



# NEHEMIAH 2009

## Clergy Expectations (New Participants)

- Discover their Gifts – “*Strengths Finder*” – and manage their weaknesses
- Develop a **Personal Ministry Plan**
- Create and plan to **Grow One Ministry Level** in 3-5 years
- Create and train a **Parish Leadership Team**
- Develop a **Parish Ministry Plan** according to the *10 Systems of a Healthy Church* and write an evaluation of the implemented projects:
  - ◇ Focus on the **HII** Process and the HII-BHAG - Expand to a 12 month implementation plan of the projects
  - ◇ Build **Small Group Ministry**
  - ◇ Enhance Weekend **Worship** Service experience
  - ◇ Develop **Leadership** skills to **manage conflict**
- Establish Criteria to measure progress. Measurements to include:
  - ◇ Average Weekend Attendance (AWA)
  - ◇ Plate/Pledge Income
  - ◇ Number of weekly Visitors
  - ◇ Stewardship Analysis
  - ◇ Number of persons attending the HII \* process (Goal: growth of 6% annually)
  - ◇ Parish Ministry Map
  - ◇ Number of new Ministry Groups or new Initiatives
- Develop and maintain an **18-24 month Parish Calendar**
- Create teams to **Visit Other Churches**
- Develop and maintain a **Parish Webpage**
- **Attend all classes**
- **Complete all assignments**

\* **HII**: Hospitality, Invitation, Incorporation a.k.a. New Member Ministry