



## Contributor's Bio's

### GuideStone Financial Resources..

Since 1918, GuideStone has been meeting the needs of ministers, church workers, and employees of hospitals, universities, colleges, seminaries, retirement and children's homes, and other institutions.

GuideStone is a diversified Christian financial services provider, offering [retirement](#), [insurance](#), [investment management](#), [property and casualty coverage](#), and executive planning products and services to the Christian community.

GuideStone sponsors the nation's largest Christian-based, socially screened registered mutual fund family, [GuideStone Funds](#). Through GuideStone Funds, [Roth and traditional IRAs](#) and [personal investing opportunities](#) are offered.

"At GuideStone, our commitment is to ***Do well and to Do right.***

#### **Do well.**

Our goal is to enhance our participants financial security while giving them peace of mind today and confidence about tomorrow.

#### **Do right.**

Our work is built on a foundation of integrity. We believe doing right matters; that consulting our consciences and acting on our beliefs is an essential component of developing financial services and investment choices."

Today, GuideStone serves more than 200,000 participants worldwide serving in some 36,000 churches, mission-sending agencies, hospitals, educational institutions and other related ministries.

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**Jennifer Hickl** is a human resources professional with Life Catalyst. Her desire is to see churches develop a healthy staff culture using effective team-building, solid hiring and retention practices, and excellent tools for communication, recognition and accountability.

A graduate of Texas A&M University, Jennifer served as a human resources manager with Accenture for many years. In 2007, she followed the Lord's call and began using her expertise in ministry. She now works with churches and nonprofit organizations to design and implement human resource solutions.

Jennifer is a frequent speaker and writer on staff development topics and the church. She has earned her SPHR (Senior Professional in Human Resources) and is a certified trainer for the Leading from Your Strengths Movement.

Jennifer is member of the Dallas chapter of NACBA, Dallas HR, and the Society for Human Resource Management.

She lives in Dallas with her husband, Andy, and their three children.

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## Dr Dan Pryor

To support the development and growth of individuals and work groups in an organization committed to continuous learning and development utilizing:

- A variety of learning and work experiences including employment at a Fortune 500 company, the Center for Creative Leadership, tenures in higher education as a graduate student and instructor, and over twenty years of training and consulting in leadership and management development.
- A personal interest and expertise in lifelong learning, growth and change.
- A successful record of training and consultation with executives, middle-managers, front-line supervisors, and individual contributors.
- Diverse experiences with organizations throughout the United States, parts of Australia, Canada and Europe.

### EXPERIENCE

Adjunct Professor, Organizational Communication – St Edwards University 2010 - Present

Electronic Data Systems (EDS), Austin, Texas 2007-present Senior Management of Change Consultant

University of Texas at Dallas, Richardson, Texas 2006-2007 Senior Lecturer, Professional Communication

PryorWorks, Dallas, Texas 1991-2006 Private Consulting Practice

Baylor University, Waco Texas 1988-1991 Hankamer School of Business, Assistant Professor of Management

Center for Creative Leadership, Greensboro, North Carolina 1985-1988  
Manager of New Technologies and Senior Lead Trainer

Atlantic Richfield Company, Dallas and Houston, Texas 1980-1985  
Management Training Specialist & Human Resource Planning Consultant

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**Elaine L. Sommerville** is licensed as a certified public accountant by the State of Texas. She has worked in public accounting since 1985. Elaine holds a Bachelor of Business Administration in Accountancy and Information Systems from the University of Texas of the Permian Basin. She is currently the sole shareholder of the firm of Sommerville & Associates, P.C.

Elaine's practice is centered on nonprofit organizations in areas of tax compliance, but she also has a passion for training those who work for nonprofit organizations and those who work with nonprofit organizations. To this end, she is a regular speaker for the Texas Society of CPAs, the National Association of Church Business Administration, the Houston Church Coop and an instructor for the American Institute for Certified Public Accountants (AICPA). She is a contributing author to various publications published by Thompson Reuters including their Nonprofit Newsletter, the Nonprofit Tax And Government Guide and the Form 990 Deskbook.

She is a member of the AICPA, the Texas Society of CPAs, the National Association of Church Business Administration, Christian Leadership Alliance, and the Texas One Star Network.