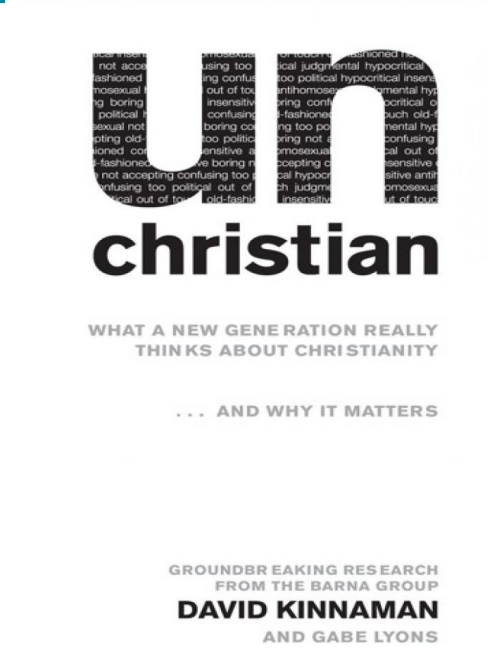
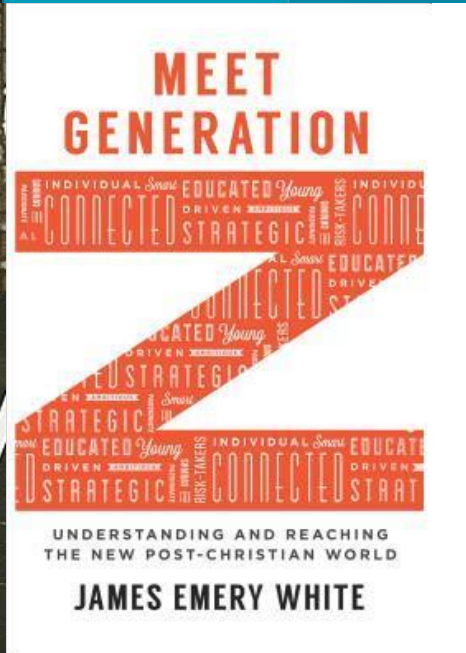
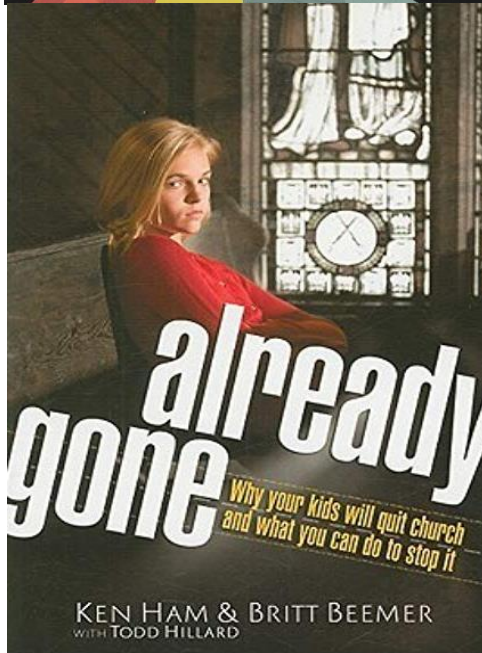
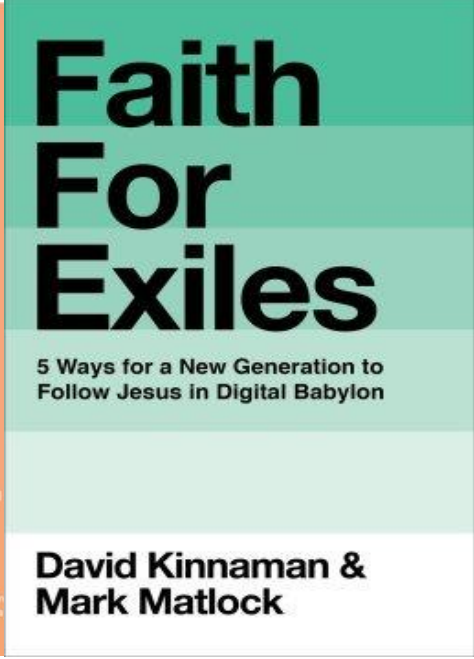
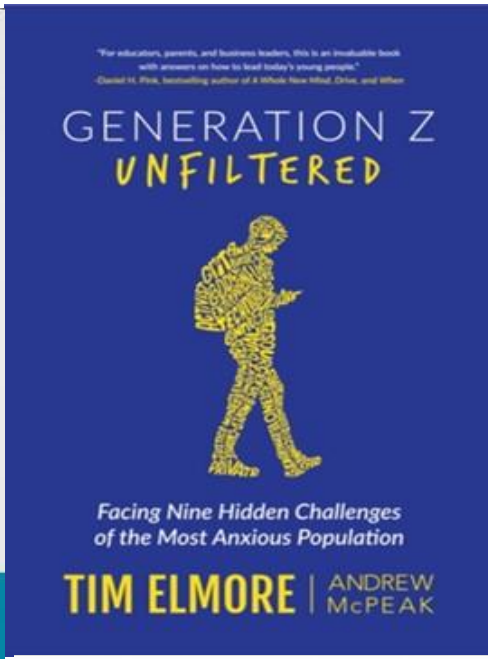
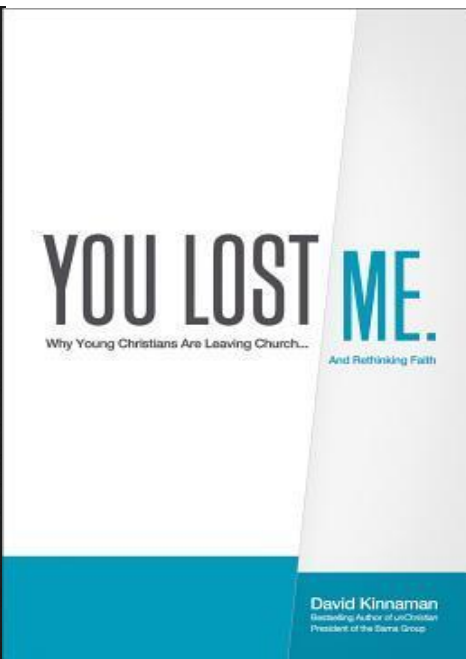
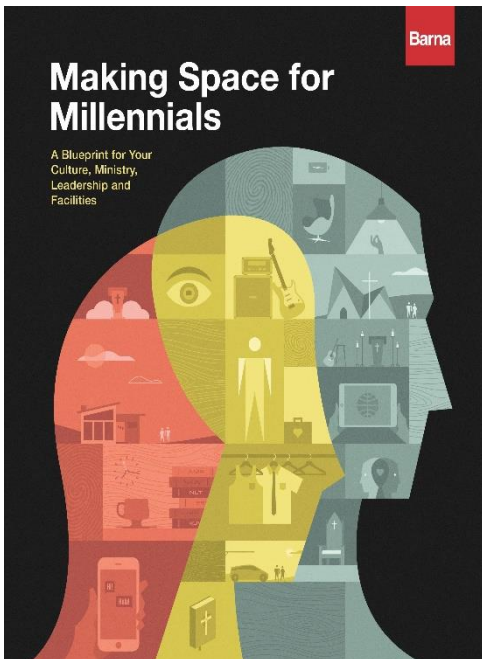




**Millennials & Gen Z:
A Crossroads of Change
By Kyle Goings
(Student Ministry Pastor - Wichita, KS)**

Resources on Millennials & Gen Z



Websites:

- [Youtube.com/prochurchtools](https://www.youtube.com/prochurchtools)
- [Pewresearch.org](https://www.pewresearch.org)
- [Visioncritical.com/resources](https://www.visioncritical.com/resources)
- [Downloadyouthministry.com](https://www.downloadyouthministry.com)
- [Factsandtrends.net](https://www.factsandtrends.net)
- [Zerocater.com/generation-z](https://www.zerocater.com/generation-z)
- [Thetruthsource.org](https://www.thetruthsource.org)
- [Barna.org](https://www.barna.org)

	The Silent (Builders)	Baby Boomers	Generation X (Baby Busters)	Generation Y (Millennials)	Generation Z (Gen Zero or iGen)
Birth Years & Ages	1928-1945 (74-91)	1946-1964 (55-73)	1965-1980 (40-54)	1981-1995 (24-39)	1996-2014 (5-23)
Unique Influence	Korean War, McCarthyism, Cold War	Consumer economy, sexual revolution, Watergate, JFK, MLKJ	AIDS crisis, end of cold war, MTV	9/11, war on terror, great recession, internet	Mobile tech, YouTube, social media, globalization
Life Paradigm	Be grateful you have a job	You owe me	Relate to me	Life is a cafeteria	I'm coping and hoping
Sense of Identity	I am humble	I am valuable	I am valuable	I am awesome	I am fluid
Attitude Toward Authority	Respect them	Replace them	Endure them	Choose them	Not sure I need them
Role of Relationships	Significant	Limited; useful	Central; caring	Unlimited; global	Utilitarian
Technology	Hope to outlive it	Master it	Employ it	Enjoy it	Hack it
View of the Future	Seek to stabilize	Create it	Skeptical	YOLO	FOMO

**Generation Z: Unfiltered*

The harvest is great, but the workers are few. So pray to the Lord who is in charge of the harvest; ask him to send more workers into his fields. Luke 10:2b

“This is a crop we haven’t faced before.”

– Brent Warkentin (pastor of First MB in Wichita)



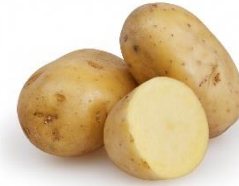
Red Wheat



Corn



Soybeans



Potatoes



Grapes



Different crops require different methods

NEW Values of Millennials & Generation Z

1. Experience is more trustworthy than words

- ✓ What I can experience determines reality
- ✓ I trust my feelings over heard facts

2. Motivated by relationships not position

- ✓ Knowing the person builds trust, not what the person “knows”
- ✓ Networking will be the NEW priority in leadership

3. Want to belong before they believe

- ✓ Need to feel accepted first
- ✓ It's not about belief – that comes and goes – it's about belonging

Diving Deeper

Worldview is post-Christian
Believe truth is relative

Entrepreneurial spirit (natural
problem solvers)

Interconnected (social media)
Emotionally stunted and lack
grit and resilience

Given privileges without
responsibility*

Accessibility without
Accountability*

Filled with anxiety and
depression



Super multi-taskers

Extremely educated

Fiscally conservative

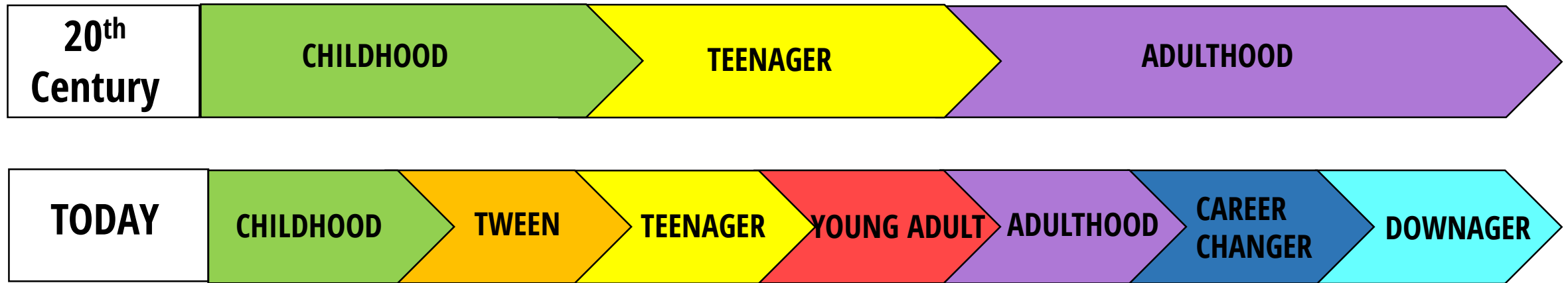
Socially concerned with the
world's problems

Desires authenticity over
popularity

Open to spirituality more than
any generation before

Generation Z

Redefined Life Stages



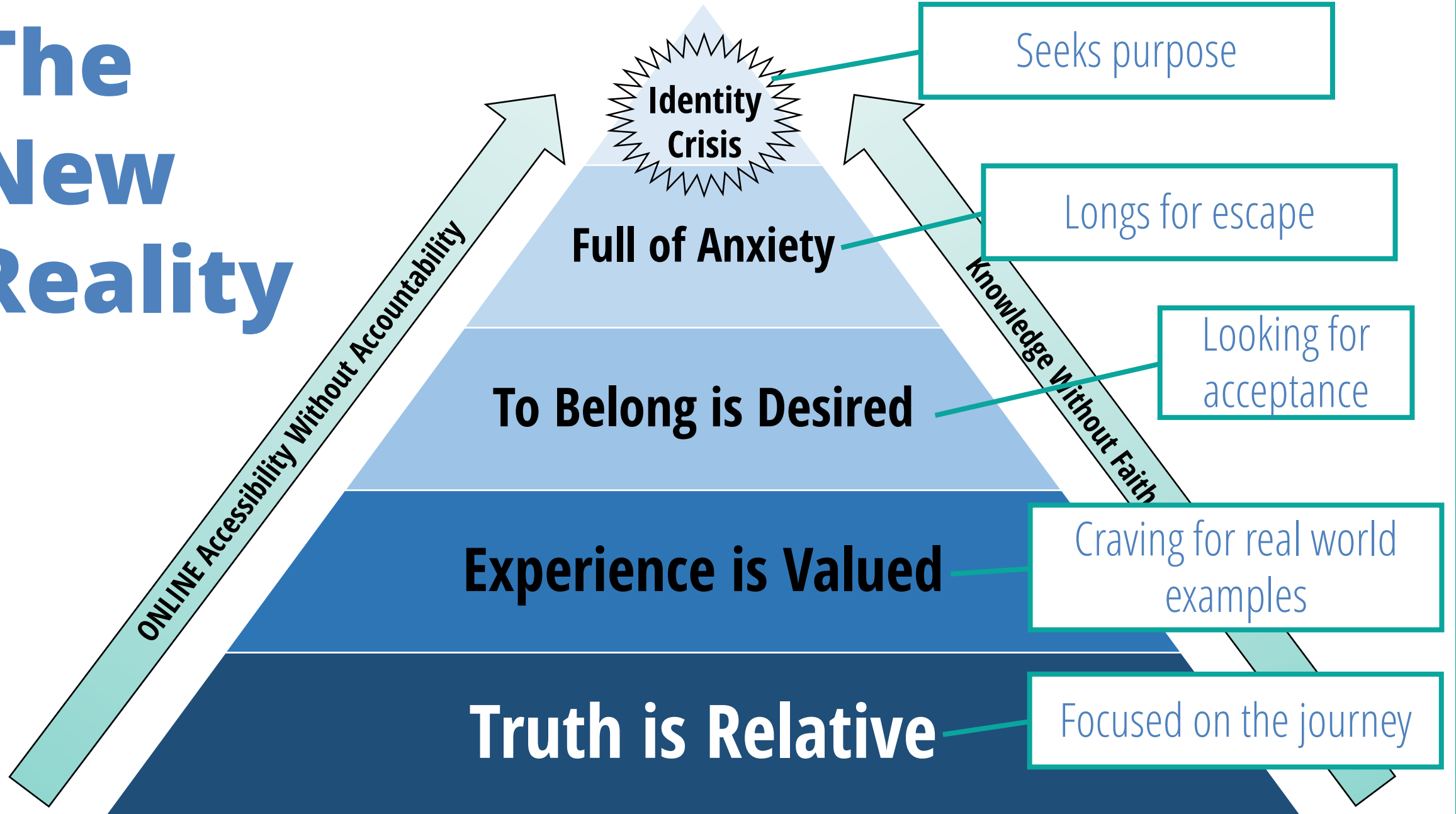
- The lines between adolescence and adulthood is becoming more blurred
- The influence of the “rite of passages” has greatly diminished
- Years in education has increased prolonging transition into the workforce

↓ Adult Temptations

↓ Adult responsibilities

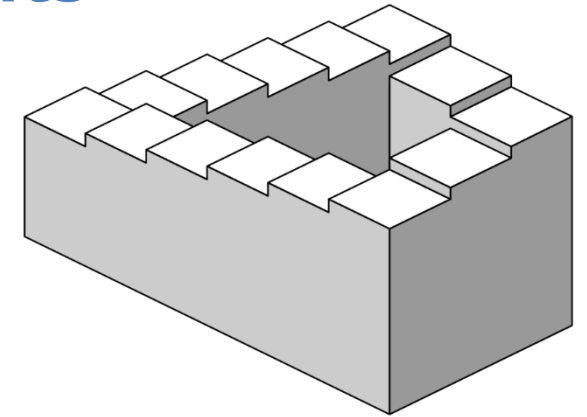
The Extinction of Childlikeness
The Extension of Childishness
- From the Book of *Marching off the Map*

The New Reality



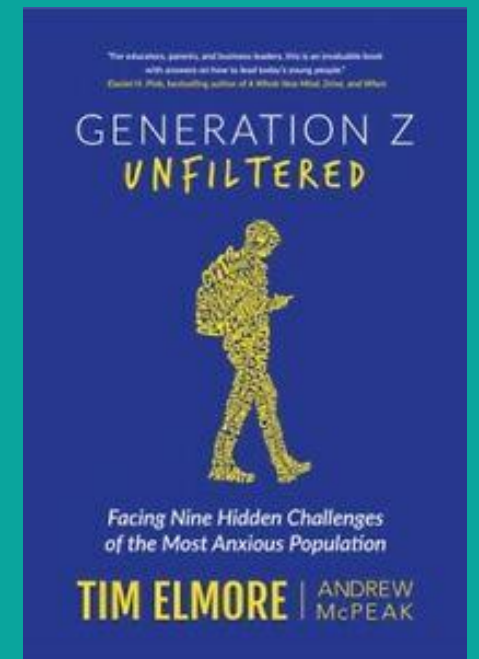
Paradox of Upcoming Generations*

- They are independent yet dependent on parents
- They are trendy yet traditional in practices
- They are both often alone yet never alone
- They have it so good yet have it so difficult
- They are cognitively advanced yet emotionally behind
- Their life is both authentic and artificial
- They experience virtually no dramatic moments yet feel so much drama
- Their world is easy but very hard



“The truth is as culture is filled with new realities—including technology, innovation, and alternative lifestyles—it becomes difficult for adolescents to distinguish between what’s a current cultural reality and what’s timeless. It has always been “in style” for young adults to be progressive, but today, teens and twenty-somethings are often unable to judge anything as absolutely right and wrong.”

Tim Elmore & Andrew McPeak
(Authors of *Generation Z: Unfiltered*)

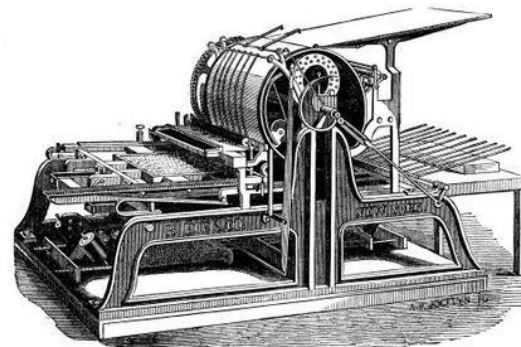


Biggest Communication Shift in...

500 YEARS



**Ancient
Communication
(hieroglyphics)**



Printing Press



**Modern
Communication
(emoji's)**

Generation Z: They are Screenagers

- ✓ Mobile first and completely immersed in digital technology
 - ✓ Love to communicate, but not always with words (images more)
 - ✓ There is no difference between online and offline

- ✓ Physically safer than other generations but psychologically more vulnerable
 1. Haven't learned how to navigate "offline"
 2. Bulling is in person and online (no relief)
 3. Cutting into sleep patterns

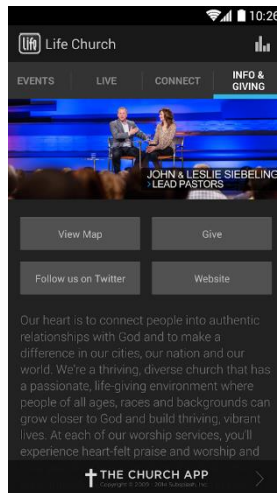
Less Likely To:

- Leave their homes
- Consume alcohol/drugs
- Get a driver's license
- Go out on dates
- Get pregnant out of marriage

The Result:
Suicide and depression have skyrocketed

The Wrong Battle

- Stream services online
- Social media presence
- YouTube videos
- Giving online



- Attending worship services
- Joining a small group
- Giving through the offering

The New Goal is How to COMBINE These Two Worlds!

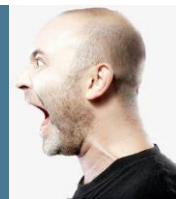
How can people engage with Jesus/Church throughout the week?



Digital World

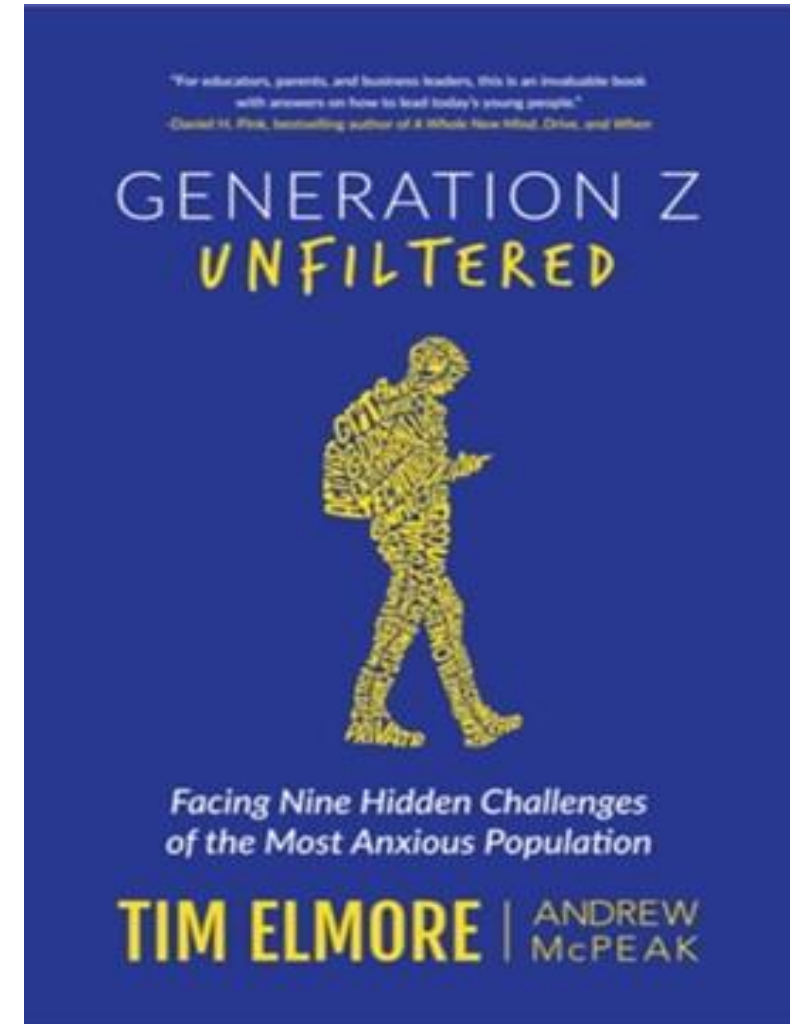


Real World



9 Challenges of the Most Anxious Population*

1. Empowerment Without Wisdom
2. Stimulation Without Ownership
3. Privileges Without Responsibility
4. Involvement Without Boundaries
5. Individualism Without Perspective
6. Accessibility Without Accountability
7. Fluidity Without Integrity
8. Opportunity Without Resilience
9. Consumption Without Reflection



**Generation Z: Unfiltered*

Empowerment Without Wisdom*

They are empowered with resources (tech), but may lack the maturity to wisely use that power.

Common sense is becoming *uncommon* in our *smart* world.

The Church's Response:

Maturation comes through application

- We must nudge them to explore a world beyond screens and theories (serving, mission trips, worship experiences)
- Create a culture of "village" to watch the kids (encourage parent involvement WITH the kids ministry)
- Teach equations than rules (if this, then that). Every choice they make should feel like a trade-off



Lakes
vs.
Rivers



Discipleship Becomes:

Mico-manager → Manager → Supervisor → Consultant

*Generation Z: Unfiltered

Stimulation Without Ownership*

Adults have over-prescribed students' activities but neglected to allow for ownership and self-direction.

Allow opportunities for them to start *owning* their spiritual growth

The Church's Response:

Maturation comes through participation

- Keys to the Kingdom** - providing serving and leadership roles within the church (treat them like part owners)
- Become more of a "free range" leader by increasing their empowerment as they mature



Empowerment Requires:

RISK
(No guarantee
of success)



RESPONSIBILITY
(Ownership that
requires ingenuity)



"Millennials and Gen Z are often more willing to be challenged than we are willing to challenge them"

– David Kinnaman & Mark Matlock (Faith for Exiles)

(Satisfaction when
one achieves)

Generation Z: Unfiltered* *Growing Young*

Individualism Without Perspective*

They often react to the shifting world around them, without a clear vision for where they belong.

Their days are filled with *reactions* rather than *actions*.

The Church's Response:

Maturation comes through clear direction

- Avoid “choice overload” with them, especially if they are new believers (Small Groups, Men’s/women’s ministry, serving, etc.). Focus more on their “next step” rather than “steps”
- Guide them to find *their place* in your churches larger story
- They lack resilience – so they hop from one opportunity to the next when the current one becomes difficult.

Consumption Without Reflection*

They are consumers without the ability to think critically or reflect on what they consume.

They are raised in a world that is *wide* but seldom *deep*.

The Church's Response:

Maturation comes through reflection

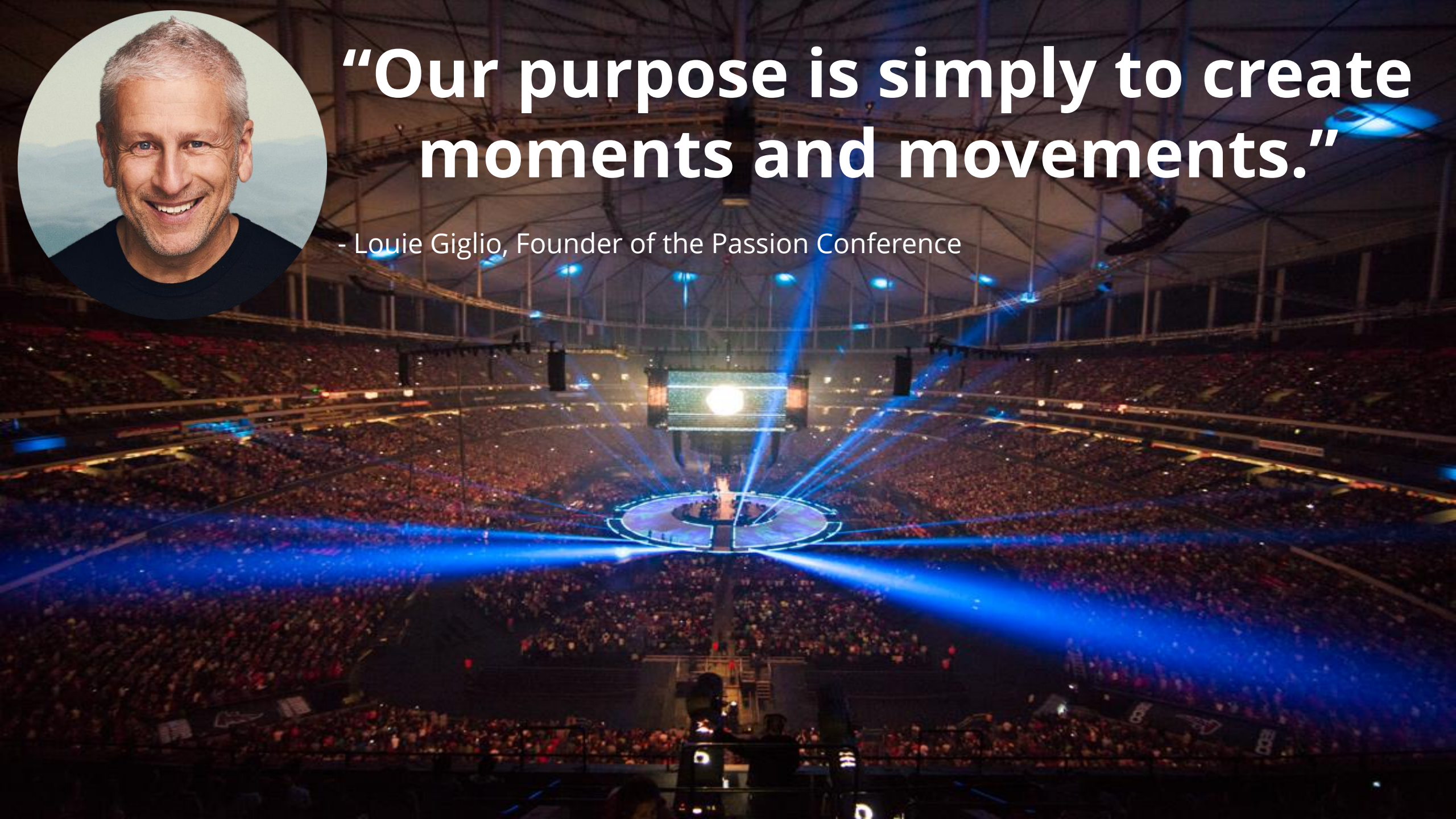
- Teach them the process to bounce back after hardship
- Enable them to digest what they consume and process what they absorb
- Develop a “ministry/reflect/response time” in your worship services so they can EXPERIENCE what was taught just NOW
- Give experiential “homework” (prayer journals etc.)
- Connect with them throughout the week (social media, videos, etc.)

**Generation Z: Unfiltered*



“Our purpose is simply to create moments and movements.”

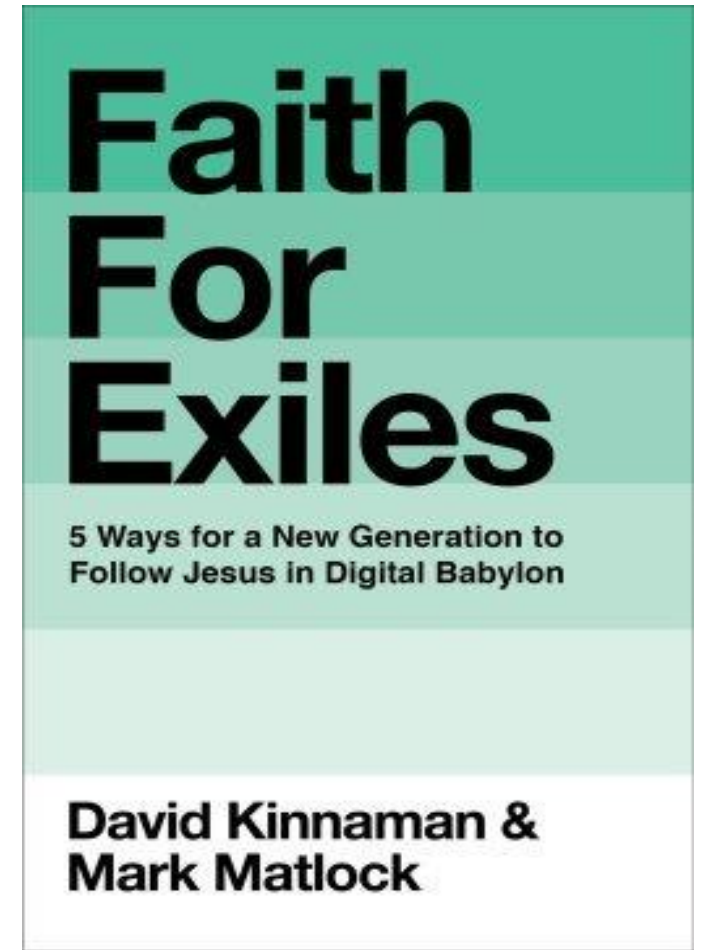
- Louie Giglio, Founder of the Passion Conference



Development Resilient Faith*

(5 Ways for a New Generation to Follow Jesus in Digital Babylon)

1. To form a resilient identity, experience intimacy with Jesus
2. In a complex and anxious age, develop the muscles of cultural discernment
3. When isolation and mistrust are the norms, forge meaningful, intergenerational relationships
4. To ground and motivate an ambitious generation, train for vocational discipleship
5. Curb entitlement and self-centered tendencies by engaging in counter-cultural mission



**Faith For Exiles*

Digital Babylon*

Jerusalem	Babylon
<i>"Acts 2 Mindset"</i> <i>(Peter speaking before the God-fearing Jews of Jerusalem)</i>	<i>"Acts 17 Mindset"</i> <i>(Paul on Mars Hill speaking to the unknown-gods-gentiles)</i>
Monoreligious	Pluralistic
Slower Paced	Accelerated, Frantic
Homogeneous	Diverse
Central Control	Open Source
Sweet and Simple	Complex and Bittersweet
Idols: Religious Pride/False Piety	Idols: Fitting In/Not Missing Out

Development Resilient Faith*

(5 Ways for a New Generation to Follow Jesus in Digital Babylon)

To form a resilient identity, experience intimacy with Jesus

- ✓ Clearing religious clutter for closeness with and joy in Christ

Current Way	New Way (Change to)
EVANGELIZE: Treat it as just like following a band on Instagram (then just attend concerts & wear it's swag)	EVANGELIZE: Tied closely to identity and purpose rather than just "need of forgiveness being a sinner".
SERVE: Expect to little when asking to serve	SERVE: making an eternal impact
PRAYER: Is ritual based, habit taught	PRAYER: Vibrant, relevant, and responsive

Evangelism moves from **EVENT-oriented** to **PROCESS-and-EVENT-oriented****

- Attention needs to be paid to the *process* that leads people *to* salvation
- It's now about the journey rather than just the end

*Faith For Exciles **Meet Generation Z

Intergenerational Relationships*

(5 Ways for a New Generation to Follow Jesus in Digital Babylon)

Have strong relationships with other adults one or two generations ahead of them

- ✓ Goes beyond church staff relationships
- ✓ Formal and informal spiritual mentors
- ✓ Do young adults “like being around other adults in your church?”

Do the work of relational health & wholeness

- ✓ Tackle the epidemic of loneliness
- ✓ They are suffering from “digital strain”
- ✓ This type of community needs to be facilitated (rarely does it happen naturally)

Don't WAIT for high schoolers to graduate to be part of the “adult church”

- ✓ ALWAYS keeping students separate actually increases them to leave after graduation
- ✓ Let them serve like any other adult in the church (maybe remove “church” competition)

5:1

5 Adult Believers Pouring
Into 1 Student**



*Faith For Exciles **Growing Young

3 Things That The Next Generation Wants From Their Churches*

ONE - To be REAL over being relevant

- They have been conditioned to be skeptical of anything “sales-y”, over-hyped, or promotional in nature
- 66% believe the church is hypocritical**

TWO – Desire true COMMUNITY (This is hard to find elsewhere)

- When describing church 78% choose “community” over privacy**
- 65% chose casual over dignified**
- They look for a healthy & safe place for their kids

THREE – SEAT at the table

- Be taken seriously, treated as an adult
- Included in the decision making, in the leadership
- (More Pastors over the age of 65 than under the age of 40**)

“I can get any worship song from Spotify. Any sermon from YouTube or a podcast. I want to be at place where my wife and I can belong.”
- Josh (a millennial)

Quick Tips For Reaching Young Adults

Make Sundays Worth Their Time (New to you doesn't mean new)

Environment & atmosphere is now just as important
“Wow” them with surprises and your hospitality

Band – so does the local bar
Coffee – so does 99 other places
Casual dress – they don't care
Facebook – so does grandma

Address Felt Needs

They are looking for marriage & parenting advice

Provide EASY Connecting Opportunities

Married, single, kids, or no kids – where do you belong?
Do they know what to do to get connected?

Utilize the Power of Convenience

More time = more choices, therefore convenience matters in how they get involved

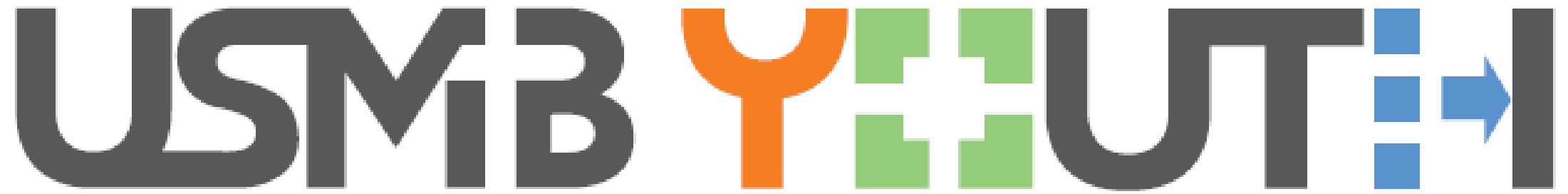
Remember They Are Mostly Unchurched

Sharing Biblical references is foreign to them (Andy Stanley's “Irresistible”)
Don't assume “common” Biblical knowledge

Showcase How Your Church is Making A Difference (Beyond the Building)

Show how you are community and socially concerned
Repeat & celebrate it often (during offering, pictures, videos, etc.)

**Churchplants.com/growth*



Questions:

Leave a comment

or

**Email Kyle Goings at
students@firstmbchurch.org**