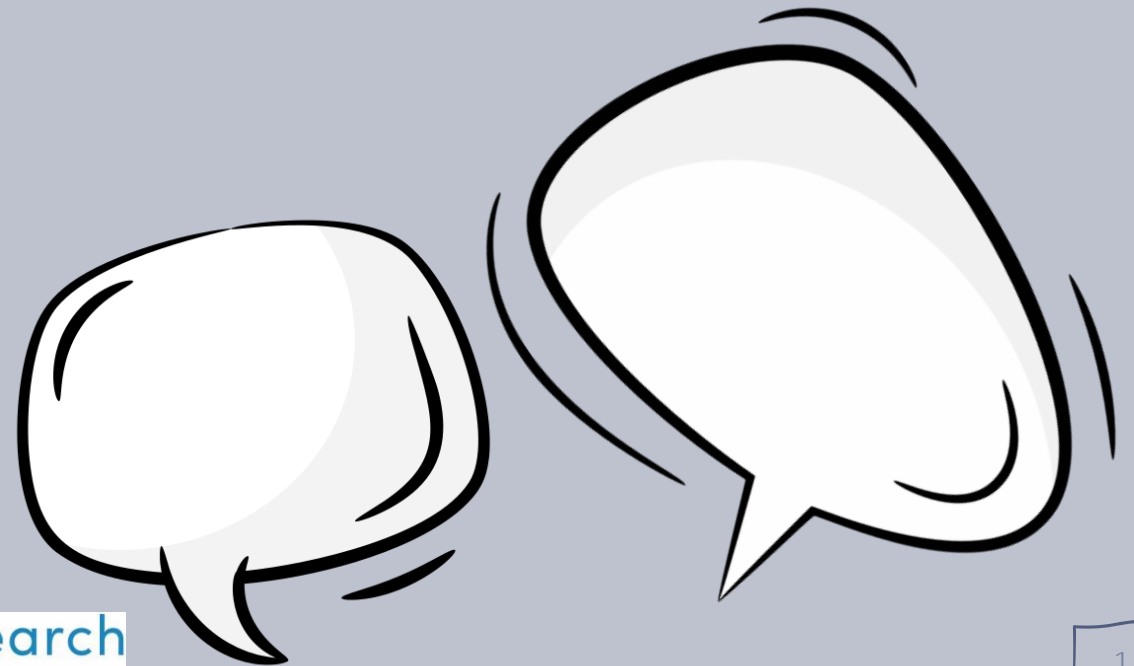


Hispanic Pastor Discussion Boards

Qualitative Report
Lifeway Research 2022



Lifeway research

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Understanding the landscape of the Hispanic church in America

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FOUR AREAS OF FOCUS

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PROJECT OVERVIEW



Long-term Research Objective

Understanding the landscape of the Hispanic church in America

How these churches are:

- Evangelizing & Discipling believers in the church
- Building community among members
- Reaching next generations: children, youth, young adults

Short-term research goal:

Inform the development of a quantitative survey to be fielded in September 2022 and to identify wins that can be celebrated by the American church.

Understanding the landscape of the Hispanic church in America



METHODOLOGY

Recruitment * Participant Demographics * Moderation & Analysis

Participant Recruitment

Qualified participants

Of those invited by their organization and who completed the interest screener, 104 qualified for the project and were invited by Lifeway Research to participate.

Of those, 62 of them participated in the 3-day discussion

Primary qualifier

Senior or only pastor of a Hispanic church or Pastor of a Hispanic service (or congregation) within a predominantly non-Hispanic church (integrated model) from Protestant, evangelical, mainline congregations

Language Preferences

Participants were assigned to one of two boards based on their language preference selection during screening.

English board (those who selected "English" or "English OR Spanish")

Spanish board (those who selected "Spanish")

Participant Engagement

The discussion boards were hosted on the itracksBoard web application.

Qualified participants were sent invitations from the iTracks tool before the first day of discussion inviting them to register and become familiar with the format.

Each day of the 3-day discussion, participants were sent at least one reminder email once that day's questions were live.



While itracks does offer mobile and phone app options for participants, the participants in this study were encouraged to use a computer or tablet with a keyboard and larger screen rather than on a smaller mobile device over the course of the 3-days.

Moderation & Analysis

Moderator Fluency

For this project, Lifeway Research recruited two experienced qualitative research moderators for the discussion boards.


Each of the boards was moderated by a researcher who was fluent in the language of the participants.

Analysis

These researchers also conducted the analysis phase. First, they worked independently to develop quantitative survey questions and record their initial observations. Then, they partnered together to compare, discuss, and summarize their observations in this report.

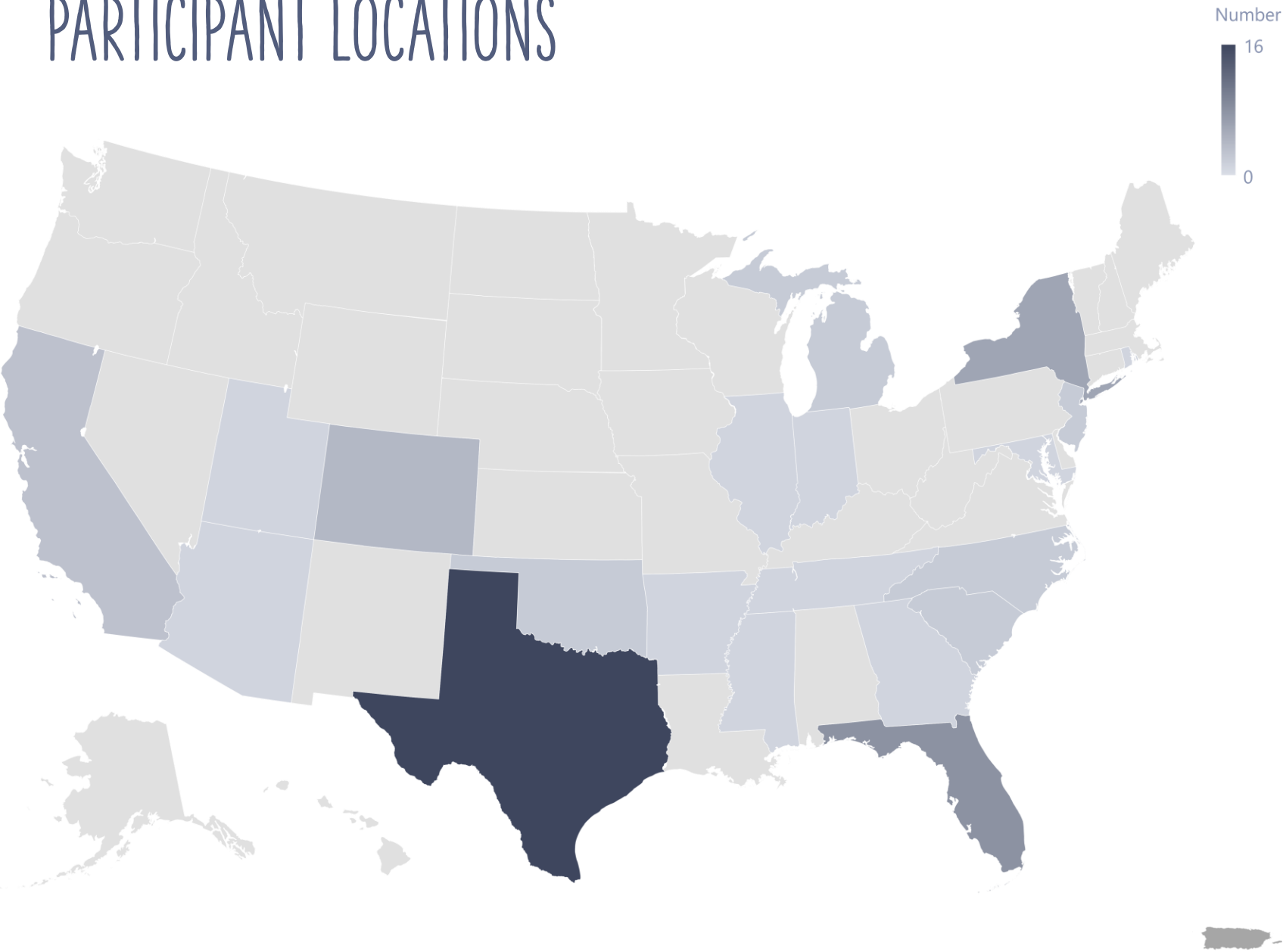


PARTICIPANT DEMOGRAPHICS



3

PARTICIPANT LOCATIONS



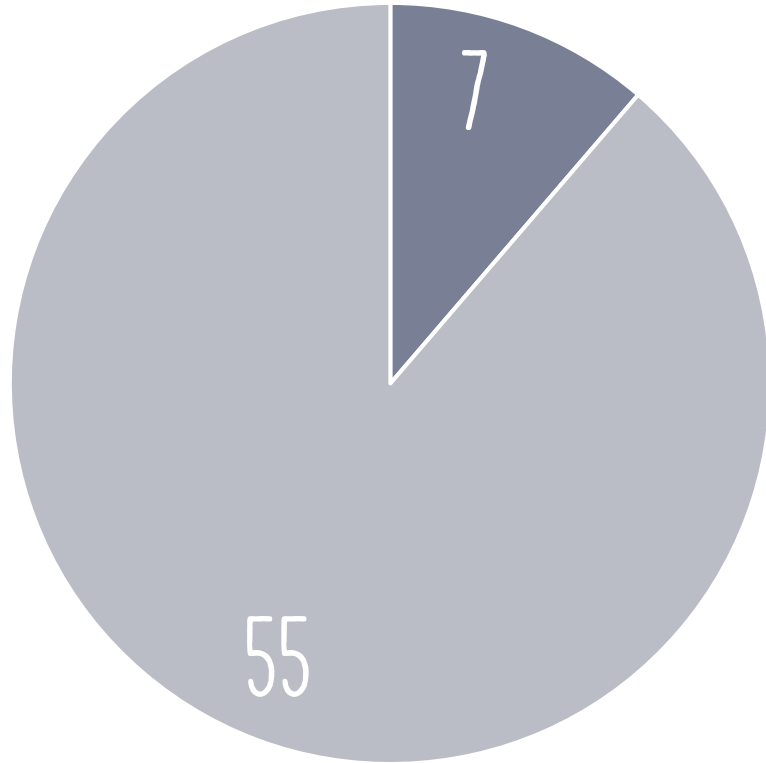
State or Territory	
Arizona	1
Arkansas	1
California	3
Colorado	4
Florida	8
Georgia	1
Illinois	1
Indiana	1
Maryland	1
Michigan	2
Mississippi	1
New Jersey	2
New York	6
North Carolina	2
Oklahoma	2
Puerto Rico	5
Rhode Island	1
South Carolina	2
Tennessee	1
Texas	16
Utah	1

Participant Organizations

	Denomination
Assemblies of God	20
Christian & Missionary Alliance	4
Church of the Nazarene	7
Converge	2
Evangelical Covenant	1
Foursquare	7

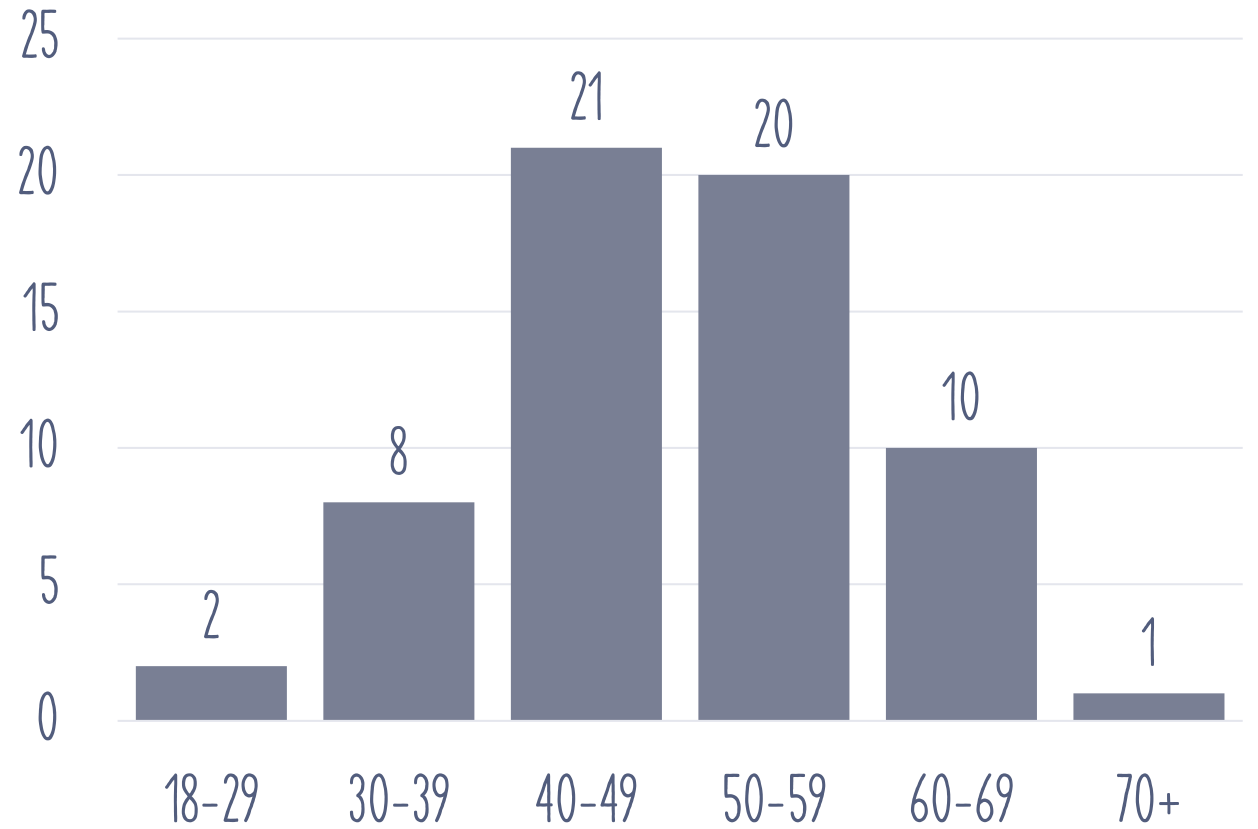
	Denomination
Presbyterian Church in America	2
Reformed Church in America	7
Southern Baptist Convention	5
Wesleyan	5
Other	2

GENDER



■ Female ■ Male

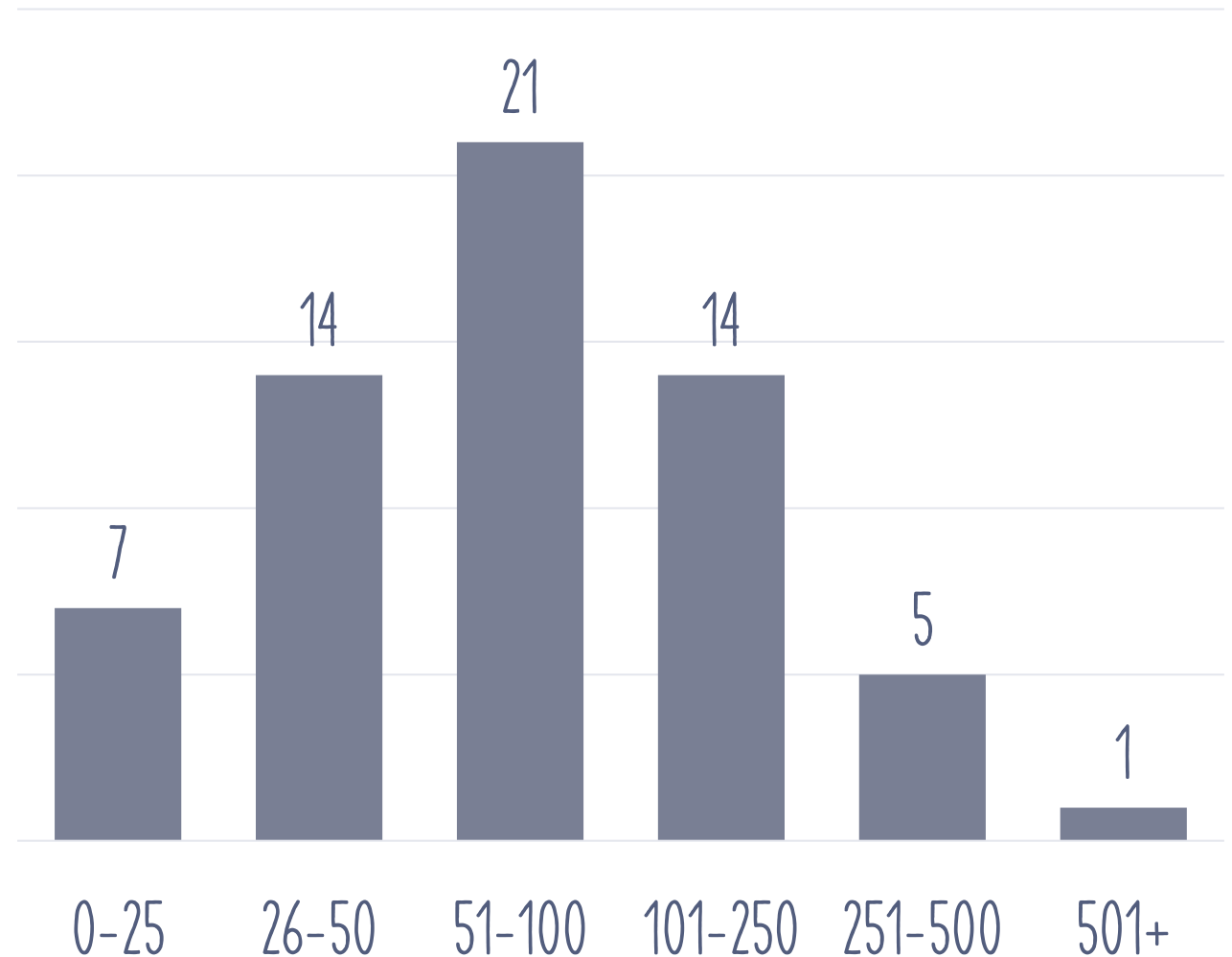
AGE



YEARS OF EXPERIENCE

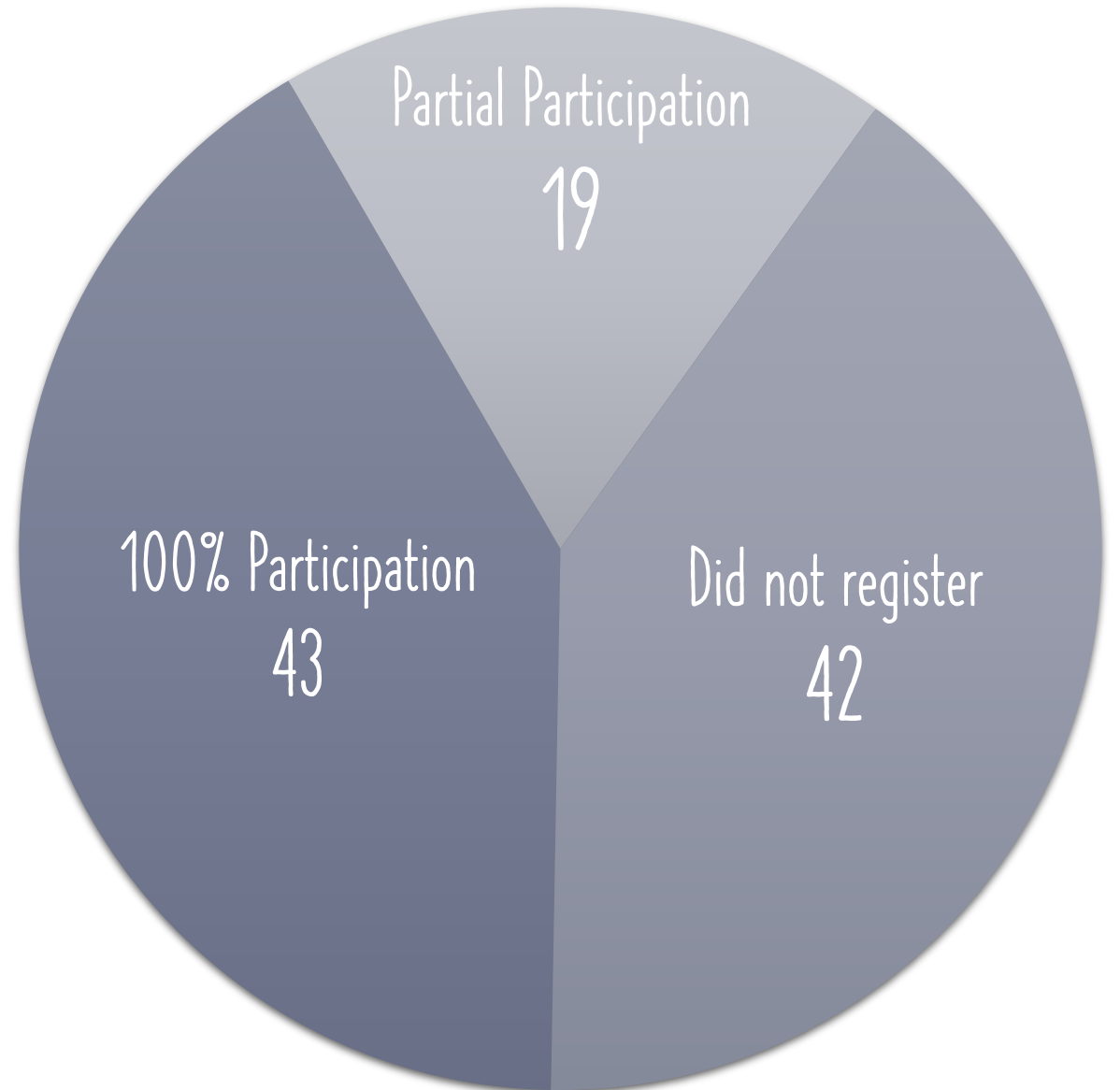
YOE Range	
0-1	1
2-5	8
6-10	6
11-15	9
16-20	7
21+	31

AVERAGE WEEKLY CHURCH ATTENDANCE



COMPLETIONS

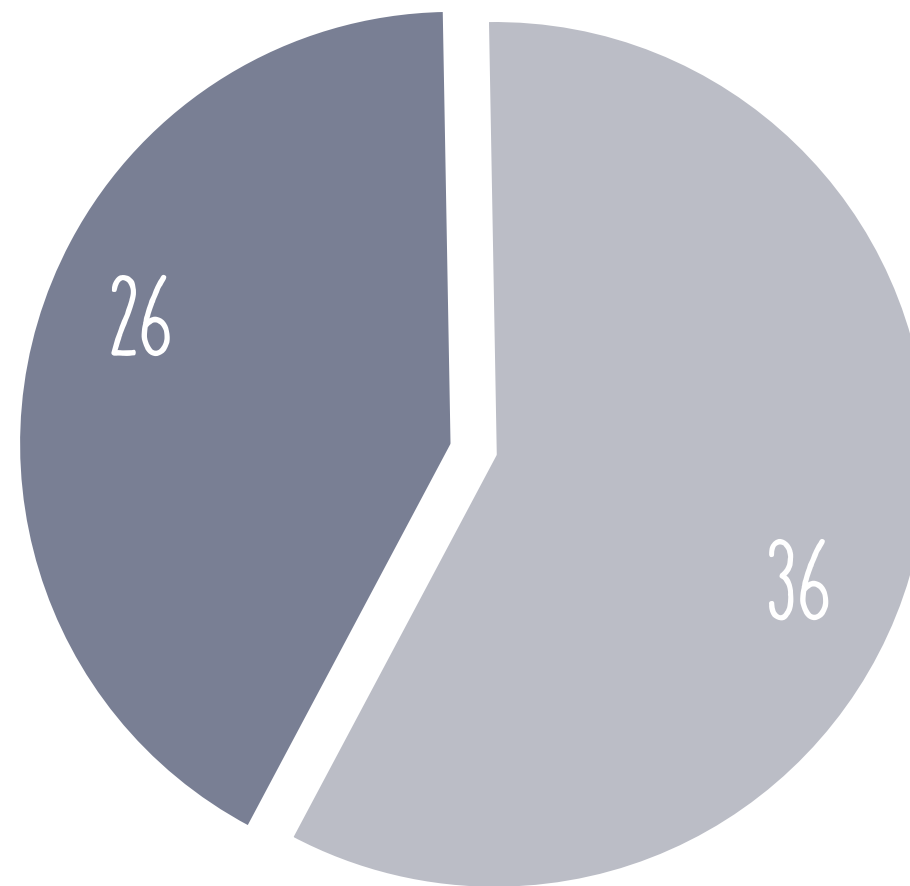
- 62 Hispanic pastors participated
(of the 104 who qualified and were invited)
- All responses from those who participated were used in the analysis.
- Only those who met the 100% participation threshold received the \$150 incentive.



PARTICIPATION BY LANGUAGE

Participants were assigned to one of two boards based on their language preference selection during screening.

- English board (those who selected "English" or "English OR Spanish")
- Spanish board (those who selected "Spanish")



FOUR AREAS OF FOCUS

COMMUNITY



EVANGELISM

DISCIPLESHIP &
SPIRITUAL GROWTH



REACHING THE NEXT GENERATION



COMMUNITY



Insights from Hispanic pastors about what encourages and discourages community in their churches

ESSENTIALS FOR COMMUNITY

What do Hispanic pastors say are the essential elements when building and strengthening community in their congregations?

01 Fostering UNITY

02 Encouraging OPENNESS

03 Building TRUST



04 Communicating clearly & with EMPATHY

05 Agreeing on VISION and PURPOSE

06 Bearing the FRUIT of the SPIRIT

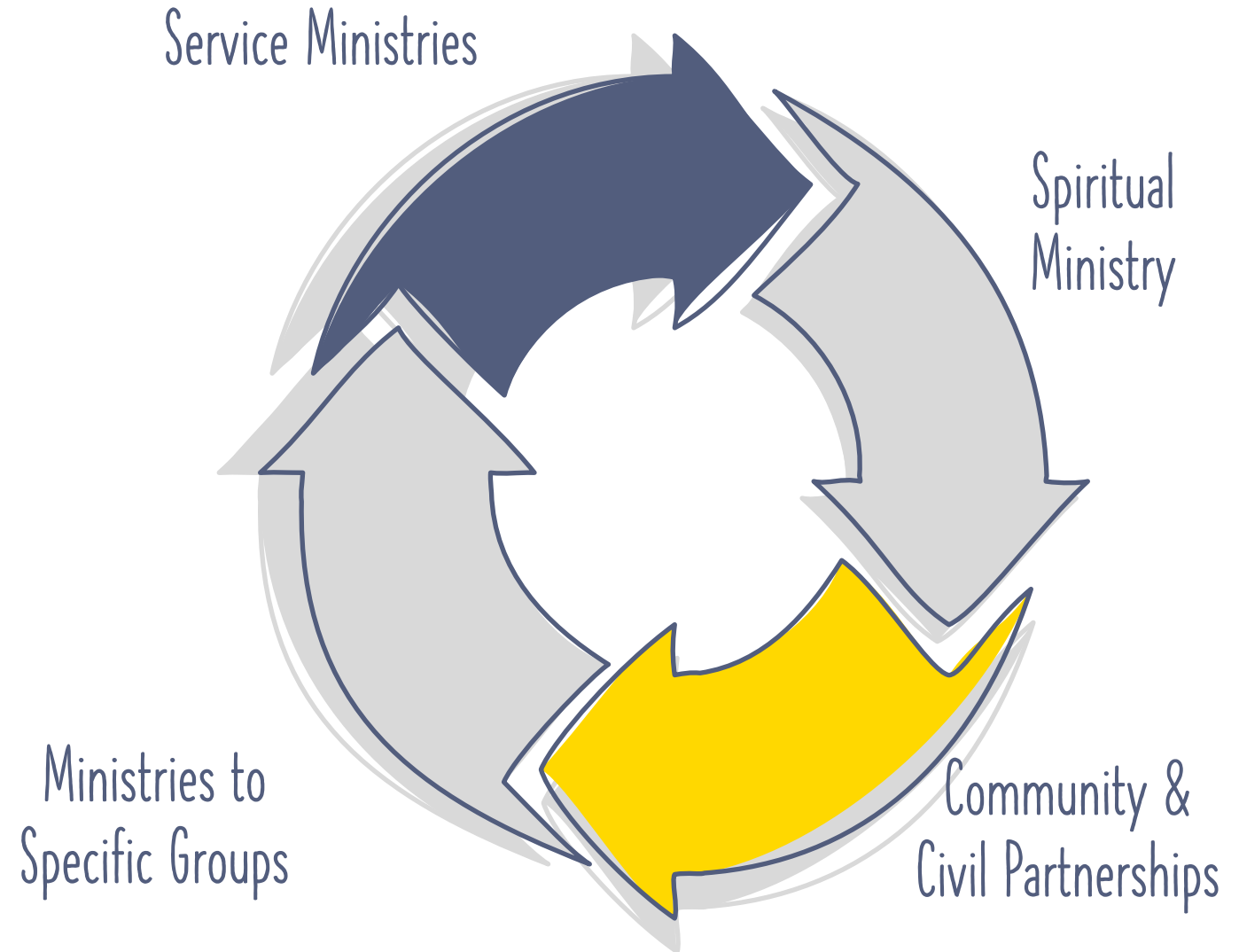
BENEFITS OF COMMUNITY

The benefits Hispanic pastors say they and their members experience through community in their churches



BUILDING COMMUNITY

- Service ministries: Providing food, clothing, care (for the sick), encouragement (prisoners)
- Spiritual ministry: Prayer, evangelism
- Community partnerships with civil authorities: police, fire, sheriff, local government
- Ministries to specific demographics or life-stages: Married couples, men, women, youth, children



Expressions of Community

Specific ways Hispanic pastors described actions that build & strengthen community

- Providing resources/supporting one another (food, clothing, job assistance, money for electric bills, etc.)
- Partnering with community organizations / leading church members to serve in those organizations
- Ongoing Bible study and spiritual growth
- Strategically preparing for people/families in crisis (disaster, addiction, unemployment)
- Systematically reaching out/checking-in/noticing when others are absent
- Partnering with other churches (in worship, in service)
- Serving one another in the church (youth serving seniors, men's group serving women's group)
- Regular outreach and evangelism efforts
- Spiritual accountability
- Creating a culture that is accepting of others who are different than themselves
- Developing a hospitality culture that is welcoming those from different cultures and backgrounds

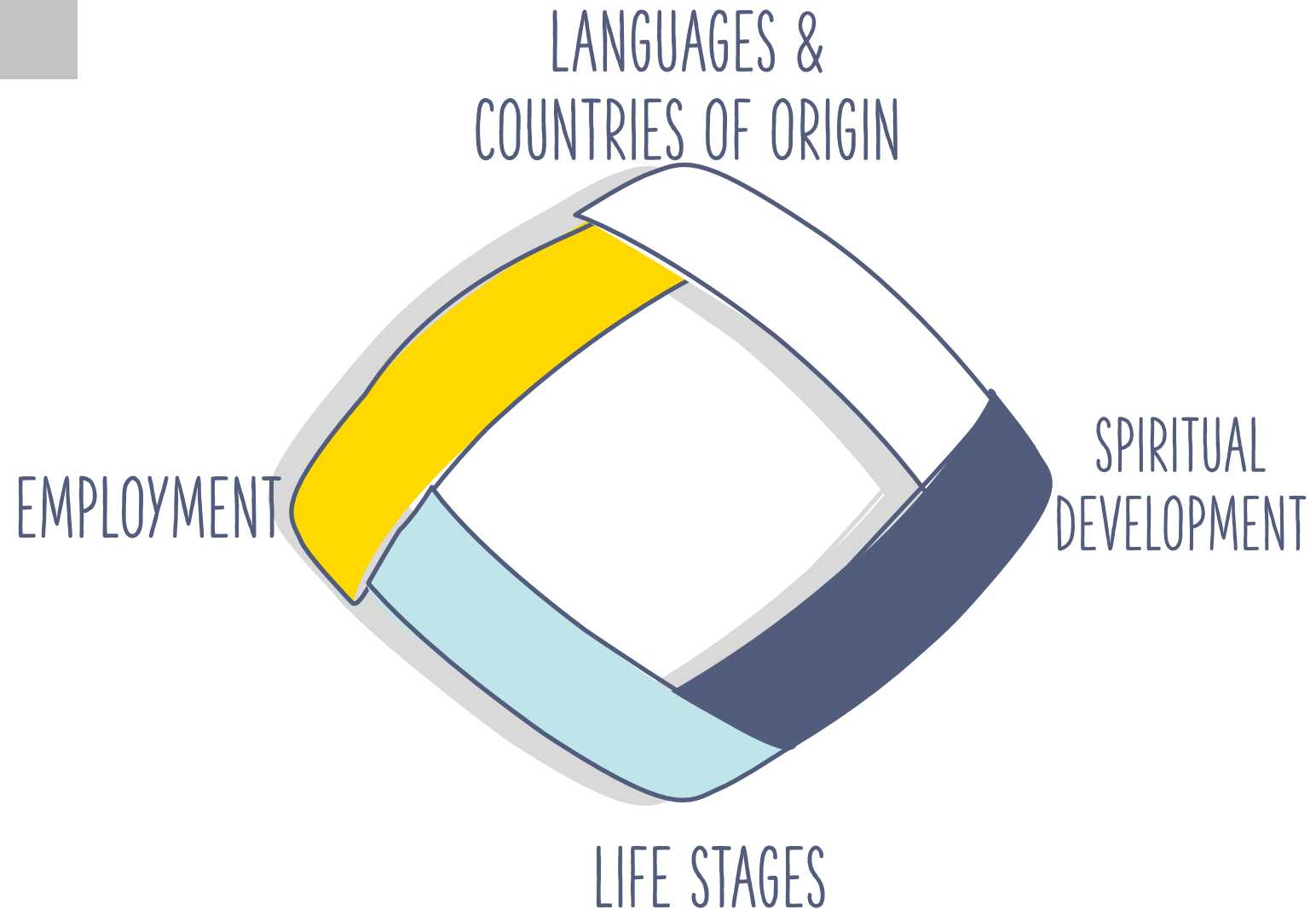
Expressions of Community

- Calling to check in on someone who has not attended
- Gathering for meals
- Celebrating one another's birthday
- Calling someone to ask for prayer
- Caring for someone who is sick
- Supporting someone who is in crisis
- Comforting someone who is experiencing grief
- Socializing outside of church
- Praying together regarding specific needs

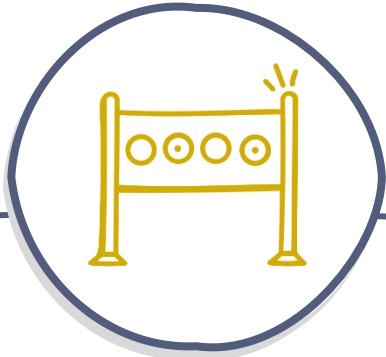


DIVERSITY: VITAL & CHALLENGING

- Diversity in language and countries of origin were commonly mentioned as challenging at times as far as practical church functioning logistics and relationships
- Diversity was also alluded to in other areas
 - Differences in vocation/employment (and workload)
 - Life stages, age gaps
 - Spiritual development / Sanctification
 - 1st, 2nd generation
 - Denominational differences



Challenges to Community



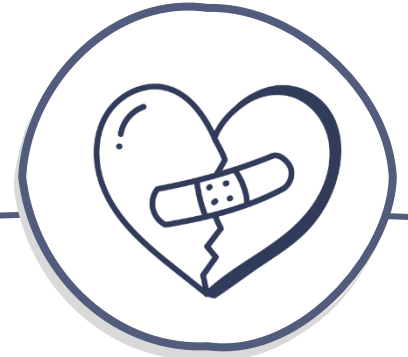
Term can be

- Overused
- Vague
- Misunderstood



Faulty Expectations:

- Unrealistic
- Not shared by everyone



Members feel:

- Betrayed
- Disappointed
- Overwhelmed

COMPETITORS TO COMMUNITY

- Heavy workloads, long workweeks
- Kids' sports & activities
- Special events with extended family (birthdays, holidays)
- Other time commitments
- Desire to pursue selfish interests
- Fear of Covid



ADDITIONAL COMPETITORS TO COMMUNITY

- Some people simply do not want it
- Division within the church
- Language & generation barriers
- People with ongoing hostility to the evangelical faith and God's Word
- Social media / digital distractions
- Pursuit of entertainment and rest
- Unwillingness to compromise with others
- Significant cultural differences / distances

DISCIPLESHIP & SPIRITUAL GROWTH



Insights from Hispanic pastors about what encourages and discourages spiritual growth & discipleship

SPIRITUAL GROWTH

When people are willing and able to:

- Set aside time
- Learn from the teaching
- Be humble, accept teaching, grow
- Seek God
- Follow-through

When do Hispanic pastors say they see spiritual growth?

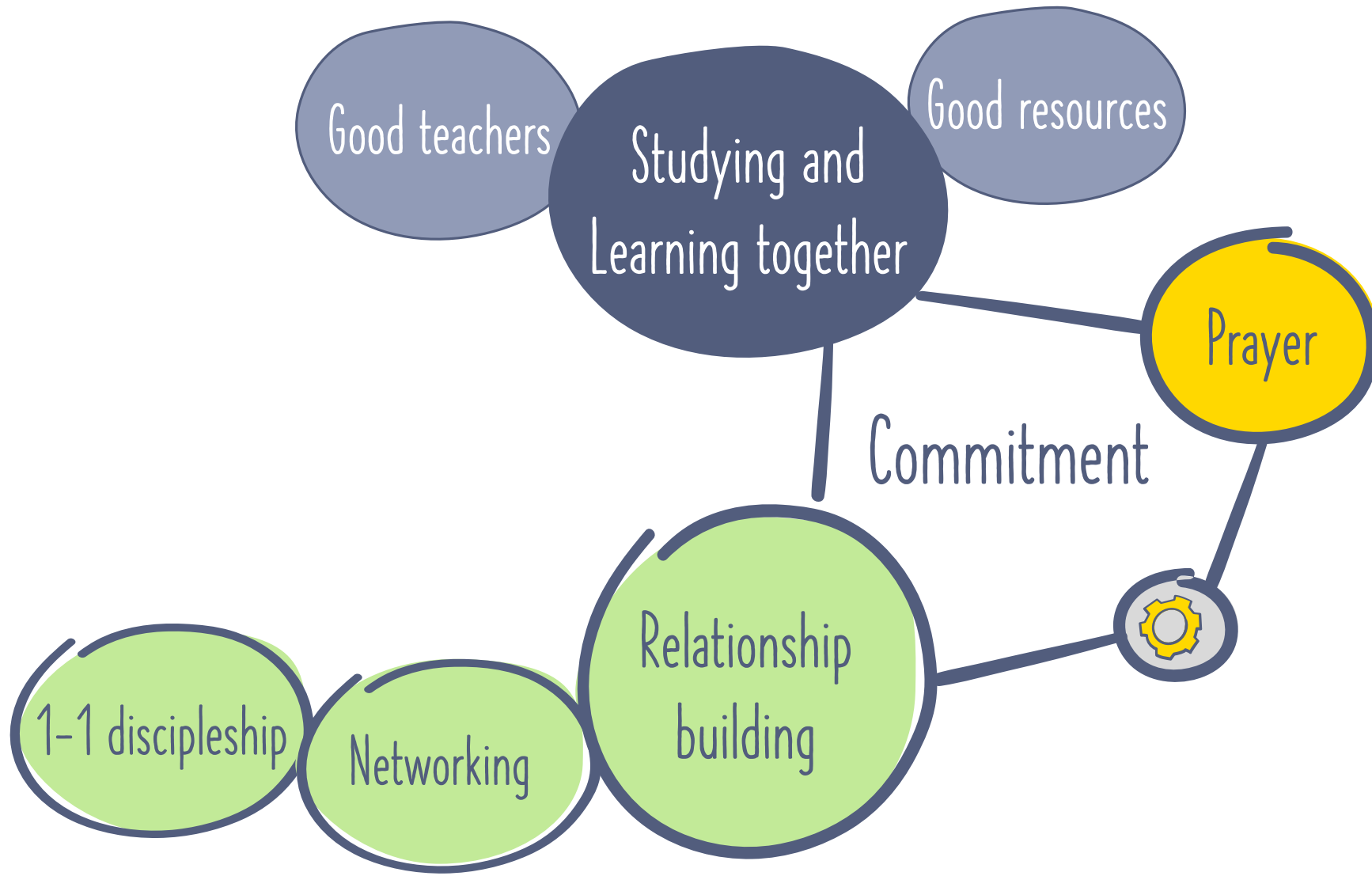
When discipleship and resources are

- Accessible
- Relevant
- Consistent

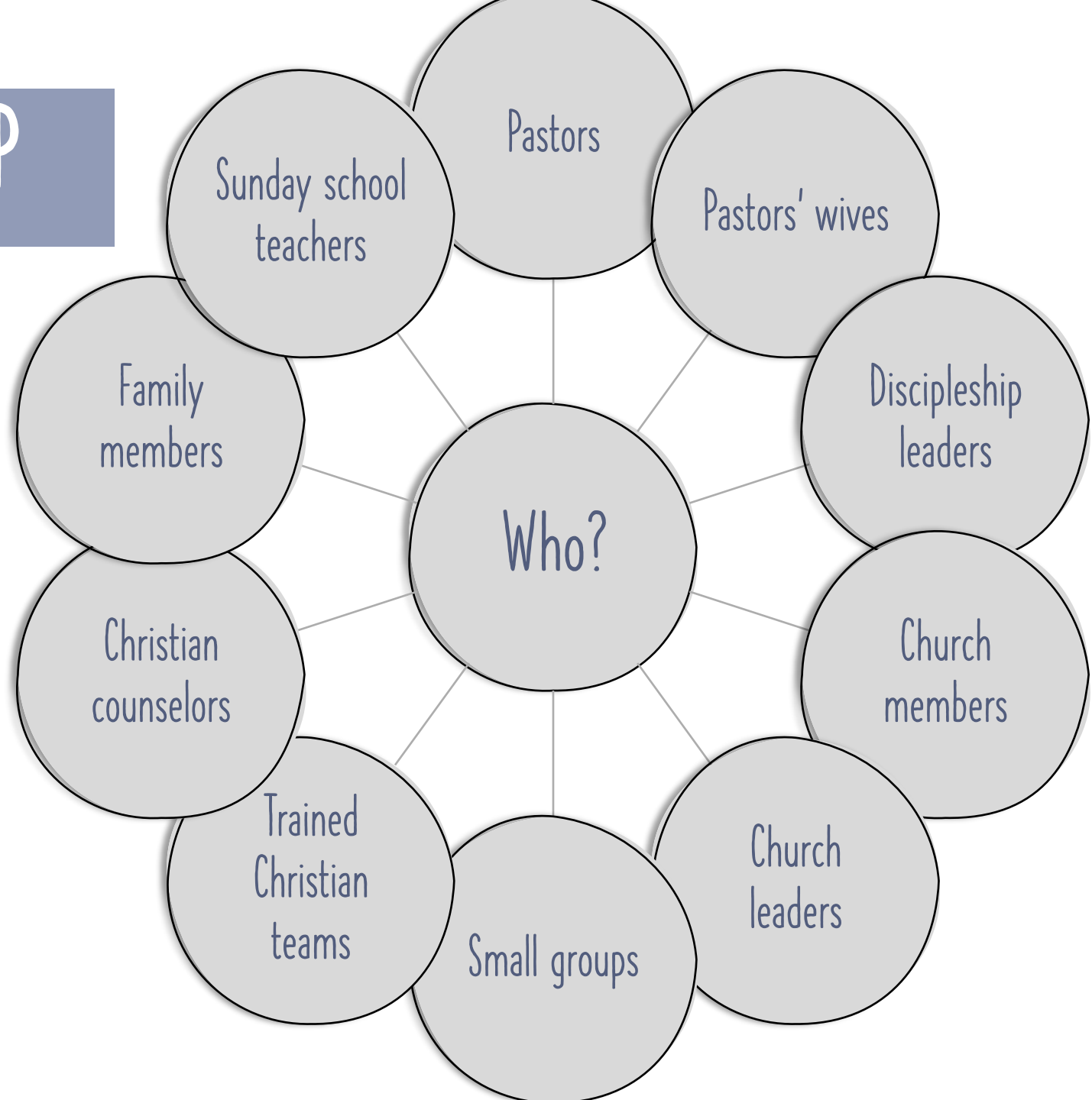
When they invest 1-1 in individuals and families

Discipleship Emphasis

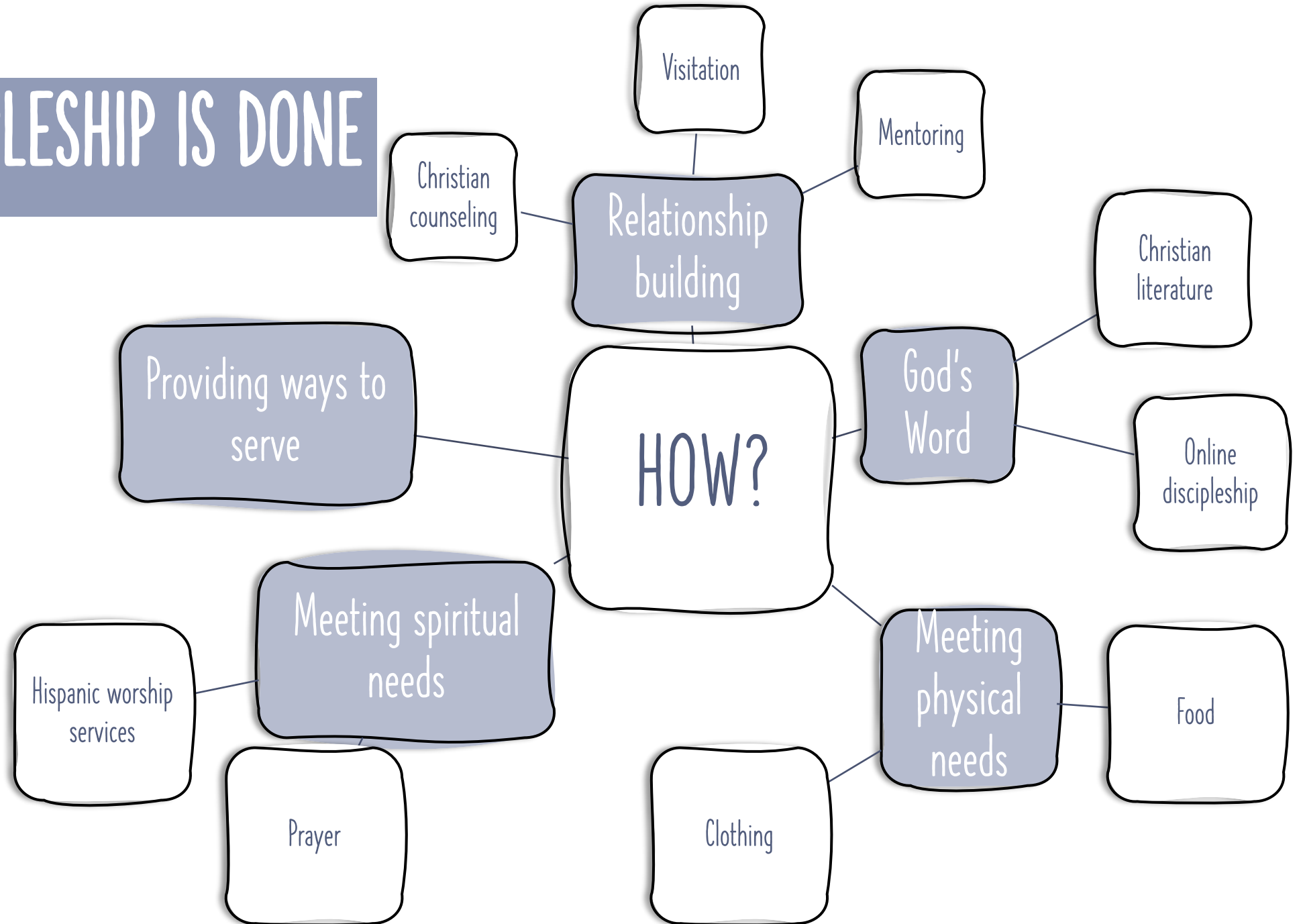
How pastors say they emphasize spiritual growth in their churches



WHO DOES DISCIPLESHIP



HOW DISCIPLESHIP IS DONE



DISCIPLESHIP DISCOURAGERS

Trauma

- Emotional
- Physical
- Bitterness

Stress

- Financial
- Work
- Conflict

No Commitment

- To a local church
- To a Christian lifestyle
- To serving others

Sin

- Neglecting spiritual practices
- Not addressing areas of sinfulness (greed, selfishness, immorality)

No Christian Fellowship

- Prioritizing other relationships and obligations
- Avoiding other believers and spiritual leaders



What is Stunting Spiritual Growth



WHAT DOES NOT WORK



Weak discipleship strategies

- Blindly copying a discipleship model from a church dissimilar to one's own
- Not taking the time to think and plan



Low-quality systems & processes

- Oversized classes
- Irrelevant resources
- Lack of follow-through on the process
- Long and tedious programs



Neglecting the individual

- Lack of follow-up
- Pushing new believers too hard, too early
- Neglecting relationships and individualized attention

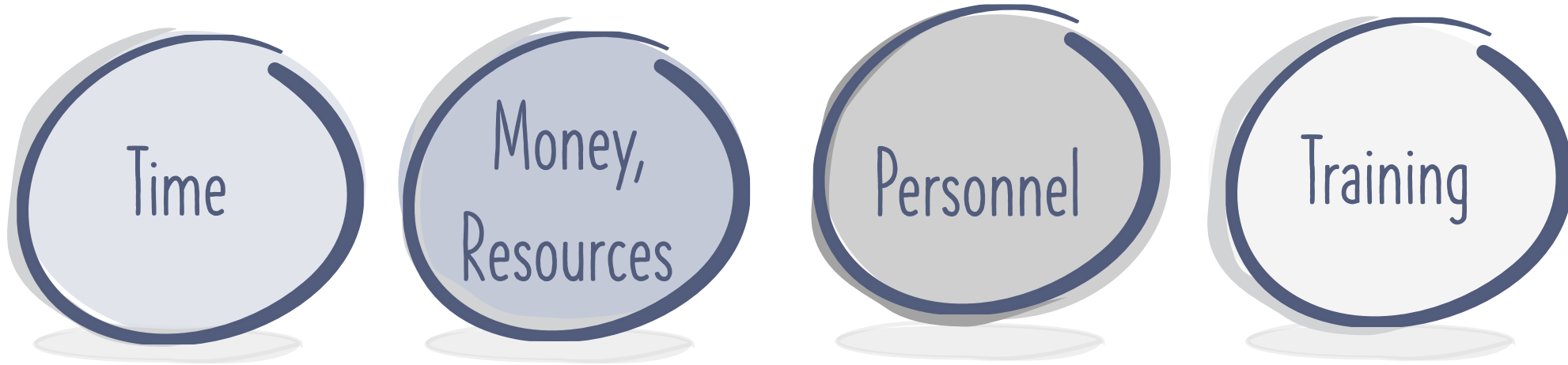


Uncommitted leadership

- Leaders living as poor examples
- Lack of discipline in prayer
- Lack of commitment to the task of discipling

Small Church Discipleship Struggles

Small churches are limited in almost all areas needed to resource ongoing discipleship.



These limitations contribute to the lack of follow-through small church pastors say is common after discipleship initiatives. Even when they do provide training, the people abandon it after a short while.

EVANGELISM



Insights from Hispanic pastors about what encourages and discourages evangelism & outreach

EVANGELISM METHODS

Through ministries (food, clothing, necessities)

- Church programs
 - Parachurch groups
 - Community programs
- Sharing the Gospel in homes with individuals and families

Street & neighborhood evangelism

Through church programs

- Follow-up with visitors
- Small groups
- Training members to share with family and friends
- Special programs for children & youth

Address cultural and ethical concerns

Imitate Christ in service to others

Celebrate birthdays, father's day, mother's day, children's day, etc.

Making an Impact

Where do pastors say they have to promote for evangelistic results?



Training

Equipping
members to share
the gospel with
others



Planning

Scheduling
opportunities for
members to go out
and share the gospel



Reminding

Encouraging
members to
nurture and care
for new believers

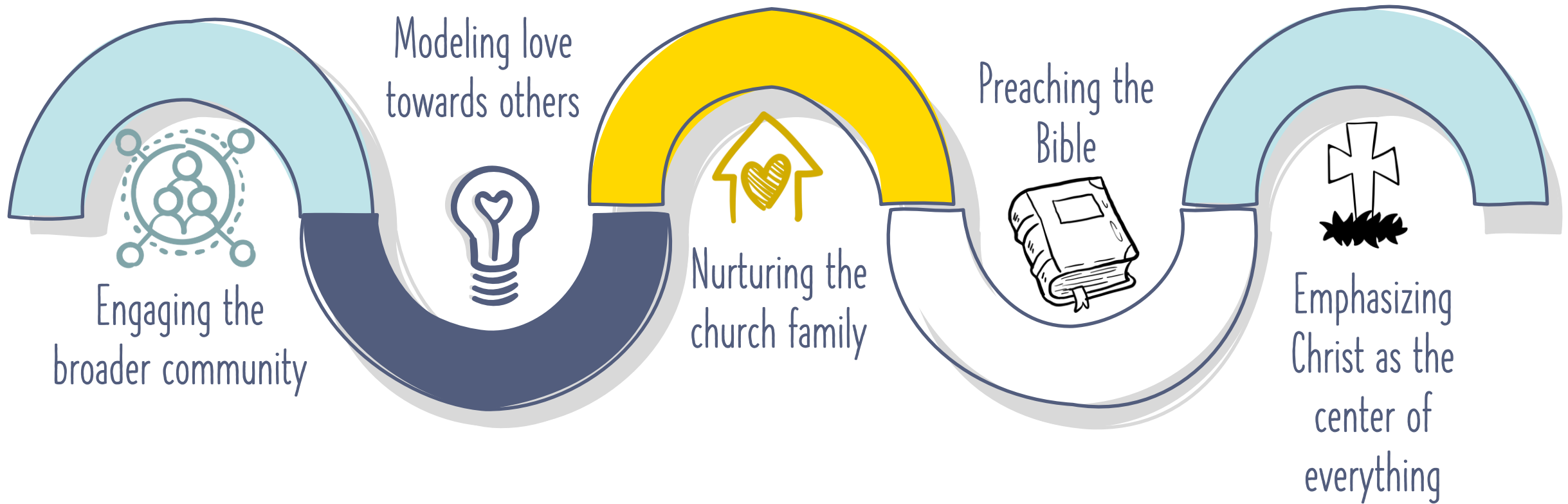


Prioritizing

Emphasizing
evangelism as the
way to grow the
church

Making an Impact

Actions pastors say are necessary for evangelistic results



Challenges to evangelism



Lack of unity among leaders in their church, other churches in their community, and even among denominations is confusing to new believers and nonbelievers

What do Hispanic pastors say are obstacles to evangelism?



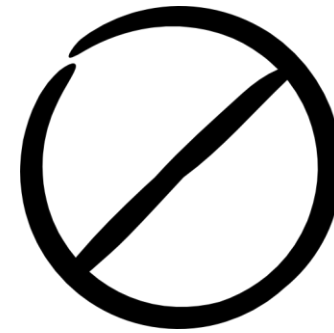
Lack of time, finances and resources - when churches lack these things, it hinders all they may want to accomplish

Challenges to evangelism

What do Hispanic pastors say are obstacles to evangelism?



Lack of humility and little willingness to serve others. The emphasis on self (e.g., egoism, materialism, individualism) shifts the focus away from sharing the gospel.



Lack of an awareness of the needs and circumstances of those outside of the church.

Next Generations

Insights from Hispanic pastors on reaching next generations

OUTREACH EFFORTS

WHAT DO HISPANIC PASTORS SAY THEIR CHURCHES DO TO REACH MEMBERS OF NEXT GENERATION GROUPS

- **Social fellowships**
 - ice cream, pizza, burgers, bonfires, bowling, game nights
- **Outdoor adventures**
 - hiking, swimming, fishing
- **Indoor events**
 - fellowships, game nights
- **Sports activities**
 - tournaments, volleyball
- **Musical and theatrical arts**
 - worship band, drama, puppets
- **Multi-day events (local, regional and national)**
 - VBS, camps, mission trips, retreats, conferences
- **Ongoing programs**
 - children's groups, youth groups, small groups, youth leadership council
- **Special programs**
 - youth night

OUTREACH EFFORTS

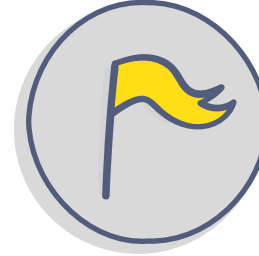
What strategies do Hispanic congregations use to reach those in the next generations?



SOCIAL FELLOWSHIPS



OUTDOOR ACTIVITIES



INDOOR EVENTS



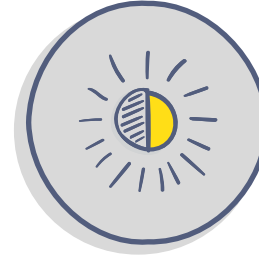
MULTI-DAY EVENTS



MUSICAL & THEATRICAL
ARTS



SPORTS ACTIVITIES



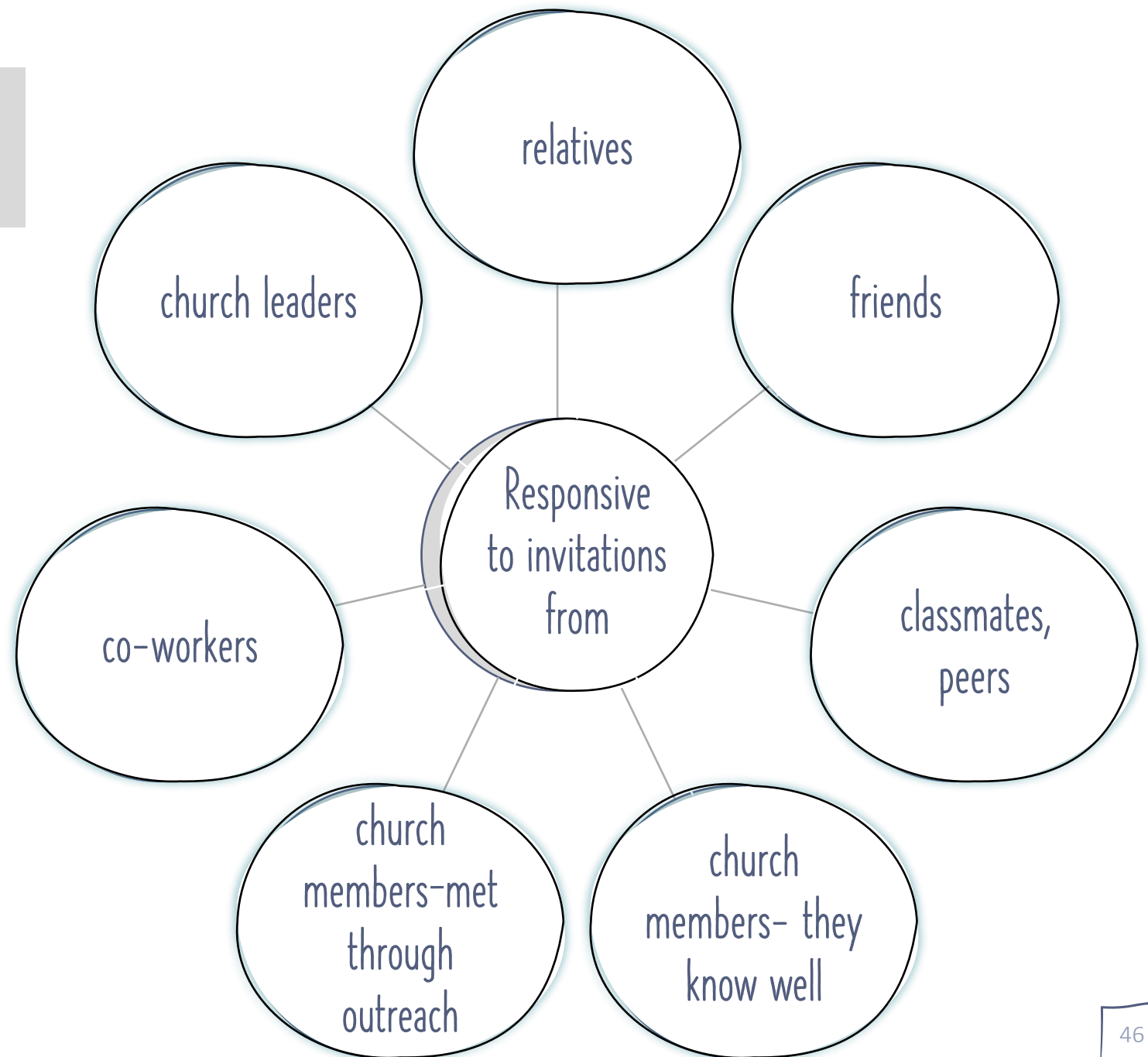
SPECIAL PROGRAMS



ONGOING PROGRAMS

PERSONAL IMPACT

- Personal relationships are key in reaching members of next-generation groups
- Invitations from people with whom they have a relationship have a positive influence on reaching next-generation members



Perceptions of Next Gen

How Hispanic pastors described the differences they see and perceive about younger generations

Different spiritual goals

Attend church less,
families less committed to church than previous generations

Different cultural landscape

Topics that are of interest to them are often not taught in church or taught in a way that interests them.

Next Generation Differences

Horizontal relationships

Do not respond to hierarchical leadership the same as older generations

Digital natives

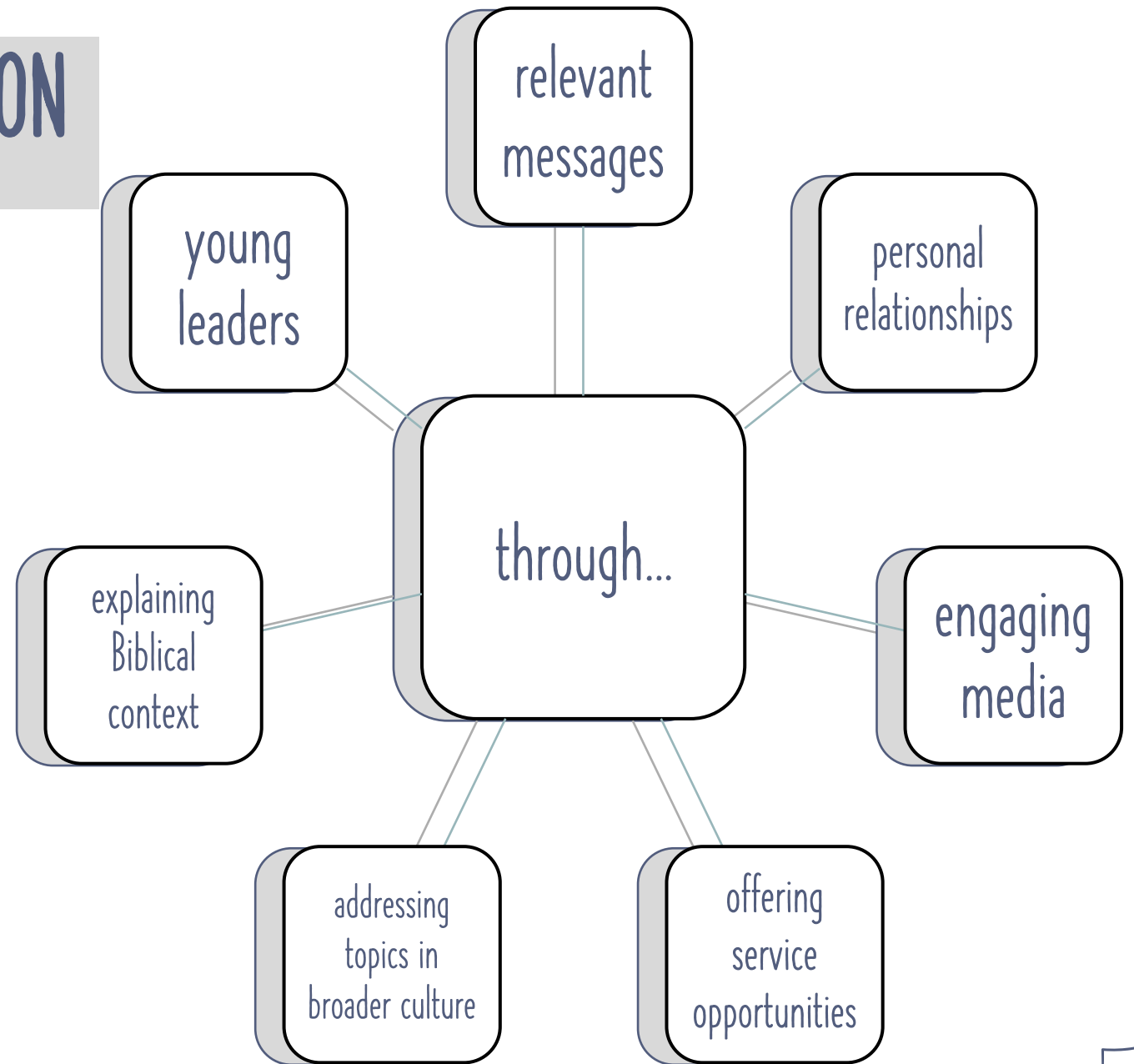
More at ease with technology than previous generations

ROLE OF FAMILY

How Hispanic pastors emphasized that parents cannot leave the work of discipleship up to the church



DISCIPLING THE NEXT GENERATION



INTENTIONAL, STRATEGIC

Hispanic pastors say their churches have to be willing to change and adapt so they can connect with younger generations

- Changing the old mentality and integrating new ideas to reach next generations
- Training the parents to participate in discipleship in the home and in church ministries
- Implementing targeted programs and efforts that engage young people and teach the Word of God
- Connecting with youth and young adults through social media
- Providing opportunities for next-generation members to serve with the church in the community
- Making sure they have bilingual leaders

Struggle to know & reach

Hispanic pastors feel they do not know these next generations very well

Participants...

- were much quicker to produce examples and stories of efforts and results in reaching children and youth than they were for young adults
- described feeling confused and at a loss for a realistic strategy to reach next generations
- seemed overwhelmed with the need to relate personally and individually along with the need to adapt to new technology for communicating the message

Reaching Children

Priorities described by Hispanic pastors

The reality for some pastors is they are still looking forward to the day when they can have an ongoing class and teaching for children in their congregation.

There was broad agreement among the pastors that their priorities include:

- Finding and developing teachers who can disciple young children
- Helping children build discipleship habits early so that they mature into devoted disciples of Christ

QUOTES APPENDIX



COMMUNITY QUOTES

Insights from Hispanic pastors about what encourages and discourages community in their churches

VALUE OF COMMUNITY

Unity

Unity is one of the highest values in our church. The first phase of our vision is to connect people with God and the church. We promote teamwork and learning in all areas of church life, and our discipleship is designed to create deep friendships among church members.

Family

Community is family; I believe that this concept is very important. Also, if the ecclesial family models Jesus Christ, we can move forward in the search for the satisfaction of the Great Commission. That is the 'business' of the Church

VALUE OF COMMUNITY

Persuade using the power of the Holy Spirit. I have been praying for a long time for there to be such an approach, for each congregation to be a therapeutic community where pastors and leaders have all the tools and understanding to be relevant in their community

Every week, in every study, in every sermon that we preach, we emphasize that we are the family of God. In this small church, almost all of us see each other between two and three times a week and talk on the phone at other times. We have developed a very good and nice community.

Community life as an authentic expression of faith is an asset towards creating community.

VALUE OF COMMUNITY

Community is a directional value in our congregation, so it is part of our DNA. We do this not only by weekly community worship but also by fostering small groups, niche ministries, and intentional events. In the last few months, this has included a church-wide barbeque, youth and children's festival, a women's picnic, and weekly gatherings.

As a church we are strongly involved in the community from cleaning streets and avenues, to cleaning rivers and lakes. Every spring some of our projects consist of cleaning old furniture, everything that accumulates in the winter. This and other things are possible because of the relationship that is fostered after each service, having coffee, or tea, or a soft drink. That's how relationships get closer. Likewise, each month an activity is proposed that fosters a sense of community.

ACHIEVING COMMUNITY

Serving

I encourage imitating Christ in service to others; I try to set an example with my life serving them without asking for anything in return.

We work supporting our community where we are located as a church and we serve in a food pantry that we have.

Food & clothing

Before the pandemic, our church had a program where we distributed food and clothing once a year to the neediest families. Today, we have expanded the program. Every Saturday we are distributing food to help families in our congregation and the community where we are. This program has grown through donations from members of our church and local businesses.

ACHIEVING COMMUNITY

Meeting needs

An important aspect of community is being aware of the needs of others to be able to help them in their time of need and how to do it.

For example, once a month a group of women meets on Saturdays from 10 am to 12 pm and what was done in the first meeting was a dialogue that was created to identify topics of interest and concerns in the community in order to try to answer questions and help them.

Motivate and support that communion that exists in small groups. In one of these groups, I have been able to see how the need of one person becomes that of everyone and that, is being a community.

In our church when a person has economic, financial or emergency problems, we all help them together. Our church has become very generous among its members, and we are more than a church, we are a family.

Projects such as assistance to families, help in times of need have also been a catalyst to show what Jesus is like.

ACHIEVING COMMUNITY

Studying God's Word

Bible study meetings accompanied by refreshments, because they create spiritual bonds and friendships.

In our local church we foster community in several ways: In small groups in houses meeting every fortnight. We share four things in common: we pray together, we go over the Sunday sermon together, we sing together, and we eat together.

We hold small group meetings, where the word of God is ministered, and we eat together.

Purposeful groups (cells) are emphasized in our church. These groups meet on the day and at the time they decide, there is no restriction on that. Essential elements for us in each meeting are prayer and the study of the Word or themes that help the growth and maturity of the members of the group. We also do not limit the size of the group although they are usually not larger than 20 people.

ACHIEVING COMMUNITY

Prayer

We meet to meet the needs that are in the church and pray for them.

Each meeting of the church in the temple and in the houses is an opportunity to build community. It is a time to listen and care for each other. We also pray and help each other. We also plan special activities where we share food or snacks and socialize among groups of women, men and youth.

Every week on Sundays we have a time of prayer, praise, and sharing that includes a special meal from a country represented by the families of the congregation.

ACHIEVING COMMUNITY

Sharing meals

Being Hispanic, much of life is shared over a meal! People from church have called each other to share meals to celebrate birthdays, and milestone accomplishment, or to simply pray and encourage each other.

It is important in the Hispanic community to share, to be together, to eat together and worshipping together is the best way to establish a solid community

Family is extremely important in the Hispanic community. A lot is centered around family, from early childhood to end-of-life. It is important to community outreach to reach families and include get-together functions for them. Meals are a great part of this

ACHIEVING COMMUNITY

Reaching out

A couple of weeks ago, one of our church families was going through some personal struggles. They missed one Sunday and thought no one had missed them or noticed them not being there. Two days after, they come to me to share that that same Sunday evening, they received a text message from some people telling them they were dearly missed that morning. That made them feel loved and encouraged to continue pressing forward! They felt they belonged to a community that really loved them. I [the pastor] text/call people when they miss (we are not a large church, so that allows me to make these kinds of connections) and our connection team does as well, but the fact that the texts they got came from people who were not prompted by anyone, made a significant difference.

I motivate a lot through text messages, WhatsApp, Facebook, Tik Tok, so that they come to the different activities of the church.

OBSTACLES TO COMMUNITY

Work

The biggest and strongest competitor is work. As Hispanics in the USA, it is difficult to maintain a family and people have to invest a lot of time and effort in order to do that. This is what isolates them from having community with others outside of their family.

Perhaps the greatest hindrance to achieving an excellent level of community would be the excessive hours of work that some choose to take and therefore the family, the church and the quality of the community suffer.

The biggest competitor is the long hours of secular work they do in order to support their families. That is why the majority do not attend the fasts, prayer times or services that we hold during the week.

Fellowships are where our people grow in community, but we are faced with work overload. This remains our biggest challenge.

Something that is an enemy of strengthening our community is the fast-paced lifestyle of the USA. People often don't have time because of so much work.

OBSTACLES TO COMMUNITY

Work

Some families have multiple jobs just to survive so they have limited time and energy for building community beyond their work.

Work is the biggest challenge. We are not against work of course, but we try to bring people to the understanding of being content with what they have.

The biggest competitor is excessive work, which pressures church members to give as much time as possible to work. This weakens activities that try to create community.

One of the competitors is the work of the members of the church. Financial need is a disadvantage that people have and the reason why they do not congregate in the church as often as they should.

OBSTACLES TO COMMUNITY

Lack of resources

Our community is in an underserved area of the city, so the biggest competitors are lack of resources in general.

Language Barriers

To youth and young adults in the community, English is their main language. Hispanic pastors whose language is Spanish, have trouble reaching this segment of the community

OBSTACLES TO COMMUNITY

Time Commitments

The biggest competitors to the community are the many activities and options that individuals/families have; the cares of life (work, studies); fear of vulnerability and stewardship of time.

Youth sports

During the fall, many of our students are actively involved in school sports and events. This, too, can become a hindrance to community since families are very busy during the fall semester. This competes for their time.

Entertainment

We see how people constantly choose fun, hobbies (which are also necessary) and other distractions, making it difficult to focus. I see that the church in the United States is gradually seeing the reality of a nation that has changed its social configuration, going against the strong values of the Scriptures and in many places if not in all, it is already suffering..

OBSTACLES TO COMMUNITY

Social media

Another major challenge is the "Digital Babylon" the overwhelming draw of on-line, social media, and streaming options often segregates families and communities. The impact of social media, can create at times community options while simultaneously isolating people generationally and into echo chambers. Many people are challenged with managing social media engagement with other commitments.

Individualism

I call them the little islands, people who don't want to be part of the community. They always want to be a part of any activity other than a general church meeting.

Unhealthy relationships

Sibling gossip, discouragement, and indifference

Partisanship and class siloes that set up walls between people and leave people in echo chambers

OBSTACLES TO COMMUNITY

Sin

When people fall into sin like alcoholism, smoking, drugs, fornication, and adultery.

Sin has affected our community, in a tremendous way. Sin leads us to live in a community far from God and the gospel is the answer to that problem.

Cultural Impediments

The cultural context that Hispanic pastors face is diversity in the different cultural backgrounds that are part of each individual Hispanic countries that are part of the church. This creates a communication problem within the church.

I find interesting the effect and indirect pressures that culture establishes in the life of the Church and how churches confront these realities, and how pastors respond to these demands within their ministerial role.

OBSTACLES TO COMMUNITY

Cultural Impediments

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OBSTACLES TO COMMUNITY

Pandemic

In the last two years due to circumstances beyond our control, we started prayer meetings through Zoom and then Facebook live and we continue doing it. After that, we opened our temple and continued calling but without face-to-face meetings. We lost membership not because it was not followed up but because they decided to move to another community.

One thing that has had the potential to be a hindrance to community in our church is the fear of COVID. We are blessed in that our congregation is very good at encouraging community. This has been key in helping people who fear the spread of COVID continue to congregate and to seek fellowship with each other.

For me it has not been easy to encourage people who were very afraid for the virus, and for that reason they did not return to the church. I am connecting with some of them to help them overcome this problem and help them understand the importance of the gathering and community value of the Church.

DISCIPLESHIP & SPIRITUAL GROWTH QUOTES

Insights from Hispanic pastors about what encourages and discourages spiritual growth & discipleship

DISCIPLESHIP EMPHASIS

Need for discipleship

Discipleship is vital in our churches.

The subject of discipleship is one of the most interesting topics. This topic is in line with the great commission that Christ left us for the whole church.

The need to focus on seeking the growth of the church through discipleship is a goal that we cannot forget

DISCIPLESHIP EMPHASIS

1 on 1 discipleship

I met Antonio, because one of our leaders told him that I could help him. He had just lost his marriage as a result of his wife's infidelity. He invites us to lunch near his work. Antonio was a nominal Christian all his life and honestly told me that he did not like our church because he felt very bad there. We gathered and proposed to start gathering weekly to talk and practice some spiritual disciplines (organic discipleship) to which he agreed. Almost two years have passed, and although the marriage was not restored, Antonio has been. He began to attend the Church and serves in the Ministry of Connection. Now we gather for leadership training, he has discipled 4 of his coworkers and is preparing for the call that God has in his life.

This is a young adult who arrived from his country because of the danger to his life. On the way to the United States God was dealing with him. When he arrived at our Church it was because he had received the call from the Lord to preach the gospel and wanted to prepare. At that time my husband, who was the pastor and also one of the teachers who taught those who had a call, began to train him. Unfortunately my husband died but this brother continues to grow encouraged by the teaching and testimony he received from his pastor. Now that I am in charge of the Church I have seen how he continues to grow thanks to the church that he says he received with love and has accepted it and is eager to continue with the legacy that in such a short time he received from what was his teacher. I thank God because now it is a strong arm in the help of the Ministry in the Church.

DISCIPLESHIP EMPHASIS

Focus on relationships, individuals

In my experience, interactive discipleship always gives better results.

Relationships are vital in the process because it is not a program. A simple missionary process is more understandable, and those missionary practices help us grow especially if you approach people, invite them, talk about God, share with them and teach them how to serve. There is greater involvement in close groups.

We must realize that in the context of discipleship relationships the church provides better and greater accountability than just our friends. In the church we find a network of relationships with people who know us in a different way and who see our relationship with a different perspective or concerns.

DISCIPLESHIP EMPHASIS

Focus on relationships, individuals

What works best is the intentional relationship with the people who are reaching out and who we are connecting with Jesus. We have realized that by giving them the best attention, they are very grateful and respond better to their life of discipleship.

Discipleship with small groups and a leader who is always with them is best. Discipling from the pulpit is good but very indirect. Strengthening friendships is important to increase the bearing of fruits.

What works best is the combination of a strong relationship between the discipler and the disciple, beyond the formal process of teaching/class. More than an 8-week class period is a long-term commitment. I think it is also important to emphasize that group processes have a greater impact than those done alone. Growing up in community also strengthens the experience of transformation.

DISCIPLESHIP EMPHASIS

Invest in church relationships

The best place to have discipling relationships is in the church. What I am not saying is that all discipleship should take place in the local church, or that only recognized leaders of the local church should disciple. Nor do I mean to say that it is wrong to invest in people who are not members of the church, such as Christian friends from work or school. What I am saying is that it is biblically wise for most of us to have most of our discipleship relationships in the context of the local church. We must have a discipleship relationship with someone who is also a member of the same church, where they share the same teaching and the same Christian community.

Be intentional and build a team

There should be a team of disciplers, and an established sequence of discipleship processes with established materials and practices that include small groups. Each discipler must be assigned new people and if you look for them, it is better. He will guide them in following Christ –as he was taught– and thus the multiplication will be generated. There should also be small groups for the leaders where they can continue to grow. The role of the pastor is crucial in this. In my congregation they have grown and can help others who have received personal help or, in small groups, they can ask and interact.

DISCIPLESHIP EMPHASIS

Good
training
&
resources

We need biblical and theological training and also leadership, in the development of plans and programs that are relevant to the development of the Church.

I feel challenged to find didactic, bibliographical, pedagogical and biblical forms and resources that we can integrate to help shepherd this new generation and not continue losing so many young people.

DISCIPLESHIP EMPHASIS

Focus on the fundamentals

What worked best in my experience with discipleship was to talk about direct topics starting with love for God, obedience and subjection to God and, to the pastors, integrity, commitment, fidelity. They were told that whoever did not receive discipleship could not serve in any area of the church. They first had to go through the process of discipleship themselves.

I see that everyone in some way or another is doing their job. That speaks highly of the Hispanic ministry. I think that unity between the churches is lacking in order to be able to fight together against that enemy that we have in common (the world) and we must put aside the differences between us. Let us work to see heaven full and not our individual churches.

DISCIPLESHIP EMPHASIS

Example of Leaders

The ministry of leaders and teachers is very important. Everything rises or falls because of their participation.

We not only need biblical and theological training, but also need it in leadership, in the development of plans and programs that are relevant to each local reality. The shepherds are there. More focus is needed.

DISCIPLESHIP EMPHASIS

Prayer

We approach making disciples with a time of daily prayer over Zoom everyday at 10pm and 3am and 7pm on Fridays

Commitment

The church needs commitment to serve all people despite their needs and look for workers who want to be part of the harvest.

Networking

We must use all networks available to us whether that be the internet, social networks, etc., in order to be able to disciple effectively.

HOW DISCIPLESHIP IS DONE

Patiently training

When we started a church about 15 years ago, we had to sit all the members down and began to impart excellent discipleship. They were taught about obedience to God and about responsibility, being punctual, fidelity, honoring the Lord with his offerings and tithes, renouncing sin, and going to make disciples.

We studied many good biblical themes for several months and the results were extraordinary. People changed their lives and committed themselves to the Lord. They were faithful and obedient and after this came an enormous spiritual and numerical growth. The finances grew, the people were blessed, and the church also won souls, they preached in cell groups where we were sending them and supported all the actions of the Church.

Some did not want to receive discipleship and or join the vision for the church. They were rebellious and problematic, sowing dissension within the congregation. Eventually, God dealt strongly with them.

HOW DISCIPLESHIP IS DONE

Various strategies can work

I think there are different ways to carry out discipleship: Home meetings, Sunday school, and leadership in all ministries.

Clear strategies

Effective discipleship requires the active participation of teachers and disciples. We must also have clear objectives and defined times to achieve the proposed goals.

HOW DISCIPLESHIP IS DONE

Patience,
follow-
through,
and
service

What works best is not to be discouraged by the participation of the members in discipleship and continue carrying out the growth program in the local church.

The growth occurs not only when the members are prepared but also when they are allowed to participate in the different services.

Throughout 24 years, God has given us the possibility of discipling groups of people who plant churches, being a total of 15 churches planted in groups of around 40 people each.

The people, who faithfully continued in discipleship, have been the ones who have maintained more relationships with other people and are the ones who care about evangelizing others.

HOW DISCIPLESHIP IS DONE

Home groups

What works best for discipleship in our church is small groups in homes. We have seen growth, but our expectations are to see more. What did not work when we started was imitating other models that worked well in other churches but not in ours. We have seen growth in the leaders. While they bear fruit, they also grow more themselves and we see the growth in the members of each group as they receive closer care.

We are seeing that the disciples are working better at home. They feel more like family and multiply faster. We are experiencing it with new house churches, and they not only come themselves, but they also bring others.

The most effective way for discipleship was through cell groups in the houses. Those we disciplined, we prepared to go preach to different neighborhoods of the city and they reproduced disciples constantly discipling those small groups in the houses.

HOW DISCIPLESHIP IS DONE

Visible
results
make an
impact

When the church can see the development and achievement in the lives of other believers it produces growth and multiplication.

I think that what works best is to create a system where people are committed to continue growing and thus be able to participate in the ministries of the church.

HOW DISCIPLESHIP IS DONE

Multiplication of Disciples

We try to be disciples who make disciples, and we want discipleship in our church to be done with a lot of love and perseverance.

I have seen growth in those who received discipleship in their personal lives. We still do not see the multiplication, but I think we are in that process. There is a sister who on her own is helping other sisters through social networks to disciple them, praying with them and encouraging them to receive Christ.

If we want to see the multiplication and health of the church develop and grow stronger, it has to become a priority of the church.

DISCIPLESHIP DISCOURAGERS

Outside obligations

Today there are many distractions and people have many options to occupy their time (technology and social networks are just a click away).

Many people in our congregations are not part of this work [discipleship] that the church provides because they spend most of their time at work.

Neglect of prayer and Bible reading

The factors that prevent spiritual growth in many beloved brothers are mostly due to their poor discipline in prayer and the word of God. Their lives weaken and lose spiritual vitality. Of course! One pastorally finds out about this state of poor growth, because it stops congregating regularly and it is then that we seek to pastorally identify the causes of this.

DISCIPLESHIP DISCOURAGERS

Burdensome work & financial responsibilities

In my opinion, there are several distractors. Our people work hard, although not necessarily for fair wages. So they must invest a lot of their time in meeting the needs of their homes and families.

Work overload is our biggest rival. Our Hispanic community's problem is the fact that we work in excess in order to be able to supply all the present needs of the home and family as well as those beyond that. This is the main competition that we face.

In the United States, Hispanics must work to support themselves and send money to their families. Migratory programs, exhaustion, etc. Stewardship in general is very necessary for them.

DISCIPLESHIP DISCOURAGERS

Busyness

Time is a negative factor. Many want to be part of the discipleship but do not have much time. Sometimes we had to go from discipleship to workshops because we can teach the workshop in a single day (a morning or an afternoon). This allows those who cannot attend due to lack of time to do so and be part of the biblical growth that we all need.

Impatience

The greatest competition we have in the practice of discipleship is impatience. We have to constantly fight against the tendency to reproduce disciples like a warehouse reproduction machine. Building character takes time and sometimes we think we are running out of time.

DISCIPLESHIP DISCOURAGERS

Digital media comforts

Today there are many distractions and people have many options to occupy their time (technology and social networks are just a click away).

What is competing is the lack of involvement of many members due to the management of diseases such as Covid-19 where people have become accustomed to turning on their computers and watching the service through social media, opting for it more than going to church and getting involved in the preparation and service of the church.

Digital media distractions

Many people spend a lot of time on the media instead of using time to learn and be trained. Other people listen to sermons on the internet, and many times they get confused, and their doubts must be cleared up. On the one hand we want to reach the new generations using technology, but on the other hand we do not want the worship service to become entertainment. The lack of topics in the preaching that people are interested in can cause indifference to the Word of God and impede discipleship. We do not want either to lower or change the gospel, but at the same time we must make it relevant for today's way of life. We have to change how the Word of God is presented without changing its message.

DISCIPLESHIP DISCOURAGERS

Emphasizing
resources over
people

I think most people are not interested in discipleship if you do it by concentrating on doing it through a book.

Lengthy studies

What didn't work for us was doing a discipleship class for a very long time. That did not work with the participants.

Irrelevant resources

There are discipleship programs of the denomination, or what publishers offer, that are very good but do not help the different levels of discipleship of the congregation.

DISCIPLESHIP DISCOURAGERS

Discipling the uninterested

What did not work is that some were not willing. They just wanted to visit the church without obligation. You had to keep praying and ministering to those people so that God would touch them.

Our church reduced in number. Most of the congregation is older. Although there are groups willing to disciple others, we have another group who simply wants to have a passive posture at this stage of their lives.

The need for the church to have relevant programs where people are touched by the Spirit of God. Not to only bring knowledge, but an experience with God to keep peoples' relationship alive, those who love to be in the house of God.

DISCIPLESHIP DISCOURAGERS

Overlooking people

What I think doesn't work is when we see people and we don't show any interest in them as people, or in their family and we only see them as just another number.

The greatest competition we have in the practice of discipleship is impatience. We have to constantly fight against the tendency to reproduce disciples like a warehouse reproduction machine. Building character takes time and sometimes we think we are running out of time.

Not engaging listeners

Doing church in the Greco-Roman style, that is, we gather people to take a message through a monologue. But we do not teach in the style of Jesus, with examples, everyday stories. Sometimes we do NOT allow people to express themselves, believing that only the pastor knows best about a certain topic.

DISCIPLESHIP DISCOURAGERS

Living comfortably with sin

The things that interfere are secular jobs, occupations; the lack of interest in serving in the work of the Lord. Not wanting to leave sin, vices and the bad habits of their lives. The fact is that they are indulging in fornication or adultery. People today want to serve the Lord many times with a lack of integrity, with hatred in their hearts and they do not want to submit to the rules and regulations of the churches. They also do not want to abide by the Word of God.

Apathy

What competes? It could be a very busy life, many commitments. The disciple has little or no interest and little discipline and commitment to be a disciple. I can assure you that they are the desires of the world. They are distracted by apathy and conformism

Effective discipleship requires the active participation of teachers and disciples. We must also have clear objectives and defined times to achieve the proposed goals.

DISCIPLESHIP DISCOURAGERS

Too much activity

As always, the competition or impediment is time and too much church activity. In addition, in recent years, everything has been affected by the pandemic. For this reason, we are trying to change the culture to one of fewer events and of more informal spiritual formation/discipleship opportunities.

PROGRESS & SETBACKS

We studied the book *The Master Plan of Evangelism*. I was impressed by the simplicity of the process as Jesus did it and the effect he had when changing the history of the world. I was impressed by the emphasis on relationships rather than the class/material taught and above all that the discipleship has more to do with the way that is lived accompanied by the doctrine that is taught. I'm disappointed that when we talk about discipleship, we immediately think of materials or books.

We want to learn but not spend time teaching/sharing with others what we learn and what God is doing in our lives. I was disappointed to see people who were not willing to get involved in knowing that they did not have a life worthy of imitating it. The better thing that came out was the change of attitude of some people to get involved in the lives of others to be part of a discipleship process.

PROGRESS & SETBACKS

For two years we have started to practice [discipleship] more intentionally in our Church. And this last year we have developed it more successfully. We have read and studied a couple of books that have helped us awaken this spirit in our lives and in the life of the Church. We start working with several people. About 15 in total and the results have been very good. The disappointing has been to see that some of those people who had all the potential to serve the Lord Jesus Christ, abandoned their training and no longer continued.

EVANGELISM QUOTES

Insights from Hispanic pastors about what encourages and discourages evangelism & outreach

FOLLOW JESUS' EXAMPLE

If we use the ecclesial family models of Jesus Christ, we can advance the mandate of the Great Commission. That is the 'business' of the Church.

TRAIN & EQUIP

I think that more should be said about how to win souls for Christ and what strategies have worked for them, talk more about the infilling of the Holy Spirit, or about how to make the souls won to Christ remain firm in the ways of the Lord with effective outreach strategies.

Our 20-month-old church has grown through personal evangelism and small groups that intentionally reach people in their age demographic.

FOCUS ON OTHERS

Meet needs

Become aware of the needs of others to be able to help them.

The transformation of the community is our approach. We work with children and women in crisis and help with the lack of food.

Most people who arrive at our church come with much drama because of the problems in the community.

PRIORITIZE "SENDING"

The vision of our Church is to "connect," "train," and "send." The discipleship of our Church is designed for the multiplication of generations of disciples (2 Tim 2: 2)

In the last 5 years, established by organic discipleship, our church has sent and is supporting missionaries in Mexico, Honduras, Nicaragua and Senegal.

This year in September we launched a church and sending one of our elders who decided to retire in the missionary field.

In March of next year, we will send 5 families with one of our elders to plant a church in the northern area of our city.

IMMIGRANT OUTREACH

Address generational challenges

For any group of immigrants, generational differences are a challenge. We need to educate our first generation to understand the second and third and more. We need to educate our children and teenagers not only on our roots but more importantly on having a real relationship with God thru Christ Jesus. We need to move the culture of our churches into evangelism-discipleship but emphasize the Go in the great commission We need to minister to everybody not only adults.

Prepare to reach a variety of immigrant groups

We need to reach the groups of immigrants of different nationalities for the Christian community.

The United States is rich because of the variety of culture that exists because of immigrants and the church needs to be a fundamental part in reaching this group.

CULTURAL AWARENESS

Increase understanding

The church must try to be more participatory in the communities and also be supportive of the people in the church. We want so much to talk about God to the people outside the church that we do not take care of those inside the church by meeting their needs.

The church must be aware of the times we live in. We are losing too many adolescents and young people due to lack of understanding the new generation.

Leaders must know what is happening in today's culture and the practices and issues that people are involved in or their daily life experiences in order to reach them with the Word of God.

LIVES CHANGED

Individual attention

Angelo is a young man who came to my church with many addictions and many material needs. He had no work; he lived in the streets.

We started working with him, and a family personally received him in their home and supported him a lot. Later, Angelo was working and living in a room with a brother of our church. One year later, Angelo grew as a disciple. In the 2nd year, he graduated from the Bible Institute and started participating in the school of leaders of our Church.

Recently, he was chosen as the leader of the evangelism of young people and is one of the greatest evangelists we have in the Church. Every weekend he goes out to evangelize taking a horn so that everyone hears it.

NEIGHBORHOOD OUTREACH

Street and neighborhood evangelism

We have a group that goes into the condominiums or apartments or parking lots and for 5 weeks; they speak of the Lord to people.

When the group begins to evangelize, all houses will be visited and invited to participate. We do not let any house escape without the invitation.

Face-to-face evangelism every weekend with different ministries. We take compassion and personal evangelism and go into the streets.

CARE FOR COMMUNITY

It is always good to remember that we have the opportunity to promote spiritual and personal communion among the people in the community.

We are reaching out to those who suffer from addictions; I think this is very important.

Reaching out to those who suffer emotional problems and personal loss is important, even for the new generations.

Next Generation Quotes

Insights from Hispanic pastors about what encourages and discourages community in their churches

PERCEPTIONS OF NEXT GEN

The new generations are visual and have little attention spans

They are tired of religiosity and they can see through it very well

Now the new generations are more disobedient and rebellious

Today's generation is digital. It is focused more on a very superficial life

In this generation, they leave the church but few return to it

CHALLENGES

What Hispanic pastors say the challenges are in reaching the next generations.

Next
generations
are not a
priority

I honestly don't know about this topic of the next generation and how we are reaching it as a church. Because with the flow of the local church, I have not taken the time to occupy myself and worry about that generation

DIFFERENCES

Understand differences and similarities

The specific challenges in meeting the different needs for college and career versus 30-somethings or teens requires a lot of focus and a lot of leadership development so each group is receiving and partaking in ministry.

Leaders must know what is happening in today's culture and the practices and issues that young people were involved in or daily life

Digital generation

The differences are striking. We are facing a huge challenge.

Today's generation is digital. It is focused more on a very superficial life and its ways of thinking and seeing life are totally different from ours.

What we have discovered is that everyone, in their different ways, desperately seeks a sense of belonging, of identity, of valuing and developing their abilities. They also seek to be affirmed and that we value their family.

REACHING NEXT GEN

The best way to reach young people is through social networks

The majority of young people who come to church do so through a relationship

Talking to young people and listening to them

Before arriving with a flag of indoctrination, it would be good to approach them with a genuine interest in them as a person

The focus is to show more concern for them and develop a healthy fellowship for them to participate in

The approach that I think is also more useful is being relational through different activities

Relationships open doors

I would say that in the last 3 months we've had dozens of young adults, teens and families join and that is due mostly to personal relationships and invitations from coworkers and neighbors.

We found that the use of Biblical instruction in conjunction with recreational activities made available to children and the youth was very successful in creating and maintaining relationships with this group.

The way of reaching out has not changed much because the majority of young people who come to church do so through a relationship. They always come to church through a family member, friend or study or work partner.

In these times of postmodern worldviews, missional churches are more effective in an evangelism process (relational evangelism-discipleship); because they are more open to relational practices. That is why relational approaches are more effective with the youth as we have rediscovered in the last 6 months.

Most young people come to our churches at the invitation of another young person. You have to do activities for young people that attract their attention.

LISTEN TO THEM

We must ask them to tell us what they would like to see in the churches, to hear their ideas. It indicates that we will take into account their ideas. The youth and young adults will want to develop those great ideas and in that way they will want to participate in developing more of their own ideas.

Talking to young people and listening to them; I think what they are looking for is not the mega show-building-entertainment-team-performance-etc. They are looking for someone who is REAL and listens to them. I think they are tired of religiosity and they can see through it very well. I don't think that's complicated... but this REAL kind of person is hard to find.

The relational theme is basic in these new generations. Before arriving with a flag of indoctrination, it would be good to approach them with a genuine interest in them as a person.

PERSONAL TIME

Today's youth require more personal time, the use of smart devices in the communication of the gospel. The type of monologue preaching is sometimes not as effective today because they take it as an imposition. Today you have to first earn their trust and respect through spending time with them. It is telling a story and then discussing it. Watching a section of a movie and discussing it with a Christian approach. The past generation used paper books; today the documents are electronic, and we take this into account when ministering to children and youth.

NEED YOUNGER LEADERS

Need more
leaders that
are close in
age

The draw for most young families is both the leadership and the intentional ministry offerings that are geared to them.

Since we have developed a leadership team and the use of a generationally appropriate discipleship curriculum this keeps them engaged.

Much of this credit goes to the NextGen ministry leadership team that is hyper focused on this.

Getting people with discipleship abilities to volunteer and not cost us financially is difficult, because they would have to be young people who may have finished their studies but are starting their professions, their marriages and/or their own families; and they are usually more focused on their goals.

HORIZONTAL RELATIONSHIPS

Previous generations did not have the technology of today, and they were happy. Today's youth are sophisticated in technology, and they handle a lot of information that was not handled before. This gives them a feeling of equality or sometimes superiority to adults. Therefore, today's leadership is not based so much on the pyramid of authority, but rather it is horizontal, related, interconnected.

Loving young people and children and making every effort to reach them with planned activities that interest them and at the same time have fun is the best way to approach them. We must also spend time with them in a horizontal dialogue where they feel valued and taken into account.

IMPACT OF TECHNOLOGY

I believe that all generations face similar challenges, but that they are exacerbated or minimized by the challenges of an ever-changing society. The development of technology, the ease of information (good or bad), among other things, exacerbates the challenges faced by children and young people today.

This generation has technology and easy access to knowledge. We have to use the same technology with the same message but in its own way.

Today's young people need short and concise messages more than mega programs and buildings with the latest technology. Also, they really need someone who listens and understands them because if we can connect with them then discipling them will be much easier.

The impact of social networks is gigantic. The changes in communication are so fast that it is impossible to think that it is possible to continue doing the same thing that was done 5 or 10 years ago. If you do, you will be in trouble very soon.

RELATABLE MESSAGING

Personal

Communicate in a way they can understand, in the language they prefer, and in the reading media they prefer.

More informal atmospheres, small groups, question and answer sessions, and dialogue. Traditional preaching is sometimes not well received because it is taken as an imposition.

Technological

Today we live in a technological and audiovisual era, and children and young people receive a lot of anti-Christian and immoral information that they sometimes do not know how to reject. Group pressure at school, at work, and among relatives who do not know Christ can hinder them.

The use of technology with the new generations is essential, as well as the use of other methods and dynamics in communicating the word of God.

FAMILY & CHURCH

The ideal improvement is to work with the Church for what it is; a family where there are parents, children, grandparents, uncles, etc. To develop a network of healthy relationships which are not confused with the religious aspect, but to be able to see family life and the challenges it faces as opportunities to live faithfully in Jesus.

When the members of a church just want to bring their children and youth to church expecting the pastor and other leaders to do all the work, everything gets stuck

REACHING CHILDREN

Future goals

The idea would be to form a children's Sunday school made up of several people that would take turns teaching. With the young people, doing outreach activities and meetings, can bring them to church.

I would love to have a couple working full time with young people and another with children.

In the future we are planning to do arts, plays, dance and current activities that involve children and young people. At the same time, we are doing outdoor activities. We hope that you will also provide us with ideas that can help us attract them to our churches.

We want the children to have transformed and integrated lives that live according to the teachings of our Lord Jesus Christ and that they become faithful Disciples of Christ and make discipling a way of life.

We have a good building, with a good extension of land but few areas dedicated to them, I think we should focus more on them.

FAMILY INVESTMENT

We need the new technology to reach the younger generation and teach them biblical foundations and teach them to have devotionals at home as a family. I think that never changes. That's how my children grew up, two of them are married and we are grandparents. I also have a fifteen-year-old teenager at home and we really continue to work with him on the things of the LORD and in these times with so much technology and changes, there are devotionals that work, no matter what year we are in. A family that is together spiritually is the ideal.

We cannot lose our focus that parents are essential to reach children and young people.

WILLING TO CHANGE

I believe that the problem that the church needs to understand is that what used to work before does not work today. We also don't need to argue over the way it is done but instead focus more on the essence of what we are doing. To connect with the new generations, we must have an open mind to change, to leave aside culture and traditions without ever compromising the Word of God.

There are very different methods that should be used for each of them. We used some 15 years ago and they changed over the years and those of this generation require adaptations in personalized teaching.

GIVE MORE BACKGROUND

Next
Generations
need more
information
on Biblical
context

Previous generations did not require as much explanation as today's generations. Today's generation places a lot of emphasis on the authenticity of leadership. The approach has to be from a more relational and deeper point of view.

The difference in this generation from previous ones is that the previous generations already carried a Christian history delegated by the family. This current generation comes from families without that background.

FOCUS ON THE GOSPEL

I believe that the Bible is clear about the consequences caused by sin and nowhere do I see that there is a difference in the need for the gospel, the redemptive work of Christ for the solution of those sins.

We need to understand that they have the social and physical needs as well as the spiritual needs that are common to the entire human race, regardless of age. Understanding this requires a more intentional approach to the spiritual formation of children and youth.

Generations today need greater opportunities for service and seek to follow causes more than institutions. The church has to try to teach her role within society in terms of social causes without forgetting that the main thing is the proclamation of the gospel and the worship of God.

More useful approaches are those that involve participation and provide the tools to be able to talk about socially relevant issues in light of the gospel and Scripture.

APPLY SCRIPTURE

Other changes are the need to apply Scripture to the challenges presented by today's culture. In past generations, issues of sexual identity, transgender and the like were not as necessary to discuss as they are today. Clarifying the biblical position and providing tools to converse with others is of paramount importance.

We must teach them the word of God clearly and bluntly, but also using all the methods at our disposal so that it captures their attention and so that with the help and power of the Holy Spirit it makes an impact on their lives.

BLUNT TEACHING

Address the topic THOU SHALL NOT KILL focusing on abortion and violence. Teach about marriage so that they will be able to see what God says about marriage, that it is between a man and a woman and that it is for life. Preach on the theme LET'S TAKE CARE OF CHILDREN. Teach them the truth of what God says about them to counter gender ideology. I have put the key phrases and the biblical texts of each of these messages in English and in power point so that they can see them on the screen, while I am preaching.

HEALTHY CHURCH

Earn their trust

The focus is to show more concern for them and develop a healthy fellowship for them to participate in.

Maintaining a relationship of trust between them and the pastor is fundamental, because despite the difficulties of bringing them closer to one another, they are extremely interested in something that they do. Therefore, if they see that the church is doing well and had a proposal to do great things, they will certainly want to be part of it and grow in this church.

Spirit led leadership

An empowered and connected leadership is needed.

Have bilingual leaders filled with the Holy Spirit, with doctrinal formation that dominates the dynamics of the formation of disciples, especially in small groups. We have the materials and the capacity to teach whoever wants to be trained for this ministry.

GENERAL

Leaders can foster opportunities that lead to salvation. Give young people opportunities to serve. Put the young people in contact with the word of God and follow it up. Create modules such as the study of the scriptures, prayer in homes and work together toward a common goal. Leaders who provide an example, encouragement, and care can be invaluable to young people at this important time in their lives. As leaders learn about each young man and woman, they can be inspired to know how best to help them.

GENERATIONAL DIFFERENCE/ OBEDIENCE

We are from a generation whose parents told us what we had to do, and we did it. But now the generation has the world at its feet (computer, cell phone). It is not easy to just tell them something and expect them to respond with a "yes ma'am". Today we have to convince them that we are speaking the right thing. This is why I think there is a big difference.

Before, our parents took us to church, and we went obediently, now it is much more difficult to win young people to Christ since they prefer video games and other distractions. Now the new generations are more disobedient and rebellious.

In previous generations, young people at a certain age left the church, but when they consolidated their lives, they came back. In this generation, they leave the church but few return to it. The church is being emptied of generations of young adults.

GENERATIONAL DIFFERENCES

The new generations have media such as the Internet and social networks, which are wonderful if used properly and prudently. The problem is still discipling them properly. Before, it was believed that if you took a few classes (from eight to twelve) you had the first level, then more levels were added, but it was always a mechanical matter of reading and answering. Today the trend is that the concept that is most in vogue is added to the study: mentoring. The new generations work more closely, and sometimes it seems that we are further away than close... because although we have the same ancestry, our problem is language and culture. In our experience, the young people of our church are eager to have classes with topics relevant to them, but they reject religiosity and legalism. Although it is a challenge, it is possible to do it, but there are, as I have exposed, some changes that must be taken into account.

Hispanic Pastor Discussion Boards

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