



GATHERING THE INTERGENERATIONAL CHURCH

a perspective into attraction, engagement, and
retention of young and middle-aged adults

Presented to the 10th Episcopal District
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Today we will:



Identify assumptions
and barriers to how
we meet the need of
Young Adults in our
church



Consider the
importance of
creating space
discipleship and
growth



Prepare for
constructive
dialogue that
enables an ideal
outcome

Things to remember



Generational categories are not scientifically defined.

Generational labels can lead to stereotypes and oversimplification.

People are not a monolith.

People change over time.



Providing Context



Knowing context can help provide perspective and increase awareness and understanding of the diverse communication methods in the workplace today

TRADITIONALISTS
1922-1945

BABY BOOMERS
1946-1964

GENERATION X
1965-1980

**GEN Y /
MILLENNIALS**
1981-1996

GENERATION Z
1997-2012

Core Values

Discipline, respect, responsibility

Optimism, personal growth, equal rights

Work/life balance, independent

Confident, tech savvy, more social

Fast-paced, direct, individuality

Technology

Adapted

Acquired

Integrated

Essential

True digital natives

Preferred Work Setting

Hierarchical

Flat, equal

Flexible, functional

Collaborative, diverse

Nontraditional, dynamic

Communication Media

Written letters, rotary phones

Touchtone phones, office memos

Blackberries, faxes, cell phones, email

Smart phones, social media, texts

Social media, chats, texts

FOLLOW THE PLATINUM RULE - TREAT OTHERS THE WAY THEY WANT TO BE TREATED



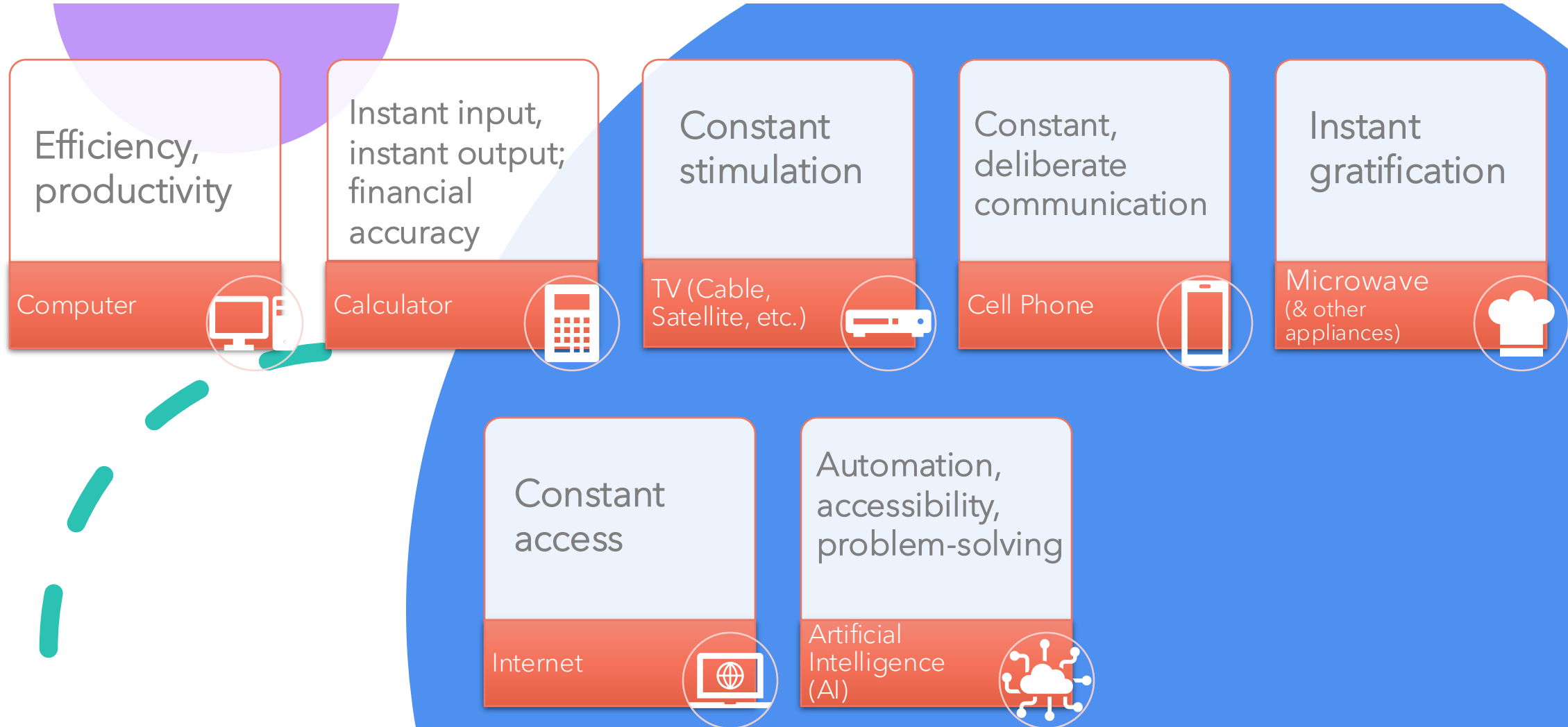
Millennials are the most racially, socially, and culturally diverse generation in modern history.

What we know

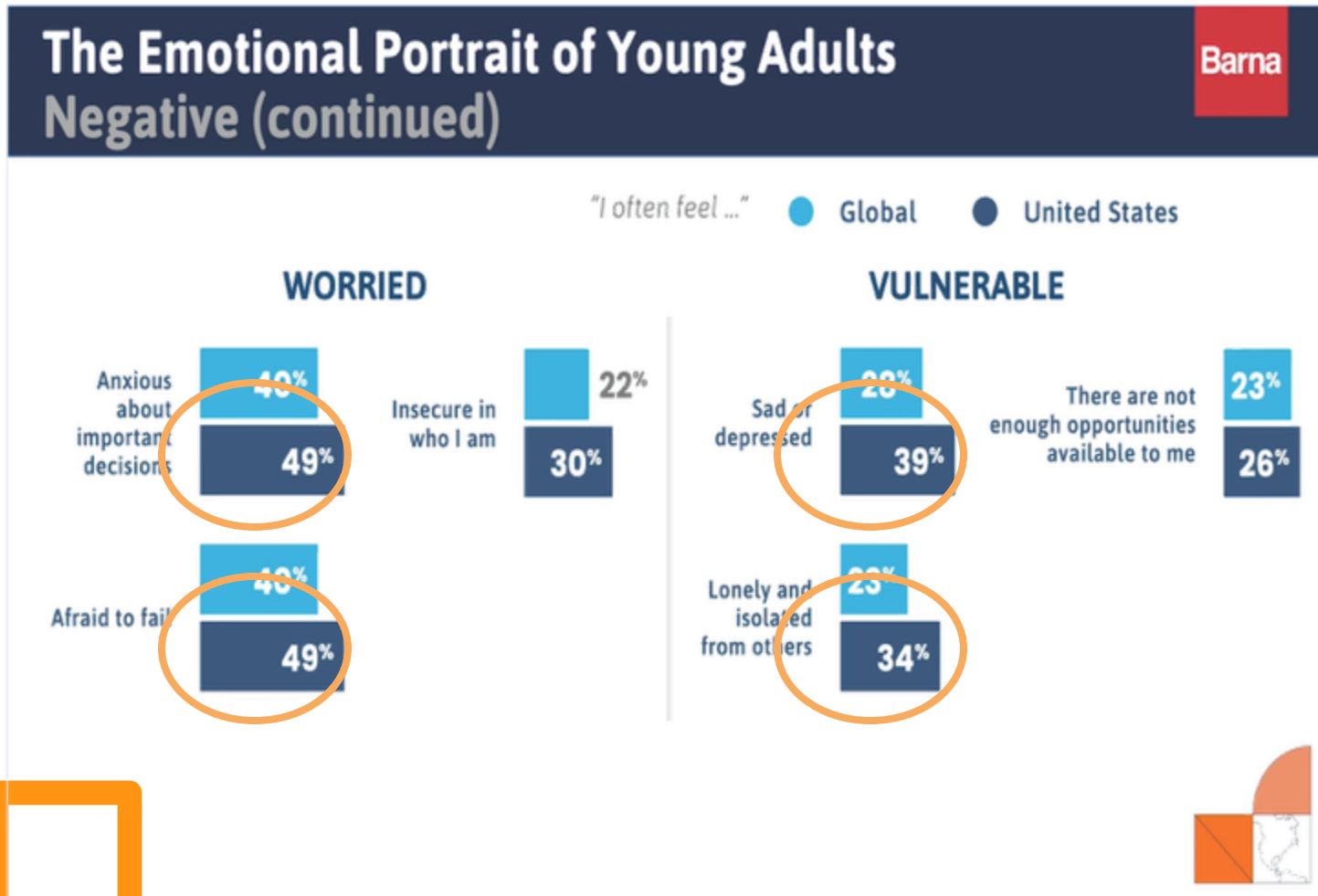
- Studies showing that roughly **one-third of millennials report symptoms of a mental health issue**, including depression and anxiety; this is considerably higher than older generations.
- Millennials are the **largest in the workforce**, expected to be the largest generation in history. Also, the **most educated and most unhealthy** generation.

Our values:

efficiency, productivity, accessibility, variety, progress, connection, and truth.

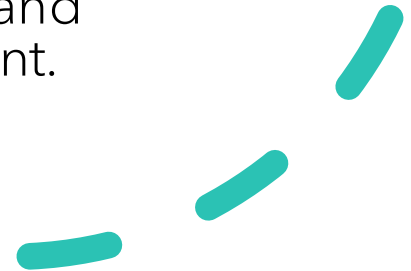


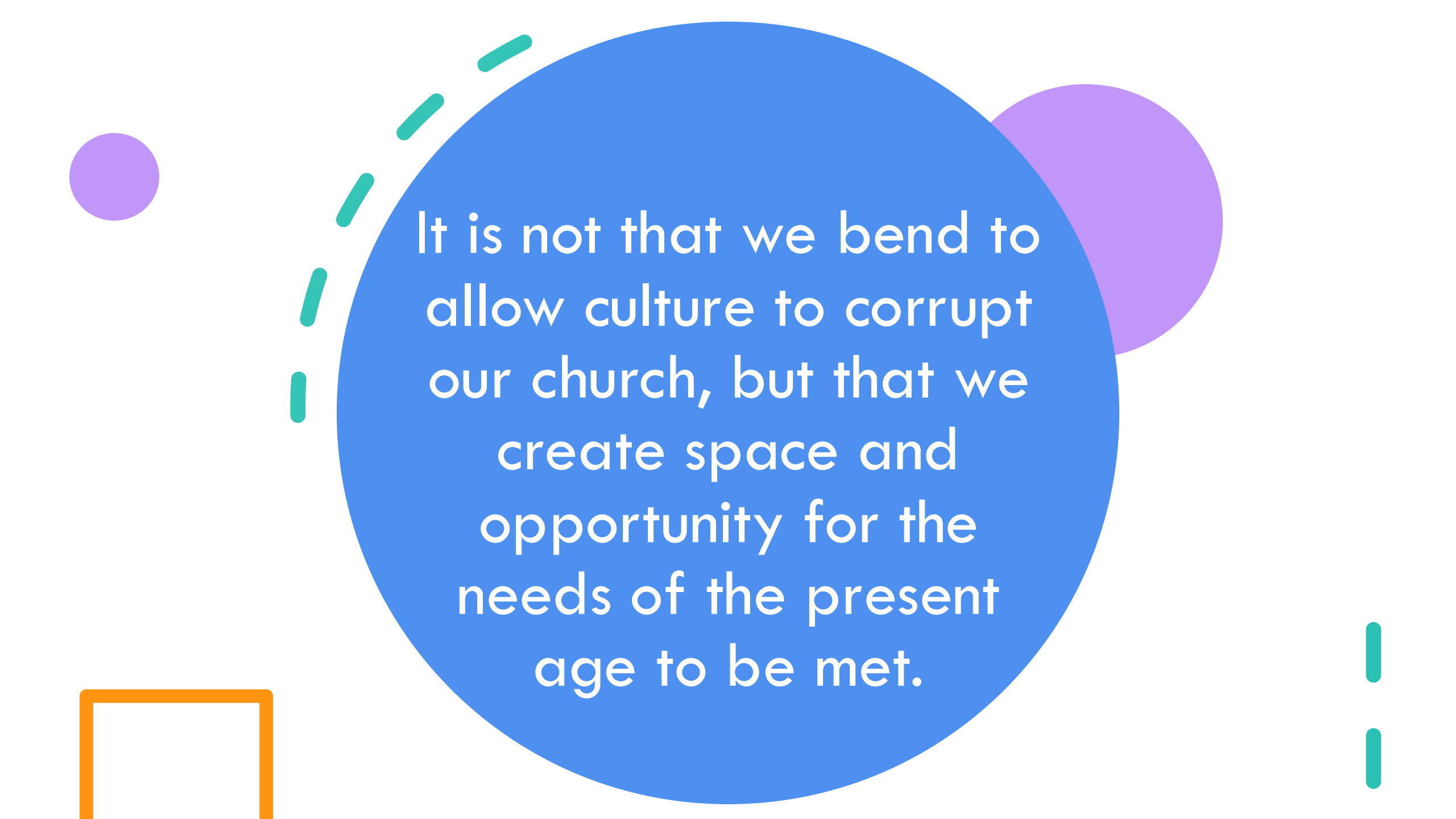
Why it matters



We've built physical sanctuaries, yet 55% of the Millennial population that regularly attends church does it from a phone or screen.

Our churches have family life centers, but Black Millennials, have the **lowest rates of marriage and home ownership**, primarily due to socio-economic factors such as income, debt, unemployment, and underemployment.





It is not that we bend to
allow culture to corrupt
our church, but that we
create space and
opportunity for the
needs of the present
age to be met.



CONSIDER YOUR WITNESS...

Charisma

The GOD given ability to draw people to you that you would draw people to Him

Character

The nature of GOD exemplified by you

Competence

The GOD given ability to produce and do what God has purposed you to do

Conviction

The “knowing” you have that boldly and unapologetically causes others to want to follow you and follow Him

For our consideration



Millennials are poised to be the most significant earners, most educated, and most creative entrepreneurs. **Do our leadership opportunities reflect a space for their growth and presence within our churches?**



Many of our component ministries continue to push forward the ages of interest to keep groups involved. **Are we creating spaces that best address The Gospel's unique message for all? How are we adapting our engagement to help every generation find it's relevance at every stage of life?**



Millennials struggle to find meaning in institutions that feel out of step with the times. Millennials often describe church, for instance, as 'not relevant' or say that attending worship services 'feels like a boring duty.' **How does your ministry counter this assumption?**



Are new ideas supported and encouraged in your church?



How are we embracing diversity, equity, inclusion, and belonging practices in our churches?

HOW DO PEOPLE EXPERIENCE YOUR MINISTRY?

Is it Spirit-led?

Intentional Faith Development

Is it inviting?

Radical hospitality

Is it exciting?

Risk-taking missions and service

Is it engaging?

Passionate Worship

Is it generous?

Extravagant Generosity

Is it fruitful?

Authenticity, excellence, reflecting the love and character of Christ



A Final Thought...



Questions & Answers

Let's
Connect!



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I/O Psych Practitioner | People
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