

# RCMI 2003

ROCKY MOUNTAIN REGIONAL CHRISTIAN MANAGEMENT INSTITUTE

## "BOLD FAITH IN TROUBLED TIMES"

TUESDAY, SEPTEMBER 9, 2003

FOCUS ON THE FAMILY, COLORADO SPRINGS, COLORADO

### 18 WORKSHOPS TO CHOOSE FROM IN 6 FUNCTIONAL TRACKS!

**RCMI is a one-day, education-rich training event for Christian ministry employees at all levels.**

**Experts from around the country will provide you with leading-edge information designed to increase your knowledge and job skill level. It will be an event you cannot afford to miss!**

Scholarships are available for those who cannot afford the registration fee. See the website at [www.cmacos.org](http://www.cmacos.org) for an application form.

**HURRY! EARLY REGISTRATIONS MUST BE POSTMARKED BY AUGUST 19!**

### KEYNOTE SPEAKERS:

#### BREAKFAST – WESS STAFFORD, COMPASSION INTERNATIONAL



Wess Stafford has been president of Compassion International, a Christian child development organization, since 1993. His childhood was spent on the mission field among the poor in Africa's Ivory Coast. Degrees from Moody, Biola University, and Wheaton College fed the pursuit of his passion for "people development", culminating in Wess earning a Ph.D. from Michigan State University in Nonformal Education.

**"What do you MORE?"**

Wess will give an inspirational message with a special challenge from Matthew 5:47.

#### LUNCH – KEN SANDE, PEACEMAKER MINISTRIES



Ken Sande is an attorney and president of Peacemaker Ministries, an international ministry committed to equipping and assisting Christians and their churches to respond to conflict biblically ([www.HisPeace.org](http://www.HisPeace.org)). He is the author of *The Peacemaker: A Biblical Guide to Resolving Personal Conflict* and *Peacemaking for Families*.

**"Laughing at the Storm"**

Learn how to prepare your organization to respond to conflict so effectively that you can face troubled times with confidence and use difficulties to trigger growth.

Focus on the Family Praise and Worship group will lead attendees in music.

THIS ANNUAL EVENT IS SPONSORED BY CHRISTIAN MANAGEMENT ASSOCIATION'S COLORADO SPRINGS CHAPTER.

AGENDA	TIME	SUPPORT/ OPERATIONS TRACK	CHURCH MINISTRY TRACK	MARKETING/ DEVELOPMENT TRACK	FINANCIAL/ LEGAL TRACK	HR TRACK	LEADERSHIP MANAGEMENT TRACK
Breakfast Keynote	8:45 AM	WESS STAFFORD FROM COMPASSION INTERNATIONAL					
Workshop I	10:30 AM	<p><b>Michele Butler</b> "MENTORING PROGRAM"</p> <p>"Being mentored changed the way I work and helped me to adjust to this culture much quicker. I can't imagine what I would have done without the help of my mentor." It's a proven fact; employees who have a mentor assigned to them in the first year of employment have higher performance rates, lower turnover, and are more committed to the organization than employees who do not have a mentor.</p> <p><i>With nearly 10 years of experience in various leadership positions, Michelle Butler, Senior Staff Development Specialist, brings real-life, practical examples and meaningful information to the workshops she leads.</i></p>	<p><b>Joan Rennekamp</b> "MISSION-BASED POLICY DESIGN"</p> <p>Policies, whether written or not, speak volumes about an organization's ability to be consistent in its actions. This consistency is important in secular organizations, but it is critical in religious organizations, which most people hold to a higher standard. This workshop will address the various stakeholders in policy-making and suggestions for a process designed to keep policies consistent with the mission of the organization.</p> <p><i>Joan is a human resources consultant with over 25 years of experience. She provides advice and service in a wide variety of areas, including policy development, management training, compensation, and employee relations.</i></p>	<p><b>Mathew Monberg</b> "QUALITIES OF AN EFFECTIVE GRANT REQUEST"</p> <p>Grant making foundations are an invaluable resource for organizations seeking funding for ministry projects. Yet many organizations fail to adequately answer four important questions when approaching foundations with grant requests. Learn how demonstrating compatibility, credibility, capability, and congruence between your organization and the foundation can increase the quality of your efforts.</p> <p><i>Matthew Monberg is President of Monberg &amp; Associates, Inc., a fund development consulting firm specializing in research, writing and planning services for nonprofit organizations.</i></p>	<p><b>Erich Kennedy</b> "TERRORISM &amp; FRAUD: NEW RULES FOR THE POST 9/11, POST ENRON WORLD"</p> <p>The events of 9/11 and the various corporate fraud scandals of the past few years have changed the landscape of law enforcement efforts in the U.S., and those changes are impacting nonprofit organizations. This seminar will explore how the fight against terrorism and the crackdown on corporate fraud (including the impact of the Sarbanes-Oxley Act) are affecting nonprofit organizations.</p> <p><i>Erich Kennedy is an associate in the Colorado Springs office of Holme Roberts &amp; Owen LLP and focuses his practice on the various corporate tax, and transactional matters of charitable and religious entities. Mr. Kennedy holds a joint degree from Emory University in both law and theology.</i></p>	<p><b>Al Newell</b> "VOLUNTEER MINISTRY: AN AMAZING RECESSION-PROOF RESOURCE"</p> <p>Many organizations and churches are discovering the powerful resource of volunteer ministry. Like finding oil in your backyard, volunteer resources are ready to be properly tapped and developed whether in fundraising, direct ministry or in the office.</p> <p>Learn what makes a High Impact volunteer ministry resistant to up and down economic times. Understand the extraordinary benefits volunteers can bring to your organization or church. Learn how to develop the necessary practical steps to tap into such great resources.</p> <p><i>Al Newell founded Newell and Associates: High Impact Volunteer Ministry, a volunteer management, consulting ministry with his wife Wendy in 1992. For over twenty years Al has developed volunteer ministries for large Christian organizations and churches across the U.S.</i></p>	<p><b>Jay Gary</b> "MAPPING THE FUTURE"</p> <p>How can leaders transform ministry, balancing continuity and change? Discover the "Metamatrix®" and how dynamics of biblical transformation can be used to chart ministry growth.</p> <p><i>Jay Gary is a "strategic foresight" consultant to non-profits, helping them get ahead of the curve of change to create their future. See <a href="http://www.christianfutures.com">www.christianfutures.com</a></i></p>
Lunch & Keynote	12:00 PM	KEN SANDE FROM PEACEMAKERS					
Workshop II	1:30 PM	<p><b>Mark Hanlon</b> "CUSTOMER SERVICE"</p> <p>Customer service issues from both an internal and external perspective will be presented. Focus will be given on donor service in a non-profit setting.</p> <p><i>Mark Hanlon is Vice President of Sponsor &amp; Donor Ministry at Compassion International in Colorado Springs, Colorado.</i></p>	<p><b>Ken Sande from Peacemakers:</b> CONFLICT WITHIN THE CHURCH</p> <p>Explore ways that church leaders can equip and assist their congregations to respond to conflict biblically in order to promote unity and peace and reduce exposure to destructive conflict and legal liability.</p> <p><i>Ken Sande is an attorney, author, and president of Peacemaker Ministries, an international conflict resolution ministry.</i></p>	<p><b>Randall Clark</b> "NEXT GENERATION FUNDRAISING"</p> <p>Donors have changed. They want to have greater – and more precisely targeted – impact. And they want feedback. Ministries are struggling to figure out how to meet donors' demands at a reasonable cost. The ones that succeed with donors will succeed with their mission; the ones that fail with donors will fail to fulfill their mission.</p> <p>Come discover how the world of ministries today is similar to the world of Moses and Joshua. And perhaps glean a few ideas that may help you reach the Promised Land.</p> <p><i>Randy Clark, a principal with Joshua Marketing Group, has been working with nonprofit organizations for the past decade to help them improve their fundraising activities.</i></p>	<p><b>Dave Moja</b> "TOP 10 TAX THINGS FINANCIAL PROFESSIONALS NEED TO KNOW"</p> <p>We utilize the "top ten list" format to summarize new developments, helpful hints, and little known (but beneficial) tax exempt organization financial folks.</p> <p><i>Dave Moja, Capin Crouse LLP Tax Manager, specializes in missions organizations, planned giving and church consulting. He has spoken extensively, conducting not-for-profit tax, fundraising and ministers' tax workshops over the past 12 years.</i></p>	<p><b>Susan Grimes</b> "COACHING, MOTIVATING, AND KEEPING EMPLOYEES IN TURBULENT TIMES"</p> <p>Financially difficult times can require many ministries and businesses to get by on less, with fewer people, and yet accomplish more. This workshop will discuss ways that you can take the talent and time that you currently have to coach, motivate and retain your employees, making the most of their talents for the benefit of your vision and mission.</p> <p><i>Susan is the Senior Vice President of People Management Minnesota where she is responsible for executive coaching, career coaching and management consulting on job fit. She also has her Masters Degree in Human Resource Development and is adjunct faculty at Bethel College where she teaches in the Masters in Organizational Leadership program.</i></p>	<p><b>Tom Mason</b> "SUSTAINING FOCUS IN TURBULENT TIMES"</p> <p>The past couple of years have been turbulent times for the country; turbulent politically, economically and even spiritually. How has the nation responded? How has the Church? Have these spheres of influence shown their finest hour or their worst? What have we learned and what should be the response of Christians as we encounter more turbulence up ahead.</p> <p><i>Tom is Executive Vice President for Focus on the Family in Colorado Springs, Colorado. This appointment followed a long career with General Motors, which included the senior sales and marketing positions for GM in both Europe and Canada.</i></p>
Workshop III	3:15 PM	<p><b>Michele Butler</b> "SPIRITUAL GIFTS IN ADMINISTRATIVE ASSISTANT ROLE"</p> <p>Whether you are an Administrative Assistant or manage Administrative Assistants, this workshop will help you learn how to utilize your spiritual gifts in the workplace. Based on the Romans 12 list of gifts, this workshop will help you identify gifts in yourself and others and give you information on how to align your gifts with your assignments and calling.</p> <p><i>With nearly 10 years of experience in various leadership positions, Michelle Butler, Senior Staff Development Specialist, brings real-life, practical examples and meaningful information to the workshops she leads.</i></p>	<p><b>Tom Beck</b> "ORGANIZATIONAL DEVELOPMENT IN THE CHURCH"</p> <p>Our discussion will explore how to create greater alignment between an organization's limited resources and its mission, vision and values in order to more effectively achieve God's vision for the organization.</p> <p><i>Tom Beck is president of The Pharos Group, a non-profit, faith based consulting organization that focuses in the areas of governance, operational, team and leadership development.</i></p>	<p><b>Chuck McGinty</b> "PACKAGING YOUR MINISTRY FOR SUCCESS"</p> <p>One of the biggest factors contributing to organizational growth is the presence of a good product. A product is simply a combination of your program offerings with a communication and service strategy, packaged in such a way that can be easily communicated to your target audience. We'll explore a seven-step approach to developing your ministry offerings as a product.</p> <p><i>Chuck McGinty, is a partner with The Elevation Group, an organization specializing in organizational growth consulting for ministries and non-profit organizations. Chuck has an M.B.A. in Marketing and 14 years of experience in communications and branding.</i></p>	<p><b>Wendy Henry</b> "HOW TO GET THE MOST OUT OF AN AUDIT"</p> <p>There are many changes occurring in the accounting standards and in the way auditors approach the auditing process. This workshop is designed to help you understand many of the changes and to show you questions and approaches to get the most from your auditor.</p> <p><i>Wendy is a Partner with BKD, LLP with over 19 years of experience in public accounting. She is the Assistant Director of Accounting and Auditing Services for the Colorado practice of BKD. Wendy specializes in working with nonprofit clients and is often consulted with as a firm-wide resource for nonprofit issues. Wendy has a BS degree in Business Administration with an emphasis in Accounting.</i></p>	<p><b>Bob Peters</b> "FINDING YOUR WAY WHEN YOU HAVEN'T LOST IT – LEADING IN TURBULENT TIMES"</p> <p>The increasing pace of change has caused out-of-the-box thinking to be the norm, and time for careful thought and prayerful reflection often goes out the window...We'll look at the Arctic explorer, Shackleton, and take some lessons from his life to apply in ours, when things just don't turn out the way we had planned.</p> <p><i>Bob Peters (People Management, Rocky Mountains) is one of 13 partners with 9 offices in 5 countries specializing in organization assessment and systems design, job-fit, retained executive search and human resource management consulting.</i></p>	<p><b>Ken Harder</b> "DEVELOPING A LEARNING POSTURE FOR RELEVANT IMPACT"</p> <p>In a chaotic world, effective ministry organizations intentionally manage the dilemma of stability and change in pursuing effectiveness and relevancy. Strategic leadership helps the organization to deliberately follow a dynamic process that culminates in a relevant plan of action and change at a sustainable pace.</p> <p><i>For 35 years Ken has served internationally with Christians ministries, working on the grass-roots as well as corporate level initiatives to create ownership and relevant impact.</i></p>



Christian Management Association  
 Colorado Springs Chapter  
 2925 Professional Place, Suite 201  
 Colorado Springs, CO 80904

NONPROFIT ORG.  
 US POSTAGE  
 PAID  
 PERMIT NO. 623  
 COLO SPGS. CO

# SHARPEN YOUR SKILLS

**REGISTER NOW!**  
**DON'T MISS THIS IMPORTANT TRAINING EVENT —**  
**TUESDAY, SEPTEMBER 9, 2003**

Your registration includes a one-day professional Christian management conference plus workbook, continental breakfast, lunch, and refreshment breaks. One registrant per form. Please photocopy for additional registrants. Complete and return this Registration Form with your check payable to Colorado Springs CMA to: **CMA, 2925 Professional Place, Suite 201, Colorado Springs, CO 80904.**

FOR REGISTRATION QUESTIONS, CALL: Angie Lathrop at 719/487-6278 or EMAIL: [pcollins@capincrouse.com](mailto:pcollins@capincrouse.com).  
 Or, REGISTER ON THE WEB AT [www.cmacos.org](http://www.cmacos.org).

REGISTER 4 PEOPLE TOGETHER AND BRING A 5<sup>TH</sup> PERSON FOR FREE! (All names and forms must be submitted at the same time.)

**Name:** \_\_\_\_\_

**Position:** \_\_\_\_\_

**Organization:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**City/State/Zip:** \_\_\_\_\_

**Phone:** (        ) \_\_\_\_\_

**E-mail:** \_\_\_\_\_

**Payment Options:**

**Check Enclosed:** \$ \_\_\_\_\_

**Credit Card Payment:**  **Visa**  **Mastercard**

**Credit Card #** \_\_\_\_\_

**Expiration Date:** \_\_\_\_\_

**Name on Card:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Early Registration** — \$89.00 (postmarked by August 19)

**Late Registration** — \$109.00 (postmarked after August 19)

**TAKE SEMINARS IN ANY TRACK!**

Leadership/Management  
 Finance/Legal  
 Support/Operations

Human Resources  
 Church Ministry  
 Development/Marketing/Communications