

Generations Theory and Organizational Life

Assumptions

- There are certain tasks the church must simply do.
- The strongest congregations maximize the number of people doing them.
- Different generations are motivated to do these things in radically different ways.

GIs	Silents	Boomers	Xers	Millennials
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Committees	Duty	Obligation	Necessary evil	Uninterested	Unaware
Committee structure	Stable, consistent, traditional. New members encouraged to find their way in the existing system.	Stable, consistent. Again, newcomers mold themselves into the existing structure.	Impatient with institutional obstructions. Committee structure must be responsive and flexible.	Unmotivated. Offering gifts does not equal "fitting into structure"	Not instinctively institutional thinkers. Stress action over meeting, doing over being.
Traditional organizations <i>(mens/womens groups, Sunday school)</i>	Participation counted as a significant measure of identity and faithfulness	Same as GIs, with a tinge of sadness if not guilt at watching them wither	Largely uninterested, even if organization withers and dies	Unaware that these organizations exist; unwilling to perpetuate organizations just because	Interested if such groups inspire and propel to action.

Session	To be included is an honor and sign of church/community	To be included is an honor and sign of prominence in church/ community	Cynicism of power structures brings critique to groups' activities and tasks.	Rarely included and largely unaware except insofar as they secretly resent having to have permission to follow their own visions.	???
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