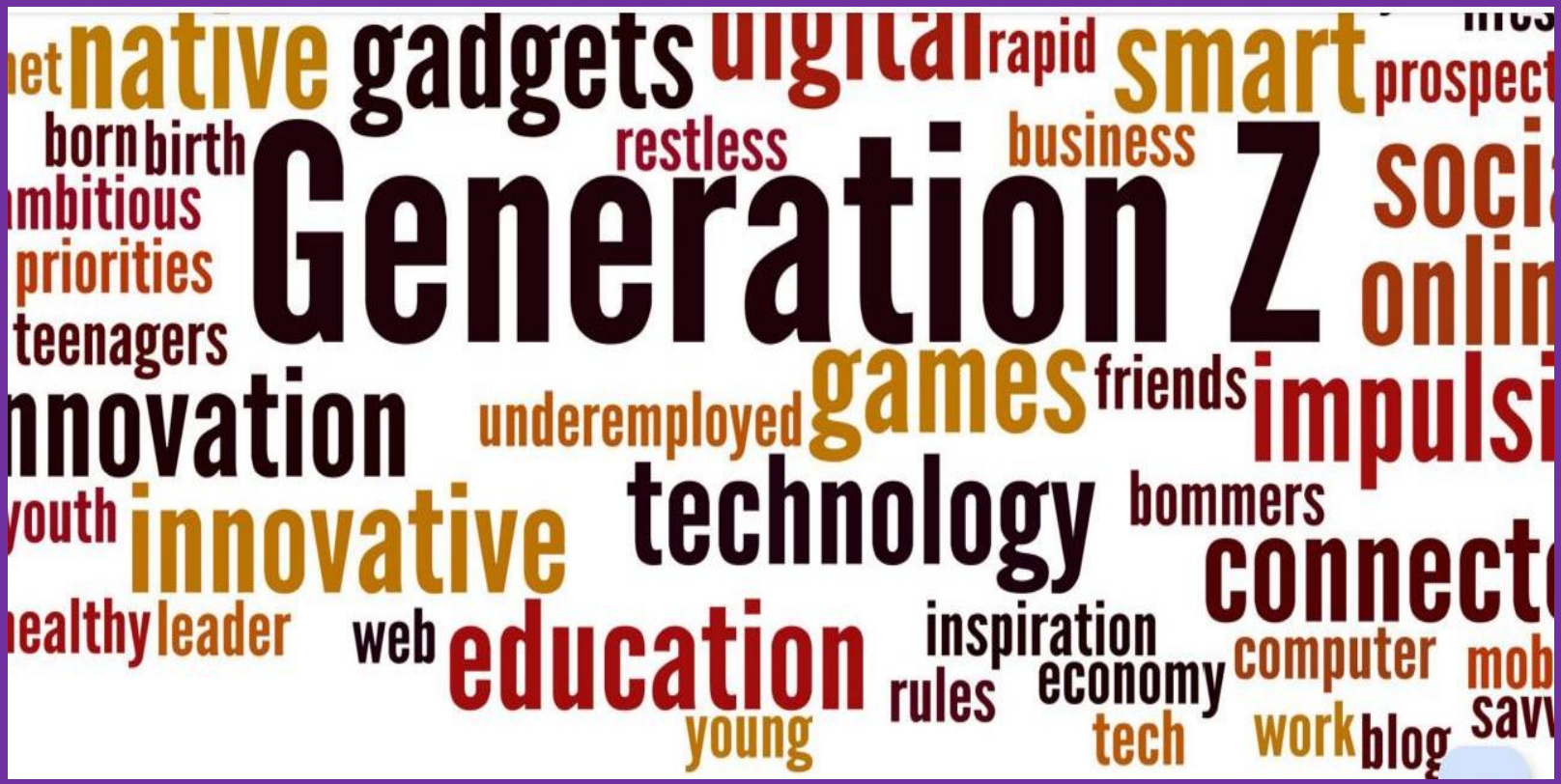
Intergenerational
Gen Z Ministry Z世代事工



Ephesians 以弗所书 4:12-16

[12] to equip the saints for the work of ministry, for building up the body of Christ, [13] until we all attain to the unity of the faith … to the measure of the stature of the fullness of Christ, [14] so that we may no longer be children, tossed to and fro by the waves and carried about by every wind of doctrine, by human cunning, by craftiness in deceitful schemes. [15] Rather, speaking the truth in love, we are to grow up in every way into him who is the head, into Christ, [16] from whom the whole body, joined and held together by every joint with which it is equipped, when each part is working properly, makes the body grow so that it builds itself up in love.

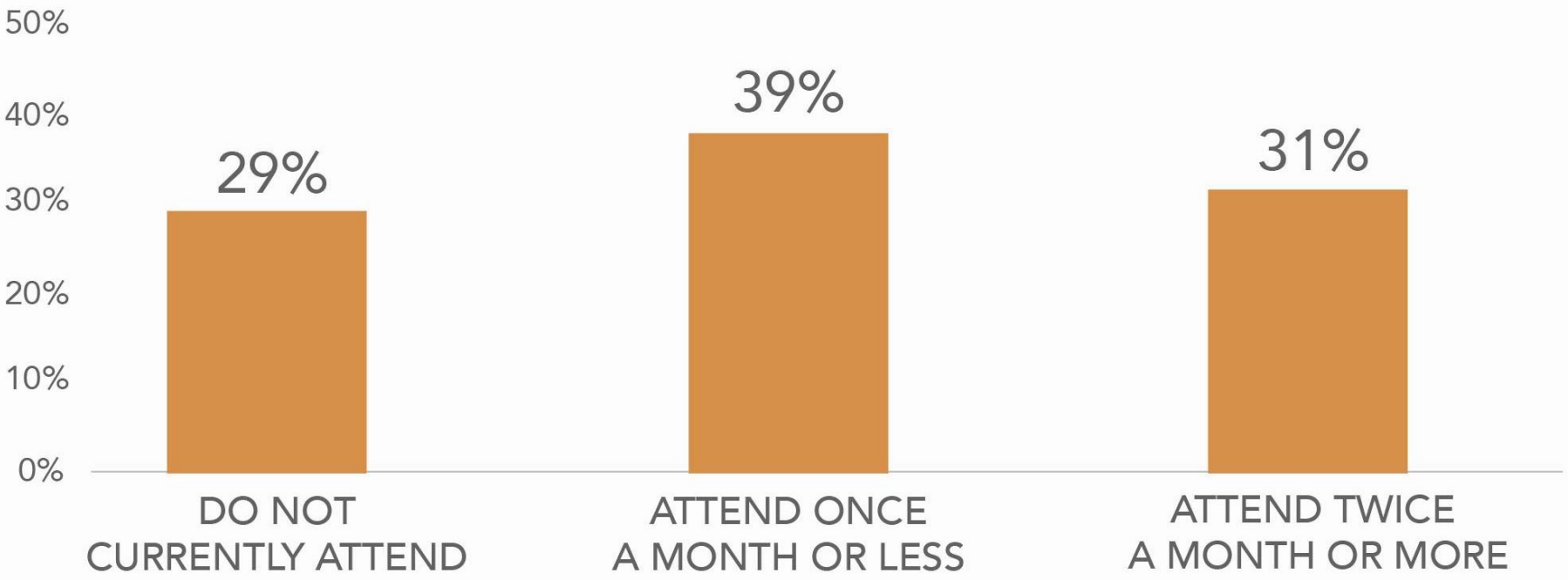
12 為的是要裝備聖徒，去承擔
聖工，建立基督的身體； 13 直
到我們眾人對　神的兒子都有
一致的信仰和認識，可以長大
成人，達到基督豐盛長成的身
量； 14 使我們不再作小孩子，
中了人的詭計和騙人的手段，
給異教之風搖撼，飄來飄去
， 15 卻要在愛中過誠實的生活
，在各方面長進，達到基督的
身量。他是教會的頭， 16 全身
靠著他，藉著每一個關節的支
持，照著每部分的功用，配合
聯繫起來，使身體漸漸長大，
在愛中建立自己。

Five Generations in the Church
教會的5代

Name	Years Born	Age in 2024
Traditionalist	1909 – 1945	80+ years
Baby Boomers	1946 – 1964	61 to 79 years
Generation X	1965 - 1980	45 to 60 years
Generation Y	1981 - 1996	29 to 44 years
Generation Z	1997 - 2012	12 to 28 years

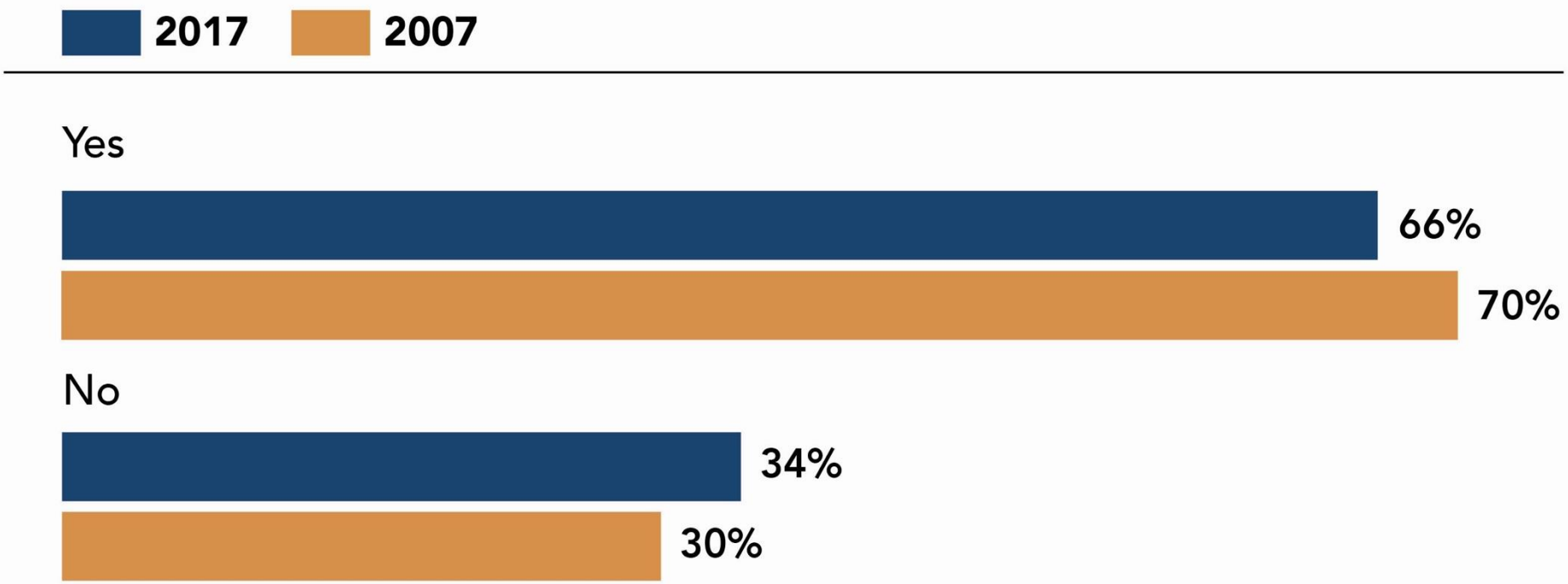
Current church attendance among those who dropped out between ages 18 -22
目前去教會的情況：18–22 歲退學的人

Among young adults (ages 23-30) who attended a Protestant church regularly for at least a year in high school:



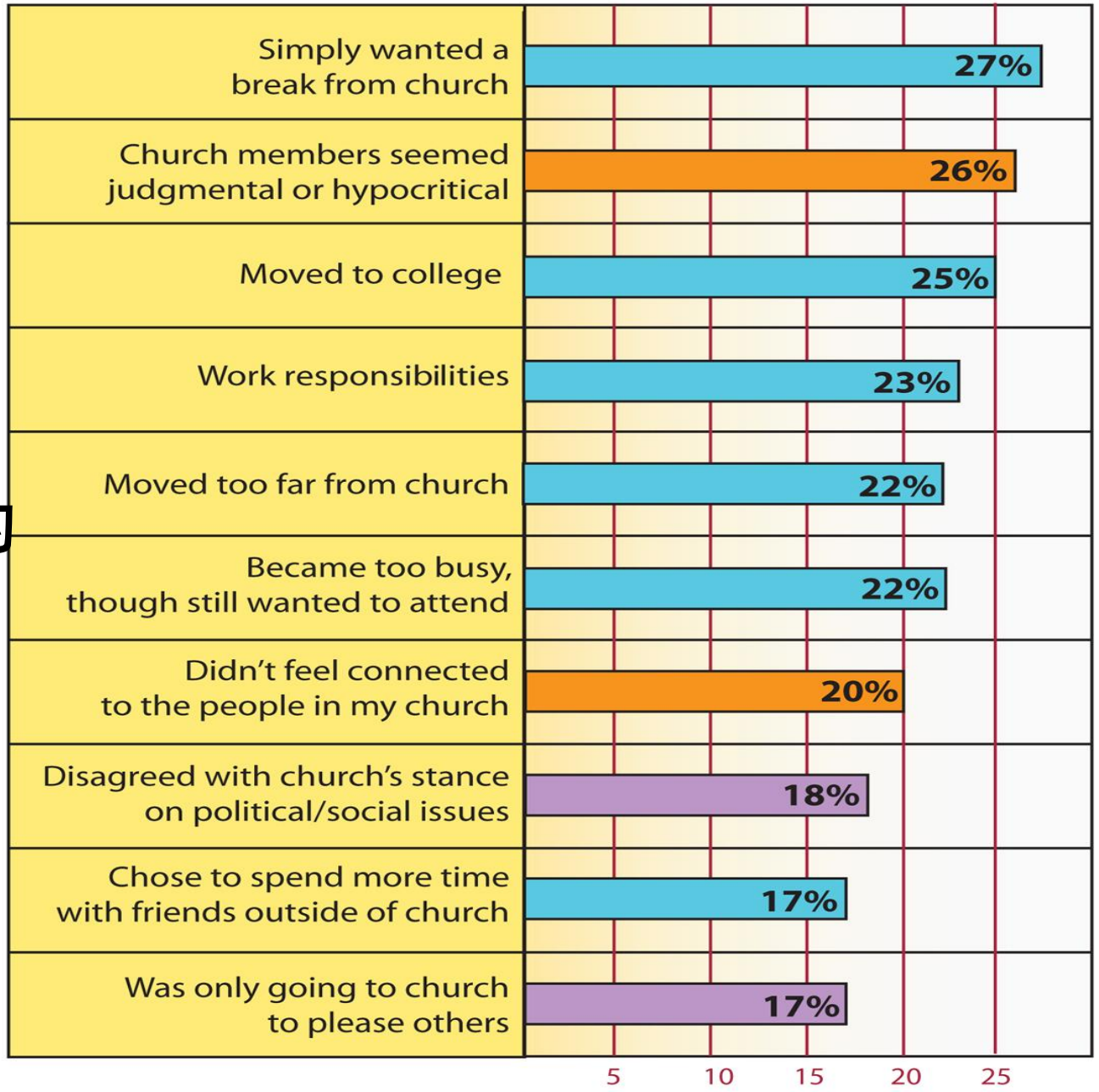
Stop Attending Church 2x/more for a Year Between Ages of 18 and 22
18 歲至 22 歲之間一年停止去教會 2 次/以上

Among young adults (ages 23-30) who attended a Protestant church regularly for at least a year in high school:



Top ten reasons young adults drop out of church

年輕人退出教會的十大原因



Category

- LIFE CHANGES
- CHURCH or PASTOR
- RELIGIOUS, ETHICAL or POLITICAL

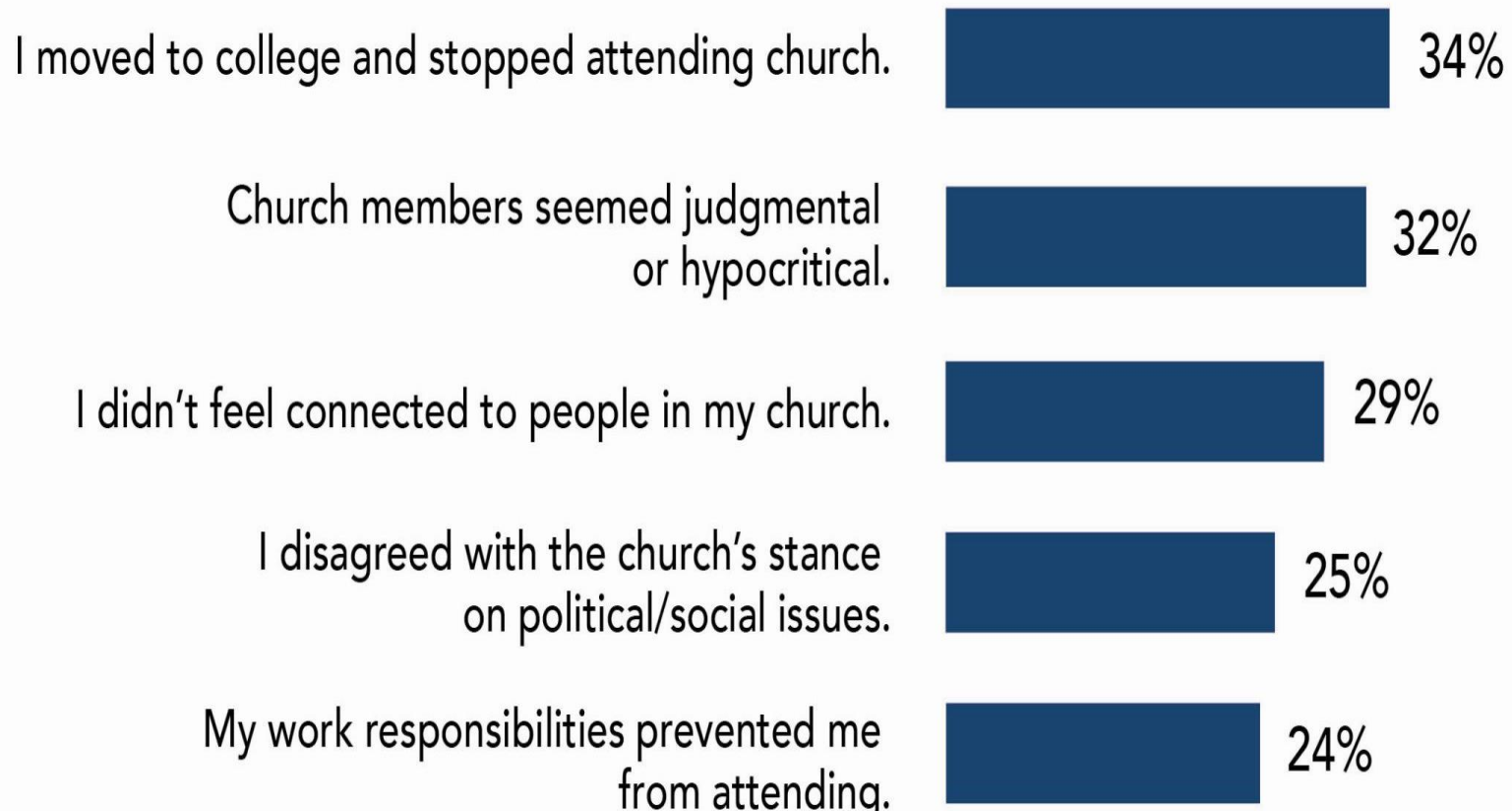
Note: Because survey respondents could "check all reasons that apply," the total answers sum more than 100%.

LifeWay RESEARCH

www.lifewayresearch.com

2007

Among young adults (ages 23-30) who attended a Protestant church regularly for at least a year in high school:

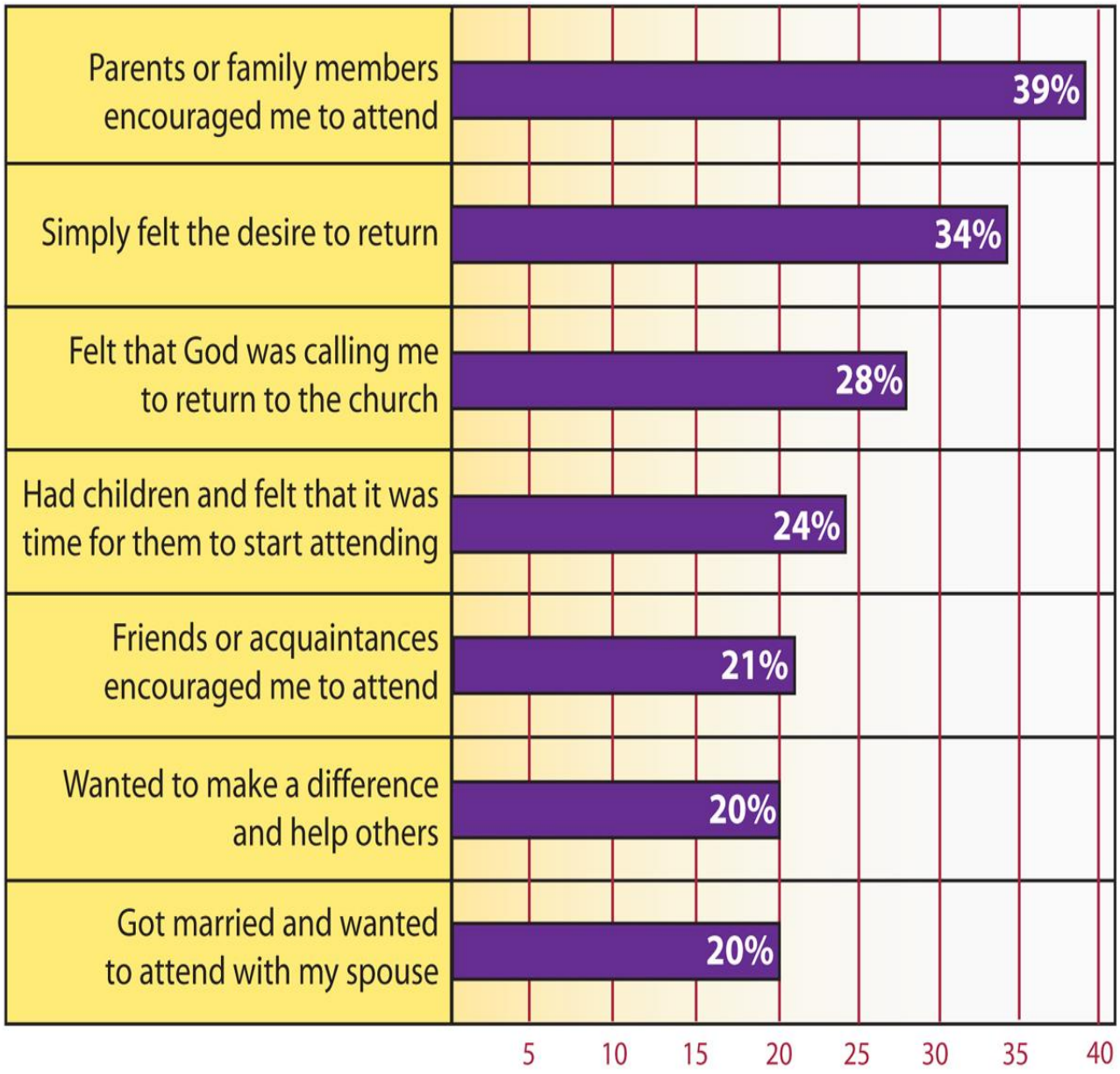


Top 5 Reasons Young Adult Drop Out of Church
年輕人退出教會的五大原因

Notes: Respondents were asked to select all that apply.

Reasons young adult dropouts return to church

年輕人重返教會的原因



LifeWay RESEARCH

www.lifewayresearch.com

Note: Because survey respondents could "check all re
that apply," the total answers sum more than 100%.

2007

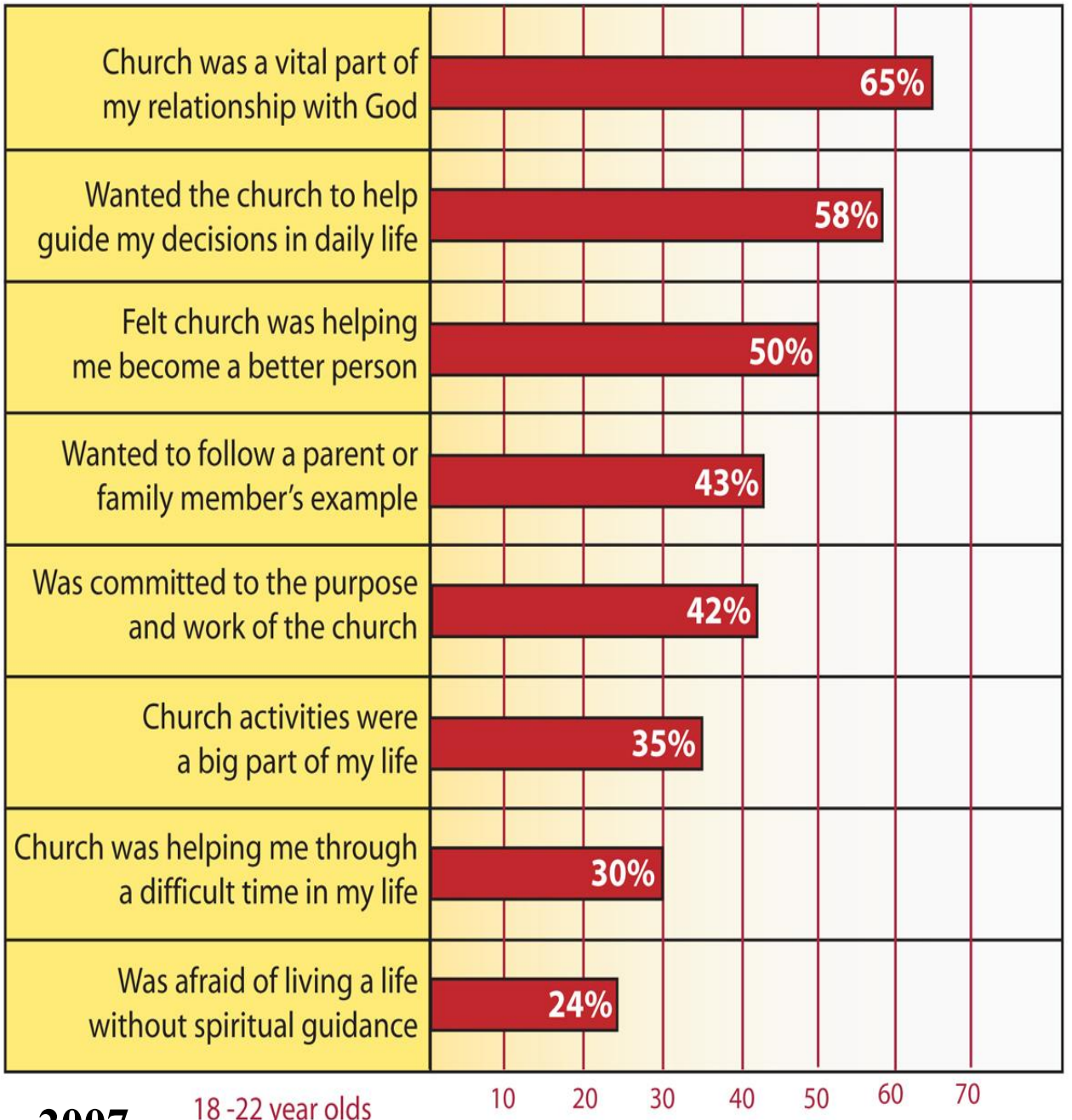
Reasons young adults continue to attend church

年輕人持續參加的原因

2007

LifeWay RESEARCH

www.lifewayresearch.com

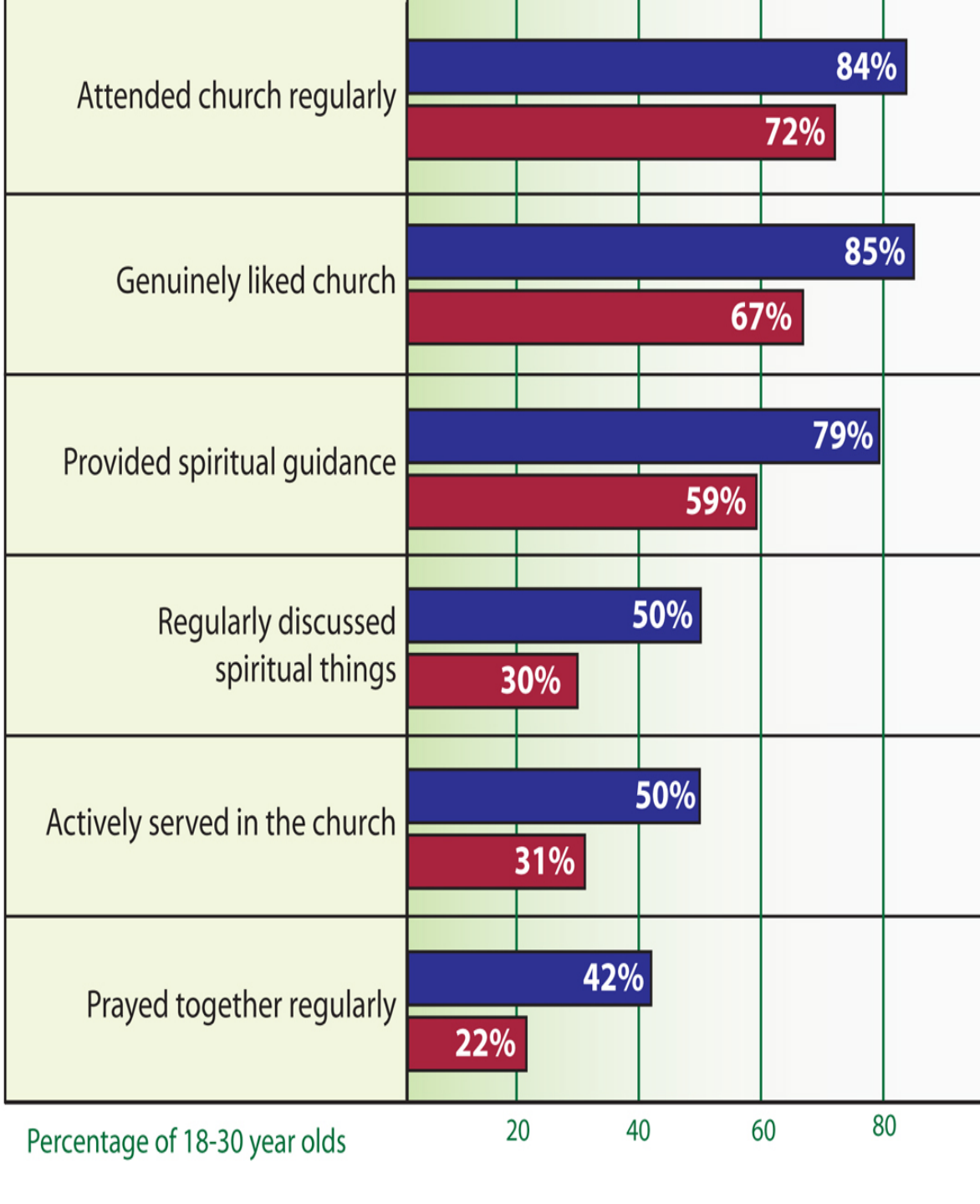


2007 18 -22 year olds attending church

Note: Because survey respondents could "check all reasons that apply," the total answers sum more than 100%.

Young adults' description of their parents and family members' church activity prior to turning 18

教會活動的描述：家庭成員 18 歲前



People who between the ages of 18-22

Stayed in church

Dropped out of church

LifeWay RESEARCH

2007

www.lifewayresearch.com

- UNDERSTANDING GEN Z
  理解關愛Z世代
- JOY CHENG/CMC 2023 SYMPOSIA
- IS TO LOVE THEM WELL AND SERVE THEM BETTER!
- January 15, 2023

- Next 9 Slides

I. A GENERATION OF TECHNOLOGY 信息科技的世代

- Social and Self Identity 群體與個體身份
- Speed and Stability 高速影響穩定性
- Sense of Security 安全與不安全感
- Sense of Humor 特殊時代幽默感
- Connection, Communication & Collaboration 聯通，溝通，與協作

Gen Z's Social Media Habits

世代的社交媒體習慣

Role of Social media

74% use social media multiple times a day

66.4% bought a product after seeing it on social media

28.5% say #1 influencing factor is online ratings & reviews

Top 4 Social Media Platforms



YouTube - 20.2%



Facebook - 18.4%



Instagram - 18.0%



TikTok - 14.6%

Research findings are based on a survey of a representative sample of 6,500 people (aged 16-24 years old) in 13 developed and emerging countries (including US, UK, Mexico, Brazil, India, Indonesia, Pakistan, Nigeria, Russia, Kenya, Vietnam, the Philippines, and Bangladesh). Conducted by Thunes via survey platform Pollfish in January 2022.

- 2001 9/11
- 2001 Afghanistan war
- 2003 Invasion of Iraq
- 2005 Hurricane Katrina
- 2007 Virginia Tech Shooting
- 2008 Great Recession
- 2011 Nuclear Disaster in Japan
- 2012 Sandy Hook school shooting
- 2013 Boston Marathon Bombing
- 2015 Charleston church shooting
- 2018 Massacre at the synagogue in Pittsburg
- 2019 Me-too Movement
- 2020 Covid Pandemic
- Russia-Ukraine war

Gen Z's World After 9/11
9/11 後 Z 世代的世界

Gen Z Memes - *Dark Humor*

Z 世代迷困黑色幽默





Gen Z Memes Z世代迷因

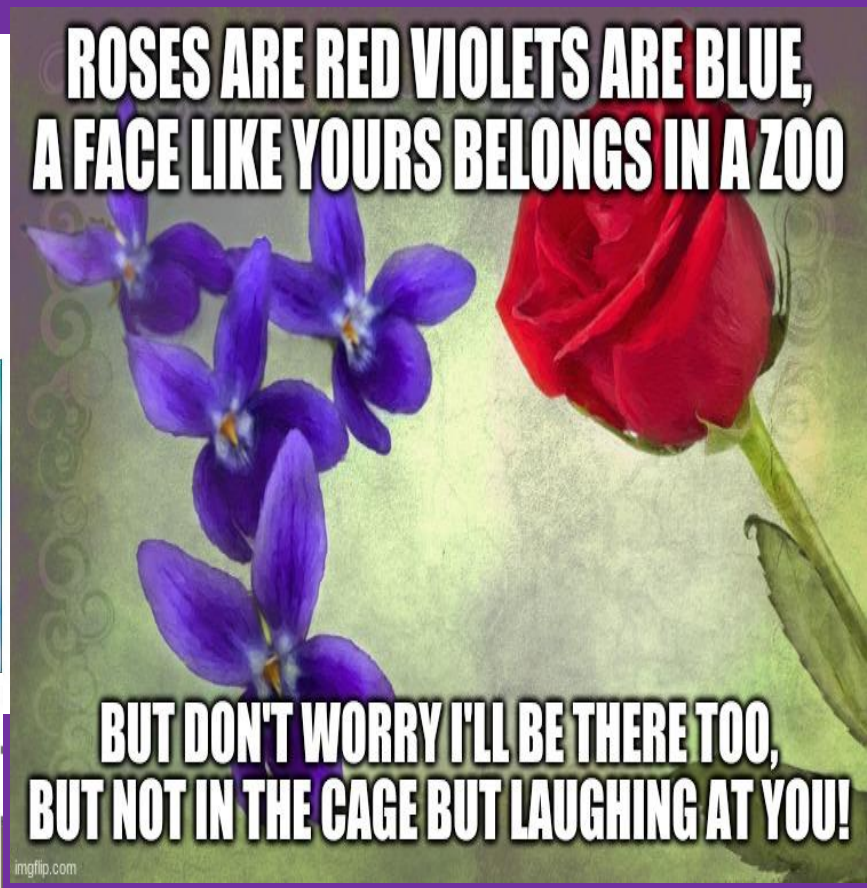
Boomer humor: I hate my wife

Millenial humor: I hate my life

Gen Z humor:



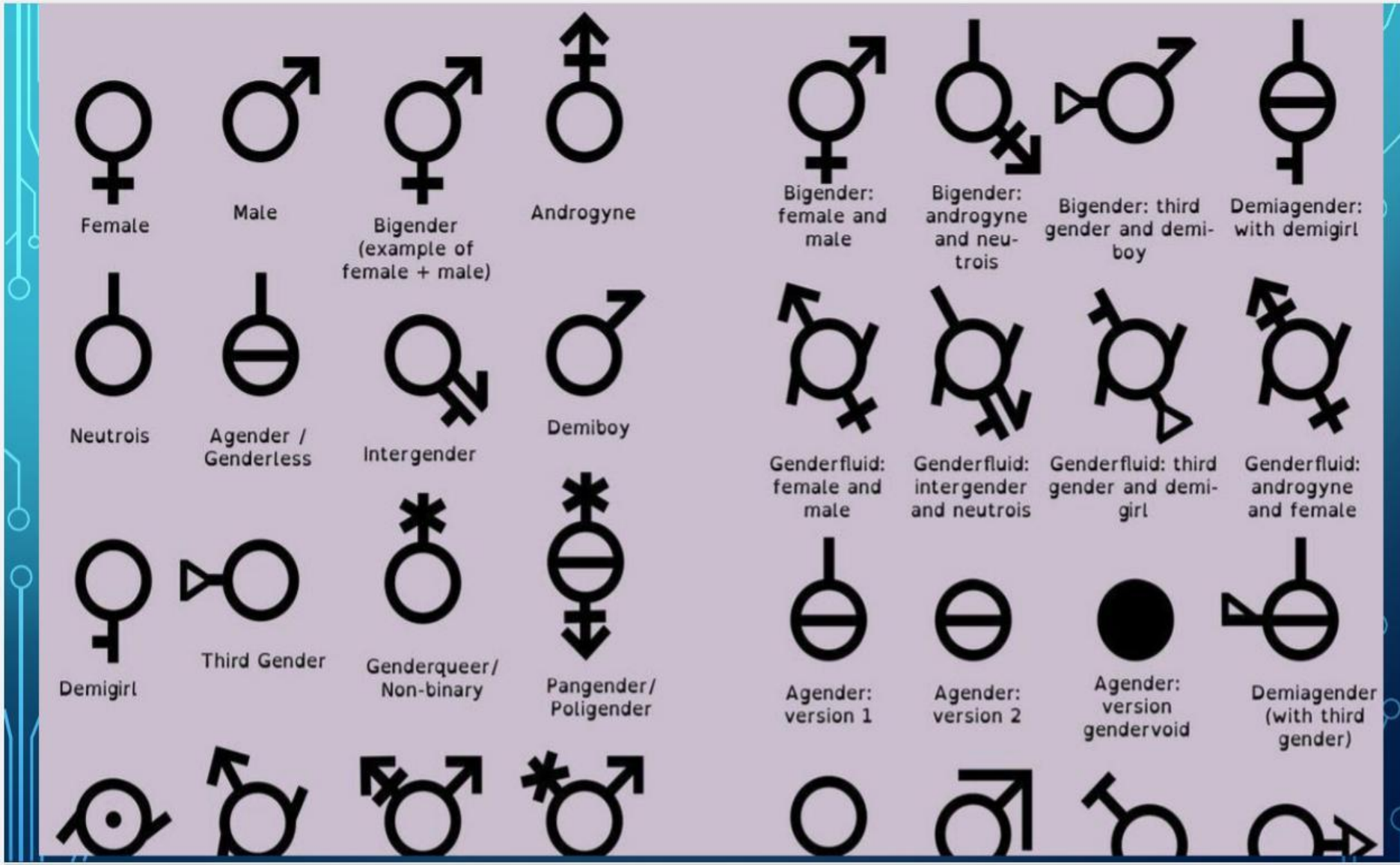




IV. A GENERATION OF AUTHENTICITY 追求真實的世代

- Seeking for authenticity but not authorit 追求真實拒絕權
  - Undefined ID: Expressing individual truth
  - Communaholic: Connecting to different truths
  - Dialoguer: Understanding different truths
  - Realistic': Unveiling the truth behind all things
  - （McKinsey & Company）
- Seeking for truths without the Truth 追求真相不求真理

Gen Z's Identity Crisis Z 世代的身份危機



CORRUPTION IN MARRIAGE AND FAMILY 婚姻家庭的破碎

- Less than 50% of children raised in church embrace the faith as their own by High School graduation and the number is less than 30% after the college.
- 89% of those leaving active faith has a weak faith experience in the home.

Point of Home by Kurt Bruner

CORRUPTION IN MARRIAGE AND FAMILY 婚姻家庭的破碎

- In US, between 1990-2012, the divorce rate for 50-65-year-olds more than doubled.
- For 65-and-older crowd, the number more than tripled.
- In 2019, China's divorce/marriage ratio was 50.7%,
- In 2020, less than 46% Children living in a family with two married parents in their first marriage.

- https://www.statista.com/statistics/279449/divorce-rate-in-china/
- ttps://www.goldbergjones-or.com/

What Are Essentials for Effective Gen Z Ministry?

有效的 Z 世代事工的要素是什麼？

Power of Technology Over Me & My Peers
科技對我和我同齡人的力量

KATHY KOCH, PHD

- Lie #1. I am the center of my own universe.
- Lie #2. I deserve to be happy all the time.
- Lie #3. I must have choices.
- Lie #4. I am my own authority.
- Lie #5. Information is all I need so I don't need teachers.

"Children are not a distraction from more important work. They are the **most important work**."

C.S. LEWIS



孩子不是幹擾更重要的工作，他們是最重要的工作。

Problems Reaching Gen Z 接觸Z世代的問題

- Control by Older Generation & Lack of Freedom 老一輩的掌控和缺乏自由
- Caring Only for Children & Youth 只關心兒童和青少年
- Multiple Meetings 多個會議
- Decision-making – Longer Process 決策 – 太長的過程
- Top-down Communication 由上而下的溝通
- Difficulty to Gain Agenda Harmony 難以獲得和諧的議程

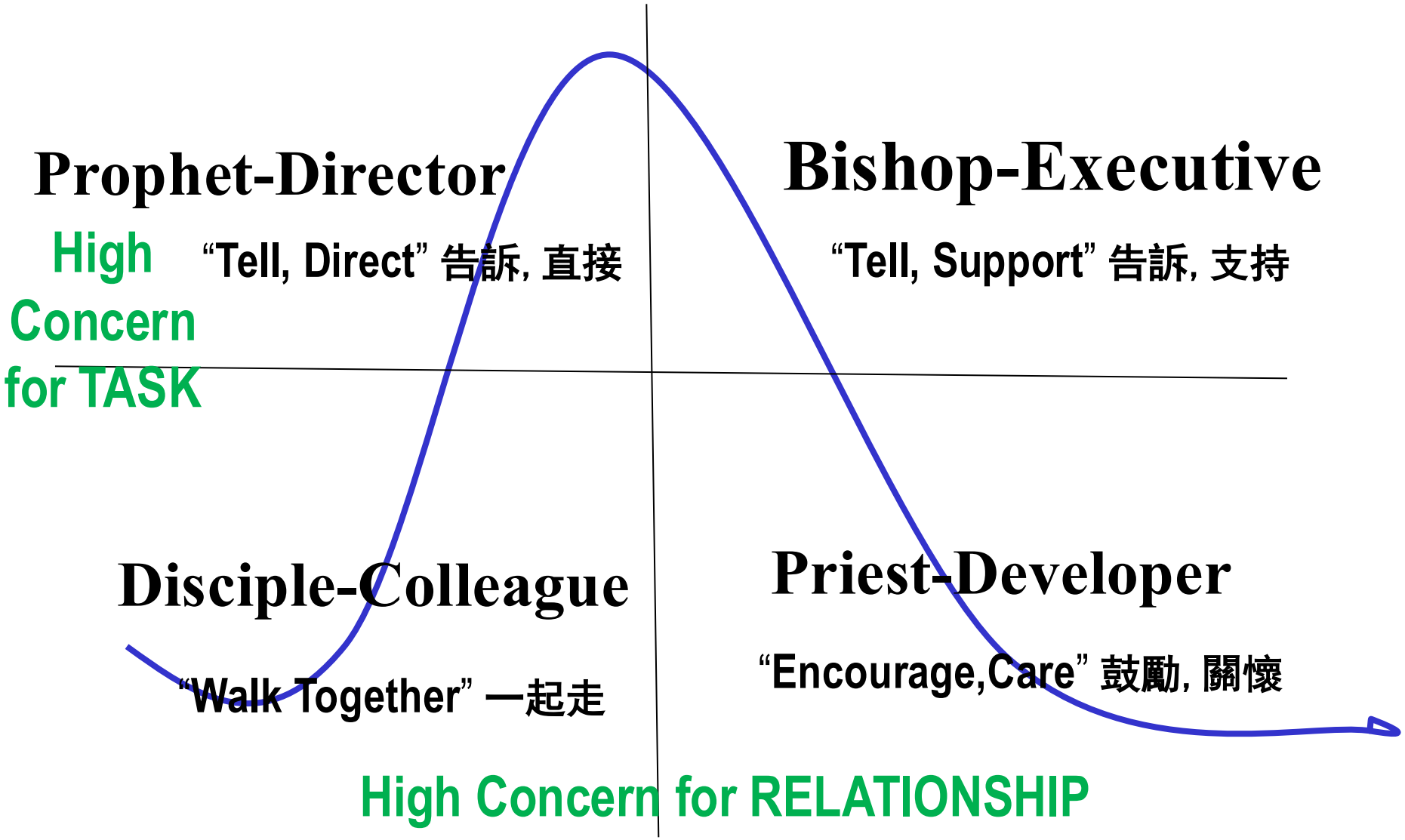
Problems Reaching Gen Z　影響Z世代的問題

- Patronizing, Paternalistic, Over-Protective Attitude 屈尊俯就，家長式作風，過於保護的態度
- Difficult to Reach Multi-racial Families 難以接觸多種族的家庭
- Scheduling Problems: Prime time & Facilities 時序安排的問題 – 黃金時段和聚會場所
- Contextualization Takes Longer　情境化需要更長時間
- Leadership Clashes　領導層的衝突

How to Stop Young People Dropping Out of the Church 如何阻止年輕人退出教會

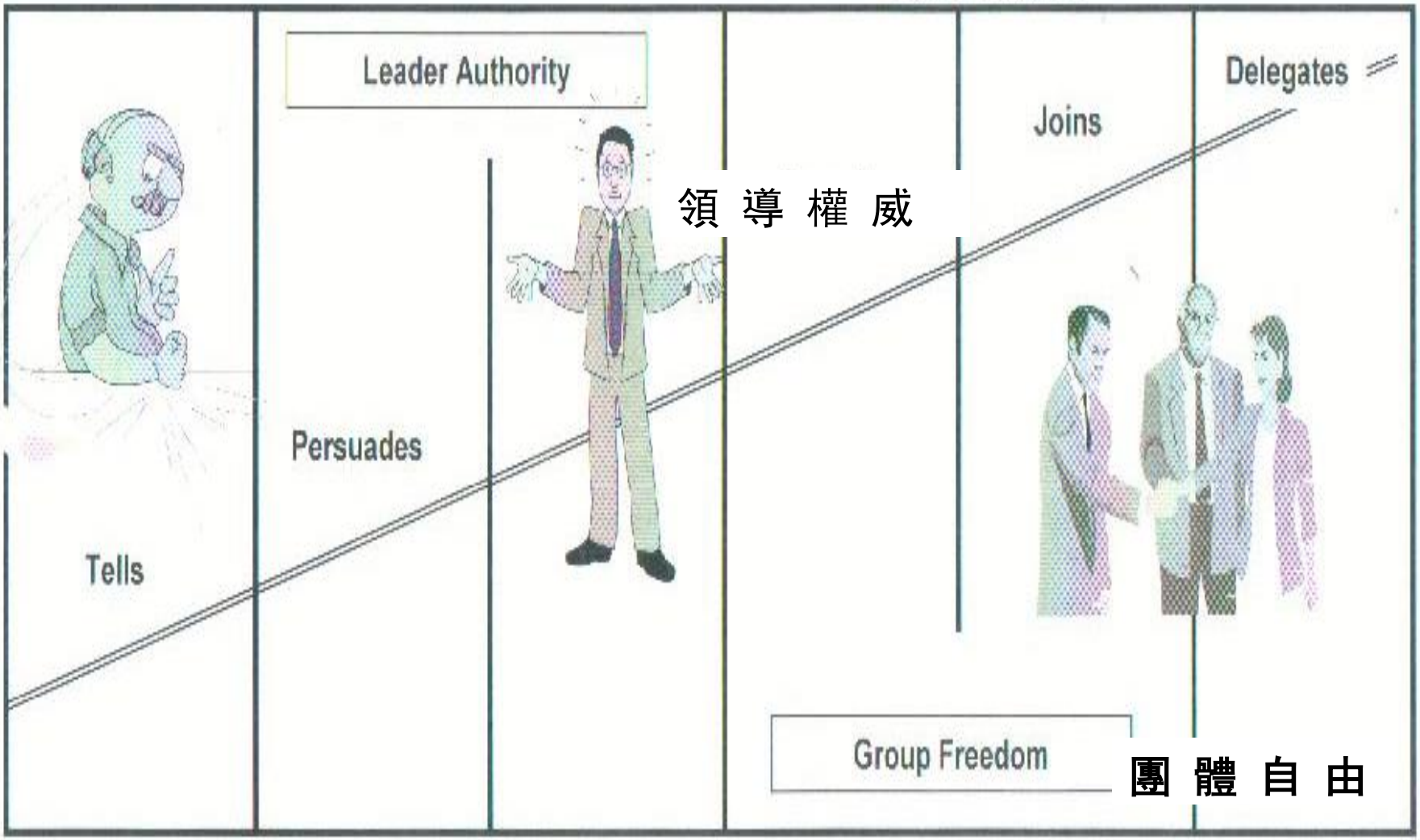
- Recruit Adults to Invest in Gen Z 招募成年人投資Z世代
- Task Student Pastor to Challenge Their Spirituality and Be Involved in Their Lives 任務學生牧師挑戰他們的靈性和參與他們的生活
- Encourage them to Read the Bible 鼓勵他們讀聖經
- Give Them Responsibilities 賦予他們責任
- Keep Their Friends Active 保持他們的朋友活躍

Leadership Styles 領 導 風 格



LEADERSHIP BEHAVIOR SCALE 領導行為量表

1. Leader Decides Announces Decision
2. Leader Decides Sells Decision
3. Leader Presents Ideas Invites Questions
4. Leader Presents Tentative Idea Subject to Change
5. Leader Presents Problem & Asks for Advice & Makes Decision
6. Leader Defines Boundaries Group Decides
7. Group Defines Boundaries and Decides



Gen Z and Work Z世代的問題

- Gen Z Expects Change Z 世代期待改變
- Gen Z Is Pragmatic Z 世代很務實
- Gen Z Wants to Make a Difference
  Z 世代想要做出改變
- Gen Z Values Collaboration & Teamwork
  Z 世代重視協作和團隊合作

Gen Z and Work Z世代的問題

- Gen Z Wants Leaders Guiding by Consensus
  Z 世代希望領導者以共識為指導

- Gen Z Cares for Mental Health/Work-life Balance
  Z 世代關心心理健康與工作及生活的平衡

- Gen Z Thinks Differently about Loyalty
  Z 世代對忠誠度有不同的看法

- Gen Z Looks for Trust & Authenticity
  Z 世代尋求信任與真實性

Pray for Church's Gen Z 為教會的 Z 世代祈禱

- Pray for an ABC and see the potential in him. See God's future minister for the Gospel's sake.
- Teach that ABC to know Christ, to know his identity in Christ, that he has been freed from condemnation. He is freed from the Chinese culture of shame and blame. By knowing His Lord, that ABC comes to know himself.
- Teach him the way of the Cross, the path of suffering, and self-denial even as John the Baptist said: "He must increase and I must decrease." (John 3:30) No one can be first; first he must learn to be last.
- Teach that ABC that nothing he does, nor anything Satan does, can snatch him out of the Father's hand. No one can belittle him if he magnifies the Lord in his life.
- Teach the potential ABC worker to pray. Help him learn that God trains us for heavenly authority by yielding to the Lord and being under His authority in faith.
- Pray that the potential ABC's leadership experience will produce character.

Pray for Church's Gen Z 為教會的 Z 世代祈禱

The Chinese church must invest and pour itself into potential workers for the kingdom, and sometimes this may mean not necessarily in itself. The church must help them to shape their desire for Christian purpose and yearning so that they will not quit when the ministry becomes harsh. Longsuffering and perseverance can be the Christ-like character God wants for ABC workers.

IDEO U

Rules of Brainstorming



Defer Judgment

Creative spaces are judgment-free zones—they let ideas flow so people can build from each other's great ideas.



Encourage Wild Ideas

Embrace the most out-of-the-box notions. There's often not a whole lot of difference between outrageous and brilliant.



Build on the Ideas of Others

Try to use "and" instead of "but," it encourages positivity and inclusivity and leads to tons of ideas.



Stay Focused on the Topic

Try to keep the discussion on target. Divergence is good, but you still need to keep your eyes on the prize.



One Conversation at a Time

This can be difficult—especially with lots of creative people in a single room—but always think about the challenge topic and how to stay on track.



Be Visual

Use colored markers and Post-its. Stick your ideas on the wall so others can visualize them.



Go for Quantity

Crank your ideas out quickly. For any 60-minute session, you should try to generate 100 ideas.

WANT MORE BRAINSTORMING TIPS? Find activities, how-tos, and articles on brainstorming and other ideation methods at IDEOU.COM/PAGES/BRAINSTORMING.

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Mentoring Leaders

Mentoring the Urban Leaders-Not Classroom Training for Young Leaders

As Iron Sharpens Iron-Building Character in a Mentoring Relationship

by Howard and William Hendricks

- Adapt to the Context & Needs and Strengths of Individual Candidates
- Often Practiced by Ethnic Churches
- Learn from Observation not Lectures

Mentoring Leaders

Mentoring the Urban Leaders-

Biblical Parameters for Mentoring

- *2 Thess. 3:7 For you yourselves know how you ought to follow our example. We were not idle when we were with you, 9 We did this, not because we do not have the right to such help, but in order to make ourselves a model for you to follow. NIV*
- *Philippians 3:17 Join with others in following my example, brothers, and take note of those who live according to the pattern we gave you. NIV*

Mentoring Leaders

Mentoring Qualifications

- The mentor must be mentored.
- The mentor must be passionate about the advance of the Gospel.
- The mentor must be active in service.
- The mentor is committed for the duration of the race.
- The mentor must be well prepared theologically.
- The mentor must be sociologically and anthropologically prepared.
- The mentor must be flexible.

Mentoring Leaders

-

The Mentoring Process - Level One: Building Relationships

- Mutuality
- Holiness -

All Aspects of Life Incarnational

- Friendship
- Listening, Honesty, Patience

Mentoring Leaders

The Mentoring Process - Level Two: The Learning Experience

- Modeling
- Supervision
- Teaching
- Observing Others
- Sending

Mentoring Leaders

The Mentoring Process - Level Three: Examination

- Mentoree Request Evaluation & Assistance
- Occurs at Every Stage of the Process Debriefing, Reflection, Informal Talks
- Outcome is Change
- Not Everyone Is Able to Mentor
- Motivated by the Joy of Seeing Others Grow in God's Grace