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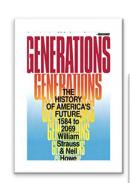
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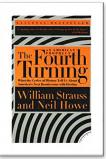


Why Learning About the Next Generation is Essential for Church & Ministry Leaders Now

GENERATIONS & GENERATIONAL THEORY—

- Approximately 15+ years
- A demographic cohort shares common experiences during the same period of life (formative years)
- Usually characterized by a defining moment
- The age group typically looks at life the same way...





An Introduction to Generation Alpha:

- Name coined by Australian Mark McCrindle in 2008 - (not sure name will stick)
- Birth years: 2010 to 2025 approx.
- iPads launched in 2010, Instagram was invented, the term "app" was word of the year
- Today's 11-year-olds and younger
- Now pre-teens, soon will populate youth groups
- In 10 years will be young adults
- The age group most affected by the pandemic
- Size: Approximately 67 million people (declining birth rate, immigration questions, possible Covid-19 baby boom...)



SOME BASIC OBSERVATIONS ABOUT GENERATION ALPHA—

- 1. They are the first generation born entirely in the 21st Century.
- 2. They will be the first generation to see the 22nd Century.
- 3. They are the first generation to be alive with 7 generations.

GENERATIONS ALIVE TODAY -							
"OREATEST"		DOOMERS	A COLUMN	MILLENHALS	GEN X	ALPHA ALPHA	
"GREATEST"	SILENT	BOOMERS	GEN X'ERS	MILLENNIALS	GEN Z	ALPHA	
Pearl Harbor Avg. = 90	Communism Avg. = 75	The 1960's Avg. = 60's	Scandals Avg. = 45-ish	9/11 Avg. = 25-35	Politics / Fear Avg. = Teens	COVID-19 ? Avg. = 11 -	

- 4. They are true "digital natives". Technology dominates their lives—creators, interactive, educational...
- 5. Their parents are most likely Millennials.
- 6. They will have older parents & fewer siblings.
- 7. The majority of Alphas may be from a higher percentage of non-traditional, dysfunctional, and hurting households.
- 8. This will be the generation with the most ethnic diversity yet.
- 9. They are struggling with fear, anxiety, and uncertainty.

WHY LEARN ABOUT GENERATION ALPHA?

- 1. They are part of your congregation or target group now.
- alpha

- Lead them to Christ
- Teach them the Word and help them grow in spiritual maturity
- Connect them to the larger body of Christ
- Equip them to serve

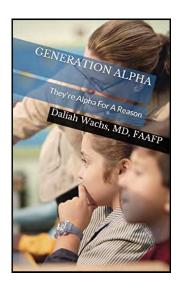
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- 2. Kids grow up...
- 3. Kids are making life-long decisions and commitments now.
- 4. Reaching Alphas in your community will help your church connect with their households.
- 5. Emerging generations are trendsetters and great predictors of the future.





IMPORTANT SOURCES & RESOURCES:



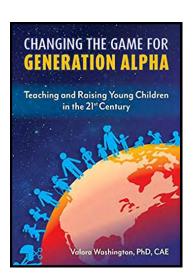
Generation Alpha: They're Alpha for

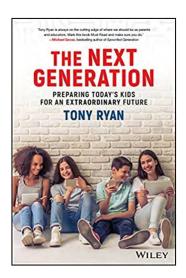
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ISBN: 9781605547268





The Next Generation: Preparing Today's Kids for an Extraordinary Fu-

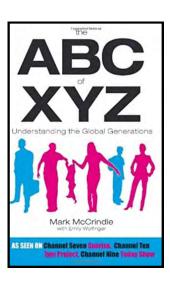
ture, by Tony Ryan

ISBN: 9780730345046

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ISBN: 9781742230351



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Q

Find answers about Christianity

How Will COVID-19 Impact Generation Alpha?

Time will tell, but there are likely to be enduring effects of this far-reaching pandemic. Depending upon the actual duration of this isolation from other people, there are habits and life patterns that are apt to develop that may persist with the members of Generation Alpha for decades to come.

Mel Walker



The current COVID-19 pandemic means that schools are closed, and children are at home. Much has been written about the Millennial Generation and Generation Z, which is the cohort that followed the Millennials.

According to social researchers (e.g. James Emery in *Meet Generation Z: Understanding and Reaching the New Post-Christian World*), members of Gen Z were born between the years of 1995 and 2010 and are today's teenagers. This means that the children age 10 and under, who are at home right now, and who are experiencing the current "social distancing" strategy, are members of America's newest generation — "Generation Alpha."

This term (https://mccrindle.com.au/insights/blog/generation-alpha-mark-mccrindle-q-new-york-times/) was coined by an Australian researcher, Mark McCrindle, in 2008, who observed that by the time all members of this generation have been born, they will number almost two billion people around the globe, and will be the <u>first generation (https://www.thoughtco.com/names-of-generations-1435472)</u> to be born entirely in the 21st century. Most demographic experts agree that members of Generation Alpha are the children born between 2010 and 2025, observing that all the generations in recent history have a birth span of approximately 15 years.

One of the defining characteristics of each generation is a significant, common historical event or situation that members of a specific age group encounter together during their formative years. Some examples include the "Greatest Generation" (as named by well-known news anchor <u>Tom Brokaw</u>,

(https://www.amazon.com/Greatest-Generation-Tom-Brokaw/dp/0812975294) who experienced the raid on Pearl Harbor and the eventual allies' victory in World War II. The "Baby Boomers" lived through "the Sixties" together including the assassination of President Kennedy and the Vietnam War, and the "Millennials" came of age just as the terrorists' attack of 9/11 happened.

In addition to the health ramifications, perhaps there will be another lasting effect of the Coronavirus pandemic. For sure, the growing death toll and the infectious nature of this virus will leave an enduring impact upon today's kids who are experiencing this phenomenon together.

However, there may be another, somewhat unexpected result of this current global crisis — and that is the generational affinity that comes from experiencing something this significant together with others of the same age and in the same stage of life.

Potential Consequences of Lengthy Social Distancing

Time will tell, but there are likely to be enduring effects of this far-reaching pandemic. Depending upon the actual duration of this isolation from other people, there are habits and life patterns that are apt to develop that may persist with the members of Generation Alpha for decades to come.

This pandemic may create a new normal for today's children that proves to be like the lasting life changes that happened following the other similar generational-defining events or seminal moments.

Here are five possible consequences of an extended time of social distancing and isolation from a broader community:

1. The Feelings of Fear and Anxiety May Continue to Grow

Today's young people are more likely than previous generations to struggle with <u>depression and anxiety</u> <u>disorders (https://www.apa.org/news/press/releases/stress/2018/stress-gen-z.pdf)</u>. Plus, their negative feelings are only likely to grow as a result of the current days of virtual quarantine.

The constant, pervasive nature of negative news relating to the coronavirus is quite likely to become a breeding ground for even more apprehension and worry for today's children. Coupled with the reaction to the current crisis by parents and other influential adults, this situation is likely to develop a growing sense of foreboding and uneasiness in the lives of the next generation.

Of course, this will not be universally true, but the likelihood that the anxiety that comes from the potential of getting sick, or someone they know getting sick; compounded by the negativity in a socially isolated atmosphere will be even greater than it is now for Gen Xers and Millennials.

Church leaders, youth workers, and other caring adults would be wise to put positive and hope-filled resources into the hands of parents, other guardians and caregivers, and the children themselves during these days of crisis and pandemic.

2. Being in Seclusion May Become More of a Norm

Another long-term effect of social distancing for children is that living without the presence of other children and other influential adults in their lives may become an enduring pattern. There are some children from homes that may be accustomed to a socially isolated world much like the situation today.

For example, some homeschoolers may fit into this description. However, it's important to remember that humans are designed by God to live in community with others, and it is especially important for followers of Christ (https://www.christianity.com/jesus/) to be actively involved in His work — the church.

One of the potential dangers of a quarantine is that the segregation from others might become "safe", or even cozy and natural. This generation already has a natural propensity toward technology, which is a key reason why parents and church leaders alike should make it a priority to provide opportunities for some positive and healthy social interaction for kids even if that is via tech — especially if these days of social distancing increase.

3. The Creative Use of Interactive Technology Will Expand

The first wave of <u>Generation Alpha (https://nowthisnews.com/news/move-over-gen-z-generation-alpha-is-here)</u> began in 2010, which is the same year the iPad was released, Instagram was created, and when the term "app" was selected as the word of the year. It's no wonder that this generation is very comfortable with using all kinds of technology.

This time of isolation from a larger community will certainly not be a problem for them. They have grown up with various forms of "smart" technology and are most likely used to a "virtual" world. Since today's school-aged children are now home for longer periods of time, they will be compelled to utilize technology even more and more for their educational requirements and pursuits.

The current global crisis will very likely push this new generation toward even more creative use of technological tools. Parents, church leaders, and educators alike should expect more and more members of Generation Alpha to become creators, publishers, and entrepreneurs instead of being just consumers of virtual media.

4. The Stress of Financial Pressure May Become More Intense

One of the lasting ramifications of living through the Great Depression (1929-1939) for the "Silent Generation" of that era was the lack of finances and a scarcity mindset, and the members of the World War II generation experienced several years of shortages due to the needs of the war effort. Economic struggles are already one of the leading pressure points for any generation, and this occasion is likely to be no different for Generation Alpha.

The wide fluctuation of the Stock Market, plus the rapidly growing unemployment rate has caused a major and unprecedented reaction from the United States government. Customers have already experienced the grocery stores' lack of commodities such as toilet paper, disinfectant wipes, hand sanitizer, and medicines.

As this pandemic tarries, and as more and more travel restrictions are enforced, Generation Alpha is also expected to experience more widespread shortages in several areas. Some are predicting a rapid economic upturn once this crisis is over, but today's children are likely to remember and experience a lasting impact of financial pressure as a result of COVID-19. Parents and other influential adults, such as grandparents and other caregivers, will need to be diligent to teach and demonstrate financial discipline during these difficult days.

5. There Will Be a Growing Number of Hurting and Non-Traditional Households

According to some authors (e.g., Corey Seemiller and Meghan <u>Grace</u> (<u>https://www.christianity.com/theology/what-is-grace.html</u>) in *Generation Z: A Century in the Making*), many members of today's younger generations are already living in broken, hurting, dysfunctional, and non-traditional households. This means that the current coronavirus crisis is not going to be a good thing for many children.

Both community and church leaders must remember that there are several households out there where it will not be a positive experience for children to have more extended time at home. That means that household stress and pressure are likely to grow and have more of a lasting impact on members of Generational Alpha.

This is exactly why it will be imperative for conscientious outside influencers to stay in regular communication with both children and other household members. One youth ministry writer also put it this way:

"Churches would be wise to bolster their resources for counseling — marriage counseling, family counseling, addiction recovery, and a response to abuse. We must pray for healing and grace in homes today and be ready to provide pastoral care and help... hopefully, before it's necessary, but we probably won't hear about most of the heartbreak until the dust has settled." (Facebook, April 6, 2020.)

What Does This Mean?

This COVID-19 crisis will sadly have many victims. The impact on adults and teenagers will undoubtedly be devastating, but its lasting influence is likely to be arguably greater on children.

Everyone is learning to adapt to this new normal and it'd be easy to say that today's kids will take it all in stride, however <u>generational history (https://www.wired.com/story/covid-19-is-hitting-teens-especially-hard/)</u> says that this will not be the case.

Caring adults must be truly compassionate and be intentional about keeping lines of real interpersonal communication open. Children and adolescents watch adults and will learn much about handling crisis situations from them.

Members of Generation Alpha are at home right now and that is likely to have a lasting effect on them.

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Mel Walker is the president of Vision For Youth, Inc., an international network of youth ministry, and he is also the youth pastor at Wyoming Valley Church in Wilkes-Barre, PA. Mel has been actively involved in various aspects of youth ministry for over 40 years. He is also an author, speaker, and a consultant with churches. More information about his speaking and writing ministry can be found at www.GoingOnForGod.com (http://www.GoingOnForGod.com). Mel has written 13 books on various aspects of youth ministry, including lnter-Generational Youth Ministry:

Why a Balanced View of Connecting the Generations is Essential for the Church

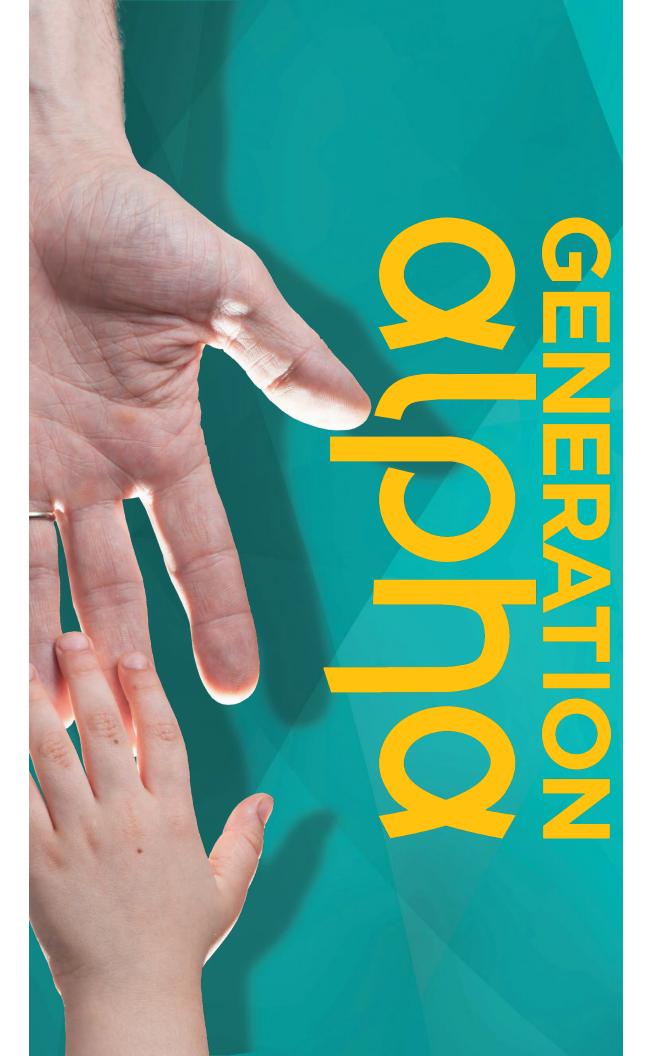
(https://www.amazon.com/gp/product/0983456879/ref=as li qf asin il tl?ie=UTF8&tag=salemwebnetwo-20&creative=9325&linkCode=as2&creativeASIN=0983456879&linkId=b95564bd4b4df27a3883a66ac5e95a5f). Mel & Peggy Walker are the parents of 3 adult children—all of whom are in vocational ministry. You can follow him on Twitter: @vfyouth.

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Christianity (/) / Wiki (https://www.christianity.com/wiki/) / Christian Life (https://www.christianity.com/wiki/christian-life/) / How Will COVID-19 Impact Generation Alpha?

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CHURCH LEADERS NOW THE NEXT GENERATION WHY LEARNING ABOUT IS ESSENTIAL FOR



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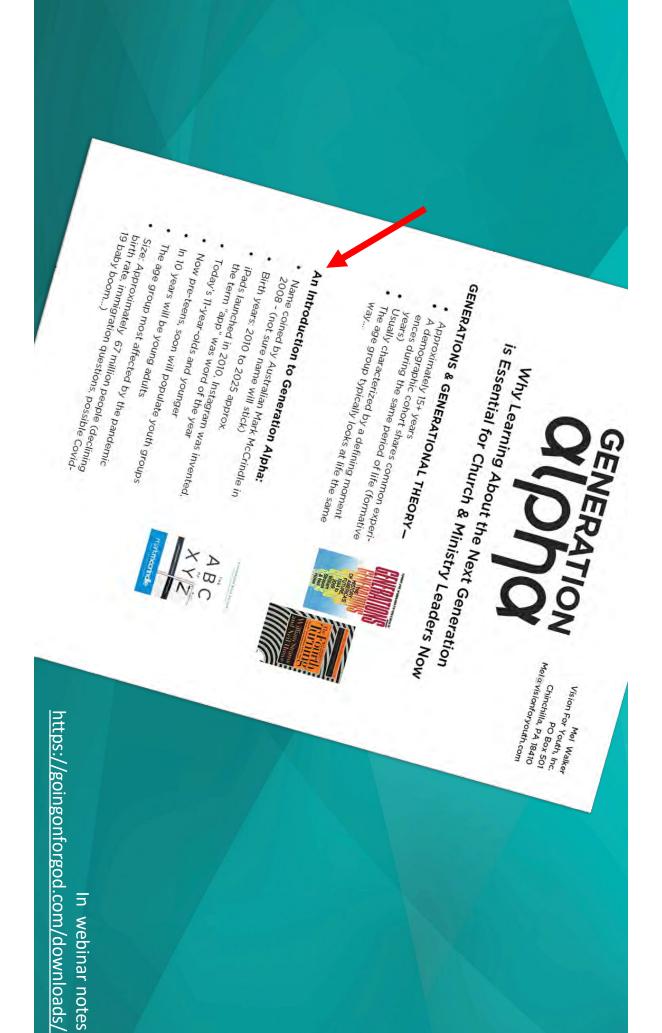
GENERATIONS

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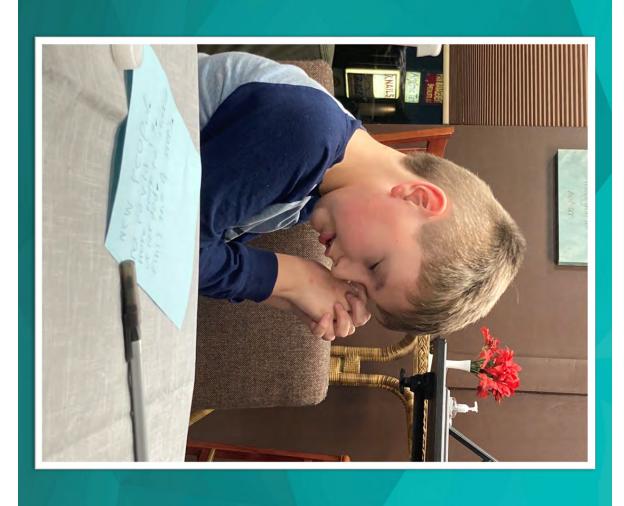
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GENERATION

OBSERVATIONS



GENERATION

They are the First Generation Born Entirely in 21st Century



GENERATION QLOHQ

They will be the First Generation to See the 22nd
Century



They are the First Generation to Be Alive with 7 Generations

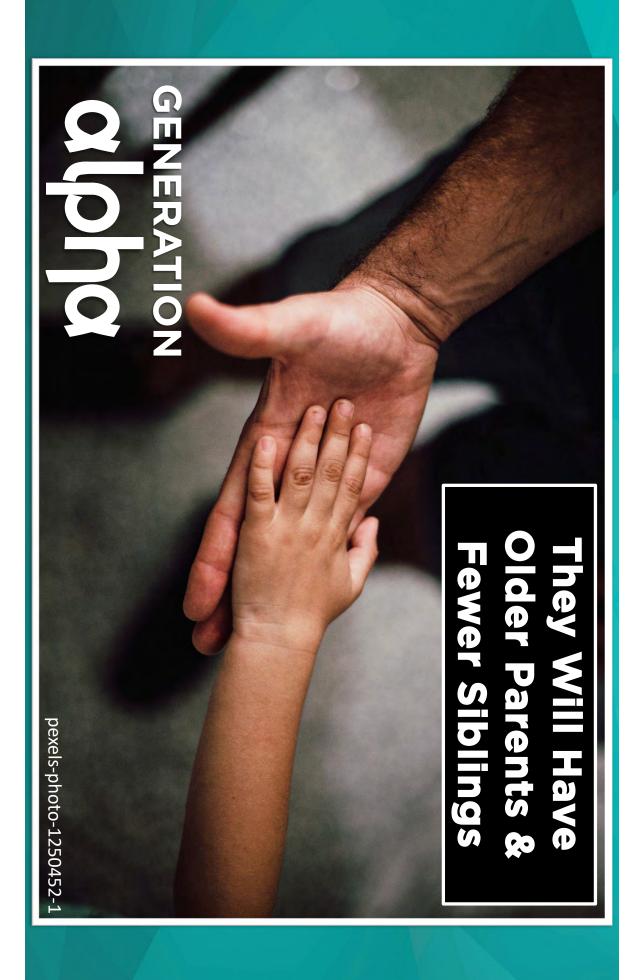
GENERATIONS ALIVE TODAY -

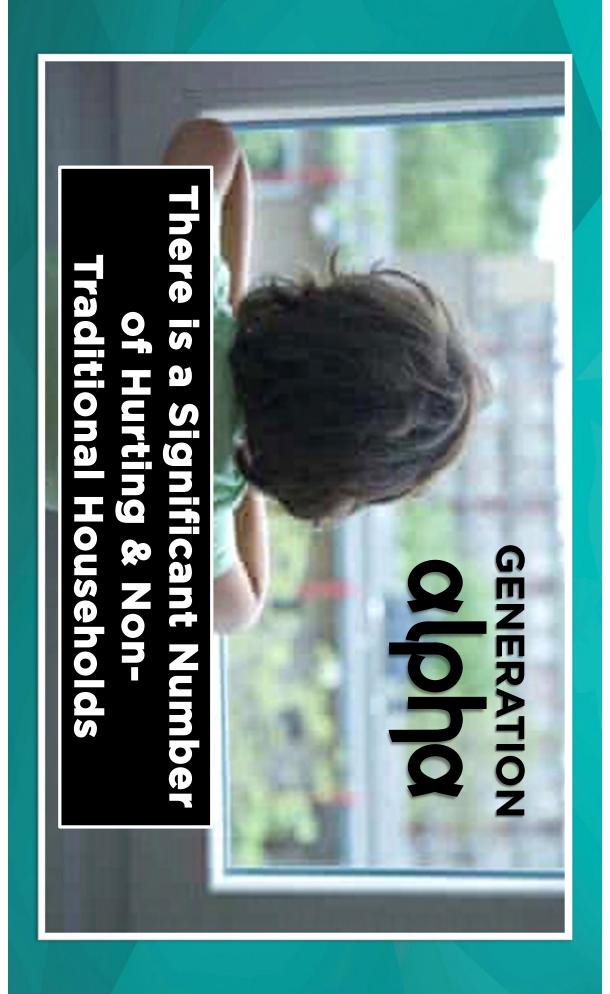
Pearl Harbor Avg. = 90	"GREATEST"	"BREATEST
Communism Avg. = 75	SILENT	
The 1960's Avg. = 60's	BOOMERS	BOOMERS
The 1960's Scandals Avg. = 60's Avg. = 45-ish	GEN X'ERS	
	MILLENNIALS	WILLEN WAS
9/11	GEN Z	
COVID-19 ? Avg. = 11 -	ALPHA	ALPINA 100 ALPINA

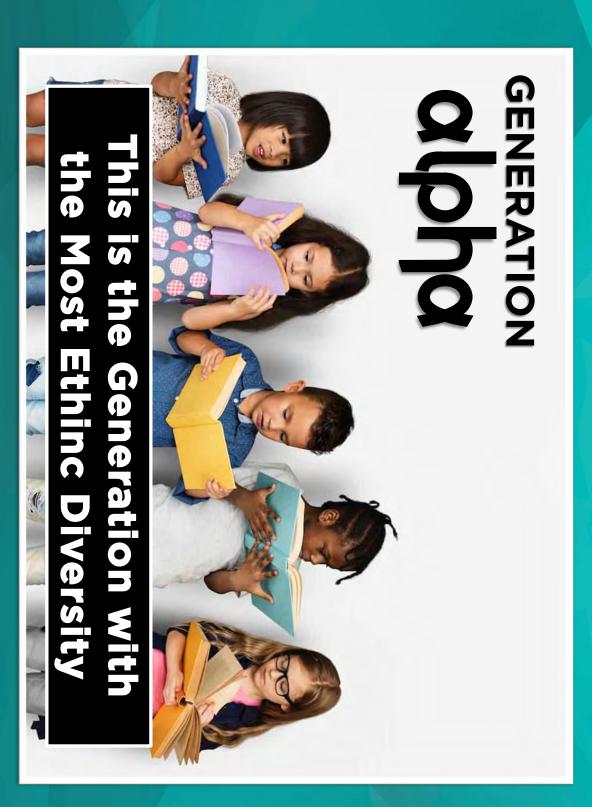


Photo by Kelly Sikkema on Unsplash











GROWING UP IN A DIFFERENT WORLD



Cynthia Kiyungi, 12, and her sister, Lilah, 8, laugh outside the Albright Memorial Library in Scranto

Pandemic disrupts childhood, clouds future for area kids

Some children lost loved ones to COVID-19. hers lost treasured rites of passage hildhood changed a year ago. chools closed, playdates canceled and BY KATHLEEN BOLUS AND SARAH HOFIUS HALL STAFF WRITERS Riverside fifth grader Jack Davies stands with his scooler in his driveway in Moosle on March 3. When the pandemic hit, playing with riends in person was of limits for the ther-fourth grader. Eventually he was able to ride bikes on opposite sides of the street with a neighbor and participate in birthday parades in lieu of the usual parties.

LEARN ABOUT THE SERIES

COVID-19

PANDEMIC

spent summer vaca

ania lost more than 1,600 lives to COVID:19 and Our lives changed dramatically as masks, social

AND SARAH HOFIUS HALL BY KATHLEEN BOLUS

STAFF WRITERS

Childhood changed a year ago.

families struggled. Schools closed, playdates canceled and

Others lost treasured rites of passage -Some children lost loved ones to COVID-19.



COVID-19

PANDEMIC A YEAR OF

WHAT'S NEXT?

Friday: Our lessons

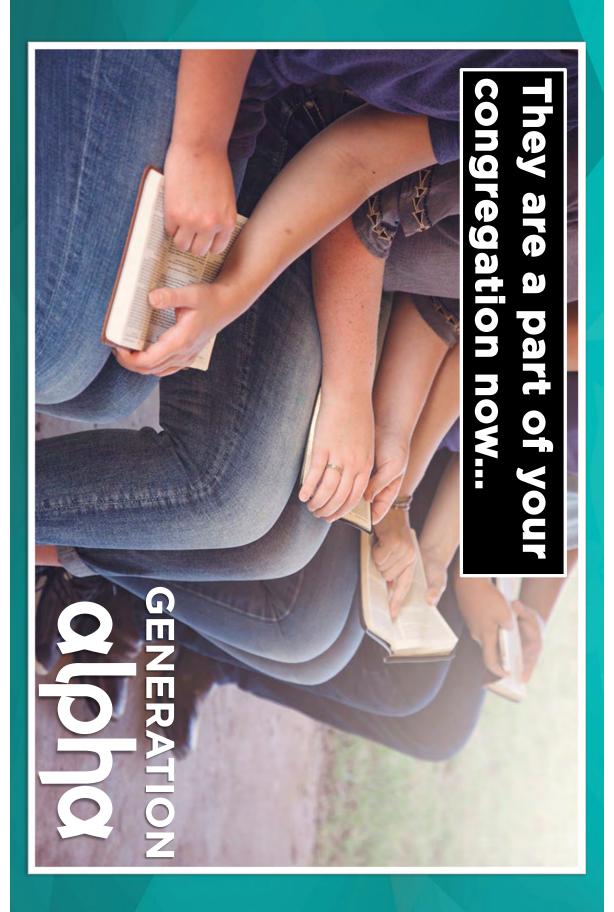
Thursday: Our lives

spent summer vacaextended family and few. Kids celebrated friends, to name a sleepovers with summer camps and birthday parties tion in their own holidays without backyards.

isolated, struggling with their own men-Many children felt

some of the region's students. The lack of inperson instruction also caused some chiltal health as virtual learning continued for

WHY LEARN ABOUT GEN ALPHA?



Kids grow up...



GENERATION QLOHQ



Photo by Priscilla Du Preez on Unsplash







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Leadership is best learned by walking with experience.

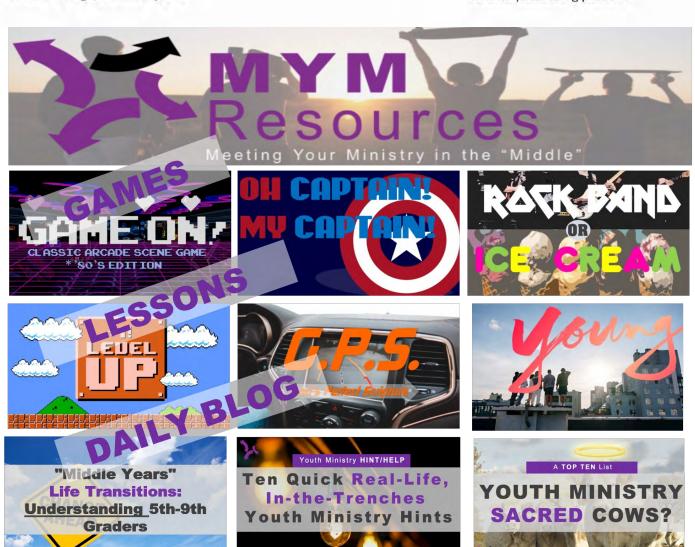
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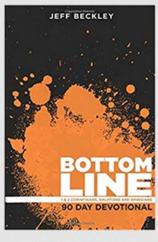
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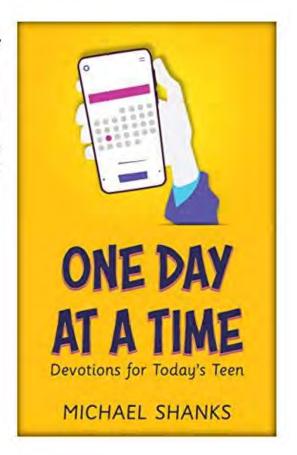
INTRODUCING A **NEW** RESOURCE BY CLARKS SUMMIT UNIVERSITY & BAPTIST BIBLE SEMINARY GRAD, **MICHAEL SHANKS -**

Drawing upon his 15+ years in youth ministry, "ONE DAY AT A TIME" features 365 topical devotions encouraging youth 12-18 to examine everyday challenges in the light of God's Word. It also includes guest writings by many other CSU grads, professors and ministry friends, including Mel Walker.

This is what Mel had to say about the book:

"I am honored that my friend, Michael Shanks asked me to participate in his new devotional for teenagers. I just got my copy and I found this resource to be very practical and true to God's Word. If you are looking for a tool to help your teenagers (in your family or in your church's youth group) to get into the Bible for themselves, then this is the book for you. It will help kids learn what the Bible teaches and will help them apply Biblical principles to their lives today. Great resource!!"













Book Descriptions:



Youth Ministry Questions: Lessons from a Life-Long Youth Worker

\$12.99 (pre-publication price, released March 2021) / paperback

Do you have youth ministry questions? Then this book is for you. In fact, this book may end up being the most practical youth ministry book on your shelf.

It contains a series of short, easy-to-read articles on a wide variety of youth ministry topics. My goal is that this book will read like a personal conversation as I share my heart on a wide range of important youth ministry topics.

If you are a youth pastor, you are encouraged to devour this book - and then share it with the other youth workers in your church. If you are a volunteer youth worker, get your highlighter out as you read it so that you can note and remember some of the incredibly practical pieces of advice and counsel that are shared in this book.

Do you have youth ministry questions? Then you should read this book!



Going On For God – Study Guide to Help Christian Parents AND Church Leaders be a Part of This Important Conversation

\$5.00 / paperback

\$4.00 / PDF

It is my goal to make this study guide to my book, Going On For God: Encouraging the Next Generation to Grow Up and Go On For God, both as Biblically based and as practical as possible. My prayer is that it can be utilized in your church as a catalyst for a growing conversation between Christian parents and church leaders (pastors, youth pastors, volunteers, youth leaders, teachers, and children's workers), to help them discuss together the critically-important topic of encouraging the next generation to grow up and go on for God. And isn't that what we want for our kids?



Inter-Generational Youth Ministry: Why a Balanced View of Connecting the Generations is Essential for the Church

\$12.00 / paperback

\$7.99 / PDF

It's time to bridge the generation gap in the church. For too long, traditional churches have isolated the various generations from each other. This segregation has resulted in a mass exodus from the church following active participation in youth ministry. It's time to reverse that trend by taking proactive steps to connect the generations the church without destroying the many positive aspects of church youth ministry.



Convinced. Applying Biblical Principles to Life's Choices

\$9.99 / paperback

\$6.99 / PDF

How do we know what God wants us to do?

We are living in a culture with very few absolutes. Moral relativism rules contemporary society. When asked to make a choice on almost any current issue, many of today's young people will respond by saying, "It depends." So many are struggling with knowing right from wrong.

That's why this devotional booklet, that my kids and I put together, is so important. God's Word has clear and uncompromising reasons for decision making. As you work your way through the thirty daily devotionals, notice the Bible's use of words like: all, every, always, and everything.

In one month, as you seek to apply these 30 Biblical principles, you will be able to develop your own Biblical convictions for life's issues. Whatever the issue, the Bible has answers.



Going On For God: Encouraging the Next Generation to Grow Up and Go On For God

\$15.99 / paperback

\$7.99 / PDF

"'What Do We Want For Our Kids?' If you are a Christian parent or grandparent, of if you are a pastor, youth pastor, or other church leader, I think you would agree that we want our kids to grow up and on for God as adults. Right?

Youth ministry should never be a terminal program where teenagers graduate from high school, finish their involvement in youth group, and then walk away from the church. Yet that is what is happening in the lives of so many emerging adults. It is time to stop the exodus of young adults walking away from God.

This book is a practical conversation for Christian parents and church leaders who are interested in proactive suggestions for encouraging the next generation to grow up spiritually and to live their adults lives as devoted followers of Christ. This process isn't easy, but take it from someone who has been a fellow-struggler on this journey — it's certainly worth the effort. We are in this together as part of God's Word in the world today. We want our kids to grow up and go on for God!"



Mentoring the Next Generation: A Practical Strategy for Connecting the Generations in Your Church

\$12.99 / paperback

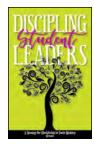
\$7.99 / PDF

"Mentoring is a way for local churches to make intentional and growing, inter-generational connections. I define mentoring as the practice of caring and Godly, older adults taking the initiative to develop personal, growing relationships with younger people to encourage spiritual and personal maturity.

This can be an incredibly practical way to build God-honoring connections in your church. Even today's busy adults can mentor eager young people by utilizing activities that are already a part of their schedules to build these connections. Effective mentoring can happen in the church foyer, on a golf course, or in a crowded coffee shop. It can take place while running errands or while serving together in the church.

This easy-to-read and easy-to-apply book provides a real-world and pro-active strategy to practically connect the generations in your church."

Book Descriptions:



Discipling Student Leaders: A Strategy for Discipleship in Youth Ministry

\$6.99 / paperback

\$5.00 / PDF

"'Go... and make disciples.' I am deeply afraid that modern Christianity has basically ignored this critical directive and has replaced it with programming, functions, and activities. We must return to the Biblical pattern of true discipleship—investing and reproducing our lives into the lives of the next generation.

Discipling Student Leaders offers succinct, Biblical, and practical help for anyone who is specifically interested in discipling teenagers. You will learn how to identify which teens to disciple, the limitations of a discipleship ministry, and ministry training and ideas for implementing Bible studies, outreach, and prayer into the fabric of your church's youth ministry. This is a proven discipleship strategy.

Let's commit to Christ's mandate in our youth ministries!uth ministry questions? Then you should read this book!



The Greenhouse Project: Cultivating Students of Influence

\$5.00 / paperback

Here again, I partner with my friend Mike Calhoun, former Vice President at Word of Life, to collect a series of practical writings from a wide variety of experienced youth workers from across the country. This is a classic anthology on the important topic of developing student leaders.



Ministry During and After Times of Social Distancing

FREE / PDF

The church is Christ's idea and it is His work in the world today. The current health crisis is not a surprise to God — and He will certainly use His church during and after this pandemic. It is amazing to see how local churches have stepped up to the plate during the current practice of "social distancing." Churches of all sizes have had to figure out what their ministries should look like during the days when gathering on weekends was discouraged. Many pastors took their services online, and others made the commitment to have the church leave their buildings to do ministry in other ways. This booklet contains some incredibly practical strategies for church ministry during these weird times.



Pushing the Limits: Unleashing the Potential of Student Ministry

\$5.00 / hardback

In this book, I join with veteran youth worker, Mike Calhoun, to collect some of the best input from youth pastors and leaders all around the country, who are doing what it takes to tap into the true potential of youth ministry. Readers will find each of the chapters in this classic anthology to have been written by experienced practitioners — some from smaller churches, others from large churches, and others who are knowledgeable youth ministry specialists. Each writer has a clear-cut passion to effectively communicate the truth of God's Word to a needy generation.

Mel Walker is the president and co-founder of Vision For Youth — an international network of youth ministries, and he is currently the youth pastor at Wyoming Valley Church in Wilkes-Barre, PA. He has spent over 45 years as a youth pastor, professor, administrator, ministry leader, editor, writer, and speaker. Mel has visited approximately 30 churches each year for over 30 years — and he is the author of 14 books and hundreds of free-lance articles on various topics relating to youth ministry. Mel, and his wife, Peggy, speak to hundreds of young people, young adults, church leaders, and youth workers each year in a wide variety of events and venues. They are also the parents of three adult children — all of whom are in vocational, career ministry — and they currently have 10 grandchildren.

You can contact Mel, find out more about him and his ministry, and order his books at: www.YouthMinistryQuestions.com.





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Mel Walker



Mel Walker is the president and co-founder of Vision For Youth, Inc., an international network for youth ministry. He is a frequent speaker (both nationally and internationally) at youth, church leadership, family life, family ministry, and parenting conferences. He speaks to thousands of students, church leaders, families, and youth workers each year and has organized and led several regional, statewide, and national youth and youth ministry conferences and events. Mel is a graduate of Clarks Summit University (then Baptist Bible College), AA & BRE, & Seminary, MMin - and has done graduate work at Iowa State University and Faith Baptist Theological Seminary.

Mel & his wife, Peggy, are the parents of 3 grown children, all of whom are in vocational ministry. Kristi is a missionary youth worker in Berlin, Germany; Todd, and his wife, Janine, is a pastor in Wilkes-Barre, PA (and also serves as a Vision For Youth missionary on secular college campuses); and Travis, along with his wife, Kaci, is a discipleship pastor in Ankeny, Iowa. Mel & Peggy now have 10 grandchildren.

After serving as a youth pastor in Michigan for several years, Mel then taught youth and family ministry courses and served in various administrative roles at Faith Baptist Bible College in Ankeny, Iowa, and then at Baptist Bible College & Seminary in Clarks Summit, PA. He has also been an adjunct professor of youth and family ministry courses at three other colleges and seminaries. Mel ministered for almost 10 years as the director of student ministries for Regular Baptist Press in Schaumburg, Illinois – where he led in the complete revision of their youth ministry curriculum.

Mel is the co-editor of 2 major anthologies of youth ministry (*Pushing the Limits: Unleashing the Potential of Student* Ministry, published by Thomas Nelson; and *The Greenhouse Project: Cultivating Students of Influence*, published by Word of Life). He also wrote 3 books, published by Regular Baptist Press on the subjects of youth discipleship, mentoring, and evangelism; and a devotional booklet for students on Biblical decision making. He recently wrote *Inter-Generational Youth Ministry: Why a Balanced Approach to Youth Ministry is Essential for the Church* and *Going On For God: Encouraging the Next Generation to Grow Up and Go On For God*, which were published by Vision For Youth Publishing.

He has been actively involved in various aspects of youth and family ministry for over 40 years and is currently the youth pastor at Wyoming Valley Church in Wilkes-Barre, PA.

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