



FOTOS Ministries, Inc. Governance and Structure

FOTOS Ministries, Inc. is a 501c3 non-profit charitable organization incorporated under state law of the Commonwealth of Massachusetts. Our Articles of Incorporation dictate how FOTOS operates.

Donations from any person or entity within the United States of America are tax-deductible under federal and state tax laws. Donors from outside the United States should consult with your federal and local tax regulations.

FOTOS is governed by an independent Board of Directors currently composed of twelve (12) Directors. Our list of directors is available upon request. Our Chairman of the Board is a professor at Gordon-Conwell Theological Seminary.

The Board of Directors is composed of the Founder and his spouse plus ten (10) independent and non-related Directors. Some directors serve as a couple with one vote. Currently, there are eight (8) individual votes. The Founder and his spouse have only one (1) vote.

Other board directors include a pastoral psychologist, a university campus ministry director, a doctorate degreed secular university student affairs director, a retired high school counselor, and a hardware technology consultant.

The Board must approve an Annual Budget of projected donations and ministry expenses prior to the beginning of each fiscal year and approve all non-budgeted and over-budget expense items exceeding \$500 throughout each fiscal year.

No salary will be paid to the Founder, his spouse, children or other family or related persons or to any other person without a fully executed employment contract approved by a majority of Directors.

FOTOS is also governed by our Doctrinal Statement. We are an independent evangelism, pastoral care and teaching ministry and are not affiliated formally or informally with any church or other ministry. FOTOS does not get involved in any political activities whatsoever.

We are principally funded by individuals and a few church partners. We will accept donations from churches or other ministries but such entities have no financial or operational control over the management of FOTOS. We are a faith ministry meaning that we place our trust in God to provide for the operations of FOTOS for so long as He wishes to do so.

We currently need additional individual donors and church partners. Thank you for supporting our ministry with your prayers and financial gifts. God bless you.