

*minutes
approved
12-11-80*

BOARD MEETING
INSTITUTE IN BASIC YOUTH CONFLICTS
WEDNESDAY, MAY 14, 1980
10:55 P.M.

PRESENT:

William W. Gothard, Jr.
Dr. G. A. Hemwall
Dr. W. Hamilton Sinclair
Dr. Samuel J. Schultz
Wm. W. Gothard, Sr.

MINUTES

The meeting was opened with prayer.

The early afternoon had been given over to a general meeting with the Staff and members of their families. Later, the Board met with department heads.

DR. HEMWALL - OAK BROOK RESIDENCE

It was suggested that Dr. and Mrs. Hemwall move from their present residence in Oak Park to Oak Brook and occupy one of the family residences so as to be readily available to meet the needs of Staff members and their immediate families on the grounds.

STAFF COUNSELING

Dr. Sinclair indicated his willingness to spend more time at the Institute to meet any needs for counsel among the staff.

DON CROSSLAND - FINANCE

Why?
Bill reported on his recent contacts with Don Crossland and his wife Helen and outlined some of their financial needs at this time. It was moved, seconded and voted to give Rev. Don Crossland the sum of \$25,000.00 as assistance with the financing of their home in Waco, Texas.

JACK AND EVIE'S WEDDING

Reference was made to the wedding of Jack Loomer and Evie Bukovics, to be held at the LaGrange Bible Church on Saturday, May 31, 1980.

NEXT BOARD MEETING

It was decided to hold the next Board Meeting at Oak Brook Headquarters, June 3, 1980 starting at 4:00 P.M. It was expected that Dr. Schultz would arrive at 2:15 from Massachusetts.

The meeting was adjourned with prayer by Dr. Hemwall.

Wm. W. Gothard, Sr.
Asst. Secretary

*approved
12-11-80*

INSTITUTE IN BASIC YOUTH CONFLICTS, INC.

BOARD MEETING
Tuesday, June 3, 1980, 4:00 p.m.
at Oak Brook Headquarters

A G E N D A

PRAYER

MINUTES OF PREVIOUS MEETING (May 14, 1980).

Report of coming Northwoods Conference August 18-22, 1980 with Bob Jones family and some of University faculty.

? Report of correspondence regarding Steve Gothard Deed to Institute.

Report of plans for Area Committee Coordinators meeting Saturday, June 7, 1980.

? Report of action in reimbursing Don Crossland.

? Report of action in providing termination remuneration for [REDACTED]

Report of plans for providing termination remuneration for:

[REDACTED]

Others

what - Guidelines for further contacts with Ed Martin and Ken Nair.

Report by Bob Bulmer on progress in restructuring organization. LaBeche

Need for relieving pressures on Bill.

Report on contacts with Leo Brabeck and his review of accounts.

NEW BUSINESS -- ~~Harvey~~
MU-2

ADJOURNMENT

PRAYER

July - Melvin - Black Conference

M. Alwood's seminar - Oct 6-11 probable

Board mtg.
Wed Aug 27

T
F
3
5
Largest day
weekend
not rest

Braham { 175 - din room
500 - and.
75 - housing - O.T. - several 100

July 8, 1980 - 10:00 AM
10-5 2014-11-18

Special Board Meeting of IBYC, attended by Dr. Hemwall, Bill Gothard, Rev. Sinclair, Mr. Schultz and Robert Bulmer.

1. Opened with prayer by Dr. Hemwall.
2. Opening remarks by Mr. Bulmer - evaluation of developments.
3. Dr. Van Gelderen shared with us concerning II Cor. 7:8-13 and its application to our current situation.
4. Discussion of William Gothard, Jr.'s resignation as President, effective July 7, 1980. Moved and accepted.
5. Decision to meet with Mr. Wardle this afternoon to invite him to be an IBYC board member.
6. Men to consider for legal counsel:

Harry Madsen, Park Ridge
John McLario, Milwaukee
Robert Owens, Atlanta, Ga.
7. Resignation by Bob Bulmer as staff representative to the Board was accepted.

Department Heads, or Management Team suggested Bill Wood as their representative. This was accepted by the Board.
8. It was agreed by the Board and Management Team represented by Lin Entz, Bill Wood and Mike Laramie to conclude IBYC Seminars after the week of July 7-11, 1980.

Dr. Hemwall requested an explanation of why the Management Team waited until Saturday, July 5 to make demands regarding the Seminar starting on July 7. No adequate explanation was given.
9. The Board recommended that, if possible, all July Seminars should go on on schedule.
10. Board adjourned to meet with the available staff. William Gothard, Jr. announced his resignation. Several announcements followed.

When the Board reconvened, it was moved and seconded that the 1978 Oldsmobile be transferred to William Gothard, Jr. and that \$25,000.00 be given to William Gothard, Jr. with a re-evaluation by January 1, 1981.
11. Mr. Fred Wardle was invited to meet with the Board to consider joining the Board. After considerable discussion, he accepted.

Mr. Wardle met with Bill Wood and asked him to list all liabilities that need attention currently.
12. Continue William Gothard, Sr.'s salary for six months.
13. Next meeting of the Board to be held Tuesday, July 15 in mid-afternoon.

1st meeting
11/5/80

MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS

OF

THE INSTITUTE IN BASIC YOUTH CONFLICTS, INC.

The meeting was called to order by the Chairman, Dr. G. Hemwall, at 2:45 p.m. on July 8, 1980.

Prayer was led by Dr. Hemwall to open the meeting.

Members present:

Dr. Gustav Hemwall
Dr. W. Hamilton Sinclair
Dr. Samuel Schultz (by Phone)
Mr. William Gothard, Sr.

Non-members present:

Dr. John McLario
Mr. Fred Wardle
Mr. Joseph Helm, Jr. (acting secretary)

All members waive notice of the meeting and consent to any and all business that may come before the meeting.

Motion was made by Dr. Sinclair, and seconded by Dr. Hemwall, to drop the 5 day notice required to amend the articles and by-laws. The vote was unanimously in favor.

Motion was made by Dr. Sinclair, and seconded by Dr. Hemwall, to amend the articles to expand the Board to no more than six (6) members (Article V, Section 2). The vote was unanimously in favor.

Motion was made that the meetings of July 5, 1980 and July 6, 1980 be declared of no effect because Mr. William W. Gothard, Sr. was not notified and did not give written waiver. The motion was made by Dr. Sinclair and seconded by Dr. Hemwall. The vote was unanimous in favor.

Motion was made by Dr. Sinclair, and seconded by Dr. Hemwall, that Bill Gothard, Jr. ^{we approve} ~~submit a request for a temporary leave of absence from the Directorship of I.B.Y.C. with an additional request that he vacate his office of President of the corporation.~~ The vote was unanimously in favor.

~~and the presidency of I.B.Y.C.~~

Motion was made by Dr. Hemwall, and seconded by Dr. Sinclair, that Mr. Fred Wardle be elected to the Board. The vote was unanimously in favor.

Motion was made by Dr. Hemwall, and seconded by Dr. Sinclair, to elect Dr. John McLario to the Board. The vote was unanimously in favor.

Dr. Hemwall submitted his resignation as Chairman of the Board. Motion was made by Dr. Sinclair, and seconded by Mr. Wardle, to accept Dr. Hemwall's resignation. The vote was unanimously in favor.

Motion was made to elect Dr. John McLario to the Chairmanship of the Board. The motion was made by Dr. Hemwall and seconded by Dr. Sinclair. The vote was unanimously in favor.

Motion was made by Dr. Sinclair, and seconded by Mr. Wardle, to appoint Dr. McLario as President of the corporation. The vote was unanimously in favor.

Motion was made by Mr. Wardle, and seconded by Dr. Sinclair, to appoint Dr. Hemwall as Vice-President of the Corporation. The vote was unanimously in favor.

Motion was made by Mr. Wardle, and seconded by Dr. Sinclair, to appoint Dr. Hemwall as Vice-President of the Board. The vote was unanimously in favor.

Motion was made by Dr. Hemwall, and seconded by Dr. Sinclair, that Bill Gothard, Sr. vacate his position as asst. Sec/Treasurer. The vote was unanimously in favor.

Motion was made by Dr. Sinclair, and seconded by Dr. Hemwall, that Mr. Wardle be appointed asst. Sec/Treasurer. The vote was unanimously in favor.

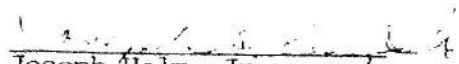
During the discussion, Dr. McLario stressed to the board the need for unity. He asked the board for their confidence and support for the days ahead. He also stressed his desire for input from each of the board members, and their help in containing the present turbulence.

Mr. Wardle made a motion, and Dr. Sinclair seconded, to issue a resolution that reads as follows: "It is resolved by the Board of Directors of I.B.Y.C. to express our sincere thanks to William W. Gothard, Jr. for the growth, spirit, and accomplishments of the ministry of I.B.Y.C." The vote was unanimously in favor.

The was adjourned by prayer from Dr. McLario.


Chairman of the Board

Respectfully submitted,


Joseph Helm, Jr.
Acting Secretary

BOARD MEETING
INSTITUTE IN BASIC YOUTH CONFLICTS
JULY 8, 1980

MEMBERS PRESENT:

Mr. William W. Gothard, Sr.
Dr. Gustav A. Hemwall
Dr. W. Hamilton Sinclair
Dr. Samuel J. Schultz (by phone)

NON-MEMBERS PRESENT:

Dr. John J. McLario
Mr. Fred Wardle
Mr. Joseph Helm, Jr., acting as secretary

MINUTES

The meeting was called to order at 2:45 P.M. Prayer was led by Dr. Gustav Hemwall.

Dr. Hemwall confirms Dr. Schultz's waiver of notice by phone.

ADDITIONAL BOARD MEMBERS AND CHANGE IN BY-LAWS

Dr. Sinclair moves that the articles be amended to expand the board to no more than six members (article V, section 2). Dr. Hemwall seconded the motion and the vote was unanimous.

Dr. Sinclair moves to amend article ^{in this instance} XIV to drop the 5 day notice required to amend the articles and by-laws. Dr. Hemwall seconded and the vote was unanimous. 17

JULY 5th and 6th MINUTES - INFORMATION ONLY

Dr. Sinclair moves that the meetings of July and 6, 1980 be declared of no effect because Mr. William W. Gothard, Sr. was not notified and did not give written waiver. Dr. Hemwall seconded and the vote was unanimous.

BILL GOTHARD, JR. LEAVE OF ABSENCE

Dr. Sinclair moves that William W. Gothard, Jr. submit a request for a temporary leave of absence from the Directorship of I. B. Y. C. with an additional request that he vacate his office of President of the corporation. Dr. Hemwall seconded and the vote was unanimous.

NEW BOARD MEMBERS

Dr. Hemwall moves to elect Mr. Fred Wardle to the Board. Dr. Sinclair seconded and the vote was unanimous.

Dr. Hemwall moves to elect Dr. John J. McLario to the Board. Dr. Sinclair seconded and the vote was unanimous.

DR. HEMWALL'S RESIGNATION

Dr. Gustav A. Hemwall submits his resignation as Chairman of the Board of Directors. Dr. Sinclair moves to accept the resignation and Mr. Wardle seconds. The vote was unanimous.

*original
12-11-80*

Minutes
July 8, 1980

Cont'd.

- 2 -

JOHN MCLARIO - APPOINTED CHAIRMAN

Dr. Hemwall nominates Dr. John J. McLario as Chairman of the Board. Dr. Sinclair seconded and the vote was unanimous.

JOHN MCLARIO - APPOINTED PRESIDENT

Dr. Sinclair moves to appoint Dr. McLario as President of the Corporation. Mr. Wardle seconded and the vote was unanimous.

DR. HEMWALL APPOINTED VICE-CHAIRMAN

Mr. Wardle moves to appoint Dr. Hemwall as Vice-Chairman of the Board. Dr. Sinclair seconded and the vote was unanimous.

DR. HEMWALL APPOINTED VICE-PRESIDENT

Mr. Wardle moves to appoint Dr. Hemwall as Vice-President of the Corporation. Dr. Sinclair seconded and the vote was unanimous.

WILLIAM GOTHARD, SR. - RESIGNED AS SECRETARY-TREASURER

Dr. Hemwall moves that William W. Gothard, Sr. resign ~~himself~~ from his position as Asst. Secretary-Treasurer. Dr. Sinclair seconded and the vote was unanimous.

FRED WARDLE APPOINTED SECRETARY - TREASURER

Dr. Sinclair moves that Mr. Fred Wardle be appointed Asst. Secretary-Treasurer. Dr. Hemwall seconded and the vote was unanimous.

APPEAL FOR UNITY BY CHAIRMAN

During discussion, Dr. McLario stressed to the board the need for unity. He asked the board for their confidence and support for the days ahead. He stressed also his desire for input from each of the board members, and their help in containing the present turbulence.

RESOLUTION OF THANKS

Mr. Wardle moves to issue a resolution ^{and continuing support} that reads as follows:

"It is resolved by the Board of Directors of I. B. Y. C. to express our sincere thanks to William W. Gothard, Jr. for the growth, spirit and accomplishments of the ministry of I. B. Y. C."

Dr. Sinclair seconded and the vote was unanimous.

There was no further discussion so the meeting was adjourned.

Prayer was offered by Dr. McLario.

MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS
OF
THE INSTITUTE IN BASIC YOUTH CONFLICTS, INC.

The meeting was called to order by the Chairman, John McLario, at 7:55 a.m. on July 10, 1980.

Prayer was led by Mr. William Gothard, Sr.

Members present:

Dr. John McLario
Dr. Gustav Hemwall
Dr. W. Hamilton Sinclair
Dr. Samuel Schultz
Mr. William Gothard, Sr.
Mr. Fred Wardle

Non-member present:

Mr. Joseph Helm, Jr. (acting secretary)

Motion was made by Mr. Wardle, and seconded by Dr. Sinclair, that Dr. McLario be authorized to terminate the services of Lin Entz immediately and with the provision that he vacate the corporation premises on or before August 31, 1980. The vote was unanimous.

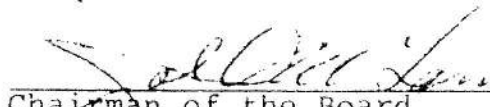
Motion was made by Mr. Wardle, and seconded by Dr. Sinclair, to authorize Dr. McLario to terminate the services of any staff member at his discretion. The vote was unanimously in favor.

Motion was made by Dr. Sinclair, and seconded by Mr. Wardle, to authorize Dr. McLario to demand from Tony G. [REDACTED] all property owned by the Institute. The vote was unanimously in favor.

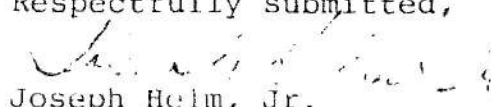
Mr. William Gothard, Sr. submitted his resignation to the Board. The Board regretfully accepted the resignation unanimously.

Motion was made by Dr. Sinclair, and seconded by Mr. Wardle, that Mr. Gothard, Sr. be appointed research assistant to the Board and be directed to attend Board meetings only at the invitation of the Board. The vote was unanimously in favor.

The meeting was adjourned with prayer.


Chairman of the Board

Respectfully submitted,


Joseph Helm, Jr.
Acting Secretary

MINUTES

Meeting of the Board of Directors of the Institute of Basic Youth Conflicts, Inc.

July 10, 1980

The meeting was called to order by the Chairman Dr. John J. McLario on July 10, 1980 at 7:55 a.m.

Prayer was offered by Mr. William W. Gothard, Sr.

All members waived notice of the meeting as to its time and place and consented to any and all business that should come before the board.

Members present: (all)

Dr. John J. McLario
Dr. Gustav A. Hemwall
Dr. W. Hamilton Sinclair
Dr. Samuel J. Schultz
Mr. William W. Gothard, Sr.
Mr. Fred Wardle

Non-member present:

Mr. Joseph Helm, acting secretary

Mr. Wardle moves to authorize the President Dr. John J. McLario to terminate the services of Lin Entz immediately and with the provision that he vacate the corporation premises on or before August 31, 1980. Dr. Sinclair seconded and the vote was unanimous.

Mr. Fred Wardle moves to authorize President Dr. John J. McLario to terminate the services of any staff member at his discretion. Dr. Sinclair seconded and the vote was unanimous.

Dr. Sinclair moves to authorize the President to demand from Tony G. all property owned by the corporation. Mr. Wardle seconded and the vote was unanimous.

Discussion regarding recommendation of Mr. Jack Taylor to the board.

Mr. William W. Gothard, Sr. submits his resignation to the board. The board regrettably accepts the resignation of Mr. Gothard as a board member. The motion was made by Dr. Hemwall and seconded by Dr. Sinclair. The vote was unanimous.

Dr. Sinclair moves that Mr. William W. Gothard, Sr. be appointed as assistant to the board and be directed to attend every board meeting, only at the invitation of the board. Mr. Wardle seconded and the vote was unanimous.

There was no more discussion so the meeting was adjourned.

Prayer was offered by Dr. Sinclair, Dr. McLario, Mr. Gothard and Mr. Helm.

MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS

OF

THE INSTITUTE IN BASIC YOUTH CONFLICTS, INC.

The meeting was called to order by the Chairman, John McLario, at 7:00 p.m. on July 16, 1980.

Prayer was offered to open the meeting.

Members present:

Dr. John McLario
Dr. Gustav Hemwall
Dr. W. Hamilton Sinclair
Dr. Samuel Schultz (by phone)
Mr. Fred Wardle

Non-member present:

Mr. Joseph Helm, Jr. (acting secretary)

Motion was duly made by Dr. Hemwall and seconded by Dr. Sinclair that all members waive notice of the meeting as to its time and place, and consent to any and all business that may come before this meeting. The vote was unanimously in favor.

A report was given by Dr. Hemwall concerning his trip to the Northwoods area. Discussion followed.

Mr. Wardle made a report on the books of IBYC and said they were as fine as any corporate books he had seen. Mr. Wardle suggested we send out a statement every year disclosing the financial situation of the Institute.

Dr. McLario gave a report concerning the unauthorized memo that was sent out with his name on it. Also, in reporting on the Denver announcement, Dr. McLario said that of all the calls he has received none have been negative.

The Director of Operations, John DeBoer, gave a report on the hiring situation and the staff Bible studies with Dr. Janey. Bill Wood and Tony G. were discussed at length.

Mr. Vern Ladd gave advice to the Board concerning the area reps. that were coming in this weekend.

The Board discussed the financial settlement procedure for the staff that were leaving.

Motion was made by Dr. Hemwall to pay Gary Smalley \$6310.00 pursuant to he and his wife signing a statement of claimed services, a full release, and giving the Board his folder of information. Dr. Sinclair seconded the motion and the vote was unanimously in favor.

A phone call was placed to Mr. Gothard, Sr. to ask him if Steve Gothard was paid a six month salary severance. Mr. Gothard, Sr. replied that Steve was only paid the \$11,000.00 for his 11 years of service.

Motion was made by Dr. Hemwall, and seconded by Mr. Wardle, that Bill Wood, Tony G [redacted], Lin Entz, Dan Edds, Beverly Anderson, and Pam Basset be paid salary due them to July 16, 1980, plus \$1,000.00 for each year of service and to be pro-rated for a partial year of service, and an amount equal to approximately 3 months of their gross pay, provide they, and their wife where applicable, sign a full and complete release, a copy of which is attached hereto, and further provided that the employees remove themselves promptly from the campus. The vote was unanimously in favor.

Motion was made by Dr. Hemwall to pay [redacted] \$6,500.00 contingent on our receiving a full release relieving the Corporation of all claims. Dr. Sinclair seconded and the vote was unanimously in favor.

Motion was made by Dr. Sinclair, and seconded by Mr. Wardle, that the Phoenix Seminar be cancelled. The vote was unanimously in favor.

Motion was made by Dr. Hemwall, and seconded by Dr. Sinclair, that Mr. Fred Wardle and Dr. Sinclair have check signing authorization, only one signature of which will be required to authorize a check. The vote was unanimously in favor.

Motion was made by Dr. Hemwall, and seconded by Dr. Sinclair, that Steve Gothard be terminated from any and all Institute duties and it is therefore understood that he is not allowed under any circumstances on any Institute property. The vote was unanimously in favor.

Dr. McLario gave a warning to the Board that extreme caution was needed in making any statement to the press. He further advised the Board that this was Mr. Jack Buttram's advice also.

Dr. Hemwall suggested tabling any letter to the alumni; the Board unanimously agreed.

After discussion concerning the Basic II in Atlanta, a motion was made by Dr. Sinclair, and seconded by Mr. Wardle, that the Basic II be cancelled. Vote- 4 yes and 1 abstention (Dr. McLario).


Discussion took place concerning Dr. McLario's proposed memo.

Bill Gothard, Jr.'s Board membership was discussed but no action was taken.

The Board unanimously agreed to hire Will Kenn as an accountant. The meeting was adjourned.

Respectfully submitted,

Joseph Helm, Jr.
Acting Secretary


Chairman of the Board

INSTITUTE IN BASIC YOUTH CONFLICTS

JULY 16, 1980

Approved with
12/11/80

MINUTES

MEMBERS PRESENT:

Dr. John McLario
Dr. Gustav Hemwall
Dr. W. Hamilton Sinclair
Dr. Samuel Schultz (by phone)
Mr. Fred Wardle

Non-member present:

Mr. Joseph Helm, Jr. (acting secretary)

The meeting was called to order by the Chairman, John McLario at 7:00 P. M. Prayer was offered to open the meeting. The meeting was held in Oakbrook, Ill.

Motion was duly made by Dr. Hemwall and seconded by Dr. Sinclair that all members waive notice of the meeting as to its time and place, and consent to any and all business that may come before this meeting. The vote was unanimously in favor.

NORTH WOODS

A report was given by Dr. Hemwall concerning his trip to the Northwoods area. Discussion followed.

FINANCE REPORT

Mr. Wardle made a report on the books of IBYC and said they were as fine as any corporate books he had seen.

CHAIRMAN'S REPORT

Dr. McLario gave a report concerning the unauthorized memo that was sent out with his name on it. Also, in reporting on the Denver announcement, Dr. McLario said that of all the calls he has received none have been negative.

DIRECTOR'S REPORT

The Director of Operations, John De Boer gave a report on the hiring situation and the staff Bible studies with Dr. Janey. Bill Wood and Tony G were discussed at length.

Mr. Vern Ladd gave advice to the Board concerning the area reps. that were coming in this weekend.

The Board discussed the financial settlement procedure for the staff that were leaving.

SETTLEMENT OF GARY SMALLEY

Motion was made by Dr. Hemwall to pay Gary Smalley \$6,310.00 pursuant to he and his wife signing a statement of claimed services, a full release, and giving the Board his folder of information. Dr. Sinclair seconded the motion and the vote was unanimously in favor.

Respectfully submitted,

Chairman

Joseph Helm, Jr. (acting secretary)

BOARD MEETING
INSTITUTE IN BASIC YOUTH CONFLICTS
JULY 17, 1980

MINUTES

MEMBERS PRESENT:

Dr. John McLario
Dr. Gustav Hemwall
Dr. Samuel Schultz
Dr. W. Hamilton Sinclair
Mr. Fred Wardle

NON-MEMBERS PRESENT:

Mr. John De Boer
Mr. Joe Coney
Mr. Joseph Helm, Jr. (acting secretary)

The meeting was called to order by the President, John McLario at 1:00 P.M. The meeting was a phone conference call. Prayer was offered to open the meeting. All members waive notice of this meeting.

BASIC II SEMINAR

The purpose of the meeting was to discuss the Basic II Seminar in Atlanta to be held in August.

Much discussion was given concerning the Basic II. Recommendations were then given by Mr. De Boer and Mr. Coney. They advised the Board that the problems would be much less if the Basic II should be held as scheduled. All the Board members agreed and confirmed the decision to go ahead with Basic II. Instructions were given to Mr. Coney and Mr. De Boer concerning the notification of the prior registrants.

Discussion then followed concerning the media.

Additional discussion was given regarding severance pay and settlements to the former staff and the release forms involved.

The meeting was adjourned by Dr. McLario.

Respectfully submitted,

Joseph Helm, Jr.
Acting Secretary

MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS
OF

THE INSTITUTE IN BASIC YOUTH CONFLICTS, INC.

The meeting was called to order by the President Dr. John J. McLario at 10:00 a.m. on July 19, 1980. The meeting was a conference phone call.

Prayer was led by Mr. Bob Bulmer.

Members present:

Dr. John J. McLario
Dr. Gustav Hemwall
Dr. Samuel Schultz
Dr. W. Hamilton Sinclair
Mr. Fred Wardle

Non-members present:

Mr. Bob Bulmer
Mr. Bill Gothard, Jr.
Mr. Joseph Helm, Jr. (acting secretary)

All members waive notice of this meeting.

The purpose of the meeting was to discuss the proposed letter by Bill Gothard, Jr. that would go out to Alumni Pastors, Regional Reps., ACC's, Area office staff, and those who request it.

Bill Gothard, Jr. read the proposed letter and the Board discussed it and made the following motion:

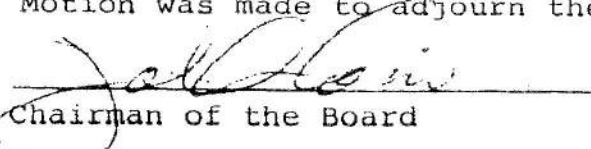
Dr. Schultz moved to send the proposed letter by Bill Gothard, Jr. to Alumni Pastors, Regional Reps., ACC's, Area office staff, and those who request it. Mr. Wardle seconded the motion and the vote was unanimously in favor.

Discussion concerning the media followed, and Mr. Bulmer and Dr. McLario both emphasized that the media would not print unverified information. Bob Bulmer was assigned to write a positive statement to be reviewed by the Board for release.

Discussion took place concerning the fathers of the girls who left. The Board was informed that Dr. Wayne VanGelderren was going to meet with these men and counsel with them.

The Board was informed by Bob Bulmer that the staff at Oak Brook wanted the recently terminated or resigned staff to be off campus as soon as possible. The Board unanimously agreed.

Motion was made to adjourn the meeting and the vote was unanimous.


Chairman of the Board

Respectfully submitted,
Joseph Helm, Jr. (acting s

BOARD MEETING
INSTITUTE IN BASIC YOUTH CONFLICTS
JULY 22, 1980

MEMBERS PRESENT:

Dr. John J. McLario
Dr. Gustav Hemwall
Dr. W. Hamilton Sinclair
Dr. Samuel Schultz

NON-MEMBERS PRESENT:

Mr. Bob Bulmer
Mr. John De Boer
Mr. Lin Buzzard
Mr. Joseph Helm, Jr. (acting secretary)

MINUTES

The meeting was called to order by the President, Dr. John J. McLario at 7:00 A.M. The meeting was a conference phone call. The opening prayer was offered by Dr. Sinclair. All members waive notice of this meeting and agree to any business transacted therein.

PASTORS LETTER

The purpose of the meeting was to discuss the proposed statement by Bill Gothard, Jr. Which would go to Alumni Pastors, Regional Reps., ACC's, Area office staff, and those who request it.

Legal advice was given to the Board by Mr. Buzzard concerning the wording of the statement. He is the President of the Christian Legal Society. In addition, Dr. McLario stressed that it was his intention to protect any innocent parties that might be harmed by the statement. Dr. McLario advised extreme caution in the wording of the statement. After much discussion, the following motion was made:

It is moved that the motion of the nineteenth day of July, 1980 authorizing the letter to Alumni Pastors, Regional Reps., ACC's, Area office staff, and those who request it, be of no affect and said motion be replaced by the following motion: Whereas Bill Gothard, Jr. has been led of the Lord to send a personal letter to Alumni Pastors, Regional Reps., ACC's, Area office staff, and those who request it, the Board therefore authorizes said letter. Modifications of the prior letter will be made by Bill Gothard, Jr. to prevent harm to innocent persons. Dr. Schultz made this motion and Dr. Sinclair seconded. The vote was unanimously in favor.

TERMINATION POLICY

Dr. McLario emphasized that all the people that had resigned or who had been terminated should be off campus as soon as possible. The Board unanimously agreed.

DECISION RESPONSIBILITY

Dr. McLario emphasized also that the Board had the responsibility to make decisions, and they should not allow pressure from outside people to affect those decisions.

The meeting was adjourned and prayer was offered by Dr. McLario.

Respectfully submitted,

Joseph Helm, Jr.
Acting Secretary

BOARD MEETING
INSTITUTE IN BASIC YOUTH CONFLICTS
JULY 25, 1980

MEMBERS PRESENT:
Full Board

MINUTES

The meeting was called to order by the President, Dr. John McLario at 10:00 A.M. The meeting was a conference phone call and all the members were present and waived notice of the meeting.

BILL GOTHARD - RETURN - ON LEAVE OF ABSENCE

A motion was made that Bill Gothard, Jr. be returned to his position on the Board of Directors and as President of the organization. Acknowledging however that he has asked for a temporary leave of absence. His present position on the board and as president will replace that of the temporary president and director Dr. John J. McLario. All of the problems have attempted to be Scripturally dealt with and it appears that the problems are within reasonable control. Bill Gothard will give his waiver and not vote during this leave of absence. Motion was made by Dr. Hemwall and seconded by Dr. Schultz. The vote was unanimously in favor.

DR. HEMWALL REINSTATED AS CHAIRMAN

A motion was made by Mr. Wardle and seconded by Dr. Sinclair that Dr. Hemwall be now returned to his position as Chairman of the Board. The vote was unanimously in favor.

JOHN MC LARIO AS LEGAL COUNSEL

A motion was made by Dr. Schultz and seconded by Mr. Wardle that John McLario be appointed as General Legal Counsel. The vote was unanimously in favor.

THANKFUL FOR SERVICES RENDERED BY MR. MC LARIO

A motion was made by Dr. Schultz and seconded by Mr. Wardle that Dr. John J. McLario be commended for his sensitive handling of the Institute ministry, all of which has caused eight seminars to continue and be spiritually successful. The vote was unanimously in favor.

SALE OF PLANES

A motion was made by Dr. Schultz and seconded by Mr. Wardle that Mr. Wardle present a recommendation to the board regarding the sale of the organization planes. The vote was unanimously in favor.

PURCHASE OF WORD PROCESSOR

A motion was made by Mr. Wardle and seconded by Dr. Schultz that the purchase of 2 Lanier Word Processors with complementary printer and programs, at a cost of no more than \$15,000.00 be authorized. The vote was unanimously in favor.

The motion was made to adjourn the meeting by Dr. Schultz and seconded by Mr. Wardle. The vote was unanimously in favor. Dr. Schultz closed in prayer.


Respectfully submitted,

Joseph Helm, Jr. (acting sec.)

12-11-80

INSTITUTE IN BASIC YOUTH BOARD MEETING HELD AT OAK BROOK ON JULY 31, '80

Members Present: Dr. Gus Hemwall, Dr. Samuel Schultz, Rev. William Gothard, Jr.
Rev. W. Hamilton Sinclair, Mr. Fred Wardle 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. Ken and Nancy Nair had been invited to meet with the board for the purpose of reconciliation. When they arrived at the Staff Center they were invited to come to the board meeting, but Ken insisted that they have Melvin Upchurch accompany them. After some discussion this request was denied. This decision was made because the invitation to Ken and Nancy did not include any other person.
- Article 3. Mr. Fred Wardle reported on his assignment of investigating the sale of the planes. He recommended that we have professional help in selling the planes. Three parties are interested in handling the sales. They are the Lear Corporation, a Chicago group at Palwaukee Airport, and Bob Wood of Bob Jones University.
- Article 4. A motion was made by Dr. Schultz and supported by Mr. Wardle to sell the Lear for from \$2,550,000.00 to \$2,600,000.00. Approved.
- Article 5. It was recommended that we wait for a period of two (2) weeks before selling the MU 2. Suggested price range of \$440,000.00 to \$450,000.00.
- Article 6.  Dr. Hemwall reported on decisions and his visit last week-end to the North Woods.
- a. The T.V. Monitor set seemed to have disappeared. It was reported seen on the Oak Brook property.
 - b. Keys that Steve Schneider had in his possession have been returned up North.
 - c. Mona requests help in the kitchen for the Bob Jones meetings - August 18 - 22.
 - d. Ron Fuhman requests permission for their pastor to spend time with them. It was recommended by the board that they not use seminar property for this purpose.
 - e. Ron Fuhman was encouraged to be involved with a local church on a part time basis.
 - f. Harvey Dunow would like to have the trailer license returned. Report received for information.

Article 7. A section of property that is owned by Steve Gothard has been appraised by appraiser, Chester D. Brown, at a value of \$75,000.00. Dr. Hemwall recommends that the Institute purchase this property. *

A motion was made by Mr. Wardle and supported by Rev. Sinclair to express to Attorney Rosenthal and Steve Gothard our intent to purchase said section of property at the appraised value of \$75,000.00. Approved.

Article 8. It was agreed to pay as severance the following:
Scott Mallory - 2 mos. salary and \$1,000.00 for his one year of service.
Jim Heiniger - 3 mos. salary and \$5,000.00 for five (5) years service.
Jackie Adams - 1½ mos. salary because she has worked 3 months full time and 9 months part time.

Article 9. A motion was made by Mr. Wardle and supported by Dr. Schultz to offer \$50,000.00 to Ken and Nancy Nair to reconcile the hurts incurred. Approved. It was made known that approximately \$11,000.00 was paid to them upon their leaving 4 years ago. *

Article 10. Ken and Nancy Nair were called into the board meeting and Melvin Upchurch was permitted to sit in. They were given the offer of \$50,000.00 to cover all claims with the expectation of signing a release to that effect. It will be necessary for them to make a decision within ten (10) days.

Article 11. The next board meeting will be held on Thursday, August 14th or Friday August 15th.

Article 12. Moved to adjourn at 1:30 A.M., August 1, 1980.

BOARD MEETING
INSTITUTE IN BASIC YOUTH CONFLICTS
JULY 31, 1980

MEMBERS PRESENT:

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

STAFF REPRESENTATIVE:

John De Boer

MINUTES

Chairman, Dr. Hemwall called the meeting to order and committed the time to God in prayer.

KEN AND NANCY NAIR SETTLEMENT

Ken and Nancy Nair had been invited to meet with the board for the purpose of reconciliation. When they arrived at the Staff Center they were invited to come to the board meeting, but Ken insisted that they have Melvin Upchurch accompany them. After some discussion this request was denied. This decision was made because the invitation to Ken and Nancy did not include any other person.

PLANE SALE

Mr. Fred Wardle reported on his assignment of investigating the sale of the planes. He recommended that we have professional help in selling the planes. Three parties are interested in handling the sales. They are the Lear Corporation, a Chicago group at Palwaukee Airport and Bob Wood of Bob Jones University.

A motion was made by Dr. Schultz and supported by Mr. Wardle to sell the Lear for from \$2,550,000.00 to \$2,600,000.00. Approved.

It was recommended that we wait for a period of two (2) weeks before selling the MU 2. Suggested price range of \$440,000.00 to \$450,000.00.

NORTH WOODS PROPERTY

A section of property that is owned by Steve Gothard has been appraised by appraiser, Chester D. Brown, at a value of \$75,000.00. Dr. Hemwall recommends that the Institute purchase this property.

A motion was made by Mr. Wardle and supported by Rev. Sinclair to express to Attorney Rosenthal and Steve Gothard our intent to purchase said section of property at the appraised value of \$75,000.00. Approved.

SEVERANCE

It was agreed to pay as severance the following:

Scott Mallory - 2 mos. salary and \$1,000.00 for his one year of service.

Jim Heiniger - 3 mos. salary and \$5,000.00 for five (5) years service.

Jackie Adams - 1½ mos. salary because she has worked 3 months full time and 9 months part time.

MINUTES OF JULY 31, 1980

- 2 -

KEN AND NANCY NAIR SETTLEMENT

A motion was made by Mr. Wardle and supported by Dr. Schultz to offer \$50,000.00 to Ken and Nancy Nair to reconcile the hurts incurred. Approved. It was made known that approximately \$11,000.00 was paid to them upon their leaving 4 years ago.

Ken and Nancy Nair were called into the board meeting and Melvin Upchurch was permitted to sit in. They were given the offer of \$50,000.00 to cover all claims with the expectation of signing a release to that effect. It will be necessary for them to make a decision within ten (10) days.

The next board meeting will be held on Thursday, August 14th or Friday, August 15th.

Moved to adjourn at 1:30 A.M., August 1, 1980

Chairman

J. A. Hennwall

Respectfully submitted,

John De Boer

John De Boer