

## InterAct Ministries JMAC Meeting

Menucha Retreat & Conference Center, Corbett, Oregon  
March 3-4, 2023

**Members Present:** \*Brian Aitkin, Huron Claus, Randy Jackson, Daryl Kroeker, Mike Matthews, Sheldon Penner, Dave Perry, Ray Prigodich, Chuck Schaap, Dale Smith, and Jack Teeter.

\*via Zoom

**Members Absent:** Dave Bedford, Keith Klippenstein, Dave Ley, and John Russell.

### Call to Order and Welcome

Dale Smith called the meeting to order at 3:52 PM on March 3 and opened in prayer.

### Housekeeping

1. Announcements
2. Distribution of contact information list for corrections
3. Appointment of a recorder: Ray Prigodich
4. Explanation of JMAC meeting protocol (who chairs, why, roles, etc.) and the requirement that the two boards keep in sync with respect to major policies and the InterAct doctrinal statement.

### Approval of Previous Minutes

Daryl Kroeker **moved** that the minutes from February 4-5, 2022, be approved as circulated, and Chuck Schaap **seconded** his motion. The minutes were **approved** without any objection.

### Report of the Executive Assistant of the JMAC

Based on Mike Hubbard's written report of the amount of money contributed by each entity toward joint ministry expenses, the voting percentage will be InterAct Canada 41% and InterAct Ministries, Inc., 59%. (The voting calculation ratio is based on FY 2021-2022, the most recent audit available.)

### Report of the Executive Director

We agreed that it was unnecessary for Dale to read his report, since it had been distributed earlier by email. The "elephant in the room," as Dale put it, is the issue of succession. He noted that the Inc. Board spent some time talking about this at its meeting earlier this afternoon, and Daryl Kroeker gave the highlights of that discussion. Daryl explained, however, that because this is really a JMAC issue, the Inc. Board decided to defer any further discussion until the JMAC is in session. He also noted that one more member needs to be added to the Transition Leadership Committee (TLC), which was created at last year's JMAC meeting.

- Brian Aitkin asked if InterAct is recruiting only at Bible colleges, and, if so, why? Why do we not also recruit at churches? Dale explained that we lack sufficient personnel to recruit more widely. He also noted that it has become increasingly difficult to get platform time in local churches—even for the directors of missions, like himself. He also explained that we're purposefully recruiting at schools that have a greater emphasis on missions and that are doctrinally in sync with us.

- Daryl Kroeker announced that the Inc. Board has voted to honor Gary Brumbelow with a gift of \$3000 and Gale Van Diest (through his widow, Jeannie) with a gift of \$5000, to be used toward the cost of some special event, such as a family gathering, and he suggested that the Canada Board may wish to consider adding to these amounts.

## NEW BUSINESS

### JMA Budget

Dave Perry **moved** that the JMA budget for 2023-2024 be approved as presented, subject to commensurate action by the Canada board. Jack Teeter **seconded** his motion, and the motion was **approved** without any objection.

### Executive Director Relations Committee Appointment

Ray Prigodich **moved** that Dave Perry again serve as the third member of this committee in 2024, and Huron Claus **seconded** his motion. The motion was **approved** without any objection.

### Video Re Board Development

We watched a video from the Mission Increase Foundation focusing, among other things, on what to look for in potential board members. John Pearson of Management Buckets was the primary presenter.

- Potential board members should:
  - Be discerning.
  - Be decision makers.
  - Have demonstrated passion.
  - Be documented team players.
  - Be diligent and faithful participants.
  - Be doers.
  - Be donors (givers).
- Potential board members should also have a demonstrated commitment to the work of the organization.
- Board members should ideally serve on only one board at a time (or two, if retired).
- Potential board chairmen should be asked, “Has God called you to serve in this role?”
- Four mistakes to avoid:
  - Not landing on the appropriate sweet spot on the continuum between policy governance and micromanagement.
  - Not “dating” board prospects before proposing marriage.
  - Not leveraging the God-given gifts and passions of potential board members.
    - The Three Powerful S’s:
      - Spiritual gifts
      - Social styles: driver / analytical / amiable / expressive
      - Strengths
  - Not leveraging and owning the ministry strategy.
- Orienting and engaging board members (orientation begins before an invitation is made):

- Create a binder.
- Create a pipeline: “classes” or groups of new board members.
- Have them shadow a board meeting.
- Assign a “board buddy.”
- Meet with them before their first board meeting.
- Have them read a book on board governance.
- “Ten minutes for governance”: at each board meeting, have one of the board members give a special presentation on governance.
- Keep in mind that orientation is ongoing.
- For local ministries, board meetings tend to last for about an hour once a month.
- For regional and national ministries, meetings tend to last for at least four hours once a quarter.
- Get creative with the frequency and length of meetings.
- Vary things in the meetings.
- Make meetings efficient.
- Schedule meetings and topics (in advance).
- Evaluate each meeting.

*We recessed at 5:30 PM on March 3 and then reconvened at 10:45 AM on March 4.*

### **Report from the Meeting of the Canada Board**

Daryl Kroeker reported that:

- At least for now, the Canada board will not be helping to fund the Transition Leadership Committee (TLC), but it may give something next year, if needed. (The Inc. Board voted to make up to \$18,000 available for this purpose.)
- The Canada board voted to match what the Inc. Board is giving toward the cost of special events (family gatherings?) to honor Gary Brumbelow (US\$3000) and Gale Van Diest (US\$5000).

### **JMAC Executive Session: Executive Director Relations Committee Report**

Dale Smith stepped out of the meeting while Daryl Kroeker reported on the conversation he, Jack Teeter, and Dave Perry had with Dale and Carol the previous evening. Among the things Daryl mentioned were the following:

- Dale and Carol are doing very well and are happy in their work. They are very aware, however, that the time of their retirement is drawing near.
- The Canada Board has increased both Dale’s and Carol’s salaries this year by 20%. Dale and Carol actually plan to return the money to InterAct, but earning a higher amount will make them eligible for greater Social Security benefits.
- The meeting with Dale and Carol was exceptionally positive.
- The Smiths are still grieving to some extent over their departure from Canada, but they’re not at all complaining about it.
- Both Jack and Daryl have a close relationship with Dale and Carol, so in these meetings, they relate to them not only as board members, but as friends.

After Dale and Carol rejoined the group, there was a time of prayer for them.

**Next JMAC Meeting Date**

- Friday-Saturday, March 1-2, 2024, at Menucha Retreat & Conference Center, Corbett, Oregon (with Inc. committee meetings taking place on Thursday, February 29).

Daryl Kroeker, Huron Claus, and Dave Perry led in a time of closing prayer, after which the meeting adjourned at 11:10 AM on March 4.

Respectfully submitted,

Ray Prigodich, Recorder  
Crossville, Tennessee  
March 10, 2023