



# BEING AN INTERGENERATIONAL CHURCH

## Resource Paper #5 | EMBEDDED INTERGENERATIONALITY

*The Uniting Church in Australia seeks to be a genuinely intergenerational church in which all ages are welcomed and valued, where every generation is engaged together in active discipleship, growing in and sharing faith in Jesus. This paper is one of a series that has emerged to assist the church in being and becoming more intentionally intergenerational. It is offered as a resource for all those who share the dream of a more intergenerational church – a church comprised of lifelong followers of Jesus, of all ages, caring, praying, celebrating, learning and serving faith-fully together.*

**RARELY IS THE FIRST STEP** in developing a more intergenerational culture likely to be the introduction of a new program or activity. More often, it will be seeking to be more intentionally intergenerational across the existing life of the community. The challenge is to embed the value of intergenerationality into the fabric of community life and to grow the expression of intergenerationality across all aspects of that life, remembering that intergenerationality is primarily about the...

*creating and deepening of relationships amongst those of different generations, relationships marked by mutuality, reciprocity and equality, respect and humility*

Embedded intergenerationality calls for the intergenerational dimension to be a growing part of who we are as individuals and community, as well as in what we do as individuals and as a community. It is especially important that this value is understood, modelled and intentionally cultivated by all those who contribute to the leadership of a church.

### INTERGENERATIONALITY CAN BE EMBEDDED IN...

Mission/Vision/  
Values/Strategy  
documents

Governance  
structure and  
leadership teams

Ministry and mission  
processes and  
activities

Hearts, minds  
and actions of all,  
especially leaders

### A PRACTICAL WAY FORWARD...

When you think about it, most activities in the church setting have five phases for leaders to consider:

**PLANNING | PREPARING | PRESENTING | PARTICIPATING | APPRAISING**

Taking a worship service as an example, at some point there is planning in which an overall shape and direction is set. There is preparation of the specific worship service and the elements with-in it. During the worship time there will be individual components presented and participated in. At some later point, the worship service will be appraised with a view to affirming what went well and wondering what might have been done differently. Each of these five phases provides the opportunity embed greater intergenerationality through...

**intentionally increasing the number of generations involved**

**proactively encouraging the deepening of relationships across the generations involved**

### AN EXERCISE TO TRY

- Identify one significant activity in the life of your church.
- Jot down how many different generations would usually be engaged intentionally in each of the Planning, Preparing, Presenting and aPpraising phases.
- Notice which are currently have more generations represented and which have less.
- Choose one "P", maybe one of the areas with less, and explore how more generations could be involved.
- Choose one "P", maybe one of the areas with more, and explore how deepening the relationships might be possible.



Content originally produced by the Australian Intergenerational Roundtable (AIR) and adapted with permission. To see the complete set of original AIR Resource Papers and other information, visit the [AIR Library Folder](#). To contact AIR email [au.intergenerational.rountable@gmail.com](mailto:au.intergenerational.rountable@gmail.com)