

1. Purpose + Planning Team:

The purpose of the 2019 Australian Intergenerational Roundtable was to build on the work begun at the 2018 Roundtable. The planning team for the gathering consisted of Chris Barnett, Jenny Cowley, Tammy Tolman and Terry Williams.

2. Participants + Program:

11 people participated in the second Australian Intergenerational Roundtable (AIR), held at The Tops (Stanwell Park, NSW). Participants came from around Australia and were from a variety of denominations/organisations (see Appendix 1). The program, which was residential, began at 11.30am on Tuesday March 5 and concluded at 4.30pm on Wednesday March 6 (see Appendix 2).

3. Gathering + Beginning

The gathering began with a time of

- connecting/reconnecting with one another
- white-boarding of burning questions/hot topics
- identifying of goals and aspirations for the time together

(see Appendix 3)

4. From Vision to Action

The first part of the Vision to Action process involved responding to an invitation to complete the sentences, in relation to intergenerational ministry, *Imagine a church where...* and *Imagine a denomination where...*

(see Appendix 4)

The second part of the Vision to Action process included a brainstorming of *Who, How* and *Where* in relation to communicating and advancing the cause in relation to intergenerational ministry.

(see Appendix 5)

The key concepts that emerged from this time were that ***real change will be organic, fuelled by intentional resourcing*** and that ***disciplined imagination is vital in determining ways forward.***

(see Appendix 6 for some notes on the discussion)

5. Doing what we want to do

Opportunity was given for participants to identify – and work on – particular areas of interest. Areas explored across the evening included...

Helping generational ministry be more intergenerational
Organic networks and viral connectivity

(see Appendix 7 for some notes on the discussions)

6. Looking Back, Looking Forward

Following a time of reflection based on Philippians 2:1-??, reviewing the previous day and further discussion, five key areas of focus were identified for further work...

- Re-visiting the “Why” of “intergenerational” in a way that speaks to the brokenness & disconnectedness in society
- Developing a strategy for AIR in relation to encouraging intergenerational ministry
- Identifying the “How” of “intergenerational” in terms of principles
- Exploring the possible role of AIR in organic networking
- Determining the future shape of AIR

(see Appendix 8 for some additional notes on discussion)

7. Spending time with Youth Leaders' Conference

A consequence of being at The Tops was the opportunity to contribute a Youth Ministry Conference that was taking place at the same time. An excellent session around intergenerational ministry was facilitated by Tammy, Andrew and Libby, with the rest of the AIR group joining in as participants.

(see Appendix 9 for an outline of the session)

8. Working on our identified areas

Each of the areas identified in 6. above were worked on over the course of the rest of the day (see Appendix 10).

- Re-visiting the "Why" of "intergenerational" in a way that speaks to the brokenness & disconnectedness in society
- Developing a strategy for AIR in relation to encouraging intergenerational ministry
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9. Where we landed and where we are going

At the conclusion of the gathering there was a wealth of material for further reflection (see Appendices), a specific strategy to implement (see Appendix 10.2) and a number of key questions to explore (see Appendix 10.5).

It is suggested that the team that facilitated this gathering (Chris Barnett, Jenny Cowley, Tammy Tolman and Terry Williams) meet again to...

- Review feedback from AIR 2019 participants
- Organise the finalisation and distribution of this report
- Arrange opportunities for 2018 & 2019 participants to engage with delivery of the agreed strategy
- Facilitate engagement of 2018 & 2019 participants around the key questions identified for exploration

Appendix 1 Participants

<i>Last</i>	<i>First</i>	<i>e-mail</i>	<i>State & Denom/Org</i>	
Barnett	Chris	chris.barnett@ctm.uca.edu.au	VIC	UCA
Bartlett	Louise	lbartlett@nswactbaptists.org.au	NSW	BAP
Beilharz	Tim	Tim.Beilharz@youthworks.net	NSW	ANG
Horton	Libby	libby@logosdor.com	ACT	Logosdor
Maynard	Anthea	Anthea.Maynard@victas.uca.org.au	TAS	UCA
McDonough	Andrew	andrew@lostsheep.com.au	SA	BAP
Pratt	Daron	DaronPratt@adventist.org.au	NSW	SDA
Stalley	Michael	michael@stdavidschelmer.com.au	QLD	ANG
Tolman	Tammy	tammy@intergenfaithresources.com	NSW	CoC
Viles	John	john.viles@ae.salvationarmy.org	NSW	SA
Williams	Terry	terryw@su.org.au	QLD	SU

Appendix 2 Program

Tuesday March 5

11am	Arrival, tea/coffee
11.30am	Gathering & Beginning
12.30pm	Lunch
1.30pm	From Vision to Action (Part 1)
3pm	Afternoon tea
3.30pm	From Vision to Action (Part 2)
5pm	Break
6pm	Dinner
7pm	Continuing in conversation and action
8.30pm	Chill time

Wednesday March 6

7.30am	Breakfast
9am	Worship/Reflection
9.30am	Looking back, looking forward
11am	Morning Tea
11.30am	Working on projects together
12.30pm	Lunch
1.30pm	Overflow session
3pm	Afternoon tea
3.15pm	Where we have landed and where we are going
4.30pm	Finish

Appendix 3 Hot Topics/Burning Questions, Individual Aspirations and Identified Group Outcomes

3a. Hot Topics/Burning Questions

Do we need “well known” people to advocate?
How do we release a virus into denominations?
How to expand beyond a Children & Family context?
How to transform conservative congregations into an intergen mindset/culture?
Do we need to stop trying to alter existing church culture and just plant new churches?
How to help more generational church/congregation/denomination to develop an intergenerational culture?
The urgency of re-shaping communities Australian society needs help desperately. Faith communities could/should be at forefront. How?
People aren’t asking the important questions. More concerned with managing their church people, programs, etc – how do we move people from what they know and do now to a new way (of doing church)?

3b. Individual Aspirations

Courage
Questions of the heart
Tools and tips that might work
Moving from “intergen=children”
New energy, new ideas, new friends
Conversations that convert into action
Clarity re next steps – role, state, country
The preacher/the sermon event – move forward
Forward movement /influence for this conversation
The beginning of a strategy for changing the current ministry paradigm

3c. Identified Group Outcomes

Owned Strategy	Dot points/succinct Can be taken to key influencers Recommendations To present what is being said
United voice	Gives strength to the conversation Power to change Video bytes
Resources	List of experiences Who is doing what

Widen the Conversation From children

Way Forward	Freedom/opportunities to change Courage to break things
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New Paradigm	What to do with “Preaching Event”
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Curate and summarise all that is being said

Appendix 4 From Vision to Action (Part 1)

4.1.1 *Imagine a church where...*

Children are *listening* to adults, adults are *listening* to children
Children are *learning* from adults, adults are *learning* from children
Children are *leading* adults, adults are *leading* children
Children and adults “with-ing” (rather than “to” or “for”)
Genuine engagement between generations
Circles of different ages, rather than straight lines
Architecture that enables intergenerational connection
There is more food (in worship)
Spoken word holding the attention of all present (irrespective of age or church experience)
Multi-sensory, multi-ability, multi-intelligence awareness
A variety of ages are seen as engaged together
The absence of “intergenerational” feels awkward
Where children are not applauded for their role in leading worship
Where the gifts of all ages are valued
...is “normal”.

4.1.2 *Imagine a church where...*(material from Tammy)

Imagine a Church where

the relationships and interests, one with another, across the age groups enhance each other’s faith journey
when one is missing, the community is lesser for it (body of Christ)
it would be more than Sunday/Saturday, and that those connections would be shared experiences
the flow of being together brings new diversity and cooperation
genuine relationships between all generations that moves beyond the pleasant questions to conversations of care
healthy community...will naturally grow people in faith (*as long as they choose to press in*)
the spoken words hold the attention of all ages
the gifts of all ages are valued...and this is normal.
we can explore and unpack the bible together
grandparents make intentional connections with the younger generations
families are sharing back @ weekend gatherings
there are small intergen faith groups
life giving relationships through the week.

4.1.3 *Imagine a church where...*

Life-giving relationships
Smaller intergenerational faith groups
We can explore and unpack the bible together
Families sharing/contributing to weekend gatherings
Grandparents take intentional connection with younger generations

4.2.1 *Imagine a denomination where...*

Advocated for intergenerational practice
Intentionally resourced intergenerational ministry
Didn’t care about itself, but was focused on empowering local ministry
So owns this that their formation processes have been changed accordingly
Had a default position of call being to the whole of the body (not just adults)
Those with power own and share a common vision around doing life and faith together, with consistent messaging

4.2.2 *Imagine a denomination where...*

resources would come from the denomination but the power would come from the local church
the responses would be ecologically appropriate
at 42 I would be considered the old officer instead of the young one
it didn't care about itself but cared more about the neighbourhood around it
the leadership owned and shared this common vision about doing life and faith together and spoke about it continually
the denomination has changed the curriculum that is taught in their training centres to be all about intergenerational
they refuse to allow people to the pulpit unless they could teach/preach with all ages
children (and adults) run to the body rather than away from it

Appendix 5 From Vision to Action (Part 2 – Who, Where, How)

5.1 *Who*

Aunty Beryl

Whoever you're with

Single people of any age

Any person who has a spark/interest

Own church and small groups

Local leadership

Regional/cluster groups

Our denomination heads

Para church agencies

Our Christian networks

Existing ministry groups (eg. Mainly music)

Parents

With children and young people

Normalise for children (they grow up)

Growing young cohorts

Influential youth voices

Church planters

Non-Anglo cultural leaders

5.2 *Where*

Everywhere

At pub over beer

Over the dinner table

Home around dinner table

In your place and amongst contacts

In church main, and other, gatherings

Mission organisations

Major Christian events

Para-church organisations

Amongst those engaged in new church models

Bible Colleges

Training Colleges

Governing church bodies

Theological institutions

National bodies

Heads of denominations

Youtube

Facebook

Instagram

5.3 How

Prayer

Pray for a heart change

Resource e-mails

Coffee and hot chocolate

Intergen small groups...feed into Sun/Sat service

Articles for on-line distribution

Stories – variety of contexts, variety of ideas

Preaching for everyone (seminars)

Short 2-minute youtube clips

Video interviews of people doing Intergen and explaining how and what they do (very practical)

5-year strategic plan

Look for where intergen is already happening and champion it

Show over an extended period

Blog the journey

National speaking tour

Conversations

Active, vocal national team of advocates

Set people free to experiment

Other than Sunday movement

Just do it

Empower people to use/celebrate their existing connections/communities

Fresh Expressions

Fund people to do study

Australian-based speaking tour

Need an articulated intergenerational theology and remove strongholds (or challenge them)

Zoom with experts

Shaping the intergenerational vision well

All forms of media

Small intergenerational faith groups

Discovery Bible Studies

Disciple making movements

Invite, encourage, equip, evaluate

Peer learning Groups, Communities of Practice

5 minute intergen spot in church to get different ages interacting to then grow to longer chunks

Appendix 6 From Vision to Action (Part 2 – Some Discussion Notes)

6.1 A Description of Intergenerational Communities

Communities valuing all *humans* in intentional holistic relationships forming lifelong faith through taking the journey of life together as God's reconciled people *in* the Kingdom of God

- "People" or "humans"...on balance preference for "humans"
- "In" or "for"...interesting to consider the difference, but no strong feeling to change to "for"
- "God's reconciled people in the Kingdom of God" or "God's reconciled and reconciling people"...noted, not discussed in any depth

6.2 Some comments around congregations and change

Lack of resilience

Timidity and fear of death

Do we need to break things?

Need for disruption and breaking

Who is being included in decision-making?

Lack of living out of already accepted theologies

Who needs to be included in the process (nb. all ages)

Fall back to default, as sustaining change takes energy

Courage required to speak about the elephants in the room

Economics of change, the cost of the shiftgender, money, power and race

The system it always going to protect itself, to fight any attempt to change (flight, fight, freeze)

6.3 What might be required for change?

6.3.1 Change will be organic, fuelled by intentional resourcing

Where? At the grass roots of local church life

Who? Those in local churches

How? Supporting, resourcing, encouraging, celebrating

6.3.2 Imagination

Sparking the imagination

Requires disciplined imagination

Supporting those with imagination

Creating imaginative contextual responses

"Imagination is wasted on the timid"

6.4 What could we do?

6.4.1 Identify, encourage and resource those who have started

Eg. InterGenerate (the network)	(provides validation)
Video models	(show how)
Tools	(makes possible)
Zoom calls	(provide affirmation)
Real life examples	(show what can be done, doesn't have to be perfect)

6.4.2 Curate resources

Eg. Collect and collate Australian resources

Identify non-Sunday options

Provide check-list for different ministries

6.4.3 Foster strategic relationships

Eg. Coaching, influencing

Creation of a network

Developing a hub group of focused individuals

6.5 What could congregational leadership be encouraged and equipped to do?

- **Resource** and **rally** the whole church community toward developing a culture of intergenerationality
- **Identify & initiate** opportunities for intergenerational engagement
- **Support & sustain** intergenerational endeavours across the whole church
- **Equip & empower** all leaders and participants for intergenerational engagement

Appendix 7 Doing what we want to do

7.1 Helping generational ministry be more intergenerational

Mentors

Service/mission projects

Adopt a grandparent/teenager

Hearing the voice of the teenagers

Involving youth in program generation

Gathering feedback and taking it seriously

Men & Boys events, Women & girls events

Providing small simple grabs/pictures of possibilities

Low key opportunities to engage (eg. Reading bible together)

Separate generational time followed by intergenerational time

Christmas Hampers – adults made connections, youth shopped, all packed

Questions for use in church that all can engage with (eg. Where have you seen Jesus this week?)

Raising consciousness around difference between multi- and inter-generational, then generating ideas together

Asking questions such as...

What do you look for when you come to our weekend gathering?

What does the bible suggest about our gathering?

What are our listening processes?

To what extent are a range of ages expressed in our church decision-making?

7.2 Organic networks and viral connectivity

Organic works on natural connections

Organic connects through “natural” interactions

Organic networks fuelled by intentional resourcing

Eg. Thy Kingdom Come

Eg. Kids Games, Messy Church

Needs to be a sense of partnership

Needs to be relational (eg. Conversation space via zoom, have a coffee)

How do we help people make connections?

Need to work out who is already there

For those starting the journey, need to provide somewhere to start

What’s the pathway into “intergenerational” connecting?

This is where we are at...

This is our need...

Start with a website, vision to inspire

Build in facility to connect

Prayer for a heart change

Sign-up to pray together once a month for intergenerational change

Appendix 8 Notes from discussion arising from reflection on previous day

9.1 General discussion

Importance of refining our message

We need to look, pay attention, attend

Need to communicate with individuals/communities, in ways that are non-judgemental and honour the past ways of doing things

How Principles sit above process

AIR Key principles into thinking and practice

Importance of doing things intergenerationally

Enabling digging into scriptures together (eg. 5 Different ways of engaging intergenerationally with Bible)

8.2 Key areas to work on...

-Re-visiting the "Why" of "intergenerational" in a way that speaks to the brokenness & disconnectedness in society

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8.3 Some initial comments

8.3.1 Why?

Society & Times

Gospel & Kingdom

Who we are

Looking to the margins

"Looking to become who God has already made us to be"

Imagine a world, a kingdom, a neighbourhood, a church that looks like that.

Challenge of simplification (that leads to greater multiplication)

Importance of identifying audience and tweaking appropriately

A response to the hurt and pain of the world

Being biblical - what does Jesus ask us to do?

Awareness of history/claiming what was - reassure that this consistent from where we have come from

8.3.2 Strategy(What are the steps to get to our goal of an intergenerational culture)

Clear articulation of what is understood by intergenerational ministry (including principles, similar to Here 2 Stay)

Creation, curation and collation of stories that can be shared

Creation, curation and collation of resources

Fostering of organic networks

Facilitation of state-based intergenerational activity (inc. expanding circle)

AIR initiated activity (eg. Webinar)

Connecting with and influencing academia (working with those who have influence)

8.3.3 How (principles)?

Intentional

Mutuality (does it include equality and respect and reciprocity)

Relational

Holistic (faith formation)

Lifelong

Simple statement or single words

Australian or Global?

How do these words uniquely describe/relate to intergenerationality?

Appendix 9 Outline of Session with Youth Leaders

Tammy / Andrew

15 mins

ZOOM - gameWhere are you looking ? Part of a bigger story.....
reflection - Tammy ...

Andrew

5mins

Ps 8 - story- Emu

Tammy

5 mins

My story - G

Libby

10 mins

Q: Who has influenced you (small talk in pairs)

15 mins

Libby

WEB of stories:

Q: Something that you have learnt from someone from another generation ?

Q: When is a time when you needed someone older than you to help you ?

Q: When is a time that you felt most helpful to someone younger ?

Q: Think of a time you enjoyed being with all ages together ?

10 mins

Tammy: this web has been made with stories from all generations. Leave the strings.....pulled away.....until we have the youth - loses all its beauty.

Q: ,.....PPT

Andrew: They are legends.....

Commendations / encouragement - that important role you play.....in the whole story.

Appendix 10 Working on the identified areas

10.1 Re-visiting the “Why” of “intergenerational” in a way that speaks to the brokenness & disconnectedness in society

WHY? INTERGENERATIONAL (all ages together)

Because... we are not becoming
nor will we eventually be
the BODY OF CHRIST

we ARE the body of Christ



Because... We will be living what God
made us to be.

We were created to bring glory to God.
Our lives reflect God’s Kingdom when we do it together.

We ALL need a place... to belong
to be known
to contribute

Because... We are the Body of Christ and unless we are functioning TOGETHER across generations, cultures, different abilities, then we are just a dismembered counterfeit copy.

[Picture] Most churches today are more like Butcher shops – all the different parts present, but separate (ultimately not life-giving).

When we choose to live intergenerationally/all ages together we choose ...

Relationships over loneliness
Hope over anxiety
Understanding over fear

Because... We have a God-given responsibility to do life together.

We were created for God and each other = God’s kingdom come on earth.

NOTES:

- The WHY’s must evoke emotions & images (eg. Butcher shop)
- When we’re Intergenerational we’re meeting people at a place of their pain. An ache in our society. Many do not even know they have this ache. They seek fulfilment in accumulating things, a home, family etc. But our society is showing symptoms of fear, loneliness & anxiety.
- Philippians 2: - joy of shared relationships in community
- Because church is about bringing God’s kingdom on earth 7 days a week.
- A Kingdom value is to break down barriers that act against our connections that we have in Christ.
- Once we start using language a child can understand then an outsider (who has no church experience or a person on the fringes) can join in. Gives them permission. Things are explained so they know how to join in.

10.2 Developing a strategy for AIR in relation to encouraging intergenerational ministry

What are the key steps in the next 12 months that will assist in reaching the goal of a more intergenerational culture across Australian churches?

1. Clear articulation of what is understood by intergenerational ministry
(see work of "How" group)
2. Fostering of organic networks
(see work of "Organic Networks" group)
3. Creation, curation, collation and dissemination of stories and resources that can be shared
 - a. Resources

Identify suitable resources
Create a space to put them
Put them up on website
Disseminate through regular communication (inc. fb)

b. Stories

Identify suitable people/stories
Record stories
Put on website
Disseminate through regular communication

4. Facilitation of state-based and denominational intergenerational activity (inc. expanding circle)

Promote establishment and nurture of state-based teams
Foster opportunities with-in broader denominational contexts
Intentional resourcing and encouragement of state-based teams

5. AIR initiated activity

Regular webinars
Annual Roundtable
Explore the viability of a national gathering
Production of termly newsletter

6. Connecting with and influencing academia

Identify what is already happening
Encourage participation in existing opportunities
Identify and work with key advocates with-in academia to maximise influence

10.3 Identifying the "How" of "intergenerational" in terms of principles

Developing a growing understanding of Intergenerational community...

Relational Community
Wholistic discipleship
Lifelong togetherness
Intentional connections
When we are mutual on giving and receiving
Co-contributors were all have something to offer, all can receive
When we are "intentional" we will be...connected across the ages

10.4 Exploring the possible role of AIR in organic networking

Networking

Network needed that would contribute to the expansion, uptake and understanding of an intergenerational approach

Network needs to be dynamic enough to meet needs, encourage information and provide opportunity for these expressions of church to grow.

People need to be able to dip in as much or as little as they want

People will have the most energy and connectedness when they choose to belong

Does a network need a website? Facebook Page?

What is a network member? How would they sign up?

Is InterGenerate (Aus) an appropriate name for such a network?

Sustaining a network

A growing core, that is not a centralised control group, is required

Core needs to...drive and provide oversight

- be dynamic within the situation

- be intentional about the health of the network

- hover over the network, identifying and responding to problems

- continue to advance the conversation

Is AIR an appropriate body to function as the “core”?

10.5 Determining the future shape of AIR

Possibility of 2020 AIR gathering?

Whilst the two AIR gatherings have been valuable, is a third gathering (in 2020) required?

If so, would a similar format to 2019 – proximate to an InterGenerate (Aus) conference – be appropriate?

What would the purpose of such a gathering be (perhaps a reference group)?

Who would need to be in the room (different generations/ethnicities)?

What topics might need to be discussed?

Possibility of a Facilitation Team?

If there was to be both an annual gathering and network...

might there need to be a national facilitation team?

might work need to be done around membership, insurance, accountability and appropriate legal structure?

how might this relate to the existing InterGenerate Aus conference, network and team?