

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

Silver Spring, Maryland
November 5, 2002, 8:00 a.m.

DEVOTIONAL MESSAGE

Harold W Baptiste, Secretary of the North American Division, presented the devotional message entitled, "Standing Fast in the Worse of Times".

"Thou therefore, my son, be strong in the grace that is in Christ Jesus. And the things that thou hast heard of me among many witnesses, the same commit that thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall be able to teach others also. Thou therefore endure hardness as a good soldier of Jesus Christ. 2 Timothy 2:1-3. After the first wave of persecution against the Christians in Rome, Paul was released from his prison and immediately resumed his divinely appointed mission of preaching the gospel in the cities of the empire.

But all was not well in Rome. There was widespread discontent. Nero's pursuits were not in harmony with the desire of the citizens and it became apparent that his support was waning. When a fire broke out and burned a large section of the city, the word was circulated that Nero, who seemed to be more interested in philosophy and music than in good government, was playing his fiddle while a large section of the city went up in smoke. History does not verify this story. But whatever it was, it was sufficient to increase Nero's concern and so in an effort to divert the attention away from himself he blamed the Christians for the fire, commenced another round of persecution, rearrested Paul, placed him in prison, and set about to reestablish his own authority by force and brutality.

Paul had already been tried but he had not yet been sentenced. He had little hope that the verdict would be in his favor, so he said in the fourth chapter of the epistle, verse 6, "I am ready to be offered up and the time of my departure is at hand. I have fought a good fight, I have finished my course, I have kept the faith." It was under these circumstances that the second letter of Paul to Timothy was written. Many refer to it as the Apostle's last will and testament. And so it was. He wrote no other epistles and in his heart he seemed to have realized that his earthly journey was coming to an end.

Here he does not treat the deep, sophisticated theological issues of the day in which he used to marshal his arguments and order his language logically and convincingly to devastate anyone who dared to challenge his opinion. No, he left behind him the youthful exuberance of a heated debate. He became calm and the Christian warrior's life was mellowed, even to the point of embracing those whom he once considered a hindrance to the advancement of the gospel. So he wrote, "Take Mark and bring him with thee for he is profitable to me for the ministry."
2 Tim. 4:11

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Paul is probably concerned here with the future of the Church, and the continuation of the proclamation of the gospel in the face of anticipated hardships. What would happen to the churches for which he was willing to give his life, and who will continue the important task of preaching the everlasting gospel? These are some of the questions that he had in mind. But before he gets to these issues he takes the time to address the matters of the heart. Timothy had labored with him side by side. He knew that the time was coming when the young man would be left alone, he would have to stand by himself. He wanted him to be assured that notwithstanding the rigors of the road that Paul had called upon him to endure, he loved him as a father loves a son. He did not use the word for son. He really used the word for child. And so you could translate the passage: "To Timothy, my dearly beloved child." That word captures the tenderness and the sensitivity with which Paul related to Timothy.

It is important, brothers and sisters, that as human beings we exchange tenderness and warmth from heart to heart. And it is even more important for those of us who are Christians. Christianity must make us loving. It must also make us lovable. We should reach out to the world with the irresistible love of Jesus Christ so that people will love Him because we love Him. Paul knew that the days were coming when Timothy would find himself facing grave dangers and standing alone. At such times it is not the memory of winning an argument that matters. It is not the memory of winning an argument that gives courage, but the knowledge that one is loved and appreciated. This is what gives one fortitude, and the ability to persevere even in spite of dangers, and ultimate death.

Many of the victims of 9/11 were able to speak to their loved ones on cell phones, some on the planes that went down and some from the towers. The conversations were short, but there was one thing they all did. They all said to one another, "I love you." Truly love is stronger than death. We ought to possess that love and communicate that love, and share that love to men and women anywhere we go.

What was ahead? With prophetic insight Paul indicated clearly to Timothy and to us what was and what is ahead. He lists the perils in which we will be embroiled. In Chapter 3, verses 1-5, the New English Bible renders it this way, "You must face the fact that the final age of this world is to be a time of troubles. Men shall love nothing but money and self. They will be arrogant, boastful, and abusive, with no respect for parents, no gratitude, no piety, no natural affection, they will be implacable in their hatred of others. Scandal mongers, intemperate and fierce, strangers to all goodness, traitors, swollen with self-importance, they will be men who put pleasure in place of God, men who preserve the outward form of religion, but are a standing denial of its reality." These are the forces that are around us. This list is reproduced in the newspapers of the cities of the world and they are not reporting prophecies, they are reporting reality. The capture and execution of innocent hostages, wars of genocide and ethnic cleansing. That is the world in which we live.

And so Paul gave Timothy his first exhortation. He said to him, "Be strong." Because of all the challenges that would confront Timothy, Paul's first exhortation to him was that he should

be strong. That strength does not come by human exercise. It is made possible only by the grace of God. Chapter 2, verse 1 reads, "Be strong in the grace that is in Christ Jesus." That is what the King James Version says. The New English Bible says, "Take strength from the grace of God which is in Christ Jesus." Today's English Version says, "Be strong through the grace that is ours in union with Christ." All versions indicate that the grace comes through Christ. It is because of our connection with Him that the grace of God flows to us.

One commentator says that the grace of Christ is the inward power which enables us to will and to do His good pleasure. Grace is not cheap, however, and grace is not weak. It invades the kingdom of evil and multiplies itself in places where evil is on the increase. Grace dares to hold out mercy and hope to helpless victims of sin. There is never a spot so evil, never a soul so sinful that the grace of God will be withdrawn. God is ready to provide a super abundance of grace to save mankind and to give strength to His servants.

Therefore Paul urged Timothy, lose yourself in the super abundant grace of God and it will make you strong, indeed it will make you stronger in all that is good. It will make you stronger in all of your resolutions. It will make you stronger in all of your purposes. It will make you stronger in faith. It will make you stronger in hope. It will make you stronger in the love of Jesus Christ. It will make you stronger to do His will. It will make you stronger to fight the forces of evil. It will make you stronger in endurance. The grace of God will make you stronger. But that strength is only available when we maintain connection with Christ. For when you analyze it conclusively, He is our strength, it is He who strengthens us. But grace makes its own demands. When we are recipients of the grace of God it behooves us to pass it on. If we are not passing it on we do not have it. Grace does not come in drops. It comes in a stream and it flows. Anything that continues flowing will eventually overflow. So grace overflows us.

Servants of God must reflect the grace of Christ in all their dealings. We must ever be mindful of the fact that the Lord is gracious to us so we should be gracious to others. The mercy with which we seek for ourselves we must be willing to give others who falter. Now I want to make it plain that this is not a plea to overlook wrongdoing, but it is an appeal to deal mercifully with those who err. The servant of the Lord taught that there should be balance here. In *Acts of the Apostles*, pages 503 and 504, we read, "We must guard against undue severity toward the wrong doer, but we must also be careful not to lose sight of the exceeding sinfulness of sin. There is need to show Christlike patience and love for the erring one, but there is also danger of showing so great toleration for his error that he will look upon himself as undeserving of reproof, and will reject it as uncalled for and unjust." Do not be too harsh, and do not be indulgent but be tenderhearted and full of grace to those with whom you relate.

In nature, any species that does not reproduce itself will soon be extinct. Those who work with endangered species make every effort to have a young one of each species born somewhere, because that is what will keep the species alive. The small band of Christians in the early Christian church were assailed on every hand. They were hunted and beaten, imprisoned and tortured and executed. Rome had no tolerance for the strange sect. So if they did not

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continue to make new converts, all the early labors of the apostles would be in vain. Paul knew this and he was no doubt concerned about the very survival of Christianity. But he was neither giving in nor giving up. He was determined to establish a system by which the leaders who were martyred were replaced by other leaders so that there would always be leaders to proclaim the good news of the gospel and thus to keep the Church alive. In his long years of service he had never wavered in his loyalty and devotion to Jesus Christ as Lord and Savior. Wherever he was, before taunting Pharisees or severe Roman authorities, never was he ashamed to testify to the loving, living Lord. He always told the wonderful story of the Cross. He felt that practice needed to be continued and so he gave in 2 Timothy 2:2 this counsel, "Take the words that you heard me preach in the presence of many witnesses and give them into the keeping of men you can trust, men who will be able to teach others also."

There are important points in this verse which I want to bring to your attention. The gospel must be faithfully proclaimed. Timothy was to proclaim not what he thought he heard or what he thought he read. There is one gospel and that is the gospel Paul preached in the hearing of many people. He was not to attempt to change it. This is the gospel that we must proclaim: the story of the being who became man, who died on the cross, rose again, went to heaven, and is coming back for us. That is the gospel we must proclaim.

The world needs to hear that story. Over and over that story needs to be told. So we tell that story in video and DVD, in Bible school and Bible study, in NET transmission and website. We tell the story over and over again. In seminars and old time public preaching we must continue to tell the story. There is no story like it and as simple as it may sound, it is full of power. Power to save to the utmost those that come unto God by Jesus Christ.

The men chosen for this special task must be able to teach. This is an indication that Timothy was given the responsibility of selecting and authorizing individuals to serve as officers, or elders, or leaders in the church. Such persons, in addition to being faithful and trustworthy, were also required to have a skill or a gift, in this particular case, the gift of teaching. All this is consistent with Paul's intent that the gospel which he so faithfully proclaimed should be accurately transmitted from one generation to the other. Thus, the continuation of the church and the faithful transmittal of the gospel would be facilitated.

Paul had another overriding concern. Already he had suffered much for the sake of the gospel. He had witnessed and experienced the periods of persecution. He knew all too well the mind set of persecutors because he himself had been one of them. The political climate was not conducive to the practice of Christianity. Timothy had many problems to address in Ephesus and there were other challenges and other churches. The Apostle wanted the assurance that the leaders of the church would not back down or back away from the heaven-appointed responsibilities because of hardships and persecution. And so he admonishes Timothy, "Endure hardship as a good soldier of Jesus Christ." 2 Tim 2:3.

In chapter 1 verse 8, the King James Version says, "Be thou partaker of the afflictions of the gospel." A term that is worthy of note, the word "affliction" is an interesting word. It occurs only twice in the New Testament and both times in the book of Timothy, II Timothy 1: 8, and 2:3. It means to suffer evil jointly. To share disgrace together, partakers of affliction. The passage almost seems to suggest that Christianity in general and Christian ministry in particular is a fraternity of suffering. "In fact," Paul says in chapter 3, verse 12, "everyone who wants to live a godly life in Jesus will be persecuted."

Paul knew what it meant to endure hardships. Listen to his own testimony. In the face of those who consider themselves more worthy than he for what they had endured, he said, "I have worked much harder, been in prison more frequently, been flogged more severely, been exposed to death, again and again. Five times I received from the Jews 40 lashes minus one. Three times I was beaten with rocks. Once I was stoned. Three times I was shipwrecked. I spent a night and a day in open sea and have been constantly on the move. I have been in danger from rivers, in danger from bandits, in danger from my own countrymen, in danger from gentiles, in danger from the city, in danger from the country, in danger of the sea, in danger of false brothers. I have known hunger and thirst, I have often gone without food. I have been cold and naked." All this he endured for the gospel. 2 Cor 11:23-27.

We are continuing the message from Sunday night. When it gets rough, then you hold on. That is the time to hold on. "Endure hardship," Paul said, "like a good soldier." A soldier lives for one purpose, his entire life revolves around warfare. He is either preparing for it or he is engaged in it. As Christians we must be Christian soldiers, dedicated to what we do. Not turning away. Whether we are training or preparing, what we need to do is to be ready to participate and to share.

There are some characteristics of a soldier that I would like to share with you because we also should share those characteristics. First is obedience, to conform in humility to what has been prescribed and ordered. Next discipline, training ourselves, developing self-control and character. Next is self-sacrifice, giving freely of the self for the good of others, for the good of the community. A soldier is also loyal, that is to say he is faithful to properly constituted authority. He remains vigilant, always awake, always alert, looking for what he needs to detect. And then, a soldier develops the ability to endure. Because, you see, the victorious army is the army which endures and remains standing when everybody else is lying down.

Too many of us today have grown too accustomed to what I call a comfortable Christianity. I am not preaching to you now I am preaching to myself also. We are losing the spirit of adventure, and a willingness to endure hardships for the sake of the gospel. We are unwilling to put ourselves at risk. We compare ourselves with others instead of comparing ourselves with Christ. We spend so much time defending that we no longer know who we are. We have produced a generation of young people who love the easy life and are willing to accept anything the world offers as long as they do it in moderation. But this must not be so. More and more we need to confront the world with the gospel of Jesus Christ. Even in the face of

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hardships, we are called upon to stand. Everyone who is enlisted under the blood-stained banner of Jesus Christ should be engaged in warfare and should be constantly vigilant. Satan is determined to keep us running but we are to stand in the strength of Jesus Christ and overcome him. We are in the days that the Apostles wrote about and we wrestle not against flesh and blood, but against principalities and powers. So the words I want to leave with you are the words of Paul in Ephesians 6:10-13. "Finally, my brethren be strong in the Lord, and the power of His might. Put on the whole armor of God, that you may be able to stand against the wiles of the devil. For we wrestle not against flesh and blood, but against principalities and powers, against the rulers of the darkness of this world, against spiritual wickedness in high places. Wherefore take unto you the whole armor of God . . . and having done all, to stand." Stand for truth! Stand for righteousness! Stand for purity! Stand! Stand! Stand in the strength of Jesus Christ!

PRAYER J Neville Harcombe, President of the Chesapeake Conference, opened the session with prayer.

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NOMINATING COMMITTEE REPORT

VOTED, To recommend the election of Roscoe J Howard, III as Secretary of the North American Division.

ADVENTIST COMMUNICATION NETWORK-PRESENTATION

Adventist Communication Network presented a skit which illustrated the volume of materials which are received by the local church pastors, but which may not be put to the best use because of the busy schedule of the pastor. An alternative method of sharing new and innovative ideas for pastors was introduced, The Pastor's Digital Vitality Disc (DVD) and CD ROM, which contain Menus for Healthy Adventist Congregations. Some of the subjects included are: Introduction to Natural Church Development, Leadership Training, Graphics To Use In Worship, Mission Reports, Video Discussion Starters, Greeters Training Presentation, Sermon Illustrations, A Christmas Program and more. Samples of these items were distributed. Others will be available from the Adventist Communication Network.

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581-02N SECRETARY'S REPORT

Harold W Baptiste, Secretary of the North American Division, shared the following report:

When we came together on October 28 to begin the Year-end Meeting last year, we were all living in the dense shadow of the aftermath of what has become known as 9/11. Perverse minds dreamed up a plot which was bordering on genius in its perverse simplicity, and hellish in its designs, that reeked havoc on the lives of thousands of innocent citizens in New York, Washington DC, and Pennsylvania. The preferred, and perhaps most used vehicle of modern transportation, was used as a missile to inflict terror on the minds of citizens of this country, and indeed in other parts of the world. In a few minutes two of the tallest and most well-constructed buildings in the world crumbled in a massive heap of pulverized concrete and twisted metal. Today approximately one year later, as we convene for another Year-end meeting, this community is slowly recovering, this time from the terror of two snipers who killed ten people and wounded three innocent, defenseless individuals, before they were captured by the police.

When we review the state of the world, we have much for which to be thankful. Especially are we thankful for the privilege of sharing the glorious message of salvation to a world that is torn, terrorized, and hopeless. He presented a brief report of the growth of the Church of Jesus Christ as it continues to expand bringing special souls to the Lord for the answer to this world's perplexing problems.

Twelve years ago, the membership of the division was 760,148 worshipping in 4,542 churches or congregations. As of June 30, 2002, the membership has grown to 963,042, an increase of 202,894 souls. There are now 4,950 churches, a net increase of 408 churches.

In December 2000 the membership was 933,935. During the year 66,330 members were added to the church while 45,189 members were dropped. The December 2001 membership was 955,076. Following are some tables which give a statistical picture of the division:

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**NAD ACCESSIONS
(BAPTISMS AND PROFESSIONS OF FAITH BY UNIONS)**

	2001			2000		
	BAP	POF	Total	BAP	POF	Total
Atlantic Union	2,950	589	3,539	3,032	483	3,515
SDA Church of Canada	1,477	155	1,632	1,513	118	1,631
Columbia Union	3,644	812	4,426	3,544	891	4,435
Lake Union	2,256	599	2,855	2,619	537	3,156
Mid-America Union	1,528	363	1,891	1,686	279	1,965
North Pacific Union	2,367	272	2,639	2,098	233	2,331
Pacific Union	5,698	1,235	6,933	7,157	1,176	8,353
Southern Union	7,663	1,659	9,322	7,157	1,176	8,353
Southwestern Union	2,967	732	3,699	3,169	714	3,883
Totals	30,550	6,416	36,966	30,815	5,779	36,594

INDIVIDUAL PERCENTAGE GROWTH BY UNIONS

Atlantic Union	2.55%
SDA Church of Canada	1.99%
Columbia Union	2.48%
Lake Union	1.98%
Mid-American Union	1.7%
North Pacific Union	1.52%
Pacific Union	1.39%
Southern Union	3.39%
Southwestern Union	2.74%

2001 NAD MEMBERSHIP—DISTRIBUTION BY UNIONS

Atlantic Union Conference	10%
SDA Church of Canada	5%
Columbia Union Conference	12%
Lake Union Conference	8%
Mid-American Union Conference	6%
North Pacific Union Conference	9%
Pacific Union Conference	21%
Southern Union Conference	21%
Southwestern Union Conference	8%

NAD MEMBERSHIP GROWTH

	2000	2001
TOTAL MEMBERSHIP	933,935	955,076
Atlantic Union	89,322	91,606
SDA Church of Canada	49,632	50,620
Columbia Union	107,841	111,520
Lake Union	72,728	74,174
Mid-America Union	56,448	57,411
North Pacific Union	84,890	86,182
Pacific Union	204,475	207,330
Southern Union	196,227	201,847
Southwestern Union	73,372	75,385

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5-Year NAD Membership Growth

	Membership	Growth	% of Growth
2001	955,076	21,140	2.26%
2000	933,935	19,769	2.16%
1999	914,106	22,930	2.57%
1998	891,176	15,365	1.75%
1997	875,811	17,437	2.03%

NAD ACCESSIONS AND MEMBERSHIP

June 30, 2002

By Baptism	13,668
By Professions of Faith	3,042
NAD Membership as of June 30, 2002	963,042

TOWARDS ONE MILLION

The projection of membership growth towards the goal of a North American membership of one million members by the year 2004 is as follows:

Membership as of December 31, 2001	955,076
Average NAD growth rate of last five years	2.15%

Average NAD growth rate applied to the next 3 years:

2002	955,076 + 20,534	975,610
2003	975,610 + 20,975	996,585
2004	996,585 + 21,426	1,018,001

Baptiste thanked the Lord for His blessings and for the privilege of working for Him. He also thanked the constituents for the privilege of working with them and for their cooperation as everyone worked together to carry forward the mission of the Church.

Jose Rojas, Director of the North American Division Adventist Ministries Network, stated that Adventist Ministries continue to grow. Increasing numbers of participants are volunteering locally. However, Volunteer Ministries is not simply community action but it is designed to increase participation in outreach evangelism. We want to see God's work finished. More and more institutions are reporting activity; churches, academies, colleges, local organizations, and supportive organizations. Our people are awakening to answer the call of missions.

The partial report which has been distributed contains four categories which are tracked in ministry in this Division as follows:

Short-Term Mission	Members go across town or across the border into another country to serve for one or two weeks or for the summer. People build churches, hold evangelistic meetings, serve in conference-planned community service, work in mission-based congresses, or hold weeks of prayer in academies. Mission and service are the emphasis of the sermons and at the end of the week of prayer, students do missionary work in their communities.
One-to-Two Year Commitment	Task force pastors cross state lines to be missionaries for a year. Others go overseas to work in whatever capacity is needed for the one-to-two year period.
On-Going Experience of Ministry	The volunteer commits his life to do mission for Jesus and to work always to save souls for the Master.

Recently, tutoring sites were setup with the objective of having ten sites across North America in which underprivileged children would be taught to read and to do math by the third grade. This project was a part of the Alliance for Youth which was started by General Colin Powell. He has cited our group as an example of what communities of faith can do in local communities. Now there are 32 cities in which 101 tutoring sites are located with 1,071 volunteers tutoring children. There are reports of Bible studies, and baptisms of parents who are grateful for this service to their children.

A new concept is being explored. In a survey conducted two years ago, 83% of Adventist churches in North America responded positively to a request to sponsor a missionary for one year. Implementation of this program would mean that a local church would adopt an area somewhere in the world which become the mission field for that church. These churches indicated their willingness to pay airfare and all costs for the missionary who would go to the

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designated field. Several unions have already moved in this direction with evangelistic efforts and now we challenge congregations to move in the same direction. A task force at the General Conference led by our world office of volunteers will look at the dynamic of developing sites around the world. When enough sites have been developed, this opportunity will be made available to all of the divisions.

Evangelism is continuing to flourish. Our ultimate objective is to have local pastors say, "I have more of my people doing evangelism than ever before. I have more of my people who, while they give offerings to mission, are personally involved in mission and pledge their commitment to Christ until He comes."

VOTED, To receive the Report of the North American Division Secretariat.

584-02N MISSIONARY BOOK OF THE YEAR

Robert Kyte, President and General Counsel of The Pacific Press Publishing Association introduced the 2003 Missionary Book of the Year, *Satisfied* written by Mark Finley. He said the concept which this book shares is that Jesus meets and satisfies every need in our lives. To connect the book with the ministry of the pastor and the church, three follow-up opportunities are offered to the reader of the book: a free set of Bible study guides, a sample copy of *Signs of the Times* magazine, and a free cassette which contains a sermon from Mark Finley.

The hope is that the book will be instrumental in soul-winning and will tie into the ministry of the church. *Satisfied* will be translated into French and into Spanish. A Launch Kit which includes a short video has been sent to all of the churches.

The video, "A Special Message from Mark Finley and Pacific Press" was shown.

In appreciation for his writing the Book of the Year and for the ministry of "It Is Written," Robert Kyte presented to Mark A Finley a framed copy of the book. A prayer of dedication for the launching of the Missionary Book of the Year was offered by Don C Schneider.

582-02N TREASURER'S REPORT

Juan R. Prestol, Treasurer of the North American Division, introduced the treasury staff to the audience. The theme of the report was "Running The Course", as the North American Division approaches the middle of the term ending in 2005. The key word of last year's report (2000) was "uncertainty". As in the aftermath of the 9/11 attacks, and with the expectation of the war in Afghanistan, the financial environment experienced a great deal of uncertainty. The counsel given was to move cautiously, manage working capital carefully, and face challenges in a spirit of faith and prayer.

The report included graphs showing tithe increases from 1990 through 2001 and the increases in 1998, 1999, and 2000, (6.65%, 7.1% and 7.70% respectively), as compared with the increase in 2001 of 4.3%. The conferences that reported tithe increases of 10% and above in 1999 - 15 conferences, in 2000 - 10 conferences, and in 2001 - 3 conferences. The treasurer was pleased to report a division-wide tithe increase of 4.3% in 2001.

The working capital at the end of 2001 was 111%, liquid assets to commitments was 2.58:1. With approximately 60% of the world tithe coming out of North America, the financial health of the North American Division is crucial to the church. The tithe dollar given in North America in 2001 had an average use as follows:

Operating Expenses of Union, Division, and General Conference	8.30 cents
Appropriations to programs worldwide	6.10
Retirement contribution to Defined Benefit Plan	9.0
Used by local conferences and/or appropriated their behalf	<u>76.60</u>
Total	100.0 cents

The new Defined Contribution plan is included in the 76.60 cents, and amounts to 2.0 cents approximately.

Graphs were presented showing the decline in market indicators and the consequent decline in investments nationwide. Historical graphs of the Dow Jones Industrial Average, NASDAQ, and S & P 500 showing an upward trend indicate the need to stay calm in the present still uncertain economic environment. The treasurer recommended to continue emphasizing the basics: evangelism and stewardship education.

The report also included the media production for training of treasurers of local congregations and schools. The product is presently available for distribution through Advent Source, in Lincoln, Nebraska.

An expression of gratitude to Lord for His abundant blessings during 2001, to the members, and the leaders for their support, an expression of faith and confidence in the guidance of the Lord, and the need to open to divine guidance concluded the presentation.

Elder Prestol expressed gratitude to the members of the church for their support and to the leadership of every level for working together to make things possible.

VOTED, to accept the report of the Treasurer.

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HOWARD, ROSCOE J, III—ELECTION

Don C Schneider reported the election of Roscoe J Howard, III by the General Conference Committee, to be the secretary of the North American Division. He then introduced Elder Howard to the members.

583-02N BIBLEINFO.COM—PROMOTION

Max Torklesen, President of the Upper Columbia Conference, gave a short history of how Bibleinfo.com began. This is an evangelistic tool which uses the internet to increase the public awareness of the Seventh-day Adventist Church as a positive, Bible-believing church; to lead people to accept Christ and His free gift of salvation; to position Seventh-day Adventists as specialists in Bible information; and to reach individuals who are not easily reached by traditional evangelistic methods. It is an excellent method of taking God's Word to the world. Ellen White says "The minds of men must be called to the scriptures as the most effective agency in the salvation of souls. The ministry of the Word is the great educational force to produce this result." 6T, 288. That is the target goal of Bibleinfo.com, to make Scripture central.

This website receives over one million hits every month. All of the information is available at the website in fourteen languages including Chinese, Russian, French, Japanese, and Arabic. Bibleinfo.com was initially sponsored through the lay advisory committee of the conference. This project has focused the lay advisory on mission. There is great excitement as experiences are shared and people rejoice over what God is doing through this ministry. The Upper Columbia Conference contributes an annual subsidy but most of the money that supports this project comes through donations. It is a wonderful lesson in faith.

One of the key people who designed the technology for this project is Dr. Fred Harding, Director of Bibleinfo. Com. He described the volume of traffic which is recorded on the site. People in 182 countries, including the Vatican, have contacted the site. Three hundred seventy thousand or more page views of Bible truth per month occur on the site. While it is considered profitable to have a person visit a site for an average of 50 to 55 seconds, people are spending an average of three to four minutes at our site. It is amazing how many people from all corners of the globe stay and read to discover Bible truths at Bibleinfo.Com.

A graphic map display of the worldwide scope of this operation shows a response far greater than anyone ever imagined. "I saw jets of light shining from cities and villages, from the high places and the low places of the earth. God's Word was obeyed and as a result there were memorials for Him in every city and village. His truth was proclaimed throughout the world." Evangelism, 699. One of the interesting things is that about 7% of our total traffic has come from people in the 10/40 window.

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Torkelsen explained that this project has become much more personal than it was expected to be. People are willing to share unbelievable things in their e-mail questions. There are 1,791 questions each month and every question is given a personal, individualized answer by the 130 Bible specialists who are volunteers from all over the nation. Every question results in an average of four to five additional contacts as people carry on an e-mail dialogue. Since its inception, over 58,000 questions have been answered, each of them basically a Bible study. Prayer requests are solicited and each request receives a response with a written prayer and Bible promises which relate to the request. Over 14,000 prayer requests have been answered. The book, *Your Bible and You*, is offered and an average of 4,000 books are sent world-wide every month. About 1,000 books are sent to international addresses, some in brown wrappers when that request is made.

A children's site, KidsBibleinfo.com, has been launched to provide big answers for little people who want to know God's Word.

In cooperation with the Review and Herald Publishing Association, the book, *Your Bible and You*, has been put on a compact disk. Included with the book are the Bibleinfo.com site and a copy of the *King James Bible*. In about one month, these CD's will be available in all of the Adventist Book Centers and can be used as witnessing tools. Because CD's weigh less than books, the cost of mailing materials has been greatly reduced. Maps which display the locations of books sent to individuals in each state can be shared upon request and can be used to facilitate evangelistic endeavors. Because it takes people to lead people to Jesus Christ, Bibleinfo.com is a tool to connect people with other people for the sake of Christ. The Lord is richly rewarding this humble effort.

Adjournment

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

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

Silver Spring, Maryland
November 5, 2002, 2:00 p.m.

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

Kingsley Whitsett, President, Mountain View Conference, opened the business session with prayer.

TREn/SECn/NADCOA/NADOUP/NAD&UnSec02YE/NAD&UnTre02YE/02YE to JRP&HWB

**538-02N REMUNERATION AND COST OF LIVING—
NEW POLICY**

VOTED, To adopt a new policy, NAD X 10 Remuneration and Cost Of Living, which reads as follows:

X 10 Remuneration and Cost Of Living

X 10 05 Remuneration Factor—NADCOM determines the remuneration factor for the division territories in terms of local currency and in harmony with the remuneration philosophy and practice of the General Conference. The division will approve the remuneration factor effective July 1 of the following year adhering to the CPI-U in the United States and the Bermuda Islands, and to the CPI in Canada. These remuneration factors will constitute the base for the calculation of salaries.

X 10 10 Remuneration Scale—The remuneration scale of the North American Division will serve as the basis for the compensation of ministerial, educational, and administrative personnel of the church in the division territory, for the administration of local conferences, unions, division, higher education institutions, K-12 education, and institutions administered by the division. Amendments to the remuneration scale shall be approved by the Year-end Meeting of the North American Division Committee.

X 10 15 Community Wage Scale—Where it is feasible, and where it is considered prudent, employing organizations may elect to compensate non-exempt employees according to community rates. Such implementation should be carried out only after careful studies have been undertaken and by action of the respective governing committees.

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The organizations that elect to compensate non-exempt personnel by using community rates, may develop a community wage scale. Appropriate consultation with experts and with the next higher organization may help provide the necessary support for its implementation.

X 10 20 Alternate Remuneration Factor—Employers may, with the approval of the next higher organization, set a lower remuneration factor for non-exempt employees who are paid in harmony with community rates (see Z 35, Benefits, Seventh-day Adventist Retirement Plan of the North American Division). This plan shall be monitored to make sure that employees who are paid according to the lower remuneration factors do not have a higher percentage and thereby a higher yearly rate factor than employees who are paid according to the regular NADCOM-approved remuneration factor.

X 10 25 Cost Of Living Assistance - The North American Division implements a cost of living assistance in addition to the remuneration by the application of the studies compiled by the Economic Research Institute, Inc. (ERI), Redmond, Washington, for the United States and the Bermuda Islands, and Statistics Canada for the territory of the Seventh-Day Adventist Church in Canada.

The calculation will be based on the following factors (except for community wage employees under X 10 15):

1. One wage factor for all NAD exempt employees to be determined by the North American Division Committee.
2. Based on the annualized earnings of the remuneration factor at 100%— (Currently US\$3,468 times 12 months = \$41,616 in the United States and Bermuda, and C\$3,859 times 12 months=C\$46,308 in Canada).
3. The ERI/Statistics Canada cost of living component will include the following factors:
 - a. The use of ownership, instead of renting, as a determining factor.
 - b. Use of 1,800 square feet (organizations may go up to 2,200 square feet if there is no basement or other circumstances warrant, and as approved by the respective union committees).
 - c. A family size of four with one car valued at \$20,000.
 - d. The number of 10,000 personal miles driven per year.

e. The house payment assumption modified to reflect a mortgage loan at 90% financing, with all other assumptions remaining as indicated in the default.

f. Employing organizations will not pay salaries that are below the established Remuneration Factor and will appropriately maintain the amount of the salaries in cases where the ERI/Cost-of-Living factor is below the national average.

g. Employing organizations may develop a phase-in plan that will allow the implementation of this policy within their financial parameters.

The application of ERI/Statistics Canada will be approved by the Union Committee upon the recommendation of the local conference. The union conference will oversee and advise the implementation of the ERI within its territory. In cases where church-owned rental property is involved, the local organization will, in consultation with the union, be responsible to adapt the implementation of ERI/Statistics Canada to their local situation.

The cost-of-living for the following July 1 for the USA, or September 1 for Canada, will be determined by the use of the ERI release of the fourth quarter of the year prior to the increase. Organizations may select the application of the ERI or Statistics Canada to a geographic area using a composite of cities and counties. The amount of the ERI applicable cost-of-living will be the actual dollar amount indicated as the difference between average city USA and the user defined area. The amount of the ERI applicable cost-of-living differential shall be added to the remuneration factor and multiplied by the individual's salary percentage. Specific models and assumptions illustrating the application are available through the treasury office of the union and division.

In no case will the total remuneration of a worker in the same area be less than the previous year, unless the North American Division reduces the Remuneration Factor.

TREn/02YE to JRP

**REMUNERATION TASKFORCE RECOMMENDATIONS—
RESOLUTION OF FUTURE ISSUES**

VOTED, To authorize the North American Division Committee to address and resolve issues arising from the implementation of the new remuneration and cost-of-living policies.

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COM/02YE to KLN

604-02N ADVENTIST CHRISTMAS PROGRAM—REPORT

Kermit L Netteburg reported that for the second year in a row, the Adventist Church is producing a Christmas television program, this year partnering with Florida Hospital. The program will tell the story of the great controversy as well as feature Christmas music by Jennifer LaMountain, Ray Boltz, and Clifton Davis.

This year's program will be offered to any local television station, as well as to cable networks. Richard Duerksen, Director of Mission Development, Florida Hospital, is creating the script for the program which will be taped November 22, 2002, in Orlando, Florida. Adventist Media Productions will tape the event and create the 60-minute and 30-minute versions of the program for television.

TREn/SECn/NADCOA/NADOUP/NAD&UnSec02YE/NAD&UnTre02YE/
NADUn&GCO02YE/02YE to JRP&HWB

535-02N MASTER OF DIVINITY SCHOLARSHIPS (SHARING OF EXPENSE)—POLICY AMENDMENT

VOTED, To amend NAD R 20 10 Sharing of Expense, to read as follows:

R 20 10 Sharing of Expense—The expense of the scholarship shall be shared by the following organizations:

	NAD	Union	Conference
1. Regular Scholarship		50.0%	50.0%
2. Quarterly Seminary Registration Fee	33.3%	33.3%	33.3%
3. While participating in evangelistic efforts— 12% 8% of <u>Category A Remuneration Factor</u> per week for up to six (6) weeks	33.3%	33.3%	33.3%
4. Ministerial Internship (3 quarters) Conf Internship Wage Scale Applies (See L 30 30)	42.5% <u>Category A 30% Remuneration Factor</u>	21.25% of <u>Category A 15% Remuneration Factor</u>	Difference to Full Salary

TREn/SECn/NADCOA/NADOUP/NAD&UnSec02YE/NAD&UnTre02YE/02YE to JRP&HWB

536-02N MASTER OF DIVINITY SCHOLARSHIPS (ADDITIONAL ASSISTANCE)—POLICY AMENDMENT

VOTED, To amend NAD R 20 15 Master of Divinity Scholarships (Additional Assistance), paragraph 4, to read as follows:

4. While participating in an evangelistic campaign, the seminary student may be granted an amount equal to ~~12%~~ 8 percent of ~~Category A remuneration factor~~ the Remuneration Factor per week for up to six weeks.

TREn/SECn/NADCOA/NADOUP/NAD&UnSec02YE/NAD&UnTre02YE/02YE to JRP&HWB

537-02N BASIC REMUNERATION SCALE—POLICY DELETION

VOTED, To delete NAD X 10 Basic Remuneration Scale, which reads as follows:

X 10 05 Regular Denominational Factor—NADCOM determines the remuneration factor for the division in terms of local currency and in harmony with the living costs and standards of the people in its respective territories.

X 10 10 Alternate Remuneration Factor—Employers may, with the approval of the next higher organization, set a lower remuneration factor for nonexempt employees who are paid in harmony with community rates (see Z 35, Seventh-day Adventist Retirement Plan for Employees of the North American Division). This plan shall be monitored to make sure that employees who are paid according to the lower remuneration factors do not have a higher percentage and thereby a higher yearly rate factor than employees who are paid according to the regular NADCOM-approved remuneration factor. This provision shall be effective January 1, 1988.

Example:

1. A conference is paying its office secretaries 105 percent of the current Category A remuneration factor of \$1,440. This amounts to a monthly rate of \$1,512 and a yearly rate of factor of 1.00.
2. In order for the secretaries of this conference to qualify for the same yearly rate factor (1.0-6) as those who are being paid according to the General Conference remuneration scale (114 percent) they should be paid 114 percent of a lower remuneration factor or \$1,326 (105/114 x \$1,440 = \$1,326).
3. The secretary would receive the same dollar amount - 114 percent x \$1,326 = \$1,512.

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TREn/SECn/NADCOA/NADOUP/NAD&UnSec02YE/NAD&UnTre02YE/02YE to JRP&HWB

**539-02N HOUSING ASSISTANCE (GENERAL PROVISIONS)—
POLICY AMENDMENT**

VOTED, To amend NAD X 20 05, Housing Assistance (General Provisions), to read as follows:

X 20 05 General Provisions—1. *Remuneration Rate Factor*—~~The remuneration rate granted to the denominational employee includes a provision for housing. No additional housing allowances may be granted, except as provided for in X 20 06 through X 20 10. The remuneration factor and the implementation of Cost-of-living granted to the employee include a provision for housing. In the US and Bermuda the full implementation of the Relocation Assessor published by the Economic Research Institute, Inc. (ERI), provides the employee with adequate housing assistance for the area where the employee resides. In Canada, ERI will be used for determining adequate housing assistance, and Statistics Canada will be used for determining the non-housing components of cost-of-living. Housing assistance may be granted only by following the ERI cost-of-living indicators or Statistics Canada. No additional housing allowances may be granted, except as provided for in X 20 06.~~

2. *General Eligibility Requirements*—It is recommended that housing provided by the ~~denominational~~ employer should be charged to the employee at current community rates or 30 percent of the employee's remuneration rate at the Category A rate, plus 100 percent at the rate indicated by the ERI/Statistics Canada indicator for the location where the employee is employed, whichever is less. Any variance to this recommendation is to be approved by the next higher organization. In the case of boarding academy personnel who are requested to live in school-owned houses or dormitory quarters as a condition of employment, the rate of rent charged shall be at least 75 percent of the community rate. This same rate will apply to conference and camp caretakers.

3. *Employee-Owned Housing*—Employees are encouraged, whenever possible, to own housing in, and make adequate provision for housing free-of-debt by the time they are no longer in active service. When an employee purchases housing, he/she accepts the full responsibility involved in home ownership. The employee should, however, counsel with his/her employer as to the appropriate geographical area for his/her new home that will best serve his/her needs and the needs of the employer.

4. *Parsonage Allowance* - No change

TREn/SECn/NADCOA/NADOUP/NAD&UnSec02YE/NAD&UnTre02YE/02YE to JRP&HWB

**540-02N HOUSING ASSISTANCE (DUPLICATE HOUSING EXPENSE)—
POLICY AMENDMENT**

VOTED, To amend NAD X 20 06 Duplicate Housing Expense, to read as follows:

X 20 06 Duplicate Housing Expense—1. *Initial Assistance*—No change

2. *Unusual Circumstances* - No change

3. *Extreme Circumstances* - No change

4. *Amount*—When granted, the monthly allowance shall be the actual expense for principal and interest, property taxes, and insurance up to ~~75 percent of the Category A remuneration factor plus 100 percent of any cost-of-housing allowance~~ 100 percent of the cost factor (housing/utilities/property tax of the Relocation Analysis Report) as indicated by ERI/Statistics Canada for which the employee was eligible at the former location. Fifty percent of any rental income shall be deducted from the allowance.

~~5. *Utility Expenses*—In addition to the monthly allowance provided for in paragraph 4, employees may be reimbursed for the cost of utilities to provide security lighting and minimum heating.~~

~~6. *Selling Loss Shared* - No change~~

TREn/SECn/NADCOA/NADOUP/NAD&UnSec02YE/NAD&UnTre02YE/02YE to JRP&HWB

**541-02N HOUSING ASSISTANCE (ADDITIONAL HOUSING
ASSISTANCE)—POLICY DELETION**

VOTED, To delete NAD X 20 07 Additional Housing Assistance, which reads as follows:

X 20 07 Additional Housing Assistance—1. *Purpose*—Denominational organizations often find it necessary to ask employees to relocate so that the best interest of the denomination might be served. Some of these transfers are to higher-cost housing areas. This sometimes works a financial hardship on the employee who responds to such a request. Other employees begin denominational service in these high-cost areas. The following plans may be used to provide additional housing assistance to employees who serve in higher-cost housing areas:

2. *General Eligibility Requirement*—The employee's remuneration rate maximum shall be at least 135 percent.

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3. *Special Housing Assistance*—It shall be limited to one per family unit. If both spouses are denominationally employed but by different organizations, the special assistance shall be provided by the employer of the employee who is receiving the higher remuneration. If both spouses are eligible for special housing assistance in their own right, the assistance may be shared by the employers.

4. *Tax Consequences*—The employer shall report the assistance granted on the employee's W-2 form, and the employee shall be responsible for any tax due, excepting the employer's share of Social Security tax.

5. *Payroll Records*—The special housing assistance shall be shown as a separate amount in the payroll records.

6. *Application*—Employees must apply for additional housing assistance in harmony with one of the plans contained in this policy.

7. *Availability*—Employing organizations shall determine which, if any, of the special assistance plans of this policy (X 20 07, X 20 08, and X 20 09) will be made available to their employees.

TREn/SECn/NADCOA/NADOUP/NAD&UnSec02YE/NAD&UnTre02YE/02YE to JRP&HWB

542-02N HOUSING ASSISTANCE (SPECIAL HOME OWNER ASSISTANCE)—POLICY DELETION

VOTED, To delete NAD X 20 08 Special Home Owner Assistance, which reads as follows:

X 20 08 Special Home Owner Assistance—1. *Eligibility*—Employees who transfer to a high-cost housing area or who wish to change from renting to purchasing a residence while living in a high-cost housing area may be granted special housing assistance according to the following provisions:

a. The employee's monthly housing expense for mortgage principal and interest (on a 30-year mortgage), property taxes, and insurance must exceed 35 percent of the monthly remuneration at the Category A rate, plus 100 percent of any cost-of-housing allowance that the employee may be receiving, plus 75 percent of gross income that is received from subletting a portion of the residence. If the employee does not reinvest at least 90 percent of the net proceeds from the sale of the previous residence into the down payment and closing costs, the assistance will be calculated as though he/she had.

b. Employees who are first time purchasers or who have not owned a home in recent years are expected to make the maximum down payment that their finances will permit.

The minimum down payment for all employees who are applying for Special Housing Assistance shall be 10 percent of the cost of the residence, plus closing costs. Employees shall be responsible for principal and interest payments on any portion of the minimum down payment that has to be borrowed or the portion of the mortgage that could have been financed by personal funds.

c. If an employee who has not owned a home in recent years makes a down payment that exceeds 10 percent of the cost of the residence as determined by the approved ceiling, the expense for principal and interest for the purpose of this calculation shall be based on a 90 percent mortgage, less the portion of the down payment that exceeds 10 percent of the cost.

d. The new mortgage interest rate shall not be greater than the common and usual rate for mortgages in the area at the time of purchase.

e. The employing organization shall establish the monthly housing expense ceiling on which assistance will be provided.

f. The assistance shall be granted only on the new principal place of residence as compared to the former principal place of residence.

g. An employee who requests special housing assistance shall be required to disclose if he/she has refinanced the home one or more times. If this has been done, the mortgage on the new residence for the purpose of calculating the amount of assistance, may be reduced by the amount of equity that has been refinanced.

2. *Assistance*—a. The suggested guideline for establishing the housing expense ceiling is the cost of a residence of up to 1,800 square feet of finished living space (excluding garage). The monthly expense for principal and interest, property taxes and insurance may be prorated on residences with more than 1,800 square feet. Employing organizations may set a lesser square footage maximum. An adjustment also may be made on the cost of land that exceeds the cost of a normal size lot for the area.

b. For employees who are relocating the assistance shall be based on the following factors:

1) The monthly expense of the new residence or the organization's housing expense ceiling, whichever is less, minus

2) The monthly expense of the former residence plus any cost-of-housing allowance the employee receives at the new location or the amount computed in paragraph 1-a, whichever is greater.

c. For employees who are first time purchasers or who have not owned a home in recent years the assistance shall be based on the following factors:

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- 1) The monthly expense of the residence or the organization's housing expense ceiling, whichever is less, minus
 - 2) The employee's responsibility as computed in 1-a., -b., and -c.
- d. The base monthly assistance shall be phased out over a period of years by recalculating the assistance each time there is an increase in the remuneration factor and the cost-of-housing allowance.
- e. Employees who transfer from one high-cost housing area to another will receive the assistance for the cost-of-housing category in which they are living, less the total of the reductions that have been made at the previous location.
- f. The assistance shall be terminated when the residence is sold or ceases to be the principal residence or the employee transfers, terminates, or retires from denominational service.
- g. The request for assistance shall be accompanied by escrow settlement statements on both the former (if any) and the new residence.

TREn/SECn/NADCOA/NADOUP/NAD&UnSec02YE/NAD&UnTre02YE/02YE to JRP&HWB

**543-02N HOUSING ASSISTANCE (SPECIAL RENT ASSISTANCE)—
POLICY DELETION**

VOTED, To delete NAD X 20 09 Special Rent Assistance, which reads as follows:

X 20 09 Special Rent Assistance—1. *Eligibility*—Employees who are required to live in areas where rent expense is excessively high may be granted special rent assistance according to the following provisions:

- a. The employee shall obtain approval from the employer before renting.
- b. The employee shall bear full responsibility for rent expense equivalent to 30 percent of the monthly remuneration at the Category A rate, plus 100 percent of any cost-of-housing allowance the employee may be receiving, plus a reasonable estimate of the value of utilities and other services that are included in the rent charges, plus 75 percent of gross income that is received from subletting a portion of the residence.
- c. A rent expense ceiling for various areas shall be established by the employing organization's committee.

d. An annual report shall be made to the union conference on the ceiling that has been established for each area.

e. Employees are not eligible for special rent assistance if they own a home in the area where they are serving.

2. *Assistance*—a. The employer may provide assistance according to the following formulas:

1) Any rent that exceeds the conference rental ceiling shall be the responsibility of the employee, or

2) The employer, in consultation with the union, may provide assistance of 100 percent of the difference between the amount computed in 1-b and the rent ceiling as established in 1-c.

b. The assistance shall be adjusted as changes occur in the remuneration factor or the rent ceiling established in 1-c above.

RET/TREn/SECn/NADCOA/NADOUP/NAD&UnSec02YE/NAD&UnTre02YE/
NADUn&GCO02YE/02YE to JRP&DJ

**545-02N EMPLOYEE RETURNING ON SPECIAL
ARRANGEMENT (RETIREMENT PLAN)—AMENDMENT**

VOTED, To amend NAD Z 15 70 Employee Returning on Special Arrangement (Retirement Plan), to read as follows:

The service credit for calendar years prior to January 1, 2000, of a person with North America as his/her adopted division who is called to serve in his/her home division on the basis of an employee returning on special arrangement (see NAD D 17 25-3 and GC E 17 25-3) shall be validated in North America by the calling division paying into the North American Division Retirement Plan ~~15~~ 10 percent of the NAD US ~~Category A remuneration factor~~ Remuneration Factor for each month of service.

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NADUn&GCO02YE/02YE to JRP&DJ&HWB

**546-02N NON-DENOMINATIONALLY EMPLOYED CHAPLAINS
(RETIREMENT PLAN)—AMENDMENT**

VOTED, To amend NAD Z 20 52 Non-denominationally Employed Chaplains
(Retirement Plan), paragraph 3, to read as follows:

3. They participate in the Adventist Retirement Plan and contribute at least ~~three~~ two
percent of the ~~Category A remuneration factor~~ Remuneration Factor to that plan.

TREn/NADCOA/NAD&UnSec02YE/NAD&UnTre02YE/NADUn&GCO02YE/02YE to
JRP&HWB

**566-02N MINISTERS FROM OTHER DENOMINATIONS
(FINANCIAL SUPPORT)—POLICY AMENDMENT**

VOTED, To amend NAD L 35 25, Ministers From Other Denominations (Financial
Support), to read as follows:

L 35 25 Financial Support—Financial support shall be provided as follows:

1. During the initial six to twelve months:
 - a. Salary at ~~125-140~~ 87-94 percent of the remuneration factor, depending upon the ~~individual's~~ individual's academic background and years of experience, shall be shared as follows: North American Division 50 percent, union 25 percent, and local conference 25 percent.
 - b. Authorized travel expense - No change
2. During attendance at a denominational college:
 - a. Salary at ~~125-140~~ 87-94 percent of the remuneration factor, depending upon the ~~individual's~~ individual's academic background and years of experience, shall be shared as follows: North American Division 50 percent, union 25 percent, and local conference 25 percent.
 - b. Authorized travel expense - No change

3. During attendance at the Seventh-day Adventist Theological Seminary at Andrews University:

a. Salary at ~~125-140~~ 87-94 percent of the remuneration factor, depending upon the ~~individual's~~ individual's academic background and years of experience, shall be shared as follows: North American Division 50 percent, union 25 percent, and local conference 25 percent.

b. Tuition, matriculation - No change

4. During attendance at NADEI:

a. Salary at ~~125-140~~ 87-94 percent of the remuneration factor, depending upon the ~~individual's~~ individual's academic background and years of experience, shall be shared as follows: North American Division 50 percent, union 25 percent, and local conference 25 percent.

b. Tuition, basic materials - No change

TREn/NADOUP/NAD&UnTre02YE/NADUn&GCO02YE/02YE to JRP

571-02N NORTH AMERICAN DIVISION REMUNERATION SCALE

VOTED, To adopt the Remuneration Scale as presented. (A copy of the Remuneration Scale is attached to the official copy of these minutes.)

02YE to DCS

PATHFINDER CAMPOREE 2004 "FAITH ON FIRE"

Ron Whitehead, Executive Director for the North American Division Pathfinder Camporee, "Faith on Fire," reported that on August 10 - 14, 2004, the Worldwide Pathfinder Camporee will be held in Oshkosh, Wisconsin.

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RPC/SECn/NADCOA/NAD&UnSec02YE/NAD&UnTre02YE/NADUn&GCO02YE/02YE to
DJ&HWB

**567-02N SOURCES OF FUNDING (RETIREMENT PLAN)—
POLICY AMENDMENT**

VOTED, To amend NAD Z 10 25, Sources of Funding (Retirement Plan), to read as follows:

Z 10 25 Sources of Funding—The Retirement Plan is funded by 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.

1. General Conference— Contributions from General Conference payroll shall be as follows:

1995	9.700%
1996-1999	10.500%
<u>2000-2002 and subsequent years</u>	8.750%
<u>2003</u>	<u>9.000%</u>
<u>2004 and subsequent years</u>	<u>9.250%</u>

plus the following percentages of NAD salary equivalents (packaged) for interdivision employees who declare the United States or Bermuda as their tax base:

2000	6.375%
2001	8.000%
2002	7.125% 9.625%
2003 and subsequent years	8.750% 11.500%
<u>2004 and subsequent years</u>	<u>9.250%</u> 11.750%

In addition the General Conference shall pay the following percentages of U.S. gross tithe:

1998	.0500%
1999	.1000%
2000	.1500%
2001	.2000%
2002	.2500%
2003 and subsequent years	.3000%

2. *North American Division*— Contributions from the North American Division payroll shall be as follows:

1996-1999	10.500%
<u>2000-2002</u> and subsequent years	8.750%
<u>2003</u>	<u>9.000%</u>
<u>2004 and subsequent years</u>	<u>9.250%</u>

In addition the North American Division shall pay a percentage of gross tithe received by United States conferences:

1998	.050%
1999	.100%
2000	.150%
2001	.200%
2002	.250%
2003 and subsequent years	.300%

3. *Conference Organizations*—Union conferences and local conferences shall pay a percentage of their tithe receipts for the calendar year as follows:

1992	7.050%
1993	7.300%
1994	7.550%
1995	7.800%
1996	8.050%
1997	8.300%
1998-1999	8.550%
<u>2000-2002</u> and subsequent years	6.800%
<u>2003</u>	<u>7.050%</u>
<u>2004 and subsequent years</u>	<u>7.300%</u>

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Where the union conferences receive direct payment of tithe from members, the amount paid to the Plan shall be the same as if the tithe had been paid through the local conference:

1992	7.755%
1993	8.030%
1994	8.305%
1995	8.580%
1996	8.855%
1997	9.130%
1998-1999	9.405%
<u>2000-2002 and subsequent years</u>	<u>7.480%</u>
<u>2003</u>	<u>7.730%</u>
<u>2004 and subsequent years</u>	<u>7.980%</u>

plus, union conferences shall pay the following percentages of gross tithe received by their conferences:

1998	.050%
1999	.100%
2000	.150%
2001	.200%
2002	.250%
2003 and subsequent years	.300%

4. *Institutions*—The following percentages of the basic remuneration of all employees:

a. Academies, colleges, universities, including participating subsidiary organizations, Home Study International, and Adventist Colleges Abroad, Inc. except entities that are covered in d. below (excluding student labor). Remuneration of teachers paid through subsidies or through direct appropriations shall be included when computing the amount to be paid to the Plan. Elementary schools and junior academies are excluded from this regulation:

Prior to July 1, 1996	4.000%
July 1996-June 1997	4.250%
July 1997-June 1999	4.750%
July 1999-June 2003 2000 and subsequent years	3.000%
<u>July 2003-June 2004</u>	<u>3.250%</u>
<u>July 2004 and subsequent years</u>	<u>3.500%</u>

b. Adventist Book Centers shall contribute the following percentages of the basic remuneration of all employees, plus 2 percent of all commissions paid to Adventist Book Center field representatives:

Prior to January 1, 1996	9.000%
1996	9.250%
1997-1999	9.750%
<u>2000-2002 and subsequent years</u>	8.000%
<u>2003</u>	<u>8.250%</u>
<u>2004 and subsequent years</u>	<u>8.500%</u>

c. Christian Record Services, Inc. shall contribute the following percentages of the basic remuneration of all employees, and net income of field representatives:

Prior to January 1, 1996	7.000%
1996	7.250%
1997-1999	7.750%
<u>2000-2002 and subsequent years</u>	6.000%
<u>2003</u>	<u>6.250%</u>
<u>2004 and subsequent years</u>	<u>6.500%</u>

d. Commercial entities of educational institutions that have gross annual sales of over \$200,000 (excluding student labor):

Prior to July 1, 1996	6.000%
July 1996-June 1997	6.250%
July 1997-June 1999	6.750%
<u>July 1999-June 2003 2001 and subsequent years</u>	5.000%
<u>July 2003-June 2004</u>	<u>5.250%</u>
<u>July 2004 and subsequent years</u>	<u>5.500%</u>

e. HHES/FHES/FER Offices shall contribute the following percentages of the basic remuneration of all employees, plus 2 percent of all commissions paid to literature evangelists (excluding students' sales):

Prior to January 1, 1996	9.000%
1996	9.250%
1997-1999	9.750%
<u>2000-2002 and subsequent years</u>	8.000%
<u>2003</u>	<u>8.250%</u>
<u>2004 and subsequent years</u>	<u>8.500%</u>

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f. Publishing houses

Prior to January 1, 2000	13.000%
<u>2000-2002 and subsequent years</u>	11.250%
<u>2003</u>	<u>11.500%</u>
<u>2004 and subsequent years</u>	<u>11.750%</u>

g. Adventist Media Center and other qualified radio and television stations:

Prior to January 1, 1996	7.000%
1996	7.250%
1997-1999	7.750%
<u>2000-2002 and subsequent years</u>	6.000 %
<u>2003</u>	<u>6.250%</u>
<u>2004 and subsequent years</u>	<u>6.500%</u>

h. Adventist Risk Management Inc:

Prior to January 1, 1996	7.000%
1996	7.250%
1997-1999	7.750%
<u>2000-2002 and subsequent years</u>	6.000%
<u>2003</u>	<u>6.250%</u>
<u>2004 and subsequent years</u>	<u>6.500%</u>

i. Monument Valley Hospital:

Prior to January 1, 1996	5.000%
1996	5.250%

j. Adventist Development and Relief Agency, Inc:

Prior to January 1, 1996	7.000%
1996	7.250%
1997-1999	7.750%
<u>2000-2002</u>	6.000%
<u>2003</u>	<u>6.250%</u>
<u>2004 and subsequent years</u>	<u>6.500%</u>

k. Amazing Facts, Inc:

Prior to January 1, 1996	9.000%
1996	9.250%
1997-1999	9.750%
<u>2000-2002 and subsequent years</u>	8.000%
<u>2003</u>	<u>8.250%</u>
<u>2004 and subsequent years</u>	<u>8.500%</u>

l. AdventSource

June 1, 1997-December 31, 1999	9.750%
<u>2000-2002 and subsequent years</u>	8.000%
<u>2003</u>	<u>8.250%</u>
<u>2004 and subsequent years</u>	<u>8.500%</u>

Notwithstanding any Z 10 25 provision to the contrary, the following employers have entered into an agreement with the North American Division regarding employee retirement responsibility: Allegheny East Conference, Allegheny West Conference, Central States Conference, Lake Region Conference, Northeastern Conference, South Atlantic Conference, South Central Conference, Southeastern Conference, and Southwest Region Conference. Contributions to this plan by these employers and their subsidiary employers shall thus be based on that agreement rather than the provision of Z 10 25.

5. *Contribution to Provide Retirement Allowance*—Each participating employer shall provide a contribution to the Retirement Plan equal to the amount of the retirement allowance paid to its retiring employees in accordance with the provisions of Z 40 10.

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570-02N ADVENTIST RETIREMENT PLAN CONTRIBUTIONS

VOTED, To authorize a retirement employer base contribution of 5% effective July 2003 on wages plus ERI Cost-of-living adjustments. Further, to grant conferences and unions authority to enact equalization mechanisms to simplify employee relocation within their territories; and to instruct the Adventist Retirement Plan Board to amend the Adventist Retirement Plan policies to accommodate this change.

Don C Schneider, Chair
Rosa T Banks, Secretary
Del Johnson, Editorial Secretary
Carolyn Rochester, Recording Secretary