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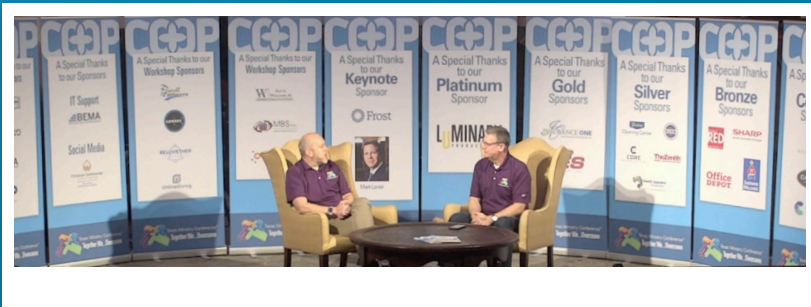
Together We...Equip

Over 90 workshops to choose from in these categories:

- Nonprofit Ministries - NEW
- Stewardship & Missions
- Human Resources
- Finance, Tax & Legal
- Leadership & Ministry Development
- Personal & Spiritual Development
- Operations & Facilities
- Children, Youth & Schools
- Communications, Media & Technology

Special Pricing for CO+OP Members!

Conference Produced by



“The best one-day Conference for churches, schools and ministries.”

Conference Registration available online at
TexasMinistryConference.org

2022 Texas Ministry ConferenceSM

From the Conference Director

Welcome to the 2022 Texas Ministry ConferenceSM.

We are thrilled to announce that we will be back in person at Champion Forest Baptist Church on February 17, 2022. Excitement is growing. Bring a friend along and spend the day with us where you will enjoy expert speakers, knowledgeable exhibitors, fabulous door prizes, networking, and fun!

After much prayer, and studying your feedback from prior conferences, we have pulled together over 90 workshops that are relevant to you and your ministry. Our many speakers, packed with knowledge and a heart for ministry, will equip you with tools to help you thrive in your role and grow your ministry.

A new category of workshops, Nonprofit Ministries, will include workshops specifically held for small and large ministries that are not churches. Regardless, if you are a church or nonprofit ministry, you will gain knowledge from any of our 90 workshops. For instance, churches that run a bookstore and are required to produce a 990 could benefit from that workshop even though it is listed in Nonprofit Ministries. If you are unsure about a workshop benefiting you, please give me a call.

You will have quality time throughout the day to spend with our dedicated exhibitors in CO+OP Alley. If you would like to spend

one-on-one time with an Exhibitor during the day, please contact the Exhibitor early on the day of the conference, or prior to the event.

Fantastic door prizes will be given away throughout the day. All prizes will be drawn from registered guests. As always, pricing is discounted for CO+OP Members, and group rates are available for three or more registering from the same organization. If you are not a CO+OP member, please contact us at 832-478-5131 for details on additional savings. If you have any questions concerning which workshops would benefit you the most, don't hesitate to call our office.

Feel free to make copies of this brochure and share with co-workers, committee members, family, and friends. The brochure is also available online at www.TexasMinistryConference.org. Gather your team and mark February 17, 2022, on your calendars. Be prepared for the many blessings you will enjoy as you spend your day learning and growing with us.

We look forward to seeing you on February 17!

Together We Equip,

Patti Malott



Dr. Tim Elmore

Keynote Speaker

Dr. Tim Elmore is the Founder and CEO of Growing Leaders, a nonprofit organization created to develop emerging leaders. He and his team equip secondary school students, college students and recent graduates from thousands of campuses across the US and around the world to think and act like authentic leaders.

Since founding Growing Leaders, Tim has spoken to more than 500,000 students, coaches, teachers and parents, and the organization had partnered with over 8,000 diverse schools, universities and organizations including Purdue University, The University of Alabama Athletics Department, the San Francisco Giants, the Nebraska Department of Education, the National FFA Organization, and the Houston Rockets.

Tim's expertise on the emerging generation and generational diversity has led to media coverage in The Huffington Post, The Wall Street Journal, Forbes.com, USA Today, and The Washington Post. He has also appeared on CNN's Headline News and Fox and Friends to discuss Generation iY. Tim was named as one of the Top 100 Leadership Speakers of 2018 by Inc. magazine.

Tim is the author of over 30 books, including Generation Z: Unfiltered, the best-selling Generation iY, Marching Off the Map, and Habitudes: Images That Form Leadership Habits and Attitudes.

New Medicare Annual Enrollment Periods!

January 1st - March 31st
Medicare Advantage Plans Only

October 15th - December 7th
Drug Plans and Advantage Plans

The junk mail avalanche and robo calls are coming!

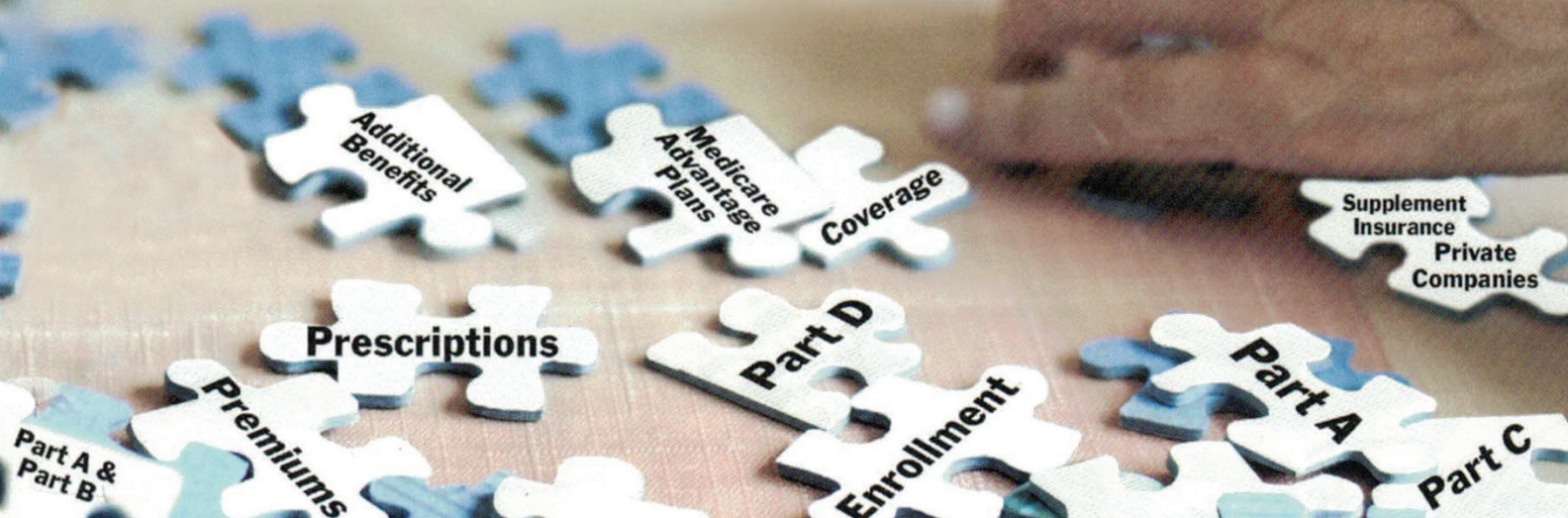
The good news is that you don't need to struggle alone. Through the CO+OP you have your own independent Medicare Specialist as a resource! We provide educational Medicare workshops and personal assistance to many of our CO+OP churches.

How can we help you?



Michelle Feagin, RHU

MEDICARE MADE CLEAR



Human Resources

Best Practices in Planning & Executing Compensation Plans – Elaine Sommerville (Session C)

Compensation planning in nonprofit organizations and churches may be trickier than in for-profit organizations. This session will assist participants in understanding the core structure of a compensation plan, identify best practices for compensation plans, and identify costly gaps and mistakes that may exist in current compensation plans.

Create a Team That Your Congregation Will Love to Invest In - Jon Wright (Session D)

In this workshop, participants will examine how staff culture impacts giving. The health of a staff can inspire or impede generosity. Staff culture, whether good, neutral, or unhealthy, can influence giving more than you think. Learn how to build a culture that creates an environment that enthusiastically draws people into the mission with their engagement and finances.

Firing with a Human Touch – Chad Carter (Session C)

Terminating an employee can turn even the most seasoned leader into a nail-biting novice. No manager wants to impulsively fire another human being unless the manager is a bit sadistic. In this workshop, you'll learn the appropriate reasons for such a necessary ending, as sometimes it is the only remaining option. You'll also learn the Golden Rule when firing an employee, along with the "KEY" to making a wise decision when firing is part of the equation.

How to Lead Better 1:1 Meetings with Your Team – Holly Tate (Sessions C and D)

Do you have intentional 1:1 meetings with every member of your team? It's the most powerful leadership development tool a manager can use, but few leaders have them or lead them well. Discover the value of 1:1 meetings for staff care and development and how to lead them effectively to develop leaders. Leave with proven 1:1 meeting templates to help you lead better.

HR Roundtable – Chad Carter, Tim McDermott & Frank Sommerville (Session B)

Join HR innovators, leaders, and practitioners to share ideas on Human Resources topics that churches, schools, and other nonprofit organizations face. Our panel of experts will share their knowledge and experience, so be sure to bring your questions! The group attending will decide the hot topics to discuss. Expect to come away encouraged—you are not alone.

Independent Contractors: Avoiding Misclassifications – Mea Walker (Session C)

Classifying individuals as Independent Contractors has become very popular in recent years, but also risky with changes in legislation. Classifying someone incorrectly can lead to legal issues and monetary penalties. This workshop will highlight the benefits and drawbacks of this type of employment classification and how it affects you as an employer. Being educated in and applying the DOL, IRS, and ABC tests are vital to ensure compliance. Participants will gain a better understanding of the dos and don'ts that will support the mission of your organization.

Managing Payroll Compliance Risks – Aaron Longoria (Session A)

Payroll compliance allows employers to adhere to all federal, state, and local regulations that govern how employees are paid. Employers that violate any of these laws may face penalties that could negatively affect their bottom line or even put them out of business. By learning how to navigate payroll compliance, they can help avoid legal, HR, and reporting issues while maintaining positive workforce morale. This seminar will address some of the most common risks associated with payroll compliance to avoid.

Medicare for HR Administrators – Michelle Feagin (Session A, B and C)

This interactive workshop serves as a guide for HR administrators on best practices and potential pitfalls surrounding employees eligible for Medicare enrollment. Items covered include Medicare enrollment windows, options for employees working past age 65, coordination with group insurance, types of Medicare plans, comparing coverage options, protecting employees from COBRA pitfalls, and reducing group insurance premiums. You will leave with answers and a personal Medicare consultant!

Preventing Time Theft/Abuse & Payroll Fraud – Robert Hernandez (Session B)

With today's growing mobile workforce and easy access to the internet, time theft has become a major issue for employers. In fact, it has become so big that it is costing billions of dollars in lost productivity annually. Payroll fraud is also one of the most common types of corporate fraud. It can be defined as the theft of funds from a business via the payroll processing system. Payroll fraud is usually committed by an employee attempting to receive any money they are not entitled to from their employer. Participants will gain a better understanding of the nuances between these two common corporate risks, which will help employers pinpoint and stop these crimes before they cost your organization money.

Recruitment: What to Look for and How to Do It – Chad Carter (Session A)

In the midst of global chaos on numerous frontiers, another issue looms on the porch of many leadership minds – a war for talent. Can I even get the right people in the right seats on my bus? A gap exists between the jobs and available applicants. For the first time since WWII, the current lack of available workforce in the US is the single greatest threat to the growth and expansion of virtually every small, medium, and large organization. In this workshop, learn practical insights and hands-on tools for the "How", "What", and "Who" to find the right people to grow your organization! Be a winner in the war for talent!

7 Core Values for a Healthy Staff Culture – Rick Cadden (Session A)

Drawing from years of hands-on experience while on Senior Staff and as an Executive Pastor in both healthy and unhealthy church environments, this session provides attendees with practical steps for establishing effective staff structure, values, and team dynamics. You will leave with a workbook to guide you, along with a presentation of resources on the subject.

Slips, Trips, Falls – Maria D. Martinez (Session A)

What are the implications when an employee slips, trips, or falls at work? This workshop is designed to help attendees gain a better understanding of workers' compensation, as well as the impact of employee accidents while on the job. Participants will improve their risk awareness by learning the common causes of slips, trips, and falls, and gain an understanding of proactive steps that can be taken to reduce risk.

Staff Working Remotely: A Framework for Success – Nick Nicholaou, Jonathan Smith, & Glenn Wood (Session A)

Church teams are an increasingly mobile workforce. In a rush to meet the remote workforce requirements required by COVID-19, decisions were made that increased risk, exposure, and liability. Our esteemed panel will shed light on how to strategically empower your remote workforce. Participants will leave with a better understanding as to whether this paradigm is here to stay; how to lead and manage a remote workforce; and what HR and legal issues must be considered. Bring your questions for our panelists for a lively session that's sure to be helpful!

Cash Reserves: When is Enough...Enough? - Nicole Wallenfelsz (Session C)

Cash reserves, in biblical terms, are funds set aside in order to provide for the ministry when "rainy days" hit. Participants will learn biblical ways to determine if cash reserves are needed for an organization, and if so, what percentage of money should be kept in reserve. You will also learn some potential consequences of maintaining large reserves instead of keeping pace with God's vision. Participants will discuss the top four reasons organizations need cash reserves, essential elements for cash reserves, and engage in a hands-on exercise to measure cash reserves.

Fraud and the Nonprofit Organization – Jonathan Tucker (Session A)

This seminar will provide an overview of fraud and the nonprofit organization with particular emphasis on fraud prevention. The focus will be on lack of supervision or weak control structures, especially when compared to for-profit organizations. The session will also highlight the areas that are most vulnerable to fraud, both internal and external in nature, including theft by employees, vendors, volunteers, etc. We will discuss methods for detecting fraud and ways that fraud can be prevented in nonprofits and small businesses. This course is designed to give you the tools you need to implement fraud prevention programs in your organization.

It Can't Happen Here: Why Your Church May Experience Embezzlement – Lee Ann Crockett (Session C)

Drawing from real-life, personal experiences of church embezzlement, including high-profile cases in various denominations, this session will equip organizations with tools to detect and prevent embezzlement. Join us for this information-packed workshop where we will discuss the problem in general, problems that allow it to perpetuate, common schemes used in embezzlement, ways that churches can avoid or at least mitigate risk in their finances, and much more! All attendees will receive a copy of the book, *How to Prevent Fraud in Church Accounting*.

Key Metrics for Churches and Ministries – Allison Webb (Session C and D)

In 2020, churches and ministries drastically changed. As we pivoted and adjusted, we also tightened and crunched to make sure we could continue serving our members and communities. Gathering key financial metrics can be difficult and time-consuming. This workshop will cover ways to measure financial health, tips and tricks for calculating and communicating metrics, and what to include on an Executive Dashboard for your board and leadership.

Recent Developments: Capitol Hill, the Courts, and Beyond – Nicole Wallenfelsz (Session A, B)

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 Nicole for her professional insights and tips for being prepared to face the new ministry realities of 2022.

Risk Assessment for Accounting & Finance Leaders – Ashley Voss (Session D)

Risk assessment is one of the most important responsibilities of nonprofit leaders, particularly in regard to your organization's accounting and finances. Join us as we discuss the philosophy of risk assessment, how to assess the scope or overall completeness of your risk mitigation measures, and ultimately how to monitor those risks practically and efficiently.

Tax & Legal Update – Frank & Elaine Sommerville (Session D)

Catch up on the newest laws, regulations, rulings, and court cases affecting churches, schools and nonprofits issued within the past year. Discuss how the most recent regulatory activity from the IRS and the DOL may apply to your organization's operations.

The Perfect Audit – Ashley Voss (Session C)

What would it take to have the perfect financial audit? Can perfect audits exist amid imperfect systems, processes, and people? If you are thinking about an audit, review, or other CPA services, this workshop is for you. Learn how to choose the perfect CPA service for your organization, how to perfectly prepare for that service, and how to apply the results for future perfection.

Unrelated Business Income – Elaine Sommerville (Session B)

Move beyond the basics and review practical scenarios where and when unrelated business income may occur in organizations. This workshop will address special circumstances such as facility usage and product sales, identify potential ways to avoid or minimize unrelated business income, and discuss actions to comply with reporting unrelated activities to the IRS.

When You Don't Know Enough to Ask the Right Questions – Lee Ann Crockett (Session A and B)

Do you struggle at times to know what to ask in light of the rapidly changing laws? Attend this workshop to gain a better understanding of what questions need to be asked to stay compliant with church staff compensation, expenses, and giving. Attendees will leave with practical, action-oriented information on IRS regulations for pastor and staff compensation, handling pastors' expenses, fiduciary responsibility for agreements and contracts, and properly handling donations (particularly love offerings, event fees and mission trips).

Stewardship & Missions

Building a Culture of Giving through Your Coffee Program – Mike Bacile (Session A, B, C and D)

Learn how churches can create connections using their coffee programs while also impacting the local and global community. Attendees will leave with an understanding of how to engage younger people in their coffee culture, create an atmosphere that encourages fellowship, save money to be used for other resources, and contribute to local and global missions.

Growing Your General Giving All Year Round – Jon Wright (Session A)

This workshop will provide four proven steps for churches to increase generosity without asking for money. Few pastors see themselves as fundraisers, but quickly learn that financial resources are essential for mission success. Consider how to adapt your leadership to best build organic and sustained financial resources without feeling like a professional fundraiser.

Growing Your Online Digital Giving – Jon Wright (Session B)

Today's churches offer multiple options for their members to give and need to be prepared to grow and retain digital givers. Participants in this workshop will discuss how to simplify, clarify, and increase online giving. Learn how to grow digital giving, including new and recurring givers, and how to retain those givers through digital platforms.

Your Digital Giving Dashboard: Grow Giving Using Metrics – Jon Wright (Session C)

Would you like to have more insight into your congregation? You can easily gather the information that will assist leadership in the decision-making process and support ministry vision. This workshop will explore how to leverage your giving data for growth and discipleship. Participants will discuss how to examine data to discover important trends, respond to needs, as well as grow and retain giving.

Leadership & Ministry Development

Addressing What Most Organizations Miss in a Succession Process – Dave Travis (Session C)

This workshop covers one of the significant aspects of any healthy succession process. Most organizations are unaware of the iceberg theory of succession. Dave Travis will share the approach and the practical ways organizations can address the significant issues related to the iceberg.

Coaching for Growth: Say Less, Ask More – Greg Ligon (Session A, B and D)

How can you create a culture that encourages growth, drives innovation, and increases ownership? How do you attract the best leaders as staff and volunteers? Stop telling and teaching and start coaching. Attendees will discover three keys to coaching, how it will help your team and your church grow, four simple questions that great coaches use, and five practical ways you can integrate coaching into your daily life this week.

Disrupted!: Resiliently Reintegrating in the Face of Volatility, Uncertainty, Complexity, and Ambiguity – Kozhi Makai (Session D)

Dr. Makai shares tools, tricks, and tips for doing more than surviving disruption. Based on his published research, this workshop highlights his top findings concerning what it takes to thrive in the middle of an ever-changing landscape. His mission is to use behavioral science to help people thrive – especially in the workplace.

Effective Time Management – Jonathan Smith (Session C)

There is always too much to do and never enough time. How do you accomplish your objectives while also balancing life in line with biblical priorities? How do you manage/handle people so that you are effective with your time? We will talk about gaining control of your schedule, doing more with the time you have, distinguishing between being effective and being busy, controlling interruptions, and better communication.

Effectively Building a Leadership Team – Cody Johnson (Session B)

Attendees will learn to work together more effectively to define and execute plans at both macro and micro levels of management. This workshop draws from the Entrepreneurial Operating System® described in Gino Wickman's bestselling book, Traction. This successful 360-degree approach focuses on six organizational components: vision, people, data, process, issues, and rhythm. It has been successfully used to build healthy leadership teams, both domestic and international.

Equipping You with Resources in Ministry – Jerrie Amos (Session D)

Resources and referrals – are yours changing their lives? We will be learning to vet resources, how to use resources with volunteers, and simple methods for ease in updating your network. Learn how to design a practical system for displaying and using a resource referral database, a process for vetting and connecting with resources in the community, and develop a plan to ensure the best resources and referrals can support your mission.

Equipping Your Ministry with Metrics – Glenn Wood (Session B)

Numbers don't always tell the correct story. Knowing which numbers to track is key to keeping your ministry focused. Discuss what those metrics are and how to track and deliver them depending on your audience. Reporting to a board versus a ministry team requires information to be presented in dramatically different ways. Learn how to select the correct numbers to track and create consistency in data collection for better results.

Good Boards and Bad Boards: Working Effectively with Each – Tim McDermott (Session A)

In this workshop, we will discuss best practices of good boards in effective organizations. We will also discuss common problems where boards can get off track and create problems for the CEO and the organization and how the CEO can overcome these challenges. We will also encourage attendees to share their own "war stories" where they have faced challenges and successfully overcome them.

Leadership & Ministry Development

How to Develop a Security Team – Mike Gurley (Session B)

This workshop will deal with the steps to develop an efficient and effective security ministry. We will deal with leadership, threat/needs assessment, scriptural basis for a security ministry, training, and expectations. Attendees will be exposed to basic concepts to ensure that the ministry meets the needs of their church, prepares potential team members for the realities of the ministry, and sets a foundation for the future.

Leaving a Great Legacy: How to Build Toward the Legacy – Dave Travis (Session D)

Pastors and organizational leaders will leave a legacy. The question is whether this will be intentional or unintentional. This workshop is for those who want to leave a great legacy and want to begin their plan ahead of time to be set when the legacy season arrives. Attendees of this workshop will receive a free copy of the book: Pastor Legacy Life Plan.

Marketing Your Mission: Turning a Creative Idea into Reality – Russell Etheredge and Kyle Buthod (Session D)

We all see areas of needs in our ministries or communities and often we hold the solution with a creative idea we've dreamed about. The question is how do you strategize, organize, and implement that idea to make it happen in the real world. Come and hear the stories of Kyle Buthod and Russell Etheredge and learn how to take that dream to reality.

Proven Strategies to Go from Small to Medium to Big – Tim McDermott (Session C)

In this workshop we will learn proven strategies that will grow your organization. We will identify key areas for growth and provide examples of how to grow in each area. We will also discuss the pitfalls to watch for as you help grow your organization from small to medium to big.

Seven Ways to Fail at Succession – Dave Travis (Session B)

Sometimes the best option is to learn what doesn't work or understand that what you think would work probably doesn't. This workshop covers seven major mistakes, errors, and boneheaded ways Dave has seen organizations go splat in this area.

Sharpening Your Edge – Kozhi Makai (Session C)

In this workshop, Dr. Makai will serve as your personal coach and give you practical guidance on how to keep your edge sharp – ready for whatever life might bring. Filled with practical tools, Sharpening Your Edge™ shows you how to Discover Your Edge, Sharpen Your Edge, and Leverage Your Edge – a cycle we must all embrace if we're to thrive in our professional and personal lives.

Personal & Spiritual Development

Are You Progressing or Regressing? – Leah Holder Green (Session C)

In our faith walks with Jesus Christ, we are going one of two directions: progressing or regressing. In this workshop, we will discuss how to take intentional steps to be sure we are progressing in our walks with Christ.

Fresh Air for Hustlers: Why You Should Observe a Sabbath – Benjie Shaw (Session A, B, C and D)

Tired. Stressed. Busy. We find value and purpose in overbooked days followed by sleepless nights. Explore the ancient wisdom of observing a Sabbath and learn why it's the one spiritual practice you should adopt now. Attendees will understand the biblical rationale for Sabbath observance, identify their personal hurdles, and create a plan to observe one month of Sabbaths.

From Grief to Growth – Scott Riling (Session C)

Everyone will eventually experience loss in their lives. And there will be a process of grief associated with any loss a person might face. It is all part of being human. Sometimes the loss is totally unexpected while other times it has been approaching for a long time. It can be large or small, public or private – but eventually, everyone will face it in this broken world of suffering and grief. Scott Riling will share insights from God's word that he has discovered after a series of overwhelming losses. The goal is to help people move towards healing and growth through their own losses in life, and to learn how to come alongside others who are grieving to do the same.

In Our Weakness, God is Strong – Carmen Pate (Session B)

Did you know that you have purpose and opportunity, even on your weakest days? Would you like to experience God's peace and joy, even in your darkest moments? Discover how God uses His power in and through us, during life's most difficult trials, to touch others with His grace and love.

Prayer in the Church: Looking to a More Biblical View – Brent Johnson (Session A and C)

In this workshop, prayer will be placed under the microscope to analyze its structure, biblical directives, and examples while comparing it to traditional practices. Attendees will be able to see biblical examples of prayer, teach a biblical view of prayer, and note creative ways to lead prayer meetings.

Worldview: What Makes a Christian View More Biblical – Brent Johnson (Session B and D)

As Christians, we may not be living as good citizens of Heaven while on earth. Attendees will be able to see the Old Testament as setting a foundation for spiritual citizenship, view Jesus' conduct on earth as a model, and cite key Bible verses regarding best practices for life.

You Love God. But Do You Love People? – Leah Holder Green (Session D)

Jesus made it clear that all of God's commands can be summed up in two: Love God and love people. Many Christians claim to love God, but their actions do not display a love for people. In this workshop, we will discuss how to assess our lives to ensure that we are actively loving people.

Operations & Facilities

Basics of a Utility Analysis & HVAC Equipment – Paul Brokhin & Kevin Wheeler (Session A, B, C and D)

HVAC and energy costs are topics that churches, schools, and nonprofits address regularly. Learn more about the fundamentals of air conditioning, ventilation, heating, equipment, and how you can track energy use in order to avoid skyrocketing energy costs. You will have the opportunity to ask questions to skilled industry leaders and brainstorm with other churches and organizations just like yours.

Building Together as a Team – Glenn Wood (Session C)

Construction projects are never easy but building as a team can help you thrive and survive. Learn how to plan, organize, lead, and equip a team from an experienced church administrator who has managed projects ranging from a single office renovation to a 2,500-seat sanctuary and lived to tell about it! Cover team building skills, how to select team members and work with oversight committees, and remaining friends throughout the project.

Church Security Overview – Mike Gurley (Session A)

This workshop provides a comprehensive overview of church security, highlighting team building, plan development, and dos and don'ts. Attendees will learn the fundamentals of security operations and discuss the scriptural basis of church discipline, the ministry focus of church security, and the legal guidelines that apply.

Enemy at the Gates: Protecting Churches & Members in an Age of Growing Criminality – Mark Popkowski (Session A and B)

Crimes against faith-based organizations and their members have increased nationwide over the past decade. The Department of Homeland Security recommends that churches install physical security systems and devices to help monitor and protect their congregations and property. In this interactive workshop, attendees will learn about new technologies available for intrusion alarms, video surveillance, and access control. Bring any questions you have for the discussion!

Facility Management vs. Event Management – Tim Cool & Nathan Parr (Session C)

In many church circles, the term "Facility Management" is unfortunately synonymous with "Event Management." However, that could not be further from reality. The truth is that managing the USE of the facility (i.e., Event Management) is only a very small part of what Facility Management requires. We will explore the difference, learn how event management is only a subset of facility management as well as how they are both needed.

Faith & Community Partnerships – Micah Simecek (Session B)

In an increasingly disconnected world, churches may struggle to develop and finance their facilities in isolation. What if the church wasn't responsible for every piece of the puzzle? Attendees will learn to recognize challenges in propelling their ministry to the community, identify unique opportunities through Faith & Community Partnerships, and understand different avenues for implementing these strategies in their ministries and physical environments.

From the Pew to the Parking Lot: Communicating Your Message for Better Results – Cody Johnson (Session A)

Visiting a new church can be stressful. People need clear direction to help them feel comfortable and increase the probability they will return. This workshop will cover the decision-making process for determining what signage is needed outside and inside to greet and guide your guests.

How to Increase Facility Management Efficiency with CMMS – Tim Cool & Nathan Parr (Session B)

Most of our churches rely on software (accounting, member management) and electronic communications (email, websites). The same should apply to how we manage the management and maintenance of the second or third largest annual expense – our facilities. We will explore how a Computerized Maintenance Management System (CMMS) can increase your efficiency and effectiveness in stewarding the facilities God has entrusted to you.

New Technologies for Fire and Life Safety – Mark Popkowski (Session C and D)

Fire and life safety systems have undergone tremendous improvements in the past decade, including the ability to monitor facility systems, send and receive alerts, and even track inspections for fire alarm systems and COVID cleaning protocols. Attendees will learn about new technologies available and how they can help keep everyone in your facilities safe. Bring your questions for an interactive discussion.

Overview: West Freeway Assembly of God Shooting – Mike Gurley (Session C)

This workshop will conduct an in-depth investigation into the December 2019 church shooting that involved a homeless individual and the response of the church security team. It will address how the event evolved, measures taken by the security team, alternative measures that could have impacted the event, and a discussion of the lessons learned. Attendees will explore the shortcomings of actions taken, how prevention is possible, and the importance of early intervention.

Practical Steps to Properly Plan a Capital Reserve Account – Tim Cool & Nathan Parr (Session A)

Capital renewals are an inevitable reality for every church. You will replace every HVAC unit and all your flooring. This is not an IF question but more a matter of when and how much. To assist you in planning for the inevitable, we are going to explore why a Capital Reserve account is important, how much is enough, and how to get started. If your church has a facility, you will not want to miss this workshop.

Preparing for the Unexpected – Mike Gurley (Session D)

Bad things happen to good people, at unexpected times, whether we are prepared or not. When properly trained and equipped, organizations can be prepared to efficiently respond and mitigate critical incidents, those incidents that negatively impact the normal operation of the organization. Attendees will understand the need for training, the importance of preparation, and the steps to achieve them.

Roofing 101: Proactively Managing Your Roof – Timothy Shaw (Session A, B, C and D)

This workshop will cover modern roofing systems and key reasons to be proactive in maintaining them. Attendees will learn to recognize and minimize potential problems and be able to establish a proactive management program for their facility assets.

Children, Youth & Schools

Ages and Stages – Candy Burden (Session B)

Preschoolers are ALL different, but especially as they go through each age and stage of growth. We will walk you through each level of biblical learning and discuss how you can expect preschoolers to learn so you're the best Bible teacher you can be.

Aiming Your Arrows: Design Discovery Assessment for Children & Teens – Walt & Tammie Jurek (Session A and C)

Have you ever wondered what path your child or student should take in life? Psalm 127 reminds us that children are a gift of the Lord, like arrows in the hand of a warrior. In this workshop, you will explore tools you can use to discover the God-given design of a child and help aim them in the right direction. You will walk away with assessment resources, an understanding of those tools, and an understanding of how to summarize the results to gain a better understanding and snapshot of a child.

Cultivating and Engaging Your School's Major Givers – Kim Jennings (Session A)

Schools thrive on major gifts as most school families are stretched to provide the tuition. Many major givers prefer to give to Christian Education when the right opportunity is presented. Learn how to attract and maintain major givers. Includes engaging new major givers, grandparents, alumni and new school families.

Dive Deeper into Your Child's Design with Assessment Tools for Children & Teens – Walt & Tammie Jurek (Session B and D)

This workshop builds on the Aiming Your Arrows workshop by providing a deeper dive into tools available to help you understand children's/student's unique gifting and calling. We will explore assessments used to analyze a combination of temperaments and how those temperaments impact a child's/student's learning and path. This workshop will also explore an assessment that provides a map for their career fit based on their interests and aptitudes.

Help! I Have a Teenager and I Am Losing My Mind! – Jeff Land (Session B)

Parenting can be difficult at any age, but are you prepared for the teen years? How do parents even prepare themselves to communicate and develop relationships with their teens – if only there were a manual! Join us for this fun and interactive workshop where we will discuss ways to navigate the teen years and encourage families when teenagers arrive in their homes.

Inspiring Your Team and Crafting Systems to Fund Your Mission – Kim Jennings (Session D)

Your school development efforts can be a headwind or tailwind, a burden or fuel for the mission. Learn how to align, inspire, and craft systems to greater effectiveness to secure financial resources – with great joy and delight from your givers.

Is How You Teach the Way They Learn? – Kim Shelby (Session C)

Knowing the basic learning styles and how to practically apply the information will help you meet the needs of different types of learners in your small group Bible study class.

Parenting and Children – Jeff Land (Session C)

Boys, girls, brothers, sisters, family fun, and tradition. Learn ways to help parents start and continue family fun and traditions that bring families into better relationships with one another.

Parent Connection: How to Turn Preschool Ministry into Family Ministry – Candy Burden (Session A)

It's easy to connect with children, but tricky to connect with parents. Find creative ways to be intentional in your outreach and discipleship and how to minister to the whole family as you love on and teach their kids.

Parenting & Technology – Jonathan Smith (Session D)

Social Media is everywhere, and it is hard to keep up. What do you need to know to stay current online and to help those around you who may be struggling with screen addictions? How do you keep up with the latest trends, and what impact does all this technology have on parenting, education, and all our lives?

Working with Your School Board to Engage Them as Givers – Kim Jennings (Session B)

Your board can make or break the health and effectiveness of the school mission. Learn how to build and inspire your board to accelerate your mission rather than slow it down. A board, head of school, and faculty in alignment make for a compelling and growing school mission.

Worship for Children: More Than a Song – Beth Mitchell (Session C)

Worship is not all about singing. It is so much more. Learn ways to teach kids true worship through Scripture, movement, service, and more.

Communications, Media & Technology

Avoiding Data Theft & Identity Fraud – Nick Nicholaou (Session D)

Every year more people have money stolen or – much worse – have their identity stolen. The most vulnerable, surprisingly, are those whose age is 20 to 60! In 2020 the FBI received nearly 800,000 complaints of cybercrime. In this session, you will learn what some of the most common fraud tactics are, what the latest trends indicate, and how to protect yourself, your family, your church, and your congregation.

Demystifying PCI Compliance – Nick Nicholaou (Session C)

PCI compliance is a confusing topic that can lead to a costly headache! Many who don't understand it inadvertently increase its complexity and cost in their operations. In this session we'll cover exactly what is PCI compliance, what the requirements are, and how you costs can be legitimately and easily minimized.

Equipping Your Staff to Communicate Wisely – Cody Johnson (Session C)

What types of messages should go on Electronic Message Center signs? What causes someone to take note of what you are saying? Mission critical messages need to be effectively and safely delivered in seconds. This workshop will cover appropriate content substance, length, and duration, as well as how to create mission relevant content packages.

Equipping Your Team with Software – Glenn Wood (Session D)

Changing software is never fun or cheap. Equipping your team with the right software takes time, effort, and input from all areas of the organization. Explore practical steps to evaluate your current software and decide whether to stay put, provide more training for your staff, or make a change. If it is time for a change, attendees will walk through a proven process to find the best software for their organization.

Communications, Media & Technology (continued)

Modern Communications and Collaboration Using Microsoft Teams – Jay O’Neil (Session B)

Working together makes everything easier. We can use Microsoft Teams to communicate and track collaboration in many ways. In this workshop, we will learn and practice using Teams and integrating it with common tools, such as reducing email overload, managing internal Teams meetings, and integrating with project management tools.

Protecting Your Ministry from Cyber Threats – Jonathan Smith (Session B)

Churches are ripe targets for hackers. They store lots of data and aren’t as obsessed with security as the corporate world is. What do you need to know to be prepared? Getting hit by a cyber-threat isn’t a matter of if, but when. Come learn what church leaders and technology professionals need to know to be good stewards of their data.

Radio & Digital Advertising: The Perfect Combination – Bernard Lee (Session B)

Combining radio with digital advertising efforts has proven to drive a much higher return on investment (ROI) and improve two-way communication with audiences. Collaboration between radio and digital allows your message to be reinforced across multiple platforms, strengthening the message, and creating a more cohesive strategy.

Think Like a Hacker to Protect from Hackers! – Val Dagher (Session A)

Take advantage of this crash course on user and organization data security. Many organizations have migrated their data to the cloud, yet users still use the same password for each account. Hackers love these users. Explore phishing and phone scams and how hackers use our emotions, vulnerabilities, and outdated security practices to get information. Identify tools already available and those that can be implemented to help prevent breaches to your data.

Using Data to Track the Signs of Discipleship – Boyd Pelley (Session A, B and C)

Learn how to give data a seat at your church’s leadership table. Attendees will be able to communicate the value of data in tracking discipleship, the method for using data to see more clearly, and the potential for using data to make disciples more effectively. Gain behind-the-scenes insight into the development of Churchteams and the future of Church Management Software.

Nonprofit Ministries

990s for Nonprofit Ministries – Jonathan Tucker (Session B)

The IRS Form 990 is a long, detailed, and complex return for nonprofit organizations. A lot of information must be disclosed to the public. This workshop will provide an overview of the Form 990 with particular emphasis on how to provide this valuable information.

Employee Recordkeeping: Know Your Responsibilities – Mea Walker (Session D)

With the updates in technology pushing companies to move to a paperless and online world, employee recordkeeping can get lost in the mix. Knowing the requirements and how they can affect your organization are vital. This workshop will help clarify the types of documents that should be collected and retained, how they should be stored and kept confidential, what should be included in a personnel file, and how to manage that process in an electronic setting.

Equipping Your Team with Software – Glenn Wood (Session D)

Changing software is never fun or cheap. Equipping your team with the right software takes time, effort, and input from all areas of the organization. Explore practical steps to evaluate your current software and decide whether to stay put, provide more training for your staff, or make a change. If it is time for a change, attendees will walk through a proven process to find the best software for their organization.

Fraud and the Nonprofit Organization – Jonathan Tucker (Session A)

Fraud can (and does) occur in any organization. Small businesses and nonprofit organizations are especially vulnerable due to their size and limited resources. This workshop will provide an overview of fraud and the nonprofit organization with particular emphasis on fraud prevention.

Good Boards and Bad Boards: Working Effectively with Each – Tim McDermott (Session A)

In this workshop we will discuss best practices of good boards in effective organizations. We will also discuss common problems where boards can get off track and create problems for the CEO and the organization and how the CEO can overcome these challenges. We will also encourage attendees to share their own “war stories” where they have faced challenges and successfully overcame them.

Proven Strategies to Go from Small to Medium to Big – Tim McDermott (Session C)

In this workshop, we will learn proven strategies that will grow your organization. We will identify key areas for growth and provide examples of how to grow in each area. We will also discuss the pitfalls to watch for as you help grow your organization from small to medium to big.

Should I Stay or Leave? Or, Can I Do Both? – Dave Travis (Session A)

This workshop covers the key questions and ways that different organizations address this challenge. With over half of founders and long-term leaders remaining in some role after a handoff, how can that be done well without hurting the organization? We will discuss how to answer the question as to what is best in their situation, reduce the drama and baggage if the leader stays, and find ways for past leaders to still be fruitful and helpful.

"I attend every year and leave reenergized to do my job and grow our church."

Schedule

7:30 - 8:30

Kickoff, Welcome & Door Prizes

8:30 - 8:45

Special Interview

9:00 - 10:15

Session A Workshop Topics

Speaker

A-1	Slips, Trips, Falls	Maria D. Martinez
A-2	Recruitment: What to Look for and How to Do it	Chad Carter
A-4	Medicare for HR Administrators	Michelle Feagin
A-5	7 Core Values for a Healthy Staff Culture	Rick Cadden
A-7	Managing Payroll Compliance Risks	Aaron Longoria
A-8	Good Boards and Bad Boards: Working Effectively with Each	Tim McDermott
A-9	Fraud and the Nonprofit Organization	Jonathan Tucker
A-10	When You Don't Know Enough to Ask the Right Questions	Lee Ann Crockett
A-12	Recent Developments: Capitol Hill, the Courts and Beyond	Nichole Wallenfelsz
A-13	Growing Your General Giving All Year Round	Jon Wright
A-14	Building a Culture of Giving Through Your Coffee Program	Mike Bacile
A-15	Coaching for Growth: Say Less, Ask More	Greg Ligon
A-18	Church Security Overview	Mike Gurley
A-20	From the Pew to the Parking Lot: Communicating Your Message for Better Results	Cody Johnson
A-23	Staff Working Remotely: A Framework For Success	Nicholaou, Smith, Wood
A-26	Fresh Air for Hustlers: Why You Should Observe a Sabbath	Benjie Shaw
A-28	Prayer in the Church: Looking to a More Biblical View	Brent Johnson
A-29	Practical Steps to Properly Plan a Capital Reserve Account	Tim Cool & Nathan Parr
A-30	Basics of a Utility Analysis & HVAC Equipment	Paul Brokhin & Kevin Wheeler
A-32	Roofing 101: Proactively Managing Your Roof	Timothy Shaw
A-33	Enemy at the Gates: Protecting Churches & Members in an Age of Growing Crime	Mark Popkowski
A-34	Aiming Your Arrows: Design Discovery Assessment for Children & Teens	Walt & Tammie Jurek
A-35	Cultivating & Engaging Your School's Major Givers	Kim Jennings
A-36	Parent Connection: How to Turn Preschool Ministry into Family Ministry	Candy Burden
A-41	Think Like a Hacker to Protect from Hackers!	Val Dagher
A-43	Using Data to Track the Signs of Discipleship	Boyd Pelley
A-44	Should I Stay or Leave? Or, Can I Do Both?	Dave Travis

10:15 - 10:45

Morning Snack Break

10:45 - 11:55

Session B Workshop Topics

Speaker

B-2	HR Roundtable	Carter, McDermott, Sommerville
B-3	Unrelated Business Income	Elaine Sommerville
B-4	Medicare For HR Administrators	Michelle Feagin
B-7	Preventing Time Theft/Abuse & Payroll Fraud	Robert Hernandez
B-9	990s for Nonprofit Ministries	Jonathan Tucker
B-10	When You Don't Know Enough to Ask the Right Questions	Lee Ann Crockett
B-12	Recent Developments: Capitol Hill, The Courts and Beyond	Nichole Wallenfelsz
B-13	Growing Your Online Digital Giving	Jon Wright
B-14	Building a Culture of Giving Through Your Coffee Program	Mike Bacile

10:45 - 11:55

Session B Workshop Topics**Speaker**

B-15	Coaching for Growth: Say Less, Ask More	Greg Ligon
B-18	How to Develop a Security Team	Mike Gurley
B-20	Effectively Building a Leadership Team	Cody Johnson
B-21	Equipping Your Ministry With Metrics	Glenn Wood
B-22	Protecting Your Ministry From Cyber Threats	Jonathan Smith
B-24	In Our Weakness, God is Strong	Carmen Pate
B-26	Fresh Air for Hustlers: Why You Should Observe a Sabbath	Benjie Shaw
B-28	Worldview: What Makes a Christian View More Biblical?	Brent Johnson
B-29	How to Increase Facility Management Efficiency with CMMS	Tim Cool & Nathan Parr
B-30	Basics of a Utility Analysis & HVAC Equipment	Paul Brokhin & Kevin Wheeler
B-31	Faith & Community Partnerships	Micah Simecek
B-32	Roofing 101: Proactively Managing Your Roof	Timothy Shaw
B-33	Enemy at the Gates: Protecting Churches & Members in an Age of Growing Crime	Mark Popkowski
B-34	Dive Deeper Into Your Child's Design with Assessment Tools for Children & Teens	Walt & Tammie Jurek
B-35	Working With Your School Board to Engage Them as Givers	Kim Jennings
B-36	Ages & Stages	Candy Burden
B-39	Help! I Have a Teenager and I Am Losing My Mind!	Jeff Land
B-40	Radio & Digital Advertising: The Perfect Combination	Bernard Lee
B-42	Modern Communications and Collaboration Using Microsoft Teams	Jay O'Neil
B-43	Using Data to Track the Signs of Discipleship	Boyd Pelley
B-44	Seven Ways to Fail at Succession	Dave Travis

12:00 - 12:30

Lunch in FLC & Networking

12:30 - 1:45

Special Events, Door Prizes & Keynote Address

2:00- 3:15

Session C Workshop Topics**Speaker**

C-2	Firing With a Human Touch	Chad Carter
C-3	Best Practices in Planning & Executing Compensation Plans	Elaine Sommerville
C-4	Medicare For HR Administrators	Michelle Feagin
C-6	How to Lead Better 1:1 Meetings With Your Team	Holly Tate
C-7	Independent Contractors: Avoiding Misclassifications	Mea Walker
C-8	Proven Strategies to Go from Small to Medium to Big	Tim McDermott
C-9	The Perfect Audit	Ashley Voss
C-10	It Can't Happen Here: Why Your Church May Experience Embezzlement	Lee Ann Crockett
C-11	Key Metrics for Churches and Ministries	Allison Webb
C-12	Cash Reserves: When is Enough... Enough?	Nichole Wallenfelsz
C-13	Your Digital Giving Dashboard & Metrics You Need to Know to Grow Giving	Jon Wright
C-14	Building a Culture of Giving Through Your Coffee Program	Mike Bacile
C-16	Sharpening Your Edge	Kozhi Makai
C-18	Overview: West Freeway Assembly of God Shooting	Mike Gurley
C-20	Equipping Your Staff to Communicate Wisely	Cody Johnson
C-21	Building Together As a Team	Glenn Wood
C-22	Effective Time Management	Jonathan Smith
C-23	Demystifying PCI Compliance	Nick Nicholaou
C-25	From Grief to Growth	Scott Riling
C-26	Fresh Air for Hustlers: Why You Should Observe a Sabbath	Benjie Shaw

2:00 - 3:15

Session C Workshop Topics

		Speaker
C-27	Are You Progressing or Regressing?	Leah Holder Green
C-28	Prayer in the Church: Looking to a More Biblical View	Brent Johnson
C-29	Facility Management vs. Event Management	Tim Cool & Nathan Parr
C-30	Basics of a Utility Analysis & HVAC Equipment	Paul Brokhin & Kevin Wheeler
C-32	Roofing 101: Proactively Managing Your Roof	Timothy Shaw
C-33	New Technologies for Fire and Life Safety	Mark Popkowski
C-34	Aiming Your Arrows: Design Discovery Assessment for Children & Teens	Walt & Tammie Jurek
C-37	Worship for Children: More than a Song	Beth Mitchell
C-38	Is How You Teach the Way They Learn?	Kim Shelby
C-39	Parenting and Children	Jeff Land
C-43	Using Data to Track the Signs of Discipleship	Boyd Pelley
C-44	Addressing What Most Organizations Miss in a Succession Process	Dave Travis

3:15 - 3:45

Afternoon Snack in CO+OP Alley

3:45 - 4:55

Session D Workshop Topics

		Speaker
D-3	Tax & Legal Update	Frank & Elaine Sommerville
D-6	How to Lead 1:1 Meetings With Your Team	Holly Tate
D-7	Employee Recordkeeping: Know Your Responsibilities	Mea Walker
D-9	Risk Assessment for Accounting & Finance Leaders	Ashley Voss
D-11	Key Metrics for Churches & Ministries	Allison Webb
D-13	Create a Team That Your Congregation Will Love to Invest In	Jon Wright
D-14	Building a Culture of Giving Through Your Coffee Program	Mike Bacile
D-15	Coaching for Growth: Say Less, Ask More	Greg Ligon
D-16	Disrupted!: Resiliently Reintegrating in the Face of VUCA	Kozhi Makai
D-17	Marketing Your Mission: Turning a Creative Idea into Reality	Russell Etheredge
D-18	Preparing for the Unexpected	Mike Gurley
D-19	Equipping You with Resources in Ministry	Jerrie Amos
D-21	Equipping Your Team With Software	Glenn Wood
D-22	Parenting & Technology	Jonathan Smith
D-23	Avoiding Data Theft & Identity Fraud	Nick Nicholaou
D-26	Fresh Air for Hustlers: Why You Should Observe a Sabbath	Benjie Shaw
D-27	You Love God. But Do You Love People?	Leah Holder Green
D-28	Worldview: What Makes a Christian View More Biblical?	Brent Johnson
D-30	Basics of a Utility Analysis & HVAC Equipment	Paul Brokhin & Kevin Wheeler
D-32	Roofing 101: Proactively Managing Your Roof	Timothy Shaw
D-33	New Technologies for Fire and Life Safety	Mark Popkowski
D-34	Dive Deeper Into Your Child's Design with Assessment Tools for Children & Teens	Walt & Tammie Jurek
D-35	Inspiring Your Team and Crafting Systems to Fund Your Mission	Kim Jennings
D-44	Leaving a Great Legacy: How to Build Toward the Legacy	Dave Travis

5:00 - 5:15

Evaluation Drawing & Door Prizes

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Schedule at a Glance

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

8:30 am – 8:45 am Welcome & Door Prizes

9:00 am – 10:15 am Session A Workshops

10:15 am – 10:45 am Morning Snack Break

10:45 am – 11:55 am Session B Workshops

12:00 pm – 12:30 pm Lunch in FLC & Networking

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

2:00 pm – 3:15 pm Session C Workshops

3:15 pm – 3:45 pm Afternoon Snack in CO+OP Alley

3:45 pm – 4:55 pm Session D Workshops

5:00 pm – 5:15 pm Evaluation Drawing & Door Prizes

Pricing:

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Early Bird Registration - November 1 to January 9:

Individual	\$115	\$150
Groups of 3 or more per registrant	\$99	\$130

Regular Registration - January 10 to January 31:

Individual	\$130	\$160
Groups of 3 or more per registrant	\$110	\$140

Late Registration - February 1:

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

At the Door: \$150 \$170

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- Register online and pay by credit card at **TexasMinistryConference.org**.
- If circumstances prevent you from attending the conference after registering, feel free to invite a coworker or friend to take your place.
- Only registered attendees are eligible for door prizes.
- Download our app for information on speakers, workshops, exhibitors and events throughout the day.
- If you have questions, please call 832-478-5131 or email: info@TexasMinistryConference.org.

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A graphic of four interlocking puzzle pieces in 3D style, colored orange, purple, green, and blue, arranged in a cross pattern.

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