Therefore, I urge you, brothers and sisters, in view of God’s mercy, to offer your bodies as a living sacrifice, holy and pleasing to God — this is your true and proper worship.

Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is — his good, pleasing and perfect will.

—Romans 12:1–2

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Welcome to the Outcomes Conference Digital Global Experience 2020!

I invite you to whole-heartedly enter into this precious gift of community and technology we’ve been given. In such a time as this, you’ll have the opportunity, in this space, to invest in one another the best of what God has generously given to you. A special welcome to the international leaders joining us for September!

Remember, God has graciously entrusted each of you with knowledge, wisdom, and experiences. He brings them all to you so you can sow them into the lives of others. What you have to share during this time may be exactly the answer to what someone has been praying and seeking God to provide.

The Christian Leadership Alliance community of leaders has diligently prepared to bring you their real and authentic best. I am grateful for their dedication and desire for God to use them to help you professionally and spiritually transform as leaders.

I believe what happens within this new ecosystem of community will be of extraordinary value and influence during this defining time in the history of our organizations.

Let’s choose to rejoice in the exact places where God has us right now. May the work of our hands bring him glory! Let’s enter in with expectancy.

Living to serve,

Tami Heim
President and CEO, Christian Leadership Alliance

Meet Your Experience Guides!

Ayanda Khumalo
Recording Artist / Worship Leader
Worship Leader

Marquis Laughlin
Founder, Acts of the Word
Spoken Word

Jim and Martha Brangenberg
Radio Hosts, iWork4Him Radio Broadcast
Emcees
Conference Sponsors

Christian Leadership Alliance Salutes and Thanks the Sponsors for 2020!

Presidential

Executive

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Grateful Thanks to the Following 2020 Supporters:

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- Food for the Hungry
- Historic Agency
- InterVarsity Christian Fellowship
- Mission: Leadership
- Ridgecrest
- TWR-Women of Hope
- Virtuous Software
- Westfall GOLD
- WiLD Leaders
Digital Experience Track Guide

Follow the TRACKS and discover all the places you’ll want to go.

You’ll notice that everything in the digital experience is arranged by TRACKS. Think of TRACKS as the rooms where you’ll gather with others to watch, listen, and learn.

TRACKS are places where you can find everything you want on demand, including the recordings of the live sessions that happened May 4 – 10, 2020. Each track has a library and there you will find presenter handouts and other valuable resources related to that specific TRACK.

Most of this digital experience is already on demand for you. But we encourage you to check out the Schedule of Live Events. There will be live zoom events taking place through September 30. And because of our global initiative, some will be conducted in other languages. The schedule could change daily. We don’t want you to miss out on any of it as these live events may not be recorded and posted for review later.

Now go and explore!
A GUIDE TO YOUR 2020 DIGITAL EXPERIENCE
Here is where you will find this guide for a quick reference to Outcomes Conference Global Digital Experience, orientation tools, engagement tips and how to earn your continuing education credits for this experience. (CCNL | SHRM | CFRE)

A TIME OF WORSHIP AND THE WORD
In this track you will experience worship, guided prayer, and the reading of God’s Word from Paul’s letter to the Romans. This is a place to anchor your mind and heart as you prepare to learn, engage, and grow.

ALLIANCE GENERAL SESSIONS
These sessions are designed for full community engagement. You will hear inspirational messages by keynote speakers and high-impact Big Idea presentations from thought leaders.

KEYNOTES
Matt Bird  
CEO, Cinnamon International

Dr. Alvin Sanders  
President/CEO, World Impact

Beth Guckenberger  
Co-Executive Director, Back2Back Ministries

Ken Harrison  
Chairman & CEO, Promise Keepers

BIG IDEA THOUGHT LEADERS
Transforming Teams  
Dr. Teresa M. Moon  
President/CEO, Institute for Cultural Communicators

Inflection Points that Trigger Transformation  
Steve Maegdlin  
CEO/Founder, Executive Advisory Partners

Transform Your Messaging  
Shannon Litton  
President/CEO, 5by5

Transform our View of Work  
Bill Hendricks  
Executive Director for Christian Leadership, The Hendricks Center at Dallas Theological Seminary

Transforming People Management  
Dr. Delphine Fanfon  
Country Director, LeaderSource Cameroon

No One’s Listening and It’s Your Fault  
Pam Marmon  
CEO, Threefold Tribe
ALLIANCE GENERAL SESSIONS
BIG IDEA THOUGHT LEADERS (continued)

Ask the Expert
Sometimes you just have a lot of questions. These live sessions were recorded just for you. Hear what others were talking about and the wisdom they gained from these experts!

Conversations — 3 Questions
These are recorded live events that were hosted by Experience guides, Jim and Martha Brangenberg. In these sessions, leaders gathered to think more deeply about the presentations in the General Sessions.

Conversations — My One Thing
These are recorded live events that were hosted by your Outcomes Conference Digital Experience guides, Jim and Martha Brangenberg, the co-hosts for iWork4Him Radio. These sessions allowed leaders to process, as a community, the most valuable take-a-ways from the day.

Global Compendium on Leadership
In this track you will discover a collection of Christian thought leaders, from around the world, sharing their perspectives on spiritual and organizational leadership.

The Outcomes Conference Podcasts
In this track you will get a sneak preview of the podcasts that will be release in the upcoming year. You will learn from leaders how God is leading their organizations, their most transforming leadership experiences, and what they believe matters most to lead with excellence.

- Outcomes Conference Podcast: Shannon Litton, President/CEO, 5by5
- Outcomes Conference Podcast: Dr. Nathan Mellor, President, Strata Leadership, LLC
- Outcomes Conference Podcast: Commissioners David and Sharron Hudson, National Commander and National President of Women’s Ministries for The Salvation Army USA

Schedule of Live Sessions
For your convenience, Live Sessions have been set up as a TRACK. This will call special attention to what’s on the schedule and it will automatically update as new sessions are added. You can add sessions to your personal calendar. Live sessions may be in different heart languages.

Special Events
Special Events are prerecorded and designed to educate, challenge and inspire you as a Christ-follower and leader. These experiences are longer in format than the workshop sessions and cover a wide variety of topics.
SERVICE CENTRAL
This is the home of subject matter experts and service providers. Learn what they do and the difference they could make for you. We’ve made it easy for you to connect and engage through this platform. So go and explore the latest services and products to increase your effectiveness.

WORKSHOPS 1 — EXECUTIVE LEADERSHIP
This track provides wisdom in developing a leader’s knowledge, skills and acumen. It offers today’s leaders with insights to strengthen their ability to lead with Christ-honoring excellence.

- **Inspirational Leadership in a Crisis**
  Al Lopus, President/CEO, Best Christian Workplaces Institute

- **Global Megatrends That Will Change Ministry**
  Robert Yi, President/COO, Westfall Gold

- **Leading Remote Teams Without Losing Your Mind**
  Chad Williams, CEO, Five Q

- **Become a Liberating Leader!**
  Holly Moore, President, Hollis Strategies

- **Lead Like Jesus Amid Life’s Storms**
  Phyllis Hendry Halverson, President/CEO, Lead Like Jesus

- **Transforming Culture**
  Doug Mazza, International Board Member, Joni and Friends

- **Encouragement for the All-Day Worker**
  Courtney Veasey, Founder, Brunch Ministries

- **TRANSFORMed Leadership: A process of growth**
  Noel Bouché, CEO, pureHOPE

- **Living a Transformational Lifestyle**
  Margaret Fitzwater, Co-Director, Navigators Church Ministries, The Navigators

- **Effective Succession Planning for Christian Leaders**
  William Vanderbloemen, Founder & CEO, Vanderbloemen

- **Growing Kingdom Wisdom**
  Dr. Thomas Yeakley, Staff Equiper, The Navigators

- **Transforming Culture: Start-Up to Sustainability**
  David Collum, CEO, The Pocket Testament League

- **GRACE vs. GRIT: Developing Followers’ Potential**
  Dr. Kathleen Patterson, Professor, Doctoral Program Director, Regent University

- **Leadership is Lonely, Leaders Shouldn’t Be**
  Dr. Daniel Hallak, Chief Commercial Officer, WiLD Leaders

- **What’s your Five-fold Gift?**
  Dr. Daniel Poff, President, Relational Synergistics, LLC

- **Our Iceberg is Melting**
  Nicholas Wallace, Director, Higher Education Services, BKD and Trustee at Taylor University
WORKSHOPS 1 — EXECUTIVE LEADERSHIP (continued)

- The Greatfullness Project
  Greg Bianco, Chief Visionary Officer, author, True Advisory Group

- Inclusion 201 – Intersectionality
  Phil Bowling-Dyer, Senior Fellow for Diversity Training, InterVarsity Christian Fellowship/USA

- Transformation through a Prodigal Journey
  Judy Douglass, Cru Speaker, author, Director of Cru Women

- The Power of Purpose
  Robert McFarland, President, Transformational Impact LLC

WORKSHOPS 2 — RESOURCE DEVELOPMENT

This track explores successful practices and ideas in resource development for Christian nonprofit organizations. Get ideas you can apply immediately to strengthen your funding.

- The Age of Experience
  Dave Raley, Executive Vice President, Masterworks

- Emerging Trends: Digital Fundraising Growth
  Amy Sewell, Vice President of Digital Solutions, Douglas Shaw and Associates

- Building a Monthly Giving Program
  Jeremy Reis, Sr. Director of Marketing, World Concern

- Major Donor Philanthropy in Uncertain Times
  Bob Westfall, CEO, Westfall Gold

- Raise general operating funds like never before
  Shelley Cochrane, CFRE, Vice President, Strategic Partnerships, Douglas Shaw & Associates

- Maximizing Giving by Transforming Souls
  Dr. Wes Willmer, Author, Stuff and Soul: Mastering the Critical Connection

- Nonprofits (in Crisis, and to the Year 2030): How to Survive and Win!
  Bill High, CEO, The Signatry

- Consider the Shift: Mission vs. Missionary Fundraising
  Nathan Jones, Associate Vice President for Development, Youth For Christ USA

- So You’re Thinking of a Capital Campaign?
  Paul A. Dunne, Senior Vice President, Catapult Fundraising, Inc.

- Major Donor Engagement
  Pat McLaughlin, Founder and President, The Timothy Group

- Prospect Research on a Shoestring Budget
  Michael Brown, Associate Director, Philanthropic Service for Institutions

- Transformational Engagement through Visionary Campaigns
  Zack Aspegren, Chief Development Officer, Pine Cove

- Discover Major Donor Opportunities
  Kristin Hammett, Director of Ministry Services, The Signatry
WORKSHOPS 3 — PEOPLE MANAGEMENT AND CARE
This track addresses our most vital stewardship responsibility as Christian nonprofit leaders — our staff teams. Learn insights for recruiting, retaining, equipping and growing your team.

- **Onboarding: Crucial Elements for New Hires**  
  Chad Carter, Senior Director, Human Resources, The Gideons International

- **Engaging, Mobilizing and Retaining Millennials and Gen Z**  
  Paul Sohn, Director, Strategic Career Initiative, Biola University

- **Critical HR Strategies for Successful Ministry**  
  Vernicia T. Eure, MA, CT, Client Services Director, Assist Pregnancy Center

- **Transforming Your Executive Compensation Process**  
  Nathan Salsbery, Partner & Executive Vice President, CapinCrouse

- **Equipping You to Help Your Team Love Their Work**  
  David Miller, Vice President of Coaching, Slingshot Group

- **The Five Foundations of Accountability**  
  Dr. Andrew Johnston, Owner/Principal, Johnston Consulting

- **Working Remotely: Maintaining Healthy Team Relationships**  
  Dr. Andrew Sears, President, City Vision University

- **Giving Recognition - Transformational Moments**  
  Joelle Peelgren, Principal/Consultant, DeGenaro Peelgren Associates

- **Today’s Disrupted Workforce**  
  Jason Brown, Chief Marketing Officer, Marketplace Chaplains

- **Weary or Well?**  
  Ginger Hill, Wellness Speaker, Coach & Consultant, Good Health for Good Works

- **Designing a Strong Retirement Plan**  
  Stephen Osborne, Senior Relationship Manager, GuideStone

WORKSHOPS 4 — FINANCIAL MANAGEMENT
This track offers leading-edge knowledge in the wise stewardship of finances for Christian nonprofit organizations. Understand the latest changes, and how to lead the finance function well.

- **Accounting and Auditing Update**  
  Junice Jones, CPA, Partner, CapinCrouse

- **Cost-Effective Accountability for Leaders**  
  Jim Cross, CPA, CFO, Village Missions

- **What is Your Financial Statement Telling You?**  
  Neely Duncan, CPA, Partner, BKD CPAs & Advisors

- **Improving Financial Stewardship**  
  Winters Richwine, CFA/CPA, Chief Operations Officer, Cornerstone Management Inc.

- **Transforming from Storing to Sowing**  
  Melodi Bunting, CPA, CMA, CGMA, Training Manager, Wegner CPAs

- **Get Ready: AI and Business Process Transformation**  
  Jeff Roberts, CPA, Director, CLA (CliftonLarsonAllen)

- **10 Essentials for Accounting and Financial Reporting**  
  Michael Martin, JD, CPA, President, ECFA
WORKSHOPS 5 — COMMUNICATIONS AND MARKETING
This track covers successful practices and trends related to communications and marketing for Christian nonprofit organizations. Strengthen your brand and motivate your key audiences.

- **The Transformative Power of Brand**  
  Ted Vaughn, Partner/Client Strategy, Historic Agency

- **5 Website Trends for Nonprofit Leaders**  
  Mike Farag, CEO + VP Brand Strategy, Fervor

- **The 7 Disciplines of Relationship Marketing Strategy**  
  William Dolan, TV Director, Author, Speaker, Agency Owner, Spirit Media

- **Build Your Brand on Purpose**  
  Aaron McClung, Founder and Principal, AM Agency

- **Marketing and Fundraising Game Changers**  
  Allen Thornburgh, Vice President, Strategic Innovation, Masterworks

WORKSHOPS 6 — BOARD GOVERNANCE
This track brings proven insights on the roles and operations of nonprofit boards, and how to pursue Christ-honoring excellence and accountability in this vital governance function.

- **Successful Leadership Transitions**  
  Dr. James Galvin, President, Galvin & Associates, Inc.

- **Thriving Boards through Transformation**  
  Dr. John Reynolds, President, Los Angeles Pacific University

- **Launching Your Boardroom Revolution**  
  Kent Stroman, CFRE, President, Stroman & Associates

- **Transform Your Board’s 990 Review**  
  Ted Batson, Partner & Tax Counsel, CapinCrouse

WORKSHOPS 7 — TAX AND LEGAL
This track apprises today’s Christian nonprofit leaders with vital changes and current trends in the legal and tax arena that will impact the way they lead their organizations.

- **Mindset Transformation for Ministry Protection**  
  Ray Kaselonis, Senior Counsel, Alliance Defending Freedom

- **Legal/Regulatory Challenges in International Work**  
  Josh Heidelman, Executive Vice President and General Counsel, Wycliffe Bible Translators

- **CARES ACT and Families First Overview**  
  Ted Batson, Partner & Legal Counsel, CapinCrouse

- **Recent Developments from Capitol Hill, the Courts, and Beyond!**  
  Stuart Lark, J.D., Attorney, Sherman & Howard
WORKSHOPS 8 — INTERNET AND TECHNOLOGY
This track focuses innovative thinking in harnessing today's technology to advance kingdom purposes of Christian nonprofits. Learn the latest trends and collaboration techniques.

- Technology Empowers Ministry Collaboration
  Joseph Vijayam, CEO, Olive Technology, Inc.

- Win the Internet with your Website Presence
  Kenny Jahng, Marketing Strategist, American Bible Society

YOUR REGISTRATION FOR THE OUTCOMES CONFERENCE 2021
Here you'll find a preview of what Christian Leadership Alliance has planned for the Outcomes Conference 2021!

Registration is now open and early rates are currently in effect.

Visit www.OutcomesConference.org

See you in Jacksonville!

There are different kinds of gifts, but the same Spirit distributes them. There are different kinds of service, but the same Lord. There are different kinds of working, but in all of them and in everyone it is the same God at work. Now to each one the manifestation of the Spirit is given for the common good.

—1 Corinthians 12:4–7
1. CCNL: Credentialed Christian Nonprofit Leader (CCNL)

These educational experiences offer points towards CLA’s professional credential for Christian nonprofit leaders. Learn more, or register for this program, at www.ChristianLeadershipAlliance.org/CCNL.

To earn up to 40 of the 100 required points for a CCNL credential at The Outcomes Conference 2020 — Digital Experience, you must be registered for the CCNL program prior to attending sessions. *(Proof of completion required for points to be issued, see below.)*

CCNL Points Offered at The Outcomes Conference 2020 — Digital Experience:

- You will receive 1 CCNL point for each ½ hour of training you attend (in full) — up to 40 points:
  - Each General Session is worth: **1.5 points**
  - Each Workshop is worth: **1 point**
    
    *(On CCNL reporting form you will also be asked to answer (required) three key questions: What did I hear? Why does it matter? What changes because of it?)*

To acquire **40 points** you can attend any combination of these sessions. We encourage you to attend all sessions offered in The Outcomes Conference 2020 — Digital Experience, but you are able to acquire CCNL points through a combination of selections from among our learning experiences.

We also strongly encourage anyone in the CCNL program to participate in the interactive discussions within our learning experience platform, throughout the event.

**YOU MUST ATTEND SESSIONS IN FULL TO RECEIVE CREDIT.**

*Proof of Completion: To receive credit for your 40 CCNL points please fill out your CCNL Reporting Form and return it to coordinator Heather Martin. On it you will note all sessions you attended in full (and respond to the three required questions on the form.) Email completed CCNL Reporting Form: heather.martin@christianleadershipalliance.org.

Questions: Contact Heather Martin at (949) 487-0900, ext. 118.

2. CFRE: Certified Fund Raising Executive International Points

Full participation at The Outcomes Conference is applicable for more than **20 points** in Category 1.B-Education of the CFRE International application for initial certification and/or recertification.

3. SHRM: Society for Human Resource Management Professional Development Credits

Christian Leadership Alliance is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP® or SHRM-SCP®. This program is valid for up to **22 PDCs** for the SHRM-CP® or SHRM-SCP®. For more information about certification or recertification, please visit www.shrmcertification.org.

Contact Suzy.West@ChristianLeadershipAlliance.org for important details on earning CFRE and SHRM points and obtaining reporting forms.

Listen to advice and accept discipline, and at the end you will be counted among the wise.

—Proverbs 19–20
Become a Credentialed Christian Nonprofit Leader!

Would you like to earn a professional credential that represents excellence in Christian nonprofit leadership?

That's what the Credentialed Christian Nonprofit Leader (CCNL) program is all about. Join leaders from Christian nonprofits, businesses and educational institutions nationwide who are earning their professional credential through the CCNL program.

The CCNL credential promotes biblical principles and professional standards in Christian nonprofit organizations. It exists because Christian nonprofits need leaders who have proven expertise and certified excellence in their professional fields. Those who receive the CCNL credential possess a proven multi-disciplinary understanding of nonprofit leadership.

“CCNL has not only been a designation, but a destination, meaning it's a journey with subject matter experts from across the nation who teach day-to-day assets on what to do and how to do it. I can get down in the trenches and learn from the best on how to do my job better.”

Cary E. Vaughn, CCNL, CEO/President Love Worth Finding Ministries, Inc.

Learn more at www.christianleadershipalliance.org/ccnl

Register Now for Your CCNL Credential!

You can earn up to 40 points towards a CCNL Credential through training at The Outcomes Conference 2020.

Another way to earn your CCNL credential is through the in-depth 10-week online modules offered through the Outcomes Academy. Three required CCNL Modules (Leadership/Relationship/Stewardship) are offered online.

Upcoming Online Modules: Fall Session
Register by: Sept. 21 Modules Begin: Sept. 28

Learn more and register: www.christianleadershipalliance.org/academy
Leadership Salute

2020 National Board of Directors

As an organization focused on providing higher thinking for today's Christian leader, Christian Leadership Alliance is particularly thankful for the dynamic leaders who provide wise governance and strategic counsel through service on our national board of directors.

Chairman
Mark Tjernagel
CFO, Campus Crusade for Christ

Treasurer
Nathan Salsbery
Partner, Executive Vice President, CapinCrouse LLP

Secretary
Beth Guckenberger
Co-Executive Director, Back2Back Ministries

Josh Heidelman
Chief Legal Officer, Wycliffe

Tami Heim
President/CEO, Christian Leadership Alliance

Commissioner
David Hudson
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Pat McLaughlin
President and Founder, The Timothy Group

Abel Pomar
President and CEO, ECCU

Laura Gardner
Executive Vice President/CFO, Joni and Friends

Dave Raley
Executive Vice President, Masterworks

Dr. Arthur L. Satterwhite III
Vice President of Multiethnic Ministries, Young Life

Dr. Jerry White
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Michael Wong
CFO, Open Doors USA

Robert Yi
President/COO, Westfall Gold

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President Emeritus and Chairman Emeritus, U.S. Board of Directors, The Navigators

Michael Wong
CFO, Open Doors USA

Robert Yi
President/COO, Westfall Gold

Tami Heim
President/CEO, Christian Leadership Alliance
Christian Leadership Alliance provides the best in practical, biblically-based training for today’s Christian leader. We salute our national advisory council members for their faithful service in providing advice and support for the lifelong learning initiatives. The Advisory Council is comprised of thought leaders and subject matter experts who represent each of our eight lifelong learning tracks.

### Executive Leadership

- **Al Lopus**
  CEO, Best Christian Workplaces Institute

- **Ed Morgan**
  President Emeritus, The Bowery Mission and Founder and Principal, Inspirational Leadership LLC

- **Cary E. Vaughn**
  President and CEO, Love Worth Finding

### Internet and Technology

- **Jeremy Reis**
  Sr. Director of Marketing, World Concern

- **Steve Reiter**
  CEO, DXM360 Advisory & Integration Systems

- **Brenda Long**
  Sr. Director Ops & IT, Food for the Hungry

### Financial Management

- **Laurie Dingeldein**
  CFO, ABWE Inc, ABWE Foundation and ABWE International

- **Jennifer Bridges**
  Co-Owner, Bridges Accounting and Consulting

- **Vonna Laue**
  CCNL, Financial Management Consultant

### Tax and Legal

- **Elizabeth Gibson**
  General Counsel, Health Care Ministries

- **John R. Wylie**
  Member/Attorney, Sherman & Howard

- **Peter A. Perssuiti**
  Managing Director, Global Religious Practice/Nonprofit Practice, Gallagher

### People Management and Care

- **Chad Carter**
  Senior Manager of Human Resources, The Gideons International

- **Dr. Vicki Harris**
  Sr. Vice President, Global Human Resources, Our Daily Bread Ministries

- **Christine Talbot**
  Senior Vice President of Human Resources, World Vision US

### Marketing and Communications

- **Georgia Joseph**
  Founder and Owner, Content Strategy Solutions

- **Shannon Litton**
  President and CEO, 5by5 Agency

- **Michelle Beckham-Corbin**
  Director of Marketing & Communications, American Heritage Girls, Inc.

### Board Governance

- **Mark Stevenson**
  Practice Leader, Clarity for Christian Leaders / MK Stevenson, LLC

### Resource Development

- **Griff Freyschlag**
  VP Development, Denver Rescue Mission

- **Wes Willmer**
  Principal, Wes Willmer Group LLC
What does it look like when every Christian leader thrives?

We believe Christian leaders thrive as they passionately steward their lives for Christ-honoring excellence, influence and impact.

- We witness Christ-honoring **excellence** as leaders pursue continuous improvement and seek outcomes that bring honor and glory to God.
- We experience Christ-honoring **influence** as leaders apply a biblical worldview to shape and transform the way others think and lead.
- We celebrate Christ-honoring **impact** as leaders allow God to work through them to achieve his purposes in our world.

The Outcomes Conference is the premier equipping event of the year! This is where you’ll learn and sharpen necessary skills, discover innovative best practices, and encounter thought leaders who are willing to invest the best of what they know into you!

**Join us for The Outcomes Conference 2021 in Jacksonville, Florida.** It’s time for you to grow professionally, collaborate in community, be inspired, and become a leader who leads like Jesus.


Booths and sponsorships available: sponsorships@christianleadershipalliance.org