Adult Faith Formation Scenario Strategies

The Future of Adult Formation Scenarios

Response of Faith Communities to the Increasing Diversity in Society

Embracing Diversity

Scenario 4

The fourth scenario describes a world in which adults are uninterested in developing their spiritual life <u>and</u> faith communities are embracing the diversity in the adult population—including ethnic/cultural, sexual/gender, socio-economic, family styles, and religiosity. In this world faith communities are working to develop approaches, strategies, and programming that address diversity and respond to lives of adults who are uninterested in faith and spirituality and uninvolved in the faith community.

Scenario 1

The first scenario describes a world in which adults have a desire and interest in developing their spiritual life <u>and</u> faith communities are embracing the diversity in the adult population—including ethnic/cultural, sexual/gender, socioeconomic, family styles, and religiosity. In this world faith communities are developing approaches, strategies, and programming that respond to diversity and engage adults in growing spiritually

Desire & Interest of Adults in Developing their Spiritual Life

Decreasing

Increasing

Scenario 3

The third scenario describes a world in which adults are uninterested in developing their spiritual life and faith communities are not embracing the diversity in the adult population (ethnic/cultural, sexual/gender, socio-economic, family styles, religiosity, and more). In this world adults experience little need for God and the spiritual life and are typically not affiliated with organized religion and not members of established churches. In light of this many of these faith communities have "given-up" on adult faith formation. They provide little or no adult faith formation for any adults, besides occasional opportunities directed to the active adult members of the faith community or parents with children in educational programming. There is little recognition of the diversity of the adult population or of the uniqueness of each season of adulthood—young adults, midlife adults, mature adults, and older adults.

Scenario 2

The second scenario describes a world in which adults have a desire and interest in developing their spiritual life and faith communities are not embracing the diversity in the adult population (ethnic/cultural, sexual/gender, socio-economic, family styles, religiosity, and more). In this world faith communities may recognize the desire and interest of adults in the spiritual life, but provide little or no adult faith formation for any adults or provide faith formation that is focused on a particular adult population, such as active adult members of the faith community or parents or older adults. There is little recognition of the diversity of the adult population or of the uniqueness of each season of adulthood—young adults, midlife adults, mature adults, and older adults.

Strategies by Scenario

Scenario 1

Young Adults

- 1. Diversity training / immersion
- 2. Musical festivals
- 3. Build a team, build buy-in
- 4. Service learning and worship
- 5. Interfaith worship, walks, exchanges
- 6. Online community (congregation and beyond)
- 7. Diverse volunteer opportunities clearinghouse
- 8. Sexuality training/education
- 9. Meal/table fellowship
- 10. Accessible ecumenical "discovery worship"
- 11. "Third space" ministry
- 12. Baptism cohort groups / mentoring for parents ("near-peer")
- 13. Reflection/discernment opportunities
- 14. Life skills mentoring, arts/crafts, technology
- 15. Leadership opportunities

Midlife Adults

- 1. Wine bar current events conversation; mixed singles, marrieds
- 2. Self-established daytime groups kids in schools
- 3. Hot topics, e.g., gay marriages
- 4. Sacred music event, contemporary Christian
- 5. Writing workshops (spiritual)
- 6. Evangelizing by targeting civic events to make contact with and relate to S3 and S4 people
- 7. Seeding deliver sermons on CD; at event have comment white board, can also be done online
- 8. Podcast/live stream homilies/spiritual conversations
- 9. Diversity training
- 10. Mid-week worship for families who are spending weekends on the road visiting young adult children
- 11. Adopt a grandchild to ease midlife burdens; prayer partners
- 12. Family service
- 13. 5-minute resources
- 14. Busy-parent retreat
- 15. Steward service outreach day, whole families, intergenerational
- 16. Women's Advent retreat before Advent
- 17. Easy/short family online seasonal resources
- 18. Monthly faith formation at local park for whole family open house format
- 19. Teach relationship skills using older adult mentors in homes or other places; they'll talk and evangelize
- 20. Are church publications and art on walls diverse language, music
- 21. Bilingual worship

22. Single midlife adults adopt a grandchild

Mature Adults

- 1. AFF team create fair re various life situations/resources (living network)
- 2. Create yearly/seasonal covenant with regard to spiritual practices service to church and world
- 3. Launch to AFF website
- 4. Cultural fair and celebrate cultures representative in community / "ambassadors"
- 5. "Saints Alive" from each cultural tradition
- 6. Service opportunities and reflection on site and/or follow-up picnic
- 7. Milestone moments: host gathers away from church homes, senior centers, etc.
- 8. Strength Finders could help with transitions
- 9. Health and financial issues
- 10. Grandparents who are parenting grandchildren: tools to navigate that generations reality
- 11. Resourcing/networking to offering in community
- 12. Grandparents day out
- 13. Language and publicity awareness
- 14. Resources for caregivers / interfaith
- 15. Navigating widowhood and funeral arrangements; "don't drop dead—plan ahead"
- 16. Digital connections
- 17. Grandparenting groups share issues, bright ideas, etc.
- 18. Travel opportunities, local and international, ways of transformation
- 19. "Mainly Mozart" concerts (3 parish/1 community); pre-event "Mozart and Faith"
- 20. Promote community library, local stories, library; consider vision and hearing issues
- 21. Local museums: how do you see God
- 22. Amazing Faiths Dinners members from different faiths; discussion questions provided
- 23. "Laughter, Libations, and the _____ Life"; "Uncorked"; after Saturday evening services; "Wine and Wisdom"; "Books and Coffee"
- 24. Correspondence write articles about events
- 25. Hike reflections along the Way
- 26. Strength Finders helping them find ways to do things in retirement
- 27. Leadership development to find/identify circles of influence and equip to tell the faith story. Build up skills to witness to groups 3 and 4. (Peer ministry and mentoring young generations)
- 28. Introduce ways to relate to and work with people of many faith traditions
- 29. YouTube vide clips address spiritual life/church participation, or not (links on Facebook, website, other social media)
- 30. Announcements and prayers of the faithful to heighten awareness of those on fringes; conversation after services

Older Adults

- 1. Seniors and preschool in a center together; human development and spiritual; learn compassion
- 2. Faith in the field (home-bar) bring people together
- 3. Set up a short video from professors (Ted Talk); program in a box to be used in church-home-study groups
- 4. Use PBS "Being Mortal" (any stories relating to these topics) in church and outside of church
- 5. Life issues planning a funeral; Stephen Ministry

- 6. Connect to mentally impaired or Alzheimer's use music, use instruments; use Alzheimer's Association to help the church train people
- 7. Read to people; dance-sing; companions
- 8. If parishioners travel they could send a postcard to the shut-ins; have youth bring postcards and give them to shut-ins
- 9. When church sends a Christmas card; can the church send one to one of the children to connect family to the church

- 10. Younger people connecting to help people stay connected to families
- 11. Sex education to help them know about sexual transmitted disease
- 12. Retreats for older people
- 13. Prison ministry and older people
- 14. Older people connection to sick children
- 15. Kidney and chronic illness connecting older adults to associations
- 16. Connecting older adults with children
- 17. An annual lunch or dinner to gather home-bound or go to a nursing home and share a meal
- 18. Take a phone / iPad and take pictures to share
- 19. AARP bring them to our church
- 20. Help older adults with social services
- 21. Young people share story with older adults to listen to each other
- 22. Spiritual direction team giving in to help people make a plan or do a new home blessing of the new place
- 23. Homebound look at pictures and ask about the picture and ask about the picture to share "What meaning does this picture have for you"
- 24. Can churches come together to buy a van to bring people together
- 25. Stephen Ministry
- 26. Spiritual direction in groups at nursing homes
- 27. Section 202-8 government will build the building and church run it
- 28. Old convents, old schools using buildings for senior housing

Scenario 2

Young Adults

- 1. Spiritual / cultural film study
- 2. Forming person intercultural relationships
- 3. Diverse young adult leaders
- 4. Pastoral care
- 5. Cultural awareness/support in campus ministries, military chaplaincy
- 6. Diverse neo-monastic experiences

Midlife Adults

- 1. Wine bar current events
- 2. Daytime self-formed groups
- 3. CD sermons on Facebook
- 4. Religious ethnic CD from parish groups
- 5. Heifer living gift project live animals, organized by families, open to all

- 6. Bible herb festival
- 7. Family service
- 8. 5-minute resources
- 9. Ethnic fest
- 10. Christmas around the world in July
- 11. Reading list of children's books on diversity
- 12. Create openness and hospitality to single, LGBTQ, divorced, atheists, homeless, ethnic, racial, young adults
- 13. Ethnic saints resources
- 14. Bilingual worship
- 15. ESL
- 16. Three Kings Day
- 17. Leadership diversity training
- 18. Hiring diverse leaders
- 19. Blog
- 20. 3-minute rule speak to someone you don't know after worship for 3 minutes
- 21. Las Posadas for families

Mature Adults

- 1. More inclusive/diverse bulletin announcements
- 2. Skills for grandparent (sharing the faith with grandkids); living discussion group
- 3. "Mozart" concert/events can add with music in faith; arts fairs
- 4. Creative ways to advertise
- 5. Field trips: museums, community locations, restaurants
- 6. Faith dinners
- 7. "Uncorked" Theology on Tap for Mature Adults
- 8. Correspondents
- 9. Creative retreats
- 10. Strengths Finder
- 11. Support/training for grandparent parenting skills, financial planning, health
- 12. Caregiver support/"breaks"
- 13. Open to community always aware of language
- 14. Stewardship of last things funeral, end of life planning
- 15. Technology use
- 16. Creating a "spiritual will"
- 17. Network /Fair
- 18. Cultural fair
- 19. Spiritual practices "fair" (intergenerational)
- 20. Move and meal for singles (Friday night)
- 21. Service opportunities, not overtly religious but reflective
- 22. Host gatherings around "transitions"/milestones "off campus"
- 23. Grandkids gather on the farme
- 24. Develop leadership skills for witness
- 25. Mentoring young adults in careers
- 26. Panel approach diverse topics various venues
- 27. YouTube examples of faith sharing

Older Adults

- All of Items #10-28 from Scenario 1
 - 1. Faith in the field, bring people together
 - 2. Set up a short video from professors (Ted Talk); program in a box to be used in church-home-study groups
 - 3. Older adults being video recorded: faith witness in our church in a parish committee, meetings, retreats; have middle school youth do the interviews; put on parish website
 - 4. Use PBS "Being Mortal" (any stories relating to these topics) in church and outside of church
 - 5. Life issues planning a funeral; Stephen Ministry
 - 6. If parishioners travel they could send a postcard to the shut-ins; have youth bring postcards and give them to shut-ins

Scenario 3

Young Adults

- 1. Outdoor activity
- 2. Online resources; online on-ramps
- 3. Third spaces
- 4. "Pro" sports relationships
- 5. Theater, art, music, creative projects, hacker/maker spaces, games
- 6. Diverse leadership
- 7. Physical presence in YA spaces
- 8. Intentional cross-cultural experiences (food, fun)
- 9. Immersive trips/activities
- 10. Reflections on encounters; inter- and intra-cultural ministries and authentic
- 11. Inclusive language
- 12. Own your faith in public
- 13. Intergenerational relationships

Midlife Adult

- 1. Start with what they want
- 2. Concerts in the parish; contemporary values music, not Christian
- 3. Writing (poetry, memoir, journaling)
- 4. Partner/promoting organizations sponsoring events
- 5. Host civic events
- 6. Herb festival
- 7. Include kids/families in programs
- 8. Family service
- 9. Mindfulness as a response to human issues
- 10. Promote through community outlets; digital technologies
- 11. S3 website
- 12. 5 minute resources
- 13. Yoga / Tai Chi
- 14. Ethnic food fest
- 15. 1-minute meditation YouTube

- 16. Happy hour/after work gathering, third places
- 17. Piggyback on competitive sports; assistance with sportsmanship
- 18. ESL
- 19. Assist grandparents with grandchildren spirituality
- 20. Blog
- 21. Las Posadas

Mature Adults

- 1. Mainly Mozart (concert series)
- 2. Advertising: online, community, at stores
- 3. Faith content/arts presentations
- 4. Go to museums field trips
- 5. Amazing faith dinners; dine around; go to multicultural restaurants (with reflection) / "uncorked" (after Saturday worship); "wine and wisdom"
- 6. Strength Finders (community setting) / with transitions
- 7. Labyrinth "spirit and spa"
- 8. Variety of enrichment financial, health care, etc.
- 9. Grandparents/grandkids summer thing (staying connected); resourcing, inter-denomational, community space
- 10. Care-givers "time-out" / community
- 11. Funeral planning / "last things" plan ahead
- 12. Cultural fair; invite neighbors and friends
- 13. Lobster bakes; invite neighbors and friends
- 14. Food trucks in parking lot; invite neighbors and friends
- 15. Friday night meal and movie for singles at either church or theater
- 16. Service ministries intergenerational? With reflection?
- 17. Bus trip to camp for terminally ill kids
- 18. Host gatherings outside of church for milestones in homes, malls, senior center
- 19. Nurture leaders so they are joyful and faith is caught
- 20. Mentor peer leaders and give them vocabulary; peer ministry
- 21. Invite people to be mentors for younger adults
- 22. Formation: form people to be disciples, not just to be in your denomination
- 23. Snipets on YouTube
- 24. Coffee and conversation after worship
- 25. In church bulletins and pulpit announcements announce spiritual events in other denominations such as Gay Men's chorus, African refugee events, etc.
- 26. In prayers of people: include prayers for what's happening with diverse people (e.g., Syrian refugees)

Older Adults

- All of Items #10-28 from Scenario 1
 - 1. Children have a way of breaking through seniors stuck in their ways
 - 2. Life review
 - 3. Older adults being video recorded: faith witness in our church in a parish committee, meetings, retreats; have middle school youth do the interviews; put on parish website

- 4. Use PBS "Being Mortal" (any stories relating to these topics) in church and outside of church
- 5. Life issues planning a funeral; Stephen Ministry
- 6. If parishioners travel they could send a postcard to the shut-ins; have youth bring postcards and give them to shut-ins

Scenario 4

Young Adults

- 1. Intercultural festivals, experiences
- 2. Intercultural competency training
- 3. Church space = art space (iconography workshop)/cultural = spiritual reflection
- 4. Connection/community learning experiences
- 5. Inter-faith scripture conversation
- 6. Mission trips
- 7. Environmental justice
- 8. Public, third spaces
- 9. Community social forums
- 10. Pop culture, secular hymns use millennial leadership

Midlife

- 1. Start with what they want
- 2. Midlife cultural music
- 3. Local song writers festival
- 4. CD ethnic, no religious
- 5. Herb festival
- 6. Family service
- 7. Mindfulness programs/resources
- 8. 5-minute resoruces
- 9. Yoga, Tai Chi
- 10. Community partners around social justice issues
- 11. YouTube 1-minute meditations
- 12. Host shared workspace for home-based businesses; businesses/non-profits that have values consistent with church but not churchy
- 13. ESL
- 14. Blogs
- 15. Career transition support/ministrie

Mature

- 1. "Mainly Mozart" concerts (3 parish/1 community); pre-event "Mozart and Faith"
- 2. PR bulletin boards, restaurants, etc. Big
- 3. Faith content / arts presentations
- 4. Field trips, museums where do we see God
- 5. Theology on Tap for older adults;
- 6. Amazing faith dinners multicultural
- 7. Strengths Finders connect with transitions in life
- 8. Creative retreats hiking, spirit, spa

- 9. Finding financial peace, health issues, parents
- 10. Grandparents: raising grandchildren, living far away, camps
- 11. Watch your use of words, pictures
- 12. Church be a presence at community events
- 13. Stewardship of last things
- 14. Cultural fair + Reflection piece online
- 15. Move and meal night
- 16. Transition milestone moments at homes, senior centers, mall, etc.
- 17. Invite to be career or parent mentors to young adults
- 18. Interfaith gathering
- 19. Estate and financial planning online
- 20. Estate and financial planning online resources with mentor facilitator

Older

All of Items #10-28 from Scenario 1

- 1. Faith in the field (home-bar) bring people together
- 2. Use PBS "Being Mortal" (any stories relating to these topics) in church and outside of church
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Strategies by Seasons of Adulthood

Young Adults

S1

- 1. Diversity training / immersion
- 2. Musical festivals
- 3. Build a team, build buy-in
- 4. Service learning and worship
- 5. Interfaith worship, walks, exchanges
- 6. Online community (congregation and beyond)
- 7. Diverse volunteer opportunities clearinghouse
- 8. Sexuality training/education
- 9. Meal/table fellowship
- 10. Accessible ecumenical "discovery worship"
- 11. "Third space" ministry
- 12. Baptism cohort groups / mentoring for parents ("near-peer")
- 13. Reflection/discernment opportunities
- 14. Life skills mentoring, arts/crafts, technology
- 15. Leadership opportunities

S2

- 1. Spiritual / cultural film study
- 2. Forming person intercultural relationships
- 3. Diverse young adult leaders
- 4. Pastoral care
- 5. Cultural awareness/support in campus ministries, military chaplaincy
- 6. Diverse neo-monastic experiences

- 1. Outdoor activity
- 2. Online resources; online on-ramps
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- 4. "Pro" sports relationships
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- 9. Community social forums
- 10. Pop culture, secular hymns use millennial leadership

Midlife Adults

S1

- 1. Wine bar current events conversation; mixed singles, marrieds
- 2. Self-established daytime groups kids in schools
- 3. Hot topics, e.g., gay marriages
- 4. Sacred music event, contemporary Christian
- 5. Writing workshops (spiritual)
- 6. Evangelizing by targeting civic events to make contact with and relate to S3 and S4 people
- 7. Seeding deliver sermons on CD; at event have comment white board, can also be done online
- 8. Podcast/live stream homilies/spiritual conversations
- 9. Diversity training
- 10. Mid-week worship for families who are spending weekends on the road visiting young adult
- 11. Adopt a grandchild to ease midlife burdens; prayer partners
- 12. Family service
- 13. 5-minute resources
- 14. Busy-parent retreat
- 15. Steward service outreach day, whole families, intergenerational
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- 9. Mindfulness as a response to human issues
- 10. Promote through community outlets; digital technologies
- 11. S3 website
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Mature Adults

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- 10. Care-givers "time-out" / community
- 11. Funeral planning / "last things" plan ahead
- 12. Cultural fair; invite neighbors and friends
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- 19. Nurture leaders so they are joyful and faith is caught
- 20. Mentor peer leaders and give them vocabulary; peer ministry
- 21. Invite people to be mentors for younger adults
- 22. Formation: form people to be disciples, not just to be in your denomination
- 23. Snipets on YouTube
- 24. Coffee and conversation after worship
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- 7. Strengths Finders connect with transitions in life
- 8. Creative retreats hiking, spirit, spa
- 9. Finding financial peace, health issues, parents
- 10. Grandparents: raising grandchildren, living far away, camps
- 11. Watch your use of words, pictures
- 12. Church be a presence at community events
- 13. Stewardship of last things
- 14. Cultural fair + Reflection piece online
- 15. Move and meal night
- 16. Transition milestone moments at homes, senior centers, mall, etc.
- 17. Invite to be career or parent mentors to young adults
- 18. Interfaith gathering
- 19. Estate and financial planning online
- 20. Estate and financial planning online resources with mentor facilitator

Older Adults

S1

- 1. Seniors and preschool in a center together; human development and spiritual; learn compassion
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- 19. AARP bring them to our church
- 20. Help older adults with social services
- 21. Young people share story with older adults to listen to each other
- 22. Spiritual direction team giving in to help people make a plan or do a new home blessing of the new place
- 23. Homebound look at pictures and ask about the picture and ask about the picture to share "What meaning does this picture have for you"
- 24. Can churches come together to buy a van to bring people together
- 25. Stephen Ministry
- 26. Spiritual direction in groups at nursing homes
- 27. Section 202-8 government will build the building and church run it
- 28. Old convents, old schools using buildings for senior housing

S2

All of Items #10-28 from Scenario 1

- 1. Faith in the field, bring people together
- 2. Set up a short video from professors (Ted Talk); program in a box to be used in church-home-study groups

- 3. Older adults being video recorded: faith witness in our church in a parish committee, meetings, retreats; have middle school youth do the interviews; put on parish website
- 4. Use PBS "Being Mortal" (any stories relating to these topics) in church and outside of church
- 5. Life issues planning a funeral; Stephen Ministry
- 6. If parishioners travel they could send a postcard to the shut-ins; have youth bring postcards and give them to shut-ins

All of Items #10-28 from S1

- 1. Children have a way of breaking through seniors stuck in their ways
- 2. Life review
- 3. Older adults being video recorded: faith witness in our church in a parish committee, meetings, retreats; have middle school youth do the interviews; put on parish website
- 4. Use PBS "Being Mortal" (any stories relating to these topics) in church and outside of church
- 5. Life issues planning a funeral; Stephen Ministry
- 6. If parishioners travel they could send a postcard to the shut-ins; have youth bring postcards and give them to shut-ins

S4

All of Items #10-28 from S1

- 1. Faith in the field (home-bar) bring people together
- 2. Use PBS "Being Mortal" (any stories relating to these topics) in church and outside of church
- 3. Life issues planning a funeral; Stephen Ministry
- 4. If parishioners travel they could send a postcard to the shut-ins; have youth bring postcards and give them to shut-ins