

# CHARLOTTE 2019

THE CHURCH NETWORK 63<sup>RD</sup> ANNUAL CONFERENCE

Charlotte, North Carolina  
July 11-14, 2019



# BUILDING

ON OUR

# FOUNDATION



# MBS Cloud SERVICES

MBS has extensive church and ministry IT expertise – let us host your servers in our datacenter!



Missional IT



VoIP



SPAM Filtering



Exchange



File Storage & Sync



Databases

Why put your servers in our private cloud?

- Eliminate the distraction & hassle of hosting your own servers
- Reduce IT costs
- Gain 100% up-time

We're in the most advanced datacenter on the planet – located in the USA

- Secure private cloud infrastructure
- Always up (28 Internet carriers & 4 power sources)

We can save you money because we only host Christian churches & ministries!

- Low monthly fees based on charity licensing
- Excellent domestic support

## Engineering & Consulting Services



Cyber Risk Audit



IT Audits



Network Engineering & Support



ChMS Selection Consulting

*Serving you and your team would be an honor! Call or email us today to learn more!*

**714.840.5900**  
**info@mbsinc.com**



Nick Nicholaou,  
President

**We host  
VoIP, Database,  
Exchange, & File  
Servers!**



**MBS, Inc.**

MINISTRY BUSINESS SERVICES, Inc.

*"...freeing those in ministry from business distractions."*  
Phone: 714.840.5900 • [www.mbsinc.com](http://www.mbsinc.com) • [info@mbsinc.com](mailto:info@mbsinc.com)

MBS is in a sustainable datacenter

## WELCOME!

July 11, 2019

### Welcome to Charlotte and the 63rd National Conference of The Church Network!

We're glad you're here. The conference team, our talented TCN national staff, and the dedicated Board of Directors have been working for over a year to make sure this conference is educational and fulfilling. We hope we have succeeded and pray that you will find your time here worthwhile.

As you know our conference theme is "Building on our Foundation." We selected the theme well over a year ago partly because we are in Charlotte where we are in the shadows of construction cranes. Somewhat providential, our launch event will be a celebration to honor CEO Simeon May who, for 21 years, has helped build The Church Network! Be sure to join us tonight and thank him.

The next few days offer opportunities to hear our great keynote speakers and choose from more than 50 workshops with experts in accounting, church security and safety, construction, information technology, and many others including required certification classes.

At the Charlotte Convention Center, we are in the middle of the central business and entertainment district. Discovery Place (our Saturday evening event) is just one of the many things to do here. Several other museums (Mint Museum, Gantt Center for African American Arts + Culture, and NASCAR Hall of Fame) and shops, restaurants, and a movie theater and a bowling alley are within a few blocks. Charlotte has a lot. Enjoy!

In closing, I'd like to thank each of your for attending our conference and bringing your expertise to our gathering. Your knowledge, experience, and willingness to share with colleagues is one our greatest assets as a network. Glad you are here to help us shape the future of church administration.

Peace in Christ,

*Bill Keith*

Bill Keith, CCA  
63rd Annual General Conference Chair



## 2019 LOCAL SUPPORT TEAM

**General Chair** ..... **Bill Keith, CCA**  
*COVENANT PRESBYTERIAN CHURCH, CHARLOTTE*

**Exhibits** ..... **Dave Focht, CCA**  
*NORTHPOINT COMMUNITY CHURCH, SPRING CITY, PA*

**Facilities** ..... **John Beith, CCA**  
*FIRST BAPTIST CHURCH, SOUTHERN PINES, NC*

**Food** ..... **Paul Hundrieser**  
*CALVARY CHURCH, CHARLOTTE*

**Hospitality** ..... **Deborah Wilson, CCA**  
*REEDER MEMORIAL BAPTIST CHURCH, CHARLOTTE*

**Program** ..... **Michael Aycock, CCA**  
*MYERS PARK PRESBYTERIAN CHURCH, CHARLOTTE*

**Registration** ..... **Jennifer Childers, CCA**  
*SARDIS PRESBYTERIAN CHURCH, CHARLOTTE*

**Workshop Conveners** ..... **Lee Thrasher**  
*PROVIDENCE ROAD CHURCH OF CHRIST, CHARLOTTE*

**Worship** ..... **Ed Holland, CCA**  
*EMERTUS, CHARLOTTE*

# PUT THE CONFERENCE AT YOUR FINGERTIPS

Search for **The Church Network 2019** in the App Store or Google Play; or scan the QR code; or visit <http://tcninfo.com/2019app>. Once downloaded, use the password **tcnetwork19**.

**Manage your schedule. Engage with other attendees. Grow your network.**



SCAN TO DOWNLOAD



Fact for fact,  
**Re:Member**  
 is superior.



**90% Less Work!!**

Re:Member delivers amazingly beautiful church directories.

Features	Remember Church Directories	Lifetouch	Brand X
Recorded promotional calls are made to <b>ALL</b> phone numbers provided by the church weekly.	YES	NO	NO
Company does all the work needed for successful online sign ups.	YES	NO	NO
No need for volunteers from the church for hostess duties at the time of photography.	YES	NO	NO
No need to learn a complicated layout program. We do all the work.	YES	NO	YES
Company handles all the layout details when designing the directory.	YES	NO	NO
Portrait prices are the most economical in the industry.	YES	NO	NO
Company does follow up calls for those people who have not signed up with first calls.	YES	NO	NO
No need for the church to print out address labels for photography rosters and paperwork.	YES	NO	NO
Assistance provided throughout the entire program. The church is not left alone after the agreement is signed.	YES	NO	NO

They're FAST, FREE and EASY!



Call 1-866-724-3907 today

# The Church Network Charlotte 2019 Conference July 11-14, 2019

INFORMATION

	Thurs, July 11th	Fri, July 12th	Sat, July 13th	Sun, July 14th		
7:00 AM					7:00 AM	
7:15 AM					7:15 AM	
7:30 AM		Breakfast on Own or Breakfast Meetings	Breakfast on Own or Chapter Leaders Breakfast	Brunch Today at 10:15 am	7:30 AM	
7:45 AM					7:45 AM	
8:00 AM	Exhibitor Move-in				8:00 AM	
8:15 AM					8:15 AM	
8:30 AM					8:30 AM	
8:45 AM					8:45 AM	
9:00 AM			General Session II	General Session III	Workshops E	9:00 AM
9:15 AM						9:15 AM
9:30 AM						9:30 AM
9:45 AM						9:45 AM
10:00 AM						10:00 AM
10:15 AM						10:15 AM
10:30 AM					10:30 AM	
10:45 AM				Hotel Check-Out and Brunch	10:45 AM	
11:00 AM					11:00 AM	
11:15 AM					11:15 AM	
11:30 AM				Business Session	11:30 AM	
11:45 AM					11:45 AM	
12:00 PM		Trade Show with Lunch	Trade Show with Lunch	Workshop F	12:00 PM	
12:15 PM						12:15 PM
12:30 PM						12:30 PM
12:45 PM						12:45 PM
1:00 PM					1:00 PM	
1:15 PM					1:15 PM	
1:30 PM					1:30 PM	
1:45 PM					1:45 PM	
2:00 PM		Workshops A	Workshops C	Prize Drawings	2:00 PM	
2:15 PM					2:15 PM	
2:30 PM					2:30 PM	
2:45 PM					2:45 PM	
3:00 PM		Refreshment Break	Refreshment Break		3:00 PM	
3:15 PM					3:15 PM	
3:30 PM					3:30 PM	
3:45 PM					3:45 PM	
4:00 PM	First Timers' Orientation				4:00 PM	
4:15 PM					4:15 PM	
4:30 PM		Workshops B	Exhibit Hall Move Out	Workshops D	4:30 PM	
4:45 PM	Denom/Networks Receptions				4:45 PM	
5:00 PM					5:00 PM	
5:15 PM					5:15 PM	
5:30 PM					5:30 PM	
5:45 PM	Launch Event Honoring Simeon May at Retirement				5:45 PM	
6:00 PM					6:00 PM	
6:15 PM				Remainder of afternoon and evening free or travel home.	6:15 PM	
6:30 PM					6:30 PM	
6:45 PM					6:45 PM	
7:00 PM					7:00 PM	
7:15 PM					7:15 PM	
7:30 PM					7:30 PM	
7:45 PM	Trade Show Open with dinner		Special Event: Discovery Place		7:45 PM	
8:00 PM		Evening free or Network Events			8:00 PM	
8:15 PM					8:15 PM	
8:30 PM					8:30 PM	
8:45 PM					8:45 PM	
9:00 PM					9:00 PM	

## Special Event at Discovery Place

Saturday, July 13

6:30 pm - 9:30 pm

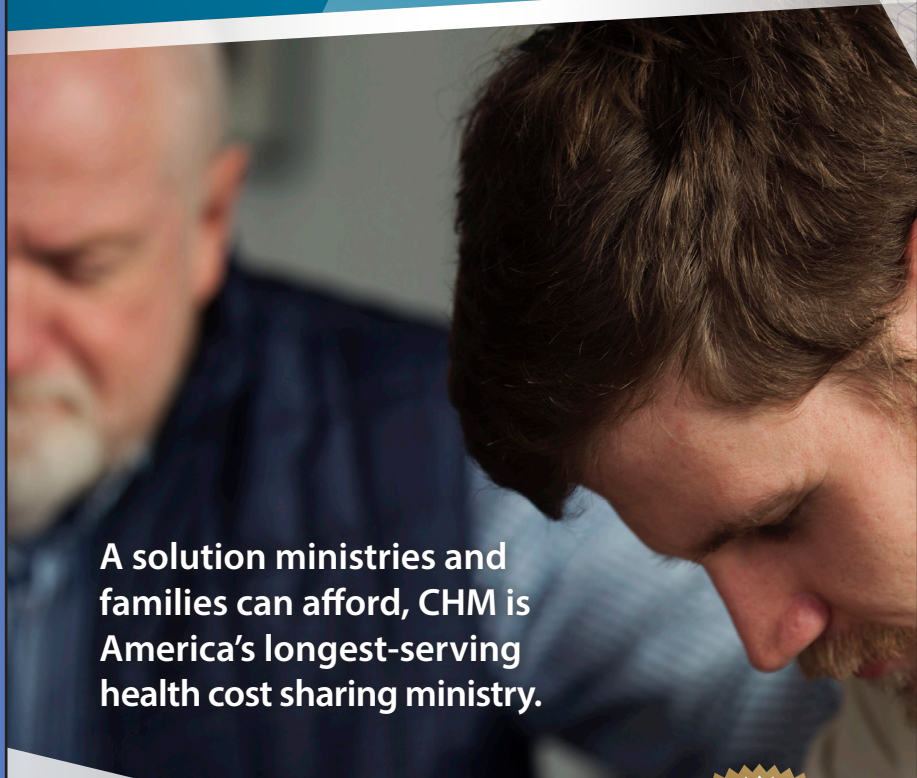
Buses will loop from hotels and Discovery Place all evening with initial pick ups starting at 6:15 at these locations:

CCC - on MLK Blvd, near Brevard

Hilton Properties - between the two properties on MLK Blvd

Westin - on Stonewall

# How to pay for healthcare is answered by Galatians 6:2 and the call to minister.



A solution ministries and families can afford, CHM is America's longest-serving health cost sharing ministry.



**Christian  
Healthcare  
Ministries**

*chministries.org*



As Heard On





---

---

## ABOUT OUR WORKSHOPS

### Conference Content

Whereas The Church Network makes every effort to ensure accurate and timely information, the opinions and points of view expressed in presentations and speeches during the conference are those of the presenters and do not necessarily represent those of The Church Network. In legal, accounting, and human resources issues it is always wise to seek a second opinion from a professional in the field when there is question about information presented. Remember, it is just information unless you have paid for professional services.

If you have questions or concerns about content at the conference please direct them to Phill Martin, CEO-Elect at [phill@thechurchnetwork.com](mailto:phill@thechurchnetwork.com).

### Exhibitor Workshops

Each day you will note several workshops that are labeled Exhibitor Workshops. If you are new to a TCN conference you may be wondering what this label means and how these workshops differ from other workshops. There are two major differences:

1. **Selection:** Each year, following the annual trade show, our exhibitors are given a "Call for Presentation" for the next year. From these responses a limited number of presentations are selected.
2. **Expectation:** The workshop will have solid, relevant content, but the exhibitors are allowed to engage in directly marketing how their products or services can be supportive of your work in the local church. In attending a workshop marked Exhibitor Workshop you can assume useful content and a presentation focused to teach/show you how the organization can help you in your work.

You will also notice from time to time individuals who work with companies that are a part of our trade show leading other (non-exhibitor) workshops. Unless marked as an exhibitor workshop or flagged with a corporate sponsorship you should not expect to have sales or marketing content as a part of the presentation. Obviously, many of these folks have great products and services to offer and can be approached in the exhibit hall if you are interested in learning more; please do not ask them to provide marketing information in these workshops.

The Church Network's certification program has opened avenues to endless resources of information that will help our congregation operate in a more efficient and professional manner.

## “I Don't Go It Alone.”

Through the Lord's blessing, our church has experienced tremendous growth; so much so, that we found our business operations now to be inefficient. The Bible tells us to study to show ourselves approved, so I turned to The Church Network – the Certified Church Administrator (CCA) program has provided insight into a wide array of topics that will greatly enhance our service for His kingdom.

To learn more, go to  
[www.thechurchnetwork.com/certify](http://www.thechurchnetwork.com/certify).

**Chris Thompson**  
Lawrenceburg, KY



**THE CHURCH NETWORK™**  
*Don't Go It Alone.*

powered by **NACBA**

## CONFERENCE CONTINUING EDUCATION PROGRAMS

Two kinds of continuing education credits are offered at the conference.

CEUs can be earned for the TCN program for certification or retention as a CCA.

CPEs can be earned as part of the Continuing Professional Education (CPE) required for CPAs to maintain their professional competence and provide quality professional services.

To receive credit for either CEUs or CPEs follow the instructions below using the CEU/ CPE Credit Form provided on the next page or on a card available at the registration desk. To earn credit for either program, the form must be submitted within 30 days of the conference.

1. Sign in.
2. Make note of the Line # on the sign-in sheet and the Workshop #
3. Make note of the code provided by the convener during the session.
4. Record the numbers on your CEU Form.

### Continuing Education Units for CCAs All Workshops Are Eligible for CEU Credit

CEUs can count toward certification or retention to which guidelines must be adhered in order to receive credit. You must have the proper code for the workshop in order to receive CEU credit.

### Continuing Professional Education for CPAs Only Workshops Designated <sup>CPE</sup> Are Eligible for CPE Credit



The National Association of Church Business Administration (NACBA), doing business as The Church Network (TCN), is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding

registered sponsors may be submitted to the National Registry of CPE Sponsors through its website: [www.nasbaregistry.org](http://www.nasbaregistry.org). Our NASBA sponsor ID is 115907.

# General Information

## CEU/CPE CREDIT REPORTING FORM

TCN 2019 National Conference -- July 11-14, 2019

Charlotte Convention Center - Charlotte, NC

Name: \_\_\_\_\_

CCA  CPA

ID: \_\_\_\_\_ (on badge)

I am registered in certification

Possible Value/Hours

CEU CPE

### FastTrack Attended

<input type="checkbox"/> Accounting	0.6	6
<input type="checkbox"/> Facilities	0.6	
<input type="checkbox"/> Executive Pastor	0.6	
<input type="checkbox"/> Communication	0.6	
<input type="checkbox"/> HR	0.6	

### Keynote

### Code

Friday - King	_____	0.1	
Saturday - Garrido	_____	0.1	
Sunday - Hammar	_____	0.15	1.5

### Workshop #Sign-in Line

### Code

A - _____	_____	_____	0.2	2
B - _____	_____	_____	0.2	2
C - _____	_____	_____	0.2	2
D - _____	_____	_____	0.2	2
E - _____	_____	_____	0.2	2

### Total Value

\_\_\_\_\_

Please total your CEU credits and/or CPE earned hours.



**To earn credit for either program, this form must be submitted within 30 days of the conference. Scan and do one of the following before August 14, 2019.**

FAX to: 972.699.7617 or Email to: [info@thechurchnetwork.com](mailto:info@thechurchnetwork.com)

or Mail to: The Church Network  
100 N Central Expwy, Ste 706  
Richardson, TX 75080

**Keep a copy of this form. DO NOT turn it in at conference.**

## WORKSHOPS ELIGIBLE FOR CPE CREDIT

#	TITLE	SPEAKER
FT	Accounting <sup>CPE</sup>	Francisco
A06	Employment Classification — Wages and Benefits <sup>CPE</sup>	F. Sommerville
A08	What's New in Church Tax Law? <sup>CPE</sup>	Batts
B03	Beyond the Tithe – Estate and Charitable Planning Tools <sup>CPE</sup>	Armstrong
B06	Building Blocks of Compensation <sup>CPE</sup>	E. Sommerville
B08	Effective Financial Oversight <sup>CPE</sup>	Batts
B09	Remote Staff Work <sup>CPE</sup>	Nicholaou
B10	5 Building Blocks of Church Financial Integrity <sup>CPE</sup>	Martin
C01	CANCELLED	Mikes
C05	Info Technology – Part 1 <sup>CPE</sup>	Nicholaou/Smith
C06 & D06	He Said--She Said: The Debate Continues <sup>CPE</sup>	Sommervilles
C07	Church Financial Metrics Worth Tracking <sup>CPE</sup>	Cadden
C08	Blockchain Technology <sup>CPE</sup>	Tom Greer
D04	Are Designated Funds Out of Style? <sup>CPE</sup>	Smith
D05	Info Technology - Part 2 <sup>CPE</sup>	Nicholaou/Smith
D07	Basic Accounting <sup>CPE</sup>	Laue 
E01	Trends that Grow Giving <sup>CPE</sup>	Benson 
E04	Mobile Online Giving Platform <sup>CPE</sup>	Mafoulasire/Pulliam
E06	Ministry Pay: Compensation Benchmark and Data Analysis <sup>CPE</sup>	Martin
E07	Advanced Accounting <sup>CPE</sup>	Laue
E08	Investment Policy and Asset Allocation <sup>CPE</sup>	Granzow
F01	Legal and Tax Developments <sup>CPE</sup>	Hammar



# CHURCHEXCEL

---

**FREE** resources to EXCEL  
in Church Administration!

Sample Employee Handbook

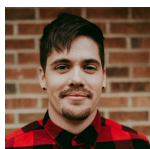
## EMPLOYEE BENEFITS



Download **FREE** at **ChurchEXCEL.ORG**

## SPEAKERS

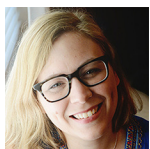
### KEVIN ACHE



#### **D3 – Church Reimagined for Mixed-Use** (EXHIBITOR: GFF ARCHITECTS)

Kevin Ache oversees several ministries including student ministries, communication, production, and modern worship for SouthPark Church in Charlotte, NC. His passion is using creativity to introduce the next generation to Jesus, letting the Gospel spread through fascination. He studied graphic design, sports ministry, and Biblical studies and graduated from Ohio Christian University in 2011. Kevin and his wife moved to Charlotte in 2015 when he joined the staff at SouthPark Church.

### NATALIE AHO



#### **FastTrack – Communication Network, Facilitator**

Natalie Aho has spent over fifteen years as a professional in communications and another four years as an educator. She is employed as a communications specialist for Baptist News Global and the Center for Healthy Churches. She also provides consulting services to individuals, organizations, and congregations and is married to a pastor. She has an MS in interactive media from Quinnipiac University and a BS in education from Baylor University.

### MARION ARMSTRONG



#### **B3 – Beyond the Tithes** (EXHIBITOR: HIGHGROUND ADVISORS)

Marion Armstrong, JD, joined HighGround Advisors in 2012 as associate general counsel. Marion's focus is counseling both client representatives and prospective donors regarding matters of charitable giving and nonprofit governance. Marion holds a bachelor's degree from The University of Alabama and a JD from The University of Texas.

### BECKY ARTER



#### **FastTrack – Accounting Network** <sup>CPE</sup>

Becky Arter is the client accounting services manager with Stanfield + O'Dell. She has over 25 years of public and private accounting experience including extensive experience working with churches and nonprofit



## SPEAKERS

ministries. Her experience as administrator and secretary/treasurer on the Board of Bethel Worship Center gives her first-hand knowledge of church finance. Becky is a certified QuickBooks Pro Advisor, a certified bookkeeper, and a member of the American Institute of Professional Bookkeepers.

### ERIC BAHME



#### **E2 – Embedded Church Facilities** (EXHIBITOR: BUILDING GOD'S WAY)

Eric Bahme is CEO at Mission-Based Sustainable (MBS) Solutions. He is the author of the book, *The Mission-Based Entrepreneur Revolution: Developing Economic Engines that Drive Mission-based Movements*.

The success stories shared in this book about integrating for-profit business models in churches have been featured in a number of national publications and television broadcasts. A senior pastor for over 20 years, Eric is an innovative entrepreneur and he travels the country helping churches discover and develop the untapped potential of these opportunities.

### MIKE BATTS



#### **FastTrack – Executive Pastor Network** **A8 – What's New in Church Tax Law?**<sup>CPE</sup> **B8 – Effective Financial Oversight for Churches**<sup>CPE</sup>

Mike Batts, CPA, is the managing partner of Batts Morrison Wales & Lee (BMWV) and has more than 30 years of experience advising

churches, ministries, and nonprofit organizations in the areas of board governance, financial oversight, tax compliance and strategy, risk management, corporate structure, international activities, and other related topics. Mike has been inducted into TCN's Hall of Fame and has authored several books including *Nonprofit Financial Oversight and Board Member Orientation*.

### JOAN BENSON



#### **E1 – Trends that Grow Giving**<sup>CPE</sup> (EXHIBITOR: SAGE INTACCT)

Joan Benson has 20+ years of combined experience in accounting, Christian publishing, and technology. As director of industry marketing for Sage Intacct Corporation, Joan focuses on understanding the needs of nonprofit organizations by creating solutions, support, and best practices that help ensure mission success. Joan holds a BBA from Baylor University.



## SPEAKERS

### TERRY BERTRAND



#### **B5 – \*Theology and Ethics of Church Administration**

Dr. Terry Bertrand, CCA, has recently retired after serving as the executive minister of administration for First Baptist Arlington, Texas, for 21 years. He has served in the area of church administration ministry in Texas and Louisiana for 40 years. Terry has served on the Board of TCN (2006-10), is an adjunct professor at Dallas Baptist University, and directs TCN Certification Center at DBU. He is active in civic affairs in Arlington where he serves on four local boards.

### CHANDRA BINDER



#### **FastTrack – Accounting Network<sup>CPE</sup>**

Chandra Binder, client accounting services consultant with Stanfield + O'Dell, is responsible for onboarding new clients. She provides software training, consulting, and financial review to new and existing clients. Chandra's extensive corporate and small business accounting experience gives her an expertise to help clients prepare processes and procedures which assist in reducing waste and fraud and promote increased productivity. Chandra is a return resident to Oklahoma who enjoys travel, hunting, and antiques. She is a volunteer with the Northeast Oklahoma American Red Cross Disaster Services team.

### TAMMY BUNTING



#### **FastTrack – Accounting Network<sup>CPE</sup>**

Tammy Bunting is CFO of Preston Trail Community Church and director of Not-for-Profit Services for AcctTwo. With over twenty-five years of experience in accounting, business administration, operations, and management she brings unique insight into the subject. This includes work in both the secular and non-profit Christian environments. She has been responsible for providing the controllership functions of all business environments at a multi-ministry church enterprise.

### RICK CADDEN



#### **FastTrack - Church Facilities Network - Facillitator C7 – Seven Church Financial Metrics Worth Tracking<sup>CPE</sup>**

Rick Cadden, CCA, CCBA, is pastor of business administration at First Baptist Church, Burleson, Texas. He has 23 years of leadership in support staff, food service, facility management, operations, budget and

## SPEAKERS

finance, and HR. Certified by The Church Network and Baptist Leader Network, during his 23 years in ministry, Rick has developed tools for tracking church financial data in a way that tells a story and can be used for forecasting and decision making.

### HAROLD CARLSON



#### **E9 – Chapter Connector: Building and Growing a Local Community**

Harold Carlson, CCA, is the director of operations at Thanksgiving Lutheran Church in Bellevue, NE. He has served on The Church Network's Board for five years, currently as Vice President. He is also the president of the Nebraska Chapter. He attended the University of Minnesota, College of Forestry. Prior to joining the church staff at Thanksgiving, he worked at United Parcel Service for over 29 years in all areas of ground and air operations, industrial engineering, and logistics.

### TIM COOL



#### **FastTrack—Church Facilities Network D3 – Church Reimagined for Mixed-Use (EXHIBITOR: GFF ARCHITECTS) E5 – Retirement Planning for Your Facility**

Tim Cool is founder of Cool Solutions Group, and has assisted nearly 500 churches throughout the United States with their facility needs. He has collaborated with churches in the areas of facility needs analysis, design coordination, pre-construction and construction management as well as life cycle planning/facility management. Cool Solutions Group is also the developer of eSPACE Facility Management software products including Event Scheduler, Event Registration, Work Order Management, Life Cycle Calculator and HVAC integration.



## SPEAKERS

### DENISE CRAIG

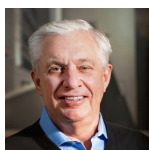


#### D8 – Leading through Transition

Denise Craig, CCA, serves as TCN's Board President and is the executive pastor at Abba's House ensuring the day-to-day operations of the church run smoothly. Trained at Southwestern Theological Seminary, she is a Certified Church Administrator. She serves on the ECFA

Church Board of Reference, on the Editorial Advisory Panel for *Church Executive Magazine*, and on the Executive Board and the Personnel Committee of the Hamilton County Baptist Association.

### CHARLIE DANIELS



#### A1 – Refresh Your Church Facility

(EXHIBITOR: *CHURCHES BY DANIELS*)

Charlie Daniels has worked in construction his entire life. While attending Rhema Bible College in the 1980s, he was asked to use his background in construction to manage their project: a 250,000 square-foot, 5000 seat sanctuary and Churches by Daniels was born. Charlie is licensed and bonded in 48 states and is dedicated to being the premier resource to pastors and staff, utilizing his experience to help churches *rise up and build*. NEHEMIAH. 2:18

### CHRIS DOLAN



#### D2 – The Mobile Future of Your Ministry

(EXHIBITOR: *TOUCHPOINT*)

Chris Dolan has been with Redeemer Churches and Ministries for seven years. Chris first started at Redeemer in the Center for Faith and Work (the vocational ministry within the church). He has been overseeing IT (Information Services) at Redeemer for almost four years now. Chris's passion is to see the church thrive and grow because of a great culture. Chris graduated in 2005 with a bachelor's degree from Roanoke College.

### BEN FOLEY



#### B2 – Serve Full Circle: From Baptism to Death

(EXHIBITOR: *HOMECOMING COLUMBARIUM SYSTEMS*)

Benjamin Foley has been director of operations for Homecoming, Inc., since 1994. Ben also serves as the senior Client Relations manager.

He conducts educational seminars about the benefits (for both church and member) of establishing a columbarium ministry on campus and presents to individual

## SPEAKERS

churches across the country. He has worked with over 650 churches, facilitating every aspect of the development process, including committee presentations, congregational education, promotional and marketing ideas, site selection/design ideas.

### LISA FRANCISCO



#### **FastTrack – Accounting Network<sup>CPE</sup>, Facilitator**

Lisa Francisco, CPA, has been the business administrator at Brentwood Baptist Church since 2002. In that role she is responsible for the financial accounting, facility management, food services, information technology, and insurance/risk management. She previously served 14 years at HCA Healthcare, two years in public accounting, and three years working for a life insurance company. Lisa is a member of the American Institute of Certified Public Accountants, the Tennessee Society of CPAs, and The Church Network.

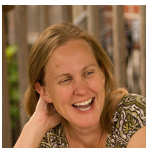
### JAMES FRIEDMAN



#### **C9 – Ten Critical Items for Church Security**

James Friedman is the co-owner of Forever Vigilant, LLC, and has over 31 years of ministry experience as a senior pastor and 13 years as a law enforcement professional. James serves as a program director and instructor with the Macomb Criminal Justice Training Center basic and advance police training and as an instructor at Washtenaw Community College Corrections Officer Academy. James also serves as a police commissioner with the Michigan Association of Police Chiefs.

### ANN GARRIDO



#### **Keynote – Building a Spiritual Foundation as an Administrator**

#### **C4 – Redeeming Conflict as Administrator**

Ann Garrido, DMin, is associate professor of homiletics at Aquinas Institute of Theology in St. Louis, MO. While her first passion is teaching, for the past fifteen years, she has found herself increasingly drawn into administrative roles including (at varying points in time) serving as her school's Director of the DMin in Preaching, Director of MAPS Catechesis of the Good Shepherd, Director of Field Education, Director of Distance Learning, and Director of the Aquinas Ministry Integration Project. Garrido has served as senior editor of *Human Development Magazine* and is the author of eight books, including the award-winning volumes *Redeeming Administration* (Ave Maria Press, 2013) and *Redeeming Conflict* (Ave Maria Press, 2016). Ann now commits half-time to traveling nationally and internationally doing conflict education and

## SPEAKERS

mediation work with Triad Consulting Group, founded by two members of the Harvard Negotiation Project based in Cambridge, MA.

### MATT GATES



#### FastTrack – Executive Pastor Network, Facilitator

Matt Gates, CCA, is executive pastor at Victory Family Church in Cranberry Township, PA. In that role he is responsible for the day-to-day leadership and decision-making of church policies and ministries.

This includes strategic support and execution of the vision of the church as the primary representative of the senior pastor. Prior to his role as executive pastor, Pastor Matt spent 18 years on staff as the business administrator. He is married and has two children, loves to hunt, go cycling, and vacation with his family.

### JOHN GRANZOW



#### E8 – Investment Policy and Asset Allocation <sup>CPE</sup>

John Granzow, CIMA<sup>®</sup>, has thirty years of experience providing consulting services to families and institutions including foundations, endowments, and retirement plans. Prior to serving as Managing Director - Investments for the Granzow Consulting Group of Wells

Fargo Advisors, John spent four years as president and co-founder of Captrust Financial Advisors, a national consulting and brokerage firm. He also served as director of Wachovia Securities Consulting Services Group, as a director of the Managed Accounts Group for Paine Webber.

### TOM GREER



#### C8 – Blockchain Technology: Getting Ready<sup>CPE</sup>

Tom Greer, CPA, has more than 40 years of experience as a financial expert and business consultant. For most of the last 27 years, he has served as the CFO and administrative officer for four mega-churches managing building projects totaling over \$200 million. He is the founder

of Solid Rock Consulting, LLC, which provides financial consulting and building project management services. Tom has consulted with churches across America, performing financial feasibility studies and strategic planning for multi-phase construction projects.

## TCN OFFICE IN ROOM 106



## SPEAKERS

### JOEL GUTHRIE



#### **B1 – Church Engagement** (EXHIBITOR: BLACKBAUD)

Joel Guthrie is senior Content Marketing manager at Blackbaud. He grew up in the church and his family helped start a church in Colorado Springs. Since then, he has been on staff as a worship leader and youth leader at a church in Bellevue, WA. He has been working in marketing in the tech space for his entire career, servicing large tech companies such as Microsoft and Amazon. He is passionate about helping the church apply modern technology to grow and engage their communities!

### RICHARD HAMMAR



#### **Keynote/F Workshop – Legal and Tax Developments<sup>CPE</sup>**

Richard Hammar, JD, LL.M., CPA, is an attorney, CPA, and best-selling author specializing in legal and tax issues for churches and clergy. A graduate of Harvard Law School, he is the author of more than 100 books, including *Pastor, Church & Law* and the annual *Church and Clergy Tax Guide*. He also writes the *Church Law & Tax Report* newsletter, has contributed articles to numerous journals and publications, is a frequent speaker at legal and tax conferences, and has taught church law at a number of seminaries.

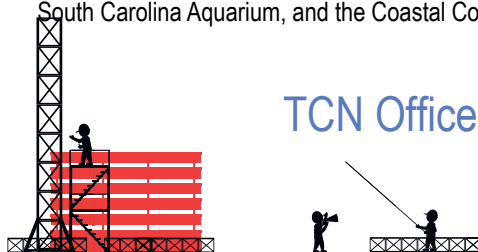
### HEIKO HENNING



#### **C2 – How to Engage Millennials** (EXHIBITOR: VISION2SYSTEMS)

Heiko Henning is the chief revenue officer at Vision2Systems, leading client relationships and client success. His experience cuts across business strategy and technology enablement at companies including Blackbaud, Lante, and Trilogix. He holds a BS in computer engineering from the University of Illinois at Urbana, and a MBA from the Kellogg School of Management at Northwestern University. He has volunteered with Habitat for Humanity, the ASPCA, the South Carolina Aquarium, and the Coastal Conservation League.

TCN Office in Room 106



## SPEAKERS

### BRETT HERZOG



#### **A3 – Data Analytics: Divine Insight of Heresy** *(EXHIBITOR: ACS TECHNOLOGIES)*

Brett Herzog is a husband, father, pastor, and tech nerd. He has served in new product development for the last 15 years for industry leading companies such as Thomson Reuters, ACT, and Follett Corporation. He currently serves as the director of product management of Analytics for ACS Technologies – helping churches and organizations realize the key role that data analytics can play in helping them fulfill their mission and vision.

### DEAN JOHNSON



#### **FastTrack – Church Facilities Network** **A12 – Metro Network—OMEGA – Part 1** **C12 – Metro Network—OMEGA – Part 2**

Dean Johnson, CCA, CCFM, is business administrator for First Baptist Church in Lubbock, Texas. He has been on staff at First Lubbock for 21 years starting out as facilities director, a position that he is still responsible for. He is a charter member of the NACFM and is the past executive director of the National Association of Church Facilities Managers.

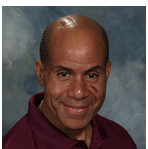
### PAUL JOHNSON



#### **FastTrack – Church Facilities Network, Facilitator**

Paul Johnson has been a CCA since 1992 and a member of The Church Network since 1985. He is past president of the TCN Board and he has held many offices with the association. Paul was associate minister of administration at First Christian Church and minister of administration at Plymouth Congregational Church, both in Des Moines, IA. He was minister of business administration at Wilshire Baptist Church in Dallas for 8 years prior to retiring in 2014.

### MELVIN JONES



#### **FastTrack – Executive Pastor Network, Facilitator**

Melvin Jones, CCA, currently serves as the executive pastor at the Antioch Baptist Church in Fairfax Station, Virginia, where he has served since July, 2003. Prior to entering full-time vocational ministry Melvin was employed by Verizon Communications for 14 years. He currently serves as Secretary of the Board of Directors of The Church Network. He

## SPEAKERS

has been married to Kimberly for over 25 years, and they have been blessed with two children, Kyle and Lauren.

### DAVID KING



#### **Keynote – Making Sense of Congregational Finances** **A4 – Changing Landscape of Religious Giving** **B4 – Changing Landscape of Religious Giving (R)**

David P. King, PhD, is the Karen Lake Buttrey Director of the Lake Institute on Faith and Giving as well as assistant professor of Philanthropic Studies within the Indiana University Lilly Family School of Philanthropy. He is a graduate of Samford University and Duke Divinity School. His PhD in religion is from Emory University. Having served local churches and national faith-based organizations, he is also fueled by facilitating conversations with faith leaders, donors, and fundraisers (of all generations) around the intersections of faith and giving. Trained as an American religious historian, his research interests include investigating how the religious identity of faith-based non-profits shapes their motivations, rhetoric, and practice. He is the author of the recent book, *God's Internationalists: World Vision and the Age of Evangelical Humanitarianism* (UPenn, 2019), and the director of the National Study of Congregations' Economic Practices (NSCEP).

### RYAN LAMBERSON



#### **A1 – Refresh Your Church Facility** **(CHURCHES BY DANIELS)**

Ryan Lamberson has more than 15 years' experience serving in the local church, leading in various leadership roles. Currently, he serves as the executive pastor at Word of Life Church that serves thousands every weekend located in Flowood, Mississippi, as well as a ministry consultant around the country. Ryan's areas of expertise center on strategic planning, problem solving, and implementation of systems that create and sustain growth. Additionally, helping grow the church he serves at from 500 to over 3,500.00 people he understands the unique steps required for churches to grow no matter their current size.





# PROTECT. STRENGTHEN. GROW.

For nearly a century, HighGround Advisors has protected and grown the assets of churches, nonprofit organizations and charitably minded individuals dedicated to transforming lives. We offer comprehensive services in investment and asset management, charitable gift planning and matters unique to tax-exempt organizations and the individuals who support them.

We handle the details, so you can focus on *moving mountains.*



HIGHGROUND<sup>®</sup>  
ADVISORS

ASSET MANAGEMENT  
GIFT PLANNING  
ACCOUNT SUPPORT SERVICES

214.978.3300 | 800.747.5564 | [www.highgroundadvisors.org](http://www.highgroundadvisors.org)

## SPEAKERS

### VONNA LAUE



#### **FastTrack – Church Accounting Network** **D7 – Basic Accounting<sup>CPE</sup>** **E7 – Advanced Accounting<sup>CPE</sup>**

Vonna Laue, CPA, spent over 20 years with a national public accounting firm specializing in service to Christian ministries. She earned her BS degree from Black Hills State University and her MBA in Leadership and HR Management from the University of Colorado. She has written numerous articles and co-authored a couple of books. In 2010, Vonna was inducted into the Church Management Hall of Fame.

### BRAD LECHTENBERGER



#### **A1 – Refresh Your Church Facility** *(EXHIBITOR: CHURCHES BY DANIELS)*

Brad Lechtenberger graduated from Kansas State University. He is licensed to practice architecture in 49 states in the United States, Washington, DC, and the US Virgin Islands. He is a member of AIA and the National Council of Architectural Review Boards. He has over 30 years of experience in a vast variety of project types, including churches, education facilities, multi-family housing, retail stores, medical, restaurants, hotels, aviation, and military.

### MIKE LEE



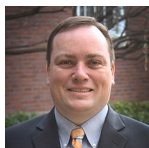
#### **FastTrack – Executive Pastor Network**

Mike Lee, CPA, is a partner and the national director of audit and assurance services for BMWL. He has more than 20 years of experience in auditing nonprofit organizations, analyzing internal controls, and other related areas of practice. Mike is a contributing editor of BMWL's nonprofit feature articles and special alerts, which provide news related to current developments and perspective on issues impacting nonprofits. Mike has been a conference speaker on nonprofit accounting and auditing issues at both the local and national levels.

TCN Office in Room 106

## SPEAKERS

### RHODES LOGAN



#### **A2 – Next Level Generosity Strategies** *(EXHIBITOR: HORIZONS STEWARDSHIP)*

Rhodes Logan is a vice president with Horizons Stewardship with over twenty years of experience. As a seasoned fundraising professional, he has expertise in capital campaigns, major gift solicitations, planned giving, annual giving programs, and development communications. Through his ministry, Rhodes discovered his passion for working with local churches and religious non-profits. He is inspired by the transformational work of his clients to guide them to success and achieve funding for their missional objectives.

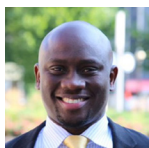
### JEFF LUTRELL



#### **FastTrack: Human Resources Network**

Jeff Lutrell, SPHR, SHRM-SC, is senior director of Talent Acquisition with Alorica, a business process outsourcing company based in Irvine, CA. He leads teams of recruiters across the U.S. He received his BA in journalism from University of North Carolina at Chapel Hill. He has over 20 years of recruitment experience in both staffing industry and corporate recruiting including international recruiting. He has led teams for large hiring projects, niche and specialty roles, and executive recruitment.

### WALLE MAFOLASIRE



#### **E4 – Mobile Online Giving Platform** *(EXHIBITOR: GIVELIFY)*

Walle Mafolasire formed Givelify in 2013 out of a desire to transform spontaneous giving and increase generosity in the world. He has been honored as one of Indy's Top 10 Best and Brightest in Technology. A multi-time entrepreneur, Mafolasire pioneered an online learning and collaboration platform for college students and an interactive mobile video cloud platform.

### DON MAHONEY



#### **E2 – Embedded Church Facilities** *(EXHIBITOR: BUILDING GOD'S WAY)*

Don Mahoney is president and principal architect at Building God's Way. He has one of the most extensive backgrounds in worship and performing arts architecture, designing prominent facilities all across the U.S. throughout his 35-year career. He leads a team that has designed more than

## SPEAKERS

800 ministry projects across the country and he has been recognized with a number of awards for innovative and creative church design. Don specializes in helping ministries to cast their vision through creative master planning and design concepts.

### MICHAEL MARTIN



#### **FastTrack – Accounting Network B10 – 5 Building Blocks of Church Financial Integrity** <sup>CPE</sup>

Michael Martin JD, CPA, is an executive vice president with ECFA working in church relations. He enjoys helping churches and ministries maintain high standards of financial integrity through ECFA membership. Michael also uses his training as an attorney and CPA to contribute to ECFA's many practical educational resources, including books, webinars, videos, podcasts, and more. Annually, Michael co-authors the *Zondervan Minister's Tax and Financial Guide* and the *Zondervan Church and Nonprofit Tax and Financial Guide*.

### PHILL MARTIN



#### **E6 – Ministry Pay: Compensation Benchmark and Data Analysis** <sup>CPE</sup>

Phill Martin, CCA, CAE, ACC, is the CEO-Elect of The Church Network. He has been a member of the association for over thirty years having served twice on the Board of Directors before joining the staff in 2000.

### SIMEON MAY



#### **E9 – Chapter Connector: Building and Growing a Local Community**

Simeon May, CCA, CPA, CAE, has been the CEO of The Church Network for 21 years. He is a Texas CPA and a Certified Association Executive. He was ordained to the ministry by the First Baptist Church of Richardson, TX, where he has been a member for 43 years. Simeon is a graduate of Baylor University.

### LISA MCGLYNN



#### **C3 – Mastering Workplace Investigations** (EXHIBITOR: FISHER PHILLIPS)

Lisa McGlynn, JD, is an attorney with Fisher Phillips's Tampa office. She represents employers in all areas of labor and employment law.

## SPEAKERS

She defends employers in state and federal court litigation and arbitration on a wide variety of employment-related claims, including claims arising under Title VII of the Civil Rights Act, FMLA, ADEA, FLSA, the Florida Civil Rights Act, and the Florida Private Whistleblower Act. Additionally, Lisa counsels on general employment law issues to ensure compliance.

### LAURIE MCINTOSH



#### FastTrack – Human Resources Network

Laurie McIntosh, SHRM-SCP, CAE, has over 15 years' experience as an HR practitioner with industry experience in health care, consumer packaged goods and banking. She now works for SHRM at their headquarters in Alexandria, VA. She received her master's degree in HRM

from Capella University and holds both SHRM-SCP and CAE designations.

### JOEL MIKELL



#### A2 – Next Level Generosity Strategies

(EXHIBITOR: HORIZONS STEWARDSHIP)

Joel Mikell is a partner and senior vice president at Horizons Stewardship. Since 2000, he has served the local church through the ministry of stewardship and generosity. His passion for this ministry comes from

seeing churches experience profound spiritual growth and individual lives transformed through stewardship journeys built around prayer and scripture. Joel is the author of *Crafting a Theology of Stewardship* and co-author of *Church Giving Matters and The Ministry of Giving*.

### DAN MIKES



#### C1 – Loan Solutions and Cash Management <sup>CPE</sup>

(EXHIBITOR: BANK OF THE WEST)

Dan Mikes, executive vice president and national manager of Bank of the West's Religious Institution Banking Division, is an active participant in conventions/workshops sponsored by such organizations as

The Church Network and Worship Facilities Conference and Expo (WFX), as well as a contributing author to many industry periodicals. Dan's entire professional career has involved nationwide religious lending; including over 22 years of working exclusively with religious organizations requiring financing programs in excess of \$1 million.

TCN Office in Room 106



## SPEAKERS

### NICK NICHOLAOU



**B9 – Remote Staff Work Panel**  
**C5 – \*Information Technology – Part 1** CPE  
**D5 – \*Information Technology – Part 2** CPE

Nick Nicholaou has been published in many books and journals, and is the author of *Church IT: Strategies and Solutions* published by Christianity Today. Nick is also a recipient of CLA's Distinguished Service Award, is a The Church Network Hall of Fame inductee, and is a former member of the ECFA Standards Committee. He leads MBS, a trusted IT consulting firm specializing in church and ministry computer networks, VoIP, and private cloud hosted services.

### NATHAN PARR



**FastTrack – Church Facilities Network**  
**A9 – The Physical Side of Security**

Nathan Parr is a facility specialist with Cool Solutions Group; sharing, teaching, and training what he has learned across the country. Prior, he served as a church operations manager for over 12 years, worked in commercial landscaping and commercial contracting, owned his own construction company, studied theatrical design, and served in the United States Marine Corps. Nathan has degrees in social science and a masters in theology and business administration, and is a commissioned personal protection officer in Texas.

### CHRIS PERIATT



**D9 – Keeping Your Congregation Safe**

Chris Periat is the co-owner of Forever Vigilant LLC, and has over 31 years of government experience between his military service and active law enforcement. Chris is currently the president of the Michigan Tactical Officers Association and the current Patrol Section chair of the National Tactical Officers Association. Chris is held as a subject matter expert in the area of active shooter response, school and workplace violence, SWAT, and tactical patrol response.

### STEPHEN PICKARD



**D3 – Church Reimagined for Mixed-Use**  
*(EXHIBITOR: GFF ARCHITECTS)*

Stephen Pickard, AIA, is a principal at GFF and has over 35 years of architectural design and management experience. He is very familiar

## SPEAKERS

with current trends and the most progressive thinking as it relates to worship spaces, children's education spaces, and meaningful venues for community connection. His projects incorporate both cultural and religious aspects into church campuses that strive to serve not only their members but also the larger community.

### PAM PIPPIN



#### FastTrack – Human Resources Network

Pam Pippin, SPHR, left her 15 year corporate executive HR position to embrace the life of an entrepreneur, whose desk is in her dwelling. This decision has allowed her to serve the HR and business community that not only needed practical support, but also life support. Now she

leverages the tools she used in the boardroom, and shares them with the world. As a certified HR professional, well respected business professional, graduate of Mid Atlantic Christian University, and member of River City Christian Center, Pam has the credentials; but what keeps her thriving from desk to dwelling are the people who live with her at the "Pipshak" at the heart of the Pamlico River in Eastern NC.

### JEANNE PRITT



#### FastTrack – Human Resources Network

Jeanne Pritt, MSOD, SPHR, SHRM-SCP, is CEO of People Outcomes, LLC, an organization development consulting firm focused on leveraging strengths through strategy, leadership development, and culture. She brings decades of senior leadership experience in human

resources, organization and leadership development, coaching, and strategic planning. She received her MS in organization development and her Coaching Certification from McColl School of Business, Queens University of Charlotte and her BA in psychology from Penn State University. She was recognized for "2019's 50 Most Powerful Women in Union County."

### RON PULLIAM



#### E4 – Mobile Online Giving Platform

(EXHIBITOR: GIVELIFY)

Pastor Ron Pulliam has a passion for helping congregations modernize their electronic giving. He is also the pastor of Hope Worship Center Church of God in Christ in Indianapolis, Indiana.

TCN Office in Room 106

## SPEAKERS

### BEA ROSENHAUCH



#### **D1 – A Proven Answer to Skyrocketing Benefits** *(EXHIBITOR: CHRISTIAN HEALTHCARE MINISTRIES)*

Bea Rosenhauch, PHR, is the HR director for Pine Cove, a large group of Christ-centered camps in Texas and South Carolina. She has 15 years of HR experience, including a wide variety of ministry and secular work. She has designed and implemented multiple group healthcare plans. Bea has a BS in biology, grew up near Toronto, Canada, worked in Taiwan, and now lives in Texas. She is married to Royce, a Jewish-Christian disc golf fanatic.

### JONATHAN SMITH



#### **C5 – \*Information Technology – Part 1<sup>CPE</sup>** **D5 – \*Information Technology – Part 2<sup>CPE</sup>**

Jonathan Smith has been director of Technology for Faith Ministries since 2001. He is also a national conference speaker and author.

Jonathan oversees all technology departments at Faith's multiple campuses and facilities. His responsibilities include financial planning and budgeting, network administration, technology team management, IT support and audio/visual team oversight. As Faith grows, Jonathan continues to expand the technology resources. He has been the driving force in implementing live broadcasting, point-of-sale systems and church management software.

### RODNEY SMITH



#### **FastTrack – Accounting Network<sup>CPE</sup>** **D4 – Are Designated Funds Out of Style?<sup>CPE</sup>**

Rodney Smith, CPA, CFE, is a partner with PSK LLP, a Texas-based CPA firm with a national presence. Credentialed as a Certified Public Accountant and Certified Fraud Examiner, he is a frequent speaker and author who has shared insights on fraud prevention, funding international mission efforts, tax compliance, financial reporting standards, and other topics relevant to churches and faith-based organizations.





## SPEAKERS

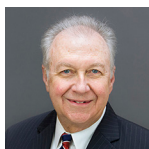
### ELAINE SOMMERVILLE



**B6 – Building Blocks of Compensation Plans<sup>CPE</sup>**  
**C6 – He Said, She Said: The Debate Continues<sup>CPE</sup>**  
**D6 – He Said, She Said: The Debate Continues<sup>CPE</sup> (R)**

Elaine L. Sommerville, CPA, is the sole shareholder of Sommerville & Associates, P.C. She is a regular speaker for the Texas Society of CPAs, The Church Network, the Houston Church Coop, and Shelby Systems, and she is an instructor for the AICPA as well as a contributing author for *Christianity Today* and *Thomson Reuters/PPC Nonprofit Tax and Governance Guide*. She is a member of the AICPA, the Texas Society of CPAs, and The Church Network.

### FRANK SOMMERVILLE



**A6 – Employment Classification–Wages & Benefits<sup>CPE</sup>**  
**C6 – He Said, She Said: The Debate Continues<sup>CPE</sup>**  
**D6 – He Said, She Said: The Debate Continues<sup>CPE</sup> (R)**

Frank Sommerville, JD, MPA, CPA, is a shareholder in the law firm of Weycer, Kaplan, Pulaski & Zuber, PC, in Houston and Dallas, Texas. He holds a license as a Certified Public Accountant and is also board-certified in tax law by the Texas Board of Legal Specialization. He has served nonprofit institutions of all sizes as a bookkeeper, accountant, auditor, tax advisor and advocate, litigator, and legal advisor. He regularly assists churches in preventing litigation.

### TOM STRONG



#### **FastTrack – Church Facilities Network**

Tom Strong is the senior Loss Control manager at GuideOne Insurance. GuideOne specializes in protecting churches, non-profit organizations, private schools and colleges, and senior living communities. Tom has been with GuideOne since 1999 and has worked in the insurance industry since 1981. He has attained an Associate in Risk Management from the Insurance Institute of America and has his BS in occupational/industrial safety.

### LAUREL SWANSON



#### **E10 – So You Want to Be a CCA?**

Laurel Swanson, CCA, is the chair of the Professional Training and Standards Committee for TCN, and serves on the Board of Directors. She is the administrator and communication coordinator at Lutheran

## SPEAKERS

Church of the Cross in Altoona, IA, where she has served for 12 years. She and her husband, Jamie, have two sons, Spencer and Parker. She is involved in various community groups, and enjoys spending time with family, exercising, scrapbooking and reading.

### JIM TROTTA



#### **C2 – How to Engage Millennials** (EXHIBITOR: VISION2SYSTEMS)

Jim Trotta is the director of New Client Engagement at Vision2 Systems. After 20+ years of B2B, retail and nonprofit software experience, he joined Vision 2 in 2018 and now leads a team dedicated to helping churches learn more effective and efficient ways to inspire and manage generosity for their congregations. Jim is an Army veteran, holds an MBA from University of Pittsburgh and his family of four serves on the Dream Team at Seacoast Church.

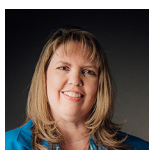
### SHERRIE TURNER



#### **FastTrack – Human Resources Network, Facilitator** **A10 – Protecting Our Youth—What Is Your Risk Rating?**

Sherrie Turner CCA, SPHR, SHRM-CP, was a corporate executive in two Fortune 500 companies prior to serving as the business operations director for Calvary Chapel Newport News. Sherrie is a graduate of Stanford University in Organizational Behavior/Industrial Engineering and has over 25 years of experience in Program Management, HR, and Training. She is president of the TCN Tidewater chapter and is passionate about equipping churches with the tools necessary to enrich ministry, empower people, enhance stewardship, and encourage ministry excellence.

### KATHLEEN TURPIN



#### **E3 – Sexual Misconduct in Ministry** (EXHIBITOR: BROTHERHOOD MUTUAL)

Kathleen Turpin, JD, CPCU, is an industry-known and respected expert on employment practices for churches and other ministries. A licensed attorney, Kathleen serves as vice president of human resources at Brotherhood Mutual Insurance Company.® She authored *Working Together: A Guide to Employment Practices for Ministries*, a Brotherhood Mutual resource popular with customers. Kathleen is a member of the Christian Legal Society, Indiana Bar Association, Association of Corporate Counsel, and the Society for Human Resource Management.



## SPEAKERS

### BILL WILSON



#### **FastTrack—Executive Pastor Network A7 – Values, Icons, and Opinions B7 – Values, Icons, and Opinions (R)**

Dr. Bill Wilson founded The Center for Healthy Churches in 2014. This followed his service as president of the Center for Congregational Health. Previously he was a pastor and church staff member for 33 years. Bill is a popular speaker and writer, and he brings to his role as the leader of the work of the Center a deep passion for the local church, as well as a commitment to the health and success of both clergy and congregations.

### DEBORAH WILSON



#### **D10 – Administration in the African American Church**

Deborah Wilson has been a Certified Church Administrator since 2007 and helps provide leadership to TCN's African American Network of Practice. She earned a Master of Divinity degree in May of 2018 and launched Ministry Nutz and Boltz, LLC, in July of 2018 to be positioned to assist smaller congregations with training and support. Deborah is entering her eighteenth year as a church administration professional.

### BOB WINSTEAD



#### **A5 – \*Self-Care for Administrators**

Dr. Robert Winstead is the director of the Academy of Church Business Administration of GCFA, leading the professional certification process for executive pastors and church business administrators. In addition, Bob is a church consultant and national trainer in clergy self-care, congregational administration, and pastoral leadership. Bob has a Master of Divinity from Candler School of Theology and a Doctorate of Ministry in Church leadership from the University of Chicago.

### GLENN WOOD



#### **A11 – Metro Network—ALPHA – Part 1 C11 – Metro Network—ALPHA – Part 2**

Glenn Wood, CCA, is the pastor of administration for Seacoast Church where he has served since 1995. He oversees administration, IT/AV departments, legal areas, campus leases, site selection, campus design, politics, forecasting, and construction duties. He earned his CCA certification

## SPEAKERS

in 2015. He is a power Excel user has a passion for teaching Excel, Pivot Tables, and analyzing data. He currently writes an article in the quarterly TCN publication, InSIGHT.

### JONATHAN YARBROUGH



#### FastTrack - Human Resources Network

Jonathan Yarbrough, JD, is a partner in the national labor and employment law firm Constangy, Brooks, Smith & Prophete, LLP. He has successfully defended employers in a wide variety of lawsuits in North Carolina, Illinois, New York, South Carolina, and Virginia and before many state and federal agencies. Jon has been recognized by his peers as a Super Lawyer, as Legal Elite, and as a Best Lawyer in America.

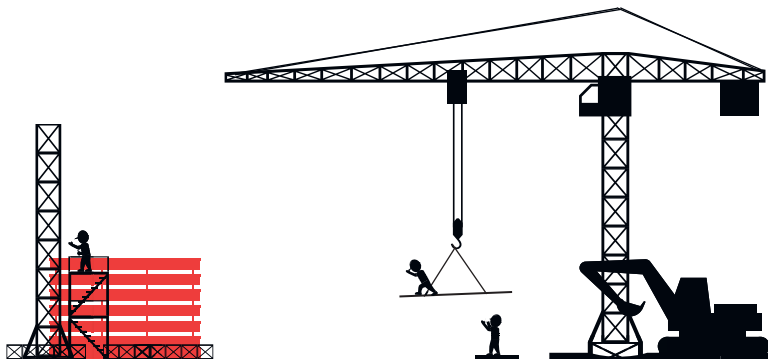
### RHONDA YORK



#### C10 – Staff Team Dynamics

Rhonda York, MSEC, PCC, BCC, Certified Intelligence Coach, coaches leaders and teams through guidance and instruction on ways to grow trust, improve collaboration, and increase productivity. Rhonda emphasizes the importance of developing communication skills as leaders in order to achieve success individually, for the team, and the organization. She partners with leaders in launching organizational change initiatives and fine tuning their impact on their staff members. She serves as a church Elder and is active in various other church activities.

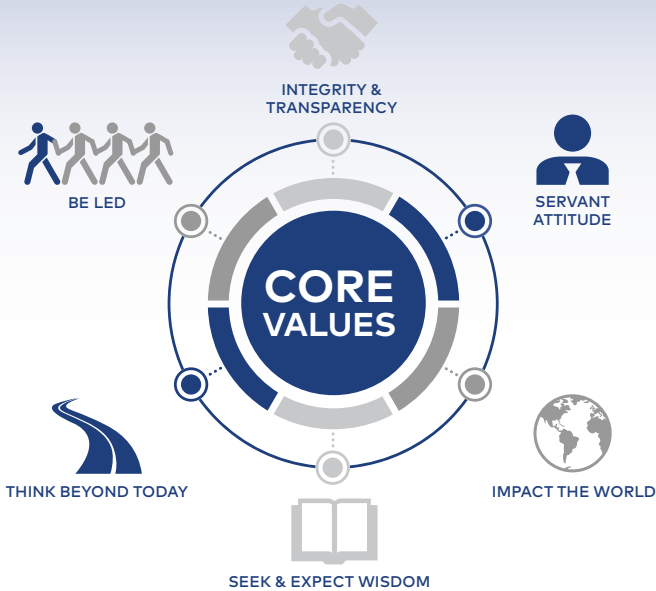
## TCN Office in Room 106





We exist to serve  
The Lord by providing our  
clients with the safest  
and most economical  
process to design and  
build ministry facilities.

*Rodney James  
Founder & President*



4931 S. Mingo Rd., Suite D • Tulsa, OK 74146  
918 379-4917 • [www.mpchurchdesignbuild.com](http://www.mpchurchdesignbuild.com)

THURSDAY



THURSDAY

# horizons

S T E W A R D S H I P

**Guiding You on the Journey.**

*Increased Giving. Mission Fulfilled. Lives Transformed.*

**Capital Campaigns**

**Ministry Budget Campaigns**

**Year-round Generosity Strategies**

**Best Practices Assessment and Coaching**

**Smart Data Strategies and Coaching**

**Planned Giving Strategies**

**Giving365 Resources**

**501.843.9448**

**[www.horizons.net](http://www.horizons.net)**

## TODAY'S SCHEDULE

Time	Event	Location
9:00 am - 4:00 pm	<b>Network FastTracks</b>	
	Church Accounting	210A
	Communications	210B
	Executive Pastor	206AB
	Church Facilities	204
	Human Resources	205
<b>8:00 am - 8:00 pm</b>	<b>Registration</b>	<b>Concourse</b>
9:00 am - 11:00 am	PAN Board Meeting	214
10:00 am - 2:00 pm	PT&S Committee Meeting	201 A
11:30 am - 12:30 pm	PT&S/Board/Staff Lunch	201B
11:30 am - 12:30 pm	PAN Board Lunch (offsite)	Mimosa Grill
2:00 pm - 5:30 pm	Re:Member Photography	Ballroom AB Prefunction
1:00 pm - 3:00 pm	TCN Governance Committee Meeting	215
2:30 pm - 4:00 pm	BLN Officers Meeting	214
3:30 pm - 4:30 pm	<b>First Timers Orientation</b>	<b>219A</b>
4:15 pm - 5:15 pm	<b>Networks Receptions</b>	
	Assemblies of God	216A
	Baptist Leader Network	215
	Non-Denomination	216B
	PAN Network	211A
	UMC Network	211B
5:30 pm - 6:30 pm	<b>Launch: General Session I</b>	<b>Ballroom AB</b>
6:30 pm - 8:30 pm	<b>Dinner/Trade Show Open</b>	<b>Exhibit Hall C</b>

TCN Office in Room 106



## FASTTRACKS

**9:00 AM - 4:00 PM ALL FAST TRACK SESSIONS**

### FastTrack – Church Accounting Network

**Location: 210A**

This one-day deep dive session into current guidelines and emerging trends will be a great asset to both the CPA specialist and the generalist in charge of accounting. This session qualifies for six hour of CPE credit.

The following topics will be addressed:

**Accounting Dashboard**  
**Budgeting for Church and Cash Flow Management**  
**Fraud Prevention**  
**Getting It Right Every Time with Restricted Gifts**  
**Input, Outputs, and Outcomes**

### FACILITATOR – LISA FRANCISCO, CPA

Presenters:

Becky Arter, CPA  
Chandra Binder, CPA  
Tammy Bunting, CPA  
Vonna Laue, CPA  
Michael Martin, JD, CPA  
Rodney Smith, CPA, CFE

### FastTrack – Communication Network

**Location: 210B**

Our time in this round table discussion will be led by communications consultant Natalie Aho, and we will begin our time with a focus on how to make the website your hub, how to prepare your congregation for change, how to implement extreme hospitality, and whether you need a Minister to the Online Community. We will have plenty of time to address any additional communication needs as this communications network draws on the experience of one another.

### FACILITATOR – NATALIE AHO



FASTTRACKS

9:00 AM - 4:00 PM ALL FAST TRACK SESSIONS

FastTrack – Executive Pastor Network

Location: 206AB

This year's Executive Pastor FastTrack content will be focused in two parts:

Part 1

Hi-Def Organizational Assessment  
Financial Oversight  
Risk Management for Executive Leaders

Part 2

Values, Icons, and Opinions

FACILITATORS – REV. MELVIN JONES, CCA  
MATT GATES, CCA

Presenters:

Michael Batts, CPA  
Mike Lee, CPA  
Dr. Bill Wilson

FastTrack – Church Facilities Network

Location: 204

This six-hour intensive will focus on the facilities leader for congregations. Whether it is a full-time responsibility for you or one of the many hats you wear, this time invested will provide you with new insight and wisdom to meet the daily and long-term challenge of a facility well maintained.

FACILITATORS – PAUL JOHNSON, CCA  
RICK CADDEN, CCA

Presenters:

Tim Cool  
Dean Johnson, CCA  
Nathan Parr  
Tom Strong  
Rick Cadden, CCA

## FASTTRACKS

9:00 AM - 4:00 PM ALL FAST TRACK SESSIONS

### FastTrack – Human Resources Network

**Location: 205**

Under the leadership of Sherrie Turner we are pleased to be supported by the Charlotte local SHRM chapter who has graciously assembled a team of instructors who bring real world experience to the Human Resource discipline.

The following topics will be addressed during this one-day session:

**Connecting Your Organization Back to Its Original Source**

**Demystifying HR for Church Leaders**

**HR Legal Updates**

**SOAR: Strategy & High Flying Organizations**

**Talent Acquisition Trends**

**FACILITATOR – SHERRIE TURNER, CCA,  
SPHR, SHRM-CP**

Presenters:

Jeff Lutrell, SPHR, SHRM-SCP

Laurie McIntosh, SHRM-SCP, CAE

Pam Pippin, SPHR

Jeanne Pritt, MSOD, SPHR, SHRM-SCP

Jonathan Yarbrough, JD

TCN Office in Room 106





FRIDAY

## A Superior Solution for a Higher Mission

The world's leading cloud software company powering social good is changing the landscape of church technology. We're deepening our commitment to organizations like yours by launching a comprehensive, end-to-end church management solution to serve your unique needs.

With Blackbaud Church Management™, you can deepen meaningful relationships within your church, provide a connected experience for your staff and congregants, and drive more effective ministry for your entire community.

[hello.blackbaud.com/  
BlackbaudChurchManagement](https://hello.blackbaud.com/BlackbaudChurchManagement)

**blackbaud**™  
› power your passion

CHURCH



CONSTRUCTION

BOOTH  
812  
814

LEAVING  
A LEGACY  
OF  
*Excellence*

FRIDAY

CHURCHES BY DANIELS IS NOT ONLY YOUR DESIGN-BUILD EXPERT, BUT YOUR PARTNER IN THE PROCESS OF CHURCH RENOVATION OR GROUND UP CONSTRUCTION.

WE ARE EXCITED TO WORK WITH YOU ON THIS JOURNEY TO BRING YOUR VISION TO COMPLETION.

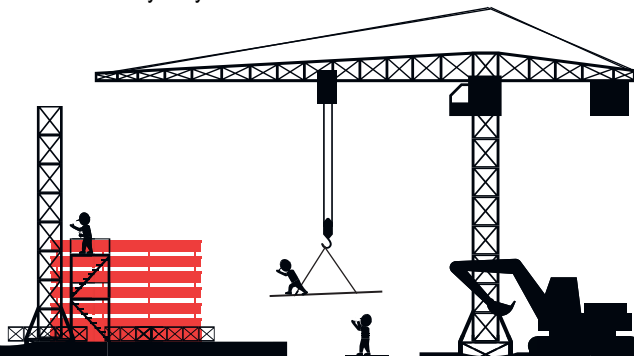
*Contact us today!*

918/872-6006

[www.churchesbydaniels.com](http://www.churchesbydaniels.com)

## TODAY'S SCHEDULE

Time	Event	Location
7:00 am – 8:15 am	UMC Network Breakfast	210A
<b>7:45 am – 5:30 pm</b>	<b>Registration</b>	<b>Concourse</b>
8:00 am – 8:30 am	Rehearsal with CCA Class of 2019 and retention candidates	Ballroom AB
<b>8:30 am - 10:15 am</b>	<b>General Session II</b>	<b>Ballroom AB</b>
10:00 am – 5:30 pm	Re:Member Photography	Ballroom AB Prefunction
10:15 am - 10:45 pm	Reception for 2019 CCA Class	Ballroom CD Prefunction
10:30 am - 11:15 am	Spouse and Family Orientation	216AB
<b>10:15 am - 4:00 pm</b>	<b>Exhibit Hall Open</b>	<b>Exhibit Hall C</b>
<b>11:30 am - 1:00 pm</b>	<b>Lunch Served</b>	<b>Exhibit Hall C</b>
10:45 am - 11:30 am	Future Conference Planning	215
<b>1:00 pm - 2:45 pm</b>	<b>Workshops A</b>	
<b>2:45 pm - 3:45 pm</b>	<b>Refreshment Break</b>	<b>Exhibit Hall C</b>
<b>3:45 pm - 5:30 pm</b>	<b>Workshops B</b>	
<b>4:00 pm</b>	<b>Exhibit Hall Closes</b>	<b>Exhibit Hall C</b>
6:00 PM	BLN Banquet (offsite)	1st Baptist Church
6:00 PM	PAN Dinner Event (offsite)	Bonterra Dining and Wine Room
6:00 pm	UMC Network Dinner- Mystery Dinner Theatre	210A



## SESSIONS

**General Session II — 8:30 am–10:15 am**

**THE CHURCH NETWORK BUSINESS SESSION AGENDA**

**CHARLOTTE CONVENTION CENTER**

**CHARLOTTE, NC**

**Richardson Ballroom AB**

**Friday, July 12, 2019**

**Approximate time: 8:30 am**

Opening of Business Session ..... **Denise Craig, CCA**  
President

Proof of Notice and Proof of Quorum ..... **Melvin Jones, CCA**  
Secretary

Governance Committee Report ..... **Tom Danklefsen, CCA**  
Governance Committee Chair

Meeting Recessed until Sunday

### **Keynote: Making Sense of Congregational Finances**

**DAVID P. KING, PHD**

At the same time religious leaders worry more and more about the uncertain future of funding faith communities, we know less and less about what is actually happening with congregations' financial situations. The National Study of Congregations' Economic Practices (NSCEP) recently released initial findings of the largest nationally representative study in a generation focused on how congregations' receive, manage and spend their financial resources. Come hear what we learned and how to apply best practices within your own congregation.



## SESSIONS

**A Workshops — 1:00 pm–2:45 pm****A1 – Refresh Your Church Facility***(EXHIBITOR: CHURCHES BY DANIELS)***Charlie Daniels, Brad Lechtenberger, Ryan Lamberson****Location: 214**

Are you looking to grow your church? Broaden your influence? Increase your impact? Does your church need a renovation? If you're overwhelmed and don't know where to start, REFRESH is for you! Let Charlie Daniels, owner and founder of Churches by Daniels take you through some simple and easy steps to update your church, grow your congregation, impact your community.

**A2 – Next Level Generosity Strategies***(EXHIBITOR: HORIZONS STEWARDSHIP)***Joel Mikell, Rhodes Logan****Location: 205**

Previous donor strategies are failing to produce the funding to fully achieve churches ministry plans. A fundamental reason is failure to understand how major trends in giving are impacting donations. You will learn the latest research in giving and how and why these trends are affecting your ministry funding. You will gain an understanding of critical strategies used by the best funded churches today and the practice used to implement them. We will reveal how these trends and strategies impact high capacity, core and new/prospective donors differently.

**A3 – Data Analytics: Divine Insight of Heresy***(EXHIBITOR: ACS TECHNOLOGIES)***Brett Herzog****Location: 216AB**

Many churches are familiar with the basic tenets of analyzing data to provide some insight on the health of their church, but delving "deeper into the data" almost sounds sacrilegious...and daunting. This session will help churches and leaders begin to understand the basics of data analytics, expose some of the myths and stigmas around it, and see how this technology can be an invaluable tool to better understand and serve their people and communities.

## SESSIONS

### A4 – Changing Landscape of Religious Giving

David King, PhD

**Location: 219B**

Fundraisers and stewardship leaders must understand a changing landscape in order to engage in effective fundraising in the 21st century. Moving toward a new paradigm of religious philanthropy can create opportunities for congregations and religious organizations to adapt, innovate, and express their vision for the future. Applying the latest research and data on religious giving, this workshop will help congregational leaders to understand their context, make informed decisions around religious fundraising, and reflect on their generosity and stewardship practices.

### A5 – \*Self -Care for Administrators

Dr. Bob Winstead

**Location: 201A**

This workshop explores the dimensions of physical, emotional, spiritual, and professional self-care for those in the business of ministry. Participants will be encouraged to examine their own routines of care and consider how to reduce stress and improve wellness.

**\*Participants in this workshop will complete 0.2 CEUs required for certification in The Church Network. All four are offered at this year's national meeting see A5, B5, C5, D5. For detail on certification got to [www.thechurchnetwork.com/certify](http://www.thechurchnetwork.com/certify).**

### A6 – Employment Classification – Wages and Benefits <sup>CPE</sup>

Frank Sommerville, JD, MPA, CPA

**Location: 219A**

The discussion will begin with the proper application of the ministerial exception to avoid the application of all employment laws. Then this session will address classifying non-ministerial workers properly for minimum wage and overtime. Finally, the discussion will address the taxation of certain fringe benefits, such as health insurance and retirement plans.

### A7 – Values, Icons, and Opinions

Dr. Bill Wilson

**Location: 206AB**

Every church/parish struggles to remain true to its primary mission and vision. Often the mission must compete with facilities, staff, organizational structures, historical precedent, etc., for the place of primacy. How do we avoid “mission creep” and “mission drift” in the midst of the busy and multifaceted nature of the church or parish? How do we tell the



## SESSIONS

difference between enduring values, transitory icons, and fluid opinions? Doing so is essential for our future!

### A8 – What’s New in Church Tax Law? <sup>CPE</sup>

Mike Batts, CPA

**Location: 211**

We will ensure that participants are up-to-speed on recent changes in church tax law. We will cover the latest on the nonprofit parking tax; implications of the Supreme Court ruling in Wayfair for churches that sell across state lines; implications of the litigation of the clergy housing allowance exclusion; new guidance on fringe benefits; trends in charitable giving stemming from the TCJA, and more. We'll clarify which items are black, white, and gray.

### A9 – The Physical Side of Security

Nathan Parr

**Location: 201B**

Don't think too small when it comes to how you secure your facility. This workshop will explore physical security from the edge of the property to the pulpit. Emphasis will be on how to incorporate aspects of security in all that you physically place in and around your facility.

### A10 – Protecting Our Youth—What Is Your Risk Rating?

Sherrie Turner, CCA, SPHR, SHRM-CP

**Location: 215**

Feeling overwhelmed by the information available on establishing safety policies for youth? Wondering if your program is as robust as it could be? This interactive workshop will provide a biblical perspective on key policies needed to safeguard the children in your ministry, discuss mandated reporter responsibilities and provide you with a tool to help you evaluate your current risk exposure – “Can you handle the truth?”

### A11 – Metro Network – ALPHA – Part 1

Glenn Wood, CCA

**Location: 210A**

A roundtable discussion group specific to large church administration. Bring your questions and learn from others who have “been there & done that.” Learn about best practices, policies, finance, reporting, multisite, and payroll just to name a few. Topics are the same in the two groups but differ between Parts 1 and 2. The Alpha group is for churches with weekly attendance of GREATER THAN 3000.



## Booth 400

Presenting -

Saturday, 7/13 1:00pm to 2:45pm Room C9

Saturday, 7/13 3:45pm to 5:30pm Room D9

*Zechariah 9:8 -*

*"I will guard my*

*Temple and protect it"*

*To answer the growing need for safety and security in houses of worship, co-Owners James Friedman (pastor, law enforcement, adjunct instructor—criminal justice) and Christopher Periaff (Marines Corp vet, retired law enforcement (SWAT, K9), Krav Maga—Black Belt CT707, National Tactical Officer Assc. instructor) have leveraged their experience to bring the most current and real world training to their clients.*



[4evervigilant.com](http://4evervigilant.com) | [586.531.7895](tel:586.531.7895) | [Facebook](#) | [Instagram](#)

# The Power of Partnership

GuideOne, together with our construction division GC3, will help you rebuild with confidence when disaster strikes.

Visit **Booth 1121** to Learn More



## SESSIONS

**A12 – Metro Network – OMEGA – Part 1**

Dean Johnson, CCA, CCFM

**Location: 210B**

A roundtable discussion group specific to large church administration. Bring your questions and learn from others who have “been there & done that.” Learn about best practices, policies, finance, reporting, multisite, and payroll just to name a few. Topics are the same in the two groups but differ between Parts 1 and 2. The Omega group is for churches with weekly attendance between 2000 and 3000.

**B Workshops — 3:45 pm - 5:30 pm****B1 – Church Engagement***(EXHIBITOR: BLACKBAUD)*

Joel Guthrie

**Location: 215**

Engagement as a term has been a hot topic in the church space, but what exactly do we mean when we talk about “Church Engagement”? Joel from Blackbaud, Inc., has partnered with The Unstuck Group to discover the state of engagement in American churches in 2019. Come learn from Joel to see where American churches are succeeding and what we can all take away from this data to better grow and engage our churches!

**B2 – Serve Full Circle: From Baptism to Death***(EXHIBITOR: HOMECOMING COLUMBARIUM SYSTEMS)*

Ben Foley

**Location: 214**

This presentation is designed to emphasize the importance of a columbarium ministry on church grounds: enhancing stewardship by reviving the churchyard tradition, allowing the church to embrace the entire community of faith, past and present. We will cover the religious and economic benefits of a columbarium; how this ministry strengthens bonds between church and family; necessary steps for developing a successful project; and selecting a columbarium company that manufactures a proven system and provides comprehensive services.

## SESSIONS

### B3 Beyond the Tithe<sup>CPE</sup>

(EXHIBITOR: HIGHGROUND ADVISORS)

Marion Armstrong, JD

**Location: 205**

This session will provide an overview of selected estate and charitable planning tools that can provide meaningful benefit to individuals, churches, and other ministry organizations. We will discuss opportunities to impact Kingdom causes while still achieving personal and family goals. The focus will be on providing helpful information about widely used planning methods that many individuals use to further the stewardship of their assets during lifetime and beyond.

### B4 – Changing Landscape of Religious Giving (R)

David King, PhD

**Location: 219B**

Fundraisers and stewardship leaders must understand a changing landscape in order to engage in effective fundraising in the 21st century. Moving toward a new paradigm of religious philanthropy can create opportunities for congregations and religious organizations to adapt, innovate, and express their vision for the future. Applying the latest research and data on religious giving, this workshop will help congregational leaders to understand their context, make informed decisions around religious fundraising, and reflect on their generosity and stewardship practices.

### B5 – \*Theology and Ethics of Church Administration

Dr. Terry Bertrand, CCA

**Location: 201A**

Through a dynamic mix of presentations, discussions, and case study material, this workshop will explore five interrelated topics: (1) theological perspectives on church administration, (2) administration as ministry and mission, (3) administration as a fundamental task of faithful stewardship, (4) key ethical issues in administering churches and ministry organizations, and (4) the TCN Code of Ethics. Participants in this workshop will complete the 0.2 CEUs required for certification in The Church Network. **\*Participants in this workshop will complete 0.2 CEUs required for certification in The Church Network. All four are offered at this year's national meeting see A5, B5, C5, D5. For detail on certification got to [www.thechurchnetwork.com/certify](http://www.thechurchnetwork.com/certify).**

TCN Office in Room 106

## SESSIONS

**B6 – Building Blocks of Compensation Plans** <sup>CPE</sup>

Elaine Sommerville, CPA

**Location: 219A**

While there are many considerations in compensation planning, there are some core principles that should be acknowledge in the planning. Understanding these core building blocks assists churches in planning compensation for all staff positions, but these building blocks are especially crucial in planning executive compensation packages. Whether a church has 1 employee or 200 employees, these core concepts should be addressed in creating compensation plans.

**B7 – Values, Icons, and Opinions (R)**

Dr. Bill Wilson

**Location: 206AB**

Every church/parish struggles to remain true to its primary mission and vision. Often the mission must compete with facilities, staff, organizational structures, historical precedent, etc., for the place of primacy. How do we avoid “mission creep” and “mission drift” in the midst of the busy and multifaceted nature of the church or parish? How do we tell the difference between enduring values, transitory icons, and fluid opinions? Doing so is essential for our future!

**B8 – Effective Financial Oversight for Churches** <sup>CPE</sup>

Mike Batts, CPA

**Location: 211**

This workshop focuses on the important distinctions between financial management and financial oversight. We will address the five key areas of financial oversight for boards and finance committees, walk through six metrics for assessing financial health that work for almost any organization and discuss the key elements of risk management – together with the proper role of the board and staff leaders in addressing each element.

**B9 – Remote Staff Work Panel** <sup>CPE</sup>

Nick Nicholaou

**Location: 216AB**

Church teams are an increasingly mobile workforce. Questions abound! How do you manage a workforce that often doesn't work onsite? What technologies work best? What HR and legal issues are there? What are the benefits to the church? Join our panelists for a lively session that's sure to be helpful!

## SESSIONS

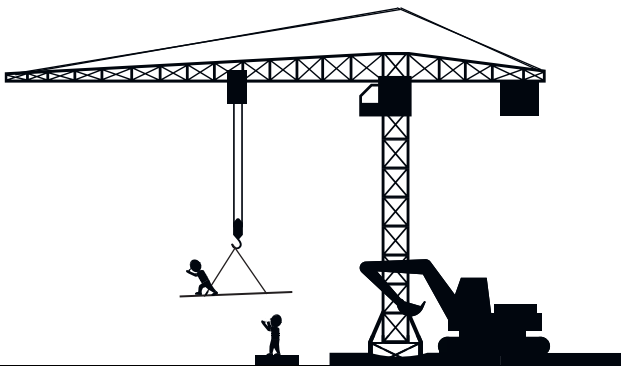
### B10 – 5 Building Blocks of Church Financial Integrity <sup>CPE</sup>

Michael Martin, JD, CPA

**Location: 201B**

When it comes to building financial integrity, many leaders don't know where to start. Some think that establishing a strong financial foundation is too difficult, or perhaps only possible for large churches. Good news...building a church's financial integrity is not as complicated as some might think. All churches, regardless of size, require the same basic building blocks in the process. Join us to learn more about those blocks and how they apply to your church.

TCN Office in Room 106



wfx 2018

**SOLOMON**  
AWARDS  
WINNER

ARCHITECTURE  
PLANNING  
INTERIORS  
STRATEGIC POSITIONING

“ We believe that what we do has  
significance beyond just doing  
good architecture. ”



**HH Architects**  
We Believe | We Serve | We Create

[www.hharchitects.com](http://www.hharchitects.com)

SATURDAY

**IT'S AN HONOR  
TO SERVE THOSE  
WHO SERVE A  
HIGHER CALLING.**



**OUR DEEP UNDERSTANDING OF YOUR GOALS**

Over the past three decades, Bank of the West has provided nearly \$4 billion<sup>1</sup> in construction, acquisition, and debt financing<sup>2</sup> to help the faith community perform its important work. And since we're a subsidiary of BNP Paribas, one of the largest<sup>3</sup> financial groups, we can help provide you with the services and solutions to best reach your goals. Talk to us.



[bankofthewest.com](http://bankofthewest.com)




**BANK OF THE WEST**  
**BNP PARIBAS**

**The bank  
for a changing  
world**

<sup>1</sup>Bank of the West Institution Banking, 1998-2016. <sup>2</sup>Subject to credit approval.

<sup>3</sup>Bankrate.com, Q4, 2016.

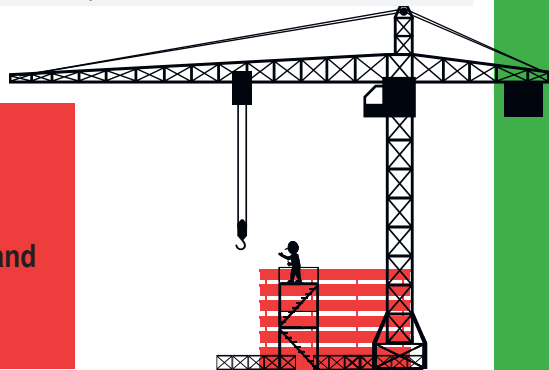
Doing business in South Dakota as Bank of the West California. Member FDIC.  
Equal Housing Lender.  © 2019 Bank of the West.



## TODAY'S SCHEDULE

Time	Event	Location
7:00 am - 8:30 am	Chapter Leaders Breakfast	210A
<b>8:30 am - 10:15 am</b>	<b>General Session III</b>	Ballroom AB
10:00 am - 5:30 pm	Re:Member Photography	AB Prefunction
10:15 am - 11:30 am	PAN Business Meeting	214
<b>10:15 am - 3:45 pm</b>	<b>Exhibit Hall Open</b>	<b>Exhibit Hall C</b>
<b>11:30 am - 1:00 pm</b>	<b>Lunch</b>	<b>Exhibit Hall C</b>
11:30 am - 1:00 pm	PAN Lunch	Reserved in Hall C
11:30 am - 1:00 pm	UMC Network Lunch	Reserved in Hall C
<b>1:00 pm -2:45 pm</b>	<b>Workshops C</b>	
1:15 pm - 2:00 pm	Exhibitor Wrap-Up Meeting	Exhibit Hall C
3:45 pm	Exhibit Hall closes	Exhibit Hall C
<b>3:45 pm - 5:30 pm</b>	<b>Workshops D</b>	
4:00 pm - 11:45 pm	Exhibit Hall dismantle	Exhibit Hall C
<b>6:30 pm - 9:30 pm</b>	<b>Special Event</b>	<b>Discovery Place</b>
<p>Buses will pick up at locations below beginning at 6:15 pm and loop between hotels and Discovery Place all evening.</p>		
6:15 pm	Bus Departs Westin	
6:15 pm	Bus Departs CCC	
6:15 pm	Bus Departs Hilton Properties	

Be sure to have your special event ticket to get on the buses. You will be given a wristband to be admitted to the special event.



## 2019 AWARD RECIPIENT



### **Maurice Saucedo Church Administrative Leader of the Year Award**

**Ross Burton, CCA**

Ross Burton was born and raised in Kansas City, Missouri. His Christian parents were a strong influence in his life, and he accepted Christ as his Lord and Savior on Easter Sunday when he was nine years old.

Ross holds a Bachelor of Arts from Southwest Baptist College (now University) in Bolivar, Missouri, and a Master of Religious Education from Southwestern Baptist Theological Seminary in Ft. Worth, Texas. For his first church position, he returned to Bolivar, Missouri, to serve as minister of education and administration at First Baptist Church where he met and married his wife Jane. His next church service was minister of education and administration at Calvary Baptist Church in Little Rock where their daughters Lisa and Anna Beth were born.

Beginning his current ministry in 2000, Ross now serves as minister of administration at First Baptist Church in Jonesboro, Arkansas. Focusing on administration allowed him to be certified as a CCA in 2003 and begin attending TCN's annual National Conferences; His first one was in Keystone, Colorado. He serves on the finance committee for the Mt. Zion Baptist Association in northeast Arkansas and does consulting for churches without an administrator.

Ross joined TCN in 1985. He has served on the Awards Committee, Endowment Committee, and Governance Committee. He served on the TCN Board of Directors 2010-2018: as a Director, as Secretary, as Vice President, and as Board President.

His favorite hobby is deer hunting, and he is ready to talk with you about that at any time. His daughter Lisa and her husband Jason Stinnett have a daughter Izzy and son Everett Ross (Rhett). Anna Beth and Matt Presley were married March.

Ross's favorite Bible verse is *No eye has seen, no ear has heard, no mind has imagined what God has prepared for those who love Him.* 1 CORINTHIANS 2:9, NLT

## 2019 AWARD RECIPIENT

### **F. Marvin Myers** **Service Award**

### **Sherrie Turner, CCA,** **SPHR, SHRM-CP**



Sherrie Turner was born and raised in East Cleveland, Ohio, in an achievement-oriented family with two brothers who played professional football. She achieved national recognition in swimming and her parents were highly engaged in civic activities as political delegates and community advocates. She attended Stanford University in Palo Alto, CA, and received her BA in an individually designed major combining industrial engineering and organizational behavior.

After graduation, Sherrie moved to Zimbabwe, Africa, to help start a small non-profit engineering company which focused on youth self-empowerment through entrepreneurship development. From helping to start a small business, to working on South Africa's first elections, to graduate work in cross-cultural communication, to project management, to working as a senior executive with Fortune 500 companies such as Boeing and SAIC, to church business operations...Sherrie is still joyously on her journey with God to identify who she wants to be when she grows up. She has over 25 years of experience in program management, strategic planning, HR, training, and leadership development.

Sherrie serves on staff of Calvary Chapel Newport News as the director of business operations. She sees joining The Church Network in 2007 as a career-altering and enhancing experience. Her participation on both the local and national levels has equipped her to serve in ministry with excellence. She received CCA certification from Union Presbyterian Seminary in Richmond, Virginia, in 2013. She is the president of the Tidewater Chapter, has served on the TCN Professional Training and Standard Committee, and is currently serving on the Governance Committee. She is passionate about equipping churches with the tools necessary to enrich ministry, empower people, enhance stewardship, and encourage excellence in doing all things to glorify God.

Sherrie loves participating in athletic endeavors like triathlons, cycling, and swimming; working with her therapy and AKC certified dog, Cienna; and maintaining her title as the reigning Scrabble and Bananagrams® queen – all challengers welcome.

## 2019 AWARD RECIPIENT



### **Hall of Fame Church Administrative Leader**

### **Paul Johnson, CCA**

Paul Johnson has been a CCA since 1992 and a member of The Church Network since 1985.

He is a past president of the TCN Board, and he has held many offices with the association. Paul was associate minister of administration at First Christian Church and minister of administration at Plymouth Congregational Church, both in Des Moines, IA.

He was minister of business administration at Wilshire Baptist Church in Dallas for 8 years prior to retiring in 2014.

For several years Paul has facilitated the Church Facilities Network FastTrack.

---

---

## 2019 AWARD RECIPIENT

### Hall of Fame Significant Contributor

#### Rodney Smith, CPA



Rodney Smith is a partner with PSK LLP, a CPA firm located in Arlington, Texas. During his 15-year tenure with the firm, he has served churches and faith-based organizations across the nation with auditing services, fraud prevention, and other consulting services. He is also a frequent speaker on church administration topics, and has authored training curriculum and articles for industry publications such as TCN's *InSight* magazine.

Rodney is a native of West Texas and is proud of his 6th generation-Texan heritage. He graduated with a Bachelor of Business Administration degree in accounting from the University of Texas at Arlington in 1986. Licensed as a CPA in Texas in 1987, he also holds a CPA license in the state of New York, and is credentialed as a Certified Fraud Examiner.

Rodney and his wife Melissa have been married for 27 years, and their family includes two sons, a daughter-in-law, and a daughter-in-law to be!

The family has been pleased to serve in several churches in North and Central Texas, and Rodney was ordained as a deacon at Fielder Road Baptist Church in Arlington, Texas, in November 1998.

Like many Texans, Rodney is an avid football fan. He serves as a Texas High School Football Official, and a Big 12 Conference Replay Technician. He loves to sing and play guitar – getting better all the time – but he is a really bad golfer.

He and Melissa currently live on a small ranch near Grandview, Texas, and plan to continue developing the property into a small-group retreat center in the near future.

## 2019 AWARD RECIPIENT



### Chief Executive Officer's Award

**Shawn Lavoie, CMP**

Shawn Lavoie was raised in Marblehead, Massachusetts. He started his career in the hospitality industry at age thirteen in the restaurant industry. Throughout his high school and college years, he worked at numerous restaurants in the back of the house as well as in the dining rooms.

Shawn received his Bachelor of Science in hotel, restaurant, and travel administration from the University of Massachusetts, Amherst. After graduation, he moved to South Carolina to start a ten-year career in hotel sales. During this time, he worked for the Hyatt Regency Hilton Head, The Homestead in Virginia, The Ritz-Carlton Amelia Island, and the Boca Raton Resort and Club.

For the past 20 years, he has been using his experience to help clients find locations for their meetings. He currently calls Delray Beach, FL, his home. He is the father of two adult children and two additional boys, who will be turning ten and twelve this summer.

---

---

## **2019 AWARD RECIPIENT**

### **Distinguished Exhibitor Service Award**

#### **Larry Montgomery**



Larry Montgomery was raised in Southern California where he has worked his entire life. For the past 20 years Larry has served Christian Community Credit Union as director of Membership Development. Before his employment with the credit union, Larry worked for many years with Mission Aviation Fellowship as assistant to the president.

In addition to working full time for the credit union, Larry has been serving on the board of trustees for Promise Christian University for ten years where he received his honorary doctorate degree. He also serves on the board at Healthcare Chaplain Ministry Association and is an associate pastor at the World for Jesus Church in Covina.

While living in Riverside California for five years Larry was Chairman of the Board at the Inland Empire Society for the Prevention of Cruelty to Animals.

His twelve great-grandchildren bring much joy to his life since he has been widowed for the past 10 years. He remembers his mother telling him about his first visit to the First Baptist Church of San Diego. He was five days old and went to choir practice with his mother; she sat him in a bassinet in the front pew. From that time, he has been in church serving God in every capacity that a church has for its members.



## PSK LLP, YOUR PARTNER IN MINISTRY

PSK LLP is a CPA firm with decades of experience helping church leadership attain long-term growth and success.

PSK offers the following services nationwide:

- Church audits
- Reviews and compilations
- Comprehensive accounting services
- Payroll services

With PSK, your valuable staff can outsource tasks and redirect resources to better serve the congregation.

We invite you to contact us at [connect@pskcpa.com](mailto:connect@pskcpa.com) to experience what our team can do for you and your church.

3001 Medlin Drive #100, Arlington, Texas 76015  
(817) 664-3000 [www.pskcpa.com](http://www.pskcpa.com)





SESSIONS

**General Session III 8:30 am**

**Richardson Ballroom AB**

**Keynote: Building a Spiritual Foundation as an Administrator**

**ANN GARRIDO, DMIN**

Administration is often critiqued both by those within the profession and without as work that takes good, fun-loving people and turns them into anxious curmudgeons, but it doesn't have to be that way. Speaking out of her own experience in parish and educational administration, Ann Garrido will look at practices of administration that can be potentially transformative, making us not only effective administrators but holier, healthier Christians. We will be invited to reassess our own daily tasks with an eye toward how they might serve not only the greater Reign of God, but our own personal spiritual journey.

**C Workshops — 1:00 pm–2:45 pm**

**C1 - Loan Solutions and Cash Management <sup>CPE</sup>**

*(EXHIBITOR: BANK OF THE WEST)*

**Dan Mikes**

**Location: 214**

New technology is changing the way religious institutions handle banking. Learn how to benefit from electronic depository services, automated transfers, and other cash management solutions. This workshop will also enable your religious institution to better understand how to secure financing for mortgage or construction; the acquisition of land or buildings; the expansion/renovation of facilities. Learn how to calculate your borrowing capacity. Understand the loan approval process as well as current financing products.

**C2 – How to Engage Millennials**

*(EXHIBITOR: VISION2SYSTEMS)*

**Heiko Henning, Jim Trotta**

**Location: 205**

Millennials are in the age range of 22-37 (2018) and are our largest generation to date. Out of all the causes that Millennials support, places of worship are their second most supported cause. So how do we engage this age group in a church community long-term with giving? Vision2Systems has just the tools to connect and bring Millennials into a lasting, effective, and impactful giving routine.

## SESSIONS

### C3 – Mastering Workplace Investigations

(EXHIBITOR: FISHER PHILLIPS)

**LISA MCGLYNN, JD**

**Location: 206AB**

This powerful workshop provides best practices essential for workplace investigating, effective interviewing skills, assessing credibility, weighing evidence, and assessing the complainant's requests for confidentiality. Participants will be given the skills needed to write effective investigation reports that can withstand scrutiny. This comprehensive program is filled with practical tips, and techniques to advance investigative skills. Using interactive exercises, the attorney will outline a step-by-step internal investigation process that can be applied in all types of investigations.

### C4 – Redeeming Conflict as Administrator

**Ann Garrido, DMin**

**Location: 219A**

Many of us were drawn into church administration imagining that it would involve working in a peaceful environment with kind-hearted people. But every community faces conflict, even church communities, and often the administrator finds her/himself right in the middle of it. As a follow-up to her morning keynote, Ann Garrido will talk about what she has learned from her studies with the Harvard Negotiation Project about ways of better understanding the tensions administrators often face and effective strategies for breaking through situations of impasse.

### C5 –\*Information Technology – Part 1 <sup>CPE</sup>

**Nick Nicholaou, Jonathan Smith**

**Location: 201A**

Church administrators wear many hats, and one that is important and, often puzzling, is oversight of Information Technology. We'll look at these foundational issues to help you make strategically wise IT decisions. This is Part 1: Current Networking Technologies, Making Wise Hardware and Software Purchases, IT Staffing, System Data and Security, Disaster Recovery. The first part is NOT a repeated. Each part is unique content that couldn't fit into a single session.

## SESSIONS

**C6 – He Said, She Said: The Debate Continues** <sup>CPE</sup>  
Elaine Sommerville, CPA, Frank Sommerville, JD, MPA, CPA**Location: 211**

Listen in while Elaine and Frank Sommerville discuss recent tax and legal developments that are relevant to church administrators. In one session, the administrator will hear the CPA perspective and the legal perspective, and see the Sommersvilles debate the relative merits of each discipline. Administrators will come away with a new understanding of how they can help their church operate within the laws and regulations applicable to them.

**C7 – Seven Church Financial Metrics Worth Tracking** <sup>CPE</sup>  
Rick Cadden, CCA, CCBA**Location: 219B**

Great leadership and great decisions start with great data. In this session you will experience 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 have later to use in your church setting.

**C8 – Blockchain Technology: Getting Ready** <sup>CPE</sup>  
Tom Greer, CPA**Location: 215**

The blockchain technology market is expected to grow from \$550 million in 2018 to more than \$2.3 billion in 2021. What is it and where did it come from? Why is every financial institution and major industry spending millions on this technology? Learn about the huge impact this will have on church operations and how you can become prepared for the changes ahead.

**C9 – Ten Critical Items for Church Security**  
James Friedman**Location: 216AB**

This training course will give the participants a comprehensive understanding of the ten things to know about church security. Participants will gain awareness of how these ten factors will be of benefit to them and their church security team. Participants will learn the vast importance and imperativeness of each ten principles for the effectiveness of their teams. The ten strategies shared will be advantages for new church security team as well as established active teams.

## SESSIONS

### C10 – Staff Team Dynamics

Rhonda York, MSEJ, PCC, BCC, Certified Intelligence Coach

**Location: 216AB**

This workshop is designed to provide attendees with skills and tools to enhance the team dynamics within an organization. Participants will learn how to connect, navigate and grow with others – a necessity in building healthier and more resilient organizations in the face of change. With rich discussions and interactive exercises, you will walk away with tips on how to inspire new thinking and create a community that looks forward to co-creating a future together.

### C11 – Metro Network – ALPHA – Part 2

Glenn Wood, CCA

**Location: 210A**

A roundtable discussion group specific to large church administration. Bring your questions and learn from others who have “been there & done that.” Learn about best practices, policies, finance, reporting, multisite, and payroll just to name a few. Topics are the same in the two groups but differ between Parts 1 and 2 workshops. The Alpha group is for churches with weekly attendance of GREATER THAN 3000.

### C12 – Metro Network – OMEGA – Part 2

Dean Johnson, CCA

**Location: 210B**

A roundtable discussion group specific to large church administration. Bring your questions and learn from others who have “been there & done that.” Learn about best practices, policies, finance, reporting, multisite, and payroll just to name a few. Topics are the same in the two groups but differ between Parts 1 and 2 workshops. The Omega group is for churches with weekly attendance between 2000 and 3000.



## WE'LL HELP YOUR MINISTRY WRITE ITS NEXT CHAPTER

Your vision for serving requires time, talents and treasure. We can help your ministry grow by providing flexible financing solutions for refinancing, acquisitions, construction, renovation or capital improvements.

Learn more at [ThriventChurchLoans.com](http://ThriventChurchLoans.com).  
Or call **800-984-9425**.



**THRIVENT**<sup>®</sup>  
CHURCH FINANCING

## SESSIONS

### D Workshops — 3:45 pm–5:30 pm

#### D1 – A Proven Answer to Skyrocketing Benefits

(EXHIBITOR: CHRISTIAN HEALTHCARE MINISTRIES)

**Bea Rosenhauch, PHR**

**Location: 206AB**

There is a biblical answer to skyrocketing group healthcare costs. Too good to be true? We implemented a non-insurance gold-level plan, and it saved us over \$1M in the first year. The plan partners Christian Healthcare Ministries' cost-sharing model with an ACA-compliant HRA plan. Most medical bills over \$500 are shared by CHM, while the HRA plan covers the rest. There is no minimum group size. We'll review the plan design, vendors, and more.

#### D2 –The Mobile Future of Your Ministry

(EXHIBITOR: TOUCHPOINT)

**Chris Dolan**

**Location: 214**

It's essential for today's churches to have a mobile presence. You want to be where your church members are. If you don't have a mobile-first engagement strategy for your ministry, you could be missing out on some big discipleship opportunities. We want to show you a real-world example of what church management looks like in a mobile-first world. Along the way, you'll be inspired by all the exciting new tools for empowering your ministry on-the-go.

#### D3 – Church Reimagined for Mixed-Use

(EXHIBITOR: GFF ARCHITECTS)

**Stephen Pickard, AIA, Tim Cool, Kevin Ache**

**Location: 215**

This session will provide a case study example of South Park Church (formerly Sharon United Methodist Church) in Charlotte, NC. They are in the process of developing over 750,000 SF of mixed uses that will include retail, restaurants, hotel, and residential uses that are designed around their church which will serve as the focal point for the entire development.

## SESSIONS

**D4 – Are Designated Funds Out of Style?** <sup>CPE</sup>

Rodney Smith, CPA, CFE

**Location: 219A**

Historically, designated funds have significantly enhanced ministry efforts for churches, but too often come with negative side effects. If you have a desire to streamline or even eliminate designated funds altogether at your church, come learn about the strategies for doing so. This entails much more than changing accounting policies and procedures. It's a culture shift that can ease administrative burdens, streamline the budgeting process, and improve overall financial health of a church.

**D5 – \*Information Technology – Part 2** <sup>CPE</sup>

Nick Nicholaou, Jonathan Smith

**Location: 201A**

Church administrators wear many hats, and one that is important and, often, puzzling is oversight of Information Technology. We'll look at these foundational issues to help you make strategically wise IT decisions. This is Part 2: Embracing The Cloud, Mobile Device and App Management, BYOD (Bring Your Own Device), Future Trends. The second part is NOT a repeated session. Each part is unique content that couldn't fit into a single session.

**D6 – He Said, She Said: The Debate Continues** <sup>CPE (R)</sup>

Elaine Sommerville, CPA, and Frank Sommerville, JD, MPA, CPA

**Location: 211**

Listen in while Elaine and Frank Sommerville discuss recent tax and legal developments that are relevant to church administrators. In one session, the administrator will hear the CPA perspective and the legal perspective, and see the Sommervilles debate the relative merits of each discipline. Administrators will come away with a new understanding of how they can help their church operate within the laws and regulations applicable to them.

**D7 – Basic Accounting** <sup>CPE</sup>

Vonna Laue, CCA

**Location: 219B**

This session is for administrators who have been in their positions for five years or less. We will discuss a variety of topics that impact your financial statements and accounting records. You can even submit questions in advance. The content will be driven by the audience and the discussion will be led by two individuals specializing in ministry accounting and tax. Come be a part of it!

## SESSIONS

### D8 – Leading through Transition

Denise Craig, CCA

**Location: 216AB**

This session will help you manage change within your church, whether it be a crisis or a planned transition. Learn the best practices for navigating the waters of change: identifying when change is needed; communicating change; support systems for change; the organizational change timeline; or when the change is a crisis.

### D9 – Keeping Your Congregation Safe

Chris Periaatt

**Location: 201B**

Keeping your congregation safe should be a top priority of all church leadership. There are many questions as completing these tasks in a safe and legal manner. This course will shed some light on the current issues facing churches when it comes to protecting their flocks from matters such as critical incident response, medical emergencies, criminal events, and civil liability protection.

### D10 – Administration in the African American Church

Deborah Wilson, CCA

**Location: 205**

What are we doing for the people? This workshop will provide attendees with an opportunity to engage a panel of pastors/ denominational leaders to share ways in which church administration can be carried out in African American congregations to affect church culture.





# MinistryPay.com

## The Salary Survey of The Church Network

MinistryPay.com is a reliable source for ministry pay data that includes information for more than 100 job titles from a wide range of churches.

Using a system that automatically updates data as participants submit new information, The Church Network's salary survey tool provides the most accurate and current pastor and church salary resource available.

MinistryPay.com is owned and produced by The Church Network and is powered by Industry Insights.

Gain a competitive edge, with access to the most up-to-date and accurate national, regional, state, and local ministry pay information available.

Log in to the system to generate, save, and print reports at any time, obtaining the most recent salary data when you need it.

Input salary data from your church to compare your information directly with any custom report, displaying information in a professional format that is easy-to-read and understand.

For more information, visit us online at [www.ministrypay.com](http://www.ministrypay.com).



sage Intacct

# The #1 Cloud Financial Management Solution



**Purpose-Built for Nonprofits**

**Helping your organization:**

- **Strengthen stewardship**
- **Build influence**
- **Grow funding**
- **Achieve mission success**

**“Sage Intacct has delivered clear ROI by saving our team 70% of their time. Our investment in Sage Intacct was paid off in less than 6 months.”**

– Braam du Plooy, Controller,  
Atlanta Convention  
& Visitors Bureau



SUNDAY

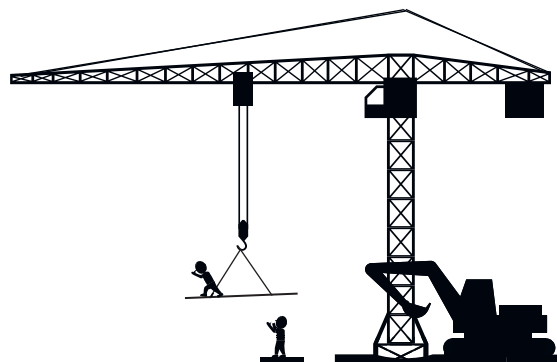
[sageintacct.com](http://sageintacct.com)

## TODAY'S SCHEDULE

Time	Event	Location
8:30 am - 10:15 am	Workshops E	
10:30 am - 11:30 am	Brunch	Ballroom C
11:30 am - 12:00 pm	General Session IV – Business Session	Ballroom AB
12:00 pm - 1:30 pm	Workshop F: Legal and Tax Developments	Ballroom AB
1:30 pm - 1:45 pm	Prize Drawings	Ballroom AB
15 minutes after general session concludes	Wrap up meeting with both teams	216AB

Brunch today is in Richardson Ballroom C. If you need to check out of the hotel, there should be enough time during the brunch break.

General Session IV is a Business Session followed by Workshop F (Richard Hammar's presentation) followed by prize drawings.



## SESSIONS

### E Workshops — 8:30 am–10:15 am

#### E1 — Trends that Grow Giving <sup>CPE</sup>

(EXHIBITOR: SAGE INTACCT)

Joan Benson

**Location: 219A**

Are you interested in how you can become more strategic in leading your team? This session focuses on tactics to help you become a data driven finance leader -- and the benefits that can bring to your organization. Learn how to leverage technology and data to not only be a better steward, but to lead your team to become proactive and strategic contributors to ensuring mission success.

#### E2 –Embedded Church Facilities

(EXHIBITOR: BUILDING GOD'S WAY)

Don Mahoney, Eric Bahme

**Location: 205**

Church facilities have traditionally been among the least utilized buildings in America, sitting empty throughout most of the week. Discover how strategic master planning and innovative design can help you optimize community impact on your church campus - 7 days a week. Learn how churches across the country are successfully integrating for-profit business models in their new facilities that can reduce overhead costs and become a catalyst for ministry growth and Kingdom impact.

#### E3 – Sexual Misconduct in Ministry

(EXHIBITOR: BROTHERHOOD MUTUAL)

Kathleen Turpin, JD, CPCU

**Location: 201B**

Allegations of sexual harassment or misconduct can blindside a Christian ministry. The emotional toll, as well as financial and reputational damage, can be devastating to a church. It's simply not enough to acknowledge the issue. Organizations must take bold steps when implementing effective policies and procedures to help avoid misconduct or harassment.

uniview tec – a new dawn

# uniview tec

Houses of Worship   Retail   Small Business   Large Commercial   Education   Residential

uniview tec *is The New Alternative ...*

↓  
U.S.-based operations, warehousing,  
regional sales, customer & dealer assistance  
and product repair

↓  
Up to date product features  
and capabilities

↓  
Affordable video security  
solutions



Proud Sponsor/Member



Learn more at [univiewtechnology.com](http://univiewtechnology.com) or Call us at 888.288.7644

The heart of our mission is helping churches and ministries, their leadership and related businesses grow and succeed. Whatever your needs, we focus on more than just the numbers, working hard to find solutions to achieve your unique goals.

**We specialize in:**

- + Accounting & Bookkeeping Services
- + Audit & Review Services
- + Capital Growth Planning
- + Compensation & Retirement Planning
- + Compilations of Financial Statements
- + Fraud Investigation
- + Financial Planning
- + Internal Control Studies & Consultation
- + Ministerial Payroll
- + Software Training
- + Tax Consulting & Compliance

COME SEE US AT BOOTH #803

**Stanfield + O'Dell**  
CPAS & ADVISORS

BEYOND NUMBERS.

TO SOLUTIONS.

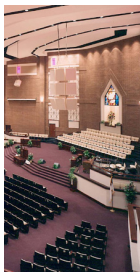
Visit [stanfieldodell.com](http://stanfieldodell.com) to learn about all our services and to sign up for our free monthly newsletter.



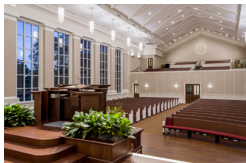
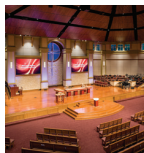
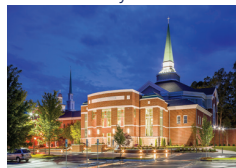
**EDIFICE**  
GENERAL CONTRACTORS

*The Art and Science of Construction*

Over 40 years of building excellence in the Southeast.



Partnering to create over  
**100,000**  
opportunities to worship  
Jesus every weekend.



Faith Based | Retail / Mixed Use | Corporate Interiors | Senior Living | Country Club / Sports  
Industrial | Education | Commercial | Healthcare | Self Storage

[www.edificeinc.com](http://www.edificeinc.com)



SESSIONS

**E4 – Mobile Online Giving Platform** <sup>CPE</sup>

(EXHIBITOR: GIVELIFY)

Walle Mafolasire, Ron Pulliam

**Location: 206AB**

This session will equip participants with the latest information and data on religious giving (assembled by Givelify™ in partnership with the Lake Institute on Faith and Giving and the Lilly Family School of Philanthropy). We will discuss how to identify innovative and practical ideas and best practices that will help congregations increase giving and be better financial stewards.

**E5 – Retirement Planning for Your Facility**

Tim Cool

**Location: 201A**

Are you planning for your personal retirement? Maybe you have an IRA or 401k. That is great. Are you equally as prudent with the retirement planning for the components of your facility? The reality is that you will “retire” (i.e., replace) nearly every physical component of your church facility.:You will retire every HVAC unit; You will retire every roof and parking space. Retirement can also involve looking for ways of enjoying life without working as hard. In the facility world, this could be the inclusion of system automation and integrations. If you are looking to improve your facility retirement planning and long-term life cycle, join us for Retirement Planning Workshop.

**E6 – Ministry Pay: Compensation Data Analysis** <sup>CPE</sup>

Phill Martin, CCA, CAE, ACC

**Location: 211B**

MinistryPay.com is a vital tool to help church administrative leaders and lay committees to ensure their staff’s benefits fall under reasonable compensation. In this workshop, participants will take a deep dive into the TCN’s subscription-based resource. They will learn how to leverage its secrets and apply them to the work of compensation and benefits. Included in the session will be a case study of how member congregations have used the tool to guide their compensation decisions.

**E7 – Advanced Accounting** <sup>CPE</sup>

Vonna Laue, CPA

**Location: 219B**

This session is intended for administrators that have been serving in this capacity for six years or more. The interactive content of this session will be driven by the attendees and

## SESSIONS

the discussion will be led by two individuals specializing in ministry accounting and tax. Please feel free to submit questions in advance.

### **E8 – Investment Policy and Asset Allocation** <sup>CPE</sup>

**John Granzow, CIMA®**

**Location: 204**

No information available at time of publication. Please check our conference mobile app for updates.

### **E9 – Chapter Connector: Building and Growing a Local Community**

**Harold Carlson, CCA, Simeon May, CCA, CPA, CAE**

**Location: 215**

This workshop is for anyone interested in creating or enhancing a local community of like-minded individuals serving in church administration. Discover what resources are available to you from TCN. Be a part of this interactive workshop and learn what fellow leaders are doing to grow their local networks. We will review how you can utilize Chapter Connector and provide you an opportunity to let us know how your Board of Directors and national office staff can better serve you.

### **E10 – So You Want to Be a CCA?**

**Laurel Swanson, CCA**

**Location: 214**

What does it take to become a Certified Church Administrator (CCA)? This workshop will explain the process and answer your questions and concerns. Why should you consider certification? It will help you to grow in your understanding of administration; to find connections with other administrators; to revel in the accomplishment that you obtained your certification; to show others your commitment to excellence in the ministry of administration. Come find out what it takes to become a CCA.



SESSIONS

Session IV – 11:30 am – 1:30 pm

Business Session

THE CHURCH NETWORK BUSINESS SESSION AGENDA  
CHARLOTTE CONVENTION CENTER  
CHARLOTTE, NC  
Ballroom AB

Sunday, July 14, 2019  
Approximate time: 11:30 am

- Approval of Minutes..... **Melvin Jones, CCA**
- Questions and Answers on Reports ..... **Denise Craig, CCA**
- Installation of Officers and Directors..... **Phill Martin, CCA**
- President’s Remarks ..... **Denise Craig, CCA**
- Chief Executive Officer’s Remarks ..... **Phill Martin, CCA**
- Other Business/Announcements
- Adjournment

**Keynote/F Workshop - Legal and Tax Developments** <sup>CPE</sup>  
**RICHARD HAMMAR, JD, LLM, CPA**

This session will provide a review of legal and tax developments of most relevance to church administrators. Emphasis will be on the identification and management of significant and emerging risks as well as a summary of statutory and regulatory developments, litigation trends, and case studies from the files of your presenter.

## THE CHURCH NETWORK NOMINEES

The following people serve on the Governance Committee: Tom Danklefsen, CCA (Chair), Grove City UMC, Grove City, OH; Harold Carlson, CCA (TCN VP Board – *ex-officio*), Thanksgiving Lutheran Church, Bellevue, NE; Jennifer Childers, CCA, Sardis Presbyterian Church, Charlotte, NC; Greg Gordon, CCA, First Church of God, Saint Joseph, MI; Larry Conrad, CCA, Trinity Lutheran Church, Shawnee Mission, KS; Phil Edlund, CCA, Mountain View Lutheran Church, Edgewood, WA; Ross Burton, CCA (TCN Board Past President), First Baptist Church, Jonesboro, AR; Simeon May, CCA (TCN CEO – *ex-officio*).

The following criteria were used in considering nominees:

- Expertise in area of governance
- Attendance at national conferences
- Involvement with local chapter (if any)
- Geographic area
- Gender, ethnicity, and leadership strengths
- Active membership in TCN
- Completion of Key Leader Training
- Certification status as a CCA
- Denominational/Faith group
- Number of Nominations



### **PRESIDENT** **Denise Craig, CCA**

*ABBA'S HOUSE, HIXSON, TN*

President 2018-2019; Vice President 2016-2018; Secretary 2014-2016; Director 2012-2014; TCN member since 2006; Certified CCA 2006; Retained CCA 2011, 2015; Governance Committee 2014-2019; PT&S Committee 2008-2011, 2012-2014; Nashville 2015 Support Team; President of Ocoee Chapter 2008-2014; attended 10 national conferences.



### **VICE PRESIDENT** **Harold Carlson, CCA**

*THANKSGIVING LUTHERAN CHURCH, BELLEVUE, NE*

Vice President 2018-2019; Secretary 2016-2018; Director 2014-2016; TCN member since 2004; Certified CCA 2013; Retained 2017; Endowment Committee 2015-present; President Nebraska Chapter 2009-present; attended 13 national conferences.



### **SECRETARY** **Melvin Jones, CCA**

*ANTIOCH BAPTIST CHURCH, FAIRFAX STATION, VA*

Secretary 2018-2019; Director 2014-2018; TCN member since 2004; Certified CCA 2010; Retained 2014; 2017 Conference Support Team; Development Committee 2016-present; Internal Controls Committee 2013-2016; attended 9 national conferences.

## BOARD OF DIRECTORS 2019-2020



**DIRECTOR**  
**Keith Brown, CCA**

*BAYVIEW BAPTIST CHURCH, SAN DIEGO, CA*

Director 2018-present; TCN member since 2003; Certified CCA 2005; Retained 2011, 2015; PT&S Committee 2015-2018; attended 10 national conferences.



**DIRECTOR**  
**Weslia Echols, CCA**

*NEW BEGINNINGS COMMUNITY CHURCH, DETROIT, MI*

Director 2018-present; TCN member since 2001; Certified CCA 2003; Retained 2010, 2014, 2016; Endowment Committee 2016-present; ; attended 6 national

conferences.



**DIRECTOR**  
**Greg Gordon, CCA**

*FIRST CHURCH OF GOD, SAINT JOSEPH, MI*

Director 2016-present; TCN member since 2001; Certified CCA 2004; Retained 2011, 2015; Governance Committee 2016-present; attended 13 national

conferences.



**DIRECTOR**  
**Laurel Swanson, CCA**

*LUTHERAN CHURCH OF THE CROSS, ALTOONA, IA*

Director 2016-present; TCN member since 2006; Certified CCA 2013; Retained, 2017; President Central Iowa Chapter 2006-present; 2015 Conference

Support Team; PT&S Committee Chair, 2017-present; attended 11 national conferences.

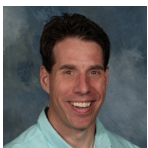


**DIRECTOR**  
**Roxi Vanstoy, CCA**

*OAKWOOD BAPTIST CHURCH, NEW BRAUNFELS, TX*

Director 2018-present; TCN member since 2003, Certified CCA 2005; Retained, 2011, 2015 ; PT&S Committee 2015-2018; attended 9 national

conferences.



**DIRECTOR**  
**William McKelvey, CCA**

*INDEPENDENCE PRESBYTERIAN CHURCH, BIRMINGHAM, AL*

TCN member since 2004, Certified CCA 2015; Retained, 2011, 2019; Central Alabama Chapter President 2016-2017; attended 9 national conferences.

## REPORT OF THE VICE PRESIDENT

Each year I look forward to The Church Network's Annual Conference where I can reconnect with long-time friends from around the country, make new friends, improve my skill-set by taking advantage of the FastTracks and the many workshops, and visit with vendors and keynote speakers. All of this takes place in wonderful locations across the country. I hope you have enjoyed your time here in Charlotte and were able to enhance your time at conference with the TCN app. Please take time to review The Church Network's audited financial reports provided for you in the conference resources.

The Church Network staff and Board of Directors have been hard at work on five main goals to strengthen TCN:

1. Have a net increase in membership. We have an increased emphasis on marketing through various outlets and have streamlined the membership renewal process to allow for an auto-renewal option.
2. Strengthen relationships with chapters. Beginning in 2019 we have initiated monthly web-based video conference calls with our chapter leaders to provide a platform for improved communications with chapter leaders and allow chapters to share information with each other.
3. Increase the TCN database by 1,000 church records with accurate information. The TCN staff is working to discover new churches that could benefit from all TCN has to offer. Chapter leaders and members who provide updated and new information for the national database are very much appreciated.
4. Develop a 12-month marketing plan and implement strategies for improvement. The TCN staff has enlisted the assistance of an outside consultant to identify marketing opportunities. The TCN staff is also working with the board to develop a 12-month marketing plan.
5. Generate \$100,000 of undesignated revenue. The TCN staff and board of directors are identifying ways to increase revenue and reduce expense. To reduce expense, the Board of Directors implemented monthly web-based video conference calls in 2019 rather than physically meeting twice per year. The Development Committee is also working on this goal.

The Church Network, like the local church, could not operate without volunteers with various skills at all levels. As the Apostle Paul wrote in I CORINTHIANS 12:12, 14 *"Just as a body, though one, has many parts, but as many parts form one body, so it is with Christ. Even so the body is not made up of one part but of many."* If you are interested in service or leadership opportunities, please stop by the board booth and visit with one of the board members.

We pray God's blessing upon Simeon May as he retires after 21 years of service as the CEO of The Church Network. Please pray for The Church Network staff and Phill Martin

---

---

as he leads them, as well as the Board of Directors as we begin the search process for the CEO who will follow Phill a few years down the road.

It has been my privilege to be able to serve our Savior through the local church and The Church Network. I am excited about the future of TCN as we move into 2020 and beyond.



Harold Carlson, CCA  
TCN Vice President

## THE PT&S REPORT

The Professional Training and Standards Committee had their triennial retreat in March 2019. It was hosted by Mark King at the Western North Carolina Conference of the United Methodist Church in Huntersville, NC. PT&S Committee members Michael Aycock, Greg Humphries, Mark King, Aimee McCullough, Kelly Rose, Glenn Wood, and chair Laurel Swanson, along with center directors Terry Bertrand, Marilyn Johns, Tinsley Jones, and Bob Winstead and TCN staff Phill Martin and Rose Ella McCleary were in attendance.

Each of the center directors shared news from their respective centers. The committee reviewed and affirmed the 14 domains of knowledge considered essential to the professional development of church administrators. They discussed other topics associated with the educational resources being provided through TCN, as well as questions regarding CEU credits for certification and retention.

The exciting news from this retreat was the proposal and acceptance for the addition of a NEW certification center, which will be a virtual certification center. Marilyn Johns presented the plan, and will serve as the center director for this center. Enrollment is open NOW for the Fall 2019 class.

The Certified Church Administrator program is now offered in five locations (including the New Virtual Center): Academy of Church Business Administration in Nashville, TN; Union Presbyterian Seminary in Richmond, VA, and Charlotte, NC; and Dallas Baptist University in Dallas, TX. More information about the certification program and details about the specific centers can be found online at [thechurchnetwork.com/education](http://thechurchnetwork.com/education).

Respectfully submitted,



Laurel Swanson, CCA  
PT&S Committee Chair

## **Membership by Denomination/Faith Group**

African Meth Episcopal Zion	1	Hebrew Pentecostals	1
African Methodist/Episcopal	3	Holiness, Charismatic, Apostolic	1
Anglican	6	Independent/Nondenominational	218
Apostolic	3	Interfaith Military Chapels	1
Assemblies of God	55	Jewish	3
Baptist		Lutheran	
American	11	Lutheran	10
Conservative	8	EV Lutheran Ch in America	47
Cooperative Baptist Fellowship	37	Missouri Synod	29
General	15	Brethren	1
Missionary	18	Congregations in Mission for Christ	8
National Convention of America	3	Mennonite	1
North American	4	Methodist	
Other Baptist	50	Methodist	6
Progressive National	3	Free Methodist	3
Regular	7	United Methodist Church	201
Southern	348	Missionary Church	3
Bible Fellowship	2	Nazarene	6
Catholic	36	No denom/no church now	26
Christian Church of North America	1	Open Bible Standard Church	1
Christian Missionary Alliance	5	Orthodox	2
Church of Christ	16	Pentecostal	6
Church of God	13	Presbyterian	
Church of God in Christ	1	Presbyterian	13
Church of God in Prophecy	1	Church in America (PCA)	18
Conservative Congre Christian Conf	1	USA PCUSA)	153
Disciples of Christ/Christian	25	Associate Reformed	2
Episcopal	55	Cumberland	1
Episcopal, Charismatic	1	ECO	12
Evangelical Covenant Church	6	EPC	16
Evangelical Free Church in Amer	28	Reformed Ch in America	3
Evangelical Friends	1	Sovereign Grace Ministries	1
Fellowship of Brethren Churches	1	Unitarian Universalist	5
Foursquare	3	United COC/Congregational	13
Fundamentalists	1	Vendor	103
Grace Communion Int'l	1	Vineyard USA	1
Great Commission Church	1	Wesleyan	2
			<u>1,688</u>

## MEMBERSHIP DATA

The following membership numbers reflect the membership as of May 31 of each year.

**Membership:** Males – 956 (56.6%): Females – 732 (43.4%)

### **New members since June 1, 2018**

June.....19	October .....21	February .....32
July .....16	November .....19	March.....22
August .....24	December .....17	April .....28
September.....8	January .....18	May.....17

<u>Membership</u>	<u>2016-2017</u>	<u>2017-2018</u>	<u>2018-2019</u>
Active Members	1,638	1,381	1,319
Associate Members	24	23	23
Business Members	114	103	110
Affiliate Members	34	27	27
Student Members	6	4	4
<b>Total (dues paying mbrs.)</b>	<b>1,816</b>	<b>1,538</b>	<b>1,483</b>
Emeritus/Honorary	207	203	205
<b>Grand Total</b>	<b>2,023</b>	<b>1,741</b>	<b>1,688</b>

### Dues Paying Members

Dues Paying Members beginning of year	1,934	1,816	1,538
Members not renewing from prior year	(462)	(558)	(408)
Renewals from prior year	1,472	1,258	1,130
New members during the year	282	232	241
Renewals from former members (who did not pay dues prior year)	74	61	125
Awarded Emeritus/Honorary during year	(11)	(12)	(12)
Members deceased during the year	(1)	(1)	(1) *
<b>Total Dues Paying Members end of year</b>	<b>1,816</b>	<b>1,538</b>	<b>1,483</b>
Total Dues Paying Members beginning of year	1,934	1,934	1,538
<b>Net increase (decrease) in dues paying members</b>	<b>(118)</b>	<b>(396)</b>	<b>(55)</b>

### Emeritus & Honorary Members

Emeritus/Honorary Members beginning of year	199	207	203
Awarded Emeritus/Honorary during year	11	12	12
Members deceased during the year	(3)	(16)	(10) *
<b>Total Non-Dues Members</b>	<b>207</b>	<b>203</b>	<b>205</b>

### Members with CCA

**383                      360                      359**

### **Members Deceased**

Damon Auble.....Lebanon, IN	Arlis Hinson, Jr., CCA ..... Anderson, SC
David Brewer ..... Wheaton, IL	Dianne Hull..... Matthews, NC
E.G. "Cris" Criswell, CCA . Apache Junction, AZ	Willard White, Jr., CCA ..... Scarborough, ME
Judie Ford, CCA..... Gladwin, MI	Bruce Wilhelm ..... Prescott, AZ
Gaylan Friesenborg, CCA Cape Girardeau, MO	Robert Williams, CCA ..... Sleepy Hollow, NY
Mary Harper ..... Winston Salem, NC	A.A. Wright, CCA ..... Long Beach, CA

\* Difference in number of deceased members due to the timing of learning of the death.

**THE CHURCH NETWORK**

Richardson, Texas

Financial Statements

Years Ended December 31, 2018 and 2017



**THE CHURCH NETWORK**  
Financial Statements  
Years Ended December 31, 2018 and 2017

TABLE OF CONTENTS

	<u>Page</u>
Independent Accountants' Review Report	1
Financial Statements	
Statements of Financial Position	2
Statements of Activities	3
Statement of Functional Expenses	4
Statements of Cash Flows	5
Notes to Financial Statements	6 - 11



INDEPENDENT ACCOUNTANTS' REVIEW REPORT

To the Board of Directors  
The Church Network  
Richardson, Texas

We have reviewed the accompanying financial statements of The Church Network (the "Association"), a nonprofit corporation, which comprise the statements of financial position as of December 31, 2018 and 2017, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements. A review includes primarily applying analytical procedures to management's financial data and making inquiries of the Association's management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

**Management's Responsibility for the Financial Statements**

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement whether due to fraud or error.

**Accountants' Responsibility**

Our responsibility is to conduct the review engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. Those standards require us to perform procedures to obtain limited assurance as a basis for reporting whether we are aware of any material modifications that should be made to the financial statements for them to be in accordance with accounting principles generally accepted in the United States of America. We believe that the results of our procedures provide a reasonable basis for our conclusion.

**Accountants' Conclusion**

Based on our review, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in accordance with accounting principles generally accepted in the United States of America.

*PSK LLP*

Arlington, Texas  
April 8, 2019

**THE CHURCH NETWORK**  
 Statements of Financial Position  
 December 31, 2018 and 2017

	2018	2017
<b>ASSETS</b>		
Cash and cash equivalents	\$ 277,000	\$ 221,952
Accounts receivable	107,024	85,022
Inventory	8,197	9,491
Prepaid expenses	28,159	24,022
Investments	845,107	1,070,614
<b>Total Assets</b>	<b>\$ 1,265,487</b>	<b>\$ 1,411,101</b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>Liabilities</b>		
Accounts payable and accrued liabilities	\$ 68,366	\$ 88,598
Deferred dues	149,208	156,101
Other deferred revenues	252,028	221,238
<b>Total liabilities</b>	<b>469,602</b>	<b>465,937</b>
<b>Net Assets</b>		
Without donor restrictions	183,919	299,400
With donor restrictions	611,966	645,764
<b>Total net assets</b>	<b>795,885</b>	<b>945,164</b>
<b>Total Liabilities and Net Assets</b>	<b>\$ 1,265,487</b>	<b>\$ 1,411,101</b>

*See independent accountants' review report.*

*The accompanying notes are an integral part of these financial statements.*

**THE CHURCH NETWORK**  
 Statements of Activities  
 Years Ended December 31, 2018 and 2017

	2018	2017
<b>Changes in net assets without donor restrictions</b>		
Revenues and other support:		
Conferences	\$ 694,719	\$ 575,754
Dues	288,667	331,574
Product sales	107,762	113,421
Webinars	39,327	27,304
Professional training and standards committee	11,220	18,315
JobCenter	4,596	6,938
Advertising	10,294	20,902
Royalties	25,637	40,750
Special gifts and contributions	10,208	13,975
FastTrack training	6,796	7,051
Net investment return	6,929	3,855
Other	4,643	6,932
Net assets released from restrictions	29,259	28,442
Total revenues and other support	1,240,057	1,195,213
Expenses:		
Program expenses	930,417	822,015
Supporting services	425,121	449,125
Total expenses	1,355,538	1,271,140
Change in net assets without donor restrictions	(115,481)	(75,927)
<b>Changes in net assets with donor restrictions</b>		
Revenues and other support:		
Net investment return	(16,343)	79,788
Special gifts and contributions	11,804	11,348
Net assets released from restrictions	(29,259)	(28,442)
Change in net assets with donor restrictions	(33,798)	62,694
Change in net assets	(149,279)	(13,233)
Net assets at beginning of the year	945,164	958,397
Net assets at end of the year	\$ 795,885	\$ 945,164

*See independent accountants' review report.  
 The accompanying notes are an integral part of these financial statements.*

**THE CHURCH NETWORK**  
Statement of Functional Expenses  
Year Ended December 31, 2018

	Program Expenses	Supporting Services	Total
Personnel	\$ 329,938	\$ 184,122	\$ 514,060
Conferences	493,462	-	493,462
Cost of product sales	35,510	-	35,510
Member publications	28,072	-	28,072
Insurance	-	2,802	2,802
Office supplies and printing	-	2,198	2,198
Maintenance contract	-	19,629	19,629
Postage	-	986	986
Telephone	-	15,970	15,970
Office rent	18,610	10,385	28,995
Audit and legal	-	5,275	5,275
Bank card fees	-	21,700	21,700
Committees, board and staff expenses	-	50,956	50,956
Computers and technology	-	111,098	111,098
Scholarships	13,192	-	13,192
Key leader training and campaign expenses	10,502	-	10,502
Webinar expenses	1,131	-	1,131
	\$ 930,417	\$ 425,121	\$ 1,355,538

*See independent accountants' review report.*

*The accompanying notes are an integral part of these financial statements.*

**THE CHURCH NETWORK**  
 Statements of Cash Flows  
 Years Ended December 31, 2018 and 2017

	2018	2017
Cash flows from operating activities		
Change in net assets	\$ (149,279)	\$ (13,233)
Adjustments to reconcile change in net assets to net cash and cash equivalents used in operating activities:		
Amortization	-	15,233
Realized and unrealized (gain)/loss on investments	24,781	(66,076)
Contributions restricted for endowment	(11,804)	(11,348)
(Increase) decrease in assets:		
Accounts receivable	(22,002)	28,415
Inventory	1,294	1,874
Prepaid expenses	(4,137)	(12,496)
Increase (decrease) in liabilities:		
Accounts payable and accrued liabilities	(20,232)	(7,389)
Deferred revenues	23,897	(15,826)
	(157,482)	(80,846)
Net cash and cash equivalents used in operating activities		
Cash flows from investing activities		
Purchases of investments	(452,338)	(227,052)
Proceeds from sale of investments	653,064	275,678
	200,726	48,626
Net cash and cash equivalents provided by investing activities		
Cash flows from financing activities		
Contributions restricted for endowment	11,804	11,348
	55,048	(20,872)
Net change in cash and cash equivalents		
Cash and cash equivalents at beginning of the year	221,952	242,824
	\$ 277,000	\$ 221,952
Cash and cash equivalents at end of the year		

*See independent accountants' review report.*

*The accompanying notes are an integral part of these financial statements.*

**THE CHURCH NETWORK**  
Notes to Financial Statements

**1 - Description of Organization**

The Church Network (the "Association") is incorporated as the National Association of Church Business Administration in the state of Minnesota as a nonprofit corporation. The Association is a nationwide, interdenominational Christian association of churches and individuals, which exists to professionally train, certify, and provide resources to those serving in the field of church administration.

**2 - Summary of Significant Accounting Policies**

Basis of Accounting - The financial statements of the Association have been prepared on the accrual basis of accounting. Under the accrual method, revenues are recognized when earned and expenses are recorded when the obligation is incurred. The financial statements have been prepared using accounting principles generally accepted in the United States of America ("U.S. GAAP").

Adoption of New Accounting Standards - In August 2016, the Financial Accounting Standards Board ("FASB") issued Accounting Standards Update 2016-14: *Presentation of Financial Statements for Not-for-Profit Entities* ("ASU 2016-14"), which is an amendment to the FASB Accounting Standards Codification ("FASB ASC") Topic 958. ASU 2016-14 is effective for annual financial statements issued for fiscal years beginning after December 15, 2017. Adopting ASU 2016-14 has had the following impact on the Association's financial statements:

- The temporarily and permanently restricted net asset classes have been combined into a single net asset class called *net assets with donor restrictions*.
- The unrestricted net asset class has been renamed *net assets without donor restrictions*.
- The financial statements now include a statement of functional expenses.
- The notes to financial statements include a new disclosure about liquidity and availability of resources (Note 3).
- Investment return is now simply reported in the aggregate, net of investment expenses.

Basis of Presentation - Net assets and revenues, expenses, gains, and losses are classified based on the existence or absence of donor-imposed restrictions. Accordingly, net assets and changes therein are classified as follows:

Net Assets Without Donor Restrictions - Net assets available for use in general operations and not subject to donor restrictions.

Net Assets With Donor Restrictions - Net assets subject to donor imposed restrictions. Some donor-imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor-imposed restrictions may be perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. Donor-imposed restrictions are released when a restriction expires, that is, when the stipulated time has elapsed, when the stipulated purpose for which the resource was restricted has been fulfilled, or both.

Revenues and Support - Revenues and support for the Association are primarily derived from conference fees and membership dues.

*See independent accountants' review report.*

**THE CHURCH NETWORK**  
Notes to Financial Statements

**2 - Summary of Significant Accounting Policies (continued)**

Functional Allocation of Expenses - The costs of program and supporting services activities have been summarized on a functional basis in the statement of activities. The statement of functional expenses presents the natural classification detail of expenses by function. Accordingly, certain costs have been allocated among the programs and supporting services benefited based on estimates of time and effort. ASU 2016-14 allows for transitional relief with respect to presentation of expenses by natural classification; accordingly, this information is not presented for 2017.

Programs - The Association pursues its objectives through the execution of one major program: the providing of training, certification, and resources for church administrative leaders throughout the United States.

Use of Estimates - Management used estimates and assumptions in preparing these financial statements in accordance with U.S. GAAP. Those estimates and assumptions affect the reported amount of assets and liabilities, the disclosure of contingent assets and liabilities, and the reported revenues and expenses. Actual results could vary from the estimates that were used.

Donated Services - No amounts have been reflected in the financial statements for donated services. The Association pays for most services requiring specific expertise. A large number of people have contributed significant amounts of time to the activities of the Association without compensation. The financial statements do not reflect the value of those contributed services.

Donated Assets - Donated marketable securities and other noncash donations are recorded as contributions at their estimated fair values at the date of donation.

Cash and Cash Equivalents - For purposes of reporting cash flows, the Association considers all bank deposits and highly liquid financial instruments with original maturities of three months or less, which are neither held for nor restricted by donors for long-term purposes, to be cash and cash equivalents. Cash and highly liquid financial instruments restricted to endowments that are perpetual in nature are excluded from this definition.

Provision for Bad Debts - The Association recognizes bad debt expense when accounts are deemed uncollectible based on a periodic review of all accounts. No bad debt expense was recognized for the years ended December 31, 2018 and 2017.

Inventory - Inventory consists of publications produced or purchased for resale and various clothing items. Inventory is carried at the lower of cost or market determined on the first-in, first-out ("FIFO") basis.

Investments - As required by the Investments - Debt & Equity Securities topic of the FASB ASC, investments in marketable securities with readily determinable fair values and all investments in debt securities are valued at their fair values in the statement of financial position. Unrealized gains and losses are included in the change in net assets.

*See independent accountants' review report.*



**THE CHURCH NETWORK**  
Notes to Financial Statements

**2 - Summary of Significant Accounting Policies (continued)**

Property and Equipment - Property and equipment are stated at cost, if purchased, and fair market value at date of donation, if contributed. Depreciation is calculated using the straight-line method over the estimated useful lives of the assets as follows:

Computer equipment	3 to 5 years
Furniture, fixtures and other equipment	10 to 15 years

Costs of maintenance and repairs are charged to operations when incurred. Effective February 2018, costs of betterments and renewals exceeding \$5,000 are capitalized. Prior to that, the threshold was \$2,500. Upon sale or retirement of equipment, the cost and related accumulated depreciation are relieved and any gain or loss is included in the change in net assets. All property and equipment is fully depreciated as of December 31, 2018.

Compensated Absences - Employees of the Association, administrative and ministerial, are entitled to paid vacation depending upon length of service and other factors. The Association cannot reasonably estimate the amount of compensation for future absences; accordingly, no liability has been recorded in the accompanying financial statements. The Association's policy is to recognize the cost of compensated absences when paid to employees.

Deferred Revenues - Deferred revenues consist of prepaid dues, advertising, compensation survey fees and prepaid fees for the Association's annual conference. Those fees will be recognized as revenues as the related expenses are incurred.

Endowment Funds - The Association maintains an endowment fund for the purpose of supporting a scholarship and grant program, which provides funds for training, new chapter startup, research and other similar endeavors.

Consistent with the standards of prudence prescribed by the Uniform Prudent Management of Institutional Funds Act ("UPMIFA"), the Association generally appropriates 5% of the fair value of the endowment fund for expenditure (based upon a moving average of the prior 12 quarters ending September 30 each year).

Based upon applications and the prevailing economy, as well as criteria approved by the Board of Directors, the Endowment Fund Committee is responsible for awarding scholarships and grants.

The Association has adopted investment and spending policies that attempt to provide a steady stream of funding to be available for grants and scholarships while maintaining the purchasing power of the endowment assets. Under this policy, the endowment assets are invested in a manner that will yield a rate of return associated with a moderate level of risk. The Association targets a diversified asset allocation that places emphasis on a balanced portfolio of equity and fixed-income securities.

Concentration of Credit Risks - The Association occasionally maintains deposits with financial institutions in excess of federally insured limits. In addition, certain investments are in marketable securities, which are subject to interest rate, credit, and market risk.

Subsequent Events - Subsequent events have been evaluated through April 8, 2019, which is the date the financial statements were available to be issued.

*See independent accountants' review report.*

**THE CHURCH NETWORK**  
Notes to Financial Statements

### 3 - Liquidity and Availability of Resources

The Association's Board of Directors (the "Board") is responsible for monitoring the liquidity necessary to meet the Association's operating needs and meets throughout the year to evaluate the actual results of financial operations versus the budget. Association management, in accordance with Association policy and/or in collaboration with the Board, appropriates resources from donor-restricted accounts.

Financial assets available for general expenditure, that is, without donor restrictions limiting their use or without requiring specific action of the Board, within one year of the date of the statement of financial position are comprised of the following:

Cash and cash equivalents	\$ 277,000
Investments	845,107
	<u>1,122,107</u>
Donor-imposed restrictions	<u>(611,966)</u>
Financial assets available to meet general expenditure needs within one year	<u>\$ 510,141</u>

ASU 2016-14 allows for transitional relief with respect to disclosure of liquidity and availability of resources; accordingly, this information is not presented for 2017.

### 4 - Fair Value Measurements and Disclosures

The Association follows the Fair Value Measurements topic of the FASB ASC for all financial assets and liabilities measured at fair value on a recurring basis. The topic establishes a framework for measuring fair value and enhances disclosure requirements for fair value measurements. The Fair Value Measurements topic of the FASB ASC defines fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The topic establishes market or observable inputs as the preferred sources of values, followed by assumptions based on hypothetical transactions in the absence of market inputs. The topic establishes a hierarchy for grouping these assets and liabilities based on the significance level of the following inputs:

Level I – Quoted prices in active markets for identical assets or liabilities.

Level II – Quoted prices in active markets for similar assets and liabilities, quoted prices for identical or similar instruments in markets that are not active, and model-derived valuations whose inputs are observable or whose significant drivers are observable.

Level III – Significant inputs to the valuation model are unobservable.

The following is a listing of investments measured at fair value on a recurring basis and where they are classified within the hierarchy as of December 31, 2018:

	Level I	Level II	Level III	Total
Money market funds (at cost)	\$ -	\$ -	\$ -	\$ 2,775
Equity securities	326,535	-	-	326,535
Fixed income securities	<u>515,797</u>	-	-	<u>515,797</u>
	<u>\$ 842,332</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 845,107</u>

*See independent accountants' review report.*

**THE CHURCH NETWORK**  
Notes to Financial Statements

**4 - Fair Value Measurements and Disclosures (continued)**

The following is a listing of investments measured at fair value on a recurring basis and where they are classified within the hierarchy as of December 31, 2017:

	Level I	Level II	Level III	Total
Money market funds ( at cost)	\$ -	\$ -	\$ -	\$ 41,210
Equity securities	427,125	-	-	427,125
Fixed income securities	602,279	-	-	602,279
	<u>\$ 1,029,404</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 1,070,614</u>

**5 - Intangible Assets**

Intangible assets consisted of website development costs which were amortized over their estimated useful economic life. As of each of the years ended December 31, 2018 and 2017, gross intangible assets totaled \$437,488. Amortization expense for the year ended December 31, 2017 totaled \$15,233 and intangible assets were fully amortized at December 31, 2017.

**6 - Operating Leases**

The Association has non-cancelable leases for office space and office equipment which require minimum future rentals as follows:

Year Ending December 31,	
2019	\$ 35,985
2020	30,174

Rent expense for the years ended December 31, 2018 and 2017 was \$45,244 and \$41,136, respectively.

**7 - Retirement Plan**

The Association has a defined contribution plan for its employees. All employees are eligible to participate within completion of one month of service. The Association contributes 10% of each participant's combined base salary and housing allowance. The amount contributed to the retirement plan and charged to expense by the Association totaled \$37,412 for each of the years ended December 31, 2018 and 2017.

**8 - Income Tax Status**

The Association is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code as other than a private foundation. However, income from certain activities not directly related to the Association's tax-exempt purpose is subject to taxation as unrelated business income.

Certain advertising revenues are subject to unrelated business income taxation. After deducting allocable expenses, the Association generated net losses from unrelated business activities for the years ended December 31, 2018 and 2017.

*See independent accountants' review report.*

**THE CHURCH NETWORK**  
Notes to Financial Statements

**8 - Income Tax Status (continued)**

A summary of these unrelated business activities for the years ended December 31, 2018 and 2017 follows:

	<u>2018</u>	<u>2017</u>
Revenues	\$ 39,684	\$ 46,957
Allocable expenses	<u>65,853</u>	<u>74,510</u>
Taxable loss	<u>\$ (26,169)</u>	<u>\$ (27,553)</u>

A summary of net operating loss available for carry forward for the years ended December 31, 2018 and 2017 follows:

	<u>2018</u>	<u>2017</u>
Net operating loss available	\$ 134,784	\$ 107,231
Net operating loss generated (utilized)	<u>26,169</u>	<u>27,553</u>
Amount available for carry forward	<u>\$ 160,953</u>	<u>\$ 134,784</u>

The Association follows the Income Taxes topic of the FASB ASC, which prescribes a comprehensive model for the financial statement recognition, measurement, presentation, and disclosure of uncertain tax positions taken or expected to be taken in income tax returns. The Association annually files an IRS Form 990T to report taxable income from unrelated business activities and is not aware of any activities that would jeopardize its tax-exempt status. As of December 31, 2018, the Association has no uncertain tax positions that qualify for either recognition or disclosure in the financial statements and does not expect this to change in the next twelve months.

The Association files federal and state tax returns. In the normal course of business, the Association is subject to examination by taxing authorities for years ended after December 31, 2014.

**9 - Net Assets with Donor Restrictions**

Net assets with donor restriction consist of an endowment which is subject to the spending policy described in Note 2. As of December 31, 2018 and 2017, endowment net assets available for distribution totaled \$30,295 and \$29,259, respectively.

A summary of endowment activities for the years ended December 31, 2018 and 2017 follows:

Balance as of December 31, 2016	\$ 583,070
Contributions	11,348
Net investment return	79,788
Distributions	<u>(28,442)</u>
Balance as of December 31, 2017	\$ 645,764
Contributions	11,804
Net investment return	(16,343)
Distributions	<u>(29,259)</u>
Balance as of December 31, 2018	<u>\$ 611,966</u>

*See independent accountants' review report.*

THE CHURCH NETWORK ANNOUNCES THE  
**e-learning lab**



***Training and Resources Are at the Heart of  
The Church Network's Mission.***

Our e-learning lab is designed to provide “just in time” learning for all areas of church management. From pastors, lay leaders, executive pastors, church administrators, to general church staff, the association’s lab is focused on answers that build professional competences. In addition, the lab supports The Network’s certification program.  
Don’t go it alone.

***Check it out today at  
<http://thechurchnetwork.com/elearning>***



# The Church Network Conference

## 20/20 New Vision

### Orlando FL ♦ July 8-11, 2020

	Wed, July 8th	Thur, July 9th		Fri, July 10th	Sat, July 11th		
7:00 AM			7:00 AM			7:00 AM	
7:15 AM			7:15 AM			7:15 AM	
7:30 AM		Breakfast on Own or Breakfast Meetings	7:30 AM	Breakfast on Own or Chapter Leaders Breakfast	Brunch Today at 11:00 am	7:30 AM	
7:45 AM			7:45 AM			7:45 AM	
8:00 AM	Exhibitor		8:00 AM			8:00 AM	
8:15 AM			8:15 AM			8:15 AM	
8:30 AM			Workshops A	8:30 AM	General Session III	8:30 AM	
8:45 AM				8:45 AM			8:45 AM
9:00 AM		Network FastTrack Programs	Break	9:00 AM			9:00 AM
9:15 AM				9:15 AM			9:15 AM
9:30 AM			Workshop B	9:30 AM		9:30 AM	
9:45 AM				9:45 AM		9:45 AM	
10:00 AM				10:00 AM		10:00 AM	
10:15 AM				10:15 AM		10:15 AM	
10:30 AM			Spouse/ Family Orientation	10:30 AM	Trade Show with Lunch	Break to Check Out of Hotel	
10:45 AM				10:45 AM			10:45 AM
11:00 AM				11:00 AM			11:00 AM
11:15 AM				11:15 AM		11:15 AM	
11:30 AM	Move In		11:30 AM		Brunch		
11:45 AM			Trade Show with Lunch	11:45 AM		11:45 AM	
12:00 PM				12:00 PM		12:00 PM	
12:15 PM				12:15 PM		12:15 PM	
12:30 PM				12:30 PM		Business Session	
12:45 PM				12:45 PM		12:45 PM	
1:00 PM				1:00 PM		1:00 PM	
1:15 PM				1:15 PM		1:15 PM	
1:30 PM			Workshops C	1:30 PM	Workshops D	Richard Hammar Session	
1:45 PM				1:45 PM			1:45 PM
2:00 PM			2:00 PM		2:00 PM		
2:15 PM			2:15 PM		2:15 PM		
2:30 PM			2:30 PM		Prize Drawings		
2:45 PM			2:45 PM		2:45 PM		
3:00 PM		Refreshment Break	3:00 PM	Refreshment Break	3:00 PM		
3:15 PM			3:15 PM		3:15 PM		
3:30 PM			3:30 PM		3:30 PM		
3:45 PM	First Timers' Orientation		3:45 PM	Exhibit Hall Move Out	3:45 PM		
4:00 PM			4:00 PM		Workshops E	4:00 PM	
4:15 PM			4:15 PM		4:15 PM		
4:30 PM		General Session II	4:30 PM	Break	4:30 PM		
4:45 PM			4:45 PM		4:45 PM		
5:00 PM			5:00 PM	Workshop F	5:00 PM		
5:15 PM			5:15 PM		5:15 PM		
5:30 PM			5:30 PM		5:30 PM		
5:45 PM			5:45 PM		5:45 PM		
6:00 PM	Launch Event		6:00 PM		6:00 PM		
6:15 PM			6:15 PM		6:15 PM		
6:30 PM			6:30 PM		6:30 PM		
6:45 PM			6:45 PM		6:45 PM		
7:00 PM			7:00 PM		7:00 PM		
7:15 PM			7:15 PM		7:15 PM		
7:30 PM	Trade Show Open with dinner		7:30 PM	Special Event: Sea World	7:30 PM		
7:45 PM			7:45 PM			7:45 PM	
8:00 PM		Evening free or Network Events	8:00 PM			8:00 PM	
8:15 PM			8:15 PM			8:15 PM	
8:30 PM			8:30 PM			8:30 PM	
8:45 PM			8:45 PM			8:45 PM	
9:00 PM			9:00 PM			9:00 PM	
					Remainder of afternoon and evening free or travel home.		

# 20/20 NEW VISION



*Orlando*

*64th National Conference  
Orange County Convention Center  
July 8-11, 2020*



**THE CHURCH NETWORK™**

# TCN TIMES

JULY 11, 2019

## Is God's Church Ready to Lead this Movement?



*"I believe one of the next great moves of God is going to be through the believers in the workplace."*

- Rev. Billy Graham



*"I've never seen the activity of God this deeply in the business community as I do right now."*

- Henry Blackaby



*"Workplace ministry will be one of the core future innovations in church ministry."*

- George Barna

Since these statements were made nearly twenty years ago, over nine hundred parachurch ministries have been created to serve the rapidly growing niche called marketplace ministry. Christian Executive roundtable groups, corporate chaplains, and Biblical leadership resources are just a few of the places believers in business have turned to, in the absence of church-led direction.

Marketplace ministry is not a trendy evangelistic event or discipleship fad, but rather a divine calling to equip people of influence to impact lives for the kingdom. Dedicated

**Christian companies such as Chick-fil-A, Hobby Lobby, Movement Mortgage and Tyson Foods are not only transforming their employees, but also using their public platform to change culture.**

So where does your church fit into all this? Since 1987, Christians In Business has been **helping churches** *establish or enhance* ministry to their business leaders. Tangible benefits include an increase in giving, relationships, and spiritual impact. If you feel like your church could do more to serve the needs of your business community, let us show you how simple it can be.



[CIBINFO.ORG/MEGA](http://CIBINFO.ORG/MEGA) • 706-550-3033