

InterAct Ministries JMAC Meeting

Menucha Retreat & Conference Center, Corbett, Oregon
March 1-2, 2024

Members Present: *Brian Aitkin, Huron Claus, Randy Jackson, Keith Klippenstein, Daryl Kroeker, Dave Ley, Mike Matthews, Sheldon Penner, Dave Perry, Ray Prigodich, Peter Rogers, *Chuck Schaap, George Schultz, Dale Smith, and Jack Teeter.

*via Zoom

Absent: Dave Bedford, John Russell, and Bill Twichell.

Call to Order and Welcome

Dale Smith called the meeting to order at 1:48 PM on March 1 and opened in prayer.

Approval of Previous Minutes

Huron Claus **moved** that the minutes from March 3-4, 2023, be approved as circulated, and Sheldon Penner **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 38% and InterAct Ministries, Inc., 62%. (The voting calculation ratio is based on FY 2022-2023, the most recent audit available.)

Report of the Executive Director

Since Dale's written report had been distributed earlier this week by email, he assumed that it was unnecessary for him to read his full report.

- He said that while he's looking forward to transitioning out of his present role, he's willing to continue serving as executive director for as long as the board believes that it's still advantageous to InterAct for him to do so. Furthermore, he plans to continue serving InterAct in a variety of ways even after he formally retires.
- He commented on Steve Horsman's expressed desire to place missionaries as pastors of existing churches that are currently lacking in leadership. He said that while he's not keen on the idea of doing this, it might be acceptable in certain cases on a short-term basis.
- He commented on how he gave away a lot of authority to the individual fields when he first assumed the role of executive director. He did this because, at the time, many of the missionaries felt that the home office was being too heavy-handed. Now, however, he's not so sure that this was a good idea, since it resulted in the field directors becoming almost mini executive directors, making it more difficult to achieve mission-wide uniformity with regard to ministry strategy—with regard, for example, to the adoption of the novel approach. This, he said, should probably be dealt with before the new executive director takes over. While Steve is definitely there, Lucas and Greg have been slower to embrace this model.
- The strategic focus of InterAct has to do with our methodology—with how our vision will be carried out. But, given the cultural differences on each field, our methodology does need to

be flexible. It's difficult, he said, to get existing missionaries to change their strategy, because they then have to acknowledge that their past strategy was "wrong." It's easier to train new missionaries to follow a particular strategy. George Schultz asked if perhaps a board subcommittee should be created to work on this, but Daryl reminded us that the board's role is that of governance, not management. Discussion of this issue concluded with a time of prayer for wisdom, with several board members leading us in prayer.

NEW BUSINESS

JMA Budget

Dave Perry **moved** that the JMA budget for 2024-2025 be approved as presented, subject to commensurate action by the Inc. and Canada boards. Dave Ley **seconded** his motion, and the motion was **approved** without any objection.

Review Statement of Faith Related to Sexual Orientation. At the annual general meeting of InterAct Canada, some of the missionaries expressed concern over the proposed addition to the Statement of Faith that "marriage is exclusively the union of one genetic male and one genetic female." They expressed fear that if this is said publicly, it might be offensive to outsiders, since so many people today consider such a position to reflect a lack of love. The proposal did nevertheless pass. The same wording had been added to the Statement of Faith of InterAct, Inc., in 2017.

During a time of discussion, the question was asked: Should we "hide" statement this on our website or be entirely upfront about it? The consensus was that a shortened version of the Statement of Faith should be posted, but that we should also provide a way for visitors to the website to access the full version.

Report from the Transition Leadership Committee (TLC).

Daryl Kroeker, who chairs this committee, reported that the committee now has a particular person in mind to serve as Dale's successor, but that it's too soon to reveal this person's name. The committee hopes to be able to speak with more clarity by the end of April.

We recessed at 3:03 PM on March 1 and then reconvened at 11:00 AM on March 2.

Discussion about the Executive Director's Salary.

Dale has asked that we no longer subsidize his salary, but that we limit what he receives to the amount of personal support that he himself raises. He says that since he expects to begin receiving income from both U.S. Social Security and the Canadian Pension Plan, he will no longer need his full salary. The Canada board strongly feels, however, that Dale ought nevertheless to be fully paid for the work he does—that the laborer is worthy of his hire. They recommend that he save for future needs whatever he doesn't currently need. And, of course, he'd be free to donate it back to InterAct. We agreed that, as a matter of principle, not just Dale, but anyone serving as executive director ought to be paid a full salary.

Keith Klippenstein **moved** that we maintain the full subsidy for Dale as executive director, and Sheldon Penner **seconded** his motion. The motion was **approved** without any objection.

JMAC Executive Session: Executive Director Relations Committee Report

Dale Smith stepped out of the meeting while Dave Perry reported on the conversation he and Bonnie, Jack and Carolyn Teeter, and Daryl and Tamara Kroeker had with Dale and Carol the previous evening. Dave reported that:

Dale and Carol are still in love. They still work together well and like it. They are both generally healthy but are starting to feel the normal effects of aging. Dale is bothered by some foot and shoulder pain and Carol is bothered by her knee. They are still able to walk together most mornings.

Due to coordination issues between US Social Security and Canadian CPP and OAS, there has been a delay in receiving these funds, and it's unclear exactly how much they'll be receiving. But they stated that they no longer need Dale's salary supplement. They were advised, however, that although they may not need it now, it would be prudent to save it for retirement expenses.

The committee also talked about transitioning Dale's leadership role to his successor and how that would likely involve a grieving process. But they are both looking forward to continuing with InterAct in a more relational role. Overall, it was a very positive discussion and there are no concerns about Dale's work or their relationship.

It was noted that some tears were shed at the meeting over the reality that Dale and Carol's time in their present roles will soon come to an end.

We agreed that when Dale retires, we should consider giving him the title of Director Emeritus, in honor of the value he has brought to InterAct. We also agreed that we should plan some sort of party in Dale's honor when he retires from his present position.

After Dale and Carol rejoined the group, Dave summarized our discussion, after which there was a time of prayer for them.

Executive Director Relations Committee Appointment

Ray Prigodich **moved** that Dave Perry again serve as the third member of this committee in 2025, and Huron Claus **seconded** his motion. The motion was **approved** without any objection. (Our practice has been to seat the two chairmen plus an appointed member from one of the boards.)

Next JMAC Meeting Date

- Friday-Saturday, February 28-March 1 2025 (tentative), at Menucha Retreat & Conference Center, Corbett, Oregon (with Inc. committee meetings taking place on Thursday, February 27).

Dale Smith adjourned the meeting at 11:40 AM on March 2.

Respectfully submitted,

Ray Prigodich, Recorder