

**YEAR-END MEETING**  
**NORTH AMERICAN DIVISION COMMITTEE**  
Silver Spring, Maryland  
November 2, 1998 8:00 a.m.

**DEVOTIONAL MESSAGE**

Peter Neri, Pastor of the Oakwood Church, Detroit, Michigan, spoke on the spiritual leadership of Nehemiah who rebuilt the walls of Jerusalem from a mountain of rubble when God said, "Arise and Build."

Just nine days ago the city of Detroit hired Control Demolition, Inc. to implode the massive Hudson Department Store building in the center of the city of Detroit. Two million two hundred thousand square feet of concrete and steel! It was 25 stories high and in 30 earth shaking seconds that entire edifice was reduced to a pile of rubble 60 feet tall! If you would go downtown to the city right now, you would see a large amount of heavy equipment that is being utilized to move that massive mound of rubble, in order to reconstruct something that is more in tune with the times in which we are living.

I believe in my mind that it was similar to the massive undertaking that Nehemiah found when he arrived in Jerusalem. He was impressed by the Lord to lead in the rebuilding of the walls of Jerusalem and that needed to be done. The city was in reproach. So he went back there and I think he was a little startled by what he saw, massive mounds of rubble that needed to be moved, and walls that needed to be constructed.

We, too, are facing a very important task. In fact, Ellen G White puts it this way in *Review and Herald*, March 2, 1887: "Our massive task, a revival of true Godliness among us, is the greatest and most urgent of all of our needs." We have a work to do, and when we look out we see a massive mound of rubble. Just like the city of Detroit, just like Nehemiah, only we don't have the resources or equipment that Detroit has at its disposal. But there is one. The one that was available to Nehemiah that enabled him to finish the task in 52 days. (See Neh 6:15)

What did Nehemiah have or do that allowed him to move a massive mound of rubble? I want you to take your Bibles and turn to Nehemiah, the first chapter, and we are going to see four things about Nehemiah that we ourselves can be assured that we will succeed as he succeeded.

Nehemiah 1:4, Now "it came to pass, when I heard these words, that I sat down and wept, and mourned certain days, and fasted, and prayed before the God of heaven." Look at what the enemies of Nehemiah said, "Can they revive the stones from the dusty rubble, even



the burned ones?" We have a challenge similar to Nehemiah's, a revival of true Godliness among us is the greatest and most urgent of our needs.

1. Nehemiah was a spiritual man. I am not talking about a religious man. I am talking about a spiritual man. If you will take the book of Nehemiah and read it you will find that at every turn, at every circumstance, and in every situation he first offered prayer. He did not get a hold of his committee members. He did not call his committee chairman or some powerful layperson. He first knelt down to pray as we see in these first three verses. He prayed, he humbled himself, and he said, "I and my father's house have sinned against you." He did not say "they have sinned;" he said, "we have sinned."

He knew his Bible. A spiritual person is a person that releases control to the Holy Spirit. That takes place when we take time to study our Bibles, take time to pray, and when we listen to what the prophet has to say. Nehemiah succeeded because he was spiritual, not because he was a great administrator, not because he had the ability to speak elegantly, not because he had resources, not because he had fame and fortune. He was the cup bearer of the king, but he was successful because he was spiritual. We need to be spiritual. He read his Bible, prayed, and humbled himself before God. And suddenly the massive mount of rubble begins to move. Fifty-two days this man Nehemiah organized the congregation and they rebuilt those walls.

I want to show you what our wonderful Savior, Jesus Christ said. The Pharisees did not want to hear it, the Scribes did not want to hear it, the Herodians did not want to hear it. Jesus said, Blessed are the poor in spirit, blessed are they that mourn, blessed are the meek, blessed are they that hunger and thirst after righteousness . . . Jesus was a spiritual man. He is calling His people to be spiritual. If you are poor in spirit, if you mourn by the grace of God, and you are meek, you will hunger and thirst after righteousness. If you follow the Beatitudes, you know what comes next, your reward will be that you are persecuted. I know we are a massive mound of rubble in the North American Division.

We are not being persecuted. It is because we are not spiritual people. We have to be spiritual people. Nehemiah succeeded because he was a spiritual person. God is calling for men and women today that spend more time at His feet. The quote in *Desire of Ages* about John the Baptist says, "He could stand before kings because he bowed low before the King of Kings." That should be our motivation, and that should be our badge of distinction as leaders in the North American Division.

I was asked to serve on the Revival Subcommittee for the North American Division a couple of years ago, and it was a blessing. I want to tell you why I believe I was on that committee as an obscure pastor. In 1988 after hearing David Wolkwitz's presentation on the



Holy Spirit, I started praying every morning that God would touch the heart of the world field, and that every SDA member would get up and surrender to Jesus Christ and ask for an outpouring of the Holy Spirit. What would happen if all of us did that in North America? As I sat there I saw the beautiful materials that we cranked out. A good ideas came and all of a sudden it struck me—all of this is a waste of time until our leaders have that experience with Jesus Christ and become spiritual people.

2. Nehemiah was a leader. All reformation and revival will be leader-driven. The people need someone or something to look to, to sustain their desire to be spiritual. When you look at it you see Nehemiah, Ezra, John the Baptist, Paul were all spiritual leaders. The main ingredient for the leaders as it says about Nehemiah is to gain the confidence and the sympathy of the people. That is how they followed him. Jesus said, "My sheep know my voice and they follow me." It means that Jesus was out in front. Jesus was on the battle line with the people. They watched and listened to Him and saw how He approached these problems. We all know the way Christ approached those problems; He was a spiritual person and would go to His Father and look for help.

3. Nehemiah addressed the issues of his day. He did not run for cover. He did not consider politics to be more important. Nehemiah was not receiving what was due him as a governor. At his own expense, everyday he was feeding people who did not have money. He was going into the foreign countries and buying back Jews that were sold into slavery and then found that his own people were selling each other. The first thing he did after he prayed and thought was to address the issue. He reinstated proper worship in Israel and he reinstated the commemoration of the Beautiful Feast. He expelled Tobiah from the sanctuary with his own hands. He would not allow anything worldly to be inside the walls. That is why the walls were built to keep them out so that God and His people were to be inside—not to keep them from reaching out. The worldly influences were to be kept out. He restored the tithe, he restored the Sabbath. He dealt with the issue of forbidden marriages.

After prayer he brought the leaders together explaining what Moses said. They addressed the issues. There are important issues that we are running and hiding from. I want you to know that Nehemiah succeeded because of love. From love and from a relationship with a loving Savior, he addressed the issues of his day. I want you to stop and think and pray over the call that is coming to you today from God. Nehemiah succeeded because he was a leader. He was a leader who had an experience and won the confidence and the sympathy of the people. He succeeded because he addressed the issues of his day.

Every morning I get up and I pray that our whole world Church will pray for an outpouring of the Holy Spirit daily. I identify three sins that we really need to repent of. This is intended for you to assess it yourself. Here are the sins that I see we are guilty of:



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politicking, confusing of the doctrine, and ignorance of the Prophet. We need a church that lovingly stands up for what is right, and spends time every day with Jesus. That has to come from the leaders first. We need to read from Ellen G White even though we don't like what she says, because God is in a relationship with us. He is trying to tell us, "Here is how I can communicate more lively and boldly with you. Here is how I can use you to reach out and bring people in," and that is the purpose of our existence. You may have been passed over for a position and may be harboring hard feelings for that. But we've got to struggle and fight and give those feeling up to God. We cannot let things hold us back from being the men and women God wants us to be in leadership.

4. Nehemiah invited the people to join him. Look at what it says in Nehemiah 9:38, "Now because of all of this we are making an agreement in writing and on the sealed document are names of our leaders, our Levites and our priests." We leaders need to sign the document that we are making a covenant to let God revive us again and reform us again. Then we need to invite the Levites and priests under us to join this, and we need the priests and Levites to invite the people to join this; that is the way the flow charts goes. After those above have a relationship with Christ it flows out from there. Suddenly the rubble is clear, and the walls are built, and the people begin to see a vision again. They can move forward because they sense that Jesus Christ's voice and presence is leading at the front again. God bless you as you contemplate this massive challenge.

#### **NAD REPORT—1998 ANNUAL COUNCIL**

Alfred C McClure gave a brief oral report on the 1998 Annual Council in Brazil. He then introduced the Annual Council video report of the North American Division.

Prayer was offered by Ward D Sumpter, Secretary, Southern Union Conference

#### **LEE, WILMA KIRK—LARGE CITY EVANGELISM REPORT**

Wilma Kirk Lee, Director, Center for Family Wholeness in Houston, Texas, spoke of her dream for large city evangelism. She told of the many families who are underserved. The Center is dedicated to listening to the needs of these families. They reach families in recovery, telling people how Jesus saves. They help families to obtain flu shots and the necessary immunization for children under the age of two.



The challenge is to meet people where they are, and to let them know that we are "seven-day Adventists," - that is Adventists every day of the week. The challenge is great, the resources are tremendous, and it is a privilege to be part of The Center for Family Wholeness.

## **OPENING**

Harold W Baptiste, Secretary, North American Division, stated that there was a quorum present.

98YE to ACM

## **CALL TO ORDER**

Alfred C McClure, Chair, called to order the first session of the 1998 North American Division Committee Year-end Meeting.

98YE to HWB

## **YEAR-END MEETING AGENDA**

VOTED, To adopt the 1998 Year-end Meeting Agenda as presented.

98YE to HWB

## **STANDING COMMITTEES**

VOTED, To approve the 1998 Year-end Meeting Standing Committees as follows:

### **STEERING**

Alfred C McClure, Chair  
Harold W Baptiste, Secretary

**Members:** Rosa T Banks, Bjarne Christensen, Robert S Folkenberg,  
Malcolm D Gordon, Clarence E Hodges, Theodore T Jones, Harold L Lee, Cyril Miller,



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Thomas J Mostert Jr, Kermit L Netteburg, Richard C Osborn, Kenneth W Osborn, Orville D Parchment, Jere D Patzer, Donald R Pierson, Juan R Prestol, Robert L Rawson, Charles Sandefur, Donald C Schneider, Melvin Seard, G Ralph Thompson, Max A Trevino, Manuel Vasquez

### NOMINATING COMMITTEE

Alfred C McClure, Chair  
Harold W Baptiste, Secretary

**Members:** Neils-Erik Andreason, James Brauer, Herman Bauman, Skip Bell, Mardian Blair, Shelley Brown, Ramon Canals, Bjarne Christensen, Stephen Gifford, Malcolm D Gordon, J Neville Harcombe, Maryellen Holford, Daniel R Jackson, Finnie John, Theodore T Jones, Harold L Lee, Joseph W McCoy, Vivian McGee, Norman Miles, Sandy Miller, Thomas J Mostert, Greg Nelson, Orville D Parchment, Perry A Parks, Jere D Patzer, Juan R Prestol, Ruben Ramos, Charles Sandefur, Donald C Schneider, Helvius Thompson, Max A Trevino, Jesse Wilson, Ronald M Wisbey, Naomi Yamashiro.

98YE to HWB

### 549-98N SECRETARY'S REPORT

Harold W Baptiste introduced Rosa T Banks, Associate Secretary of the North American Division. Teran Taylor, Rosa Bank's brother, just passed away, and the members were asked to remember Dr Banks and her family in their prayers for comfort and support.

Baptiste acknowledged the work of the NAD Secretariat team, Betty Pierson, Recording Secretary, Pearly David, Administrative Secretary to Harold W Baptiste, Ann Troy, Office Secretary, and Carolyn Rochester, Administrative Assistant.

### Statistical Report

Baptiste took the group through the North American Division Statistical Report for 1998. He challenged the Year-end attendees to reach the number of one million baptized members in the North American Division by the General Conference Session 2000, to hasten the coming of our Lord and Savior, Jesus Christ.



VOTED, To accept the Secretary's Report for the 1998 Year-end Meeting, including the referenced Statistical Report.

## INTRODUCTIONS

Alfred C McClure introduced Juan R Prestol, newly elected Treasurer of the North American Division. Prestol replaces George H Crumley who retired in September of 1998.

Prestol introduced his staff, as follows: Kenneth W Osborn, Associate Treasurer; Donald Pierson, Associate Treasurer and Administrator of the Retirement Plans for North American Division; and Marshall Chase, Treasurer of the Adventist Media Center.

98YE to JRP

## 551-98N TREASURER'S REPORT

Juan R Prestol placed the year 1997 in perspective as he presented the 1998 Year-end Treasurers Report. The audited financial statement for 1997 was presented and voted in NADCOM during 1998 Spring Meeting. This report contained the following:

- An increase in operations of 1.5 million
- A Working Capital increase from 75.73% to 83.49%
- An increase to Cash and a Cash Equivalents of \$10,843,872

The reasons for these increases:

- An increase in tithe from 1996 to 1997 of 5.3%
- Cash entries of the Working Capital Appropriation from the General Conference recorded in 1996.

Prestol then showed the current ratios for the years 1991 to 1997 with a percent factor moving from 1.46% in 1991 to a high of about 3.09% in 1996, and tapering back to about 2.1% in 1997. Working Capital Percentage was also shown at an all time low in 1992 but steadily increasing to a high of 83.49%.



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The determinant factor in the Working Capital change was that at the end of 1996, NAD recorded in the accounting records the action of the General Conference Committee transferring to the North American Division for Working Capital the amount of \$7,662,331.80, these funds were received in 1997. North American Division must continue to build its Working Capital to the recommended 100% level.

Mission giving reflects a general decline in the years 1991 to 1997 going from 2.1% in 1991 and dropping to -2.4% in 1992

Net Asset Balances reflected a low of \$2,933,014 in 1991 and moved upwards to a high in 1994 of \$21,897,534 in 1997.

The Audited Report for the period ending December 31, 1997 was included in the material mailed to the members of NADCOM. This report included

- A qualified opinion
- A consolidated presentation of the NAD entities as follows:

Adventist Community Services (ACS)  
Adventist Media Center (AMC)  
Dare to Care Camporee (DTC)  
NAD Evangelism Institute (NADEI)  
Seminars Unlimited (SU)

Prestol then made a few comments about 1998 which included:

- North American Division is operating within budget for 1998
- A 6% tithe increase through September 30, 1998
- 2% increase in mission offerings also through September 30, 1998

Prestol indicated the objectives of the NAD Treasury Department are:

- To position NAD as an efficient and effective entity of the Church
- To provide support to the leadership of NAD organizations
- To be accountable to the constituency which it serves.

VOTED, To accept the Treasurer's Report as presented by Juan R Prestol, Treasurer of the North American Division.



98YE to JRP

**CRUMLEY, GEORGE H—APPRECIATION**

VOTED, To express appreciation to George H Crumley for his 18 years of dedicated service as Treasurer in the North American Division.

OHR/NADOUP/NAD&UnSec/98YE to HWB

**507-98N CONCILIATION AND DISPUTE RESOLUTION  
PROCEDURES (THE ARBITRATION PANEL)—  
POLICY AMENDMENT**

VOTED, To amend NAD B 90, Conciliation and Dispute Resolution Procedures, section B 90 40, The Arbitration Panel, to read as follows:

**B 90 40 The Arbitration Panel**—The credibility of the arbitration panel in the eyes of the parties in dispute is of utmost importance. The panel should be perceived by the parties in dispute to be neutral, impartial, and independent.

An arbitration hearing may be conducted by either one or three persons, including the moderator; however, in either case, the parties in dispute must agree on the person(s) as well as the number of persons appointed to serve. ~~An arbitration panel may consist of three persons and should include one person chosen by each of two parties and one person mutually agreed upon. The moderator should also be mutually agreed upon.~~

On the local church level - No change

On the local conference, - No change

OHR/NADOUP/NAD&UnSec/NADOUP/98YE to HWB

**506-98N CONCILIATION AND DISPUTE RESOLUTION  
PROCEDURES (BINDING ARBITRATION)—  
POLICY AMENDMENT**

VOTED, To amend NAD B 90, Conciliation and Dispute Resolution Procedures, section NAD B 90 15, Binding Arbitration, paragraph 2, to read as follows:



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2. *Mediation*—If the informal negotiation does not suffice, the parties in dispute must voluntarily meet together with one or more mediators. The mediator(s) serve(s) to guide the negotiation as the parties seek to agree and become reconciled (Matt. 18:16).

Before the process of binding arbitration can begin, all pending ~~law suits or administrative charges~~ lawsuits related to the dispute must be dismissed, and/or the parties involved must sign an agreement not to institute a ~~law suit~~ lawsuit against each other.

567-97N/NADO/NADCOA/NAD&UnSec/NADOUP/98YE to HWB

**510-98N GENDER-INCLUSIVE LANGUAGE—DIRECTIVE**

VOTED, To request NAD Secretariat to amend the NAD *Working Policy* by using, where appropriate, gender inclusive language as follows:

<u>Change</u>	<u>To</u>
he	he/she or another more suitable word or phrase
his	his/her or another more suitable word or phrase
him	him/her or another more suitable word or phrase
man/men	employee, appointee, man/woman or another more suitable word or phrase

RetPlan/NAD&UnSec/NADCOA/NADOUP/98YE to HWB

**513-98N RECORDING AND PRESERVING EMPLOYEES'  
SERVICE RECORDS (Service Record Formats)—  
POLICY AMENDMENT**

VOTED, To amend NAD D 45, Recording and Preserving Employees' Service Records, section D 45 15, Service Record Formats, to read as follows:

**D 45 15 Service Record Formats**—Each denominational organization shall maintain service records for all its employees in both manual and computerized formats as follows:

1. *Manual Systems*—The manual system consists of maintaining the service record on a standard form.



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a. Standard Form—The content and design of the standard service record form are specified by the North American Division. It shall be stocked as required and used by all denominational organizations which use the manual system. Orders can be placed with the denominational publisher for the respective territory Review and Herald Publishing Association.

b. Information to Be Recorded—~~The following information shall be included on the service record of all employees: Recorded—All appropriate blanks on the standard form shall be filled out according to the instructions provided with the form.~~

1) ~~Year-by-Year Record—The service for each year shall be recorded on a separate line and shall be signed by the person responsible for the service records within ninety days subsequent to the Year-end. If in one year the employee serves in two or more employing organizations, in two or more different positions or types of work, or changes from full-time to part-time employment or vice versa, a separate line shall be used for each change of employment status. If an employee of a health care institution is employed in more than one position in the same institution during the year, only the last position need be recorded.~~

2) ~~Position or Type of Work—The official position or type of work shall be given.~~

3) ~~Employing Organization—The organization to which the employee is directly responsible shall be given.~~

4) ~~Beginning Date/Ending Date—The year shall be entered in the column titled “Year-by-Year Record” with the beginning and ending dates containing only the day and month in that order. Spell out the abbreviation for the month (as opposed to using numerals). Example: 15 Jan~~

5) ~~Salaried Full-time Service (Months)—Record the number of months of full-time salaried employment. See Z 15 05-4 (Appendix I or II) or the Hospital Retirement Plan for health care organizations for definition.~~

6) ~~Salaried Part-time Service (Months)—Record the number of months of part-time salaried employment. For definition see Z 15 05-4 (Appendix I or II) or the Hospital Retirement Plan for health care organizations.~~

7) ~~Hour-time Service (Hours)—Record the number of paid hours of hour-time service including paid hours of overtime, sick time and vacation. See Z 15 05-4~~



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~~(Appendix I or II) or for health care organizations, the Hospital Retirement Plan for definition:~~

~~8) Percentage of Service Credit—Indicate the percentage of one year's service credit to which a full-time/part-time salaried or hour-time employee is entitled. For computation instructions see Z 15-05-4 (Appendix I or II), or the Hospital Retirement Plan for health care organizations.~~

~~9) Remuneration Percentage—Enter the employee's percentage on the remuneration scale for the position held. For computation instructions for hour-time employees see Z 35-05-2 (Appendix I or II), or the Hospital Retirement Plan for health care organizations.~~

~~10) Yearly Rate Factor (YRF)—Enter the employee's yearly rate factor using the remuneration percentage as of the last full payroll period in the calendar year and the schedule of Yearly Rate Factors. For computation instructions see schedule under Z 35-05-2 (Appendix I or II), or the Hospital Retirement Plan for health care organizations.~~

~~11) Signature of Officer—Each line shall be hand signed by the officer responsible for keeping the service record. (See D-45-10.) Such officer shall not sign his/her own service record or that of his/her spouse or relative but shall request another officer to do so.~~

2. *Computerized System*—The computerized system consists of maintaining the service record in the computerized system provided by the North American Division.

a. The computerized system will ask for the specific items of information that are needed. ~~Basically, these are the same as required on the manual system.~~

b. Standard Format—No change

c. Annual Service Entries—No change

d. Microfiching or Microfilming of Printouts—No change

e. Biennial Copy to the Employee—No change

f. Annual Schedule for Transmissions—No change



3. Transfer to Computerized System—After December 31, 1999, all participating employers shall follow these procedures for maintaining service records.

a. The manual system referred to in D 45 15-1 shall be the official record of employment through December 31, 1999, and the manual original of the service record shall accompany applications for retirement benefits as documentation.

b. The computerized system referred to in D 45 15-2 shall be the official record of employment after December 31, 1999, and the prescribed transfer disk shall accompany applications for retirement benefits as documentation.

c. Retirement applications for employees with service both prior to and after the December 31, 1999 date shall include both the manual copy of the service record and the prescribed transfer disk.

d. Exceptions to this transfer schedule may be approved by the North American Division Committee on Administration or its designee.

NAD&UnSec/NADOUP/98YE to HWB

#### **514-98N NAD POLICY BOOK—CONTENTS - DIRECTIVE**

VOTED, To delete the following sections from the NAD *Working Policy* book and retain a note indicating that these documents will be published in separate booklets.

1. Health Care Assistance Plan for Employees of Seventh-day Adventist Organizations of the North American Division (USA).
2. NAD Z Retirement Plan (USA); (booklet is called the Seventh-day Adventist Retirement Plan of the North American Division and Auxiliary Benefits.)

Adjourned

Alfred C McClure, Chair  
Harold W Baptiste, Secretary  
Cyril Miller, Editorial Secretary  
Marilynce Gibson, Devotional Recording Secretary  
Betty Pierson, Recording Secretary



