21st Century Faith Formation for All Ages & Generations!

21ST CENTURY LEARNING & FAITH FORMATION

John Roberto, LifelongFaith Associates
The Adaptive Challenge

Technical Problems & Fixes

- *Technical problems* (even though they may be complex) can be solved with knowledge and procedures already in hand.
- Easy to identify.
- Require change in just one or a few places; often contained within organizational boundaries.
- Everyday, people have problems for which they do, in fact, have the necessary know-how and procedures—*technical problems*. 

Adaptive Challenges

- **Adaptive challenges** are situations for which solutions lie outside the current way of operation.
- Difficult to identify (easy to deny). People often resist even acknowledging adaptive challenges.
- Require experiments, new discoveries, and adjustments from numerous places in the organization.
- **Adaptive challenges** call for changes of heart and mind—the transformation of long-standing habits and deeply held assumptions and values. Without learning new ways—changing attitudes, values, and deep-seated behaviors—people cannot make the adaptive leap necessary to thrive in the new environment.

Convergence

- New Technologies
- New (Digital) Resources
- New Social Operating System
- New Landscape
- 21st Century Faith Formation
- New Models of Learning
Adaptive Challenge

We need to be. . . .
- Responsive
- Adaptive & Innovative
- Missional
- Formational & Transformational

Equipping all ages and generations to grow as disciples of Jesus Christ in a connected, networked, digital world

You never change things by fighting the existing reality. To change something, build a new model that makes the existing model obsolete.

Buckminster Fuller
The Vision

Vision of Faith Formation

Churches want faith formation that helps people...
- grow in their relationship with God throughout their lives
- live as disciples of Jesus Christ at home, in the workplace, in the community and the world
- develop an understanding of the Bible and their faith tradition
- deepen their spiritual life and practices
- engage in service and mission
- relate the Christian faith to life today
- participate in the life and ministries of the faith community
Vision of Faith Formation
(Maria Harris, Fashion Me A People)

The curriculum is the entire course of the church’s life, found in the fundamental forms of that life. It is the priestly, prophetic, and political work of didache, leiturgia, koinonia, kerygma, and diakonia.

The church educates to all of these five classical forms, as well as through all of them:

- to koinonia (community and communion) by engaging in the forms of community and communion;
- to leiturgia (worship and prayer) by engaging in the forms of prayer and worship and spirituality;
- to kerygma (proclaiming the word of God) by attention to and practicing and incarnating the kerygma, “Jesus is risen,” in speech of our own lives, especially the speech of advocacy;
- to diakonia (service and outreach) by attention to our own service and reaching out to others, personally and communally, locally and globally;
- to didache (teaching and learning) by attention to the most appropriate forms of teaching and learning.
21st Century Faith Formation:
Connected & Networked

21st Century Faith Formation

Creating Networks of
Personalized &
Customized Faith
Formation Activities &
Resources

focusing on addressing
people’s spiritual and
religious diversity by offering
a wide variety of religious
content and experiences
We now have the resources and technologies to build networks around all of our people by:

- **Expanding** faith formation to address the diversity of people today – life tasks and issues, religious and spiritual needs
- **Delivering** content and experiences to people wherever they are, 24 x 7 x 365
- **Engaging** people in a wide variety of experiences tailored to their needs, interests, spiritual journey, and tailored to their busy lives
- **Connecting** people to each other – in physical places and virtual spaces

---

**21st Century Faith Formation**

Targeted Strategies to Respond to Diverse Needs

- Not Religiously Affiliated
- Spiritual but Not Religious
- Minimal Engagement with Faith and Community
- Vibrant Faith & Active Engagement
21st Century Faith Formation

Become Intentionally Intergenerational

1. Intergenerational Community Life & Events (arts festivals, music and concerts, drama)
2. Intergenerational Mentoring (Reverse Mentoring)
3. Intergenerational Service
4. Intergenerational Learning
5. Intergenerational Retreats & Camps
6. Intergenerational Leadership
7. “Intergenerationalize” Age-Group Programs
21st Century Faith Formation: Principles

1. Address the diverse spiritual and religious needs with a variety of content, programs, activities, and resources.

21st Century Faith Formation: Principles

<table>
<thead>
<tr>
<th>1. Children &amp; Families</th>
<th>1. Life Tasks</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Teens &amp; Families</td>
<td>2. Life Issues</td>
</tr>
<tr>
<td>3. Emerging Adults: 20s</td>
<td>3. Milestones and Life Transitions</td>
</tr>
<tr>
<td>4. Young Adults: 30s-40s</td>
<td>4. Spiritual &amp; Religious Needs</td>
</tr>
<tr>
<td>5. Mid-Life Adults: 40s-50s</td>
<td>5. Ethnic-Cultural Needs</td>
</tr>
<tr>
<td>6. Mature Adults: 60s-70s (Baby Boomers)</td>
<td></td>
</tr>
<tr>
<td>7. Older Adults: 80+</td>
<td></td>
</tr>
</tbody>
</table>
21st Century Faith Formation: Principles

2. Recognize that learning is a process of active inquiry with the initiative residing within the individual.

Motivation 3.0

Motivation 3.0 (Daniel Pink)
- **Autonomy**: desire to direct our own lives
- **Mastery**: urge to get better and better at something that matters
- **Purpose**: the yearning to do what we do in the service of something larger than ourselves
21st Century Faith Formation: Principles

3. Guide individuals and families in discerning their spiritual and religious needs and creating personal plans for faith growth and learning.

A Personalized Process
### Spiritual Assessment

**Knowing God**

- **Level 1:** I have a general understanding of the overall tenets of the Christian faith, and I can describe the key aspects of the Christian message.
- **Level 2:** I can articulate the core beliefs of the Christian faith and explain their significance.
- **Level 3:** I have an in-depth knowledge of the Christian faith, and I can discuss its historical and cultural context.

**Loving God**

- **Level 1:** I express love and gratitude for God's gifts in my daily life.
- **Level 2:** I practice regular acts of worship and service in my local church or community.
- **Level 3:** I lead a life of sacrifice and dedication to God, exemplifying His love and compassion.

**Serving God**

- **Level 1:** I volunteer my time and resources to support community causes.
- **Level 2:** I actively participate in ministry work and strive to make a positive impact.
- **Level 3:** I lead others in service, guiding them towards spiritual growth and community development.

---

**The Journey: Knowing, Loving and Serving God**

The Journey is a tool for self-assessment and spiritual growth. By taking this assessment, you can identify your strengths and areas for improvement in knowing, loving, and serving God.

1. **Knowing God:** Your personal journey begins with a deep understanding of your relationship with God. This involves embracing the core tenets of Christianity and cultivating a personal connection with the divine.
2. **Loving God:** As you grow in your understanding of God, you will develop a deep love and commitment to Him. This love is expressed through acts of worship, service, and dedication to His will.
3. **Serving God:** Finally, you will be challenged to live a life of service, using your gifts and talents to make a positive impact in the lives of others.

---

**Take the Next Step Today**

Visit www.endsintragedy.org to connect with the nearest church and begin your spiritual journey today.
21st Century Faith Formation: Principles

4. Incorporate informal learning, as well as formal learning in faith formation.

<table>
<thead>
<tr>
<th>FORMAL</th>
<th>LEARNING</th>
</tr>
</thead>
<tbody>
<tr>
<td>classes &amp; workshops</td>
<td>self-study</td>
</tr>
<tr>
<td>speaker series</td>
<td>Bible study</td>
</tr>
<tr>
<td>online courses</td>
<td>social networking</td>
</tr>
<tr>
<td>small group Bible study</td>
<td>faith-sharing groups</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>INTENTIONAL</th>
<th>UNEXPECTED</th>
</tr>
</thead>
<tbody>
<tr>
<td>reading /watching a DVD</td>
<td>internet surfing</td>
</tr>
<tr>
<td>mentoring</td>
<td>watching a movie</td>
</tr>
<tr>
<td>service/mission activity</td>
<td>TV show</td>
</tr>
<tr>
<td>program at the library or local bookstore</td>
<td>shopping at home</td>
</tr>
<tr>
<td></td>
<td>improvement store</td>
</tr>
</tbody>
</table>

21st Century Faith Formation: Principles

5. Utilize a variety of faith formation settings and methods to address the diverse life tasks, religious and spiritual needs, and interests of people:

- on your own
- at home
- in small groups
- in large groups
- in the congregation
- in the community and world
Faith Formation Settings

- Community & World
- Church Community
- Large Group
- Small Group
- On Your Own
- Mentored
- Face-to-Face & Virtual
- @Home

Faith Formation Network Methods

- Video Conferencing
- Events & Programs
- Courses & Workshops
- User-Generated Content
- Apps
- Blogs & Social Media
- Mentors
- Retreats Extended Programs Trips
- Action Projects
- Online Courses & Activities
- Audio & Video Programs
- Books & Print Resources
- Small Groups
21\textsuperscript{st} Century Faith Formation: Principles

6. Offer programs and activities in face-to-face physical settings; in virtual, online settings, and in blended settings that combine both.

- They can be offered only in \textit{physical locations}.
- They can be offered only in \textit{virtual settings} (online course, wiki, online resource center).
- They can be offered in a \textit{blended approach}, combining a gathering in a physical location with online delivery (activities, group projects, interaction)

A Continuum of Approaches

| Fully online program or activity with options for face-to-face interaction in physical settings. |
| Mostly or fully online program or activity with regular interaction and programming in physical settings. |
| An online platform that delivers most of the program or activities with leaders providing on-site support on a flexible and adaptive as-needed basis through in-person mentoring and small group sessions. |
| Programs and activities in physical settings guided by a leader with online components that extend beyond the program sessions. |
| Programs and activities in physical settings that include online resources to supplement the program content. |
21st Century Faith Formation: Principles

7. Incorporate communities of practice to connect individuals and groups throughout the congregation.

21st Century Faith Formation: New Roles

A Faith Formation Learning Architect:

1. Researches the life tasks and issues, interests and needs, and spiritual and religious needs of people in our community

2. Plans, designs, and implements faith formation networks – virtual and physical environments in which people can engage in faith formation experiences

3. Coordinates resources and technologies to support faith formation networks
21st Century Faith Formation: New Roles

A Faith Formation Curator:
who continually finds, groups, evaluates, organizes, and shares the best and most relevant content and experiences on a specific topic to match the needs of a specific audience

21st Century Faith Formation: New Roles

Curating.

Programs & Activities: Church, Community
People Resources
Print Resources
Audio & Video Resources
Art, Drama, and Music Resources
Online Content: Websites, Courses, Blogs
Apps & Digital Resources
We Can Now Provide Faith Formation for All Ages & Generations!

Faith Formation Networks
Creating Networks

Congregations can create faith formation networks around

1. *Ministries* and *activities* such as Sunday worship, service and mission projects, and programming (children’s faith formation, youth ministry, Vacation Bible School)

2. *Age groups and generations*: children, adolescents, emerging adults, young adults, midlife adults, Baby Boomers, older adults

3. *Families and households* across the life cycle.

Networks for Gathered Programs

- **Gathered Event or Program**
  - **Stream It Live (Record It)**
  - **Learn On Your Own**
  - **Learn in a Small Group**
  - **Extend Learning**
  - **Share Learning**
Networks for Extending Programs

Event or Program

- TALK Conversation Questions
- LEARN Watch a Video, Listen to a Talk, Read a Story
- PRAY Devotions, Bible Reading, Table Prayer
- LIVE Action Project
- SHARE Write a Blog Entry, Create & Share a Video or Project
- PARENT FAITH GROWTH Resources Targeted to their Needs

Networks for Worship

Share It
Blog/Forum
After Mass
In Programs
Family Conversation Activity

Study It
Taking Faith Home Insert
Homily Video + Study Guide
Daily Readings
Scripture Commentaries
Online Bible Study

Live It
Living the Message Daily
Living Christian Practices
Service Ideas for the Week

Pray It
Weekly Table Prayer
Praying with the Saints
AM & PM Prayer
Sunday Worship
Networks for New Married Couples

Faith Formation Before Marriage → Preparation for and Celebration of Marriage → Faith Formation After Celebration of Marriage

Couples before Marriage

Discernment → Faith Formation → Marriage Preparation → Mentors → Support Groups → Online Marriage Resources → Faith Growth Plan → Online and/or Program
Newly Married Couples

- Mentors
- Faith Practices
- Faith Enrichment
- Married Life Tasks & Issues
- Support Groups
- Quarterly Couple Gatherings

Prayer, Rituals, Bible Reading, Service, Faith Conversations
Theology, Scripture, Spirituality
Courses, Workshops, Online Resources
Social Media, Small Groups

Networks for Families with Children

- Faith Formation Before Baptism
- Preparation for and Celebration of Baptism
- Faith Formation with Young Children
Families with Children

INTERGENERATIONAL EXPERIENCES
Worship
Learning
Service
Community

Bringing Sunday Worship Home
Whole Family Experiences
Connecting Children’s Programs to the Home
Faith Practices: Bible, Prayer, Rituals, Service
Milestones
Parent Faith Formation
Parenting Education & Support Groups
“Getting Started in Faith” Experiences
VBS & Children’s Events
Community Events
Family Life Center

“Getting Started in Faith” Experiences
Parenting Education & Support Groups
Whole Family Experiences
Connecting Children’s Programs to the Home
Faith Practices: Bible, Prayer, Rituals, Service
Milestones
Parent Faith Formation

Family Faith Formation Network

September Morning Prayer

“Smile at each other, smile at your wife, smile at your husband, smile at your children, smile at each other—it doesn’t matter who it is—and that will help you to grow in greater love for each other.”
(Mother Teresa)

September Nighttime Prayer

Dear Lord, may all of us in this home serve the Lord,
May we all have done and said the day serve you,
May we come as night falls and offer praises to you.
As we prepare for sleep,
May we lift our hands in prayer
And praise the Lord.
The Lord is the Creator of heaven and earth,
We pray that you will bless us this night. Amen.
(Adapted from Psalm 134)

Home
Community Life & Events
Bringing Sunday Worship Home
Whole Family Experiences
Faith Practices
Milestones
Parent Faith Formation
Parenting & Support Groups
Getting Started in Faith
Children’s Programs

[Image of families with children]

[Image of Family Faith Formation Network]

10/16/12
Baby Boomer Network

Intergenerational Experiences
- Scripture Enrichment
- Peer Connections
- Intergenerational Connections
- Justice, Service, Mission
- Mature Adult Life Issues, Transitions, & Milestones
- Intergenerational Connections
- Family & Grandparents
- Sunday Worship
- Spiritual Enrichment

Faith Enrichment
- (Re)Discovering Faith
- Sunday Worship
- Peer Connections
- Peer Connections
- Family & Grandparents
- Family & Grandparents

Mature Adult Life Issues, Transitions, & Milestones
- Sunday Worship
- Peer Connections
- Peer Connections
- Intergenerational Connections
- Intergenerational Connections

Community Life
- Sunday Worship
- Peer Connections
- Peer Connections
- Intergenerational Connections
- Intergenerational Connections

Worship Learning Service
- Peer Connections
- Peer Connections
- Intergenerational Connections
- Intergenerational Connections
- Peer Connections
- Peer Connections

Adult Faith Formation

Welcome to Holy Trinity's faith formation center designed specifically for active, energetic, empty-nest, working & retiring, grandparent (and almost grandparent), "always young" mature adults in their 50s and 60s who seek a faith community that:

- engages in meaningful spiritual growth and faith enrichment
- provides enriching worship services
- engages them in making a contribution to the church & world
- connects them to each other and the other generations in the faith community

Our faith formation center is rich in experiences, activities, and resources designed to nurture your faith as mature adults. Select from our variety of activities using the menu. You can learn and grow on your own, at home, in small groups, in large group programs, in our church community, and in the world. Invite your friends to join you in an activity.
Example: Confirmation

In-Depth Experience
1. In-depth faith formation in theology, Bible, spirituality, and Christian practices offered in different formats, customized to the needs of the young people: small group program, online courses and resources, and mentors
2. Spiritual formation experience (retreat) on spiritual practices and disciplines
3. Whole group confirmation-specific content

Example: Confirmation

Foundations Experience
1. Foundational program in Christian life essentials, integrating confirmation-specific content
2. Experience of Christian practices and spiritual disciplines
3. Active participation in the activities of church life and ministries; apprenticeships with ministries and leaders to experience church life as “insiders”
4. Mentors to guide growth and participation in church life
5. Whole group confirmation-specific content
Example: Confirmation

**Exploration Experience**

1. Exploration experience to investigate the claims of the Christian faith in an informal, no pressure, non-judgmental, and friendly environment: Who is God? Who is Jesus? Why did Jesus die? Who is the Holy Spirit? How can we have faith? Why and how do I pray? Why and how should I read the Bible?
2. Introductory experiences of Christian life through participating in Christian practices, service, worship, and so on.

**Reflection**

How can your parish community or school community utilize a connected, network approach to ministry and faith formation with families?