

NADCA

INDEX for October, 1972

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## One Hundred Twenty-ninth Meeting

## NORTH AMERICAN DIVISION COMMITTEE ON ADMINISTRATION

October 5, 1972, 11:10 a.m.

## PRESENT:

Robert H Pierson, L L Bock, W Melvin Adams, E E Cleveland, N R Dower, A C Fearing, A Edwin Gibb, J O Gibson, F E J Harder, M Carol Hetzell, W A Higgins, M E Kemmerer, W R Leshar, B J Liebelt, N W Litchfield, M E Loewen, C D Martin, J W McFarland, MD, V M Montalban, W L Pascoe, J W Peeke, R L Pelton, W E Phillips, H L Reiner, Fernon Retzer, Milo Sawvel, W R L Scragg, J V Scully, H D Singleton, F C Webster, Herbert White, A G Zytkoskee

## OTHERS PRESENT:

Wayne Martin

MINUTES of the meeting held September 28, 1972 were approved.

COLUMBIA UNION CONFERENCE--  
REQUEST TO BORROW FUNDS:

On request of the Columbia Union and Potomac Conferences, and in harmony with the recommendation of the Borrowing and Distribution of Funds Committee, it was--

VOTED, To approve the borrowing of funds up to \$45,000 to apply toward the construction of the Luray, Virginia, church building, the total cost of which is estimated at \$142,000.

PACIFIC UNION CONFERENCE--  
REQUEST TO BORROW FUNDS:

On request of the Pacific Union and Southeastern California Conferences, and in harmony with the recommendation of the Borrowing and Distribution of Funds Committee, it was--

VOTED, To approve the borrowing of funds up to \$22,000 for the construction of a classroom section of the Colton, California church. The total cost of this project is estimated at \$64,000.

SOUTHERN UNION CONFERENCE--  
REQUESTS TO BORROW FUNDS:

On request of the Southern Union and Kentucky-Tennessee Conferences, and in harmony with the recommendation of the Borrowing and Distribution of Funds Committee, it was--

VOTED, To approve the borrowing of funds up to \$13,000 for the construction of a home economics and science addition to the administration building of Highland Academy, the total cost of which is estimated at \$43,000.

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On request of the Southern Union and South Central Conferences, and in harmony with the recommendation of the Borrowing and Distribution of Funds Committee, it was--

VOTED, To approve the borrowing of funds up to \$116,000 toward the construction of the Huntsville, Alabama First Church building. The total cost of the project is estimated at \$225,000.

SHAWNEE HOSPITAL, CENTRAL UNION--  
SALARY DEVIATION

VOTED, That the Central Union and Shawnee Hospital (near Kansas City, Kansas) be granted a three year wage scale deviation until wages can be brought to harmonize with the denominational wage scale for hospitals.

S A BUSHNELL--WISCONSIN CONFERENCE

VOTED, To pass on to the Pacific Union and the Southeastern California Conferences a call from the Lake Union for S A Bushnell to connect with the Wisconsin Conference as conference evangelist.

JOHN C DEAPEN--NORTHERN UNION CONFERENCE

VOTED, To pass on to the Columbia Union and Pennsylvania Conferences a call from the Northern Union for John C Deapen to serve as van driver and maintenance man.

RONALD ROGERS--GEORGIA-CUMBERLAND CONFERENCE

VOTED, To pass on to the Columbia Union and New Jersey Conferences a call from the Southern Union for Ronald Rogers to connect with the Georgia-Cumberland Conference as youth pastor at Southern Missionary College.

WILLIAM NELTON--SOUTHERN NEW ENGLAND CONFERENCE

VOTED, To pass on to the Columbia Union and Ohio Conferences a call from the Atlantic Union for William Nelton to connect with the Southern New England Conference as assistant publishing secretary.

MINISTERIAL INTERNSHIPS

VOTED, To grant Ministerial Internship as follows:

Atlantic Union

Willis Noble Reed, Northeastern Conference, beginning September 1, 1972,  
Union Quota.

Adjourned at 11:20 a. m.  
Dismissal prayer by F E J Harder.

Robert H Pierson, Chairman  
Lowell Bock, Secretary  
Eunice Rozema, Recording Secretary

ONE HUNDRED THIRTIETH MEETING

NORTH AMERICAN DIVISION COMMITTEE ON ADMINISTRATION

October 17, 1972, 4:00 p.m.

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PRESENT:

Delegates in attendance at the 1972 Autumn Council

Following the singing of "We're Marching to Zion", W. C. Hatch, President of the Wyoming Conference, offered prayer.

BUILDING CONFIDENCE IN THE CHURCH:

VOTED, To accept the following report entitled "Building Confidence in the Church":

WHEREAS, Conference sessions and constituency meetings in North America reveal a growing concern on the part of our laity for information, communication, and the opportunity for greater involvement in policy decisions within the Church, we recommend that study be given to the following suggestions:

1. That the General Conference publish annually in the Review and Herald a condensed financial report with appropriate comments, and that the union and local conferences in North America make financial information available annually to their constituencies through their union papers or other adequate means.
2. That study be given to adequate lay representation on the various policy-making committees of the organization, especially on the union and General Conference levels.
3. That all conferences plan for active lay advisory committees to meet not less than once a year to make recommendations to the conference committee in the planning and operation of their conferences and academies.
4. That local, union and General Conference officers be encouraged to hold informative sessions, including dialogue, with church members, students, staffs of institutions and other constituents.
5. That selected Seventh-day Adventist professional personnel, such as educators, hospital administrators, etc., employed outside the framework of our denominational system be invited to participate in departmental meetings.

PROPHETIC GUIDANCE WORKSHOP - ANDREWS UNIVERSITY:

VOTED, That a Prophetic Guidance Workshop be held at Andrews University July 16-August 16, 1973 for academy and college teachers of Spirit of Prophecy classes.

SPIRIT OF PROPHECY EMPHASIS:

Time for Spirit of Prophecy emphasis is desired during 1973 for the purpose of acquainting many in the church with the blessings of studying the Bible along with the Spirit of Prophecy.

VOTED, That May 1 to December 31, 1973 be designated as a time for "Spirit of Prophecy Emphasis", and that during this time Ellen G. White books be made available to our membership at a discount of 20 percent, with the understanding that the publishing houses will increase their discount to the Adventist Book Centers by 10 percent during the special discount period.

CAMPUS PASTORS' RECOMMENDATIONS:

VOTED, That the campus pastors' recommendations regarding the relationship of the campus pastor to the institution be referred to the 1973 meeting of campus pastors, and further

Campus Ministry Council--That study be given to the formation of a Campus Ministry Council on each Seventh-day Adventist college campus,

Workshops--That opportunities be given to those responsible for campus ministry to attend workshops, seminars, and training classes in areas of interest which will complement their work,

Campus Pastors' Meeting--That the campus pastors from college campus ministries, together with related conference and institutional administrators be authorized to meet sometime during 1973,

Continuing Education--That the Ministerial Association of the General Conference, through its Academy of Adventist Ministers, set up a continuing educational program especially designed to meet the needs of campus pastors and church youth pastors,

"Campus Chaplain"--That the term "Campus Chaplain" be used in those institutions where the term "Campus Pastor" might be confusing,

Seminars--That campus seminars for the study of Adventist theology be scheduled and made available to all students and the campus community and that these seminars,  
1. Be patterned after the Youth Leaders' Meeting on Theology which was conducted at Andrews University, January 24-28, 1972,

2. Deal with current theological issues, especially those which are being influenced by the popular religious movements of the day.

Advisory Councils--That campus pastors be invited to attend their respective union MV Councils,

Communion Service--That the following guidelines be observed when communion services other than regularly scheduled church communion services are contemplated:

1. The pastoral staff should be involved in the planning.
2. Because the service can be properly administered only by ordained ministers or elders, no communion services should be conducted by other individuals.
3. The service of preparation should always precede the Lord's Supper.
4. Mixed groups should not be involved in the ordinance of feet washing.
5. An aesthetic atmosphere should be fostered but the true meaning should not be lost from sight as we follow Christ's example. (EW 116)
6. The Lord's Supper is best observed when celebrated by a recognized cohesive group.
7. In the interest of hygiene, separate cups should be used.
8. Only unleavened bread should be served as an emblem of the body of Christ.
9. An unhurried atmosphere should be fostered with the suggestion that on certain occasions evening or afternoon time options be given.
10. When the service is conducted outside of a church sanctuary, proper facilities, equipment, and atmosphere should be provided.
11. For the emblem of the wine only unfermented grape juice should be used.
12. While an atmosphere of fellowship is to be enjoyed at the Lord's Supper and ordinance of feet washing, a spirit of reverence and humility should be encouraged throughout both services.

#### LEADERSHIP COURSES AND SEMINARS:

The successful administration and operation of an organization and the reaching of objectives will depend largely on its leadership. Present leadership in our organizations varies considerably in the areas of experience, preparation and orientation.

Because of the larger responsibilities of leadership in planning, directing, coordinating, and administering goals, it is felt that personnel in leadership roles should possess not only ability and experience, but should have the opportunity for additional preparation and orientation.

VOTED, 1. That the following programs be arranged for the training and orientation of administrative personnel:

That seminars with attendance on a rotating basis for union and local conference administrators be conducted and sponsored interdepartmentally as an administrative responsibility of the North American Division Committee on Administration, and

That area-wide workshops for union and local conference staffs be arranged by the respective union conferences, and

That conference-wide orientation workshops for office staffs and field workers be arranged by the respective local conferences, and



That study by individual workers of appropriate extension courses be encouraged as a means of professional growth.

2. That the General Conference officers appoint a small committee to develop plans for a one-week workshop for ten or twelve of the General Conference officers and the union presidents, to be held during the summer of 1973, and

3. That this small committee also develop models, suggested format, a list of possible teaching personnel, and subjects which could be covered in leadership training programs for various levels of church management and that its recommendations be discussed at the time of the meetings outlined in paragraph 2 above, and

4. That the North American Division officers, in cooperation with the union presidents develop plans for the implementation of training as authorized by the 1971 North American Division Committee on Administration Autumn Council (NADCA 1971, page 8).

#### THE RELATIONSHIPS OF SEVENTH-DAY ADVENTISTS TO CIVIL GOVERNMENT AND WAR:

VOTED, That we accept as our basic view the 1954 General Conference Session action entitled, "The Relationships of Seventh-day Adventists to Civil Government and War," as amended at the 1954 Autumn Council, and further amended as follows:

"Genuine Christianity manifests itself in good citizenship and loyalty to civil government. The breaking out of war among men in no way alters the Christian's supreme allegiance and responsibility to God or modifies his obligation to practice his beliefs and put God first.

"This partnership with God through Jesus Christ who came into this world not to destroy men's lives but to save them, causes Seventh-day Adventists to ~~take~~ advocate a noncombatant position, following their divine Master in not taking human life, but rendering all possible service to save it. ~~In-their-accepting~~ As they accept the obligation of citizenship as well as its benefits, their loyalty to government requires them willingly to serve the state in any noncombatant capacity, civil or military, in war or peace, in uniform or out of it, which will contribute to saving life, asking only that they may serve in those capacities which do not violate their conscientious convictions.

"The above statement is not a rigid position binding church members but gives guidance, leaving the individual member free to assess the situation for himself.

(NOTE: The following clarification of issues does not appear in the general statement which is designed for world use, but is intended to only serve the unique problems found in the United States.)

"1. For members in the United States, the counsel of the church is that the above action is best reflected at present by the I-A-O classification (military service as a noncombatant) under Selective Service System regulations, and

"2. A member in the United States making his personal decision on how to fulfill his obligated term of service to the country shall first consider the historic teaching of the church on noncombatancy which could lead him to choose the I-A-O classification. If because of personal convictions he chooses to seek other than a I-A-O classification his pastor, teacher, or other church worker should aid him in

satisfying the legal requirements for securing the classification of his choice and should minister to his spiritual needs as follows:

"a. For those choosing the I-O classification (civilian alternative service in lieu of military service), pastoral guidance and counsel should be provided when it is established that such a request is based on a consistent religious experience. Pastors, teachers, or other workers should provide statements of their personal knowledge of the man's position on the following: (1) church membership, (2) attendance and participation in services of the church, (3) personal standards of conduct, (4) previous expressions of belief supporting his request for the I-O classification. Those providing such statements should request the draft board to respect and honor the man's personal convictions. Such statements will be placed in the registrant's hand to be used at his discretion.

"b. For those who conscientiously choose the I-A classification (military service as a combatant), pastoral guidance and counsel should be provided in ministering to their needs since the Church refrains from passing judgment on them."

MEETING OF EVANGELISTS WHO CONDUCT SEMINARY FIELD SCHOOLS:

Administrators in the field and at Andrews University wish to coordinate plans for summer field schools.

VOTED, That a meeting of evangelists who conduct summer field schools of evangelism be authorized for January 15-17, 1973 at Andrews University.

Adjourned at 5:00 p.m.

Prayer of dismissal by C. E. Bradford.

Neal C. Wilson, Chairman  
Lowell L. Bock, Secretary  
Beverly Tiberghien, Recording Secretary

ONE HUNDRED THIRTY-FIRST MEETING

NORTH AMERICAN DIVISION COMMITTEE ON ADMINISTRATION

October 18, 1972, 8:00 a.m.

DEVOTIONAL SERVICE:

The devotional service was presented by F. L. Bland, a general vice-president of the General Conference, on the subject "Called and Commissioned to Finish the Job". Opening and closing prayers were offered by G. R. Thompson, president of the Caribbean Union Conference, and Jean Zurcher, secretary of the Euro-Africa Division.

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Prayer was offered by Enrique Gil, treasurer of the Mexican Union.

The North American Division Committee on Administration was adjourned at 9:15 a.m., and the annual meeting of the International Religious Liberty Association was called. The minutes of this meeting are on file with the International Religious Liberty Association.

The North American Division Committee on Administration convened again at 10:00 a.m. The one item discussed was the "Philosophy of Higher Education." No action was taken.

Adjourned at 12:05 p.m.

Closing prayer by Glenn Smith, Stewardship and Development Secretary of the Inter-American Division.

Neal C. Wilson, Secretary  
C. E. Bradford, Secretary  
Beverly Tiberghien, Recording Secretary

ONE HUNDRED THIRTY-SECOND MEETING

NORTH AMERICAN DIVISION COMMITTEE ON ADMINISTRATION

October 18, 1972, 4:00 p.m.

PHILOSOPHY OF HIGHER EDUCATION:

VOTED, To accept in principle the following "Philosophy of Higher Education", and to authorize its use by the Board of Higher Education and Seventh-day Adventist institutions in North America. Possible changes are to be submitted in writing as provided for in the Foreword, and will be considered at the 1973 Spring Meeting, the entire document to be reviewed and approved at the 1973 Annual Council.

Philosophy of Higher Education

Foreword

This document is intended to furnish a statement of philosophy and purpose that articulates and accentuates the uniqueness of Seventh-day Adventist colleges and universities. In order for it to be significant and truly descriptive it must be kept under continuing study and periodic review. Although it is an officially approved statement of the church respecting the rationale for and direction of Seventh-day Adventist higher education in North America, it is not a static educational creed. That it be kept subject to reconsideration and amenable to modification is imperative. Persons desiring to make suggestions for revision are encouraged to forward them to the Executive Secretary of the Board of Higher Education for evaluation and possible approval by that Board and by the North American Committee on Administration.

I. Antecedents

Those who established Seventh-day Adventist higher education nearly a century ago were continuing a long tradition of the Judeo-Christian culture, which has held

that the church must be concerned with the totality of man's life, both temporal and eternal. Hebrew patriarchs and priests were involved in the preservation of their culture by passing it to the oncoming generation, and prophets were concerned with the advancement of knowledge and understanding. Jesus, the Master Teacher, expounded the vital principles of life in synagogue, temple, and on the countryside. The church fathers established cathedral schools that popes, bishops, and faculties later re-shaped into the universities of the Renaissance. The reformers transformed these European universities into centers of religious ferment. In the new world pioneering churchmen established eight of the nine colonial colleges, and westward expansion during the nineteenth century was accompanied by a proliferation of church-sponsored institutions.

The purpose of these educators was not only to provide vocational training for the young but also to introduce them to particular views regarding the nature of the universe, of man, of knowledge, and of values. In 1874, little more than a decade after its organization, the Seventh-day Adventist Church (membership: 8,000) established its first college and sent forth its first foreign missionary. Both ventures were motivated by the underlying philosophy of the church, its world view, and its sense of mission. These grow out of faith in God as He is revealed in Holy Scripture, particularly as He is manifested in the person of Jesus Christ, and the continuing witness of the Holy Spirit. The following excerpts from apostolic affirmations exemplify the Scriptural bases from which the Adventist world view and sense of mission are derived:

He (the Son) is the image of the invisible God . . . all things were created through him . . . in him all things hold together . . . in him the fulness of God was pleased to dwell.<sup>1</sup>

In him was life, and the life was the light . . . that enlightens every man . . . to all . . . who believed in his name, he gave power to become the children of God.<sup>2</sup>

Go therefore and make disciples of all nations . . . teaching them to observe all that I have commanded you.<sup>3</sup>

Belief in God's creating, sustaining, enlightening and redeeming activities through the Son is fundamental to this church's world view. Acceptance of the Gospel Commission supplies the motive for its world-wide teaching ministry. Colleges and universities are among the essential instruments of the church for the fulfillment of its teaching mission.

Today the church operates in North America two universities (including schools of: Arts and Sciences, Graduate Studies, Medicine, Dentistry, Nursing, Public Health, Allied Health Professions, Education, Occupational Education, and a Theological Seminary), eight senior colleges (liberal arts and pre-professional), and three junior colleges (one of which is a college of medical arts). These offer high quality, fully accredited general, professional, pre-professional, and vocational education. They admit students with or without religious affiliations, and these come under no compulsion to accept any religious dogma. Courses are taught according to the requirements intrinsic to the subject matter and the professional standards of the teachers. Faculties are made up of competent teachers who hold the highest academic credentials from universities throughout North America and

abroad. They enjoy a high degree of academic freedom. The same freedom extends to the choice of class materials and books teachers requisition for the library. The alumni are scattered throughout the world and are engaged in the various occupations that attract people with advanced education.

However, the *raison d'etre* for a church-operated system of higher education must be sought in its uniqueness. Its value must be judged by the contributions it makes directly and through its alumni toward: (a) fulfillment of the mission of its sponsoring church, (b) the pluralism of the larger society, and (c) solutions of human problems by means not appropriate to totally secular agencies.

Therefore, this document endeavors to set forth how and why Seventh-day Adventist colleges and universities differ from--not how they resemble others. Similarities to other institutions of higher learning are legion and obvious. The differences, though fundamental, may be less apparent. The following statement of purpose for the first Adventist college is valid today for the denomination's entire system of higher education.

God designs that the college at Battle Creek shall reach a higher standard of intellectual and moral culture than any other institution of the kind in our land. The youth should be taught the importance of cultivating their physical, mental, and moral powers, that they may not only reach the highest attainments in science, but, through a knowledge of God, may be educated to glorify Him; that they may develop symmetrical characters, and thus be fully prepared for usefulness in this world and obtain a moral fitness for the immortal life.

--4T425, ft. note

## II. Basic Assumptions

### Nature of Reality

Fundamental to Seventh-day Adventist philosophy is the concept that the universe is the expression of an Intelligent Personal Being. This is in contrast to the naturalism underlying much of current educational, social, scientific, and political theory. The Adventist world view is God-centered--not nature-centered, not man-centered. This God is unlimited but benign, transcendent but personal, free acting but dependable.

Because of their very nature the a priori premises of any world view are not subject to empirical verification. The Adventist recognizes fully that his theocentric conviction is an affirmation of faith in divine revelation. However, he denies that this is irrational or lacking in reasonable support. To him the necessity for a sufficient first cause, the evidences for purposeful design, the spiritual and intellectual aspects of conscious being, the inherent human quest for meaning in existence, the sense of moral obligation, the expectation of eventual justice, the phenomenon of free will, the near universal religious intuitions of the race and experiential indications of an overruling providence are considerations more impressive than the assumptions of the nature

realists. Above all, he finds his faith--irrespective of what may have prompted it initially--to be confirmed beyond reasonable doubt within the subsequent life of faith. Consequently, his belief that a personal God is the true, absolute reality and that all else is contingent upon and relative to Him, he regards as being true knowledge progressively substantiated in his experience.

#### Creation and Natural Process

Seventh-day Adventists believe that the universe was brought into being and is sustained by a personal God for purposes determined by Him. As the Creator He is infinitely wise, infinitely powerful, and is the Source of all positive and benevolent forces and qualities to be found in the world. Therefore, the Adventist holds as insufficient any science, any history--indeed, any education which ignores this fundamental, central consideration.

Inasmuch as the origin of the universe is a fact beyond the reach of direct human investigation it can be known best as the Creator Himself reveals it. However, since many natural processes may be observed, manipulated, and analyzed, they are subject to learning by discovery. Furthermore, because nature exhibits purposeful design, nature study is one avenue toward a knowledge of its Designer.

Thus the Seventh-day Adventist scientist has religious as well as humane and intellectual motives for the intensive pursuit of his discipline. He not only respects natural law as a description of the way things are, but he also sees in it a reflection of the divine law and, in a limited sense, an indication of what God is. He pursues his quest into the ways of nature in accord with the laws of evidence and by every means available. His research methods are not unlike those of the naturalist, but his motives for undertaking a particular study, the presuppositions which influence the formulation of his hypotheses, and the theories by which he interprets the data, all may be differently and more broadly based. Although he recognizes the developmental patterns in plant and animal life he regards the general theory of evolution as an inadequate explanation of origins. The complexity of life processes, the obvious suitability of the environment for the support of organisms, and the suitability of organisms for the function of cognitive faculties seem best accounted for by recognizing these outcomes as being implicit in the purposeful design of an original Designer in whose existence and creative activity he firmly believes.

#### Revelation of the Personal God

Since God is personal He is able to speak as well as to act, to say as well as to do. That He has spoken and that He continues to speak is a third basic assumption of Adventism. The Bible is accepted as the word of God, the criterion of truth for teaching and doctrine, the norm by which the continuing revelation may be identified and understood. Jesus Christ as portrayed in Scripture is recognized as the Supreme Revelation of God to man, the perfect example for life, and the focal point of hope for the human race.

In the teacher sent from God, Heaven gave to men its best and greatest. He . . . was the One chosen to reveal in person to humanity the knowledge of God.<sup>4</sup>

The distinctive spiritual experience of Ellen G. White which resulted in the

extensive literature from her pen is regarded as a unique instance of God's self-revelation. Seventh-day Adventism cannot be understood fully nor accounted for adequately outside of her ministry, for no one ever spoke to the church more influentially or for it more authoritatively. Her place among those through whom the divine word is mediated has long been recognized by the broad use made of her writings and by official church declarations. The following is an example of such affirmations:

For more than a century, Seventh-day Adventists have believed that, in fulfillment of the promise of spiritual gifts to the church as recorded in the Scriptures . . . God has honored this remnant church with the gift of prophecy through the instrumentality of Ellen G. White.<sup>5</sup>

#### Implications for Education

The implications of these major premises for education are fundamental and pervasive. Ellen White, whose influence was primary in determining the character of Adventist education, frequently was explicit about this. She wrote:

In the knowledge of God all true knowledge and real development have their source . . . Whatever line of investigation we pursue, with a sincere purpose to arrive at truth, we are brought in touch with the unseen, mighty Intelligence that is working in and through all. The mind of man is brought into communion with the mind of God, the finite with the Infinite . . . In this communion is found the highest education.<sup>6</sup>

While the church was yet in its infancy (1872) Ellen White warned against the anti-intellectualism which too often flourishes in movements with a strong sense of spiritual mission:

Ignorance will not increase the humility or spirituality of any professed follower of Christ. The truths of the divine word can be best appreciated by an intellectual Christian . . . . Education will discipline the mind, develop its powers, and understandingly direct them, that we may be useful in advancing the glory of God.<sup>7</sup>

Through the centuries founders of universities and colleges have been motivated to a large degree by a theocentric image of reality and the natural process. All higher education is indebted to the vision of such men of faith who believed that the truth would make men free and lead them to the God of truth.

### III. The Student

Education is a process for changing the educand. It is directed toward the gulf between what he is and what he ought to become. Obviously, the educator's concept of the nature and potential of the learner will influence his educational theory, aims, and methods.

#### Original Nature

According to the Scriptural record man was created in the image of God, a personality dependent on his Creator but still a free acting self. Although he

was given dominion over the natural world, he was to be reminded of his dependence by holy observance of the Sabbath, the specified weekly memorial in time of the creative and redemptive acts of God and His ultimate sovereignty over all. Man was free from physical or moral defect and had the potential for eternal growth in God-likeness. Alone, the human body was without life. By itself, the breath was without individuality. In union they became one--a person after the likeness of God possessing freedom of action, creativity, perception, discernment, awareness, intelligence, orderliness, and benevolence.

#### Change in Man's Nature

By the rebellious exercise of free will man defaced within himself the image of God. He attempted to achieve God-likeness through independence. This was manifestly impossible, for only divine power can produce divine likeness. As a result he lost control over the natural world and in many respects became subject to it. Subjection bred fear, and for many fear became worship. "Claiming to be wise they became fools, and exchanged the glory of the immortal God for images resembling mortal man or birds or animals or reptiles."<sup>8</sup>

Idolatry of nature--from primitive animistic cults to current sophisticated naturalism--has dominated unduly man's attempts to come to terms with phenomena he did not understand or could not control. To the extent that nature-ism in any form is regarded as the be-all and end-all of existence it denies worship to the Creator in whose image man was created and worships the creation over which man was to be Lord.

In spite of his depravity, man still is an essential unity. Man the person thinks--not merely his mind. Man the person feels--not merely his body. Between man and other creatures there exist vast differences in degrees of organismal complexity, manual dexterity, ability to reason in symbols, and capacity for abstract judgments. Beyond this there are essential differences. In man's conscience, free will, and capacity for worship he reaches out to something infinitely greater and better than himself. He is aware of moral responsibility. He feels commanded and judged from beyond himself. He stands in awe of this "Infinitely Greater" and responds to a confrontation with the "Infinitely Better" by worship. Although that which he worships may be as strange to him as the "unknown god" of the Athenians, the sense of oughtness is real, as much a part of the human condition as is the free choice by which he may comply with or violate that sense of obligation. The totality of his responses to this awareness of accountability constitute his character and indicate the extent to which he is a morally responsible individual.

What can be known about God is plain . . . Ever since the creation of the world his invisible nature, namely, his eternal power and deity, has been perceived in the things that have been made.<sup>9</sup>

#### Restoration of the Original Nature

After the opening narratives the remainder of the Bible points the way for the estranged creature to experience the reconciliation extended to him by his Creator. By portraying a divine hand in human affairs it delineates and illustrates the means by which the image of God may be restored. The way of return begins with the point of departure: the creature must acknowledge his dependence on the Creator. The dictum is unequivocal: "You must be born anew." For this to be possible



required an act as incomprehensible as creation--the embodiment of the Creator into the creature and His acceptance of the consequence of estrangement in order to accomplish reconciliation. "God sent the Son into the world, not to condemn the world, but that the world might be saved through him."<sup>10</sup>

The universal human longing for happiness must have been placed there by the Creator. Inasmuch as total happiness cannot be achieved in this life, man is doomed to the frustration of a goal forever beyond his grasp unless he has prospects for a new life within which this human desire will be fulfilled. Scriptural themes insist on the elevation of human life in the here and now and represent God as repeatedly breaking into history to further the accomplishment of this, e.g., the rescue of Noah, the covenant with Abraham, the Exodus, the prophetic ministry, etc., and above all the incarnation of Him who "came that they may have life and have it abundantly."<sup>11</sup> They also are unequivocal in their assurances that even as God created man and his environment in the beginning, so also He will re-create man and his environment to provide an eternity in which the original divine purpose for him will be realized fully. Redemptive eschatology plays a large role in Adventist thought.

In order to understand what is comprehended in the work of education, we need to consider both the nature of man and the purpose of God in creating him. We need to consider also the change in man's condition through the coming in of the knowledge of evil, and God's plan for still fulfilling His glorious purpose in the education of the human race . . . To restore in man the image of his Maker, to bring him back to the perfection in which he was created, to promote the development of body, mind, and soul, that the divine purpose in his creation might be realized--this was to be the work of redemption. This is the object of education, the great object of life.<sup>12</sup>

In the highest sense the work of education and the work of redemption are one . . .<sup>13</sup>

#### IV. Knowledge

Education is concerned not only with the person to be taught but also with the body of knowledge to be learned and investigated. Schools are designed and operated for the purpose of speeding up the process of acquiring knowledge through direct personal experience, through the recorded experiences of others, and by logical reasoning.

The Seventh-day Adventist school introduces its students to these sources of knowledge and seeks to develop a facility in their use. It pursues every academic discipline by the methods and materials appropriate to it. It endeavors to inculcate within the learner an urge to roll back the frontiers of human knowledge. It encourages the most intense and critical employment of every human instrument to enlarge the bounds which circumscribe our information. These methods, activities, and objectives it holds in common with other institutions of learning.

In addition, it sees these learning processes as avenues toward contact with the work and will of the Creator. Within this deeper dimension of knowledge the student may discover a new magnitude to the nature of his being, his existence,

and other matters which concern him most deeply. The "science of redemption" is not merely an additional source of knowledge, but it offers a unique kind of knowledge which becomes a key to a meaningful understanding of all else that is learned. It reveals the infinite in which our finite has its roots. It reveals the eternal on which our temporal is based. It reveals the perfect by which our imperfection is judged. It reveals God as the source of all worthwhile knowledge, irrespective of how, when, where, or by whom it may be discovered. "From God, the fountain of wisdom, proceeds all the knowledge that is of value to man, all that the intellect can grasp or retain."<sup>14</sup>

Although human discovery is pursued by the usual means of investigation the true meanings of facts are probed within the perspective of revealed reality. This wholeness of view is indispensable to Adventist educational theory, for it holds that all spheres of human life are interrelated and that God is at the center of and determines the purpose for all. To omit God's revelation from the study of things is to omit that which makes them fully understandable and meaningful. In no sense is this a mixture of theology with secular studies. Rather, it is an elevation of secular studies to their highest level as avenues toward an understanding of truth the totality of which, if it could be comprehended, would reveal God fully.

#### V. Values

Seventh-day Adventists reject all forms of egocentric relativism. They hold that certain human acts are intrinsically evil and that some others are by their very nature good. They believe that the norm which distinguishes good from evil is rooted in the absolute good of the divine nature as revealed in Holy Scripture.

#### The Summum Bonum

The highest good--that from which all other values stem--endures precisely because it is of God. Therefore, the chief good for individuals and for society must be the achievement of a congenial relationship with Him, as stated by Jesus: "Seek first his kingdom and his righteousness."<sup>15</sup> The will of God as revealed in Jesus Christ is the standard for good and bad, right and wrong. The good life as described in the beatitudes and portrayed in the life of Jesus is one of total, unconditional love for God and man.

Such an orientation accords preeminence to humane and spiritual values. Where spiritual values are more important than material, man is of greater importance than things, and the individual is as important as the group. People are valued supremely not for their present condition but because they were created in the image of God and because God's will is to restore that image fully. Helping human beings find God's solutions to their problems is a calling for which Adventist higher education seeks to prepare students. Because the chief good is redemption, the highest service is to bring salvation to the greatest number.

Subsidiary to this summum bonum are material values such as health, economic security, vocational competence; intellectual values such as truth, structured inquiry, valid judgments; aesthetic values such as appreciation of variety, regard for proportion, sensitivity to harmony; social values such as cooperative effort, supportive interrelationship, individual fulfillment within the group; moral values such as humility, integrity, character; and religious values such as worship,

Christian benevolence, sensitivity to holiness. These are fundamental to the aims of Adventist education.

Not all values can be realized nor all evils eliminated from present human existence, even though through the power of God great achievements are possible. The Christian's hope of eternal life as the gift of God has an enormous impact on his perspective of the present life. He sees it as preparatory to eternal life with God. He recognizes evil as being real and powerful. He knows that man often uses his knowledge for evil ends and that man must die. Yet over, around, and through it all, he sees a redemptive power working toward a renewal of life. Through the eye of faith he anticipates a triumphant consummation. He looks upon education as an instrument of the highest good, provided the participants constantly seek renewal, make redemption through Christ their first concern, and direct their development toward the highest good which, though never fully known in present experience, can become a reality by the gift of God in the day wherein He will make all things new.

#### VI. Aims of Higher Education

The ultimate aims of Seventh-day Adventist higher education, implied in what has been said concerning the nature of reality, of man, of knowledge and of values are: to actualize within the student all that he is intended to become a child of God, and to prepare him for the joy of humane service in the world that now is in anticipation of even wider fulfillment in the world that is to come. Specific goals may be classified as: religious, intellectual, vocational, aesthetic, physical, social.

Obviously, none of these can be superimposed upon a college student. Whether or not he internalizes his learning or accepts the goals of the institution depends upon his own choices, his own attitudes, his own efforts. The general education requirements expose him to a broad spectrum of disciplines, but the freedom to learn is just as real as the freedom to teach, and the degree to which the goals of a college are realized in any mature student remains optional with him.

#### Religious

The ultimate religious objectives of Christian education are to restore in man the image of God, to bring about a submission to the divine will and grace, and to form the true regenerated Christian growing in a knowledge of and in personal fellowship with God. These are bound up with the dynamics of the gospel; a recognition of sin through Scriptural knowledge of the divine character, freedom from guilt through repentance and forgiveness, reconciliation with God through faith in Jesus Christ, and renewal of motives and desires as well as conduct through continuing action of the Holy Spirit. Explicit recognition of the supernatural is characteristic of Adventist philosophy which includes among its religious educational objectives the following:

To develop Christian character motivated by love and controlled by steadfast principle, thus preparing the individual for self-government and self-discipline.

To nurture spiritual sensitivity and awareness.

To teach and encourage internalization of Christian doctrine and practice as believed and taught by Seventh-day Adventists.

To foster understanding and respect for persons of other persuasions.

To make religion--worship, faith, participation--an integrating and unifying force in learning.

To provide an environment in which students are exposed to Seventh-day Adventist standards of modesty and moral behavior by precept and example.

To inspire commitment to the Christian mission.

Religion is more than a struggle against immorality or a quest for ethics. For a Christian it involves the experience of awe and wonder in the presence of God. Prominent in the program of every Adventist college and university are frequent opportunities--both formal and informal--for worship and cultivation of faithfulness, reverence, and spiritual response. It would be difficult to improve on the summary of the prophet: "He has showed you, O man, what is good; and what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God?"<sup>16</sup>

If this be dogma so also is the absurd dogma that denies the validity of all dogma. If this be an intellectual bias so also is the refusal to consider the possibility of the reality of the spiritual. However, if the supernatural truly exists, perfecting human faculties in coordination with supernatural realities and spiritual powers ennobles the material, strengthens the natural, and extends the temporal into the eternal.

True education means more than the pursual of a certain course of study. It means more than a preparation for the life that now is. It has to do with the whole being, and with the whole period of existence possible to man. It is the harmonious development of the physical, the mental, and the spiritual powers.<sup>17</sup>

### Intellectual

Through its colleges and universities the church seeks to provide God-centered liberal, professional, and vocational education with teaching and learning of the highest quality. Students are expected to acquire a high level of knowledge and understanding in the common branches of learning. They should achieve an awareness of the cultural heritage, the current human situation, the vital problems within contemporary society, and a concern for finding their solutions.

Scholars within these institutions engage in research and investigation with freedom of inquiry in all fields of knowledge. They and their students are involved in critical analysis, the testing of ideas, and the development of independent thought. An educational philosophy which commences with a Creator and asserts that man was formed in His image encourages creativity in those who understand and accept its implications. The concept that man is in rebellion

against the God of truth and that this breach began with the deliberate acceptance of a lie demands that all human beliefs be subject to challenge. Although the involvement of competent scholars in such creative and critical pursuits may disturb the complacency of some both outside and within the church, their right--indeed, their obligation to be so engaged must be upheld by those who espouse this philosophy most zealously.

On the other hand, the concept that the universe is the expression of an Intelligent Being and that all truth emanates from Him provides an integrating structure for achieving a synthesis of knowledge in all disciplines. The norms by which philosophical and religious viewpoints are evaluated will be sought within the Scriptures and writings of Ellen G. White. The outcomes to be expected when students are led to grapple individually with basic problems on the premises of such a world view have been portrayed as follows:

Every human being, created in the image of God, is endowed with a power akin to that of the Creator--individuality, power to think and to do. The men in whom this power is developed are the men who bear responsibilities, who are leaders in enterprise, and who influence character. It is the work of true education to develop this power, to train the youth to be thinkers, and not mere reflectors of other men's thought. Instead of confining their study to that which men have said or written, let students be directed to the sources of truth, to the vast fields opened for research in nature and revelation. Let them contemplate the great facts of duty and destiny, and the mind will expand and strengthen. Instead of educated weaklings, institutions of learning may send forth men strong to think and to act, men who are masters and not slaves of circumstances, men who possess breadth of mind, clearness of thought, and the courage of their convictions. 18

Education aims at a systematic development of the whole person, his capabilities, and character through instruction, study, and activity, and it involves the acquisition of knowledge and skills. Teachers' ideas regarding principles and systems of thought shape the context for their instruction and form a part of the educational process. This is not indoctrination, unless the term be defined so broadly as to include all teaching. All learning and all teaching take place within the framework of some world view regarding the nature of reality, man, knowledge, and values. The accumulation of unrelated facts does not constitute an education, and the mouthing of irrelative data is not teaching. However, recognition of interrelationships between phenomena, discovery of generalities from particulars, insight into the relevance of truths, and comprehension of meaning in experience become intelligible only within a world view of some kind.

Seventh-day Adventist higher education takes place in the setting of a world view which long undergirded the development of all higher education. Roots of the university idea may be found in the belief that a superior education can be obtained where the program is planned to foster intellectual growth and the acquisition of knowledge within an atmosphere of Christian faith and commitment.

If it be asked whether a scholar can engage in truly objective research with such religious commitment and within a religiously oriented institution, the obvious reply is that every investigator pursues his work within an evaluated

context. Every inquiry is made on the basis of certain assumptions. Indeed, basic assumptions and the formulation of hypotheses to be tested are essential to research procedure.

If it be asked whether a church really can support close investigations that bear upon its own teachings the answer may be put in the form of another question: Should a church--the herald of truth--continue to proclaim that which it is unwilling to subject to investigation? Ellen White answered this more than three quarters of a century ago.

Those who sincerely desire truth will not be reluctant to lay open their positions for investigation and criticism, and will not be annoyed if their opinions and ideas are crossed. . . . We have many lessons to learn, and many, many to unlearn. God and heaven alone are infallible. Those who think they will never have to give up a cherished view, never have occasion to change an opinion, will be disappointed . . . 19

Although it is insisted that research and instruction within each subject area be pursued according to its own principles, methods, and with full liberty of scientific inquiry, it is believed that not all teaching nor all research in our society should be conducted on the premises of purely naturalistic presupposition. When research is done by Christian scholars a deeper realization of the harmony between faith and empirical inquiry develops. The influence of Christian minds should not only advance the internal renewal of the church but should also make significant contributions to the furtherance of culture in the community, the state, the nation, and the world. The Adventist scholar who searches for or disseminates truth recognizes an area of reality largely ignored by the secular scholar of today. He should be at a definite advantage in his pursuit of such truths as deepen the understanding of and give meaning to human life as well as alleviate its material shortcomings.<sup>20</sup>

#### Vocational

The aim to educate the total person requires that in addition to acquiring a liberal education students should develop a competence by which they may become economically independent. A balanced course should imbue them with ambition for continual improvement through study and practice. It should also encourage each student to prepare for a dynamic, spiritually inspired life of service for humanity within whatever secular occupation he may pursue.

One of the foremost purposes in the operation of church colleges and universities is to prepare leadership for the church in the fulfillment of its mission throughout the world. Leaders such as ministers, teachers, business administrators, accountants, secretaries, journalists, physicians, nurses, dentists, industrial managers, technicians, and missionaries of all kinds are educated for service in churches, church conferences, colleges, secondary and elementary schools, publishing houses, hospitals, clinics, convalescent homes, welfare agencies and many other types of service sponsored by the church in its international outreach. Others who do not become employees of the church may exert strong leadership as laymen in many diverse capacities. Indeed, the

Seventh-day Adventist Church is so dependent upon its educational institutions that it is doubtful it would long exist as a significant force without them.

For nearly a century Adventist educators have emphasized the values of work-study programs and have expended major resources and effort in developing them on all campuses. Each institution provides opportunities for the practice of certain vocational skills as part of the educative process. Through this means many students are able to defray a large share of their educational expenses on campus in activities that may continue to be a source of earning power in later life.

The development of manual skills is regarded as an aid to the learning process, as an avenue for recreation and profitable use of leisure time, as a means for better understanding the dignity of labor, and as contributory toward economic security.

Manual training is deserving of far more attention than it has received. Schools should be established that, in addition to the highest mental and moral culture, shall provide the best possible facilities for physical development and industrial training. Instruction should be given in agriculture, manufactures, --covering as many as possible of the most useful trades, --also in household economy, healthful cookery, sewing, hygienic dressmaking, the treatment of the sick, and kindred lines. Gardens, workshops, and treatment rooms should be provided, and the work in every line should be under the direction of skilled instructors. 21

This calls for types of occupational education not commonly available on four-year college campuses. It has been a prominent feature of Adventist educational philosophy which is receiving a growing emphasis in practice.

#### Aesthetic

The higher education institutions of the church foster appreciation of natural beauty as a portrayal of God's activity in the world. They ask the student to develop an acquaintance with the fine arts and encourage him to enlarge his capacity to enjoy and to create works of artistic value.

The various arts (music, literature, painting, etc.) are studied for the purpose of developing appreciation of artistic creativity and to stimulate the creative talents of the student. Attention is given to the relation of the arts to human emotions and attitudes, to religion and spiritual values. Art affords an area of experience in which emotion can be objectified or externalized and within which feeling may blend with cognition. Creative abilities in man are regarded as gifts from the original Creator that contribute profoundly to a harmonious personal development when exercised intelligently.

The artistic qualities of unity and variety expressed in harmony, balance, dominance, variation, rhythm, and contrast are perceived through the senses, resulting in man's appreciation of art works. These qualities also reflect the order and unity of an integrated universe. Refinement of taste should parallel the development of Christian graces.

Because the senses are avenues to learning of all kinds, they may become the gateways not only to ennoblement but also to degradation. Therefore, the highest standards for the arts must be upheld in order to nurture graces such as those identified in the beatitudes.<sup>22</sup> The maintenance of such standards may be expected to encourage a growing distaste for the grotesque, the clumsy, the discordant, and the ugly. Escapist, tawdry, mean, vulgar, obscene, sense-benumbing, or nerve-scarring art forms are incompatible with the soteriological aims of Christian education.

By appreciation and production the fine arts reveal new depths of human emotion, enhance the feeling for form, develop discriminating taste and the discernment of values. Through appreciation the student is enabled to experience human existence more profoundly and comprehensively than otherwise. By personal involvement he can come to know deeper dimensions of himself and enrich his communication with others.

### Physical

A primary objective of Christian higher education is to lead students into self-knowledge. This must begin with an understanding of the human organism, its functions, its needs and its care. Studies in physiology, health principles, psychology, physical education, nutrition and other health-related courses should be prominent in every student's curriculum. Principles of healthful living will be taught not only in courses but also in the regulation of the school program, in the management of the residence halls, in the direction of the food service and in the recreation programs.

Physical fitness should be a prominent pursuit, not only because of its obvious values for personal fulfillment, but also because Adventists accept fully the apostle's dictum: "Your bodies are members of Christ . . . a temple of the Holy Spirit . . . so glorify God in your body."<sup>23</sup> Furthermore, the cognitive system of brain and nerves is regarded as the medium of communication with God. Therefore, any practice which abuses, dulls, or inhibits its function does spiritual as well as physical damage. To strengthen the body tissues, to maximize physical potential, to enhance bodily grace and beauty, to develop habits that contribute toward healthful longevity, to make the human organism an efficient servant of the will are regarded as religious obligations as well as personal privileges, a significant factor in restoring in man the image of his Maker.

Care of personal appearance and grooming with emphasis on natural rather than artificial beauty, simplicity and modesty in dress without undue adornment are among Seventh-day Adventist ideals. These are upheld in the denomination's schools as appropriate expressions of Christian character.

### Social

The basic principle underlying the social objectives of the Adventist college or university is the commandment of Jesus, "You shall love your neighbor as yourself."<sup>24</sup> Acknowledging the infinite worth of each person while fostering a self-respect without inordinate pride, supplies a firm basis for the teaching of respect for others. It also demands appropriate personal involvement in the transformation of circumstances that generate war, tyranny, racial discrimination,



caste prejudice--indeed, any situations in which persons fail to develop satisfactorily in relation to one another. Although the importance of positive social action for the alleviation of human suffering and frustration is honored, it is recognized that social evils germinate in the selfishness of the unregenerate heart and that ultimately they may be overcome only through total spiritual renewal.

The establishment of legitimate government is regarded as a divinely approved means for the maintenance of order and for the protection of persons and property. In this context good citizenship is a moral obligation as well as a patriotic duty. Even though establishment of government does not necessarily guarantee tranquility or the absence of repression, obedience to the laws of the state may be withheld only when they clearly conflict with the laws of God.

Along with respect for legitimate authority Christian education seeks to inculcate a high sense of justice that becomes indignant at inequity and prompts a willingness to sacrifice self in order to bring about rectification.

Refinement of the social graces is given spiritual as well as social overtones, for kindness, tenderness, courtesy, patience, generosity, consideration, helpfulness were enjoined by and exemplified in the life and teachings of Jesus. Similarly, cooperative effort, harmony, and individual fulfillment within the group are upheld as prime social values.

One function of any school is to evaluate critically and pass on to the new generation the worthwhile aspects of the culture and values of present society. During the century and a quarter of their existence as a religious movement Seventh-day Adventists have developed certain social and cultural values that have been important and in some cases unique. Seventh-day Adventist institutions accept as one of their functions the exposure of the oncoming generation to the ideals and culture of their constituencies. The predominant influences shaping the life style on an Adventist college campus are the teachings of the Bible, the counsels of Ellen G. White, and the preponderant concepts of the faculty, of the student body, and of the supporting constituency. In effect, the church is saying to its young people: "The ideals, the practices, the lifestyle of this college (or of this university) indicate what we have found to be of value. In some ways they may be different from the mores of society at large, but we want you to experience them in the setting of this Adventist college so that you will have a fair basis for making an intelligent decision with respect to the standards by which you will live." Along with this process the school must continue to probe for and develop new insights for the church within a changing society.

Obviously, such an environment cannot be maintained without wholehearted support of the faculty nor without the cooperation of students. Faculty who will not support the ideals and practices of the institution, and students who will not abide by such should not join nor maintain connection with it. It is firmly believed that the public as well as the church interest is served by such institutions, for they continue to uphold the values of historic Christianity, which, though repudiated by some, ignored by many, and challenged by still others who have continuing access to the public communications media, are essential to the pluralism of the nation.

### VII. Achievement of Objectives

Seventh-day Adventist institutions of higher education seek to achieve their aims first by the persuasiveness of knowledge, insight, reason, and understanding that are the expected outcomes of serious involvement in the school program; secondly, through the influence of example in the lives of the faculty and the majority of students; and thirdly, by rules and regulations which require at least minimal conformity by all students. These three means are appropriate to educational institutions and are expected, indeed demanded, by the constituencies of Adventist colleges and universities.

No organization, large or small, secular or religious, educational or social, professional or governmental will long endure in the fulfillment of its purpose unless its leaders are in harmony with its basic philosophy and committed to the attainment of its objectives. Some of America's best known universities were founded as church schools with ideals and purposes similar to those set forth in this document. Some of these have grown into great centers of learning and investigation, but the majority have turned away from their original vision and have become increasingly, if not entirely, secular. The original thrust of these schools weakened as the memberships on their boards of control and faculties lost their unity of spiritual purpose. Seventh-day Adventists are convinced that the history of higher education in North America confirms their contention that the church must maintain the privilege and right to control the election of trustees and the hiring of teachers, and to employ only those who willingly support the religious concepts and philosophy of the church.

The international nature and genius of Seventh-day Adventism demand that its institutions be committed in philosophy and practice to the doctrine of equal human rights. This is held as a Bible doctrine and not merely as a matter of public policy. Its mission is to "every tribe and tongue and people and nation."<sup>25</sup> Positions of leadership on all levels of the church, within all of its organizations and institutions, must be open on the basis of qualifications without regard to race, color, ethnic background, country of origin, age, or sex. All persons are entitled to full and equal opportunity to develop the knowledge and skills needed for the upbuilding of the church.

Selectivity on the basis of religious conviction in a church college should never be confused with discrimination on the basis of race, ethnic background, or sex, nor with discrimination on the basis of religion in a purely secular enterprise. Religion is a matter of choice. Ethnic origin is not. Religious commitment may be changed by choice. Race cannot. Confirmation or refutation of a person's religion can be a legitimate educational activity. The selection of his sex cannot. In a secular enterprise religious convictions generally are unrelated to one's ability to perform satisfactorily. In a church organization they are not. Christian character and religious commitment are among the important occupational qualifications for a position on a Seventh-day Adventist college or university faculty.

Only the Adventist scholar can articulate clearly and persuasively Adventist positions where these come into conflict with positions taken by other intellectuals. Only he is equal to the scholarly demands of the Adventist school, since

only he can interpret the relationship between his reasoned beliefs--between those which rest primarily on faith and those which rest principally on empirical evidence. Furthermore, only Adventist scholars can contribute Adventist insights which might be appreciated and embraced by some whose attitudes otherwise are shaped exclusively in conformity to the current intellectual climate.

Although religious persuasion is not an admissions qualification for students, applicants are urged to acquaint themselves with the philosophy, aims, religious emphasis, and regulations of the school before entering. Students are not knowingly admitted nor long retained who display deep antagonism toward the ideals, objectives and program of the institution.

A community of scholars in such an institution should consist of teachers who, on or off campus, genuinely are what they are teaching and students who are becoming what they are learning. It should be a fellowship in which the idealism, the warmth, the enthusiasm, the dedication of youth perform a teaching function for the older generation. What sort of community could more effectively "turn the hearts of fathers to their children and the hearts of children to their fathers?"<sup>26</sup> What sort of community could contribute more dynamically toward bringing about desired and orderly changes in society? The true prophetic mission historically has been directed toward effecting moral changes in the practices and values of society. In this sense Christian colleges and universities should be contemporary "schools of the prophets."

Many states and countries will hire only their citizens as teachers in the tax-supported schools. Often they require the prospective teacher to take an oath of allegiance before they will issue a teaching certificate. Seventh-day Adventists also exercise legitimate preferential hiring, not on the basis of nationality, but on grounds of religion in their schools. Teachers in all departments are called upon and expected to bear a Christian witness.

#### VIII. Place in North American Education

A Seventh-day Adventist college or university is more than a church-related school; it is a church institution. In it the church pursues its teaching mission. Without it the Seventh-day Adventist Church could not fulfill that mission. For it religion is not merely one among many academic disciplines; a religious world-view pervades the fundamental philosophy of the school. Within it spiritually oriented concepts of the nature of reality, of man, of knowledge, of values, and of educational aims underlie all teaching and learning.

The "Free Exercise Clause" of the First Amendment to the United States Constitution guarantees the right of the church in the United States to this exercise of its faith. Innovations in public policy may not abridge that right. Any law, any directive, or any course of action which in effect would disrupt or seek to separate the "work of redemption" and the "work of education" the church must resist on principle. In the United States this resistance is protected by the Federal Constitution, for any policy which is designed to eliminate selective hiring practices on the basis of religion denies the free exercise of religion to the Seventh-day Adventist Church.

The pluralist nature of North American society is served better by a pluralism of distinctive institutions than by a pluralism within all institutions

which makes them essentially alike. The scope of educational opportunity open to students is greater if they can choose among colleges with unique philosophical thrusts than if they find the same heterogeneity in them all. Adventist schools defend spiritual and moral frontiers in a changing world. In a society bewildered by drug addiction, by alcoholism, by crime, by venereal diseases, by emotional disorientation, by racial antagonisms, and by widespread rebellion against law and order these schools endeavor to withstand the forces which threaten to destroy the home, the church, the government, the nation and society.

Seventh-day Adventists believe that they are uniquely equipped to operate educational institutions which are in the best tradition of liberal education. They appreciate the value and make use of the opportunities of the great universities of the nation and of the world. However, they recall that the very term "university" comes from the same root as the word "unity." They believe that to the extent a university deals with universal knowledge it should also be seeking a universal unity within the diversity of human ideas. They contend that when a student is confronted by concepts which recognize spiritual as well as natural realities he is exposed to the very richest educational diversity, one that accords due regard to that which is of value in the total human heritage. Library and required reading lists typically display a comprehensive spectrum of ideas.

Graduates of these institutions serve not only the church but in a great variety of activities within the community, in industry, in government, in research, in the professions, and in public schools. They are fully accredited by regional and many professional accrediting associations. Their quality of education is recognized. That they are in the public interest is beyond successful challenge. However, they can continue a significant service only if the unique spiritual emphasis with which they are equipped and which they are qualified to share with the world is not dissipated by secularization from without and a dilution of purpose within.

The Seventh-day Adventist Church has accepted the task of conveying to the world a message of God's grace ultimately to culminate in the establishment of His ideal society on earth. Its colleges and universities are indispensable to the fulfillment of this task. Whatever degree of success they have may be attributed to the strong support the church gives to them, to the dedication of the faculties to the philosophy and objectives of these unique institutions, to the serious purpose of the ever-growing numbers of young people seeking such an education and finding it significant, and above all to the blessing of God upon an enterprise which endeavors to pattern its existence, its purposes, and its activities after His revealed will.

#### REFERENCES

1. Colossians 1:15-19.
2. John 1:3, 4, 9, 12.
3. Matthew 28:19, 20.
4. Ellen G. White, Education, p. 73.
5. Review and Herald, June 25, 1958. "General Conference Report--No. 5."
6. Ellen G. White, Education, p. 14.

7. Ellen G. White, Testimonies for the Church, Vol. 3, p. 160.
8. Romans 1:22-23.
9. Romans 1:19, 20.
10. John 3:7, 17.
11. John 10:10
12. Ellen G. White, Education, pp. 14, 15, 16.
13. Ellen G. White, Education, p. 30.
14. Ellen G. White, Counsels to Parents, Teachers and Students, p. 360.
15. Matthew 6:33.
16. Micah 6:8.
17. Ellen G. White, Education, p. 13.
18. Ellen G. White, Education, pp. 17, 18.
19. Ellen G. White, Counsels to Writers and Editors, p. 37.
20. "The scholar-professor should not be caught in a hopeless conflict of loyalties to truth and to country (church?). In a democratic society it should be possible to have multiple loyalties. At one time one loyalty is appropriate and at another, another. There is no single hierarchy of loyalties for all occasions." John S. Brubacher, Bases for Policy in Higher Education. New York: 1965, McGraw-Hill Co., p. 81.  
  
". . . it is psychologically impossible for anyone to achieve the objectivity of a mirror. All learning is apperceptive. Occurring in a context of previous experience, it necessarily imposes its own order on reality . . . only the whole truth is completely true and . . . the whole truth is vouchsafed to no one." Ibid., p. 137
21. Ellen G. White, Education, p. 218
22. Matthew 5:3-12.
23. 1 Corinthians 6:15, 19, 20.
24. Matthew 22:39.
25. Revelation 5:9
26. Malachi 4:6

All Scriptural references taken from the Revised Standard Version.

Adjourned at 4:40 p.m. for a report from the Nominating Committee and meetings of the International Insurance Service and the International Religious Liberty Association. NADCA resumed at 5:10 p.m.

The remainder of the afternoon involved discussion on the item Church/State Relationships--Policy Change.

Adjourned at 7:30 p.m.

Prayer of dismissal by E. S. Reile, president of the Carolina Conference

Neal C. Wilson, Chairman  
Lowell Bock, Secretary  
Beverly Tiberghien, Recording Secretary

ONE HUNDRED THIRTY-THIRD MEETING  
NORTH AMERICAN DIVISION COMMITTEE ON ADMINISTRATION

October 19, 1972, 8:00 a.m.

DEVOTIONAL SERVICE--MISSION '73 PROGRAM:

Opening Hymn, "I Would Be Like Jesus"

Prayer by William Wampler, president of the Alabama-Mississippi Conference.

The chairman, N. C. Wilson, vice-president of the General Conference for the North American Division, urged that all our programs be pastor/layman related, and that each pastor organize and train laymen of his congregation to work with him in witnessing and soul winning. The North American MISSION '73 objective for baptisms was set at 36,000 souls.

Elder W. R. Bornstein, coordinator of evangelism for New York City spoke concerning evangelism in metro New York. To emphasize the magnitude of the problem, he stated that the total church membership in New York State--18,000 believers--could be housed in one New York City apartment building. We are endeavoring to evangelize New York City on the pattern given in the Spirit of Prophecy. To date this year 660 have been baptized, and it is expected a total of 800 will be reached before the end of the year.

Elder Earl E. Cleveland, MISSION '73 coordinator for the North American Division, introduced C. L. Brooks, Sabbath School and Religious Liberty Secretary of the Southern Union Conference, who sang "Thanks Be To God".

Elder Cleveland spoke concerning MISSION '73 with special emphasis that every convert become a "convert-maker". Those who love God will tell someone else of that love which in turn reveals that love for God and man.

The North American Division union presidents gave one-minute testimonies concerning their plans and goals for MISSION '73; and special testimonies were given by G. R. Earle, president of the Northeastern Conference, and K. J. Mittleder, president of the Wisconsin Conference.

Members of NADCA and the North American conference presidents responded positively. Elder C. L. Brooks sang "So Send I You" and N. C. Wilson offered a prayer of dedication.

VOTED, To adopt for our direction in North America the resolution on MISSION '73 and '74 (Resolution on Evangelism) that appears on pages 1213, 1214 of the General Conference Autumn Council minutes.

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The remainder of the morning involved discussion of the item Church/State Relationships--Policy Recommendation (US).

Adjournment was at 12:15 p.m. and Pat Horning, associate editor of Insight, offered the dismissal prayer.

Neal C. Wilson, Chairman  
Lowell Bock, Secretary  
Beverly Tiberghien, Recording Secretary

ONE HUNDRED THIRTY-FOURTH MEETING

NORTH AMERICAN DIVISION COMMITTEE ON ADMINISTRATION

October 19, 1972, 4:45 p.m.

Opening Prayer by C. H. Lauda, ASI Secretary.

CHURCH/STATE RELATIONSHIPS--POLICY RECOMMENDATION (US):

VOTED, That pages 130 and 131 of the NAD Working Policy, starting with the third paragraph, be rewritten as follows:

In view of these principles, we hold that religious liberty for all is best achieved, guaranteed, and preserved through the separation of church and state as set forth in the Constitution and the Bill of Rights.

We recognize that both the church and the state may serve the citizens in certain fields, and that some of these functions may overlap. Remuneration from the state for services rendered properly may be received by church institutions. The church and its institutions may also, without compromising their position, accept from the state certain limited favors, such as tax exemption, and police and fire protection.

The church recognizes the right of its individual members to accept assistance from the state under such programs as the public health service, school lunches, and similar programs designed for the benefit of both parent and child. Further programs that call for the cooperation of the church will be reviewed as provided below.

~~Seventh-day Adventist schools are maintained for the distinctive purpose of inculcating Christian principles and of preparing the youth of the church to face life as Christians; because by accepting gifts of tax-collected funds from government our purpose for our schools might be deflected, our independence compromised, and the historic position of the church that religious liberty is best achieved and preserved by a separation of church and state be weakened, therefore schools of all grades shall refrain from accepting gifts of land, buildings, or equipment from the government, or public tax money for capital improvements, the salaries of teachers, or the maintenance, operation, or support of the services that the schools supply.~~

Seventh-day Adventist schools are maintained for the distinctive purpose of inculcating Christian principles and of preparing the youth of the church to face life as Christians and good citizens. Nothing must be permitted to deflect these schools from the purpose for which they were established or to compromise their independence as is more fully defined in the Statement of Philosophy of Seventh-day Adventist Higher Education. The position of the church that religious liberty is best achieved and preserved by a separation of church and state must not be weakened.

Limited gifts of land, property, or equipment, and government grants in support of operations, research, maintenance, capital improvements, or services, may be received only when the spirit, intent, and provisions of the following guidelines and safeguards have been complied with fully:

1. Freedom of Religion: The Seventh-day Adventist Church and its institutions must diligently safeguard and persistently support the principles of "Free Exercise" and "No Establishment" of religion.

2. Primary Objectives Must be Maintained: a. Every institution of the church--educational, medical, publishing, etc.--is an instrument vital to the realization of church aims and is operated for that purpose.

b. All involvements of church institutions with governments, businesses, societies, and individuals which would inhibit the achievement of religious objectives shall be avoided.

c. Only such support for church institutions and programs as will aid in reaching institutional objectives without subverting their distinctly spiritual goals shall be considered or accepted.

d. If support jeopardizes the unique purposes of the Seventh-day Adventist Church, its policies, or emphases of a church institution or the position of the general church body, adjustments must be made to safeguard the purposes of the institution. Failing this the support must be terminated.

3. Equitable Implementation: These guidelines and safeguards shall apply equitably to all colleges and universities without bias with respect to their size or academic emphases.

4. Evaluation, Review and Approval of Aid Enactments: Before an institution may apply to government for funds or other valuables, the enactment that makes them available shall be evaluated critically by its appropriate governing board and subsequently by the Church/State Committee which will report within thirty days to the North American Division Committee on Administration for final action.

5. Limits and Ceilings--Guards Against Dependence: If an institution is authorized to accept financial assistance that will subsidize its operating costs directly or indirectly, the administration shall set a ceiling (in terms of a percentage of its total operating budget) which, in its judgment, will safeguard against dependence on such funds for continued operation. The board of trustees will review this judgment and make a recommendation to NADCA for consideration, possible modification, and final decision.

At such time as an institutional board receives approval for and authorizes financial involvement with government or any other non-denominational source, it shall officially affirm and record:

a. Its understanding that the arrangement is not indispensable to the viability of the institution;

b. Its determination that should this involvement become inimical to achievement of the institution's fundamental religious objectives or the position of the general church body, it will be terminated regardless of cost to its other interests.



c. If in the critical judgment of an institution's controlling board, discontinuance of funding from nondenominational sources is indispensable to the viability of an institution or to a program necessary to the purposes of the institution and the general church body, it shall refer the problem with full supporting data to NADCA for full review and action.

6. Credibility with the Church, the Public, and the Government: It shall always be our policy and practice to state and to publish our commitment to the God-given principles of Christian education and our uncompromising determination to achieve fully the distinctive goals of all institutions of the church.

a. To ensure the greatest possible degree of credibility and confidence within the church, the church leadership shall (1) inform the church membership fully regarding the basic principles of separation between church and state, the provisions of church policy with respect to this matter, and the guidelines adopted to safeguard the integrity of church institutions; (2) make periodic reports indicating the degree of involvement (financial and otherwise) of church institutions with the various levels and agencies of government, and (3) to fully inform the church concerning the possible problems connected with the acceptance of government funds.

b. To ensure the highest level of integrity with the government and private corporations, institutions shall file with the granting agency or department the approved statement of Seventh-day Adventist Philosophy of Higher Education (or the approved abstract) with each application for loans, grants, or other financial favors. When a number of institutions apply for support grants from the same agencies on the federal level, NADCA shall file the appropriate statement with such agency or agencies.

7. Monitoring and Control: General Conference auditors in cooperation with the union auditors shall report each year to the Annual Council of NADCA the nature and extent of involvements by church institutions (in the United States) with government loans and grants. Continuing review of college and university operations by the Board of Higher Education and NADCA will afford assistance to institutional boards for safeguarding against unacceptable involvement with government.

8. Initial Implementation: Not later than June 1, 1973 the board of trustees of each college and university in the United States shall:

a. Submit a complete report on all types of governmental (local, state, or federal) aid presently being received and aid currently being requested.

b. Recommend through the appropriate channels (item 5 preceding) the recommended ceiling and the percentage of the total institutional budget that it represents.

c. NADCA will review this information and recommendation, and will give to each institution definitive counsel with respect to its proposed aid programs.

d. If at the time of the report an institution is in violation of the policy it will take steps immediately to correct the situation within a reasonable period of time, as determined in counsel with and by approval of NADCA.

e. All institutions shall be in harmony with this policy not later than the time of the General Conference Session in 1975.

The above prohibitions limitations shall not be construed to prejudice the acceptance of the regular functions of the public health departments, such as nurses' services, vaccinations, inoculations, or tuberculosis surveys; nor shall it forbid the acquisition, for a consideration, of government surplus; nor shall it prejudice the acceptance of government research grants to, or contracts with, colleges and universities whereby the government pays for specific projects and where said grant or contract is limited to the assigned project and does not interfere with the stated policies, objectives, and programs of the school.

Any government aid program not specifically covered in the provisions above shall not be accepted unless and until it is approved by the institution's operating board, and the union and General Conference committees North American Division Committee on Administration.

Our medical institutions are unique among Adventist institutions, since they serve all individuals irrespective of religious conviction, do not require acceptance of religious instruction, and render a recognized service to the medical needs of the communities in which they are located; therefore government grants for capital development may be considered. However, it shall be understood that a grant shall be received only after careful study by the operating board, and approval by the union and General Conference committees North American Division Committee on Administration.

The General Conference North American Division Committee on Administration shall appoint a continuing representative committee to study general policies on church and state relationships, and particular problems, for early consideration and report to the General Conference North American Division Committee on Administration.

"Display and Adornment" was the topic for the remainder of the time.

Adjourned at 6:00 p.m.

Prayer by W. S. Lee, secretary of the Central Union Conference.

Neal C. Wilson, Chairman  
Lowell L. Bock, Secretary  
Beverly Tiberghien, Recording Secretary

ONE HUNDRED THIRTY-FIFTH MEETING

NORTH AMERICAN DIVISION COMMITTEE ON ADMINISTRATION

October 19, 1972, 7:30 p.m.

Opening prayer by O. Bremer, associate secretary of the Euro-Africa Division.

DISPLAY AND ADORNMENT:

The basic philosophy of Christian standards as understood by Seventh-day Adventists is set forth on page 221 of The Church Manual (1971 edition):

"Standing amid the perils of the last days, facing a judgment that will culminate in the establishment of universal righteousness, and bearing the responsibility of speedily carrying the last offer of salvation to the world, let us with true heart consecrate ourselves to God, body, soul, and spirit, determining to maintain the high standards of living that must characterize those who wait for the return of their Lord."

In the light of the above declaration the one who has a personal and loving relationship with the self-sacrificing Christ, will abstain from the wearing of jewelry and all adornments that give evidence of pride and are not in keeping with the Christian principles of humility, self-denial, and sacrifice. Christ will adorn his heart and life with Christian virtues, and he will gladly heed the counsel set forth in I Timothy 2:9,10, which, while addressed specifically to women, contains principles applicable to all Christians:

"Women again must dress in becoming manner, modestly and soberly, not with elaborate hair styles, not decked out with gold or pearls, or expensive clothes, but with good deeds, as befits women who claim to be religious."--(NEB)

Peter enunciates similar ideals in I Peter 3:3,4:

"Your beauty should reside, not in outward adornment--the braiding of the hair, or jewelry, or dress--but in the inmost center of your being, with its imperishable ornament, a gentle, quiet spirit, which is of high value in the sight of God."--(NEB)

These principles are summarized in Testimonies, volume 3, page 366:

"To dress plainly, abstaining from display of jewelry and ornaments of every kind, is in keeping with our faith."

The following statement adopted by the General Conference Spring Meeting (April 1, 1971) further amplifies the basic philosophy of the Seventh-day Adventist Church on Christian standards:

"According to divine plan the remnant church is to separate itself from the world in its unique role of preparing a people to meet their Lord. As the great controversy between Christ and Satan comes to its climax, the forces of evil will attack the church and its standards.

"If the church follows the low standard of the world in such matters as dress, music, reading, eating, drinking, or recreation, it will become separated from the channel of divine power. 'Christ's followers are to seek to improve the moral tone of the world, under the influence of the impartation of the Spirit of God. They are not to come down to the world's level, thinking that by doing this they will uplift it. In words, in dress, in spirit, in everything, there is to be a marked distinction between Christians and worldlings. This distinction has a

convincing influence upon worldlings. They see that the sons and daughters of the Lord do separate themselves from the world, and that the Lord binds them up with Himself. . . .Who is willing to be raised to the highest level?'--E. G. White, That I May Know Him, page 305.

"Seventh-day Adventist Christians are therefore under obligation to study carefully their conduct, personal appearance, and attitudes in order to attain to this highest level of living. In these days of extremes in conformity and nonconformity each individual may find in the guidebooks--the Bible and the writings of Ellen G. White--a clear understanding of life patterns that will properly reflect the Saviour.

"While we acknowledge that the quality of an individual's Christianity cannot be gauged solely by external criteria, we do know that his outward appearance will reveal either conformity to the world or to the Word. 'The external appearance is an index to the heart.' Ibid, page 312. The Seventh-day Adventist Christian will strive to reach the standard set by the Word. He will recognize that true conformity to that Word will be revealed by a progressive transformation of life based on a deepening and lasting relationship with Christ. In sharing the life of Christ he comes to accept a different life style which involves his whole person. He will give evidence of this by his conduct, personal appearance, and his attitudes. 'Adapt yourselves no longer to the pattern of this present world, but let your minds be remade and your whole nature thus transformed. Then you will be able to discern the will of God, and to know what is good, acceptable, and perfect.'--(Romans 12:2, NEB).

"Because the family is a God-appointed unit, we believe that a Christian life style is best born and nurtured in the family setting where children learn early that true love encourages willing obedience and self-control. Physical growth is then accompanied by commitment to the Christian way of life, development of character, and acceptance of Biblical ideals."

On the basis of such counsel, it was

VOTED, 1. That the principles of self-denial, economy, and simplicity should be applied to all areas of life--to our persons, our homes, our churches, and our institutions.

2. That in the area of personal adornment necklaces, earrings, bracelets, rings (including engagement rings) should not be worn. Articles such as watches, brooches, cuff links, tie clasps, etc., should be chosen in harmony with the Christian principles of simplicity, modesty, and economy.

3. That our pastors, evangelists, and Bible instructors present fully to candidates for baptism the Bible principles regarding display and adornment; point out the dangers of clinging to customs and practices that may be inimical to spiritual development; press the claims of the gospel upon the conscience of the candidates, encouraging careful self-examination concerning the motives involved in decisions that must be made; and acquaint the candidate with the inspired counsel given by Ellen G. White.

As Seventh-day Adventists we believe in the priesthood of all believers. Each soul has direct access to God through Christ, and is accountable to Him for his life and witness. The spiritual condition of the church is basically the sum of the spiritual experience of each individual. In view of this, we urge all our members to commit themselves wholeheartedly to the principles set forth in this recommendation.

Beyond this, and because of the special opportunities that rest with leadership to help the church reach its full potential of spiritual power, we expect our church officers, ministers and their wives, teachers, and other Seventh-day Adventist workers to give strong support to this recommendation through public testimony and example.

In this final hour of earth's history, the church must not lower its standards, blur its identity, or muffle its witness, but must with renewed emphasis give strong support to the standards and principles that have distinguished the remnant church throughout its history and have kept it separate from the world.

ADVENTIST HEALTH SERVICES:

WHEREAS, The system for the delivery of health care in the United States of America is undergoing rapid and extensive changes focused in the direction of making provision for the delivery of total health care of all levels including both curative medicine and preventive medicine and health education in a unified and organized way, and

WHEREAS, The Seventh-day Adventist health care institutions are part and parcel of the total national health care delivery system and cannot function independently either financially or organizationally, and

WHEREAS, The present corporate individuality of Seventh-day Adventist health care institutions by which some are operated by union conferences, some by local conferences and some by the General Conference, with each essentially independent from all others is not conducive to dealing with the changing problems in a united way, and

WHEREAS, These changing times offer unprecedented opportunities to unite the total of our medical endeavors including hospitals, extended care facilities, physicians in private practice, and physicians in group practices, and all other health care involvements in united endeavors covering health education and health evangelism, preventive medicine and curative ministry in a concept of medical ministry for all people as envisioned by counsels given to this church, and

WHEREAS, The survival of our health care institutions may in substantial part depend on the ability of our church to adjust to meeting changing situations without prejudice to their identity and without forfeiting their objectives and also on the ability of our health care institutions to operate as related systems of institutions,

VOTED, 1. That basic machinery and organizations be created on union conference levels for the organization, development and management of health care facilities and programs within the respective union conference territories, and that such be done in consultation with the General Conference Department of Health.

2. That one element of these organizations be the establishment in each union conference of an Adventist Health Services, Inc., hereinafter called Adventist Health Services.

a. That the goals and objectives of the Adventist Health Services be:

(1) To give general supervision to the participating health care organizations within the union conference.

(2) To evaluate, coordinate and strengthen the spiritual goals and objectives and programs unique to the Seventh-day Adventist health ministry.

(3) To monitor the operations, efficiencies, effectiveness and level of professional care in participating health care organizations and to establish uniformity in such areas as may be practical.

(4) To explore and develop areas and levels of health care in a broad and comprehensive sense.

(5) To explore opportunities for the establishment of new health care institutions of various levels within the territory of the union conference.

(6) To monitor pending and proposed legislation which might affect the operating of the health care institutions and take needful steps to protect the spiritual and humanitarian interests of the church in its ministry to mankind.

(7) To develop the capacities to respond to social trends and government moves and programs.

(8) To counsel with the General Conference Department of Education in the development of correlating educational programs in areas of health care involvement to the end that manpower resources be expanded simultaneously with expanded facilities and changing programs.

(9) To become the catalyst for the monitoring of health care operations and the developer and inaugurator of new programs.

(10) To devise plans and support programs calculated to stimulate the growth of health care leaders.

(11) To regularly review the measures of attainment of church objectives in all health care operations.

b. That the general organizational pattern be in the following form:

(1) The constituency of these corporations consist of the union conference committee and the chief officer of each participating health care organization and two members elected by each local board, and two representatives of the General Conference Department of Health.

(2) That the Adventist Health Services function through an elected board composed of union conference representation, the chairman of the board of participating health care organizations, the president of the Adventist Health

Services, the chief officer of each participating health care organization, and such others as may be deemed advisable.

(3) That a union conference officer be the chairman of the Adventist Health Services Board.

(4) That the president of the Adventist Health Services be the chief executive officer.

(5) That each participating health care organization continue as a separate corporate entity with its local board, and with a vice president of the Adventist Health Services functioning as chief executive officer of the participating health care organization and he to be responsible to the president.

(6) The president of the Adventist Health Services should be the chairman of each local hospital board with an officer of the sponsoring organization as vice chairman.

(7) That the Adventist Health Services organize and appoint its officers other than the president.

c. That the responsibilities and authorities reserved by the Adventist Health Services include the following:

(1) To recommend to the next higher organization the opening or closing of health care institutions.

(2) To study and recommend regarding major building programs and the purchase or sale of major campus-related real estate.

(3) The authority to set limits and terms for the borrowing of funds by participating hospitals, within General Conference established policy.

(4) The authority to establish general guiding policies for participating health care organizations, including areas for uniform action and uniform procedures, and that such be done in consultation with the General Conference Department of Health.

(5) To approve the selection of chief executive officers who are the administrators of participating health care organizations upon recommendation of the president of the Adventist Health Services with concurrent approval of the local board of the participating health care organization.

(6) The authority to review and approve the annual capital and operating budgets of participating health care organizations.

3. That the Adventist Health Services encourage within each union the development of a legal entity to provide professional health care.

This objective may be achieved by one or more of several methods and forms such as:

a. Encouraging and cooperating in the establishment of professional corporations by appropriate health care professionals.

(1) The goals and objectives of this corporation be:

(a) To foster the establishment of group practice involving Seventh-day Adventist physicians and/or dentists, and in selected instances to sponsor physicians and dentists in individual practice, and other health professional groups or individuals as the laws of respective jurisdictions may permit; and thus to more closely identify the Seventh-day Adventist physicians and dentists with the church in its medical ministry and evangelistic thrust.

(b) To provide the initial capital to finance such projects including guaranteed incomes for limited periods of time, adequate housing and adequate office facilities on a self-liquidating basis.

(c) To thus assist in the better distribution of Seventh-day Adventist professional talent into areas of both opportunity and need, where the church may or may not have health care institutions.

(d) To take full advantage of corporate structures to create adequate income and retirement provisions and to facilitate the further expansion of such programs.

b. Recommending the establishment of church-controlled corporations such as Verticare under the following general conditions: (See Note)

(1) The constituency of the corporation to be the Adventist Health Services Board of Directors.

(2) There be a board of directors chosen by the constituency, the chairman of this board to be a union conference officer.

(3) The president of this corporation to be the president of the Adventist Health Services.

(4) The chief executive officer to be a vice president.

(5) The method of operation of this corporation to be by contract with selected groups or individual practitioners of established competence, by which the corporation conducts the business for the physicians and/or dentists on an agreed-upon basis, and the physicians and/or dentists provide the professional care on a professionally independent basis.

(6) The goals and objectives of this organizational arrangement are identical with those of the professional organization described in a above.

Note: Verticare is a copyrighted name given to a medical care program developed at Kettering Medical Center for the purpose of giving diagnostic and treatment care to patients on an outpatient basis. A pilot program is now in process in cooperation with the National Cash Register Company, Blue Cross, and Blue Shield of Ohio.



CONSTITUENCY OF ADVENTIST HEALTH SERVICES, INC.  
 . Union Committee  
 Chief Officer of Participating Health Care Organizations  
 . Two Members elected by each Local Board

ADVENTIST HEALTH SERVICES, INC. BOARD  
 . Chairman of Adventist Health Services Board to be Union Officer  
 . President of Adventist Health Services  
 . Chief Executive Officers of Participating Corporations  
 . Others as deemed advisable

PRESIDENT, ADVENTIST HEALTH SERVICES, INC.  
 . Professional Hospital Administrator  
 . Also Serves as Chairman of Board of Participating Corporations

STAFF  
 . Line and Staff Vice Presidents as Appropriate

AMBULATORY CARE CORPORATION(S)  
 Local Board of Ambulatory Care Corporation(s)

HOSPITAL CORPORATIONS  
 Local Board of Respective Hospitals

OTHER CORPORATION(S)\*  
 Local Board of Other Corporation(s)

PRESIDENT OF AMBULATORY CARE CORPORATION(S)  
 Also is President of Adventist Health Services

PRESIDENT OF RESPECTIVE HOSPITALS  
 Also is President of Adventist Health Services

PRESIDENT OF RESPECTIVE CORPORATION(S)  
 Also is President of Adventist Health Services

EXECUTIVE VICE PRESIDENT(S)  
 (Operating Officer)

EXECUTIVE VICE PRESIDENTS OF RESPECTIVE HOSPITALS  
 (Operating Officer)

EXECUTIVE VICE PRESIDENT(S) OF RESPECTIVE CORPORATION(S)  
 (Operating Officer)

- \* EXAMPLES OF OTHER CORPORATIONS:
- . Extended Care Facilities
  - . Retirement Centers
  - . Foundations for Recruitment of Health Professionals
  - . HMOs (Prepaid Health Plans)
  - . Professional Corporations of Physicians or Dentists

GENERAL HOSPITAL COUNCIL MEMBERSHIP:

VOTED, To request the General Conference officers to give study to making the General Hospital Council more representative.

INSTITUTIONAL SERVICES:

WHEREAS, The Pacific Union Conference pilot program which offers institutional services in the areas of pool purchasing and national contracts has effected large savings for the church organizations it has served,

VOTED, 1. That this service be established as a General Conference institution.

2. That this service be related to and utilize the office and billing facilities of ESDA Sales and Service.

3. That a program of pool purchasing and national contracts be available to conferences and institutions across North America.

4. That the financial arrangement be on a free service experimental basis, with the understanding that cash discounts will be retained to help defray operational expenses.

5. That should this financial arrangement after one year prove inadequate, a review of the plan be made.

6. It is understood that with the establishment of a national office, the institutions, unions and local conferences in North America will not duplicate this service.

7. This proposal is recommended with the understanding that organizational details and the problem of timing be worked out by the General Conference officers.

NAD PUBLISHING COORDINATING BOARD:

WHEREAS, There is need for more complete cooperation and coordination between the various facets of the publishing work in the North American Division,

VOTED, 1. That favorable and serious study be given to the establishment of a North American Division Publishing Coordinating Board with representatives from the General Conference, publishing houses and union/local conferences.

2. That three subcommittees be established, namely Publishing House Committee, Subscription Literature Committee and Trade and Textbook Literature Committee.

3. That the General Conference officers appoint an ad hoc committee to give study to the membership and the terms of reference of the NAD Publishing Coordinating Board and the three subcommittees.

4. That the General Conference officers appoint a representative committee to develop guidelines and organizational structure for the proposed board.

5. That the reports of the committees referred to in three and four be submitted to the North American Division Publishing Commission and the 1973 Spring Meeting with power to act.

NORTH AMERICAN INSTITUTIONAL DEVELOPMENT CONSULTANT:

VOTED, To request the General Conference officers to give study to the possible appointment of a North American Institutional Development Consultant, and to prepare a progress report for the 1973 Spring Meeting with the understanding that NADCA have power to act on this matter should all the factors involved appear satisfactory.

LABOR UNIONS--SDA POSITION STATEMENT:

WHEREAS, On the basis of principles set forth in the Bible, the Seventh-day Adventist Church teaches that Christ is to be Lord of the life, the ultimate authority to which Christians will submit all decisions and relationships (Acts 2:36; 5:29; Col. 3:23, 24); and

WHEREAS, The church teaches that Christians should stand apart from any organization or alliance that might impinge on the lordship of Christ in the life (Isa. 8:12, 13; II Cor. 6:14-18); and

WHEREAS, The Christian dare not violate his conscience by giving support to activities or policies incompatible with the principles and counsel set forth in God's Word; and

WHEREAS, An increasing number of Seventh-day Adventists are finding it necessary to explain the position of the church in relation to joining or financially supporting labor unions and similar organizations,

VOTED, 1. That the Seventh-day Adventist Church hereby reaffirm its historic position that its members should not join or financially support labor unions and similar organizations.

2. That the Seventh-day Adventist Church member is following the teaching of the Church when because of religious convictions he refuses to join or financially support labor unions and similar organizations or associations, or discontinues membership or financial support of a labor union, and similar organization or association.

3. That pastors diligently inform Seventh-day Adventist Church members through sermons, personal counseling, church publications and other media of the Bible principles and the Spirit of Prophecy counsel on which the Church's position is based.

SDA PERSONNEL SERVICES:

VOTED, 1. That appreciation be expressed for the excellent research done and the reports given by the committee.

2. That we request the General Conference officers to appoint an ad hoc committee to refine plans and give guidance to the initiating of this proposal.

3. That we secure the services (part-time or temporary full-time) of needed consultants to join the committee in developing a written proposal on how the system could become operative on the various levels of church organization.

4. That the committee indicate how the General Conference/North American Division Personnel System would relate to other denominational organizations and institutions.

5. That the committee indicate how organizations could relate to each other within the proposed system.

6. That the committee indicate the initial steps which should be taken and how the phased development of the program can assure success at each step.

7. That we request the General Conference officers to make provision for financial assistance to develop the plan.

8. That we refer the matter of a definitive decision regarding this plan to the Spring Meeting, 1973 with power to act, based on reports now in hand and those to be developed by the ad hoc committee.

NEW CATEGORY OF BOOK PUBLICATION:

Publishing and Distribution

Sensing the challenge and obligation which rests upon all Seventh-day Adventists to spread the message of hope vouchsafed to us, and

Recognizing the evangelistic potential of the E. G. White books of a missionary nature, as Steps to Christ, The Great Controversy, The Desire of Ages, Patriarchs and Prophets, Ministry of Healing, etc., and remembering the mandate of the church to distribute them like the "leaves of autumn":

VOTED, 1. That plans be adopted establishing within the publishing structure of the church a new category of book publication and distribution capitalizing on the facilities of mass production of newsprint paperbacks and utilizing simplified and adjusted procedures in book distribution.

2. That in so doing, in producing and marketing such literature:

a. The three publishing houses in North America unite in such a publishing program operating under a radical new reduced price structure, and as a unit share in investment and distribution.

b. That the original publisher of the book concerned arrange for printing with one of the North American publishing houses or a paperback publisher, with each of the three houses investing in and receiving agreed upon portions of the total order directly from the printer.

c. That we ask the three publishers in this undertaking to work concertedly under the name of "United Publishers" and that the books carry this imprint.

d. That the normal distribution at the special price be in quantity orders only in multiple units and that they be handled through Adventist Book Center channels.

e. That the publishers and Adventist Book Centers handle this special line largely as a service and thus at a minimum cost to the constituency.

f. That conference administrators recognize this project as a special endeavor to distribute these Spirit of Prophecy volumes into every home.

g. That royalty be paid on the basis of the 1 percent established for mass printings of give-away missionary literature.

h. That any organization wishing to order in lots of 25,000 copies or more may place such orders directly with the publishing house to be billed at graduated quantity prices.

i. That the General Conference appoint an appropriate committee to coordinate the work described above, of which the vice president of the General Conference for North America shall be chairman, with representation from the three publishing houses in North America, the White Estate, General Conference Publishing Department, and executives from union and local conferences.

j. That we call upon the church as a whole in North America to give enthusiastic and sustained support to this special program of Spirit of Prophecy message filled literature distribution.

3. That we invite publishing houses and divisions to consider the implementation of some such program of Spirit of Prophecy missionary oriented books in other languages to meet the challenges and opportunities in the world field.

#### SDA Missionary Foundation

The Seventh-day Adventist Missionary Foundation has, through its zeal and activities, pioneered a wide distribution of inexpensive newsprint editions of key missionary books.

Because the above proposals calling for a special new category in Seventh-day Adventist publishing have been accepted, the way is now open for church members and organizations to secure through approved channels inexpensive missionary E. G. White books at close to the actual printing costs.

The way is open to the Seventh-day Adventist Missionary Foundation to secure English printings of such publications through our publishing houses at prices very close to what they now pay through their private publication of these books. This they have declared to be their desire. In view of this, it was

VOTED, 1. That the General Conference and the North American Division officers with representatives of our publishing interests, work with the Seventh-day Adventist Missionary Foundation endeavoring to bring about at an early date some solution to present problems thus eliminating the seeming necessity for the Seventh-day Adventist Missionary Foundation to continue as a publisher of E. G. White books.

2. That the Seventh-day Adventist Missionary Foundation be urged to neither publish nor distribute by sale or gift Steps to Christ and The Great Controversy in new and different unapproved Spanish translations, but to work cooperatively with the White Estate and the world divisions in any special projects in overseas publication of the E. G. White books.

DENOMINATIONAL PUBLISHING:

Because the development of the above programs (see New Category of Book Publication), created to keep abreast with the challenge of the hour, and the responsibility of our publishing houses to meet the needs of the church as its servants, brings prominently to the fore certain situations which the church cannot safely ignore, the following should be noted, 1. That financial problems at our publishing houses are brought about in part by the diversion to other printing establishments of literature designed to serve the church, and in part by the heavy financial load they have assumed or has been imposed upon them through extraordinary publishing procedures.

2. That our price structure in the publication of standard products of normal distribution is sound as is attested to by close comparison with similar products issued by the publishers of the world. Such a comparison reveals ours to be a product of better quality and marketed at prices consistently well below the average.

3. That diversion of denominational work from the presses of our three North American Division publishing houses--either to avoid the scrutiny by competent committees of literature to be published, or to gain what seems to be a price advantage--leaves our publishers, the servants of the church, with equipment not used to its efficient capacity. This can soon confront the church with alternatives of (a) turning to commercial work; (b) calling for church provided subsidies, or (c) the dissolving of our printing establishments and the discharging of our working forces in literature manufacture.

4. Because of the situation described above, and in the spirit of the appeal of the president of the General Conference in his opening address at the 1973 Annual Council calling for a united front in the conduct of the work of the church and for loyalty to church organization ordained by God and confirmed by the Spirit of Prophecy, it was

VOTED, To urge the leaders of the church on all levels to wholeheartedly respond to the following proposals:

a. That the publishing houses become the publishers and printers of all denominational literature for their respective territories and that the cost of this literature be competitive with commercial printers.

b. That all conferences now involved in publishing or printing literature for distribution beyond their own territorial lines withdraw from the publishing business and negotiate some equitable and honorable way to turn such literature over to the publishing houses serving their conference. The publishing house shall reimburse the conference for all marketable printed matter at their cost. This is to be done within a reasonable period of time.

c. That denominational administrators at all levels in fields where denominational employees or organizations are engaged in publishing literature for distribution beyond the borders of their territories in violation of denominational policies on Independent Publications, set "their houses in order."

d. That the work in the printing facilities of the SDA Radio, Television and Film Center (Voice of Prophecy, Faith for Today), and the General Conference be reduced to simple job printing and document duplication to service their own organizations.

Adjourned at 10:25 p.m.

Prayer of dismissal by Philip Follett, president of the Ohio Conference.

Neal C. Wilson, Chairman  
Lowell L. Bock, Secretary  
Beverly Tigerghien, Recording Secretary

ONE HUNDRED THIRTY-SIXTH MEETING

NORTH AMERICAN DIVISION COMMITTEE ON ADMINISTRATION

October 20, 1972

(The following actions were taken on October 20, 1972, at two joint meetings of the General Conference Committee and North American Division Committee on Administration.)

DEPARTMENTAL RELATIONSHIPS--PILOT PLAN FOR NORTH AMERICA:

There has been much discussion whether there is a need for all departments to function on all levels. Some have suggested that certain departments could serve the church better if they functioned on the union level and not on the local level, while others have suggested that certain departments could serve better if they functioned on the local level and not on the union level.

VOTED, 1. To request the General Conference officers to study with the North American Division unions the possibility of developing a pilot plan in one of the unions in which there would be a restructuring of the relationships between the departments at the General Conference, union and local conference levels;

2. That any union desiring to inaugurate a pilot program involving its departments should submit plans and proposals to the North American Division Committee on Administration for approval.

CREDENTIALS AND LICENSES--POLICY CHANGE:

VOTED, To refer the following recommendation to the 1973 Spring Meeting, with power to act:

We recommend, That the following wording be used for paragraph 1.c., page 64, of the NAD Working Policy:

1.c. Workers who have been ordained and carry ministerial credentials but who have of their own choice or upon the counsel of their employing organization discontinued ministerial work employment but who continue in denominational employment are not eligible for renewal of their ministerial credentials excepting as in connection with their new employment they continue ministerial, evangelistic or church responsibilities and assignments.

TOURS ABROAD--POLICY CHANGE:

VOTED, That the policy on "Tours Abroad" (NAD Working Policy, page 106) be amended to read as follows:

Denominational organizations and workers, including or their spouses, organizing tours abroad, either directly or indirectly, shall arrange for authorization as follows:

1. "Official" or authorized Tours abroad shall be limited to those which are organized by the educational institutions (colleges and universities) and which

have been approved requested by the institutional boards and coordinated through the General Conference Department of Education and approved by an Autumn Annual Council or Spring Meeting of the North American Division Committee on Administration.

~~2. In considering authorization of overseas tours, such tours should be related to large church-sponsored meetings abroad.~~

3. 2. Officers of overseas divisions shall be fully informed regarding tours to their respective territories and the following shall be taken under advisement by members of the tour parties:

a. Tours to be planned well in advance, allowing ample time for the visits to be arranged avoiding Sabbath travel.

b. The touring group to be careful to uphold church standards at all times, with special attention to Sabbath observance and proper dress.

c. The political sensitivity of the areas visited to be considered at all times and caution to be exercised in reporting or writing about the trip.

d. Groups and individuals to be alert to personal responsibility for expenses incurred while visiting denominational installations and private families.

e. Caution to be observed in advertising tours in denominational publications.

AUTHORIZED TOURS ABROAD - 1973:

VOTED, That the following Tours Abroad by SDA Colleges and Universities be authorized for 1973 as follows:

Andrews University

Andrews Summer Music Session in Vienna  
June 11 to July 23, 1973  
Academic Credit: 9 quarter hours  
Leader: Dr. Hans-Jorgen Holman

Andrews Summer Language Session in Europe

French - Collonges, France  
June 11 to August 17, 1973 (approximate)  
Academic Credit: 9-12 quarter hours  
Leader: Mr. Pietro Copiz

German - Darmstadt, Germany  
June 11 to August 17, 1973 (approximate)  
Academic Credit: 9-12 quarter hours  
Leader: Mr. Gerhard Steinbacher

Spanish - Valencia, Spain  
June 11 to August 17, 1973  
Academic Credit: 9-12 quarter hours  
leader: Dr. Humberto Rasi



Columbia Union College

Holy Land--Rome New Testament History Tour  
December 10-26, 1973  
Academic Credit: 2 Semester Hours  
Leader: Elder M. K. Eckenroth

Spanish Language Tour - Mexico  
Month of July, 1973  
Academic Credit: 3 Semester Hours  
Leader: Professor Gerald White

Loma Linda University

Summer School of Music in Scandinavia  
August and September 1973  
Academic Credit: 4 quarter hours  
Leader: Dr. Vernon H. Koenig

Holy Land Tour  
June 14-July 26, 1973  
Academic Credit: 6-8 quarter hours  
Leader: Kenneth L. Vine, Ph.D.

Architectural Design Class in Northern Europe  
8 weeks from mid-June to August 31, 1973  
Academic Credit: 6-8 hours  
Leader: Roger Churches

Pacific Union College

Music and Art Tour of Southern Europe  
"Art and Music" Tour of Europe  
Academic Credit:  
Leader: Dr. Melvin Hill and Mrs. Jean Hill

Tour through England and Scotland specializing in water color paintings  
Three week tour  
Academic Credit:  
Leader: Professor Vernon Nye

Union College

Union College Annual European Tour  
July 8-August 2, 1973  
Academic Credit: lower division, 2 hours  
upper division, 2-3 hours  
Leader: Dr. George Thomson

Walla Walla College

European Study Tour 1973  
June 11 to August 18, 1973  
Academic Credit: 12 quarter hours  
Leader: Dr. Hollibert Phillips

"SPIRIT-FILLED WITNESSING" MANUAL--TRAINING PROGRAM:

VOTED, 1. That a training school for laymen and leaders in the use of the new "Spirit-Filled Witnessing" manual be held in Washington, D.C., January 28 to February 1, 1973.

2. That attendance at the Washington, D.C., training school include the following:

a. General Conference Ministerial, MV, Lay Activities, Sabbath School and Temperance Department Secretaries,

b. Union Ministerial, MV, Lay Activities, Sabbath School and Temperance Secretaries from the Atlantic, Columbia and Southern Unions,

c. One representative from each college Bible department or campus pastor within these union territories, and

d. Up to 50 selected pastors and laymen from the Allegheny East, Chesapeake and Potomac Conferences.

3. That two additional similar training schools be scheduled in February 1973 for the:

a. Canadian, Central, Lake, Northern and Southwestern Unions, and

b. Pacific and North Pacific Unions.

4. That attendance at these two additional training schools be as follows:

a. One representative from the Ministerial, MV, Lay Activities, Sabbath School and Temperance Departments of the General Conference.

b. Union Ministerial, MV, Lay Activities, Sabbath School and Temperance Department secretaries from the respective unions,

c. One representative from each college Bible department or campus pastor from the respective unions, and

d. Up to 50 selected laymen and pastors from the local conferences in the area where the training schools are scheduled.

5. That following these training schools, all union and local conference Ministerial, MV, Lay Activities, Sabbath School and Temperance Secretaries work together in promoting and conducting laymen's and leaders' training schools using the new "Spirit-Filled Witnessing" manual reaching every university, college, academy and church in every conference of North America.

PLANS FOR BIBLE CONFERENCES:

VOTED, That we approve in principle the following plans for holding Bible conferences in North America and refer to the North American Division administra-

tion and union presidents the final logistics on attendance and finance (a progress report is to be prepared for the 1973 Spring Meeting):

Time of Bible Conference--That the Bible conferences for North America be convened during the summer of 1974 for the following reasons:

1. The need to arrange for facilities on college campuses.
2. The need to arrange for Seminary and university teachers to be available to the conferences at a time when they are comparatively free.
3. To allow for sufficient time to arrange camp meeting schedules around the Bible conferences.

Number and Geographical Grouping of Conferences--That there be three consecutive and identical Bible conferences convened for the North American Division, and that they be grouped as follows:

Southern Group--Southern Missionary College, May 13-21, 1974; Central Union, Southern Union and Southwestern Union; estimated attendance 750.

Eastern Group--Andrews University, June 3-11, 1974; Atlantic Union, Columbia Union, Eastern Canada, Lake Union and Northern Union; estimated attendance 1,000.

Western Group--Pacific Union College, June 17-25, 1974; North Pacific Union, Pacific Union and Western Canada; estimated attendance 1,000.

Length of Conferences--That each session be eight days in length, plus an opening evening session, and run from a Monday evening through the following Tuesday evening, thus involving one weekend at each conference since this is considered a minimum length in order to cover the most essential subject areas and provide adequate opportunity for worker-response and discussion. The implication of this schedule is that those participating in each of the three identical conferences would be involved over a period of some six weeks as a minimum, more if the three sessions are staggered through the summer months.

Categories of Invitees to Conferences--That the following categories of workers be invited to attend their respective Bible conferences:

1. A minimum of 50 percent of the pastoral workers of each conference, duly sharing the privilege among senior and junior workers and a proportionate representation of minority groups;
2. Local and union conference presidents;
3. Local and union conference ministerial association secretaries;
4. All full-time conference and union evangelists;
5. All credentialed conference Bible instructors;

6. All full-time college and university Bible teachers;
7. All college and university presidents or academic deans;
8. One full-time Bible teacher from each of the senior academies;
9. Fifty percent of the principals of the senior academies of North America;
10. Two science teachers from each college and university--selection to insure representation of a variety of departments at each of the three sectional conferences;
11. The head of the history department of each college and university;
12. The speakers of the Voice of Prophecy, Faith for Today, It Is Written programs (with consideration to be given to including the field evangelists now associated with each of these programs);
13. The editors of the three missionary magazines, Signs of the Times, These Times, and Message;
14. One book editor from each publishing house;
15. One other editor from each publishing house (Dr. Chaij to represent foreign publication editors from the Pacific Press);
16. The editor of the Review and Herald;
17. The editor of Insight;
18. A union delegation of laymen, equal in number to one representative from each conference, with due consideration for the physicians and dentists in each union territory.

"REVIEW AND HERALD" FINANCIAL ALLOTMENT PHASE-OUT:

In response to the request from the 1971 Autumn Council for a review of the Review and Herald Allotment Plan,

- VOTED, 1. That the Review and Herald subscription goal for North America be set at approximately one subscription per 4 1/2 church members, or a current objective of 100,000 subscriptions. On the same basis, this goal will be apportioned to the unions and in turn the local conferences.
2. That the allotment plan be continued, but with an incentive provision which would phase out each local conference's financial subsidy as the subscription goal is reached.
  3. That 50 percent of the allotment be based on the total tithe receipts of the conference and 50 percent on the total subscription goal not reached by the conference.
  4. That the allotment based on the goal shortage will decrease as the goal is reached, but the allotment based on tithe will apply until a particular conference

reaches its full subscription goal, after which the total allotment for that conference will cease.

5. That annual calculations be based on membership figures for September 30 of the previous year, and on the number of subscriptions as of July 31 of the current year.

6. That the total allotment for 1973 be \$27,000, based on a total goal of 100,000 subscriptions, with an actual total as of July 1972 of 66,420. This leaves a shortage of 33,580 subscriptions, and in future annual calculations the total allotment will be reduced by the number of subscriptions received above the 66,420 current level at the rate of .804 cents per subscription.

"REVIEW AND HERALD" FINANCIAL ALLOTMENTS FOR 1973:

VOTED, To make the following Review and Herald financial allotments for 1973:

<u>Conference</u>	<u>1971 Tithe</u>	<u>Allotment on Tithe</u>	<u>Short of Goal %age</u>	<u>Allot. on Shortage</u>	<u>Total Allotment</u>
<b>Atlantic Union</b>					
Bermuda Mission	244 326 65	32 00	67%	285 00	317 00
Gr. New York	1 715 126 98	228 00	35%	148 00	376 00
New York	1 076 788 06	143 00	38%	162 00	305 00
Northeastern	2 705 532 33	359 00	87%	370 00	729 00
N. New England	779 927 06	104 00	40%	170 00	274 00
S. New England	2 057 408 41	273 00	37%	158 00	431 00
Totals	<u>8 579 109 49</u>	<u>1 139 00</u>	<u>58%</u>	<u>1 293 00</u>	<u>2 432 00</u>
<b>Canadian Union</b>					
	727 35				
Alberta	655 745 45	88 00	41%	174 00	262 00
British Columbia	981 394 49	131 00	47%	200 00	331 00
Manitoba-Saskatch.	357 856 00	47 00	57%	243 00	290 00
Maritime	190 006 71	25 00	61%	259 00	284 00
Ontario	1 417 744 21	188 00	47%	200 00	388 00
Totals	<u>3 603 474 21</u>	<u>479 00</u>	<u>46%</u>	<u>1 076 00</u>	<u>1 555 00</u>
Quebec Association	62 374 54	- - - - -	Surpassed	Goal - - - - -	- - - - -
Newfoundland	68 617 35	- - - - -	Surpassed	Goal - - - - -	- - - - -
<b>Central Union</b>					
Central States	368 041 44	49 00	92%	392 00	441 00
Colorado	2 260 850 40	301 00	52%	221 00	522 00
Kansas	704 766 87	93 00	59%	251 00	344 00
Missouri	987 768 78	131 00	57%	243 00	374 00
Nebraska	1 115 370 47	149 00	46%	196 00	345 00
Wyoming	244 797 59	32 00	56%	239 00	271 00
Totals	<u>5 681 595 55</u>	<u>755 00</u>	<u>57%</u>	<u>1 542 00</u>	<u>2 297 00</u>
<b>Columbia Union</b>					
Allegheny East	1 505 061 73	200 00	91%	387 00	587 00
Allegheny West	771 973 13	102 00	92%	392 00	494 00
Chesapeake	1 407 741 07	187 00	54%	230 00	417 00
Mountain View	321 263 18	43 00	54%	230 00	273 00
New Jersey	1 070 711 29	142 00	20%	85 00	227 00
Ohio	2 518 623 82	335 00	45%	192 00	527 00

<u>Conference</u>	<u>1971 Tithe</u>	<u>Allotment on Tithe</u>	<u>Short of Goal %age</u>	<u>Allot. on Shortage</u>	<u>Total Allotment</u>
Columbia Union (contd.)					
Pennsylvania	1 815 995 46	242 00	42%	179 00	421 00
Potomac	3 853 389 03	512 00	52%	221 00	733 00
Totals	<u>13 264 758 71</u>	<u>1 763 00</u>	<u>59%</u>	<u>1 916 00</u>	<u>3 679 00</u>
Lake Union					
Illinois	2 147 793 45	285 00	33%	140 00	425 00
Indiana	1 230 295 23	163 00	39%	166 00	329 00
Lake Region	1 224 429 95	163 00	94%	401 00	564 00
Michigan	5 296 467 19	703 00	42%	179 00	882 00
Wisconsin	1 179 719 83	157 00	44%	188 00	345 00
Totals	<u>11 078 705 65</u>	<u>1 471 00</u>	<u>51%</u>	<u>1 074 00</u>	<u>2 545 00</u>
North Pacific Union					
Alaska	321 842 69	43 00	39%	166 00	209 00
Idaho	677 488 72	90 00	42%	178 00	268 00
Montana	485 836 94	65 00	46%	196 00	261 00
Oregon	4 697 127 54	624 00	45%	192 00	816 00
Upper Columbia	3 006 110 43	400 00	44%	187 00	587 00
Washington	2 209 888 60	293 00	48%	204 00	497 00
Totals	<u>11 398 294 92</u>	<u>1 515 00</u>	<u>45%</u>	<u>1 123 00</u>	<u>2 638 00</u>
Northern Union					
Iowa	790 463 76	105 00	46%	196 00	301 00
Minnesota	1 118 978 82	149 00	45%	192 00	341 00
North Dakota	600 987 78	80 00	56%	239 00	319 00
South Dakota	274 632 49	36 00	50%	213 00	249 00
Totals	<u>2 785 062 85</u>	<u>370 00</u>	<u>48%</u>	<u>840 00</u>	<u>1 210 00</u>
Pacific Union					
Arizona	1 083 947 22	144 00	47%	200 00	344 00
Central Calif.	4 935 190 25	656 00	43%	184 00	840 00
Hawaiian Miss.	741 504 33	99 00	54%	229 00	328 00
Nevada-Utah	512 663 13	68 00	57%	243 00	311 00
Northern Calif.	6 678 559 97	887 00	45%	192 00	1 079 00
SE Calif.	7 533 483 46	1 000 00	43%	183 00	1 183 00
Southern Calif.	6 798 654 99	903 00	60%	255 00	1 158 00
Totals	<u>28 284 003 35</u>	<u>3 757 00</u>	<u>48%</u>	<u>1 486 00</u>	<u>5 243 00</u>
Southern Union					
	743 13				
Alabama-Miss.	921 666 38	123 00	61%	259 00	382 00
Carolina	1 616 686 02	215 00	46%	196 00	411 00
Florida	3 207 244 97	426 00	29%	123 00	549 00
Georgia-Cumb.	2 731 671 06	363 00	49%	209 00	572 00
Kentucky-Tenn.	1 510 900 00	201 00	57%	243 00	444 00
South Atlantic	1 213 647 02	161 00	97%	413 00	574 00
South Central	672 275 11	89 00	93%	396 00	485 00
Totals	<u>11 874 833 69</u>	<u>1 578 00</u>	<u>61%</u>	<u>1 839 00</u>	<u>3 417 00</u>

<u>Conference</u>	<u>1971 Tithe</u>	<u>Allotment on Tithe</u>	<u>Short of Goal %age</u>	<u>Allot on Shortage</u>	<u>Total Allotment</u>
Southwestern Union					
Arkansas-La.	1 013 939 87	134 00	53%	225 00	359 00
Oklahoma	810 260 21	108 00	54%	230 00	338 00
Southwest Region	494 351 34	66 00	97%	413 00	479 00
Texas	2 191 234 55	292 00	55%	234 00	526 00
Texico	553 453 26	73 00	49%	209 00	282 00
Totals	<u>5 063 239 23</u>	<u>673 00</u>	<u>62%</u>	<u>1 311 00</u>	<u>1 984 00</u>
Grand Totals	<u>101 744 069 54</u>	<u>13 500 00</u>		<u>13 500 00</u>	<u>27 000 00</u>

NOTE: In the case of the Columbia Union, since a special plan for the circulation of the Review and Herald has been agreed upon which actually produces a circulation in excess of the union goal, its allotment of \$3,679.00 will be cancelled for the year 1973, thus leaving a balance of \$23,321.00 available to the Review and Herald Publishing Association.

FINANCIAL ALLOTMENTS FOR 1973:

VOTED, To make the following financial allotments for 1973, and to request the General Conference officers to review the distribution of the financial allotments for campus pastors and servicemen's centers before the 1974 financial allotments are approved:

American Bible Society

	<u>1971 Tithe</u>	<u>% of Total</u>	<u>Allotment</u>
Atlantic Union	8 579 109 49	8.43	1 602 00
Canadian Union	3 734 466 10	3.67	697 00
Central Union	5 681 595 55	5.58	1 060 00
Columbia Union	13 264 758 71	13.04	2 478 00
Lake Union	11 078 705 65	10.89	2 069 00
North Pacific Union	11 398 294 92	11.20	2 128 00
Northern Union	2 785 062 85	2.74	521 00
Pacific Union	28 284 003 35	27.80	5 282 00
Southern Union	11 874 833 69	11.67	2 217 00
Southwestern Union	5 063 239 23	4.98	946 00
Total	<u>101 744 069 54</u>	<u>100.00</u>	<u>19 000 00</u>

Camp Pastors and Servicemen's Centers

	<u>1971 Tithe</u>	<u>% of Total</u>	<u>Allotment</u>
Atlantic Union	8 579 109 49	8.75	8 523 00
Central Union	5 681 595 55	5.80	5 649 00
Columbia Union	13 264 758 71	13.53	13 178 00
Lake Union	11 078 705 65	11.30	11 006 00
North Pacific Union	11 398 294 92	11.63	11 328 00
Northern Union	2 785 062 85	2.84	2 766 00
Pacific Union	28 284 003 35	28.86	28 110 00
Southern Union	11 874 833 69	12.12	11 805 00
Southwestern Union	5 063 239 23	5.17	5 035 00
Total	<u>98 009 603 44</u>	<u>100.00</u>	<u>97 400 00</u>

Inner City Fund

Tithe Basis

	<u>1971 Tithe</u>	<u>% of Total</u>	<u>Allotment</u>
Atlantic Union	8 579 109 49	8.43	2 634 00
Canadian Union	3 734 466 10	3.67	1 147 00
Central Union	5 681 595 55	5.58	1 744 00
Columbia Union	13 264 758 71	13.04	4 075 00
Lake Union	11 078 705 65	10.89	3 403 00
North Pacific Union	11 398 294 92	11.20	3 500 00
Northern Union	2 785 062 85	2.74	856 00
Pacific Union	28 284 003 35	27.80	8,688 00
Southern Union	11 874 833 69	11.67	3 647 00
Southwestern Union	5 063 239 23	4.98	1 556 00
Totals	<u>101 744 069 54</u>	<u>100.00</u>	<u>31 250 00</u>

Ingathering Reversion Basis

	<u>1972 Overflow</u>	<u>% of Total</u>	<u>Allotment</u>	<u>Total Allotment</u>
Atlantic Union	388 117 74	9.66	3 019 00	5 653 00
Canadian Union	190 054 53	4.73	1 478 00	2 625 00
Central Union	276 262 32	6.88	2 150 00	3 894 00
Columbia Union	674 415 79	16.79	5 247 00	9 322 00
Lake Union	506 158 34	12.60	3 938 00	7 341 00
North Pacific Union	270 758 25	6.74	2 106 00	5 606 00
Northern Union	140 229 54	3.49	1 090 00	1 946 00
Pacific Union	605 841 76	15.08	4 713 00	13 401 00
Southern Union	615 734 17	15.33	4 790 00	8 437 00
Southwestern Union	349 899 64	8.70	2 719 00	4 275 00
Totals	<u>4 017 472 08</u>	<u>100.00</u>	<u>31 250 00</u>	<u>62 500 00</u>

Loma Linda University Building Fund

	<u>1971 Tithe</u>	<u>% of Total</u>	<u>Allotment</u>
Atlantic Union	8 579 109 49	8.43	21 918 00
Canadian Union	3 734 466 10	3.67	9 542 00
Central Union	5 681 595 55	5.58	14 508 00
Columbia Union	13 264 758 71	13.04	33 904 00
Lake Union	11 078 705 65	10.89	28 314 00
North Pacific Union	11 398 294 92	11.20	29 120 00
Northern Union	2 785 062 85	2.74	7 124 00
Pacific Union	28 284 003 35	27.80	72 280 00
Southern Union	11 874 833 69	11.67	30 342 00
Southwestern Union	5 063 239 23	4.98	12 948 00
Totals	<u>101 744 069 54</u>	<u>100.00</u>	<u>260 000 00</u>
From General Conference			90 000 00
From Hospitals (See separate list)			10 000 00
Grand Total			<u>360 000 00</u>



Loma Linda University Building Fund

	<u>Gross Patient Revenue - 1971</u>	<u>Allotment</u>
<u>Atlantic Union</u>		
Fuller Memorial Hospital	1 321 194 95*	77 00
New England Memorial Hospital	9 372 483 04	546 00
Parkview Memorial Hospital	1 163 152 08	68 00
<u>Central Union</u>		
Boulder Memorial Hospital	2 626 000 15	153 00
Porter Memorial Hospital	8 384 244 00	488 00
<u>Columbia Union</u>		
Hadley Memorial Hospital	3 684 803 22	215 00
Kettering Medical Center	16 248 611 53	946 00
Reading Institute of Rehabilitation	961 234 97	56 00
Washington Sanitarium & Hospital	12 890 367 16*	751 00
<u>Lake Union</u>		
Hinsdale Sanitarium & Hospital	13 354 047 99	778 00
<u>North Pacific Union</u>		
Portland Adventist Hospital	8 283 291 41	482 00
Walla Walla General Hospital	1 980 106 69	115 00
<u>Pacific Union</u>		
Castle Memorial Hospital	2 596 122 19	151 00
Feather River Sanitarium & Hospital	2 363 392 68*	138 00
Glendale Adventist Hospital	14 869 445 00	866 00
Hanford Community Hospital	1 247 717 96	73 00
Monument Valley Mission Hospital	339 254 47	20 00
Paradise Valley Hospital	8 259 268 71*	481 00
St. Helena Hospital & Health Center	2 959 848 19*	172 00
Simi Valley Community Hospital	2 996 896 55*	175 00
Sonora Community Hospital	1 114 190 49	65 00
Tempe Community Hospital	1 554 363 05*	91 00
White Memorial Medical Center	18 377 029 90*	1 070 00
<u>Southern Union</u>		
Florida Sanitarium & Hospital	13 239 272 00	771 00
Highland Hospital	624 413 84	36 00
Louis Smith Memorial Hospital	382 654 37	22 00
Madison Hospital	6 401 940 88	373 00
Medical Center Hospital	1 795 601 25	105 00
Oneida Mountain Hospital	583 226 27	34 00
Putnam Memorial Hospital	1 461 534 00	85 00
Takoma Hospital & Sanitarium	1 217 775 57	71 00
Walker Memorial Hospital	1 856 333 78	108 00
Watkins Memorial Hospital	661 032 24	39 00
<u>Southwestern Union</u>		
Ardmore SDA Hospital	1 572 501 78*	92 00
Hays Memorial Hospital	769 922 18	45 00
Jay Memorial Hospital of SDA's	483 727 24*	28 00
Marion County Hospital	446 086 18	26 00
Memorial Hospital (Beeville)	1 679 622 58*	98 00
Menard Hospital	437 653 05	25 00
<u>General Conference</u>		
Riverside Sanitarium & Hospital	1 119 454 21*	65 00
<b>Totals</b>	<u>171 679 817 80</u>	<u>10 000 00</u>

\*Estimated

Oakwood College

	<u>1971 Tithe</u>	<u>3.0% Allotment</u>
<u>Atlantic Union</u>		
Northeastern Conference	2 705 532 33	81 166 00
<u>Central Union</u>		
Central States Conference	368 041 44	11 041 00
<u>Columbia Union</u>		
Allegheny East Conference (2.625%)	1 505 061 73	39 508 00
Allegheny West Conference (2.625%)	768 528 14	20 174 00
<u>Lake Union</u>		
Lake Region Conference	1 224 429 95	36 733 00
<u>North Pacific Union</u>		
Portland, Oregon, Church	30 374 19	911 00
Seattle, Washington, Church	51 130 82	1 534 00
<u>Pacific Union</u>		
Arizona Conference	34 926 87	1 048 00
Central California Conference	195 965 09	5 879 00
Nevada-Utah Conference	16 856 11	506 00
Northern California Conference	334 993 69	10 050 00
Southeastern California Conference	242 362 68	7 271 00
Southern California Conference	729 223 25	21 877 00
<u>Southern Union</u>		
South Atlantic Conference	1 213 647 02	36 409 00
South Central Conference (5.0%)	672 275 11	33 614 00
<u>Southwestern Union</u>		
Southwest Region Conference	494 354 81	14 831 00
Totals	<u>10 587 703 23</u>	<u>322 552 00</u>

Radio, TV and Film Center

<u>Union</u>	<u>1971 Tithe</u>	<u>FFT 1973 Allotment</u>	<u>VOP 1973 Allotment</u>	<u>Total Allotment (.35% of Tithe)</u>
Atlantic Union	8 579 109 49	24 127 00	5 900 00	30 027 00
Canadian Union	3 734 466 10	10 503 00	2 568 00	13 071 00
Central Union	5 681 595 55	15 979 00	3 907 00	19 886 00
Columbia Union	13 264 758 71	37 305 00	9 122 00	46 427 00
Lake Union	11 078 705 65	31 157 00	7 618 00	38 775 00
North Pacific Union	11 398 294 92	32 056 00	7 838 00	39 894 00
Northern Union	2 785 062 85	7 833 00	1 915 00	9 748 00
Pacific Union	28 284 003 35	79 543 00	19 450 00	98 993 00
Southern Union	11 874 833 69	33 396 00	8 166 00	41 562 00
Southwestern Union	5 063 239 23	14 240 00	3 482 00	17 722 00
	<u>101 744 069 54</u>			
Total 1973		286 139 00	69 966 00	356 105 00
Total 1972		271 041 00	54 868 00	325 909 00
Increase		<u>15 098 00</u>	<u>15 098 00</u>	<u>30 196 00</u>

Special Legal Service

Atlantic Union Conference	250 00
Central Union Conference	250 00
Columbia Union Conference	250 00
Lake Union Conference	250 00
North Pacific Union Conference	250 00
Northern Union Conference	250 00
Pacific Union Conference	250 00
Southern Union Conference	250 00
Southwestern Union Conference	250 00
Andrews University	250 00
Faith for Today	250 00
Voice of Prophecy	250 00
Christian Record	250 00
Loma Linda University	250 00
General Conference Corporation	250 00
Total	<u>3 750 00</u>

SPECIAL ASSISTANCE FUND FOR CONFERENCES--POLICY REVISION:

VOTED, That effective January 1, 1973, paragraph 1 of the policy on "Special Assistance Fund for Conferences," page 258 of the NAD Working Policy be revised to read as follows:

Source of Fund. Local conferences and missions contribute 1 percent on annual tithe receipts in excess of ~~\$400,000~~ the minimum annual tithe as explained in paragraph 2.a. and adjusted annually on the same basis using the latest figure set for the distribution of the fund. Union conferences contribute 1 percent on the amounts contributed by the local conferences and missions, and the General Conference contributes to the fund an amount equal to the total received from the local and union conferences and missions

SPECIAL ASSISTANCE FUND FOR CONFERENCES--DISTRIBUTION:

VOTED, That distribution of the Special Assistance Fund for Conferences for the year 1973 be as follows:

	Assistance on Basis of <u>Total Tithe</u>	Assistance on Basis of Tithe <u>Per Capita</u>	Special <u>Assistance</u>	Reduction by Policy <u>Limitation</u>	Total <u>Assistance</u>
ATLANTIC UNION					
Bermuda Mission	50 442 00	479 00			50 921 00
Greater New York			35 000 00		35 000 00
New York		2 395 00			2 395 00
Northeastern		9 101 00	35 000 00	9 101 00+	35 000 00
	<u>50 442 00</u>	<u>11 975 00</u>	<u>70 000 00</u>	<u>9 101 00</u>	<u>123 316 00</u>
CANADIAN UNION					
Alberta	1 689 00	23 950 00			25 639 00
British Columbia		21 555 00			21 555 00
Manitoba-Saakatchewan	36 989 00	49 337 00			86 326 00
Maritime	56 879 00	37 841 00			94 720 00
SDA Church - Newfoundland	71 264 00	45 026 00		47 673 00#	68 617 00
Quebec SDA Church Assn	72 004 00	58 438 00		68 067 00#	62 375 00
	<u>238 825 00</u>	<u>236 147 00</u>		<u>115 740 00</u>	<u>359 232 00</u>
CENTRAL UNION					
Central States	35 782 00	57 480 00			93 262 00
Colorado		1 437 00		1 437 00+	
Kansas		23 950 00			23 950 00
Missouri		22 513 00			22 513 00
Nebraska		10 538 00			10 538 00
Wyoming	50 386 00	34 488 00			84 874 00
	<u>86 168 00</u>	<u>150 406 00</u>		<u>1 437 00</u>	<u>235 137 00</u>

COLUMBIA UNION					
Allegheny East		32 572 00			32 572 00
Allegheny West		42 152 00			42 152 00
Mountain View		<u>31 135 00</u>			<u>72 460 00</u>
	<u>41 325 00</u>				<u>147 184 00</u>
LAKE UNION					
Indiana		4 790 00			4 790 00
Lake Region		45 505 00			45 505 00
Wisconsin		<u>5 269 00</u>			<u>5 269 00</u>
		<u>55 564 00</u>			<u>55 564 00</u>
NORTH PACIFIC UNION					
Alaska	41 257 00		20 000 00		61 257 00
Idaho		2 395 00			2 395 00
Montana	<u>21 823 00</u>	<u>20 597 00</u>			<u>42 420 00</u>
	<u>63 080 00</u>	<u>22 992 00</u>	<u>20 000 00</u>		<u>106 072 00</u>
NORTHERN UNION					
Iowa		7 664 00			7 664 00
North Dakota	8 178 00	12 454 00			20 632 00
South Dakota	<u>46 851 00</u>	<u>25 866 00</u>			<u>72 717 00</u>
	<u>55 029 00</u>	<u>45 984 00</u>			<u>101 013 00</u>
PACIFIC UNION					
Hawaiian Mission			20 000 00		20 000 00
Nevada-Utah	<u>18 644 00</u>				<u>18 644 00</u>
	<u>18 644 00</u>		<u>20 000 00</u>		<u>38 644 00</u>
SOUTHERN UNION					
Alabama-Mississippi		16 765 00			16 765 00
Kentucky-Tennessee		7 185 00		7 185 00+	
South Atlantic		60 354 00	17 500 00		77 854 00
South Central		<u>64 665 00</u>	<u>17 500 00</u>		<u>82 165 00</u>
		<u>148 969 00</u>	<u>35 000 00</u>	<u>7 185 00</u>	<u>176 784 00</u>
SOUTHWESTERN UNION					
Arkansas-Louisiana		11 017 00			11 017 00
Oklahoma		13 891 00			13 891 00
Southwest Region	20 814 00	65 144 00	21 250 00		107 208 00
Texas		2 874 00		2 874 00+	
Texico	<u>13 811 00</u>	<u>23 471 00</u>			<u>37 282 00</u>
	<u>34 625 00</u>	<u>116 397 00</u>	<u>21 250 00</u>	<u>2 874 00</u>	<u>169 398 00</u>
Provision for Additional Assistance to Certain Regional Conferences (Actual distribution referred to special committee for recommendation)					
			<u>35 000 00</u>		<u>35 000 00</u>
TOTALS					
	<u>588 138 00</u>	<u>894 293 00</u>	<u>201 250 00</u>	<u>136 337 00</u>	<u>1 567 364 00</u>

Index figures: 1. Consumer Price Index, May 1972: 124.7% (1967 = 100%)  
2. North America Tithe Per Capita, 1971 = 237.00

Basis for Assistance: 1. Minimum Annual Tithe Basis: \$670,000.00 (1967 = \$530,000.00) Minimum annual tithe minus the actual annual tithe divided by \$2,000, times the per capita for North America  
2. Amount of Assistance per \$1.00 below North America per Capita: \$479.00 (1967 = \$384.00)  
3. Special Assistance Beyond Provisions of Plans #1 and #2

Limitations: \* Membership of at least 1,000: 50% of total tithe for previous year  
# Membership of less than 1,000: 100% of total tithe for previous year  
+ Tithe in excess of twice the minimum annual tithe (2 x \$670,000 = \$1,340,000): No assistance unless tithe per capita is below \$213.30

MINISTERIAL INTERNSHIP ALLOTMENTS:

VOTED, That provision be made for 285 ministerial internships for 1973 (years 1, 2, 3) allotted as follows:

1. Assigned to unions as follows, 275:

Atlantic Union Conference	23
Canadian Union Conference	17
Central Union Conference	21
Columbia Union Conference	34
Lake Union Conference	30
Northern Union Conference	13
North Pacific Union Conference	30
Pacific Union Conference	52

Southern Union Conference	34
Southwestern Union Conference	21

2. Distributed as needed by North American Division Committee on Administration, 10.

HOSPITAL RETIREMENT PLAN REVISIONS:

VOTED, That the revisions of the sustentation plan adopted by the 1972 Autumn Council (see General Conference minutes pages 72-1218 through 72-1221) be incorporated as revisions of the Hospital Retirement Plan wherever these revisions are applicable.

HOSPITAL RETIREMENT FUND PAYMENT RATE FOR 1973:

VOTED, That the amount of the payment to the Hospital Retirement Fund per full-time employee be set at \$295.00 for the year 1973.

PUBLISHING HOUSE SUSTENTATION FUND PAYMENT RATE FOR 1973:

VOTED, 1. That the amount of the payment to the Publishing House Sustentation Fund per full-time employee be set at \$1,218.00 for the year 1973; and;

2. That the General Conference officers be requested to set up a special committee to give study to the financing of the Publishing House Sustentation Fund.

WAGE SCALE REVISIONS:

VOTED: To accept the following revisions in the Wage Scale and the Wage Scale booklet:

Rewording--Family Status

That the wage scale booklet for North America be revised, eliminating throughout the terms "Head of Family" and "Not Head of Family":

One Basic Wage Scale--The wage scale provides one basic salary scale for each job classification based on education and experience to all employees without discrimination on the basis of race, religion, sex, age, national origin or color, with minimums and maximums expressed in percentages as well as in dollar amounts per month. While no recognition of the difference in financial responsibilities between those who have dependents and those who do not have dependents is given in the basic wage scale, it is recognized that the differences are to be provided in the living allowance granted. On the basis of need determined by marital status, dependents and financial responsibility, an additional amount of money may be paid to employees without discrimination on the basis of race, religion, sex, age, national origin or color.

Two Methods of Remuneration--It is recognized that there are two approved methods of remuneration of employees, namely:

1. The Regular Plan which is a payment of the basic salary plus the living allowance paid separately as specific identifiable items.

2. The Package Plan which is the payment of the basic salary plus the living allowance paid in one combined payment. This plan is not applicable to the ministerial worker.

3. In the wage scale the 100 percent salary level has been set at \$575.00 effective July 1, 1972. Where the Regular Plan is used, the total of the specific identifiable items which make up the living allowance may not exceed 52.17 percent (\$300.00) of the 100 percent salary level.

4. Where the Package Plan is used, the living allowance may be granted as follows:

a. Employee with one or more dependents--up to a maximum of 52.17 percent (\$300.00) of the 100 percent salary level.

b. Employee without dependents--up to a maximum of 70 percent (\$210.00) of the living allowance granted to an employee with dependents.

The living allowance includes such items as:

	<u>Maximum per Month</u>
Rent subsidy or Home Owner's Allowance	\$185.00
Automobile Depreciation	65.00
Automobile Insurance	15.50
Utilities Allowance	16.50
Telephone	7.50
Books and Equipment Allowance	8.50
Luggage Allowance	2.00
	<u>\$300.00</u>

The living allowance does not ordinarily include assistance on the following items: medical expense and medical insurance, scholarship grants to dependents of workers, special administrative and executive area travel allowance, nor reimbursed travel.

c. "Dependents" are defined as spouse and/or unmarried dependent children who are not employable or who have not been able to secure employment and/or parents of either spouse or of a single employee to whom more than 50 percent of total support is provided by the employee. Only one "Employee with Dependents" is recognized in each family unit.

d. In a case where a worker who being "Employee with Dependents" is left alone at the death of his or her spouse, the survivor may continue to receive for a time the "Employee with Dependents" living allowance, if so authorized by the controlling committee.

(Balance of section to remain unchanged)

Changes in Wage Scale for Educational Workers

	<u>Min.</u>	<u>Max.</u>
1. New Category in the Senior College Wage Scale-- Director of Student Finance	74%	99%
2. New Categories in the University Wage Scale--		
Director of Admissions and Records	94%	104%
Associate Director of Admissions and Records	92%	102%
Assistant Director of Admissions and Records	75%	100%
Director of Counselling Service	93%	103%
Director of Audio-Visual Center	75%	100%
Director of Food Services	93%	103%
Assistant Director of Food Services	73%	98%
Director of Student Finance	75%	100%

3. Category Name Change--In the university and senior college sections the category "Registrar" be changed to that of "Director of Admissions and Records."

Adjustments in Categories and Scale at the General Conference

1. New Headings and Categories--	<u>Min.</u>	<u>Max.</u>
Executive Secretary, Board of Higher Education	101%	111%
Director of Institutional Research, Brd of H. Educ	98%	108%
Senior Textbook Writer and Coordinator	92%	102%
Textbook Writer	75%	100%
<u>Custodial Service</u>		
Director of Custodial Service	72%	97%
Custodian	65%	90%
<u>Security Service</u>		
Director of Security Service	92%	97%
Security Officer	67%	92%

2. Increase Maximum Wage Scale Percentages--	<u>Present</u>	<u>New</u>
Personnel Director	106%	110%
Print Shop Manager	102%	103%

3. Change Present Heading Name "Custodial Service" to "Maintenance Service".

4. Change Category Name--"Director of Deferred Giving" to "Director of Trust Services".

Wage Scale for Seventh-day Adventist Radio, TV, and Film Center

1. Adventist Radio, TV and Film Center--	<u>Min.</u>	<u>Max.</u>
President	101%	111%
Treasurer	98%	108%
Director of Computer Service	95%	105%
Chief Accountant	93%	103%
2. Voice of Prophecy/Faith for Today/ It Is Written and Audio Visual--		
Program Director and Speaker	99%	109%
Associate Director and Speaker	94%	104%
Assistant Director and Speaker	92%	102%
Director of Radio, TV and Film Production	94%	104%

	<u>Min.</u>	<u>Max.</u>
Associate Director of Radio & Film Production	92%	102%
Assistant Director of Radio & Film Production	91%	101%
Director of Audio Visual Service	94%	104%
Manager	98%	108%
Treasurer/or Assistant Manager	94%	104%
Cashier	69%	94%
Accountant	69%	94%
Public Relations Director	94%	104%
Associate Public Relations Director	92%	102%
Assistant Public Relations Director	74%	99%
Editor of Publications	94%	104%
Station Relations Director	94%	104%
Director of Evangelism	94%	104%
Evangelists	92%	102%
Director of Field Services	94%	104%
Director of Bible School	94%	104%
Bible School Pastor	91%	101%
Bible School Teacher	72%	97%
Quartet Personnel	91%	101%
Music Arranger	91%	101%
Organist or Pianist	91%	101%
Recording and Sound Engineer	91%	101%
Film Editor	72%	97%
Sound Technician	72%	97%
Cameraman	72%	97%
Music and Sound Effects	70%	95%
Color Analyzer	70%	95%
Production Assistant	70%	95%
Negative Cutter	67%	92%
Film Printer	67%	92%
Director of Volunteers	67%	92%
Administrative Office Secretary	67%	92%
Secretary	65%	90%
Receptionist	60%	85%
Stenographer	60%	85%
Switchboard Operator	60%	85%
Custodian	65%	90%

3. Print Shop--

Press Superintendent	93%	103%
Assistant Superintendent	72%	97%
Foreman	71%	96%
Layout Artist	70%	95%
Cameraman, Stripper and Platemaker	70%	95%
Pressman	70%	95%
Typesetter-Compositor	70%	95%
Factory Worker	70%	95%
Clerk	60%	85%

New Wage Scale Category for Union Conference Personnel

	<u>Min.</u>	<u>Max.</u>
Associate Secretary	94%	104%



Wage Scale 100% Level

That the 100 percent salary level be increased to \$595.00 per month effective July 1, 1973.

Ministerial Intern Stipend While Attending Seminary

The ministerial intern stipend while attending the Seminary shall be increased to \$340.00 per month effective July 1, 1973.

Travel Allowance Increase

Effective from January 1, 1973, workers away from home on authorized travel may report the following:

Cost of hotel and/or motel accommodation.

Fixed travel allowance of \$7.00 daily, except where a worker is fully entertained, the daily allowance is \$2.00.

When missionary families are on authorized trips, the daily travel allowance for husband and wife when traveling together is \$9.00; for each accompanying child, \$2.00; and for each child traveling alone, \$4.00.

Wage Scale Percentages for Publishing Houses

Increases in maximum wage scale percentages for the editor and associate editors of the Review and Herald shall be:

	<u>Present</u>	<u>New</u>
Editor	110%	111%
Associate Editors	106%	107%

Wage Scale for Insurance and Risk Management Service

The wage scale for the Insurance and Risk Management Service shall be revised in the Wage Scale booklet as follows:

	<u>Min.</u>	<u>Max.</u>
1. Management Services--		
General Manager	92%	112%
Assistant General Manager	98%	108%
Branch Manager	98%	108%
Assistant Branch Manager	97%	107%
Secretary-Administrative	67%	92%
Secretary-Licensed Agent	67%	92%
Secretary	65%	90%
2. Risk Management Service--		
Director--Risk Management Service		
Home Office	96%	106%
Branch Office	94%	104%
Risk Management Consultant	92%	102%
Secretary--Licensed Agent	67%	92%
Secretary	65%	90%

3. Insurance Services--		
Director--Insurance Services	<u>Min.</u>	<u>Max.</u>
Home Office	96%	106%
Branch Office	94%	104%
Underwriting Manager	94%	104%
Secretary--Licensed Agent	67%	92%
Underwriting Assistant	66%	91%
Secretary	65%	90%
Stenographer--Rating Clerk	63%	88%
Stenographer	60%	85%
File Clerk	60%	85%
4. Policyholders Services--		
Director--Policyholders Services		
Home Office	96%	106%
Branch Office	94%	104%
Claims Manager		
Home Office	92%	102%
Branch Office	75%	100%
Technical Service Manager	93%	103%
Assistant Claims Manager	91%	101%
Property Appraiser	91%	101%
Loss Prevention Consultant	91%	101%
Secretary--Licensed Agent	67%	92%
Secretary--Drafting Service	66%	91%
Claims Examiner	66%	91%
Secretary	65%	90%
Stenographer	60%	85%
5. Administrative Services--		
Director--Administrative Service		
Home Office	96%	106%
Branch Office	94%	104%
Assistant Treasurer	93%	103%
Chief Accountant	92%	102%
Supervisor--Data Processing	91%	101%
Programmer--Data Processing	91%	101%
Accountant	74%	99%
Cashier	68%	93%
Secretary	65%	90%
Stenographer	60%	85%
Key Punch Operator	60%	85%
Receptionist	60%	85%
Switchboard Operator	60%	85%
File Clerk	60%	85%
Mail Clerk	60%	85%
6. Business Intern--		
First Year		77%
Second Year		85%

NOTE: The following categories have been referred to the General Conference officers for additional study:

Risk Management Consultant--CPCU  
Claims Manager--Attorney  
    Home Office  
    Branch Office  
Chief Accountant--CPA

Date of Changes in Wage Scale

The above changes in the Wage Scale shall become effective July 1, 1973, with the exception of the increase in the travel allowance which becomes effective on January 1, 1973.

HOME OWNER'S ALLOWANCE--POLICY ADDITION:

In view of the need for additional financial assistance in areas where excessive property tax is being assessed,

VOTED, That the following paragraph be added to the Home Owner's Allowance Policy as stated on page 285 and numbered paragraph 2, and that the present paragraph 2 become paragraph 3, of the NAD Working Policy:

The amount of the home owner's allowance may be increased beyond the maximum provided by this policy where the cost of property taxes is excessive. Where a multiple dwelling is concerned the portion occupied by the worker only be figured. The following formula may be used to determine whether an additional amount should be granted, and the amount of the assistance:

1. Additional assistance may be granted provided the
  - a. Actual tax information for current year is presented,
  - b. Assessed tax rate exceeds \$3.00 per \$100.00 of assessed valuation, and
  - c. Total annual tax bill exceeds \$750.00.
2. Amount of additional assistance to be granted on the following basis:
  - a. \$1.50 per month for each \$0.10 per \$100.00 that the tax rate exceeds \$3.00. (Fraction rounded off to next highest dollar),
  - b. Apply only to extent that tax bill exceeds \$750.00,
  - c. Maximum additional assistance in any case not to exceed \$35.00 per month,

NOTE: This amendment is to become effective January 1, 1973, based on property taxes paid during the previous year.

CONFERENCE ACCOUNTING MANUAL:

VOTED, That the new Conference Accounting Manual be approved for use in the North American Division and that implementation begin January 1, 1973 with the understanding:

1. That because of local conditions, some conferences may wish to postpone the implementation until January 1, 1974.
2. That certain features and provisions of the manual will receive additional study and possible revision at the 1973 Annual Council.

SELF-SUPPORTING INSTITUTIONS' RELATIONSHIP TO CONFERENCES--POLICY REVISION:

VOTED, That paragraph 68 of the sustentation policy be revised and expanded as follows:

68. a. A conference worker who may be assigned by his committee to serve in a self-supporting institution as church pastor, ~~chaplain, or Bible teacher, the major part of~~ whose salary is paid by the conference/ mission and who continues to be under the direction of the conference/ mission committee, shall not be considered as having severed his connection with the organized work, and his service under these conditions shall be recognized as service on which his sustentation eligibility and rate may be based. It is recognized that the self-supporting institution may make a regular donation or appropriation to the conference where such arrangements exist. This provision shall also apply to a chaplain or Bible teacher if the assignment is approved by the union and division committees.

b. It is recognized that Mountain Sanitarium and Fletcher Academy, Little Creek Sanitarium-Hospital and School, Pine Forest Academy and Sanitarium, and Laurelbrook Sanitarium and School bear a special relationship to the work of the Seventh-day Adventist Church as non-profit institutions of the ASI maintaining a four-fold program: educational, medical, agricultural (vocational) and missionary (evangelistic) and therefore their key spiritual and administrative workers are granted a special status according to the following provisions:

1. Continuation of sustentation coverage as provided for in paragraph "a" above is extended to the president, administrator, and academy principal.
2. The salaries for individuals listed in "1" above are to be in harmony with the salary structure of the institutions and may sometimes be lower but never higher than the denominational wage scale.
3. The conference shall be reimbursed for these salaries by the institutions concerned.
4. The institutions concerned are to pay an annual amount to the conference which is to be passed on to the sustentation fund. The amount of this payment is to be reviewed and determined annually by the executive committee of the General Conference.

5. The participating conference shall issue credentials and licenses to the key individuals referred to above.

c. 1. That the effective date of paragraph 68. b. be January 1, 1973.

2. That the amount of payment to the sustentation fund by self-supporting institutions for the specific individuals designated be 10 percent of the total annual remuneration of such employees.

SUSTENTATION PLAN RECOMMENDATIONS:

VOTED, That the sustentation plan recommendations approved as General Conference working policy at the 1972 Autumn Council, also be included as North American Division working policy. (See pages 72-1218 through 72-1221 of the General Conference committee minutes.)

COMMISSION ON SECONDARY AND HIGHER EDUCATION--POLICY AMENDMENT:

VOTED, That the policy on NAD commissions (NAD Working Policy pages 84,85) combining the Secondary and Higher Education Commissions be amended in harmony with action 71-171, taken November 4, 1971, and read as follows:

Secretary or Associate Secretary, GC Department of Education--Chairman  
Associate Secretary, GC Department of Education--Secretary  
The GC Vice-president for the North American Division  
1 Treasurer, North American Division  
1 Secretary, North American Division  
The Executive Secretary of the NAD Board of Higher Education  
3 Union conference presidents  
5 Union conference secretaries of education  
2 Conference presidents  
1 Conference superintendent of education  
3 Secondary school principals  
2 Secondary-level teachers  
1 University president  
1 University administrator for academic affairs  
2 College presidents  
1 College academic dean  
2 College registrar and admissions officers  
1 Chairman of a higher education teacher education department  
1 Member of a secondary education teacher education department  
3 Others (laymen)

BOOK AND BIBLE HOUSES--NOMENCLATURE:

VOTED, That the nomenclature "Book and Bible House" be changed to "Adventist Book Center" in the North American Division.

Adjourned

Morning Session:

W. J. Hackett, Chairman  
D. W. Hunter, Secretary  
Eunice Rozema, Recording Sec'y

Afternoon Session:

M. S. Nigri, Chairman  
Roy Williams, Secretary  
Marion Nyman, Recording Sec'y

ONE HUNDRED THIRTY-SEVENTH MEETING

NORTH AMERICAN DIVISION COMMITTEE ON ADMINISTRATION

October 26, 1972

(The following actions were taken on October 26, 1972, at a joint meeting of the General Conference Committee and North American Division Committee on Administration. This last meeting of the 1972 Autumn Council was held in Washington, D.C.)

PAPERS AND BULLETINS:

VOTED, 1. That unions be requested to review the function and aims of their union journals with a view to simplification and reduction of cost.

2. That conferences restudy the publication by them of regular papers, and eliminate newspapers, etc., that would duplicate the union journal.

3. That the General, union and local conferences study ways to reduce the volume of paper going to the field.

4. That union and local conferences avoid competing with established general church papers and journals such as the Ministry and Review and Herald.

NORTH AMERICAN REGIONAL DEPARTMENT:

VOTED, That the section, North American Regional Department, page 47 of the NAD Working Policy, be amended as indicated below:

Plan of Organization.--The North American Regional Department of the General Conference is under the supervision of the North American Division Administrative Committee on Administration, and its work is fostered by a secretary and an associate secretary elected by the General Conference for that purpose. An advisory committee, similar to those serving other departments, is provided to work with the secretary. ~~This-committee-is-not-executive.~~

In unions where the Regional constituency is considered by the union conference committee to be sufficiently large, and where the financial income and territory warrant, Regional conferences or missions may be organized, sustaining the same relation to their respective union conferences as do the white other conferences or missions.

Union secretaries are elected for each union conference having a Regional Constituency of more than 500 ~~colored~~ members, and not containing Regional conferences or missions. Where the Regional constituency of a local conference in such a union is sufficiently strong, and is represented by a ~~colored~~ minister of experience, it is recommended that either he or a layman be a member of the local conference committee.

(The last paragraph is unchanged.)

TAX STATUS OF LICENSED MINISTERS:

VOTED, That the General Conference officers be requested to implement the action taken by the North American Division Committee on Administration, December 23, 1971, relative to the tax status of the licensed ministers, which states:

4. That we ask the General Conference officers to study and to take whatever steps are necessary to secure for licensed ministers full status as ministers of the gospel.

UTILITY ALLOWANCE--POLICY ADJUSTMENT:

VOTED, To revise the NAD Working Policy item on utility allowance found on pages 287 and 288, as indicated below:

Utility Allowance.--Employing organizations may grant annually a utility allowance to workers on the following basis:

The annual cost of gas, electricity, coal, oil, water, and sewerage, and garbage and trash disposal during-the-year-for-the-family-needs shall be calculated, and any excess of the total costs above \$150 is shared on a fifty-fifty basis. A ceiling of ~~\$200~~ \$300 is placed on the allowance granted. Receipts must accompany all claims for reimbursement. ~~The-cost-of-maintenance-and-the-removal-of-trash-and-rubbish-is-not-reportable.~~ Workers on the "package plan" or a modified package plan receive the utility allowance as a part of the "living allowance" as outlined in the General Conference Wage Scale booklet.

HOME NUTRITION INSTRUCTOR WORKSHOPS:

WHEREAS, The attention of the world is being focused upon nutrition today as never before, and particularly upon means of supplying balanced nutrition without the use of excessive saturated fats and with greater utilization of vegetable proteins, and

WHEREAS, We have been counseled "Cooking schools are to be held . . . The work of teaching the people how to prepare a dietary that is at once wholesome and appetizing is of the utmost importance," (9T112) and since cooking schools have demonstrated their effectiveness in attracting substantial sectors of the community, have created interest in the teachings of the church, and are a tool our members can use in doing medical missionary work,

VOTED, 1. That where possible Home Nutrition Instructor Workshops be sponsored by the Health Department of each union in the North American Division during 1973.

2. That these workshops be scheduled in connection with workers' meetings or at times when workers' wives can conveniently attend.

3. That the wives of physicians and dentists, as well as others who are inclined toward public work, be encouraged to attend.

4. That the corps of well-trained home nutrition instructors thus developed lead out in cooking schools in every church or district in the North American

Division during 1974.

5. That the program as carried out in the North American Division be planned in such a way that it may serve as a pilot program for use in overseas divisions.

NURSERIES AND DAY CARE CENTERS SERVING INNER CITIES:

WHEREAS, Day nurseries and day care centers have been successfully operated by many of our churches in the inner cities, and

WHEREAS, Nurseries and day care centers are critically needed due to the socio-economic conditions existing, and

WHEREAS, Federal, state, and local governments are committed to the development and operation of centers that will enhance the well-being of the inner city child,

VOTED, 1. That our churches be encouraged to provide nurseries and day care centers for the benefit of inner city families.

2. That in the establishment and operation of these centers we adhere strictly to the guidelines established by the Inner City Services of the General Conference and by local, state, and Federal governments insofar as they do not conflict with the principles of our church.

3. That nurseries and day care centers be established in consultation with the Inner City Services of the General Conference.

4. That the syllabi for the day care centers include material from Ellen G. White's writing relative to child care and development, and that the Department of Education be requested to prepare these syllabi.

5. That in these nurseries and day care centers emphasis be given to spiritual and moral values.

REGIONAL CAPITAL REVERSION FUND:

VOTED, That the amount available from the Regional Capital Reversion Fund in 1973 (estimated at \$135,000) be assigned as follows:

35 percent to Lake Region Conference--toward the Conference Center in Calvin Center, Michigan.

35 percent to Northeastern Conference--toward the Northeastern Academy building project in New York City.

30 percent to be used for Regional Conference scholarship assistance.



SAFEGUARDING THE FUNDS OF THE CAUSE AND INVESTMENTS:

VOTED, To make the following changes and additions in the NAD Working Policy in the section "Safeguarding the Funds of the Cause and Investments":

1. Add the following to the footnotes on pages 240 and 256: "and the American Banker listing of the 100 largest savings and loan associations in the United States as relates to savings capital dollar totals."

2. Add the following as a second unnumbered paragraph under paragraph 7, page 240:

In the investment of denominational funds in Canada, including operating capital available for temporary investments, the following investment media shall be used:

- a. Chartered banks (operating nationwide)
- b. Provincial savings banks\*\*
- c. Trust and loan companies\*\*
- d. Obligations of the federal, provincial or municipal governments, or agencies of the same
- e. High grade corporate bonds and debentures
- f. Commercial paper rated "prime" by the National Credit Office of Dun and Bradstreet, or assigned the highest rating by the Financial Post
- g. Bankers' acceptances

\*\*Investments in (b) and (c) should be limited to amounts covered by insurance provided by the appropriate federal agencies. Insurance limitations do not apply to trust and loan companies operating nationwide.

3. Revise paragraph 3, page 256 as follows:

3. Liquid operating capital amounts equivalent to the total of the current liabilities and net worth reserves shall be maintained in the following forms: (See page 241 for approved list of investments in Canada.)

- a. Cash.
- b. Commercial banks. etc.

TITHE POLICY STATEMENT:

VOTED, 1. That the policy be amended by including a paragraph on page 275 of the NAD Working Policy just preceding "Tithe Percentage Schedule in the North American Division" as follows:

Regular Tithe Percentages.--In the administration of conference/mission organizations, the following schedule of regular tithe percentages is used.

- a. The local conference/mission receives from churches and individuals within its territory 100 percent of the tithe receipts.

b. The union conference/mission receives from the local conference/mission ten percent of the tithe received.

c. The General Conference receives from the union conference/mission ten percent of the total tithe receipts of the union.

2. That the heading "Tithe Percentage Schedule in the North American Division" on page 275 of the NAD Working Policy be amended to read "Special Tithe Percentage Schedule in the North American Division".

3. That Section 1, a of Article XVI, page 22, of the NAD Working Policy be amended to read as follows:

a. ~~A-tithe~~ Ten percent of the tithe receipts of the union conferences ~~and union/missions~~, and of local conferences ~~and/missions~~ not included in union conferences ~~and-union/missions~~.

4. That the model constitution for local conferences, pages 52-55 of the NAD Working Policy, be amended by inserting the following paragraphs preceding Article VII on page 53:

Article --Funds

SEC. 1. The funds of this conference/mission shall consist of such tithe as it shall receive from the churches and individuals within its territory, and such gifts, legacies, bequests, devises, and other donations as may be made to it.

SEC. 2. The tithe and all other funds shall be used in harmony with the financial policies of the Union Conference and the General Conference of Seventh-day Adventists, and in the case of donations their use shall be in harmony with the specifications of the donors.

SEC. 3. The funds of the Conference shall be safeguarded in harmony with the financial policies of the General Conference of Seventh-day Adventists. Monies shall be deposited in the name of the Conference of Seventh-day Adventists in regular or special accounts, or savings institutions as the executive committee shall designate, and shall be withdrawn only by persons authorized by resolution of the executive committee.

5. That a revision of paragraph 1 at the top of page 233 of the NAD Working Policy be made as follows:

~~A-tithe~~ Ten percent of the tithe receipts of the union conferences ~~and-union/missions~~, and of the local conferences ~~and-of/missions~~ not included in union conferences ~~and-union/missions~~.

SUSTENTATION RATES FOR BENEFICIARIES WITH LESS THAN FIFTEEN YEARS OF SERVICE:

VOTED, That the schedule of sustentation rates for individuals with less than fifteen years of service as stated in paragraph 99 of the Sustentation Policy be revised as of July 1, 1973 as follows:

<u>Years of Service</u>	<u>Single Rate</u>	<u>Family Rate</u>
14	\$67.90	\$101.85
13	66.55	99.85
12	65.20	97.80
11	63.85	95.80
10	62.50	93.75
9	61.15	91.75
8	59.80	89.70
7	58.45	87.70
6	57.10	85.65
5	55.75	83.65

PUBLISHING DEPARTMENT ADVISORY COMMITTEE RECOMMENDATIONS:

VOTED, To approve the following changes in the NAD Working Policy:

Special Discount Policy

That the following paragraph be added after the table on page 146:

Discounts--Special to Organizations--That the discount to Faith for Today, Voice of Prophecy, It Is Written, and union conferences be the same as that given to Adventist Book Centers. (This does not apply to special job-lot purchases for free distribution.)

Literature Evangelist-Ministerial Intern Plan

That the following indicated adjustments in figures to up date the dollar values in the regular plan for literature evangelist internships be made on page 166:

Paragraph 2--change forty cents to \$1.00  
change fifty dollars to \$120.00  
Paragraph 3--change forty cents to \$1.00

Student Scholarship Policy Revisions

That the material on pages 159 through 163 be revised and added to as indicated in the following:

3.a. In order to qualify for the benefits offered in the scholarship plan, the student shall be required to sign a contract with the Book-and-Bible-House Publishing Department of the conference to work a minimum of ~~300~~ 350 hours ~~for women-and-350-for-men.~~

5.b. When the time requirements of the contract have been fulfilled, and provided the student has been granted a scholarship, his return fare to the school shall be paid by the Book-and-Bible-House-or HHES office.

5.c. Where conditions are such that it seems advisable for a student to work in a field other than his home conference, arrangements shall be made for such transfer by a committee consisting of the principal of the school, the ~~local-presidents~~

conference administrators concerned, and the union and local publishing department secretaries of such fields in which the courtesies mentioned in paragraphs 5 and 6 shall apply.

5.d. The fares-of-students-shall-be-paid students shall receive fare to the school serving the territory in which the student works. If the student elects to attend some other school, special arrangements with respect to fares to be paid shall be made before the student begins work.

14. Custodian of Scholarship Funds.--~~The Book-and-Bible-House-or~~ HNES office serving the field where the student works shall be the custodian of the scholarship funds and shall by November 1, send the all money monies (commission and bonuses) due any student direct to the school which he decides to attends. The custodian shall include with his check a statement indicating the bonuses ~~to be paid by the contributing organizations.~~ ~~The Bible-House-or-HNES-office-shall-give satisfactory evidence to the school management, the publishing house, and the conference that the scholarship has been earned in harmony with the regulations governing the scholarship plan~~ custodian will then bill the conference and the publishing houses involved for their portion of the bonuses.

15. The Scholarship Settlements.--a. At the close of the vacation period the student literature evangelist shall take the initiative in reporting personally to ~~the--Book-and-Bible-House-or-HNES-office-to-effect-settlement-of-his-inventory, transportation-allowance, bonus-and-commission-account~~ his Publishing Department leader to return his inventory, and to provide the address of the school he will be attending. At this time, ~~if-it-is-impossible-for-reasons-of-clerical-procedures-for-the-Book-and-Bible-House-or~~ the HNES treasurer office to make immediate settlement of the student literature evangelist's account the Book-and-Bible-House manager shall furnish to the school send a letter stating indicating the approximate amount of the scholarship. This letter should state approximately the amount of the student's commission credit (held for the student's account) and the probable amount of the total scholarship bonus (based thereon) and also the approximate date on which the scholarship funds will be paid to the school. Copies of this letter should also go to the student literature evangelist, and to the local and union conference publishing department secretaries (for their information).

b. The custodian, when making claims for a the scholarship bonus shall submit to the publishing house, or branch office involved, in the territory in which the student works, and to the publishers of any magazines used, a complete statement of all book and magazine deliveries, it being understood that the publisher of the magazine shall bear its portion of the bonus allowed a statement of the total value (at publisher's catalog retail price of all subscription books and magazines sold by the student, with a breakdown of the value of magazines by title. The statement should also give satisfactory evidence that the scholarship has been earned in harmony with the regulations governing the scholarship plan.

#### Leader's Internship and Career Scholarship Plan

That the introductory paragraph and paragraphs 1, 2, 4, and 5 of the section, "Leader's Internship and Career Scholarship Plan," pages 166, 167, be amended as follows:

Career Scholarships.--Publishing houses offer career scholarships to college students in their junior and/or senior years who have canvassed successfully at least one summer, and who are planning to enter the publishing ministry as literature evangelists, publishing department secretaries and assistants, HHES managers, treasurers, computer programmers and operators. This scholarship is granted on the following basis:

1. That the applicant in counsel with the union publishing department secretary shall fill out a blank in duplicate, and submit it: submitting one copy to the union publishing secretary and the other copy to the dean of the college, who will pass it on to the treasurer of the publishing house serving that territory.
2. That in each publishing house a committee which includes the union publishing secretary concerned be set up by the publishing house board to process the applications and select those who are to be recipients of these scholarships.
4. That the amount of the scholarship be ~~\$300~~ \$400.
5. That the scholarship be granted only to those who are looking forward to a career in the Book-and-Bible-House Adventist Book Center work, publishing department leadership, publishing house work, HHES personnel such as managers, computer programmers and operators, or as a literature evangelist.

SUSTENTATION--LITERATURE EVANGELISTS:

VOTED, That paragraph 75 of the Sustentation Policy and page 308 of the NAD Working Policy be amended as follows:

75. Regular literature evangelists ~~whose work has been continuous for fifteen or more years, and whose service reaches up to the time of becoming incapacitated,~~ shall be eligible to the benefits of the Sustentation Fund according to the provisions of the Sustentation Policy. A regular literature evangelist is one who works a minimum of 30 hours a week, 120 hours a calendar month. A literature evangelist's time is computed on a year of ten months, or a minimum of 1,200 hours, this being the aggregate time from at least forty reports per annum.

SCHOLARSHIP GRANTS--LITERATURE EVANGELISTS:

VOTED, That paragraph 8 of the section "Benefit Fund Policy" page 157 of the NAD Working Policy, be amended as follows:

8. Scholarship Grants.--Where funds are available, licensed and credentialed literature evangelists who are currently qualifying on the hour and delivery basis as required in paragraph 3 (1,500 working hours per year and a minimum in deliveries of \$8,000 worth of subscription literature per year) ~~and who are heads of families with children enrolled in Seventh-day Adventist schools on elementary, secondary or liberal arts college levels, or technical or professional schools on the undergraduate level, or a fifth year of college or graduate work required to secure teaching credentials,~~ may be eligible for scholarship grants on the following basis on the same basis as other workers.

a., b., and c. are deleted.

LITERATURE EVANGELIST BENEFIT FUND--POLICY REVISION:

VOTED, That the section "Literature Evangelist Benefit Fund" on pages 154-159 of the NAD Working Policy, be revised as follows:

A Literature Evangelist Benefit Fund has been established to provide assistance to literature evangelists.

Source of Fund.--The publishing houses, ~~Book-and-Bible-Houses~~ Adventist Book Centers or Home Health Education Service offices, and the conferences/missions shall each contribute to the ~~Literature-Evangelist~~ Benefit Fund ~~4-percent~~ an agreed percentage, as set by the division committee, of the retail value of denominational subscription literature sold, based on publishing house figures. It being is understood that the ~~Literature-Evangelist~~ Benefit Fund will be audited at the end of each year. ~~and-that~~ Where the balance at the beginning of the new year exceeds 50 percent of the disbursements of the previous year, the excess of the 50 percent may, at the discretion of the conference/mission publishing department committee, be drawn upon for rallies and training schools.

Administering the Fund.--The ~~Literature-Evangelist~~ Benefit Fund shall be held in the ~~Book-and-Bible-House~~ Adventist Book Center or Home Health Education Service office and be administered by the conference/mission publishing department committee. ~~The-local-publishing-department-committee-consists-of-the-conference-president,-treasurer,-publishing-department-secretary,-and-the-Book-and-Bible-House manager.--The-conference-president-serves-as-chairman-of-this-committee,-and-the-Book-and--Bible-House-manager-as-secretary.--Assistant-secretaries-should-meet quarterly-with-the-publishing-department-committee.~~

Basis of Distribution.--The following benefits may be granted from the ~~Literature-Evangelist~~ Benefit Fund:

1. as is
  - a. as is
  - b. Transportation to territory and moving expenses when not paid by the conference/mission.
2. Licensed Literature Evangelist Benefits. The benefits granted to licensed literature evangelist are:
  - a. as is
  - b. Transportation and moving expenses within the conference/mission when a change of territories is authorized by the conference/mission publishing department committee.
  - c. Emergency assistance may be granted in sickness and accident; also such financial aid for time lost due to emergencies beyond his control as conditions may warrant.

3. Credentialed Literature Evangelist Benefits. In addition to the benefits granted to licensed literature evangelists as listed above, the following benefits are extended to the credentialed literature evangelist on the condition that he currently qualifies on the basis of 1,500 working hours per year and a minimum in deliveries of ~~50,000-worth-of~~ denominational subscription literature per year as set by the division committee:

a. as is

b. Daily allowance while at camp meeting, in harmony with the local conference/mission policy.

c. A medical allowance on the same basis as that granted other conference/mission workers.

d. ~~An-allowance-of-\$8-a-day~~ A daily allowance to compensate the literature evangelist for cessation of income while in attendance at the annual institute, ~~with-a-maximum-of-\$48~~ the allowance per day and the total allowance to be set by the division committee.

e. Vacation Allowance: An annual vacation is granted ~~to full-time literature evangelists~~ on the following basis:

(1) Amount of Vacation: The amount of vacation allowed shall be in harmony with division policy.

(a) deleted

(b) deleted

(c) deleted

(2) Requirements for Paid Vacation: The literature evangelist ~~to shall~~ have worked a full twelve-month period, turning-in submitting at least 44 weekly reports, and during the twelve-month period ~~to shall~~ have qualified on the minimum hourly and delivery requirements as stipulated. The year in which a literature evangelist establishes the record upon which he is granted credentials shall be the year upon which his eligibility to a vacation is determined, provided he has met the above financial requirements, and his account is satisfactory to the conference/mission publishing department committee. A new literature evangelist is entitled, under the provisions of this policy, to receive his first vacation after twelve months of service if he has met the requirements ~~all along the way~~ of a three-month period of service for license, plus the nine-month period of service for credentials. ~~It is understood that~~ The cumulative hours and deliveries reported by the literature evangelist and weekly reports during the three-month period of service for license, and the nine-month period of service for credentials, shall constitute the basis on which a vacation is granted.

(3) Basis for Vacation Pay: The vacation allowance shall be based on the average net earnings of the literature evangelist over the twelve-month period, with a ceiling of the maximum for a licensed minister's salary. ~~for a man and the ceiling of the maximum for a Bible instructor for a woman.~~

(4) Rent and Travel Allowance: ~~All full-time~~ Literature evangelists who are currently qualifying on the hour and delivery basis (1,500 working hours per year and a minimum in deliveries of ~~\$8,888-worth-of~~ subscription literature per year as set by the division committee) may be granted ~~a combined~~ rent and travel allowance ~~as follows:~~ in harmony with the division policy.

The table following (4) is deleted

(5) deleted

(65) Annual Institute: Regardless of deliveries, ~~all-licensed-and-credentialed literature-evangelists-are-provided-~~ transportation to and from the annual institute and maintenance while there.

(76) Automobile Insurance: All full-time literature evangelists who use automobiles shall be required to carry insurance covering public liability, property damage, fire, and theft. In all cases where literature evangelists are authorized by the conference/mission committee to use an automobile in their work, the conference/mission insurance policy shall apply.

(87) Scholarship Grants for Dependent Children: Where funds are available, licensed and credentialed literature evangelists who are currently qualifying on the hour and delivery basis as required in paragraph 3 (1,500 working hours per year and a minimum in deliveries of \$8,888-worth-of subscription literature per year as set by the division committee) and who are heads-of-families-with-children enrolled-in-Seventh-day-Adventist-schools-on-elementary,-secondary,-or-liberal arts-college-levels,-or-technical-or-professional-schools-on-the-undergraduate level,-or-a-fifth-year-of-college-or-graduate-work-required-to-secure-teaching credentials, may be eligible for scholarship grants on-the-following-asis: for dependent children on the same basis as other workers.

a. deleted

b. deleted

c. deleted

d. deleted

Fund Objective.-- as is

Interpretation of "Currently Qualifies".--...It being is understood that when certain benefits are lost as a result of not meeting the stipulated requirements in a given time, these benefits may be granted when the hours and deliveries are made up at any time during a current twelve-month period of service.

Institute-Week Included in Annual Requirements.-- as is



REORGANIZATION--COMMITTEE RECOMMENDATION:

General Conference Reorganization

In adopting the 1972 General Conference Autumn Council actions on reorganization, NADCA recommends that the union and local conferences in North America implement the departmental alignments outlined as follows:

Reorganization--Interim Grouping of Departments

VOTED, That as an interim arrangement until the 1975 General Conference session, the General Conference departments be listed by groups according to function as follows:

Departments Listed by Group--

<u>Public Affairs</u>	<u>Church Affairs and Outreach</u>
Religious Liberty	Health
Radio-TV	Lay Activities
Public Relations	North American Missions
	Sabbath School
	Stewardship
	Temperance
	Youth

Departments Listed Separately--

Education	Publishing
Ministerial	North American Regional

Reorganization--Merger of Bureau of Public Relations and Radio-TV Departments

VOTED, To recommend to the 52nd General Conference Session in 1975 that the Bureau of Public Relations and the Radio-TV Department be merged.

VOTED, Further, 1. That the choice of nomenclature for this new department be referred to the General Conference for recommendation to Annual Council 1973.

2. That a statement of function be prepared to define the role of the new department.

3. That the merger become effective January 1, 1973 on an interim basis.

Reorganization--Consider Merger of Lay Activities and Sabbath School Departments

VOTED, That we look with favor upon a merger of the Sabbath School and Lay Activities Departments, and that, as a part of a continuing study by the General Conference, the 1973 World Advisory Committees involved give study to a possible merger of the two departments, the final decision being made at the 1975 General Conference session.

Reorganization--Other Possible Mergers

VOTED, That the General Conference officers give continuing study to departmental assignments, and in keeping with consolidation studies, consider other possible mergers.

Reorganization--Reduction of Departmental Programs

VOTED, That the General Conference officers request departmental self-studies and careful review of departmental programs to bring about a reduction in programs and services to a practical level. The Wernick Committee Report should be considered in this study. A preliminary report is requested for the Spring Meeting, 1973, followed by a full report for the Annual Council 1973.

Reorganization--Committee on General Conference/NADCA Relationships

VOTED, 1. That the North American Division continue to be administered in harmony with the policies set forth in the General Conference and North American Division Working Policies.

2. That the General Conference/North American Division relationships be continued in harmony with the policies outlined in the General Conference Working Policy (1970), pp. 49-52; and the North American Division Working Policy (1971) pp. 44-46.

3. That the officers of the North American Division shall be: a. A vice president of the General Conference for North America with duties and responsibilities as defined in the General Conference Working Policy.

b. Two associate secretaries assigned to North America with duties as defined in the General Conference Working Policy.

c. Two officers from the General Conference Treasury assigned to North America with duties as defined in the General Conference Working Policy.

4. That provision for a more effective departmental service to the North American Division shall be accomplished by the adoption of a pilot plan structured at the 1972 Autumn Council to operate experimentally until the 1974 Annual Council as follows:

a. In each department a secretary shall be assigned by the General Conference officers to the North American Division upon the recommendation of the department head concerned in consultation with the General Conference president and the vice president for North America.

b. The secretary assigned to the North American Division shall sustain a line relationship with the department head and a functional relationship to the vice president for the North American Division.

c. A North American Division Departmental Council shall be structured to plan and coordinate the departmental activities for North America. The vice president for North America shall serve as chairman with other members of the council to include the General Conference department heads, the associate department secretaries assigned to the North American Division and others to be appointed by the General Conference officers.

d. In each department the secretary assigned to the North American Division shall be the departmental liaison for correspondence with the local and union conferences in the Division and, in counsel with the department head, shall

recommend to the department staff itineraries, promotion and follow-through plans pertaining to the North American Division.

e. The head of the department concerned shall serve as the chairman of the North American Division Department Advisory Committee and the associate secretary assigned to the North American Division shall serve as secretary of the committee.

f. The secretary assigned to the North American Division shall not under normal circumstances make more than one trip outside the division during the quinquennium and this should be done at a time when the department head will be in the North American Division.

g. This pilot plan shall be reviewed by the 1974 Annual Council.

5. That the General Conference institutions in the North American Division continue to be the concern primarily of the General Conference, working in counsel with the North American Division administration.

6. That recommendations regarding any necessary adjustments in the General Conference Constitution and working policies needed to implement the above recommendations be prepared by an appropriate ad hoc committee for consideration by the 1974 Annual Council.

7. That an ad hoc committee be appointed by the General Conference officers to study the budgetary and financial implications to the departments of the above recommendations.

#### North American Division Reorganization

##### Reorganization--Merger of Unions

VOTED, That the Northern and Central Union Conferences give serious study to the feasibility and advantages of a merger and that negotiation and implementation be as follows: 1. The North American Division shall assist in the preparation of necessary data and reports.

2. The North American Division shall assist in the conducting of the necessary discussions and constituency meetings.

3. The General Conference shall develop a "phase out" plan to relieve undue penalty in the aspect of annual appropriations to the conferences involved.

##### Reorganization--Size of Institutional Boards

In view of the unduly large size of many institutional boards,

VOTED, That General and union institutions review their board memberships and seek to establish a practical board membership size while still insuring adequate field representation.

Reorganization--Efficiency and Cost Reduction

In keeping with the spirit of consolidation and to ensure a proper and adequate balance of operation,

VOTED, 1. That a sliding scale formula based upon size of conference and tithe income, be developed which will serve as a guide to union and local conferences in effecting the best balance between administrative and field expense.

2. That study be given to savings that can be effected by: a. The merging of departmental functions and reduction of personnel at each level of organization beginning with the General Conference, and continuing through the union and local conferences.

b. The reduction of expensive programs such as conventions, meetings, rallies and retreats.

c. The control of travel expense through the setting of realistic budgets, careful planning of trips, reduction of number in attendance at meetings, car pooling, use of time, and restriction of long-trip car mileage.

3. That careful study be given to the use of savings effected, insuring that a large percentage of such savings are made available for field programs.

4. That NADCA appoint an efficiency committee to serve in monitoring and advising the unions regarding administrative and operating expenses. The committee will submit its report annually to union and NADCA officers.

5. That each union conference appoint an efficiency committee to serve the same purpose at the local conference level.

WORLD MISSION FUND:

VOTED, To revise the Mission Funds Policy found on pages 277 through 283 of the NAD Working Policy, as amended by the General Conference and recorded on pages 1231 through 1242 of the General Conference Autumn Council minutes.

SCHOLARSHIP ALLOWANCES FOR DEPENDENT CHILDREN:

VOTED, That we continue to follow the existing policy covering scholarship allowances for dependent children as recorded on page 288 of the NAD Working Policy.

BOOK AND PROFESSIONAL EQUIPMENT ALLOWANCE:

VOTED, That we continue to follow the Book and Professional Equipment Allowance Policy as recorded on page 287 of the NAD Working Policy.

Adjourned at 9:30 a.m. sine die.

Robert H. Pierson, Chairman  
Duane S. Johnson, Secretary  
Eunice Rozema, Recording Secretary

NOTE: In a meeting of the North American Division Committee on Administration held December 14, 1972, it was voted to include in the final NADCA Autumn Council minutes such actions included in the General Conference Autumn Council minutes which relate to the North American Division. These actions are:

1. Admittance of Non-Adventist Children to Church Schools
2. Adventist Volunteer Service Corps--New Policy
3. Affiliation with Other School Systems--Policy Statement
4. Alcohol and Drugs
5. Andrews University Overseas Field Schools of Evangelism--Guidelines
6. Annual Council 1973 and 1974--Dates
7. Assistance to Workers Sponsored for Study in a Division Other Than Their Home Division
8. Auditing Effort Expense of Evangelistic Teams
9. Autumn Councils--Annual Councils
10. Bible Teachers
11. Bible Study--Sabbath School Lesson Plans
12. Board of Regents and Commissions--Policy Revisions
13. Board of Regents--Policy Amendment
14. Book and Bible Houses--New Policy
15. Child Allowance and Adoption of Children
16. Calendar of Special Days and Offerings--1974
17. Church and Organization Listings in Directories
18. Church Music
19. Church Stewardship Secretary--Qualifications and Responsibilities
20. Conflict of Interest
21. Continuous Appointment
22. Direct Contacts Prospective Workers
23. Discounts on Books, Periodicals and Tracts
24. Ellen G. White Estate, Inc.--Ellen G. White Writings
25. The Ellen G. White Estate and the Spirit of Prophecy Committee
26. GC Session '75 Offering--Adventure in Faith
27. Guidelines Toward an SDA Philosophy of Music
28. Home Health Education Service
29. Hymnbooks--New Policy
30. Inner City Work
31. Insurance Policies
32. Irregular Transfers--Policy Revision
33. Literature Evangelist--Definition
34. Local Conference Publishing Department Committee
35. Medical-Ministerial Retreats
36. Mission Offerings and Donations for Special Projects
37. Mission Promotion by the Sabbath School
38. Missions Centennial Day--1974
39. Objectives of the White Estate and Spirit of Prophecy Committee of the General Conference
40. Operation of Aircraft in Denominational Service--New Policy
41. Overdue Publishing House Accounts
42. Permanently Returned Missionaries--Salary Responsibility Policy for North American and Overseas Divisions
43. A Philosophy of Publishing in the SDA Church
44. Preparation of Non-Professionally-Trained Secondary Teachers
45. Publishing House--Definition

46. Publishing Houses--Publication Rights
47. Radio-Television Department Policies
48. Resolution on Sabbath Observance
49. Responsibility for Shipments
50. "Review and Herald" (Monthly) Continuation of Subsidy
51. "Review and Herald" Spanish Language
52. Schedule of Board Meetings, Sessions, Councils and Major Committees--  
1973, 1974, 1975
53. Secular Music
54. Selling Methods of Subscription Books
55. Spanish Bible Commentary
56. Spirit of Prophecy Books
57. Streamlining Decision-Making Process
58. Student Missionaries--New Policy
59. Subscription Book Discount Rate to Seventh-day Adventists
60. Sustentation and Retirement Funds
61. Temperance Department Policies
62. Translation and Publication of Adult Sabbath School Lessons
63. Travel Accident Insurance for Special Categories
64. Unfinished Business
65. Wage Scale
66. YPMV Department--Change of Name

## One Hundred Fortieth Meeting

## NORTH AMERICAN DIVISION COMMITTEE ON ADMINISTRATION

October 26, 1972, 10:05 a.m.

## PRESENT

R H Pierson, D S Johnson, W Melvin Adams, D H Baasch, G J Bertochini, C E Bradford, R B Caldwell, W J Cannon, N R Dower, K H Emmerson, W W Fordham, A Edwin Gibb, J O Gibson, J H Hancock, M Carol Hetzell, W A Higgins, E W Howse, Gordon Hyde, H D Johnson, M E Kemmerer, B J Kohler, J C Kozel, W R Leshner, N W Litchfield, M E Loewen, C D Martin, J W McFarland, MD, R E Osborn, W L Pascoe, W E Phillips, M H Reeder, V W Schoen, B E Seton, H D Singleton, F A Soper, J R Spangler, W M Starks, Michael Stevenson, F C Webster, C C Weis, Herbert White, K W Whitney, Bruce M Wickwire, A G Zytkoskee.

## OTHERS PRESENT

Karl Bahr, D A Delafield, Paul A Gordon

MINUTES of the meeting held October 5 were approved.

## MINISTERIAL INTERNSHIPS

VOTED, To grant ministerial internships as follows:

North Pacific Union Conference

Terminate Gary L Christenson, Washington Conference, began 9-1-70.

Ronald Colman Dasher, Montana Conference, beginning 9-1-72, Union quota.

Southern Union Conference

Gilbert Balfour Floyd, Jr, Florida Conference, beginning 9-1-72, Union quota.

Adjourned at 10:10 a. m.

Benediction by W M Starks.

R H Pierson, Chairman  
D S Johnson, Secretary  
Eunice Rozema, Recording Secretary