







The Church Network 64th National Conference - VIRTUAL CONFERENCE

Session Descriptions – A, B,C,D,E **Workshops** are LIVE

R Workshops are ON-DEMAND

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






Workshop Number, Title, and Description	Speaker	Biography
<p>A1 VIRTUAL LIVE Grow Your Impact <i>(CHURCHES BY DANIELS)</i> <i>CHARLIE DANIELS, JOEL CARR, AND BRAD LECHTENBERGER</i></p> <p>Staying current with today's trends in church architecture requires adapting while keeping the spirit of your church and maintaining values that are important to your congregation. Something as small as painting the exterior, or installing a new sign, creates the impression that you project not just to your members but to potential guests. In this class, we will discuss some different ways to grow your impact by improving your facility to impact your community.</p>	<p>Charlie Daniels </p> <p>Joel Carr </p> <p>Brad Lechtenberger </p>	<p>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.</p> <p>Joel Carr holds a bachelor's degree from John Brown University in construction management and business. Having spent over 10 years managing large commercial projects, Joel brings essential knowledge to any questions you might have. Helping you find the best solution for your building needs is no new task, he has spent multiple years working with builders and contractors and is ready to help you find the best avenue to reach your goals.</p> <p>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.</p>
<p>A2 VIRTUAL LIVE Recent Developments Impacting Your Church ^{CPE} <i>NICOLE WALLENFELSZ, CPA AND MICHAEL MARTIN, JD, CPA</i></p> <p>Transformational leadership begins with understanding today's ministry environment. In our fast-paced and ever-changing world, it can be difficult to keep up with all the latest trends impacting our ministries- from new legal issues to evolving political dynamics and more. Awareness of the trends is just the beginning. Join this discussion with Michael and Nicole for their professional insights and tips for being prepared to face the new ministry realities of 2020.</p>	<p>Nicole Wallenfelsz, CPA </p> <p>Michael Martin, JD, CPA </p>	<p>Nicole Wallenfelsz joined the ECFA team in 2015 and currently serves as compliance team lead utilizing her background as a CPA. Nicole came to ECFA after earning her MBA and serving in higher education. She works with nonprofits and churches through the application and annual renewal process. Her passion is to come alongside ministries to encourage best practices and equip them to steward the resources trusted to them.</p> <p>Michael Martin serves as ECFA's executive VP. He graduated with a BA in government, <i>summa cum laude</i>, from Oral Roberts University and a juris doctor from Regent University School of Law, where he was editor-in-chief of the <i>Regent University Law Review</i>. 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.</p>
<p>A3 VIRTUAL LIVE Creating a Life-Giving Staff Culture <i>AIMEE MCCULLOUGH</i></p> <p>Culture is both what we expect and what we allow. This session will help you establish a healthy culture in your church that empowers staff to lead well, grow through feedback, and be productive members of your team. The secret is not more policies, policing, and another set of guidelines, it is much simpler than that. But it takes effort, time, and intentionality. You can have an environment where staff love coming to work each day.</p>	<p>Aimee McCullough </p>	<p>As the HR director at Bayside Community Church, Aimee McCullough is passionate about helping people succeed by living out their purpose in a life-giving culture. With over 16 years of experience in ministry, Aimee has helped Bayside become Certified as a Best Christian Workplace. She holds a Master of Divinity degree and is a trainer for the John Maxwell Team. Aimee is happily married to her husband Michael, and they have two children Christian and Grace.</p>

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<p>A4 VIRTUAL LIVE Why Isn't Anyone Listening? <i>LAUREL SWANSON, CCA</i></p> <p>How many times have you heard, "You didn't tell me about that." or "I didn't know about that." Even when we do your best to communicate, it seems like we miss the mark on reaching our congregation and our community. In this workshop we will share some tips on messaging, methods of communication and setting priorities for more impact and effectiveness.</p>	<p>Laurel Swanson, CCA</p> 	<p>Laurel Swanson is the administrator and communications coordinator at Lutheran Church of the Cross, where she has served since 2006. She is the chapter leader for the Central Iowa Chapter of the Church Network and serves on the Board of Directors and Professional Training and Standards Committee (P T & S) for TCN. She and her husband Jamie have two sons – Parker (15) and Spencer (20). She enjoys weightlifting, kayaking, reading, and scrapbooking.</p>
<p>A5 VIRTUAL LIVE The Landscape of Religious Giving (Lake Institute) CPE <i>MELISSA SPAS</i></p> <p>You have probably observed in your own congregation or organization that religious giving has changed significantly in the last twenty years. This workshop will address the changes in giving that impact congregations and explore the findings of the recent National Study of Congregations' Economic Practices (www.nscep.org), which explores about how U.S. congregations receive, manage, and spend their money. The sky is not falling – but the ground has shifted in terms of religious giving.</p>	<p>Melissa Spas</p> 	<p>Melissa Spas is the managing director of Education and Engagement for the Lake Institute on Faith & Giving. She designs, develops, and leads educational resources and programs for religious organizations and the people who lead them. Melissa is convinced that practicing abundance contributes to the thriving future of American religious life. Melissa, a graduate of Allegheny College and Harvard Divinity School, is a member of Broadway United Methodist Church in Indianapolis.</p>
<p>B1 VIRTUAL LIVE L Artificial Intelligence: Greater Stewardship (Sage Intacct) <i>JOAN BENSON</i></p> <p>This session will focus on the technology hot topic of Artificial Intelligence (AI), and how faith-based organizations can leverage it for greater stewardship, transparency, and mission impact. We will discuss the following: What is AI? What can it do for finance and admin? Can you relate to the top 5 challenges of your peers? How can you prepare for AI in your organization? We will see a short video to understand the capability and potential of AI.</p>	<p>Joan Benson</p> 	<p>Joan Benson has 20+ years of combined experience in accounting, Christian publishing, and technology. As director of industry marketing for Sage Intacct Corporation, she focuses on understanding the needs of nonprofit organizations by creating solutions, support, and best practices that help ensure mission achievement. Prior to Sage Intacct, Joan worked as a product marketing manager where she spearheaded product positioning, messaging, and launches, and served as the market intelligence expert. She holds a BBA from Baylor University – Hankamer School of Business.</p>
<p>B2 VIRTUAL LIVE Church Financial Statements 101-With a Twist CPE <i>TAMMY BUNTING</i></p> <p>Most pastors are focused on how they can make a greater impact for the Kingdom and not on the business side of church. That is where those with the gift of business administration come in. We need to be the best we can be at honoring the funds entrusted to us to do God's work. We will discuss financial statements and make them relevant for any audience. For those that are highly skilled in understanding financial statements and for those that have that "deer in the headlights" look when you present anything with numbers on it.</p>	<p>Tammy Bunting</p> 	<p>Tammy Bunting has more than 30 years of experience in accounting, business administration, operations, and management. This includes work both in the secular and non-profit Christian environments. She is currently responsible for providing CFO functions for all business environments at a multi-ministry church enterprise. Tammy was raised and educated in the Christian church and has a unique perspective into the world of non-profit and faith-based business administration and accounting</p>
<p>B3 VIRTUAL LIVE He Said-She Said – Avoiding Landmines CPE <i>ELAINE L. SOMMERVILLE, CPA AND FRANK SOMMERVILLE, JD, MPA, CPA</i></p> <p>Considering new laws, rulings and other announcements, the Sommersvilles' explore potential landmines church administrators need to plan for and be ready to diffuse in various HR, legal and compliance areas. Not only will the Sommersvilles help you identify potential problematic areas, but they will also provide tips on how to avoid the landmine or survive the explosion.</p>	<p>Elaine & Frank Sommersville</p> 	<p>Elaine L. Sommersville, CPA, is sole shareholder of Sommersville and Associates, P.C. She is a regular speaker for the Texas Society of CPAs, The Church Network, the Houston Church Coop, Shelby Systems and 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, The Church Network.</p> <p>Frank Sommersville, 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</p>

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<p>B4 VIRTUAL LIVE Building Generous Congregations in the Smartphone Age (GIVELIFY) WALLE MAFOLASIRE</p> <p>This session uncovers new truths in church giving by equipping participants with the latest information on how giving happens today. The session takes a deep dive into some of the cutting-edge research assembled by Givelify™ by analyzing 8 million donations amounting to \$1 billion. We will discuss and identify innovative and practical ideas as well as best practices that will help congregations energize giving from all generations including millennials and Gen-Z and motivate consistent financial givers.</p>	<p>Walle Mafolasire</p> 	<p>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>Walle Mafolasire is the founder of Givelify. He leads the efforts at Givelify to make the giving experience equally beautiful and instant. He has been active in several community service and human rights organizations including Rotary International and the Nigerians In Diaspora Organization. Walle has demonstrated meaningful professional accomplishments and is actively involved with the community. He was featured in the prestigious International Center of Indianapolis's, <i>New Faces at the Crossroads: The World in Central Indiana</i>, a book illustrating the colorful array of cultures and customs in Central Indiana.</p>
<p>B5 VIRTUAL LIVE How Do Your Facility Operations Compare? <i>TIM COOL</i></p> <p>Facilities...we all have them. We all deal with costs such as utilities, general maintenance, janitorial, FTE's, etc. But do we know how our facility operational costs compare to other churches? During this workshop, Smart Church Solutions (Cool Solutions Group) will be providing data from their 2020 Church Facility Operational Benchmarking study. You will be able to see how you stack up to other churches of similar size as well as nationwide of all sizes.</p>	<p>Tim Cool</p> 	<p>Tim Cool is founder of Smart Church Solutions/Cool Solutions Group and has assisted nearly 1,000 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. Smart Church Solutions is also the developer of eSPACE Facility Management software. Tim lives in Charlotte, North Carolina, with Lisa, his wife of 35 years, and he is the father of 23-year-old triplets.</p>
<p>Keynote Wednesday: New Vision <i>MIKE BONEM</i></p> <p>Does a "New Vision" - the theme of this year's conference - seem out of reach? Are you just waiting for your senior pastor's vision? What if your assumptions about vision are wrong and you can help move your church toward an exciting future? Mike Bonem, co-author of <i>Leading from the Second Chair</i>, will kick off the conference with a new vision about the important role that second chair leaders can play in pursuing God's vision.</p>	<p>Mike Bonem</p> 	<p>Mike Bonem is a consultant, coach, author, speaker, husband, and father. He offers a unique mix of world-class consulting and executive leadership experience to help churches, ministries, and their leaders turn vision into results. Mike holds an MBA, with distinction, from Harvard Business School. He was a senior manager with McKinsey & Company, one of the world's leading management consulting firms, and held executive leadership roles in two businesses. He subsequently served over 10 years as the executive pastor of a large Baptist church in Houston.</p>
<p>VIRTUAL C1 The Church Administrative Leader's Personality <i>REV. RON NEWHOUSE, CCA</i></p> <p>Would you like to learn more about what makes you tick and how to communicate your needs based on your personality to your staff, spouse, and friends? Come and dig a little deeper to learn more about yourself through this eye-opening workshop. We will use the Four Lenses Insight Temperament assessment, a tool used to enhance relationships and interaction of millions of people around the world since 1993.</p>	<p>Rev. Ron Newhouse, CCA</p> 	<p>Ron Newhouse lives in Plano, TX with 20 years of Church Administration experience. He is a TCN member since 1998 and attends the Dallas Chapter. He is a graduate of Perkins School of Theology of Southern Methodist University, the University of Indianapolis, the Professional Career Development Institute, and the National Institute in Church Finance and Administration at Candler School of Theology. Ron is a commissioned U.S. Navy Reserve Chaplain.</p>
<p>C2 VIRTUAL LIVE From Hello to Goodbye (FISHER/PHILLIPS) <i>LISA MCGLYNN, JD</i></p> <p>This presentation will help show you how best to navigate the onboarding process with new employees. We will cover the best questions to ask during interviews, as well as ones you should avoid. We will cover the best practices for getting new employees successfully acclimated to their new roles. We will also discuss the</p>	<p>Lisa McGlynn, JD</p> 	<p>Lisa McGlynn 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>

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<p>best ways to implement discipline and how and when to end the employment relationship.</p>		
<p>C3 VIRTUAL LIVE Streamlining Designated Funds ^{CPE} <i>(PSK) (CONTINUATION FROM 2019 WORKSHOP)</i> RODNEY SMITH, CPA</p> <p>Historically, designated funds have significantly enhanced ministry efforts for churches, but too they often come with negative side effects. Even if you did not attend the inaugural workshop at the 2019 conference last year, this sequel is for you if streamlining or even eliminating designated funds altogether is on your church radar. It is a culture shift that can ease administrative burdens, bolster the budgeting process, and improve overall financial health of a church. Come learn the “how to” AND the “why.”</p>	<p>Rodney Smith, CPA</p> 	<p>Rodney Smith 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. Rodney was inducted into The Church Network’s Church Management Hall of Fame in 2019.</p>
<p>C4 VIRTUAL LIVE Coaching as a Supervisions Model GARY CROWELL, CPA, CCA, PCC</p> <p>The use of leadership coaching skills as a supervisor moves the process of giving direction to others from a “telling mode” to a “discovery mode.” It highlights strengths rather than weaknesses and opens the door to a level of communication that helps both supervisor and employee to thrive in their environment. This workshop will emphasize the importance of deep listening and powerful questions as essential tools for maximizing effectiveness in the workplace.</p>	<p>Gary Crowell, CPA, CCA,</p> 	<p>Gary Crowell has served for ten years as chief financial officer of Tarrant Baptist Association, Fort Worth, Texas, and previously as executive director of Tarrant Baptist Foundation. He has a passion for helping churches keep their congregations financially and legally sound. He does numerous consultations and conferences each year. Leadership coaching has become a key component for Gary as he relates to pastors and other church leaders in multiple settings.</p>
<p>C5 VIRTUAL LIVE Advanced Accounting Forum ^{CPE} VONNA LAUE, CPA</p> <p>This session is intended for administrators, accountants, and other church leaders who have been serving in this capacity for six years or more. The interactive content of this session will be driven by the attendees. Topics may cover areas such as unrelated business income, school accounting, and risk assessments. Come share your experiences and challenges.</p>	<p>Vonna Laue, CPA</p> 	<p>Vonna Laue spent 20 years in a national public accounting firm that served churches and ministries. She served on the executive leadership team of a national ministry and currently serves ministries across the country through a consulting practice focused on financial and operational areas. She is a CPA and has an MBA in leadership and HR management. She serves on the board of World Vision and on other advisory councils.</p>
<p>Keynote Thursday: “Church, Be Known for Something! Or…” MARK MACDONALD</p> <p>Today, we make fast decisions based on what we know about something. If we are not known for something relevant and needed, we get ignored. So, what is your church known for? We are all known for something (whether it is controlled or not). If it is the right things, we will grow. If it is the wrong thing (like being just a church), you will stop growing and start declining. It is that important to get right! Let us talk about it.</p>	<p>Mark MacDonald</p> 	<p>Mark MacDonald recently joined Generis, one of the nation’s largest church consulting firms as director of Church Communication. He and his Be Known for Something Team have added their suite of products to the firm’s offerings. Mark is the bestselling author of <i>Be Known for Something</i>. For 30+ years, Mark has served as senior creative director and brand strategist in one of Eastern Canada’s largest agencies, and his own NC Church Branding Agency. He and Tammy, his wife of 30 years, have 2 grown sons in Calgary and Chicago.</p>
<p>D1 VIRTUAL LIVE The Timeline of a Construction Project (Master’s Plan Church Design) RODNEY JAMES</p> <p>We will explore a realistic and purposeful path that will yield maximum results from vision casting, fund raising, borrowing, and even project construction costs. We will answer the questions of when do I start my capital campaign? When do I talk to a lender? When do I hire an architect and builder? And when do we tell the church family? Let a former administrator and pastor better equip you to walk through your next project!</p>	<p>Rodney James</p> 	<p>Rodney James was raised building buildings with his father. God called him from the corporate world to full time ministry where he served as church administrator and later senior pastor for 20 years. Having led his church through 3 major projects, Rodney understands the full process from discovering need, to vision casing, to designing and building ministry related projects. Rodney has a gift and passion to educate churches and lead them through successful on-budget projects.</p>

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<p>D2 VIRTUAL LIVE Future of Planned Giving (HighGround Advisors) ^{CPE} <i>BRAD PERRY, JD</i></p> <p>This session provides an overview of giving techniques on the rise that can provide substantial benefit to individuals, churches, and other ministries. Specifically, we will discuss donor-advised funds: the myths, advantages over traditional giving vehicles and why you should investigate them if you have not already. We will also highlight the potential upside of accepting gifts of cryptocurrency and maximizing non-cash assets such as minerals and real property.</p>	<p>Brad Perry, JD</p> 	<p>Brad Perry joined HighGround in 2018 as associate general counsel and uses his experience as a former litigator and in-house counsel to assist clients and donors in matters of charitable giving and nonprofit governance. With his expertise in mineral and real property gift transactions, endowment restriction modifications, and emerging gift transactions, Brad helps clients maximize the potential of non-cash assets. Brad holds a BA in political science and history from LSU and a JD from SMU.</p>
<p>D03 VIRTUAL LIVE Church Finance 101 - a Fly-over ^{CPE} <i>MIKE BATTS, CPA</i></p> <p>Mike Batts will lead this session overviewing the key elements of church financial operations. Tracking his new book, <i>Church Finance – 2nd Edition</i>, Mike will discuss mission, purpose, and budgeting; effective internal financial reporting; streamlining key financial operations; assessing financial health; negotiating and managing debt; and more. Attendees of the session will receive a free copy of the book.</p>	<p>Mike Batts, CPA</p> 	<p>Mike Batts 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>Church Finance</i> and <i>Nonprofit Financial Oversight</i>.</p>
<p>D4 VIRTUAL LIVE Information Technology* ^{CPE} <i>NICK NICHOLAOU AND JONATHAN SMITH</i></p> <p>Church administrators wear many hats, and one that is important and often puzzling is oversight of Information Technology. We will 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 could not fit into a single session. 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 A6, B6, D6, E6. For detail on certification got to www.thechurchnetwork.com/certify.</p>	<p>Nick Nicholaou</p>  <p>Jonathan Smith</p> 	<p>Nick Nicholaou has been published in many books and journals, and he 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 the 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>
<p>D5 VIRTUAL LIVE– Leading through Transition <i>DENISE CRAIG, CCA</i></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, CCA</p> 	<p>Denise Craig 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 of the Hamilton County Baptist Association.</p>
<p>E1 VIRTUAL LIVE Financial Moves to Position for Growth <i>(BANK OF THE WEST) CPE</i> <i>JEREMY MOORE</i></p> <p>Top financial moves to position your church for growth. Churches expand in many ways, from new sites to construction to acquisition, Join Jeremy Moore national manager of the Religious</p>	<p>Jeremy Moore</p> 	<p>Jeremy Moore has been working with faith-based non-profits for nearly twenty years. While working on an undergraduate degree from Lee University he joined the US Army Reserves. He has done graduate and post-graduate work at the Stanford GSB and Northwestern University's Kellogg School. His background includes time as a financial advisor with Merrill Lynch before joining Regions</p>

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<p>Institution Banking at Bank of the West, to learn about the things successful ministries are doing to position themselves for continuing growth, expansion, and effectiveness</p>		<p>Bank as senior vice president, where he did his first church construction financing before moving on to serve religious institutions exclusively, developing deep industry expertise as the national sales manager for ECCU. At Bank of the West, he manages the Religious Institution Banking Team, to continue to serve large communities of faith by supporting our nationwide team of specialists.</p>
<p>E2 VIRTUAL LIVE Managing & Empowering Staff to Work Remotely <i>(PANEL FACILITATED BY NICK NICHOLAOU)</i> Church teams are an increasingly mobile workforce. Questions abound! How do you manage a workforce that often does not 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 is sure to be helpful!</p>	<p>Nick Nicholaou  Jonathan Smith  Patti Malott  Glenn Wood </p>	<p>Nick Nicholaou has been published in many books and journals, and he 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 the 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> <p>Patti Malott served as business administrator to four different churches over a span of 27 years. She is the founder Upright Ministries, an organization that helps churches streamline processes and reduce their risk to ministry. She was inducted into the Church Network Hall of Fame in 2005. Today, she is the CEO of Church Supplies & Services, Inc., (CO+OP) where she continues to serve churches of all denominations. Patti loves helping ministries be good stewards of God's resources and investing in others so they can reach their potential.</p> <p>Glenn Wood has been the pastor of administration for Seacoast Church since 1995. Seacoast is a non-denominational multisite church. He does what no one else wants to do! Glenn serves on The Professional Training and Standards Committee of TCN and writes articles in the <i>TCN Journal</i> quarterly. He is a power Excel user and has a passion for teaching Excel, playing with Pivot Tables, and woodworking. His wife prefers the term geek instead of nerd!</p>
<p>E3 VIRTUAL LIVE –Seven Church Financial Metrics Worth Tracking ^{CPE} <i>RICK CADDEN, CCA, CCBA</i> 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.</p>	<p>Rick Cadden, CCA, CCBA </p>	<p>Rick Cadden is pastor of business administration at First Baptist Church, Burleson, Texas. He has 25 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 25 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. Workbooks will be provided in class.</p>

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<p>E4 VIRTUAL LIVE Eliminate the People-Drama on Your Team! <i>MICHAEL MIRAU</i></p> <p>We deal with drama on our teams every day. From emotions to unmet expectations, the drama will make you crazy. Come learn a 4-step process to eliminate 95% of the drama on your team and see improved performance, communication, and results.</p>	<p>Michael Mirau</p> 	<p>Michael Mirau is founder of ProActive Leadership Group, a global coaching company that helps organizations get healthy and scalable. He is recognized as one of the top business coaches in the world. Mr. Mirau is also the author of <i>The Real Power of Leadership and Influence</i>. He has been quoted in <i>USA Today</i> and the <i>Wall Street Journal</i> and speaks regularly around the world on the topics of organizational health, performance, and scalability.</p>
<p>E5 VIRTUAL LIVE #MeToo in #ChurchToo World <i>FRANK SOMMERVILLE, JD, MPA, CPA</i></p> <p>In the last 18 months, churches have experienced record levels of disclosures by victims of sexual abuse by church leaders – sometimes for events that occurred decades ago. This session will address how to identify sexual harassment by church leaders and volunteers. We will then discuss how to respond once an allegation has been made. Finally, we will discuss steps the church can take to minimize the risk that it will happen in their church.</p>	<p>Frank Sommerville, JD, MPA, CPA</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>Keynote Friday – Legal and Tax Developments <i>RICHARD HAMMAR, JD, LL.M., CPA</i></p> <p>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.</p>	<p>Richard Hammar, JD, LL.M., CPA</p> 	<p>Richard Hammar 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 many seminars.</p>

Workshop Number, Title, and Description

Speaker

Biography

The following workshops are Pre-Recorded ON-DEMAND







<p>R01 Basic Accounting Forum VONNA LAUE, CPA This session is intended for administrators that have been in their positions up to five years. There are many accounting issues that are similar whether you work in for-profit organizations or nonprofits, including churches. This session will address a variety of topics that impact accounting and tax matters such as the chart of accounts, internal controls, and the ministerial housing allowance.</p>	<p>Vonna Laue, CPA </p>	<p>Vonna Laue spent 20 years in a national public accounting firm that served churches and ministries. She served on the executive leadership team of a national ministry and currently serves ministries across the country through a consulting practice focused on financial and operational areas. She is a CPA and has an MBA in leadership and HR management. She serves on the board of World Vision and on other advisory councils.</p>
<p>R02 Best Practices – Credit Card Management (STANFIELD + ODELL) BECKY ARTER, CPA AND CHANDRA BINDER, CPA This session is an in-depth review of best practices for credit card management. Target objectives will include forming a church credit card policy, collection of receipts, and coding and account reconciliation. Focus will also include the importance of segregation of duties to prevent fraud. Alternative solutions will include prepaid credit cards and technology to assist with tracking and controlling spending.</p>	<p>Becky Arter  Chandra Binder </p>	<p>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 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.</p> <p>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 promotes 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.</p>
<p>R03 Build a Culture of Church Cybersecurity (TOUCHPOINT SOFTWARE) CHRIS DOLAN Data leaks, hacks, and phishing (oh my!). The reality of housing sensitive data electronically has created a minefield of potential for people with bad intentions to exploit the church. The bad news is many churches are vulnerable and do not realize it. Fortunately, relatively simple best practices exist that can keep your congregation's data safe -- so long as everyone on your staff has been educated on how to recognize attacks and combat them.</p>	<p>Chris Dolan </p>	<p>Chris Dolan serves as the VP of Product & Strategy at TouchPoint Software where he oversees the product roadmap and growth strategy for the company. He is passionate about using technology to serve the church and help it thrive. Prior to his role at TouchPoint, Chris served on the staff at Redeemer Presbyterian Church of NYC where he transformed the IT department into a proactive team that implemented cloud-first technologies and streamlined systems and processes.</p>
<p>R05 Church Accounting: How to Be Safe ((SHELBY SYSTEMS) ALFRED JOHNSON Churches are subject to the same issues any other organization may have when managing their accounting. Potential errors, audit controls and reports, security, measures and so much more. All are vital to the success of the growth and stability of the church. Alfred Johnson will highlight areas of needs for any church to manage and thrive in accounting.</p>	<p>Alfred Johnson </p>	<p>Alfred Johnson, financials product owner for Shelby Systems, Inc., spent 8 years as an independent consultant for Shelby Systems and the last 16 years as part of Shelby Systems' leadership team. His experience in church leadership and business management has equipped him to understand the problems facing today's churches. He has a unique ability to grasp complex problems and focus on simple solutions. He holds a Master of Science degree from Abilene Christian University</p>

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<p>R06 Church Security Foundational Principles (GUIDEONE INSURANCE) BARRY YOUNG AND BRIAN GLEASON</p> <p>We will go over the primary reasons why churches are considered soft targets and tell you how you can protect yourselves. We will walk you through layers of security you must have in place to be able to respond to an incident appropriately and even prevent one in the first place. Learn the parts to a proper kids/children's ministry lock down. Learn practical ways to increase the overall protection of your church.</p>	<p>Brian Gleason</p>  <p>Barry Young</p> 	<p>Brian Gleason is a senior risk manager at GuideOne Insurance, providing resources and consulting services to GuideOne clients. Brian has spent most of the past three decades working with and for churches, schools, and nonprofits as an employee, consultant, and board member with experience in insurance, occupational health and safety, human resources issues, and emergency management. He speaks and writes regularly on a variety of topics related to risk management.</p> <p>Barry Young is the VP for operations for Strategos International and has dedicated his life to helping churches improve security. He has been the director of security at two churches in the Kansas City area and is a chaplain for the Independence Police Department (Missouri). Barry's goal is for every church in the United States to have a comprehensive security plan and team that goes from the parking lot to the pulpit.</p>
<p>R07 Churches Need Saving, Too (STUDIO RED ARCHITECTS) MICAH SIMECEK, AIA, MBA, AND NATHAN ROUSE</p> <p>Churches who fail to maintain modern, competitive facilities risk irrelevancy, but renovation provides churches with an effective, cost-efficient way to elevate their ministry. This architect and client team will share a case study of their recent experiences working together to transform a tired 800-seat worship room, fellowship lobby, and children's areas into inspiring, spirit-filled spaces that can change lives, sharing with attendees the pinnacles and pit-falls of the renovation process along the way.</p>	<p>Nathan Rouse</p>  <p>Micah Simecek, AIA, MBA</p> 	<p>Dr. Nathan Rouse, is the lead pastor of Faith Church and brings a passion of ministry to a vibrant, growing community. Nathan holds a bachelor's in pastoral ministries and a MDiv degree from Southwestern Assemblies of God University, as well as a DMin in leadership and preaching degree from George Fox University.</p> <p>Micah Simecek is a partner with Studio RED Architects in Houston and has been practicing in religious and institutional architecture for 15 years. As a Christian, Micah finds his ministry in helping churches create worship and ministry spaces that reflect their spiritual community.</p>
<p>R08 Custom Solutions: The Rest of the Story (ACTS Group)</p> <p>Ministries say they want a solution that is designed for their needs. They have the money to build it. That's great. Building the solution is just the beginning. Let's talk about what it costs to maintain a custom solution.</p>	<p>Steve Bauserman</p> 	<p>Steve Bauserman is the founder of The ACTS Group. He is an ordained minister and has served on church staffs as an administrator and a pastor. He worked in ministry for more than forty years. Steve volunteers as a church photographer and a substitute Bible study leader for his church in Sugar Land. His family serves on church staff, in various ministries and as missionaries. He is also a cyclist and restores old cars.</p>
<p>R10 Energy Stewardship: Save Your Church Money (POWER OF CLEAN ENERGY) KEVIN JOHNSON</p> <p>During our workshop we will discuss the common misconceptions in church energy efficiency and how implementing the new technologies can help reduce church operating expenses. We will discuss which new technologies make sense to investigate how the church can either accomplish becoming energy efficient on its own or with the help of outside contractors.</p>	<p>Kevin Johnson</p> 	<p>Kevin Johnson is a graduate of the University of North Carolina and is the co-founder and CEO of Power of Clean Energy. PCE works primarily with churches and private schools to help save money on their energy costs, while helping the environment at the same time. Kevin lives in the country outside Nashville, TN, with his lovely wife, Elise and their 4 children.</p>

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<p>R11 Global Activity in a Regulatory World ELAINE SOMMERVILLE, CPA AND FRANK SOMMERVILLE, JD, MPA, CPA</p> <p>The world has truly shrunk, and world missions is easier than ever. Unfortunately, working in other countries is more complicated than ever. Exploring various legal, accounting and tax considerations of both short- and long-term mission endeavors, the Sommersvilles provide guidance on both identifying and navigating regulatory concerns arising from both the U.S. and other countries.</p>	<p>Elaine & Frank Sommersville</p> 	<p>Elaine L. Sommersville, CPA, is the sole shareholder of Sommersville and Associates, P.C. She is a regular speaker for the Texas Society of CPAs, The Church Network, the Houston Church Coop, Shelby Systems and 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, The Church Network.</p> <p>Frank Sommersville, 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>R12 Have a Safe Trip: Learn from My Mistakes (BROTHERHOOD MUTUAL) DEREK GARD</p> <p>A mission trip can be one of the best or worst weeks of a person's life. If you are going to lead a short-term mission trip, do yourself a favor: Learn from my mistakes. You will probably laugh at some of the things I've done, but you'll find that a few simple rules can go a long way in making sure the next mission trip you plan is safe, fun, and meaningful. Are you ready to make an impact? This workshop will give you practical ways to manage risks on your next trip.</p>	<p>Derek Gard</p> 	<p>As a youth, Derek Gard avoided church to the best of his ability. But the promise of a day at the beach caused him to relent. After all, there are not many beaches in central Illinois. In 2001, he committed to a short-term mission trip. During that trip, God infused Derek's heart with a passion for cross-cultural ministry. A short while later, Derek and his family chose to serve with GO Ministries. During the next five years, Derek wore several different hats. He served as a coach and a hub director, facilitated mission trips, and did fundraising. Today, Derek uses his knowledge to help mission-sending organizations build custom risk management programs through Brotherhood Mutual to protect themselves and their travelers.</p>
<p>R13 Implementing Successful Building Projects (RARDIN & CARROLL ARCHITECTS) STEPHEN CARROLL, AIA</p> <p>The workshop will break down current project delivery methods for churches into three distinct methods, 1. Traditional methods including Design-Bid-Build and Negotiated Select Team, 2. Construction Management (CM) including CM as Advisor or Agent and CM as Constructor, and 3. Design-Build including Design-Build by either the Designer or Contractor and Bridging. The workshop will present pros and cons and examples of each method.</p>	<p>Steve Carroll, AIA</p> 	<p>Stephen Carroll founded Rardin and Carroll Architects in 1980 to provide architectural and planning services to ministry-based organizations. He has served as Director of Design on over 700 ministry-related projects, providing aesthetic solutions which are both functional and cost-effective. He is past president of AIA Tennessee and AIA Chattanooga. He has served on numerous community boards and civic organizations. Currently he serves on the boards of several non-profits including The Salvation Army and local mission groups. He is a graduate of the Georgia Institute of Technology and studied at the Ecole des Beaux-Arts in Paris. He has been co-owner of interior design, design-build, and architecture firms.</p>
<p>R14 Importance of a Totally Integrated Solution (MINISTRY BRANDS) MARK DEMOSS</p> <p>We are surrounded by data, but does it provide an integrated view of each person's involvement across the ministries of our church? Most churches are plagued with silos of fragmented data. We will explore best practices among churches that have turned their data into meaningful ministry information. Discover the practical steps to empower your church with instant access to a 360° view of each person's involvement.</p>	<p>Mark DeMoss</p> 	<p>Mark DeMoss has 20 years of church staff experience leading in various roles of guests' experience, volunteer development, business administration, campus development, and executive pastor in dynamic churches. Mark is the author of an XPastor article, "Strategic Alignment Unleashes the Church." He is passionate about the church and seeing lives changed by Jesus. He has eight years of experience in consulting with the church success team at FellowshipOne Ministry Brands.</p>

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<p>R15 MinistryPay: Compensation Benchmark and Data Analysis PHILL MARTIN, CCA, CAE, ACC 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.</p>	<p>Phill Martin, CCA, CAE, ACC</p> 	<p>Phill Martin is the CEO 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.</p>
<p>R16 Nine Essentials of Avoiding Fraud (ECFA) MICHAEL MARTIN, JD, CPA Fraud and misuse of financial resources can create sensational news- and not good news. Sadly, the result is the loss of credibility and a diminished witness of the Gospel in the sight of skeptics-not to mention the loss of effectiveness. While not all fraud can be prevented, ministries should understand the areas of highest risk, establish internal controls to avoid embezzlement, analyze weaknesses in controls and document recommended improvements, and create a fraud action plan, if victimized.</p>	<p>Michael Martin, JD, CPA</p> 	<p>Michael Martin serves as ECFA's executive VP. He graduated with a BA in government, <i>summa cum laude</i>, from Oral Roberts University and a juris doctor from Regent University School of Law, where he was editor-in-chief of the <i>Regent University Law Review</i>. 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.</p>
<p>R17 Office 365: Free Tools for Your Ministry (ENABLE MINISTRY PARTNERS) MELODY PARTLETT AND TRAVIS PHIPPS Did you know that Office 365 includes world-class productivity tools and is available to churches at no monthly cost? Enable provides an overview of many tools that are included in Office 365, while giving practical applications in a church setting. Learn how these tools can make your life easier, aid your team's workflow, and ultimately strengthen your ministry.</p>	<p>Melody Parlett</p>  <p>Travis Phipps</p> 	<p>Melody Parlett is a managing director at Enable Ministry Partners. She is passionate about equipping church leaders with the tools and knowledge they need to do the work God has called them to do. Melody has a master's in non-profit administration and many years of church staff experience, overseeing operations and special events for children's ministry. She loves playing board games with her son.</p> <p>Travis Phipps is the director of technology at Enable Ministry Partners. He helps manage Enable's team of engineers and works closely with them to oversee Enable's technology strategy and direction for all clients. Travis is a preacher's kid who tells everyone that he loves doing what God clearly built him to do. He has a business degree from the University of Texas at Dallas and lives in Wylie TX with his wife and kids.</p>
<p>R18 Politics in the Church: What to Know for the 2020 Election CHRISTIANITY TODAY RICHARD HAMMAR, JD, LLM, CPA In order to maintain their exemption from federal income taxes, churches must comply with several requirements specified in section 501(c)(3) of the tax code. Two of these requirements involve political activities: Churches may not participate or intervene in any political campaign on behalf of (or in opposition to) any candidate for public office. And, churches may not engage in substantial efforts to influence legislation. So, what do these requirements exactly mean? How should church leaders navigate them as the 2020 election season heats up? And what happens if they violate them? In this workshop church attorney and CPA Richard R. Hammar will explore the requirements and discuss how leaders should approach this sensitive, and often volatile, issue</p>	<p>Richard Hammar, JD, LLM, CPA</p> 	<p>Richard Hammar 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 many seminars.</p>

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<p>R19 Self-Care for Administrators* BOB WINSTEAD, DMIN</p> <p>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 A6, B6, D6, E6. For detail on certification got to www.thechurchnetwork.com/certify.</p>	<p>Bob Winstead, DMin</p> 	<p>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 Doctor of Ministry in church leadership from the University of Chicago.</p>
<p>R20 Sexual Misconduct in Ministry (BROTHERHOOD MUTUAL) KATHLEEN TURPIN, CPCU</p> <p>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 is simply not enough to acknowledge the issue. Organizations must take bold steps when implementing effective policies and procedures to help avoid misconduct or harassment.</p>	<p>Kathleen Turpin, JD, CPCU</p> 	<p>Kathleen Turpin 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.</p>
<p>R21 Simple Ways to Hinder Your Facility Team NATHAN PARR</p> <p>As a leader, you can help your facility team perform at their best in many ways. However, many of us tend to sabotage more than we support. This workshop will discuss common ways we hinder our teams and present several ways to turn the tide to empower your facility team.</p>	<p>Nathan Parr</p> 	<p>Nathan Parr is part of the Smart Church Solutions team. His primary focus is sharing, teaching, training, and evaluating facilities and teams across the country. Prior to joining Smart Church Solutions, Nathan worked in the church, in various commercial building trades, was a small business owner, and is a Marine Corps veteran. Nathan has degrees in social science, in theology and business administration. He is a commissioned / personal protection officer in Texas.</p>
<p>R22 So You Want to Be a CCA? LAUREL SWANSON, CCA</p> <p>CCA stands for Certified Church Administrator, a designation you can earn through The Church Network. Come to this workshop to discover the "why" behind the CCA program, what steps you take to get started, and what it takes to accomplish this goal. Make the most of your conference by finding out early what benefits are available during your time here, including earning CEU's and connecting with center directors.</p>	<p>Laurel Swanson, CCA</p> 	<p>Laurel Swanson is the administrator and communications coordinator at Lutheran Church of the Cross, where she has served since 2006. She is the chapter leader for the Central Iowa Chapter of the Church Network and serves on the Board of Directors and Professional Training and Standards Committee (P T & S) for TCN. She and her husband Jamie have two sons – Parker (15) and Spencer (20). She enjoys weightlifting, kayaking, reading, and scrapbooking.</p>
<p>R23 Soul Care REV. MELVIN JONES, CCA</p> <p>Work in the church can be straining--physically, emotionally, and spiritually. Sometimes, in our zeal to serve, we overlook caring for ourselves. This workshop will address the topic of soul care. It is my thesis that you cannot work for God until you walk with God. In church work, let us not forget to walk before we work.</p>	<p>Rev. Melvin Jones, CCA</p> 	<p>Melvin Eric Jones currently serves as executive pastor at Antioch Baptist Church in Fairfax Station, Virginia. He holds a BS in finance and MBA (finance) from Virginia Tech. He earned a MA in theological studies from The John Leland Center for Theological Studies. He is pursuing his Doctor of Ministry focusing on leadership at Southeastern Baptist Theological Seminary. He also is a CCA and currently serves as Secretary of the Board of Directors.</p>
<p>R24 Stewardship Giving for the Kingdom (Wegner CPAs) HANNAH LANSER, CPA MELODI BUNTING, CPA, CMA, CGMA, MBA</p> <p>How can we best steward the giving from our donors? This session will discuss the concepts of storing and sowing for the Kingdom and how both are needed for good stewardship. We will explain the new revenue recognition standard and its effect on churches and religious organizations. We will look at the benefits and limitations of restricted and unrestricted giving and how certain financial policies can support a healthy balance of storing and sowing.</p>	<p>Melodi Bunting, CPA, CMA, CGMA, MBA</p> 	<p>Melodi Bunting is an experienced accountant, trainer, and educator, having worked as both a college professor and certified public accountant. As the current Training and Career Development Manager for Wegner CPAs, she develops and coordinates effective internal and external training opportunities. Melodi supports staff members in creating their professional development plans. Melodi attends annual continuing professional education seminars on accounting, auditing, compliance, and tax issues.</p>

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	Hannah Lanser, CPA 	Hannah Lanser is an audit manager and leads the national religious niche practice at Wegner CPAs. For nearly ten years, she has been providing audit, tax, and consulting services for non-profits and religious organizations. Hannah has a passion for financial stewardship and accountability and is a firm believer that strong financial and administrative systems result in greater organizational success. Hannah attends annual continuing professional education seminars on accounting, auditing, compliance, and tax issues.
<p>R25 Technology Helps the Church Thrive (ACS TECHNOLOGIES) BRIAN ELLERBACH How does your church know if someone is slipping away, if giving has gone down, or if a congregant needs to be helped? Through the power of software and technology, you can have a full view of the health of your church.</p>	Brian Ellerbach 	Brian Ellerbach has been serving clients in software sales for over 15 years. He has a passion for the church and helping grow the kingdom through the power of technology and support. Through his work with ACS Technologies, he has the privilege of serving the church and keeping the community together and thriving.
<p>R26 The Case for Outsourcing Your Accounting (SALMON SIMS THOMAS) SIMEON MAY, CPA, CCA, CAE This session will help you evaluate if outsourcing some or all your accounting might be a good fit for your church or ministry. We will examine tools used for outsourcing and how they impact your processes and internal controls. We will also review the potential savings outsourcing could provide. Join us as we explore how outsourcing could bring new efficiencies to your ministry.</p>	Simeon May, CPA, CCA, CAE 	Simeon May joined Salmon Sims Thomas CPAs as a manager of Client Accounting and Advisory Services in August of 2019 after serving 21 years as CEO of The Church Network. In his role in the CAAS department, Simeon serves as a virtual CFO for organizations. Simeon graduated from Baylor University and has a 40+ year career of serving churches, ministries, associations, and clergy in the fields of accounting, administration, and taxation.
<p>R27 The Impact of Church Buildings on Ministry (AE GLOBAL MEDIA) DONNIE HAUKE Designing spaces conducive for creating an intimate and dynamic worship experiences starts with an understanding of how God created us to worship. Understanding God's physical laws in delivering "The Message" gives us insight into how to have the maximum impact in each service. This seminar will teach you how to use the latest technology and innovative techniques to create a worship friendly environment to apply to any type of worship center.</p>	Donnie Hauk 	CEO of AE Global Media founded in 1989. Donnie Hauk leads the AE Global development of campus-wide technology systems for ministries, churches, and businesses worldwide. Over 3 million people experience live worship on production systems each Sunday designed and installed by AE, and millions more via broadcast and streaming technology. A technology architect, a pioneer in performance acoustics, musician and published author, Donnie has the drive is to inspire people through innovative design and communication.
<p>R28 Theology and Ethics of Church Administration* TERRY BERTRAND, DEDMIN, CCA 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 0.1 CEU 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 A6, B6, D6, E6 for detail on certification go to www.thechurchnetwork.com/certify.</p>	Terry Bertrand, DEdMin, CCA 	Terry Bertrand has recently retired where he served as the executive minister of administration for First Baptist Arlington, Texas for 21 years. He has served in church administration ministry in Texas and Louisiana for 40 years. Terry has served on the Board of the NACBA (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.

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Workshop Number, Title, and Description	Speaker	Biography
<p>R29 Top Tips for Tough Conversations at Work (FISHER PHILLIPS) LISA MCGLYNN, JD</p> <p>Certain conversations are not easy to have but putting them off can make matters worse. This presentation will go through interactive scenarios covering employment law topics that churches need to navigate. Examples include embarrassing problems such as body odor at work to potentially serious matters of discriminatory comments. This presentation will give you guidance on best practices for handling these discussions within your church.</p>	<p>Lisa McGlynn, JD</p> 	<p>Lisa McGlynn 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>R30 Leading Where You've Never Been Before (HORIZONS STEWARDSHIP) JOEL MIKELL AND KRISTINE MILLER, CFRE</p> <p>Where you're going you've never been before. That's why you need a compass, not a map. Horizons' partners Kristine Miller and Joel Mikell will share a proven framework for engaging your givers and elevating your capacity to meet your pressing ministry demands. There are no easy answers, no turn-by-turn instructions. What we will share is a compass--guiding principles--to help you navigate this uncharted territory and achieve your ministry objectives.</p>	<p>Joel Mikell</p>  <p>Kristine Miller, CFRE</p> 	<p>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>.</p> <p>Kristine Miller is a partner and senior vice president at Horizons Stewardship. She has over 20 years of experience working with churches and non-profits to assist them in funding their visions for ministry. Since 2007, she has maintained the CFRE (Certified Fundraising Executive) credentials. Kristine is the co-author of <i>The Generosity Challenge: 28 Days of Gratitude, Prayer, and Faith</i> and <i>Bounty: Ten Ways to Increase Giving at Your Church</i>.</p>
<p>R31 TCN Chapter Builder</p> <p>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.</p>	<p>Harold Carlson, CCA</p> 	<p>Harold Carlson 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.</p>