

# Hiring & Managing Gen Z Leaders (feat. Russ Ewell) - Episode 420

Gen Z's interest in church is rising.

Most churches *want* to reach the next generation, but they often lack the practical tools and strategies to make it happen. Russ Ewell from Bay Area Christian Church is helping young men and women step into leadership and faith, and he has a valuable perspective to share.

In this bonus episode, Amy had the chance to connect with Russ about Gen Z's interest in church to talk about what's actually working to reach and develop Gen Z leaders and how his church is engaging them to become future leaders and managers in ministry.

## Key Quotes

1. RUSS: "Not only are Gen Z people going to church more, but they're also going to therapists more. They're looking for help."
2. RUSS: "But the biggest issue is not losing faith in the Bible and understanding that this generation is no different than any other human generation that has ever lived."
3. RUSS: "You don't have to try to act like you're their age—that's not authentic. But when you act and you live as though you're aware of what's going on in their world and the world overall, it's important."
4. RUSS: "We try to grab people and get them involved by their junior year of high school. We're watching out for them by the time they're a freshman or an eighth grader."
5. RUSS: "They have potential, and you give them pathways to be able to contribute."
6. RUSS: "Start with one, one young man or one young woman who can become your friend. They're gonna learn from you, and you're gonna learn from them."

## Self-Assessment: How Are We Doing?

1. How are we inviting young people into ministry (e.g., providing training, building mentoring relationships, giving them ways to lead, etc.)?
2. How do we ensure that the young women in our church are given equal opportunities to serve?
3. If engaging the younger generation is something our church seems to struggle with, can we start with one?
  - a. Who in our church has potential?
  - b. How will we invite them into a more intentional relationship with leadership development?

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