

InterAct Ministries, Inc., Board Minutes

Lazy Mountain Campus, Palmer, Alaska
September 16, 2023

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

Absent: Randy Jackson and Mike Matthews.

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

Call to Order and Welcome

Chairman Kroeker called the meeting to order at 8:35 AM and led in prayer.

Devotional and Prayer Time

Daryl Kroeker read Psalm 124 and then presented some devotional thoughts based on that passage. After we've been Christians for some time, he said, we tend to take for granted what the Lord has done for us. But we need to keep reminding ourselves that if the Lord had not been on our side, our end, our destruction, would be as gruesome and terrible as depicted in the graphic pictures presented in this psalm. These pictures describe physical danger, but what about the spiritual danger faced by people who do not know him as their Savior and Lord? This is the reason for InterAct Ministries, Daryl said. It is the reason we are meeting here today. Millions across the North Pacific Crescent are trapped, overcome, and eaten up each day!

To conclude this devotional time, Dave Perry led in prayer.

Approval of Previous Minutes

Chuck Schaap moved and Huron Claus seconded his **motion** that the Board minutes from March 3, 2023, be approved as circulated, and the motion was **approved** without any objection.

REPORTS

Note: The reports were not reviewed at this meeting, since it was assumed that everyone had read them ahead of time. Lucas Orner and Steve Horsman were available, however, to answer any questions.

Russia Field Director's Report (Lucas Orner)

Lucas spoke to us via Zoom from an airport in Kazakhstan. He was on his way back to Krasnoyarsk from the Republic of Georgia, where he had taken care of some business at the American Embassy and had spent some time with Frankie and Ira Emrick.

So much is going on that is out of their control, he said, and there is much uncertainty about what they'll be able to do in the future. Nevertheless, he's really excited about what the members of the team have been able to do, despite the current tensions.

He said that he's doing surprisingly well, emotionally. God has been teaching him to rely on him more and more, despite the current situation. None of the missionary families have been experiencing anything negative from friends or people in their communities, and the pastor of the Orners' church in Krasnoyarsk has told Lucas that he sees no reason that they should consider leaving Russia. The distance between Krasnoyarsk and Moscow makes a difference in the environment.

Despite the current sanctions, the missionaries are experiencing no shortage of essentials. Since Russia began attacking Ukraine, believers have become more open to God. And, especially during the early days of the war, there was an increase in the number of conversions.

Alaska Field Director's Report (Steve Horsman)

The primary focus of Steve's remarks was on the issue of succession. As a field, we know *what* we're trying to accomplish and *why*, Steve said, but the question is *how*, and he's concerned that a successor be appointed who has a good understanding of cross-cultural ministry principles and of the importance of gaining adequate knowledge of this specific context. He and Jill are ready to pass the baton, he said—hopefully by 2027, and preferably as soon as 2025. He's been dialoguing with Dale about possible candidates. Dale made it clear that when a new field director takes the reins, not only responsibility, but also authority, needs to be passed on to the new director. Dale also stressed that Steve can't decide on his own who the next field director will be. The Executive Director is the ultimate authority in this matter.

In answer to a question, Steve said that Dennis Richardson is hoping that another InterAct missionary will be able to succeed him as pastor of SonRise Community Church in Anchorage, since the congregation is not yet capable of fully supporting a pastor on its own.

Steve said that he'd like to see the native churches transition from being *receiving* churches to being *sending* churches, and he'd like to see his own financial supporters transfer support from him to a native missionary.

Prayer for the Fields

Several members of the Board led in prayer for Lucas and Steve and for the ministries they lead in Russia and Alaska.

Transition Leadership Committee Report (Daryl Kroeker, Chairman; Mike Matthews; Jack Teeter; and Dale Smith)

Daryl reported that the Committee has already met three times and that they've created a step-by-step plan for the transition process. They began by compiling a list of several dozen names, including those of everyone who has served on the Board over the last ten years. But potential candidates from outside InterAct were not ruled out. They have now narrowed the list down to just three names – two from within InterAct and one from the outside, but with a close

connection to InterAct. They plan to send a letter to all of the InterAct missionaries, asking if there is a particular person they would recommend. If one name should stand out, or if any of the three finalists should be hardly mentioned at all, this may help to narrow things down even more. They hope to be able to present a name at the next Board meeting.

- They're aware that bringing in someone from outside the organization could be risky. When other missions have done this, it has sometimes wreaked havoc and resulted in the significant loss of personnel.
- They don't want a person who would push for radical change – at least during the first year of his tenure.
- They're looking for someone who could potentially serve for 15 to 20 years (someone in his 40s or early 50s).
- If Dale should suddenly die or become incapacitated, they envision that Daryl Kroeker or Dave Perry could step in temporarily.
- They've been developing a list of essential qualities.
- There's no definite stipulation as to where the new executive director will be based.

Dave Perry moved and Daryl Kroeker seconded his **motion** that the Committee's report be received, and the motion was **approved** without any objection.

Executive Director's Report (Dale Smith)

Dale read the following addendum to his report:

If you have read my report, you will realize that much of the content spoke to our current financial situation. My job description speaks to my responsibility to raise money for the organization, and I have also been told that I should bring my thoughts to the board. As suggested, I tried to lay out our current financial picture. We have been through a financial downturn for a few years, for several reasons. My purpose in laying things out with so much detail was to inform and invite you to speak to the situation at whatever level you felt it appropriate. I do not feel we need to take decisive action at this juncture. We still have significant depth. The Finance and Review Committee have recommended that I continue to write regular appeal letters and continue pursuit of a development director, while waiting for the market to improve. Both recommendations are very appropriate.

I feel no panic. I do feel a level of responsibility to do my best – but also to keep you informed. As I have been recently reminded, "God's got this!"

Adoniram Judson, speaking about a time when finances were seemingly short, said: **"It is true that we may desire much more. But let us use what we have, and God will give us more."**

Be anxious for nothing, but in everything by prayer and supplication, with thanksgiving, let your requests be made known to God; and the peace of God, which surpasses all understanding, will guard your hearts and minds through Christ Jesus. Philippians 4:6-7, NKJV.

Jack Teeter moved and Dave Perry seconded his **motion** 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; Randy Jackson [absent]; 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 Jack Teeter **moved** that it be accepted. The motion was **approved** without any objection. By approving this report, the Board accepted the following recommendations:

- That the 2022-23 audit be approved.
- That Kern & Thompson be appointed as auditors for the 2023-24 budget year.
- That the clergy housing allowance for 2023 be set at a maximum of \$36,000.
- That IRS Form 990 be approved as presented.
- That the downward trend in net assets be addressed at this time by the sending of appeal letters from the Executive Director periodically through the year and by stepping up efforts to hire a development director.

Nominating and Review Committee Report (Dave Perry, Committee Chair; Huron Claus; Mike Matthews [absent]; 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 Ray Prigodich **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 2024:
 - Chairman: Daryl Kroeker
 - Vice Chairman: Dave Perry
 - Secretary: Ray Prigodich
 - Treasurer: Chuck Schaap
- That the Board committees be constituted as follows in 2024:
 - **Nominating and Review Committee:** Dave Perry, Chair; Huron Claus; Bill Twichell; Daryl Kroeker, *ex officio* as Board Chair; and Dale Smith, *ex officio* as Executive Director. (In addition, Peter Rogers will be invited to attend the meetings of this committee.)
 - **Finance and Audit Committee:** Chuck Schaap, Chair; Randy Jackson; Ray Prigodich; Daryl Kroeker, *ex officio* as Board Chair; Dale Smith, *ex officio* as Executive Director; and Mike Hubbard, *ex officio* as Finance Director.
- That the following people begin three-year terms of service on the Board in 2024 (subject to their approval at the annual membership meeting):
 - Randy Jackson

- Dave Perry
- Peter Rogers
- George Schultz
- Bill Twichell
- That the following people be considered as potential new board members:
 - Mark Mowery (who is very interested in being a Board member)
 - Cal Dunham – Alaska
 - Dr. Emerson Falls – Oklahoma
 - Ben Smith – Bonnyville, Alberta
 - Dan Teeter – Everett, Washington
 - John Leo – North Spokane
 - Brian Lucas – Anchorage Grace Church
 - Randy Karlberg – Alaska
 - Jamey Peters – Lazy Mountain Bible Church, Alaska

Dave Perry moved and Jack Teeter seconded his **motion** that Dave Ley also begin a second three-year term of service on the Board in 2024, and the motion was **approved** without any objection.

Ray Prigodich moved and Huron Claus seconded his **motion** that Dave Ley be added as a member of the Finance and Audit Committee in 2024, and the motion was **approved** without any objection.

Other Items from the Chair or the Floor

Daryl Kroeker reported that at the annual general meeting of InterAct Canada, some of the younger missionaries were not in agreement with the proposed addition to the Statement of Faith that “marriage is exclusively the union of one genetic male and one genetic female.” They expressed concern that this might be offensive to some prospective missionaries, since so many younger people today consider such a position to reflect a lack of love. The proposal did nevertheless pass. (The same wording was added to the Statement of Faith of Interact, Inc., in 2017.)

Future Meetings

The Board will meet:

- Thursday through Saturday, February 29-March 2, 2024, at the Menucha Retreat and Conference Center in Corbett, Oregon, with committee meetings on the afternoon and evening of February 29, the Joint Board Dialogue on March 1, and Board meetings on March 2.
- Friday and Saturday, September 13-14, 2024, most likely in the Portland area, with committee meetings on the afternoon and evening of the 13th and the meeting of the full Board on the 14th.

The date and place for the Winter 2025 Board meetings is yet to be determined. Carol is researching Menucha, but they have changed some of their requirements.

Closing Prayer and Adjournment

Chairman Kroeker adjourned the meeting at 11:50 AM, and Jack Teeter led in a closing prayer.

Respectfully submitted,

Ray Prigodich
Crossville, Tennessee
September 20, 2023