

**YEAR-END MEETING
NORTH AMERICAN DIVISION COMMITTEE**

Silver Spring, Maryland
November 4, 2002, 8:00 a.m.

DEVOTIONAL

Juan R Prestol, Treasurer of the North American Division, presented a devotional message which was entitled "A Friend or a Business Acquaintance; Knowing God in Troubling Times."

Children ask questions and make statements that adults would never dare to express. One of my daughters is a teacher and she has a little book entitled "Children's Letters to God." These are some of the letters: "Dear God, I read the Bible. What does 'begat' mean? Nobody will tell me." "Dear God, on Halloween I am going to wear the devil's costume. Is that alright with you?" "Dear God, are you really invisible or is that just a trick?" "Dear God, is it true my father will not get into heaven if he uses his bowling words in the house?"

Then I found this one, "Dear God, is Reverend Coe a friend of yours, or do you just know him through business?" Is He (God) your friend or just a business acquaintance? My message summarized is that knowing God is an imperative—for Christian leaders it is essential. Just as lukewarm Christians are not good Christians, lukewarm leaders are unable to stand in troubling times and to fulfill their calling.

In the first chapter of Luke there is a strange story. It is one of those stories that probably sounds as if it belongs in the Old Testament. The God of the Old Testament probably fits better in this kind of situation. It is a story of a priest, an old man, whose name was Zechariah. He was chosen by lot to go into the temple to offer the incense. This was not a small matter because in those days you had twenty-four classes of priests who would come to the temple to serve for one week each.

The priests would distribute among themselves the responsibilities for the worship activities. Certain duties were intentionally not repeated. The most important duty for a regular priest was to offer the incense at the time of the regular prayer, either in the morning or in the evening. The fact that the lot fell to Zechariah seems to indicate that he had never done that before. For a person who is born a priest this is probably the highest moment of his life. He was not like us who are not born ministers. We become ministers, so probably we will always remember the time of our ordination. But for this man, this was the big moment.

At the time that he went in to offer the incense and the Bible says all of the people were praying outside, which seems to indicate that it was the evening sacrifice. The priest's duty was to offer the incense for the intercessory prayer, to sprinkle the blood before the veil, and to come out and pronounce a blessing on the people.

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"Then an angel of the Lord appeared to him standing on the right side of the altar of incense." Luke 1:11 NIV. We are not used to seeing heavenly beings, at least not in this way. When Zechariah saw the angel, fear fell upon him. Actually, there is nothing strange about people feeling fearful about Divine beings who become visible. It happened to Daniel in Daniel 8, verse 17. Daniel felt like he was about to die because of such an overwhelming feeling of fear.

I was traveling to Europe with a friend of mine. We had traveled almost 12 hours straight to get to Vienna. It was either the first week of July or the last week in June when sun comes up early in the morning. While we were both sleeping, my friend said he saw an angel standing next to me. He probably saw the angel that takes care of me, but the purpose for which the angel became visible was not for me. It was for him. What he saw was a tall being with long hair, a white dress, and a golden belt. He did not see any wings, the angel was just standing there, and fear fell on my friend. He could not look at the angel for a long time, but when he did look at him it was as if someone grabbed his head and threw it on the pillow. He tried to lift up his head to look at the angel once again, but when he looked again he had the same feeling of fear and his head fell back down on the pillow. We are not used to seeing heavenly beings walking around. My friend felt humbled. So when the Bible says that fear fell upon Zechariah, I understand at least from my friend's experience, we are fearful of those appearances.

But the angel had a good message. He was bringing a wonderful message. It was the same angel that had brought the 2300-Day and the 70-Weeks Prophecies which indicated that the end of time was nearing. The Lord wanted to be sure that things were going to happen in the right order. He was there to announce that Zechariah's prayer was heard.

Ellen G White says that the people had been praying for the coming of the Messiah. The angel said "Don't fear. I have brought you a good message." Zechariah had been chosen by the Lord for a very special task. How many of you have received such a message as this? Has an angel ever come to you and told you that your son or daughter is not going to be a drug addict or a killer, or some crazy person, but that he or she will be filled with the Holy Spirit? The angel said Zechariah's son was going to prepare the way for the coming of the Messiah. What a wonderful message! Something was happening that we do not understand.

This story reminds me of the time when I came to the United States in 1972 or 1973. It was my first time on US soil and it was the time when the Apollo Mission had a problem. I remember those famous words, "Houston, we have a problem." I think what happened to Zechariah was about the same kind of situation. When the angel heard Zechariah's question, "How shall I know this for I am an old man and my wife is well advanced in years," the angel must have looked up to heaven and said, "Lord, we have a problem here." This scenario was not going according to plan. It was not a matter of cleverness or wit. We love the smart, the handsome, the athletic, the clever, the witty, the strong, the daring, the hero type, and the slick, fast talking person. But not one of these attributes is a requirement to make the cut of good leadership.

What happened then was that Zechariah responded as if he did not remember what had happened to Abraham. What was the reason that this man who in Luke 1:5,6 was identified with his wife as being righteous before God, walking in all the commandments and ordinances of the Lord, blameless, just could not bring himself to accept the message from the Lord? It contrasted with the attitude of Mary, the mother of Jesus. She asked the same questions but the angel took no issue with her. She had faith. Zechariah did not. Was he living in shallow faith, just going through the motions like the eldest son of the parable of Luke 15, who said to his father, "I never transgressed your commandment anytime?"

Why is Luke beginning his letter with this failure? Obviously Zachariah did not understand the part he was to play. His identity was all mixed up, he did not remember what he had been praying for and his priorities were all confused. Ellen G White says, this man and his wife were a godly pair who lived quiet and holy lives. They prayed daily for the Messiah to come. They all well knew Abraham was given a child because he believed Him faithful who had promised. Mrs. White also says that he forgot that God is able to fulfill His promises without human assistance. Zachariah was, at best, to be the supporting actor in this drama featuring himself, the angel, and God. He thought he was the leading actor. When the angel appeared, Ellen White says that he was filled with fear and self condemnation. She says, "We are incapable of doing any good thing, but that which we cannot do will be wrought by the power of God in every believing and submissive soul." The angel said, "You will be mute and not able to speak until these things take place because you did not believe my words."

Now this is the paradox. How can you be faithful and obedient to all the commandments and ordinances of the Lord, blameless, and at the same time, not believe when the angel of God comes to answer your prayer? In the New Testament these things are not supposed to happen. The God of the Old Testament is the One that fits better with this kind of drama.

Does it tell us that God has never changed? Yes, although blameless and obedient, the real question was whether Zechariah really knew the Lord. Here was the case of a religious man who lost his identity. Jeremiah says "Let the man who glories, glory in this, that he understands and knows me." "In Him we live, and move, and have our being." Acts 17:28.

Second Peter says that we are to add to our faith virtue, knowledge, self-control, perseverance, Godliness, kindness, and love. Knowing God is accepting the way He reveals Himself to us, being open to Him. Away from God we lose our identity, we are off center and have confused priorities. Leadership is about thinking right and doing right, at the right time and for the right reasons. When our preaching abilities, our administrative flair, and our knowledge of issues far exceeds our commitment or surrender; when our knowledge of God, when our prayer life is poor and our study life is nonexistent, then our communion is weak and we find excuses for our foibles. When we allow ourselves to just go along with the flow, we are deceiving ourselves.

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Lukewarm leaders are not leaders at all. They are found wanting in troubling times. They are not really friends of God, they are just business acquaintances. Integrity is compromised when leaders move away from the moral and spiritual center. There is a drifting away from core values and a loss of the right thinking.

A Jewish author has written a story about people who lived in Eastern Europe and who immigrated to the United States. One of them is the one entitled "Gimpel Tam." The word "tam" in Yiddish means the simple, the uncomplicated, the plain. The story defines integrity as being whole, unbroken, and undivided. This is the case of a man who is gullible, easy to play tricks on and one who believes everything. People would come to his store and tell him that the Messiah was at his house and that he should please rush home. He would leave the store unattended and go home only to find people laughing at him when he returned to his bakery.

This was a man who was convinced by the town fathers that he should marry a morally doubtful person, a woman who was probably pregnant at the time when he agreed to marry her. She had a child and convinced him that it was his child even though it was not.

One day he went to the Rabbi and asked "Why am I so gullible? Why am I a fool?" The Rabbi said to him, "You are not a fool. They are the fools because they are forfeiting their places in heaven." In the end of the story, when the man was about to die, he realized from a dream that all the people who had fooled him had actually had lost their places in heaven. They were no longer eligible for heaven. He was the eligible one.

Rabbi Kushner speaks about the quest for integrity, oneness with God. When a person seeks to integrate His will, the will of God into his conscience, that's when an individual becomes simple-minded. Joseph Badaraco states in his book, *Defining Moments*, that moments come to us to test, to reveal, and to shape our lives.

For Zechariah this experience was a wake up call. Was God too tough with him? Was God too tough with David when He said "You will not build my temple?" Was God too tough with Moses when He said, "You will not enter?" The truth is that heaven needed a different Zechariah, one who was filled with the Holy Spirit. If you jump to the conclusion of the story, after nine months of silence, in verse 67 you find that now Zechariah was filled with the Holy Spirit and prophesied.

Henry Matisse, the painter and sculpturer, used to say that there are two suns, one shining up there, the other one shining in your heart. What was happening in this old man, this old leader, ready for retirement, is that he had no sunshine in his heart. God could not deliver this child into his hands to be raised to be a great preacher who would prepare the way for the Messiah, unless Zechariah changed.

What is the story today? True Christian leaders have surrendered to the will of God, to do God's demands which are at times a bit unwelcome. They hear and obey the voice. When the

struggle is over, God's voice becomes their voice. There is no inconsistency. Our problem is that sometimes there is a big difference in what we say and what we do.

Bruno Zirato, the secretary to the great singer Enrico Caruso, writes of the day when Caruso gave his most convincing performance. He had sung the opera, *The Clowns*, many times. In the opera story, the man already dressed for his part as the clown discovers that his wife has been unfaithful. He has to make his entrance on stage and go on with the play. He cannot stop to fix his personal problem. He has to go on, to pretend that he is happy and joyful when he is actually torn inside.

Caruso had sung that part many times, always successfully. But the day when he moved his audience to tears was the day he learned his father had died, and his wife had abandoned him. That day, when Caruso put on the robe, covered his face with white powder, and went on to sing. He did not have to pretend that he was the clown. He *was* the clown.

Luke, the warm and compassionate doctor, is telling his readers, the most excellent Theophilus and us, that sincere Christians and Christian leaders know God; that knowing God is essential. He is saying that lukewarm leaders are unable to stand up in tough and troubling times to fulfill their calling. My prayer is that we will welcome the leading of the Holy Spirit today, that we will become Christians and Christian leaders who have a supreme knowledge of God.

QUORUM

Harold W Baptiste, Secretary of the North American Division, verified the presence of a quorum.

CALL TO ORDER

Don C Schneider, President of the North American Division, called the first business session of the 2002 Year-end Meeting to order.

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DAILY PROGRAM

VOTED, To adopt the Daily Program as follows:

DAILY PROGRAM

7:00 am - 8:00 am	Steering Committee
8:00 am - 9:00 am	Devotional
9:15 am - 12:30 pm	Business Session

Lunch

12:00 p.m. - 2:00 p.m.	Committees
2:00 p.m. - 5:30 p.m.	Business Session

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APPROVAL OF STANDING COMMITTEES

VOTED, To approve the 2002 Year-end Meeting Standing Committees as follows:

STEERING COMMITTEE

Don C Schneider, Chair
Harold W Baptiste, Secretary

Members: Rose T Banks, Dennis N Carlson, Marshall Chase, Matthew A Bediako, Debra C Brill, Larry R Evans, Malcolm D Gordon, James W Gilley, Clarence E Hodges, Daniel R Jackson, Delbert Johnson, Howard Karst, Alvin M Kibble, Donald G King, Gerald N Kovalski, Harold L Lee, Robert E Lemon, Thomas J Mostert Jr, Kermit L Netteburg, Kenneth W Osborn, Jere D Patzer, Jan Paulsen, Juan R Prestol, Gordon L Retzer, Max A Trevino, Manuel Vasquez, Robert Woolford.

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YEAR-END MEETING AGENDAS

VOTED, To adopt the 2002 North American Division Committee Year-end Meeting Agendas as presented.

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NATIVE AMERICAN MINISTRIES—PRESENTATION

Robert Burnett, Director of the 200 Nations Project and Associate Director of Multilingual Ministries of the North American Division, made a presentation honoring two couples who have given exceptional service to the Native American communities. He explained that when children are born they are wrapped in a blanket. In the native American culture they are also wrapped in blankets when they pass away. So it is a blanket-to-blanket experience. When a person has helped Native American people or worked with them to make a difference in their lives, that person's work is symbolized by a blanket which provides warmth and protection. Blankets are given by Native Americans as special gifts to honor such people.

Two couples were honored and presented with blankets for their service to the Native American communities. Dr. Alex and Sandy Bacovoy have given fifty years of service to the Adventist Church. They have worked as missionaries in Eastern Africa and the Far Eastern Division and have also worked with Native Americans. Max and Mary Martinez were also honored with a blanket for 14 years of service to Native Americans after having completed 40 years in the service of the church.

Don Schneider, President of the North American Division, was presented a "Chief Joseph" blanket which was named for the Native American Chief who said "I will fight no more." He is recognized among all Native Americans as a chief who loved the Lord and who loved his people. He died in the hope of the second coming of the Lord.

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599-02N EVANGELISM IN THE NORTH AMERICAN DIVISION

Russell Burrill, Director of the North American Division Evangelism Institute, spoke on the topic, "Six Myths of Public Evangelism." He presented these myths as follows:

1. "Public evangelism is a relic of ages past and no longer works in this post-modern age." This is a concept which has proven false by demonstration in meetings held with skeptical students at the seminary. The students who participate in field schools are convinced when they see the results of public evangelism. A survey conducted across North America proved that public evangelism is still working well and yielding fruit as a reaping tool.
2. "Public Evangelism is a very expensive means of reaching people." While public evangelism does cost, examination of the tithe of new converts which was tracked over a period of one year reveals that the money spent is generally recouped in six months to one year.

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3. "People today are no longer interested in prophecy, so we should abandon our prophetic approach and try something different." No other approach used attracts and holds people better than the prophetic approach. We are a prophetic movement. This movement is rooted and grounded in the Books of Daniel and Revelation. How can we abandon that which is the stronghold and uniqueness of this movement? To do so would compromise our identity as a prophetic people. There has not been a time when there has been more interest in prophecy than in this present generation.

4. "Public Evangelism only reaches churched people." Mike Regal conducted an extensive study to determine who was reaching the unchurched in America. He concluded in his book, *Death of the Church*, "that no one is reaching the unchurched in North America. He discovered that most churches are growing by stealing members from other churches. While Adventists were not rated good at stealing sheep, they were rated good at reaching unchurched people. However, there is room for improvement in this area.

5. "Handbills depicting beasts turn people off." A survey revealed handbills using beasts drew unchurched people in larger numbers than other types of advertising.

6. "People who are brought in through public evangelism are gone within one year." Studies have shown that this statement is not true and that actual retention of members won through public evangelism is quite high. Cal George declares that among evangelicals there is a 25% retention rate. Adventist retention is better. In a 1994 study done in Pennsylvania by a DMin student who examined baptisms and profession of faith through public evangelism over a six-year period, found that 86% of those baptized were retained. In Oregon, another 1994 study showed a 75.2% retention rate. In 1996, a 90% retention rate was reported. Adventists have the best retention rate of new converts of any denomination. The real retention problem is with our youth and with members who transfer from one church to another.

Public evangelism continues to be the backbone of Adventist church growth. Every means possible should be used to reach people for Christ, but we must not abandon that which is currently doing the best job. Let us keep doing what we know to be successful. We can sharpen it. We can increase it. We can find other things to do in addition to it. But it is the backbone of Adventist church growth and it is something that we cannot afford to lose or the growth of the Adventist church in North America will be seriously impacted.

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597-02N THE YEAR OF WORLD EVANGELISM 2004

Mark Finley introduced The Year Of World Evangelism 2004, an evangelistic thrust of the General Conference as follows:

Reaping God's Harvest

This program is designed to be a worldwide comprehensive evangelistic initiative in close cooperation with and support for the *Go One Million* outreach, the *Sow 1 Billion* evangelistic initiative, and other special evangelistic activities.

1. Concept—During this quinquennium (2000-2005), the General Conference of Seventh-day Adventists, through its world divisions, will place special emphasis on world evangelism in 2004.

A variety of factors have come together to stimulate this world evangelistic initiative. In the last few years the Seventh-day Adventist Church has equipped, trained, and mobilized hundreds of thousands of laypersons to use their unique, God-given gifts in sharing their faith and witnessing for their Lord. *Go One Million*, *Sow 1 Billion*, division lay-training programs, church planting projects, emphasis on integrated departmental evangelism, the Adventist-Laymen's Services and Industries-sponsored DVD evangelistic initiative, a renewed pastoral focus on church growth and evangelism, and a new vision on the part of thousands of Seventh-day Adventist youth combine to present the Church with an unprecedented opportunity to reap God's harvest now.

Although witness is the ongoing function of the local church, specific evangelistic reaping activities give impetus to personal witnessing. Personal soul-winning initiatives combined with public proclamation form the basis of the New Testament model for evangelistic growth.

We encourage every entity of the Church and each denominational employee to be actively involved in either personal soul-winning initiatives preparatory to a public evangelistic series or in the evangelistic series itself. The evangelistic events will take many forms. In some places these will be public evangelistic meetings; in other locations these will be small group outreach or church planting initiatives. Each supporting ministry is encouraged to participate in this *Year of World Evangelism 2004* through a public evangelistic series or some other specific soul-winning activity.

During this year of evangelistic reaping, the plan is to focus especially on initiatives for urban centers, the 10/40 Window, and the secular post-modern mind. The evangelistic strategy will include equipping hundreds of thousands of laity and youth to conduct their own evangelistic series, as well as utilizing all means of technology—including radio, television, satellite communication, publishing, and the Internet.

The General Conference of Seventh-day Adventists has adopted the themes of unity, quality of life, and the growth of the Church for particular emphasis this quinquennium. *The Year of World Evangelism 2004* will draw the Church together in one common goal—reaching a

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lost world. It has the potential of unifying the Church around the common theme of "Reaping God's Harvest."

A holistic approach to biblical evangelism can result in significant Church growth, fulfilling our Spirit-inspired mandate.

2. Goals—a. Every church/institution should be involved in a specific evangelistic activity in 2004. Many churches and institutions will be involved in multiple evangelistic activities.

b. Every Adventist employee should be involved in presenting the biblical, Christ-centered message of Scripture in a personal or public setting.

c. At least 150,000 public evangelistic series, small group outreach, and church planting projects conducted in 2004 in each of the approximately 51,000 churches by denominational employees, lay members, and youth.

d. In anticipation of these evangelistic events every church, organization, and entity should conduct carefully planned evangelistic training and preparation programs for lay members, youth, and employees during 2003.

e. Each division is encouraged to set seven specific goals.

1) The number of pastors, laity, and youth involved in specific evangelistic activities.

2) The number of churches and institutions conducting public evangelistic series, small group outreach, and church planting projects.

3) The combined attendance at these reaping activities.

4) The baptismal results anticipated from these evangelistic series.

5) The number of church planting projects.

6) The number of new believers participating in weekly post-baptismal discipling classes and witness activities.

7) The increased amount of funding dedicated specifically to evangelistic activities.

The General Conference goal will be the combined result of the goals set by churches and processed through their conferences, unions, and divisions.

3. Promotion Timeline—For the *Year of World Evangelism 2004* to be everything God desires, and to achieve the results for which we pray will necessitate both promotion and planning.

a. Introduce the concept of Reaping God's Harvest: *Year of World Evangelism 2004* at the 2002 Annual Council.

b. World divisions present the concept at their 2002 year-end meetings.

c. A Reaping God's Harvest advertising and promotional campaign with advertisements and articles in the *Adventist Review* and *Ministry* magazines in the summer/autumn of 2003. Adobe Portable Document Format (.pdf) files with computer generated advertisements, articles, logo, and poster design will be sent to world divisions by January 1, 2003.

d. Uplink an international pastors meeting from the General Conference headquarters on April 15, 2003, during the Council on Evangelism and Witness. The purpose of this meeting is threefold:

1) To provide an opportunity to inspire church administrators and pastors with the primacy and challenge of world evangelism.

2) To introduce the concept of the *Year of World Evangelism 2004* to church administrators and pastors worldwide.

3) To present a practical "how to" professional growth opportunity on evangelistic reaping for church administrators and pastors worldwide.

This uplink will be promoted in communications from the General Conference administration, the Ministerial Association, and each department of the Church. It is envisioned that there will be periodic satellite uplinks leading up to and during the *Year of World Evangelism 2004*.

e. Division/Union/Conference-wide evangelism symposiums in 2003 and early 2004.

f. Unions/Conferences strategize for major evangelistic initiatives in 2004, with emphasis on strengthening and expanding participation and training for the *Go One Million* outreach, the *Sow 1 Million* evangelistic initiative, and all lay/youth initiatives for soul winning in preparation for the Year of World Evangelism 2004.

g. Set aside the first or second week in January 2004 to pray for spiritual revival and the outpouring of the Holy Spirit. The first day of the Council on Evangelism and

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Witness held prior to Spring Meeting will be spent in praying for and studying revival in the Adventist church today.

- h. Report at the Council on Evangelism and Witness meeting in the fall of 2003 on goals set for Reaping God's Harvest.
- i. Continue promotion and sharing of experiences through 2004 to inspire involvement.
- j. Launch division-wide evangelistic activities on a monthly basis throughout 2004.

4. Promotional Materials—a. The General Conference Ministerial Association will coordinate the development and preparation of promotional materials and report forms in cooperation with the Sabbath School and Personal Ministries Department, the Communication Department, and all other appropriate General Conference departments.

b. A promotional brochure for church administrators and pastors will outline the general strategy and be ready by Spring Meeting 2003.

c. In order to keep lay members and church employees aware of ongoing *Year of World Evangelism 2004* plans and activities, every means of communication, including radio, television, publishing, and the Internet, will be used.

5. Evangelistic materials—It is recommended that each division utilize advertising and sermon and illustrative materials which best appeal to the target audience within its territory. The Adventist-Laymen's Services and Industries-sponsored "New Beginnings" DVD evangelistic series is currently available in multiple languages and is being used successfully around the world.

The General Conference Ministerial Association and the Sabbath School and Personal Ministries Department have resource materials which are available for evangelistic outreach. Samples of advertising and sermon materials will be provided to the world divisions.

6. Conclusion—Echoing and re-echoing down the corridors of time are Jesus' words, "Do not say, there are still four months and then comes the harvest. Behold I say to you, lift up your eyes and look at the fields, for they are already white for the harvest."—John 4:35

The conditions within the world and Church reveal the relevance of our Lord's words in our generation. His mandate is clear. His instructions are plain. His commission compels us to reap God's harvest now!

VOTED, To approve the participation of the North American Division in the *Year of World Evangelism 2004*.

02YE to DCS

598-02N SOW 1 BILLION

Don Schneider introduced the *Sow 1 Billion* initiative including the tracts which are designed to accompany this evangelistic thrust. The program is to be implemented as follows:

Goal: To place in the hands of one billion people a small tract that tells them of hope in Christ and invites them to study the Bible.

Rationale: God desires that all people choose eternal life through Christ's sacrifice. He has commissioned His followers to go and tell the good news of salvation to everyone. Divine inspiration emphasizes the importance of multiple methods of communicating the gospel. The Church has been instructed to publish small truth-filled tracts and scatter them like the leaves of Autumn.

Mission Statement: *Sow 1 Billion* finds a firm foundation in the Mission Statement of the Seventh-day Adventist Church. It is a strategy to proclaim hope in Christ, to reap the harvest provided by the Holy Spirit, and to address the central business of the Church.

Unity: Bible study presentations developed by the Church will facilitate unity of doctrine.

Quality of Life: A relationship with Jesus and Bible study will enhance the quality of spiritual life in the Church.

Growth: Inviting a billion families to know Jesus and study His Word will "add to the church daily."

For Consideration:

Content: The tract should describe hope in Christ for people living in the controversy between good and evil and should provide specific information on where to find Bible study presentations.

Coverage: The World Health Organization estimates that on an average 4.2 people live in each house in the world. The potential coverage of the one billion tracts could reach more than two-thirds of the world population. Clearly, the East Central Africa, Inter-American, North American, Southern Africa-Indian Ocean, South American, South Pacific, and Western Africa

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divisions could hope to place a tract in every home in their territory. While *Sow 1 Billion* will make a significant impact on the 10/40 Window, the logistics of high illiteracy and a low membership in this region will likely leave at least a quarter of the population unreached by the *Sow 1 Billion* tract.

Distribution: A few years ago the Church could hardly hope to distribute one billion tracts within one year. Today, it is possible. If the *Go One Million* participants alone shared 1000 tracts in a year (less than three tracts a day), all one billion would be distributed. However, if school children and lay people who may not feel they can participate in the *Go One Million* program were also involved, the one billion tracts could quickly blanket the world.

Preparation: The greatest challenge for *Sow 1 Billion* will be to mobilize the church at every level to respond to what will take place after the distribution, namely the requests for Bible studies. Only divine wisdom will prepare the Church to be ready to respond.

Bible study presentations: The tract will include space to list the addresses of Bible correspondence schools. Each division or union will provide their Bible school address where people may write to receive lessons by correspondence. Additionally, the tract will provide an internet address where people can visit and choose Bible studies from among several languages. The website could provide automatic answers to each question, print a graduation certificate upon completion and print a letter giving directions to the nearest Seventh-day Adventist church. Leadership of the Adventist-Laymen's Services and Industries has agreed to help develop a website. The tract could also include information to connect to Adventist World Radio, Adventist Television Network, and the Three Angels Broadcasting Network (3ABN) where Bible studies could be conducted on a regular schedule.

Subsidy: Even though the tract will be translated into several different languages, each printing will be cost-effective as it will be printed in volume. Several estimates indicate that a small one-color tract could print for no more than one-half US cent each. The General Conference, through the participation of donors, will assist with \$5,000,000, subsidizing one-half cent each for one billion tracts. Divisions that want a more expensive tract will still receive a one-half cent subsidy toward their production costs.

In choosing printers careful research will need to be done, taking into consideration material, labor, shipping, and results.

Ideally it would be best to have an even worldwide distribution of one billion tracts. However, while some divisions may be able to place a tract in every home, in the 10/40 Window distribution could be limited by a small church membership. This proportional distribution needs to take into consideration population and the ability of the membership to distribute the tracts. Divisions wanting more tracts than would be provided by a quota would receive no subsidy for additional tracts.

Budget: In the past when the Church was presented with special evangelism opportunities, church members and leaders rallied and realized the blessing that comes from a united commitment. The history of unity stretches from the early years, including the ship Pitcairn, the Annual Sacrifice Offering, and public evangelism around the world. Together we can raise the funding for the essential support programs, such as development of Bible study guides, establishing Bible schools and/or personnel to follow up the distribution. A team effort will easily fund *Sow 1 Billion*.

Several Seventh-day Adventist business people have been part of the initial planning of *Sow 1 Billion*. At present, large donors have committed \$5,000,000 to print one billion tracts for the initiative.

Considering that *Sow 1 Billion* has the potential to reach two-thirds of the homes in the world, fund-raising appeals for support programs could catch the imagination of a wide spectrum of the Church. For example, if an elementary student saved or collected 20 one-dollar bills, the funds would place a tract in 4,000 homes. If a wealthy person gave \$100,000, it would place a tract in the hands of 20,000,000 people. Special involvement appeals could be developed, such as requesting church members to give \$5.00 to place the tract in 1,000 homes. Additionally, an appeal could be made to Adventists from affluent areas to provide \$5.00 for church members who would like to distribute 1,000 tracts but cannot because they hardly have enough money to feed their families. It is possible that the Church could consider a one-time *Sow 1 Billion*, Pitcairn ship-type offering to launch this program. This offering would provide funding for Bible correspondence schools and other *Sow 1 Billion* support programs.

Communication and publicity: Every communication channel of the Church must orchestrate its message as the project moves from fund raising to distribution to Bible studies to reporting.

Organization: *Sow 1 Billion* is a plan to place one billion invitations to know Jesus in homes around the world. *Sow 1 Billion* and *Go One Million* will complement each other. Lay people involved with *Go One Million* will be a support group joined by many additional church members, children, youth, and other interested groups.

Sow 1 Billion lies at the heart of Global Mission. Following approval by the General Conference Executive Committee, a taskforce will coordinate with the divisions/unions/conferences/missions/churches in planning and implementing the program.

It was

VOTED, To approve the participation of the North American Division in the *Sow 1 Billion* initiative.

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602-02N VOICE OF PROPHECY—NET 2003

W Benny Moore, Executive Director of the Voice of Prophecy, spoke concerning the Net 2003 Evangelistic Meetings which will begin on April 27, 2003, with Lonnie Melashenko as speaker. The Voice of Prophecy will share its unique connections with radio and the Discovery Bible School to facilitate these meetings. He shared the following schedule for the meetings:

Saturday Night, April 26, 2003	A Special Program will be held for our members to give some training and a preview of the series.
Sunday Night, April 27, 2003	The series will open to the public. These meetings will then be conducted for eight consecutive nights.
The next Four Weeks	The meetings will be held on Friday, Sabbath, Sunday and Wednesday nights.
For Four Additional Weeks	The meetings will be conducted by the local church with a satellite uplink on Wednesday nights thereby making a transition to the local pastor and to the local church. <i>New Beginnings</i> , a DVD evangelistic series developed by Adventist Laymen's Services and Industries will be the base used. The pastor can take a version of the series to prepare his presentations for the four weeks after the Voice of Prophecy is finished. They will be encouraged to have a pastor's Bible Class.

Kurt Johnson, Director of the Bible Correspondence School at the Voice of Prophecy, noted that there are about 2,400 churches which conduct Discover Bible Schools. These Bible schools are encouraged to use personal visitation as the key ingredient of their witness and as a reaping opportunity during the Net meetings.

There are five methods which may be used in sharing the Discover Bible school materials with people who wish them:

1. Personal delivery to homes—one-to-one studies
2. Small Group bible studies in homes
3. Correspondence School in the local church
4. Video/DVD ministries
5. Internet Discovery Bible School

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Discovery Bible Schools may also be used with the evangelistic meetings with the Bible School being used for preparation or for follow-up activities. Graduations may be planned at the beginning of the meeting or at the end.

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NORTH AMERICAN DIVISION NOMINATING COMMITTEE

VOTED, To appoint the North American Division Nominating Committee with membership as follows:

NOMINATING COMMITTEE

Don C Schneider, Chair
Harold W Baptiste, Secretary

Members:

Nilton Amorim, Matthew Bediako, Brenda Billingsy, Debra Brill, G Alex Bryant, Dennis Carlson, Lowell Cooper, Rennae Elliott, Steve Gallimore, Steve Gifford, James W Gilley, Malcolm D Gordon, Ricardo Graham, Neville Harcombe, Clarence Hodges, Trudy Hoffman, R Izquierdo, Daniel Jackson, Gerald Kavolski, Donald King, Harold L Lee, Robert Lemon, Alphonso McCarthy, Norman Miles, Thomas J Mostert Jr, Kermit L Netteburg, Abel Pangen, Bryce Pascoe, Jere Patzer, Juan R Prestol, Gordon Retzer, Delores Richardson, Willie Taylor, Mary-Lou Toop, Max Trevino, Manuel Vasquez, Ed Wright, Walter Wright, Naomi Yamashiro.

Adjourned

Don C Schneider, Chair
Harold W Baptiste, Secretary
Marialyce Gibson, Devotional Secretary
Esther Jones, Recording Secretary

YEAR-END MEETING
NORTH AMERICAN DIVISION COMMITTEE
 Silver Spring, Maryland
 November 4, 2002, 2:00 p.m.

Don C Schneider called the second business session of the 2002 Year-end Meeting to order.

Mark B Thomas, Vice President of the Book Division, Review and Herald Publishing Association, opened the business session with prayer.

MEGABOOKS PROGRAM—REPORT

In the North American Division territory there were almost 1,000 students canvassing this past summer. There were more than 60 programs where the students sold about 340,000 books published by both the Pacific Press Publishing Association and the Review and Herald Publishing Association.

Garden State Academy in New Jersey recently began a student literature evangelism program. Mario Reategui, a student literature evangelist, shared his experiences from this summer. He was himself introduced to the Seventh-day Adventist faith by a literature evangelist only last summer.

Retire/TREn/NAD&UnSec02YE/NAD&UnTre02YE/NADUn&GCO02YE/02YE to DJ&JRP

**593-02N ORGANIZATIONS NOT PARTICIPATING IN THE
 RETIREMENT PLANS—POLICY AMENDMENT**

VOTED, To amend NAD X 45 07, Organizations Not Participating in the Retirement Plans, to read as follows:

X 45 07 Organizations Not Participating in the Retirement Plans—Some denominational organizations that are currently listed in the Seventh-day Adventist *Yearbook* are not participating in one of the denominational retirement plans. Administrators of these organizations have the responsibility to inform their employees, in writing, that they are not covered by one of the denominational retirement plans and are not earning denominational service credit.

Notwithstanding any X 45 provision to the contrary, the following employers have been declared non-participants in any NAD retirement plan effective January 1, 2000 by the North American Division and are thus exempt from this policy: entered into an agreement with the North American Division regarding employee retirement responsibility: Allegheny East

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Conference, Allegheny West Conference, Central States Conference, Lake Region Conference, Northeastern Conference, South Atlantic Conference, South Central Conference, Southeastern Conference, and Southwest Region Conference. Individuals who were employees of such employers as of December 31, 1999 who have signed an affidavit authorizing the transfer of personal pre-2000 service credit to the Regional Conference Retirement Plan shall not be eligible to receive any earned benefits under the terms and policies of the Seventh-day Adventist Retirement Plan of the North American Division or the Health Care Assistance Plan for Participants in the Seventh-day Adventist Retirement Plan of the North American Division.

Retire/TREn/NAD&UnSec02YE/NAD&UnTre02YE/NADUn&GCO02YE/02YE to DJ&JRP

594-02N RETIREMENT PLAN POLICIES—POLICY AMENDMENT

VOTED, To amend NAD Z 05, Retirement Plan Policies, to read as follows:

Z 05 Retirement Plan Policies

The following policies constitute the Seventh-day Adventist Retirement Plan of the North American Division. This plan, which is administered by the General Conference of Seventh-day Adventists, makes provision for retirement benefits for the employees of the General Conference headquarters, North American Division, as well as interdivision employees sent from the North American Division, General Conference institutions located within the North American Division, union conferences and local conferences and their institutions in the United States and Bermuda, with the exception of employees of health care institutions ~~and eligible organizations declared to be non-participating organizations by the North American Division (see Z 10 05 paragraph 19).~~

This plan ceases to function for purposes of earning service credit on January 1, 2000 except for specific exceptions elsewhere in this document. Service credit earned prior to that date will be "frozen" until the employee becomes eligible for retirement benefits under the terms of this plan.

Retire/TREn/NAD&UnSec02YE/NAD&UnTre02YE/NADUn&GCO02YE/02YE to DJ&JRP

595-02N DEFINITIONS (RETIREMENT PLAN)—POLICY AMENDMENT

VOTED, To amend NAD Z 10 05, Definitions (Retirement Plan), paragraph 19, to read as follows:

Z 10 05 Definitions

The following words and terms, as used in the Plan, shall have the meanings set forth below, unless a different meaning is clearly required by the context.

19. *Participating Employer*—An organization which, with the approval of the Committee and NADCOM, has adopted this Plan for the benefit of its employees. Loma Linda Foods, Inc. shall be treated as a participating employer only from such date through December 31, 1983. Notwithstanding the preceding sentence, Loma Linda Foods, Inc. shall be treated as a participating employer only for purposes of vesting under Z 20 from January 1, 1984 through December 31, 1988. La Loma Foods, Inc. shall be treated as a participating employer only for purposes of vesting under Z 20 and only from January 1, 1989, through December 31, 1989. The preceding two sentences shall apply only in the case of a participant who has at least one hour of service with a participating employer other than Loma Linda Foods, Inc. or La Loma Foods, Inc. after the later of the participant's separation from service with Loma Linda Foods, Inc. or La Loma Foods, Inc.

~~Notwithstanding any plan provision to the contrary, the following employers have been declared non-participants in this plan effective January 1, 2000 by the North American Division and are thus exempt from the terms and provisions of this plan: Allegheny East Conference; Allegheny West Conference, Central States Conference, Lake Region Conference, Northeastern Conference, South Atlantic Conference, South Central Conference, Southeastern Conference, and Southwest Region Conference. Individuals who were employees of such employers as of December 31, 1999 shall not be eligible to receive any earned benefits under the terms and provisions of this plan.~~

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608-02N REGIONAL RETIREMENT PLAN—RESOLUTION

WHEREAS, in the past the members of the North American Division Committee were provided a draft of an Agreement to be entered into by the North American Division and certain other parties, such Agreement being related to certain employer benefit matters; and

WHEREAS, the members of the North American Division Committee have now been provided with a copy of the final version of such Agreement, to be entered into by and among the Regional Conferences, the North American Division of the General Conference of Seventh-day Adventists, the existing retirement plans of the North American Division and the Regional Conferences, and the General Conference Corporation in its capacity as Trustee of the existing North American Division retirement plans (a copy of such final Agreement being included in the minutes of this meeting); and

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WHEREAS, the members of this Committee have reviewed such final Agreement, have had the opportunity to ask questions about it, and are satisfied that they understand all its essential terms; and

WHEREAS, the members of this Committee believe that execution of this Agreement is in the best interests of the North American Division and its employers, employees and former employees;

Now, therefore, be it RESOLVED that the appropriate officer of the North American Division of the Seventh-day Adventist Church is hereby authorized to execute such final Agreement as the official act of this division.

VOICE OF PROPHECY VIDEO REPORT

Lonnie Melashenko, Speaker/Director for the Voice of Prophecy, presented a video series concerning NET 2003, entitled "What's Next?" These videos will be shown on ACN, April 26-May 24, 2003. The follow up will include courses from the Discover Bible School.

596-02N ADVENTIST HEALTH STUDY-2—REQUEST

Terry Butler, Principal Co-investigator Adventist Health Study - 2, Loma Linda University, stated that there are many unanswered questions about various types of cancer and heart disease. A study which is being conducted over the next four years is about finding answers to the questions that the major health research institutions are investigating. The members of local churches in the North American Division are invited to enroll in this study which is sponsored by Loma Linda University. Individuals 40 years and older, who indicate a desire to enroll, will receive a confidential questionnaire in the mail which may take from one to three hours to complete. Church members are encouraged to participate and thus contribute to the mission of the church. This study may help to discover relationships between lifestyle and disease that will have far reaching benefits to millions throughout the world.

TREn/NADOUP/NAD&UnTre02YE/02YE to JRP

551-02N REMUNERATION FACTOR AND ALLOWANCES 2003

VOTED, 1. To effect a salary increase of US 1.1% in the U.S. and Bermuda, and 1.3% in Canada on July 1, 2003, and September 1, 2003, respectively.

2. To approve the remuneration factor and allowances effective July 1, 2003, for the United States/Bermuda and September 1, 2003, for Canada as follows:

Remuneration Factors

Category	Jan. 1, 2003 to June 30, 2003	Sept. 1, 2002 to Aug. 31, 2003	Remuneration Factor	
	<u>U.S.</u>	<u>CANADA</u>	July 1, 2003	Sept. 1, 2003
A	US\$2,312	C\$2,573	US\$3,505	C\$3,909
B	2,464	2,760		
C	2,631	2,965		
D	2,813	3,190		
E	3,018	3,442		
F	As may be approved	As may be approved		

Presently Category A is recognized as the standard base factor for denominational remuneration in the North American Division. As of July 1, 2003, the Remuneration Factor (RF) will be the standard base factor for denominational remuneration in NAD.

Ministerial Scholarship Rate

While attending Seminary
30% of the Remuneration Factor
Effective July 1, 2003

US\$1,052

While They Are Participating
in Evangelistic Efforts
8% of the Remuneration Factor
per week for up to six weeks.

For Canadian and Bermudian scholarship recipients, when the spouse accompanies the intern but is unable to obtain a work permit, the scholarship may be increased to \$2,122 as of July 1, 2003.

Parsonage Exclusion (U.S.)

The parsonage exclusion is available to ministerial employees in harmony with D 05 10.

Each union in the North American Division will be responsible for establishing a Parsonage Exclusion ceiling within its territory. The Parsonage Exclusion (US) shall not exceed 80% of the Ordained Minister annualized salary, including cost-of-living, rounded to

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the nearest thousand. The total exclusion is limited by IRS regulations such as fair rental value and actual expense.

Travel Expense Allowances, Effective January 1, 2003

	<u>U.S./Bermuda</u>	<u>Canada</u>
Auto Travel Rates, Per mile	US\$0.31‡	
Per Mile - California	0.32	
Per Mile - Hawaii	0.33	
Per Kilometer (up to 5,000 km)		C\$0.37
Per Kilometer (over 5,000 km)*		0.31

*Entities may set lower rates per kilometer for reported travel above 24,000 per year.

‡U.S. mileage rate limited up to 90% of the latest published federal standard mileage rate, rounded up to the nearest cent.

Per Diem Rates:

Full per diem	US\$ 29.00†	C\$35.00	Within Canada
Full per diem		45.00	In the U.S.
When fully entertained	8.00	10.00	
Family authorized travel:			
Worker and spouse	43.00	51.00	
Worker and spouse		61.00	In the U.S.
When fully entertained	10.00	12.00	
Each accompanying child (only during a move)	12.00	15.00	
Each child traveling alone	14.00	18.00	

†U.S. per diem limited up to 85% of the minimum latest IRS published per diem, rounded up to the nearest dollar.

Area Travel Allowance

The Area Travel Allowance (U.S./Bermuda) is a monthly allowance which is calculated at up to a maximum of 1,000 miles times the mileage rate. In Canada the Area Travel Allowance is a flat C\$400 per month as per recommendation of the SDACC Board.

Area travel allowance is defined as a flat allowance for travel by administrative personnel within a restricted geographical area not more than US 50 miles and Canada 50 km in radius (100 miles/km round-trip) from the worker's home or place of employment, as may be defined by the employing organization. No auto mileage may be reported for trips to points within such area. Any variations to this policy must have NADCOM approval.

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Pension Factors Effective January 1, 2003

General Church Retirement Plan - US	US\$1,922
General Church Retirement Plan - Canadian	C\$2,100
Hospital Retirement Plan	US\$2,032

Don C Schneider, Chair
Rosa T Banks, Secretary
Larry R Evans, Editorial Secretary
Carolyn S Rochester, Recording Secretary

