

The Talent Stewardship Toolset

The Barna Group

in their 2017 Church Ministry Report identified
“finding committed volunteers”
as the top cause of frustration among pastors. Why?

- ◆ Do you struggle to find talents to fulfill ministry roles?
- ◆ Are you frustrated with uncommitted problem volunteers?
- ◆ Is your call for help seem to fall on deaf ears?
- ◆ Do you feel your visions are stifled by the lack of qualified workers?

Finding the Right Talents for Your Ministry Needs



If you answered yes to any of these questions, this paper may hold an answer to your prayers.

Biblical Foundations

Jesus understands your staffing challenge and He forewarned us. In Matthew 9:37 He said, “The harvest is plentiful but the workers are few.” He followed with a simple solution to the problem. “Ask the Lord of the harvest, therefore, to send out workers into His harvest field.” Matthew 9:38. Is the Lord of the harvest capable of sending labourers to His harvest field? If yes, why are most praying pastors struggling with chronic ministry staffing needs? Maybe we need a **different process** and a **new toolset** to help us see the labourers He is providing. Maybe you need The Talent Stewardship Toolset.

A Different Process

Matthew 20:1 gives Jesus’ powerful ministry staffing model. He tells us “a landowner went out early in the morning to hire men to work in his vineyard.” Please notice the landlord:

- ◆ went looking for those he knew could do the work and
- ◆ he knew where to look for them.

Our first step in the process is that as leaders we need to clearly identify the needed talents, skills, and spiritual gifts required for the roles we seek to fill. Regretfully, we often use a generic title that we call “volunteers.” Please note that the landlord in Matthew 20 did not call for volunteers.

Later in the same parable, referring to the same landlord, Jesus tells us, “about the eleventh hour he went out and found still others standing around. He asked them, ‘Why have you been standing here all day long doing nothing?’ ‘Because no one has hired us,’ they answered.”

The second step in the process is that we need to look in the right place. In the church we often call the same busy people while there are many who would say “no one has hired me.” According to the Gallup organization in many churches 12% to 25% of congregants would like to serve in the church if they were presented with compatible ministry opportunities. Research suggests that more than most other factors “finding an opportunity to do what I love to do” enhances community engagement and member wellbeing.

The Talent Stewardship Toolset (TST)

A communication tool designed to:

- ◆ Promote your church ministry opportunities within and outside the church
- ◆ Connect ministry leaders with congregants who are likely candidates to fit the needed talents, spiritual gifts, skills, and passions
- ◆ Direct congregants to ministry leaders and opportunities where they may invest their time using their God given talents, spiritual gifts, skills, and passions
- ◆ Equip pastors to envision ministry opportunities where they can develop and invest in the people and talents God entrusts in their care.

How Does It Work?

- ◆ It’s VERY simple to use.
- ◆ It is self-directed with **NO administrative overhead.**
- ◆ It is a free web based tool integrated into your church website.
- ◆ It can be enhanced and integrated with existing church software tools.

