

MILLENNIALS IN MISSIONS

Leader's Guide

Seminar Name:

- **Millennials in Missions: *Recruiting, Training and Leading Millennials***

Time to plan:

- Session 1: 1 hour 6 min.
- Coffee: 10 min.
- Breakout groups: 30-35 min.
- Group sharing: 20 min.
- Session 2: 48 min.
- **Total: 3 hours**

Explanation of sessions:

Session 1 covers:

- Why is this discussion about Millennials important?
- Who are the Millennials
- Millennial's Strengths & Weaknesses
- What Ministries, Organizations & Teams do they want to be a part of? (Recruitment)
- How do we Train & Prepare them?
- How do we Lead them?

Coffee:

- You can fit in a coffee/stretch break whenever it works best in your schedule.

Breakout groups:

- There are questions for 3 groups (Recruiting, Training and Leading Millennials). Depending on the current needs of your group (or the number of people), you can decide how many breakout groups to create. Typically, groups work best with 4-12 people in each group (8 is ideal).
- Before the seminar, assign a leader to lead each group. Asking them by email 1-2 days in advance will save confusion on the day of the seminar.
- Have a printed copy of the questions to give each group. (*Questions are at the end of this document.*)
- **Ask them to assign a scribe to either write their answers on the paper and email you a photo of it OR have someone type out the answers to email to you. This will allow you to capture what your team is learning for future application. Don't lose this valuable discussion.**

MILLENNIALS IN MISSIONS

- It is usually helpful to give groups a 10 minute warning and a 5 minute warning when the allotted time is almost up.
- (NOTE: We would love to see what your groups are discovering. This helps us to continue learning. If you are able to do so, please email us a copy of your notes to kfarran@abwe.org with "Millennials Notes" in the subject line. Thanks!)

Group sharing:

- Regather as a large group.
- Ask each group to share back the key points that they discussed. Allow for 5 minutes per group. If your time permits, there may be opportunity for more discussion after each group shares. If you would like, you could continue discussing ideas for action steps after the Session 2 video.

Session 2 covers:

- Resources: Time, Questions, Debriefing, Coaching
- Devotional: Why speaking to the heart is essential for ministry effectiveness

ALTERNATIVE SCHEDULE:

Some groups have preferred to start with the devotional. If you would like to do this, below is the alternative schedule.

Time to plan:

- Devotional: 29 min. (*Start with Session 2 and skip to 18:31*)
- Session 1: 1hour 6 min.
- Coffee: 10 min.
- Breakout groups: 30-35 min.
- Group sharing: 20 min.
- Session 2: 19 min. (*Watch up to 18:31*)
- Total: 3 hours

MILLENNIALS IN MISSIONS

BREAKOUT GROUP 1:

ORGANIZATIONS, MINISTRIES & TEAMS THAT MILLENNIALS WANT TO BE A PART OF ~ Applications for Recruitment

Please assign one person to take notes for your breakout group.

Leave the last 5 minutes for the final question.

1. What parts of your ministries and teams do you feel are attractive to Millennials?

2. What parts of your ministries and teams do you feel may deter Millennials?

3. What do you see that is working well in recruiting Millennials?
(personal experience or observing other mission agencies, etc.)

4. Are there things we need to change or improve?

5. Based on what you have discussed, are there any action steps that could be taken (either for your team or you personally)?

MILLENNIALS IN MISSIONS

BREAKOUT GROUP 2: TRAINING & PREPARING MILLENNIALS

Please assign one person to take notes for your breakout group.

Leave the last 5 minutes for the final question.

1. What are some areas that you wish Millennials were better prepared before arriving on the field?
2. Could we do anything to prepare Millennials to work better with multi-generational teams?
3. Are there any key *life skills* that we need to ensure Millennials gain before coming to the field?
4. Is there any training that our Field Teams or Team Leaders need to receive to better equip them to work with Millennials?
5. What are we doing well in the area of training and preparing Millennials?
6. Are there things we need to change or improve?
7. Based on what you have discussed, are there any action steps that could be taken (either for your team or you personally)?

