

Retroactive Amendment

1998 HOPE *worldwide* Ltd. Contribution and 1998 ICCMS Contribution

The Chair turned the floor over to Madaline Evans. She summarized that the auditors informed us that we would have to record our 1998 HOPE and ICCMS designation (approved by the Board on December 1, 1997) as a liability in our 1997 Financial Statements because the original Board designation per Financial Accounting Statement No. 116 was not clear regarding the unconditional promise to give to HOPE and ICCMS.

Madaline explained to the auditors that the original designation was contingent on the church collecting contribution from the members, and we will amend the resolution to reflect our original intent. The auditors agreed with this action. On motion duly made, seconded and unanimously carried, the resolution was approved.

Adoption of ICC Policy – Student Ministry Intern and Ministry Intern Trainees

The Board discussed the resolution in length, particularly a professional reimbursement ceiling. Regarding professional reimbursements for Student Ministry Interns, Madaline was concerned about students not being mature enough to make prudent decisions, and the effect it could have on the budget. Clyde explained that this issue should be the responsibility of the supervising ministry leader. The Board subsequently agreed that the Student Ministry Intern should have a professional reimbursement cap of \$500.

In regards to Ministry Intern Trainees, Madaline suggested giving the intern trainees benefits and professional reimbursement with no cap and explained why. These interns work full-time for the church and receive only \$1,000 per month. They cannot sustain a normal lifestyle without running into financial difficulties. Employee benefits and professional reimbursements could help substantially. The Board agreed. On motion duly made, seconded and unanimously carried, the resolution was approved.

Approval of Student Ministry Intern Salary for Vilma Rodriguez

The Board discussed the resolution regarding increasing Vilma's salary from \$1,000 to \$1,500 per month, to include employee benefits and professional reimbursement – which is an exception to the Student Ministry Intern policy adopted at this Board Meeting. Madaline explained the extremely tight financial situation (no family support) and responsibility Vilma has undertaken for the ministry (she is responsible for approximately 170 women). The Board agreed that it would only be fair and just to approve this exception. On motion duly made, seconded and unanimously carried, the resolution was approved.