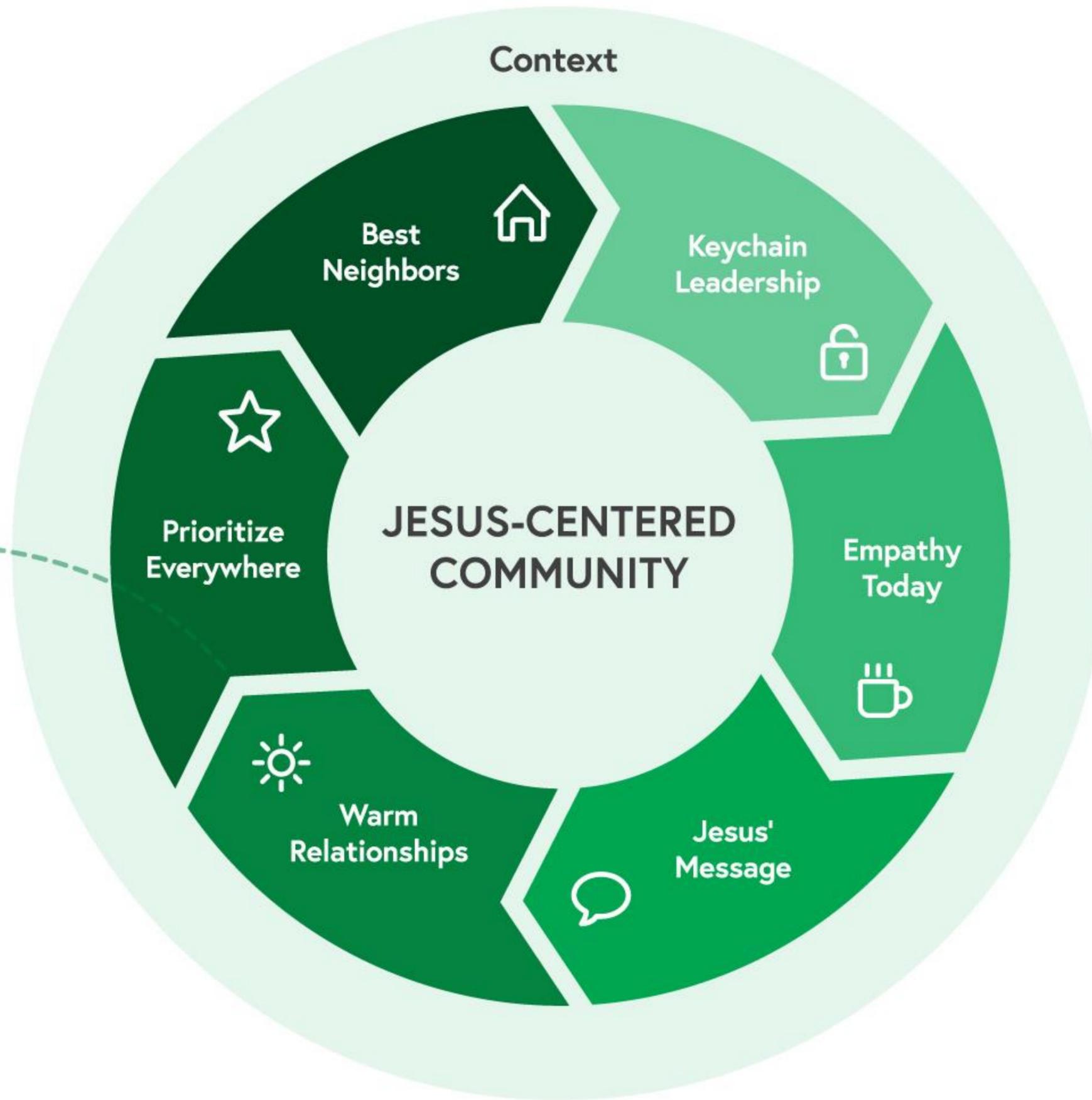


Handing Off the Keys



Empowering the Next Generation for Leadership Today

Growing Old



Looking back, when was the first time you were entrusted with a role in the church that had real consequence?

Observation: Church leadership often wants younger leadership, but refuses to give them roles of real consequence, and then complains that no one else will do any of the work

What's a "key"?

"... the capabilities, power, and access of leaders that carry the potential to empower young people"

Adolescent Tasks (Review?)

1. Who am I (Identity)
2. Whose am I (Belonging)
3. Do my choices matter? / What difference does it make?
(Purpose/Autonomy)

**Keychain Leaders can help address all three adolescent tasks,
with particular emphasis on #3, which in turn feeds #2**

Keychain Leaders Are:

- Aware of the keys they hold
- Intentional about “entrusting and empowering all generations”

Research Findings:

- The *Growing Young* research revealed that leadership was crucially important - in fact, it ranked ahead of worship style, social justice, and technology utilization in importance.
- Leadership includes ministers/Pastors, but isn't exclusive to them.

Four Types of Leaders

- Key-less Leaders
- Key-hoarding Leaders
- Key-loaning leaders
- Key-chain leaders - “... constantly opening doors for some while training and entrusting others who are ready for their own set of keys”

Six Principles for Keychain Leaders

- Mature, but not always young
- Real, but not relevant
- Warm, not distant
- Know what matters to normal people, not just other pastors
- Entrust and empower others - forget trying to be Super-pastor!

Becoming a Keychain Leader

- Crucial to becoming a keychain leader is your own personal self-awareness
- Personal Style - *How do you lead?*
- Personal Giftedness - *What is that you're good at and what are you equipped to train others to do?*

Personal Style or “Frame”

- Structural Frame
 - Tend to be task-oriented, likes developing plans and assigning roles.
- Relational/Human Resource Frame
 - Picture themselves as a mother/father/best friend figure, they want to get to know people and do life together.
- Symbolic Frame
 - Think of themselves as the sage/prophet/poet - love to spend time discussing theology and the deeper meaning of the work of the church

Personal Giftedness

- For everything we do as leaders, there are two metrics: skill and will.
 - Skill - how good we are at something we do
 - Will - how much we enjoy/gain fulfillment out of doing it.

Four Quadrants of Leadership

- High Skill / High Will
- High Skill / Low Will
- Low Skill / High Will
- Low Skill / Low Will

Strategies for Keychain Leadership

- Evaluate
- Conduct a “Young Leader Assessment” (Inventory)
- Understand your own style and tendencies - *You’re most likely to be effective in handing over leadership to someone with a similar style.*
- Train people before giving them keys / Support them well
- Be vulnerable
- No one likes surprises

Strategies for Keychain Leadership

- Self-care
- Keep a “social” connection
- Listen... listen... listen...
- Say Thank You.

