

## **InterAct Ministries, Inc Board**

Minutes

August 2, 2014

Lazy Mountain Headquarters

**Present:** Gerry Breshears, Hugh Grant, Randy Jackson, Sheldon Penner, Dave Perry, Dale Smith, Jack Teeter, Bill Twichell, and Gale Van Diest.

**Not Present:** Mike Matthews because of Kathleen's unexplained failure to recover from surgery

**Others Present:** Lucas Orner (Russia Field Team Leader)

### **Call to order & welcome**

Gerry Breshears called the board to order at 8:30 AM

Bill Twichell opened the meeting with a devotional reflecting on Francis Chan's *Forgotten God*. He reminded us that the Holy Spirit is not just God with us, but God within us. When we follow Him, we live more in the minute than in the future, watching how He leads and empowers as we walk with Him per Gal. 5:16. It is a bit disconcerting for those who are planners seeking control rather than followers who obey Him. There is always the fear of being a Simon as in Acts 8. God's question is, "Do you trust me?"

We spent some time in prayer

### **Approval of minutes**

*MSC* that the minutes of the previous meeting be accepted

\*Note is made of potential conflict of interest for retired InterAct employee Gale VanDiest.

## **REPORTS**

**Russia team leader's report:** Lucas took us through his written report.

**Executive director's report** Dale took us through his written report.

**Alaska reports** Dale took us through this written report. Brian and Brandy Watts will take over for Doug Prinz as he moves into ministry with Heartreach Alaska. He noted that there are already 2 applicants for the LEaD program which will start in October under Steve and Jill's leadership. He reviewed his proposal that Darris Arnold become Alaska field director, beginning with him as interim field director.

**Canada field director's report** Dale took us through this written report. The new item is expanding our field to include Manitoba (Erastus).

### **Prayer for the fields**

## NEW BUSINESS

**Nominating and Review committee report** (Penner, Breshears – ex officio, Grant, Twichell, and Smith)

This committee brings forward the following as three year terms as board members beginning in 2015:

- Chuck Schaap
- Huron Claus
- Ray Prigodich
- Gale Van Diest
- Mike Matthews
- Al Strawn

This committee brings forward the following slate of board officers for 2015:

- Moved to appoint Bill Twichell for the role of board Chairman
- Moved to appoint Mike Matthews for the role of board Vice-chairman
- Moved to appoint Ray Prigodich for the role of board Secretary
- Moved to appoint Gale Van Diest for the role of board Treasurer

This committee also brings forward the following recommendations for committees and chairs:

Moved to appoint the following committees and chairs:

- **Nominating and Review:** Hugh Grant (chair), Randy Jackson, Dave Perry, Bill Twichell (ex-officio), Dale Smith (ex-officio)
- **Finance and Audit:** Gale Van Diest (chair), Ray Prigodich, Chuck Schaap, Bill Twichell (ex-officio), Dale Smith (ex-officio)
- **Executive Director Relations:** Dave Perry as the “at-large” member from the INC board

The recommendations were approved unanimously.

**Finance and Audit committee (Van Diest, Breshears, Perry, Martin (ex-officio), and Smith)** In their meeting before the board meeting this committee discussed the following items which result in one or more motions to the board. Their agenda includes at least the following:

- Moved to appoint Kern & Thompson for 2014-2015 audit
- Moved to set the ministerial clergy housing allowance the same as last year (\$24,000)
- Moved to approve the static funds transfer (memo dated Jan. 28, 2014) as recommended by the Finance & Audit committee in February, 2014

- Moved to approve Dave Hill's request for his MER funds to be transferred back into his work funds

The motions were approved unanimously.

**Moved to approve the 2013-2014 audit**

The motion was approved unanimously.

It was moved (Mike) and seconded (Huron) to appoint Darris Arnold as interim Alaska field director (as of August 2, 2014), and to add \$25,000 to the Alaska budget to cover his half-time salary (he will remain half-time with the church for now) and expenses. The motion was approved without objection.

- This motion was passed to clarify the intent of the original motion, which was somewhat ambiguous, since it could be understood as implying that Darris was authorized to use a portion of his salary subsidy to defray some of his support-raising expenses. This, however, was never the intent of the board.

**Moved (Dave) Second (Sheldon) to expand out definition of the North Pacific Crescent to include Manitoba.**

A key point is that this is the highest percentage of Native folk in Canada. It is also clearly Western Canada. We asked how far we want to expand our area of ministry. From the management side of things, we feel it reasonable to go there, but not places like Western US or India.

The motion was approved unanimously.

**Adjustment to statement of faith:** Moved (by Gerry) and seconded (Randy) to approve the InterAct Ministries, Inc.'s statement of faith to include the statement:

We believe that marriage is the union of one man and one woman. (Gen 2:20-25, Matt 19:4-6, I Tim 3:2&12, Titus 1:6).

**Board Policy Manual changes:**

- **Moved (Dave) and seconded (Gerry) to adjust InterAct's Employee Vacation Policy to be 20 days for all full-time employees (section 5-10)**
- **Moved (Dave) and seconded (Gerry) to amend InterAct's Medical FSA amount to a maximum of \$2500 (as per new federal regulations -Section 6-1 & 6-4)**
- **Moved (Dave) and seconded (Gerry) to amend InterAct's Healthcare Flexible Spending Agreement needs to be amended as indicated below:**

## **HEALTHCARE FLEXIBLE SPENDING AGREEMENT POLICY (Policy Manual 6-1, 6-4)**

As provided by Internal Revenue Code Section 105(b)(e), InterAct provides a Healthcare Flexible Spending Account (FSA) to enable employees to pay for personal and dependent medical and dental expenses with pre-tax dollars.

All employees of InterAct Ministries who complete a FSA Salary Reduction Agreement prior to the start of the plan year are eligible to participate.

Each employee may select an annual amount (~~up to 100% of their salary~~) up to the maximum allowed by law to be deducted from their salary in monthly installments for transfer to their FSA. This annual amount is available any time throughout the plan year subject to prior reimbursements. Any amount remaining in the account at the end of the plan year will be forfeited.

Funds from the FSA are available to reimburse the employee for any medical or dental expense (other than health insurance premiums) as defined in Section 213 of the Internal Revenue Code.

The motions were approved unanimously.

**Moved (Dave) and seconded (Gerry) to hold InterAct Ministries, Inc.'s Annual Meeting in cyber form on September 16, 2014 at 2:00-3:00 pm Pacific Time at the Boring office, chaired by Roy Martin.**

The motion was approved unanimously.

**We reviewed the philosophy of InterAct's current compensation package in relation to subsidies as presented by HR director Jerry Crosby.** We note that there is a lot of conflict of interest since the standard is set by Jerry who benefits from the results of the standard. Dave will work with the finance committee to study this difficult issue.

### **FUTURE MEETINGS**

- **February 5-7, 2015, Camp Berachah, Auburn, WA** (committee meetings the evening of the 5<sup>th</sup>, "Joint Board Dialogue" on the 6<sup>th</sup> and board meetings on the 7<sup>th</sup>)
- **July 31-August 1, 2015** – Place to be determined (Northwest? Washington or Oregon?)
- **February 4-6, 2016** – Place to be determined (Camp Berachah?)

**Appreciation for service of outgoing board members**

**Closing Prayer**

**Adjournment**

**Recorded by Gerry Breshears**