



# Resurrecting Stewardship in the Hearts and Minds of Young Adults:

An Exploration of the Young Adult  
Experience in and out of the Church

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# Intro

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# Overview

Many Young Adults in the church today do not understand stewardship as a way of life and have become discouraged by current development practices and the financial management of the Church.

This presentation and discussion seeks to understand their experience and to learn from it. By identifying unmet needs and including Young Adults in strategic discussions we can avoid costly misguided outreach efforts and instead invest in the areas that will provide the greatest impact for future generations.

# Objectives

Who are the Young Adults we are trying to reach?

*How do we begin to understand and address the unmet needs of the Young Adult Communities within our Church?*

What to do to reach them?

*How can we better prepare and strategically plan with future generations in mind?*

## **Objectives** *continued*

How do we build lifelong connections to the Church?

*How do we cultivate a culture of inclusive stewardship that is life giving and restorative to communities?*

# Context

*Invitation*

*Community*

*Discipleship*



**Encounter**





# Four Generations

<b>Generations</b>	<b>Builders</b> <i>Silent Generation</i>	<b>Boomers</b> <i>Pig in the Python</i>	<b>Busters</b> <i>Generation X</i>	<b>Y &amp; iY</b> <i>Millennials</i>
<b>Birth years</b>	1929 - 1945	1946 - 1964	1965 - 1983	1984 - 2002
<b>Life Paradigm</b>	Be grateful	You owe me	Relate to me	Life is a cafeteria
<b>Attitude to Authority</b>	Endure them	Replace them	Ignore them	Choose them
<b>Relationship Roles</b>	Significant	Limited, Useful	Central, Caring	Global, 24/7
<b>Value System</b>	Conservative	Self-based	Media	Shop around



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<b>Birth years</b>	1929 - 1945	1946 - 1964	1965 - 1983	1984 - 2002
<b>Role of Career</b>	Means for living	Central Focus	Irritant	Place to Serve
<b>Schedules</b>	Mellow	Frantic	Aimless	Volatile
<b>Technology</b>	Hope to outlive it	Master it	Enjoy it	Employ it
<b>Market</b>	Goods	Services	Experiences	Transformation
<b>Future View</b>	Seek to stabilize	Create it	Hopeless	Optimistic

\*a full copy of this chart may be found in the book **Generation iY** by Tim Elmore

# Y & iY Paradoxes

Pros	Cons
They own the world of technology.	They expect easy and results.
They love community.	They often won't act outside their clique.
They have a bias for action and interaction.	They're too impatient to sit and listen long.
They want to be the best.	They get depressed if they're not.
They plan to live a life of strategic purpose.	They often avoid tasks that seem trivial.
They are confident and assertive.	They can come across as careless and rude.
They hunger to change the world.	They anticipate doing it quickly and easily.

\*a full copy of this chart may be found in the book **Generation iY** by Tim Elmore

# Disaffiliated Young Adults

<b>Category</b>	<b>Description</b>
The Injured	Negative and hurtful experiences both familial and ecclesial
The Drifters	Not sure that the Faith really makes a difference and lacking engagement with a faith community
The Dissenters	Resistance to or rejection of the Church

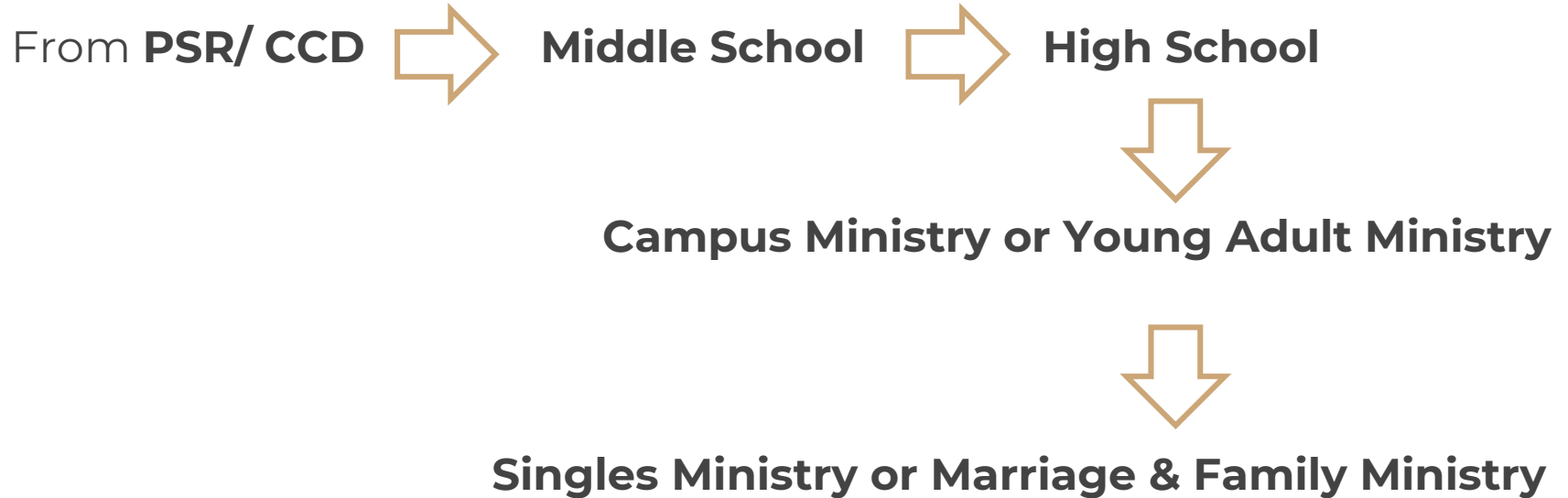
\*a full copy explanation of these categories may be found in the “Going, Going, Gone” Study by St.Mary’s Press of Minnesota, Inc in collaboration with CARA

# Dynamics of Disaffiliation

- 1) Precipitating event or series of events
- 2) Secularization and overall apathy
- 3) Misperception of freedom - feeling free/relieved by no longer practicing
- 4) A desire to freely choose religion and not be forced
- 5) Being a good person...can still be ethical without religion
- 6) No longer believe in God and have not heard a reasonable argument for God

\*based on and summarized from the “Going, Going, Gone” Study by St.Mary’s Press of Minnesota, Inc  
in collaboration with CARA

# Bridge Building: Connecting the Dots



# Questions to Ask as a Parish & Diocese

1. Are we being good stewards of the Young Adults that we have?
2. Or... Are we just trying to make them fit into and conform to the spaces we have for them?
3. Are we making room for them, inviting them, ready to receive them and willing to make changes to better accommodate them?
4. Are we willing to invest our own Time, Talent and Treasure in them?

# Stewardship & Framework

Re-order Talent then Time then Treasure as they build on each other

- #1 Talent
  - Believe in the mission & vision of the Church
  - View their talents as needed & beneficial for the community
- #2 Time
  - Willing to engage their talents in serving the Church
  - Believe their time and talent makes a difference
    - Examples - Passion City; Buckhead Church
- #3 Treasure
  - Willing to invest their treasure because they are bought into the vision and community
    - Examples - specific projects and campaigns (Camp Grace)

# Finding & Keeping Young Adults

- 1) **Foster friendships.** *Be genuine. Draw on their teamwork skills & peer relations.*
- 2) **Provide purpose.** *Help them understand how their involvement makes a difference.*
- 3) **Offer options.** *Allow creativity & ingenuity. Multiple projects that need support.*
- 4) **Value volunteerism.** *Offer opportunities to serve that make a difference in the world and make life changing experiences possible.*
- 5) **Challenge them with change.** *Inspire them, listen, and adapt to meet the needs.*
- 6) **Make the most of their strengths.** *Help them discover and learn to use their gifts.*
- 7) **Encourage them to stay engaged.** *Help them stay motivated & focused. **Mentor.***

\*Suggestions 1-6 are based on suggestions from pg 130 in the book **Generation iY** by Tim Elmore



# Empowering Young Adults

<b>Steps</b>	<b>Example</b>
<b>Ignite</b>	Pray for and with YA's, listen then provide direction
<b>Identify</b>	Help YA's identify their gifts and recognize strengths
<b>Invite</b>	Encourage YA's to use their gifts in the ministry and church
<b>Invest</b>	Invest in a leadership team (mentor, train, empower them)
<b>Impact</b>	Focus on consistent gatherings, hospitality, and inviting

# Models that Support & Sustain Growth

- Win
  - Introduce YA's to Jesus
- Build
  - Create life-changing community
- Send
  - Live life on a mission



\*Discipleship model sourced from FOCUS

\*Graphic from *Evangelical Catholic Reach More*

# Models that Support & Sustain Growth



\*Graphic from *Evangelical Catholic Reach More*

# The 5 Pillars of Ministry

Acts 2:42, 45 and 1 Cor 12:28



**Administration:** Administration is a spiritual gift. In the context of the ministry, some examples of administration are leadership, support, logistics and communication. (1 Cor 12:28)

**Worship:** The believers devoted themselves to “the breaking of bread and the prayers.” The liturgy, and especially the Eucharist must be the center of all activity of the ministry. (Acts 2:42)

**Faith Formation:** The believers devoted themselves to “the apostles’ teaching.” Intellectual, spiritual, and other types of formation help to build up the community. (Acts 2:42)

**Outreach:** The believers “sold their possessions and goods and distributed them to all, as any had need.” The ministry strives to overflow the love of Christ into the community. (Acts 2:45)

**Community Life:** The believers devoted themselves to “communal life.” Entering into Christian community and developing personal relationships are crucial. (Acts 2:42)

# Invite ~ Invest ~ Inspire

- We are called to be good stewards of young adults
  - Create a welcoming community for others to join
- See Young Adults as the gifts that they are
  - Care for and cultivate not use
- Empower and Mentor them
  - Encourage them not discourage them
- Help Young Adults realize their gifts & how they can serve
  - Enable them not disable them

# Moving Forward

If the Church can help young adults realize

- Who they are and Whose they are
- What their gifts and talents are
- There is a space and a place for them in the Church

Then Young Adults are able to

- Enter into their true callings and missions
- Find and discern their Vocations
- Engage in active Parish Life (often as leaders)

# Q&A

Need help?

Need a speaker or workshop presenter?

Want to form a game plan to reach young adults more effectively?

**Go to <http://bit.ly/BeCatholic>  
to let us know how we can serve you :)**