

MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS OF
SPIRIT OF AMERICA WORLDWIDE

March 8, 2021

Pursuant to proper notice, the Board of Directors of Spirit of America Worldwide, a California Nonprofit Public Benefit Corporation (“SoA”) held a meeting via teleconference on Monday, March 8, 2021 at 1pm ET.

1. Attendance and Quorum

Present during the meeting were Chairman of the Board Bob Oster and Board Members Jim Hake, Michael Bigham, Fred Khosravi, John Phelan and Natalie Cryer.

Chief Financial Officer Dori O’Donnell, Chief of International Operations Wayne Zinn and Special Assistant to the CEO Tori Mahoney were in attendance. Peggy Findley acted as Secretary during this meeting.

2. Chief Executive Officer’s Update

Mr. Hake requested and received Board Approval of the prior meeting minutes. For Board review he provided current Financial Statements.

The 5 Year Strategic Plan and goals for the first quarter of 2021 were discussed in detail.

3. Development Update

Staffing update: Resumes of potential candidates for the Chief Marketing Officer were discussed with the Board. The Communications Associate position is open.

4. Field Operations Update

The Board was updated on 2020 Projects including details on direct assistance and impacted population.

Staffing Update: VP of International Field Operations position is open.

5. Finance/Administrative and Human Resources Update

Staffing update: The Accounting Assistant position is open.

6. Adjournment

There being no further business to come before the meeting, upon motion duly made, seconded and unanimously carried, the meeting was adjourned.

Dated: Monday, March 8, 2021

A handwritten signature in cursive script that reads "Peggy Findley". The signature is written in black ink and is positioned above the printed name.

Board Secretary

MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS OF
SPIRIT OF AMERICA WORLDWIDE

May 24, 2021

Pursuant to proper notice, the Board of Directors of Spirit of America Worldwide, a California Nonprofit Public Benefit Corporation (“SoA”) held a meeting via teleconference on Monday, May 24, 2021 at 4:30pm ET.

1. Attendance and Quorum

Present during the meeting were Chairman of the Board Bob Oster and Board Members Jim Hake, Michael Bigham, Fred Khosravi, John Phelan and Natalie Cryer.

Chief Financial Officer Dori O’Donnell, Chief of International Operations Wayne Zinn, Chief Marketing Officer Alan Feldenkris and Special Assistant to the CEO Tori Mahoney were in attendance. Peggy Findley acted as Secretary during this meeting.

2. Chief Executive Officer’s Update

Mr. Hake requested and received Board Approval of the prior meeting minutes. For Board review he provided current Financial Statements.

Discussion topics with the Board included more input on the way forward and updating the Mission Statement.

3. Development Update

The Board provided feedback on the presentation outlining the vision on Marketing, Development and Communications.

Staffing update: The Communications Associate position is open.

4. Field Operations Update

The Board was updated on international operations.

Staffing Update: VP of International Field Operations position is open.

5. Finance/Administrative and Human Resources Update

Staffing update: The Finance Department has three open positions: Financial Controller, Human Resource Manager and a Staff Accountant.

6. Adjournment

There being no further business to come before the meeting, upon motion duly made, seconded and unanimously carried, the meeting was adjourned.

Dated: Monday, May 24, 2021

A handwritten signature in cursive script that reads "Peggy Findley". The signature is written in black ink and is positioned above the printed name of the Board Secretary.

Board Secretary

MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS OF SPIRIT OF

AMERICA WORLDWIDE

September 21, 2021

Pursuant to proper notice, the Board of Directors of Spirit of America Worldwide, a California Nonprofit Public Benefit Corporation (“SoA”) held a meeting via teleconference on Tuesday, September 21st, at 4:30pm ET.

1. Attendance and Quorum

Present during the meeting were Chairman of the Board Bob Oster and Board Members Jim Hake, Michael Bigham, Natalie Cryer, Fred Khosravi, and John Phelan. Chief Financial Officer Dori O’Donnell, Chief of International Operations Wayne Zinn, Chief Marketing Officer Alan Feldenkris, Regional Director- Europe Colleen Denny, and Regional Director-CENTCOM Zack Bazzi also participated in segments of the Board meeting. Dori O’Donnell acted as Secretary during this meeting.

2. Chief Executive Officer’s Update

Mr. Hake requested and received Board approval of the May 24, 2021 Board meeting minutes, 2020 Audited Financials, and the 2020 990. Discussion topics with the Board included review of the updated mission statement.

3. Field Operations Update

The Board received international operations updates, especially Spirit of America’s response to the Afghanistan crisis. Discussion ensued related to field operations in the Middle East and Europe, and Spirit of America’s domestic operations action strategy.

4. Marketing and Development Update

Mr. Feldenkris introduced, and the Board discussed, the new branding, message testing, strategy and objectives for a new project.

5. Adjournment

There being no further business to come before the meeting, upon motion duly made, seconded and unanimously carried, the meeting was adjourned.

Dated: Monday, September 28, 2021

A handwritten signature in black ink, appearing to read "D. O'Donnell". The signature is written in a cursive style with a large initial "D" and a long, sweeping underline.

Chief Financial Officer

MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS OF
SPIRIT OF AMERICA WORLDWIDE

November 30, 2021

Pursuant to proper notice, the Board of Directors of Spirit of America Worldwide, a California Nonprofit Public Benefit Corporation (“SoA”) held a meeting via teleconference on Tuesday, November 30, at 4:30pm ET.

1. **Attendance and Quorum**

Present during the meeting were Chairman of the Board Bob Oster and Board Members Jim Hake, Michael Bigham, Natalie Cryer and Fred Khosravi. Also in attendance were Chief Financial Officer Dori O’Donnell, Chief of International Operations Wayne Zinn and Chief Marketing Officer Alan Feldenkris. Peggy Findley acted as Secretary during this meeting.

2. **Chief Executive Officer’s Update**

Mr. Hake requested and received Board approval of the September 21, 2021 Board meeting minutes and preliminary approval of the 2022 Budget. Discussion topics included the next steps for Board size and composition, forming a Compensation Committee and the top priorities in each department for 2022.

3. **International Operations Update**

Mr. Zinn discussed the 2022 Top Priorities of International Operations and the strategy and resources required to meet those goals.

4. **Marketing and Development Update**

Mr. Feldenkris discussed the 2022 Top Priorities of the Marketing and Development Department and the strategy and resources required to meet those goals.

5. **Finance and Administration Update**

Ms. O’Donnell discussed the 2022 Top Priorities of the Finance and Administration Department and the strategy and resources required to meet those goals.

6. **Adjournment**

There being no further business to come before the meeting, upon motion duly made, seconded and unanimously carried, the meeting was adjourned.

Dated: Tuesday, November 30, 2021

A handwritten signature in blue ink that reads "Peggy Findley". The signature is written in a cursive, flowing style.

Board Secretary