NORTH AMERICAN DIVISION COMMITTEE  
January 23, 2003, 10:00 a.m.

PRESENT  
Roscoe J Howard (Ch), Rosa T Banks (Sec), Debra Brill, Garland Dulan, James W Gilley, Clarence E Hodges, Del L Johnson, J Alfred Johnson II, Mary H Maxson, Kermit Netteburg, Willie Oliver, Kenneth W Osborn, Juan R Prestol, Charles Sandefur, Benjamin Schoun, Jere Wallack.

PRAYER  
Roscoe J Howard

MINUTES of the meetings held on November 3-6, 2002 and on December 17, 2002 were approved.

OHR/NADCOA/NADCOM to RJH

COMMISSION FOR PEOPLE WITH DISABILITIES—MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the Commission for People with Disabilities (CPWD) NAD-Comm) as follows:

Add: Nilton D. Amorim  
Deborah Taylor  
Claudette Thompson  
DeWitt Williams  
Commissioner, Potomac Conference  
Commissioner, Lake Union Conference
SECn/NADCOA/NADCOM to RJH

NORTH AMERICAN DIVISION COMMITTEE FOR ADMINISTRATION—MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the North American Division Committee for Administration (NADCOA) as follows:

Delete: Evans, Larry R, Chair
        Baptiste, Harold W, Vice Chair

Add:    Thomsen, Halvard B, Chair
        Howard, Roscoe J, III, Vice Chair

SECn/NADCOA/NADCOM to RJH

NORTH AMERICAN DIVISION COMMITTEE (NADCOM)—MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the North American Division Committee (NADCOM) as follows:

Delete: Baptiste, Harold W, Secretary

Add:    Howard, Roscoe J, III, Secretary
        Thomsen, Halvard B
SECn/NADCOA/NADCOM to RJH

NORTH AMERICAN DIVISION OFFICERS—MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the North American Division Officers (NADO) as follows:

Delete:    Baptiste, Harold W
         Evans, Larry R

Add:       Howard, Roscoe J, III
           Thomsen, Halvard B

EDu/NADCOA/NADCOM to RJH

BOARD OF EDUCATION, K-12 (K12) (NAD-B)—MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the Board of Education, K-12 (K12) (NAD-B) as follows:

Delete:    Baptiste, Harold W, Vice Chair
         Bock, Kelly, Member
         Dawkins, Rose, Atlantic Union Conference Layperson
         Dulan, Garland, Associate Director Education, General Conference
         Evans, Larry R, President, Georgia-Cumberland Conference
         Howard, Roscoe J III, Secretary, Mid-America Union Conference
         Thompson, Gerry E, Director of Education, Pacific Union Conference
         Kovalskii, Gerald, Director of Education, Southern Union Conference
         Rock, Calvin B, General Conference
         Schoun, Ben, President, Atlantic Union Conference
         Sandefur, Charles, Mid-America Union Conference


Add:       Howard, Roscoe J, III, Vice Chair  
          McLean, Shirley, Atlantic Union Conference Layperson  
          Brown, Walter, President, Iowa-Missouri Conference  
          Amorim, Nilton, Secretary, SDA Church in Canada  
          Bock, Kelly, Director of Education, Pacific Union Conference  
          Gill, Conrad, Director of Education, Southern Union Conference  
          Carlson, Dennis N, President, Mid-America Union Conference  
          King, Donald G, President, Atlantic Union Conference  
          Karst, Gerry, General Conference  
          Luxton, Andrea, Associate Director Education, General Conference  

SECn/NADCOA/NADCOM to RJH  

ADRA/NORTH AMERICA INGATHERING COMMITTEE (ADRA/INGC)  
(NAD-S)—MEMBERSHIP ADJUSTMENT  

VOTED, To adjust the membership of the ADRA/North America Ingathering Committee  
(ADRA/INGC) (NAD-S), as follows:  

Delete:    Baptiste, Harold W  
Add:       Howard, Roscoe J, III  

SECn/NADCOA/NADCOM to RJH  

ADVENTIST MEDIA CENTER SUPPORT SERVICES EXECUTIVE  
COMMITTEE (AMCSSEX) (NAD-S)  

VOTED, To adjust the membership of the Adventist Media Center Support Services  
Executive Committee (AMCSSEX) (NAD-S), as follows:  

Delete:    Baptiste, Harold W  
          Evans, Larry R  
Add:       Howard, Roscoe J, III  
          Thomsen, Halvard B
SECn/NADCOA/NADCOM to RJH

ADVENTIST MEDIA PRODUCTIONS EXECUTIVE COMMITTEE (AMPEX) (NAD-S)—MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the Adventist Media Productions Executive Committee (AMPEX) (NAD-S) as follows:

Delete:  
Baptiste, Harold W  
Evans, Larry R  

Add:  
Howard, Roscoe J, III  
Thomsen, Halvard B  

SECn/NADCOA/NADCOM to RJH

ADVENTIST REVIEW NAD EDITION PLANNING COMMITTEE (ARPLN) (NAD-S)—MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the Adventist Review NAD Edition Planning Committee (ARPLN) (NAD-S), as follows:

Delete:  
Baptiste, Harold W  
Evans, Larry R, Vice Chair  

Add:  
Howard, Roscoe J, III  
Thomsen, Halvard B, Vice Chair  

SECn/NADCOA/NADCOM to RJH

ADVENTIST INFORMATION MINISTRIES BOARD (AIM) (NAD-B)—MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the Adventist Information Ministries Board (AIM) (NAD-B), as follows:

Delete:  
Carlson, Dennis N  
Add:  
Thomsen, Halvard B  

AVIATION COMMITTEE (AVN) (NAD-S)—MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the Aviation Committee (AVn) (NAD-S), as follows:

Delete: Baptiste, Harold W
        Osborn, Richard C

Add: Howard, Roscoe J, III
     Kovalski, Gerald N

BUILDING, BORROWING, AND BLUEPRINTS COMMITTEE (BBBCn) (NAD-S)—MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the Building, Borrowing, and Blueprints Committee (BBBCn) (NAD-S), as follows:

Delete: Carlson, Dennis N
Add: Thomsen, Halvard B

COMMISSION ON ETHNIC MINISTRIES (ETHNIC) (NAD-Comm)—MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the Commission on Ethnic Ministries (Ethnic) (NAD-Comm), as follows:

Delete: Baptiste, Harold W, Chair
        Schoun, Benjamin, President, Atlantic Union

Add: Howard, Roscoe J, III, Chair
     King, Donald G, President, Atlantic Union
NADCOM
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SECo/NADCOA/NADCOM to RJH

COMMITTEE TO STUDY ISSUES AFFECTING THE SDA CHURCH IN CANADA (SDACCISSUES) (NAD-A)—MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the Committee to Study Issues Affecting the SDA Church in Canada (SDACCIssues) (NAD-A), as follows:

Delete:  
  Baptiste, Harold W  
  DeBoer, Gary  
  Ytreberg, F Martin  

Add:  
  Howard, Roscoe J, III

SECo/NADCOA/NADCOM to RJH

CONTINUING EDUCATION FOR MINISTRY ADVISORY—MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the Continuing Education for Ministry Advisory (CEMA) (NAD-Adv), as follows:

Delete:  
  Baptiste, Harold W  
  Evans, Larry R

Add:  
  Howard, Roscoe J, III  
  Thomsen, Halvard B

SECo/NADCOA/NADCOM to RJH

NAD CREDENTIALS AND LICENSES COMMITTEE (CRED&LN)—MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the NAD Credentials and Licenses Committee (Cred&Ln) as follows:

Delete:  
  Baptiste, Harold W, Secretary  
  Evans, Larry R

Add:  
  Howard, Roscoe J, III, Secretary  
  Thomsen, Halvard B
FRANCOPHONE ADVISORY (FRANCO) (NAD-ADV)—
MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the Francophone Advisory (Franco) (NAD-Adv), as follows:
Delete: Baptiste, Harold W  Add: Howard, Roscoe J, III

HISPANIC ADVISORY (HISPANIC) (NAD-ADV)—
MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the Hispanic Advisory (Hispanic) (NAD-Adv), as follows:
Delete: Baptiste, Harold W  Add: Howard, Roscoe J, III

HUMAN RELATIONS ADVISORY (OHR-ADV) (NAD-A)—
MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the Human Relations Advisory (OHR-Adv) (NAD-A), as follows:
Delete: Baptiste, Harold W, Chair
Howard, Roscoe J, III, Member
Schoun, Benjamin

Add: Howard, Roscoe J, III, Chair
Nilton D. Amorim
Steve Jencks     Pastor, Atholton SDA Church
Marcellus T. Robinson  Pastor, Brinklow SDA Church
HUMAN RELATIONS DIRECTORS COMMITTEE (OHR-DIR)—MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the Human Relations Directors Committee (OHR-Dir) (NAD-A), as follows:

Delete: Howard, Roscoe J, III (MAU)

LIBERTY EDITORIAL BOARD—MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the Liberty Editorial Board (Liberty) (NAD-B), as follows:

Delete: Evans, Larry R, Vice Chair
        Baptiste, Harold W, member
Add: Thomsen, Halvard B, Vice Chair
     Howard, Roscoe J, III
     Bussey, Barry

POLICY COMPLIANCE STUDY COMMITTEE—MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the Policy Compliance Study Committee (PCSC) (NAD-S), as follows:

Delete: Baptiste, Harold W, Secretary
        Evans, Larry R
        Klam, Norman W, Treasurer, Lake Union

Add: Howard, Roscoe J, III, Secretary
     Thomsen, Halvard B
     Scott, Glynn C, Treasurer Lake Union
PUBLIC ISSUES COMMITTEE—
MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the Public Issues Committee (PIC) (NAD-S), as follows:

Delete: Baptistie, Harold W
         Evans, Larry R
Add: Howard, Roscoe J, III
     Thomsen, Halvard B
     Johnson, George
     Bussey, Barry

PUBLIC AFFAIRS AND RELIGIOUS LIBERTY COMMITTEE—
MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the Public Affairs and Religious Liberty Committee (PARLn) (NAD-S), as follows:

Delete: Evans, Larry R, Vice Chair
        Baptistie, Harold W
        Hilderbrandt, Dwight
        Montgomery, Vikki
Add: Thomsen, Halvard B, Vice Chair
     Howard, Roscoe J, III
     Christman, Ron
     Bussey, Barry

REGIONAL SCHOLARSHIP COMMITTEE—
MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the Regional Scholarship Committee (RegS) (NAD-S), as follows:

Delete: Hevener, Don
Add: Kovalski, Gerald N
ADVENTIST RISK MANAGEMENT INC CAREER COMPLETION OPTION APPEAL

The Retirement Plan Policies for the employees of the North American Division make provision for a one-time election by eligible employees to select the Career Completion Option, giving such employees a maximum of five additional years of service credit in the frozen plan in lieu of a participation in the Adventist Retirement Plan which was initiated on January 1, 2000. The application for CCO clearly stated that upon completion of the five-year maximum, there would be no additional service credit, even if a person continued to work, either on the frozen DB plan or the new DC plan (ARP.)

X45 10, Supplemental Retirement Plans, prohibits any employer from providing a supplemental retirement plan other than the plans approved by the North American Division. Adventist Risk Management has requested a variance from X 45 10, Supplemental Retirement Plans, to be authorized to grant supplemental retirement contributions for CCO employees who continue to be employed after having maximized their service credit under the CCO limits. Therefore it is,

VOTED, To deny the request of Adventist Risk Management, Inc to grant a variance to X 45 10, Supplemental Retirement Plans, for employees who chose the Career Completion Option and continue employment beyond the expiration of the five-year CCO cap.

PUBLIC AFFAIRS AND RELIGIOUS LIBERTY COMMITTEE (NAD)—TRANSFER OF FUNDS

VOTED, To grant the request of the North American Division PARL Advisory for a transfer from Non-tithe Contingency, Account Number 55100, of $30,000 to the North American Religious Liberty Association, (NARLA) a subsidiary of the NAD PARL with a mission which supports, supplements, and facilitates the work of NAD PARL and Liberty Magazine. Additionally, NARLA can help to substantially increase the annual religious liberty offering.
OHR/NADCOA/NADCOM to RJH

DIVERSITY (RACE RELATIONS) COMMITTEE--APPOINTMENT

VOTED, To appoint the Diversity Committee (Diversity) with Terms of Reference and Membership as follows:

### TERMS OF REFERENCE

1. Identify racial barriers within the Church which contribute to distrust and disunity.
2. Recommend Christian methods of resolving racial conflict and preventing tension through education, love, and diplomacy.
3. Identify specific manifestations of racism in the church, (personally, culturally, and institutionally), and recommend specific strategies for dismantling racism through consciousness raising, education, advocacy, or activism.
4. Recommend a replicable methodology for social change with specific, manageable, and realistic goals that will encourage a new level of unity within the NAD.
5. Recommend on-going strategies for improving diversity within the Seventh-day Adventist Church.

### AUTHORITY AND RESPONSIBILITY

1. Power to Act.
2. Power to Act.
3. Power to Act.
4. Recommend to NADCOM.
5. Recommend to NADCOM.
03-13
NADCOM
January 23, 2003

MEMBERS:
Roscoe J Howard, III, Co-Chair
Halvard B Thomsen, Co-Chair
Rosa T Banks, Secretary

Bryant, G. Alex
Jacobo, Isaias
Netteburg, Kermit
Pollard, Leslie
Prestol, Juan
McCarthy, Alphonso

Russell, Frederick A.
Sahlin, Monte
Valencia, Evan
Vasquez, Manuel
Willoughby, Susan
Wisbey, Randal
Trimarchi, John

Adjourned

Roscoe J Howard III, Chairman
Rosa T Banks, Secretary
Esther Jones, Recording Secretary