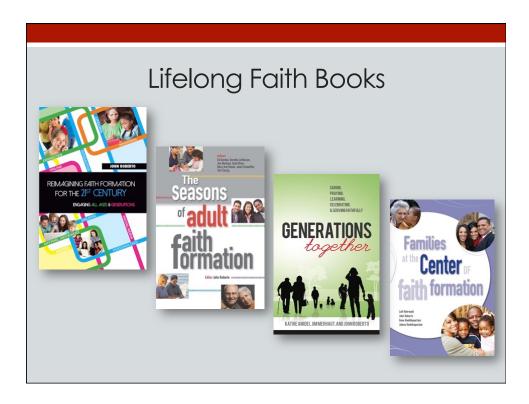


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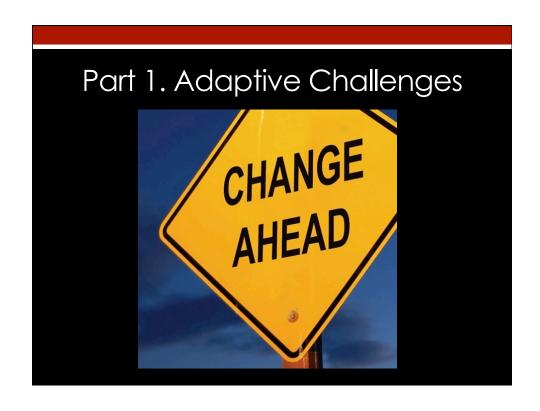
## Vision to Reality – Lifelong Faith Formation

- 1. A New Faith Forming Ecology for the 21st Century
- 2. Practices for 21st Century Faith Formation
- 3. Designing a Lifelong Plan for Faith Formation: New Models and Strategies
- 4. Using New Digital Methods and Resources in Faith Formation
- 5. Designing an Online Platform for Faith Formation Programming
- 6. Curating Religious Content and Experiences
- 7. Introducing Faith Formation Innovations into Church Life

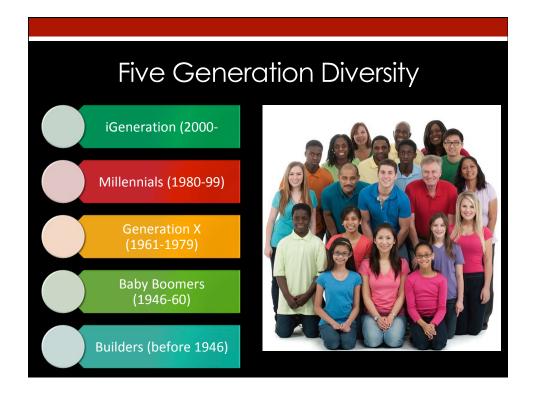
#### Workshops & Webinars

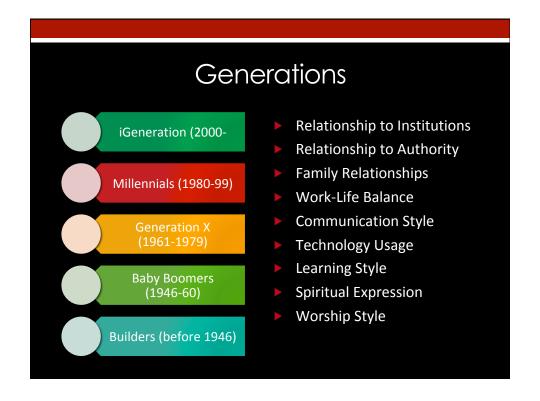
- Program 1: Reimagining Faith Formation for the 21<sup>st</sup>
   Century
- Program 2: Envisioning Lifelong Faith Formation in Faith Communities
- Program 3: Designing New Projects in Lifelong Faith Formation
- → Program 4 (Webinar): Implementing a Faith Formation Plan
- → Program 5 (Webinar): Launching a Faith Formation Plan
- → Program 6: (Webinar): Reviewing Progress
- Program 7. (Gathering): Sharing Reports on Models and Impact

What's Your Vision (Dream, Hopes) for Faith Formation in Your Parish Community?







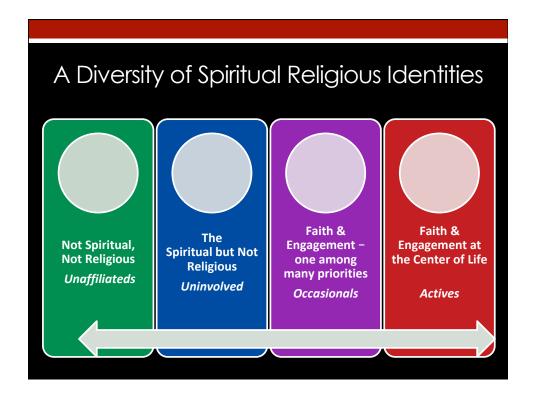


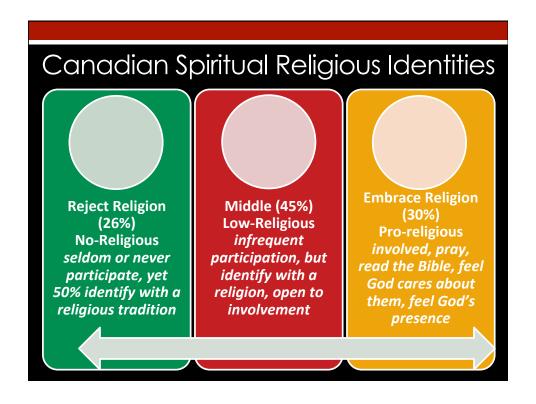


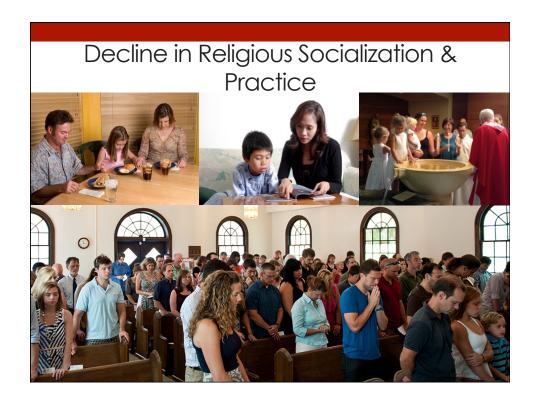
Married Couple + No Children
Married Couple + Children (biological or blended)
Single Parent + Children
Unmarried Couple + Children or No Children
Same Sex Couple + Children or No Children
Multigenerational Family (young adult, grandparents)
Grandparents as Primary Caregivers

#### Families Today

- ✓ Diversity of family structures and a variety of living arrangements from 0-18 years old
- ✓ Pressures of work and finances; majority of mothers work outside home
- Increasing complexity of family life, managing/ balancing time and commitments
- ✓ New generation of parents: Millennial parents & young Gen X
- ✓ Decline in religious practice at home, and decline in participation and affiliation in churches
- ✓ Decline in faith transmission and practice at home







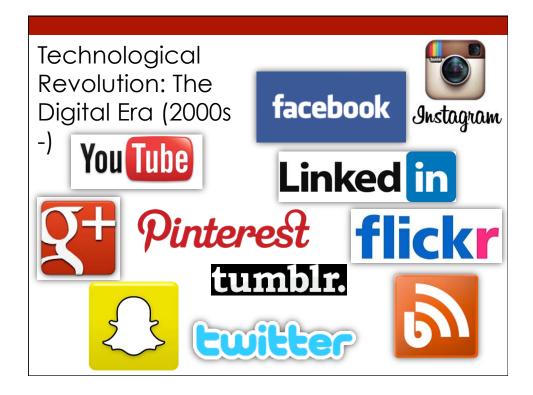


## Technological Revolution: The Print Era (1500s - )











## Digital Culture

- → Digital culture is transforming every aspect of life.
- → People have the technology and know how to use it.
- → People have time in their busy lives to connect, participate, and interact in online experiences and communities.
- People are already engaged in online learning and online spiritual experiences.
- → People have access to an abundance of content in all types of media formats – on demand, just in time, available 24x7, and often free!

# What is the Digital Transformation Making Possible in Learning & Faith Formation?

- Mobile faith formation anytime, anyplace, 24x7
- 2. An abundance of high quality digital content for faith formation audio, video, print, websites, digital learning platforms, apps, etc.
- 3. Personalizing faith formation putting the person at the center of faith formation not the program
- 4. Provide multiple ways to learn
- Develop content in smaller units (micro-learning) that connect together
- Content and tools to extend and expand faith formation in multiple environments
- 7. Self-organizing communities of learning and practice

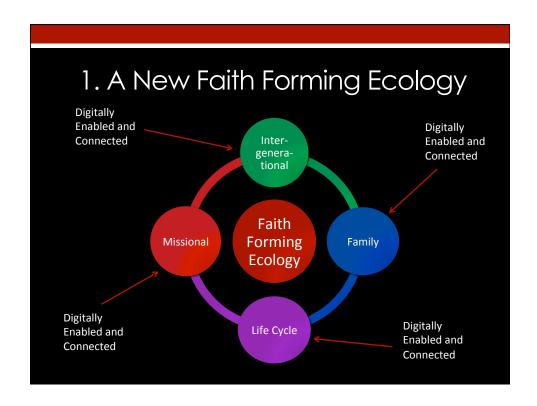
# The Adaptive Challenges of 21st Century Faith Formation

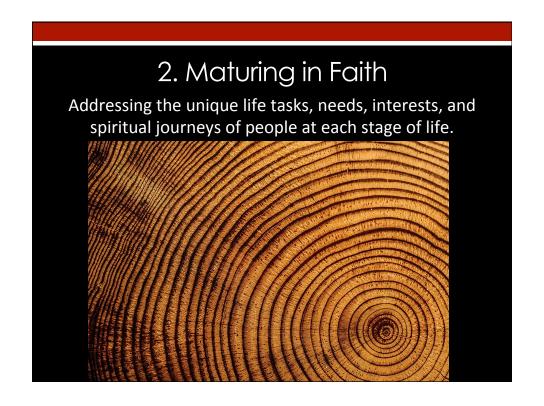
- 1. Ten decades of the life cycle
- 2. Five unique generational identities
- 3. Diverse family forms and styles
- 4. Diverse spiritual-religious identities of people
- Decline in religious transmission and practice at home and decline in participation in church life and programs
- 6. Digital culture: new technologies and media create transformation in every aspect of life

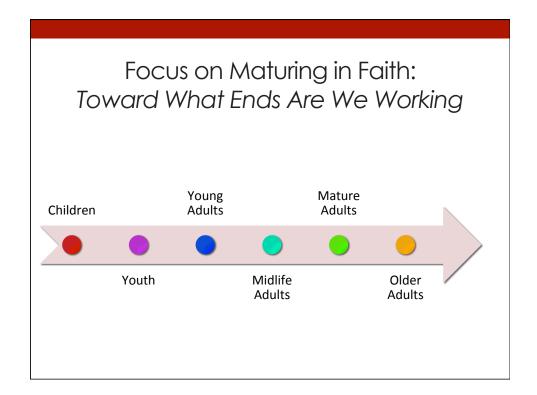


## Reimagining Faith Formation

- 1. A New Ecology of Faith Formation
- 2. Faith Maturing across the Life Span
- 3. Faith Forming Environments
  - → Intergenerational Relationships and Community
  - → Family Faith Practice @Home
  - → Life Stage Faith Formation
- 4. Digitally Enabled Faith Formation
- 5. Personalizing Faith Formation: Pathways & Playlists
- 6. New Leadership Roles







#### Maturing in Faith

The definitive aim of catechesis is to put people not only in touch, but also in communion and intimacy, with Jesus Christ. Starting with the "initial" conversion of a person to the Lord, moved by the Holy Spirit through the primary proclamation of the Gospel, catechesis seeks to solidify and mature this first adherence. It proposes to help those who have just converted "to know better this Jesus to whom he has entrusted himself: to know his 'mystery', the kingdom of God proclaimed by him, the requirements and comments contained in his Gospel message, and the paths that he has laid down for anyone who wishes to follow him."

(Roman Catholic, General Directory for Catechesis, 80)

#### Maturing in Faith: Holistic

- → A way of the head (inform) demands a discipleship of faith seeking understanding and belief with personal conviction, sustained by study, reflecting, discerning and deciding, all toward spiritual wisdom for life.
- → A way of the heart (form) demands a discipleship of right relationships and right desires, community building, hospitality and inclusion, trust in God's love, and prayer and worship.
- → A way of the hands (transform) demands a discipleship of love, justice, peace-making, simplicity, integrity, healing, and repentance.

(Thomas Groome)

#### Maturing in Faith: Holistic

(Roman Catholic, National Directory for Catechesis)

Christ's method of formation was accomplished by diverse yet interrelated tasks. His example is the most fruitful inspiration for effective catechesis today because it is integral to formation in the Christian faith. Faith must be known celebrated, lived, and expressed in prayer. So catechesis comprises six fundamental tasks, each of which is related to an aspect of faith in Christ.

- Promote Knowledge of the Faith Teach the "basics" of the faith as revealed in the signs of creation, Sacred Scripture, Catholic tradition and human experience.
- 2. Liturgical Education Teach about the form and meaning of the liturgy and the sacraments and help individuals prepare their minds and hearts to enter into these mysteries of our faith.

#### Maturing in Faith: Holistic

(Roman Catholic, National Directory for Catechesis)

- **3. Moral Formation** Teach the moral teachings of the Church which are the fulfillment of the Commandments.
- **4. Teaching to Pray** Teach that a "climate of prayer" and participation in prayer invites individuals into a personal relationship with Jesus Christ.
- 5. Education for Community Life Teach that the human person needs to live in society. Society is not optional, but a requirement of human nature.
- **6. Missionary Initiative** Teach that all Christian service is an expression of love and is performed by Christians for the purpose of building up the Kingdom of God on earth.

#### Focus on Maturing in Faith

#### Search Institute, 1988

- 1. Trusting and believing
- 2. Seeking spiritual growth
- 3. Integrating faith and life
- 4. Holding life-affirming values
- Experiencing the fruits of faith
- 6. Nurturing faith in community
- 7. Advocating for social change
- 8. Acting and serving

#### Spirit & Culture of YM, 2005

- 1. Seeking Spiritual Growth
- 2. Possessing a Vital Faith
- 3. Practicing Faith in Community
- 4. Making the Christian Faith a Way of Life
- 5. Living a Life of Service
- 6. Possessing a Positive Spirit
- Exercising Moral Responsibility

#### Focus on Maturing in Faith

- Sustaining a personal relationship with Jesus Christ supported through regular prayer, faith sharing and Bible reading.
- 2. Making the Christian faith a way of life by integrating their beliefs into the conversation, decisions, and actions of daily life.
- Possessing a vital faith and being aware of God present and active in their own life, the lives of others, and the life of the world.

#### Focus on Maturing in Faith

- 4. Seeking spiritual growth by actively pursuing questions of faith, learning what it means to believe in God, and what it's like to be a disciple of Jesus Christ.
- Living a life of service by caring for others, reaching out those in need, and addressing injustice in the world.
- **6. Sharing the Good News** through words and actions, through Christian stewardship and working for peace, justice and human dignity.

#### Focus on Maturing in Faith

- Participating fully, consciously, actively and regularly in the ritual and worship life of the faith community.
- 8. Articulating the fundamental teachings of the Christian faith and demonstrating a commitment to learning and growing in this faith.
- 9. Exercising moral responsibility by applying Christian ethics, virtues, principles, values, and social teaching to moral decision-making, life situations, and in interactions with the larger culture.

#### Focus on Maturing in Faith

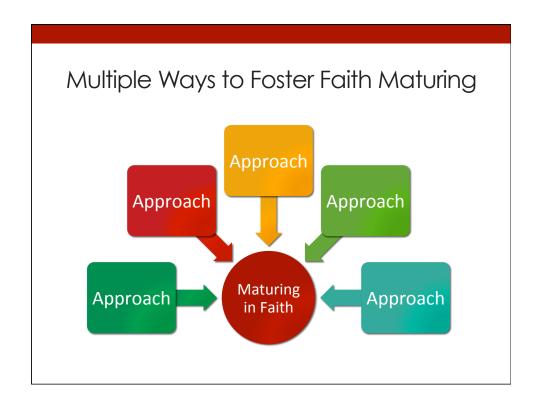
- **10. Practicing faith in Jesus Christ**, privately and publicly, through participation in the congregation's worship, ministries, and leadership.
- **11. Discerning and using their gifts** to actively belong to and participate in the life and mission of the Christian community.
- **12.Exploring God's call to vocation** through prayer, reflection, and discernment.
- **13. Possessing a positive spirit** with loving and hopeful attitudes toward others and life, convinced that they can make the world a better place.

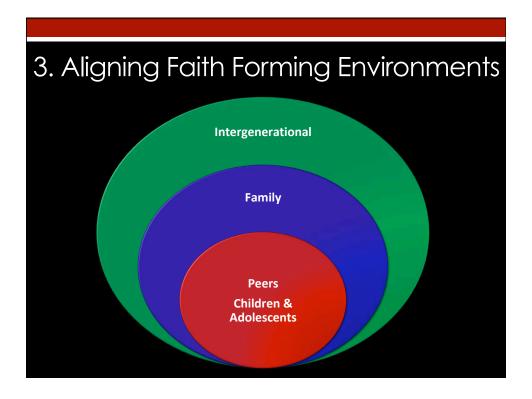
#### Maturing in Faith

We need to focus faith formation on the essential characteristics of lifelong growth in Christian faith and discipleship. These characteristics would incorporate knowing and believing, relating and belonging, practicing and living. With a lifelong vision of maturing faith we could address each characteristic in

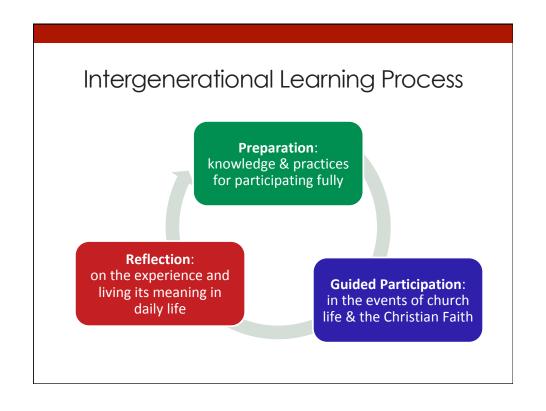
#### Maturing in Faith

For example: if "sustaining a personal relationship with Jesus Christ supported through regular prayer, faith sharing and Bible reading" was one of these faith maturing characteristics, the task of faith formation would be to ask how we can accomplish this with children, youth, young adults, midlife adults, mature adults, and older adults. In this approach we would build our "curriculum" around the people and the faith maturing characteristics.









#### Intergenerational Faith Formation

**Example:** If we are creating a plan for children's faith formation, we need to consider how we will:

- engage children in faith community experiences with all generations (including worship)
- 2. equip parents to share faith at home and build families of faith practice.
- 3. build relationships with and engage children and parents who are not involved in the faith community (e.g., baptized but not engaged).

Then we can identity the unique age-group experiences we need to provide children.

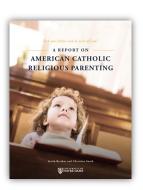
### Forming Faith: Family





- 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

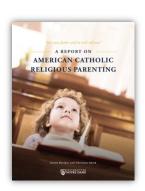
#### What Makes a Difference?



The primary mechanisms by which Catholic identity becomes rooted in children's lives are not Catholic schooling or sacramental preparation, but rather the 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.

(Burtkus and Smith)

#### What Makes a Difference?



This is all to say that the definitive causal agents in the religious and spiritual outcomes of American youth are neither clergy nor youth ministers, neither educators nor the voices of popular culture and media, but parents.

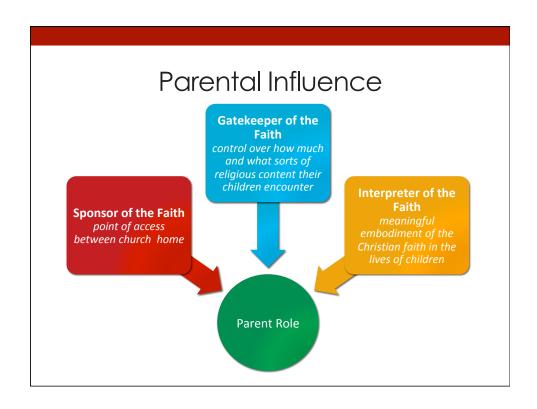
(Burtkus and Smith)

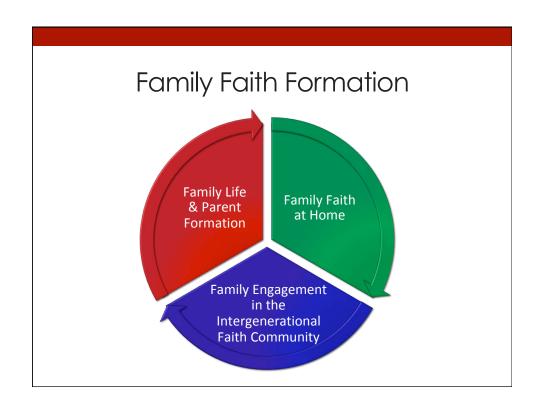
#### What Makes a Difference?

- Parents by the power of their personality, practices, and way of being, model and generate the culture of the household (both explicitly and implicitly).
- → Parents produce, induce, and interpret the household's experiences of Christian faith.
- → Parents are one influence among others they are nevertheless the dominant influence which orders and shapes the way children experience other influences, i.e. they constellate children's experiences of various cultural currents, including religion.

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)





#### Family Faith Formation



- 1. God in Everyday Life
- 2. Faith Practices at Home
- 3. Milestones
- 4. Seasonal Events
- 5. Encountering God in the Bible
- 6. Intergenerational Connections
- 7. Strong Family Life
- 8. Parents & Grandparents as Faith Formers

#### Family Faith Formation Plan Young Older Older Young Children Children Adolescents Adolescents Family Faith @ Home ✓ God in Everyday Life ✓ Faith Practices ✓ Milestones **Intergenerational Faith Community** ✓ Seasonal Events ✓ Bible through the Year ✓ Intergenerational Connections & Experiences **Family Life & Parent/Grandparent Formation** ✓ Strong Family Life Parents & Grandparents as Faith Formers

#### Forming Faith: Life Stage Faith Formation

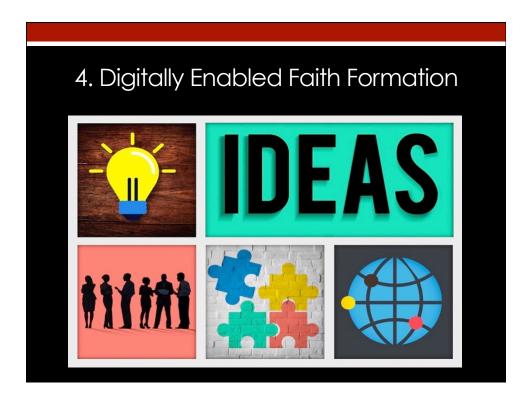
#### Seasons of Life

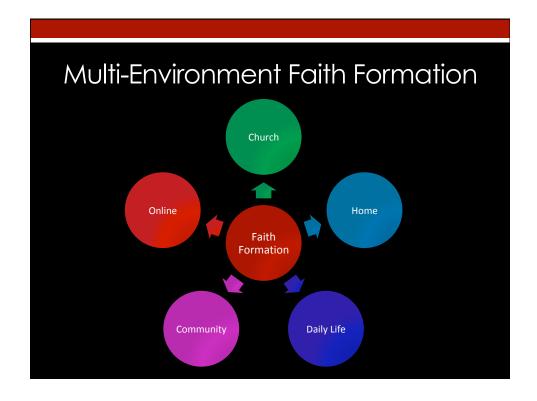
- Young Children
- Older Children
- Young Adolescents
- Older Adolescents
- Young Adults (20s-30s)
- Midlife Adults (40s-mid 50s)
- Mature Adults (mid 50s-75)
- Older Adults (75+)

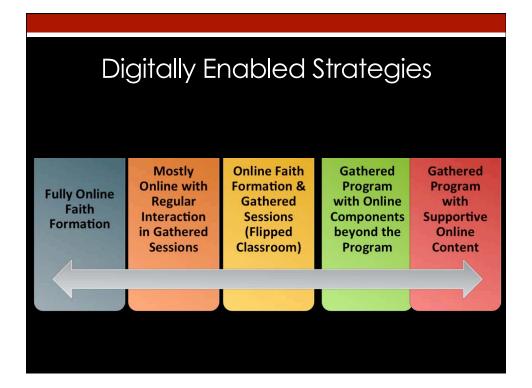
#### Life Issues

- 1. Physical & Cognitive Changes
- 2. Developmental Tasks
- 3. Family Life Cycle
- 4. Faith Development
- 5. Spiritual-Religious Identities
- Generational Characteristics

#### 





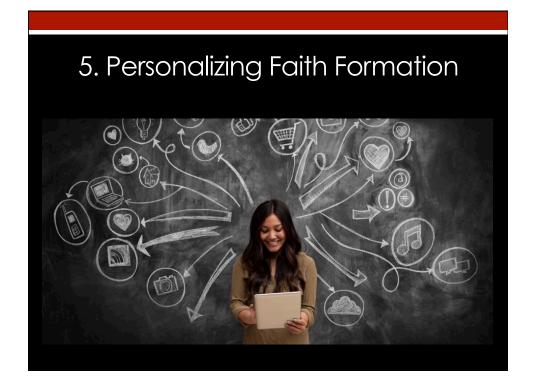


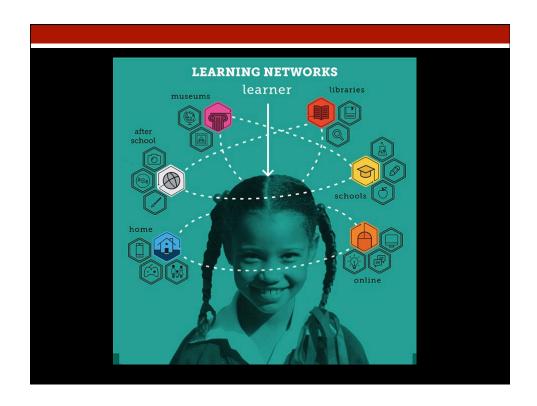
## Digital Faith Formation Strategies

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

## Transforming Our Approach

- Providing an abundance of content & experiences developed around the needs and lives of adults available on demand, 24x7
- 2. Using multiple environments: independent, mentored, at home/daily life, small group, large group, church-wide, and in the world
- 3. Building a digital platform that integrates all faith formation content and experiences seamlessly
- 4. Using **digitally-connected** strategies to enhance and expand all faith formation programming
- 5. Designing **episodic** engagements and **micro-learning** experiences
- 6. Creating **personalized pathways** for adult faith formation







#### Summit Schools

# 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.



## Personalizing Learning

Personalized learning is tailoring learning for each student's strengths, needs and interests—including enabling student voice and choice in what, how, when and where they learn—to provide flexibility and supports to ensure mastery of the highest standards possible.



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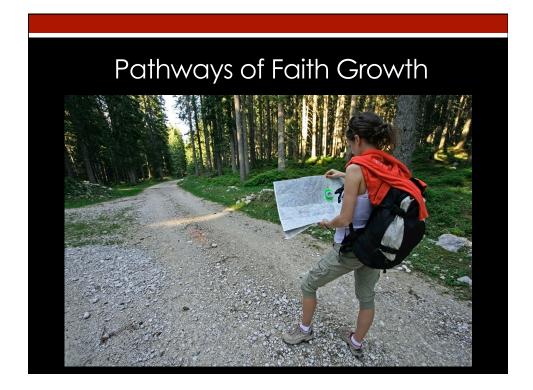
## Two Ways to Approach Personalizing

#### **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

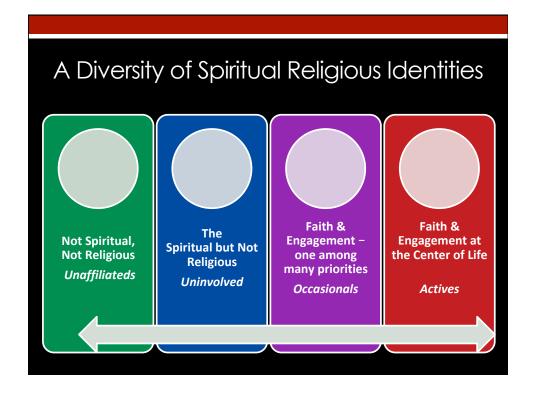
#### **Approach Two: Personalize the Offerings**

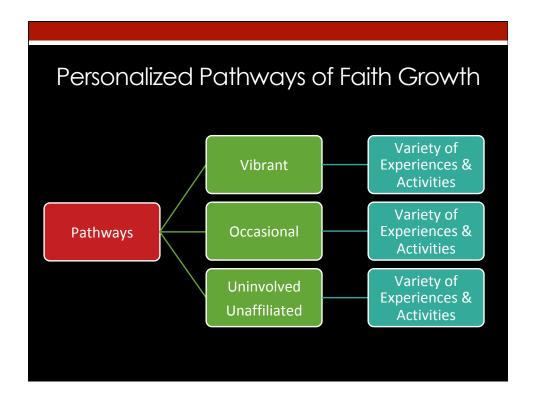
- Identify important life and religious needs of target audience(s)
   OR develop a pathways model
- → Develop a digital platform with content to address the needs
- Format the content tailored to different spiritual-religious identities

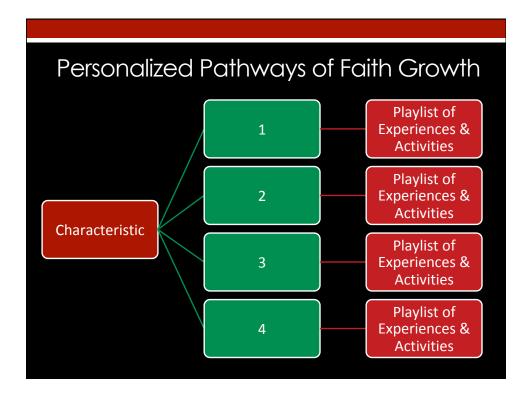


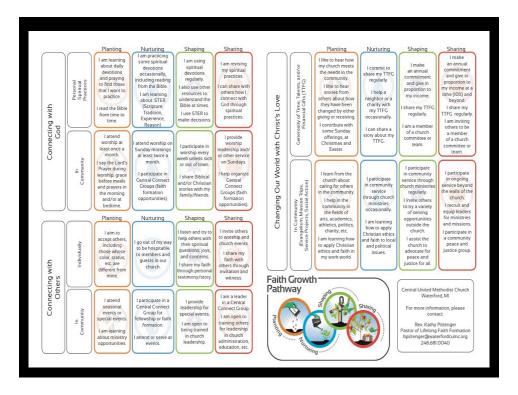
#### A Pathways Model

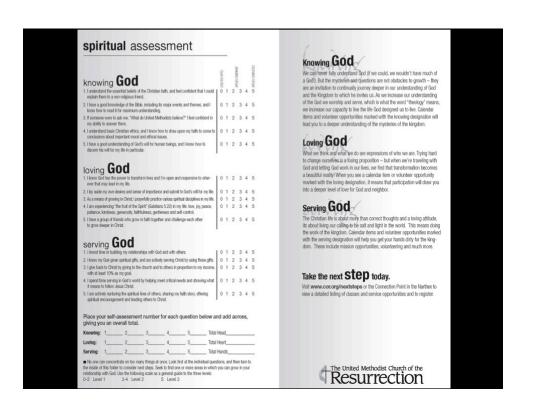
- A Pathway is a process for helping people discern where they are in their faith journey and to chart a path for faith growth—to get from where they are to a closer relationship with Jesus and a deeper practice of the Christian faith.
- A Pathway is life-centered, reaching into every area of a person's life.
- A Pathway is holistic incorporating the whole person: head, heart, and hands.
- A Pathway focuses on faith maturing.











#### Designing a Pathways Model

- 1. Identify a target audience(s)
- Describe their life stage & religious-spiritual characteristics.
- 3. Identify how/where you will use the Pathways model
  - Sacraments/milestones
  - RCIA, evangelization, and new member processes
  - · Gathered adult faith formation programming
  - Affinity groups
  - On-ramps where people might start the discipleship journey
- 4. Develop the content for the Pathways
- 5. Develop a 'discernment continuum" that gives people a way to reflect on their current growth

# Designing Steps 1 & 2 Target Audience & Description

- Surveys
- Focus Groups
- Interviews
- Research Reviews

#### Sample Themes - Mature Adults

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

#### Designing Step 3 - How & Where

Identify how/where you will use the Pathways model

- Sacraments/milestones
- RCIA, evangelization, and new member processes
- · Gathered adult faith formation programming
- Affinity groups
- On-ramps where people might start the discipleship journey

# Designing Step 4 - Content Designing Step 5 - Discernment

Develop the content for the Pathways

- · Life and faith characteristics of the target audience
- · Characteristics of mature faith

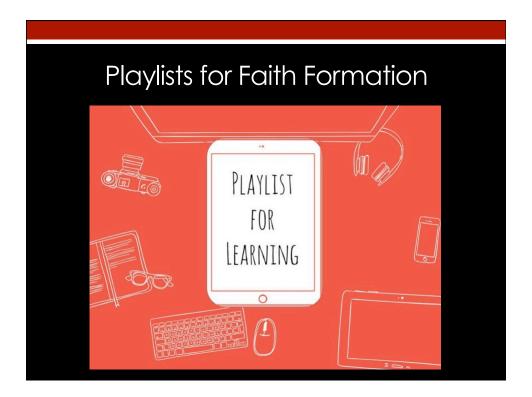
Develop a 'discernment continuum" that gives people a way to reflect on their current growth

- Inquiring--Getting Started--Making Progress--Going Deeper
- How true: 1= not true from me , 3=somewhat true for me, 5=very true for me



#### Personalize

- ✓ For Life Stage Needs
- ✓ For Spiritual-Religious Identity
- ✓ For Interests
- ✓ For Time People Have for Activities



### Learning Playlists

- → A learning playlist is a curated group of digital and local learning experiences and resources (e.g. videos, websites, books, games, articles, etc.).
- A playlist weaves together these learning experiences into a sequenced pathway centered on a common theme.
- Playlists broaden opportunities to engage in cohesive, interest-driven connected learning experiences that combine a variety of ways to learning: peer settings, family settings, intergenerational settings, community/ world settings, and online settings.
- Playlists create a rich network of experiences for learners.

#### **Curating Playlists**

- Books
- Audio / Podcasts
- Video and movies
- + Apps and digital programming
- Website content and activities
- ★ Courses, programs, workshops at church and online
- Church life, ministries, and events
- → Small groups at church, home, community settings
- Art, drama, music
- → Service and action projects, mission trips
- ★ Retreats
- Field trips
- Mentoring

## Faith Formation Playlists

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

# Variety of Ways to Learn



#### Playlists of Content & Experiences

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

- 1. Getting Started Families (little faith experience)
- 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

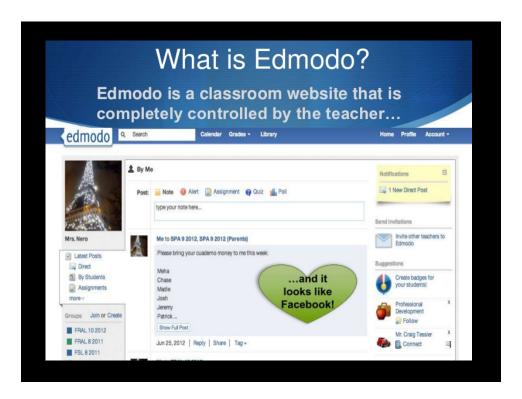
If you were to use a Playlist approach for first communion...

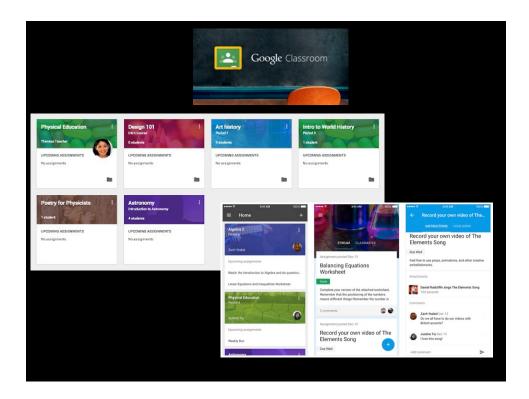
- 1. Getting Started Children (little to no faith forming experiences)
- 2. Growing Children (some faith forming experiences)
- 3. Going Deeper Children (involved and practicing)
- What would faith formation look like with these three "types" of children?
- What would parent and family faith formation look like?

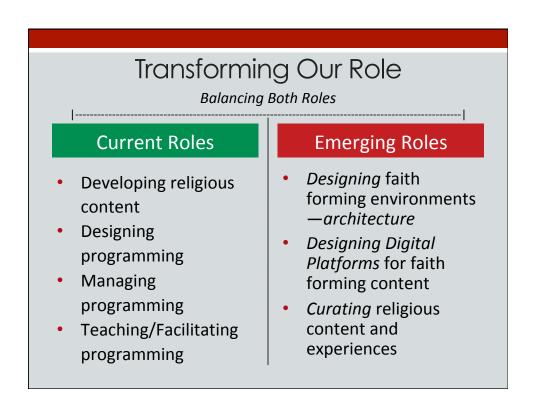
#### Playlists of Content & Experiences

If you were to use a Playlist approach for confirmation...

- Getting Started Adolescents (little to no faith forming experiences since childhood)
- 2. Growing Adolescents (some faith forming experiences in childhood)
- Going Deeper Adolescents (involved and practicing)
- What would faith formation look like with these three "types" of adolescents?
- What would parent and family faith formation look like?







#### 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.



