



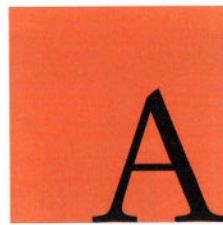
Where Are Millennials Taking Us?





Merry Christmas & Happy New Year





As we celebrate the Savior's birth,
our prayer is that you and your
family will enjoy greater love, joy,
and peace throughout this season
and all year long.

Even amid the hopelessness in our world,
remember that Christ the King came to rule
and reign in our hearts.

To add to your holiday cheer please watch
our special Christmas video message to you
and your family: <http://goo.gl/CZ0kqq>

Merry Christmas and Feliz Navidad from
your dear friends at DVULI.

Angela, Claudia, Cynthia, Eileen, Gerald,
Jonathan, Katie, Phil, Rick, Ron, Zakiya,
Zoraida, and Ginny

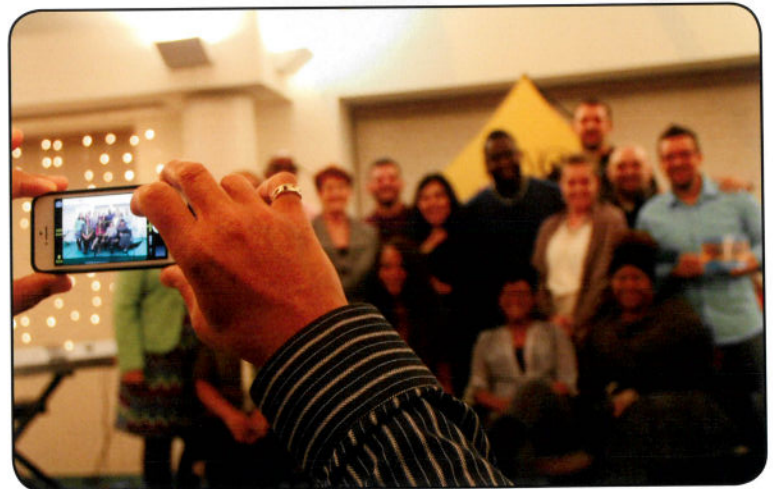


2014 Second National Conference

Participants from Atlanta, Cincinnati, Fresno, Newark and Seattle/Tacoma were blessed with great autumn weather in Holland, Michigan. The Systems Thinking Conference challenged participants to begin seeing personal and ministry breakthrough possibilities. The facilitators were; Peter O'Donnell, Chana' Edmond-Verley (Grand Rapids 1998), Oscar Benavides (Dallas 2010), and the DVULI staff. The content included; deBono's Six Thinking Hats, Limits to Success, Shared Vision, Arbing Institute's Choice material, and more on the Initiative's leadership skills. As always, the week of activities provided a good balance of learning, networking, retreating and worshipping. The final celebration was a hit with guest speaker/author Jeff Manion, and the gospel choir Voices of Grand Valley State University.

See more photos on our Facebook page: <http://goo.gl/RjdcRi>





Gener Ten



By Din E. Tolbert (New York City 200

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9) & Ron Tinsley (Philadelphia 2004)

Millennials, aka “Generation Y/Why,” the “Me, Me, Me” generation and “The Boomerang” generation, born facing the turn of a millennium and – by many accounts – the skeptical, narcissistic and disillusioned inheritors of the Earth. Our parents and authority figures are Baby Boomers (sometimes, Generation X’ers) and the different worldview that comes through in their parenting, teaching and leading can cause a real clash of cultures. This often results in miscommunication, uncertainty and mistrust in some of our most important formative relationships, which has established a tenuous framework that informs us as we seek to understand the complex world of our adult relationships. What does this mean for the people we love (dating/romance, marriage), the people we work alongside, and our elders in positions of authority?

Here Comes The Boom

Baby Boomers brought us the modern sexual revolution, encouraging exploration and experimentation in identity and sexual relationships. Along with it came an overwhelmingly high divorce rate that affected later generations. For the Millennial generation in particular, growing up in a society where “broken homes” were standard fare has had profound impact on the way we pursue relationships – amorous, organizational or otherwise. In 2010, the Journal of Business and Psychology reported the following stereotypes of millennials in the workplace: “self-centered, unmotivated, disrespectful, disloyal [but also] work well in teams, motivated

to have an impact on their organizations, favor open and frequent communication with their supervisors, [and are] more accepting of diversity.” Though describing organizational relationships, with minor tweaks, these descriptors could apply just as easily to the Millennials’ approach to dating.

There isn’t a real sense of compartmentalization in the way we view human relationships and this speaks, again, to the concept of an embedded framework we got in broken homes. When you add this notion of a generation coping with that trauma – miscommunication, uncertainty and mistrust help us read between the lines and the framework really begins to take shape: Millennials hold authentic, unpretentious and frequent communication/partnership as the ideal and we believe nothing is permanent or static.

Our relationships then are characterized by a tension – between wanting openness, collaboration and the shared, deep conviction that we believe “keeps homes together” and the need to protect ourselves, keep our distance, and have a contingency plan, just in case the inevitable happens and “the home falls apart.”

Love, In the Time of Apps

On the surface, things look different when you compare the dating scene today to the dating scene a generation ago. But the basic motivations behind selection; attraction, desire for companionship and security, shared life goals and interests, etc. are the same as in previous generations. Most conversations about the distinction between love today and love 20 years

ago center on where and when this generation finds love. For example there are scores of websites and smartphone apps seeking to match John or Jane Doe Millennial with whomever, wherever and using whatever manner of criteria the human mind can imagine. The surveys that populate user profiles on these sites usually ask value neutral questions, so the person on the other side of the screen gets to cut through inauthentic conversation by filtering out people who don’t share common interests. So, by saying you don’t like beagles, baguettes, boats or beige, Mr. *taupedogCrUIS(e) INE88* never has to worry about whether you’re truly compatible or if you just like his muscles and his trust fund.

It’s not that every Millennial seeks to find love online, but rather the technology use that defines our generation fits our framework really well. Online dating balances that tension between openness and protection by allowing us to get deeper



(more informed) with less time and effort so, if it doesn't work out, we've invested less and can, theoretically, recuperate quicker. Beginning relationships aware of shared convictions or interests creates a sense of teamwork at the first meet up, and communication via mobile device means we can speak frequently, throughout the day and use the in-person time to enhance an existing connection. Before you discount this type of relating as "too distant," "too selfish" or "impossible to maintain," consider that, in 2013, USA Today reported more than 1/3 of all new marriages (2005-2012) started as online relationships. Those online couples were also happier and less likely to divorce than their offline counterparts.

Who's the Boss?

The picture of Millennials in the work place is not particularly flattering: Disloyal? Disrespectful? Ugh, even I don't want to hire me. Then again, we're probably looking at a

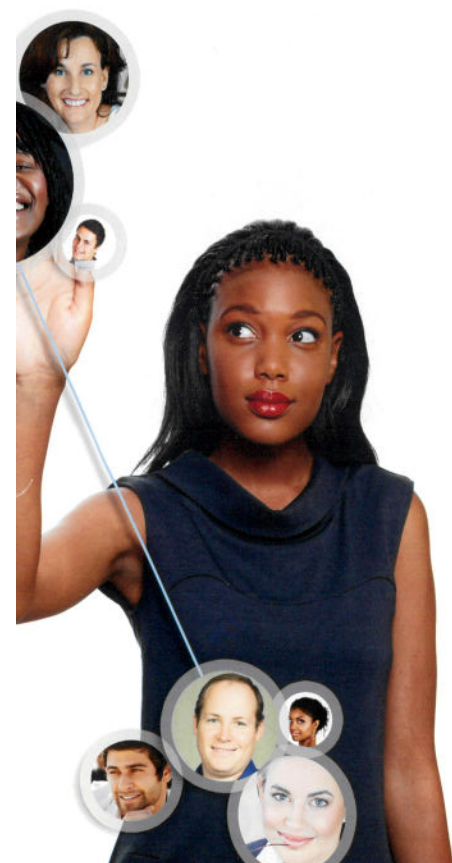
clash of cultural ideas regarding how businesses should be run and how work should be incentivized. We are not our father's businessmen. We are less likely to take huge financial risks (saddled by student debt, deflated by four economic recessions, and frightfully aware of how persistent underemployment can be). We believe companies should be more socially responsible, and as we round this final bend from the industrial to the information age, we believe a 40 hour, in office work week has fallen out of vogue as a viable standard for measuring productivity. By next year, Millennials are expected to be the majority representation in the workforce. By 2030, we'll account for ¾ of it, and sometimes it's difficult to take direction regarding a world that we're right on the cusp of shaping.

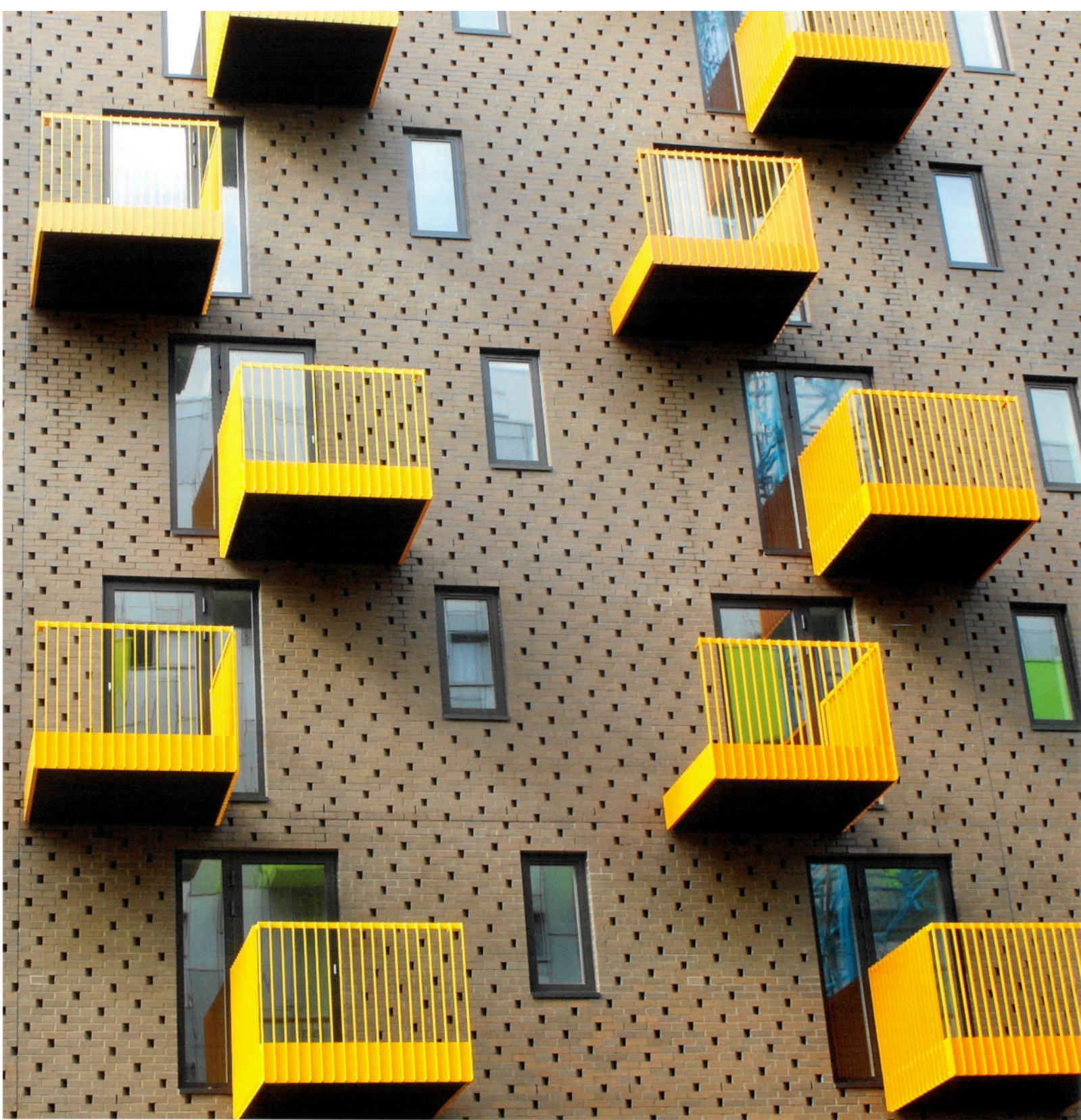
Remember though, we're not trying to break up the home. We want to bring our technology, our education and our social justice ethos to the conversation about what happens to it. As long as our lives are still happening primarily around work, we want the freedom to be our full selves there. Business Insider magazine supported this case by reporting, "We want our co-workers to be our second family, we desire mentorships, and we are nearly three times more likely than Boomers and Gen X'ers to advocate for and engage in a romantic workplace relationship." We Millennials legitimately want to do good business with good people. We're particularly loyal to, and probably seem more respectful in, jobs where we sense a calling to the purpose and mission of the organization. These are actually more powerful motivators than financial compensation. We

know money is important, but it doesn't keep a home together. Commitment to a shared ideal does. Co-workers who get that become valued team members. Bosses who get it become mentors and, generally, have their pick of employees to groom for future leadership. To sum all this up; whether you're after our hearts, our friendship or our productivity, understanding the tension we were raised in can help form the kind of relationships with Millennials that last.



*Din Tolbert
(New York 2009)
& Ron Tinsley
(Philadelphia 2004)
are members of the
DVULI Millennial
Think Tank.*





It's A Lifestyle I Chose

by Brittany Baisley (Portland 2013)

Recently, a mother of four who lives in my apartment community called me from the grocery store seeking help. She rode her bike to the store and purchased more items than the basket on her bike could carry. I was the last person she called because no one else answered their phone. She said “I know this is not part of your job but would you mind picking me up from the store?” I agreed and soon found myself lending an ear to her life story and the personal struggles she’s facing as a parent.

I really value being neighborly while serving and loving the people in my community. This is something I find to be true of many other Millennials. We are a highly relational group that values community. My neighbor was correct that it’s “not my job” to help her. It’s a lifestyle I chose and I am fully vested.

There’s a trend in my generation to embrace intentional living communities, community gardens, shared living spaces and other lifestyles that indicate a high value of relationship. It’s not that we are the only ones doing these things or even that we invented community living. Rather, we perhaps have taken it more deeply and broadly than recent other generations. It is not just for “hippies” anymore!

Millennials value this kind of community living because we gravitate towards relationships that have deep connections. We want the things we do to matter and we don’t want to do things just because others have or because we “should” do them. I hope that these deep connections lead us towards greater unity – which will only strengthen our communities. Out of unity, we will look for ways to better the vibrancy of our communities by participating with and investing in each other.

This kind of lifestyle challenges people of different races, ethnicities, ages, genders and economic statuses to come together. Through connecting and being with others, we have the choice to become a community and with that, together we can build a space where we all learn, empower and love one another.

The curiosity, appeal to diversity and enjoyment of cultural differences that defines many in the Millennial generation can empower us to bring people together and discover more about our own beliefs, values and behaviors. Hopefully this yields greater unity in our communities—which has nothing to do with a job, and everything to do with choosing a way of life.



*Brittany Baisley
(Portland 2013) is a
member of the DVULI
Millennial Think Tank.*



Reconnections Flourish at CCDA

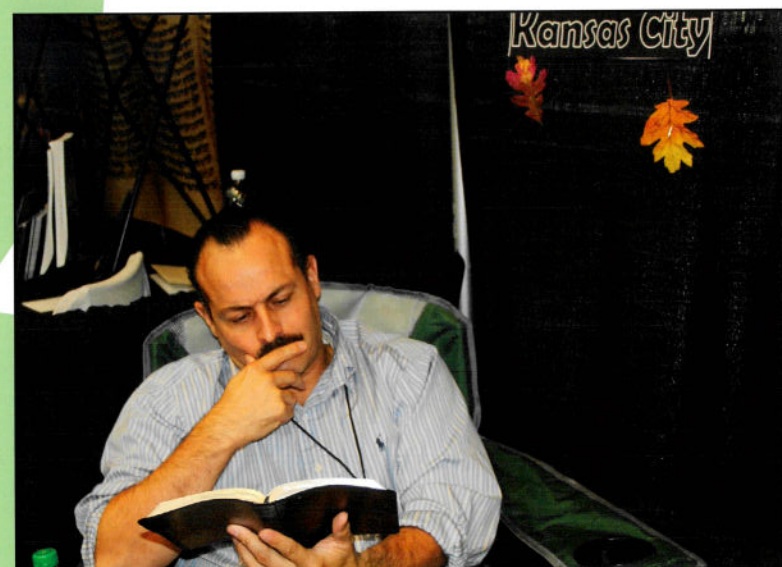
DeVos alumni from across the country reconnected with DVULI staff and alumni in September at the Christian Community Development Association conference in Raleigh, NC. There was never a dull moment at the DVULI booth where trainers, alumni, supporters, passersby and friends stopped to greet, meet, chat and in some cases pull up a chair and relax.

Gifts (DVULI umbrellas and cellphone charger packs) were given to alumni and trainers as an expression of DeVos' ongoing support of their work as urban leaders. Of course there were great conversations, smiles, tons of hugs and plenty of photo ops.

Booth space also proved to be a great place to recruit for the DVULI class of 2015.

Thanks to everyone who came to see us.

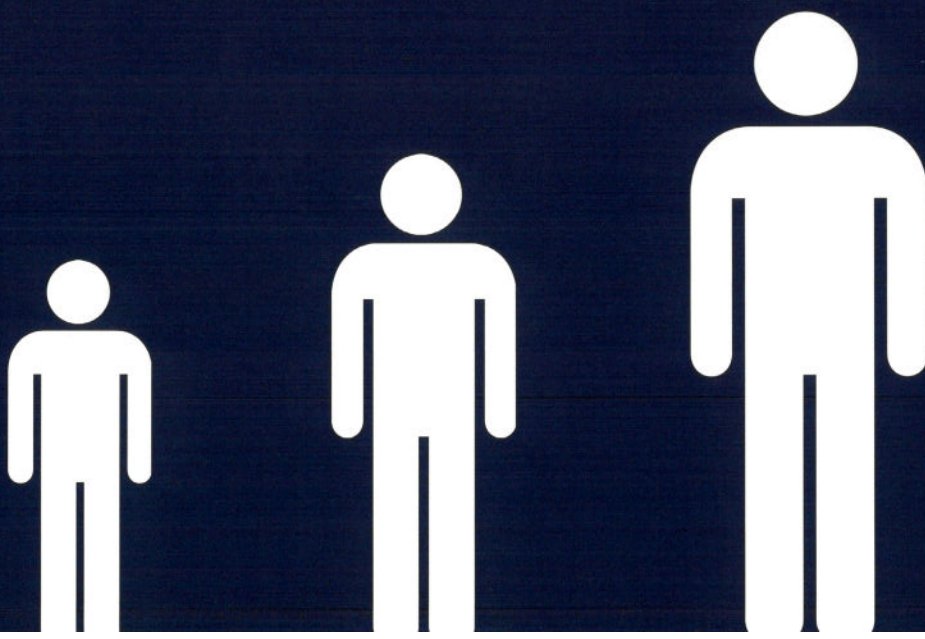
See more photos on our Facebook page:
<http://goo.gl/Fz9GXe>

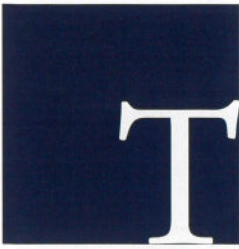




Millennials in Adulthood

Detached from Institutions, Networked with Friends





This past year, our online and print media focused on a number of key indicators regarding the millennial generation. Among other things, we examined what millennials value, their approach to faith and politics, and their preferred modes of communication. In this concluding newsletter we turn our attention to the question, "What does the future hold for millennials?"

Pew Research seeks to answer these questions in a recently published report entitled: "Millennials in Adulthood: Detached From Institutions, Networked with Friends." <http://www.pewsocialtrends.org/2014/03/07/millennials-in-adulthood/>. According to the reports overview, "The Millennial generation is forging a distinctive path into adulthood. Now ranging in age from 18-33, they are relatively unattached to organized politics and religion, linked by social media, burdened by debt, distrustful of people, in no rush to marry – and optimistic about the future."

Written with the layperson in mind, this sixty-nine page report is easy to read with technical analysis kept to a minimum. A helpful section of the report is called "How The Generation See Themselves." Here the researchers compare and contrast the beliefs of adult millennials with those of three previous generations (Gen X, Boomers, Silent) at comparable ages.

So, whether you work directly with millennials, live with one (like my daughter), or both, this report is worth reading. Why? Because I believe it has the potential to foster greater levels of understanding between millennials and previous generations.

by Ron Carter



PewResearchCenter

NUMBERS, FACTS AND TRENDS SHAPING YOUR WORLD



Aaron Johnson (Chicago South 2007) named Development Director for Watermelon Ministries.



Beverly Brown (Orlando 2010) received The Summit Award on 9/30/14.



Fraizer White (Washington DC 2011) released a book, *All God's Children Got Shoes*.



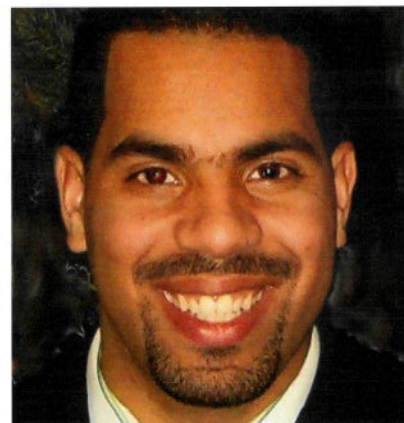
Willie Kelley II (Houston 2010) & Nikki had Willie F. Kelley III on 7/7/14.

Alumni Updates

For more visit: facebook.com/dvuli



Stephanie Answer (Kansas City 2008) & Darryl had Jaidyn Ainsley on 10/22/14.



Juan Garcia (Newark 2014) recently accepted the position of Associate Pastor at Oasis Church.



Jason Botello (Dallas 2012) & Alma had Josiah Zach on 7/16/14.



Keith Partridge (Cincinnati 2012) & Betsy had Kae Aaron on 7/28/14.



Gary Wyatt (Seattle/Tacoma 2014) recently released a book, *The Art of Blending: Mixing cultures in a biased society*.



Ana Jara (Los Angeles 2010) & Robert Santos were married on 8/17/14.