



Nehemiah Project Manual





**Nehemiah Project
Manual**

The Nehemiah Project

The Nehemiah Project is a cooperative strategy that links Southern Baptist churches, associations, state conventions, the Canadian Southern Baptist Convention, Southern Baptist Seminaries funded through the Cooperative Program, and the North American Mission Board to intentionally prepare missionaries to plant healthy, reproducing churches. The Nehemiah Professors at each of the seven seminaries direct the Nehemiah Centers at their respective campuses to carry out this work. These Centers also provide opportunities of equipping existing churches, associational, and state convention field partners for planting multiplying churches.

The Nehemiah Project Philosophy

Winning North America to Christ requires that we develop quality leaders. Formal and practical training, as well as modeling and mentoring, are essential to this endeavor. The Nehemiah Project is an attempt to give Southern Baptists an opportunity to work together intentionally to develop the next generation of healthy church planting leaders.

The Nehemiah Purpose Statement

The Nehemiah Project identifies, equips, and places missionaries who plant reproducing Southern Baptist churches to reach people groups in North America.

Nehemiah Project Values

The Nehemiah Project upholds these values:

1. The work of God in church planting and soul winning
2. Partnering in church planting
3. The church planting missionary
4. Effective equipping
5. Integrity in church planting
6. Net Kingdom growth
7. Longevity and life transformation among the converted
8. Reproduction of churches by church planters
9. Financially supporting church planters
10. Spiritual formation of church planter and family

What Students Can Expect from the Nehemiah Project

The Nehemiah Project, by working together with our Southern Baptist church partners, will equip and develop students to plant healthy, reproducing churches among people groups.

1. Students in the Nehemiah Project will be assessed.

Students will be assessed in the following five areas:

1. Calling to ministry
2. Spiritual formation
3. Interpersonal relationship skills
4. Ability to gather and make disciples
5. Skill competency in church planting

When the student nears completion of his/her course work a more detailed assessment may be required by the field.

2. Students in the Nehemiah Project will be trained.

Classroom-based training: Students will receive formal training through their school related to church planting. Each student in the program is required to take at least two church planting courses as part of his/her preparation prior to being placed as a church planter.

Church planting courses taken at other pilot seminaries or colleges may be considered. In addition, Basic Training for Church Planters will be required within six months after placement.

Field-based training: Students will receive field-based training through field experiences. In relationship with a field mentor, every student is required to gain practical ministry experience in personal evangelism and personal leadership development. These ministry experiences (**Internships**) must be approved by the Nehemiah Center Director. *A student must demonstrate he/she shares Christ through consistent personal evangelism and has the leadership skills to unite people for a common cause.* A student will not be appointed as a Nehemiah Church Planter without such proven experience. The Nehemiah Center Director helps arrange opportunities to gain this kind of valuable experience.

3. Nehemiah Project Students will complete an Internship.

Definition:

The Nehemiah Project Internship is an intentional ministry involvement arranged through the Nehemiah Center Director and Southern Baptist Field Partners (pastors, associational director of missions, state convention church planting missionaries and leaders). An Internship lasts at least 10 and not more than 13 weeks. The more experience a student can gain before graduation, the greater his/her confidence will be in the ministry after graduation--and the more rewarding their effectiveness and satisfaction. Approved Internships must include personal evangelism, discipleship, and leadership responsibilities.

Purpose and Nature:

The Nehemiah Project Field Internship is designed to allow students to gain valuable church planting competence and possible academic credit under the supervision of the Center Director.

Objectives:

1. To develop students to be effective church planting leaders
2. To assist the seminaries in providing sound preparation for their students
3. To assist current missionaries and leadership in starting Southern Baptist churches
4. To place students in a church planting environment where they can be exposed to and contribute significantly to starting a new church
5. To provide students with quality mentors and field supervisors
6. To give each participant direct experiences in personal evangelism and leadership skills and development
7. To provide a contextualized experience in a particular ministry setting or people group

4. Nehemiah students will be mentored by the Center Director.

Nehemiah Directors will set the standard for church planter supervision. Director/Professors will personally meet with each Nehemiah student in weekly, half-hour, one-on-one sessions to develop rapport and instruct the student in wisdom and skills related to church planting.

Internship Coach's Responsibilities

1. Give a clear understanding to the student of his/her responsibilities, and provide a signed covenant between the center director and the intern to provide accountability of the intern's completion of his responsibilities.
2. Meet regularly with the student to give helpful feedback and mentoring guidance and affirmation—seek to make their contribution positive and fruitful both for the student and the ministry's goals. (Mentoring meetings should be face-to-face at least every week in order to share deliberative thinking together.)
3. Communicate with the Nehemiah Center Director regularly for greater benefit for the student and the current work. Careful and encouraging information exchange should take place at least every other week.
4. Assist with any logistical needs as possible: make clear what arrangements regarding lodging, transportation, and any financial help that will or will not be given. If providing lodging assistance, make sure the arrangement is appropriate and is a good testimony for our Savior's work—and mutually agreed upon by all. Be sensitive to the student's needs.

Nehemiah Qualifications and Requirements What Are the Qualifications?

A Nehemiah Church Planter must:

1. Be an active member of a Southern Baptist church for at least twenty-four months immediately preceding his or her application to serve as a Nehemiah Church Planter missionary.
2. Be a graduate (or near graduation) of seminary.
3. Have completed an Internship and required church planting courses
4. Meet the qualifications of NAMB missionary policy guidelines
5. Be appointed by the trustees of the North American Mission Board

What Are the Requirements?

1. Preliminary Planter Assessment Interview

Each candidate is required to have a preliminary assessment and approval by their Nehemiah Center Director. Later, The Church Planter Assessment – a complete Church Planter Behavioral Assessment Interview is conducted for each candidate once their field of ministry following school has been determined.

2. Complete NAMB Missionary Appointment Process

All NEHEMIAH CHURCH PLANTER candidates receiving NAMB funding and benefits support must complete NAMB's missionary appointment process. This is initiated by the Nehemiah professor sending candidate information to the NAMB Nehemiah office.

3. Church Planting Training

Each Nehemiah Church Planter is expected to complete at least four areas of study. They should include: Introduction to Church Planting, Church Planting Methods, a field Internship, and Basic Training for Church Planters. Basic Training for Church Planters should be completed shortly following placement.

State and Associational leaders connecting with the Nehemiah Project at each seminary

Convention leaders are encouraged to contact Nehemiah professors, schedule on-campus recruiting visits and use this opportunity to cast vision and interview students regarding planting churches in your region. You can talk with a Nehemiah professor by calling 1-888-95-plant.

We also encourage conventions to contact Nehemiah Centers in order to open their fields to students for field internship opportunities. This will allow leaders to observe potential Nehemiah Church Planters firsthand.

Appointment Process of Nehemiah Church Planters

I. Church Planter Candidacy

Step One: The Application Packet

The Nehemiah Center Director submits information about a student to the Nehemiah Project Ministry Assistant, who will submit it to the Missionary Personnel department at NAMB. Missionary Personnel e-mails the student a web-site address where he or she will log on to the Missionary Resource Center and begin the NAMB on-line application. The student will also complete the online 16PF psychological test. Once the necessary materials are completed, Missionary Personnel will make a preliminary evaluation of the candidate's potential for church planting.

Step Two: Missionary Personnel Interview

The prospective Nehemiah Church Planter is interviewed by a member of Missionary Personnel Group from NAMB. After completing the on-line application, students who meet initial criteria for approval receive an invitation to attend NAMB sponsored interviews. Participation in an interview is by invitation only. The student will receive written confirmation of participation by Missionary Personnel at NAMB. Participants and their spouses will be asked to dress in formal attire for photos. A question and answer time occurs during a meal hosted by Missionary Personnel. Upon completion of the interview process, the student's file is prepared for submission to the Personnel Committee of the Board of Trustees at NAMB. Final approval rests with this committee. *Approval status* is affirmation the student is ready for appointment consideration.

Step Three: Appointment

Once the NAMB Board of Trustees approves the candidate he/she will be granted “*Appointment*” status as a Nehemiah Church Planter when a field of service and an effective start date is established. With “*Appointment*” gained, the Nehemiah Church Planters receive salary assistance, healthcare benefits, and other personnel benefits.

Appointed Nehemiah Church Planters are invited to a Missionary Commissioning and Celebration weekend at designated cities (MCC). This happens three times per year.

II. Placement & Accessing Funds

Step Four: Placement

The Nehemiah Center Director works with appropriate local convention leadership to place approved planters in locations which have a “field ready” strategy and which maximize the strengths (the “fit factor”) of each planter.

Step Five: The PAF Process

A *Personnel Action Form* (PAF) will be completed by the NAMB PAF Consultant and sent to the appropriate person in the state convention for final approval. The effective date and the total paid funding amount are indicated on the PAF.

Step Six: Effective Date

All missionary personnel of NAMB begin service on either the first or the sixteenth of the month, provided all forms have been received and approved. (**Moving expense assistance for “Appointed” Nehemiah Church Planters placing long term to the field may receive assistance from the NAMB Nehemiah office, the state convention, and local field where the student will be planting. This may not cover all expenses, but the intent is to cover most.**) Please review guidelines with state convention leader and sponsoring church.

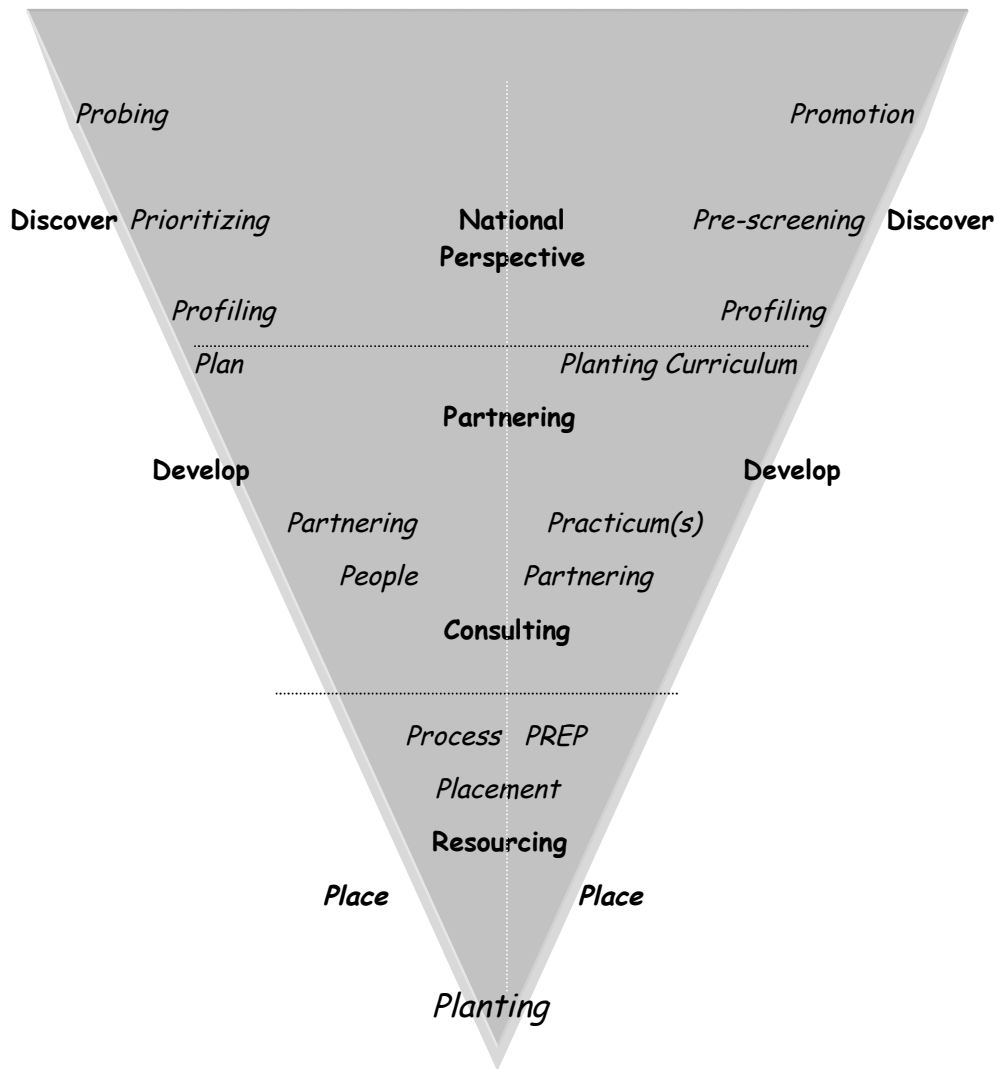
Nehemiah Project Funding

The Nehemiah Church Planter is an appointed NAMB church planting missionary. **Funding amounts are determined per individual situation, but full benefits are provided planters appointed for two years. Funding level is determined by field and planter readiness and the budget balance.** If the student does not wish to go through with the Nehemiah appointment, there is the option of engaging financial ministry partners through the Missionary Service Corps program (MSC). (MSC Missionaries serve in many of the same mission roles as Career and Limited Term Missionaries. They do not receive salary and benefits from NAMB but do receive funding support training.)

Our Model

Field PREP

Student PREP





(for seminary use only)

NORTH AMERICAN MISSION BOARD, SBC
4200 North Point Pkwy, Alpharetta, GA 30022-4176

STUDENT INTERN APPLICATION
The Nehemiah Project

Church Planting Center Location _____ Hours Completed _____

Indicate Geographic Preference (if any) _____

POSITION APPLYING FOR:			
Summer <input type="checkbox"/>	Part-time <input type="checkbox"/>	2+2 <input type="checkbox"/>	Post Grad <input type="checkbox"/>

Name (last)	First	Middle	Preferred Name	Sex	Social Security #
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Birthdate (M/D/Y)	Birthplace	Race/Ethnicity: White non-Hispanic (Anglo) _____ Hispanic _____ Black non-Hispanic (African- American) _____ Native American _____ Asian or Pacific Islander _____ Other _____
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U. S. Citizen yes___ no___ If naturalized, when & where _____

Immigration status and number _____ Date of entry into USA (M/D/Y) _____ e-mail address _____

Address (residence)	City	State	Zip Code	(Area Code)	Phone
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Marital Status (circle one) Single Engaged Married Widowed Divorced Remarried Date of Marriage (current) _____
Date of first marriage _____ Date of Divorce _____

SPOUSE & FAMILY INFORMATION

Spouse Name (last)	First	Middle	Maiden	Sex	Social Security Number
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Birthdate (M/D/Y) Birthplace

CHILDREN

Name	Sex	Birthdate (M/D/Y)	Name	Sex	Birthdate (M/D/Y)
Name	Sex	Birthdate (M/D/Y)	Name	Sex	Birthdate (M/D/Y)

RELIGIOUS EXPERIENCE AND TRAINING

Age and place of conversion _____ Age and place you were baptized _____

Age and place you first united with a Southern Baptist church _____

Southern Baptist church where are you now a member? _____ City _____ State _____

Age and place you made a decision for a church-related vocation _____

Licensed yes___ no___ When (M/D/Y) _____ By whom (church & location) _____

Ordained yes___ no___ When (M/D/Y)_____ By whom (church & location) _____

WORK EXPERIENCE

FROM TO

Month/Yr	Month/Yr	Position (type of work)	Organization	Location (city/state)
Month/Yr	Month/Yr	Position (type of work)	Organization	Location (city/state)
Month/Yr	Month/Yr	Position (type of work)	Organization	Location (city/state)

EDUCATION AND TRAINING (if more room needed, please use separate paper)

Education (please include name & location)

Degree or hours

College _____ From _____ To _____

College _____ From _____ To _____

Seminary _____ From _____ To _____

Languages used conversationally _____

Do you practice Glossalalia (speaking in tongues) in public or private? yes___ no___

Is there anything in your lifestyle that could be of embarrassment to the mission cause? yes___ no___

Do you use alcoholic beverage? yes___ no___

Have you used or do you use illegal drugs? yes___ no___

Have you been arrested or indicted for a felony? yes___ no___

PRE-ASSESSMENT

Please respond to the following questions as accurately as possible while maintaining brevity (one paragraph unless noted otherwise).

1. In a half page or less, describe your calling to the ministry of church planting.
2. In what ways has God gifted you to serve in a Church Planting ministry? Please include how these gifts were identified (i.e. spiritual gift inventory, affirmation of church body, etc.) and a description of your operating in the gifts.
3. How are you involved in personal evangelism? Describe your most recent effort to lead someone to a personal conversion experience, giving time, place, and result.
4. Describe an experience in which you gathered people together to accomplish a task. Include your responsibilities and the results.
5. What is your attitude toward abortion?
6. Do you agree with The Baptist Faith and Message on the inerrancy of Scripture?

7. A total of five references must be returned to the Church Planting Center – one from your pastor, Director of Missions, local church leader, layperson, and friend.

Signature (as shown on Social Security card)

Date

PLEASE ENCLOSE A RECENT PHOTOGRAPH WITH THIS APPLICATION