



DISCUSSION GUIDE

LEADING MILLENNIALS IN MINISTRY

SERIES INTRODUCTION

Young leaders are a gift of God to you and to your church. Like many gifts, including new gadgets and technology, this gift doesn't come with an instruction manual. This can lead to frustration to both you and your young leaders. In this course we learn why you need to surround yourself with young leaders and how to lead young leaders in a way that empowers them and your church.

VIDEO 1

YOU NEED MILLENNIALS IN YOUR CHURCH

Millennials are a gift from God. When you get past all of the stigmas, stereotypes, and assumptions that society places on millennials, you realize that they are actually an asset for your church. Here, we are discussing how and why millennials make a positive impact within the Church.

Diversity Is a Strength

1. Millennials bring _____ to the church.
 - a. Millennials thrive on relationships. They help strengthen relationships in your church.
 - b. Millennials move in groups. When you reach one, you reach their tribe.
 - c. Millennials want to be committed to a mission. They have the time and the passion. The traditional church growth family is busy with kids' sports, careers, etc. that their commitment level is no where near millennials.
2. Millennials bring fresh _____ and fresh _____ to the church.
 - a. The church needs a fresh perspective to reach an ever changing culture.
 - b. Every great move of God has been ignited or led by a younger generation.
3. Millennials bring _____ to the church.
 - a. Millennials have been raised with creativity as a high value. They want to use that creativity for the mission of the church.

Discussion Questions

1. How can you work to incorporate the millennials in your church when it comes to serving opportunities?
2. In what ways can you be intentional about creating a culture that values millennials?
3. Why is diversity so important in the context of ministry?
4. How can millennials bring extra strength to your church?

VIDEO 2

MILLENNIALS NEED CLEAR AND INSPIRING VISION

Understanding that millennials can be one of the biggest assets to your church, the next step to figure out is how to maximize their impact. In this video, we are taking a look at what you need to do to leverage the impact of millennials, while empowering them.

1. Give them big _____.
 - a. If you are going to successfully lead millennials you are going to have to be skilled at communicating vision and inviting them into it.
 - i. Vision is the why.
2. They need to know that they aren't on your staff to make you successful, but are on your team to fulfill a _____ together.
 - a. They want to advance God's Kingdom here on earth, as part of a team.
3. They need to know that they are part of something bigger than _____.
 - a. They do not want a job. They want to be fulfilled.
 - b. What part are they playing in God's restoration of His creation?
4. They need to know how they are part of the vision and how they can move it _____.
 - a. Vision is direction and directions on how they can help move your church towards the finish line.
 - b. Tell them where the church is going.
 - c. Tell them how they can help the church get there.

Discussion Questions

1. How do you create and sustain vision that is clear and inspiring to millennials?
2. Why does your vision promote the participation of millennials?
3. What type of vision do millennials buy into?
4. How can you take your church in a direction that allows for millennial participation?

VIDEO 3

MILLENNIALS NEED AUTHENTIC RELATIONSHIPS

One of the primary facets of leading millennials in ministry is the value of relationships. When you forget that millennials value relationships, you miss the mark in terms of the impact your millennials could make. Here, we unpack the ins and outs of prioritizing relationships within ministry so that your millennials will make maximum impacts.

1. They don't want a boss. They want a _____.
 - a. Invite them into yours. Invite them into your living room.
 - b. Millennials are desperate for family.
 - c. They either grew up without a model family or they had helicopter parents who were their friends instead of their parents.
2. Learn how to turn the office into a _____.
_____.
 - a. Have less meetings and more conversations.
 - i. We have to move the church from a corporation to a family again.
3. Utilize your _____ to model mom and dad leadership.
 - a. Moms and dads have different perspectives and different qualities that are needed for a healthy family.
4. Create _____ together.
 - a. Celebrate together.
 - b. Be present in their lives and their families' lives.

Discussion Questions

1. What can you do to give millennials in your church authentic relationship?
2. What does authentic relationship look like within the context of your church?
3. What can you do to create memories with the millennials in your church?
4. How can you keep relationships with millennials authentic, rather than simply professional?

VIDEO 4

MILLENNIALS NEED REAL OPPORTUNITIES

When pastors get busy with all of the things that are on their plate, it can be tempting to hand off certain responsibilities to others. When this occurs, oftentimes, millennials end up being the ones who are tasked to handle it. In this video, we are exploring the idea that millennials need real and empowering opportunities, rather than meaningless delegation.

1. Give them real life _____ to lead and minister to others.
 - a. They don't want to clock in and clock out of a job. They want an opportunity to make a difference in what they do.
 - b. Millennials don't want a job. They want a mission.
 - c. Jesus sent out the 70.
 - d. Delegate: Entrust (a task and responsibility) to another person, typically one who is less senior than oneself.
 - i. Thoughtful delegation allows others to shine and equips the church to grow.
 - ii. Craig Groeschel says it best when he says: "When we delegate tasks, we create followers. When we delegate authority, we develop leaders."
2. Equip them with _____ and _____ to do the work of the ministry.
 - a. On-the-job training.
 - i. Observation: you watch me lead, you watch me visit people in the hospital, etc.
 - ii. Participation: you lead with me, you pray with me, you go with me, etc.
 - iii. Evaluation: You lead as I watch.
3. _____ them enough that it stretches them and stretches you.
 - a. The people you don't empower will leave to go to a church that will empower them.
 - b. People will be empowered.

Discussion Questions

1. What does a real opportunity look like in the context of your church?
2. How can you ensure that you are empowering millennials, not just delegating?
3. What types of resources can you and your church provide millennials?
4. What could potentially stretch millennials to make the most impact they can?

VIDEO 5

MILLENNIALS NEED BUMPER RAILS

When you lead intentionally, when it comes to the millennials in your church, you can expect great results. With that said, millennials want and need your guidance along the way. In this video, we look at how you should support your millennials within your church.

1. Give millennials _____.
 - a. They need clear expectations. Most of them think they know everything and should be the CEO in 90 days.
 - b. Explain to them what you expect and what you don't expect. Tell them and write it down for them.
2. Give millennials the opportunity to _____ and to _____.
 - a. They need the opportunity to fail.
 - b. They will fail. It is your job to make sure they fail forward.
 - c. They need clear lanes of responsibility.
 - d. Be okay with it looking and feeling different than if you would do it. Be ok with 80% of how you would have done it.
3. Give millennials _____ on how they are doing and how they can improve.
 - a. They need feedback. They want feedback.
 - b. As a leader it's your job to make sure they move forward in their giftings and callings.

Discussion Questions

1. What specific bumper rails could you put in place to allow for growth from millennials?
2. How can you effectively respond to a millennial who wants more responsibility than they have earned?
3. How can you ensure that millennials understand your expectations?
4. What does effective feedback look like in ministry?

VIDEO 6

MILLENNIALS NEED FRESH AIR

So, you have a group of millennials who you believe can make a positive impact in your church, but how do you reinforce them? In this video, we are unpacking what you need to do in order to make your millennials feel appreciated and encourage them to continue serving and making a difference.

1. _____
 - a. Get to know their love language.
 - b. Take them to coffee and speak into their life, not their job.
 - c. Affirm them. Affirm their strengths. Affirm their efforts.
2. _____
 - a. Share your resources with them.
 - b. Make your ceiling their floor. You want them to start where you finish.
 - c. Fathers don't curse their children, they bless them.
 - d. When they move on to their next season we want them to lead in a way that makes them want to come back home to visit.
3. _____
 - a. Lead Pastors don't need to be the star player. They need to be a championship coach.
 - b. Learn to accept blame and defer praise.
 - c. If we are winning it is because of the team. If we are losing it is because of me.
 - d. Recognize them in front of the team, in front of those they lead, and in front of the church.

Discussion Questions

1. How can you continually encourage the millennials in your church?
2. Why is it important to speak into the life of a millennial, rather than just their job?
3. How can you take a coaching mentality and use it to positively impact your millennials?
4. What does it mean to accept blame and defer praise? Why is this important?

Answers

Video 1: You Need Millennials in Your Church

Diversity Is a Strength

1. Millennials bring **strength** to the church.
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 - b. Millennials move in groups. When you reach one, you reach their tribe.
 - c. Millennials want to be committed to a mission. They have the time and the passion. The traditional church growth family is busy with kids' sports, careers, etc. that their commitment level is no where near millennials.
2. Millennials bring fresh **perspective** and fresh **fire** to the church.
 - a. The church needs a fresh perspective to reach an ever changing culture.
 - b. Every great move of God has been ignited or led by a younger generation.
3. Millennials bring **creativity** to the church.
 - a. Millennials have been raised with creativity as a high value. They want to use that creativity for the mission of the church.

Video 2: Millennials Need Clear and Inspiring Vision

1. Give them big **vision**.
 - a. If you are going to successfully lead millennials you are going to have to be skilled at communicating vision and inviting them into it.
 - i. Vision is the why.
2. They need to know that they aren't on your staff to make you successful, but

are on your team to fulfill a **world changing vision** together.

- a. They want to advance God's Kingdom here on earth, as part of a team.
3. They need to know that they are part of something bigger than **themselves**.
 - a. They do not want a job. They want to be fulfilled.
 - b. What part are we playing in God's restoration of His creation?
4. They need to know how they are part of the vision and how they can move it **forward**.
 - a. Vision is direction and directions on how they can help move your church towards the finish line.
 - b. Tell them where the church is going.
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Video 3: Millennials Need Authentic Relationships

1. They don't want a boss. They want a **family**.
 - a. Invite them in to yours. Invite them into your living room.
 - b. Millennials are desperate for family.
 - c. They either grew up without a model family or they had helicopter parents who were their friends instead of their parents.
2. Learn how to turn the office into a **living room**.
 - a. Have less meetings and more conversations.
 - i. We have to move the church from a corporation to a family again.

3. Utilize your **spouse** to model mom and dad leadership.
 - a. Moms and dads have different perspectives and different qualities that are needed for a healthy family.
4. Create **memories** together.
 - a. Celebrate together.
 - b. Be present in their lives and their families' lives.

Video 4: Millennials Need Real Opportunities

1. Give them real life **opportunities** to lead and minister to others.
 - a. They don't want to clock in and clock out of a job. They want an opportunity to make a difference in what they do.
 - b. Millennials don't want a job. They want a mission.
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 - d. Delegate: Entrust (a task and responsibility) to another person, typically one who is less senior than oneself.
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2. Equip them with **resources** and **training** to do the work of the ministry.
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 - i. Observation: you watch me lead, you watch me visit people in the hospital, etc.
 - ii. Participation: you lead with me, you pray with me, you go with me, etc.

iii. Evaluation: You lead as I watch.

3. **Empower** them enough that it stretches them and stretches you.
 - a. The people you don't empower will leave to go to a church that will empower them.
 - b. People will be empowered.

Video 5: Millennials Need Bumper Rails

1. Give millennials **guard rails**.
 - a. They need clear expectations. Most of them think they know everything and should be the CEO in 90 days.
 - b. Explain to them what you expect and what you don't expect. Tell them and write it down for them.
2. Give millennials the opportunity to **succeed** and to **fail**.
 - a. They need the opportunity to fail.
 - b. They will fail. It is your job to make sure they fail forward.
 - c. They need clear lanes of responsibility.
 - d. Be okay with it looking and feeling different than if you would do it. Be ok with 80% of how you would have done it.
3. Give millennials **feedback** on how they are doing and how they can improve.
 - a. They need feedback. They want feedback.
 - b. As a leader it's your job to make sure they move forward in their giftings and callings.

Video 6: Millennials Need Fresh Air

1. **Affirmation**
 - a. Get to know their love languages.
 - b. Take them to coffee and speak into their life, not their job.
 - c. Affirm them. Affirm their strengths. Affirm their efforts.

2. Inspiration

- a. Share your resources with them.
- b. Make your ceiling their floor. You want them to start where you finish.
- c. Fathers don't curse their children, they bless them.
- d. When they move on to their next season we want them to lead in a way that makes them want to come back home to visit.

3. Recognition

- a. Lead Pastors don't need to be the star player. They need to be a championship coach.
- b. Learn to accept blame and defer praise.
- c. If we are winning it is because of the team. If we are losing it is because of me.
- d. Recognize them in front of the team, in front of those they lead, and in front of the church.