

LINCHPIN LEADER

Grant Skeldon

I wouldn't be who I am today,
or where I am today
without _____

1

“Young people are leaving the church.”

2

“They’re deconstructing.”

3

“They’re too influenced by the world.”

4

“They’re not getting married.”

5

“They’re job-hopping.”

6

“They’re crippled by debt.”

What's wrong?



Working?
What's ~~wrong~~?

Why are they leaving?

Why are some leading?

Identify +
Normalize



1

Pivotal Guide

Someone who invites you to accompany
and shadow them in life or work.

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Hero With A Thousand Faces

by JOSEPH CAMPBELL



1. THE ORDINARY WORLD

The hero exists in a world considered ordinary or uneventful by those who live there. The protagonist is outcast in their every day life and considered odd by the rest of society.

2. THE CALL TO ADVENTURE

The hero is called away and removed from the ordinary world. Usually there is a discovery, event, problem or danger that spurs them on their journey. Adventure awaits them.

3. THE MENTOR & THE TALISMAN

The hero meets a mentor who exhibits special skills, powers or wisdom. They give them a talisman - this might be a magical object, training, insight or advice that they need to succeed.

4. CROSSING THE THRESHOLD

The hero leaves the ordinary world and enters an environment they've never experienced before. This new world has its own rules and the hero must learn to adapt if they want to survive.

5. TESTS, ALLIES, & ENEMIES

The hero is faced with a series of challenges to overcome. This makes them stronger and wiser. They may come across enemies or meet other characters who become helpful companions.

6. DEATH & REBIRTH

This is the lead up to the final battle, also called the supreme ordeal. In this stage, the hero is confronted with something that motivates them or prepares them to complete the final task.

7. THE ORDEAL

Prepared with the skills and knowledge they've acquired, the hero overcomes their biggest obstacle. The tension is relieved but they usually lose something important to them.

8. REVELATION

There is usually some kind of reward that awaits the hero for showing strength and endurance through the supreme ordeal. This could be treasure, love, information or admiration.

9. THE ROAD BACK

The hero decides it's time to return home to the ordinary world. They understand they've accomplished a great feat but they still might face further troubles or obstacles.

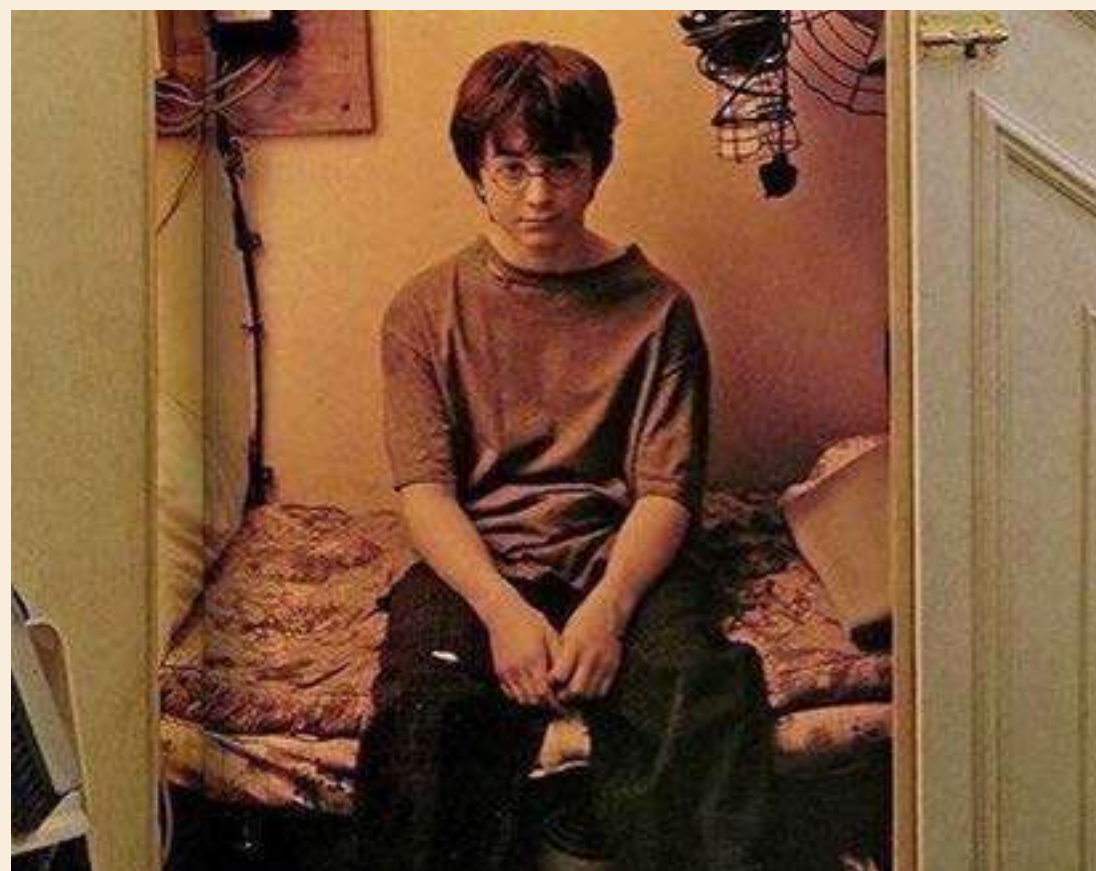
10. GROWTH OR ATONEMENT

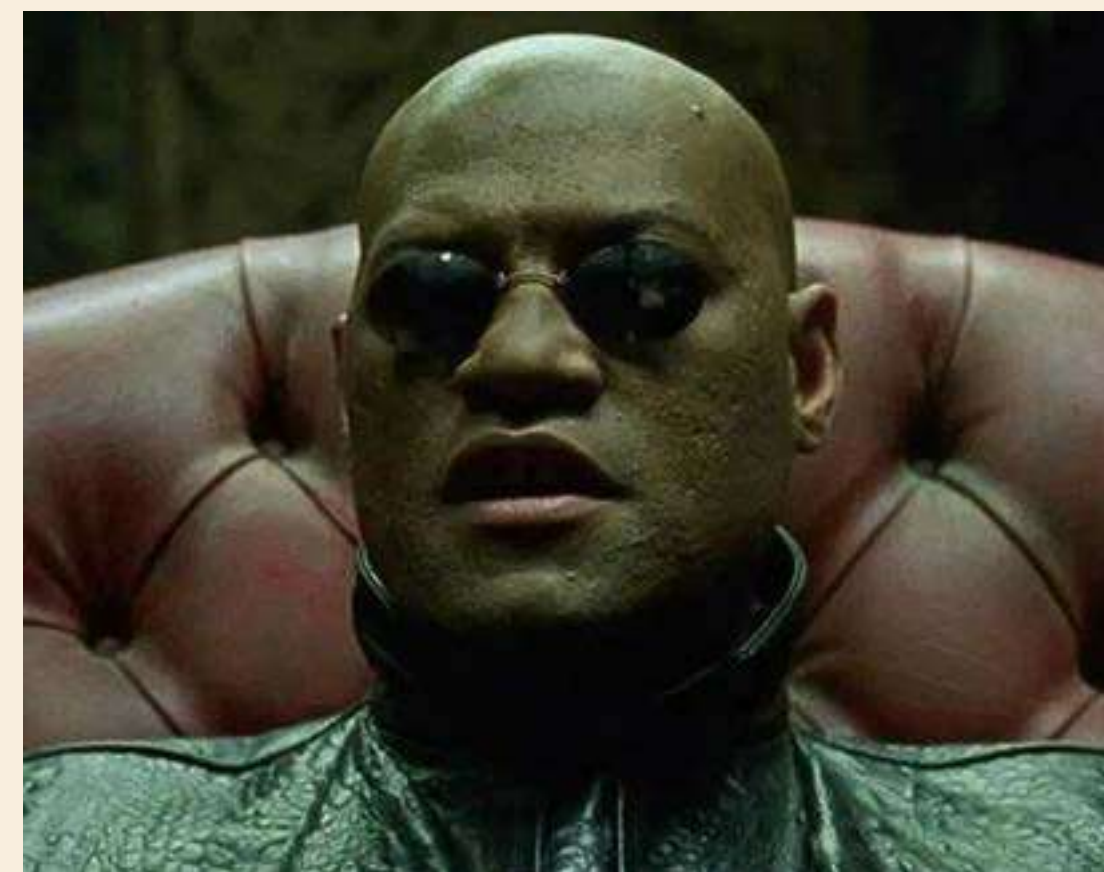
The hero has learned important lessons through their experience and now uses this newfound wisdom and strength to confront whatever holds the ultimate power in their life in one final test.

11. RETURN CHANGED

The hero has proved themselves worthy and achieved victory which is life-changing. They return with an object or ability that allows them to finally gain acceptance in the ordinary world.











LINCHPIN LEADER

Someone who radically
impacts the hero's journey
*if they were removed
from the story.*



We don't have a next gen problem.
We have a discipleship problem.



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Mentorship is
adding something
to your calendar

Discipleship is
including someone
in your calendar

MENTORSHIP

“Let me see if I can find some time”

S	M	T	W	T	F	S
X	X	X	X	X	X	X
X	X	X	X	X	?	X
X	X	✓	X	X	X	X
X	X	X	X	X	X	X
X	X	X	X	?	X	X

DISCIPLESHIP

“Here’s what you can join me for”

S	M	T	W	T	F	S
X	X	X	✓	X	X	?
✓	X	X	X	✓	?	X
✓	X	✓	X	✓	X	X
X	✓	X	✓	X	X	✓
?	X	✓	X	?	X	X

Because we
loved you so much,
we were delighted to
share with you not only
the gospel of God
but our lives as well



1 THESSALONIANS 2:8

Discipleship is *caught*,
not taught.

@grantskeldon

A yellow speech bubble with a black outline and a black drop shadow, pointing towards the bottom-left.

Come and
meet with me

MENTORSHIP

An olive-green speech bubble with a black outline and a black drop shadow, pointing towards the bottom-left.

Come and
follow me

DISCIPLESHIP

A red speech bubble with a black outline and a black drop shadow, pointing towards the bottom-left.

Come and
listen to me

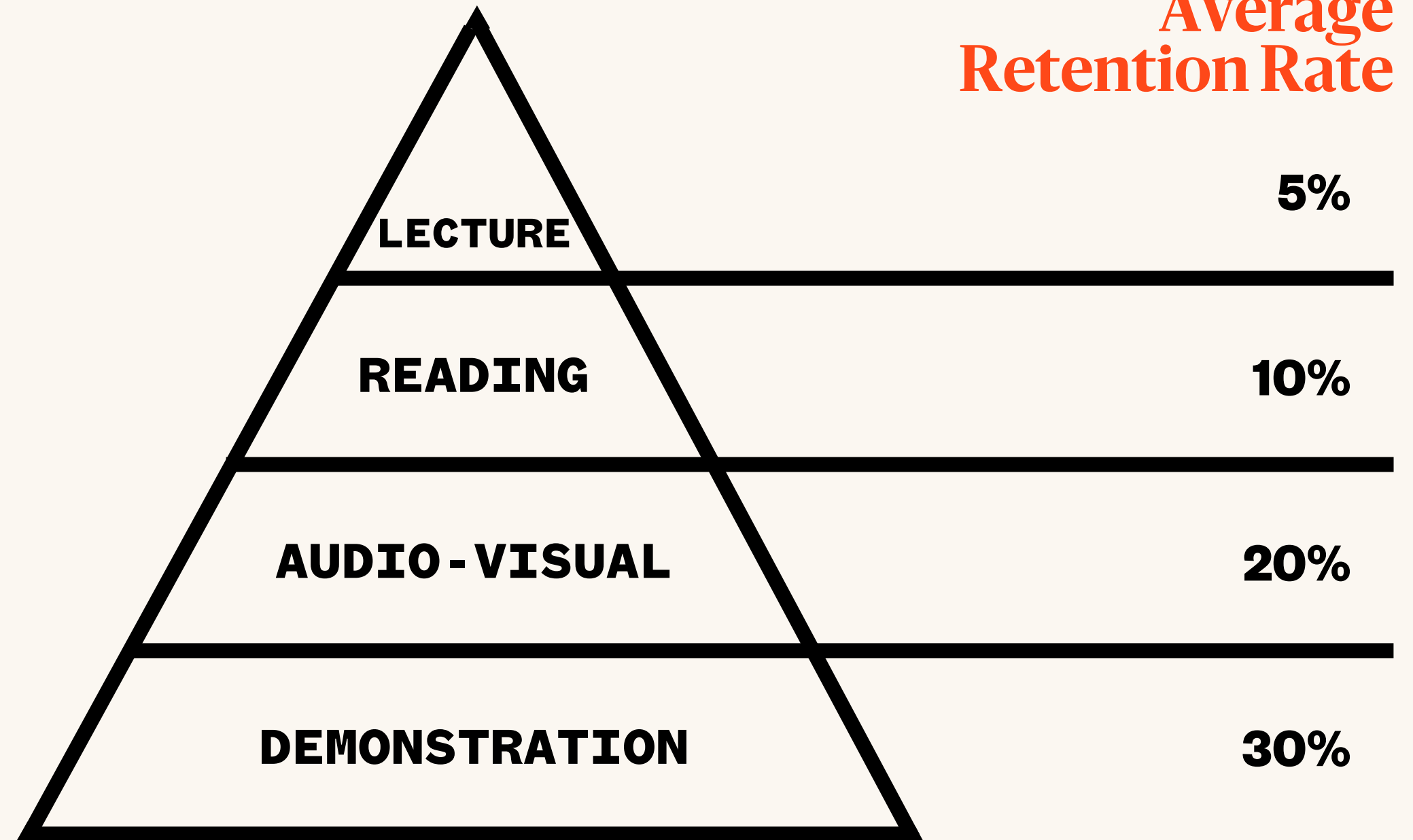
CHURCH

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The next generation
is saturated with *content*.

But starved of *connection*.

Passive
Learning



**Average
Retention Rate**

5%

LECTURE

10%

READING

**Passive
Learning**

20%

AUDIO - VISUAL

30%

DEMONSTRATION

50%

DISCUSSION GROUP

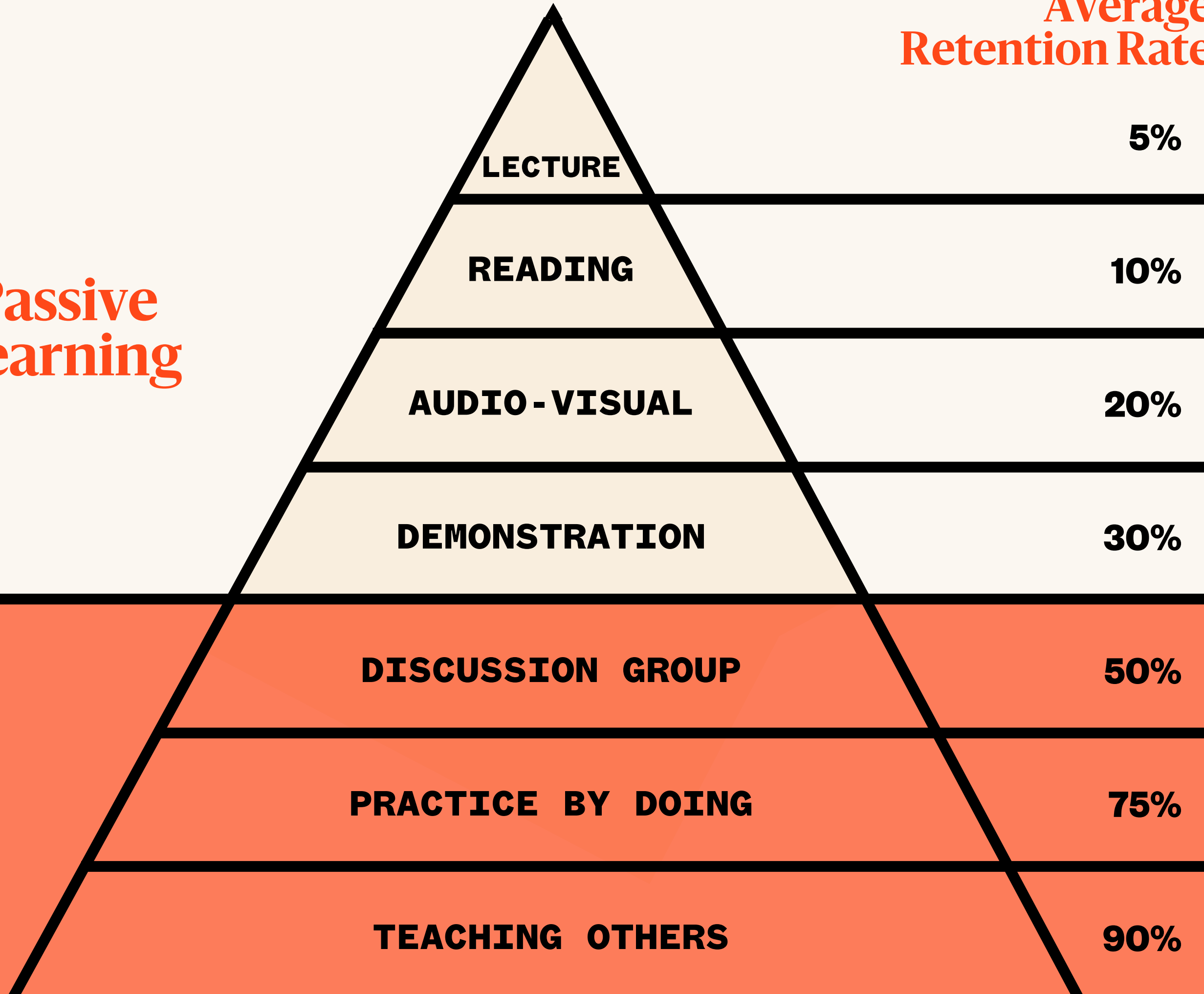
75%

PRACTICE BY DOING

90%

TEACHING OTHERS

**Active
Learning**



**Average
Retention Rate**

5%

LECTURE

10%

READING

20%

AUDIO - VISUAL

30%

DEMONSTRATION

50%

DISCUSSION GROUP

75%

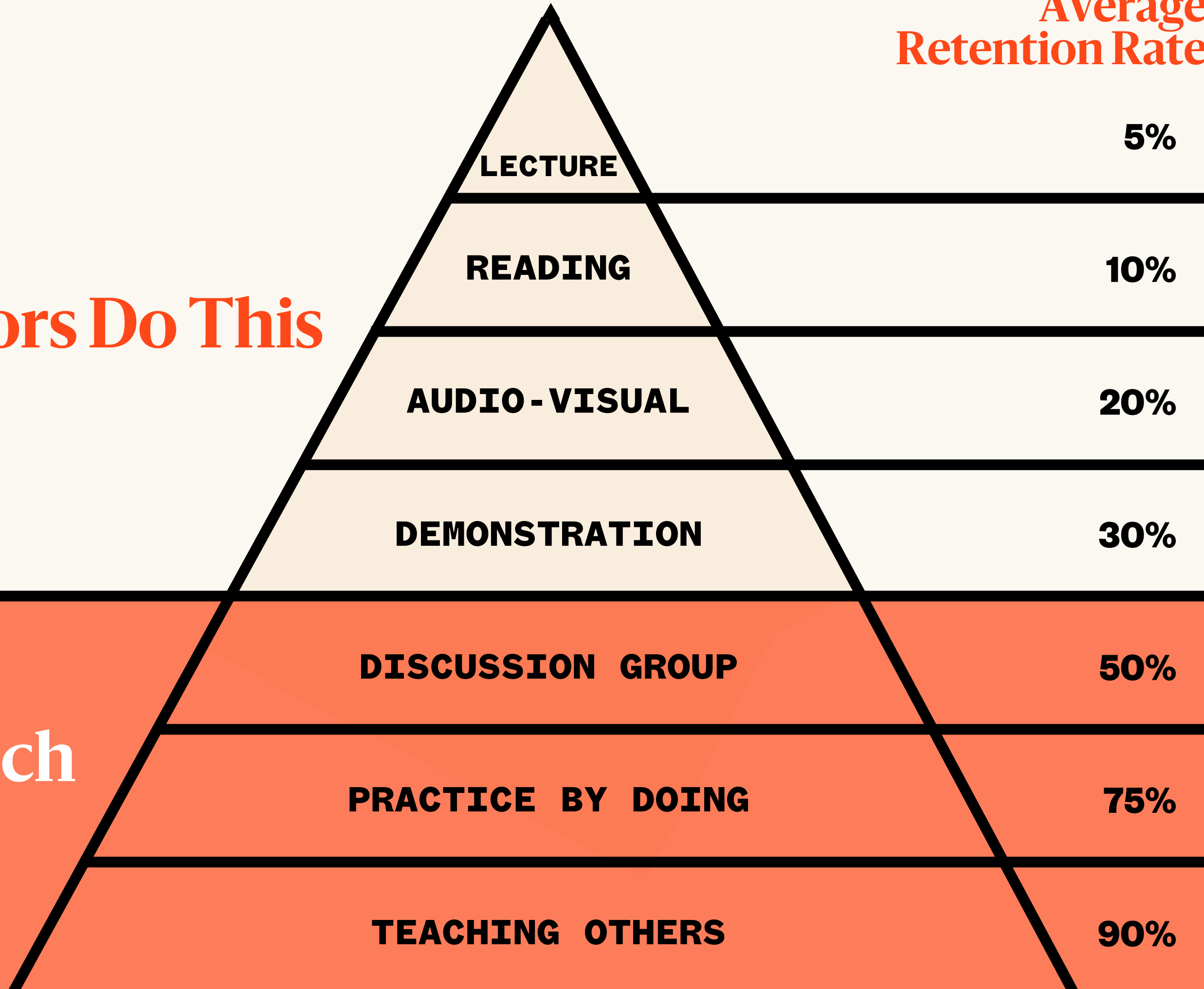
PRACTICE BY DOING

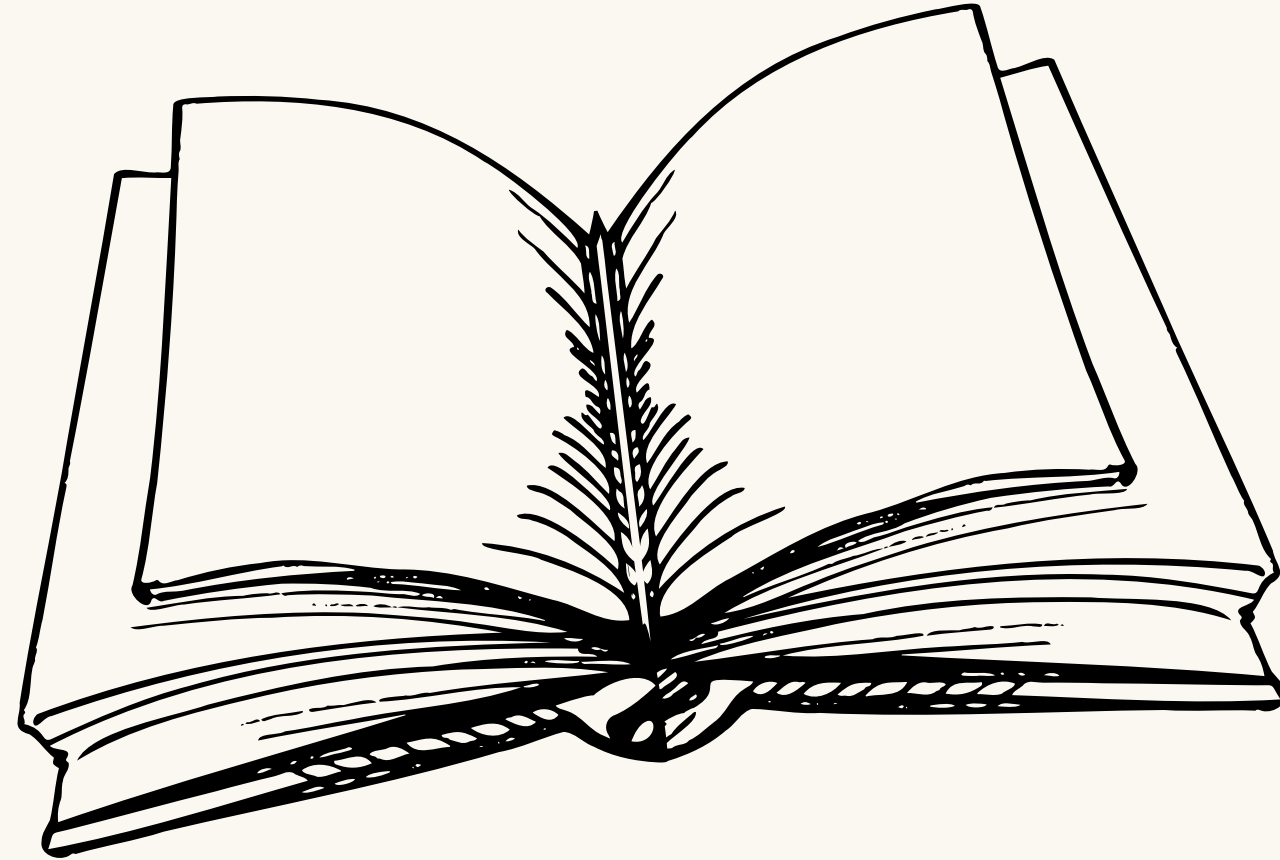
90%

TEACHING OTHERS

Ideally, Pastors Do This

**So The Church
Can Do This**





content is king

Bill Gates, 1996



~~content~~ is king
connection

Connection
is kingdom

4 ARENAS FOR INVITATION



Personal Life



Work Life



Family Life



Church Life



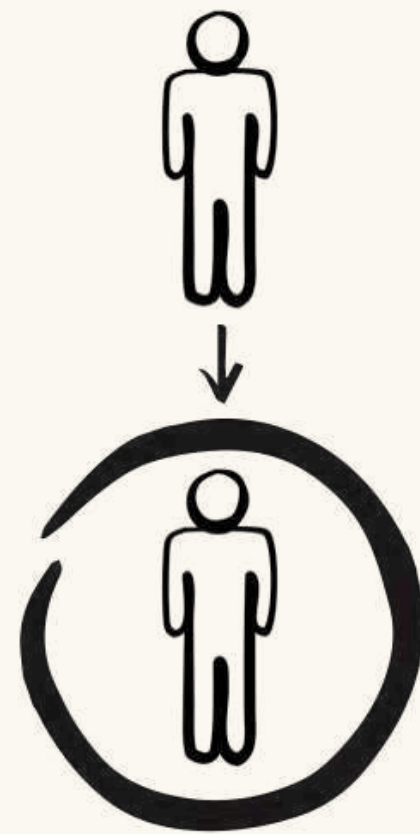
And what you have heard
from me in the presence
of many witnesses entrust
to faithful men, who will
be able to teach others also.

2 TIMOTHY 2:2

**-PAUL
-TIMOTHY
-FAITHFUL MEN
-OTHERS**

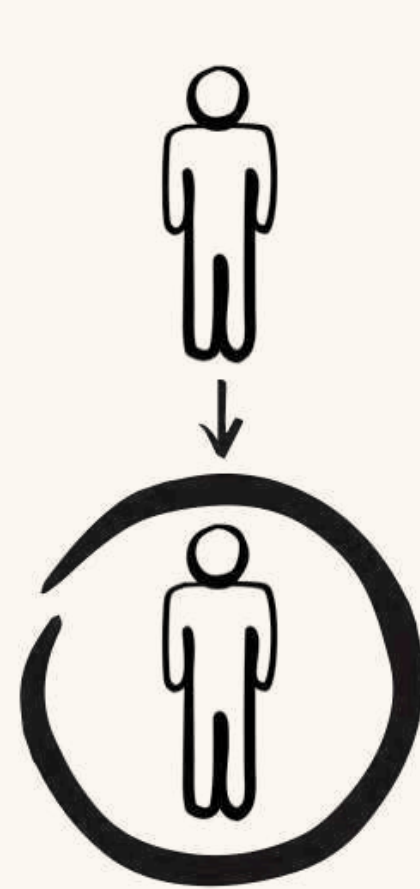


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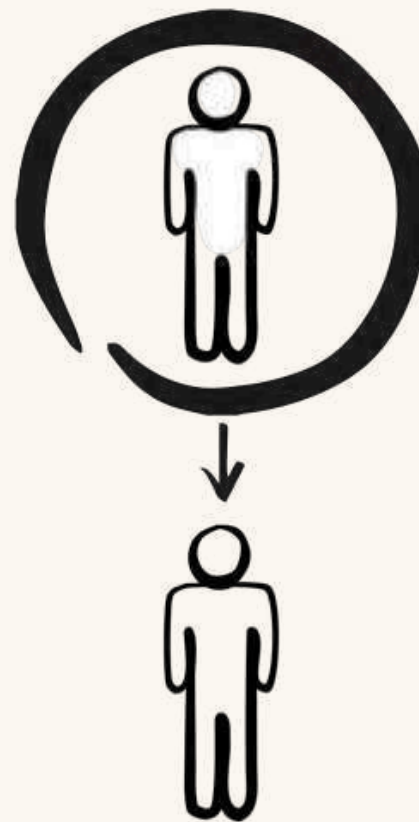


LEARNER

@grantskeldon



LEARNER



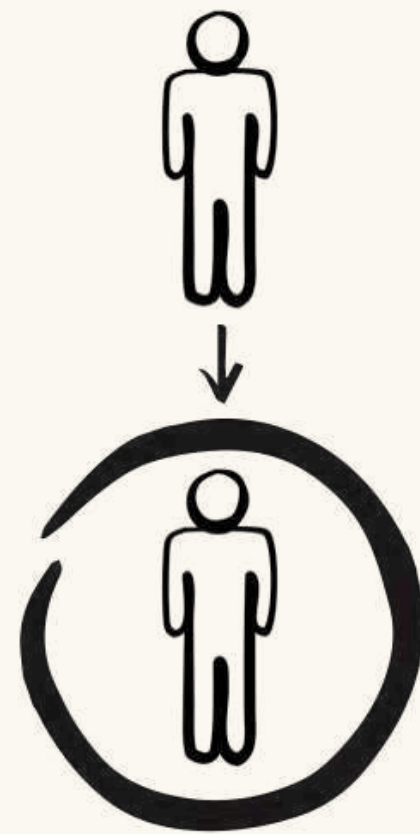
LEADER

**“If you think you're
leading, but no one is
following, then you are
only taking a walk.”**

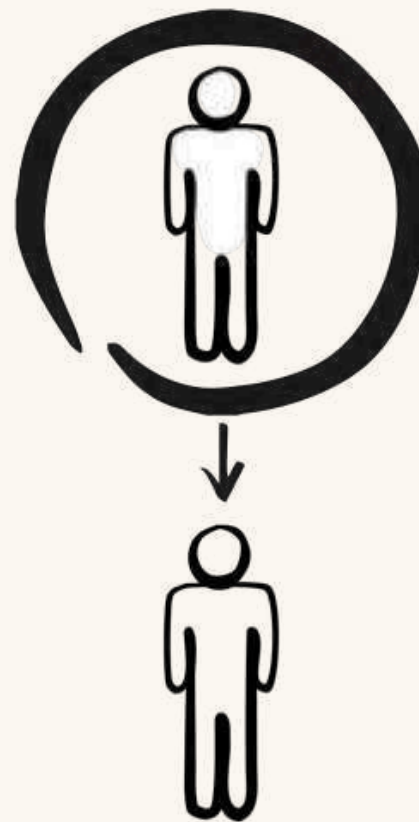
John Maxwell



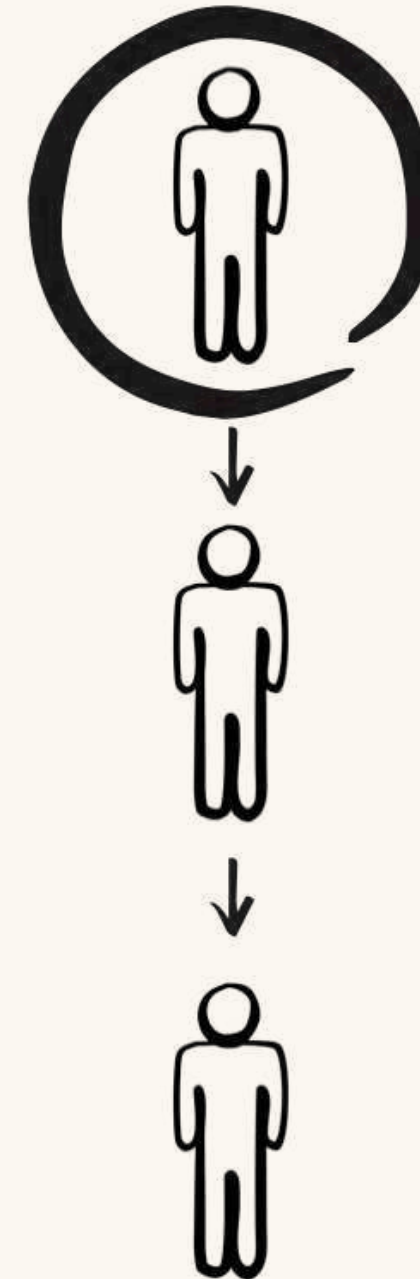
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LEARNER

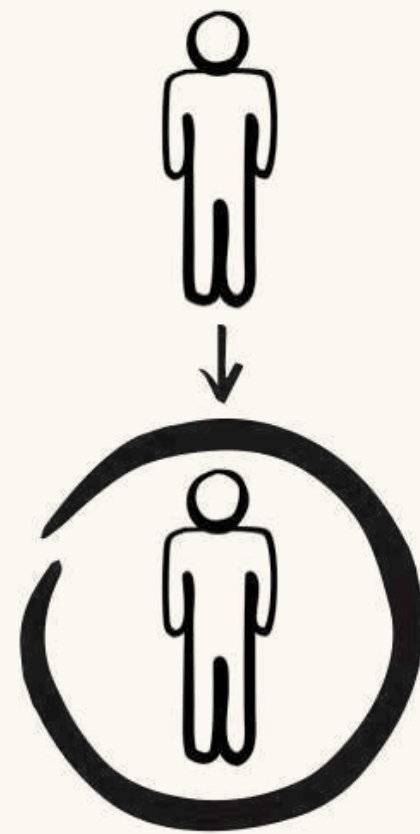


LEADER

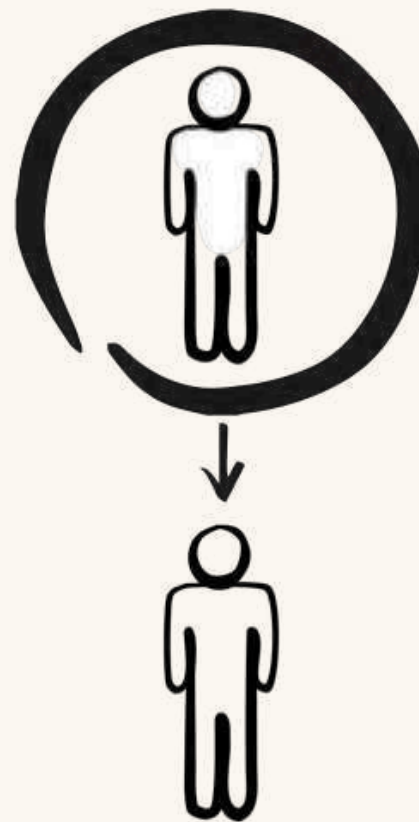


DISCIPLE MAKER

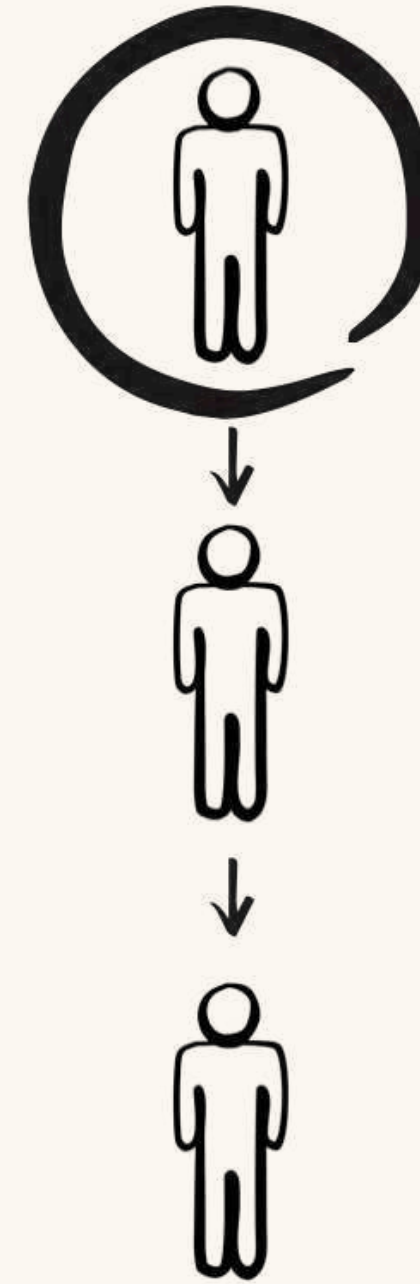
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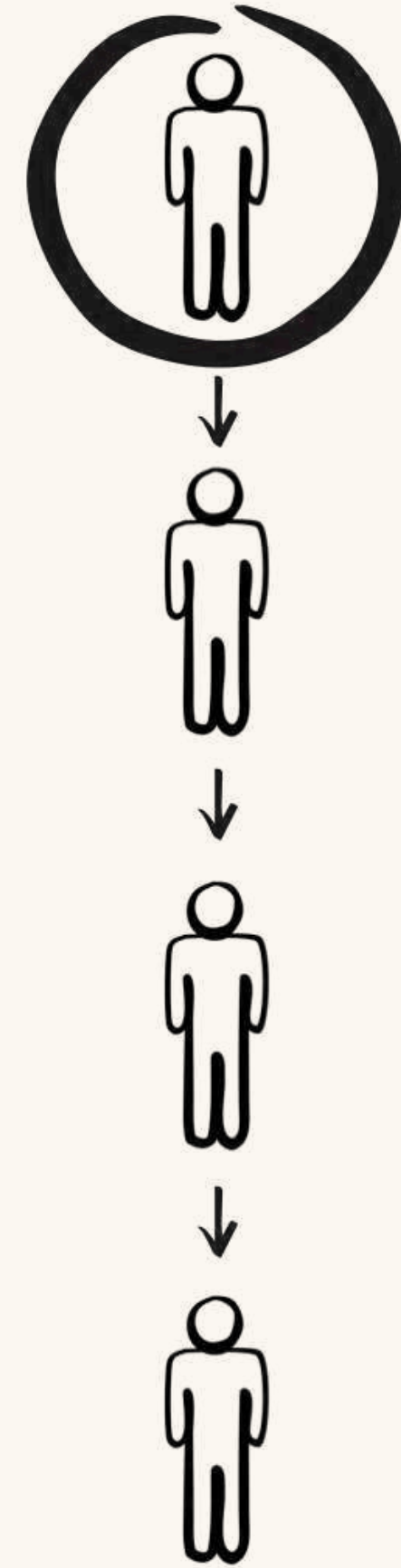
LEARNER



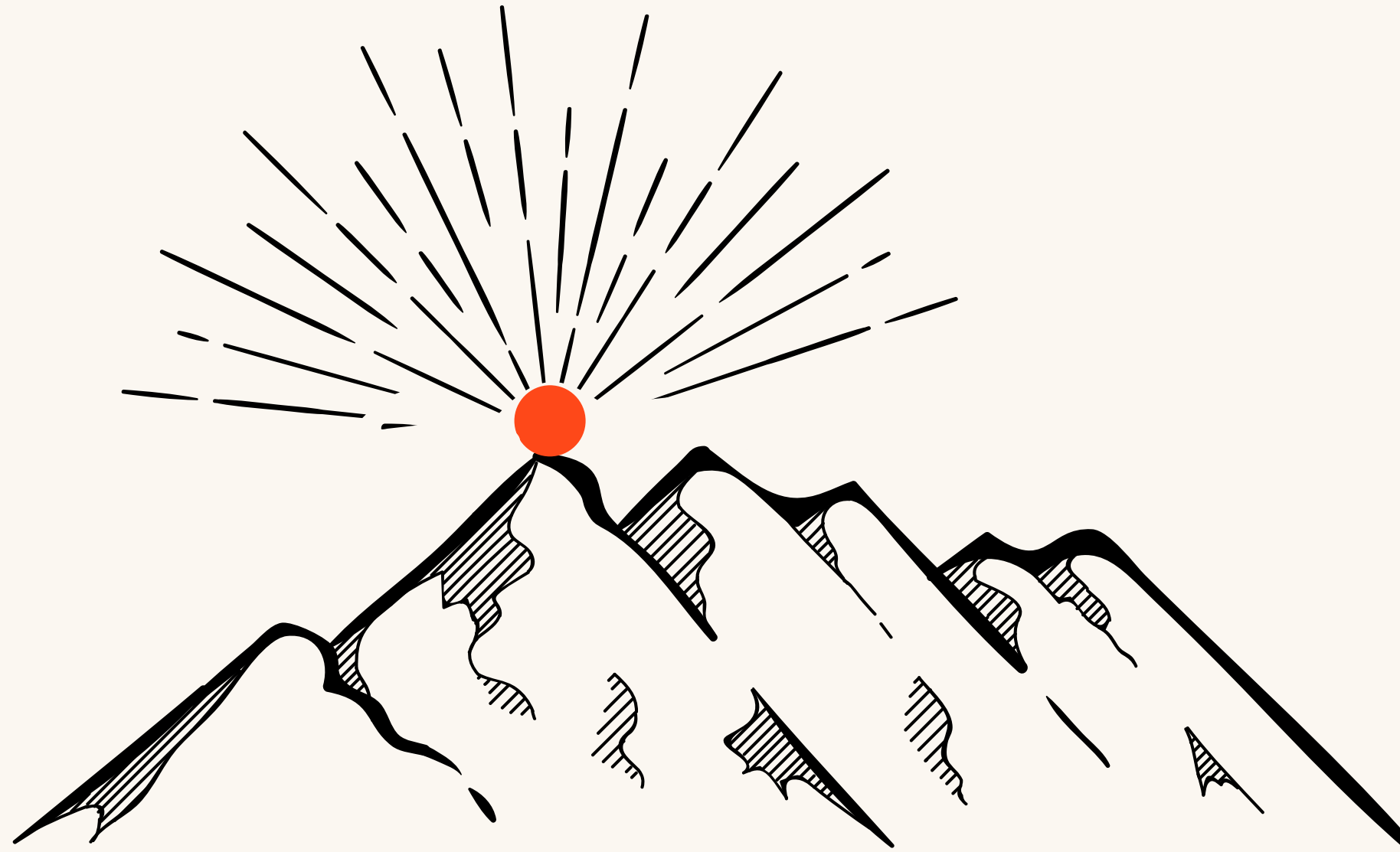
LEADER



DISCIPLE MAKER

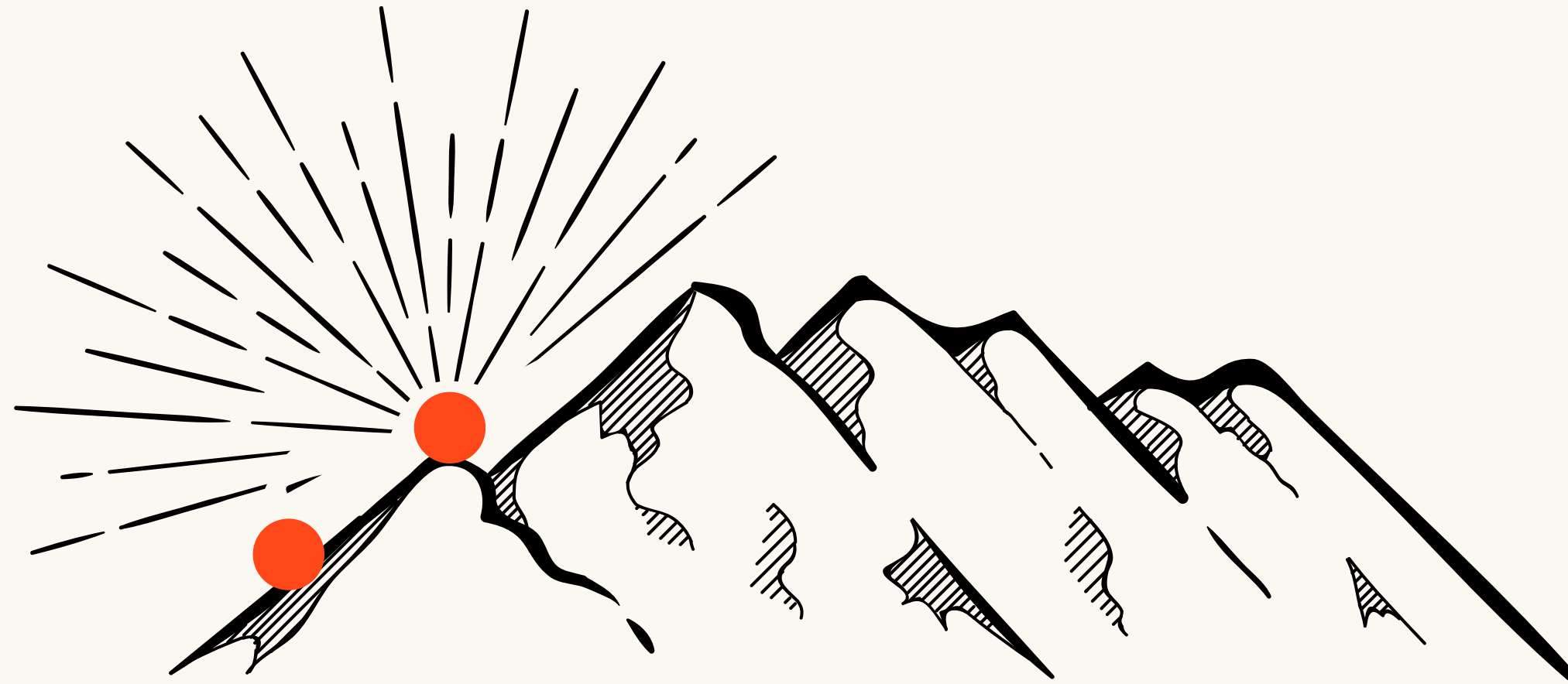


MULTIPLIER



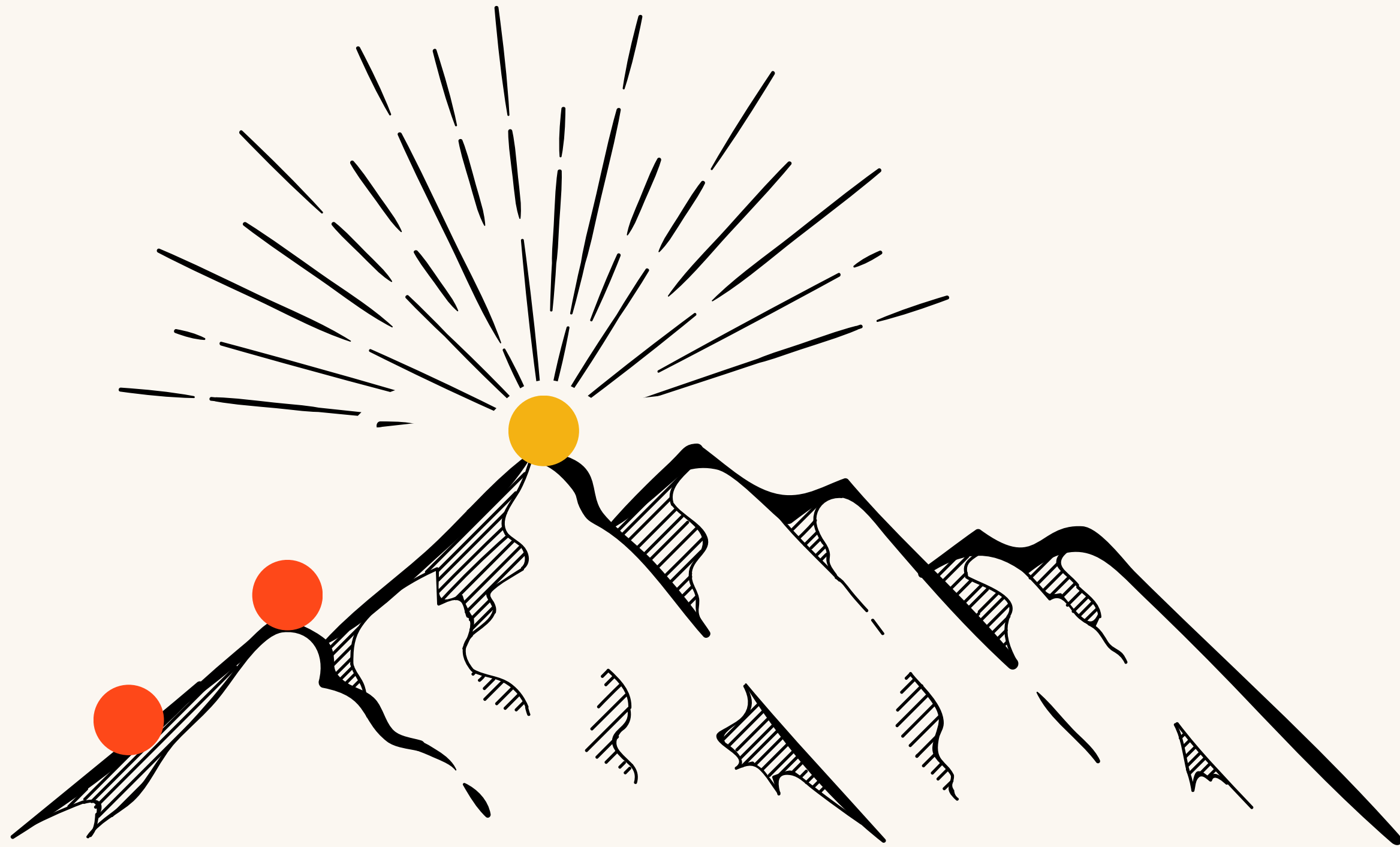
“Do I feel qualified?”

NO



“Am I spiritually a couple steps ahead?”

ABSOLUTELY



“Follow me, as I follow **Christ.**”

*“Imitate me,
just as I also
imitate Christ.”*

1 CORINTHIANS 11:1



If you want to impress
people, tell them about
your successes



If you want to impact
people, tell them about
your failures

JOHN MAXWELL

Reverse Engineering Next Gen Leadership

A yellow semi-circle with the number 1 inside it.

1

Pivotal Guide

An olive green semi-circle with the number 2 inside it.

2

Prophetic Affirmation



2

Prophetic Affirmation

A person who notices and verbalized
a gift in you.

1. THE ORDINARY WORLD

The hero exists in a world considered ordinary or uneventful by those who live there. The protagonist is outcast in their every day life and considered odd by the rest of society.



2. THE CALL TO ADVENTURE

The hero is called away and removed from the ordinary world. Usually there is a discovery, event, problem or danger that spurs them on their journey. Adventure awaits them.

3. THE MENTOR & THE TALISMAN

The hero meets a mentor who exhibits special skills, powers or wisdom. They give them a talisman - this might be a magical object, training, insight or advice that they need to succeed.



Normal World

The Unknown

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Normal World

The Unknown

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The hero meets a mentor who exhibits special skills, powers or wisdom. **They give them a talisman - this might be a magical object, training, insight or advice that they need to succeed.**

Talisman

I see in you



STAR WARS

You have the
force.



LION KING

I know who you are.
You're Mufasa's boy!
He lives in you.



THE MATRIX

You are the one.



LORD OF THE RINGS

You were meant
to have the ring.



HARRY POTTER

You're a wizard,
Harry.

ICNU
I see in you

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What do you see in the young people around you?

1. **Gifting:** something they're good at
2. **Character:** a conviction they live by
3. **Growth:** an area they have grown in

You are a leader. Notice how people follow you. You have a knack for problem solving. I've seen how much harder you work than others when it comes to your grades and education. Keep it up! You don't seem to lose your cool when everyone else stresses out. Has anyone told you how great of a communicator you are? Everyone was so engaged when you spoke. You have a gift for disarming people and making them feel welcome. People just open up to you and share what's really on their mind. I've noticed how much you've been training and preparing for next season. Great work! Honestly, most people do the bare minimum here but you always go the extra mile. You had every reason to get angry with that customer but you chose patience, and kindness. The sincerity of your faith is contagious to everyone around you. When everyone left early. You stayed. I'm proud of you. When everyone else is obsessed with dating, you seem so secure and happy in your season. You may have a future in marketing. You're super creative. If I was your age, I'd follow you. It's about

ICNU

Let no one despise you because you're **young**,
but set the believers an example in speech,
in conduct, in love, in faith, in purity.

1 TIMOTHY 4:12

Until I come, devote yourself to the public
reading of Scripture, to exhortation,
to teaching.

1 TIMOTHY 4:13

Do not neglect the gift you have, which was given to you by prophecy when the council of **elders** laid their hands on you.

1 TIMOTHY 4:14

“For this reason I remind you to fan into flame the gift of God, which is in you through the **laying on of my hands**”

2 TIMOTHY 1:6



”

**“Silent gratitude
is worthless”**

- John Maxwell



Reverse Engineering Next Gen Leadership



1

Pivotal Guide



2

Prophetic Affirmation



3

Contagious Culture

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3

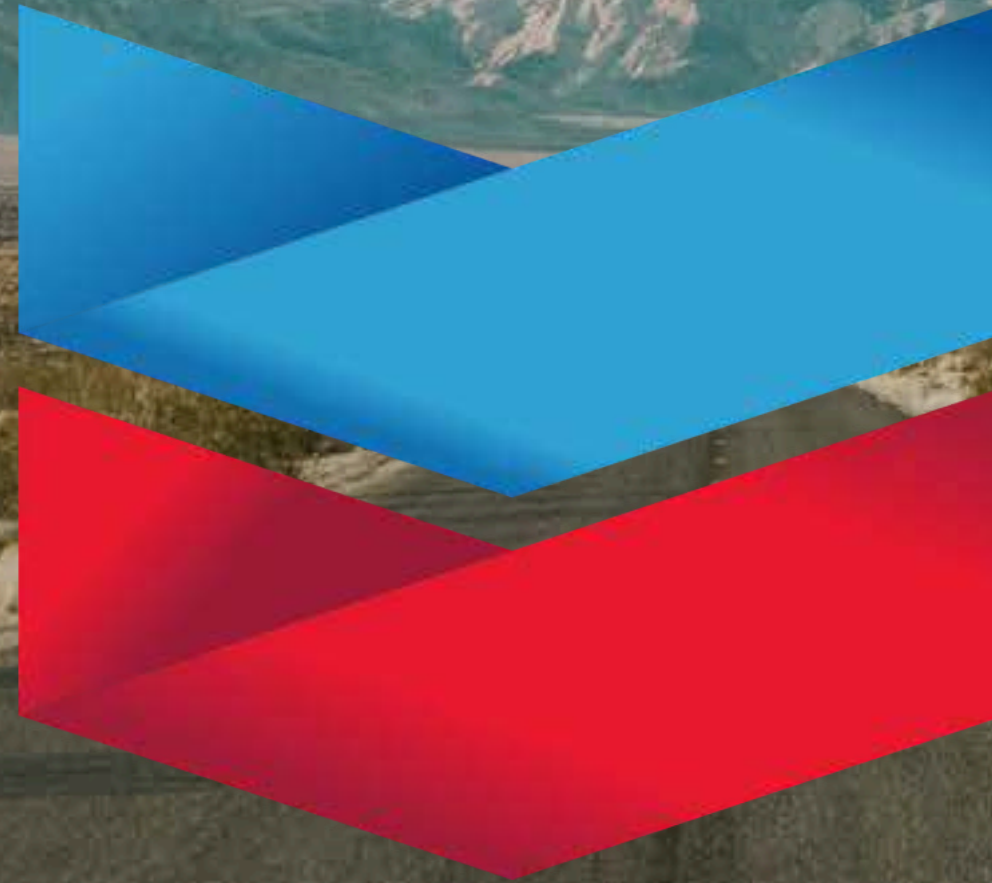
Contagious Culture

An organization or community with a great culture and high standards.

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Chevron





WHAT YOU COUNT #

AND WHAT YOU CELEBRATE 

CREATES YOUR **CULTURE**

POTENTIAL ATMOSPHERES WITH HIGH STANDARDS

Foreign Mission Field

College Sports

Megachurches

Businesses

Nonprofits

Military

Seminary

Camps



“People like us
do things like this.”

SETH GODIN



3

Contagious Culture

Q | Did you ever have a season where you joined an environment or culture that significantly raised your standards and level of excellence?

Reverse Engineering Next Gen Leadership

1

Pivotal Guide

2

Prophetic Affirmation

3

Contagious Culture

4

Ridiculous Responsibility



4

Ridiculous Responsibility

People who give you huge
responsibilities that force
you to mature and step up.

@grantskeldon

“Maturity doesn't come with age;
it comes with acceptance of
responsibility”



ED COLE

RESPONSIBILITY MAKES YOU

Allocate your time differently

Ask questions

Seek mentors

Read more

Take risks

Sober up

Pray

“What in the world
were you thinking?”

Crush *Vs* Stretch

5 PHASES OF EMPOWERMENT

- #1** I do. You watch. *We talk.*
- #2** I do. You help. *We talk.*
- #3** You do. I help. *We talk*
- #4** You do. I watch. *We talk.*
- #5** **You do. Someone else watches. *Ya'll talk.***

ridiculous
responsibility

5 PHASES OF EMPOWERMENT

1

I do. You watch. *We talk.*

2

I do. You help. *We talk.*

3

You do. I help. *We talk*

4

You do. I watch. *We talk.*

5

You do. Someone else watches. *Ya'll talk.*



4

Ridiculous Responsibility

Q | Did anyone ever give you a huge responsibility that you didn't deserve but it forced you to mature and step up?



5

Crucial Feedback

Someone who gives you hard but
helpful feedback that actually
changes you.



Timely Insight

A wake up call that redirects priorities and motives



Compass Question

A question posed to us when we were younger that still serves
as a guide and filter for discerning major decisions today



5

Crucial Feedback

Q | What is the hardest feedback, but most helpful feedback, you got from someone older that actually changed you?



5

Crucial Feedback



6

Timely Connections



6

Timely Connections

Someone who introduced you to a
monumental figure in your career.

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Close Friends or Family

17%

17%

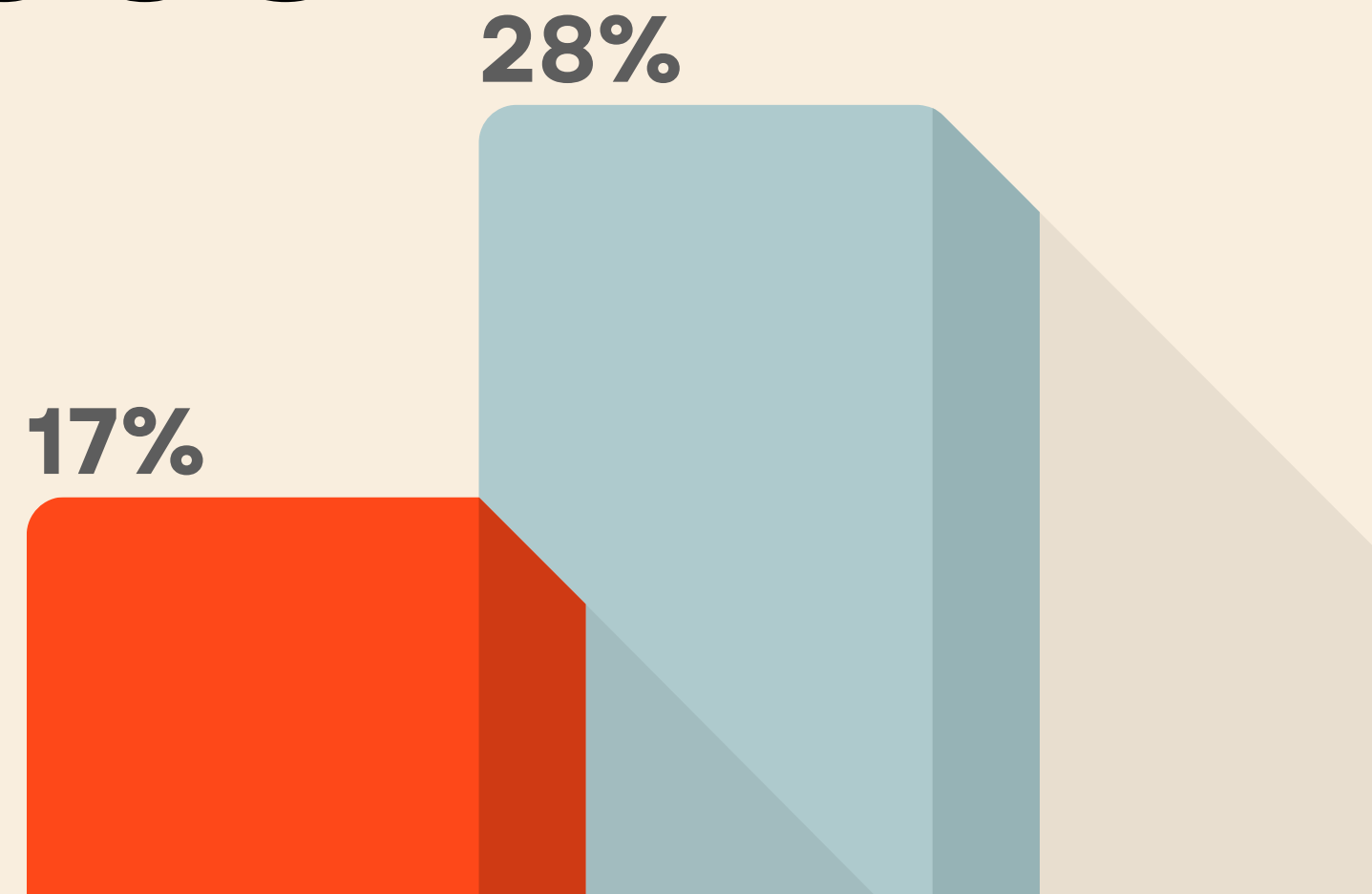


Mark Granovetter
“The Strength of Weak Ties”

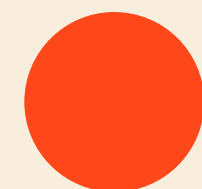
 Often

Distant Acquaintances

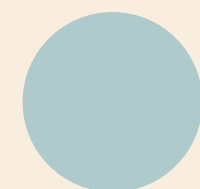
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Mark Granovetter
“The Strength of Weak Ties”



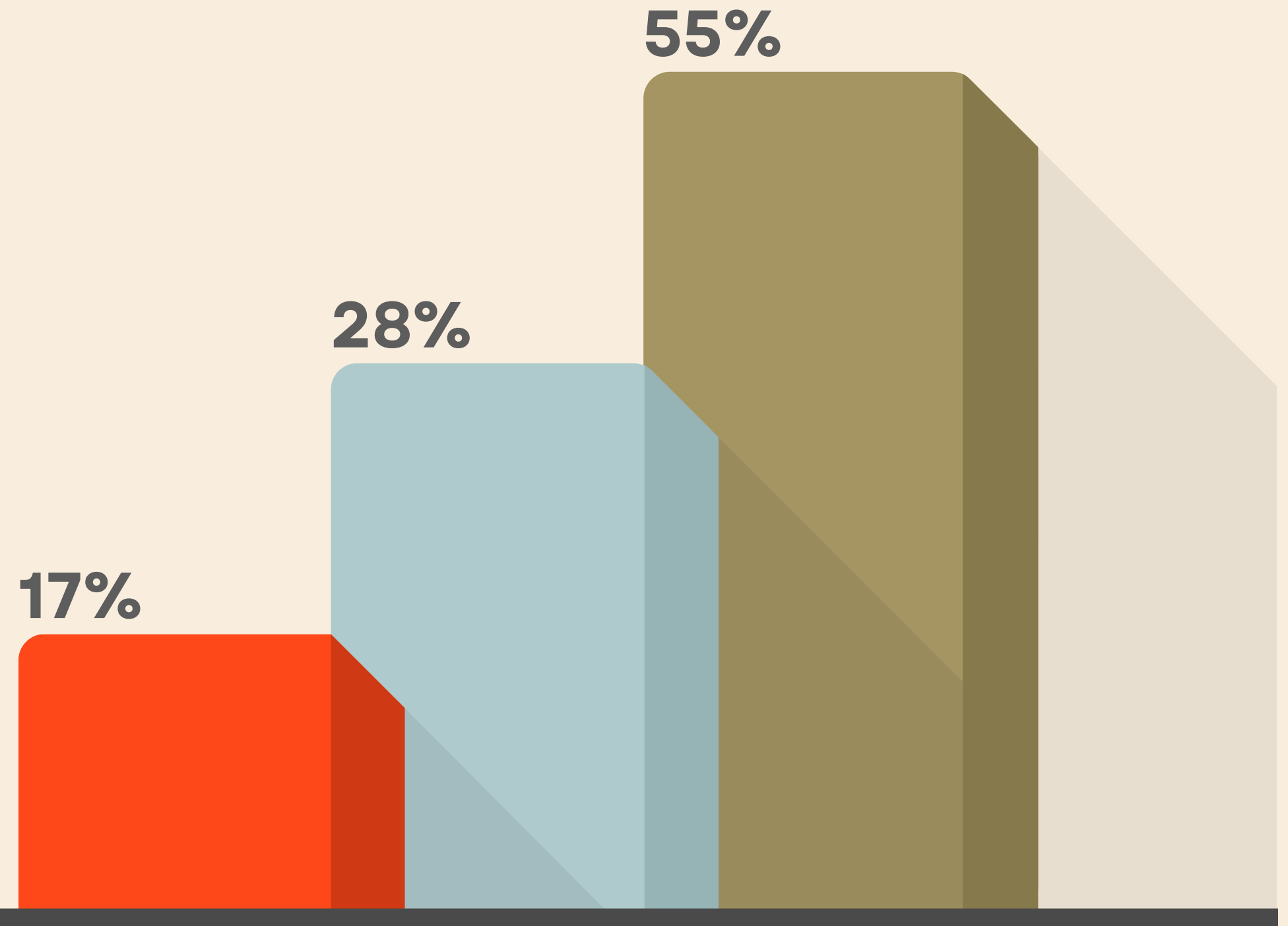
Often



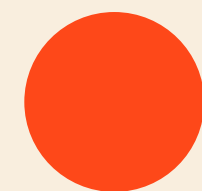
Rarely

Casual Contacts

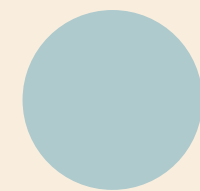
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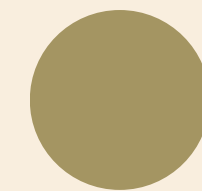
Mark Granovetter
“The Strength of Weak Ties”



Often



Rarely

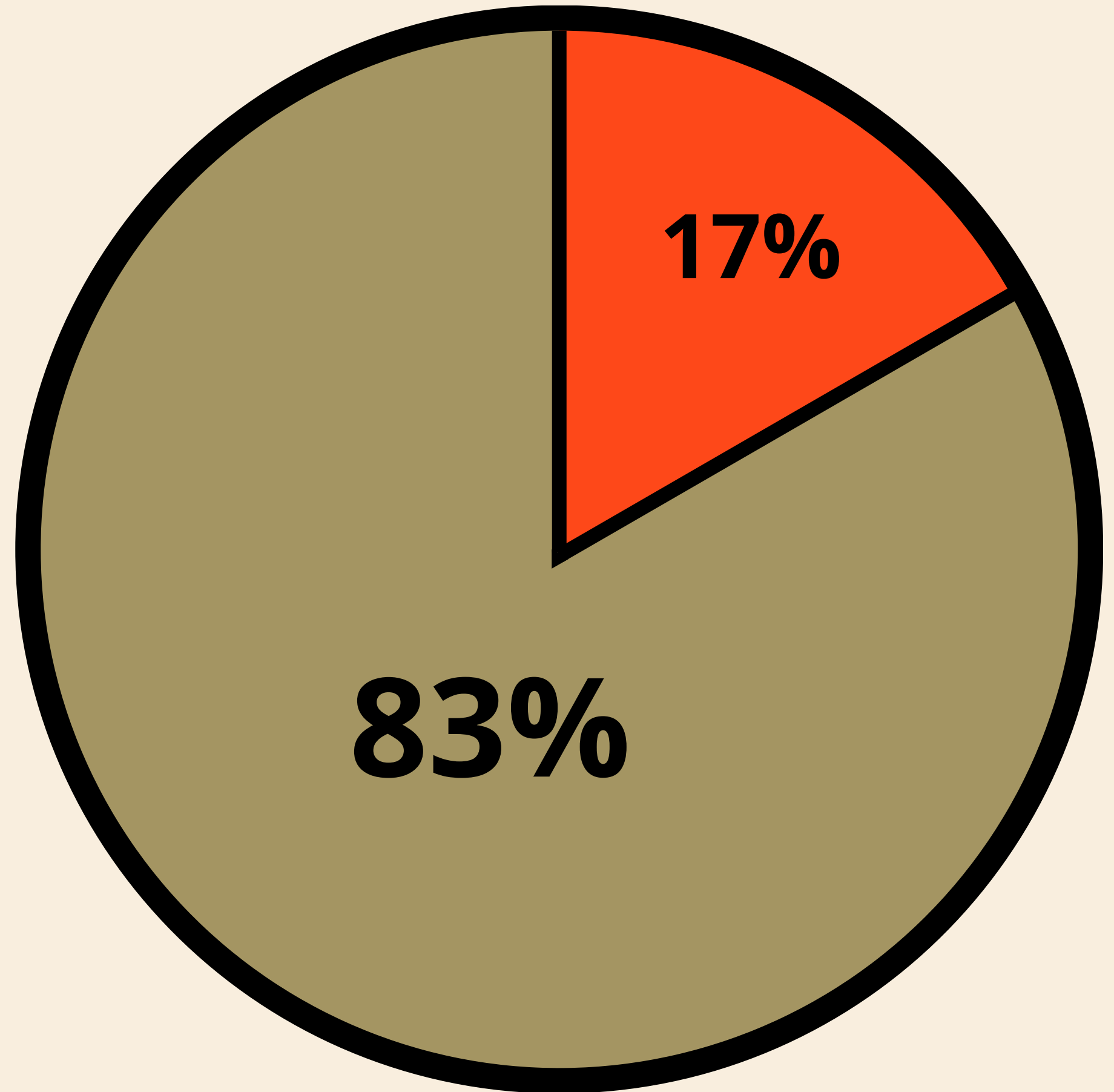


Occasionally

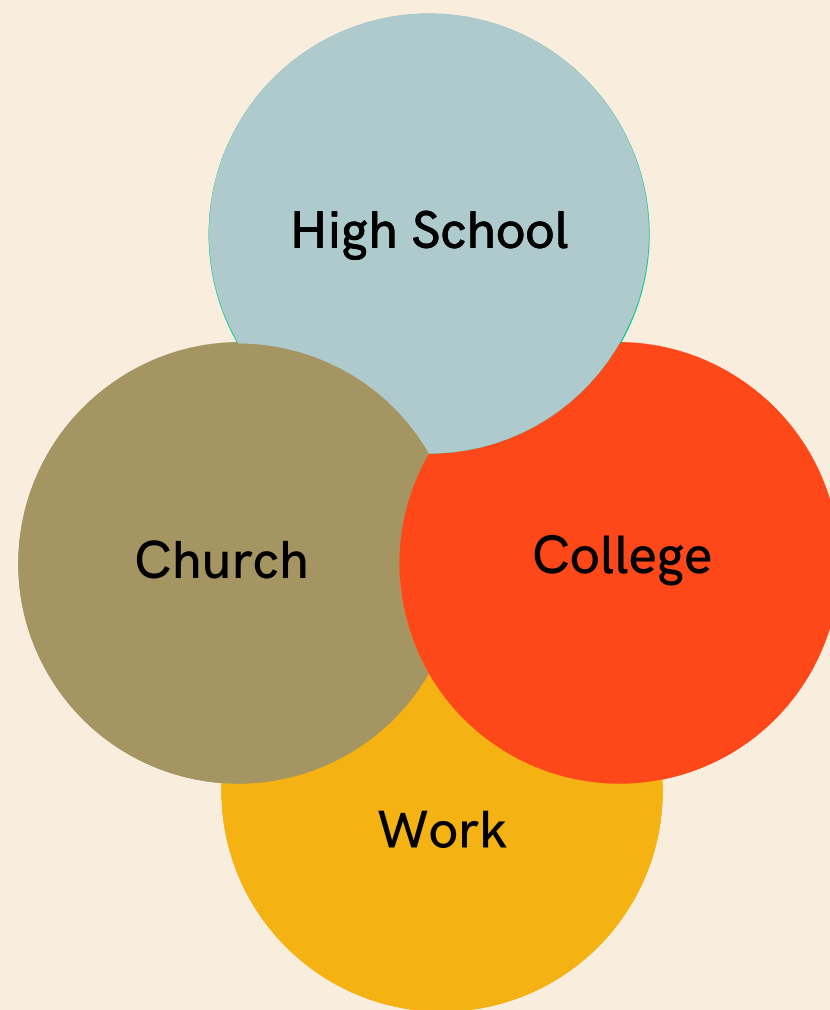
THE STRENGTH OF WEAK TIES

“Weak Ties”

“Strong Ties”

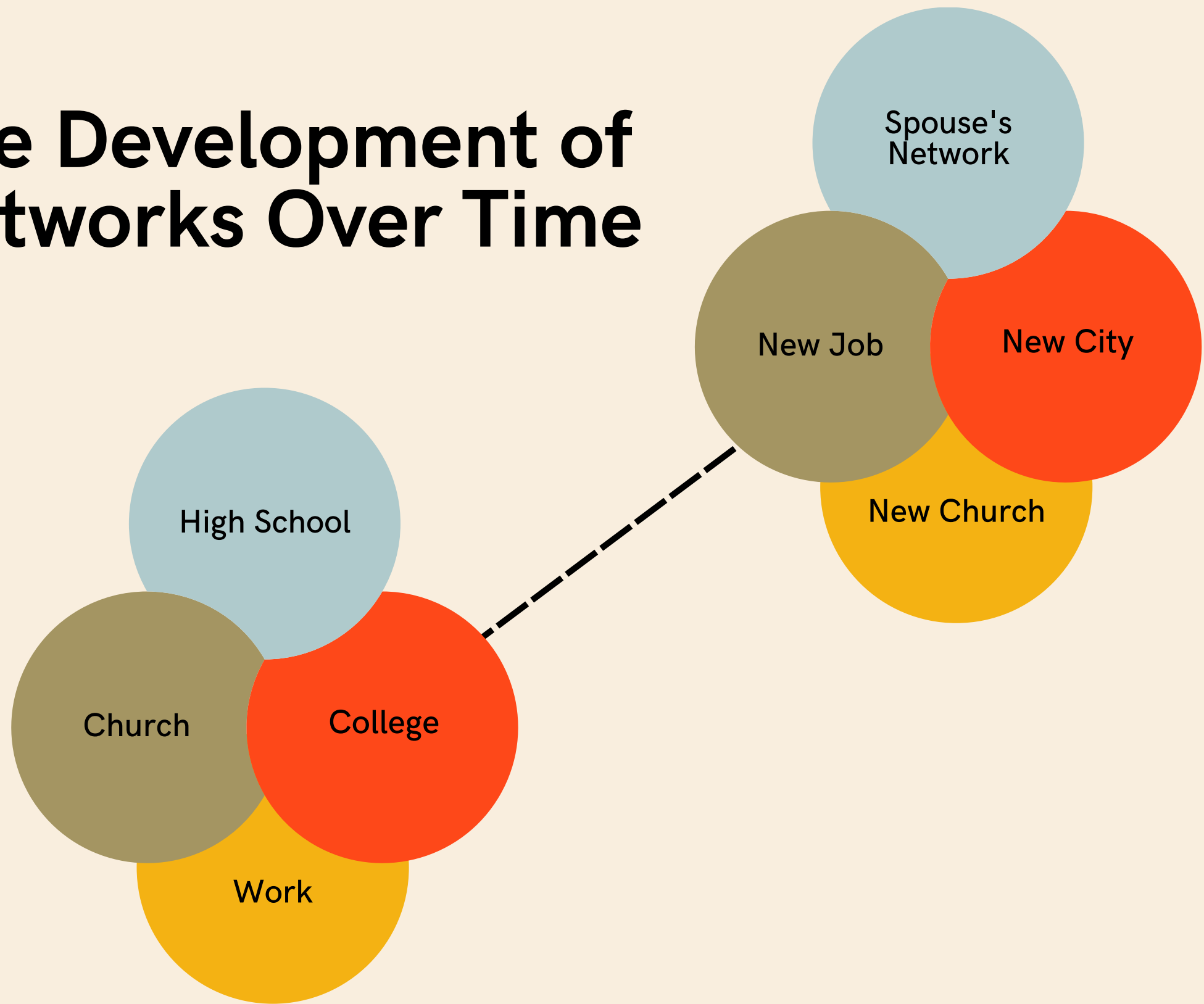


The Natural Network of a Young Person



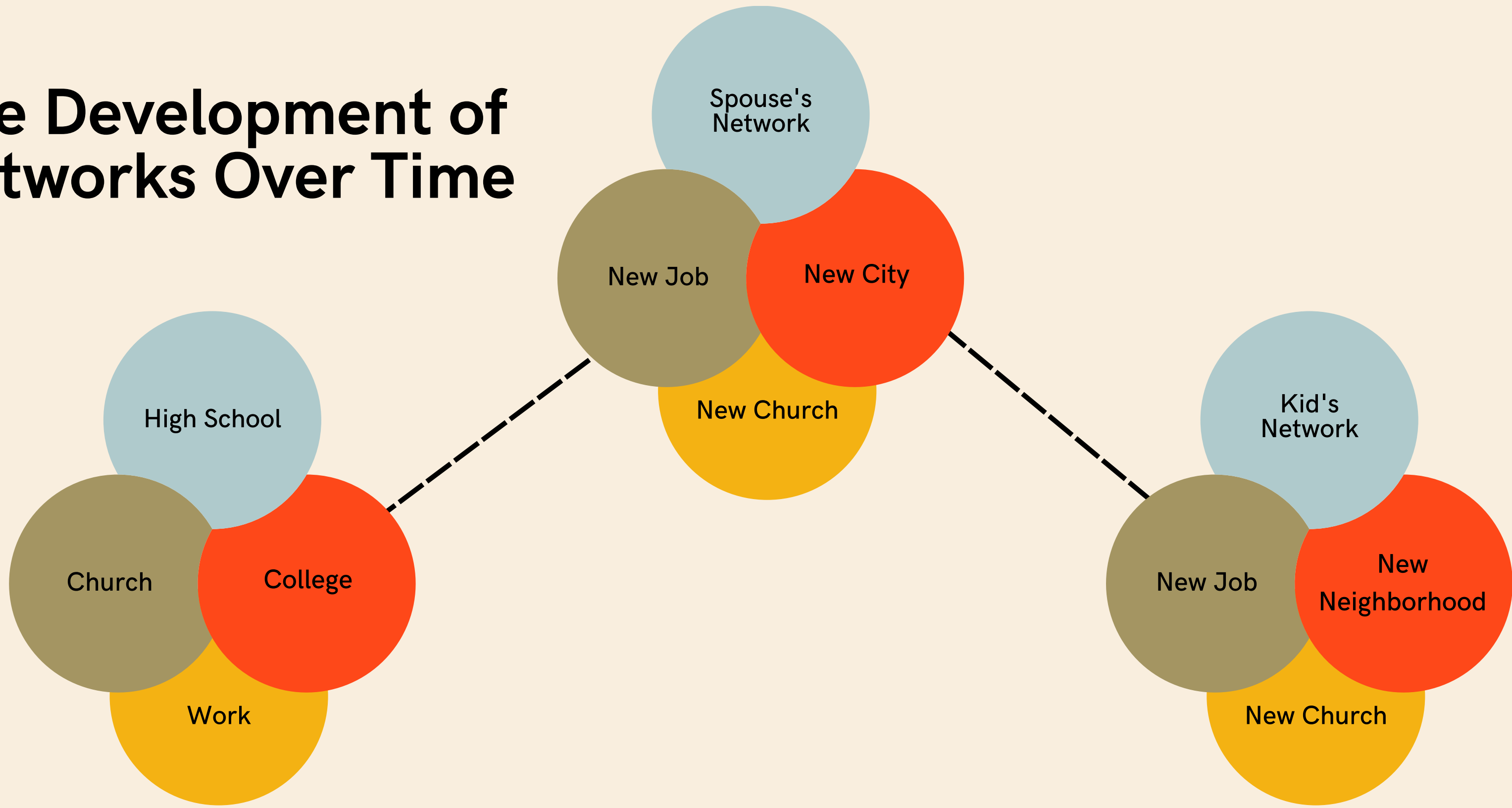
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The Development of Networks Over Time



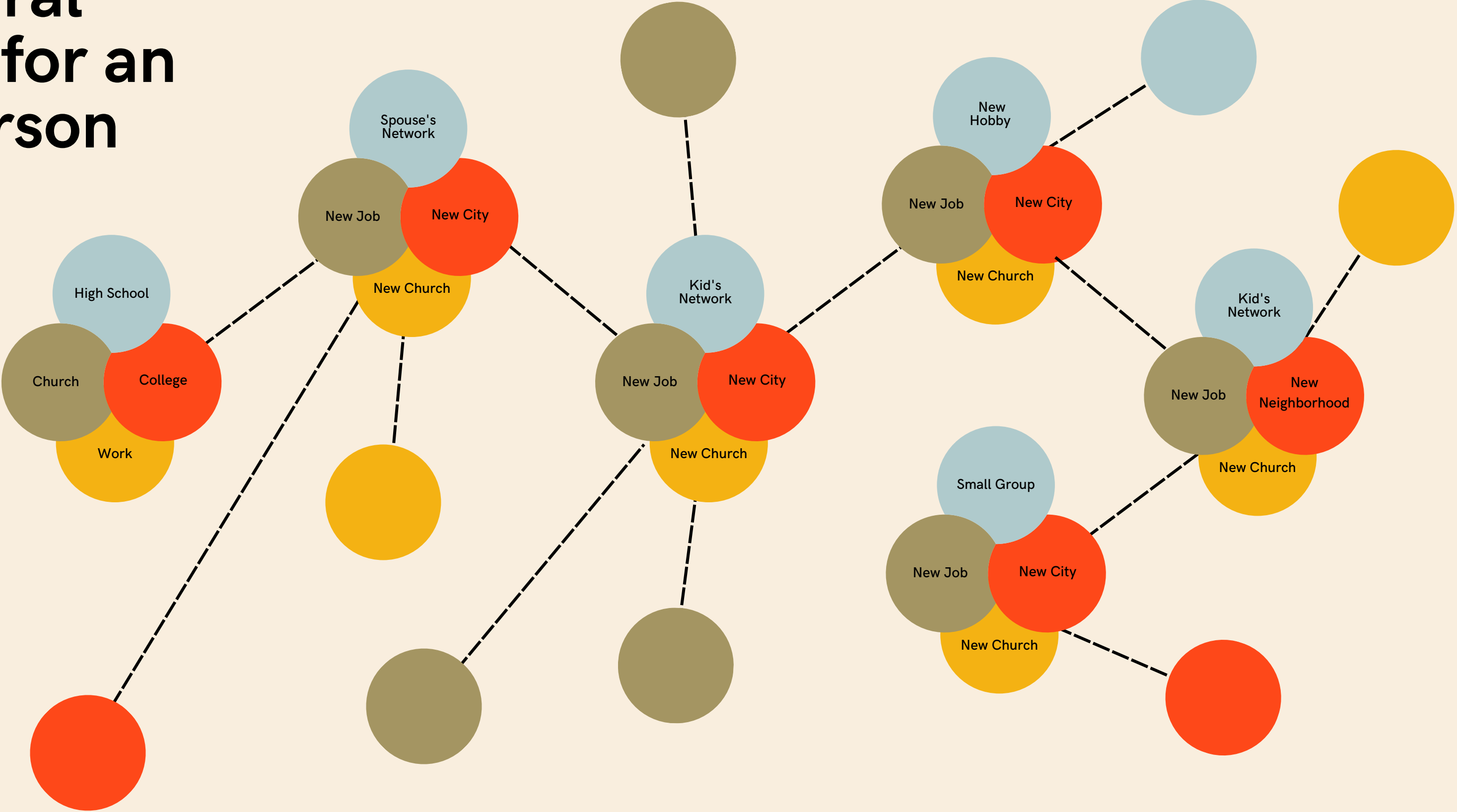
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The Development of Networks Over Time

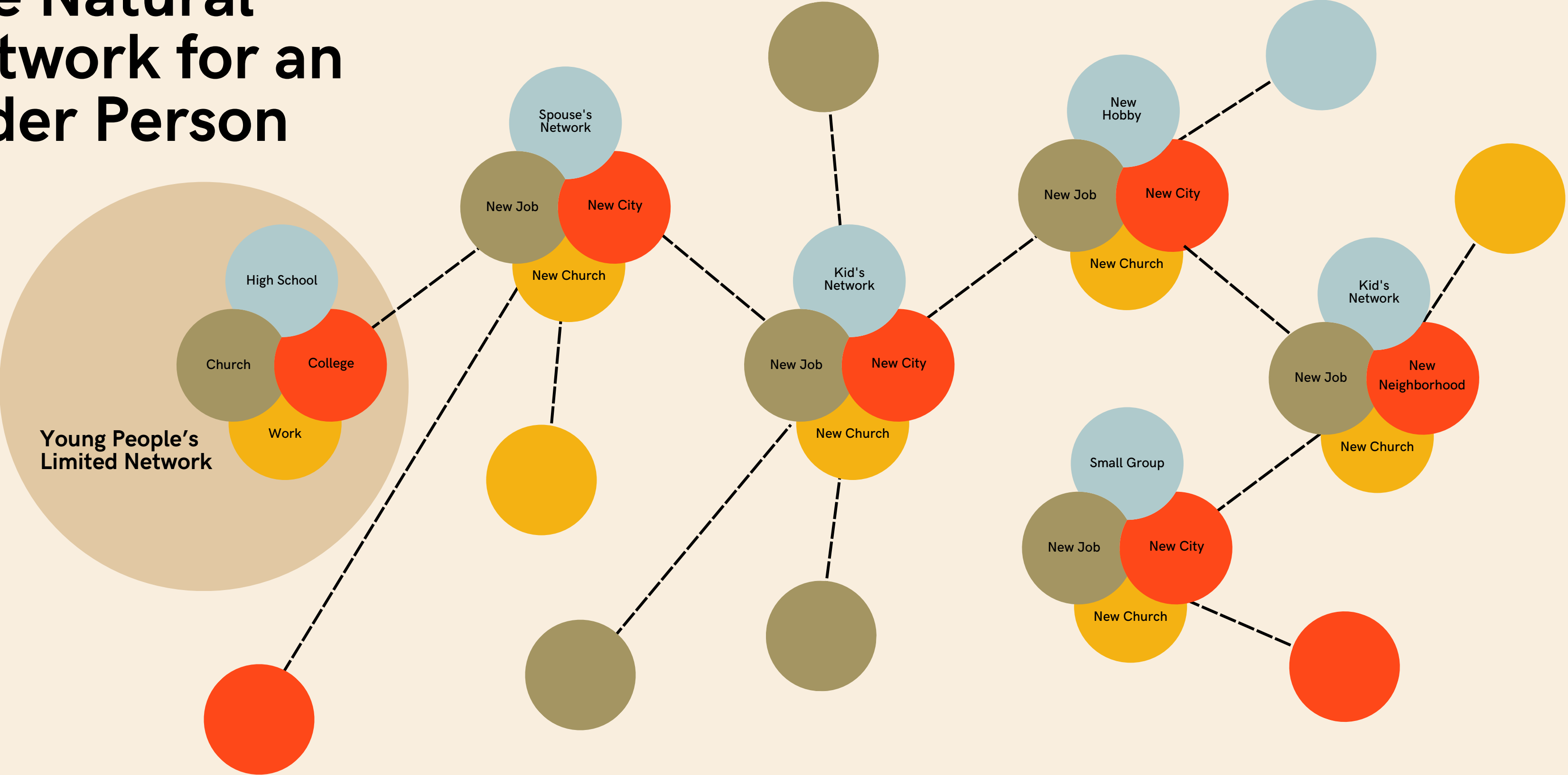


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The Natural Network for an Older Person



The Natural Network for an Older Person



01

SAME PASSIONS

02

SAME INDUSTRY

03

SAME CHALLENGES

04

SAME SPIRIT



6

Timely Connections

Q | Is there anyone monumental in your career who you know because someone older shared their network with you and introduced you?

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5

Crucial Feedback



6

Timely Connections



7

Slingshot Moment

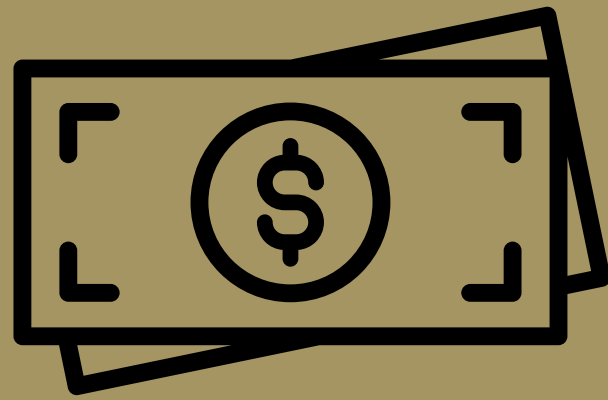
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7

Slingshot Moment

Someone who encourages you to take your vision to the next level and then puts their neck on the line for your lack of experience or resources so you can accomplish the major initiative.

They Cover Your Weaknesses



FINANCES



EXPERIENCE



CONNECTIONS

Faithful Traction



Bigger Vision
Bigger Impact

Slingshot Moment

Faithful Traction



Settle for Smaller Vision
Settle for Smaller Impact

Lost Potential

Faithful Traction

Talk Yourself Out Of The Idea



7

Slingshot Moment

Q | Did anyone ever encourage you to take your vision to the next level and put their neck on the line for your lack of experience or resources?

GRATEFUL

Who is someone you could thank today
for their intentional contribution?

NEXT STEP

Who is someone younger who
you could be intentional with?



About Grant

Grant Skeldon has a passion for uniting diverse and dynamic young leaders to radically reach the next generation.

He serves as the Next Gen Director for THINQ with Gabe and Rebekah Lyons. THINQ equips people to think well about the most pressing issues in culture and create conversations that lead to wisdom.

His book, The Passion Generation, has helped thousands of pastors and leaders to reach and raise the next generation.

Grant and his wife, Cheyanne, live in Nashville, Tennessee, where he serves on the preaching team at Way Church—a thriving church plant where hundreds of people are surrendering to Jesus and embracing their calling as missionaries in the city.