

# Journey in Faith

## Startup Guide

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# Journey in Faith

## Purpose

The primary focus of *Journey in Faith* is to nurture group members in their faith journey, support them in exercising their ministries – especially ministries in daily life – and provide people who do not attend church an entry point the Christian community. *Journey in Faith* is also designed to empower existing and new leaders and ultimately to transform congregations through a renewed laity.

## Preparing

It is important that you know who you are and what has or has not worked for you in the past. Many congregations have unique characteristics or circumstances that must be taken into consideration.

Adapt the materials and process to fit your needs rather than trying to make the people fit the process! *Journey in Faith* is designed to encourage you to make those adaptations. The materials are provided in PDF files for print and in WORD files that allow you to adapt the materials to fit your situations.

There are several primary audiences in any congregation:

- Those who want to be told
- Those who want to wrestle with scripture and church teachings
- The prayer and piety group
- The social activist group
- The Generalists
- Seekers and/or those who have been formed in another faith or tradition

Think about your congregation. Which of these groups seems to dominate? Which has only a few representatives (or none)? Which group is already organized and operating? Which group do you frequently hear people asking for – as in “I wish there was a group that did xyz so I could join it.” and not as in “We *ought* to have an xyz group?” (meaning: the church should have a group and other people should belong to this group).

Another way to look at the audiences in a congregation:

- The 20% who do 80% of the work
- The 70-80% who attend service but don't participate much or do so sporadically
- The exiles (those who used to attend and are now unable or unwilling to do so due to being off at college, being homebound, upset about something so withdrew, etc.)
- Fellow-travelers (those who use the church-hosted preschool, for instance)
- Those who stand afar off (those who come occasionally but do not participate)

Again, think about your congregation. Who fits into which group? Who is likely to respond to an faith formation process such as *Journey in Faith*? Whose needs might it meet? How would you need to approach each of these different groups – remember that each group has different needs and will require a different approach.

You also will need to deal with the normal inertia that permeates almost any well established group and with existing programs. People who feel an ownership of, and comfort with, existing programs may see a new program as competition and worry about losing members to the new program. You need to anticipate these possible responses and seek to engage those in existing program in seeing how *Journey in Faith* can support their program rather than compete with it.

You also need to be aware of your community's response to "new ideas." Some congregations have an attitude of "we'll try it, if we don't like it we'll try something else." So they are open to trying just about anything. Other congregations automatically reject anything that is new. "We've tried something like that before and it didn't work." Or "We've always done it this way." Know how your congregation usually responds to the introduction of anything new and tailor a plan for your congregation.

Start by dreaming an ideal program based on what you read in the material. Then imagine a conservative outcome based on some resistance and "friction" (i.e., difficulty getting group started). Set your goals somewhere between the two. For example, possible goals for the first year in a medium-sized church might be:

- Start one *Journey in Faith* group with eight or nine members
- Recruit two people who have not been involved in adult education before
- Engage two people not actively participating in any church or who may not even be Christians

Your congregation may have one or more programs that provide a natural transition to *Journey in Faith*. Programs that introduce people to the Christian faith or are designed as renewal experiences build community quickly. *Alpha*, *Via Media*, *DOCC (Disciples of Christ in Community)* *Curcillo* and *Faith Alive* are programs in which participants would be open to continuing in another small group process such as *Journey in Faith*. Another program, *EfM (Education for Ministry)* also has graduates who miss their small group learning experience. "What can I do after EfM?" is a familiar question in congregations where EfM is used. EfM graduates are especially suited to provide start-up leadership and/or serve as Companions for *Journey in Faith* groups. *Journey in Faith* is also appealing to those who may initially be intimidated by the amount of reading in EfM as *Journey in Faith* is more experiential and eases into the amount of reading over time. So, it is likely that participants will move easily between the two programs, which are complementary.

Finally, another group that is likely to be attracted to *Journey in Faith* are the parents and youth leaders of the *Journey to Adulthood (J2A)* youth ministry program. J2A parents often wish there was a comparable program for them and *Journey in Faith* fills that need. In addition, youth leaders who must take a year off after two years of leading a J2A group will find *Journey in Faith* a place where they can gain some of the same rewards as they experience in J2A without having to be the "leader" all of the time. Trained, experienced J2A leaders are also potential Companions. Congregations using J2A can encourage parents to join groups both as a way of modeling their commitment to learning for their teens (it's easier to encourage your teen to participate in J2A if you are also participating in a "journey" program) and as a way to support the parents through the often difficult teen years.

While *Journey in Faith* groups benefit from a mix of members, there are some advantages to forming groups that have something in common – such as parents of teenagers. Other groups might share a vocation (medical or legal professions, teachers, farmers or ranchers) or they might share a geographical setting (live or work in the same part of town or rural area). Use creativity in finding ways to support people – especially in their daily life and work – so the *Journey in Faith* group becomes more than just a study program. One of the primary goals of *Journey in Faith* is to support people in their life as Christians and their ministry in daily life. This includes their roles as family members, parents, workers, neighbors and community members. Drawing on these natural relationships as organizing principles enables the church to help its members strengthen those relationships.

## Start-up Team

You need a team just to get ready. Find at least three people who are committed to making this happen. These three (or more) people need to begin by praying together for God’s guidance in preparing and in calling participants. This group will:

- Recruit potential Companions (not required but **STRONGLY** encouraged!
- Decide if you will charge the participant (we encourage you to charge something as people value what they pay for) or if the congregation will cover the cost of the program (if this decision has budget implications it will need to be approved by the Vestry or other governing body).
- Help the Companion(s) lead introductory meetings designed to introduce potential participants to *Journey in Faith*.
- Help the Companion(s) invite people to become participants (announcements are fine but rarely work – personal invitations are *essential*).
- Work with the Companion(s) to help select a meeting time and put it on the congregation’s calendar (this will include talking with potential participants and other program and committee leaders to make sure you don’t conflict with their meetings)

## Companions

Experience has shown that a trained Companion is essential to the successful implementation of *Journey in Faith*. A Companion is someone with professional or practical experience in group process and adult education who is skilled at being a “guide from the side” rather than a “sage on the stage.” The Companion does not lead the group – the participants lead the sessions. The Companion organizes the group, leads the first couple of sessions to model the process, coaches the participants, introduces the “tools of the trade” and skills to the group, helps the group evaluate their progress and plan for next steps, assists the group in resolving difficulties, etc. The Companion also is the contact person with LeaderResources. Companion training is available through LeaderResources. EfM mentors or grads, J2A youth leaders and others with comparable experience are encouraged to become Companions. For more information about Companions contact LeaderResources (800-941-2218 or [staff@LeaderResources.org](mailto:staff@LeaderResources.org)).

## Starting *Journey in Faith*

There are basically three ways of starting *Journey in Faith* where you are:

- **Plan 1** is the **straightforward method**. After you have done your basic planning, announce and describe *Journey in Faith*, recruit Companions (who often are the initial organizers) and participants, get at least one group underway, celebrate its milestones, periodically review how things are going, make appropriate program adjustments, add groups and increase the number of participants, and carry on into a bright future.
- **Plan 2** is a sort of **stealth method**, most suitable for when congregational realities or history suggest that announcing a big, new program will generate more anxiety and resistance than enthusiasm. In this case, hold off on announcements and start with the direct recruiting of likely participants for a first group (and a Companion if you are not going to serve as the Companion yourself). Once that group has started to function, and its members are becoming enthusiastic about *Journey in Faith*, it will be time to share the news with the rest of the congregation and invite them to take part.
- **Plan 3** is for congregations with established programs, where *Journey in Faith* will act as **leaven** among them rather than existing as itself at first. In this case the team will identify and approach an existing group (a Bible study group, the Eucharistic visitors, former EFM participants, or other body) which might be open to trying *Journey in Faith*. Let that group adopt it, and then use their experiences as a basis for expanding the program by creating new groups that are not based on previously-existing organizations.

In addition to congregations, *Journey in Faith* can be used in a variety of other settings. Prisons, nursing homes, religious communities and other faith based groups can become places for *Journey in Faith* groups. College chaplaincy programs will find these materials appealing to college and graduate school students. Student Companions can be used as a way of developing the leadership skills among young adults.

Starting *Journey in Faith* in these other setting may require some adaptations to the way to start the groups and even in the materials themselves. If you are considering a different setting and would like to explore possible options, call LeaderResources at 800-941-2218.

## Addressing people's anxieties

Starting anything new in a congregation (or other institution) often generates anxiety. There are two contradictory ways to respond to people's anxieties. One is to listen. The other is to ignore. Both are important.

You need to listen to people's anxieties openly and nondefensively. Active listening means listening for understanding rather than listening just long enough to respond. Your role as a listener generally is not to "fix" the person's problem. Your role is to listen, understand his/her concern and help him or her figure out what to do about it. In listening it is important that you respect every person and honor their perspective. That means resisting the temptation to

argue, explain, defend. Listening to another person means hearing their concern and acknowledging that their concern is valid – which it is. It is valid *for them* even if it is not valid for you or someone else.

The second principle is also important: ignore the anxiety. You can not fix someone else's problem. You can not make them feel better. You can not take their anxiety away. In fact, whatever you focus on tends to grow. So, if you focus on one person's or group's anxiety, it will tend to grow. So what was a minor anxiety suddenly becomes a "big thing" in no time at all. So, listen with respect, encourage the person to find a resolution to their anxiety and then leave it alone. Don't repeat the story to another person (which starts the growth process). Don't revisit it six times. Don't make a big deal out of it.

## **Warmup events**

You might want to ease into *Journey in Faith* by hosting a warmup event. This could be a picnic at the end of summer that launches the program for the fall. It might be a buffet lunch after church for anyone interested in the program. It might mean that you just lay on a really spectacular spread for the first session and do nothing more than getting on board with each other. In any case, it often helps to start out with food and fellowship to help the group bond and create "good feelings" right at the outset. Use the first session or two as a way to introduce people to the process and then invite them to enroll for the first path.

## **Maintenance of groups**

Once you have gotten one or more *Journey in Faith* groups going make sure you provide times and places to review how things are going and ways to intervene if necessary. This is a key role of the *Journey in Faith* Companion – a person with facilitation skills who can help a group reflect and make decisions about their life together. The sixth session and/or the "In between Session" provide logical times to do this. A group's Companion can also give the group permission to "take a break" for a couple of weeks or take time to do a "Focus Unit" or read a book and study something in particular that caught their interest. A Companion can give a "pep talk" when interest lags or help the group think of a way to re-energize themselves. Remember a few basic principles:

- A group bonds after twelve sessions so try to get through the first twelve sessions before you expect the group to "gel."
- All groups go through four developmental stages: forming (who belongs), storming (who has power), norming (how will we work together) and performing. Every time the group changes (a new member joins or someone drops out or a break in the meeting pattern), the group will go through these stages all over again.
- All groups need periodic maintenance and renewal. Like anything else, keeping a group going takes some work. Don't be discouraged if the group's energy flags. Figure out a way to re-engage and start up again.

## **Coordinating groups**

If you have more than one *Journey in Faith* group running at the same time it may be helpful to coordinate these groups. For example, if one group chooses to do one of the focus units, they

might want to invite the other groups. If one group chooses to do something with the congregation that arises out of their work together, check with the other groups to see if they'd like to join in that activity. At a minimum, make sure the groups know what the other groups are planning. You do not want to have two groups decide to each do a "Biblical Overview" day for the parish at the same time and then discover that two identical events have been scheduled. Not that you can't do that – but you want to make sure there are no surprises.

### **“One anothering”**

One of the advantages of multiple groups is that you can support each other. When one group gets discouraged or has trouble with a particular session, it can be very helpful to discover that another group has had the same experience. In fact, one group might alert another group to their experience when it has been especially helpful or difficult. Multiple groups can also plan joint experiences that help renew each of the small groups. If you don't have more than one *Journey in Faith* group in your congregation, consider doing some joint events with nearby parishes.

### **The Role of Clergy**

It is important that your Rector, Vicar or Priest-in-charge is supportive of *Journey in Faith*. Even in very large churches, nothing happens if the clergy do not support it. It is the role of clergy to highlight the need for and value of adult education. If your priest is enthusiastic about *Journey in Faith* that is even better. But, at a minimum, he or she must be openly and regularly supportive.

Your priest *might* serve as your *Journey in Faith* Companion – provided that he or she is able to fulfill that role without taking over the group or having the group make him/her into the primary leader. Your priest or minister might also be a group member. Many clergy have few learning opportunities. If your priest or minister has the personality to become an "ordinary member" and the group has the ability to accept him/her as such, *Journey in Faith* can be a valuable continuing education process for clergy. He/she might choose to do some of the more advanced reading or simply enjoy the sessions as presented.

### **Revisit your goals**

At the end of each "path" revisit your goals, review how your group(s) is doing and set goals for the next "path." Since each path can take a year or much longer, each group will start and end each path at a different time. Time your review according to what makes sense to our group. You also can include a report in your congregation's annual report (if that is the norm in your church) or make a report to the Education Committee/Ministry Team, Vestry/Board, etc. An article in your congregation's newsletter is another good communications vehicle. You might send a copy to your diocesan newsletter – especially if your congregation is starting one of the first *Journey in Faith* groups or if your group has done anything newsworthy. All of these are ways to affirm the group's progress and also share the news about the program with others who may want to join to start new groups.

## **Celebrating Journey in Faith**

Don't forget to celebrate! A big, festive party at the end of each path is a logical time to celebrate. But you might also think about appropriate liturgical celebrations or ways to celebrate things the *Journey in Faith* groups do. For example, if a *Journey in Faith* group takes on a specific ministry, shares its learnings in an education program for the congregation, decides to do something for/with the children or youth, is led to take an action in the community, etc., remember to celebrate those events. Announce it in worship services, write it up in the newsletter, take pictures and write an article for your community or diocesan newspaper, throw a party, give gifts, etc. The Pilgrimage is likely to be a significant event in the life of the group and your congregation. It provides another time to engage the whole congregation in blessing the pilgrims as they leave and in welcoming them back.

## **Starting over**

Some groups will take a summer break; some will not. Some groups will fizzle out, lose energy or will be overwhelmed by what must be done now and simply can't do it right now. That's OK. Let it be. A *Journey in Faith* group doesn't HAVE TO meet every week forever! Agree that you will stop for a month or two or three. Then start up again. Just remember that you will need to put some energy into re-grouping and the group will go through the stages of group development. Put in some extra energy into getting the group re-started to make sure it gets up and running smoothly again.

The group does not have to follow the paths in the numbered order...after the first path (which includes the basics), the group can move to the path that next interests them. Some groups have found that it is not necessary to follow the units in numerical order either. Again, make choices according to what works best for your group.

You can easily add new members to a group during the first 12 sessions of each path. After that, it becomes more difficult for newcomers to "catch up." While they can pick up the first part of the path with another group at some later time, that is not likely to happen. So, try to add new members during the first few months. There is a "between units session" provided that gives suggestions for how to integrate new members. It is worth the effort to integrate new members and be intentional about how to do that – including taking the time to "re-do" some sessions (e.g., in the first unit) in order to help them become connected to the group. In doing this, the group is learning how to be hospitable and integrate newcomers – a skill they can use in the life the congregation as well as their everyday life. So, despite the effort it takes to integrate new members, it is worth the effort.

## Frequently-asked questions

How long are the sessions?

- Generally 2 -2 ½ hours

How often does a group meet?

- Usually weekly although some groups meet bi-weekly (their travel time is 1-2 hrs. each way so meeting for a longer time every other week is a better schedule)

Who leads the group?

- The group's members
- While the leadership roles (session facilitator, hospitality host, prayer and music leaders) rotate, some groups use teams to lead the sessions, some have set leaders for a unit and others have a member or two who are not comfortable leading or are not very good at a specific leadership role (e.g., can't carry a tune so won't be the song leader).

How long is the program?

- As long as you choose! In the current plan there are five "Paths" with six units each –each unit has six sessions for a total of 36 sessions in each Path....with an "between sessions" session and introductory materials that are often used as a separate session. The first two Paths are complete with others still under development. In addition there are Focus Units with anywhere from one to six or more sessions. New Focus Units are created regularly. In addition, there is too much to do in any given session so *Journey in Faith* can be repeated if a group chooses to do so at a later time or the material in one session can done over two or three sessions. So it is possible that a group will do a Path over 50 or more sessions.

What will I learn?

- That depends a great deal on you and your group.
- *Journey in Faith* offers you opportunities to learn:
  - New liturgy and liturgical skills
  - Ways to grow spiritually, new ways to pray and skills in leading others to pray
  - Ways to study the Scriptures and insight into specific Scripture passages
  - About theology and how to be a theologian
  - About saints and church history
  - About baptismal ministry and your own ministry
  - Small group leadership skills
  - Self-awareness and an understanding of and appreciation for our differences
  - Ways to minister at home, at work, in the community or church
  - About other faiths and their practices
  - About mission/outreach ministry
  - And much more!!!

Why does *Journey in Faith* incorporate so many things?

- Because adults learn best through experience and we all learn by using many “intelligences” – many ways of taking in and processing information, make decisions, etc. So, *Journey in Faith* is not just about teaching you information...it is about engaging your total being in learning knowledge, skills, values, attitudes and behaviors that help you become a more faithful Christian.

How can I learn all of that at once?

- You don't. You absorb some of it today and some tomorrow. Sometimes you learn more than at other times in your life. Sometimes you are more ready for or you need to learn a particular thing more than another. *Journey in Faith* is like life – it offers lots of opportunities to learn and grow. Each of us has to do what we can, as we can and when we can. We trust that God will provide each of us what we need and don't assume that everyone will learn everything at once! That's why most groups are ongoing and repeat sessions. *Journey in Faith* is more a way of being together as a Christian community than it is a course of study.

What if our group is having difficulties?

- Ask your Companion (if you have one) to help you figure out what to do – or invite someone from a neighboring church, your community or the diocese to facilitate your group so it can understand what the problem is and how to handle it. This is part of the learning process. Welcome difficulties as learning opportunities just as you welcome the break-through “ah-ha” moments.

Why is the list of sessions incomplete and why do the files on the website change?

- *Journey in Faith* is a program that is under development so the items in red were incomplete at the time this was written (some of them have since been finished and posted on the website). It also is constantly changing as users provide input and new materials are developed. *Journey in Faith* is distributed online as downloadable files. This enables us to have this process of continuous improvement. It also allows you to edit the WORD files if you chose to do so. Because of this, it is important that you download a few sessions at a time so you can get the “latest and greatest” version of the program.

How much does it cost?

- Each congregation becomes a *Journey in Faith* member and may have as many groups as the church chooses during any year in which your membership is active. Membership fees are based on your size which is best measured by your average Sunday attendance (ASA = the average number of adults, youth and children who attend your main Sunday worship services).

Who are the Companions and are they required to be certified?

- While nothing is “required,” we have discovered that a trained Companion is essential to the successful implementation of *Journey in Faith*. A Companion someone who is skilled as a “coach” who can “guide from the side” and who provides administrative support for the group. Companions can receive an honorarium – especially if they are not a salaried employee of the church. We recommend a range of \$500-900 per Path. The church or the group(s) might also pay for your Companion to attend a Companion training session.

What if our congregation decides it would like to move into developing a mutual ministry team?

- Talk with your diocese. Mutual ministry teams, total ministry teams, baptismal ministry teams, covenant groups are all different names for a team that provides the primary pastoral leadership in a congregation. *LifeCycles* is a companion program that is designed to support such a ministry team which usually includes ordaining and commission group members in various roles. These groups may or may not have paid clergy, educators or other staff. But in any case, all of the training materials for these groups are part of the diocesan membership. Your diocesan bishop, Commission on Ministry and Standing Committee will need to have policies and procedures for the ordination, licensing and commissioning of various ministries in the congregation. If your congregation and diocese decide to implement a ministry team in your congregation, your group can easily switch to the *LifeCycles* program. Contact LeaderResources for more information on switching from adult education to formation of a local ministry team and using *LifeCycles*.

# Resources

## Personal invitation

Remember: the absolutely best way to recruit people to participate in *Journey in Faith* is through personal invitation. Take time to meet with people, show them the materials, tell them about the other group members and encourage them to join. Be sensitive to those who may be hesitant about committing this amount of time. Emphasize the value of the support of a small group both in one's faith formation and just in living life!

Graduates of small group educational programs are most likely to value a program like *Journey in Faith*. Find those who have had a good experience in such a program and invite them to join you. You will need to point out that *Journey in Faith* has a different purpose and process than their previous group, so it will be different from their prior experience. But there is the potential of re-creating a supportive small group where they can learn and grow in their faith.

While the following is not likely to attract many (if any) phone calls, you post an announcement like this for "branding" purposes. In other words, it raises people's awareness so *that* someone will have vaguely heard of this when you invite them to join the group. Remember, you have to say it three times before someone will hear it and you have to say it seven times before they will "buy it." So repetition is crucial.

## For a local newspaper:

### *Journey in Faith*

Curious about the Christian faith but don't want to go to church? Your church name is starting a small group program that welcomes seekers, doubters and the curious. This is a serious, in-depth program that will introduce you to the Bible, spiritual practices, holy people, world religions and more! Questions and dialogue are built in so you don't need to know anything or be afraid of asking anything. It is practical, fun and a place where you can safely explore your relationship with God. For more information contact: Contact Person, 123-4567, [email@emailaddress.com](mailto:email@emailaddress.com) or visit [www.LeaderResources.org](http://www.LeaderResources.org) and download sample materials under *Journey in Faith*.

### *Journey in Faith*

Want to grow in your faith? Your church name is starting a small group program that welcomes you – whether you belong to a church or not. This is a serious, in-depth program that will introduce you to the Bible, spiritual practices, holy people, world religions and more! Questions and dialogue are built in so you don't need to know anything or be afraid of asking anything. It is practical, fun and a place where you can safely explore your relationship with God and be supported in your journey in faith. For more information contact: Contact Person, 123-4567, [email@emailaddress.com](mailto:email@emailaddress.com) or visit [www.LeaderResources.org](http://www.LeaderResources.org) and download sample materials under *Journey in Faith*.

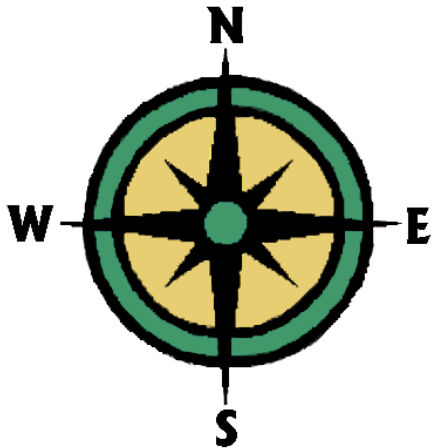
## Sample announcements for the bulletin/newsletter

An exciting new adult faith formation group is starting at our church next month. *Journey in Faith* is a small group experience that will give you opportunities to study together and deepen your faith, will introduce you to new liturgy and ways to pray, and will teach you skills you can use at home and at work as well as at church. We invite you to join us at 7:30-9:30 on Tuesday, January 12<sup>th</sup> in the parish hall to learn more about this program and how it can support you. For more information contact: Contact Person, 123-4567, [email@emailaddress.com](mailto:email@emailaddress.com) or visit [www.LeaderResources.org](http://www.LeaderResources.org) and download sample materials under *Journey in Faith*.

God has called you to a ministry. Your baptismal ministry is the way you serve Christ in others – at home, at work and at church. Join us in a small group program designed to support you in your faith and ministry. We will meet in the parlors on Sunday's after church to learn more about and experience parts of *Journey in Faith* on January 10<sup>th</sup>. Brunch is included! For more information contact: Contact Person, 123-4567, [email@emailaddress.com](mailto:email@emailaddress.com) or visit [www.LeaderResources.org](http://www.LeaderResources.org) and download sample materials under *Journey in Faith*.

Finally – J2A for adults! As we've watched our young people grow in faith, go on pilgrimage and learn new skills, many parents and members of our congregation have expressed a wish for a J2A experience for adults. *Journey in Faith* is designed to do just that. Join us after church this morning to learn how you can join the journey! We'll meet in the parlors right after the service – grab your coffee and a snack and join us. This is a great way for all of us to model commitment to learning for our teens -- and children. We ask them to be serious about their faith formation – this is an opportunity for us to be serious about our faith formation.

“What can I do after EfM?” is a common question at the end of EfM. We are introducing a new program, *Journey in Faith* that is ideal for EfM grads. So, if you miss your old EfM group, join us to learn about how you can create a new group of learners. EfM grads and mentors can apply to be Companions (a role that is more “coach” than “leader”). This meeting will give you information about how you can become a group member or Companion. We will meet on Monday, June 6th at 7 pm in the rector's office. I look forward to talking with EfMers about how we can start *Journey in Faith* in our congregation.



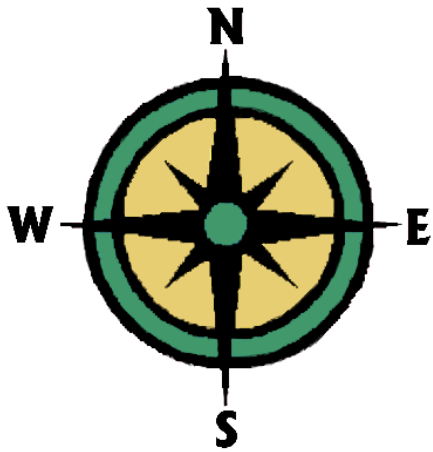
# Journey in Faith

*Journey in Faith* supports and enhances  
the baptismal ministry of  
the whole people of God

Congregations and participants are renewed and revitalized by a small group process that:

- introduces them to **creative liturgy**
- invites them into a **deeper spiritual life**
- supports them in **doing ministry**
- offers them knowledge and skills to support them in **Christian living**
- engages them in **studying** the Scriptures, theology, ethics and church history

Participants learn skills, gain new perspectives and experience varied spiritual and liturgical resources. They are encouraged to integrate those into their congregational and daily lives.



# Journey in Faith

A Multi-faceted Process of Faith Formation

A group may take a year or longer to complete a Path

- The First Path — Community Building and Faith Sharing
- The Second Path — Theology
- The Third Path — Ethics and History
- The Fourth Path — Mission and Ministry  
including a Pilgrimage and Mission Project
- The Fifth Path — World Religions

Each Path has Six Units, each comprised of Six Steps (sessions)  
For a total of 36 core sessions in each Path + optional focus units  
Each Unit addresses these topics

Step #1 Our Experience  
Step #2 Creativity in the Hebrew Scriptures  
Step #3 Love in the Christian Scriptures

Step #4 Liberty in the Saints of History  
Step #5 Restorative Justice  
Step #6 Review and Celebrate

## Theological Education with Practical Application

### Study

The Scriptures  
Ethics & History  
Theology & Justice  
Other faiths

### Practice

Spirituality: Ways to pray  
Leadership Skills  
Liturgical Styles  
Ministry Skills

**Personal faith formation  
in a small group setting  
that transforms people and their congregation**

