





i. *Sr. Leader Compensation Discussion*

**Motion to change our funding model for the role of the US Partner Development person from raising their own support to a paid position. Passed. (1 abstain)**

**Motion to pay between 70-85K and anything over that comes back to the Board. Passed.**

ii. *Fundraising Report (SEED)*

1. *Operational Analysis and Recommendations*

Discussion based on attachment sent to Board Members. Recommendations from SEED. Meeting adjourned for day with prayer.

**End of Day 1**

<b>7. [8:30 – 9:30]</b>	<b>Devotions &amp; Prayer</b>	<b>[60 mins]</b>
<b>8. [9:30 – 12:30]</b>	<b>Projections &amp; 2026 Budget Review</b>	<b>[120 mins]</b>

i. *Operations*

i. *Projections/Changes, updated 2026 Budget*

Operations budget – US

Increases of \$80,000 to \$85,000 for Director of Partnership Dev.

**Motion to approve both U.S. budget. Passed.**

This is contingent on the increases for the increases related to the additional amounts added to the DPD role in U.S..

ii. *Fields*

i. *Projections/Changes, updated 2026 Field Plans & Budget*

- *West Africa – Well Drilling - \$363,440*  
Goal next year – 15 wells
- *Review Vanuatu – Water Project (Schnieder Report) - \$177,650*  
June-August – wells drilled  
2 Teams next year – get the aggregate material  
Years 2, 3, and 4 – installations of the systems.  
What is the bigger picture of the future ministry in Vanuatu?  
A couple of families being recruited to help in Vanuatu.
- *Review Nicaragua – Community Needs - \$112,290.00*  
Complete the community center.  
4 Wells out of “Special Projects.  
Problems: need for retraining masons / loss of previous masons.  
Student training in Panama.  
10 more houses to complete after his next year.
- *Review Bolivia – Sustainability Project & Vision - \$87,450.00*  
A main commitment – Build a training center - \$25,000.00  
\*\*\*Transition needed in next 5-7 years with an exit strategy.
- *Review PNG – Long-Term Vision (Bd Report) – \$107,800*  
How is our participation measured in effectiveness? What is the effectiveness of our partnerships?

iii. *Partnerships (ITEC, Dorcas House, Mexico, Uganda – Mozambique TBD)*

**ITEC – 5 projects open to us.**

- Hope Africa University in Bujumbura
- YWAM in Jamaica
- Sinai Academy in Burundi
- EGBE Mission Hospital in Nigeria
- Kibuya Hope Hospital

**Motion to approve the 5 ITEC projects for our FIA Staff to participate in. Passed.**

**Dorcas House** – might have 2026 be the final year.

**Mexico** – asked to consider helping Mexico project next year to help with building two duplexes for future staff and to help do some repair of existing buildings. Water project has been deferred for now.

**Uganda** – one team planned for next year. Not much more that is needed at this time.

**Mozambique** – ED will be taking a vision trip there to see what the possibilities are with them. What future partnerships might come out of this, especially as it relates the UPG's in the northern part of the country?

*Recommendations:*

- *Motion to accept & approve 2026 budget for FIA International*

**Motion to approve the goals, objectives and budget for the international. accepted.**

[Lunch]

[45 mins]

9. [1:15 – 3:00]

**Board Development**

[120 mins]

i. Governance Report & Implications

Committees – need adjustments

**Motion to form an Executive Committee comprised of the US chairman, Canadian chairman and. Passed.**

**Motion to dissolve the Risk and Safety Committee.**

What do we need for Member Care? Who decides the plan? There is a group that has begun discussion on Member Care. What part does the Member Care group play in this? What part does the Board need/want to have in this?

Fundraising Committee? Recommendation came from Darren that we needed to consider implementing. What is our “mandate”? What do we need to do with this recommendation? Recommend putting this into the February meeting with more discussion.

Summative Recommendations from Derrin.  
Develop a succession plan for the board chair?  
Term limits for board members?

\*\*\*Executive Committee should establish an “elevator pitch” for approaching a potential new board member and an onboarding process to bring on a new board member?

**10. Other Business:**

- a. Review Updated 2026 Calendar (*add as a page in the report all org calendar dates/events*)
- b. Joint FIA International Board Meetings
  - i. February 3<sup>rd</sup> & 4<sup>th</sup>, 2026 – *confirm attendance to book accommodations*
  - ii. August 13<sup>th</sup> & 14<sup>th</sup>, 2026
  - iii. October 22<sup>th</sup> & 23<sup>th</sup>, 2026
- c. New Board Member Discussion

**11. Closing Prayer****12. Adjournment (motion)**