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Part One

Lifelong Model

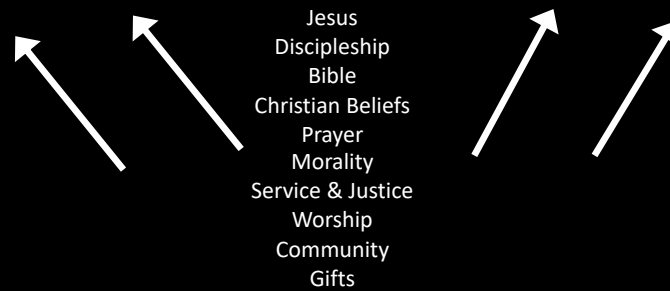
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Lifelong Faith Formation



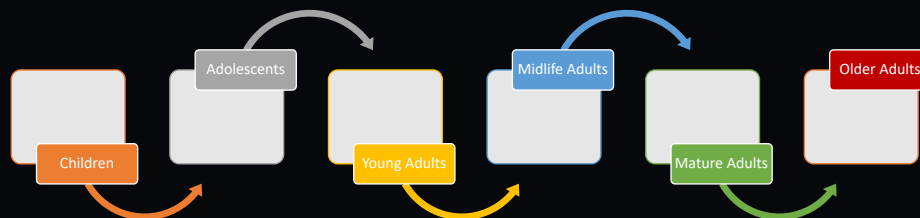
Age-Specific & Family & Intergenerational
Faith Forming Experiences in Each Season

Common Goals Guide Faith Formation in Each Season



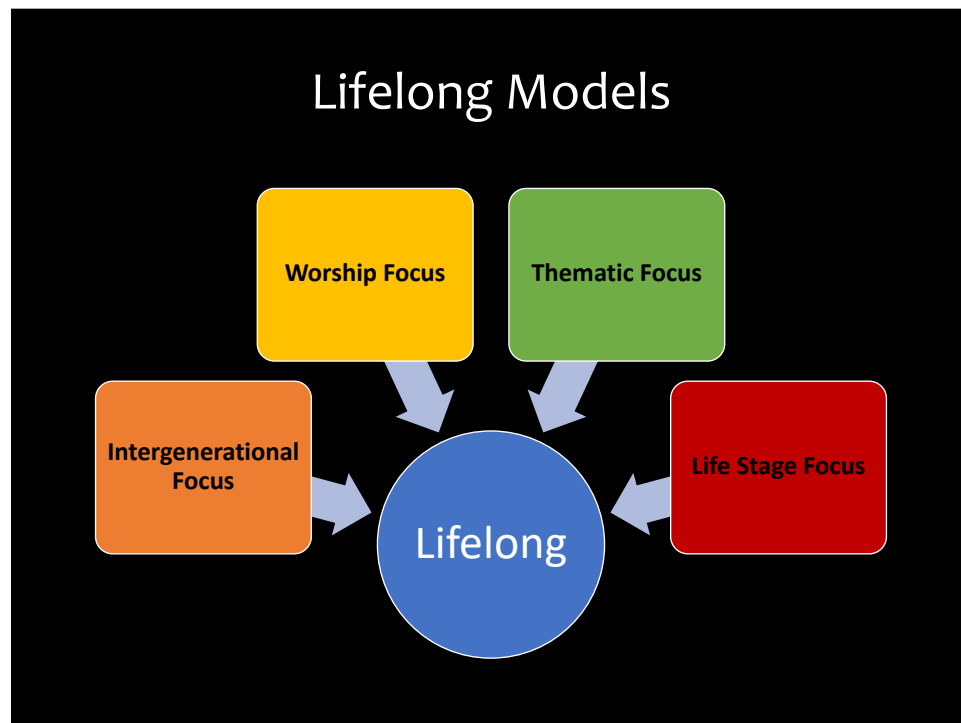
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Continuous & Seamless



- ◆ Shared goals for lifelong faith maturing
- ◆ Integration of *Intergenerational – Family – Life Stage* faith forming
- ◆ Variety of content, experiences, settings
- ◆ On-person – online - hybrid
- ◆ Personalized to the address faith growth and needs

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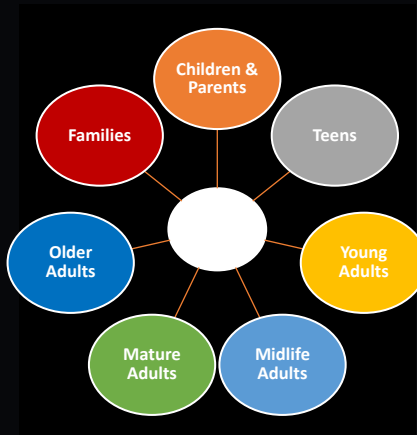
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Part Two Programming

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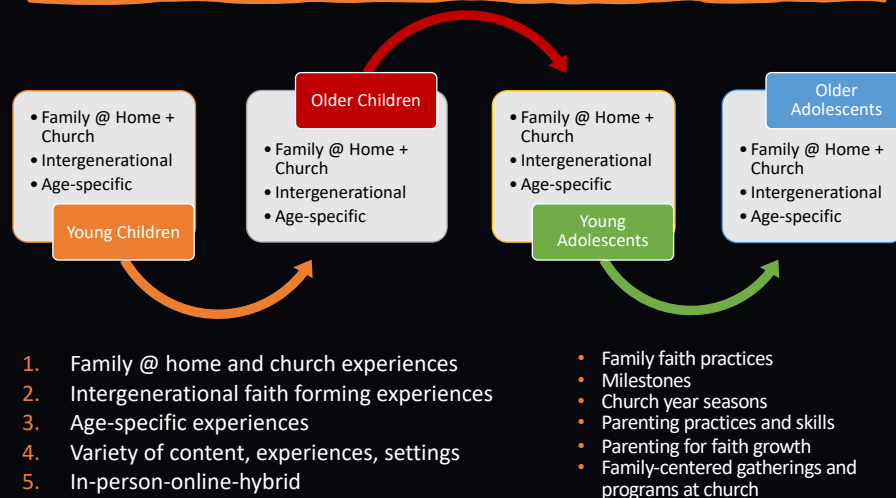
Programming Faith Formation *a menu of engagements*

- ✓ a wide variety of faith-forming experiences in intergenerational, family, and life stage settings
- ✓ a variety of content, programs, activities, and resources
- ✓ content personalized to their spiritual-religious growth
- ✓ a variety of formats: on your own, mentored, at home, in small groups, and in large groups
- ✓ in-person, online, and hybrid
- ✓ anytime, anywhere



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First Two Decades of Life



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Families with Children 0-5

1. *Baptism preparation* that engages the parents in their own faith growth and prepares them for nurturing faith in young children
2. *Mentors* from the church community (e.g., grandparents) to accompany parents on the journey from Baptism to start of school
3. *Faith practices* - Bible stories, prayers, meal rituals, values
4. *Seasons of the year* activities
5. *Milestones* - birthdays, baptism anniversaries, "first" milestones, entry to preschool and kindergarten
6. *Parenting knowledge* - understanding young child development and practices for effective parenting of young children
7. *Parenting for faith skills* - reading a Bible story, praying with a young child, having faith conversations
8. *Online group* for parents of young children
9. *Gatherings for parents and for families* at church

At Church

At Home

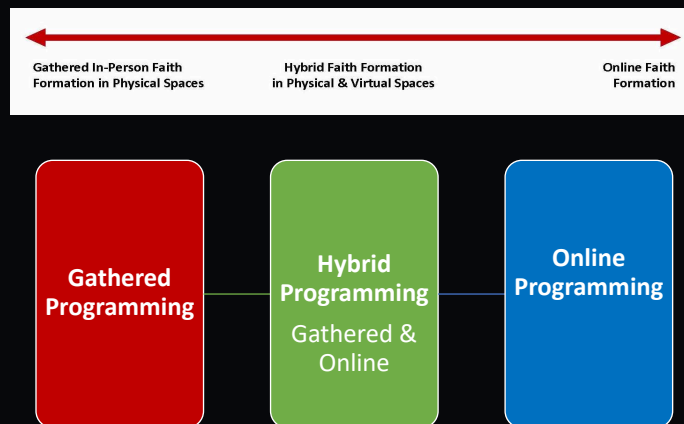
Online

Hybrid

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Hybrid Programming

Synchronous and Asynchronous



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Two Important Values

Hybrid models hold together two important values in faith formation:

1. the importance of in-person relationships and faith forming experiences, and
2. the importance of being responsive to the complexity of people's lives and their religious-spiritual needs.

Hybrid models expand faith formation opportunities for everyone.

We can become much more strategic and careful about when, where, how, and for what we gather people because we can now integrate online with in-person faith forming.

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Hybrid Approaches

Involve more people with time- and schedule-friendly programming

Reach more people through different learning formats

Promote more engaged learners

Find multiple ways to use the programming we create.

Engage or re-engage those who participate occasionally or who have stopped participating in church life.

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One Program, Multiple Formats

1. *Large group physical gathering:* People gather at church and a leader facilitates the program: live or video presentation, time to read and reflect, and small group discussion.
2. *Small group physical gathering:* People gather in small groups in homes or coffee shops or other conducive setting, watch the video, read and reflect on the content, and discuss the content.
3. *Small group online setting:* People gather online in a small group (Zoom or other video conferencing platform) to watch the video together, read and reflect on the content, and discuss the content.
4. *Hybrid:* People complete each session on their own, share reflections in a Facebook group (asynchronous), meet together to discuss the program (synchronous).
5. *Online independent:* People complete the learning program on their own.

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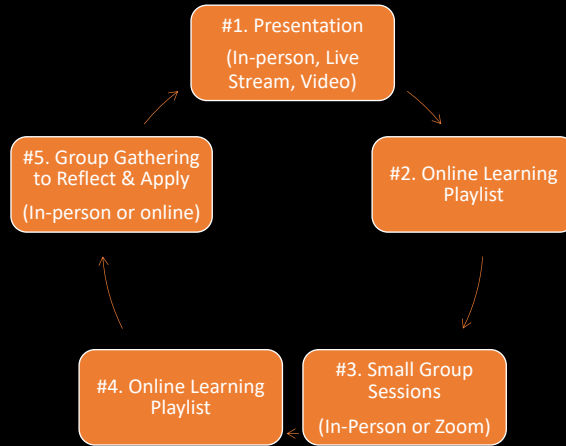


Ideas for Hybrid Design *reinvent or create*

- Marriage preparation
- Baptism preparation for new parents
- Families with young children (0-5)
- Children's faith formation with an at-home component
- First communion preparation for parents and whole family
- Confirmation preparation
- All adult faith formation
- Outreach initiatives

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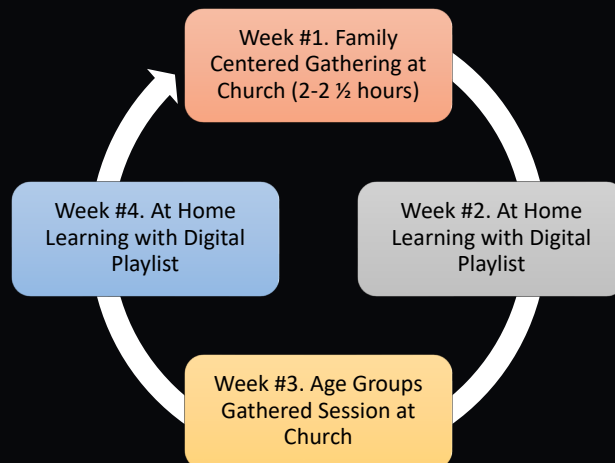
Hybrid Programming



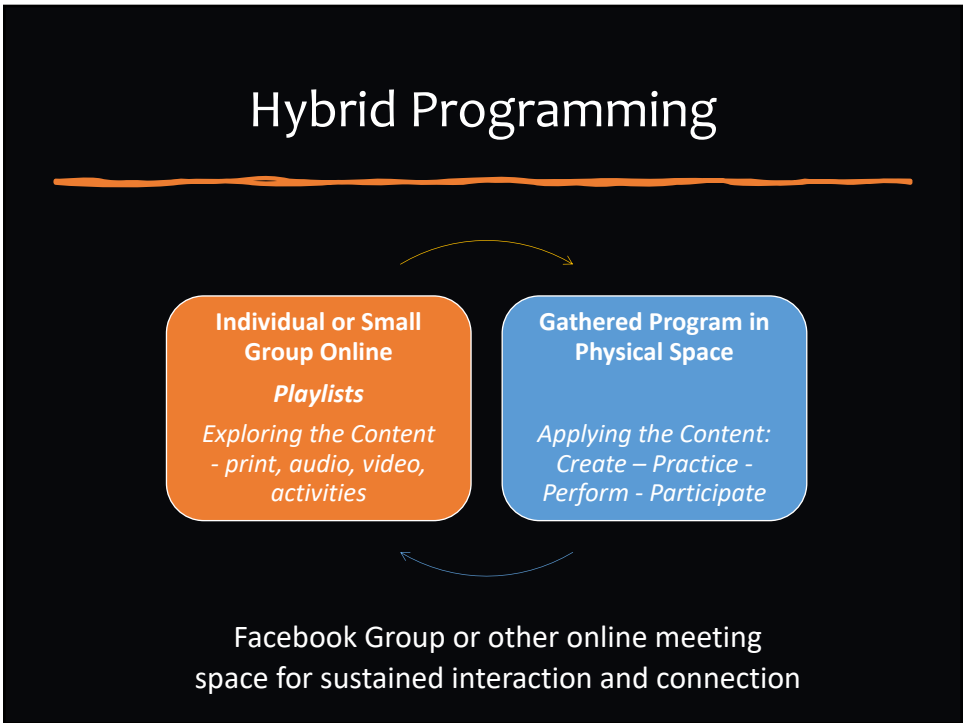
Add a Facebook Group or other online meeting space for sustained interaction and connection

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Family Hybrid Learning



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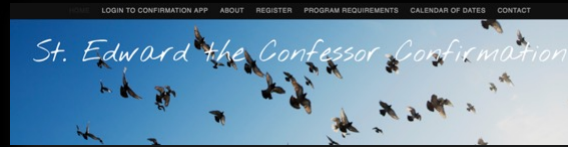
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Hybrid Confirmation

Adolescent Confirmation Program

1. **On Your Own:** Engage young people with a monthly learning playlist—watching videos, reading short articles, praying, writing reflections in a journal—on the theme.
2. **In a Small Group:** Have young people participate in one small group experience (online) to discuss the content in the playlist and what they are learning.
3. **In a Large Group:** Involve young people in a monthly meeting with all groups for community sharing, interactive activities, short presentations, and ideas for living faith.

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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.

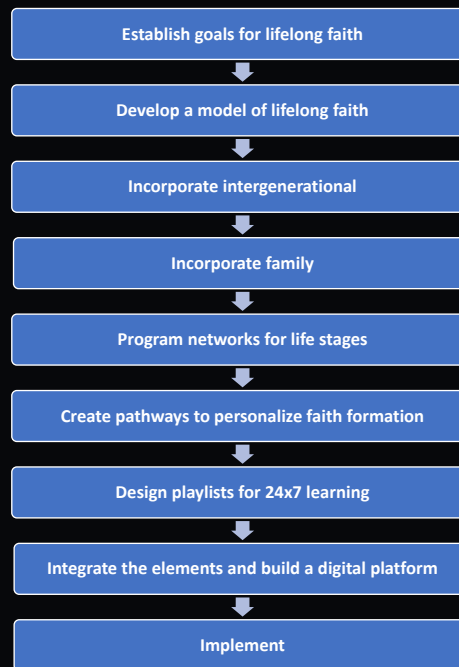
1. Class Sessions - Once a month (7 in total/year)
2. Online Sessions - 3 per month
3. "Insight" Youth Group Meetings - Attend 3 per year
4. Service Projects - 2 per year
5. Retreat - Year 1 and 2

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Part Three Design & Implementation

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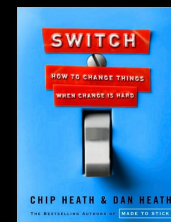
Developing a Lifelong Plan



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Creating & Sustaining New Projects

1. **Follow the bright spots:**
 - When creating investigate what's working and clone it.
 - When sustain, collect feedback (stories, audio, photos) and share it widely
2. **Point to the destination:**
 - Change is easier when you know where you're going and why it's worth it.
 - Paint a picture of what's happening in people's lives because of the new project.
3. **Script the critical moves:**
 - Don't think big picture, think in terms of specific behaviors.
 - Guide the team through the steps.
4. **Find the feeling:**
 - Knowing something isn't enough to cause change. Make people feel something. Build an emotional and rational case for change.
5. **Plan for small wins that lead to significant innovations.**



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Planning

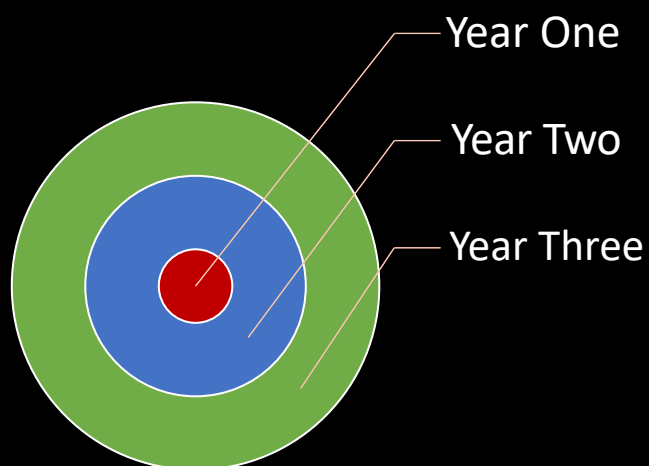
sustain – enhance – expand - create



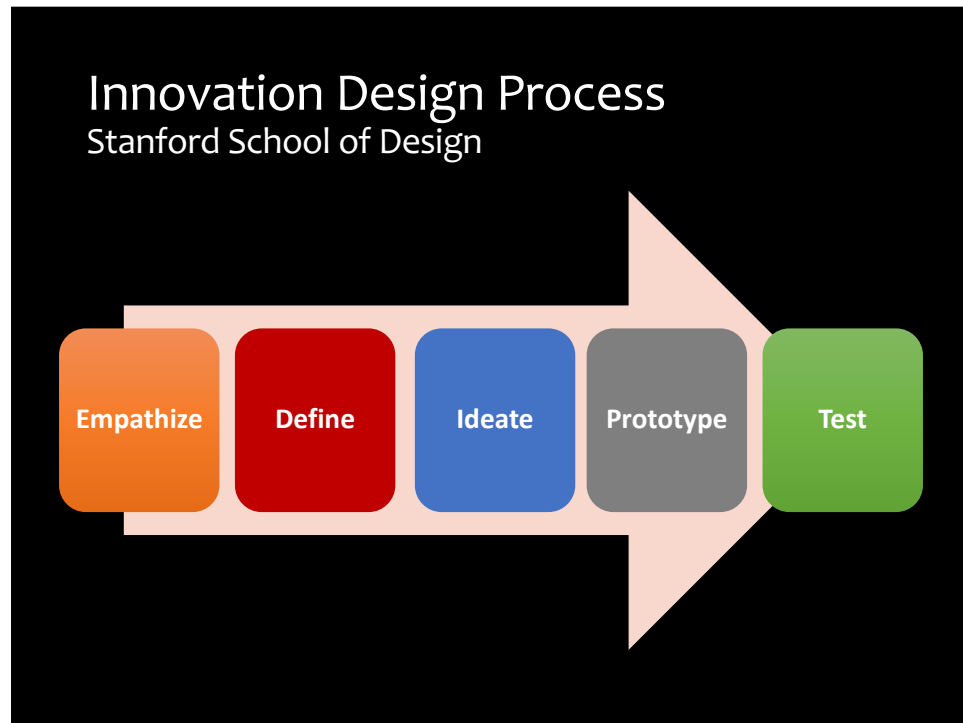
- **Short-Term Planning** – ideas that can be integrated into existing plans and programs OR can be designed and implemented quickly
- **Mid-Term Planning** – ideas that need more design time and that can be implemented within one or two years
- **Long-Term Planning** – ideas that need design time, piloting and testing, and then implementation over the next several years

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Involvement Over Time



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