

RAISING THE CHURCH OF 2050

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**VISION IS A PEEK THROUGH THE
WINDOW OF WHAT GOD IS UP TO,
AND AN INVITATION TO PARTICIPATE.**





Raising the Church of 2050

In the next ten years, it is estimated that 60% of our pastors will retire and we are unsure that the next generation will be ready to stand in their stead. In these same ten years, the kids currently being served in kids ministries across our country will be deciding their future in post-secondary education. There is enough data and research to be prepared and to equip them to lead us into 2050.



Children's Ministry is the most strategic and futuristic ministry of the church.

As we guide children to Jesus and His Word, we influence a day and age we may
never occupy.

This is a “kingdom come” ministry—when we welcome them, we welcome Him.

—— Michayla White, ——
INCM.org



Who are today's kids?

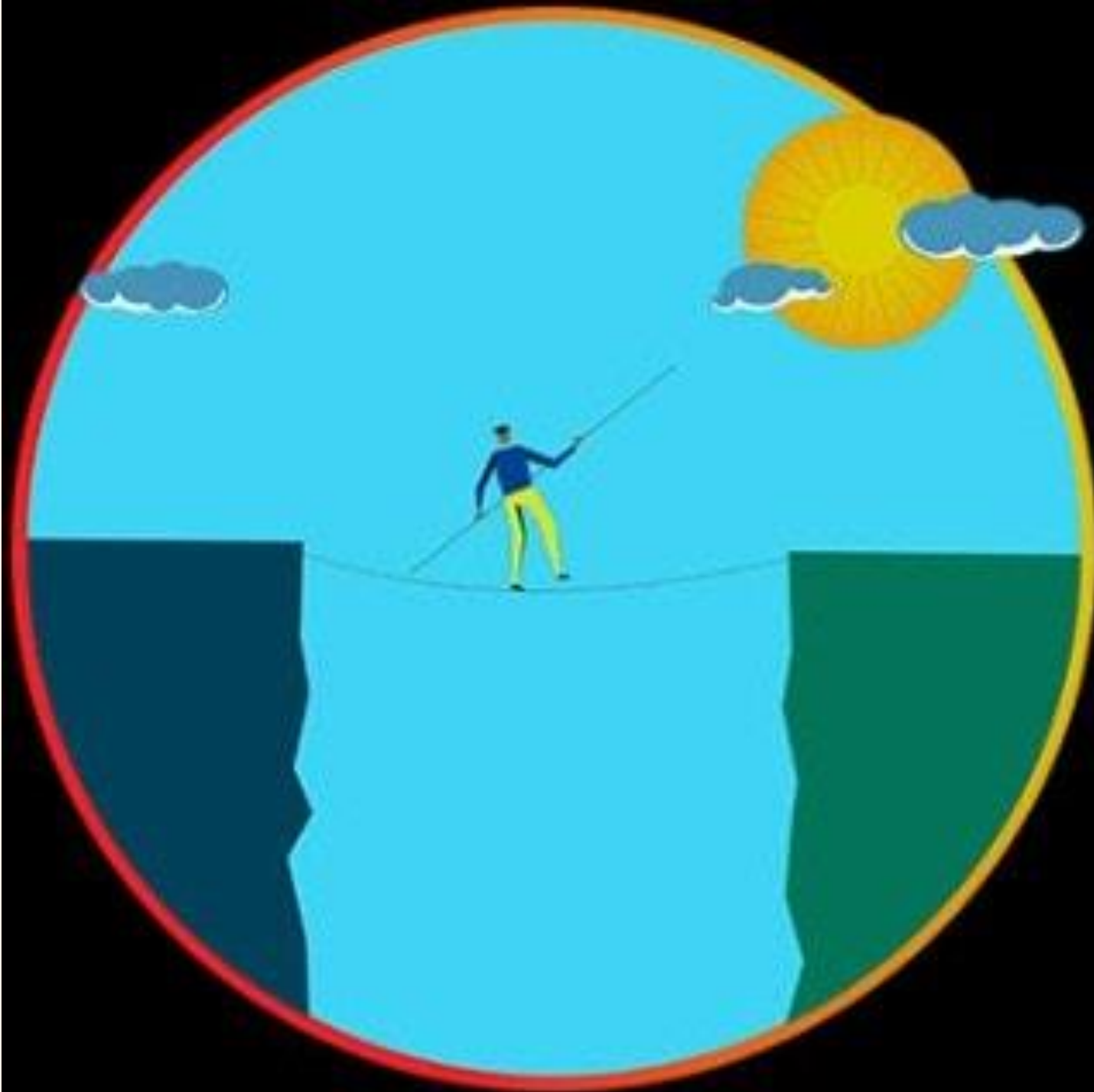
Generation Alpha

- primarily children of millennials (digital natives): iGeneration
- totally comfortable with tech: devices are normative, expected and accepted
- often co-decision-makers in their democratic homes

So who are their parents? raised by the most highly educated generation in history

<https://interestingengineering.com/generation-alpha-the-children-of-the-millennial>

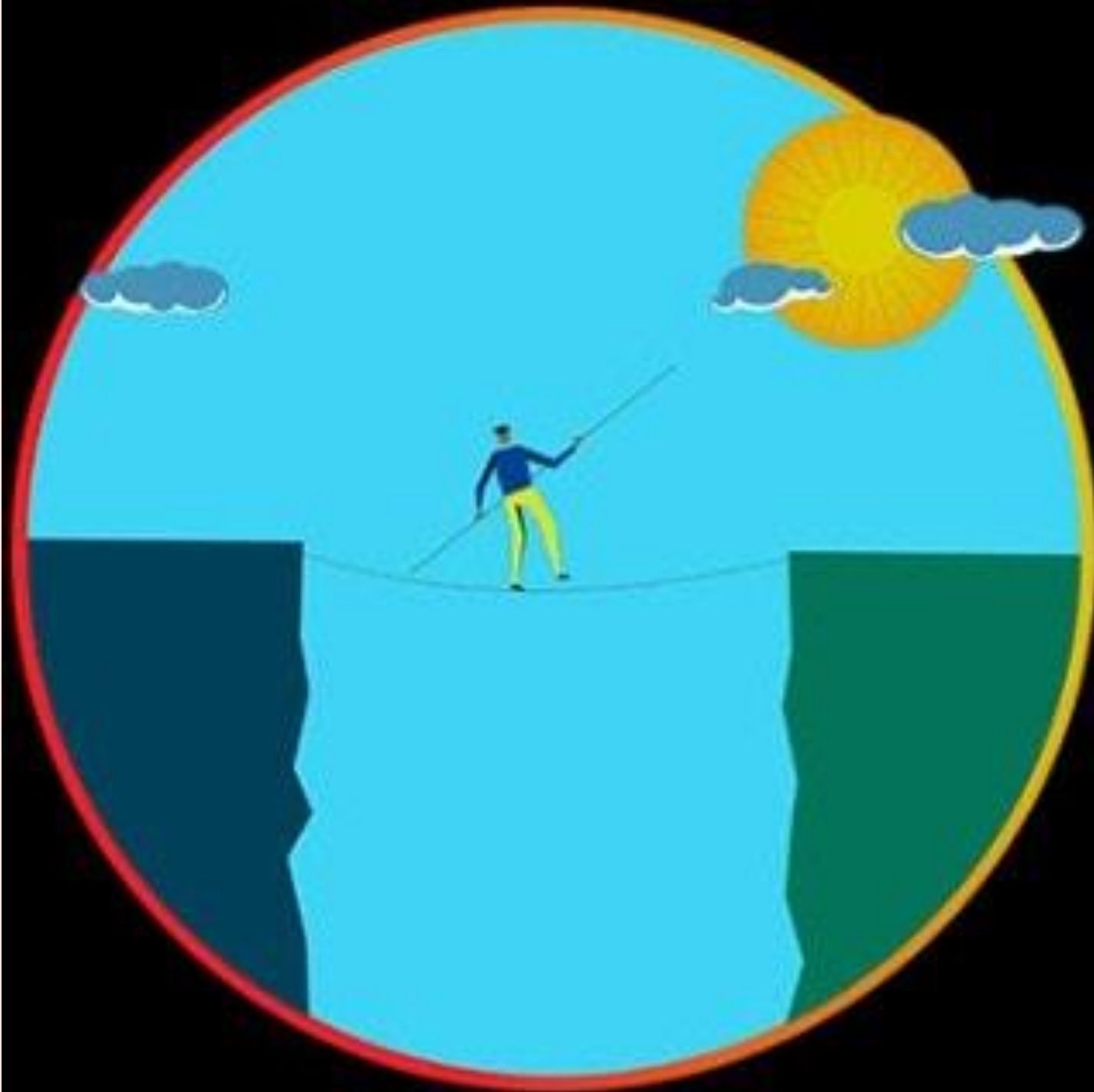
<https://www.parent.com/5-ways-millennials-are-changing-parenting-forever/>



The Deloitte Global Millennial Survey

2019:

Societal discord and technological transformation create a “generation disrupted”



Executive Summary:

- Economic and social/political optimism is at record lows.
- Millennials and GenZs are disillusioned.
- Millennials value experiences.
- Millennials are sceptical of business's motives.
- They let their wallets do the talks (and walking).

Christie's Summary:

If the Church can pay attention to what research is telling us about millennial tribalism and their doubt in traditional social pillars, we must first define culture in order to establish the community they are craving.



**Childhood Experiences Contributing to
Christian Commitment in Young Adulthood
(age range = 22-30),**

Stacey Davis, PhD, Biola University

7 major themes emerged:

1. Personal engagement in Christianity
2. Loving actions from Christians
3. Negative experiences contributed to Christian commitment in young adulthood
4. Commitment was perceived as positive
5. Close relationship with committed Christians
6. Attending church was perceived as positive
7. Family engaged in Christian activities together

How are Millennial Parents choosing Church?

01

Online Presence:

This generation of digital natives is online shopping for their church community first. They were raised in the era of “I just want church to be fun for my kids” (the ‘90s), and are looking for intentionality rather than entertainment. Millennials are passion-driven, and

How are Millennial Parents choosing Church?

02

Theology:

Millennials are well-read, curious, and paying attention. They will comb your website for theology, and your “about” page is extremely important. Their values reflect equity, inclusion and diversity and they need to see this reflected online to even consider stepping through our

How are Millennial Parents choosing Church?

03

Safety & Security:

Millennials were children and youth during 9/11, the real estate crash of 2008, the last recession, and the advent of ISIS. Their number one priority is safety when they choose to allow someone else to care for their child(ren). Psychology studies would affirm that love is first communicated through safety and cannot be experienced without one feeling secure.

How are Millennial Parents choosing Church?

04

Kids Ministry:

This generation of parents wants community to do life with. How they define community may be different than previous generations, but they are interested in engaging with you in the discipleship of their kids. They are crowd-sourcing much of their parenting. The church needs to be in that crowd.

How are Millennial Parents choosing Church?

05

Preaching & Teaching:

Because of YouTube, podcasts, live streaming and the widespread availability of almost any preacher, author or thought leader online, the Sunday morning experience is no longer the decision driver. It will influence whether or not they choose to put down roots, but only if they already believe you are current, they agree with you theologically and their kids are

“The collaborative governance model works best in contexts where multiple organizations serve the same constituency. This model incorporates permission-granting collaborating processes, clear reporting relationships, a system of internal controls, and defined decision-making parameters. This model belongs to the church. It should serve the church to resource, disciple and develop the next generation of leaders so that we do not find ourselves here again.

The Collaborative Model



The Collaborative Model



Common
Mission and
Agenda



Common
Measuring
Systems



Common
Relational
Structures



Principal
Organizational



Currently, we do not have a common direction for kids growing up MB; meaning, if we do not know what we are calling them to collectively, our MB Identity is undefined for this generation and the next. What we call the church of 2050 to is what we become; conversely, if we don't know, the model is rendered ineffective. Clear articulation is essential not only to today's parent, but so that each generation understands how to join the

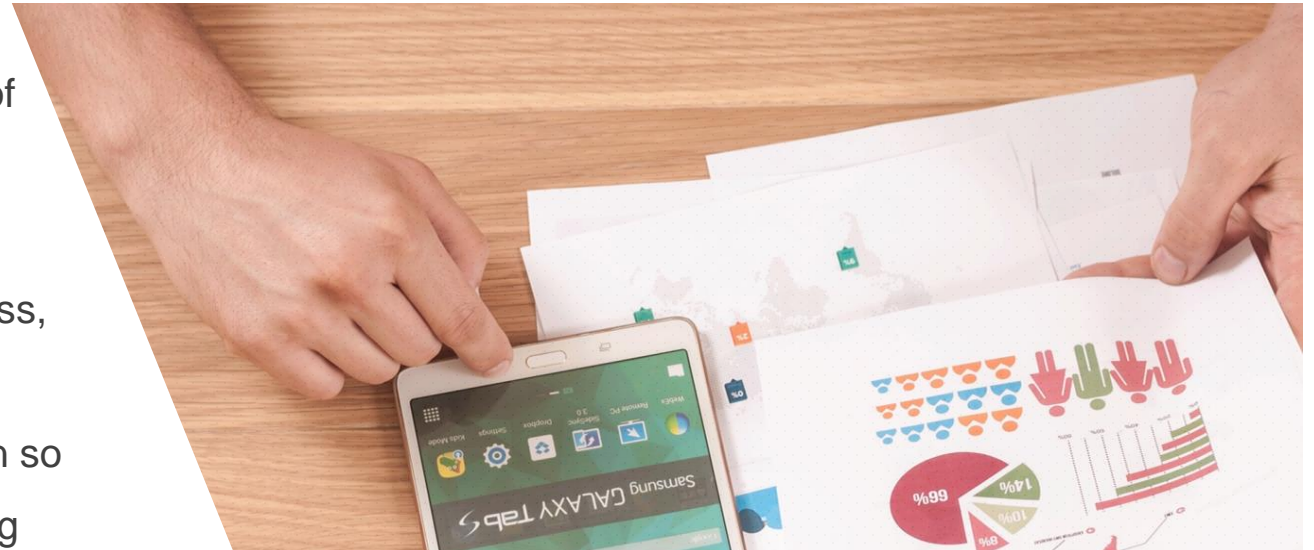


Common Mission and Agenda

“For multiple organizations to collaborate effectively, an understanding of common direction needs to be present. Therefore, the articulation of an overall mission that encompasses the interests of all the organizations in the Collaborative Model is necessary. Further to the articulation of a mission, it is imperative that organizations operate with a clear common agenda. This agenda will indicate the areas that organizations will collaborate on and what areas fall outside of the collaboration process. This component is of the utmost importance when a collaborative budget is to be

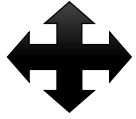


Setting targets for kids ministry nationally will reduce duplication from church to church, reduce the stress of starting from scratch with new leaders, and reduce turnover when targets are known, measurable and tangible. When the set these targets and track progress, we unify the direction of the church of 2050 and go together, while simultaneously fostering community. In so doing, we collectively understand what we are growing

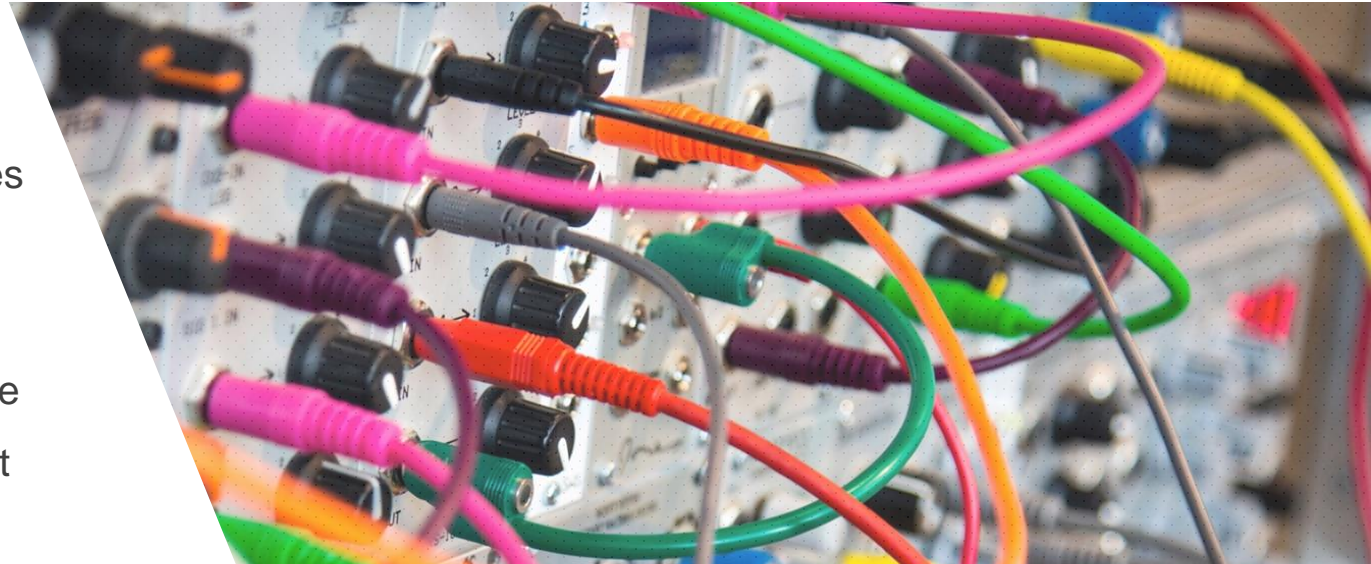


Common Measuring Systems

Since different organizations have different methods of measuring results, it is important to arrive at a common measuring system when relating to one another. This measuring system needs to be understood clearly by all participants and should incorporate qualitative and quantitative elements. The principal organization needs to be the one to keep records, track progress, and measure results. Adequate information needs to flow to all participating organizations.



Accountability serves unity: unity of mission and vision, and unity within the family. Providing structures as a means of networking, collaborating and relating facilitates greater access to what leaders need through sharing of information and resources. When we begin to see Kids Ministry as the most strategic and futuristic ministry in the Church, these leaders no longer remain among our most under-resourced. Such systems also facilitate resource



Clear Relational Structures

As organizations agree to participate in the Collaborative Model, they also agree to a system of reporting and accountability. Clear authority and reporting relationships need to be established and agreed upon by all. The reporting system applies only to the items related to the common mission and agenda defined under the Collaborative Model.



Allowing a principal organization, or an agent thereof, to coordinate the framework for ministry to kids, provides unified theology, training, equipping and resourcing. Our churches are currently spending hundreds of thousands of dollars collectively on curriculum, events, training, décor, safety... When governance of these assets flows through a principal source, funds are redirected and/or saved, further fostering shared identity and direction from church to church.



Principal Organization

The Collaborative Model requires that all participants agree that one principal organization will exercise the role of coordinator. This principal organization will be the one responsible for maintaining information flow, managing resources, and relational upkeep. The principal organization will be the holder of any significant structural and systemic framework related to the Collaborative Model.

So How Do We do This?

Through the approved strategic ministry framework, “the National Ministry Team proposes that the responsibilities of the national conference are assessing, equipping, partnering, and extending in three significant areas: spiritual health and theology, leadership development, and mission. We anticipate the outcomes of effective implementation of these responsibilities will result in greater clarity, maturity, momentum, and multiplication for ~~the local church~~ *This must happen two generations at a time.*”

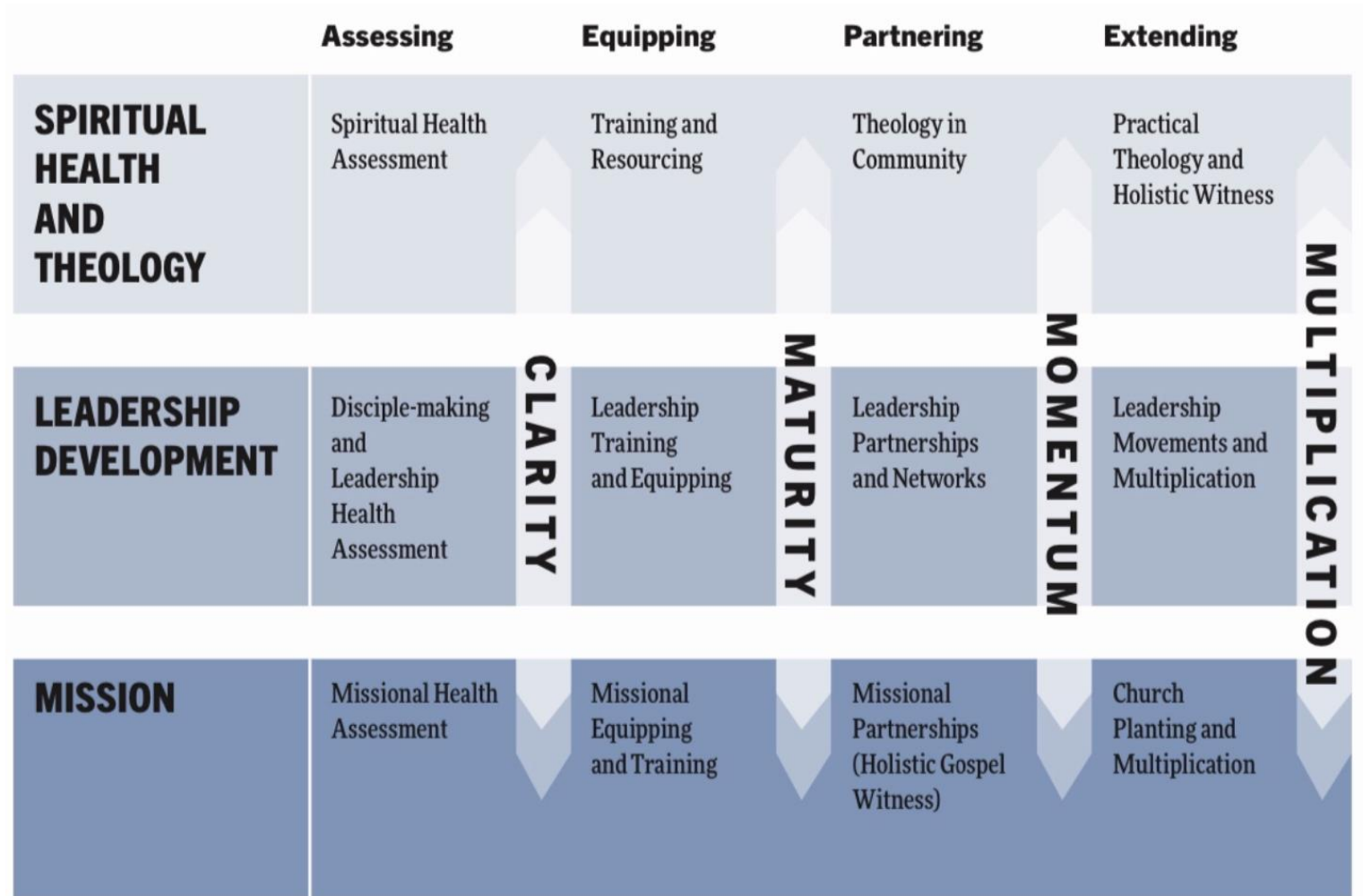


Two Generations at a time

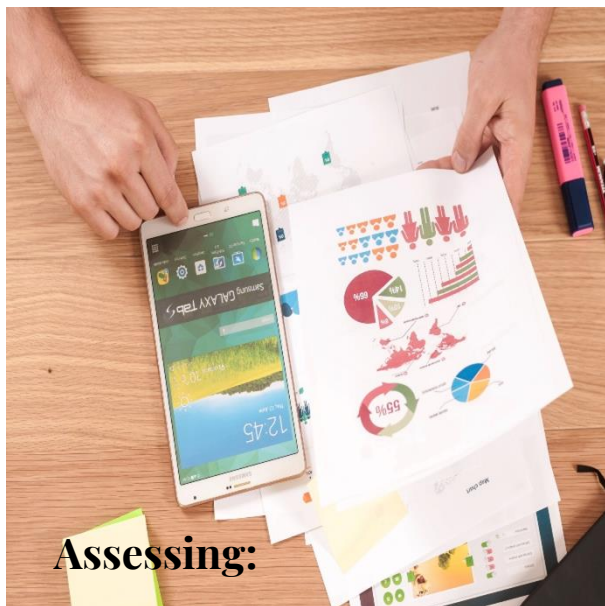
For the sake of the 60%:

In order for this model to be effective from generation to generation we have a two-fold need in our MB Family currently: we need to move our current churches, leaders and developing leaders toward collaboration; and we need to train the Church of 2050 today through this model.

This two-prong approach is the difference between treating symptoms and proactive health.



Spiritual Health and Theology



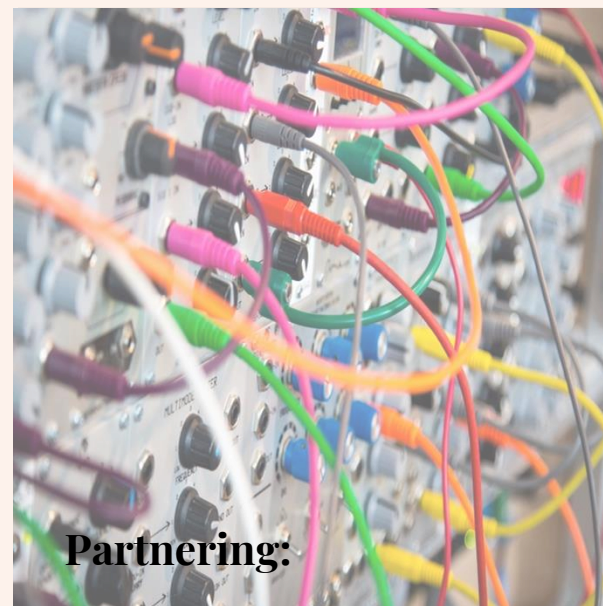
Assessing:

What is the spiritual health and theology of kids ministry in our local churches?
Does it reflect that of that broader body?
Is it aligned with our confession of faith?



Equipping:

What training is required of kids' ministers?
What ongoing training is being offered to equip the leaders of the church of 2050?
What resources are our churches using?
Do leaders have what the need to feel empowered to disciple children?



Partnering:

Who is vetting curriculum theology?
How are our kids church leaders experiencing community?
How do we network our kids leaders in order to create a community for support, learning and ongoing discipleship?



Extending:

What opportunities are provided in order to give kids a chance to practice discipleship?
How are we developing the church today for 2050?

Leadership Development



Assessing:

Who have you called to lead the church of 2050?

Does the church understand the responsibility? Does the leader?

Is your minister a leader or a childcare provider? Who have you hired?

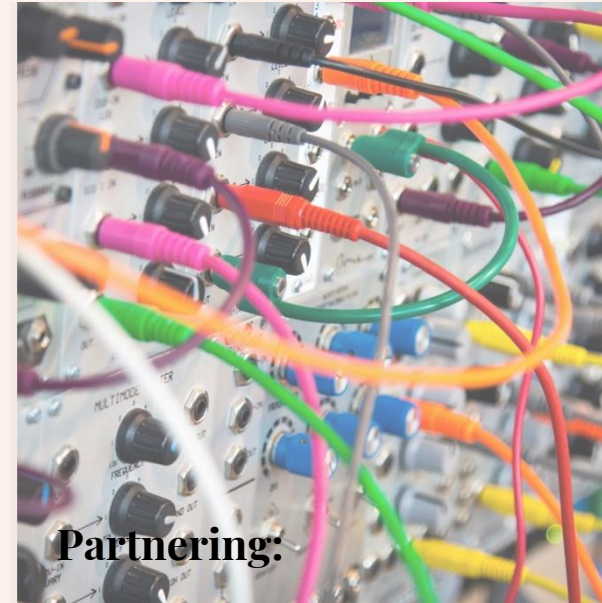


Equipping:

Where have you given your leaders voice?

Do they feel equipped and empowered to speak into the the church for the sake of the kids they serve?

Do they have what they need to lead well and to develop leaders around



Partnering:

Who is running alongside your leadership so that they thrive into the future?

What leadership structure is in place to support growth and retention simultaneously?

Who are your leaders learning



Extending:

Who are your leaders developing, pouring into, and discipling for the sake of the Kingdom?

Are leaders sharing their seat at the table?

Mission



Assessing:

Does the church have a missional heart for the church of 2050?

Do leaders understand the imminent need to foster mission in this generation and the next?

Is the church on mission for kids?

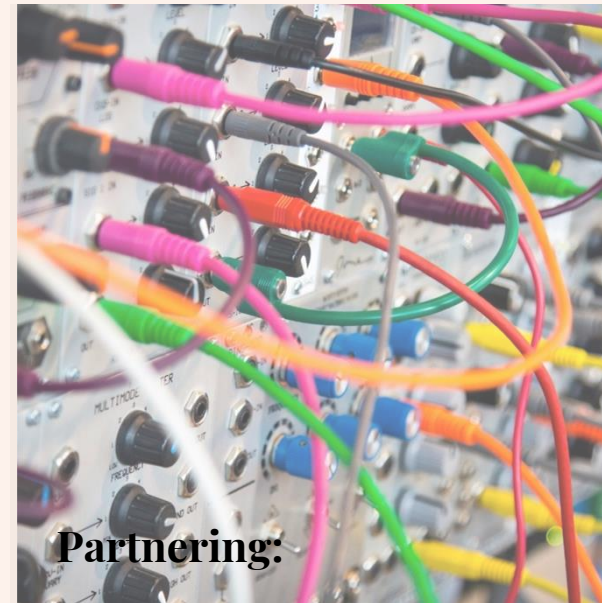


Equipping:

How are we equipping kids and families to be on mission for their own generation?

What resources are already available and/or needed in order to empower kids to be disciples today, in their youth?

What does the church need to reach



Partnering:

What partnerships already exist that can be leveraged in order to train the church toward holistic gospel witness?

How do we train each generation to partner well for the sake of gospel witness?

Where can we partner better?



Extending:

Does the church have a Kingdom mindset toward planting and multiplication?

Is our theology at every level reflecting these values?

So What?

01

Why focus on Kids Ministry at the national level?

02

Who is the target of this focus?

03

What is the net benefit to our churches?

04

How will we achieve this vision?

05

Where will this be delivered?



Why focus on kids ministry at the national level?

01

Age 0-5

By the age of 5, children have formed an idea of who, or what, they think

God is.

Age 5-12

Throughout childhood, kids will decide whether or not what they believe about God is true.

03

Age 12-17 and beyond

Throughout adolescence, kids will defend their decision and make other decisions accordingly.



Here's the problem:

- 01 The Gospel was meant to be accessible and unhindered. The language we use can be the very hindrance we are trying to avoid (Acts 28:30-31).
- 02 We cannot tell kids they need Jesus when they don't understand the concept of "need." Identity is a matter of life and death, however, not an ice cream flavour.
- 03 Kids need the Gospel because it is the only way for them to know who they truly are and who they were always meant to be.



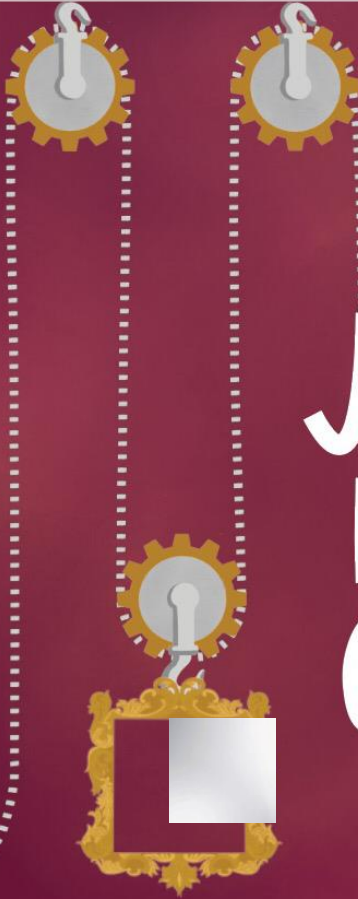
GOD MADE
YOU



GOD'S
PLAN IS
FOR YOU



JESUS
IS THE
ONLY
WAY





The Collaborative Model
affirms and embodies the
following ministry outcomes:

Building Community • Resourcing Ministries • Holistic Mission • Multiplying Churches



Exploring The Way Forward

Building Community

Mennonite Brethren in Canada practicing sound theology, engaging together, and caring for one another.

a. Unified in our identity

- Leading our leaders to know and affirm the confession of faith and align teaching to it.
- Valuing and understanding the impact of the discipleship of children and thereby inviting their leaders to PCO.

b. Encouraged by our Anabaptist heritage

- Encouraging engagement with our MB Seminary, further studies to deepen theological understanding and heritage.

c. On mission together in caring and healthy relationship and partnerships in our churches, provinces, agencies, and International Community of Mennonite Brethren family

- without such community engagement, MB will not transfer DNA to the next



Exploring The Way Forward

Resourcing Ministries

Each church resourced with the leaders, tools, and expertise to successfully carry out its mission.

- a. Equipped leaders through training, coaching, mentoring, and other resourcing and support
 - children's ministry certification, resourced through MB Seminary
 - coaching and mentoring offered through each conference
 - networking local, provincial and national leaders to facilitate collaboration
- b. Financial, technological, and legal support for churches and pastors
 - upfront investment into kids ministry technology to support interactive applications (no less important than modernizing our sanctuaries)
- c. Best practices available to all churches in ministry and administration areas



Exploring The Way Forward

Holistic Mission

Mennonite Brethren in Canada known for sharing the love of Christ near and far – in both word and in deed.

- a. Natural and passionate sharing of the gospel in everyday life
 - gospel fluency training for leaders, parents and children
- b. Church and individual dynamic engagement in global evangelistic mission
 - well-developed partner events and missional opportunities for multi-generation teams and family engagement
- c. Worshipping Jesus and sharing his love through practical efforts like relief, economic development, social justice advocacy, and conflict resolution
 - expectation that kids are worshippers and contribute to the church through sharing Jesus' love, inviting friends and

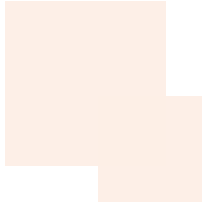


Exploring The Way Forward

Multiplying Churches

New disciples and new churches to see Canada transformed with the good news of Jesus.

- a. Disciple making is a vital aspect of the lives of our churches and members
 - Disciple does not mean adult
 - If we do not disciple our children, we begin to believe that it is a leadership crisis not a church body crisis
 - Every member of the body needs to grow
- b. Disciple growth resulting in church growth
 - when kids are engaged, families stay and invite others
 - an active community is vibrant and invitational
- c. Majority of our churches in a stage of multiplication
 - when kids are welcomed, we grow the church two to three generations at a time



When we train up the leaders
of the Church of 2050
with the hope of the future at their feet,
they run with eyes fixed on Jesus.

When we not only invite them to the table, but affirm their voices, the bucket stops
leaking.

And we galvanize our future.

Christie Penner

Worden

Exploring The Way Forward

Children's Ministry Certification

Providing certification that unifies direction, expectation and collaboration propels leadership with adequate and affirmed equipment. Access to the tools, learning and necessary equipment fortifies current leadership and reduces burnout for a long-term vision and direction.



MB BIBLICAL
SEMINARY

Children's Ministry Certification



01

Discipleship

Defining, assessing and equipping ministers as disciples, to disciple the Church of 2050



02

Leadership

Understanding the attributes, and skills required to lead while modeling the character of Jesus



03

Stewardship

Leveraging what we have today to get where we are called to take the church of 2050





MODULE 1:

- 1. Assessing your own discipleship**
- 2. Understanding and engaging spiritual community**
- 3. Spiritual practices and disciplines**
- 4. Gospel Fluency**
- 5. Missional Mindset**
- 6. Communal**

Hermeneutics

1

Exploring Discipleship

Unity and Community

In order to engage with the Collaborative Model as leaders, we must first engage with each other. So doing as a community of disciples on common mission will shape the leadership of those entrusted with the Church of 2050.

2

Exploring Leadership

Equipping & Empowering

How we define leadership and who is a leader determines who and how we move forward collectively. This module will explore some tools that help to define for the individual who they are as a leader, and how to call others into leadership according to gifting.

MODULE 2:

1. Assessing your own

leadership

- spiritual gifts
- personality tools

2. Self-Assessment Tools

3. Mentoring, Coaching, Leading

- understanding your role
- understanding the difference

4. The Credentialing Process

5. Leading Others



3

Exploring Stewardship

Resourcing for Growth

It is reasonable that our churches begin to take on some family resemblance. Faithful stewardship and best practices enable us to set some guideposts for who we are and how we steward what we have, whether time, talents or treasures.

01

Credentialing

Complete the PCO and Credentialing paper and interview, including review mock interviews.

03

Camp / Mission

Reimagine the summer camp experience for your community through the lens of mission.



02

Space Assessment

Using provided tools, assess current space for the needs you face and propose a plan for improvement.

04

Ministry Assessment

Evaluate your current KidMin model for theological alignment, potential growth and leadership development