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Annual Texas Ministry
ConferenceSM Issue –
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Keep your contact information current. The lifeline of communication to our members is through correct contact information, i.e. key contact names, phone numbers and e-mail addresses. Send all updates to patti@churchco-op.org. Help us keep you informed of the latest in events and savings from our vendors.

Editor's Note: For submitting articles, artwork or comments about this publication, please contact: Patti Malott at 832.478.5131 | patti@churchco-op.org



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From the Director

Several years ago, I committed to obtaining my certification in Risk Management from Cambridge University. I was working full time as a Business Administrator and knew it would require a lot of extra hours of studying but would be beneficial to the ministries I served.

I set a timeline and made appointments with myself to study. Every time I was scheduled to hit the books, I was faced with a myriad of opportunities and distractions—invitations to dine out, social gatherings, favorite TV shows and unplanned events. To stay focused, I had to keep my thoughts on my future goal and desired results. I pictured in my mind the value I would bring to ministries by helping them protect what had taken years to build. At the end of many long months of studying, I was so grateful I had put measures in place to stay committed.

There are many distractions in everyday life and ministry that test our focus. We may stray from personal goals such as losing five pounds or finishing that book we started months ago. We may be diverted by programs or events that sounded good at the time, but we realize later do not fit our mission. To keep from wandering, we must keep our eyes on the goal.

Speaking of focus, one priority the CO+OP has implemented into its strategic plan is building stronger relationships with our members. We don't just want to connect members with vendors. We strive to nurture strong relationships based on trust. It is important for our members to know how much we care about saving them time and money to reinvest into their ministries.

On page 5, you'll see that we have a new team member, Tia Stabenow. Tia serves as our Director of Marketing and brings many valuable skills for developing relationships through social media and other communication channels. You can learn more about Tia on the CO+OP website at churchco-op.org/our-team.

You will also find our entire Texas Ministry ConferenceSM brochure in this issue. Feel free to download extra copies from the TMC website at texasministryconference.org. We have a terrific lineup of speakers who are preparing to share their expertise with you. Register soon, as we have sold out the last two years!

In the meantime, find a comfortable chair and focus on what is to come at the conference on February 20, 2020. We look forward to seeing you there!

Patti Malott
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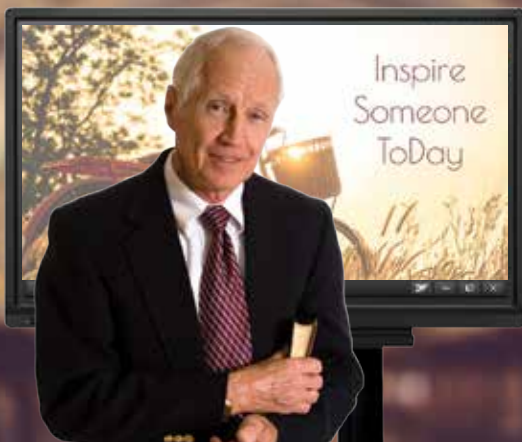
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Focusing on the Right Numbers

by Vonna Laue

I was taking video of my daughter riding her horse recently. The video kept blurring. I realized it was because, in this age of advanced digital technology, my camera wasn't sure where to focus. Should it be on the tree she rode past? Should it be on the fence surrounding the arena? As I followed her motion, there were many "distractions" causing the video to blur.

This illustration is so true when reporting numbers in the church. Should we focus on attendance, life group participation, or decisions for Christ? Regarding our finances, is it important to know we're within budget overall, or should we consider individual line items? To answer these and similar questions, I would borrow a line from my attorney friends and say, "It depends".

The role people play in the church will greatly influence where they keep their focus. This is important to consider as you determine what type of reporting to provide or ask for in your position. It is not appropriate to provide a balance sheet and income statement with attendance numbers for everyone from the person attending the annual meeting to the finance committee chair. Let's consider how roles and reporting should differ.

Church Board – Once the annual budget is approved, Board members typically receive a broad form of reporting. The details are left to committees and staff leadership. Certainly, questions will be addressed and may require additional details, but the reports themselves are presented at a high level. These should typically include the balance sheet, overall budget to actual income statement, cash availability report and dashboard.

The cash availability report may be a new concept. It is simply a calculation that takes the current cash balance, subtracts amounts that are due in the next week (accounts payable and payroll, for example), and then subtracts restricted amounts that are held in the cash balance. The result is referred to as available cash. You can see from this calculation that there could be a significant difference in total cash and available cash. The Board should always be aware of available cash so they don't make decisions based on a balance that can't be spent.

The dashboard report may also be a new idea. That topic is broad and could be handled in its own article. However, in a simple explanation, it is a one-page report that focuses on the key numbers for overseeing the church. The information included should be agreed upon by the readers and should align with the current vision of the church. Items that are often included are the available cash balance, income and expenses actual vs. budget, a breakdown of expense categories (personnel, facilities, ministry, etc.), and attendance trends over

an extended period of time. More specific types of items may include discipleship groups, baptisms, meals served, youth group participation and debt covenant compliance. Dashboard reports usually present much of the numeric information as graphs to help readers understand the data better.

Finance Committee – This committee will delve into the details of the finances more closely. They would receive a more detailed budget to actual income statement reflecting where significant variances may exist and how those are being addressed. This committee also focuses more on the balance sheet, especially areas such as the current state of accounts payable and compliance with debt covenants.

Senior Leadership – The leadership team will typically focus on hands-on and operational areas. Are particular line items over- or under-budget? Are the dollars being used effectively? It's not helpful to be under-budget but miss out on great ministry opportunities where dollars could have been spent and returned a great impact. This group should hold each other accountable to the budget and the strategic plan. They need specific information to be able to accomplish that task.

Ministry Leaders – Leaders such as youth directors or worship pastors need financial information for the areas only where they are responsible. It can be helpful to include financial accountability as part of their job description and performance evaluations. These individuals need to understand the seriousness of that part of their role.

Congregation – This is handled differently by denomination and congregation. Consider what information your congregation needs to have to be fully engaged with the mission of your church, what the Lord is accomplishing, and how they can play a role in that ministry whether by giving of time, talent or treasure.

All numbers tell a story. Be sure you understand what story is being communicated in the reporting presented to various individuals and realize that one size does not fit all when it comes to focusing on the right numbers. ✦

Vonna Laue



Vonna holds her MBA in leadership and HR management and has worked with ministries and churches for over 20 years. She formerly served as partner for CapinCrouse, a CPA firm for not-for-profit entities and Executive VP for a Christian ministry working to enhance trust in the church and ministry community. She is a published author and regional and national conference speaker.

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Focus on Energy Savings

by John Blunt

Recently, we visited with John Blunt, Certified Energy Consultant/Sales Manager for TES Energy, to learn more about how CO+OP Members can benefit from their services. Here are his answers to Frequently Asked Questions:

1. Are you an energy supplier or an energy broker?

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2. How much does it cost me to use your services?

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3. My contract isn't up for another year and a half—when should we talk?

TES can assist you today! Regardless of whether your contract ends in a year and a half or in five years, we can help you with your future energy contract.

4. My church requires 3 bids. Can you be one of them?

Only energy suppliers send bids. As your broker, TES is your advocate. We are the intermediary for compiling all bids received. The general industry rule is that a customer only works with one broker at a time.

5. Can I get 3 different bids from energy companies through you?

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6. How do you get such low rates?

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7. Why should I use you instead of websites like Power to Choose or ChooseTexasPower?

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9. How many CO+OP meters do you currently service?

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10. Am I obligated to use your services if I sign the authorization form?

No, the exclusive authorization form can be voided with a 30-day notice.

As you can see, there is no risk involved and only potential time and money to be saved by contacting TES today! TES actively supports the CO+OP in its focus on helping members reinvest savings back into ministry. ✚

John Blunt



John has over 10 years of experience in electricity procurement and highly-developed relationships within the retail electric provider community. He is skilled at finding the lowest cost by offering the best strategy for each church or school. Contact John in the Dallas office at 866.948.5720 x 103.

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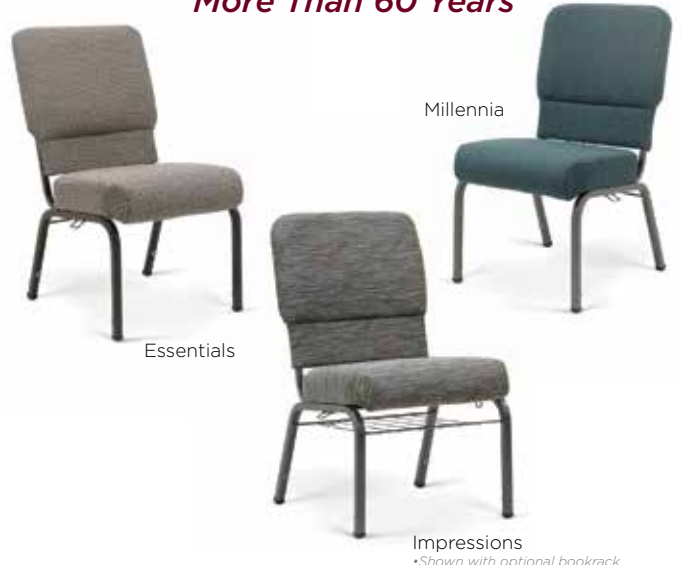
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Get it Right by Clarifying Your Focus

by Nathan Parr

By having this magazine issue in your hands, you are moving in the right direction. We are about to embark on a journey to help energize your ministry, if you are willing. Together We Focus, the theme of this year's Texas Ministry ConferenceSM, resonates with me. In the facility management world, the easiest way to make mistakes is to not know where you should be focused.

All too often, facility stewards move from one "emergency" to another. The phrase "putting out fires" describes many workdays. This has to stop. Not only is it inefficient and unintentional, but it is not sustainable or healthy for the facility team. I propose that instead of putting out fires, we learn the skills and processes that allow us to "clear the brush" and avoid the random destructive nature of recurrent flare-ups.

So, how do we do that? It starts with considering the necessary skills and requirements one needs to be aware of as a facility steward—kind of a 101 class. It's hard to accomplish all you need to do if you don't know all you need to do. Ignorance of safety and security concerns within the facility steward role is not excusable or defensible if something goes wrong. Learning the basics can put into perspective all of the areas you need to consider in accomplishing your mission. Then you can develop ways to incorporate risk management, compliance, safety and efficiency into all that you do. Done intentionally, it does not add more to your already full day—it clarifies your focus.

Learning the broad skills is one thing. One part of the comprehensive skill set is cleaning. As a facility steward, this area can have the most significant impact on the entire ministry. Here is the ugly truth—many organizations are not training their teams correctly or providing the right equipment to have a clean building. There is a science to cleaning, which implies that when you do not understand the science, you are not accomplishing what you think you are. Too often we hear terms like clean, sanitized and disinfected used interchangeably—they are not the same thing. I can have a clean building, yet still be the epicenter of a viral outbreak. Fun times, right? The beauty is that learning the science behind cleaning and implementing a program that creates a clean and safe environment is straight-forward and attainable. All it takes is a little time focused on the fundamentals.

Let's switch gears just a bit. Our ministries, needs and facilities are unique. If done correctly, our facility will be a positive enhancement to the "why" of the church and its ministries. If our facilities are intentional and connected to our unique

DNA, comparing what one church has versus another can be futile. However, knowing how our facility performs and how we maintain it compared to similar operations is a good thing. We are moving out of subjective data and into objective data. Objective data is one of the most powerful tools available to a facility steward. It is what it is. It does not demand you do anything; it merely informs you of where you are. Making positive improvements? That is up to you. Understanding objective benchmarking standards about your facility is necessary to identify potential areas of growth and help you focus on the areas that need it. To successfully understand and utilize benchmarking information, you need to know your facility and have comparative sample data. Do you have that data? Do you have a comparative sample set? I happen to know the latter will be available at the conference this year (shameless plug)!

Finally, what about the future? To be blunt, many church facilities lag in adopting current building integration and automation opportunities. For many, the future is here. However, it would be a poor decision to adopt equipment and integrations just because they are available. Facility stewards must know their facilities and equipment to the level that allows them to select what makes sense now and make the best possible future purchases. There also must be a willingness to learn about systems and how they operate. Service contracts and trusted service providers are great, but having a basic level of understanding of how a system integrates and what it does is a must.

If you are feeling intrigued or overwhelmed, take heart. The Texas Ministry ConferenceSM is just around the corner. Presentations on these topics and more will fill the day! Together, we will focus on what is essential as a facility steward. ✦

Nathan Parr



Nathan is a facility specialist with Cool Solutions Group, where he shares his experience with churches and organizations across the country. He was previously the operations manager for First Baptist Belton, where he still serves as coordinator of the Safety and Security team. Over the years, he has worked in theatrical design, commercial landscaping and contracting,

owned his own construction company, and served in the United States Marine Corps. Nathan holds an MBA and Master of Theological Studies. He is also a commissioned security officer and personal protection officer in the state of Texas.



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Paula Goes to Church

by Daniel Williams

I had just settled into my desk chair for the morning when the phone rang. It was still quite early, so I assumed the matter must be pressing.

“Daniel? You don’t know me, but my name is Paula. I’m calling because I want to thank you for the wonderful Christmas program your church provided last night for special needs families.”

Indeed, the night before our church had hosted a “Special Celebration.” Our worship ministry produces a two-act Christmas musical and drama each year to celebrate the birth of our Savior and share the gospel with our city. For years, they have graciously included an open invitation to special needs families to attend the first performance free of charge. The evening includes a reception prior to the program complete with hot cocoa, coffee and Christmas treats.

“Oh, I’m so glad you and your family were able to join us last night!” I responded.

I wasn’t prepared for Paula’s response.

“No, we weren’t able to attend. We live in a small town in Florida. But I read about it online, and I just want you to know that your Special Celebration gives me hope that one day my family will find a church that loves us.”

As I tried to digest what she had said, she pressed on without pausing. It was clear she was on the brink of tears, and if she stopped to draw a breath, she feared she’d never get her story out. She explained that on the previous Sunday, her entire family had been asked to leave church because of the behavior of her daughter with special needs. Then she dropped another bombshell. This was the third church to ask them to leave.

I spent the better part of an hour listening to her story—the feelings of abandonment, her hopes of being accepted being repeatedly dashed, and the frustration of a family who simply wanted to worship and experience fellowship with other believers. It struck me as a reasonable request.

You might think Paula’s story is unique. Tragically, it is not. While some churches respond with more grace than those Paula encountered, the fact remains that most of the special needs families I encounter have been forced to leave their home churches at some point. Whether by being expressly asked to find another church, neglect, or unfulfilled promises of accommodations that never materialize, most of these families suffer the same outcome.

In 2017, I conducted a survey of 70 megachurches within my own convention to determine how many were intentionally ministering to those with special needs. Only 28% reported having a special needs ministry of any form. Considering the vast resources of most megachurches, I would expect to find this percentage even lower among smaller congregations. In a 2013 study, the *Journal of Religion, Disability and Health* revealed that nearly one-third of special needs families reported leaving their home church because their child was not welcomed. A February 2016 article from *Key Ministry* reports similar findings.

I have drawn two conclusions from the data I’ve studied, the hundreds of special needs families who have shared their experiences with me, and my own journey as the father of a son with special needs. First, special needs families are in dire need of church homes where they are valued, loved and supported by fellow believers. The second is that the church is failing to meet that need.

In John 9:3, Jesus tells us that the man born blind was so “that the works of God might be displayed in him.” He has chosen some to testify to His grace through blindness, lameness or cognitive disability. How is God glorified through that? Through the response of His church to the needs created by disability. By demonstrating love and acceptance of those the world has discarded, we preach His message of salvation and His love for all his children.

The good news is that an increasing number of churches are waking up to the call to love “the least of these.” Churches are finding themselves blessed by warmly receiving these families and looking a bit more like heaven for having done so. If your church is one that welcomes special needs families, thank you on behalf of those you have already blessed and those you will undoubtedly bless in the future. If not, please pray about the day Paula visits your church and ponder how you will receive her and her family. If she hasn’t visited yet, she soon will. ✚

Daniel Williams



Daniel serves as Minister to Special Needs Families at Houston’s First Baptist Church. His passion is helping others heed the call to love and support “the least of these.” Daniel and his wife, Mary Lynn, have three precious kids: Tyna, Mae and David, who has Classic Autism Disorder. Daniel holds his BBA, JD and is pursuing his MAFM in Special Needs Family Ministry from Dallas Baptist University. He

serves on the Board of Directors for Elim Christian School and is a frequent conference speaker on special needs ministry issues. He views disability as a platform to display the works of God (John 9:3).

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The Connected Congregation

by Matthew McKaig

Your church is a place where your congregation meets to join in worship. It is also a place where parents drop off their children and where members of your community band together to support social causes.

Let's face it: The world is changing. In today's digital age, members of your congregation are already accustomed to one-click digital purchases and app-based payments at their favorite café. That's why so many churches are supplementing the collection plate and deploying digital kiosks for a variety of organizational functions.

Why Go Digital?

It's all about CX: normally "customer experience," but in this case "congregational experience." More than 50% of Americans don't carry cash or checkbooks when they go out. Nearly half of all Americans (47%) prefer digital transactions to physical, a rate that's highest amongst millennials, where 60% of church members prefer digital giving. Recent studies have shown that churches employing digital giving solutions tend to see a 15% increase upon adoption, with up to a 165% increase by the second year of use.

Those numbers are hardly miraculous—they're common sense. As a church leader, your goal is to gain the greatest commitment over time from your congregation. To do so takes a combination of shared purpose and awareness of trends so you can meet your congregation in the middle, rather than alienating them by requiring the use of outdated giving methods.

Members of your congregation want to give, so why not let them? There are many solutions available on the market today, from iPad-powered platforms to mobile apps you ask your members to download. We've noticed that one of the most effective options is a highly-visible giving kiosk. A great kiosk is attractive and friendly and serves as a quiet reminder of your church's need for offerings while giving members the opportunity to donate at the time of their choice, using the medium of their choice.

Not Just for Giving

Digital kiosks are an investment in your church, which means they don't have to be used just for giving. Kiosks can be used for signage, event registration, volunteer signups, newsletters and attendance tracking.

One very common use for digital kiosks is for children's check in. Whether used for kids' services, Sunday school or day care, kiosks make it easy to set up a registration database and then print stickers or labels for the kids and receipts for the parents. The parent feels comforted knowing that their church is making every effort possible to ensure their child's safety.

Visible, friendly kiosks are easy to staff, and sticker systems are a great way to demonstrate with action that your church leadership cares about the congregational experience. Better yet, the increase in feelings of trust and security has been shown to increase attendance and family engagement rates. Some new members who see the care and attention you pay to even the youngest members of your community will be quick to tell their friends, which can lead to increased growth in membership.

Going Digital for the Back Office

The best thing about digital kiosks is how good they are at reporting. In addition to increasing your capabilities for receiving donations and increasing engagement, you'll see benefits to all aspects of church life.

Simple event registration will make it easier to budget future activities. Account-based features will help you learn how your congregation stays engaged. Donations are transferred directly with no opportunity for cash or checks to get lost. Congregants will be able to claim weekly donations. Some digital kiosk systems are semi-portable, so you can use them for signage and donations one day and children's check-in the next.

As you can see, the advantages are endless. Every aspect of your operations will benefit—not just from being friendly, but also from being future-proof. The best digital kiosk systems include enclosures that can deploy a variety of tablet models, meaning you can customize them to match your church brand without the need to replace them when you upgrade your technology. Likewise, flexible and customizable software solutions exist which can also be branded and deployed using only the features you want to offer.

Here are the key points to take away:

- Great communities come from great congregant experiences.
- Digital-first is already here. Your congregants expect digital experiences, and they're willing to reward you if you meet them there.
- A great kiosk deployment can help with engagement and streamline all aspects of your operations.
- Tablet-powered kiosks offer the most flexible solutions, and your members already know how to use them.
- You can (and should) make sure every aspect of your giving kiosks aligns with your church's brand.
- A great enclosure investment now will keep you from wasting money when you upgrade or replace your hardware.

If your church is struggling with engagement, or if you want to position yourself as a community of the digital-first generation (and beyond), it might be time to get creative. Create the congregant experience that's right for you today and that will help you move smoothly into the future. ✦

Matthew McKaig



Matt is VP and General Manager at Armodilo Display Solutions. He uses his 20 years of technology management experience to drive a client-first approach to developing trust, creating value and understanding client needs. Matt regularly consults with worship organizations looking to improve their congregational experience through digital touchpoints. Learn more at www.armodilo.com.



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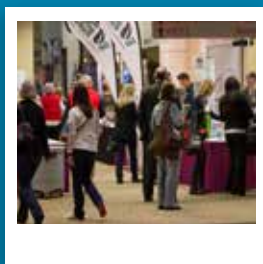
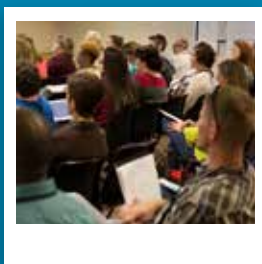


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Keynote Speaker Julie Ness Bell, PhD, is the founder and president of The Mind of a Champion. She has worked with a variety of organizations to improve their Performance Intelligence™ - a concept she developed to help individuals and teams deliver their best performance when it matters.

She combines 20 years of experience as an entrepreneur with lessons from coaching top athletes and executives. Join us on Thursday, February 20 as we learn from Dr. Julie how to focus and develop The Mind of a Champion.

Personnel & Human Resources

Employment 101 for Small Organizations and Ministries – Jessica Mason & Michael Ryan (Session A, C)

While small employers may be exempt from certain regulations, state and federal laws still impose strict requirements for compliance. Attendees will develop a deeper understanding of the various state and federal employment and labor laws applicable to their small ministry/business, gain confidence that they can recognize major compliance issues and legal pitfalls, and recognize ways to be proactive in maintaining compliance with employment and labor laws as their ministry/business grows.

Employee Handbooks and Policies – Gayla Crain (Session A, B)

Some ministry leadership do not like HR policies. They don't believe that employment laws apply to them. They are wrong! Employees need structure. They need to know the rules and their employer's expectations. Handbooks are a must in today's work environments. Learn about the basic policies you should have and why.

The Ins & Outs of Minister Tax Issues – Sandra Fowler (Session A, B)

Attendees will learn to define who is a minister according to both the Department of Labor and Internal Revenue Service definitions, gain a better understanding of the dual tax status unique to ministers, and correctly designate and account for the minister housing allowance. We will also discuss employee business expenses and their deductibility as it relates to ministerial employees.

Medicare Made Clear – Michelle Feagin (Session A, B, C)

This workshop provides basic information about Medicare for human resources professionals, individuals considering Medicare enrollment, and caregivers for parents. Learn about the parts of Medicare, enrollment and coverage options. The workshop is interactive and includes time for Q&A.

The HR Auditors Are Coming: What to Do and What to Know – Jessica Mason & Michael Ryan (Session B, D)

Department of Labor and I-9 audits are occurring frequently across all industries. Learn how to proactively achieve compliance with employment and labor laws before facing an audit, recognize the major components and legal considerations inherent in common governmental audits, and gain confidence in how to react and respond when the auditor is at the door.

What's Hot in HR – Gayla Crain (Session C, D)

What types of employee leave are required by law? If we develop additional leave policies, what laws will apply? Does #metoo happen in ministry? My pastor says it doesn't. How do I pay employees lawfully and address harassment and bullying? Retaliation happens all the time. Learn to combat complaints of retaliation and discrimination and other hot topics.

How to Stay Above the Fray God's Way – Dr. Stephen Trammell (Session B)

Relational strain can be a drain. How do you navigate relationships that tend to be somewhat toxic at times or even cause you to live in the reality of being separated, together? You feel the pressure to be a team player and be productive in an environment that pulls you down. In this session, we will explore how to stay above the fray God's way.

Additional workshop content and speaker biographies can be found online at TexasMinistryConference.org.

Finance, Tax and Legal

Making Numbers More Desirable – Vonna Laue (Session C, D)

Not everyone who reads financial reports is a numbers person. A dashboard report displays both financial and nonfinancial data in a way that engages all readers and focuses on what's most important. In this session you will learn how dashboard reporting can be used, identify key information for your organization, and understand how to present this data in a clear and concise manner.

What Does the Board Need? – Vonna Laue (Session A)

Board members need the right information to make the right decisions. How can we help meet the needs of our organization's governing Board and sub-committees? In this session, you will learn techniques for communicating effectively with the Board, explore different reporting models, and consider how your role supports the Board.

Answers to Ministry Finance Questions You Want Answered – Vonna Laue (Session B)

There are many unique issues related to church and ministry finances. This interactive session will allow you to interact with others who have similar responsibilities and challenges, get answers to general questions related to ministry accounting and tax issues, and understand how recent changes in accounting standards, tax laws and court cases may impact your work.

9 Essentials of Avoiding Fraud – Michael Martin & Nicole Wallenfelsz (Session C)

Fraud and misuse of financial resources can create sensational news—and not good news. Sadly, the result is a loss of credibility and a diminished witness of the Gospel in the sight of skeptics—not to mention the loss of effectiveness. While not all fraud can be prevented, ministries should understand the areas of highest risk, establish internal controls to avoid embezzlement, analyze weaknesses in controls and document recommended improvements, and create a fraud action plan.

Recent Developments from Capitol Hill, the Courts and Beyond – Michael Martin & Nicole Wallenfelsz (Session B)

In our fast-paced and ever-changing world, it can be difficult to keep up with the latest trends impacting our ministries—from new legal issues to evolving political dynamics and more. Join this discussion to gain professional insights and tips for facing the new ministry realities of 2020. Attendees will be able to update their leadership on developing policy issues, analyze the potential impact of the 2020 midterm elections, and discuss the challenges and ramifications of recent litigation.

DIY: How to Prepare Financial Statements – Ashley Voss (Session B)

If you have never prepared financial statements or want to improve the ones you use, this session will give you the tools! We will discuss the four key financial statements, the four key supplementary reports, and the four key presentation tools for delivering financials to your executive team and Board.

DIY: How to Conduct an Internal Audit – Ashley Voss (Session A)

Looking to conduct an internal audit of your organization's accounting and finance processes? Using time-tested techniques and practical wisdom, we will show you how to conduct a basic internal audit of your organization, efficiently and effectively. Note: This class is designed for non-CPAs.

Standing in the GAAP: Accounting Update – Ashley Voss (Session C, D)

What are today's generally accepted accounting principles (GAAP)? We'll discuss the core financial accounting standards that affect all nonprofits, the newest accounting guidance from FASB and the AICPA, and accounting requirements to prepare for in the near future.

Financial Freedom: Budget Your Way Out of Debt – Mathew Paul (Session B, C)

Are you living paycheck to paycheck? Have you ever wondered how to be debt-free? Are you worried about your finances if we head into another economic downturn? By the end of this Biblically-based workshop, attendees will be introduced to several types of debt and the danger of living with them, the step-by-step process of becoming debt-free, and four major budgeting tools. We will walk through a live budget demonstration you can begin following the next day.

7 Church Financial Metrics Worth Tracking – Rick Cadden (Session B)

Great leadership and great decisions start with great data. In this session, we will explore seven tracking charts that tell a story. Each chart builds on each other and will give you important financial metrics that you can use to see where you have been and where you are going financially in the church. Each participant will receive a workbook to use in class and refer to later in their church setting.

Understanding Copyright Law: Audio, Visual and Other Copyrighted Works – Terrell Miller (Session A, C, D)

A copyright protects creative works of authorship and governs the rights to reproduce, perform and distribute them. To avoid infringement of rights and costly copyright lawsuits, learn how and when you can use the works of others, and whether it is protected fair use or requires permission from the owner. Explore examples of how and when songs, scripture lessons, musical hymns, pictures, theatrical plays and other original works may be used, performed, modified, broadcasted and shared online.

"Of all the conferences we have attended, the Texas Ministry Conference is by far the most practical. We have attended since 2013 and every year we leave with something that is immediately implemental. The first year we only brought our Executive Staff. Now we include almost every employee of our church, mission and school leadership. Thanks for such a valuable resource!"

Dr. Bruce Northam, Senior Pastor
Clay Road Baptist Church

Stewardship

Money: Why and How to Talk About It in the Church – Greg Morris (Session A, C)

In the church, we should never talk about money just because we need to fund something, but rather to help people be fully surrendered to Jesus. Too many Christians today see their faith and finances as parallel journeys, not as a single, merged journey. Until we unite them, there is a gap in our faith. We'll talk about why you must talk about money and how to do it in a way that is faith-based, not guilt-based.

How to Develop, Cast and Fund an Effective Vision – Greg Morris (Session B, D)

To be the church God has called us to be, vision is non-negotiable. Proverbs 29:18 says, "If people can't see what God is doing, they stumble all over themselves; but when they attend to what he reveals, they are most blessed." Vision is not just important to us—it's important to God and those who call our churches home. Learn how to develop your vision, share it with your church family, and more effectively fund your church's vision.

Moving from Dream to Reality – Mark Slabaugh (Session A, B)

Should we set goals or solve problems? Shoot for the stars or be realistic? This updated workshop will uncover practical next steps for you to move forward toward the dream God has given you for your church.

Preparing Your Church for a Capital Campaign – Doug Clark (Session C, D)

There are many common pitfalls in the capital campaign journey that result in a less than ideal experience for the church. This session will walk through designing a season of preparation and anticipation for the passionate pursuit of God-inspired vision. This session has been expanded and updated for TMC 2020 with resources and examples only available to workshop attendees.

Leadership & Ministry Development

Women in Ministry – Amy Cargle (Session C)

The number of women in ministry leadership roles is on the rise, but has the culture kept up with this growth? This panel of women will discuss their experiences serving in various ministry roles, including pastor, administrator, finance director and marriage ministry director. They will explore the role of women in ministry leadership, the importance of mentoring, overcoming challenges, and finding balance and support.

Beyond Servant Leadership: How Various Leadership Styles Impact Your Ministry – Amy Cargle (Session D)

One of the most commonly discussed leadership styles is servant leadership. However, one size does not fit all. This workshop will examine diverse leadership styles, including transformational, servant, charismatic, authentic and transactional. You may demonstrate all of these styles or just one. Understanding various leadership styles can help you impact your ministry, connect with and inspire your staff, handle difficult situations, and lead your team and members more effectively.

Headline-Proof Your Ministry: 10 Integrity Tips – Michael Martin & Nicole Wallenfelsz (Session A)

Your ministry is under the microscope. In today's era of soundbites and social media, perceptions have the power to bring your ministry's mission to a screeching halt. Learn 10 tips for demonstrating the highest standards in board governance, financial management and stewardship. Attendees will be able to spot major pitfalls causing ministries to stumble, enhance trust by incorporating integrity standards into your ministry, and create opportunities for communicating your commitment to integrity to givers.

Relevant Discipleship Coaching – Nelson & Pam Roth (Session B, D)

Imagine what it might look like to carry out the Great Commission on a daily basis. Relevant Discipleship is the coaching approach that leads to transformation and multiplication. It is the pathway inspired by the chronological stages of Jesus' ministry as discussed in Nelson's book, *Relevant Discipleship Pathway*. Attendees will take away a practical and Biblical method to be a disciple maker, using techniques that lead to life-changing conversations and the ongoing process of discipleship.

Transformational Coaching Model – Nelson & Pam Roth (Session A, C)

The Transformational Coaching Model facilitates the process of coming alongside a person or team to help them discover their preferred future with a plan to move forward. It is principle-based, capturing responses from Nehemiah's challenge of rebuilding the wall around Jerusalem and as described in Nelson and Pam's book, *Nehemiah Response: a coaching model*. Walk away confident about having coaching conversations with others, self-coaching, and the realization of transformation.

Intelligent Growth Strategies for Building Programs and Campaigns – Pete Ed Garrett & Nathan Artt (Session A, B, C)

Building expansion programs are the largest capital investment a church will undertake. Having financial certainty early in the process reduces anxiety. Successful church programs develop building initiatives around financial strategies leveraged from the private equity market, rather than creating financial budgets based on a building program. Experts from Studio RED Architects and Ministry Solutions will delve into these strategies and the resulting programming, master planning and concept design process.

Additional workshop content and speaker biographies can be found online at TexasMinistryConference.org.

Leadership & Ministry Development (continued)

Background Checks: What You Need to Know to Protect Your Ministry – David Rogers (Session A, D)

Join Protect My Ministry as they discuss recent U.S. trends in background screening. A review of over 1.6 million church background checks was eye-opening and alarming! Make sure you're not missing critical data that could endanger your members. Learn how to determine if you are running the correct background check, best practices for child protection policies, common myths and beliefs, what you need to know about the FCRA, and what technology can do to improve your process.

The Untapped Opportunity: Special Needs Families – Daniel Williams (Session A)

Families with special needs are desperate to find a church that will love and embrace them. This session is intended to introduce churches to the need for special needs ministry and provide a primer on starting one. Attendees will learn what constitutes a special needs family, what they need from the church, the current state of the church's response to their needs, and how embracing these families can impact your church.

Understanding the Special Needs Family – Daniel Williams (Session B)

The families of those with disabilities differ from the typical family. Gain insights into those differences, why they exist, and how friends, family and the church can better support the "least of these." Attendees will learn what special needs families want you to know, what you shouldn't do when encountering them, what you should do to embrace and support them on their journey, and God's purpose in disability.

Dealing with Criticism in Ministry – CJ Malott (Session C)

Working on a church staff is filled with countless rewarding experiences, from the simple joy of serving our Lord to shepherding His people. Working at church is also about people, and with people comes criticism. Criticism can be public or private, about programs or personalities, and seasonal or consistent. We often take criticism personally. How we respond says a lot about us and how we will move forward professionally. We will look at ways to deal with and overcome criticism when it happens.

Church Security: Is Your Church Safe? – Panel facilitated by Scott Farrar (Session A)

Learn how to proactively create or enhance your church's security plan to respond effectively in emergency situations. Discuss the delicate balance of extending grace while managing risk. Bring your security-related questions to our experienced team and leave with helpful approaches for protecting your congregation.

Integrating Faith and Work – Son Vuong & Tommy Smith (Session B, D)

Your church is filled with people who love God, but they may struggle with how to bring a Christian perspective to their daily work. How can we help them connect their faith with their work? Attendees will gain an understanding of the objectives and goals of business leaders in their congregation, insight into challenges that business leaders face in today's post-Christian culture, and practical ways to help them integrate faith and work.

Personal & Spiritual Development

The World Needs Your Story and Testimony – Arlen Busenitz (Session A)

Your struggles and victories can be a tremendous blessing to others. God guides us through challenges so we can encourage others in similar situations. Learn to share your testimony about how you met Christ and He has worked in your life. Attendees will bring together several powerful stories from their past, use a proven formula to craft their testimony, learn three keys to overcoming fear and becoming a better speaker, and leave with a powerful three-minute story to share.

Help! I Have a Big Decision: What Do I Do? – Arlen Busenitz (Session B)

Learn seven principles for making wise decisions, discerning God's will, and having courage to take the next step. Arlen uses scripture to illustrate these points and how they helped him decide what to do after college, find his spouse, lead a church through a name change, switch careers and move his family across the country. Save time and heartache by recognizing God's voice, finding your calling, knowing what to do when He is silent, choosing between two paths, and living by faith and not fear.

Stopping Bad Habits and Building Good Habits – Arlen Busenitz (Session C)

Arlen pulls from the wisdom of God's Word and the latest scientific research to help you overcome bad habits and replace them with good ones. From losing keys to getting focused, to time management, health, relationships and more, this practical presentation will equip and empower you. Learn how simple choices compound for massive results, why most people fail at changing habits, what triggers habits, the power of grace to change, and how to hack your environment to make change easier.

How Selling Rocks Prepared Me for Life and Ministry – Arlen Busenitz (Session D)

At age 18, Arlen started selling rocks and earned enough money to pay for college, his first car, and 13 visits to the chiropractor. God used this experience to teach him valuable lessons for thriving as a pastor and in life. Arlen uses stories and scripture to share key principles for success, including getting out of your comfort zone, experiencing growth, which attitudes and character faults to avoid, and knowing when to quit and when to persevere.

Finding Joy in the Midst of the Chaos – Amy Cargle (Session B)

Some days, everything goes as planned and nothing can throw you off your game. Other days are chaotic and nothing happens as you expected—personnel, technology, meetings, unread emails, air conditioning units! There are many distractions that can rob us of the joy found in ministry—in building God's Kingdom and discipling our staff. We will explore how to rejoice when feeling overwhelmed and stressed and find joy in the midst of chaos.

Personal & Spiritual Development (continued)

How to Order Your Life to Honor God and Benefit Others – Dr. Stephen Trammell (Session C)

You are structured for the results you are getting. What needs to change in your daily rhythm to bring order and simplicity? In this session, we will explore how to be proactive in your decision making to reflect the heart of God. God is a God of order. Let's explore healthy habits that will honor God, benefit others and make your life better.

Healthy to Serve: Body, Mind and Spirit – Lisa Hernandez (Session C, D)

How does what we eat affect our body, mind and spirit? We will explore God's diet vs. man's diet, along with four biblical principles for healthy eating. Attendees will walk away able to compare other diets to God's diet, make healthier food choices, and implement an action plan based on what they've learned.

Trading Places: The Challenges and Triumphs of Caring for the Elderly – Pam & Ron Nitchie (Session B, D)

Are you now caring for a parent—the one who once cared for you? Finding yourself in a caregiver role can present many new challenges. In this workshop, we will explore issues the elderly face as they age, as well as those that confront the caregiver. Attendees will be given practical and creative tools to enhance their caregiving experience and be able to identify available community resources.

Take a Break Before You Break: Caring for the Caregiver – Pam & Ron Nitchie (Session A)

Caring for others is a privilege that Jesus modeled for us throughout His ministry on earth. How can something that is supposed to be a blessing become such a difficult load to bear? Attendees will understand the causes, symptoms and complications of caregiver or "compassion" fatigue, identify when they or others are suffering from it, and learn practical measures for balancing caregiving with caring for themselves.

Operations & Facilities

Reading, Negotiating and Editing Facilities-Related Contracts – Carter Bliss (Session C, D)

So, you've found the perfect vendor! The only thing left to do is sign the contract. There's really no need to read it—it's just a formality, right? Learn how to identify and avoid the most common loopholes and pitfalls that can come back to bite you, edit a contract to shift the burden of responsibility to the other party, and negotiate a contract to achieve the greatest advantage for your organization. We'll look at real-world examples and ways to ensure contracts are mutually beneficial.

Getting the Most from Your Blue-Collar Workforce in a Tight Labor Market – Carter Bliss (Session A)

In today's tight labor market, it is increasingly difficult to attract and retain a talented blue-collar workforce while staying within budget. In this workshop, we'll discuss low and no-cost ways of achieving this. We'll explore cultural differences and how to use these to your benefit. We'll also discuss how to motivate your workforce to achieve unprecedented efficiencies and how to overcome the "it's good enough" philosophy.

Facilities Roundtable – Doug Rogers & Rick Burdon (Session B)

Join us for a group discussion on practical issues that matter to any facility manager. Topics may include volunteer development, energy savings, janitorial items you can't live without, why you need a CMMS, security technology, benefits of joining the National Association of Church Facility Managers (NACFM) and more. Bring your questions, share your knowledge and network.

What Language Is Your Building Speaking? – Bruce Woody (Session B)

Every building tells a story. Storytelling is visual and your building is the medium—what does it say? It will either engage or detract from your intended mission/purpose. We will explore how using your facilities as the visual medium for telling your story (purpose) is vital to a successful ministry. Discussion will include the importance of designing to your marketplace, creating clarity of purpose, using vivid imagery, and revitalizing when necessary.

How to Create Family-Friendly Spaces for Reaching People – Bruce Woody (Session C)

There are broad areas of ministry that are common across all traditions—Worship, Fellowship, Education, Recreation. How do you design these spaces to be family-friendly and reach different demographics? From First Impressions to the Worship experience (and everything in between), we will discuss how to design family-friendly, ministry-driven spaces and create authentic and relevant experiences for cultivating community and personal relationships.

Construction: Don't Panic! You Have Options! – Michael Doddridge & Nick Cooper (Session A, C)

In this time of record church growth, knowing the best approach to fit your project is important. This interactive discussion will address conventional construction delivery project methods and current trends in the faith-based market such as Integrated Project Delivery (IPD). Attendees will gain new insight to help their team navigate the unforeseen obstacles of expansion, addition and site updates.

How to Survive and Thrive During Construction and Renovation Projects – Glenn Wood (Session A)

It is possible to survive, and thrive, while leading a church construction or renovation project. Learn from Glenn's real-world challenges and successes in managing all sizes and complexities of projects, from a single office renovation to a 2,500-seat sanctuary construction. Attendees will explore how to plan, organize and lead a project and live to tell about it!

Benchmarking: How Does Your Church Operations Compare to Other Churches? – Nathan Parr (Session D)

We all try to be resourceful and cost-effective. Every dollar we save in one area allows us to invest in another. To know where you can improve, it is beneficial to see how you compare to other facilities that operate similarly as you. In this session, we will review the results of a national church facility-focused benchmarking project and share what we found. We will look at national averages as well as results for more targeted square footage numbers.

Operations & Facilities (continued)

How Clean is Clean? – Nathan Parr (Session B)

It is reasonable to state that everyone wants a clean facility. Unfortunately, it is also reasonable to say that the definition of what “clean” means varies from facility to facility. This session will look at defining clean in the most objective terms and detailing ways to ensure your teams have the best chance of achieving true “clean”.

Integration (and Automation) is the Future: Major System Integration – Nathan Parr (Session A)

The systems we use to operate our facilities are becoming more interconnected every day. Facility stewards who want to be effective and efficient in their operations are integrating and automating as much as they can. This session will explore what integration means and the best way to consider systems and products for the future.

Facility Management 101 – Nathan Parr (Session C)

What are the basic skills a facility steward should possess? This session is designed for audience participation. Come with your questions, thoughts and ideas. We will discuss means and methods to be more competent and successful in facility stewardship and connect with each other to strengthen our peer support.

Facilities Budgeting – Panel facilitated by Doug Rogers (Session C)

Do you struggle with creating a facilities budget? Ever feel like no one is listening? What do decision makers really want to know when it comes to the final budget? What are some best practices for keeping up with your budget on a daily basis? Join us and hear from executive ministers, church finance elders, pastors, and veteran facility managers as they address some of the nuts and bolts of church budgeting.

Children, Youth & Schools

Addictions in Social Media – Jonathan Smith (Session A)

Raising kids and working with youth can be challenging with all the technology they know how to use and you don't. Get an overview of the latest technology trends for young people and learn how to respond and help those in trouble using the truths found in God's Word.

Protecting Schools from Emerging Risk – Paula Burns (Session C, D)

This interactive discussion will cover top risk management topics such as cyber/social media, sexual misconduct prevention (especially youth-on-youth), liability in employment practices, international travel, and emergency preparedness plans.

School Security: Keeping Our Students Safe – Panel facilitated by Bryan Robinson (Session B)

Today's news is full of disturbing stories of school shootings and other campus security issues. How do we protect our students and staff in these emergency situations? Learn proven methods from security experts, including representatives of Klein ISD's exemplary KeepKleinSafe program, so you can effectively address the four phases of emergency management: prevention, preparedness, response and recovery.

Creating a Special Needs-Friendly Student Ministry – Daniel Williams (Session D)

Disabilities do not disappear after elementary school. There is a critical need for student/youth ministries to understand and embrace special needs teens. This session is designed to help you recognize the need for accessible student ministry for special needs teens, address common barriers within the church, learn practical strategies for embracing these students, and appreciate the benefits to your entire student ministry and church for doing so.

Elevating Your Special Needs Ministry – Daniel Williams (Session C)

Special Needs Ministry (SNM) takes many forms and flavors. This session is designed to confirm the things you are doing well in SNM and establish objectives for conducting ministry more effectively and meeting greater needs. Attendees will gain an understanding of the various types of SNM formats, a six-stage model for enriching your ministry, and practical steps for growth in each stage.

Bringing Peace to Our Classrooms and Homes – Peggy Osborne (Session A)

The fruit of peace is sought after by parents as well as classroom teachers. What can we do to create a peaceful environment? What about peace between children? Is this even possible? Yes!

Making Bible Stories Come Alive! – Peggy Osborne (Session B)

What strategies can be used to make Bible time exciting? How can we help make Bible stories “stick”? Join us as we talk about music, activities, movement, tone and expression. All of these work together in making a memory...whether it is a Bible story or other circle time theme.

Children, Youth & Schools (continued)

The Importance of Love Through Connection – Peggy Osborne (Session C)

Children are growing up in homes which are no longer providing face-to-face connection. Do you know why this connection is important? Join us as we talk about the physical chemistry that occurs when we connect with our kids and the benefits resulting from that connection. Plus, gain helpful strategies to accomplish this all day long in the classroom.

Circle Time Fun – Peggy Osborne (Session D)

Do you want to spice up your circle time? Would you like to have different kinds of circles during the day? Did you know that you can strengthen social/emotional skills as well as academic skills during circle time? These and other strategies will be discussed in this fun session.

Boys! Boys! Boys! – Lauren Blaschke (Session A)

What are the needs of boys in our homes and classrooms? How are their needs different from those of girls? Join us as we discuss this important topic.

Brain-Based Basic Training – Lauren Blaschke (Session B)

What is the most effective, brain-based type of training to use with children so that when we teach, they really can hear and obey? What are the best brain-compatible strategies? What does the Bible say about training?

Tantrums to Teachable – Lauren Blaschke (Session C)

What do I do when a child melts down? How can I begin to lay a new neural pathway in that child's brain and provide acceptable options to express emotions when the world does not go his or her way? Does the Bible say anything about our emotions and give us any guidance? Join us as we discuss these and other questions.

The Preschool Scientist – Lauren Blaschke (Session D)

So much of what we do in the preschool classroom revolves around science. We explore nature, talk about our senses, and use a magnifying glass...but what about chemistry? Do you have any young chemists in your classroom? Join us for a fun exploration of chemistry in the classroom...with actual experiments!

College & Single Adults

Starting a College Ministry from Scratch – Paul Calcote (Session C)

Learn how to start a college ministry, develop a leadership team, and find more information about college ministries via podcasts, Facebook groups, books and blogs. Attendees will walk away with a practical step-by-step plan to find, reach and disciple college students in their church, community or city.

10 Steps to Take Your College Ministry from Good to Great – Paul Calcote (Session D)

Attendees will build on what they learned in the Starting a College Ministry from Scratch workshop. We will discuss 10 steps to take your college ministry from good to great, including spiritual formation, understanding faithfulness and success, teaching and planning well, building relationships, creating memories through mission trips and retreats, leveraging social media, assimilation into the larger church context, and making it fun!

Relating, Dating and Marrying – Steve Crain (Session C, D)

Young people today want to have godly relationships, but many have grown up in broken homes and lost hope. They are taking their cues from a world marked by divorce, absent parents and changing morality and need direction and support. The first institution the enemy attacked was a marriage between a man and a woman. Today, he has set out to corrupt the minds of those who would even consider marriage. Our youth need strong role models like never before. Attendees will learn to instill confidence in Biblical principles and prepare the next generation.

Next Steps to a Sustainable Single Parent Family Ministry – Holly Crain (Session B)

In the U.S. today, there are nearly 15 million single parents raising over 22 million children and 300% more single moms than in 1960. Identifying these families and establishing a pathway to church is critical. Two reasons single parent families do not attend church are perceived judgment and feeling like "the odd man out". Attendees will understand obstacles of the single parent family, the ministry's purpose, and walk away with a simple ministry plan for these families.

Reaching and Engaging Single Parent and Blended Families – Holly Crain (Session A)

The U.S. has moved from mostly traditional married couples raising their children to a diverse family structure. 50% of adults are single and 1/3 of all marriages form a stepfamily. Single parent families tend to stay in the shadows, hoping not to be noticed. Blended families look like a traditional family, but they aren't. When we open our doors and acknowledge, accept and minister to these families, they begin to heal and find the unconditional love of Christ they are looking for. Learn to identify key dynamics of single parent and blended families and practical ways to engage them in family ministry.

Additional workshop content and speaker biographies can be found online at TexasMinistryConference.org.

Communications, Social Media & Technology

Internet and App Safety – Jonathan Smith (Session B)

Learn to use technology to manage technology. How do we teach responsibility and provide accountability through technology? Join us for a discussion of what tools are available and how to use them to do more than just spy on your kids.

Managing and Empowering Staff to Work Remotely – Panel facilitated by Nick Nicholaou (Session D)

Church teams are an increasingly mobile workforce. How do you manage a workforce that often doesn't work onsite? What are the benefits to the church? What technologies work best? What HR and legal issues exist? Bring your questions!

Office 365 in The Cloud – Jonathan Smith (Session C)

Learn how Office 365 can meet all your file storage needs for both private and shared drives. Get virtually unlimited storage space, secured in The Cloud and accessible from anywhere. Never buy a storage area network (SAN) again and provide greater remote access than ever before. Works for MAC, Windows and mobile devices, can use Active Directory permissions, includes tools such as Teams, Sway and Whiteboard, and much of it is free!

IT Game Plans for Successful Ministry – Nick Nicholaou (Session B)

Church IT teams and those responsible for leading them receive lots of feedback about how to accomplish their tasks. Some input is credible and can work—some is not. We'll objectively discuss ideas that will actually help in areas such as decision making, policy setting, volunteers, insourcing and outsourcing, retaining IT staff, Windows vs. macOS, Bring Your Own Device (BYOD), WiFi and the security sweet spot.

Avoiding Data Theft and Identity Fraud – Nick Nicholaou (Session C)

Every year more people have money stolen or—even worse—have their identity stolen. Surprisingly, the most vulnerable are those aged 20-59. In 2016, the FBI received nearly 300,000 complaints of cybercrime. The total loss in the U.S. was over 1.3 billion dollars! Learn the most common fraud tactics, what latest trends indicate, and how to protect yourself and your family, church and congregation.

The Cloud: Open Q&A – Nick Nicholaou (Session A)

Everyone's talking about The Cloud. They say your church is in The Cloud, but what does that mean exactly? We'll answer your questions about what The Cloud is, how it works, the pros and cons, and what it really costs. Bring your questions—we have answers!

Microsoft Teams: The Central Hub of Office 365 Collaboration and Communication – Chris Green (Session B)

Microsoft Teams is a communications platform enabling workgroups to collaborate more efficiently. It operates as a hub for your workgroup, offering file storage, instant messaging, discussion and real-time collaboration on documents. Churches with multiple campuses or remote workers can take advantage of quick and simple video conferencing, included with most Office 365 subscriptions. Some churches are using Teams to replace their phone system. Come learn about this exciting new tool!

Leadership Training: Now Streaming! – Tommy Smith & Son Vuong (Session A, C)

Are you ready to bring your leadership training into the 21st century? As leaders, we want to help our teams improve, but finding engaging material can be challenging. Attendees will gain a greater awareness of their leadership style and how it affects their teams, a better understanding of the importance of how leadership affects healthy communication, and practical tools to utilize technology for better communication and to reinforce their church's vision.

MS Excel: Tips and Tricks – Glenn Wood (Session B)

Learn to save time and work more efficiently by using new Excel skills and techniques. Attendees will walk away with a detailed handout, practical applications, and new functions and tricks to amaze their boss and fellow staff members. Bring your questions and try to stump the Excel guru!

Church Software: Should I Stay or Should I Go? – Glenn Wood (Session C)

If you ask most church leaders, there is at least one software program they don't like and want to change. Sometimes changing software isn't the correct answer. We'll explore when is the right time to change, how to select the best option, ways to implement new software, and how to get your staff on board with the change.

ShelbyNext Financials: Ad Hoc Reporting and Pivot Tables – Alfred Johnson (Session A, B, C)

During this presentation, you will learn how to pull data from ShelbyNext Membership and ShelbyNext Financials. You will also learn how to use data to create Pivot Table reports along with an accompanying graphical chart.

The Importance of Having a Totally Integrated Solution – Jim Weaver (Session A)

We are surrounded by data, but does it provide an integrated view of each person's involvement across the ministries of our church? Most churches are plagued with silos of fragmented data. We'll explore best practices among churches that have turned their data into meaningful ministry information. Discover the practical steps to empower your church with instant access to a 360° view of each person's involvement.

Assimilation: Going from Guest to Disciple – Jim Weaver (Session B, D)

How does someone go from first-time guest to fully engaged? Learn how to define your assimilation process and use FellowshipOne to manage each step in the process. In this session, we will explore ways to clarify the Guest-to-Disciple process, map unique milestones, and gauge progress. Finally, we'll apply this learning to a real-world situation to see how this process works and what it can teach us.

How to Improve Your Online Giving – Kacie Frazier (Session A, B, D)

This workshop will cover not being afraid to talk about giving, online giving software, effective ways to communicate why people should give, how texting affects giving, the importance of follow-up to future generosity, having a plan for legacy givers, creating a communication calendar, millennial givers and engagement techniques, plus time for Q&A.

Data Privacy and Cybersecurity in the Church – Chris Dolan (Session A, B)

Data leaks, hacks and phishing—oh my! Housing sensitive data electronically has created a minefield of potential for people with bad intentions. Many churches are vulnerable and don't realize it. Fortunately, best practices exist to keep data safe, if staff members are taught to recognize and combat attacks. Learn why churches are particularly vulnerable to hackers, methods used to access your data, and how to create a culture of security among your team.

Schedule

7:30 - 8:30

Registration, Continental Breakfast & CO+OP Alley Opens

8:30 - 8:45

Welcome & Door Prizes

9:00 - 10:15

Session A Workshop Topics

Speaker

A-1	Employment 101 for Small Organizations and Ministries	Jessica Mason & Michael Ryan
A-2	Employee Handbooks and Policies	Gayla Crain
A-3	The Ins & Outs of Minister Tax Issues	Sandra Fowler
A-4	Medicare Made Clear	Michelle Feagin
A-5	<i>No Workshop This Session</i>	Dr. Stephen Trammell
A-6	What Does the Board Need?	Vonna Laue
A-7	Headline-Proof Your Ministry: 10 Integrity Tips	Michael Martin & Nicole Wallenfelsz
A-8	DIY: How to Conduct an Internal Audit	Ashley Voss
A-9	<i>No Workshop This Session</i>	Mathew Paul
A-10	<i>No Workshop This Session</i>	Rick Cadden
A-11	Understanding Copyright Law: Audio, Visual and Other Copyrighted Works	Terrell Miller
A-12	Money: Why and How to Talk About It in the Church	Greg Morris
A-13	Moving from Dream to Reality	Mark Slabaugh
A-14	<i>No Workshop This Session</i>	Doug Clark
A-15	<i>No Workshop This Session</i>	Amy Cargle
A-16	Transformational Coaching Model	Nelson & Pam Roth
A-17	Intelligent Growth Strategies for Building Programs and Campaigns	Pete Ed Garrett & Nathan Artt
A-18	Background Checks: What You Need to Know to Protect Your Ministry	David Rogers
A-19	The Untapped Opportunity: Special Needs Families	Daniel Williams
A-20	<i>No Workshop This Session</i>	CJ Malott
A-21	Church Security: Is Your Church Safe?	Scott Farrar, Facilitator
A-22	The World Needs Your Story and Testimony	Arlen Busenitz
A-23	Data Privacy and Cybersecurity in the Church	Chris Dolan
A-24	<i>No Workshop This Session</i>	Lisa Hernandez
A-25	Take a Break Before You Break: Caring for the Caregiver	Pam & Ron Nitchie
A-26	Getting the Most from Your Blue-Collar Workforce in a Tight Labor Market	Carter Bliss
A-27	<i>No Workshop This Session</i>	Doug Rogers & Rick Burdon
A-28	<i>No Workshop This Session</i>	Bruce Woody
A-29	Construction: Don't Panic! You Have Options!	Michael Doddridge & Nick Cooper
A-30	Integration (and Automation) is the Future: Major System Integration	Nathan Parr
A-31	Addictions in Social Media	Jonathan Smith
A-32	The Cloud: Open Q&A	Nick Nicholaou
A-33	How to Survive and Thrive During Construction and Renovation Projects	Glenn Wood
A-34	Bringing Peace to Our Classrooms and Homes	Peggy Osborne
A-35	Boys! Boys! Boys!	Lauren Blaschke
A-36	Reaching and Engaging Single Parent and Blended Families	Holly Crain
A-37	<i>No Workshop This Session</i>	Paula Burns
A-38	<i>No Workshop This Session</i>	Paul Calcote
A-39	Leadership Training: Now Streaming!	Tommy Smith & Son Vuong
A-40	ShelbyNext Financials: Ad Hoc Reporting and Pivot Tables	Alfred Johnson
A-41	The Importance of Having a Totally Integrated Solution	Jim Weaver
A-42	<i>No Workshop This Session</i>	Chris Green
A-43	How to Improve Your Online Giving	Kacie Frazier

Register & Pay Online at www.TexasMinistryConference.org

10:15 - 10:45

Morning Snack Break

10:45 - 11:55

Session B Workshop Topics**Speaker**

B-1	The HR Auditors Are Coming: What to Do and What to Know	Jessica Mason & Michael Ryan
B-2	Employee Handbooks and Policies	Gayla Crain
B-3	The Ins & Outs of Minister Tax Issues	Sandra Fowler
B-4	Medicare Made Clear	Michelle Feagin
B-5	How to Stay Above the Fray God's Way	Dr. Stephen Trammell
B-6	Answers to Ministry Finance Questions You Want Answered	Vonna Laue
B-7	Recent Developments from Capitol Hill, the Courts and Beyond	Michael Martin & Nicole Wallenfelsz
B-8	DIY: How to Prepare Financial Statements	Ashley Voss
B-9	Financial Freedom: Budget Your Way Out of Debt	Mathew Paul
B-10	7 Church Financial Metrics Worth Tracking	Rick Cadden
B-11	<i>No Workshop This Session</i>	Terrell Miller
B-12	How to Develop, Cast and Fund an Effective Vision	Greg Morris
B-13	Moving from Dream to Reality	Mark Slabaugh
B-14	<i>No Workshop This Session</i>	Doug Clark
B-15	Finding Joy in the Midst of the Chaos	Amy Cargle
B-16	Relevant Discipleship Coaching	Nelson & Pam Roth
B-17	Intelligent Growth Strategies for Building Programs and Campaigns	Pete Ed Garrett & Nathan Artt
B-18	<i>No Workshop This Session</i>	David Rogers
B-19	Understanding the Special Needs Family	Daniel Williams
B-20	<i>No Workshop This Session</i>	CJ Malott
B-21	School Security: Keeping our Students Safe	Bryan Robinson, Facilitator
B-22	Help! I Have a Big Decision: What Do I Do?	Arlen Busenitz
B-23	Data Privacy and Cybersecurity in the Church	Chris Dolan
B-24	<i>No Workshop This Session</i>	Lisa Hernandez
B-25	Trading Places: The Challenges and Triumphs of Caring for the Elderly	Pam & Ron Nitchie
B-26	<i>No Workshop This Session</i>	Carter Bliss
B-27	Facilities Roundtable	Doug Rogers & Rick Burdon
B-28	What Language is Your Building Speaking?	Bruce Woody
B-29	<i>No Workshop This Session</i>	Michael Doddridge & Nick Cooper
B-30	How Clean is Clean?	Nathan Parr
B-31	Internet and App Safety	Jonathan Smith
B-32	IT Game Plans for Successful Ministry	Nick Nicholaou
B-33	Microsoft Excel: Tips and Tricks	Glenn Wood
B-34	Making Bible Stories Come Alive!	Peggy Osborne
B-35	Brain-Based Basic Training	Lauren Blaschke
B-36	Next Steps to a Sustainable Single Parent Family Ministry	Holly Crain
B-37	<i>No Workshop This Session</i>	Paula Burns
B-38	<i>No Workshop This Session</i>	Paul Calcote
B-39	Integrating Faith and Work	Son Vuong & Tommy Smith
B-40	ShelbyNext Financials: Ad Hoc Reporting and Pivot Tables	Alfred Johnson
B-41	Assimilation: Going from Guest to Disciple	Jim Weaver
B-42	Microsoft Teams: The Central Hub of Office 365 Collaboration and Communication	Chris Green
B-43	How to Improve Your Online Giving	Kacie Frazier

12:00 - 12:30

Lunch in FLC & Networking

12:30 - 1:45

Special Events, Door Prizes & Keynote Address

Additional workshop content and speaker biographies can be found online at TexasMinistryConference.org.

2:00 - 3:15

Session C	Workshop Topics	Speaker
C-1	Employment 101 for Small Organizations and Ministries	Jessica Mason & Michael Ryan
C-2	What's Hot in HR	Gayla Crain
C-3	<i>No Workshop This Session</i>	Sandra Fowler
C-4	Medicare Made Clear	Michelle Feagin
C-5	How to Order Your Life to Honor God and Benefit Others	Dr. Stephen Trammell
C-6	Making Numbers More Desirable	Vonna Laue
C-7	9 Essentials of Avoiding Fraud	Michael Martin & Nicole Wallenfelsz
C-8	Standing in the GAAP: Accounting Update	Ashley Voss
C-9	Financial Freedom: Budget Your Way Out of Debt	Mathew Paul
C-10	<i>No Workshop This Session</i>	Rick Cadden
C-11	Understanding Copyright Law: Audio, Visual and Other Copyrighted Works	Terrell Miller
C-12	Money: Why and How to Talk About It in the Church	Greg Morris
C-13	<i>No Workshop This Session</i>	Mark Slabaugh
C-14	Preparing Your Church for a Capital Campaign	Doug Clark
C-15	Women in Ministry	Amy Cargle
C-16	Transformational Coaching Model	Nelson & Pam Roth
C-17	Intelligent Growth Strategies for Building Programs and Campaigns	Pete Ed Garrett & Nathan Artt
C-18	<i>No Workshop This Session</i>	David Rogers
C-19	Elevating Your Special Needs Ministry	Daniel Williams
C-20	Dealing with Criticism in Ministry	CJ Malott
C-21	<i>No Workshop This Session</i>	Bryan Robinson, Facilitator
C-22	Stopping Bad Habits and Building Good Habits	Arlen Busenitz
C-23	<i>No Workshop This Session</i>	Chris Dolan
C-24	Healthy to Serve: Mind, Body and Spirit	Lisa Hernandez
C-25	<i>No Workshop This Session</i>	Pam & Ron Nitchie
C-26	Reading, Negotiating and Editing Facilities-Related Contracts	Carter Bliss
C-27	Facilities Budgeting	Doug Rogers, Facilitator
C-28	How to Create Family-Friendly Spaces for Reaching People	Bruce Woody
C-29	Construction: Don't Panic! You Have Options!	Michael Doddridge & Nick Cooper
C-30	Facility Management 101	Nathan Parr
C-31	Office 365 in The Cloud	Jonathan Smith
C-32	Avoiding Data Theft and Identity Fraud	Nick Nicholaou
C-33	Church Software: Should I Stay or Should I Go?	Glenn Wood
C-34	The Importance of Love Through Connection	Peggy Osborne
C-35	Tantrums to Teachable	Lauren Blaschke
C-36	Relating, Dating and Marrying	Steve Crain
C-37	Protecting Schools from Emerging Risk	Paula Burns
C-38	Starting a College Ministry from Scratch	Paul Calcote
C-39	Leadership Training: Now Streaming!	Tommy Smith & Son Vuong
C-40	ShelbyNext Financials: Ad Hoc Reporting and Pivot Tables	Alfred Johnson
C-41	<i>No Workshop This Session</i>	Jim Weaver
C-42	<i>No Workshop This Session</i>	Chris Green
C-43	<i>No Workshop This Session</i>	Kacie Frazier

3:15 - 3:45

Afternoon Snack in CO+OP Alley

Session D Workshop Topics

Speaker

D-1	The HR Auditors are Coming: What to Do and What to Know	Jessica Mason & Michael Ryan
D-2	What's Hot in HR	Gayla Crain
D-3	<i>No Workshop This Session</i>	Sandra Fowler
D-4	<i>No Workshop This Session</i>	Michelle Feagin
D-5	<i>No Workshop This Session</i>	Dr. Stephen Trammell
D-6	Making Numbers More Desirable	Vonna Laue
D-7	<i>No Workshop This Session</i>	Michael Martin & Nicole Wallenfelsz
D-8	Standing in the GAAP: Accounting Update	Ashley Voss
D-9	<i>No Workshop This Session</i>	Mathew Paul
D-10	<i>No Workshop This Session</i>	Rick Cadden
D-11	Understanding Copyright Law: Audio, Visual and Other Copyrighted Works	Terrell Miller
D-12	How to Develop, Cast and Fund an Effective Vision	Greg Morris
D-13	<i>No Workshop This Session</i>	Mark Slabaugh
D-14	Preparing Your Church for a Capital Campaign	Doug Clark
D-15	Beyond Servant Leadership: How Various Leadership Styles Impact Your Ministry	Amy Cargle
D-16	Relevant Discipleship Coaching	Nelson & Pam Roth
D-17	<i>No Workshop This Session</i>	Pete Ed Garrett & Nathan Artt
D-18	Background Checks: What You Need to Know to Protect Your Ministry	David Rogers
D-19	Creating a Special Needs-Friendly Student Ministry	Daniel Williams
D-20	<i>No Workshop This Session</i>	CJ Malott
D-21	<i>No Workshop This Session</i>	Bryan Robinson, Facilitator
D-22	How Selling Rocks Prepared Me for Life and Ministry	Arlen Busenitz
D-23	<i>No Workshop This Session</i>	Chris Dolan
D-24	Healthy to Serve: Mind, Body and Spirit	Lisa Hernandez
D-25	Trading Places: The Challenges and Triumphs of Caring for the Elderly	Pam & Ron Nitchie
D-26	Reading, Negotiating and Editing Facilities-Related Contracts	Carter Bliss
D-27	<i>No Workshop This Session</i>	Doug Rogers & Rick Burdon
D-28	<i>No Workshop This Session</i>	Bruce Woody
D-29	<i>No Workshop This Session</i>	Michael Doddridge & Nick Cooper
D-30	Benchmarking: How Does Your Church Operations Compare to Other Churches?	Nathan Parr
D-31	<i>No Workshop This Session</i>	Jonathan Smith
D-32	Managing and Empowering Staff to Work Remotely	Nick Nicholaou, Facilitator
D-33	<i>No Workshop This Session</i>	Glenn Wood
D-34	Circle Time Fun	Peggy Osborne
D-35	The Preschool Scientist	Lauren Blaschke
D-36	Relating, Dating and Marrying	Steve Crain
D-37	Protecting Schools from Emerging Risk	Paula Burns
D-38	10 Steps to Take Your College Ministry from Good to Great	Paul Calcote
D-39	Integrating Faith and Work	Tommy Smith & Son Vuong
D-40	<i>No Workshop This Session</i>	Alfred Johnson
D-41	Assimilation: Going from Guest to Disciple	Jim Weaver
D-42	<i>No Workshop This Session</i>	Chris Green
D-43	How to Improve Your Online Giving	Kacie Frazier

Evaluation Drawing & Door Prizes

Additional workshop content and speaker biographies can be found online at TexasMinistryConference.org.

Schedule at a Glance

Location info

7:30 - 8:30 Registration, Continental Breakfast & CO+OP Alley Opens

8:30 - 8:45 Welcome & Door Prizes

9:00-10:15 Session A Workshops

10:15 - 10:45 Morning Snack Break

10:45 - 11:55 Session B Workshops

12:00 - 12:30 Lunch in FLC & Networking

12:30 - 1:45 Special Events, Door Prizes & Keynote Address

2:00 - 3:15 Session C Workshops

3:15 - 3:45 Afternoon Snack in CO+OP Alley

3:45 - 4:55 Session D Workshops

5:00 - 5:15 Evaluation Drawing & Door Prizes

Champion Forest Baptist Church

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* Parking & Registration Entrance on West Side of Campus near Family Life Center.



Special hotel rates are available for TMC attendees. Please visit our website for details.

www.TexasMinistryConference.org

The Texas Ministry ConferenceSM is a registered provider for Continuing Education credits with The Church Network. We also provide CEU letters of participation for non-TCN attendees including the NACFM and others who may need them. Forms can be picked up at the Registration or Help Desk.



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Individual	\$115	\$150
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Regular Registration - January 13 to February 2:

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Group of 3 or more per registrant	\$110	\$140

Late Registration - after February 2:

Individual	\$140	\$170
Group of 3 or more per registrant	\$120	\$150

At the Door: \$150 \$170

Registration Information:

- **Option 1:** Register online and pay by credit card at www.TexasMinistryConference.org.
- **Option 2:** Complete attached registration form and fax to 832-688-9874 or mail with payment to 9950 Cypresswood Dr., Suite 250, Houston, TX 77070. Please make checks payable to Church Supplies & Services, Inc.
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Is this your first TMC conference? Yes No

If you were invited, please share the name of the person who invited you:

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How did you learn about this conference?

- Mailout Magazine CO+OP Rep Website Social Media
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Select Your Workshops (One Per Session)

Session A: 9:00 - 10:15

Session # _____ Title _____

Session B: 10:45 - 11:55

Session # _____ Title _____

Session C: 2:00 - 3:15

Session # _____ Title _____

Session D: 3:45 - 4:55

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The venue for the Texas Ministry ConferenceSM is:
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Texas Ministry Conference SM

www.TexasMinistryConference.org

The purpose of the Texas Ministry ConferenceSM is to provide tools and resources for those who serve in churches, schools and nonprofit organizations. This includes both people in leadership who drive the vision and those who support them such as employees; committee, lay, council, and session members; elders and volunteers.

We do this at our annual conference by offering affordable training, educational workshops, quality vendors and sponsors, networking, fellowship and encouragement.

The Texas Ministry ConferenceSM is held the third Thursday of each February.

Learn more about how you can benefit from attending this conference at www.TexasMinistryConference.org or by calling **832.478.5131**.



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In 1906, Ben E. Keith was the first salesman and junior partner of Harkrider-Morrison, later becoming Ben E. Keith Co., a produce company in Fort Worth, Texas. Orders were written on tablets and delivered by horse and buggy. Our food division is now a complete broad line distributor servicing 15 states. Our beverage division serves more than 62 Texas counties and is a proud distributor of Anheuser-Busch products, craft and import beer brands, and fine wine. For more than a century, Ben E. Keith has delivered only the freshest, highest-quality products, earning the reputation of being the leader in the food and beverage distributing industry.

Ben E. Keith has offices in Dallas/Fort Worth, Houston, Albuquerque, San Antonio, Amarillo, Alabama, Arkansas and Oklahoma. We provide service to restaurants, churches, schools, hospitals, hotels, jails, caterers and convenience stores. We are dedicated to the growth and success of our customers, industry, partners and employees. We bring more than just food to your table. We are consultants and are truly here for the success of your business.

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Ben E. Keith is a family of individuals who are very active in the community. Employees volunteer their time and resources to a number of national and local organizations, including Folds of Honor, American Heart Association, American Cancer Association, March of Dimes, Habitat for Humanity, The Family Place, Lord of the Street and Make-a-Wish Foundation. We also support local food banks, shelters and schools, our customers' philanthropic work, and sponsor employee participation in events such as Alzheimer's walks and the MS 150 bike ride.

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Pogue Construction

Pogue Construction is a General Contractor providing new construction, renovations and additions for churches, schools and government entities. We are a regionally-based company serving the state of Texas from our three locations in McKinney, Fort Worth and The Woodlands. Pogue has grown to be one of the largest and most widely-respected commercial construction companies in Texas and is celebrating its 40th anniversary in 2019.

Some of our faith-based projects include new construction for Cottonwood Creek Baptist Church in McKinney, campus expansion and a new multi-campus site for One Community Church in Plano and Prosper, Texas and expansion to Legacy Christian Academy in Frisco, Texas. Pogue is currently working on the single largest church project in U.S. history with Gateway Church. We are applying Lean Construction Processes to bring value and effective time management to our team approach with the owner and architect. Our Project Managers and Field Team continually further their education to incorporate current trends and processes in the construction fields.

Pogue has five Core Values which define us: 1) God First, 2) Family, 3) Absolute Integrity, 4) Service, and 5) Communication. We are faith-based people working with faith-based people. Every Monday morning, our team gathers at our corporate office for a Biblical lesson from our President and CEO, Ben Pogue. We include time to pray over specific needs among our staff, as well as our projects and teams in the field. It is refreshing to have a leadership team who put God first in all that we do, and it is evident in what God is doing at Pogue.

It is important to us to build and maintain relationships with our customers. The same team you work with during the construction phase will be with you after we complete your project and hand over the keys. They will assist you through any warranty work and follow-up.

Michael Doddridge is the Chief Relationship Officer and Market Director for Faith Based Operations at Pogue Construction. He is committed to facilitating healthy growth patterns for churches by assisting with the needs they face when planning projects. He is available 24/7 to assist you and your committees with questions about the best approach for your project.

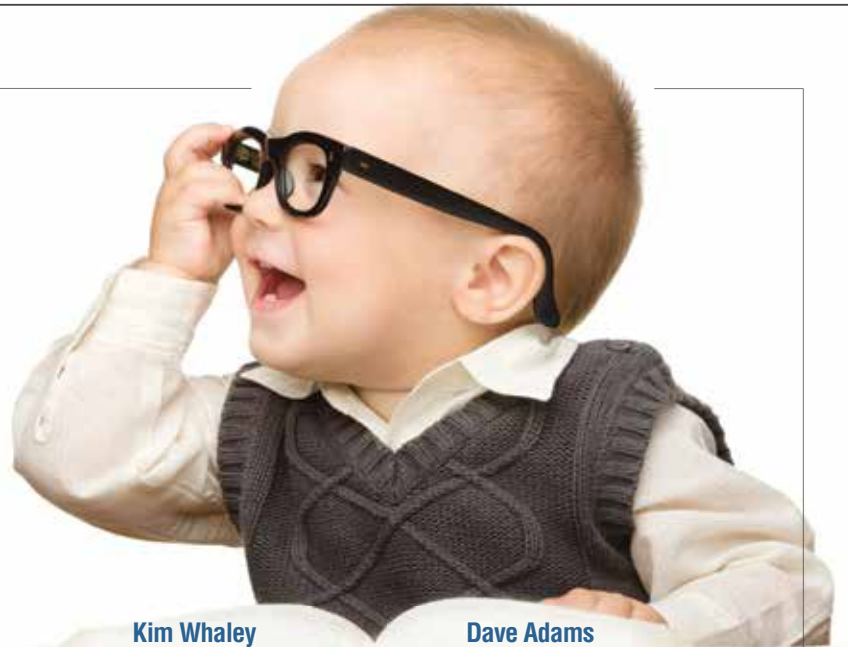
See more of what we do at www.pogueconstruction.com or reach out to Michael personally. We look forward to building relationships with CO+OP members and vendors. We will be happy to answer any questions and provide you with project references and overviews.

Michael Doddridge, Chief Relationship Officer
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