

OurSundayVisitor



**Stewardship of Time:
Activating People in the Pews**

 

The Breathing Prayer



**Breathe in God's Love...
Breathe out...**

 



**What is the biggest problem you
face in getting people to recognize
that they are called to be good
stewards of their time & talent?**

 

What's the problem?

- List of reliable people is getting low
- Hard to get young people involved
- Difficulty with people making a commitment
- People don't follow through on commitment
- No one wants to do what you want them to do



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Why people don't share time & talent



- They don't like the way they were asked.
- They don't know what is expected of them.
- They don't think they can do it.
- They don't see themselves fitting in.
- They don't have enough time.
- They don't like what they see.



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Other things that stifle involvement in a parish

- Negative attitudes & gossip
- Cliques
- Control
- Refusal to change
- Lack of training & support
- A long history of non-involvement



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Do you really want to activate the people in your pews?

 
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Everyone is born with a bundle!



Inside the bundle are God-given gifts.

How we use those gifts gives meaning and purpose to our lives.

 
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 **We can use what's in our bundle...**

- To make the world a better place.
- To exploit others and make the world a crueler place.
- Or we can take our gifts for granted.

 
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We will be held accountable for how we use our own gifts and how we help others recognize and use their gifts.





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Think about your parish...

- What is the vision?
- Who makes decisions?
- Is the parish spiritually vertical or horizontal?
- Is there agreement on involving others?




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Why We Do What We Do...

- Internal versus External motivation.
- Compliance leads to defiance.
- Help people motivate themselves.
- Encouraging experimentation, new ideas, and self-initiation.






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One size does not fit all...



When you're trying to get people involved you have to remember that people have different gifts, different skills, and different styles of doing things.



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- Gifts are in-born traits and talents that are unique to an individual.
- Gifts cannot be acquired. They are things that people do instinctively.
- When people use their God-given gifts they feel a sense of purpose and meaning in life.



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- Skills are abilities that can be acquired through study, practice & hard work.
- People can learn a skill but they won't excel at it unless it enhances a God-given talent.
- When people develop skills based on their God-given talents, they feel a sense of accomplishment.



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- Style is how people prefer to use their gifts and talents.
- When people operate within their preferred style, they are in their "comfort zone."
- When people are outside their style, they may feel tension or frustration.



Four Distinct Styles



1. How does this relate to me?
2. What are the facts?
3. How can I do this?
4. What if...?



Define what needs to be done

Make sure people understand exactly what they are expected to do.

Be clear about how much time it will take.

Be clear about how long the person will be involved.

Provide the help they need to be successful.



Inviting People



Look for people who have want to identify their gifts and use those gifts to find meaning and purpose in their lives.



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Helping People identify gifts, skills, and styles



- Personal Invitation
- Parishioner Registration
- Stewardship Sunday Pledge
- Parish Census
- Companion Ministries
- Listening Sessions
- Gift Discernment



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Forming People for Ministry



- Listening skills
- Technical information

Making referrals

Praying with people



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Support and Affirm



Continue to offer spiritual guidance and training.

Let people know that they are appreciated.

Make participating in parish events fun.

Allow the Holy Spirit to lead you in new directions.



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“When I stand before God at the end of my life, I would hope that I would not have a single bit of talent left, and could say, “I used everything you gave me.”

-- Erma Bombeck



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It's time for your questions, comments, concerns...



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