

Franconia Mennonite Conference / Pastors and Leaders Breakfast / July 20, 2017

Next Generation Ministry: identifying factors that cultivate calling and confirm calling among millennial leaders

Cultivating Calling: what leads persons into pastoral ministry?

| PATHWAY TO MINISTRY | |
|---|--|
| Common Factors for Millennials and Preceding Generations | |
| Ministry is Broadly Defined | |
| Role of Conference Leaders | |
| Distinctive Generational Factors | |
| Millennials | Preceding Generations |
| Lacked sense of ministry growing up | Stronger sense of ministry growing up |
| Seminary as place of ongoing discernment | Attended seminary as result of discernment |
| Importance of internships | |
| | Alternative career paths |

| DISCERNING GOD'S CALL INWARDLY | |
|---|---|
| Common Factors for Millennials and Preceding Generations | |
| Opportunities to serve | |
| Sense of spiritual peace | |
| Distinctive Generational Factors | |
| Millennials | Preceding Generations |
| Overseas experiences | |
| Discerned during times of fasting | |
| Inward call not as strong as outward calling | Inward call as strong/stronger than outward |

| DISCERNING GOD'S CALL EXTERNALLY | |
|---|---|
| Common Factors for Millennials and Preceding Generations | |
| Invited to lead in home church (growing up) | |
| Role of faith community (later in life) | |
| Role of pastors, conference leaders, persons at church | |
| Distinctive Generational Factors | |
| Millennials | Preceding Generations |
| Miraculous encounters with God | |
| Role of spouse | |
| Role of teachers and professors | |
| External call much stronger than inward calling | Inward call as strong/stronger than outward |

| HOPES AND MOTIVATIONS FOR PURSUING MINISTRY | |
|---|------------------------------|
| Common Factors for Millennials and Preceding Generations | |
| <i>(Older pastors did not speak as freely about their initial hopes/motivations for ministry)</i> | |
| Distinctive Generational Factors | |
| Millennials | Preceding Generations |
| Discipleship | |
| New ways of experiencing faith/church | |
| Desire for authenticity | |
| Justice-related passions | |

| UNEXPECTED ASPECTS OF PASTORAL MINISTRY | |
|---|---|
| Common Factors for Millennials and Preceding Generations | |
| Amount of administration | |
| Difficulty working with people | |
| Distinctive Generational Factors | |
| Millennials | Preceding Generations |
| Burden/weight of the role | |
| Lack of freedom to lead | |
| | Struggles being perceived as legitimate |
| | Impact of personal/family life |

| HOW PASTORS HAVE CHANGED/GROWN AS RESULT OF BEING IN MINISTRY | |
|---|--------------------------------------|
| Common Factors for Millennials and Preceding Generations | |
| Understanding of the pastoral role | |
| Embracing pastoral identity/spiritual gifts | |
| Distinctive Generational Factors | |
| Millennials | Preceding Generations |
| Less tied to denominational affiliations | Less tied to local church structures |
| Personal inner work | |
| Approach to role: pastoral care; administration | |
| | Managing conflict |



Confirming Calling: what *keeps* persons engaged in pastoral ministry?

| EXPERIENCING FULFILLMENT IN MINISTRY | |
|---|--|
| Common Factors for Millennials and Preceding Generations | |
| Stories of transformation | |
| Distinctive Generational Factors | |
| Millennials | Preceding Generations |
| Connecting people to mission of the church | |
| Exploring new initiatives/projects | |
| | Celebrating new people |
| | Role during holy moments in people's lives |

| EXPERIENCING CHALLENGE IN MINISTRY | |
|---|-------------------------------------|
| Common Factors for Millennials and Preceding Generations | |
| Relating to people | |
| Distinctive Generational Factors | |
| Millennials | Preceding Generations |
| Honoring past without being bound by it | |
| Preaching | |
| Scope of the role | |
| Developing new interpersonal relationships | |
| Sustaining marriage/family relationships | |
| Conflicting philosophies of ministry | |
| | Measuring success |
| | Knowing when to stay/leave a church |

| FACTORS CONTRIBUTING TO PASTORS CONTEMPLATING LEAVING MINISTRY | |
|---|--|
| Common Factors for Millennials and Preceding Generations | |
| Personal health/stress | |
| Impact on family (time) | |
| Distinctive Generational Factors | |
| Millennials | Preceding Generations |
| Impact on family (money) | |
| Questioning concept of professional ministry | |
| When ministry feels boring | |
| Most have not (yet) stepped away | Many have taken time away |
| | How churches function |
| | Ministry beyond congregational setting |

| CONTINUING TO SAY “YES” TO PASTORAL MINISTRY | |
|---|---|
| Common Factors for Millennials and Preceding Generations | |
| Continue feeling called by Holy Spirit | |
| Seeing impact of their ministry | |
| Distinctive Generational Factors | |
| Millennials | Preceding Generations |
| Seeing counselor/spiritual director | |
| Persistent commitment to Christ/church | |
| | Healthy church systems |
| | Sustained by relationships |
| | Value of a larger perspective |
| | Practical: lack of options; need for income |

| PERCEIVED CHALLENGES FOR THE CHURCH | |
|---|---|
| Common Factors for Millennials and Preceding Generations | |
| Polarization and division of culture | |
| Church and culture’s pursuit of comfort/security/materialism | |
| Distinctive Generational Factors | |
| Millennials | Preceding Generations |
| Cultural acceptance of multiple identities | |
| Church’s poor reputation | |
| Defining Anabaptism | |
| Multi-generational lack of discipleship | |
| | Adapting to fall of Christendom/modernity |
| | Disconnected pastors |

| PERCEIVED OPPORTUNITIES FOR THE CHURCH | |
|---|------------------------------|
| Common Factors for Millennials and Preceding Generations | |
| Discipleship / following Jesus | |
| Distinctive Generational Factors | |
| Millennials | Preceding Generations |
| Church’s willingness to change | |
| Rise of ethnic communities | |
| Fall of Christendom/modernity | |
| Cultural openness to spirituality | |
| Missionally-minded ministry | |
| | Young leaders |
| | Promoting peace |