

**InterAct Ministries of Canada Board Minutes**  
**February 4, 2022**

Called to order 1:00PM

Joint in person and teleconference virtual meeting

Present: Jack Teeter (JT), Brian Aitken (BA), Dale Smith (DS), John Russell (JR), Keith Klipenstein (KK), Daryl Kroeker (DK), Dave Bedford (invited guest) (DB)

Absent: Sheldon Penner

- Open prayer time
- Annual signing of doctrinal statement to be mailed to all
- Annual signing of the conflict-of-interest disclosure to be mailed to all
- JT requested that Dave Bedford participate in discussions concerning Audit and Review Committee as well as Midway Bible Camp Site 6 discussion
- Signing of minutes Feb 4, 2021, require two signers. JT and Penner will look after this.
- Advisement of Ethical Fundraising and Financial Accountability Code. All new board members must read it. Made aware of that requirement.
- Reading and approval of previous minutes Jun18. Read by JT. Discussion. No addition or correction or comments. Moved by DK. Seconded by BA. All in favour. None opposed. Passed unanimously.
- Aug 4 minutes read by JT. Discussion. No addition or correction or comments. Moved by JR. Seconded by KK. All in favour. None opposed. Passed unanimously.
- Reports. Did not hear Dale's report at time of committee meeting. Canada Board received report as printed and distributed. Will hear oral report at JMAC meeting later this afternoon.

Meeting paused while the Audit and Review Committee met

Meeting reconvened

- **Site 6 Midway Bible Camp discussion moved forward in agenda so that DB could participate.** \$450,000 in budget for this project to provide year-round camp facility where InterAct owns the land. Discussed options of lease versus purchase. \$1.2M total project cost of which we have \$200K for the sale in another property. 42 year leased vs purchase. The budget asks for Phase 1 of the project for \$500K temporary facilities. Discussed project with strong leader with Morgan. DB suggested why we would not consider using some of our capital funds to support this initially rather than leave in account. DK agreed. We want to invest money as a Board and not put the entire job of raising the full amount of donations on the missionaries. Discussed giving \$180K Can funds available from the money received from the donation of the estate received in 2021 and thought that the use of this money for a Bible camp would meet with the intent of the doner. Board approves Phase 1 but need further information for Phase 2 with legal aspects. We recommend don't spend money on full weather facility until we can purchase land. JR suggested being cautious to watch legalities of lease.
- **Motion: The Board endorses phase 1 of Midway Bible Camp Site 6 Project. If the project raises 270,000 and there is a verifiable plan in place recommended by the Executive Director and**

**approved by the Board, then the Board will provide \$180,000 funds to the project.** Moved by DK. Seconded by JR. All in favour. None opposed. Passed unanimously.

- DB left meeting as advisor to the Audit and Review Committee
- Recommendation from audit and review committee to the Canada Board. **Motion of the budget. The Audit and Review Committee motion to the Board to accept the 2022-23 Interact Ministries Canada budget as presented.** Moved by BA. Seconded by DK. All in favour. None opposed. Passed unanimously.
- Motion: Recommendation to redirect \$66,100.37 project funds from the “Sewell Project”, “Sewell Cabin Project” and the “Sewell Culture and Language Project” to administration general account. Moved by KK. Seconded by BA. Discussion. All in favour. None opposed. Passed unanimously.
- Motion re investments: **The Audit and Review Committee motion to the Board to have DS look into investment options for the maturing GIC’s and provide recommendations to the committee prior to June 2022.** Moved by KK. Seconded by JR. Discussion. All in favour. None opposed. Passed unanimously.

Meeting paused while the Nominating and Review met

Meeting reconvened

- **Motion. The Nominating and Review Committee recommends to the Canada Board that Dave Bedford and Rick Green as Board candidates for 2023.** Moved by DK. Seconded by KK. All in favour. None opposed. Passed unanimously.
- **Motion. The Nominating and Review Committee recommends to the Canada Board that DK and BA continue Board terms in 2024.** Moved by DK. Seconded by KK. All in favour. None opposed. Passed unanimously. Noted in records to remind executive director to remind us of this decision in 2023
- Review and approve Interact Canadas Protection Policy for Children Youth and Vulnerable Adults. No changes were made since Board approved 2 years ago. Policy is included in all missionary handbooks and require training every other year or all staff. The Board approves the policy.
- Membership changes was presented at JMAC
- Other Items. Annual review of salary for executive assistant Carol. DS stepped out of meeting. Board discussed fair compensation for full time work assisting DS. Carol currently receives \$2000/month Can funds. Board agreed that this should be US funds now that they live in the United States.
- DS was asked to return to meeting to inform Board of his current wage for Board discussion concerning annual review for salary for CEO compensation package. Then DS left the meeting again. Board reviewed findings of Missio Nexus wage comparison report that was included in Board meeting information package. DS current compensation at \$84,000 US which the Board felt was inline with other missionary CEO positions based on Nexus report; however due to significant inflation, the Board recommend a cost-of-living increase.
- **Motion. The Canada Board recommends increasing Carol’s wage from \$2000Can/month to \$2000US/month.** Moved by JR. Seconded by DK. All in favour. None opposed. Passed unanimously.

- Motion: **The Canada Board recommends that DS wage be increased by 4% to account for cost-of-living increases.** Moved by JR. Seconded by DK. All in favour. None opposed. Passed unanimously.
- DS asked to return to meeting
- Future meetings. Confirmed telephone meeting by Audit and Review Committee June 13 10am PST to approve audit and the investment portfolio. Discussed summer meeting 2022 options and everyone's calendars. **Motion next meeting Canada Board meeting will be Sept 5-6, 2022.** Moved by DK. Seconded by BA. All in favour. None opposed. Passed unanimously. DS to look into whether Harrison or alternate location is available.
- Discussed next Canada Board meeting and JMAC meeting date of Mar (2) JMAC) 3-4 (Canada), 2023 at Menucha Board meeting. To be discussed further at JMAC reconvene meeting tomorrow. Also discussed potential date of August 26, 2023 Canada Board meeting. DS to look into Harrison again and report back on availability and cost.
- Meeting Evaluation – not discussed.

Motion to adjourn meeting by JR 3:41PM

Minutes taken by Brian Aitken