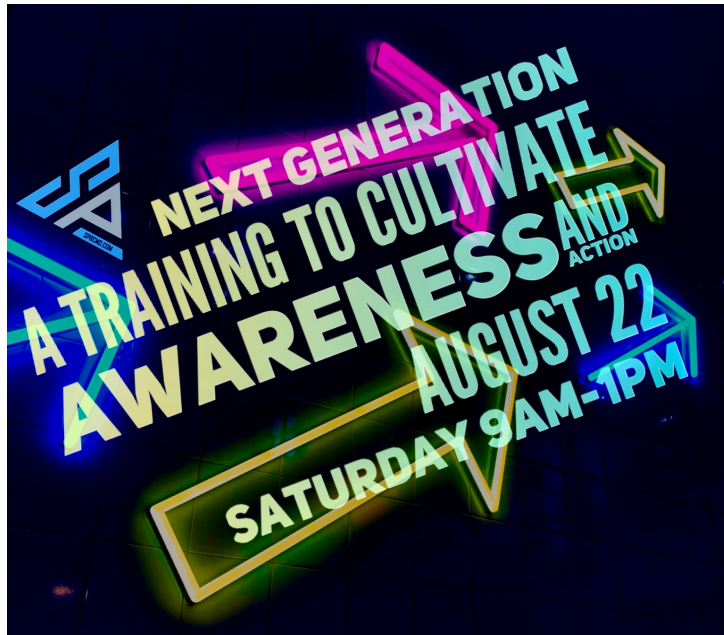




NAME



<https://tinyurl.com/GenerationIQEQatspbcmd2026>

Talking About Generations

Listening Guide

If you had a time machine, what event would you revisit in your life?

Generations In The Bible

_____ (Psalm 139:13-14)

_____ (Luke 2:40)

_____ (1 Corinthians 13:11-12)

_____ (Isaiah 46:3)

Generation Modern Labels

G.I. Generation (1906-1924)

Builder Generation (1925-1945)

Baby Boomer Generation (1946-1964)

Gen X (1965-1979)

Gen Y / Millennials (1980-1994)

Gen Z / iGen (1995-2009)

Gen Alpha (2010-2024)

Gen Beta (2025-Present)

To navigate this world, we need generational intelligence.¹ Struggles exist because we stereotype rather than communicate. We need to understand generational assumptions and values, as well as our own to discover unique intersections and God-given opportunities - - - - - > Judges 2:10

GENERATIONS AT A GLANCE

UNDERSTANDING EACH GENERATION. BUILDING STRONGER CONNECTIONS. LIVING OUT THE GOSPEL.

GENERATION	G.I. GENERATION (1906-1924)	BUILDERS (1925-1945)	BOOMERS (1946-1964)	GEN X (1965-1979)	GEN Y MILLENNIAL (1980-1994)	GEN Z (1995-2009)	ALPHA (2010-2025)
POPULATION	1906-1924 (1%)	1925-1945 (3%)	1946-1964 (12%)	1965-1979 (16%)	1980-1994 (21%)	1995-2009 (23%)	2010-2025 (24%+)
VALUES	God, Family, Country	Family, God, Security, Loyalty	Competence, Consumerism, Nonconformity, Family	Freedom & Self-reliance, Friends, Family	Image, Tech savvy, Friends, Family	Authenticity, work life balance, diversity, mental well being	Inclusivity, sustainability, digital fluency
SOCIAL MARKER	Great Depression	WWII	Cold War / Moon Landing / Watergate	Stock Decline / Challenger Disaster / Desert Storm / Rise of PC	Columbine / 9-11 / Computers & Video Games / Environment / Entertainment	Always Wired / Social Network / Gun Violence / Obama & Diversity / Parental Hovering	Covid19 / Screen Immersion with Algorithms & AI / Parental "Hovering" & Moving "away" challenges / Skibidi
WORK VS PLAY	Work is necessary to survive, not self-actualization, value chain of command and loyalty, play is secondary and a reward not a right	Lifelong employment, teamwork over individualism, work & play are separate, highly organized	Identify with careers, value loyalty, long hours and respect, playing = dedicated times (vacation, retirement, etc.)	Favor autonomy, efficiency and a strict work life balance, values results over time spent; pioneered work hard, play hard	Purpose driven & flexible, blur work & play	Boundaries over dedication, play is a non negotiable not a reward, avoid burnout	Blurred boundaries between work & play, hobbies are career paths, flexible work environment
MOTIVATOR	Greater good, overcoming hardship, respect for loyalty, hierarchy & tradition	Job security, tangible rewards, dedication, steady progress	Formal recognition, prestige, financial rewards, collaboration, hard work	Autonomy, work life balance, independence, e. minimal supervision	Aligning values, frequent feedback, mentorship, make an impact	Flexibility, boundaries, social issues	Impact, gamified learning, hands on learning
COMMUNICATION / LEARNING	Top-Down	Formal	Structured System	Participative	Interactive	Multi-media / Global	Virtual
LEADER	Commander	CEO	Strategic Doer	Doer	Supporter	Collaborator	Co-Creator
RELIGION / FAITH	Expected, high attendance, denominational identity	Strong ties to religion, consistent practice	Drifted away from denomination and loyalty, identity as religious	Decline in organized church attendance, rise of no religious affiliation	Moved further away from organized religion, inclusive/ progressive spiritual spaces	Resurgence in regular church attendance, personalized, experiential, socially conscious faith	Authentic, transparent, logical answers over tradition, the values to faith, partnership not top down teaching
TEACHING TIPS	Provide informative seminars without overloading content; encourage story-telling and life experiences to be shared	Provide structured environment; traditional lectures and textbooks	Create opportunity for sharing life-experience and knowledge transfer	Provide autonomy & independent study vs micromanage; focus on clear and concise info; practical problem-solving	Encourage teamwork; provide the "why" behind everything; create "mission-driven" action steps; provide frequent constructive feedback	Utilize micro-learning with bite-sized information and teaching segments due to shorter attention spans; Keep lessons visually stimulating; guide critical thinking skills	While digitally native Alphas can seek screen reprieve and relational connection, utilize & appropriate screen time to provide personal connection and empathy; explicitly teach literacy and speaking skills; appropriately prompt AI & ethical usage of tech

¹ Shaw, Haydn. *Generational IQ: Christianity Isn't Dying, Millennials Aren't The Problem, And The Future Is Bright*. p.13

Social Emotional IQ & Temperament

Listening Guide

Emotional Intelligence (EQ)

EQ is your ability to recognize, understand, and manage _____, both your own and those of _____.

1 Peter 3:15

God has called us to be _____ for whoever comes and whatever is asked.

- We need to respond to questions, even the uncomfortable ones, without _____.
- It is important to remain _____ and _____ when talking to people, especially children and youth.

Teaching Beyond the Surface

Our goal in teaching youth is to move beyond _____ and _____, anchoring every conversation in God's _____ and genuine _____.

Words only land when kids know we _____.

 Reframe challenging behavior not as a personal _____, but as an opportunity to model _____ under pressure.

Two Parts of Teaching

Internal

Our heart needs to be centered on _____ so that His words and actions come out of us.

External

Then we can show radical _____ in response to any situation we encounter.

"Kids don't care how much you _____ until they know how much you _____."

What Does This Look Like in Conflict?

1. Respond Gently

Respond to aggression with _____ to de-escalate the situation. (2 Timothy 2:25)

2. Be Prepared

If you know the _____, you can bypass some issues before behavior management is needed. (Colossians 4:6)

3. Correct the Behavior, Not the Child

Address words and corrections to the _____ and not the _____.
Even when they don't feel like a precious gift, children have been entrusted to you by _____. (*Ephesians 4:29*)

Giving an Answer Requires Communication

Our words should be:

- ☐ Logical but also _____
- ☐ Efficient but also _____
- ☐ Productive but also _____

“The words you say can echo in a child's life _____.”
— Kathleen Edelman

If we know the children we are working with, we can choose words that _____ with them.

Discover Your Temperament

I am a _____.

My Strengths

My Needs

Under Stress I...

Your Temperament Key

Think of temperament as a key—it can either unlock or get stuck.

What is my key?

When does it work well?

When can it fail?

Final Things to Remember

Luke 6:45

Ministry is _____; what is in our heart will come out.

Luke 5:16

Ministry feels _____; we need to follow Jesus' example and make time for God in our own lives.

2 Corinthians 12:9

Ministry is _____; we can't do it with our own strength.

Ecclesiastes 4:9-10

Ministry needs _____; God gave us a team.

Key Takeaway

Your temperament shapes how you hear, respond, and connect with others. When your heart is anchored in Christ, your words become tools of grace, truth, and relationship. ❤️🧡💙💚



1 Peter 3:15



set apart or declare as holy



the case presented by or on behalf of the party accused of a crime



a report or description of an event or experience



REVERE: hold deep respect, honor, and awe for God and His commandments, reflecting both an inward attitude and outward obedience



ANSWER: to a question, request, charge, or prayer



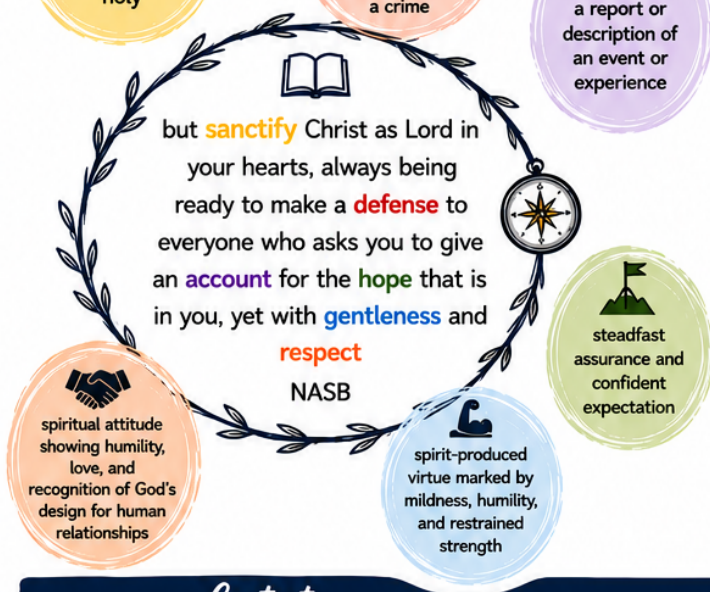
REASON: a cause, explanation, or justification for an action or event



HOPE: steadfast assurance and confident expectation



HONOR: recognizing, valuing, and showing deep respect



Context



WHO WROTE IT
Peter



WHEN
~62-64 during the reign of Nero



TO WHOM
Jewish & Gentile believers in Roman Cities in Asia Minor



WHY
to encourage Christians facing persecution

Translations



But in your hearts **revere** Christ as Lord. Always be prepared to give an **answer** to everyone who asks you to give the **reason** for the **hope** that you have. But do this with **gentleness** and **respect**.



but **honor** the Messiah as Lord in your hearts. Always be ready to give a **defense** to anyone who asks you for a **reason** for the **hope** that is in you.

Cross References



—Your speech must always be with grace, as though seasoned with salt, so that you will know how you should respond to each person. —Colossians 4:6



—With **gentleness** correcting those who are in opposition, if perhaps God may grant them repentance leading to the knowledge of the truth —2 Timothy 2:25



—Let no corrupting talk come out of your mouths, but only such as is good for building up, as fits the occasion, that it may give grace to those who hear. —Ephesians 4:29



View of God

What does God expect from our words?



View of man/self

How does God expect us to prepare before we speak?



Reflection & Application

There are 2 parts to speaking – prepare your own heart and mind first, then speak with grace and truth. This is true of every conversation, so how does this apply to leading children & youth? What is your preparation to make sure that your heart is right before you lead? Is there more responsibility for our words when we work with children because of their age and vulnerability (Matt 8:16)? How will your words shape their view of God? Of themselves? Take it a step further and think about how you lead your children at home where they are always listening.

⇒ *prayer* ⇐

Discover Your WIRING

what COLOR are you?



For each question, circle the letter that sounds most like your natural, **automatic response**—not what you think you “should” do, but what feels most natural.

How many did you have?

A _____

B _____

C _____

D _____

1

In a chaotic youth room, my first instinct is to...



- A Jump In & Match energy
- B Take Charge & Bring order
- C Observe & see who is left out or uncomfortable
- D Stay calm, help & keep peace

2

I feel most valued and appreciated as a leader when...



- A people show they enjoy being around me
- B I am trusted and respected
- C Someone sees my quiet effort
- D there is peace & my steadiness is appreciated

3

After a long draining night with youth, I usually...



- A want to go out or debrief with others
- B vent about issues & plan fixes
- C need quiet & time alone to decompress
- D Relax, chill & rest

4

When a child says something shocking or challenging, my first instinct is too...



- A Laugh it off & steer it positive
- B Correct immediately & set boundaries
- D Hope the tension passes & things go back to normal
- C Try to understand why & SEE if something is wrong



Your color shades how you hear and the words you choose to speak.

Knowing your “tint” let you choose words with clarity for kids who may not see the world the way you do. **Colossians 4:6**

Temperament Activity

Let your conversation be always full of grace, seasoned with salt, so that you may know how to answer everyone. ~Colossians 4:6



My top color is _____.

_____ helps me to feel my best.



yellow = fun/attention



red = control/appreciation



blue = space/order



green = peace/respect



1 Spot Yourself

find the clash

► A phrase that instantly frustrated me is _____.

It is hard to hear because _____.



2 Flip It

Partner up with an opposite (red & green, blue & yellow) to discuss

► Rewrite the phrase that frustrates your partner to speak their language.

Original _____.

Translated _____.



3 Take it to the kids

► Name one child you work with and their likely color: _____.

► What is a phrase you can try that would speak their language?

_____.

Today's Generation And Hot Topics

Listening Guide

Today's Gen Alpha is parented by _____ & _____

3 Significant Challenges of Gen Alpha

*OneHope: Gen Alpha

*Fuller Youth Institute: Gen Alpha & Faith

*Barna: Reimagining Ministry For Generation Alpha

*World Vision: Parenting The Open Generation

Lack Of _____ Skills

Lack Of _____ Skills

Increased _____

These 3 challenges have manifested in numerous ways but one "hot topic" that comes significantly charged personally, highly divisive politically, and substantially funded through education/entertainment/media is radical self-expression and personal identity. The very issue of identity is an unstable, volatile, and a highly contentious matter. Carl Trueman (Strange New World) calls this the "liquefaction" of traditional frameworks (national, religious, familial, geographical, and physiological). Thus a new narrative has risen to the forefront through critical theory and the LGBTQ+ identity movement.

A Biblical Worldview

- **God's design for life and relationships is for God's glory and human good (Genesis 1-2).**
- **The world we live in is profoundly impacted by sin (Genesis 3).**
- **Every person must be treated with respect and dignity (cf Matthew 5:43-47; Luke 10:25-37; John 13:34-35; 1 Corinthians 13:4-6; Romans 2:4; 1 John 4:7).**
- **Every topic surrounding an individual's life and faith often has its uniqueness and own complexities (Psalm 139:2-4; Proverbs 14:10; 1 Corinthians 12:25-28).**
- **Not every approach to culture is fruitful or faithful to God's mission (Matthew 5:1-16; John 17:15-21; Romans 12:1-2; Rom 14; 1 Corinthians 9:19-23; 1John 2:15-17).**

Approaches to Culture...

* _____ like the Pharisees & Essenes

* _____ like the Sadducees

* _____ like the Zealots

* _____ like the Disciples

SAFE KIDS. STRONG FAITH. LASTING IMPACT.

Our commitment to **protecting** children and **pointing** them to Jesus.

1 ALERT



All adults must have a **background check** and clear of any **sex offender** or **violent offenses**.



All adults must promote **SPBC faith and doctrine**.



All non-members shall **not solely lead/teach** in any ministry.



All adults/youth are **here for the children**. Minimize outside distractions (texts, calls, emails, social media). Kids need **high attention** and recognizing potential **disruptions** (fears or tears) and **dangers** (wandering off or warding away).



"Whoever welcomes one such child in my name welcomes me."

– Mark 9:37

2 BUDDIES



MINIMIZE UNINTENTIONAL ALONE TIME WITH KIDS.



2-adult rule is mandatory.



Ratios to follow:

Infant–3 yrs
1:2

K–5th gr
1:6

6–12th gr
1:7



Stand in hallway for bathroom stops and **go in only** as necessary.



Affection should be expressed (in general) without **touching clothed body parts**.
2 second arm hugs / no laps.

GOOD BOUNDARIES



2 second arm hugs



No laps

3 CONTROL



**BE PRESENT.
HAVE A PLAN.
MAKE AN IMPACT.**



Control = being present with a plan; can't have control if we're not engaged or unprepared.



Children are like wet cement—whatever we are dropping will leave a lasting impression. So, let's model positivity and constructive solutions.



If behavior needs correction, then provide direct statements wrapped in compassion (truth in love).

DISCIPLINE PATH

1

1st warning inside room

2

2nd warning outside room

3

3rd warning with leader

4

4th warning include parent



Discipline might raise voice but is not physical impact.



If you need a tap out or breather – communicate with leaders.



DEFINING ABUSE
(Physical, Emotional, Sexual, Neglect)
in 2.9 of Policy

**MANDATORY
REPORTING TO
CIVIL AUTHORITIES.**

4 DISTRESS / EMERGENCY



All accidents or injuries receive a report sheet and specific care (ice pack, band aid, call parent).



Some leaders have First Aid training; also there is an AED located in the upstairs foyer.



If evacuation – guide kids to nearest exit and meet by field tree.



MEET BY
FIELD TREE



SAFETY IS OUR PRIORITY. JESUS IS OUR PURPOSE.



Faith At Home & Staying Fueled In Ministry

Listening Guide

4 Ways To Form Faith At Home

1. Family _____ (Deuteronomy 6:1-8; Psalm 78:4-7)
 - Table Meals
 - Read Scripture Together
 - Prayer Intentionally & Spontaneously

2. Family _____ (Joshua 4:1-8)
 - Names
 - Bedtime Routines
 - Gospel Mantras
 - Advent/Lent
 - Weekly Church & Ministry Programs

3. Family _____ (1 Corinthians 13:11)

a) Life b) Community c) Faith d) Church Membership e) Stewardship f) Transitions	g) Culture h) Marriage i) Family Dedication j) Parenthood k) Finishing l) Death
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4. Family _____ (2 Timothy 1:5-6)

Staying Focused And Fueled To Serve

Ownership vs Renting

Life Is Hard

Ministry Is Hard

Talk About Problems

Volunteers And Staff Are People Too

What about You?!?

TAKING ABOUT GENERATIONS



ICE BREAKER

If you had a time machine, what event would you revisit in your life?



Welcome to our discussion today.
We're talking about generations.

GENERATIONS IN THE BIBLE

INFANCY



"The LORD formed my inward parts; He knitted me together in my mother's womb. I am fearfully and wonderfully made."

(Psalm 139:13-14)

Infancy begins at conception, with life being a blessing from God (Ps 127). Infants should be valued and nurtured with great care.



CHILDHOOD



"And the child grew and became strong, filled with wisdom. And the favor of God was upon him."

(Luke 2:40)

Children are to be graciously welcomed and intentionally trained in God's kingdom (Dt 6). The aim of parenting is not establishing childhood but preparing independent adults to be deeply devoted disciples of Jesus.



ADULTHOOD



"When I was a child, I spoke, thought, and reasoned like a child. When I became an adult, I gave up childish ways. For now we see in a mirror dimly, but then face to face. Now I know in part; then I shall know fully, even as I have been fully known."

(1 Corinthians 13:11-12)

Adulthood is a sign of maturity with responsibility. The first humans were mature adults designed to steward faith and obedience, care for creation, and supportive relationships with one another. Therefore, key milestones are completing school, financial independence (vocation), entering marriage, having children, and leaving home... and ideally the last one comes early in these milestones.



AGED

"I have been your God before your birth, carried you from the womb, and even to your old age and your gray hairs, I will carry and save you."

(Isaiah 46:3)



The Bible recounts God's faithfulness through every life stage. Older age is not a hindrance to society but a blessing from God (Pr 16:31) and honor to a community (1Tim 5; Titus 2).



“Psalm 78:4, 6 “We will not hide God’s teachings from their children but tell a coming generation the glorious deeds of the LORD” and His might, and the wonders that He has done... that the next generation might know them, the children yet unborn, and arise and tell them to their children, so that they should set their hope in God and not forget the works of God.”



GENERATION MODERN LABELS

Present moment is a historic opportunity, with five+ (5+) generations in our families, churches, workplaces, and communities. To navigate this world, we need generational intelligence. We struggle because we stereotype and complain instead of communicate. We need to understand other generation's assumptions and values, as well as our own to discover the unique intersections and God-given opportunities to relate.

G.I. GEN 1906–1924	BUILDER GEN 1925–1945	BABY BOOMER GEN 1946–1964	GEN X 1965–1979	GEN Y / MILLENNIAL 1980–1994	GEN Z / IGEN 1995–2009	GEN ALPHA 2010–2024	GEN BETA 2025–PRESENT
This generation spent their primary years navigating economic hardship with the Depression, not to mention being drafted (“Government Issue”) and serving in the first World War, and many continuing in the second war. Their ethic established a strong foundation for our nation.	This generation “built” so much of the society we know today. Likewise, they displayed resilience through challenges of economic depression and war. Yet, they built our nation’s primary institutions and infrastructure, going beyond cities to bloom the suburbs.	This generation derived from the post-war baby boom where fertility rates were 3.5 children per family. The boom also extended to economy, construction, and infrastructure to shape politics, social justice of gender and racial equality with massive cultural change.	This generation’s mantra was anti-establishment (X), and countered authority. They benefited from the previous gen’s prosperity and embraced entrepreneurial opportunities.	This generation is known for their niche pleasures like special coffees, avocado-adds, and the likes. They’re the products of technology and formative years impacted by 9-11 tragedy. The accelerated economy has left many in this generation standing on the outside of the housing market, but could be due to their spending on special interests. Overall, this gen is influential due to representing 21% of population and coming of age of power.	This generation is adaptive and contrasting stereotypes of young people. They’re more likely to volunteer and/or work for a non-profit than any prior gen; making a difference matters more than their influence. Their influence is also digital with YouTube and viral impact. They are also the primary gen with formative years persevering through a global pandemic.	This generation is launching into the 21st Century even more than their Millennial parents. They have never not known technology with the iPad and Instagram occurring before their birth. The pandemic, increased globalization and connectivity will be shaping their outlook. They largely avoid labels and have a fluid-mindset for understanding traditional norms.	This generation is just occurring. They’re anticipated to be curious, diverse, and embracing of change and difference-makers socially and spiritually.
1% of population	3% of population	12% of population	16% of population	21% of population	21% of population	23% of population	24% of population

TAKEAWAYS

“The generation gap today is reflected not simply in fashion and music but in attitudes and beliefs about some of the most basic aspects of human existence. The result is often confusion and sometimes even heartbreak as many of the most brutal engagements in the culture war are played out around the dinner table and at family gatherings.”

— Carl Trueman, *Confessions of a Christian* © 2010



CHART: REFLECTION QUESTIONS

What categories and insights from the chart surprise or appear significant to you?



AUTHENTICITY > APPEARANCE

Be real.
It builds relationships across generations.



A JUDGES 2 MOMENT

Where Abraham, Isaac, Jacob are long gone / Moses has passed a generation ago / and Joshua not long ago.

V. 10 “And all that generation also were gathered to their fathers. And there arose another generation after them who did not know the LORD or the work that He had done.”



GEN IQ & EQ

Questions > Accusations

*Listen, Learn,
Lead with Love*

GENERATIONAL IQ & EQ

SOCIAL EMOTIONAL IQ & TEMPERAMENT

**WE ARE HERE FOR WHOMEVER
GOD SENDS... LIFE IS A MISSION FIELD.
DON'T FLINCH.**
1 PETER 3:15

- ✓ Respond without rejection
- ✓ Curious and calm



To adapt 1 Peter 3:15 for children and youth workers dealing with difficult behaviors, the focus shifts from intellectual debate to relational de-escalation.

Our goal in teaching youth is to move beyond debate and emotion, anchoring every conversation in God's truth and genuine relationship – because words only land when kids know we care.



1. CONTEXT THE MODERN CLASSROOM / YOUTH GROUP



The Atmosphere: Workers often face disruptions, defiance, or emotional outbursts from children dealing with trauma, attention deficits, or unstable home lives.



The Temptation: Human nature pushes leaders to respond out of our own power in anger, frustration, or a desire to control the room through sheer intimidation.



The Challenge: We need to reframe challenging behavior not as a personal attack, but as an opportunity to model Christ under pressure.

2. KEY WORDS & DEFINITIONS FOR YOUTH WORKERS

MAPPING 1 PETER 3:15 INTO PRACTICAL STRATEGIES



SANCTIFY
(hagiazō)

Set Christ apart as Lord of your emotions before entering the room. Your peace comes from Him, not from the perfect behavior of children.



DEFENSE
(apologia)

A reasoned, substantiated answer not being defensive. When a child asks, "Why are you being nice to me when I'm being bad?", your life and words provide the answer.



ACCOUNT
(logos)

Meaning word – The logical rationale. Children need clear, logical explanations, not angry words rooted in a leader's frustration. True for everyone but particularly gen alpha.



GENTLENESS
(praütēs)

Controlled strength. It is staying calm, lowering your voice, and selecting your words when a child is deregulated.



RESPECT
(phobos)

Deep reverence. Treating a difficult child with dignity as an image-bearer of God, even when their actions are disrespectful.

3. EXPLANATION

THE VERSE PROVIDES A TWO-STEP FRAMEWORK FOR CRISIS MANAGEMENT:

1 THE INTERNAL CONDITION

You cannot give what you do not have. Setting Christ apart as Lord means your worth is not tied to a successful lesson plan or your identity. This internal security prevents you from taking a child's acting-out personally.



2 THE EXTERNAL ACTION

When youth workers respond to chaos with radical gentleness and respect, it confuses the child's expectations. This unexpected grace opens the door for the child to eventually ask why the leader cares so much.



"In your hearts set apart Christ as Lord. Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have."
1 Peter 3:15

4. PRACTICAL APPLICATION



PRE-PLAN YOUR RESPONSE

Be prepared. Decide before the youth group starts how you will handle a specific child's known triggers. We have church policies but knowing the kids well helps us take steps before we need to start discipline steps.



CO-REGULATION

When a child screams, lower your voice. Your gentleness helps de-escalate their emotional storm.



SEPARATE BEHAVIOR FROM WORTH

Address the disruptive action, but respect the child's value. Use phrases like, "I love having you here, but that behavior isn't safe for our group."

In order to give an answer for our hope, we need to be able to communicate to the children and youth clearly. Kathleen Edelman is a Christian counselor who specializes in communication and we will be using her temperament (or wiring) framework to help us learn how to better communicate with the kids we lead.



Our words should be logical and also inspirational.



Efficiency matters, but not at the expense of encouragement.



Productivity is great, but meaningless words waste time.



Every word you use is a word you choose – and you are accountable for it.

"The words you say can echo in a child's life forever."
– Kathleen Edelman



EPHESIANS 4:29

Let no corrupting talk come out of your mouths, but only such as is good for building up, as fits the occasion, that it may give grace to those who hear!

It's not just about not saying the wrong thing, but about speaking words that will build the person/child you are talking to. In order to do that you need to know them and choose your words for them.

QUICK TEMPERAMENT QUIZ

SCORING KEY:

- Mostly A's: Yellow (Sanguine) – You bring the fun and connection.
- Mostly B's: Red (Choleric) – You bring the drive and direction.
- Mostly C's: Blue (Melancholic) – You bring the depth and detail.
- Mostly D's: Green (Phlegmatic) – You bring the calm and harmony.



YELLOW
"Let's do it together and have fun!"
(life of the party or source of the drama)

- Outgoing, people-focused
- Strengths: warm, encouraging, makes everyone feel included
- Needs: attention, approval, acceptance
- Under stress: talks too much, deflects with humor



RED
"Let's do it right, now."
(dynamic leader or playground bully)

- Outgoing, task-focused
- Strengths: decisive, bold, gets things done, protects
- Needs: loyalty, control, appreciation
- Under stress: sharp tone, raised volume, takes over



BLUE
"Let's do it right."
(compassionate friend or tough critic)

- Reserved, task-focused
- Strengths: deep, thoughtful, sees what others miss, compassionate
- Needs: safety, sensitivity, space to process
- Under stress: critical, withdrawn, moody



GREEN
"Let's keep the peace."
(kindest of friends or stubborn heel-dragger)

- Reserved, people-focused
- Strengths: calm, patient, great listener, steady
- Needs: harmony, respect, low stress
- Under stress: avoids, procrastinates, goes silent

YELLOW – CONNECTION

DON'T SAY:

- Get to the point
- You can be a lot
- You're so dramatic
- Just be quiet
- It won't kill you to be alone

DO SAY:

- You tell good stories
- You're a joy to be around
- I love your energy
- You're so friendly
- It's better when we're together



RED – PROTECTION

DON'T SAY:

- Your way isn't the only way
- Loosen up
- Just do what I say
- Why is everything an argument
- I don't care who did it, fix it

DO SAY:

- Thanks for taking charge & helping
- You're always ready for a challenge
- Help me plan what to do
- I appreciate how independent you are
- You're good at delegating, can you help me

BLUE – SENSITIVITY

DON'T SAY:

- Lighten up, I was just kidding
- It's good enough
- I know we were going to...but instead...
- I need an answer now
- You're too sensitive

DO SAY:

- Your sensitivity makes you a good friend
- I need your eye for detail
- I want to be sensitive to your schedule
- Do you need time to think
- I love how you make things better



GREEN – PEACE

DON'T SAY:

- Why can't you finish things
- Show some energy/emotion
- We don't have all day
- What have you been doing all this time
- You don't seem very motivated

DO SAY:

- Your easy going nature is so nice
- I appreciate how you stay calm
- Thanks for being accommodating
- Thanks for being patient
- Your consistency means I can count on you



101 FOR MENTAL HEALTH LEADER'S JOB IS CARING AND NOTICING – BOTH FOR THE KIDS AND FOR THEMSELVES



HOW TO SPOT WHEN KIDS ARE STRUGGLING

- YELLOW** – manipulate with extreme charm & flattery
 - Quiet positive attention away from main action (attention)
- RED** – harsh comments, angry outbursts
 - Create a small choice (control)
- BLUE** – judgmental, critical, disengaged
 - Give space (space)
- GREEN** – procrastination, stubbornness
 - Lower pressure (peace)



HOW TO SPOT WHEN YOU'RE STRUGGLING

- YELLOW** – deflect, joke or talk over discomfort
 - Find a supportive listener
 - In the moment, pause for 3 seconds
- RED** – get sharp, take charge, name the problem loudly
 - Step back and delegate
 - In the moment, take a deep breath
- BLUE** – criticizing, withdrawing, seeing everything that's wrong
 - Quiet space
 - In the moment, self talk "this isn't personal"
- GREEN** – shutting down, avoiding, hope problem solves itself
 - Step away from tension for a few minutes
 - In the moment, let other leader step in for a minute then reengage

AS A LEADER, FIRST RESPONSIBILITY IS TO GUARD OUR HEARTS PROVERBS 4:23



Ministry is revealing, what is in our heart will come out.	Luke 6:45
Ministry feels relentless, we need to follow Jesus' example and make time for God in our lives.	Luke 5:16
Ministry is rough, we can't do it in our own strength.	2 Corinthians 12:9
Ministry needs relationship, God gave us a team.	Ecclesiastes 4:9-10



KNOW THEM. LOVE THEM. SPEAK TO THEM. LEAD THEM TO JESUS.





TODAY'S GENERATION & HOT TOPICS



— Understanding today's kids. Standing on God's truth. Loving every person. —

TODAY'S CHILDREN HAVE 2ND-HALF GEN X & FULL MILLENNIAL PARENTS

Not meant as unfair critique but informing of a cultural trajectory.

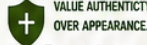
MILLENNIALS ARE STEREOTYPED...

- Won't get off their screens
- Don't show respect to elders, or any authority
- Naive about what makes organizations work; anti-institution
- Impatient and will drop out if you don't implement their ideas
- Entitled
- Grown up in highly sexualized culture
- Many are walking away from Christianity

YET

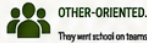


FIXATED ON MEANING AND PURPOSE



VALUE AUTHENTICITY OVER APPEARANCE.

Their trust is low bc they've grown up with news of church abuse, CEO's going to jail for greed & cheating; hypocritical politicians – and others! Too often they don't see their elders living their self-professed "true self."



OTHER-ORIENTED.

They went school on teams; internet connections, group texts... they expect to work together, and they are highly inclusive and cross boundaries far more than previous gens. They're less likely to fight – they simply put the ear buds in and ignore conflict.

3 SIGNIFICANT CHALLENGES OF GEN ALPHA (BORN AFTER 2010)

1

LACK OF RELATIONAL SKILLS.

First gen to come of age in post-pandemic world. Lower reading & math scores, social-emotional gaps, though many with deepened family bonds; 55% say pandemic still affects them regularly but 75% hardly ever talk about it. 1 in 5 teens "almost never" spend time with friends in person. Avg 4+ hours each day on screens outside schoolwork; 87% exceed daily screen time recommendations. More screen time = more mental health risks. Loneliness is at epidemic levels. Therapy is more common, but relational disagreements often lead to labeling as "toxic" and cutting off relationships – even family.



COMMON WORRIES

- 27% Family issues
- 28% School violence
- 41% Bullying
- 43% Having friends
- 60% Doing well in school

2

LACK OF COPING SKILLS.

Heard and knows more "about" mental health than any prior generation. They easily diagnose themselves and others, but have little skills to cope with anxiety, anger, depression, overcoming challenges, regrouping after setbacks, and their standard unease. 1/3 of Gen Z report mental health challenges, and about 1/3 have engaged in professional therapy. Over 11% of preteens say they or peers have considered suicide in last 3-months; and sadly this stat increases by age.



3

INCREASED COMPLEXITY.

Knowledge now doubles about every year, and tech predicts even faster cycles. Diverse cultures and values create a highly complex world to process and relate to, causing overload and fear of saying/doing "the wrong thing." Cultural emphasis on subjective truth and individual experience creates significant generational confrontation. The impact of AI is still TBD – a double-edged sword of necessity, ethics and responsibility.



These 3 challenges have manifested in numerous ways but one "hot topic" that comes significantly charged personally, highly divisive politically, and substantially funded culturally through education/entertainment/media is "self-expression" and personal identity. The very issue of identity is an unstable, volatile, and a highly contentious matter. Trueman calls this the "liquefaction" of traditional frameworks (national, religious, familial, geographical, and physiological). Thus a new narrative has risen to the forefront through critical theory and the LGBTQ+ identity movement.



BIBLICAL WORLDVIEW

A.

God's design for life and relationships is for God's glory and human good (Genesis 1–2).



The Genesis blueprint is that God created humanity in His image. Humanity is created male and female as equal and complementary, though not interchangeable beings. Jesus Genesis blueprint (cf. Matthew 19:4–6; Romans 1:18–32; 1 Corinthians 5–6; Ephesians 5–6; Colossians 3; 1 Thessalonians 4:3–8; 2 Timothy 3; Hebrews 13:4; 2 Peter 3:13–14; Jude 1:4–7; Revelation 21:8).

B.

The world we live in is profoundly impacted by sin.



We live in a Genesis 3 world not a Genesis 1–2 creation. Therefore, we should not be surprised with whatever temptation, struggle, or sin we must address among one another.

C.

Integrity demands the church and fellow Christians to encourage holiness, spiritual growth, accountability, and address issues of sin.



We speak truth in love with the aim of all matters of discipline being restoration, not punishment.

D.

Every person must be treated with respect and dignity.



LGBTQ+ persons are not projects or political pawns, but real persons discerning human identity and purpose. Christian love should permeate every attitude and action toward our neighbors, including those we disagree (cf. Matthew 5:43–47; Luke 10:25–37; John 13:34–35; 1 Corinthians 13:4–6; Romans 2:4; 1 John 4:7).

E.

Every topic surrounding an individual's life and faith often has its uniqueness and own complexities, indeed with LGBTQ+ topics.



Therefore, our guidelines require biblical wisdom. Further, some topics require stages of communication, especially involving minors. While there is temptation, and some necessity, to shield children from certain topics, we must also have honest conversations when occasions or questions present themselves.

THUS, WHILE EVERY PERSON IS ACCEPTED NOT ALL BEHAVIORS ARE ACCEPTABLE.

Personal agreement with our views is not required, however attendance, participation, and membership in our ministry gatherings and programs is a privilege with guidelines, not an individualized right.



1. STAY ON TOPIC

Students/adults shall stay on topic rather than repeated conversation distractions & divisiveness.



2. CLOTHING & APPEARANCE

Clothing and appearance may find some measures of compromise, however some social norms should not be supported (blatant cross-dressing). Some of our ministries require specific uniforms that shall be followed.



3. EVENTS & SLEEPOVERS

Events involving sleepovers will follow one's biological gender. Sometimes custom guidelines may be designated for individual circumstances.

FINDING FAQs FOR TODAY'S KIDS



THE RIGHT VOICE FOR EACH CHILD – YOUR WORDS MATTER

"The words you say can echo in a child's life forever."
— Kathleen Edelman

EPHESIANS 4:29

Let no corrupting talk come out of your mouths, but only such as is good for building up, as fits the occasion, that it may give grace to those who hear.

- ✓ Not just about not saying the wrong thing, but about speaking words that build up the person/child you are talking to.
- ✓ Every word you use is a word you choose. Every word you say is one that you are accountable for.



Think of your words like a mirror and a window:

- Mirror – They reflect who you are in Christ.
- Window – They show the hope of Christ to others.

Our goal: Speak truth in love so every child knows they are seen, valued, and guided by God's truth.

COLOSSIANS 4:6 Let your conversation be always full of grace, seasoned with salt, so that you may know how to answer everyone.



KNOW THEM.



SPEAK TO THEM.



LEAD THEM TO JESUS.



FAITH & FUN AT HOME AND CHURCH

AND STAYING FUELED AS A VOLUNTEER

1 FOUR WAYS TO DEVELOP FAITH AT HOME

1) FAMILY DEVOTIONS (Deuteronomy 6:1-8; Psalm 78:4-7)



RESOURCES:

- Big Picture Story Bible
- Jesus Storybook Bible
- Gospel Story Bible
- Biggest Story Bible
- Biggest Story Bible

- Table meals (only about 30% of families do so 1–2x week)
high-low-Godsight /
rose-thorn-bud
*Bonding, language expands,
educational, social development,
decrease risk behaviors*
- Read Scripture together 1–3 or daily each week.
- Pray together intentionally... and spontaneously.
- Persons involved in ministry must fill up to pour out, otherwise emptiness & burnout occur.

2) FAMILY TRADITIONS (Joshua 4:1-8)



- Name meanings
- Bedtime Routines
- Gospel Mantras:
"Be strong & courageous,
the Lord is with you"
"Whine vs Work for it"
"Grumble vs Gratefulness"
- Advent / Lent
- Weekly church & ministry programs



>> What traditions or repeat sayings/practices does your family have?

3 FAMILY MILESTONES (1 Corinthians 13:11)



1) Life (celebrating birthdays to God's glory)



2) Community (family mission)



3) Faith (salvation & baptism)



4) Church Membership



5) Stewardship (spiritual gift inventory, GOSPEL dashboard, Habits of Grace)



6) Transitions (journaling, Habitudes)



7) Culture (Christian DOCTRINE & Worldview, Onward)



8) Marriage (Premarital, Enrichment, Mentorship)



9) Family Dedication (offspring & ceremony)



10) Parenthood (Kid's Bible & catechism)



11) Finishing (retirement plan)



12) Death (living will)



Spiritual Milestones come from a spiritual heritage and creating a lasting legacy.

"Indeed the safest road to hell is the gradual one – the gentle slope, soft underfoot, without sudden turnings, without milestones, without signposts." – C.S. Lewis, Screwtape Letters



What do you want your child to know (head/heart/hands) before they launch to adulthood?

4 FAMILY PARTNERS (2 Timothy 1:5-6)



How does/can the church partner with your family?



Share prayer requests.

OTHER TIPS FOR SERVING IN MINISTRY...



OWNERSHIP VS RENTING AS A VOLUNTEER

- When I'm serving, all the kids are "my kids"
- You are empowered to use your gifts and skills to be the hands, feet, and voice of Jesus



LIFE IS HARD.

No one expects perfection. Showing vulnerability is ok. Yet, if challenges and "issues" are frequently present and become excuses for not fulfilling a volunteer role, then perhaps it's not the right season to serve or a sabbatical/break is necessary.



MINISTRY IS HARD.

Everyone needs encouragement. Take time to celebrate wins as a team, and testify of how God is at work.



TALK ABOUT PROBLEMS, especially when they're not problems



VOLUNTEERS ARE PEOPLE TOO...

Spend time getting to know and befriend one another. Teams thrive when there is trust and appreciation.



WHAT ABOUT YOU: comments, questions, emphasis???

