



Time & Talent: Focusing on the “Other T’s”

Best Practices

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Learning Objectives

- ▶ Why give only 10%? Or less? Whole Giving = holistic giving
- ▶ Benefits and Challenges of Volunteering
- ▶ How do we ask for our members to share their talents?
- ▶ How to increase your volunteer hospitality
- ▶ Recognition and Gratitude

Introduction



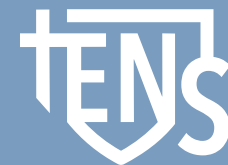
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STEWARDSHIP

To Tithe or not to Tithe?

- ▶ Our gifts of Treasure barely scratch the surface of what God asks of us
- ▶ We are called to go out into the world and change and heal and fix and love
- ▶ We need more than our money to do this, we are all in for the Gospel – Christians don't just tithe, they give 100%



Giving our Treasure



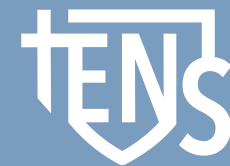
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To Tithe or not to Tithe?

- ▶ Much of our teaching about the concept of tithing comes from the Torah
 - ▶ *All tithes from the land...they are holy to the Lord.* Leviticus 27:30
 - ▶ *...you must present a tenth of that tithe as the Lord's offering.* Numbers 18:26
 - ▶ *...set aside a tenth of all that your fields produce each year.* Deuteronomy 14:22



Giving our Treasure



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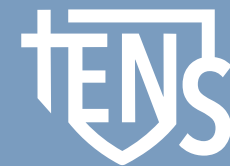
To Tithe or not to Tithe?

► Finish the Offertory sentence ...

“All things come of thee, O Lord ...”



Giving our Treasure



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To Tithe or not to Tithe?

- Now, let's flip the script

Woe to you, teachers of the law and Pharisees, you hypocrites! You give a tenth of your spices—mint, dill and cumin. But you have neglected the more important matters of the law—justice, mercy and faithfulness. You should have practiced the latter, without neglecting the former. Matthew 23:23



Giving our Treasure



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To Tithe or not to Tithe?

- ▶ Finish the Offertory Sentence ...
- ▶ *“Walk in Love as Christ Loved us ...”*



Giving our Treasure



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To Tithe or not to Tithe?

- ▶ What do we notice between the law and the spirit of the law?
- ▶ What does Jesus think of "just tithing?"

Then the Pharisees went and plotted to entrap him in what he said. So they sent their disciples to him, along with the Herodians, saying, "Teacher, we know that you are sincere, and teach the way of God in accordance with truth, and show deference to no one, for you do not regard people with partiality. Tell us, then, what you think. Is it lawful to pay taxes to Caesar or not?" But Jesus, aware of their malice, said, "Why are you putting me to the test, you hypocrites? Show me the coin used for the tax." And they brought him a denarius. Then he said to them, "Whose head is this and whose title?" They answered, "Caesar's." Then he said to them, "Give therefore to Caesar the things that are Caesar's and to God the things that are God's." When they heard this, they were amazed, and they left him and went away.

– Matthew 22: 15-22

Giving our Treasure

The Other T's: Time and Talent

- ▶ **No Stewardship program is complete without equally emphasizing our time and talent.** If we focus just on our financial gifts, we are missing the **most important** ways that Christians can engage the work of the Church.
- ▶ Our money funds mission, and the **mission is the work**, the real work, of the Church.
- ▶ Develop **holistic stewardship ministries** that also highlight how we volunteer and share our ideas and wisdom



The Other T's: Time



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Volunteering builds Community

Volunteering Connects you to others

- ▶ One of the better-known benefits of volunteering is the impact on the community. Unpaid volunteers are often **the glue that holds a community** together.
- ▶ Volunteering allows you to connect to your community and **make it a better place**. Even helping with the smallest tasks can make a real difference.



The Other T's: Time



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Volunteering builds Community

Volunteering Helps you make Friends

- ▶ One of the best ways to make new friends and strengthen existing relationships is to **commit to a shared activity** together. Volunteering is a great way to **meet new people**, especially if you are new to an area.
- ▶ Volunteering also **strengthens your ties to the community** and broadens your support network, exposing you to people with common interests, neighborhood resources, and fun and fulfilling activities.

The Other T's: Time



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Volunteering builds Community

Volunteering Builds Social & Relationship Skills

- ▶ While some people are naturally outgoing, others are shy and have a hard time meeting new people.
- ▶ Volunteering gives you the opportunity to **practice and develop your social skills**, since you are meeting regularly with a group of people with common interests.
- ▶ Once you have momentum, it's **easier to branch out and make more friends and contacts**.

The Other T's: Time



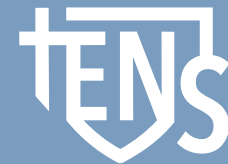
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Volunteering Brings you Closer to God

- ▶ People came to know Jesus first by his radical service toward them, and then through serving others in his name.
- ▶ Jesus: *“If I, therefore, the master and teacher, have washed your feet, you ought to wash one another’s feet. I have given you a model to follow, so that as I have done for you, you should also do”*
John 13: 14-15
- ▶ In serving others, we not only model Jesus, but also meet Jesus in those we serve. We encounter Jesus’ love as we share our lives with those we set out to serve.



The Other T's: Time



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Volunteering Is Good for You

- ▶ Volunteering can help us reconnect with parts of ourselves that get left behind in the rush of a regular day.
 - ▶ commit to being in a time and a place where we pause
 - ▶ put away our phones
 - ▶ engage with other people or a certain task.
 - ▶ step out of ourselves and reflect on how we are living and how that impacts others.
- ▶ Volunteering grows virtue in the most practical of ways
 - ▶ Develop patience
 - ▶ Hone our compassion and kindness
 - ▶ Become more prudent with what we have when we see others with less than we have

The Other T's: Time



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What Talents do I have to give?

Questions to ask

- ▶ What's a task or role that comes easily to me?
- ▶ What am I good at?
- ▶ Where did I excel in school?
- ▶ What's something I don't have to work to be good at because I just *am* good at it?
- ▶ What do my coworkers compliment me on most often?
- ▶ If someone asked my friends what I do really well, what would they say?
- ▶ What do I bring to a team?
- ▶ What are my biggest character strengths?

<https://www.ramseysolutions.com/personal-growth/using-your-god-given-talents>

The Other T's: Talent



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What Talents do I have to give?

Traps to avoid

- ▶ Overselling Your Talent
 - ▶ It's not a sales pitch, neither is it a competition. We want to ensure that we are authentic when describing our talents
- ▶ Getting too specific
 - ▶ Find the way that your specific passion has a lesson or a skill that can be harnessed to help others
- ▶ Thinking too little of yourself
 - ▶ This is our greatest trap: telling ourselves that what we have to offer isn't needed, wanted, or relevant.
 - ▶ There is someone out there who needs exactly what you can offer. Find the way to connect

<https://www.ramseysolutions.com/personal-growth/using-your-god-given-talents>

The Other T's: Talent



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Developing our Gifts

- ▶ Thank God for your gifts
- ▶ Pray for Guidance – how can God use your gifts?
- ▶ Practice your skill and craft – we want to present our best gifts to help the people of God
- ▶ Study
 - ▶ *I praise you, for I am fearfully and wonderfully made. Wonderful are your works; my soul knows it very well. Psalm 139:14*
 - ▶ *Every generous act of giving, with every perfect gift, is from above, coming down from God. James 1:17*
- ▶ Share



The Other T's: Talent



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Create a Plan for Your Volunteer Ministry

- ▶ Conduct a Ministry Needs audit
- ▶ Ramp up visibility
- ▶ See volunteering as a new member strategy
- ▶ Make clear the link between serving and belonging
- ▶ Empower younger members to lead initiatives
- ▶ Celebrate / Commission volunteers publicly
- ▶ Track Engagement



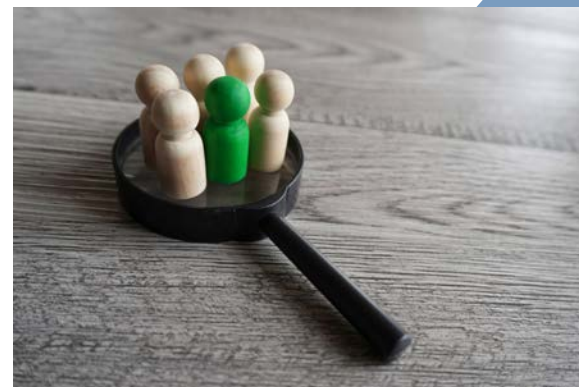
Creating a Volunteer Program for your Church



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Ministry Needs Audit

- ▶ **Purpose:** Identify where help is actually needed, both within the church (e.g., acolytes, tech, greeters) and beyond it (e.g., food pantries, local schools, advocacy work).
- ▶ **How:** Hold a listening session or survey among members, ministry leaders, and neighborhood partners.
- ▶ **Outcome:** A clear list of opportunities, updated regularly, that reflects both internal needs and external service.



Creating a Volunteer Program for your Church

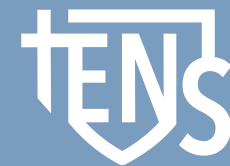


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Make Your Needs Known

- ▶ **Website & Social Media Presence:** Build a dedicated "**Serve**" page on your website with photos, brief testimonials, and an easy signup form. Feature **volunteer spotlights** on social media—short stories from members about why they serve.
- ▶ **Printed Materials:** Include a "Ways to Serve" insert in your bulletin or pew cards.
- ▶ Post a **volunteer board** in the parish hall with a rotating list of current needs. **Duplicate this on your outdoor sign** – your neighbors need to know they can volunteer with you!

Creating a Volunteer Program for your Church



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Volunteering is your Front Door – not your Back Room

- ▶ **Promote Low-Commitment Entry Points:** Short-term, one-off, or "try it out" opportunities are especially attractive to younger folks or newcomers who aren't ready for a long-term role.
- ▶ **Examples:** "Serve One Saturday," "Lend a Hand Day," or join a team just for Advent.
- ▶ **Include Non-Members:** Make it clear that *you don't need to be a member to serve*—then accompany service with warm, authentic relationship-building.



Creating a Volunteer Program for your Church



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Link Service and Formation to Belonging

- ▶ Offer short reflections, debriefs, or prayers at the start or end of service projects. This transforms tasks into discipleship experiences.
- ▶ Invite volunteers to occasional meals, formation groups, or church events, gently bridging service with deeper connection.



Creating a Volunteer Program for your Church



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Empower Young Members in Leadership

- ▶ Ask young adults or teens what issues they care about—climate, housing, equity—and support them in launching church-supported responses.
- ▶ Provide mentorship, budget support, and a platform (e.g., speak in church or write in the newsletter).
- ▶ Recruit younger members to your governance and committee structures

Creating a Volunteer Program for your Church



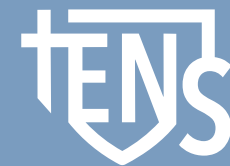
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Celebrate Volunteers Publicly

- ▶ Hold an annual **Volunteer Recognition Sunday** with blessings and visible gratitude.
- ▶ Post **monthly shout-outs** in bulletins, newsletters, and social media.
- ▶ Include **photos of people serving** joyfully, not just the finished product.



Creating a Volunteer Program for your Church



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Notice Engagement and Follow up!

- ▶ Have a lay volunteer coordinator or clergy member personally thank newcomers who serve and invite them to coffee, lunch, or another opportunity.
- ▶ Keep track of who's participating and check in with them a month or two later about their experience.



Creating a Volunteer Program for your Church

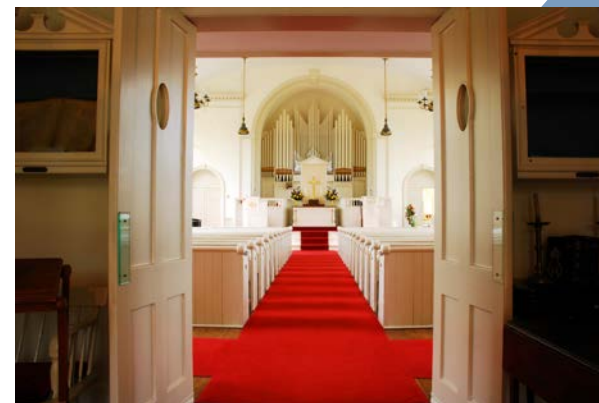


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Volunteers are a connection to New Members

- ▶ **Authenticity:** People are more likely to stay where they feel useful and seen.
- ▶ **Values Alignment:** Younger generations often look for communities where service and justice are central—not just stated values, but embodied.
- ▶ **Social Connection:** Volunteering creates friendships, which are often the strongest predictor of church retention.
- ▶ **Ease of Entry:** People may hesitate to "join" a church, but will sign up to help with a community garden or lunch program. That's the opening.

Creating a Volunteer Program for your Church



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Recognize the Gifts of Time and Talent

Your members are the key of your mission

- ▶ **Recognize** volunteers
- ▶ **Thank them!**
- ▶ **Present new opportunities** for engagement
 - ▶ Formation (upcoming classes or series)
 - ▶ Volunteering (programs that need more help)
 - ▶ Ministries (recruit for guilds and activities)

Recognition



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Time is Money ...

- ▶ Your Volunteers provide service, support, and programs that enable your ministry to function. Without volunteers we would not be able to do much of what we can accomplish.
- ▶ If you had to pay your volunteers a living wage and benefits ...

\$34.79/ hr

<https://independentsector.org/resource/value-of-volunteer-time/>

Recognition



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TENS Theme for 2025

What is the good news that you cannot wait to share with the world? What stories do you have that need to be told, that can help others relate to the world around them? How do you inspire generosity in others by your words, actions, and witness?

The theme of our campaign materials this year focuses on our storytelling, on the way we tell our friends and neighbors about our faith, our ministry, and our mission. What is your good news?

*And Mary said, "My soul magnifies the Lord,
and my spirit rejoices in God my Savior..."* **Luke 1:46-47, NRSV**

Keeping the Conversation Going





Thank you!

For more information, resources, and videos,
find us at www.tens.org

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