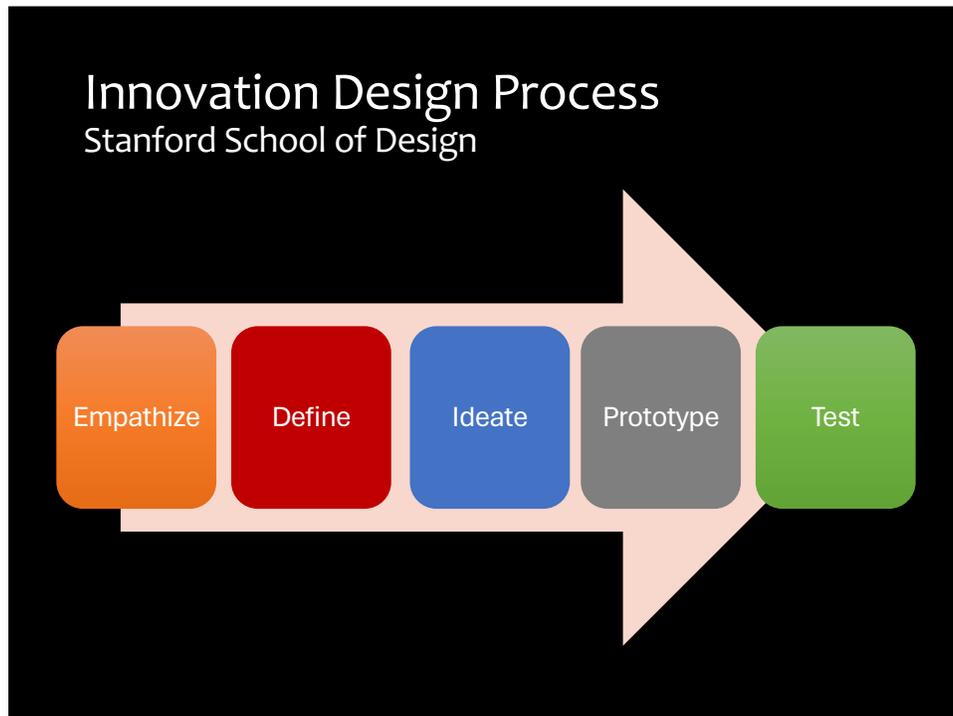
- **Short-Term Planning** – ideas that can be integrated into existing plans and programs OR can be designed and implemented quickly in the 2022-23 program year
- **Mid-Term Planning** – ideas that need more design time and that can be implemented within one or two years (2023-24)
- **Long-Term Planning**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

85

## Involvement Over Time

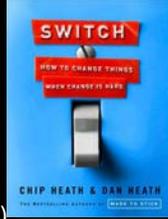


86



87

## 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.

88

## 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?

89

*Build  
Capacity*



90

## Capacity Assessment

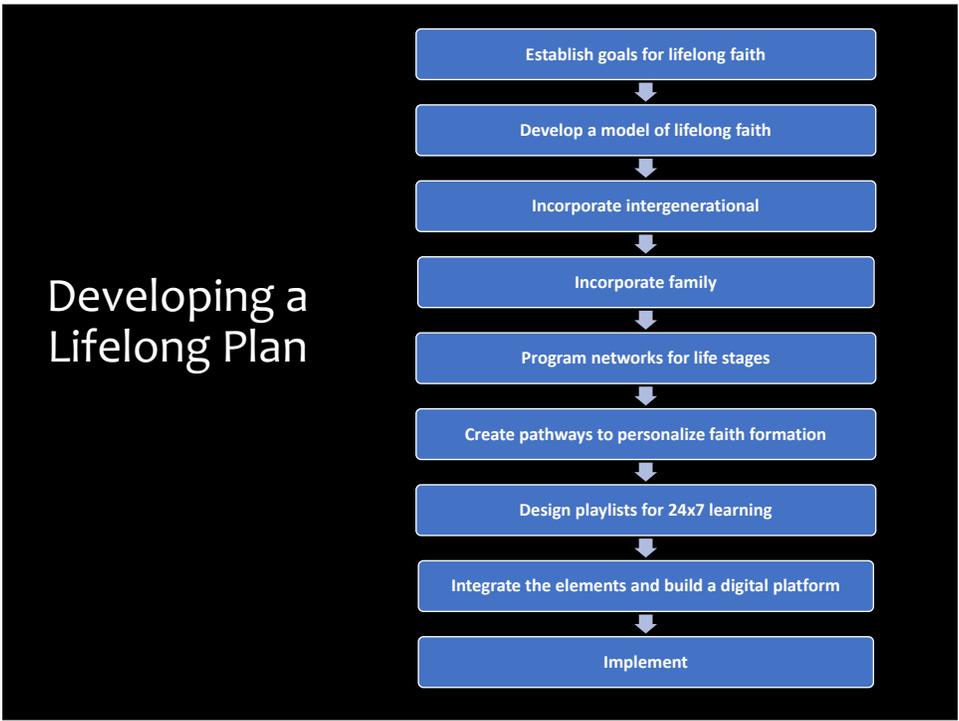
1. What capacities do we require to implement our ministry plans for the coming year?
  - What will our plans require of the pastor and professional ministry leadership (competencies, skills, processes and procedures)?
  - What volunteer leaders will be required for our plans, and what competencies (knowledge 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)?

91

## 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.

92



93