

InterAct Ministries, Inc., Board Meeting

Country Inn & Suites, Portland Airport
Mixed Cyber and Face-to-face Meeting
August 6, 2022

Members Participating: Daryl Kroeker (Chairman), Dave Perry (Vice Chairman), Ray Prigodich (Secretary), *Chuck Schaap (Treasurer), Huron Claus, *Randy Jackson, *Dave Ley, Mike Matthews, Jack Teeter, and Dale Smith (*ex officio* as Executive Director).

*Via Zoom

Others Participating: Steve Horsman and Lucas Orner participated via Zoom during the first part of the meeting.

Call to Order and Welcome

Chairman Kroeker called the meeting to order at 7:02 AM.

Devotional and Prayer Time

Chairman Kroeker presented some devotional thoughts on the topic of rejoicing. He began by quoting 1 Thessalonians 5:16: "Rejoice always." We should be able to do this, he said, because "[the Lord has] put a new song in [our] mouth, a hymn of praise to our God." But, admittedly, it's hard not to grumble and complain, as the children of Israel did following their exodus from Egypt (cf. the book of Numbers). To "rejoice always" is a command. Therefore, if we're failing to do that, we're living in disobedience. Indeed, failing to rejoice is a sin. To be joyful is to be *full* of joy, and our joy is rooted not in our circumstances, but in our relationship with God. Rejoicing should be our way of life. A believer's joy is not based on feelings. In 2 Corinthians 6:10 Paul wrote, for example, that he was "sorrowful, yet always rejoicing." Our rejoicing is an expression of our trust in God, regardless of our circumstances (cf. Habakkuk 3). And rejoicing in any and every circumstance will impact the people around us. It's a part of our witness. We're to "shine among [unbelievers] like stars in the sky as [we] hold firmly to the word of life" (Philippians 2:15b-16a).

Jack Teeter and Huron Claus then led in prayer, after which Chairman Kroeker also prayed.

Approval of Previous Minutes

Ray Prigodich noted that the meeting date indicated in the minutes from our February meeting is incorrect. That meeting took place not on February 2-4, but rather on February 5. Dave Perry then moved and Jack Teeter seconded his **motion** that the minutes from February 5, 2022, be approved as corrected, and the motion was **approved** without any objection.

REPORTS

Due to time constraints, the reports were not reviewed at the meeting, with the assumption that everyone had read them prior to the meeting. Lucas Orner and Steve Horsman were available, however, to answer questions.

Russia Field Director's Report (Lucas Orner)

Given the strained relations between Russia and the U.S. over Russia's invasion of Ukraine, Lucas said that our personnel on the Russia field are rejoicing that they're still able to be there—that they haven't been forced to leave. Indeed, there's been no discernible change in the missionaries' freedom to do ministry. They're still free to travel and to engage in relational evangelism and, so far, at least, no anti-American sentiments have been expressed against them.

Due to both inflation and the most unfavorable exchange rate in several years, the cost of living has risen dramatically.

When asked what he's particularly encouraged about, Lucas said it was his recent trip to Tuva, where he visited the one and only fully Tuvan church. All the other churches in that region use the Russian language exclusively. He also mentioned Shawna's recent trip to Western Russia, where she had the opportunity to do some ministry among Buddhists.

Several board members prayed for Lucas and Jamie, for the Russia field, and for Frankie Emrick's visa application and Ira's pursuit of a US green card.

Alaska Field Director's Report (Steve Horsman)

Given the rapid increase in the number of InterAct missionaries serving in Alaska, Steve said that he's learned that he needs to be careful what he prays for, because the Lord just might give it to him! It's been exciting, he said, to see so many new workers—which has necessitated that he shift his focus from being out in the field to assisting the increasing number of personnel who *are* out there. He's thankful for an incredible staff.

In response to a question, Steve talked a bit about a new prospective missionary, a young man from Michigan by the name of Britt Martin. Britt, who has always wanted to be a missionary, attended Alaska Bible College and is very enthusiastic about the possibility of joining InterAct. He has already applied, and until his support level is adequate for him to engage in ministry full time, he anticipates serving part time while continuing to work.

In response to a question about why some SEND North missionaries have been transferring to InterAct, Steve explained that it's primarily because of SEND's transition from a complementarian position to an egalitarian position, so that women can serve in leadership roles.

In response to another question, Steve said that George and Judy Richardson are still quite active, even in retirement, and they still have strong relationships with some of the other InterAct missionaries. Steve values George's input, and George has agreed to serve on the advisory council.

Several board members prayed for Steve and Jill and for the Alaska field. Special emphasis was placed on certain stress points: 1) people becoming part of the mission in non-traditional ways; 2) the transition in Steve's role; and 3) their need to reduce their work load, to avoid burnout.

Executive Director's Report (Dale Smith)

Dale said that he's still very much enjoying what he's doing and that he's not looking for a way out anytime soon. To the contrary, he's prepared to continue as executive director for some time to come.

Dale said that things have been chaotic at the office, due to issues with the new financial software (DonorPerfect). The changeover has been far from smooth. This has caused a delay in the recruiting of new hires for open positions. Furthermore, Diane Page has given notice that she'll be vacating her position at the end of October—primarily due to her frustration with the changeover to DonorPerfect. At age 70, she's finding it extremely challenging and isn't sure she's up to mastering the new system.

Dale said that the new hires will all be salaried, rather than being required to raise any portion of their own support, which is extremely difficult to do. Where will the money come from? it was asked. In response, Dale said that ours is the only mission he's aware of that fully funds conference costs, rather than including those costs in the missionaries' support package. Almost half of the assessment covers conference costs. If our missionaries were required to raise this money, it would greatly ease InterAct's financial situation long term. Giving has been fairly steady in recent days, but costs are rising. As a result, \$140,000 has been taken out of the Allen Trust account in the last six to eight weeks (although \$50,000 of that amount will be returned). Dale is asking Mike to begin keeping \$200,000 on hand, so that it won't be necessary to keep withdrawing funds from the Allen Trust account.

Several board members prayed for Dale and Carol.

Jack Teeter moved and Huron Claus seconded his **motion** that that Dale's report be received, and the motion was **approved** without any objection.

NEW BUSINESS

Finance and Audit Committee Report (Chuck Schaap, Committee Chair; Dave Ley; Daryl Kroeker, *ex officio* as Board Chair; Dale Smith, *ex officio* as CEO; and Mike Hubbard, *ex officio* as CFO).

Chairman Schaap presented the Committee's **report** (see attached minutes), and Dave Perry **moved** that it be accepted. The motion was **approved** without any objection. By approving this report, the Board accepted the following recommendations:

- That the 2021-22 audit be approved.
- That Kern & Thompson be appointed as auditors for the 2022-23 fiscal year.
- That the clergy housing allowance for 2022 be set at a maximum of \$36,000.
- That IRS Form 990 be approved as presented.

A question was raised as to why Allen Trust has not been complying with the Board's guidelines regarding the percentage of our investments to be allocated to equities and to fixed income securities. It was explained that this will be addressed once the DonorPerfect issue is resolved and that, actually, plans are being made to transfer our funds to a different investment management company—one that charges a lower commission and is more responsive to our requests. It was agreed that if this transition is ready to be implemented before our next meeting, the Executive Committee is authorized to give its provisional approval to the arrangements, with ratification to take place at the next meeting of the full Board.

It was also agreed that given the recent decline in stock values, it would not be prudent to transfer investment funds at this time from equities to fixed income securities, since doing so would result in a significant loss. It would be wiser to wait until the value of our equities goes back up.

Nominating and Review Committee Report (Dave Perry, Committee Chair; Huron Claus; Mike Matthews; Jack Teeter; Daryl Kroeker, *ex officio* as Board Chair; and Dale Smith, *ex officio* as CEO).

Chairman Perry presented the Committee's **report** (see attached minutes), and Mike Matthews **moved** that it be accepted. The motion was **approved** without any objection. By approving this report, the Board accepted the following recommendations:

- That the following slate of officers be approved for 2023:
 - Chairman: Daryl Kroeker
 - Vice Chairman: Dave Perry
 - Secretary: Ray Prigodich
 - Treasurer: Chuck Schaap
- That the Board committees be constituted as follows in 2023:
 - **Nominating and Review Committee:** Dave Perry, Chair; Huron Claus; Mike Matthews; Jack Teeter; Daryl Kroeker, *ex officio* as Board Chair; and Dale Smith, *ex officio* as Executive Director.
 - **Finance and Audit Committee:** Chuck Schaap, Chair; Randy Jackson; Ray Prigodich; David Ley; Daryl Kroeker, *ex officio* as Board Chair; Dale Smith, *ex officio* as Executive Director; and Mike Hubbard, *ex officio* as Finance Director.

It was agreed that rather than appointing someone to complete Gale Van Diest's current term on the Board (he would have completed his term in December 2024), his seat will be left unfilled.

Annual Meeting

Ray Prigodich moved and Jack Teeter seconded his **motion** that the annual meeting of InterAct Ministries, Inc., be held in cyber form on Tuesday, September 13, 2022, from 2:00 to 3:00 PM, Pacific Daylight Time, at the U.S. office, to be chaired by Jerry Crosby. If Jerry is unable to chair

the meeting, it will be chaired by an InterAct, Inc., board member (Daryl Kroeker, Jack Teeter, etc.). The motion was **approved** without any objection.

Future Meetings

The Board will meet:

- Thursday through Saturday, March 2-4, 2023, at the Menucha Retreat and Conference Center in Corbett, Oregon, with committee meetings on the afternoon and evening of the 2nd, the Joint Board Dialogue on the 3rd, and Board meetings on the 4th.
- Friday and Saturday, September 15-16, 2023, at the Lazy Mountain Campus in Palmer, Alaska, with committee meetings on the afternoon and evening of the 15th and the meeting of the full Board on the 16th.
- Thursday through Saturday, February 29-March 2, 2024 – probably at the Menucha Retreat and Conference Center in Corbett, Oregon, with committee meetings on the afternoon and evening of the 29th, the Joint Board Dialogue on the 1st, and Board meetings on the 2nd.

Closing Prayer and Adjournment

Chairman Kroeker adjourned the meeting at 10:00 AM and led in a closing prayer.

Respectfully submitted,

Ray Prigodich
Crossville, Tennessee
August 11, 2022