

FRIENDS IN ACTION International  
Board Meeting

**Working In Areas Of Limited Infrastructure By Using Construction Projects And Practical Service To  
Speed The Gospel To Those Who Have Never Heard.**

Date: July 25<sup>th</sup> – 26<sup>th</sup>, 2024

Time: 2:00 - 5:30pm (*Thursday, July 25*) / 8:30 am – 5:00 pm (*Friday, July 26*)

Location: Hampton Inn & Suites (Ephrata, PA)

**Attending (In Person): USA Board – Andy Hunt (Chairman), Faye Brown, Randy Schnieders, Ted Illjes, Paul Jarot, Randy Schneiders, Steve Nehlsen (Secretary)**

**Attending (Virtual): Roger Wingfield (Chairman), Irwin Pronk**

**Absent: Chris Smerdon**

Agenda

*Thursday, July 25<sup>th</sup>*

- 1. 2:00 – 2:15 Welcome, Introductions, Instructions (Andy Hunt) [15 mins]**
  - a. *Motion to accept & approve Meeting Agenda (July 25<sup>th</sup> & 26<sup>th</sup>, 2024)*  
**\*\*A motion was made to accept and approve the meeting agenda. It was seconded and approved.**
  - b. Introduction of Larry Brown to the board and vice versa.
  
- 2. 2:15 – 2:45 Conference Reflections & Prayer [30 mins]**

Discussion about the conference took place. Overall very positive response.
  
- 3. 2:45 – 5:30 Bd Governance - Consultation [165 mins]**

*Larry Brown & Steve Sanford (ETHNOS 360)*

  - i. Vision shifts (past decade facing forward to next decade of ministry)
    - Transition takes a long time and a lot of talk to get everyone on board.
    - Bold faith and pioneering spirit were what was key to the past.
    - Missions with the Church is the key – accountability to the church is key.
    - If India will be reached, the Indian church will have to step up to do it.
    - Have a heart of humility, service, and learn from them.
    - Business with integrity has value in missions.
    - “Identity Management” – “Identity Branding” – key to going to the “least-reached” people groups.
  - ii. Identity management, org focus for ETHNOS360 in global missions
  - iii. what is the current “need” or “opportunity” identified in global missions, and how is ETHNOS responding;

- iv. Changes and challenges to personnel seen over past 5-10 years as full-time international worker (missionary) personnel have generationally and culturally changed (US-based vs International-based)
    - Member care is a challenge today.
    - More mid-20's coming in
    - Internships are extremely important. Tremendous way to engage this next generation. 4 month / 6 month / 1 year
  - v. How can we be better partners with ETHNOS in the years to come?
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Friday, July 26<sup>th</sup>

**4. 8:45 – 9:30 Consultation Reflections & Devo [60 mins]**  
**Prayer**

- a. thoughts from Hebrews 12. Who is Jesus to us and how are we living in light of that? We are meant to endure. We will go through trials. We will be disciplined – so that things are intended to remain, will remain. WE ARE SURROUNDED BY A GREAT CLOUD OF WITNESSES. WE WILL BE SHAKEN.

**How well is the path between you and the Lord beaten down and weed-free?**

**5. 9:30 – 9:45 Consent Agenda & Minutes [15 mins]**

- a. *Brief Review of Consent Agenda and Reports*
- b. *Motion to accept & approve Consent Agenda*
  - i. *Approve & Accept Minutes from previous meeting (Feb 6 & 7, 2024, May 14 Canadian Board, May 28 Virtual Joint Mtg)*
    - *Add the May Canadian report and May Virtual report.*
    - *Change the May virtual meeting item #7 to read:  
-A motion was made to approve **funds for Executive Director, Chief Operations Officer & Director of Partnership Development to be used for “professional development”**. It was seconded and approved.*

**\*\*A motion was made to approve the Consent Agenda with the minor changes made. It was seconded and approved.**

- ii. *Operational Reports (for information)*
  1. *FIA Canada Operations*
  2. *FIA USA Operations*
  3. *Field Reports (update)*
- iii. *FIA Canada & FIA USA Financial Reports*

**6. 9:45 – 10:30 Old Business – deferred to October Bd Meeting**

- *Item: USA – Unemployment Claims Issue*  
*Options include Mineral UST, Case by Case, Staff Admin Adjustment*  
**Mineral Trust – Investment Account – On behalf of the organization, they start an account that would serve as an account to pay unemployment claims from,**

**as needed. The amount of investment per year (\$1720 for the first 3 years) until the account is adequately funded.**

*\*\*A motion was made to use Mineral UST to establish an account that will be built up to the point where it is adequately funded to provide the needed protection for FIA. It was seconded and approved.*

- *Item: ED Evaluation & Bd Evaluation – **Matt requested postponing this to October.***
- *Item: Age-related requirements for short-term team participation (domestic vs overseas deployment) – to be deferred to October Bd meeting – **Requested postponing until October.***

**7. 10:00 – 11:00 Finance**

**[60 mins]**

- *FIA Canada Audit Review (Roger Wingfield)  
Audit review was discussed. Quarterly reviews were discussed, as proposed by the review. Action on some points and clarification on others will be undertaken.*

**\*\*A motion was made to approve the Canadian financials. It was seconded and approved.**

- *FIA USA Audit Review (Andy Hunt)  
Funds forwarded to the field explains some of the bottom-line financials. Otherwise, financials are healthy. – **Audit to be reviewed at next board meeting in October (2024)***
- *FIA Canada & FIA USA Dashboard*
- *FIA Canada & FIA USA Donation Reports/Trends  
Income in Canada is mostly reflected in PNG giving for major project. Matt seeks to increase interest in giving to “Where Needed Most” on both the Canadian and US side.*
- *HQ Building Loan (Mortgage Update & Options)  
Options were discussed. Praise the Lord that we are in the position we are.*
- *Partnership Development & WNM Distribution YTD  
Distribution of funds was explained. Most has gone to PNG and West Africa. Partnership Development – org goal \$300,000 – \$350,000 for matching funds.*

**8. 11:00 – 12:30 Board Training Video (Bd Development)**

**[90 mins]**

- *4<sup>th</sup> Bd Training Video (Bd Responsibilities)  
Matt will review and update the Board Policy Manual and make available.*
- *Strategic Planning Discussion*
  - *A Strategic Plan helps us lead well and grow.*

- Without a plan and a strategy...we will cease to have impact.
- What are our limiting factors?
- How can we engage with more missions / churches?

Discussion around Strategic Planning:

- Do it ourselves?
- Hire a consultant to lead it?
- Some kind of combination of the above?

## 9. International Fields –

### Vanuatu Water Project Discussion:

- Assessment in the report discussed, providing an updated review of scope and existing environmental conditions for the project (challenges and opportunities)
- Alternatives to pipeline being considered, as pipeline approach no longer seen as the way (not viable or sustainable in light of changes in available water and environmental conditions in NiVan communities over past 10 years)
- FIA is committed relationship to provide water to these 26 villages (government project)
  - Will likely require a revision of scope with government once the alternative options have been finalized (explaining why pipeline no longer viable (Part of the plan can be retained, part of it cannot be retained)
- Further review/development of project alternatives is being pursued (2025 to be an evaluation and assessment period, to provide proposal to bd in July/August 2025).

## 10. 1:30 – 4:30 FIA International – Mission Governance & Direction

**[180 mins]**

*(scheduled 15 min break @ 2:45, as needed)*

### Discussion

#### a. Mission & Vision

- **Discussion re. ETHNOS Consultation (Thursday)**
- **Planning for the future is more vital than ever before.**
  - **Identity management to be developed (shipping ministry/fields)**
  - **Access strategies to be considered – student, teaching, etc.**
- Where are we going, what are we doing to get there? – *partially discussed, deferred*
- Are we going the direction **we should be going?** – *deferred*
- Is our “why” solid; - *deferred*
  - Yes/no, if “no” where, and why not?
- Is our “what” consistent with who we are? - *deferred*
- What is holding us back from growing? - *deferred*
- Are we missing something as an opportunity? - *deferred*

#### b. Comparative Growth & Direction (2023 vs 2024)

#### c. Future Growth & Objectives (as a mission) – **Deferred to October**

Field/Operations 3-yr Plans (*concerns, risks, weaknesses, threats*)

- FIA USA/FIA Canada
  - International Fields - Nicaragua, Vanuatu, West Africa, Bolivia, PNG
- d. Future Growth & Objectives (as a board) – **Deferred to October**

**11. 4:30 – 5:00 Other Business:**

Review 2024 Calendar (*add as a page in the report all org calendar dates/events*)

Joint FIA International Board Meetings

- October 24<sup>th</sup> & 25<sup>th</sup>, and morning of 26<sup>th</sup>, 2024
- February 4<sup>th</sup> & 5<sup>th</sup>, 2025
- August 14<sup>th</sup> & 15<sup>th</sup>, 2025
- October 23<sup>rd</sup> & 24<sup>th</sup>, 2025

**Recognition of the intentions of Roger Wingfield, Randy Schnieders, and Ted Illjes to resign from their respective boards as of Dec 31, 2024.** *Written resignation of departing board members to be attached to the minutes of this meeting.*

**12. 5:00 Closing Prayer**

**13. Adjournment (motion)**

**\*\*A motion was made to adjourn. It was seconded and approved.**