

YEAR-END MEETING

NORTH AMERICAN DIVISION COMMITTEE

November 7, 1996 8:00 a.m.

Alfred C McClure, Chair, called the 7th session of the 1996 North American Division Committee Year-end Meeting to order.

DEVOTIONAL MESSAGE

Pastor David Gemmell, Senior Pastor, Mountain View Church, Las Vegas, Nevada-Utah Conference entitled his devotional - *Sharing the Loot*.

I would like to share, not so much a sermon, but the script of a play. It is a drama of our lives, where free fall crisis is lifted by leadership. It is a drama where the icicles of cynicism are flamed by faith. It is a drama where the dirty self-interest is baptized by benevolence.

The drama begins with a couple of characters, the king and the cannibal. Can you imagine the king in that circumstance? His popularity at the poll is plummeting as you can imagine. As the leader of that nation he was beginning to lose his sanity as he tried to figure out what he could do to meet the needs of the people. The story gets worse.

There are many crises. I have pastored a few churches that have been in crisis, but so far no members have been eating each other. At times I think they would have if they could have. I think of my own church in Mt View just about five years ago. It was in a theological crisis over some of the nonsupporting ministries that invaded the Church, and was trying to tear it apart from the denomination. The political factions were vying for the remaining resources. The church was cannibalizing the remaining resources it had.

Our churches here in the North American Division for the last two decades have just been flat, they have not grown. We talk about the greying congregation—that is not the problem. The problem is the dying congregation, where there are not even enough people to receive Social Security checks to keep the tithe coming. And so we fight over the remaining resources of the self-supporting ministries, and the institutions. We are cannibalizing the remaining resources in our crisis.

It is difficult when someone lets you down. As we look to leadership, leadership that is supposed to supply our needs, it hurts when our leadership lets us down. And when we as

leaders let other people down, it hurts as well. We deal with it, but it still hurts, and when we are in crisis sometimes we don't know what to do.

As we take a look at King Joram—what did he do in crisis? “I pray that God will punish me terribly if Elisha's head is still on his shoulders by this time tomorrow.”—(II Kings 6:31, CEV) This is an amazing response to crisis by leadership isn't it?

I think that we are not talking about just a crisis with Samaria being surrounded by the troops; we are talking about a crisis of leadership. Benhadad believed in political leadership. He subscribed to the theory that says “He can make everyone happy.” As he continued to make everyone happy he did an excellent job in building the walls thicker there in Samaria. They were some of the most fortified walls in the land. They were protected from the troops but it did not seem to help. People still had no food to eat.

It is not just a crisis of leadership, it is a crisis of allegiance that we see in II Kings. We see a woman who puts her allegiance in the king. “Please, your majesty, help me.” This woman believes that the king can supply her every need and she looks to the leader to take care of her needs. When we look to leaders to take care of our every need, we are going to be disappointed every time because it just doesn't work that way.

The clue in this passage of scripture is the crisis of leadership and allegiance. In this passage is a hint of Biblical leadership, a leadership that goes beyond political leadership that we see all around us. It is a calling to a higher allegiance and we find it in these cynical words that the King gives, “Let the Lord help you.” We need to go to Biblical leadership which means we can lead people to God who can meet every need; as leaders in our work that is our goal. Biblical leadership is to lead people to God and as leaders if all we do is lead people to God I think that is enough isn't it? As a denomination we can do a lot of things. But if all we ever accomplish is leading people to God, I think we would have done our work.

In act two we see the curtain closing and the light fading and two people are approaching, the prophet and the servant. Here is how the scripture reads. “Elisha answered, I have a message for you from the Lord. He says that tomorrow here in Samaria you will be able to buy a large sack of flour, or two large sacks of barley for almost nothing.” And then we see the light come up on the other person in the scene, the King's chief officer, and he responds to Elisha's prophecy and says, “I don't believe it.” We see quite a contrast here as he continues and says, “Even if the Lord sent a rain storm it could not reproduce that much grain by tomorrow.” Elisha closes the scene when he says, “You will see it happen but you won't eat any of the food.” It is a story of faith versus cynicism. We all have those characters within us.

We are preoccupied by present entanglement when we should be creating a future vision based on the way that God has led in the past. We need to study specific ways that God has used our church to capitalize on changes in society in the past. We need to take these principles and apply them to the opportunities that lie at our feet right now.

Four lepers step out of the curtain for the final act. Upon discovering the loot they engorge themselves and hide the treasure. But they soon discover that there is only so much that they can eat in one sitting. There is only so much treasure they can hide. They finally agree to share the loot with the entire city. There is more than enough to go around. The famine is averted.

As Seventh-day Adventists we tend to be protective of the loot, not wanting to share any lest there be a shortage—as though there were a limited amount of God's grace. Even with the best motives, the gravitational pull of self-interest will always overtake the needs of the unchurched unless there is a proactive way to put evangelism first. This can be done constantly with small changes or it can be left undone for decades and then done radically. I opt for the former. The Church is here for only one purpose: Evangelism. "The church is God's appointed agency for the salvation of men. It was organized for service, and its mission is to carry the gospel to the world."—(AA 9)

PRAYER Joni Hamilton

OTIS, ROSE, VICE PRESIDENT FOR MINISTRIES— INTRODUCTION

Alfred C McClure introduced Rose Otis who was elected as the first woman Vice President of the North American Division. Her official title will be Vice President for Ministries and Director of Women's Ministries, effective January 1, 1997.

Rose Otis responded warmly to Alfred C McClure's welcome to the North American Division family. Otis looks forward to working with the administrators of the North American Division with the assurance that God will supply the necessary gifts to accomplish her task.

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November 7, 1996 a.m.
NAD Year-end Meeting

Cal&Offn/NADCOA/95YE/503-95Na/Cal&Offn/NADCOA/NADUn&GCO96YE/96YE to
KLN-Cal&Offn&NADO

**502-96Na and 503-96Na CALENDAR OF OFFERINGS—
NORTH AMERICAN DIVISION 1997, 1998 - REFERRED**

VOTED, To refer the Calendar of Offerings for the North American Division for 1997 and 1998, to the Calendar and Offerings Committee and/or North American Division Officers for resequencing to make the 1st, 3rd, and 5th Sabbath—offerings for the local church, the 2nd Sabbath for World offerings, and the 4th for Division offerings.

TREn/NADOUP/NAD&UnTre96YE/96YE to GHC

531-96N NORTH AMERICAN DIVISION BUDGET 1997

VOTED, 1. To accept the 1997 North American Division Budget. (See pages 269 to 275.)

NORTH AMERICAN DIVISION OF SEVENTH-DAY ADVENTISTS
OPERATING FUND BUDGET
Summary of Financial Activity
For the Year Ending December 31, 1997

	Income			Net Incr/Decr	Net Transfers Between		Incr/Decr(-)	Net	Net
	<u>Restricted</u>	<u>Unrestricted</u>	<u>Expense</u>	<u>From</u>	<u>Functions</u>	<u>Funds</u>	<u>After Transfers</u>	<u>Assets</u>	<u>Assets</u>
				<u>Operations</u>	<u>In/Out(-)</u>	<u>In/Out(-)</u>		<u>1/1/97</u>	<u>12/31/97</u>
<u>Unallocated</u>									
01000 Tithe	0	40,794,280	0	40,794,280	-40,794,280	0	0	0	0
05000 Non-Tithe	0	16,012,281	0	16,012,281	-16,012,281	0	0	0	0
07000 Ingathering	2,000,000	0	0	2,000,000	-2,000,000	0	0	0	0
Unallocated Total	2,000,000	56,806,561	0	58,806,561	-58,806,561	0	0	0	0
<u>Church Programs</u>									
13010 Children Min	0	0	144,068	-144,068	144,068	0	0	0	0
13030 Youth Min	0	0	292,907	-292,907	292,907	0	0	0	0
13035 Adv Yth Svc	105,000	0	357,500	-252,500	252,500	0	0	0	0
13042 AACP	0	0	0	0	0	0	0	985	985
13043 Pthfndr Museum	0	0	0	0	0	0	0	1,008	1,008
13050 Adult Min	0	0	144,068	-144,068	144,068	0	0	0	0
13060 Family Min	0	0	159,068	-159,068	159,068	0	0	0	0
13070 Stewardship	0	0	144,068	-144,068	144,068	0	0	5,850	5,850
13120 ACS	0	0	22,000	-22,000	22,000	0	0	0	0
13130 Info & Res	0	0	22,000	-22,000	22,000	0	0	0	0
13169 SS Off Prom	0	0	100,000	-100,000	100,000	0	0	0	0
13170 Dept Projects	0	0	145,000	-145,000	145,000	0	0	0	0
13180 Prison Min	0	0	0	0	0	0	0	12,789	12,789
13183 Royalty Fd	0	0	0	0	0	0	0	1,359	1,359
13430 MIN Assn	0	0	230,447	-230,447	230,447	0	0	0	0
13435 MIN Spec Proj	0	0	15,000	-15,000	15,000	0	0	0	0
13438 MIN Anglo Coord	0	0	0	0	0	0	0	835	835
13508 Prayer Min	35,916	0	80,916	-45,000	45,000	0	0	0	0
13510 Reclaim Proj	0	0	75,000	-75,000	75,000	0	0	0	0
13523 Sem '97	250,000	0	250,000	0	0	0	0	0	0
13640 MM Dept	0	0	129,110	-129,110	129,110	0	0	0	0

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NORTH AMERICAN DIVISION OF SEVENTH-DAY ADVENTISTS
OPERATING FUND BUDGET
Summary of Financial Activity
For the Year Ending December 31, 1997

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November 7, 1996 a.m.
NAD Year-end Meeting

	Income		Expense	Net Incr/Decr From Operations	Net Transfers Between Functions In/Out(-)		Incr/Decr(-) After Transfers	Net Assets	Net Assets
	<u>Restricted</u>	<u>Unrestricted</u>						<u>1/1/97</u>	<u>12/31/97</u>
13647 MM Bk Discr	0	0	0	0	0	0	0	1,178	1,178
13650 MM Islamic	24,386	0	24,386	0	0	0	0	9,452	9,452
13660 MM Jewish	0	2,000	0	2,000	0	0	2,000	1,496	3,496
13663 MM Jew Lit	0	0	0	0	0	0	0	325	325
13670 MM Approp/Off	121,000	0	401,000	-280,000	305,000	0	25,000	245,137	270,137
13671 MM Approp/Native Am	0	0	0	0	0	0	0	30,212	30,212
13672 MM 200 Nations	77,356	0	77,356	0	0	0	0	0	0
14045 AR Subsidy	0	0	221,000	-221,000	221,000	0	0	0	0
14230 Mission Invt	0	0	130,000	-130,000	130,000	0	0	2,083	2,083
14460 Tithe Spec - NAD	0	0	1,255,000	-1,255,000	1,255,000	0	0	0	0
14465 Tithe Spec - GC	0	0	5,020,000	-5,020,000	5,020,000	0	0	0	0
14520 NADEI Conting	0	0	40,000	-40,000	40,000	0	0	30,309	30,309
15005 ACM Svcmns Ctr	0	0	260,000	-260,000	260,000	0	0	0	0
15010 ACM Conf	0	0	25,000	-25,000	25,000	0	0	0	0
15015 ACM Chaplain Fd	0	0	0	0	0	0	0	63,298	63,298
15020 ACM Campus Min	0	0	0	0	0	0	0	25,000	25,000
15025 ACN	0	430,696	830,696	-400,000	400,000	0	0	0	0
15040 AIM	80,000	0	330,000	-250,000	250,000	0	0	0	0
15090 AMA	68,935	0	68,935	0	0	0	0	0	0
15101 AMC Regular	0	0	3,130,500	-3,130,500	3,130,500	0	0	0	0
15110 AMC SPECIALS	0	0	535,000	-535,000	535,000	0	0	0	0
15140 Asian Coord	0	0	45,000	-45,000	45,000	0	0	0	0
15190 EVANG	0	0	200,000	-200,000	200,000	0	0	0	0
15300 Church Planting (R)	0	0	10,000	-10,000	10,000	0	0	0	0
15305 Church Planting	0	0	50,000	-50,000	50,000	0	0	0	0
15480 Media Outrch	0	0	150,000	-150,000	150,000	0	0	0	0
15492 Min Schol	0	0	2,300,000	-2,300,000	2,300,000	0	0	72,375	72,375
15495 Min Other Denom	0	0	20,000	-20,000	20,000	0	0	0	0

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	Income			Net Incr/Decr	Net Transfers Between			Net	Net
	<u>Restricted</u>	<u>Unrestricted</u>	<u>Expense</u>	<u>From</u>	<u>Functions</u>	<u>Funds</u>	<u>Incr/Decr(-)</u>	<u>Assets</u>	<u>Assets</u>
				<u>Operations</u>	<u>In/Out(-)</u>	<u>In/Out(-)</u>	<u>After Transfers</u>	<u>1/1/97</u>	<u>12/31/97</u>
15520 NADEI	0	0	510,000	-510,000	510,000	0	0	0	0
15540 SP Strat Plan	0	0	162,500	-162,500	162,500	0	0	23,596	23,596
15560 GM-NAD	250,000	0	90,000	160,000	-160,000	0	0	0	0
15685 Research & Dv	0	0	80,000	-80,000	80,000	0	0	0	0
15690 Church Resources	0	0	0	0	0	0	0	88,226	88,226
15691 Church Resources (R)	0	0	535,000	-535,000	535,000	0	0	0	0
15780 Tithe Rvsn Evang	0	0	7,377,000	-7,377,000	7,377,000	0	0	0	0
Church Programs Total	1,012,593	432,696	26,189,525	-24,744,236	24,771,236	0	27,000	615,513	642,513
<u>Education Programs</u>									
23160 EDU NADOE K-12	0	0	278,592	-278,592	278,592	0	0	11,299	11,299
23170 EDU Bd Edu K-12	0	0	306,141	-306,141	306,141	0	0	2,897	2,897
23173 EDU Restore Proj	0	0	10,000	-10,000	-454	0	-10,454	10,454	0
23175 EDU BHE	0	0	176,164	-176,164	202,750	0	26,586	11,128	37,714
23178 EDU BHE Prj Affirm	0	0	0	0	-11,574	0	-11,574	11,574	0
23180 EDU BHE Spec Proj	0	0	30,000	-30,000	30,000	0	0	0	0
23183 EDU BHE Zapara Awd	0	0	0	0	0	0	0	1,148	1,148
23185 EDU Curric Comm	0	0	73,000	-73,000	73,000	0	0	7,726	7,726
23190 EDU Txt, Elem Read	0	0	30,000	-30,000	30,000	0	0	8,034	8,034
23205 EDU Man/Study Guides	0	-11,056	65,000	-76,056	65,000	0	-11,056	12,097	1,041
23215 EDU Txt, Elem Bible	0	0	95,000	-95,000	72,077	0	-22,923	22,923	0
23220 EDU Txt, Elem Hlth/Sc	0	0	0	0	-18,699	0	-18,699	18,699	0
23235 EDU Txt, Sec	0	0	190,000	-190,000	186,366	0	-3,634	3,634	0
23240 EDU Txt, Gen	0	195,000	170,000	25,000	-70,594	0	-45,594	45,594	0
23245 EDU Wrkshps	0	0	110,000	-110,000	106,437	0	-3,563	4,992	1,429
24195 EDU K-12 Rvsn	0	0	11,557,200	-11,557,200	11,557,200	0	0	0	0
24260 Hispanic Schol	0	0	70,000	-70,000	70,000	0	0	26,605	26,605
24270 Indo-China Schol	0	0	0	0	0	0	0	14,958	14,958

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	<u>Income</u>		<u>Expense</u>	<u>Net Incr/Decr From Operations</u>	<u>Net Transfers Between Functions In/Out(-)</u>		<u>Incr/Decr(-) After Transfers</u>	<u>Net Assets 1/1/97</u>	<u>Net Assets 12/31/97</u>
	<u>Restricted</u>	<u>Unrestricted</u>			<u>In/Out(-)</u>	<u>In/Out(-)</u>			
24280 OWM Schol	0	0	0	0	0	0	0	8,879	8,879
24290 Regional Schol	0	0	270,000	-270,000	270,000	0	0	66,720	66,720
24615 Pine Forge Spec	0	0	0	0	0	0	0	95,369	95,369
Education Programs Total	0	183,944	13,431,097	-13,247,153	13,146,242	0	-100,911	384,731	283,820
<u>Publishing Programs</u>									
33615 PUB	0	0	137,289	-137,289	137,289	0	0	0	0
33620 PUB Spec Proj	0	0	15,000	-15,000	15,000	0	0	0	0
34675 PUB Board	0	0	35,000	-35,000	35,000	0	0	0	0
34755 Span Bible Dic	0	0	0	0	0	0	0	27,000	27,000
35180 El Centinela	0	0	25,000	-25,000	25,000	0	0	0	0
Publishing Programs Total	0	0	212,289	-212,289	212,289	0	0	27,000	27,000
<u>Special Serv Programs</u>									
43010 ACM	103,936	0	260,600	-156,664	156,664	0	0	0	0
43011 ACM HC	0	0	0	0	0	0	0	2,500	2,500
43025 ASI	0	15,011	162,965	-147,954	147,954	0	0	527	527
43095 COM	0	0	133,758	-133,758	133,758	0	0	0	0
43096 COM Intern	0	0	40,000	-40,000	40,000	0	0	0	0
43295 H&T Dept	0	0	143,867	-143,867	143,867	0	0	0	0
43305 Amer Hlth & Temp Ass	0	0	0	0	0	0	0	140,000	140,000
43307 Adv Health Network (R	0	0	42,004	-42,004	0	0	-42,004	42,004	0
43600 OHR	0	0	171,279	-171,279	171,279	0	0	11,840	11,840
43605 OHR Spec Proj	0	0	8,417	-8,417	8,417	0	0	650	650
43625 OWM	0	0	104,762	-104,762	104,762	0	0	0	0
43655 PARL	100,000	0	221,743	-121,743	121,743	0	0	0	0
43657 PARL Moody Fd	0	0	0	0	0	0	0	948	948
43660 Liberty	894,198	12,000	861,498	44,700	-44,700	0	0	156,000	156,000
43700 PSI	0	173,392	439,505	-266,113	266,113	0	0	69,665	69,665

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	Income			Net Incr/Decr	Net Transfers Between		Incr/Decr(-)	Net	Net
	<u>Restricted</u>	<u>Unrestricted</u>	<u>Expense</u>	<u>From</u>	<u>Functions</u>	<u>Funds</u>	<u>After Transfers</u>	<u>Assets</u>	<u>Assets</u>
				<u>Operations</u>	<u>In/Out(-)</u>	<u>In/Out(-)</u>		<u>1/1/97</u>	<u>12/31/97</u>
43706 PSI Books	0	0	0	0	0	0	0	14,915	14,915
43707 PSI Calendar	0	0	0	0	0	0	0	70,732	70,732
43720 PSI Spec Proj	0	0	0	0	0	0	0	8,550	8,550
43725 PSI Disc Bks	0	0	0	0	0	0	0	933	933
43750 PSI AAA	0	0	0	0	0	0	0	288,048	288,048
43752 PSI MAP	0	0	40,000	-40,000	40,000	0	0	81,698	81,698
43755 PSI Edu Inst Dev	0	0	0	0	0	0	0	60,000	60,000
43770 PSI MGC	0	0	10,000	-10,000	10,000	0	0	22,451	22,451
43780 PSI Step Up	0	0	45,000	-45,000	45,000	0	0	117,565	117,565
43795 PSI Other Proj	0	0	30,000	-30,000	30,000	0	0	87,897	87,897
43900 Retiree Liaison	0	0	35,000	-35,000	35,000	0	0	4,078	4,078
44135 NAD ADRA	73,666	0	96,047	-22,381	22,381	0	0	0	0
44136 NAD ADRA Tribune	0	0	0	0	0	0	0	15,792	15,792
44137 Hurr Andrew	0	0	0	0	0	0	0	12,509	12,509
44138 Midwest Flds	0	0	0	0	0	0	0	10,003	10,003
44139 L A Earthqk	0	0	0	0	0	0	0	49	49
44140 Georgia Flds	0	0	0	0	0	0	0	11,774	11,774
44175 NAD ADRA Inner City	200,000	0	200,000	0	4,630	0	4,630	0	4,630
44340 Ingather Sup	0	0	1,100,000	-1,100,000	1,100,000	0	0	0	0
44341 Ingather Rvsn	0	0	2,000,000	-2,000,000	2,000,000	0	0	0	0
44342 World Service Appeal	0	0	0	0	0	0	0	1,300	1,300
44345 Inner City	0	0	0	0	-4,630	0	-4,630	4,630	0
Special Serv Programs Total	1,371,800	200,403	6,146,445	-4,574,242	4,532,238	0	-42,004	1,237,060	1,195,056
<u>Other Programs</u>									
53500 Mission Extension	0	0	0	0	0	0	0	101,448	101,448
53690 Retiree Convoc	0	12,000	12,000	0	0	0	0	25,132	25,132
54680 Hisp Church Bldgs	0	0	280,000	-280,000	280,000	0	0	75,924	75,924

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NORTH AMERICAN DIVISION OF SEVENTH-DAY ADVENTISTS
OPERATING FUND BUDGET
Summary of Financial Activity
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	Income			Net Incr/Decr	Net Transfers Between		Incr/Decr(-)	Net	Net
	<u>Restricted</u>	<u>Unrestricted</u>	<u>Expense</u>	<u>From</u>	<u>Functions</u>	<u>Funds</u>	<u>After Transfers</u>	<u>Assets</u>	<u>Assets</u>
				<u>Operations</u>	<u>In/Out(-)</u>	<u>In/Out(-)</u>		<u>1/1/97</u>	<u>12/31/97</u>
54682 Lg City Ch Bldgs	0	0	180,000	-180,000	180,000	0	0	0	0
54685 Region Cap Rvsn	0	0	820,000	-820,000	820,000	0	0	789,568	789,568
54730 Approp for Excess Liab	0	0	62,000	-62,000	62,000	0	0	0	0
54745 Spec Asst Fd	0	0	7,675,000	-7,675,000	7,675,000	0	0	915,338	915,338
54810 ASDAN-NAD	0	0	0	0	0	0	0	140,066	140,066
55030 Approp, Spec	0	0	1,460,000	-1,460,000	1,460,000	0	0	0	0
55050 Contingencies - Tithe	0	0	0	0	298,843	0	298,843	0	298,843
55100 Contingencies	0	0	225,000	-225,000	225,000	0	0	0	0
55140 Donations	0	0	60,400	-60,400	60,400	0	0	0	0
Other Programs Total	0	12,000	10,774,400	-10,762,400	11,061,243	0	298,843	2,047,477	2,346,320
<u>Supporting Serv Functions</u>									
63035 AUD Fees	0	0	2,415,000	-2,415,000	2,415,000	0	0	92,123	92,123
63520 ADM	0	0	1,684,240	-1,684,240	1,684,240	0	0	0	0
63550 McClure Spouse Trvl	0	0	0	0	0	0	0	1,259	1,259
63600 Plant	0	0	260,000	-260,000	260,000	0	0	0	0
63700 Deprec	0	0	260,000	-260,000	260,000	0	0	40,000	40,000
64055 Annual Coun NAD	0	0	3,000	-3,000	3,000	0	0	0	0
64530 NAD GCS	0	0	50,000	-50,000	50,000	0	0	50,000	50,000
64550 DMS	0	0	283,662	-283,662	283,662	0	0	21,259	21,259
64552 Data Proc Maint	0	0	55,000	-55,000	55,000	0	0	0	0
64560 NAD YEM	0	0	30,000	-30,000	30,000	0	0	0	0
64565 NAD Work Policy	0	0	15,000	-15,000	15,000	0	0	0	0
64570 OGC Court Cases	0	0	200,000	-200,000	168,257	0	-31,743	489,919	458,176
64572 OGC Title VII	0	0	0	0	0	0	0	38,564	38,564
64580 Insurance	0	0	20,000	-20,000	20,000	0	0	8,540	8,540
64590 Crisis Mgmt	0	0	0	0	0	0	0	50,000	50,000
65520 NAD Gen Exp	0	0	30,000	-30,000	30,000	0	0	0	0

NORTH AMERICAN DIVISION OF SEVENTH-DAY ADVENTISTS
 OPERATING FUND BUDGET
 Summary of Financial Activity
 For the Year Ending December 31, 1997

	Income			Net Incr/Decr	Net Transfers Between		Incr/Decr(-)	Net	Net
	<u>Restricted</u>	<u>Unrestricted</u>	<u>Expense</u>	<u>From</u>	<u>Functions</u>	<u>Funds</u>	<u>After Transfers</u>	<u>Assets</u>	<u>Assets</u>
				<u>Operations</u>	<u>In/Out(-)</u>	<u>In/Out(-)</u>		<u>1/1/97</u>	<u>12/31/97</u>
65550 Exchange	0	0	20,000	-20,000	20,000	0	0	18,547	18,547
Supporting Serv Functions Total	0	0	5,325,902	-5,325,902	5,294,159	0	-31,743	810,210	778,467
<u>Miscellaneous Functions</u>									
71110 Req Work Cap/T	0	0	0	0	0	0	0	1,500,000	1,500,000
Miscellaneous Functions Total	0	0	0	0	0	0	0	1,500,000	1,500,000
<u>Alloc Capital Functions</u>									
91000 NADEI	0	0	0	0	0	0	0	1,416,541	1,416,541
Alloc Capital Functions Total	0	0	0	0	0	0	0	1,416,541	1,416,541
Grand Total	4,384,393	57,635,604	62,079,658	-59,661	210,846	0	151,185	8,038,533	8,189,718

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TREn/SECn/NADCOA/NADOUP/NAD&UnSec96YE/96YE to HWB

**523-96N HISPANIC CHURCH BUILDING AND SCHOLARSHIP
FUND (Purpose)—POLICY AMENDMENT**

VOTED, To amend NAD P 84, Hispanic Church Building and Scholarship Fund, section P 84 05, Purpose, to read as follows:

P 84 Hispanic Church Building and Scholarship Fund

P 84 05 Purpose—The Hispanic Church Building and Scholarship Fund was established to provide financial assistance to Hispanic churches in obtaining church buildings and to Hispanic students in obtaining a graduate degree.

1. *Funding* - No change
2. *Allocation*—The funds - No change
3. *Hispanic Church Building Fund*—The Church Building Fund shall be administered according to the following guidelines:
 - a. Requests for assistance shall be - No change
 - b. Allocations shall be recommended to ~~NADCOM~~ the North American Division ~~Administration Committee~~ Committee for Administration (NADCOA) and shall be granted on the basis of need, taking into consideration the following factors:
 - 1) Location of the church - No change
 - 2) Membership and tithe - No change
4. *Hispanic Scholarship Fund*—The Scholarship Fund shall be administered according to the following guidelines:
 - a. Requests for assistance from - No change
 - b. Allocations shall be recommended to ~~NADCOM~~ by the North American Division Committee for Administration ~~Committee~~ (NADCOA) and shall be granted on the basis of need.

5. *Coordination with Union Plan*—The provision of - No change

HRS/OGC/TREn/SECn/NADCOA/NADOUP/NAD&UnSec96YE/96YE to HWB

**527-96N FAMILY AND MEDICAL LEAVE OF ABSENCE—
NEW POLICY**

VOTED, To adopt a new policy, D 67, Family and Medical Leave of Absence, which reads as follows:

D 67 Family and Medical Leave of Absence

The Family and Medical Leave of Absence policy of the North American Division, effective August 5, 1993, outlines the conditions under which an employee may request time off with or without pay for a limited period with job and accrued benefit protection.

D 67 05 Definition—A family and/or medical leave of absence shall be defined as an approved absence of an eligible employee for up to twelve weeks within a twelve-month period under particular circumstances that are critical to the life of a family. Leave may be taken for the following reasons:

1. Birth of an employee's child;
2. Placement of a child with an employee for adoption or foster care;
3. Need for an employee to care for a child, spouse, or parent who has a serious health condition;
4. When an employee is unable to perform the functions of his/her position because of a serious health condition.

D 67 10 Scope—The provisions of this policy shall apply to all family and/or medical leaves of absence approved for eligible employees for the reasons described in D 67 05.

D 67 15 Paid and Unpaid Leave—Family and/or medical leaves of absence shall be unpaid. However, if eligible employees have accrued paid leave benefits under employment benefit plans or policies of the employer, the employees will be required to use those accrued benefits to provide compensation during all or any part of the twelve weeks leave. If the employee's paid benefits are exhausted, the remainder, if any, of the family or medical leave

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will be unpaid. The use of accrued benefits will not extend the duration of a family or medical leave.

D 67 20 Eligibility—To be eligible for leave under this policy an employee must be employed in the United States, must have been employed by the employer for at least twelve months in total, and must have worked for the employer at least 1250 hours during the twelve-month period immediately preceding the commencement of leave. For purposes of eligibility, all full-time teachers of an elementary or secondary school system or institution of higher education, or other educational establishment or institution, and all exempt employees, are deemed to meet the 1250-hour test unless the employer can clearly demonstrate that the employee did not work 1250 hours during the previous twelve months.

All employees within the North American Division who meet the above eligibility requirements, regardless of the size of the employer or location of the work site within the United States, are eligible for family and medical leave.

D 67 25 Reinstatement—An employee who takes leave under this policy will be able to return to the same job or a job with equivalent status, pay, benefits, or one which requires substantially equivalent skill, effort, responsibility and authority.

1. *Determination*—The determination of how any employee of an elementary or secondary school is to be restored to an equivalent position upon return from Family and Medical Leave of Absence leave must be made on the basis of established North American Division or school board, conference, or board of education policy. Such policy must be in writing, must be made known to the employee prior to the taking of Family and Medical Leave of Absence, must clearly explain the employee's restoration rights upon return from leave, and must provide substantially the same protections as provided by the Family and Medical Leave of Absence for reinstated employees.

2. *Exemption From Family and Medical Leave of Absence Policy*—The employer may choose to exempt certain salaried, highly compensated "key" employees from this requirement and not return them to the same or similar position.

3. *Completion of Leave*—Once leave has been completed, the employee must obtain job-related certification from the physician or health care provider that the employee is able to resume work.

D 67 30 Basic Requirements and Conditions of Leave—1. *Certification*—The employer will require medical certification to support a claim for leave for an employee's own serious health condition or to care for a seriously ill child, spouse or parent.

a. The employer may require a second medical opinion and periodic recertification at its own expense. If the first and second opinions differ, the employer, at its own expense, may require the binding opinion of a third health care provider approved jointly by the employer and the employee.

2. *Fitness for Duty Certification*—An employee will need to obtain a job-related fitness for duty certificate from the attending physician or health care provider prior to his/her return to work if the Family and Medical Leave of Absence leave taken was based on the employee's own serious health condition.

3. *Temporary Alternative but Equal Position*—If medically necessary for a serious health condition of the employee, his/her spouse, child or parent, leave may be taken on an intermittent or reduced leave schedule. If leave is requested on this basis, however, the employer may require the employee to transfer temporarily to an alternative, but equivalent in pay and benefits, position which better accommodates recurring periods of absence or a part-time schedule.

a. When an instructional employee (one whose principal function is to teach and instruct students) of an elementary or secondary school requests intermittent or reduced leave for planned medical treatment for more than twenty percent of the total number of working days in the period during which the leave would be used, the employer may require the employee to elect either to

1) Take leave for a particular duration of time which is not greater than the duration of the planned treatment, or

2) Be transferred to an equivalent alternative position.

b. Exempt employees will not be docked for Family and Medical Leave of Absence of less than one day.

NOTE: Leave for a particular duration means a block, or blocks, of time beginning no earlier than the first day for which leave is needed and ending no later than the last day on which leave is needed, and may include one uninterrupted period of leave. The entire period of leave taken will count as Family and Medical Leave of Absence leave.

4. *Spouses Employed by the Same Employer*—Spouses who are both employed by the same employer and are requesting family and medical leave for the same qualifying event are entitled to a total of twelve weeks of leave (rather than twelve weeks each) for the birth,

adoption or placement of a child for foster care and for the care of a sick parent or a parent-in-law.

5. *Instructional Employee*—When an instructional employee (one whose principal function is to teach and instruct students) of an elementary or secondary school requests leave near the end of the academic term or semester, the following provisions apply:

a. If the employee begins leave more than five weeks before the end of a term, and if the leave will last at least three weeks and the employee would otherwise return to work during the three weeks before the end of the term, the employer may require the employee to continue taking leave until the end of the term;

b. If the employee takes leave for a reason other than the employee's own serious health condition which commences during the five weeks before the end of the term, and if the leave will last more than two weeks and the employee would otherwise return to work during the last two weeks of the term, the employer may require the employee to continue taking leave until the end of the term.

c. If the employee takes leave for a reason other than the employee's own serious health condition which begins during the last three weeks of the term, and if the leave will last more than five working days, the employer may require the employee to take leave until the end of the term.

NOTE: When the need for leave is foreseeable, such as the birth or adoption of a child, or planned medical treatment, the employee must provide thirty days notice and make efforts to schedule leave so as not to disrupt employer operations. In unforeseen circumstances, thirty days of notification may not be possible; in such cases, as much prior notice as possible must be given. In cases of illness, the employee will be required to report periodically on his/her leave status and intention to return to work.

d. If an employee fails to provide thirty days notice for foreseeable leave with no reasonable excuse for the delay, the leave request may be delayed until at least thirty days from the date the employer receives notice.

D 67 35 Status of Employee Benefits During Leave of Absence—While an employee is on leave, the employer will continue the employee's health care benefits during the leave period at the same level and under the same conditions as if the employee had continued to work.

1. *Employee Pays to Opt In Eligible Dependent(s)*—If the employee pays to opt in eligible dependent(s) and/or spouse, then while on paid leave the employer will continue to make payroll deductions. While on unpaid leave, the employee must continue to make this payment which must be received from the employee as directed by the employer. If the employee does not continue these payments, the employer may discontinue dependent/spouse coverage during the leave period or will recover payments at the end of the leave period, in a manner consistent with the law.

2. *Benefit Entitlements*—Benefit entitlements based upon length of service will be calculated as of the last paid day prior to the start of the unpaid leave of absence.

HRS/OGC/TREn/SECn/NADCOA/NADOUP/NAD&UnSec95YE/96YE to HWB

**528-96Nf SICK LEAVE (Maternity Leave)—
POLICY AMENDMENT**

VOTED, To amend NAD D 65, Sick Leave, section D 65 70, Maternity Leave, to read as follows:

D 65 70 Maternity Pregnancy Leave—1. ~~*Provision—Pregnancy/Maternity*~~
Provision—Pregnancy leave shall be granted on the same basis as extended sick leave in accordance with the Sick Leave ~~Policy and policy~~, Paid Leave ~~Policy~~, ~~policy~~, and the Family and Medical Leave of Absence policy. Eligible employees requesting pregnancy leave are to request Family and Medical Leave of Absence leave (see D 67). Employees are expected to return to employment as soon as they are physically able to resume their duties. The beginning date and duration of the ~~maternity pregnancy~~ leave shall be in harmony with the advice of the attending physician.

2. *Remuneration*—Beginning with the first day of ~~pregnancy/maternity pregnancy~~ leave, regular remuneration shall be continued and shall be charged to the extended sick leave bank until those accumulated hours have been exhausted. Accrued time in the paid leave bank may also be used for ~~pregnancy/maternity pregnancy~~ leave. An employee may be remunerated on the foregoing basis whether or not she plans to return to work at the end of the ~~maternity pregnancy~~ leave.

3. *Government Law*—Where government law dictates ~~maternity pregnancy~~ leave policy, the employing organization shall observe those policies.

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4. Post Leave Employment—An employee returning from pregnancy leave under the Family and Medical Leave of Absence policy will be entitled to reinstatement in her previous job or a job of equivalent pay, benefits, and other employment terms and conditions. Upon returning to work, it will be necessary to provide a doctor's medical release.

5. Paid and/or Unpaid Leave for the Birth or Care of a Child—Employees are entitled to up to twelve weeks of paid and/or unpaid leave for the birth or care of a child. However, once the physician has released the employee from medical care, should the employee wish to continue Family and Medical Leave of Absence leave, any paid leave from the extended sick leave bank would be discontinued, but both male and female employees may access any applicable paid leave available to them (see D 67 15).

HRS/OGC/TREn/SECn/NADCOA/NADOUP/NAD&UnSec96YE/96YE to HWB

**528-96Nh EMPLOYEE DISABILITY INCOME PLAN (Elimination
Period Remuneration Continuance)—POLICY AMENDMENT**

VOTED, To amend NAD X 33, Employee Disability Income Plan, section X 33 40, Elimination Period Remuneration Continuance, to read as follows:

X 33 40 Elimination Period Remuneration Continuance—1. No change

2. *Exempt Employees*—When an exempt employee - No change

3. *Permanently Returning Interdivision Employee With* - No change

4. *Permanently Returning Interdivision Employee After Age 55* - No change

5. Family and Medical Leave of Absence—The Family and Medical Leave of Absence policy as outlined in D 67 shall be followed during the elimination period.

HRS/OGC/TREn/SECn/NADCOA/NADUn&GCO96YE/96YE to DRP&HWB

**528-96Ni SEVENTH-DAY ADVENTIST RETIREMENT PLAN OF
THE NORTH AMERICAN DIVISION (SERVICE CREDIT)—
POLICY ADDITION**

VOTED, To add a new paragraph 9 to NAD Z 15 05, Service Credit, to read as

Z 15 05 Criteria for Recognizing Service—Employees shall be eligible for service credit according to the following:

1. *Age Parameters*—Employees are eligible - No change
2. *Remuneration*—Prior to January 1, 1989 - No change
3. *Year of Service Credit*—One year of service - No change
4. *Proportionate Service Credit*—After January 1, 1981 - No change
5. *Special Provisions*—Employees who serve - No change
6. *Penalty for Breaks in Service*—Employees who - No change
7. *Employed Spouses*—Effective January 1, 1981 - No change
8. *Medical Leave*—Employees who become disabled will - No change

9. *Family and Medical Leave of Absence*—Employees who have taken approved Family and Medical Leave, shall be granted service credit for the time absent from work, during which compensation was received, up to the maximum accrual of twelve weeks in a twelve-month period.

~~9~~ 10. *Post-retirement Service*—Participants are not eligible to earn service credit while receiving retirement benefits, except to the extent that they are receiving in-service distributions under Z 20 05-4 and -5.

~~10~~ 11. *Student Labor*—Students, whose work in Seventh-day Adventist educational institutions and affiliated industries is classified as student labor by the employer, are not eligible for service credit.

~~11~~ 12. *Study Programs*—Service credit that is granted to persons during study programs shall not count toward vesting.

~~12~~ 13. *Termination Settlements*—Service credit shall not be granted for periods covered by a termination settlement under North American Division policy X 40.

~~13~~ 14. *Eligibility Pre-1981 Service*—For purposes of eligibility only, the pre-1981 provisions for calculating service credit (service of six consecutive months duration) will be

used in cases where application of the revised 6-month rule relative to service before 1981 causes an employee to be ineligible for a benefit and it is not possible to earn additional service credit.

±4 15. Required Hours Prior to 1981—Full-time employees who, prior to January 1, 1981, worked an average of at least 36 hours per week are eligible to receive service credit.

±5 16. Insurance Benefits—Service credit up to a maximum of one year shall be granted for benefit payments made to an employee from an insurance policy paid for by the employing organization. Unemployment compensation benefits are specifically excluded.

±6 17. Beginning Date of Denominational Employment—The beginning date of denominational employment is determined to be the later of the employee's first date of employment or the first day of the month in which the age of 20 is attained (first day of the month age 18 is attained for service prior to January 1981). In neither case shall student labor in educational institutions or student literature evangelism be considered regular denominational employment.

±7 18. Vesting—The following service credit in other plans will be counted toward vesting in this Plan:

a. Service credit in the Seventh-day Adventist Church Retirement Plan for Canadian employees as follows:

1) Full time service credit prior to January 1, 1981
2) Part time service credit (credited service) of 1,000 hours or more per year after December 31, 1980

3) If an employee has service credit in both the United States and Canadian Plans in a calendar year, a combination of hours in both plans will be counted toward minimum requirements in this Plan.

b. Service credit in the Seventh-day Adventist Hospital Retirement Plan as follows:

1) Full time service credit prior to January 1, 1981
2) Part time service credit of 1,000 hours or more per year after December 31, 1980 and before January 1, 1992.

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3) If an employee has service credit in both the Hospital Plan prior to January 1, 1992 and this Plan in a calendar year, a combination of hours in both plans will be counted toward minimum requirements in this Plan.

EDUn/SECn/NADCOA/NADOUP/NAD&UnSec96YE/NADUn&GCO96YE/96YE to
RCO&HWB

529-96N GUIDELINES FOR ESTABLISHING SENIOR ACADEMIES—POLICY REVISION

VOTED, To revise NAD F 25 15, Guidelines for Establishing Senior Academies, to read as follows:

F 25 15 Establishing Senior Academies - Procedures—Permission to open a senior academy is contingent upon approval of the conference and union conference boards of education and the North American Division Board of Education, K-12. (Additional criteria for establishing senior academies are available from the union or division office of education.)

1. Application by the proposed constituency is to be submitted to the conference office of education on the North American Division *"Manual for Application and Authorization for Senior Academy Status and Application for Denominational Status Approval"* for consideration by the conference board of education, K-12. Those involved in the application and approval process need to be aware of the meeting dates of boards/committees in order to obtain approval by the desired time.

2. The conference board of education, K-12 reviews the validity of the request. If the board recommends further consideration, the conference superintendent of schools shall request the union director of education to ask the North American Division Office of Education to appoint an on-site evaluation committee including the following members:

- a. A representative from the North American Division Office of Education, who shall serve as chair
- b. The union conference director of education or designee
- c. One (1) out-of-union director of education to be appointed by the chair
- d. Two (2) members at large to be appointed by the chair

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- e. The local conference superintendent of schools, invitee
- f. One (1) member from the Church financial administration.

The travel expenses of the out-of-union director of education and two (2) members at large shall be paid by the local conference office of education.

- 3. The on-site evaluation committee shall report its findings to the conference board of education, K-12.
- 4. The conference board of education, K-12, acts upon the committee's report and submits a recommendation to the conference executive committee.
- 5. The conference executive committee submits a recommendation to the union board of education, K-12.
- 6. Union conference board of education approval shall be granted only upon assurance by the conference board of education that the proposed school will, within two years, meet the standards for accreditation approval identified in the *Evaluative Criteria for Seventh-day Adventist Secondary Schools*.
- 7. If approved by the union conference board of education, the application with supporting data is to be forwarded to the North American Division Board of Education, K-12 for final consideration and action.
- 8. Initial approval by the North American Division to operate a senior academy (grades 9 through 12) shall be for a two-year probationary period. By the end of the third year, an evaluation by the Accrediting Association of Seventh-day Adventist Schools, Colleges, and Universities will be conducted.

TREn/NAD&UnTre96YE/Fin96YE/NAD&UnSec96YE/NADUn&GCO96YE/96YE to
GHC&HWB

**544-96N USE OF TITHE FOR EDUCATION—
POLICY AMENDMENT**

VOTED, To amend NAD T 20 20, Use of Tithe for Education, to read as follows:

T 20 20 Use of Tithe for Education—1. *General Principles* - No change

2. *Use of Tithe in Schools*—The tithe may be used in support of the various levels of the Church's schools, as follows:

a. Elementary Schools—Subsidies of up to 30 percent - No change

b. ~~Secondary Schools—The equivalent of the total salaries and allowances of Bible teachers, resident hall deans, and principals may be granted by conferences/missions/unions from tithe funds.~~ Schools—The equivalent cost of salaries/benefits for Bible departments, chaplains, guidance counselors, resident hall deans/staff, principals, vice principals, and business managers, plus twenty percent (20%) of instructional employees (excluding contract employees) may be granted by conferences/missions/unions from tithe funds.

c. Colleges and Universities—An amount equal to the following costs ~~total cost of Bible departments, residence hall deans, presidents, and deans of students~~ may be granted by unions/divisions/the General Conference from tithe ~~funds.~~ funds:

1) The departments of

a) Bible

b) Chaplain/Outreach Ministries

c) Dean of Students

2) The President's Office

3) The salaries/benefits of the

a) Vice President for Academic Administration/Staff

b) Vice President for Finance/Staff

c) Residence Hall Deans/Staff

4) Twenty percent (20%) of instructional department employee's salaries/benefits (excluding contract employees).

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207-96G/96AC/NADCOA/NAD&UnSec96YE/NADUn&GCO96YE/96YE to HWB

**561-96N GENERAL CONFERENCE WORKING POLICY
(Authoritative Administrative Voice of the Church)—
POLICY AMENDMENT**

VOTED, To amend NAD B 02, General Conference *Working Policy*, section B 02 05, Authoritative Administrative Voice of the Church, to read as follows:

B 02 05 Authoritative Administrative Voice of the Church—The General Conference *Working Policy* contains the Constitution and Bylaws of the General Conference, the Mission Statement, and the accumulated policies adopted by General Conference Sessions and Annual Councils of the General Conference Executive Committee. It is, therefore, the authoritative voice of the Church in all matters pertaining to the mission and to the administration of the work of the Seventh-day Adventist denomination in all parts of the world. The North American Division has developed its own working policy which is based on and is in harmony with the General Conference *Working Policy*.

RET/NAD&UnTre96YE/NADCOA/NAD&UnSec96YE/NADUn&GCO96YE/96YE to
DRP&HWB

**567-96N SERVICE CREDIT (Local Church and Elementary School
Personnel)—POLICY AMENDMENT**

VOTED, To amend NAD Z 15, Service Credit, section Z 15 35, Local Church and Elementary School Personnel, to read as follows:

Z 15 35 Local Church and Elementary School Personnel—A number of conferences have local church and elementary school personnel on their payroll with costs funded by the church or school.

1. Unless otherwise prohibited by the Plan, service credit shall be granted to employees in churches and elementary schools such as secretaries, custodians and bus drivers provided:

a. They are remunerated for - No change

b. The conference has them on its payroll ~~and~~ and, for years prior to 1990, their remuneration is at least the federal minimum wage but does not exceed the denominational remuneration scale.

2. A contribution equal to 9 percent - No change
3. Conferences are exempted from - No change

198-96G/96AC/NADCOA/NAD&UnSec96YE/NADUn&GCO96YE/96YE to HWB

**572-96N MISSION STATEMENT OF THE SEVENTH-DAY
ADVENTIST CHURCH—NEW CHAPTER IN NAD
WORKING POLICY**

VOTED, To add a new chapter, A 05, Mission Statement of the Seventh-day Adventist Church, immediately following the GC Constitution, to the NAD *Working Policy*, which reads as follows:

A 05 Mission Statement of the Seventh-day Adventist Church

A 05 05 Our Mission—The mission of the Seventh-day Adventist Church is to proclaim to all peoples the everlasting gospel in the context of the three angels' messages of Revelation 14:6-12, leading them to accept Jesus as personal Savior and to unite with His Church, and nurturing them in preparation for His soon return.

A 05 10 Our Method—We pursue this mission under the guidance of the Holy Spirit through:

1. *Preaching*—Accepting Christ's commission (Matthew 28:19-20), we proclaim to all the world the message of a loving God, most fully revealed in His Son's reconciling ministry and atoning death. Recognizing the Bible to be God's infallible revelation of His will, we present its full message, including the second advent of Christ and the continuing authority of His Ten Commandment law with its reminder of the seventh-day Sabbath.
2. *Teaching*—Acknowledging that development of mind and character is essential to God's redemptive plan, we promote the growth of a mature understanding of and relationship to God, His Word, and the created universe.
3. *Healing*—Affirming the biblical emphasis on the well-being of the whole person, we make the preservation of health and the healing of the sick a priority and through our ministry to the poor and oppressed, cooperate with the Creator in His compassionate work of restoration.

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A 05 15 Our Vision—In harmony with the great prophecies of the Scriptures, we see as the climax of God's plan the restoration of all His creation to full harmony with His perfect will and righteousness.

NAD&UnTre96YE/Fin96YE/NADUn&GCO96YE/96YE to GHC&HWB

576-96N WORKING CAPITAL—POLICY AMENDMENT

VOTED, To amend NAD P 75 05, Working Capital, to read as follows:

P 75 05 Working Capital—In order that adequate financial resources will be available for the sound and effective operation of all organizations, the following provisions are outlined:

1. *Working Capital Definition*—Working capital shall - No change
2. *Formulas*—The recommended working capital of organizations shall be as follows: (See accounting manuals for detailed illustrations.)
 - a. North American Division—20 percent of the latest fiscal year's Unrestricted Income, plus 100 percent of Long-Term Payables, gross allocated funds (excluding the Working Capital Requirement Function), and ~~Capital Additions Functions Balances~~. Temporarily Restricted Net Assets.
 - b. Union Conferences—50 percent of the latest fiscal year's Unrestricted Income, plus total Long-Term ~~Payables and all Payables~~, ~~Capital Additions Fund Balances~~, ~~Balances~~, and Temporarily Restricted Net Assets. (For Canada, in addition to the above, three times the disbursements for the latest complete fiscal year for the Supplemental Retirement Plan).
 - c. Local Conferences—25 percent of the latest fiscal year's Unrestricted Income, plus total Long-Term ~~Payables and all Payables~~, ~~Capital Additions Fund Balances~~, ~~Balances~~, and Temporarily Restricted Net Assets.
 - d. Local and Union Conference Associations—20 percent of the latest annual Unrestricted Income of the Current Funds, plus total Long-Term Liabilities of the Current ~~Fund~~. Fund, and Temporarily Restricted Net Assets.
 - e. Home Health Education Service—Equivalent of net accounts receivable,

merchandise inventories and allocated Net Worth ~~(reserves)~~ (reserves), and Temporarily Restricted Net Assets based on the balance sheet for the latest complete fiscal year.

f. Adventist Book Centers—Equivalent of net accounts receivable, inventories and allocated Net Worth ~~(reserves)~~ (reserves), and Temporarily Restricted Net Assets. When an Adventist Book Center does not meet the provisions of the above standard for Working Capital, and when it is possible for the conference to do so, it may appropriate the essential funds.

g. Universities, Colleges, and Junior Colleges—20 percent - No change

h. Academies—15 percent of the operating expense of the latest complete fiscal year plus Long-Term ~~Payables~~ Payables and Temporarily Restricted Net Assets.

i. Health care Institutions—20 percent of - No change

j. Publishing Houses—Equivalent of net - No change

k. Adventist Risk Management, Including Branch Offices - No change

l. Adventist Media Center—20 percent of - No change

3. *Liquid Assets*—Liquid assets equivalent to - No change

NAD&UnTre96YE/Fin96YE/NADUn&GCO96YE/96YE to GHC

577-96N HOLDING CHURCH PROPERTIES AND OTHER ASSETS—POLICY AMENDMENT

VOTED, To amend NAD P 15 80, Holding Church Properties and Other Assets, to read as follows:

P 15 80 Holding Church Properties and Other Assets—1. *Property Ownership*—
Church properties - No change

2. *Valuation*—All church properties and other properties owned by conference associations that are not used for association operating purposes shall be listed in the association books of account at their cost, ~~and a reserve shall be set up leaving \$1 net~~

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valuation on each property as listed: cost. Land improvements and buildings shall be depreciated over the useful lives of the assets.

The NAD Accounting Manual offers two (2) options for reporting these properties. This policy is not intended to require either option.

None of these properties shall be pledged or encumbered in any way without written approval from the board of the organization using the property.

NAD&UnTre96YE/Fin96YE/NADUn&GCO96YE/96YE to GHC&HWB

578-96N EMPLOYEE DISABILITY INCOME PLAN (Employee Benefit Eligibility)—POLICY AMENDMENT

VOTED, To amend NAD X 33, Employee Disability Income Plan, section X 33 35, Employee Benefit Eligibility, to read as follows:

X 33 35 Employee Benefit Eligibility—Employees who become eligible for Employee Disability Income Plan benefits will be eligible for continuation of other employee benefits for which they would otherwise be eligible for as long as they are granted denominational service credit. Health care benefits shall be continued by the employer beyond the time service credit is granted up to the earlier of:

1. Reemployment
2. Eligibility for Retirement Plan benefits
3. Eligibility for Medicare benefits
4. The end of the second year the employee receives benefits from the Employee North American Division Health Care Assistance Plan.

Coverage would be secondary to any other health care coverage for which the individual is eligible. Extension of eligibility for other employee benefits may be specifically provided for in the related specific sections of the North American Division *Working Policy*.

EDUn/96YE to RCO&HWB

**579-96N TENURE, CALL, AND TRANSFER OF EDUCATION
EMPLOYEES—POLICY AMENDMENT**

VOTED, To amend NAD FG 05 20 Tenure, Call, and Transfer of Education Employees, to read as follows:

FG 05 20 Tenure, Call, and Transfer of Education Employees—1. *College and University Teachers* - No change

2. *Secondary Teachers*—A secondary teacher - No change

3. *Elementary Teachers*—An elementary school - No change

~~4. *May 1 Deadline*—An organization placing a call for a teacher or any salaried school employee, including teachers in hospital schools of nursing and nursing school staffs in collegiate schools of nursing, after May 1 of each year shall first obtain the consent of the individual's employing organization.~~

4. *Calls for Teachers*—An organization placing a call for a teacher or any salaried employee working in a denominationally-operated school, including teachers in hospital schools of nursing and nursing school staffs in collegiate schools of nursing, shall first obtain the consent of the organization employing such employee.

However, every effort should be made on the part of school administrators to cooperate with the General Conference in filling emergency calls which may arise at any time for teachers or employees working in denominational schools. (The North American Division requests organizations to anticipate as early as possible their needs for educational employees so that their calls may be processed before May 1.)

5. *Interdivision Service*—These regulations do not - No change

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RET/NADCOA/NADOUP/NAD&UnTre96YE/NAD&UnSec96YE/NADUn&GCO96YE/
96YE to DRP&HWB

**513-96N BENEFITS FOR RETIRED EMPLOYEES (FUNERAL
ALLOWANCE)—POLICY AMENDMENT**

VOTED, To amend NAD X 45, Benefits for Retired Employees, section X 45 17,
Funeral Allowance, paragraph 2, to read as follows:

2. *Amount*—Beneficiaries with 40 or more years of service credit are granted a funeral allowance equivalent to the pension factor. For those with less than 40 years the allowance is the pension factor multiplied by years of service credit divided by 40. For those receiving disability benefits in accordance with Z 20 10 in the North American Division Retirement Plan with less than 20 years service credit the allowance is based on 20 years.

RET/NADCOA/NADOUP/NAD&UnTre96YE/Fin96YE/NAD&UnSec96YE/96YE to
DRP&HWB

**514-96N BENEFITS FOR RETIRED EMPLOYEES (Funding
for Health Care Assistance and Funeral Allowance)—
POLICY AMENDMENT**

VOTED, To amend NAD X 45, Benefits for Retired Employees, section X 45 19,
Funding for Health Care Assistance and Funeral Allowance, to read as follows:

X 45 19 Funding for Health Care Assistance and Funeral Allowance—1. Health care assistance and funeral allowances for beneficiaries of the Seventh-day Adventist Retirement Plan of the North American Division shall be funded by ~~a percentage of the contribution~~ contributions from the participating organizations. The rates may be changed by NADCOM as necessary in order to meet the demands on the funds. Organizations that base their contributions on employee remuneration shall include all employees, including temporary and part-time, with the exception of student labor in educational institutions.

2. *Contributions from the General Conference*—The General Conference shall contribute to the Health Care Assistance and Funeral Allowance Fund the following percentages of payroll:

<u>1995</u>	<u>1.0%</u>
<u>1996 and subsequent years</u>	<u>1.3%</u>

3. Contributions from Conference Organizations—Union conferences and local conferences:

- a. Two and two tenths percent (2.2%) - No change
- b. Where the union conferences receive - No change

c. Conferences that employ local church and elementary personnel as described in NAD Z 15 35, and employees whose remuneration is funded partially or fully by other organizations or individuals as described in NAD Z 15 37 (see Appendix I or II), shall contribute to the Health Care Assistance and Funeral Allowances Fund the following percentages of payroll:

1992	0.50%
1993	1.00%
1994	1.50%
1995	2.00%
1996 and onward <u>subsequent years</u>	2.50%

~~3.~~ 4. Contributions from Institutions—a. Institutions that contribute less than 13 percent of payroll to the Retirement Plan shall contribute to the Health Care Assistance and Funeral Allowance Fund the following percentages of payroll:

1992	0.50%
1993	1.00%
1994	1.50%
1995	2.00%
1996 and onward <u>subsequent years</u>	2.50%

- b. Contributions shall be billed monthly - No change

RET/NADCOA/NADOUP/NAD&UnTre96YE/NAD&UnSec96YE/Fin96YE/NADUn&GCO
96YE/96YE to DRP&HWB

**515-96N BENEFITS FOR RETIRED EMPLOYEES (Denominational
Employment)—POLICY REVISION**

VOTED, To revise NAD X 45, Benefits for Retired Employees, section X 45 35, Denominational Employment, to read as follows:

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X 45 35 Denominational Employment—Retired participants in the Seventh-day Adventist Retirement Plan of the North American Division may be employed on a part-time basis without the loss of retirement benefits in accordance with Z 20 05-5 (Appendix I). Employment by a participating employer on a full-time basis renders the participant ineligible to receive benefits from the Retirement Plan, except for those participants more than 70½ years of age. Benefits may be reinstated when the employee ceases full-time employment again.

RET/NADCOA/NADOUP/NAD&UnSec96YE/NAD&UnTre96YE/96YE to DRP&HWB

**518-96N BENEFITS [RETIREMENT PLAN] (Monthly Rates)—
POLICY AMENDMENT**

VOTED, To amend NAD Z 35, Benefits (Retirement Plan), section Z 35 05, Monthly Rates, paragraph 2, Yearly Rate Factors, to read as follows:

2. *Yearly Rate Factors*—An employee's rate factor for each calendar year shall be determined in the following manner:

- a. Salaried Employees—The employee's remuneration - No change
- b. Hour-time Employees—The yearly rate factor - No change
- c. Sales and Field Representatives—The yearly rate factors remuneration percentage of Christian Record Services field representatives, Literature Evangelists, Adventist Book Center Field Representatives, and Loma Linda Foods, Inc. salespersons shall be computed by converting their average monthly earnings during the calendar year (excluding tuition assistance) to a percentage of the remuneration factor but not to exceed 1.40 percent, rounded to the nearest hundredth percentage. The yearly rate factor is then obtained by matching the resulting remuneration percentage with the yearly rate factor on the schedule found in Z 35 05-2-a. Average monthly earnings are calculated by dividing their annual earnings figure by 12.
- d. Teachers—The yearly rate factor - No change
- e. Employees Having Alternative Forms of Remuneration—Effective January 1, 1996, the remuneration percentage of employees who receive part or all of their remuneration in a form other than salary or wages shall be calculated by dividing their average monthly earnings from salary, wages, commissions, bonuses, incentive compensations or other

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similar types of compensation arrangements by the remuneration factor for the area. The yearly rate factor is then obtained by matching the resulting remuneration percentage with the yearly rate factor on the schedule found in Z 35 05-2-a. Commission salespersons who are considered independent contractors are not eligible for service credit (see Z 15 65).

RET/NADCOA/NADOUP/NAD&UnTre96YE/NAD&UnSec96YE/96YE to DRP&HWB

**519-96N RETIREMENT ALLOWANCE (In General)—
POLICY AMENDMENT**

VOTED, To amend NAD Z 40, Retirement Allowance, section Z 40 10, In General, paragraph 2, Disability Retirement, to read as follows:

2. ~~Disability Retirement—Employees~~ Disability—Employees who are granted disability retirement benefits (see NAD X 45 20) or benefits from the Employee Disability Income Plan (see NAD X 33) shall not be granted a retirement allowance except for those who, after discontinuing disability benefits, return to denominational employment and earn an additional 10 years or more of service credit. The Retirement Allowance would then be based only on the 10 or more years of service credit earned after disability retirement benefits were discontinued.

TREn/NAD&UnTre96YE/Fin96YE/NADUn&GCO96YE/96YE to GHC

547-96N FINANCIAL ALLOTMENTS 1997

VOTED, To approve the following financial allotments for 1997:

NAD EVANGELISM INSTITUTE		ALLOTMENT
LAKE UNION		\$42,300
OAKWOOD COLLEGE		1997
ORGANIZATION	1995 TITHE	ALLOTMENT
ATLANTIC UNION:		3 % of TITHE
Northeastern Conference	17,715,114	531,453

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COLUMBIA UNION:

Allegheny East Conference (2.125%)	14,538,625	308,946
Allegheny West Conference	4,501,576	135,047

LAKE UNION:

Lake Region Conference	7,321,216	219,636
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MID-AMERICA UNION:

Central States Conference	2,605,314	78,159
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NORTH PACIFIC UNION:

Alaska Conference Churches	100,772	3,023
Oregon Conference Churches	228,859	6,866
Upper Columbia Conference Churches	35,512	1,065
Washington Conference Churches	635,195	19,056

PACIFIC UNION:

Arizona Conference Churches	296,041	8,881
Central California Conf Churches	916,083	27,482
Nevada-Utah Conf Churches	269,080	8,072
Northern California Conf Churches	1,547,474	46,424
Southeastern California Conf Churches	2,003,701	60,111
Southern California Conf Churches	3,408,538	102,256

SOUTHERN UNION:

South Atlantic Conference	8,695,360	260,861
South Central Conference (5.0%)	8,941,714	447,086
Southeastern Conference	8,418,441	252,553

SOUTHWESTERN UNION:

Southwest Region Conference	<u>5,659,998</u>	<u>169,800</u>
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TOTALS	<u>87,838,613</u>	<u>2,686,777</u>
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96YE to ACM&GHC-97YE

FINANCIAL ALLOTMENTS STUDY COMMITTEE

After Financial Allotments were voted for 1997 in the 1996 Year-end meeting, it was

VOTED, To request the President of the North American Division to work with the General Conference representatives to appoint a study committee to consider a more equitable distribution of church subsidies (Financial Allotments) to higher education in general, and those institutions that educate Latino and Asian youth in particular, and to report conclusions to the 1997 Year-end meeting.

TREn/NAD&UnTre96YE/Fin96YE/NADUn&GCO96YE/96YE to GHC

548-96N REMUNERATION FACTOR AND ALLOWANCES 1997

VOTED, To approve the remuneration factor and allowances effective July 1, 1997 for the United States and September 1, 1997 for Canada as follows:

Remuneration Factors by Cost of Housing Category

Category	July 1, 1997 <u>US</u>	September 1, 1997 <u>CANADA</u>
AA*	\$1,924	
A	1,964	C\$2,130
B	2,086	2,256
C	2,220	2,391
D	2,367	2,542
E	2,532	2,709
F	As may be approved	As may be approved

Category A is recognized as the standard base factor for denominational remuneration in the North American Division. ~~Category AA is optional and may be implemented by a denominational entity in a year that budget constraints do not allow Category A.~~

Ministerial Scholarship Rate

While attending Seminary
42.5% of Category A
Effective July 1, 1997 US\$ 835.00

While They Are Participating
in Evangelistic Efforts
12% of Category A
per week for up to six weeks.

For Canadian and Bermudian scholarship recipients, when ~~spouses accompany~~ the spouse accompanies the intern but are is unable to obtain a work ~~permits~~ permit, the scholarship may be increased to \$1,670.00 as of July 1, 1997.

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Parsonage Exclusion (United States)

The parsonage exclusion is available only to ordained ministers and licensed ministers in pastoral care or to commissioned ministers who are associates in pastoral care.

Each union in the North American Division will be responsible for establishing a Parsonage Exclusion ceiling within its territory. The total exclusion is limited by IRS regulations such as fair rental value and actual expense.

Travel Expense Allowances, Effective January 1, 1997

	<u>U.S.</u>	<u>Canada</u>
Auto Travel Rates, Per Mile	US\$ 0.24	
Per Mile - California	0.25	
Per Mile - Hawaii	0.26	
Per Kilometer (up to 5,000 km)		C\$ 0.33
Per Kilometer (over 5,000 km)*		0.27

*Entities may set lower rates per kilometer for reported travel above 19,000 kilometers per year.

Per Diem Rates		
Full per diem	US\$ 24.00	C\$ 30.00
When fully entertained	6.00	8.00
Family authorized travel		
Worker and spouse	36.00	45.00
When fully entertained	8.00	12.00
Each accompanying child (only during a move)	10.00	12.00
Each child traveling alone	12.00	15.00

Area Travel

The Area Travel Allowance is a monthly allowance which is calculated at 1,000 miles times the Area Travel per mile.

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

Pension Factors Effective January 1, 1997

General Church Retirement Plan - US	US\$ 1,669
General Church Retirement Plan - Canadian	C\$ 1,898
Hospital Retirement Plan	US\$ 1,753

AcctMnlC/96YE to GHC

580-96N ACCOUNTING MANUAL (NAD)—ADOPTION

VOTED, To adopt the Accounting Manual for the North American Division, including a separate appendix that contains specific guidance needed for Canadian organizations, with the understanding that a survey will be conducted one year after publication. The results of this survey will be used to make necessary changes/updates to the Manual by the NAD Accounting Manual Committee for approval by the North American Division Committee (NADCOM)

TREn/NAD&UnTre96YE/Fin96YE/NADUn&GCO96YE/96YE to GHC

**551-96N SPECIAL ASSISTANCE FUND—ALLOCATIONS
FOR 1997**

VOTED, To approve the following schedule for the Special Assistance Fund for Conferences for 1997:

	Assistance on Basis of Tithe Per Capita	Assistance On Basis of Total Tithe	Special Assistance	Reduction By Policy Limitation	Total Assistance 1997	
ATLANTIC UNION						
Bermuda	0	0	10,000	S	0	10,000
Greater New York	0	0	75,000	S	0	75,000
New York	0	0	25,000	@	0	55,000
			30,000	S		
Northeastern	389,624	0	0	0	0	389,624
Total	389,624	0	140,000		0	529,624
CANADIAN UNION						
Alberta	12,089	0	13,700	S	0	25,789
British Columbia	0	0	13,700	S	0	13,700
Manitoba-Saskatchewan	23,292	233,246	12,600	S	0	269,138
Maritime	13,213	346,017	0		0	359,230
Ontario	22,241	0	0	(22,241)		0
Quebec	144,308	232,908	0	0	0	377,216
Newfoundland	10,134	438,858	0	(123,282)		325,710
Total	225,277	1,251,029	40,000	(145,523)		1,370,783

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	Assistance on Basis of Tithe <u>Per Capita</u>	Assistance On Basis of <u>Total Tithe</u>	Special <u>Assistance</u>	Reduction By Policy <u>Limitation</u>	Total Assistance <u>1997</u>
COLUMBIA UNION					
Allegheny East	0	0	25,000	@	0 + 25,000
Allegheny West	265,538	0	0	@	0 265,538
Mountain View	0	189,571	0	0	0 189,571
Total	265,538	189,571	25,000	0	480,109
LAKE UNION					
Lake Region	698,983	0	0	0	= 698,983
Total	698,983	0	0	*	0 698,983
MID-AMERICA					
Central States	401,028	0	0	0	401,028
Dakota	0	0	25,000	@	0 50,000
			25,000	S	
Kansas-Nebraska	0	0	25,000	@	0 + 25,000
Minnesota	0	0	12,500	@	0 12,500
Rocky Mountain	0	0	0	S	0 0
Total	401,028	0	87,500	0	488,528
NORTH PACIFIC UNION					
Alaska	0	37,840	100,000	S	0 137,840
Idaho	0	0	18,750	@	0 18,750
Montana	0	114,240	25,000	@	0 139,240
Union Regional Ministries	0	0	0	S	0 0
Total	0	152,080	143,750	*	0 * 295,830
PACIFIC UNION					
Arizona	31,049	0	0	0	31,049
Hawaii	0	0	25,000	@	0 115,000
			90,000	S	
Nevada-Utah	0	0	30,000	S	0 30,000
Southeastern California	120,702	0	0	0	120,702
Southern California	612,100	0	0	0	612,100
Union Regional Ministries	0	0	858,379	S	0 858,379
Total	763,851	0	1,003,379	0	1,767,230
SOUTHERN UNION					
South Atlantic	852,419	0	0	0	= 852,419
South Central	753,201	0	0	0	0 753,201
Southeastern	395,447	0	0	0	0 395,447
Total	2,001,067	0	0	0	2,001,067
SOUTHWESTERN UNION					
Oklahoma	3,099	0	0	(3,099)	0
Southwest Region	411,614	0	0	0	411,614
Texico	0	0	30,000	S	0 & 30,000
Total	414,713	0	30,000	(3,099)	441,614
Grand Total	<u>5,160,081</u>	<u>1,592,680</u>	<u>1,469,629</u>	<u>(148,622)</u>	<u>8,073,168</u>

NOTES:

1. Minimum Annual Tithe: \$2,520,000 [1996 factor (\$1,910) divided by 1995 factor (\$1,853) = 103.076093% X \$2,436,000 rounded up to next amount divided by 12 in the thousands column].
2. Tithe Per Capita: \$608.44
3. For 1997 local conferences and missions will contribute 1% of annual tithe receipts in excess of \$2,520,000.

SPECIAL ASSISTANCE:

- @ Academy assistance per qualifying formula
- S Special nonformula assistance

LIMITATIONS:

- # 100% of total tithe for previous year if membership less than 1,000.
- = 15% of tithe shortage if membership over 10,000.
- + No assistance if tithe in excess of \$5,040,000 unless tithe per capita is less than \$547.60.
- & No assistance if assistance calculation results in less than \$5,000.
- * Reported membership adjusted.

TREn/NAD&UnTre96YE/Fin96YE/NADUn&GCO96YE/96YE to GHC&HWB

**575-96N REVIEW OF LOCAL CHURCH FINANCIAL RECORDS—
POLICY AMENDMENT**

VOTED, To amend NAD P 62, Review of Local Church Financial Records, to read as follows:

P 62 Review of Local Church Financial Records

P 62 05 Local Church—Local church records shall be reviewed ~~annually~~ at least biennially by competent individuals employed by the local conference. The work shall be conducted under guidelines set by the division.

P 62 10 Other Local Church Organizations—Financial records of elementary and intermediate schools, Dorcas Federations, Community Service Centers, and other enterprises operated by one or more churches shall also be reviewed ~~annually~~ at least biennially.

P 62 15 Annual Report—The conference employee who reviews local church and other local church organizations' financial records is required to report to the conference committee at the time of the annual Financial Audit Review Committee regarding this feature of his work, indicating whether each church and local organization has been reviewed ~~during the year~~ within a two-year cycle. This report is to be in writing and shall include the date and place of each review.

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OHR/OGC/NADCOA/NADOUP/NAD&UnSec95YE/95YE/NADCOA/NADOUP/
NAD&UnSec96YE/96YE to RTB-Retire

**521-96N CONVICTED SEXUAL OFFENDER TRACKING SYSTEM/
CLEARINGHOUSE - GUIDELINES—AMENDMENT**

VOTED, To retire the amendment to the Guidelines entitled Convicted Sexual Offender Tracking System/Clearing House.

SECn/NADCOA/OGC/NADO/NADCOA/NADOUP/NAD&UnSec/OGC/NADCOA/
NADOUP/NAD&UnSec95YE/95YE/511-95Na/NADCOA/NADOUP/NAD&UnSec96YE/
96YE to RTB

**522-96N NEGLIGENT HIRING PREVENTION TRACKING
SYSTEM/CLEARINGHOUSE—SEXUAL OFFENSES—
GUIDELINES - AMENDMENT**

VOTED, To amend the Guidelines entitled Negligent Hiring Prevention Tracking System/Clearinghouse—Sexual Offenses, which read as follows:

**Negligent Hiring Prevention Sexual Offenses Tracking
System/Clearinghouse—Sexual Offenses**

The Seventh-day Adventist Church desires to make its work and worship environments free from abuse of all kinds. To achieve this goal in the employment sector, the following Guidelines have been developed for implementation throughout the North American Division (NAD).

The North American Division shall act as a clearinghouse for the collection and dissemination of personnel and service record information. To initiate the tracking process at the time an incident is to be reported, the denominational employing organization shall notify the NAD in writing of the existence of:

1. ~~Any finding of the Sexual Ethics Commission of sexual abuse, sexual harassment, or sexual misconduct by an employee.—~~

2. ~~Any settlement paid by an insurance carrier or the organization as a result of a fidelity claim or a sexual abuse/harassment/misconduct claim against an employee.—~~

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3 1. Any written admission of guilt pertaining to sexual abuse, sexual harassment, or sexual misconduct.

4 2. Any criminal conviction or plea of guilty, nolo contendere, or its equivalent for sexual abuse, sexual harassment, or sexual misconduct.

3. Any civil judicial determination of liability for, or factual finding of sexual abuse, sexual harassment, or sexual misconduct.

The report of the denominational employing organization will cause the North American Division to flag the confidential computerized personnel file and record the date and employer at time of incident. This practice shall be followed in order that no offending employee shall be hired by another conference or NAD entity without notice to that conference or entity of prior acts by or claims against the individual.

Church employers shall routinely contact potential employees' most recent denominational employers and shall request from the North American Division information regarding potential employees prior to employment. If the information reveals a flag, the potential employer shall then contact the previous employer of any candidate for details regarding any incidents giving rise to the flag. Files containing information on the nature of the misconduct and the disciplinary actions taken shall be available only at the employing organization that filed the record of the incident. In the event that an employee is later exonerated of a reported incident, the designated officer of the employing organization shall notify the North American Division office of Data Management Service in writing, and the flag shall be removed immediately from the individual's file. The denominational employing organization shall set up a system of annual review of permanent files in order that files that are misflagged or files that need flag changes can be identified and corrected before files are permanently stored. In addition the North American Division Data Management Service director shall contact the designated officer of all flagged files in the possession of the North American Division to verify their current status.

Designated officers from employing organizations shall make inquiry to the North American Division regarding potential employees by a written request mailed or faxed to the Director of the North American Division Data Management Services Office in Silver Spring, Maryland. The Data Management Services director will respond by mailing a copy of the potential employee's record to the designated officer of the denominational employing organization. Because of the sensitive nature of the information contained in the personnel record, search committees of congregations and schools shall not contact the North American Division directly. Such information must be obtained from the designated officer of the denominational employing organization only.

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Every effort shall be made to assure that accurate information is reported by the employing organization to the North American Division; that information disseminated from NAD is verified and determined to be accurate; and that annual reviews of the flagged files are conducted to clear any mistakes that might have occurred in the process.

95YE/PCWIM/NADUn&GCO96YE/96YE to HWB

**539-96N PRESIDENT'S COMMISSION ON WOMEN IN
MINISTRY—PARTIAL REPORT**
(Commission on Women in Ministry)

VOTED, To receive the partial report on the President's Commission on Women in Ministry, which reads as follows:

Summary of Partial Report

The NAD President's Commission on Women in Ministry (CWIM) was appointed at the time of the 1995 Year-end Meeting in Battle Creek, Michigan. It's mandate is to:

1. Recommend ways to expand the role of women in ministry.
2. Recommend ways to recognize and deploy the gifts God has given to women.
3. Recommend ways to increase the participation of women at the decision-making levels of the Church, from the local congregation to the General Conference.
4. Recommend ways to increase the participation of women in the organizational and professional levels of the Church.
5. Recommend ways to affirm women in pastoral and other spiritual ministries.

The President's Commission on Women in Ministry (CWIM) met twice in 1996 for a total of four days. It has discussed a number of recommendations. A number of topics have been listed to be considered at future meetings. Topics which CWIM has discussed to date include the following:

1. The appointment of an appropriate coordinator to provide support and networking for women who currently serve in pastoral ministry in North America

2. How to encourage local conferences to conduct commissioning services for commissioned ministers as provided in current policy and have the North American Division prepare suggested materials for the commissioning service
3. Revision of NAD L 20 and L 21 regarding the requirements and functions of credentialed commissioned ministers and licensed commissioned ministers
4. Revision of statements in NAD *Working Policy* referring to ordained ministers to include commissioned ministers as well
5. Extending NAD internship subsidies to encourage local conferences to hire women in pastoral internships
6. Steps to ensure equal access to employee benefits by women in ministry
7. Revisions in NAD *Working Policy* to use gender inclusive language throughout, and to discontinue the use if the wording "Associates in Pastoral Care" which is no longer used in the local conferences and churches
8. How to raise awareness of the Church's Affirmative Action Position on diversity
9. Biblical research for a theology of ordination that is grounded in the Word of God.

NADCOA/NAD&UnSec/NADOUP/NADCOA/NAD&UnSec94YE/94YE/505-94Nc/SECn/
NADCOA/NAD&UnSec/NADOUP/NADCOA/NAD&UnSec95YE/95YE/NADOUP/
NAD&UnSec/NAD&UnSec96YE/NADUn&GCO96YE/96YE to HWB

501-96Na AUTHORIZED MEETINGS NAD 1996—REVISED

VOTED, To revise the Authorized Meetings NAD 1996 with the understanding that attendance at these meetings must also be approved by the administration of each entity as follows:

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>November 1996</u>			
1	Fri	Assoc of Adv Col & Univ Pre (AACUP)	Silver Spring MD
3	Sun	Message Advisory	Silver Spring MD

96-308

November 7, 1996 a.m.

NAD Year-end Meeting

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>November 1996</u> contd			
3	Sun	AHA Cabinet	Silver Spring MD
3	Sun	Higher Education Cabinet	Silver Spring MD
3(eve)-7	Sun	NAD Year-end Meeting	Silver Spring MD
10,11	Sun	<i>Oakwood College Board</i>	<i>Huntsville AL</i>
11	Mon	NAD Hispanic Union Leaders Meeting	Silver Spring MD
15-17	Fri	Life Talk Radio Executive Committee Retreat	Yakima WA
26(pm)	Tues	Voice of Prophecy Executive Committee	Simi Valley CA
26(am)	Tues	It Is Written Executive Committee	Simi Valley CA
26 (eve)	Tues	AMC Support Services Executive Committee	Simi Valley CA
<u>December 1996</u>			
3-4	Tue	Task Force on Print Media	Tucson AZ
3-5	Tue	NAD Elem & Sec Curriculum Com	Williamsburg VA
4	Wed	<i>Adventist Risk Management Board</i>	<i>Tucson AZ</i>
5-7	Thu	Higher Education Summit	Tucson AZ
6-8	Fri	Faith For Today Executive Committee	Simi Valley CA
6-10	Fri	NAD Curriculum Committee	Williamsburg VA
9-11	Mon	Regional Evangelism Council	Huntsville AL
10 (am)	Tue	Breath of Life Executive Committee	Huntsville AL
10-18	Tue	Bible Textbook Steering Committee (9-12)	Williamsburg VA
26-29	Thu	FHES Convention & Workshop	Haines City FL

SECn/NADCOA/NAD&UnSec/NADOUP/NADCOA/NAD&UnSec95YE/95YE/NADOUP/
NAD&UnSec/NADOUP/NAD&UnSec96YE/NADUn&GCO96YE/96YE to HWB

501-96Nb AUTHORIZED MEETINGS NAD 1997—REVISED

VOTED, To revise the Authorized Meetings NAD 1997 with the understanding that attendance at these meetings must also be approved by the administration of each entity as follows:

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>January 1997</u>			
12-16	Sun	College Pastors	Birmingham AL
13-16	Mon	NAD Executive Officers & Union Presidents	Tucson AZ

November 7, 1996 a.m.
NAD Year-end Meeting

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>January 1997</u> contd			
14-15	Tue	NAD Children's Ministries Advisory	Birmingham AL
15-16	Wed	NAD Adult Ministries Advisory	Birmingham AL
15-16	Wed	NAD Ministerial Assoc Advisory	Birmingham AL
16-17	Thu	NAD Family Ministries Advisory	Birmingham AL
17-19	Fri	NAD Health & Temperance Advisory	Birmingham AL
17-19	Fri	NAD Women's Ministries Advisory	Birmingham AL
20	Mon	NAD Community Services Advisory	Birmingham AL
20-21	Mon	NAD Stewardship Advisory	Birmingham AL
20-24	Mon	Bible Textbook Steering Committee (1-4)	Southern CA
21	Tue	Breath of Life Advisory	Silver Spring MD
21	Tue	NAD Youth Ministries Advisory	Birmingham AL
21-25	Tue	NAD Ministries Convention	Birmingham AL
22	Wed	Regional Presidents Council	Silver Spring MD
26-27	Sun	Resource Center's Advisory	Birmingham AL
26-27	Sun	Commission on Pub Image of the SDA Ch	Birmingham AL
27	Thu	ABC Subcommittee Workshop	West Coast
28(am)	Fri	ABC Subcommittee	West Coast
29-30	Wed	NAD Pathfinder Committee	Birmingham AL
29-31	Wed	NAD Union Directors of Education	Loma Linda CA
<u>February 1997</u>			
3	Mon	Board of Education K-12	Loma Linda CA
3(pm)	Mon	Adventist Information Ministry Bd	Simi Valley CA
3, 4	Mon	Assoc of Adv College & Univ Pre (AACUP)	Loma Linda CA
4(pm)	Tue	AHA Cabinet	Loma Linda CA
4(eve)	Tue	Adventist Colleges Abroad (ACA)	Loma Linda CA
4	Tue	Evangelism and Media Board	Loma Linda CA
5	Wed	Higher Education Cabinet	Loma Linda CA
6, 7	Thu	NAD Officers & Union Presidents	Loma Linda CA
10	Mon	<i>LLU Board</i>	<i>Loma Linda CA</i>
10-13	Mon	Conference Presidents' Council	Pine Springs CA
12	Wed	<i>LLUMC Board</i>	<i>Loma Linda CA</i>
14	Fri	ASI Missions, Inc., Board	Collegedale TN
14-16	Fri	ASI Board Retreat	Collegedale TN
14-19	Fri	NAD Communication Advisory	Glacier View R CO
16	Sun	ASI Board	Collegedale TN
24	Mon	<i>Andrews University Board</i>	<i>Berrien Springs MI</i>

96-310

November 7, 1996 a.m.

NAD Year-end Meeting

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>February 1997</u> contd			
24(eve)	Mon	NAD Aviation Committee	Berrien Springs MI
24-27	Mon	NAD Camp Committee	New Orleans MN
25(am)	Tue	NADEI Finance and Executive Board	Berrien Springs MI
26	Wed	<i>Christian Record Services Inc Board</i>	<i>Lincoln NE</i>
<u>March 1997</u>			
2	Sun	Faith For Today Executive Committee	Simi Valley CA
3	Mon	La Voz Executive Committee	Simi Valley CA
3	Mon	NAD Women's Ministries Advisory	Silver Spring MD
4	Tue	Breath Of Life Executive Committee	Simi Valley CA
5	Wed	Voice of Prophecy Executive Committee	Simi Valley CA
5	Wed	<i>Adventist Risk Management Board</i>	<i>Silver Spring MD</i>
6	Thu	It Is Written Executive Committee	Simi Valley CA
7	Fri	AMC Support Services Executive Com	Simi Valley CA
9	Sun	Life Talk Radio Executive Committee	Yakima WA
10-15	Mon	<i>GC Colloquium & Travel Moratorium</i>	<i>Silver Spring MD</i>
11-14	Tue	Assoc of SDA School Admin (ASDASA)	Daytona Beach FL
12(pm),13	Wed	NAD Publishing Board	East Coast
17	Mon	Commission for People with Disabilities	Silver Spring MD
17-28	Mon	Bible Textbook Steering Com (9-12)	Orlando FL
18	Tue	Sexual Ethics Commission	Silver Spring MD
18-21	Tue	NAD Adventure Committee	Dallas TX
19	Wed	Human Relations Advisory	Silver Spring MD
19-22	Wed	NAD Campus Ministries	Pine Springs CA
19-22	Wed	NAD Collegiate Adventists Better Living	Pine Springs CA
20	Thu	Human Relations Directors	Silver Spring MD
30	Sun	<i>LLU Constituency</i>	<i>Loma Linda CA</i>
31(am)	Mon	<i>LLU Board</i>	<i>Loma Linda CA</i>
<u>April 1997</u>			
1,2(am)	Tue	<i>Spring Meeting</i>	<i>Loma Linda CA</i>
2(pm)	Wed	<i>Andrews University Board</i>	<i>Loma Linda CA</i>
7(am)	Mon	NAD Publishing Board	Nampa ID
7-10	Mon	NAD,Un,GC and Conf Secretaries Council	Virginia Beach VA
8	Tue	<i>PPPA Board</i>	<i>Nampa ID</i>
10	Thu	Trust Services Manual Committee	Corpus Christi TX
10 (pm)-11(am)	Thu	NAD Hispanic Union Leaders Advisory	Silver Spring MD

November 7, 1996 a.m.
NAD Year-end Meeting

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>April 1997</u> contd			
10-11	Thu	Trust Services Materials Committee	Corpus Christi TX
13	Sun	Trust Services Standing Committee	Corpus Christi TX
14,15	Mon	NAD Union Treasurers Council	Corpus Christi TX
16(am)	Wed	NAD Risk Management Committee	Corpus Christi TX
21(am)	Mon	<i>R&H Board</i>	<i>Hagerstown MD</i>
21,22	Mon	<i>Oakwood College Board</i>	<i>Huntsville AL</i>
23-27	Wed	United Youth Congress	St Louis MO
27-May 1	Sun	Trust Services Basic Seminar	Riverside CA
28-May 1	Mon	NAD Pathfinder Committee	Oshkosh WI
28-29	Mon	Commission on Pub Image for the SDA Ch	Silver Spring MD
28-30	Mon	Technical Standards Committee	Lincoln NE
<u>May 1997</u>			
2-14	Fri	Trust Services Advanced Seminar	Riverside CA
12	Mon	<i>LLU Board</i>	<i>Loma Linda CA</i>
12-13	Mon	NAD Francophone Advisory	Silver Spring MD
13-16	Tue	NAD Union Directors of Education	Salt Lake City UT
14	Wed	<i>LLUMC Board</i>	<i>Loma Linda CA</i>
19-21	Mon	NAD Education Advisory	Salt Lake City UT
28	Wed	<i>Adventist Risk Management Board</i>	<i>Silver Spring MD</i>
<u>June 1997</u>			
2, 3	Mon	NAD Officers and Union Presidents	Silver Spring MD
9-27	Mon	NAD Summer Curriculum Workshops	Seattle WA
11(pm)	Wed	<i>GC Staff Day</i>	<i>Gaithersburg MD</i>
22	Sun	Faith For Today Executive Committee	Simi Valley CA
23	Mon	La Voz Executive Committee	Simi Valley CA
24	Tue	Breath Of Life Executive Committee	Simi Valley CA
25	Wed	Voice of Prophecy Executive Committee	Simi Valley CA
26	Thu	It Is Written Executive Committee	Simi Valley CA
27	Fri	AMC Support Services Executive Com	Simi Valley CA
<u>July 1997</u>			
7-18	Mon	Bible Textbook Steering Committee (9-12)	_____
14,15	Mon	Retirement Seminar	Westlake Village CA
15-21	Tue	NAD Auditors Seminar	_____
20(eve)	Sun	NAD Aviation Committee	Berrien Spring MI
21	Mon	<i>Andrews University Board</i>	<i>Berrien Springs MI</i>

96-312

November 7, 1996 a.m.

NAD Year-end Meeting

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>July 1997</u> contd			
21(eve)	Mon	NADEI Finance and Board	Berrien Springs MI
21-25	Fri	Bible Textbook Steering Committee (1-4)	Seattle WA
22	Tue	Ministerial Training Advisory Council	Berrien Springs MI
24	Thu	<i>Christian Record Services Inc Board</i>	<i>Lincoln NE</i>
28,29	Mon	NADCOM	
29-Aug 2	Tue	Hispanic Evangelism Council	Riverside CA
<u>August 1997</u>			
4	Mon	NAD Commission on Accreditation	Silver Spring MD
4	Mon	Regional Presidents Council	Albuquerque NM
5	Tue	ASI Missions, Inc Board	Albuquerque NM
6-7	Wed	NAD Officers and Union Presidents	Albuquerque NM
6-9	Wed	ASI Division Convention	Albuquerque NM
13	Wed	NAD Executive Officers and Union Pres	Quebec City CAN
13(eve)	Wed	AHA Cabinet	Quebec City CAN
18	Mon	<i>LLU Board</i>	<i>Loma Linda CA</i>
20	Wed	<i>LLUMC Board</i>	<i>Loma Linda CA</i>
21	Thu	<i>PPPA Board</i>	<i>Nampa ID</i>
25	Mon	Evangelism & Media Board	Silver Spring MD
27,28	Wed	<i>Adventist Risk Management Board</i>	<i>Burlington VT</i>
<u>September 1997</u>			
2-12	Tue	<i>GC Staff Travel Moratorium</i>	<i>Silver Spring CA</i>
3-8	Wed	NAD Convocation of Retired Workers	La Sierra CA
4-8	Thu	Technical Standards Committee	Mivoden ID
7	Sun	Data Management Committee	Mivoden ID
7-10	Sun	SEEDS '97	Berrien Springs MI
8	Mon	ABC Subcommittee and Workshop	Hagerstown MD
9(pm)	Tue	NAD Publishing Board	Hagerstown MD
9(am)	Tue	<i>R&H Board</i>	<i>Hagerstown MD</i>
9	Tue	Ingathering Editorial Committee	Silver Spring MD
10	Wed	Church Resources Consortium Board	Silver Spring MD
11-13	Thu	Subscription Lit Annual Advisory & Workshp	Hagerstown MD
11-16	Thu	NAD Union Directors of Education	Savannah GA
14	Sun	Hispanic Education Advisory	Silver Spring MD
14	Sun	Faith For Today Executive Committee	Simi Valley CA
15(am)	Mon	La Voz Advisory	Silver Spring MD

November 7, 1996 a.m.
NAD Year-end Meeting

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>September 1997</u> contd			
15(pm)	Mon	NAD Hispanic Union Leaders Advisory	Silver Spring MD
15	Mon	Hispanic Youth Task Force	Silver Spring MD
15-17	Mon	<i>Adventist Risk Management Conference</i>	<i>Cincinnati OH</i>
16,17	Tue	NAD Hispanic Advisory	Silver Spring MD
16	Tue	Breath Of Life Executive Committee	Simi Valley CA
17	Wed	Voice of Prophecy Executive Committee	Simi Valley CA
17(eve)	Wed	NAD Risk Management Committee	Cincinnati OH
18	Thu	It Is Written Executive Committee	Simi Valley CA
18	Thu	<i>Human Resources Workshop</i>	<i>Cincinnati OH</i>
19	Fri	AMC Support Services Executive Com	Simi Valley CA
19-21	Fri	NAD Women's Ministries Council	
21	Sun	Life Talk Radio Executive Committee	Yakima WA
22(am)	Mon	La Voz Executive Committee	Simi Valley CA
30(eve)-Oct 9	Tue	<i>Annual Council</i>	<i>Silver Spring MD</i>
<u>October 1997</u>			
6-10	Mon	NAD Bible Textbook Steering Com (1-4)	Portland ME
10	Fri	NAD Union Treasurers Council	Silver Spring MD
10	Fri	NAD Union Presidents Council	Silver Spring MD
10	Fri	NAD Union Secretaries Council	Silver Spring MD
12	Sun	NAD Finance Committee	Silver Spring MD
12	Sun	Assoc of Adv Col & Univ Pres (AACUP)	Silver Spring MD
12	Sun	AHA Cabinet	Silver Spring MD
12	Sun	Message Advisory	Silver Spring MD
13	Mon	Higher Education Cabinet	Silver Spring MD
13	Mon	NAD, Union & GC Officers	Silver Spring MD
13(eve)-16	Mon	NAD Year-end Meeting	Silver Spring MD
20-31	Mon	Bible Textbook Steering Committee (9-12)	
19,20	Sun	<i>Oakwood College Board</i>	<i>Huntsville AL</i>
27	Mon	<i>LLU Board</i>	<i>Loma Linda CA</i>
29	Wed	<i>LLUMC Board</i>	<i>Loma Linda CA</i>
<u>November 1997</u>			
3	Wed	<i>Adventist Risk Management Board</i>	<i>Silver Spring MD</i>
2	Sun	AHA Cabinet	Silver Spring MD
9	Sun	Faith For Today Executive Committee	Simi Valley CA
10	Mon	La Voz Executive Committee	Simi Valley CA

96-314

November 7, 1996 a.m.

NAD Year-end Meeting

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>November 1997</u> contd			
11	Tue	Breath Of Life Executive Committee	Simi Valley CA
12	Wed	Voice Of Prophecy Executive Committee	Simi Valley CA
13	Thu	It Is Written Executive Committee	Simi Valley CA
14	Fri	AMC Support Services Executive Com	Simi Valley CA
16	Sun	Life Talk Radio Executive Committee	Yakima WA
<u>December 1997</u>			
2-4	Tue	NAD Education Advisory	El Paso TX
3	Wed	<i>Adventist Risk Management Board</i>	<i>Silver Spring MD</i>
5-9	Fri	NAD Curriculum Committee	El Paso TX
8-10	Mon	Regional Evangelism Council	Huntsville AL
8-12	Mon	Bible Textbook Steering Committee (9-12)	_____
26-31	Fri	FHES Convention and Workshop	East Coast

NADOUP/NAD&UnSEC/NADOUP/NAD&UnSec96YE/NADUn&GCO96YE/96YE to HWB

501-96Nc AUTHORIZED MEETINGS NAD 1998

VOTED, To approve Authorized Meetings NAD 1998 with the understanding that attendance at these meetings must also be approved by the administration of each entity as follows:

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>January 1998</u>			
6(pm)-9	Tue	NAD Department Advisories	_____
8-12	Thu	College Pastors	_____
8-10	Thu	NAD & Un Health/Temperance Dir Council	_____
11-14	Sun	Church Resource Consortium Board	_____
12(eve)	Mon	<i>Signs</i> Board of Editorial Consultants	_____
16	Fri	ASI Missions Inc Board	_____
16-18	Fri	ASI Retreat	_____
18	Sun	ASI Board	_____
19-23	Mon	NAD Science/Health Steering Committee	_____
20	Tue	Breath of Life Advisory	_____
21	Wed	Regional Presidents Council	_____
28-Feb 1	Wed	NAD Union Directors of Education	Loma Linda CA

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>February 1998</u>			
2(pm)	Mon	Adventist Information Ministry Board.	Simi Valley CA
2	Mon	Board of Education K-12	Loma Linda CA
2,3	Mon	Assoc of Adv Col & Union Pres (AACUP)	Loma Linda CA
4	Wed	Higher Education Cabinet	Loma Linda CA
4(pm)	Wed	AHA Cabinet	Loma Linda CA
5, 6	Thu	NAD Officers & Union Presidents	Loma Linda CA
9	Mon	<i>LLU Board</i>	<i>Loma Linda CA</i>
9-12	Mon	Conference Presidents' Council	Pine Springs CA
11	Wed	<i>LLUMC Board</i>	<i>Loma Linda CA</i>
23	Mon	<i>Andrews University Board</i>	<i>Berrien Springs MI</i>
23(eve)	Mon	NAD Aviation Committee	Berrien Springs MI
24(am)	Tue	NADEI Finance and Executive Board	Berrien Springs MI
25	Wed	<i>Christian Record Services Inc Board</i>	<i>Lincoln NE</i>
<u>March 1998</u>			
4	Wed	<i>Adventist Risk Management Board</i>	<i>Silver Springs MD</i>
8	Sun	Faith For Today Executive Committee	Simi Valley CA
9	Mon	La Voz Executive Committee	Simi Valley CA
9(eve)	Tue	AMC Support Services Executive Committee	Semi Valley CA
9-14	Mon	<i>GC Colloquium</i>	<i>Silver Spring MD</i>
10	Tue	Breath Of Life Executive Committee	Simi Valley CA
11	Wed	Voice Of Prophecy Executive Committee	Simi Valley CA
11(pm)-12	Wed	NAD Publishing Board	East Coast
12	Thu	It Is Written Executive Committee	Simi Valley CA
15	Sun	Life Talk Radio Executive Committee	Yakima WA
16	Mon	Commission for People with Disabilities	Silver Spring MD
16-27	Mon	Bible Textbook Steering Committee (9-12)	
17	Tue	Sexual Ethics Commission	Silver Spring MD
18	Wed	Human Relations Advisory	Silver Spring MD
18-21	Wed	NAD Campus Ministries	Pine Springs CA
18-21	Wed	NAD Collegiate Adventists Better Living	Pine Springs CA
19	Thu	<i>PPPA Board</i>	<i>Nampa ID</i>
19	Thu	Human Relations Directors	Silver Spring MD
22-26	Sun	North American Division Survey	Silver Spring MD

96-316

November 7, 1996 a.m.

NAD Year-end Meeting

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>April 1998</u>			
1,2	Wed	Spring Meeting	Silver Spring MD
6-8	Mon	NAD Union & GC Secretaries Council	_____
13-16	Mon	NAD Union Treasurers Council	Atlanta GA
14(am)	Tue	Trust Services Manual Committee	Atlanta GA
14(pm)	Tue	Trust Services Materials Committee	Atlanta GA
17(am)	Fri	NAD Risk Management Committee	Atlanta GA
19	Sun	Trust Services Standing Committee	Atlanta GA
21(am)	Tue	R&H Board	Hagerstown MD
26-30	Sun	Trust Services Basic Seminar	Berrien Springs MI
28	Tue	Sm Sch Com/Sec Curr/Sec Special Project	_____
<u>May 1998</u>			
1-13	Fri	Trust Services Advanced Seminar	Berrien Springs MI
4,5	Mon	Oakwood College Board	Huntsville AL
4,5	Mon	NAD Francophone Advisory	New York NY
11	Mon	LLU Board	Loma Linda CA
12-15	Tue	NAD Union Directors of Education	_____
13	Wed	LLUMC Board	Loma Linda CA
17	Sun	NAD Hispanic Education Advisory	Silver Spring MD
18(am)	Mon	La Voz Advisory	Silver Spring MD
18(pm)	Mon	NAD Hispanic Union Leaders Advisory	Silver Spring MD
18	Mon	NAD Hispanic Youth Advisory	Silver Spring MD
18-20	Mon	NAD K-12 Curriculum Committee	_____
19,20	Tue	NAD Hispanic Advisory	Silver Spring MD
27	Wed	Adventist Risk Management Board	Silver Spring MD
<u>June 1998</u>			
1, 2	Mon	NAD Officers and Union Presidents	Silver Spring MD
8-26	Mon	NAD Summer Curriculum Workshops	_____
10(pm)	Wed	GC Staff Day	Gaithersburg MD
21	Sun	Faith For Today Executive Committee	Simi Valley CA
22	Mon	La Voz Executive Committee	Simi Valley CA
23	Tue	Breath Of Life Executive Committee	Simi Valley CA
24	Wed	Voice Of Prophecy Executive Committee	Simi Valley CA
25	Thu	It Is Written Executive Committee	Simi Valley CA
26	Fri	AMC Support Services Executive Committee	Simi Valley CA
28	Sun	Life Talk Radio Executive Committee	Yakima WA

November 7, 1996 a.m.
NAD Year-end Meeting

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>July 1998</u>			
6-17	Mon	Bible Textbook Steering Committee (9-12)	_____
13,14	Mon	Retirement Seminar	Dallas TX
14-20	Tue	NAD Auditors Seminar	_____
16(eve)-18	Thu	<i>Andrews University Board Retreat</i>	_____
19(eve)	Sun	NAD Aviation Committee	Berrien Spring MI
20	Mon	<i>Andrews University Board</i>	<i>Berrien Springs MI</i>
20(eve)	Mon	NADEI Finance and Board	Berrien Springs MI
22	Wed	Ministerial Training Advisory Council	Berrien Springs MI
23	Thu	<i>Christian Record Services Inc Board</i>	<i>Lincoln NE</i>
30-Aug 3	Thu	National Trust Services Seminar	San Diego CA
<u>August 1998</u>			
3	Mon	NAD Commission on Accreditation	Silver Spring MD
3	Mon	ASI Missions, Inc Board	_____
4	Tue	ASI Board	_____
5-8	Wed	ASI Convention	_____
10,11	Mon	Regional Presidents Council	_____
12	Wed	AHA Cabinet	Loma Linda CA
13,14	Thu	NAD Officers & Union Presidents	Loma Linda CA
17	Mon	<i>LLU Board</i>	<i>Loma Linda CA</i>
19	Wed	LLUMC Board	Loma Linda CA
20	Thu	<i>PPPA Board</i>	<i>Nampa ID</i>
26,27	Wed	<i>Adventist Risk Management Board</i>	<i>Burlington VT</i>
<u>September 1998</u>			
8	Tue	Ingathering Editorial Committee	Silver Spring MD
9	Wed	Church Resource Consortium Board.	Silver Spring MD
10-16	Thu	NAD Union Directors of Education	_____
13	Sun	Faith For Today Executive Committee	Simi Valley CA
14	Mon	La Voz Executive Committee	Simi Valley CA
14-16	Mon	Adventist Risk Management Conference	_____
15(am)	Tue	<i>R&H Board</i>	<i>Hagerstown MD</i>
15	Tue	Breath Of Life Executive Committee	Simi Valley CA
16	Wed	Voice Of Prophecy Executive Committee	Simi Valley CA
17	Thu	<i>Human Resources Workshop</i>	_____
17	Thu	It Is Written Executive Committee	Simi Valley CA
18	Fri	AMC Support Services Executive Committee	Yakima WA

96-318

November 7, 1996 a.m.

NAD Year-end Meeting

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>September 1998</u> contd			
18	Fri	NAD Risk Management Committee	_____
20	Sun	Life Talk Radio Executive Committee	Yakima CA
21-25	Mon	NAD K-12 Bible Steering Committee	_____
29(eve)-Oct 8	Tue	Annual Council	_____
<u>October 1998</u>			
12-23	Mon	Bible Textbook Steering Committee (9-12)	_____
12	Mon	LLU Board	Loma Linda CA
14	Wed	LLUMC Board	Loma Linda CA
18,19	Sun	Oakwood College Board	Huntsville AL
26,27	Mon	NAD Union Treasurers Council	Silver Spring MD
26,27	Mon	NAD Union Presidents Council	Silver Spring MD
26,27	Mon	NAD Union Secretaries Council	Silver Spring MD
28	Wed	NAD Finance Committee	Silver Spring MD
29,30	Thu	NAD, Union & GC Officers	Silver Spring MD
<u>November 1998</u>			
1	Sun	Message Advisory	Silver Spring MD
1	Sun	Higher Education Cabinet	Silver Spring MD
1	Sun	AHA Cabinet	Silver Spring MD
1(ev)-5	Sun	NAD Year-end Meeting	Silver Spring MD
6	Fri	NAD Risk Management Committee	Silver Spring MD
10-13	Tue	NAD Bible Textbook Steering Com K-12	_____
15	Sun	Faith For Today Executive Committee	Simi Valley CA
16	Mon	La Voz Executive Committee	Simi Valley CA
17	Tue	Breath Of Life Executive Committee	Simi Valley CA
18	Wed	Voice Of Prophecy Executive Committee	Simi Valley CA
19	Thu	It Is Written Executive Committee	Simi Valley CA
20	Fri	AMC Shared Services Executive Committee	Simi Valley CA
22	Sun	Life Talk Radio Executive Committee	Yakima WA
<u>December 1998</u>			
1-3	Tue	NAD Education Advisory	_____
2	Wed	Adventist Risk Management Board	Silver Spring MD
3-8	Thu	NAD Curriculum Committee	_____
7-9	Mon	Regional Evangelism Council	Huntsville AL

November 7, 1996 a.m.
NAD Year-end Meeting

HRS/OGC/TREn/SECn/NADCOA/NADOUP/NAD&UnSec96YE/96YE to HWB

**528-96Na CALLING EMPLOYEES FOR INTRADIVISION
SERVICE (Leave of Absence)—POLICY AMENDMENT**

VOTED, To amend NAD D 30, Calling Employees for Intradivision Service, section D 30 90, Leave of Absence, to read as follows:

D 30 90 Leave of Absence—An organization granting a leave of absence to an employee shall clearly define the conditions and terms of the leave of absence and communicate these to the employee in writing. These shall include the length of the leave of absence, financial assistance, if any, and the responsibility if any of the employing organization to hire the employee. Other denominational organizations shall not hire such an employee without clearance from the organization granting the leave. The employee's credential/license is not ordinarily withdrawn but is usually not renewed while he/she is on leave of absence. If an employee has requested Family and Medical Leave of Absence, see D 67.

CLOSING

The 1996 Year-end Meeting closed with singing the song, "Blest Be the Tie" after which Ruthie Jacobsen offered the closing prayer.

Adjourned

Alfred C McClure, Chair
Rosa T Banks, Secretary
Clarence E Hodges, Editorial Secretary
Betty Pierson, Recording Secretary

