



Minnesota Conference

Maplewood Academy EDUCATING FOR ETERNITY



Building for the Future

Minnesota Conference Special Constituency Session
January 18, 2026, 10 AM • Maplewood Academy Gym

Critical Strategy

Adventist Education: Critical Strategy in the Great Controversy

Why call a special constituency session for Maplewood Academy when we are not facing closure at the moment and a regular session is coming in May? Two reasons:

- We recently stood on the brink of being forced to close Maplewood, and we're still in that danger zone. The crisis opened our eyes to the devastating impact to mission in Minnesota if we lose our academy, and to the necessity to making some fundamental changes to ensure its future viability.
- At a regular session, too much else is happening to seriously concentrate on making the kinds of decisions that must be made to set the academy on firm footing.

Adventist education is the engine that drives the Adventist movement.

Adventist education is the engine that drives the Adventist movement because, after the Adventist home itself, Adventist education is the primary training ground for our young people, giving them a much higher chance of choosing life with Jesus. In other words, Adventist education significantly increases their chances of being saved in God's kingdom. It also increases their opportunity to marry an Adventist, which massively impacts their likelihood of remaining in the church and raising their own children as Adventists.

Beyond those critical priorities, Adventist schools train young people for lives dedicated to the unique mission God has given the Adventist church. The majority of Adventism's wisest, most influential leaders were trained in Adventist education. Why? Because Adventist teachers concentrate on training minds from the youngest ages in the special mission God has given only to the Adventist Church. Not even other Christian schools can do that.

Sobering reality: The fewer children receiving Adventist education, the less effective Adventist mission overall. It's no exaggeration that when Adventist education dies, the Adventist Church begins to die with it.

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Maplewood is the only Adventist high school available to everyone in Minnesota. Therefore, it's critical from a great-controversy standpoint and God's mission in Minnesota for our academy not merely to operate but to thrive.

Operating a thriving school requires that we must, from time to time, study, refocus, and reset to ensure we are fully aligned with God's intent for Adventist education. That way He can abundantly bless the school, our children, and our church in Minnesota.

The recommendations in this booklet come from this study/refocus/reset process. One reality has become clear: our current trajectory is downward; so bold, Spirit-led change is required to move upward again.

So we must attempt, with God's guidance and blessing, to double down on the highest priorities (spiritual depth, character development, mission training, academic excellence, etc.) to fulfill God's unique calling for Seventh-day Adventists.

—Jeff Scoggins

Procedures and Guidelines

1. The voting delegates of this conference at regular session shall be:
 - a. Such delegates as shall be duly selected by the organized churches of the Conference.
 - b. Members of the Conference Board of Trustees.
 - c. Individuals holding a Ministerial Credential, Ministerial License, or any commissions or credentials issued by the Minnesota Conference, and who are members of a member church of the Conference
 - d. All departmental directors of the Conference
 - e. All members of the Articles and Bylaws Committee; and
 - f. All officers of the MAUC, but not to exceed three (3) persons.

Non-voting delegates shall be:

- a. Members of the Executive Committee of the MAUC other than the officers referred to in 1. e above
 - b. Members of the North American Division (NAD) Executive Committee who may be present at any constituency session of the Conference; and
 - c. Such other persons as may be selected by the Board of Trustees, especially as it may relate to specific agenda items.
2. Early in the session the number of the delegates present will be tabulated and seated. The seated delegates will be authorized to participate in the business of the meeting.
3. The printed agenda for the constituency session will be the exclusive order of the day.
4. In order to move in an orderly fashion through the business of the day, the chair may change the order in which the agenda items are presented.
5. Delegates may voice their opinions regarding any agenda items brought to the floor for consideration.
6. Only the delegates will be allowed voice, except for the individuals invited by the chair to participate in reports germane to an agenda item under consideration.
7. Delegates will identify themselves by name and church representation after being recognized to speak.
8. Motions and comments concerning an agenda item under consideration should be made from the microphone only, except for technical observations.
9. Each delegate will be given two minutes to speak to each agenda item (if translation is needed, 3 minutes will be given). Once all the delegates who wish to speak to the item have spoken, they may have an additional two minutes.
10. The majority vote by the delegates will constitute the official action of the constituency, unless by an exception provided for by the Articles and Bylaws.
11. We will follow the General Conference “Rules of Order.”

Agenda

Minnesota Conference
Special Constituency Session Agenda
January 18, 2025

Maplewood choir
Welcome, and announcements
Devotional
Prayer time

Preliminary actions
Call to order
Seating of delegates
Vote parliamentary

Agenda

1. Vote: Guidelines, procedures, and agenda p. 4
2. President's remarks
3. Report: Maplewood finances p. 8
 - a. Prayer time
4. Report: Maplewood strategic direction p. 17
 - a. Prayer time
5. Vote: Proposed Maplewood financial roadmap (early warning system) p. 23
 - a. Prayer time
6. Vote: Proposed changes to bylaws p. 26
 - a. Prayer time
7. Vote: General vote of confidence for strategic direction
8. Adjourn

Reason for Existing

Every school, including public schools, should emphasize academic rigor, good citizenship, growing social skills, excellent work ethic, and a host of other positive character-building priorities. Historically, Maplewood Academy has done all of this, with notable success. However, Adventist schools have an even higher calling that no other school can accomplish.

Maplewood Academy's God-given mission beyond academics, work ethic, and so on, grows out of the spiritual reality of the great controversy between good and evil, in which our children are the vulnerable targets.

Therefore, without sacrificing excellence in other areas, Maplewood Academy's top priorities, based on the Bible and Ellen White's counsel, must be:

GROWING DISCIPLES

To disciple our children into a lasting relationship with Jesus resulting in their own salvation, and training them to disciple others (Matt 28:18-20).

GROWING ADVENTIST LEADERS

To train our children as workers and leaders dedicated to God's unique end-time calling for the Seventh-day Adventist Church (Luke 10:2; Rev 10).

BUILDING ADVENTIST HOMES

To provide our children with the best opportunities to marry Adventist spouses and establish spiritually grounded Adventist homes (Deut 6:4-9).

PROVIDING PROTECTION

To protect our children from the influences of secularism until they are able stand uncompromisingly for Jesus Christ and His church (Rom 12:1-2).

Challenges

FINANCIAL PRESSURES

- Rising costs of education, with tuition representing a growing percentage of household income.
- Shrinking donor pool.
- Declining enrollment.
- Academy debt resulting from insufficient income.
- Negative assets
- Limited Conference cash reserves, reducing the ability to absorb income/debt cycles.
- At the ten-year average enrollment level, \$134,000 must be raised each month to cover operations (\$1.6 million for 2026).

CHANGING ATTITUDES

- Fewer parents willing to send their children away from home for secondary education.
- Declining conviction that Adventist education is essential.
- Growing misunderstanding or skepticism concerning Adventist education's distinct purpose and the Adventist Church's unique mission.

MISCONCEPTIONS

- That Maplewood does not provide high-quality education.
- That Adventist education offers little distinction from other educational options.

DEMOGRAPHIC CHANGES

- Shift of membership toward metro areas where boarding academies are less valued.
- Increasing number of pastors and members without personal experience in Adventist education.

MAPLEWOOD'S FACILITY

- A significant backlog of deferred maintenance (estimated at up to \$4 million).

Finances

Mission Drives Ministry

When Maplewood Academy was established, it was built on a simple but powerful conviction: education should do more than prepare students for a career, it should prepare them for a life rooted in Christ. From its earliest years, Maplewood has combined academic rigor with intentional spiritual development, creating an environment where faith and learning grow together. While Maplewood has evolved over time, its core purpose remains the same: to invest in young people, help them develop a lasting relationship with Jesus, and train them for the unique mission God has given the Adventist Church. That mission remains the heart of Maplewood today. At the same time, the cost of fulfilling that mission continues to rise, creating financial pressures that require careful explanation.

The Financial Reality of Adventist Education

In recent history, Maplewood has struggled to maintain a zero-based budget. For the 2025-2026 school year, Maplewood has a \$3.3 million-dollar operating budget which requires us to raise \$1.6 million to cover expenses. To put this in perspective, we must raise \$134,000 each month to meet our needs for a zero-based budget. A zero-based budget means the school has enough income to pay expenses, with no debt and no extra money to roll over to the new fiscal year.

ANNUAL OPERATING BUDGET SNAPSHOT

Maplewood Academy | 2025-2026

Income

Tuition and Other Income	\$1,208,130
Conference Subsidy	498,500

TOTAL INCOME \$1,706,530

Expenses

Payroll, utilities, and other operating expenses	\$3,311,573
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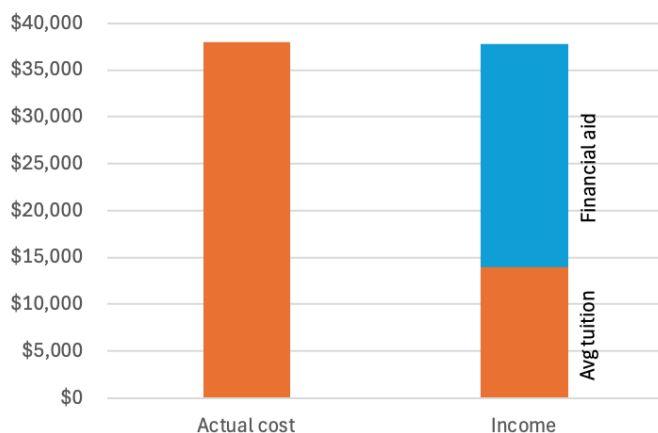
TOTAL EXPENSES \$3,311,573

AMOUNT TO BE RAISED \$1,605,043

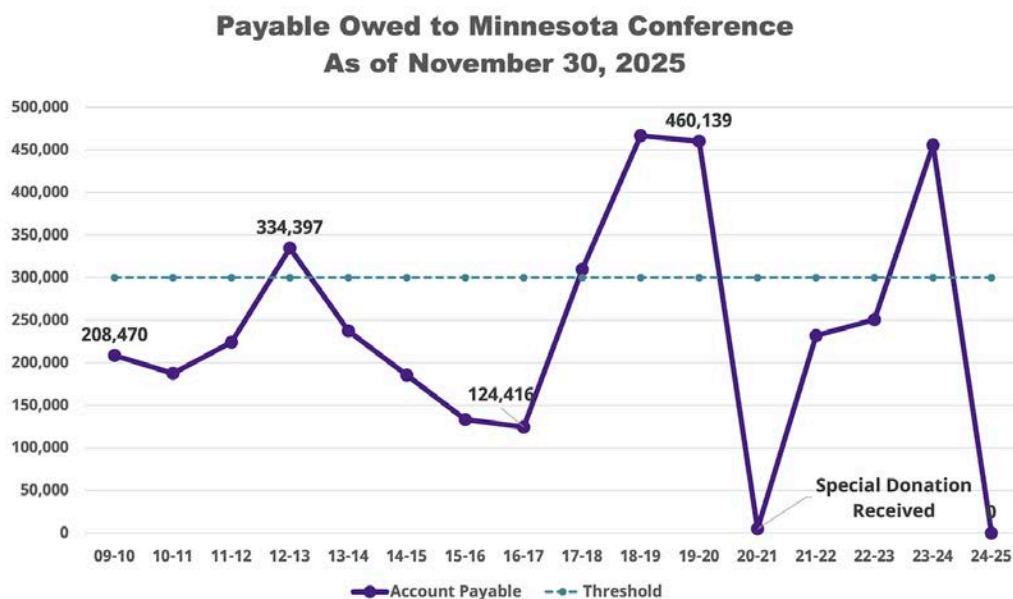
How did this deficit develop? Simply put, it costs more to operate Maplewood today than it did in the past, and income has not increased at the same pace. The current cost to educate a student at Maplewood is approximately \$38,000. The current tuition rate for a dorm student is \$19,000, meaning tuition barely covers 50 percent of the

true education cost. This shortfall is common across many faith-based boarding academies. Most students receive some form of financial assistance, often through subsidies or worthy student funds. But this support still can't cover the full cost.

Maplewood Cost to Educate a Student

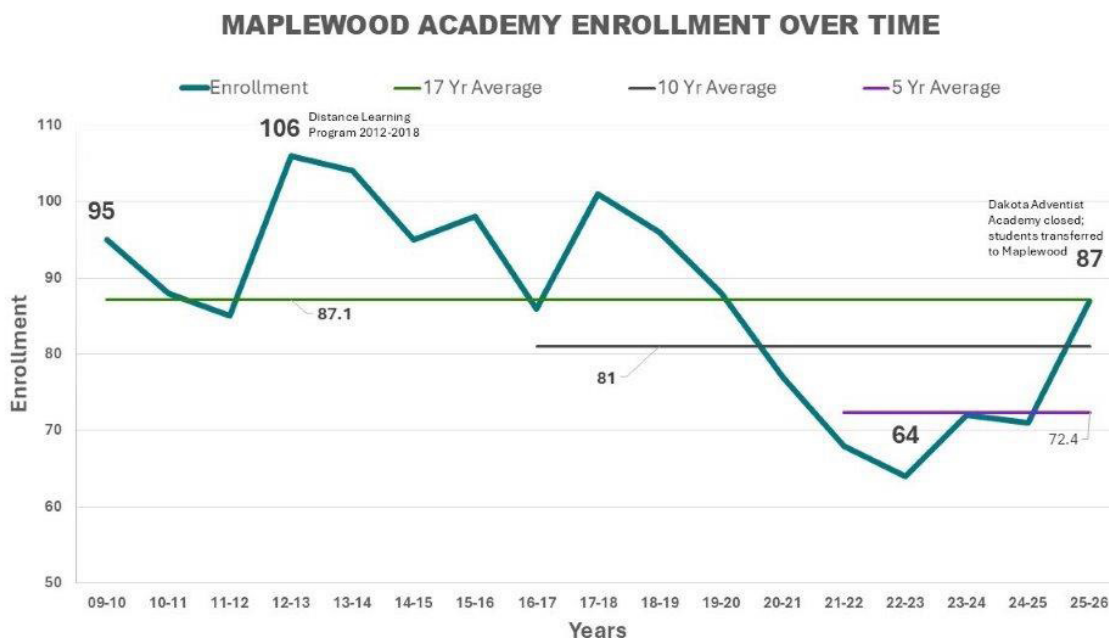


To help with this shortfall, the Adventist Church in Minnesota provides subsidies and appropriations to the academy. Maplewood's 2025-2026 budget includes \$500,000 in subsidies. Mid-America Union Education code and North American Division policy require a minimum subsidy of \$198,000, but Minnesota, like all conferences, provides additional support as a strategic investment in the academy's mission.



Thanks to the dedication and hard work of alumni and donors, we raised \$1,085,164 (as of October 31), which paid the \$1,070,667 debt Maplewood had incurred through June 30, 2025. As of December 31, 2025, Maplewood has no debt outstanding, but the cash we have on hand, minus restricted funds, still leaves us in a negative cash situation. Going forward, we must raise additional funds or we will begin to accrue debt again. In reality, our need to raise \$134,000 every month is not just for this school year, nor is that a fixed amount. This will be an ongoing and increasing need, month after month, year after year.

Enrollment also impacts these numbers. If enrollment increases, the fund raising amount could decrease. If student enrollment decreases, the amount to be raised increases.



Why This Moment is Different

We have faced similar financial challenges before, so what's different now? The current financial reality—both at Maplewood and within the Conference at large—is what brings us to this moment and has brought us to this special constituency session.



Over the past 10 years, Maplewood has incurred significant debt three times. Each time, a donation arrived to pay the debt, allowing the school to continue operating, albeit in the red.

How Maplewood and the Conference are Connected

Maplewood Academy operates with its own budget, financial records, and day-to-day management. At the same time, it shares systems with the conference office, including payroll, insurance, risk management, compliance, and collective purchasing power. When Maplewood is unable to pay its bills, the Conference serves as a backstop until those challenges are resolved. Unfortunately, this time Maplewood is not alone in its financial turmoil.

Our Conference Financial Reality

Our Conference at large is not receiving sufficient tithes and offerings to cover expenses. The cost of doing business has increased exponentially over the last few years, not just for us but for everyone. The Conference acts as the backstop for all Adventist entities in Minnesota, including schools, thrift stores, and churches. When a local organization is unable to pay its bills, the Conference covers that gap until the debt can be repaid. Typically, this debt is related to payroll costs for local employees like custodians, teacher's aides, or secretaries. For context, the combined debt carried by the Conference for all churches and schools (excluding Maplewood) has not exceeded \$700,000 in the past ten years. That amount reflects temporary shortfalls across many entities and is repaid over time. However, Maplewood's operating debt has been larger in scale and sustained over a longer period. It costs approximately \$90,000 each month to fund payroll. We go into debt when we can't cover that shortfall.



The ongoing need to support local entities places constant strain on our financial capacity. Because the Conference provides payroll, benefits, and operational support while also funding ministry across the state, financial pressure in one area affects the entire organization. In recent years, this strain has required difficult decisions, including reducing staff at the office, eliminating pastoral positions, adjusting employee benefits, and a 25 percent increase in employee benefit contributions.

When our local entities can't pay their bills, the cash position of the Conference drops, sometimes to less than 30 days. Cash-on-hand is how long we can continue paying bills when income is short. Conference policy requires keeping 90 days of cash on hand. Since 2020, we have reached 80 days of cash only once. Recently we even had to withdraw \$500,000 from reserves to cover payroll. As of December 31, 2025, we have only 18.29 days of cash; however, more than half that (\$500,000) must be returned to reserves. And we have only one month of payroll in reserve.

Given the current financial situation, the Conference can absorb a maximum of two months of Maplewood operating debt—if we maintain about \$750,000 in cash. That's what's required to cover one month of payroll for all employees. If Maplewood's debt grows beyond two months while the Conference is near this dangerous cash level, we can't pay our employees, including pastors and teachers.

Where We Are Now – And Why Transparency Matters

The reality is that Maplewood is a critical ministry where students are meeting Jesus through the teachers, a vibrant spiritual atmosphere, and through each other. At the same time, the Conference lacks the financial capacity to continue absorbing Maplewood's operating shortfalls. While Maplewood is temporarily current on its debt, we continue to face significant financial hurdles to remain sustainable.

This description is designed to provide our church family with the full picture as transparently and clearly as possible. We firmly believe in the power and goodness of God. We have seen Him work in years' past through unexpected donations and gifts to both the academy and the Conference. We also believe God has called us to be good stewards of the assets He has entrusted to us. As a church family, we must now prayerfully consider how we will continue preparing souls for Jesus and how Maplewood can be an integral part of that mission.

An Extraordinary Gift

In December 2025, Maplewood Academy received an extraordinary gift of \$2.5 million in restricted funds. These funds were designated by the donor for specific purposes:

- \$1.25 million – Capital funds (specifically for the cafeteria)
- \$1.25 million – Worthy Student funds

Because this gift is restricted specifically for worthy student, it should go into Maplewood's Worthy Student endowment fund.

What are restricted funds?

Restricted funds are donations that must be used only for the purposes specified by the donor. Due to these restrictions, the funds cannot be used for general operations, such as payroll or daily expenses.

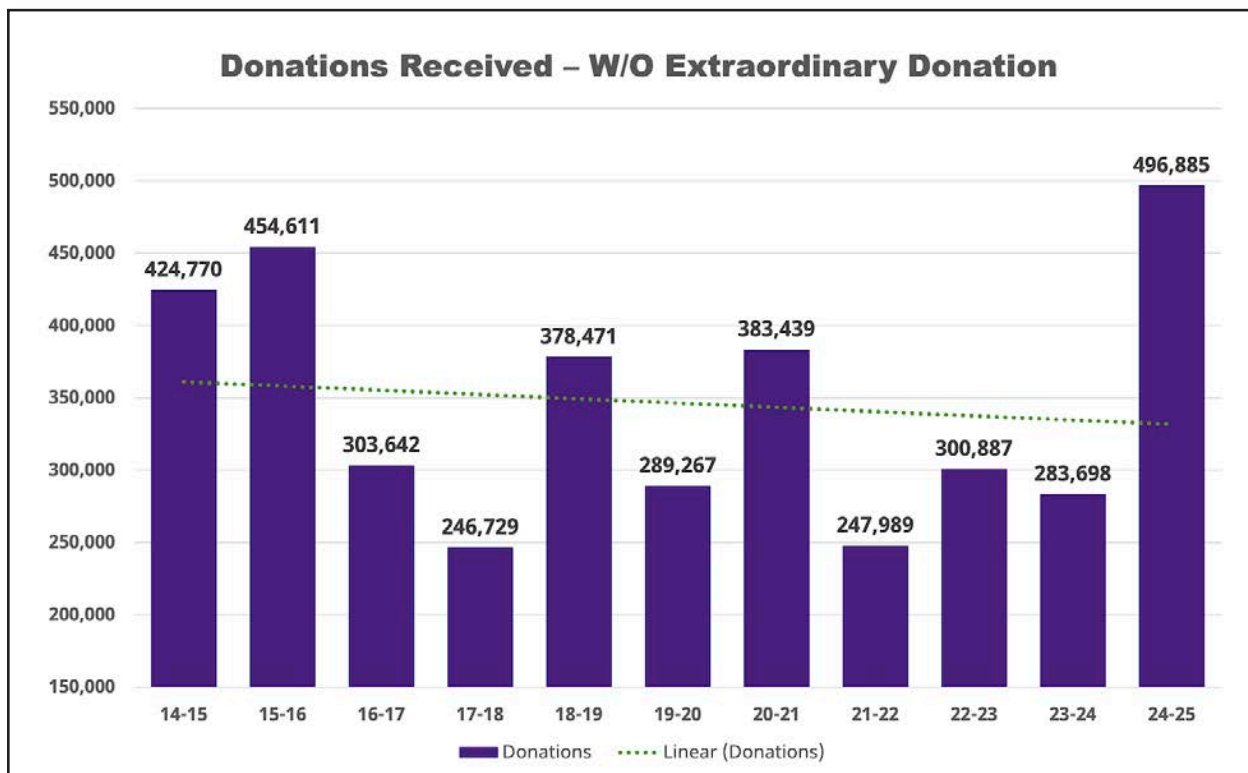
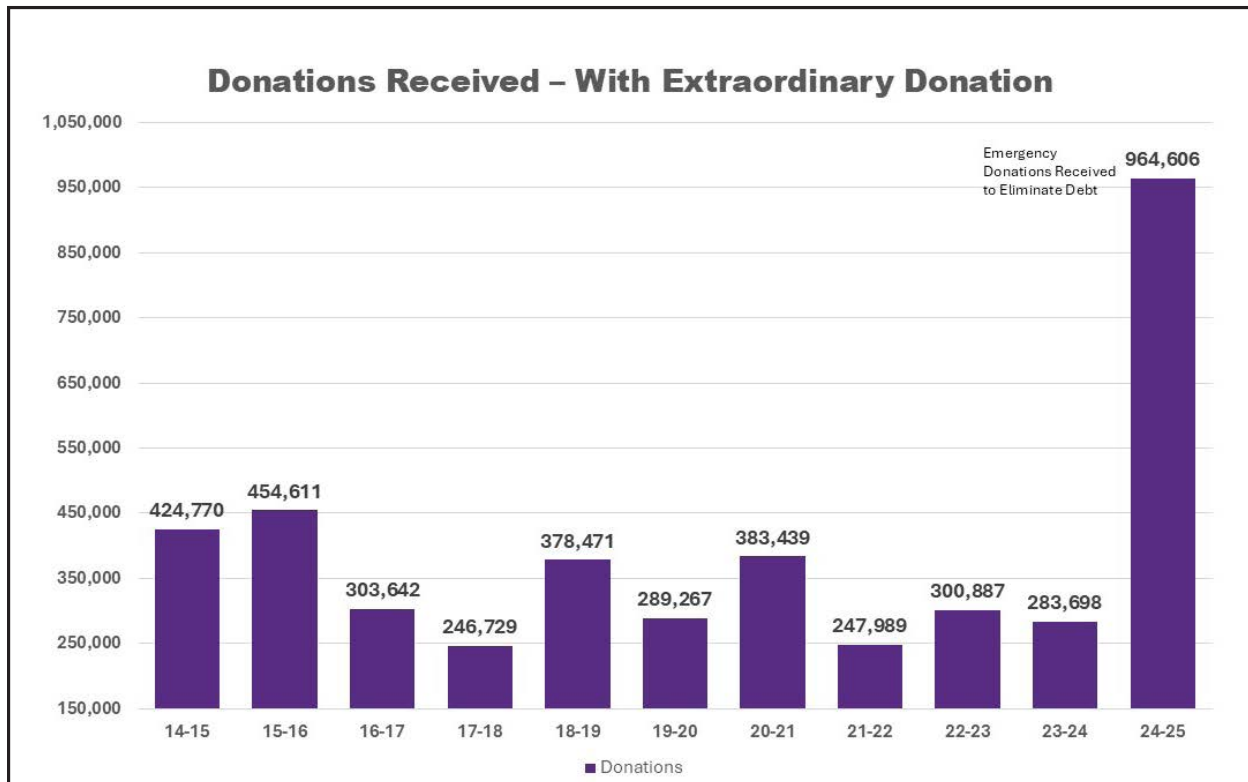
What is an endowment?

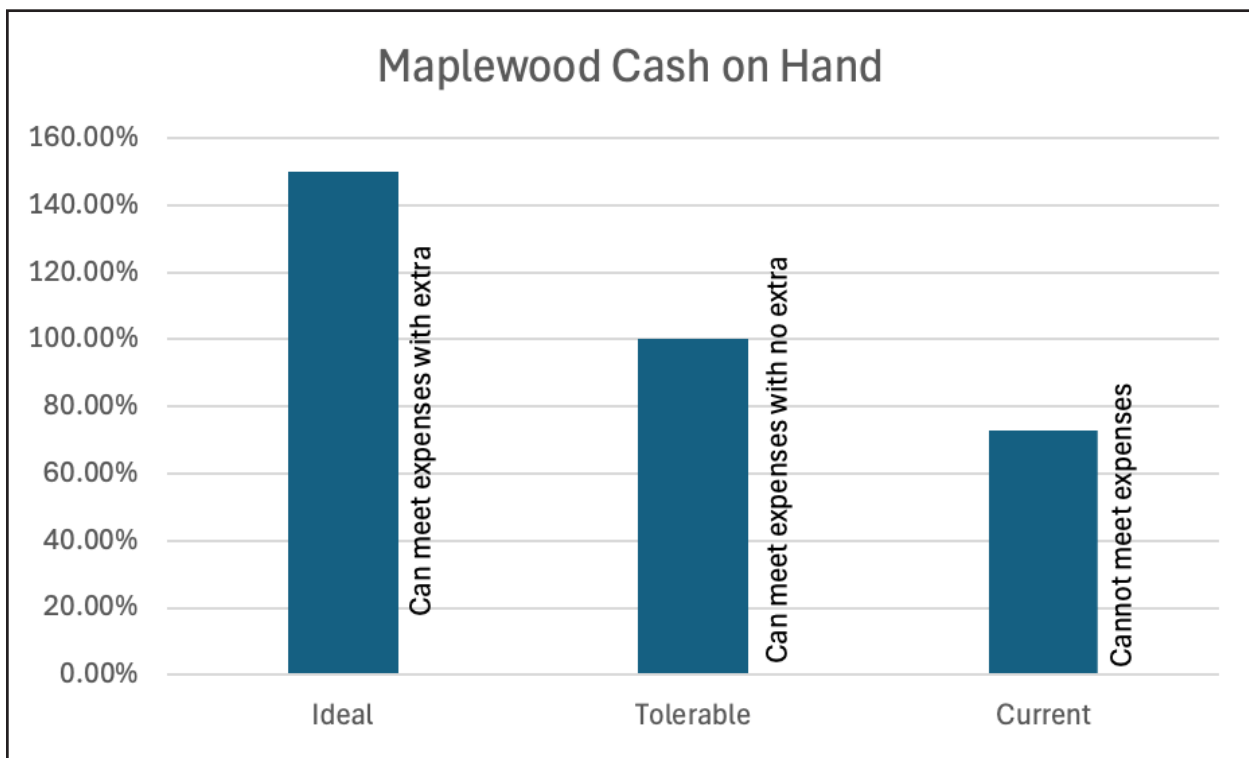
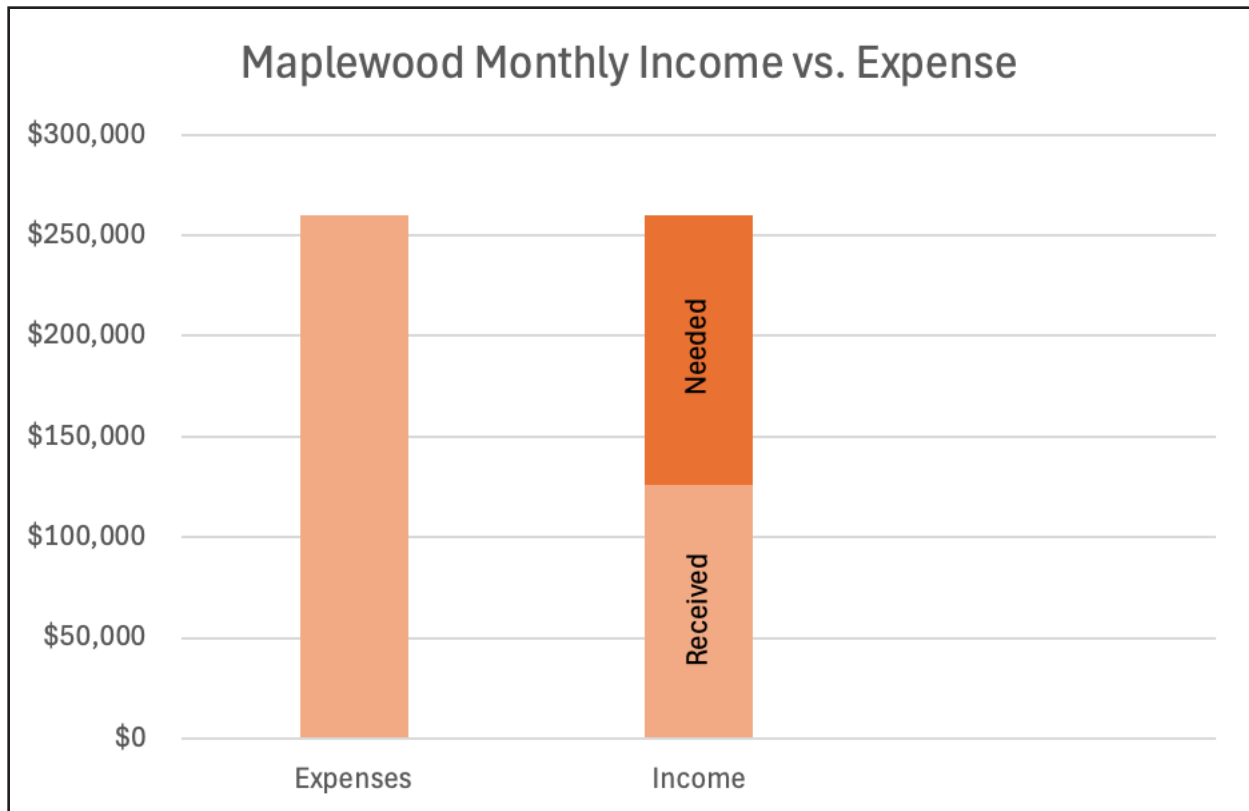
An endowment is a way of setting money aside so it can support the school year after year. Instead of spending the entire gift at once, the money is invested so it can grow over time. Each year, a portion of the interest is used to support students, while the original gift continues gaining interest for the future.

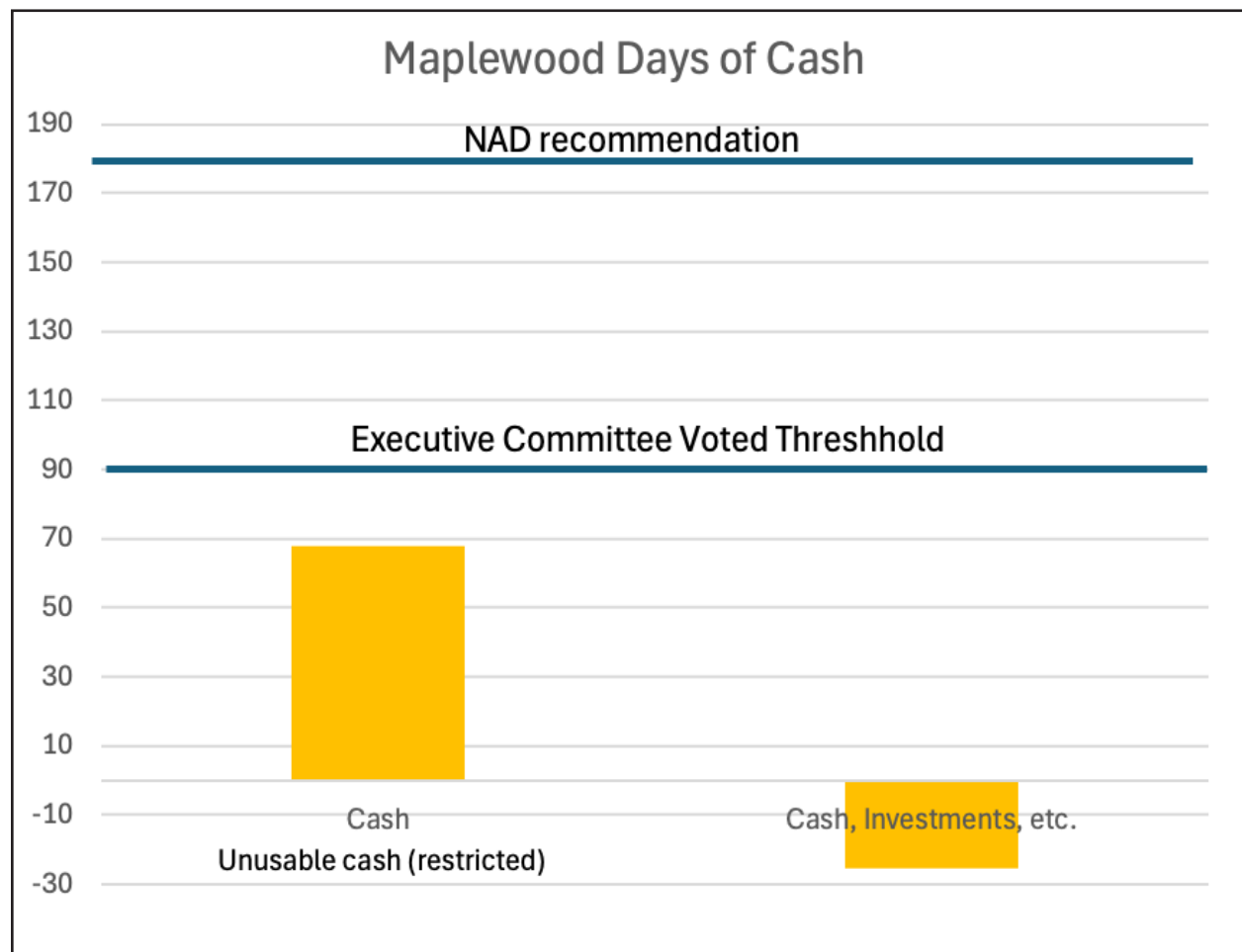
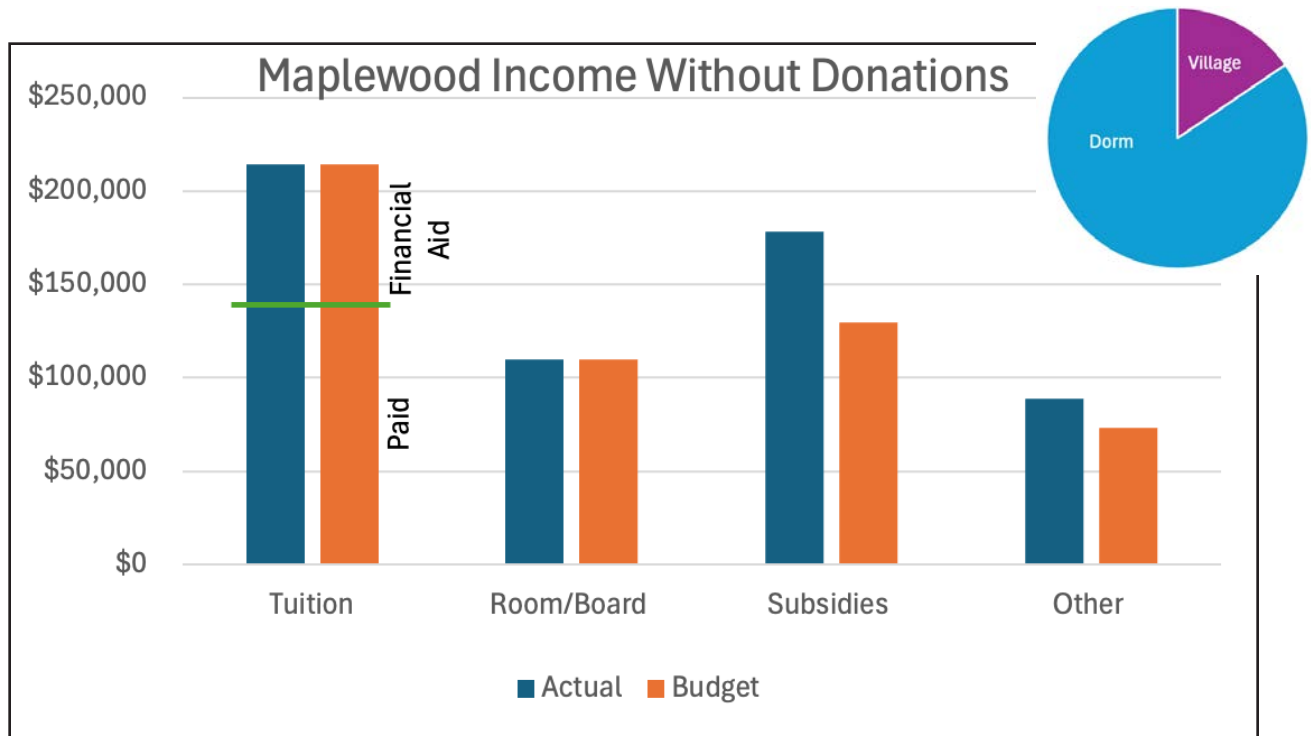
Using the funds directly for operations would provide only short-term relief and would not solve Maplewood's ongoing financial needs. Placing the funds in the endowment allows the gift to provide long-term, consistent support for students over many years.

Based on current projections, this endowment will allow Maplewood to draw approximately \$60,000 per year to support worthy student funding.

See an illustration on page 30.







What Has Been Done?

MAXIMIZED FINANCIAL SUPPORT

1. NAD policy provides a formula to calculate a minimum required subsidy for boarding academies; it does not establish a maximum. Based on this formula, the Minnesota Conference's required contribution is approximately \$198,000. The Conference currently budgets approximately \$550,000.
2. Generous donors recently gave over \$1 million to clear the debt crisis.
3. A major gift recently established a new Maplewood endowment worth approximately \$1.3 million.
4. A one-time, restricted bequest of \$2.5 million was received in December 2025.

ACCESSED EXPERT CONSULTATION

1. In April 2025, a panel of four Adventist education experts spent two days evaluating Maplewood and interviewing staff, students, and alumni.
2. They concluded that Maplewood was excelling spiritually and academically but, as we already knew, the financial situation is unsustainable.

CREATED A NEW DEVELOPMENT COMMITTEE

1. Since a pipeline of operating funds must be built, a new development committee was created and is currently working to create a strategic plan for building this pipeline.
2. The committee raised \$225,000 to create a matching challenge, which is ongoing through January. To help meet that challenge, scan the QR code to the right. Every dollar is worth two dollars until the end of January.
3. Money continues to be identified for the future, including for hiring a full-time development director.



BEGAN CREATING FUTURE PLANS

1. Received more than 800 survey responses, with strong overall participation but limited representation from parents of current students and some demographic groups. Key takeaways included:
 - a. An overall positive impression of Adventist education.
 - b. A strong spiritual atmosphere is what people value most.
 - c. Sending children away from home at academy age is unpopular.
 - d. A misperception concerning the quality of Adventist education.
 - e. More real-world experience and student work must be part of the curriculum.
 - f. Pastors, including outside Minnesota, expressed less support for Maplewood Academy than other groups.
2. Conducted focus groups. Key takeaways were:
 - a. A strong spiritual atmosphere is what people value most.
 - b. A misperception exists about the quality of Adventist education.
 - c. Desire for stronger safeguards and restrictions related to technology access and usage, specifically cell phones.
 - d. Desire for more real-world experience, including training for trades/vocations, which may or may not include certification.
3. Began building change recommendations for consideration by constituents.

How You Can Help

1

Set up a recurring monthly donation to Maplewood. Every amount helps. That steady pipeline allows us to plan on that income for budgeting purposes.



2

Put Maplewood in your estate plan. When we give to TV or other self-supporting ministries and forget to include our church in Minnesota and Maplewood in our estate plans, it hurts God's mission right here at home. To discuss your estate plan with someone, call (612) 235-9141.

3

Help others understand the eternal value of Adventist education by sharing, promoting, and championing it in your local church and community.

Find promotional materials here >



4

Pray consistently for God's blessing on Maplewood Academy, faculty, staff, and students.

Strategic Direction

The following recommendations come from the Minnesota Conference board of trustees for study and possible implementation in the future. Only the last three recommendations require a constituency vote for immediate implementation.

STRENGTHEN SPIRITUAL IDENTITY & MISSION

1. Further develop the spiritual atmosphere

Whereas results show that the single most important factor in families sending students to Adventist schools is the spiritual atmosphere, it is

RECOMMENDED

that the Minnesota Conference and the Board of Education create a plan for strengthening the disciple making environment in our schools that emphasizes our distinctive Adventist message.

RECOMMENDED

that an ongoing informational campaign be created to publicize the good-news reality of the spiritual atmosphere in Adventist schools in Minnesota.

2. Circulate the strategic foundation for Adventist education

Whereas survey results revealed a serious misunderstanding concerning the importance of Adventist education, it is

RECOMMENDED

that the Minnesota Conference launch a campaign designed to educate and deepen constituents' understanding of the Great Controversy theme that is the foundational strategic reason for operating an Adventist educational system.

3. Adjust hiring

Whereas survey results show significant lack of support among pastors for Adventist education and specifically Maplewood Academy, it is

RECOMMENDED

that active support for Adventist education and Maplewood Academy be more strongly emphasized as a requirement for hiring new employees and a condition for continued employment.

IMPROVE ACADEMIC QUALITY & OFFERINGS

1. Enhance academic performance standards

Whereas survey results indicate a desire for stronger focus on academic excellence at Adventist schools, it is

RECOMMENDED

that the Board of Education study and create principles and standards designed to increase best-practice academic performance in our schools, including but not limited to consistent class attendance, scheduling off-campus activities outside of class time, limiting access to media on school property, etc.

2. Acquire academic excellence data

Whereas survey results show that there is a perception of low academic standards in Adventist education and at Maplewood Academy specifically, it is

RECOMMENDED

that hard data be gathered to demonstrate the reality of academic standards for Adventist education in general and Maplewood Academy in particular.

RECOMMENDED

that if hard data shows academic excellence surpassing public education, that an ongoing informational campaign be launched to change inaccurate perceptions of substandard academics.

RECOMMENDED

that if hard data shows substandard academics in any Adventist school in Minnesota, the Board of Education will create plans and policies to improve the situation.

3. Explore the possibility of opening a fully online school

Whereas a significant number of survey respondents indicated an interest in a fully online school, it is

RECOMMENDED

that a task force be formed to conduct an in-depth feasibility study of starting such a school or partnering with existing online schools while providing in-person connection and enrichment activities at Minnesota schools.

4. Study “What comes next?”

Whereas one day it may not be possible to continue to operate a boarding academy due to the shortage of financial resources, it is

RECOMMENDED

that the Minnesota Conference create a think tank to study how to most effectively provide an Adventist secondary education for students across the entire state in the future so that if/when it becomes necessary to shift strategies, we will be prepared.

5. Add certificate programs

Whereas survey results show a strong interest in adding certificate programs for trades and job skills at Maplewood Academy, it is

RECOMMENDED

that a task force be created to study the feasibility of adding such programs, beginning small and growing, based on response.

6. Increase the work opportunities for Maplewood students

Whereas survey results indicate a strong desire for more work opportunities for students in order to help pay their school bills, it is

RECOMMENDED

that the Board of Education in consultation with the Maplewood Academy principal, business manager, and registrar, create a workable plan to shift to a class schedule that will free up large blocks of dependable and regular time for students to work jobs that earn money that does not negatively affect the school budget. This may include on-campus industries or off-campus employers. Schedule considerations for employers should be taken into account including work time during class days, home leaves, off-campus trips during weekdays, etc.

7. Find ways to implement “real-world” experiences in student curriculum

Whereas survey results indicate a strong desire for “real-world” experiences for students, such as internships, job shadowing, etc., it is

RECOMMENDED

that Maplewood Academy administration adjust operating schedules and procedures to provide such opportunities for students.

STRENGTHEN COMMUNICATION & ENROLLMENT

1. Hire a recruiter/marketer

Whereas 50 percent or less of Adventist children are enrolled in Adventist schools, it is

RECOMMENDED

that the Conference create a financial strategy for hiring a full-time recruiter/marketer to concentrate on increasing the percentage of Adventist children enrolled in Adventist schools. A vote to hire will be considered by the board of trustees in the future based on the financial plan.

RECOMMENDED

that an Adventist education recruitment committee be established to strategically drive recruitment efforts.

2. Hire a development director

Whereas it is necessary to raise approximately half of Maplewood's budget every year through fundraising, it is

RECOMMENDED

that the Conference create a financial strategy for hiring a full-time development director. A vote to hire will be considered by the board of trustees in the future based on the financial plan.

3. Working with adjacent conferences

Whereas operating a boarding school for every conference is becoming increasingly difficult, it is

RECOMMENDED

that conference administration reach out to adjacent conferences to explore ideas of a cooperative effort for providing a boarding academy option for multiple constituencies.

4. Focus on the Hutchinson community

Whereas the success of Maplewood Academy is tied at least in part to its relationship in its immediate community, it is

RECOMMENDED

that the academy board create a workable plan for building a closer relationship with the Hutchinson community.

ENSURE FINANCIAL & OPERATIONAL SUSTAINABILITY

1. Create recommendations for higher income yield from Maplewood farm property

Whereas the income currently being generated by Maplewood Academy farm property is small, it is

RECOMMENDED

that study be given to potential ways to increase income from the property for the long-term, and that recommendations be brought to the Minnesota Conference Board of Trustees for consideration and major recommendations to constituents at large.

2. Study expense-cutting

Whereas the cost to operate Maplewood Academy is so expensive given the level of enrollment, it is

RECOMMENDED

that an expert consultant be brought to study and make recommendations for potential cost-saving measures in order to reduce overall costs of running the academy.

3. Maplewood facility

Whereas concern about the declining state of Maplewood's physical facility ranked unexpectedly high in the survey, it is

RECOMMENDED

that the facilities committee ascertain the key areas of concern and draft a long-range plan for remedying the situation, beginning with low-cost but high-impact solutions.

4. Financial Roadmap

Whereas closing an academy is expensive, it is necessary to create a financial roadmap that includes a spending-stop threshold that takes into account the Conference's ability to backstop Maplewood Academy debt. The purpose of the roadmap is to help make critical decisions before the debt is so great that closure will irreparably damage the rest of the Conference. Therefore, it is

RECOMMENDED

that this financial roadmap be created, including acceptable parameters for continued operation of Maplewood Academy. This financial roadmap will be considered and recommended by the board of trustees, and then discussed and voted by Conference constituents in the January 18 special session.

ENHANCE GOVERNANCE

1. Adjust bylaws for more effective governance of Maplewood Academy

Whereas currently the Minnesota Conference bylaws require that the Maplewood Academy board be elected at the constituency session, and whereas board members cannot be carefully chosen for their professional expertise in such a short timeframe, it is

RECOMMENDED

that the Conference bylaws be adjusted in special session on January 18 (February 8 back up in case of a weather event) so that the Board of Education is tasked with appointing the Maplewood Academy board immediately after each Conference constituency session in order to address current needs and form a board with deep and broad expertise.

Whereas currently the Conference Board of Education provides oversight to all Adventist schools in Minnesota except for Maplewood Academy, and whereas the educational expertise of the Board of Education would be an asset to the governance of the academy, it is

RECOMMENDED

that the Minnesota Conference bylaws be adjusted so that Maplewood Academy is subject to oversight of the Board of Education along with all other schools. This does not mean that the Board of Education begins to fill the function of the Maplewood Board of Trustees concerning the operations of the academy. Rather it means that broad educational policies determined by the Board of Education will include Maplewood Academy and enhance the long-term health of the school.

Strong Conference, Stable Maplewood

Imagine the Adventist Church in Minnesota as a boat on the ocean and Maplewood's financial situation is the waves. It is normal and expected for an Adventist academy finances to fluctuate in a regular pattern of enough money and not enough money. Every Adventist school faces this.

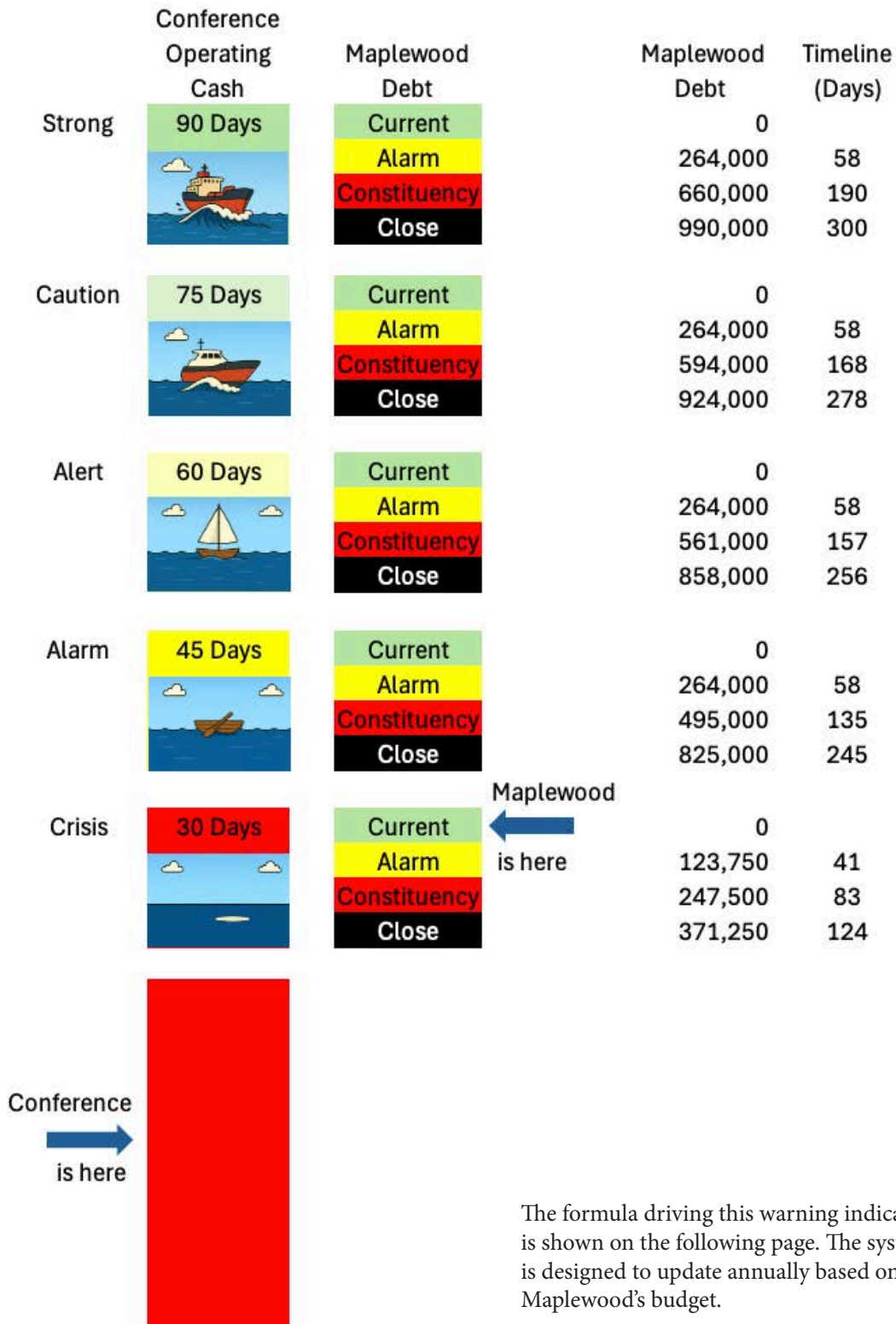
When the Conference is strong financially because tithes and offerings are adequate to fund mission in Minnesota, then it's like a large ship that can easily ride Maplewood's financial fluctuations because we can carry the debt knowing that eventually more funds will flow in. But when the Conference is financially weak, even small waves can capsize the boat.

Right now the Conference financial situation is so weak that the boat isn't a boat at all. It's more like a saucer. The smallest ripple could sink us, with catastrophic consequences across our whole state.

This sets the scene for the financial warning indicator proposed on the next page. The purpose of the warning indicator is to trigger an alarm, a emergency constituency meeting, or Maplewood closure discussions before the financial situation becomes irreparable. Notice that when the Conference is financially weak, this alarm sounds early and escalates quickly, whereas when the Conference is financially strong, the size of the debt wave we can ride and the reaction timeframe is greater. When the Conference is strong, Maplewood is stronger.



2026 Maplewood Financial Warning Indicator



The formula driving this warning indicator is shown on the following page. The system is designed to update annually based on Maplewood's budget.

Formula for 2026 Maplewood Financial Warning Indicator (Based on five-year average of 72 students)

MWA								
				Monthly Debt Growth	MWA Debt Percent of Operating Budget			
	Daily Expense	Days of Cash	Operating Cash	Percent of		Action	Warning Days	Warning Months
				+30%	\$990,000	Close	300	10.00
				+20%	\$660,000	Constituency	190	6.33
				+8%	\$264,000	Alarm	58	1.93
Conference	\$55,000	90	\$4,950,000	\$90,000	\$90,000	Current		
Maplewood	\$8,265	90	\$743,850					
				+28%	\$924,000	Close	278	9.27
				+18%	\$594,000	Constituency	168	5.60
				+8%	\$264,000	Alarm	58	1.93
Conference	\$55,000	75	\$4,125,000	\$90,000	\$90,000	Current		
Maplewood	\$8,265	75	\$619,875					
				+26%	\$858,000	Close	256	8.53
				+17%	\$561,000	Constituency	157	5.23
				+8%	\$264,000	Alarm	58	1.93
Conference	\$55,000	60	\$3,300,000	\$90,000	\$90,000	Current		
Maplewood	\$8,265	60	\$495,900					
				+25%	\$825,000	Close	245	8.17
				+15%	\$495,000	Constituency	135	4.50
				+8%	\$264,000	Alarm	58	1.93
Conference	\$55,000	45	\$2,475,000	\$90,000	\$90,000	Current		
Maplewood	\$8,265	45	\$371,925					
				-25%	\$371,250	Close	124	4.13
				-50%	\$247,500	Constituency	83	2.75
				-75%	\$123,750	Alarm	41	1.38
Conference	\$55,000	30	\$1,650,000	\$90,000	\$0	Current		
Maplewood	\$8,265	30	\$247,950					

Maplewood Annual Budget **\$3,300,000**

Voting Items

PROPOSED MOTIONS FROM THE BYLAWS COMMITTEE

MOTION 1: That this financial warning system (see pages 26-28) be adopted to trigger appropriate responses to the Maplewood debt load in relation to the Conference cash position. Updates to the formulas will be updated and voted by the constituency at each regular session or in special sessions.

MOTION 2: To adjust the Minnesota Conference bylaws to read as follows:

Article XII, Section 2, Number 4:

The Nominating Committee shall nominate the Conference officers, the Board of Trustees for the Conference, the Board of Education, ~~the Maplewood Academy Board~~, the Articles and Bylaws Committee, the Finance Committee, and the Plans Committee.

MOTION 3: To adjust the Minnesota Conference bylaws to read as follows:

Article XIV, Section 4:

Functions and Responsibilities. The Board of Education shall develop policies for and oversee the operation of the Conference's education system according to the MAUC Education Code, including but not limited to employment-related decisions of all Conference schools ~~except Maplewood Academy~~.

MOTION 4: To adjust the Minnesota Conference bylaws to read as follows:

ARTICLE XV MAPLEWOOD ACADEMY

Section 1. Constituency. The Maplewood Academy constituency shall be the same as the Conference constituency as defined in these Bylaws, and shall meet concurrently in the Conference constituency sessions. Immediately following a regular session, the Board of Education shall appoint the Maplewood Academy Board.

MOTION 5: To adjust the Minnesota Conference bylaws to read as follows:

Section 2. Maplewood Academy Board.

- a. Membership. Voting members of the Maplewood Academy Board shall be composed of the following individuals:
 1. By virtue of office held:
 - 1.1 Conference President either he or his designee shall be the chairperson;
 - 1.2 Maplewood Academy Principal, who shall be the secretary;
 - 1.3 Conference Vice President for Finance;
 - 1.4 Conference Superintendent of Schools;

- 1.5 Maplewood Academy Vice Principal for Finance; and
 - 1.6 MAUC Director of Education or designee;
 - 1.7 Maplewood Academy Development Director
 - 1.8 Conference Assistant to the President for Strategic Initiatives
2. Elected members. Additional members of this Board shall be appointed by the Board of Education ~~chosen and elected at the regular constituency session~~ from a cross section of the geographic territory and the membership of the Conference from the following categories:
- 2.1 Non-Conference-credentialed members of churches of the Conference – ten (10), with strong preference given to Maplewood alumni one (1) of which shall be a member of the Conference Board of Trustees (at the time of election) and one (1) of which shall be a member of the Conference Board of Education; and
 - 2.2 Pastors - three (3).
- b. Term of Office.
- 1. The term of office shall be from July after a regular Conference constituency session through June after the next regular session.
 - 2. The term of office for those elected in a certain category is contingent upon the elected member remaining in that category.
 - 3. Any vacancies occurring between the regular sessions shall be filled by the Conference Board of Education Trustees subject to the committee composition restrictions.
 - 4. Members may not serve for more than three consecutive terms.
 - 5. If a Board member is absent from two (2) consecutive Board meetings in the school's fiscal year his/her seat may be declared vacant by the Conference Board of Education Trustees and the same shall elect another member to serve the remainder of the term.
- c. Qualifications for Membership. No person shall serve as a member of the Maplewood Academy Board who is not a Seventh-day Adventist Church member in good and regular standing, who has an academy-age child who could reasonably be attending Maplewood Academy but is not, and who is not passionate about Seventh-day Adventist education.
- d. Conditions for Membership. All members of the Maplewood Academy Board shall be aware of potential conflicts of interest when agreeing to serve on the Maplewood Academy Board and shall act considering only the best interest of Maplewood Academy without favor or preference to third parties or personal consideration in all business matters, teacher hiring, and student issues.

MOTION 6: To adjust the Minnesota Conference bylaws to read as follows:

- e. Responsibilities. The Maplewood Academy Board is responsible to develop and implement the Maplewood Academy rules and regulations in keeping with the guidelines and policies adopted by the Conference Board of Education:
 - 1. Said rules and regulations are to provide procedures to be followed in operating

Maplewood Academy and are to require:

- 1.1. Regular updates and coordination with the Conference Board of Education;
 - 1.2. Strategic planning with annual review and updating;
 - 1.3. Periodic review of mission statement;
 - 1.4. Development, review, and implementation of detailed operational policies; and
 - 1.5. Overseeing financial accountability; ~~and~~
2. The Maplewood Academy Board shall make recommendations ~~shall be responsible~~ for employment-related decisions of staff and faculty.
- f. Authority. The Maplewood Academy Board has authority only when meeting in the official session; individual members are not authorized to act on behalf of or may not speak for the Board unless directed by the Board to do so. The actions of the Board will, in ordinary course, be implemented through its secretary (the Maplewood Academy Principal) but may also be implemented by the Conference President or President's designee.

Section 3. The Maplewood Board shall report, at least annually, to the Conference Board of Trustees. Such reports shall at a minimum include minutes of the meetings.

MOTION 7: To affirm through a vote of confidence the general strategic direction discussed and planned during this special session for more firmly establishing Maplewood Academy's future.

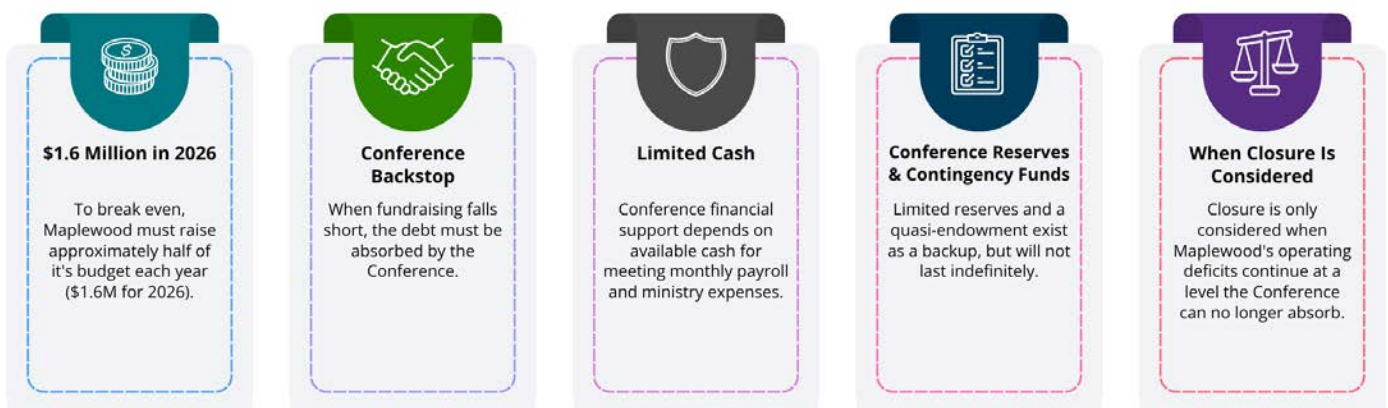
Appendices

FUNDS HELPING US RIDE THE WAVES

Three ways money is set aside to care for the mission



FINANCIAL REALITIES





HOW AN ENDOWMENT WORKS

1 A GIFT IS GIVEN

Someone gives a big gift to help the school and its students. This gift is meant to help for a long time, not just once, and is specially designed to be only used for that purpose - in other words, the gift is restricted.



2 THE GIFT IS SAVED

Instead of spending the gift right away, the gift is invested.



3 THE GIFT GROWS

The invested money earns more money over time. The gift stays whole, and the interest consistently provides extra money for the school.



4 STUDENTS ARE HELPED

Each year, the school uses only the interest the gift earns. This helps students now, without using up the original gift.



5 THE GIFT KEEPS HELPING

Because the original gift is never spent, it can help students year after year. One gift keeps working for the future.



HOW A QUASI- ENDOWMENT WORKS

1 CONFERENCE SETS MONEY ASIDE

The Conference sets aside money in a special savings account to help fund Maplewood operations and as an emergency fund if needed.



2 CONFERENCE MANAGES FUND

The Conference holds this fund and is responsible for deciding when and how it may be used.



3 MONEY IS FLEXIBLE

Unlike a regular endowment, this fund is not locked for one purpose. That means it can be used differently if necessary.



4 USE ONLY IF NEEDED

The principal money stays put. Only the interest it earns is used. The principal amount is touched only if it is needed for an emergency.



5 HELPS FUND WORTHY STUDENT


This can help fund Maplewood operations and at the same time allows leaders the ability to plan ahead for protecting the mission of the Adventist Church in Minnesota.



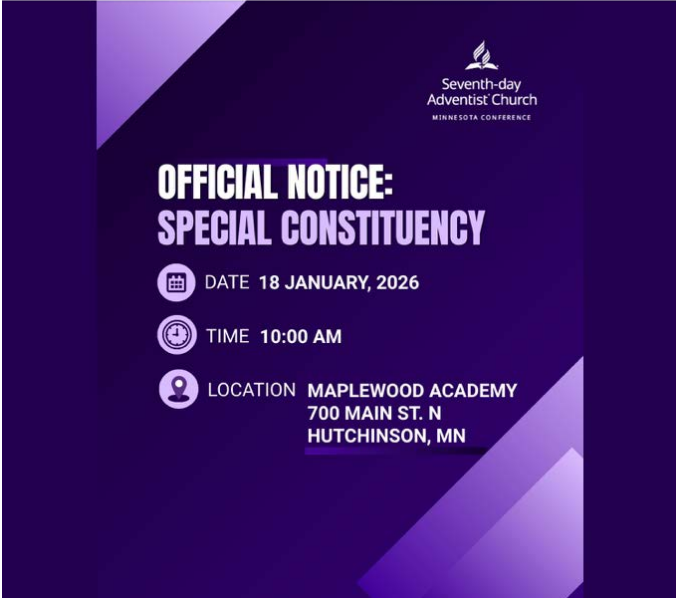
Delegates


Elected Delegates—Sorted by Church

Phillip Hanson	Alejandro Sanchez	Lawrence Ikobe	Patrick Hansen
Donna Shanholtzer	Daniel Boyum	Ezra Kenyanya	Randolph Rogers
Ricky Shanholtzer	Tyler Coleman	Joash Machuka	Kathryn Skolte
Amos Burkhaw	Jarred Wood	Wycliff Mageto	Jose Aguilar
Douglas Jones	Kirsten Fleming	Abdalla Mgonja	Ever Guzman
Daniel Bradford	Denzil McNeilus	Elijah Nyambane	Sandra Schmidt
William Tokpa	Barry Mosier	Rhoda Nyambane	Ismael Monterroso
Ellen Sackie	Bruce Lorenz	Benard Nyangena	William Kerindo
Varfee Dauphine	Debbie Lorenz	Valentine Obwogi	Mercy Aika
Lenda George	Mary Kay Carlson	Calister Okioma	Jackson Nyakeri
Betty Grant	Stefan Kaiser	Judith Onsomu	Sarah Nyakeri
Paul Beedle	Keith Schauer	Ashley Rasugu	Susan Nyamari
Tess Beedle	Mark Buckholdt	Janis Hopwood	Kephar Omwega
Cindi Bennett	Iliana Buckholdt	Jay Ruediger	Richard Orina Makori
Jim Domeier	Jose Urias Maltez	Cheryl Syverson	Michael Dahl
Steven Hebert	Noel Gamino	Daryl Syverson	Frederick Brathwaite
Connie Larsen	Lucio Tapia	Blair Meidlinger	Nancy Mekenye
Mark Machoka	Anibal Sanchez	Debra Meidlinger	Colin Brown
Hellen Boit	Marlon Henriquez	Godwin Kaluwe	Hellen Keraka
Paul Syvertson	Edy Garcia	Hilda Momanyi	Soga Mbilima
Jodie Anderson	Alvaro Ortiz	Andrew Phiri	Mthunzi Dewa
Matthew Skelley	Teresa Nyamari	Deb Olson	Sharmyn Phipps
Dennis Lund	Henry Nyamokeri	Cleo Onnen	Roberto Martinez
Evy Aylesworth	Catharine Onyambu	Dawn Kaiser	Cesar Flores
Jim Aylesworth	Benjamin Onyangore Omare	Robert Kaiser	Miriam Solorzano
Terry Ninnich Sr	David Corbett	Anita Lozano	Ana Velazquez
Jeff Sydow	Marco Molina	Alyssa Schwartz	Oved Soto
Nancy Sydow	Paul Kraemer		
Ralph Cramer	Angela Reynolds		
Julienne Brauer	Timothy Reynolds		
Brent Lane	Noretta Bockovich		
Chipp Blume	Karin Schultz		
Pete Peveto	Leon Schultz		
Sharna Wicklund	Lynette Hubin		
Todd Wicklund	Cheri Westphal		
Charles Hebert	Kyle Christenson		
Mark Sjostrom	Regena Kaldahl		
Darrell Wagner	Janis Wendell		
Scott Jones	Beverly Chaffee		
Elkanah Abobo	Dawn Mead		
Lilian Maswai	Jerre Waye		
LeeRoy Dockham	Marvin Campos		
Winner Marube	Jairo Duarte		
Christie Martin	Jonathan Lund		
Christopher Martin	Marshall Bowers		
Jeremy Janousek	Keith Heinrich		
Robert Pickle	Jonathan Kutschara		
Jayson Aakre	Andrew Larson		
Daniel Daniels	Kon Sorensen		
Diana Malvick	Tim Vigil		
Kelvin Rudolph	Jonathan Vliet		
Sandra Rudolph	Vern Vliet		
Bruce Ward	Phylis Lundquist		
Ernesto Osorio	Jeri Flick		
Daniel Santiago	Jolene Juhl		
Renata Sanchez	Jackline Ikobe		


 **Minnesota Conference of Seventh-day Adventists**
December 18, 2025 at 5:35 PM · 🌐


The Minnesota Conference will be hosting a special constituency session on Sunday, January 18 at [Maplewood Academy](#). While anyone is welcome to attend, only duly elected delegates have the right to vote. To learn more, visit our website. Or, email us at secretariat@mnsda.com.
<https://mnsda.com/official-notice-special-constituency.../>




 Seventh-day Adventist Church
MINNESOTA CONFERENCE

**OFFICIAL NOTICE:
SPECIAL CONSTITUENCY**

 **DATE** 18 JANUARY, 2026

 **TIME** 10:00 AM

 **LOCATION** MAPLEWOOD ACADEMY
700 MAIN ST. N
HUTCHINSON, MN

Eleazar Alfaro
 Carlos Lossada
 Magdalena Castillo
 Joseph Bates
 Linda Learned
 Mark Learned
 Scott Learned
 Sharon Learned
 Daniel Onyancha
 James Thompson
 Ion Beleniuc
 Connie Brandenberger-La-Belle
 Marie Dougan
 Gerald Nkanata
 Ackim Haamankuli
 Ruth Haamankuli
 Paul Hultgren
 Joshua Isaboke
 Mark Iverson II
 Maydys Johnson
 Adriana Lehman
 Heidi Hansen Omari
 Ngozi Wamuo
 Melissa Westmore-Dockham
 April Anderson
 Scott Turner
 Tembo Chilala
 Obediah Magwaro Keengwe
 Damaris Mokua
 Nelly Torori
 Glenn Struck
 Rebecca L Struck
 Antelmo Dominguez-Medina
 Oscar Ramos
 Jose Luis Bello
 Cesar Sanchez
 Agripina Gonzales
 Kelly Cortes
 Maria Sanchez
 Ben Sayler
 Marilynne Sayler
 Abdo Balla
 Abraham Dalu
 Hawi Dayo
 Emiru Hika
 Gebi Tufaa
 Robert Hunger
 Mike Stadler
 Adrian Aponte Sr.
 Vern Erickson
 Rebecca Fulford
 Les Morrison
 Beverley Wong
 Todd DeRuyter
 Mike Lastine
 Collins Maranga
 Kenan Ombasa (Obiko)
 Amy de Jesus
 Yaneth Santiago
 Marialvis Barcenaz
 Manda Bauer
 Tim Bauer
 Carlos Gomez
 Pedro Mendez

Raul Hernandez
 Victor Valdez
 James Hill
 Carl Lundstrom
 Art Meyer
 Robert Miller
 Y. J. Moses
 Daniel Ogwangi
 Still to confrim/ Replace
 Marilyn Sabata
 Francis Kamara
 Elijah Omirera
 Kenneth Tutu
 Koami Da Cruz
 Leng Vang
 James Bueale
 Greg Demaray
 Damyan Morris
 Emilia Wesby
 Habtamu Bekuto
 Roy Fingerholz
 Delores Kargleder
 Clinton Venner
 EH DAL
 LAR EH
 Hser Gay
 RAMBO GYI
 Wah Man
 Sylvester Ameletse
 Andrew Thompson
 Herme Pastrana
 Elmer Hernandez
 Citlani Garrido
 Pilar Vargas
 Vasili Ceausceac
 Anastasia Safonov
 Michael Zane
 Rode De La Cruz
 Grecia Garcia Lopez
 Elias De La Cruz
 Leticia Gonzalez
 Cesar Gutierrez
 Antonia Hernandez
 Ana Ortiz Pano
 Yeuiri Rebolledo
 Mayra Garcia Garcia
 Yolanda Lewis
 Jude Wilbert Keller
 Marie Denniston
 Tim Denniston
 Alan Hansen
 Bruce Houchins
 Helen Grace Houchins
 Reyleen Hansen
 Mark Trana
 Gerald Nyachae
 Chris Maina
 George Omboga
 George Onchiri
 Alison Pichel
 Cheryl Saunders
 Lee Saunders
 Hesbon Simba
 David Israel
 Alan Judd

Paul Parry
 Barbara Schultz
 Cesar Gutierrez Garcia Jr.
 Orion Quarnstrom
 Theodore Bowen
 Tiffany Bowen
 Jim Hansen
 David Harnack
 Rhonda Rae Olson
 Melvin Saurer
 Harry Pongo
 Karen Pongo
 Larry Anderson
 Paul Cherus
 Stephen Kipkoech Maru
 Geiry Amaya Rodriguez
 Juan Gomez
 David Sorto Muñoz
 Nicholas L Becker
 David Berlin
 Patricia Berlin
 Dean Berland
 Jimmy Cox
 Neil Hunt
 Daniel Moreno

Ex-officio
 Gavin Anthony
 Edwar Ariza
 Sally Gesembe Ateka
 Gregorio Aviles
 Amy Bacon
 Lester Bentley
 Stephen Berthelsen
 Alexander Bolotnikov
 Daniel Hauck Borja
 Gayln Bowers
 Bob Brauer
 Herssel Capobres
 Rudy Carlson
 Savannah Carlson
 Keith Christiansen
 Lovely Comillas-Etejo
 Heather Compton
 Darrell Conway
 Laura Cummings
 Sandy Daniels
 David Daum
 Karon Davis
 James Davis
 Eudalio de França
 September de França
 Noelyn DeDios
 Paul Dosunmu
 Chad Dungan
 Kenny Ebinger
 Suzanne Elmer
 Jeremy Everhart
 Pamela Fenton
 Tony Ferreira
 Yvon Fils-Aime
 Brittany Gaslin
 Desta Gelgelu
 Ana Luisa Granda-Esqueda
 Ariana Guptill

Cali Hann
 Brooke Hansen
 Daniel Hauck
 Christal Hernandez
 Eddy Hernandez
 Sara Hiner
 Albert Isaboke
 Stefan Itskan
 Jasmari Iverson
 Eduardo Jacobo
 Josh Jeresek
 James Johnson
 Cammie Johnston
 David Kamande
 David Kamande
 Camille Kitching
 Joel Kratzke
 Summer Kurts
 Leif Lastine
 Sean Lee
 Karen Lewis
 Jared Little
 Prisca Lupambo
 Jamie Madden
 Pedro Maldonado
 Sherman McCormick
 Marion Miller
 Eric Mokua
 Simeon Momanyi
 Hubert Morel
 Keith Mosier
 Jennifer Mueller
 See Nay
 Paul Nguyen
 Patrinia Niewenkerk
 Nicodemus Nyagaka
 Simon Nyamari
 Herme Pastrana
 Vanessa Pujic
 Rachan Ritti-Traiphop
 Elaina Rivera
 Valera Ruchko
 Elena Ruchko
 Barbara Sanchez
 Cheryl Saunders
 Kari Schebo
 Jeff Scoggins
 Jude Senatus
 Roy Simpson
 Jae Rim Song
 Joel Springer
 Sara-Beth Swanson
 Tralese Syvertson
 Scott Thayer
 Gary Thurber
 Joel Toro
 Geleta Urgessa
 Alyssa Valenzuela
 Ray Valenzuela
 Pierre Vergel
 Gene Yocum