

NEHEMIAH



The Integrated Leader

Integrating faith into every area of our lives

NEHEMIAH- “LEADING WITH INTEGRITY”

- × **Step 1- Concern** (Nehemiah 1:1-3)
- × **Step 2- Communion with God** (Nehemiah 1:4-11)
 (“Prayer Power & Planning Process”- three sessions)
- × **Step 3- Commitment** (Nehemiah 2:5)
- × **Step 4- Calendar & Clock** (Nehemiah 2:6-8)
- × **Step 5- Capital** (Nehemiah 2:8)

TODAY:

- × **Step 6- Commitment of Others** (Nehemiah 2:17)
- × **Step 7- Commence!** (Nehemiah 2:18)

NEHEMIAH- STEP 8- COMMENCE!

- ✦ ***Nehemiah 2:17-*** “Then I said, ‘Come, let us rebuild the wall of Jerusalem.’”
- ✦ ***Nehemiah 2:18-*** “So they began this good work.”



“LORD OF THE RINGS”



“I can carry you”

STORY OF AARON AND HUR- EXODUS 17:8-13



**Key leaders need others who can “carry them”
and “hold up their arms” at times!**

“ORGANIZATIONAL PASSAGES”

Nehemiah 3

Vs. 1– “Eliashib the **high priest** and his fellow **priests** went to work and rebuilt the **Sheep Gate**.”

Vs. 2- “The men of Jericho built the adjoining section, and **Zakkur** son of Imri built next to them.”

Vs. 3- “The Fish Gate was rebuilt by the sons of **Hassenaah**.”

Vs. 4- “**Meremoth** son of Uriah, the son of Hakkoz, repaired the next section.”

Vs. 23- “**Benjamin and Hasshub** made repairs **in front of their house**; and next to them, **Azariah** son of Maaseiah, the son of Ananiah, made repairs **beside his house**.”

RECRUITING OTHERS

- ✘ Who has similar dream(s) as mine?
- ✘ How should I approach & recruit them?
- ✘ How should I organize them into a team (or teams)?
- ✘ What are your “best practices” for:
 - + Recruiting...
 - + Motivating...
 - + Training...
 - + Equipping...
 - + Re-energizing workers?

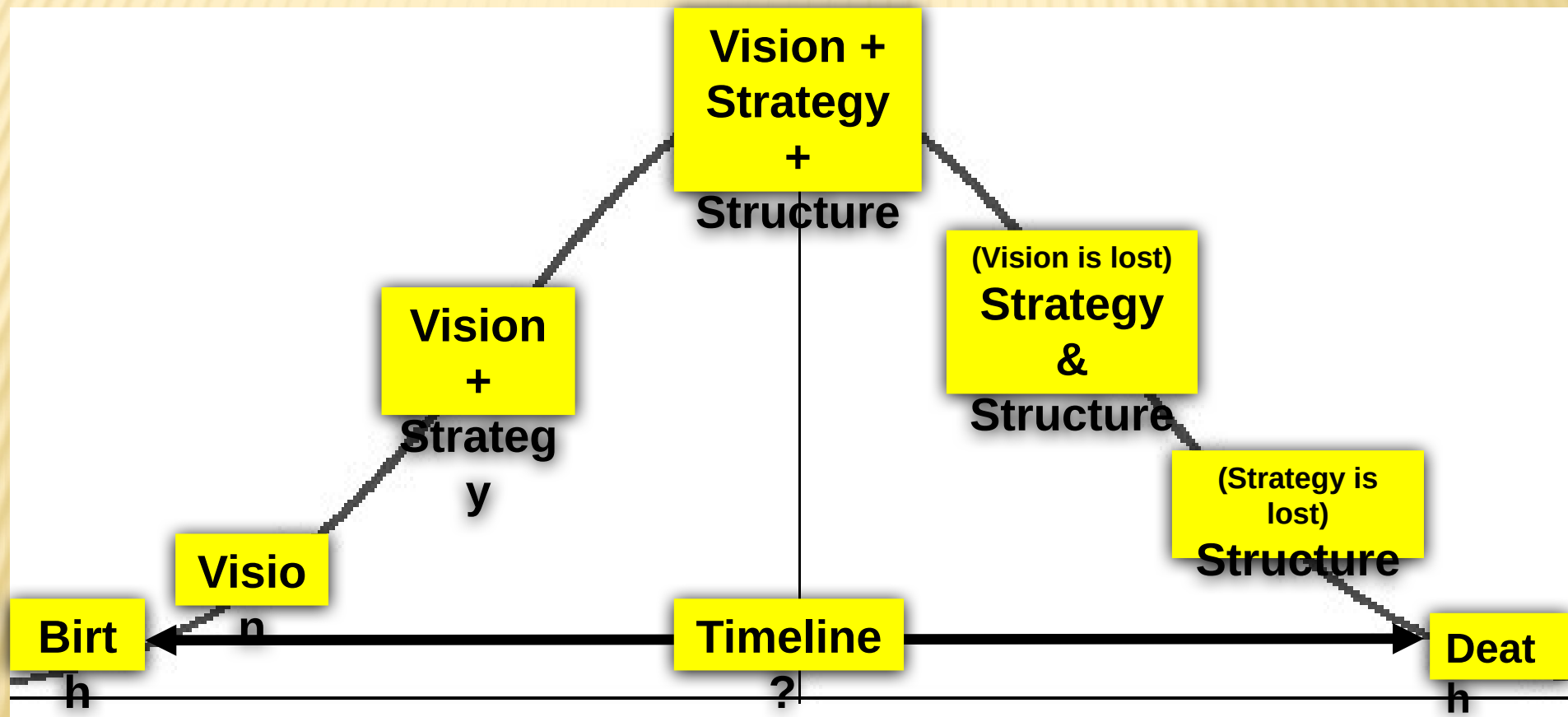
MOTIVATING LEADERS

- ✘ **“If you want to build a ship, don’t drum up the men to gather wood, divide the work, and give orders. Instead, teach them to yearn for the vast and endless sea.”**

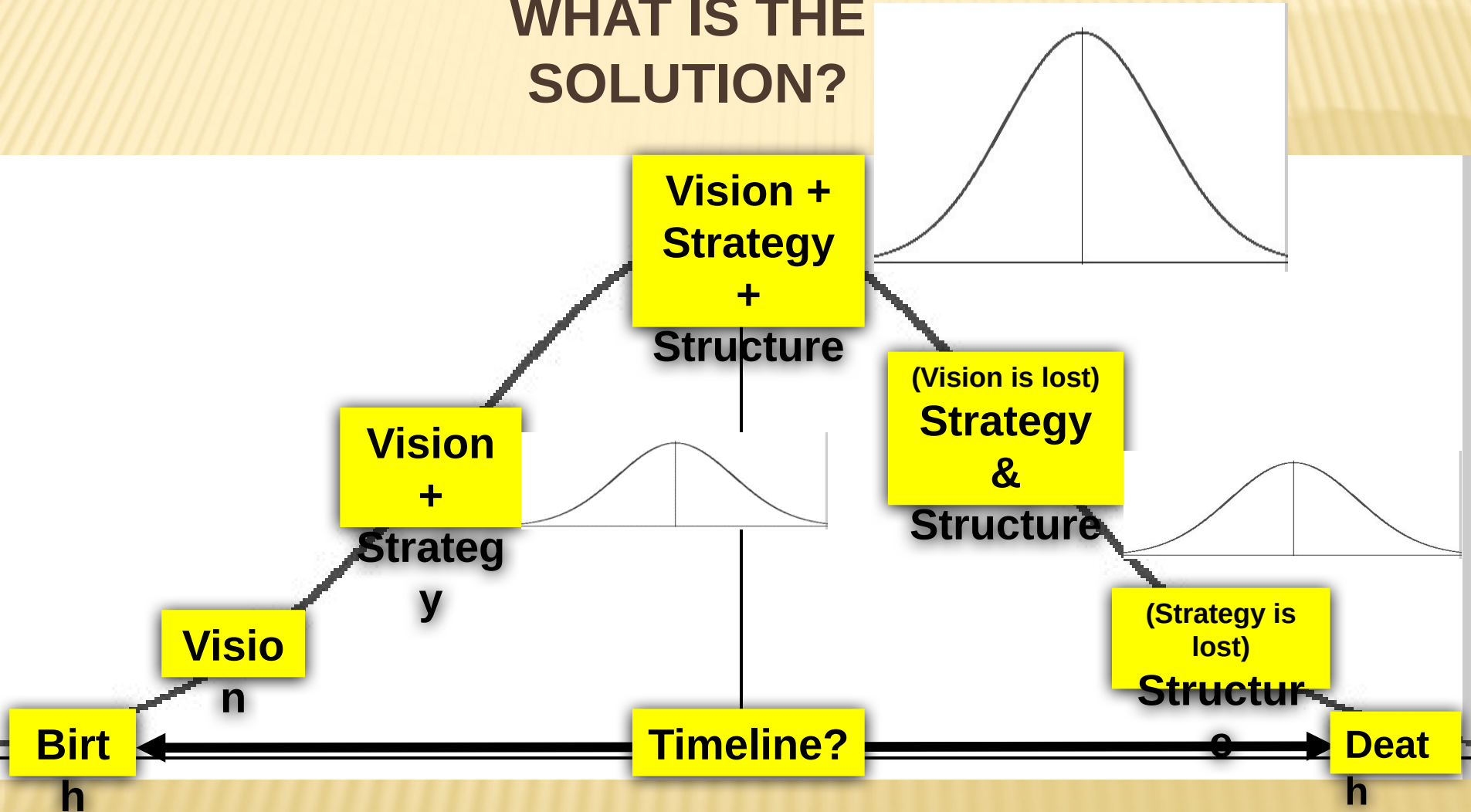
Antoine De Saint-Exupery (French writer & poet)



LIFE CYCLE OF CHURCHES, BUSINESSES AND ORGANIZATIONS

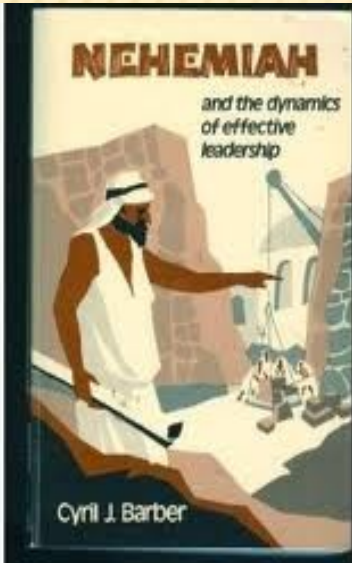


WHAT IS THE SOLUTION?



THREE PRINCIPLES OF EFFECTIVE LEADERSHIP

1) The Principle of coordination



- ✘ He did careful research
- ✘ He analyzed the data
- ✘ He devised a plan with them
- ✘ He organized a leadership team
- ✘ He got “buy-in” with the specific plan
- ✘ He coordinated the efforts of the teams
- ✘ He made adjustments and revised the plan
- ✘ He carefully supervised the workers and held them accountable for results
- ✘ He made sure that they had adequate resources

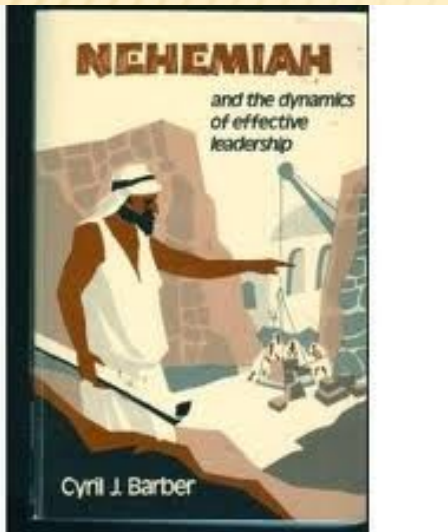
EXAMPLE- LAUNCH- LIVING WATERS CHURCH

Our Leadership Team (Questions)

- 1) Have God's provisions been demonstrated?*
- 2) Is the personnel in place?*
- 3) What is the "networking strength" of our core group?*
- 4) Are critical systems established?*
- 5) Has our presence and identity in the community been established?*
- 6) Are our facilities adequate?*
- 7) Have we defined our mission, vision values and strategy?*
- 8) How is our ministry preparation?*
- 9) Are we a "full service" church?*
- 10) Do we have adequate financial resources to accomplish our mission?*

THREE PRINCIPLES OF EFFECTIVE LEADERSHIP

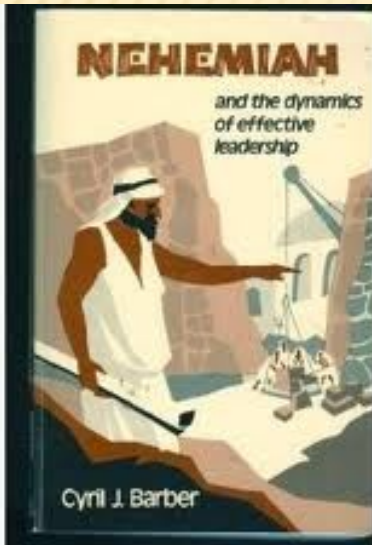
2) The Principle of cooperation



- ✘ Organized according to their interests:
Nehemiah 3:1- “Eliashib, the high priest and his fellow priests went to work and rebuilt the Sheep Gate.”
- ✘ Organized according to gifts and skills:
Nehemiah 3:8- “goldsmiths...perfumers...”
Nehemiah 3:26- “temple servants...”
Nehemiah 3:32- “merchants...”
- ✘ Organized according to personal and family needs:
Nehemiah 3:10, 23, 28-29- “...Harumaph...Benjamin and Hasshub... Azariah... the priests...Zadok... made repairs opposite his house.”

THREE PRINCIPLES OF EFFECTIVE LEADERSHIP

3) The Principle of commendation



Nehemiah as a “leader of leaders”

- ✘ He focused on the vision, not his own needs
- ✘ He focused on God, not himself
- ✘ He focused on the work, not the critics
- ✘ He focused on the work of others, not just his own work
- ✘ He recognized and affirmed them by name
- ✘ He commended them for their work

ELMER TOWNS- 5 REASONS A LEADER NEED TO BE EFFECTIVE IN PROJECT MANAGEMENT

- 1) **Larger projects can be overwhelming to many followers.** Leaders need to know how to break the project down into achievable tasks that will motivate rather than discourage workers.
- 2) **Larger projects require larger work teams who are dependent upon others to accomplish their work.** Leaders need to schedule projects to ensure work is done in an orderly manner.
- 3) **Problems cry out for answers.** Leaders need to know how to develop and implement significant projects that will answer big problems.

ELMER TOWNS- 5 REASONS A LEADER NEED TO BE EFFECTIVE IN PROJECT MANAGEMENT

- 4) **Leaders need to know how to best manage limited resources** to ensure a maximum return on the investment of time, skills, money and human resources used on a project.
- 5) No matter how well a project is planned, **periodic adjustments need to be made as a project progresses**. Leaders need to be able to identify what can be adjusted and how to make those adjustments to insure the project is completed

3-phase process- “The Well Christian Ministry” & “Community Life Church”

5-4-15

Phase	→ “Dating”	“Engagement”	“Marriage
Timeframe	Summer, 2012	September 9 th –Christmas, 2012	January, 2013- “Launch”
Use of Building	Parsippany Alliance Church (The Well & CLC)- 11:00 AM worship; Kup & Kettle Afterwards Wednesdays- Midweek prayer, Bible Study Meetings during the week? Remodel office (phone, internet- pastors’ office) Calendar to Coordinate Schedule	Series of Messages- “Nehemiah- Come, Let us Build -Combined Leadership Team Meetings-“Nehemiah” -Joint midweek Prayer/Bible Study- [Use of Parsonage- Bielinski Family- begin in Sept] [Summer Workdays- paint, prep parsonage; fence]	-New name, sign, logo -New Website, Facebook, Marketing -Joint Leadership Team -Charter Sunday Iglesia Alianza (\$100/Week)- begin in July, Children’s church/SS @ 1:00PM; Worship @ 2: Coordinate meetings during week, prayer, e
Staff	Community Life Church- Pastor Pete- Interim Pastor (2 days); also, The Well (2 days) Pastor Dave (2 days), Pastor Stanley- The Well (2 days)		
Meetings	w/ congregation of CLC- announce- May 27 th w/ The Well- Prayer, Planning Visit every member of “The Well” & “CLC” (summer)	Weekly Series- “Nehemiah”- Preaching, Bible Study Planning/Dream/Strategy sessions- Nehemiah (w/ Joint Leadership Team)	-Leadership Team Established -Organization, Constitution Issues
Events	-Joint worship/picnic- June 10 th (David Janssen-preach) -Begin Combined Worship- July 1 st -Summer VBS w/ CLC, The Well & Iglesia Alianza Mid-August	-Fall Outreach- “Harvest Party” (Halloween) -Christmas Outreach	-Major Christmas/Easter Outreach Launch!
Advertising	Fundraiser- Marketing Plan	Develop Marketing Plan	-Implement Marketing Plan -News Articles- The Record, My9news -Prayer Notes/weekly e-mails -Website, Facebook, etc. -Branding -Banners, Lawn Signs
Attendance	CLC- 35-50/Sunday The Well- 35-50/Sunday		Add Iglesia Alianza- 115-140/Sunday about 25 children/teens
Giving	CLC- \$1,250/week The Well- \$1500/ week		
Financial Package & Responsibilities	Pete- \$250/day (How many days?)- (Leadership, Organization, Preaching, Teaching-adults) Dave- \$225/day (How many days?) (Media, Outreach, Marketing, Fellowship, Teaching-adults) Stanley- \$200/Day (How many days?) (Worship, Teaching- Children, Teens, Teaching-adults)		

EXAMPLE- LONG RANGE PLANNING- LIVING WATERS CHURCH

Date	2014	2016	2020
Relevant Bible Verses	<p style="text-align: center;">John 12- "Greater Works" 2 Tim. 2:2- "Train others who will train others" John 15- "Abide...you will bear fruit that will remain"</p>	<p style="text-align: center;">Matthew 9- "Harvest is plentiful; pray for laborers" Matt. 28- Great Commission; "I am with you" Acts- growth passages</p>	<p style="text-align: center;">James 1:4- "Persevere" Matthew 21- "Faith that will move mountains" Joel 2 & Acts 2- "Revival"</p>
Attendance- worship			250
Age Distribution			65+- 20% 40-64- 25% 20-39- 25% Under 20- 30%
Ethnic	[Possible rental of building- Iglesia Alianza de Morristown?]		Caucasian- 50% Indian- 25% Hispanic- 12% Other- 13%
Building		Phase 1- Expand Building- behind sanctuary- offices, handicap access, expand kitchen, Fellowship area; parking lot	Planning, Fundraising- Phase 2
Budget			Current Expense- \$500,000 Missions- \$150,000
Staff			3 Full-time Pastors 3 Ethnic Ministries Youth & Family Ministry Administrator Counselor (on site) Maintenance, Tech.

EXAMPLE- MINISTRY TEAMS GOALS FOR YEAR

MINISTRY TEAMS- “Everything **FOLLOWS Prayer**” (Pastor, Elder & Trustee on each team)

- ❖ **P**rayer Team
- ❖ **F**ellowship Team
- ❖ **Q**utreach Team
- ❖ **L**IFE- Children/Youth Team
- ❖ **L**IFE- Adult Team
- ❖ **O**rganization Team
- ❖ **W**orship Team
- ❖ **S**tewardship Team

EXAMPLE- AMERICAN CHRISTIAN SCHOOL

5-year plan-ACS-Curriculum-revised-2-8-11 [Compatibility Mode] - Word

?

DESIGN PAGE LAYOUT REFERENCES MAILINGS REVIEW VIEW

Peter

5-year plan- "That the present 8th grade class will graduate High School at American Christian School in 2014" (Revised-2-8-11) Curriculum

Year	2010-2011	2011-2012	2012-2013	2013-2014
Grade	9th Grade	10th Grade	11th Grade	12th Grade
Curriculum/ Courses offered	<ul style="list-style-type: none"> -Omnibus 2A (NT thru Middle Ages) -Algebra 1/Algebra 2 -Spanish 1 -Physical Science// alt.-Biology -Gym/Health -Elective 	<ul style="list-style-type: none"> -Omnibus 2B (Middle Ages through Reformation) -Algebra 2 /Geometry -Spanish 2 -Biology -Gym/Health -Elective 	<ul style="list-style-type: none"> -Omnibus 3A (Post-Reformation through Early American) -Geometry [ANOTHER MATH] -Chemistry -Gym/Health -Elective 	<ul style="list-style-type: none"> -Omnibus 3B (American History) -[ANOTHER MATH]/Calculus -Physics -Gym/Health -Elective -Research Project(s)
Electives	<ul style="list-style-type: none"> -Art -Music -Theater Arts 	<ul style="list-style-type: none"> -Art -Music -Theater Arts -Computer Skills -Advanced Placement (?) 	<ul style="list-style-type: none"> -Art -Music -Theater Arts -Computer Skills -Greek -Advanced Placement -College Course(s) (?) 	<ul style="list-style-type: none"> -Art -Music -Theater Arts -Online Courses -Another Language -Advanced Placement -College Course(s) (?)
Teachers	<ul style="list-style-type: none"> Omnibus 2A- Zimmerman/Amerman Algebra 1- Wagner/Grady (?) Algebra 2-Wagner Spanish 1- Maldonado Physical Science-Showell Gym/Health- Berstler Art- Grob Music- DeJulia Theater Arts- Monteleone 	<ul style="list-style-type: none"> Omnibus 2B- Zimmerman Algebra 2- Wagner Geometry- Wagner Spanish 2- (?) Biology- (?) Gym/Health- (?) Art- Grob Music- DeJulia Theater Arts- Monteleone Computer Skills- (?) Advanced Placement (?) 	<ul style="list-style-type: none"> Omnibus 3A- (?) Geometry- Wagner Math- Grady (?) Greek- (?) Chemistry- (?) Gym/Health- (?) Art- Grob Music- DeJulia Theater Arts- Monteleone Computer Skills- (?) Advanced Placement (?) 	<ul style="list-style-type: none"> Omnibus 3B- (?) Math- Grady (?) Calculus- Wagner Other Language- (?) Physics- (?) Gym/Health- (?) Art- Grob Music- DeJulia Theater Arts- Monteleone Advanced Placement (?)
New Teachers/ Additional roles- Teachers	<ul style="list-style-type: none"> Omnibus 2A- ½ time Spanish- PT Math- PT Science- PT Gym/Health- PT Theater Arts- PT Music- PT 	<ul style="list-style-type: none"> Omnibus 2B- FT Spanish- PT Math- FT Science- PT Computer skills-PT Advanced Placement- PT 	<ul style="list-style-type: none"> Omnibus 3A- ½ time Greek- PT Science- FT Computer Skills-PT Advanced Placement- PT 	<ul style="list-style-type: none"> Omnibus 3B- FT Other Language-PT (?) Gym/Health-(FT?) Advanced Placement- PT

EXAMPLE- PILLAR COLLEGE "SHOFAR" CURRICULUM

- YEAR ONE -

Fall Semester

Spring Semester

- *Shofar*: Spiritual Formation
- *Shofar*: Biblical Interpretation
- *Shofar*: Old Testament Survey
- *Shofar*: Evangelism and Missions

- *Shofar*: New Testament Survey
- *Shofar*: Christian Doctrine
- *Shofar*: Christian Apologetics

- *OT Elective*: Psalms & Wisdom Literature
- *NT REQ*: Book of Romans

- *OT Elective*: Historical Books of OT
- *NT Elective*: The Gospel of John

- *BS REQ*: Principles of Biblical Exegesis

- *PM REQ*: Homiletics

- *CHHS Elective*: Church in Global Context

- *CHHS Elective*: Hist. & Theo. Reformation

- *CON*: Biblical Foundations for Worship

- *CON*: Introduction to Pastoral Ministry

EXAMPLE- PILLAR COLLEGE "SHOFAR" CURRICULUM

- YEAR TWO -

Fall Semester

Spring Semester

- *Shofar*: Spiritual Formation
- *Shofar*: Biblical Interpretation
- *Shofar*: Old Testament Survey
- *Shofar*: History of Christian Thought

- *Shofar*: Pauline Epistles
- *Shofar*: New Testament Survey
- *Shofar*: Christian Doctrine

- *NT REQ*: Life & Teachings of Christ
- *NT Elective*: Book of Hebrews

- *OT REQ*: Pentateuch
- *NT Elective*: Book of Revelation

- *PM Elective*: Urban Ministry

- *PM Elective*: Youth & Family Counseling

- *THEO Elective*: Modern Theology

- *THEO REQ*: Christian Ethics

- *CON*: Nehemiah: The Integrated Leader

- *CON*: Foundations for Youth Ministry

EXAMPLE- PILLAR COLLEGE "SHOFAR" CURRICULUM

- YEAR THREE -

Fall Semester	Spring Semester
<ul style="list-style-type: none"> ■ <i>Shofar</i>: Spiritual Formation ■ <i>Shofar</i>: Biblical Interpretation ■ <i>Shofar</i>: Old Testament Survey ■ <i>Shofar</i>: Evangelism and Missions 	<ul style="list-style-type: none"> ■ <i>Shofar</i>: New Testament Survey ■ <i>Shofar</i>: Christian Doctrine ■ <i>Shofar</i>: Christian Apologetics
<ul style="list-style-type: none"> ■ <i>OT Elective</i>: Major Prophets ■ <i>NT REQ</i>: Book of Romans 	<ul style="list-style-type: none"> ■ <i>THEO Elective</i>: C. S. Lewis ■ <i>NT Elective</i>: Synoptic Gospels
<ul style="list-style-type: none"> ■ <i>BS REQ</i>: Principles of Biblical Exegesis 	<ul style="list-style-type: none"> ■ <i>PM REQ</i>: Homiletics
	<ul style="list-style-type: none"> ■ <i>CHHS Elective</i>: Hist. & Theo. Revivals
<ul style="list-style-type: none"> ■ <i>CON</i>: Biblical Foundations of Worship 	<ul style="list-style-type: none"> ■ <i>CON</i>: Introduction to Pastoral Ministry

EXAMPLE- PILLAR COLLEGE "SHOFAR" CURRICULUM

- YEAR FOUR -

Fall Semester	Spring Semester
<ul style="list-style-type: none"> ■ <i>Shofar</i>: Spiritual Formation ■ <i>Shofar</i>: Biblical Interpretation ■ <i>Shofar</i>: Old Testament Survey ■ <i>Shofar</i>: History of Christian Thought 	<ul style="list-style-type: none"> ■ <i>Shofar</i>: Pauline Epistles ■ <i>Shofar</i>: New Testament Survey ■ <i>Shofar</i>: Christian Doctrine
<ul style="list-style-type: none"> ■ <i>OT Elective</i>: Minor Prophets ■ <i>NT Elective</i>: Book of Acts 	<ul style="list-style-type: none"> ■ <i>OT REQ</i>: Pentateuch ■ <i>NT REQ</i>: Life & Teaching of Christ
<ul style="list-style-type: none"> ■ <i>PM Elective</i>: Urban Ministry 	<ul style="list-style-type: none"> ■ <i>PM Elective</i>: Youth & Family Counseling
<ul style="list-style-type: none"> ■ <i>THEO Elective</i>: Special Topics in Theology 	<ul style="list-style-type: none"> ■ <i>THEO REQ</i>: Christian Ethics
<ul style="list-style-type: none"> ■ <i>CON</i>: Nehemiah: Leading with Integrity 	<ul style="list-style-type: none"> ■ <i>CON</i>: Foundations for Youth Ministry

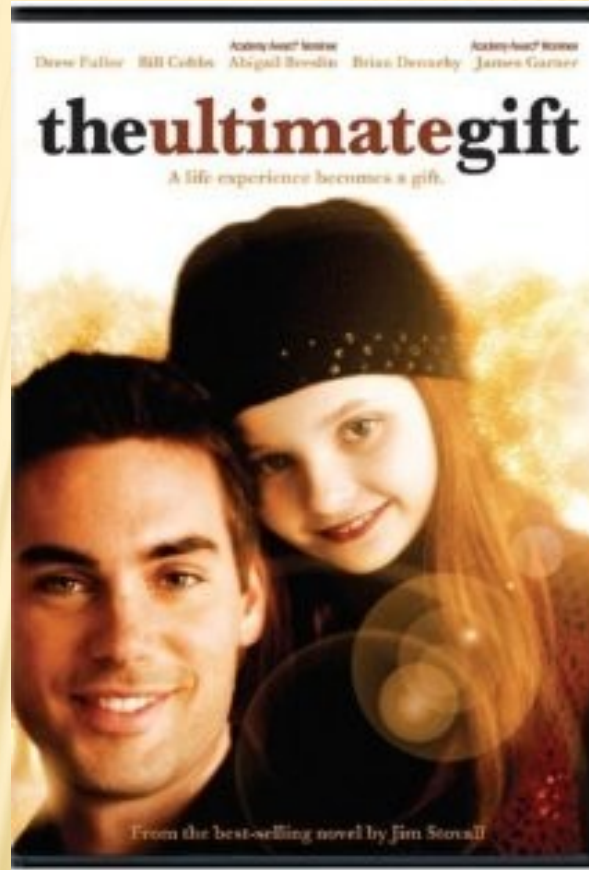
Application Questions

- ✘ ***Revelation 3:7-8***- Jesus said, “I have put before you an open door that no one can shut.”
- ✘ What are the “open doors” of opportunity for me to serve the Lord right now?
- ✘ What can I do for the Lord to “build in front of my own house”?

Application Questions

- ✘ **“Goals sheet”- What are some of your goals in the following areas?**
 - + **Family**
 - + **Financial**
 - + **Vocational**
 - + **Social**
 - + **Spiritual**
 - + **Mental**
 - + **Emotional**
 - + **Physical**

ULTIMATE GIFT- 12 GIFTS



ASSIGNMENT NEXT WEEK



- ✘ Read Amerman- chapter 9 (p. 83-86)
- ✘ Read Swindoll- Chap. 15-16 (One paragraph summary- each chapter)
- ✘ In your journal, final form- “Goals sheet”- Set goals in the following areas:
 - + Family
 - + Financial
 - + Vocational
 - + Social
 - + Spiritual
 - + Mental
 - + Emotional
 - + Physical

ASSIGNMENT- NEXT WEEK



Final Paper- Write a 5-6 page paper on the following topics:

1) "What do I believe to be God's calling upon my life?"

Include answers to the following questions:

- ✘ What do I believe is my unique, God-given calling?**
- ✘ What factors have influenced this sense of my calling?**
- ✘ How have the steps in the "Nehemiah- Leading with Integrity" Manual assisted me in determining my unique, God-given calling?**
- ✘ How do I plan to use the "Nehemiah Process" in the future to take the next steps to implement and complete this divine calling?**

ASSIGNMENT- NEXT WEEK



Final Paper-

2. "Reflections on the initial and final survey- my leadership development plan"

Include answers to the following questions:

- ✘ As I have processed the ten steps in "Nehemiah- Leading with Integrity", how have I grown in the "integration" of my faith in the eight (8) areas of life: Family, Financial, Vocational, Social, Spiritual, Mental, Emotional, Physical
- ✘ How can I continue to grow in each one of these eight (8) areas in the future?

ASSIGNMENT- NEXT WEEK



!! Important !!

Please be prepared to share a 3-4 minute presentation with the class on your answers to the two questions from your final paper

- ❖ "What do I believe to be God's calling upon my life?"
- ❖ "Reflections on the initial and final survey- my leadership development plan"

NEHEMIAH



The Integrated Leader

Integrating faith into every area of our lives