

# Freedom Industries, Inc. Benevolence Fund (FIBF):

But if anyone has the world's goods and sees his brother in need, yet closes his heart against him, how does God's love abide in him? Little children, let us not love in word or talk but in deed and in truth. (1 John 3:17-18)

Let each of you look not only to his own interests, but also to the interests of others. (Philippians 2:4 ESV)

**Purpose:** The purpose of the **Freedom Industries Benevolence Fund (FIBF)** is to rally together and extend aid to our fellow Freedom Family members during times of financial crises in order to demonstrate and promote Christ's free gift of love and grace.

**Establishment:** This fund was established by Doug & Patricia Ezzell on behalf of the ministry team with a \$5,000 seed grant. From hence forward this fund will be sustained by employees of Freedom Industries for employees of Freedom Industries.

**Funding:** The **Freedom Industries Benevolence Fund (FIBF)** will be funded by voluntary weekly contributions made by teammates of Freedom Industries through payroll deductions. Each willing teammate will be given the opportunity to contribute in dollar increments each week. Teammates may also wish to perform a one-time gift as they feel led. The FIBF will also be funded by a set percentage of the company's profits. This percentage will be set on an annual basis according to the prayerful consideration of the Sr. Leadership Team. All of the donated money will then be put into an account setup solely and specifically for benevolence funds. These funds will be distributed on a case by case basis at the discretion of the benevolence team to Freedom Teammates who are in a financial crisis and have submitted applications. At any time an employee can submit a request to either increase, decrease, or stop their weekly benevolence gift. Understand that weekly contributions to the fund are not required to request funds. Also understand that any money granted to a Freedom Teammate from the benevolence fund is a gift and in no way, shape or form is the money owed back. [In this way, we demonstrate the salvation in Christ that is freely given through faith, and not of works. \(Ephesians 2:8-9\)](#)

## Application & Distribution:

A fully completed application is a requirement to be considered for benevolence funding. The application gives the team information which allows for a greater discernment in their decision making process. Filling out an application does not guarantee that financial assistance will be provided, but each application will be reviewed diligently with full confidentiality. The maximum amount of funds that can be distributed cannot exceed 25% of the Benevolence Fund Balance. All benevolence requests will be decided upon within 3 business days unless additional information is required.

## Automatic Funding:

A major emphasis of the benevolence establishment is to aid employees during times of "No Work Available". The current law establishes a one week waiting period before filing for unemployment. The Freedom Benevolence Team has decided to fund this "No Work Available" week with a gift of 50% of an employee's remaining unearned weekly salary based on 40 hours, and up to a maximum of \$350. The limitation will be set at \$350 per quarter.

**Benevolence Team:** The Benevolence Team will be comprised of 6 Freedom Industries Teammates representing admin, construction, and field personnel and will serve on the team a duration of one year. (To be eligible for the benevolence team, the Freedom Industries Teammate must have established full time employment for over a year.)

## Possible Benevolence Requests

Extended Sickness with no vacation time  
Hospital and Medical related bills  
Death in immediate family  
Emergency House/Transportation Needs  
Unemployment

## Not Considered Crises

Gambling Debts  
Cell Phone/Cable/Internet Bills  
Standard House/Car Maintenance  
Attorney Fees/Tickets  
Wants

\*Remember that the Benevolence Fund is for crises situations only\*

These forms can be located at [www.freedomind.us/benevolence.html](http://www.freedomind.us/benevolence.html). You may also request these forms from HR.

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## FREEDOM INDUSTRIES BENEVOLENCE CONTRIBUTION FORM

Employee Name: (Please Print) \_\_\_\_\_ Date: \_\_\_\_\_

- Weekly Contribution Amount \$ \_\_\_\_\_

(Please note that all voluntary contributions will be deducted weekly from your paycheck and they are not considered pre-tax)

- One Time Gift Amount \$ \_\_\_\_\_
- Change Contribution Amount to \$ \_\_\_\_\_

Employee Signature: \_\_\_\_\_

As a reminder, weekly contributions to the benevolence fund are not required to request funds. You can also change the amount of your contributions at any time. Please understand that all funds will be used at the discretion of the benevolence committee.