



# Design For Ministry

Depth Perception

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## Leading in the future

My generation began their working career with the promise they would not earn as much as their parents. Now reports come that those parents might not ever retire, thus creating a bottleneck at the highest levels of organizational life. Couple this with the population effect of the Baby Boomers now qualifying for their AARP cards in droves, and the potential for angry young men and women increases.

I wish I were more optimistic about this, but so far the evidence points to this being a long trend.

What does this mean for congregations and non-profits? In many cases, boomers will finally take over from the septuagenarians that founded and funded them, assuming these same septuagenarians did not endow their beloved organizations into perpetuity. We can expect Boomers to then hang on for dear life, now not trusting anyone under thirty as their values tend to be more conservative. It will be the rare and exceptionally led ministry that will forge diverse generations into leadership teams. As a result many younger persons with leadership gifts will be forced to take the entrepreneurial route, building new congregations and establishing ever more non-profit organizations. The tragedy about this trend is that it continues a cycle of building organizations with a bifurcated vision. That is, these young people have a vision for doing world-changing deeds, but they are also reacting to having been rejected. That set them up to feel threatened by the next younger generation when they start knocking on the door.

***"Many younger persons with leadership gifts will be forced to take the entrepreneurial route."***

Not a pretty picture, but one that can be worked against if we admit its awful possibility.

-mark