Designing the Future of Faith Formation
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Framing the Adaptive Challenge
The Adaptive Process (Heifetz)

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

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Life Span Diversity

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0-10 11-19 20s 30s 40s 50s 60s 70s 80s 90s
Five Generation Diversity

- iGeneration (2000-)
- Millennials (1980-99)
- Generation X (1961-1979)
- Baby Boomers (1946-60)
- Builders (before 1946)

Family Diversity

- Married Couple + No Children
- Married Couple + Children (biological or blended)
- Single Parent + Children
- Unmarried Couple + Children or No Children
- Same Sex Couple + Children or No Children
- Multigenerational Family (young adult, grandparents)
- Grandparents as Primary Caregivers
Digital Transformation

Affiliation & Belonging
Affiliation & Belonging

Many ‘nones’ lost faith before they finished high school
Percentage of religiously unaffiliated Americans raised in a faith group who said they abandoned religious practice at the following time:

- **62%** Before age 18
- **28%** Between 18 and 29
- **5%** Between 30 and 49
- **2%** After age 50

SOURCE: Public Religion Research Institute

DESERET NEWS GRAPHIC

Affiliation & Belonging

At what age did you stop self-identifying as Catholic?

- **13 to 17**: 39%
- **Under age 5**: 5%
- **10 to 12**: 24%
- **5 to 9**: 19%
- **21 to 25**: 3%
- **18 to 20**: 11%

median age = 13
Affiliation & Belonging

Parents and families reflect an increasing diversity in religious beliefs, practices, and affiliation.

✓ 23% of Generation Xers and over 34% of Millennials are not religiously affiliated and the number of unaffiliated Millennials is growing.
✓ Families of Generation X and Millennial parents are participating less in church life and Sunday worship. Religion and spirituality may be important to families today, but for many it is not usually expressed by participation in churches.

Religious Commitment (NSYR)

In the National Study of Youth and Religion Christian Smith and his colleagues found that young people committing to live their lives for God is one religious experience that is among the most important factors in leading teenagers into the highest levels of emerging adult religion.

• Almost 60 percent (58.8%) made their first commitment to live their lives for God before the age of 14. Most of these probably committed to God during the childhood years.
• Approximately 6% make a first commitment between 14-17, and another 5% between 18-23.
• Thirty-one percent of young adults reported never committing to God as a teenager or emerging adult. Smith says that one can expect that few of them probably ever will.
• 85 percent of young adults who have committed their lives to God appear to have made their first commitment before age 14.
Religious Commitment (NSYR)

. . . . These findings complement and reinforce one of the larger stories of this research: that the religious commitments and orientations of most people appear to be set early in life and very likely follow a consistent trajectory from the early formation through the adolescent and into the emerging adult years.

When it comes to commitment to God, it is not that experiences and changes during the teenage and emerging adult years do not matter religiously for people—they do, especially for some. It is instead simply that what matters for most even more is what happens religiously before the teenage years, which powerfully conditions most of everything that happens thereafter.

Religious Commitment (NSYR)

Leaving the Catholic Church rarely means becoming an atheist. Many former Catholics still believe in God or some other divine force, and about one-third of them still pray. This is not fundamentally different from emerging adults who are raised in other faiths. It demonstrates a widespread trend in this generation of moving away from organized religion but retaining a belief in and connection with the divine. These youth (and emerging adults) may be open to discussions about the nature of God that are more sophisticated and inviting than some may imagine.
Religious Commitment (NSYR)

Most Catholic youth today are growing up in environments of major religious pluralism, which can make them hesitate to make strong religious commitments themselves. Catholic youth need to be shown how they can simultaneously seriously believe, practice, and profess their own faith while appropriately respecting and honoring the faith of others who are different.

Diverse Spiritual-Religious Identities

- Not Spiritual, Not Religious
  - Unaffiliateds
- The Spiritual but Not Religious
  - Uninvolved
- Faith & Engagement – one among many priorities
  - Occasionals
- Faith & Engagement at the Center of Life
  - Actives
AN ADAPTIVE RESPONSE: THE FUTURE OF FAITH FORMATION

The Adaptive Process (Heifetz)

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

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. . .

The Adaptive Challenge at the Heart of the Future of Faith Formation

Creating a new ecology of lifelong Christian faith formation that nurtures and develops the faith of all ages and generations – “making and maturing disciples of Jesus Christ”

- Faith Forming Environments
- Holistic Faith Formation
- A Network of Faith Formation
- Personalized
Faith Forming Environments

Intergenerational

Family

Peers

Life Stage
Designing an Adaptive Response

Holistic faith formation.

- Intergenerational faith forming experiences
- Parent and family faith forming experiences
- Life stage specific faith-forming experiences
- Personalized faith forming experiences

Holistic Faith Formation

Intergenerational

<table>
<thead>
<tr>
<th>Children</th>
<th>Teens / Youth</th>
<th>Young Adults</th>
<th>Midlife Adults</th>
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Family
Holistic Faith Formation

- Young Children
  - Intergen
  - Family @ Home
  - Peers

- Grade School Children
  - Intergen
  - Family @ Home
  - Peers

- Young Adolescents
  - Intergen
  - Family @ Home
  - Peers

- Older Adolescents
  - Intergen
  - Family @ Home
  - Peers
A "Menu" of Faith Formation

The participants of the family as a whole, including younger and older siblings, is welcomed. Families will come together in a "k" va'atah, the Hebrew word for group. Each k va'atah will have a Rosh (head) or "leader".

Program Requirements:
- Student and at least one adult family member shall participate in the following activities in the course of a year:
- K values activities, including orientation, Moral dimension, 1 class per month, program book club discussions and the understanding Torah activities.
- k values Shabbat services.
- Family celebration or commemorations held at Kamp Tikvah.
- A family program in the congregation or community.
In addition, each family will be responsible for:
- Reading books from a selected reading for elementary students with six weeks or more.
- Visiting six hours doing work related to life after graduation year.
- A Backdrop (Each year there will be an event for the Jewish holiday, e.g., Purim, Sukkot, with letter for Torah, the prophets, and the holidays).

What the program will provide:
- A Rosh va’atah for each family (the rabbi, educator, and coordinator will serve as rosh va’atah, who will work with each family individually at least twice and at least five times during the year);
- comprehension and social services for families;
- A Torah-related program for children focusing on the Hebrew alphabet during the times the adults participate in Torah reading and midrash study.
- "k" va’atah-based activities;
- book discussion groups;
- A Torah project.
Beach Bash Helper (Live)
Friday, February 1, 5-8 PM
Join us for the second annual Beach Bash on February 1st from 5:30-7:30. Helpers come from 5-8pm to help with set up and clean up. Volunteer opportunities include serving pizza, working on clothes, water stations and help kids play games. We hope you can join us!

The Church Sanctuary (Know)
Monday evenings February 4, 11, 18 and 25 from 6:30-7:30 PM in the sanctuary taught by Cindy Huseth & Kristi Taft
The church sanctuary is filled with wonderful history and symbolism. In this course, we will start by learning the meaning and history behind the various areas of the traditional sanctuary and its furnishings (e.g., the altar, pews, chancel, choir, baptismal font). Then we will look at the symbolism of the smaller items and decorations (e.g., the cross, holy candles, paraments). Finally, we will identify the 6 seasons of the church year and the colors used during each of them. Put new meaning into your worship experience in the sanctuary!

Community Meal (Live)
Orientation: Wednesday, February 6 from 5:30-6:30 PM; volunteer shifts: February 13, 20, and 27
Westwood provides a community meal each Wednesday night that is both an internal and external outreach and fellowship opportunity for all who gather! As you can imagine it takes a great team to pull off a meal for 250+ people each week, come learn about this ministry and be a part of the team!

Westwood Wind Ensemble (Live)
Rehearsals Monday, February 11 at 7 PM; Saturday, February 16 at 9 AM
With worship leadership February 17 at both services. Do you play a wind instrument? Would you like to offer your musical gift in worship? We'd love for you to join the Westwood Wind Ensemble! A short commitment, and a great gift to our congregational fabric, and to worship services, plus great relationships, and more.

Worship Volunteers (Live)
Wednesday, February 13th, 6-6:30 PM in the Sanctuary, training event, service dates TBD
Become an integral part of worship life at Westwood. We will talk about what worship means, why we do some of the things we do, and what it means to be a worshipping community. We will be training in people to be ushers, communion servers, lectors, ProPresenter operators and more. Commitment involves a training event and then engaging in the area of your choice during a worship service one time per month for four months or more if you choose!

Empty Bowls (Live)
Thursday, February 28th at Westwood 5:30-8:30 PM shift
STEP’s annual Empty Bowls event will be held at Westwood. The event is an opportunity for all ages in community to come together and support efforts to eliminate hunger in St. Louis Park. Community members of all ages are invited to join together for a simple meal of soup and bread. Many volunteers are needed to pull off this event, join us in our efforts to eliminate hunger in our community.

Wednesday Night Live (Grow)
6:30-7:30 PM
Wednesday Night Live is a come as you are, come when you can “youth group” for middle schoolers at Westwood and their friends available every Wednesday that there is not 7 & 8th grade Parent/Student Learning. No need to register, unless you are looking for confirmation credit, open to all 7th and 8th graders!
Senior High YouthGroup (Grow)
6:30 PM
Open to 9-12ths graders and meets twice a month in the youth room.
"Who Is My Neighbor?" Conversations About Race (Know)
March 3, 10, 17, 24, 31, April 7 from 9:50-10:40 AM in the Westwood Room
As we explore being artisans of the common good this year, part of our task is to look at ways that our common good is suffering in our world today, and where we can learn and listen. This Lent, we will be taking a first step in that learning and listening to be better neighbors to one another around the topic of race.

Yoga (Grow)
March 6, 13, 20, 27, 4-5 PM taught by Emily Ball
We often spend much of our day looking forward in fear or looking back in regret. Yoga tells us that all we need for peace and wholeness is already inside of each of us. Come join a supportive community of people practicing being present in the moment through movement, length, and guided meditation. Whether you are experienced, a beginner, or just have an open heart and mind we welcome you! Bring a mat if you have one, otherwise one will be provided.

Community Meal (Live)
Orientation: Wednesday, March 6 from 5:30-6:30 PM; volunteer shifts: March 13, 20, & 27
Westwood provides a community meal each Wednesday night that is both an internal and external outreach and fellowship opportunity for all who gather! As you can imagine it takes a great team to pull off a meal for 250+ people each week, come learn about this ministry and be a part of the team!

Lenten Worship (Grow)
Wednesdays, March 6-April 10 at 6:30 PM
Worship, specifically worship through a liturgical season, is an important part of our life together as a church and helps us in understanding the seasons of the church year. Worship is vital to our life of faith as mature Christians and as we enter into this season of Lent for forty days leading up to Easter. This series will feature interviews with our African-American partners, who will be sharing stories of their journeys around race and faith.

Be Still with Zentangle (Grow)
Saturday, March 23, 9 AM-noon taught by Tracy Griffin
Zentangle is an art form that anyone can do! Can’t draw a straight line or even a convincing stick person? Then this course is for you! If you’ve ever wanted to turn your mind away from the daily grind or worries, all you need is a pen and paper and a willingness to let them take you to a quieter place. Psalm 46:10 – Be still and know that I am God.

Lenten Worship Assistants (Live)
Wednesday evenings in Lent March 6, April 10, 6:15-7:45 PM in the sanctuary
Lenten contemplative worship is a cherished tradition at Westwood. It takes all kinds of volunteers to make it come to together. From candle lighting, prayer station set up, ritual experiences prep, greeting, and ushering, we would love for you to use your gifts to help make the Lenten season meaningful and smooth for our worshipers.

Wednesday Night Live (Grow)
6:30-7:30 PM
Wednesday Night Live is a come as you are, come when you can "youth group" for middle schoolers at Westwood and their friends available every Wednesday that there is not 7 & 8th grade Parent/Student Learning. 6:30-7:30 PM on Lower Level 2. No need to register unless you are looking for confirmation credit. Open to all 7th and 8th graders!

Senior High Youthers (Grow)
8-9:15 PM
Open to 9-12th graders and meets twice a month in the youth room.

MARCH ELECTIVES

Maturing in Faith
Toward What Ends Are We Working
Characteristics of Mature Faith
### Characteristics

1. Developing and sustaining a personal relationship and commitment to Jesus Christ
2. Living as a disciple of Jesus Christ and making the Christian faith a way of life
3. Reading and studying the Bible—its message, meaning, and application to life today
4. Learning the Christian story and foundational teachings of the Christian faith (Trinity, Jesus, creed, morality and ethics) and integrating its meaning into one's life
5. Praying—together and by ourselves, and seeking spiritual growth through spiritual disciplines

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<td>6. Living with moral integrity guided by Christian ethics and values</td>
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<td>7. Living the Christian mission in the world—serving those in need, caring for God’s creation, and acting and advocating for justice and peace.</td>
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<td>8. Worshipping God with the community at Sunday worship, ritual celebrations, and the seasons of the church year</td>
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<td>9. Being actively engaged in the life, ministries, and activities of the faith community</td>
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<td>10. Practicing faith in Jesus Christ by using one’s gifts and talents within the Christian community and in the world</td>
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Designing a Faith Formation Plan

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<th>Children</th>
<th>Youth</th>
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<td>@ Home</td>
<td>Maturing in Faith</td>
<td>Resources</td>
<td>Programs</td>
<td>Online</td>
<td>Activities</td>
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Lifelong Faith Formation

Whole Community

Worship Theme
- Readings
- Sermon
- Podcast

Intergenerational Gathering

Children & Family
Youth
Adult

Weekly

Monthly

Through the month:
- Learn
- Pray
- Live

Life Stage

Young Children & Families
Grade School Children & Families
Adolescents & Families
Young Adults
Midlife Adults
Mature Adults
Older Adults

Intergenerational

Utilize intergenerational events
Infuse intergenerational into existing programs
Connect the generations through new intergenerational new programs & experiences
Growth of Intergenerational

- Wider Community
- Church Culture
- Community Life
- Programs Ministries

Moving toward Intergenerational

- Learning seasonal monthly biweekly weekly
- Sunday Worship
- Church Year Seasons
- Retreats
- Camps
- Service & Mission Trips
- Prayer
- Community Life
- Leadership

Age Segrated  Multiple Generations  Intergenerational
Moving toward Intergenerational

Utilize Infuse Connect Create

Intergenerational Approaches

- **Utilizing** the intergenerational events and experiences of church life (community life events, worship and the lectionary, seasons of the year, service and mission projects, prayer and spiritual formation) as a primary “content” in faith formation.

- **Infusing** intergenerational experiences and relationships into existing programs and activities.

- **Connecting** the generations through new intergenerational programs and experiences that bring together all of the generations for learning, celebrating, praying, reading the Bible, serving and working for justice, and worshipping.
Utilizing Events

1 - Preparation: knowledge & practices for participating fully

2 - Guided Participation: in the events of church life & the Christian Faith

3 - Reflection: on the experience and living its meaning in daily life

Infusing Intergenerationality

*Infusing* intergenerational experiences and relationships into existing programs and activities, such as bringing mature adults into children and youth programs for interviews, storytelling, and mentoring; and transforming age-group programs (vacation Bible school, service projects) into intergenerational experiences.

- Worship
- Service projects and mission trips
- Age group learning programs
- Social / community program
- Sacramental preparation
Connecting & Creating

1. Intergenerational Service
   • Intergenerational Mission Trips
   • Churchwide Service Day
   • Intergenerational Monthly Project
   • Intergenerational Service Nights
   • Intergenerational Service Projects

2. Intergenerational Learning
   • Weekly or Bi-Weekly
   • Monthly
   • Seasonal
   • Small Group & Large Group

Learning

Incorporating Intergenerational Learning in Church Life

1. Age Group Programming
2. Sacramental and Milestone Celebrations
3. Church Year Feasts & Seasons
4. Vacation Bible School
5. Mission Trips & Service Projects
6. Retreat and Camp Experiences
Intergenerational Learning Process

Meal and Community Building
Part 1. Gathering and Prayer
Part 2. All Ages Learning Experience
Part 3. In-Depth Learning Experience
  Option 1. Whole Group (together)
  Option 2. Age Group (parallel)
  Option 3. Activity Center
Part 4. Sharing Learning Experiences and
  Home Application
Part 5. Closing Prayer

Examples of IG Learning

1. As the faith formation curriculum for the whole community
2. In Lectionary-based catechesis
3. In sacramental preparation
4. In vacation Bible school
5. In milestone celebrations
6. In intergenerational service projects
7. In liturgical season celebrations
8. In an intergenerational retreat experience or prayer experience
Liturgically-Centered
St. Elizabeth of Hungary, Acton, MA

5. January: The Baptism of the Lord (Matthew 13-17)
6. February: You are the Salt of the Earth - 5th Sunday in Ordinary Time (Matthew 5: 13-16)
7. March: The Temptation of Jesus - First Sunday of Lent (Matthew 4: 1–11)
8. April: Palm Sunday (Matthew 26: 14-27)

Thematic
Holy Infant Catholic Parish, Durham, NC

Navigating Life with GPS – God’s Proven System
Gatherings for 2009-2010

Rules of the Road – God’s Commandments
- September 9, 2009: 3:45-5:00pm
- September 16, 2009: 3:45-5:00pm
- September 23, 2009: 3:45-5:00pm
- September 30, 2009: 3:45-5:00pm

Respect and Protect All Life
- October 7, 2009: 3:45-5:00pm
- October 14, 2009: 3:45-5:00pm
- October 21, 2009: 3:45-5:00pm
- October 28, 2009: 3:45-5:00pm

Give Way with Mercy and Forgiveness
- November 25, 2009: 3:45-5:00pm
- December 2, 2009: 3:45-5:00pm
- December 9, 2009: 3:45-5:00pm
- December 16, 2009: 3:45-5:00pm

Stay on the Straight and Narrow Path of Fidelity
- February 23, 2010: 3:45-5:00pm
- March 2, 2010: 3:45-5:00pm
- March 9, 2010: 3:45-5:00pm
- March 16, 2010: 3:45-5:00pm

Navigating with Integrity and Honesty
- April 13, 2010: 3:45-5:00pm
- April 20, 2010: 3:45-5:00pm
- April 27, 2010: 3:45-5:00pm

Be a Good Steward of All God’s Gifts
- May 11, 2010: 3:45-5:00pm
- May 18, 2010: 3:45-5:00pm
- May 25, 2010: 3:45-5:00pm

Wednesday & Friday Gatherings are for all ages. Thursday Gatherings are for adults & teens.
**HI-life Gatherings...**

Our faith year of church community gatherings focuses on Living a Moral Life. Our theme is Strengthening Life with LPF: Early Parenting, Family, and Christian faith. The church can be summed up as the reception of the awesome gift of God’s living presence in our lives and our continuing effort to respond to that love.

During this year we will explore the guidelines that God has given us to live lives of love and faithfulness, including the ten commandments and the beatitudes. We encourage participants of all ages to participate in our HI-life Gatherings—our intergenerational learning assemblies that are the foundation of our living faith formation process. Our monthly Gatherings are a time of fellowship, faith formation, and fun.

**Sharing a Simple Meal Together**

No cooking—just come and enjoy.

At our typical Gathering you are welcomed by greeters in the Hospitality foyer and seated at a table in the Fellowship Hall to enjoy a meal with fellow participants of all ages. At your table there might be a single adult, a family of four, a retired person, or an empty nest couple. There will be a couple of questions on the table to focus our table talk.

**Whole Group Opening Experience**

Introduction of the topic to be experienced by all ages

After the meal, everyone moves to the church for an opening prayer and an activity to set the tone for the evening, such as a story or video segment. Each household receives a HI-life theme kit and learns to use it throughout the evening.

**Exploring the Topic through Age-Specific Learning Activities**

Learning about the same topic according to one’s age or stage in life

Then the group divides into smaller groups for age-specific learning activities. A typical evening might have adults staying in the church for a leader and group discussion, young adults in Meeting Room 6, MSM youth in Meeting Room 7, 5th grade in the Hospitality Room, and parents with young children (approximately ages 5-11) together in the Fellowship Hall. There are handouts for each group to teach and guide the learning activities of the evening and trained facilitators to assist the parents and children at each table.

**Whole Group Sharing Experience**

Closing of the gathering for all ages

To conclude our meeting, everyone gathers in the church to share what has been learned, to pray together, and to be sent forth to continue learning at home in preparation for the church event or season which is the focus of the month.

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**Elements of LOGOS**

- **Bible Study**
- **Family Time**
- **Worship Skills**
- **Recreation**

GenOn Ministries

www.genonministries.org
Intergenerational Learning

• A flexible, relaxed arrival time with drinks and snacks

• Creative exploration of a Bible story/theme through creative experiences for people of different learning styles and of all ages. Children and adults are not separated and are encouraged to explore the story/theme together

• A short but explicit time of worship with story, music and prayers that builds on the creative exploration.

• A generous welcome and hospitality is expressed through a delicious home-cooked, sit-down meal with others

www.messychurch.org.uk
Intergenerational Impact

1. Strengthens relationships among people of all ages, enhances their sense of belonging to the faith community, and increases participation in church life.

2. Has a positive effect on both the older and young populations involved by creating intentional opportunities for young and old to meet together, to share stories, or to create something together.

3. Affirms each person’s value in the total community (regardless of age), and promotes understanding of shared values and respect for individuals in all stages and ages of life.

Intergenerational Impact

4. Creates a welcoming and safe environment conducive to promoting faith sharing, group participation, mutual support, and care for one another.

5. Supports families by surrounding them with a community of faith and engaging the whole family in learning and practicing their faith.

6. Helps people learn the beliefs and practices of the Christian faith as they participate with more experienced members of the church community.
Intergenerational Impact

7. Promotes a community where generational differences can be transcended rather than reinforced, where generational understanding and positive intergenerational relationships can be experienced.


9. Provides parents with opportunities to learn from Christians who are practicing their faith.

10. Incorporates real-life application of learning.
Family Faith Formation

- Primary Influence on transmission of religious faith and practice: Parents & Family
- Day-to-day religious practices of the family and the ways parents model their faith and share it in conversation, collaboration, and exposure to outside religious opportunities
- Secondary Influence: The Congregation and Significant Adults

Parental Influence

- Sponsor of the Faith: point of access between church and home
- Gatekeeper of the Faith: control over how much and what sorts of religious content their children encounter
- Interpreter of the Faith: meaningful embodiment of the Christian faith in the lives of children

Parent Role
One of the most basic suggestions of our findings is that young adults arrive at a sense of their fundamental identity and worldview not by weighing all possible intellectual arguments for and against a proposed way of life, but rather by roughly adopting the worldview of those mentors who left the deepest impression upon them—and who loved them and cared for them the most. It should come as no surprise, then, that the emergence of the new generation of dedicated young Catholics will rise and fall with the choices of their parents.

(American Catholic Religious Parenting, Burtkus and Smith)

Key Factors

Research studies over the past twenty years continue to affirm this truth. We know the factors that make a significant difference in promoting faith in children and adolescents:

- parents’ personal faith and practice
- a close and warm parent-child relationship
- parent modeling and teaching a religious faith
- parent involvement in church life and Sunday worship
- grandparent religious influence and relationship
- family conversations about faith
- family faith religious practices including praying, reading the Bible, serving others, and celebrating holidays and rituals
Practices that Make a Difference

1. Reading the Bible as a family and encouraging young people to read the Bible regularly
2. Praying together as a family and encouraging young people to pray personally
3. Serving people in need as a family and supporting service activities by young people
4. Participating regularly in Sunday worship as a family
5. Being involved in a faith community and serving in church as a family and as young people
6. Eating together as a family
7. Celebrating rituals and holidays at home
8. Having family conversations
9. Talking about faith, religious issues, and questions and doubts
10. Ritualizing important family moments and milestone experiences
11. Celebrating holidays and church year seasons at home
12. Providing moral instruction

Parent Practices

• Parents participated in mission trips as a family as their kids were growing up.
• Parents participated in service projects with their kids as they were growing up.
• Parents frequently shared Christ with unbelievers as their kids were growing up.
• Parents personally read the Bible several times a week or more as their kids were growing up.
• Parents encouraged their teen to serve in the church.
• Parents typically asked for forgiveness when they messed up as their children were growing up.
• Parents encouraged their children’s own unique talents and interests as they grew up.
• Parents attended churches that emphasized what the Bible says as their kids were growing up.
• Parents taught their children to tithe as their kids were growing up.
What do we believe about family faith?

- God is actively present in family life.
- Parents and the family are the most important religious influence on religious transmission.
- Faith is formed through the day-to-day religious practices of the family and the ways parents model their faith and share it.
- Faith is formed when there is a substantial investment of thought, time, and intimacy by parents in faith transmission.
- Faith is formed in relationships – at home and in the intergenerational faith community.
- Faith is formed in developmentally-appropriate ways over time.
How to Create a Habit

1. The Cue
2. The Reward
3. The Routine

When (cue), I will (routine) because it provides me with (reward).

Comprehensive Family Plan
Children/Teens + Parents + Grandparents

Three Elements of a Family Plan

Family Life & Parent Formation
Family Faith at Home
Family Engagement in the Intergenerational Faith Community
#1. Faith Practices @ Home

1. Seasons of the year  
2. Rituals and milestones  
3. Learning the tradition  
4. Prayer and spiritual formation  
5. Reading the Bible  
6. Service, justice, care for creation

**Examen for Children**

1. Quiet the children before bedtime.  
2. Ask them what made them happy over the past day.  
3. Ask them what made them sad over the past day.  
4. Ask them what they look forward to tomorrow.  
5. Remind them to thank God for what made them happy, ask for God’s help when they are sad, and pray for God’s presence in the coming day.
#2. Milestones throughout Life

1. Ritual and blessing
2. Home celebration/blessing
3. Learning program –
4. Symbol
5. Supporting continued growth

Milestones

- Birth / Baptism
- Baptism anniversaries
- First prayers
- First Bible stories
- Starting school year
- Receiving a first Bible
- First Communion
- Confirmation
- Graduation

1. Church ritual/blessing
2. Home celebration/blessing
3. Learning program – at church or home
4. Symbol
5. Supporting continued growth
Forming Faith through Milestones

1. a ritual celebration or a blessing marking the milestone with the whole church community
2. a home ritual celebration or blessing marking the milestone
3. a learning program, often for the whole family or intergenerational, that prepares the individual and the whole family for the milestone and for faith practice at home
4. a tangible, visible reminder or symbol of the occasion being marked
5. resources to support continuing faith growth and practice after the milestone

Forming Faith through Milestones

Preparing
- What types of experiences, programming, activities, and resources will you develop to prepare people for the event?

Experiencing
- How will you design the event?
- How will you engage age groups, families, and the faith community?

Living
- How will you sustain/extend the event?
- What types of experiences, programs, activities, and resources will you offer people?
Forming Faith through Milestones

First Year – Baptism (Remembrance of our Baptism and a Gathering for newly baptized)
Toddlers – Creation (Care for the World God made)
Pre-School One – Bible (Receive a Story Bible)
Pre-School Two – Worship (Proclaim Christ and help in worship)
Preschool/K – Service (Serve your neighbor as Jesus commanded)
1st Grade – Lord’s Prayer (Learn about prayer)
2nd Grade – First Communion (Share in the Lord’s Supper)
3rd Grade – Bible (Receive a more age-appropriate Bible)
4th Grade – Baptism (Learn about Lutheran Baptism)
5th Grade – Ten Commandments (What do they really mean?)
6th Grade – Apostles’ Creed (What do Lutherans believe?)
7th Grade – Bible (Receive a Bible with commentary & questions)
8th Grade – Elaborate Wisdom (Faith through the generations)
9th Grade – Sexual Ethic (Loving and serving our neighbor)
10th Grade – Affirmation of Baptism (Public affirmation of promises)
11th Grade – Vocation (Live among God’s people with care)
12th Grade – Real World (Tools for living on your own, importance of faith)

Rituals & Milestones
celebrate meaningful, memorable moments in your family

Baptism Anniversary
Start with each of your children the day of their baptism to celebrate the new life in Christ and their relationship with Father through His Lord and Savior Jesus Christ.

Starting School
Going off to Preschool or Kindergarten or First Grade for the first time is an exciting moment for children and their families. Celebrate this moment with a special friend or relative who can help your child learn about school and the world around them.

Getting Ready to Worship
Starting school is the first step to make the transition to worship. Plan a prayer time in the morning before school to prepare your child for worship and the first day of school.

Birthday Celebrations
Prayer
God, we come today to give thanks to you for creating the life of our family and our life together as a unit. We give thanks for the joy and love you have given us. Help us to grow in our understanding of your love for us and others.

Sculpture Healing
For healing and for safety of those who pray, as in all matters you hear and understand your prayers. Amen.

Bible Reading
May God’s Word be a light to your path and a lamp to your feet. Amen.
#3. Celebrating Seasons

**Calendar Year**
- New Year’s Eve and Day
- Martin Luther King Jr. Day
- Valentine’s Day
- St. Patrick’s Day
- Earth Day
- Mother’s Day
- Memorial Day
- Father’s Day
- July 4 – Independence Day
- Labor Day
- Start of School
- Halloween
- Thanksgiving

**Church Year**
- Advent
- Christmas
- Epiphany
- Ash Wednesday
- Lent
- Holy Week
- Easter
- Pentecost
- St. Francis Day—Blessing the Animals (October 4)
- All Saints and Souls (Nov 1-2)

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**Seasons of the Year**

- January: Serving Others
- February: Preparing through Lent
- March: The Real Patrick
- April: New Life
## Integrate Online & Gathered 40-Day Lent Curriculum

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

## Example: Earth Day

<table>
<thead>
<tr>
<th>Community</th>
<th>Church</th>
<th>Home</th>
</tr>
</thead>
</table>
| • Community cleanup  
• Planting a community garden  
• All ages workshop on caring for creation  
• Story time at the library on environmental awareness | • Ecumenical prayer service  
• Intergenerational program on theology of caring for creation  
• Church audit  
• Global project for whole community | • Recycling activities  
• Planting a family garden  
• Meal time creation prayer  
• Daily Bible verses for April  
• Children's activities  
• Storybooks and videos  
• Home audit |
#4. Encountering God in the Bible

1. Scripture in Sunday Worship
   • Lectionary
   • Sermon Series

2. Exploring the Bible—Family or Intergenerational Programs
   • A Tour of the Old Testament
   • A Tour of the Gospels
   • Walking with Jesus
   • Journeys of Paul

Encountering God in the Bible

Scripture in Sunday Worship
Intergenerational & Home Faith Formation

September: 24th Sunday in Ordinary Time
October: 28th Sunday in Ordinary Time
November: 32nd Sunday in Ordinary Time
December: 2nd Sunday of Advent
January: Baptism of the Lord Sunday
February: 1st Sunday of Lent
March: Palm Sunday
April: 4th Sunday of Easter
May: Holy Trinity Sunday
Extend the Event

Church Event or Program

At Home & Daily Life

Practical Strategies

1. Develop a family faith formation website.
2. Seasonal family festivals and gatherings.
3. Connect to Sunday worship.
4. Schedule a yearlong plan for milestones.
5. Make faith practices a seasonal focus.
6. Create family immersion experiences.
7. Develop a monthly seasonal event.
Family Learning

Family Worship
Family Camp

Join us for an intergenerational “Adventure Anchored in Christ.” This special camp provides grandparents and grandkids with adventure-filled days to play 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 40 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, worship, and be transformed in Christ. Get on camp week it 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 Abandoned Life
with Ryan Linder, Jonathan & Jane Everson, Dan Becker.
Special outdoor concert with Peter Elde on Friday Night.

Family Camp #1
June 28 - July 1 — Family Blast
Epistles: Piece Up Your Soul • Youth Musical
with Nate Hoff, Dave Wilton
Special Musical for "Youth/Children.

Family Camp #3
July 5-7
The Mission of God in the Old Testament
with Beth Osewa-Henson, Carl Rittgers, & Jillian Jones

Family Service
#5. Equipping Parents

Equipping parents and grandparents with the knowledge and skills necessary for faith-forming: how to transmit faith and values to their young people, how to become a Christian role model, and how to build a community of faith at home that nurtures faith growth in the young.

Developing a Strong Family Life

Developmental Relationships – Search Institute

- Express Care
- Challenge Growth
- Provide Support
- Share Power
- Expand Possibilities
What Makes a Difference

1. Parents participated in mission trips.
2. Parents participated in service projects.
3. Parents frequently shared Christ with unbelievers.
4. Parents personally read the Bible several times a week or more.
5. Parents encouraged their teen to serve in the church.
6. Parents typically asked for forgiveness when they messed up.
7. Parents encouraged their children’s unique talents and interests.
8. Parents attended churches that emphasized what the Bible says.
9. Parents taught their children to tithe.

Developing Strong Family Life

Family Life Programming

1. Communicating effectively
2. Establishing family routines: family meals, shared activities, daily commitments
3. Celebrating meaningful traditions and rituals
4. Discussing tough topics
5. Making decisions and solving problems as a family
6. Learning how to build strong relationships and express care for each other
7. Developing the strengths & potential of children & youth
8. Supporting each other: encouraging and praising, giving feedback, standing up for each other
9. Treating each with respect and dignity
## Empowering Parents

### Competencies

- Expressing care, love, affection, and support for children
- Balancing time and commitments, managing stress
- Practicing healthy relationships
- Disciplining children and learning discipline practices
- Creating a warm, caring supportive family.
- Set boundaries and high expectations for children
- Managing technology and media use
- Challenging children to grow and continuously improve
- Providing support to help children complete tasks and achieve goals
- Sharing power with children so that their voice is heard and they share in making decisions.
- Expanding possibilities and connecting children to opportunities for growth
- Developing emotional communication skills
- Developing positive parent-child interaction skills
- Learning to respond consistently to their child

## Three Parental Faith Roles

<table>
<thead>
<tr>
<th>Role</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gatekeeper of the Faith</strong></td>
<td>Control over how much and what sorts of religious content their children encounter</td>
</tr>
<tr>
<td><strong>Sponsor of the Faith</strong></td>
<td>Point of access between church and home</td>
</tr>
<tr>
<td><strong>Interpreter of the Faith</strong></td>
<td>Meaningful embodiment of the Christian faith in the lives of children</td>
</tr>
</tbody>
</table>
Empowering Parents

1. Parent website
2. Parent programs: Progression of parent workshops, webinars, or courses for each life stage
3. Laboratory experiences
4. Parent mentors
5. Life cycle or affinity groups for parents
6. Have parents practice new skills with their own children during program sessions.
7. Design programs that engage parents in the learning experience.
8. Use a variety of environments and methods to engage all parents, anytime and anywhere.
9. Use online platforms and digitally enabled strategies.
10. Give parents a plan.
Family Formation Plan
Age Appropriate Programming

- Young Children
  - Faith Practices
  - Bible, Prayer, Service, Learning
  - Milestones
  - Seasons
  - Bible
  - Parenting

- Older Children
  - Faith Practices
  - Bible, Prayer, Service, Learning
  - Milestones
  - Seasons
  - Bible
  - Parenting

- Young Adolescents
  - Faith Practices
  - Bible, Prayer, Service, Learning
  - Milestones
  - Seasons
  - Bible
  - Parenting

- Older Adolescents
  - Faith Practices
  - Bible, Prayer, Service, Learning
  - Milestones
  - Seasons
  - Bible
  - Parenting

Forming Faith with Age Groups
## The Seasons of Adulthood

<table>
<thead>
<tr>
<th>Seasons of Life</th>
<th>Life Issues</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Children (1-10)</td>
<td>1. Physical &amp; Cognitive Changes</td>
</tr>
<tr>
<td>- Gen Alpha and Gen Z</td>
<td>2. Developmental Tasks</td>
</tr>
<tr>
<td>- Adolescents (11-19)</td>
<td>3. Life Situations</td>
</tr>
<tr>
<td>- Gen Z</td>
<td>4. Family Life Cycle</td>
</tr>
<tr>
<td>- Young Adults (20s-30s)</td>
<td>5. Faith Development</td>
</tr>
<tr>
<td>- Midlife Adults (40s-mid 50s)</td>
<td>7. Generational Characteristics</td>
</tr>
<tr>
<td>- Generation X</td>
<td></td>
</tr>
<tr>
<td>- Mature Adults (mid 50s–75)</td>
<td></td>
</tr>
<tr>
<td>- Baby Boom Generation</td>
<td></td>
</tr>
<tr>
<td>- Older Adults (75+)</td>
<td></td>
</tr>
<tr>
<td>- Builder Generation</td>
<td></td>
</tr>
</tbody>
</table>

## Twenty-First Century Learning

- Students using tablets and computers in a classroom setting.
- Teacher conducting a lecture in front of a whiteboard.
Characteristics of 21st Century Learning

1. Blended Learning
2. Micro-Learning
3. Immersive Learning Environments
4. Multiple Ways of Learning
5. Multisensory Learning
6. Project-Based Learning
7. Collaborative Learning
8. Visual Learning
9. Practice-Oriented Learning
10. Storytelling

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.
Summit’s PERSONALIZED SCHOOLS

A personalized school is designed to meet the needs of each & every individual student.

At Summit, we focus on four key elements of college and career readiness, and empower students to drive their learning and own their success.

Designing Faith Formation

<table>
<thead>
<tr>
<th>Young Children</th>
<th>Grade School Children</th>
<th>Young Adolescents</th>
<th>Older Adolescents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intergen</td>
<td>Intergen</td>
<td>Intergen</td>
<td>Intergen</td>
</tr>
<tr>
<td>Family @ Home</td>
<td>Family @ Home</td>
<td>Family @ Home</td>
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</tr>
</tbody>
</table>
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

**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
A Pathways Model

- **A Pathway is a process** for helping people discern where they are in their faith journey and to chart a path for faith growth—to get from where they are to a closer relationship with Jesus and a deeper practice of the Christian faith.

- **A Pathway is life-centered**, reaching into every area of a person’s life.

- **A Pathway is holistic** incorporating the whole person: head, heart, and hands.

- **A Pathway focuses on faith maturing.**
Spiritual-Religious Needs

- Not Spiritual, Not Religious
  Unaffiliateds

- The Spiritual but Not Religious
  Uninvolved

- Faith & Engagement – one among many priorities
  Occasionals

- Faith & Engagement at the Center of Life
  Actives

Personalized Pathways of Faith Growth

- Pathways
  - Vibrant
  - Occasional
  - Uninvolved Unaffiliated

- Playlist
  - Variety of Experiences & Activities
  - Variety of Experiences & Activities
  - Variety of Experiences & Activities
Personalized Pathways of Faith Growth

**Characteristic**

- Inquiring
  - Playlist of Experiences & Activities
- Getting Started
  - Playlist of Experiences & Activities
- Growing
  - Playlist of Experiences & Activities
- Going Deeper
  - Playlist of Experiences & Activities

Personalize the Offerings

The Seasons of Adult Faith Formation

*A Network of Adult Faith Formation Experiences, Programs, Activities, & Resources*
Personalize the Offerings
Playlists for Reading & Studying the Bible

Getting Started
- Participate in the “Welcome to the Bible” program at church
- Watch the video programs on how to read the Bible
- Watch the video program with an overview of the Old Testament and New Testament
- Use the Guide to select a Study Bible and find the Bible online
- Participate in the 30-Day Bible Experience: Reading one Gospel (Matthew, Mark, or Luke)

Growing
- Develop a daily plan for reading the Bible
- Participate in the lectio divina reflection group after Sunday worship
- Learn how to pray with the Bible
- Join a Bible study group (church, home, coffee shop, online)

Going Deeper
- Read the Bible in 365 days
- Develop a personal Bible study plan
- Take an online course: Hebrew Scriptures, Gospels, Letters of Paul
- Study and pray the Psalms as a spiritual practice

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

Growing
- Continue the weekly Bible story or video practice
- Practice the FAITHS each day: Share the highs and lows of the day every night; read a key Bible verse or story every night; talk about how the Bible reading might relate to your highs and lows; pray for one another’s highs and lows aloud every night; bless one another before turning out the lights of the day.

Going Deeper
- Continue the FAITHS 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
Playlists for Faith Formation

If you were to use a Playlist approach to develop the faith of families with young children....

1. Getting Started Families (little faith experience)
2. Growing Families (somewhat connected to faith community)
3. Going Deeper Families (involved and practicing)
   - How would you engage the parents?
   - How would you engage the children and whole family?
Playlists of Content & Experiences

If you were to use a Playlist approach for first communion...

1. **Getting Started Children** (little to no faith forming experiences)
2. **Growing Children** (some faith forming experiences)
3. **Going Deeper Children** (involved and practicing)

- What would faith formation look like with these three “types” of children?
- What would parent and family faith formation look like?

Faith Formation Playlists

A faith formation playlist is a curated group of digital (online, video, audio, print) and gathered (church, home, small groups, etc.) faith forming experiences and resources that are tailored to the specific faith growth needs of people around a particular characteristic of faith maturing or theme/topic.

Playlists are developed for each “stage” on the discernment continuum, such as Inquiring, Getting Started, Growing, Going Deeper.

Each playlist provides a variety of ways for people to learn and grow in faith.
Imagine Lent:

- If you have 5 minutes....
- If you have 10 minutes....
- If you have 15 minutes....

1. Lent calendar
2. Prayer
3. Fasting
4. Almsgiving/service
5. Bible reading
6. Lenten reading & reflection
DIGITAL FAITH FORMATION STRATEGIES
Forming Faith: Digital Approaches

1. Extend a church event or program
2. Design one event or program, offer it in multiple platforms
3. Prepare for and follow-up an event or experience
4. Flip a gathered program
5. Integrate online and gathered
6. Create online only experiences
7. Use webinars, Facebook live, podcasts, etc. to deliver programming directly to people

Extend the Event

Church or School Event or Program

At Home & Daily Life
One Event/Program, Multiple Formats

**Multiple Formats**
- Gathered
- Small Group
- Independent
- Online

**Website**
- Digital Content to Extend & Provide New Ways to Experience

**Social Media**
- Interaction
- Connection
- Communication
- Demonstration

---

**Sunday Worship**

- Learning
- Praying
- Reading the Bible: Daily Readings
- Living
Tri-Saints Lutheran
Hardy, NE

Build on an Event/Experience

Preparing
• What types of experiences, programming, activities, and resources will you develop to prepare people for the event?

Experiencing
• How will you design the event?
• How will you engage age groups, families, and the faith community?

Living
• How will you sustain/extend the event?
• What types of experiences, programs, activities, and resources will you offer people?
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. By having both in-person classes and an online study we hope to help families learn more about their faith while respecting the many demands for their time.
Confirmation

Program Requirements

1. Participate in weekly online learning
   - Complete weekly online lessons
   - Participate in monthly group discussions

2. Attend monthly Sunday Masses
   - Sessions begin at 9:00 a.m. and end after the 9:00 a.m. Mass.
   - Communion allowed.

3. Service Projects
   - Participate in 2-3 service projects per year (service project opportunities will be available online; you will need to participate in)
   - Submit one reflection per project completed online.

4. Attend "Insight" (Young Adult) Meetings
   - Attend 2 Insight (Young Adult) Meetings; more is encouraged.
   - Insight groups meet Wednesday nights from 7:00 – 8:00 PM in Atrium (please reference SAE).

5. Attend a Confirmation Retreat each year
   - Confirmation I: One-day retreat with parent or sponsor (September 28, 2013).  
   - Confirmation II: Group acknowledgement retreat (February 14-16, 2014)  
   - Confirmation III: Team celebration of confirmation (January 6, 2015).

Prayer

Peace

June 2014: Beginning of Winter

July 2014: The Green Rubber Band

August 2016: Prayer
Integrate Online and Gathered

The Slate Project

Church with a Clean Slate

The Slate Project is a new kind of Christian community that gathers both on-line and face-to-face in Baltimore, Maryland.

We are a movement to change the church from inside out.

We are committed to following the way of Jesus together into our local and digital neighborhoods and discerning in community how to be the church in the 21st century.

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

- **Mondays**
  - What: #BreakingBread (Dinner Church)
  - Where: 4 E University Pkwy #300, Baltimore, 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 night 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.

#SlateReads

#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 these readings.

Follow the hashtag #Slatereads to participate!
Integrate Online and Gathered

Join us for God on Tap tomorrow night, July 26th at 7:30pm at Parent M. Wells Brewing Company in Atlanta. Our topic: creativity.

When the universe seems to be sending you signals, the best to pay attention. Lately, I've been hearing a lot about creativity—how it works, what fuels it, what inhibits it, and what prevents it.

From a recent reminding his listeners of the importance of brainstorming for creativity, in reading authors like Stephen King and Anne Lamott during their writing process, to Elizabeth Gilbert's TED talk about your shadow creative writing, a conversation just this past week with my friend like this.

But what about how we create great projects like the Thirty Seconds or Less videos. (He described his creative process as something akin to throwing spaghetti against a wall and seeing what happens.)

Creativity is a common thing. We create all kinds of art, theatre, music, school houses plans, woodworking, gardens, beer, design, writing, business plans, you name it. We may not have created ourselves, and yet we do create and shape our lives as we tend to our relationships, work, and callings.
Connect with The Slate Project on-line and face-to-face:

**Mondays**
*What:* #BreakingBread (Dinner Church)
*Where:* 41 University Pl, Baltimore, MD 21218
*When:* 6 PM EST

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

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Advent or Lent Online “Curriculum”
## Online 40-Day Lent Curriculum

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<td>• Lenten retreat</td>
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<tr>
<td>• Lenten service</td>
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<tr>
<td>• Lenten soup suppers</td>
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<tr>
<td>• Fasting</td>
<td></td>
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<td>• Praying</td>
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Webinar
Live
Presentation

Upper Dublin Lutheran Church

Transforming Our Role
Balancing Both Roles

Current Roles
• Developing religious content
• Designing programming
• Managing programming
• Teaching/Facilitating programming

Emerging Roles
• Designing faith forming environments—architecture
• Designing Digital Platforms for faith forming content
• Curating religious content and experiences
New Leadership Roles

- We are becoming learning architects who design and/or identify environments which can become settings for faith formation, e.g., homes, workplaces, coffee shops, online communities, and more. We can design content and experiences to “deliver” to that setting.

- We are becoming designers of digital platforms (websites, social media) where people can connect with each other, access content, engage in learning activities, and more. These platforms provide 24x7 faith formation.

- We are becoming curators of religious content and experiences. When there is an abundance of content, our role shifts from creator to curator. Curators are engaged in finding and identifying high quality content in all formats, matching it with the needs of people, providing the content on a digital platform (and often in gathered settings), and engaging people with the content.

DESIGN PROCESS
Step 1. An Inventory of Current Activities

Develop a first draft of your one-year plan for your target audience by using all of the current intergenerational, family, and age group activities your congregation is currently providing, correlated to the 10 faith maturing characteristics. It's not important to "fill every box."

- **Add** the intergenerational (or whole church) faith forming experiences (ministries, programs, activities).
- **Add** the parent and family faith formation activities.
- **Add** the current age group programming from Week.

Step 2. New Ideas

Review your first draft: What are the strengths in our approach to promoting faith maturing using the 10 characteristics? What are the areas that need improvement? What new initiatives can we create to build upon strengths and address areas in need of improvement? Add these new ideas to your first draft.
Step 3. Digital Methods and Media

How can you use digitally enabled strategies to improve, expand, or create new faith formation programming. Identify specific ways you can integrate digital methods and media into your first draft plan.

- **Extend programming.** Which current programs can you extend using online programming? Identify the kinds of content you would provide online to extend each program.
- **Flip the program using online content.** Which programs are good candidates for flipping the content, i.e., is there high-quality digital content (audio, video, visual, print) available in an online format? Identify the programs you could flip. What will be available online? What will the gathered session look like when the content is online?
- **Online programming.** What types of programs can you create online? How can you deliver programming online (webinar, streaming presentation)? How can you develop an online resource center as a portal to curated content?
- **Multiformat programming.** Which programs are good candidates for multiformat programming? What would a design look like for one multiformat program?
- **Prepare and follow-up programming.** Which programs can you use a digital strategy to prepare people online for an event or program and then follow up with online content and activities? What would a design for one program look like?

Step 4. A "Menu" of Faith Formation for a Year

Create a plan for the year, based on your current and new programming, that integrates the three faith forming environments. The goal is to provide a holistic year of faith formation that integrates all three environments. Use the work you have done on the "Designing" worksheet. Be sure to use digital strategies where appropriate.

- **Intergenerational (whole church community)**
- **Family and Parents at Home and at Church**
- **Age Group (young children or grade school children or middle school young people)**

Create your plan so that it is written in a style and language appropriate to your target audience, e.g., parents of young children, parents and grade school children, parents and young adolescents.
Step 5. Promotion and Presentation.

Develop a plan for introducing the annual plan to your target audience with a live or video presentation and a booklet (print or digital), calendar, webpage, etc.

Developing a Plan

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