



**ONLINE ACCESS ONLY - SUMMARY OF AVAILABLE SESSIONS**  
*(Session details on pages 5 to 22)*

**KEYNOTE SPEAKERS**

- Now It's Gotten Interesting: Diversity As Threat and As Opportunity
- Church and Culture in Productive Relationship
- The Pursuit Unleashed for the 21<sup>st</sup> Century

**FUNDRAISING**

- 6 Capacity Areas for Non-Profit Organizational Development
- Best Practices for Giving in Churches
- Building Communities: Increasing Online Engagement and Awareness
- Changing Landscape: Giving Trends in Canada
- Developing Your Ethical Fundraising Toolbox
- Excelling in Generosity: Moving from Tithes and Offerings to Planned Gifts
- From \$5M to \$15M in Ten Years: How We Did It
- Harnessing the Power of Crowdfunding
- Measuring Your Social Impact
- Mobile and Web Giving Solutions
- Pitfalls in Drafting Gift Agreements
- Planned Giving Requires Planned Receiving
- Rapid Fire - Fundraising
- Surviving, Thriving, and Doing Good: New Approaches for Small to Mid-Sized Ministries
- The Re-branding, Rebuilding, and Reconnecting of Ray of Hope
- What Paul Taught Me about Church and Money

**PREGNANCY SUPPORT**

- 4 Secrets to Counselling the Abortion Vulnerable
- Answering the Hard Questions
- Building Fathers Who Impact Generations
- Offering Compassionate Care to the Abortion Vulnerable in Your Community
- Understanding the Impact of Trauma on Client Care

## **PHILANTHROPY**

- Creating a Family Legacy if Giving
- Family. Money. Matters.
- Living Life Backwards
- Measurable Outcomes & ROI: Are Grant Conditions Stifling Innovation and Risk?
- The Spirituality of Giving and Self-Care for the Major Donor/Grant
- Who Gets What: A Conversation about What Motivates Giving

## **CHURCH**

- Are You Good to Go? Safety and Security for Short-Term Mission Trips
- Best Practices for Giving in Churches
- Effective Administration, Effective Ministry: Experience and Practical Tips from the Field
- Excelling in Generosity: Moving from Tithes and Offerings to Planned Gifts
- Facility Rental Issues
- Five Relationships Every Leader Needs
- Initiating Mission In and Through Local Churches
- Reducing Risk While Engaging with the Vulnerable Sector
- What Paul Taught Me about Church and Money

## **ORGANIZATIONAL HEALTH**

- 6 Capacity Areas for Non-Profit Organizational Development
- Rapid Fire - Leadership & Organizational Health
- Surviving, Thriving, and Doing Good: New Approaches for Small to Mid-Sized Ministries

## **HUMAN RESOURCES**

- 6 Capacity Areas for Non-Profit Organizational Development
- Best Practices for Preventing Workplace Harassment for Christian Employers
- Hiring in an Era of Transition
- How Corporate Culture Impacts the Execution of Strategy
- How to Survive a Health and Safety Audit
- Performance Management and Reviews: Is there a Better Way?
- Rapid Fire - Human Resources

## **LEGAL/REGULATORY/FINANCE**

- 12 Steps to Effective Legal Risk Management for Churches and Charities
- 6 Capacity Areas for Non-Profit Organizational Development
- Alternative Financing
- Alternative Revenue Generating Structures
- Are you Good to Go? Safety and Security for Short-Term Missions
- Don't Shelve It--Live It!: Following Your Policies For Real
- Facility Rental Issues
- Foreign Activity Compliance Issues
- Governance Issues from an Accountant's Perspective
- How to Survive a Health and Safety Audit
- Pitfalls in Drafting Gifting Agreements
- The Legal Environment and Christian Ministry
- Today's Business Models for Charities

## **STEWARDSHIP**

- Excelling in Generosity: Moving from Tithes and Offerings to Planned Gifts
- Growing Givers' Hearts in Good Economic Times and Bad
- Planned Giving - What Donors Don't Know
- Planned Giving Requires Planned Receiving
- Rapid Fire - Stewardship
- Serving the High Net Worth Donor
- The Rebranding, Rebuilding, and Reconnecting of Ray of Hope
- We're Not Overhead: Connecting head office to frontline ministry
- What Paul Taught Me about Church and Money

## **GOVERNANCE**

- 12 Steps to Effective Legal Risk Management for Churches and Charities
- Chairing Well (And What to Do When the Chair Doesn't Chair Well)
- Crucial Conversations
- Governance Issues from an Accountant's Perspective
- Governing with Confidence: Achieving Effective Board Oversight
- Rapid Fire - Governance
- Succession in Leadership: Principles for Success

## **STRATEGY**

- 6 Capacity Areas for Non-Profit Organizational Development
- From \$5M to \$15M in Ten Years: How We Did It
- From Surviving to Thriving: Organizational Health as the Key to Realizing our Mission
- How Corporate Culture Impacts the Execution of Strategy
- Initiating Mission In and Through Local Churches
- Rapid Fire - Strategy
- Strategy by Design
- Surviving, Thriving, and Doing Good: New Approaches for Small to Mid-Sized Ministries
- Today's Business Models for Charities

## **LEADERSHIP**

- 6 Capacity Areas for Non-Profit Organizational Development
- Best Practices for Preventing Workplace Harassment for Christian Employers
- Five Relationships Every Leader Needs
- From Surviving to Thriving: Organizational Health as the Key to Realizing our Mission
- Governing with Confidence: Achieving Effective Board Oversight
- How Corporate Culture Impacts the Execution of Strategy
- Leading Me: Your Most Important Leadership Assignment
- Performance Management and Reviews: Is there a Better Way?
- Rapid Fire - Leadership & Organizational Health
- Succession in Leadership: Principles for Success
- The (Un)Confident Woman
- The Most Important Choice You Will Make as a Leader

## **COMMUNICATION**

- 37 Ways Your Website Died
- Become a Socially Engaging Ministry
- Building Communities: Increasing Online Engagement and Awareness
- Content Strategy: Pillars and Funnels

## **ADMINISTRATION**

- Don't Shelve It--Live It!: Following Your Policies For Real
- Effective Administration, Effective Ministry. Experience and Practical Tips from the Field
- Facility Rental Issues
- Reducing Risk While Engaging with the Vulnerable Sector

## **COUNSELLING**

- 4 Secrets to Counselling the Abortion Vulnerable Client
- Answering the Hard Questions
- Building Fathers Who Impact Generations
- Offering Compassionate Care to the Abortion Vulnerable in your Community
- Understanding the Impact of Trauma on Client Care

## KEYNOTE SPEAKERS

### **Now It's Gotten Interesting: Diversity As Threat and As Opportunity**

***John Stackhouse Jr., Professor, Crandall University***

Multiculturalism has been a part of Canadian identity since the 1970s, but only in the last decade or so has it become a significant challenge. Now diverse populations in Canada have achieved critical mass—in numbers, in dollars, in votes, in voices. What now is “reasonable accommodation” of diversity? How can a coherent society be formed out of such different groups and individuals? And how can Christian organizations not only survive, but thrive and contribute, in this rapidly changing situation? This talk will explode the comfortable, constraining myths of both “assimilation” and “affirmation” to set out a realistic sketch of what should and should not be done in the name of “diversity.” Canadian society, and Canadian Christianity, can flourish as never before, but only if certain fundamental lessons are learned—and learned soon.

### **Church and Culture in Productive Relationship**

***Greg Thompson, Executive Director, New City Commons***

In a time of world-historic cultural change marked by fundamental disagreements over many issues, Greg Thompson will stimulate creative thinking and help us to re-imagine how to have a faithful, caring presence within our society.

### **The Pursuit Unleashed for the 21<sup>st</sup> Century**

***Anthony Bradley, Associate Professor, The King's College***

Dr. Anthony Bradley will offer principles for unlocking the potential of Christian charities for bringing hope, healing, and redemption across Canada in ways that embody the world-changing mission of God within the life of any organization for the life of the world.

## LEARNING SESSIONS

### FUNDRAISING

#### **6 Capacity Areas for Non-Profit Organizational Development**

***Clayton Rowe, World Vision Canada***

This workshop will guide you through six capacity areas of non-profit organizational development: Strategy, Resource Development, Finance, Human Resource Development, Program, and Leadership Team. During this workshop you will be given a tool to assess your present level of development and to draft an action plan for growing your organizational health and stability.

#### **Best Practices for Giving in Churches**

***Lori Guenther Reesor, Consultant***

Few people carry much cash or a chequebook, and people are attending church less frequently. How does the church respond? This workshop focuses on the nuts and bolts of church giving: offering, online giving, planned giving, and narrative budgeting. Questions welcomed and resource suggestions included.

#### **Building Communities: Increasing Online Engagement and Awareness**

***Joyce Hsu & Matthew Couto, TechSoup Canada***

With new social media platforms emerging every day, it can be tempting to try to be everywhere at once, but it's important for charities to be strategic about the specific audiences they're trying to reach (hint: “all Canadians” doesn't count!) This session will help you to build an online community through social media channels and keep your community engaged by creating and curating great content.

### **Changing Landscape: Giving Trends in Canada**

***Darren Pries-Klassen, Mennonite Foundation of Canada***

Charitable giving in Canada is evolving. Donors have increasingly diverse expectations of charities, and they're asking us to prove ourselves with metrics that miss the mark. This workshop will help you understand the current and future charitable landscape and consider ways you can engage donors more fully with your mission. Your organization can be "top of mind" too, but it takes work to ensure your message and your cause will be received well.

### **Developing Your Ethical Fundraising Toolbox**

***Paula Curtis, Paula Curtis Consultancy & Valerie Campbell, Consultant***

Too many fundraisers don't know what they don't know when it comes to ethics. Whether you are a volunteer or on staff, the "Fundraising Ethics Toolbox" will equip you with resources, guiding principles, best practices, and a decision-making framework for working through challenging issues. You will examine a number of cases, learn about the trends in fundraising ethics, and leave equipped, knowledgeable, and confident to make good choices that are aligned with your Christian values.

### **Excelling in Generosity: Moving from Tithes and Offerings to Planned Gifts**

***Herb Gale, Presbyterian Church in Canada***

More and more congregations are struggling with dwindling resources, both human and financial, to support their life and mission. This workshop will examine how an intentional focus on the stewardship of accumulated assets can enable congregations to support their present and long-term ministry goals. Using real-life examples, the workshop will demonstrate the biblical and theological bases for a broader understanding of financial stewardship and offer practical steps for developing a planned giving ministry in your congregation.

### **From \$5M to \$15M in Ten Years: How We Did It**

***Darren Pries-Klassen, Mennonite Foundation of Canada***

Those of us in the charitable sector are as innovative and hard working as they come, but sometimes we lack clarity in our work. Without clarity, we get complacent, which can rob us of passion and funds. In this workshop, Darren Pries-Klassen will share the key things Mennonite Foundation of Canada did to clarify their purpose and passion, which tied directly to their growth. Learn how you can incorporate this approach in your own ministry.

### **Harnessing the Power of Crowdfunding**

***Joyce Hsu & Matthew Couto, TechSoup Canada***

Over the last decade, the rise in crowdfunding has transformed the fundraising experience. Can crowdfunding really raise a lot of money for your cause? The answer is yes—if you do it properly. In this session, we will discuss how to carve out a tangible funding opportunity, compel supporters with great stories, choose the right crowdfunding platform, and more.

### **Measuring Your Social Impact**

***Bradley Olsthoorn, Silent Partner Software***

Every non-profit struggles with measuring and quantifying their impact on those they serve. Come and join Silent Partner Software in a discussion on different ways to do so. Listen in to some exciting new concepts we've learned from working with a Toronto-based non-profit serving urban youth and find out how they are measuring their impact.

### **Mobile and Web Giving Solutions**

***Dean Sweetman, Tithe.ly***

This workshop will focus on the WHY and HOW of fundraising in the 21st century. The WHY is simple: people don't carry cash or checks anymore, especially the under 35 crowd. But they never leave their smartphones out of sight! The HOW is even easier. With apps, text giving, and simple website buttons, churches and charities can now put the power to give in the hands of members and contributors. Giving anywhere and any time is a reality. When you remove the barriers, people who love your mission will give generously and often.

## **Pitfalls in Drafting Gift Agreements**

***Terrance Carter, Carters Professional Corporation***

A gift agreement is one of the basic fundraising tools used by churches and charities in order to support their ministries but often results in problems concerning its enforceability interpretation as a result of errors in the original drafting of the gift agreement that could have been avoided. This session will guide churches and charities through some basic questions and issues to consider when drafting a gift agreement in order to identify and avoid common pitfalls that could otherwise undermine the integrity of the agreement. Practical examples will be provided, as well as time for interactive discussion.

## **Planned Giving Requires Planned Receiving**

***Dori Zerbe Cornelsen & Marlow Gingerich, Mennonite Foundation of Canada***

If a donor wants to give your organization a significant gift, do you have a plan in place? What options do you have available for donors to give financial support? Can you help them build a legacy while maximizing their support of your organization? When that big gift comes, will you be ready? Come and explore best practices to help you prepare for planned, often larger, gifts.

## **Rapid Fire - Fundraising**

### **The Value of a Good Story, and How to Make It Stick**

***Mike Strathdee, Mennonite Foundation of Canada***

When it comes to communication, Mennonite Foundation of Canada has found that the “less is more” approach (fewer images and even fewer words) works well. In this session you will discover how this approach to engagement leads to more significant conversations. Learn how to use anecdotes and personal stories to connect with your audience on a personal and emotional level.

### **Unintended Barriers to Giving: Releasing People to New Levels of Generosity**

***Doug Fordham, Fellowship Pacific***

Far too often churches erect and protect barriers that inhibit people from doing what they really want to do—that is, be more generous. Whether this is done intentionally or unintentionally, it’s frustrating for both the ministry and the donor. Here’s some practical help to identify and remove those barriers and replace them with tools that facilitate and encourage generous giving.

## **Surviving, Thriving, and Doing Good: New Approaches for Small to Mid-Sized Ministries**

***Rebekah Basinger, Consultant***

For the majority of small to mid-size ministry organizations, financial vitality seems an impossible dream. Yet God calls us to lives of abundance, both personally and organizationally. In this session, we will look beyond our time-worn fundraising models to new approaches that can set your organization free to thrive and do even greater good.

## **The Re-branding, Rebuilding, and Reconnecting of Ray of Hope**

***Harry Whyte, Ray of Hope***

Responding to the need and opportunity to change has been at the heart of Ray of Hope’s story for the past 8 years. In this session we will share how our volunteer base grew to over 2,500, how our donor base grew from 1,200 to 8,000, and how donations grew from \$200,000 to over \$1,000,000 per year in a 5 year period. We will share what worked, what didn’t, and what is still to be done.

## **What Paul Taught Me about Church and Money**

***Lori Guenther Reesor, Consultant***

How does your church’s theology line up with its budget? This workshop looks at three models of giving informed by Paul’s Collection for Jerusalem. A church’s theology of giving will influence everything you do; it’s well worth taking some time to articulate it! This is a jargon-free workshop given by a passionate proponent of joyful giving.

## PREGNANCY SUPPORT

### **4 Secrets to Counselling the Abortion Vulnerable**

***Linda Herron & Anne Waddell Central Alberta Pregnancy Care Centre***

Preparing to talk to or meet with the abortion-minded client is often our greatest challenge. This workshop will provide practical tools for responding to this client in a professional and empathetic manner that brings results. You will have opportunity to practice what you learn in a safe, fun environment. Bring along scenarios you've had to deal with or questions you may have after viewing our 20-minute video in the online community. We are looking forward to sharing what we have learned along the way!

### **Answering the Hard Questions**

***Bri Laycock, Option Line***

There are no easy answers when it comes to abortion. This workshop will prepare you to compassionately answer the difficult questions for women considering abortion and also the hard abortion questions that come from the media and your local community.

### **Building Fathers Who Impact Generations**

***Kirk Giles, Promise Keepers Canada***

Over one million families in Canada are missing the physical presence of a father. How can we encourage men to move from being absent to being present and transformational in the lives of their children? In Scripture and in culture the evidence is clear that when a man is actively engaged, everyone wins. This workshop will assist you to develop men who will make an impact that will be felt for generations.

### **Offering Compassionate Care to the Abortion Vulnerable in Your Community**

***Linda Baartse, Pregnancy Care Centre***

When a woman shares about her unanticipated pregnancy, the first words she hears will have a tremendous impact. They will either confirm her fears that abortion is her only real choice or they will help her believe that support is available and that she has reason to hope. How can you be prepared? This workshop will provide a biblical basis for compassionate support, equip you to use the L.O.V.E. approach, and suggest ways that your church can get involved.

### **Understanding the Impact of Trauma on Client Care**

***Jutta Wittmeier, Calgary Pregnancy Care Centre***

Trauma is an unexpected, and often unbearable, event that has impact beyond normal coping capabilities. Crisis challenges a person's ability to cope; trauma overwhelms. Many of our clients have had significant losses and trauma in their lives. This workshop will help you better understand how a client's behavior and reactions may be impacted by their past. We will discuss how to be a compassionate presence, how to stay within the limits of appropriate care, and how and when to refer.

## PHILANTHROPY

### **Creating a Family Legacy if Giving**

***Lorne Jackson, Canadian National Christian Foundation (CNCF)***

This workshop will provide an overview of the current realities in Canadian giving and cover six important decisions in the wealth transfer process. We'll also discuss what makes an estate plan "Christian," how you can help donors through the "timing decisions" of giving, and why family meetings are so difficult.

### **Family. Money. Matters.**

***Tim Jenkins, Covenant Family Wealth Advisors***

Relationships are the greatest asset any family can possess. And yet, they cannot be acquired for any price. Isn't it ironic that the desire to improve our family's well-being through the accumulation of financial wealth can often harm family relationships? This workshop addresses the common pitfalls of wealth and inheritance and provides practical, biblically-based ideas to help repair and enhance family harmony.



### **Living Life Backwards**

***Sherri Grosz & Daniel Lichty, Mennonite Foundation of Canada***

For many of us, our “golden years” present more opportunities to live generously. Unfortunately, without a plan, many of these opportunities can be missed or squandered. What if we started with determining our end goal and then lived towards it? Join us to explore some creative ways people have decided to live life “backwards.” We’ll invite you to consider how you can help your congregations, donors, and volunteers move toward their end goals.

### **Measurable Outcomes & ROI: Are Grant Conditions Stifling Innovation and Risk?**

***Lorne Jackson, Canadian National Christian Foundation (CNCf)***

How should we measure ROI in the charity world? In this workshop, we’ll compare the “unwritten” rule books for measuring ROI in non-profit and for-profits organizations. We’ll also discuss our assumptions about charity admin costs and how that affects our demands on the charities that we support.

### **The Spirituality of Giving and Self-Care for the Major Donor/Grant**

***Scott Rodin, Rodin Consulting***

In this workshop we will discuss the spirituality of giving and explore how stewards can practice self-care. How do we best experience the joy of giving in a world of overwhelming need and non-stop solicitation of gifts? We will look at Scripture and spiritual disciplines that can help us become obedient and joyful givers.

### **Who Gets What: A Conversation about What Motivates Giving**

***Brent Fearon, World Charitable Foundation of Canada***

What do we consider when we make our giving decisions? What should we consider? And why might some factors motivate or influence our giving more than others? These, and other questions, will guide our personal (and safe) conversation as we discuss the legitimacy of such factors and how they ultimately shape our understanding and exercise of stewardship.

## **CHURCH**

### **Are You Good to Go? Safety and Security for Short-Term Mission Trips**

***Ken Hall, Robertson Hall Insurance Inc.***

This workshop will provide an overview and examples of the risks associated with sending your staff and volunteers abroad on short-term mission travel. It will also include a practical checklist of risk management tools and resources to assist the directors, officers and trip leaders of churches and mission-sending organizations in keeping participants safe, avoiding unnecessary lawsuits and meeting their legal duty of care.

### **Best Practices for Giving in Churches**

***Lori Guenther Reesor, Consultant***

Few people carry much cash or a chequebook, and people are attending church less frequently. How does the church respond? This workshop focuses on the nuts and bolts of church giving: offering, online giving, planned giving, and narrative budgeting. Questions welcomed and resource suggestions included.

### **Effective Administration, Effective Ministry: Experience and Practical Tips from the Field**

***Michael Daykin, NCOL***

Good administration is key to your ministry running smoothly with maximum effectiveness. Drawing on over a decade of working with churches across Canada, we have put together some of the best tips and most useful processes that we have seen. Whether your ministry’s administration is a well-oiled machine or in need of an overhaul, you will be sure to walk away with ideas gleaned from the best.

### **Excelling in Generosity: Moving from Tithes and Offerings to Planned Gifts**

***Herb Gale, Presbyterian Church in Canada***

More and more congregations are struggling with dwindling resources, both human and financial, to support their life and mission. This workshop will examine how an intentional focus on the stewardship of accumulated assets can enable congregations to support their present and long-term ministry goals. Using real-life examples, the workshop will demonstrate the biblical and theological bases for a broader understanding of financial stewardship and offer practical steps for developing a planned giving ministry in your congregation.

### **Facility Rental Issues**

***Gilbert Langerak, Canadian Council of Christian Charities***

This workshop will focus on common issues regarding facility rentals, such as maintaining a charity's Christian nature when renting to third parties, liability issues, and potential undue benefits to charity members and donors. A policy development tool will be provided and discussed.

### **Five Relationships Every Leader Needs**

***William Fietje, Associated Gospel Churches***

No one leads in isolation, yet as responsibilities grow, many leaders move toward isolation. Healthy leadership is accomplished through a minimum of five key mentoring relationships, which will be illustrated in this workshop with five biblical examples. When cultivated with intentionality, these five relationships will help every leader not only survive the rigours of leadership but thrive.

### **Initiating Mission In and Through Local Churches**

***Colin McCartney, Connect Ministries***

The impact of the Early Church was so great that historians tell us that within 300 years of the birth of the church more than half the world was Christian. During this workshop we'll take a look at a strategy of how we, as local churches, can be involved with God in mission to our neighbourhood, just like the Early Church. So, get ready for a challenging and interactive time of learning, discussion, and application all within an environment of courageous conversation.

### **Reducing Risk While Engaging with the Vulnerable Sector**

***Melodie Bissell, Plan to Protect®***

Children, youth, women in crisis and domestic violence situations, the elderly, individuals with disabilities, refugees, and new immigrants are more vulnerable than the general population due to their dependence on others and the traumas they may have experienced. This seminar will provide practical procedures, recommended policy statements, and abuse prevention guidelines to assist organizations working with the vulnerable sector. Let's Plan to Protect®!

### **What Paul Taught Me about Church and Money**

***Lori Guenther Reesor, Consultant***

How does your church's theology line up with its budget? This workshop looks at three models of giving informed by Paul's Collection for Jerusalem. A church's theology of giving will influence everything you do; it's well worth taking some time to articulate it! This is a jargon-free workshop given by a passionate proponent of joyful giving.

## **ORGANIZATIONAL HEALTH**

### **6 Capacity Areas for Non-Profit Organizational Development**

***Clayton Rowe, World Vision Canada***

This workshop will guide you through six capacity areas of non-profit organizational development: Strategy, Resource Development, Finance, Human Resource Development, Program, and Leadership Team. During this workshop you will be given a tool to assess your present level of development and to draft an action plan for growing your organizational health and stability.

## **Rapid Fire - Leadership & Organizational Health**

### **Lessons from the Board Table—A CEO Perspective**

***Elizabeth Sharpe, The Association Management Company***

In filling the joint role of guiding the organization, the Chief Executive Officer and the Board Chair must combine their complementary skills and be able to openly define and communicate them. In this session, we will engage in a conversation about where appropriate lines are drawn, how best to share our management expertise and organizational history at the board table, and how to set the stage for innovative discussion.

### **No Success without Successors: Growing Leaders**

***Wendy Lowe, Ambrose University***

Leaders have followers or they aren't leaders. Good leaders have leaders following them. Great leaders grow leaders inside and outside their organization. At the end of the day, the legacy isn't the work that the leader accomplished—it is the work that will be done in the future through the leaders they have helped develop.

### **Surviving, Thriving, and Doing Good: New Approaches for Small to Mid-Sized Ministries**

***Rebekah Basinger, Consultant***

For the majority of small to mid-size ministry organizations, financial vitality seems an impossible dream. Yet God calls us to lives of abundance, both personally and organizationally. In this session, we will look beyond our time-worn fundraising models to new approaches that can set your organization free to thrive and do even greater good.

## **HUMAN RESOURCES**

### **6 Capacity Areas for Non-Profit Organizational Development**

***Clayton Rowe, World Vision Canada***

This workshop will guide you through six capacity areas of non-profit organizational development: Strategy, Resource Development, Finance, Human Resource Development, Program, and Leadership Team. During this workshop you will be given a tool to assess your present level of development and to draft an action plan for growing your organizational health and stability.

### **Best Practices for Preventing Workplace Harassment for Christian Employers**

***Andrew Yu, Consultant***

In this workshop, we'll discuss how Christian employers can best prevent workplace harassment. Practical ideas for implementation and suggestions for maintaining good employee relations will be presented. Attendees will learn how leaders can balance the demands of an active ministry with being a good employer.

### **Hiring in an Era of Transition**

***David Hutchinson, Hutchinson Group Inc.***

In an era of significant leadership transition, it is important for boards, executives, and emerging leaders to recognize the opportunities, challenges, and overall impact that this transition will have on all organizations and their stakeholders. This session will deal with practical realities, such as the demographic shift in leadership talent and organizational management, but also address the issue of "hiring well" at every level.

### **How Corporate Culture Impacts the Execution of Strategy**

***Jim Bartholomew, Compassion Canada***

This workshop will look at the role culture has to play in determining whether or not a strategy will be successfully implemented. Do we pay enough attention to culture when we think of strategy? If so, do we know what aspects of organizational culture have the greatest bearing on execution of strategy and what it will take to create, preserve, and strengthen these aspects of strategy?

## **How to Survive a Health and Safety Audit**

***Terry Ratcliff, Ratcliff Solutions***

This workshop will explain how Bill C-45 impacts Canadian charities and provide you with an understanding of your legal obligations regarding Occupational Health and Safety laws and standards. It will also provide insights into the comprehensive nature and complexity of the audit process and explain practical issues that must be considered in order to avoid criminal liability.

## **Performance Management and Reviews: Is there a Better Way?**

***Misty Ropp, Compassion Canada***

Most of us at some point have groaned at the prospect of another performance management or staff review. In this workshop we will look at how we can use these tools more effectively and incorporate new ones to engage our teams, manage performance, and create a culture where performance management goes beyond the annual review.

## **Rapid Fire - Human Resources**

### **Effective Listening and Employee Engagement**

***Misty Ropp, Compassion Canada***

There are a variety of tools and resources to engage our staff. With an ear to the ground, we can gain valuable insight into our employee experiences. Let's take some time to discuss how attentiveness and engaging employee feedback can create a significant impact on our culture, retention, and results.

### **Employers' Obligations Regarding Workplace Harassment**

***Andrew Yu, Consultant***

This session will provide a brief overview of an employers' occupational health and safety obligations regarding workplace harassment. Attendees will also learn tips on recognizing when interpersonal frictions become potential harassment.

### **Interview Questions that Will Help You Hire Great People**

***Chris Hall, Canadian Council of Christian Charities***

The costs of getting hiring decisions wrong are significant for charities. Interview questions are an important component in assessing fit and competence as charities seek to fill key ministry positions. This rapid fire session will discuss how charities can develop discerning interview questions that are legislatively compliant and contribute to making better hiring decisions.

## **LEGAL/REGULATORY/FINANCE**

### **12 Steps to Effective Legal Risk Management for Churches and Charities**

***Terrance Carter, Carters Professional Corporation***

This session will provide a practical explanation of the essentials of legal risk management issues for churches and charities, as well as recommended due diligent steps that can be taken to reduce exposure to unnecessary legal liability. The topics that will be covered will include documentation deficiency, governance challenges, internal risks with employees and volunteers, regulatory non-compliance, as well as risk transfer strategies, indemnification and insurance issues to consider. This seminar will be of interest to both senior management as well as board members of churches and charities. As a bonus, a printed Legal Risk Management Checklist will be provided to all those who are in attendance.

### **6 Capacity Areas for Non-Profit Organizational Development**

***Clayton Rowe, World Vision Canada***

This workshop will guide you through six capacity areas of non-profit organizational development: Strategy, Resource Development, Finance, Human Resource Development, Program, and Leadership Team. During this workshop you will be given a tool to assess your present level of development and to draft an action plan for growing your organizational health and stability.

### **Alternative Financing**

***Susan Manwaring, Miller Thomson LLP***

In this workshop, we'll explore various types of alternative financing, such as Social Impact Bonds, which are new to Canada. Social Impact Bonds fall under the broad term of Social Finance, which describes investments made to achieve a social purpose with a financial return for the investor. This session will provide examples of Social Impact Bonds and other forms of alternative financing and show you how to approach donors and structure the support they'd like to give.

### **Alternative Revenue Generating Structures**

***Robert Hayhoe, Miller Thomson LLP***

"Social enterprise" - "Third Way" - a new thing or just a new set of terms? Ministry organizations are becoming more interested in generating revenue from business activities and innovative revenue generating charitable activities. Learn what social enterprise is and how to structure business-like activities to minimize risk, maximize impact and revenue, and preserve charitable status.

### **Are You Good to Go? Safety and Security for Short-Term Mission Trips**

***Ken Hall, Robertson Hall Insurance Inc.***

This workshop will provide an overview and examples of the risks associated with sending your staff and volunteers abroad on short-term mission travel. It will also include a practical checklist of risk management tools and resources to assist the directors, officers and trip leaders of churches and mission-sending organizations in keeping participants safe, avoiding unnecessary lawsuits and meeting their legal duty of care.

### **Don't Shelve It--Live It!: Following Your Policies For Real**

***Tim DeWeerd, Compassion Canada***

Many organizations have adopted a view that policies are a nuisance - that we must have them primarily to convince stakeholders that we have exercised due diligence in the protection of our organizations. However, if we believe that policies should exist primarily to serve us, we will find ways to get those policies off the shelf and into practical use. This workshop is designed to provide a framework to reach this objective - to make your policies relevant and practical.

### **Facility Rental Issues**

***Gilbert Langerak, Canadian Council of Christian Charities***

This workshop will focus on common issues regarding facility rentals, such as maintaining a charity's Christian nature when renting to third parties, liability issues, and potential undue benefits to charity members and donors. A policy development tool will be provided and discussed.

### **Foreign Activity Compliance Issues**

***Gilbert Langerak, Canadian Council of Christian Charities***

Does your charity work overseas with intermediaries (e.g., joint ministries, agents, contractors)? In this workshop, we will discuss how to choose the proper agreement that fits with your intermediary relationship and how to avoid the "blind spots" in cash control and financial documentation that have been issues in Canada Revenue Agency audits.

### **Governance Issues from an Accountant's Perspective**

***Gord Ahier, MAC LLP***

As part of the audit process, the audit committee or full board will meet with the external accountant. This session will review the purpose of this meeting along with the other goals that should be accomplished to allow effective communication with the external accountant and ensure that financial information is conveyed and understood in a manner that allows appropriate governance decisions to be made.

## **How to Survive a Health and Safety Audit**

***Terry Ratcliff, Ratcliff Solutions***

This workshop will explain how Bill C-45 impacts Canadian charities and provide you with an understanding of your legal obligations regarding Occupational Health and Safety laws and standards. It will also provide insights into the comprehensive nature and complexity of the audit process and explain practical issues that must be considered in order to avoid criminal liability.

## **Pitfalls in Drafting Gifting Agreements**

***Terrance Carter, Carters Professional Corporation***

A gift agreement is one of the basic fundraising tools used by churches and charities in order to support their ministries but often results in problems concerning its enforceability interpretation as a result of errors in the original drafting of the gift agreement that could have been avoided. This session will guide churches and charities through some basic questions and issues to consider when drafting a gift agreement in order to identify and avoid common pitfalls that could otherwise undermine the integrity of the agreement. Practical examples will be provided, as well as time for interactive discussion.

## **The Legal Environment and Christian Ministry**

***Barry Bussey, Canadian Council of Christian Charities***

This workshop will explore strategies that Christian ministries may want to consider when working in a secular legal environment. It is not all “doom and gloom”! There is much that we can do to counteract secular influences to ensure that we remain effective in our Christian witness.

## **Today's Business Models for Charities**

***Elizabeth Sharpe, The Association Management Company***

In this workshop, we'll discuss how we can attain growth and sustainability through the creation of a new business model. We'll also consider ways in which we can move beyond the orthodoxies of our ministry work while remaining true to the tenets of our charitable status. Come ready to discuss how talent and resource constraints can be overcome and how to prepare our organizations for the digital present and future.

# **STEWARDSHIP**

## **Excelling in Generosity: Moving from Tithes and Offerings to Planned Gifts**

***Herb Gale, Presbyterian Church in Canada***

More and more congregations are struggling with dwindling resources, both human and financial, to support their life and mission. This workshop will examine how an intentional focus on the stewardship of accumulated assets can enable congregations to support their present and long-term ministry goals. Using real-life examples, the workshop will demonstrate the biblical and theological bases for a broader understanding of financial stewardship and offer practical steps for developing a planned giving ministry in your congregation.

## **Growing Givers' Hearts in Good Economic Times and Bad**

***Rebekah Basinger, Consultant***

When money is tight (which is most of the time for most ministries), slowing down to focus on God at work in donors' hearts can seem a luxury. However, growing givers' hearts is a best practice in bad times as surely as in the good. In this session, we will review the principles of fundraising as ministry and share strategies for encouraging God's work in givers' hearts, regardless the economic climate.

## **Planned Giving - What Donors Don't Know**

***Jan Kupecz, Canadian National Christian Foundation (CNCF)***

Gifts and estate planning is an essential tool to help donors give in the most effective way possible. Unfortunately, much of the information available to donors from the charities they support presumes the donor knows more than they actually do. If we are sincere in our desire to help our donors maximize their giving with planned gifts, we need to know what the gaps are in their understanding and be ready to communicate appropriately.

## **Planned Giving Requires Planned Receiving**

***Dori Zerbe Cornelsen & Marlow Gingerich, Mennonite Foundation of Canada***

If a donor wants to give your organization a significant gift, do you have a plan in place? What options do you have available for donors to give financial support? Can you help them build a legacy while maximizing their support of your organization? When that big gift comes, will you be ready? Come and explore best practices to help you prepare for planned, often larger, gifts.

## **Rapid Fire - Stewardship**

### **Dock the Ship and Focus on the Steward**

***Scott Rodin, Rodin Consulting***

We spend too much time talking about stewardship and not enough time talking about the life and calling of the faithful steward. We will look at five implications of this problem and how we can refocus on the journey of the faithful steward that results in a life of freedom and joy.

### **Stewardship: What Is It?**

***Lorne Jackson, Canadian National Christian Foundation (CNCF)***

Stewardship is not about giving, tithing, building funds or any of these things. Because after the faith decision everything we do becomes stewardship. Am I a “faithful steward” or am I too busy trying to raise my personal standard of living to worry about being manager of God’s resources? What about debt is there such a thing as good debt and bad debt and what does God’s word have to say about it? Come and learn this and more.

## **Serving the High Net Worth Donor**

***Tim Jenkins, Covenant Family Wealth Advisors***

The partnership of effective ministries and affluent Christians can create powerful synergies to impact a hurting world. This workshop will help ministries understand the world of affluent Christians and learn how to serve them well. We will discuss the most common issues that they face and how to build relationships with them. We’ll finish by outlining the unique value ministries can bring to these Christians and review some practical and powerful resources.

## **The Re-branding, Rebuilding, and Reconnecting of Ray of Hope**

***Harry Whyte, Ray of Hope***

Responding to the need and opportunity to change has been at the heart of Ray of Hope’s story for the past 8 years. In this session we will share how our volunteer base grew to over 2,500, how our donor base grew from 1,200 to 8,000, and how donations grew from \$200,000 to over \$1,000,000 per year in a 5 year period. We will share what worked, what didn’t, and what is still to be done.

## **We’re Not Overhead: Connecting head office to frontline ministry**

***Timothy Coles, Youth for Christ Canada***

We’re not overhead! Head office admin teams and support staff often get labeled as “overhead,” but they are actually very important contributors to the overall mission of your organization. The problem is, they don’t often see themselves that way. In this workshop we will help your staff discover their own critical link to the “frontline” and how they help accomplish the mission of your organization. This workshop will be especially valuable for support staff who are required to raise missionary funding for their positions. You’re not just the office team--you’re a vital part of the whole ministry team!

## **What Paul Taught Me about Church and Money**

***Lori Guenther Reesor, Consultant***

How does your church’s theology line up with its budget? This workshop looks at three models of giving informed by Paul’s Collection for Jerusalem. A church’s theology of giving will influence everything you do; it’s well worth taking some time to articulate it! This is a jargon-free workshop given by a passionate proponent of joyful giving.



## GOVERNANCE

### **12 Steps to Effective Legal Risk Management for Churches and Charities**

***Terrance Carter, Carters Professional Corporation***

This session will provide a practical explanation of the essentials of legal risk management issues for churches and charities, as well as recommended due diligent steps that can be taken to reduce exposure to unnecessary legal liability. The topics that will be covered will include documentation deficiency, governance challenges, internal risks with employees and volunteers, regulatory non-compliance, as well as risk transfer strategies, indemnification and insurance issues to consider. This seminar will be of interest to both senior management as well as board members of churches and charities. As a bonus, a printed Legal Risk Management Checklist will be provided to all those who are in attendance.

### **Chairing Well (And What to Do When the Chair Doesn't Chair Well)**

***Wendy Lowe, Ambrose University***

Chairing a board well is the goal of every board chair I have met. Nobody says “yes” with the intent of doing a poor job. But those of us who have served on boards know that some do it brilliantly and some have lots of room for improvement. This workshop will explore the chair's role with people, prayer, policy, and planning. It will delve into the awkward work of managing and leading up when a board chair is struggling in the role.

### **Crucial Conversations**

***Wendy Lowe, Ambrose University***

Addressing the elephant in the room, when the important board conversations are happening in the parking lot instead of at the board table, can be the test of the relational health and capacity of a board. Is your board healthy or are the conversations you aren't having jeopardizing your organization? This workshop will identify the avoided conversations and ways to make sure they start happening.

### **Governance Issues from an Accountant's Perspective**

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As part of the audit process, the audit committee or full board will meet with the external accountant. This session will review the purpose of this meeting along with the other goals that should be accomplished to allow effective communication with the external accountant and ensure that financial information is conveyed and understood in a manner that allows appropriate governance decisions to be made.

### **Governing with Confidence: Achieving Effective Board Oversight**

***John Dinner, John T. Dinner Board Governance Services***

Many boards remain uncertain as to their role and how well they're doing their job. The focus of this session is to help board members and those who interact with boards better understand how to achieve good governance and board effectiveness. Attendees will leave with a better and practical understanding of how a board can fulfill its accountabilities with greater confidence.

### **Rapid Fire - Governance**

#### **The Soft Side of Governance**

***Barry Slauenwhite, Compassion Canada***

In this session Barry Slauenwhite will share how he shaped the Compassion Canada board and created a distinctive, value-added culture that boosts trust, accountability, and productivity. Barry calls this the “soft side of governance.” He will share how he molded his board to be both highly relational and highly efficient.

#### **Successful Governance Needs a Plan**

***Ken Milne, KENEIR***

In this session Ken Milne will outline a process to help boards move forward with sustainable positive business practices that will result in enhanced value in the purpose and work of their organization and a better way to meet fiscal, operational, and market pressures and achieve their governance goals.



## **Succession in Leadership: Principles for Success**

***Keith Yoder, Teaching the Word Ministries***

This workshop will engage participants in the practices of succession planning, leader development, and organizational preparation and transition. Special attention will be given to helpful traits of predecessors, successors, and founders in healthy succession experiences.

## **STRATEGY**

### **6 Capacity Areas for Non-Profit Organizational Development**

***Clayton Rowe, World Vision Canada***

This workshop will guide you through six capacity areas of non-profit organizational development: Strategy, Resource Development, Finance, Human Resource Development, Program, and Leadership Team. During this workshop you will be given a tool to assess your present level of development and to draft an action plan for growing your organizational health and stability.

### **From \$5M to \$15M in Ten Years: How We Did It**

***Darren Pries-Klassen, Mennonite Foundation of Canada***

Those of us in the charitable sector are as innovative and hard working as they come, but sometimes we lack clarity in our work. Without clarity, we get complacent, which can rob us of passion and funds. In this workshop, Darren Pries-Klassen will share the key things Mennonite Foundation of Canada did to clarify their purpose and passion, which tied directly to their growth. Learn how you can incorporate this approach in your own ministry.

### **From Surviving to Thriving: Organizational Health as the Key to Realizing our Mission**

***Angela Draskovic, The Yonge Street Mission***

Truth be told, Christian organizations are not known for excellence in organizational health. It is easier to excel at loving those we serve than it is to excel at loving one another. This workshop will equip ministry leaders with a series of steps that will help them to build a healthy organization with a shared vision and a unified path forward. The methodology integrates faith, strategic planning, and leadership team development principles.

### **How Corporate Culture Impacts the Execution of Strategy**

***Jim Bartholomew, Compassion Canada***

This workshop will look at the role culture has to play in determining whether or not a strategy will be successfully implemented. Do we pay enough attention to culture when we think of strategy? If so, do we know what aspects of organizational culture have the greatest bearing on execution of strategy and what it will take to create, preserve, and strengthen these aspects of strategy?

### **Initiating Mission In and Through Local Churches**

***Colin McCartney, Connect Ministries***

The impact of the Early Church was so great that historians tell us that within 300 years of the birth of the church more than half the world was Christian. During this workshop we'll take a look at a strategy of how we, as local churches, can be involved with God in mission to our neighbourhood, just like the Early Church. So, get ready for a challenging and interactive time of learning, discussion, and application all within an environment of courageous conversation.

### **Rapid Fire - Strategy**

#### **Everything I Know About Strategy I Learned From a Carpenter**

***Barry Slauenwhite, Compassion Canada***

Barry Slauenwhite has led and grown the third largest sponsorship agency in Canada, regarded as one of the top 25 charitable organizations by the Canadian Financial Post. In this session you'll learn how Barry's story of success in building a thriving organization is based on simple commonsense strategies he learned from his carpenter father.

### **Charting a Strategic Vision and Roadmap**

**Harold Schroeder, Schroeder & Schroeder Inc.**

Using the example of a community church, this presentation lays out a framework for charting a Strategic Vision and Roadmap that can be used by any Christian organization. It also provides recommendations on how to move forward translating this vision and roadmap into a concrete action plan.

### **Strategy by Design**

**Christine Lancing, Lancing Consulting**

Strategy by Design - Using Appreciative Inquiry Powered by Design Thinking to Generate Transformational and Innovative Strategy (Part 1): This workshop integrates two non-traditional approaches to strategy: Appreciative Inquiry and Design Thinking. Appreciative Inquiry is a highly-engaging, whole-system, strength-based approach to strategic planning that is faster and creates better buy-in than traditional methods. When powered by Design Thinking, people are able to visualize the end-goal, move from dialogue to action, and generate creative, workable solutions. The end result is a road map for inspired action that delivers strategic results.

### **Surviving, Thriving, and Doing Good: New Approaches for Small to Mid-Sized Ministries**

**Rebekah Basinger, Consultant**

For the majority of small to mid-size ministry organizations, financial vitality seems an impossible dream. Yet God calls us to lives of abundance, both personally and organizationally. In this session, we will look beyond our time-worn fundraising models to new approaches that can set your organization free to thrive and do even greater good.

### **Today's Business Models for Charities**

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### **Best Practices for Preventing Workplace Harassment for Christian Employers**

**Andrew Yu, Consultant**

In this workshop, we'll discuss how Christian employers can best prevent workplace harassment. Practical ideas for implementation and suggestions for maintaining good employee relations will be presented. Attendees will learn how leaders can balance the demands of an active ministry with being a good employer.

### **Five Relationships Every Leader Needs**

**William Fietje, Associated Gospel Churches**

No one leads in isolation, yet as responsibilities grow, many leaders move toward isolation. Healthy leadership is accomplished through a minimum of five key mentoring relationships, which will be illustrated in this workshop with five biblical examples. When cultivated with intentionality, these five relationships will help every leader not only survive the rigours of leadership but thrive.

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## **Leading Me: Your Most Important Leadership Assignment**

***Steve Brown, Arrow Leadership International Ministries***

Your most important leadership assignment is you. You are also likely your toughest leadership assignment. This workshop will focus on the critical topic of personal leadership. We'll briefly cover eight key practices to help you cultivate spiritual vibrancy, deepen your character, nurture healthy relationships, and leverage your impact.

## **Performance Management and Reviews: Is there a Better Way?**

***Misty Ropp, Compassion Canada***

Most of us at some point have groaned at the prospect of another performance management or staff review. In this workshop we will look at how we can use these tools more effectively and incorporate new ones to engage our teams, manage performance, and create a culture where performance management goes beyond the annual review.

## **Rapid Fire - Leadership & Organizational Health**

### **Lessons from the Board Table—A CEO Perspective**

***Elizabeth Sharpe, The Association Management Company***

In filling the joint role of guiding the organization, the Chief Executive Officer and the Board Chair must combine their complementary skills and be able to openly define and communicate them. In this session, we will engage in a conversation about where appropriate lines are drawn, how best to share our management expertise and organizational history at the board table, and how to set the stage for innovative discussion.

### **No Success without Successors: Growing Leaders**

***Wendy Lowe, Ambrose University***

Leaders have followers or they aren't leaders. Good leaders have leaders following them. Great leaders grow leaders inside and outside their organization. At the end of the day, the legacy isn't the work that the leader accomplished—it is the work that will be done in the future through the leaders they have helped develop.

## **Succession in Leadership: Principles for Success**

***Keith Yoder, Teaching the Word Ministries***

This workshop will engage participants in the practices of succession planning, leader development, and organizational preparation and transition. Special attention will be given to helpful traits of predecessors, successors, and founders in healthy succession experiences.

## **The (Un)Confident Woman**

***Maureen Dinner, K-W Pregnancy Resource Centre***

Evidence shows women are less self-assured than men, and that to succeed, confidence matters as much as competence. Confidence is an attitude. It impacts our behaviour, our relationships, our communication and our leadership. This workshop will help women identify barriers to confidence, identify their key strengths and gaps and discover what God has to say about confidence.

## **The Most Important Choice You Will Make as a Leader**

***Scott Rodin, Rodin Consulting***

In this workshop we will look at the Choice every leader must make between leading their organization down the common path or the kingdom path. We will discuss the implications for each choice and help you assess the path you seek to take.

# **COMMUNICATION**

## **37 Ways Your Website Died**

***Darrell Keezer, Candybox Marketing***

Websites have radically changed over the past five years, but has your ministry made the transformation? Learn why most websites aren't working anymore and what you can do to create a website that converts visitors into advocates. We will review the most common mistakes made and discuss how to build a web presence with a budget of any size.

## **Become a Socially Engaging Ministry**

***Darrell Keezer, Candybox Marketing***

How would you describe your ministry's social media presence? Do the words boring, unpopular, or absent come to mind? Find out what you can do to create a relevant and engaging social presence.

## **Building Communities: Increasing Online Engagement and Awareness**

***Joyce Hsu & Matthew Couto, TechSoup Canada***

With new social media platforms emerging every day, it can be tempting to try to be everywhere at once, but it's important for charities to be strategic about the specific audiences they're trying to reach (hint: "all Canadians" doesn't count!) This session will help you to build an online community through social media channels and keep your community engaged by creating and curating great content.

## **Content Strategy: Pillars and Funnels**

***Georgia Joseph, Moody Global Ministries***

Does your content strategy help your audience find your content and act on it? Your ministry impact depends on getting the right content in front of the right person at the right time. This workshop will help you to construct content pillars that engage the mind, capture the heart, touch the soul, and transform the person. You will learn how to use a simple, easily defined content funnel with clear strategies to deliver the right content at the right time.

## ADMINISTRATION

### **Don't Shelve It--Live It!: Following Your Policies For Real**

***Tim DeWeerd, Compassion Canada***

Many organizations have adopted a view that policies are a nuisance - that we must have them primarily to convince stakeholders that we have exercised due diligence in the protection of our organizations. However, if we believe that policies should exist primarily to serve us, we will find ways to get those policies off the shelf and into practical use. This workshop is designed to provide a framework to reach this objective - to make your policies relevant and practical.

### **Effective Administration, Effective Ministry: Experience and Practical Tips from the Field**

***Michael Daykin, NCOL***

Good administration is key to your ministry running smoothly with maximum effectiveness. Drawing on over a decade of working with churches across Canada, we have put together some of the best tips and most useful processes that we have seen. Whether your ministry's administration is a well-oiled machine or in need of an overhaul, you will be sure to walk away with ideas gleaned from the best.

### **Facility Rental Issues**

***Gilbert Langerak, Canadian Council of Christian Charities***

This workshop will focus on common issues regarding facility rentals, such as maintaining a charity's Christian nature when renting to third parties, liability issues, and potential undue benefits to charity members and donors. A policy development tool will be provided and discussed.

### **Reducing Risk While Engaging with the Vulnerable Sector**

***Melodie Bissell, Plan to Protect®***

Children, youth, women in crisis and domestic violence situations, the elderly, individuals with disabilities, refugees, and new immigrants are more vulnerable than the general population due to their dependence on others and the traumas they may have experienced. This seminar will provide practical procedures, recommended policy statements, and abuse prevention guidelines to assist organizations working with the vulnerable sector. Let's Plan to Protect®!

## COUNSELLING

### **4 Secrets to Counselling the Abortion Vulnerable**

***Linda Herron & Anne Waddell Central Alberta Pregnancy Care Centre***

Preparing to talk to or meet with the abortion-minded client is often our greatest challenge. This workshop will provide practical tools for responding to this client in a professional and empathetic manner that brings results. You will have opportunity to practice what you learn in a safe, fun environment. Bring along scenarios you've had to deal with or questions you may have after viewing our 20-minute video in the online community. We are looking forward to sharing what we have learned along the way!

### **Answering the Hard Questions**

***Bri Laycock, Option Line***

There are no easy answers when it comes to abortion. This workshop will prepare you to compassionately answer the difficult questions for women considering abortion and also the hard abortion questions that come from the media and your local community.

### **Building Fathers Who Impact Generations**

***Kirk Giles, Promise Keepers Canada***

Over one million families in Canada are missing the physical presence of a father. How can we encourage men to move from being absent to being present and transformational in the lives of their children? In Scripture and in culture the evidence is clear that when a man is actively engaged, everyone wins. This workshop will assist you to develop men who will make an impact that will be felt for generations.

### **Offering Compassionate Care to the Abortion Vulnerable in Your Community**

***Linda Baartse, Pregnancy Care Centre***

When a woman shares about her unanticipated pregnancy, the first words she hears will have a tremendous impact. They will either confirm her fears that abortion is her only real choice or they will help her believe that support is available and that she has reason to hope. How can you be prepared? This workshop will provide a biblical basis for compassionate support, equip you to use the L.O.V.E. approach, and suggest ways that your church can get involved.

### **Understanding the Impact of Trauma on Client Care**

***Jutta Wittmeier, Calgary Pregnancy Care Centre***

Trauma is an unexpected, and often unbearable, event that has impact beyond normal coping capabilities. Crisis challenges a person's ability to cope; trauma overwhelms. Many of our clients have had significant losses and trauma in their lives. This workshop will help you better understand how a client's behavior and reactions may be impacted by their past. We will discuss how to be a compassionate presence, how to stay within the limits of appropriate care, and how and when to refer.