



NEHEMIAH 2009

Clergy Expectations (Returning Participants)

- Discover their Gifts – “*Strengths Finder*” – and manage their weaknesses
- Revise **Personal Ministry Plan**
- Revise plan to **Grow One Ministry Level** in 3-5 years
- Create and train a **Parish Leadership Team**
- Strengthen **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**
- Continue using these criteria and other criteria to measure progress:
 - ◇ Average Weekend Attendance (AWA)
 - ◇ Plate/Pledge Income
 - ◇ Number of weekly Visitors
 - ◇ Stewardship Analysis
 - ◇ Number of persons entering 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**
- Train and recruit 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