

# One **BODY** One **MISSION**



CONSTITUENCY SESSION

Northern California Conference of Seventh-day Adventists

**Sunday, May 18, 2025 | 9 a.m.**

At Granite Bay Hilltop SDA Church

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# President's Report

*By Marc Woodson*

## **Northern California Conference: Mission, Growth, and Vision for 2027**

**T**he Northern California Conference (NCC) remains committed to connecting people to Jesus Christ and preparing them for His Second Coming. We are shaping the future of our churches, schools, and ministries by focusing on organizational health, community relevance, mission-driven initiatives, and engaged members and employees. As part of this vision, we have outlined nine strategic goals to be achieved by 2027, ensuring that our conference continues to grow spiritually, structurally, and missionally.

### **Increasing Baptisms and Expanding Outreach**

Baptisms have increased due to targeted evangelism and faith-based programs, especially from 2023 to 2024. Citywide evangelistic efforts, Vacation Bible Schools, the "Summer on the Run" mobile youth camp, our education system, and retreats at Leoni Meadows have all played a role in engaging children, teens, and families with the love of Christ. We aim to increase annual baptisms from 700 to 1,000 by 2027, expanding discipleship and strengthening faith communities.

As part of this mission, we also aim to plant 15 new missional churches by 2027, ensuring that growing communities have places of worship and connection. Additionally, we are working toward 75% of NCC churches experiencing numerical and spiritual growth, reflecting a thriving, mission-driven faith community.

### **Celebrating Adventist Heritage and Milestones**

NCC remains committed to honoring its rich spiritual legacy. Events such as the Adventist Heritage Lecture Series, the Oakland Market Street Church centennial, and Napa Community Church's 150th anniversary have provided opportunities to reflect on our history, reaffirm our mission, and inspire the next generation.



of believers. Recognizing and preserving our heritage strengthens faith continuity and identity across our churches.

### **Major Initiatives and Social Impact**

The Ending Homelessness Initiative (EHI) is one of NCC's key mission-driven projects. With a 2032 goal of helping communities reach functional zero homelessness, the initiative has established the Council on Homelessness—a group of 16 experts providing resources, strategy, and advocacy. The Ending Homelessness Initiative Taskforce (EHIT) model aims to launch 15 taskforces by 2027, actively engaging local churches and communities. The Annual Summit on Ending Homelessness has also fostered collaboration, drawing over 60 attendees in November 2024 to strategize solutions.

Beyond social impact, NCC continues to advocate for religious liberty and invest in pastoral leadership growth. Religious liberty seminars educate members on protecting their faith-based rights, while pastoral ordinations and leadership training equip ministers to serve their congregations effectively.

### **Cultural Diversity and Unity in Worship**

The Northern California Conference is home to a diverse faith community. Events such as the African American Convocation, Asian Pacific Camp Meeting, Hispanic Camp Meeting, and Slavic community gatherings celebrate our shared mission while embracing cultural identity. Larger gatherings, including Redwood Camp Meeting and Leoni Meadows retreats, strengthen unity, reinforce inclusivity, and provide worship, fellowship, and service spaces.

Expanding Community Outreach and Holistic Care  
NCC's outreach efforts extend beyond church walls. Health and dental services have been provided to those in need, evangelistic revivals have brought spiritual renewal, and programs for youth, children, and single parents have addressed holistic needs. These initiatives demonstrate Christ's love through action, reinforcing NCC's role as a source of hope and support in local communities.

### **Schools as a Ministry and Investing in Future Leaders**

Education is a cornerstone of NCC's mission. Our schools

provide engaging academic and spiritual programs that equip students for a life of faith and service. Community service projects, theater performances, athletics, and outdoor education foster learning and discipleship.

Student retention is a priority, to achieve a 93% retention rate in 50% of NCC schools by 2027. The impact of Adventist education is evident, with an 18% increase in baptisms among children and teens. School-led worship services, campus ministries, and teacher mentorship programs continue to introduce students to Christ in meaningful and personal ways.

### **The NCC Advantage: Organizational Health and Strategic Growth**

To ensure long-term success, NCC has prioritized organizational health. Leadership development programs equip church leaders with the skills to navigate ministry challenges effectively. Strategic planning initiatives align churches and schools with NCC's long-term mission, fostering clarity, efficiency, and decisive leadership. By 2027, at least 51% of NCC leaders will actively engage in organizational health practices, strengthening our conference-wide culture of excellence.

Another key focus is engagement and retention. A high level of engagement among church members and employees leads to stronger ministry impact, innovation, and community outreach. NCC also aims to reduce educator turnover to 15% or less, ensuring stability and high-quality education in our schools.

### **The Work of the Holy Spirit**

The Holy Spirit's presence is evident throughout NCC's ministries. Volunteers, pastors, educators, and staff have committed themselves to transforming lives through faith-based service. From youth outreach programs to discipleship training, the Holy Spirit is actively working to expand God's kingdom.

Our vision remains clear: connecting people to a more abundant life with Jesus Christ and preparing them for His Second Coming. Achieving our 2027 goals will require prayer, commitment, and collaboration among all churches, schools, leaders, and members. Together, we are advancing the Kingdom of God, ensuring the gospel continues flourishing in Northern California and beyond.



# Delegate Instructions

## Registration

Registration begins at 8:00 a.m. the Granite Bay Hilltop church fellowship hall. Check in with a registration staff member, and then receive your name badge and voting device. You must wear your name badge at all times.

Box lunches will be served from 12:30-1:30 p.m. in the Granite Bay Hilltop fellowship hall.

**NOTE: Turn in your voting device BEFORE leaving the church at the constituency meeting.**

## Materials

This 2025 Constituency Session Booklet includes the agenda for the Session and information pertaining to items on the agenda.

## Agenda Items

**The agenda for the Session is on page 6.**

As stated in the Bylaws, we have placed an item on the agenda for open floor discussion and possible future agenda consideration. If you wish to discuss an item not listed on the agenda, please be prepared to introduce it at the time indicated for open discussion.

Although binding decisions regarding such items cannot be made at this session (as they were not included on the agenda), information can be shared and may be referred to the Conference Executive Committee, to some other board or committee within the Conference, or to a future Constituency Session for further deliberation.

## Procedures

Please make certain that your church has a full complement of delegates in attendance at the Constituency Session. If you cannot attend, please notify your pastor to arrange for an alternate delegate to serve in your place AND notify the Conference Executive Secretary's office of the change BEFORE May 14th, 2025 at midnight.

## Duty of Delegates

**The GC Rules of Order can be found online at [www.nccsda.com/constituency/delegate-information](http://www.nccsda.com/constituency/delegate-information).**

Delegates to a Conference Session are not chosen to represent merely the church or conference.

They should view the work as a whole, remembering their responsibility for the welfare of the worldwide work of the Church. It is not permissible for church or conference delegations to organize or attempt to direct their votes as a unit. Nor is it permissible for the delegates from a large church or the conference to claim preeminence in directing affairs in a Conference Session. Each delegate should be susceptible to the direction of the Holy Spirit and vote according to personal convictions. Any church or conference officer or leader attempting to control the votes of a group of delegates would be considered disqualified for holding office (*from page 121 in the Revised 2022 edition of the Church Manual*).

## When You Wish to Speak Before the Delegates at the Constituency Session

*Procedures have been used in previous constituency sessions.*

1. Approach the middle microphone near the front of the stage and wait for your turn to be recognized. (*The microphone on the right will ONLY be for points of order.*)
2. When you approach the middle microphone, present your badge to be scanned in order to identify you as a delegate and to project your name and delegate status on the screen.
3. Your remarks will be limited to no more than three minutes. If you wish to speak longer, it will be necessary to return to the back of the line at the microphone and wait to be recognized again.

# Session Agenda

## Non-Election Constituency Session

Sunday, May 18, 2025 • Granite Bay Hilltop SDA Church

8:30 a.m. Music Meditations

9:00 a.m. OPENING CEREMONIES  
Hymn of Praise

Scripture Reading

Invocation/Season of Prayer

Special Music

Devotional.....Pastor Cherise Gardner  
Pastor, Chico Seventh-day Adventist Church

CALL MEETING TO ORDER ..... Dr. Marc K. Woodson  
President, Northern California Conference of Seventh-day Adventists

DECLARATION OF QUORUM..... Elder Jose Marin

SEATING OF DELEGATES ..... Elder Jose Marin

Introduction OF PARLIAMENTARIAN..... Dr. Marc K. Woodson

RULES OF ORDER .....Parliamentarian  
Mr. Meredith Jobe  
Vice President/General Counsel, Adventist Health

CHURCHES IN TRANSITION ..... Elder Jose Marin

CONFERENCE VIDEO REPORT .....NCC Administration

BYLAWS COMMITTEE REPORT ..... Elder Jose Marin

“Ending Homelessness Initiative” REPORT .....Joelle Chinnock

REFER MINUTES TO CONFERENCE EXECUTIVE COMMITTEE ..... Dr. Marc K. Woodson

OPEN DISCUSSION FROM THE FLOOR ..... Dr. Marc K. Woodson

MOVE TO ADJOURN

Closing Hymn

Benediction





# Minutes of the Constituency Session

of the Northern California Conference Held at the Granite Bay Hilltop SDA Church,  
on Sunday, September 25, 2022, at 9:00 a.m.

## MUSIC MEDITATIONS

PUC Elementary String Ensemble, Led by Linda Marks, Pacific Union College Seventh-day Adventist Church

## HYMN OF PRAISE

"*Marching to Zion*" #422, Elder James Lim, Ethnic Ministries Coordinator and Department Director, Northern California Conference of Seventh-day Adventists

## SCRIPTURE READING

1 Corinthians 12:12-20, NCC Kids (various languages)

## INVOCATION/PRAYER

Esmé and Robert Ross, Prayer Ministries Coordinators, Northern California Conference of Seventh-day Adventists (Psalm 96 responsive reading)

## SPECIAL MUSIC

Sacramento Ukrainian Church Choir

## INTRODUCTION OF SPEAKER

Dr. Marc K. Woodson, President, Northern California Conference of Seventh-day Adventists

## DEVOTIONAL MESSAGE

Dr. Bradford Newton, President, Pacific Union Conference of Seventh-day Adventists

## WELCOME AND CALL TO ORDER .....C22-01

Dr. Marc K. Woodson, President, Northern California Conference of Seventh-day Adventists

<b>DECLARATION OF QUORUM</b> (Elder Jose Marin)	
Total Regular Delegates Seated.....	384
Total Ex Officio Delegates Seated .....	118
Total Delegates Seated .....	502

THE PUBLISHED NOTICE

The Published Notice, printed in the May, July, and August 2022 editions of the *Pacific Union Recorder*, stated: Notice is hereby given that a regular session of the Northern California Conference of Seventh-day Adventists is called to convene at the Granite Bay Hilltop church in Granite Bay, California, on Sunday, September 25, 2022, at 9:00 a.m.

The purpose of this meeting is to receive from the officers and department directors of the conference reports pertaining to the work carried on within its territory since the last conference session, to elect for the ensuing session officers, department directors, the Constitution and Bylaws Committee, and the Conference Executive Committee; and to transact any other business that may properly come before the delegates in session.

Each church is entitled to one delegate for the organization and one additional delegate for each 100 members or major fraction thereof.

Marc K. Woodson, President  
Jose J. Marin, Executive Secretary

SEATING OF DELEGATES (Elder Jose Marin).....C22-02

Delegates were seated according to Article V, Section 4, of the *Bylaws*:

The voters of each Conference Constituency Session shall be the following:

Regular delegates shall be chosen by each church as follows:

- (1) One (1) for the organization.
- (2) One for each one hundred (100) members or major fraction thereof.
- (3) The delegates shall be elected by each church not later than ninety (90) days prior to each regular session.
- (4) The delegates shall serve at any special session until their successors are elected.

Ex officio delegates are as follows:

- (1) All elected conference personnel (officers, Executive Committee, Bylaws Committee, and department directors).
- (2) The principal or the head teacher of each conference school.
- (3) The president or administrator of each denominational hospital and college within the territory of this conference.
- (4) The administrator or director of each conference owned facility.
- (5) The senior pastor of each church.
- (6) All members present from the Executive Committee of the Pacific Union Conference of Seventh-day Adventists, the North American Division of Seventh-day Adventists and the General Conference of Seventh-day Adventists.

TEST OF VOTING DEVICES (Dr. Marc K. Woodson)

RULES OF ORDER (Dr. Marc K. Woodson)..... C22-03

VOTED, to approve a time limit of two minutes for each person who speaks for discussion at the microphone; three minutes if the speaker requires translation to English. If time limit is reached, the speaker may go to the end of the line for additional comments after others have had an opportunity to speak. (electronic vote)

NOTED, we follow the G.C. rules of order

INTRODUCTION OF PARLIAMENTARIAN

Dr. Marc K. Woodson, President, Northern California Conference of Seventh-day Adventists

PARLIAMENTARIAN

Mr. Meredith Jobe, Vice President/General Counsel, Adventist Health

CHURCHES AND COMPANIES IN TRANSITION..... C22-04

- 1. Sacramento Ukrainian Church organized on September 18, 2021
- 2. San Leandro Spanish Church organized on June 5, 2021
- 3. Sacramento Fijian Church organized on October 23, 2021
- 4. North Highlands Spanish Church organized on September 10, 2022
- 5. Richmond Spanish Company organized on August 21, 2021
- 6. North Bay Korean Company organized on August 6, 2022

VOTED: to accept Ukrainian, San Leandro Spanish, Sacramento Fijian, and North Highlands Spanish Churches into the sisterhood of churches of the Northern California Conference.

ADMINISTRATIVE VIDEO REPORT #1..... C22-05

AUDIT REPORT (Elder John D. Rasmussen)..... C22-06

The NCC operates within the policies of the NAD. Every year we are audited by General Conference Auditing Services (GCAS). The 2021 audited statement includes the sale of the Pleasant Hill property and the purchase of the Roseville property. Catalina Gregor, auditor from GCAS, presented the opinion report on the audited financial statements for the years ended December 2021 and December 2020 respectively.

Discussion

- a. Stephen Mayer (treasurer for Pacific Union) – would like to say well done and it is not easy to achieve this feat of a clean audit statement so I would like to thank your staff and the audit team for the hard work they have done.

VOTED, to accept the audited financial report showing statements for 2021 and 2020 as presented by the Treasurer, John Rasmussen. (472 – yes, 7 – no)

“And my God shall supply all your need according to His riches in glory by Christ Jesus.” Philippians 4:19 (NKJV)



## **NOMINATING COMMITTEE REPORT .....C22-07**

(Dr. Bradford C. Newton)

Josie Ascencio, Nominating Committee Secretary

The principal of SDA governance is that church members are nominated to the organizing committee, and they meet to select nominating committee members which included representatives of the conference by geographic locations and demographics. The nominating committee met on August 21 and selected a Secretary and a Prayer Leader. The committee then reviewed each director and officer to bring a motion for nomination to the Constituency meeting.

VOTED, to appoint the following persons to serve as officers of the Northern California Conference during the 2022-2027 quinquennium.

- President ..... Marc K. Woodson: Yes: 432, No: 60
- Executive Secretary..... Jose Marin: Yes: 458, No: 31
- Treasurer .....John D. Rasmussen: Yes: 453, No: 38

VOTED, to appoint the following persons to serve as department directors and ethnic ministries coordinators of the Northern California Conference during the 2022-2027 quinquennium:

- African American Ministries/ ..... Rudolph Peters  
Inner City, Director
- Asian/Pacific Ministries Coordinator ..... James Lim
- Children and Family Ministries ..... Barry van Iderstein
- Church Growth/Evangelism Director ..... Kevin Robert
- Communication Director ..... Laurie Trujillo
- Education Director ..... Albert Miller
- Hispanic Ministries/Evangelist Coordinator ..... Paul Guevara
- Ministerial Director ..... Jim Lorenz
- Planned Giving & Trust Services Director ....Richard Magnuson
- Youth Director ..... Eddie Heinrich

VOTED, to accept the following persons to serve as members of the Bylaws Committee of the Northern California Conference during the 2022-2027 quinquennium:

### **Bylaws Committee**

- Jose Marin, Chairman .....Conference Officer
- Garrett Anderson (Oakland Market Street) ..... Pastor
- Tracy Baerg\* (Lodi Fairmont)..... Pastor
- Steve Allred (Grass Valley) ..... Layperson
- Pamela Ditto\* (Vallejo Central)..... Layperson
- Larry Elam (Oakland Market Street) ..... Layperson
- Greg Fayard\* (Carmichael) ..... Layperson
- Melissa Gheen\* (Palo Cedro) ..... Layperson
- Bradley Heisler (Granite Bay)..... Layperson
- Judy Iverson (Meadow Vista)..... Layperson

\*Designates new member

VOTED, to appoint the following 23 people to serve as members of the Conference Executive Committee of the Northern California

Conference during the 2022-2027 quinquennium:

- Marc K. Woodson, Chairman.....Conference Officer
- Jose Marin, Executive Secretary.....Conference Officer
- John D. Rasmussen, Treasurer.....Conference Officer
- Brenda Brandy (layperson)..... Bay Area (Pleasant Hill)
- Ted Calkins\* (layperson)..... PUC (Napa)
- Carrie Copithorne (layperson) ... Upper Northeast (Palo Cedro)
- William Cude (layperson) ..... West Central (Middletown)
- Oscar Davalos\* (layperson) ..... Bay (Hayward Spanish)
- Darrin Dee (layperson)..... Sierra Foothills (Granite Bay)
- Heather Denton\* (layperson) .....PUC (PUC Church)
- Brian Dudar\* (layperson) .....Lower Northeast (Paradise)
- Steve Griffin\* (layperson) .....Delta (Lodi Fairmont)
- Phyllis Hernandez\* (layperson).....Delta (Lockeford)
- Susan Jen\* (layperson) ..... West Central (Clearlake)
- Laurie Longo\* (layperson).....Sierra Foothills (Meadow Vista)
- Maya Mupundu\* (layperson) ..... Lower Northeast (Yuba City)
- Laurie Pettet\* (layperson)..... Redwood (Eureka)
- Ella Tolliver\* (layperson) .....Sacramento (Capitol City)
- Jaime Calvo\* (pastor) ..... Sacramento (Sacramento Spanish)
- Fred Dana (pastor) ..... Sacramento (Sacramento Central)
- Melissa Howell\* (pastor)..... Sacramento (Carmichael)
- Tyler Kraft\* (pastor) .....Bay (Hayward)
- Mason Philpot (pastor) .....Redwood Area (Crescent City)

\*Designates new member

## **CONSECRATION PRAYER FOR OFFICERS**

Dr. Bradford Newton offered prayer over the elected leaders, directors/coordinators, Conference Executive Committee members, and Bylaws Committee members.

## **ADMINISTRATIVE VIDEO REPORT #2 (SEE VIDEO) ..... C22-08**

## **CREDENTIALS AND LICENSES (Elder Jose Marin) ..... C22-09**

VOTED, to approve all credentials and licenses for those listed (see attachment one).

## **BYLAWS COMMITTEE REPORT ..... C22-10**

Elder Jose Marin, Chair of the Bylaws Committee, and Judy Iversen, Bylaws Committee Member, presented a summary of changes to the Bylaws. (see attachment for full Bylaws recommended changes) All votes required 2/3 majority to pass.

1. Purpose – This amendment expands on the core purpose of the Northern California Conference. As Seventh-day Adventists, we have been given a special mission from Jesus that includes all believers in Christ to the end of time. We are called to make disciples by connecting them to Christ Jesus and experience joy and fullness of life in Him here and now and teaching them to make other disciples in preparation for Christ's soon return.

## Discussion

- a. Elaine Privat – Delegate from Healdsburg: Has a problem with the work “connection” because it is only the Holy Spirit that can connect people to God. We can do the work, but only the Holy Spirit can do the connection.
- b. Dale Val – Delegate from Woodland: Would like to suggest that we keep the original line “To fulfill the gospel commission of our Lord and Savior, Jesus Christ” but also add in the new line as well.

VOTE – To approve the change to Article II Part 1 “Purpose” of the Bylaws

Yes: 321, 65.2%; No: 171, 34.8% - **DID NOT PASS**

2. Territory - This amendment further clarifies the territory of the Conference in two ways. It makes the bylaws consistent with actual practice. (See Article III, Section – Territory and Principal Office).

## Discussion

- a. Keith Jakobson – Delegate from Carmichael: With the new territory designation would this change how schools apply for field trips if they want to go to one of these areas that are out of the NCC?
- b. Jessica Earl – Delegate from Yreka: Has the territory always been this way with the areas that are not within the conference?
- c. Keith Jakobson – Follow up question: If this indeed now requires schools to do an out-of-conference request for field trips, it seems like this should be followed up with the Board of Ed so that the language is consistent and included in the Bylaws.
- d. Berit Von Pohle – Ex Officio Delegate: Union Executive Committee: There is a policy that addresses areas on the

edges of the conference for school field trips, so as long as the Board of Ed maintains this policy there would be no problem.

The reason for the policy is because of insurance coverage.

VOTE – To approve the change to Article III “Territory” of the Bylaws

Yes: 443, No: 44 - **PASSED**

3. Nominating Committee – This change adds a new section: The Nominating Committee. The proposed subsection C. provides direction and guidance for the selection of nominating committee members, including the number of members who serve on the nominating committee, who serves as its chair, and that the varied backgrounds of church members, including age, ethnicity, location of residence, vocation, and gender shall be represented. It ensures a majority of non-conference employee representation on the nominating committee. (See Article V, Section 1. C. Territory and Principal Office).

## Discussion

- a. Gary Green – Delegate from Golden Feather: According to this change, it is putting people into categories. We are all Christians, there is no race, gender, etc. This is a political statement, and we should not have that in our conference.
- b. Dale Val – Delegate from Woodland: Has a problem with the wording that says “shall consist of” and the categories that have been created which are putting things like age, ethnicity, local, and gender higher than a person’s ability. It makes it seem like we are requiring this without taking into consideration if someone would make a good member.
- c. Eugen Mandache – Delegate from Redding: The wording “or any other category deemed appropriate” makes him uncomfortable.
- d. Zach Reiber – Ex Officio Delegate from Yuba City: Speaks in favor of the language because it can help to bring people together that represents the diversity of our conference.
- e. Gary Green – Delegate from Golden Feather: I feel the only things that give people the right to serve should be based on their church standing and character, not their outward appearance.
- f. Angel Burns – Delegate from Oakland Market Street: I like what this is saying. We have to look at our areas because we are serving in communities that are all different and if we don’t have people that represent those areas of our conference then we are not doing our job as Christians to reach them.
- g. Immanuel Roth – Delegate from Red Bluff: I appreciate the diversity of our conference, but when we start making lists and categories it puts people into groups. Proposes an amendment to the amendment: to strike the words “considering such factors as age, ethnic origin, locale, vocation, gender, or any other category deemed appropriate”

## Discussion about the new amendment to the amendment

- h. Damian Chandler – Ex Officio Delegate Sacramento Capital City: We have been very intentional and specific so far in the Bylaws such as our territory, so if we are being that specific about borders, why would we not want to be that specific about people as well.





- i. Lauren Johnson – Delegate of Lodi English Oaks: We are an inclusive church not an exclusive church. The wording “Varied backgrounds” sounds very inclusive that we are looking for a variety of people that represent our communities and conference. But the remaining categories listed makes it sound exclusive.
- j. Greg Howell – Delegate from Carmichael: We are talking about the Nominating Committee here and if we aren’t inclusive in the group, then we could miss out on so many great people that could bring a lot to our conference.
- k. Darrel Crane – Delegate from Auburn: We all have blindness and biases, and our church is “whitewashed” so it’s good for us to take steps to be intentional to include all diversities within our conference.
- l. Gregory Johnson – Ex Officio Delegate from Sac Southgate and Valley Community: We need to be intentional with our inclusion. We are all broken. Someone’s ethnicity doesn’t exclude them from being great on the committee.
- m. Bob Mason – Ex Officio Delegate from Scott Valley and Yreka: We are all Christians; we are all under construction. And it is helpful to be inclusive because we are all working to be better. I do not support the amendment to the amendment.
- n. Krystal Points – Delegate from Fairfield Community: opposed to the wording “any other category deemed appropriate”. Agree with the amendment to the amendment proposal.

#### Point of Order

- o. Brian Dudar – Delegate from Paradise: Our current discussion is supposed to be about the new amendment to the amendment. It would be helpful that when people come up to speak if they could say they are for or against the amendment to the amendment.
- p. Jenni Glass – Ex Officio Delegate: Question the vote.

#### Discussion

- q. David Woolcock – Delegate from Richmond Beacon Light: I am opposed to the amendment to the amendment. The history of our conference includes exclusion and it is important to be very intentional in changing to be inclusive. I’m in favor of the proposed amendment by the Bylaws Committee.
- r. Mele Lautaimi – Delegate from Sacramento Tongan: I’m from an ethnic group that is not typically represented. The SDA church is mostly white. I vote against the amendment to the amendment, and for the original proposed amendment. The world is made out of color and the church and our leaders should represent the members of our church.

VOTE – To end the discussion on the amendment to the amendment.

Yes: 424, No: 24 - **PASSED**

VOTE – The amendment to the amendment proposed to strike the words “considering such factors as age, ethnic origin, locale, vocation, gender, or any other category deemed appropriate”

Yes: 201, No 281 – **DOES NOT PASS**

#### Point of Order

- s. Lyle Bennett – Delegate from Napa Community: Call a Vote to Order
- VOTE – To end the discussion on the amendment to the Bylaws Article V, Section 1, B.C.
- Yes: 433, No: 55 – **PASSED**
- VOTE – Article V Section 1, B.C.
- Yes: 337, 71.5%, No 134, 28.5% - **PASSED**

- 4. Notice Requirement After Receipt of Request for a Special Session – This editorial amendment clarifies the use of the term “notice”, has specific requirements, stated in Article V Section 4 that apply to all types of constituency sessions. It clarifies that when the Executive Committee receives a proper request for a Special Session, it must give notice of a Special Session to the delegates within 90 days of receipt of the request. (See Article V, Section 2. – Special Session).
- VOTE – Article V, Section 2
- Yes: 457, No: 18 - **PASSED**
- 5. Emergency Reschedule or Change of Venue of Session – This new section makes provision to postpone or change the venue of a constituency session due to emergency circumstances. If conditions continue greater than 12 months, a Virtual Constituency Session shall be called. (See Article V, Section 3.A.B.)

#### Discussion

- a. Rob Kearbey – Ex Officio Delegate from Gridley, Magalia Upper Ridge: I don’t really see why it is necessary to wait 12 months to hold the virtual meeting.
- b. Gary Green – Delegate from Golden Feather: I feel like this amendment is too broad and gives too much authority to the executive committee.
- c. Leanne Dawson – Delegate from Sacramento Woodside: Are we not anticipating government regulations on sabbath keeping and it’s probably coming in the near future, so shouldn’t we strike the “government regulation” portion because we know that is coming anyway?
- d. Steve Hamilton – Ex Officio Delegate from Paradise: We had the Camp Fire followed by the pandemic, so I understand how difficult it can be to deal with a disaster and try to continue conducting business as usual. I agree with allowing a postponement of 12 months by the executive committee so that the conference can focus on immediately dealing with whatever emergency may have risen before taking care of constituency meeting.
- e. Eugen Mandache – Delegate from Redding: Move to change the wording in section B from “reasonable measures” to “adequate measures” so that all churches will be represented. Meredith Jobe clarified that corporate law uses this wording which is to specifically ensure delegates can hear each other and speak during a virtual meeting. Eugen removed his motion.
- f. Rod Thompson – Delegate from Granite Bay Hilltop: If the Constituency is postponed for less than 12 months, can the

Executive Committee move to postpone for another 12 months?

VOTE – Article V, Section 3

Yes: 456, No 26 - **PASSED**

6. Clarifying Notices for Constituency Sessions – This amendment clarifies that the notice published in the Pacific Union Recorder, does not satisfy any other written notices requirement to be made to the delegates of a constituency session. (See Article V, Section 3. C.)

VOTE – Article V, Section 3. C.

Yes: 467, No 5 - **PASSED**

7. Notice requirements when Rescheduling or Changing the Venue of Emergency Constituency Sessions – This amendment clarifies that the notice published in the Pacific Union Recorder, does not satisfy any other written notices requirement to be made to the delegates of a constituency session. (See Article V, Section 3. D.)

#### Discussion

- a. Darrel Crane – Delegate Auburn: Editing question, is the correct word practicable or should it be practical? Practicable is correct.

VOTE – Article V, Section 4. D

Yes: 467, No 8 - **PASSED**

8. Delegates for Special Sessions – This amendment would help expedite the selection of delegates that need to be replaced and would allow sufficient time for them to receive the written notices and delegate materials in preparation for the Session. (See Article V, Section 5. A. [4].)

#### Discussion

- a. Eugen Mandache – Delegate from Redding: If a delegate is not able to serve from a church later than 30 days before the session, is there a chance to assign a replacement? No.
- b. Jessica Earl – Delegate from Yreka: If a regular delegate falls sick right before the session, could they still be a virtual attendant at the session? No.

Vote – Article V, Section 5, A. 4.

Yes: 466, No 16 - **PASSED**

9. Clerical Change on Method of Placement of Items on the Agenda – There is a minor change from 5 to 6 and removes the previous section 6 to a new section on the “Method of Placement of Items on the Agenda” (See Article V, Section 5. And Section 6.) **WAS NOT VOTED ON**
10. Procedures for Placement of Items on Constituency Session Agendas – This new amendment provides a process for how churches may place items on the Constituency Session agenda as recommended by the Executive Committee and approval of the agenda at the Constituency Session for the purpose of allowing sufficient time to receive information and

to make informed decisions. (See Article V, Section 7. A-F.)

Brad Heisler, Bylaws Committee Member explained how this new amendment would work for churches.

Judy Iversen explained why this amendment change is positive and should be voted for approval.

Vote-Article V, Section 7, A-F.

Yes: 270, No= 210- **DOES NOT PASS**

#### Discussion

- a. Daniel Privat – Delegate from Healdsburg: I am in favor of this but would like to propose an amendment to strike the word “illegal” from Section 7.C.5. I believe if we are called upon as a church and we follow the law of God rather than man, we should be free to do so.

#### Discussion on the amendment to the amendment

- b. Krystal Points – Delegate from Fairfield Community: Separation of church and state is in our constitution. That is all I have to say.
- c. Bruce Blum – Ex Officio Delegate from Angels Camp, Escalon, Manteca: The law of God trumps the law of man period. I don’t care about whether the word “illegal” stays in or not, I will follow God’s law.

VOTE – To strike the word “illegal” from Section 7.C.5

Yes: 184, No: 289 – **DOES NOT PASS**

#### Discussion

- a. Rod Thompson – Delegate from Granite Bay Church: I do not agree with the requirement for 10 churches needed to bring an agenda item.
- b. Immanuel Roth – Delegate from Red Bluff: I strongly oppose the amendment. Our current standard says that any church can bring an item to the agenda, but this new amendment makes it 10 times harder for churches to bring items to the agenda. It creates underrepresentation by our smaller churches.
- c. Bruce Ivey – Delegate from: Subsection B has a 60 day deadline, does that apply to sub section D as well? It is not very obvious in the wording.
- d. Dale Val – Delegate from Woodland: I agree that it is placing a very high burden by requiring 10 churches to meet in business meetings and come together to place an item on the agenda. I would like to propose an amendment to the amendment by changing it from 10 churches to 3 churches.

#### Discussion on the amendment to the amendment

- e. Zach Reiber – Ex Officio Delegate from Yuba City: If 10 churches can’t agree on an item for the agenda, then maybe the item shouldn’t be brought to the agenda. We should trust our executive committee, whom we have voted in with a very high percentage, rather than questioning everything. By questioning everything it takes time away from doing God’s work.
- f. Kevin Currey – Delegate from Golden Feather: I’m in favor of the amendment because I come from a small church and it is very difficult to get 10 churches together when we are so small. I feel like being a small church puts us at a disadvantage
- g. Les Poll – Delegate from Magalia Upper Ridge: If there is an

issue that only affects churches within a specific geographic area, it would be difficult to get enough churches together to meet the 10 church minimum.

- h. William Cude – Ex Officio Delegate from Conference Executive Committee: At the last Executive Committee meeting any questions or amendment items were brought in the chat during the zoom meeting. What happened to those items?

#### Point of Order

- a. Darrel Crane – Delegate from Auburn: Can we stop and have a word of prayer? There seems to be tension in the room and we need God's presence right now.

VOTE – To change the requirement from 10 churches to 3 churches.

Yes: 270, No: 210 – **DOES NOT PASS**

#### Discussion on original amendment

- a. Fred Dana – Ex Officio Delegate from Sacramento Central: I was sitting in on the Bylaws Committee and there was a lot of discussion on the number of churches required to bring an agenda item. Propose to change the number from 10 to 6.

VOTE – To change the requirement from 10 churches to 6 churches

Yes: 266, No: 213 – **DOES NOT PASS**

VOTE – Article V, Section 7

Yes: 310 65.5%, No 163 32.5% - **DOES NOT PASS**

#### Point of Order

- a. Greg Matthews – Delegate from Gracepoint: Is the vote required 2/3 of the delegates present or 2/3 of the people who voted? It is 2/3 of those who voted.
- b. Josue Rosado – Delegate from St. Helena: I was always under the impression that the 2/3 required vote to pass would include 2/3 of the delegates, not 2/3 of those who voted. I believe it should be the 2/3 of the delegates because we use that number for the quorum.

#### LUNCH

#### HYMN OF THANKSGIVING

*"To God Be the Glory" #341, Elder James Lim, Ethnic Ministries Coordinator and Department Director, Northern California Conference of Seventh-day Adventists*

#### ADMINISTRATIVE VIDEO REPORT #3 (SEE VIDEO) ..... C22-11

#### "ENDING HOMELESSNESS INITIATIVE" VIDEO ..... C22-12 (Dr. Marc K. Woodson)

The NCC Leadership team wanted to find a big project that the entire conference could focus on. They decided to focus on homelessness as the specific initiative for the entire conference.

How can we help?

- Volunteers
- Facilities/Property
- Money
- Influence

#### Moon Shot (Big Goal)

To reduce homelessness measurably and significantly in every county where we are present by 2032.

#### REFER MINUTES TO CONFERENCE EXECUTIVE COMMITTEE (Dr. Marc K. Woodson)

VOTED to refer the 2022 Constituency minutes to the CEC

Yes: 355, No: 3

#### OPEN DISCUSSION FROM FLOOR

- a. Bonnie Dwyer – Delegate from Roseville: Very happy and excited about the homeless initiative. Who will be in charge of this initiative? No one yet, we are still in the planning stages.

#### Point of Order

- a. Jenni Glass – Ex Officio Delegate from CEC: Motion to limit open discussion to 30 minutes. (voice vote-PASSED)

#### Discussion

- a. Mele Lautaimi – Delegate from Sacramento Tongan: In January there was a volcano eruption and a call went out for help. She was so grateful and thankful to our conference members for the amount of help from our members through money, donations, and prayers. Thank you for everything you did.
- b. Elaine Privat – Delegate Healdsburg: They have been working to help the homeless in their area with some funds they had available. They contacted city hall and other agencies, got feedback, and decided to work with an organization called "Reach for Home" mobile unit. Church members are working with community leaders, winery owns, and this is how God has led in their outreach.
- c. Neeraj Masih – Delegate of Roseville: I'm so happy to hear the conference will be working with homelessness. He has been working with the homeless and knows there are many who are ready to hear about God's word. It is an answer to prayer to have the entire conference ready to focus on this need.
- d. Margaret Po'oi – Delegate from Olivehurst: Thank you for the homeless initiative. They are part of the "Rest" program that is a faith-based program that provides shelter in the hot summer months and the cold winter months. They also do food drives to provide for these individuals. 80% of the homeless suffer from substance abuse (drugs and alcohol), so if we could provide a faith-based substance abuse program, it could have a huge impact.
- e. Matthew Baker – Ex Officio Delegate from Arcata McKinleyville, Eureka, Orleans: Anita Littlefield Baker, his wife, have both experienced homelessness. You never know who you might be helping. Bob Mason took care of her for 5 years when she was homeless and she attended the Revelation Seminar from Amazing Facts and graduated from Southern Adventist University.
- f. Shawn Pemberton – Delegate for Stockton Central: Thank you to Elder Marin and the pastoral placement team in finding a new pastor for their church.
- g. Walton Whaley – Delegate from Stockton Mayfair: Enjoys the



- diversity of this conference. He thinks there should be some intentional cross-cultural interaction between churches. Every church has strengths and weaknesses, so it would be good if we could have churches that are strong to help those that are small or struggling.
- h. Silvia Ballesteros – Delegate for Sacramento Central: I am so grateful for the new initiative by the conference. How can we get people together from different churches and counties to help each other reach the homeless and use each other's strengths to give the best help possible to those with mental health issues?
- i. Tyler Kraft – Ex Officio Delegate from Hayward: This year we had to suspend operations at Bayside because of a teacher shortage. This is not a short-term issue but a long-term problem that is affecting the whole nation. What can we do to help with this problem. Can we find some creative ideas to encourage youth to go into teaching, or increase teacher salaries to help encourage teachers to move to our conference?
- j. Jessica Earl – Delegate from Yreka: It would be helpful to have more visuals during the presentations at Constituency. I am a visual learner and when it's a lot of words its easy to get lost. It would also be nice to have the list names along with a small bio about each person on the Bylaws Committee and Conference Executive Committee. It's hard to vote in a group of people when you don't know anything about them. I also would also like to have more virtual townhall meetings.
- k. Damian Chandler – Ex Officio Delegate from Sacramento Capital City: On the local level, one of the biggest issues is finances. If we had more money we could do so much more for our communities. How can we plug into the resources of Adventist Health West to work together with our churches?
- l. Nelson Alcantara – Delegate from San Anselmo Spanish: In our district, the school was closed this year and now our children have to travel much farther to get to an SDA school. The reason given was because of the lack of teachers. We need to work harder to provide enough for our schools to have teachers and stay open.
- m. Jeff Johnson – Delegate from Camino: Rio Lindo has a program called "Open Table" where they go to the town and provide church services, clothing, food, bicycle repairs, etc. Camino church opened their doors during a hard winter and ran a homeless shelter along with other churches in the area. "Stand Down" is a program offered to veterans that we should look into.
- n. Yehoyada Mbangukira – Delegate from Pittsburg: You have said multiple times today that money in our conference is not a problem. Churches that are in a district are at a huge disadvantage because pastors are split and can't be effective in their mission. What is the conference able to do to fix this disadvantage for our churches and our pastors?
- o. Kate Edwards – Delegate from Hayward: Please sponsor young people to go to college to become teachers. We need to use some of this money we are sitting on to get our young people into our education system as teachers. We have to support our teachers and schools so they don't continue to be shut down.

#### ADJOURNMENT (Dr. Marc K. Woodson)

VOTED, to accept adjournment of the Constituency Session (voice vote)

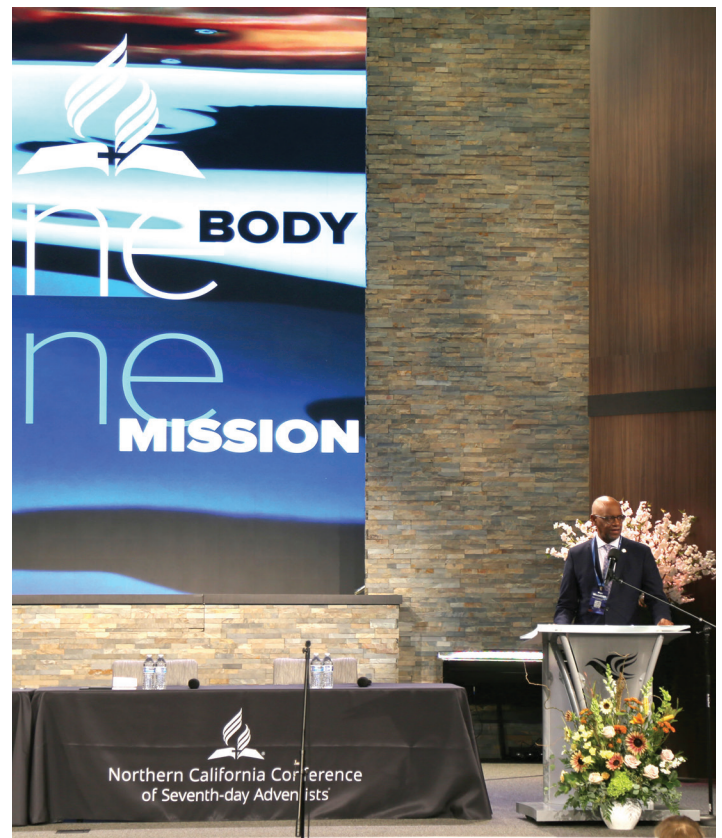
#### CLOSING HYMN

*"Jesus is Coming Again" #213*, Elder James Lim, Ethnic Ministries Coordinator and Department Director, Northern California Conference of Seventh-day Adventists

#### BENEDICTION

Dr. Jim Lorenz, Ministerial Director, Northern California Conference of Seventh-day Adventists

Marc K. Woodson, Chairman  
Kimberly Boutté, Recording Secretary





Total **MEMBERS** 41,289

153 **CHURCHES**

**COMPANIES** 15

33 **SCHOOLS**

# Executive Secretary's Report

*By Jose Marin*

*"Being diligent to keep the unity of the Spirit in the bond of peace. There is one body and one Spirit, just as you also were called in one hope of your calling." (Ephesians 4:3-4)*

**W**e believe Jesus is coming soon, and the whole body is awaiting His return. May the recommendations and resolutions that are considered before this session propel us as people of God to a greater determination to prepare the 8.5 million people in 31 counties in our territory for Christ's soon return!

Every disciple of Jesus Christ and a member of the Northern California Conference of Seventh-day Adventist Church is called to preach the gospel with its life-giving power. In the past two

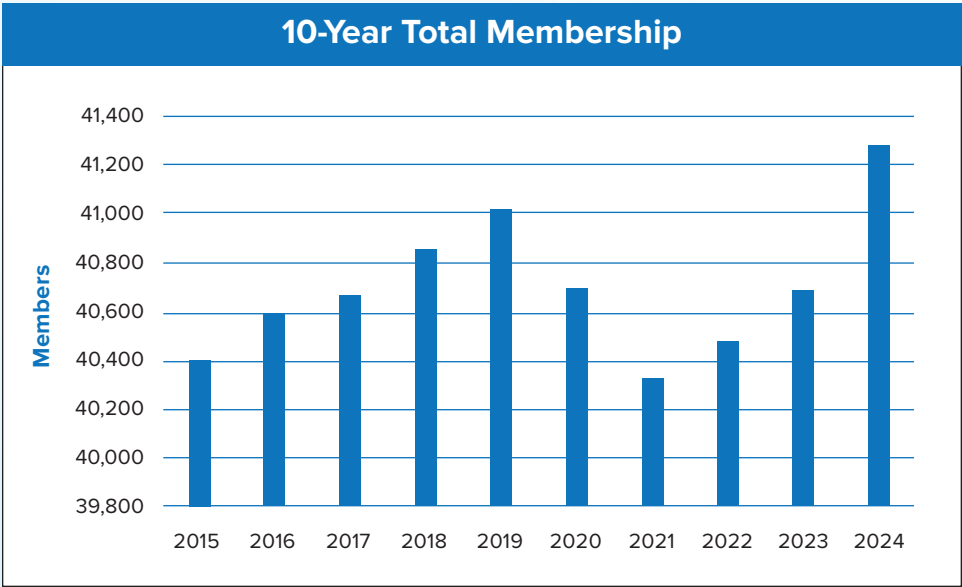
years, pastors, educators, ministry leaders, staff, and church members—have joined God in doing their part to connect people to an abundant life in Jesus Christ. By the end of 2024, our conference reached a membership of 41,289. During this time, God continued to grow His Church with new followers of Jesus Christ.

Notably, 2024 saw the highest number of baptisms and professions of faith since 2009, with a total of 1,067 individuals making their commitment to Christ. We praise God for each person added to His Church!

During this same time, mission groups have been planted, and congregations have been organized. Over the last 30 months, six congregations have been organized. In 2024,

Oakland Buena Tierra mission group, Stockton Carpenter Spanish group, Antioch Spanish, were organized as Church companies, while the Concord Spanish, Richmond Spanish Company, and Weimar Campus Church Company were officially organized as official churches the same year. As of the end of 2024, the Northern California Conference has 153 churches, 15 companies, and 33 schools.

We praise God for this growth. However, we must focus our mission efforts on being a multiplying church for exponential growth to finish God's work. A heartfelt gratitude for your faithfulness in leading people to Christ and making



them disciples of our Lord Jesus Christ during these past 30 months!

The North American Division has been promoting “Pentecost 2025,” and the Pacific Union is collectively focusing its missionary efforts on “Sharing Jesus in 2025” with the hope of mobilizing disciple-makers to seek the Lord for the Holy Spirit’s power and leading as we hasten Jesus’ second coming. May we do the same as we anticipate the Second Coming of Jesus Christ!

### ACTS Church Planting Support System

The vision is to have a church planting movement that will mobilize the people who are called to plant churches in Northern California to effectively expand God’s Kingdom by multiplication through the ACTS Cohort, a church planting support system

There were three new church plants in 2024, and our goal is to plant fifteen churches by 2027. Church planting is the best investment of evangelistic energy.

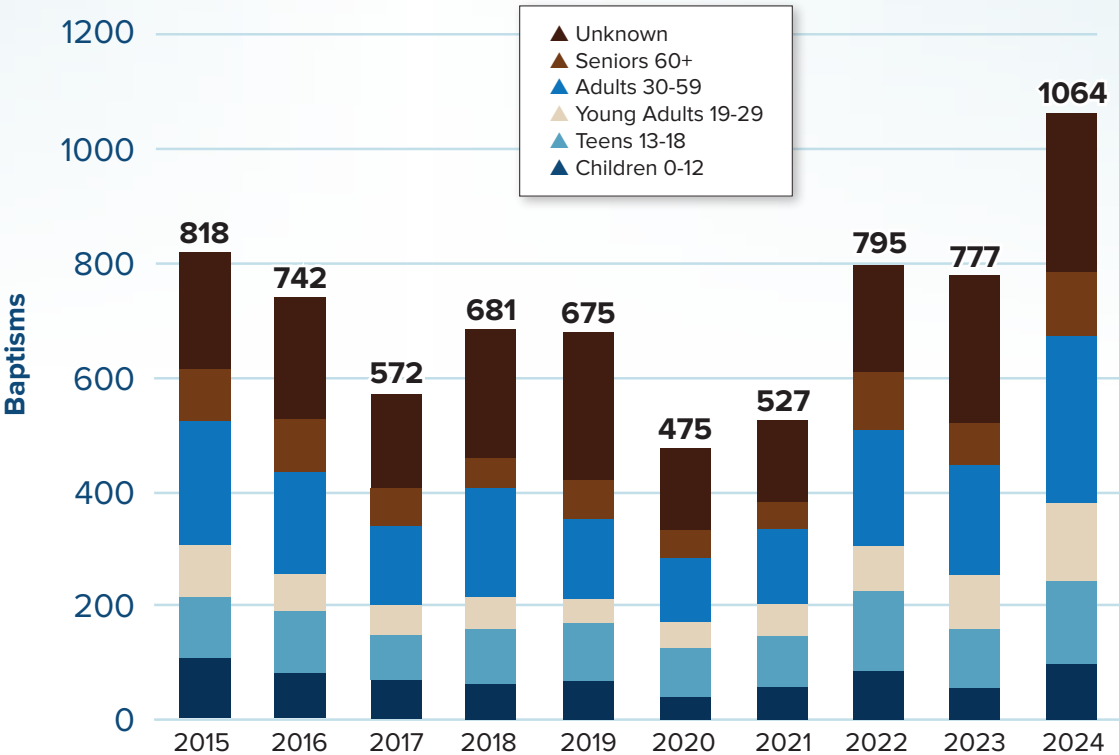
Through this church planting initiative, we pray that God would send more workers to his vineyard who feel compelled and called by God to raise up churches that will create a church planting movement in the Northern California Conference and throughout the west that will expand God’s Kingdom by multiplication.

“Upon all who believe, God has placed the burden of raising up churches. The express purpose of the church is to educate

men and women to use their entrusted capabilities for the benefit of the world, to employ the means God has lent, for His glory. (Ellen White, *Ministries to the Cities*, 140.2).



Baptisms & Professions of Faith by Age





# Ten-Year Membership of the Churches

## of the Northern California Conference (2015-2024)

Name	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Churches</b>										
Alameda E Bay Chinese SDA Church	57	56	56	56	56	56	56	56	56	56
Alameda SDA Church	86	92	92	103	99	93	93	89	84	84
All Nations SDA Church	182	175	176	192	189	188	194	190	202	207
Alturas SDA Church	52	49	52	52	52	53	53	53	56	54
American Canyon Fil-Am SDA Church	102	110	113	115	114	94	94	99	105	103
Anderson SDA Church	306	295	288	284	282	284	267	267	270	274
Angel Camp SDA Church	132	129	133	132	128	131	123	116	111	112
Angwin Village SDA Church	49	52	55	54	53	52	52	53	53	54
Antelope Hills SDA Church	209	220	224	217	210	205	193	200	2024	205
Antioch SDA Church	569	568	582	598	606	610	600	620	630	592
Arcata McKinleyville SDA Church	238	245	213	209	206	205	201	206	196	201
Auburn SDA Church	549	539	547	556	510	505	487	460	450	450
Brownsville SDA Church	107	100	98	92	89	90	90	90	91	93
Calistoga SDA Church	161	144	136	133	134	125	113	107	98	92
Camino SDA Church	243	252	259	259	258	245	242	244	238	229
Carmichael SDA Church	1911	1926	1957	1968	2013	2003	1994	1982	1981	2022
Central Valley Korean SDA Church	66	65	68	73	73	71	69	69	67	64
Chico SDA Church	778	780	761	759	748	756	749	759	771	776
Chico Spanish SDA Church	106	116	115	114	118	121	120	118	117	110
Citrus Heights SDA Church	94	89	93	94	96	92	92	91	93	86
Clearlake SDA Church	118	116	118	120	117	114	110	109	112	111
Cloverdale SDA Church	66	66	66	66	66	66	66	65	65	67
Colfax SDA Church	126	134	127	136	133	132	120	113	104	92
Concord International SDA Church	248	268	273	285	287	272	262	243	242	220
Concord Spanish Church										47
Contra Costa Korean SDA Church	154	153	152	151	151	148	149	168	185	192
Corning SDA Church	60	61	61	62	61	65	64	68	72	75
Covelo SDA Church	62	60	58	57	56	54	54	54	53	51
Crescent City SDA Church	280	281	282	282	285	284	280	280	284	278
Dobbins SDA Church	22	24	23	24	23	31	31	29	31	31
East Bay Fil-Am SDA Church	71	77	80	76	75	73	73	73	71	71
El Sobrante Appian Way SDA Church	180	190	189	185	192	173	172	172	178	176
Escalon SDA Church	19	22	20	31	31	32	33	38	41	45
Eureka SDA Church	189	187	189	169	166	161	149	149	145	141
Fairfield Community SDA Church	420	433	435	444	441	445	432	453	450	459
Fairfield Suisun Spanish SDA Church	136	137	146	148	154	158	171	185	204	216
Fall River Mills SDA Church	13	18	22	21	21	20	20	20	17	17
Fort Bragg SDA Church	96	91	88	84	82	84	82	82	81	80
Fortuna SDA Church	408	399	404	400	394	398	394	394	385	381
Fremont SDA Church	260	262	267	276	276	280	106	102	99	96
Galt SDA Church	350	354	361	363	367	376	367	386	401	400
Georgetown SDA Church	25	23	21	21	21	22	15	22	23	25
Golden Feather SDA Church	56	61	62	64	61	60	51	48	45	43
Gracepoint Adventist Church	554	553	581	581	590	595	606	614	618	622
Grand Advent SDA Church	433	434	438	442	442	448	444	437	424	420
Granite Bay Hilltop SDA Church	414	516	571	617	678	738	916	1025	1129	1256
Grass Valley SDA Church	526	532	550	570	575	568	571	572	583	573
Gridley SDA Church	172	171	165	159	155	146	139	145	143	136
Hayfork SDA Church	88	87	86	84	82	82	78	77	75	72
Hayward SDA Church	518	516	512	519	531	532	519	518	528	527
Hayward Spanish SDA Church	344	316	321	334	344	356	345	361	380	404
Healsburg SDA Church	273	267	274	269	264	256	244	234	234	236
Lakeport SDA Church	239	235	231	222	228	224	235	232	232	230
Life Adventist Church of Berkeley	76	76	75	74	74	74	75	76	75	73
Lincoln Amazing Grace SDA Church	121	120	119	127	122	120	120	105	99	102
Lincoln Spanish SDA Church	33	37	35	38	38	38	38	38	38	41
Livermore SDA Church	121	116	117	124	117	118	75	77	82	80
Lockeford SDA Church	134	131	131	132	138	120	115	104	96	88
Lodi English Oaks SDA Church	975	987	1005	986	961	949	930	926	929	914
Lodi Fairmont SDA Church	763	763	758	759	750	744	745	744	743	747
Lodi Spanish SDA Church	115	122	129	127	135	141	147	159	170	166

# Ten-Year Membership of the Churches

## of the Northern California Conference (2015-2024)

Name	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Magalia Upper Ridge SDA Church	207	205	213	213	191	180	166	158	149	148
Manteca SDA Church	184	182	179	181	174	167	165	166	173	166
Meadow Vista SDA Church	189	190	188	190	185	185	185	192	193	200
Middletown SDA Church	135	133	144	154	153	151	149	143	143	138
Miranda SDA Church	34	32	32	32	30	28	26	26	26	26
Mount Shasta SDA Church	128	125	121	125	125	127	125	126	126	123
Napa Community SDA Church	1122	1097	1074	1064	1058	1039	1034	1038	1024	1002
Napa Spanish SDA Church	189	191	192	188	194	188	152	146	149	148
Napa Valley Korean SDA Church	153	159	157	153	154	150	144	147	123	123
North Highlands Spanish SDA Church	0	3	44	61	63	108	113	123	136	144
Northern California Conference SDA Church	169	170	164	163	162	156	157	244	243	243
Novato SDA Church	126	126	137	139	140	138	140	137	136	137
Oakland Elmhurst SDA Church	265	265	273	266	268	267	255	242	238	235
Oakland Immanuel Temple SDA Church	225	223	223	219	218	217	218	225	223	227
Oakland Market Street SDA Church	833	828	850	855	863	861	857	853	840	911
Oakland Spanish SDA Church	426	467	424	459	462	475	469	480	488	506
Olivehurst SDA Church	95	98	113	126	132	138	136	148	152	165
Orangevale SDA Church	594	592	588	596	592	588	590	592	594	599
Orland SDA Church	31	34	37	36	36	35	35	33	33	33
Orleans SDA Church	52	52	51	51	51	50	44	46	46	46
Oroville SDA Church	280	255	263	264	278	289	292	295	310	307
Pacific Union College SDA Church	1716	1686	1669	1664	1653	1640	1642	1634	1643	1642
Palo Cedro SDA Church	633	643	649	645	644	656	643	638	624	616
Paradise SDA Church	1316	1300	1298	1268	1180	1120	1092	1059	1036	1018
Penn Valley SDA Church	166	162	147	141	140	140	140	139	139	142
Pittsburg SDA Church	327	323	323	322	320	322	323	327	326	385
Placerville SDA Church	739	750	751	758	740	566	537	535	527	534
Pleasant Hill SDA Church	741	720	748	756	791	787	788	755	779	802
Rancho Cordova SDA Church	112	118	121	127	127	122	129	125	119	113
Red Bluff SDA Church	348	358	359	361	354	357	365	392	389	384
Redding SDA Church	393	380	398	405	406	413	413	410	408	415
Richmond Beacon Light SDA Church	351	348	347	370	368	366	361	294	294	325
Richmond Spanish SDA Church						1	19	93	96	110
Rio Linda SDA Church	42	43	41	40	40	38	35	23	24	27
Rio Lindo Adventist Academy SDA Church	71	72	66	66	61	66	69	58	56	56
Rohnert Park Korean SDA Church	95	93	97	101	99	95	95	88	87	86
Rohnert Park SDA Church	72	71	68	68	67	66	67	64	69	73
Roseville SDA Church	515	469	472	481	476	465	468	459	449	394
Round Mountain SDA Church	29	29	30	27	27	25	20	20	20	20
Sacramento Capitol City SDA Church	831	819	819	847	850	853	849	851	862	896
Sacramento Central SDA Church	1447	1420	1429	1398	1374	1354	1341	1327	1262	1327
Sacramento Fijian SDA Church	66	78	59	48	65	80	83	82	79	80
Sacramento Indonesian SDA Church	103	107	105	110	110	78	77	75	74	81
Sacramento Korean SDA Church	261	268	270	276	279	274	277	305	296	302
Sacramento Samoan SDA Church	110	103	102	96	100	100	100	98	98	96
Sacramento Slavic SDA Church	269	328	326	396	306	293	295	306	296	292
Sacramento Southgate SDA Church	144	143	138	159	164	162	151	150	139	173
Sacramento Spanish SDA Church	374	387	349	351	352	304	309	303	329	341
Sacramento Tongan SDA Church	104	104	98	99	99	99	101	103	107	107
Sacramento Ukrainian Church					99	121	113	127	176	193
Sacramento Woodside SDA Church					99	121	113	127	176	193
Sacramento Yugoslavian SDA Church	96	96	93	86	91	96	99	95	95	95
San Andreas SDA Church	34	35	36	38	35	39	39	39	41	44
San Anselmo Spanish SDA Church	86	104	128	136	134	129	153	167	167	190
San Leandro Spanish SDA Church			61	63	96	96	104	110	128	140
San Ramon Valley SDA Church	107	105	104	110	108	107	103	106	105	108
Santa Rosa SDA Church	790	787	787	779	752	742	734	747	753	765
Santa Rosa Spanish SDA Church	118	122	113	114	134	127	129	145	147	155
Scott Valley SDA Church	47	45	46	45	47	43	45	40	44	40
Sebastopol SDA Church	130	141	143	142	139	146	147	150	137	135
Seventh-day Adventist Abundant Life Church	60	59	73	67	70	65	77	90	89	95
Shingle Springs SDA Church	67	69	70	63	63	65	67	78	74	71
Sonoma SDA Church	88	86	50	48	44	41	43	46	45	40



# Ten-Year Membership of the Churches of the Northern California Conference (2015-2024)

Name	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
St. Helena SDA Church	378	369	352	338	339	329	316	304	298	285
St. Helena Spanish SDA Church	128	127	126	127	125	123	121	119	123	124
Stockton Central SDA Church	450	459	457	452	465	471	462	458	455	452
Stockton Fil-Am SDA Church	239	247	249	248	248	272	272	268	287	261
Stockton Mayfair SDA Church	162	176	179	180	174	178	180	189	208	210
Stockton Spanish SDA Church	190	204	224	197	229	235	190	223	232	262
Surprise Valley SDA Church	18	15	17	17	15	15	17	19	19	21
Sutter Hill SDA Church	165	165	162	155	152	157	155	162	160	153
The Haven SDA Church	337	348	341	336	331	318	311	311	304	301
Tracy SDA Church	264	257	255	257	265	264	264	223	220	188
Tracy Spanish SDA Church	123	110	118	122	125	133	137	145	148	158
Ukiah SDA Church	589	608	601	574	566	563	540	531	520	511
Upper Lake SDA Church	52	51	51	50	51	50	47	45	47	46
Vacaville SDA Church	112	104	106	104	105	107	112	120	120	120
Vallejo Berea SDA Church	331	324	322	323	323	323	326	333	338	337
Vallejo Central SDA Church	211	215	214	223	244	248	239	227	231	234
Valley Community SDA Church	386	382	376	375	379	384	383	381	409	409
Weaverville Trinity Lakes SDA Church	21	21	21	21	18	16	19	18	18	19
Weimar University Church	77	107	122	160	181	225	271	312	308	316
West Sacramento SDA Church	99	110	114	113	117	115	115	112	110	109
Whitmore SDA Church	46	51	36	39	42	39	47	37	45	39
Willits SDA Church	111	110	109	110	109	108	112	99	74	77
Willows SDA Church	28	26	23	24	24	24	25	20	19	19
Woodland SDA Church	100	102	94	96	109	107	118	135	137	144
Woodland Spanish SDA Church	207	203	203	94	94	99	100	103	109	110
Yountville Signs Mem. SDA Church	274	291	294	310	309	303	285	287	264	264
Yreka SDA Church	198	200	119	115	125	130	126	120	120	119
Yuba City SDA Church	418	397	336	330	373	366	361	334	332	319

## Companies

Antioch Spanish Company										65
Camino Spanish SDA Company	76	78	77	76	76	71	70	68	68	68
Foresthill SDA Company	37	35	36	36	38	27	29	32	39	37
Live Oak Spanish SDA Company	44	43	43	43	49	51	52	52	52	51
North Bay Korean SDA Company									55	57
Novato Horeb Haitian SDA Company	123	122	121	121	121	119	117	117	116	114
Oakland-Buena Tierra Spanish SDA Company										
Pleasant Hill Hisp-Am Adv Company	111	111	115	117	115	123	125	123	123	138
Redwood Valley SDA Company	38	37	35	37	35	35	33	33	32	31
Shasta Lake SDA Bible Fellowship Company	60	63	64	64	60	58	62	60	58	63
Sonoma Spanish SDA Company				7	39	45	72	71	75	75
Stockton Carpenter Spanish Company										56
Ukiah Spanish SDA Company				38	52	54	58	63	58	74
Union City SDA Company	61	62	63	63	63	63	52	51	54	53
Vallejo Spanish Company	144	152	163	161	168	174	181	184	183	183

## Companies / Churches organized 2022-2024

### Voted at the December 13, 2023, Executive Committee Meeting

- Concord Spanish Seventh-day Adventist Church – Voted at the December 13, 2023, Executive Committee Meeting
- Antioch Spanish Seventh-day Adventist Company – Officially organized March 9, 2024
- Stockton Carpenter Spanish Seventh-day Adventist Company - Officially organized June 8, 2024
- Richmond Spanish Seventh-day Adventist Church - Officially organized September 7, 2024
- Oakland Buena Tierra Oakland Spanish Seventh-day Adventist Company - Officially organized September 28, 2024

### Voted at the March 6, 2024, Executive Committee Meeting

- Weimar University Church - Officially organized November 9, 2024

# Church Vitality Report

## 2017-2024

Having growing churches is critical for edifying the body of Christ and fulfilling God's mission. The seven-year benchmark for measuring church vitality was chosen to assess the impact of COVID-19 on our congregations and to explore ways of how we might become a healthier church within the Northern California Conference, to reach the 8.5 million people in our region "with an eternal gospel to preach to those who live on the earth, and to every nation, tribe, language, and people." (Revelation 14:6 NASB).

Metrics used to determine declining, plateauing, growing, and multiplying churches

1. Declining churches are those that have 0% baptisms and a 2% drop in attendance from the previous year.
2. Plateauing churches are those that have no increase or decrease in baptisms or attendance from the previous year.
3. Growing churches are those congregations that have a 2% increase in baptisms and 2% increase in attendance compared to the previous year.
4. Multiplying churches are congregations that have had a 7% increase in baptisms and 7% increase in attendance and planted a church within the last 7 years.

Year	Declining	Plateauing	Growing	Multiplying
2017 <i>(based on 159)</i>	110 Churches 69%	18 Churches 11%	31 Churches 19%	0 Churches 0%
2018 <i>(based on 160)</i>	103 Churches 64%	26 Churches 16%	31 Churches 19%	0 Churches 0%
2019 <i>(based on 162)</i>	115 Churches 71%	24 Churches 15%	23 Churches 14%	0 Churches 0%
2020 <i>(based on 163)</i>	137 Churches 84%	13 Churches 8%	13 Churches 8%	0 Churches 0%
2021 <i>(based on 164)</i>	118 Churches 72%	16 Churches 10%	30 Churches 18%	0 Churches 0%
2022 <i>(based on 162)</i>	88 Churches 22%	17 Churches 10%	57 Churches 35%	0 Churches 0%
2023 <i>(based on 162)</i>	79 Churches 49%	20 Churches 12%	63 Churches 39%	0 Churches 0%
2024 <i>(Based on 163)</i>	91 Churches 55%	18 Churches 11%	52 Churches 31%	2 Churches 1%

### Moving Forward as One Body

Focusing on congregations to become healthier is imperative for a healthy witness for Jesus. We recognize that this is a significant undertaking, given the deep effort required from our ministry leaders and congregations to begin shifting in the trajectory of declining churches within NCC towards becoming healthy and thriving congregations, that connect people to an abundant life in Jesus Christ and prepare them for His soon return. It is our earnest prayer that through the power of the Holy Spirit as one body we accomplish our shared mission.



# Treasurer's Report

By John Rasmussen

The Northern California Conference (NCC) continues to be blessed by God's providence and the faithful generosity of its members. While our churches and schools have faced challenges, God has remained steadfast, guiding us through with His promise in Philippians 4:19: "And my God shall supply all your need according to His riches in glory by Christ Jesus."

Through faith and dedication, our conference family has grown to 41,280 members. Your financial support directly empowers our pastors, educators, and ministries, ensuring the gospel flourishes throughout Northern California.

### Financial Overview

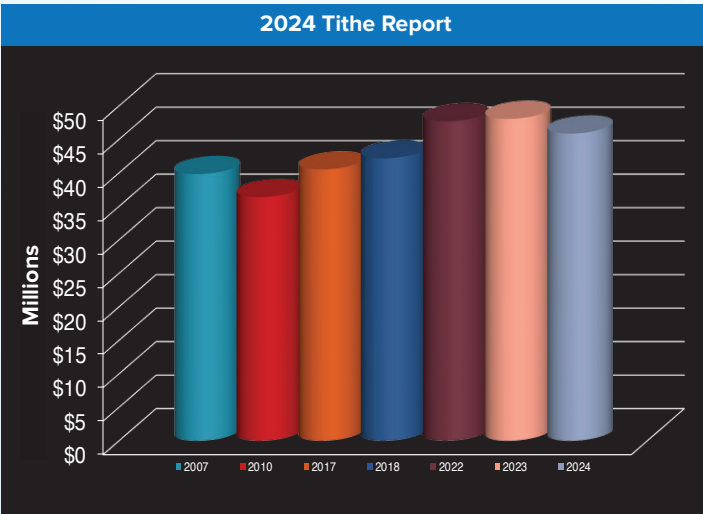
The Midterm Constituency Meeting takes place before the completion of the 2024 Financial Audit. However, audited financial reports for 2022 and 2023 are available on the NCC website. Below is a summary of tithe dollars received over the past three years:

- 2022-2024 Total Tithe Received
- 2022 (Audited): \$47,680,928
  - 2023 (Audited): \$48,050,261
  - 2024 (Unaudited): \$45,854,998

### Tithe Allocation

Per North American Division (NAD) policy, tithe contributions are distributed as follows:

Designation .....	Percentage
Special Assistance Fund.....	0.90%
Higher Education .....	3.90%
Pacific Union.....	9.00%
Retirement Fund.....	11.40%
General Conference .....	13.00%
<b>Northern California Conference .....</b>	<b>61.80%</b>



### How NCC Uses Its Share of Tithe

Of the **61.80% of tithe** returned to NCC, the funds are distributed as follows for **2024**:

Category .....	Percentage
Pastors.....	47.5%
K-12 Education.....	25.5%
Departments.....	12%
Youth/Leoni Meadows.....	2%
Administration.....	15%
Other.....	3%
Reserves .....	-5.00%

### Investment and Planned Giving Impact

- God has blessed NCC with strong investment performance, reinforcing financial stability.
- **Investment Income (2022-2024):** \$3,305,604
  - **Planned Giving & Trust Income (2022-2024):** \$3,749,096 (Restricted & Unrestricted)

Members who include the church in their estate plans ensure continued support for ministries, sustain church operations, and provide resources for new mission-driven projects.

### Financial Challenges & Strategic Adjustments

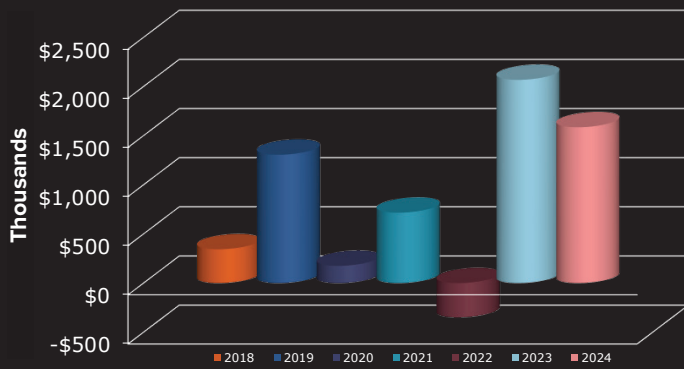
At the close of 2024, NCC experienced a \$2.3 million decrease in tithe receipts, requiring careful financial stewardship. To maintain financial health, we implemented a modified hiring freeze, which is reviewed monthly by NCC Leadership.

Despite these challenges, the Executive Committee approved a 3% salary increase for employees, effective July 2025, following NAD recommendations. This decision reflects our commitment to investing in our workforce, ensuring they can continue their mission-driven work of leading people to a more abundant life in Christ.

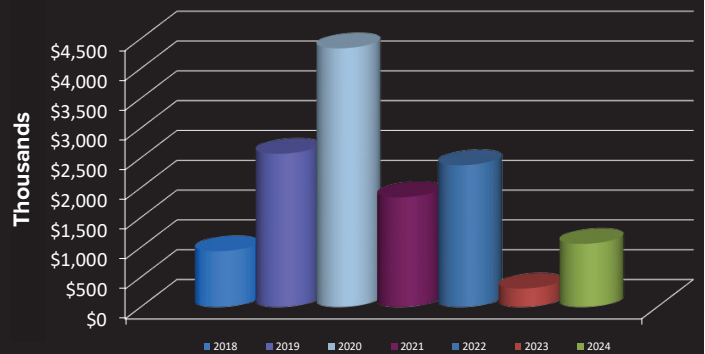
### A Call to Partnership

Even amid financial challenges, our commitment to ministry remains unwavering. Every tithe dollar contributed supports pastors, educators, and ministries, ensuring the gospel continues to transform lives. Thank you for your faithfulness and generosity. Together, we advance the Kingdom of God and prepare hearts for the Second Coming of Christ.

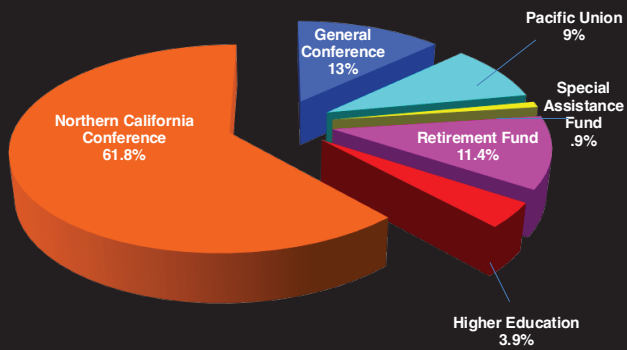
### NCC 2024 Investment Income



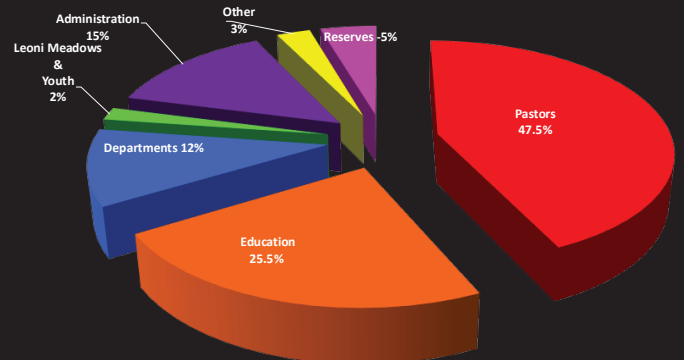
### NCC 2024 Bequest Income



### NCC 2024 Tithe Dollar Use



### NCC 2024 Use of Retained Tithe





# One **BODY** One **MISSION**

Ministry Reports

## **ADMINISTRATION**

CONSTITUENCY MEETING

Northern California Conference of Seventh-day Adventists





**Marc Woodson**  
**President**

Marc Woodson has served as President of the Northern California Conference (NCC) for 7 years, bringing visionary leadership and a deep commitment to spiritual growth and mission-driven service. With 37 years of denominational experience, he has dedicated his life to advancing the gospel, strengthening churches, and fostering a culture of collaboration, innovation, and faithfulness. His leadership focuses on organizational health, outreach, and discipleship, ensuring NCC remains strong in its mission. Passionate about empowering pastors, educators, and ministries, Marc continues to guide the conference with prayerful stewardship, equipping members to connect people to a more abundant life with Jesus and prepare them for the Second Coming.

**Education**

1988

Oakwood University,  
B.A. Theology, A.S. Communication

1993

Andrews University, M.Div.

2006

Fuller Theological Seminary, D.Min.

## Administration President

### Purpose

The Bylaws state that the President will serve as the chairman of the Conference Session and the Executive Committee, and act as the chief executive officer.

### Duties

- Provides spiritual leadership to employees and the entire church membership throughout the Conference
- Develops and leads initiatives to fulfill the purpose of the Conference as outlined in the Bylaws
- Is involved in the process of recruitment, training, and assignment of Conference employees
- Gives guidance and leadership opportunities to departmental directors of the Conference
- Promotes communication between Conference leaders and members of the churches
- Serves as chairman and member of various boards and committees within the Conference
- Promotes continuity with the total work of the church by serving on boards and committees of denominational organizations and institutions
- Works closely with the Executive Secretary and Treasurer to manage the Conference, and reports to the Conference Executive Committee and constituency
- Counsels and collaborates with the Pacific Union Conference, North American Division, and General Conference leadership teams



# Administration

## Executive Secretary

### Purpose

As outlined in the Northern California Conference Bylaws, this role is responsible for keeping official records of Conference Sessions and Executive Committee meetings, while also serving as the vice-chair of the Executive Committee. Services and responsibilities include:

- Approve and issue credentials and licenses to eligible workers.
- Oversees local church clerks in managing membership transfers, baptisms, deaths, and other records.
- Reviews and recommends the formation of local church organizations, such as branch Sabbath schools, affiliate groups, companies, and churches, to the Executive Committee.
- Maintains official records of Executive Committee and Constituency Session proceedings.
- Provides guidance and counsel to pastors and church leaders regarding the SDA Church Manual and other policies.
- Processes travel requests for conference workers and oversees mission projects.
- Countersigns official documents requiring the Executive Secretary's signature.

This department ensures organizational integrity, policy adherence, and efficient administration to support the mission and growth of the Northern California Conference.



**Jose Marin**

*Executive Secretary*

Jose Marin, who has served as the Executive Secretary of the Northern California Conference for six years and has 29 years of denominational experience, is deeply passionate about sharing the good news of the gospel. His commitment to evangelism and discipleship is at the heart of his leadership, ensuring that every administrative decision supports the mission of connecting people to an abundant life in Jesus. His guidance empowers churches and ministries to reach their communities, fostering spiritual growth and preparing hearts for Christ's return. His dedication to spreading the gospel inspires and strengthens the conference's mission.

### Education

1994

Montemorelos University, B.A.  
Theology

2000

Ordination as Minister of the Seventh-day Adventist Church

2021

Grand Canyon University, M.S.L  
Leadership





## John Rasmussen

*Treasurer*

**Retired March 2025**

John Rasmussen has faithfully served as NCC Treasurer for 31 years, with 50 years of denominational service. His leadership in financial stewardship, budgeting, and investment strategy has strengthened NCC's churches, schools, and ministries. Committed to transparency and accountability, he fostered a culture of trust and collaboration. Retiring in March 2025, John leaves a lasting legacy of mission-driven financial management, ensuring resources support the church's continued growth and outreach.

### **Education**

1971

Walla Walla College, B.S. Business  
Administration

## Administration Treasurer

### **The Church Bylaws guide the responsibility of the Treasurer**

The Treasurer works closely with the President and Executive Secretary to manage the Conference and reports to the Conference Executive Committee and the constituency. The Treasurer also counsels and cooperates with the Pacific Union Conference, North American Division, and General Conference leadership.

### **Services and Resources**

They include:

- Receives and distributes all funds in harmony with the actions of the Conference Executive Committee and denominational policy.
- Oversees the auditing process of churches, schools, and other organizations associated with the Conference.
- Prepares and presents financial statements
- Serves as chairman and member of various boards and committees within the Conference and promotes continuity with all the denominational organizations and institutions.
- Directs and counsels in the financial planning and operating of the Conference.



# One **BODY** One **MISSION**

Ministry Reports

## **DIRECTORS/ COORDINATORS**

CONSTITUENCY MEETING

Northern California Conference of Seventh-day Adventists



## Rudolph Peters

**Ethnic Ministries Coordinator/  
Departmental Director**

Rudy Peters has faithfully served in his current role for two years, from 2022 to 2024, contributing to 34 years of denominational service to connecting people to an abundant life with Jesus Christ and preparing them for His Second Coming. Rudy continues to minister effectively through his leadership, addressing diverse urban communities' spiritual and practical needs while fostering hope and transformation.

### Education

1991

Andrews University, B.A Theology

1995

Southern Connecticut State University,  
M.A. Urban Management

2018

San Francisco Theological Seminary,  
D. Min. Executive Leadership

# African American Ministries, Urban Ministries, Prison Ministries, Men's Ministry

## Department(s) Purpose

- The *African American Department* provides essential resources to African American churches and their pastors, empowering them to carry out ministry effectively within their communities. This support enables churches better to address their congregations' spiritual and practical needs while fostering growth and engagement.
- The *Men's Ministry Department* allows every man in the NCC to grow through fellowship, education, and accountability. Our goal is to create an unstoppable movement of Godly men in our conference.
- The *Prison Ministry* seeks to connect those incarcerated to the abundant life in Christ and prepare them for his soon return. We provide resources, in-person services, and mailing materials. We also support the families of those incarcerated through our Angel Tree partnership.

## Mission-Driven Projects and Activities

- *African American Department*: Between 2022 and 2024, the department has undertaken transformative initiatives. Eight citywide evangelistic meetings for the African American church ministries presented the Gospel, resulting in over 425 new church members. In urban areas, projects included acquiring and retrofitting an RV to serve as a mobile shower and laundry unit for the homeless, distributing millions of dollars in household goods through a partnership with World Vision, and collaborating with food banks and government agencies to supply fresh food.
- *Men's Ministry Department*: In 2024, we convene the yearly Christian Men's Retreat at Leoni Meadows. Our keynote speaker was Dr. Myron Edmonds, and our devotional speaker was Pastor Walt Groff.
- *Prison Ministry*: We conducted prison ministry training to equip those who want to serve in prison ministry. Training were centered around in-facility visits, letter writing and Bible studies. We also created the Prison Ministry Federation, where lay leaders work together to expand our prison ministry engagement and reach.

## Resources and Support

These initiatives collectively enhance the effectiveness and impact of the churches and their leadership:

- Strategically supports churches by organizing an annual Leadership Training and Development Conference, equipping church officers with the tools and knowledge to perform their duties more effectively.
- Secures extra evangelism funds from the Conference and Union to help churches extend their reach within local communities.
- Hosts Affirmation and Appreciation events to encourage church leaders further and acknowledge them, expressing gratitude for their dedication and contributions.

## Measurable Success

- *African American Ministry*: All African American churches in the NCC territory have actively participated in public evangelism, reaching approximately 2,600 individuals—600 Adventists and 2,000 non-Adventists—with 425 new members joining between 2022 and 2024. In urban ministry, initiatives have directly served 200 Adventists and 10,000 non-Adventists, with key projects like the World Vision program engaging over 400 volunteers over the past five years.
- *Prison Ministry*: We have a Prison Ministry Federation in place and hosted a Prison Ministry Day at the Vacaville Church.



### Population Reached

- *African American Ministry:* Over the last year, we served over 600 church members and over 4,000 community members.
- *Men's Ministry Department:* Over one hundred men attended each of the retreats.
- *Prison Ministry:* We have trained over 50 potential volunteers.

### Community Relevance

These departments address the unique needs of its communities through a blend of spiritual outreach and practical services. Programs such as free dental clinics, furniture giveaways, grocery distributions, mental health workshops, mobile service units, and household goods donations improve lives, demonstrating how tangible support can open doors to spiritual transformation and community revitalization.



### Engaged and Enthusiastic Members and Employees

Volunteerism is at the heart of ministry. All ministries thrive on active participation from local church members, with annual pastor recognition and affirmation events celebrating outstanding contributions. This engagement fuels our outreach programs and strengthens the bonds within our faith community.

### Use of Organizational Health Principles

The various leadership teams meet regularly to ensure strategic planning, clear communication, and collaborative decision-making. By applying organizational health principles, we maintain a responsive and effective ministry that continuously evaluates and refines its approach to serve both current needs and future challenges.

### Impact Now and In the Future

These departments are at the forefront of transforming communities through practical service and spiritual outreach. The Urban Ministries department provides critical resources that address poverty, homelessness, and food insecurity in urban areas. The African American department empowers churches to minister effectively within culturally diverse communities. Financial support helps expand these initiatives, enabling local churches to meet immediate needs while fostering long-term spiritual growth and community unity in the name of Christ.





**James Lim**  
*Ethnic Ministries Coordinator,  
Departmental Director*

With 11 years as the Asian Pacific Ethnic Coordinator and 32 years of denominational service, James Lim provides culturally relevant leadership, training, and resources to the Asian Pacific churches. His work as the Adventist Community Service (ACS) and Health Ministry director is rooted in service and addressing community needs. Lim ensures that this ministry promotes personal transformation and prepares people to live with hope and readiness for Christ's return.

**Education**  
1986

*Korean Sahmyook University,  
B.A. Theology*

1988

*Korean Sahmyook University,  
M.A. Religion*

1991

*Andrews University  
Theological Seminary, M. Div.*

1993

*Andrews University  
Theological Seminary, M. Th.*

# Asian/Pacific, Adventist Community Services, and Health Ministries

**Department Purpose**

As the Asian Pacific Coordinator, his work centers around equipping ethnic churches and pastors to address the unique needs of these populations. ACS offers vital community resources—such as food and clothing banks and disaster response—to meet real-world challenges, all in the name of Christ. The Health Ministry function has focused on providing comprehensive support for any church that hosts health and dental clinics.

**Mission-Driven Projects and Activities**

From 2022 to 2024, the Asian Pacific Ministry has conducted regular worker meetings and an annual convocation to share resources, network, and develop a unified vision for ministry outreach. Simultaneously, ACS has implemented impactful initiatives, including free dental and vision clinics, comprehensive disaster response efforts, and community service projects that extend tangible support to those in need while inviting individuals to embrace Christ's love.

**Resources and Support**

Both ministries leverage strategic partnerships and funding to empower local churches. The Asian Pacific Ministry sponsors evangelistic campaigns, community outreaches, and lay leadership seminars and provides building improvement funding through the PUC capital reversion fund. Meanwhile, ACS collaborates with Life and Health Network, Inc. and local churches to secure funding, deliver high-quality medical services, and mobilize resources that address healthcare, food insecurity, and emergency relief.

**Measurable Success**

The combined efforts have produced significant results. The Asian Pacific Ministry has engaged all 15 regional churches in community service, involving over 250 volunteers and resulting in numerous baptisms while reaching hundreds through evangelistic campaigns, leadership seminars, and community outreaches. Sponsored by the Health Ministries department, 29 churches in our conference have consistently held free clinics with nearly 1,000 volunteers who have served thousands of in need of health and dental care.

**Community Relevance**

Both departments address critical needs within their communities. The Asian Pacific Ministry directly supports immigrant populations by offering language programs, job training, and culturally tailored ministry services, enabling churches to become vital community hubs. ACS meets immediate healthcare and emergency needs through free clinics, food distribution, and disaster relief, fostering stronger, healthier communities that are receptive to the Gospel.

**Engaged and Enthusiastic Members and Employees**

Volunteerism and active participation are the lifeblood of these ministries. Annual convocation events, praise festivals, and pastor recognition initiatives energize church leaders and congregants alike. This collective engagement fuels ongoing projects and strengthens the bonds among church members, ensuring a vibrant, mission-focused community.

**Use of Organizational Health Principles**

Both ministries operate under robust organizational health principles. Regular leadership



meetings, strategic planning sessions, and clear communication channels ensure that initiatives are well-coordinated and responsive to evolving community needs. This disciplined, collaborative approach enhances overall effectiveness, enabling each department to refine its strategies and maximize its impact.

### **Impact Now and In the Future**

Supporting these ministries means investing in a transformative movement that bridges practical service with spiritual outreach. The combined efforts of the Asian Pacific Department, ACS and the Health Ministries Department are already changing lives—empowering churches, training leaders, and directly impacting thousands with essential services. Generosity fuels this mission, ensuring that communities are cared for today and prepared to embrace an abundant life in Christ tomorrow.





**Barry van Iderstein**  
*Departmental Director*

Barry van Iderstein has 34 years of denominational service and has served as the Director of Children and Family Ministries for the past three years. Through his leadership, Barry equips and supports church leaders in creating vibrant, Christ-centered programs that connect children and families to a more abundant life in Jesus Christ. His work fosters spiritual growth and prepares young souls for the Second Coming, ensuring that the next generation is firmly rooted in faith and ready to meet their Savior.

#### **Education**

1991

*Pacific Union College, B.A.*

1997

*Pacific Union College, M.A.  
NAD Teaching Credential: Elementary  
and Secondary Spanish, Junior  
Academy Religion, English, and  
School Administration.*

## Children and Family Ministries

### **Department Purpose**

The NCC Children and Family Ministries Department exists to equip, train, and provide resources to local church leaders, empowering them to lead children and families to accept Jesus as their Savior. The department also prepares children and families for Jesus' return by fostering spiritual growth through impactful ministry.

### **Mission-Driven Projects and Activities**

In 2022, in collaboration with other departments and at the request of the NCC Leadership Team, established safeguards against child abuse within youth service organizations by ensuring that individuals in positions of trust are properly trained, vetted, and adhere to robust prevention policies. Additionally, the department supported revitalizing children's Sabbath Schools, Adventurer Clubs, Children's Church, and Vacation Bible School (VBS) programs to help ministries recover and thrive following the COVID-19 pandemic.

### **Resources and Support**

The department organizes retreats for Adventurer leaders and provides localized training for Adventurers and Children's Ministries. It equips and trains VBS leaders in English and Spanish and attends Adventurer Induction and Investiture ceremonies to provide direct encouragement and support to local clubs.

### **Population Reached**

Key activities have reached significant audiences, including 250 participants annually in Adventurer/Pathfinder leadership training and 200 attendees representing 50 families at Adventurer Family Fun Weekends. The Adventurer Bike Derby also attracted 200 children and 300 adults. One hundred participants attended the Vacation Bible School Workshops.

### **Measurable Success**

Performance metrics indicate steady growth, including 15 churches conducting SDA VBS annually and 8 using alternative programs. Adventurer training engages representatives from 20 churches annually, and the department facilitates the establishment, on average, two new Adventurer clubs each year.

### **Community Relevance**

The department serves thousands of children and families through tailored programs that address spiritual and developmental needs. The rollout of new Sabbath School curricula from the GC and NAD over three years will reach children from infancy through their early teens. Adventurer Clubs, serving over 800 children, focus on spiritual and academic growth. The NCC Child Safety Initiative ensures safer environments for vulnerable church members, while VBS programs impact nearly a thousand SDA children and hundreds of non-SDA children each summer.

### **Engaged and Enthusiastic Members and Employees**

The department fosters engagement by organizing retreats and supporting Adventurer Club leaders, ensuring vibrant children's ministries. Training church Sabbath School leaders on new curriculum strengthen spiritual teaching, while conference-wide Adventurer events unite families for spiritual and social activities.





### Use of Organizational Health Principles

The department utilizes organizational health principles by forming a dedicated leadership team for Adventurers, serving the needs of over 40 clubs, and helping them fulfill their mission.

### Impact Now and In the Future

Financial support for the Children and Family Ministries Department benefits VBS programs, Adventurer Clubs, Children's Sabbath School training, and volunteer clearance initiatives. By equipping local church leaders to run effective children's ministries, the department ensures a robust foundation for spiritual growth, giving children opportunities to accept Jesus and fostering the healthy development of churches for generations to come.







**Kevin Robert**  
*Departmental Director*

With 3 years in his current position and 20 years of denominational service, including 10 years in ministry, Kevin Robert leads initiatives that empower churches to make disciples, revitalize their mission, plant new congregations, and mentor leaders. His commitment to equipping pastors, church leaders, and members with the tools and resources to grow spiritually and reach their communities reflects his passion for advancing the gospel and fulfilling the Great Commission.

**Education**

2001

*Atlantic Union College, B.S.*

2016

*Andrews University, M.A.*

## Church Growth and Evangelism

### Department Purpose

The NCC Church Growth and Evangelism Department is committed to supporting, training, and equipping local churches and schools in four key areas: Disciple-Making, Church Revitalization, Ministry Coaching, and Church Planting. Through these focus areas, the department provides resources, training, and guidance to help churches fulfill their mission of making disciples and advancing the gospel in their communities.

### Mission-Driven Projects and Activities

From 2022 to 2024, the department launched several impactful initiatives to strengthen churches and leaders. In 2024, a six-module Church Revitalization Residency was introduced to help churches reclaim their vision of disciple-making. Additionally, pastors were trained to become ministry coaches, equipping them to mentor fellow pastors and church leaders. These programs lay the foundation for ongoing growth and development, with plans to expand these efforts.

### Resources and Support

The department supports churches by offering residencies in Church Revitalization, Church Planting, and Ministry Coaching. These residencies provide practical, hands-on guidance to help churches grow and thrive. Additionally, the department is developing programs to assist churches in navigating the disciple-making journey, ensuring that leaders and members are empowered to foster spiritual growth and community impact.

### Population Reached

The department's initiatives have directly engaged pastors, church members, and community participants. Most recently, it touched the lives of 15 non-churched people through a new church plant.

Church Revitalization and Ministry Coaching have supported the same number of participants, focusing on strengthening churches and mentoring leaders. Church Planting has also engaged 4 pastors and 20 constituent members, expanding the gospel's reach to underserved areas.

### Measurable Success

The department has achieved significant milestones in its initiatives. A total of 21 pastors and their teams have completed the Church Planting and Revitalization Residencies. Ten pastors have been trained as coaches, with another 10 joining the program in 2025. Additionally, five pastors are now actively training new coaches, and three are preparing for church planting, reflecting the multiplying effect of these efforts.

### Community Relevance

The department's programs are designed to serve pastors and non-paid church leaders, addressing their unique needs and challenges. Each initiative is tailored to empower leaders to engage with their local communities in meaningful ways, providing practical resources and strategies to foster spiritual growth and meet the needs of their congregations and surrounding populations.

### **Engaged and Enthusiastic Members and Employees**

The department's initiatives foster engagement and enthusiasm by helping churches and schools create a clear vision for ministry and equipping them to engage their local communities in relevant and impactful ways. By providing tools for leadership development and community outreach, these programs inspire pastors, teachers, and members to actively participate in fulfilling their mission.

### **Use of Organizational Health Principles**

The department integrates organizational health principles into residencies, teaching leaders to use these strategies to align their mission and vision with their ministry efforts. By engaging in organizational health processes, churches and leaders are better equipped to create sustainable growth and foster strong, mission-driven communities.

### **Impact Now and In the Future**

The Church Growth and Evangelism Department is vital in equipping pastors and members to make disciples, plant churches, coach leaders, and implement revitalization plans in their churches. These initiatives are essential to fulfilling the mission in the NCC territory. Financial support from members and donors enables the department to continue offering valuable resources and training programs that have a multiplying impact across the conference, ensuring that the mission of Christ is carried forward effectively.







**Laurie Trujillo, CFRE**  
**Departmental Director**

With 21 years of non-denominational experience in international public relations and philanthropy, Laurie Trujillo has been the Director of Communication and Development for the past five years. As a Certified Fund Raising Executive (CFRE), she fosters a culture of generosity to support local ministries. Whether through communication, public relations, or crisis management, Laurie's work aims to connect individuals to a fulfilling life in Jesus Christ and to prepare them for His Second Coming.

**Education**  
**2000**

*Chapman University, B.A.  
 Organizational Development and  
 Leadership*

**2002**

*Chapman University,  
 M.S. Human Resources*

**2003-2021**

*Center of Philanthropy at Indiana  
 University, Fundraising Certifications*

**2021/2025**

*International Association of  
 Fundraising Professionals,  
 CFRE credential*

## Communication and Development Department

### Departmental Purpose

The NCC Communication and Development department exists to inform, inspire, and engage churches, schools, and community members through clear, strategic, and Christ-centered messaging. It amplifies the work of the Holy Spirit within the conference by sharing impactful stories, fostering generosity, and strengthening organizational health. Key responsibilities of a church communication department include:

- *Content Creation and Management:* Developing and disseminating content across various platforms such as bulletins, newsletters, social media, and the church website to keep members informed and engaged.
- *Event Promotion:* Creating promotional materials like graphics, videos, and flyers to generate excitement and participation in church events.
- *Internal Communication:* Ensuring that staff and ministry leaders are informed, equipped, and aligned with the church's vision to promote unity and prevent misunderstandings.
- *Public Relations and Crisis Management:* Managing the church's public image and providing strategic guidance during crises to maintain trust within the congregation and the community.

### Mission-Driven Projects and Activities

The communication department is pivotal in ensuring the church's message is conveyed clearly, creatively, and consistently to members and the broader community. Its primary purpose is to serve the church by effectively communicating its mission, values, and activities, fostering engagement and spiritual growth. The department oversees a variety of initiatives designed to enhance church and school outreach, including:

- *Storytelling and Media* – Capturing and sharing testimonies of faith, growth, and transformation.
- *Fundraising and Stewardship* – Encouraging a culture of generosity to support local churches, schools, and community programs through a 90-minute training course and various training events throughout the year.
- *Community Engagement* – Promoting events and reporting on ministry impact,
- *Digital and Print Communication* – Managed newsletters, social media, websites, and printed materials to keep members informed and connected.
- *Grant Management* – Provide oversight to all grants awarded to the churches and schools.



### Support and Resources

NCC Communication and Development provides essential tools and guidance to:

- Train church and school leaders in effective communication and fundraising strategies.
- Develop promotional materials to support ministries and outreach.
- Offer crisis communication leadership to navigate challenges with clarity and faith.
- Provide branding and messaging consistency across NCC entities.

### Measurable Success

- A 28% growth rate over all communication channels.
- Developing and managing a Creating a Culture of Generosity initiative to support local giving.

### Population Reached

The department serves a diverse audience, including:

- Over 40,000 Seventh-day Adventist members across Northern California.
- Hundreds of pastors, teachers, and volunteers lead local ministries.
- Thousands of students and families are connected to NCC schools.
- Wider community members are impacted through evangelism and service projects.

### Community Relevance

Through active storytelling, the department builds bridges between NCC ministries and the broader community. Our efforts also ensure that NCC's contributions to education, disaster relief, and social services receive public recognition, highlighting the church's positive impact. Additionally, we strengthen the visibility of local churches through social media and outreach events, creating opportunities for deeper community connections and meaningful ministry growth.

### Organizational Health

By enhancing communication and transparency, the department supports NCC's overall health through:

- *Clear internal policies* that promote efficiency and accountability.
- *Encouraging trust and unity* among leaders, members, and stakeholders.
- *Advancing best practices* in stewardship, governance, and decision-making.

### Impact Now and In the Future

With financial support, we can tell inspiring stories of faith and transformation—every baptism, answered prayer, and act of kindness deserves to be shared, encouraging others to grow in Christ. We equip churches and schools with the training and tools to enhance outreach, strengthen stewardship, and inspire deeper engagement in God's work. By fostering a culture of generosity, we empower churches to increase local giving and sustain life-changing ministries through workshops, resources, and strategic communication. Clear and transparent communication keeps our church family connected and informed, strengthening our faith community through newsletters, digital media, and meaningful storytelling.







**Albert Miller**  
*Superintendent of Schools*

For the past six years, Albert Miller has served the office of the Superintendent of Schools and Education, faithfully providing resources and support for the schools of NCC to bring the students into a relationship with Christ and disciplining them for the cause of being the friend of Christ. Having spent the last 40 years devoted to the denominational work, he is devoted to providing the environment for the student's spiritual growth and establishing a lasting relationship with Christ.

#### **Education**

*1984*

*Pacific Union College, B.A.*

*1990*

*La Sierra University, M.A.*

## **Education**

### **Departmental Purpose**

Our department is dedicated to advancing educational excellence, safety, and administrative efficiency across NCC schools. We provide the resources, training, and guidance needed to support institutions in delivering outstanding Christian education, ensuring that academic rigor and spiritual growth remain central to our mission.

### **Mission-Driven Projects and Activities**

- Conduct comprehensive recruitment visits across all North American Division (NAD) Adventist colleges while mentoring new educators through a structured two-year program.
- Integrate NAD curriculum standards and facilitate collaborative teacher teams to foster excellence in teaching and learning.
- Manage active shooter training, conduct facility evaluations, and establish emergency protocols to ensure a secure environment.
- Deliver self-assessment training and provide systematic documentation support to prepare schools for accreditation.
- Centralize job postings and streamline contract management, complemented by active participation in Pacific Union Conference-level advisory meetings.

### **Resources and Support**

- **School Board Governance:** Maintain an active presence at monthly board meetings for all 32 NCC schools, providing robust orientation and training focused on roles, compliance, and best practices in educational governance.
- **Personnel Management:** Lead personnel committees to ensure consistent, legally compliant hiring and equitable employment practices across the Conference.
- **Enhanced Safety Initiatives:** Manage comprehensive active shooter training, conduct facility safety evaluations, develop emergency response protocols, and implement enhanced security measures.
- **Marketing and Enrollment Support:** Offer tailored marketing consultation and long-term strategic planning assistance, including enrollment management and community outreach.
- **Student Management System Support:** Provide ongoing training and technical assistance for the two primary student management systems utilized within the Conference.

### **Measurable Success**

In Teacher Development and recruitment, we successfully covered all NAD Adventist colleges for recruitment visits, ensuring maximum visibility. We mentored 20 new teachers through a two-year program and completed evaluations annually for provisional and biannually for regular teachers. Over 200 teacher contracts were processed with complete prerequisite verification.

In Academic Excellence and Standards, we achieved 100% teacher completion of NAD curriculum standards training and provided NAD proficiency scales for all full-time teachers. Regular collaborative teacher teams met 3-4 times annually, and we successfully administered around 600 scholarships through our efficient online platform, ensuring robust academic support and success.

We provided comprehensive self-assessment training for all schools preparing for accreditation, ensuring that school staff were systematically trained to document academic and spiritual programs. This dual approach significantly strengthened our accreditation process and enhanced quality assurance measures.





We implemented a centralized job posting system featuring standardized descriptions and a streamlined application process. Additionally, we participated in four annual advisory meetings at the Pacific Union Conference level—two focused on Leadership and two on Curriculum. An efficient contract management system was established for over 200 teaching positions, demonstrating our commitment to advancing our educational mission with rigorous accountability standards.

#### **Population Reached**

- Teachers and Educators: All North American Division Adventist college faculty and staff, with specific programs reaching over 200 teaching positions.
- Students: Approximately 2,300 students have benefited from enhanced academic, safety, and spiritual support, including administering around 600 scholarships.
- School Community: Active involvement from 32 school boards and engagement in advisory and personnel committees across the Conference.

#### **Engaged and Enthusiastic Members and Employees**

We have a community of engaged educators, administrators, and board members who actively participate in our mission.

#### **Use of Organizational Health Principles**

We maintain clear communication and accountability, ensuring transparent processes in teacher recruitment, contract management, and board governance. We emphasize professional development through ongoing training programs, school leadership teams, and effective meetings that foster a culture of learning and accountability.

#### **Impact Now and In the Future**

Supporting this education department means investing in a proven system prioritizing academic excellence and spiritual growth. Their commitment to professional development ensures students learn from well-prepared, mission-driven teachers, while robust safety protocols protect every campus. By championing accountability and strategic resource allocation, they maintain high-quality standards and continually adapt to meet evolving needs. From their comprehensive teacher mentorship programs to effective scholarship management, every initiative is designed to uplift student success and foster a Christ-centered learning environment. Backed by clear metrics, transparent governance, and a culture of continuous improvement, this department offers an impactful way to shape future generations.



**Joelle Chinnock**  
*Departmental Coordinator*

Joelle Chinnock, has been the Ending Homelessness Initiative Coordinator since 2024. Through her leadership, she fosters partnerships between churches, schools, and community agencies to address homelessness in their communities. By championing the “functional zero” goal, she inspires churches to be the hands and feet of Jesus, reaching out to the most vulnerable.

**Education**  
2003

*California State University, B.S.*

2004

*California State University Fresno,  
Certificate of Advanced Studies in  
Dietetics*

## Ending Homeless Initiative

### Department Purpose

The Ending Homelessness Initiative (EHI) is dedicated to making homelessness rare, brief, and non-recurring by 2032 in counties where we have a church or school.

### Mission-Driven Projects and Activities

EHI is managing several projects to achieve the 2032 goal. They include:

- The *Council on Homelessness* provides resources, counsel, education, strategy, and advocacy to support the initiative. Comprising of 16 members—including conference officers, pastors, social work experts, and legal professionals—the council has met quarterly since September 2023.
- The *Ending Homelessness Initiative Taskforce (EHIT)* brings together representatives from our entities and the local community to collaborate on addressing homelessness in their counties. The goal is to establish 15 EHITs by 2027.
- Organizing the *Annual Summit on Ending Homelessness*, which emphasizes the importance of partnerships and casts a vision for affordable housing projects.

### Support and Resources

Since the initiative began, we acknowledge that our conference offers four key types of resources that NCC can provide for the unhoused. These resources are:

- Volunteerism- dedicating time and talent
- Advocacy - using our voices to promote change
- Financial support - partnering with service providers who serve the unhoused
- Land usage for low-income housing opportunities

The department works to equip local churches and schools in each county with the tools necessary to form effective partnerships and enhance community relevance. These tools include the Ending Homelessness Initiative Taskforce model and the Summit on Ending Homelessness.

### Measurable Success

- A pilot EHIT launched in Placer County in July 2024 meets monthly, having already partnered with two local non-profit and county agencies.
- The Annual Summit on Ending Homelessness featured presentations that outlined the initiative, explained the concept of functional zero, emphasized the importance of partnerships, and cast a vision for affordable housing projects. Over 60 people attended the Roseville SDA Church on November 16, 2024. The guest speaker was Chris Oberg, Executive Director of Path of Life Ministries, which creates and operates emergency housing in Riverside County.

### Population Reached

Ultimately, the population served by this department will include those experiencing homelessness. However, we are starting with the Ending Homelessness Initiative Taskforces, which lays the foundation for engaging our pastors, educators, and the larger constituency members in our Conference.

### Community Relevance

Focusing entirely on outreach beyond the church, the department’s initiatives aim to create a significant and lasting impact on the larger unhoused community, addressing one of California’s most pressing issues and engaging community stakeholders in partnerships.





### **Organizational Health**

The organizational health meeting style has been adopted for the pilot EHIT in Placer County, which we anticipate using moving forward with subsequent EHITs around the conference. The Meeting Advantage structure provides a critical framework for the task forces as they navigate steps to make homelessness rare, brief, and non-recurring by 2032.

### **Impact Now and In the Future**

Supporting the Ending Homelessness Initiative (EHI) is an opportunity to bring hope, dignity, and lasting change to those in need. With a bold vision to make homelessness rare, brief, and non-recurring by 2032, this ministry actively engages churches, schools, and communities in real solutions. From strategic task forces to vital partnerships, EHI lays the foundation for sustainable impact across Northern California. Generosity fuels this mission, empowering congregations to be the hands and feet of Christ—restoring lives, strengthening communities, and ensuring that no one is left without a place to call home.





**Paul Guevara**  
**Coordinator**

Paul Guevara, the Ethnic Ministries Coordinator for Hispanic Ministries, has spent the past three years passionately connecting people to an abundant life with Jesus. With 30 years of dedicated denominational service, he tirelessly fosters spiritual growth, discipleship, and outreach within Hispanic communities. His leadership strengthens churches, equips leaders, and empowers individuals to deepen their faith. His unwavering commitment ensures Hispanic congregations experience God's love and engage in mission-driven service.

**Education**

1993

*UNADECA Costa Rica, B.A.*

1996

*Andrews University, M. Div.*

2013

*Fuller Theological Seminary, D. Min.*

## Hispanic Ministries

### Department Purpose

By God's grace, our conference's Hispanic ministry is vibrant and dynamic. Our pastors and members actively lead souls to Jesus' feet, preparing them for His Second Coming and making an eternal impact in their communities.

### Mission-Driven Projects and Activities

In alignment with the evangelistic focus on multiplication, several impactful activities were carried out last year to inspire and empower our members for evangelism. Events included:

- Redwood Camp Meeting fostered joy and Christ-centered fellowship with 200 attendees from Hispanic backgrounds.
- Rio Lindo Hispanic Camp Meeting, attended by 700 individuals, concluded with 30 baptisms in the river.
- The Hispanic Lay Leader Retreat at Leoni Meadows, themed "Ready for the Task," brought together more than 200 leaders for discipleship training.
- The Hispanic Women's Ministry Event drew over 500 women from across the territory for a meaningful experience, and the Men's Ministry Retreat, under the theme "Men of the Kingdom," was attended by over 200 men.
- Hispanic Youth Ministry activities stood out, with passionate and dedicated youth leaders organizing numerous spiritual, recreational, and training events. The Young Adult Retreat, themed "Someone is Looking for You," united over 250 young adults from the conference.

### Support and Resources

Significant training programs were conducted to equip our members further:

- A Small Group Training Seminar gathered nearly 200 individuals who committed to forming 60 new small groups, adding to the existing 160 groups in the NCC territory.
- A Church Planting Training Seminar equipped approximately 40 lay leaders, who pledged to establish 10 new congregations within five years.
- The department's hallmark Women's Ministry Certification program, which was certified by the North American Division last year, certified over 80 women.

These initiatives build a strong foundation for leaders to unite efforts and expand God's Kingdom.

### Measurable Success

The measurable success of our department's efforts is evident through several key achievements:

- In 2024, 261 individuals joined our congregations through baptism and profession of faith, increasing total membership to 4,082—the first time over 4,000 members represent this department.
- Four new congregations were established as companies: Carpenter Hispanic Church in Stockton, Antioch Hispanic Church, Concord Hispanic Church, Buena Tierra Hispanic Church in Oakland, and the Manteca Mission Group.
- Richmond Hispanic Church transitioned from company status to a full church.
- The Hispanic pastoral team expanded from 10 to 12 pastors, representing a 20% increase, which allows more leaders to train and guide members in evangelistic efforts.
- Financially, the department celebrated \$3,150,000 in tithe contributions in 2023, a 3% increase over the previous year, thanks to members' faithfulness and God's blessings.

### Population Reached

The Hispanic Ministries Department serves a diverse population within the Northern California Conference, focusing primarily on the Hispanic community across the region. This includes:

- *Church Members:* The department reaches a growing membership of 4,082 individuals,

encompassing baptized members and those who join through professions of faith.

- *New Congregations:* Efforts are extended to individuals within new congregations, such as the Carpenter, Antioch, Concord, and Buena Tierra Hispanic churches, as well as emerging mission groups like Manteca and Novato.
- *Broader Community:* The department's outreach efforts also impact individuals in the surrounding communities through public evangelism, small groups, and various spiritual and community-focused initiatives.
- *Leaders and Volunteers:* Through training programs and certification events, the department engages and equips over 200 lay leaders, small group leaders, and women's ministry participants to serve effectively within their communities.
- *Youth and Families:* Youth-focused events, retreats, and family-oriented programs connect young people and their families to the church, helping them grow spiritually and engage in service.



### Community Relevance

By focusing on evangelism, leadership, and community engagement, the department ensures its initiatives are meaningful to church members and impactful for the broader community, fostering spiritual transformation and addressing practical needs.

- *Spiritual Growth:* Events like camp meetings at Redwoods and Rio Lindo provide Christ-centered environments where attendees experience worship, fellowship, and spiritual renewal. These gatherings include baptisms, such as the 30 individuals baptized at Rio Lindo, directly impacting lives and connecting them to Christ.
- *Leadership Development:* Training seminars for small groups, church planting, and women's ministry equip leaders to serve their congregations and communities better. These programs empower individuals to form new ministries, plant churches, and expand outreach efforts, creating a ripple effect of positive change.
- *Community Empowerment:* Events like the Women's Ministry gathering (with over 500 participants) and the Men's Ministry retreat (attended by 200) build community, offer support, and strengthen families through relevant and inspiring programming.
- *Youth and Young Adults:* Activities for youth, including the Young Adult Retreat with over 250 participants, provide spiritual, recreational, and leadership training opportunities. These initiatives help young people grow in their faith and address their unique challenges in modern society.
- *Church Planting and Growth:* Establishing new congregations and mission groups reflects the department's commitment to bringing church services and resources closer to underserved areas, making the church accessible and relevant to more community members.

### Organizational Health

The department has a strong organizational structure promoting strategic management and goal setting. Dedicated leadership teams for the various ministries meet regularly to plan and execute events and activities. Each team sets thematic goals that guide their initiatives, ensuring that their efforts remain focused and impactful.

### Impact Now and in the Future

Supporting Hispanic Ministries uplifts individuals, strengthens communities, and grows God's Kingdom. This department shares the gospel through vibrant outreach, leading to 173 baptisms last year and new congregations. Financial support funds leadership training, equipping lay leaders and pastors to plant churches and nurture faith communities. It also empowers impactful events like Women's Ministry gatherings, Men's retreats, and youth programs. With a focus on multiplication and outreach, resources are used effectively to expand ministry reach.





**Craig Heinrich**  
*Executive Director*

Craig Heinrich, Director of Leoni Meadows, has dedicated 39 years to professional and denominational service, with 20 years leading Leoni Meadows. His passion for ministry, outdoor education, and community-building has helped shape Leoni into a thriving Christ-centered retreat. Under his leadership, Leoni has rebuilt and expanded after the Caldor Fire, restoring essential facilities and ensuring a strong future for the camp. Craig's commitment to spiritual growth, team development, and guest experiences has made Leoni a place where visitors connect with Jesus.

#### **Education**

1985

*Union College, B.A. Youth Ministry*

1993

*Ordained Minister of the Seventh-day  
Adventist Church  
American Camp Association Visitor*

## Leoni Meadows Camp and Retreat Center

### **Department Purpose**

Leoni Meadows exists to provide and preserve a natural, Christian environment that fosters experiences of recreation and community. Our mission is to connect people to Jesus through life-changing, Christ-centered experiences that inspire faith, fellowship, and spiritual renewal.

### **Mission-Driven Projects and Activities**

Following the Caldor Fire in August 2021, Leoni Meadows has made significant progress in rebuilding and restoring its facilities and natural landscape. Our efforts have included:

- Rebuilding key structures: The barn, craft building, pool, and pool house have been reconstructed.
- Land restoration: Logging and clearing 900 acres and planting 165,000 trees to renew the forest.
- Facility upgrades: Rebuilding the basketball court, replacing 3 miles of underground high-power lines, and restoring four ultra-long ziplines lost in the fire.
- Ensuring continued operations: Running on generators for most of the 2023 season while maintaining a high level of service for our guests.

### **Resources and Support**

Leoni Meadows provides a peaceful retreat where God's people can relax in a quiet nature preserve, enjoy quality food, and meet in well-equipped gathering spaces. Our facilities and services create an ideal environment for spiritual reflection and growth.

### **Population Reached**

Leoni Meadows serves both Seventh-day Adventists and non-SDA guests. Attendance has steadily increased post-fire, demonstrating our ongoing impact:

- 2022 (First year after the fire): 6,182 guests
- 2023 (Operating on generators): 9,366 guests
- 2024 (Fully operational): 11,210 guests, including 2,300 participants during family and summer camps

### **Measurable Success**

More than 20 baptisms occur each summer at Leoni Meadows, a testament to the powerful, Christ-centered experiences we provide. Our dedicated staff remain among the most loyal





and Christ-focused in the North American Division (NAD), ensuring Leoni's spiritual mission remains strong.

### **Community Relevance**

One of Leoni Meadows' stated goals is to be an active and supportive neighbor in our local community. We:

- Engage with local organizations and community groups
- Provide resources and support to the local fire department
- Foster relationships with surrounding communities to ensure a strong, cooperative presence

### **Engaged and Enthusiastic Members and Employees**

Leoni Meadows is an oasis from the urban environment, offering a place where visitors can step away from daily distractions and listen to the still, quiet voice of God. Our team is dedicated to creating an environment where guests can experience renewal and spiritual growth.

### **Organizational Health**

Since joining the Organizational Health Initiative, the Leoni team has focused on:

- Enhancing team engagement through improved communication
- Strategic planning to ensure long-term success.
- Fostering a culture of collaboration and continuous improvement

Through these efforts, Leoni Meadows is stronger than ever, ready to serve as a place of hope, healing, and spiritual connection for years.

### **Impact Now and in the Future**

Leoni Meadows continues to grow as a place of faith, restoration, and community building. Our focus remains on enhancing the guest experience, deepening spiritual impact, and strengthening our facilities to serve more people in the years ahead. Support fuels this ministry, allowing us to expand, maintain facilities, and provide life-changing experiences for families, youth, and churches. Every gift ensures that Leoni remains a place where people can step away from daily distractions and hear God's voice.





**James Douglas  
Lorenz, II**  
*Departmental Director*

Jim Lorenz, Ministerial Director of the Ministerial Department, has dedicated 34 years to pastoral ministry and denominational service, with eight years as the director. His passion for equipping, mentoring, and empowering pastors has strengthened churches across the region. With a deep commitment to ministerial development, conflict resolution, and organizational health, he provides guidance, training, and strategic leadership to over 120 pastors. His experience and vision ensure churches thrive, pastors grow, and communities are impacted through Christ-centered leadership.

#### **Education**

1991

*Pacific Union College, B.A. Theology*

1993

*Andrews University, M. Div.*

2005

*Sutter Roseville, one unit of Clinical  
Pastoral Education*

2014

*Andrews University, D. Min.*

## **Ministerial**

### **Purpose of the Department**

The Ministerial Department serves as the 911 (emergency support) and 411 (information and resource help) for pastors and churches. Whether facing crises or challenges, we provide spiritual, professional, and practical support to pastors, equipping them for their calling and strengthening churches with the resources needed to foster healthy, thriving congregations.

### **Projects and Activities**

Throughout the year, the Ministerial Department organizes events, training sessions, and initiatives to support and empower pastors, including:

- Mark Blue Series of pastors' and educators' meetings
- Annual pastors' meetings
- 2022 NAD Ministerial Pastors' Meeting – "CALLED"
- 2023 pastors' trip to Greece and Turkey
- 2025 Pacific Union Pastors' Meeting
- Leoni Meadows Pastors' Retreat
- One-day pastors' meetings
- Redwood Camp Meeting, including pre-camp setup
- Pastor and chaplain ordinations
- Monthly Preordained Pastoral Training
- Pastoral Advisory Committee

### **Resources and Support**

The department provides ongoing support, guidance, and resources to pastors through:

- Tuesday Tidings – A weekly pastoral newsletter with best practices and key announcements
- Pastoral Placement – Helping churches find and transition pastors effectively
- Administrative Leadership Team – Providing oversight and support
- Church conflict reconciliation – Assisting in resolving congregational challenges
- Continuing education – Offering professional development opportunities
- Coaching in organizational health – Helping pastors lead healthier churches
- Church visitation and preaching – Engaging directly with local congregations
- Developing a pastoral review process – Establishing tools for performance evaluation and growth
- Recruiting young pastors – Strengthening the future of pastoral ministry

### **Population Reached**

The Ministerial Department mentors, supports, and provides resources to 120 pastors and their congregations. It also supports Redwood Camp Meeting, reaching 1,300 plus attendees.

### **Measurable Success**

- Launched the Organizational Health offsite meetings with 14 churches
- Ordained 16 pastors between 2022-2024
- Partnering with Redwood Camp Meeting to increase attendance

### **Community Relevance**

We research best practices in community engagement and provide pastors with tools and strategies to better serve their communities. The goal is to develop healthy pastors who lead healthy churches, creating a greater impact in their local areas.





### **Engaged and Enthusiastic Members and Employees**

The Ministerial Department leads the engaged member portion of the Engaged Member Project, ensuring that churches cultivate active, committed, and mission-driven congregations.

### **Organizational Health**

We are at the forefront of improving organizational health within the NCC church community. Our department provides resources, best practices, seminars, and coaching to help pastors and churches enhance their leadership, communication, and overall ministry effectiveness.

Through these initiatives, the Ministerial Department continues to equip and empower pastors, ensuring strong leadership, thriving churches, and more profound community impact throughout the Northern California Conference.

### **Impact Now and In the Future**

The Ministerial Department is the backbone of pastoral leadership in the Northern California Conference, directly impacting 120 pastors and their congregations. We strengthen churches, foster spiritual growth, and enhance community outreach by equipping pastors with training, mentorship, and resources. Your support helps provide continuing education, leadership development, conflict resolution, and recruitment of new pastors, ensuring churches remain healthy, thriving, and mission driven.



## Richard Harold Magnuson

### Departmental Director

Richard Magnuson serves as the Director of Planned Giving & Trust Services and Property Management, a role he has held for 23 years, encompassing his entire denominational service. As a Certified Planned Giving Professional, Richard brings expertise to his work, ensuring members are equipped to make meaningful estate plans that support the mission of the Seventh-day Adventist Church. His leadership fosters stewardship and generosity, enabling churches, schools, and Conference ministries to flourish.

#### Education

1982

Pacific Union College, B.S.

1985

McGeorge School of Law, J.D.

# Planned Giving and Trust Services, Property Management

## Department Purpose

- The *Planned Giving and Trust Services Department* engages with constituents to provide essential information and services that support the Seventh-day Adventist Church's mission through planned estate gifts. The department also offers members and their families professional trust and estate management.
- The *Property Management Department* supports the Conference and its ministries, churches, and schools by assisting in the prudent acquisition, maintenance, improvement, and use of property.

## Mission-Driven Projects and Activities

From 2022 to 2024, both departments undertook significant initiatives to advance their objectives:

- *Planned Giving and Trust Services*: Conducted 250 seminars at churches across the territory, maintained an informational presence at Camp Meetings and other Conference events, and provided online estate planning resources through a regularly updated webpage.
- *Property Management*: Supported and educated all NCC local church and school leadership on managing outside users, maintaining property tax exemptions, and handling the purchase, sale, and improvement of facilities.

## Resources and Support

The departments strategically support churches and schools through the following efforts:

- *Planned Giving Department*: This department provides church seminars to encourage members to establish estate plans, often including gifts to local churches, schools, and Conference ministries. It also administers matured planned gifts, ensuring beneficiaries—including churches, schools, and ministries—receive the intended support. Additionally, it:
  - o Educates Members –Provides education, resources, and professional guidance to help them align their estate plans with their faith and values.
  - o Provides Professional Assistance – Ensures that legal and financial aspects are handled properly, helping members navigate trusts, wills, annuities, and property donations.
- *Property Management Department*: This department offers resources and guidance to complete tax filings, maximizing tax exemption savings for local churches and schools.

## Population Reached

In 2024, the Planned Giving and Trust Services Department engaged with approximately 1,200 attendees at the Redwood Area Camp Meeting, where it maintained a daily presence and distributed informational materials. Additionally, around 250 church members participated in Planned Giving seminars and presentations.

## Measurable Success

- *Planned Giving*: In 2024, the Planned Giving and Trust Services Department distributed approximately \$1.8 million to Conference churches, schools, and ministries, providing crucial financial support for these key areas. Additionally, the department assisted 249 members with their estate plans and administered 29 matured ones, ensuring meaningful legacies and responsible resource stewardship.



- *Property Management:* In 2023, the Property Management Department facilitated the purchase of a \$2.2 million church facility for the Sacramento Ukrainian Church. In 2024, our churches and schools saved more than \$3,311,500 through property tax exemptions, significantly expanding the financial resources available to support our core mission.

### **Community Relevance**

The Planned Giving Department serves members of all income levels throughout the Conference. The resulting gifts enable local churches and schools to impact their communities positively. Over half of the unrestricted mature planned gifts received by the Conference are directed toward K-12 education, making Adventist education more accessible and affordable for families of diverse income levels.

### **Engaged and Enthusiastic Members and Employees**

The Planned Giving Department offers members a meaningful way to leave a legacy of support for the Church. Knowing they can positively impact the mission they love—now and in the future—engages members and gives them peace of mind.

### **Use of Organizational Health Principles**

Departmental Leadership teams meet regularly to set thematic goals and guide outreach efforts. By focusing on goal setting, they ensure that activities effectively promote planned giving and facilitate the responsible management of Northern California Conference properties.

### **Impact Now and in the Future**

The department provides both immediate and long-term financial benefits for the church. Studies show that individuals who include charitable organizations in their estate plans increase their regular giving by 75%, demonstrating a deeper investment in the church's mission. These planned gifts, typically maturing over 7–10 years, ensure financial stability, sustain ministries, fund new projects, and help navigate economic uncertainties. While many assume that only the wealthy engage in planned giving, research shows that most donors are not affluent. However, their collective generosity contributes millions annually, directly supporting the ministry of the Seventh-day Adventist Church.



**Robert and Esme Ross**  
Coordinators

Need New

## Prayer Ministries

### Purpose

The Prayer Ministries Department exists to cultivate a culture of intercession, spiritual encouragement, and connection throughout the Northern California Conference (NCC). Through structured prayer gatherings, special events, and personal engagement, we support the mission of the Conference by uplifting its churches, schools, leaders, and members in prayer.

### Mission-Driven Projects and Activities

- *Weekly Prayer Line*: Held consistently throughout the year, with 15–22 participants joining weekly to pray specifically for the NCC, its churches, schools, pastors, teachers, and their families. Weekly devotionals are shared by a rotation of invited pastors, enriching the spiritual life of the group.
- *Annual Prayer Retreats*: Hosted at Leoni Meadows with 140–160 attendees annually over the last three years. These retreats offer dedicated time for spiritual renewal, intercessory prayer, and team building.
- *Redwood Camp Meeting Prayer Chapel*: Provided onsite prayer support for speakers, teachers, children, and families. Visited children's divisions and campsites to pray over the grounds and ministry efforts.
- *Prayer Quilt Ministry*: A long-standing tradition at all prayer retreats and camp meetings for over 25 years. The quilt bears names of loved ones lifted in prayer over the years and was initiated by Naomi Parson, a beloved leader who is now resting in Jesus.
- *10 Days of Prayer*: Conducted annually for the past two years. Initially hosted in a makeshift studio, it is now presented from the new NCC media studio. The event engages churches and individuals through Zoom and livestreaming, with virtual breakout prayer rooms.
- *Departmental Prayer Walk*: The Prayer Ministries team visited each department in the NCC office, praying over staff and the work of each ministry.
- *Collaborative Outreach with Women's Ministries*: Participated in open-air outreach in downtown Sacramento, engaging the public through preaching, singing, and personal prayer at the Rose Garden.



### Resources and Support

- NCC Media Studio for high-quality livestreaming
- Leoni Meadows and Redwood Camp Meeting for spiritual retreats
- Strong interdepartmental collaboration (e.g., with Women's Ministries)
- Volunteer prayer team members and devotional leaders
- Administrative support and pastoral participation



### Measurable Success

- Consistent weekly prayer line with 15–22 participants
- 140–160 attendees at each of the last three prayer retreats
- Dozens of prayer interactions at Redwood Camp Meeting
- Broad online and Zoom participation during 10 Days of Prayer
- 100% of NCC departments engaged through in-office prayer walk

### Population Reached

- Pastors, teachers, conference employees, and their families
- Local church members and school communities across NCC
- Children and families attending Redwood Camp Meeting
- Online and in-person audiences participating in 10 Days of Prayer
- Community members at public outreach events

### Community Relevance

Prayer Ministries provides accessible, deeply personal spiritual care and connection. The department is present in key ministry moments—retreats, camp meetings, and online gatherings—offering emotional and spiritual support. Its efforts foster unity, healing, and revival across the Conference.

### Engaged and Enthusiastic Members and Employees

- Active participation from pastors across the Conference in weekly devotionals
- Prayer team members volunteering at retreats and community events
- Strong partnerships with departments like Women's Ministries
- NCC staff encouraged and uplifted through personalized in-office prayer sessions

### Impact Now and In the Future

Prayer Ministries is a vital, low-cost, high-impact department that supports the spiritual foundation of the Northern California Conference. It unites pastors, teachers, members, and staff through weekly prayer, retreats, and special events, creating a culture of intercession and encouragement. This ministry strengthens leadership, enhances resilience, and supports major initiatives like evangelism, education, and capital campaigns. Its reach spans the entire Conference, offering spiritual care, connection, and community. By keeping prayer at the center, this department uplifts our mission and ensures we move forward with spiritual clarity, unity, and purpose. Continued support is essential for lasting impact and ministry success.





**Lisa Marsh**  
**Coordinator**

Lisa Marsh has served as the volunteer Director of Women's Ministries for the past year, bringing to the role over three decades of professional experience as a social worker and an impressive 45 years of dedicated denominational service. With a deep-rooted commitment to the mission of the Church, Lisa is a passionate advocate for women in every stage of life. Her leadership is marked by compassion, wisdom, and spiritual intentionality. She tirelessly devotes her time and talents to empowering women, helping them discover their God-given purpose, and guiding them into a more abundant life with Jesus. Through her ministry, Lisa is preparing hearts and lives for Christ's soon return—one woman, one story, and one divine encounter at a time.

**Education**

1993

*BS Social Work,  
Loma Linda University*

1996

*MS Social Work,  
Loma Linda University*

## Women's Ministries

### Purpose

The Northern California Conference (NCC) Women's Ministry Department encourages, empowers, and equips local church women's ministry leaders to create Christ-centered communities where women feel seen, supported, and spiritually nourished. Through intentional mentorship, authentic connection, and practical, biblically rooted resources, the department supports ministries that reach women in every stage of life. We aim to strengthen faith, deepen understanding of who Jesus is, and prepare women to live purposefully while anticipating His soon return.

### Mission-Driven Projects and Activities

The NCC Women's Ministry Department organizes and supports various spiritually enriching events designed to uplift and develop women leaders and participants alike. Notable recent events include:

- Turning Points Conferences:
  - *August 20–21, 2022:* Women's Ministry Leadership Workshop featuring Pastor Josie Asencio
  - *September 10, 2023:* "Praying in One Accord" Conference with guest speaker Lisa Holman-Marsh, MSW
- Hispanic Women's Ministry Retreat:
  - *April 2024:* "Belleza Entre Las Cenizas" (Beauty Among the Ashes)
- Young Women's Ministry Initiative:
  - *Summer 2024:* "Poetry in the Park" – a gathering designed to foster spiritual expression and connection among young women

### Resources and Support

The department provides financial assistance to local church women's ministry programs, covering 40% of total event costs, up to \$600. These funds help churches enhance the quality and reach of their events, enabling them to minister effectively to women in their congregations and communities.

### Community Relevance

Serving a diverse population of women across Northern California, the department reaches individuals from various ethnic, generational, marital, and socioeconomic backgrounds. Many face complex realities—balancing family life, career responsibilities, health issues, and spiritual needs. Through culturally aware, Spirit-led programming and leadership training, the department equips churches to respond with compassion and biblical truth. By resourcing local leaders, we ensure that women across all regions are supported, connected, and growing in faith.

### Engaged and Enthusiastic Members and Employees

The department is renewing its mission with a strong emphasis on leadership development, mentorship, and strategic support for local pastors and women's ministry leaders. We foster enthusiasm and shared ownership of our mission by investing in our regional representatives and board members through mentorship training, team-building, and regular engagement. Together, we aim to strengthen the impact of local women's ministries and promote vibrant, Christ-centered engagement throughout the conference.

### Use of Organizational Health Principles

As a newcomer to the Organizational Health Initiative, I am excited to be growing in this





direction. Under the guidance of a valued NCC mentor, I have begun working on our first Thematic Goal: Building a Cohesive Women's Ministry Board. Our work is focused on three key Defining Objectives.

1. We aim to finalize and select our Executive Leadership Team by ensuring all current board members have completed the Working Genius Assessment.
2. We clarify regional representation by defining the roles and responsibilities of regional representatives and clearly outlining the regions within NCC's reach.
3. We prioritize Board Training and Development, which includes understanding *The Five Dysfunctions of a Team*, gaining insight into *Working Genius*, and establishing clear guidelines for team and board norms.

This process is enriching and foundational as we strengthen our ministry's effectiveness and unity.

#### **Impact Now and In the Future**

Financial gifts from members and donors allow the department to continue equipping churches with relevant, Christ-centered resources that address the real-life challenges women face today. These contributions enable us to offer leadership development opportunities, support spiritual growth, and provide funding for local events that restore dignity, build community, and inspire women to live within their God-given purpose. Every donation directly strengthens the body of Christ—one local church, one ministry, and one woman at a time.





**Eddie Heinrich**  
*Departmental Director*

Eddie Heinrich is the Director for Youth and Young Adult Ministries, with 30 years of denominational experience, including 18 years in the current role. He has a wealth of expertise and demonstrates a solid commitment to connecting people to an abundant life with Jesus Christ and preparing them for the Second Coming.

**Education**

1991

*Pacific Union College, B.A.*

1995

*Andrews University, M. Div.*

2021

*Andrews University, D. Min.*

## Youth and Young Adult Ministries

### Department Purpose

The Youth and Young Adult Ministries Department continually seeks new ways to help young people encounter Jesus, form transformative relationships with Jesus, and prepare them for His soon Second Coming. The department's mission is to inspire and equip young people in Northern California to lead lives focused on faith, community service, and spiritual growth.

### Mission-Driven Projects and Activities

The Youth Ministries Department carries out a variety of initiatives designed to engage youth and young adults at different stages of their spiritual journeys. These programs strengthen faith, build community, and prepare youth for service.

#### *Youth Programs*

The department organizes:

- Freshmen/sophomores and juniors/seniors retreat to strengthen their spiritual foundations during critical stages of development.
- Annual conference-wide youth-focused events allow this group to worship, learn, and develop friendships that foster spiritual growth.
- Co-sponsors of the Team Bible Academy allow youth to deepen their biblical knowledge while developing teamwork skills.
- Operates Summer on the Run, a mobile summer ministry designed to reach non-churched and non-Seventh-day Adventist youth.

#### *Young Adult Programs*

The department collaborates with a team of talented young adults to lead evangelistic efforts, resulting in young adults being introduced to Jesus, committing to baptism, and pursuing further studies in preparation for baptism. It also collaborated with the Central California Conference to host a retreat fostering healthy, Christ-centered relationships, providing a space where young adults can grow spiritually and relationally in a supportive environment.

#### *Pathfinder Programs*

Leadership training is a priority, with the annual Pathfinder and Adventurer Leadership Convention at Leoni Meadows equipping leaders with the skills to guide and mentor youth effectively. Hosting mission trips is a key part of the Pathfinder program, offering youth service opportunities that enable them to help others while deepening their faith. Additionally, events like the Pathfinder Camporee and Bike-a-thon are organized to foster community, teamwork, and physical fitness among young people.

#### *Resources and Support*

- Supports local churches by assisting in selecting and placing youth pastors.
- Equips local churches and leaders with the tools and resources to minister effectively to youth.
- Sponsors visioning and planning retreats for youth pastors to empower their leadership.
- Provides Sabbath School leaders with training and resources to enhance their ministry.
- Facilitates outdoor camps at Leoni Meadows and supports urban youth events in collaboration with the Spanish Youth Federation (FEJA) and urban youth ministry.
- Provides financial support to public campus ministry efforts at UC Berkeley and UC Davis, ensuring that Adventist students on secular campuses have access to spiritual resources.



### Measurable Success

Pathfinder leadership programs support approximately 1,000 Pathfinders and their staff annually. The department mentors and evaluates more than 17 NCC youth pastors. Through the Summer on the Run program, 15 events have reached 700 children, many of whom are non-churched or from non-Adventist backgrounds. Additionally, with the help of the NCC Pathfinder coordinator team, the department served as the Daytime Activities Director for over 60,000 attendees at the international Pathfinder camporee.

### Population Reached

The department's efforts reach a diverse audience, including approximately 5,000 members of the Adventist church community and around 8,000 individuals from non-Adventist backgrounds. This broad reach underscores the department's significant influence within the church and the wider community.

### Community Relevance

- The *Summer on the Run* program is an eight-week mobile ministry event that engages children from communities surrounding participating churches and schools, fostering connections and promoting positive values.
- The Redwood Creek Camp primarily serves Native American youth, offering a safe and nurturing environment for spiritual and personal growth.
- A young adult event, which includes a community food fair led by a team of 10 young adults, appeals to the broader Sacramento community and highlights the department's commitment to community service.

### Engaged and Enthusiastic Members and Employees

It trains young people to lead initiatives like *Summer on the Run* and provides robust support to Pathfinder leaders, ensuring they have the resources and encouragement to succeed. Retreats for youth pastors offer visioning and planning opportunities to enhance ministry effectiveness. Sabbath School leaders and pastors receive comprehensive training and resources to foster growth in their ministries.

### Organizational Health

The department has a strong organizational structure promoting strategic management and goal setting. Dedicated leadership teams for youth, Pathfinders, and young adults meet regularly to plan and execute events and activities. Each team sets thematic goals that guide their initiatives, ensuring that their efforts remain focused and impactful.

### Impact Now and In the Future

The NCC Youth Ministries Department plays a vital role in shaping the spiritual lives of young people across Northern California. The department reaches youth and young adults through diverse programs and activities, including many outside the Adventist faith. Financial support enables these transformative programs to continue making a difference in the Northern California community and beyond for years. Investing in the department secures the church's future by cultivating a generation of young people who are rooted in faith, ready to lead, and committed to serving.









One **BODY**  
One **MISSION**

# **BYLAWS AMENDMENTS**

CONSTITUENCY MEETING

Northern California Conference of Seventh-day Adventists

# BYLAWS OF THE NORTHERN CALIFORNIA CONFERENCE SUMMARY OF RECOMMENDED CHANGES TO THE 2025 CONSTITUENCY SESSION

Thank you to the members of the Northern California Conference Bylaws Committee for their excellent service. The members of the Bylaws committee are Jose Marin, Chair; Judy Iversen, Secretary; Steve Allred, Tracy Baerg, Pamela Ditto, Melissa Gheen, Larry Elam, Greg Fayard, Brad Heisler. Recording Secretary: Rosie Escobar

## PREFACE TO BYLAWS AMENDMENTS

The following proposed amendments to the Northern California Conference Bylaws are divided into four sections:

Changes in **orange** align our Bylaws with the NAD Model Constitution wording.

Changes in **green** reflect changes to introduce Area Midterm Forums.

Changes in **red** clarify the one additional representative on the Organizing Committee.

Changes in **blue** introduce the Vice Presidents and would also add Vice Presidents to the Conference Executive Committee, which would increase its membership from twenty-three (23) to twenty-five (25) members.

1. **NAD MODEL CONSTITUTION:** The current language in Article I is creating confusion in the minds of plaintiff's lawyers and causing them to try harder to include North American Division (NAD), General Conference (GC), and/or the Pacific Union Conference in lawsuits as actual parties. This proposed amendment to Article I aligns the language with the NAD Model Constitution. The current wording gives the impression that the mentioned organizations are more closely related than they actually are, particularly from a legal and corporate structure standpoint. (see Article I—Name)

2. **AREA MIDTERM FORUMS:** This amendment replaces the non-election Constituency Session with Area Midterm Forums, to begin approximately every thirty (30) months after the 2027 Constituency Session and thereafter approximately thirty (30) months after each regular Constituency Session.

These Forums will bring Conference officers and Executive Committee members directly to regional areas of the Conference, to discuss matters pertaining to the Constituency, creating a more accessible and meaningful way for local church members to engage with the Conference leadership. (see Article V, Section 2—Area Midterm Forums)

This amendment also includes a notice of each Area Midterm Forum to be published in the *Pacific Union Recorder* at least 30 days in advance. (see Article V, Section 5, Subsection B—Notices)

3. **ORGANIZING AND NOMINATING COMMITTEE ELECTIONS:** This proposed amendment clarifies that the local church selects the "one (1) additional representative" to serve on the Organizing Committee from among its own delegation, rather than having the

delegates select the representative among themselves. (see Article V, Section 1, Subsection B—Organizing and Nominating Committee Elections)

This proposed amendment also clarifies how many additional representatives are selected, relative to church size. (see Article V, Section 1, Subsection B—Organizing and Nominating Committee Elections)

4. **EXECUTIVE OFFICERS AND VICE PRESIDENTS:** This amendment clarifies officer titles by formally designating the President, Executive Secretary, and Treasurer as **Executive** Officers of the Conference. (see Article V, Subsection B.1—Ex officio Delegates; Article VI, Section 1—Officers)

This amendment also introduces a new section that establishes two additional officer roles: a **Vice President for Pastoral Ministries** and a **Vice President for Education**. (see Article V, Section 1, Subsection A—Elections; Article V, Section 6, Subsection B—Ex officio delegates; Article VI, Section 5—Vice Presidents) By formally designating these Vice Presidents as officers, the Conference is better positioned to provide specialized leadership, more effective oversight, and strategic alignment in two of its most critical areas—churches and schools.

This measure would also add Vice Presidents to the Conference Executive Committee which would increase its membership from twenty-three (23) to twenty-five (25) members and provide valuable information regarding our churches and schools. Lay representation would be preserved in accordance with these bylaws by having at least fifty-one (51) percent of Executive Committee members not be Conference employees. (see Article VII, Section 1—Executive Committee).



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**BYLAWS**  
**OF THE NORTHERN CALIFORNIA CONFERENCE**  
**OF SEVENTH-DAY ADVENTISTS**  
(As amended September 25, 2022)

Words underscoring are proposed additions.  
Words ~~lined through~~ are proposed deletions.

Changes in orange align our Bylaws with the NAD Model Constitution wording.  
Changes in green reflect changes to introduce Area Midterm Forums.  
Changes in red clarify the one additional representative on the Organizing Committee.

Changes in blue introduce the Vice Presidents and would also add Vice Presidents to the Conference Executive Committee, which would increase its membership from twenty-three (23) to twenty-five (25) members.

## NAD MODEL CONSTITUTION

PROPOSED CHANGES SUMMARIZED: The current language in Article I, is creating confusion in the minds of plaintiff's lawyers and causing them to try harder to include NAD, GC, and/or the Union in lawsuits as actual parties. This proposed amendment to Article I aligns the language with the NAD Model Constitution. The current wording gives the impression that the mentioned organizations are more closely related than they actually are, particularly from a legal and corporate structure standpoint.

RATIONALE: This new language follows legal counsel to be consistent with the NAD Model Constitution.

RECOMMENDED, To amend the Northern California Bylaws, Article I—Name, to read as follows:

### ARTICLE I – Name

This corporation shall be known as the NORTHERN CALIFORNIA CONFERENCE OF SEVENTH-DAY ADVENTISTS, hereinafter known as the Conference. This Conference is a part constituent member of the Pacific Union Conference of Seventh-day Adventists Church, and is located in the territory which in turn is a part of the North American Division of the General Conference of Seventh-day Adventists, ~~world headquarters of the Seventh-day Adventists.~~ The Conference is a nonprofit religious corporation and is not organized for the private gain of any individual or entity. It is organized under the California Nonprofit Religious Corporation law exclusively for religious purposes. The Conference is organized exclusively for religious purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code. Notwithstanding any other provisions of these articles, the Conference shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes of the Conference, and the Conference shall not carry on any other activities not permitted to be carried on (1) by a corporation exempt from federal income taxes under Section 501(c)(3) of the Code, or (2) by a corporation, contributions to which are deductible under Section 170(c)(2).

### ARTICLE II – Purpose

The purposes for which this Conference is formed are:

1. To fulfill the gospel commission of our Lord and Savior, Jesus Christ.
2. To coordinate the pastoral, educational, literature, health, and other ministries of the Seventh-day Adventist denomination throughout the territory of the Conference.



- 1 3. To promote and support the world mission program of the General  
2 Conference of Seventh-day Adventists.  
3

### 4 **ARTICLE III – Territory and Principal Office**

5

6 The territory of this Conference shall comprise the following counties in  
7 California: Alameda, Amador, Butte, Calaveras, Colusa, Contra Costa, Del  
8 Norte, El Dorado, Glenn, Humboldt, Lake, Lassen, Marin, Mendocino, Modoc,  
9 Napa, Nevada, Placer, Plumas, Sacramento, San Joaquin, Shasta, Sierra,  
10 Siskiyou, Solano, Sonoma, Sutter, Tehama, Trinity, Yolo, and Yuba. Eastern  
11 portions of the counties of El Dorado, Placer, Nevada, Sierra, Plumas and  
12 Lassen are outside the territory of the Conference. The eastern boundary of the  
13 Conference, along the excluded territory, is described as follows: Beginning at  
14 the California/Nevada state line, along the El Dorado/Alpine County line to its  
15 junction with Highway 89, northward along Highway 89, to its junction with  
16 Highway 36, Highway 36 eastward to its junction with Highway 395, along  
17 Highway 395, and to Wendel Road, east along Wendel Road to the  
18 California/Nevada line. Those entire communities and places of habitation  
19 through which the afore described route passes, including Truckee, Quincy and  
20 Susanville are not included within the territory of the Conference.  
21

22 The Constituency will fix the location of the principal executive office of the  
23 corporation at any place within the conference territory. The Executive  
24 Committee may temporarily change the location of the principal executive office.  
25

### 26 **ARTICLE IV – Terminology**

27

28 Church: An organized body of members which is one of the churches  
29 established by the Northern California Conference of  
30 Seventh-day Adventists.  
31

32 Conference: The Northern California Conference of Seventh-day  
33 Adventists.  
34

35 Denomination: The Seventh-day Adventist Church as governed by the  
36 General Conference of Seventh-day Adventists.  
37

38 Constituency: Members of the churches.  
39

40 Member: A person who is accepted into membership by a church. The  
41 Corporation has no members within the meaning of the  
42 California Nonprofit Religious Corporation Law.  
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## AREA MIDTERM FORUMS

PROPOSED CHANGES SUMMARIZED: This proposed amendment changes the non-election Constituency Session into a regional Area Midterm Forum. To begin approximately every 30 months after the 2027 Constituency Session and thereafter approximately every thirty (30) months after each regular session. At the Forum, Conference Officers and Executive Committee Representatives will meet with members of constituent congregations in areas of the Conference designated by the Executive Committee for the purpose of receiving reports from the Officers and discussing matters pertaining to the Constituency.

This amendment also includes a notice of each Area Midterm Forum to be published in the Pacific Union Recorder at least 30 days in advance. (see Article V, Section 5, Subsection B—Notices)

RATIONALE: More church member interaction with leadership. All church members are invited and can participate. Closer to the local churches. Current non-election Constituency Sessions do not involve votes for officers therefore this will result in cost savings. The Area Midterm Forum allows for greater focus on mission compared to the energy and preparation for a regular Constituency Session. Issues that arise between regular sessions may be addressed by the Executive Committee or by Special Session in accordance with Article V, Section 3—Special Sessions. The amended notice will ensure church members are informed in advance to encourage greater participation of the Area Midterm Forums.

RECOMMENDED: To amend the Northern California Bylaws, Article V, Section 1 and Subsection A; Section 2—Constituency Sessions and Midterm Forum; Article V, Section 5, Subsection B—Notices to read as follows:

### ARTICLE V – Constituency Sessions

#### Section 1. Regular Constituency Session

The Conference shall hold a regular session approximately ~~every thirty (30) months~~ every fifth year commencing after the ~~2022-~~ 2027 regular session at such time and place as the Executive



1 Committee shall designate for the purpose of receiving reports from  
2 the officers, department directors, or other agents of the  
3 Conference and to consider; ~~to pass~~ recommendations and  
4 resolutions and to transact such other business as may come  
5 before the session.  
6  
7

8 A. Elections

9 Every fifth year, beginning in ~~2022~~ 2027, the regular session  
10 shall also elect by secret ballot the President, Executive  
11 Secretary, Treasurer, Vice President for Pastoral Ministry,  
12 Vice President for Education, Executive Committee, Bylaws  
13 Committee, and Department Directors, who shall be elected  
14 for a five-year term or until their successors are elected and  
15 take office.  
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1  
2 **ORGANIZING AND NOMINATING COMMITTEE**  
3 **ELECTIONS**  
4

5 PROPOSED CHANGES SUMMARIZED: This proposed  
6 amendment clarifies that the local church selects the “one  
7 (1) additional representative” to serve on the Organizing  
8 Committee from among its own delegation, rather than  
9 having the delegates select the representative among  
10 themselves. This proposed amendment also clarifies how  
11 many additional representatives are selected, relative to  
12 church size.

13  
14 RATIONALE: Enhanced clarity.

15  
16 RECOMMENDED: To amend the Northern California  
17 Bylaws, Article V, Section 1, Subsection B—Organizing and  
18 Nominating Committee Elections, to read as follows:  
19

20  
21 B. **Organizing and Nominating Committee Elections**  
22

23 Every fifth year, beginning in ~~2022~~ 2027, the **church shall**  
24 **elect one (1) representative from among its** regular  
25 delegates **(see Article V, Section 6, Subsection A) from**  
26 ~~each church shall elect one representative~~ for an organizing  
27 committee, at least sixty (60) days before the session. For  
28 each full five hundred (500) church members, ~~of their~~ **the**  
29 church ~~the delegates shall~~ **select from among their**  
30 **delegation, one (1) additional representative to serve on the**  
31 **organizing committee. (For example, churches with 500**  
32 **to 999 members will select two representatives.**  
33 **Churches with 1,000 to 1,499 members will select three**  
34 **representatives.)** The organizing committee will meet and  
35 appoint a nominating committee and other ad hoc  
36 committee(s) as needed for the session at least twenty-eight  
37 (28) days before the session. The ad hoc committee(s) shall  
38 begin their work at least fourteen (14) days prior to the  
39 session and shall report to the session.  
40

41 C. **Nominating Committee Member Requirements**  
42

43 The Nominating Committee shall consist of twenty-three (23)  
44 members who shall be regular delegates or ex officio  
45 delegates, including the President of the Union or the  
46 President’s designee who shall serve as the chair. There  
47 shall be representation on the Committee from varied  
48 backgrounds, considering such factors as age, ethnic origin,  
49 locale, vocation, gender, or any other category deemed



1 appropriate. At least fifty-one (51) percent of the Nominating  
2 Committee shall not be Conference employees. Not more  
3 than five (5) shall have served on the previous Nominating  
4 Committee. No immediate family members (i.e. spouses,  
5 parents, children, or siblings) may serve on the Nominating  
6 Committee at the same time.

7  
8 **Section 2. Area Midterm Forum**

9  
10 **The Conference shall hold an Area Midterm Forum**  
11 **approximately every thirty (30) months commencing after the**  
12 **2027 regular Constituency Session and thereafter**  
13 **approximately thirty (30) months after each regular**  
14 **Constituency Session. The Conference officers (Article VI) -**  
15 **and representatives of the Executive Committee shall meet**  
16 **with members of constituent congregations in areas of the**  
17 **Conference designated by the Executive Committee, for the**  
18 **purpose of receiving reports from the Officers, Department**  
19 **Directors, or other Agents, as well as discuss matters**  
20 **pertaining to the Constituency. Members of the constituent**  
21 **churches at each area forum may propose agenda items,**  
22 **which shall be referred to the Executive Committee to be**  
23 **considered for inclusion on the Constituency Session agenda.**  
24 **Members of the constituent churches at each area forum may**  
25 **also propose amendments to the Conference Bylaws, which**  
26 **shall be referred to the Bylaws Committee for consideration.**  
27

28 **Section 23. Special Session**

29  
30 The Executive Committee may call a special  
31 session at such time and place as deemed proper by the Executive  
32 Committee. In addition, if a request for a special session is received  
33 from thirty (30) percent of the churches, the Executive Committee  
34 shall give notice of the special session within ninety (90) days of  
35 receipt of the request.

36  
37 **Section 34. Emergency Reschedule or Change of Venue of Session**

- 38  
39 A. In cases where the Conference Executive Committee  
40 determines emergency circumstances make a regular or  
41 special session, described in Article V, impossible or highly  
42 impractical (e.g., war, disease, disaster, pandemic, civil  
43 disorder, government regulation, threats, or acts of terrorism  
44 or similar events), the Conference Executive Committee may  
45 change the venue and/or postpone the Constituency Session  
46 until the circumstances above allow. Any such postponement  
47 of a regular session for which election of officers is due per  
48 Article V, Section 1, subsection A, may extend the five-year

1 term of the current officers and other elected personnel until  
2 such time as a regular session can be held.

- 3
- 4 B. In the event the Conference Executive Committee postpones  
5 an in-person Constituency Session for more than 12 months  
6 because of any of the circumstances described in Article V,  
7 Section ~~34~~A, the Conference Executive Committee shall call  
8 a virtual session to be conducted by electronic or other  
9 remote access. The Conference shall take reasonable  
10 measures to allow participation by delegates. Any action that  
11 could be taken at an in-person session may also be taken at  
12 a virtual session.

13 Section 5. Notices

- 14
- 15 A. A notice of a regular session of this Conference, giving the  
16 time and place, shall be published in two consecutive issues  
17 of the *Pacific Union Recorder*, the last to appear at least  
18 sixty (60) days before the date of the session.
- 19
- 20 B. A notice of an Area Midterm Forum of this Conference,  
21 giving the time and place, shall be published in one  
22 issue of the *Pacific Union Recorder*, at least thirty (30)  
23 days before the date of the Area Midterm Forum.
- 24
- 25 C. A notice of a special session of this Conference, giving the  
26 time and place, shall be published in at least one issue of the  
27 *Pacific Union Recorder* at least thirty (30) days before the  
28 session.
- 29
- 30 D. In addition to the Notice required to be published in the  
31 *Pacific Union Recorder*, a written notice of a regular or  
32 special session of this Conference, giving the time and  
33 place, shall be sent by electronic or regular mail to each  
34 delegate at least twenty (20) days before the date of the  
35 session.
- 36
- 37 E. A notice of change of venue or postponement issued  
38 pursuant to Article V, Section ~~34~~A, shall be given in the  
39 same timeframe and manner as required in subsections A,  
40 B, C, and D of this section, as applicable and where time  
41 permits. In the event a change of venue or postponement is  
42 deemed necessary when there is insufficient time to provide  
43 notice in the timeframe and manner as required by  
44 subsections A, B, C and/or D, then written notice shall be  
45 provided, as soon as practicable, to each delegate and,  
46 where time allows, by publishing a notice in the *Pacific Union*  
47 *Recorder* immediately prior to the scheduled time of the  
48 session that is the subject of the change of venue or  
49 postponement.



1  
2 **EXECUTIVE OFFICERS AND VICE PRESIDENTS**  
3

4 PROPOSED CHANGES SUMMARIZED: This amendment  
5 clarifies officer titles by formally designating the President,  
6 Executive Secretary, and Treasurer as Executive Officers of  
7 the Conference. (see Article V, Subsection B.1—Ex officio  
8 Delegates; Article VI, Section 1—Officers)  
9

10 This amendment also introduces a new section that  
11 establishes two additional officer roles: a Vice President for  
12 Pastoral Ministries and a Vice President for Education. (see  
13 Article V, Section 1, Subsection A—Elections; Article V,  
14 Section 6, Subsection B—Ex officio delegates; Article VI,  
15 Section 5—Vice Presidents) By formally designating these  
16 Vice Presidents as officers, the Conference is better  
17 positioned to provide specialized leadership, more effective  
18 oversight, and strategic alignment in two of its most critical  
19 areas—churches and schools.  
20

21 This measure would also add Vice Presidents to the  
22 Conference Executive Committee which would increase its  
23 membership from twenty-three (23) to twenty-five (25)  
24 members and provide valuable information regarding our  
25 churches and schools. Lay representation would be  
26 preserved in accordance with these bylaws by having at  
27 least fifty-one (51) percent of Executive Committee  
28 members not be Conference employees. (see Article VII,  
29 Section 1—Executive Committee).  
30

31 RATIONALE: To distinguish the President, Executive  
32 Secretary, and Treasurer (the executive officers), from the  
33 Vice Presidents, which are non-executive officers. In light of  
34 the scope that pastoral ministry and education represent  
35 over 120 pastors, 167 congregations, 41,000 members, and  
36 over 200 educators, 33 schools and 2,000 plus students, it  
37 is vital that the directors of these two ministries be Vice  
38 Presidents and part of the officer team and members of the  
39 Executive Committee which are critical decision-making  
40 process of the conference.  
41

42 RECOMMENDED: To amend the Northern California  
43 Bylaws, Article V, Subsection B.1—Constituency  
44 Sessions, Ex Officio Delegates; Article VI, Section 1  
45 Officers; Article VI, Section 5—Vice Presidents; Article VII,  
46 Section 1—Executive Committee to read as follows:  
47

48 Section ~~56~~. The voters of each Conference Constituency Session shall be the  
49 following:

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*Bylaws of the Northern California Conference  
As Amended September 25 • Page 9*

- 1  
2 A. Regular delegates shall be chosen by each church as  
3 follows:  
4 (1) One (1) for the church.  
5 (2) One (1) for each one hundred (100) members or  
6 major fraction thereof.  
7 (3) The delegates shall be elected by each church not  
8 later than ninety (90) days prior to each regular  
9 session.  
10 (4) The delegates shall serve at any special session  
11 that may arise before the next regular session  
12 unless a church elects to replace a delegate. Any  
13 replacement delegates shall be elected no later than  
14 thirty (30) days prior to the special session.  
15

16 B. Ex officio delegates are as follows:

- 17  
18 (1) All elected Conference personnel (executive  
19 officers, Vice Presidents, Executive Committee  
20 members, Bylaws Committee members, and  
21 department directors).  
22 (2) The principal or the head teacher of each  
23 Conference school.  
24 (3) The president or administrator of each  
25 denominational hospital and college within the  
26 territory of this Conference.  
27 (4) The administrator or director of each Conference  
28 owned facility.  
29 (5) The senior pastor of each church.  
30 (6) All members present from the Executive  
31 Committees of the Pacific Union Conference of  
32 Seventh-day Adventists, the North American  
33 Division of Seventh-day Adventists and the General  
34 Conference of Seventh-day Adventists. The number  
35 of these members shall not exceed ten (10) percent  
36 of the total number of regular delegates.  
37

38 Section **67.** **Quorum Requirements**

39  
40 Before the transaction of business, a quorum shall be established  
41 of fifty-one (51) percent of those delegates as stated in Section-46.  
42 Once business has been transacted, the delegates present shall  
43 constitute a quorum.  
44

45 Section **78.** **Constituency Session Agenda**

46  
47 An agenda for each regular session shall be prepared by the Chair  
48 and submitted to the delegates at least twenty (20) days prior to the  
49 session.



- 1  
2 A. Delegates shall have the right to place items on the agenda,  
3 as recommended by their respective church in business  
4 session. Agenda items should relate to issues impacting the  
5 Conference as a whole. All such agenda items must be  
6 submitted in writing to the Chair at least sixty (60) days prior  
7 to the session.  
8  
9 B. The agenda shall include a discussion-only period at the end  
10 of the meeting for open discussion from the floor.  
11  
12

13 **Section 89.** Parliamentary

14 At least two months prior to the Constituency Session, the  
15 Conference Executive Committee shall select an individual to serve  
16 as parliamentarian. The parliamentarian shall follow the *General*  
17 *Conference Rules of Order* for parliamentary procedure except  
18 when those rules of order conflict with the Bylaws of the  
19 Conference.  
20

21 **ARTICLE VI – Officers**  
22

23 **Section 1.** The executive officers of this Conference shall be a President, an  
24 Executive Secretary, and a Treasurer. It shall be the duty of these  
25 **executive** officers, in consultation with one another, to carry  
26 forward the work according to plans, policies, and programs voted  
27 by the Constituency and/or the Conference Executive Committee.  
28 Each officer shall report to the Executive Committee.  
29

30 **Section 2.** The powers and duties of the President  
31

- 32 A. To serve as chief executive officer.  
33 B. To chair Conference Sessions and the Executive  
34 Committee.  
35 C. To be responsible for strategic planning and coordination of  
36 all Conference programs.  
37 D. To exercise powers and perform duties appropriate to the  
38 office of the President consistent with these Bylaws.  
39

40 **Section 3.** The powers and duties of the Executive Secretary  
41

- 42 A. To keep a full and complete record of the proceedings of the  
43 Executive Committee and the Constituency Session.  
44 B. To perform such other functions as requested by the  
45 President or the Executive Committee.  
46 C. To act as vice-chair of the Executive Committee.  
47 D. To sign or countersign all papers and documents that require  
48 the Executive Secretary's signature.

- 1 E. To serve and publish official notices.  
2 F. To serve as custodian of membership records for all  
3 churches in the Conference.  
4 G. To exercise powers and perform duties appropriate to the  
5 office of the Executive Secretary consistent with these  
6 Bylaws.  
7  
8 Section 4. The powers and duties of the Treasurer  
9  
10 A. To serve as chief financial officer.  
11 B. To receive and disburse funds in compliance with the actions  
12 of the Executive Committee and to remit required funds to  
13 the Pacific Union/North American Division/General  
14 Conference according to policy.  
15 C. To arrange for and supervise the audit of all constituent  
16 churches and other organizations associated with the  
17 Conference at least once every two years.  
18 D. To render such financial statements at regular intervals as  
19 may be needed by the President or the Executive  
20 Committee.  
21 E. To exercise powers and perform duties appropriate to the  
22 office of the Treasurer consistent with these Bylaws.  
23

24 **Section 5. The powers and duties of Vice Presidents**  
25

- 26 A. **Assist the executive officers in their roles as directed by**  
27 **the Executive Committee and report to the President.**  
28 **(1) The Vice President for Pastoral Ministry serves both**  
29 **administratively and assists the Conference executive**  
30 **officers in all aspects of Pastoral Relations such as**  
31 **mentoring, counseling, pastoral development, and other**  
32 **related duties.**  
33 **(2) The Vice President for Education serves both**  
34 **administratively and assists the Conference executive**  
35 **officers in all aspects of the Office of Education, such as**  
36 **assisting in the recruitment, transferring, hiring, and**  
37 **termination of school personnel as needed in all**  
38 **Conference schools and other related duties.**  
39  
40 B. **Carry out the plans, policies, and programs voted by the**  
41 **Constituency Session or the Conference Executive**  
42 **Committee appropriate to their respective offices**  
43 **consistent with these Bylaws. While these officers are not**  
44 **designated as the executive officers of the Conference,**  
45 **they assist the executive officers in their executive role.**  
46  
47



1 Section 6. An officer shall be a member in regular standing of a Seventh-day  
2 Adventist church as defined by the current *Church Manual* as  
3 published by the Seventh-day Adventist Church.  
4  
5

## 6 ARTICLE VII – Executive Committee 7

8 Section 1. Subject to the actions of the Conference Constituency Sessions,  
9 the affairs of the Conference shall be conducted and controlled by  
10 an Executive Committee of up to ~~twenty-three (23)~~ twenty-five (25)  
11 members, which shall include the President, the Executive  
12 Secretary, ~~and the~~ Treasurer, the Vice President for Pastoral  
13 Ministry, and the Vice President for Education. At least fifty-one  
14 (51) percent of the Executive Committee shall not be Conference  
15 employees. There shall be representation on the Committee from  
16 varied backgrounds, considering such factors as age, ethnic origin,  
17 locale, vocation, gender, or any other category deemed  
18 appropriate. No immediate family members (i.e. spouses, parents,  
19 children or siblings) shall serve on the Executive Committee at the  
20 same time.  
21

22 Section 2. The Executive Committee of the Northern California Conference of  
23 Seventh-day Adventists shall have the power to remove for cause  
24 any officer, department director, member of the Bylaws Committee,  
25 or member of the Executive Committee, and shall have the right to  
26 fill any vacancies between regular sessions of the Conference.  
27

28 Section 3. A majority of the Executive Committee shall constitute a quorum for  
29 the transaction of business.  
30

31 Section 4. Meetings of the Executive Committee may be called at any time by  
32 the President. The President or Executive Secretary shall call a  
33 special meeting upon written request of five (5) or more members  
34 of the Committee, at which meeting, in the absence of the  
35 President and the Executive Secretary, the Committee may  
36 designate a chair pro tem.  
37

38 Section 5. The President or Executive Secretary shall notify each member of  
39 the time and place of the meeting of the Executive Committee by  
40 written notice at least seven (7) days prior to said meeting. In the  
41 alternate, a good-faith attempt to notify each member, with actual  
42 notice to a minimum of seventy-five (75) percent of the members  
43 shall be adequate.  
44

45 Section 6. Members of the Executive Committee shall attend at least seventy-  
46 five (75) percent of all meetings scheduled per year. Attendance  
47 means a member's personal presence at the meeting or  
48 participation in the meeting through telephone, internet or other  
49 electronic communication.

- 1  
2 Section 7. The Executive Committee shall have the authority to adopt rules  
3 and regulations for the conduct of its affairs and the affairs of the  
4 Conference, provided that the same are not in conflict with these  
5 Bylaws or those of the Pacific Union Conference of Seventh-day  
6 Adventists, or of the General Conference of Seventh-day  
7 Adventists.  
8  
9 Section 8. A member of the Executive Committee shall be a member in  
10 regular standing of a Seventh-day Adventist church in the Northern  
11 California Conference.  
12

### 13 **ARTICLE VIII – Funds**

14  
15 The funds of this Conference shall be derived from the local churches within its  
16 territory, and remitted monthly to the Conference. Additional funds may be  
17 received from offerings, legacies, bequests, income, subsidies, and other  
18 sources.  
19

### 20 **ARTICLE IX – Auditing**

21  
22 This Conference shall be audited by the General Conference Auditing Service.  
23

### 24 **ARTICLE X – Amendment**

- 25  
26 Section 1. These Bylaws may be amended by a two-thirds (2/3) vote of the  
27 delegates present at any regular or special meeting of the  
28 Conference Constituency Session.  
29  
30 Section 2. Proposed amendments to the Bylaws must be submitted as follows  
31  
32 A. To the Constituency chair in writing at least sixty (60) days  
33 prior to the session in which such amendments are to be  
34 considered.  
35 B. The Constituency chair shall submit the proposed  
36 amendments to the Bylaws Committee chair for committee  
37 review and study at least forty-five (45) days prior to the  
38 session.  
39 C. The Bylaws Committee shall present said proposed  
40 amendments, together with its recommendations, at the  
41 subsequent Conference Constituency Session.  
42

### 43 **ARTICLE XI – Dissolution**

- 44  
45 Section 1. The corporate status of this Conference may be dissolved by a  
46 majority vote of the delegates seated at any regular or special  
47 session of the Conference. In that event, the Conference shall  
48 become an unincorporated association under California law.  
49 Dissolution of this Conference as an unincorporated association



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may only be effected by a three-fourths (3/4) vote of the delegates seated at any regular or special session of the Conference.

- A. Any action for dissolution of this Conference shall provide for the personnel, organization, and procedure for said dissolution.

Section 2. After provision has been made to satisfy all liabilities of the Conference, any remaining assets shall be transferred to the Pacific Union Conference of Seventh-day Adventists.

◆ ◆ ◆ ◆ ◆





One **BODY**  
One **MISSION**

# **NCC BYLAWS**

CONSTITUENCY MEETING

Northern California Conference of Seventh-day Adventists

# BYLAWS

## of the Northern California Conference of Seventh-day Adventists

As of September 25, 2022

### ARTICLE I

#### Name

This corporation shall be known as the NORTHERN CALIFORNIA CONFERENCE OF SEVENTH-DAY ADVENTISTS, hereinafter known as the Conference. This Conference is a part of the Pacific Union Conference of Seventh-day Adventists, which in turn is a part of the North American Division of the General Conference of Seventh-day Adventists, world headquarters of the Seventh-day Adventists. The Conference is a nonprofit religious corporation and is not organized for the private gain of any individual or entity. It is organized under the California Nonprofit Religious Corporation law exclusively for religious purposes. The Conference is organized exclusively for religious purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code. Notwithstanding any other provisions of these articles, the Conference shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes of the Conference, and the Conference shall not carry on any other activities not permitted to be carried on (1) by a corporation exempt from federal income taxes under Section 501(c)(3) of the Code, or (2) by a corporation, contributions to which are deductible under Section 170(c)(2).



### ARTICLE II

#### Purpose

The purposes for which this Conference is formed are:

1. To fulfill the gospel commission of our Lord and Savior, Jesus Christ.
2. To coordinate the pastoral, educational, literature, health, and other ministries of the Seventh-day Adventist denomination throughout the territory of the Conference.
3. To promote and support the world mission program of the General Conference of Seventh-day Adventists.



### ARTICLE III

#### Territory and Principal Office

The territory of this Conference shall comprise the following counties in California: Alameda, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Glenn, Humboldt, Lake, Lassen, Marin, Mendocino, Modoc, Napa, Nevada, Placer, Plumas, Sacramento, San Joaquin, Shasta, Sierra, Siskiyou, Solano, Sonoma, Sutter, Tehama, Trinity, Yolo, and Yuba. Eastern portions of the counties of El Dorado, Placer, Nevada, Sierra, Plumas and Lassen are outside the territory of the Conference. The eastern boundary of the Conference, along the excluded territory, is described as follows: Beginning at the California/Nevada state line, along the El Dorado/Alpine County line to its junction with Highway 89, northward along Highway 89, to its junction with Highway 36, Highway 36 eastward to its junction with Highway 395, along Highway 395, and to Wendel Road, east along Wendel Road to the California/Nevada line. Those entire communities and places of habitation through which the afore described route passes, including Truckee, Quincy and Susanville are not included within the territory of the Conference.

The Constituency will fix the location of the principal executive office of the corporation at any place within the conference territory. The Executive Committee may temporarily change the location of the principal executive office.

### ARTICLE IV

#### Terminology

**Church:** An organized body of members which is one of the churches established by the Northern California Conference of Seventh-day Adventists.

**Conference:** The Northern California Conference of Seventh-day Adventists.

**Denomination:** The Seventh-day Adventist Church as governed by the General Conference of Seventh-day Adventists.

**Constituency:** Members of the churches.

**Member:** A person who is accepted into membership by a church. The Corporation has no members within the meaning of the California Nonprofit Religious Corporation Law.

### ARTICLE V

#### Constituency Sessions

##### Section 1.

**Regular Session:** The Conference shall hold a regular session approximately every thirty (30) months commencing after the 2022 regular session at such time and place as the Executive Committee shall designate for the purpose of receiving reports from the officers, department directors, or other agents of the Conference; to pass recommendations and resolutions and to transact such other business as may come before the session.

A. Every fifth year, beginning in 2022, the regular session shall also elect by secret ballot the President, Executive Secretary, Treasurer, Executive Committee, Bylaws Committee, and department directors, who shall be elected for a five-year term or until their successors are elected and take office.

B. Every fifth year, beginning in 2022, the regular delegates from each church shall elect one representative for an organizing committee at least sixty (60) days before the session. For each full five hundred (500) church members of their church the delegates shall select one (1) additional representative. The organizing committee will meet and appoint a nominating committee and other ad hoc committee(s) as needed for the session at least twenty-eight (28) days before the session. The ad hoc committee(s) shall begin their work at least fourteen (14) days prior to the session and shall report to the session.

C. The Nominating Committee shall consist of twenty-three (23) members who shall be regular delegates or ex officio delegates, including the President of the Union or the President's designee who shall serve as the chair. There shall be representation on the Committee from varied backgrounds, considering such factors as age, ethnic origin, locale, vocation, gender, or any other category deemed appropriate. At least fifty-one (51) percent of the Nominating Committee shall not be Conference employees. Not more than five (5) shall have served on the previous Nominating Committee. No immediate family members (i.e. spouses, parents, children, or siblings) may serve on the Nominating Committee at the same time.

## Section 2.

**Special Session:** The Executive Committee may call a special session at such time and place as deemed proper by the Executive Committee. In addition, if a request for a special session is received from thirty (30) percent of the churches, the Executive Committee shall give notice of the special session within ninety (90) days of receipt of the request.

## Section 3.

### **Emergency Reschedule or Change of Venue of Session:**

A. In cases where the Conference Executive Committee determines emergency circumstances make a regular or special session, described in Article V, impossible or highly impractical (e.g., war, disease, disaster, pandemic, civil disorder, government regulation, threats, or acts of terrorism or similar events), the Conference Executive Committee may change the venue and/or postpone the Constituency Session until the circumstances above allow. Any such postponement of a regular session for which election of officers is due per Article V, Section 1, subsection A, may extend the five-year term of the current officers and other elected personnel until such time as a regular session can be held.

B. In the event the Conference Executive Committee postpones an in-person Constituency Session for more than 12 months because of any of the circumstances described in Article V, Section 3A, the Conference Executive Committee shall call a virtual session to be conducted by electronic or other remote access. The Conference shall take reasonable measures to allow participation by delegates. Any action that could be taken at an in-person session may also be taken at a virtual session.

## Section 4

### **Notices:**

A. A notice of a regular session of this Conference, giving the time and place, shall be published in two consecutive issues of the *Pacific Union Recorder*, the last to appear at least sixty (60) days before the date of the session.

B. A notice of a special session of this Conference, giving the time and place, shall be published in at least one issue of the *Pacific Union Recorder* at least thirty (30) days before the session.

C. In addition to the Notice required to be published in the *Pacific Union Recorder*, a written notice of a regular or special session of this



Conference, giving the time and place, shall be sent by electronic or regular mail to each delegate at least twenty (20) days before the date of the session.

D. A notice of change of venue or postponement issued pursuant to Article V, Section 3A, shall be given in the same timeframe and manner as required in subsections A, B, and C of this section, as applicable and where time permits. In the event a change of venue or postponement is deemed necessary when there is insufficient time to provide notice in the timeframe and manner as required by subsections A, B, and/or C, then written notice shall be provided, as soon as practicable, to each delegate and, where time allows, by publishing a notice in the *Pacific Union Recorder* immediately prior to the scheduled time of the session that is the subject of the change of venue or postponement.

## **Section 5.**

The voters of each Conference Constituency Session shall be the following:

A. Regular delegates shall be chosen by each church as follows:

- (1) One (1) for the church.
- (2) One (1) for each one hundred (100) members or major fraction thereof.
- (3) The delegates shall be elected by each church not later than ninety (90) days prior to each regular session.
- (4) The delegates shall serve at any special session that may arise before the next regular session unless a church elects to replace a delegate. Any replacement delegates shall be elected no later than thirty (30) days prior to the special session.

B. Ex officio delegates are as follows:

- (1) All elected Conference personnel (officers, Executive Committee, Bylaws Committee, and department directors).
- (2) The principal or the head teacher of each Conference school.
- (3) The president or administrator of each denominational hospital and college within the territory of this Conference.
- (4) The administrator or director of each Conference owned facility.
- (5) The senior pastor of each church.
- (6) All members present from the Executive Committees of the Pacific Union Conference of Seventh-day Adventists, the North American Division of Seventh-day Adventists and the General Conference of Seventh-day Adventists. The number of these members shall not exceed ten (10) percent of the total number of regular delegates.

## **Section 6.**

Before the transaction of business, a quorum shall be established of fifty-one (51) percent of those delegates as stated in Section 4. Once business has been transacted, the delegates present shall constitute a quorum.

## **Section 7.**

An agenda for each regular session shall be prepared by the Chair and submitted to the delegates at least twenty (20) days prior to the session.

A. Delegates shall have the right to place items on the agenda, as recommended by their respective church in business session. Agenda items should relate to issues impacting the Conference as a whole. All such agenda items must be submitted in writing to the Chair at least sixty (60) days prior to the session.

B. The agenda shall include a discussion-only period at the end of the meeting for open discussion from the floor.

### Section 8.

**Parliamentarian:** At least two months prior to the Constituency Session, the Conference Executive Committee shall select an individual to serve as parliamentarian. The parliamentarian shall follow the General Conference Rules of Order for parliamentary procedure except when those rules of order conflict with the Bylaws of the Conference.

## ARTICLE VI Officers

### Section 1.

The executive officers of this Conference shall be a President, an Executive Secretary, and a Treasurer. It shall be the duty of these officers, in consultation with one another, to carry forward the work according to plans, policies, and programs voted by the Constituency and/or the Conference Executive Committee. Each officer shall report to the Executive Committee.

### Section 2.

**The powers and duties of the President:**

- A. To serve as chief executive officer.
- B. To chair Conference Sessions and the Executive Committee.
- C. To be responsible for strategic planning and coordination of all Conference programs.
- D. To exercise powers and perform duties appropriate to the office of the President consistent with these Bylaws.

### Section 3.

**The powers and duties of the Executive Secretary:**

- A. To keep a full and complete record of the proceedings of the Executive Committee and the Constituency Session.
- B. To perform such other functions as requested by the President or the Executive Committee.
- C. To act as vice-chair of the Executive Committee.
- D. To sign or countersign all papers and documents that require the Executive Secretary's signature.
- E. To serve and publish official notices.
- F. To serve as custodian of membership records for all churches in the Conference.
- G. To exercise powers and perform duties appropriate to the office of the Executive Secretary consistent with these Bylaws.

### Section 4.

**The powers and duties of the Treasurer:**

- A. To serve as chief financial officer.
- B. To receive and disburse funds in compliance with the actions of the Executive Committee and to remit required funds to the Pacific Union/North American Division/General Conference according to policy.
- C. To arrange for and supervise the audit of all constituent churches and other organizations associated with the Conference at least once every two years.
- D. To render such financial statements at regular intervals as may be needed by the President or the Executive Committee.
- E. To exercise powers and perform duties appropriate to the office of the Treasurer consistent with these Bylaws.



### **Section 5.**

An officer shall be a member in regular standing of a Seventh-day Adventist church as defined by the current Church Manual as published by the Seventh-day Adventist Church.

## **ARTICLE VII**

### **Executive Committee**

### **Section 1.**

Subject to the actions of the Conference Constituency Sessions, the affairs of the Conference shall be conducted and controlled by an Executive Committee of up to twenty-three (23) members, which shall include the President, the Executive Secretary and the Treasurer. At least fifty-one (51) percent of the Executive Committee shall not be Conference employees. There shall be representation on the Committee from varied backgrounds, considering such factors as age, ethnic origin, locale, vocation, gender, or any other category deemed appropriate. No immediate family members (i.e. spouses, parents, children or siblings) shall serve on the Executive Committee at the same time.

### **Section 2.**

The Executive Committee of the Northern California Conference of Seventh-day Adventists shall have the power to remove for cause any officer, department director, member of the Bylaws Committee, or member of the Executive Committee, and shall have the right to fill any vacancies between regular sessions of the Conference.

### **Section 3.**

A majority of the Executive Committee shall constitute a quorum for the transaction of business.

### **Section 4.**

Meetings of the Executive Committee may be called at any time by the President. The President or Executive Secretary shall call a special meeting upon written request of five (5) or more members of the Committee, at which meeting, in the absence of the President and the Executive Secretary, the Committee may designate a chair pro tem.

### **Section 5.**

The President or Executive Secretary shall notify each member of the time and place of the meeting of the Executive Committee by written notice at least seven (7) days prior to said meeting. In the alternate, a good-faith attempt to notify each member, with actual notice to a minimum of seventy-five (75) percent of the members shall be adequate.

### **Section 6.**

Members of the Executive Committee shall attend at least seventy-five (75) percent of all meetings scheduled per year. Attendance means a member's personal presence at the meeting or participation in the meeting through telephone, internet or other electronic communication.

### **Section 7.**

The Executive Committee shall have the authority to adopt rules and regulations for the conduct of its affairs and the affairs of the Conference, provided that the same are not in conflict with these Bylaws or those of the Pacific Union Conference of Seventh-day Adventists, or of the General Conference of Seventh-day Adventists.

### **Section 8.**

A member of the Executive Committee shall be a member in regular standing of a Seventh-day Adventist church in the Northern California Conference.

## **ARTICLE VIII Funds**

The funds of this Conference shall be derived from the local churches within its territory, and remitted monthly to the Conference. Additional funds may be received from offerings, legacies, bequests, income, subsidies, and other sources.

## **ARTICLE IX Auditing**

This Conference shall be audited by the General Conference Auditing Service.

## **ARTICLE X Amendment**

### **Section 1.**

These Bylaws may be amended by a two-thirds (2/3) vote of the delegates present at any regular or special meeting of the Conference Constituency Session.

### **Section 2.**

[Proposed amendments to the Bylaws must be submitted as follows:](#)

A. To the Constituency chair in writing at least sixty (60) days prior to the session in which such amendments are to be considered.

B. The Constituency chair shall submit the proposed amendments to the Bylaws Committee chair for committee review and study at least forty-five (45) days prior to the session.

C. The Bylaws Committee shall present said proposed amendments, together with its recommendations, at the subsequent Conference Constituency Session.

## **ARTICLE XI Dissolution**

### **Section 1.**

The corporate status of this Conference may be dissolved by a majority vote of the delegates seated at any regular or special session of the Conference. In that event, the Conference shall become an unincorporated association under California law. Dissolution of this Conference as an unincorporated association may only be effected by a three-fourths (3/4) vote of the delegates seated at any regular or special session of the Conference.

A. Any action for dissolution of this Conference shall provide for the personnel, organization, and procedure for said dissolution.

### **Section 2.**

After provision has been made to satisfy all liabilities of the Conference, any remaining assets shall be transferred to the Pacific Union Conference of Seventh-day Adventists.

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**Please return  
your voting device  
after the constituency session.**

One **BODY**

One  
**MISSION**

**THANK YOU FOR  
SERVING AS  
A DELEGATE!**

CONSTITUENCY MEETING

Northern California Conference of Seventh-day Adventists