

Imagining the Future of Faith Formation

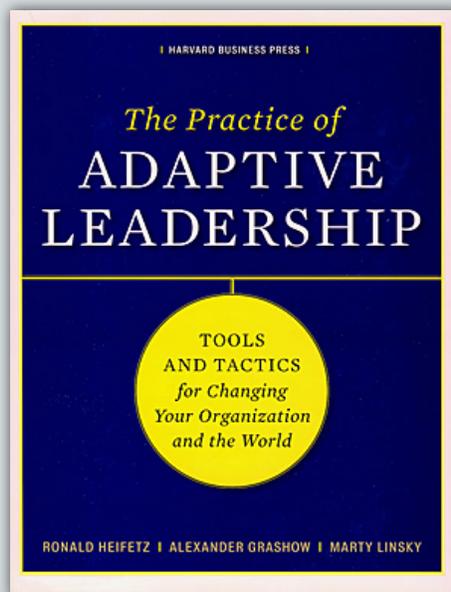


John Roberto, Vibrant Faith Leadership Team

Challenges

1. How are we developing faith formation for the four spiritual-religious profiles?
2. How is faith formation for each age guided by a vision of maturing faith?
3. How do we form people in Christian practices & in creating habits of faith?
4. How do we design faith formation that includes intergenerational, family, and age group faith forming experiences?
5. How do we utilize digital media, methods, and platforms in faith formation with all ages?
6. How do we provide seamless faith formation from 0-19 that provides a foundation & trajectory for adult faith?

A WORD ABOUT ADAPTIVE LEADERSHIP



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

- 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.

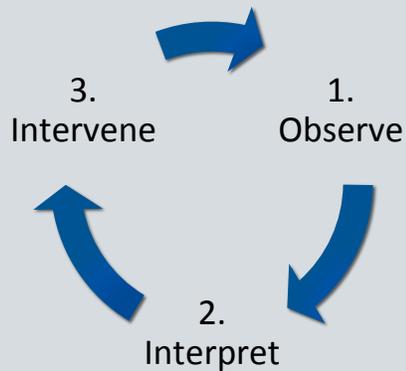
Adaptive Change

- *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 adaptation enables an organization or community to take the best from its traditions, identify, and history into the future.
- Adaptive change is about **thriving**.

New World Symphony Wallcast

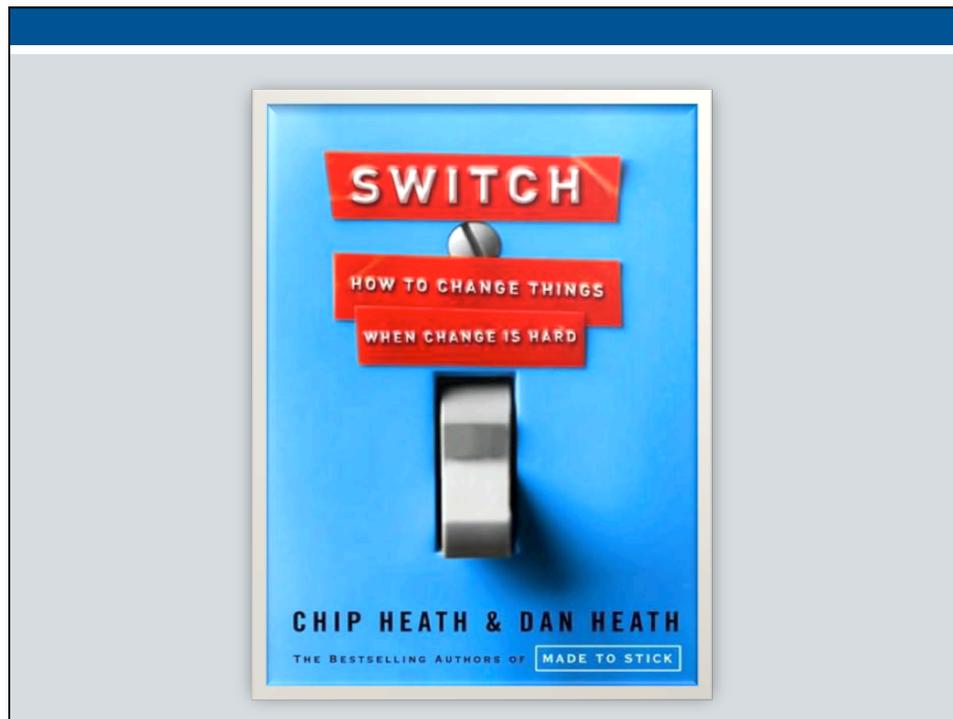


The Adaptive Intervention Process



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.

A WORD ABOUT CHANGE



Things to Remember

1. **Follow the bright spots:** investigate what's working and clone it.
2. **Script the critical moves:** don't think big picture, think in terms of specific behaviors. Shrink the change.
3. **Point to the destination:** change is easier when you know where you're going and why it's worth it.
4. **Find the feeling:** knowing something isn't enough to cause change. Make people feel something. Build an emotional and rational case for change.

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)

Anchoring Change in the Culture

Culture changes only after you have successfully altered people's actions, after the new behavior produces some group benefit for a period of time, and after people see the connection between the new actions and the performance improvement.

(Or their deeply held values / mission)

(John Kotter)

AN ECOLOGICAL APPROACH

Intergenerational Community & Faith Formation

Connect

Utilize

Infuse

Create



Intergenerational Learning



Engaging all ages and generations together in informing and forming disciples of all ages in Christian identity.

- Intergenerational Learning
- Weekly, Bi-Weekly, and Monthly Models
- Small Group & Large Group Models



Intergenerational/Family Camp



Join us for an intergenerational "Adventure Anchored in Christ." This special camp provides grandparents and grandkids with adventure-filled days to pray and play together. Life-long memory-making adventures can be expected!

Grandparents and grandkids entering 1st – 4th grades will stay in the comfortable, adult-friendly accommodations of the Christian Center, but spend their days at Pelican Lake. Feel free to bring your motorhome if you prefer.

2018 FAMILY CAMPS



Imagine a powerful Bible camp experience for all ages – from infants to seniors, and everyone in-between, not just a camp for kids. We've been doing this for almost 80 years! This year we have seven camps to choose from, each one will fill you and your family with an authentic joy and peace that comes only from experiencing the gospel at camp.

We gather together as a community, families and staff from around the nation and even world. Come play, study, and grow in this beautiful, Spirit filled place. Click on camp week # to find out more information and to register.

Tentative Schedule – subject to change. Note: ALL of our 2018 Family Camps will include elements of the "FAMILY BLAST" model we introduced last summer!

Family Mini-Camp #1

June 21-24 – Family Blast Sampler

The Abundant Life

With Ryan Braley, Jonathan & Jana Swenson, Dan Baker.
Special outdoor concert with Peder Eide on Friday Night

Family Camp #2

June 30- July 6 – Family Blast

Ephesians: Wake Up Week! + Youth Musical

with Nate Hoff, Dave Wollan
Special Musical for Youth/Children

Family Camp #3

July 7-13

The Mission of God in the Old Testament

with Beth Einess-Hanson, Carl Billings, & Jillian Jones

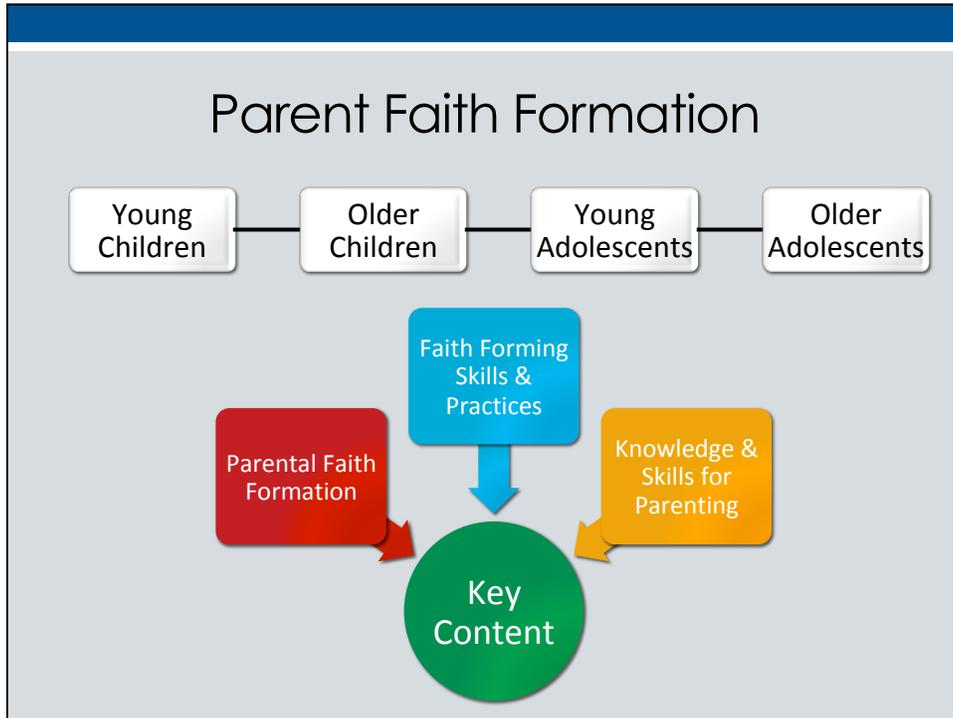
Family Faith Formation

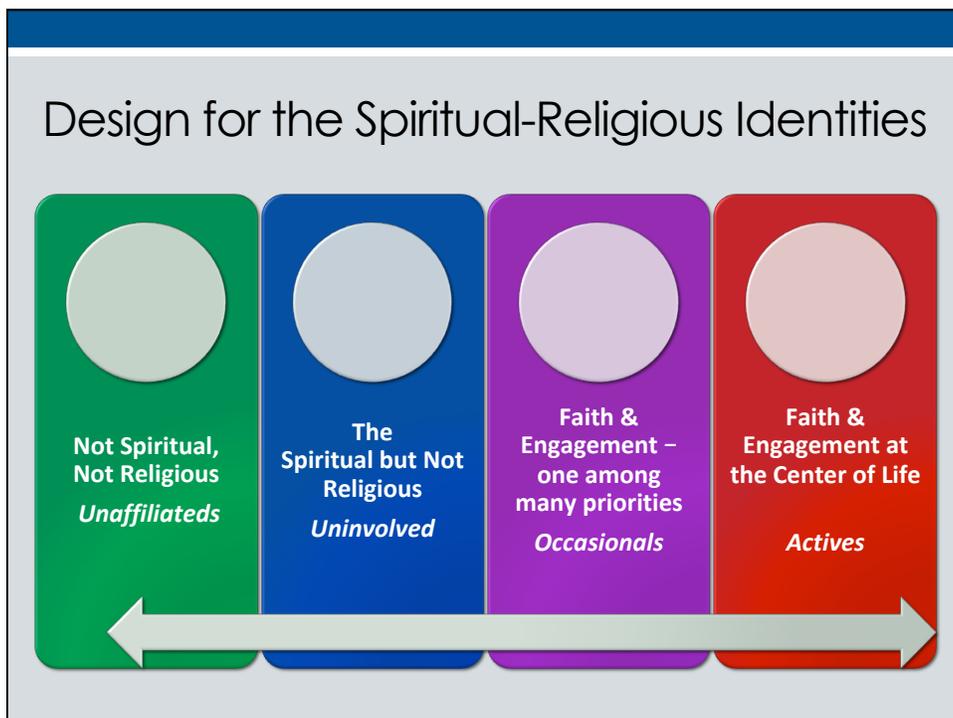
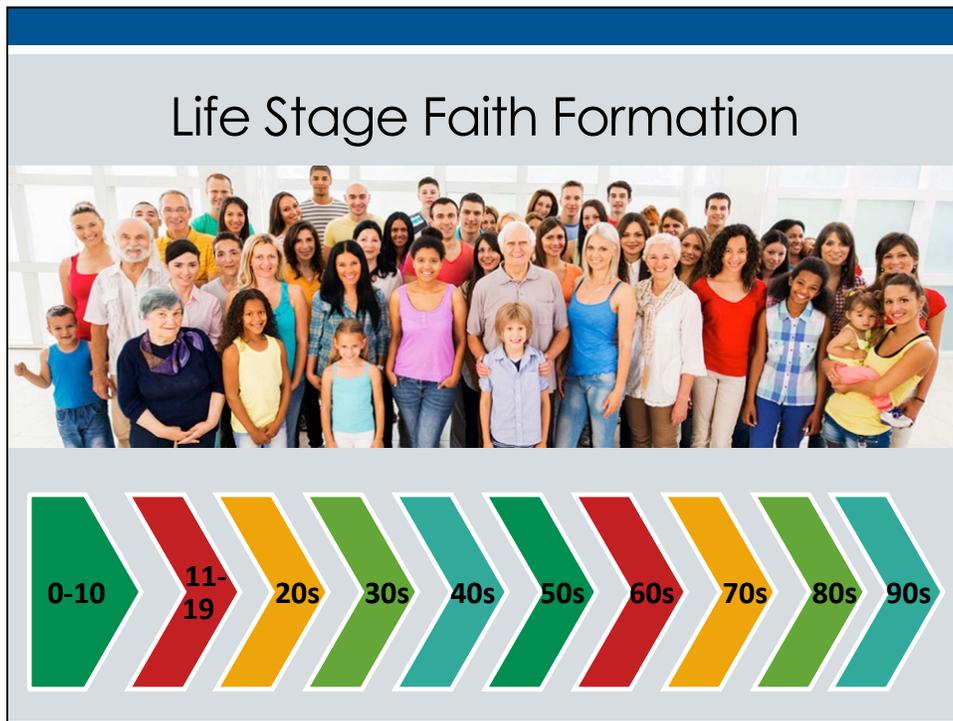


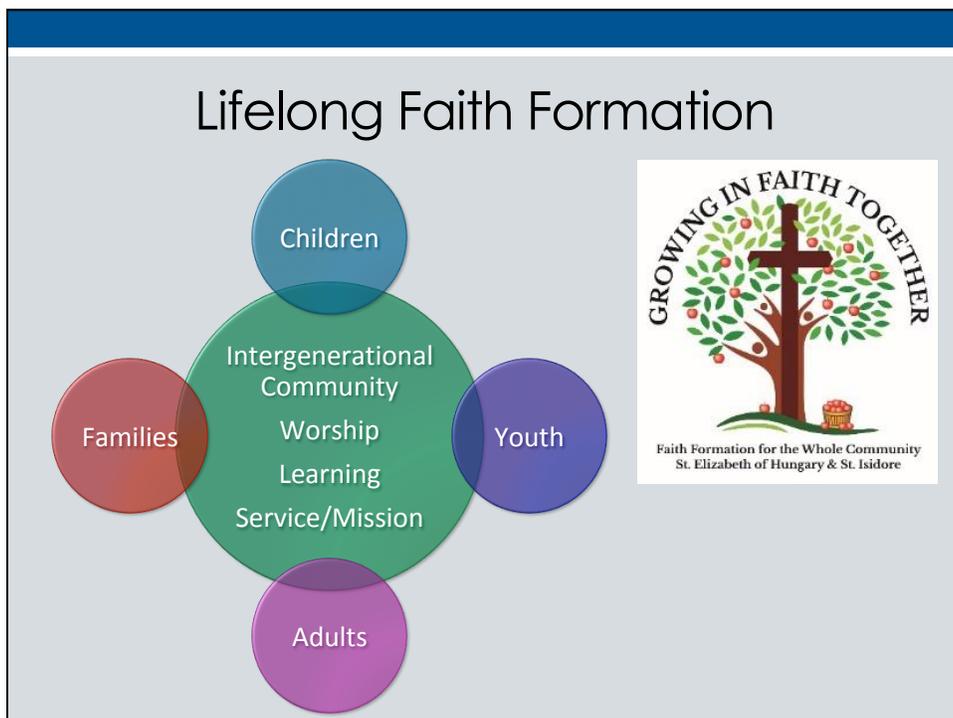
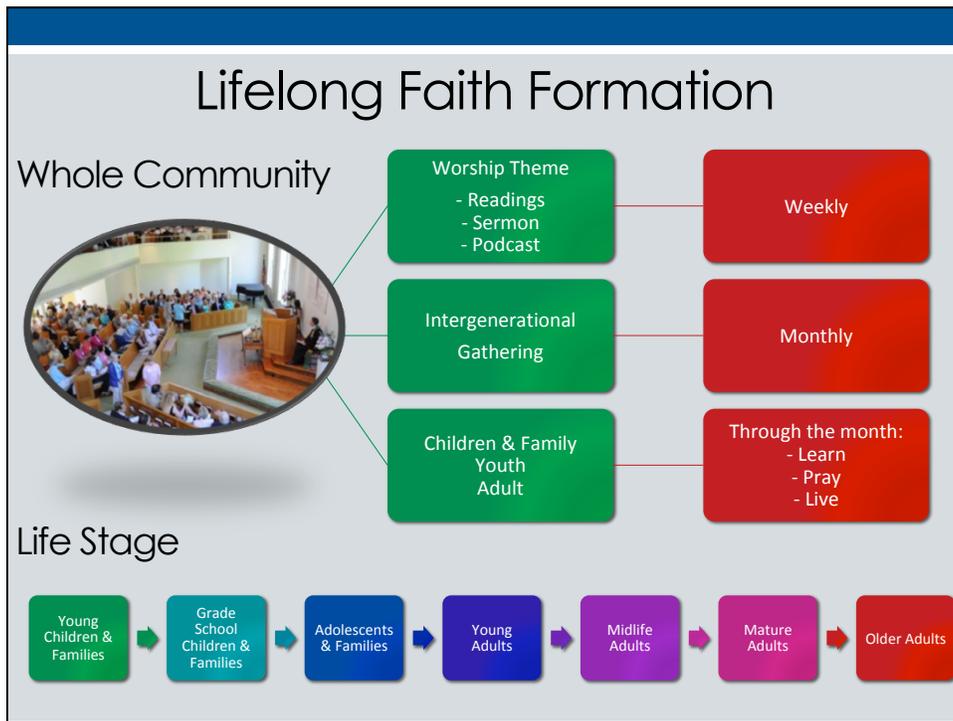
@ Home: Whole Family + Parent Only

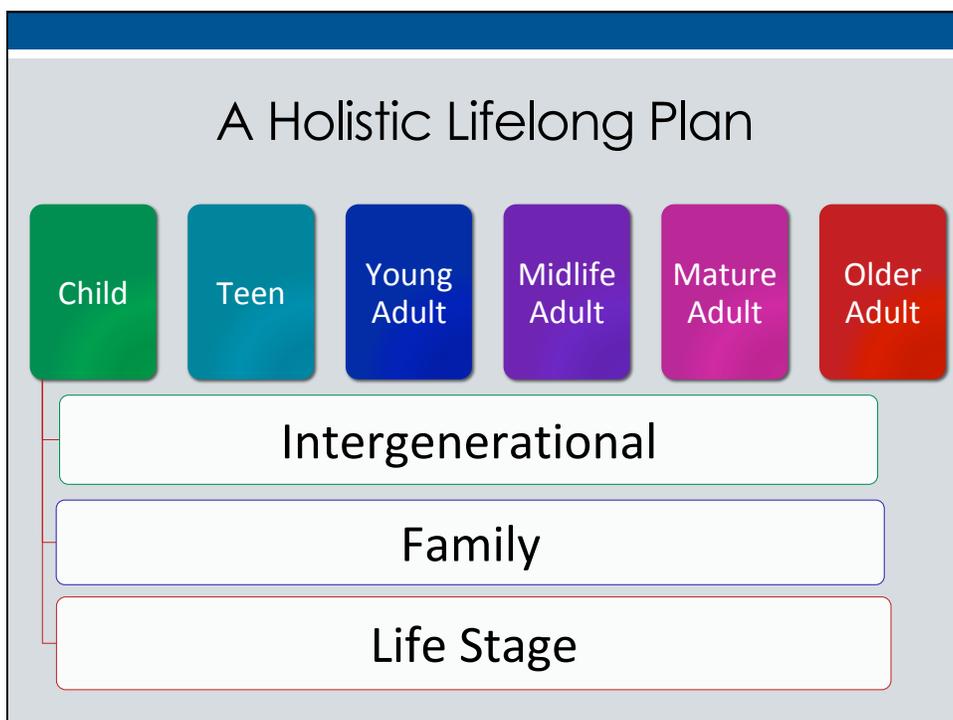
@ Church: Age-appropriate + Whole Family + Parent
Enrichment + Intergenerational Experiences

@ Online: Faith Forming Content + Connections+
Interaction









KEF

Building relationships
with God, family and other congregants.

Building connections
to Torah, Shabbat, holidays, Israel.

Building knowledge
of Hebrew, history, music, ethics.

Building community
within our Temple and Los Angeles.

The participation of the family as a whole, including younger and older siblings, is welcomed. Families will come together in a *K'vutzah*, the Hebrew word for group. Each *K'vutzah* will have its own *Rosh K'vutzah* (group leader).

KEF is a bold new model of Jewish learning. Rather than studying *about* Judaism, prayer, celebration and Jewish culture, or reading *about* Jewish literature, the Bible and what makes a Jewish community, participants in KEF will *experience* it all and be a part of building their own Jewish community.

The goals of the KEF program are:

- to learn about the Jewish tradition through family experiences with prayer, celebration and *tikkun olam*;
- to strengthen the family's connections to one another, to the Jewish tradition, and to the congregation as a whole; and
- to build a community of learners at Temple Emanuel.

Program Requirements

Student and at least one adult family member shall participate in the following activities in the course of a year:

- 4-6 *K'vutzah* activities, including orientation, Shabbat dinners, 2 class-age based programs, book club discussions and the culminating Torah activities;
- 10-12 Shabbat services;
- 6 holiday celebrations or commemorations held at Temple Emanuel; and
- 3-4 cultural programs (in the congregation or around the city).

In addition, each family will be responsible to:

- read books from a selected reading list. (the types and number of books would vary with the students' age);
- devote 12-18 hours doing work related to *tikkun olam* (repairing the world); and
- do a Torah project (Each year there will be a theme for these Torah projects, e.g., Genesis, Exodus, mitzvot in the Torah, the prophets, and the Writings).

A NEW WAY TO DESIGN

Innovation Design Process

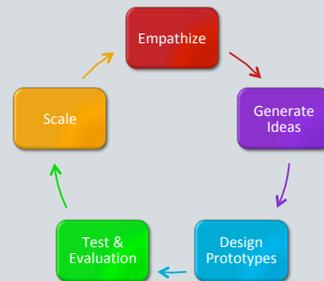
Stanford School of Design



An Example



Developing a Plan

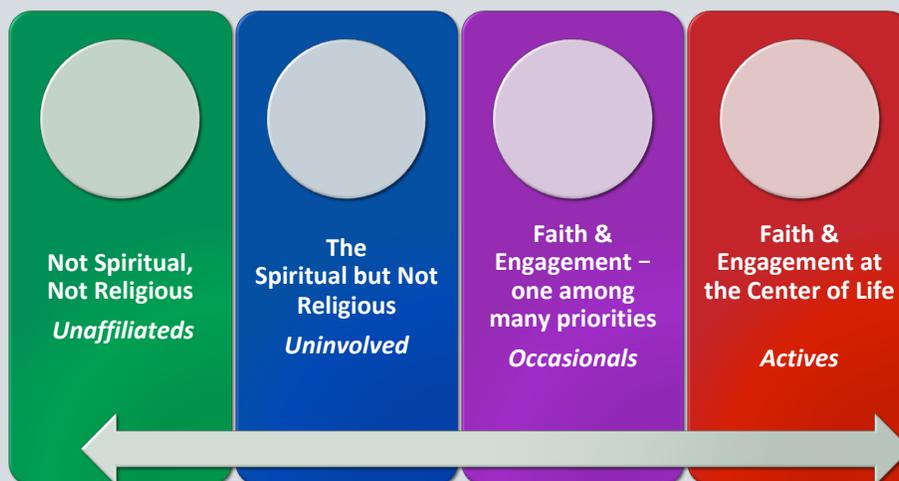


Year One	Year Two	Year Three
Winter Spring Summer Fall	Winter Spring Summer Fall	Winter Spring Summer Fall

Design for a Variety of Environments

- Church
- Home
- Online
- In the Community (coffee shop, museum)
- In the World (mission trip, tour)
- On Your Own (in the car, while you commute, while you wait for children, in quiet time)
- AND MORE

Design for the Spiritual-Religious Identities



Design with Digital Approaches: Content, Methods, Tools

1. Extend a church event or program
2. Offer a program or event in multiple formats: large group, small group, on-your-own
3. Prepare for and follow-up an an event or experience using digital content
4. Flip the design of a program: learn the content online + practice/apply/discuss the content together
5. Integrate online and gathered experiences into one design
6. Create online only experiences by curating great content: audio, video, print
7. Use new learning methods: webinars, Facebook live, podcasts, etc.

Beyond 12



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MAKING A DIFFERENCE

50,000+

In partnership with K-12 and higher education institutions, we are tracking the progress of more than 50,000 students.

[Learn more about our Alumni Tracker](#)



10,000+

Today, we are coaching close to 2,000 students on 180 college campuses. By 2020, we will be coaching 10,000+ college students.

[Learn more about our College Coaches](#)



88%

88% of students who have been coached by Beyond 12 for 4 years have persisted through their 4th year of college, compared to 42%, the national average for similar students.

[Learn more about our Students](#)



Beyond 12



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OUR APPROACH

Beyond 12 is increasing the number of low-income, first-generation, and historically under-represented students who graduate from college. In partnership with high schools and colleges, our technology platform and our coaches together provide students with the academic, social, and emotional support they need to succeed in higher education and in life.

TRACK

OUR INNOVATIVE ALUMNI TRACKER ALLOWS SCHOOLS AND PROGRAMS TO TRACK QUANTITATIVE AND QUALITATIVE DATA ABOUT THEIR STUDENTS' POSTSECONDARY PROGRESS



CONNECT

OUR "MYCOACH" MOBILE APP HELPS COLLEGE STUDENTS MANAGE KEY DEADLINES, ACTIVITIES, AND BEHAVIORS, AND CONNECTS THEM TO OTHER STUDENTS AND VALUABLE CAMPUS RESOURCES



COACH

OUR KNOWLEDGEABLE AND INSPIRATIONAL COLLEGE COACHES GUIDE STUDENTS AS THEY NAVIGATE CHALLENGES SO THEY CAN BE MORE EFFECTIVE IN AND OUT OF THE CLASSROOM





DATA

The Slate Project

Connect with The Slate Project on-line and face-to-face:

Mondays What: [#BreakingBread](#) (Dinner Church)
Where: 4 E University Pkwy Bmore, MD 212
When: 6 PM EST

Wednesday What: [#SlateReads](#) (Live Tweet Chat- Book Discussion)
Where: Twitter-- use the digital bookmark [#SlateReads](#)
When: 8 PM EST

Thursdays What: [#SlateSpeak](#) (Live Tweet Chat- new topic each week)
Where: Twitter-- use the digital bookmark [#SlateSpeak](#)
When: 9 PM EST



#BreakingBread

Our weekly face-to-face worship experience happens on Monday nights with a "dinner liturgy" we call #BreakingBread.

Starting at 6pm, everyone is invited to participate in transforming our "borrowed space" (graciously offered to us by the [Episcopal Cathedral of the Incarnation and Diocese of Maryland](#)) into an intimate dinner setting for thirty or so people.



#SlateSpeak 101

- #SlateSpeak, a progressive Christian forum where faith and everyday life meet in an explosion of awestruck conversation.
- You can follow the #SlateSpeak conversation using [tweetchat.com](#), [twid.com](#) or [tweetdeck.com](#) to enhance your experience.
- We do not automatically agree with everything that we read. #SlateSpeak is a safe space for critiques & challenges.
- We do not shame or blame each other here. We make respect each other's experiences and hold space for each other's faith.
- It is totally acceptable to follow along silently, but feel free to engage if/when you feel comfortable. #SlateSpeak.
- If you have a question, feel free to ask it! We are a friendly bunch.



Wow. That last hour was awesome. Thanks [#slatespeak](#) for a great chat!

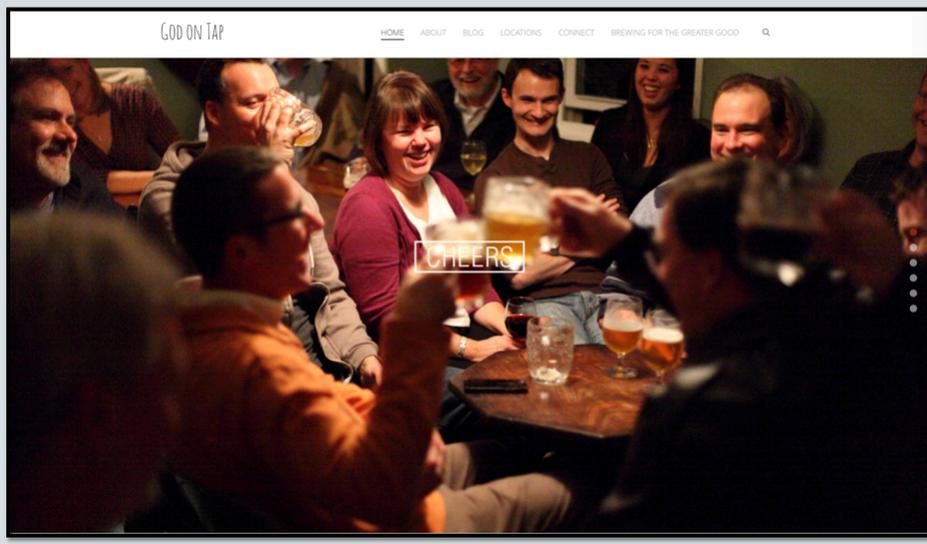


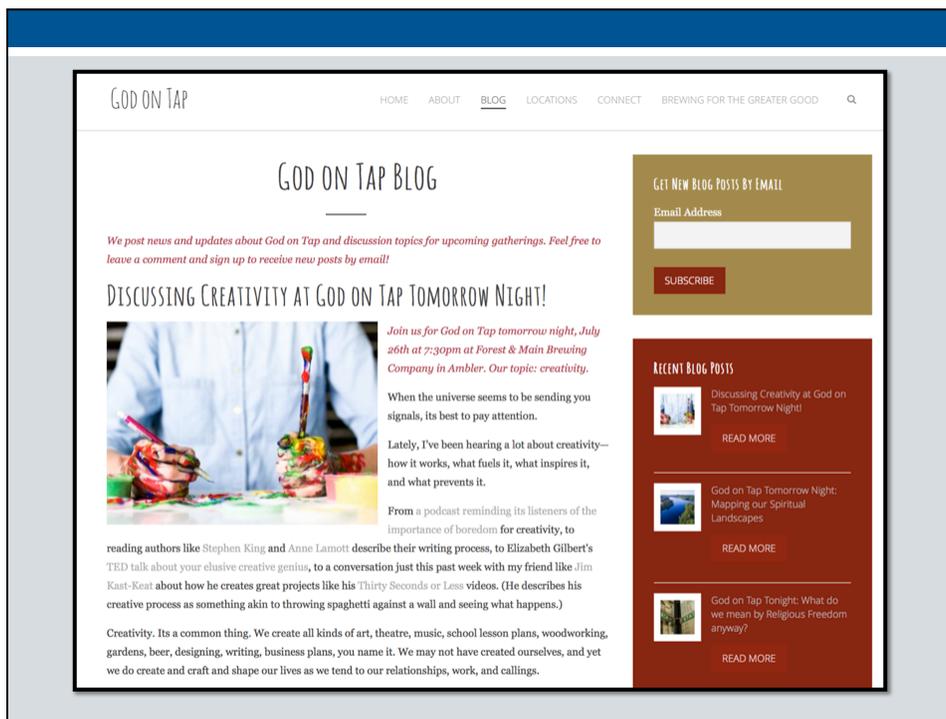
#SlateReads is our on-line book study that happens on Twitter every Wednesday night at 8PM EST.

There is a reading for each week and the conversation is informed by those readings.

Follow the hashtag [#SlateReads](#) to participate!

God on Tap: Online & Gathered





Designing Faith Formation

1. **Empathize:** Get close to the target audience
2. **Define:** Identify life stage issues, spiritual-religious life, hungers, needs, interests
3. **Ideate:** Develop creative responses. Design for the four religious-spiritual identities.
4. **Personalize:** Offer a variety of content, methods, times, and environments designed to engage the target audience in all their diversity.
5. **Digital:** Use digitally enabled and connected strategies to enhance and expand faith formation.
6. **Platform:** Design a website platform, and a communication and social media strategy.
7. **Plan:** Develop your plan.

PERSONALIZING FAITH FORMATION

Virtual Learning Academy



VLACS provides full time and part time online virtual learning opportunities for both Middle & High School students. Our new online Adult Education program will be available in 2016.

Choose Your Path



Middle School & High School

VLACS is an online virtual public middle and high school offering students the opportunity to learn at their own pace, full or part time.



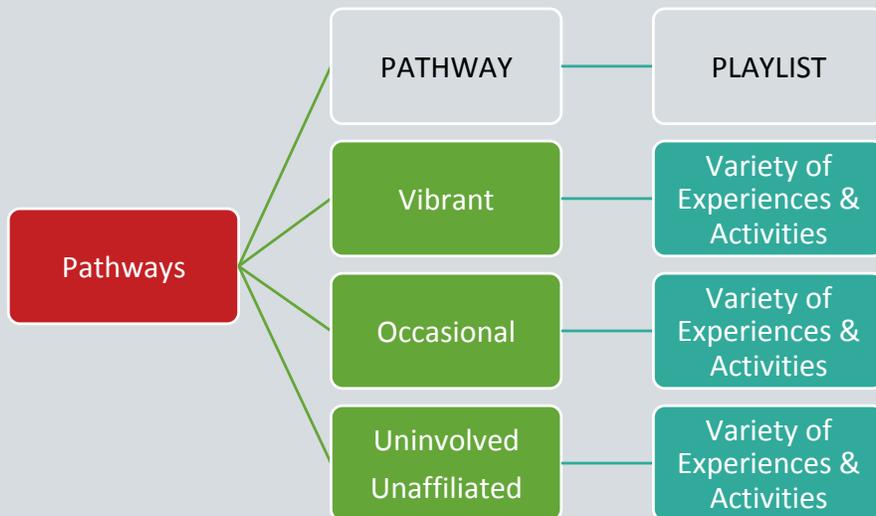
Adult Education

Learn something for fun, develop new tech skills, learn a second language, and more at VLACS Adult Ed. Now accepting enrollments!

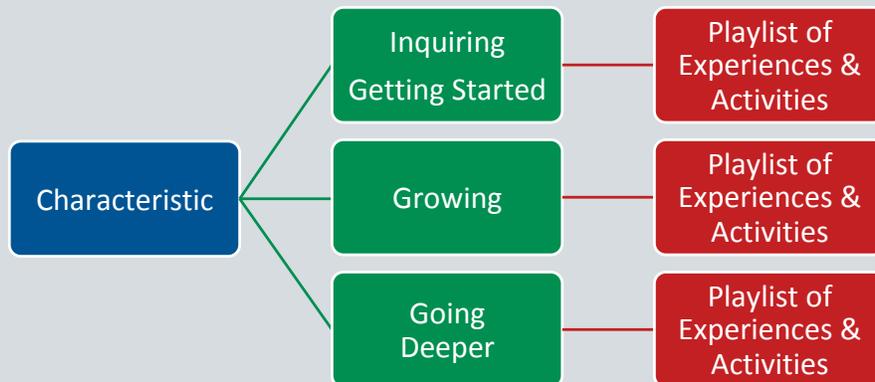
Pathways of Faith Growth



Personalized Pathways of Faith Growth



Personalized Pathways of Faith Growth



Two Ways to Approach Personalizing

Approach One: Personalize the Pathway for People

- ✦ Develop pathways of faith maturing
- ✦ Develop playlists of content and experiences tailored to the pathways
- ✦ Upload playlists to a digital platform

Two Ways to Approach Personalizing

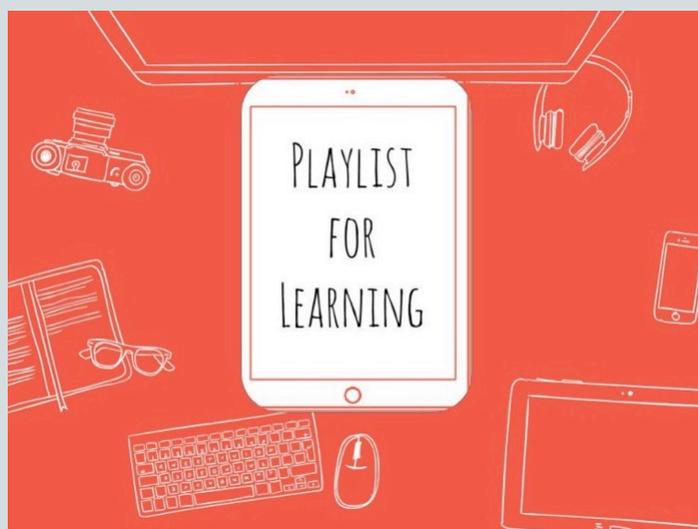
Approach Two: Personalize the Offerings

- ✦ Offer a variety of content, experiences, and activities tailored to different spiritual-religious identities and the life stage needs of people

Getting Started ---- Growing ---- Going Deeper

- ✦ Format the content tailored to different spiritual-religious identities
- ✦ Develop a digital platform with content to address the needs

Playlists for Faith Formation



Faith Maturing Characteristics	Life Stage Faith Formation
Relationship with Jesus	Intergenerational Family Age Group
Living as a disciple	Intergenerational Family Age Group
Reading the Bible	Intergenerational Family Age Group
Praying	Intergenerational Family Age Group
Learning the Story	Intergenerational Family Age Group

Personalize the Offerings

Playlist: Bible for Families with Children

Getting Started

- Participate in the Bible workshop for parents that is offered twice a year
- Watch the “Reading the Bible with Children” video and/or listen to the podcast on website
- Begin the practice of a weekly Bible story reading and/or video viewing
- Use the online Guide to select and purchase a recommended children’s Bible, and an adult study Bible for parents
- Engage the children in the summer vacation Bible school program

Personalize the Offerings

Playlist: Bible for Families with Children

Growing

- Continue the weekly Bible story or video practice
- Practice the FAITH5 each day.
- Participate in the family scripture reflection after Sunday worship each week
- Learn how to pray with the Bible by watching the video online and using the prayer activities online
- Participate in the church wide “30-Day Bible Experience” of reading one gospel at home.
- Engage the children in the summer vacation Bible school program

Personalize the Offerings

Playlist: Bible for Families with Children

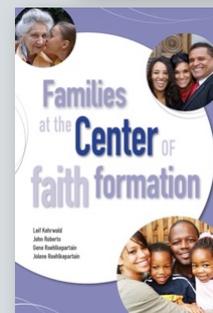
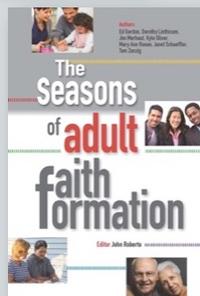
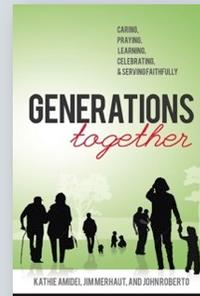
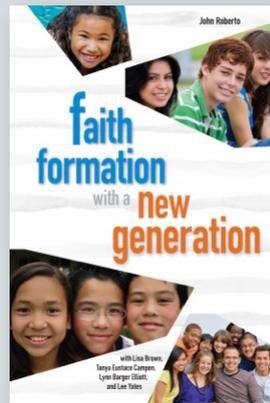
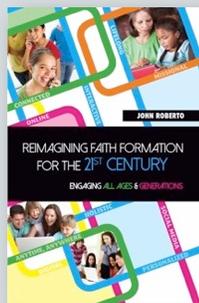
Going Deeper

- Continue the FAITH5 daily practice
- Join an adult Bible study group offered by the church
- Engage the whole family in a 365 day “read the whole Bible” experience using the resources on the family website
- Develop a personal Bible study plan using the resources on the family website
- Participate in the family scripture reflection after Sunday worship each week
- Engage the children in the summer vacation Bible school program

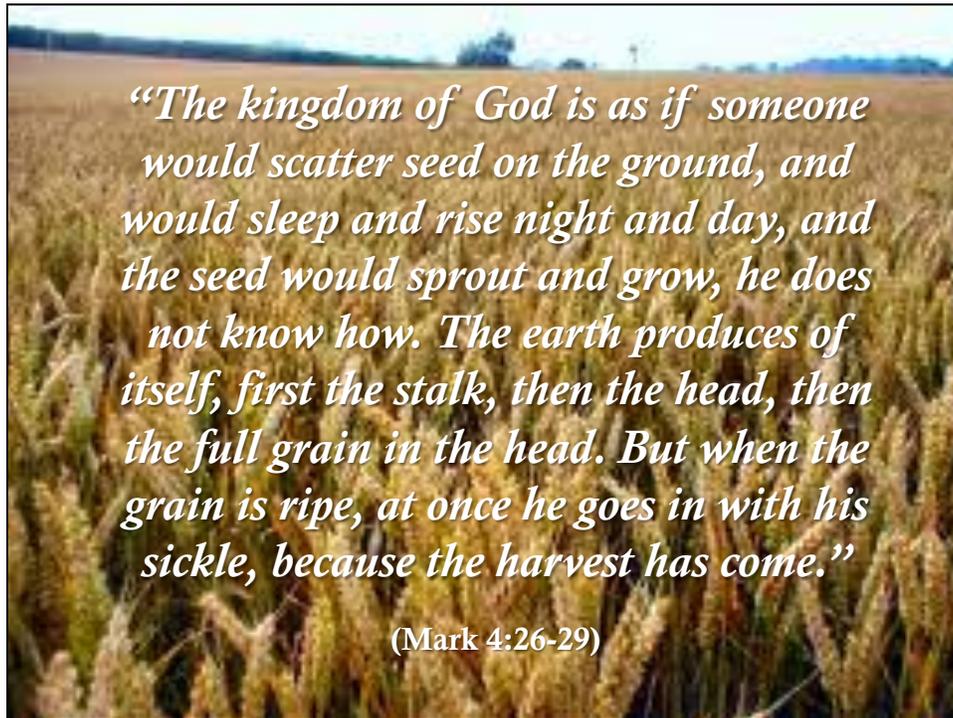
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www.LifelongFaith.com
SeasonsofAdultFaith.com
FamiliesattheCenter.com
www.VibrantFaith

Lifelong Faith Books



New



Others can better write about Nelson Mandela's impact on the world stage, on how he stood up for the dignity of all people and on how he changed our world.

For those that seek to make a change in the world, whether global or local, one lesson of his life is this:

You can.

You can make a difference.

You can stand up to insurmountable forces.

You can put up with far more than you think you can.

Your lever is far longer than you imagine it is, if you choose to use it.

If you don't require the journey to be easy or comfortable or safe, you can change the world.

(Seth Godin)