

BOARD MEETING
INSTITUTE IN BASIC YOUTH CONFLICTS
AUGUST 14, 1980

MEMBERS PRESENT:

Dr. Gus Hemwall
Rev. Bill Gothard
Rev. W. H. Sinclair
Dr. Samuel Schultz
Mr. Fred Wardle

STAFF DIRECTORS:

Mr. Robert Bulmer
Mr. John De Boer

MINUTES

The meeting was a conference telephone call which began at 8:35 P.M.

A motion was made by Rev. Sinclair and supported by Mr. Fred Wardle that this be declared a legal meeting of the board. Approved *unanimously*

Chairman, Dr. Hemwall asked Rev. William Gothard to commit this meeting to God in prayer.

L. A. SITUATION

Much discussion was centered around the decisions of the L. A. Committee and the San Diego Committee. By means of letters, both of these committees said they were unable to invite the seminar to their respective cities at this time. Dr. Hemwall had written a personal letter to the L. A. Committee. The Committee met Monday evening, August 11, 1980 and re-affirmed their previous position. Mr. Bulmer reported on the San Diego Committee saying that they were divided in their opinion and commitment.

A recommendation of Dr. Hemwall was to move in the direction of having a seminar in L. A. and also San Diego.

Mr. Fred Wardle recommended that we inform the Committees that the seminars will go on as scheduled and that we send a nucleus of staff persons to help man the operations of the seminars.

A motion was made by Mr. Wardle and supported by Dr. Schultz that Mr. Bulmer and John De Boer personally go to L. A. and meet with the committee and help work out the necessary details in reorganizing the committee. Approved.

TERMINATION OF STAFF

John De Boer reported that settlements were made with:

- a. Mr. Bill Wood who will be leaving within the next two weeks.
- b. Mr. Tony G. [redacted] met with Dr. Van Gelderen and John on Saturday, August 9, 1980. He wanted more dialogue and was told that the purpose of the meeting was to receive the termination check and leave campus. He would not accept the check of \$6,000.00 that was offered him by John and then by Dr. Van Gelderen. He was then told that the only alternative was for him to leave campus immediately. Tony left on Tuesday morning, August 12th. The board recommended that we pay \$201.00 as moving expenses. This was the cost of renting a trailer to Potwin, Kansas. Approved.

MINUTES OF AUGUST 14, 1980

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NEEDS OF [REDACTED]

Bill Gothard suggested that the Institute pay for this years education of [REDACTED]s 9 year old daughter Rachel, allowing her to go to the Christian school at an estimated cost of \$1,200.00. A motion was made by Fred Wardle and supported by Dr. Schultz to pay for the school tuition of this year for Rachel [REDACTED]. Approved.

LEAR INSURANCE

Mr. Fred Wardle reported that the insurance policy of the Lear jet was cancelled.

Several are bidding on the MU 2. A Mr. Bob White will be coming with a contract next Monday bidding \$450,000.00.

Recommended that we keep the air strip operational at the North Woods. Approved.

NORTH WOODS

Dr. Hemwall reported on his visit to the North Woods.

a. Skip Dumke is not able to work as in the past because of his illness. He questioned the eligability of receiving sick pay, but because of his unique position of not being an employee, but an outside contractor, he would not qualify.

b. It was recommended to put insulation in the garage at a cost of approximately \$1,000.00. Approved.

KEN NAIR

It was suggested to call Mr. McLario and receive an opinion on how the payment to Ken Nair could be made. The question arose about who was responsible for the withholding taxes.

The next board meeting is to be held up North on Friday and Saturday, August 29th and 30th.

Dr. Hemwall offered a prayer of thanksgiving to God, closing the conference board meeting.

Respectfully submitted,

John De Boer

INSTITUTE IN BASIC YOUTH BOARD MEETING HELD AT OAK BROOK ON SEPT. 17, 1980

3:00 P.M.

Members present: Dr. Gus Hemwall, Dr. Samuel Schultz, Rev. William Gothard, Jr.,
Rev. W. Hamilton Sinclair, Mr. Fred Wardle, Dr. Roy Blackwood and
Staff Representative John De Boer

- Article 1. The Chairman, Dr. Hemwall called the meeting to order and committed the time to God in prayer.
- Article 2. Bill Gothard read the names of Pastors who were killed in a plane crash after leaving the Kansas City One Day Ministers Seminar, and also one pastor who survived and is presently in intensive care. Prayer was said for the families and also the injured. Bill Gothard moved that the board express condolence to the families. Supported by Pastor Sinclair. Approved. Pastor Sinclair was designated to carry out condolence.
- Article 3. Mr. Wardle reported on the MU 2. Barry Raffensberger flew the plane and reported that it was the best MU 2 that he has flown. He recommends that a few minor repairs be made. The insurance of the plane should be reviewed. Mr. Wardle made a motion that we go ahead with the minor repairs of the plane and review the insurance before October 17th. Supported by Rev. Sinclair.
- Article 4. Mr. Jim Heiniger reported to the board presenting copies of pencil proposal sketches for the interior of the lodge up north. Mr. Wardle moved to go ahead. Jim Heiniger is to obtain prices on insulation, visqueen, plumbing and electric and determine the number of units.
- Article 5. Mr. Wardle made a motion which was supported by Rev. Sinclair that we inform Mr. Jack Powell that the coverage we desire for the Board and the Directors liability be for \$5,000,000.00 @ an annual premium of \$3,200.00. Approved.
- Article 6. Mr. Wardle made a motion which was supported by Dr. Blackwood that we ask the Glen Ingram Auditing firm to audit the Institutes finances. Approved.
- Article 7. Motion was made by Dr. Schultz that the Institute give [REDACTED] the option of receiving \$9,000.00 gross pay for the years of service and payment of her dental work, or the option of receiving \$9,000.00 net pay and no dental payment. This was supported by Mr. Wardle. Approved.
- Article 8. The next board meeting will be held on Tuesday, October 14th at 3 P.M.

Secretary pro tem

John De Boer

ADDENDUM TO BOARD MINUTES

September 20, 1980

Saturday

Mr. Bob Bulmer asked Dr. Schultz, Rev. Sinclair and Mr. Wardle to be present in a meeting with Mr. Len Nair. Dr. Schultz suggested that Mr. Jim Keasling be invited. In the absence of Dr. Hemwall it was suggested that Dr. Schultz be vice-Chairman.

Dr. Schultz offered prayer and opened the discussion. Expression of appreciation was made for the years of volunteer service that Len and Jim had rendered in the Los Angeles Area. Dr. Schultz mentioned that much dialogue has been made about the situation in L.A. and talk of credibility is not only a one way street but that it applies to both parties.

Dr. Schultz questioned Mr. Nair, "We want to know how you feel about fitting into the program of the seminar?". Mr. Nair did not answer but referred the question to Mr. Keasling who responded by saying, "I don't understand your question". Dr. Schultz then replied, "How do you see your position as it relates to the seminar?". Mr. Keasling in response said, "You've seen the letter that the committee sent out? Well the committee voted as a committee and we still stand on that position." Dr. Schultz asked, "Is there any way that you can serve us?". Mr. Keasling said that the committee is planning on monthly meetings but only in prayer support of the ministry.

In questioning about support Dr. Schultz asked if that meant they would not be giving out negative reports. Their response was that they would not initiate any, but if calls came in and questions were asked they would respond to those questions from their perspective.

Jim and Len shared that they had thought of sending letters out to the group coordinators and pastors but have recently changed their mind.

The conversation then shifted to Mr. Bulmer and Mr. Nair. Mr. Bulmer said to Mr. Nair, "Because of your inability to serve I have re-assigned your responsibilities for San Diego and Bakersfield to Bob Moody."

comparatively At this point in the meeting the communication became difficult to understand but the final line was that Mr. Len Nair was relieved of all responsibility as a Regional Director at this time. Mr. Bob Bulmer has assumed the direct responsibility for the Los Angeles Seminar and Bob Moody responsible for San Diego and Bakersfield.

Respectfully Submitted,

John DeBoer

BOARD MEETING
INSTITUTE IN BASIC YOUTH CONFLICTS
OCTOBER 14, 1980

MEMBERS PRESENT:

Dr. G. A. Hemwall, Chairman
Dr. W. H. Sinclair, Sec.-Treas.
Dr. Samuel Schultz
Dr. Roy Blackwood
Mr. Fred Wardle, Ass't. Sec.-Treas.
Rev. William Gothard, Jr.

STAFF REPRESENTATIVE:

John De Boer

MINUTES

The meeting began in Oak Brook at 3:30 P.M. with prayer led by Dr. Hemwall.

BILL GOTHARD

The Chairman asked Bill to absent himself allowing board discussion relating to Bill's involvement in communicating with former staff. It was moved by Roy Blackwood and supported by Dr. Schultz that in order to protect Bill Gothard from the present problems, and to reinforce the posture of active responsibility by the board, we hereby direct that Bill neither receive calls from, nor make calls to former staff members. Adopted.

BILL'S LEAVING THE AREA

A motion was made by Mr. Wardle and supported by Dr. Blackwood that out of love for Bill, and in order to implement further our earlier actions, we ask Bill to leave the area to rebuild his heart in the Lord. We hereby direct that Bill not take any live seminars for the remainder of the year and to maintain contact with members of the board at his discretion and theirs.

MINNEAPOLIS SEMINAR

It was moved by Mr. Wardle and supported by Dr. Blackwood that Bill accept the invitation to meet with some twenty legislators in Minneapolis, and while in Minneapolis he also give a short greeting to those in attendance at the seminar. He may also accept an invitation from Chicago if one is offered. Adopted.

STAFF ENCOURAGEMENT

Dr. Blackwood and John De Boer were appointed to bring in a report regarding this at the next meeting of the board.

TERMINATION POLICIES

Dr. Blackwood and John De Boer were appointed to bring in a statement on termination policies to the next board meeting. This is to be mailed out before the next meeting.

STAFF CHRISTMAS PARTY

The staff will plan and coordinate the program and the details of the party.

12-11-80

MINUTES OF OCTOBER 14, 1980

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CONSIDERATION OF BOB BULMER

It was agreed that the board not hire Bob at this time for the following two reasons:

1. Bill needs a friend more than an employee
2. Our concerns of not being able to meet Bob's needs.

SECRETARY CONFERENCE

It was moved and supported that the Secretaries Conference as requested by Bob Bulmer be implemented.

ADDITIONAL BOARD MEMBERS

Roy Blackwood will prepare a form that board members can use in recommending or nominating additional board members.

INSURANCE PROGRAM AND MAJOR MEDICAL

Board directors and officers liability application has been made by Jack Powell, coverage of \$5,000,000.00 at an annual premium of \$3,200.00.

It was moved and supported that we authorize payment of an additional \$10,222.00 premium for complete coverage of the thirteen homes.

AUDIT OF RECORDS

It is recommended that we ask Price Waterhouse to submit an estimate of audit cost. The board authorizes Dr. Hemwall to sign a letter of agreement with Price Waterhouse.

EXECUTIVE DIRECTOR

Mr. John De Boer was asked to be the executive director on a permanent basis at the monthly salary of \$2,000.00. The amount to be retroactive to July, 1980.

NORTH WOODS

It was moved and supported that we "close in" the unfinished building and ask Bob Bulmer to bring in a proposal for the use of these facilities.

SALE OF M U 2

Mr. Fred Wardle is authorized to sell the plane if he receives an offer in the \$440,000.00 range.

STEVE GOTHARD MOVING EXPENSE

The board approved the payment of \$6,300.00 for moving expenses of Steve to California.

The next regular scheduled meeting of the board will be on December 11, 1980 at 8:00 A. M.

BOARD MEETING
INSTITUTE IN BASIC YOUTH CONFLICTS
TUESDAY, NOVEMBER 11, 1980

MEMBERS PRESENT: (Full Board)

Dr. G. A. Hemwall, Chairman

Dr. W. Hamilton Sinclair, Secretary-Treasurer

Dr. Samuel J. Schultz

Mr. Fred Wardle, Ass't. Treasurer

Dr. Roy Blackwood

Rev. Bill Gothard, President

MINUTES

This was a special board meeting held on a telephone conference call which began at 10:20 P.M., November 11, 1980. Dr. Hemwall began the meeting with prayer.

1. The five day notice as required by the constitution waived with motion made by Roy Blackwood and supported by Hamilton Sinclair. Approved.
2. AUDIT
Roy Blackwood moved that the board, in the absence of Dr. Hemwall, authorize Fred Wardle to sign a letter of agreement for an audit of the year 1980.
3. RUTH DESSELL and LAREN GABRIEL
Hamilton Sinclair reported receiving a wedding invitation from Ruth and Laren. They will be married on Thanksgiving Day, November 27th and be living in Everett, Washington beginning December 14th.
4. FINANCE COMMITTEE
Dr. Hemwall appointed four men to serve as the Finance Committee to evaluate and restructure the department, its methods, personnel and come to the board with recommendations. Those appointed are Fred Wardle, Chairman; Dr. Sinclair, Dr. Blackwood and John De Boer.
5. FINANCING OF STAFF HOMES
Fred Wardle reported on a decision that was made by himself and John De Boer on the providing of \$5,000.00 earnest money toward a home for Buddy Medlock. Mr. Wardle explained that Buddy has several pieces of property in Omaha that he will be selling. He is asking the Institute to loan him a total of \$35,000.00 including the earnest money which will be paid back when his property in Omaha is sold. It was the consensus of the board that there is a need to help present and future staff families in establishing their own homes.
6. WAIVER OF MEETING
Dr. Hemwall authorized the board to meet during his absence if they deemed necessary and waived notification of his presence.
7. The meeting adjourned at 12:55 A.M. on November 12, 1980 with prayer by Pastor Sinclair.

Respectfully submitted

John De Boer

BOARD MEETING
INSTITUTE IN BASIC YOUTH CONFLICTS
WEDNESDAY, NOVEMBER 19, 1980

MEMBERS PRESENT:

Dr. W. Hamilton Sinclair, Secretary-Treasurer
Dr. Samuel J. Schultz, Vice-Chairman
Mr. Fred Wardle, Ass't. Treasurer
Dr. Roy Blackwood

MINUTES

The meeting began at 9:30 A.M., November 19, 1980 with the reading of Daniel 9 from God's Word. Dr. Schultz offered prayer to God.

1. The five day notice as required by the constitution was waived by motion and approved by all in attendance. For Dr. Hemwall's waiver see Minutes of November 11, 1980, Article 6.
2. BILL GOTHARD
The board was concerned about the meeting of Rev. Jack Taylor, Dr. Charles Stanley, Rev. Miles Seaborn, Rev. Gordan Dorian and Mr. Jim Sammons with the La Grange Bible Church Board. It was the consensus of the I.B.Y.C. board that this meeting would not take place. After considerable discussion Bill was called into the meeting. The discussion with Bill centered around who he recognized as the authority in his ministry and life. Bill explained to the board the struggles he is having in the need of the relationship with the board and his father. Dr. Schultz questioned Bill about what he knew of the sexual involvement five years ago. Bill responded that he had no knowledge whatsoever of any sexual involvement or intercourse. No action was taken as a result of the discussion.
3. NEW BOARD MEMBERS
Rev. Sinclair moved and was supported by Roy Blackwood that Dr. Ed Brown be invited to be a board member. This was approved. Roy was asked to make the contact.
4. [REDACTED]
John De Boer reported that Mrs. Helen Crossland made a request for [REDACTED] in the amount of \$6,500.00. This amount was needed to move her things from Missouri to Waco, Texas and to furnish an apartment with necessities. Mr. Wardle moved and it was supported that the Institute assist [REDACTED] as requested. Approved.
5. CHRISTMAS BONUS
Dr. Roy Blackwood, Mr. Wardle and John De Boer were given the responsibility to recommend the 1980 Christmas bonus program.
6. The meeting adjourned at 2:15 P.M. with prayer by Roy Blackwood.

BOARD MEETING
INSTITUTE IN BASIC YOUTH CONFLICTS
WEDNESDAY, NOVEMBER 19, 1980

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7. The next meeting will be held on December 11, 1980 at 8:00 A.M. in Oak Brook.

Respectfully submitted

John De Boer

BOARD MEETING
INSTITUTE IN BASIC YOUTH CONFLICTS

SATURDAY, NOVEMBER 22, 1980

MEMBERS PRESENT:

Dr. Roy Blackwood
Dr. Samuel Schultz
Dr. W. Hamilton Sinclair
Mr. Fred Wardle
Mr. John De Boer (guest)

MINUTES

This was a special board meeting held on a telephone conference call which began at 8:00 A. M., November 22, 1980. Dr. Schultz opened the meeting with prayer.

1. The five day notice as required by the constitution was waived by motion and approved by all present. Dr. Hemwall, who was not present, waived his presence (see minutes of November 11, 1980).
2. BILL GOTHARD
Bill had made a request to John De Boer expressing his need to clear his conscience with several former staff. He desired to be freed from the restriction placed on him by the board (see minutes of October 14, 1980). Roy Blackwood supported by Hamilton Sinclair, moved that the board relax the restriction of October 14th with the following restrictions: That John De Boer or Rev. Sinclair witness the conversation, limit the calls in number and time. This was approved.
3. Mr. Wardle moved that the meeting be adjourned, seconded by Rev. Sinclair. Dr. Blackwood closed in prayer.

Respectfully submitted

John De Boer

BOARD MEETING
INSTITUTE IN BASIC YOUTH CONFLICTS
DECEMBER 11, 1980

MINUTES

MEMBERS PRESENT:

Dr. Gus Hemwall
Dr. Samuel Schultz
Rev. William Gothard, Jr.
Rev. W. Hamilton Sinclair
Mr. Fred Wardle
Dr. Roy Blackwood

STAFF REPRESENTATIVE:

John De Boer

Chairman, Dr. Hemwall called the meeting to order at 8:45 A.M. in Oak Brook, Illinois and committed the time to God in prayer. Dr. Roy Blackwood was asked by the Chairman to lead in devotions from the Word of God. Dr. Blackwood then shared from Eph. 6:12 and also from his life experience on "Knowing our enemy and knowing when we are deceived."

PAST MINUTES

The following minutes were approved and the necessary corrections were made:

May 14, 1980
June 3, 1980
July 5 and 6, 1980 - received for information only
July 8, 1980
July 10, 1980
July 16, 1980
July 17, 1980
July 19, 1980
July 22, 1980
July 25, 1980
July 31, 1980
August 14, 1980
September 17, 1980
September 17, 1980 Addendum
September 20, 1980 Addendum
October 14, 1980
November 11, 1980 Approved Nov. 19, 1980
November 19, 1980 Received for information only
November 22, 1980

DR. SCHULTZ' PAPER

Dr. Schultz asked permission to read a paper that he had prepared. This was granted by Dr. Hemwall. Quoting Proverbs 10:22 "The blessing of the Lord, it maketh rich, and He addeth no sorrow with it". Dr. Schultz also said that the ministry is a work of God. He then made accusations against Bill, but would not release a copy of his paper for the board minutes.

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After some discussion, Dr. Schultz said he could no longer remain in the position of a board member and left the board meeting at 8:40 P.M.

LETTER TO TONY'S CHURCH BOARD

Dr. Hemwall read a letter that was sent to Tony G [REDACTED] church board and also to his father. Copy of letter attached.

FINANCES

After a brief discussion of John's title, Mr. Fred Wardle recommended that John DeBoer's salary be increased to \$2,495.00 per month beginning November 1, 1980. Approved.

The Finance Committee, Fred Wardle and John De Boer recommended that the Institute pay the faithful staff \$1,000.00 per year of service. This will end any termination payment when employees leave. Approved.

It was recommended that Mr. Gothard, Sr. be the financial consultant reporting to the executive officer. His present salary to continue until June 30, 1981. Approved.

Roy Blackwood moved and it was supported that Bill Gothard, Jr. and Bill Gothard, Sr. be given bonuses of \$3,500.00 and \$1,700.00 respectively. Approved.

VOLUNTARY TERMINATION (SEVERANCE)

It was recommended that the policy for severance would be established January 1, 1981 as follows:

- One year or more of service - one months salary
- Six months to one year of service - two weeks salary
- Under six months service - no severance pay

INVOLUNTARY TERMINATION (SEVERANCE)

Severance pay will be at the discretion of the Vice President and Chief Executive Officer but may not exceed the guidelines of voluntary resignation. Approved.

CENTRAL AVENUE PROPERTY

It was moved by Roy Blackwood and supported by Fred Wardle that Melvin Upchurch be allowed to remain living in this home. Approved.

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G. E. MODIFICATION KIT

John De Boer recommended that the board authorize the purchase of two kits that would improve the projection and efficiency of the two G. E. video units - \$27,000.00. Recommendations of Staff technician attached. Approved.

S/38 COMPUTER

Fred Wardle recommended that the board authorize the purchase of the IBM S/38 Computer at a cost of \$283,000.00. Approved.

TELEPHONE SYSTEM

The board suggested that Fred Wardle and John De Boer receive more information from the Rolm Company and authorize them to make the final decision of purchase.

The meeting was closed in prayer by Dr. Sinclair.

Moved to adjourn at 12:45 A.M., December 12, 1980.

Respectfully submitted,

J. A. Hurwace
Chairman

John De Boer
John De Boer