

STAR Series

For Congregational Leaders

INFLUENCE



COMPETENCY: Every church leader knows the drill: older members say they want young people involved, but when it's time to share leadership, the barriers go up. The key isn't louder advocacy for young adults—it's using your **influence** strategically to transform hearts and minds.

From Gatekeeper to Gateway

1 HONOR BEFORE CHANGE

When older adults feel ignored or replaced, resistance is inevitable. Instead of pushing them aside, invite them to pass on their wisdom, not just their tasks. This taps into what psychologists call "generativity"—the deep human need to contribute to future generations. Ask questions like: "Would you share what helped you grow as a leader here?" or "Can we capture your leadership story to inspire others?" When people feel honored and included in what's next, they become allies instead of obstacles.

2 CONTINUATION, NOT REVOLUTION

Change feels threatening when it's positioned as replacement. Instead of saying "We need to modernize and let young people take over," try: "Our church has always prepared the next generation to lead. It's time we pass on what we've built so they can carry it forward." Connect young adult leadership to values older adults already hold—stewardship, legacy, faithfulness. You're not asking them to abandon what they've built; you're asking them to plant it in new soil.

3 STORIES TRUMP STATISTICS

Research shows stories engage our brains differently than data—they trigger emotional connection and trust. Don't just explain why young adult leadership matters; tell the story. Share a specific moment when a young adult flourished in a leadership role, or better yet, let them tell their own story. Stories move hearts and moved hearts change policies.

4 YOUR INFLUENCE IS THE CATALYST

You're not asking older adults to step aside—you're inviting them to step up into a new kind of legacy. Use your credibility, your voice, and your stories to open doors and hold them open long enough for young adults to walk through with confidence.

Because they're not just the future of the church. They're the present, if we make room.



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ROADMAP

Curriculum Domain, Competency and Task Constellations

STAR Domain:	Listening
Associated Competency:	Relationship building and Compassion
Associated Task:	Equanimity
STAR Domain:	Young Adult Leadership
Associated Competency:	Resourcefulness and Communication
Associated Task:	Recruiting
STAR Domain:	Faith Journey
Associated Competency:	Creating Trust
Associated Task:	Spiritual formation
STAR Domain:	Culture
Associated Competency:	Adaptability
Associated Task:	Embracing failure
STAR Domain:	Intergenerational Connections
Associated Competency:	Mentorship
Associated Task:	Generational literacy and Digital literacy
STAR Domain:	Community
Associated Competency:	Authenticity and Inclusivity
Associated Task:	Managing conflict
STAR Domain:	Church Leadership
Associated Competency:	Influence and Purpose
Associated Task:	Creating buy-in
STAR Domain:	Frameworks, Programs, & Events
Associated Competency:	Learning
Associated Task:	Sticky programs and Measure and assess