

Passing the Baton

Church Leadership in the Next Generation

G.I. Generation (born before 1928)

- Lived through the Great Depression and World War II
- Frugal
- High degree of brand loyalty and institutional loyalty
- Firm in their beliefs
- Serving as an elder - honor, duty, aspiration
- Builders
- Made decisions and informed the church what those decisions were

Silent Generation (1928-1945)

- Lived in the shadow of the G.I. Generation
- Felt the pressure to be as solid and sound as the elders of the previous generation
- Hired the first generation of youth ministers
- Viewed serving as an elder in a similar light as those of the previous generation

Baby Boomers (1946-1964)

- Challenge long-standing, traditional ways of “doing church”
- The worship assembly has been a focal point of change. Desire a more affective-driven worship with music that speaks to their hearts
- Have a greater degree of openness to working with other religious groups in the community
- Have a far more collaborative style of leadership
- Are eager to serve as elders, but for different reasons

Generation X (1965-1980)

- Are children of divorce
- Grew up with youth ministers
- Are more mobile than previous generations
- Using technology is natural to them
- Want to serve in hands-on ways
- Don't aspire to serve as elders in the same ways as those of previous generations

Millennial Generation (1981-1999)

- View diversity as natural and commonplace
- Are optimistic about their ability to impact the future
- Are not workaholics
- Desire mentoring relationships, but on their terms
- Communicate like no other generation

Realities of Leader Development

- Roots in the church?
- Family background
- The role of duty
- Ministry partnerships
- The perception of being an elder

What can be done to encourage the development of leaders?

- Initiate relationships with potential leaders
- Demonstrate transparency, authenticity, humility and integrity - No religious “masks” or unfamiliar religious language
- Be willing to listen to their concerns and ideas
- Provide depth in biblical teaching
- Join them in hands-on service

By the Way - Be Prepared!

- The Gen X leader will ask the “why” questions.
- The “sacred cows” have no safe pasture.
- The Gen X leader would rather do it than talk about it.
- Balancing compassion and conviction
- Gen X leaders want to use technology in meaningful ways.

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