

# COSP

A Publication of Church Supplies & Services | February 2024

## TOGETHER WE... TRANSFORM

Lead Article by Dr. Teresa Moon  
page 6



CONFERENCE  
BROCHURE INSIDE



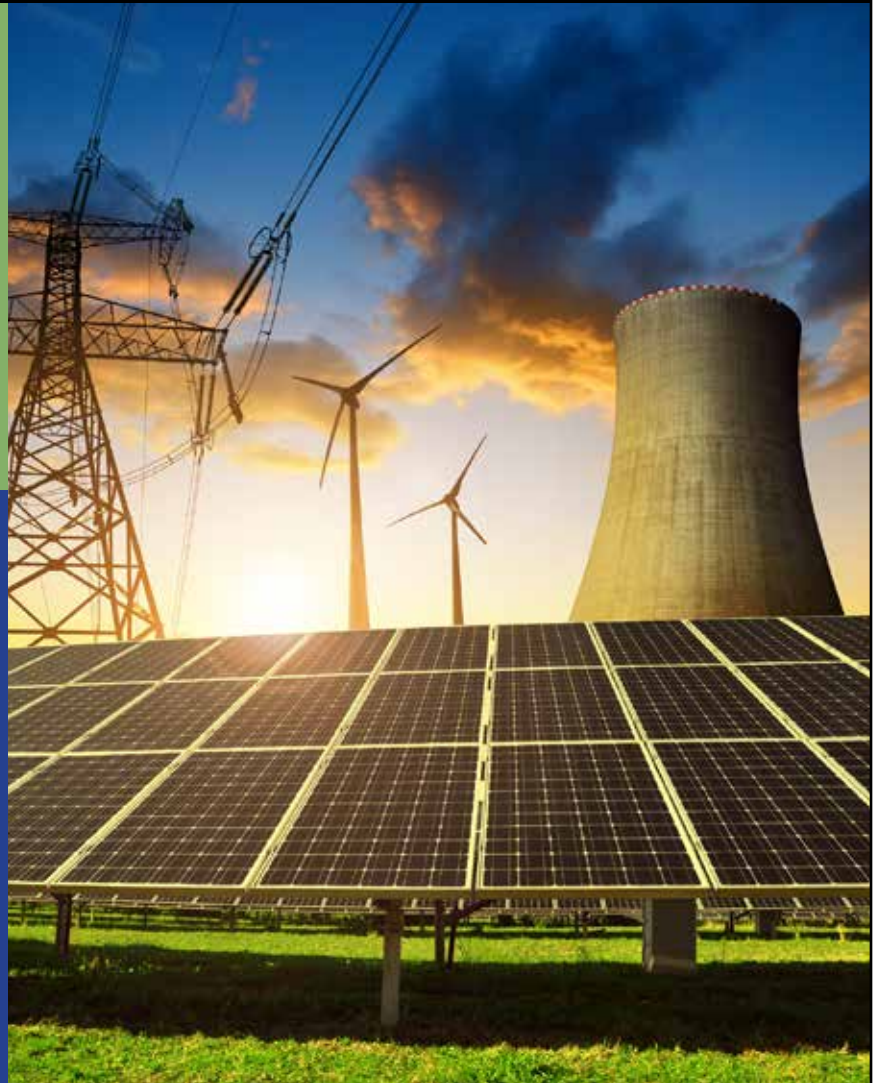
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**PUBLISHER/EDITOR IN CHIEF** Patti Malott | Houston, Texas 832.478.5131

**MANAGING EDITOR** Andrea MacKellar | Houston, Texas 832.478.5131

**COPYEDITOR** Reagan Bon | Houston, Texas 832.478.5131

**PRINTER** Brodnax 21C Printers | Dallas, Texas 214.528.2622



*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](mailto: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](mailto:patti@churchco-op.org)*

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**LOCATION** 9950 Cypresswood, Suite 250 Houston, TX 77070

**TELEPHONE** 832.478.5131 **INTERNET** [www.churchco-op.org](http://www.churchco-op.org)

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# From the Director

My husband and I were very involved in the puppet ministry for over 20 years. One of our endeavors was teaching at a Christian college on how to make puppets, build a 60 ft. set, and write scripts. The ministry grew rapidly, and we ended up having to ask the parents to take turns attending to allow enough space for the children. We recognized that this ministry related to all ages from 4-year-olds to 80+ years.

What made this ministry so exciting? Transformation! As a puppeteer, once you put the puppet on your hands, you are no longer yourself but representing the character that you are holding. You transform into a biblical character that transforms the thinking of the audience. The audience does not know who the person is behind the curtain, and the message or story comes to life.

This reminds me of our upcoming CO+OP Ministry Conference, where Dr. Teresa Moon will be sharing with us her passion and involvement with teaching students on how to speak to influence culture through relevant communication and extraordinary leadership. Dr. Moon will be speaking during the noon hour and again during Session C. She also shared her thoughts with you regarding transformation on page 6 of this issue.

We are excited to bring you three new, approved CO+OP Vendors: CertaPro Painters, Stargel Office Solutions, and WaterTight Roofing. You can read more about them and how they can benefit your organization in this issue.

To learn more about why we changed the Texas Ministry Conference to the CO+OP Ministry Conference, check out the interview on page 13, where I provide the answer to that and many other questions that I have been asked by our staff and some of you.

Our Board of Directors, our staff, and I want you to know that we are excited about gathering on February 15. We missed being together last year and are ready to serve you as you come and learn ways to transform your organization.

Grab that favorite quiet place and enjoy this issue!

Together We Transform!

Patti Malott, CEO/Executive Director



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# TOGETHER WE TRANSFORM

by Dr. Teresa Moon

“Best. Event. Ever.”

This is what I kept cheering to myself on the last day of our international convention as I headed into the event debrief meeting with our intergenerational teams. Families and educators from around the globe had just gathered together for a week of inspiration and empowerment, and we had nailed it!

Or so I thought.

The minute the debrief started, I realized I was the only one in the room chanting “best event ever!” in my head.

Our younger team members were mad at the older ones for making them feel underappreciated and devalued. Senior members were irritated they hadn’t been more respected, feeling disregarded by younger staff members. Everyone was frustrated because our inter-team communication throughout the event had been less than ideal.

Yikes. As the Institute for Cultural Communicators, communicating is something I’d felt sure our leadership teams were doing well. I thought we were getting really good at intergenerational collaboration, but this meeting gave me an all-too-real reality check.

I was deeply convicted that day. Vibrant transformation was needed in order for our team and mission to really flourish.

## TRANSFORMATION HAPPENS IN COMMUNITY

After that debacle of an event, my leadership teams and I drilled down on our core values to ensure we were integrating them throughout our organization. One value we hold close is vibrant transformation. Which in my organization happens in the context of another core value: life-giving community.

We view life-giving community as a place that nurtures flourishing. Its members feel like they belong. The environment is ripe for transformation as people feel safe and are willing to do hard things.

As we’ve invested in strengthening community, we’ve watched transformation happen. We really are better together. My team and I have learned a few things about being transformed together that I’d like to share with you.

## TRANSFORMED, NOT CONFORMED

As we pursue vibrant transformation, it's important to note the difference between being transformed and conformed, especially for those who want to follow Jesus.

*I appeal to you therefore, brothers, by the mercies of God, to present your bodies as a living sacrifice, holy and acceptable to God, which is your spiritual worship. Do not be conformed to this world, but be transformed by the renewal of your mind, that by testing you may discern what is the will of God, what is good and acceptable and perfect (Romans 12:1–2 ESV).*

Conforming is ordinary, easy, and comfortable. Transforming is counter-cultural and requires intention. And we're a lot better at it when we're together in it.

In my organization, we design communities and experiences with transformation in mind. The people who come to our learning environments are seeking transformation for their teams, the next generation, and themselves. To foster transformative experiences, we need to recognize its makeup.

Here's something my team has learned about transformation. It requires two key ingredients: discomfort and safety. We only change outside our comfort zone. If it were easy, we'd already be there. So often, conforming is what feels most comfortable. But Jesus followers are called to something else. We're charged with not settling for comfortable or conformed. We're invited to be transformed.

## SAFE ENVIRONMENTS FOR TRANSFORMATION

People willingly take on discomfort only when they feel safe. We want to empower those in our communities to experience vibrant transformation in their lives. So purposefully fostering safe environments is essential. If you want to create a transformational experience or environment, you will need to think about what will make participants feel safe enough to try, fail, fix, and repeat.

## WHAT DOES VIBRANT TRANSFORMATION LOOK LIKE

A helpful definition of transformation comes from the Cambridge Dictionary: *A complete change in appearance or character of something or someone, especially so that the thing or person is improved.*

This is a big concept. It's often daunting to approach real transformation. When's the last time you experienced this type of change?

This kind of transformation may happen in small everyday ways or in large and obvious ways. I'm thinking of two instances in my own life having to do with fitness.

I live in a tri-level home. There are stairs everywhere. I used to complain every time I arrived home with a car full of groceries and no one to help me cart them up the two flights of stairs into the kitchen. Then I began tracking my daily movement on my watch. Soon I began telling myself that walking up and down the stairs and carrying bags of groceries was achieving my goal of more movement. It started feeling less like a chore and more like accomplishment. My circumstances didn't change. The number of stairs stayed the same. My perspective changed.

That was a simple, fairly everyday, small transformation that made a difference in how I approached an ordinary activity. However, a larger transformation took more support.

I have a longstanding love-hate relationship with exercise. I have started so many fitness plans. Emphasis on started. In recent years, I have consistently followed a fitness plan. The difference for me has been doing it in community. Someone to report to, meet with, and learn from. And others to exercise with.

Exercise is one of many examples of transformation. We can see and feel the results of the change in appearance and attitude. And getting there requires discomfort.

Community is at the heart of transformation. A shared vision for a preferred future is refined and improved alongside others. Then, through relationship we find our way toward transformation. We're encouraged to continue when it gets hard. There's someone to push us toward discomfort. There are also people to celebrate our achievements with us.

So how can we apply this idea to teams in our own communities?

## THE GAMBIA VISION IN COMMUNITY BRINGS TRANSFORMATION

My organization partners with Pastor Abou in The Gambia, who has designed a ministry to rescue girls from trafficking and other extremely vulnerable circumstances. Not only were these girls born into a culture that bombards them with the idea that females have little to no value, they also were forced into unbelievably tragic circumstances. They have no voice.

My pastor friend had a transformative vision. A vision to give these girls – from all different tribes – a better life than they were born into. To educate them, get them ready to speak, and pave the way for better futures for those coming behind them.

Pastor Abou reached out for help to prepare these young women for life. He knew there are vital skills that are essential for success in education and in life. My team was privileged to come alongside many of these precious girls.

Something fascinating happened. We thought we were teaching a set of competencies. But so much more happened in their community.

The Gambian collectivist culture values tribe above everything. There are eight official ethnic groups in The Gambia. As a rule, you do not like, respect, talk to, or ever expect to get along with people outside of your own tribe.

Pastor Abou brought together young ladies from different tribal backgrounds and imparted a shared vision for what could be. We watched as these women transformed out of tribal segregation into a team that is now trained to invest in their peers. They are making a difference in the larger community despite diverse backgrounds and a culture that tells them not to work together.

Together, these perceived “enemies” grasped a vision. They formed a community rich in meaningful relationship. And now, they are practicing this new normal as girls graduate and head on to university and become advocates for other girls in their villages and their country.

## YOUR FIRST STEPS TOWARD TRANSFORMATION

You have a vision for a vibrantly transformed team, working together toward a wonderful “new.” But how do you get started making that a reality?

The essence of transformation is change. And change is hard! Human beings naturally resist change. It is why we say “no” so much more easily than “yes.”

The Beckhard-Harris model for organizational change is helpful as we consider transforming our own teams. In the 1980s, theorists Richard Beckhard and Reuben T. Harris developed an equation for change that is an excellent representation of getting started on the path toward vibrant transformation:  $D \times V \times F > R$ .

The formula works this way. D represents Dissatisfaction. Before we commit to transformation, we are dissatisfied with something in our lives. V represents Shared Vision. When our dissatisfaction connects with people with whom we can share a vision of a preferred future, we are ripe for transformation. Now the key: First Steps. The only way to overcome our resistance to change is to combine our dissatisfaction and our vision with action. Taking first steps is essential to getting past our Resistance to Change.

Those first steps are crucial. Actually gaining momentum toward transformation can be one of the most difficult parts of change, but taking those first steps can overpower a team’s inertia toward the comfort of the status quo.

In fact, the research also demonstrates that without the vital component of first steps, a transformative vision leads to destructive cynicism. In these cases the formula looks like this:  $D \times V [-F] = C$ . The C is for Cynicism. Nothing breeds negative attitudes like a whole group feeling like a vision of something better is impossible to achieve.

Think about an example in your life. A new diet, a bible study plan, a fitness plan, any self-improvement program. You wanted something better, grasped a new vision. But unless you actually took purposeful action, you may have given up thinking, “This doesn’t work. It’s unrealistic.”



For your own teams, be sure you always provide clear calls to action. Not because you want something from them. Because you want something for them. We all need actionable next steps.

## A GREAT PLACE TO START TRANSFORMING

Here's one actionable step. Attend this year's CO+OP Ministry Conference: Together... We Transform. Better still, attend with a fellow change agent. Someone you can collaborate with toward a shared vision to cultivate transformation. You'll be glad you did.

I'm happy to share that today my organization accomplishes a transformational mission through multicultural, intergenerational teams that are continually experiencing their own vibrant transformation. I want that for your teams. They deserve it. And so do the people you serve.

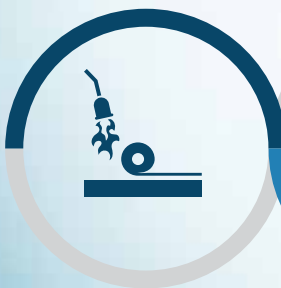
Those of us called to be agents of transformation must first be transformed. It's a beautiful, valuable gift we give ourselves and our people. I pray you find ways to design increasingly transformational experiences and environments this year. ✦

By Dr. Teresa M. Moon

Teresa is founding President and CEO of the Institute for Cultural Communicators, where she is equipping students to speak on tens of thousands of platforms to influence audiences for Christ. Teresa and her late husband, David, have four grown children and five grandchildren who fuel her passion for empowering the next generation of transformational collaborators and influencers. You can learn more about this ministry at [www.iccinc.org](http://www.iccinc.org).

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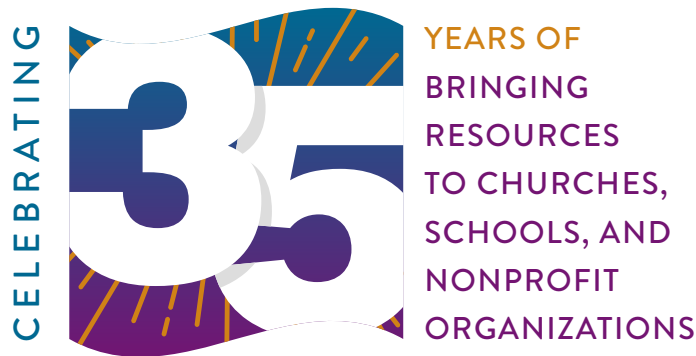


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## A Special Interview with CEO, Patti Malott

Recently, as our staff gathered for a team meeting to discuss our 35th Anniversary of CO+OP, questions began popping up from our newest employees about our history. How did CO+OP get started? Why are we called CO+OP? How did the annual conference get started? The comment was made that since others may have the same questions, we should do a Q&A. Our staff produced a list of questions, and our CEO, Patti Malott, provided the answers below:

### **Question: What is the Mission of the CO+OP?**

Our Mission has never wavered since it began 35 years ago. We connect reputable Vendors with Members to provide products, services, and education, and save them time and money. We have always been resourceful and, by being resourceful, we help churches do more. Our desire is to help them keep ministry dollars going to ministry and not administration.

### **Question: How did the CO+OP get started, and why the name CO+OP?**

A group of business administrators from churches in Houston gathered each week to go to the local farmer's market CO-OP, where they purchased items in bulk and split the cost. They found the more they ordered, the less cost to each of them.

From there, they used the same concept with their church needs and formed the legal name of Church Supplies & Services. A year later, they formally incorporated as a nonprofit corporation and filed for sales tax exemption. The concept grew rapidly, and churches joined the group. By the second year, the CO-OP hired its first Executive Director.

### **Question: When and why did you change from Church Supplies & Services to CO+OP?**

Over the years, we found that people thought we sold supplies. They would call and ask us if we had this or that in stock. The formal name did not do us justice in defining what we did. The word "CO-OP" was easily understood in the late 80's and 90's. So, most people understood we were a CO-OP for churches and schools. Later, when we developed our new logo of CO+OP, we already had brand recognition. For those who did not know what CO+OP stood for, when they asked, it gave us the opportunity to explain the purpose of group purchasing.

### **Question: How many vendors did you start with?**

The CO-OP started out with six churches, three Vendors, and a Board of Directors. Today we have 2,000 Members that are made up of churches, schools, and nonprofits. We have 36 Vendors that provide products and services to our Members.

### **Question: How have your processes changed while keeping the same Mission over 35 years?**

In the early years, Vendor flyers and information were inserted into binders and hand-delivered to each Member church or school as they were visited. Technology has allowed us to be good stewards ourselves as we switched from hand-delivering information to using our website, magazine, and electronic delivery to our Members.

The CO+OP reps used to drive door-to-door to churches each day to deliver information and share the benefits of the organization. Today, they visit mostly by appointment only and use other technology such as Zoom, phone, and text to communicate with the Members.

### **Question: How has technology affected the CO+OP?**

Because of technology, the CO+OP can communicate more effectively, utilizing programs to better serve our Members and represent our Vendors. Technology has enabled us to measure results more effectively and has provided additional benefits such as:

1. Providing information to our Members immediately through our texting service.
2. Pulling reports that show how much our Members have saved in any given period.
3. Connecting Members to Vendors immediately.
4. Measuring what matters.

### **Question: How have you been able to keep fees so low for all these years?**

Because we are a nonprofit organization, we put much value in being good stewards with the funds that God has entrusted us with. Our sponsorships for the annual conference help keep our attendee costs far below market rate. I do not know of another conference in America that is lower in cost to attend than our annual conference. Our Sponsors make that possible. The small amount that Members pay annually helps us continue to bring in reputable Vendors that will serve our Members. The fees also help us utilize tools that allow us to measure what we manage. CO+OP Vendors pay for their ads to be in the magazine and give back to the CO+OP a small rebate of their sales and services. We are frugal in our own spending. Our offices are modest, and our entire team thinks "stewardship" in our operations. When people ask me how we do what we do with such a small team, I respond with "we are a small team with a large influence." I believe God honors our faithful stewardship as we carry out our Mission.

### **Question: How much have you saved Members since the inception of CO+OP?**

For years we did not have a way to measure any kind of savings. Because we now have the tools to do that, we can measure how much we have saved Members for a given period. For example, over the past twelve months, we have saved Members \$2,139,000. We do not have that number for the entire 35 years because we have only had the tools to measure since 2015. One thing that we cannot put a price tag on is the number of hours that we have saved our Members due to our vendor vetting. It can take up to two months to fully vet a prospective vendor. This includes contacting references, visiting their physical company, researching through the internet and website, in-person meetings, and the application process. A Member knows when they use a CO+OP Vendor, they have been fully vetted. We also utilize CO+OP Vendors for our own needs. For instance, we use APS Payroll for our payroll.

### **Question: How is the CO+OP different from other nonprofit organizations or Group Purchasing Organizations?**

One main difference is that we are a nonprofit GPO. Why is that important? For one, the CO+OP belongs to the Members and is governed by a Board of Directors. As a CEO, I am not storing up funds for when I retire. I cannot sell the CO+OP and keep the profit for myself. This organization belongs to the Members. Our goal is to serve our Members. Another difference is that a for-profit organization is in business to make money and keep a healthy financial position. Our goal is to serve our Members by providing resources that will help them save ministry dollars. Our focus shifts from profit to serving.

### **Question: Is the CO+OP the only Group Purchasing Organization available?**

Other Group Purchasing Organizations do exist. Some are privately owned and run, and others are run by the government. However, I do not know of any that are nonprofit like the CO+OP.

### **Question: What is the biggest challenge facing the CO+OP today?**

Our greatest challenge is getting Members to communicate their needs to us so that we can make the best resources available to them. If a church or school needs a specific product or service, and we do not currently have a Vendor to offer it, we need to know. The same would be true if a Member were using a specific



vendor that they really liked, and we did not have anyone in that category — we would like to know that. Who do you currently use? Who do you need that you do not have?

**Question: How did you get through COVID?**

We are asked this question a lot — especially since so many nonprofits went out of business or were set back. Our entire team never stopped during COVID. While some organizations went home and took extended vacation days, we worked harder than ever. We made sure all employees were set up with resources to work from home the first six weeks, but then we were back to the office far before others. Our goal was to continue to be a resource even during the tough times — much like when Hurricane Harvey hit. Churches still needed products and services, and we were there for them.

**Question: Does the CO+OP really save me time?**

Absolutely! As I mentioned, it usually takes about 60 days to vet a vendor. So much time goes into making sure they are reputable, operate with integrity, and fully understand our Members' needs. This not only takes research, but it also requires multiple meetings with them including a meeting with our full staff. If you calculate what your church or organization pays you per hour, then add up all the hours we spend on making sure our Vendors measure up, it would be quite costly to your ministry.

Another way of looking at this is to calculate your savings over the entire year, not item for item — especially for office products. Someone may call and say their ink cartridge was higher than what they could get elsewhere. It may be that the ink they use is for an old printer and the item is not on their core list of discounted items. We can work with core lists. If you look at the savings over an entire twelve months, you will find that you had a much higher rate of savings than you realize.

**Question: When did the CO+OP Ministry Conference begin?**

The Annual Conference formed a few years after the CO+OP incorporated when there was a need to bring the Members and Vendors together. A few workshops were provided, a lunch, and time with the Vendors. The conference was volunteer run by Church Business Administrators. As the conference grew, time requirements increased, and the responsibility of the conference was handed over to the CO+OP. In 2007, the Annual Conference was rebranded to the Texas Ministry

Conference. That quickly brought growth, and the conference grew to 500 attendees. We now host over 1,000 attendees on any given year.

Because there has been confusion about the CO+OP and Texas Ministry Conference (whether they were two different organizations or one), we have rebranded to the CO+OP Ministry Conference. This will help clear the confusion and enable people to understand the correlation between the two.

**Question: What do you like most about the conference?**

The conference is the highlight of any given year. It brings me immense joy to bring together workshops, speakers, and exhibitors to help ministries serve and do what they do better. It is such a great resource. Watching people learn about resources by having serious conversations with Vendors, intently taking notes in a workshop, laughing, and networking with co-workers and colleagues over lunch or the ice-cream social, all give me great joy. The best part is at the end of the day when I take the bin of evaluations home and read every one of them so we can bring a better conference the next year — it's like icing on the cake. I am grateful for the opportunity to serve in this capacity.

**Question: What do you like most about the CO+OP?**

Much like the conference, I love bringing resources to ministry. Having served as business administrator for three different churches over 25 years, and consulting with hundreds over a twelve-year period, I never grow weary in helping those in ministry. I know what it is like to be on staff and not have enough hours in the day to properly vet outside resources. Every day is another day to help keep ministry dollars going to ministry and not administration.

**Question: What do the next 35 years look like?**

We do not know what tomorrow will bring. However, with the fast pace of technology, and the speed of change greater than ever before, we must constantly be forward-thinking about our Members' needs and be ready to meet those needs. For 35 years the CO+OP has never wavered from its Mission, and our Mission should be the same 35 years from now. We may carry out the Mission a little differently, but hopefully those who come after me will work hard to preserve what was started 35 years ago. And in 35 years, under sound leadership, those still living will be able to say, "To God be the glory for the things He has done!"



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# CO+OP Ministry Conference<sup>SM</sup>

Together We...Transform

*formerly known as the Texas Ministry Conference<sup>SM</sup>*

Conference Produced by



## 2.15.2024

**Over 90 workshops to choose from in these categories:**

Human Resources

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Stewardship & Missions

Leadership & Ministry Development

Personal & Spiritual Development

Operations & Facilities

Children, Youth & Schools

Ministry Tools

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Conference Registration available online at  
**[CO-OPMinistryConference.org](https://CO-OPMinistryConference.org)**

# From the Conference Director

Welcome to the 2024 CO+OP Ministry Conference (formerly known as the Texas Ministry Conference).

We are thrilled to announce that we will be back in person at Champion Forest Baptist Church on February 15, 2024. We have a lot in store for you as we celebrate thirty-five (35) years of serving churches, schools, and nonprofit ministries.

Bring a friend or colleague along and spend the day with us, where you will enjoy expert speakers, knowledgeable exhibitors, fabulous door prizes, networking, and great food!

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

You will have the opportunity to attend up to four workshops throughout the day and hear from our Keynote, Dr. Teresa Moon, during the noon hour. For those of you who would like more time in CO+OP Alley visiting with your favorite exhibitors, I encourage you to make an appointment early in the day to secure your time with them.

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 or concerns about which workshops would benefit you the most, don't hesitate to call our office. Our goal is to make sure you spend your time in the way that most benefits you and your organization.

Feel free to make copies of this brochure and share it with co-workers, committee members, family, and friends. The brochure is also available online at [www.Co-opMinistryConference.org](http://www.Co-opMinistryConference.org). Gather your team and mark February 15, 2024, on your calendars. Be sure to text the word "transform2024" to 50512 to keep informed and stay in the loop on the latest about the CO+OP Ministry Conference.

Be prepared for the many blessings you will enjoy as you spend your day learning and experiencing transformation with us. We look forward to seeing you on February 15!

Together We Transform,  
*Patti Malott, CEO & Conference Director*



Dr. Teresa Moon

## Keynote Speaker

**Transformers: Autobots or Decepticons?** Both robot teams were Transformers. One brought destruction. The other fulfilled a vision of protection and peace that transformed human culture. One Autobot couldn't do it alone — it was only together that they could bring lasting transformation. And isn't it the same for Jesus followers? In order to become agents of change for Christ, we need to journey toward transformation together.

In addition to playing with Transformer toys with her grandkids, Dr. Teresa Moon has spent over four decades working with intergenerational and multicultural teams learning what's needed to cultivate vibrant transformation that lasts! Her organization is continually designing state-of-the-art, immersive environments that provide empowering experiences for leaders of all ages around the globe. And at this year's conference, she's ready to share what works — and what doesn't — with you!

Teresa is founding President and CEO of the Institute for Cultural Communicators, where students are getting ready to speak. Despite her own phobia of public speaking as a university student, she is now an internationally recognized seminar speaker, education consultant, author, and leadership coach. Curriculum she designed is equipping next generation Christians to influence culture through relevant communication and extraordinary leadership in 25+ countries. Teresa's students have been invited to speak on tens of thousands of platforms to influence audiences for Christ — including the White House, Congress, the G8 Summit, the United Nations, and for churches, schools, and heads of state. Teresa and her late husband, David, have four grown children and five grandchildren who fuel her passion for empowering the next generation of transformational collaborators and influencers.

# Human Resources

Arlen Busenitz

## Attracting & Building a High Performing & Joyful Team (Session B)

The labor market is tight. Volunteers are stretched thin. Ministry and spiritual needs continue to increase as well as the amount of compensation needed to retain or attract people. Faced with this challenge, Arlen has developed a six-strategy approach that will help you attract, grow, and retain volunteers and paid team members.

Rick Cadden & Christopher Cass

## 7 Core Values for a Healthy Staff Culture (Session B)

7 Core Values comes from years of hands-on experience in serving as Senior Staff and Executive Pastor in both healthy and unhealthy church staff. Attendees will learn practical steps for staff structure, what staff values look like both healthy and unhealthy, and how team dynamics play a part. A workbook is provided during the session along with a presentation of resources available on the subject.

Jodee Melton

## EnneaHUU? (Session A, B)

The enneagram is an incredible tool when used correctly to help build stronger teams. In this session, we will look at the basic understanding of the enneagram and how you can use it as a tool to strengthen your team. You will leave with basic knowledge of the enneagram and what type you identify with the most.

Jodee Melton

## Let's Talk About That (Session C)

"Let's talk about that" is a phrase we often say in the office. This phrase can have many different meanings when you say and hear it. In this session, we will use the enneagram as a tool to evaluate your communication style with your team. You will gain understanding on ways to improve your own communication.

Justin Romine

## 7 Common Costly HR Misses in Ministry (Session D)

Are you juggling 17 other things and don't have time (or the experience) to figure out what you should be doing for your ministry's HR? You are not alone. Welcome to the most practical church HR workshop you will ever go to! We won't give you a general overview of ministry HR, but instead, we will teach you about the 7 most commonly missed things in church HR and give you the tools to fix those gaps!

Justin Romine

## Using HR Best Practices to Develop Your Staff (Session C)

HR is a blend of compliance and culture. HR in ministry is the backbone of a healthy culture because it provides care and expectations for your team while guarding your ministry from a variety of liabilities. Faith-based organizations are called to focus on discipling and caring for their staff well. We will review some key concepts and practical tools that will focus on key areas of administrative leadership, employee communication, and coaching.

K. Lynn Lewis

## Boss Like God: A Blueprint for Workplace Performance (Session A, B, C, D)

How did God treat employees? Enjoy a contemporary review of business relationships recorded in the Old Testament. Learn how the Supreme CEO (1) hired people; (2) managed them; (3) fired, and even rehired, some; and (4) helped them manage transitions in leadership. Based on the book by the same name, this workshop will offer biblically based, practical applications helpful to leaders seeking to integrate elite leadership and management insights into their organizational paradigms.

Elaine Sommerville

## Independent Contractor or Employee? (Session A)

Scrutiny of independent contractors is rising and classifying workers in the same manner as "has always been done" is no longer acceptable. Misclassifying workers can result in significant penalties to the church in addition to inviting unwanted scrutiny from the IRS. This session will provide guidance for properly classifying workers and avoiding common errors made by churches.

Tim Stevens

## 10 Things I've Learned About Hiring, Firing & Leading Staff (Session A, C, D)

Most church leaders received little or no training on how to gracefully hire and fire team members. Tim Stevens spent 38 years leading in ministry and has been involved in hiring more than 500 people. He led a team of 400+ staff as the Executive Pastor at Willow Creek Community Church, and now he helps pastors across the country with solving problems related to staff, structure, succession and more. In this session, Tim will talk about the top 100 things he has learned about hiring, firing, and leading staff.

# Finance, Tax & Legal

Sandra Fowler

## The Employee Retention Credit for Churches and Nonprofits (Session D)

This session will include a look into the Employee Retention Credit and how it applies specifically to churches and other nonprofit organizations. By the end of this workshop, participants will know how to determine if their organization qualifies for the Employee Retention Credit, be able to calculate the credit for both 2020 and 2021, and complete Form 941-X to claim the credit. We will also discuss IRS warnings about claiming this credit.

Mathew Paul

## 3 Critical Steps to Leave a Legacy (Session D)

With historic inflation and student loan crisis, the average family is living paycheck to paycheck and unable to contribute to God's kingdom. By the end of this biblically based workshop, you will learn:

1. How to become debt free and break paycheck to paycheck lifestyle
2. How to create Donor Advisor Funds to reduce taxes and give to ministries you care
3. How to improve your Net Worth and Net Investable Assets to leave a legacy.

# Finance, Tax & Legal

Frank & Elaine Sommerville

## Tax and Legal Update for Religious Organizations

(Session B, C)

Catch up on the latest rulings, cases, and law changes that affect the operations of religious organizations. Topics will range from unrelated business income to payroll/compensation changes to employment law updates.

Jonathan Tucker

## Fraud and the Nonprofit Organization

(Session C)

Fraud is a global problem. Church and nonprofit organizations are not immune to fraud and the effects can be devastating to the ministry. This course will discuss the main types of fraud in nonprofit organizations with an emphasis on fraud prevention.

Jonathan Tucker

## Tax Exempt Status: How to Get It, How to Keep It

(Session B)

Operating as a 501c3 nonprofit organization is not a simple matter and maintaining tax exempt status has special and complex requirements. This course will discuss how an organization obtains federal tax-exempt status as a 501c3 organization and the requirements to keep that status.

Ashley Voss & Cynthia Cox

## Contributions & Other Revenue: Accounting for Your Lifeblood

(Session A, B)

Contributions are not the only types of revenue that nonprofit organizations receive. Attendees will learn:

- The various types of revenue that NFPs receive and the nuances of each;
- Internal controls for processing contributions and other revenue;
- Mission creep pros and cons;
- Basic reporting requirements, internally and externally;
- New and future revenue streams affecting NFP strategies.

Ashley Voss & Cynthia Cox

## Expenses & Other Disbursements: Accounting for Your Heart

(Session C, D)

Expenses vary widely across organizations but there are few core principles and practices for stewarding your resources. Attendees will learn:

- The various types of NFP expenses and the concepts of natural and functional classifications;
- Internal controls for processing all kinds of disbursements;
- Budgeting tools and analytics;
- Basic reporting requirements, internally and externally;
- New and future expenditures affecting NFP budgets.

Glenn Wood

## Evaluating Finances in the Post-Pandemic World

(Session D)

We can all agree that “things” changed as we emerged from the Pandemic. That includes how we look at finances, managing our finances, the needs of our organizations and how we operate. Gone are the days of “just presenting the finances” and we must change how we present the work of the church and how it impacts the community. We will discuss what, and how, to present financials, create financial reports, interact with donors, and manage our finances in an ever-changing world.

# Stewardship & Missions

Lezlie Armour & Owen Barr

## Nuts & Bolts of Planning a Mission Trip

(Session B, C)

In this workshop, attendees will learn how to pick a place for a mission trip, what to do to prepare for that mission trip, and how to help the team prepare themselves for the mission trip. Attendees will also learn the practical checklist they will need before leaving. Learn what to do and what not to do while on a mission trip and ways to make the experience life changing!

Brad Leeper

## Determine the Current Trajectory of Your Financial Giving

(Session A)

Learn how to implement innovative metrics in your church that will equip you to elevate the current trajectory of financial giving. Increasing giving is very doable. We will unpack how engaging in uncommon data points along with key habits can exceed your budget projections.

Brad Leeper

## How to Know If Your Giving Systems Are Working

(Session B, C)

Giving goals alone cannot change your generosity culture. What systems are core to exceeding giving goals? You will learn new, key processes needed to advance the culture and giving in your church.

Brad Leeper

## How to Assess Your Giving Culture

(Session D)

Is your church average, below average, or above average in financial giving? Review current giving trends, core data points, and essential values to help you find out. Where is giving trending? Plus, explore four cornerstone systems to increase your financial giving.

# Stewardship & Missions

Mike Rosecky

## Can Your Organization Be Trusted?

(Session B)

Integrity and accountability are critical when building trust with donors and the outside world. This session will dig deep into ECFA standards to give you an overview on how you can build better practices in your church or ministry. You will learn why integrity & accountability is important for your organization, how you can take steps to enhance trust in your organization and receive helpful tools that can help you assess your organization against ECFA standards.

Jeff Chadwick

## A Gospel-Driven Strategy for Meeting Physical & Spiritual Needs in Marginalized Communities

(Session A, B, C, D)

This workshop will equip church and nonprofit leaders with insight to help them develop an effective strategy to carry out the Great Commission in marginalized and economically disadvantaged communities in their city. Through strategic partnerships the local church can leverage herself for effective mission work in the darkest communities that need it most. An examination of Mission Centers of Houston's Compassion Center ministry that was launched in late 2022 will provide a practical example to encourage and inspire attendees.

# Leadership & Ministry Development

Genea Browne

## How to Lead Yourself Well in Order to Lead Others Better

(Session A, B)

Leadership can be frustrating when you feel ill-equipped to face the daily challenges of leading yourself and leading a team. The content we will cover in this workshop will equip you to not only navigate some of those challenges effectively, but learn how to lead yourself and others well. We will cover the key areas of self-leadership that will help you contribute to your environment in a positive and successful way which will lead to confidence in your leadership.

Arlen Busenitz

## The World Needs Your Story: Crafting Testimonies & Talks that Change Lives

(Session A)

Your experiences, struggles, and victories can be a tremendous blessing to others. God will take us through challenges so that we can encourage others going through those same challenges. Attendees will learn to pick out several powerful stories from your past and turn them into a short story using a proven system, tell stories that change lives, use the BCAC formula to share your testimony, and leave the session with a powerful three-minute story they can share.

Carmen Pate

## Leading From Your Strengths

(Session A, C)

God-ordained differences are designed to complement one another, not compete with one another. People are different, Scripture tells us, by God's design. This promotional, interactive workshop will give you a taste of our two-day workshops meant for teambuilding. Get a clear understanding of the biblical foundation for differences, and learn how problem-solving, processing information, managing change, and facing risk can be done successfully and in unity.

Mike Farag

## The Case for Rebranding for Nonprofit Leaders

(Session B)

When and why should you invest in a rebrand for your organization? Get key insights and join a conversation with a CEO who's been through it. Learn the impact your brand has and the signs it needs to be redone. Understand the process and what to expect. Also get insights on how to navigate your team and board through a rebrand.

Tim Stevens

## Rebuilding a Broken Culture – or Making a Good Culture Great

(Session B)

Today, perhaps more than any other time, we hear about quiet quitting, burnout, exhaustion, high turnover, and the great resignation. A strategic focus on building a healthy culture is the antidote to all these issues. What are the values and behaviors that define your team? You can have a great vision and strong prayer effort, but if you don't pay attention to culture – you will not have success.

Dorothy Vance

## The Grieving Leader: How to Lead Through Loss

(Session D)

Leading while experiencing the pain of grief can feel insurmountable. The secret to leading well through loss is learning how to grieve well. These three practices will help you grieve well to lead well. By the end of this workshop, participants will learn how to prepare for the inevitability of grief, practical ways to lead well while grieving well, and how to use grief as a redemptive tool to lead others toward a fuller relationship with Jesus.

Dr. Garland Vance

## Kill Busyness: 5 Steps to Beat Stress, Exhaustion, and Overwhelm

(Session A)

If someone asks you how you're doing, do you tell them you're "so busy?" We often believe that God wants us to live busy lives. Rooted in his doctoral research, Dr. Garland Vance will help you understand what overcommitment does to you spiritually, relationally, emotionally, and physically. And you'll discover 5 proven steps to kill busyness before it kills you. By the end of the workshop, participants will understand what busyness is and if it's God's will, discover 5 steps to beat busyness, and decide if they want to beat busyness.

# Leadership & Ministry Development

Dr. Garland Vance & Dorothy Vance

## Unleash Your Leadership: 7 Traits that Solve 95% of Leadership Challenges

(Session B, C)

Good leaders hone the craft of leadership by continually developing their skills. It's challenging to know how you need to grow as a leader because of the abundance of options. Based on over 20 years of leadership research, discover 7 traits that will solve 95% of your leadership challenges. By the end of this workshop, participants will understand the 7 traits most necessary for continual leadership growth: character, competence, capacity, clarity, community, culture, and consistency, identify the area in which they need to grow, and learn practical skills for each of the traits that will help them develop as a leader.

Dr. Teresa Moon

## Contagious Transformation: Cultivating Teams for Transformation That Spreads

(Session C)

What if growing your mission was as easy as spreading a virus? With the right tools, the petri dish of your teams can become a transformative environment – where each member is an infection agent, spreading the power of your mission. Join us to expose Scripture, the latest research, and practical steps to cultivate viral missional growth.

# Personal & Spiritual Development

Arlen Busenitz

## Transforming Words: Communication Strategies for Stressful Situations

(Session D)

Have you found yourself avoiding a conversation or talk because you did not know what to say, how to say it, or afraid of the repercussions? Our words and how we say them can bring life or tear people down. Arlen shares a Biblically based framework to give you direction and wisdom on what to say in any situation. You'll learn a set of principles and strategies Jesus used with various situations.

Arlen Busenitz

## Superior Execution: Become a Doer and Not Just a Talker/Dreamer/Hearer

(Session C)

God calls us to be a doer and not just a hearer of the word. Too many people are caught in the "someday" I will make the changes or obey God. Others are dragged down by the guilt of unrealistic expectations. Some are caught in the cycle of trying harder, failing, giving up, and then repeating. You will learn how to get the people around you to level up their excellence and achieve superior execution.

Brent Johnson

## Prayer in the Church: Looking to a More Biblical Model

(Session B, D)

In this class, prayer will be put under the "microscope" to analyze its structure and biblical directives while comparing it to traditional practices. By the end of this class, attendees will be challenged to reevaluate their prayer practices, be able to see biblical examples of prayer, to teach a biblical view of prayer, and to note creative ways to lead prayer meetings.

Luis A. Sanchez

## How to Finish Well in Ministry

(Session A, D)

In a world that is driven by the instantaneousness of everything, people are losing the ability to see the big picture of life. That reality has trapped them in a desperate run toward emptiness and despair that is only getting worse, making people tired and without hope. Identifying that threat and learning how to overcome it will allow you to live a better and meaningful life.

Roy Wooten

## When Carrying Others' Burdens Weighs You Down: Secondary Trauma and What to Do About It

(Session C)

Do you wonder if you are getting burned out? There is a direct relationship between the pain of others you carry and your ability to minister. During this workshop you will discover your level of compassion fatigue, secondary trauma and burnout with a personal assessment, learn how carrying other's burdens affects you and your ministry, and develop a personalized self-care plan for preventing and alleviating burnout.

Roy Wooten

## When Counseling/Coaching Isn't Working: What to Do When the Person Asking for Help Isn't Getting Better

(Session B)

One of the most challenging struggles in ministry happens when you are trying to help another person who is not getting better. Unfortunately, facing someone who seems stuck is not uncommon. Many counselors, coaches and ministers experience a resistant soul. During this workshop, you will discover common reasons why people get stuck during counseling, uncover specific tools and techniques to help them move through their stuck place, and have the opportunity to practice using at least one of the tools so that you can use it in your next session.

Roy Wooten

## Soul Care: Taking Care of Yourself So You Can Minister to Others

(Session A, D)

"Really, what profit is there for you to gain the whole world but lose yourself in the process." Mark 8:36 (VOICE). Ministry can be overwhelmingly consuming. The needs of ministry frequently outlast what we have to give. In this workshop, you will find common reasons why 42% are considering leaving ministry, discover internal and external barriers to a lifetime of ministry, identify options for caring for your soul over the marathon of ministry, and develop an individualized soul care plan.



# Operations & Facilities

James Burns & Nathan Parr

## Facilities Roundtable

(Session B)

This workshop will be a panel of facilities professionals that will be available to answer your industry questions. To ensure your question(s) are answered, email them to [speakers@churchcop.org](mailto:speakers@churchcop.org) and we will make sure they are answered during the workshop.

James Burns

## Utilizing GOD Facilities to Engage Community and Generate Revenue

(Session D)

This workshop will introduce you to the various ways churches can utilize the space entrusted to them. Those ways will open doors to the community and generate revenue for the church. This workshop will cover the things to consider, the dos and don'ts, and contracts.

Rick Cadden & Christopher Cass

## Priorities in Facility Management

(Session C, D)

This workshop comes from 28 years of hands-on experience in church facility operations. In this session, the attendee will learn an overview of practical processes related to the very core of facility management, how to assemble a team, map your way, access what you have, and train your staff. A workbook will be provided to each attendee that includes this session plus lots of detailed "how to's" in Facility Management.

Glenn Wood

## Surviving and Thriving During Construction

(Session A)

It is possible to survive and grow while you are building your church facility! We will discuss how to build a successful construction team, define the difference between Wants and Needs, develop a complete budget, and adapt when things change! Glenn has been working on church construction projects for over twenty-five years and will share practical tips to help you Survive and Thrive during your next construction project.

Nathan Parr & Lizzie Zabochnik

## Staffing and Budgeting Efficiency Through Technology

(Session D)

This session is designed to help any size church understand how to leverage currently available systems and programs to operate their facility more efficiently. Participants will learn how to maximize their staff's impact on operations positively even when understaffed, common system integrations and technology tools to help operate their facility more efficiently, and how to objectively evaluate marketplace solutions.

Nathan Parr

## Lessons Learned from Facility Condition Assessments

(Session A)

This workshop will help attendees understand the most common issues found in churches across the United States and how they can be prepared to fare better. Attendees will learn facility issues shared by most structures, common regulatory issues that are consistently missing, and get an understanding of how this feeds the amount of deferred maintenance each property will have.

Nathan Parr

## Understanding Staffing Benchmarks for Custodial & Maintenance Operations

(Session C)

This workshop will explain how most churches in the United States (and Canada) are consistently underfunded and understaffed in custodial and maintenance due to common misconceptions about needs and staff availability. Attendees will learn how to calculate their true staffing need in custodial and maintenance, determine the correct range for funding if they want to operate effectively, and understand the factors that are reducing the availability of their personnel.

Chief Anthony Williams

## Securing the House of Worship

(Session A)

This workshop addresses the fundamentals of securing the house of worship through proper planning, resources, and critical needs assessment. At the end of this workshop, the participants will be adept at recognizing the vulnerabilities associated with church campuses and environments. Additionally, participants will have a raised level of awareness regarding challenges associated with church safety and security.

Chief Anthony Williams

## Unholy Are Thou: Addressing the Evils That Impact Our Sanctuaries

(Session B)

We will focus on issues occurring in the church that are based on human risk behaviors such as domestic violence, suicide, and mental health. Turning from the reality of these issues creates an internal vulnerability with the church that can result in a major critical incident occurring.

Chief Anthony Williams

## God, Why Did You Allow This to Happen?

(Session C)

This session will focus on actual critical incidents that occur within the church environment and how trained members in the church are recommended to respond and mitigate the occurrences of church violence. By the end of this session, attendees will be able to recognize and respond to incidents as well as understand the behaviors and profiles of active shooters.

Chief Anthony Williams

## Media Training and Rebranding

(Session D)

This workshop will focus on the proper channels for addressing the aftermath of a critical incident that occurs within the church environment. Participants will understand the need for a formal communications strategy to address any critical issue that has an adverse impact on the church environment. They will also understand the benefit of a positive working relationship with the media versus having an adversarial one.

# Children, Youth & Schools

CJ Malott

## It Takes a Village: The Church's Role in Raising Up the Next Generation

(Session C)

It is not uncommon that the church, intentionally or not, functions in ways that end up replacing parents and their responsibility in raising their children. Furthermore, a common misconception is that if parents drop their kids off at church, the church will fix them. This workshop looks at the biblical basis for parenting, what the parent's role is, and what place the church has in helping them.

Sharonda Ausbie

## Just Begin: A Practical Guide for Starting a Special Needs Ministry

(Session A)

In this class, churches learn how to begin a Special Needs Ministry. This class is for churches who are seeking to be more effective in serving the entire body of Christ.

Sharonda Ausbie

## Providing Access Without Limiting Options

(Session B)

In this class, we will discover how to eliminate the feeling of intimidation and confusion in order to build a special needs ministry. We will learn how to provide access that creates accessibility and acceptance.

Sharonda Ausbie

## We Are ONE: Creating Respite Events that Allow Families Touched with Disabilities to Experience Safe Care for Their Loved Ones

(Session B)

This workshop is a practical guide that provides the necessary tools to plan and execute a successful respite event.

Stephanie Rogers

## Guiding Kids Through Spiritual Milestones

(Session B)

Together we will explore the spiritual milestones from birth to 5th grade. Discover effective ways to engage parents in their children's spiritual growth and celebrate these important moments. Walk away with four parent classes designed to disciple kids and their families. Plus, ideas to engage your entire church in supporting families!

Stephanie Rogers

## Captivating Kids with Bible Stories

(Session C)

How many times have you said, "Help! How do I keep children interested in Bible story time?". This session has a variety of exciting ideas to share with you, ensuring that kids remain on the edge of their seats eager to learn more.

Stephanie Rogers

## Banishing Boredom from Your Classroom

(Session A)

Say goodbye to monotony in your classroom as you discover strategies to make each Bible lesson engaging and interactive. As we discuss how children learn, you will have practical solutions to make the Bible come to life in your classroom.

Stephanie Rogers

## Navigating Ages and Stages in Spiritual Development

(Session D)

Children don't just grow physically, socially, and emotionally. Imagine having a guide for classroom leaders and parents to navigate children's spiritual development. Leave with a valuable resource for guiding spiritual conversations at every age and stage.

# Ministry Tools

Kacie Frazier

## Stewarding Your Most Valuable Resource: How to Have More Time to Do What Matters Most

(Session A, B, C, D)

What's your most important resource? It may not be what you think! It isn't your budget, your facility, or even your volunteers. It's your time. The problem is the very thing we need to grow healthy organizations is the very thing we have so little of.

Michael Cantrell

## Don't Waste Your Time and Money on Texting

(Session A, C)

Have you experienced message failures, long delivery times or disjointed ministry communication? Well, you're not alone. With the many pitfalls that come with texting, let us show you the right way to add texting to your ministry! Join our session and learn the do's and don'ts of texting and how Powered By Text comes alongside you as a ministry partner with a proven formula for a successful texting strategy.

Glenn Wood

## Microsoft Excel - New Functions and Tricks

(Session B)

"Work Smarter Not Harder" has been said for years! You will walk away with a detailed handout, practical application, and learn new functions and tricks to amaze your boss and fellow staff! We will cover the new XLOOKUP function, Flash Fill, and many more! There will be a Q&A session at the end where you can ask questions and "Stump the Excel Guru." Glenn has been using spreadsheets since the mid-70's, learn from his many years of experience.

Glenn Wood

## Metro Roundtable

(Session C)

This is a moderated Roundtable Discussion Group covering a variety of topics provided by those in attendance. Bring your questions and learn from others who have "been there & done that". Learn from churches both large and small on how best to help your church thrive and succeed. Previous sessions have covered topics including finances, budgeting, multi-site campus logistics, report, human resources, IT, and church software.

# Communications, Media & Technology

Trent Carroll

## Using ChatGPT for Your Church or Ministry

(Session C)

ChatGPT is an amazing AI tool that can boost your productivity in various tasks. In this introductory class, you will discover how ChatGPT can help you with its capabilities of natural language understanding, text generation, and content creation. You will learn how to use ChatGPT to find relevant and accurate information from the web, conduct research on various topics with ease, and draft documents with creativity and efficiency.

Chris Green

## You've Been Hacked! – What to Do Today to Increase Security and Prepare for a Response

(Session D)

Churches and nonprofits are directly targeted with hacking for financial gain. Organizations are experiencing phishing, email compromise, wire fraud, and ransomware every day. We will talk about the basic security precautions that can significantly increase your protection as well as how various types of Cyber Insurance may or may not be appropriate for your organization.

Chris Green

## The Convergence of Audio/Visual/Lighting and Information Technology

(Session B)

With the increasing capabilities of Audio, Video, and Lighting systems, the integration and dependence on networking technology has increased dramatically. While basic implementations can often be successful with minimal effort, most implementations require advanced IT networking expertise. In this session, we will discuss some of the technical challenges of implementing AVL technology and why it is more important than ever for AVL and IT teams to work together directly toward a common goal.

Grady Brown

## Improving Visitor Experience Through Identification & Directional Signage

(Session A, C, D)

How can your facility benefit from a directional sign program? What is the process for managing the design and planning process? Get answers to these questions as well as learn about resources for implementation and ways to ensure the life cycle of your program through responsible maintenance routines.

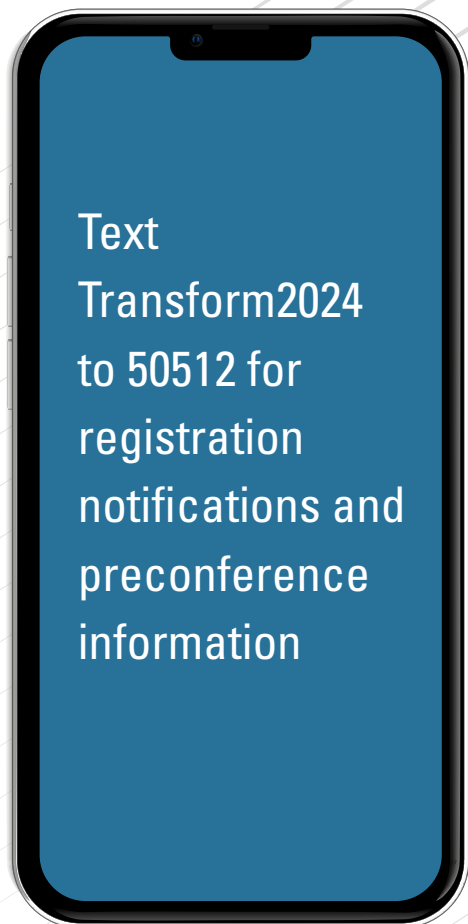
Melany Sanchez

## Communication by Design

(Session C)

Communication is more than just words. In fact, 90% of information sent to the brain is visual and 65% of people are visual learners. In this workshop, we will discuss essential elements for design; ranging from establishing a cohesive image that communicates your message, to tips and tricks that will allow you to effectively engage with your members.

To learn more about our many sponsors who make this conference possible, visit [co-opministryconference.org](http://co-opministryconference.org)



# Schedule

7:30 - 8:30

Registration, Continental Breakfast & CO+OP Alley Opens

8:30 - 8:45

Welcome & Door Prizes

9:00 - 10:15

Session A Workshop Topics

Speaker

	Session A Workshop Topics	Speaker
A-1	The World Needs Your Story: Crafting Testimonies & Talks That Change Lives	Arlen Busenitz
A-2	10 Things I've Learned About Hiring, Firing & Leading Staff	Tim Stevens
A-3	Independent Contractor or Employee?	Elaine Sommerville
A-4	Not presenting this hour	Justin Romine
A-5	7 Core Values for a Healthy Staff Culture	Rick Cadden & Christopher Cass
A-6	Boss Like God: A Blueprint for Workplace Performance	K. Lynn Lewis
A-7	Not presenting this hour	Jodee Melton
A-8	Not presenting this hour	Jonathan Tucker
A-9	Surviving and Thriving During Construction	Glenn Wood
A-10	Contributions & Other Revenue: Accounting for Your Lifeblood	Ashley Voss & Cynthia Cox
A-11	3 Critical Steps to Leave a Legacy	Mathew Paul
A-12	The Employee Retention Credit for Churches and Nonprofits	Sandra Fowler
A-13	Not presenting this hour	Mike Rosecky
A-14	Not presenting this hour	Lezlie Armour & Owen Barr
A-15	A Gospel-Driven Strategy for Meeting Physical & Spiritual Needs in Marginalized Communities	Jeff Chadwick
A-16	Determine the Current Trajectory of Your Financial Giving	Brad Leeper
A-17	Leading From Your Strengths	Carmen Pate
A-18	Kill Busyness: 5 Steps to Beat Stress, Exhaustion & Overwhelm	Dr. Garland Vance
A-19	Not presenting this hour	Mike Farag
A-20	How to Lead Yourself Well in Order to Lead Others Better	Genea Browne
A-21	How to Finish Well in Ministry	Luis A. Sanchez
A-22	Not presenting this hour	Brent Johnson
A-23	Not presenting this hour	James Burns
A-24	Lessons Learned from Facility Condition Assessments	Nathan Parr
A-25	Securing the House of Worship	Chief Anthony Williams
A-26	Just Begin: A Practical Guide for Starting a Special Needs Ministry	Sharonda Ausbie
A-27	Not presenting this hour	CJ Malott
A-28	Banishing Boredom from Your Classroom	Stephanie Rogers
A-29	Stewarding Your Most Valuable Resource: How to Have More Time to Do What Matters Most	Kacie Frazier
A-30	Don't Waste Your Time and Money on Texting	Michael Cantrell
A-31	Improving Visitor Experience Through Identification & Directional Signage	Grady Brown
A-32	Not presenting this hour	Melany Sanchez
A-33	Not presenting this hour	Trent Carroll
A-34	Not presenting this hour	Chris Green
A-35	Soul Care: Taking Care of Yourself So You Can Minister to Others	Roy Wooten
A-36	Not presenting this hour	Dr. Teresa Moon

10:15 - 10:45

## Morning Snack Break

10:45 - 11:55

### Session B Workshop Topics

### Speaker

B-1	Attracting & Building a High Performing & Joyful Team	Arlen Busenitz
B-2	Rebuilding a Broken Culture -- or Making a Good Culture Great	Tim Stevens
B-3	Tax and Legal Update for Religious Organizations	Frank & Elaine Sommerville
B-4	Not presenting this hour	Justin Romine
B-5	7 Core Values for a Healthy Staff Culture	Rick Cadden & Christopher Cass
B-6	Boss Like God: A Blueprint for Workplace Performance	K. Lynn Lewis
B-7	EnneauHUH?	Jodee Melton
B-8	Tax Exempt Status: How to Get It, How to Keep It!	Jonathan Tucker
B-9	Microsoft Excel - New Functions and Tricks	Glenn Wood
B-10	Contributions & Other Revenue: Accounting for Your Lifeblood	Ashley Voss & Cynthia Cox
B-11	Not presenting this hour	Mathew Paul
B-12	Not presenting this hour	Sandra Fowler
B-13	Can Your Organization Be Trusted?	Mike Rosecky
B-14	Nuts & Bolts of Planning a Mission Trip	Lezlie Armour & Owen Barr
B-15	A Gospel-Driven Strategy for Meeting Physical & Spiritual Needs in Marginalized Communities	Jeff Chadwick
B-16	How to Know If Your Giving Systems Are Working	Brad Leeper
B-17	Not presenting this hour	Carmen Pate
B-18	Unleash Your Leadership: 7 Traits that Solve 95% of Leadership Challenges	Dr. Garland & Dorothy Vance
B-19	The Case for Rebranding for Nonprofit Leaders	Mike Farag
B-20	How to Lead Yourself Well in Order to Lead Others Better	Genea Browne
B-21	Not presenting this hour	Luis A. Sanchez
B-22	Prayer in the Church: Looking to a More Biblical Model	Brent Johnson
B-23	Facilities Roundtable	James Burns & Nathan Parr
B-24	Not teaching this hour	Nathan Parr
B-25	Unholy Are Thou: Addressing the Evils That Impact Our Sanctuaries	Chief Anthony Williams
B-26	Providing Access Without Limiting Options	Sharonda Ausbie
B-27	Not presenting this hour	CJ Malott
B-28	Guiding Kids Through Spiritual Milestones	Stephanie Rogers
B-29	Stewarding Your Most Valuable Resource: How to Have More Time to Do What Matters Most	Kacie Frazier
B-30	Not presenting this hour	Michael Cantrell
B-31	Not presenting this hour	Grady Brown
B-32	Not presenting this hour	Melany Sanchez
B-33	Not presenting this hour	Trent Carroll
B-34	The Convergence of Audio/Visual/Lighting and Information Technology	Chris Green
B-35	When Counseling/Coaching Isn't Working: What to Do When the Person Asking for Help Isn't Getting Better	Roy Wooten
B-36	Not presenting this hour	Dr. Teresa Moon

# Schedule

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

Session C	Workshop Topics	Speaker
C-1	Superior Execution: Become a Doer and Not Just a Talker/Dreamer/Hearer	Arlen Busenitz
C-2	10 Things I've Learned About Hiring, Firing & Leading Staff	Tim Stevens
C-3	Tax and Legal Update for Religious Organizations	Frank & Elaine Sommerville
C-4	Using HR Best Practices to Develop Your Staff	Justin Romine
C-5	Priorities in Facility Management	Rick Cadden & Christopher Cass
C-6	Boss Like God: A Blueprint for Workplace Performance	K. Lynn Lewis
C-7	Let's Talk About It	Jodee Melton
C-8	Fraud and the Nonprofit Organization	Jonathan Tucker
C-9	Metro Round Table (facilitated by Glenn Wood)	Glenn Wood
C-10	Expenses & Other Disbursements: Accounting for Your Heart	Ashley Voss & Cynthia Cox
C-11	Not presenting this hour	Mathew Paul
C-12	Not presenting this hour	Sandra Fowler
C-13	Not presenting this hour	Mike Rosecky
C-14	Nuts & Bolts of Planning a Mission Trip	Lezlie Armour & Owen Barr
C-15	A Gospel-Driven Strategy for Meeting Physical & Spiritual Needs in Marginalized Communities	Jeff Chadwick
C-16	How to Know if Your Giving Systems Are Working	Brad Leeper
C-17	Leading From Your Strengths	Carmen Pate
C-18	Unleash Your Leadership: 7 Traits That Solve 95% of Leadership Challenges	Dr. Garland & Dorothy Vance
C-19	Not presenting this hour	Mike Farag
C-20	Not presenting this hour	Genea Browne
C-21	Not presenting this hour	Luis A. Sanchez
C-22	Not presenting this hour	Brent Johnson
C-23	Not presenting this hour	James Burns
C-24	Understanding Staffing Benchmarks for Custodial & Maintenance Operations	Nathan Parr
C-25	God, Why Did You Allow This to Happen?	Chief Anthony Williams
C-26	Not presenting this hour	Sharonda Ausbie
C-27	It Takes a Village: The Church's Role in Raising Up the Next Generation	CJ Malott
C-28	Captivating Kids with Bible Stories	Stephanie Rogers
C-29	Stewarding Your Most Valuable Resource: How to Have More Time to Do What Matters Most	Kacie Frazier
C-30	Don't Waste Your Time and Money on Texting	Michael Cantrell
C-31	Improving Visitor Experience Through Identification & Directional Signage	Grady Brown
C-32	Communication by Design	Melany Sanchez
C-33	Using ChatGPT for Your Church or Ministry	Trent Carroll
C-34	Not presenting this hour	Chris Green
C-35	When Carrying Others' Burdens Weighs You Down: Secondary Trauma and What to Do About It	Roy Wooten
C-36	Contagious Transformation: Cultivating Teams for Transformation That Spreads	Dr. Teresa Moon

3:15 - 3:45

Afternoon Snack in CO+OP Alley

3:45 - 4:55

Session D	Workshop Topics	Speaker
D-1	Transforming Words: Communication Strategies for Stressful Situations	Arlen Busenitz
D-2	10 Things I've Learned About Hiring, Firing & Leading Staff	Tim Stevens
D-3	Not presenting this hour	Elaine Sommerville
D-4	7 Common Costly HR Misses in Ministry	Justin Romine
D-5	Priorities in Facility Management	Rick Cadden & Christopher Cass
D-6	Boss Like God: A Blueprint for Workplace Performance	K. Lynn Lewis
D-7	Not presenting this hour	Jodee Melton
D-8	Not presenting this hour	Jonathan Tucker
D-9	Evaluating Finances in the Post-Pandemic World	Glenn Wood
D-10	Expenses & Other Disbursements: Accounting for Your Heart	Ashley Voss & Cynthia Cox
D-11	3 Critical Steps to Leave a Legacy	Mathew Paul
D-12	The Employee Retention Credit for Churches & Nonprofits	Sandra Fowler
D-13	Not presenting this hour	Mike Rosecky
D-14	Not presenting this hour	Lezlie Armour & Owen Barr
D-15	A Gospel-Driven Strategy for Meeting Physical & Spiritual Needs in Marginalized Communities	Jeff Chadwick
D-16	How to Assess Your Giving Culture	Brad Leeper
D-17	Not presenting this hour	Carmen Pate
D-18	The Grieving Leader: How to Lead Through Loss	Dorothy Vance
D-19	Not presenting this hour	Mike Farag
D-20	Not presenting this hour	Genea Browne
D-21	How to Finish Well in Ministry	Luis A. Sanchez
D-22	Prayer in the Church: Looking to a More Biblical Model	Brent Johnson
D-23	Utilizing GOD Facilities to Engage Community and Generate Revenue	James Burns
D-24	Staffing and Budgeting Efficiency Through Technology	Nathan Parr & Lizzie Zabochnik
D-25	Media Training and Rebranding	Chief Anthony Williams
D-26	We Are ONE: Creating Respite Events That Allow Families Touched with Disabilities to Experience Safe Care for Their Loved Ones	Sharonda Ausbie
D-27	Not presenting this hour	CJ Malott
D-28	Navigating Ages and Stages in Spiritual Development	Stephanie Rogers
D-29	Stewarding Your Most Valuable Resource: How to Have More Time to Do What Matters Most	Kacie Frazier
D-30	Not presenting this hour	Michael Cantrell
D-31	Improving Visitor Experience Through Identification & Directional Signage	Grady Brown
D-32	Not presenting this hour	Melany Sanchez
D-33	Not presenting this hour	Trent Carroll
D-34	You've Been Hacked! – What to Do Today to Increase Security and Prepare for a Response	Chris Green
D-35	Soul Care: Taking Care of Yourself So You Can Minister To Others	Roy Wooten
D-36	Not presenting this hour	Dr. Teresa Moon

5:00 - 5:15

Evaluation Drawing & Door Prizes

# Schedule at a Glance

7:30 am – 8:30 am

Check-In, Breakfast &  
CO+OP Alley

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 & 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

Ice Cream Social  
in CO+OP Alley

3:45 pm – 4:55 pm

Session D Workshops

5:00 pm – 5:15 pm

Evaluation Drawing &  
Door Prizes

## Pricing:

CO+OP  
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CO+OP  
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*Early Bird Registration -  
November 1 to December 15:*

Individual	\$130	\$160
Groups of 3 or more per registrant	\$119	\$140

*Regular Registration -  
December 16 to January 31:*

Individual	\$145	\$170
Groups of 3 or more per registrant	\$129	\$150

*Late Registration -  
February 1 to February 14:*

Individual	\$155	\$190
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*At the Door:* \$175 \$200

## Registration Information:

- Register online and pay by credit card at **CO-OPMinistryConference.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.
- If you have questions, please call 832-478-5131 or email: [info@co-opministryconference.org](mailto:info@co-opministryconference.org).



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## CertaPro Painters of Central and Northeast Houston

Looking for a company you can trust with painting your organization's building(s)? Allow us to introduce to you one of our newest vendors — CertaPro Painters of Central and Northeast Houston. We know that behind every great company are great people, so we've taken the time to get to know those at CertaPro — up close and personal!

CertaPro Painters specializes in both commercial and residential painting, interior and exterior. This company has a reputation for responsiveness, excellent customer service, and high-quality work. If you were to call their office, you would be answered by an associate who could set you up with an appointment with their commercial and residential salespeople who, in turn, would provide you with an estimate within one day of your appointment. With more than 70 certified, hard-working, and highly skilled painters aiming to go the extra mile, CertaPro can address any size job in a timely manner. They will assign your project a supervisor to ensure that any communication is top-notch.

If it all seems too good to be true, you can go online to take a look at the 300+ Google reviews that confirm CertaPro as the number one painting contractor in Houston and surrounding areas. You can have confidence knowing that CertaPro has experience serving numerous churches and non-profits in a variety of capacities. Not only are they members of the Better Business Bureau — they have an A+ status as a vendor! In addition to several significant letters of recommendation, they have hundreds of high-quality pictures and videos online showing their portfolio of projects and expertise. To see for yourself, visit their website at [certapro.com/central-northeast-houston](http://certapro.com/central-northeast-houston) or look for one of their YouTube videos! You can also find them on both Facebook and Instagram.

On a personal note, Alfredo Flores, CEO and one of the franchise owners of CertaPro, shared with us his own story about how he came to be a part of this company.

*My name is Alfredo Flores. I am a local resident of Houston. I was born in Mexico City and moved to Houston more than 23 years ago. I have three boys and one girl. I became a U.S. citizen four years ago, and I am super excited to be one of the franchise owners of CertaPro Painters of Central Houston and have the role of CEO. I have a passion for customer service and customer satisfaction; I am detail-oriented, and I like to listen to the needs of our customers. Before I joined CertaPro, I was the VP of a well-known industrial distribution company in Houston. I took care of industrial international customers in Latin America and Federal Government customers in the U.S., mainly the Department of Defense and Air Force Bases, supplying them with tool kits and custom foam. Because of the responsibility and high-level customers, I learned what it is to listen to customers' needs and take care of the details to deliver the best products, service, and experience.*

*My biggest hobby is cooking, and I participated in Chopped TV Show at Food Network in New York City in 2016. I also enjoy spending as much time as possible with my family, traveling, playing chess, and reading.*

You can reach Alfredo Flores at (713) 416-4492 or call CertaPro's office at (713) 824-5166. They are located at 8584 Katy Freeway, Suite 305, Houston, TX 77024.

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## Stargel Office Solutions

We've had the opportunity to get to know Stargel Office Solutions up close and personal, and we're eager to share with you what we've learned about this professional office supply company!

As you probably know, advanced technology alone is not enough to ensure productivity in the office; it also requires responsive, professional support. Stargel Office Solutions is a complete office technology partner, providing quality service and sales on multi-function printers, copiers, scanners, and fax machines. They offer managed IT and print services, production print, document software, and digital signage. In short, they can help push digital and paper information through your operation from cradle to grave. Their clientele includes numerous churches and non-profits — too many to list! — some as large as Lakewood Church.

Stargel Office Solutions started from the ground up back in 1987, when president and owner Jack Stargel grew the company from meeting the needs of just one client to serving over 6,000 clients. Thirty-two years of dedication, hard work, and commitment to core values such as integrity and professionalism have contributed to make this company what it is today: **the largest independently owned office equipment dealer in the Greater Houston area**, as recognized by the *Houston Business Journal*.

Stargel Office Solutions credits much of their continued growth to their lasting client partnerships, which they have maintained by "going above and beyond the customer's expectations" on a daily basis. They truly believe in putting the customer first, operating according to the philosophy of "Whatever the Customer Wants." As a result, they provide top-notch IT support and flexibility. This includes:

- Multiple certified, licensed technicians on-call 24/7.
- 3-hour guaranteed response time (or your service is free that month!).
- Live reception — no 1-800 numbers — so you can talk to a live person all the time!
- Unlimited free training for the duration of your contract.

Stargel Office Solutions has been a member of the Better Business Bureau for at least fifteen years, nominated multiple times as an outstanding vendor in their category. While they are a local, family-owned business in Houston, TX, they can sell and service the Toshiba, HP, and Xerox systems anywhere in the USA! They also recently acquired a second physical location in Round Rock, TX, called Round Rock Copier, enabling them to serve the Greater Austin area.

Stargel Office Solutions makes it a priority to give back to the community as much as possible. Every year, they donate over \$125,000 for various causes including Texas Children's Hospital, nursing centers, and so much more. In the aftermath of Hurricane Harvey, Stargel developed the "Stargel Gives Back" program, which facilitated the distribution of funds and resources to relief centers throughout the Houston area. Owner and President Jack Stargel was honored with the Houston Business Journal Corporate Philanthropic Award — Small Corporation for his commitment to the community. The employees at Stargel also give of their time, volunteering over the holidays at the Houston Food Bank as well as some of the local churches, hosting multiple food drives, conducting an annual blood drive, and participating in various walks and fundraisers. You can learn more about Stargel Office Solutions through their website ([stargel.com](http://stargel.com)) or, better yet, schedule a face-to-face meeting at their Houston location for a VIP product demonstration and facility tour. Their address is:

4700 Blalock Road, Houston, TX 77041

You can also give them a call at 713-597-9055, or email Slade Stargel at [slade.stargel@stargel.com](mailto:slade.stargel@stargel.com).



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## WaterTight Roofing

We are excited to introduce to you one of our newest vendors, WaterTight Roofing, the company you can trust for your commercial roofing repair, replacement, and restoration needs.

Back in 2011, Mike Slaughter and Cole Garrison felt they could build a company focused on exceptional commercial roofing systems and superb customer service.

“We don’t want just another business deal,” says Mike. “We want a relationship. We like business owners to be able to pick up the phone and chat with us about their commercial roofing needs.”

Together, Mike and Cole made their dream a reality and founded WaterTight Roofing. Eleven years later, their company boasts an A+ rating with the Better Business Bureau. And it’s no wonder!

“We use the highest standard of services, technology, construction techniques and materials that meet the project’s timeline and budget. We do not disrupt operations and have certified experts in all areas of roof reconstruction, repair, and renovation,” says Mike.

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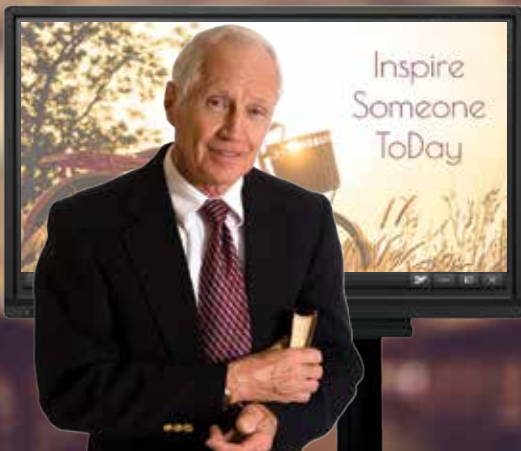
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