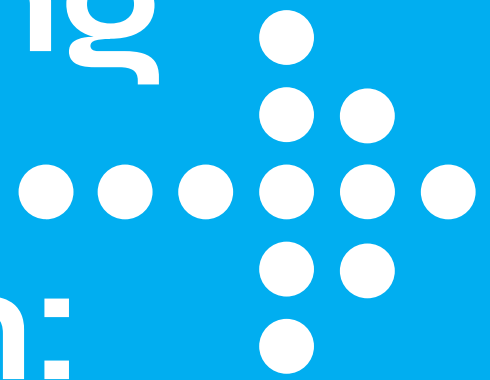




Empowering the Next Generation:



Building Bridges to Engage Millennials and Gen Z

2025 unPredictions Team Playbook

The Next Generation Will Matter More: With lower church attendance rates among millennials and Gen Z, it's crucial to engage and empower these groups. This means adapting styles to resonate more with younger demographics and inviting them into leadership roles.

This playbook is designed to help church leadership teams reflect on and apply insights from the podcast episode featuring Dave Miller. It equips teams to discuss the importance of engaging and empowering younger generations in leadership while adapting ministry styles to resonate with them.

Opening Reflection

Discussion Starter Questions:

- What challenges do we face in engaging Millennials, Gen Z, or Gen Alpha in our church?
- How are we currently inviting younger generations into meaningful leadership opportunities?
- What would success look like for our church in empowering young leaders over the next two years?

Key Insight:

Dave Miller emphasizes the need to coach and engage young leaders intentionally. Building relational trust and adapting leadership expectations are critical to fostering growth and involvement.

Learning from the Expert

Key Takeaways from Dave Miller:

- **Coaching Over Directing:** The success of young leaders depends more on their supervisors' ability to coach rather than simply instruct.
- **Relational Trust Is Key:** Young leaders thrive in environments where they feel genuinely supported rather than just managed.
- **Engage Through Dialogue:** Ask young leaders what they believe, what they're passionate about, and how they want to contribute.

Discussion Questions:

1. Are we coaching young leaders in a way that builds their confidence and capacity?
2. How can we create an environment of trust and open dialogue with younger team members?
3. What leadership responsibilities can we begin delegating to younger generations this year?

Analyzing Your Church's Strategy

Exercise 1: Evaluate Leadership Opportunities

- **Task:** List all leadership roles in your church and evaluate how many are held by Millennials or Gen Z.
- **Discussion:**
 - Where are younger leaders underrepresented?
 - Are there opportunities to intentionally integrate them into leadership roles?

Exercise 2: Engage in Relational Coaching

- **Task:** Identify 1-2 young leaders in your church and schedule a coaching conversation with them.
- **Prompts for the Conversation:**
 - What are your biggest goals and dreams for ministry?
 - How can I help you reach them?
 - What is one area where you'd like to take on more responsibility?

Action Steps

Quick Wins:

- Host a roundtable discussion with young leaders to hear their ideas and concerns.
- Offer small, meaningful leadership tasks to young leaders as a starting point.

Long-Term Goals:

- Develop a structured residency or internship program, like Dave Miller's Leadership Pathway model, to train and mentor young leaders. (Or reach out to Leadership Pathway and engage them to help you launch one.)
 - Reassess your ministry's culture and programs to ensure they resonate with younger demographics.
 - Commit to a leadership development pipeline where young leaders are consistently coached, challenged, and empowered.
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Team Challenge

Challenge Question: What is one immediate change we can make to better engage and empower young leaders in our church?

Assignment: Each team member identifies one area where they can personally mentor or involve a young leader and commits to taking that step within the next month.

Closing Reflection

Prayer Prompt:

- Pray for God's guidance in building a church that embraces and empowers the next generation.
- Pray for wisdom in mentoring and equipping young leaders for impactful ministry.

Team Commitment:

This week, I will reach out to a young leader to offer encouragement, support, and an opportunity to grow in their role.

