



Developing Lifelong Faith Formation Archdiocese of Toronto

Workshop #3 - Designing Faith Formation Developing Lifelong Faith Formation Project

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Resources

- Handouts/Resources/PowerPoint Presentations: <https://www.lifelongfaith.com/lifelong-faith-formation.html>
- *Families at the Center of Faith Formation*. Leif Kehrwald, Gene Roehlkepartain, Jolene Roehlkepartain, and John Roberto (LifelongFaith, 2016)
- *Generations Together*. Kathie Amidei, Jim Merhaut, and John Roberto (LifelongFaith, 2014)
- *Intergenerational Christian Formation*. Holly Allen & Christine Ross (IVP Books, 2012).
- *Reimagining Faith Formation for the 21st Century*. John Roberto. Naugatuck: LifelongFaith, 2015.
- *The Digital Cathedral: Networked Ministry in a Wireless World*. Keith Anderson (Church Publishing, 2015)
- *The Seasons of Adult Faith Formation*. John Roberto, editor. Naugatuck: LifelongFaith Associates, 2015.
- *Families at the Center of Faith Formation* website: <http://www.FamiliesattheCenter.com>
- *Seasons of Adult Faith Formation* website: www.SeasonsofAdultFaith.com

Designing Tasks

1. Describe the audience:

- Who is your target audience? Develop a profile of your target audience by describing the life stage & religious-spiritual characteristics of your target audience. What are their greatest needs or interests?
- What challenges are you trying to address in reaching/engaging your target audience?

2. Develop creative responses:

- What are you currently doing with the target audience - programs, activities, etc.? How is your target audience currently engaged in parish life?
- What do you need to strengthen in your current approach?
- What do you need to eliminate or redesign in your current approach?
- What do you need to create? How can you creatively address the needs and interests of your audience? Imagine the types of experiences, programs, activities, resources you could offer. Think of the settings where faith formation could happen: at church, at home, as individuals, online, and other settings.

3. Identify potential directions:

- Review your list of what to strengthen, redesign, and/or create: Which ideas, strategies, programs, activities have the most promise?
- Do your ideas respond to the challenges you are trying to address in reaching/engaging your target audience.
- Select the ideas you would like to develop.

4. Design for the four religious-spiritual identities:

- People with a vibrant faith and relationship with God who are engaged in the faith community.
- People who participate occasionally in the faith community and whose faith is not central to their lives.
- People who are uninvolved in a church but spiritual.
- People who are unaffiliated and have left involvement in organized religion.

5. Personalize the process and the faith formation offerings with a variety of content, methods, times, and formats designed to engage all people.

6. Use digitally enabled and connected strategies to enhance and expand faith formation.

7. Design a website platform and a social media strategy.

8. Develop the complete faith formation plan, implementation steps, and timeline.

Designing Intergenerational Faith Formation

1. 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 by preparing people with the knowledge and practices for participating, by engaging people in the event, and by reflecting upon the meaning of the event and how to live/practice in daily life
2. 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
3. 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. For example, developing grandparent-grandchildren programming—VBS, summer camp, service/mission projects, field trip; and/or creating new intergenerational learning programs, service programs, retreat experiences, camp experiences, and much more.

Designing Family Faith Formation

Core Strategies

- #1. Nurturing Family Faith Practices
- #2. Celebrating Milestones
- #3. Celebrating the Seasons of the Year
- #4. Reading the Bible
- #5. Equipping Parents and Grandparents as Faith Formers

Strategy	Family with Young Children	Family with Older Children	Family with Young Adolescents	Family with Older Adolescents
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Nurturing Family Faith

Faith Practices				
Celebrating Seasons				
Celebrating milestones				
Reading the Bible				

Equipping Parents

Parents growing in faith				
Parents as faith formers				
Parents as family creators				

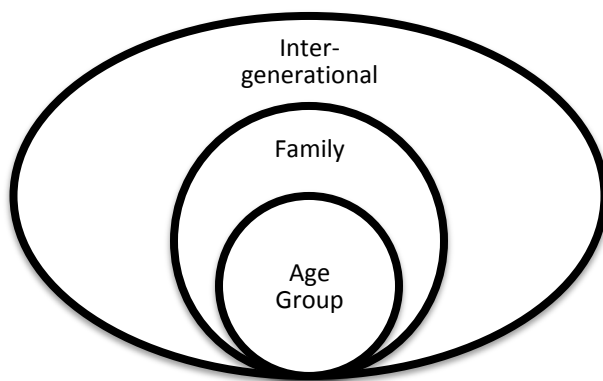
Designing Children and Adolescent Faith Formation

The goal of all faith formation with children and adolescents (and their parents) is forming disciples of Jesus Christ and providing a foundation for lifelong growth in Christian faith and discipleship. We can form disciples and promote faith growth through ten essential characteristics of Christian faith and discipleship that incorporate knowing and believing, relating and belonging, practicing and living. These ten characteristics—drawn from the Christian faith tradition and from research on what makes a difference in people’s lives—can form the basis of helping people discern their faith journey and needs, and help the congregation accompany people through relationships, programs, activities, and resources.

Ten Faith Maturing 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 and integrating its meaning into one's life
5. Praying—together and by ourselves, and seeking spiritual growth through spiritual disciplines
6. Living with moral integrity guided by Christian ethics and values
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.
8. Worshipping God with the community at Sunday worship, ritual celebrations, and the seasons of the church year
9. Being actively engaged in the life, ministries, and activities of the faith community
10. Practicing faith in Jesus Christ by using one’s gifts and talents within the Christian community and in the world

We can adopt a new approach to faith formation that is more community-centered, while at the same time being more person-centered. We can develop a plan for faith formation with children and adolescents that incorporates intergenerational faith forming experiences—engaging children and adolescents in faith community experiences with all generations (including worship), and family faith forming experiences—equipping parents to share faith at home and engaging in family faith practice. We are proposing that age group faith formation is situated within this ecology of faith formation. The blend of intergenerational, family, and age group settings makes for a comprehensive approach to faith formation.



Faith Maturing Characteristic	Young Children	Older Children	Young Adolescents	Older Adolescents
	Inter-generational Family Age Group	Inter-generational Family Age Group	Inter-generational Family Age Group	Inter-generational Family Age Group
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 and integrating its meaning into ones life				
5. Praying—together and by ourselves, and seeking spiritual growth through spiritual disciplines				
6. Living with moral integrity guided by Christian ethics and values				
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.				
8. Worshipping God with the community at Sunday worship, ritual celebrations, and the seasons of the church year				
9. Being actively engaged in the life, ministries, and activities of the faith community				
10. Practicing faith in Jesus Christ by using one’s gifts and talents within the Christian community and in the world				

Designing using 21st Century Learning Methods

1. **Blended learning** integrates learning in physical and online settings where a person has some control over time, place, path, and/or pace of the learning experience. One form of blended learning is *Flipped Learning* in which the content moves from the group learning space to the individual learning space (usually online), and the group space is transformed into an interactive learning environment for discussion and application. Congregations are already flipping confirmation preparation (learning online plus interactive group activities in gathered settings), extending gathered events with online content for continued learning, and providing online faith formation or live webinars for individuals or groups.
2. **Micro-learning** experiences are short-form—5, 10, 15 minute—learning experiences designed for anywhere, anytime learning that be combined into multi-part learning programs. Micro-learning experiences are one response to short attention spans and mobile learning. We can curate a series of micro-learning experiences (on a digital platform) to engage people in all types of faith formation

content. Breaking content into small learning units, micro learning, will enhance comprehension and retention of knowledge, skills and practices. Generation Z loves videos and YouTube, especially short pieces of content that run from a minute to 90 seconds.

3. ***Immersive learning environments*** involve faith-forming experiences that are interactive, participatory, experiential, visual, and multi-sensory. With the rise of anytime, anywhere faith formation content we need to ask: “What is the role of gathering people for faith formation?” Today children (and their parents), youth, and adults can access online most of the content that we teach at church. We have already been offering these types of experiences. We can expand our immersive learning opportunities (VBS, retreats, mission trips, and more) and focused our gathered settings on immersive faith formation in extended settings (half-day, full day, weekend, weeklong) offered throughout the year (but not weekly).
4. ***Multiple ways of learning*** addresses the eight multiple intelligences into learning experiences, providing a greater variety of ways for young people to learn: verbal-linguistic (word smart, book smart), logical-mathematical (number smart, logic smart), visual-spatial (art smart, picture smart), bodily-kinesthetic (body smart, movement smart), musical-rhythmic (music smart, sound smart), naturalist (nature smart, environment smart), interpersonal (people smart, group smart), and intrapersonal (self smart, introspection smart). While not every program can incorporate activities for all eight intelligences, having a greater variety of ways to learn promotes more effective learning and engages teens more fully in the learning experience.
5. ***Multisensory learning*** means utilizing all of the senses in a learning experience where young people can taste, smell, touch, and hear things related to the topic of the session. Gen Z thinks of the world as a canvas to paint with words, sights, sounds, video, music, web pages, and anything they can create. Multimedia means using multiple modalities to engage young people. They are also a generation of “content creators” who live to create, and given the chance to do so they will merge multiple media into one complex but comprehensive whole.
6. ***Project-based learning*** involves completing complex tasks that typically result in a realistic product, event, or presentation. Project-based learning is 1) organized around driving questions that lead young people to encounter central concepts or principles; 2) focused on a constructive investigation that involves inquiry and knowledge building; 3) learner-driven, in that the young people are responsible for making choices and for designing and managing their work; and 4) authentic, by posing problems that occur in the real world and that people care about.
7. ***Collaborative learning*** involves young people in small, non-competitive groups where they can discuss and process together what they are learning, work together on projects and activities, and practice and present what they are learning. Learning spaces are organized for learners’ participation in a “learning community”—recognizing that learning takes place in a social context and relies on communication and interaction with others. Gen Z learns best in an environment where they can share with and co-create their education with their peers. Collaborative learning requires creating an environment that is safe, caring, accepting, and trustworthy so that young people feel free to share, discuss, question, and apply.

8. **Visual learning** guides young people in learning to “read” or interpret visual images and how to use visual images to communicate. Visual literacy includes: 1) interpreting, understanding, and appreciating the meaning of visual images, 2) communicating more effectively by applying the basic principles and concepts of visual design, 3) producing visual images using computers and other technologies, and 4) using visual thinking to conceptualize solutions to problems.
9. **Practice-oriented learning** means incorporating real-life application activities into the learning experience. Practice is a part of the learning process, not the result of it. Research is demonstrating that young people learn more deeply when they apply knowledge to real-world problems and when they take part in projects that require sustained engagement and collaboration.
10. **Storytelling** makes learning stick. Tell relevant stories, present case studies and show examples. Talk about your own mistakes and your own successes. Allow young people to respond to stories and case studies. Let them exchange stories with each other.

Designing Adult Faith Formation

Principles and Practices for 21st Century Adult Faith Formation

1. Adult faith formation addresses the ***diverse life tasks and situations***, needs and interests, and spiritual and faith journeys of adults in the four seasons of adulthood—young adults (20s-30s), midlife adults (40s-50s), mature adults (mid 50s-mid 70s), and older adults (75+).
2. Adult faith formation addresses the diverse ***religious-spiritual identities*** among adults today.
3. Adult faith formation is ***person-centered***, not content- or program-centered. The content, experiences, programs, methods, and delivery systems need to be designed around the lives of the adults.
4. Adult faith formation programming is ***targeted*** and ***tailored*** to the lives of adults—at each stage of life and in each generation. Adult faith formation provides a ***variety*** of content, methods, formats, and delivery systems to address the diverse life tasks and situations, needs and interests, and spiritual and faith journeys of adults in four stages of adulthood—young adults (20s-30s), midlife adults (40s-50s), mature adults (mid 50s-mid 70s), and older adults (75+).
5. Adult faith formation address the ***distinct ways each generation of adults likes to learn***.

Builders

- lecture and expert presentations
- activities that take into account their age-related abilities to hear, see, and move
- connect their experience to the topic
- structure and predictability (no surprises); low-risk learning environment
- independent skill practice time
- still like printed resources and books for study

Boomers

- group interactions and discussions
- storytelling
- chances to try new skills independently
- stable, risk-free environment but want to interact with others
- experiential, practical, and fun activities that allow for team exercises
- use technology as means for learning
- blend of people who prefer printed books and those who learn online

Gen Xers

- learn by doing
- experiential with lots of direct experience activities
- shorter, episodic learning experiences
- visual learning (images, videos)
- practical and relevant (What will I do with this learning?)
- discretion to complete tasks their own way
- prefer independent self-directed learning, including individual projects
- use technology where possible, including online learning, video, etc.
- will turn to digital resources over the printed resources

Millennials

- microlearning and episodic learning experiences
- lots of activity-based group work
- fast-moving, interactive activities
- visual learning (images, videos)
- technology enabled learning using their own devices for learning
- collaborative learning environments with peer interaction
- entertainment and learning at the same time

6. Adult faith formation provides the opportunity for *personalized and customized* learning and faith growth, giving adults an active role in shaping their own learning and moving along their own personal trajectories of faith growth. Personalizing faith formation is tailoring learning around each adult's strengths, needs and interests— including enabling choice in what, how, when and where people learn (grow in faith and discipleship).
7. Adult faith formation is *digitally-enabled*—blending gathered community settings with online learning environments and utilizing the abundance of digital media and tools for learning and faith formation; and *digitally-connected*—linking intergenerational faith community experiences, adult peer experiences and programs , and daily/home life using online and digital media.
8. Adult faith formation is designed as a *network* of relationships, content, experiences, and resources—in physical places and online spaces—that can offer adults “playlists” of engaging and interactive content and experiences tailored to their needs and interests—all offered on a digital platform that makes it easy for adults to find and follow pathways for growth in faith. .

9. Adult faith formation is increasingly **curated**. We are moving *from* an emphasis on developing religious content, designing and managing programming, and teaching/facilitating learning *to* designing faith forming environments, designing digital platforms for faith forming content, and curating religious content and experiences.

Designing around the Ten Faith Maturing Characteristics

Faith Maturing Characteristic	Young Adults	Midlife Adults	Mature Adults	Older Adults
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 and integrating its meaning into ones life				
5. Praying—together and by ourselves, and seeking spiritual growth through spiritual disciplines				
6. Living with moral integrity guided by Christian ethics and values				
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.				
8. Worshipping God with the community at Sunday worship, ritual celebrations, and the seasons of the church year				
9. Being actively engaged in the life, ministries, and activities of the faith community				
10. Practicing faith in Jesus Christ by using one’s gifts and talents within the Christian community and in the world				

Using a Variety of Methods

Learning on Your Own

- ✓ Reading
- ✓ Bible Reading
- ✓ Devotions
- ✓ Prayer and Spiritual Practices/Disciplines
- ✓ Online Theology and Bible Courses
- ✓ Online Spirituality Courses
- ✓ Online Spiritual Formation
- ✓ Online Retreats
- ✓ Spiritual Direction
- ✓ Milestones/Life Transitions Resources and Support
- ✓ Mentoring and Apprenticeship
- ✓ Audio Podcasts
- ✓ Video Podcasts
- ✓ Feature Films

- ✓ Television Programs

Learning in Small Groups

- ✓ Book Clubs
- ✓ Bible Study Groups
- ✓ Lectionary-Based Small Groups
- ✓ Prayer Groups
- ✓ Theology Study Groups
- ✓ Social Issues Study-Action Groups (e.g., *JustFaith*, *JustSkills*, *JustMatters*, and *Engaging Spirituality*: www.justfaith.org)
- ✓ Discipleship and Faith Sharing Groups
- ✓ Christian Practices Small Groups
- ✓ *Living Your Strengths* Small Group Program (book, DVD, and leader’s kit)
- ✓ Service/Mission Action Groups

- ✓ Kindred Groups (mom's groups, men and women groups, parents groups)
- ✓ Recovery Groups (divorce, addition, depression)
- ✓ Special Interest Groups
- ✓ Movie Discussion Group
- ✓ Career Transitions Group (exploring a new career or seeking a new career direction)
- ✓ Life Transitions Groups (family changes, retirement, loss of loved ones)

Learning in Large Groups

- ✓ Theological Topics Courses
- ✓ Bible Courses
- ✓ Introduction to Christian Faith Courses (e.g., Alpha course: www.alphausa.org)
- ✓ Life Issues Courses
- ✓ Parenting Classes and Workshops
- ✓ Intergenerational Programs
- ✓ Speaker Series
- ✓ Single-Session Programs
- ✓ Workshops
- ✓ Round Table Discussions
- ✓ Field Trips (museums, monastery, theater, concert)
- ✓ Faith and Film Festivals
- ✓ Retreats
- ✓ Conferences
- ✓ Faith and Music Concert
- ✓ Financial Planning Course (e.g., Financial Peace University by Dave Ramsey:

www.daveramsey.com and Crown Financial Study: www.crown.org)

- ✓ Milestones Faith Formation: 1) preparation for a milestone, 2) church celebration, and 3) continued learning, resources, and support

Learning in the Congregation

- ✓ Sunday worship (lectionary and sermon study)
- ✓ Church year seasons and events (Advent, Lent, Holy Week, etc.)
- ✓ Service/Mission Projects
- ✓ Ministry and Leadership
- ✓ Milestone and Life Transition Celebrations

Learning in the Community and World

- ✓ College/University/Seminary Programs (programs, courses, clinics, workshops, lecture series)
- ✓ Retreat Center Programs
- ✓ Monastery Programs/Experiences
- ✓ YMCA/YWCA
- ✓ Library Programs
- ✓ Bookstore Programs and Reading Groups
- ✓ Regional Church Programs
- ✓ Community Social/Political Action
- ✓ Local and Global Service and Action for Justice (organizations and projects)
- ✓ Community Lunch and Learn (community leaders speaking about key issues in the community)

Designing Missionally

Evangelization Toolkit: <https://scrantontoolkits.weebly.com/evangelization.html>

Missional Outreach

Designing missional faith formation *expands and extends the church's presence through outreach, connection, relationship building, and engagement with people where they live—moving faith formation out into the community.* This involves developing targeted approaches and strategies designed around the particular needs and life situations of the unchurched and unaffiliated. These approaches and strategies need to be contextual—built around the congregation, community, and the needs of people. For example:

1. Develop community settings for church ministries and faith formation by celebrating weekly worship in a community center, offering courses and workshops in a school or community center or coffee shop, and more.
2. Open church events and programs to the whole community such as vacation Bible school.
3. Create a vibrant and inviting website and an active Facebook page to connect with people.
4. Connect with people's life issues and situations by offering career mentoring, job referrals, parenting courses, life skills courses, and more.
5. Connect with people during transitions and milestone moments such as marriage, birth of a baby, graduations, funerals, and more.
6. Develop high quality, relationship-building events designed to draw people from the wider community into relationships with people from your church such as social events, concerts, service projects, and children's programs.
7. Organize small groups on a variety of themes from life-centered to faith-centered that meet in a variety of locations (homes, coffee shops, community centers), for example: life situation groups (moms, dads), interest or activity groups, discipleship groups, spiritual sharing groups, Bible study groups, theology study groups, service groups, prayer or spiritual disciplines groups, support groups, and study-action groups.
8. Sponsor community-wide service days and service projects that are open to everyone.
9. Create digital initiatives that reach everyone such as conducting parenting webinars that are offered online.

Examples

- Example of a third place setting: Lifetree Café (www.lifetreecafe.com)
- Example of a family/intergenerational setting: Messy Church (<http://www.messychurch.org.uk>; <http://messychurchaustralia.com.au>)
- Example of a dinner church: St. Lydia's, Brooklyn (<http://stlydias.org>)
- The Unbinding the Gospel Project (GraceNet: www.gracenet.info)

Pathways

Create *pathways for people to consider or reconsider the Christian faith, to encounter Jesus and the good news, and to live as disciples in a supportive faith community*. Missional faith formation guides people as they move from discovery to exploration to commitment. The catechumenal process provides one example of a pathway with its ritual stages and formational content—participation in the life of the faith community, education in Scripture and the Christian tradition, apprenticeship in the Christian life, intimate connection with the liturgy and rituals of the church, moral formation, development of a life of prayer, and engagement in actions of justice and service. Programs like *The Alpha Course* cover the basics of Christianity in a multi-session course in a supportive small group environment. These types of programs and processes provide pathways for people to grow toward a life of discipleship and lifelong faith.

Examples

- Alpha Catholic (<https://alphausa.org/catholic>)

Designing Digitally

1. **Extend Programming:** We can extend gathered events and programs into people's daily lives by providing online content that helps people to go deeper. For example, we can extend Sunday worship into the home and daily life with daily Bible readings, prayer activities, learning activities, faith conversations, and more. We can extend an age group program with online activities that deepen knowledge and provide application activities or projects. We can extend intensive programs like VBS or camp or retreats with regular online content and activities.
2. **Flip Programming:** We can "flip the classroom or program" by creating a digital platform to provide the content that people would learn in the gathered setting in an online learning space using print, audio, video, and more. And then transform the gathered program using interactive activities, discussion, project-based learning, and practice and demonstration. We can redesign children's faith formation so that children and their parents are learning online at home and doing activities together, and then refocusing "class time" to engage children in creating projects and activities that demonstrate their learning.

We can design a high school confirmation program that provides the content that used to be taught in the weekly sessions in an online platform for individual learning—watching videos, reading short materials, and writing a reflection journals; engages the young people in small groups during the month to discuss their online learning; and then meets monthly in a large group gathered session for discussion, interactive activities, and application of the content to living as a Christian today. During the year retreats, worship, and service projects offer additional gathered sessions. One example of the type of video content for adolescents is the Video Catechism, produced by the Catholic Diocese of Wheeling-Charleston, WV (vcat.org), that provides short videos for the major teachings in the Catholic Catechism. There are similar types of video program in all Christian traditions.
3. **Online Programming:** We can develop a complete online faith formation experience with faith forming content and experiences. For example we can build an online "forty-day Lenten curriculum" that connects the Lent events at church with online content for experiencing and practicing Lent in daily and home life. We can include prayer activities, daily Bible readings, daily devotions, Lent study resources, videos, service activities, and more. We can use video conferencing with services like Zoom.us to create webinar programming for adolescents, parents, and the whole family. For example we can create a monthly one-hour parent formation webinar program delivered to parents at home using a video conferencing program like Zoom. We can build the program around the knowledge, skills, and practices for effective parenting and for parent as faith formers. Invite a guest presenter and invite parents to participate online. Sponsor two or three parent dinners during the year (with babysitting) for parents to gather in-person to meet each other, discuss the webinars, etc. We can also set up online faith formation centers with resources for people to access 24x7. For example, we can providing an online prayer and spirituality center where people can access daily prayer reflections and devotions, offer prayer intentions, pray for others, learn about spiritual practices, download prayer activities for the home, and more.
4. **Multiple-format Programming:** We can develop multiple formats for gathered programs by video and/or audio recording programs and then developing small group and independent programming

using the video or audio content. Produce a webpage with the video or audio content and the programming for small groups and independent learning. Use social media (like a Facebook group) or an online classroom to facilitate online interaction and discussion. This provides a great way to offer other ways for people who cannot participate in the fixed time program to access the content and engage in learning at a time that works best for them.

5. **Prepare and Follow-Up Programming:** We can utilize online formats to prepare people for an event or program, such as the celebration of a sacrament or milestone, or participation in a mission trip. This is an especially helpful process when it is difficult to gather people for the preparation and/or follow-up. Use the online platform to *prepare* people for the event with the appropriate content (experiences, activities, video/audio, and resources). *Engage* people in the event or program. Use the online platform to *sustain and apply* the learning and growth with appropriate content (experiences, activities, video/audio, and resources). Use social media (like a Facebook group) or an online classroom (like Edmodo or Google Classroom) to facilitate online interaction and discussion.

Designing Personalized Faith Formation

Approach One: Personalize the Faith Pathways for People

A *Pathways Guide* 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.. People should be able to clearly understand where they are in their faith journey and their next steps in faith growth. They don't have to do everything, they just need to do the one next thing. A *Pathway* focuses on faith maturing. The goal of a *Pathway* is to develop disciples and promote faith growth. A *Pathway* is created around the church's vision of discipleship and maturing faith—identifying characteristics of faith maturing that can be used for people to discern their faith journey and chart a path for growth.

Approach One uses the ten faith maturing characteristics (or similar characteristics from your Christian tradition) to create a *Pathways Guide* to help people discern their faith growth needs, and then design *Playlists* of content and experiences that address each characteristic. The *Pathways Guide* incorporates a rating scale for discerning faith growth needs, for example: Getting Started, Growing, Going Deeper.

Playlists of content and experiences are developed for each characteristic with activities targeted to each rating on the discernment continuum (getting started, growing, going deeper). There are *Playlists* for each "level" on the continuum. *Playlists* incorporate intergenerational, family, and age group programming in gathered programs at church, small groups, online, mentoring, and more. The *Playlists* are published on a digital platform to make it easy for people to access them. They can also be connected to an online classroom like Google Classroom or Edmodo or Schoology.

Approach One works well around major milestones and sacrament preparation, providing a way to connect with people where they are in their faith journey and personalizing their preparation experience. Create a *Pathways Guide* for Christian initiation and new member formation, marriage, baptism, first communion, confirmation. A *Pathways Guide* can be used at the beginning of a new year of gathered faith formation programming to provide a more personalized experience for people. A *Pathways*

Guide can be used with parents to discern their faith growth needs (as well as the whole family) at parent meetings and family-centered programming. It works best in an environment where you can guide people in discerning their faith growth needs and connecting them to *Playlist* that is designed for them.

Design Process

1. Identify a target audience(s): children, adolescents, parents, and/or the whole family.
2. Identify how and where you will use the *Pathways Guide*.
3. Develop the characteristics of faith growth you want to use in your *Pathways Guide*. Use the ten characteristics of maturing faith or use characteristics of faith growth specific to the content of the event or program (such as preparing for confirmation).
4. Develop a ‘discernment continuum” that gives people a way to reflect on their current growth. Use a faith growth continuum such as Getting Started, Growing or Making Progress, Going Deeper; or a rating scale: How true is each statement for you: 1 = not true for me , 3=somewhat true for me, 5=very true for me.

Approach Two: Personalize the Faith Formation Offerings

A second approach to personalizing faith formation, when you cannot use a *Pathways Guide* with people, is to offer a variety of content, experiences, and activities developed around the ten characteristics or the program’s content, and tailored to the different faith growth needs of people (getting started, growing, going deeper). In Approach Two the *Playlists* provide the way to personalize faith formation. For example, to help children, adolescents, parents, or the whole family read and study the Bible, we can offer three different types of Bible content and experiences for those who are getting started, growing, and going deeper. These activities can be intergenerational, family, age group, and online. All of the content and experiences are published on a digital platform for people to access.

Example of a Playlist: Reading the Bible (Families with Children)

(See www.familiesatthecenter.com)

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 the family website
- Begin the practice of a weekly Bible story reading and/or video viewing using the resources on the family website
- 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 FAITH5 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.

- Participate in the family scripture reflection after Sunday worship each week
- Learn how to pray with the Bible by watching the video online and using the prayer activities online
- Participate in the church wide “30-Day Bible Experience” of reading one gospel at home.
- Engage the children in the summer vacation Bible school program

Going Deeper

- Continue the FAITH5 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