

InterAct Ministries, Inc., Board Meeting

Country Inn and Suites, Portland Airport, Portland, Oregon
August 3, 2013

Present: Gerry Breshears (Chairman), Huron Claus (Vice Chairman), Ray Prigodich (Secretary), Gale Van Diest (Treasurer), Hugh Grant, Mike Matthews, Dave Perry, Sheldon Penner, Bill Twichell, and Dale Smith.

Absent: Doug Prins.

Others Present: Roy Martin (Chief Financial Officer) was also present for the first hour of the meeting.

Call to Order & Welcome

Chairman Breshears called the meeting to order at 8:00 AM.

Announcements Regarding Schedule and Housekeeping Matters

Note was made of potential conflict of interest for InterAct missionaries Bill Twichell and Gale Van Diest.

Devotional Time

Ray Prigodich shared some thoughts about praying for missionaries. He acknowledged that since God is in ultimate control of all that happens, and since he has known since eternity past all that would ever happen, it's tempting to doubt that our prayers can really make any difference. Indeed, many well-meaning Calvinists have suggested that prayer doesn't, in fact, change things, but that, rather, it changes only the one who prays. But the New Testament makes it clear that prayer does, in fact, change things. We see this particularly in several of the Pauline epistles, in which Paul pleads with his readers to pray for him and for the success of his ministry (cf. 1 Thes. 5:25; 2 Thes. 3:1-2; Phil. 1:19; 2 Cor. 1:10-11; Rom. 15:30-32; Eph. 6:18-20; Col. 2:2-4). Furthermore, James 5:16 tells us that "the prayer of a righteous man has great power in its effects." If we do not have, it's because we do not ask (James 4:2). Therefore, as Jesus taught in the Sermon on the Mount, we should ask, seek, and knock, fully expecting to receive, find, and see doors opened (Matt. 7:7-8). We should approach the throne of grace with confidence, in order that both we and others may find grace to help during times of need (Heb. 4:16).

Prayer Time

There was a time of corporate prayer.

Approval of Previous Minutes

The [minutes](#) from February 9, 2013, were unanimously [approved](#) as circulated.

REPORTS

Finance and Audit Committee Report (Gale Van Diest, Gerry Breshears [*ex officio*], Dave Perry, Dale Smith, and Roy Martin)

Chairman Van Diest asked Roy Martin to present the committee's **report** (see attached minutes), which was **approved** without any objection. By approving this report, the board accepted the following recommendations:

- That Byers and Hurlburt be appointed as auditors for the year ending March 31, 2014.
- That the board approve the clergy housing allowance of \$24,000 for 2014.
- That Roy Martin be added to the list of signatories for InterAct's Clackamas Country Bank account.

Dave Perry suggested that InterAct's declining income be investigated further. How can it be turned around? Are there reasons for the decline that need further exploration/consideration?

Roy elaborated on the issue of investing in companies whose primary business model runs counter to the ministry purposes of InterAct. It is the policy of InterAct not to invest in such companies. However, given the difficulty of analyzing every business activity of every company in which InterAct might invest, InterAct may, in some cases, still invest in companies that engage in secondary business activities which run counter to the ministry purposes of InterAct.

Hugh Grant suggested that at least one Native person be recruited to join the home office staff. This person could be a volunteer, rather than a paid employee. Having a Native person on staff would give a better impression of InterAct to native visitors to the office. Roy noted that there is no longer a receptionist at the Boring office. Instead, in order to reduce costs, the telephone system has been entirely automated.

Bill Twichell asked if other missions are also experiencing declines in giving, or if this is a problem unique to InterAct. Roy replied that most mission sending organizations have been suffering declines in giving that are far more severe than what InterAct has been experiencing.

Executive Director's Report, including the report that would ordinarily have been given by the Alaska Field Director (Dale Smith)

Dale Smith read and elaborated on the written report included in the Board packet.

Some discussion followed about ways to step up the recruitment of new missionaries. Dale suggested that there's no one-size-fits-all approach to more effective recruitment. He noted that different factors were involved in the recruitment of each of the recently-appointed missionaries. A common factor, however, has been time invested in developing relationships with potential candidates. But, unfortunately, because of limited time and personnel, we're not cultivating relationships as much as would be ideal. High touch is crucial, however. And even after people have joined the organization, a high-touch approach needs to continue to be followed, lest appointees later decide to resign and join a different organization, which, unfortunately, has happened all too often in the past.

Hugh Grant asked if it might be more appropriate for the home office to be located on one of the fields, rather than in Oregon. Dale replied that this is indeed a good question. Actually, this possibility was explored a couple of years ago, but the current home office staff members indicated that they were not prepared to make such a move. Nevertheless, in some ways, at least, Lazy Mountain might be a more appropriate headquarters location, since administrative staff members would then be closer to the Alaska field. It might also facilitate the recruitment of Native people to work in the home office. On the other hand, moving the home office to Alaska would result in its being farther away from the supporting constituency, and having it in Alaska wouldn't benefit either the Russia or Canada fields.

The work of Thomas Slawson in the area of publications and video production was commended. Dave Perry wondered if Thomas might be able to turn the history of InterAct that Barney Furman is writing into a short video that could be put on YouTube.

Dale reviewed the change that took place on August 1, with Thomas Slawson stepping down as Russia Field Director and Lucas Orner assuming the role of Russia Team Leader.

Canada Field Director's Report (Dan Mayerle)

Dan was not able to be present, either in person or by Skype, to present his written report or to answer questions.

Russia Field Director's Report (Thomas Slawson)

Thomas relinquished his role as Russia Field Director on August 1 and was not present to give his written report or answer questions.

Board Nominating and Review Committee Report (Sheldon Penner, Huron Claus, Ray Prigodich, Doug Prins [absent], Dale Smith)

Chairman Penner presented this [report](#) (see attached minutes), which was [approved](#) without any objection. By approving this report, the board accepted the recommendation that Randy Jackson be asked to serve on the board beginning in 2014, to be voted on by the membership on September 17.

Chairman Penner reviewed the names of potential new board members who are either in the cultivation stage or likely soon will be:

- James Dirksen, the Director of Business Development at Symantec, who is a friend of Thomas Slawson
- David Eller, a pastor's kid and retired police officer who now works for Edward Jones in Alaska
- Don Shugak of Anchorage New Life Fellowship (Dale has been talking with him, but before making a decision, Don wants to see what direction InterAct will now be taking in Alaska.)
- Mike Ware, a Beaverton-area businessman

Consideration is also being given to recruiting someone from Alaska Bible College, Diane Schoming is on the lookout for potential board members while visiting donors in the Central

part of the U.S., and Sheldon suggested that potential board members be identified from among the 100 to 200 most generous donors to InterAct.

Two additional names were suggested for consideration as potential board members:

- Jack Cranford, a Native American recommended by Hugh Grant
- Keith Lauwers, a retired pastor and former InterAct missionary living in Alaska

Former board members being considered for future board service include Andy Baxter, Jim Goertz, Daryl Kroeker, and Chuck Schapp. Also, both Huron Claus and Ray Prigodich have indicated that they would be willing to be nominated for further board service following their mandatory year off in 2014.

Chairman Penner also reported that Gerry Breshears has agreed to extend his service on the board for one more year (2014).

NEW BUSINESS

Report from the “Mission/Purpose” Gathering

The members of the Gathering recommended that the following be accepted as InterAct’s purpose, vision, and values, pending feedback from the membership:

Purpose Statement

InterAct Ministries exists to make disciples among least reached peoples in cooperation with churches and like-minded organizations.

Vision Statement

InterAct Ministries desires to see disciples who are reproducing disciples across the North Pacific Crescent.

Values

- Scripture – Authoritative and sufficient for life and ministry
- Relationships – Loving God and loving people
- Gathered believers – Recognize the centrality of the local church
- Cross-cultural ministry – Recognition of worldview and cultural differences in ministry
- Whole-life discipleship – Walking with disciples through all stages of life and growth
- Commitment – High priority on long-term incarnational ministries.

Core Ministries

Evangelism, discipleship, counseling, training, and leadership development

Core Strategies

Determined by the field

There was a lengthy time of discussion:

- Should the reference to the North Pacific Crescent be removed? St. Petersburg, which has been under consideration as a possible new area of focus, is certainly not in the North Pacific Crescent. Dale noted, however, that the current Russia team really doesn’t want St. Petersburg to be included among the areas where InterAct serves in Russia. InterAct no

longer has personnel there, and InterAct's work in Eastern Russia (Siberia) needs to be shored up and further developed before consideration is given to expanding into an entirely different region of the country.

- Should the reference to the North Pacific Crescent be moved from the vision statement to the purpose statement? Isn't the recommended purpose statement too broad? Dale clarified, however, that a purpose statement says what an organization does, while a vision statement says how and where it does what it does.
- Why has the reference to transforming communities, which was included in the original proposed vision statement, been dropped? Dave Perry suggested that transformational development, which InterAct is doing in Tuva, is also very much needed in Alaska. Even though the people in Alaska don't really want it, it's the only way that communities there will be able to survive. Bill Twichell, however, expressed his discomfort with the prospect of placing greater emphasis on social justice and development—concepts which he thinks sound too secular. But Gerry Breshears suggested that it's actually *biblical* justice that we're talking about, adding that the pursuit of biblical justice does indeed impact society. Gale Van Diest warned of the danger of drifting toward liberalism, as happened a century ago as a result of emphasizing the social gospel. Ray Prigodich argued, however, that to focus on justice and development doesn't necessarily result in theological liberalism, and that we need to remember that there is indeed much in scripture concerning the pursuit of justice. Furthermore, younger evangelicals increasingly have this orientation, and we need to be careful not to alienate potential missionary candidates by not including this area of focus in our vision.
- Further discussion resulting in agreement that the wording of the vision statement should be amended as follows: "Interact Ministries desires to see reproducing disciples who are impacting their communities across the North Pacific Crescent."
- There was also considerable discussion concerning the suggested values. Mike Matthews expressed discomfort with the wording of the bullet point regarding cross-cultural ministry. Instead of referring to "worldview and cultural differences in ministry," he suggested that we refer to "worldview and cultural implications in ministry," lest we give the impression that we don't attach sufficient value to maintaining the unity of the worldwide body of Christ. The other members of the board agreed that this change should be made.
- There was also some discussion about possibly eliminating the last bullet point in the values section, in order to make the list a bit shorter. Yes, giving high priority to long-term incarnational ministries has been a tradition value in InterAct, Dale observed, but this value is likely to be given less priority as we move toward facilitating existing ministries, rather than having missionaries serve primarily on the front lines as church planters.
- After some additional discussion, it was agreed that the order of the bullet points in the list of values should be changed, with "Gathered believers" being moved from the third to the fifth position.

Dave Perry moved and Bill Twichell seconded his motion that the recommended statements of purpose, vision, and values be approved as amended:

Purpose Statement

InterAct Ministries exists to make disciples among least reached peoples in cooperation with churches and like-minded organizations.

Vision Statement

InterAct Ministries desires to see reproducing disciples who are impacting their communities across the North Pacific Crescent.

Core Values

- Scripture – Authoritative and sufficient for life and ministry
- Relationships – Loving God and loving people
- Cross-cultural ministry – Recognition of worldview and cultural implications in ministry
- Whole-life discipleship – Walking with disciples through all stages of life and growth
- Gathered believers – Recognize the centrality of the local church
- Commitment – High priority on long-term incarnational ministries.

The **motion** was **approved** without any objection.

An amendment change is proposed to the bylaws to redefine eligibility of board members to include only one employee of the organization

Gerry Breshears moved and Dave Perry seconded his motion that InterAct’s bylaws be changed from allowing “one (1) missionary” to serve on the board during any given year to allowing “one (1) InterAct employee” to serve on the board during any given year.

ARTICLE III – BOARD OF DIRECTORS

SECTION 1. Management of the Corporation: The affairs of the Corporation and its property shall be governed by a Board of Directors of not more than fifteen (15) nor fewer than seven (7) directors. Directors shall be nominated by the Board of Directors. Members may also submit suggestions for board membership, names to be delivered in writing to the field office or corporate office at least sixty (60) days before the annual meeting. Directors are elected by the Members in Full Standing at the annual meeting of the membership. ~~Not more than one (1) missionary may serve as a director of the Corporation in any given year.~~

Recommended change:

ARTICLE III – BOARD OF DIRECTORS

SECTION 1. Management of the Corporation: The affairs of the Corporation and its property shall be governed by a Board of Directors of not more than fifteen (15) nor fewer than seven (7) directors. Directors shall be nominated by the Board of Directors. Members may also submit suggestions for board membership, names to be delivered in writing to the field office or corporate office at least sixty (60) days before the annual meeting. Directors are elected by the Members in Full Standing at the annual meeting of the membership. **InterAct employee** may serve as a director of the Corporation in any given year.

It was explained why this change is necessary. Although neither Gale Van Diest nor Bill Twichell is technically employed by InterAct, they're both members of InterAct and are therefore considered missionaries. This change in wording is intended to address that anomaly, so that they can both continue serving on InterAct's board without violating the bylaws.

The **motion** was unanimously **approved**.

Election of Officers

Gerry Breshears moved and Dave Perry seconded his motion that the following slate of officers be approved for 2014:

Chairman: Gerry Breshears

Vice Chairman: Mike Matthews

Treasurer: Gale Van Diest

Secretary: Gerry Breshears

The **motion** was **approved** without any objection.

Committee Appointments

Gerry Breshears moved and Dave Perry seconded his motion that the following committees and **chairs** be appointed for 2014:

Finance and Audit: **Gale Van Diest**, Gary Breshears, Dave Perry, Roy Martin (*ex officio*), Dale Smith (*ex officio*)

Nominating and Review: **Sheldon Penner**, Hugh Grant, Bill Twichell, Gary Breshears (*ex officio*)

Executive Director Relations: Andy Baxter (or the new Canadian chair, should Andy not be re-elected to that position), Gerry Breshears, Jack Teeter, Dale & Carol Smith (*ex officio*)

The **motion** was unanimously **approved**.

Date, Place, and Chair for Inc. Annual Meeting

A cyber meeting will take place on September 17 at the Boring office, chaired by Roy Martin.

Future Meetings

- February 6-8, 2014, in Portland, Oregon
- August 2, 2014, in Anchorage/Palmer, Alaska (with committee meetings to take place on the evening of August 1)
- February 5-7, 2015 (tentative, until agreed to by the Canadian board) – place to be determined
- July 31-August 1, 2015 – place to be determined

Proposal: Support Salary Calculation Changes (U.S. Employees)

Included in the Board packet was a document developed by Jerry Crosby (see attached) that proposed the following changes:

1. We propose that the Location Adjustment and Housing lines be rolled into the Base Salary line. With the exception of retirement funding, medical and ministry expenses, the base salary figure would now be expected to cover all living expenses, such as groceries, housing, utilities, transportation, insurance, etc., in the missionary's given location.
2. Since there would now be five different base salary figures in play—due to location adjustments—we propose that the YOS [years of service] increment be calculated against the baseline salary figure. (Baseline salary figure is defined below.) This would result in each employee's YOS increment being the same dollar amount, regardless of where he/she serves.

Dale went over this proposal in detail, explaining both the proposal itself and the rationale behind it.

There was then an extended time of discussion. Dave Perry, who is a compensation specialist, suggested that we should first decide on a compensation philosophy. He said that while he was OK with approving these proposals for now, a philosophy really needs to be created that addresses such issues as performance, rank, longevity, and family size, and Dale Smith agreed that this needs to be done.

Dave also asked what happens to the excess money raised by a missionary beyond what is budgeted. (Missionaries are allowed to raise up to 35% over their budgeted amount.) Dale said that this additional money is put aside for potential future needs. He also said that if missionaries with excess funds in their account leave InterAct, those funds ordinarily revert to the general fund.

It was observed that the approval of this proposal would potentially result in subsidy increases for Jerry Crosby and Thomas Slawson. After some discussion, it was agreed that Dale should inform Jerry and Thomas that their subsidy will likely be lowered to compensate for this.

Dave Perry moved and Ray Prigodich seconded his motion that this proposed change be approved. The **motion** was **approved** without any objection.

Appreciation for the Service of Outgoing Board Members

Huron Claus, Ray Prigodich, and Doug Prins, whose terms end this year, were commended for their service to the board.

Possible Change in Structure

Some preliminary discussion took place about the possible need for a change in structure, perhaps doing away with field directors and moving instead to a pattern of appointing directors to oversee various categories of ministry mission-wide.

Adjournment

Chairman Breshears adjourned the meeting with prayer at 2:25 PM.

Respectfully submitted,

Ray Prigodich, Secretary
Crossville, Tennessee
August 11, 2013