In the face of generational differences and an aging donor base, how can we appeal to multiple generations?

Define the Problem

What is your challenge and what do you need to solve it?

Creative Visioning

Stop visioning
- How might we communicate better between departments?
- Balance expectations of older generation with needs of new?
- Get more event participation?
- Get younger to care about formal religion?

What is fear?
- What are we currently doing?
- What is the worst-case scenario?
- What are we not doing?
- What are we not listening to?
- Not paying attention to what’s happening in your community?

Fear of change
- Jargon
- Lack of funds
- Bad press
- Ministry ceases
- No legacy plan
- Technology crash
- Loss of life
- Need for backup

Ideal future
- Collaborating
- Generational giving
- Proactive giving
- Engaged donors

I am not alone!

Moving forward
- Good ideas aren’t always big ideas. They can simply move the needle forward.
- In him I can do all things.
How can we honor our faith missions in a climate of donor distrust and social divisiveness?

Creative Visioning

- Ideal future looks & feels like
- Joy: laughing, smiling, hugging
- Multigenerational, multicultural, inclusive, vibrant
- Celebration of different viewpoints
- Listening, respect, curiosity, collaboration
- There is hope
- How might I move to a place of greater impact?
- Be kind, extend room & grace
- Respect, self-awareness, & attendance
- Time to listen, time to fight
- May we alll be a part of the journey
- Be vulnerable, be accountable, lean into discomfort
- Be bold out of our faith

Define the problem

- What is fear?
- What is-aligning in your ear?
- Am I aligned?
- How am I going to do this?
- Am I enough?
- Do I believe in this mission?
- How can I ask this of others?

Show vulnerability to connect with donors

- Be authentic, be curious, be part of solution
- Be willing to admit you don't know
- Be accepting of mediocrity

Stop doing things

- Being silent, being judgmental, ignoring the issues
- Accepting mediocrity

 Worst case scenarios

- Shrinking/quitting donor base
- Bad press
- Loss of job
- Homogenous campus
- More separation
- University ceases to exist

Speak up!

- You are not alone in your discomfort

The Vanguard moving forward

- Share in safe space
- Broader perspective
- Useful structure

The journey

- Trust the journey
- Help for the journey

What is your challenge & what do you need to solve it?

- Respect - diversity of thought & training
- 15% solution
- Stop telling, start listening, ask for help
- Create, grow together
- Grow, listen, create, tell stories
- Create, learn, do, fail
- Be vulnerable, take action, be accountable
- It's still okay to say it out loud

Motivators

- People matter more than processes
- Good goals are important (along with processes)
- We need community
- Most meaningful moments

Moving forward

- Share in safe space
- Broader perspective
- Useful structure

Motivators

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How can we be the most effective & impactful when we work with limited resources?

The Big 3

Define the Problem
- What brings surprise?
- What if I miss something?
- We are just putting up false narratives
- Opportunity for change
- What is fear happening in your ear?
- Short term thinking, job security, low morale
- Tactical level budgeting, no money, no mission
- Loss of sense of purpose

Visioning
- Leadership isn’t fear & uncertainty
- Micromanagement
- Lack of education, professional development
- Ambiguity around mission, message
- Siloed work approach
- How might we...
- Optimize
- Simplify
- Streamline
- Efficient
- Stable
- Freedom
- Balanced
- Travel budget
- Laughter
- Joy
- Hopeful
- Inviting
- Attends ask us
- How might we...
- Identify
- Catalog of compelling stories
- Invite people who have a vision
- Resources, reality
- Leadership shift, empowering the team
- Unity
- Leadership, team, organization
- Leadership

The 15% Solution
- Start with a discussion
- Debrief current reality
- Breathe
- Worry less, take time, clear mind
- Socialize & opportunity to educate
- Be more vocal
- Be intentional in understanding of needs

We are more alike than we are unalike
- What has been most valuable?
- Never give up.
- We are all here for a reason
- What is God speaking through this moment?
- How might we...
- How might we
- Celebrate the work we do
- May feel we are coming in at end of story, but we all have potential
- Have faith that things will work out
- Hope made me look at situation in a new way
- Moving forward
- We have all been operating as islands, we need to connect more
- Look at the birds of the air... can anyone of you岗位 your life?