

UNCONVENTIONAL

L

Love God

E

Excellence

A

Appreciate
Others

D

Driven by
Purpose

I

Integrity

N

No
Bondage

G

Generous

Generous, *Business Owner Edition*



UNCONVENTIONAL BUSINESS NETWORK

UBN exists to cultivate a vibrant network of Biblically principled small business leaders who are united by a vision of one million connected business leaders modeling Biblical principles in the workplace. We journey together to:

- ▣ change lives
- ▣ transform workplaces
- ▣ impact communities

for God's glory.

Learn more about UBN at UnconventionalBusiness.org

G is for Generous



Business owners who exhibit Godliness in their work are generous with their tithes and offerings. They generously reward their employees. In addition, they encourage and support growth in their employees both professionally and spiritually. Generous business owners seek out opportunities to mentor others and invest time in giving them attention on a personal level.

“Each man should give what he has decided in his heart to give, not reluctantly or under compulsion, for God loves a cheerful giver.” – 2 Corinthians 9:7

Journal your initial thoughts here: _____

What follows are insights and Scripture references for each of the five practices included in the LEADING Assessment that relate to **Generous**. Each brief discussion is designed to affirm practices you already have in place, while revealing areas that you may want to begin or improve. Space is also provided to document your thoughts after reading each section, titled “Reflection and Application.”

Let’s now consider these practices:

- Giving generously to God is a priority for me, and my tithes and offerings reflect it.
- I generously reward my employees, considering their skill level and contribution to the business’s productivity and profitability.
- I encourage and support growth in my employees—both professionally and spiritually.
- I intentionally mentor others.
- I engage with others on a personal level, including employees, customers, suppliers, advisors and competitors.



Business owners who exhibit generosity give generously. This generosity is reflected in their tithes and offerings.

God owns everything; He has given you everything you have. Your job is to be a good steward of what God has given you. Not only do we owe God a tithe from our earnings, but we owe him a tithe from our business profits as well.

In the Old Testament, God commands His people to give the first 10% of the work of their hands back to God to remind them that 100% of what they have was given to them by God. Tithing is not giving to God because God needs something from you, it is a reminder that God owns everything. Because God has been generous to you, He desires you to reflect His nature and be a generous steward of His resources.

Proverbs 3:9-10 says, “Honor the Lord with your wealth, with the firstfruits of all your crops; then your barns will be filled to overflowing, and your vat will brim over with new wine.”

Why tithe? We know from Scripture that God commands it ([Malachi 3:8-10](#)); God deserves it ([Ecclesiastes 5:19](#)); and God will bless it ([Luke 6:38](#)).

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Reflection & Application _____

Generous business owners reward their employees by considering their skill levels and contributions to the business’s productivity and profitability.

A Biblical discussion on compensation cannot overlook minimum pay requirements.

Deuteronomy 24:14 tells us, “You shall not oppress a hired servant who is poor and needy, whether he is one of your countrymen or one of your aliens who is in your land in your towns.” Many businesses profit on the backs of their employees. They pay the absolute minimum. As unconventional business leaders, we are called to be good shepherds over the staff the Lord has blessed us to manage. We should care for their well-being, and a living wage should be paid to everyone.

In addition, we need to revisit corporate America’s pay system. For businesses to remain competitive while still adhering to the golden rule, we need to develop a system that rewards people for their skill level and their part in the business’s productivity and profitability.

Reflection & Application _____

Generous business owners encourage and support professional and spiritual growth in their employees.

As employers, our first obligation is to our employees. In many ways, the relationship between an employer and employee is similar to that of a father and child. God has entrusted that person to us, and we are called to be good stewards of the human resources, as well as the financial resources. If you believe that your business is similar to a family in terms of responsibilities, then [1 Timothy 5:8](#) can be very convicting. *“If anyone does not provide for his immediate family, he has denied the faith and is worse than an unbeliever.”*

Reflection & Application _____

Mentoring others is another way business owners display generosity.

When we mentor others, we share our time and our talent with them. Jesus mentored his apostles. Paul says in [1 Corinthians 11:1](#), *“follow my example.”* Are you investing your life into the life of another? It’s important to pass on what we know about our work and our faith to future generations.

Reflection & Application _____

☑ Connecting with others on a personal level—employees, customers, suppliers, advisors and competitors—shows a business owner’s generosity.

Truett Cathy, founder of Chick-fil-A, was all set to speak before a gathering of business leaders in Kansas City. He was to arrive early for a meet-and-greet session. While numerous business leaders gathered to meet Mr. Cathy, organizers admitted that while yes, he was on the premises, they didn’t know where to find him. A short time later, organizers found him in a corner talking to the doorman. He was praying with the doorman, sharing with him and learning about his life. That is generosity.

[1 Corinthians 9:22](#) says, *“To the weak I became weak, to win the weak. I have become all things to all people so that by all possible means I might save some.”*

Reflection & Application _____

Closing Remarks

Mary Vermeer Andringa, Chairman of the Board for Vermeer Corporation, has helped create a culture of generosity at the multi-generationally owned company. In addition to providing profit sharing and time off for employees to volunteer with organizations important to them, the company has launched an initiative called “Vermeer Cares.” This program allows employees to donate their paid time off, or money, to co-workers facing crises. Vermeer Cares is hugely popular among staff. It seems they have caught the spirit of [Proverbs 11:25](#), *“A generous person will prosper; whoever refreshes others will be refreshed.”*

Ready for the next step?

You are not alone in your desire to incorporate your faith with your work. There are other business leaders just like you, around the corner and around the globe, on the same faith + work journey. Bringing your faith into your workplace can be risky. You fear rejection and criticism or the risk of losing something you feel is important—profits, that job promotion, or key employees—because God’s way of doing business does not always match with conventional business practices.

ENTER COMMUNITY.

God’s Word encourages us to continue to meet regularly to spur each other on towards good works. Because of this, UBN established itself as a leader in faith + work events, resources and leadership communities that connect faithforward small businesses—all designed to encourage, inspire and strengthen you as you bring your faith into your workplace. Please take advantage of the community and resource links provided below.

Next steps

Virtual Events: Network Connects

We invite you to register for a free upcoming virtual event in which small business leaders from around the globe gather and learn from prominent faith + work leaders.

Register Today 

Leadership Communities

Ready to dive right in? Please visit our website with the links below. Both in-person and virtual groups are forming now. (*Member fees apply.*)

Forums are designed for business leaders, regardless of role.

Learn more at UnconventionalBusiness.org/Forums

Roundtables are designed for small business owners, CEOs and partners. Learn more at UnconventionalBusiness.org/Roundtables

Workday Devotional: Integrity Moments

If you haven’t already subscribed to Integrity Moments, our 60 second workday devotional, we encourage you to sign up today for your [complimentary subscription](#).

