A person in a red jacket is seen from behind, standing in shallow water and casting a net. The net is arched in the air, and the water is dark with gentle ripples. In the background, there are dark silhouettes of hills or mountains under a twilight sky. The overall mood is serene and contemplative.

Into the Deep

Discovering Self and Others Through Service

Dr. Donald R. McCrabb



who?



Intention and Goals

- ▶ To have a focused conversation on the benefits of service.
- ▶ Believe you have a lot to contribute.
- ▶ Understand what you are dealing with
- ▶ Feel energetic and confident
- ▶ Ask good questions.



We want to identify and engage people – mostly young adults – in meaningful service.

Primary Assumption



Core and Contextual Questions

➤ Who?

➤ How?

➤ What?

➤ Why?

➤ Where?

➤ When?





Two Images – How do we
approach the “who?”







Three assumptions about young adults

- Gifted
- Human
- Searching

- Brilliant and stupid
- Energetic and Lazy
- Empathetic and self-centered.
- Generous and selfish.



Synod Listening Sessions - Washington

- 50 in-person listening sessions
- Online submissions
- Around 1500 Catholic and non-Catholic youth and young adults, clergy, parish staff, and parents
- The average young adult participant is single, ages 19-30, and works full time. Those that identify as Catholic tend to be registered members of their parish (59%) and attend Mass at least weekly (49%) and frequently more than once a week (29%).



Share with Francis 6 Key Findings

- **1. Young people are asking for peer Catholic community in the face of heightened secularization**
 - 55% of Catholic young adults 'have a close friend at their parish'
 - Increase the number of adults engaged in parish life by prioritizing adult faith formation
 - Belonging -> Behaving -> Believing



Share with Francis 6 Key Findings



2. Young people are asking for personal relationships with clergy, religious and lay mentors

- Studies show that “in almost all cases, having strong relational ties to the faith is a necessary condition of becoming a strong Catholic emerging adult” (Christian Smith, *Young Catholic America*).
- 50% of Catholic young adults do not have an adult mentor at their parish
- Increase access to spiritual direction as well as intentional one on one, and small group relationships with intergenerational mentors



Share with Francis 6 Key Findings

➤ 3. *Young people are asking for an invitation to leadership*

- “always done it this way” vs. training ground for discernment
- Requires creating space within current leadership
- Create seats at the table for young people
- Be willing to set aside current parish ministries or structures that don't resonate with a new generation



Share with Francis 6 Key Findings



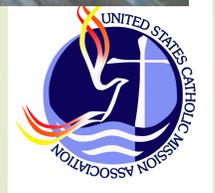
- **4. Young people are asking for an authentic message that applies to their daily life**
- Dissatisfaction with consumeristic secular world
- Longing for a coherent worldview
- Desire to be challenged to live out a great mission worthy of their lives yet accepted and forgiven when they fall short.
- Provide additional formation opportunities like small groups



Share with Francis 6 Key Findings

5. Young people are asking for a Church that exists in the peripheries of life

- Desire for integration between faith and life
- Expand the geography of 'parish' by leaving the church property



Share with Francis 6 Key Findings



6. Young people are seeking meaningful spiritual experiences

- Experiential learning
- Only 18% of young adults ages 18-23 nationally report having been on a retreat in the past two years and only 10% report ever having been on a mission trip of any kind. (Christian Smith, *Souls in Transition*)
- Focus on Sunday experience, offer adult experiences of retreat, mission, pilgrimage, etc.



How do we understand “who”?



Heavy use of sociological studies

Pew Research – the Milleniums
CARA Research – Going, Going, Gone



Psychological Assessments

Personality Inventories
Diagnostic Assessments

Personality Inventories

- Myers-Briggs
- Herman Brain Dominance Indicator (HBDI)
- DISC
- Enneagram
- Emotional Intelligence
- Strengths Finder



DISC

Results

Affirmed

Extravert

Controlling

Accepting

Introvert

Answers

Helpful





how?





1/5) Self Awareness

- Do I know who I am? What am I about? Alignment?
- Do I know who we are? Who are we called to be?
- What are we about? Elevator speech?

2/5) Motivation

- An Image – coffee: bean, good, service, experience, and transformation.
- MICE: Money, Ideology, Coercion, Ego.
- Extrinsic and Intrinsic Motivations
 - Reward, Fear,
 - Identified, Integrated, Intuitive
- Understanding ARC – competence, relatedness, and autonomy.



3/5) Leadership

- Leadership is the act or process
- of arousing, engaging, and satisfying
- the needs and motives of followers
- in an environment of conflict, competition, or achievement,
- which results in followers taking action
- toward a mutually shared vision



4/5) Messaging

- What do I want this person to know?
- What do I want this person to believe?
- What do I want this person to feel?
- What do I want this person to do?



5/5) Messaging to DISC

- Service changes the world.
- Service unleashes your gifts and talents.
- Service helps others improve their lives.
- Service is a powerful answer to the problems of our world because it puts others before self and needs before solutions.





what?



What are you offering?

- Move beyond self,
- Move outside your comfort zone,
- Cross some type of border,
- Risk a personal encounter with a stranger,
- For a purpose beyond self.



Erickson's Developmental Psychology

- Critical Life Tasks
- Adult Life Tasks –
 - Identity
 - Intimacy
 - Generativity
 - Integrity



Nadia's Reflections

- Outside my bubble
- Hands on approach
- Focus on relationship rather than productivity
- Beyond indifference
- Benefit of Community – support & focus
- Global awareness
- Clear purpose.

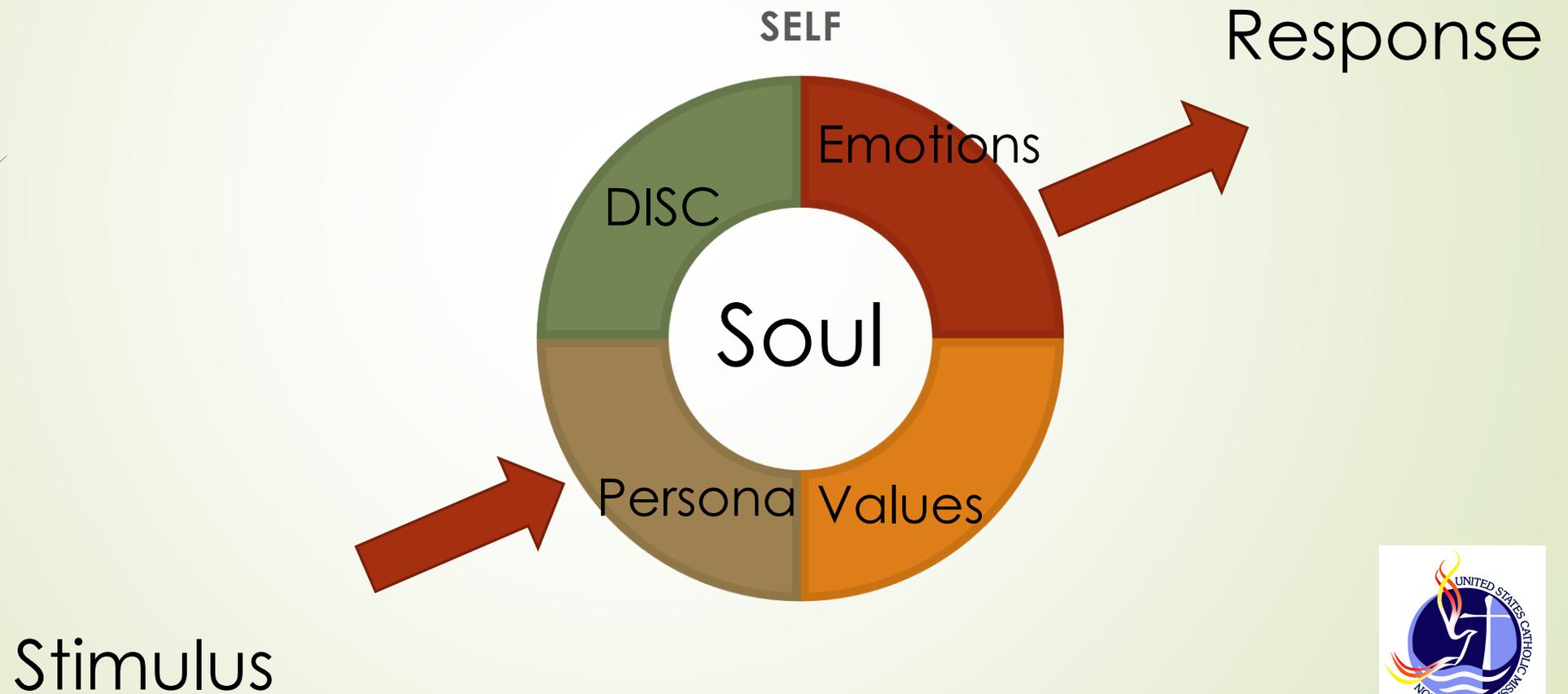


A Theology of Service

- Service affirms the dignity of the human person.
- Service validates personal gifts and talents.
- Service is a gift to another and gift to self.
- Parable of the Talents – Matt 25: 14-30.



Cultivating an Intentional Self



Emotions

- Awareness, depth, and connectedness
- Body awareness and emotions
- Thomas Aquinas and emotions - we suffer
- Emotional Intelligence
- The politicization of emotions and the liberation of phenomenology.



Values (1 of 2)

- ▶ Value: an enduring belief that a particular end or mean is better than another.
- ▶ Values then are about an end and a mean:
 - ▶ Other focused ends and social means.
 - ▶ Self-focused ends and social means.
 - ▶ Other focused ends and personal means
 - ▶ Self-focused ends and personal means.

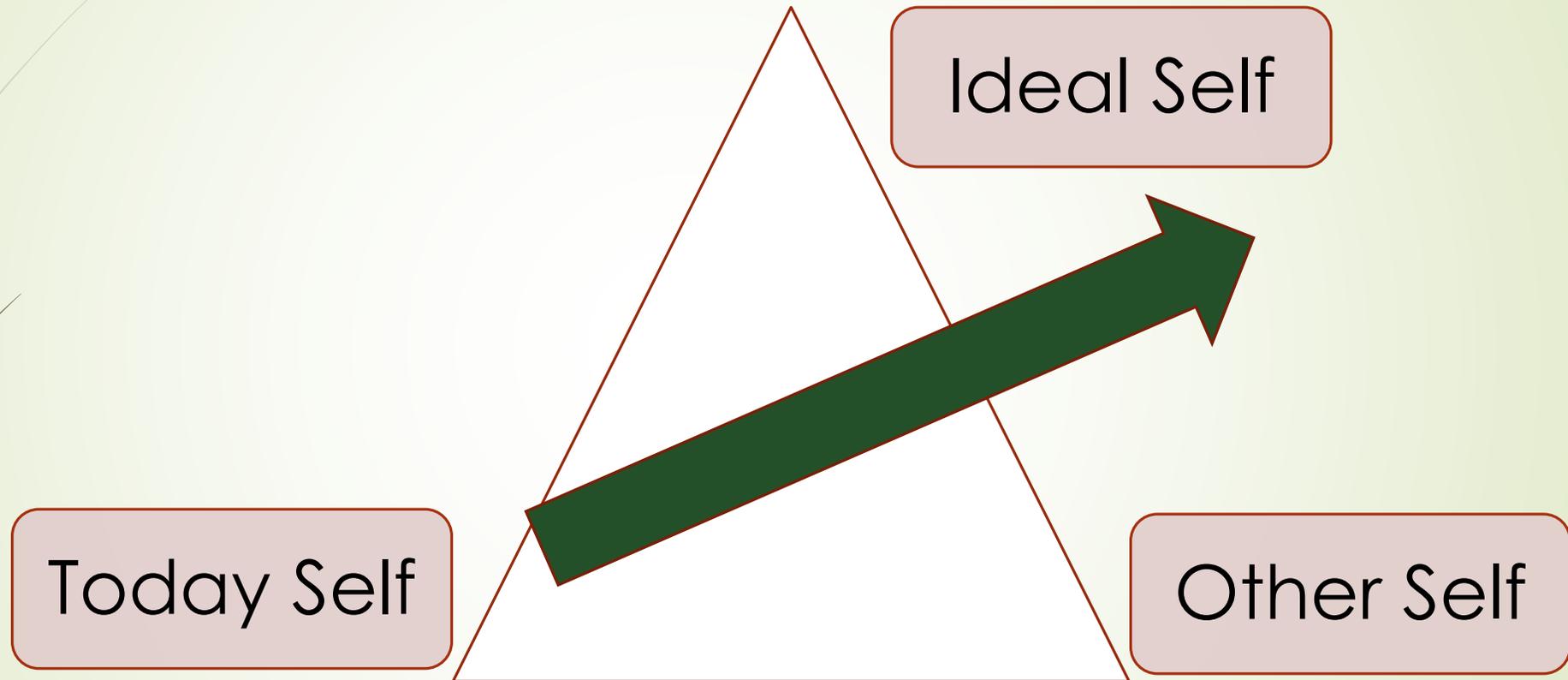


Values (2 of 2)

- Assumed Values
- Developed Values:
 - Freely chosen
 - Chosen from alternatives
 - Chosen knowing consequences of the alternatives
 - Acted upon over time
 - Prized or publicly owned



Persona



Soul

- 
- A silhouette of a man and a woman holding hands, standing on a grassy hill against a sunset sky. The man is on the right, wearing a suit, and the woman is on the left, wearing a dress. The sky transitions from a dark blue at the top to a warm orange and yellow near the horizon.
- Life-force
 - Personhood
 - Image of God
 - Conscience

Catechism of the Catholic Church – 363.

What are we offering?

- Personal Transformation through Service
 - We will come to know, appreciate, and value others.
 - We will come to know, appreciate, and value self.
 - We will come to know, appreciate, and love God.





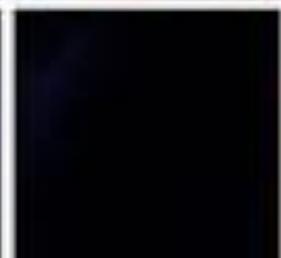
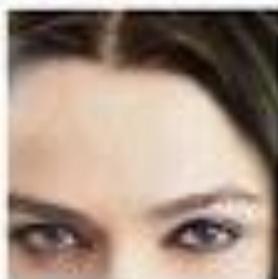
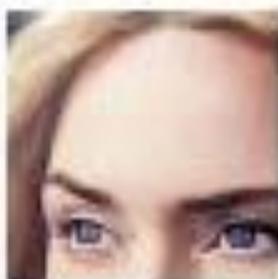
why?



love



COLLATERAL BEAUTY







7,661,857,977

A Definition of Mission

Mission is proclaiming,
serving, and witnessing to
God's reign of love,
salvation, and justice.

Roger Schroeder, *What is the Mission of the Church?*









Who am I?

- I am a beloved child of God.
- I am a sinner.
- I am saved by Jesus.
- I am a saint – a work in progress.
- Loved, Saved, Sanctified.





