

COSP

A Publication of Church Supplies & Services | August 2019

Resources MATTER



The Ultimate Ministry Resource

Lead Article by CJ Malott, page 12



Is Your Church, School or Non-Profit Paying an "Under Market Rate" on its electric bill?

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Endorsement and References!

- ❖ Church CO+OP Partner
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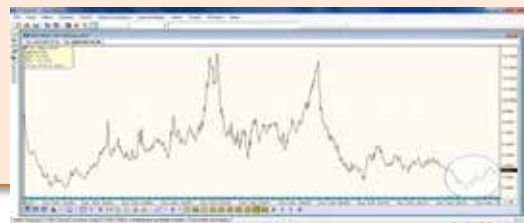
for additional references and more details at: www.tesenergyservices.com.

Market Watch!

When there is a dip in the marketplace, TES will advise you of the type of opportunity available at that time.

Aggregated Rates!

We manage the majority of the facilities in aggregated group rates. When an electric provider sees us pricing a large load, made up of individual churches, schools and non-profits, their rates drop. Then TES starts working to create a "Bidding War" among the providers to push for a lower rate!



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Keep your contact information current. The lifeline of communication to our members is through correct contact information, i.e. key contact names, phone numbers and e-mail addresses. Send all updates to patti@churchco-op.org. Help us keep you informed of the latest in events and savings from our vendors.

Editor's Note: For submitting articles, artwork or comments about this publication, please contact: Patti Malott at 832.478.5131 | patti@churchco-op.org

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From the Director

Two years ago this month, a hurricane named Harvey brought devastation to Houston and its surrounding areas. Thousands of people were faced with water in their homes and businesses that had never flooded before. Water rose above street signs, in many homes as high as the second story.

Once the water subsided and roads became passable, I ventured out to survey the area. Homes had piles and piles of sheetrock, insulation, furniture and damaged belongings sitting out at their curbs. Within a week, the streets looked like a landfill.

Some people were able to return their homes to livable condition within a few months. They had resources such as flood insurance, friends who offered their time and talents, proper tools, food and household items from their church families. Others were not so fortunate. Without flood insurance, skilled helpers, tools and support from within the community, some homes still await restoration. Others sit empty. Many business owners went bankrupt or just walked away from their investments.

Resources Do Matter!

Having the right resources to carry out your mission matters. This issue of CO+OP Magazine is fully dedicated to providing resources to help you further your mission.

Our lead article by CJ Malott reminds us of our ultimate resource, the Bible. You can find that on page 12. Nick Nicholaou recently shared his helpful research on Church Management and Donor Systems. Because we are often asked about various systems available to ministries, we included his entire report on pages 26-33. You will find each article in this issue presents another valuable resource you won't want to miss.

Check out our newest vendor, APS Payroll, on page 47, and learn how their unified HR and Payroll solutions can benefit your team. They do much more than payroll and can be a significant resource for your organization.

Behind the scenes, our CO+OP Team continues to work diligently to offer you valuable resources through our fully vetted vendors. If you currently use a great vendor who is not on our approved CO+OP list, please let us know and we will visit with them to see if they can help other churches save ministry dollars.

In the meantime, grab that favorite cup of coffee or iced drink, kick up your feet and enjoy reading!

Together We...Are Resourceful!

Patti Malott
Executive Director



Connecting People and Resources

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Connecting People and Resources

www.churchco-op.org

Mission

The CO+OP connects churches, schools and nonprofit organizations with reputable vendors and resources to save time and money on products, services and education.

Purpose

We achieve our Mission through...

- Saving time by screening prospective vendors
- Saving money by pre-negotiating with prospective vendors
- Securing reputable vendor resources that bring value to member organizations: churches, schools, camps, nonprofits and other ministries
- Acting as your liaison and advocate in time of need
- Helping cultivate mutually beneficial relationships between vendors and members
- Providing excellent networking experiences
- Providing educational opportunities at a reduced rate through our annual Texas Ministry ConferenceSM using relevant national and local speakers.
- Meeting the needs of others through our nonprofit organization

Learn more about the CO+OP at www.churchco-op.org or call **832.478.5131**.



Texas Ministry ConferenceSM

www.TexasMinistryConference.org

The purpose of the Texas Ministry ConferenceSM is to provide tools and resources for those who serve in churches, schools and nonprofit organizations. This includes both people in leadership who drive the vision and those who support them such as employees; committee, lay, council, and session members; elders and volunteers.

We do this at our annual conference by offering affordable training, educational workshops, quality vendors and sponsors, networking, fellowship and encouragement.

The Texas Ministry ConferenceSM is held the third Thursday of each February.

Learn more about how you can benefit from attending this conference at www.TexasMinistryConference.org or by calling **832.478.5131**.

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8 Tips to Get the Most from Your Projectors

To align with this issue's theme, Resources Matter, the Mechdyne team would like to offer these projector operation tips. Following these guidelines will help ensure that your projector system is operating at its best and prevent unnecessary failures.

1. Avoid powering up the projector when it's not needed. "Striking" the system (the process of powering up the projector lamp) puts wear and tear on the lamp, which will eventually lead to degraded performance or failure.
2. Projectors have air filters like cars do. Ensure the filters are replaced and/or cleaned on a regular basis. Projectors require a lot of airflow for proper cooling, so keeping the filters clean is very important. Lamp and filter replacement time recommendations can be found in the owner's manual for the projector.
3. Even though a projector has a filter, be wary of the environment in which it is operating. Excessive dust and dirt can make its way into the inside of the projector, which can shorten the lifespan of critical projector parts.
4. Avoid powering up the projector right after it has just been on for an extended period of time. Repeated short cycles of heating and cooling of the lamp can lead to a decrease in lamp life. The best practice is to allow 15 minutes of time to pass after turning off the projector before turning it back on again.
5. Replace the lamp at the manufacturer's recommended lamp exchange time. Look in the projector's owner's manual for this information. Operating the lamp past this time can lead to an explosive failure, which can damage internal projector components.
6. Regularly inspect signal and power cables that are connected to the projector to ensure that both are in good condition. Failure of either cable will result in loss of image.
7. After purchasing a new projector, make sure to run it for at least 20 to 30 hours during its first week. This seems counterintuitive to saving lamp life, but lamp warranties are typically 90 to 180 days after the time of purchase. If a lamp is going to fail, it will typically happen within this timeframe, which will allow you to replace it under warranty.
8. When installing a new lamp, make sure to save your old lamp (if it's still working). While the old lamp may not have many hours left, it could still come in handy as a backup if the new lamp fails unexpectedly.

Following these tips will help you get the most out of your projector components and lamps. With projector lamps costing as much as \$1,000 each, it's important to extend their life as much as possible. +

Travis Radney



Travis Radney is the Managed Services Operations Manager for Mechdyne's Technical Services Department and has been with the organization since 2011. Mechdyne specializes in providing customized Audio Visual and IT solutions based on their clients' specific needs. Please visit their website at www.mechdyne.com or contact dedicated CO+OP representative Kate Taylor at 817-771-4820 or kate.taylor@mechdyne.com.



we've got you covered

by Kim Whaley and Dave Adams

When you're looking for the right employee to add to your staff, a candidate's first question is often, "Do you offer benefits?" Unfortunately, too often the answer is no. This can result in the perfect candidate moving on down the road to another employer with benefits. So, what can you do?

We've got you covered! Core Benefit Services, Inc. specializes in small businesses and church employers. We work with you one-on-one to design a plan to fit your budget. Many employers are now offering multiple plans and paying a portion of the least expensive option, which allows them to set and remain in a specific budget. For example, if you can comfortably contribute \$300 a month per employee towards their insurance, that would pay a significant portion towards a Bronze level insurance plan. However, an employee who wants a lower deductible or out-of-pocket maximum may choose to pay the difference to "buy up" to a Silver or Gold plan. It doesn't cost the employer any more, as the cost is transferred to the employee based on their personal plan choices.

Many employers are now looking at higher deductible plans to keep the cost down while also implementing a Health Reimbursement Account (HRA), Flexible Spending Account (FSA) or Health Savings Account (HSA). Depending on your group size, the savings can run into the thousands, if not tens of thousands of dollars. We help our clients by setting up pre-tax Section 125 programs, also known as Premium Only Plans (POP). We also establish and administer Health Reimbursement Plans (HRA) and Flexible Spending Accounts (FSA).

Through the provisions of Section 125 of the Internal Revenue Code, we can help you establish a Flex Account that will enable your employees to pay for their medical, dental and vision insurance premiums with pre-tax dollars. These qualified premiums are taken from the employees' pay before Federal, Social Security and Medicare taxes are calculated. By doing this, employees save anywhere from 20% to 30% on their payroll taxes. Under a Premium Only Plan, an employee's take-home

pay is increased, effectively reducing the cost of purchasing adequate health insurance. The benefit to employers is the reduction in their payroll tax liability. With a POP, employers do not have to pay FICA/FUTA taxes (~7.65%) on dollars that employees use toward the cost of their group health insurance premiums.

Employees may contribute on a pre-tax basis a pre-established amount of money per plan year into a Flexible Spending Account. The employee can use the funds in the FSA to pay for eligible health care and dependent care expenses. As with the POP, this saves the employees money as they are taxed after the benefit payroll deductions are made. Since employers match their employees' Social Security and Medicare taxes, any time the employees reduce their payroll taxes, the employer reduces its matching payroll taxes.

There are not many "win/win" opportunities in the benefits world these days, but a Section 125 plan saves employers and employees when qualified benefits are set up pre-tax. We will provide you with the proper documents to keep you in compliance with IRS requirements. We will also give you the support you need to set up the deductions properly in your payroll system.

If we look at higher deductibles to reduce the monthly premium, we can also assist you in implementing Health Reimbursement Accounts (HRA) as a way to offset the higher deductible and often keep the employee's financial risk the same as it was on a lower deductible plan. An HRA is an IRS-approved, tax-advantaged, health benefit plan that reimburses employees for out-of-pocket medical expenses.

The HRA is 100 percent funded by the employer, and the terms of these arrangements can provide first dollar medical coverage until the funds are exhausted or insurance coverage kicks in. The contribution amount per employee is set by the employer. Again, these plans must comply with the IRS guidelines of having the proper legal documents. We will help you with this.

Another way to attract and retain quality employees is through voluntary employee paid insurance. These plans include dental, vision, life insurance, short-term disability, cancer and accident plans. The employer looks like a hero for offering the desired lines of coverage, but all costs are on the employee if they wish to participate. There are minimum participation requirements from each carrier, usually around 25%, but we seldom meet with a group of employees where at least 25% do not enroll.

The best part of our job is conducting employee meetings. We love having the opportunity to meet with employees as a group to explain their options and often stay afterwards to have one-on-one discussions with people who wish to discuss their specific concerns privately. If an FSA or HRA is part of the program, we can help. For employers with employees who are Medicare age, Michelle Feagin with Health Insurance Solutions will step in to offer her assistance as well.

We would welcome the opportunity to sit down with you to determine a strategy to meet both the wishes of your staff and the needs of your budget. Our primary goal is to be able to say, "We've got you covered". ✦

Kim Whaley, RHU



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Kim Whaley is a Registered Health Underwriter and has been a member of the CO+OP for 7 years. For almost 30 years, Kim has been helping employers design affordable benefit plans for their staff.

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Dave Adams founded First Continental Diversified in 1987 and joined Core Benefit Services, Inc. as a valued partner approximately 10 years ago.

Dave specializes in IRS Section 125 plans, FSA and HRA, resulting in tax savings for employers and employees.

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CORE

CORE BENEFIT SERVICES, INC.



we've got you covered

by Michelle Feagin

Approaching age 65 sets off a marketing blitz attack worthy of Game of Thrones. Between your telephone and mailbox, it feels like someone painted a giant target on your back while you were sleeping. There are many decisions to be made. The wrong choice can be very costly down the road.

Fortunately, you have a guide to help you through the Medicare maze. As the Medicare plan vendor for the CO+OP, we can help you understand your options and determine the best one for your specific needs. In addition to helping individuals through this process, we also work with many churches as a resource for their staff. Helping members move from the group insurance plan to Medicare coverage can be a big premium saver for churches. At the same time, it can provide much richer coverage for the Medicare-eligible staff member.

We present free educational Medicare workshops for your church staff and senior groups, giving them an opportunity to ask questions without any sales pressure. This is especially helpful when the Medicare annual open enrollment period begins in the fall, and the marketing blitz is repeated. You have your own independent Medicare Specialist as a resource! Here are a few things that should be helpful to you:

Medicare.gov

This site can be used for online enrollment in Medicare. It can also be used to check Medicare Part D drug plans to see which plan will cover your medications at the lowest annual cost. Drug plan formularies change each year. Anyone with prescriptions for brand name drugs should check the Medicare drug plans each year during the fall open enrollment period. For those who don't care to tackle that task, we've gotten quite proficient at this over the years! We will be glad to assist you.

Extra Help Program

This is a little-known government program that can be a very big help to people living on a fixed income. It's easy to apply and significantly reduces the drug plan copays

for prescriptions. Copays can be capped at less than \$10! Information can be found at: www.ssa.gov/benefits/medicare/prescriptionhelp

GoodRX

This is a great shopping tool for prescription costs. It shows the price for medications at various pharmacies and often has discount coupons: www.goodrx.com

Medicare Supplement Plan F vs. Plan G

Most baby boomers remember a song with the refrain, "They're coming to take me away!" You may have heard that Plan F is going away in 2020. There is a lot of panic and confusion since this has been the most popular Medicare Supplement plan for decades. Let's clarify the issue.

Individuals who will become eligible for Medicare on January 1, 2020 or later will no longer be able to enroll in Plan F. They will be able to enroll in Plan G, which is very similar. Those who are already enrolled in Plan F can keep their plan. The only difference between the two plans is a \$185 deductible with Plan G. The lower premium for Plan G offsets the deductible.

Medicare vs. Group Insurance

These days it's become the norm to work past age 65. It's often difficult to determine the best option, staying on the group plan or enrolling in Medicare. We can help you weigh the many factors to be considered so you can make an educated decision.

New Medicare Enrollment Period

Medicare added a new annual open enrollment period this year for people enrolled in Medicare Advantage plans. This new window is from January through March. Advantage plan members may make one plan change to a different Advantage plan during this window. If your doctor has cancelled his contract with your Advantage plan at the end of the year, this gives you an opportunity to change to a different Advantage plan that his office accepts. We can work with your doctor's office to find your best plan option so you can keep your doctor.

The great news is that you don't need to become a Medicare expert! Through the CO+OP, you have an independent resource with over 30 years of experience. We provide workshops and staff assistance to many of our CO+OP churches. How can we help you? +

Michelle Feagin, RHU



Michelle Feagin, RHU, is the owner of Health Insurance Solutions in Houston, Texas. She is an independent insurance agent specializing in Medicare plans. With over 30 years' experience in health insurance, she helps clients understand how Medicare works and assists them with enrollment in the plans that will best fit their needs. She also presents educational Medicare workshops for employees and senior groups.

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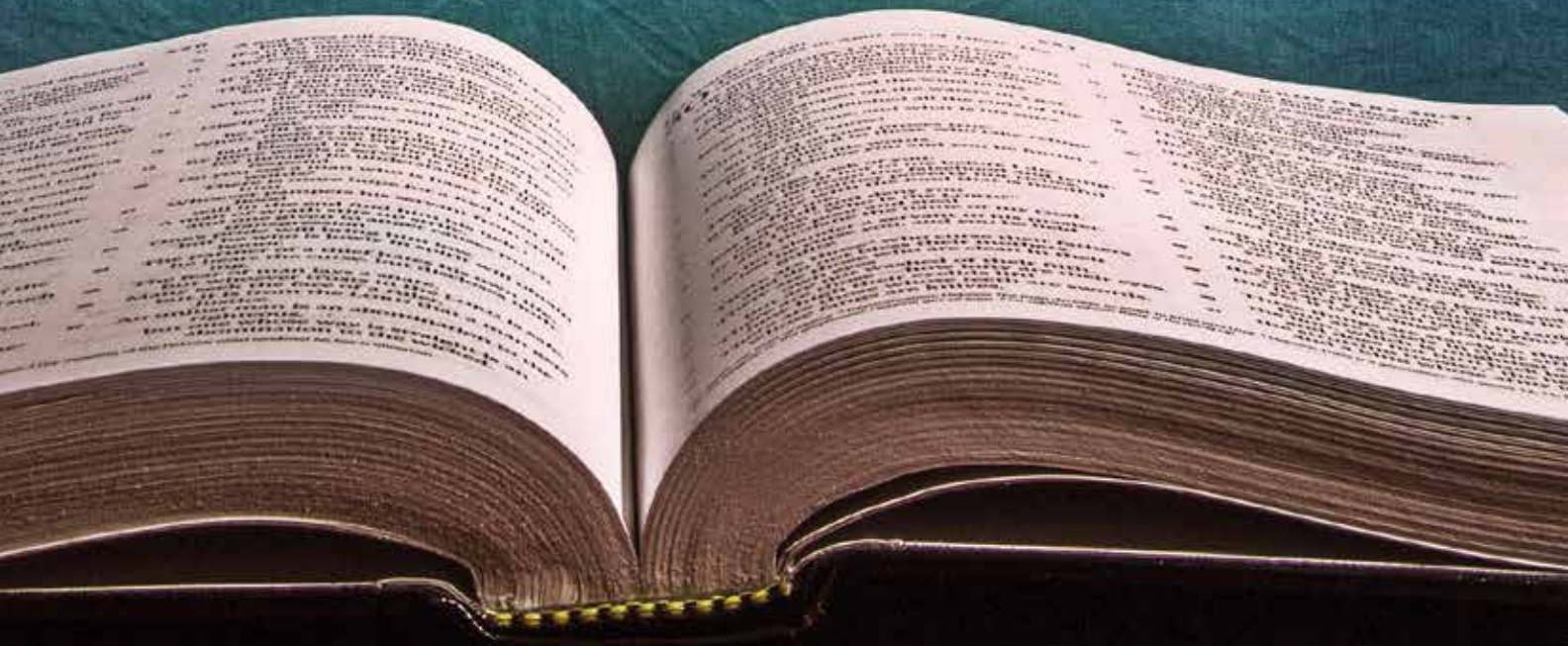
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THE
Ultimate
MINISTRY
Resource

by CJ Malott





At least once a week, I am asked for a recommendation for a resource to deal with various topics pertaining to families and children. As the Family Pastor at our church, I try to keep an organized list of books, articles and websites that might offer help to a family or child in need of direction or encouragement. In the Internet age, with so many resources at our fingertips, it is very easy to overlook the ultimate resource that has been around for centuries—God’s Word. Read in context, with Holy Spirit-illuminated eyes, the Bible is sufficient, clear and authoritative “to grant to us all things that pertain to life and godliness, through the knowledge of him who called us to his own glory and excellence.” (2 Peter 1:3)

The sufficiency of God’s Word should bring believers great comfort. God has not left us alone in this world to figure it out as we go or to guess how we should live as his children. I encourage you to look at Psalm 19:7-14, which offers an unwavering testimony from God Himself about the sufficiency of His Word for every situation. I won’t write out the passage in its entirety, but in verses 7-9, David gives us six statements about scripture that highlight a characteristic of God’s Word and describe its effect on the life of one who embraces it. God’s Word is sufficient and the greatest resource available to the follower of Christ and of course the church.

Let us not neglect it or forget it as the treasure that it is. R.C. Sproul puts it this way,

“To say that Scripture is sufficient is to say that the Bible contains all that we need for determining what we must believe and how we are to live before God. Scripture must be interpreted if we are to understand what we are to believe and how we are to act, but the sufficiency of Scripture indicates that we need no other source of special revelation for faith and life in addition to the Bible.”

God’s Word is also perspicuous or clear—you don’t have to have a PhD from seminary or a genius IQ to understand many things in scripture. For example, the gospel is clear that we are all sinners in need of a savior. We know for certain that Jesus is that savior who died on the cross for our sins, rose again on the third day, and is seated at the right hand of the Father until he comes back to claim his children and judge those who have chosen to live in rebellion to his command to “repent and believe.” Psalm 19:7 tells us that “The testimony of the Lord is sure, making wise the simple”, and Psalm 119:130 states, “The unfolding of your words gives light; it imparts understanding to the simple.” The Bible tells us that even children can understand the truth of the gospel and basic doctrines if one has ears to hear and a heart to understand. Wayne Grudem explains,

“In a day when it is common for people to tell us how hard it is to interpret Scripture rightly, we would do well to remember that not once in the gospels do we ever hear Jesus saying anything like this: ‘I see how your problem arose—the Scriptures are not very clear on that subject.’ Instead, whether he is speaking to scholars or untrained common people, his responses assume that the blame for misunderstanding any teaching of Scripture is not to be placed on the Scriptures themselves, but on those who misunderstand or fail to accept what is written.”

We can say the Bible is sufficient and clear, but until we bow our knee to its authority—the authority of the God of the universe—we will not be changed by it. It will basically become another self-help resource on our shelves. Because God is the ultimate and original authority, His words in Scripture should be the utmost and original source of truth in a believer's life. Richard Mayhue profoundly writes,

"God did not inherit His authority—there was no one to bequeath it to Him. God did not receive His authority—there was no one to bestow it on Him. God's authority did not come by way of an election—there was no one to vote for Him. God did not seize His authority—there was no one to steal it from. God did not earn His authority—it was already His. God inherently embodies authority because He is the great 'I AM.'"

We must never neglect the study of Scripture, our greatest resource. May we be like the Bereans in Acts 17:11 who were commended for searching the scriptures daily to find the truth, or like Peter in John 6:68 when he answered Jesus, "Lord, to whom shall we go? You have the words of eternal life." May we also be found delighting in His law and rejoicing at His Word like the psalmist in Psalm 119. John MacArthur reminds us,

"There is no substitute for submission to Scripture. Your spiritual health depends on placing the utmost value on the Word of God and obeying it with an eager heart. If you think you can find answers to your spiritual problems through

human counsel or worldly wisdom, you are forfeiting the most valuable and only reliable source of answers to the human dilemma. Do not relinquish the sweet, satisfying riches of God's Word for the bitter gall of this world's folly."

Many of our day-to-day operations in this world are not specifically addressed in Scripture. But we can learn principles of conducting honest business and being good stewards, trustworthy employees and kind managers. Sometimes we must turn to others who have giftings and expertise in certain areas where we don't. The CO+OP vendors, ministry partners and staff are eager to help you save ministry dollars and put more money back into your organization. We can be thankful for the resources God has provided through the CO+OP to help meet the physical needs of our ministries, but we must never neglect God's Word as the ultimate resource for our spiritual life. ✚

CJ Malott



CJ Malott is a staff elder at Founders Baptist Church in Spring, Texas. His current role as the Family Pastor allows him to provide leadership to the families at the church by overseeing the Preschool and Children's ministry, while investing in the spiritual growth of the parents. CJ has served as a pastor for over 23 years, but most recently served as the Chief Operating Officer of the CO+OP prior to joining the staff at Founders.



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PLAY BALL! USING THE RESOURCES OF A CPA

by Ashley Voss

I always smile when around April 15, folks find out that I'm a CPA. They say, "Wow, you must be really busy right now!" They are surprised or confused when I calmly reply, "Actually, no." They grow curious when I further explain that I know hardly anything about personal taxes except my own. Even then, the computer software does most of the work for me. Their next question should be,

"Well, then what do you do as a CPA?" Most never ask, unfortunately, because what I do and what a CPA can do is likely worthwhile to your nonprofit organization. If you are part of a nonprofit, here is a short list of thoughts and tips for you to consider the next time you need, or are wondering if you need, the resources of a Certified Public Accountant, or CPA.

First, CPAs specialize. Every CPA has expertise in some, but not all, areas of accounting, which for me means I know a lot about a little and a little about a lot. I recommend you first learn what your CPA really knows a lot about, so you can direct your next questions properly. In other words, if you work for a nonprofit organization, you want to be sure your CPA specializes in nonprofit accounting.

But specialization doesn't stop there. Within nonprofit accounting there are numerous subcategories: churches, health and welfare organizations, foundations, associations and more. Moreover, there are various areas of accounting and finance: financial reporting, internal controls, taxes, startup activities, capital campaigns, monthly bookkeeping, pastor payroll accounting and many more. This is why you will often see individual CPAs form a CPA firm, because a firm brings many CPAs together with various expertise in order to offer a full line of services to you and your organization. It's simply not possible for one CPA to know everything about everything. So be cautious: if you work for a church, you want to inquire about a CPA or CPA firm who really knows church accounting, not just nonprofit accounting.

Next, once you find the right type of CPA, consider their various service options in relation to the needs of your organization. Most CPA firms can provide, at a minimum, the following services:

- Financial audits and reviews
- Compilations or financial statement preparation
- Examinations of specific subject matters
- Tax preparation for 990 and 990-T
- Consulting or advisory services

Before you pick a service, you need to understand an important point. A CPA's greatest value to the client is their independence, closely followed by technical skills. A CPA is to a business what a referee is to a game: the referee doesn't participate in the game, but you're glad he is watching to make sure the game is played properly (according to the game rules) and fairly (without bias). While we don't always agree with the referee's decision, we trust that decision implicitly. A similar level of trust is expected of CPAs.

Here comes an important point: did you know that independence, that most vital of your CPA's services, is only required for a few of the services I listed above? A CPA must only be independent for attestation services: financial audits, reviews and examinations. A CPA may be independent for other services but must be independent for attestations. Why is this important? Independent services are often required by your organization's board or by-laws or by a third party who is vetting your organization. For example, banks usually want an annual audit or review of your organization if they are financing your organization's debt. You may be surprised to learn that a tax preparer—one who prepares your 990 or 990-T—does not have to be independent. Perhaps even more surprising is a tax preparer does not even have to be a CPA. So, consider whether you really need an independent service like an audit. Be careful if you use a non-CPA that they can validate their competency in some other way. Also, recognize that a non-CPA can never perform (and should never offer to perform) a true financial audit.

Probably the most underutilized CPA service is consulting. In my firm's practice, many organizations default to requesting audit and review services. This makes sense: audits are comprehensive and respected around the country as the highest level of service a CPA can perform. However, if an organization is not required to have an audit or review, they might be better serviced by a CPA's consulting services. The beauty of consulting is that it can be tailored to your specific needs. For example, many organizations simply want to know that they are "doing it right." They don't need a full financial audit. They don't even need financial statements (and certainly not disclosures!) They are really just concerned about basic day-to-day, month-to-month operations such as payroll, contributions processing and disbursements processing. Are we handling the money properly? Is there anything we could do better, more efficiently, more effectively? How do we compare with other organizations like ourselves? Are we following best practices? A CPA can help answer these questions by tailoring a unique consulting engagement to you. Furthermore, a consulting engagement may be cheaper for your budget than an audit. While the average hourly rate for consulting should be higher, the overall cost should be less than a full audit.

Finally, recognize there are times when you need someone other than your long-trusted CPA. I'm happy that many of our clients think of us first and call when they have an accounting, finance or compliance question. But a seemingly simple question can quickly cross over into a complex regulatory and legal matter. In that case, they don't need a CPA as much as they need an attorney (or better, a CPA who is an attorney). Perhaps they simply

need a different CPA firm with another area of expertise. The good news is that your CPA's professional network overlaps with other CPAs, as well as with attorneys who specialize in serving organizations like yours. So, don't be afraid to ask your CPA for referrals. Your CPA should be able to provide you with references for other CPAs, attorneys or experts in your community who specialize in your most pressing or complex needs.

CPAs offer a variety of resources and expertise to support your frontline ministry. God bless you as you find the CPA service—among many good options—that is most valuable and timely for your organization! ✚

Ashley Voss, CPA



Ashley Voss, CPA, joined the professional team of Ratliff & Associates in 2008 and became a shareholder in 2013. He started his CPA career in 2002 with Ernst & Young, LLP in Fort Worth, Texas. Today, he enjoys assisting churches and ministries fulfill their mission and purpose. He is a member of the Texas Society of CPAs and is both a presenter and committee member for several nonprofit groups in Texas.

A CPA IS TO A BUSINESS WHAT A REFEREE IS TO A GAME: YOU'RE GLAD HE IS WATCHING TO MAKE SURE THE GAME IS PLAYED PROPERLY AND FAIRLY.

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INCREASE
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62% U.S. Associate gender & ethnic diversity

MORE
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100%
Compliance to animal welfare

PROTECT
Human Rights in our Global Supply Chain

CO₂ 15%
Carbon footprint reduction in fleet/facilities

20%
Renewable electricity

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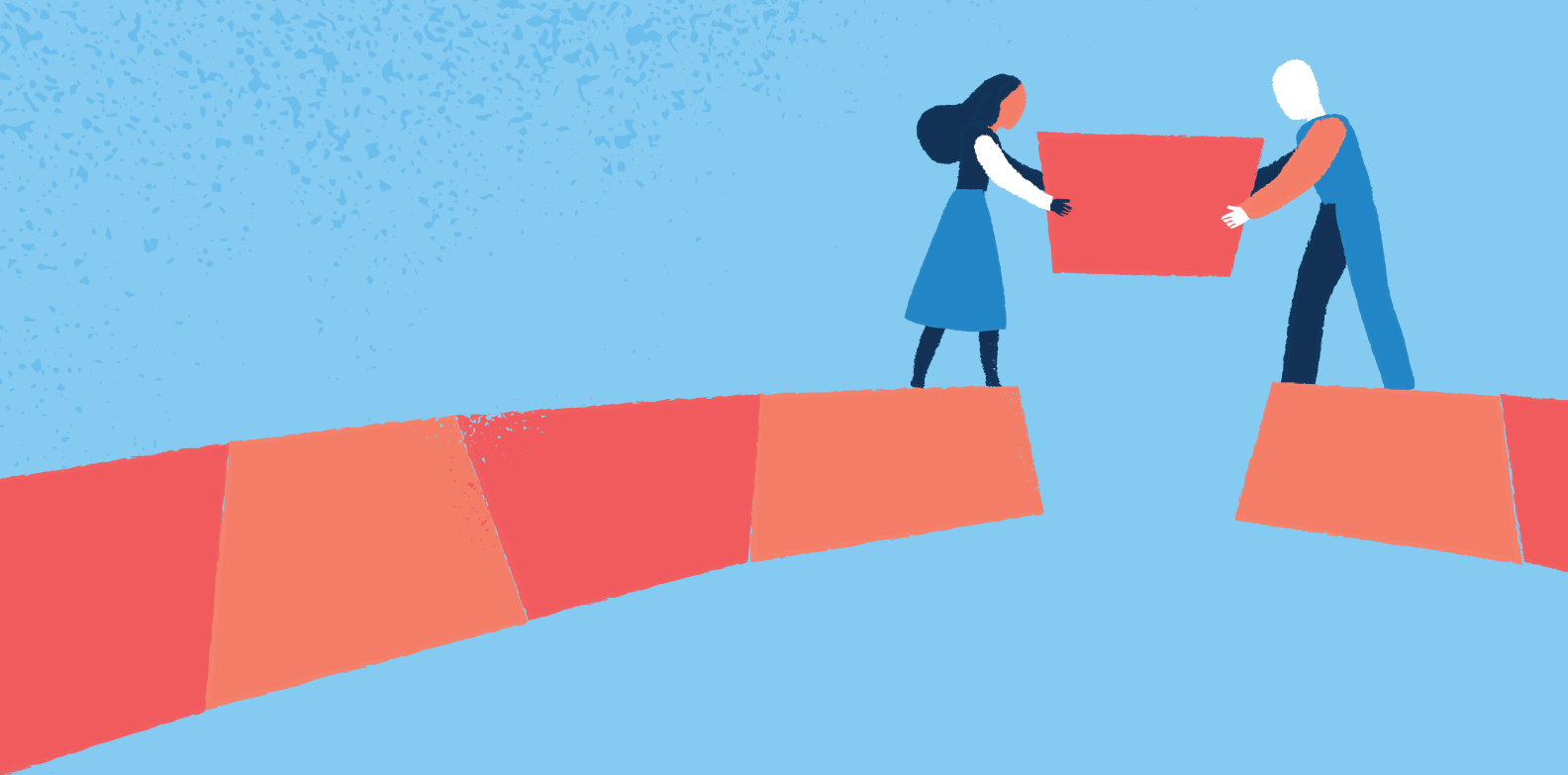
FAITH COMES BY HEARING

The background is a light blue color with a pattern of darker blue, irregular shapes. Two stylized human figures are shown from the waist up, holding a large, red, rectangular sign. The figure on the left is wearing a black top and a blue skirt, with a white sleeve. The figure on the right is wearing a blue top and black pants, with a white sleeve. The sign is red and has the title 'DEVELOPING RESOURCE CONNECTIONS' written in a dark blue, sans-serif font. Below the title, the author's name 'by Jerrie Amos' is written in a smaller, dark blue font.

DEVELOPING RESOURCE CONNECTIONS

by Jerrie Amos

How many times have we seen the value of connections work to our benefit? It may have been how you were introduced to your present position or how you were allowed to jump start a new idea. In my many years as a key account representative for major corporate manufacturers, I found it most profitable to learn to depend on focused connections with proper resources. When God graciously moved me into a position in the nonprofit world where the heart mattered, I was hopeful to find resources to further our reach of service. Instead, I was surprised to find that most resource connections in the nonprofit world consisted of either a large binder with outdated information or a local government-provided call center with limited Christian connections.



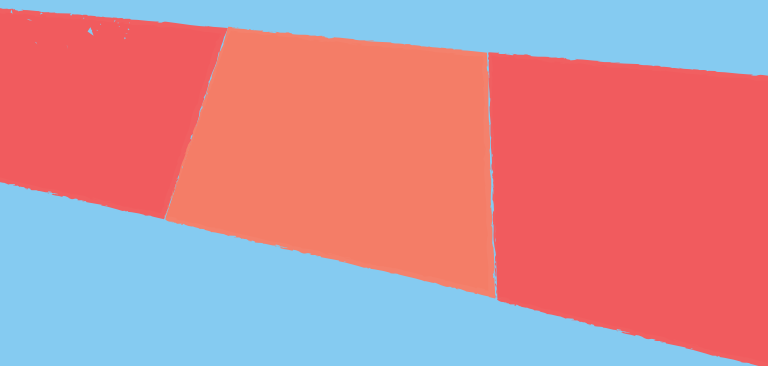
Within the nonprofit community, there is a critical need to provide resources to those whom you are serving. Finding these can take time which is in short supply. It is essential to avoid the killer of all ministry productivity—“Mission Drift”—which means spending time, finances and precious volunteers to complete a service that is out of the scope of your mission statement. To avoid “Mission Drift”, it is important to seek those resources that will continue your mission with excellence and act as an extension of your own vision. These resources must strengthen and reinforce what you have already accomplished with your clients, or else progress is halted and a different vision replaces the established good work of your supporters’ investment. An excellently run ministry should establish a system to measure productivity. Are your clients being served well, and can you measure outcomes? Did the client connect to the resource, and was she or he helped?

Dedicating a team leader to spend time building and implementing a process to increase your resource connections is a strong return on investment. This intentional focus provides hours of return to you and your staff by avoiding the loss of progress if a client is not given a positive next step or is given a direction that reverses the quality effort of your volunteers and staff.

I commit about three hours a week to at least two appointments with an outside resource that I might offer our client. These resources are found by attending fundraisers, local Chamber networking breakfasts, open houses and celebrations. I always speak to everyone I can and offer

my card. I often schedule an appointment during a chance meeting to visit with these individuals in their office and discuss how I help women in their community. My purpose during the appointment is to lay eyes on the location and be greeted by the same people who would be there for my client. I ask myself, how do I feel? Am I comfortable and receiving good service or is this a waste of valuable time that a person in crisis does not have? It is always important to know how their website works, how the resource is funded, and their service delivery method. If it is a Christian ministry, I pray with the Executive Director over the ministry and offer an invitation to visit our location to understand our process. I have a form that I use for vetting a resource that I complete for my files at the end of my visit. So many misunderstandings have been cleared up by walking through each other’s doors to visually see how we serve.

The key result of these efforts is to identify focused connections with proper resources to offer our clients. We keep our resource connections in an Excel workbook. This method is simple and flexible to make immediate changes throughout our network of 16 computers. We currently have over 150 resources to offer our clients. These fall into specific categories such as housing, food assistance, education, public health, professional counseling, financial assistance, shelters, support groups, domestic violence, adoption, employment and many more. As an example, many of our teen moms are given a connection to the Teen Life Center. This Christ-focused nonprofit picks up where we leave off, and our client is then disciplined with the love of Christ and given fellowship and support during regular meetings at the center.



We have a system of follow-up with our clients to ensure they have all the next step resource connections that will strengthen and reinforce the work we have begun. Our results are measured, and these successes help our donors feel satisfied that their support is going toward the mission of the ministry.

My goal is to search for Christ-focused resource connections who do what they do with excellence. That includes handing off our clients to trustworthy partners in the call we all have—to bring about the peace, comfort and truth in love for all our clients as we demonstrate the love of Christ to those we serve. We are all working side by side to increase this kingdom by providing tangible help with excellence. The heart matters in the nonprofit world and creating focused connections with proper resources does change lives. ✦

Jerrie Amos



Jerrie Amos has served as the Community Liaison for Care Net Pregnancy Center since 2008. Prior to joining the staff, Jerrie was a volunteer peer counselor while still employed in the corporate setting. Jerrie is licensed by the State of Texas as a Community Health Worker recognizing the specialty of resource referrals for clients. She has had the privilege

of speaking to numerous organizations and women's ministry groups, has trained young executives, and serves on the CO+OP Board of Directors. Her passion is connecting people who provide beneficial services to those who need Christ's love and compassion.



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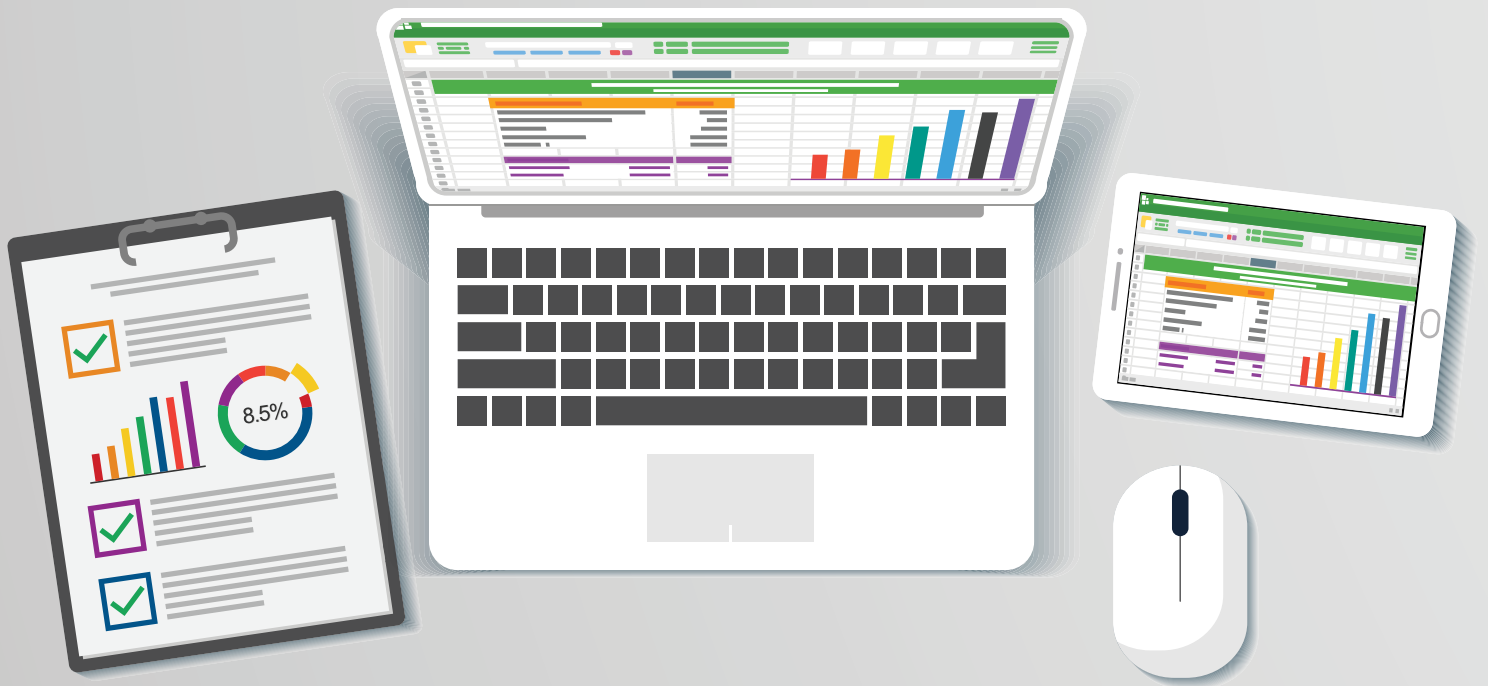


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CHURCH & DONOR MANAGEMENT SOFTWARE (CHMS)

by Nick B. Nicholaou

Solutions from church and donor management software providers keep improving in their ability to help churches and ministries fulfill their mission! Their features to track and communicate with people, their web and mobile device interfaces, and their powerful database tools make this category of software a big help and a valuable asset for today's ministries in reaching many with The Gospel and discipling them.

Church Software Historical Perspective

In the mid-1980s the number of these programs had grown to 262! Then some merged, some consolidated, and some went out of business, reducing the number to only 34. In the 1990s the Internet made it so easy for those writing solutions to share them that the number of solutions more than doubled! Our research this year found 53 solutions focusing on the church and ministry market, of which 35 qualified for this article (requirements include active marketing, minimum growth, and active development of their solution).

We always include new providers (those three years old or less) to give them a chance to build some momentum and compete with 'the big guys'. It also keeps all of the providers 'on their toes' as the up-and-comers sometimes develop new technologies that benefit many churches and ministries in new ways.

Why Church Management Software?

The solution providers on the following pages meet the sophisticated and complex needs of churches and ministries. Tracking more than just simple CRM datasets like names, addresses, and phone numbers, many of these also help build community and track traditional and modern family relationships, spiritual gifts, talents, interests, attendance, nursery security, contributions, fundraising campaigns, volunteerism, small groups and more.

Church and ministry offices can be stressful workplaces because of the many deadlines that must be met by an administrative staff that is typically smaller in number than what would be found in a similar-sized secular business. Church management software, if well written, can be a soothing balm. If it's powerful, capable, fast and stable, the ministry team can rely on it to help them get the most possible work done—efficiently and with minimal stress. And if its abilities are broad enough, every ministry in the church or ministry can focus on just one database, increasing synergy and minimizing cost.

Church Management Software Defined

Decades ago Steve Hewitt, then Editor-in-Chief of Christian Computing Magazine (recently re-branded as MinistryTech Magazine), labeled this software category tailored to meet the needs of churches as Church Management Software, or CMS. To help prevent confusion since there are now so many software categories called 'CMS', it is now referred to as ChMS. Parachurch ministries need to track similar data, so we invited those solutions into this article too. Following is a well-researched list of the leading ChMS providers at the time of this writing, with each stating at the top of the feature chart whether their focus is church, parachurch or both.

Not-for-Profit Accounting

Churches and ministries exist in a unique accounting niche that most software (and even most CPAs!) can't help with. But many ChMS packages can help in this area.

One of a ministry's most vulnerable areas is finance. All too often we hear about churches and ministries that have suffered embezzlement by a trusted team member. One of the best protections in an accounting system is a good audit trail, tracking the detail of every transaction and whose data cannot be altered in any way. For these reasons, some ChMS providers have written their own fully-integrated accounting system.

Some churches and ministries want a ChMS that has a fully-integrated accounting system, and we list the functions they look for in the chart. Others may not care if the ChMS provider has written its own accounting system, and for them it's good to know that most ChMSes can interface with 'third-party' accounting systems such as those in the chart that only provide nonprofit accounting solutions.

Feature Chart

We've tried to give you the most comprehensive and quickest format possible of those ChMS database and accounting functions ministry teams request most. We removed features provided by all ChMS providers to help focus on solutions' distinct feature sets.

The chart lists solutions by the name their providers use to market them rather than by the company name. We include the company name in the section following the chart in which we give information on each provider such as how to reach them, how long they've been making their solutions available, how many organizations they currently serve, their support hours, and how often they update their software. We have trusted the software companies; all of the information in this article was provided by them and has not been audited.

The chart uses two symbols:

- The "■" symbol indicates features ChMS companies provide directly, and
- The "●" symbol indicates needs they meet through an outside (third party) source.

Happy Hunting!

Shop wisely. We recommend doing your due diligence and checking with current users of the software you're interested in. Ask questions like:

- Does the software do what was promised?
- Is their support team capable and available?
- If you were faced with the same decision today, what would you do differently?

Feel free to contact any of the providers listed. They would love to help you in your ministry. Happy hunting! ✚

Nick Nicholaou



Nick Nicholaou is the author of *Church IT: Strategies and Solutions* and president of MBS, an IT consulting firm specializing in church and ministry computer networks, VoIP and private cloud hosted services. His specific areas of expertise include organizational management, crises resolution, and strategic implementation of technology. Nick and his team have served thousands of Christian churches and ministries nationally, and he speaks on a regular basis at national and regional conferences from coast to coast. You can reach Nick at nickn@mbsinc.com and may want to check out his firm's website (www.mbsinc.com) and his blog at <https://ministry-it.blogspot.com>.

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CHURCH & DONOR MANAGEMENT SOLUTIONS [2019]

		ACS	Aplos	Blackbaud Church Management	Breeze ChMS	CahabaWorks Church Software	CCIS Shield CMS	CDM+	Church Community Builder	Church Windows	Church360°
Solution Focus	Church Management focus	■	■	■	■	■	■	■	■	■	■
	Parachurch / Donor Management focus	■	■	■	■	■	■	■	■	■	■
	Denomination "Editions" available	■	■	■	■	■	■	■	■	■	■
	Non-English versions available (Chinese, French, Portugese, Spanish)	■	■	■	■	■	■	■	■	■	■
Database	Multisite campus capable	■	■	■	■	■	■	■	■	○	■
	Prints U.S. Postal Bar Codes	■	■	■	■	■	■	■	■	○	■
	Certified Postal CASS & PAVE	■	■	■	■	■	■	■	■	○	■
	National Change of Address (NCOA) updates	■	■	■	■	■	■	■	■	○	■
Giving	Tracks Gifts in Kind (GIK) contributions	■	■	■	■	■	■	■	■	■	■
	Gifts in Kind can satisfy pledge without setting GIK value	■	■	■	■	■	■	■	■	■	■
	Checks can be input via Check21-compliant scanner	■	■	○	■	■	■	■	○	■	■
	Scanning checks once produces deposit & database entry	■	■	■	■	■	■	■	○	■	■
	Can store check & envelope images	■	■	■	■	■	■	■	○	■	■
	Can automatically import gifts received via website	■	■	■	■	○	■	■	■	○	○
	Notifies contributor if transaction is declined by merchant account	■	■	■	■	■	■	■	■	○	○
	Congregants / Donors can view check images online	■	■	■	■	■	■	■	■	■	■
	Statements can be automatically sent via email	■	■	■	■	■	■	■	■	■	■
Assimilation	Tracks Attendance	■	■	■	■	■	■	■	■	■	■
	Can post attendance using geofencing	■	■	■	■	■	■	■	■	■	■
	Security / Check-In capability	■	■	■	■	■	■	■	■	○	■
	Can check in via iOS and/or Android tablets	■	■	■	■	■	■	■	■	○	■
	Check in tracks allergies, allowable check out persons, etc	■	■	■	■	■	■	■	■	○	■
	Facilitates roaming check in (like a volunteer in the parking lot with a tablet)	■	■	■	■	■	■	■	■	○	■
	Volunteer Recruitment functions (position description, application, etc)	■	■	■	■	■	■	■	■	■	■
	Has Background Check interface for volunteer positions	■	■	○	■	■	■	■	○	○	■
	Can set cautionary 'flags' based on behavioral or legal issues	■	■	■	■	■	■	■	■	○	■
	Approved volunteers can schedule themselves for service	■	■	■	■	■	■	■	■	■	■
	Approved volunteers can set unavailable 'blackout' dates	■	■	■	■	■	■	■	■	■	■
	Sends volunteer commitment reminders	■	■	■	■	■	■	■	■	■	■
	Tracks Mission Trips (pre-task checklists, support, etc)	■	■	■	■	■	■	■	○	■	■
	Manages Small Groups	■	■	■	■	■	■	■	■	■	■
Facilities & Events	Facility / Equipment calendar scheduler	■	■	■	■	■	■	■	■	■	■
	Fully integrates with Cool Solutions Group's eSpace (www.espace.cool)	■	■	■	■	■	■	■	■	■	■
	Calendar scheduler can feed events to ministry's website	■	■	■	■	■	■	■	■	■	■
	Retreat / Event registration A/R tracking for outstanding balances	■	■	■	■	■	■	■	■	■	■
	Can import registrations received via website without manual entry	■	■	■	■	■	■	■	■	■	■
	Library Module	■	■	■	■	■	■	■	■	■	■
	Fixed Assets tracking (inventory, depreciation, maintenance)	■	■	■	■	■	■	■	■	■	■

Churchteams	ChurchTrac Online	COMS and EFA for Windows	Cool Life Ministries	Donarius ChMS	ELEXIO Community	Excellerate Church Management	Faithful Steward	FastFund Online	FellowshipOne	FlockBase	Fresh Vine	IconCMO	Iglesia HOY	MinistryPlatform	Parish Data System (PDS)	ParishSOFT Family Suite	PowerChurch	Realm	Servant Keeper	Shelby Arena	ShelbyNext	Shepherd's Staff	Software4Nonprofits	TouchPoint
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CHURCH & DONOR MANAGEMENT SOLUTIONS [2019]

		ACS	Aplos	Blackbaud Church Management	Breeze ChMS	CahabaWorks Church Software	CCIS Shield CMS	CDM+	Church Community Builder	Church Windows	Church360°	
Accounting Features	General Ledger	General Ledger	■	■	■	■	■	■	■	■	■	
		Natural, hierarchical Chart of Accounts	■	■	■	■	■	■	■	■	■	
		Dimensional Accounting (vs natural, hierarchical Chart of Accounts)	■	■	■	■	■	■	■	■	■	
		Automatically tracks multiple Fund Balances	■	■	■	■	■	■	■	■	■	
		Automatically balances funds in interfund transactions	■	■	■	■	■	■	■	■	■	
		Audit Trail is secure & unalterable (not just password protected)	■	■	■	■	■	■	■	■	■	
		Can select Straight Line or Seasonal Budgeting by account	■	■	■	■	■	■	■	■	■	
		Has method for budgeting Capital Expense items	■	■	■	■	■	■	■	■	■	
	Graphic analysis	■	■	■	■	■	○	■	■	■		
	Accounts Payable	Accounts Payable and/or Bill Pay integration	■	■	■	■	■	■	■	■	■	
		Can run as either Accrual or Cash Basis	■	■	■	■	■	■	■	■	■	
		Invoices can be automatically distributed to multiple GL accounts	■	■	■	■	■	■	■	■	■	
		A single check or check run can post against multiple funds	■	■	■	■	■	■	■	■	■	
		Can partial pay invoices; balance remains payable with same invoice #	■	■	■	■	■	■	■	■	■	
		Can automate recurring entries	■	■	■	■	■	■	■	■	■	
		Can void checks with option of reopening the invoice	■	■	■	■	■	■	■	■	■	
		Annual 1096 & 1099s	■	■	■	■	■	■	■	■	■	
		Purchase Order tracking (authorization, budget, & GL interface)	■	■	■	■	■	■	■	■	■	
	Payroll/Human Resources	Payroll with minister's salary capabilities (housing, SECA, etc)	■	○	■	■	■	■	■	■	■	○
		Can allocate a person's payroll & benefit costs across multiple departments	■	■	■	■	■	■	■	■	■	○
		Time Clock interface	■	○	■	■	■	■	■	■	■	○
		Payroll ACH Direct Deposit	■	○	■	■	■	■	■	■	■	○
		Accrues Vacation & Sick Time by hours worked or pay period	■	○	■	■	■	■	■	■	■	○
		Hiring & termination process & documentation w database-driven self-audit	■	○	■	■	■	■	■	■	■	○
		Vacation scheduler with schedule view by department	■	○	■	■	■	■	■	■	■	○
		Tracks & stores images of HR forms	■	○	■	■	■	■	■	■	■	○
		Tracks employee discipline records	■	○	■	■	■	■	■	■	■	○
		State & Federal tax tables are maintained by software provider	■	○	■	■	■	■	■	■	■	○
		All Federal & State payroll tax forms	■	○	■	■	■	■	■	■	■	○
		Workers Compensation Audit	■	○	■	■	■	■	■	■	■	○

Churchteams	ChurchTrac Online	COMS and EFA for Windows	Cool Life Ministries	Donarius ChMS	ELEXIO Community	Excellerate Church Management	Faithful Steward	FastFund Online	FellowshipOne	FlockBase	Fresh Vine	IconCMO	Iglesia HOY	MinistryPlatform	Parish Data System (PDS)	ParishSOFT Family Suite	PowerChurch	Realm	Servant Keeper	Shelby Arena	ShelbyNext	Shepherd's Staff	Software4Nonprofits	TouchPoint
	■	■			■		■	■	■	■		■	■		■	■	■	■				■	■	■
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					■			■	■	■					■	■	■	○				■	○	■



CHURCH & DONOR MANAGEMENT SOLUTIONS [2019]

		ACS	Aplos	Blackbaud Church Management	Breeze ChMS	CahabaWorks Church Software	CCIS Shield CMS	CDM+	Church Community Builder	Church Windows	Church360°
Infrastructure Features	Access & Security	Has a completely open API for custom integrations	■	■	■	■			■		
		Can create & modify custom workflows to simplify staff input processes	■		■	■	■		■	■	
		Congregant online access can be tied to Facebook or Google credentials									■
		Congregants / Donors can update their profile data	■	■		■			■	■	■
		Congregants can set which of their online data is private	■						■	■	■
		Field-level access / entry security	■	■	■	■		■	■		■
		Maintains transactional database of who made changes	■	■	■		■	■	■		■
	Communication	Tracks & uses people's preferences for text messages, mail, email	■		■	■	■	■	■	■	■
		Can send individual text messages without knowing carrier			■	■	○		■		
		Can send individually-addressed mail-merged bulk email	■	■	■	■	■		■	■	■
		Email can have multiple attachments	■		■	■			■	■	■
		System integrates w/Outlook contacts & tasks for staff follow-up	■		■						
		Connects with social media accounts	■		■				■	■	
		Constant Contact and/or MailChimp HTML interface	■	■	○					○	
	Mobile & Web	Data is accessible in real-time via iOS & Android mobile devices	■	■	■	■		■	■	■	○
		Has mobile (responsive website) interface	■	■	■	■		■	■	■	■
		Has mobile app	■		■	■			■	■	■
	Requirements & Capabilities	Can be network-based with multiple concurrent user access	■	■	■	■	■	■	■	■	■
		Web browser interface	■	■	■	■		■	■	■	■
		Can create custom workflow pages to simplify user experience & focus	■		■				■	■	
		Includes a user-accessible, customizable report system	■	■	■	■			■	■	■
		Data is accessible & fully exportable in multiple formats	■	■	■		○		■	■	■
		Excel Pivot Table interface	■		■				■		
		Graphics-capable dashboard with drill-down capabilities	■	■	■					■	■
	How Hosted	Can run on ministry's server	■				■	■	■		■
		Can run hosted on ChMS provider's server	■		■	■		■	■	○	■
		All data transmission between church staff / congregants & hosted database is encrypted	■	■	■	■	■	■	■	■	○
		ChMS provider hosting datacenter is Certified Tier 3 or higher	■	■	■	■	○	■	■	■	○





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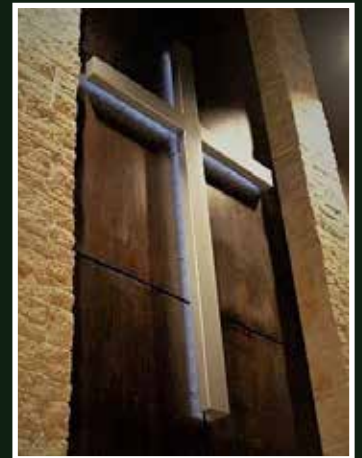
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By John Blunt

Energy as a Resource: Do We Take It for Granted?

Energy is so accessible to us, it's hard to believe it hasn't always been that way. There was a time when Texans used horses and buggies for transportation, and the word "plug" didn't refer to an electrical socket, but a piece of wood to fill a gap. There was a time before air conditioning and refrigeration.

During that time, previous generations of Texans had to think creatively in using natural resources to "keep cool". Architecture played a role in temperature control by harnessing the natural power of wind. The design of the "shotgun style" house was created to facilitate air flow throughout the home. Other houses used porches or verandas to circulate breezes around the house. The kids might have swept around the verandas to intensify the effect. Windows were placed in homes to bring in air or avoid heat.

Another significant resource they utilized was shade. In the hot Texas sun in the middle of the summer, if you were attending church and it was too hot inside, the pastor might have said, "Let's go sit outside and have church under the big cottonwood tree." Ladies would bring their fans, and men would wear their hats and kerchiefs.

Texans used other resources to combat the heat. Nowadays we have swimming pools, but back then if you were lucky, you found a lake or watering hole to cool off in. Of course, if you didn't have time to get wet, at least you could "wet your whistle" with some iced tea or cold lemonade.

Looking back at our more recent history, we have developed the resource of the air conditioner. People were very appreciative of this invention, but its usage

was limited to those could afford it. Although many cars started using air conditioning in the 1950's, by 1965, only about 10% of households had air conditioning due to the size and expense of units. Compare this to 2016, when 93% of single-family homes had air conditioning.

We live in a day and age when taking an evening stroll through your neighborhood in the summertime includes the background sounds of humming air conditioners, automated sprinklers, and possibly a radio or automatic security lighting. This is all thanks to the resource of electricity.

As with any resource, after invention comes innovation. We want to make the resource better, more efficient or smarter. Today's air conditioners are more advanced and, in some instances, are controllable from anywhere using your phone. We make our homes more insulated to trap the cool or heat. We equip our commercial properties with sensors to gauge and adjust the temperature around business hours. Hotels use technology to adjust room temperatures based on occupied or vacant units. These are just a few of many examples in today's world.

To return to the original question, do we take our energy resources for granted? It depends on whom you ask and how much disposable income they have to spend. Many people are concerned about this planet for future generations. They work to conserve resources and appreciate what they have. Others will pay extra for the luxury of using as much electricity as they want whenever they want it.

For those of us who value conservation and savings, why pay more than you have to? TES Energy Services, LP (TES) agrees with this position. We have been helping churches and other nonprofits achieve "under market" rates through

our large aggregation pools. Anytime you can lock down the “below market rate” is a benefit to you. Providing no hassle opportunities to select these rates has become a significant resource for the members of the CO+OP. Every church, nonprofit and school needs to take a look and ask fellow members of the CO+OP if they are part of the aggregated rates at TES.

If you would rather have green energy, we can also help with that. Whatever energy needs you have, we understand the finances of churches and nonprofits are a limited resource and want to help you stretch your dollar as far as possible.

At TES, our owners and salespeople are qualified and certified by “The Energy Professionals Association” known as TEPA. We want to have a fair and honest system for competitive pricing and support legislation for all who work in the energy industry. The TEPA certification we hold is another reason to have confidence in TES. Ask a member of the CO+OP about TES resources today! ✚



John Blunt

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John Blunt serves as Energy Consultant with TES Energy Services, LP (TES). He brings highly developed relationships with the retail electric provider community, as well as significant experience with electricity offerings for churches and nonprofits nationwide. John has over 15 years of experience in electricity procurement and is skilled at finding the lowest cost by offering the best strategy for each customer.



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by Cheryl Roberts

Promoting Your Ministry's Message

When we think about assets, most people would agree that people are our greatest asset. We value people over things like buildings and cars. Without people, we wouldn't have a need for the other assets. Whether you are a church, school or nonprofit ministry, there are ways to provide tools to your people that will help them carry out your mission and become even greater assets to your organization. One such tool is the clothing we wear.

When your team is out visiting the sick in hospitals or performing community service, wearing your church or ministry logo on their shirt or blouse adds value by visually communicating to others whom you represent. What we say is important. What we wear is important too!

For example, the CO+OP team includes employees of different sizes, shapes and fashion preferences. Patti, the CEO, wanted to share their story with people wherever they went. So, she selected several different clothing items to reflect a variety of styles and allowed the employees to pick two of their favorites. Then, we added the CO+OP logo to each piece. Now when they travel, attend events, and have daily interactions with new people, attention is drawn to the logo and people ask about the CO+OP. It's a great conversation starter and opportunity to share their mission.

In addition to clothing, there are many other tools to promote your ministry's message. When visitors come to your campus, they look carefully for signage to tell them where to go or confirm that they are in the right place. What they see on that signage will stick in their minds. One way of reinforcing that message is to have additional items inside your buildings that reflect who you are. This can take the form of pens, notepads, posters, banners, wall graphics and more.

Here's another idea: On rainy days, many churches have umbrellas on hand to keep people dry while parking attendants escort them into the facility. Have you ever thought of placing your logo on those umbrellas to keep your name in the forefront of their minds?

There are so many creative resources available to brand your ministry and keep people connected. When planning your next conference or function, we can help you choose the right promotional items to get the word out and publicize your event. We have a full showroom where you can browse items and try on clothing at your convenience. We also have a full website where you can view our entire line of products. Categories include apparel, bags, drinkware, fun and outdoors, office and awards, writing supplies, and trade shows and events. Our goal is to help you discover what will work best for your organization to identify your ministry and share your story with others. If you can't stop by our showroom, just give us a call and we will guide you through the products available.

Just a few of the many marketing tools we offer are:

- Apparel
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- Candles
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- Caps
- Desk Supplies
- Directional Signs
- Flashlights
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- Posters
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- Stuffed Animals
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- Window and Wall Graphics

In other words, we would be happy to help you with anything and everything you want to put your church or ministry logo on.

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Christopher Malott and Marketing Director John Hagarty educate MPOWER attendees on the many advantages of CO+OP membership.



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CO+OP Vendor Meeting

June 12 — Champion Forest Baptist Church, Houston, TX



Panel members from APS Payroll, Integrity Furniture, Voss Lighting and TES Energy share helpful tips and information about their services with Vendor Meeting participants.



Drew Coleman, President of Integrity Furniture, was presented with the 2019 Carter Bliss Award honoring his dedication, resourcefulness and service to the CO+OP.

NACFM Conference 2019

June 17-20 — Faithbridge Church, Spring, TX



The CO+OP Team built new relationships with facilities managers and vendors and shared ways to help them save time and money.



John Hagarty presents prize winner Calvin Capps of Hillcrest Church in Pensacola, FL, with a \$100 Home Depot gift card from the CO+OP.



Organizational Resources: NACFM

The National Association of Church Facilities Managers (NACFM) was founded in 1995 as a way of supporting church facility managers with technical education, advisement of current industry/product trends, leadership training, spiritual reinforcement and peer support. Today the association accomplishes this by offering members a yearly national conference, 24/7 forum, certification program, monthly newsletter, peer network and more. The NACFM is dedicated to equipping church facilities professionals for the unique care and management challenges they face. The national conference is held at a different location each year, typically in June. The 2019 conference was held in Houston, Texas and the 2020 conference will be in Chicago, Illinois. At the conference, participants hear from industry leaders about best practices and new trends on a wide variety of subjects. It is also an incredible opportunity to meet and network with others who understand the daily experience of church facility management.

A major component of the NACFM is education. This is accomplished at local chapter meetings and the national convention, as well as through the monthly newsletter and certification program. The certification program is a two-week

long training program, one week in the fall and one week in the spring. Classes cover topics such as: master planning, human resources, preventative maintenance, fire prevention, security, HVAC, construction, quality control, utility management, grounds, OSHA, lighting, electrical and more. The final step after taking these classes is to either write a research paper or take a comprehensive exam. Those who have completed their certification have all the rights and privileges of a Certified Church Facility Manager (CCFM).

If you would like to learn more about the NACFM, check out their website at www.nacfm.com or email Patrick Hart at executivedirector@nacfm.com. +

Doug Rogers, CCFM



CO+OP Board of Directors
Minister of Facilities and Operations
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Organizational Resources: The Church Network

The Church Network (TCN) is an inter-denominational association of churches and individuals which exists to connect, develop, and strengthen church leaders in administration. The association's disciplines are focused on leadership issues of Christian churches. These disciplines include an emphasis on staff management, HR issues, facilities management, communications, tax and legal issues, accounting and information technology. TCN's membership includes all mainline denominations and non-denominational congregations.

The annual TCN national conference, usually held in July, is a time when attendees have the opportunity to network with other administrative leaders, attend workshops where they learn about updates on crucial topics pertinent to administration, and discuss new products and services

offered by trade show exhibitors. All of these experiences are couched with renewing friendships and meeting new friends. The 2019 conference was held in Charlotte, North Carolina. The venue changes each year, so the national conference provides an opportunity to see new sights and enjoy historic locations and regional cuisine. Learn more about the benefits of TCN membership at <http://thechurchnetwork.com>. +

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