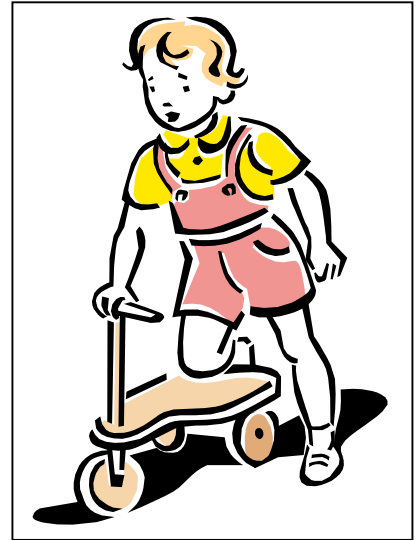
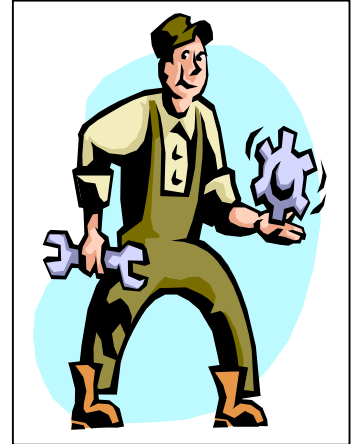


Who Are We Ministering To in our parishes?

Who Are We Engaging in Ministry?

Generations and Parish Ministry: What Can A Parish Do?



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National Pastoral Life Center
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1. Our Church & Ministry Today

- * What is our Mission?
- * Whom do we serve?
- * What do they want/need?
- * How are they engaged in Church: Community and Mission?

2. Generation Birth Years: 5 Living Generations

- Builders 1901-1924
- Silents 1925-1945
- Boomers 1946-1960
- Gen Xers 1960-1981
- Millennials 1982-2005
- Gene Kids 2006-2026

3. Attitudes Towards Church and Community

Generation	Church	Community
Builders	↑	↓
Silents	↑	↓
Boomers	↑↓	↑
Gen X	↓	↑↑↑
Millennials	↑↑	↑↑↑
Gene Kids	?	?

4. Four Social Attitudes

- Civic
- Adaptive
- Idealists
- Reactive

5. Builders: *The Institutional Loyalists* Civic

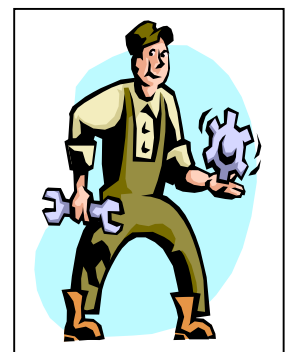
Born: 1901-1924

Influences:

World War I, Great Depression, World War II, Marshall Plan, atom bomb, United Nations, penicillin

Results:

- ◆ Belief in progress: built the great institutions and programs of the twentieth century are loyal to them
- ◆ Efficient managers, litigators, arbitrators.
- ◆ Engagement with the world was based on survival and was implemented institutionally.
- ◆ Entitlements: education, Social Security, housing



- ◆ Grateful for programs and entitlements

Passion for Loyalty

Problem-Solving Tactics:

- ◆ Institutional lens for viewing problems
- ◆ Institutional responses & methods to solving problems

Politics:

- ◆ This generation in the White House from JFK to George Bush I



Church (and giving) oriented toward: The Concrete (the building, the institution)

2001 – 5.1% of the population
2006 – 3.0%

**6. Silents: *Carry on the Plans*
Adaptive**

- ***Born:*** 1925-1942
- ***Influences:***
Korean War, corporate growth, suburbs, new prosperity emerging after WWII
- ***Results:***
 - ◆ Continued to work for progress within the institutions and programs of the twentieth century
 - ◆ Technocrats – entered corporations for life – *the downsized*
 - ◆ Mediators – *don't make a fuss*
 - ◆ Mediators – *don't make a fuss*
 - ◆ Permission givers – the core value is duty



Passion for Duty

Problem-Solving Tactics:

- ◆ Institutional and corporate lens for viewing problems
- ◆ Institutional responses & methods to solving problems

Politics:

- ◆ No president

Church (and giving) oriented toward: Values and education/formation for their children

2001 – 12.9% of the population
2006 – 11.0%



Boomers: The Noble Crusaders Idealists

- **Born 1946-1960**
- **Influences:** Suburbia, television, Salk vaccine, Vietnam War, hippies, protests, counterculture values, birth control pill, Civil Rights Movement, political assassinations, man on the moon
- **Results:**
 - ◆ Where the Builders saw themselves as an immovable object, the Boomers see themselves as an irresistible force.
 - ◆ Inner directed
 - ◆ The baby boom was the last mass-oriented generation. They grew up together as a generation of “victory babies” after World War II, and they continue to work together as a mass generation to push their goals through society.
 - ◆ The Boomers are principle-oriented activists. They challenge institutions and question authority in order to reach social goals and pursue the freedom they feel is necessary for their own chosen lifestyle. Boomers pursue freedom, social justice and happiness.
 - ◆ Boomers cry out for a break from the past – everything needs to be transformed!
 - ◆ New women’s world; lots of “firsts” - but are plagued by being first.
- **Passion for Principles**

Core Values:

 - ◆ Optimism
 - ◆ Team Orientation
 - ◆ Personal gratification
 - ◆ Health and wellness
 - ◆ Personal growth
 - ◆ Work: fulfilling with meaning and
 - ◆ Purpose in life (live to work)
 - ◆ Involvement
- **Problem-Solving Tactics:**
 - ◆ Cause/crusade lens for viewing problems,
 - ◆ Cause/crusade responses & methods to solving problems
- **Mid-life Issues:**
 - ◆ Move from success to significance
- **Church (and giving) oriented toward:**
 - ◆ Causes (the right crusades)
 - ◆ Left mainline churches (and the churches did not keep their kids)
 - ◆ Older Boomers to the transcendental
 - ◆ Younger to the charismatic



2001 – 23.9% of the population
2006 – 22.7%

8.

Generation X: The New Pragmatists Reactives

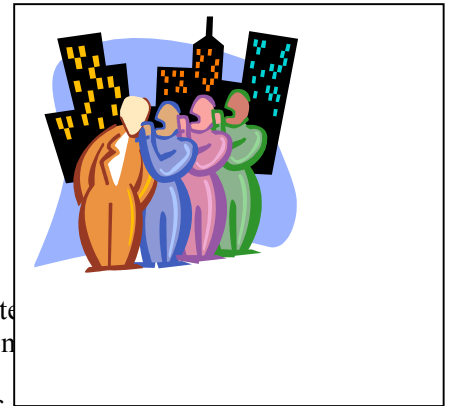
- **Born: 1961-1981**

- **Influences:**

Violent crime, drugs, AIDS, divorce, homelessness, economic debt, the original *Star Wars* movies, CNN, MTV, punk rock, rap music, R-rated movies, Watergate, the Gulf War, energy crises, the pill, abortion, overpopulation scare, latchkey kids, "defective" education, high incarceration rate, fall of communism, terrorism, downsizing, postmodern culture/subcultures

- **Results:**

- ◆ Primary relationships have been fractured
- ◆ Xers prefer local, community-based civic action.
As a result, Xer civic action is often invisible to Boomers, who look for activism in large-scale protests or marches on Washington.
- ◆ Survival and pragmatism define Xer priorities and ethics.
- ◆ Xers raised themselves and each other as groups of friends.
- ◆ Consequently, Xers are very community-oriented and team-oriented.
- ◆ They are highly skilled as entrepreneurs because they are accustomed to working independently without supervision or assistance. E.g., “.coms”
- ◆ Xers are hesitant to trust their elders or institutions. But looking for direction.
- ◆ Generation X is considered the first fully postmodern generation and most diverse.



- **Passion for Survival**

- **Problem-Solving Tactics:**

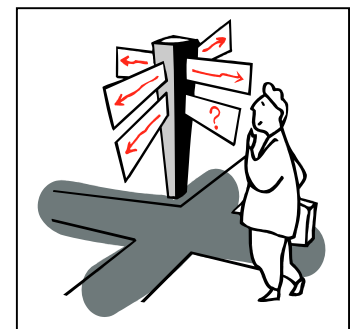
- ◆ Self-initiated pragmatic lens for viewing problems: "This is my problem."
- ◆ Self-initiated pragmatic responses & methods for solving problems: "I will solve this problem myself."

- **Core Values:**

- ◆ Diversity
- ◆ Global thinking
- ◆ Balance (work to live)
- ◆ Techno-literacy
- ◆ Fun/informality
- ◆ Self reliance and resiliency
- ◆ Pragmatism

- **Church (and giving) oriented toward:**

- ◆ Community (small groups)
- ◆ Hope is the most crucial theological issue – from “*I hope I get a job*” to “*I hope there is something there.*”



2001 – 29.7% of the population

2006 – 28.5%

The Millennial Generation: *The Emergent Adults* *Civic*

- A wild card in the future of generational issues is the Millennial Generation –Called possibly “**the next Greatest Generation**”
- Too early to determine how the Millennials (“echo boomers”) will develop. The shaping influences on the generation may play out in different directions.

- **Born 1982-2005 (likely)**

- **Shaping Influences to date:**

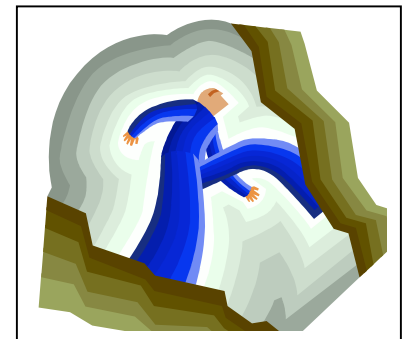
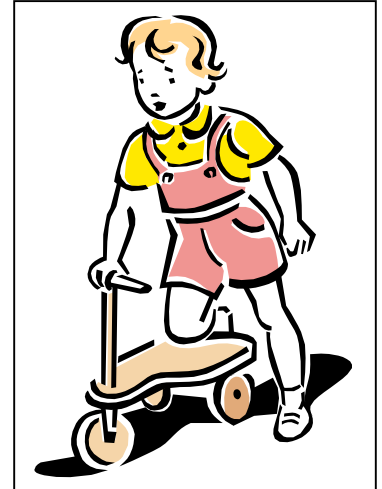
“Save the Children” reform movements such as educational reform and growth of the child safety industry, other Boomer crusades to protect children from the ills of society, the rise of the Internet, the turn of the millennium, biotech and genetic engineering, environmentalism, do-it-yourself politics, rise of Asia, world music, AIDS, drugs, ethnic diversity, postmodern culture, nonlinear toys and video games, new *Star Wars* movies

- **Values:**

- ◆ Net/laptop generation
- ◆ Movie heroes – “the world is in a mess, we will have to fix it.”
- ◆ Collaborative and innovative – will always be changing
- ◆ Look like Xers but values are 1950’s
- ◆ Feminine feminists
- ◆ Ambitious
- ◆ Analyzed ambitions: “here’s what I have to do to be a doctor”
- ◆ Community service and volunteerism
- ◆ Optimistic about the future:
 - Civic oriented
 - Confident
 - Achievement
 - Social concern
 - Street smart
 - Diverse

- **Church (and giving) oriented toward:**

- ◆ Too soon to tell
- ◆ Family
- ◆ Make the world a better place



9. The “Seniors”

Post-65 year olds (Jane Thibault – University of St. Louis)

- Retired-very active-eager to do and learn
- Tapping wisdom
- Senior adult ministry institute (Jan)

Age 55 and now retired

- Want to make contribution to church
- Need for deepening spirituality

Ages 45-55 year olds – are burnt out

- May still have kids at home
- Still lots of responsibilities: work, home, etc.

Jane Thibault – University of St. Louis

What Can A Parish Do?

Builders

- Ministry needs to be around care, compassion, spirituality but also energetic with ministries and social events that are life-giving.
- In some cases, seniors need to be encouraged to include younger members in their organizations and activities.

Silents

- Ministry needs to be energetic and family oriented and inter-generational – grandparents, parents, grandchildren, etc.
- They are retired – do gifts assessment and see where they want to put their energy to work through a ministry, parish or community event, etc.
- Whole Community Catechesis or RCIA might be something that they would like to work on.

Baby Boomers

Think Second Career!

- *Fulfillment*
Older Boomers are getting ready to retire. They are “young” and have lots of energy and may be looking for “second careers” that are more fulfilling.
- *Time*
Many are discovering “grandchildren”, a concept they love but are having difficulty with!
- *Parish Ministry*
Some may be interested in deaconate and full-time parish ministry as well as formal religious education/formation.
- *Community*
They also look for a community atmosphere that is supportive and spiritual as well as active in causes. They need to be encouraged and recruited.
- *Programs*
Whole Community Catechesis, RCIA, or social justice causes might be something that they would like to work on.

- *Vocations*: There may be some 2nd career vocations to priesthood and religious life.

Generation X - “Cafeteria Catholics”

- As parents, there may be the opportunities to draw them into parish life.
- These are the “cafeteria Catholics” who pick and choose from their faith along with everything else.
- They are not united as a group and tend to be “local” in their approaches and somewhat opinionated without depth.

Focus-Groups

- A great way to begin is to gather “focus-groups” from this age group and ask them what the Church (their parish) needs to do to support them. Ask them what they can be part of in terms of parish life. This will eliminate your frustration!

Special Events and Prayer Experiences

- Special events that are prayerful and spiritual and have opportunities for sharing with others of their age group would appeal to them.

Adult Formation

- Organizing adult formation built into events that are for their children, e.g., sacramental prep classes and sacraments, and at other events such as baptism, weddings, funerals are great time for evangelization and instruction (without seemingly so.) *and not for scolding!*

Instruction

- A five minute “instruction” on faith, the liturgy, etc., before Mass begins is a great way to do catechesis. Remember, many have “impressions” and opinions of the faith, Mass, etc. but do not really know what it is all about.

Family activities

- Family activities, such as making an Advent Wreath together, can bring them in touch with the faith and symbols of the liturgical seasons.

Programs

- They seem to be attracted to Whole Community Catechesis.

Go Where They Are!

- Sometimes you will just have to go where they are – the soccer field, homes, have picnics for getting to know each other, etc.

Parish Web Site

- Have a great parish web site that they can tap into to tap into while away at college or working. Put up prayers, prayer services, prayer requests, interesting stories, links to other sites (*like USCCB The Bible.*) Think totally differently!

Faith and their Children

- The question for them is “How will you hand on the faith to your children?”

Vocations: There may be some vocations to priesthood and religious life.

Millennials

The Face of Jesus

- Novo Millennio Inuente (John Paul II) spoke of the need to show the “face of Jesus” to the young.

- They need to know Jesus personally through the witness of others, through the face of the poor, and profound spiritual experiences.
- While they are young and eager to be formed, they need lots of experiences in these areas.

Youth Programs

- Youth programs should concentrate in these areas along with good solid faith formation.

Recruited Into Parish Ministry

- They also need to be recruited into parish ministry so that they do not feel that the parish is for older members. They can serve in many ministries as well as being on the parish pastoral council. They need something significant and of service.

Web Site

- Develop programs via your web site for them to tap into while away at college or working. Put up prayers, prayer services, prayer requests, interesting stories, links to other sites (like USCCB: The Bible.) Think totally differently!

Vocations: According to US vocations directors, there is the most potential for vocations to priesthood and religious life.

Educating New generations

in the faith is a great and fundamentally important task that involves the **entire Christian community**, particularly difficult today and, hence, is even more important and urgent



The **new generations** must experience that the **Church is a company of friends**,

one that is truly trustworthy and remains close in all the moments and circumstances of life and that will never abandon us even in death, because it carries in itself the promise of eternity.

Young people and adolescents must be disabused of the widespread prejudice that Christianity, with its commandments and its prohibitions, places too many obstacles to the joy of love, and in particular that it prevents the full enjoyment of the happiness that man and woman find in their mutual love.



The Ten Commandments are not a series of **'No'**, but a big **'Yes'** to love and to life.



Pope Benedict XVI

From a talk to Rome's Diocesan Convocation on the theme: "The Joy of Faith and the Education of New Generations."

These books should be available through Amazon

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- Nancey Murphy, *Beyond Liberalism and Fundamentalism: How Modern and Postmodern Philosophy Set the Theological Agenda*, Harrisburg, PA: Trinity Press International, 1997
- Merold Westphal, *Postmodern Philosophy and Christian Thought*, Indiana UP, 2000, 1995
- David Lyon, *Jesus in Disneyland: Religion in Postmodern Times*, Cambridge, UK, Polity Press, 2000
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- ♦ Anderson, Walter Truett (ed.), *The Truth about the Truth: De-Confusing and Re-Constructing the Postmodern World*, ISBN 0874778018
- Beaudoin, Thomas, *Virtual Faith : The Irreverent Spiritual Quest of Generation X (Catholic)*, Jossey-Bass; New Ed edition (June 30, 2000)
- Ratzinger, Joseph Cardinal: Various writings on Relativism
- Riddell, Michael, *Threshold of the Future: Reforming the Church in the Postmodern West*, ISBN 0-281-05055-4 (Baptist who converted to Catholicism)
- Schwartz, Peter, *The Art of the Long View: Planning for the Future in an Uncertain World*, ISBN 0385267320
- Schwartz, Peter Leyden, Joel Hyatt, *The Long Boom: A Vision for the Coming Age of Prosperity*, ISBN 0738203645
- Smith, Chuck Jr., *The End of the World As We Know It*, Colorado Springs: Waterbrook Press, 2001.
- Smith, Chuck Jr., *Clear Direction for Bold and Innovative Ministry in a Postmodern World*, Colorado Springs, CO: Waterbrook Press, 2001.
- Leonard Sweet, *Postmodern Pilgrims*, Broadman & Holman Publishers, ISBN 0805421378, 2000. (His are the easiest to read)
 - ♦ *Soulsunami*
 - ♦ *Aquachurch*
 - ♦ *SoulSalsa*
 - ♦ *Jesus Drives Me Crazy!*
- Tracy, David, *On Naming the Present*, Maryknoll, NY: Orbis Books, 1994

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D'Antonio, Davidson, Hoge, Meyer, *American Catholics: Gender, Generation, and Commitment*, Walnut Creek, Alta Mira Press, 2001

Other Writers:

- Dr. James Davidson of Purdue University
- William Dinges of Catholic University
- Sr. Mary Johnson, SND de Namur, Emmanuel College

Web Sites:

www.Prodigal-Project.com

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