

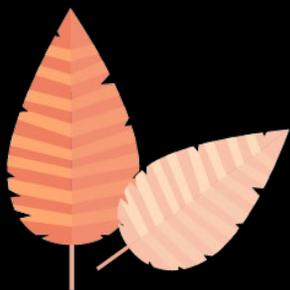
United & free

Alliance Churches World Wide



Young leaders

And the millennial question



Working with millennials

1 Corinthians 9:19-23:

Though I am free and belong to no one, I have made myself a slave to everyone, to win as many as possible. To the Jews I became like a Jew, to win the Jews. To those under the law I became like one under the law (though I myself am not under the law), so as to win those under the law. To those not having the law I became like one not having the law (though I am not free from God's law but am under Christ's law), so as to win those not having the law. To the weak I became weak, to win the weak. I have become all things to all people so that by all possible means I might save some. I do all this for the sake of the gospel, that I may share in its blessings. (NIV)



Working with millennials

- It's easy to lead like I, myself, wants to be led.
- Leadership is always a commitment to human beings. Christian leadership is not ruling from above, but leading from among
- Born between 1982 – 1998
- There is nothing wrong with this generation!



Working with millennials

- An increased use and familiarity with communications, media and digital technologies
- A strong consumer group
- More inclusive than previous generations
- Strong empathy and sense of justice
- Sensitive to trends
- Vocal about their desire to make an impact – Wants a purpose, cause or belief
- A high level of entrepreneurship
- They sound assured but they often have low self-esteem
- Addiction to social media and phones but seem to have difficulties forming deep relationships



A place to grow - Participation and working in teams



- **Mentoring** – coaching
- Focus on **participation** – millennials thrive on inclusion
- Need to be taught how to work in teams – give and receive feedback. Positive AND negative!
- Their tendency toward entrepreneurship can be a positive thing but still needs to be shaped in a loving commitment to other leaders.
- **Shaping identity** – You are first of all a child of God, not a “brand” that needs promoting



Benefits of being a millennial...

- Energy – when they feel they are doing the right thing
- They know branding – can it be used in a positive way?
- They are outspoken – use it wisely
- Often good at first impressions



Discussion

- What characteristics do you see as defining for the millennial generation from your context?
- Do you have structures in place for mentoring and coaching? Share your experiences!
- Do you find it difficult to bring young leaders through? And if yes, what do you see as the main cause for this?
- How do we strike a balance between being "worldly" and being "relevant"?
- Generational gap:
 - How do we close the gap?
 - How do we evangelise the millennials?

