4 Big Adaptive Challenges

1. Increasing diversity throughout American society in the length of the lifespan, in generational identities, in family structures and marriage patterns, and in the ethnic makeup of America
2. Dramatic changes and increasing diversity in the religious beliefs, practices, and affiliation of Americans
3. Decline in religious transmission from generation to generation
4. Rise of new digital technologies that are reshaping society, and the emergence of a connected, networked society
Diversity

- Generational Diversity
- Ethnic Diversity
- Life-Span Diversity
- Family Diversity

Religious Diversity

- Not Religiously Affiliated
- Spiritual but Not Religious
- Minimal Engagement with Faith and Community
- Vibrant Faith & Active Engagement
Religious Transmission

Concluding Thought

The world is now changing at a rate at which the basic systems, structures, and cultures built over the past century cannot keep up with the demands being placed on them. Incremental adjustments to how you manage and strategize, no matter how clever, are not up to the job. You need something very new to stay ahead in a age of tumultuous change and growing uncertainties.

(John Kotter, Accelerate: Building Strategic Agility for a Faster-Moving World)
A Faith Forming Ecosystem for the 21st Century

A New Faith Forming Ecosystem

Intergenerational Faith Community

Online & Digitally-Enabled Faith Formation

Age Group/Generational Faith Formation

Missional Faith Formation

Family Faith Formation
Intergenerational Faith Formation

*How to become intentionally intergenerational in church life & faith formation as the foundation for lifelong faith formation and discipleship?*

1. Building caring relationships
2. Celebrating together
3. Learning together
4. Praying together
5. Serving together

Family Faith Formation

*How to equip, resource, and support families as the center of faith formation?*

1. Transmitting faith from generation to generation
2. Nurturing family faith at home through faith practices
3. Building strong families
4. Equipping and support parents and grandparents
Lifelong Faith Formation

Age group and generational faith formation addresses the unique life tasks, needs, interests, and spiritual journeys of people at each stage of life.

Missional Faith Formation

Missional faith formation expands and extends the church’s presence through outreach, connection, relationship building, and engagement with people where they live—moving faith formation out into the community. For example:

- Moving worship & faith formation into the community
- Opening programs to everyone
- Life skills: parenting, careers, training, mentoring
- Small group programs on a variety of topics
- Community-wide service
- Community events: arts, music, theater
Missional Faith Formation

Missional faith formation provides pathways for people to consider or reconsider the Christian faith, to encounter Jesus and the Good News, and to live as disciples in a supportive faith community.

Digitally Enabled Faith Formation

- Digitally platforms for faith formation
- Social media for interaction & connections
- Blended learning strategies to digitally enhance ministries/programming and create new programming

[Diagram showing different models of faith formation, including Fully Online Faith Formation, Mostly Online with Regular Interaction in Gathered Sessions, Online Faith Formation & Gathered Sessions (Flipped Classroom), Gathered Program with Online Components beyond the Program, and Gathered Program with Supportive Online Content.]
A shift from education to learning anywhere, anytime. 
A shift from consumption of information to participatory learning. 
A shift from institutions to networks.
Faith Formation Networks

A network of relationships, content, experiences, & resources. . .

- Offering a variety of content, methods, formats, and delivery systems (online & physical settings) to address the diverse life tasks and situations, needs and interests, and spiritual and faith journeys of people.
- Offering content and experiences that is responsive to the diverse religious and spiritual needs of people today—from the spiritually committed and engaged to the spiritual but not religious and the unaffiliated.
- Offering multiple environments to address people’s busy lives and providing more ways to participate: self-directed, mentored, at home, in small groups, in large groups, church-wide, in the community, and in the world.

Faith Formation Networks

Digitally-Enabled
Blending gathered community settings with online learning environments and utilizing the abundance of digital media and tools for learning and faith formation
GROWTH IN FAITH

Faith Forming Processes

1. Caring Relationships
2. Celebrating the Seasons
3. Celebrating Rituals & Milestones
4. Learning the Christian Tradition
5. Praying & Spiritual Formation
6. Reading the Bible
7. Serving, Working for Justice, & Caring for Creation
8. Worshipping God
9. Life Stage Issues
10. Missional

Faith Formation Networks
Sample Themes – Adults

1. Dealing with retirement
2. Making life plans, finances, health
3. Becoming a grandparent
4. Making a difference in the community and world
5. Incorporating family changes and transitions
6. New ways of living and relating as a married couple
7. Caring for aging parents
8. Taking time to read the Bible and learn more about my faith
9. Growing spiritually and exploring spirituality for the 2nd half of life
10. Connecting with people my age; talking about things that matter to us
11. Dealing with loss
Adult Faith Formation Website

Faith Formation Playlists
Faith Formation Playlists

1. **Variety of Environments**: Self-directed, mentored, at home, in small groups, in large groups, church-wide, in the community, and in the world.

2. **Variety of Ways to Learn**

3. **Digitally-Enabled**: Blending gathered community settings with online learning environments and utilizing the abundance of digital media and tools for learning and faith formation.
Faith Formation Playlists

Playlists are thematic learning plans that integrate a variety of ways to learn, multiple learning environments, and online and physical spaces—from which people can create their own faith formation plan.

**Example: Spiritual Enrichment for Adults**

**Theme:** “Spiritual Practices”

1. Spiritual Practices Course (5 sessions at church in one month)
2. Spirituality Over 50 Book Group (variety of times & places)
3. Online Daily Devotion Resources
4. Online Prayer Practices Resources
5. Online Course or Retreat with a Spiritual Master
6. Online Retreat

Website: [http://holytrinityadults.weebly.com](http://holytrinityadults.weebly.com)
Digitally-Enabled Strategies

Gathered using Online Content

A gathered program using online content from websites, videos from YouTube or other video sites, and blogs and other social media. With an abundance of high quality digital content, this first option is the easiest way to bring the digital world into a gathered program.
Gathered with Online Content

Connecting church programs or events with online content that extends and deepens the experience through learning, prayer, ritual, action, etc.

- Sunday worship & church year feasts and seasons
- Intergenerational & family programs
- Children, youth, and adult classes & programs
- Extended programs: mission trips, retreat experiences, and vacation Bible school, summer camp
### Example: Sunday Worship

<table>
<thead>
<tr>
<th>Church Life</th>
<th>Daily &amp; Home Life</th>
<th>Online Life</th>
</tr>
</thead>
</table>
| Experience of Worship in the Congregation  
  - Sunday worship and lectionary  
  - Church year feasts and seasons  
  - Church rituals: baptism, communion, funerals, etc. | Experience of Sunday worship, rituals, and church year seasons in daily life  
  - Reflecting on the sermon and readings at home  
  - Practices: Lectio, etc.  
  - Application to daily living | Online worship, church year, and lectionary resources on the church’s faith formation website  
  - Lectionary commentaries online  
  - Video reflections and commentary  
  - Online activities and projects |
Online and Gathered

“Flip the classroom or program” by creating a digital platform to provide the content that people would learn in the gathered setting in an online learning space using print, audio, video, and more. And then transform the gathered program using interactive activities, discussion, project-based learning, and practice and demonstration.

- Flip children’s programming: At home learning with parents (print, video, online); in-class application with activities, project-centered learning
- Flip confirmation programming
- Develop a online justice and service center
Online and Gathered
Mostly Online

Utilizing the digital platform as the primary learning setting and providing opportunities for interaction in gathered settings.

- Parent webinar programs delivered to parents at home in four-month semesters: three webinars + a parent gathering; three more webinars + a parent gathering.
- Online learning resources for self-study or small group study, and gathering at the conclusion to share their insights.
- Online Bible study where groups can meet regularly in a physical setting or virtually on Skype or Google+ Hangout.
- Selected online courses and activities from colleges, seminaries, and religious organization for individualized learning with the option for a mentor or small group.

Fully Online

The rise of high quality and easily accessible online religious content—courses, activities, print and e-books, audio and video programs, and content-rich websites—has made designing online faith formation feasible.

- Online Bible and theology courses, video programs, webinars for individual study
- Online prayer & spirituality center where people can access daily prayer reflections and devotions, offer prayer intentions, pray for others, learn about spiritual practices, download prayer activities, etc.
- Online parent resource center
- Online retreat experience
### Example: 40-Day Lent Curriculum

<table>
<thead>
<tr>
<th>Church Life</th>
<th>Daily &amp; Home Life</th>
<th>Online Life</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Ash Wednesday</td>
<td>• Fasting</td>
<td>• Lenten learning resources</td>
</tr>
<tr>
<td>• Lenten Sunday liturgies</td>
<td>• Praying</td>
<td>• Lenten calendar</td>
</tr>
<tr>
<td>• Stations of the Cross</td>
<td>• Service/Almsgiving</td>
<td>• Daily Lenten prayer</td>
</tr>
<tr>
<td>• Lenten prayer</td>
<td>• Lectionary reflection</td>
<td>• Weekly table prayer</td>
</tr>
<tr>
<td>• Lenten retreat</td>
<td>• Family activities</td>
<td>• Video resources</td>
</tr>
<tr>
<td>• Lenten service</td>
<td></td>
<td>• Online retreat experience</td>
</tr>
<tr>
<td>• Lenten soup suppers</td>
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</tbody>
</table>

### Build a Digital Platform

<table>
<thead>
<tr>
<th>Other Platforms</th>
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<tbody>
<tr>
<td><a href="http://www.wordpress.org">www.wordpress.org</a></td>
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</table>
Family Faith Formation Playlist

- **Seasons of the Year: Monthly Event**
  - Prayers & Devotion
  - Bible Passages
  - Service Ideas
  - Caring Conversations
  - Learning about the Event
  - Rituals

Adolescent Faith Formation Playlist

- **Prayer & Spiritual Life**
  - Weekly Devotion
  - Spiritual Mentoring
  - Prayer Group
  - Spiritual Practices Course
  - Retreat
  - Day at the Monastery
  - Online Prayer Intentions
3 Seasons of Programming

- **Fall Season:** Sept 1 – Jan 1
- **Winter/Spring Season:** Jan 1 – May 1
- **Summer Season:** May 1 – Sept 1

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**Seasonal Plan & Calendar**

<table>
<thead>
<tr>
<th>Content Area (examples)</th>
<th>Programming &amp; Dates</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Month 1</td>
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<tr>
<td>Scripture Enrichment</td>
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<tr>
<td>Faith Enrichment</td>
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<tr>
<td>Spiritual Enrichment</td>
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<tr>
<td>Service &amp; Mission</td>
<td></td>
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<tr>
<td>Life Issues</td>
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