

## InterAct Ministries JMAC Meeting

Black Diamond Camps, Auburn, Washington  
February 3-4, 2017

**Members Present:** Dave Bedford, Huron Claus, Hugh Grant, Rick Green, Randy Jackson, Daryl Kroeker, Mike Matthews, Sheldon Penner, Dave Perry, Ray Prigodich, Chuck Schaap, Dale Smith, Al Strawn, Jack Teeter, Bill Twichell, and Gale Van Diest.

**Member Absent:** Keith Klippenstein.

### Call to Order and Welcome

Dale Smith called the meeting to order at 4:50 PM on February 3. He opened in prayer and then explained the protocol for Joint Ministries Agreement Committee meetings.

### Approval of Previous Minutes

Dave Perry **moved** that the minutes from February 5, 2016, be approved as amended, and Sheldon Penner **seconded** his motion. The amended **minutes** were **approved** without any objection.

- The first sentence of the second paragraph of the “Report of the Executive Director” had referred to Darris Arnold as “Interim Alaska Field Director.” This was changed to “Alaska Field Director Appointee.”

### Report of the Executive Assistant of the JMAC

Based on Karen Schweitz’ written report of the amount of money contributed by each entity toward joint ministry expenses, the voting percentage will be InterAct Canada 37% and InterAct Ministries, Inc., 63%.

### Report of the Executive Director

Since everyone should already have read Dale Smith’s report to the board, he went over only a few highlights.

### Field Directors’ Reports

The Russia and Canada reports were received earlier today during the Joint Board Dialogue, and the Alaska report was included in the Executive Director’s report. Following Dale’s comments on his report, he answered a number of questions:

- Fresh leadership is emerging on the Alaska field, and there is a good possibility that someone will soon be able to step into the role of Interim Alaska Field Director for a period of three or four years.
- Because of participants dropping out, the LEaD program has essentially disintegrated for this year. Although it’s expected to resume in the fall, LEaD is struggling, because there is currently no entity that naturally feeds into the program.

- A strong relationship has been established between InterAct and Alaska Bible College, which has recently launched a good cross-cultural ministry program. InterAct will be responsible for internships for students in this program.
- There is currently no strong connection between InterAct and Tanalian Leadership Center—but there *should* be.
- Another ministry with which it would be good to develop a stronger relationship is the Kako Retreat Center in southwest Alaska.
- InterAct’s reputation in Alaska is beginning to improve, although it is still rather poor among many majority-white churches there.

Al Strawn called attention to Barney Furman’s now nearly-complete history of InterAct’s work in Alaska. It has been in process for 20 years. Al’s wife, Gretchen, has been working with Barney to edit this document for publication.

## NEW BUSINESS

### JMA Budget

Al Strawn **moved** to recommend to the two boards that the budget be accepted as presented, and Sheldon Penner **seconded** his motion. The **motion** was **approved** without any objection.

### Executive Director Relations Committee Appointment

Daryl Kroeker **moved** that Dave Perry serve once more as the third member of this committee, and Sheldon Penner **seconded** his motion. The motion was **approved** without any objection.

*The meeting was temporarily suspended at 6:05 PM. The group reconvened at 9:05 the following morning.*

### Executive Director Relations Committee Report

Dave Perry and Jack Teeter reported on the meeting they and Bill Twichell had with Dale and Carol Smith earlier in the day:

- The first half of 2016 was very difficult for Dale—probably more difficult than any other period since he assumed his position in 2010—particularly because of the delicate situation with Darris Arnold.
- Dale and Carol feel that they have an adequate spiritual support group.
- During the second half of the year, Dale overextended himself, which produced some negative results, both emotionally and spiritually. Carol helped him get things back in balance.
- Dale and Carol “religiously” take a weekly sabbath, which they consider absolutely essential.
- Dale and Carol seem to be doing well spiritually, physically, and as a couple.
- The Canadian board has asked Dale and Carol to take two weeks off completely as soon as possible, at board expense. This is in addition to their allotted vacation time.

Daryl Kroeker cautioned that *we* should not be the ones defining what rest should look like for Dale and Carol, since everyone is different.

Gale Van Diest commended the board for having such a committee, which didn't exist during the time he was general director.

Al Strawn "confessed" that he contributed to Dale's stress last year. Real tension had developed between them over the Darris Arnold situation. Al now regrets that he got too personally involved. His relationship with Dale is now much more positive.

Daryl Kroeker advised that we guard against evaluating Dale on the basis of how we think he should be doing his job. Instead, we should evaluate him on the basis of his effectiveness in getting the job done, however he goes about it.

There was a time of discussion about Dale and Carol's compensation. Jack Teeter reported that in 2013 the Canada board had asked Dale to do some research on what similar organizations pay their CEOs. (An ECFA document, "Salary Search," had been inserted into the board packets, providing this information.) Jack said that after they looked at this information, it became clear that Dale's compensation was below average for his level of responsibility. The U.S. average is approximately US\$100,000 per year, while the Canadian average is approximately C\$90,000 per year. The Canada board decided to begin increasing Dale's salary (which had been C\$6700 per month, or C\$80,400 annually), initially by C\$500 (=US\$380) per month, so that he is now being paid C\$7200 (=US\$5472) per month (or C\$86,400 [=US\$65,664] annually). The board also increased Carol's salary by the same amount, raising it from C\$1500 (=US\$1140) to C\$2000 (=US\$1520) per month. Dale and Carol have expressed appreciation for this increase. Bill Twichell suggested that perhaps the Inc. board should consider assisting in the effort to increase Dale's compensation by giving him a bonus.

Jack ended this report by noting that Dale and Carol love what they're doing. He then asked Gale Van Diest to pray for them.

#### **Next Meeting Dates**

February 2, 2018; February 8, 2019.

The meeting ended at 9:55 AM on February 4.

Respectfully Submitted,

Ray Prigodich, Secretary  
Crossville, Tennessee  
February 7, 2017