



NEHEMIAH 2011

Clergy Expectations (New Participants)

- Complete: *Now, Discover Your Strengths* – “**Strengths Finder**” – Build on your strengths and manage your weaknesses.
- Develop a **Personal Ministry Plan**.
 - ◊ Read *Good to Great* by Jim Collins
 - ◊ Create a 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* with a minimum of **three (3) goals** that support the parish Vision/Mission. Develop a **SMART analysis** for each goal and write an evaluation of the implemented goals.
- Focus on the **Hospitality Invitation Incorporation Process (HII)** and the **HII-BHAG**.
 - ◊ Develop a parish HII Process that includes a plan on how to incorporate new members (New Member Ministry Plan).
 - ◊ Implement two (2) HII-BHAGs and complete an evaluation for each.
- 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
- Develop and maintain an **18-24 month Parish Calendar**.
- Create teams to **Visit Other Churches**.
- Develop and maintain a **Parish Webpage**.
- **Clergy Attendance requirements for the Nehemiah 2011 Process**.
 - ◊ Sessions IV & VI (Overnight Retreats) are mandatory
 - ◊ Sessions I, II, III, V, VII: One excused absence permitted
- **Complete all Assignments**.