

# MILE HIGH CHAPTER

October  
2008

## NACBA NEWS

Volume 6, Issue 2



### October Program

**“Don’t Re-Invent the Wheel—Managing Conflict When Leaders Change”**

*Presenter—June Twinam*

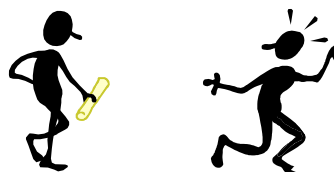
October’s program was filled with valuable insight and information on managing leadership transitions. June shared her considerable experience with the Chapter as she addressed different issues and approaches.

Whether a leadership turnover is planned or not, the goal is to ease the transition, to prevent disruption of business as much as possible.

June spoke about different causes and responses to the change. A positive response may be the result of the need for change, that it is good for the organization or the individual or both. If the change is planned or not, a capable organization will develop a plan to go forward. They will re-assure stakeholders. They

will reinforce the culture and current values, using consensus-oriented techniques. They could signal change with a celebration.

A negative response may



arise when issues are not addressed, when no resolution to underlying problems results or if there is a lack of agreement among decision makers regarding the action or reaction. There may be no plan for the change. It is still important to keep the stakeholders informed. Communication needs to be increased—no news is not good news.

June stressed the importance of not rushing in to fill a leadership role. She recommended using a transition person—not a candidate (takes the pressure off). This allows

time for the organization to find the right person for the position. Is the organization in a crisis? It is even more important to proceed with a well-developed plan. June noted that organizations that are always in crisis mode don’t do enough planning. Successful leadership succession comes from good planning.



June has been a presenter several times in years past, both at our Chapter level and at the National conference. Her October program was recorded at the request of the national NACBA office. National also recognizes June as a terrific speaker!



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# Mile High Chapter

## November Program



**November 14**

**“OSHA”**

*Presenter—George Flynn, Occupational Safety and Health Administration*

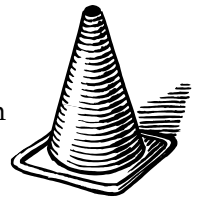
Our November speaker brings to our chapter his expertise in Occupational Safety and Health Administration (OSHA) compliance. He has worked with OSHA since 1983 in several capacities. He began as an Industrial Hygiene Compliance Officer in Montana. In Colorado he has served as Assistant Area Director for Health Compliance, Strategic Intervention Team Leader, Rapid

Response Team Leader, and as the Compliance Program Manager.

George expects to cover the following topics: Jurisdictional Issues; Multi-Employer Worksite Provisions; OSHA Inspection Process and Procedures Overview; Church Construction Accidents; Frequently Cited OSHA Violations; OSHA Compliance Assistance Resources; Hazard Recognition.

George will provide each participant with a copy of the OSHA Quick Start CD. Are you ready to learn more about how to prevent workplace

injuries and illnesses and comply with the Occupational Safety and Health Act, but aren't sure where to start? By following this step-by-step guide, you can identify many of the major OSHA requirements and guidance materials that may apply to your church. You may find Quick Start helpful as an introduction to the compliance assistance resources on OSHA's website.



George can be reached at [flynn.george@dol.gov](mailto:flynn.george@dol.gov)

## December Program

**December 12**

**“Holiday Treats—Humor in Scripture”**

*Presenter—Rev. Dr. Doug Dunn, St Luke's Episcopal Church*

Not all of our meetings are business as usual. Our December NACBA gathering will be both light-hearted and enlightening as we look at themes and stories from our Holy Bible. Fr. Doug

will share a new appreciation for the depth and variety of God's dealing with humanity, just in time for the most joyous occasion of all, the Birth of Jesus.



Doug is a long-time friend of the Mile High Chapter, NACBA. He has provided prayer, inspiration and

humor to our group in the past and we look forward to hearing from him in December. He is rector of St. Luke's Episcopal Church, Denver, and is the unofficial chaplain of the Chapter. He works with Fabian Gilchrist, FCBA. The two have been presenters at National NACBA gatherings on leadership issues.



# Five Minutes With Our Vendors

In September we heard from Mile High Chapter member Malcolm Evans, Vice President of the Corporate Banking Group at Vectra Bank. Malcolm and his associate, Brian Schneider, spent a few minutes with us explaining some of the issues that have led to the economic problems our country is facing and how banks are trying



to respond. In addition he provided a handout on "Church Financing Made Simple." If your church is considering a

building project, Vectra Bank can assist churches with their planning, budgeting, fund-raising, presentation, architect and contractor selection and project management.

Vectra Bank's Corporate Banking team provides an integrated, full-service, and local banking approach for Colorado's middle-market companies. The division offers a complement of corporate banking services, from customized financing and leasing options, web-based

treasury management and international banking services, to executive banking and corporate trust services.

Vectra Bank is Colorado's sixth largest bank with assets of \$2.6 billion and 40 branch locations throughout Colorado. Their banking team is made up of 850 talented and dedicated employees.

If you would like additional information, please contact Malcolm at 720.947.7651 or at malcolm.evans@vectrabank.com



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*Please feel free to call any of our board for information about the Mile High Chapter or National NACBA*



## Chapter Location

### Bethany Lutheran Church

4500 E Hampden Ave,  
Cherry Hills Village, CO 80113  
(Hampden & Happy Canyon)

8:30 a.m. Fellowship/breakfast  
(cost is included in membership  
fee)

8:45 a.m. Business meeting

9:00-11:00 a.m. Program of the  
month

Non-members pay \$25 per session  
(includes breakfast)

*Let us know you're coming...*

Contact Hospitality Chair -  
Christin Crosby at  
ccrosby@capincrouse.com or call  
her at 1.616.889.1381 to make  
your breakfast reservation.



JOIN US FOR

*The 53rd Annual NACBA*

*National Conference*

***Riding The Ministry Wave***

*Long Beach CA*

*July 17—21, 2009*

## Conference Keynote Speaker

**July 18** - Ken Sande is president of Peacemaker Ministries and author of *The Peacemaker*, which has been translated into ten languages. He is passionate about bringing the life-changing power of the gospel and the wisdom of God's peacemaking principles into the lives of Christians and their churches. His early experience in engineering and law fueled his desire to dedicate his life to biblical peacemaking, resulting in his decision 25 years ago to found Peacemaker Ministries. Ken has used biblical peacemaking principles to minister to parties in

hundreds of conflict situations ranging from simple personal disputes to complex church, corporate, and legal conflicts. He has written numerous resources on conflict resolution and is in frequent demand as a conference speaker. His wife, Corlette, who has homeschooled their two teenagers, published a biblical peace-making curriculum for children called *The Young Peacemaker*. The Sandes' favorite family activity is hiking in the mountains near their home in Billings, Montana.

## Smile...

A lawyer-preacher leading a prayer before the service, made routine opening remarks. As he started on a special plea, he began, "Your Honor," instead of "Dear God."

Preaching from:

Matthew 5: "A hill set on a city cannot be hid."

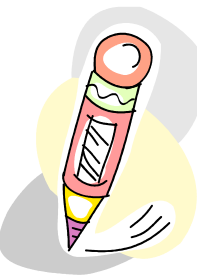
Matthew 12: "as Jonah was in the belly of the bell."

Matthew 2: "they offered unto him gifts, gold, and Frankenstein."

During a Confirmation service, referring to the new converts, the pastor asked the 5 new "convicts" to come to the front of the church. He never knew what he said, but several people had to leave the building because they were laughing so hard.

As I awoke during a sermon the pastor said, "Where the scriptures speak, we speak. Where the scriptures are silent, we sleep."

While studying the intricate dress of the priests in the Old Testament, the preacher came to the part that describes how the priests put bells on the bottom of their robes. He asked, "Why do you suppose the priests had to tinkle." After a second of silence, the class broke up with laughter.



We encourage participation in the newsletter as part of the networking of the chapter. If you have articles regarding opportunities within your organization, please let us know. NACBA NEWS is published monthly. Deadline for articles to be included in the newsletter is the 15th of the month prior to publication.