



Executive Director's Report to the Board

February 2017

Black Diamond Camps

Auburn, WA

I will show you what it's like when someone comes to me, listens to my teaching, and then follows it. It is like a person building a house who digs deep and lays the foundation on solid rock. When the floodwaters rise and break against that house, it stands firm because it is well built. Luke 6:47-48. NLT

We all know that this verse is referring to building our lives on a foundation of walking in obedience to Christ and His commands. The principle of building on an appropriate and solid foundation, is something that has much broader application. In spite of my great awareness of my own weakness, frequent self-centeredness and limited skills, since the day I stepped into this job I have desired to see InterAct serving on a solid foundation of biblical truth. I live with the pressure, from without and from within, to grow this organization into something increasingly significant. I also live with the opposing tension to live and lead based on the solid foundation of faithfulness to God's Word whether it leads to apparent "success" or organizational obscurity. I seek to accomplish great ministry for God's glory. I set goals toward that end. I pray for God to bless and prosper in tangible ways but at the end of the day I am seeking to lead InterAct staff to deeper intimacy and obedience to Christ. If that is increasingly happening then I am comfortable leaving organizational outcomes in God's hands.

The Big Picture

As you may remember (I really don't expect you to), in last February's report I mentioned the three areas I felt I needed to focus much of my attention. They were:

1. Making sure each of our fields has a focused vision of where God would have them go
2. Mobilize prayer for workers to fulfill this vision
3. Maximize efforts to identify and recruit those God has prepared to be part of our team.

By God's grace I feel I can safely say that the first of these is in place. Each of our fields has a clear vision regarding where God would have them go. Alaska, which will be reported on with more detail a little further along, is the most recent to receive clarity regarding direction for the future but they are well underway. Although day to day details and strategy are evolving for both Alaska and Siberia, the big picture is in place. They are more than ready to recruit and place new staff on their respective fields.

The second area of focus I identified for myself in February of 2016 was to mobilize prayer for workers to fulfill this vision. Some new initiative has been taken toward this end but for the most part it is continuing to live out our value of prayer – in our offices, on our leadership teams, through publications calling for prayer, at our conferences and retreats and in our personal lives. The one specific new step that has developed around prayer is the monthly Alaska prayer guide that is being sent to staff, board and any other interested parties.

Mobilizing new workers for the harvest, my third area of focus, is a place that has received significant effort this past year. With clearer vision it is much more appropriate and effective to seek the people God has already prepared to serve with us. People involved this past year include: Jerry & Beth Crosby, Jim & Becky Hamilton, David Joseph, Thomas Slawson, Steve & Jill Horsman, Lucas & Jamie Orner, Greg Hamilton, Dan & Bev Mayerle, Dale & Carol Smith, George & Judy Richardson, Wes Schellenberg, etc. Needless to say there have been many conversations exploring possible service with InterAct. God has brought in new workers that are not necessarily related to all this proactive recruiting. Not that I am complaining. I am completely thrilled when God brings people our way – even when they come as a surprise to us!

As Dan's report details, in 2016 Canada saw six new missionary units (single or couple) join the field. All of these are serving in northern Manitoba (five from the Midway Leadership merger and one couple from Greg Hamilton's connection at his church in Alberta). Canada also has two units raising support and one additional couple getting ready to launch into support raising. Last summer the Canada EnGage! program had two summer missionaries serving in Winnipeg

with the East Indian ministry team. They also have two units (a single guy and a couple) who are planning to be involved with First Nations in the Canada EnGage! program this summer.

Lucas also told us that the Russia field once again has Franke Emrick actively raising support for ministry in Siberia. They had two summer workers (Russia EnGage!) in 2016 and currently have applications for two, and possibly a third, for this summer. Knowing the tremendous need for workers in Russia has spurred Lucas to spend four months aggressively recruiting for his field. We are praying that he will find hearts already prepared by God for Russia.

We have been blessed to have Tramm and Millers join the ministry in Alaska in these past few years. Still, we are pleading with God to send us many more of their kind! As of now we have four couples at various stages of preparation for service in the state. Jamie & Beth Roderick are presently in North Carolina raising support to serve at the Lazy Mountain campus. Chad & Andrea Peterson have applications in and are awaiting acceptance to serve in the Copper Center area of Alaska. Brad & Lindsay Sturm are experienced church-planters (Mexico) who are looking to have their applications in imminently and hope to be on the field ASAP. Leroy & Sarah Miller are former New Tribes missionaries presently serving at North Star Bible Camp in Alaska and are looking to join InterAct as soon as their commitment to the camp is completed. There are many conversations taking place with other prospects but only God knows how that will all turn out. To this point we do not have anyone committed for our Alaska EnGage! program, but we are praying that God will give us at least four participants this summer.

As executive director, one of my jobs is to advance and protect InterAct's Mission, Vision and Values. Another is to guard and appropriately oversee the organization's financial health. In addition, you look to me to protect InterAct from undue risk while assuring that we stay within legal and ethical boundaries.

Field director's reports should help inform you regarding forward motion regarding InterAct's Mission, Vision and Values. This is where the frontline action happens. These reports show a picture of staff who are relationally engaged in their contexts, doing the work of evangelism, discipleship and gathering believers into local churches. Although I generally hesitate to chart or graph results, I can tell you with confidence, and with specific detail, that all of these are being done. If you are reading these reports, reading the InterAction, looking at stories on the InterAct website you know God is working through our staff.

Financial health is good with both organizations. Due to many new initiatives InterAct, Inc. did have to draw \$135,000 out of investments to meet expenses this year. For perspective let me mention that a withdrawal of this amount would only represent a crisis if it continued unabated for more than fifteen years. The budgets

submitted for both organizations are deficit budgets but they appear to be reasonable in light our normal spending patterns (usually we underspend our budget projections). Some mid-term corrections also make the spending appear higher than reality. Overall, we are not in any danger but I do not plan to submit deficit budgets of this size in the future (unless so directed). As we are looking at prospective new growth in Alaska and Russia and a whole new ministry region in Northern Manitoba for Canada, intentionally making money available for ministry seems more than appropriate. We continue to have well trained financial people overseeing our money in Wes Schellenberg and Karen Schweitz.

Risk management is always a moving target. As management we are seeking to stay legal and wise in our dealings that expose us unnecessarily when working with children. Taking on a new camp ministry in Thompson, Manitoba, makes that more important than ever. Canada is blessed to have Wes Schellenberg serving as a watchdog over issues like Canada's Child Protection Act. The U.S. organization has lost our watchdog over similar issues with the retirement of Roy Martin. Although Karen Schweitz does an excellent job with our finances, she does not have the breadth of experience that came with Roy. At this time I feel both organizations are fairly low risk due to having appropriate insurances (property, general liability, "officers and directors liability"), appropriate internal controls, conscientious finance personnel, annual external audits and oversight by organizations like the CCCCs (Canada) and ECFA (U.S.).

Both organizations continue to operate within all legal governance and policy guidelines.

One requirement that each organization should consider is the annual review of and setting of the CEO's compensation package. This is not me fishing for a raise, but rather assuring that each board annually minutes its decision regarding their contribution so as to comply with ECFA (required) and CCCCs (recommended) guidelines. As per a Canada board directive I have attached CEO compensation reports from the ECFA and the CCCCs in the appendix for comparably sized missionary organizations in Canada and the U.S.

Alaska Report

Wow, a lot happened in Alaska in the past year! Since you had an update in August, what follows is primarily about progress since then.

Alaska's *MAP Advancement Team* (MAT), the current leadership team, is comprised of David Joseph (Recruitment), John Tramm (Village Ministry), George and Judy Richardson (Urban Ministry), Steve and Jill Horsman

(Equipping) and me. With every one of us already carrying full-time loads in ministry, seeking to meet together and then pick up even more work load has been a challenge. But it has proven to be a challenge that has been worthwhile and very productive. It has been a joy to be in the middle of the energy and excitement generated by this team.

Let me give you just a little “taste” of what is happening these days in Alaska:

- David Joseph has begun traveling to the Lower 48 to recruit new staff for Alaska and is right now at another school recruiting. He continues to be in regular communication with over 13 prospects.
- Steve & Jill Horsman and others are working tirelessly to encourage and cement connections with partners and prospective partners.
- Locations and supervisors have been identified for three locations for Alaska EnGage! this summer.
- New vision for village ministry has emerged as the MAT continues to gather data on the neediest rural communities.
- John Tramm (Ruby) has an embryonic strategy, in partnership with other churches/organizations, to establish regional gatherings of believers in Alaska’s interior.
- John also has a goal to see four new InterAct families serving in the bush by 2020. The MAT shares this goal!
- Three new prospective missionary families attended the January Alaska Field Retreat: Chad & Andrea Peterson, Brad (Lindsay) Sturm and Leroy & Sarah Miller. This is in addition to the Jamie & Beth Roderick who are raising support.
- James Miller and family are itinerating Grayling and Shageluk by plane.
- George and Judy Richardson have visited schools in the fall and again in the spring to recruit for Alaska.
- The Alaska Field Retreat was a smashing success with everyone volunteering to help and everyone sensing renewed hope in what God is doing and desires to be doing in the days ahead. “A good time was had by all!”

One of the prospective missionaries who visited retreat had this to say: *I was so sad to leave that place, it felt so good to be there, everyone was wonderful, like a family. I told my (spouse), we should come back here. I love it here.*

Carol and I continue to consider it a privilege to be entrusted with responsibility of this magnitude. We are not sufficient for the task but He is. While seeking to be faithful to God, He is challenging us to set some “big hairy audacious goals” (BHAG).

Prayer Requests - Since I know you care for this organization and for me let me share some specific requests.

- Alaska
 - Six Alaska EnGage! participants for this summer
 - Ten ongoing conversations with prospective Alaska missionaries
 - At least four LEaD participants for the next year
 - Increasingly clear vision for how we could move forward ministry in urban settings (Kodiak, Anchorage, Fairbanks, etc.). Prison ministry? Rehab ministry? Frontline evangelism/discipleship/church-planting? Etc.
 - A strong relationship/partnership with at least one local church with the vision for reaching villages. ChangePoint? Anchorage Grace?
 - Participants for the InterAct/Alaska Bible College Alaska ministry program
 - Personnel to fill the needs that are identified in bush villages
 - A growing wealth of accurate data regarding best future ministry locations across the state
 - God's choice for the right field director so I can focus my attention on being the director of InterAct Ministries, Inc. and InterAct Ministries of Canada.
- Russia
 - New staff to implement the vision that is in place
 - Wisdom for Lucas as he leads and recruits
 - Continuing open doors to do ministry in Russia
- Canada
 - Wisdom and capacity for Dan and his team as they direct an increasingly complex field
 - Direction for placement of new personnel and ministries
 - Workers for the harvest and capacity to serve them
- Personal
 - Faithfulness to be a godly man in the midst of a lot of pressure – pressure that tends to show the cracks in this pot. That as God uses this pressure to reveal my sinfulness and self-centeredness that I would grow in those exposed areas!
 - Wisdom to lead and balance life and ministry(ies)
 - Health and safety
 - Grace to lovingly lead and nurture those I serve as leader (as opposed to impatiently coercing and manipulating to accomplish my agenda)

Thanks for caring enough to take the time to pray – not just for me but for the whole ministry!

Once again I want to add some bonus material – just to help us all remember the business we are in.

Purpose Statement: InterAct Ministries exists to make disciples among least reached peoples in cooperation with like-minded churches and organizations.

Vision Statement: InterAct Ministries desires to see reproducing disciples impacting communities across the North Pacific Crescent.

Core Values:

- Scripture – Authoritative and sufficient for life and ministry
- Relationships – Loving God and loving people
- Cross-cultural ministry – Recognition of worldview and cultural implications in ministry
- Whole-life discipleship – Walking with disciples through all stages of life and growth
- Gathered believers – Recognize the centrality of the local church
- Commitment – High priority on long-term ministries.

Flowing out of these statements are several other statements that guide our strategies and day to day ministries.

Core Ministries: evangelism, discipleship, counseling, training, leadership development (From InterAct archives)

Core Strategies: determined by the field (From InterAct archives and practice)

Our Desire: To see fully developed disciples among each people group we serve who have formed into local bodies of multiplying disciples across the North Pacific Crescent. (Yes – this is a Dale addition – but fully trained disciples will gather. Gathering as “church” is a key part of “teaching them to obey all things...”)

Blessed to serve,

Dale Smith
Executive Director
InterAct Ministries, Incorporated,
InterAct Ministries of Canada