



**Resources**

[www.LifelongFaith.com](http://www.LifelongFaith.com)

Under “Home” – Archdiocese of Chicago

*PowerPoint Presentations*  
*Articles*  
*Program Resources*



- 
- What We're Learning
1. Focusing on People (First)
  2. Expanding Vision of Church & Faith Formation
  3. Using New Hybrid Approaches
  4. Being Synchronous & Asynchronous
  5. Being Mobile
  6. Using Traditional Tools in New Ways
  7. Connecting through Social Media



## How Will We Move into the Future?

Will churches try to return to business as usual in faith formation—returning to the approaches, curriculum, programming, settings, and schedules they used prior to March 2020?

OR

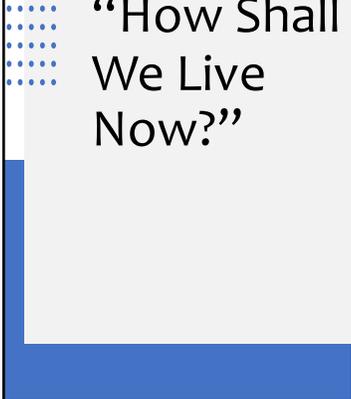
Will leaders listen to the needs of their people and their situation today; identify how their lives have been impacted by the pandemic and the issues, struggles, joys, and challenges they face; discern how to respond to this new context; and then develop new and innovative faith formation—content, approaches, methods, media—that responds to people today?



## Promoting the Wellbeing of People

There is a tremendous opportunity for churches and faith formation to focus on wellbeing through pastoral care, community life, support groups, educational programs/activities, and resources.

- ◆ How can you listen for the anxieties, stresses, struggles, and worries of people of all ages, and especially of children, teens, and parents?
- ◆ How can the church community and faith formation proactively address the mental health needs of individuals and parents, and promote their sense of wellbeing, purpose, and meaning in life?



## Focusing on “How Shall We Live Now?”

As we enter the new post-pandemic world, the church has the opportunity to help people of all ages answer the question “How shall we live now?” The pandemic has disrupted our lives in ways that we have only begun to name. We are searching for meaning and purpose – now in a post-pandemic world.

- ◆ What are the approaches, resources, people, and wisdom we need to address this question?
- ◆ How can we form people in a Christian way of life today?



## Addressing the Injustices & Inequalities in U.S. Society

This is a tremendous opportunity for the church community to join with the younger generations—to work as partners in transforming the world. This is a great opportunity for intergenerational connection and action—the young and old working together for justice.

- ◆ How can you listen to the stories and struggles of people experiencing injustice?
- ◆ How can you observe and analyze the social forces in your community (and the nation) that give rise to injustice?
- ◆ How can the church community and faith formation educate people of all ages in a faith that does justice and engage them in transformative actions—personal, communal, and systemic—that address injustice: racism, economic inequality, climate change, immigration?

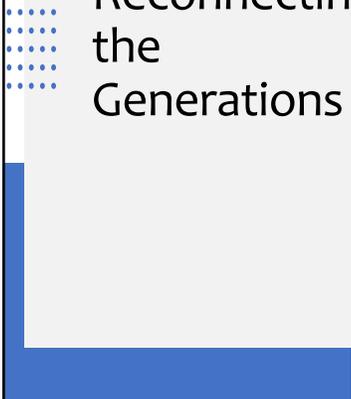


## Embracing Hybrid Lives & Hybrid Christian Communities

We can design new **hybrid** models of faith formation that integrate in-person gatherings at church or in family groups or in small group meetings with online playlists that provide a menu of learning experiences on the theme of the program.

*Hybrid models of faith formation are more resilient, flexible, and adaptable—just what we need to respond to the challenges of change in our world and in lives of our people!*

- ◆ How can the church community and faith formation create, strengthen and/or expand hybrid initiatives that utilize in-person settings with online platforms and digital tools, methods, and media for nurturing relationships, growing spiritually, worshipping, learning, and engaging in ministry in the post-pandemic world?



## Reconnecting the Generations

This may be the moment when your church makes a commitment to become more intentionally intergenerational in all that it does.

- ◆ Transforming multigenerational into intergenerational
- ◆ Transforming age-specific into intergenerational
- ◆ Designing new intergenerational initiatives.
- ◆ Engaging with the neighborhood community intergenerationally

# Time to Reinvent Faith Formation

*Blame it on the Pandemic*



Faith & Leadership

TOPICS WHAT WE TEACH SUBSCRIBE ABOUT CONTACT

INNOVATION DISRUPTIVE INNOVATION YOUTH & CHILDREN

## Victoria Atkinson White: Sometimes the best way to move forward is to stop



By Victoria Atkinson White  
Managing Director, Leadership Education at Duke Divinity

**MORE ON THIS TOPIC: INNOVATION**

- Alex Shear WRE: Let's re- envision "normal"
- Ed. Pray. Skate: A skateboarding ministry offers unconditional love to teens.
- Libby Davis Manning: What I learned about ministry from backpacking
- The look for a new day

**Rather than pouring time and energy into what's not working, be willing to stop, listen and try something different, writes a managing director of Leadership Education at Duke Divinity.**



*Where do you want to innovate?*

- Stop doing something
- Redesign something
- Sustain something
- Initiate something new

For Whom?

- \* Age Group
- \* Families
- \* All Generations
- \* Target Audience

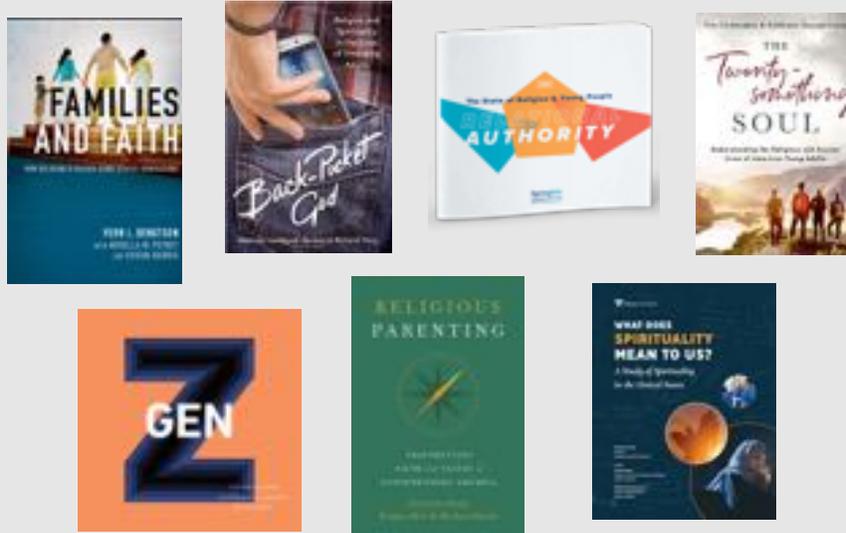
With What?

- \* New Approach or Program
- \* New Methods & Media
- \* New Technology
- \* New Space or Location

## Building a More Adaptive, Responsive, Resilient, Flexible Faith Formation

1. Informed by research on forming faith
2. Focusing on goals for faith maturing
3. Embracing holistic faith formation: intergenerational, family, and life stages
4. Scheduling in seasonal menus with a variety of programming: content, formats, times, spaces
5. Programming with three models & three spaces: online, hybrid, and physical
6. Personalizing through playlists of faith forming content and experiences

## Informed by Research



### Begin with WHY: Goals for Maturing in Faith

#### 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

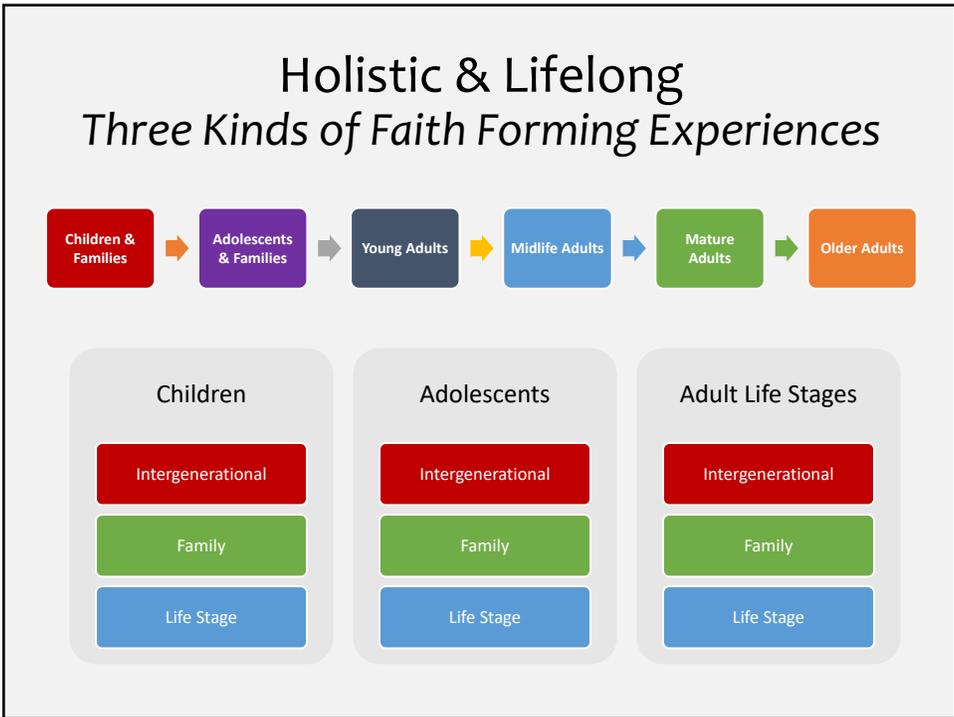
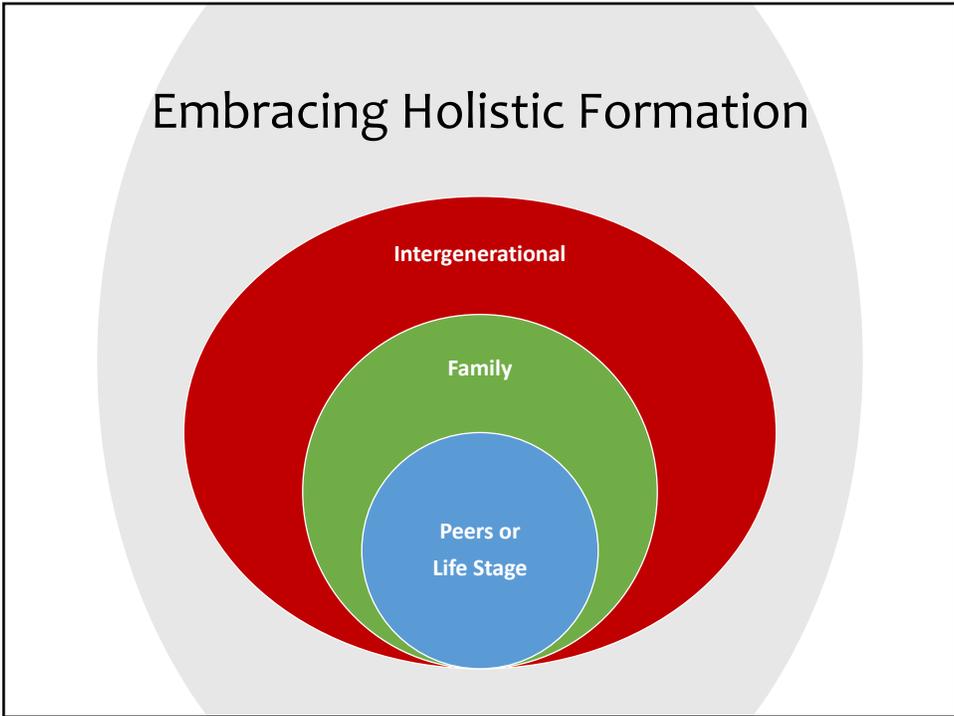
#### Teachings

- 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





## Holistic Faith Formation

**Intergenerational**

- Participate in several celebrations of Church year feasts & seasons
- Join the community in a service service project
- Participate in a leadership role or church ministry

**Family**

- Develop a faith practice each season: prayer, Bible reading, etc.
- Celebrate church year seasons at home
- Participate in two whole family programs at church
- Participate in two service projects as a family

**Life Stage / Peer Specific**

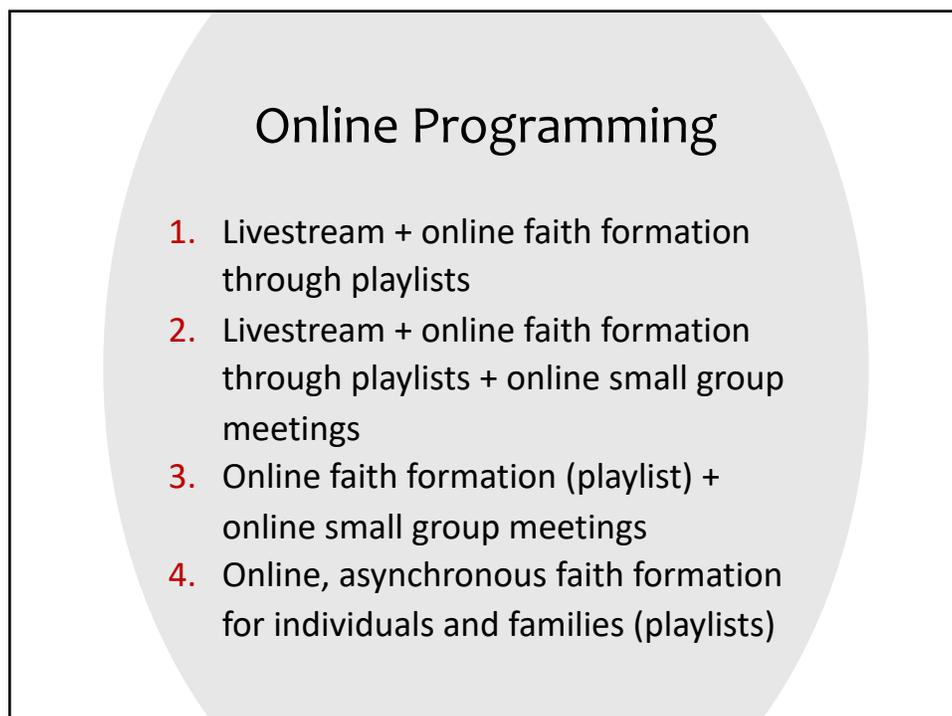
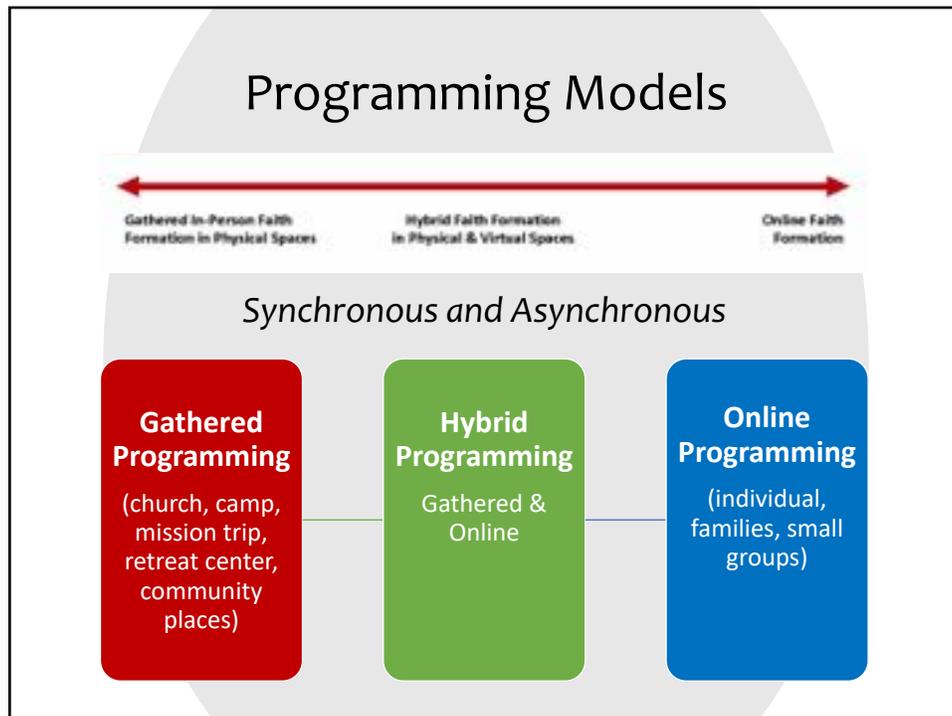
- Select one's participation in courses, workshops, retreats, vacation Bible school, service projects and mission trips, etc.

## Seasonal Menus

Seasons: Sept – Dec    Jan – April    May – Aug  
*Variety of programming: content, formats, times, spaces*

Children & Families
➔
Adolescents & Families
➔
Young Adults
➔
Midlife Adults
➔
Mature Adults
➔
Older Adults

Programming	Month 1	Month 2	Month 3	Month 4
Life Issues				
Spiritual Formation				
Scripture				
Theological Themes				
Justice & Service				
Seasons				
Prayer & Worship				

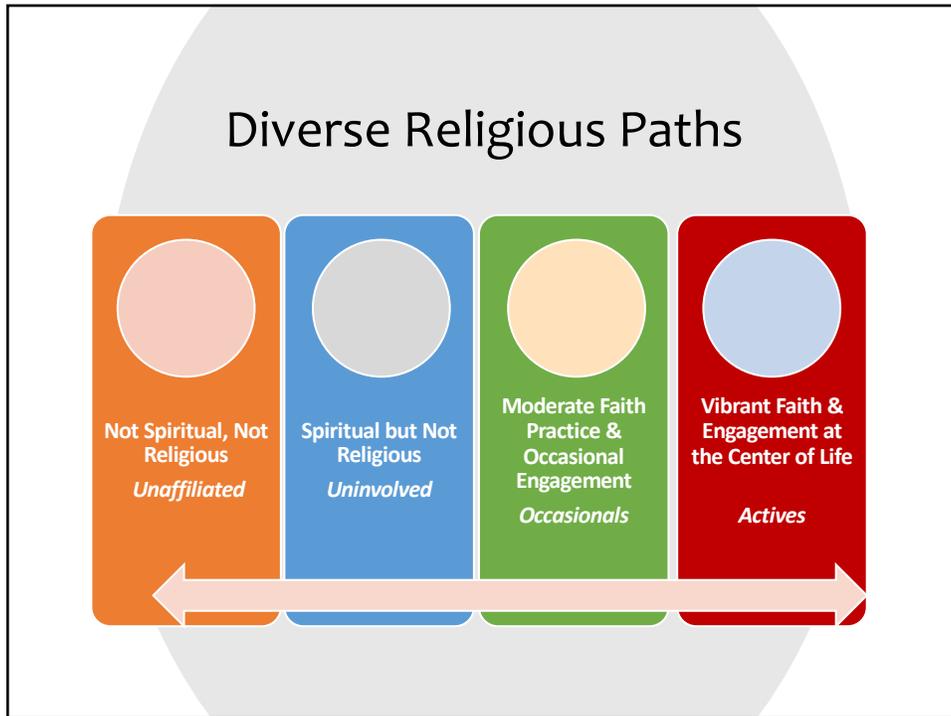


## Hybrid Programming

1. In-person gathered faith formation + at-home online faith formation (playlists)
2. In-person gathered + at-home online (playlists) + online gatherings
3. In-person gathered + livestream or video presentations + at-home online (playlist)
4. Online + in-person small group gatherings + playlist
5. Worship + online faith formation (weekly playlist)

## Personalizing





## Programming for Diverse Religious Paths

### Scripture Enrichment

*Choose the path that helps you to grow*



**Getting Started**

Try the following activities to search your study of Scripture.

1. Watch the video series of the Old Testament and New Testaments
2. Participate in the three-minute "Scripture Presentation Service" at church
3. Participate in the 30-day Bible Experience: Read one book of the Bible



**Growing with Scripture**

Try the following activities to grow in your study of Scripture.

1. Learn how to read the Bible in a small group
2. Develop a daily plan for reading the Bible
3. Learn how to pray with the Bible (Lectio Divina)
4. Develop a daily meditation practice using the Bible



**Going Deeper**

Try the following activities to going deeper in your study of Scripture.

1. Join a Scripture Bible study group
2. Take an online course: Hebrew Scriptures, Scripture: Letters of Paul
3. Study and pray the Psalms as a spiritual practice
4. Develop a personal Bible study plan

**DISCIPLESHIP: AS SYSTEM & STRUCTURE** (adapted from the work of Phil Maynard)

	Searching	Exploring	Beginning	Growing	Maturing
Worship					
Community					
Spiritual Practices					
Generosity & Service					
Christ-Like					

**Figure 8** **DISCIPLESHIP SYSTEM SAMPLE** (adapted from the work of Phil Maynard)

	Searching	Exploring	Beginning	Growing	Maturing
<b>Worship</b>	Searching for something new.	Invited by a friend to attend worship. Attend occasionally.	Begin to worship regularly, becoming more aware of God in each day.	Attend regularly and begin to recognize moments of worship.	Begin to attend and worship regularly at work and other working affairs in worship.
<b>Community</b>	Searching for genuine community.	Begin to live intentionally with those followers of Jesus and feel warm acceptance by them.	Move from receiving gracious hospitality to offering it to others in every day life.	Begin to look for ways to live, accept, and relate to others in the same way that the church and God warmly welcomed you.	Seek to build relationships with others and share with them the life and community that you have found in God.
<b>Spiritual Practices</b>	Wonder about the Bible and if there are ways to experience God.	Fast down to the story of God's love and begin to explore scripture.	Begin to pray and read scripture regularly, being open to God.	Move to exploring spiritual disciplines, drawn closer to God on a daily basis.	Enjoy and practice spiritual disciplines, and begin to show others how to get there to grow in faith and be drawn closer to God.
<b>Generosity &amp; Service</b>	Wonder if there is more to do than making money and selfish gains.	Begin to give occasionally in worship and try a service project at church. See other people making a difference in the face of others and want to be a part of that.	Begin to give regularly of money, time, and talents, understand Christ's invitation to serve others and discover how God has gifted you to do this.	Try doing my resources, time, and talents to God through the ministries of the church, exploring ways to use my gifts, talents, and passions.	Give and occasionally give beyond what I see by God's grace to show how life and resources that Jesus is invested in others.
<b>Christ-Like</b>	The life and teachings of Jesus are intriguing.	Exploring the life of Jesus on the way to reading the Bible and observing my first Bible study.	Accept the call to follow Jesus and commit to the church, seek to become the Jesus and serve others.	Begin to fully study the teachings of Jesus in everyday life.	Formed with God and made others to explore the life and teachings of Jesus.



**The Wise and Foolish Builders**

The Bible says that people build their houses upon either sand or rock. Those who build on sand will have a house that will fall apart, while those who build on rock will have a house that will stand. This is a parable about the importance of having a strong foundation in our faith. We can only see the outside of a house, but we cannot see what is inside. We can only see the outside of a person, but we cannot see what is inside. We can only see the outside of a church, but we cannot see what is inside. We can only see the outside of a world, but we cannot see what is inside. We can only see the outside of a life, but we cannot see what is inside. We can only see the outside of a heart, but we cannot see what is inside. We can only see the outside of a soul, but we cannot see what is inside. We can only see the outside of a person, but we cannot see what is inside. We can only see the outside of a world, but we cannot see what is inside. We can only see the outside of a life, but we cannot see what is inside. We can only see the outside of a heart, but we cannot see what is inside. We can only see the outside of a soul, but we cannot see what is inside.

**How They**

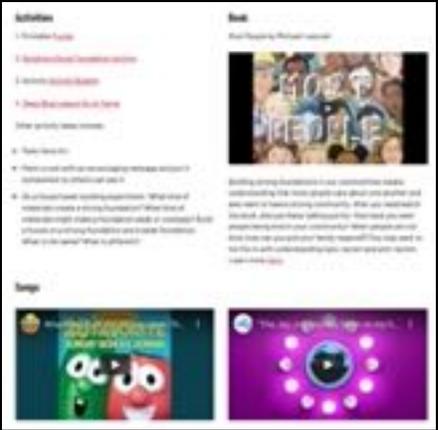
1. Read the story of "The Wise and Foolish Builders" found in the Bible (Matthew 7:24-27).
2. Watch the video about the parable.
3. Listen to the audio of the parable.
4. Draw a picture of a house built on sand or a house built on rock.
5. Write a short story about the parable.
6. Share your drawing or story with a friend.
7. Pray.

## Michigan Conference UMC Children's Ministry

### "Faith & Family Playlist"

Rev. Kathy Pittenger

<https://michiganumc.org/resources/childrens-ministry-tool-box/faith-family-playlists>



**Activities**

1. Prayer Cards
2. Bible Stories
3. Bible Games
4. Bible Crafts
5. Bible Songs
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100. Bible Crafts

**Book**

**Songs**



**FAITHFUL FAMILIES**

CHURCH HOME

COURAGING FAMILIES

## First Presbyterian, Stillwater, OK

<https://www.fpcfaithfulfamilies.com>



**FAITH IN AN ANXIOUS WORLD**

**READ/WATCH/LISTEN**

**WONDER**

**PRAY**

**DO**

# Adult Playlist

**September - A Month of Gratitude**

Thankful and grateful for everything that we have in our lives. No matter how big or small, it is all a part of our journey. It is our gratitude that helps us to see the beauty in the world and in our lives. It is our gratitude that helps us to see the beauty in the world and in our lives. It is our gratitude that helps us to see the beauty in the world and in our lives.

**Learn!**

**Want to be Happy? Be Grateful**

It's not just about the things you have, it's about the things you appreciate. Gratitude is a powerful emotion that can help you to see the beauty in the world and in your life. It can help you to see the beauty in the world and in your life. It can help you to see the beauty in the world and in your life.

**Gratitude: Living Life as Gift**

Gratitude is a powerful emotion that can help you to see the beauty in the world and in your life. It can help you to see the beauty in the world and in your life. It can help you to see the beauty in the world and in your life.

**Pray**

**Gratitude Prayer for the Month**

Gratitude prayer for the month of September. A prayer of thanksgiving for all the blessings we have received. A prayer of thanksgiving for all the blessings we have received. A prayer of thanksgiving for all the blessings we have received.

**Flowers for Gratitude**

Flowers for gratitude. A list of flowers that are associated with gratitude. A list of flowers that are associated with gratitude. A list of flowers that are associated with gratitude.

**Read, Listen, & Watch**

**Books**

Books for gratitude. A list of books that are about gratitude. A list of books that are about gratitude. A list of books that are about gratitude.

**Podcasts**

Podcasts for gratitude. A list of podcasts that are about gratitude. A list of podcasts that are about gratitude. A list of podcasts that are about gratitude.

**Learn!**

**Start Daily Gratitude Practice**

Start daily gratitude practice. A guide to how to start a daily gratitude practice. A guide to how to start a daily gratitude practice. A guide to how to start a daily gratitude practice.

**Gratitude Through the Day**

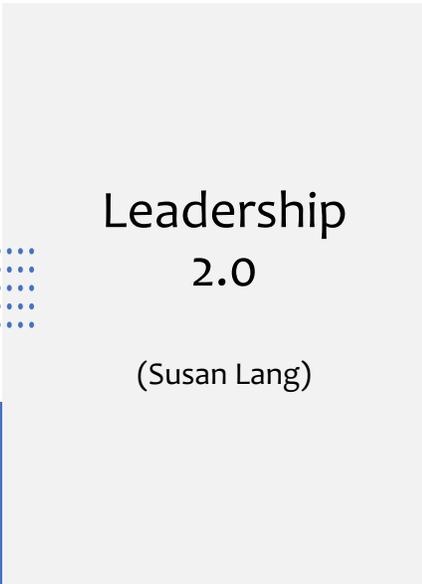
Gratitude through the day. A guide to how to practice gratitude throughout the day. A guide to how to practice gratitude throughout the day. A guide to how to practice gratitude throughout the day.





**Leadership  
1.0**  
(Susan Lang)

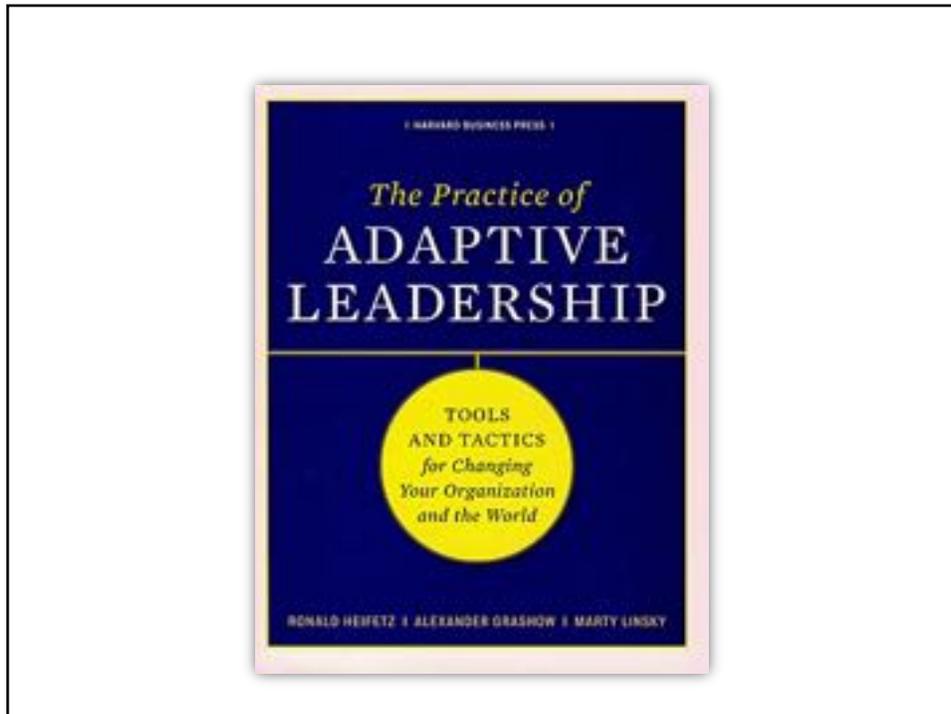
- **Organizational:** Think hierarchical organization flow-charts. A strong emphasis was placed on putting the correct structure in place.
- **Centralized:** Denominations were generally the central holders of resources and information, which they dispersed from a given location.
- **Authority-based:** Established authorities and expertise provided the answers to questions.
- **Agenda-driven:** Ministry grew out of a set agenda and often used a “command and control” model.



**Leadership  
2.0**  
(Susan Lang)

Leadership 2.0 is growing out of the post-Christendom and the Internet age.

- **Relational:** The focus is on developing and nurturing relationships and links.
- **Decentralized:** Resources are distributed throughout a networked congregation and ministry. Each person is recognized as a connector to his or her own resources and networks.
- **Collaborative:** Collaboration builds on conversations and recognizes that we are all teachers, we are all learners, and we are always stronger together than we are alone.
- **Focused on Emergence:** Recognizes that discernment is important for leaders, because God’s presence and action among us emerge and often change over time.



## You May Be Facing an Adaptive Challenge If...

- the solution requires operating in a different way than you do now
- the problem AND the solution require learning
- the solution requires some sacrifice of your past ways of working or living
- the solution requires experimenting before you're sure of the answer
- the solution will take a long time
- the challenge connects to people's deeply held values



## Adaptive Change

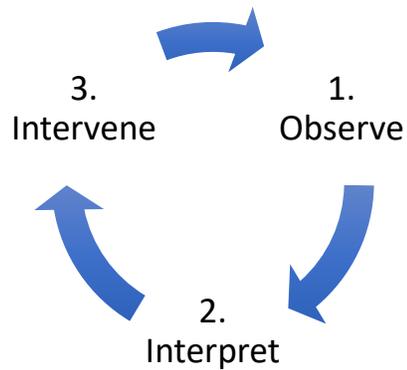
- Of all that we care about, what must be given up to survive and thrive going forward?
- Of all that we care about, what elements are essential and must be preserved into the future, or we will lose precious values and lose who we are?
- As in nature, a successful adaption enables an organization or community to take the best from its traditions, identify, and history into the future.
- Adaptive change is about **thriving**.



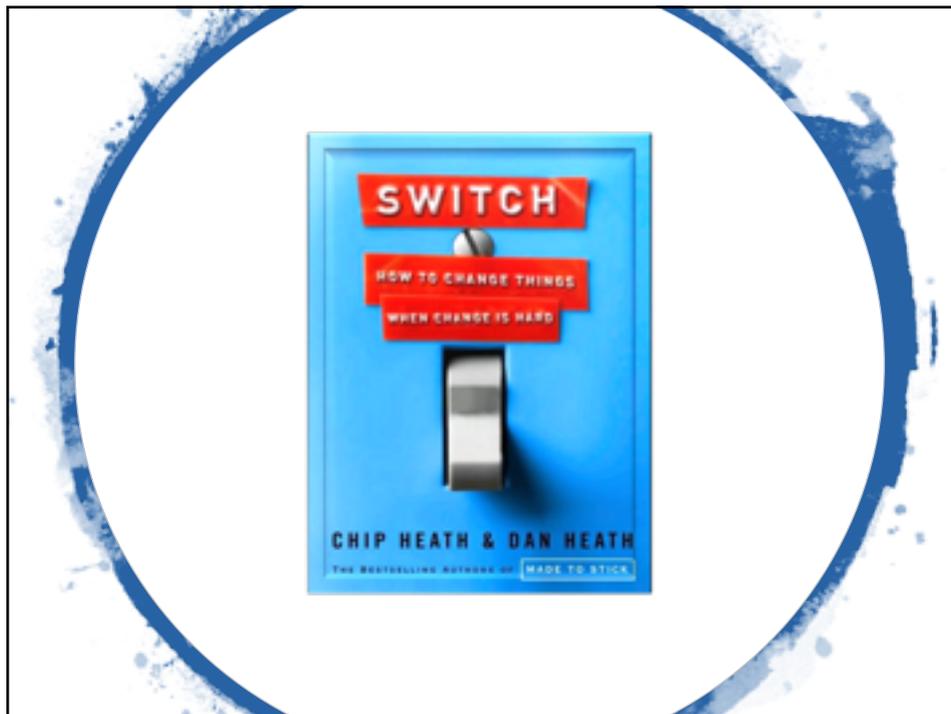
## Adaptive Change

- People don't resist change per se.
- People love change when they know it's a good thing.
- People resist loss. When change involves real or potential loss, people hold on to what they have and resist the change.
- The common factor generating adaptive failure is resistance to loss. A key to leadership, then, is the diagnostic capacity to find out the kinds of losses at stake in a situation and move people through these losses to a new place.

## The Adaptive Process



1. **Observing** events and patterns around you;
2. **Interpreting** what you are observing (developing multiple hypotheses about what is really going on; and
3. **Designing** interventions based on the observations & interpretations to address the adaptive challenge you have identified.





## Important Change Factors

1. Focus on the bright spots of innovation
2. Point to the destination for the innovation and why it's worth it.
3. Script the critical moves from design through implementation:
4. Find the feeling behind the innovation: 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



## How People Change

People change what they do less because they are given **analysis** that shifts their **thinking** than because they are shown a **truth** that influences their **feelings**.

(John Kotter)

## Innovation

### Enhance & Create



**Enhance** current offerings and/or operations, e.g.,

- offering one program in multiple formats (physical gathering, online, hybrid, and homeschooling) to accommodate the needs and safety concerns of people
- utilizing digital technologies to deliver existing faith formation, such as live streaming and video conferencing

**Create** new initiatives that generate growth or reach new audiences

- family-centered faith formation at home or in family clusters
- online faith formation with digital learning platforms, video gatherings
- playlists of faith forming experiences to provide the programming content

## Innovation

- ◆ Sustain
- ◆ Expand
- ◆ Enhance
- ◆ Create

## Innovation Design Process

Stanford School of Design

Empathize

Define

Ideate

Prototype

Test



### Small Scale Prototyping

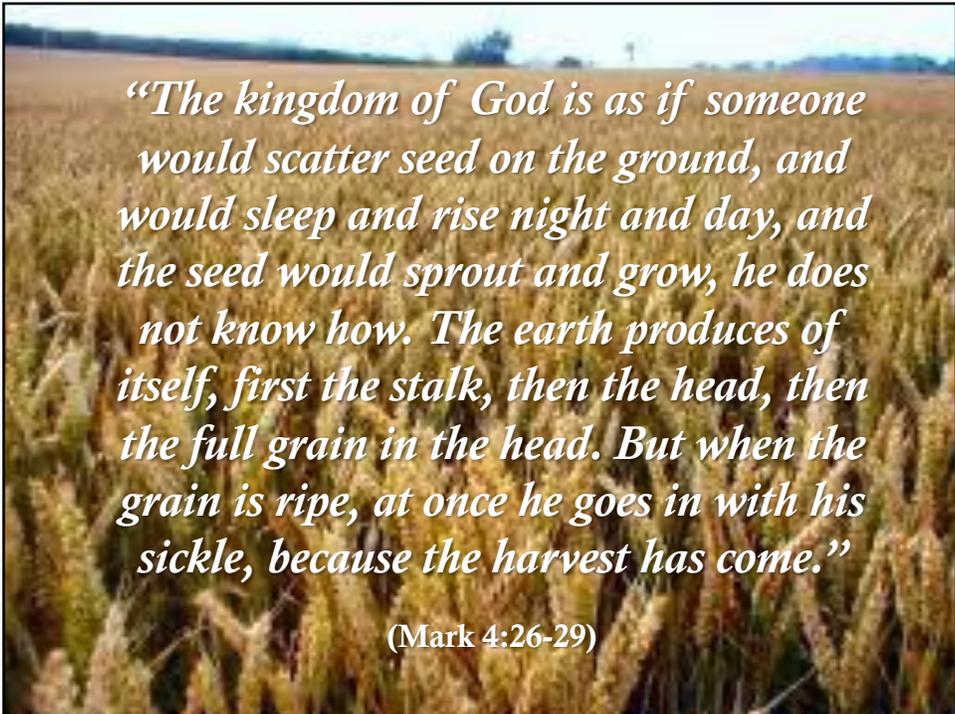
1. Identify a group within the target audience for piloting or a limited launch of a project in order to test the project
2. Implement the project and get regular feedback on its implementation and effectiveness
3. Develop leaders through the piloting phase so that they can be involved in the wider launch of the project

## Testing the Prototype

- ★ Prototyping is getting ideas and explorations out of your head and into the physical world.
- ★ In early explorations keep your prototypes rough and rapid to allow yourself to learn quickly and investigate a lot of different possibilities.
- ★ Prototypes are most successful when people (the design team, the user, and others) can experience and interact with them. What you learn from those interactions can help drive deeper empathy, as well as shape successful solutions.

## Developing a Plan

Year One	Year Two	Year Three
Winter Spring Summer Fall	Winter Spring Summer Fall	Winter Spring Summer Fall



*“The kingdom of God is as if someone would scatter seed on the ground, and would sleep and rise night and day, and the seed would sprout and grow, he does not know how. The earth produces of itself, first the stalk, then the head, then the full grain in the head. But when the grain is ripe, at once he goes in with his sickle, because the harvest has come.”*

(Mark 4:26-29)