



The Nehemiah Process

Class of 2009

In 2009 the Nehemiah Steering Committee developed a joint ministry with the Deployment Office in addition to the ministry already in place with the Parish Finance and Assessment Committee and the Executive Board.

The process initiated in January, 2008, was continued by Bishop Frade, the Executive Board, the Deployment Office and the Parish Finance & Assessment Committee (PF&A). Clergy who lead self-supporting congregations are also strongly encouraged to participate on a voluntary basis.

Clergy and Lay Leaders from 36 parishes participated in 2009. Ten of the parishes who participated were self-supporting. Two Nehemiah parishes obtained Parish Status: Todos Los Santos, Miami and All Saints', Jensen Beach.

Five sessions (10:30am–3:00pm) were offered at two different locations in the diocese (Holy Family Episcopal Church and Holy Spirit Episcopal Church) to accommodate the participating parishes from around the entire diocese. Two day long sessions were scheduled at the Duncan Conference Center. To allow for more participation of laity several weekend workshops on "Encouraging and Engaging Leaders in Church Revitalization" were held in various parishes and deaneries.

Participant expectations were similar to those in 2008 - utilization of the Nehemiah on-line database to record weekly AWA and Plate/Pledge, development of a 12-24 month parish calendar, *NOW*, *Finding Your Strengths*, development of a Personal Ministry Plan, parish HII Plan and a HII-BHAG plus reading assignments. In addition, participants were asked to do a Parish Ministry Map and a Stewardship Analysis.

Two Nehemiah Steering Committee members have taken the responsibility of developing a Nehemiah Process for Hispanic and Haitian parishes. Agenda's and assignments are being developed that are more relevant to their ministries. One goal was also translate many of the Nehemiah Process materials into Spanish and Creole. The Mortgage Reduction Program was re-introduced with one parish participating.

External Factors that continue impacting Parish Ministry:

- * Economic Downturn
- * Exodus due to rising cost of housing, property insurances, and low wages as aftermath of hurricanes
- * World Economic Recession – Fall 2009

Three new members joined the Nehemiah Steering Committee: The Rev. Orlando Addison, The Rev. Rosa Lindal Mallow and Karen Phillips Smith. They join Archdeacon Bryan Hobbs, Richard Miller, Bob Moore, Linda Schlepp-Gray, Bill Swaney and The Rev. Horace Ward. As part of the process improvement the Steering Committee members participated in an overnight retreat in January. The committee outlined the goals for years 2009 and 2010 and also added the component of Expectations/Desired Outcomes to Agenda.

Phase II – Based on the 10 Systems of a Healthy Church

February 18/19, 2009 – Introduction to Nehemiah 2009

2009 Goals

- Strengthen Phase I
- Curriculum to assist clergy and churches will address:
 - Spirituality – Relationship with Christ is Key: Transformation
 - Parish Ministry Plan Discernment, Design, Enactment/Implementation
 - HII-BHAG Module
 - Stewardship Module
 - Small Groups Module
 - Dynamics of Growing Churches – Arlin Rothauge
 - Short-Term Missions (Domestic and Foreign)
 - Dealing Creatively with Conflict
- Training on Good Business Practices
- Worship Improvement for Clergy
 - Preaching
 - Pastoral Care
 - Music
- Development of Nehemiah Process for Hispanic and Haitian Congregations

March 25/26, 2009

- Small Groups Presentation: Part A
- Liturgical Resources
- HII Process (Capturing Palm Sunday/Easter Visitors)

April 29/30, 2009

- Small Groups Presentation: Part B
- Liturgical Resources for Pentecost
- HII Process and HII-BHAG Review

May 12-13, 2009: Overnight Retreat -Duncan Center

- Worship Teaching (Contemporary, Traditional and Hispanic Worship)
- Dealing Creatively with the Outcome of General Convention Decisions
- Process Management
- Planning and Pastoral Care in the Hard Times
- Review of the HII & HII-BHAG Process.

August 26/27, 2009

- Stewardship
- Follow -Up on General Convention

September 22, 2009 Workshop at Duncan Center

- From Mission & Vision to Plans & Actions – Dan Smith

October 21/22, 2009

- Parish Visitation Follow-Up
- Feedback on Dan Smith Workshop
- Back to Church Sunday - Archdeacon Bryan Hobbs
- Key Implementations from 2009
- Things You Want to Learn in 2010
- Introduction to Parish Discernment Survey

December 9, 2009

- Christmas Party