



The Millennium Mission Field

**How God will use the
next Generation**

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THE MARKETPLACE



TRUTH #1: Millennials are not all the same.

Millennials can possess all of the same attributes as any other staff member:

- Hard working vs Lazy
- Motivated vs Entitled
- Enthusiastic vs Flat

APPLICATION: Refine your hiring processes to make sure you are picking the right attributes to begin with, but don't see them as all the same. Practice different ways to motivate them.

TRUTH #2: Millennials want to be trained.

'Old Dogs' are reluctant to learn new tricks. Millennials are all about learning new tricks because it helps them gain relevance and significance.

- They want to understand the reason, the process, the purpose, the value in what they are doing.
- They like results and they want to know that they are making an impact.
- Most Millennials want feedback at least monthly.

APPLICATION: Expecting them to just work hard right out of the box and learn along the way will likely lead to disappointment. Frequently schedule evaluation sessions. Be clear and go beyond "Good job" or "You need to do better". Give more frequent promotions with fewer increases.

TRUTH #3: Millennials want growth.

Maybe you've heard the hype about Millennials working 20 different jobs in their life.... they are nomadic, etc.

- Many of them *will* work a vast number of jobs during their career; mostly for owners or managers who are not willing to accept change.

APPLICATION: Create models or ladders so that they can see a path to success. If you don't create a path for growth, they will seek it elsewhere.

TRUTH #4: Millennials want flexibility.

How in the world can you be more flexible than you already are?

- Baby-boomers were a privileged, grossly optimistic generation who was wealthier, active and more physically fit than the World-War era generations
- Gen X were hippies, materialistic outcasts, and disenfranchised proponents of change
- Gen Y is no different in that they need earlier generations to meet their needs as well

APPLICATION: Find unique ways to motivate. Find unique ways to achieve continuity between work and life (work/life balance is non-existent). And find unique ways to involve them.

TRUTH #5: Millennials want to make an impact.

Millennials embrace social responsibility as one of their core values. They also want to be more involved in decisions.

- We should be doing good works in our community anyway because it is biblical and part of our Kingdom-minded stewardship.

APPLICATION: Involve them in charitable giving / Ask them how you can help give to a cause of their choice. Pick small and trivial, yet important decisions to get their ideas on AND DO IT!

THE MISSION FIELD



TRUTH: Biblical truth transcends generations.

PSALM 100:5 – “For the LORD is good and his love endures forever; his faithfulness continues through all generations.”

Keys to being effective in saving Millennial souls:

- Be inspiring
- Be truthful
- Be loving
- Be transparent

APPLICATION: Understand what society is teaching as acceptable and lovingly offer the counterpart. Help them reach their purpose; a God-driven purpose that is.

TRUTH: Millennials need mentors.

- 7/10 who leave the church after high school say they didn't have close friendships in church and 9/10 who left say they didn't have a mentor.

APPLICATION: 1 Tim 4:13 - "Devote yourself to the public reading of scripture, to preaching and to teaching"

Teach them scripture. Share stories about what God is doing in your business & how you got there. Teach them stewardship principles that are biblical and can translate practically. Teach them to share their faith with others.

TRUTH: Millennials can sense fakeness and forged concern.

- Being up front and honest, as well as loving, will cultivate the best relationships

APPLICATION: WALK the WALK. Make Jesus relevant and integrated within all areas of life.

Keep them entrenched in missions - **Matthew 28:19** - "Go and make disciples of all nations". Tie your good works to the bible.

DON'T GIVE UP!

And never stop praying:

1 Thessalonians 5:16-18 – “Rejoice always, pray without ceasing, give thanks in all circumstances; for this is the will of God in Christ Jesus for you. “