

Emergency Expense Cutting Measures for the Next Eighteen Months (March '98 - September '99)

These necessary measures are a benefit spiritually as well as financially for the entire household. Corps Principle #4 is every Way Corps minister's responsibility: "Believe faithfully to live abundantly on a genuine need basis and to bring physical and material abundance to God's household of The Way Ministry at all levels."

Overall Salary Reduction :

For a period of 18 months, beginning March 25, 1998, the salaries for all Staff on the field as well as at Headquarters, the Indiana Campus and Camp Gunnison will be reduced by 10%. Exceptions to this reduction are:

- Interim Corps and practicum Corps who receive student aid (\$75.00 per pay period)
- Full-time Way Disciple Staff

We will re-evaluate our financial state at the end of the 18 months and update you as to the actions needing to be taken to keep our ministry functioning.

Additional Reductions:

Staff who believe they can reduce their salaries even further may inform their Campus coordinator or the Personnel Office for Headquarters Staff and the Trunk Office for field Staff. Requests for an additional reduction above and beyond 10% should be made by Friday, March 27 or anytime after that when it becomes clear to you.

Things to consider when evaluating additional salary reductions beyond the 10%:

We do not want people to eliminate their new car savings, auto maintenance savings or other categories designed to keep them prepared for essential expenses. Small reductions in these types of categories could be acceptable but do not cut these important categories totally. (Do not take from car savings to do car maintenance.)

Suggestions of where you can cut your personal expenses:

- More economical grocery shopping (Bill Coyle and Wanda share)
- Children's activities (e.g. dance lessons, art lessons, private music lessons, and fencing lessons)
- Health Club memberships
- Family entertainment (read more books, play more board games, eliminate Internet, play less golf, and don't go out to eat so often or do less carry out meals, i.e. pizza)

- Health and Grooming above and beyond reasonable expenses (e.g. monthly manicures, expensive haircuts)
- Secular magazine subscriptions [Library/second-hand bookstores]
- Take a more economical vacation, possibly in the local area with day trips.

Housing Allowance Reduction - Trunk of U.S.A.

- **Cable TV:** We are eliminating from your housing allowance the money we give you for cable TV. This reduction will begin with the March 25 housing allowance check. This will save the ministry \$42,624 a year. If you want to continue using cable TV, you are to pay for this out of your personal salary. This could be an area that you might be tempted to ask your families for money and bring blame to the ministry. This kind of action is devilish.
- **Renter's insurance:** The ministry will no longer pay for renter's insurance unless it is required by the lease or by law. A new lease should not be signed if it requires renter's insurance without checking with the Trunk Office. This will save the ministry \$10,247 a year.
- **Rent:** Some of the Way Corps are living in housing that is too expensive. It is not commensurate with the housing of believers in the Limb which Rev. Martindale shared on a Leader's tape June 6, 1994 and on a recent Leader's tape April 14, 1997-- "Meditate Upon These Things." It is in neighborhoods that are upper-middle class and have not been receptive to the Word. This does not communicate the best stewardship of the believer's abundant sharing. In many cases, this image is a stumblingblock to our people. The Trunk Office will be informing those of you in this category to find less expensive housing when your current lease expires.

Do not permit the issue of school districts to be a smoke screen that will limit you in your search for decent less expensive housing. (Bill Greene shares.)

Another way to reduce your housing costs would be to have someone move in with you on a long term basis. This option should be thought through in detail with the wise counsel of your overseers and final approval required from the Trunk Office. (Bill Greene has examples.)

Pregnancy Policy:

The pregnancy policy will remain the same.

New Pet Policy:

Effective March 25, 1998, larger pets ("serious pets") such as cats, dogs, horses, reptiles, and some birds will not be allowed for full-time Staff. Smaller pets such as fish, hamsters, small turtles, etc. are still acceptable.

Ministry Cost Cutting Measures at Headquarters:

- No new equipment will be purchased
- No Cable T.V.
- No new major upgrades of systems or equipment
- No new vehicles will be purchased
- Possible sale of ministry plane "Athletes" (undecided)
- Less expensive menu (e.g. more casseroles, etc.)
- Long range plans are on hold except things like the Advanced Class Specials

Ministry Cost Cutting Measures on the field:

- **Limb Phones:** The Limb telephones are being switched to a new telephone company (LCI International). This will save the ministry \$10,000 a month.
- **Household Heartbeats:** Heartbeats will now be done every other month. Heartbeats will be published to alternate with The Way Magazine. For example: You receive the March/April Way Magazine in March and publish your Heartbeat in April. This way the household will receive printed ministry material each month. Heartbeats should be a maximum of four pages with a limit on the expense per newsletter. The Trunk will be contacting you with these details. (\$12,000 per year.)
- **Sunday Teaching Service audio tapes:** They will no longer be mailed to the Corps by overnight mail but will be sent first class postage.
- **Monthly Region/Limb coordinator meetings:** Instead of meeting once a month, meet every other month. On the months in between meetings do telephone hookups. When you do meet, plan less expensive meals and have the leadership stay with believers instead of using hotels.
- **Facilities:** Continue to seek out less expensive or free meeting facilities like you did for The Day in the Prevailing Word: Jesus Christ Our Promised Seed. We saved \$26,000 over the previous year.
- **Only one leadership meeting at Headquarters this year:** We will only do the March Leaders Meetings. We will not have the leadership come in for Placements in May. There will be no field leadership changes unless there are exceptional situations. The Trustees, Cabinet, Trunk coordinators, and Corps coordinators will meet to assign our graduating Corps. [We're still discussing the interim and practicum Corps.]
- **No gift policy:** We will continue the "no gift policy" through the next 18 months. (Anyone can give a one time gift for weddings and first babies.)

Conclusion:

It would be ethically and spiritually wrong to overreact to these measures by asking your relatives for money to supplement your income. If your parents ask to do something special for you or your children that could be fine (bless you unsolicited). However, keep in mind that accepting financial gifts and help from your family is always first a spiritual decision. These decisions should be discussed and agreed upon... example of Dr. and Mrs. Wierwille. Additionally, these decisions should be made with the wise counsel of your overseer, if needed.

The heart of these measures is to believe to bring the ministry back to being financially solid and to keep each Way Corps minister full time. "The ministry runs because energized ministers function with their need met." (I Timothy 5:17, 18.) If Way Corps are not energized ministers then they should not be salaried by The Way International. That's stealing. We are doing this because of our love and passion for the Word. Earnestly desire the best gifts. We're making the Word available to the household on a 24 hour basis.

Comment: Howard Allen announced his retirement from the office of SecretaryTreasurer of TWI about two weeks after this document was released to the Way Corps. In the announcement, it appeared that he had been pushed out by LCM due to TWI finding itself in a financial disaster with no warning from the Finance Department or Howard Allen.

It was then announced that John Reynolds would take the job.