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Firm Foundations

*All Other Ground
is Sinking Sand*

page 14

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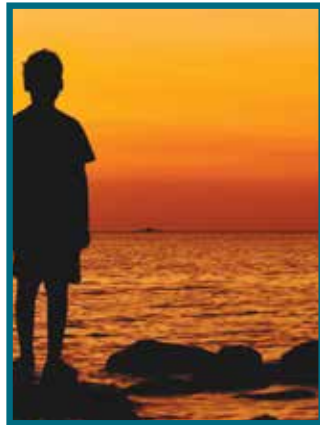
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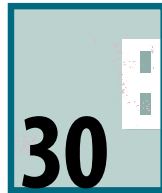
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We as a nation seem to have stepped off the firm foundation of our humble beginnings and are now adrift without a sail, compass, or land mass in sight.



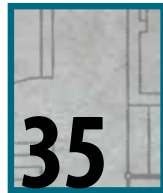
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Church Supplies & Services, Inc CO+OP
Issue Dates: Feb, May, Aug, Nov

AUTHORIZED ORGANIZATION Church Supplies & Services, Inc.

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TELEPHONE 832.478.5131 **INTERNET** www.churchco-op.org

Issue Number: 31 Subscription Price \$0.00

From the Director

My husband and I recently made the decision to upgrade from a Queen-size bed to a King. The salesman told us to take our time and pointed out the color coding system—firm, soft, etc. When we finished touring the store's numerous varieties of beds, we asked, "How does one make such a decision with all these choices?" There were pillow tops, memory foam, gel foam, 2-coil springs, 3-coil and zero springs. Chuckling, the young man stated, "You start with a firm foundation and build from there. After you pick the foundation you need, you have many choices of top layers—from ultra-plush and soft, to very firm." He was right. We picked a 3-coil foundation with a pillow-top and were on our way.

I couldn't help compare that to our lives in general. When we build our life on a firm foundation of Christ-centered thoughts, activities, and service, the other decisions fall into place and life is far less complicated.

Speaking of firm foundations, this issue is packed with articles all centered on that very thing. You won't want to miss any of them. Check out our feature article by Michael Euliss starting on page 14. Doug Reed's article about the importance of a solid IT Foundation starts on page 11, while David Moran (one of our new vendors) writes about the Foundations of Leadership and Management beginning on page 30.

You can learn more about one of our newest vendors, Gulf Coast Security Services, in our *Know Your Vendor* on page 42. Our other departmental articles are packed with relevant ministry tips and news as well. Pages 20 to 26 contain pictures from our recent Texas Ministry Conference™ along with quotes from your friends and co-workers. Save the date now for February 20, 2014! Together We Amplify!

Grab a cup of coffee and this magazine, close your office door, and enjoy 20 to 30 minutes of relevant thoughts to help make your ministry successful and firmly grounded. I'll get some coffee and start working on our Special 25th Edition coming your way in August. Until then...

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banknotes

By Cynthia A. Cox

Establishing a Church Audit Committee for a Firm Foundation

Just as we, as individual Christians, benefit from having people hold us accountable, the leadership of a church needs people who hold it accountable. An audit committee can be a great choice to fulfill this function and to establish a firm foundation of accountability.

There are two sorts of auditing. “External” auditing involves hiring a certified public accountant that is independent of your organization to audit your financial statements and attest to their correctness. “Internal” auditing is using either employees or volunteers to review accounting procedures and the recording of those receipts and expenses. I would like to discuss an internal audit committee which, if well-versed in the organization’s financial procedures, can serve the following value-added purposes:

- Developing recommendations for how procedures can be improved;
- Ensuring compliance with applicable laws and IRS regulations; and
- Providing information and assurance to auditors in the event the organization chooses to have an external audit.

To set up an internal audit committee, you need to select people from your church who have skills that lend themselves to analytical work. For example, I find these people and their particular skills helpful: bankers, business owners, engineers, and accountants. The skills used in these jobs translate well to the duties of the committee, but this list is not all inclusive. Use people with a variety of job skills rather than looking for only accountants. You want to get different perspectives, while still using people who can understand and

evaluate your procedures well. Additionally, the committee should not be comprised of any finance office employees, nor should any of the committee members be related by blood or marriage. The size of your committee can vary depending on the size and complexity of your church, but I would recommend five members for most situations. This allows the committee to spread the work out among the members and still not have too many voices if there are disagreements.

Once you have your committee in place, you need to do some planning. You want to define your goals and objectives, set up a time schedule, and define the detailed work to be done. Quality results will only happen with proper planning and a defined schedule with measurable objectives. For example, I recommend you set a calendar that shows how often the committee conducts “audits” each year and what areas will be covered when. This is for the committee’s eyes only. It is not appropriate to let the finance department know what you will be reviewing ahead of time lest they be able to “prepare” for your review. You want to see what is being done when no one is looking.

Your goals and objectives will center around reviewing two types of work:

- The number crunching that results in the financial statements and the accounting controls; and
- Procedures that are vital to providing accurate financial data.

For most organizations, cash in and cash out is the main concern. If you have good controls over the monies coming in and going out, and the reporting of those transactions, you have most of the battle won. For more complex organizations, you have to consider the other issues like fixed assets and debt.

When you begin your audit work, you will discuss the procedures over the area you are examining. For example, if you start with contributions first, you will find out all of the procedures around receiving contributions – whether in person, by mail, online, through automatic debit, etc. You will need to review these procedures to determine if they minimize the risk of monies being stolen at any point during the process. You also have to consider the size of the organization and the number of accounting staff to determine how to improve the internal controls within the limits of the staff size. I often work with small accounting staffs, and we find ways to maximize their internal controls without adding more staff or more expense.

Once an area has been reviewed, the controls analyzed and the numbers verified, it is time for the committee member to document his work and subsequently report on those findings. The procedures used by the audit committee and the results of the work must be documented to be effective. Communicating the results and the recommendations after the testwork is as important as the testwork itself. This is where changes can be recommended and implemented to improve the current system.

The audit committee should plan to be an active committee, meeting at least quarterly throughout the year, with additional responsibilities beyond the committee time. This requires a firm commitment on the part of the committee members, as well as a defined plan and written audit procedures. If done in this manner, an internal audit committee can add a great deal of value to the organization and assure the donors that their money is being placed in trustworthy and competent hands. ✦

Cynthia A. Cox, CPA



For the last 15 years, Cynthia has owned her own accounting firm and has served non-profit organizations and churches. She has helped her clients understand internal controls; good accounting procedures; and tax laws impacting non profits, churches, and ministers. Her firm performs audits, reviews, and compilation engagements as well as preparing 990's and 1040's. See more about Cynthia at www.cynthiacoxcpa.com or reach her firm by phone at 281-399-8153.

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morepower^{to}you

By Michael Bernstein

Firm Foundation

Stability, dependability, responsibility and accountability are all components of a firm “electrical” foundation to build on!

Stability

Many of us have neighbors and friends who keep on running their homes or businesses with the same method that has worked for them for years. “It is working for us...” I hear it all the time.

We all get stuck doing things the way our parents did. I know I have. However, times change, and the economy takes off and moves with us or without us. It seems the only way to get ahead of the curve is to join the times and take advantage of an educated change. Legislation changes, the economy changes and in the electricity business, the rules and even the list of retail electric providers change, all affecting electricity rates in your area.

The stability lies within education and planning, and as they say, it may not be what you know, but who you know and trust.

Dependability

In the electricity business, dependability is built in. The Public Utility Commission has only created deregulation for the “energy rate” among Retail Electric Providers.

From the production of electricity to the delivery of electricity to your church or school, the utility company in your area delivers the power that you have contracted to your location. No changes here, even if you change providers for a better rate when

you renew your contract or sign a new one. The charge for the delivery, called TDSP, is set by your church’s biggest demand during the past year for power. That determines just how much capacity the utility company needs to provide you at your location.

The bottom line is, it doesn’t matter who you change your electricity service to, the Utility Charge (TDSP) is the same and is passed through on your bill along with your energy charges, which is deregulated. One bill, no change in the delivery of electricity, and no change in your emergency service or emergency phone number. Centerpoint, AEP, Oncor, TNMP, WTU are all ready to serve you and bill you through your retail electric provider.

Responsibility

As a child, mom and dad told me to brush my teeth, be nice to my friends, eat healthy, don’t argue with my sister, study hard, be kind to our neighbors, respect my elders and have fun in life... but most importantly, to take responsibility for myself and what decisions I make that may affect myself and others. This, I believe, is every parent’s responsibility.

You have read and heard us talk about natural gas triggering the rates for electricity. Electricity is a commodity-based market and moves like the stock exchange daily and sometimes hourly. You really need a consulting firm to watch the market, have a strong relationship with the provider community, to have information on each provider’s strengths and weaknesses and to know who to do business with. Education and responsible knowledge that you receive from TES Energy Services are the keys to this.



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Accountability

Accomplishing a list of projects and assigning the right party to make competent decisions, gets more and more difficult for churches these days. And the rate of change keeps accelerating. As soon as you think you understand how that new phone works, it is out of date!

Now, more than ever, it is not what you know, but who you know that you can rely on. TES is a company that is educated and experienced in the current market. It is whose recommendation you are basing your decision on, not just what your perception of the market is.

And if you're being held accountable for a sound vendor decision, trusting the CO+OP vendors is the key to cutting down the risk in your decision. Each of the vendors, like TES Energy Services, has been carefully picked after months of research and found to be reliable in terms of accountability. TES Energy Services is in frequent contact with the CO+OP about the ever-changing electricity market and creative buying programs, such as TES's "Power Buying Pool." Hundreds of churches have take advantage of its very low energy rate! That is after all, what deregulation in electricity was intended to offer. ✦

Michael Bernstein

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Michael is the CO+OP account manager for TES Energy Services, LP (TES). He possesses detailed knowledge of the energy industry, along with expertise in sales and marketing, training and development, customer relations operations and non-profit management. Contact Michael Bernstein at (832) 516-8525 covering the Houston and South Texas Area or John Blunt at (214) 697-0567 covering Dallas and the North Texas Area. Email: tespowerbuy@tesenergyservices.com

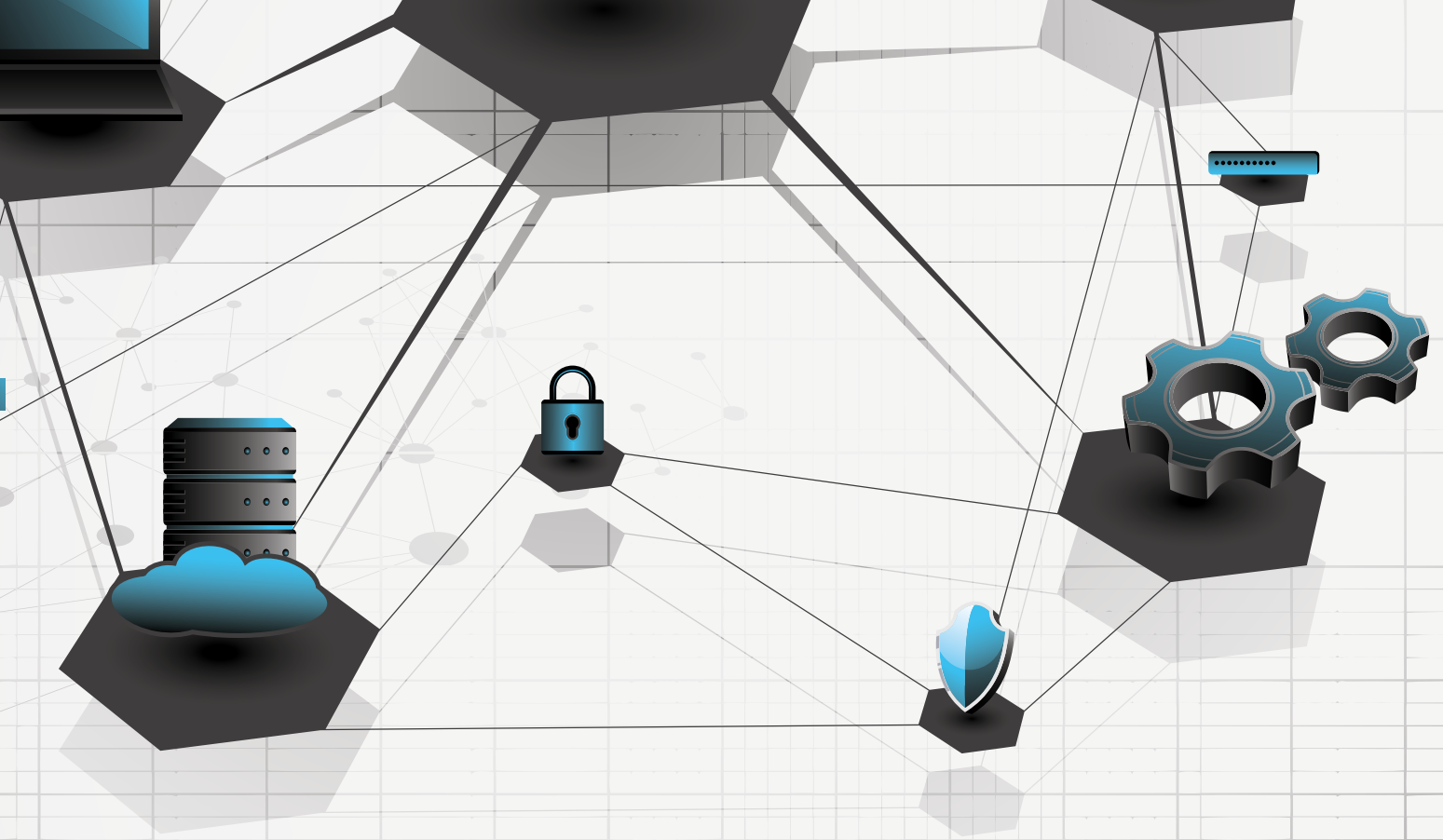




Building a Solid IT Foundation

By Doug Reed

The principles that Jesus taught while on the earth were amazing for many reasons. The fact that they are timeless and meaningful many centuries later is remarkable. Likewise, the applicability of these principles across multiple settings and circumstances only magnify their divine inspiration.



In this article, we will focus in on a singular nugget of truth that is the basis for success in all walks of life. It is the principle of building on a solid foundation. Let's look at exactly what the Lord said:

"I will show you what it's like when someone comes to me, listens to my teaching, and then follows it. It is like a person building a house who digs deep and lays the foundation on solid rock. When the floodwaters rise and break against that house, it stands firm because it is well built. But anyone who hears and doesn't obey is like a person who builds a house without a foundation. When the floods sweep down against that house, it will collapse into a heap of ruins." (Luke 6:47-49 NLT)

The beauty of this principle is that it is categorically true. It doesn't require your belief in it and it doesn't matter what area of life you apply it to. Having a solid foundation is the key to a successful marriage, a successful business, and yes...even a successful church.

While the truths of the church are intransigent [uncompromising], the fashion in which the church presents these truths to a needy world MUST change with the times we live in. In the 21st Century, this means that the church relies more heavily on technology than ever before in its history.

Ten to fifteen years ago, only mega-churches could afford the technology that's common today. The high entry cost into technology saw many churches opting for less expensive, consumer-grade IT solutions. While that was attractive for its lower entry cost into technology, it often led to more expensive "Band-Aid" solutions when that technology broke or failed.

Perhaps the best byproduct of technology becoming so ubiquitous in our lives is that it has driven prices down to levels thought to be unattainable, even a few years ago. Churches are now discovering that they need not be relegated to using outdated technology. With careful planning and budgeting, many churches are able to move up to much more reliable business-class equipment.

What exactly does building a solid IT foundation for churches mean and how exactly do churches do it? At BEMA, we believe it all starts with doing an in-depth analysis of what your church's current IT situation is. We like to perform what's called an "IT Assessment." This process gives us the ability to perform a thorough diagnostic review of your entire technology environment.

Some of the items addressed as part of the IT Assessment include:

- Is your firewall genuinely locked down, keeping unwanted users and traffic from entering your network?
- Are your data backups comprehensive and really working?
- Does your anti-virus software receive multiple definition updates daily and automatically?
- Can you remotely access your data, email, and management systems?

Another part of this process is the gathering of a comprehensive inventory of hardware and software currently being used in your network. This becomes the basis for a living document going forward for your network. All the results of this IT Assessment then become the foundation for developing an "IT Plan" for the church.

Other factors that contribute to the IT Plan include taking into consideration future church growth, the desire for implementing additional technologies in the future, as well as any project work that may have been identified as part of this effort. Additionally, BEMA will present you with a customized plan for ongoing support. When completed, this IT Plan will allow the church the ability to budget IT funds going forward.

The IT Assessment and the IT Plan are two of the important pieces of the comprehensive IT solution that BEMA provides all their church clients. That way, when the storms of life come, we will stand firm together with your church, knowing that the IT foundation was built on solid rock. ✦

Doug Reed

Doug is Vice President and Chief Operating Officer of BEMA Information Technologies, LLC, in Houston, Texas.

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All Other Ground is Sinking Sand

By Michael Euliss

*"On Christ the Solid Rock I stand, all other ground
is sinking sand, all other ground is sinking sand."*

I can hear the sound of Michael W. Smith echoing the words of one of my favorite songs. In contrast, everywhere I turn these days I hear the noise of troubling news. "Bombs Rock Boston Marathon"... "North Korea Threatens Missile Launch"... "Dems blame GOP"... "GOP blames Dems"... and the hits just keep on coming!

When reporters ask our leaders where they stand on this issue or that issue, many seem to flounder as they first watch the polls to determine how they will respond. Meanwhile, they get little done as they struggle to find common ground on any issue...the common ground of truth. Friends, without a firm foundation on the rock of truth, it becomes a battle of your opinion versus mine and whatever it takes to win the next election. And if that is all we continue to stand on, our nation could soon find itself on sinking sand.

The 24/7 relentless news reporting takes its toll on all of us. According to the World Health Organization, the United States is the most anxious country on the planet – by a wide margin – despite the fact that it is the richest nation. It seems that much of the anxiety is caused not just by drama-laced, slanted news reporting, but also by our own “pursuit of happiness” as Thomas Jefferson penned. Our lust for the “good life” with all of its rewards, automatic garage doors, central heat and air, hundreds of TV channels, amazing technology and the Internet, have allowed us to insulate ourselves from the challenges of society and from God. We are acting a lot like a spoiled adolescent who knows more than anyone else and wants it all.

Here is the conundrum as I see it: What exactly does it mean to be “happy”? And when am I happy enough? Can we ever achieve happiness or do we just continuously pursue it? If we are not careful, our pursuit of happiness can turn into a keeping up with the Joneses type of mentality and we begin to equate happiness with material possessions. Then we must ask ourselves, “are we as happy as our neighbors and how do we know when we are?”

Jesus saw this anxiety brewing in his own disciples and he asked them, “And which of you by being anxious can add a single hour to his span of life?” (Luke 12:25 ESV)

How do we begin to reconcile all this anxiety? While I do not pretend to have all the answers, I know that we must reset ourselves on a firmer foundation than that on which we currently reside.

When I was about six years old, my family was vacationing in Surf City, North Carolina. Someone suggested we go out to the sandbar to look for sand dollars. In order to get there, we had to cross a large section of open ocean water to an area where the footing was firm and where we could all stand without being washed away. The water between the shore and the sandbar was much too deep for me and I had to be carried. However, once on the sandbar, I could walk around and feel with my toes for the elusive Sand Dollar. My mom said, “Stay where you are and you will be safe.” I think that was the last thing I remember until I was scared and struggling to survive. I wandered from the safety of the

firm footing into the open water and was sinking fast. I can still recall the panicked feeling until my mom grabbed me by the hair, pulled me from the water, and placed me back on solid ground. True happiness, I discovered, was found in the security of a firm foundation.

Much of America’s anxiety can be attributed to our own wandering. In spite of our great modern advancements, we have become me-focused and now struggle to remember what it means to be Americans. We as a nation seem to have stepped off the firm foundation of our humble beginnings and are now adrift without a sail, compass, or land mass in sight. This anxiety is magnified by those who seek to secularize our nation and say that the foundation can be found in the polls of popular opinion. The truth, however, can be found in scripture.

Matthew 7:24-26 teaches us:

“Everyone then who hears these words of mine and does them will be like a wise man who built his house on the rock. And the rain fell, and the floods came, and the winds blew and beat on that house, but it did not fall, because it had been founded on the rock. And everyone who hears these words of mine and does not do them will be like a foolish man who built his house on the sand.” (ESV)

God has blessed this country since it was founded, and has allowed it to flourish as the greatest and most influential nation on Earth. A small segment of society refuses to acknowledge this providential impact and seeks to destroy anything or anyone that does. Unfortunately, we seem to be listening. It may be because we are afraid or it may be because we don’t know the truth. Here are just a few documented facts that we all should remember about God’s holy influence and favor on our country:

1. The original constitutions of most of the 13 colonies had referenced the necessity of being a protestant in order to hold public office. Interestingly enough, many of the colonies were separated not just by physical boundaries, but by the fact that each was influenced by individual Christian denominations. This demonstrates the influence of the Bible on the decisions and policies that guided our founding fathers (and mothers).

2. George Washington sent Benedict Arnold to gain the French Canadian's support of the American Revolution in 1775 saying, *"Prudence, policy, and a true Christian Spirit will lead us to look with compassion upon their errors, without insulting them."* When we read the letters and journals of these early Americans, we will see the Gospel woven into the very fabric of their everyday words. It was not as if they had to insert a scripture here and there, because it was part of everyday language.
3. Francis Scott Key, author of the Star Spangled Banner was an Episcopalian, and associated with the American Bible Society. This is truly reflected if we read all the verses of our National Anthem.
4. While a number of people came to this country to escape religious persecution, we are allowing the very faith of those founders to be persecuted. We idly stand by and watch the truths of our foundation become clouded by history revisionists and by politics. (If they say falsehoods over and over again, we might just begin to believe it.)
5. Much of the momentum for the early advancement of the true Gospel was hindered by spats between denominations and battles over theological differences.

I invite you to consider these steps as we join together in guiding our country back on the right track.

- **Be a living witness to God's love.** First, make sure you are on a firm foundation. Look inside. How is your relationship with God? Have you stepped off the firm foundation? Are you trying to navigate these waters on your own strength? Start spending time each day in scripture and prayer. Don't leave your prayer time just for meals and before bed. Pray all day long. Pray for our leaders, no matter your political leaning. He will answer. As you do this, your relationship will naturally show like a city on a hill and others will want to know the source of your strength.
- **Celebrate the heroic.** Learn the truth about our imperfect, flawed founders and their pursuit of life, liberty, and happiness. You will learn that they were not all Christians, but all had a reverence for God. Do the same for those you read about in the Bible. Then, tell others what you've learned. Tell it more than once—people forget. Always validate what you hear from others and never pass along

information until you know it to be true. "Anti-heroes" as one author called them, will do whatever it takes to remove honor from those who are heroes of our heritage.

- **Make leaders.** Harvard Professor and author, John Kotter, once said that we are in a 400% decline in leadership in this country. We have been so focused on managing and reaching for all the greed and power we can find, that we have forgotten our responsibility to lead and prepare the people. Remember, you manage things, you lead people.
- **Never forget the true battle.** *"For we do not wrestle against flesh and blood, but against the rulers, against the authorities, against the cosmic powers over this present darkness, against the spiritual forces of evil in the heavenly places. Therefore take up the whole armor of God, that you may be able to withstand in the evil day, and having done all, to stand firm."* (Ephesians 6:12-13 ESV)
- **Have unity in the essentials.** While our many denominations have small differences in their theology or practices, in the end we agree on the essentials—*"For the Son of Man came to seek and to save the lost."* (Luke 19:10 ESV) Let us work together as the Body of Christ to demonstrate what His love is all about. Paul and Barnabas did not agree on how the mission was to be accomplished, but did agree on the mission. The world has enough conflict to handle without the Church becoming a chief source.

So when we turn on the news or listen to those who espouse that all is bad and that there is no hope, remember it is because they have no hope. The good news is you don't have to save the world...because the world already has a Savior. Just do your part to dig down and get reseeded on the firm foundation of Jesus. In the words of statesman Edmund Burke, "All that is necessary for evil to triumph is for good men to do nothing."

Personally, I do not intend to do nothing. I intend to worship, fellowship, and work in concert with my brothers and sisters in Christ. And, I have a firm, solid place picked out for us to meet...at the foot of the cross. See you there. ✨

Michael Euliss

Michael is the founder and president of the American Institute for Servant Leadership, a non-profit organization and CO+OP partner that trains leaders all over the United States. They can be found at AmericaLeads.org.

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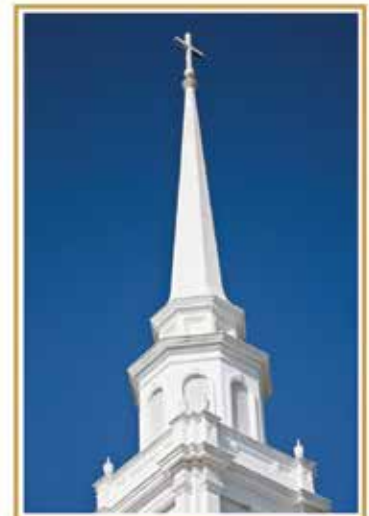
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Texas Ministry ConferenceSM

2013 Recap



"This conference was well organized and everything ran smoothly."

Shelly Anglin, Financial Bookkeeper
Foundry United Methodist Church

"I learned so much this year and was renewed in spirit...make this conference two days!"

Judy Celenza, Admin/Office Manager
Cornerstone Baptist Church

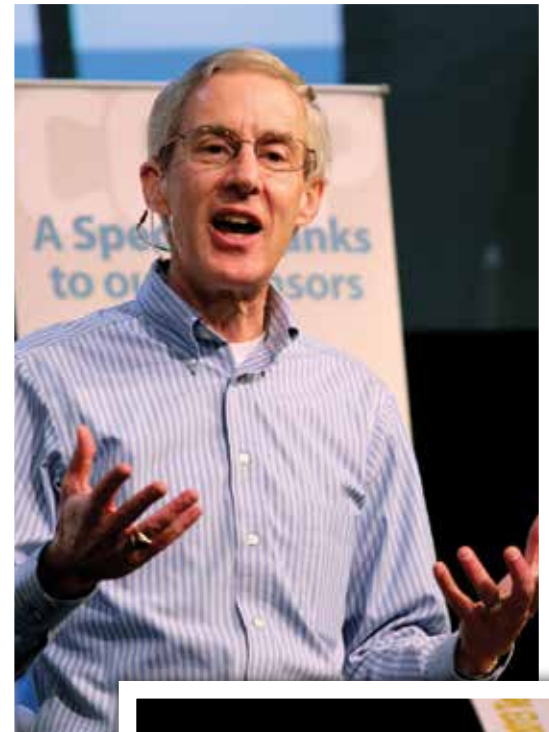


"Excellent speakers. Don't need to improve on this conference at all!"
 Ruth Donaho, Volunteer Coordinator
 Memorial Drive United Methodist Church

"I liked CO+OP Alley the best!"
 Mandy Hueske, Office Manager
 First Baptist Church-Dayton

"Loved the greater variety of topics this year by adding risk management, facilities, and communication."

Kerry Hunter,
 Financial Services Asst
 Houston's First Baptist Church



"This year was the best for keynote speakers, vendors, and food. Well put together!"

Julia Johnson, Office Admin
 Good Shepherd Missionary Baptist Church

"This conference is wonderful! You have done everything very well. Thank you!"

Becky Morris, Coordinator
 Grace Presbyterian Church

"The cost for this conference is awesome!"

Jennifer Rea, Business Admin
 St. Paul's United Methodist Church





"The material covered at this conference is excellent and relevant."

Sarah Robeson, Business Manager
First Baptist Church-Belton

"Very organized and the hospitality from everyone was great."

Sang Tran, Property Manager
New Life Fellowship of Houston

"I enjoy all of the various ideas that are being shared."

Rev. Tim Duerr, Associate Pastor
St. Mark Lutheran Church



"Workshop speakers were relevant speakers and I liked the variety of workshops offered."

Eddie Foster, Executive Pastor
Family Life Assembly of God

"The keynote speaker was very inspirational."

Teresa Anderson, Financial Secretary
Simonton Community Church



*"Liked the schedule, the speakers,
the facility and of course, the vendors
and giveaways... Plus it's fun!"*

Linda Fouty, Membership
Administrative Assistant
Clear Lake Presbyterian Church,
Houston

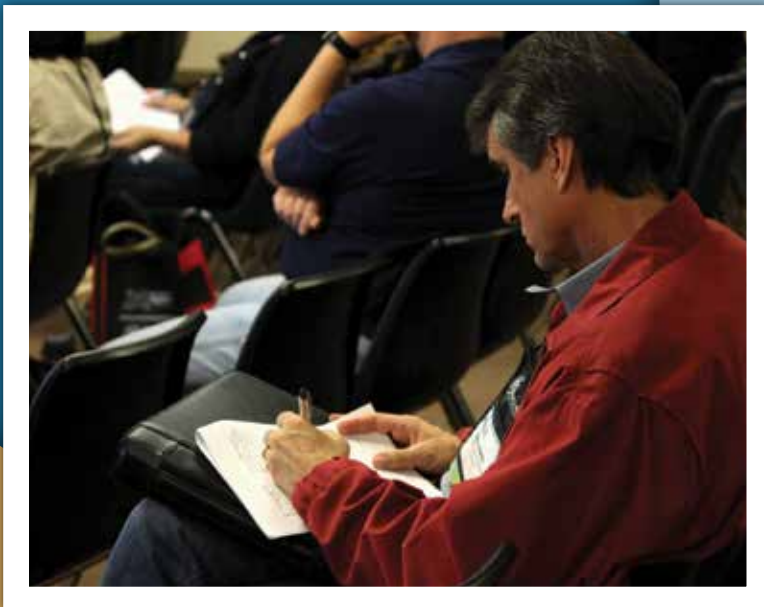


*"I liked learning new things in each
session I attended and enjoyed
everything about the conference."*

Nikki Baker, Accounting
Spring Baptist Church

*"What did I like best?
The diversity of topics, the food,
and the vendors."*

Carolyn Baker, Admin Assistant
First Baptist Church-Belton



"This year was the best of any of the years I have attended!"

Sher Ducic, Financial Assistant
Chapelwood United Methodist Church

"This was my first year and I loved the variety of presenters and topics."

Sabrina Sanders-Hergert, Coordinator
Grace Presbyterian Church



"Being with other people who are working in the same field as I am...that is great"

Paige Robinson, Minister Assistant
A&M Church of Christ



"Very informative conference."

Deborah Benton, Assistant Clerk
Gloryland Missionary Baptist Church

"This year's workshops addressed issues where we needed clarification."

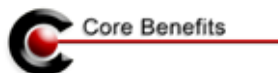
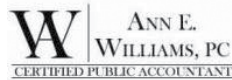
Irene Domann, Financial Asst
Salem Lutheran Church-Tomball

"Conference was very organized and informative."

Shawna Garza, Accounting Admin
CyFair Christian Church



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A Big Thank You to Those Who Made the Texas Ministry Conference Possible:

When we think of the word "Influence," we often reflect back on the many people who have impacted our lives in one way or another. When we reflect back on the 2013 Texas Ministry Conference, we are reminded of the many people who impacted the lives of others through their gifts of time, service, and generosity.

Thank you, Pastor Fleming and Staff of Champion Forest Baptist Church, for allowing us the use of your wonderful facilities for this event. Your staff is always most generous in rearranging their own schedules of events to accommodate us. Many of you devoted the entire day to serve alongside the TMC event staff. We are grateful for your partnering relationship.

A special thank you is given to the facilities, media, and technical staff of Champion Forest Baptist Church who covered the many details to make sure there were no distractions that kept us from learning. Thank you, Randy Barnett and Team, for working long hours preparing, working, and cleaning up after the event.

We are so grateful for the CFBC "Red Vests" and many other volunteers from various organizations who helped set up the day before the conference, greeted guests the day of the conference, and helped attendees find their way around throughout the day and made them feel welcome.

BEMA Services graciously provided a full staff of technicians to facilitate speakers and exhibitors needs. John Malott provided security services, and Clyde Russell conducted live interviews of speakers, vendors and attendees. Watch for their posts on www.TexasMinistryConference.org.

Thank you, Sponsors and Vendors, for generously donating your time and resources which allows this conference to be affordable for churches and organizations of all sizes and budgets. Without you, there would be no conference. Thank you for investing in the lives of so many people.

Last but not least, we thank our 2013 Conference Lead Team and the volunteers who served with the team in producing this event. Your visioning, planning, details, and praying resulted in a day that influenced many as God poured out the blessings.

We appreciate each of you and look forward to what God is going to do on February 20, 2014, as ***Together We Amplify!***

With much appreciation,
The CO+OP and Conference Staff

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Foundations of Leadership and Management

By David Moran

What is a Firm Foundation?

When a physical structure is constructed—whether it is a house, church, or skyscraper—the first order of business is to lay the foundation. Once the foundation has been prepared, laid and established, the structure is built upon it. If we think about the great historical and modern architectural wonders of the world, rarely do we say to ourselves: “Wow! What a beautiful foundation that building has!” Rather, we marvel at the architectural design, innovative construction techniques, and all of the intricate engineering that went into its creation. However, the most important and critical aspect of any structure is the foundation. Without a foundation to build upon, it would be fleeting to construct anything.

A firm foundation is an indispensable component to building any physical structure and gives that structure the capacity to stand the test of time and serve as a testament to its builders. How long that physical structure will stand will hinge on the integrity of the foundation.



A firm foundation is crucial to the development and building of our personal and professional lives. When we talk about the marriage relationship and its lasting power, the talk always begins and ends with the marriage being grounded on a “firm foundation” or else it will fail over time. When we speak of our salvation with others, we describe it as a “firm foundation” based on a personal relationship with, and faith in, Jesus Christ as the Son of God. When we talk about our academic endeavors, we focus on the core course work that lay the foundation for future success in our primary field of study. These examples show the constant presence and life application of firm foundations in our daily living. For those of us who live a life with purpose, a firm foundation for living is established on the framework of faith, values, and principles. This foundation, in turn, creates the opportunity for purpose and fulfillment every day.

As we build our lives on a firm foundation across all aspects of our personal and professional lives, we create an environment for success. The purpose of this article is to illustrate how the foundations of leadership and management can create a roadmap for those of us committed to maximizing success in all aspects of our lives. While it is certain that we will fail at times in our lives or experience setbacks, as we move forward in our endeavors, we can lay a firm foundation that equips us to accomplish our goals and objectives with great success.

Foundational Principles of Leadership

Leadership can be defined as “the process whereby an individual influences a group of individuals to achieve a common goal.” (Northouse, 2013, p.5) This definition of leadership is transactional, as it describes a process rather than an innate trait in a person’s ability to coalesce a team. Leadership involves influence through interaction, and the leader is affected by the follower just as much as the follower is affected by the leader. This “process” definition characterizes leadership as a mutually relational event versus a one way relationship between a formal leader and a subordinate.

We use this definition of leadership as it fits best with how we operate as individuals with vast responsibilities in organizations. Most likely we will have to lead others at some point in our lives, whether in our professional careers or family unit. The likelihood of having to exercise leadership is almost a certainty. Thus, the “process viewpoint suggests that leadership is a phenomenon that resides in the context of the interactions between leaders and followers, and makes leadership available to everyone.” (Northouse, 2013, p.8) While not everyone is a leader, can be a leader or wants to be a leader, the process of leadership is available for everyone to observe and experience from a developmental point of view.

Every organization is unique and has its own culture created through its specified values, goals, and objectives. However, there are baseline foundational principles that while not comprehensive, can lead to the creation of leadership theory for further development and application inside an organization. The following table depicts a set of foundational principles for leadership:

Leadership: Produces Change and Movement

Establishing Direction

- Creates a vision
- Clarify big picture
- Set strategies

Aligning People

- Communicate goals
- Seek commitment
- Build teams and coalitions

Motivating and Inspiring

- Inspire and energize
- Empower subordinates
- Satisfy unmet needs

Source: Adapted from Leadership: Theory and Practice (p.12)

Foundational Principles of Management

While leadership and management go hand in hand, they are two distinctly different disciplines and concepts. Leadership is concerned with influencing for the achievement of a common goal, while management is concerned with planning, organizing, staffing, and controlling situations within an organization in order to achieve that common goal. (Northouse, 2013, p.12) "The overriding function of management is to provide order and consistency to organizations, whereas the primary function of leadership is to produce change and movement." (Northouse, 2013, p.13) These two disciplines are extremely different from one another, yet they work toward the same end: To ensure an organization is properly functioning for maximum effectiveness and efficiency in achievement of stated goals and objectives. Leadership and management also work to accomplish the overarching mission and vision of an organization.

Management is a skill set that must also be developed and established on a firm foundation of competency. It truly is the "science" of getting things done, while leadership is the "art" of the matter. Management goes hand in hand with creating order amidst chaos and to execute it effectively, the following foundational principles can be used as a baseline to develop a management model within an organization:

Management: Produces Order and Consistency

Planning and Budgeting

- Establish agendas
- Set timetables
- Allocate resources

Organizing and Staffing

- Provide structure
- Make job placements
- Establish rules and procedures

Controlling and Problem Solving

- Develop incentives
- Generate creative solutions
- Take corrective action

Source: Adapted from *Leadership: Theory and Practice* (p.12)

Building Upon the Foundations

By examining the foundational principles of leadership and management, we have a deeper understanding of where we can begin our growth in both disciplines. A firm foundation in both subjects allows us to have continuous improvement "at what we do" as leaders and managers within our organizations. The day we cease to grow and develop ourselves as leaders within our professional organizations is the day that we should leave that organization for good. When we stop growing and cease to improve as leaders, we cease to add value to the individuals who surround us and for whom we are responsible. This concept is critical to a firm foundation and understanding of leadership and management. Leaders and managers are always moving forward and seeking innovative ways for continuous self improvement, and the improvement of those under their leadership.

If this forward movement does not occur in the behavior of a leader and manager within an organization, then the individual is only filling a role or holding a title. A "leader" who does not continually build capacity in leadership and management as time progresses most likely did not have a foundation to build upon. This is why the imperative to create a solid foundation of knowledge through theory, and experience through practice is critical. The viability of our organizations depends on leaders and managers who have a deep understanding of continual improvement and development. Furthermore, those who follow leaders and answer to managers deserve the very best from the people responsible for their professional development and welfare.

A Personal Foundational Experience

If we think in terms of building construction, there are two types of foundations we can build upon: an existing foundation or a new foundation. These two types of foundations can be paralleled with the two prevalent leader types: Naturally Born Leaders (existing foundation) or Developed Leaders (new foundation). There are those individuals who are born with the natural instinct to lead. It is a part of who they are, and the ability to coalesce a team with inherent motivational abilities and managerial skills is a God-given gift. However, there are those who may not have the "natural instinct" and/or "natural ability" to lead. At some point in their lives, these individuals may make the decision they want to be a leader, are forced to be a leader due to an assigned role or circumstance, or are mentored by another leader and acquire these abilities. In these cases, leadership is a developed trait that can be continually improved and enhanced over time. This is in line with our prior premise and "process" definition of leadership.

Leaders with the natural instinct or ability to lead, continually seek development because as leaders they recognize the need for continuous improvement and personal growth. The main point, however, is that there are people who possess the natural ability to lead and those who do not possess that natural ability. Those who do not possess the natural qualities and abilities to lead may acquire leadership skills and abilities, and develop into the leaders they desire to be or know that they need to be. The individual who must be developed into a leader must have a conscious awareness that they do not have innate ability to lead and must acquire and develop those abilities. Once this self-realization occurs, the flood gates for exponential professional and personal growth as a leader will open.

Although leadership has become second nature to me, I was not given the gift of a natural leader, but rather was an individual who had to correctly learn what leadership meant. After I understood what the essence of leadership was, I then had to be developed over time to improve my skills and abilities. Over the past eleven years, that proving ground of leadership has taken me halfway around the world in service of our Country as an Officer in the United States Marine Corps, and now as a senior executive in a private investment and management consulting firm. I am continuing to develop each day, but the foundational principles of leadership instilled in me at the Marine Officer Candidate School in Quantico, Virginia, laid the firm foundation for me to succeed in my career as a commissioned officer and now as a senior executive.

Since that summer in 2002, the foundational principles of leadership I learned at that time gave birth to an overarching personal leadership philosophy that today I can sum up in three tenets:

1. Self Sacrifice for the Greater Good
2. Leadership By Example
3. Know That One Person Can Make a Difference

These three tenets not only guide my leadership philosophy in the marketplace, but have become an overarching philosophy for life as I lead my growing family in the role of husband and father. A firm foundation has given me the ability to grow exponentially in leadership and management in every organization I have been fortunate to serve. Whether you possess the natural qualities of leadership or seek to develop those leadership qualities, seize the opportunity today to experience the great joy of serving others by leading them to greater heights laid on a firm foundation.

Reference: Northouse, Peter G. (2013) Leadership: Theory and Practice, 6th ed. Sage Publications, Inc: Los Angeles. ✦

David Moran

David Moran serves Moran Enterprises, Inc. as a Managing Director. Mr. Moran provides strategic guidance to the Moran team on daily activities and direction for prospective projects and clients. David formerly served in the United States Marine Corps and as of February 2013 was honorably discharged for his completion of active duty service.



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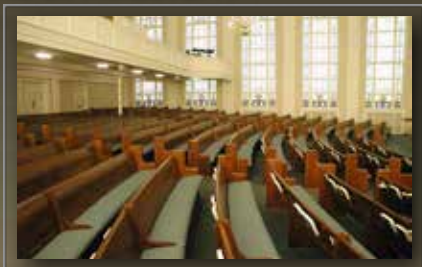
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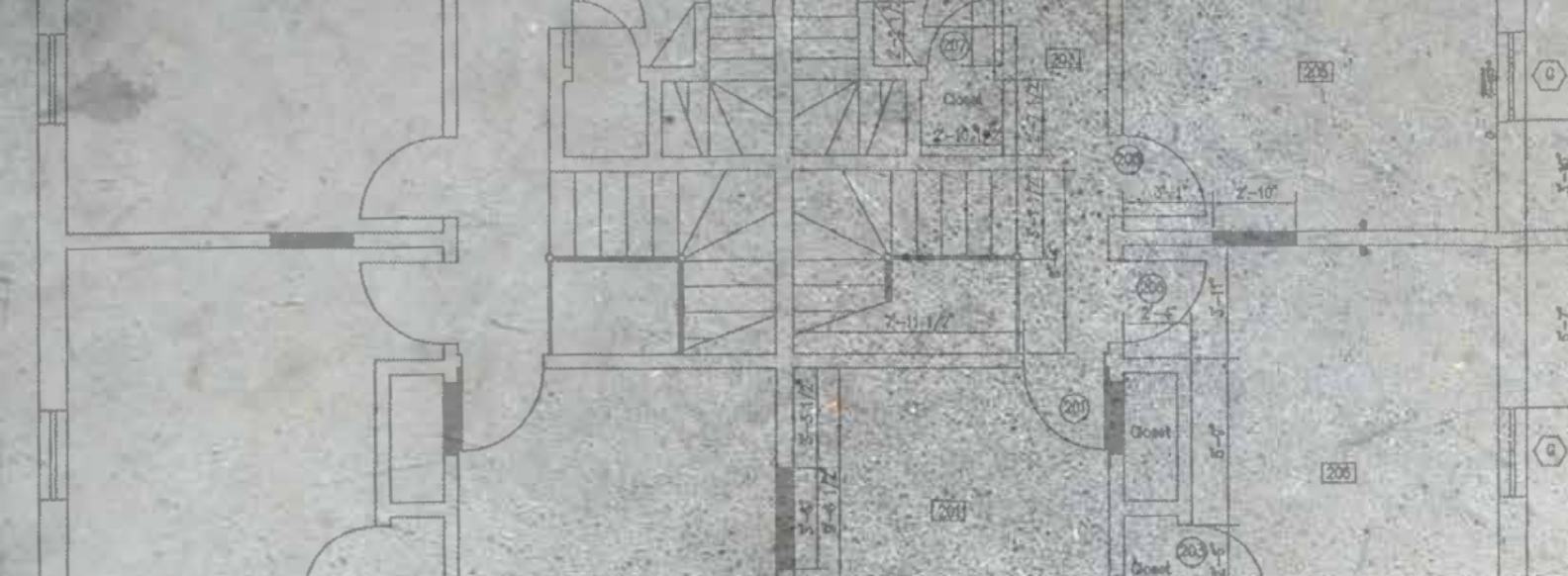


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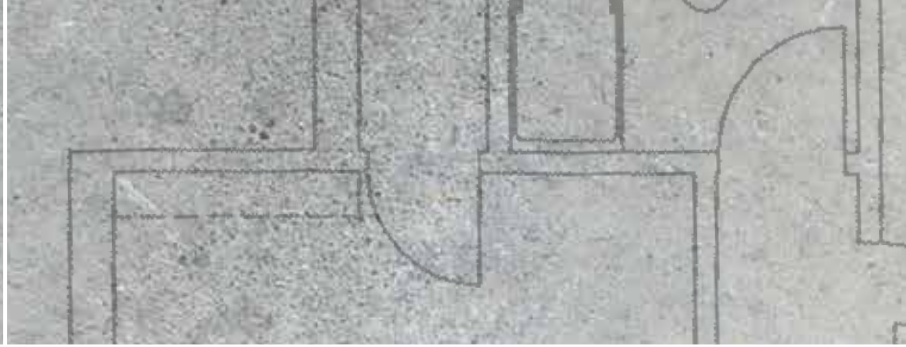
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What Kind of Foundation Do You Have?

By J. Phillip Martin, CCA

What kind of foundation do you have? That was our contractor's question. Gloria and I have lived in our current house for almost 15 years. It is the longest time either of us has lived in the same place. We purchased this house when it was under construction and made decisions about style, color, flooring, brick, and trims. The foundation and framing were completed before our purchase. Now, more than a decade later, we find a need to change some things...replace some things...upgrade in a place or two. Now don't get me wrong, we have not just let it sit there for 15 years. There have been some upgrades, but we are now finding a lot that needs attention.



Although I didn't know why the contractor was asking, the foundation question seemed important. So, I did some research. It turns out we have a post tension slab foundation. Only an engineer can totally understand how this specific type of foundation is superior to others, but I was curious to learn a bit more. It seems this is the way to increase the strength on concrete as the foundation is created. The simple explanation is that steel cables are extended through the foundation before the concrete is poured. As the concrete dries, these cables are tightened, and this causes the concrete to become stronger. This improves the quality and reliability of the foundation.

I got to thinking about my journey as a church leader, and I celebrate that the National Association of Church Administration has been like a foundation. Granted, I have been an employee of the association for more than a decade, but for fifteen years I was simply a member. With the advantages of seeing the work of the association from both sides, I know that professional foundations can be the difference between strong leaders and leaders who struggle. Members can count on this professional community to support their work. It is the professional network for church administrative leaders. . . a foundational organization. Like the steel cables that run through a home's foundation, NACBA can be counted on to strengthen the work of its members. Here are the major cables I see running through this association providing its members with a strong foundation.

Networking

There is no way for anyone to know or keep current on all issues of church leadership. Serving in a local congregation is not easy work. It is rewarding, but also very demanding. Having a community of equals who "get you" and the demands that you face each day is valuable. Church is a unique work place and having trusted third parties who understand, makes decision and pressures easier to navigate. Just the ability to meet face-to-face with a small group or pick up the phone and have a conversation can be a life saver.



Because many of the issues that are faced in one congregation surface in others, finding someone who has gone before you will shorten the trip for you. Over and over comments like “I don’t know how to do that, but you should call Mary, she just finished a similar issue,” are heard. This kind of community knowledge is a critical asset in an associational community.

Lifelong Learning

The field of church leadership is radically changing. New HR and tax laws are surfacing at a greater pace than at any time in the history of congregations. The privileged status of church buildings and congregations in communities is not like it was even a decade ago. Church leaders must navigate both the issues of ministry and of business like never before. The complexity and rate of change demand that church administrative leaders function as lifelong learners. Healthcare for employees, the role of ministry, and concerns over risk have taken administration to a new and more complex level. NACBA’s primary goal is to provide up-to-date and just-in-time knowledge for members to stay current on all issues. Many times, congregations can spend much time and resources creating policies and structures that have already been developed and honed by others. Other experienced and focused professionals are great resources in an association.

Certification is an excellent way to enhance competence and provide assurance that you are serving the church at your highest level. This accomplishment will demonstrate to the church and your peers that you are committed to the highest level of professional leadership. It also provides you with renewed understanding and assurance that you function at the highest standard in the profession.

A Place of Renewal

Reference has already been made to the differences in the church work environment. Maintaining a balance of professional knowledge, as well as spiritual and emotional health, is not an easy task for church leaders. An important part of this kind of balance is to have opportunities to pull

aside and explore these avenues. Associational events place you with others who understand the issues and challenges that stand in your path every day. Allowing yourself to drink of fresh water found in community is a vital part of maintaining a balanced professional life. Making time to share the spiritual journeys with those in the same profession will build a strong professional confidence.

A Community of Trust I Can Depend On

Where can you be totally honest and not fear repercussion? For many leaders, the answer to this question is “very few places.” In an associational community, individuals can quickly find the environment to build these deep levels of trust. In learning, sharing support, and building community, individuals become free to express those fears and the difficulties they face. As they learn that others have also had these same kinds of opportunities and challenges, they realize they don’t walk this professional journey alone. It is in these trusted communities that growth occurs.

What kind of foundation do you have? No, not the foundation at your house, but a foundation for your professional life. The resource is there and easy to access. Many local communities are available and the national network is easy to tap. The National Association of Church Business Administration has a 57- year history of serving the church with these kinds of resources. Check us out at www.nacba.net . All church leaders who have administrative responsibility are welcome, no matter your title. . ✦

Phill Martin

Phill Martin is the deputy chief executive officer of the National Association of Church Business Administration (NACBA). An ordained minister, he served for over 25 years in various positions of ministry in local congregations. He can be reached at phill@nacba.net. Phill’s passion is to engage and connect individuals and organizations to help them reach their maximum potential. He enjoys coaching, teaching, mentoring and connecting people with information and resources.



we've got you covered

by Gary Benson

Is There A Crack In Your Insurance Coverage? Five Areas of Risk That Could Affect Your Organization

It's not about insurance – it's about protecting your ministry. It's a mantra we try to abide by in our agency when we're visiting with the many different churches and other ministry minded organizations we've dealt with over the years.

There are many facets to a well structured insurance plan that serve as the foundation for this challenge of protecting your ministry...but in this article, let's focus on five important areas that can impact your ministry.

Cyber Liability – Organizations that use digital tools face new methods for operating and now, new risks. The potential liabilities associated with technology and cyber crime is ever increasing. If you find yourself with a data breach, you can incur costs which can add up to thousands of dollars depending on the size of your organization. There is also a growing need for Cyber Liability coverage among smaller organizations, since limited funds and too few technical experts often results in weaker computer security and thus, a potential easy target for hackers. There are several things you can do to help reduce your risks of a cyber attack, but you may also want to consider a cyber liability policy. Typical features of such a policy may include:

- **Network Security and Privacy Liability:** This protects your liability if your computer system transmits a virus, or if personally identifiable information or health information held by your organization is breached.

- **Electronic Media Liability:** Copyright and trademark infringement, plagiarism, defamation, violation of a person's right of privacy on your organization's website and more.
- **Funds Transfer Fraud Liability:** Covers situations where your organization's computer system is accessed by an unknown outside individual who is able to retrieve bank account information of others (church members, students, etc.) and electronically transfer funds out of those accounts.
- **Privacy Breach Expenses:** If someone steals information and by breach notification laws you were required to notify those affected, this would cover those fees, costs, and expenses.

There are a lot of ways you may be vulnerable – these are just a few:

- You record or store credit card, tax identification information and birth dates of contributors, staff or volunteers.
- Maintain driver's license, insurance or Social Security information.
- Obtain medical information or histories on any member of mission trips or youth activities.
- Maintain a blog, a social network page such as Facebook, an online book store or webcasts of services.
- Load pictures of congregation or staff members on the organization's website.

Employment Practices Liability – It wasn't that long ago that this coverage was the new kid on the block, but while it's gained a lot of momentum and many have done the right thing in obtaining this protection, there are still many organizations that have not. The purpose of the coverage is simple – it provides for claims arising from practices associated with employment-related events. This includes claims of discrimination, wrongful termination, etc. The premium cost for this item is usually less than a few hours of attorney fees.

Workers Compensation – In Texas, Workers Compensation coverage is mandatory! Before you question if I need to go back to insurance 101 to review this statement, it is indeed a true statement. The only question is whether you are going to self-insure for Workers Compensation or if you are going to provide that coverage through a Workers Compensation insurance policy.

Texas is indeed the only State that does not make the purchase of Workers Compensation insurance mandatory for an employer. But by law, the employer is still liable for lost wages and medical benefits if an employee is injured or incurs a sickness due to a job-related accident. We have seen claims in the hundreds of thousands of dollars and many more in the tens of thousands, so we strongly advise that whether you have one employee or many more than that, you consider protecting the church and your peace of mind by purchasing Workers Compensation insurance. Please note one very important item that is most often misunderstood – most health insurance policies contain an exclusion related to work-related injuries or sickness. Under Limitations and Exclusions in your health insurance policy, it likely reads something like this: "...any services or supplies for which benefits are, or upon proper claim would be, provided under Workers Compensation Law."

Foreign Liability and Foreign Travel Insurance – Summer time is rapidly approaching and many churches will be going on mission trips, many of those overseas. Rarely does an insurance policy provide liability protection or medical payment for overseas ministry, so an uninsured or underinsured church is at great risk. We highly recommend

that you contact your insurance agent for more information on this invaluable protection which can be purchased on a per trip basis, or perhaps under one policy, if you have multiple overseas trips planned.

Outside Users of Your Facilities – We've seen this a lot lately, perhaps because churches need to find additional revenue sources. Regardless, a number of churches are leasing their buildings to other congregations or allowing multiple others to use their facilities. In these instances, to best protect your organization, we recommend the following:

- (1) Require the outside group to list your organization as a named insured in its liability policy, with acceptable coverage limits;
- (2) Require the outside group to indemnify and "hold the church harmless" in the event of an injury; and
- (3) Disclaim any duty on the part of the church to supervise the premises during the group's occupancy.

Your members, guests, volunteers, facilities, and the church's assets comprise the essentials of your ministry and you need to make sure your church has adequately protected them. Though not a substitute for good risk management, insurance is a valuable tool. Develop a relationship with an insurance agent who understands the unique needs of churches so you can best discuss your needs and situations. By doing that, you will help keep your ministry protected and standing on a firm foundation. +

Gary Benson



Gary Benson is a 25-year insurance professional. He owns and operates the Insurance One Agency in The Woodlands, Texas. You can reach Gary at garyb@insuranceoneagency.com.



knowyourvendor

Office Depot Business Solutions Division Team

As one of the vendors of the CO+OP, Office Depot Business Solutions Division offers CO+OP members buying power for all their office essentials and specialized services. To introduce you to the dedicated team supporting you, we asked them to share a little bit about themselves professionally and tell us what their favorite things are:

- *I never leave home without...*
- *My favorite holiday is...*
- *I collect...*
- *I'll never part with my...*
- *If I could travel anywhere, it would be to...*
- *My favorite meal is...*
- *My DVR is always set to record...*

Kelley Copeland – National Account Manager



Kelley's career with Office Depot spans 17 years and since January of 2012, she has devoted herself to making sure that things go smoothly for Church CO+OP members. After spending 13 years in management at Office Depot, she now

enjoys working directly with the owners of the Group Purchasing Organizations that she manages. She feels she can have a direct impact on the value that GPO's provide their members. We asked Kelley what her most favorite things are:

In her spare time, Kelley enjoys writing a blog about the things she loves, like going to flea markets, and spending as much time as possible with family and friends. But if she goes anywhere, she never leaves home without two things...her iPhone and her best lip gloss. She collects vintage cowboy boots and art, and what she'll never part with are all those old family photos she has. If there's anywhere she could travel, it would be to Marrakesh and she would probably go at Christmas, which is her favorite holiday, but we doubt she could get her favorite meal of black-eyed peas and cornbread there. Kelley's DVR is always set to record Dr. Phil so that she won't miss one single show while she's gone.

Diane Argurio – National Service Consultant



Diane has been with Office Depot for nine years and began working with the CO+OP in January of 2013. She provides on-going reporting to the CO+OP to ensure that Office Depot provides the largest discounts possible on the products that CO+OP

members use the most. Providing quality customer service is Diane's gift and passion. You may have met Diane at the recent Texas Ministry Conference and probably noticed that she always wears a smile. She is looking forward to helping Kelley Copeland, Office Depot's National Account Manager, bring even more value to the CO+OP / Office Depot alliance.

Diane never leaves home without her cell phone and if she could travel anywhere in the world with it, she'd go to Africa. Since her DVR is always set to record "Bates Motel" even when she's not home, when she gets back, she can curl up with her special pillow that she'll never part with and have her most favorite meal...a pint of Ben and Jerry's Cherry Garcia ice cream. When Diane is not enjoying her favorite 4th of July holiday and fireworks, she's out collecting butterflies!

Jeremy Cargil – Business Account Manager



Jeremy has been with Office Depot since the summer of 2012 and has been assigned to the CO+OP since day one. He enjoys working with his customers and providing a one-stop-shop solution for all their business office supply needs. Jeremy

prides himself on always being accessible to his customers, having an understanding of their unique business needs, and providing products and solutions that fit those needs. In his personal life, Jeremy is the proud father of two young and very energetic boys. He loves to spend time outdoors with his family, as well as watching lots of sports.

To always stay in touch with his family, he never leaves home without his cell phone. Comforting to his wife is the knowledge that the wedding ring always goes with him, too. Christmas is the holiday of choice for Jeremy and even at Christmas, he can still get his favorite meal of Texas BBQ and all the side dishes he can eat. Jeremy is an old-fashioned kind of guy. He collects music and still likes to buy CD's instead of using the more modern method of digital downloading. His dream has always been to go to Italy, but we don't know whether that includes the whole family now or not. With two boys, it seems that his DVR is always set to record things for them these days!

Your team of Office Depot professionals is available to help you create a new CO+OP / Office Depot account and/or help you with your existing Office Depot account requirements. Give them a call at 888-350-3264 or visit the Office Depot Business Solutions Division website... www.bsd.officedepot.com. ✚

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knowyourvendor

Gulf Coast Security Services, Inc.

Located near the Energy Corridor of Houston and recently added as a vendor for the CO+OP, Gulf Coast Security Services is a company providing customized solutions in Electronic Security, Fire Detection, Video Surveillance, and Access Control. Multi-level Service Agreements are available that provide specific periodic system and equipment cleaning and maintenance, and that lock in customer costs for unknown maintenance/repair issues.

GCSS installs equipment and monitors accounts throughout Texas—from Beaumont to Midland and all points in between. GCSS has a commitment to same-day emergency service calls, so they have a strong focus on the 14-County Houston Metropolitan area and their over 600 accounts. When you call or email GCSS, your issue is resolved by the technicians who always work on your system. The big companies cannot provide this level of personal customer service. They have standard business hours Monday through Friday, with a 24/7 monitoring center, and technicians on call seven days a week for emergency situations. GCSS employees are licensed by the State of Texas and the Department of Public Safety for Security and Access Control Systems, with some of their employees also licensed by the State Fire Marshall for Fire System Installations.

Gulf Coast Security Services are proud to be in their 25th year of business, incorporating in Texas in 1988. They have worked with churches and non-profits throughout their 25 years and today, provide service to nearly 20 churches across the State of Texas. Two of those churches became so big that they in-housed their security staff, under the close supervision of GCSS.

Sam Frizzell, founder of GCSS, grew up in the Episcopal Church where he served as Acolyte, Lay Reader, and Vestryman until he moved his affiliation to Baptist. His children were not receiving adequate Bible teaching in the Episcopal environment, so the children voted and the change is history.

Sam brings 30 years of experience in understanding the “unique challenges” faced by all church and church/school organizations. GCSS has always recognized the need for providing special rates for the services utilized by churches and non-profits. For that very reason, they have customers who have been with them since 1988. The average term of their customers is more than 10 years, with 82% of their customers being with them for over five years.

You can contact Gulf Coast Security Services at any of the following phone numbers and email addresses. Detailed descriptions of their products and services can be found on their website at www.gulfcoastsecurity.net. ✦

Central Station/Customer Service: 281-493-9444

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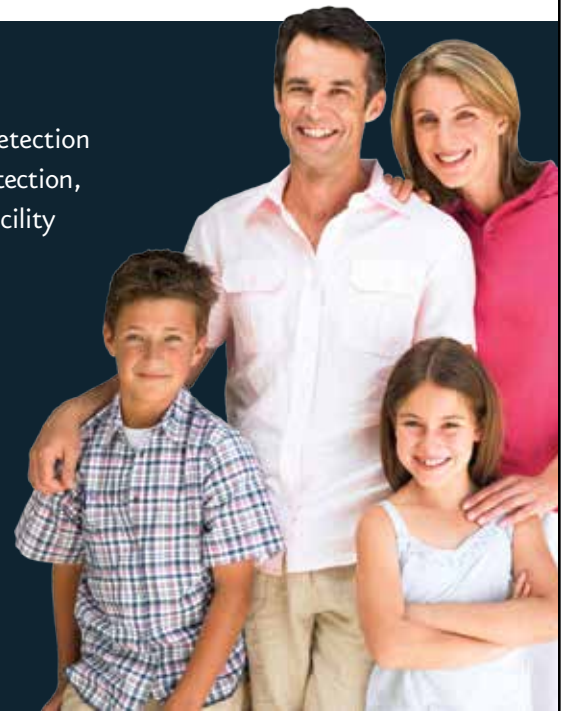
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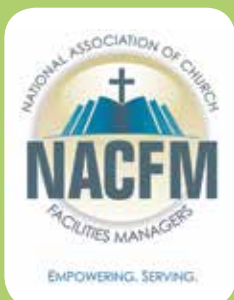
Why CO+OP: The purpose of our CO+OP is to help ministries save money on the goods and services they are buying. Examples include:

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- copiers and duplicators
- HVAC resources
- lamps and electrical supplies
- coffee service
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- banking and lending
- personnel, finance, risk reduction and insurance
- janitorial and sanitation supplies and tools
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- flooring/floor mats
- custom office stamps
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- janitorial service
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About Us...

With over 65 years in the mechanical and plumbing contracting industry, Comfort Systems USA (South Central) has positioned itself as a leading provider of lifecycle services and solutions in Houston, Texas and surrounding areas. Our solid reputation for quality workmanship is attributed to our highly qualified and experienced team, whose dedication to our clients and projects is unparalleled in the business.

Our proven performance led us to be among the 12 founding companies of Comfort Systems USA, now the nation's premier provider of mechanical solutions with over 50 affiliate companies across the nation. As a part of the Comfort Systems USA family, our buying power, bonding capacity and financial strength is unrivaled, putting us in a position to provide competitive offerings that give our clients the highest value as well as peace of mind.

Why we stand apart from the rest:

- Safety record that outperforms the national average
- Technical proficiency with all major manufacturers
- National Footprint / Local Presence
- An Energy-Star® partner
- United States Green Building Council member
- LEED® Accredited Professionals

Why Comfort Systems USA South Central?

We pride ourselves on being the source for all your HVAC and plumbing needs. We not only engineer and design mechanical systems and controls, we install, retrofit, upgrade and finance them as well. Our team of experts look forward to partnering with you to deliver bottom line results throughout the life of your facility.

Service and Maintenance

Customized Programs Designed to:

- Reduce equipment downtime
- Improve equipment reliability and efficiency
- Protect your investment
- Improve comfort and productivity
- Minimize your building's energy consumption and impact on our environment

Services Available:

- Service On Demand
- Planned Maintenance
- Preventive Maintenance
- Full Coverage Maintenance
- Building Automation Systems
- Indoor Air Quality (IAQ)
- Energy Services
- Plumbing Services

If you need to supplement your current staff with specific expertise, Comfort Systems USA provides on-site service technicians. This allows your staff to focus on your core business while we handle the intricate details of your mechanical system needs.

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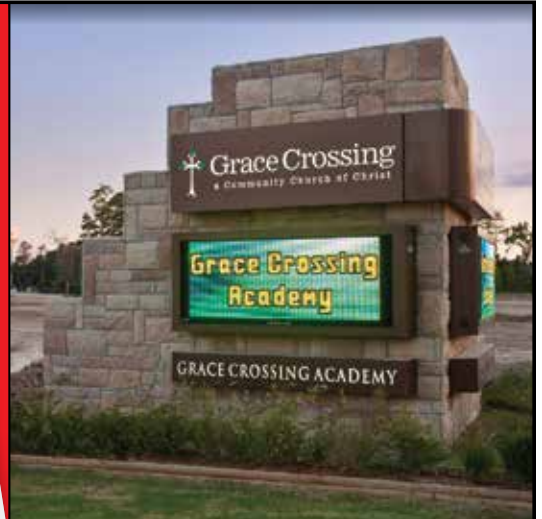
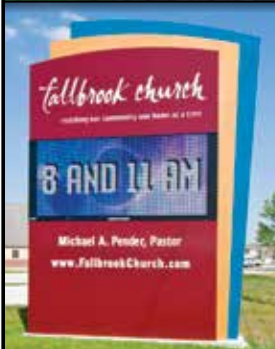
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