





The Church Network 63rd National Conference – Charlotte, NC

Workshop Descriptions






CPE denotes CPE credit session * denotes course in the TCN certification program

Workshop Number , Title , and Description	Speaker	Biography
Thursday, July 11 - FastTracks (Pre-Conference Intensives) — 9:00 am – 4:00 pm		
Below are some Pre Conference Intensive available. They are not included in the regular registration. There is a SEPARATE FEE for each. See Registration Form for pricing. For Details, see FastTrack under Event Detail on the website.		
FastTrack: Accounting		
FastTrack: Church Communication Network		
FastTrack: Church Facilities Network		
FastTrack: Human Resources		
FastTrack: Executive Pastor Network		
Thursday, July 11 - Launch – General Session I — 5:30pm – 6:30pm		
Friday, July 12 — General Session II — 8:30am – 10:15am		
Keynote: Making Sense of Congregational Finances 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.	David King 	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 nonprofits shapes their motivations, rhetoric, and practice. He is the author of the recent book, <i>God's Internationalists: World Vision and the Age of Evangelical Humanitarianism</i> (UPenn, 2019), and the director of the National Study of Congregations' Economic Practices (NSCEP).
Friday, July 12 — A Workshops — 1:00pm – 2:45pm		
A1 Refresh Your Church Facility (Churches by Daniels) Refresh your church facility....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.	Charlie Daniels  Brad Lechtenberger  Ryan Lamberson 	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." Neh. 2:18 Brad Lechtenberger graduated from Kansas State University. He is licensed to practice architecture in 49 states in the United States, Washington, D.C. 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. 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

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		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.
A2 – Next Level of Generosity Strategies (Horizons Stewardship) 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.	Joel Mikell  Rhodes Logan 	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 <i>Crafting a Theology of Stewardship</i> and co-author of <i>Church Giving Matters</i> and <i>The Ministry of Giving</i> . 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.
A3 – Data Analytics: Divine Insight of Heresy (ACS Technologies) 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.	Brett Herzog  Scott Arvay 	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. An experienced megachurch executive pastor leading 120 staff and top executive with corporations like Cognos, Scott Arvay provides expertise in ministry and business merging them for maximum value. He has a heart for mentoring and training up the next generation of leaders to build the kingdom. A devoted husband and father with an MBA and degrees in finance and ministry leadership, he currently advises churches nationwide as the VP of Business Development at ACS Technologies.
A4 – Changing Landscape of Religious Giving Fundraisers and stewardship leaders must understand a changing landscape in order to engage in effective fundraising in the 21 st 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.	David King 	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 Ph.D. 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 nonprofits shapes

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		their motivations, rhetoric, and practice. He is the author of the recent book, <i>God's Internationalists: World Vision and the Age of Evangelical Humanitarianism</i> (UPenn, 2019), and the director of the National Study of Congregations' Economic Practices (NSCEP).
A5 – *Self -Care for Administrators 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.	Bob Winstead 	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.
A6 – Employment Classification – Wages and Benefits ^{CPE} 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 nonministerial 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.	Frank Sommerville 	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.
A7 – Values, Icons, and Opinions 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!	Bill Wilson 	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.
A8 – What's New in Church Tax Law? ^{CPE} 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 <i>Wayfair</i> 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.	Mike Batts 	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 <i>Nonprofit Financial Oversight</i> and <i>Board Member Orientation</i> .
A9 – The Physical Side of Security 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.	Nathan Parr 	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 masters in theology and business administration, and is a commissioned personal protection officer in Texas.

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A10 – Protecting Our Youth—What Is Your Risk Rating? 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?”	Sherrie Turner 	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.
A11 – Metro Network – ALPHA – Part 1 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.	Glenn Wood 	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 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, <i>InSIGHT</i> .
A12 – Metro Network – OMEGA – Part 1 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.	Dean Johnson 	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.
Friday, July 12 — B Workshops — 3:45pm – 5:30pm		
B1 – Church Engagement (Blackbaud) 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!	Joel Guthrie 	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!
B2 – Serve Full Circle: From Baptism to Death (Homecoming) 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.	Ben Foley 	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 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.
B3 Beyond the Tithe (HighGround Advisors) 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	Marion Armstrong 	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.

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individuals use to further the stewardship of their assets during lifetime and beyond.		
B4 – Changing Landscape of Religious Giving (R) Fundraisers and stewardship leaders must understand a changing landscape in order to engage in effective fundraising in the 21 st 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.	David King 	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 nonprofits shapes their motivations, rhetoric, and practice. He is the author of the recent book, <i>God's Internationalists: World Vision and the Age of Evangelical Humanitarianism</i> (UPenn, 2019), and the director of the National Study of Congregations' Economic Practices (NSCEP).
B5 – *Theology and Ethics of Church Administration 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.	Terry Bertrand 	Dr. Terry Bertrand, CCA , has recently retired where he served 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.
B6 – Building Blocks of Compensation Plans ^{CPE} 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.	Elaine Sommerville 	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 <i>Christianity Today</i> and Thomson Reuters/PPC <i>Nonprofit Tax and Governance Guide</i> . She is a member of the AICPA, the Texas Society of CPAs, The Church Network.
B7 – Values, Icons, and Opinions (R) 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!	Bill Wilson 	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.

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B8 – Effective Financial Oversight ^{CPE} 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.	Mike Batts 	Mike Batts, CPA , is the managing partner of Batts Morrison Wales & Lee (BMW) 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 <i>Nonprofit Financial Oversight</i> and <i>Board Member Orientation</i> .
B9 – Remote Staff Work Panel 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!	Nick Nicholaou 	Nick Nicholaou has been published in many books and journals, and is the author of <i>Church IT: Strategies and Solutions</i> 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 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.
B10 – 5 Building Blocks of Church Financial Integrity ^{CPE} 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.	Michael Martin 	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 <i>Minister's Tax and Financial Guide</i> and the Zondervan <i>Church and Nonprofit Tax and Financial Guide</i> .
Saturday, July 13 - General Session III — 8:15am – 10:15am		
Keynote: Building a Spiritual Foundation as an Administrator 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.	Ann Garrido 	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 <i>Redeeming Administration</i> (Ave Maria Press, 2013) and <i>Redeeming Conflict</i> (Ave Maria Press, 2016). Ann now commits half-time to traveling nationally and internationally doing conflict education and mediation work with Triad Consulting Group, founded by two members of the Harvard Negotiation Project based in Cambridge, MA.
Saturday, July 13 — C Workshops — 1:00pm – 2:45pm		
C1 - CANCELLED (Bank of the West)		

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<p>C2 – How to Engage Millennials (Vision2Systems) These are just a few job titles for today's Millennials. They 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.</p>	<p>Heiko Henning</p>  <p>Jim Trotta</p> 	<p>Heiko Henning is the chief revenue officer at Vision 2 Systems leading client relationships and client success. His experience cuts across business strategy and technology enablement at companies including Blackbaud, Lante, and Trilogy. 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.</p> <p>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.</p>
<p>C3 – Mastering Workplace Investigations (Fisher Phillips) 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.</p>	<p>Lisa McGlynn</p> 	<p>Lisa McGlynn, JD, is an attorney with Fisher Phillips Tampa office. She represents employers in all areas of labor and employment law. 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.</p>
<p>C4 – Redeeming Conflict as Administrator 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 key note, 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.</p>	<p>Ann Garrido</p> 	<p>Ann M. Garrido, DMin, is associate professor of homiletics at Aquinas Institute of Theology in St. Louis, MO and a consultant with Triad Consulting Group, a conflict mediation and communications team based in Cambridge, MA. She is the author of eight books and numerous articles in the field of Church leadership and ministry.</p>
<p>C5 –*Information Technology – Part 1 CPE 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. Part 1: Current Networking Technologies, Making Wise Hardware and Software Purchases, IT Staffing, System Data and Security, Disaster Recovery. These two parts are NOT a repeated session; they are each unique content that couldn't fit into a single session.</p>	<p>Nick Nicholaou</p>  <p>Jonathan Smith</p> 	<p>Nick Nicholaou has been published in many books and journals, and is the author of <i>Church IT: Strategies and Solutions</i> 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 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.</p> <p>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</p>

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		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.
C6 – He Said, She Said: The Debate Continues ^{CPE} 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.	Elaine & Frank Sommerville 	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 <i>Christianity Today</i> and Thomson Reuters/PPC <i>Nonprofit Tax and Governance Guide</i> . She is a member of the AICPA, the Texas Society of CPAs, The Church Network. 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.
C7 – 7 Church Financial Metrics Worth Tracking Great leadership and great decisions start with great data. In this session you will experience 7 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.	Rick Cadden 	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 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.
C8 – Blockchain Technology: Getting Ready ^{CPE} 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.	Tom Greer 	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. Steve Chaney – BIO to be provided
C9 – 10 Critical Items for Church Security 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.	James Friedman 	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.

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C10 – Staff Team Dynamics 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.	Rhonda York 	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.
C11 – Metro Network – ALPHA – Part 2 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 A and B workshops. The Alpha group is for churches with weekly attendance of GREATER THAN 3000.	Glenn Wood 	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 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, <i>InSIGHT</i> .
C12 – Metro Network – OMEGA – Part 2 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 A and B workshops. The Omega group is for churches with weekly attendance between 2000 and 3000.	Dean Johnson 	Dean Johnson, CCA, CCFM , is business administrator for First Baptist Church in Lubbock, Texas. He has been on staff at First Lubbock for 24 years starting out as facilities director. He is a charter member of the NACFM and is the past executive director of the National Association of Church Facilities Managers.
Saturday, July 13 — D Workshops — 3:45pm – 5:30pm		
D1 – A Proven Answer to Skyrocketing Benefits (Christian Healthcare Ministries) 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.	Bea Rosenhauch 	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. She 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.
D2 –The Mobile Future of Your Ministry (TouchPoint) 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.	Chris Dolan 	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' 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.
D3 – Church Reimagined for Mixed-Use (GFF Architects) 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		Stephen Pickard, AIA , is a principal at GFF and has over 35 years of architectural design and management experience. He is very familiar 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

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that are designed around their church which will serve as the focal point for the entire development.	<p>Stephen Pickard</p>  <p>Tim Cool</p>  <p>Kevin Ache</p> 	<p>and religious aspects into church campuses that strive to serve not only their members but also the larger community. 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.</p> <p>Kevin Ache oversees several ministries including student ministries, communication, production and modern worship for South Park 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 and I moved to Charlotte in 2015 when he joined the staff at SouthPark Church.</p>
<p>D4 – Are Designated Funds Out of Style? ^{CPE}</p> <p>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.</p>	<p>Rodney Smith</p> 	<p>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.</p>
<p>D5 – *Information Technology – Part 2 ^{CPE}</p> <p>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. Part 2: Embracing The Cloud, Mobil Device and App Management, BYOD (Bring Your Own Device), Future Trends. These two parts are NOT a repeated session; they are each unique content that couldn't fit into a single session.</p>	<p>Nick Nicholaou</p>  <p>Jonathan Smith</p> 	<p>Nick Nicholaou has been published in many books and journals, and is the author of <i>Church IT: Strategies and Solutions</i> 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 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.</p> <p>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.</p>

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<p>D6 – He Said, She Said: The Debate Continues ^{CPE (R)}</p> <p>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.</p>	<p>Elaine & Frank Sommerville</p> 	<p>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 <i>Christianity Today</i> and Thomson Reuters/PPC <i>Nonprofit Tax and Governance Guide</i>. She is a member of the AICPA, the Texas Society of CPAs, The Church Network.</p> <p>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.</p>
<p>D7 – Basic Accounting ^{CPE}</p> <p>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!</p>	<p>Vonna Laue</p> 	<p>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.</p>
<p>D8 – Leading through Transition</p> <p>This session will be 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.</p>	<p>Denise Craig</p> 	<p>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 <i>Church Executive Magazine</i>, and on the Executive Board and the Personnel Committee of the Hamilton County Baptist Association.</p>
<p>D9 – Keeping Your Congregation Safe</p> <p>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.</p>	<p>Christophor Periatt</p> 	<p>Chris Periatt is the co-owner of Forever Vigilant LLC, and has over 31 years of government experience between his military and active law enforcement. Chris is currently the president of the Michigan Tactical Officer 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.</p>
<p>D10 – Administration in the African American Church</p> <p>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.</p>	<p>Deborah Miller Wilson</p> 	<p>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.</p>

Sunday, July 14 — E Workshops — 8:30am – 10:15am

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E1 — Trends that Grow Giving (Sage Intacct) ^{CPE} 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.	Joan Benson 	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.
E2 –Embedded Church Facilities (Building God’s Way) 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.	Don Mahoney  Eric Bahme 	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 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. Eric Bahme is CEO at Mission-Based Sustainable (MBS) Solutions. He is the author of the book, <i>The Mission-Based Entrepreneur Revolution: Developing Economic Engines that Drive Mission-based Movements</i> . 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.
E3 – Sexual Misconduct in Ministry (Brotherhood Mutual) Allegations of sexual harassment or misconduct can blindsides 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.	Kathleen Turpin 	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 <i>Working Together: A Guide to Employment Practices for Ministries</i> , 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.
E4 – Mobile Online Giving Platform (Givelify) 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.	Walle Mafoulasire  Ron Pulliam 	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. 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.

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E5 – Retirement Planning for Your Facility 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.	Tim Cool 	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.
E6 – Ministry Pay: Compensation Benchmark and Data Analysis ^{CPE} 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.	Phill Martin 	Phill Martin, CCA, CAE, ACC , is the CEO–Elect of The Church Network. He has been a member of the association for 30+ years having served twice on the Board of Directors before joining the staff in 2000.
E7 – Advanced Accounting ^{CPE} 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 the discussion will be led by two individuals specializing in ministry accounting and tax. Please feel free to submit questions in advance.	Vonna Laue 	Vonna Laue, CPA , has 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.
E8 – Investment Policy and Asset Allocation ^{CPE} Information not yet available	John Granzow 	John Granzow, CIMA® , 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.
E9 – Chapter Connect: Building and Growing a Local Community 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.	Harold Carlson  Simeon May 	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. 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.

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E10 – So You Want to Be a CCA? 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.	Laurel Swanson 	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 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.
Sunday, July 14 — F Workshops — 12:00 pm – 1:45 pm		
Keynote/F Workshop - Legal and Tax Developments CPE 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	Richard Hammar 	Richard Hammar, JD, LLM, 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 <i>Pastor, Church & Law</i> and the annual <i>Church and Clergy Tax Guide</i> . He also writes the <i>Church Law & Tax Report</i> 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.