

TOP

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Anne Marie Miller
Noon Keynote Speaker



Lee Strobel
*Featured Workshop
Presenter*

Texas Ministry ConferenceSM

Together
We Thrive...

Exclusive Texas Ministry Conference Issue | Texas Ministry Conference Brochure Inside

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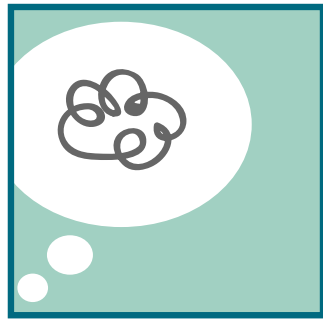
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From the Director

The one thing I love about living in Houston is that flowers are always in season. Beautiful snapdragons and pansies always catch my eye in the winter, and a multitude of colors and species in the summer months. For years I noticed that the flowers always looked better in other yards and landscaped areas. My flowers grew, but they never looked great. So I decided to visit our local Garden Center to inquire about the differences.

The first thing the gardener wanted to know was the size of pot used and the number of plants in each pot. When I told him I made sure the plants had plenty of room to grow by planting only three or fewer stems in each pot, he replied with a big "Ah, that is the problem, Miss Patti. Your flowers will grow, but they will not flourish and thrive without being together. When you put them closer together they grow vigorously and you will have beautiful flowers."

The more I thought about those flowers, the more I found myself relating them to CO+OP. The more our Vendors, Churches, Schools and Ministries work together, the more we thrive! We bring resources to each other that can help both giver and receiver. A win-win for all!

Speaking of resources and bringing people together, our 2016 Texas Ministry Conference is packed full of resources for your ministry. The entire issue of this magazine is focused on the upcoming conference. Grab a cup of coffee and read through articles written by conference speakers. Browse through the conference brochure included inside this issue and pick out your favorite workshops to attend. Get to know our vendors on pages 44 and 45 so you can recognize their names and spend time with them at the event.

Don't forget to invite some staff members to come with you. Or perhaps that church down the street who has never attended the conference before needs a testimony about the value of education, networking, and fun this day can hold for them. Invite them and become eligible for a special \$100 Gift Card Drawing. Just ask them to put your name on their registration page.

Let's come together and make this year one in which we grow and prosper!

Together We Thrive,

Patti Malott
Executive Director



Connecting People and Resources

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By Anne Marie Miller

Sometimes we have really stressful days. And sometimes those days turn into weeks. Seasons of stress come and go. Ministry can make you want to pull out your hair at times. There's no doubt about it.

So how do you determine if you're burned out, or just stressed out? What's the difference? The chart below, formulated by Dr. Archibald Hart*, describes the differences between stress and burnout.

Stress	Burnout
Stress is characterized by overengagement.	Burnout is a defense characterized by disengagement.
The exhaustion of stress affects physical energy.	The exhaustion of burnout affects motivation and drive.
Stress produces disintegration.	Burnout produces demoralization.
Stress can best be understood as a loss of fuel and energy.	Burnout can best be understood as a loss of ideals and hope.
The depression of stress is produced by the body's need to protect itself and conserve energy.	The depression of burnout is caused by the grief engendered by the loss of ideals and hope.
Stress produces a sense of urgency and hyperactivity.	Burnout produces a sense of helplessness and hopelessness.

As you can see, symptoms of stress alone are fairly traumatic. As these persist without appropriate rest, they turn into burnout. Burnout is the result of cumulative stress developed over time.

Are you burning out? As you work through these lists and note both the symptoms and how long you've been experiencing them, you should get a clear picture of your overall health.

SPIRITUAL HEALTH

Check if you have symptom	Symptom	Duration (in months)
	No desire for Bible reading	
	No desire for prayer	
	Don't give cheerfully or sacrificially	
	Find yourself avoiding truth	
	Feel spiritually empty	
	Avoid accountable relationships	
	Lying (including little white lies)	
	Stealing (even in "small" ways)	

EMOTIONAL HEALTH

Check if you have symptom	Symptom	Duration (in months)
	Easily angered/enraged	
	Cynicism	
	Suspiciousness	
	Helplessness	
	Impulsiveness	
	Lack of self-worth	
	Anxiety/worry	
	Using escapes such as alcohol, drugs, shopping, TV, sex, pornography, etc.	

Unfortunately, there's no magic way to "grade" your answer. I don't want to oversimplify things, but let's look back at how you responded. Did you end up checking a lot of boxes? Have you been struggling with some of these issues for a while? If these tables are covered in pen scribble, chances are you're either burned out, or on the brink of burnout. You could be in another back-to-back season of stress that, without proper rest, will leave you exhausted and feeling helpless.

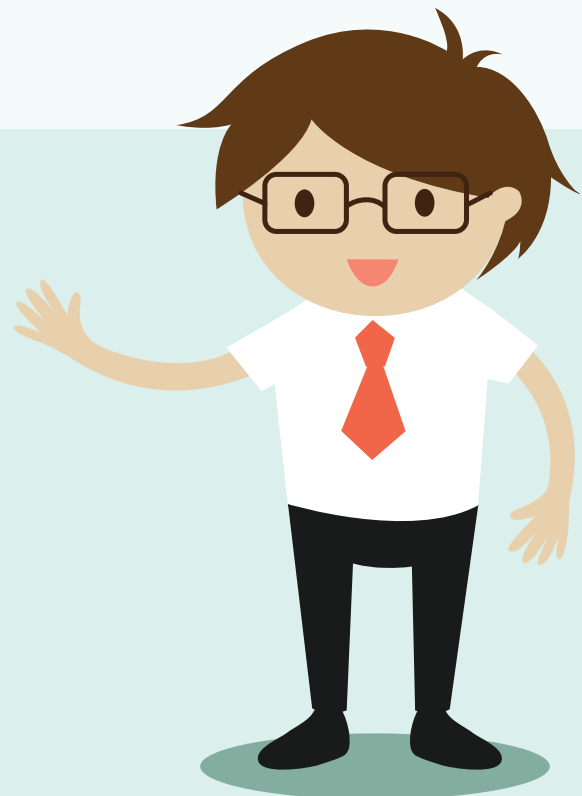
If you're ready to change – If you know you can't go on living in the state you're in, with your joy completely stolen and your life being destroyed – let's take a look at some principles in the sidebar that can help you begin the journey to health.

PHYSICAL HEALTH

Check if you have symptom	Symptom	Duration (in months)
	Feeling tired all the time	
	Constant headaches	
	Consistent gastrointestinal issues	
	Weight gain or loss (how much?)	
	Insomnia	
	Muscle aches/weakness	

RELATIONAL HEALTH

Check if you have symptom	Symptom	Duration (in months)
	Withdraw from family and friends	
	Crave isolation/seclusion	
	Fear intimacy ("If they knew the real me, they wouldn't like me")	
	Find no joy in relationships	
	Dread going into work/ participating in service	



PRINCIPLE #1 – Reconnect with your Savior

Before you change your eating habits, sign up for yoga, cut your hours back and join a small group, take a deep breath. We look for instant fixes. We feel empty, and we want to feel full. God promised us fullness, right? Why don't we sense that completeness? We search for whatever we think will tide us over.

And what we do find is only a cheap fix. It's not what God intended.

The Greek word *perissos* is translated "full" in John 10:10. It doesn't mean happy. It doesn't mean comfortable. It doesn't mean prosperous or wealthy.

Perissos means "in abundance."

Overflowing.

Life overflowing.

Not a long life, or even a healthy one. The life in John 10:10 is the life that was made possible, brought into existence, so to speak, when Jesus sacrificed for us. It's eternal life. And the Greek word for "life" (*zomem*) implies a life that is present now and in the future.

"I have come" (the work is already done) . . .

"That they may have" (there's nothing you can do to earn it so just accept it) . . .

"Life."

We need to realize that the abundant life God has for you already exists!

It's ours.

We need to rest in that fact.

And I mean really rest.

PRINCIPLE #2 – Accept Responsibility for Your Decisions

There may be many external reasons why you're burned out. However, in addition to these circumstances, we all make choices. And the effect of the decisions you have made over time has led you to your current condition. You are responsible both for the choices you've made in life and for seeking God's plan for your healing.

PRINCIPLE #3 – Change Your Purpose

If we're not experiencing the abundant life described in John 10:10, we've gotten off course somewhere. We need to change our mind. We need to change our purpose.

Are you trying to run the best children's ministry in the country? Are you attempting to grow your church by two hundred people this year? Are you trying to make your church's print pieces the slickest in town?

If you're burned out, take a look at why. What is it that you have been chasing? Even with the best intentions, if we aren't committed to pursuing a loving relationship with our Creator first, we are destined to fail. What are the things you are loving with all your heart, soul, mind, and strength?

PRINCIPLE #4 – Make a Plan

When making plans, it's easy to get overwhelmed. Patience is absolutely essential. There seems to be so much we need to work on and "fix" that it will be easy to become discouraged. It's OK to start slowly. Small steps over time can make a big difference – and not only that, God will honor your obedience in ways beyond what we can humanly accomplish.

As we make plans, we should do so with God's purpose in mind. We should seek His vision for our lives.

PRINCIPLE #5 – Create Boundaries

In Luke's gospel, we learn that Jesus spends quite a bit of time in a town called Capernaum. He heals the sick. Because of this, news of his ability travels fast and far.

At the end of Luke 4, Jesus retreats. He needs to rest. Yet people find him and ask him to continue healing their town.

His response? No. (Luke 4:4)

Jesus wasn't sent to heal people in just one small corner of the world. He was sent to heal the world.

In the same way, we have to look at the entire kingdom picture when we review our to-do lists. Creating boundaries isn't selfish. It's vital.

PRINCIPLE #6 – Find Authentic Relationships

When you begin the process of healing from burnout, you're going to uncover some ugly things about yourself. And you're going to want to hide these ugly things under a big rock. The Bible is clear: Darkness and light cannot coexist. If we keep things in the dark, we'll never be completely free of them. Not only are authentic, accountable relationships important for areas of weakness in our lives: they're also necessary for the areas in which God is growing us.

As you commit to getting very real with a very real God and to living an abundant life, these steps will help you begin the journey to recovery. Reflecting on and applying these six principles will provide a great foundation for making practical decisions in the future.

*Full checklists can be found in the book *Mad Church Disease*. ✚

Anne Marie Miller

Anne Marie Miller has authored six books and speaks at colleges, conventions, and churches on the topics of social justice, sexuality, health, addiction, and biblical themes like grace and restoration. She also writes for various publications, studied family sociology, and is currently pursuing her DMS at Rockbridge Seminary. She lives with her husband Tim, a pastor, in Dubuque, Iowa.

Her highly anticipated book *5 Things Every Parent Needs to Know about Their Kids and Sex* (Baker Publishing) releases May 17, 2016.

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TOGETHER WE THRIVE IN GENEROSITY

By Mark Slabaugh

I constantly marvel at those who are generous beyond expectations. They live with such freedom and joy. I used to think that their joy was because they already had money/wealth/blessing. But I have since discovered that money does not bring this freedom. No doubt it is good to have money left over at the end of the month. However, the gap between more and enough never closes. So what brings this freedom and joy?

A heart and mind that is compelled by God's grace to be generous finds freedom and joy.

Churches are no different.

When churches (more specifically, church leadership) live with a generosity mindset instead of a scarcity mindset, it becomes contagious. The paradox remains true that you gain by giving.

When I was eight years old, I was standing by my mom and dad after a morning worship service. Our pastor approached us in the foyer and began to chat with us and then proposed a question: "Glen, our worship services are packed and we are preparing to launch a third worship service at 8:00 a.m. . ." STOP. Did I mention that I was eight years old? My mind immediately began to consider ways to interrupt this outcome – I liked sleeping in a bit later on Sunday mornings. How could I defend myself here?

Too late . . . because my dad interrupted Pastor Dave, but not with self-defense: "We're in. You can count on us." In that moment, I got it. My dad displayed sacrificial generosity; inconvenience for our family so that more people could hear the message of Jesus Christ was no inconvenience at all. We could gain by giving of ourselves.

Jesus answered them, "It is more blessed to give than to receive."

How can your church experience the paradox of giving?

At Generis, we coach churches through shaping a culture of biblical generosity. As we have worked with churches of varying size, background, culture, context and demographics, there are consistent threads that reveal themselves within churches that are abundantly funded and thriving.

One thread that is always found in a church that is abundantly funded and thriving is a leadership circle that guides through

the change. Learning together. Growing together. Giving together. Thriving together.

The process of influencing senior church leadership through change brings many challenges. The voice of default church position keeps calling . . . do not answer that phone call anymore.

Take the appropriate time to guide other leaders through the process that is required. Consider this: when someone else walks into the room and offers all the solutions you never knew you needed, your reaction will likely be more negative than positive. In the same way, help your leadership team work through the process of acknowledging the problem before you offer all the solutions they never knew they needed.

Use experimental language when introducing culture change. "Could we try this for a period of time and evaluate after we have implemented these changes?" "What would it look like if we . . . ?" The value is a culture of biblical generosity. The methods will vary.

Then develop a new scoreboard on how you measure biblical generosity. Instead of "Budget Needed YTD," what if you mentioned how many "First Time Givers" you had in the first quarter? Someone who takes that initial step in generosity toward your church has made a significant spiritual decision. Do not mention those by name unless the individual volunteers to tell their story. If you use financial discipleship material (e.g. Financial Peace University), how many completed the course? How much debt are they eliminating? Work with your leadership team to develop a generosity scoreboard that indicates people movement – celebrate the giver!

Begin with staff and leadership board – discuss biblical principles of giving, stewardship and money. This will help normalize the generosity conversation within the overall framework of discipleship. Include teaching on generosity in small group materials and membership classes.

Remember these three motivators for a Christ follower to give to your church:

1. "Wow! My church has a critical mission to accomplish in this world. I love the impact my church is making."
2. "Giving is good for me. Resourcing the local church – my local church does something for my soul that happens nowhere else."
3. "I'm equipped to give. I understand how to grow in my own generosity journey. And I know the ways in which I can give to my church."



Church Leadership Self-Assessment:

- Is your tendency to fall back to your own way of thinking, or do you allow outside ideas to help you process and implement best practices?
- What is currently on the generosity scoreboard at your church?
- If you developed a new generosity scoreboard with different metrics, what would that look like?
- How would you define a win based on that new scoreboard? ✚

Mark Slabaugh with Generis

Mark served the local church for over 15 years, seven of those as an Executive Pastor. His calling and passion is to help the local church achieve God-inspired vision. Mark has always left a footprint of leadership development, biblical teaching, and excellence for the sake of the Kingdom. His story cannot be told without understanding the impact of local church generosity on his life and calling. Mark has participated in several capital campaigns as ministry staff and layman. His passion and servant's heart will help local churches drive toward generosity and stewardship for greater Kingdom impact. Mark wants to continue serving the local church through equipping pastors to inspire life-changing biblical generosity in the hearts of congregations. He has significant experience with large, innovative churches and those expanding to multisite ministry.

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2. Generosity Audits: Top 10 Findings from 2015
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Anne Marie Miller
Noon Keynote Speaker

Anne Marie Miller – gifted author of three books, *Mad Church Disease: Overcoming the Burnout Epidemic*, *Permission to Speak Freely*, and *Lean on Me*. Anne’s presence is captivating with her ability to draw in her audience with humor as she shares her struggles and keeps the focus on Christ and His work!

Lee Strobel
Featured Workshop Presenter



Atheist-turned-Christian Lee Strobel, the former award-winning legal editor of *The Chicago Tribune*, is a *New York Times* best-selling author of more than twenty books.

Keynote and Featured Workshop Breakouts

Educating and Equipping Families to Talk about Sex in the Church – Anne Marie Miller (Session C)

Sexuality is a topic the church has stayed silent about for too long. Over the last decade Anne Marie Miller has been sharing her story of God’s grace and healing from sexual abuse and pornography addiction with hundreds of thousands of students and parents all over the world. In this workshop, learn five things every parent needs to know about their kids and sex and gain valuable insights from recent studies, as well as taking away a variety of resources to help redeem the conversation of sex for families in your church.

Stronger Salt and Brighter Light – Lee Strobel (Session D)

In this workshop learn how we can create evangelistically effective churches for the 21st century. Lee will describe a process that any church can implement in order to increase its evangelistic temperature.

Personnel & Human Resources

Explosion of New Employment Laws: How to Survive and Thrive – Gayla Crain (Sessions A, B, C)

2015 was a banner year for major changes to employment laws – same-sex marriage, new classification definitions for who is non-exempt, EEOC’s interpretation of sex discrimination when applied to sexual orientation, Supreme Court decision on pregnancy discrimination. How does a religious employer comply when it is opposed to same-sex marriage?

Taking Control of Your Workplace Retirement Benefits – Victor Laws (Session B)

Do you know how your retirement planning fits into the “big picture”? Learn ways to plan retirement income that can last through your entire retirement. This workshop will teach you simple steps you can take now, cover key questions that drive the process, and give you a better understanding of your company retirement benefits.

How to Hire the Right People for Your Church Staff – William Vanderbloemen (Sessions B, C)

The most expensive hire you will ever make is the wrong person. So how can you discern who’s the right person? Staffing is one of the greatest challenges church leaders face. Learn how to know which role you need to hire next, how to interview successfully, and how to determine the right fit for the next hire on your team.

Hiring and Firing: Avoiding the Landmines – Frank Sommerville (Session A)

According to some sources, wrongful employment practices result in more lawsuits against churches than all other risks combined. This workshop will focus on hiring and firing in a godly manner while complying with employment laws. Discussion will include unlawful discrimination, including same-sex marriage, LGBT issues, the Americans with Disabilities Act, age discrimination and pregnancy discrimination in your hiring and firing practices.

Medicare Made Clear – Michelle Feagin (Sessions A, B, C, D)

This workshop will educate employees on when to sign up for Medicare, what Medicare covers and what it costs. If you are an employer, find out how to save ministry dollars on employees 65 years and above.

Building a Culture of Service – David Reed (Sessions A, B, C)

Creating a “Culture of Service” should be the goal for every organization, but it is one of the most difficult goals to accomplish. This workshop will provide customer service training resulting in better relationships with every group of customers, better communication among teams and with customers, and enhanced listening skills, as well as how to defuse an angry customer.

Finance, Tax & Legal

More Accounting Q&A – Ashley Voss and John Ratliff (Sessions A, C)

Participants have an open opportunity to “ask the CPA” their most pressing accounting/finance questions and discuss real-life solutions, including the most common questions asked by church accountants. Attendees will gain insights and practical approaches to topics such as designated and restricted giving, what four reconciliation procedures are essential to every church accountant, and why love offerings are compensation and benevolence is not (usually...).

Endowment Fun(ds) – Ashley Voss and John Ratliff (Sessions B, D)

This workshop will address the two-fisted approach to endowment accounting, covering both key policies and procedures every church accountant should follow. Attendees will learn how to set up endowment funds, track donations and endowment earnings, monitor spending, and report to both internal and external parties. And have fun doing it!

Valuing Your Church Facilities – Eric Spacek and Paul Nilles (Sessions A, B)

There are many situations in which a church will be asked to provide a value for their building or facilities. In this workshop you will learn the types of value of your church buildings (i.e., market value, construction value) and how to identify and understand hidden factors and costs.

Fringe Benefits: What They Are and What We Do with Them – Elaine Sommerville (Session A)

Extras for employees are important to building morale and retaining employees, but there are many rules that surround providing extra benefits. It is important that employers recognize and take care when they provide benefits in the most advantageous way.

Five Top Tax and Legal Concerns for 2016 – Frank Sommerville and Elaine Sommerville (Sessions B, C)

What needs to be on the radar of every church and ministry in 2016? This workshop will discuss the top five rules and laws in specific areas involving compensation, worker classification, labor laws, exemption criteria and state rules.

QuickBooks for Churches and Schools: Can It Really Work? – Dondi Hayhurst (Session B)

Can a church operate effectively using QuickBooks? This workshop will review pros and cons of using QuickBooks products including a discussion of departmental accounting, accounting for designated funds, and the top mistakes ministries make using QuickBooks. Learn how to avoid common pitfalls and ways to strengthen the use of QuickBooks and other church-accounting resources. This workshop is aimed at smaller churches and ministries considering or currently utilizing QuickBooks online or desktop products.

Lessons Learned: Actions You Can Take after the Great Recession – Victor Laws (Session C)

In this workshop you will learn ways to discover opportunities in today's economy and investing potentials in today's markets. Learn how to keep emotions from affecting your personal financial strategies and get back on track toward reaching your financial goals.

Navigating PCI Compliance – Nick Nicholaou (Session C)

PCI compliance is a costly headache. Exactly what is PCI compliance and what are the requirements? How can your costs be minimized? Learn the answers to these questions in this workshop.

Operations and Facilities

Plan 4 It: The Four Master Plans Every Church Must Have – Tim Cool (Session A)

Most times, a church's “Master Plan” revolves around the utilization of the real estate the church may own and the potential physical facilities that can assist them in meeting their ministry vision. But that is really only scratching the surface. Learn what four concurrent master plans need to be formulated and how to be intentional with master planning beyond just the physical facilities.

Does Your Church Have Guests or Visitors? First Impressions Matter – Tim Cool (Sessions C, D)

The old adage “You only get one chance to make a first impression” is so true when we think about guests who come to our church (and by the way... they are guests, not visitors... more on that at the workshop). We will explore many elements that make for a great first impression, which can be the make-or-break for this guest experience.

Innovative Paint Trends for Churches and Schools – Chris Rollins (Sessions A, B, C, D)

Paint is so much more than just color. Learn about new trends in the coatings industry, both interior and exterior, that will not only beautify but will also improve the life of your asset. Also learn how Sherwin-Williams' National Account partnership with the Church CO+OP provides services and value for the maintenance of your property.

Proactively Securing Your Church – Jim Napolitano (Sessions B, C)

Are you taking the appropriate measures to secure your church and its members? This presentation will take a look at how to proactively protect your church from active shooters, domestic disturbances, child predators and more. Objectives of the workshop are to (1) identify the risks, (2) identify mitigations to those risks and (3) coordinate security with the church atmosphere.

Additional workshop content and speaker biographies can be found online.

Operations and Facilities (continued)

Facilities Round Table – Tim Cool, Randy Barnett, Rick Burdon; facilitated by Carter Bliss (Session B)

This panel of Facility Managers will discuss tips and tricks that have helped them in managing facilities. Bring your questions with you and this panel of experts will share their experiences in an interactive setting.

Facilities Maintenance 101: The Basics – Rick Cadden (Sessions A, B, C)

This workshop will cover the theory of facility management, preliminary procedures to implement before you start, and how to follow through. You will be provided with many practical methods you can implement at your facility to help you be more effective and save money.

Lessons Learned in Facility Building – Rick Burdon (Session A)

Come learn from someone who has experienced the challenges and blessings of new building construction and remodeling. Real life examples will be shared on what worked well and what could have been done differently to enhance ministry.

Disaster Preparedness: Planning for the Unexpected – Carter Bliss (Sessions A, D)

Most organizations know how to prepare for a hurricane, or maybe even a fire. But would you ever imagine that a single drop of water could literally bring church operations to its knees? In this workshop we'll talk about often overlooked potential disasters and how to respond to them. You'll leave this workshop with real-world tools that you can put to use immediately, which could not only save your church thousands of dollars, but make you look like a hero as well.

A Beginner's Guide to Affordable Electronic Security – Carter Bliss (Session C)

Armed guards can be intimidating and expensive, and sometimes even offensive or unreliable. Electronic security systems, when properly applied, can be a transparent yet cost-effective way to proactively increase security and even improve operating efficiencies in ways you might not expect. In this workshop we'll discuss the use of burglar alarms, hold-up alarms, access control and video surveillance, and ways of maximizing their usefulness while minimizing installation costs. You will hear actual case studies from a state-licensed electronic security specialist employed at a local Houston church and see real equipment in operation.

Ministry Development

Embracing Effective Community Outreach – Olus Holder (Sessions A, B, C)

This workshop offers effective and creative avenues for reaching the community where your church is located. Outreach opportunities include Athletics, Christian Entertainment, Door-to-Door, Wholesome Experiences and Media. These are some of the essential tools that churches can utilize to stay connected and to serve as a light in your community.

Living Your Passion and Enjoying Your Ministry/Job – Arlen Busenitz (Session A)

Do you feel stuck in a rut? Does ministry or your job feel like drudgery? You need either a new ministry/job or a new attitude! Discover your passion and work/minister in your area of passion and skill-set, and understand key attitudes which will reignite the passion and joy back into your ministry. Focus on how to grow where you are planted and learn key signs that indicate when it's time to switch jobs/ministries.

Deep Listening and Powerful Questions – Gary Crowell (Sessions A, C)

Discover how to use elements of deep listening and powerful questions when relating to others in a ministry setting. Understanding how to utilize these two incredible leadership coaching tools creates new awareness and leads to positive solutions. You will quickly observe how you can incorporate them into the way you function in your ministry responsibilities in order to become more effective and productive.

Leadership Coaching Approaches – Gary Crowell (Sessions B, D)

Discover proven leadership coaching models such as the three step and five step models, which can be easily mastered to become a key element in the way you relate to others in your work setting. They will become essential tools in accomplishing ministry tasks more effectively and with less effort.

Embracing Diversity in Ministry – Averri LeMalle (Session A)

Embracing diversity in ministry creates a context of unity in the midst of diversity. Seeking to bring diverse people together for the sake of the Gospel presents unique challenges that are to be navigated wisely. This workshop will teach how to construct a sustainable vision of inclusion, cultivate a language of inclusivity and acceptance, and expand your multi-cultural/multi-ethnic IQ.

Community Resources Are Divine Connections – Jerrie Amos (Sessions A, B)

This workshop will help with researching and finding resources, creating and maintaining a referral database, and providing a template for a survey that will measure results. Learn how to find, interview and evaluate resources for clients, students or members of the congregation. These ministry development tools will result in like-minded ministry referrals. The key is to understand and implement how to serve and partner with excellence.

Additional workshop content and speaker biographies can be found online.

Ministry Development (continued)

Marriage and Ministry – Lisa N. Alexander (Sessions A, D)

What in the world do you do when both spouses are called to lead in ministry? The marriage, the ministry, and the kids – how can you manage it all? In this interactive workshop Lis shares God's ideal plan for sustaining both the marriage and ministry, and practical truths learned over 25 years of marriage and six years of senior leadership alongside her husband.

10 Ways to Develop Leaders without a Strategy – Tim Stevens (Session B)

Can you develop leaders without a strategy? It's a question Tim is asked often when people see many high-capacity leaders being challenged and growing in their leadership. They think: There must be a curriculum or some type of leadership development model in place. What is the secret? A non-strategy. Tim Stevens will teach you 10 practical steps to building a non-strategic leadership culture for producing high-capacity leaders on your church staff.

Social Media, Communications and Technology

Leveraging Technology to Accelerate Generosity – Mark Slabaugh (Session A)

If someone visited your weekend service without a checkbook and with no cash, could they give to your church during the service? This workshop will unpack common myths about giving technology. Along with examples of ideal online/mobile giving experiences, attendees will receive guidance on removing hurdles for givers to use technology to accelerate generosity to the local church.

Is Anyone Hearing You? – Keith Hudgins (Sessions A, B)

We live in a world where we are overwhelmed by information: news, Internet, text messages from friends and family, Facebook posts, Instagram and Tweets. How does a 21st century church "cut through the noise" to deliver its message in a way their audience can hear and respond to? In this workshop we will explore how to use our information management systems to become more strategic in how we communicate our message.

Cloud Computing: Should We Go to the Cloud? – Chris Green (Sessions A, C)

It seems that "Cloud" offerings are hitting us from all directions right now, and every one of them claims to be the solution to all our problems. What is the Cloud? Does it fit your needs? Is it safe and secure? In this workshop we will talk about Cloud solutions available to enable your ministry and reduce your technology footprint. Come to this workshop and learn about Microsoft Office 365, Google Apps, Dropbox, and many other incredible tools.

IT Roundtable – Chris Todd, Nick Nicholaou and Chris Green (Session B)

Are you responsible for technology in your organization? The IT roundtable is a participant-led workshop where the topics of discussion are determined by you! Bring your questions for this workshop led by experienced panelists with a passion to serve ministry through technology.

Building a Great Media Team – Chris Todd (Session A)

The Media Team is an integral but mysterious part of most church services these days. They are the guys in the back that no one really knows what they do...as long as everything goes right! This is one of the few ministries whose whole goal

is to be as transparent as possible, striving to enable the Gospel to be seen and heard without distraction. In this workshop we will explore some techniques to better understand the needs of your Media Team, the challenges they face, and how to encourage them. We will also outline some simple tips and tricks to propel your Media Team to excellence.

Training and Equipping Volunteer Media Teams – Chris Todd (Session C)

Church services are becoming ever more dependent on media and technology: from sound systems to smart phones, our dependence on technology is almost unavoidable. This dependence requires expertise to utilize it fully and with excellence, though finding that expertise can be an incredible challenge on its own. Learn some basic techniques and systems to help you identify, train, equip and encourage your Media Team volunteers.

Security: How Do I Protect Our Network from Hackers? – Kaleb Reynolds (Sessions B, C)

The security landscape is changing. As viruses and data breaches become more profitable, a new kind of hacker has emerged. Learn about the new techniques they are using to attack your network and extort money from the unprepared. The old tried-and-true ways of protecting your network are no longer enough. Learn about the layered approach needed to protect your IT resources properly as well as what to do if a breach occurs. This workshop will focus on high-level objectives that business administrators and seasoned IT professionals will both understand and appreciate. Learn what questions to ask and what to look for to make sure your information is adequately protected.

Avoiding Data Theft and Identity Fraud – Nick Nicholaou (Session A)

Every year more people have money stolen or – much worse – have their identity stolen. The most vulnerable, surprisingly, are those whose age is 20 – 59. In 2013 the FBI received more than 260,000 complaints of cybercrime. In this workshop you'll learn some of the most common fraud tactics, what the latest trends indicate, and how to protect yourself, your family, your church and your congregation.

Stewardship

Five Reasons a Stewardship Pastor Can Accelerate Generosity at Your Church – Mark Slabaugh (Session D)

The landscape of current realities connected to giving/stewardship is changing rapidly. Perspectives on giving among different generations impact communication strategies and the overall generosity conversation. Leveraging the expertise and devoted time of a key team member has the potential to engage givers in a dramatic way and fuel the ministry at your local church like never before.

Generosity Audits: Top 10 Findings from 2015 – Mark Slabaugh (Session C)

A diagnostic look at giving systems, culture, data, and mindsets within your church will uncover the current realities of generosity. As we conduct Generosity Audits with churches, we find many common threads that are unknowingly shaping the generosity culture within the local church. In this workshop you will learn ten of the most common findings and how to intentionally shape the generosity culture at your specific church.

How to Prepare Your Church for a Capital Campaign – Mark Slabaugh (Session B)

There are many common pitfalls in the capital campaign journey that result in a less than ideal experience for the church. This workshop will walk through designing a season of preparation and anticipation for the passionate pursuit of God-inspired vision.

Innovations in Capital Campaigns: Not the Same Old Thing – Greg Morris (Session A)

The current capital campaign model is no longer the best option for today's fast-changing church culture. Learn a new campaign model that engages your entire church, not just those who are already giving. By the end of this workshop you'll be able to recognize the pitfalls with the traditional capital campaign model, more fully engage the hearts of your attendees, and create a culture of generosity that will live on for years to come.

How to Make the Most of the Offering Moment – Greg Morris (Session C)

Organizations that rely on donor support live or die based on the engagement of their donor base. All over the country, nonprofits are becoming more and more creative in their attempts to "get in front of" this donor base. Although churches are able to address their donor base 52 times per year, they rarely handle this moment well. Learn how to use this 2-3 minute time in your service to engage the hearts of your donors.

Twelve Areas of Focus to Change Your Church's Generosity Culture – Greg Morris (Session D)

Churches have accepted their default giving patterns and cultures for far too long. Church leaders have relied on giving principles that have become dated and tired. The minds and motivations of givers today have changed dramatically. If churches are to keep up, they must change their approach to funding their vision. Learn twelve principles that you can begin to implement today that can help accomplish more of the vision God has given you for your church.

Churches and Schools

Parenting and Technology – Jonathan Smith (Session C)

Raising kids and working with youth can be challenging with all the technology today that the young people know how to use and you don't. Get an overview of the latest technology trends for young people and learn how to respond and help those in trouble with the truths found in God's Word.

Effective Church Marketing and Advertising – Marlon Bush (Sessions A, D)

In 2016 God has not changed; the Gospel has not changed. But people and their mindsets have changed; therefore we must elevate our way of getting their attention. In this workshop you will become able to effectively market your church, understand the need for social media, and learn the importance of follow-up.

What Are We Trying to Sell? – CJ Malott (Sessions A, C)

In a world full of "noise" and information overload, it is easy to be missed, forgotten, or seen as insignificant. How are we supposed to keep up with all the promotions, advertisements and gimmicks and be effective in selling our ministries to others? In this workshop we will discover the importance of understanding exactly what we should be trying to "sell" so that others will know who we are and why they need us.

Addressing the Risks Your Ministry Faces – Eric Spacek (Sessions C, D)

Churches face risks to their people, property and ministry from outside forces such as weather, at the hands of other people such as crime and sexual abuse, and even from societal forces. This workshop will focus on viewing safety and risk management as a ministry in church much like any other, understanding the risks that churches face, and developing a prioritized approach to addressing those risks.

How to Work Effectively with Single Parents and Stepfamilies in Your School – Jayna Haney (Session B)

This workshop will provide first-hand experience with basic solutions for pertinent family/school issues such as communication, school events and co-parenting, as well as three strategies to share with single parents and stepfamily adults to support students and families.

What Stepfamilies and Single Parents Wish Their Church Knew about Them – Jayna Haney (Session C)

If 60% of families today are single parents and stepfamilies, how many are attending your church/organization? These families need the spiritual certainty and support you can provide. Learn what you should know about single parents and stepfamilies, simple and creative ways to support and minister to them in a cost-effective way, and how your church/organization can benefit from stepping up to support these families.

Personal and Spiritual Development

Avoiding Burnout and Staying Stoked for Ministry – Arlen Busenitz (Session D)

Have you lost your drive for ministry? Are your volunteers burning out? Discover how to stay energized and motivated in ministry. Understand why burnout happens and how to prevent it. Learn specific ways to motivate, encourage and stir up passion for ministry in your volunteers. Get refocused and re-energized as you discover the purpose of your ministry and God's calling for your life.

Shrink the Gap – Arlen Busenitz (Session C)

Do you find a gap between where you are and where you want to be? Maybe it's financial, career, relationship, ministry, or personal habits. Learn proven strategies to grow in your knowledge, skills and application. Create a personal development plan so you are growing every week. Break bad habits and replace them with better ones. Learn how to use the 1% rule for rapid and lasting personal growth.

Through God's Eyes – Leah Holder (Sessions A, B)

This workshop will encourage and challenge you to consider how your life might look if you saw yourself and others through God's eyes. Learn how to articulate how your relationships and personal purity should look, and changes you will make to better reflect being created in God's image.

Thriving in Diversity – Averri LeMalle (Session B)

There is a call out for unity in the midst of diversity. In ministry and lifestyle we are to aspire to transition current homogeneous living into a multi-ethnic trajectory. This clarion call demands intentionality, purpose and persistence.

Thriving with Difficult People – Dr. Stephen Trammell (Sessions B, C)

Back by popular demand! Is it possible to thrive with difficult people? Why does God allow difficult people to come into our lives? Where there is motion, there is friction. In this workshop overcoming the friction of difficult relationships will be explored with an engaging PowerPoint presentation, a listening guide, and a question and answer workshop. Each participant will gain clarity on how to thrive with difficult people in a way that honors Christ and promotes unity.

Exercising Forgiveness – Lisa N. Alexander (Session B)

There's the oh-so-familiar church hurt, and then there's the hurt inflicted by those we love. The idea of forgiving and simply getting over it is easier said than done. Workshop attendees will be able to understand that healing and forgiveness is possible after being wounded, and what can be practiced for one's own health and spiritual and natural well-being.

I Love Me! – Lisa N. Alexander (Session C)

The Bible teaches that we are to love our neighbors as we love ourselves. If that's the case, some of our neighbors should be very concerned! This workshop will tackle the ideas of selfishness vs. selflessness; putting others before ourselves; and what it really looks like to take care of ourselves without all the guilt and still be a follower of Christ.

Office Applications

Saying Death to the Sticky Note and Hello to Evernote – CJ Malott (Sessions B, D)

They come in different sizes and colors, but are sticky notes really all that effective? Learn about an application that is growing in popularity and more so in productivity: Evernote. Maybe you already use it, but need tips and tricks on using it more effectively. Come learn about a tool that will help you say goodbye to sticky notes.

Office 365 and Microsoft 501(c)(3) Benefits – Alton Fojtasek (Sessions A, B)

Have you heard of Microsoft Office 365, but want to learn more? Do you currently use Office 365 and want to learn about the tools you aren't using? Do you struggle to understand the benefits that are freely and inexpensively available to your ministry? Come join us as we discuss how you can use the entire Microsoft Office 365 suite to advance the Kingdom.

Windows, Mac and Office Tips and Tricks – Jonathan Smith and Nick Nicholaou (Session D)

Come learn how to overcome computer challenges that will shape the way you work for years. Nick Nicholaou is all about the Mac, while Jonathan Smith is a Windows guy. These two will share their tips and tricks in this workshop as they help us explore common operating system shortcuts and Office shortcuts and will answer users' questions.

Windows 10 for Churches and Ministries – Jonathan Smith (Session A)

Windows 10 is out and it is a major game changer. Come learn how to prepare for the latest version of Windows and see what's new and improved. Learn about the future of Windows and how to maximize the latest features for greater productivity.

Rock RMS: The Free Hot New ChMS – Jason Gibb (Sessions A, B, C)

Rock RMS is an Open Source Relationship Management System. It is feature-rich and does a superb job managing groups of all sizes and the people within those groups. With Rock, you have the ability to add an infinite number of attributes to a person's record. These attributes can easily be reported on in a variety of ways in Rock. As it is an Open Source application, it is free; however it costs money for equipment and services to implement. Come to this workshop and learn more about this hot new church management system.

Additional workshop content and speaker biographies can be found online.

Office Applications (continued)

Why Having One Vendor Benefits Your Ministry – Mark White (Session C)

The speaker will cover why using as few vendors as possible may be the correct strategy for your ministry. While the presentation will be based on current best practices for any church and its software, the ShelbyNext ecosystem of products will be used during the discussion. This workshop will review how having a single, or minimal, vendor can help you save money, the importance of customer service and contact to your operations, how a single database is usually better and imports/exports and APIs. Gain insight into what to look for in purchasing a membership package and ways to engage your membership using a membership package.

Best Practices Using ShelbyNext Financials – Alfred Johnson (Session B)

This workshop will discuss best practices for churches using cloud based financial packages. Major points during the discussion will be illustrated using the ShelbyNext Financials package. Topics include pros and cons of web-based accounting packages, designing the chart of accounts, and ways to enforce segregation of duties. You will learn how to maintain auditable records, methods of keeping data secure and the importance of flexible financial reports.

Pastors-Only Track

10 Pastoral Myths That Short-Change Your Church's Giving – Greg Morris (Session B)

When it comes to the topic of money and giving, pastors and other church leaders have consistently relied on the default ideas of the past and, as a result, experienced giving at the same average or below. In order to build a culture of extravagant generosity in your church, there are certain myths that must be exposed. In this workshop you will learn the 10 most common myths regarding giving and how to avoid their pitfalls.

Building a Healthy Multi-Ethnic Church – Averri LeMalle (Session C)

Evidenced by the New Testament, early church diversity was demonstrative ethnically, culturally and socio-economically. The local church strategically called and located within its community is challenged to impact and reflect the entire community it is assigned to serve. Learn to establish measurable goals for diversity continuum, expand your multicultural IQ, and model strategies of multi-ethnic ministry.

10 Things I've Learned about Hiring, Firing and Leading Church Staff – Tim Stevens (Session A)

Most church leaders receive little training on how to build, run and keep a great team. Tim Stevens spent 29 years as a ministry leader and has been involved in hiring more than 200 people. He led a team of 129 staff at Granger Community Church and now helps pastors across the country with staffing. In this workshop Tim will teach you the top 10 things he has learned about hiring, firing and leading staff.

How to Prepare Life-Changing Sermons with Limited Time – Arlen Busenitz (Session B)

Do you feel like you are giving half-baked sermons? Do wish your sermons were more life changing? Most pastors don't have 25+ hours a week to pour into a sermon. The demands of ministry squeeze prep time. Learn a process to prepare sermons in limited time which reach the heart and change lives for Christ.

"Overall, this is the best conference of its type to be found. Great value for the cost."
Martha Overby, Waller Baptist



Additional workshop content and speaker biographies can be found online.

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Schedule

7:30 - 8:30

Registration, Coffee, Continental Breakfast

8:30 - 8:45

Kick-Off, Welcome, Door Prizes

9:00 - 10:15

Session A Workshop Topics

A-1	Explosion of New Employment Laws: How to Survive & Thrive
A-2	No Workshop This Session
A-3	Building a Culture of Service
A-4	Medicare Made Clear
A-5	No Workshop This Session
A-6	Hiring and Firing: Avoiding the Landmines
A-7	Fringe Benefits: What They Are and What We Do with Them
A-8	More Accounting Q & A
A-9	Valuing Your Church Facilities
A-10	No Workshop This Session
A-11	Plan 4 It: The 4 Master Plans Every Church Must Have
A-12	Innovative Paint Trends for Churches and Schools
A-13	Lessons Learned in Facility Building
A-14	Disaster Preparedness: Planning for the Unexpected
A-15	Facilities Maintenance 101: The Basics
A-16	Embracing Effective Community Outreach
A-17	Living Your Passion and Enjoying Your Ministry/Job
A-18	Deep Listening and Powerful Questions
A-19	Embracing Diversity in Ministry
A-20	Marriage and Ministry
A-21	Leveraging Technology to Accelerate Generosity
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A-27	Avoiding Data Theft & Identity Fraud
A-28	Building a Great Media Team
A-29	What Are We Trying to Sell?
A-30	Effective Church Marketing & Advertising
A-31	No Workshop This Session
A-32	Through God's Eyes
A-33	No Workshop This Session
A-34	10 Things I've Learned about Hiring, Firing, & Leading Church Staff (Pastors Only)
A-35	Office 365 and Microsoft 501(c)(3) Benefits
A-36	Rock RMS: The Free Hot New ChMS
A-37	No Workshop This Session
A-38	No Workshop This Session
A-39	No Workshop This Session
A-40	No Workshop This Session
A-41	Community Resources Are Divine Connections

Speaker

Gayla Crain
Victor Laws
David Reed
Michelle Feagin
William Vanderbloemen
Frank Sommerville
Elaine Sommerville
Ashley Voss and John Ratliff
Eric Spacek & Paul Nilles
Dondi Hayhurst
Tim Cool
Chris Rollins
Rick Burdon
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Tim Stevens
Alton Fojtasek
Jason Gibb
Alfred Johnson
Mark White
Ann Marie Miller
Lee Strobel
Jerrie Amos

Register & Pay Online at www.TexasMinistryConference.org

10:15 - 10:45

Coffee & Snack Break

10:45 - 12:00

Session B

Workshop Topics

- B-1 Explosion of New Employment Laws: How to Survive & Thrive
- B-2 Taking Control of Your Workplace Retirement Benefits
- B-3 Building a Culture of Service
- B-4 Medicare Made Clear
- B-5 How to Hire the Right People for Your Staff
- B-6 No Workshop This Session
- B-7 Five Top Tax and Legal Concerns for 2016
- B-8 Endowment Fun(ds)
- B-9 Valuing Your Church Facilities
- B-10 QuickBooks For Churches & Schools: Can it Really Work?
- B-11 No Workshop This Session
- B-12 Innovative Paint Trends for Churches and Schools
- B-13 Proactively Securing Your Church
- B-14 Facilities Round Table Facilitated by Carter Bliss
- B-15 Facilities Maintenance 101: The Basics
- B-16 Embracing Effective Community Outreach
- B-17 How to Prepare Life-Changing Sermons with Limited Time (Pastors Only)
- B-18 Leadership Coaching Approaches
- B-19 Thriving in Diversity
- B-20 Exercising Forgiveness
- B-21 How to Prepare Your Church for a Capital Campaign
- B-22 10 Pastoral Myths That Short-Change Your Church's Giving (Pastors Only)
- B-23 Is Anyone Hearing You?
- B-24 No Workshop This Session
- B-25 IT Roundtable Facilitated by Chris Green
- B-26 Security: How Do I Protect Our Network from Hackers?
- B-27 No Workshop This Session
- B-28 No Workshop This Session
- B-29 Saying Death to the Sticky Note and Hello to Evernote
- B-30 No Workshop This Session
- B-31 How to Work Effectively with Single Parents & Stepfamilies in Your School
- B-32 Through God's Eyes
- B-33 Thriving with Difficult People
- B-34 10 Ways to Develop Leaders without a Strategy
- B-35 Office 365 and Microsoft 501(c)(3) Benefits
- B-36 Rock RMS: The Free Hot New ChMS
- B-37 Best Practices Using ShelbyNext Financials
- B-38 No Workshop This Session
- B-39 No Workshop This Session
- B-40 No Workshop This Session
- B-41 Community Resources Are Divine Connections

Speaker

- Gayla Crain
- Victor Laws
- David Reed
- Michelle Feagin
- William Vanderbloemen
- Frank Somerville
- Frank & Elaine Sommerville
- Ashley Voss and John Ratliff
- Erick Spacek & Paul Nilles
- Dondi Hayhurst
- Tim Cool
- Chris Rollins
- Jim Napolitano
- Cool, Barnett, Burdon & Bliss
- Rick Cadden
- Olus Holder
- Arlen Busenitz
- Gary Crowell
- Averri LeMalle
- Lisa N. Alexander
- Mark Slabaugh
- Greg Morris
- Keith Hudgins
- Jonathan Smith
- Green, Todd, Smith, Nicholaou
- Kaleb Reynolds
- Nick Nicholaou
- Chris Todd
- CJ Malott
- Marlon Bush
- Jayna Haney
- Leah Holder
- Dr. Stephen Trammell
- Tim Stevens
- Alton Fojtasek
- Jason Gibb
- Alfred Johnson
- Mark White
- Ann Marie Miller
- Lee Strobel
- Jerrie Amos

12:00 - 12:30

Lunch in FLC & Networking

12:30 - 1:00

Special Events & Door Prizes

1:00 - 1:35

Keynote Address by Anne Marie Miller

Additional workshop content and speaker biographies can be found online.

Schedule

2:00 - 3:15

Session C Workshop Topics

C-1	Explosion of New Employment Laws: How to Survive & Thrive
C-2	Lessons Learned: Actions You Can Take after the Great Recession
C-3	Building a Culture of Service
C-4	Medicare Made Clear
C-5	How to Hire the Right People for Your Staff
C-6	No Workshop This Session
C-7	Five Top Tax and Legal Concerns for 2016
C-8	More Accounting Q & A
C-9	Addressing the Risks Your Ministry Faces
C-10	No Workshop This Session
C-11	Does Your Church Have Guests or Visitors? First Impressions Matter
C-12	Innovative Paint Trends for Churches and Schools
C-13	Proactively Securing Your Church
C-14	Disaster Preparedness: Planning for the Unexpected
C-15	Facilities Maintenance 101: The Basics
C-16	Embracing Effective Community Outreach
C-17	Shrink the Gap
C-18	Deep Listening and Powerful Questions
C-19	Building a Healthy Multi-Ethnic Church (Pastors Only)
C-20	I Love Me!
C-21	Generosity Audits: Top 10 Findings from 2015
C-22	How to Make the Most of the Offering Moment
C-23	No Workshop This Session
C-24	Parenting and Technology
C-25	Cloud Computing: Should We Go to the Cloud?
C-26	Security: How Do I Protect Our Network From Hackers?
C-27	Navigating PCI Compliance
C-28	Training & Equipping Volunteer Media Teams
C-29	What Are We Trying to Sell?
C-30	No Workshop This Session
C-31	What Stepfamilies and Single Parents Wish Their Church Knew about Them
C-32	No Workshop This Session
C-33	Thriving with Difficult People
C-34	No Workshop This Session
C-35	No Workshop This Session
C-36	Rock RMS: The Free Hot New ChMS
C-37	No Workshop This Session
C-38	Why Having One Vendor Benefits Your Ministry
C-39	Educating and Equipping Families to Talk about Sex in the Church
C-40	No Workshop This Session
C-41	No Workshop This Session

Speaker

Gayla Crain
Victor Laws
David Reed
Michelle Feagin
William Vanderbloemen
Frank Sommerville
Frank & Elaine Sommerville
Ashley Voss and John Ratliff
Eric Spacek
Dondi Hayhurst
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Leah Holder
Dr. Stephen Trammell
Tim Stevens
Alton Fojtasek
Jason Gibb
Alfred Johnson
Mark White
Ann Marie Miller
Lee Strobel
Jerrie Amos

3:15 - 3:45

Afternoon Snack in CO+OP Alley

Register & Pay Online at www.TexasMinistryConference.org

3:45 - 5:00

Session D

Workshop Topics

D-1	No Workshop This Session
D-2	No Workshop This Session
D-3	No Workshop This Session
D-4	Medicare Made Clear
D-5	No Workshop This Session
D-6	No Workshop This Session
D-7	No Workshop This Session
D-8	Endowment Fun(ds)
D-9	Addressing the Risks Your Ministry Faces
D-10	No Workshop This Session
D-11	Does Your Church Have Guests or Visitors? First Impressions Matter
D-12	Innovative Paint Trends for Churches and Schools
D-13	No Workshop This Session
D-14	A Beginner's Guide to Affordable Electronic Security
D-15	No Workshop This Session
D-16	No Workshop This Session
D-17	Avoiding Burnout & Staying Stoked for Ministry
D-18	Leadership Coaching Approaches
D-19	No Workshop This Session
D-20	Marriage and Ministry
D-21	Five Reasons a Stewardship Pastor Can Accelerate Generosity at Your Church
D-22	Twelve Areas of Focus to Change Your Church's Generosity Culture
D-23	No Workshop This Session
D-24	Windows, MAC and Office Tips and Tricks
D-25	No Workshop This Session
D-26	No Workshop This Session
D-27	No Workshop This Session
D-28	No Workshop This Session
D-29	Saying Death to the Sticky Note and Hello to Evernote
D-30	Effective Church Marketing & Advertising
D-31	No Workshop This Session
D-32	No Workshop This Session
D-33	No Workshop This Session
D-34	No Workshop This Session
D-35	No Workshop This Session
D-36	No Workshop This Session
D-37	No Workshop This Session
D-38	No Workshop This Session
D-39	No Workshop This Session
D-40	Featured Workshop Speaker: Stronger Salt and Brighter Light
D-41	No Workshop This Session

Speaker

Gayla Crain
Victor Laws
David Reed
Michelle Feagin
William Vanderbloemen
Frank Sommerville
Frank and Elaine Sommerville
Ashley Voss and John Ratliff
Eric Spacek
Dondi Hayhurst
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Jayna Haney
Leah Holder
Dr. Stephen Trammell
Tim Stevens
Alton Fojtasek
Jason Gibb
Alfred Johnson
Mark White
Ann Marie Miller
Lee Strobel
Jerrie Amos

5:00

Evaluation Drawing & Door Prizes

Additional workshop content and speaker biographies can be found online.

Schedule at a Glance

7:30 - 8:30

Registration, Coffee,
Continental Breakfast;
CO+OP Alley Opens

8:30 - 8:45

Welcome & Door Prizes

9:00 - 10:15

Session A Workshops

10:15 - 10:45

Morning Snack Break

10:45 - 12:00

Session B Workshops

12:00 - 12:30

Lunch & Networking

12:30 - 1:00

Special Events & Door Prizes

1:00 - 1:35

Keynote Address by
Anne Marie Miller

2:00 - 3:15

Session C Workshops

3:15 - 3:45

Afternoon Snack in CO+OP Alley

3:45 - 5:00

Session D Workshops with
Special Guest, Lee Strobel

5:00

Evaluation Drawing & Door Prizes

What others are saying about the Texas Ministry Conference...

"I appreciate the speakers being very specific in their topics and sharing how we can improve!"

Melissa Green, Kingwood Church of Christ

"The sessions I attended had 'take aways' that were useful and have been put into practice."

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"I love the TMC and look forward to attending each year!"

Cara Williamson, KSBJ Radio

"Loved the workshops and CO+OP Alley!"

Lonna Nunn, North District UMC

"So many topics to choose from--relevant for any organization!"

Sharon Proulx, Hope Villiage

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- Make additional copies of this form as needed or download from www.TexasMinistryConference.org.

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Attended Previously Word of Mouth Other _____

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Select Your Workshops (One Per Session)

Session A: 9:00 - 10:15

Title _____

Session B: 10:45 - 12:00

Title _____

Session C: 2:00 - 3:15

Title _____

Session D: 3:45 - 5:00

Title _____

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Michelle Feagin

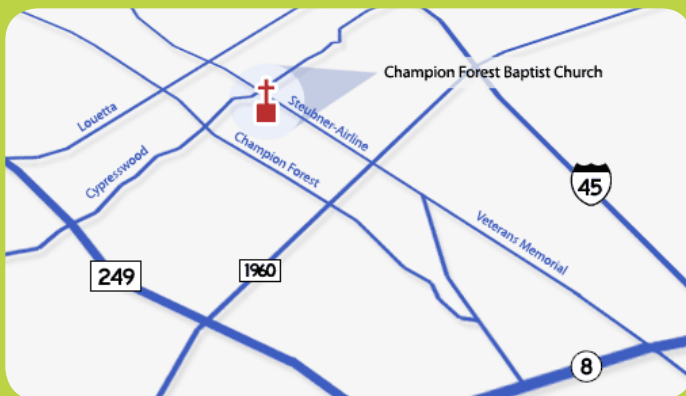


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Avoiding Burnout in Yourself and Your Team

By Arlen Busenitz

What are you doing to prevent burnout in yourself and your team?

I grew up on a farm with a small orchard. In the fall, my mom would take apples, place them in canning jars, and then heat them on the stove. A white gauge on the canning pot showed the normal pressure needed for canning. I remember Mom saying, "Tell me if you see the dial go into the red. We'll have to act quickly so it does not explode!"

Ministry and leadership have pressure too. Moments of tiredness and discouragement are a normal side effect of working with people in ministry. However, prolonged bad work habits, unrelenting pressures of ministry, and loss of focus can take a person into the dark valley of mild or severe burnout. Signs include emotional exhaustion, chronic low energy, constant feeling of failure, lack of interest in ministry, and increased irritability with family and teammates.

Extreme burnout often requires complete rest, stepping away from ministry, counseling, and possibly medication. Burnout is a danger for you and your team. Take these actions to prevent it:

1: Make time to relax and recharge.

Last September I went to the State Fair. It was a beautiful, comfortable day. Since it was not too hot, I did not take the normal precaution of staying hydrated. Mid-afternoon I started feeling dehydration set in. I quickly sought to rehydrate, but a pounding headache, upset stomach, and misery signaled to me that it was too late. Prevention is easier than recovery.

Our bodies and souls need to be hydrated and recharged daily, weekly, and more. Don't wait until you realize you need to relax and recharge: by then it may be too late. Start by taking a day off or, at the minimum, an afternoon and evening. Unplug from the ministry and job. Many people don't. Why not? We say, "We don't have time."

Maybe it's not a lack of time, but arrogance. Yes, arrogance that we don't need time to relax and recharge. God created us and knows we need a day a week to relax and recharge. Yet we think we don't need one and power ahead seven days a week for months on end. We are not under the old covenant, but our bodies and souls still need rest and recharging.

Jesus would end his ministry day and retreat to the mountains. He likely left lines of people waiting to be healed. Jesus made prayer, relaxation, and recharging a priority, and so should we (Luke 5:16).

Not only should you take a day off, you should also find activities which recharge you. Maybe it's a nap, a hike, a walk, Frisbee golf, biking, a computer game, family time. Make a list of what recharges you and do those activities on your day off. If you are not feeling refreshed after your day off, then change your day off habits.

Get a recharge every day. Take a walk, read a favorite book, nap, walk outside barefoot (#1 jet leg cure), meditate on Scripture. Our cell phones need daily recharging and so do we.

Take long vacations. Oftentimes it takes a couple of days just to unwind. Sites like Homeawayfromhome.com and others will let you stay for a week in furnished condos and houses for often less than a discount motel.

Insist your team take days off, breaks from teaching, and extended vacations. Extra days off now are easier to work around than having to replace a burned-out team member. Send them to conferences (like Texas Ministry Conference). Energized people are highly productive.

#2: Fuel your relationship with God

Ministry is doing God's work with God's power. Ideally, our relationship with God boils over and impacts the people around us. Unfortunately, sometimes it feels like we are seeking to minister to others out of an empty bucket.

Jesus left the crowds and retreated to the mountains to pray. He would emerge refreshed and ready to face the challenges of ministry.

Soak up God's Word

Move beyond the verse-a-day apps and dive into Scripture. Use a through-the-year app which gives you daily reading from the Old and New Testaments. You'll be amazed at the verses that will apply to the problems that day (1 Thessalonians 2:13).

Talk to God

God wants to hear about your problems. God wants you to ask. Pour out your heart to Him. Ask Him about ten things and thank Him for ten things (Philippians 4:6-8).

Respond to God

Pressure and challenges are tools God uses to grow us and encourage dependence on Him. We can let Him mold and shape us, or we can complain and blame others (James 1).

#3: Get back to the big "Why?"

Step back often and think about the ultimate purpose for your actions and ministry. "I'm not just hauling kids to youth group, I'm part of a team that is introducing them to Christ, eternal life, and a life!" Remind your team often of how their actions fit into the big picture (1 Corinthians 3).

#4: Listen to the Advice of the Battle Tested

I've talked to many leaders who have been through the valley of burnout. Here is some advice:

- See opportunities, not obligations.
- Know your limits and use boundaries to guard them.
- Get professional help.
- Wait seven days before quitting. Time can give you a new perspective.
- Don't sacrifice your health and family at the altar of ministry.
- Don't compare your life with others.
- The grass is not always greener on the other side of the fence.
- Maybe the problem is rust-out and not burn-out.
- At times, you have to power through unwanted feelings.
- If you don't like your circumstances, change! Either change them or change your attitude about them.
- Be intentional about doing ministry activities and personal activities which bring you joy.

Ministry burnout is a serious threat, yet very preventable. Life is short periods of sprints in the context of a marathon. Pace yourself accordingly and take time to recharge.

Suggested Resource

Leading on Empty: Refilling Your Tank and Renewing Your Passion, by Wayne Cordeiro ✚

Arlen Busenitz

Arlen Busenitz is pastor of Burns Countryside Church near Wichita, Kansas. He also teaches Philosophy, Ethics, and Death and Dying for a local community college and speaks at various conferences. Visit Speakinginfo.com.

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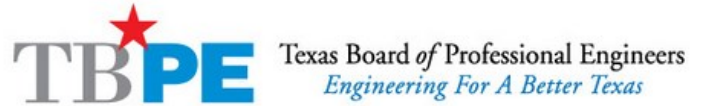
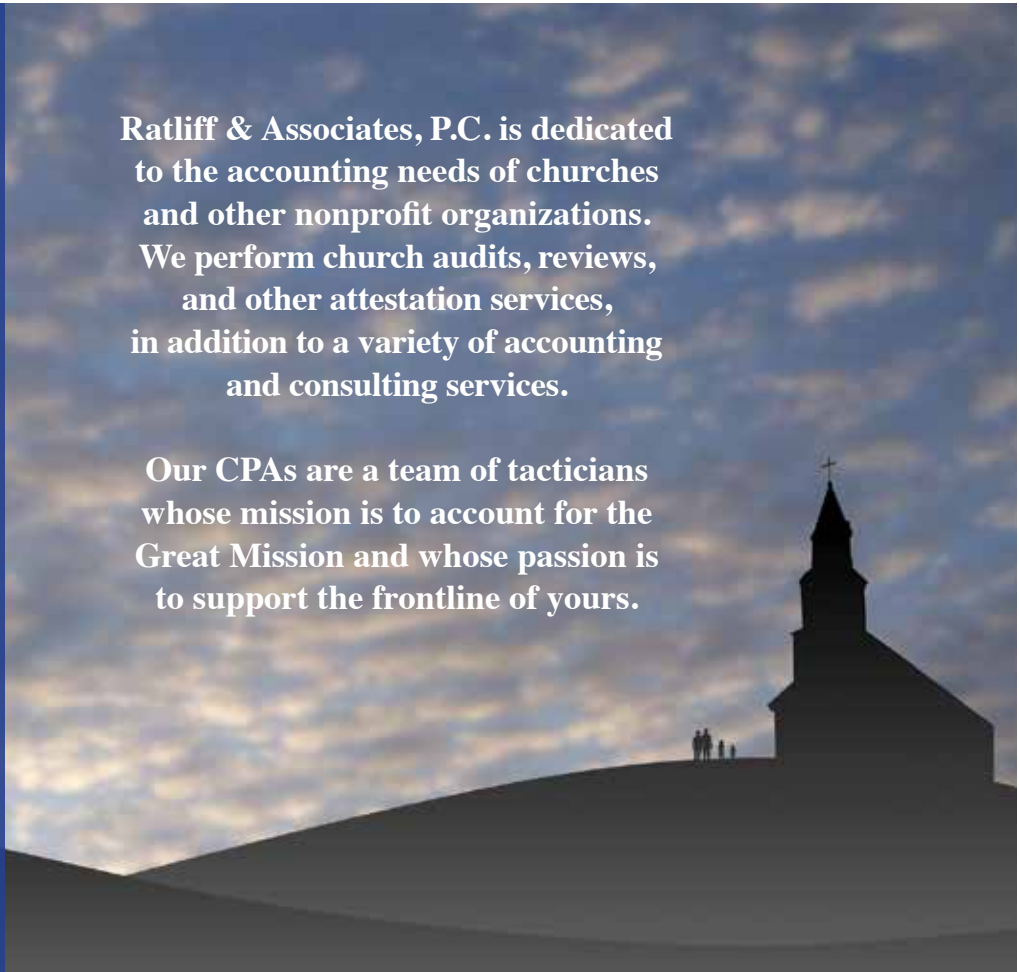
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BEC Scams: A \$1.2 Billion Threat to Treasury & Finance

By Andrew Deichler

Last week, the FBI reported just how much companies have lost from the increasingly prevalent scam known as Business Email Compromise (BEC), and the numbers are huge. The costly scam, which typically consists of criminals impersonating high-ranking executives or vendors and tricking companies into sending large wire transfers, has become the top fraud threat for treasury and finance professionals.

Criminals reportedly stole nearly \$750 million from more than 7,000 U.S. businesses between October 2013 and August 2015. Combined with international victims, the FBI estimates that more than \$1.2 billion has been lost due to BEC scams.

“There has been a 270 percent increase in identified victims and exposed loss since January 2015,” the FBI alert explains. “The scam has been reported in all 50 states and in 79 countries. Fraudulent transfers have been reported going to 72 countries; however, the majority of the transfers are going to Asian banks located within China and Hong Kong.”

AFP and multiple other outlets have widely reported on this threat, yet companies continue to fall for it. The question is, why?

According to security blogger Brian Krebs, BEC scams, though unsophisticated on the surface, are often more effective than account takeovers. “In traditional phishing scams, the attackers interact with the victim’s bank directly, but in the BEC scam the crooks trick the victim into doing that for them,” he wrote.

One reason why these types of attacks are perhaps more of a threat than traditional cyberattacks is the approach that the criminals are taking, noted Brad Deflin, president and co-founder of Total Digital Security and a speaker at the recent CTC Corporate Treasurers Forum in Chicago. “The perpetrators of these attacks are highly skilled social engineers, versus cyber-technicians that are hacking the technology, and the ingenuity and methodology of these attacks are evolving faster than our idle imagination can grasp,” he said. “We should expect successful attack templates will be replicated and deployed all the way down the food chain in both public and private sectors to ultimately include victims at the individual and household level and each successful template will not exhaust itself until the risk/reward equation is fully diluted.”

Furthermore, BEC scams may be a bigger threat to businesses than account takeovers due to the insurance factor. Following Ubiquiti Networks’ revelation that it had been defrauded out of \$47 million, the networking technology firm noted they may not be able to obtain insurance coverage for the loss. That’s because BEC scams typically fall outside of cyber insurance coverage: you sent the money—therefore, you’re on the hook.

BEC trends

The FBI has observed an increase in malware being used in connection with BEC scams. Victims are typically sent a phishing email from a seemingly legitimate source and are duped into clicking on a malicious link. From there, a criminal can access the victim’s data, which includes passwords and financial account information. When executives are compromised, crooks will scour the victim’s email correspondence for certain words that reveal whether the company routinely sends wire transfers, searching for words like “invoice,” “deposit” and “president,” noted Krebs.

Additionally, the FBI has been made aware of a new version of BEC scam. Fraudsters are now contacting businesses via phone or email and posing as lawyers who claim to be handling confidential or time-sensitive information. They pressure the victim to act quickly and even secretly in transferring funds. These scammers typically make their move at the end of the business day or work week to coincide with the close of business of international financial institutions.

FBI insights

The FBI provided some best practices that businesses can apply to recognize these scams before any money is transferred.

- Implement a detection system that flags e-mails with extensions that are similar to the company e-mail. For example, if your legitimate company e-mail is @company.com, the e-mail @company.com would be flagged. Don’t just rely on spam filters to catch these emails. Krebs noted that spoofed emails used in BEC scams are unlikely to set off spam traps because the targets are not mass emailed. Furthermore, the criminals sending them take the time to research the target organization’s relationships, activities, interests, and travel and purchasing plans.

- Register all company domains that are similar to the actual company domain.
- Verify changes in vendor payment locations by adding additional two-factor authentication, such as having a secondary sign-off by company personnel.
- Confirm requests for funds transfers. When using phone verification, use previously known numbers and not the numbers provided in an e-mail request.
- Know the habits of your customers when it comes to payment habits and amounts. Flag anything out of the ordinary.
- Carefully scrutinize all e-mail requests for funds transfers to determine if the requests are legitimate.

Treasurers would also be wise to speak to their banking partners and see if they will hold their requests for international wire transfers for an additional period of time, to verify that the requests are legitimate. The FBI noted that some banks are already doing this on their own.

The FBI also provided actions that companies can take should they realize they have been victimized:

- Immediately contact your bank and request that they contact the corresponding financial institution where the transfer was sent.
- Contact your FBI office if the transfer is recent. The FBI, working with the Financial Crimes Enforcement Network (FinCEN), might be able to help return or freeze the funds.
- File a detailed complaint with www.IC3.gov. Be sure to identify the incident as a "BEC" scam. ✚

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Andrew Deichler

Andrew Deichler is editor, web and publications, for the Association for Financial Professionals (AFP). He writes and edits content for a number of media outlets, including AFP Exchange, Payments, Global Treasury and Finance Insights and Treasury and Finance Week. Deichler regularly reports on a variety of complex topics, including payments fraud, emerging technologies and financial regulation.

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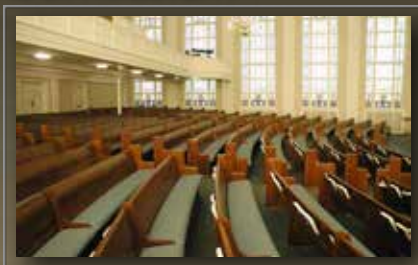
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