

Talent Management

Mark 12:30; Matthew 25:14-30

I. ENTRUSTED WITH TALENTS (14-15)

A. Talents—originally a sum of money equivalent to 20 years of wages for a laborer

1. Special Talents—special abilities (gifting) not common to all people or all Christians
 - a. **Uncommon Natural Ability**
 - b. **Individual Spiritual Gift** (1 Cor 12:7-11)
 - c. **Unique Position or Resource**
2. Common Talents—those we *all* have by virtue of being human and children of God

B. Entrusted (1 Cor 4:7)

1. It does not belong to you. (1 Cor 6:19-20) God owns it.
2. You are a steward. You manage someone else's property for their benefit.
 - a. **Position of Authority**—to act on behalf of the owner
 - b. **Position of Responsibility**—your job, duty, obligation to benefit the owner

C. Different Amounts (15) Some can handle more than others.

It's not about *how much* you have but about *what you do* with what you have been given.

II. CALLED TO ACCOUNT (19-30)—answer for what we did with what we were given

A. Individual Accountability (Rom 14:10-14; 2 Cor 5:10)—personally to Jesus

B. Reward for Initiative (21, 23; Phil 3:12-16)—you cared enough to develop and use your talents for God's Kingdom

1. Praise—publically recognized and commended
2. Promotion—given more responsibility along with commensurate influence, authority, compensation and respect. (*Little things matter!*)
3. Participation—enter into the Master's joy

- a. **Material benefits**
- b. **Emotional benefits**
- c. **Relational benefits**

C. **Punishment for Laziness** (26-30)—not for *trying and failing*, but for *making no effort*

- 1. **Rebuke** (26)—publically reprimanded and chastised
- 2. **Removal of the Talent** (28-29)—lose what you had and didn't use
- 3. **Removal from the Position** (30a)—fired, loss of relationship
- 4. **Regret** (30b)—no one to blame but yourself

III. **CALLED TO RELATIONSHIP** (Deut 6:4-6; Mat 22:37)—Relationship underlies attitude, which motivates behavior.

A. **Misjudging the Master's Character** (24-25)

- 1. **A Hard Man**—a demanding tyrant, unreasonable, hard to please
- 2. **A Lucky Man**—gets more than he deserves, wealthy privilege

B. **Revealing the Servant's Motives** (18)

- 1. **Fear** (25)—I'm afraid of doing the *wrong* thing so I do *no-thing*.
- 2. **Resentment** (24)—I would rather be working for *myself*, building *my own* kingdom.
- 3. **Laziness** (26-27)—passive-aggressive sabotage; not just worthless but *wicked*

C. **Entering the Master's Joy** (21, 23; Jn 15:14-15) Not everyone will be able or willing

- 1. **Share the Heart of Jesus.** Love what He loves.
- 2. **Share the Mission of Jesus.** Embrace His vision, goals and purpose.
- 3. **Share the Work of Jesus.** Experience camaraderie by participation.
- 4. **Share the Joy of Jesus.** If you love the Master, His joy will be your joy.