

CONFERENCE PROTOCOL 101

Jonathan Park, Verlon Strauss, Patty Marruffo

Conference E-mails

All necessary information will be sent to your emails.
Please check your conference emails regularly.

When other conferences contact you...

1. Please ask them to connect with Patty Marruffo.

NEW PASTOR TRAVEL GUIDELINES

1

We will grant up to 21 days/year including a maximum of 3 Sabbaths for ministry-related activities

2

Mission trips: Given 1 additional trip/year with a maximum of up to 2 weeks (14 total days) in addition to the 21 days. This may include a maximum of 2 Sabbaths. Additional trip must be approved by AdCom.

3

ALL PASTORS MUST SUBMIT A TRAVEL REQUEST

PUC Creative Evangelism & SECC Evangelism Fund

LISTEN

Pray and listen for God's voice revealing His plan



WRITE IT DOWN

Apply online for review & consideration



REVIEW

All applications will be reviewed by Admin.



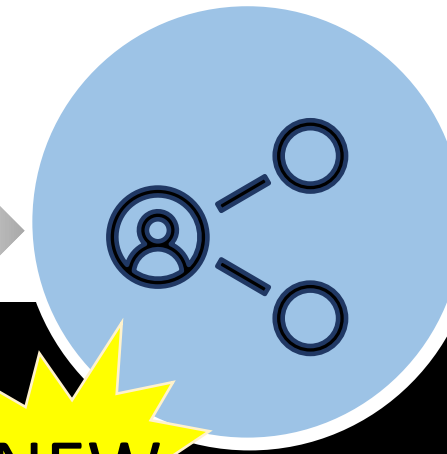
ALLOCATION

Funds will be allocated.



DISTRIBUTION

Funds will be given AFTER evangelistic efforts are completed



RECEIVE

A 2023 financial & evangelistic meeting report must be submitted



Need Funding Sooner

Email us an explanation on the church's financial situation on why the funds are needed earlier



No reports = No funds

If the financial report of the 2023 funds are not submitted after the evangelistic campaign(s) ends or by the end of the year, funds will not be allocated to your church in 2024



EVANGELISM@SECCSDA.ORG

SECC EVANGELISM: THE PROCESS



**PACIFIC UNION
CONFERENCE**
EVANGELISM ENDOWMENT

How to Apply:

1. Complete an Evangelism Endowment Fund Project Request Form.
2. Submit to your local Conference.
3. The Union Evangelism Endowment Committee will meet to review NEW Project Requests.

Weight of the Proposals

- A. Achievability within 18 mo. (20 pts)
 - B. Creative/Innovative/Breaks new grounds (20 pts)
 - C. Member involvement (20 pts)
 - D. Sustainability/Modeling/Transferability (20 pts)
 - E. Funding participation by others (10 pts)
 - F. Measurability (10 pts)
- **Local funds need to be included.**
 - **No Equipment & Personnel**



SECC EVANGELISM



WE FINANCIALLY ASSIST
NOT FULLY FUND
EVANGELISTIC EFFORTS



WE PROVIDE FINANCIAL
ASSISTANCE FOR
CHURCHES, NOT
PROJECTS



ALL TYPES OF APPROVED
EVANGELISM EVENTS

PUC EVANGELISM ENDOWMENT

**APPROVED PROJECTS CAN
POSSIBLY RECEIVE FULL
FUNDING**

NOT EVERYONE WILL RECEIVE
FUNDING

**PROJECTS ARE FUNDED,
NOT CHURCHES**

**CREATIVE, INNOVATIVE
PROJECTS**

ONLY FOR FIRST TIME PROJECTS,
TO HELP KICK START IT.

Insurance Costs

Pastors Meeting

May 16, 2023

Who Provides the Insurance

- Adventist Risk Management (ARM)
- They purchase insurance as a group for all North American Division Entities
- The idea is that we get better rates when buying as a whole
- We cannot purchase on our own, we would lose coverage
- Claims that may arise from the past, as well as necessary coverage for all “named” organizations in a suit, NAD and GC
- We are not exempt from large claims
- Group coverage overall is best for us

Excess Casualty Program

July 1, 2022 to June 30, 2023

The Excess Casualty program provides insurance for Seventh-day Adventist Church organizations around the world. The program is designed to protect Church organizations in the event of a catastrophic loss where the church has legal responsibility. It provides excess casualty coverage and needed limits per Seventh-day Adventist Church 'Working Policy' for the following coverages: General Liability, Auto Liability, Employment Practice and Sexual Misconduct Liability, and Hospital Professional Liability.

The worldwide church is experiencing higher claims cost. The Church in the United States has experienced the most significant increase in this claims cost experience, and as a result, Church organizations in the US have experienced higher increases in premium compared to those outside. Factors leading to the increase in claims cost include but are not limited to, trends to increased litigiousness in many jurisdictions around the world, the relaxing of statutes of limitations, growth in church membership, and the public choosing to hold organizations accountable by awarding higher monetary awards to injured parties.

Policy Year	Gross Program Premium	ARM Contribution	NAD Contribution	GC Contributions	Net Premium Allocated to Church Organizations
2018/2019	\$16,340,427	\$750,000	\$1,500,000	\$750,000	\$13,340,427
2019/2020	\$19,442,464	\$1,553,250	\$1,500,000	\$750,000	\$15,639,214
2020/2021	\$23,391,669	\$2,071,528	\$1,000,000	\$500,000	\$19,820,141
2021/2022	\$24,961,694	\$2,500,000	\$400,000	\$100,000	\$21,961,694
2022/2023	\$26,992,694	\$2,000,000	\$1,000,000	\$0	\$23,992,694

Allocation Method - Premium is allocated to church organizations based on their risk compared to the worldwide church's risk. Primary policy premium (up to \$1 M in limits) is used as the measure of risk. For example, an organization with 5% of the worldwide church's total primary premium (risk) should pay for 5% of the excess casualty premium. Organizations that have a smaller percentage of premium comparable to their risk will experience larger increase adjustments to bring them into proper alignment.

Large Loss Surcharge – A portion of premium is allocated as a large loss surcharge. A large loss is defined as a loss greater than \$1 million. For example, if premium was \$25 million and the surcharge percentage was 10%, \$2.5 million would be set aside as the surcharge amount. This surcharge is then assigned to organizations based on their percentage of large losses from the previous 20 years. The surcharge percentage for 2022 is 7%.

Capped Increase – To soften drastic increases, a maximum increase is assigned to each organization. This maximum increase will be different for organizations that have had a large loss. If an organization has an increase greater than their maximum allowed increase, the below mentioned contributions are used to make up the difference. The maximum increase for 2022 is 15.6%, and 50% if a large loss has occurred.

Contributions – Over the last seven years, ARM, the NAD, and the GC have contributed money to lessen the increased cost impact to church organizations. Currently these contributions are used to offset the impact to organizations exceeding their maximum percentage increase mentioned above. The long-term goal is to have all organizations at their allocated premium. Contributions for 2022 are \$2 million from ARM and \$1 million from NAD.

How does ARM Bill SECC

- Property Insurance – Specific for each property - \$1,065,159
- Automobile Insurance – Specific for each auto you own
- General Liability Insurance – Allocated by property type - \$890,478
- Excess Liability Insurance – General Invoice to SECC - \$1,095,546
- Volunteer Labor Insurance – General Invoice to SECC - \$16,700
- Employment Practices – General Invoice to SECC - \$370,385

How Does SECC Bill/Invoice to Church

- Property Insurance – Billed based on your church
- Automobile Insurance – Billed based on what you own
- General Liability Insurance – Based on Membership
- Excess Liability Insurance – Based on Membership
- Volunteer Labor Insurance – Based on Membership
- Employment Practices – Paid by SECC, no cost to Church

Additional Insurance Breakdown

- The three allocated by Membership - General, Excess and Volunteer first get allocated between entities
- Conference Office, PSR, Summer Camp, Schools, Trusts, Youth (Adventurers & Pathfinders), ECEC's, Church
- Total of three invoices in 2023 - \$2,002,724
- Church portion of the three - \$1,495,631

Example of Allocation

- Total costs to allocate – \$1,495,631
- Total Church Membership – 65,911
- Cost per member for insurance - $\$1,495,631 / 65,911 = \22.69
- Example Church % of membership – $234 * \$22.69 = \$5,309.46$

Change in Memberships

- Increases in membership changes both numbers
- Decreases in membership changes both numbers
- Previous example – SECC Membership – 65,911, Church 234, Cost per member \$22.69
- Remove 100 members - $\$1,495,631/65,811 = \22.73 (this increased due to less members, still same overall cost)
- If example church removed 100 members, Cost is $134 * \$22.73$ or \$3,045.82 compared to \$5,309.46. Change of \$2,263.64
- Total cost still needs to be covered, so all church's change when membership changes

History of Insurance

- Excess Liability Insurance has increased dramatically
- 2013-2014 - \$195,194
- 2016-2017 - \$610,216
- 2022-2023 - \$1,095,546
- Many Large Claims, we have had two
- NAD having difficulty in finding a company to cover
- Doing our part will help

Going Forward

- Keep diligent in our processes
- Event activity is key
- No owning or renting of 15 passenger vans
- Look at general liability allocation
- Possibly use what ARM gives us
- Excess Liability is the area that needs the most attention
- This would be claims above \$1 million

15 Passenger Vans

Pastors Meeting

May 16, 2023



What is a 15-Passenger Van?

Many churches are looking for alternatives to 15-passenger vans, but what actually defines a 15-passenger van? Is it simply a van that has 15 people in it? Does it have seats for only 15 passengers? What if some of the seats have been removed to hold fewer than 15 people?

Unfortunately, the term “15-passenger van” is just a descriptor, not a formal name, and this creates confusion as we try to identify which vehicles should or should not be used.

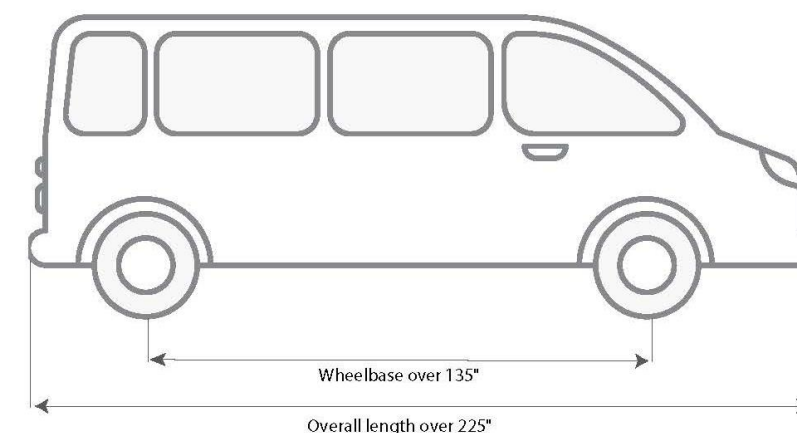
Vehicles identified as suitable **alternatives to 15-passenger vans** by the North American Division of the Seventh-day Adventist Church Working Policy include: *“minivans and SUVs, mini-school buses, 15-passenger buses with dual rear wheels.”* What many have discovered is that the passenger van models typically come in 8, 10, 12, and 15-passenger versions, leaving many to ask which of these configurations are safe for use?

Adventist Risk Management, Inc. (ARM) has consistently warned that **15-passenger vans are not safe**. Any van with dimensions that could accommodate 15 passengers meets the criteria of a 15-passenger van and should be considered as dangerous. ARM has often cautioned that taking the back row out of a 15-passenger van does not remove

the risks associated and is not acceptable. This is true regardless of whether the last row is removed by the manufacturer or by the owner. Removing the back row does not shorten the overall length of the van and is still dangerous.

As a practical guide, do NOT use a vehicle if ANY of the following are present:

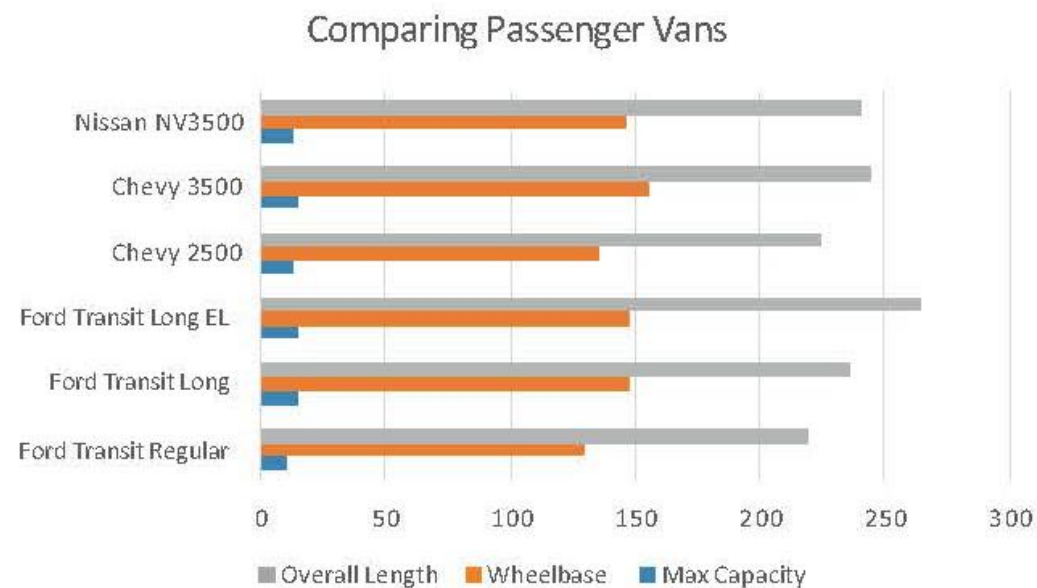
- it can be configured to seat 15 people, including the driver
- it has a wheelbase over 135 inches
- it has an overall length over 225 inches



Examples of a sampling of 2020 passenger vans*:

Van Models	Max Capacity	Wheelbase	Overall Length	Acceptability
Transit Crew or Passenger Van Regular	5	129.9	219.9	Acceptable
Transit Crew or Passenger Long and EL	5	147.6	235.5	Not Acceptable
Chevy Express Passenger 2500 and 3500 Regular	12	135.2	223.95	Acceptable
Chevy Express Passenger 2500 and 3500 Extended	15	155.1	243.95	Not Acceptable
GMC Savana Passenger 2500 and 3500 Regular	12	135.2	223.95	Acceptable
GMC Savana Passenger 2500 and 3500 Extended	15	155.1	243.5	Not Acceptable
Mercedes Sprinter Passenger Van	12	144.0	233.5	Not Acceptable
Mercedes Metris Worker Passenger Vans	7	126.0	202.4	Acceptable
Nissan NV Passenger	12	146.1	240.6	Not Acceptable

*Specifications taken from the manufacturers' published documentation.



This is not to be considered an exhaustive list of all makes and models of vans as these can vary greatly; however, these illustrations should serve to show how the configurations, wheelbase, and overall length can be used as a general guide to determine if a vehicle is safe or not.

12- and 14-Passenger Vans

Just because a van is advertised as something other than a 15-passenger van does not mean it is safe.

Many vans that only have seating for 12 people are built on 15-passenger van frame but have one less row of seating. These can be especially attractive to churches and schools that want room to transport luggage or other supplies, but they should not be used.

Some manufacturers are trying to appear that they are selling a safe vehicle by calling it a 14-passenger van. Like many 12-passenger vans, these are just 15-passenger vans. Rather than acknowledging the total number of persons who could occupy the vehicle and the overall size of the vehicle these manufacturers are trying to distinguish between driver and passenger. Regardless of the number seats, you should always make your decision based on the wheelbase and overall length of the van.

Parsonage Allowance

Pastors Meeting

May 16, 2023

Deadlines

- Each year you are requested to report to us two pieces of information
- Actual amount you are claiming for that fiscal year
- Estimated amount you will claim in the next fiscal year
- Due date of this information usually around January 10-15
- If you miss deadline, two things:
 - Actual for prior year, don't worry to send to us
 - You will need to have your CPA modify the numbers
 - This is how some conferences handle it all the time!
 - Estimate for future year, we can use this when received

Parsonage Basics

- Must have a Ministerial License
- SECC gives once 2 years of Ministerial service
- 2 years at Andrews equals 1 year of Ministerial Service
- Automatically enrolled once 2nd year is met, no choice
- Office of Executive Secretary monitors the years of service
- Office of the Treasurer will send the necessary forms once 2 years is completed

DELEGATE ORIENTATION

PATTY MARRUFFO



TIME AND LOCATION

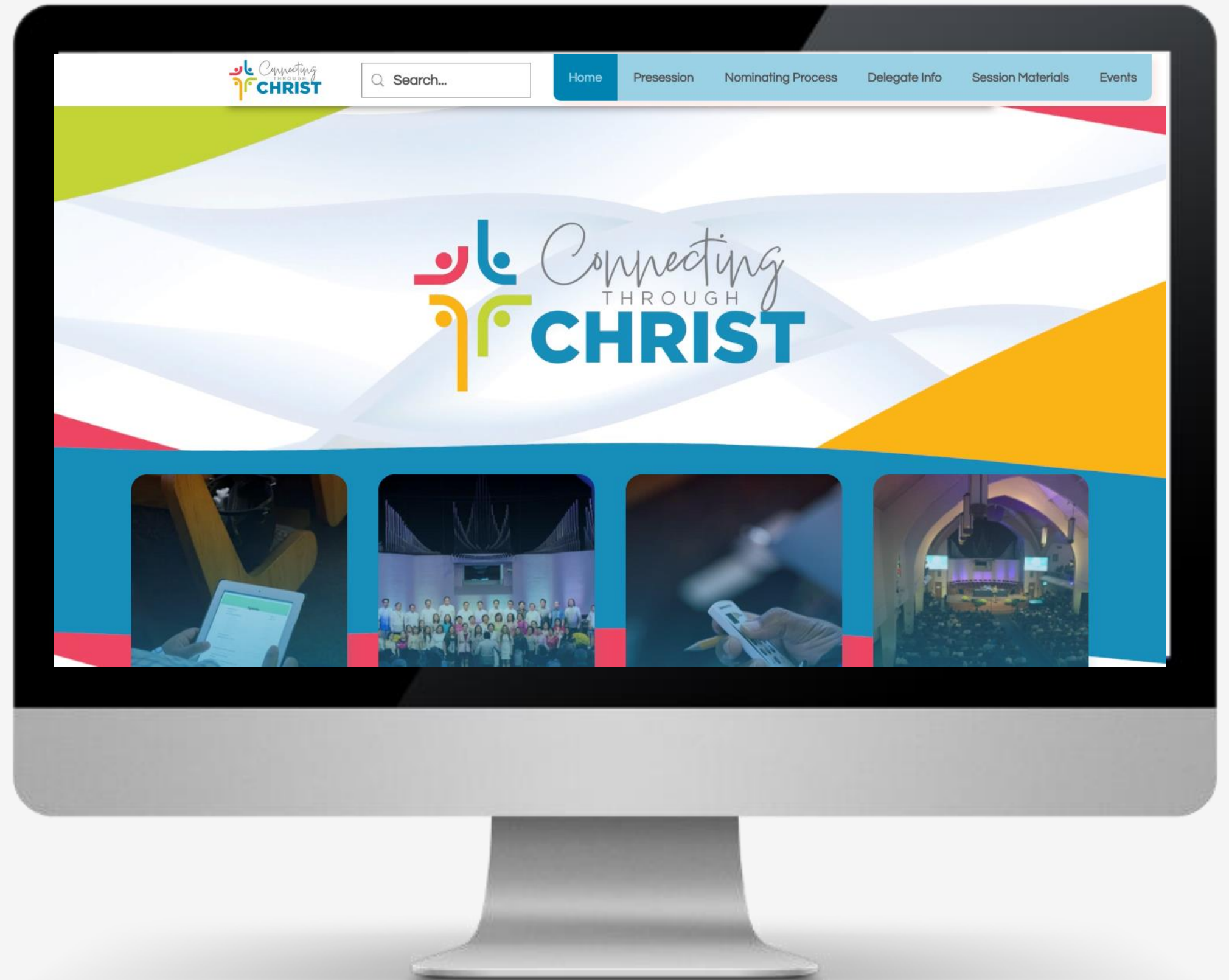
- **Sunday, October 1st, 2023**
- **La Sierra University Church**
4937 Sierra Vista Ave
Riverside, CA 92505
- **Registration: 8 am**
- **Time of Session: 9 am**



COMMUNICATION & MATERIALS

seccsession.org

- Scan QR code to view Session Booklet
- Regular updates on the website



WHAT TO DO IF YOU CANNOT ATTEND

- If you are unable to attend the session as a delegate on October 1st, please notify your pastor.
- Your pastor will notify the conference.
- Your church's alternate delegates will attend in your place.



ON THE DAY OF THE SESSION

REGISTRATION PROCESS

- Required to register and name badges will be given
- Important to be on time (Quorum)

BADGES

Only delegates wearing a badge will be granted **access to the main floor**, be able to **vote**, and be allowed to **address issues**.

GUESTS

There is **limited room for guests**; however, for those that can come, there will be seating **in the balcony**.



SECC
YOUTH
MINISTRIES

LOVESHIP



A Marriage Enrichment Event



23



One life

AUG 18 – 20

CAMP CEDAR FALLS

YOU LEAD ➔

SECC ^{YOUTH} **LEADERSHIP**
CONVENTION

SEPTEMBER 8-9 | LA SIERRA UNIVERSITY

Early-Bird Registration

\$29

June 15 - June 30

Regular Registration

\$49

July 1 - August 18

Late Registration

\$89

August 19+

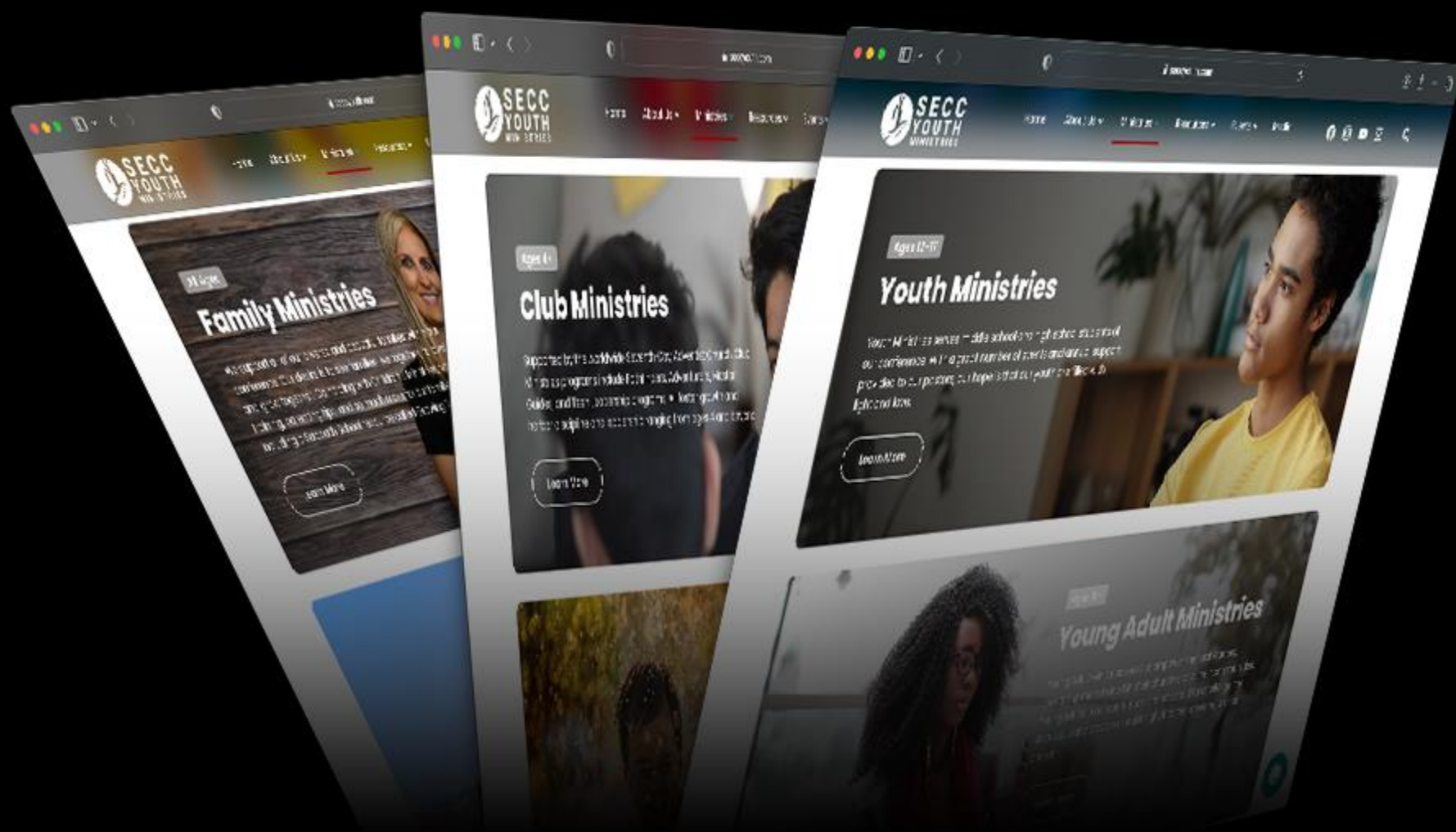
seccyouth.com/leadership

REGISTRATION OPENS JUNE 15



All you need.
All in one place.

seccyouth.com





**AN INTERGENERATIONAL
SDA CHURCH CURRICULUM**



**Presents a healthy, loving
image of God**



**Prioritizes families
learning together**



**Engages the Bible both
critically and comprehensively**



**Is relevant for today's
family and church rhythms**

2023 SCOPE & SEQUENCE

GROWING TOGETHER CURRICULUM DISCIPLESHIP PLAN

YEAR 5
in a 6 year cycle

FIRST QUARTER

SECOND QUARTER

JANUARY NEW TESTAMENT				FEBRUARY SPECIAL TOPIC				MARCH NEW TESTAMENT			
The Joy of Living in Christ				Loving God With All Our Heart, Soul, and Mind				Living The Faithful Life			
WE VALUE #11: GROWING IN CHRIST				WE VALUE #10: THE EXPERIENCE OF SALVATION				WE VALUE #11: GROWING IN CHRIST			
January 7-13	January 14-20	January 21-27	Jan 28-Feb 3	February 4-10	February 11-17	February 18-24	Feb 25-Mar 3	March 4-10	March 11-17	March 18-24	March 25-31
To Live in Christ Philippians 1:1-30	To Live Like Christ Philippians 2:1-18	To Know Christ Philippians 3:1-21	To Rejoice in Christ Philippians 4:4-28	God Designed Us to Think Genesis 1:26-27; Psalm 139:34; Romans 8:6-7	What We Think About Matters Colossians 2:8; Proverbs 4:23; 2 Corinthians 10:5	When God Helps Us Change Our Mind Romans 12:2; Philippians 2:5-8; 4:8	Using Our Minds Responsibly Colossians 3:2; 1 Peter 1:12; Joshua 1:8	Stay Focused on Grace 1 Timothy 1:15-24	Live With Spiritual Integrity 1 Timothy 4:1-16	Treat Each Other As Family 1 Timothy 5:1-25	The Good Fight of Faith 1 Timothy 6:1-21
In this epistle, which Paul wrote while under house arrest in Rome, joy/ rejoice is used a dozen times or more. That is pretty amazing! Students will be invited to view their lives through the lenses of what it means to identify with Christ, live in a way that reflects His character, deepen their relationship with Christ, and live out of the overflow of joy that brings.				We are created in the image of God, which encompasses our ability to think, feel, connect, and process information. This is why scripture invites us to love God with all our hearts, soul, strength, and mind! We also know that because of sin that image has become distorted. The restoration of our minds, of who we fully are, is what the Plan of Salvation ultimately seeks to accomplish. Students will be inspired to use their mind to honor God.				No matter how clearly the Gospel is proclaimed, there has always been those who teach in ways that undermine it. We need to be able to discern the truth well, model genuine faith, be sure we treat each other as family, and speak the truth in love. As they reflect on passages from Paul's letter to Timothy, students will gain insights into how to fight the good fight of faith well.			
PRESCHOOL HEARTPRINT: I Can Choose to be Joyful				PRESCHOOL HEARTPRINT: Jesus is Amazing				PRESCHOOL HEARTPRINT: I Can Serve God			
Teaching from Philippians: Students will explore truths from the book of Philippians and be challenged to demonstrate an understanding that I Can Choose to be Joyful. They will be encouraged to recognize places in the Bible that point them toward ways to find joy in their work with God.				Jesus Walks on Water/Jesus Calms a Storm: Students will examine biblical accounts of Jesus walking on water and calming a storm. They will be challenged to exhibit faith in Jesus and make daily choices that demonstrate an understanding that Jesus is Amazing.				Lessons from Timothy's Life: Students will be challenged to consider the truth I Can Serve God as they examine biblical accounts of young Timothy's life. Students will be encouraged to identify and practice choices that exhibit service to the Lord as well as the need to develop a heart that truly loves God.			

THIRD QUARTER

FOURTH QUARTER

JULY OLD TESTAMENT				AUGUST NEW TESTAMENT				SEPTEMBER OLD TESTAMENT					
In The World, Not Of The World				Hanging On For The Ride				Called to Ministry					
WE VALUE #22: CHRISTIAN BEHAVIOR				WE VALUE #11: GROWING IN CHRIST				WE VALUE #13: THE REMNANT AND ITS MISSION					
July 1-7	July 8-14	July 15-21	July 22-28	July 29-Aug 4	August 5-11	August 12-18	August 19-25	Aug 26-Sept 1	September 2-8	September 9-15	September 16-22	September 23-29	Sept 30-Oct 6
Seeking God's Kingdom First Daniel 1:1-21	Staying Faithful When It Costs Daniel 1:1-30	Though Kingdoms Fall, God's Remains Daniel 5:1-31	Reminding Faithful When Oppressed Daniel 6:1-28	God's Kingdom Endures Forever Daniel 7:1-28	Faithful Through the Fire 1 Peter 1:3-25	A Work in Progress 1 Peter 2:1-12	Living in Difficult Times 1 Peter 3:8-4:19	A Sure and Certain Faith 2 Peter 1:1-21	Answering God's Call Jeremiah 1:1-19; Isaiah 6:1-8	Faithfulness to Genuine Ministry Jeremiah 7:1-34	Patiently Trust in God Jeremiah 12:1-17	Joyfully Hope in God's Promise Jeremiah 31:1-40	Confidently Honor the Bible Jeremiah 36:1-32
The book of Daniel demonstrates how God's people can be true to their faith and be an influence in the culture as well. Students will have an opportunity to weigh the dilemmas faced by Daniel and his friends and compare them to situations we face today. The book of Daniel provides an opportunity to reflect on what it looks like to live out the Kingdom of God with integrity in a world where many other kingdoms seek to rule.				This month students will focus on selections from the epistles of Peter, from which they will be able to gather insights and encouragement for the road ahead. Sometimes that road is challenging, and we will have many opportunities to develop patience and endurance as we continue to grow. The journey we are on is grounded in a sure and certain faith in Jesus, of whom Peter was an eyewitness.				Jeremiah was called by God as a young man to be a faithful messenger to a rebellious people. He would witness dark days in the history of his nation. The experiences of Jeremiah give students a glimpse into the challenges of ministry in the midst of opposition, as well as how to stay focused on the promises of God to ultimately bring restoration and salvation.					
PRESCHOOL HEARTPRINT: God Always Helps				PRESCHOOL HEARTPRINT: I Can Live by Faith				PRESCHOOL HEARTPRINT: The Bible is Special					
Daniel in the Lion's Den: This unit provides details of the life of Daniel and his example of depending on the Lord. Students will learn the truth God Always Helps as they examine Daniel's choices and response to God's promise for him. They will be challenged to recognize the value of prayer in their lives.				Heaven's Heroes: This unit provides a survey of examples of faith in the Scriptures: Moses, Rahab, Joshua, Gideon. Students will examine selected biblical accounts of heroes of the faith and be challenged to consider personal choices to exhibit faith as they live out the truth, I Can Live by Faith.				Life of Jeremiah: This unit provides an overview of the life of Jeremiah with an emphasis on his faithfulness to honor God. Students will be encouraged to trust God and the Bible as they learn The Bible is Special.					

SCRIPTURE / FAMILY THEME / DATE

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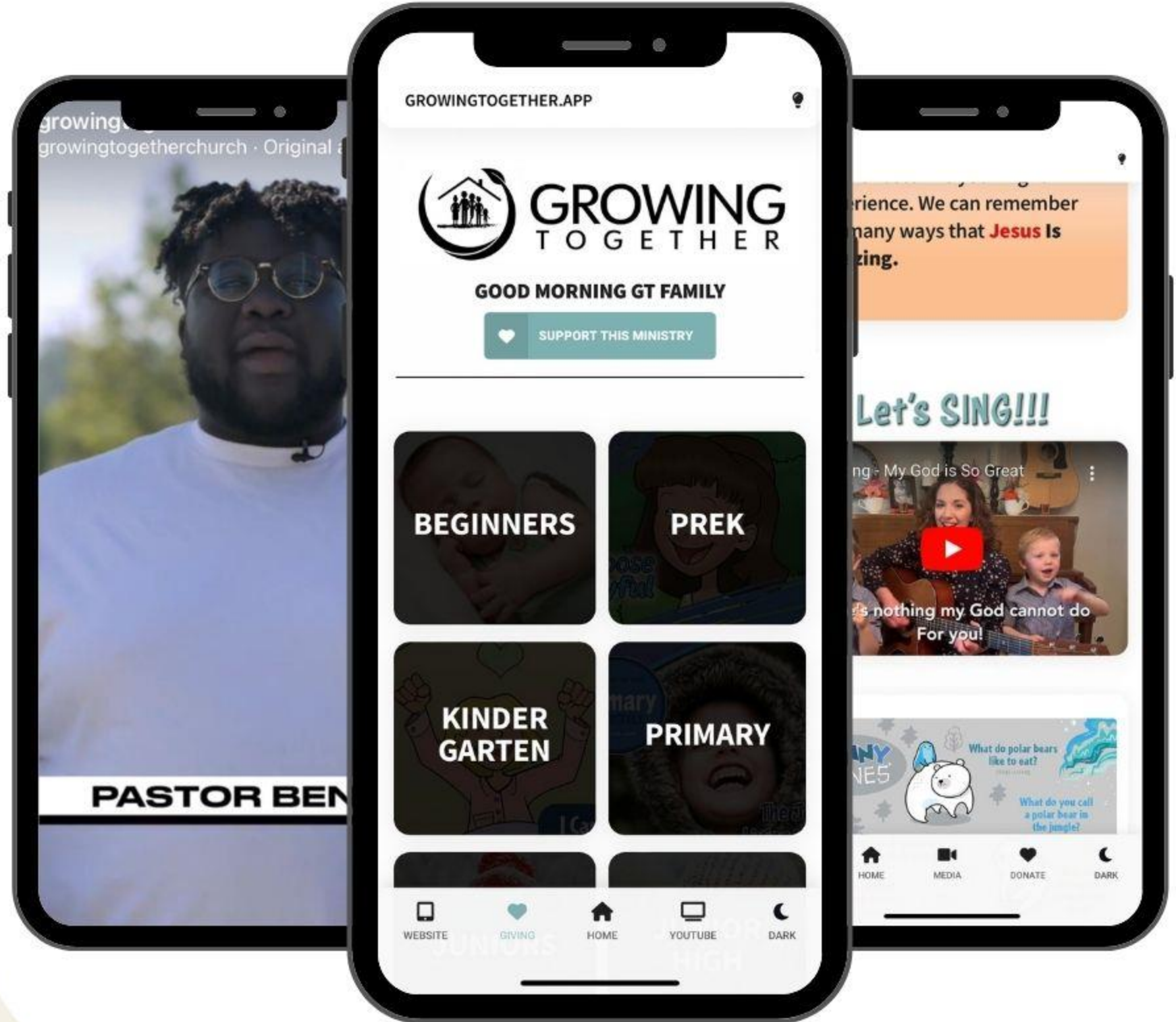
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growingtogether.app 🔍





"WHY EACH FAMILY NEEDS CORE VALUES"

"FAMILY FAITH RHYTHMS IN THE HOME"

"SABBATH SCHOOL IN ACTION"

"EMPOWERING PARENTS TO BECOME DISCIPLERS"

"NAVIGATING MEDIA IN THE HOME"



GROWINGTOGETHERCHURCH.ORG
INFO@GROWINGTOGETHER.CHURCH



Office of Education

Average Cost of Tuition

	SECC	CA Private
K-8	\$5,750	\$15,162
9-12	\$10,000	\$20,865

How is This Possible?

Church Subsidy
\$3.9 Million

Conference Subsidy
\$11 Million



50%

Receive Tuition Aid



Scholarship Opportunities





PROTECTING OUR CHILDREN & CHURCHES

Anna Chung, Esq.
SECC General Counsel

TOPICS TO BE COVERED

- Mandated Reporting and AB 506
- Managing Known Sex Offenders in Our Churches
- Relationship with Independent Ministries



MANDATED REPORTING & AB 506

- **AB 506**

- Section 18975 of the CA Business & Professions Code

- **Requirements**

- (1) Training in Mandated Reporting
- (2) Live Scan Background Check
- (3) Policies
- (4) Two Adult Rule

#1 – TRAINING REQUIREMENT

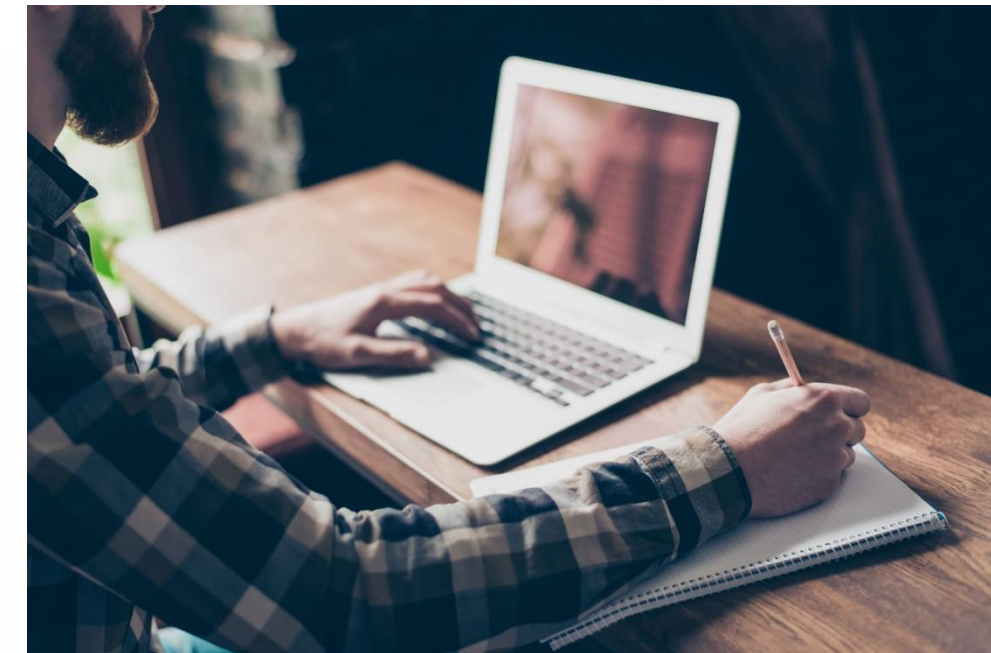
- **Training Topics**

- Child Abuse & Neglect Identification
- Child Abuse & Neglect Reporting

- **Who Needs this Training**

- Administrators
- Employees
- Regular Volunteers

- Defined as a person who is at least 18 years old and has direct contact with or supervision of children for more than 16 hours a month or 32 hours a year.



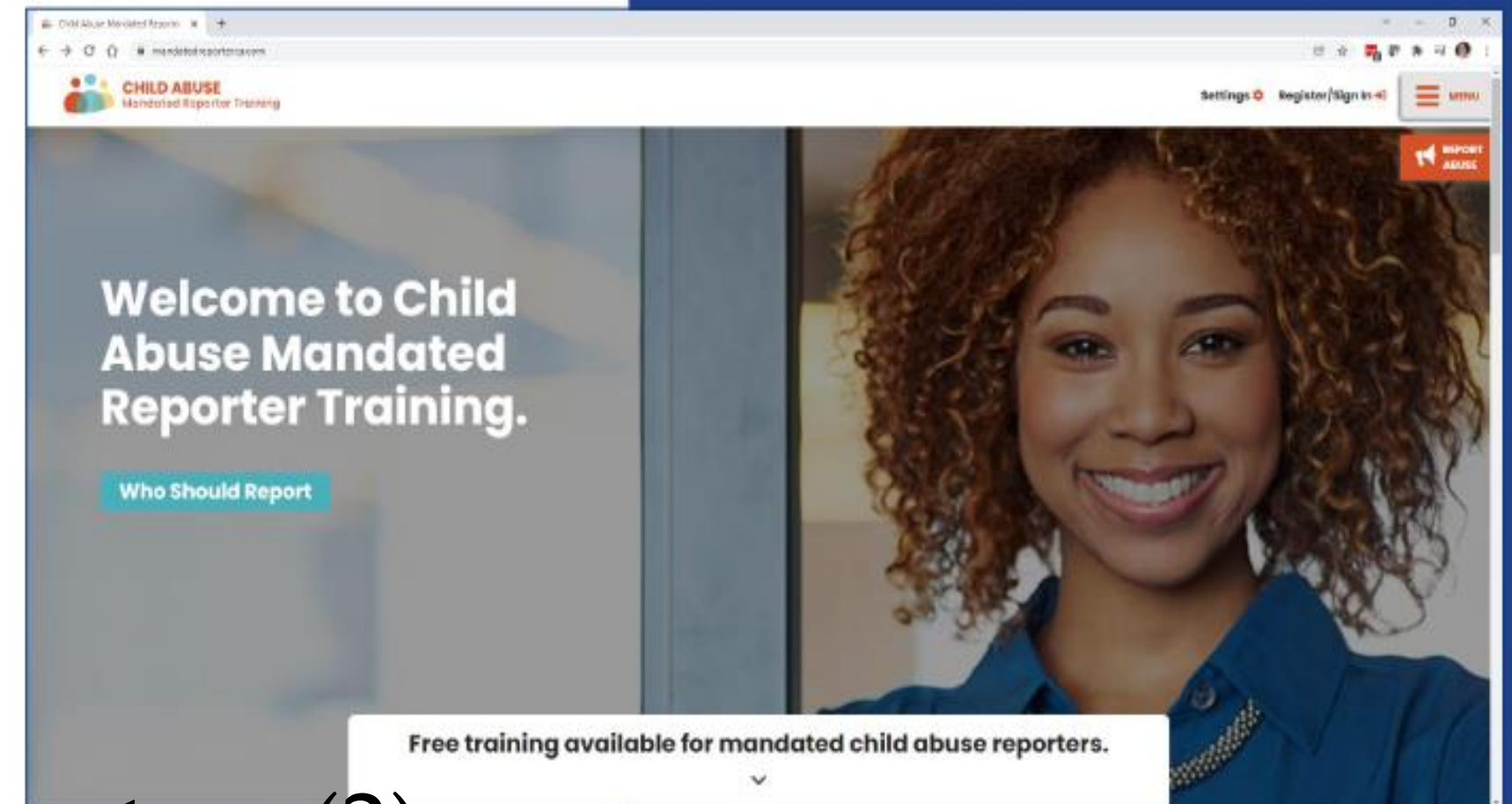
#1 – TRAINING REQUIREMENT

- **Where To Get the Training?**

- <https://mandatedreporterca.com>
- General Training (4 hours)
 - Clergy (+ 2 hours)
- Volunteers (2 hours)

- **How Often**

- Repeated and completed every two (2) years throughout the course of an individual's employment with SECC.
 - General Training is one-time.



#1 – TRAINING REQUIREMENT

• Commonly Asked Questions

1. Are training certificates completed with another organization valid for employees/volunteers at our church, so they don't have to re-take the training?
2. Do all employees, regardless of their interaction(s) with children, need to take the training?
3. Do all volunteers, regardless of their interaction(s) with children, need to take the training?

#2 – BACKGROUND CHECKS

• **Live Scan (Fingerprinted) Background Checks Required for:**

- Administrators
- Employees
- Regular Volunteers

• **Fees Involved**

- State Check (DOJ) - \$32 for employees, waived for volunteers
- Federal Check (FBI) - additional \$17 for employees, \$15 for volunteers
- Subsequent Arrest Notice – waived for nonprofits
- Fingerprint Rolling Fee (depends on Live Scan location) – Free to \$99 (typically \$20-30)



#2 – BACKGROUND CHECKS



- **Where can I go to get this completed**
 - HR Department*
 - Live Scan locations
 - <https://oag.ca.gov/fingerprints/locations>
- **Deadlines**
 - SECC Office Staff
 - Pastors
 - Local Hires
 - Volunteers

#2 – BACKGROUND CHECKS

• Commonly Asked Questions:

1. What if someone refuses to get a Background Check?
2. Can I volunteer if I don't have a SS# and don't want to undergo a Live Scan?
3. What about those have already had a prior background check via Live Scan?

#3 – POLICIES & SUPERVISION

- **SECC Child Abuse & Sexual Misconduct Policy**
- **Two Adult Rule**
 - To the **greatest extent possible**, at least **two mandated reporters**, who have been screened and trained and are not related to each other, will be present whenever administrators, employees, or volunteers are in contact with or supervising children.
 - California does not consider volunteers to be mandated reporters.
- **Consequences of Non-Compliance**
 - Violation of the law (civil and criminal penalties)
 - Inability to lease or use 3rd party facilities who require compliance with AB 506
 - Employment with SECC – disciplinary action
 - Jeopardizes child safety - protecting our children is our highest priority

MANAGING KNOWN SEX OFFENDERS

- **Defining “Sex Offender” (SO)**

- Person who has been convicted of a sex offense (i.e., molestation, rape, sexual assault, child pornography)

- **CA’s Three-Tier Sex Offender Registration System**

- Tier I – registration for a minimum of 10 years
- Tier II – registration for a minimum of 20 years
- Tier III – lifetime registration

- **“Registered” Sex Offender?**

- Not all sex crimes result in inclusion on a sex registry like Megan’s Law
- Some SO may have plea bargained to a lesser charge that will not require their names to appear on a sex offender registry.

MANAGING KNOWN SEX OFFENDERS

- **How one becomes aware of a SO in their congregation**
 - Anonymous tip, background check report, self-disclosure, personal knowledge
- **Timely Response is critical**
 - Once aware of a SO, the church faces liability for failure to timely institute appropriate safeguards



MANAGING KNOWN SEX OFFENDERS

- **After you've been informed, what should you do?**
 - (1) **Contact Conference** administration and general counsel.
 - (2) **Fully cooperate** in any ensuing investigations.
 - (3) **Resist the temptation to take "sides"** or defend a party.
 - (4) **Conditional attendance agreement** (if permitted to attend).
 - (5) **Document** - all phone calls, conversations, board meeting minutes, board actions taken, etc.

ATTENDANCE vs. EXCLUSION

- **Exclusion may be the only option if:**
 - (1) A conditional attendance option is not feasible or enforceable; or
 - (2) If the SO's crimes are so frequent and/or heinous that exclusion is the only appropriate option; or
 - (3) One or more of the SO's victims attend the church

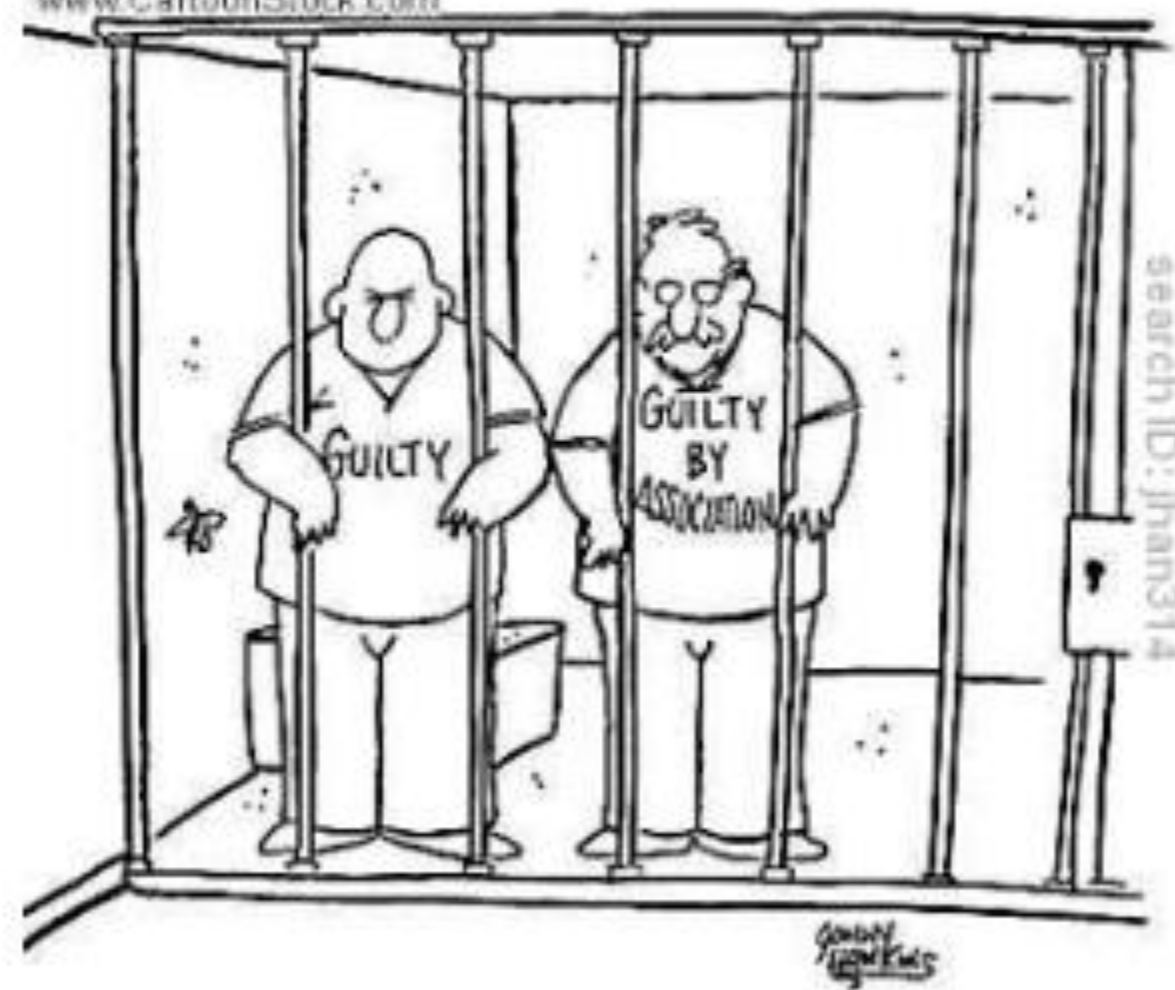
CONDITIONAL ATTENDANCE AGREEMENT

- SO will **not work with minors** in any capacity in the church.
- SO will **not hold an official title or role** in the church.
- SO will **not transport minors** to or from church, or any church activity
- SO will **not attend any youth or children's functions** while on church property, except for those involving his or her own child or children, and only if in the presence of a chaperone.
- SO will always be in the presence of a **designated chaperone**
- A single violation of these conditions will result in an **immediate termination** of the sex offender's privilege to attend the church.

RELATIONSHIP WITH INDEPENDENT MINISTRIES

Guilty by Association

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RELATIONSHIP WITH INDEPENDENT MINISTRIES

- **Problem with Informal Relationships and “Independent or Supporting” Ministries**
 - The largest claim ever paid through our insurer, Adventist Risk Management, Inc. (ARM) is for liability claims generated by an “independent” Adventist school.
 - A “non-owned” liability exposure
- This claim is ongoing, and before conclusion it may cost the church well **over \$50 million.**

POTENTIAL NON-OWNED LIABILITY ISSUES

(1) Ministry Not Accountable to Church and Local Conference

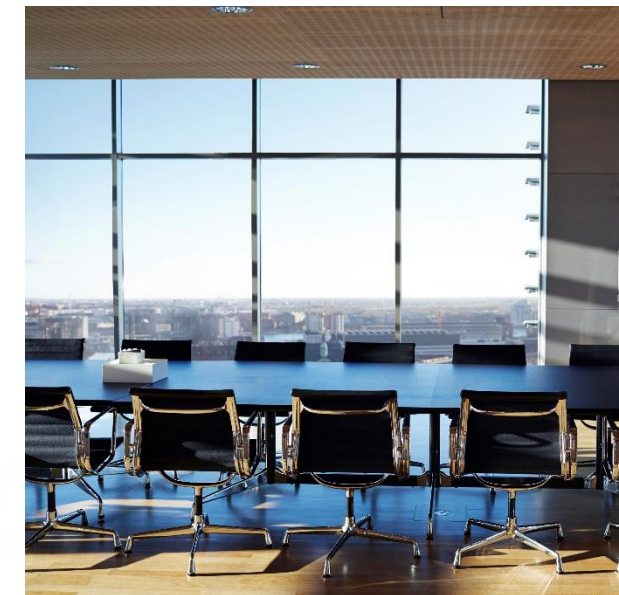
- “Church Ministries” – operated/controlled by the church vs.
- “Supporting Ministries” – not operated or controlled by the church
- Must clarify that the **ownership, control, and sponsorship** of the Supporting Ministry is **not** that of the church/SECC and maintain appropriate distance.
 - Cannot use our EIN or Group Tax ID number.
 - Must be responsible for themselves.
 - Must never create the impression that the Adventist Church either operates or controls a supporting ministry.

POTENTIAL NON-OWNED LIABILITY ISSUES

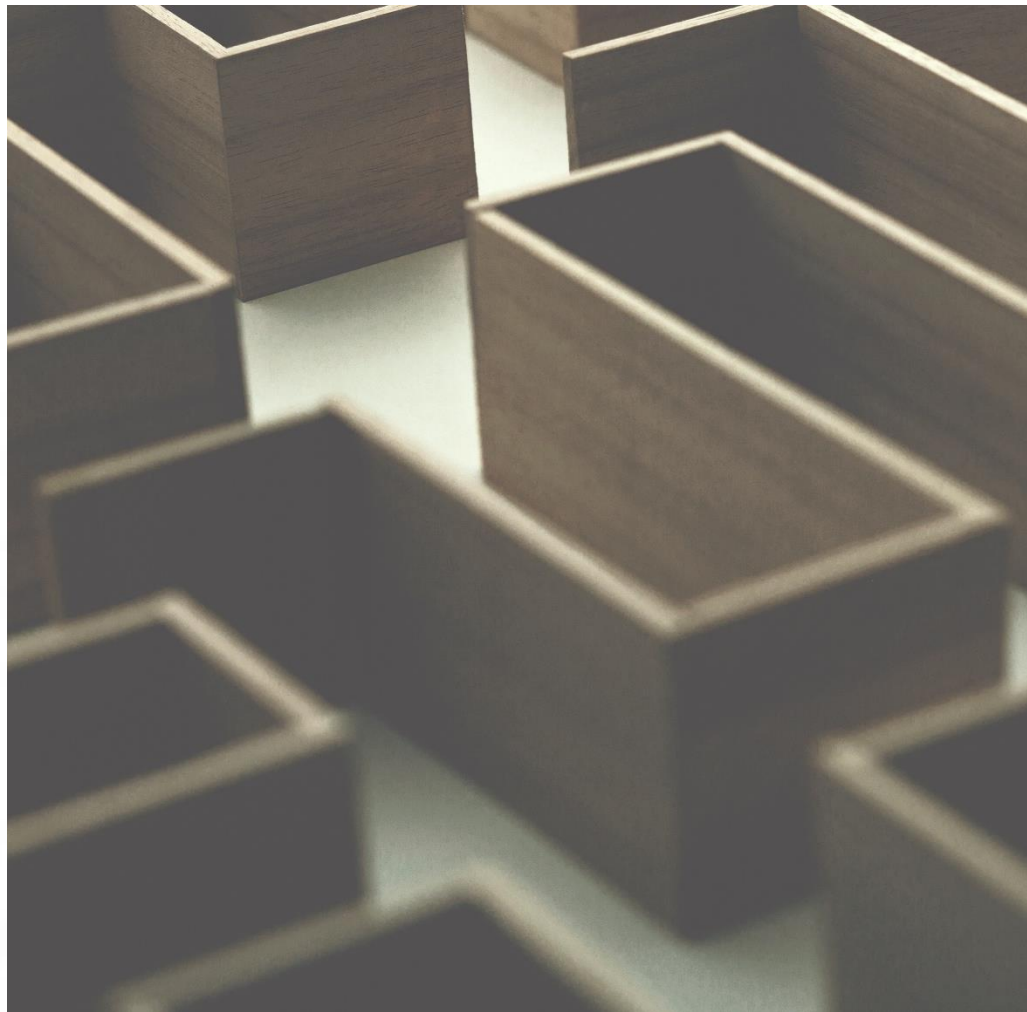
(2) Church Too Integrated with “Supporting Ministry”

Examples:

- **Sitting on the Supporting Ministry’s board** or allowing the Supporting Ministry to adopt an entire church/conference committee as their “board”;
- Allowing ministry to use church or the **Adventist church logo/letterhead**;
- Church employees and personnel taking **official or non-official roles** within the ministry;
- **Collecting offerings** for the supporting ministry without clarity on its ownership and governance.
- **Promoting the ministry** on official church platforms.



POTENTIAL NON-OWNED LIABILITY ISSUES



(3) Independent or Supporting Ministries Operating Without Proper Leadership and Oversight.

- It is **important to draw clear boundaries.**
- Without such boundaries – Church and Local Conference faces exposure for the liabilities of the Supporting Ministry's actions (or inaction).
- We must **be clear**, both internally and externally, about which ministries we operate, and which are owned, operated, and controlled by others.

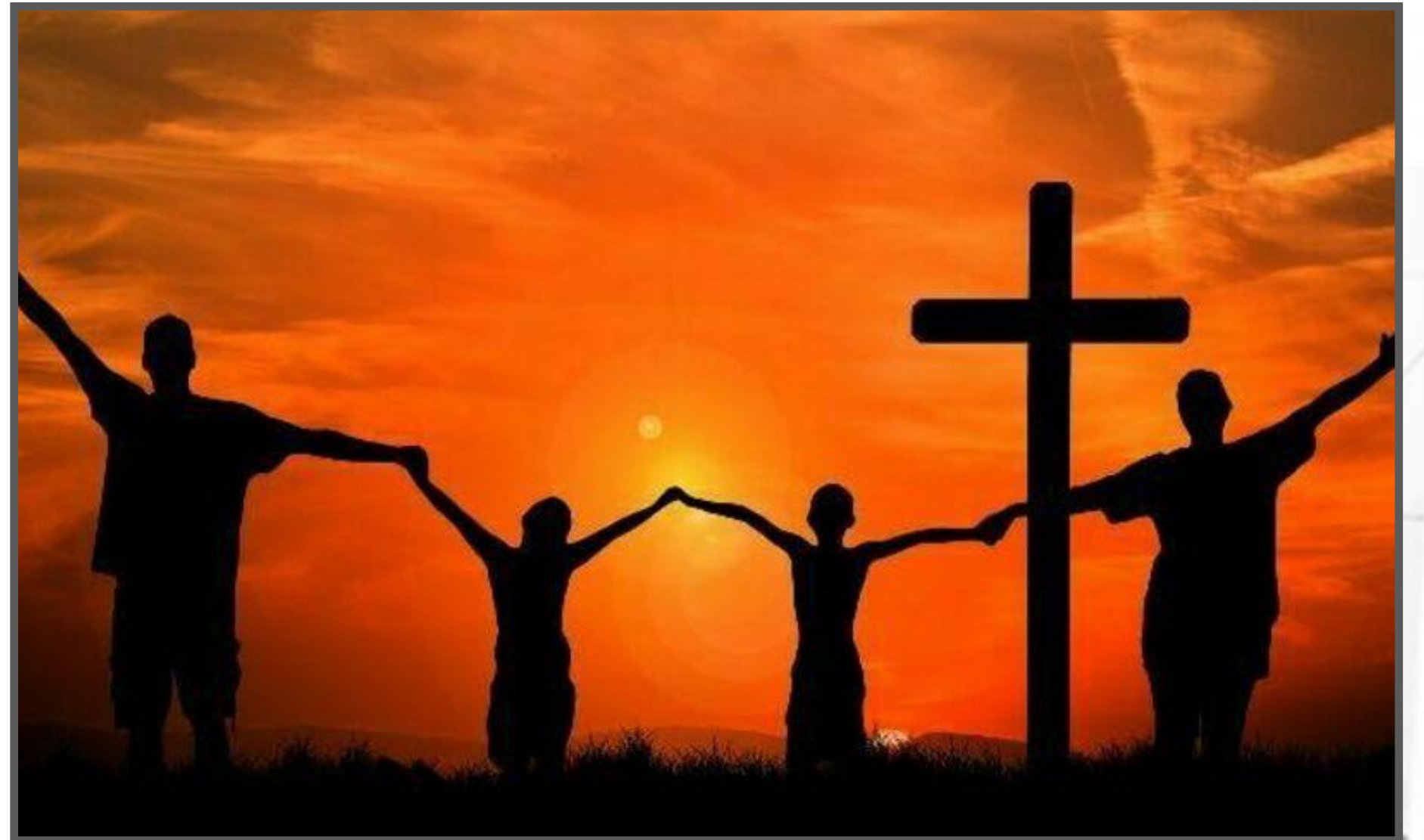
POTENTIAL NON-OWNED LIABILITY ISSUES

- **What if my members want to form a corporation for their own independent ministry?**
 - Separate Formation
 - Formal Defined Boundaries
 - Proper Workplace Policies
 - Independent Personnel
 - Clarity in Communications



HEALTHY RELATIONSHIPS

We should not fear working with independent ministries, but we should **prioritize a clear and formally established relationship** as well as **proper monitoring** as the relationship moves forward.



Resources/References

- Adventist Risk Management – Safety Resources Newsletter and Presentations
- ChurchWest Mandated Reporting
- Church HR Network
- https://adventistrisk.org/en-US/Safety-Resources/Solutions-Newsletter/2023/February/NADENG-How-to-Protect-Your-Organization-from-a-Non?mc_cid=88d2fde9ea&mc_eid=ad482cbf20
- https://adventistrisk.org/en-US/Safety-Resources/Solutions-Newsletter/2023/January/NADENG-Managing-Known-Sex-Offenders?mc_cid=88d2fde9ea&mc_eid=ad482cbf20
- <https://churchwest.com/new-law-changes-on-how-we-implement-ab506/>

Contact Information

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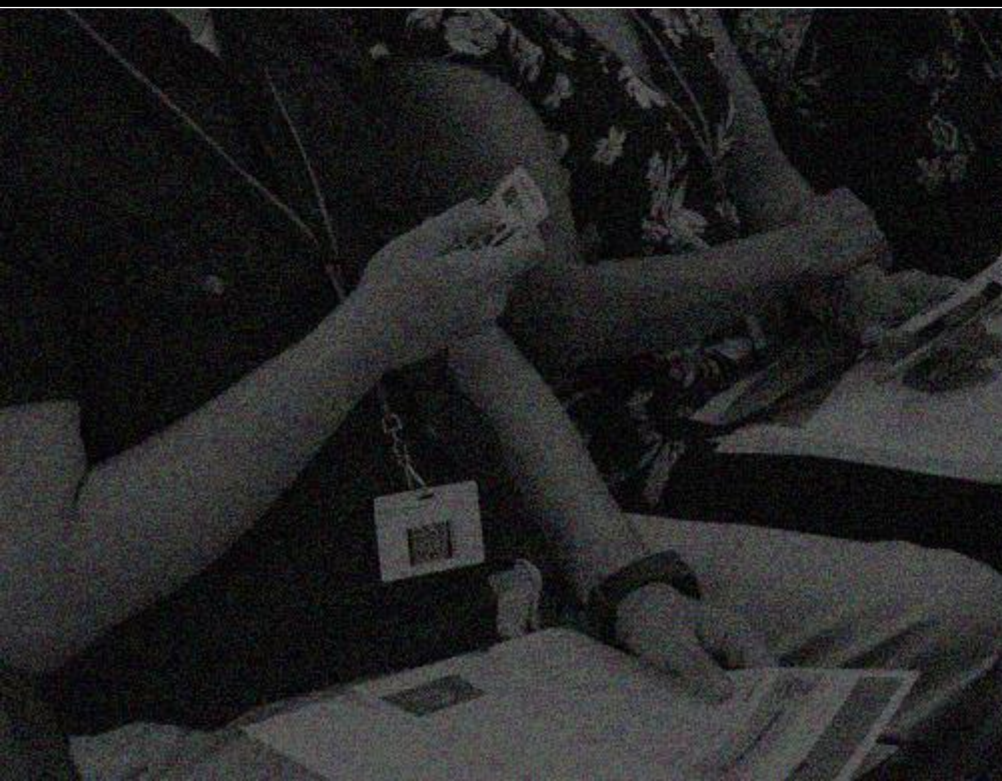
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Be a part of the story!





Be a part of the story!



CENTER FOR DISCIPLESHIP & EVANGELISM

2024

TIMELINE

Soft Launch

February 2023

Bible Worker
Discipleship 101
Youth/YA Ministry

Rally/Event
Announcement

January 2024

Equipped 2 Serve
Type of Event

Official Launch

Winter 2024

**Post Constituency
Session**

INITIATIVE BY SECC, PUC, AND NAD



PRESENTED BY **JON CICCARELLI & WILL PENICK**

**WE HAVE GREAT PASTORS
AND ARE LOOKING TO
FIND AND DEVELOP OUR
NEXT PASTORS**



Areas of Concern

LESS INCOMING

- Less students are declaring Theology/Religion as their major.
- Many who do are deciding not to go into pastoral ministry

MORE OUTGOING

- Many pastors were continuing in ministry after reaching retirement age, but the pandemic accelerated those deciding to retire.
- Pastors are also transitioning out into other fields

Our Goals

1

ENGAGE

Creating
Awareness/Discovering
Interest

2

EQUIP

Mentoring
Internships

3

EDUCATE

Providing Scholarships

Engage

NEXT PASTOR SURVEY

Next Pastor Survey

Given through Survey Monkey

ACADAMY PARTICIPATION

7 Academies
participated

NUMBER OF PARTICIPANTS

502 Students

5%

of students said they would consider a
career as a pastor

39%

of students said they might consider a
career as a pastor

WHY A STUDENT SAID YES

I have been a class pastor for 3 years of my high school experience. Throughout it all I have really found the position to be where I feel the most confident in my speaking abilities as well as the secure in my relationship with God.



WHY A STUDENT SAID MAYBE

"I feel a strong relationship with God, but I don't feel like I have the right strengths to do it."



WHY A STUDENT SAID NO

"I don't want to be a pastor. Both of my grandpas are pastors and I have heard what being a pastor does to your home life. I don't want to be a part of that."



MOST SURPRISING RESULT

44

STUDENTS

Wanted us to meet with them to talk about pastoral
ministry

Engage

ACADEMY AND UNIVERSITY OUTREACH

- Chapels
- Jr./Sr. Bible Camp

Major Youth Leadership Events

- One Life
- Propel
- Etc

#1

way students felt would be most helpful in considering pastoral ministry:
Sensing God Calling

#2

way students felt would be most helpful in considering pastoral ministry:
Clarity on what it takes to become a pastor

73%

of students said they had a positive to very positive experience with Adventist pastors

3%

of students said they had a negative to very negative experience

Equip

JOURNEY PROCESS FOR TEENS

- A space to help young people listen to and discern God's calling
- A space for mentorship and developing positive relationship with pastors, Conference, and Union
- Two retreats per school year

52%

of students said the main reason they wouldn't consider pastoral ministry, was spiritual: **I feel called to an alternate career**

18%

of students said the main reason they wouldn't consider pastoral ministry, was Spiritual: **not sure I am spiritual enough or pastor material.**

**INVITING STUDENTS TO
JOIN PASTOR FUN DAYS
OR
DAY AWAY WITH JESUS**



Educate

PUC SCHOLARSHIP

- 20k per year/per student
- 2 students a year
- 1 for Education and 1 for Theology or two can be selected for both depending on need.
- Conference will form a process to select candidate(s) each year.

SECC JOURNEY FOR PASTORS



Additional Considerations

RECRUITING SECOND CAREER PASTORS

Increasing our pastoral pool

CREATING NEW PATHWAYS IN PASTORAL MINISTRY

How do we utilize gifts and skills and interests among Gen-Z and Gen-Alpha



Pastors Drive Electric

Equip

SUMMER INTERNSHIPS

- For Jr./Sr. high school students to get some day-to-day in ministry
- For College Theology/Religion/Pre. Sem. Students to gain experience

Equip

VOLUNTEER ASSISTANT LAY PASTOR TRAINING

- Local church hires and lay pastors trained through Center for Discipleship