



EQUIPPER

The monthly e-zine from the U.S. Church Administration and Development (CAD) team of Grace Communion International.

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Dear GCI leaders:

As we complete the 10th year of *Equipper*, we're pleased to announce that we'll soon be transitioning from a print to a digital format (the same format used to publish *GCI Weekly Update*). With this new format, subscribers will receive an email with links to the full issue, which will be posted online. All who currently receive the print version of *Equipper* by email will automatically be subscribed to the new digital version. If you'd like to be added to the subscription list, email your request to ted.johnston@gci.org.

In this issue of *Equipper*, we address a particularly important topic—*mentoring Millennials*. The Millennial generation (sometimes called GenY) is typically defined as those born between the early 1980s and early 2000s (now age 15 through 36, or so). I have a special place in my heart for this age cohort—my three sons and two daughters-in-law are Millennials.



I enjoyed being with several GCI Millennials on my recent travels. At a festival in the Philippines, I met with about 200 of them. In Canada, I led 12 Millennials (among those pictured at left) through GenMin's *Journey with the Master* course. At a GenMin planning meeting in Chula Vista, California, several Millennials joined with us in defining a new vision for the ministry. What a blessing these young men and women are to us, and I include with them the 12 who make up our current cohort of GCI-USA interns. These young adults are helping shape our future as a denomination. Because of them, and others like them, our future looks bright!

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Guiding a denomination into its next generation is an exciting challenge—one that calls upon GenXers, Boomers, and those who are older to invest in the Millennials, bringing them into leadership within our ministries and congregations. Doing so is a high priority for me. I just turned 54, and that puts me right between the GenXers and Boomers. I urge both cohorts to join me in inviting Millennials into mentoring relationships to help prepare them for a place at our leadership "tables." I'm grateful for the many GCI leaders who are doing so already—their humility and clarity of vision are powerful examples to us all!

On page two of this issue, we've provided some resources to help you think about this vital topic. Please look these over and discuss the topic with your congregation's leadership team.

I wish you a wonderful Advent/Christmas season. May we follow the Spirit in extending the goodwill of the Prince of Peace to all people, with special attention given to the Millennials.

Serving Christ with you,
Greg Williams, Superintendent of U.S. Ministers and Director of CAD

Equipping all kinds of churches for all kinds of people in all kinds of places.

Resources related to Millennials

• Including Millennials in the life of your church

How can we help Millennials “plug in” to our congregations? Though there are no “one-size-fits-all” answers to that question, there are some effective practices—including those shared by David Kinnaman (president of Barna Research) in his article, “More Ways to Mobilize Millennials.” He urges churches to do two things in particular: mentor Millennials and provide them with “vocational discipleship.” Read his article at <http://blog.christianleadershipalliance.org/2015/02/27/more-ways-to-mobilize-the-millennials/>.



In “5 Reasons Millennials Stay Connected to Church” (online at <http://www.barna.org/barna-update/millennials/635-5-reasons-millennials-stay-connected-to-church#.VkoPbXarSAk>), Barna Research offers the tips noted above plus a few more:

1. Make room for meaningful relationships
2. Teach cultural discernment
3. Make reverse mentoring a priority (for more on this important aspect of mentoring see the article at <http://www.aarp.org/work/on-the-job/info-2015/on-the-job-mentoring.html>)
4. Embrace the potency of vocational discipleship
5. Facilitate connection with Jesus

• What Millennials are looking for in a church

Barna notes that, in general, Millennials are attracted to churches with the five characteristics examined in the article at <http://www.exponential.org/5-things-millennials-wish-the-church-would-be/>. For another perspective, see the post at <http://www.patheos.com/blogs/ponderanew/2015/05/13/dear-church-an-open-letter-from-one-of-those-millennials-you-cant-figure-out/>.

What Millennials Want

...from their boss

TOP FIVE CHARACTERISTICS MILLENNIALS WANT IN A BOSS

Will help me navigate my career path

Will give me straight feedback

Will mentor and coach me

Will sponsor me for formal development programs

Is comfortable with flexible schedules

...from their company

TOP FIVE CHARACTERISTICS MILLENNIALS WANT IN A COMPANY

Will develop my skills for the future

Has strong values

Offers customizable options in my benefits/reward package

Allows me to blend work with the rest of my life

Offers a clear career path

...to learn

TOP FIVE THINGS MILLENNIALS WANT TO LEARN

Technical skills in my area of expertise

Self-management and personal productivity

Leadership

Industry or functional knowledge

Creativity and innovation strategies

• Why Millennials are often misunderstood

These days it’s common to hear people accuse Millennials of being self-centered and lazy. Yet, the research says otherwise. Why the misperceptions? To understand, it’s important to know that *younger* Millennials are transitioning through a stage of life referred to as “emerging adulthood.” This stage arose in Western culture in recent decades due to several factors including new communication technologies. To learn about this topic, read, “Emerging adults: The in-between age” at <http://www.apa.org/monitor/jun06/emerging.aspx>.

• How to communicate with Millennials

Want to communicate with a Millennial? Learn to text. As fans of technology, Millennials tend to text, tweet and/or Instagram rather than email or talk by phone. Boomers and GenXers shouldn’t be surprised or offended if a Millennial schedules, confirms, or even cancels a meeting via text. For them, communicating this way is efficient. For more about this topic, read “Not Your Grandma’s Mentoring Program: Tips & Strategies for Mentoring Millennials” at <http://www.usgs.gov/humancapital/e cd/mentoringreadinglist/MentoringMillennialsbyManagementMentors.pdf>.