

NADCA

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Seventy-Sixth Meeting

NORTH AMERICAN DIVISION COMMITTEE ON ADMINISTRATION

October 7, 1971, 10:20 A.M.

PRESENT:

N. C. Wilson, L. L. Bock, W. Melvin Adams, J. J. Aitken, D. H. Baasch, W. R. Beach, F. L. Bland, Theodore Carcich, W. W. Fordham, A. Edwin Gibb, J. O. Gibson, R. Hammill, F. E. J. Harder, Mazie Herin, W. A. Higgins, C. B. Hirsch, W. A. Howe, E. W. Howse, D. W. Hunter, Gordon Hyde, H. D. Johnson, Arthur Kiesz, Caris H. Lauda, N. W. Litchfield, M. E. Loewen, C. D. Martin, D. A. McAdams, V. M. Montalban, R. H. Nightingale, R. H. Pierson, M. H. Reeder, Fernon Retzer, V. W. Schoen, W. R. L. Scragg, J. V. Scully, B. E. Seton, Clark Smith, P. G. Smith, F. A. Soper, W. M. Starks, Michael Stevenson, G. E. Vandeman, C. D. Watson, F. C. Webster, C. C. Weis, A. L. White, Roy F. Williams, K. H. Wood, A. G. Zytoskee

OTHERS PRESENT:

J. O. Iversen, Wayne Martin

MINUTES of the meeting held September 30, 1971, were approved.

LAKE UNION CONFERENCE--

REQUEST TO BORROW FUNDS:

On recommendation of the Lake Union and Indiana Conferences, and in harmony with the recommendation of the Committee on Borrowing and Distribution of Funds, it was--

VOTED, To approve the borrowing of funds up to \$60,000 for three teachers' homes on the campus at Indiana Academy, the total cost of which is estimated at \$60,000. It is understood that this loan will be underwritten by the union and the local conference and will be fully paid within twenty years from rental charges on the dwellings.

ROBERT MILLS--SOUTHERN NEW ENGLAND CONFERENCE:

VOTED, To pass on to Robert Mills, permanently returned from the Afro-Mideast Division, a call from the Atlantic Union Conference for him to connect with the Southern New England Conference as a Teacher at the South Lancaster Academy Elementary School.

JON R. GIBSON--WISCONSIN CONFERENCE:

VOTED, To pass on to Jon R. Gibson, permanently returned from the Afro-Mideast Division, a call from the Lake Union Conference for him to connect with Wisconsin Conference as a Teacher at Madison, Wisconsin.

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O. L. MCLEAN--UPPER COLUMBIA CONFERENCE:

VOTED, To pass on to the Central Union and Nebraska Conferences a call from the North Pacific Union Conference for O. L. McLean, Lay Activities Secretary, to connect with the Upper Columbia Conference as Lay Activities Secretary.

WILLIAM JENSON--WASHINGTON CONFERENCE:

VOTED, To pass on to William Jenson, permanently returned from the South American Division, a call from the North Pacific Union Conference for him to connect with the Washington Conference as Pastor of the Rainier Valley and Japanese Churches.

J. G. NIKKELS--SOUTH DAKOTA CONFERENCE:

VOTED, To pass on to J. G. Nikkels, permanently returned from the Inter-American Division, a call from the Northern Union Conference for him to connect with the South Dakota Conference as Lay Activities, Sabbath School, and Public Relations Secretary.

W. E. BAXTER, JR.--NORTHERN CALIFORNIA CONFERENCE:

VOTED, To pass on to the North Pacific Union and Washington Conferences a call from the Pacific Union Conference for W. E. Baxter, Jr., a Pastor, to connect with the Northern California Conference as Pastor of the Arcata-McKinleyville Church.

Adjourned at 10:25 A.M.

Closing prayer by N. W. Litchfield.

N. C. Wilson, Chairman
L. L. Bock, Secretary
Katie Farney, Recording Secretary

Seventy-Seventh Meeting

NORTH AMERICAN DIVISION COMMITTEE ON ADMINISTRATION

October 12, 1971, 8:00 A.M.

PRESENT:

Delegates in attendance at the 1971 Autumn Council.

DEVOTIONAL SERVICE:

The opening hymn, "All Hail the Power of Jesus' Name," was announced by W. H. Rucker, Principal of Capital Junior High School, Baton Rouge, Louisiana, and Frank Rice, Administrator of Paradise Valley Hospital, offered the opening prayer.

"Heaven Is My Home," and "The Greatest Want of the World" were the two selections sung by The Columbia Four quartet from Columbia Union College.

In his devotional message, Leo Ranzolin, an Associate Secretary of the General Conference Young People's Missionary Volunteer Department, talked about the power of the Holy Spirit. He mentioned that mankind feels its greatest needs are to have lower taxes, to stop the war in Vietnam, to promote women's lib, etc., but that the true answer lies in the power of the Holy Spirit. Not only will the Spirit attack self and dynamite sin from the life, but it will bring to us the fruits of love, peace, joy, longsuffering. . . .

The Evangelist for the Spanish-speaking peoples of the Pacific Union Conference, Samuel Weiss, announced "Holy Spirit, Faithful Guide" as the closing hymn, and H. M. Wright, a minister in the South Central Conference, offered the benediction.

SOUL-WINNING, EVANGELISM, MISSION '72:

Michael Stevenson and a group of young people from Columbia Union College lead the delegates in singing "Oh, How I Love Jesus!" Following this Dale Brussett, evangelist for the Florida Conference, stressed the necessity of proper preparation of the youth for person-to-person soul winning.

N. R. Dower presented the materials prepared for Mission '72, presenting the idea of a special Reach Out For Life songbook.

MISSIONS '73 AND '74:

VOTED, To adopt the recommendation on Missions '73 and '74 as it appears on the following pages, including the addition of paragraph 11:

WHEREAS, We fully recognize that the time has come when every resource of the church must be directed to reaching the millions of earth with the last warning message, and that the promise of the Spirit in Pentecostal measures is long overdue, and that this promise cannot be fulfilled "while the largest portion of the church are not laborers together with God"-- Christian Service p. 253,

We recommend, 1. That the basic plans and materials prepared for MISSION '72 be used again in MISSION '73, with additional materials being developed as may seem advisable. These additional tools might include a new series of pamphlets. Also the Voice of Junior Youth program might become a very vital part of MISSION '73.

2. That the month of March again be designated as the time for a division-wide, simultaneous evangelistic thrust across North America.

3. That in preparation for MISSION '73, W. A. Fagal, H. M. S. Richards, Jr. and E. E. Cleveland each be asked to write a series of four articles for our missionary journals, to begin in the May or June issue of These Times, Signs of the Times and Message.

4. That all departments and organizations of the church again coordinate their efforts to make possible the maximum evangelistic thrust, carefully preparing both the churches and the field for a successful MISSION '73.

5. That the materials provided for MISSION '72 be shared with the world field.

6. To foster the spirit of evangelism among our ministers and church members, study guides be prepared on the book Evangelism for use in a series of prayer meeting studies, or better still, at the worship service on Sabbath morning.

7. That further study be given to the use of Telephone Evangelism as a means to get the message into the homes of the millions in our large cities as well as in smaller communities.

8. That special study be given to the possibility of a TV special that would be prepared with the Reach Out For Life theme in mind, and made available at prime time clear across North America just before the meetings begin.

9. That for MISSION '74 an adaptation of the health approach to evangelism be planned. This will require many new materials, including sermons and sermon summaries. Work should begin on these materials as soon as all work is completed for MISSION '72.

10. That in preparation for MISSION '74, with its specialized type of evangelism, a series of regional ministerial evangelistic councils be held throughout North America. Workers in the various fields will need to be adequately prepared for active participation in this new thrust in health

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evangelism. It is suggested that area meetings be held, either on our own campgrounds or in some suitable place of retreat. The atmosphere ought to be conducive to prayer, study, and spiritual renewal. Rooms, meals and travel expense should not be excessive.

11. That the Officers of the General Conference appoint a committee to study and outline a program for senior youth in North America similar to the existing program for overseas student missionaries, whereby young people could make themselves available for self-supporting service here in North America. It is strongly recommended that early in their assignment, these young people be placed for a time with an experienced soulwinner.

Following the acceptance of the plans for Missions '73 and '74, R. H. Pierson made an appeal for personal revival, reformation, and sacrifice.

A new concept in telephone evangelism was introduced by the chairman, featuring the plan developed by H. M. Lindsay. It consists of a series of five-minute recordings to be used with a perfected "dial-a-prayer" electronic system. The plan differs from others in that a spiritual homily reflecting common human needs is given with background music, a vocal solo, prayer, and Bible school announcement.

NAD POLICY BOOK:

VOTED, To approve the manuscript of the North American Division Working Policy.

Announcements by Lowell Bock

Closing prayer by Bruce Wickwire, Circulation Manager for the Review and Herald Publishing Association.

Adjourned at 12:15 p.m.

Neal C. Wilson, Chairman
Lowell Bock, Secretary
Beverly Tiberghien, Rec. Secy.

Seventh-Eighth Meeting

NORTH AMERICAN DIVISION COMMITTEE ON ADMINISTRATION

October 12, 1971, 2:00 P.M.

Prayer was offered by D. B. Simons, President of the Allegheny West Conference.

At 2:05 P.M. a meeting of the General Conference Committee was called to receive a report from the Autumn Council Nominating Committee.

At 2:40 P.M. the North American Division Committee on Administration resumed its business.

MISSION SPOTLIGHT:

Oscar Heinrich presented Mission Spotlight Special Report, a series of ten pictorial programs (on super slides), which tell the story of advance in mission lands. These are to be available by February 1972, in time for public use during March, when Mission '72 public meetings are being held.

MINISTERS AND CLERGYMEN FROM OTHER DENOMINATIONS:

VOTED, That the recommendation "Ministers and Clergymen from Other Denominations", pages 172-174 of the General Conference Working Policy (1968 ed.) be amended to read as indicated below and on the following pages:

1. When ministers of other denominations in North America accept our message and manifest a deep interest in its study with the intention of becoming preachers of it, the minister shall, before becoming involved in a formal study program, be expected to give evidence of his stability in the message and of his aptitude as a candidate for the Adventist ministry by being active in a local church. Upon recommendation of the local conference and approval by the union conference he may devote full time participating in church activities in cooperation with and under the direction of a local pastor for a minimum period of six months. An additional six months may be granted if after careful review by the local conference committee it is deemed necessary. Great care should be given to the selection of the pastor under whose direction he would work so that he might be assured of the most sympathetic attention possible during this difficult transition period. Where recommended by the local conference and approved by the union conference, the local, union and General Conference shall unite in giving him a subsistence allowance during this waiting period. The General Conference shall carry half of this expense and the union and local conferences share the other half as mutually agreed.

2. In case a minister from another denomination who has accepted the Adventist message and desires to labor in the ministry does not have the necessary educational background for admittance to the theological seminary,

but has met the conditions outlined in paragraph 1, the local and union conferences where he is located in cooperation with the General Conference shall develop a plan by which he may be enabled to attend one of our colleges for a minimum of two semesters or three quarters so as to prepare himself for service in the Adventist ministry. Any allowances given would be shared on the same basis as that outlined in paragraph 1. Additional financial assistance beyond the one year of college would have to be approved by the contributing organizations.

3. When a minister from another denomination who has accepted the Adventist message desires to labor in the ministry and has previous education sufficient to qualify him for admittance at the Theological Seminary at Andrews University, and has met the conditions outlined in paragraph 1, the local conference may recommend him for a period of four quarters study at the Seminary. During this period of study at the Seminary he shall receive financial support from the local, union and General Conferences including the following benefits as recommended by the local conferences: salary, rent allowance, medical expense assistance, an automobile mileage allowance as required by his work, automobile insurance, tuition, matriculation and library fee, up to \$15 per semester for textbooks and syllabuses, travel assistance to and from the seminary. The General Conference shall bear half of this expense with the local and union conferences sharing the other half as mutually agreed. The General Conference portion of these funds shall be taken from the North American Contingency Fund and be granted by action of the North American Division Committee on Administration (NADCA). It is further recommended that his study program be so structured as to give special emphasis to Adventist doctrinal belief and practical instruction in the elements of pastoral and evangelistic ministries. Any extension of time at the seminary beyond the four quarters must be recommended by the sending conference with approval being required by the contributing organizations.

4. As is.

5. As is.

6. (a) Application for approval of financial support as previously outlined in sections 1, 2, and 3--shall be made on a comprehensive application form provided by the General Conference, to be submitted by the union and local conferences with their endorsement and acceptance of responsibility.

(b) As is.

(c) As is.

(d) Omitted (incorporated in paragraph 1)

7. Now is No. 2.

8. As is.

9. As is.

10. As is.

CREDENTIALS AND LICENSES :

VOTED, To include in the North American Division Working Policy the following clarifications dealing with special situations involving the granting of ministerial credentials and licenses (pp. 69-72 of the 1968 edition of the General Conference Working Policy):

1. Workers who have been ordained to the ministry but are now major administrative officers of a denominational institution are eligible to continue holding ministerial credentials.

2. Workers who are ordained and who have spent the major part of their lives in ministerial work but who choose or are obliged to work for a few years in other lines of denominational work before retiring shall be eligible and may continue to be granted ministerial credentials.

3. 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 but who continue in denominational employment are not eligible for renewal of their ministerial credentials.

4. Teachers, according to present policy, ordinarily are eligible to receive missionary licenses or credentials. However, ordained ministers who are engaged in Bible teaching and/or who continue ministerial, evangelistic or church major responsibilities and assignments in connection with their school work, may be granted ministerial credentials.

MANUAL FOR CONFERENCE OFFICERS :

At the time of the 1970 Autumn Council, material for a proposed Conference Secretaries and Treasurers' Manual was referred to the General Conference Officers for further refinement. The scope of the manual was then enlarged to include the duties and responsibilities of conference officers. The committee assigned this responsibility was unable to accomplish this task by the 1971 Autumn Council, and therefore has proposed to develop such a manual for consideration by the 1972 Autumn Council.

STATEMENT ON TEACHING OF LITERATURE :

The document on the teaching of literature in our schools, prepared by a representative committee of educators, writers, editors and denominational workers during several days of consultation and intensive study, was read in its entirety. After a great deal of discussion, most of which favored the document, a motion was made to the effect that the chairman appoint a committee to look at page 1005, section "c", lines 8-20, rework, eliminating the objectionable features, and bring it back to the council.

Statement on Teaching of Literature (contd.)

VOTED, The following committee: W. R. Beach, F. E. J. Harder, C. B. Hirsch, W. R. Leshner, W. M. Schneider, F. W. Wernick.

MINISTERIAL INTERNSHIPS:

VOTED, That the following paragraph be substituted for the present bracketed paragraph on page 166 of the General Conference Working Policy (1968 edition):

(When a conference calls a student directly into the field on completion of his college work, it is understood that in special cases, at least one year of the 3-year internship must be spent at the Seminary. Conferences shall reimburse the General Conference for its share of the internship expense in the case of an intern who is continued in ministerial work and who does not spend at least one year of the internship at the Seminary.)

OPTIONS FOR THE SEMINAR-COLLOQUIA (9th QUARTER):

VOTED, 1. That the 1969 Autumn Council recommendation remain in effect

a. On the basis of the intrinsic value of the "nine months in the field-last quarter in the Seminary" approach to education for ministry.

(1) The cross fertilization of ideas and attitudes between men who are returning from all parts of the "field."

(2) The opportunity for the 9th Quarter man to synthesize his experience and training, and to ask questions or get counsel in problem areas of his ministry.

(3) The mingling of 9th Quarter men with those in their first year of training for inspiration and exchange.

(4) Constructive feedback criticism of the M.Div. program for Seminary consideration.

(5) Constructive feedback criticism to conference administrators on the internship program for the nine months in the field.

b. To ease the logistics problems of housing and scheduling at the University and Seminary.

c. On the basis of positive student reaction noted on an evaluation questionnaire given to the first 9th Quarter group.

d. To keep faith with the AATS for commitments made to hold as nearly as possible to a 3-year overall training program for the M.Div. degree.

2. That any conference which does not plan to send an intern back on the basis of the 1969 Autumn Council recommendation could consider the following options:

a. That the sponsored student would go directly to the field after graduating from college and then be sent one year later in June to take nine quarters without break, including the synthesis seminar and colloquia final quarter (the ninth quarter).

b. A conference may send a student directly to the Seminary after graduation from college for nine quarters of continuous class work.

Adjourned at 5:35 P.M.

Closing prayer was offered by Glenn Sharman of the Takoma Park Church.

Neal C. Wilson, Chairman
C. E. Bradford, Secretary
Mildred Hunt, Rec. Secy.

Seventy-Ninth Meeting

NORTH AMERICAN DIVISION COMMITTEE ON ADMINISTRATION

October 13, 1971, 8:00 A.M.

DEVOTIONAL SERVICE :

The opening hymn, "Lead On, O King Eternal", was announced by L. G. Barker, the Educational Secretary of the Central Union Conference. Following the singing of the hymn, John Hayward, President of the Illinois Conference, offered the opening prayer.

"Don't Spare Me" was the title of the special music sung by the Sligotones.

W. R. Beach's devotional was as a theme for the day's business. He spoke concerning the importance of the Publishing Work in the history of the Seventh-day Adventist Church. A few of the thoughts he brought to us were that from the time when a small group of dedicated men and women knelt around a carpet bag of printed tracts to the present, the literature work has been a blessing. "Not only was the publishing work at the start of the work, but it has been the starting of our work in thousands of places": A Signs of the Times was the start of the work in France, a 1935 Spanish Ingathering paper was the start of the work in Equatorial Africa, a lone copy of Steps to Christ was the start of Adventism and Protestantism on the Island of Reunion. In Haiti a bundle of tracts dropped on a wharf and unclaimed, was the start

of the work there. It has long been acknowledged that you will have a strong church when people read themselves into the message. This strength and power of the printed word have come "Not by might, nor by power, but by my spirit, saith the Lord of hosts." Truly it is wonderful what God hath wrought through the printed word.

Mrs. Jackie Lonto sang "I Remember Calvary", and N. O. Matthews, President of Canadian Union College, offered the closing prayer.

The business session opened with prayer by Boyd Olson, Secretary of the Department of Education of the Far Eastern Division.

The remainder of the morning was given to the discussion of items brought in by the Publishing Department. N. C. Wilson introduced the special agenda.

D. A. McAdams spoke of the growth of the publishing work since the establishment of the General Conference Publishing Department in 1902. There are now 48 publishing houses, printing altogether in 278 different languages, doing almost \$50,000,000.00 of business last year, of which nearly \$30,000,000.00 was in North America. He said there are presently some 11,000 workers in the Seventh-day Adventist Church who are devoting their full time to either the production or distribution of Seventh-day Adventist literature. He expressed the desire of the Publishing Department to participate in the plans for MISSION '72.

The next speaker was W. A. Higgins, Associate Secretary of the General Conference Publishing Department. He brought to us figures on the cost of soulwinning, and went on to explain the organization set up to provide for the Literature Evangelist Benefit Fund.

Two charts were then presented: one concerning the Subscription Literature Retail Dollar in North America, which Len Bohner of the Pacific Press Publishing Association explained; and the other on the Subscription Literature Sales Dollar Distribution Costs, explained by Eric Ristau of the Southern Union Conference.

Following this there was a period of discussion regarding the work and remuneration of the literature evangelist.

J. R. Wagner, President of the Lake Region Conference spoke regarding the work of the black literature evangelists, and expressed appreciation for the concern manifested for them, and for the committee that has been set up to give special, urgent study to improving the organization of the work of the black and Spanish literature evangelists.

PUBLISHING WORK STUDY COMMISSION:

VOTED, To request the General Conference Officers to appoint a committee with representation from the conferences, unions, publishing houses, HHES, and laity, to find solutions for the problems confronting the publishing work, and particularly as they affect the costs involved in literature production and marketing and the improvement of the economic welfare of the literature evangelist; one preliminary report to be presented to the Spring Meeting, and a full recommendation made ready for the 1972 Autumn Council.

Agenda items referred to the Publishing Work Study Commission are:

1. Literature evangelists' earnings (literature evangelists' courtesies)
2. Literature cost from publishing houses
 - a. Fringe benefits to fields
 - b. Promotional methods and costs
3. Distribution and sales costs
4. Book and Bible House operation (periodical discount)
5. Advertising
6. Recruitment of new literature evangelists
7. Direct-mail selling

and as special assignment:

8. Productivity of field leaders
9. Conference load in financing
10. Redefine worker objectives and how well we are obtaining them
11. The matter of printing (giveaways) vs. publishing (stock items)

it was also

AGREED, That resource personnel will be invited to lecture, recommend and counsel the committee.

Following this action two men from the Review and Herald Publishing Association, R. F. Cottrell, Book Editor; and K. H. Wood, Editor of the Review and Herald, presented an item concerning the types of books needed by Seventh-day Adventist workers and laity for evangelism and for personal reading. Elder Wood mentioned there are more copies of the Review and Herald printed in one year than of any other Seventh-day Adventist literature.

Closing prayer was by K. H. Wood.

Adjourned at 12:20 P.M.

Neal C. Wilson, Chairman
Lowell Bock, Secretary
Beverly Tiberghien, Rec. Secy.

Autumn Council
October 13, 1971

71-120

Nightieth Meeting

NORTH AMERICAN DIVISION COMMITTEE ON ADMINISTRATION

October 13, 1971, 4:50 P.M.

The chairman reopened the discussion which occupied the entire morning session, denominational publishing work in general, and more specifically, the matter of making prices more competitive. Non-denominational printshops are often able to produce printed materials at considerably lower cost than our publishing houses. It was pointed out that publishing houses must operate under policies set by the church (the Autumn Council), and not by their respective boards, hence the involvement of the church, at large, in the dilemma.

There is an Accounting Procedures Committee appointed by the General Conference, which is studying the problem of cost accounting formulae to cover special print jobs. It was felt that the issue is greater than the matter of cost accounting and could well come under study by the Publishing House Study Committee.

VOTED, To refer the problem under discussion this afternoon (What can be done to make SDA Publishing House jobs and special items printing costs more competitive?) to the Publishing Work Study Commission.

Adjourned at 5:45 P.M.

Benediction by Henry M. Wright, South Central Conference.

Neal C. Wilson, Chairman
C. E. Bradford, Secretary
Katie Farney, Rec. Secy.

Eighty-First Meeting

NORTH AMERICAN DIVISION COMMITTEE ON ADMINISTRATION

October 14, 1971, 8:00 A.M.

DEVOTIONAL SERVICE:

Following a song service, "Lord Speak to Me" was sung to open the meeting.

E. Amelung, Treasurer of the Euro-Africa Division, led us in prayer.

The special music was presented by Miss Susan Carter, a student from Columbia Union College.

G. H. Akers, President of Columbia Union College, was our devotional speaker. The theme of his discussion was Christian education for our youth and our responsibility to them.

They are looking to us for spiritual guidance. The Bible should be the center of Christian education in our schools, rather than history, dates or man's accomplishments. Are our leaders really turned on for God? That should be our real concern. Our colleges are being indicted because we do not love and long for the souls of our young people. We speak of a generation gap, but it is my belief that we have a spiritual rather than a generation gap.

There has been great enthusiasm among the youth, even to the point of setting aside things of interest to them, to do the Lord's work. They are spending more and more time with God, and God is using them as little lambs to lead us.

My earnest prayer is that the young people will trust in God and follow His plan for them, even as Joshua trusted in God and followed His instructions to cross over Jordan.

Special music entitled "Trust in Him" was presented by Mrs. Akers.

The closing prayer was offered by M. Boettcher, President of the East German Union.

The business session that followed was begun with prayer offered by A. B. Butler, Treasurer of the Columbia Union Conference.

MINISTERIAL INTERN CREDENTIALS AND TAX STATUS:

There is a need for uniformity in the issuance of credentials to ministerial interns and also for counsel with reference to income tax matters.

VOTED, 1. To recommend that those interns going directly from college to the field for a period will be issued a ministerial license for the period of time spent in the field only.

2. That, although in our opinion the seminary student stipend should be tax exempt until such favorable ruling is granted, the ministerial student stipend should be treated as taxable income. (This does not apply where local tax authorities have ruled otherwise.)

3. That an appropriate committee give study to the advisability of petitioning the National IRS for tax exempt status for the seminary student stipend, and in case such exemption is not granted, seriously consider sponsoring a test case in the courts.

STATEMENT ON TEACHING OF LITERATURE:

VOTED, That the following statement on the teaching of literature, as prepared by the Committee on the Teaching of Literature which met in Washington, D.C., from June 14-17, 1971, and as amended, be accepted and referred to the General Conference Department of Education for implementation. It is further suggested that institutional board members study this document, adopt it and encourage our school librarians and classroom teachers to choose their books and literature in harmony with these guidelines, and that we request our educational leaders on all levels, union educational secretaries, local superintendents, and elementary supervisors, to use the principles herein enunciated as criteria and guidelines in the selection of English teachers.

Philosophy

Literature, in general, sets forth man's impressions of his world as well as his aspirations, deeds, thoughts, and accomplishments, whether good or bad. The literature selected for Seventh-day Adventist schools, however, should lead to the development of the whole man. It may be expressed through poetry or prose; it may be factual or non-factual; it may be drawn from secular or religious sources. It will give a comprehensive view of the universe, help solve fundamental problems and answer questions on the origin, nature, and destiny of man while emphasizing the true, the honest and the beautiful.

The study of literature should support the fundamental premise that God is the Creator and Sustainer of the earth and the entire universe, and is the Source of all knowledge and wisdom. The presentation of literature should confirm the truth that God created man in His image and help restore that image by developing faith in Christ. It should nurture an intelligent dedication to the work of God and develop a desire to serve mankind.

Seventh-day Adventist educational philosophy holds that acquaintance with God can best be obtained through divine revelations of His nature and purposes. The objectives of the teaching of literature in Seventh-day Adventist schools will therefore be in harmony with those revelations, particularly as vouchsafed in Holy Scripture and emphasized in the writings of Ellen G. White.

The teaching of literature in Seventh-day Adventist schools should give primary emphasis to character-building. It should transmit to the students the spiritual ideals, beliefs, attitudes, and values of the church, and furthermore should encourage them to be thoughtful, law-abiding citizens as well as loyal, conscientious Christians.

Careful study of Ellen G. White's counsels and her total relationship to reading principles indicates that guided study of secular literature, both the fact-based and some true-to-principle non-fact-based, is legitimate for Seventh-day Adventist schools. It should be studied with a sober regard to the positive principles set forth in Mrs. White's writings.

Acceptable literature, whatever its form, is serious art and should be taught in such a manner that students will become vividly aware of its aesthetic

qualities - its beauty of word and structure, of rhythm and rhyme, of light and shade. The teacher should share with his students an innate and cultivated love of the best in literature that they might learn to appreciate the highest and to employ its principles in their own literary endeavors.

Selection of Literature for Seventh-day Adventist Schools

Function

The function of literature selected for study in Seventh-day Adventist schools is to acquaint the student with the artistic wealth available in all forms of the written word. Literature is designed to provide significant, artistic, lasting insights into essential human experience. It develops an appreciation and emulation of the beauty of language and the art of literary structure. The study of literature confronts the student with reality, explores significant questions, and introduces ideas in their historical context. It provides a basis for developing discriminatory powers and encourages the students to emulate the skills demonstrated by selections studied. It should tend to draw the reader to Christ, build up and strengthen understanding and faith, and help him to become a whole spiritual man.

Criteria

1. General - Literature assigned in Seventh-day Adventist schools should:
 - a. Be serious art. It will tend to lead to significant insight into the nature of man in society and will be compatible with Seventh-day Adventist values.
 - b. Avoid sensationalism (the exploitation of sex or violence) and maudlin sentimentality (the exploitation of softer feelings to the detriment of a sane and level view of life).
 - c. Not be characterized by profanity or other crude and offensive language.
 - d. Avoid elements that give the appearance of making evil desirable or goodness appear trivial.
 - e. Avoid simplified, excitingly suspenseful, or plot-dominated stories that encourage hasty and superficial reading.
 - f. Be adapted to the maturity level of the group or individual.
2. Fiction - Webster's New International Dictionary of the English Language, Second Edition, Unabridged, defines fiction as: "That which is feigned, invented, or imagined; esp., a feigned or invented story, whether uttered or written with intent to deceive or not; - opposed to fact or reality. Fictitious literature; all works of imagination in narrative or dramatic form; specif., novels & romances" In the minds of many the term fiction

denotes the perverted, harmful form of imaginative writings often designed to exalt sin and sordidness. In most literary circles the term fiction has been understood merely to mean the categories of the novel and the short story.

From an intensive examination of her references to fiction, it appears that Ellen G. White used the term fiction to apply to works with the following characteristics:

- a. It is addictive.
- b. It may be sentimental or sensational, or erotic, or profane, or trashy.
- c. It is escapist, causing the reader to revert to a dream world and to be less able to cope with the problems of everyday life.
- d. It unfits the mind for serious study, devotional life, etc.
- e. It is time consuming and valueless.

Ellen G. White, while characterizing objectionable literature, recognized a proper limited use of certain non-factual materials by her endorsement of Pilgrim's Progress, and by including in her compilation of Sabbath Readings (1877-1878) some such materials in the form of simple stories teaching 'moral and religious' lessons 'that defend a sound morality and breathe a spirit of devotion, tenderness and true piety', at the same time specifying their value in contrast with 'religious fiction' which had proved to be a curse.

We recommend that in the selection of literary material we follow the counsel of Ellen White avoiding materials marked by the characteristics she attributed to fiction. Within these limitations some non-factual works, catalogued commonly as fiction, might be appropriately taught.

3. Biographies - Biographies may include the lives of persons whose religious views or personal lives are unworthy of emulation, as well as much novel or imaginative presentation.

We therefore recommend that all biographical selections be chosen with caution, and when non-factually presented, the same guidelines as recommended for other reading material be followed.

4. Glorification of Authors - We are warned by the inspired counsel of the Spirit of Prophecy to refrain from glorifying the authors of literary works (see Counsels to Writers and Editors, pp. 173, 174). It is recognized that certain undevout and ungodly authors have sometimes embodied in their writings gems of wisdom and truth, and have written some things which express cultural, moral, and aesthetic values, and, "We can trace the line of the world's teachers as far back as human records extend; but the Light was before them. As the moon and the stars of our solar system shine by the reflected light of the sun, so, as far as their teaching is true, do the world's great thinkers reflect the rays of the Sun of Righteousness. Every gleam of thought, every flash of the intellect, is from the Light of the world." Education 13, 14.

Since we are admonished to teach our students 'how to choose the good, and refuse the evil,' we therefore recommend that in the teaching of literature, primary emphasis be placed upon the values, insights, and understandings to be found in the literature itself, avoiding the glorification of authors in any way.

5. Relevance - Present-day students are particularly concerned that their studies should be relevant to their experience and interests, and we recognize that, besides its traditionally appreciated values, literary study can promote understandings that may be useful for problem solving and for coping with personal and cultural change.

We recommend: a. That teachers of literature in Adventist schools build on the premise that both selection of materials and methods of teaching be governed by relevance to the development of students into mature Adventist Christians, committed to the search for wisdom and truth and concerned with the physical and spiritual well-being of their fellow men.

b. That teachers of literature assist students to discover the relevance of the literature of the Bible and the writings of Ellen G. White to present-day concerns.

c. That Adventist schools, (particularly on the higher educational level), recognizing students' interest in currently pressing human problems, may include in their literature program such materials as encourage sharpened perceptions and fresh insights, and challenge values that students have accepted or held without critical examination. Should such materials be used, the teacher's judicious attitude toward the material together with candid explanation should reveal to students the usefulness of the material for such higher values as perception and insight despite certain drawbacks. The teachers should inform administrators about the purposes and approaches involved in the use of such material. Appropriateness of topics and materials to the age of the student and in harmony with the philosophy expressed in this document, must always be important considerations.

6. Individual Student Conviction - Some students come to SDA classrooms with deep conscientious convictions about the kinds of assignments they may or may not accept.

We recommend that every effort be made by all teachers of literature to provide optional acceptable reading on related topics for these students and that no one be embarrassed because of his individual interpretation of Spirit of Prophecy quotations regarding the subject at hand.

Role of the Teacher

The teacher of literature in a Seventh-day Adventist school will be thoroughly dedicated to the beliefs and ideals of the church and will exemplify these in his personal and professional life. He will be concerned with the salvation of his students and the glorification of God.

The teacher will use materials and methods to assist students in attaining the highest goals God has designed for man. He will be selective in his choice of assignments, and his methods of teaching will instill in each student those principles set forth in the Bible and the writings of Ellen G. White. He will also remember that truth is best communicated in a setting of love, compassion, beauty, and simplicity. He will take into consideration the Adventist constituency in which he teaches, the homes from which the students come, and most importantly the students themselves, adapting to their needs.

In attempting to solve his professional problems, the teacher should counsel with his colleagues and in case of doubt on certain reading material to be presented to or read by the students, he should seek further counsel from the school administration.

NAD BOARD OF HIGHER EDUCATION:

VOTED, To amend the North American Board of Higher Education working policy as follows:

Definition

1. The North American Division shall ~~appoint~~ establish a Board of Higher Education to serve as a central planning body and coordinating council for SDA higher education on ~~both~~ the undergraduate, graduate, and professional school levels.

Duties of Board

2. It shall be the duty of the Board of Higher Education to initiate and develop long-range planning for the system of higher education (colleges and universities) as a whole in the North American Division; establish general guidelines for the governance of the separate institutions; coordinate the activities of the individual institutions which, taken together, comprise the system of SDA higher education in the North American Division; and maintain general overview of the system of higher education and related approvals.

Additional Duties

3. The Board of Higher Education shall:

- a. Conduct research on the needs and outcomes of higher education;
- b. Develop and maintain a comprehensive long-range master plan ~~which shall be long range in nature and~~ be subject to regular updating and revision;
- c. Recommend or approve the establishment or discontinuance of universities, colleges, schools, college divisions, programs, majors, ~~institutions; institutes,~~ departments, branches, campuses and other units as ~~required~~ may be indicated by the master plan;

d. Recommend minimum admission standards applicable to all institutions of higher education, except that nothing in this shall be construed to prevent individual institutions from establishing higher minimum admission requirements as may be approved by the college or university board;

e. Establish Provide minimum standards for all institutions of higher education for degree granting, approve new programs and degrees and recommend and/or approve discontinuance of degrees and educational programs, etc., as required for coordination and complementary offerings throughout the North American Division. Nothing, However, nothing in this authorization shall be construed to prevent individual institutions from establishing higher minimum standards for degree granting; ("programs" as used in this subparagraph means areas or fields in which degrees or nondegree certificates might be granted and shall not include individual courses nor course content nor shall it include the course composition of areas or fields);

f. Visit the Provide for visitation at institutions of higher education to examine ascertain their manner of conducting their affairs and their implementation of the Board of Higher Education's recommendations.

g. Receive annually all special grant requests from the institutions and allocate funds when available.

h. Supervise the application of salaries and perquisite schedules in accordance with North American Division policy and recommend general board personnel policies for the institutions of higher education;

i. Encourage harmonious and cooperative relationship between and among the institutions of higher education;

j. Review periodically existing programs of instruction, research, and training for denominational service in the institutions of higher education, and advise them regarding of desirable change;

k. Keep the Division informed of the needs and accomplishments, both qualitative and quantitative, of higher education through published periodic reports, releases, conferences, and other means;

l. Require from institutions of higher education such reports as may be necessary to will enable the Board to perform its duties and functions.

Composition of Board

4. The Board of Higher Education shall be composed of the following members:

a. Ex Officio - Shall serve as long as they retain their elective office 5-year term ending with each General Conference Session

- 1 - Vice President for North American Division
- 1 - A general Vice President of the General Conference
- 1 - Associate Secretary for the North American Division
- 1 - Undertreasurer of the General Conference for the North American Division
- 1 - The Secretary of the Department of Education
- 12 - An Associate Secretaries Secretary of the General Conference
- 3 - The President, Secretary and Treasurer of the General Conference
- 1 - Executive Secretary of the Board of Higher Education College and University Presidents, Board Chairmen, and North American Division Union Conference Presidents

b. Appointive Directors Members - Shall serve until the election of the new directors members at the Autumn Council following each General Conference Session. shall serve for a period of three years; ending on June 30th. At the time the Board is initially organized lots shall be drawn giving approximately one-third of the number of a three-year term; one-third; a two-year term; and the balance a one-year term. They shall not be elected for more than two full consecutive terms:

- 1 - Representative from each member institution (President or Board Chairman)
- 1 - Union Conference Secretary of Education
- 1 - Principal, Secondary school
- 5 - Lay Members
- 3 - Others
- 1 - A finance officer from higher education

The following may sit as consultants:

- Other members of the General Conference Department of Education
- 3 - Academic Deans)
 - 1 - Student Affairs Dean) From an SDA Colleges
 - 1 - Registrar) or Universities
 - 2 - Finance Officers)

5. a. The membership of the Board of Higher Education shall be elected designated by the North American Division Committee on Administration at the time of the Autumn Council, including representation from the ethnic minorities. The Secretary of the Department of Education and the executive secretary of the Board, with the regular Autumn Council Nominating Committee shall serve as the Nominating Committee to nominate the membership of this board.

b. A quorum shall consist of one-third of the regular membership present.

6. The officers of the Board shall be elected by the Board as follows:

Chairman - Vice President of the General Conference for the North American Division
Vice Chairman - A Vice President of the General Conference
Vice Chairman - Secretary of the Department of Education
Executive Secretary - Executive Secretary of the Board of Higher Education
Associate Secretary of the Department of Education
Treasurer - Undertreasurer of the General Conference

The Board shall hold regularly scheduled meetings at least once each year and at such times and such places as may be called by the chairman.

The Board shall be called by the chairman to organize at its regular meeting during the Autumn Council following the General Conference Session. by the election of such officers as are called for above; and such others as it shall determine. Officers shall serve until their successors are elected and qualified. Vacancies in such officers on the Board shall be filled by the Board for the unexpired term. only.

Executive Committee

7. The Executive Committee of the Board shall meet at such times as necessary between the sessions of when the Board of Higher Education is not in session. It shall set operate within the powers delegated to it by the Board of Higher Education. Its membership elected by the Board shall consist of the following:

Chairman - Vice President of the General Conference for North America
Vice Chairman - A Vice President of the General Conference
Vice Chairman - Secretary, General Conference Department of Education
Executive Secretary - Executive Secretary of the Board of Higher Education
Associate Secretary of the Department of Education
1 - Associate Secretary, General Conference Department of Education
An Associate Secretary of the General Conference for the North American Division
Under Treasurer of the General Conference
5 others - Chosen from by the Board from among its members, including representation from the ethnic minorities.

A quorum shall consist of - A majority of the membership present.

Executive Secretary

8. The Executive Secretary shall be nominated by the Board and appointed by and serve at the pleasure of the North American Division Committee on Administration. elected at the time of the General Conference Session and be an Associate Secretary of the General Conference Department of Education and the Executive Secretary of the Board of Higher Education. He shall serve for a term of five years or until his successor has been appointed and has qualified. His term of office shall end in the year of the General Conference Session.

Duties of the Executive Secretary

9. The Executive Secretary, subject to the approval of the Board shall:
- a. Perform, exercise and discharge the functions, powers, and duties of his office;
 - b. Administer all rules and regulations prescribed by the Board;
 - c. Organize the work of his office in such ways as are consistent with the provisions of his office and in such ways as he may determine to be necessary for efficient and effective operation;
 - d. ~~Adept~~; Issue and promulgate, in the name of the office, such rules and regulations as may be authorized by the Board;
 - e. Formulate and ~~adept~~ promulgate rules and regulations for the efficient conduct of the work and general administration of the office;
 - f. Make an annual report to the Board and ~~to local boards and render issue~~ such other reports as the Board shall from time to time request or as may be required;
 - g. Coordinate effectively the activities of the office in a manner designed to eliminate overlapping and duplicating functions;
 - h. Integrate within the office, so far as practicable, all higher education services as provided for in the Working Policy of the Board of Higher Education; of the Department of Education of the North American Division
 - i. Perform such other functions as may be prescribed by the Board;
 - j. Shall ~~be~~ serve as the Secretary of the Board and have custody of its official minutes and seal;
 - k. May delegate to subordinate officers or employees in the office such of his powers as he may deem desirable, to be exercised under his supervision and direction;
 - l. Encourage cooperative programs by institutions of higher education; and
 - m. Maintain an inventory of data and information and ~~act as a clearing house and referral agency for information on higher education in the North American Division.~~
10. As funds become available the Executive Secretary shall establish a scholarship program for SDA students who meet certain qualifications as are approved by the Board.

11. To operate the functions of the office of the Executive Secretary within the budget provided by the General Conference through the Department of Education NADCA.

ARTICLE II

Member Colleges and Universities

Colleges Maintained

1. Seventh-day Adventist Colleges, Universities, or professional schools shall be officially maintained for the purpose of providing higher education in the liberal arts and sciences and various professional areas including the science of education and the art of teaching as well as education in the vocational and technical arts at such places as may be designated by the Board shall hold membership on the Board.

Board Minutes

2. A copy of the minutes of the Institutional Board of Trustees and its various committees shall be filed with the Board of Higher Education.

3. The government, control, conduct, management and administration of each of the institutions shall continue to be vested in the Board of Trustees of such college or university as heretofore already provided.

ARTICLE III

Finances

Appropriations

All appropriations and other moneys available and to become available to the Board of Higher Education shall be used for the objects and purposes for which appropriated, subject to any terms, restrictions, limitations, or other requirements imposed. These funds shall be allocated by the Board.

ARTICLE IV

Right of Appeal

Any action of the Board of Higher Education involving a specific institution may be appealed by the institution in writing within 60 days of notification of such action. Such an appeal may be made supported by a representation of no more than 3 persons from such institution before a meeting of the Board of Higher Education. The Board in closed session shall then render its decision. Further appeal may be made to the North American Division Committee on Administration in extreme and far-reaching decisions.

ARTICLE V

Changes and Amendments

Any changes or amendments to the organization or working policy of the Board of Higher Education must have two-thirds vote of the members present at any a duly called meeting for which the members have had at least a thirty days notice.

A vote to change or amend must then be sent to NADCA for confirmation.

1. Budgetary provisions for the office of the Executive Secretary, including salaries and perquisites for the Executive Secretary and an office secretary.

2. We recommend that in order for the Board of Higher Education to become operative and effective; we suggest for the purposes of research; travel where not otherwise provided; consultants; etc.; that for 1971 an amount up to \$25,000.00 be authorized for financing an operating fund for the Board of Higher Education. Only actual amounts spent will be covered by this provision up to the following pre-rated totals:

NORTH AMERICAN WORKING POLICY - BOARD OF HIGHER EDUCATION:

VOTED, To include the North American Division Board of Higher Education Working Policy with the North American Working Policy.

LIBERTY MAGAZINE:

WHEREAS, Many conferences already have surpassed the goal of one Liberty subscription per member, and

WHEREAS, The priority list of thought leaders in North America consists of more than one million names, less than one half of which are now receiving Liberty,

VOTED, That the goal for Liberty magazine in all conferences shall be two subscriptions per member.

ROSTER OF AVAILABLE QUALIFIED HEALTH WORKERS:

VOTED, That the Department of Health be requested to compile a roster of qualified health workers, resident in North America, who are available for volunteer church service in areas of health education, health evangelism, and free clinic service, and to circulate this information to conference administrators.

IN-SERVICE TRAINING FOR LEADERSHIP AND MANAGEMENT:

The successful administration and operation of an organization in realizing its objectives will depend largely on its leadership. Present leadership 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, That the following programs be arranged for the training and orientation of administrative personnel:

1. Attendance at seminars on a rotating basis for union and local conference administrators conducted and sponsored inter-departmentally as an administrative responsibility of the North American Division Committee on Administration.

2. Area-wide workshops for union and local conference staffs arranged by the respective union conferences.

3. Local conference-wide orientation workshops for office staffs and field workers as the responsibility of the respective local conferences.

4. Study in appropriate extension courses as the goal for professional growth of individual workers.

5. That the General Conference Officers be requested to work out the details.

YOUTH LEADERS MEETING ON THEOLOGY :

VOTED, That a study and revival retreat for SDA youth leaders be held to discuss the aims of SDA youth ministry in the 70's to convene at Denver, Colorado from January 17-20, 1972 for:

Representatives to the General Conference MV Department
Representatives of the General Conference Department of Education
NAD union conference MV secretaries
NAD university and college campus pastors (or their equivalent where not so specified)
Representation from NAD Regional Conferences MV Department

We recommend, That such topics be studied as:

Christian witness and the abundant Christian life
Righteousness by faith
Relationship of faith and works
Salvation, experiential and methodological approaches
Historicity of the Advent Movement
Standards of the Church

(Note: Specialists on the various topics will be invited to participate.)

LOCAL CONFERENCE ADVISORY COUNCIL - GUIDELINES:

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. It is desired that all conferences plan for active lay advisory councils, to meet not less than once a year to make recommendations to the conference committee in the planning and operation of their conference and institutions.

VOTED, To adopt the following guidelines for local conference advisory councils:

Committee Function

1. The conference executive committee is the administrative body which operates the conference between sessions of the constituency. The Advisory Council is designed to provide wider counsel through its recommendations to the conference executive committee.

2. It will be the responsibility of the officers of the Advisory Council to develop an agenda which shall include such items as the financial status of the conference, overall evangelistic plans, meeting of the educational needs and other special conference-wide endeavors.

Organization

1. It is suggested that each church board recommend two or more names of laymembers to be considered by the conference executive committee in developing the membership of the Conference Advisory Council.

2. The conference executive committee shall choose the Advisory Council from the names submitted, on the basis of one from each church or district.

3. The Conference Advisory Council shall include the conference officers. Other conference workers may be invited to attend when needed for counsel.

4. This council shall serve for the regular conference term.

Officers

It is recommended that the president of the conference serve as chairman of the Conference Advisory Council. The secretary shall be chosen by the Advisory Council from its membership.

Meetings

The time and place of meetings shall be set by the Conference Advisory Council, and as far as possible the meetings should be held not less than once a year. Special meetings may convene at the call of the Chair.

"WAYOUT" PROGRAM--MV SOCIETY FINANCIAL SUPPORT:

WHEREAS, The WAYOUT youth program of the Voice of Prophecy has a potential for reaching thousands of young people not now being reached by the church, and

WHEREAS, The Missionary Volunteer Societies of North America are an important factor in the implementation of the WAYOUT program, and

WHEREAS, The cost of production of the WAYOUT literature and follow-up of interested youth presents a heavy financial challenge,

VOTED, To adopt the following recommendations: 1. That the Missionary Volunteer Societies of the North American Division be invited to give special financial assistance to the WAYOUT program sometime during January 1972, on a one-time basis.

2. That the special funds raised by the Missionary Volunteer Societies for WAYOUT be sent through regular church channels to the Voice of Prophecy and indicated on the church treasurer's remittance as 'MV Offering for WAYOUT'.

MINISTERIAL INTERNSHIP ALLOTMENTS:

VOTED, That provision be made for 275 ministerial internships for 1972 (Years 1, 2, 3) allotted as follows:

1. Assigned to Unions as follows: 269

Atlantic Union Conference	22
Canadian Union Conference	17
Central Union Conference	21
Columbia Union Conference	33
Lake Union Conference	29
North Pacific Union Conference	29
Northern Union Conference	13
Pacific Union Conference	51
Southern Union Conference	33
Southwestern Union Conference	21

2. Distributed as needed by North American Division Committee on Administration: 6

HOSPITAL RETIREMENT PLAN REVISIONS:

VOTED, That the revisions of the sustentation plan adopted by the 1971 Autumn Council be incorporated as revisions of the hospital retirement plan wherever these revisions are applicable.

HOSPITAL RETIREMENT FUND PAYMENT RATE FOR 1972:

VOTED, That the amount of the payment to the hospital retirement fund per full-time employee be set at \$285.00 for the year 1972.

VALUATION OF HOSPITAL RETIREMENT FUND LIABILITIES:

In October 1969, an actuarial valuation was made of the Hospital Retirement Fund liabilities. It seems advisable to have additional valuations made at regular intervals.

VOTED, That the next actuarial valuation of liabilities for the hospital retirement fund be made September 30, 1972, and that subsequent valuations be made at four-year intervals.

PUBLISHING HOUSE SUSTENTATION FUND PAYMENT RATE FOR 1972:

VOTED, That the amount of the payment to the Publishing House Sustentation Fund per full-time employee be set at \$1,077.00 for the year 1972.

SPECIAL ASSISTANCE FUND FOR CONFERENCES:

VOTED, That distribution of the Special Assistance Fund for Conferences for the year 1972 be as follows:

	Basis for Assistance				1972 Total Assistance
	Total Tithe ¹	Per Capita ²	Special ³	Policy Limitation Reduction ⁴	
<u>Atlantic Union</u>					
Bermuda Mission	49 881 00	7 888 00	--	--	57 769 00
Greater New York	--	--	35 000 00	--	35 000 00
New York	--	928 00	--	--	928 00
Northeastern	--	9 744 00	35 000 00	(9 744 00)	35 000 00
Northern New England	--	--	--	--	--
	<u>49 881 00</u>	<u>18 560 00</u>	<u>70 000 00</u>	<u>(9 744 00)</u>	<u>128 697 00</u>
<u>Canadian Union</u>					
Alberta	6 872 00	24 592 00	--	--	31 464 00
British Columbia	--	19 024 00	--	--	19 024 00
Manitoba-Saskatchewan	36 987 00	50 112 00	--	--	87 099 00
Maritime	54 003 00	43 152 00	--	(18 240 00)	78 915 00
Newfoundland	65 353 00	45 936 00	--	(54 795 00)	56 494 00
Ontario	--	6 496 00	--	--	6 496 00
Quebec Association	62 727 00	31 552 00	40 000 00	(94 279 00)*	40 000 00
	<u>225 942 00</u>	<u>220 864 00</u>	<u>40 000 00</u>	<u>(167 314 00)</u>	<u>319 492 00</u>
<u>Central Union</u>					
Central States	33 785 00	52 896 00	--	--	86 681 00
Colorado	--	1 856 00	--	(1 856 00)	--
Kansas	--	24 128 00	--	--	24 128 00
Missouri	--	23 200 00	--	--	23 200 00
Nebraska	--	6 496 00	--	--	6 496 00
Wyoming	44 916 00	23 200 00	--	--	68 116 00
	<u>78 701 00</u>	<u>131 776 00</u>	<u>--</u>	<u>(1 856 00)</u>	<u>208 621 00</u>

Special Assistance Fund for Conferences (contd)

Basis for Assistance					
	Total ¹ Tithe	Per ² Capita	Special ³	Policy Limitation ⁴ Reduction	Total Assistance
<u>Columbia Union</u>					
Allegheny East	--	29 696 00	--	--	29 696 00
Allegheny West	--	36 192 00	--	--	36 192 00
West Virginia	40 033 00	30 160 00	--	--	70 193 00
	<u>40 033 00</u>	<u>96 048 00</u>	<u>--</u>	<u>--</u>	<u>136 081 00</u>
<u>Lake Union</u>					
Indiana	--	1 856 00	--	--	1 856 00
Lake Region	--	38 048 00	--	--	38 048 00
Wisconsin	--	10 672 00	--	--	10 672 00
	<u>--</u>	<u>50 576 00</u>	<u>--</u>	<u>--</u>	<u>50 576 00</u>
<u>North Pacific Union</u>					
Alaska Mission	40 486 00	--	20 000 00	--	60 486 00
Idaho	6 506 00	12 064 00	--	--	18 570 00
Montana	22 001 00	20 880 00	--	--	42 881 00
Oregon	--	464 00	--	(464 00)	--
	<u>68 993 00</u>	<u>33 408 00</u>	<u>20 000 00</u>	<u>(464 00)</u>	<u>121 937 00</u>
<u>Northern Union</u>					
Iowa	--	4 176 00	--	--	4 176 00
Minnesota	--	928 00	--	--	928 00
North Dakota	10 068 00	14 848 00	--	--	24 916 00
South Dakota	43 124 00	25 520 00	--	--	68 644 00
	<u>53 192 00</u>	<u>45 472 00</u>	<u>--</u>	<u>--</u>	<u>98 664 00</u>
<u>Pacific Union</u>					
Hawaiian Mission	--	--	20 000 00	--	20 000 00
Nevada-Utah	17 919 00	--	--	--	17 919 00
	<u>17 919 00</u>	<u>--</u>	<u>20 000 00</u>	<u>--</u>	<u>37 919 00</u>
<u>Southern Union</u>					
Alabama-Mississippi	--	18 560 00	--	--	18 560 00
Kentucky-Tennessee	--	7 888 00	--	(7 888 00)	--
South Atlantic	--	55 680 00	17 500 00	--	73 180 00
South Central	4 647 00	58 000 00	17 500 00	--	80 147 00
	<u>4 647 00</u>	<u>140 128 00</u>	<u>35 000 00</u>	<u>(7 888 00)</u>	<u>171 887 00</u>
<u>Southwestern Union</u>					
Arkansas-Louisiana	--	13 920 00	--	--	13 920 00
Oklahoma	--	20 416 00	--	--	20 416 00
Southwest Region	22 854 00	60 784 00	21 250 00	--	104 888 00
Texas	--	1 392 00	--	(1 392 00)	--
Texico	14 598 00	22 272 00	--	--	36 870 00
	<u>37 452 00</u>	<u>118 784 00</u>	<u>21 250 00</u>	<u>(1 392 00)</u>	<u>176 094 00</u>
Provision for Additional Assistance to Certain Regional Conferences (Actual distribution re- ferred to special commit- tee for recommendation	--	--	35 000 00	--	35 000 00
TOTALS	<u>576 760 00</u>	<u>855 616 00</u>	<u>241 250 00</u>	<u>(188 658 00)</u>	<u>1 484 968 00</u>

Special Assistance Fund for Conferences (contd)

Notes:

Index figures

1. Consumer Price Index, May 1971: 120.8% (1967 = 100)
2. North America Tithe Per Capita, 1970 = \$224.00

Basis for Assistance

1. Minimum Annual Tithe Basis: \$640,000.00 (1967 = \$530,000.00)
2. Amount of Assistance per \$1.00 Below North America per Capita: \$464.00 (1967 = \$384.00)
3. Special Assistance Beyond Provisions of Plans #1 and #2.
4. Double annual tithe: No assistance if over \$1,280,000.00 unless per capita is below \$201.60.

* Special limitation for not being a regular conference or mission and not independently administered.

FINANCIAL ALLOTMENTS FOR 1972:

VOTED, That financial allotments for 1972 be made as follows:

American Bible Society

	<u>1970 Tithe</u>	<u>% of Total</u>	<u>Allotment</u>
Atlantic Union	7 639 769 76	8.20	1 538 00
Canadian Union	3 233 674 56	3.47	651 00
Central Union	5 246 002 51	5.63	1 056 00
Columbia Union	12 260 321 48	13.17	2 469 00
Lake Union	10 299 630 24	11.06	2 074 00
North Pacific Union	10 312 991 58	11.08	2 077 00
Northern Union	2 617 813 86	2.81	527 00
Pacific Union	26 333 418 64	28.28	5 302 00
Southern Union	10 656 249 18	11.45	2 147 00
Southwestern Union	4 516 886 54	4.85	909 00
Total	<u>93 116 758 35</u>	<u>100.00</u>	<u>18 750 00</u>

Camp Pastors and Servicemen's Centers

	<u>1970 Tithe</u>	<u>% of Total</u>	<u>Allotment</u>
Atlantic Union	7 649 769 76	8.50	8 925 00
Central Union	5 246 002 51	5.84	6 132 00
Columbia Union	12 260 321 48	13.64	14 322 00
Lake Union	10 299 630 24	11.46	12 033 00
North Pacific Union	10 312 991 58	11.47	12 044 00
Northern Union	2 617 813 86	2.91	3 055 00
Pacific Union	26 333 418 64	29.30	30 765 00
Southern Union	10 656 249 18	11.86	12 453 00
Southwestern Union	4 516 886 54	5.02	5 271 00
Total	<u>89 883 083 79</u>	<u>100.00</u>	<u>105 000 00</u>

Inner City Fund

Union	Tithe Basis		Ingathering Overflow Basis			Total Allotment
	% of Total	Allotment	1971 Overflow	% of Total	Allotment	
Atlantic	8.20	2 563 00	367 895 18	9.48	2 962 00	5 525 00
Canadian	3.47	1 084 00	166 264 36	4.28	1 337 00	2 421 00
Central	5.63	1 759 00	274 504 08	7.08	2 213 00	3 972 00
Columbia	13.17	4 116 00	660 547 45	17.03	5 322 00	9 438 00
Lake	11.06	3 456 00	498 307 42	12.85	4 016 00	7 472 00
North Pacific	11.08	3 463 00	250 899 34	6.47	2 022 00	5 485 00
Northern	2.81	878 00	130 280 93	3.36	1 050 00	1 928 00
Pacific	28.28	8 837 00	556 815 16	14.36	4 488 00	13 325 00
Southern	11.45	3 578 00	623 981 00	16.09	5 028 00	8 606 00
Southwestern	4.85	1 516 00	348 993 95	9.00	2 812 00	4 328 00
Totals	<u>100.00</u>	<u>31 250 00</u>	<u>3 878 488 87</u>	<u>100.00</u>	<u>31 250 00</u>	<u>62 500 00</u>

Loma Linda University Building Fund

	<u>1970 Tithe</u>	<u>% of Total</u>	<u>Allotment</u>
Atlantic Union	7 639 76	8.20	21 320 00
Canadian Union	3 233 674 56	3.47	9 022 00
Central Union	5 246 002 51	5.63	14 638 00
Columbia Union	12 260 321 48	13.17	34 242 00
Lake Union	10 299 630 24	11.06	28 756 00
North Pacific Union	10 312 991 58	11.08	28 808 00
Northern Union	2 617 813 86	2.81	7 306 00
Pacific Union	26 333 418 64	28.28	73 528 00
Southern Union	10 656 249 18	11.45	29 770 00
Southwestern Union	4 516 886 54	4.85	12 610 00
Totals	<u>93 116 758 35</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
(From Hospitals)

	<u>1970 Gross Patient Revenue</u>	<u>Allotment</u>
Atlantic Union		
Fuller Memorial Hospital	1 148 865 17	79 00
New England Memorial Hospital	7 480 755 28	513 00
Parkview Memorial Hospital	906 761 25	62 00

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Loma Linda University Building Fund--From Hospitals (contd)

	1970 Gross Patient Revenue	Allotment
<u>Central Union</u>		
Boulder Memorial Hospital	2 374 715 06	163 00
Porter Memorial Hospital	7 703 914 00	529 00
<u>Columbia Union</u>		
Hadley Memorial Hospital	2 675 766 39	184 00
Kettering Medical Center	14 491 455 63	995 00
Reading Institute of Rehabilitation	755 293 35	52 00
Washington Sanitarium and Hospital	9 893 086 00	679 00
<u>Lake Union</u>		
Hinsdale Sanitarium and Hospital	10 813 364 79	742 00
<u>North Pacific Union</u>		
Portland Adventist Hospital	6 979 192 78	479 00
Walla Walla General Hospital	1 736 242 41	119 00
<u>Pacific Union</u>		
Castle Memorial Hospital	2 270 170 80	156 00
Feather River Sanitarium and Hospital	2 039 714 36	140 00
Glendale Adventist Hospital	13 831 998 40*	950 00
Hanford Community Hospital	1 210 474 34	83 00
Monument Valley Mission Hospital	295 717 41	20 00
Paradise Valley Hospital	6 781 582 15*	466 00
St. Helena Hospital and Health Center	2 573 781 03	177 00
Simi Valley Community Hospital	2 236 530 27*	154 00
Sonora Community Hospital	1 217 158 09	84 00
Tempe Community Hospital	1 351 620 04	93 00
White Memorial Medical Center	15 045 113 60*	1 033 00
<u>Southern Union</u>		
Florida Hospital	11 268 140 00	774 00
Highland Hospital	628 775 91	43 00
Louis Smith Memorial Hospital	374 200 21	26 00
Madison Hospital	5 513 983 10	379 00
Medical Center Hospital	1 468 649 72	101 00
Memorial Hospital (Manchester, KY)	523 005 00	36 00
Putnam Memorial Hospital	1 359 786 00	93 00
Takoma Hospital	993 986 78	68 00
Walker Memorial Hospital	1 792 387 86	123 00
Watkins Memorial Hospital	660 354 85	45 00

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Loma Linda University Building Fund--From Hospitals (contd)

	1970 Gross Patient Revenue	Allotment
<u>Southwestern Union</u>		
Ardmore SDA Hospital	1 152 532 31	79 00
Concho County Hospital	222 949 79	15 00
Hays Memorial Hospital	769 627 58	53 00
Jay Memorial Hospital of SDA's	450 015 95*	31 00
Marion County Hospital	368 900 90	25 00
Memorial Hospital (Beeville)	1 039 908 99	71 00
Menard Hospital	442 325 44	30 00
<u>General Conference</u>		
Riverside Hospital	817 280 21	56 00
Totals	<u>145 660 083 20</u>	<u>10 000 00</u>

* Estimated

North American Division Hospital Counsellor
(From Hospitals)

	1970 Gross Patient Revenue	Allotment
<u>Atlantic Union</u>		
Fuller Memorial Hospital	1 148 865 17	39 00
New England Memorial Hospital	7 480 755 28	257 00
Parkview Memorial Hospital	906 761 25	31 00
<u>Central Union</u>		
Boulder Memorial Hospital	2 374 715 06	82 00
Porter Memorial Hospital	7 703 914 00	264 00
<u>Columbia Union</u>		
Hadley Memorial Hospital	2 675 766 39	92 00
Kettering Medical Center	14 491 455 63	497 00
Reading Institute of Rehabilitation	755 293 35	26 00
Washington Sanitarium and Hospital	9 893 086 00	340 00

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North American Division Hospital Counsellor--From Hospitals (contd)

	1970 Gross Patient Revenue	Allotment
<u>Lake Union</u>		
Hinsdale Sanitarium and Hospital	10 813 364 79	371 00
<u>North Pacific Union</u>		
Portland Adventist Hospital	6 979 192 78	240 00
Walla Walla General Hospital	1 736 242 41	60 00
<u>Pacific Union</u>		
Castle Memorial Hospital	2 270 170 80	78 00
Feather River Sanitarium and Hospital	2 039 714 36	70 00
Glendale Adventist Hospital	13 831 998 40*	475 00
Hanford Community Hospital	1 210 474 34	42 00
Monument Valley Mission Hospital	295 717 41	10 00
Paradise Valley Hospital	6 781 582 15*	233 00
St. Helena Hospital and Health Center	2 573 781 03	88 00
Simi Valley Community Hospital	2 236 530 27*	77 00
Sonora Community Hospital	1 217 158 09	42 00
Tempe Community Hospital	1 351 620 04	45 00
White Memorial Medical Center	15 045 113 60*	516 00
<u>Southern Union</u>		
Florida Hospital	11 268 140 00	387 00
Highland Hospital	628 775 91	22 00
Louis Smith Memorial Hospital	374 200 21	13 00
Madison Hospital	5 513 983 10	189 00
Medical Center Hospital	1 468 649 72	50 00
Memorial Hospital (Manchester, KY)	523 005 00	18 00
Putnam Memorial Hospital	1 359 786 00	47 00
Takoma Hospital	993 986 78	34 00
Walker Memorial Hospital	1 792 387 86	61 00
Watkins Memorial Hospital	660 354 85	23 00
<u>Southwestern Union</u>		
Ardmore SDA Hospital	1 152 532 31	40 00
Concho County Hospital	222 949 79	8 00
Hays Memorial Hospital	769 627 58	26 00
Jay Memorial Hospital of SDA's	450 015 95*	15 00
Marion County Hospital	368 900 90	13 00
Memorial Hospital (Beeville)	1 039 908 99	36 00
Menard Hospital	442 325 44	15 00

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North American Division Hospital Counsellor--From Hospitals (contd)

	1970 Gross Patient Revenue	Allotment
<u>General Conference</u>		
Riverside Hospital	817 280 21	28 00
Totals	<u>145 660 083 20</u>	<u>5 000 00</u>

* Estimated

<u>Organization</u>	<u>1970 Tithe</u>	<u>3.000% Allotment</u>
<u>Oakwood College</u>		
<u>Atlantic Union</u>		
Northeastern Conference	2 357 495 41	70 725 00
<u>Central Union</u>		
Central States Conference	338 347 59	10 150 00
<u>Columbia Union</u>		
Allegheny East Conference	1 357 948 05 (2.625%)	35 646 00
Allegheny West Conference	732 452 96 (2.625%)	19 227 00
<u>Lake Union</u>		
Lake Region Conference	1 150 588 92	34 818 00
<u>North Pacific Union</u>		
Portland, Oregon, Church	27 270 57	818 00
Seattle, Washington, Church	49 610 36	1 488 00
<u>Pacific Union</u>		
Arizona Conference	32 488 79	975 00
Central California Conference	184 081 70	5 522 00
Nevada-Utah Conference	14 265 30	428 00
Northern California Conference	299 216 74	8 977 00
Southeastern California Conference	205 655 66	6 170 00
Southern California Conference	627 509 23	18 825 00

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Oakwood College (contd)

	<u>1970 Tithe</u>		<u>3.000% Allotment</u>
<u>Southern Union</u>			
South Atlantic Conference	1 087 895 81		32 637 00
South Central Conference	598 510 35	(5%)	29 925 00
<u>Southwestern Union</u>			
Southwest Region Conference	443 091 24		13 293 00
Totals	<u>9 516 428 68</u>		<u>289 624 00</u>

Review and Herald

	<u>1970 Tithe</u>	<u>Percent of Total</u>	<u>Allotment</u>
Atlantic Union	7 639 769 76	8.20	2 214 00
Canadian Union	3 233 674 56	3.47	937 00
Central Union	5 246 002 51	5.63	1 520 00
Columbia Union	12 260 321 48	13.17	3 556 00
Lake Union	10 299 630 24	11.06	2 986 00
North Pacific Union	10 312 991 58	11.08	2 992 00
Northern Union	2 617 813 86	2.81	759 00
Pacific Union	26 333 418 64	28.28	7 636 00
Southern Union	10 656 249 18	11.45	3 091 00
Southwestern Union	4 516 886 54	4.85	1 309 00
Totals	93 116 758 35	100.00	27 000 00
From General Conference			<u>23 000 00</u>
			50 000 00

The allotment for the Review and Herald is approved on condition that during 1972 a committee will give study to a plan whereby: 1. This allotment can be phased out over a period of time.

2. The future distribution will be made on the percentage relationship of tithe, membership, and percentage of Review and Herald goal reached.

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

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Special Legal Services (contd)

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	3 750 00

Faith for Today

	<u>1970 Tithe</u>	<u>1972 Allotment .291076%</u>
Atlantic Union	7 639 769 76	22 238 00
Canadian Union	3 233 674 56	9 412 00
Central Union	5 246 002 51	15 270 00
Columbia Union	12 260 321 48	35 687 00
Lake Union	10 299 630 24	29 980 00
North Pacific Union	10 312 991 58	30 019 00
Northern Union	2 617 813 86	7 620 00
Pacific Union	26 333 418 64	76 650 00
Southern Union	10 656 249 18	31 018 00
Southwestern Union	4 516 886 54	13 147 00
Totals	93 116 758 35	271 041 00

Voice of Prophecy

	<u>1970 Tithe</u>	<u>1972 Allotment .058924%</u>
Atlantic Union	7 639 769 76	4 502 00
Canadian Union	3 233 674 56	1 905 00
Central Union	5 246 002 51	3 091 00
Columbia Union	12 260 321 48	7 224 00
Lake Union	10 299 630 24	6 069 00
North Pacific Union	10 312 991 58	6 077 00
Northern Union	2 617 813 86	1 543 00
Pacific Union	26 333 418 64	15 517 00
Southern Union	10 656 249 18	6 279 00
Southwestern Union	4 516 886 54	2 661 00
Totals	93 116 758 35	54 868 00

EMPLOYMENT POLICY FOR SDA EDUCATIONAL INSTITUTIONS IN THE USA:

VOTED, To adopt the following as policy:

The basic teachings and international nature of the Seventh-day Adventist Church require that its institutions be committed in philosophy and practice to the doctrine of equal human rights. The church insists that all persons should be given full and equal opportunity within the church to develop the knowledge and skills needed for the upbuilding of that church. Positions on all levels of church activity are, therefore, open on the basis of qualifications, without regard to race, color, ethnic background, country of origin, age or sex. Identification with any of these categories is a matter in which the individual has no choice and cannot alter.

However, in choosing and following a career, a person acquires a role determined chiefly by himself. It is he who decides his beliefs, creed, and church affiliation, rights guaranteed each citizen by the Constitution of the United States.

For Seventh-day Adventists the free exercise of religion includes the right to operate educational institutions that are distinctively Adventist. The creation and maintenance of such institutions require that they be staffed only by those individuals who are in complete harmony with the beliefs and practices of the church. Hence, in the employment of personnel for its educational institutions one of the occupational qualifications for any position is for the individual to be a Seventh-day Adventist, committed to the program of the church.

In exceptional cases, within professional areas for which Seventh-day Adventist personnel are not available the governing board may employ non-Adventists who are sympathetic to the religious concepts and in harmony with the basic philosophy of the church.

The governing body of the church in the United States of America has ruled officially, and in practice abides by the following policies:

1. Equal employment opportunities shall be afforded, with no discrimination in recruitment or hiring against any employee or applicant because of race, color, ethnic background, country of origin, age or sex, except where age or sex are bona fide occupational qualifications.

2. Preferential hiring shall be practiced only on the basis of freely chosen adherence to Adventist tenets as an essential to the operation of an Adventist institution.

3. Compensation and benefits, will be administered without regard to race, color, ethnic background, country of origin, creed, age or sex, except where age or sex are bona fide occupational qualifications.

4. Decisions for the promotion of employees will be based upon the qualifications of an individual as related to the requirements of the position for which he is being considered.

5. Inasmuch as the personal life and the professional identity of an individual are inseparable, all employees are expected to conform to the standards of conduct that are in harmony with Seventh-day Adventist practices.

The controlling Board of Trustees of _____ has taken an action which confirms the above.

EDUCATIONAL VOUCHERS:

WHEREAS, The voucher system is becoming more and more of an issue in the problem of financing education,

VOTED, That the Seventh-day Adventist Church take no open position on the question pending the introduction of definite and detailed laws governing the issuance of educational vouchers, but that the following points be taken into consideration as the problem is studied:

1. If the issuance of vouchers is related solely to financial aid for parents to send their children to any school of their choice, with no conditions placed on the operation of the school, the acceptance or non-acceptance of such vouchers is the responsibility of the parents.

2. The management and control of Seventh-day Adventist educational institutions must be the responsibility of church-elected school boards. If a voucher plan entails restrictions on the operation of a school, such as controls on admission, employment of staff, application of standards, development of curriculum, selection of textbooks, etc., Seventh-day Adventist schools could not accept such vouchers.

BUS TRANSPORTATION:

The Autumn Council of 1965 voted on Church-State Relationships in the United States. One item reads: "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."

VOTED, That this be interpreted to include bus transportation as long as enabling legislation does not place restrictions on the operation of the parochial school. Such restrictions would include controls on admission, employment, standards, curricula and textbooks.

Announcements by Lowell Bock, N. C. Wilson and D. B. Simons

Adjourned at 12:25 P.M.

Closing prayer was offered by J. E. Edwards, formerly Secretary of the Lay Activities Department, General Conference.

--Neal C. Wilson, Chairman
Lowell Bock, Secretary
Mildred Hunt, Recording Secretary

Eighty-Second Meeting

NORTH AMERICAN DIVISION COMMITTEE ON ADMINISTRATION

October 14, 1971, 3:15 P.M.

Elder Paul Smith, Associate Secretary of the Stewardship and Development Department of the General Conference, opened this meeting with prayer.

LOANS TO MEDICAL STUDENTS--NAD:

VOTED, To adopt the following recommendations relative to Loans to Medical Students in the North American Division:

Conference Loans to Students of Medicine and Dentistry

WHEREAS, Intern stipends are now generally sufficient to support the intern,

We recommend, That the loan for the intern year be discontinued.

WHEREAS, Student tuition and expenses generally have increased materially since the present loan amounts were established in 1962,

We recommend, An increase in the maximum limit of loans which may be extended by conferences and institutions in the North American Division to students of medicine and dentistry to \$2,200 for each of the following years: sophomore, junior, and senior; and further,

We recommend, 1. That the sophomore year loan be made available after the first period grades have been published and that the loans for the two subsequent years be made available at the time of registration.

2. That the recipient sign a statement indicating that he is dependent on this loan to cover school expenses or essential living expenses and that he has included in his budget for the year, all funds over which he or his wife has jurisdiction, and their application.

Conference Assistance in Securing Bank Loans

We recommend, That the maximum limit on loans secured by a dentist or physician for the setting up of a practice in which the conference may grant assistance in securing such loan through local banking facilities be increased from \$10,000 to \$12,000.

Notes and Contracts

We recommend, That the rate of interest on loans to students of medicine and dentistry be set at the bank prime rate of interest at the time the note is signed plus 2%.

COMMITTEE TO STUDY DELINQUENT MEDICAL LOANS:

VOTED, To request the General Conference Officers to give study to the problem of delinquent medical loans.

BOOKS AND PROFESSIONAL EQUIPMENT FOR WORKERS--REVISION OF POLICY:

VOTED, That effective January 1, 1972 the "Books and Professional Equipment for Workers" policy be revised to read as follows:

We recommend, That employing organizations in granting assistance annually to workers in the purchase of books and professional equipment, pay the full cost of such books and equipment up to \$100 per year. It is understood that assistance will be paid against invoices or receipts on books and approved equipment related to the professional work of our workers. Where major purchases are made exceeding the full allowance for one year, the remaining balance may be reported for credit the following year only, but no unused allowance will be carried forward from one calendar year to the next. This is not applicable to those on the package plan.

THIRTEENTH SABBATH OVERFLOW--
SECOND QUARTER, 1972:

VOTED, That the 13th Sabbath overflow offering for the second quarter of 1972, which has been assigned to the North American Division, be distributed as follows:

Indian Mission School in Holbrook, Arizona	30%
Pine Forge Academy Dormitory	40%
Multipurpose Building for Pioneer Work in Yellowknife, Northwest Territories, Canada	30%

An information sheet was the next item distributed to those present--
"Some Steps Toward an Acceptable Hermeneutic".

Announcements by C. E. Bradford

Orley Berg of the General Conference Ministerial Association offered the dismissal prayer.

Adjourned at 5:50 P.M.

--N. C. Wilson, Chairman
C. E. Bradford, Secretary
Beverly Tiberghien, Rec. Secy.

Eighty-Third Meeting

NORTH AMERICAN DIVISION COMMITTEE ON ADMINISTRATION

October 15, 1971, 9:45 A.M.

MINUTES of the meeting held October 7, 1971, were approved.

MINISTERIAL INTERNSHIPS:

VOTED, To grant the following Ministerial Internship:

Central Union Conference

David Jonathan Robinson, Central States Conference, beginning September 1, 1971, Union Quota

VOTED, To cancel the following Ministerial Internships:

Atlantic Union Conference

Lyle Duane Kelstrom, Southern New England Conference, beginning September 1, 1970, Union Quota (cancellation effective as of July 1, 1971)

Pacific Union Conference

Thomas L. Dybdahl, Southern California Conference, beginning September 1, 1969, Union Quota

WESLEY FLORY--NORTHERN CALIFORNIA CONFERENCE:

VOTED, To pass on to Wesley Flory, permanently returned from the Afro-Mideast Division, a call from the Pacific Union Conference for him to connect with the Northern California Conference as Pastor of the Anderson Church.

TIMELY TOPICS:

Caris Lauda, Secretary of the North American Missions Committee, presented to the delegates the first eight copies of the revised copy of the new Israel Heritage Institute Services' tracts prepared for Jewish people. They are called "Timely Topics" and will in time number twelve. The center spread of Israelite magazine will contain an insert of the last four tracts.

NORTH AMERICAN DIVISION ORGANIZATION:

VOTED, That as a result of studying and analyzing the needs and challenges of a finished work in North America, we express our support for some plan of organizational adjustment and consolidation in North America, and request the Officers of the General Conference to appoint a representative committee that would be given the responsibility of developing a comprehensive proposal that would include:

1. The possible reorganization of unions and conferences, and realignment of territory with the idea that the "V + 1 Unions" suggestion be given serious consideration, and
2. The role of unions and conferences and the administrative relationships between them, and
3. The function, need, structure and size of departmental and administrative staffs on all levels including the General Conference be studied with the possibility of effective grouping of departments, and
4. The study of procedures and phasing that would be necessary to implement such a plan of consolidation, and
5. Constitutional changes that would insure at least the same representation as at present from North America on the General Conference Committee and General Conference institutional boards.

The full report should be presented at the 1972 Autumn Council for final refinements and decision.

SPECIAL OFFERING ENVELOPE USE:

VOTED, That the use of special offering envelopes in connection with offerings received in the churches be discontinued, and further that

1. A strong program of education be launched by local, union and General Conference leaders to encourage church members to use the tithe and offering envelopes on which to designate the various offerings that are requested and promoted.
2. We reconfirm the plan which includes the loose offering on special days as a part of the designated offering for that day. (See "Other Offerings", Church Manual, page 196.)

INDEPENDENT PUBLICATIONS:

VOTED, To approve paragraph 12 of Independent Publications as policy, and to refer paragraphs 1-11 back to the Officers for further study and report to the 1972 Autumn Council:

"12. The General Conference recognizes the Ellen G. White Estate Incorporated, established by Ellen White herself, as the owner and proprietor of all her writings thus bearing responsibility for their care, publication and widest possible distribution. This relates to all Ellen G. White writings whether under copyright or not. Permission for publication of these writings emanates from the White Estate Board. The General Conference calls upon organizations and persons, within or without the Church, to honor the provisions of the author for the continuing custody of her writings."

VACATION POLICY:

WHEREAS, The present vacation policy seems to work a hardship on younger workers who have less than ten years of service, it was

VOTED, To adopt as the Vacation Policy for the North American Division, the Vacation Policy on page 83 of the 1970 edition of the General Conference Working Policy, with the exception of paragraph "3" which would read as follows:

3. For workers with less than ten years of service, and who live at a distance greater than 500 miles from parents or children, additional time for travel above the regular vacation period may be allowed on the following basis:

a. One additional calendar day for each 500 miles beyond the first 1,000 miles based on the total round trip mileage.

b. That this special consideration be granted not more often than every second year for the purpose of visiting parents or children.

c. That the maximum extra times be 7 calendar days.

APPRECIATION TO PUBLISHING BRETHREN:

VOTED, That inasmuch as the union and conference Publishing leaders and many of our literature evangelists are aware of the special Publishing Department meeting which convened at this Autumn Council, we think it desirable to send from this group a word of commendation for the work they are doing and assure our faithful literature evangelists of our deep appreciation for their dedicated soul-winning ministry, and inform them through our conference presidents of the plan to give careful study to this important work.

BOOK AND BIBLE HOUSE DISCOUNTS:

VOTED, 1. That publishing houses in the North American Division continue to grant a cash discount of 2% on net business of Book and Bible Houses and Home Health Education Service offices for payment within 25 days of the date of the statement, and

2. That Book and Bible Houses and Home Health Education Service offices eligible for the 2% cash discount who become 30 days in arrears on their accounts with the publishing houses in the North American Division, be subject to a monthly interest charge of the legal rate, but not to exceed 1%; with the understanding that upon recommendation of the related union conference, the indebtedness as of January 1, 1972 may not be subject to this interest charge if a regular plan for its liquidation is in operation.

3. That if accounts become 30 additional days delinquent (60 days after due date), the publishing house be authorized to terminate credit.

UNION TITHE REVERSION FOR EVANGELISM:

VOTED, That beginning with the 1972 provision and onward the following schedule in percentages be applicable in setting up the fund known as "Union Tithe Reversion for Evangelism":

	<u>From General Conference Base Funds</u>	<u>From Special Assistance Fund</u>	<u>Total Funds Available</u>
1971 Budget*	25% of tithe increase +	equivalent of 25% =	50% of tithe increase
1972 Budget	35% of tithe increase +	equivalent of 20% =	55% of tithe increase
1973 Budget	45% of tithe increase +	equivalent of 15% =	60% of tithe increase
1974 Budget	55% of tithe increase +	equivalent of 10% =	65% of tithe increase
1975 Budget	65% of tithe increase +	equivalent of 5% =	70% of tithe increase
1976 Budget	75% of tithe increase +	none	= 75% of tithe increase

*Now in effect

SAFEGUARDING FUNDS OF THE CAUSE AND INVESTMENTS--
REVISION OF POLICY:

VOTED, That the "Safeguarding the Funds of the Cause and Investments" policy (North American Division edition) be amended as follows:

10. Conferences and institutions issuing annuities, or trust agreements involving cash, or accepting other funds in trust deposits; may are required, except as noted in paragraph 13 below, invest up to 75% of the deposit such funds until maturity in a union unitized investment fund as described in paragraph 7 and 8 above or in a General Conference unitized fund in the event the union in which the organization or institution is located does not maintain such a fund. In order to provide liquidity, the balance of these funds shall a nominal amount may be invested by conferences and institutions in items (a) through (g) listed in paragraph 7. General Conference institutions shall invest deposit such annuities and trust agreement funds, as well as other funds held in trust deposit funds, in a similar manner General Conference unitized fund.

15. (2nd unnumbered paragraph) This reserve shall be built up to the required amount by a transfer out of regular net worth at the end of the fiscal year of the equivalent of all net realized capital gains from the sale of securities, the equivalent of the recognized unrealized gain in value of marketable securities at the end of the fiscal period, and the excess investment income over 3 percent of the average book value (cost) of the applicable investments for the fiscal period.

COMEBACK FUNDS PERCENTAGES:

VOTED, That in view of the elimination of Ingathering funds from the One-Dollar-A-Week Fund Mission Offerings, the Comeback percentages (See General Conference Working Policy, page 282, 1968 edition) be revised effective January 1, 1972 as follows:

	<u>Percent of Mission Offerings</u>
General Conference:	
1. Church Extension	4.2
2. Ministerial Training Scholarships	1.5
Union Conference:	
3. College and Academy Notes Payable and Interest	1.4
4. Senior and Junior College Operating Gifts and Grants	1.4
Local Conference:	
5. Church School Teachers' Salaries	5.6
6. Church School Teachers' Salaries and School Equipment	<u>5.6</u>
Total Portion of Mission Offerings	19.7

AUDITING EFFORT EXPENSE OF EVANGELISTIC TEAMS:

VOTED, 1. That effort expense of evangelistic teams be audited regularly by the responsible auditor.

2. That no special offering be taken at evangelistic meetings that directly benefits a worker or team, and this is to include the sale of all items, such as recordings sold for personal gain.

MINISTERIAL INTERN FINANCIAL ARRANGEMENTS:

WHEREAS, The need for uniformity in the financial reimbursement allowed to ministerial students attending Andrews University is desirable, it was

VOTED, 1. That when the student goes to the field following the completion of eight quarters, and then returns later for the ninth quarter, salary and allowances continue at field rate with no provision for tuition, books and fees. If the student remains at the Seminary for nine quarters without a break, the student stipend will prevail.

2. That the ministerial intern while attending Andrews University shall receive the regular internship stipend with no allowances and bonuses other than the following:

a. Assistance according to policy on "to and from" travel as paid by the University.

b. Expense for moving up to 1000 lbs. of personal effects from the college or conference location to Andrews University, and up to 2000 lbs. from Andrews University to the place of assignment paid by the employing organization.

THE ACADEMY OF ADVENTIST MINISTERS:

WHEREAS, The need for continuing education for our ministers, adapted to their busy programs, is and has long been an urgent need; and

WHEREAS, NADCA at the time of the 1969 Autumn Council appointed a standing committee to give study to continuing education for ministers, which committee was reconstituted by the General Conference Committee and has been functioning in the development of such a program; it was

VOTED, To accept the following recommendation:

That in providing for the continuing education of the ministers of the Seventh-day Adventist Church an Academy be organized to be known as the ACADEMY OF ADVENTIST MINISTERS.

Objectives

The purpose of this Academy shall be to suggest plans and programs to be made available to the ministry of the church through the following three areas:

1. Independent Studies. These independent studies shall be selected by individual ministers in the specific areas of their interest. Material shall be made available through the Academy in such areas as:

- a. How to Study the Bible
- b. Sound Principles of Biblical Interpretation
- c. Pastoral Counseling
- d. Methods of Evangelism
- e. Visual Aids
- f. Effective Preaching

2. Formal Studies. It would be the Academy's purpose to guide and encourage men in the pursuit of continuing formal education through the development of programs and preparation of materials in cooperation with the Seminary, Loma Linda University, and Home Study Institute.

3. Field Training. This would be accomplished through workshops, institutes, seminars, and field schools. The Academy would cooperate with the Seminary and with union and local conferences in planning these areas of continuing education for their ministers. This field education would be done under the supervision and in cooperation with the officers of the Academy of Adventist Ministers.

Organization

The Academy of Adventist Ministers shall be organized under the supervision of the Ministerial Association of the General Conference. Its officers shall be a director-executive secretary, an associate of the Ministerial Association, a registrar to be appointed by the Ministerial Association. The treasurer shall be the General Conference treasurer designated for North America.

Its Advisory Committee shall be the standing committee of the General Conference known as the Ministerial Committee, with such additions from the field as may be approved by the General Conference Committee.

Classification of Membership

The membership of the Academy shall be open to all workers of the Seventh-day Adventist Church who are willing to meet the specific requirements herein adopted. There shall be four classes of memberships:

	<u>Annual Fee</u>
Regular Membership	\$15.00
Associate Membership	\$15.00
Retired Ministry Membership	\$10.00
Student Membership	\$ 5.00

Definition of Membership. A regular member shall be defined as a Seventh-day Adventist minister, either credentialed or having been in ministerial work for five years.

An associate member is a minister with less than five years' experience.

A student member is one who is preparing for the ministry in one of our colleges or the Seminary.

Requirements of Membership

He shall agree to complete a minimum of 150 clock hours of approved continuing professional education under the supervision of the Adventist Academy of Ministers each three years. (This 150 clock hours may be in any three of the above areas, namely independent study, formal study, or field training. It is understood that to maintain his membership this study must be done under the supervision of the Academy of Adventist Ministers. Depending upon his selection, it might be for academic credit or merely for personal improvement.)

Fees and Their Utilization

Membership fees may be reported as a part of the Professional Equipment Improvement Allowance. Fees will cover the cost of developing programs, providing materials, keeping records, and expenses of participating personnel not otherwise provided by their employing organizations.

REVISION OF WAGE SCALE BOOKLET:

VOTED, That the Wage Scale Booklet for North America be revised in the sections entitled, "One Basic Wage Scale" and "Two Methods of Remuneration" to read as follows:

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 are heads of families and those who are not, 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 the 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. The Package Plan is not applicable to ministerial workers.

In the wage scale the maximum ordained minister's salary is considered the 100% level, and has been set at \$555 per month, effective July 1, 1971. Where the Regular Plan is used the total of the specific identifiable items which make up the living allowance may not exceed 50.45% of the 100% salary level (\$280). Where the Package Plan is used, the living allowance may be granted as follows:

1. Head of Family -- up to a maximum of 50.45% of the 100% salary level (\$280).
2. Not Head of Family -- up to a maximum of 70% of the Head of Family living allowance (\$196).

The living allowance includes such items as follows:

	<u>Maximum Per Month</u>
*Rent Subsidy or Home Owner's Allowance	\$ 170 00
Automobile Deprecitaion	60 00
Automobile Insurance	15 50
Utilities Allowance	16 50
Telephone	7 50
Books and Equipment Allowance	8 50
Luggage Allowance	2 00
Total	\$ 280 00

*It is understood that the employee is expected to contribute 10% of his salary toward the total rent or housing expense.

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
Reimbursed travel

"Head of Family" is defined to mean an employee with one or more dependents who are members of the immediate family. Dependents who are members of the immediate family 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% of total support is provided by the employee. Only one "head of family" is recognized in each family unit.

The status of "head of family" or "not head of family" is to be reviewed and determined annually on the basis of information submitted by the employee to the employer on an approved questionnaire. The burden of proof is on the employee to prove his or her need of recognition as "head of family."

In a case where an employee who being "head of family" is left alone at the death of his spouse, the survivor may continue to receive for a time the "head of family" living allowance, if so authorized by the controlling committee.

It is the responsibility of the union conference committee (or General Conference committee for General Conference institutions), to determine,

1. Whether the "package plan" of remuneration is to be used by the denominational organizations under its jurisdiction, and to indicate the specific organization or group of employees to which it may apply.

2. The actual amount of the "living allowance" for organizations authorized to use the "package plan" of remuneration within its territory, and to work out the relationship of the "living allowance" to the salary percentage levels in the various categories, it being understood that the amount of the "living allowance" shall not exceed the maximums set forth above.

And further that the following "Questionnaire for Determination of 'Head of Family' Status" be used:

QUESTIONNAIRE FOR DETERMINATION OF "HEAD OF FAMILY" STATUS

Date _____

NAME OF EMPLOYING ORGANIZATION _____

NAME OF EMPLOYEE _____

ADDRESS _____

MARITAL STATUS OF EMPLOYEE ☐ Married; ☐ Single; ☐ Divorced; ☐ Widow(er)

Autumn Council
October 15, 1971

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SPOUSE - NAME _____ Age _____
DEPENDENTS: List below only those individuals who are claimed as dependents
for Income Tax purposes
CHILDREN - NAME _____ Age _____
NAME _____ Age _____
NAME _____ Age _____
OTHERS - NAME _____ Age _____
Relationship _____
NAME _____ Age _____
Relationship _____

PRINCIPAL FINANCIAL RESPONSIBILITY (This is defined as the individual providing more than 50% of the general running expenses of the home such as rent, utilities, food, et cetera.)

Name of Individual _____

EMPLOYMENT STATUS OF SPOUSE - Name of Employer _____
Amount if Annual Earnings \$ _____

WHAT PERCENT OF THE "GENERAL RUNNING EXPENSES OF THE HOME" (AS DEFINED ABOVE) IS PROVIDED BY YOUR SPOUSE? _____ %

Signature of Employee applying for "Head of Family" Status

OPERATING CAPITAL REQUIREMENT FOR ASSOCIATIONS:

VOTED, That the operating capital requirement for conference associations in the North American Division be the same as that set forth in the General Conference Working Policy, p. 250, and that paragraph 3 c be revised as follows:

c. Local and union conference/mission associations--20 10 per cent of the operating expense of the current fund assets of the latest complete fiscal year; and further, that one half of such operating capital be maintained in liquid assets.

REVISIONS AND ADDITIONS TO WAGE SCALE CATEGORIES:

VOTED, To adopt the following revisions and additions to the Wage Scale Categories:

Revision in Wage Scale Percentages

	Present Maximum <u>Percentage</u>	Revised Maximum <u>Percentage</u>
Loma Linda Foods		
General Treasurer	104	108
General Production Manager	104	108

Revision in Wage Scale Percentages (contd)

	<u>Present Maximum Percentage</u>	<u>Revised Maximum Percentage</u>
<u>Loma Linda Foods (contd)</u>		
Director INRF	103	108
Chief Accountant	101	102
Cashier	98	99
Division Manager	104	106
Field Representative	103	101
<u>Union Conferences</u>		
Assistant Treasurer	103	104
<u>Medical Institutions</u>		
Medical Director	132	140
Physicians and Dentists		
First Year	117	118
Second Year	122	126
Third Year	127	134

New Wage Scale Categories

	<u>Maximum Percentage</u>
<u>Home Study Institute</u>	
Cashier	91
Assistant Production Manager	90
<u>Loma Linda Foods</u>	
General Marketing Director	108
Assistant General Marketing Director	104
Systems Analyst	101
Director Computer Services	101
Research Dietitian	102
<u>Voice of Prophecy and Faith for Today</u>	
Director of Radio and Film Production	104

Change in Name of Wage Scale Categories

Voice of Prophecy - The category "Assistant Director of Film Production" be changed to "Assistant Director of Radio and Film Production," with the maximum wage percentage remaining the same at 102%.

Public Relations Personnel - Request has been made that provision be made in the Wage Scale for the stipend which is to be paid to a Public Relations trainee for the period of ten weeks of "on job training."

That the following footnote appear in the Wage Scale booklet at an appropriate place:

Stipend granted Public Relations trainee by any denominational organization shall be at the same rate as the stipend granted the ministerial intern while attending the Seminary.

Wage Scale Percentage for Physicians and Dentists
Serving in Conference Departmental Positions

That a footnote be added in the Wage Scale booklet at an appropriate position as follows:

Physicians and dentists serving in Department of Health positions in conference organizations may be paid the same maximum percentage as provided for physicians and dentists in medical institutions, with the following exceptions:

General Conference

Department Secretary	8% additional
Associate Department Secretary	6% additional

WAGE SCALE 100% LEVEL:

VOTED, That the 100% Wage Scale Level be set at \$575 per month effective July 1, 1972.

RENT SUBSIDY AND HOME OWNER'S ALLOWANCE:

VOTED, 1. That the Rent Allowance policy for North America be revised by increasing the rental ceiling from \$220 per month to \$245 per month effective July 1, 1972.

2. That the Home Owner's Allowance policy for North America be revised by increasing the maximum Home Owner's Allowance from \$170 per month to \$185 per month, effective July 1, 1972.

3. That the following revision be made in the Rent Allowance policy for North America:

In individual cases, or specific geographical areas, of excessively high rent, a deviation from this ceiling may be granted upon approval of the responsible board or committee and the union conference executive committee.

AUTOMOBILE DEPRECIATION ALLOWANCE:

VOTED, That the maximum automobile depreciation allowance be increased from \$60 to \$65 per month (\$75 in Canada), effective July 1, 1972.

LIVING ALLOWANCE:

VOTED, That the maximum Living Allowance for "Head of Family" be increased from \$280 per month to \$300 per month, effective July 1, 1972, and include such items as:

*Rent Subsidy or Home Owner's Allowance	\$ 185.00
Automobile Depreciation	65.00
Automobile Insurance	15.50
Utilities Allowance	16.50
Telephone	7.50
Book and Equipment Allowance	8.50
Luggage Allowance	2.00
Total	<u>\$ 300.00</u>

*It is understood that the employee is expected to contribute 10% of his salary toward the total rent or housing expense.

AUTOMOBILE MILEAGE RATE:

VOTED, That the mileage rate be increased one cent per mile in the various categories, effective January 1, 1972.

RATE OF STIPEND FOR MINISTERIAL INTERN:

VOTED, That the stipend granted the ministerial intern while he is attending the Seminary be increased from \$315 per month to \$330 per month, effective July 1, 1972.

LITERATURE EVANGELIST BENEFIT FUND POLICY--REVISION:

VOTED, 1. That the Literature Evangelist Benefit Fund policy for the North American Division be revised by combining the rent subsidy and travel expense policies into one rent and travel allowance policy as follows:

	<u>Category 1*</u> <u>LE Deliveries</u>	<u>Category 2</u> <u>LE Deliveries</u>	<u>Category 3</u> <u>LE Deliveries</u>	<u>Category 4</u> <u>LE Deliveries</u>
COMBINED	8 000 00	12 000 00	16 000 00	20 000 00
RENT AND	to	to	to	and
TRAVEL	11 999 99	15 999 99	19 999 99	above
ALLOWANCE	40%	60%	80%	100%
	\$72.00 Mo.	\$108.00 Mo.	\$144.00 Mo.	\$180.00 Mo.

Recommended, That 40%, 60%, 80% and 100% categories of requirements may be applied to all other literature evangelist benefits such as medical allowance, educational allowance, vacation allowance, etc., with the exception that auto insurance be granted at 100% to all those meeting at least the minimum requirements.

*Category #1 applies only if approved by controlling Union committee.

2. That the policy relative to the source of the Literature Evangelist Benefit Fund be revised as follows:

The publishing houses, Book and Bible houses or Home Health Education Service offices, and the conferences shall each contribute to the Literature Evangelist Fund $3\frac{1}{2}$ 4 percent of the retail value of denominational subscription literature sold, based on publishing house figures, it being 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 publishing department committee, be drawn upon for rallies and training schools.

3. That the effective date of the revision in paragraphs one and two be January 1, 1972.

4. That we request the special committee which is to be appointed by the General Conference Officers to study the publishing work, to consider the problem of a proper financing of the Literature Evangelist Benefit Fund.

REGIONAL CAPITAL REVERSION FUND:

VOTED, To adopt the following recommendation:

The General Conference share of the 'Regional Capital Reversion Fund' will be distributed annually beginning after the total for the first year has been credited to the fund; the allocation to be made by the North American Division Committee on Administration through the Union Conference organizations upon recommendation by the Union Conference Presidents at the time of their annual meeting. (Autumn Council 1970)

The General Conference portion of the fund available for 1972 is \$125,000.

We recommend, that the fund be divided as follows:

Scholarship Assistance	-	30% = \$37,500
Capital Projects	-	70% = 87,500

Scholarship Assistance

1. Recipients shall be members of the Seventh-day Adventist Church and in the judgment of local conference administration, show promise as future denominational employees or strong supportive laymen. Therefore, assistance from the fund shall be limited to college students, preferably in their junior or senior year, except in the case of medical or dental students who may be eligible during their freshman year.

2. Financial need and academic qualification shall be ascertained by recommendation from pastors, church boards, school administrators, one of the college scholarship services or ACT. (College testing program)

3. Eighteen (18) scholarships shall be made available each year in the following areas:

Medical up to	\$ 2,500 @
Business up to	1,500 @
Business internships	3,000 @

4. North American Division Committee on Administration in counsel with the regional presidents and the regional secretary of the Pacific Union will award the scholarships.

5. Conferences will submit nominess to be considered as early as possible after the close of the school year.

Capital Projects

1. Only those projects or programs will be considered that benefit the field at large. This portion of the fund is to be distributed on a rotating basis with a minimum of two or a maximum of four conferences benefitting each year.

2. The capital portion of the fund for 1972 shall be divided equally between Allegheny East and Allegheny West Conferences, each to apply its portion toward the Pine Forge Academy boys' dormitory building.

3. The regional presidents, at the time of the first of their annual meetings, shall determine which conferences and projects shall benefit from the fund.

ANNUAL CLOSING DATE FOR REMITTANCE OF INGATHERING FUNDS:

VOTED, That the North American Division Working Policy provision relative to the annual closing date for remittances of Ingathering funds in North America be revised as follows:

In the North American Division, Ingathering funds received and remitted ~~from March 1 to December 31~~ of each year shall be designated as applying on the ~~ingathering goal of the succeeding year~~ following the January report, shall be credited to the succeeding year's Ingathering campaign.

The following two recommendations from the Finance Committee voted by the General Conference at the Autumn Council, are also recorded here because certain items are pertinent to the North American Division:

INGATHERING FUNDS:

VOTED, That the following procedures involving Ingathering be included in the North American Division Working Policy:

Accounting Procedures

I. Basic Plan

A. Maintain separate accounts for all "Ingathering" funds for amounts received and disbursed.

B. Prepare annual reports showing receipts and expenditures at the local conference level.

C. All funds will be channeled through to the General Conference and then returned to the various organizations for disbursing according to agreed policies.

D. No amounts are to be deducted for collection expenses except at the General Conference level where only the actual cost of printing and distributing brochures and other promotional material will be charged against the Ingathering Fund.

E. Amounts received as "Ingathering" contributions will be separated as to the following:

1. Donations by collection from non-members of the Seventh-day Adventist Church.

2. Donations from Seventh-day Adventist church members.

This separation will be accounted for beginning at the local church level and continuing at every level as funds are passed along to the General Conference but will not be continued in the distribution of the funds. When reports are prepared for the public or other interested parties, amounts received from Seventh-day Adventist church members may be deducted.

II. Receiving Funds:

A. Local Church

1. Receipts will be issued for all amounts received and source of donation will be designated as between members or non-members of the Seventh-day Adventist Church.

2. All "Ingathering" fund donations will be entered to a special account and held in trust until passed on to the local conference treasurer.

3. All "Ingathering" fund donations will be remitted by the local church treasurer to the treasurer of the local conference monthly as received.

B. Local Conference

1. All "Ingathering" funds received will be entered to a special account and held in trust until passed on to the union conference treasurer.

2. All "Ingathering" funds will be remitted by the local conference treasurer to the union conference treasurer monthly as received.

C. Union Conference

1. All "Ingathering" funds received will be entered to a special account and held in trust until passed on to the General Conference treasurer.

2. All "Ingathering" funds will be remitted by the union conference treasurer to the General Conference treasurer monthly as received.

D. General Conference

1. All "Ingathering" funds received will be entered to a special account and held in trust for the purpose of the fund.

2. All "Ingathering" funds will be included as a specific fund in the annual budget of the General Conference. All amounts will be shown separated from other church funds and for distribution as between two areas as follows:

a. Conferences in North America

b. Mission Fields outside North America

III. Disbursing the Funds:

A. Through the Conferences of North America.

1. All amounts allocated to projects or organizations will be remitted by the General Conference to the union conference for distribution.

2. At all levels "Ingathering" funds will be entered and disbursed through separate accounts in order to provide identification at any point.

3. Local conference treasurers will prepare audited annual reports listing specific projects or purposes for which funds are disbursed. This report will include figures showing actual donation receipts and offsetting amounts passed on to the union conference as well as amounts returned by the union conference and disbursed in the local conference area.

4. It is understood that all funds disbursed in North America will be reported through the union and local conference.

B. Through the Mission offices outside North America.

1. All these amounts will be sent through the various world Division offices in harmony with the annual budget as voted.

2. Division treasurers will enter all such "Ingathering" funds to separate accounts and hold in trust for the purpose of the fund. An annual audited report will be prepared indicating projects and purposes for which such funds are disbursed.

3. The above annual report will be submitted to the General Conference so that the General Conference can prepare a summary report showing actual use of the funds sent overseas.

Distribution

VOTED, To simplify the present plan and procedure in accounting for and allocating Ingathering funds as follows:

1. That Ingathering funds continue to be recognized as General Conference funds and be passed on to the General Conference monthly as received. These funds will be accumulated and held by the General Conference.

2. That in North America the following formula be used in distributing Ingathering funds received beginning with the 1972 solicitation campaign.

a. Organizations designated as "Missions" will receive 100% of their Ingathering receipts as Ingathering reversion.

b. The balance of the fund will be divided, 46% to the General Conference for the world mission budget and 54% to the unions of North America according to the ratio of amount raised by each union.

c. The General Conference will budget for the net amount of Ingathering expense to cover cost of annual magazine reports and other campaign materials.

3. That the portion of the fund reverted to the unions in the North American Division be returned to them as soon as possible after the annual campaign closes and the funds from all the unions are reported through to the General Conference.

Announcements by Lowell Bock

Closing prayer by L. E. Froom, author of Prophetic Faith of Our Fathers and Movement of Destiny.

Adjourned at 11:55 A.M.

--Neal C. Wilson, Chairman
Lowell Bock, Secretary
Beverly Tiberghien, Rec. Secy.

(Note: In a meeting of the North American Division Committee on Administration held November 11, 1971, the following list of Working Policy items from the 1971 Autumn Council minutes were given consideration and an action taken authorizing the inclusion of these items as adapted in the North American Division Working Policy book:

1. Conference Constitution--Policy Revision
2. Conference Sessions
3. Fidelity Bond
4. Fire Protection in Denominational Buildings
5. In-Service Training Assistance
6. Inter-Organizational Trust Services Guidelines
7. Legal Association and Trust Services--Statement of Purpose
8. Organizing Missions into Conferences
9. Organizing Union Missions into Union Conferences
10. Pre School Education
11. Revision of Sustentation Policy Relative to Service in the Armed Services
12. Statement Regarding Termination of Sustentation Benefits
13. Sustentation Eligibility of Employees of Churches and Elementary Schools
14. Sustentation Service Credit for Dentists Who Take Specialty Training
15. Trust Agreements

Seventy-Eighth Meeting

NORTH AMERICAN DIVISION COMMITTEE ON ADMINISTRATION

October 21, 1971, 11:45 A.M.

PRESENT:

M. S. Nigri, L. L. Bock, D. H. Baasch, M. T. Battle, W. R. Beach, C. E. Bradford, Theodore Carcich, E. E. Cleveland, W. W. Fordham, C. O. Franz, J. O. Gibson, W. J. Hackett, F. E. J. Harder, R. R. Hegstad, M. Carol Hetzell, C. B. Hirsch, W. A. Howe, E. W. Howse, D. W. Hunter, Gordon Hyde, H. D. Johnson, M. E. Kemmerer, J. C. Kozel, B. J. Liebelt, M. E. Loewen, D. A. McAdams, V. M. Montalban, Lawrence M. Nelson, R. E. Osborn, R. L. Pelton, W. E. Phillips, A. V. Pinkney, H. F. Rampton, Fernon Retzer, A. H. Roth, Milo Sawvel, V. W. Schoen, W. R. L. Scragg, J. V. Scully, H. D. Singleton, W. M. Starks, E. H. J. Steed, Michael Stevenson, K. W. Tilghman, R. F. Waddell, M.D., C. D. Watson, F. C. Webster, A. L. White, K. H. Wood, Ethel Young

OTHERS PRESENT:

Orley Berg, W. J. Cannon, James Crawford, D.D.S., J. O. Iversen, Wayne Martin

CENTRAL UNION CONFERENCE--

REQUEST TO BORROW FUNDS:

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

VOTED, To approve the borrowing of funds up to \$10,000 for the Leavenworth, Kansas, Shiloh Church Building project, the total cost of which is estimated at \$34,060. It is understood that this loan will be underwritten by the above organizations and will be fully paid within five years from pledges and appropriations.

LAKE UNION CONFERENCE--

REQUESTS TO BORROW FUNDS:

On request of the Lake Union and Lake Region Conferences, and in harmony with the recommendation of the Committee on Borrowing and Distribution of Funds, it was--

VOTED, To approve the borrowing of funds up to \$70,000 for the Sharon Church in Detroit, Michigan, the total cost of which project is estimated at \$146,350. It is understood that this loan will be underwritten by the above organizations and will be fully paid within five years from pledges and appropriations. It was further--

VOTED, To approve the borrowing of funds up to \$120,000 for the Hyde Park Church in Chicago, the total cost of which project is estimated at \$241,750. It is understood that this loan will be underwritten by the above organizations and will be fully paid within five years from pledges and appropriations.

RICHARD WILLIAMS--ARKANSAS-LOUISIANA CONFERENCE:

VOTED, To pass on to the Lake Union and Illinois Conferences a call from the Southwestern Union Conference for Richard Williams, a Pastor, to connect with the Arkansas-Louisiana Conference as a Pastor.

MINISTERIAL INTERNSHIPS:

VOTED, To grant Ministerial Internship and cancellation as follows:

Pacific Union Conference

Damond Allen Blankenship, Southern California Conference, beginning September 1, 1971, Union Quota;

Cancellation:

Columbia Union Conference

Chester Bruce Clough, Ohio Conference, beginning June 1, 1969, Union Quota.

Adjourned at 11:55 A.M.

Prayer of dismissal by J. V. Scully.

M. S. Nigri, Chairman
L. L. Bock, Secretary
Katie Farney, Recording Secretary

Seventy-Ninth Meeting

NORTH AMERICAN DIVISION COMMITTEE ON ADMINISTRATION

October 28, 1971, 10:50 A.M.

PRESENT:

Theodore Carcich, L. L. Bock, D. H. Baasch, N. R. Dower, W. J. Hackett, F. E. J. Harder, W. A. Howe, D. W. Hunter, Gordon Hyde, M. E. Kemmerer, J. C. Kozel, N. W. Litchfield, M. E. Loewen, V. M. Montalban, Lawrence M. Nelson, J. W. Peeke, R. M. Reinhard, J. V. Scully, Clark Smith, F. A. Soper, E. H. J. Steed, K. W. Tilghman, C. D. Watson, F. C. Webster, A. L. White, Herbert White, K. H. Wood

OTHERS PRESENT:

Karl Bahr, W. J. Cannon, Orley Berg, Maybelle Vandermark

WORLD BUDGET PLAN EXPERIMENT:

A report on the progress of the World Budget Plan experiment being conducted in the Cincinnati, Ohio, and Corpus Christi, Texas, Churches has been received as follows:

In 1970, the Cincinnati Church experienced a 42% increase in offerings over the previous year, and to date in 1971, the increase is 27% over the 1970 achievement. The Corpus Christi Church in its first year under the plan set the highest budget ever attempted and to date enjoys a 50% increase over the budget, and the accumulation of a \$1,200 operating reserve.

In view of these successes, the Ohio and Texas Conferences, through their respective unions, have requested an extension of the experiment and inclusion of additional churches for 1972. On recommendation of the General Conference Officers, it was--

VOTED, That the World Budget experiment be enlarged to include the following churches:

Columbus, Ohio
Hamilton, Ohio
Newark, Ohio

Worthington, Ohio
Dallas Central, Texas
San Antonio, Texas

Effective date, January 1, 1972.

Further VOTED, That a request be made for a clear-cut analysis of the program as carried on, at the end of the year.

NORTH AMERICAN LAY EVANGELISM RESEARCH
AND PLANNING COMMITTEE:

In harmony with a recommendation of the General Conference Officers, it was--

VOTED, That one meeting of the North American Lay Evangelism Research and Planning Committee be held in 1972, in Chicago, Illinois, August 21-24.

MAURITZ PETERSON--IOWA CONFERENCE:

VOTED, To pass on to the Pacific Union and Northern California Conferences a call from the Northern Union Conference for Mauritz Peterson, a Pastor, to connect with the Iowa Conference as Pastor at Muscatine, Iowa.

DAVID HARDEN WHITE--CAROLINA CONFERENCE:

VOTED, To pass on to the Lake Union and Indiana Conferences a call from the Southern Union Conference for David Harden White, a Minister, to connect with the Carolina Conference as a Minister.

P. A. KOSTENKO--ARKANSAS-LOUISIANA CONFERENCE:

VOTED, To pass on to the Southern Union and Carolina Conferences a call from the Southwestern Union Conference for P. A. Kostenko, MV Secretary, to connect with the Arkansas-Louisiana Conference as Lay Activities and Sabbath School Secretary.

Adjourned at 11:40 A.M.

Prayer of dismissal by F. E. J. Harder.

Theodore Garcich, Chairman
L. L. Bock, Secretary
Katie Farney, Recording Secretary