

Using Your Talents

From the Theology of Work Bible Commentary on Matthew

A rich man delegates the management of his wealth to his servants, much as investors in today's markets do. He gives five talents (a large unit of money) to the first servant, two talents to the second, and one talent to the third. Two of the servants earn 100 percent returns by trading with the funds, but the third servant hides the money in the ground and earns nothing. The rich man returns, rewards the two who made money, but severely punishes the servant who did nothing.

The meaning of the parable extends far beyond financial investments. God has given each person a wide variety of gifts, and he expects us to employ those gifts in his service. It is not acceptable merely to put those gifts on a closet shelf and ignore them. Like the three servants, we do not have gifts of the same degree. The return God expects of us is commensurate with the gifts we have been given. The servant who received one talent was condemned not for failing to reach the five-talent goal; he was condemned because he did nothing with what he was given. The gifts we receive from God include skills, abilities, family connections, social positions, education, experiences, and more. The point of the parable is that we are to use whatever we have been given for God's purposes. The severe consequences to the unproductive servant, far beyond anything triggered

by mere business mediocrity, tell us that we are to invest our lives, not waste them.

Yet the particular talent invested in the parable is money, on the order of a million U.S. dollars in today's world. In modern English, this fact is obscured because the word talent has come to refer mainly to skills or abilities. But this parable concerns money. It depicts investing, not hoarding, as a godly thing to do if it accomplishes godly purposes in a godly manner. In the end, the master praises the two trustworthy servants with the words, "Well done, good and trustworthy slave" (Matthew 25:23). In these words, we see that the master cares about the results (well done), the methods (good), and the motivation (trustworthy).

More pointedly for the workplace, the parable commends putting capital at risk in pursuit of earning a return. Sometimes Christians speak as if growth, productivity, and return on investment were unholy to God. But this parable overturns that notion. We should invest our skills and abilities, but also our wealth and the resources made available to us at work, all for the affairs of God's kingdom. This includes the production of needed goods and services. The volunteer who teaches Sunday school is fulfilling this parable. So are the entrepreneur who starts a new business and gives jobs to others, the health service administrator who initiates an AIDS-awareness campaign, and the machine operator who develops a process innovation.

God does not endow people with identical or necessarily equal gifts. If you do as well as you can with the gifts given to you by God, you will hear his

Well done. Not only the gifts, but also the people have equal worth. At the same time, the parable ends with the talent taken from the third servant being given to the one with ten talents. Equal worth does not necessarily mean equal compensation. Some positions require more skill or ability and thus are compensated accordingly. The two servants who did well are rewarded in different amounts. But they are both praised identically. The implication of the parable is that we are to use whatever talents we've been given to the best of our ability for God's glory, and when we have done that, we are on an equal playing field with other faithful, trustworthy servants of God.