



Church Business Administration CEAM 6317

New Orleans Baptist Theological Seminary

Christian Education Division

Jody Dean, PhD
Associate Professor for Christian Education
Senior Regional Associate Dean for Extension Centers
New Orleans Baptist Theological Seminary
Frost Building 200A
3939 Gentilly Blvd.
New Orleans, LA 70126
(504) 282-4455 Ext. 3349
jdean@nobts.edu
Teaching Assistant: Sara Robinson

Mission Statement

New Orleans Baptist Theological Seminary and Leavell College prepare servants to walk with Christ, proclaim His truth, and fulfill His mission.

Purpose of the Course

The purpose of this course is to provide a comprehensive understanding of the myriad facets of basic and advanced administration in the local church and Christian organization.

Core Value Focus

Doctrinal Integrity – Knowing that the Bible is the Word of God, we believe it, teach it, proclaim it, and submit to it. The doctrinal statements used in our evaluations are our Articles of Religious Belief and the Baptist Faith and Message Statement.

Spiritual Vitality – We are a worshipping community, with both personal spirituality and gathering together as a Seminary for the praise and adoration of God and instruction in His Word.

Mission Focus – We are not here merely to get an education or to give one. We are here to change the world by fulfilling the Great Commission and the Great Commandments through the local church and its ministries.

Characteristic Excellence – What we do, we do to the utmost of our abilities and resources as a testimony to the glory of our Lord and Savior Jesus Christ.

Servant Leadership – We follow the model of Jesus and exert leadership and influence through the nurture and encouragement of those around us.

Annually, the President will designate a core value that will become the focus of pedagogy for the year. For 2020-2021 academic year that Core Value is *Mission Focus*.

Curriculum Competencies Addressed

This course will address the following curriculum competencies:

1. *Theological and historical perspective:* The course will provide an apologetic for the foundational structure of administration as it is given in Scripture.
2. *Effective servant leadership:* The course will build upon the pre-requisite course that defines leadership as servant and transformational. The role of administration will be presented in such a manner as to reinforce the support role that administration plays in the overall ministry of the church.
3. *Interpersonal relationships:* A strong statement will be made for the necessary position of collegial and organization-wide relationship in the accomplishment of the mission, purpose, and goals of the church through the administrative processes.
4. *Disciple making:* Competencies that will be presented will be those that will be translated to others in the church or Christian organizational structure. The basics for training and leadership development will be presented.
5. *Spiritual and character formation:* The student will develop an understanding nature of the church and the role that an orderly conduct of business plays in the overall demeanor of the church or organization. Basic and spiritual ethics of conduct and performance of task role will be discussed.

Course Description

A study of requisite management and church administration skills to effectively and efficiently direct the ministry programs and activities of the local church and similar denominational organizations. Consideration is given primarily to the practical functional areas of church business administration.

Student Learning Outcomes

The student by the end of the course, should be able to:

1. Know the basic elements of the functional areas of church business administration as they relate to personnel, finance, property, and Christian ministry as given in such documents as a Church Organization Manual.
2. Develop an understanding of the legal, ethical, and practical areas of personnel employment and management.
3. Be able to assess and develop a scheme for church budget and finance.
4. Know the practical application of management and administration to the facilities of the church to include risk management, facility construction and maintenance, and safety.
5. Analyze needs for practical church ministry and be able to create administrative policy and procedure for meeting those requirements.
6. Demonstrate the ability to evaluate, organize, and select appropriate administrative mechanisms for efficient and effective ministry.
7. Develop an appreciation for and a willingness to interpret a servant leadership model in all church or Christian organization business.

Required Readings

The following texts and resources are required reading for class discussions and are to be read in their entirety unless otherwise specified.

Required Texts

Anthony, Michael J. and James Estep, Jr. *Management Essentials for Christian Ministries*. Nashville: Broadman & Holman, 2005.

Deymaz, Mark. *The Coming Revolution in Church Economics*. Grand Rapids: Baker Books, 2019.

Welch, Robert, and Kevin Walker, *The Church Organization Manual*, Richardson TX: NACBA Press, 2011. (Available in Blackboard as a PDF Download)

Optional Texts

See Bibliography

Course Teaching Methodology

Units of Study The student satisfies the course objectives by completing activities in six major topic areas.

UNIT I. The Church and the Administrative Task

A study of the general subject of Church Business Administration. The student will be able to identify Biblical precedence for church administration as well as contemporary legal organizational practices.

Church and the Administrative Task – Biblical Backgrounds

Church and the Administrative Task – Constitution/ByLaws/Incorporation

Church and the Administrative Task – The Church Organization Manual

UNIT II. Personnel Procedures

A study of the administrative activities relating to administration of the personnel matters of the local church. The student will be able to demonstrate an understanding of important issues relating to personnel administration.

Personnel Procedures – The Personnel Manual

Personnel Procedures – Staff Organizations

Personnel Procedures – The Position Description

Personnel Procedures – Legal Matters

Personnel Procedures – Hiring and Orientation

Personnel Procedures – Evaluation and Disciplinary Matters

UNIT III. Fiscal procedures

A study of the administrative activities relating to financial management of the local church. The student will be able to demonstrate an understanding of important issues relating to fiscal administration.

Fiscal Procedures – The Financial Manual

Fiscal Procedures – Budget Procedures

Fiscal Procedures – Tax Law

UNIT IV. Property Management Procedures

A study of the administrative activities relating to facility management issues. The student will be able to demonstrate an understanding of important issues relating to facility administration.

Property Management Procedures – The Facility Manual

Property Management Procedures – Facility Management

Property Management Procedures – Housekeeping Procedures

Property Management Procedures – Insurance and Risk Management

Property Management Procedures – ADA and other Facility Legal Issues

Property Management Procedures – Building Programs

Property Management Procedures – Transportation

UNIT V. Church Office

A study of the administrative activities relating to church office management. The student will be able to demonstrate an understanding of the effective and efficient operation of a church office.

Church Office Procedures – The Office Manual

Church Office Procedures – Office Management

Church Office Procedures – Computer Management Systems

UNIT VI. Church Program Ministries

A study of the administrative activities relating to church program ministries. The student will be able to demonstrate an understanding of important issues relating to the planning, organization, staffing and evaluation of the program ministries of the local church.

Food Service Procedures – Food Management Programs

The Administrative Health of the Church, an Assessment

Auxiliary enterprises that are income producing

Teaching Method.

This course will be the combination of lecture, case study analysis, student interaction, research and reporting by the student.

Assignments and Evaluation Criteria

1. Read the text, *Management Essentials* and write a short half-page statement of a specific problem in the local church each chapter would address. Due 4/20
2. Develop a Personnel Management Plan that integrates the processes of staff administration development, hiring, and salary development. Due 2/23
3. Participate in a budget exercise with a church. An overview will be provided in class that outlines the aspects that need to be covered for this assignment. Due 3/9
4. Conduct an “Administrative Health of the Church” review of a selected church and comment on findings for each of the seven areas of analysis. The 7 areas of analysis will be given during class. Due:2/9
5. From material presented in the class and in cooperation with a selected church and its leadership, develop either a personnel, finance, property, or office policy and procedures manual. Due 5/4

During the course of the class presentations the professor will refer to several websites. The student is expected to be able to visit these various websites relating to church administration both in class and out. The student will be required to have a browser that is capable of interacting with the internet.

The final cumulative score for the course will be assigned using the following assessment formula:

Chapter-based <i>Management Essentials</i>	15 points
Personnel Management Plan	20
Budget Exercise	20
Administrative Health of the Church Review	15
Policy Manual	30

Course Policies

Copyright Material:

Course supplementary reading material from journals and magazines will be provided from time to time by the professor with permission for the course. This posting is granted under the “fair use” provision of the copy right laws of the United States. The use of the material is limited for educational purposes. Any further copy or redistribution is strictly forbidden without the specific permission of the copyright holder. If students make copies of the material, it is to be used solely for the class and not for re-distribution.

Assignments: All papers will be typed and utilize NOBTS manual of style format. Work transmitted via electronic means should be a PDF file for grading. All work will be due the date specified. Late work will be penalized for each academic day late. Absences will impact the student’s grade in two ways: first, since the class is interactive by using case studies, the students will not be given credit for participating in the case study of the day. Secondly, while Seminary policy allows a certain number of days of excused absence there will be a penalty assessed for any portion of an unexcused absence. No grade will be assigned after three hours of absence.

Students are expected to adhere to Seminary code with regard to dress, use of electronic media in the classroom, and participation.

Netiquette: Appropriate Online Behavior. Each student is expected to demonstrate appropriate Christian behavior when working online on Discussion Boards or whenever interaction occurs through web, digital, or other electronic medium. The student is expected to interact with other students in a fashion that will promote learning and respect for the opinions of others in the course. A spirit of Christian charity is expected at all times in the online environment.

Academic Honesty Policy

All graduate and undergraduate NOBTS students, whether on-campus, internet, or extension center students, are expected to adhere to the highest Christian standard of honesty and integrity when completing academic assignments for all courses in every delivery system format. The Bible provides our standard for academic integrity and honesty. This standard applies whether a student is taking tests, quizzes, exams, writing papers, completing Discussion Boards, or any other course requirement.

If you are taking this course as a NOLA2U Flex student, please note the following attendance policies:

1. You are required to be in class either through viewing the lectures live or viewing the recorded lectures on Blackboard. When you view the recorded lecture, you will be considered present for that class. Regardless of if you watch the class live or recorded, you are only allowed to miss the amount of class time specified in the NOBTS attendance policy as stated in the graduate catalog. (See page 184 in the graduate catalog: https://www.nobts.edu/_resources/pdf/academics/GraduateCatalog.pdf).
2. You will be asked to certify that you have been present for the live session or have viewed the recorded session. This certification will be done through [assignment by professor] after having watched the class live or viewing the recorded session.
3. All video lectures are available for 7 days after the video is posted. If you are unable to view the video within that time frame, you will be considered absent for that class session.
4. Technical issues will not be considered a valid reason for missing a lecture.

Technical Assistance

For assistance regarding technology, consult ITC (504-816-8180) or the following websites:

1. Selfserve@nobts.edu - Email for technical questions/support requests with the Selfserve.nobts.edu site (Access to online registration, financial account, online transcript, etc.)
2. BlackboardHelpDesk@nobts.edu - Email for technical questions/support requests with the NOBTS Blackboard Learning Management System NOBTS.Blackboard.com.
3. ITCsupport@nobts.edu - Email for general technical questions/support requests.

4. www.NOBTS.edu/itc/ - General NOBTS technical help information is provided on this website.

Help for Writing Papers at “The Write Stuff”

NOBTS maintains a Writing Center designed to improve English writing at the graduate level. Students can receive writing guides, tips, and valuable information to help in becoming a better writer.

Plagiarism on Written Assignments

NOBTS has a no tolerance policy for plagiarism. Plagiarism in certain cases may result in expulsion from the seminary. See the NOBTS Student Handbook for definition, penalties, and policies associated with plagiarism.

Course Schedule

A schedule of class meetings and topics to be addressed at each meeting

Week One

Introduction
Church and the Administrative Task – Biblical Backgrounds

Week Two

Church and the Administrative Task – Constitution/ByLaws/Incorporation
Church and the Administrative Task – The Church Organization Manual

Week Three

Personnel Procedures – The Personnel Manual
Personnel Procedures – Staff Organizations

Week Four

Personnel Procedures – The Position Description
Personnel Procedures – Legal Matters

Week Five

Personnel Procedures – Hiring and Orientation
Personnel Procedures – Evaluation and Disciplinary Matters

Week Six

Fiscal Procedures – The Financial Manual

Week Seven

Fiscal Procedures – Budget Procedures
Fiscal Procedures – Tax Law

Week Eight

Property Management Procedures – The Facility Manual
Property Management Procedures – Facility Management
Property Management Procedures – Housekeeping Procedures

Week Nine

Property Management Procedures – Insurance and Risk Management
Property Management Procedures – ADA and other Facility Legal Issues

Week Ten

Property Management Procedures – Building Programs
Property Management Procedures – Transportation

Week Eleven

Quiz Two
Church Office Procedures – The Office Manual

Week Twelve

Church Office Procedures – Office Management
Church Office Procedures – Computer Management Systems

Week Thirteen

Food Service Procedures – Food Management Programs
The Administrative Health of the Church, an Assessment

Week Fourteen

Maintaining a healthy organization

Week Fifteen Finals week

Selected Bibliography

Books

- Allred, Thurman W. (comp.). *Basic Small Church Administration*. Nashville: Convention Press, 1981.
- Anderson, Ray S. *Minding God's Business*. Grand Rapids, MI: William B. Eerdmans Publishing, 1986.
- Anderton, T. Lee. *Church Property/Buildings Guidebook*. Revised Edition with Energy Section. Nashville: Convention Press, 1980.
- Anthony, Michael and James Estep. *Management Essentials for Christian Ministries*. Nashville: Broadman & Holman, 2005.
- Aslett, Don. *Is There Life After Housework?* Cincinnati, OH: Writer's Digest Books, 1981.
- Backer, Robert and Michael L. Cooper-White. *Church Administration: Programs, Processes, Purposes (Theology and the Sciences)*. Minneapolis: Fortress Press 2007.
- Barna, George. *How to Increase Giving In Your Church*. Ventura CA: Regal Books, 1997.
- Berkley, James D. *Leadership Handbook of Management and Administration*. Grand Rapids: Baker Book House, 2007.
- Berry, Edwin, *The Alban Personnel Handbook for Congregations*. Herdon VA: Alban Institute, 1999.
- Bloss, Julie. *The Church Guide to Employment Law*. Matthews, NC: Christian Ministry Resources, 1993.
- Bonem, Mike. *Leading from the Second Chair: Serving your church, fulfilling your role, and realizing your dreams* (Jossey-Bass Leadership Network Series). San Francisco: Jossey-Bass, 2005.
- Brand, Chad jr, R. Stanton Norman, Daniel Akin, James Leo Garrett. *Perspectives on Church Government: Fives views on church polity*. Nashville: Broadman & Holman. 2004.
- Busby, Dan. *Donor Restricted Gifts Simplified*. Winchester VA: Evangelical Council for Financial Accountability (ECFA).
- Buzzard, Lynn Robert and Susan Edwards. "Risky Business; Church Hiring and Volunteer Selection: A Legal Policy Guide". Buies Creek, NC: Church-State Resource Center, Norman A. Wiggins School of Law, Campbell University, Buies Creek, NC and Baptist State Convention of North Carolina Cary, NC.
- Callahan, Kennon. *Effective Church Finances: Fundraising and budgeting for church leaders*. San Francisco: Jossey-Bass, 1997.
- Chandler, Ron and Jerry Lashley. *Thy Kingdom Clean: Care and maintenance of houses of worship*. Richardson TX: NACBA Press, 2001.
- Christianity Today International. *The Church Leader's Answer Book: A reference guide for effective ministry*. Carol Stream IL: Tyndale House Publishers, 2006.

- Cladis, George. *Leading the Team-Based Church: How Pastors and Church Staffs Can Grow Together into a Powerful Fellowship of Leaders A Leadership Network Publication* (Jossey-Bass Leadership Network Series). San Francisco: Jossey-Bass, 1999.
- Cobble, James, jr and Richard Hammar. *Risk Management for Churches and Schools*. Matthews NC: Christian Ministry Resources, 2007.
- Couchenour, Bill. *Churches. . . .Before You Build*. North Lima OH: COGUN Building Design and Construction 11369 Market Street P.O. Box 704 North Lima, OH 44452 800.258.5540, cogun.com, 2009.
- Criswell, W.A. *The Doctrine of the Church*. Nashville: Convention Press, 1980.
- Crumraoy, Otto F. jr, Stak Kukawka, and Frank Witman. *Church Administration and Finance Manual: Resources for leading the local church*. Wilton CT: Morehouse Publishers, 1998.
- Dayton, Edward R. and Ted W. Engstrom. *Strategy for Leadership*. Old Tappan, NJ: Fleming H. Revell Company, 1979.
- . and Ted W. Engstrom. *The Art of Management for Christian Leaders*. Waco, TX: Word Books, 1976.
- DeMott, Nancy, Tim Shapiro, Brent Bill. *Holy Places: Matching Sacred Space with Mission and Message*. Herndon VA: The Alban Institute, 2007.
- Dever, Mark. *12 Challenges Churches Face*. Wheaton IL: Good News Publishers, 2008.
- Ditzen, Lowell R. *Handbook of Church Administration*. New York: The MacMillian Company, 1962.
- Edge, Findley B. *The Doctrine of the Laity*. Nashville: Convention Press, 1985.
- Eims, Leroy. *Be The Leader You Were Meant To Be*. Wheaton, IL: Victor Books, 1975.
- Ezell, Mancil (comp.). *A Church Media Library at Work*. Nashville: Convention Press, 1975.
- and Jacquelyn Anderson. *The Media Library in a Church*. Nashville: Convention Press, 1988.
- Evangelical Joint Accounting Committee. *Accounting and Financial Reporting Guide for Christian Ministries*, 2001.
- Flynn, Nancy. *The e-Policy Handbook: Rules and best practices to safely manage your company's e-mail, blogs, social networking, and other electronic communication tools*. NY: AMACOM, 2009.
- Gandy, Donna. *Church Secretaries Desk Reference*. Nashville: Convention Press, 1992.
- . *Fundamentals of Filing*. Nashville: Convention Press, 1990.
- . *Writing Office Policies and Procedures*. Nashville: Convention Press, 1990.
- Gangel, Kenneth O. *Feeding and Leading: A practical handbook on administration in church and Christian organizations*. Grand Rapids: Baker Books, 2000.
- Getz, Gene A. *Sharpening the Focus of the Church*. Wheaton, IL: Victor Books, 1986.
- Graves, Allen W. *Using and Maintaining Church Property*. Englewood Cliffs, NJ: Prentice-Hall Inc., 1965.
- Group Publishing. *The Missing Ministry: Safety, risk management, protecting your church*. Loveland CO. GuideOne Center for Risk Management, 2008.
- Hamm, Richard. *Recreating the Church: Leadership for the postmodern age*. Danvers MA: Chalice Press, 2007.
- Hammar, Richard. *Pastor, Church and Law*, fourth edition, four volume set. Mathews NC: Christian Ministry Resources, 2008.
- Hanna, Jeffrey. *Safe and Secure*. Herndon VA: The Alban Institute, 1999.
- Hargrave, Verne. *Weeds in the Garden: The danger of fraud in the church*. Arlington TX PSK LLP, 2010.
- Hendrix, Olan. *Management for Christian Leaders*. Grand Rapids: Baker Book House, 1981.
- Holcolmb, Tim J. *Church Administration A to Z*. Nashville: Convention Press, 1994.

- (ed.). *A Maintenance Management Manual for Southern Baptist Churches*. Nashville: Convention Press, 1990.
- (ed.). *Personnel Administration Guide for Southern Baptist Churches*. Nashville: Convention Press, 1988.
- Howse, W. L. *The Church Staff and Its Work*. Nashville: Broadman Press, 1959.
- Jamieson, Janet and Philip Jamieson. *Ministry and Money: A practical guide for pastors*. Louisville KY: Westminster John Knox Press, 2009.
- Judy, Marvin T. *The Multiple Staff Ministry*. Nashville: Abingdon Press, 1969.
- Lindgren, Alvin J. *Foundations for Purposeful Church Administration*. Nashville: Abingdon Press, 1965.
- Lowery, Robert N. *Designing Educational Buildings*. Nashville: Convention Press, 1969.
- Malphurs, Arbrey. *Ministry Nuts and Bolts: What they don't teach pastors in seminary*. Grand Rapids: Kregel Publications, 1997.
- Massey, Floyd and Samuel Berry Mckinney, *Church Administration from the Black Perspective (Revised)*. Chicago: Judson Press, 2003.
- McClintock, Karen. *Prevent Sexual Abuse in Congregations*. Herndon VA: The Alban Institute, 2004.
- McCormick, Gwenn E. *Planning and Building Church Facilities*. Nashville: Broadman Press, 1992.
- Melton, Jay Thornburg. *Safe Sanctuaries: Reducing the risk of abuse in the church for children and youth*. Nashville: Cooksbury Discipleship Resources, 2008.
- Merrill, Dean and Marshall Shelley (ed.). *Fresh Ideas for Administration and Finance*. Waco, TX: Word Books Publishers for Christianity Today, Inc., 1984.
- Myers, Marvin Comp. *Managing the Business Affairs of the Church*. Nashville: Convention Press, 1981.
- Newman, Wendell T. *Guidebook for Planning Church Recreation Facilities*. Nashville: The Sunday School Board of the Southern Baptist Convention, 1984.
- Owensby, Idus V. *Church Custodian's Manual*. Nashville: Convention Press, 1974.
- Parchman, Joyce (comp.). *NACBA National Church Staff Compensation Survey*. Richardson TX: National Association of Church Business Administration Press, 2010.
- (ed.). *Salary Administration*. Richardson, TX: National Association of Church Business Administration, 1991
- (ed.). *Risk Management*. Richardson, TX: National Association of Church Business Administration, 1990.
- (comp.) *Building A Successful Housekeeping and Maintenance Program*. Richardson, TX: National Association of Church Business Administration, 1999.
- (comp.) *Church Staff Evaluations*. Richardson TX: NACBA Press, 2000.
- Pollock, David R. *Business Management in the Local Church*. Chicago: Moody Press, 1995.
- Powers, Bruce P. (ed.). *Church Administration Handbook*. Nashville: Broadman & Holman Press, 2008.
- Privett, Jerry A. and Howard D. McAdams. *Church Energy Handbook*. Nashville: Convention Press, 1980.
- Reeves, Michael, Rob Fairly, and Stanford Coon. *Creative Giving: Understanding Planned Giving and Endowments*. ISBN-10: 0881774707, 2005.
- Reising, Richard. *Church Marketing 101*. Grand Rapids: Baker Books. 2006.
- Rusaw, Rick and Eric Swanson. *The Externally Focused Church*. Loveland CO: Group Publishing Inc, 2004.
- Rush, Myron. *Management: A Biblical Approach*. Wheaton, IL: Victor Books, 1983.
- Schaller, Lyle E. *The Multiple Staff and the Larger Church*. Nashville: Abingdon Press, 1980.
- Schweitzer, Douglas. *Internet Security Made Easy*. NY: AMACOM. 2002.

- Shawchuck, Norman and Roger Heuser. *Managing the Congregation*. Nashville: Abingdon Press, 1996.
- Shearn, Carol R. *The Church Office Handbook*. Wilton, CT: Morehouse-Barlow Company, Inc., 1986.
- Sheffield, James and Tim Holcomb, A. *Church Officer and Committee Guidebook*. (Revised) Nashville: Convention Press, 1992.
- Skjegstad, Jay. *Starting a Non-Profit in your Church*. Herndon VA: The Alban Press, 2002.
- Smith, Bob. *When All Else Fails...Read the Directions*. Waco, TX: Word Books Publishers, 1974.
- Spiegel, Aaron, Nancy Armstrong, Brent Bill. *40 Days and 40 Bytes*. Herndon VA: Alban Institute, 2010.
- Spite, Paul F. *From A to Z on Church Rebuilding and Remodeling*. Forest, VA: Ephesians Four Ministries, 1997.
- Stevens, Tim and Tony Morgan. *Simple Strategic Stuff: Help for leaders drowning in the details of running a church*. Loveland CO: Group Publishing, 2004.
- _____. *Simply Strategic Volunteers: Empowering people for ministry*. Loveland CO: Group Publishing, 2005.
- Stroman, James, Kevin Wilson, and Jennifer Wauson, *Administrative Assistants and Secretary's Handbook*, second edition. NY: AMACOM, 2004.
- Surratt, Geoff. *Ten Stupid Things that Keep Churches from Growing*. Grand Rapids: Zondervan Press, 2009.
- Tennyson, Mack. *Church Finances for People Who Count*. Grand Rapids, MI: Zondervan Publishing House, 1990.
- Tidwell, Charles A. *Church Administration: Effective Leadership for Ministry*. Nashville: Broadman Press, 1996.
- _____. *Educational Ministry of a Church*. Nashville: Broadman Press, 1982.
- Towns, Elmer. *The Successful Sunday and Teachers Guidebook*, Revised Edition. Carol Stream, IL: Creation House, 1986.
- Turner, Fred H. (comp.). *Building Plans for Small Churches*. Nashville: The Sunday School Board of the Southern Baptist Convention, 1990.
- _____(comp.). *Building Plans for Medium/Large Churches*. Nashville: The Sunday School Board of the Southern Baptist Convention, 1991.
- Uniform Federal Accessibility Standards for Handicap Personnel Washington, DC: BOCA, 1987.
- Vassallo, Wanda. *Church Communications Handbook: A Complete Guide to Developing a Strategy, Using Technology, Writing Effectively, and Reaching the Unchurched*. Grand Rapids: Kregel Publications 1998.
- Van Auken, Philip M. *The Well Managed Ministry*. Wheaton, IL: Victor Books, 1989.
- Vargo, Richard J. *The Church Guide to Internal Controls*. Matthews, NC: Christian Ministry Resources, 1995.
- _____. *The Church Guide To Planning And Budgeting*. Matthews, NC: Christian Ministry Resources, 1995.
- _____. *The Church Guide To Financial Reporting*. Matthews, NC: Christian Ministry Resources, 1995.
- Vargo, Richard and Vonna Laue. *Essential Guide to Church Finances*. Carol Stream IL: Your Church Magazine CTI, 2009.
- Wedel, Leonard E. *Church Staff Administration*. Nashville: Broadman Press, 1978.
- Welch, Robert H. *Church Administration: Creating efficiency for effective ministry*. Second Edition. Nashville: Broadman & Holman, 2011.
- _____. *Serving by Safeguarding Your Church*. Grand Rapids: Zondervan Practical Ministry Guides, Paul Engle Ed., 2002.
- Westing, Harold, *Church Staff Handbook: How to build an effective ministry*. Grand Rapids, 1997.
- Wimberly, John jr. *The Business of the Church: The uncomfortable truth that faithful ministry requires effective management*. Herndon VA: The Alban Institute, 2010.

Young, Robert A. *The Development of a Church Manual of Administrative Policies*. Louisville, KY: Bel-Air Church Directory Publishers, 199X.

Your Church Magazine, Marshall Shelley Executive Editor. *The Complete Guide to Saving Money and Buying Smart*. Nashville: Broadman & Holman, 1998.

Periodicals and On-line Sites

Christian Computing Magazine. ccmag.com. Steve Hewitt Editor in Chief. Raymore, MO: Christian Computing, Inc., P.O. Box 198, 309 South Washington, Raymore, MO 64083-0198. Email: ccmag.com.

Christianity Today Magazine. ChristianityToday.com. 465 Gundersen Drive, Carol Stream, Illinois 60188, Telephone 630 260-6200. Email: Connection@ChristianityToday.com.

Church Executive Magazine. Power Trade Media LLC, churchexecutive.com. Steve Kane, Publisher and Editor in Chief; 4742 N. 24th Street Suite 340 Phoenix, AZ 85016 Toll Free Telephone Number: 800-541-2670. For Subscription Adam Cooke 602.265.7600 x228, Email: acooke@churchexecutive.com.

Church Finance Today. churchfinancetoday.com. This newsletter is published by Christianity Today International, 465 Gundersen Drive, Carol Stream, Illinois 60188 and is offered by subscription to churches at churchfinance.net.

Church Law and Tax Report. churchlawtoday.com. This newsletter is published by Christianity Today International, 465 Gundersen Drive, Carol Stream, Illinois 60188 and is offered by subscription to churches at churchlawtoday.com.

Church Safety e-Newsletter. churchsafety.com. This newsletter is published by Christianity Today International, 465 Gundersen Drive, Carol Stream, Illinois 60188 and is offered by subscription to churches at churchsafety.com.

CM Cleaning Management Magazine. cminstitute.net. Cleaning Management Institute, National Trade Publications, Inc. 19 British American Boulevard West, Latham, NY 12110 Telephone: (518) 640-9155 Email: Matt Moberg mmoberg@ntpmedia.com.

COOP. churchco-op.org. Church Supplies & Services, Inc. 1880 S. Dairy Ashford, Suite 208, Houston TX 77077. Telephone 281-531-5629. Email: churchco-op.org.

Evangelical Council for Financial Accountability (ECFA) Newsletter. efca.org 440 W Jubal Early Dr Suite 130 Winchester, VA 22601. Toll Free Phone 800-323-9473; Email: information@efca.org.

Leadership Magazine. LeadershipJournal.net. *The Leadership Journal* is published bimonthly by Christianity Today International, 465 Gundersen Drive, Carol Stream, Illinois 60188 and is offered by subscription to churches at leadershipjournal.net.

Leadership Network, leadnet.org. 2626 Cole Avenue, Suite 900 Dallas, Texas 75204 Toll Free Telephone: 800.765.5323. Email: client.care@leadnet.org.

Ministries Today Magazine. ministrytodaymag.com. Strang Communications Company, 600 Rinehart Road, Lake Mary, FL 32746. Phone 407-333-0600. Email: webmaster@strang.com.

NACBA Ledger and NACBA-gram. nacba.net. National Association of Church Business Administration, 100 North Central Expy., Suite 914, Richardson, TX 75080 Toll Free Phone 800 898-8085. Email: nacba.net.

Religious Product News. religiousproductnews.com. Religious Product News, PO Box 36577, Birmingham, AL 35236, Toll Free Phone 800-548-2567. Email: info@rpnmag.com.

The Clergy Journal. crgnews@alban.org. The Alban Institute and Congregational Resource Guide, 2121 Cooperative Way, Herndon, VA 27101 Phone: 703-974-2700..Email: logosproductions.com and at congregationalresources.org

Worship Facilities Magazine. worshipfacilities.com. Production Media, Inc. 2610 Wycliff Road, Suite 405, Raleigh NC 27607. Phone 919-325-0120. Email: worshipfacilites.com.

Managing Your Church and *Church Law and Tax* and *Leadership Journal* Newsletters published monthly by Christianity Today International, 465 Gundersen Drive, Carol Stream, Illinois 60188 . Email: managingyourchurch.com , churchlawandtax.com, and Leadershipjournal.net.