



THE FAMILY CHRISTIAN ASSOCIATION
OF
AMERICA, INC.

CORPORATE OFFICE
6015 NORTHWEST 7th AVENUE
MIAMI, FLORIDA 33127
(305) 757-4464

2520032066109

To: Office of Pension and Welfare Benefit Programs
Labor Management-Services Administration
U.S. Department of Labor
Washington, D.C. 20216

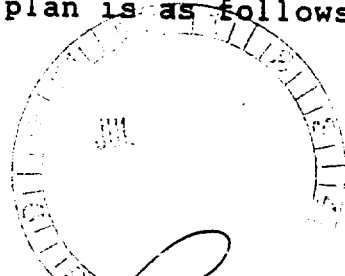
From: Employer: The Family Christian Association of America
Employer Identification Number: 59-2371125
Address: 6015 N.W. 7 Avenue
Miami, Florida 33127

This document constitutes the statement required by 29 C.F.R. 2520.14-23(a) (1) to be filed with the Secretary of Labor in respect to Selective Incentive Plans maintained by the above employer.

The employer currently maintains 3 Selective Incentive Plan(s) for executives who are members of a select group of management or who are highly compensated.

The number of participants in each plan is as follows:

Plan 1	3
Plan 2	
Plan 3	



Signed *Herman K. Williams*

Plan Administrator: Herman K. Williams
Title: President/CEO
Employer: Family Christian Association Of Am.
Date: June 10, 1992

Plan No 001

NO
PN



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BOARD OF DIRECTORS
CORPORATE RESOLUTION FOR ESTABLISHMENT
OF A SELECTIVE INCENTIVE PLAN

WHEREAS, in recognition of the valuable services that the President/CEO and Vice Presidents have rendered and will continue to render to the Family Christian Association of America, it is the desire of the Family Christian Association of America to establish a Selective Incentive Plan for Herman K. Williams, Richard L. Chisholm and Maurice J. Wallace to provide such employees' beneficiaries with an income in the event of their death prior to retirement, and thus to provide such employees with an added incentive to continue their service to the Family Christian Association of America.

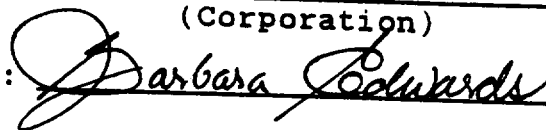
BE IT RESOLVED, that a Selective Incentive Plan for Herman K. Williams, Richard L. Chisholm and Maurice J. Wallace is hereby adopted, subject to the terms of the forms exhibited to the meeting, attached to these minutes, incorporated herein by this reference and made a part hereof as if fully set out herein.

BE IT FURTHER RESOLVED, that the appropriate officers of the Family Christian Association of America, be and they hereby are, authorized and directed to affix their signatures to the aforementioned Selective Incentive Plan.

Family Christian Association
of America

(Corporation)

By:



Barbara Edwards,
Chairperson, Board of
Directors

Date: June 10, 1992
