

# Excellence In Ministry

## Excellence In Ministry Defined

Excellence In Ministry (EIM) is an accountability process that affirms pastors and churches for implementing a well-communicated, balanced, mission driven, spiritual program with a measurable emphasis on reaching the lost.

## Pastor Expectations

- √ Physical, mental, spiritual and emotionally balanced program
- √ 20 hours of continuing education units annually (Guidelines available from Ministerial Department)
- √ Average 10 hours weekly in ministering to the lost
- √ Plan for a weekly pastor's Bible class and regular church school ministry
- √ Written evangelistic plan for each church
- √ Regular communication with the Conference through informative monthly pastor's reports
- √ Yearly administrative interview that meets information expectations
- √ Minimum of one "Excellence In Ministry" church

## Pastor Affirmations

- √ Excellence In Ministry pastors will have \$350.00 each year placed in their Continuing Education bank in **addition** to the \$400.00 every pastor receives.
  - ◆ Pastors may apply for these funds to be used for their personally designed continuing education options. For example: ministry training seminars and experiences, continuing education materials.
  - ◆ It is recommended that some or all of these funds be utilized each year. The remainder may be accumulated for a maximum of three years, in the pastor's continuing education account.
- √ Excellence In Ministry pastors will have a two-day, mid-week personal or family retreat option at Camp MiVoden (subject to availability).

## Conference Administration Expectations

- √ Informative monthly pastor's reports
- √ Annual pastoral interview with administration which includes **five written** presentations:
  - Pastor's personal growth action plan including CEU report
  - Written action plan including a stewardship education plan for each church (voted by the church board or business session)
  - Written evangelistic plan (in addition to the Public Evangelism Budget form) for each church submitted to the Ministerial Department by November 8, 2007. Associate pastors submit their personal contribution to the church(s) evangelistic plan.
  - Evaluation of the previous year's action plan for each church
  - Congregational Profile for each church

Phone: 509 838-2761  
 Fax: 509 838-4882  
 www.uccsda.org  
 Email:  
 dougj@uccsda.org

*Which of you,  
 having one  
 hundred sheep,  
 if he lose one of  
 them, does not  
 leave the ninety  
 and nine in the  
 wilderness, and  
 go after that  
 which is lost  
 until he find  
 it?" Luke 15:10*

## Church Expectations

### UPPER COLUMBIA CONFERENCE EXCELLENCE IN MINISTRY CHURCHES HAVE A

- √ Confident, empowered, and well-equipped volunteer leadership staff
- √ Balanced program designed to meet felt needs with a priority for seeking the lost
- √ Mission that is understood by the members
- √ Voted and well-communicated Action Plan to accomplish that mission

### CHURCH ACTION PLAN SHOULD INCLUDE

- √ Prayer Ministry Focus
- √ Intentional focus on hours per week seeking the lost
- √ Personal Bible studies with non-members
- √ Pastor's Bible Class
- √ Interest list management
- √ Attention and follow-up in reaching the non-members already known to the church (spouses and family members, non-member guests who attend church, church school visitation)
- √ Voted evangelistic outreach plan and budget which includes regular full message evangelism
- √ Mechanism for member training and empowerment
- √ Shared visioning with members and church leadership
- √ Immediate discipleship of new members for ministry involvement
- √ Member's spiritual gifts identification & utilization
- √ Local community needs identification
- √ Method for evaluating action plan implementation
- √ Small group ministry

### Affirmation Process

- √ Those involved in a balanced, focused, spiritual ministry will see rewards in a growing healthy church.
- √ Additional resources are invested in pastors and churches that choose to be Excellence In Ministry Churches to encourage more personal and outreach growth.

## Church Affirmations

- √ Excellence In Ministry churches may apply for \$500.00 or \$5.00 per attending person
  - ◆ Attendance numbers are taken from the congregational & outreach profile worksheet
  - ◆ These funds can be used for any evangelistic activity the church chooses and may be held in reserve at the Conference for a maximum of three years.
- √ Excellence In Ministry churches will receive preference in their application for additional evangelistic funds (see Upper Columbia Conference Evangelistic Fund Distribution Guidelines).
- √ Excellence in Ministry churches will receive a 50% discount for a local church sponsored spiritual retreat weekend at MiVoden (subject to availability, taken within the year following the Excellence in Ministry designation).