

ANNUAL COUNCIL

October 12 to 17, 2007

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ANNUAL COUNCIL OF THE

GENERAL CONFERENCE EXECUTIVE COMMITTEE

October 12, 2007, 7:00 p.m.

PRESENT

Cesario Acevedo del Villar, Roy Adams, Bolivar Alana, Patrick L Allen, Josias Cesar Almeida, Niels-Erik A Andreasen, Jose Alfredo Argueta, Jonas Arrais, Raquel Arrais, Kjell Aune, Julio Bakio, Delbert W Baker, Rosa T Banks, Harold W Baptiste, Seth T Bardu, Lisa Beardsley, Enrique Becerra, Matthew A Bediako, B Lyn Behrens, Jannie Bekker, Daniele Benini, Guillermo E Biaggi, Gordon Bietz, Mahesh Dyaram Biloría, Jonathan Bizirema,

Larry Boggess, Rodney Grame Brady, Gina S Brown, Jeffrey O Brown, Herbert Brugger, Reinder Bruinsma, Eliseo Bustamante, Hesron Byilingiro, Mario Augusto Calderon, Jesus Calvo, Lenor Segunda Bustinza de Carbo, Agapito Jamito Catane Jr, Carolyn Margaret Catton, Lorna Marie-Eugenie Cedras, Shirley Chang, Carl Patrick Chin, Lisa Sangsook Choi, Bookwon Chun, Chester V Clark III, Joan Yvonne Clarke, G S Robert Clive,

Lalchansanga Colney, Lowell C Cooper, Nevenka Cop, Williams Costa, Gary R Councill, Rajmund Dabrowski, Eugene F Daniel, Luka T Daniel, Padmaraj Daniel, Thomas B Davai, Abner De los Santos, Marino F de Oliveira, Wandyr Mendes De Oliveira, N Nathaniel DeLima, Orlando Salazar Deocades, A Ganoune Diop, Jose Dorismar, Paul H Douglas, C Garland Dulan, Juan Carlos Duran,

Jorge Carlos Echezarraga, George O Egwakhe, Melvin K Eisele, Teodoro Elias, G Thomas Evans, Larry R Evans, Laurence James Evans, Howard F Faigao, Martin W Feldbush, Jimmy L Ferguson, Mark A Finley, John M Fowler, Karen M Flowers, Ronald M Flowers, John M Fowler, Ulrich W Frikart, David Kila Gairo, Agustin Galicia, Jonathan Gallagher, Dale Galusha, L James Gibson, Clifford Goldstein, Cesar Gomez,

Alberto C Gulfan Jr, Roberto Oscar Gullon, Stephen R Guptill, Erkki Olavi Haapasalo, Bert B Haloviak, Allan R Handysides, Ceazar J Hechanova, Keith Rolland Heinrich,

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Atte Markus Helminen, Wilmar Hirle, German Mandla Hlanze, Myung Kwan Hong, Dan Houghton, Roscoe J Howard III, Teodor Hutanu, George Ipi, Daniel R Jackson, David Javier Perez, Johann E Johannson, Choudampalli John, William G Johnsson, Peter Joseit,

Joshua K Kajula, Richard D Kajiura, Ignacio Luis Kalbermatter, Mikhail F Kaminsky, Gerry D Karst, Anthony R Kent, Donald G King, William M Knott, Linda Mei Lin Koh, Erton C Kohler, Shurman R Kook, Victor A Kozakov, Gary David Krause, Vladimir A Krupsky, Jonathan Kuntaraf, Kathleen H Liwidjaja Kuntaraf, Peter R Kunze, Saw Muller Kyaw, Robert E Kyte, Peter N Landless, Kevin L Lang, Samuel Adama Larmie, Max-Rene Laurent, Pawel Lazar,

Jairyong Lee, Israel Leito, Robert E Lemon, Nikola T Levterov, Jean-Luc Lezeau, Pavel Ivanovich Liberanski, Charles Comedia Ligan, L Jeremiah Lima, Jose R Lizardo, Marlinton Souza Lopes, Victor Alexeevich Lotca, Francois Louw, Leonel Lozano, Johnny Lubis, Pminus Machamire, Guenther Machel, Norman Maphosa, Solomon Maphosa, Roger Edwin Marshall, Alemu Haile Maruta, Hidayat Masih, Younis Masih,

Cornelius Mulenga Matandiko, Jerome Paul Matthews, Gabriel E Maurer, Geoffrey G Mbwana, Donald Wellesley McFarlane, Duane McKey, Donna McNeilus, Carlos Medley, Lester P Merklin Jr, Saustin Kazgeba Mfune, Armando Miranda, Hiskia Israil Missah, Jose Miudo, Edith Mkawa, Bareng Moahi, Eric P Monnier, John H Moyer, Musyoka Paul Muasya, Baraka G Muganda, Patrick Misairi Mulindwa, Evans Muvuti,

Emmanuel Mwale, Pardon Kandanga Mwansa, Nina K H Myrdal, Catharina Sientje Nangoy, August de Clerc Mwamba Ngalamulume, Quintes P Nicola, Ivan Mirchev Nikolov, James R Nix, Jean Emmanuel Nlo Nlo, Don Noble, Emmanuel Kokou Noudoda, Richard Akosua Asiedu Ntrikwah, Gideon Chimaeze Nwaogwugwu, Etzer Obas, Lorna Grace Okotto, Joseph Adebisi Ola, Barry David Oliver, Daisy Jane F Orion, Richard Osborn,

Rubin R Ott, Bjorn Ottesen, Brempong Owusu-Antwi, Frenslly Pannefle, Ruth E Parish, Jere D Patzer, Ruben Daniel Pechero, Michael Naveen Agapit Pedrin, Juan O Perla, Philip Philipsen, Timothy L Poirier, Alex Rajakumar Ponniah, Juan R Prestol, Peter J Prime, Erika F Puni, Geovani Souto de Queiroz, Guido Rodolfo Quinteros, Bruno Alberto Raso, John Rathinaraj, Paul S Ratsara, Samuel Ravonjarivelo, Gordon L Retzer,

Jose Alberto Rodriguez, Alma Rodriguez Banda, Guy Fernand Roger, Abner Sibug Roque, Vasile Rotaru, Blaskous M Ruguri, Wilfredo Ruiz, Michael L Ryan, Roy E Ryan, Claude Sabot, Donald R Sahly, Stanley Samuel, Charles C Sandefur Jr, Samuel Sandoval Ruiz, Aymer Sarria, Nikolaus Satelmajer, Lawrence E Schalk, Byron Scheunemann, Don C Schneider, Marti Schneider, Benjamin D Schoun, Luis A Schulz,

Mesake Tokalau Senibulu, Bobby Joutje Sepang, Gibeon Ebenezar Sharon, Ralph Edmond Shelton, Masaki Shoji, Helder Roger C Silva, Pavel Simek, Robert Sjolander, Ian Howard Sleeman, Heather-Dawn K Small, David C Smith, Robert S Smith, Denis Soto, Domingos de Souza, Theart M St Pierre, Chester G Stanley, Artur A Steele, Dragan Stojanovic, Vasilij D Stolyar, Walter Streithorst, Marius C Sturz,

Hendrick Sumendap, Muthia Pillai Shunmuga Sundaram, Akeri Suzuki, Gary B Swanson, Andras Szilvasi, Remelito Aguilar Tabingo, Lawrence Pita Tanabose, Pedro Donca Tatamelane, Eduardo Teixeira, Andrei Ten, Halvard B Thomsen, Brad Thorp, Alberto Timm, Tor Eigil Tjeransen, Caroline Victorine Katemba Tobing, Ronald W Townend, Homer Trecartin, Max A Trevino, Cindy Tutsch, Donald W Upson,

Klaus-Juergen van Treeck, Filiberto M Verduzco-Avila, Andre dos Santos Vieira, John Luga Wani, Ivan Leigh Warden, Gilbert Wari, D Ronald Watts, David Weigley, Bertil A Wiklander, Jeffrey K Wilson, Neal C Wilson, Ted N C Wilson, Joseph Hin-Chung Wong, Kenneth Wood, Walter L Wright, James S F Wu, Zeca Tembo C Xavier, Masao Yanaga, Valdis A Zilgalvis, Thomas J Zirkle, Miodrag Zivanovic, Joel Zukovski.

## OPENING

Heather-Dawn Small, Director of Women's Ministries, and her husband, Joseph, led song service.

*Praise to the Lord* from *Conzonetti for Double Chorus* by Giosepe Guami was performed by the Columbia Union College Baroque Consort, under the direction of Geri Mueller.

The invocation was given by Cindy Tutsch, Associate Director of the Ellen G White Estate.

Orville D Parchment, Assistant to the General Conference President, welcomed everyone.

## CALL TO ORDER

Armando Miranda, General Vice President of the General Conference, welcomed the Annual Council attendees to the 95<sup>th</sup> Annual Council of the Seventh-day Adventist Church, with the following comments:

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One of the most beautiful experiences that I have had is to have conducted two small evangelistic series in Israel in 2004. At the end of preaching two weeks in Tel Aviv and Ramat Gan, we went to the Jordan River and, by the grace of God, baptized 21 persons who accepted Christ as the Messiah and their personal Savior. During the time that I was preaching in Israel, I prayed for them in a special way saying, “Dear Jesus, help us to reach these people, because they are yours in the flesh.” But while I prayed in this manner, suddenly John 3:16 came to my mind, “For God so loved the world that He gave His only begotten Son, that whosoever believeth in Him should not perish, but have everlasting life.” That is to say God does not have distinction of persons. He became flesh and dwelt among us; He became one of us. He is our brother in the flesh, not only the brother of the Jews. What a wonderful God we have!

While I was in Israel, in the land of our brother Jesus, I recalled that from there He gave us the order: “Go into all the world and preach the gospel to every creature...” (Mark 16:15 NKJV) From there, the Master gave us a mission to fulfill—a mission that has brought us here today from all parts of the world to participate in this Annual Council. We are here to take care of the Lord’s business, to receive reports, to make plans or to reaffirm them, and to pray together for the world Church.

We pray for the Holy Spirit to come upon us in a special way so that, filled with His holy power, we will be able to finish the task and see Jesus coming to take us to the Kingdom of Heaven. Until that marvelous day arrives, let us continue working, united in the Blessed Hope. Let’s continue our “Journey of Hope.”

What a privilege we have to come together at the end of a week of work, a week full of activities and traveling. This is a very special evening because it is the beginning of Annual Council; and above all, it is the start of the holy day of God, the Sabbath.

We praise the name of God for His traveling mercies from around the world and for the privilege of being part of this body, the leadership of the world Church, the Executive Committee of the General Conference.

It is my pleasure to warmly welcome you to the 95<sup>th</sup> Annual Council of the General Conference Executive Committee.

Matthew A Bediako, General Conference Secretary, read the Bylaws, Article XIII, Section 2. a. and Section 4., which state the constitutional provisions for convening the Annual Council.

“Sec. 2. a. A meeting of the Executive Committee, known as the Annual Council, shall be held annually for the purpose of considering budget requests and making appropriations, for

the transaction of other business, and the adoption of policies that may be necessary in the operation of the worldwide work.”

A letter of invitation dated July 16, 2007 was sent to all General Conference Executive Committee members and special invitees to attend the 2007 Annual Council at the General Conference world headquarters in Silver Spring, Maryland.

The approximately 441 people attending are made up of members and invitees (300 GC Executive Committee members and 141 invitees, totaling 441). The names are listed on pages J-L in your agenda notebook.

Bylaws, Article XIII, Sec. 4., states: “Any fifteen members of the Executive Committee, including an officer of the General Conference, shall, after due notice to available members, constitute a quorum of the Executive Committee for the disposition of routine items, and shall be empowered to transact business that is in harmony with the general plans outlined by the Executive Committee at the designated place of meeting of the Executive Committee as hereinafter provided. A quorum of forty members is required for the disposition of nonroutine items such as major financial decisions, the dismissal of elected and appointed employees, and the election of presidents of divisions and of general vice presidents.”

I assure you, brother chairman, that this Annual Council will be handling far more than just routine items, and more than 40 members are present this afternoon and all eagerly await your Call to Order of the first business meeting of this important 2007 Annual Council.

Armando Miranda then declared the 2007 Annual Council open for the consideration of business.

#### AGENDA NOTEBOOK DISTRIBUTION

Agenda notebooks were distributed prior to the meeting.

07AC to MAB

#### DAILY PROGRAM

VOTED, To adopt the daily program of the 2007 Annual Council as follows:

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DAILY PROGRAM  
October 14 to 17, 2007

6:45 a.m. to 7:45 a.m.	Steering Committee
8:00 a.m. to 9:00 a.m.	Devotional
9:00 a.m. to 12:00 p.m.	Business Session

Lunch

12:00 p.m. to 2:00 p.m.	Committees
2:00 p.m. to 5:30 p.m.	Business Session

SEC/ADCOM/07AC to LRE

113-07G ANNUAL COUNCIL 2007—STANDING COMMITTEES

VOTED, To approve standing committees for the 2007 Annual Council, as follows:

ADDITIONAL PERSONNEL TO STANDING COMMITTEES

Ted N C Wilson, Chairman  
Vernon B Parmenter, Secretary

Members: James A Cress, George O Egwakhe, Roscoe J Howard III, Orville D Parchment.

NOMINATING

Jan Paulsen, Chairman  
Matthew A Bediako, Secretary

Members: Niels-Erik Andreasen, Rosa T Banks, Delbert W Baker, B Lyn Behrens, Dennis N Carlson, Lowell C Cooper, Luka T Daniel, N Nathaniel DeLima, George O Egwakhe, G Thomas Evans, Larry R Evans, Laurie J Evans, Mark A Finley, Ulrich Frikart, Agustin Galicia, Ella Grents, Alberto C Gulfan Jr, Joseph Hin-Chung, Roscoe J Howard III, Eugene Hsu, Gerry D Karst, Linda Mei Lin Koh, Erton C Kohler,

Jairyong Lee, Israel Leito, Robert E Lemon, Jose R Lizardo, Norman Maphosa, Geoffrey G Mbwana, Armando Miranda, Thonmas J Mostert Jr, Baraka G Muganda, Pardon K Mwansa, G T Ng, Etzer Obas, Daisy Jane F Orion, Vernon B Parmenter, Jere D Patzer, Juan R Prestol, Paul S Ratsara, Michael L Ryan, Roy E Ryan, Claude Sabot, Rita Emmanuel Salve, Don C Schneider, Ella S Simmons, Ian Howard Sleeman, Artur A Stele, Remelito Aguilar Tabingo, Lawrence P Tanabose, D Ronald Watts, Bertil Wiklander, Ted N C Wilson.

STEERING

Jan Paulsen, Chairman  
Larry R Evans, Secretary

Members: Matthew A Bediako, Rosa T Banks, Lowell C Cooper, George O Egwakhe, G Thomas Evans, Mark A Finley, Agustin Galicia, Roscoe J Howard III, Eugene Hsu, Gerry D Karst, Robert E Kyte, Robert E Lemon, Jose R Lizardo, Armando Miranda, Pardon K Mwansa, G T Ng, Daisy Jane F Orion, Orville D Parchment, Vernon B Parmenter, Juan R Prestol, Michael L Ryan, Roy E Ryan, Claude Sabot, Don C Schneider, Ella S Simmons, Ted N C Wilson.

07AC to MAB

ADOPTION OF AGENDA

VOTED, To adopt the agenda as listed in the agenda notebook.

WORSHIP IN MUSIC

The Columbia Union College Baroque Consort performed Quartetto G Major by Georg Philipp Telemann.

SCRIPTURE AND PRAYER

Lyshll Prudente, nine-year old daughter of Larry P Prudente, General Conference Employee Food Service, read Matthew 28:19-20 and then offered prayer.

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### *TELL THE WORLD*

Jan Paulsen, General Conference President, welcomed those in attendance, as well as those joining us by television and Internet, to the 2007 Annual Council which was appropriately scheduled to begin by celebrating the Sabbath together. We as a Church have always been a missionary movement, with the sacred mission entrusted to us by God to *Tell the World*.

Michael L Ryan, General Conference General Vice President, interviewed the following four front-line Church employees:

Eric P Monnier, President of the Bangladesh Union Mission (SSD), has been involved with mission all his life. He was a “missionary kid” before becoming a missionary himself. He and his wife served in Brazil and Bolivia on a medical boat on the Amazon. When asked why he became a missionary, he replied, “I believe it was in my genes.” He requested that the world Church pray first for his entire family and then for wisdom to know how to spread the message in Bangladesh.

The Global Mission Coordinator for the West-Central Africa Division, R Danforth Francis, has served the Church for over 26 years. When asked what he would like the world Church to pray for on his behalf, he requested that they pray for peace and for good techniques to reach our Muslim brothers and sisters.

Hidayat Masih, President of the Northern India Union Section (SUD), shared how the Lord had led him to train Global Mission pioneers to be good instruments for His work.

Lyshll Prudente and her five-year old brother, Rhymiel, sang *What a Day!*

Andrei Ten became a Seventh-day Adventist 15 years ago after reading two books he received from an Adventist literature evangelist. He became an Adventist pastor in 1998 after being encouraged to do so by then president, Robert S Folkenberg. Today he serves as a pastor in Uzbekistan Mission (ESD).

### WORSHIP IN MUSIC

Karla Rivera, a professor at Columbia Union College, sang *Here I Am Lord*.



## HOMILY

Mark A Finley, General Conference General Vice President, delivered the homily based on Acts 19:21 where Paul says “I must also see Rome.” “Why see Rome?” Finley asked. Paul was passionate about winning lost people for the Kingdom. He wanted to penetrate the capitol of the world with the gospel.

These early Christians didn’t believe in the word “impossible.” They were passionate about telling the gospel story. As Church leaders, we need to ask where are unentered cities and countries that are closed to the gospel. “Where is your Rome?” Finley asked. Paul had a passion to reach Rome. Finley challenged everyone with this question, “What is your passion?” If you don’t have a passion for something, you won’t reach that city or country with the gospel.

In the end, neither position nor status matters. In the end what really matters is that some man, woman, or child will walk the streets of Heaven because someone with a passion told them about Jesus and His love.

Sonete Magalhães Costa sang *I Love to Tell the Story*. She was accompanied on the piano by her husband, Williams Costa Jr.

The benediction was offered by Mark A Finley.

Armando Miranda, Chair  
Matthew A Bediako, Secretary  
Larry R Evans, Editorial Secretary  
Dian R Lawrence, Recording Secretary

ANNUAL COUNCIL OF THE  
GENERAL CONFERENCE EXECUTIVE COMMITTEE

October 13, 2007, 11:00 a.m.

PRESIDENT'S KEYNOTE ADDRESS

Jan Paulsen, President of the General Conference, presented the keynote address, *Shared Responsibility—Shared Trust*, on Sabbath morning, October 13. Scripture quotations are taken from the New International Version.

Paul is confronted with a dilemma which we find referenced in 1 Corinthians chapters 8 to 10. It is a dilemma which impacts both responsibility and unity in the leadership of the Church. The question before him is this: “How do you counsel people about the eating of meat that has been offered to idols?” On the one hand, referring to Israel, he says that “those who eat the sacrifice participate in the altar,” and, on the other hand, he muses: “Does that also hold when it comes to idols?” He answers it basically by saying that “As for me I don’t believe in idols—they are nothing to me—so, I can eat meat offered to idols without doing damage to myself.”

But he says, and this is the critical point for leadership, if the exercise of my freedom causes damage to you, then it is wrong and not in harmony with the will of Christ. My exercise of freedom and the choices I make in my realm and in my world must be disciplined by consideration, love, and concern for those who may in some way be affected by them. This is a biblical principle which must define what we do as leaders. “Everything is permissible,” he says, “but not everything is beneficial.” And he adds: “Nobody should seek his own good, but the good of others.” (1 Cor 10:24) And then Paul concludes by saying: “Follow my example, as I follow the example of Christ.” (1 Cor 11:1)

Clearly, for Paul, the issue is not food. Food is just the illustration. The real issue is, what should govern the decisions and actions we take? His answer clearly directs us towards showing consideration and deferring to others. It has to do with being willing to forego rights rather than claim and assert them. It is about you and me, people entrusted with leadership, asking ourselves: “If I do this, which I think I have every right to do, what good or damage will it do to others who may in some way be impacted by what I do?” For while a man has a duty to himself, he has a greater duty to others. The passage is about discovering what it means to be part of something which is larger than any of us and our immediate communities. And the principle which it brings out is of foundational importance to us as a global Church. So, may I suggest, maybe with a bit of license, that arising out of this passage are some thoughts we should take with us—thoughts such as:

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1. The high value of mutual trust. It is a good thing to be able to share resources while at the same time letting go of the controls. It has much to do with trust, without which we cannot lead this Church, trusting that those who receive the support that comes from me will know how to best use it in the interest of the life and mission of the Church where they are. You and I have our designated areas of responsibility. Let's do our best to trust others to look after theirs, as well as you and I will do ours, for all of us will eventually be held accountable for how we have performed, maybe already in this life (when election time comes), but certainly in the one to come.

2. It is good to understand what the passage teaches us about deference, and about acceptance of that which is different from me and mine—"acceptance," not in the sense that I may take it on as mine, for it may not work for me or indeed be acceptable to me personally, but in the sense of not judging its value to the others under different circumstances and cultures. We don't all live in the same world, but we all share the same family ties. We are not all children of the same culture, but we are not independent of each other. We are bonded in unity, and we have to trust each other to do right.

3. It is good to understand that there is at least a hint in this passage telling us to be sensitive to what is core Adventism and what is not, and not to unduly elevate a particular perspective that occupies me and impose it on others. Remembering that I should not over-rate the value of my particular culture as I relate to others.

4. It is good to understand that this passage, very fundamentally, has to do with nurturing the bonds which hold us together as a "family," for that is what the Seventh-day Adventist Church globally is. You support this family because of your love and loyalty to the Lord and His people. You will give no support to those who seem bent on, or possibly even more dangerously, feel 'called to,' offering an array of judgmental statements and messages of negative criticism, which become an offense to the Lord, and harassment of the Church and its leaders, for that is harmful and destructive to the Church as a family.

5. It is good to understand, says Paul, that in everything I do, I want Christ to look good. Although I am free, he says, I make myself a slave—I discipline myself—for the sake of Christ, the gospel, and His people. Whatever I do, says Paul, I do it so that I might "win as many as possible," (1 Cor 9:19) and so that the voice of Christ and His love for the Church may be clear and untarnished.

This mind-set of shared responsibilities and shared trust, for the sake of Christ and the unity of the Church, defines our leadership style and the decisions we make.

The Church, which we are a part of and have responsibility to give leadership to, is far from a perfect community. None of us is making any strong or boastful claims for ourselves as

elected leaders. The Church is God's people—this is the Body of Christ, and looking after the Church is an act of worship. The Church is not a business corporation, and you and I are not corporate executives. We did not aggressively market ourselves to get to where we are today; the process which brought us to where we are was different. We may not do a perfect job, but we will give it our best. And, somehow, I think that is all the Lord expects of any of us. What you do as a leader in the Church, do it with love for the Lord and his people, do it with integrity, and keep your heart clean. I really believe that is all the Lord asks of any of us. And I think He will honor you for it.

Between those of us who come together for Annual Council, and among the many other leaders in local conferences and missions who are not here, there is a vast array of leadership assignments. Don't get involved in managing the task given to somebody else. Stay with the assignment you have been given—for now. I know there are interesting challenges out there that you wouldn't mind taking on, but just stay with what you have been entrusted to look after for now. It is good to draw the line there. I know there are local leaders who receive unsolicited requests for intervention, with respect to something that is happening in another country or another part of the world Church—or, conversely, should have happened but has not—and you may feel drawn into it because you feel you have the solution. My counsel is: "Don't." The flaws that may be brought to your attention, whether real or just on someone's agenda, are not yours to fix. You may think that you can help if they would just listen to you. I have to tell you honestly that I don't think you can. You probably haven't got the full picture. I frequently get what I call "10 percent stories;" it is in the 90 percent they don't tell me that the real substance is found. The task elsewhere is not the responsibility you were chosen to handle—at least not just now. Others have been chosen for that role; and the extent to which they succeed or not, they will have to answer to the Lord for, as you and I will for ours.

Then there are some individuals who work under your supervision, if not immediate at least general. Try to restrain them in their zeal to fix a short-coming they think they identified in some other part of the world. For when they do, they become contributors to tensions and misunderstandings, and not to solutions, and they are not helpful. Hold them accountable for the sake of the gospel and the Church.

We cannot be fixers of things out there beyond our mandate. I have to trust others who are nearer to the matter and whose responsibility it is to take care of it. People write to me about a great variety of things they want me to fix, from ASI-type supporting ministries, to the state of our Church in a country in Latin America, to gone-astray liberalism in secular Europe, to the state of leadership in India or other parts of Asia. If there are issues really in need of fixing, it is not going to work for me to try to do it; I have to trust others to care for it, as you must also do. I trust you.

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October 13, 2007, a.m.

GCC Annual Council

You are all familiar with what we call “policies.” (Somebody defined policies as something administrators quote when they want to say, “No.”) There is nothing sacred about policies; we keep changing them regularly and irregularly. But they do keep order in the system; they are agreements on how we are going to try to do things; in that sense, they are instruments of unity in the Church. Let us honor them and work by them. If they are flawed, and some of them are, let us make that discovery collectively, and together go about rewriting (policies) the way we are going to do it differently. Mavericks who act independently and by their own wisdom do not make good administrators in this Church.

We have two commissions appointed by Annual Council to address two very important matters in the life and mission of our global Church: One addressing the policies we have for the use of tithes; the other to look at the structures and services that we have established in our church. One of them is ready to bring a report to this Annual Council; both of them will finish their work this quinquennium. These are examples of how we work together as a global community to address very comprehensive and complex issues. They are examples of how unity in our Church is nurtured. They will provide ample opportunities for our commitment and loyalty to the unity of the Church to be tested and tried, but we will be better for it.

The Church is unique. It is not only God’s idea, but it is a community which is of the highest value to God. “Enfeebled and defective as it may appear, the church is the one object upon which God bestows in a special sense His supreme regard.” (AA 12) The Church is deeply loved by Him. It is the “theater of His grace,” and He has an unwavering commitment to the Church. The message from Scripture, from the pen of Ellen G White, and from our own history tells us that God wants this Church to stay united. Let us make no mistake about this. From time to time issues come up which test our commitment to unity, such as in the oft-discussed matter of the role of women in ministry, a matter which keeps surfacing from time to time. Whether in conversation with young adults or with a group of local church pastors from North America on television a few days ago, the matter keeps coming up. And some ask: “Do we always have to keep talking about this?” Well, it seems so. We may well be of the opinion that we should have handled it differently from the beginning. Maybe. But this is how we did it—we consulted together as a global family and we came to a decision, and this is where we are today. Maybe you were in a minority on that day, but we shared in the process and we share the outcome, and we cannot step out of our shared past and say: “I don’t like it! Whatever others may think, I will correct what I think was a mistake in my little corner of the vineyard.” It does not work like that in the Church. Before we embark on a new course, particularly in a difficult and potentially divisive matter, a broad-based consensus of leadership must, after listening to each other, conclude that the time has come to think differently. With this particular item, we are not there now. And I think that moving with caution on this particular issue is wise, for I suspect that even in those countries or cultures where many argue strongly for a different approach to authenticate women in ministry, there may be a majority of our members who feel that we should stay with the position at which we arrived.

In my recent conversation with church pastors, they told me that the greater concern of many women who feel called to the ministry, and who take the professional training to function as church pastors, is not the ordination issue, but being employed in ministry. Local churches are reluctant, and conferences find women difficult to place. That, I think, is a most unfortunate failure. I encourage young people, men and women, to follow the calling God has placed within them. To deny the calling God may have given them is often at the risk of their own spiritual life. If this is an employment issue which you need to fix in your part of the world, then let us do that. We are going to need everyone to finish our mission, and for God to usher in eternity.

I came away from my recent conversation with church pastors reinforced in my conviction that we need to listen carefully to what these servants of the Lord say to us as leaders. Some of them feel that there is a disconnect between leadership and themselves. Where that is true, and it may be extensively true, leadership must take the initiative to correct it. Adventists around the world are engaged in all kinds of professional assignments and work places. We have, however, all this in common—that we come to be nurtured at least every Sabbath from these gate-keepers and shepherds of the flock, 22,000 of them globally. There is no one in our Church with a more important assignment. If we do not get it right in the local church, it cannot be fixed anywhere else. So, let us listen carefully to what the local pastors say about the flow of ideas, about diversity and unity, about the needs of our people, about standards, and about the use of tithe. Their voice must be heard or our decisions will not be safe.

The secular civil society and the Church share virtually everything, except some important values. Society will test our conduct in some of these areas. Marriage, cohabitation, and same-sex partnerships are matters that are already lodged within both the larger society and the Church. Laws in society will impact our conduct as a church, maybe particularly in employment matters and in the way we run our institutions. I see tension ahead between our being fair to all and not wanting to attract litigation, on the one hand, while, on the other, at the same time not being willing to give up what we hold to be important biblical values. We are a law-abiding people, obedient citizens of any country; but obedience to God takes first priority. It is important that we do not lose sight of that when the values of two different worlds collide.

But even when that happens and things get difficult, we have to ask ourselves: “How do we do mission in an imperfect world, surrounded by legal and social parameters the values of which we cannot accept?” In such scenarios, we have to remember, I believe, that we are called to do mission in a world where sin abounds. We will inevitably meet on our mission journey that which we hold clearly to be wrong, but the laws of the land restrict us as to whether and how we can publicly discredit that which we do not condone and share. This is difficult, but this is the world in which we live, and we cannot step out of it. This is where we have been placed to do mission.

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Let me come back to the matter of unity in the Church. It is strange, but I know of nothing which has the potential of dividing the Church more than theology itself. It has always been like that. Some of you who are students of Church history may remember from your study, that many centuries ago a controversy arose which split the church of the East from the West, Constantinople from Rome, and the Orthodox Church and Western Christianity parted ways. The heart of the issue became known as the "*filioque*" controversy (*filioque* meaning "And from the Son"). It had to do with the procession of the Holy Spirit after Christ's ascension. Eastern Christianity said that He proceeded from the Father; the Western church added "and from the Son." And that divided the church.

As Seventh-day Adventists, we have strong convictions regarding doctrines and theology. That should not surprise any of us. It has to do with our roots and our self-understanding. It has to do with eschatology, and it has very much to do with preparing a people to be ready for Christ's return.

Some time ago, a senior person in our Church, one who has given much to our Church and for whom I have the greatest respect, came to my office and urged me to convene a restudy of some of the theological issues which were published in the book *Questions on Doctrines*—issues which he felt had created distress and, in his view, misrepresented the position of our Church. It had to do particularly, but not only, with the nature of Christ. We talked about it, and I had to tell him that I would not convene such a restudy. I appreciate that it troubled him, as it may some others these days.

The book was an attempt to answer specific questions put to us by representatives of the evangelical community in North America. R R Figuhr was General Conference President at the time, and some of the finest minds of our Church were consulted and were involved in formulating our answers which were published in that book. But there were some who differed. Opinions were strongly held. Adventists always do that. While I suppose that maybe 98 percent of the book was considered to be a wonderful statement of where we stood and stand as a Church, it was the other 2 percent that caused charges of apostasy to fly. I understand that an event is coming up to mark the fifty years that have passed since the publication of that book. I have questions about the constructive value of having that event, particularly as I see on the list of participants the names of one or two presenters whose track-record has been to aggressively attack the Church and charge particularly those of us who are leaders of leading the Church into apostasy.

Maybe the time will come, although it will not be at my urging and it will not happen on my watch, when Church leaders will restudy the sensitive points of this issue. But I think there is a reason why we have chosen generous language in describing our position as a Church on the nature of Christ. The uniqueness of Jesus Christ (wholly God and wholly man—no one else matches that of the "only-begotten" One) leads us to that. I just cannot imagine that a post-

modern person in Europe, a business man in Asia or Latin America, any more than a farmer in Africa, will care one iota whether Christ had the nature of man before the fall or after. The realities of the world in which we live are that we have other concerns and other priorities which occupy us.

Let me just say one more thing about this. The discussion about the human nature of Christ comes often in the setting of discussions about living victorious lives, about overcoming sin, and preparing a people for the coming of Christ. The question is not: "Can we gain victories, or are we, by our sinful nature, destined to constant defeat?" Of course we can gain victory, but that will not be by settling the precise human nature of Christ; it will be by experiencing the "power of His resurrection." (Phil 3:10) It will not be by the power of His example; it will be by the power of His resurrection, for in that lies the power to live a new life. Let us strive in our preaching, teaching, and writing to direct the attention of our people to the Risen One, for He can work wonders in our lives.

I say to you as leaders: We have the statement of *28 Fundamental Beliefs*. They hold together our core identity in terms of faith and doctrine. Resist any tendency to pluck out strains from any of these and make them into a separate and new doctrine which will divide the Seventh-day Adventist global community! We are in such a rapid global growth today as a Church, and to me it is important that we have the *28 Fundamental Beliefs*, as stated, understood and held to by all the new members who are joining us. That in itself is a monumental task. The wonderful fact that we are growing rapidly around the globe is also our great challenge, and we cannot afford to become distracted.

None of these Fundamental Belief statements is intended to be a complete statement on how we see a given issue. There are numerous other official publications by our Church, and occasionally an Annual Council action, such as the recent one which states in a more detailed way how we understand our position on Creation, which give further clarification of our fundamental belief with particular reference to a discussion which is current.

So, what is it that really matters, when all is said and done, to us individually and personally, as well as to us as administrators of the Church which we believe is God's community in these last days of earth's history? If I were to express it with just one word I would probably use the word "OBEDIENCE" (to God), for obedience expresses the practical side of faith, and its reference point is always someone or something outside my own person. Faith has no other way of expressing itself.

On committees we are often facing the dilemma of how we should respond to a "tricky" matter; what decision should you make to handle a potentially difficult and problematic issue with consequences which are uncertain and unpredictable? After we have talked the matter through and prayed about it and the mind finds rest with what we believe is right, it is important



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that the prospect of uncertain consequences does not then hinder us from moving forward. If you are clear about what is right, just do it. Don't be political. Keep your heart clean. Be self-critical with reference to potential conflicts of interest, and, then, just do what you know is right. You will sleep better for it, for you did your best to be loyal and obedient to God. In an uncertain world with an uncertain future, that is, I believe, the only safe stand we as Church leaders can take.

As I opened my thoughts today by reference to a biblical passage, let me now exit by a similar gate.

“Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up. Therefore, as we have opportunity, let us do good to all people, especially to those who belong to the family of believers.” (Gal 6:9,10)

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ANNUAL COUNCIL OF THE  
GENERAL CONFERENCE EXECUTIVE COMMITTEE

October 14, 2007, 9:00 a.m.

DEVOTIONAL

The devotional message entitled, “Hope Empowers Us for a Hopeless Task,” was presented by Adrian Bocaneanu, Director of Hope Channel Romania, and local church pastor, Euro-Africa Division. Scripture quotations are taken from the New King James Version.

When sharing with His disciples the prophetic message recorded in Matthew 24 and 25, Jesus was fully aware of the tragic events soon to come upon Him. He also expressed many concerns for the future of His beloved church in a disintegrating world. Surprisingly, however, He seemed to downplay these catastrophic movements and asked His followers not to become obsessed with them. Against this disheartening background, He raised His voice two times in triumphant tones when giving us assurances of the complete victory of the gospel: It “will be preached to all the world” (Matt 24:14) and it will produce a worldwide harvest of saved human beings to be gathered by angels “from one end of heaven to the other.” (Matt 24:30,31)

A few decades later, Paul spoke for the first time of the fulfillment of this prophecy: “The gospel . . . was preached to every creature under heaven.” (Col 1:23) The Church today takes seriously the task to bring the gospel to every inhabitant of the earth. God generously provides the means, and the Church advances. Modern transportation at affordable prices, work emigration, peace and relative prosperity in places with no history of stability, digital communication—all these stimulate young and old to go everywhere, from the most familiar to the most unreached. More than in the past this is a generation of hope that the hopeless task is being fulfilled. Of such people Jesus said: “This generation will by no means pass away till all things take place.” (Luke 21:32)

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Jan Paulsen, chair, called to order the second session of the 2007 Annual Council.

Prayer was offered by Cesar Gomez, President of the Inter-Oceanic Mexican Union Mission.

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## MISSION STATEMENT OF THE SEVENTH-DAY ADVENTIST CHURCH

The Mission Statement of the Seventh-day Adventist Church was read by the secretary of the business session, Agustin Galicia.

VOTED, To reaffirm the Mission Statement of the Seventh-day Adventist Church, which reads as follows:

The mission of the Seventh-day Adventist Church is to communicate to all peoples the everlasting gospel of God's love in the context of the three angels' messages of Revelation 14:6-12, and as revealed in the life, death, resurrection, and high priestly ministry of Jesus Christ, leading them to accept Jesus as personal Savior and Lord and to unite with His remnant church, and to nurture believers in preparation for His soon return.

We pursue this mission under the guidance of the Holy Spirit through:

1. Preaching—Accepting Christ's commission (Matt 28:18-20), we proclaim to all the world the message of a loving God, most fully revealed in His Son's reconciling ministry and atoning death. Recognizing the Bible to be God's infallible revelation of His will, we present its full message, including the second advent of Christ and the continuing authority of His Ten Commandment law with its reminder of the seventh-day Sabbath.

2. Teaching—Acknowledging that development of mind and character is essential to God's redemptive plan, we promote the growth of a mature understanding of and relationship to God, His Word, and the created universe.

3. Healing—Affirming the biblical emphasis on the well-being of the whole person, we make the preservation of health and the healing of the sick a priority and through our ministry to the poor and oppressed, cooperate with the Creator in His compassionate work of restoration.

In harmony with the great prophecies of the Scriptures, we see as the climax of God's plan the restoration of all His creation to full harmony with His perfect will and righteousness.

AST/07AC to LRE

AUDIO RECORDINGS OF GENERAL CONFERENCE EXECUTIVE  
COMMITTEE MEETINGS

VOTED, To reaffirm the stand taken by administration with the advice of the Office of General Counsel to not record meetings of the General Conference Executive Committee, with the exception of General Conference Sessions.

CONFLICT OF INTEREST DECLARATION—STATEMENT  
OF ACCEPTANCE

All General Conference Executive Committee members were asked to read, sign, and turn in the conflict of interest statement of acceptance.

*TELL THE WORLD* REPORT

VOTED, 1. To accept the *Tell the World* report, which focused on telling the world about Jesus through media.

2. To acknowledge the launch of the Growing Disciples initiative.

Prayer was offered by Solomon Maphosa, Secretary of the Southern Africa-Indian Ocean Division.

Jan Paulsen, Chair  
Agustin Galicia, Secretary  
Larry R Evans, Editorial Secretary  
Tamara K Boward, Recording Secretary

ANNUAL COUNCIL OF THE  
GENERAL CONFERENCE EXECUTIVE COMMITTEE

October 14, 2007, 2:00 p.m.

Pardon K Mwansa, chair, called to order the third session of the 2007 Annual Council.

Prayer was offered by Mikhail F Kaminskiy, Secretary of the Euro-Asia Division.

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07AC to MAB

SECRETARY'S REPORT

Welcome! Let me take this privilege to welcome all the Executive Committee members, your spouses, and the special invitees to the 2007 Annual Council of the General Conference of Seventh-day Adventists. It is indeed good to see you.

To those of you who have been members for the past three years, you are welcome.

As a result of union sessions that have taken place in some divisions and retirements, I see new faces. You are especially welcome!

I would like to remind you that, as members of the Executive Committee, you are here not only as a representative of your union or division, but you represent the 15.5 million Adventists around the world. You are charged with the responsibility to come and do the business of the Church on their behalf. It is, therefore, expected of you to faithfully attend all the meetings and participate in the discussions.

I am sure some of you were disappointed in the change of venue for the 2007 Annual Council from Kiev, Ukraine back to Silver Spring. The change was due to some challenges that we were facing. But the good news is that the 2008 Annual Council will be held in Manila, Philippines.

I am told that the Southern Asia-Pacific Division is ready to roll out the red carpet for the delegates and to accord us with the typical Filipino hospitality. We are anticipating tens of

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thousands of our fellow believers joining us on the Sabbath to celebrate God's faithfulness. The Philippines has over one million Seventh-day Adventists.

### WORLD MEMBERSHIP

The good news is—for the past five consecutive years, over one million individuals have joined the remnant Church every year!

During the period under review, July 1, 2006 to June 30, 2007, 1,044,315 souls were added to the Church through baptism and profession of faith. Although this is a 48,774 decrease from last year, we praise God for these precious souls.

During the last four quarters, we recorded 2,859 daily accessions (baptism and profession of faith). With a net membership increase of 681,448, the world membership stands at 15,433,470 as of June 30, 2007. This means that there is one Seventh-day Adventist to every 429 of the world population.

### MEMBERSHIP RETENTION

For the past five years we have reported to the Executive Committee the very low retention rate of our membership. I am happy to report that there has been a remarkable change in this area. While we were reporting a ratio of accessions to losses around 45.03 percent, our records this year show a healthy figure of 24.21 percent. This means, for every one hundred members added through baptism and profession of faith, 24 left the church. I must hasten to indicate that those who leave are not only the newly-baptized members. We are happy to see a new trend, but we cannot sing the doxology until we eliminate from our chart the loss and missing column.

To achieve this goal, we need to exhibit in every church, institution, and on all levels of Church administration, an unconditional love for one another. Let every individual who enters our church and institution feel welcome. We need to respect and accept one another.

I take this opportunity to thank all the divisions that have finished their church membership audits. I know this is not an easy or happy work to do, but it is expected of us to be honest in reporting our membership. For those that have not yet done it, we encourage you to conduct it this coming year.

### INTERDIVISION PERSONNEL

In your agenda book you will find the details of missionary movements.

In 2007, 96 new missionaries were sent out on regular full-term appointments to all the divisions. Six hundred twenty-four others returned to their fields of assignment after well-deserved furloughs and annual leaves and 112 asked for permanent return. Our active interdivision workforce stands at 979.

The North American Division provides about 39 percent of the interdivision employees, with the remaining coming from all other divisions.

In addition, 1,604 Adventist Volunteers went out to the mission fields for one or two years.

We wish to express our appreciation to these front-line soldiers of Christ.

## DIVISION REPORTS

### EAST-CENTRAL AFRICA DIVISION (ECD)

During the last twelve months, more than 1,605 prison inmates in various prisons of our territory have been baptized into the Seventh-day Adventist Church. This is the result of combined efforts of Chaplaincy Ministries and other ministries of the Church.

The government of Kenya has opened its prison doors to Hope Channel. Initially, 100 television sets would be installed in these prisons. Adventist-laymen's Services and Industries (ASI) Kenya Chapter has covered the cost. There are plans to do the same in Rwanda and Uganda prisons.

On June 5, 2007, Kinshasa, the capital of the Democratic Republic of Congo, welcomed Hope Channel to the city. Adventists and non-Adventists consider Hope Channel as their darling television channel.

Already we have seen many former members coming back to the Church. Hope Channel is providing the comfort, hope, and healing which is much needed as a result of war in the country.

Between October 2006 and June 2007, 22,500 souls have been baptized as a result of evangelistic teams from North America, Europe, and Australia. They have also assisted in church buildings.

Safari Africa—Safari Africa is the first NET event in the Swahili language. Hope TV, in cooperation with the East-Central Africa Division, East Africa Union, Central Kenya Conference, and the Nairobi Central Church in Nairobi worked together for the success of these

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meetings. Pastors and church members around the Division territory participated very actively in pre-campaign preparations, buying and setting up satellite dishes in churches, schools, homes and prisons. The public radio stations in Butembo and our own radio station in Rwese, Congo aired the series. Television stations in Kinshasa, Rwanda, and Kenya allowed the messages to be viewed in thousands of homes. More than 1,600 churches served as downlink centers. It is our estimate that more than 10,000 homes became evangelistic centers.

Safari Africa featured programs on health, family life, children, and music. Evangelistic messages were presented by Geoffrey G Mbwana. The partial report received so far has indicated baptisms of over 20,200. We hope by mid-October we will have received all the reports.

Voice of Hope Radio-Kigali—The Voice of Hope Radio in Kigali has become an instrument of healing in Rwanda Union. Many broken pieces left behind by the horrors of the 1994 genocide are being picked up by the soothing Voice of Hope Radio aired from the city of Kigali in Rwanda. Many souls are being drawn to Christ through baptism. Former members who had hated the Church because some church members had participated in genocide activities are coming back into church fellowship.

Baptisms in ECD Universities—In addition to the academic activities run by our institutions of higher learning, evangelism, and winning souls for Christ occupy a very central place. Between October 2006 and June 2007, the following institutions have realized the following baptisms:

Bugema University	281
University of Eastern Africa Baraton	727
Adventist University of Central Africa	85
University of Lukanga, Congo	91

#### EURO-AFRICA DIVISION (EUD)

At the end of the second quarter 2007, the membership of the Euro-Africa Division totaled 174,840. During the period under review 4,953 new members were added to the Church. In the same period, we lost 4,248 through death, apostasy, and missing members. This is a serious concern and a challenge to find a quick way to substantially reduce the loss.

At a glance of the last ten years, we are happy to report a steady growth in the Division. Even though it is a very modest 1.1 percent per annum, it is a trend in the right direction.

Adventist Youth Department Centenary Celebration—A structured Adventist youth work started with the establishment of a Youth Department 100 years ago. It took place at the General



Conference Annual Council of 1907, held at the Lake Geneva Sanatorium in Switzerland. Since then, the Adventist youth ministry has spread around the world and has become a tremendous means of identification, mission, and growth. The commemoration of this event in Switzerland gave focus to the youth work in Europe.

Related to the total population of 575,000,000 in the Euro-Africa Division territory there is one Adventist for each 3,289 citizens. Motivating each Seventh-day Adventist member to win a soul for Christ could determine a geometric growth that would help to overcome the gap between population growth and real church growth.

Mission is progressing in Europe by a growing participation of lay members and lay associations cooperating with the Church structure. This year numerous projects were implemented abroad as well as at home. The *GO Conference* in Germany, the *Church Planters' Exchange* organized by the Trans-European Division in Friedensau, outreach projects implemented in Portugal, Spain, and Italy, ASI initiatives strongly supporting and impacting the Church in the Czech Republic and in Slovakia are only a few examples of focused evangelistic outreach.

A special event pointing out the importance of mission in the Division has also been the inauguration of the new Adventist Media Center, Voice of Hope, in Germany. Hosting the Bible Correspondence School, television and radio production, Internet ministry, and the ministry for the blind, it represents a united effort to reach people with the gospel. We were pleased to host Jan Paulsen, President of the General Conference, as the main speaker for this event.

Challenges the Division is facing—While investing our forces to spread the gospel in Europe, we are facing some serious challenges:

- The aging membership in the European Adventist churches. This is a real challenging development since we need more young people to take over responsibilities and to ensure the future of the Church.
- Volunteer service has a very good reputation and an increasing number of young and older people who have the desire to serve in missions. The challenge is the limited possibilities to assist the young people in the process of finding their place and preparing for this important missionary adventure of life. On the other hand, we need many more open positions for which young people can apply. We try to face this challenge, since attractive offers will automatically increase the demand and interest.
- The 10/40 Window work is slowly progressing but not enough for the fast growing populations in this area. The challenge is to make a significant impact in

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these countries. This will only be possible by a concerted action of denominational and supporting entities.

#### EURO-ASIA DIVISION (ESD)

A satellite evangelistic program, an event of paramount importance, was conducted by Peter Kulakov in Kiev, Ukraine in March 2007. All efforts of our Church organizations were focused on that program. We not only looked forward to it, but also prayed strenuously and continually for its progress.

On January 19, fifty days before commencement of the program, a prayer marathon started. In all congregations, our church members were fasting and praying for the success of and God's blessing on the program. Three thousand individuals were baptized. The coverage surpassed all expectations. A satellite signal was received at 12,000 locations. While transmitting the program via Christian television channel CNL, we also brought the "good news" to other Protestant denominations.

We are glad to say that the prayer spirit was maintained up to the end of the program. We received thousands of prayer requests, mostly from children, for spiritual renewal and for the power of the Holy Spirit.

During the program, there were more than six million visitors at our Web site. This fact is indicative of the necessity of developing advanced technologies that would enable us to reach out to all peoples of the world during this generation.

Among other big events of the year, we can also mention the evangelistic program conducted by Vadim Butov (West Russian Union) in Ufa, Republic of Tatarstan. The evangelistic meetings were held in two rented premises—Palace of Arts and Railroaders' Cultural Center—located in different districts of the city in January and February 2007.

The program was prepared by the combined efforts of the local Seventh-day Adventist congregation (the Adventists have their own chapel in Ufa), 50 lay members and ten pastors from adjacent cities.

The program served as a "field school" for the second-year students of the Theological Department of Zaoksky Adventist University. The young people had a golden opportunity for practical missionary work.

In Ufa, some 200,000 invitation cards were distributed for this program. The activity of our church members put religious traditionalists on their guard. Some articles were published in local newspapers to warn citizens against any contacts with "sectarians." However, the people

didn't surrender to intimidation. The first lecture was attended by 900 individuals in the Palace of Arts and 100 in the Railroaders' Cultural Center.

The entire program in Ufa was filmed by the Voice of Hope Media Center. As a result, they produced a video film that became not only an excellent study guide for ministers but also an illustration of God's love for the Church and the world.

"Nations will come to your light." (Isa 60:3 NIV) That was the motto of the pastors' congress of the Southern Union Conference held June 5-9, 2007. The pastors from five countries of Central Asia were afforded a golden opportunity to get together and jointly pray, glorify and worship the Lord, study the profound truths of the Holy Scripture, and search for the most efficient methods of evangelism for their region. Five ministers were ordained at the end of the congress.

#### INTER-AMERICAN DIVISION (IAD)

With the final quarter still to come, 2007 has already proven to be a remarkable year for the Seventh-day Adventist Church in the Inter-American Division. This year has so far seen the baptism of over 120,000 souls.

During the last months of 2006, church leaders and members alike began aggressive and large-scale evangelistic campaigns in an effort to reach the three million member mark in 2007. The fruits of their labor were harvested during a one-day, history-making baptismal program on Sabbath, March 24, called "Pentecost and More." The territory-wide event saw the baptism of 48,602 new believers—the largest number of baptisms in a single day since the Inter-American Division was established in 1922. This brings the Division's membership to over 3,000,000.

Not only is numerical growth an achievable objective, but also the establishing of the members in their new faith, in order to strengthen the Church. The Inter-American Division has given a copy of the new *Church Manual* to every local first elder of all organized churches in its territory.

In order to strengthen the faith of the Church, for the very first time the nine volumes of *Testimonies for the Church* have been translated into Spanish and are being offered in both Spanish and English for less than US\$20.00 to the members.

As the large numbers of baptisms have taken place, it became imperative to give attention to the infrastructure of the Church. An aggressive plan was launched to organize at least 1,000 new churches every year, and this objective is being reached with great enthusiasm. Due to this phenomenal growth, the Church has been forced to expand its local regional offices in an effort to service the fast-growing membership.

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The Inter-American Division Executive Committee took an action in its mid-year meetings to begin the process of upgrading all of its 56 mission fields to conference level, thus leaving room for additional territories to be organized.

Education—No less important than significant growth in the Church was a new initiative to introduce an improved and expanded Adventist educational system throughout the territory. Providing quality Adventist education to the more than 91,000 students enrolled across primary, secondary, and university institutions was a major goal this year.

To help realize this, the IAD launched the Inter-American Educational Center (IEC) this summer, an online educational program offering an undergraduate and graduate curriculum. The IEC, in conjunction with Griggs University, began offering courses in Spanish to an initial 300 elementary and secondary level teachers to help them complete their bachelor's degrees. Agreements have also been secured with other prestigious institutions and the Consortium of Inter-American Adventist Universities in order to offer graduate degrees in various areas.

In continuing the education initiative, the Inter-American Theological Seminary (IATS) reached a milestone when it graduated the first generation of pastors to complete a doctoral degree in ministry. Nineteen ministers from Mexico, Central America, and Cuba were among those who received their graduate diplomas during a special ceremony held at Montemorelos University in Mexico on August 11, 2007.

Youth—The Inter-American Division not only supports its youth in education, but it also provides a means to prepare them for their current and future roles in the Church. This year, over 5,000 youth leaders from across the territory participated in the first ever youth leadership and prayer convention held in Medellin, Colombia. The late July convention, designed to enrich and equip young people for soul-winning and responsible church leadership, featured over 30 seminars, a Bible marathon, community service projects, and a 100-hour long prayer session.

As the year draws to an end, Inter-America continues to see fast growth as evidence of the committed efforts by its leaders, ministers, and laity working together to share the gospel in their communities.

#### NORTH AMERICAN DIVISION (NAD)

The North American Division's total membership reached 1,050,210 as of June 30, 2007. This is the result of various evangelistic meetings.

The Spanish NET evangelism series held by the Florida Conference reported 500 baptisms.

Over 600 people attended the Arizona Conference Spanish NET series, *Revelation Speaks Peace*, held in Phoenix, Arizona.

Approximately 2,300 churches and homes participated via satellite and Internet during *The Most Amazing Prophecies* series held September 14-23, 2007.

At the Mid-America Union Session, history was made when a female was elected as the Vice-President for Finance. Elaine Hagele became the first woman union treasurer in the history of the Division.

The NAD Ministries Prayer Summit, held January 5-7, attracted over 900 participants from across the Division.

Over 14,000 youth and young adults attended the first division-wide Youth Prayer Conference.

Christian Record Services has developed a unique program for people with disabilities. *The Missionaries of the Blind* (MOB) connects sighted people with blind individuals in their community to develop friendships, minister to their needs, and pray with them.

Of the 58 North American Division local conferences, 56 are currently on-line, using e-Adventist, the Division's Internet program for maintaining church membership records.

The Office of Volunteer Ministries deployed over 2,300 volunteer missionaries throughout the Division and the world Church in service to others.

In 2006, the NAD officers returned an additional amount of \$175,000 to \$190,000 to each union for evangelism.

#### NORTHERN ASIA-PACIFIC DIVISION (NSD)

The Northern Asia-Pacific Division has been greatly blessed by God with a plentiful harvest of souls and many successful evangelistic events. Churches are growing fast and steadily in many parts of the NSD territory, in spite of many mission challenges that are prevalent throughout the region.

Hope Channel in Chinese Language—With the great support from Adventist Television Network (ATN), in the near future, Hope Channel television programs will be available in the Chinese language. The Chinese Union Mission has approved the recommendation of the Taiwan

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Conference to establish the Hope Channel in the Chinese language in order to approach hundreds of millions of Chinese-speaking people with the Three Angels' Messages.

Mission Day in Japan—The Japan Union Conference designated June 21, 2007 as Mission Day for all church organizations and institutions in Japan with the purpose of reminding the church workers of their mission of carrying the gospel to other people.

More than 700 church institution workers participated in the Mission Day activities. They conducted a seminar on mission and discussed the priority of mission in their lives. In the afternoon, after the group prayer session, they went out with tracts and magazines to distribute by hand to the people in the streets and homes.

The K-Project in The Democratic People's Republic of Korea (DPRK)—The DPRK has been in spiritual darkness for more than half a century. The NSD has been unable to reach the people in this closed country with the Christian message, but God has never given up on the people in North Korea. It is evident that the Lord is opening the door of this country slowly, yet in remarkable ways.

During the year, Jairyong Lee, the Northern Asia-Pacific Division president, with a few other church representatives, visited North Korea several times to discuss with the North Korean government authorities the possibility of establishing a humanitarian project in the country. The meetings resulted in the NSD starting the K-Project.

The K-Project is to help and support the K Hospital in Pyongyang, the capital city of North Korea. The NSD maintains a good working relationship with the North Korean government. It has shipped two containers filled with medical equipment and supplies and has sent an ambulance to this project. We believe that the Lord will open the door of this country, more widely, as we do our best in the given situation.

Internet and Satellite Evangelism in Korea—The Korean Union Conference has emphasized the importance of evangelism and has launched many evangelism projects. Churches are growing rapidly and strong as a result of these projects, and soul-winning work has been very successful.

On April 13, 2007, the Korean Union Conference purchased a Relay Mobile vehicle for regular satellite broadcasting television programs. The satellite time is being used for evangelism for 80 days every year until 2012.

The Korean Union Conference conducted a series of evangelistic meetings for children through the Internet from December 18-21, 2006. Thousands of children participated in the Internet evangelism. They also started small group evangelism through Internet programs.

The Korean Union Conference reached the 200,000 membership mark during July 2007.

**Golden Angels Ministry**—The Golden Angels ministry is unique to the NSD. They are singing ambassadors to 1.5 billion people in the NSD territories. They are dedicating one year as full-time singing evangelists. They travel the Division's territories and support evangelistic meetings. In the last year, they supported 22 series of evangelistic meetings in Japan, Taiwan, Korea, and Mongolia. Through their music ministry, hundreds of people have surrendered their lives to Christ.

**NSD Mission Projects**—Since it is extremely difficult to plant new churches in many parts of the NSD territory, the Division has launched the Pioneer Mission Movement (PMM). The PMM sends pastors, with their families, to other countries for six years to plant new churches.

Currently, 41 pastors are working as church planting pastors in Japan, Taiwan, Korea, China, Macao and Mongolia. Through their efforts, hundreds of people are baptized every year and many new churches are established in the NSD territories.

**HisHands Mission Movement**—The NSD has recently launched another mission project—*HisHands* Mission Movement. While the Pioneer Mission Movement, the Golden Angels, and the 1000 Missionary Movement are more focused on foreign missions, the *HisHands* mission movement emphasizes domestic evangelism. Young people will go out by pairs with the gospel message in their hands to reach the unreached people.

Mission is priority in the NSD. We will continue planting seeds that will yield a plentiful harvest of souls.

## SOUTH AMERICAN DIVISION (SAD)

**Spiritual Journey Program**—The South American Division has developed the Spiritual Journey Program to help strengthen each member's spiritual life which, in turn, leads to effective engagement in mission work. Around 80 percent of the Division's membership participates in this program which requires each person to get up early in the morning for 41 consecutive days to read the book prepared for this purpose, study the Sabbath School lesson, read Ellen G White's writings, and have intercessory prayer. During the intercessory prayer, each person prays for five non-Seventh-day Adventists to be reached by the gospel.

**Division Outreach**—The outreach program of the Division includes the Discipleship Training program which aims for every member to be involved in mission work. Another is the small group program, which is still the basis of the Division's outreach and has been proven to

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be the best way to integrate, mobilize, and to preserve the membership of the Church. Missionary pairs come out of these small groups and are the individuals who are giving Bible studies, leading people to baptism. Public evangelism is very much alive with many evangelistic campaigns being conducted, such as the union-wide satellite campaign in Bolivia. The broadcasting stations of the church, located in the capital cities of each state, transmitted the event reaching a larger number of people. The churches were equipped with more than 450 satellite dishes throughout the country.

**New Bible Course and Missionary Bible**—A new Bible course with 27 lessons was created to better prepare candidates for baptism and is being used throughout the Division. The Missionary Bible integrates this Bible course at the end of the Bible with full-color illustrations and graphics to be used as a tool for members to conduct Bible studies.

**Hope Impact**—On September 6, 2008, the SAD will launch the Hope Impact program. In one day 20,000,000 magazines, focusing on the second coming of the Lord, will be distributed. Car stickers will be handed out and the Hope Impact program will be advertised on 10,000 billboards throughout the Division.

Recognizing the importance of the Internet in evangelism, a Web site was created by the Division. Out of the 33,000 current Voice of Prophecy Bible correspondence students, 10,000 students requested the course online, in Brazil only. Many are accessing the Web site daily.

The Division has selected *Steps to Christ*, with the new title *Hope to Live*, as the missionary book for 2008 and plans a wide distribution of over two million.

**Baptisms**—In 2006, 222,585 new souls were baptized in the South American Division. So far, in 2007, 106,794 have been baptized—a 9.6 percent increase compared to the first half of 2006.

**Network-Theology Education**—The South American Division integrated the theological education in the Division under “SALT” (The Theological Seminary of the South American Division) with the president located at the Division office to coordinate the entire theological education program in the Division. An education magazine in Brazil, which is equivalent to *Time* magazine, has a circulation of 1.5 million copies per month. In a recent issue, a three-page article appeared regarding the Seventh-day Adventist Church education program stating that the Seventh-day Adventist education program in Brazil “is one of the best educational networks in the country.”

**Reconstruction of Churches Affected by the Earthquake in Peru**—Five members of the Church were among the many people who perished in the earthquake in Peru. Some church buildings were destroyed as well. Those churches now need to be reconstructed. The plan is to



rebuild 12 churches in the area of Inca, Chinca, and Canete each in the record time of seventeen weeks.

#### SOUTH PACIFIC DIVISION (SPD)

A new 10-seater aircraft has arrived in the Papua New Guinea Union Mission. The aircraft, purchased with the help of the 3<sup>rd</sup> Quarter 2006 13<sup>th</sup> Sabbath Offering overflow and other offering and donations, will enable the Church to reach otherwise inaccessible areas with greater efficiency and effectiveness. Adventist Aviation in Papua New Guinea has one other aircraft—an aging Cessna 206. The addition of the new PAC 750 has rejuvenated our flying program and engendered a great deal of excitement and renewed mission focus.

Mark A Finley has just concluded an extended evangelistic program in the city of Melbourne, a city of over 3.5 million people, which hosted the program in three primary venues. A field school of evangelism for pastors and evangelists who are members of the South Pacific Division's Institute of Public Evangelism was conducted in association with the campaign. At the present time, Revelation Seminars are being conducted as follow-up to the evangelistic campaign, and over 200 people are studying the Bible with a view to baptism.

The South Pacific Division continues to support the mission of the Church by providing volunteers around the globe. One hundred nine long-term volunteers are presently deployed in countries outside the Division including Lesotho, Korea, Thailand, England, Micronesia, South Africa, United States, Malawi, Denmark, Norway, Japan, and Poland. Bob Bolst, Director of Volunteer Ministries for the Division, has reported that in the last two months, 496 young people were involved in volunteer service teams under the STORM (Service to Others Really Matters) Co banner. Stormco has been an initiative of the South Pacific Division which has seen thousands of young people involved in community service programs and outreach.

Three years ago, the South Pacific Division established an HIV and AIDS Commission to address the Church's response to this growing crisis. This Commission utilizes the services of highly skilled and experienced persons who are committed to providing a broad-based response. John Quinn, a Seventh-day Adventist immunologist, and Mike Negerie, currently under appointment to ADRA headquarters, were guest presenters at an HIV and AIDS mainstreaming exercise that was recently held in Suva, capital of the Fiji Islands.

An earlier mainstreaming program had been conducted in Lae, Papua New Guinea. Mainstreaming brings together government, church, community, and ADRA leaders in order to provide awareness and education and to provide a forum in which strategic directions can be discussed and decided.

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As a direct result of the General Conference initiative to reach the big cities of the world, a church has been planted in the center of Sydney, Australia. Named *Fountain in the City*, this Seventh-day Adventist congregation has been established under the leadership of Neil Schofield, a layman who is committed to reaching the secular inner city with our message of hope. The congregation is presently meeting on the campus of the Sydney University of Technology with an average attendance of over 100. Global Mission pioneers have been instrumental in contacting and preparing 24 people who have already been baptized.

Recently, a team of surgeons, nurses, and support staff from Sydney Adventist Hospital travelled to Suva, where they voluntarily conducted heart surgery on a number of critically ill patients. This was the 80th occasion since 1986 when personnel from the hospital have embarked on such missions of mercy, with 2,242 major surgical operations having been conducted. Countries visited include China, Mongolia, Myanmar, Nepal, Vietnam, Rwanda, Fiji, Cambodia, Papua New Guinea, Solomon Islands, and Vanuatu.

#### SOUTHERN AFRICA-INDIAN OCEAN DIVISION (SID)

We thank the Lord for a successful move of the Division's headquarters from Harare, Zimbabwe to Pretoria, South Africa. This historic move took place in December 2006. We want to express our appreciation to the world Church for a beautiful headquarters building. We are happy to report that the initial problems with the telephone and email services have been resolved. The Division now has a fully operational communication system.

Training for Church Elders—The Division has embarked on a vigorous training program for church elders and church clerks. There is, therefore, widespread distribution of both the *Church Manual* and the *Elder's Manual* in both English and Portuguese.

Church Buildings—The Division has a big vision of building 1,001 churches in Mozambique, where church buildings were destroyed during the long-protracted civil war. To help realize this vision, the Division has sought the assistance of Maranatha Volunteers International. Maranatha has since established itself in Mozambique and the first church has already been built around Maputo, the capital of the country.

The Division has launched its own volunteer program within its territory to support the effort of Maranatha International. The response from the unions is very encouraging.

To strengthen its evangelism program, the Division has requested Remnant Publications to sponsor 4,000,000 special Bibles and other literature for evangelism.

In addition to the support of the above-mentioned entity, Light Bearers has committed itself to shipping 100 containers of Bible lessons and other evangelistic literature to the Division

during the next five years. These Bible lessons will be most welcome, especially in a number of unions where local resources cannot keep pace with the enormous interest in the Church.

The Division's membership as of June 2007 stands at 2,114,291. We thank God for each and every one of these precious people.

#### SOUTHERN ASIA DIVISION (SUD)

As of June 2007, our membership is 1,295,002. There has been a sweeping increase as compared to last year's membership of 1,246,848.

Varanasi, a predominantly Hindu center, is full of temples and also a nerve center of Hinduism. Our work in this place was started by Gospel Outreach volunteers three years ago. We began our work with weekend meetings and these meetings continued for three years without any break and as a result of these, over 7,000 new souls have joined the Church. Among them are seven priests who yielded to the message and now are working for God in bringing others to Christ. Twenty-five new stations have been opened.

Bangalore is one of the growing cities in India with all IT companies getting established and developed. Various multinational companies have their outsourcing centers here in Bangalore where many young people are working. Hope for Mega City Project of the Global Mission is fully operative in Bangalore. The Mega City program resulted in the establishment of four more new city churches and twenty new Bible Study Centers in Bangalore.

Eleven new centers have been established in West Bengal by Gospel Outreach volunteers. This is another area where our work is growing and membership is increasing. Reforms are taking place among the people groups in Arambagh.

Two new boarding schools have been added to the educational institutions in the SUD to cater to the needs of the youth of our church especially economically-challenged ones.

Two nursing colleges have been opened recently—one in Nuzvid in Andhra Pradesh and another in Bangalore, Karnataka where we have obtained permission to operate two nursing schools recognized by the government. These schools will cater to the needs of our hospitals.

Dr Johnson and his team members are doing great work in the city of Chennai. Ten new churches and thirteen companies have been established in the second quarter of 2007.

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#### SOUTHERN ASIA-PACIFIC DIVISION (SSD)

The Southern Asia-Pacific Division is moving forward to fulfilling the vision and goals of the *Tell the World* program. This year recorded activities and programs which focused on proclaiming the end-time mission of the Church to proclaim the gospel to all.

Media Ministry—Viewers are blessed by *Dynamic Living*—a much viewed health program aired on Hope Channel from the television station owned and operated by the Seventh-day Adventist Church in southern Philippines.

Evangelism—In January, Jakarta Conference celebrated the success of the Lord's work with the report of organizing 274 small groups, conducting 45 evangelistic meetings, and 53 satellite meetings which resulted in the baptism of 1,050 precious souls.

In Jakarta, the church members responded with joy to help meet the needs of victims of flooding in the city in February as they also embarked in the preparation of the Big City Evangelism Project. Amidst the calamity, the Women's Ministries Department of the Church in Indonesia sponsored an evangelistic meeting conducted by Heather Dawn-Small, Women's Ministries director for the world Church, and Helen Gulfan, director for the Southern Asia-Pacific region. This public meeting, held at the Jakarta Adventist Center February 18-24, culminated the satellite meetings held in 60 other locations resulting in the baptism of 84 new members.

#### TRANS-EUROPEAN DIVISION (TED)

Evangelistic Strategy Energizes Church Members in the Swedish Union—In January 2006, the Swedish Union launched a campaign called "100/500." The plan was to unite the church members to dedicate 500 days to sharing their faith with the goal of bringing in 100 new members. Prayer, witness, and invitations are nothing new, but when combined and implemented by a complete union it gave considerable results. For the first time in over 20 years, the Swedish Union experienced a real numerical growth at the end of 2006. The result of the campaign was 103 members baptized in 510 days. This encouraging trend has continued during 2007.

Summer Festival on Mission—From July 4 to 7 this year, the Swedish Union organized a summer festival under the theme "Dare to Live With God!" The focus was on mission as it was 100 years since the first Swedish missionary, Julius Persson, was sent overseas. To celebrate this, old and new missionaries participated in the program, sharing some of their experiences.

First Permanent Church Building for Ghanaian Adventists in Europe—On June 30, 2007, the Ghanaian Adventist Church in London experienced the fulfillment of a longstanding dream.

For more than forty years the Ghanaian Adventist community had wandered about in the city of London worshipping in members' living rooms, dining rooms, terraces, classrooms, school halls, and eventually in a school gymnasium. More than 1,000 members and well wishers were gathered for the consecration service of the \$6 million church building. There are six other Ghanaian Adventist congregations in the United Kingdom.

**Israel Reaches Out to Palestine**—At a sports club east of Jerusalem, the health message created the opportunity for the Israel Mission to reach out to Palestinians. Each afternoon and evening, the program included three components: a health exhibition including extensive health checks and consultation with a doctor; two female lecturers educating women on health topics, and for the men, an anti-smoking program. At the close of the meeting, local Palestinian community leaders and the club officials presented each participant with a gift to mark their appreciation. The organizers and support group promised to keep a weekly meeting going in the area; and plans are already being laid to hold similar programs for Palestinian citizens in other cities.

**Historic Ordination in Israel**—On Sabbath, June 16, at the end of its constituency session of the Israel Field, more than 600 members from all over Israel gathered for worship and praise. For the first time since the Israel Field was organized, Israeli pastors were ordained. Oleg Ilkine and Valentine Novgorodsky were set apart for the ministry in a solemn and memorable ceremony.

**Israel Dedicates New Church Building for a New Congregation**—Sabbath, July 7, was a special Sabbath for Seventh-day Adventists in Israel, as a new church in Tel Aviv was dedicated. The Church in Israel is growing and using every possible avenue for outreach. Church membership in Israel at the end of 2006 was 851 and the retention rate for that year was 96 percent.

**The Middle East Union Moves Back to Beirut**—More than twenty years ago the Middle East Union temporarily moved its headquarters from Beirut to Cyprus to avoid the violence of the civil war. It was decided to move back to Beirut into beautifully renovated buildings on the campus of Middle East University. This took place the last week of July and early August.

**Youth Evangelism Initiative in Norway**—Throughout the Trans-European Division we are happy to see more and more young people getting involved in Church life and in outreach. In Norway a team of more than twenty young people between the ages of 18-22 dedicated one week of their summer holiday to organize and run a youth evangelism outreach program in Oslo with the theme "The Truth Offers a Purpose." Most of the young people involved attend Seventh-day Adventist Churches.

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First Adventist Student Conference in Norway—The first student conference organized by the Seventh-day Adventist Church in Norway in November 2006 was a success. This conference was the first step in becoming visible in the university environment.

The Netherlands Sees Church Plant Organized into a Regular Church—On May 5, 2007, the two-year-old church-plant “Bon Notisia” (“Good News” in Papiamento) was organized into a regular church. Bon Notisia is the first Seventh-day Adventist congregation in the Amsterdam area where Papiamento, the language of the Dutch Antilles, is spoken. The congregation in this new church would like to attract Antillians living in the area of Amsterdam Southeast. Two years ago, they began with 42 members and 10 visitors. The membership now stands at 100.

In recent years, there have been some interesting church planting developments in the Amsterdam area. In 1992, Stennet Ross, a layman, was instrumental in planting the Amsterdam Southeast Church, where both Dutch and English is spoken. After finishing his theological studies at Newbold College, he became the pastor of this congregation from which, in 1999, the Ghanaian Church, and in 2001, the Almere churches were planted. Bon Notisia is the third church planted out of the Seventh-day Adventist Church in Amsterdam Southeast.

Global Village Trends Result in Polish Immigration to the United Kingdom—Statistics say that there are as many Poles living outside Poland as there are inside. In the United Kingdom alone there are two million Poles. The British Union and the Polish Union have developed plans of how to start reaching these people, as well as finding ways to give spiritual nourishment to Adventists recently moved from Poland to the United Kingdom. The next fellowship program is planned for October 27 in Southampton. There are already four groups of Polish Adventists meeting in different areas on a weekly basis. The Church Growth Department of the South England Conference will be keeping in touch with the leaders of these groups, and believe that through the power of God they will multiply and form several congregations.

Baghdad Church Members Distribute Food and Clothing—Despite living in the middle of the atrocities of war and facing a constant risk to their own lives, the members of the Seventh-day Adventist Church in Iraq are true to their mission—sharing their faith and extending a helping hand to others. Earlier this year church members put together food parcels and distributed them to needy members and other people in the community. Parcels of second-hand clothing were also distributed. These acts of care and compassion are clear reminders that there are warm-hearted people refusing to let the terror and gloom of war overcome them as they extend a helping hand to their neighbors in a time of need.

First Camp Meeting in the Northern Gulf Region—The very first camp meeting of the Seventh-day Adventist Church in the Northern Gulf Region was held in Mahrain. Adventists from Kuwait, Qatar, and Saudi Arabia joined the members in Bahrain from February 22-24 for a time of spiritual reflection and fellowship.

**Church in Serbia Registers with the Government**—On January 29, 2007, the government in Serbia signed a document officially accepting the registration of the Seventh-day Adventist Church in Serbia. In December 1922, the Church received the consent of the government for members to meet together and, under Communism, it had to ask for permission for all church assemblies. Now, being recognized, it will be able to continue its work of promoting Biblical values and helping people through the work of the Adventist Development and Relief Agency (ADRA).

Despite government recognition, the Seventh-day Adventist Church in Serbia continues to experience vandalism on church property. On January 8, unidentified people broke into the church property in Sombor, Serbia and set it on fire.

**European Pastors Council**—About 1,000 pastors from all over the Trans-European Division territory in Europe met in DeBron, the Netherlands, September 11-15, for training, inspiration, and recommitment to the ministry.

**Quinquennial Emphasis**—At the beginning of this quinquennium, the Trans-European Division decided that it would especially focus on the work for children, youth, and education. Part of this emphasis is illustrated in the promotion and implementation of the KID (Kids in Discipleship) ministry. Ten out of the 16 administrative entities of the Division have already started this ministry in their field, and training of leaders continues as the goal is to get all entities on board. This ministry is designed for the whole family but focuses on the spiritual development of children, preparing them to be active disciples of Christ. “We believe that the Church will become stronger when the families are strengthened, and children learn to live their faith and share it with others,” says Anne-May Wollan, TED’s Children’s Ministries Director.

#### WEST-CENTRAL AFRICA DIVISION (WAD)

**Evangelistic Events**—Two outstanding evangelistic events took place in the two Portuguese-speaking countries of the Division—Cape Verde and Guinea Bissau.

From July 6 to 21, 2007, there was an evangelist effort in the tiny country of Cape Verde Islands. The country has a population of 485,000 inhabitants and is a stronghold of the Roman Catholic Church. In spite of the attempt to prevent people from coming to the meetings, 326 souls were baptized.

Another series of meetings was conducted in Guinea Bissau in June 2007. At the end of these meetings, 151 souls joined the Adventist Church.

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Apart from Reaching—In addition to many outreach programs aimed at increasing membership, there have been some in-reach programs for nurture and fellowship. Women's Ministries organized two outstanding congresses for the Sahel and Central Africa Unions. The one held in Gabon from July 24 to August 5, 2007 was attended by women from Chad, Congo Brazzaville, Cameroon, and Gabon. This gathering of Adventist women made a great impact on the people. Seventh-day Adventists are now well known and accepted in Gabon.

The other congress took place in Lome, Togo from August 12-19, 2007. Over 2,000 women coming from ten predominately Muslim countries of West Africa gathered for Bible studies, prayer, and fellowship. The fact that there was no representative from Mauritania highlighted the task before us as a Church.

Nigeria is championing Adventist Men's Organization (AMO) in the Division. East Nigeria Union Mission organized its own at Port Harcourt in July with 3,000 men. The Northwestern Nigeria Union followed immediately with 4,000 men who gathered at Joss for the inaugural meeting. The goal is to mobilize the men for mission.

In Ghana, Adventist young people attending public universities had a successful congress.

We continue to rejoice over the good news reaching us from North Nigeria where Muslims are being baptized into the Adventist Church.

## CONCLUSION

I fully believe that the greatest days of accomplishment are still before us. Soon we shall see an increasing acceleration of the work on all fronts in the days to come. As a people, we have never been in such a favorable position to witness for the truth.

Our Church has gained a larger measure of respect than ever before. The publicity that has been given to the Church's worldwide activities has led many to ask what Adventists stand for.

Many organizations, other religious denominations, and people in both high and low places of responsibility are ready to listen to our teachings and to follow the truth. It is, for all of us, a day of opportunity. The seed sowing of many years is bearing fruit. But this should not lead us into an attitude of self-complacency and contentment. This is the time to be more alert and active than ever.



We stand near the borders of the Promised Land. World conditions clearly indicate that Christ's coming is near. "When ye shall see all these things, know that it is near, even at the door." (Matt 24:33)

The longing and prayer of every Seventh-day Adventist today should be—"Thy kingdom come."

VOTED, To record receipt of the Secretary's report, as presented.

SEC/07AC to LRE

### *HISHANDS* REPORT

Vernon B Parmenter presented a PowerPoint presentation on the progress of *HisHands*. The following is a summary of the presentation:

#### Reaching Out in Service Around the World

1. The Evolving Idea of *HisHands*

- a. The Creation of *HisHands*

- 1) The original idea of the *HisHands* program was that churches or organizations in developed countries could choose specific missionary projects overseas and then sponsor volunteer missionaries from their churches to go and help with those projects. All expenses would be paid by the sponsoring church or institution so that calling institutions could receive the volunteer missionary at no cost. This would be ideal for all those organizations which need the help of volunteers, but which cannot afford the costs of hosting volunteers.

- b. The Implementation of *HisHands*

- 1) The idea of the *HisHands* program first caught on in Nigeria.

- 2) Gideon C Nwaogwugwu, President of the Eastern Nigeria Union Mission writes that in Nigeria, "missionaries from overseas are nonexistent. [Yet] church leadership was energized by the possibility of *HisHands*. All of a sudden, we realized that our greatest resource was right there within our own borders. We decided that we didn't necessarily need missionaries from overseas; we had missionaries right here already in our churches." This was how the program was promoted in churches in Nigeria.

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3) Nigerian churches sponsored Nigerian *HisHands* volunteers to help with special projects in their own country.

c. The Evolution of *HisHands*

1) Thus, the idea of *HisHands* has evolved. It is now clear that *HisHands* volunteers do not only have to go from developed countries to undeveloped countries. *HisHands* volunteers can be sponsored by their churches to help out with mission projects in their own countries or divisions. This is how it is happening already—not only in Nigeria and WAD, but in other countries and divisions as well.

d. Through this evolution of the *HisHands* program, we can see God's hands working around the world.

2. *HisHands* in the Euro-Asia Division (ESD)

a. *HisHands* is taking off in ESD with small countries, like Moldova and Belarus, leading the way.

1) In Belarus, there are 25 *HisHands* volunteers in locations where there were no Seventh-day Adventist churches before. As a result, 33 people have been baptized, and the Church there has had 120 new visitors.

2) In Moldova, 19 *HisHands* volunteers have introduced Seventh-day Adventism in four new locations.

3) The Southern Union Conference reports that they have an entire family of *HisHands* missionaries. The family of eight recently moved to a new area, where the father has already begun preaching the gospel door to door.

4) In the West Russian Union Conference, some *HisHands* volunteers have been sent to villages with few believers, where they are already leading the people to God's truths.

5) In Siberia, local congregations have already sent some *HisHands* volunteers to remote Siberian locations.

6) Churches in other ESD conferences have begun making plans to sponsor *HisHands* volunteers from their own congregations.

7) In each conference of the Ukraine Union Conference, the *HisHands* program is being presented in various and creative ways. In Kiev, *HisHands* volunteers, wearing the *HisHands* logo, set up tents from which to minister.

b. A Story from Moldova

1) Yeshanu Konstantin, a *HisHands* volunteer to Kishkaren in Moldova, was invited by a Pentacostal family to visit their church. At the church, Konstantin became friends with an elder and was allowed to preach in the church. For his sermon, Konstantin used materials from a Revelation Seminar. The church members listened carefully to what Konstantin said and tried to write down every word. One woman was so interested in the message that she asked Konstantin to conduct a Revelation Seminar for her family, which he did. As a result, the entire family has joined our church.

3. *HisHands* in the Euro-Africa Division (EUD)

a. In EUD, the *HisHands* program is already off the ground in Romania.

1) There, *HisHands* volunteers are at work in villages and small cities. Currently there are five teams of *HisHands* volunteers. Within the teams, there is one young family and four youth teams, each with 5-11 members.

2) The *HisHands* volunteers in Romania have already taken part in many activities including:

a) Visiting hospitals to sing for patients, leading out in Sabbath worship services, visiting the needy and elderly, visiting church members, putting together health exhibitions, presenting seminars for young people, setting up Pathfinder groups and youth Sabbath Schools in churches, caroling before Christmas, and etc.

b) *HisHands* volunteers in Romania have also done enough fundraising to buy a home for a family with eight small children. The family previously lived in one room of an old house rented from village officials.

b. Some Stories from Romania

1) *HisHands* volunteers in the small town of Vanju Mare started their project with a visit to the mayor's office. There, the volunteers presented their project. The mayor showed interest and gave the volunteers his support. Next, they visited the principal of the main school in Vanju Mare. The principal was so interested in their project that he invited

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the volunteers to come back the next day to work with the children. The volunteers returned the next day and presented a puppet play for the school children.

2) Six *HisHands* volunteers from all over Romania came to the small town of Gaiesti. There, they did the same kind of projects that the volunteers in Vanju Mare had done. The Seventh-day Adventist Church in Gaiesti, a church with 40 members and 150 seats, was virtually unknown before the volunteers arrived. The volunteers' projects were published on a monthly basis in the town's newspaper. When it was time for the volunteers to leave, the mayor of the town and the chief editor of the local newspaper spoke to the town about the volunteers' activities. Now, the Seventh-day Adventist Church is very well known in the town and has a very good reputation.

4. *HisHands* in the North American Division (NAD)

a. With plans in the making and some already volunteering, *HisHands* is well under way in North America.

1) *HisHands* North America is seeing their best results through collaboration with other organizations.

a) Through a partnership with Christian Record Services, *HisHands* North America is already supplying volunteers for Ministries of the Blind (MOB). *HisHands* volunteers who sign up for this program spend time reading to, befriending, and ministering to the blind. The number of *HisHands* volunteers who serve through this program cannot be documented at this time, as MOB does their own processing.

2) On the west coast and in the Washington DC area, there are also plans for *HisHands* volunteers to start churches for immigrants who currently do not have places to worship.

3) Finally, *HisHands* North America promotes active discipleship as a ministry by providing discipleship materials and training (*Seven Signs, Acts2 Discipleship Curriculum*, and *HisHands Training Resources Handbook*) to every church in NAD.

5. *HisHands* in the Northern Asia-Pacific Division (NSD)

a. In NSD, the *HisHands* missionary movement, as it has been termed there, is still in the preparation stages. Yet, things are moving ahead quickly.

1) NSD has chosen a director, Sukhee Han, as a full time leader for the *HisHands* program in their division.

2) The Korean Union Conference has also appointed their *HisHands* coordinator.

3) At the moment, NSD is also preparing materials (DVDs, pamphlets, and posters) to promote *HisHands*.

4) NSD plans to recruit the first batch of *HisHands* volunteers in December 2007. These volunteers will start service in early January 2008.

b. In NSD, the *HisHands* program will focus largely on encouraging youth to evangelize inside the Division.

1) Youth who become *HisHands* volunteers will serve for three years.

2) The major missionary activity of *HisHands* volunteers will be the distribution of religious material.

3) *HisHands* volunteers will also attend training seminars and conventions in NSD.

#### 6. *HisHands* in the Southern Africa-Indian Ocean Division (SID)

a. The *HisHands* project is still in the planning stages in SID.

1) SID plans to create a Web site entitled *Partners in Mission*, which will provide mission supporters with specific opportunities to give. The site will also be a tool to enable *HisHands* volunteers from SID and around the world to find out more about opportunities for service at places such as the Yuka Adventist Hospital in Zambia. SID also plans to post regular updates of each mission project on the Web site.

#### 7. *HisHands* in the West-Central Africa Division (WAD)

a. WAD was the first division where the *HisHands* project really took hold, and now many exciting things are happening there in relation to *HisHands*.

1) Eastern Nigeria Union Mission (ENUM) has trained 47 *HisHands* volunteers, 39 of whom are now or have recently been involved in pastoring or church planting projects.

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2) Ghana Union Conference (GUC) has trained 37 *HisHands* volunteers, five of whom are now involved in church planting projects.

3) North-Western Nigeria Union Mission (NWUM) is currently training *HisHands* volunteers.

b. Results of *HisHands* Activities in WAD:

1) ENUM—Rivers Conference and South East Conference

- a) 2 churches planted
- b) 2 branch Sabbath schools opened
- c) 1 church revitalized
- d) 2 community service projects
- e) 177 baptized (in two conferences)

2) GUC—North Ghana Mission

- a) 4 churches planted
- b) 1 community service project
- c) 14 baptized
- d) 55 receiving Bible studies

c. Volunteer Activities in WAD

1) *HisHands* volunteers in Odukpani, Nigeria teach a free computer literacy program for the community and use the opportunity to present the gospel in this area previously unentered by Seventh-day Adventism. Health programs and programs to combat illiteracy and poverty are also being offered. A Seventh-day Adventist congregation has already been established there and the people are looking for land to build a church. The *HisHands* volunteers are so committed to this program in Odukpani that they regularly donate part of their stipends to help defray expenses.

2) *HisHands* volunteers in Odukpani have also taught Skill Acquisition Mini Workshops.

3) On November 12, 2006, an evangelistic series was started in Okoita, Nigeria, a town with no Adventist presence in a territory that had before been very resistant to the Adventist message. Eight *HisHands* volunteers who were sent to the town prior to the series had gone around the town giving Bible studies and building friendships with the people. This resulted in a large crowd for the series. Daily attendance was estimated at about 300 people. This type of attendance has never before been experienced in Nigeria—even where there is strong Adventist presence.

d. Stories from Nigeria

1) At the headquarters of the East Nigeria Union Mission, a successful *HisHands* Training Workshop was held. The total number of participants was 115. There were more blessings than just the quantity of people, though. Among the participants was the leader of a group of lay people who raised funds for the building of churches in Port Harcourt City. As a result of the *HisHands* Training Workshop, they have decided to extend their ministry to sponsor *HisHands* volunteers as well.

2) There was no Adventist presence on Nembe, an island 300 miles south of Eastern Nigeria, before the Eastern Nigeria Union Mission decided to sponsor 10 *HisHands* volunteers to go there for six months to minister to the community. The volunteers to Nembe were very successful. In the time since they've been there, 85 people have been baptized and a church has been established. Rivers Conference is now carrying on the work on Nembe.

8. The Power of *HisHands* in Our World

a. It is clear that *HisHands* is already a success in some parts of our world. Program leaders have started *HisHands* related activities in five divisions, and a rich harvest of believers is already being reaped as a result. So far, at least 224 people have been baptized—and this number comes from only two divisions!

b. In other parts of the world, the *HisHands* program is still being planned and we pray for its success everywhere that it is implemented.

c. Whether *HisHands* volunteers come from our own backyards or from other divisions, we pray that the Holy Spirit will lead more of them to serve. We have already seen what they are doing; we can only imagine what they will be able to do in the future by the power of the Holy Spirit!

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VOTED, To record receipt of the *HisHands* report, as presented.

AST/07AC to MAB

## ARCHIVES AND STATISTICS REPORT

Bert B Haloviak, Director of Archives and Statistics, gave a brief presentation of Church membership growth.

### Baptisms Set New Records

For the fifth time in its Annual Council reporting history, the world divisions reported baptisms that surpassed one million. The 1,044,315 accessions during the past four quarters, July 1, 2006 to June 30, 2007, meant that on their average, every day within that period 2,859 believers accepted the everlasting gospel and joined the Seventh-day Adventist Church. The record for the calendar year 2006 was even more remarkable with a year-end total of 1,107,425 baptisms or a daily average of 3,032 baptisms, passing the 3,000-per-day mark for the first time during a calendar year. Our current mid-year total of 15,435,470 baptized members means that there are currently 429 people populating our planet for every baptized Seventh-day Adventist. The mid-year ratio only a decade ago was 616 to 1.

### Baptisms Within the Divisions

Almost 22 of every 100 new believers come from the South American Division while almost 17 live in East-Central Africa and 16 within Inter-America. Double-digit figures spring from Southern Asia (14), and Southern Africa-Indian Ocean (13). Eighteen of every 100 of our other newest members live within the remaining eight divisions.

### Population to Member Ratios of the Divisions

Seven of our 13 world divisions now have a population to member ratio less than the 429 worldwide average. Indeed, three divisions have less than 100: Southern Africa-Indian Ocean with 71, South Pacific with 86, and Inter-American with 90. Four other divisions have ratios that better the world average: South American with 114, East-Central Africa with 119, North American with 319, and West-Central Africa with 411.

Six divisions have more challenging population to member ratios: Southern Asia-Pacific (849), Southern Asia (8,906), Euro-Asia (2,004), Northern Asia-Pacific (2,679), Euro-Africa (3,377), and Trans-European (5,818).



VOTED, To record receipt of the Statistical report, as presented.

05GCS/07AC to TNCW-PolRev&Dev

REVIEW OF DENOMINATIONAL POLICIES AND  
PROCEDURES

Whereas the 2005 General Conference Session voted, “To request the General Conference Committee during the next quinquennium to systematically review denominational policies and procedures in light of the Resolutions adopted on the Holy Bible and Spirit of Prophecy,” it was

VOTED, To refer this request to the Policy Review and Development Committee.

07AC to MAB

ANNUAL COUNCIL INVITEES WITH VOICE BUT NO VOTE

VOTED, To invite the following individuals to attend Annual Councils with voice but no vote:

1. Union treasurers and secretaries when Annual Council is held in their respective division,
2. Conference presidents when Annual Council is held in their respective division,  
and
3. General Conference associate departmental directors and associate directors/vice presidents from the Biblical Research Institute, Adventist Mission, Human Resource Services, Adventist Risk Management, Adventist Development and Relief Agency, Griggs University, and the Ellen G White Estate.

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PRE/PreC/PREXAD/PreC/GCDO07AC/07AC to LCC

116-07G SAFEGUARDING MISSION IN CHANGING SOCIAL  
ENVIRONMENTS

VOTED, To refer the document, 116-07G Safeguarding Mission in Changing Social  
Environments, back to Lowell C Cooper for further editing.

Prayer was offered by Jannie Bekker, Treasurer of the Southern Africa-Indian Ocean  
Division.

Pardon K Mwansa, Chair  
Roscoe J Howard III, Secretary  
Larry R Evans, Editorial Secretary  
Rebecca Willhelm, Recording Secretary

ANNUAL COUNCIL OF THE  
GENERAL CONFERENCE EXECUTIVE COMMITTEE

October 15, 2007, 9:00 a.m.

DEVOTIONAL

The devotional message entitled, "Hope Makes a Leader Out of a Slave," was presented by Adrian Bocaneanu, Director of Hope Channel Romania, and local church pastor, Euro-Africa Division.

The parable of the Faithful Servant contrasts two types of servants. Both are called to be a "ruler over his household" (Matt 24:45). The first admirably fulfills his duties. He served his fellow servants giving them adequate nourishment and proper work, so that the master of the house collects the benefits when he returns. The second is angry and abusive to his fellow servants. Rather than feeding them, he overeats and over drinks. Seeing no progress made by the servants, he is frustrated and unjustly punishes them in anger. As the time goes, the certainty of the master's return melts away. These are two ways of being a leader.

The Bible inspired some of the most compelling models of leadership, and we see these models increasingly making an impact on leaders in business, the non-governmental organization (NGO) sector, and family. Actually, we see two opposing trends: leaders abusing their power to diminish others and leaders using their power to empower others. Hope makes the difference. The hope of Christ's return inspires us to be faithful, humble servants and compassionate, responsible leaders. A changed leadership becomes another sign of hope.

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Jan Paulsen, chair, called to order the fourth session of the 2007 Annual Council.

Prayer was offered by Hendrik Sumendap, Secretary of the Southern Asia-Pacific Division.

Prayer was requested for the family of E G Manilla, Treasurer of the Eastern Nigeria Union Mission, whose family was attacked, robbed, and whose five-year-old daughter was kidnapped.

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PRE/TRE/FinPl&Bud/07AC to REL

124-07G EXTRAORDINARY TITHE PROPOSAL

*Tell the World: New Possibilities for Partnership in Mission*

Introduction

*Tell the World* is a comprehensive biblical vision of reaching a lost world for the kingdom of God. It is much more than a promotional slogan or a denominational program. It is based on Jesus' mandate, "Go into all the world and preach the gospel to every creature." (Mark 16:15, NKJV) *Tell the World* envisions every person on planet earth having the possibility of hearing the everlasting gospel in the context of the Three Angels' Messages of Revelation 14. It prioritizes mission, especially in people groups where the ratio of Seventh-day Adventists to the population is extremely low and the challenges are high.

Believing that "whatever is to be done at His command may be accomplished in His strength" and that "all His biddings are enablings," (COL 333) Seventh-day Adventist Church leaders take seriously their responsibility to make mission the heart of everything the Church does. Without a clear focus on sharing the gospel, the Church denies the very reason for its existence. The mission of Christ's end-time Church is to proclaim the gospel in both life and voice to prepare a world for the soon return of our Lord.

Unique Opportunity

There are special moments in the life of the community of faith when God provides an extraordinary means to accomplish His mission to the world more rapidly. There are times of unusual opportunity which necessitate visionary strategies and innovative plans to reach the unreached. New possibilities demand new vision.

Through the reception of an extraordinarily large amount of tithe, the General Conference is now able to partner with world divisions in creating mission initiatives with funding that was unavailable a short time ago. These funds present the Church with possibilities for reaching the 10/40 Window, the world's large cities and unreached people groups in all divisions in new and exciting ways.

The proposals below represent some ranges of possibilities for the use of these funds. They can be summarized in two phrases: "Mission through" and "Mission to."

"Mission through" relates to specific means, methods, and modalities to reach the masses in large population segments.

The media ministries of radio, television, and the Internet touch most of the world's population. The vast majority of the world has access to at least one, if not more, of these three communication media. With unique ability to penetrate every corner of the planet—from primitive remote jungle villages to sophisticated and ultra-modern cities—radio, television, and the Internet know no barriers. They know no international borders. The information flow moves uninterrupted to the world's billions, providing the Church with an unprecedented opportunity to accomplish the mission of Jesus in taking the gospel to "every nation, tribe, tongue, and people." (Rev 14:6)

"Mission to" relates to specific geographical territories. These geographical territories include specific population groups, large cities, entire countries, and vast geographical regions like the 10/40 Window.

### Mission Through Mass Media Communication

#### Internet Evangelism

With the growing number of Internet users, the possibilities of reaching unreached people groups through the Internet are limitless. The effectiveness of evangelism initiatives via the Internet will be assessed on the basis of whether or not people move from connecting to the Internet to connecting with Seventh-day Adventist Church members. Below are suggestions that represent some ways in which evangelism might be initiated and augmented by the use of the Internet.

1. Establish an entity comparable to Adventist World Radio and Adventist Television Network that is focused on creating and building Internet-based evangelism strategies and materials. This office would also focus on Web ministry content development by convening groups of technicians and visionaries in various divisions to create ministry ideas. It will work with various media professionals to create content for placement on the Internet.
2. Create Web content in multiple languages and cultural formats (short, high-quality audio/video clips on major life questions).
3. Create an art/media archive of materials that Seventh-day Adventist Church organizations can use in creating Web site content.
4. Establish a cache of Seventh-day Adventist Church evangelistic materials and programs that can be accessed through a Web site.

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5. Create target-specific Web sites and related content, such as, [Adventist.info](http://Adventist.info), [healthylife.info](http://healthylife.info), [spirituality.info](http://spirituality.info), [prophecy.info](http://prophecy.info), [familylife.info](http://familylife.info), and [theology.info](http://theology.info).
6. Place denominational evangelistic and outreach materials on YouTube and iTunes.
7. Create dramatic readings of books like *Desire of Ages* (sound effects included) as MP3 audio files and make them available for free downloading.
8. Create a system for the convergence of media materials, themes, and emphases, so that content created on one media platform can also be used on other platforms.

The ultimate goal of these suggestions is to create the maximum number of potential opportunities for anyone who turns on a computer, surfs the Internet, browses the Web, or enters YouTube or iTunes to come into contact with the message of the Seventh-day Adventist Church. It is intended that all information the Church places on the Internet will capture people's attention and ultimately lead them into making personal contacts with Seventh-day Adventist Christians.

#### Adventist World Radio

Adventist World Radio (AWR) makes a significant impact on unreached people groups in some of the world's remotest places. In some areas of the 10/40 Window, it is the only media ministry available.

The following initiatives are examples which could help fulfill the promise of our Lord when He assured His church that "this gospel of the kingdom will be preached in all the world as a witness to all nations, and then the end will come." (Matt 24:14)

1. Develop new language broadcasts for countries like Laos, Bhutan, Tibet, and others that are essentially unentered with the Adventist message. The possibility exists for AWR to broadcast in new languages such as Lao, Hmong, Thai, Meitei, Kokborok, Tibetan, Azerbaijani, Kazakh, Kyrgyz, Tadjiki, Turkmen, Uzbek, Gujarati, and Oriya.
2. Partner with Adventist Television Network (ATN) in exploring areas of cooperation to provide more complete coverage of the globe with programming, through a series of up to four new radio channels carried on ATN's additional bandwidth. AWR could be responsible for the programming and ATN the distribution over its international network. This would enable the development of additional local radio stations which would broadcast programming from satellite feeds and could benefit local churches and direct-to-home consumers.

3. Make all 70 languages available for podcast by using appropriate software and automation systems to transfer recorded programs to MP3 files. Currently, podcasts are available in nine languages, and the French language podcast alone has generated over 120,000 subscribers. This expansion would offer instant worldwide coverage, especially to people residing in large cities with access to MP3 players and iPods.

4. Restore a number of discontinued broadcasts to mission-critical areas in languages such as Afar, Amharic, Fulfulde, Hausa, Juba Arabic, Khmer, Pashto, Sinhalese, Somali, Swahili, Telegu, Tigrinya, and Turkish. These languages are spoken by 330 million people.

5. Establish local radio broadcasts in cities where licenses and local support are available. Examples of large cities where the establishment of local radio broadcasts might be possible include Brazzaville, Kinshasa, Lagos, Libreville, Phnom Penh, Sarajevo, and Ulaanbaatar.

#### Adventist Television Network

Adventist Television Network (ATN) provides an unprecedented opportunity for the Seventh-day Adventist Church to fulfill the Great Commission in reaching the world's billions. It is imperative that the Church use all forms of electronic media to penetrate every segment of society. Diverse cultures greatly influenced by television include the secular, post-modern society, large cities, and the 10/40 Window.

Adventist Television Network could partner with world divisions in developing new contextualized channels, relevant programming, and in some instances, utilize mini-studios to facilitate mission. The suggestions below are part of a range of possibilities for ATN:

1. Saturate the 10/40 Window with Adventist programming by adding up to four new television channels for the world's Arabic, Chinese, Indian, and Russian-speaking peoples. These new channels could give Hope Channel access to nearly four billion new people; most of whom are in the 10/40 Window. These possibilities include developing significant amounts of contextualized programming in close cooperation with world divisions.

2. Develop strategic partnerships across communication platforms; for example, by creating with Adventist World Radio four Hope Talk Radio channels. This new radio network, along with stations already in existence, would provide global radio coverage of the Three Angels' Messages.

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3. New programming from the General Conference headquarters could be developed in two specific areas:

a. A weekly one-hour live primetime program which could become a daily broadcast (five times per week). The production of this program from the General Conference headquarters could begin as early as 2008 and could become the daily cornerstone of Hope Channel's programming. The program would feature devotional talks, theological issues, news reports, mission stories, and evangelistic presentations.

b. A series of new programs with a mission emphasis could be developed. The programs might include documentaries highlighting Adventist Mission pioneers and the lives of current career missionaries, as well as historical personalities who pioneered the Adventist mission work. New, innovative, inspiring spot announcements of 30 and 60 seconds could be developed for mission emphasis.

Adventist Television Network, through the Hope Channel, provides a full-time, 24/7 witness of the gospel. In partnership with the world divisions, it touches millions of people with God's loving message of end-time truth. The Hope Channel could now have the possibility of taking a giant step forward in reaching the majority of this world's population.

#### Mission to Specific Population Groups and the 10/40 Window

##### Large Cities and Population Groups

Jesus is deeply concerned about lost people in the cities. The gospel writer Luke records, "Now as He drew near, He saw the city and wept over it." (Luke 19:41) Ellen White emphasizes the Church's responsibility to people living in the cities when she writes, "God is now calling upon His messengers in no uncertain terms, to warn the cities while mercy still lingers." (Ev 25, 26) Initiatives would need to take into account the challenging reality that all cities are not the same—that reaching cities in China may require different strategies than reaching cities in the Middle East, that African and American cities require different methods to reach their masses.

1. Utilize a portion of the extraordinary tithe funds to partner with world divisions in creating evangelistic models, specifically designed to reach population groups in the large cities.

2. Set aside funding for appropriate studies in identifying effective strategies for large cities and analyzing the needs of each target area separately to account for the cultural, economic, and social differences of each one.



3. Set aside funding to convene convocations and workshops for individuals working in large cities to receive additional training and develop a network of large city evangelistic workers to make their work more productive.

With millions migrating into the cities, the Church must urgently prioritize mission to the cities and maximize its resources to evangelize the cities.

#### The 10/40 Window and Interdivision Employee (Missionary) Budgets

The 10/40 Window countries are the most formidable challenge to mission facing the Seventh-day Adventist Church today. The ratio of Seventh-day Adventist members to the population in the 10/40 Window is so low that it demands extraordinary funding, coordinated efforts, and creative strategies in reaching the multiplied millions who do not know Christ. In each suggestion presented in this document, the 10/40 Window has been prominent.

One of the challenges of this relatively unreached mission field is that it is dominated by the non-Christian religions of the world. What would happen if a portion of the extraordinary tithe were used to dramatically increase the availability of interdivision employees within the 10/40 Window for mission outreach? The following are examples of initiatives that might be considered:

##### *Middle East*

1. Establish English language schools in receptive countries.
2. Create a center for mission training and Arabic language study at Middle East University.
3. Intentionally train pastors for self-supporting work (tentmakers) in the Middle East and the 10/40 Window.

##### *Central Asia*

4. Create a leadership training center in existing facilities to train a new generation of leaders.
5. Concentrate on equipping pastors and members in receptive areas with the intention of sending some of these newly-trained pastors and members to surrounding countries with similar languages and cultural identity.

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### *China*

6. Establish a study center to develop strategies in reaching China with its population of more than one billion people.

7. Develop training centers, where possible, in China to provide theological training for a generation of young pastors, to train teachers for English language schools, and to provide training for tentmaker missionaries.

### *Existing Study Centers*

8. Expand and strengthen each existing study center to enable it to accomplish its mandate more effectively.

### *Interdivision Employees (Missionaries)*

More budgets are needed for interdivision employees who specialize in facilitating mission to the unreached people groups in most world divisions. One possibility would be for the Church to plan strategically for budgets specifically earmarked to accomplish the following:

9. Recruit and train a new generation of young, long-term career missionaries.
10. Train indigenous people to work as missionaries.
11. Provide systematic language study for all foreign workers.
12. Provide interdivision employee budgets for organizations like ATN and AWR where divisions need specialized expertise in a specific ministry area.

The initiatives suggested would necessitate much more funding than a portion allotted from the extraordinary tithe fund. We are confident that a renewed emphasis on mission and the finishing of God's work would stimulate considerably more giving, and new money would come from members inspired by the Church's commitment to reaching every person on planet earth with the gospel.

### Special Initiatives and Opportunities

The major objective of each initiative is to increase funding for mission. Through a partnership in mission with the General Conference, world divisions would have the opportunity of strategically developing and identifying evangelistic initiatives which would advance the mission of the Church in innovative ways throughout their territories.

The possibilities outlined in this document are only examples of what could be done. As the divisions work with their local fields, they will be the creative force in developing proposals to carry the gospel to all the world. It is understood that proposals will be initiated by both the world divisions and the General Conference.

### Summary

Each of the possibilities described in this document has one basic purpose. Each has one distinct goal—to lead people to Jesus and prepare them for His eternal kingdom.

The entire purpose of Jesus' life was "to seek and to save that which was lost." (Luke 19:10) He invites us to follow Him in His mission to the world: "Follow Me, and I will make you fishers of men." (Matt 4:19) The attention and activity of all of heaven is on saving lost humanity. The Church exists for mission.

Through a renewed emphasis on sharing the gospel in the context of the Three Angels' Messages with all peoples, we cooperate with divine agencies in the finishing of God's work on earth. This is our destiny and the challenge that lies before us. Through His power we can do no less.

- VOTED, 1. To accept the decision of the General Conference administration to accept the extraordinary tithe and use it for the worldwide work of the Church, and further,
2. To receive the report concerning potential use of the extraordinary tithe resources received by the General Conference, and further,
  3. To approve the following process for identifying and approving initiatives to be funded through the extraordinary tithe received by the General Conference:
    - a. General Conference and division administrations may submit proposals for funding from the extraordinary tithe. These proposals should reflect:
      - 1) Alignment with guidelines on the use of tithe. A non-tithe component of an approved proposal will not be funded with tithe resources.
      - 2) Initiatives that are completed or are sustainable from other resources when the currently available extraordinary tithe fund has been consumed.
      - 3) Expectation of funding from extraordinary tithe that does not extend beyond December 31, 2015.

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b. Proposals received by the General Conference Undertreasurer by December 31, 2007, will be reviewed by PREXAD at its January 2008 meeting and a recommendation for funding of initial initiatives will be forwarded to the General Conference Administrative Committee. A report of these proposals and the funding approved will be given to the Financial Planning and Budgeting Committee at its meeting in April 2008.

c. Thereafter, decisions regarding additional initiatives or extension of funding from extraordinary tithe will be made by the Financial Planning and Budgeting Committee.

TRE/07AC to REL

## TREASURER'S REPORT: MOVING FORWARD IN FAITH

### Extraordinary Promise

When we read Matthew 24:14, we often put emphasis on the last part: “and then shall the end come.” This is a great promise and is what we all long for. But there is another promise in that text that is just as important—“this gospel of the Kingdom *shall* be preached in all the world.” What a promise! In the Gospel Commission in Matthew 28, we are told “Go ye therefore, and teach all nations...” What a challenge, what a task, but what a promise—that “this gospel of the Kingdom *shall* be preached in all the world.” It is a promise similar to that given to Joshua when the Lord said, “Every place that the sole of your foot shall tread upon, that have I given unto you, as I said unto Moses.” (Josh 1:3)

The Lord told Joshua that it was now time to cross the river Jordan and enter the Promised Land. There followed a great victory as the walls of Jericho fell down and then the people moved forward to take the rest of the Promised Land. After the setback with Achan, they again moved forward. Then something happened, and they began to settle down. In Joshua 13:1 we find that “... the LORD said unto him, ‘Thou art old [and] stricken in years, and there remaineth yet very much land to be possessed.’” How sad, they had not finished the work even though God had promised them success.

Caleb and Joshua were the two spies who came back with a good report. God had promised the two of them that they would enter the Promised Land. Now in chapter 14, we find Caleb speaking to Joshua saying, “Now therefore give me this mountain, whereof the LORD spake in that day; for thou heardest in that day how the Anakims [were] there, and [that] the cities [were] great [and] fenced: if so be the LORD [will be] with me, then I shall be able to drive them out, as the LORD said.” (Josh 14:12)

Caleb did not ask for the easy part. He could have said, I was there first and deserve the area around Jericho which has already been conquered. But no, he said, "give me this mountain." Give me the mountain with the great cities that are fenced and where the enemy is strong. If the Lord is on our side, we will succeed.

For almost 150 years, we have been taking the Third Angel's Message to a fallen world. There have been great triumphs but "there remaineth very much land to be possessed." Nearly half the world is still unreached. The major portion of the 10/40 Window is still to be reached. We have been working for years trying to make major inroads into this area. We have laid plans and prayed for means to reach this vast territory. Even in many areas where we have a strong presence, we have not reached the great masses in the large cities. It is time for us to say as did Caleb, "give me this mountain." "...Not by might, nor by power, but by my spirit, saith the LORD of hosts." (Zech 4:6)

I believe that God has great plans for fulfilling his promise that "this gospel of the Kingdom *shall* be preached in all the world." The devil is working hard to prevent it, but God will provide a way. Radio, television, Internet, and many other new means will make it possible to reach beyond closed borders.

#### An Extraordinary Blessing

This year the Lord provided an extraordinary blessing. Just before Spring Meeting, the General Conference was approached by a family that was divesting of a multinational business. It is not the practice of the General Conference to receive tithe directly from members. Tithe is normally returned through the local church to the conference where individuals hold membership. This family had consulted with their local conference because of the extraordinarily large amount of tithe from the sale of their business. Tithe is for a holy purpose and is returned to the Lord through His Church for support of the ministry and evangelism. When there are large annual increases in tithe that are expected to continue in the succeeding years, it is not difficult to expand God's work. But when it is a one time extraordinary amount, it requires special care to be sure it is used appropriately and that we don't start things which cannot be continued. Given the extraordinary amount of tithe involved and the fact that the business was of a multinational nature and that the funds were earned across multiple conferences, unions, and divisions, it was felt that the General Conference was in the best position to administer these funds. After consultation with the General Conference and division officers at the time of Spring Meeting, it was recommended that the General Conference accept the tithe if the family wished to turn it in to the General Conference for the worldwide work of the Church. The family also returned substantial amounts of tithe to several local conferences where they were involved.

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We praise God for their faithfulness and for what He can accomplish through their faithfulness.

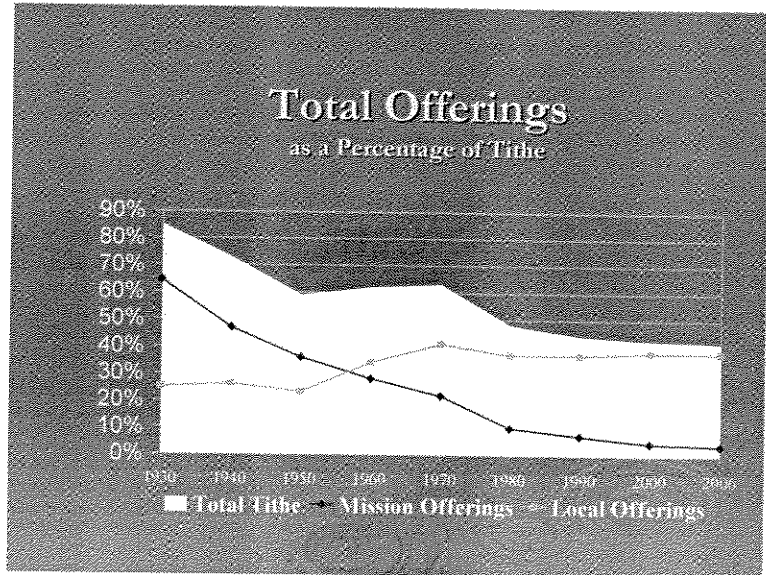
We will be proposing actions relating to the acceptance of this tithe and the vision for its use. The US\$53 million received will provide an extraordinary opportunity for advancement of His work. There are naturally many suggestions for its use. As tithe, it must be administered within the guidelines for the use of tithe. It will not be absorbed into normal operations. We do not set up tithe funds as endowments, but when there is an extraordinarily large one-time amount, it is often best to spread it over a period of several years in order to use it most effectively. During the last few years, the General Conference has been moving forward with plans to adjust the focus of its funding to make a substantial amount available to reach the 10/40 Window area and other critical areas in the world. These plans have called for a gradual shift that would normally take a number of years. These extraordinary funds could allow the Church to ramp up work for these areas substantially in the next couple of years and move forward as much as ten years earlier than what might have been possible otherwise. These funds could allow us to move forward almost half a generation sooner than might have been possible otherwise. A concept document outlining the type of initiatives that could benefit from these funds has been prepared. It divides initiatives into two broad categories: "Mission to" and "Mission through." The "Mission to" section includes the 10/40 Window area, large cities and population groups, and special opportunities. The "Mission through" section includes such items as: Internet evangelism, Adventist World Radio, and Adventist Television Network. Stepping out in faith with bold new initiatives will require even more faithfulness and dedication on our part so that we can phase in ongoing funding from tithes and offerings for these initiatives as we reduce the reliance on this extraordinary tithe. When entering new areas, it is especially critical that the initiatives be sustained as the roots are shallow and the work will die quickly if not nurtured.

May each of us as members say as did Caleb, "give me the mountain." The challenges will be great and will require sacrifice, but we can be assured as was Caleb that with God on our side, all things are possible.

#### Extraordinary Faithfulness

At Spring Meeting, we presented the audited financial statements and reported on 2006 operations. Even with 52 Sabbaths in 2006 as compared to 53 in 2005, worldwide tithe was up 10 percent and totaled US\$1,602,733,957. We praise the Lord for the faithfulness of His children. The tithe flowing to the General Conference for the World Budget from tithe sharing increased 5.7 percent, from \$ 79.2 million to \$83.7 million. Since approximately 46 percent of the tithe around the world is received in currencies other than the US Dollar, the weakening of the dollar over the past year accounts for part of that 10 percent increase when reported in US dollars.

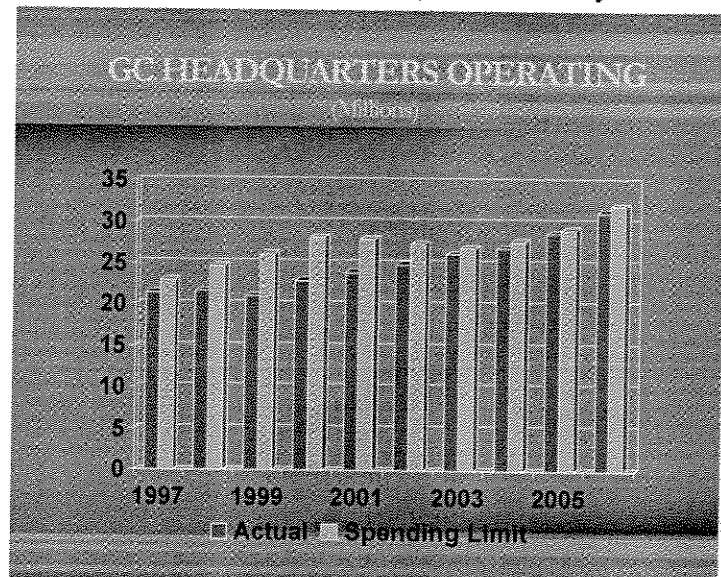
Mission offerings have declined as a percentage of tithe for many years. This has been especially apparent in the case of the North American Division, but has also been true for most other divisions. Local offerings have increased from 23 percent of tithe in 1950 to 36 percent of tithe in 2005. Mission offerings over the same period declined from 36 percent to less than 4 percent. The graph to the right shows total offerings, local offerings, and mission offerings as a percent of tithe. We praise the Lord that the past two years have shown a shift in that trend. Total mission



offerings from divisions outside of North America declined in US dollar terms every year from 1997 through 2002, but have increased each of the last four years. Mission offerings in North America have increased for the past two years at a rate equal to or greater than the increase in tithe. It is hard to compare the numbers precisely for total worldwide mission offerings when there are exchange rate variations involved, but the trend is still clear. Total mission offerings including 13<sup>th</sup> Sabbath and Annual Week of Sacrifice increased from \$51.2 million in 2005 to \$55.4 million in 2006.

If the percentage of mission offerings increases had kept pace with tithe since 1950, mission offerings would be US\$500 million a year more than they are today. Even if they had kept pace with tithe since 1980, they would be more than \$100 million per year higher than today. We would not be facing challenges in providing non-tithe funds for the needs of the Church and could expand the work in an incredible way.

In April, then Undertreasurer, Steven G Rose, reported that the General Conference operated under budget and within the Operating Cap set for the General Conference headquarters. That,



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along with the increase in tithes and offerings, helped us end 2006 with US\$10 million above recommended working capital. The \$10 million in excess working capital was the basis for a Supplemental Budget which included \$2 million for special projects in the 10/40 Window, as well as special appropriations for divisions and institutions and other functions supporting the worldwide mission work of the Church.

We were sorry to lose Steven G Rose from the General Conference treasury team when he accepted a call to Walla Walla College (now Walla Walla University) so he could spend more time with his young family. We're glad that Juan R Prestol has joined our team as Undertreasurer. Juan previously served as Treasurer of the North American Division and a General Conference Associate Treasurer. He has international experience having served in both the Inter-American Division and the Euro-Asia Division.

Juan reports that year-to-date tithes through September 2007, not including extraordinary tithes, is up 10 percent over last year. Although the financial markets have reminded one of a roller coaster ride this year, the markets are up year-to-date and we pray that the trend will continue.

The September 30, 2007 financial statement reflects a significant inflow of tithes received during the course of the year, and an increase in net assets. The statement shows a net increase to the fund balance of \$10 million. Estimating tithes income conservatively, and continuing a close-to-budget financial management, the current increase from operations appears to indicate that at the end of 2007 we will have enough resources to recommend additional funding for projects and programs around the world through a Supplemental Budget.

#### Extraordinary Hope

God promises that "...this gospel of the kingdom *shall* be preached in all the world (what a promise) ... and then shall the end come." What a hope!

Ellen G White writes, "We have nothing to fear for the future except as we shall forget the way the Lord has led us, and His teaching in our past history." (LS 197)

God has great plans for His Church and we can look to the future with confidence and hope. "For I know the thoughts that I think toward you, says the Lord, thoughts of peace and not of evil, to give you a future and a hope." (Jer 29:11)



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## FINANCIAL STATEMENT—SEPTEMBER 2007

Juan R Prestol, General Conference Undertreasurer, pointed out items of interest in the interim year-to-date Financial Statement for September 2007.

## REPORT ON INVESTMENTS

Roy E Ryan, Associate Treasurer of the General Conference, reported on the portfolio of investments of the Church.

## INTRODUCTION

Jan Paulsen, President of the General Conference, introduced Paul S Brantley, who has been appointed as Director for the Office of Program Impact and Appraisal.

TRE/07AC to REL

## GENERAL CONFERENCE WORLD BUDGET—2008

VOTED, To approve the 2008 General Conference World Budget, as presented. (See pages 122-137.)

TRE/FinPI&Bud07AC/07AC to REL

## 123-07G APPROPRIATIONS CHALLENGE WITH WEAK US DOLLAR

The appropriations to divisions and General Conference institutions are budgeted in US dollars. The weakening of the US dollar has affected most of the divisions adversely; but because of their dependence on appropriations, some entities have been affected to a much greater extent than others. Some entities have greater resources than others and that can help in dealing with the challenge.

The study of appropriations is not yet complete and to increase some appropriation proportionately more than others at this point could be viewed as presupposing the outcome of that study. Because of that, the budget recommendations for 2008 propose the same percentage of increase to all divisions. With the weakness of the dollar, some entities will face major challenges in balancing their budgets.

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It is anticipated that there will be funds available for a Supplemental Budget in 2008 based on the General Conference's operating picture as of the end of September 2007. Normally divisions do not use funds from Supplemental Budgets for their operating budgets, but because of the unique situation, it may be justified in allowing some use of these funds in the 2008 and possibly the 2009 budget to help in transitioning to the new realities of the weaker US dollar. Some additional study is needed to evaluate the relative challenges faced by various entities relating to this issue, and this study may not be able to be completed before the end of Annual Council due to the lack of time. Because of this, it is:

VOTED, To authorize the General Conference Administrative Committee to approve the allocation of up to US\$2,000,000 of what would have formed part of a 2008 Supplemental Budget to the divisions and institutions most heavily challenged by the weak US dollar. Further, that the amounts thus allocated are taken into account when making recommendations for any 2008 Supplemental Budget and that it not be anticipated that all divisions will share equally in any Supplemental Budget.

TRE/07AC to REL

#### ADVENTIST TELEVISION NETWORK STUDIO CONSTRUCTION

VOTED, To authorize the construction of an Adventist Television Network Studio attached to the General Conference world headquarters at an estimated cost of \$3,000,000. The total 9,617 square feet would include the studio, set storage, control rooms, and offices. The funding is to come from the Unallocated Plant Fund.

TRE/07AC to REL

#### GENERAL CONFERENCE STORAGE AREA AND SECOND FLOOR

With the addition of an Adventist Television Network Studio to the General Conference headquarters, there is an opportunity to add storage space that will save money in the long run through reduced cost of operations at the General Conference warehouse and from rental proceeds from the General Conference warehouse. It is also possible to add a second floor of offices above the office area associated with the Adventist Television Network Studio at a lower cost than would be possible later.

VOTED, To authorize the addition of a second floor to the office area of the Adventist Television Network Studio at an estimated cost of \$814,000 for 4,938 square feet and a full

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basement for storage at a cost of \$1,344,000 for 8,796 square feet. Funding is to come from the Unallocated Plant Fund.

TRE/07AC to REL

TREASURER'S REPORT: MOVING FORWARD IN FAITH

VOTED, To record receipt of the Treasurer's Report, as presented.

COMMISSION ON MINISTRIES, SERVICES, AND STRUCTURES—  
REPORT AND RECOMMENDATIONS ON ORGANIZATIONAL  
FLEXIBILITY

This item was partially presented and the presentation will continue during the afternoon business session.

Prayer was offered by James Sze Fai Wu, President of the Chinese Union Mission, Northern Asia-Pacific Division.

Jan Paulsen, Chair  
Mark A Finley, Chair  
G T Ng, Secretary  
Larry R Evans, Editorial Secretary  
Tamara K Boward, Recording Secretary

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## General Conference of Seventh-day Adventists 2008 Appropriations Budget

	2007			2008		
	Tithe	Non-Tithe	Total	Tithe	Non-Tithe	Total
<b>Summary:</b>						
<b>Income</b>						
Function 01000 - Tithe	83,354,540	0	83,354,540	90,585,398	0	90,585,398
Unrestricted Offerings	0	42,507,793	42,507,793	0	47,784,604	47,784,604
Unrestricted Donations	0	100,000	100,000	0	220,000	220,000
Unrestricted Investment Earnings	0	2,175,000	2,175,000	0	3,200,000	3,200,000
Miscellaneous Income	0	145,000	145,000	0	226,272	226,272
<b>Additional Funds</b>	83,354,540	44,927,793	128,282,333	90,585,398	51,430,876	142,016,274
Transfers to / from Other Functions	28,800,000	(28,800,000)	0	28,800,000	(28,800,000)	0
Transfers from Other Funds	(8,517,517)	8,517,517	0	(4,684,686)	4,684,686	0
	0	150,000	150,000.00	0	100,000	100,000
	<u>103,637,023</u>	<u>24,795,310</u>	<u>128,432,333</u>	<u>114,700,712</u>	<u>27,415,562</u>	<u>142,116,274</u>
<b>Expense</b>						
I. Office Operating	33,738,172	0	33,738,172	35,333,575	0	35,333,575
II. GC Administered Funds	10,175,283	900,000	11,075,283	13,061,343	1,400,000	14,461,343
III. IDE Funding	20,685,125	0	20,685,125	22,110,600	0	22,110,600
IV. Appropriations	39,823,641	23,746,415	63,570,056	44,276,884	24,323,846	68,600,730
V. Special Funding	1,377,000	1,643,730	3,020,730	1,418,310	1,691,716	3,110,026
	<u>105,799,221</u>	<u>26,290,145</u>	<u>132,089,366</u>	<u>116,200,712</u>	<u>27,415,562</u>	<u>143,616,274</u>
<b>Net</b>	(2,162,198)	(1,494,835)	(3,657,033)	(1,500,000)	0	(1,500,000)
Blocked Currency/Working Capital	2,162,198	1,494,835	3,657,033	1,500,000	0	1,500,000
	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>

Final

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 2008 Appropriations Budget  
 Tithe

Unallocated Income Function 01000 - Tithe	Final		
	Actual 2006	Budget 2007	Budget 2008
612100 TITHE - MISCELLANEOUS	144,414	200,000	150,000
612500 TITHE - IDE AFPR (PLAT)	110,779	90,000	111,000
612510 TITHE - IDE AFPR (INFIN)	852,058	900,000	850,000
612599 TITHE - SELF-FUNDED DISTR	(113,762)	(125,000)	(114,000)
616100 TITHE - DIVISION (2.0%)	14,687,315	12,171,388	14,687,000
616105 TITHE - NAD (8.0%)	68,926,557	65,533,865	68,927,000
616300 TITHE - DIVISION ACCRUED	590,000	0	0
616430 TITHE - DIVISION-BLOCKED	(980,318)	(870,543)	(980,000)
616600 TITHE - NSD (AUDIT ADJUST)	0	512,350	539,160
616700 TITHE - RET ADJ (0.30%)	(2,420,059)	(2,457,520)	(2,584,762)
Tithe - Additional	0	4,500,000	4,000,000
Tithe-Recovery Blocked Korea-Advent World	0	2,900,000	5,000,000
	<u>81,793,984</u>	<u>83,354,540</u>	<u>90,585,398</u>
Blocked Currency/Working Capital	<u>2,609,790</u>	<u>2,162,198</u>	<u>1,500,000</u>
<b>Additional Funds</b>			
619001 ADDITIONAL TITHE TO GC	29,500,000	28,800,000	28,800,000
619005 NON-TITHE - APPROPRIATION	<u>(28,850,000)</u>	<u>(28,800,000)</u>	<u>(28,800,000)</u>
	<u>650,000</u>	<u>0</u>	<u>0</u>

**General Conference of Seventh-day Adventists  
2008 Appropriations Budget  
Non-Tithe**

	Actual 2006	Budget 2007	Budget 2008	Final
<b>Unallocated Income</b>				
<b>Function 05000 - Non-Tithe</b>				
<b>Unrestricted Offerings</b>				
631100 WORLD MISSION FUND - OS	32,278,396	28,774,989	32,278,400	
631190 WMF - OS - TRF TO RSTR'D FNCTNS	(3,274,795)	(3,105,045)	(3,274,705)	
631300 WMF - OVERSEAS ACCRUED	430,000	0	0	
631630 WMF - OS BLOCKED	(2,540,812)	(2,865,209)	(2,540,812)	
	<u>26,892,879</u>	<u>22,804,735</u>	<u>26,462,883</u>	
631105 WORLD MSN FUND - NAD	23,784,807	21,983,272	23,782,000	
631195 WMF - NAD - TRF TO RSTR'D FNCTNS	(2,460,279)	(2,280,214)	(2,460,279)	
	<u>21,324,528</u>	<u>19,703,058</u>	<u>21,321,721</u>	
<b>Unrestricted Donations</b>				
638002 MISC DONATIONS	1,184,735	100,000	200,000	
638005 MISSIONS UNSPECIFIED	19,407	0	20,000	
	<u>1,204,141</u>	<u>100,000</u>	<u>220,000</u>	
<b>Unrestricted Investment Earnings</b>				
711002 INTEREST AND DIVIDENDS	4,057,279	2,000,000	3,000,000	
712001 CAPITAL GAINS INCOME (LOSS)	(22,908)	175,000	200,000	
715001 UNREALIZED APPRECIATION OF INVEST	2,462,402	0	0	
	<u>6,496,773</u>	<u>2,175,000</u>	<u>3,200,000</u>	

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 2008 Appropriations Budget  
 Non-Tithe**

	Actual 2006	Budget 2007	Final Budget 2008
<b>Unallocated Income</b>			
<b>Function 05000 - Non-Tithe</b>			
<b>Endowments</b>			
788040 NON-TITHE - ENDOWMENT INCOME	22,494	0	0
<b>Miscellaneous Income</b>			
677111 LEASE INCOME-SW BELL	13,043	15,000	13,000
678002 MISCELLANEOUS NON-TITHE INC	106,965	30,000	95,272
678150 ROYALTIES	117,577	100,000	118,000
	<u>237,585</u>	<u>145,000</u>	<u>226,272</u>
Blocked Currency/Working Capital	4,882,715	1,494,835	0
<b>Transfers to / from Other Functions</b>			
01000 Offerings for Exchange - From Other Functions	(8,687,627)	(8,517,517)	(4,684,686)
From Other Functions			
05000 Offerings Exchanged - To Other Functions	8,687,627	8,517,517	4,684,686
To Other Functions			
	<u>0</u>	<u>0</u>	<u>0</u>
<b>Transfers from Other Funds</b>			
12 GC CORP ESTATES FUND	101,640	150,000	100,000
	<u>101,640</u>	<u>150,000</u>	<u>100,000</u>

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2008 Appropriations Budget  
Tithe**

**I. Office Operating**

GC Office Operating Cap

31,202,280

33,738,172

35,333,575

**Final**

**II. GC Administered Funds**

11048	AR ADVENTIST WORLD	4,361,991	2,900,000	5,000,000
11466	OMA MISSION QUARTERLY	192,428	200,000	200,000
51098	BLKD CURR EXPENDITURES	10,974	20,000	20,000
51105	WORLD BUDGET MISC	460,802	50,000	50,000
51175	ELMSHAVEN REPAIRS	20,000	20,000	20,000
51180	ELMSHAVEN SUPERVISION ASSIST	8,000	8,000	8,000
51851	SOW ONE BILLION - ADMIN	35,000	35,000	35,000
51682	CEW - GLOBAL EVANG	150,000	100,000	100,000
51740	Evangelism-Center of Global Evangelism	0	50,000	50,000
52260	DEPARTMENTAL SPECIAL PROJECTS	504,725	450,000	450,000
61050	ADVENTIST MISSION	366,548	413,283	442,773
61051	ANNUAL COUNCIL TRAVEL	86,680	110,000	110,000
61225	MONETARY EXCHANGE	408,119	500,000	500,000
61250	GC SESSION	95,438	100,000	100,000
61500	OFFERINGS PROMOTION-ADVENTIST MISSION	1,200,000	1,200,000	1,200,000
61683	PRE VIDEO PRODUCTION	0	150,000	200,000
61688	PRE OFF OF ASSESSMNT & EVAL OF PROGRAMS	200,000	220,000	320,000
61708	ADVENTIST TELEVISION NETWORK OPERATIONS	0	0	250,000
61729	SPRING MEETING	2,700,000	2,754,000	2,880,570
61750	COUNCIL ON EVANGELISM AND WITNESS	109,484	130,000	130,000
61752	GC COMMISSIONS	425,000	425,000	425,000
61755	LEADERSHIP TRAINING	150,000	150,000	150,000
61759	COUNCIL ON INTERCHURCH/FAITH RELATIONS	100,000	100,000	100,000
61760	STRATEGIC PLANNING	15,000	15,000	45,000
61780	MISC TRAVEL (WRLD BDGT)	11,835	25,000	25,000
61796	PAYROLL SOFTWARE SUPPORT - SAD	71,031	50,000	50,000
		<u>0</u>	<u>0</u>	<u>200,000</u>

**Total GC Administered Funds - Tithe**

11,682,853

10,175,283

13,061,343



**General Conference of Seventh-day Adventists  
 2008 Appropriations Budget  
 Tithe**

	Actual 2006	Budget 2007	Final Budget 2008
<b>II. GC Administered Funds - Non-Tithe</b>			
57100 CONTINGENCY	599,999	700,000	1,100,000
61603 OGC SPECIAL COUNSEL/LITIGATION	300,000	200,000	300,000
<b>Total GC Admin Funds Non-Tithe</b>	899,999	900,000	1,400,000
<b>Total GC Administered Funds</b>	12,582,852	11,075,283	14,461,343

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 2008 Appropriations Budget  
 Tithe**

	Actual 2006	Budget 2007	Final Budget 2008
III. IDE Funding			
IDE Funding	20,146,186	20,685,125	22,110,600
	<u>20,146,186</u>	<u>20,685,125</u>	<u>22,110,600</u>

**IV. Appropriations**

IV. Appropriations			
Separate Board Units - Tithe			
11050 APPROPRIATIONS TO AWR	320,000	326,400	336,192
41215 GEOSCIENCE RESEARCH INSTITUTE	836,446	878,642	1,056,622
41920 WHITE ESTATES	1,340,396	1,463,388	1,601,567
41935 WHT RESEARCH CTRS/BRANCHES	500,851	600,551	638,044
51101 WAGE FACTOR CONTINGENCY	48,198	100,000	90,000
61170 GCAS - HEADQUARTERS	650,000	650,000	770,000
61179 GCAS OVERSEAS	4,839,838	4,583,407	5,746,182
61183 ESD Auditing	0	72,000	77,760
61185 GCAS NSD	0	512,350	539,160
69000 GCAS Unfilled Budget Contingency	0	120,000	443,114
Sub-Total Separate Board Units - Tithe	8,534,729	9,306,738	11,298,641

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IV. Appropriations: (Cont'd)		Actual 2006	Budget 2007	Budget 2008
<b>Divisions - Tithes</b>				
52026	APPROPRIATIONS, TITHE OPERATING			
	EAST-CENTRAL AFRICA DIVISION	2,775,278	2,830,784	2,915,708
	EASTERN EUROPE FIN AFFAIRS COM	1,002,946	1,023,005	1,053,695
	EEFAC - DARMSTADT	0	0	200,000
		1,002,946	1,023,005	1,253,695
	EURO-AFRICA DIVISION	1,468,421	1,487,789	1,542,723
	INTER-AMERICAN DIVISION	843,194	860,058	885,980
	NORTH AMERICAN DIVISION	0	0	0
	NORTHERN ASIA-PACIFIC DIVISION	1,406,045	1,434,156	1,477,191
	SOUTH AMERICAN DIVISION	1,669,086	1,702,468	1,753,542
	SATELLITE TELEVISION - WHAIST	275,000	280,500	288,915
		1,944,086	1,982,968	2,042,457
	SOUTH PACIFIC DIVISION	960,974	980,193	1,009,599
	SOUTHERN AFRICA-INDIAN OCEAN	2,743,674	2,798,547	2,882,503
	SOUTHERN ASIA PACIFIC DIVISION	1,928,606	1,967,178	2,026,193
	SOUTHERN ASIA DIV (SERVSDA)	1,587,155	1,618,898	1,667,465
	TRANS-EUROPEAN DIVISION	2,597,862	2,649,640	2,729,335
	WEST-CENTRAL AFRICA DIVISION	1,984,964	2,024,663	2,086,403
		21,243,225	21,668,089	22,518,132
52765	APPROPRIATIONS TO TED	1,150,000	1,150,000	1,150,000
41250	HIV AIDS	0	50,000	51,500
52012	ADVENTIST HERITAGE MINISTRIES	50,000	50,000	51,500
52792	1040 WINDOW APPROPRIATIONS	0	210,000	760,000
52035	HPL EXCESS LIABILITY TRANSFER	1,314,827	1,000,000	1,873,000
	Sub-Total Divisions - Tithes	23,758,052	24,128,089	26,404,132

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 2008 Appropriations Budget  
 Tithe**

**IV. Appropriations: (Cont'd)**

**General Church Programs - Tithe**

	Actual 2006	Budget 2007	Budget 2008	Final
11090 EVANGELISM - STAFF	100,000	100,000	133,000	
22264 GRADUATE SCHOLARSHIPS-AJAS/AUA	0	60,000	60,000	
22265 GRADUATE SCHOLARSHIPS	100,000	100,000	100,000	
	<u>200,000</u>	<u>260,000</u>	<u>293,000</u>	
Sub-Total General Church Programs - Tithe		260,000		293,000

**Publishing Programs - Tithe**

11045 AR MONTHLY EDITION SUBSIDY	317,835	317,835	317,835	
11425 MINISTRY MAG (ENGLISH)	160,000	170,000	264,397	
11565 EDUCATION AMICUS	143,762	147,134	151,793	
21175 EDU JAE ENGLISH EDITION	100,000	100,000	100,000	
21176 EDU JAE INTL EDITION	20,000	20,000	20,000	
22810 SDA PERIODICAL INDEX	5,500	5,500	6,000	
32880 SPIRIT OF PROPHECY BOOKS	150,000	150,000	375,000	
32881 SOP BKS TO NEW MEMBERS "CONNECTING"	233,334	233,334	0	
	<u>1,130,431</u>	<u>1,143,803</u>	<u>1,235,025</u>	
Sub-Total Publishing Programs - Tithe		1,143,803		1,235,025

General Conference of Seventh-day Adventists  
 2008 Appropriations Budget  
 Tithe

	Actual		Budget		Final
	2006	2007	2007	2008	
<b>IV. Appropriations: (Cont'd)</b>					
<b>Institutions - Tithe</b>					
11015 ADRA	186,000	189,720		195,412	
11017 AILAS OPERATING	200,950	204,051		210,173	
AU Operating Approp: Seminary:					
Regular	1,132,751	1,155,406		1,190,068	
Fac Replace - Seminary	71,952	73,391		75,593	
AU General Operating	0	63,434		65,337	
Aviation Center	30,888	0		0	
Mission Orientation	151,500	154,530		159,166	
Extension School	31,302	0		0	
Inst for Prevent of Addiction	130,874	133,491		137,496	
21035 ANDREWS UNIV OPERATING	1,549,267	1,580,252		1,627,660	
21345 HIS OPERATING	60,600	61,812		63,666	
51480 ADVENTIST UNIVERSITY OF AFRICA	225,000	0		0	
21455 LLU OPERATING	2,750,230	2,750,230		2,750,230	
41485 IHFA INTL HEALTH FOOD ASSN	98,946	98,946		98,946	
41657 PARL LIBERTY MAGAZINE	100,000	100,000		100,000	
Sub-Total Institutions - Tithe	5,170,093	4,985,011		5,046,096	
<b>Total Appropriations - Tithe</b>	38,793,304	39,823,641		44,276,884	

**General Conference of Seventh-day Adventists  
 2008 Appropriations Budget  
 Non-Tithe**

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IV. Appropriations: Divisions - Non-Tithe	Actual 2006	Budget 2007	Budget 2008
52027 APPROPRIATIONS, NON-TITHE OPERATING:			
EAST CENTRAL AFRICA DIV	1,387,096	1,384,238	1,418,015
ADVENTIST UNIV OF AFRICA	0	75,000	85,000
HIV-AIDS OFFICE	0	30,600	31,518
TOTAL ECD APPROPRIATIONS	1,387,096	1,489,838	1,534,533
EASTERN EUROPE FIN AFFAIRS COM			
EURO-AFRICA DIVISION	248,903	253,881	281,487
INTER-AMERICAN DIVISION	715,634	729,942	751,840
NORTH AMERICAN DIVISION	975,943	995,462	1,025,328
NORTHERN ASIA-PACIFIC DIV	0	0	0
SOUTH AMERICAN DIVISION	958,096	168,401	173,453
SOUTH PACIFIC DIVISION	742,754	977,248	1,006,585
		757,609	780,337
SO AFRICA INDIAN OCEAN	1,067,304	1,058,050	1,082,042
ADVENTIST UNIV OF AFRICA	0	75,000	85,000
HIV-AIDS OFFICE	0	30,600	31,518
TOTAL SID APPROPRIATIONS	1,067,304	1,163,650	1,198,560
SOUTHERN ASIA-PACIFIC DIV	1,087,926	1,109,685	1,142,976
SOUTHERN ASIA DIV (SERVSDA)	879,211	896,795	923,699
TRANS-EUROPEAN DIV	950,812	969,828	998,923
WEST-CENTRAL AFRICA	1,087,861	1,089,218	1,114,145
ADVENTIST UNIV OF AFRICA	0	75,000	85,000
HIV-AIDS OFFICE	0	20,400	21,012
TOTAL WAD APPROPRIATIONS	1,087,861	1,184,618	1,220,157
Sub-Total Divisions - Non-Tithe	10,266,629	10,696,957	11,017,866

**General Conference of Seventh-day Adventists  
 2008 Appropriations Budget  
 Non-Tithe**

Final

	Actual 2006	Budget 2007	Budget 2008
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<b>Donations Non-Tithe:</b>			
51140 DONATIONS	36,500	60,000	60,000

**Institutions - Non-Tithe**

11015 ADRA - RENT	667,241	699,724	776,254
11050 AWR HEADQUARTERS - RENT	82,124	86,119	95,538
11017 AILIAS OPERATING	570,315	581,721	599,173
21035 ANDREWS UNIV OPERATING			
GRADUATE SCHOOL	2,229,369	2,273,956	2,342,175
HSI OPERATING APPROP	191,900	195,738	201,610
HSI RENTAL	389,033	418,444	464,210
21345 HIS OPERATING	590,933	614,182	665,820
LLU OPERATING			
GENERAL	7,324,889	7,324,889	7,324,889
GRADUATE BIOLOGY	300,000	300,000	300,000
21455 LLU OPERATING	7,624,889	7,624,889	7,624,889
21580 OC OPERATING	1,087,124	1,108,886	1,142,132
Sub-Total Institutions	12,851,995	12,989,457	13,245,980
<b>Total Appropriations Non-Tithe</b>	23,155,124	23,746,415	24,323,846
<b>Grand Total Approp Tithe &amp; Non-Tithe</b>	61,948,428	63,570,056	68,600,730

**General Conference of Seventh-day Adventists  
2008 Appropriations Budget**

Final

<b>V. Special Funding - Tithe</b>		<b>Actual</b>	<b>Budget</b>	<b>Budget</b>
<b>Institutional Programs - Tithe</b>		<b>2006</b>	<b>2007</b>	<b>2008</b>
11050	AWR HEADQUARTERS	1,350,000	1,377,000	1,418,310
		<u>1,350,000</u>	<u>1,377,000</u>	<u>1,418,310</u>
	<b>Total Special Funding - Tithe</b>			<b>1,418,310</b>

**V. Special Funding - Non-Tithe**

**Division Programs - Non-Tithe**

52030 Appropriations, Special:

EAST-CENTRAL AFRICA DIVISION	55,000	56,100	57,783
EASTERN EUROPE FIN AFFAIRS COM	90,000	91,800	94,554
EURO-AFRICA DIVISION	70,000	71,400	73,542
INTER-AMERICAN DIVISION	75,000	76,500	78,795
<b>NORTHERN ASIA PACIFIC DIV</b>	<b>50,000</b>	<b>51,000</b>	<b>52,530</b>
UNENTERED TERRITORIES	45,000	45,900	47,277
	95,000	96,900	98,807
<b>SOUTH AMERICAN DIVISION</b>	<b>70,000</b>	<b>71,400</b>	<b>73,542</b>
SOUTH AMERICAN DIV WHAST	60,000	61,200	63,036
	130,000	132,600	135,252
<b>SOUTH PACIFIC DIVISION</b>	<b>50,000</b>	<b>51,000</b>	<b>52,530</b>
SOUTHERN AFRICA-INDIAN OCEAN DIV	50,000	51,000	52,530
SOUTHERN ASIA DIVISION (SERVSDA)	95,000	96,900	99,807
SOUTHERN ASIA PACIFIC DIVISION	50,000	51,000	52,530
TRANS-EUROPEAN DIVISION	170,000	173,400	178,602
WEST-CENTRAL AFRICA DIVISION	55,000	56,100	57,783
<b>Sub-total Division Programs</b>	<b>985,000</b>	<b>1,004,700</b>	<b>1,033,515</b>

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**General Conference of Seventh-day Adventists  
 2008 Appropriations Budget  
 Tithe**

	Actual 2006	Budget 2007	Final Budget 2008
<b>V. Special Funding (Cont'd)</b>			
<b>Institutional Programs - Non-Tithe</b>			
11011 838NAD APPROPRIATIONS TO NAD Servicemen's Center - Korea	35,000	35,700	36,771
11018 838AIIAS APPROPRIATIONS TO AIJAS	30,000	30,600	31,518
11050 838AWR APPROPRIATIONS TO AWR	120,000	122,400	126,072
AU SPECIALS:			
21040 838AU APPROPRIATIONS TO ANDREWS UNIV	50,000	51,000	52,530
834Z51 Grad School & Sem Library Books	<u>125,000</u>	<u>127,500</u>	<u>131,325</u>
	175,000	178,500	183,855
21350 838HSI APPROPRIATIONS TO HIS	236,500	241,230	248,467
61708 ADVENTIST TELEVISION NETWORK OPERAT	<u>30,000</u>	<u>30,600</u>	<u>31,518</u>
Sub-Total Institutional Programs	626,500	639,030	656,201
<b>Total Special Funding - Non-Tithe</b>	<u>1,611,500</u>	<u>1,643,730</u>	<u>1,691,716</u>
<b>Grand Total Special Funding</b>	<u>2,961,500</u>	<u>3,020,730</u>	<u>3,110,026</u>

**General Conference of Seventh-day Adventists  
 2008 Appropriations Budget  
 Non-Tithe**

Restricted Funds	Actual 2006	Budget 2007	Budget 2008	Increase (Decrease)	2005 Investment Amount
<b>VI. Appropriations (Not included in summary)</b>					
<b>Restricted Funds</b>					
52028	APPROPRIATIONS				
838ECD	106,608	105,038	109,760	4,722	13.39%
838ESD	32,063	31,042	37,370	6,328	4.58%
838EUD	55,939	54,158	56,593	2,435	6.90%
838IAD	46,592	45,109	47,137	2,028	5.75%
838NSD	40,241	38,960	40,711	1,751	4.96%
838SAD	67,288	65,148	68,075	2,929	8.30%
838SID	97,608	96,324	100,655	4,331	12.28%
838SPD	43,637	42,247	44,147	1,900	5.38%
838SSD	77,281	74,801	78,164	3,363	9.53%
838SERVSDA	63,170	61,158	63,908	2,750	7.79%
838TED	90,891	87,997	91,953	3,956	11.21%
838WAD	78,702	78,020	81,528	3,508	9.94%
	<u>800,000</u>	<u>780,000</u>	<u>820,000</u>	<u>40,000</u>	<u>100.00%</u>
					<b>820,000</b>

Divisions who can make adjustments within their budgets with out these funds are encouraged to release their allocations of this appropriation to the GC 10/40 Window Fund



ANNUAL COUNCIL OF THE  
GENERAL CONFERENCE EXECUTIVE COMMITTEE

October 15, 2007, 2:00 p.m.

Jan Paulsen, chair, called to order the fifth session of the 2007 Annual Council.

Prayer was offered by G Ralph Thompson, former Secretary of the General Conference.

MinSer&StrcComm/07AC to LCC

COMMISSION ON MINISTRIES, SERVICES, AND STRUCTURES—  
REPORT AND RECOMMENDATIONS ON ORGANIZATIONAL  
FLEXIBILITY

Principles and Practices in Organizational Flexibility  
for  
Seventh-day Adventist Denominational Structure

Introduction

The General Conference Executive Committee, in October 2005, appointed the Commission on Ministries, Services, and Structures. The Commission's terms of reference included the following responsibilities relating to structure:

1. Research and evaluate, in light of denominational mission and unity, the necessity, efficiency, and effectiveness of current denominational structure.
2. If a need for structural change is indicated, define a rationale for adjusting denominational structure and propose structural revision(s) that enhance the mission-focus and global unity of the world Church.

The Commission chose first to address several issues relating to organizational structure. The following report<sup>1</sup> presents the Commission's thought and recommendations on how to maintain a global identity in organization while making room for variations in the configuration

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<sup>1</sup>Documents reviewed by the Commission for the preparation of this report may be viewed online at [http://www.adventist.org/world\\_church/commission-ministries-services-structures](http://www.adventist.org/world_church/commission-ministries-services-structures).

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of coordinating and administrative units that link local church units with the world Church (i.e. the General Conference and its divisions).

### Historical Development of Seventh-day Adventist Church Structure

Several Church historians<sup>2</sup> have studied the development of Seventh-day Adventist organizational structure. The Seventh-day Adventist movement transitioned from an anti-organizational posture in its early days to a highly structured organization today. Pivotal moments occurred when the Church was organized in 1863 followed by a major restructuring in 1901-1903. The following principles of organizational structure are summarized from research on this topic by George Knight, Andrew Mustard, and Barry D Oliver.

1. Organizational structure is necessary to fulfil the mission of the Church. “Together we can do more” is a fundamental principle in Seventh-day Adventist Church structure. This denomination is sometimes described as being very hierarchical with multiple levels of organization exercising various degrees of control over subsidiary units. This is an unfair caricature. From an operational standpoint the various levels of Church structure fulfil collaborative and oversight functions entrusted to them by their member units. While it is often necessary, for descriptive purposes, to speak of different levels of Church structure, such terms must be viewed in the context of collaboration and cooperation rather than a unidirectional (top-down) chain of command and control.

2. The Bible contains principles rather than prescriptions for organization. A study of Seventh-day Adventist history reveals that both James White and Joseph Bates initially claimed that organizational design should be patterned after the “perfect system of order, set forth in the New Testament.”<sup>3</sup> (RH, Jan 23, 1855, 164). However, by 1859 White argued that “we should *not be afraid of that system which is not opposed by the Bible, and is approved by sound sense.*” He moved, from a principle of Bible interpretation that said the only things Scripture allows are those things it explicitly approves, to a hermeneutic that allowed anything that was reasonable and did not contradict the Bible. Ideas concerning organization and structure had shifted from biblical literalism to biblical principle and common sense in the light of the Church’s needs and mission.

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<sup>2</sup> See, for example, Oliver, Barry D, *SDA Organizational Structure: Past, Present and Future*. Berrien Springs, MI: Andrews University Press, 1989.

Mustard, Andrew, *James White and Organization*. Berrien Springs, MI: Andrews University Press, 1985.

Knight, George, *Organizing to Beat the Devil: The Development of Adventist Church Structure*. Review and Herald Publishing Association, 2001.

Knight, George, “Organizing for Mission: The Development of Seventh-day Adventist Organizational Structure.” Unpublished manuscript of a presentation to the Commission on Ministries, Services, and Structures, Loma Linda, CA, April 2006, (accessible on the Internet at [http://www.adventist.org/world\\_church/commission-ministries-services-structures](http://www.adventist.org/world_church/commission-ministries-services-structures)).

<sup>3</sup> *Review and Herald*, July 21, 1859, p 68, emphasis supplied.

The concept of flexibility is not foreign to the Bible. The history of God's people reveals the presence of various organizational structures over the course of time. Examples include: the patriarchal model, judges, kings, prophets, and apostles. Classic illustrations of different organizational patterns are found in Exodus 18:14-19; 1 Samuel 8:4-7, 9; and Acts 6:1-4.

3. Commitment to mission is the primary determinant of structural form. Neither James nor Ellen G White had an exact organizational plan in mind when they began calling for church order in 1853. In fact, Ellen G White was not included among the nine persons appointed to draw up proposals for organization in 1861. James White provided the key influence but he did not have a clear picture with which to start. Only as the group faced the developing needs of the Church did it gain insight regarding suitable structure. A broader vision of the mission of the Church led to a more extensive recognition for organizational structure to facilitate that mission.

4. Organizational structure must maintain a balance between centralization and decentralization, between control and empowerment. On the one hand, too much responsibility and authority must not be placed on one person or upon a small group of persons. There is need for more localized decision-making in the far-flung mission fields. On the other hand, unity and concerted action are preserved through a structure that provides for consultation and resource sharing. The purpose of centralization was more for coordination than for control. The purpose of decentralization was more for responsiveness to local situations than for independence.

5. The design of organizational structure must provide for diversity while preserving unity. Structure must always remain responsive to the interrelationships of circumstances, needs, and core values. Preserving a structural design or insisting on a rigid worldwide application of organizational pattern has no merit in itself. The Seventh-day Adventist Church has demonstrated openness to change and development when success in mission demanded a shift in approach or procedure. This was the view advanced by M C Wilcox:

“If we will get this thing deep in our souls...we will not bind ourselves about with red tape and feel that everything must go in just the same way. There are different fields sometimes that demand different organizations, and I hope that when that field comes, and when that time comes, and that place comes, that God will have men that will be willing to break the red tape, if necessary, and form the organization in harmony with the field, and according to the demands of the occasion.”<sup>4</sup>

In 1902, following the changes that were made in 1901, General Conference President, A G Daniells stated that:

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<sup>4</sup> Wilcox, M C (Sten 1903, April 9, a903, 20, 20a, cited in Barry D Oliver, *SDA Organizational Structure*, p 302).

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“We see many things differently from what we did ten years ago, and I expect that we shall see still more. As new light comes, we ought to advance with it, and not hold rigidly to old forms and old methods. Because a thing is done a certain way in one place is not reason why it should be done in the same way in another place, or even in the same place at the same time.”<sup>5</sup>

Daniells’ successor, W A Spicer, was probably the most vocal advocate of the importance of allowing adaptability in the form that organization took in the Seventh-day Adventist Church. It was Spicer, an experienced missionary, who was responsible as much as anyone for the success of the missionary enterprise of the Church in the early years of the twentieth century. With his wide exposure to different cultures and situations, he repeatedly said:

“*The details of organization may vary according to conditions and work, but ever as God has called his church together there has appeared in it the spiritual gift of order and of government, the spirit that rules in heaven.*”<sup>6</sup> (Emphasis supplied.)

6. Flexibility in structure must not sacrifice unity and collective action. For Seventh-day Adventists, mission (evangelism) and Church organization are not separate issues but are united, with organization providing the delivery system for effective mission.<sup>7</sup> Seventh-day Adventists believe that the whole Church must be engaged in sharing the whole gospel with the whole world.

It is therefore impossible to adequately and accurately describe Seventh-day Adventist Church structure and operations apart from the Church’s understanding of its primary task—creating a global awareness of the kingdom of Jesus Christ and preparing the world for His soon return. While the Church has adopted elements of structure from various models of organization, these elements were selected as instruments of mission.

7. Changed circumstances warrant new or altered structures. Bert B Haloviak’s paper, “Approaches to Church Reorganization”<sup>8</sup> traces the history of organizational changes or adjustments from 1901 to the early 1990’s. His paper was presented to a meeting of the

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<sup>5</sup>*European Conference Bulletin*, p 2.

<sup>6</sup>Spicer, W. A., “The Divine Principle of Organization,” *Review and Herald*, March 25, 1909, p 5. See also, idem, “The Divine Principle of Organization,” *Review and Herald*, July 27, 1916, p 4; idem, “The Second Advent Movement: An Organized Movement,” *Review and Herald*, April 24, 1930, p 6.

<sup>7</sup> Knight, George, *Organizing for Mission*, p 48.

<sup>8</sup> A broad summary of proposals and/or actions regarding denominational structure is provided in “Approaches to Church Reorganization” by Bert B Haloviak, Director of the General Conference Office of Archives and Statistics. The text of his paper, presented to the Commission on World Church Organization in March 1993, may be viewed online at Web site [www.adventistarchives.org](http://www.adventistarchives.org). Click on “Adventist Archives—Search Historical Documents.” The item is filed in the folder “Archives and Statistics Research Papers” and entitled “Approaches to Church Reorganization.”

Commission on World Church Organization, established in 1993 to review denominational structure in light of realities in the 1990's. One of several changes resulting from this Commission's work was a substantive adjustment in the membership of the General Conference Executive Committee, the frequency of its meetings, and the attendance patterns at such meetings.

### Rationale for Flexibility in Denominational Structure

There is some attractiveness about the idea that a global organization, such as the Seventh-day Adventist Church, should have a single system of uniform structure and procedures. At least in theory, a single organizational pattern facilitates global identity and unity. This ideal is much more difficult to achieve in reality because of vast differences in cultural and political environments, in the availability and use of technology, and in the needs or expectations that various areas and groups of members have from organizational structure.

The present structural design for organization involves an interrelated set of five categories or classifications. Four of these are constituency-based:<sup>9</sup> local church, local conference, union conference and General Conference. Each constituency-based unit of organization holds membership in a larger unit of organization. For example, local churches hold membership in the local conference, local conferences hold membership in the union conference, and the union conference holds membership in the General Conference. These interrelationships provide for communication, collaboration, and unity of action among all units of organization. Local missions and union missions have several similarities to local conferences and union conferences but are not entirely constituency-based.

The fifth category of organization is that of a division—an administrative unit serving as a regional office of the General Conference. The staffing pattern for each category of organization, other than the local church, calls for a set of three officers assisted by associate officers, as needed, and a group of department directors. Thus a similar structure and staffing model is seen throughout the organization.

This pattern<sup>10</sup> for denominational organization developed over several decades and at a time of relatively small membership, limited cultural and socio-economic diversity, and less varied geopolitical environments. Much has changed. The Church has a global membership, its teachings and practices are firmly rooted, it displays wide cultural diversity, and it has a presence

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<sup>9</sup> The term "constituency-based" means that decision-making is exercised by the membership of the organization or is entrusted by the membership to a body such as an executive committee. Thus, the authority that is assumed to reside in various units of denominational structure is derived from the membership. Decision-making bodies established by the membership are accountable to the membership (or constituency) on a regular frequency of membership meetings.

<sup>10</sup> See illustration of standard denominational organization on p 07-154.



in almost every political, geographic, and religious environment. Technological advances, though not present to the same extent everywhere, have radically altered organizational processes and global communications. The dissimilarity in circumstances, coupled with the opportunities available with new technology, calls for adaptability of structure.

Simply stated, there is need for flexibility in denominational structure—a flexibility that permits effective response to a particular set of conditions while at the same time maintaining the global values and identity of the Seventh-day Adventist Church. The reasons for increased flexibility rather than increased uniformity in structures and procedures may be summarized as follows:

1. Diversity of geographical environment. The Church is present in densely populated urban areas as well as in vast areas of territory with a very small and widely scattered population.
2. Differences in political, legal, and cultural environments. In some political climates, the visibility and operation of a multi-layered denominational structure invites a higher, and not necessarily helpful, level of external scrutiny. There is wide variation in cultural environments and in the degree to which people work easily and well within a highly structured model of organization. Dissimilarities in national legislation among countries places limitations on the degree to which similar organizational structure can be used everywhere.
3. Geographical and cultural variations in receptivity to mission activities. Some areas of the world field are growing so rapidly that the Church is stretched to keep up with appropriate leadership and nurture structures. A large portion of the membership in these areas has a relatively short experience in Church membership. Familiarity with procedures and the maturity of local church systems is limited. A significant level of resources is needed to provide for coordination, servicing, and leadership. In other areas of the world, membership growth happens at a slower pace. On average, members have a much longer period of experience in the Church. Well-established systems are in place, thus reducing the level of energy and resources required for coordination, servicing, and general oversight.
4. Differentiation in local capacity, resources, and the need for coordinating and linking structures. The degree to which regional services in support of the local church are needed depends on many different factors. The following table presents, from a statistical viewpoint, the diversity that already exists within organizational structures having the same type classification:

<b>Statistical Summary of Seventh-Day Adventist Organizational Structure</b> (Seventh-day Adventist Yearbook 2006)			
Type of organization	Count of these organizations	Church membership Range (From - To)	# of Local Churches Range (From - To)
<b>Attached Units</b>			
Region (attached to Unions)	41	76 - 36,090	0 - 250
Mission (attached to Divisions)	4	209 - 147,707	3 - 803
Conference (attached to Divisions)	2	3,628 - 4,991	61 - 73
Local Mission	267	175 - 179,574	2 - 942
Local Conference	263	213 - 170,828	10 - 658
Union of Churches	6	2,649 - 11,742	47 - 114
Union Mission	50	9,338 - 693,548	67 - 3,324
Union Conference	52	2,751 - 483,828	42 - 1,753
Division	13	99,998 - 2,608,127	1,348 - 9,210
General Conference	1	14,256,252	58,919

5. The need for representation to be based on more than one model or classification of organization. A single worldwide pattern for organization has been the foundation for the current system of representation in decision-making forums of Church life. A simple formula enables organizations with similar classification and status to have similar representation in the larger forums of denominational decision-making. In some instances, the decision to establish units of organization may satisfy the interests of representation more than the interests of efficiency in mission. If a range of organizational choices were available and other patterns for fair representation were developed, the choice as to what structures to create could be made in light of localized needs and circumstances.

6. Advances in technology open possibilities for new organizational patterns with increased efficiencies and effectiveness. Rapid advances in technology have changed the way in which information is created, packaged, and shared. Travel over long distances is relatively inexpensive. The combination of new technology and ease of travel provides new opportunities for consolidating organizational units and reducing the requirement for levels or layers of infrastructure in large organizations. These opportunities are not equally available everywhere. Flexibility in organizational templates would allow for choices in structure to be designed in light of available technology.

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## Definition for Organizational Flexibility in Seventh-day Adventist Church Structure

For the purposes of this report, the discussion of organizational flexibility pertains to the constituency-based organizations, including local and union missions, and unions of churches. A proposed operating definition of organizational flexibility follows:

Flexibility in Seventh-day Adventist organizational structure is the application to new or existing organizational structures of specific organizational patterns and procedural principles in light of prevailing circumstances and environments within the territory of a division of the General Conference. The application of such patterns and principles, after appropriate constituency and/or executive committee approvals, may result in:

1. Modification of structural designs as compared with the historical pattern of local conference/local mission, union conference/union mission organizations, and unions of churches;
2. Modification of staffing patterns (as compared to historical practice at local conferences/local missions, union conferences/union missions, and unions of churches) at larger units of organization between the local church and the General Conference/division;
3. Realignment of how services are provided between the various existing or new organizations;
4. Establishment of new regional structures as a result of the consolidation of existing organizational units, the reclassification of entities, or the reduction of constituency-based units of organization.

Decisions to implement flexibility in organizational structures, procedures, and relationships shall preserve dynamic and formal linkage to the world Church and sister organizations in harmony with denominational policies. Accordingly, such decisions will involve consultation and consent from larger units of organization. Specific policies may prescribe approval processes that involve approval from division and/or General Conference executive committees. Flexibility in organizational structure does not mean that the design of organizational structure or staffing is self-determined or that an infinite number of alternatives is available.

General Conference *Working Policy* already allows for limited flexibility or alternatives in organizational structure in B 10 30, which reads as follows:

“B 10 30 Variations in Administrative Relationships—1. For the purpose of fulfilling the mission of the Church, division administrations are authorized to recommend modified organizational structures and/or administrative relationships in situations which do not involve the resizing of unions, as outlined below in paragraphs a. through c., or to experiment with

further modifications in territories where unusual economic, political, geographic, religious, or demographic circumstances, or strategic purposes make normal church organizational and administrative structures impractical or inefficient. In all cases where alternative arrangements are implemented, the four constituent levels of Church organization shall be maintained, and the following fundamental principles for Seventh-day Adventist organizational structure and relationships shall be preserved:

a. All basic administrative units shall have a constituency voice (regular constituency sessions).

b. All administrative relationships shall be clearly defined (responsibility is ultimately held by an elected/appointed officer[s] who is accountable to an executive committee).

c. Constitutions and bylaws may be amended to provide for alternative administrative arrangements and the process by which such arrangements are continued or suspended.

2. Innovations in organizational structure and administrative relationships must be approved by the respective division committees and the General Conference Executive Committee and will be reviewed periodically by division administrations to determine the strengths and weaknesses of each arrangement. Division committees may grant constituencies the option to continue or discontinue the alternative administrative arrangements.”

#### Recommended Range of Flexibility in Seventh-day Adventist Church Structure

The Commission considered several models of organization with each model exhibiting denominational structure in three territorial classifications: local, regional, and global (see chart below). Each of the models assumes that the local and global structures (i.e. local church and General Conference with its divisions) remain in place. Organizational comparisons for five models are shown on page 07-155.

<b>Territorial Classification</b>	<b>Official Structural Units Within This Classification</b>
Local	Local church
Regional	Local conference or mission, union of churches, union conference or mission
Global	General Conference and its divisions

The structural flexibility proposed in this report is accommodated within the territorial classification designated as “regional.” Units of organization in this middle classification

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facilitate the concept that “together we can do more” and also function as the primary connectors between the local church and the global Church.

The models of organizational structure are summarized as follows:

1. The standard model. This is the dominant model at present. It has four constituency-based units of organization. The regional and global organizations in this model generally have similar staffing patterns. Its widespread use makes this the standard model of structure. However, in the Commission’s view, the standard model should not automatically be considered as preferred above others.

2. Complementary staffing model. This model retains the four constituency-based units of organization. It is different from the standard model in that the staffing pattern at local mission/conference is not the same as at the union mission/conference. Each organization in this model has a multiple officer leadership team (typically three officers). Department directors may be located at either or both the local mission/conference and the union mission/conference. However, a department director at the local mission/conference may not have a full-time counterpart at the union. Similarly, the union department director may not have a counterpart at the local conference/mission.

3. Shared administration and/or administrative services model. This model introduces differentiation from the standard model in the staffing of administration. At the local mission/conference, there is only one full-time officer, the president. The union treasurer serves simultaneously as the local mission/conference treasurer in such situations. Unless someone is elected to serve as the secretary, this role may be assigned by election to either the president or the treasurer. (The Norwegian Union and the Japan Union are current examples of this organizational pattern.) Department staffing in this model may be configured as in paragraph 2. above. The result is that the local mission/conference has fewer employees in administration since officers of the union mission/conference also hold administrative assignments in the local mission/conference and/or care for certain administrative services.

4. Three constituency-based model. This model has three constituency-based units of organization compared to four in the standard model. In this model the regional unit of organization is identified as a “union of churches.” Currently there are six unions of churches in the world Church. Unions of churches were established to address the need for structures in the context of national boundaries. In each case, the Seventh-day Adventist membership was too small to require additional levels of structure. Unions of churches have been considered as exceptions to the pattern of denominational organization and thus have been approved only in situations where the standard model of organization was deemed unworkable and not financially viable. The Commission proposes that the union of churches structure become an acceptable alternative to the four constituency-based model.

5. Three constituency-based model with delegated roles to district leaders. This model continues the three constituency-based pattern described above. It differs from the previous model in that a non-constituency-based coordinating function is inserted for a group or district of local churches. The role of the district director (in some places designated as a field secretary) is advisory and consultative rather than administrative. The district director serves as a representative of administration. This person may also have some departmental leadership functions assigned by the regional organization (i.e., union of churches or local mission/conference).

6. Special alternative organizations. The General Conference Executive Committee (April 2006) adopted guidelines<sup>11</sup> for establishing alternative structures to initiate Seventh-day Adventist mission in areas where traditional church structures are not present and/or not permitted.

The Commission recommends that models 2 through 6 be acceptable alternatives to the standard model. In other words, the Seventh-day Adventist Church will have multiple models of organizational structure rather than only one. These multiple models may coexist in the sense that denominational structure in one area may illustrate one of the models while an adjacent area may reflect another of the available models.

#### Other Types of Organizational Flexibility

This report deals primarily with flexibility in patterns of denominational structure. There are other types of organizational flexibility that should also be considered and utilized in situations where doing so would increase effectiveness and efficiency. These include:

1. Mergers, realignment, or reclassification of territory. In the interest of futhering mission, growth, and unity it may be advisable to merge, realign, or reclassify existing organizations. These mergers, realignments, and reclassifications may not result in new patterns of organizational structure but they should be seen among the options available to constituencies and executive committees when evaluating the current status and future need for efficient and effective structures.

The presence of various institutions (schools, colleges, clinics, hospitals, etc.) may be a complicating factor in the proposed merger of organizations. Careful consideration will need to

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<sup>11</sup> “Guidelines on Alternative Organization Structures and Administrative Relationships” are applicable in circumstances where formal denominational structures are inadvisable or impossible due to external circumstances. A copy of these guidelines is available from the office of the vice president having oversight of Adventist Mission at the General Conference of Seventh-day Adventists.

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be given to the impact of organizational mergers upon the need for and viability of multiple institutions providing similar services.

2. Consolidation of services. Several organizations, without changing their constituency-based identity, may choose to consolidate various services out of one location. For example: In countries with advanced communication technologies, it may be possible to centralize much of the accounting, payroll, and human resource functions for several organizations thus reducing staff, space, and software requirements.

3. Outsourcing. Certain services required by denominational entities may be more effectively provided through outsourcing arrangements, either with local providers or with other denominational entities at a distant location.

General Conference *Working Policy* outlines specific approval procedures for changes to organizational structure. Such changes usually require approval from division and/or General Conference executive committees. Two elements of flexibility described above (consolidation of services and outsourcing) represent operational changes rather than structural change. Because these may have considerable impact on more than one organization, it is appropriate that division administrations be consulted in advance regarding such arrangements. Division officers shall advise the entities involved regarding any approval process that may be necessary. In the case of divisions considering these flexibility alternatives for themselves, the consultation and approval process shall involve, at a minimum, the General Conference officers and Administrative Committee.

#### Guiding Principles for Implementing Options in Structural Flexibility

The following principles will serve as reference points in the consideration of what kinds of new organizations should be established or in determining how existing organizations might transition to an alternative form of structure.

1. Increased efficiency and/or effectiveness in mission. In the opinion of the relevant constituency introducing a modification to structure, staffing, or services within the territory of a regional organization (local conference, local mission, union conference, union mission, union of churches) the proposed change will enhance effectiveness and efficiency in mission and strengthen the bond of global unity.

2. Preservation of key leadership values and governance practices. The introduction of any alternative to standard structure and procedures will preserve the following leadership values and governance practices:

- a. Leaders are accountable to an executive committee and a defined constituency.
- b. The organization is clearly identified as a Seventh-day Adventist organization and is formally acknowledged by Church infrastructure as part of denominational organization.
- c. Interconnectivity and functional relations with denominational structure are maintained.
- d. The organization operates in compliance with denominational policies.
- e. The decision to adopt alternative structures or procedures is not self-determined by the unit in question.
- f. A process is adopted for evaluating the advantages of any alternative structure and for choosing/implementing organizational change.
- g. The new organization is represented in one or more larger forums of denominational decision-making.

3. Organizational status can be changed. Adjustments in organizational status or classification can be changed in either direction. It can no longer be assumed that organizational development is in one direction, from mission status to conference status, and that conference status is permanent. The 2005 Annual Council amended General Conference *Working Policy* to provide a process for the non-disciplinary review and amendment of an organization's status (see B 75 30). The principle of flexibility in structure allows for an organization's status to change in response to the core values of effective engagement in mission and in maintaining Church unity.

4. Decisions to adjust, for operational reasons, the organizational structure of one or more territories shall require consideration by at least two categories of denominational structure: that of the unit involved plus the next larger unit of denominational organization. In addition, division and/or General Conference executive committees shall grant/withhold approval of a structural change in a unit whose officer(s) serves as a regular member of the division and/or General Conference executive committee.

5. Justification for creating new structures or for modification/consolidation of existing structures may vary from place to place. Many aspects must be taken into consideration. The decision regarding structural organization within a given territory is basically a collective judgment made after examining the interrelationship of factors such as: legal constraints, size of membership, extent of territory that can be served by a regional organization, national



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boundaries, cultural identities, elimination of unnecessary structures, financial viability, and whether or not a new/modified structure brings greater effectiveness and impetus to mission. No single factor, except perhaps for legal constraints, and national or geographic boundaries, is overwhelmingly determinative in the formation of new organizations. (For example, reaching the threshold of 100,000 members is not alone sufficient justification for dividing a territory into two or more units.)

Since denominational organization is also a way in which Seventh-day Adventists give witness to the gospel and its implications for community, the option to create new or modified structures should not be used to isolate or favor particular groups of members on the basis of ethnicity, language, culture, or economic circumstance. Further, it is expected that large constituency-based units in a given geographic territory shall embrace the entire family of organizational units in that territory. (For example, a local church shall be a member of the conference or union of churches in whose geographic territory it resides. A local mission or local conference shall be a member of the union in whose territory it resides. Except in cases where an organization has been directly attached to a division or to the General Conference, a unit of church organization shall not be granted membership in another entity whose territory, by division or General Conference executive committee action, does not include the unit in question. This does not prevent the periodic bifurcation of territory or the realignment of territorial boundaries among entities as per policy.)

6. The official designation and establishment of organizational units and their territories define the lines of formal communication and representation. In the course of addressing mission challenges and opportunities, there may be need for ad hoc and informal structures that facilitate communication, resource mobilization, training, and implementation of special projects among local, regional and global levels of organization. Approval should be requested from the next larger unit of organization when such informal structures (whether single events or on-going in nature) involve entities outside the territory of the organization that is proposing the ad hoc or informal structure.

#### Principles for Representation in Denominational Organization

The number of members on an executive committee is a practical consideration. In general, smaller groups tend to be more productive and efficient than larger groups; therefore a system of fair representation is necessary. A precise calibration of fairness in representation is not always possible. Factors of membership size, resources, organizational units, laity, and employees will need to be considered. The following principles will help to establish a workable and equitable system:

1. The membership of executive committees will broadly reflect the constituency being served and will include gender, age, ethnic, and cultural diversity. When the full range of

diversity cannot be reflected, due to limits of committee size, it may be necessary to adopt numerical formulas for various groups or to arrange for a rotational pattern of representation. Provision might also be made for invitee status with voice but not vote.

2. In order to achieve a balance in the composition of an executive committee, it may be helpful to create a membership template where a portion of the executive committee's members are selected:

- a. In proportion to size (membership) of participating organizations,
- b. As representatives of organizational units (e.g. churches, in the case of a local mission/conference or union of churches OR missions, conferences, and institutions, in the case of a union mission or conference),
- c. On an at-large basis without the requirement to qualify as representing a segment of membership or a particular unit of organization.

3. To facilitate effective two-way communication and accountability, provision should be made for officers of larger units of organization to have voting rights, when present, at a meeting of the executive committee. The number of such persons with voting rights shall be limited to a maximum of not more than 10 percent of the executive committee membership present.

4. Opportunity will be provided for members (in the case of local church boards) or member units (in the case of mission, conference, union, division, General Conference executive committees) to be informed, and to comment when and where appropriate, even if they do not have an official representative on the executive committee.

## The Pattern of Current Denominational Structure

Standard  
Seventh-day  
Adventist  
Denominational  
Structure

### Constituency-based unit 1

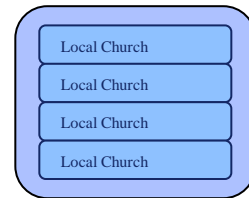
**Local Church**—A group of Seventh-day Adventist members in a defined location that has been granted, by the constituency of a local conference/mission, in session, official status as a local church.



Local Church

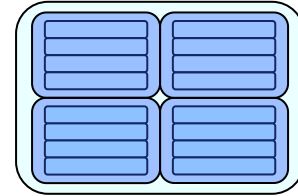
### Constituency-based unit 2

**Local Conference**—A group of local churches, within a defined geographic area, that has been granted, by the constituency of a union conference/mission and/or a division executive committee, official status as a Seventh-day Adventist local conference or mission. However, a local mission does not exercise the same level of self-governance as a conference.



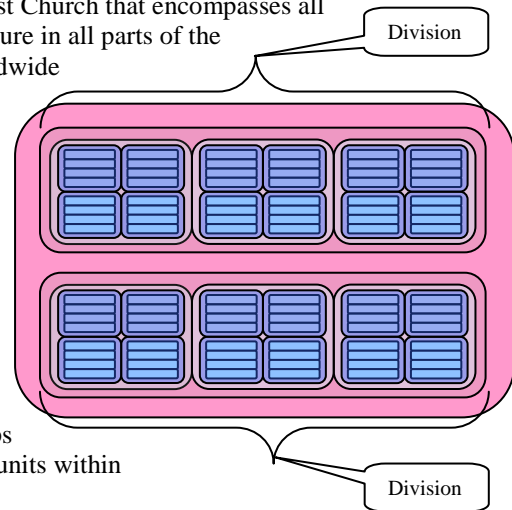
### Constituency-based unit 3

**Union Conference**—A specific group of local conferences/missions, within a defined geographic area, that has been granted, by a General Conference Session, official status as a Seventh-day Adventist union conference/mission. However, a union mission does not exercise the same level of self-governance as a union conference.

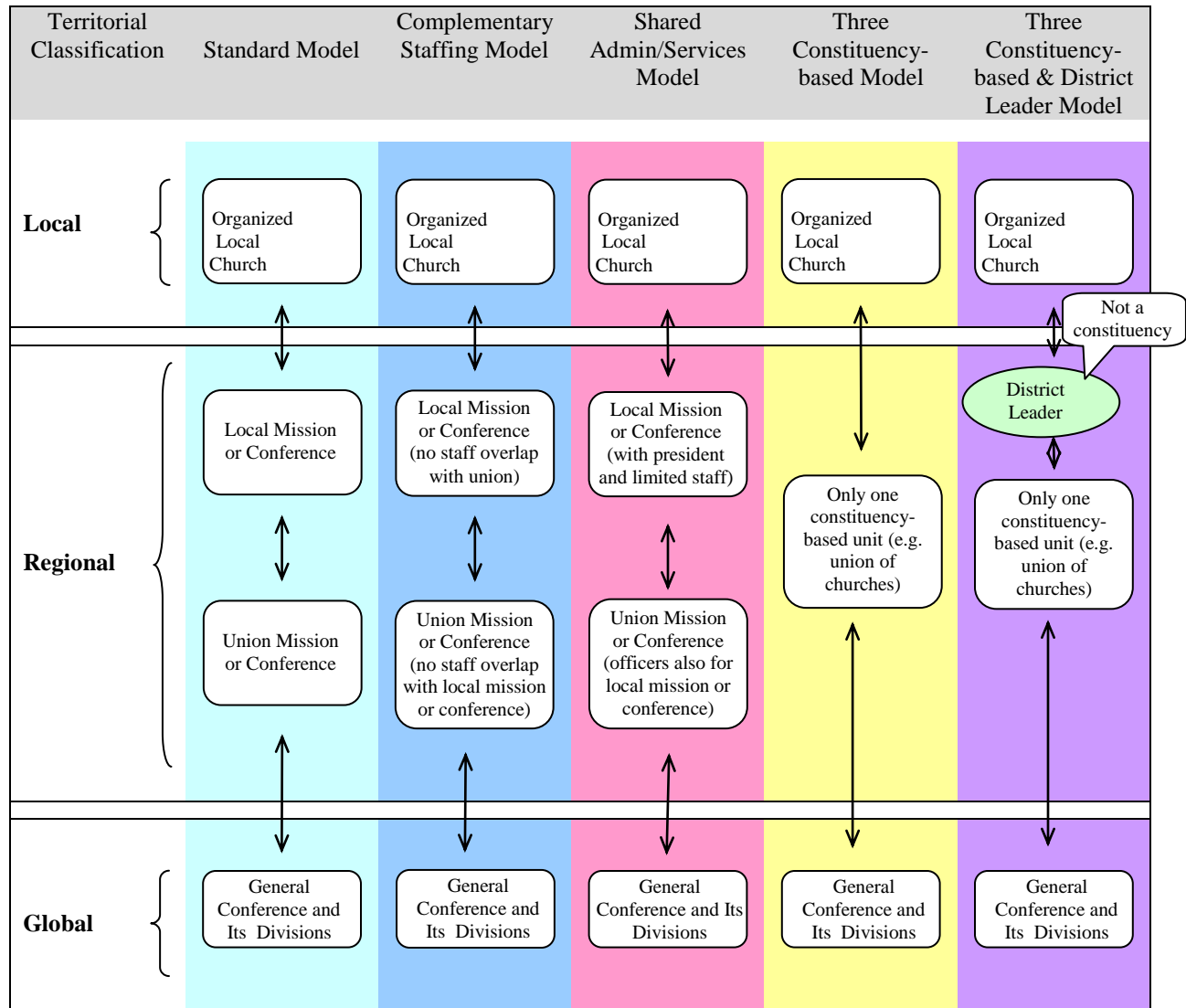


### Constituency-based unit 4

**General Conference**—The General Conference is the unit of organization of the Seventh-day Adventist Church that encompasses all church organizational structure in all parts of the world. To facilitate its worldwide activity, the General Conference has established regional offices, known as divisions of the General Conference, which have been assigned, by action of the General Conference Executive Committee at Annual Councils, general administrative responsibilities for designated groups of unions and other church units within specific geographic areas.



**Illustration of Structural Design Alternatives #1 - #5**



**RECOMMENDATION #1—GENERAL CONFERENCE *WORKING POLICY* ADDITION**

MinSer&StrucComm/07AC to LRE

256-07Go STRUCTURAL FLEXIBILITY - POLICY ADDITION

VOTED, To add a new section GC B 10 27, Structural Flexibility, to read as follows:

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B 10 27 Structural Flexibility—Flexibility in Seventh-day Adventist organizational structure is the application to new or existing organizational structures of specific alternative organizational patterns and procedural principles in light of prevailing circumstances and environments within the territory of a division of the General Conference. The application of such patterns and principles, after appropriate approvals, may result in:

1. Modification of structural designs as compared with the historical pattern of local conference/local mission, union conference/union mission organizations, and unions of churches;
2. Modification of staffing patterns (as compared to historical practice at local conferences/local missions, union conferences/union missions, and unions of churches) at larger units of organization between the local church and the General Conference/division;
3. Realignment of how services are provided between the various existing or new organizations;
4. Establishment of new regional structures as a result of the consolidation of existing organizational units, the reclassification of entities, or the reduction of constituency-based units of organization.

Decisions to implement flexibility in organizational structures, procedures, and relationships shall preserve dynamic and formal linkage to the world Church and sister organizations in harmony with denominational policies. Accordingly, such decisions will involve consultation and consent from larger member units of organization. Policies define the various approval processes that apply to organizational changes. Flexibility in organizational structure does not mean that the design of organizational structure or staffing is self-determined or that an infinite number of alternatives is available.

#### RECOMMENDATION #2—GENERAL CONFERENCE *WORKING POLICY* ADDITION

MinSer&StrucComm/07AC to LRE

#### 256-07Gp ALTERNATIVES IN ORGANIZATIONAL STRUCTURE - POLICY ADDITION

VOTED, To add a new section GC B 10 28, Alternatives in Organizational Structure, to read as follows:

B 10 28 Alternatives in Organizational Structure—Denominational structure in one geographic area may illustrate one model while organization in an adjacent territory may reflect

another of the available models. The following range of organizational models for denominational structures may coexist within a division territory:

1. Standard Model—This model has four constituency-based units of organization. The regional and global organizations in this model generally have similar staffing patterns. Its widespread use makes this the standard model of structure. However, the standard model should not automatically be considered as preferred above others.

2. Complementary Staffing Model—This model retains the four constituency-based units of organization. It is different from the standard model in that the staffing pattern at local mission/conference does not parallel that of the union mission/conference. Each organization in this model has a multiple officer leadership team (typically three officers). Department directors may be located at either or both the local mission/conference and the union mission/conference. However, a department director at the local mission/conference may not have a full-time counterpart at the union. Similarly, the union department director may not have a counterpart at the local conference/mission. The department staffing pattern at both local and union organizations serve to complement (complete rather than duplicate) the range of services required in the territory.

3. Shared Administration and/or Administrative Services Model—This model introduces differentiation from the standard model in the staffing of administration. At the local mission/conference there may be only one full-time officer, the president. The union treasurer may serve simultaneously as the local mission/conference treasurer in such situations. Unless someone is elected to serve as the secretary this role may be assigned by election to either the president or the treasurer. Department staffing in this model may be configured as in paragraph 2. above. The result is that the local mission/conference has fewer employees in administration since officers of the union mission/conference also hold administrative assignments in the local mission/conference and/or care for certain administrative services.

4. Three Constituency-based Model—This model has three constituency-based units of organization compared to four in the standard model. In this model the regional unit of organization is identified as a “union of churches.”

5. Three Constituency-based Model with Delegated Roles to District Leaders—This model continues the three constituency-based model described above. It differs from the previous model in that a non-constituency-based coordinating function is inserted for a group or district of local churches. The role of the district director (in some places designated as a field secretary) is advisory and consultative rather than administrative. The district director serves as a representative of administration. This person may also have some departmental leadership functions assigned by the regional organization.

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6. Special Alternative Organizations—The General Conference Executive Committee (April 2006) adopted guidelines\* for establishing alternative structures to initiate Seventh-day Adventist mission in areas where traditional church structures are not present and/or not permitted.

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\* “Guidelines on Alternative Organization Structures and Administrative Relationships” are applicable in circumstances where formal denominational structures are inadvisable or impossible due to external circumstances. A copy of these guidelines is available from the office of the vice president having oversight of Adventist Mission at the General Conference of Seventh-day Adventists.

#### RECOMMENDATION #3—NON-STRUCTURAL TYPES OF ORGANIZATIONAL FLEXIBILITY

VOTED, To encourage denominational entities to consider, in the interest of effectiveness in mission and efficiency in resources, the advantages and disadvantages of the following types of non-structural flexibility:

1. Mergers, Realignment, or Reclassification of Territory—In the interest of furthering mission, growth, and unity it may be advisable to merge, realign, or reclassify existing organizations. These mergers, realignments, and reclassifications may not result in new patterns of organizational structure but they should be seen among the options available to constituencies and executive committees when evaluating the current status and future need for efficient and effective structures.

The presence of various institutions (schools, colleges, clinics, hospitals, etc.) may be a complicating factor in the proposed merger of organizations. Careful consideration will need to be given to the impact of organizational mergers upon the need for and viability of multiple institutions providing similar services.

2. Consolidation of Services—Several organizations, without changing their constituency-based identity, may choose to consolidate various services out of one location. For example, in countries with advanced communication technologies, it may be possible to centralize much of the accounting, payroll, and human resource functions for several organizations thus reducing staff, space, and software requirements.

3. Outsourcing—Certain services required by denominational entities may be more effectively provided through outsourcing arrangements, either with local providers or with other denominational entities at a distant location.

General Conference *Working Policy* outlines specific approval procedures for changes to organizational structure. Such changes usually require approval from division and/or General Conference executive committees. Two elements of flexibility described above (consolidation of services and outsourcing) represent operational changes rather than structural change. Because these may have considerable impact on more than one organization, division administrations shall be consulted in advance regarding such arrangements. Division officers shall advise the entities involved regarding any approval process that may be necessary. In the case of divisions considering these flexibility alternatives for themselves, the consultation and approval process shall involve, at a minimum, the General Conference officers and Administrative Committee.

#### RECOMMENDATION #4—DECISIONS ON ORGANIZATIONAL STRUCTURE GUIDELINES

VOTED, To approve the following statement of guiding principles for decisions on organizational structure.

The following principles serve as reference points in the consideration of what kinds of new organizations should be established or in determining how existing organizations might transition to an alternative form of structure:

1. Increased Efficiency and/or Effectiveness in Mission—In the opinion of the relevant constituency introducing a modification to structure, staffing, or services within the territory of a regional organization (local conference, local mission, union conference, union mission, union of churches), the proposed change will enhance effectiveness and efficiency in mission and strengthen the bond of global unity.

2. Preservation of Key Leadership Values and Governance Practices—The introduction of any alternative to standard structure and procedures will preserve the following leadership values and governance practices already in use:

a. Leaders are accountable to an executive committee and a defined constituency.

b. The organization is clearly identified as a Seventh-day Adventist organization and is formally acknowledged by Church infrastructure as part of denominational organization.



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c. Interconnectivity and functional relations with denominational structure are maintained.

d. The organization operates in compliance with denominational policies.

e. The decision to adopt alternative structures or procedures is not self-determined by the unit in question.

f. A process is adopted for evaluating the advantages of any alternative structure and for choosing/implementing organizational change.

g. The new organization is represented in one or more larger forums of denominational decision-making.

3. Organizational status can be changed. Adjustments in organizational status or classification can be changed in either direction. It is no longer assumed that organizational development is in one direction, from mission status to conference status, and that conference status is permanent. The 2005 Annual Council amended General Conference *Working Policy* (see B 75 30) to provide a process for the non-disciplinary review and amendment of an organization's status. The principle of flexibility in structure allows for an organization's status to change in response to the core values of effective engagement in mission and in maintaining Church unity.

4. Decisions to adjust, for operational reasons, the organizational structure of one or more territories shall require consideration on at least two categories of denominational structure: that of the units involved plus the next larger membership unit of denominational organization. In addition, division and/or General Conference executive committees shall grant/withhold approval of a structural change in a unit whose officer(s) serves as a regular member of the division and/or General Conference executive committee.

5. Justification for creating new structures or for modification/consolidation of existing structures may vary from place to place. Many aspects must be taken into consideration. The decision regarding structural organization within a given territory is basically a collective judgment made after considering the interrelationship of factors such as: legal constraints, size of membership, extent of territory that can be served by a regional organization, national boundaries, cultural identities, elimination of unnecessary structures, financial viability, and whether or not a new/modified structure brings greater effectiveness and impetus to mission. No single factor is overwhelmingly determinative in the formation of new organizations. (For example, reaching a particular membership threshold is not sufficient justification by itself for dividing a territory into two or more units.)

Since denominational organization is also a way in which Seventh-day Adventists give witness to the gospel and its implications for community, the option to create new or modified structures should not be used to isolate or favor particular groups of members on the basis of ethnicity, language, culture, or economic circumstance. Further, it is expected that large constituency-based units in a given geographic territory shall embrace the entire family of organizational units in that territory. (For example: A local church shall be a member of the conference or union of churches in whose geographic territory it resides. A local mission or local conference shall be a member of the union in whose territory it resides. A unit of church organization shall not usually be granted membership in another entity whose territory, by division or General Conference executive committee action, does not include the unit in question. This does not prevent the periodic bifurcation of territory or the realignment of territorial boundaries among entities as per policy.)

6. The official designation and establishment of organizational units and their territories define the lines of formal communication and representation. In the course of addressing mission challenges and opportunities, there may be need for ad hoc and informal structures that facilitate communication, resource mobilization, training, and implementation of special projects among local, regional, and global levels of organization. Approval should be requested from the next larger unit of organization when such informal structures (whether single events or on-going in nature) involve entities outside the territory of the organization that is proposing the ad hoc or informal structure.

#### RECOMMENDATION #5—IMPLEMENTATION OF ALTERNATIVES IN ORGANIZATIONAL STRUCTURE GUIDELINES

VOTED, To approve the following statement of guidelines for the implementation of alternatives in organizational structure.

1. Decisions Based on Careful Study and Broad Participation of Entities Affected—The basic idea is that, within certain parameters, the selection of a design for organizational structure shall be the result of a choice based upon careful study and participation by a broad representation of members and organizations affected by a potential change in structure.

2. Conducting a Study Does Not Signal Inevitable Structural Change—The initiative to undertake a study of organizational structure and the strengths or weaknesses of adopting an alternative structure may come from a division or from any unit of organization potentially affected by a change. The fact of conducting a study and evaluation does not in itself create a requirement for change. The purpose of study and evaluation is to determine the merits of a

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potential change and to develop and refine, through broad participation, a rationale for retaining existing structure or adopting alternative forms of structure.

3. **Approval Process for Structural Change**—In order to ensure that appropriate time and attention have been given to a proposal regarding adjustment to structure, every constituency unit affected by a proposed change shall have an opportunity to express its opinion, whether or not the opinion arose from the constituency itself. In the spirit of being an international family, no single entity or constituency group is entitled to make a final decision regarding its own organizational structure. One of the operating principles in Seventh-day Adventist Church life is that membership and status in organizational structure is neither self-determined nor perpetual. Membership and organizational status is entrusted to an organization by action of a formally constituted body representing a larger territory and church membership than that of the organization in question. In principle, final approval of decisions affecting organizational restructuring of a local mission/conference should be made by a division executive committee. Final decisions affecting the restructuring of a union should be made by the General Conference Executive Committee.

4. **Consent and Collaboration Vital to Successful Implementation of Structural Change**—It is expected<sup>12</sup> that the decision-making processes concerning potential organizational changes will be such as to elicit the consent and cooperation of all organizations involved. If and when this is not possible, a division executive committee may implement organizational change in organizations having mission status. A directive for organizational change, based on mission effectiveness, should not be implemented against the constituency decision of an organization having conference status.

## RECOMMENDATION #6—REPRESENTATION IN ORGANIZATIONAL STRUCTURE GUIDELINES

VOTED, To approve the following guidelines for representation in organizational structure.

### Principles for Representation in Denominational Organization

The number of members on an executive committee is a practical consideration. In general, smaller groups tend to be more productive and efficient than larger groups; therefore a

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<sup>12</sup> The concepts outlined in this paragraph pertain to structural adjustments contemplated for heightened effectiveness in mission or for greater operational efficiencies. Decisions regarding structural changes that are considered necessary for other reasons (i.e., theological or disciplinary) may be implemented as a result of a mandate, as outlined in General Conference *Working Policy* and in keeping with the spirit of fair representation and the right of appeal by the appropriate concerned party/parties.

system of fair representation is necessary. A precise calibration of fairness in representation is not always possible. Factors of membership size, variety of nationalities, available resources, the number of organizational units, and representation from laity and employees will need to be considered. The following principles will help to establish a workable and equitable system:

1. The membership of executive committees will broadly reflect the constituency being served and will include gender, age, ethnic, and cultural diversity. When a broad range of diversity cannot be reflected, due to limits of committee size, it may be necessary to adopt numerical formulas for various groups or to arrange for a rotational pattern of representation. Provision might also be made for invitee status with voice but not vote.

2. In order to achieve a balance in the composition of an executive committee, it may be helpful to create a membership template where a portion of the executive committee's members are selected:

a. In proportion to size (membership) of participating organizations.

b. As representatives of organizational units (e.g. churches, in the case of a local mission/conference or union of churches OR missions, conferences, and institutions, in the case of a union mission or conference).

c. On an at-large basis without the requirement to qualify as representing a segment of membership or a particular unit of organization.

3. To facilitate effective two-way communication and accountability, provision shall be made for officers of larger units of organization to have voting rights, when present, at a meeting of the executive committee. The number of such persons with voting rights shall be limited to a maximum of not more than 10 percent of the executive committee membership present.

4. Opportunity will be provided for members (in the case of local church boards) or member units (in the case of mission, conference, union, division, General Conference executive committees) to be informed, and to comment when and where appropriate, even if they do not have an official representative on the executive committee.

#### Related Actions

Commission recommendations thus far, if approved, provide a platform for significant adjustments in the structure and operations of various denominational entities. The Commission proposes that the organizational structure, union of churches, be approved as one expression of the organizational alternatives available. Several related actions are necessary in order to

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complete the arrangements for unions of churches to be established and for present unions of churches to transition fully to the operational model envisioned. These actions include:

1. Amendments to the General Conference Constitution and Bylaws that recognize the role and representation privileges of unions of churches.
2. Amendments to General Conference *Working Policy* regarding the status of unions of churches.
3. Adoption, in General Conference *Working Policy*, of model constitution and bylaws for unions of churches.
4. Clarification in General Conference *Working Policy* regarding the application of financial policies to unions of churches.

These matters are addressed in a subsequent series of recommendations by the Commission.

#### CHRISTIAN RECORD SERVICES REPORT

Larry J Pitcher, President of Christian Record Services, gave a report.

VOTED, To record receipt of the Christian Record Services report as presented.

MinSer&StrucComm/07AC to LRE

#### COMMISSION ON MINISTRIES, SERVICES, AND STRUCTURES— UNION OF CHURCHES

VOTED, 1. To record receipt of the Commission on Ministries, Services, and Structures—Union of Churches report.

2. To approve the inclusion of unions of churches as acceptable structures in denominational organization when it has been determined that they best serve the interests of the mission of the Church.

#### INTRODUCTION

The Commission has recommended a range of flexibility in denominational structure. Several of the models described in the range can be implemented without additional changes to

policy. The Commission recognized that one of the models, the three constituency-based model, would require adjustments to present General Conference *Working Policy*.

Current General Conference *Working Policy* states that, “The Church does not encourage the organizational arrangement termed union of churches; however, in special circumstances seen as such by the divisions concerned and the General Conference, it may seem to be desirable” (see B 85 05). The subcommittee was assigned the responsibility of studying this policy to position the union of churches structure as an acceptable model for addressing issues of mission advance and effective use of resources.

## DEFINITION

It is proposed that a union of churches be defined as a constituency-based organization consisting of local churches, within a defined geographical area, that has been granted, by a General Conference Session, official status as a Seventh-day Adventist union of churches. It will inherit the combined functions of a local field and union. A union of churches shall not have any subsidiary units that fulfill local conference administrative functions.

A union of churches will, therefore, be the middle organization of a three-tiered constituency model: 1) local church, 2) union of churches and 3) General Conference and its divisions.

A union of churches is not considered a component of the current four-tiered constituency model: 1) local church, 2) local conference/mission, 3) union conference/mission, 4) General Conference and its divisions.

## PHILOSOPHY

There is little argument that we live in an ever changing and diverse world which includes differing religious environments; faster and more effective means of communication; an ability to provide centralized financial management to large geographical areas; tighter immigration laws; multiple currencies and increasing restriction on the international transfer of funds; an expansion of education in many neglected countries; rapid church growth in some countries and limited growth in others; conflicts within and between nations; and the ability to travel long distances quickly and cheaply. Some of these factors prove to be a blessing to the Church while others present us with complex challenges.

In this setting, the committee was asked to study the advantages and disadvantages of a union of churches model as an alternative structural arrangement for the Seventh-day Adventist Church. In order for a union of churches to be an acceptable model, it must respond to the realities of the world we live in and the needs of a church that is placed in the twenty-first century.

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There seems to be confusion in some areas of the world over the issue of Church authority, and one of the most consistent perceptions expressed by church members is the statement that the Church is over governed. It needs to be determined whether this perception is valid, even if only in some areas, and if it is, to find alternative structural options for those areas. If it is true only in some areas, it needs to decide whether different structural forms will suit those areas. It needs to ask whether these new structures will threaten the unity of the Church or whether they will enhance it. It must also be determined how the constituency will be fairly represented in the decision making process of the Church.

Local churches, conferences, and missions sometimes complain that too much money is being passed on to other administrative levels; so much so, that they are finding it increasingly difficult to fund their own operations and assist their institutions. Most of their funds are used for maintaining the program, leaving very little in the budget for evangelism and mission. However, if the only reason for altering the structure of the church is for the purpose of saving money, it may not be reason enough.

Alternative models for structure must foster unity. We cannot afford to isolate any segment of the church community. Improved communication, additional financial resources, and fairer representation are some of the cures for isolation.

More and more churches are faced with the reality of functioning without a pastor or they may have to share their pastor with numerous other churches. Many believe that this is due to the fact that so many of the pastors are caught up in administration. A new structure that releases personnel resources into the field will help to meet the needs of the churches but more importantly, it ensures a greater focus on mission. On the other hand, while there is a perceived need for more pastors on the frontline, this must be kept in balance with the need for laity to be actively involved in the mission and management of the Church. It is perceived by some that in specific areas of the world, the Church continues to grow at a more rapid rate where the lay people are responsible for mission and church pastors are limited in number.

The Church of the future, because of emerging laws and regulations, needs to be able to respond more readily to new restrictions. If the Church is structured parallel with government boundaries, it will be much easier to establish rapport with government bodies. (In cases where there is more than one administrative unit of the church within a particular government boundary, it should be determined how the Church will best be represented to the government body within that territory.) Whether we like it or not, the Church must work closely with legal entities to protect our members' liberties as well as our properties and our rights to share the gospel.

Some areas of the world may benefit from a structure that is flatter than at present, with less administrative units and/or less levels. An organization is needed that will be responsive to

mission and unity while avoiding unnecessary organizational proliferation of administrative structure.

The selection of any model needs to be based on how it facilitates mission effectively and efficiently. In selected situations, the union of churches model may serve to reduce the number of administrative units and facilitate a more effective distribution of financial resources.

The following proposals revise the role and relationships of a union of churches in denominational life and structure:

1. Amendments to General Conference Constitution and Bylaws.
2. Amendments to the General Conference *Working Policy* in respect to representation, finance, resource sharing, criteria, and procedures for establishing or discontinuing unions of churches.
3. Statement on financial policies.
4. A model constitution for a constituency-based organization.
5. A provision for unions of churches to have either mission or conference status.

Introduction: The following amendments to the General Conference *Working Policy* serve to recognize the place and representation of unions of churches in the world organization of the Church.

## AMENDMENTS TO GENERAL CONFERENCE CONSTITUTION AND BYLAWS

MinSer&StrucComm/07AC to LRE-10GCS

### 260-07GSa DIVISIONS OF THE GENERAL CONFERENCE— CONSTITUTION AND BYLAWS AMENDMENT

RECOMMENDED, To amend the General Conference Constitution and Bylaws, Constitution, Article IV—Membership, to read as follows:

#### ARTICLE IV—MEMBERSHIP

Section 1. The membership of the General Conference shall consist of:



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a. All ~~union conferences and union missions~~ unions and unions of churches, that have been or shall be properly organized and accepted by vote of the General Conference in Session.

b. All of the following entities that are directly attached to the General Conference or a division:

1) ~~Union of churches~~ Unions and unions of churches

2) Local ~~Conferences~~ conferences

3) Local mission and functional equivalents thereof provided they have two or more officers and an executive committee, observe a schedule of regular constituency meetings and have been properly organized.

MinSer&StrucComm/07AC to LRE-10GCS

260-07GSb DIVISIONS OF THE GENERAL CONFERENCE—  
CONSTITUTION AND BYLAWS AMENDMENT

RECOMMENDED, To amend the General Conference Constitution and Bylaws, Constitution, Article V—General Conference Sessions, to read as follows:

ARTICLE V—GENERAL CONFERENCE SESSIONS

Section 1. The General Conference shall hold - No change

Section 2. The Executive Committee may call special sessions - No change

Section 3. At least one-third of the total delegates - No change

Section 4. The election of officers and the voting on all - No change

Section 5. The delegates to a General Conference Session - No change

Section 6. Regular delegates shall represent the General Conference's member union conferences, union missions, unions of churches, member ~~conferences~~, conferences and missions, ~~and unions of churches~~ as defined in Article IV, as follows:

a. Delegates representing union conferences and unions of churches with conference status having division affiliation shall be appointed by the respective ~~union conference~~ executive committee.

b. Delegates representing union missions and unions of churches with mission status having division affiliation shall be appointed by the respective division executive committees in consultation with the organizations concerned.

c. Delegates representing conferences and missions - No change

d. Delegates representing conferences and missions having union mission -  
No change

e. Delegates representing conferences and missions directly attached - No  
change

f. Delegates representing division institutions, the number - No change

g. Delegates representing union conferences and unions of churches with conference status directly attached to the General Conference shall be appointed by the executive committees of the respective attached ~~union conferences~~ entity.

h. Delegates representing union missions, ~~conferences~~, conferences and missions, and unions of churches with mission status directly attached to the General Conference shall be appointed by the General Conference Executive Committee in consultation with the organizations concerned.

Section 7. Regular delegates shall be allotted on the following basis:

a. Each union conference shall be entitled to two delegates - No change

b. Each union mission shall be entitled to one delegate - No change

c. Each union of churches with conference status shall be entitled to one delegate other than its president (who is a delegate at large) without regard to membership size.

d. Each union of churches with mission status is represented by its president (who is a delegate at large).

e. e. Each local conference shall be entitled to two delegates - No change

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~~d. f.~~ Each local mission\* shall be entitled to one delegate - No change

~~e.~~ ~~Each union of churches shall be entitled to two delegates without regard to membership size.~~

~~f. g.~~ Each division shall be entitled to additional delegates - No change

~~g. h.~~ Delegates from each division, provided for under Sec. 7. f., shall be allotted to the ~~union conferences and union missions~~ unions and unions of churches that are affiliated with that division, based on each union's proportion of the division membership. Any unallocated delegate entitlements under this process shall be allocated at the discretion of the division executive committee.

~~h. i.~~ Unused quotas of regular delegates allocated to unions and unions of churches may be reallocated by the divisions.

MinSer&StrucComm/07AC to LRE-10GCS

260-07GSc DIVISIONS OF THE GENERAL CONFERENCE—  
CONSTITUTION AND BYLAWS AMENDMENT

RECOMMENDED, To amend the General Conference Constitution and Bylaws, Constitution, Article VIII—Executive Committee, to read as follows:

ARTICLE VIII—EXECUTIVE COMMITTEE

Section 1. The Executive Committee of the General Conference shall consist of:

a. Ex officio members—1) Those elected as provided - No change

2) Presidents of union conferences, presidents of union missions, presidents of unions of churches, presidents of attached unions, past presidents of the General Conference holding credentials from the General Conference, the president-executive director of Adventist Development and Relief Agency International, the president of Adventist International Institute of Advanced Studies, the editor of *Adventist Review*, the editor of *Adult Sabbath School Bible Study Guide*, the president of Adventist Risk Management Incorporated, the president-executive director of Adventist World Radio, the president of Andrews University, the director of Archives and Statistics, the director of Biblical Research Institute, the president of Christian Record Services Incorporated, the president and the director of Ellen G White Estate, the director of Geoscience Research Institute, the president of Home Study International, the director of

International Health Food Association, the president of Loma Linda University, the president of Loma Linda University Medical Center, the editor of *Ministry*, the president of Oakwood College, the president of Pacific Press Publishing Association, and the president of Review and Herald Publishing Association.

- b. Elected Members - No change

MinSer&StrucComm/07AC to LRE-10GCS

260-07GSd DIVISIONS OF THE GENERAL CONFERENCE—  
CONSTITUTION AND BYLAWS AMENDMENT

RECOMMENDED, To amend the General Conference Constitution and Bylaws, Bylaws, Article VIII—Auditing Service and Audits, Section 3., to read as follows

ARTICLE VIII—AUDITING SERVICE AND AUDITS

Section 3. The General Conference Auditing Service, ever sensitive to the country-specific regulations governing the audits of denominational entities in a particular country, serves as the denomination's preferred provider of auditing services for world divisions; ~~union conferences; union missions~~ unions and unions of churches; conferences; missions; ~~unions of churches~~; affiliated services, organizations, and institutions of the General Conference and every other administrative level; Adventist Development and Relief Agency country and regional administrations and projects (not audited by external auditors); and special funds. Exceptions to the above requirements shall be by specific action of the Executive Committee.

MinSer&StrucComm/07AC to LRE-10GCS

260-07GSe DIVISIONS OF THE GENERAL CONFERENCE—  
CONSTITUTION AND BYLAWS AMENDMENT

RECOMMENDED, To amend the General Conference Constitution and Bylaws, Bylaws, Article XVII—Funds, to read as follows:

ARTICLE XVII—FUNDS

Section 1. The funds of the General Conference shall be as follows:

- a. A percentage of the tithe receipts - No change

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b. A percentage of the tithe receipts of the union of churches shall be forwarded to ~~to~~ through the division in accordance with the General Conference *Working Policy*.

c. Regular mission - No change

d. Special gifts. Proceeds - No change

## GENERAL CONFERENCE *WORKING POLICY* AMENDMENTS

MinSer&StrucComm/07AC to LRE(DIV)

### 256-07Ga ORGANIZATIONAL AND OPERATIONAL PRINCIPLES OF SEVENTH-DAY ADVENTIST CHURCH STRUCTURE - POLICY AMENDMENT

VOTED, To amend GC B 05, Organizational and Operational Principles of Seventh-day Adventist Church Structure, to read as follows:

#### B 05 Organizational and Operational Principles of Seventh-day Adventist Church Structure

Organizational life and procedures in the Seventh-day Adventist Church are based upon the following principles:

1. The Seventh-day Adventist Church is a worldwide - No change
2. Each level of denominational organization has a defined membership, also known as a constituency. ~~These constituency based levels are:~~ The constituency-based units are: local church, local conference, union of churches with conference status, union conference and General Conference. (Local missions, union of churches with mission status, and union missions have several similarities to local and union conferences, however their operations are defined by General Conference and division policies rather than by a constitution and bylaws. Divisions are established as regional offices of the General Conference and are not considered as constituency-based organizations. ~~Unions of churches, (see B-85) have been established in exceptional circumstances. However, this is not the standard pattern for denominational organization.~~ Institutions may also be described as constituency-based but are not considered as a separate level of denominational organization.) Membership, held in only one constituency at a time, carries the privilege of participation in the deliberations and decision-making of that particular constituency.

3. Organizational status is granted - No change
4. Decisions are based on group processes - No change
5. The highest level of authority within the powers granted - No change
6. Different elements of organizational authority - No change
7. The constituent levels of the Church may establish - No change
8. The Seventh-day Adventist Church has both a local - No change

MinSer&StrucComm/07AC to LRE(DIV)

256-07GI LOCAL CHURCH—OUTLINE OF DENOMINATIONAL  
ORGANIZATION - POLICY AMENDMENT

VOTED, To amend GC B 10 05, Local Church, to read as follows:

B 10 05 Local Church—A ~~specific~~ group of Seventh-day Adventist members in a defined location that has been granted, by the constituency of a local conference/mission, in session, official status as a Seventh-day Adventist church.

MinSer&StrucComm/07AC to LRE(DIV)

256-07Gm LOCAL CONFERENCE/MISSION/FIELD—OUTLINE  
OF DENOMINATIONAL ORGANIZATION - POLICY  
AMENDMENT

VOTED, To amend GC B 10 10, Local Conference/Mission/Field, to read as follows:

B 10 10 Local Conference/Mission/Field—A ~~specific~~ group of local churches, within a defined geographic area, that has been granted, by the constituency of a union conference/mission, in session, official status as a Seventh-day Adventist local conference/mission/field.

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MinSer&StrucComm/07AC to LRE(DIV)

256-07Gn UNION CONFERENCE/MISSION—OUTLINE OF  
DENOMINATIONAL ORGANIZATION - POLICY AMENDMENT

VOTED, To amend GC B 10 15, Union Conference/Mission, to read as follows:

B 10 15 Union Conference/Mission—A ~~specific~~ group of local conferences/missions/  
fields, within a defined geographic area, that has been granted, by a General Conference Session,  
official status as a Seventh-day Adventist union conference/mission.

MinSer&StrucComm/07AC to LRE(DIV)

256-07Gb UNION OF CHURCHES - POLICY ADDITION

VOTED, To add a new section GC B 10 17, Union of Churches, to read as follows:

B 10 17 Union of Churches—A group of local churches, within a defined geographical  
area, that has been granted, by a General Conference Session, official status as a Seventh-day  
Adventist union of churches.

MinSer&StrucComm/07AC to LRE(DIV)

256-07Gc VARIATIONS IN ADMINISTRATIVE RELATIONSHIPS -  
POLICY AMENDMENT

VOTED, To amend GC B 10 30, Variations in Administrative Relationships, to read as  
follows:

B 10 30 Variations in Administrative Relationships— 1. For the purpose of fulfilling the  
mission of the Church, division administrations are authorized to recommend modified  
organizational structures and/or administrative relationships in situations which do not involve  
the resizing of unions, as outlined below in paragraphs a. through c., or to experiment with  
further modifications in territories where unusual economic, political, geographic, religious, or  
demographic circumstances, or strategic purposes make normal church organizational and  
administrative structures impractical or inefficient. In all cases where alternative arrangements  
are implemented, the ~~four~~ interrelated constituent levels of Church ~~organization~~ organization, as  
more fully described in the General Conference *Working Policy*, shall be maintained, and the

following fundamental principles for Seventh-day Adventist organizational structure and relationships shall be preserved:

- a. All basic administrative units - No change
  - b. All administrative relationships - No change
  - c. Constitutions and bylaws may be amended - No change
2. Innovations in organizational structure - No change

MinSer&StrucComm/07AC to LRE(DIV)

256-07Gd UNIONS UNITED IN GENERAL CONFERENCE -  
POLICY AMENDMENT

VOTED, To amend GC B 40 15, Unions United in General Conference, to read as follows:

B 40 15 Unions United in General Conference—As the churches unite in the ~~local~~ local mission, conference or union of churches (~~or mission/field~~) for mutual help and cooperation in service, so the conferences/missions/fields grouped together unite in the union conference or union mission. In like manner the unions, unions of churches, and entities directly attached to the General Conference ~~unions and attached fields (including unions of churches)~~ in all the world are united in the General Conference organization. For the more efficient administration of the worldwide work, the organized ~~unions~~ unions, unions of churches, and any mission fields not included in the unions in great continental or geographical sections are set apart by constitutional provision as divisions of the General Conference.

MinSer&StrucComm/07AC to LRE(DIV)

256-07Ge ATTACHED LOCAL FIELDS - POLICY AMENDMENT

VOTED, To amend GC B 40 65, Attached Local Fields, to read as follows:

- B 40 65 Attached Local Fields—1. Criteria—When a local - No change
2. Special Provisions/Procedures—The election - No change



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3. ~~Special Wage Scale Provision—Because of the direct relationships between the division and attached local fields approved as unions of churches, and because the organizational responsibilities may be more involved than in a local conference/mission/field within a union, the percentage rates for officers and departmental directors of attached fields shall be approximately halfway between those of a local conference/mission/field and those of a union.~~

MinSer&StrucComm/07AC to LRE(DIV)

#### 256-07Gf NOMENCLATURE AND STATUS OF ORGANIZATIONAL UNITS - POLICY AMENDMENT

VOTED, To amend GC B 60 05, Attached Local Fields, to read as follows:

B 60 05 Nomenclature and Status of Organizational Units—The standard levels of denominational organization are described in B 10, Outline of Denominational Organizations. It may be necessary from time to time in the establishment of Seventh-day Adventist presence in new territory to form organizational units that are not constituency-based. Examples of such are: Companies of members and clusters of churches within a relatively small geographic area that are administered directly by a union conference/mission representative rather than by a local conference/mission. Such arrangements are generally transition stages towards becoming a local church (in the case of ~~companies~~ or companies) or a local conference/mission (in the case of groups of churches directly administered by a union conference/mission).

One of two classifications, mission status or conference status, may be granted to certain levels of denominational organization. In denominational structure, the family of local churches may be classified as a local mission, local ~~conference.~~ conference, or union of churches with conference or mission status. In similar fashion, the family of local missions/conferences may be classified as a union mission or a union conference. In some areas of the world, terms such as “field” or “section” are used instead of the term “mission.” When such terms are used, they refer to units having “mission” status. Organizations having conference status carry the designation in their name.

Mission status entitles an organization to identify itself as an official part of the Seventh-day Adventist Church. In addition, mission status indicates that an organization may receive direct support (financial and/or administrative) from the next higher level of organization. The officers of an organization having mission status are appointed by the next higher level of organization; in the case of local missions, by the union in session or by the union executive committee between sessions; and in the case of union missions, by the division executive committee.

When an organization having mission status is considered by higher levels of organization to have demonstrated its capacity for greater responsibility and participation in the global life of the Church (see B 65 15 and B 75 10), conference status may be granted. Conference status entitles the organization to identify itself as an official part of the Seventh-day Adventist Church. It also represents the highest level of self-governance available to an organization. Accordingly, the officers of organizations having conference status are elected by the constituency session or executive committee of that organization.

MinSer&StrucComm/07AC to LRE(DIV)

256-07Gg ORGANIZING NEW UNIONS OF CHURCHES - POLICY  
ADDITION

VOTED, To add a new section GC B 65 22, Organizing New Unions of Churches, to read as follows:

B 65 22 Organizing New Unions of Churches—1. If it is proposed to organize a new union of churches, the proposal shall be considered by the respective division executive committee at its midyear or yearend meeting, or at a division council. Proposals to organize groups of churches or missions/conferences into new unions of churches, or to reorganize a union mission or union conference into a union of churches, may be initiated by a group of missions/conferences, a union conference or union mission, a division, or by the General Conference.

2. When a group of conferences/missions initiates a proposal to organize a new union of churches, the officers of the division and union(s) shall consult with the officers of the organizations making the proposal.

3. When a union conference or union mission initiates a proposal to organize a new union of churches the officers of the division and General Conference shall consult with the officers making the proposal, including the officers of the conferences/missions.

4. If the division executive committee initiates and/or concurs with the proposal initiated elsewhere, and the conferences/missions to be formed into a new union of churches are part of an existing union conference, the division shall request the conferences involved to convene constituency meetings to consider the proposal and if there is concurrence to initiate appropriate dissolution procedures as per policy. In the event of a positive action by the constituency, or where the organizations involved are a part of an existing union mission, the division shall request the General Conference to appoint a survey team, including General Conference and division representation, to consider the merits of the proposal.

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5. When the General Conference initiates a proposal to organize a new union of churches it shall request the division to consider the matter and in the event of division concurrence shall implement the processes outlined in paragraph 4. above.

6. Further consideration of a proposal to organize a union of churches will be discontinued when the specific proposal is not approved by:

a. A constituency meeting action of any local or union conference involved in the proposal.

b. An executive committee action of either the division concerned or of the General Conference Executive Committee.

7. The survey team, after its investigation, shall report its findings to the General Conference and division executive committees.

8. If, after considering the findings of the survey team, the division chooses to proceed with organizing the new union of churches, it shall record an action to this effect at its midyear, yearend meeting, division council, or at a time when adequate representation is available, and forward its recommendation to the General Conference Executive Committee for consideration.

9. The General Conference Executive Committee shall consider the report of the survey team and the recommendation of the division and shall take the appropriate action.

10. In any situation involving constituency meetings pertaining to the establishment of a new union of churches, the division shall oversee the process of constituency decisions, dissolution of entities, reorganization, determination of organizational status, adoption of constitution and bylaws/operating policies, clarification of operational obligations, and the selection of leaders.

11. The new union of churches shall be presented at the next General Conference Session for acceptance into the sisterhood of member units.

MinSer&StrucComm/07AC to LRE(DIV)

256-07Gh ORGANIZING NEW UNION CONFERENCES - POLICY  
AMENDMENT

VOTED, To amend GC B 65 25, Organizing New Union Conferences, to read as follows:

B 65 25 Organizing New Union Conferences (See B 75 20)—1. If it is proposed to organize a new union conference from an existing union mission or from within the territory of an existing union conference, or to organize a union of churches into a union conference, the proposal shall be considered by the division executive committee at a time when a full representation of the unions and institutions in the division is present. Proposals to organize groups of conferences/missions into new union conferences may be initiated by the union, by the executive committees or constituency sessions of a group of conferences/missions, by the division, or by the General Conference.

2. If the division executive committee favors the proposal, it shall request the union ~~mission/conference~~ mission/conference/union of churches executive committee to consider the proposal if it has not already done so. In the event of a positive action by the ~~union mission/conference~~ executive committee, the division shall appoint a study committee (see B 65 05, paragraph 2. above) to assess the readiness for conference status of organizations involved in the proposal.

3. The study committee, in addition to its assessment role, or a team appointed by the division executive committee shall assist the administration of the ~~conferences/missions~~ conferences/missions/unions of churches desiring to be part of the new union conference in their program of moving toward union conference status. In areas where it is considered helpful, a union conference status candidacy period may be required.

4. When the division is satisfied that the proposed organization is ready for union conference status, the division executive committee shall call a constituency meeting of the current union mission and/or union of churches to consider the report and recommendations of the study committee. In the event of an action by the constituency in favor of proceeding with the organization of a new union conference, the division shall submit a request to the General Conference for an on-site evaluation of the proposed new union conference.

5. A survey team appointed by the General Conference - No change
6. Upon the recommendation of the survey team, the - No change

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7. Upon the approval of the General Conference - No change

8. If organization of a new union conference - No change

9. If a new union conference is formed from a union of churches or entities that include a union of churches, plans should include the establishment of local conferences/missions in accordance with General Conference *Working Policy*. (See B 65 10, Organizing New Local Missions, and B 65 15, Organizing New Local Conferences.)

MinSer&StrucComm/07AC to LRE(DIV)

#### 256-07Gi CRITERIA FOR UNION OF CHURCHES STATUS - POLICY ADDITION

VOTED, To add a new section GC B 75 12, Criteria for Union of Churches Status, to read as follows:

B 75 12 Criteria for Union of Churches Status—Careful study shall be given to the advisability and adoption of union of churches status and the readiness of the respective administrative entity or entities which seek this status or before organizations of groups are advised to move in this direction. The following criteria must guide this evaluation:

1. Leaders, employees, and members of an organization(s) for which union of churches status is contemplated shall give evidence of possessing a clear perception of the denomination's primary objects which are to supply the spiritual needs of the Church and obey the Lord's commission, "Go. . .and preach the gospel." (Mark 16:15)

2. The membership, employees, and Church leaders should give evidence that they understand the worldwide character of the work and participate by assuming their share of the financial responsibility.

3. The proposed union of churches must demonstrate that it is able to make budgetary provision to adequately staff and care for the various lines of activity and, when necessary, be ready to share its employees with other fields.

4. The union of churches shall demonstrate its ability to develop and administer a balanced departmental and, where appropriate, a sound institutional program.

5. The union of churches shall demonstrate its ability to properly store the materials specified in the records retention schedule as provided by the General Conference Office of Archives and Statistics.

6. A spirit of unity shall prevail among the members, employees, and leaders of the field. This unity shall be evident in the plans formulated and in the implementation of the same. It shall be found between individual members and between the various organizations within the proposed union of churches.

7. The membership, the ministry, and the leadership level shall give evidence of understanding and accepting the established principles of denominational administration and relationships between the various organizations. Leaders and committees shall demonstrate a willingness to work in harmony with the working policies of the denomination.

8. Confidence in, and loyalty to, the leadership of the denomination at all levels shall be evident on the part of the membership. Employees and members shall respect the decisions of responsible committees.

9. Administrative officers and committees shall demonstrate an ability to recognize problems which affect the welfare of the work, and thus take steps which will resolve these problems.

10. The major portion of the financial resources for the operating of organizations and institutions shall be found within the territory of the proposed union of churches. However, in locations where an institution and/or organization serves several unions of churches, the major portion of the financial resources for operating the institution and/or organization shall be provided within the territories of the entities served.

11. The proposed union of churches shall possess financial stability, having its operating capital intact. It shall also have adequate resources to meet its financial obligations promptly, including accounts payable to other denominational organizations.

MinSer&StrucComm/07AC to LRE(DIV)

256-07Gq PROCESS FOR REVIEWING STATUS - POLICY  
AMENDMENT

VOTED, To amend GC B 75 30, Process for Reviewing Status, to read as follows:

B 75 30 Process for Reviewing Status—The process to - No change

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1. When the entity under consideration - No change

2. When the entity under consideration is a union conference/mission or union of churches, the decision to adjust status shall be made, after appropriate consultation with the entity concerned and the division executive committee, by the General Conference Executive Committee at a Spring Meeting or Annual Council.

The decision to revise, suspend, or withdraw status due to operational reasons shall be effective immediately unless the decision also contains a probationary period, normally not exceeding 12 months, during which the entity concerned is given opportunity to address the operational deficiencies. The executive committee that made the decision shall determine, at the close of the probationary period, if operational deficiencies have been satisfactorily rectified and, if not, shall implement the adjustment in status upon expiry of the probationary period.

When the decision to adjust an organization's status becomes effective the organization shall immediately comply with the operational terms and relationships pertaining to its revised status. If the decision to adjust status involves dissolution of the organization concerned, the assets of the organization shall be distributed in harmony with applicable organizational documents (such as Articles or Bylaws).

MinSer&StrucComm/07AC to LRE(DIV)

#### 256-07Gj TERRITORIAL ADJUSTMENTS OR RESIZING OF TERRITORIES - POLICY AMENDMENT

VOTED, To amend GC B 80 05, Territorial Adjustments or Resizing of Territories, to read as follows:

B 80 05 Territorial Adjustments or Resizing of ~~Territories~~—If Territories—1. If it is proposed to make territorial adjustments between local fields or between unions, or to resize the territorial units, the proposal shall be considered by the executive committee of the next higher administrative organization, at a time when a full representation of the territories and organizations involved is present.

2. If the proposal is approved by the executive committee - No change

3. If the territory of a ~~conference~~ conference, a union of churches with conference status, or union conference is involved, the administration of the next higher organization shall

use its discretion to examine constitutions and legal requirements to determine whether a constituency meeting should be called and, if so, at what point(s) in the procedure.

MinSer&StrucComm/07AC to LRE(DIV)

## 256-07Gk UNION OF CHURCHES - POLICY AMENDMENT

VOTED, To amend GC B 85, Union of Churches, to read as follows:

### B 85 Union of Churches

B 85 05 Application/Definition—A union of churches is a constituency-based organization consisting of a group of local churches, within a defined geographical area, that has been granted, by the General Conference, official status as a Seventh-day Adventist union of churches. ~~Application/Definition—The Church does not encourage the organizational arrangement termed union of churches; however, in special circumstances seen as such by the divisions concerned and the General Conference, it may seem to be desirable. The designation, union of churches, may be applied in selected cases to describe a united organized body of local churches within a territory which would ordinarily be designated as an attached local conference/mission/field (see also B 40 65, paragraph 1.) but which operates under special conditions which are described in B 85 10, Criteria.~~

B 85 07 Guidelines for Establishing Unions of Churches—1. A union of churches is the sole constituency-based administrative link between the local church and the General Conference/division. Consideration regarding the establishment of unions of churches shall include the following guidelines:

- a. A clear demonstration that the new status will enhance the mission of the Church in the specific territory.
- b. The establishment of a union of churches shall normally result in a reduction in the number of organizational units, e.g. the combination of conferences/missions should reduce the overall number of entities.
- c. Its territory shall be made up of contiguous boundaries or be part of a single country.
- d. The geographical boundaries shall not overlap another field or local conference/mission or union conference, union of churches, or union mission.



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e. The population of the geographic area shall indicate a strong potential for growth of membership together with an adequate number of churches to establish a new union of churches.

f. While there should be a fair degree of flexibility in the way a union of churches is organized, there should be no sub-units with executive authority and/or treasury accounting functions.

g. A union of churches may own and operate institutions.

~~B 85 10 Criteria—1. If an organization, which would ordinarily be designated as a local conference/mission/field currently has union conference/mission status, the criteria for applying the designation, union of churches, and not continuing that of union conference/mission nor applying that of local conference/mission/field, shall be the following:~~

~~a. The organization has no subsidiary conference/mission/field organization.~~

~~b. There is limited/no possibility that two or more viable subsidiary field organizations could be established within the organization's territory in the foreseeable future.~~

~~e. There is no viable possibility of being incorporated into an existing or projected union organization in the foreseeable future.~~

~~2. If an organization is currently a local conference/mission/field within a union, or if it is an attached local conference/mission/field, the criteria for being designated a union of churches shall include:~~

~~a. All the points outlined in paragraph 1. above.~~

~~b. Specific and demonstrable reasons for applying the designation, unions of churches, rather than continuing to be designated as a local conference/mission/field.~~

~~e. Additional criteria as determined by the division and the General Conference.~~

B 85 15 Authorization for Designation—If organization of a new union of churches is approved by the General Conference Executive Committee, it shall be received into the sisterhood of member units at the next General Conference Session. ~~Designation—The designation, union of churches, shall be applied to an organization only by action of an Annual Council of the General Conference Executive Committee upon recommendation of the respective division committee.~~

~~B 85 20 Operating Provisions/Procedures—An Union of Churches—Model Constitution—~~  
An organization designated as a union of churches with conference status shall follow the union of churches model constitution contained in the General Conference Working Policy. shall use the operating provisions/procedures applicable to attached local fields in the following areas:

~~1. Election of Officers—Officers and departmental directors of conferences/missions/fields attached directly to the division shall be elected in the same way as for a local conference/mission/field, with the division organization taking the place of the union organization in such elections.~~

~~2. Representation on the Division Committee—The president of the attached conference/mission/field shall be a member of the Division Committee.~~

~~3. Delegates to General Conference Sessions—Representation at General Conference Sessions for fields attached directly to the division shall be in harmony with the constitutional provision.~~

~~4. Tithe Percentages—~~  
~~a. A local conference/mission/field passes on to the union organization 10 percent of its tithe receipts, required tithe percentages/sharing, all mission offerings, and such other funds as may be called for by the policies of the union and division organizations, in harmony with this provision.~~

~~b. Conferences/Missions/Fields attached directly to a division shall follow the same plan by passing on to the division organization 10 percent of their tithe receipts, required tithe percentages/sharing, all mission offerings, and such other funds as may be called for by the policies of the division organization.~~

~~5. Special Wage Scale Provision—Because of the direct relationships between attached fields and the division, and because the organizational responsibilities may be more involved than in a local conference/mission within a union, the following special wage scale provisions shall apply:~~

~~a. The percentage rates for officers and departmental directors of attached fields shall be approximately halfway between those of a local conference/mission/field and those of a union.~~

~~b. No incumbent's salary shall be reduced, but no new increases shall be given to such individual until his/her salary is in harmony with the new percentage rate for his/her office.~~

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e. ~~The salaries of new officers and departmental directors shall be audited according to the new percentage rates.~~

#### FINANCIAL POLICIES:

There are a number of financial policies that need to be addressed at the conclusion of the work being undertaken by the Use of Tithe Study Commission, particularly as it relates to the percentage of tithe that should be remitted from one organizational entity to another.

Unions of churches shall remit tithe percentages and retirement fund contributions as determined by the division. In setting its percentages, the division needs to make sure that the tithe percentages to the General Conference (eight percent from the North American Division and two percent from other divisions) are included. The union of churches retains the funds that would normally remain with a local conference/mission plus those that would remain in the union conference/mission except for any additional percentage determined by the division.

#### MODEL UNION OF CHURCHES CONSTITUTION AND BYLAWS

MinSer&StrucComm /07AC to LRE(DIV)

#### 258-07Ga MODEL UNION OF CHURCHES CONSTITUTION AND BYLAWS - NEW POLICY

VOTED, To adopt a new policy GC D 17, Model Union of Churches Constitution and Bylaws, to read as follows:

#### D 17 Model Union of Churches Constitution and Bylaws

D 17 05 Union of Churches Constitution and Bylaws—This model constitution shall be followed by all unions of churches with conference status. Those sections of the model bylaws that appear in bold print are essential to the unity of the Church worldwide, and shall be included in the bylaws as adopted by each union of churches. Other sections of the model bylaws may be modified as set out in Bylaw Article XII, provided they continue to be in full harmony with the provisions of this model. Amendments to the Model Union of Churches Constitution and Bylaws shall be made by action of the Executive Committee of the General Conference of Seventh-day Adventists at any Annual Council of that Committee.

**CONSTITUTION OF THE \_\_\_\_\_ UNION OF CHURCHES  
OF SEVENTH-DAY ADVENTISTS**

**Article I—Name**

**The name of this organization shall be known as the \_\_\_\_\_ Union of Churches of Seventh-day Adventists, hereinafter referred to as the union of churches.**

**Article II—Purpose**

**The purpose of this union of churches is to facilitate the proclamation of the everlasting gospel in the context of the three angels' messages of Revelation 14:6-12 to all peoples within its territory, leading them to accept Jesus as personal Savior and to unite with His Church, and nurturing them in preparation for His soon return.**

**Article III—Relationships**

**The \_\_\_\_\_ Union of Churches of Seventh-day Adventists is part of the \_\_\_\_\_ Division of the General Conference of Seventh-day Adventists, a world Church organization; and all purposes, policies, and procedures of this union of churches shall be in harmony with the working policies and procedures of the \_\_\_\_\_ Division and the General Conference of Seventh-day Adventists. This union of churches shall pursue the mission of the Church in harmony with the doctrines, programs, and initiatives adopted and approved by the General Conference of Seventh-day Adventists in its quinquennial sessions.**

**Article IV—Territory**

**The territory of this union of churches shall consist of \_\_\_\_\_.**

**Article V—Membership**

**The membership of this union of churches shall consist of such local churches as have been or shall be organized in any part of the geographic territory under its jurisdiction and have been accepted into the sisterhood of churches during a session of the constituency.**

**Article VI—Bylaws**

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**The constituency session of this union of churches may enact bylaws, and/or repeal them, and such bylaws may embrace any provision not inconsistent with the constitution.**

#### Article VII—Dissolution and Disposition of Assets

**This union of churches may be dissolved only by a two-thirds majority vote of the delegates present and voting at any constituency meeting.**

**In the event of the dissolution of this union of churches, all assets remaining after all claims have been satisfied shall be transferred to a legal entity authorized by the \_\_\_\_\_ Division of the General Conference of Seventh-day Adventists.**

#### Article VIII—Amendments

**This constitution shall not be amended except to conform to the model union of churches constitution when it is amended by action of the General Conference Executive Committee at an Annual Council.**

**This union of churches shall amend its constitution from time to time at regularly called constituency meetings, any such changes to conform to the model union of churches constitution. The executive committee of the union of churches may recommend to the General Conference through the \_\_\_\_\_ Division of the General Conference of Seventh-day Adventists, amendments to the model constitution.**

### BYLAWS OF THE \_\_\_\_\_ UNION OF CHURCHES OF SEVENTH-DAY ADVENTISTS

#### Article I—Principal Office

The principal office for the transaction of the business of the \_\_\_\_\_ Union of Churches is fixed and located at \_\_\_\_\_, \_\_\_\_\_, herein after referred to as the union of churches. The executive committee may in an emergency change the location of the principal office on a temporary basis.

#### Article II—Constituency Meetings

**Sec. 1. Regular Meeting: This union of churches shall hold a regular quinquennial constituency meeting at such time and place as the executive committee of the union of churches shall designate. Notice of the time and place of the meeting of the delegates representing the members shall be given by**

- a. A notice printed in the official publication of the union of churches at least four weeks before the date of the session, or
- b. A method approved by the \_\_\_\_\_ Union of Churches Executive Committee.

Sec. 2. Special Meeting: a. **The executive committee of this union of churches shall call a special constituency meeting at a time and place it deems proper when:**

- 1) **It is voted by the executive committee, or**
  - 2) **It is voted by the delegates at any constituency meeting,**
- or
- 3) **At least fifty percent of the constituent churches request it through business meeting decisions of each church.**
  - 4) **It is voted by the \_\_\_\_\_ Division Committee or the General Conference Executive Committee.**

b. **The division committee or General Conference Executive Committee may call a special constituency meeting of the union of churches.**

c. The agenda for special constituency meetings shall be included in the notice of the meeting.

d. The time and place of special constituency meetings shall be given in the same manner as for regularly scheduled constituency meetings.

Sec. 3. Quorum: At least \_\_\_\_\_ percent of the delegates authorized hereinafter under Section 1. of Article III must be present at the opening of any regular or special constituency meeting to constitute a quorum for the transaction of business. Once the meeting is declared open, the delegates remaining present shall constitute a quorum.

Sec. 4. Proxy Voting: **All delegates must be present at any constituency meeting in order to be eligible to vote. There shall be no voting by proxy.**

Sec. 5. Voting Rights of the Delegates: Each delegate appointed to act on behalf of the members of this union of churches shall be entitled to one vote on each proposed motion. The voting rights of the individual delegates representing the members as hereinafter provided shall be limited to the particular constituency meeting of the union of churches.

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Sec. 6. Election/Appointment and Term of Office: **All officers and members of the executive committee who are not ex officio members shall be elected by the delegates at the regular meeting of the union of churches constituency and shall hold their offices until the next regular meeting of the union of churches constituency, unless they resign or are removed from office, for cause, by the executive committee/a special constituency meeting. The election/appointment of departmental directors, associate departmental directors, associate secretaries, or associate treasurers, if not determined by the delegates at the union of churches constituency meeting, shall be referred to the executive committee.**

### Article III—Representation

Sec. 1. Representation: a. **Regular Delegates—Each local church shall be represented at union of churches constituency meetings by duly accredited delegates as follows:**

1) Each local church shall be entitled to one delegate without regard to membership and one additional delegate for each \_\_\_\_\_ church members or major fraction thereof.

2) Such delegates shall be chosen by the local churches. This may take place during a business meeting of the church where the proposal of a nominating committee is considered and voted upon, or may be delegated by the business meeting to the church board.

b. **Delegates at large—In addition, delegates at large shall participate in the union of churches constituency meetings as follows:**

1) The individual members of the executive committee of this union of churches.

2) **Members of the General Conference and division executive committees, who may be present at any constituency meeting of this union of churches. The number of such delegates shall not exceed ten percent of the total number of delegates otherwise provided for.**

3) Such other persons from the union of churches staff, denominational entities owned and operated by the union of churches, as may be recommended by the union of churches executive committee and accepted by the delegates in session. The number of such delegates shall not exceed ten percent of the total number of regular delegates provided for hereinabove.

Sec. 2. Church Membership Requirement: **All delegates appointed to represent the members of this union of churches at any constituency meeting shall be members in regular standing of the Seventh-day Adventist Church.**

#### Article IV—Committees

Sec. 1. Organizing Committee: a. An organizing committee of at least \_\_\_\_\_ persons for each constituency meeting shall be appointed. It shall consist of representatives from the member churches in the union of churches. The selection method should ensure that the members of this organizing committee represent various geographical regions and, where relevant, the major cultural interests represented in the union of churches. The organizing committee will be chaired by the president of the \_\_\_\_\_ Division, or his designee.

b. The members of the organizing committee shall be appointed as the first item of business at each regularly scheduled constituency meeting.

c. The organizing committee shall nominate and the constituency shall elect:

- 1) **A nominating committee**
- 2) **A constitution and bylaws committee**
- 3) Other committees as may be necessary.

Sec. 2. Nominating Committee: **The nominating committee shall consist of at least \_\_\_\_\_ and not more than \_\_\_\_\_ members, including the president of the \_\_\_\_\_ Division, or his designee, who shall serve as chair.**

Sec. 3. Standing Constitution and Bylaws Committee: **The standing constitution and bylaws committee shall include an officer of the \_\_\_\_\_ Division, and shall be chaired by the secretary of the \_\_\_\_\_ Union of Churches, or his/her designee. This committee shall function between the regularly scheduled sessions of the constituency and shall submit its reports and detailed recommendations through the executive committee to the next regular constituency meeting.**

#### Article V—Executive Committee



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Sec. 1. Membership of Executive Committee: **The executive committee of the \_\_\_\_\_ Union of Churches of Seventh-day Adventists shall be elected at its regularly scheduled constituency meeting and shall consist of not more than \_\_\_\_\_ members. The president, secretary, treasurer, vice president(s), and the chief administrator of each union of churches institution, shall be members ex officio of the executive committee. The remaining membership shall include laypersons, departmental directors, pastors, or other denominational employees. The officers of the \_\_\_\_\_ Division and of the General Conference of Seventh-day Adventists are members ex officio of the union of churches executive committee; however, their membership shall be in addition to the number detailed above. Any such officers exercising their voting rights at any one meeting shall not make up more than ten percent of the committee membership present.**

Sec. 2. Delegated Authority: **The executive committee of this union of churches is delegated the authority to act on behalf of the constituents between regular sessions, including the authority to elect or remove for cause, officers, directors of departments/services, board and committee members.**

Sec. 3. Administrative Authority: **The executive committee shall have full administrative authority:**

a. To fill for the current term any vacancies that may occur by death, resignation or otherwise, in its boards, committees, departments. **If a new president is to be elected, the president of the \_\_\_\_\_ Division, or his designee, shall serve as chair of the executive committee.**

b. To appoint committees, such as an administrative committee, with their terms of reference.

c. To employ such personnel as may be necessary to execute its work effectively.

d. To grant and withdraw credentials and licenses. The withdrawal of credentials or the removal of those named under Article V, Section 1. of these bylaws shall require the consent of two-thirds of the members of the executive committee.

Sec. 4. Regular Meetings: The executive committee may schedule regular meetings at such times and places as it may select.

Sec. 5. Special Meetings: Special meetings of the executive committee may be called at any time or place by the president or, in his absence, by the secretary. In response to the written

request of a majority of the members of the executive committee a special meeting shall also be called by the secretary.

Sec. 6. Quorum: \_\_\_\_\_ members of the executive committee shall constitute a quorum.

#### Article VI—Officers

Sec. 1. Executive Officers: **The executive officers of this union of churches shall be a president, a secretary, and a treasurer.** The secretary and treasurer may be one individual known as the secretary-treasurer.

**It is 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 union of churches executive committee. These plans, policies, and programs shall be in harmony with the doctrines and actions adopted and approved by the General Conference of Seventh-day Adventists in its quinquennial sessions.**

a. President: **The president, who shall be an ordained minister of experience, is the first officer and shall report to the executive committee of the union of churches in consultation with the secretary and the treasurer. He shall act as chair of constituency meetings and the executive committee and serve in the general interests of the union of churches as the constituency and the executive committee shall determine. In his leadership he shall adhere to the policies of the \_\_\_\_\_ Division and of the General Conference of Seventh-day Adventists, work in harmony with the \_\_\_\_\_ Division executive committee, and in close counsel with the division officers.**

b. Secretary: **The secretary, associated with the president as an executive officer, shall serve under the direction of the executive committee and shall act as vice-chair of the executive committee. The secretary shall report to the executive committee of the union of churches after consultation with the president. It shall be the duty of the secretary to keep the minutes of the union of churches constituency meetings and of the executive committee meetings; to furnish copies of these minutes to all members of the executive committee and to the division officers. The secretary shall also be responsible for providing information as may be requested by the president or by the executive committee; and shall perform such other duties as usually pertain to the office.**

c. Treasurer: **The treasurer, associated with the president as an executive officer, shall serve under the direction of the executive committee. The treasurer shall report to the executive committee of the union of churches after consultation with the president. The treasurer shall be responsible for providing financial leadership to the**

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**organization which will include, but shall not be limited to, receiving, safeguarding, and disbursing all funds in harmony with the actions of the executive committee, for remitting all required funds to the division/General Conference in harmony with the \_\_\_\_\_ Division policy, and for providing financial information to the president and to the executive committee. The treasurer shall also be responsible for furnishing copies of the financial statements to the \_\_\_\_\_ Division officers.**

Sec. 2. Other Officers: Other individuals may serve as officers of the union of churches, such as vice president, associate secretary, and associate treasurer.

#### Article VII—Directors of Departments/Associations/Services

Sec. 1. Advisory Role: **The directors of departments/associations/services of this union of churches shall work under the direction of the executive committee and the president and shall serve in an advisory relationship to the field.**

Sec. 2. Departments/Services Structure: Departments/services of unions of churches shall reflect the needs of its territory and shall take into consideration such services that may be provided by the division and the General Conference.

#### Article VIII—Other Organizations

Sec. 1. Unincorporated Organizations: The \_\_\_\_\_ Union of Churches may carry on its ministry through unincorporated subsidiary organizations. Constituency meetings of such organizations shall be held in conjunction with the regularly scheduled constituency meetings of the union of churches.

Sec. 2. Corporations: **The \_\_\_\_\_ Union of Churches may form corporate bodies provided it obtains prior approval of the \_\_\_\_\_ Division. Membership meetings and elections of boards of directors shall be held as provided by articles and bylaws of the corporations and in harmony with applicable laws.**

#### Article IX—Finance

Sec. 1. Tithes and Offerings: **The church funds managed by this union of churches shall consist of such tithe, including direct tithe, as it shall be assigned by policy and as received from the local churches within its territory, and such gifts, legacies, bequests, devises, appropriations, reverted funds, and other donations as may be made to it.**

Sec. 2. Policies: **The portion of the tithe which is reserved for this union of churches, as specified by policy, and all other funds shall be used in harmony with the**

**financial policies of the \_\_\_\_\_ Division of the General Conference of Seventh-day Adventists; and in the case of donations their use shall be in harmony with the specifications of donors and in compliance with government regulations. Tithe is shared with the division on fixed percentages as set by the division executive committee, and with the General Conference on fixed percentages as set by the Annual Council of the General Conference Executive Committee.**

**Sec. 3. Bank Accounts: The funds of this union of churches shall be safeguarded in harmony with the financial policies of the \_\_\_\_\_ Division of the General Conference of Seventh-day Adventists.**

**Moneys shall be deposited in the name of the \_\_\_\_\_ Union of Churches of Seventh-day Adventists in regular or special accounts in such banks or savings institutions as the executive committee shall designate, and shall be withdrawn only by persons authorized by resolution of the executive committee.**

**Sec. 4. Financial Statements: The \_\_\_\_\_ Union of Churches shall regularly prepare statements of income and fund balances and shall be responsible for the filing of copies of the annual financial statement with the \_\_\_\_\_ Division and the General Conference of Seventh-day Adventists and, to the extent required by law, with any branch of local or national government.**

#### Article X—Budget, Salary Review, and Audit

**Sec. 1. Budget: The \_\_\_\_\_ Union of Churches shall prepare an annual budget in harmony with the policies of the \_\_\_\_\_ Division of the General Conference of Seventh-day Adventists.**

**Sec. 2. Salary and Expense Review: The executive committee shall constitute an employee compensation remuneration review committee whose tasks are outlined in General Conference *Working Policy*.**

**Sec. 3. Independent Audit: All accounting records of this union of churches shall be audited at least annually by an auditor chosen in harmony with General Conference *Working Policy*; and the records of this union of churches or any of its subsidiaries, agencies, or institutions shall at all times be open to said auditor.**

#### Article XI—Indemnification

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Sec. 1. To the extent permitted by law, this union of churches shall indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative, because he/she is or was a member of the union of churches executive committee or an officer, employee, or agent of the union of churches against expenses (including legal fees), judgments, fines, and amounts paid in settlement actually and reasonably incurred by him/her in connection with such action, suit, or proceeding if he/she acted in good faith and in a manner he/she reasonably believed to be in or not opposed to the best interest of the union of churches, and, with respect to any criminal action or proceeding, had no reasonable cause to believe his/her conduct was unlawful.

Sec. 2. This right of indemnification shall be in addition to, and not exclusive of, all other rights to which such member of the executive committee, officer or department director may be entitled.

(Note: This right of indemnification may be expanded or contracted as allowed under local law and as adopted by the constituents.)

#### Article XII—Amendments

Amendment, Revision and Repeal: **The bylaws of this union of churches which are essential to the unity of the Church worldwide, and are designated in bold print shall be amended or revised from time to time in order to comply with changes to the Model Union of Churches Constitution and Bylaws as voted by the General Conference Executive Committee. Such amendments or revisions shall be approved by a simple majority vote of the delegates present and voting at any duly called constituency meeting of the union of churches. Other sections of the bylaws may be amended, revised, or repealed, by a two-thirds majority vote, provided such changes are in harmony with the spirit of the Model Union of Churches Constitution and Bylaws, and have been processed through the union of churches executive committee. Notice of any proposed changes to the Constitution and Bylaws of this union of churches shall be given specifically in conjunction with the publication of notice for the session.**

**The constituency or a union of churches executive committee may recommend to the General Conference through the \_\_\_\_\_ Division of the General Conference of Seventh-day Adventists amendments to the Model Union of Churches Constitution and Bylaws.**

PRE/PreC06AC/PREXAD/PreC07AC/GCDO07AC/07AC to LCC

## 116-07G SAFEGUARDING MISSION IN CHANGING SOCIAL ENVIRONMENTS

Seventh-day Adventists are engaged in a mission to communicate to all peoples the everlasting gospel of God's love, leading them to accept Jesus as personal Savior and Lord, to unite with His remnant church, and to prepare for His soon return. This mission is advanced through many and varied methods of preaching, teaching, and healing. A worldwide infrastructure links local churches as part of a global faith community. The Church has also established numerous educational, publishing, and healthcare institutions that perform a vital role in demonstrating and communicating the Church's focus on mission and witnessing to the gospel through service to others.

Seventh-day Adventist churches and institutions operate in diverse social, political, and religious environments. The development of national and local legislation in many parts of the world has been influenced by, or is compatible with, Christian worldview and morals. More recently, concern for social policy is becoming a dominant factor in the development of laws. This results in rather new, and at times challenging, environments for the practice and advocacy of historic Christian beliefs and values relating to morality. The actual situations vary widely around the world making it difficult to outline a single global response.

Legislation concerning employment practices represents one area in which Seventh-day Adventist values and beliefs may be subject to challenge. For example, societies may establish laws providing new definitions for marriage or protecting a range of expressions and behavior associated with gender identity. Seventh-day Adventists believe that marriage is a lifelong union between a man and a woman in loving companionship<sup>1</sup> and that the Bible makes no accommodation for homosexual activity or lifestyle.<sup>2</sup> The Church does not accept the idea of same-sex marriages nor does it condone homosexual practices or advocacy. The application and practice of these beliefs in cultures that adopt other norms for such relationships is likely to be a focal point of dispute.

In many countries, the Church enjoys freedom of religious expression and the opportunity to exercise preferential hiring practices. However, numerous offices and institutions exist in areas where, except for purely ecclesiastical roles, preferential hiring practices are not

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<sup>1</sup> See "An Affirmation of Marriage" approved by the General Conference Administrative Committee on April 23, 1996. The full text of these documents may be seen at <http://www.adventist.org/beliefs/statements>.

<sup>2</sup> See "Position Statement on Homosexuality" approved by the General Conference Executive Committee, October 3, 1999, and "Seventh-day Adventist Response to Same-Sex Unions—A Reaffirmation of Christian Marriage" voted by the General Conference Administrative Committee, March 9, 2004. The full text of these documents may be seen at <http://www.adventist.org/beliefs/statements>.

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permitted. Wisdom and careful judgment is required in order that the witness of the Church is not muted by its actions nor is the opportunity to bear witness compromised by the needless arousal of opposition. The following principles are designed to assist Church leaders in addressing situations while continuing to upholding denominational beliefs in matters of church and employment life. It is

VOTED, To approve the following principles as a guide for denominational entities and institutions that, from time to time, must review and safeguard their ability to pursue mission in the midst of changing social circumstances. These principles should be weighed collectively in determining an appropriate course of action in those situations in which the Church or its institutions encounter tension with obligations imposed by the state.

1. *The ability to maintain mission and witness.* Christian mission, witness, and proclamation take place in a fallen world, amidst circumstances that are not always favorable or neutral. In such situations, the Christian response is not to retreat or abandon mission, but to find ways of bearing a witness in spite of circumstances. The ability to bear witness and to carry on mission should be an important consideration in determining how to respond in difficult situations.

2. *Demonstration of good citizenship.* Christians live simultaneously in two communities, the secular state and the kingdom of God, and have loyalties and obligations to both. Christians should be good citizens of both communities. In situations where tension arises between the two, a Christian will demonstrate allegiance to faith convictions informed by the Bible. In all other matters, the Christian is advised, by teachings of the Bible itself, to accept and discharge the obligations of earthly citizenship.

3. *Realization that boundaries exist and cannot be breached if mission is to be sustained.* Church members and church organizations live in the world but are not “of the world.” This constant reality explains why the Church cannot always accommodate itself to the prevailing customs of society. Faithfulness to its understanding of Bible teaching will require the determination of boundaries beyond which the Church cannot and will not go. To do so would render its efforts at mission contradictory and meaningless. The particular course of experience through which an organization is brought to that point will vary from place to place. Each situation needs to be assessed in the light of its presenting circumstances.

4. *Adjusting practices to comply with legislation does not redefine denominational positions.* There is every likelihood that response patterns from various entities will differ somewhat before reaching the boundary—the point beyond which the Church would be in denial of its convictions and abandoning its mission and witness. The central concern in these situations is not one of questioning or redefining the Church’s position but of finding a way to translate that position into practices that safeguard the mission of the Church.

5. *Employment policies to be reviewed periodically in light of local contexts.* All employing organizations are expected to establish and periodically review employment and employee benefit policies as well as behavior standards that apply to the workplace.

6. *Institutional response determined by controlling boards or executive committees.* The Seventh-day Adventist Church will exercise its right to freedom of religion and preferential hiring practices to the extent permitted by law. When and if, in the judgment of an organization's board of trustees or controlling committee, the application of laws or the removal of religious freedom interferes with the organization's ability to pursue and accomplish its mission, the organization may choose to seek legal protection (either by initiating a lawsuit or defending itself against lawsuits asserted by another party) and, in the event of failure to obtain such, to reorganize or discontinue operation.

7. *Consultation rather than unilateral action.* A Seventh-day Adventist organization or institution will not act unilaterally in such matters. Its executive committee or board will seek counsel from the administration of supervisory organizations (conference, union, division), or from the General Conference administration in the case of General Conference institutions, before deciding the nature of its response to legislation that obligates the organization to practices deemed in conflict with its beliefs and values.

8. *Counsel before entering into litigation.* In situations where litigation is contemplated by a denominational entity, or where an entity must defend itself in a lawsuit regarding employee sexual orientation and expression, the administration of the entity shall also seek counsel, from the General Conference Office of General Counsel, before initiating or responding to litigation.

## CHILDRENS MINISTRIES REPORT

Linda Mei Lin Koh, Director of the General Conference Children's Ministries Department, gave a report.

VOTED, To record receipt of the Children's Ministries report as presented.



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OGC/PolRev&Dev/ADCOM/SecC/GCDO07AC/07AC to LRE(DIV)

236-07G STATIC NUMBERING SYSTEM FOR GENERAL  
CONFERENCE *WORKING POLICY*

Presently, when changes occur in the General Conference *Working Policy*, such as a deletion or an insertion to our existing policies, the numbering of other policies can be radically changed. This means, for example, that D 10 15 can refer to something totally different if D 10 05 is deleted. This dynamic numbering system poses problems when policies are referenced from one year to the next. It is being recommended that we adopt a static numbering system meaning that once a policy is given a reference number (e.g. D 10 15) it will always remain attached to that policy. This is how it will work:

Each major Section, currently showing as A through Z would stay in place. If a section is deleted, it would retain the Section letter, but be shown as repealed and left vacant.

Each policy within a section is numbered such as L 10 and L 15 followed by subsections such as L 10 05 and L 10 10. Under this suggestion, if L 10 is repealed and L 15 is not, then L 15 remains as L 15, and for a period of five years, L 10 would remain in the General Conference *Working Policy* but simply state [Repealed Annual Council 2008]. After that time period, it would simply drop from the General Conference *Working Policy* without sections being renumbered. It could then be replaced with new sections if needed at a later time, but without changing the current number system for other sections.

VOTED, To adopt a static numbering system for the General Conference *Working Policy* using the current numbering system as the base.

TRE/PolRev&Dev/ADCOM/TreC/GCDO07AC/07AC to LRE(DIV)

244-07G INVESTMENT OF CHURCH FUNDS - POLICY  
APPENDIX AMENDMENT

VOTED, To move GC Appendix C, S 45, Investment of Church Funds, from the Appendix to the main text as GC S 85, and to amend the policy to read as follows:

~~S 45~~ S 85 Investment of Church Funds

~~S 45-05~~ S 85 05 Safeguarding Denominational Funds—1. Introduction—In order that assets for investment might be prudently managed the following principles and policies have been adopted for the Seventh-day Adventist Church.

~~§ 45-10~~ § 85 10 Philosophy—1. Committees and individuals authorized to invest funds for the denomination must always be mindful of their stewardship responsibility. Under the guidance of the Holy Spirit, they should strive with prudence and wisdom to reflect the Master both in style and substance. At the practical level, this means direct investments will not be made in certain industries which are not in keeping with Seventh-day Adventist values. It also means that principles of integrity and fairness will govern all transactions with counter parties.

~~§ 45-15~~ § 85 15 Principles—1. Controlling committees must act as prudent investors would be expected to act, with discretion and intelligence, to seek reasonable income, preserve principal, and to avoid speculative investments. To the extent reasonably possible and efficient, the operational role should be separated from the oversight role for investment management.

2. All investments must be prudent and in harmony with the laws, rules and regulations of the jurisdiction in which the organization is located.

3. A return correlates strongly with risk, but tolerance for risk varies greatly with the purpose of the funds for investment and the relevant circumstances of the organization.

Levels of risk and return must be determined for all asset pools. Acceptable risk and return levels are guided by the purpose or objective of the funds. The management of the tradeoff between risk and return is the committee's central task.

4. Criteria for Selection of Investment Instruments—Specific investments or techniques are not by themselves prudent or imprudent. The choices of techniques or investments to include in a portfolio are determined by the level of risk for a specific security and its anticipated effect on the portfolio.

5. Diversification Through Pooled Investment Vehicles—Controlling committees shall diversify the portfolios of intermediate and long-term assets for investment. All intermediate-term (~~§ 45-40~~ § 85 40) and long-term (~~§ 45-45~~ § 85 45) ~~portfolio's~~ portfolios should be well diversified to avoid undue exposure to any single economic sector, industry group, or individual security. Pooled investment vehicles are the recommended method for facilitating diversification. The following apply to intermediate and long-term investments but may not apply to short term investments (~~§ 45-35~~ § 85 35):

a. Investments in any company should not exceed 4.9 percent of the outstanding ownership of the entity.

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b. At no time shall a controlling committee allow more than 5 percent of the assets under its management, based on market value, to be invested in the securities of any one issuer other than government debt.

c. At no time shall a controlling committee allow more than 15 percent of the assets under management, based on market value, to be invested in any one industry. Industries are defined as sub-groupings within macro-economic sectors (e.g. Sector = Technology, Industry = Hardware).

d. When pooled funds are offered, interest and values must be established in such a manner that all investors are treated fairly based on length of time investments were held.

6. Within the values of the denomination, controlling committees shall invest and manage each pool of assets for investment solely in the interest of achieving the purposes for which each of the individual pools of assets were established.

7. In investing and managing assets, a controlling committee must limit costs to those that are appropriate and reasonable in relation to the size of the asset pools, the purpose of the asset pool and the skill of the controlling committee.

a. Retention of external managers or the construction of portfolios through the purchase of individual securities or vehicles should only be considered when the assets for investment are large enough to allow for appropriate diversification and to justify the fees associated with management of the fund and custody of the securities. Normally asset pools of less than US\$2,000,000 would not qualify. For asset pools greater than US\$2,000,000, a committee must evaluate available options with a view to minimizing management costs.

b. Use of Brokers

1) Criteria for Selection—In placing portfolio transaction orders on behalf of the Fund, the manager (internal or external – anyone with authority to approve the purchase or sale of securities) shall obtain execution of orders through well capitalized, qualified broker-dealers. Managers may not trade with affiliated brokerages.

2) Costs—All transactions must be executed at the optimum commission rates and spreads, taking into consideration the efficiency of execution of the transaction. All costs must be fully disclosed including direct commissions, reductions in yield, placement fees, management fees, administrative or any other benefits the brokers may receive as compensation. The committee should keep in mind that these types of costs are traditionally negotiated and the committee has the responsibility to negotiate the most favorable rates. Seeking prices from multiple vendors is strongly suggested.

3) Reporting—At least annually, the committee shall review a report detailing all commissions paid, including bid/ask spreads and new issue allocations by the Fund. Additionally, the report shall detail the benefits, if any, received in exchange for the commission dollars generated at each broker/dealer.

8. Controlling committees shall complete an asset allocation study in consultation with nonconflicted, qualified professionals for asset pools for investment prior to investing any assets.

9. Quality and Marketability—Common and convertible preferred stocks should be of good quality and listed on a major exchange or traded in the over-the-counter market with the requirement that such stocks have adequate market liquidity relative to the size of the asset pool.

10. For each asset pool an Investment Policy Statement in a format understood by the money management industry and consistent with this General Conference Working Policy shall be approved by each controlling committee whether employing external managers or managing funds internally.

11. Convertible bonds, convertible into common stock, Real Estate Investment Trusts (REITs), and preferred stock are considered equity securities and thus are prohibited from being purchased as fixed income securities.

12. All members of controlling committees must have a current, signed conflict of interest statement on file.

13. Self custody of securities is ~~discouraged~~ not allowed. Controlling committees ~~are encouraged to~~ must select a recognized custodian to hold securities, to settle brokerage transactions, and to provide monthly detail of such transactions.

14. Controlling committees which determine investment policy or make investment decisions shall retain professional investment advisors whose compensation is not commission ~~driven~~ but fee based. All investment advisors must be registered as investment advisors with appropriate regulatory authorities.

15. Controlling committees shall require qualified legal review of account opening documents, management contracts, and powers of attorney.

16. Controlling committees are required to retain all records pertaining to transfers of assets, account documents, contracts, and statements.

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17. When restricted or illiquid securities or real estate are acquired through donation or the maturity of a trust are held until a prudent investor would liquidate such securities, they shall not constitute a violation of S 85.

18. Controlling committees must ensure that documented beneficial ownership is established for all securities held.

~~S 45 20 S 85 20~~ Divisions and General Conference Institutions to Establish Investment Policy—1. Wide variations in national markets, laws, ~~regulations and securities~~ regulations, securities, and levels of investment expertise make it impractical to establish a single detailed set of investment policies beyond a set of general principles and guidelines as contained in this policy. Each division is ~~encouraged~~ encouraged, subject to General Conference Administrative Committee approval, to develop an investment policy in harmony with the provisions of this policy which ~~contain~~ contains principles, guidelines, and processes appropriate to its territory to govern the investment practices of its organizations and institutions.

2. The General Conference Administrative Committee, at its discretion, may allow a General Conference institution's board of directors to develop and administer its own investment policies, in harmony with the provisions of this policy, and should contain principles, guidelines, and processes appropriate to the institution. When granting such authority, the General Conference Administrative Committee shall consider:

- a. Size of the institution's investment pool.
- b. Level of investment expertise of the institutional board or executive committee.
- c. Level of long-term institutional resources committed to supporting the administration and staffing of an investment office with individuals competent to implement the institution's investment policy.

~~2. 3. In divisions~~ Divisions choosing not to develop an investment policy for ~~their subsidiary~~ the division and its affiliated organizations, and General Conference institutions that are not approved to develop and administer their own investment policy, ~~such organizations~~ shall be limited to investments in the General Conference Unitized Funds and/or those investments covered in ~~S 45 35. S 85 35.~~

Notwithstanding, the requirements of S 85 50 exceptions requests to limitations of S 85 20, paragraph 3., may be addressed in writing to the secretary of the General Conference Investment Committee, who, in consultation with the officers of the General Conference, requesting division or General Conference institution shall recommend for action to the General

Conference Administrative Committee whether the General Conference Executive Committee, division executive committee, or General Conference institution's board should be authorized to determine the acceptability of the exception request.

~~§ 45-25~~ § 85-25 General Conference Unitized Funds—1. The General Conference Investment Office serves the world field through a family of General Conference Unitized Funds that are designed to pool Church funds for investment such that maximum economies of scale are achieved for the Church and its mission. This family of General Conference Unitized Funds makes possible complex asset allocations and sophisticated portfolio construction with high levels of risk management through diversification of managers, management style and investment instruments that have been screened for the values of the Church. As a part of the management service of the investment office, accounting, custody, performance appraisal, and auditing costs are included.

2. New funds may be created from time to time by the General Conference Investment Committee and approved by the General Conference Corporation. The following General Conference Unitized Funds are available:

- a. General Conference Money Fund
- b. General Conference Capital Preservation Fund
- c. General Conference Euro Bond Fund
- ~~b.~~ d. General Conference Bond Fund
- ~~e.~~ e. General Conference Income Fund
- ~~d.~~ f. General Conference U.S. Large Capitalization Equity Fund
- ~~e.~~ g. General Conference U.S. Small Capitalization Equity Fund
- ~~f.~~ h. General Conference International Equity Fund
- ~~g.~~ i. General Conference Emerging Markets Equity Fund
- ~~h.~~ j. General Conference Micro Capitalization/Private Equity Fund (closed to new investors)
- ~~i.~~ General Conference Pooled Life Fund (special purpose fund)

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Each General Conference Unitized Fund, except the General Conference Money Fund and ~~Pooled Life Fund~~ Capital Preservation Fund, offers monthly liquidity to all participants. The Micro Capitalization Fund is closed to new investors.

3. The portfolios of the General Conference Unitized Funds are composed of domestic and international equity, fixed income, and cash equivalent securities. Within this framework, the investment objectives of each General Conference Unitized Fund are as follows:

<i>Fund Name</i>	<i>Primary Objective</i>	<i>Secondary Objective</i>
General Conference Money Fund	Current Income	Stable Daily NAV
<u>Capital Preservation Fund</u>	<u>Preservation of Capital</u>	<u>Current Income</u>
<u>Euro Bond Fund</u>	<u>Income</u>	<u>Preservation of Capital</u>
Bond Fund	Income	Preservation of Capital
Income Fund	Income	Preservation of Purchasing Power
U.S. Large Cap Equity Fund	Growth of Capital	Preservation of Purchasing Power
U.S. Small Cap Equity Fund	Aggressive Growth	Growth of Capital
International Equity Fund	Growth of Capital	Preservation of Purchasing Power
Emerging Markets Equity Fund	Aggressive Growth	Growth of Capital
Micro Capitalization Fund/Private Equity Fund	Aggressive Growth	Growth of Capital
<del>Pooled Life Fund</del>	<del>Special Purpose Fund</del>	<del>Special Purpose Fund</del>

~~S 45 30~~ S 85 30 Classes of Funds—1. Assets for investment at all organizational levels must be divided into three classes:

a. Short-Term Funds—Those funds not needed to cover immediate expenses but that may be needed during the next twelve months to support operating activities or projects that are anticipated to commence during that period. Short-term funds are to be invested to maximize current income with an emphasis on security of principle and liquidity.

b. Intermediate-Term Funds—Those funds that support operating activities and projects that are not anticipated to commence within the next twelve months. They typically would include excess operating capital, funds held for building and other projects not expected to be needed during the next twelve months. Intermediate-term funds are to be invested with the goal of obtaining a positive annual return but even more importantly, over the investment time horizon of forty-eight months, to protect against loss of principle. In order to accomplish this there is a willingness to sacrifice some positive returns to protect principle. It is the objective that asset growth should exceed the rate of inflation over the investment time horizon in order to preserve purchasing power of the invested assets.

c. Long-Term Funds—Those assets that are committed for retirement benefits, ~~endowment~~ endowment, quasi endowments, or other long-term needs where fluctuations in market value are acceptable to achieve greater anticipated long-term returns. It is recognized that in some years, fluctuations in market may result in negative rates of return. Long-term funds are invested with the objective that the market value of the investments should grow in the long run and earn rates of return in excess of the general market indices.

~~§ 45-35~~ § 85-35 Investment of Short-Term Funds—1. All short-term securities purchased must have adequate market liquidity and should not represent a significant exposure relative to the size of the controlling committee's short-term portfolio and assets must be rated A-1, P-1 or equivalent except those issued by a sovereign government, or an agency thereof guaranteed by that government.

2. All denominational organizations, institutions, and services are authorized to invest short-term funds (current account items such as working capital and trust funds) in the following investment categories, maturing within twelve months:

- a. Banker's acceptances created in international trade
- b. Commercial paper
- c. Certificates of deposit of insured institutions, up to insured limit
- d. ~~G-7 Government and government agency securities with less than one year to maturity or government issuances denominated in the currency of the controlling organization, with approval by the division concerned~~ Securities issued by one of the G-7 national governments, their agencies and local government bodies, or government obligations denominated in the local currency of the investing organization with approval by the division concerned.
- e. Corporate securities, which satisfy all of the limitations - No change



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f. Capital Preservation or General Conference Unitized Money Fund or other money market funds with assets in excess US\$250,000,000

g. Union revolving funds

h. Registered, open-end (mutual) funds which do not have 12b-1 fees or their equivalent and comply with all provisions of S 85 15. That generally holds securities that mature in 12 or less months.

i. Exchange Traded Funds (ETFs) that generally holds securities that mature in 12 or less months.

~~S 45 40~~ S 85 40 Investment of Intermediate-Term Funds—1. All provisions as provided in ~~S 45 35~~. S 85 35.

2. Marketable bonds must be rated “investment grade” or better by Standard and Poor’s (BBB- or higher) and Moody’s (Baa3 or higher) or one of their subsidiaries. If Moody’s or S&P or their subsidiaries do not rate a security, then the Fitch (BBB- or higher) or one of its subsidiaries rating will be used. For split rated securities, the lowest rating will apply.

3. Intermediate-term issues that are permitted include only those with up to four years average life unless matched for specific liability dates.

4. Intermediate-Term investments include:

a. Securities ~~that, over a four-year period,~~ that have an average life of less than forty-eight months.

b. General Conference Unitized Bond and Income Funds

c. Special temporary employee loans. (These interest-bearing loans are given under special conditions such as in connection with a move. The controlling committee, board, or properly appointed subcommittee must give approval for each loan with the details on file with the minutes.)

d. Division/Union deposit funds

e. Registered, open-end (mutual) funds which do not have 12b-1 fees or their equivalent and comply with all provisions of S 85 15.

f. Exchange Traded Funds (ETFs)

~~§ 45 45~~ § 85 45 Investment of Long-Term Funds—1. All provisions as provided in ~~§ 45 35 and § 45 40.~~ § 85 35 and § 85 40.

2. Long-Term investments include:

a. Equity Investments:

1) Common stocks, American Depository Receipts (ADRs) of foreign companies, and ordinary shares of non-U.S. securities or warrants thereon, listed on recognized exchanges.

2) Preferred stocks rated investment grade

3) Convertible and reverse convertible securities including debentures rated investment grade.

4) Sales and repurchase of covered calls listed on a recognized exchange.

5) Registered, open-end (mutual) funds which do not have 12b-1 fees or their equivalent and comply with all provisions of ~~§ 45 15.~~ § 85 15.

6) Exchange Traded Funds (ETFs)

7) Well capitalized, nonspeculative Real Estate Investment Trusts (REITs) listed on a recognized exchange.

8) Intradnominal loans adequately secured by recorded mortgage, deeds of ~~trust or trust~~, chattel mortgages on equipment, or guaranteed by the next higher organization, and interest-bearing with a repayment schedule.

a) In addition to the terms of 8) above for organizations within the loaning entity's territory but not under its jurisdiction, either a guarantee or a "no objection" must be obtained from the controlling committee of the borrower's parent organization.

b) In addition to the terms of 8) above for organizations outside the loaning entity's territory either a guarantee or a "no objection" must be obtained from the borrowing division or controlling organization in whose territory the borrowing organization is located.

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- 9) All equity focused General Conference Unitized Funds
- b. Fixed Income:
- 1) G-7 Government and Agency Government, their agencies, and Municipal Securities
  - 2) Corporate notes and bonds maturing within thirty years
  - 3) Mortgage and other asset backed securities maturing within thirty years with the following exceptions:
    - a) Subordinated debt is prohibited
    - b) All collateralized obligations must be rated AA or better
    - c) Interest Only (IOs), Principal Only (POs), Inverse floaters and all other leveraged tranches are prohibited
  - 4) Syndicated real estate mortgages limited to 80 percent of the fair market value of the collateral.
  - 5) Private debt placements secured by an irrevocable letter of credit issued by institutions rated A-1 or P-1 or its equivalent
  - 6) First mortgages on an employee primary residence with up to 90 percent loan to value and repayment through a payroll deduction
  - 7) General Conference Bond and Income Unitized Funds and Income Unitized Funds or an income fund with a thirty-six month average life

~~S 45-50~~ S 85 50 Special Consideration Securities—1. With General Conference Executive Committee, or as otherwise provided, in S 85 20, paragraph 3., ~~Committee approval,~~ the following may be permissible for organizations administering large investment pools (normally not less than US\$10,000,000) and with professional management staff:

- a. Real Estate—Syndicated with institutional investors and representing no more than 25 percent interest in the property(ies) or if a single property principally owned, investment shall require professional consultation and management advice and prior approval by

the controlling ~~committee.~~ committees at all levels below the General Conference Executive Committee.

- b. High yield bonds
- c. Partnerships investing in equity securities which are managed defensively such as hedge equity.
- d. Mortgage- or asset-backed securities when managed by a professional manager
- e. Derivative contracts may be used to reduce or manage the risk exposure of a portfolio when used in combination with the other portfolio holdings and within the context of the manager's overall strategy.
  - 1) Contracts can be used in lieu of cash market transactions only when fully documented and when their valuation, execution and/or cost provide relative advantages.
  - 2) Adequate liquidity for contract margin requirements must always be coordinated within the overall manager's strategy.
  - 3) Asset sales for cash must be accomplished in an orderly way.
  - 4) The manager may utilize derivatives contracts to replicate the risk/return profile of an asset or combination of assets provided that the guidelines allow such exposures with the underlying assets themselves. Derivatives may not be used to produce exposure to an asset, asset class, index, interest rates, or other financial variable that would not otherwise be allowed in the portfolio guidelines were derivatives contracts not allowed.
  - 5) At no time shall the portfolio, in aggregate, be more than 100 percent invested.
- f. Private equity

~~§ 45-55 § 85-55 Securities Not Named—1.~~ Miscellaneous—1. Interpretation regarding investment vehicles not named in this policy shall be submitted in writing through the Secretary of the General Conference Investment Committee for interpretation by the Investment Committee of applicability of the specific investment vehicle within the framework of this policy.

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2. It is recognized that where the Church operates a Trust Services function, national trust legislation contains certain regulations and that such regulations supersede the provisions of the S 85 policy.

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212-07G ORGANIZATIONAL AND OPERATIONAL PRINCIPLES  
OF SEVENTH-DAY ADVENTIST CHURCH STRUCTURE -  
POLICY AMENDMENT

VOTED, To amend GC B 05, Organizational and Operational Principles of Seventh-day Adventist Church Structure, to read as follows:

B 05 Organizational and Operational Principles of  
Seventh-day Adventist Church Structure

Organizational life and procedures in the Seventh-day Adventist Church are based upon the following principles:

1. The Seventh-day Adventist Church is a worldwide community - No change
2. Each level of denominational organization has a defined membership - No change
3. Organizational status is granted to a constituency as a trust - No change
4. Decisions are based on group processes that allow for member - No change
5. The highest level of authority within the powers granted to each - No change
6. Different elements of organizational authority and responsibility are distributed among the various levels of denominational organization. For example, the decision as to who may/may not be a member of a local Seventh-day Adventist Church is entrusted to the members of the local church concerned; decisions as to the employment of local church pastors is entrusted to the local conference/mission; decisions regarding the ordination of ministers is are entrusted to the union conference/mission; and the definition of denominational beliefs is entrusted to the General Conference in session. Thus each level of organization exercises a realm of final authority and responsibility that may have implications for other levels of organization. No church organization or entity assumes responsibility for the liabilities, debts, acts, or omissions of any other church organization simply because of its church affiliation.

7. The constituent levels of the Church may establish affiliated entities - No change
8. The Seventh-day Adventist Church has both a local and global - No change

TRE/OGC/PolRev&Dev/ADCOM/PolRev&Dev/ADCOM/PreC/GCDO07AC/07AC to  
LRE (DIV)

207-07G GENERAL CONFERENCE AND ITS DIVISIONS -  
POLICY AMENDMENT

VOTED, To amend GC B 10 20, General Conference and Its Divisions, to read as follows:

B 10 20 General Conference and Its Divisions—1. Divisions—To facilitate its worldwide activity, the General Conference has established regional offices, known as divisions of the General Conference, which have been assigned, by action of the General Conference Executive Committee at Annual Councils, general administrative and supervisory responsibilities for designated groups of unions and other church units within specific geographic areas. (See C 05, Division Territories.) After administrative consultation with the units directly affected, the General Conference Executive Committee may:

- a. Reconfigure division territories and/or establish new divisions.
- b. Determine the location or relocation of a division office.

When such decisions are made, the General Conference Executive Committee shall also approve the financial plan, including acquisition, division, or disposal of assets, involved in the reconfiguration of division territories or the establishment or relocation of a division office. In situations where geopolitical circumstances inhibit a division committee's supervisory role in part of the division territory, the division committee may request from the General Conference Administrative Committee an appropriate arrangement to address the situation.

2. Subordinate Additional Organizations—The General Conference is authorized by its Constitution to create ~~subordinate~~ subordinate additional organizations to promote specific interests in various sections of the world. All organizations and institutions throughout the world will recognize the authority of the General Conference in session as the highest authority under God. When differences arise in or between organizations and institutions on matters not already addressed in the Constitution and Bylaws, in the policies of the General Conference, or in its Executive Committee actions at Annual Councils, appeal to the next higher organization is proper until it reaches the General Conference in session, or the Executive Committee in Annual

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Council. During the interim between these sessions, the Executive Committee shall constitute the body of final authority on all questions where a difference of viewpoint may develop, whose decisions shall control on such controverted points, but whose decision may be reviewed at a session of the General Conference or an Annual Council of the Executive Committee. (See also B 40 10.) When organizations review decisions of other organizations, they do not assume responsibility for the liabilities of any other organization.

OGC/PolRev&Dev/ADCOM/SecC/GCDO07AC/07AC to LRE(DIV)

221-07G DEFINITION OF ELECTION AND APPOINTMENT -  
POLICY AMENDMENT

VOTED, To amend GC B 15 20, Definition of Election and Appointment, paragraph 1., Election, to read as follows:

1. Election—An individual shall be said to have been elected, when the process by which that individual was chosen involved a decision by the constituency of the organization to be served as set out within the General Conference Constitution and Bylaws and the General Conference *Working Policy*. The Executive Committee acts for the constituency in filling vacant elective positions between sessions of the constituency. Election is subject to the individual's acceptance of the position and ability to meet any requirements, within a reasonable time, for relocation to the designated work location to fulfill the duties of the position, to be determined by the Executive Committee.

SEC/PolRev&Dev/ADCOM/SecC/211-03G/PolRev&Dev/ADCOM/PolRev&Dev/ADCOM/SecC/GCDO04AC/206-04G/215-05G/205-06G/TRE/PolRev&Dev/PRE/ADCOM/PolRev&Dev/ADCOM/SecC/TreC/GCDO07AC/07AC to LRE(DIV)

202-07G ELECTION OF RETIREES TO ELECTIVE OFFICE -  
POLICY AMENDMENT

VOTED, To amend GC B 25 Election of Retirees to Elective Offices, to read as follows:

B 25 Election of Retirees to Elective Offices

~~Retired individuals shall not be continued or elected to elective offices of institutions, local conferences, unions, divisions, or the General Conference.~~ Persons who have retired from denominational service ordinarily shall not be elected to serve in officer or departmental

leadership positions since these roles involve full-time responsibilities. In the event that a denominational retirement beneficiary is elected to an officer or department director role, this person shall be remunerated according to the regular wage and benefit provisions of the entity concerned. Denominational retirement plan policies for the person and entities concerned shall address, in conformity with legal requirements, the retirement plan's responsibilities for beneficiaries who re-enter denominational employment.

OGC/PolRev&Dev/ADCOM/GCDO07AC/07AC to LRE(DIV)

208-07G INCORPORATING ORGANIZATIONS - POLICY  
DELETION

VOTED, To delete GC BA 25 05, Incorporating Organizations, which reads as follows:

BA 25 05 Incorporating Organizations—It is the general plan not to incorporate or register regular denominational organizations except those involved in the holding of real estate or where required by law.

OGC/PolRev&Dev/TreC/GCDO07AC/07AC to LRE(DIV)

255-07G SEVENTH-DAY ADVENTIST TRADEMARK POLICY -  
POLICY AMENDMENT

VOTED, To amend GC BA 40, Seventh-day Adventist Trademark Policy, to read as follows:

BA 40 Seventh-day Adventist Trademark Policy

BA 40 05 Statement of Philosophy—The Seventh-day Adventist Church has an historical, evangelical, and proprietary interest in trademarks, service marks, and trade names (referred to collectively herein as “trademarks”) developed by the Church and its related organizations. This policy shall apply to the General Conference of Seventh-day Adventists, the world divisions and departments of the General Conference of Seventh-day Adventists, and other services, organizations, and corporations listed as General Conference entities in the current *Seventh-day Adventist Yearbook* (referred to collectively herein as “General Conference”). This policy shall also apply to other Seventh-day Adventist entities or organizations utilizing trademarks owned or controlled by the General Conference. Further, it is anticipated that Seventh-day Adventist church members and supporting ministries shall abide by these policies. It shall be the policy of the General Conference to obtain maximum legal protection under



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applicable law in harmony with procedures and guidelines listed below. Organizations authorized to use trademarks shall include the appropriate indicia of ownership as permitted in their jurisdiction to attribute ownership of the trademarks. For instance, the ® should be used where registration is held and the ® correctly attributes that ownership registration.

BA 40 10 Ownership—All legal rights in any trademark utilized - No change

BA 40 15 Registration and Fees—Trademark registration shall be - No change

~~BA 40 20 Protection of Trademarks—The protection of trademarks of the Seventh-day Adventist Church, as registered either by the General Conference Corporation or other Seventh-day Adventist entities, shall be the responsibility of every level of organization within the Church. Whenever an unauthorized use of a trademark is detected, the matter shall be brought to the attention of the division officers.~~

BA 40 25 Unauthorized Use—It shall be the responsibility of the - No change

BA 40 30 Other Trademarks—Seventh-day Adventist entities other - No change

BA 40 35 Limitation of Rights—Nothing in this policy shall be construed - No change

~~BA 40 40 Use of Existing Marks—The use of any existing trademarks including, but~~  
Marks—Existing trademarks include, but are not limited to, the denominational logo, the name “Seventh-day Adventists” and/or “Adventist,” or any derivative of such trademarks, including, but not limited to “SDA,” are “SDA.” Use of trademarks may be authorized as follows:

1. Church entities that have denominational status and are included in the current *Seventh-day Adventist Yearbook* shall have an automatic license to use these trademarks in their names and ministries by virtue of this policy unless specifically revoked by the General Conference Corporation. Such trademarks shall not be utilized in commercial endeavors.

2. Local churches and companies may use these trademarks in - No change

3. ~~Lay and Church members, supporting ministries, and business~~ or professional groups ~~may shall~~ not utilize trademarks owned by the General Conference Corporation without its express written approval. Applications for such use shall be made to the General Conference Corporation through the Office of General Counsel. Granting ~~such a~~ license to use trademarks owned by the General Conference Corporation shall be at the sole discretion of the General Conference Corporation based on the following conditions:

a. Recommendation by the local conference/mission/field - No change

b. The activities of ~~the lay~~ church members, supporting ministries, and business or professional group groups shall be in harmony with the teachings of and specifically supported by the Seventh-day Adventist Church;

c. The organization's board and membership shall consist of Seventh-day Adventists in ~~good~~ regular standing;

d. The anticipated use of the trademark shall not be in - No change

e. The trademark shall not be utilized ~~in noncommercial functions,~~ for commercial purposes, except as approved by the General Conference Corporation.

BA 40 45 Right to Revoke—The General Conference Corporation shall maintain the right to revoke permission for the use of any trademarks by any denominational ~~entity or lay group~~ entity, church member, supporting ministry, and business or professional group at any time, with or without cause.

BA 40 50 Trademark Protection Procedures—It is the responsibility of every organizational entity, at all levels of the Seventh-day Adventist Church, to protect the names Seventh-day Adventist, Adventist, and SDA (or their equivalents in other languages). ~~name Seventh-day Adventist (or its equivalent in other languages).~~ Any unauthorized use of the name (see BA 40 05) shall be reported to the officers of the division. The division, in cooperation with the reporting entity, shall attempt to obtain a simple remedy. If this is not successful, the division shall advise the General Conference Corporation of the matter who, through ~~its counsel,~~ the Office of General Counsel, will work with the division to resolve the issue.

If all attempts to bring resolution fail, and it is determined that legal action is required to protect the ~~name Seventh-day Adventist,~~ Church's trademarks, the reporting entity, in cooperation with the division and in consultation with the General Conference Corporation Office of General Counsel, ~~Counsel~~ may recommend redress through the courts. Further, the General Conference Corporation reserves the right to initiate such legal action on its own in consultation with the division and other Church entities located where the unauthorized use occurs.

Prior to the initiation of legal action, the appropriate administrative committees of each entity involved in legal proceedings to protect the name are to officially record approval. Unless another organization agrees in writing to bear legal costs, the entity initiating legal action will be responsible for such costs. Information regarding the matter should be disseminated to church members and other interested parties in order to keep them informed regarding the case and eliminate or reduce criticism of the church for initiating legal action.

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BA 40 55 Authorizations for Divisions—The General Conference - No change

TRE/PolRev&Dev/ADCOM/GCDO07AC/07AC to LRE

209-07G GENERAL CONFERENCE TRANSPORTATION AND  
INTERNATIONAL PERSONNEL SERVICES - POLICY  
AMENDMENT

VOTED, To amend GC BA 45 05, General Conference Transportation and International Personnel Services, to read as follows:

BA 45 05 General Conference Transportation and International Personnel Services—The General Conference has established a service, officially named the Transportation and International Personnel Services (TRIPS).

1. A General Conference Associate Treasurer shall be responsible - No change
2. The General Conference Transportation and International Personnel Services ~~offices are~~ office is located in Silver Spring, ~~Maryland and Elkridge,~~ Maryland.
3. Division committees may appoint such transportation - No change
4. A transportation agent may be appointed for each union - No change

TED/PolRev&Dev/ADCOM/GCDO07AC/07AC to LRE(DIV)

210-07G TRANS-EUROPEAN DIVISION TERRITORY - POLICY  
AMENDMENT

VOTED, To amend GC C 05 60, Trans-European Division Territory, to read as follows:

C 05 60 Trans-European Division Territory—Albania, Bahrain, Bosnia and Herzegovina, Croatia, Cyprus, Denmark, Egypt, Eire, Estonia, Faroe Islands, Finland, Greece, Greenland, Hungary, Iceland, Iraq, Israel, Jordan, Kuwait, Latvia, Lebanon, Lithuania, Macedonia, Montenegro, The Netherlands, Norway, Oman, Pakistan, Poland, Qatar, Saudi Arabia, Serbia, Slovenia, Sudan, Sweden, Syria, United Arab Emirates, The United Kingdom, and Yemen. ~~Yemen, and Yugoslavia.~~

EDU/PolRev&Dev/ADCOM/SecC/GCDO07AC/07AC to LRE(DIV)

235-07G TEACHERS (CREDENTIALS AND LICENSES) - POLICY  
AMENDMENT

VOTED, To amend GC E 05 20, Teachers, to read as follows:

E 05 20 Teachers—1. Teachers—A denominational K-12 teaching certification process is administered by each division. It stipulates minimum academic qualifications and continuing education requirements for teachers in Seventh-day Adventist schools. Employing organizations shall verify that church membership is in regular standing, for Seventh-day Adventist teachers, and that, for all teachers, there has been a history of appropriate ethical and moral conduct. A criminal background check shall also be conducted. A teaching certificate shall not be issued to any person who has been convicted of a felony or who has exhibited unethical or immoral conduct that would put children at risk, such as, but not limited to, child abuse, or that would otherwise be unacceptable for such a position. A certificate may be revoked or suspended for any reason that is cause for dismissal as provided for in the appropriate education code.

1. Criteria—a. Commissioned Ministry of Teaching Credential - No change

b. ~~Commissioned Ministry of Teaching License—Where applicable, to License—To~~ licensed/certificated teachers/educators with not fewer than three years of satisfactory service, who have a commitment to long-term service in ~~the~~ Seventh-day Adventist system of education, who support the fundamental beliefs of and are in regular standing in the Church, and whose lifestyle is consistent with acceptable Adventist Christian behavior. who practice a Seventh-day Adventist lifestyle.

c. ~~Ministry of Teaching Certificate—Generally License—Generally~~ to entry level teachers or teachers initiating their work in ~~the~~ Seventh-day Adventist education. education system. This is a provisional status for all newly employed Seventh-day Adventist teachers.

d. In some divisions other appropriate terms or license - No change

2. Procedures—a. Candidates eligible for Commissioned Ministry - No change

b. Employees holding a Commissioned Ministry of Teaching License ~~License, after an appropriate period of service,~~ may be eligible for the Commissioned Ministry of Teaching ~~Credential.~~ Credential after five years of satisfactory full-time service.

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c. It is recommended that ~~an appropriate~~ a commissioning service be conducted when an employee is granted a Commissioned Ministry of Teaching Credential.

3. Renewal—After the initial period of approval, renewal of such - No change

HR/PolRev&Dev/ADCOM/SecC/TreC/GCDO07AC/07AC to LRE(DIV)

#### 222-07G HOLIDAYS - POLICY AMENDMENT

VOTED, To amend GC E 75 45, Holidays, to read as follows:

~~E 75 45 Holidays—The number of paid holidays granted in any one year shall not exceed nine, and any leave taken beyond that shall be treated as part of the annual vacation.~~  
Holidays—Paid holidays and office closings are at individual employers' discretion and are generally influenced by the respective organization's needs, climatic conditions, as well as national and local laws. Each division is responsible for regulating holiday and vacation policy in its own territory.

HR/PolRev&Dev/ADCOM/SecC/GCDO07AC/07AC to LRE(DIV)

#### 223-07G EXCEPTIONS (VACATIONS AND HOLIDAYS) - POLICY DELETION

VOTED, To delete GC E 75 50, Exceptions, which reads as follows:

~~E 75 50 Exceptions—In those countries where laws require longer vacations and additional holidays and also in certain fields of service where climatic conditions require longer leaves, exceptions to this general plan may be made. Each division shall regulate vacation policy in its own territory.~~

EDU/PolRev&Dev/ADCOM/SecC/GCDO07AC/07AC to LRE(DIV)

#### 224-07G TEACHERS—EMPLOYMENT CONDITIONS OF ELEMENTARY SCHOOL OR JUNIOR ACADEMY - POLICY AMENDMENT

VOTED, To amend GC FE 60, Teachers—Employment Conditions of Elementary School or Junior Academy, to read as follows:

FE 60 Teachers—Employment Conditions of Elementary School or Junior Academy

1. The employment, assignment, and transfer of teachers shall be - No change
2. An elementary school or junior academy teacher ~~with a regular teaching certificate shall be placed on an internship for a minimum of two years, and if successful, who otherwise has met all the requirements for denominational certification~~ shall be granted regular denominational employment ~~status~~. after having successfully completed an introductory period of a minimum of two years of full-time service, unless otherwise required by law.
3. Teachers' salaries shall be in harmony with the denominational - No change
4. Regular allowances such as rent subsidy, medical, etc., shall be - No change
5. Arrangements shall be made for teachers who desire denominational - No change
6. The local churches are to share in the expense of this program as - No change
7. Conferences/Missions/Fields shall unite with churches in bringing - No change

FM/PolRev&Dev/217-06G/FM/PolRev&Dev/ADCOM/PolRev&Dev/ADCOM/GCDO07AC/07AC  
to LRE(DIV)

203-07G FAMILY MINISTRIES—DEPARTMENTAL POLICIES -  
POLICY AMENDMENT

VOTED, To amend GC FF, Family Ministries—Departmental Policies, to read as follows:

FF Family Ministries—Departmental Policies

FF 05 Philosophy

~~Scripture affirms the importance of the family and outlines the divine principles which govern family relationships. At creation, God instituted marriage—and with it the family (Gen 2:18-25)—as God's primary setting for human development and nurturance. When Christ redeemed all human experience from the curse of sin, He redeemed marriage and family relationships. He calls family members to relate in ways that befit those who have responded to the gospel (Eph 5:21-6:4). Because the family is the primary place where the capacity for love and for intimacy with God and with other human beings is developed and where Christian values are passed from one generation to the next, the family is central to the discipling process~~

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~~(John 8:31, 13:35). As Scripture magnifies last day events, the spotlight again falls upon the family. The Bible predicts that before the great day of the Lord, in the spirit and power of Elijah, God will give a final call to this generation, turning hearts to Himself and family members toward one another (Mal 4:5, 6).~~

~~Ellen G White held strong convictions regarding the importance of families and ministry to them. “There is no more important field of effort than that committed to the founders and guardians of the home.”—*The Ministry of Healing*, p 351. “Our work for Christ is to begin with the family, in the home. . . . By many this home field has been shamefully neglected and it is time that divine resources and remedies were presented, that this state of evil may be corrected.”—*Testimonies for the Church*, vol 6, pp 429, 430.~~

Scripture affirms the importance of the family and outlines divine principles which govern family relationships. Ellen G White held strong convictions regarding the importance of families and ministry to them: “The restoration and uplifting of humanity begins in the home . . . The well-being of society, the success of the church, the prosperity of the nation, depend on home influences.”—*The Ministry of Healing*, p 349.

The broad principles found in the Scriptures and expressed in the counsels of Ellen G White, provide the basis for the ministry to families promoted by the Seventh-day Adventist Church.

The ~~Department of Family Ministries~~ Department recognizes the significance of family in the lives of believers and nonbelievers alike. It endeavors to strengthen the home as a ~~disciple-making~~ disciple-making center where family members through their interpersonal relationships are encouraged in their relationship with Jesus Christ and His Church, and where the relational skills necessary for emotionally-healthy relationships and winsome witness are developed. It helps individuals build and maintain warm, intimate ties with God and family that meet the yearnings of the human heart for connectedness and gives life purpose and meaning. It recognizes that healthy Christian families make strong members of society and the kingdom of God. The department endeavors to keep in perspective both God’s ideals for family living and an understanding of the brokenness experienced by individuals and families in a fallen world. Thus Family Ministries calls individuals, married couples, and parents to stretch toward divine ideals, while at the same time extending the redemptive, healing ministry of Christ. Efforts on behalf of families are held to be urgent, vital, and integral to the message and mission of the Church.

## FF 10 Objectives

Recognizing the mutual strength and support which the church must be to the home, and the home to the church, if the mission of the church is to become a reality, the ~~Department of~~ Family Ministries Department has adopted the following objectives:

1. To proclaim the reviving and restorative message of the everlasting - No change
2. To affirm and strengthen every Seventh-day Adventist family as a primary discipling unit. Family Ministries seeks to deepen understanding of the relational dimension of being and making disciples and to strengthen family members as ~~disciplemakers~~ disciple-makers within the family. A married couple is viewed as the primary unit of the family. The department seeks to provide couples and families with access to educational, enrichment, and counseling opportunities to enhance the development of the relational skills necessary for the effective discipling of one another and growth toward ~~optimal~~ vibrant Christian marriage, parent-child and extended family relationships.
3. To enable parents and families to increase the likelihood - No change
4. To create a “family of God” experience in every - No change
5. To empower families for winsome witness. Beyond the priority placed on the home as the most important mission field, Family Ministries helps families to discover and utilize their spiritual gifts in the community around them. The department encourages and enables families to relate in winsome ways and to share Jesus with nonbelieving family members, to befriend their neighbors, and friends, as they support the Church and its mission outreach through their prayers, offerings, and service. ~~to share the good news of life in Christ, and to support, through their prayers, offerings, and service, the mission outreach of the church.~~

## FF 15 Areas of Emphasis

Family Ministries seeks to widen the Church’s understanding of families beyond a mere collection of individuals to see the family as an intricate, dynamic system of relationships. The focus of Family Ministries is upon ~~relationships.~~ growing emotionally healthy relationships—beginning with the pastor’s family and expanding outward to touch ever-enlarging circles. ~~It is a ministry to the “and,” such as in husband and wife, parent and child.~~ Thus this ministry concerns itself primarily with relational dynamics rather than the needs of individuals per se. The basic target areas of emphasis for the ~~Department of~~ Family Ministries Department are premarital guidance, strengthening marriage, parent education, and general family relationship education with attention also given to the unique relational needs of extended families, single parenting, step-family needs, and the family needs of parents, stepfamilies, and singles. The development



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of relational skills fostered by Family Ministries empowers young people, singles, and families and enriches relationships both within the home and within the church, the household of faith. The overarching ministry objective to enable the family as a discipling center pervades all of the departmental activities and is expressed as well in a unique approach to evangelism which brings together both an understanding of the disciple-making process and an understanding of families and how they function.

The curriculum framework upon which leadership and resource development are based includes eleven major areas: theological foundations, family and mission, families in society, marriage and family dynamics, interpersonal relationships, parent education and guidance, human growth and development, human sexuality, family ethics, family resource management, and family ministries programs and implementation.

FF 15 05 Methodologies—Three broad categories define the methodologies best suited to the ministry to families facilitated by the department: education, enrichment, and counseling. The pastor is key to the success of the ministry in all three arenas.

1. Education—Substantial revelation concerning the divine purpose - No change
2. Enrichment—The department prepares resources and develops - No change
3. Counseling—The crucial role and importance of the counseling - No change

FF 20 Departmental Staff and Governance - No change

TED/SEC/PoIRev&Dev/ADCOM/GCDO07AC/07AC to LRE(DIV)

213-07G RATIONALE (RATIONALE FOR SEVENTH-DAY  
ADVENTIST INTERNATIONAL HEALTH FOOD  
MINISTRY) - POLICY AMENDMENT

VOTED, To amend GC HI 05 05, Rationale, to read as follows:

HI 05 05 Rationale—The Seventh-day Adventist Church believes that men and women were made in the image of God and that Church-affiliated health and food ministries distinctively contribute to their restoration. This belief derives from the Bible-based conviction that each person is made in the image of God and has a responsibility toward God the Creator. Each individual is “the temple of the living God...bought with a price,” and it is incumbent upon each person to care for his/her body as well as spirit, since both belong to God.

The ~~Church's conviction~~ Church holds that a vegetarian diet is near to the ideal planned by the ~~Creator~~ Creator. This influenced various ~~church~~ Church entities to establish food industries for the production of plant protein and other health-oriented foods. ~~foods based on the Church's religious teachings.~~

The philosophy of the food ministry of the Church is in part defined in the writings of Ellen G White, one of the early leaders of the Seventh-day Adventist Church, and one who, because of inspired insights, wrote with more than ordinary knowledge.

1. Mission Statement—International Health Food Ministry is a service that is coordinated by the General Conference, and dedicated to encouraging the production, distribution, and promotion of foods and meat substitutes that are palatable, nourishing, and affordable, to assist humanity in reaching the goal of healthful living in harmony with the nutritional philosophy promoted by the Seventh-day Adventist Church.

~~1.~~ 2. Rationale—"The productions which God has supplied are to be - No change

~~2.~~ 3. Education—In association with the health ministry of the Church - No change

~~3.~~ 4. Motivation—Physical facilities of Church-affiliated food industries - No change

~~4. Mission Statement—International Health Food Ministry is a service that is coordinated by the General Conference, and dedicated to encouraging the production, distribution, and promotion of foods and meat substitutes that are palatable, nourishing, and affordable, to assist humanity in reaching the goal of healthful living in harmony with the nutritional philosophy promoted by the Seventh-day Adventist Church.~~

SPD/PolRev&Dev/ADCOM/GCDO07AC/07AC to LRE(DIV)

214-07G GENERAL PROVISIONS (MINISTERIAL TRAINING) -  
POLICY AMENDMENT

VOTED, To amend GC L 05 05, General Provisions, to read as follows:

L 05 05 General Provisions—The educational requirement for entrance into the ministry shall be completion of the Ministerial Training Course as prescribed by the division committee. Candidates for the ministry who, because of age or unusual circumstances, have not completed the Ministerial Training Course as prescribed by the division and who are considered for employment as ministers, shall be referred for consideration to the respective union committee for careful ~~study~~. study and implementation of applicable division policy in such circumstances.

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225-07G HOST DIVISION COUNTRY RATE - POLICY  
AMENDMENT

VOTED, To amend GC M 15 45, Host Division Country Rate, to read as follows:

M 15 45 Host Division Country Rate—The remuneration and allowances an interdivision employee or interdivision employed spouse receives while serving in a particular country in the host division. It includes local salary, expatriate allowance (if any), base country deposit (if any), and any applicable local allowances for which an interdivision employee would continue to have ongoing responsibility, such as automobile depreciation (if the interdivision employee still owns an automobile), child allowance, compassionate leave (where applicable), and housing allowance (where applicable). Even if an interdivision employee chooses to remain on the host division country rate during furlough, medical allowance, furlough rent subsidy (when applicable), and automobile mileage or kilometrage reimbursement will be at the applicable rates and under the policies of the base division country. Educational allowance for children in secondary schools or colleges will normally remain under the policies applicable to an interdivision employee in the field, even during furlough, but any elementary level educational allowance for children enrolled in school in the base division during furlough would be granted under the policies of the base division country. In the case of extended furloughs beyond the normal two or three months and where a full semester or quarter for secondary school- or college-age children is included, the educational allowance for that period of time will be based on the rates and policies of the base division country rather than the policy for children of interdivision employees studying in the base division (see O 55 and O 60), since the interdivision employee is eligible to receive the base division country rate. (See also P 50 35.)

TRE/PolRev&Dev/ADCOM/SecC/TreC/GCDO07AC/07AC to LRE(DIV)

226-07G LOCAL EMPLOYER OR HOST DIVISION RESPONSIBILITY-  
CODES 1, 2, 4, AND 6 (GENERAL CONFERENCE  
RESPONSIBILITY - CODE 3) - POLICY AMENDMENT

VOTED, To amend GC M 20 20, Local Employer or Host Division Responsibility - Codes 1, 2, 4, and 6 (General Conference Responsibility - Code 3), to read as follows:

M 20 20 Local Employer or Host Division Responsibility - Codes 1, 2, 4, and 6 (General Conference Responsibility - Code 3)—1. Local salary while in the host division, during ~~furlough~~ and furlough, optional annual leave, and annual leave including the employer's share of local national insurance/social security and other employer borne payroll taxes. (See O 25.)

2. All local allowances which may include, but are not limited to - No change
3. Employer's share of base division country national insurance - No change
4. Housing provided by the local employer or host division - No change
5. Medical expense reimbursement and repatriation costs, if required for medical care, for the interdivision employee and eligible family members while serving in the host division. This does not include medical expense reimbursement for appointee/furlough/optional annual leave/annual leave, ~~leave~~, or permanent return periods, or for children in secondary schools or colleges who are studying outside the host division. (See O 75.)
6. Travel expense reimbursement for business travel as authorized - No change
7. Local payments for visas, passports, work permits, etc., after arrival - No change
8. Elementary educational allowance - No change
9. Fifty percent reimbursement for doctoral degrees - No change
10. Postgraduate/continuing education expense - No change
11. Fifty percent reimbursement for medical/dental/optometrical - No change
12. Fifty percent residency program amortization - No change
13. Fifty percent financial assistance to nurses with advanced degrees - No change
14. Professional membership fees and magazine allowance - No change
15. Special vacation allowance - No change
16. Cost of intradivision moves of interdivision employees - No change
17. Child adoption assistance for adoptions taking place within the - No change
18. Insurance coverages including accidental death and dismemberment - No change
19. Advanced study arrangements - No change

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20. Qualifying/licensing expenses for physicians/dentists/optometrists - No change

21. All specialized training costs authorized by the local employer or the host division while in the base division during the preembarkation period or while on ~~furlough~~ or furlough, optional annual leave, or annual leave. (This does not include attendance at the Institute of World Mission or language study.) (See N 15 and O 10.)

22. Compassionate leave (where applicable).

23. Any other allowances granted to local employees.

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In principle, the local organization is to bear costs equivalent - No change

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249-07G AMORTIZATION BY INTERDIVISION SERVICE -  
POLICY AMENDMENT

VOTED, To amend GC N 20 05, Amortization by Interdivision Service, to read as follows:

N 20 05 Amortization by Interdivision Service—Financial assistance to interdivision appointees for general and professional educational indebtedness shall be amortized by interdivision service. Amortization shall be scheduled in harmony with the provisions of the policy under which the assistance was granted, and be applied for actual full-time interdivision service including furloughs, optional annual leaves, annual leaves, language study, and earned postgraduate study time.

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251-07G MEDICAL/DENTAL/OPTOMETRICAL APPOINTEE  
INDEBTEDNESS - POLICY AMENDMENT

VOTED, To amend GC N 25 20, Medical/Dental/Optometrical Appointee Indebtedness, to read as follows:

N 25 20 Medical/Dental/Optometrical Appointee Indebtedness—1. If a physician/dentist/optometrist under appointment has educational indebtedness, including accrued

interest, not exceeding the maximum allowed under the provisions of N 25 25, ~~he/she~~ the appointee may be permitted to proceed to the interdivision host division country, provided the General Conference Interdivision Employee Remuneration and Allowances Committee and the calling division agree to grant indebtedness liquidation assistance. (See N 35 10, paragraph 7.)

2. If the General Conference Interdivision Employee Remuneration and Allowances Committee and the calling division approve the granting of assistance, the interdivision employee shall be granted indebtedness liquidation assistance for each year of interdivision service. ~~granted for each year of interdivision service given, indebtedness liquidation assistance at the rate of one sixth of the maximum amount allowed under N 25 25, plus the current year's interest, until the indebtedness has been liquidated together with any interest thereon. For those employed on Code 1, 2, 4, and 6 budgets, the expense shall be shared equally between the General Conference and the host division. For those on Code 3 budgets, the General Conference shall bear the full expense. This policy is not applicable to those on Code 5 budgets.~~

a. Any physician/dentist/optometrist who joined the North American Deferred Mission Appointee Program before October 2004 shall receive assistance at the rate of one-sixth of the maximum allowed under N 25 25, plus each current year's interest, until the indebtedness has been liquidated together with any interest thereon (applicable to a six-year plan).

b. All other physician/dentist/optometrist interdivision employees shall receive an annual fixed amount of indebtedness liquidation assistance which shall be determined upon acceptance of the call, for a period no longer than ten years.

c. For those employed on Code 1, 2, 4, and 6 budgets, the expense shall be shared equally between the General Conference and the host division.

d. For those on Code 3 budgets, the General Conference or the funding organization shall bear the full expense.

e. This policy is not applicable to those on Code 5 budgets.

3. Ordinarily a physician/dentist/optometrist under appointment shall not proceed to the host division country with indebtedness beyond the amount allowed under the provisions of N 25 25. Exceptions may be made to this limitation on a case-by-case basis only if the General Conference Interdivision Employee Remuneration and Allowances Committee and the calling division agree they are necessary to meet special requirements in the host division country or to secure physicians/dentists/optometrists with special qualifications, and provided mutually satisfactory arrangements are made with the physician/dentist/optometrist under appointment. ~~The General Conference does not participate in any assistance beyond that provided for in~~

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~~paragraph 1. above unless it should involve an individual on a Code 3 budget. The full cost of any assistance given beyond that in paragraph 1. above is borne by the host division or employing organization in the host division.~~

4. If an exception for excess indebtedness is agreed to under the provisions of paragraph 3. above, the agreement shall indicate which of the following two methods of amortization will apply:

a. Consecutive Amortization—Amortization of the excess indebtedness to begin only after the indebtedness allowed under paragraph 1. above has been fully amortized. The General Conference and the host division shall then begin granting liquidation assistance on the excess indebtedness at the same rate for each year of interdivision service given as for the indebtedness amortized under paragraph 2. above until the excess indebtedness has been liquidated or the maximum amortization authorized in the agreement has been reached.

b. Concurrent Amortization—~~Amortization~~ Amortization—1) Six-year Plan—Amortization of the excess indebtedness to take place concurrently with the amortization allowed under paragraph 2. a. above by dividing the amount of the excess agreed to by six, if the appointee qualifies for amortization under paragraph 2. a. above. The host division or the employing organization in the host division is responsible for adding this amount to its share of the annual amortization amount delineated in six and allowing this additional amount to be added to the annual amortization under paragraph 2. a. above. The General Conference does not participate in concurrent amortization, unless the appointee is on a Code 3 budget.

2) Ten-year Plan—Amortization of the excess indebtedness to take place concurrently with the amortization allowed under paragraph 2. b. above by dividing the amount of the excess agreed to by 10. The host division or the employing organization in the host division is responsible for adding this amount to its share of the annual amortization amount delineated in paragraph 2. b. above. The General Conference does not participate in concurrent amortization, unless the appointee is on a Code 3 budget.

5. If for any reason the interdivision employee does not work - No change

6. Those receiving assistance under this policy are not eligible for - No change

TRE/PolRev&Dev/ADCOM/TreC/GCDO07AC/07AC to LRE(DIV)

252-07G MAXIMUM MEDICAL/DENTAL/OPTOMETRICAL  
APPOINTEE INDEBTEDNESS - POLICY AMENDMENT

VOTED, To amend GC N 25 25, Maximum Medical/Dental/Optometrical Appointee Indebtedness, to read as follows:

N 25 25 Maximum Medical/Dental/Optometrical Appointee Indebtedness—1. The total amount of educational indebtedness allowable for a physician/dentist/optometrist under appointment to serve in a capacity requiring such training and credentials shall be determined by the General Conference Interdivision Employee Remuneration and Allowances Committee on a case-by-case basis, taking into consideration the appointee's actual educational indebtedness. ~~indebtedness, but in no case exceeding the maximums established in paragraphs 2. and 3. below.~~

2. The maximum indebtedness allowable in each case for the period of medical/dental/optometrical education shall be determined by the General Conference Interdivision Employee Remuneration and Allowances Committee by applying the following formula:

a. A maximum amount up to what tuition charges and required enrollment fees were for the course, at the university where the degree was obtained plus the cost of books up to US\$1,000 per year for a maximum of four years, and for dental students, the additional amount required for instruments and supplies, as authorized by the degree-granting school of dentistry and approved by the General Conference Interdivision Employee Remuneration and Allowances Committee, and

b. A maximum amount equal to what the interest was on the - No change

3. If the physician/dentist/optometrist under appointment has - No change

4. Those receiving assistance under this policy are not eligible for - No change

TRE/PolRev&Dev/ADCOM/TreC/GCDO07AC/07AC to LRE(DIV)

250-07G FINANCIAL ASSISTANCE TO DEFERRED MISSION  
APPOINTEES, LOMA LINDA UNIVERSITY - POLICY  
AMENDMENT

VOTED, To amend GC N 30, Financial Assistance to Deferred Mission Appointees, Loma Linda University, to read as follows:



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N 30 Financial Assistance to Deferred Mission Appointees, Loma Linda University

N 30 05 ~~North American Division~~ Deferred Mission Appointee Program—1. a. A student enrolled in a Doctor of Dental Surgery or Medical Doctor program at Loma Linda University who, prior to the end of the senior academic year, indicates a commitment to serve as an interdivision medical/dental employee may apply through the General Conference Representative's Office on the Loma Linda University campus.

b. All applicants must be in regular standing at Loma Linda University and have already obtained government or private loans sufficient for their full tuition and related expenses while a student at Loma Linda University.

c. After examining the applications, the Loma Linda University Deferred Mission Appointee Committee will recommend to the General Conference Appointees Committee individuals for deferred mission appointee status positions. The General Conference Appointees Committee will limit its approval to the number of available positions as determined by the General Conference Interdivision Employee Budget Oversight Committee. Base division status shall be determined by the General Conference Appointees Committee and shall be based on applicable General Conference working policies at the time of the call.

2. Student Loans—A medical/dental deferred mission appointee - No change

3. Funding—a. Each medical/dental deferred mission appointee - No change

b. The deferred mission appointee shall be awarded grants and low-interest loans through normal ~~federal~~ government and Loma Linda University institutional sources. Additional funds, if required and approved, will be lent from the Loma Linda University Deferred Mission Appointee Endowment Account. The total amount shall not exceed the established living ~~allowance and allowance,~~ tuition, and required enrollment fees, plus the cost of books up to US\$1,000 each year and, for dental students, additional loans to cover the cost of instruments and supplies as authorized by the School of Dentistry and approved by the General Conference Interdivision Employee Remuneration and Allowances Committee.

c. A living allowance, not to exceed the standard - No change

d. The deferred mission appointee shall sign a contract - No change

e. When the deferred mission appointee begins the term - No change

4. Procedures—The procedures to be followed in the deferred - No change

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5. Those receiving assistance under this policy for graduate debts are - No change

Closing prayer was offered by Guy F Roger, President of the Sahel Union Mission, West-Central Africa Division.

Jan Paulsen, Chair  
Lowell C Cooper, Chair  
Ella S Simmons, Chair  
Vernon B Parmenter, Secretary  
Larry R Evans, Editorial Secretary  
Susan L Wolfe, Recording Secretary

ANNUAL COUNCIL OF THE  
GENERAL CONFERENCE EXECUTIVE COMMITTEE

October 16, 2007, 9:00 a.m.

DEVOTIONAL

The devotional message entitled, "Hope Transforms Those Who Wait to See Hope Fulfilled," was presented by Adrian Bocaneanu, Director of Hope Channel Romania, and local church pastor, Euro-Africa Division.

The first parable in Matthew 25 has again two types of people waiting for an important person to appear. Both groups have limitations and failures: "They all slumbered and slept," (Matt 25:5). The difference in the amount of oil they carried has one explanation: Some women were so determined to see the wedding retinue that they took an unusually large reserve. The others were equally expressive in their desire to join the ceremony but did not support their desires with the appropriate acts of preparation. I see more and more members and leaders of our Church going beyond their comfort zone and filling their lives with an overwhelming passion to see Jesus in His glory. This hope transforms us and becomes itself a sign of hope.

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Jan Paulsen, chair, called to order the sixth session of the 2007 Annual Council.

Prayer was offered by Paul S Brantley, Director of the General Conference Office of Program Impact and Appraisal.

PRE/ADCOM/PreC/GCDO07AC/07AC to LCC

119-07G NETADVENTIST SOFTWARE

VOTED, To request General Conference administration to proceed toward assuming ownership of netAdventist software no later than January 1, 2009, and to arrange for the protection and viability of the core software while encouraging the widespread use and interconnectivity of denominational entity Web sites.

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PRE/ADCOM/PreC/GCDO07AC/07AC to LCC

120-07G OFFICE OF GLOBAL SOFTWARE AND TECHNOLOGY

VOTED, To request General Conference administration to establish during 2008, an Office of Global Software and Technology. The purpose of the office is to establish a forum and network on the development of global software and to facilitate sharing of software.

TAGNET PRESENTATION

Dan Houghton made a presentation regarding the use of technology and the netAdventist software.

ADVENTIST UNIVERSITY OF AFRICA—CONSTITUENCY  
MEETING

At 10:30 a.m., a constituency meeting of the Adventist University of Africa was called, after which the business session of the General Conference Executive Committee was reconvened.

07AC to MAB

ANNUAL COUNCIL INVITEES WITH VOICE BUT NO VOTE—  
RESCIND ACTION

VOTED, To rescind the action taken on Sunday afternoon, October 14, regarding Annual Council invitees with voice but no vote.

07AC to MAB-Con&By

125-07G LOCAL CONFERENCE/MISSION PRESIDENTS AT ANNUAL  
COUNCILS

VOTED, To refer the issue regarding local conference/mission presidents receiving voice/vote at Annual Councils held in their respective divisions to the Constitution and Bylaws Committee.

07AC to MAB

ANNUAL COUNCIL INVITEES WITH VOICE BUT NO VOTE

VOTED, To invite the following individuals to attend Annual Councils with voice but no vote:

1. Union treasurers and secretaries when Annual Council is held in their respective division.
2. General Conference associate departmental directors and associate directors/vice presidents from the Biblical Research Institute, Adventist Mission, Human Resource Services, Adventist Risk Management, Adventist Development and Relief Agency, Griggs University, and the Ellen G White Estate.

07AC to MAF

ADVENTIST TELEVISION NETWORK CORPORATION  
FORMATION

VOTED, To form a corporation for the Adventist Television Network.

GCSPan-Ssub/ADCOM/GCSPan-Ssub/ADCOM/07AC to GDK

115-07G GENERAL CONFERENCE SESSION - 2010—THEME

VOTED, To select the theme *Proclaiming God's Grace* for the 2010 General Conference Session.

STW/PolRev&Dev/OGC/STW/PolRev&Dev/ADCOM/TreC/GCDO07AC/07AC to LRE(DIV)

231-07G CHURCH OFFERINGS (DENOMINATIONAL FUNDING) -  
POLICY AMENDMENT

VOTED, To amend GC S 50 05, paragraph 2., Church Offerings, to read as follows:

2. ~~Church Offerings—Stability~~ Systematic Giving—Stability for the work is assured by ~~coordinating church giving into a regular offering pattern which guarantees the~~ “Systematic

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Giving Combined Offering Plan” which provides continuing income to the various church operations around the world. Certain funds are kept at the local church level, others are sent to the local conference/mission/field, and still others to the union, division, or General Conference. This is to provide balanced support for all the approved operations of the Church. A percentage of these funds is kept at the local church level, while the remainder is divided among the local conference/mission/field, union, division, and General Conference. This approach provides balanced support for the approved operations of the Church.

STW/OGC/PolRev&Dev/ADCOM/PolRev&Dev/ADCOM/TreC/GCDO07AC/07AC to  
LRE(DIV)

#### 219-07G CONTRIBUTED FUNDS - POLICY AMENDMENT

VOTED, To amend GC S 50 20, Contributed Funds, to read as follows:

S 50 20 Contributed Funds—All funds contributed by our members for any cause, including authorized special projects, in response to appeals, shall be passed through the regular channels of the Church. Donor designated funds shall be used in accordance with the wishes of the donor and not diverted to other causes. All funds contributed to the local church, including those to be passed through for designated special projects, shall be limited to donations to or for organizations of the Seventh-day Adventist Church as listed in the *Yearbook*, or their affiliates. This provision does not prohibit local churches from using donated funds for local church-sponsored mission projects which may use other organizations to fulfill the projects with the local church.

AWR/07AC to TNCW

#### 118-07G ADVENTIST WORLD RADIO OPERATING GUIDELINES

VOTED, To amend the Adventist World Radio Operating Guidelines, to read as follows:

##### Article I. Purpose

Section 1. Mission Statement—Adventist World Radio broadcasts the Adventist hope in Christ to the hardest-to-reach people groups of the world in their own languages.

Section 2. Vision Statement—Adventist World Radio (AWR) staff, directors, and constituents envision radio and internet broadcasts reaching into countries where the Church cannot have a public presence. ~~presence on the ground~~. These broadcasts would be the first

contact with the Adventist message ~~in Christ for many people groups. The broadcasts and would become a bridge between listeners and Adventist people, who can then respond with and would result in listeners receiving~~ Bible studies, fellowship, baptism, and church membership. The broadcasts ~~can~~ would also be a continuing source of nurture for those who cannot have contact with other Adventist people. In places where Adventists ~~can~~ do have a presence on the ground, the broadcasts will serve as seed sowing for follow-up by local church people using other evangelistic tools. It is envisioned that the work of AWR will be a significant means of reaching un-reached people groups so that all of the world will hear the gospel according to Jesus' command and the end can come.

Section 3. Philosophical/Theological Mandates—The Seventh-day Adventist Church takes seriously the gospel commission given by Jesus Christ and other Scriptural instruction.

Matthew 28:18-20 “Then Jesus came to them and said, ‘All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.’” (NIV)

Matthew 24:14 “And this gospel of the kingdom will be preached in the whole world as a testimony to all nations, and then the end will come.” (NIV)

Revelation 14:6 “Then I saw another angel flying in midair, and he had the eternal gospel to proclaim to ~~whose~~ those who live on the earth—to every nation, tribe, language and people.” (NIV)

Isaiah 65:1 “I revealed myself to those who did not ask for me; I was found by those who did not seek me. To a nation that did not call on my name, I said, ‘Here am I, here am I.’” (NIV)

While there are multiple methods of communicating the gospel to people in many places of the world, there are other areas where gospel outreach is severely limited because of isolation, issues pertaining to freedom, and economic resources. AWR was established in 1971 by the General Conference to reach ~~into~~ such restricted areas by means of the radio airwaves. ~~airwaves used by radio~~. In some situations this method appears to be the only way of reaching certain groups of people. Therefore, AWR helps to fulfill the mandate of our Lord that every people group and language should hear the gospel no matter the difficulty, and only “then” will the end come. AWR is, therefore, primarily a mission-broadcasting agency.

Section 4. Broadcast Priorities—In order to achieve the purpose described above, AWR will establish priorities for its work. The highest priority for the use of its resources will be the

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hardest-to-reach people groups of the world such as those countries within the 10/40 ~~window~~. Window. Other areas may receive more limited assistance.

Section 5. Methodology—this organization is a radio ministry, and short wave radio is its prominent tool because it is the best way of bypassing many of the severe limitations faced in some areas since the broadcasts take place outside of the country to be reached. However, AWR may use any form of radio that is the best method to accomplish its goal. AWR also uses FM, medium wave, satellite radio, podcasts, and other variations, including internet. streaming audio over the internet and other audio related technologies. Furthermore, AWR broadcasts in local languages with speakers who were raised in the language and culture that they are using. Programming content is prepared for non-Christian listeners.

Section 6. Values—AWR seeks to create an organizational climate that functions with these values:

- AWR operates with a sense that this is God's organization and God's mission, and it is His plan that we seek and we depend upon for on Him in all that we do.
- All individuals associated with AWR have a passion for mission that is consciously connected with whatever task is their responsibility.
- Prayer is an essential organizational activity that affects decision-making and actions for every step of the way.
- An awareness of the constant presence of the Holy Spirit is cultivated along with a sense of dependence upon Him for guidance.
- Respect and appreciation is extended to every race, nationality, and culture with a particular sensitivity for understanding cross-cultural matters.
- Commitment to integrity will characterize all of our activities and relationships.
- Each individual's intention is to be relationally positive and affirming to others regardless of position, gender, or other ~~difference.~~ differences,
- Collaborative decision-making and teamwork is our goal, and workers are committed to resolve conflict should it arise.
- Creativity, innovation, and excellence will characterize the products of our work, and growth and learning are encouraged among employees.



- The principle of stewardship of the resources of money, time, and material will be applied throughout the AWR system, because of our sense of responsibility to God.

## Article II. Organization, Offices, and Relationships

Section 1. Organization—AWR is a subsidiary institution of the General Conference of Seventh-day Adventists, and therefore the General Conference Executive Committee shall serve as its constituency. Governance, however, shall be under the direction of a Board of Directors.

Section 2. Offices—The principal office of AWR shall be located at 12501 Old Columbia Pike, Silver Spring, Maryland, 20904, USA. Other region offices, either within or outside the United States, and which contribute to the mission of AWR, may be authorized by the Executive Committee of the Board of Directors. In addition, AWR may establish operations centers, broadcast stations, studios, and lease agreements for the use of facilities that are not owned.

Section 3. Relationships—AWR works in close cooperation with other Seventh-day Adventist Church entities, such as the Office of ~~Global~~ Adventist Mission, the Communication Departments, other media organizations, the world divisions and unions.

## Article III. Board of Directors

Section 1. Membership—The Board of Directors shall consist of not more than thirty-five persons, and their selection shall be guided by the following formula:

- a. President of the General Conference (1)
- b. Secretary of the General Conference (1)
- c. Treasurer of the General Conference (1)
- d. Two vice presidents of the General Conference (2)
- e. Undertreasurer of the General Conference (1)
- f. An associate treasurer of the General Conference (designated by the ~~treasurer~~) Treasurer (1)
- g. Presidents of the world divisions of the General Conference or their designees (13)

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- h. President of AWR (1)
- i. Director of the Communication Department of the General Conference (1)
- j. Director of the Office of ~~Global~~ Adventist Mission of the General Conference (1)
- k. Director of the Adventist Television Network (1)

~~k. l.~~ l. A minimum of six others who are not employed by the church, and are members of the Seventh-day Adventist Church who have a compelling interest in the mission of the Church. At least one shall be from outside of North America. (6+)

Invitees. The other officers of AWR shall be non-voting invitees at any regular or special meeting of the Board of Directors except executive sessions.

The President of the General Conference or his designee shall serve as chair. A Vice President of the General Conference shall serve as vice-chair. The President of AWR shall serve as secretary.

Section 2. Election—The Board of Directors shall be elected by the AWR Constituency at the first Annual Council of the General Conference Executive Committee following each regular General Conference Session. Vacancies occurring on the Board of Directors shall be filled when they occur by the General Conference Executive Committee, except vacancies created by those who hold office on the Board of Directors by virtue of their position in the Seventh-day Adventist Church, in which case the vacancy shall be filled by his/her successor.

Section 3. Meetings—Regular meetings of the Board of Directors shall be held at least annually, generally in conjunction with the Annual Council and/or Spring Meeting of the General Conference Executive Committee. Special meetings may be called at any time by the Board chair or designee, and may be by gathering, by telephone, or by other suitable electronic means.

Section 4. Quorum—A quorum of the Board of Directors shall consist of a simple majority of its members and must include the chair or vice-chair.

Section 5. Power and Authority—The power and authority of the Board of Directors shall be that it:

- a. Establishes the mission of AWR and ensures that it is clearly articulated through a mission statement and by other means.

- b. Promotes understanding and support of the mission, and monitors progress toward achieving the mission by developing and approving a strategic plan.
- c. Evaluates the activities of the organization in relationship to the strategic plan and assesses the effectiveness of these activities.
- d. Provides for and assists in the communication of AWR's story to its various constituencies.
- e. Approves the annual budget, establishes financial policies, monitors compliance, and ensures that appropriate audits are conducted.
- f. Approves any unbudgeted expense over US\$1.5 million.
- g. Monitors financial needs and trends, and participates in making individual contributions as well as in other fundraising activities.
- h. Oversees the management of organizational risks.
- i. Elects the President, Senior Vice President, and the Vice President for Finance, as well as supporting and evaluating them, and if necessary, terminating them.
- j. Appoints the Executive Committee and the Finance Committee.
- k. Reviews and assesses Board of Directors performance.
- l. Recommends changes in these Operating Guidelines to the General Conference Executive Committee.
- m. Conducts such legal and other business matters as may rightfully come before the Board of Directors.

Section 6. Compensation—Members of the Board of Directors shall receive no monetary compensation for their services.

#### Article IV. Executive Committee of the Board

Section 1. Membership—The Executive Committee of the Board shall consist of not more than fifteen members. Their election shall be guided by the following formula:

- a. Chair of the AWR Board of Directors (1)

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- b. The Associate Treasurer of the General Conference designated by the GC Treasurer to work with AWR (1)
- c. President of AWR (1)
- d. Director of the Communication Department of the General Conference (1)
- e. Director of the Office of ~~Global~~ Global Adventist Mission of the General Conference (1)
- f. AWR Vice President for Finance (ex officio) (1)
- g. AWR Senior Vice President (ex officio) (1)
- h. Up to two other officers of AWR. (1-2)
- j. Six ~~non-church~~ non-church employed members of the Seventh-day Adventist Church who have a compelling interest in the mission of the Church. (6)

The chair of the Board of Directors will serve as chair of the Executive Committee. The President of AWR shall serve as secretary.

Section 2. Appointment—The members of the Executive Committee shall be appointed by the Board of Directors at its first meeting in each new quinquennium following a General Conference Session. Vacancies shall be filled by the Board of Directors.

Section 3. Meetings—The Executive Committee shall meet as often as necessary, ~~not less than twice annually~~ at the call of the chair or his/her designee, and by the most appropriate means.

Section 4. Quorum—A quorum of the Executive Committee shall consist of a simple majority and must include the chair or his/her designee.

Section 5. Power and Authority—The power and authority of the Executive Committee shall be that it:

- a. Approves the employment and dismissal of other vice presidents (other than the Senior Vice President and the Vice President for Finance), headquarters leadership staff, and region directors as recommended by the President.

- b. In consultation with the Finance Committee, approves the budgeted purchase or divestiture of assets over US \$100,000.
- c. Approves any unbudgeted expense between US\$100,000 and US \$1.5 million. (Unbudgeted expense over US\$1.5 million must be approved by the full Board.)
- d. Authorizes the establishment and closure of region offices.
- e. Performs other duties of the Board of Directors between sessions of the ~~full~~ Board.

#### Article V. Finance Committee of the Board

Section 1. Membership—The Finance Committee of the Board shall consist of eight members including the President, Vice President for Finance, the Senior Vice President, and Assistant Treasurer of AWR, the chair of the Board of Directors of AWR, the designated Associate Treasurer of the General Conference, and two non-church employees.

The designated Associate Treasurer of the General Conference shall serve as chair. The Vice President for Finance of AWR shall serve as secretary.

Section 2. Appointment—Members of the Finance Committee of the Board shall be appointed by the Board of Directors at its first meeting in each new quinquennium following a General Conference Session. Vacancies shall be filled by the Board of Directors.

Section 3. Meetings—Meetings shall be held by the most appropriate means and shall convene at the call of the chair or his/her designee.

Section 4. Quorum—A quorum of the Finance Committee of the Board shall consist of a simple majority and must include the chair or his/her designee.

Section 5. Power and Authority—The power and authority of the Finance Committee of the Board shall be that it:

- a. Recommends the annual budget to the Board of Directors, in consultation with the AWR Vice President for Finance.
- b. Recommends, to the Executive Committee of the Board, budgeted purchases and divestiture of assets over US\$100,000.
- c. Performs other duties as assigned by the Board of Directors.

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## Article VI. Financial Audit Review Committee

A Financial Audit Review Committee shall be appointed by the Board in accordance with the provisions of the General Conference ~~Working Policy~~, Working Policy, Section SA 15.

## Article VII. AWR Administrative Committee

Section 1. Membership—The members of the Administrative Committee (hereinafter known as AWR ADCOM) shall be the officers (~~President and Vice Presidents~~) (President, Senior Vice President, Vice President for Finance, and the Vice President for Advancement) of AWR.

The AWR President or his/her designee shall serve as chair. The AWR Senior Vice President shall serve as secretary.

Section 2. Appointment—The members of AWR ADCOM are automatically appointed by virtue of their position as officers of AWR. Invitees from among the other leadership staff may attend at the discretion of ADCOM.

Section 3. Meetings—The Administrative Committee shall meet weekly, and/or whenever called.

Section 4. Quorum—A quorum of the Administrative Committee shall consist of a simple majority of the members and shall include the chair or his/her designee.

Section 5. Power and Authority—The power and authority of the Administrative Committee shall be that it:

- a. Implements strategic plans approved by the Board of Directors.
- b. Approves the employment and dismissal of global staff (those who serve across the regions of AWR), the heads of areas of responsibility in the region offices (other than the region director), and in consultation with the ~~GC~~ General Conference Human Resources Department, the support staff at the headquarters office.
- c. Works with the President to recommend nominations for headquarters leadership positions and region directors to be filled by the Executive Committee.
- d. Approves staff job descriptions throughout the system.

- e. Approves and processes ~~furlough~~ furlough/annual leave requests for all AWR ~~inter-division and intra-division~~ interdivision and intradivision employees in accordance with applicable policy.
- f. Creates appropriate policies for AWR staff and operations that are not covered by existing General Conference *Working Policy*.
- g. Approves the local policies that may be developed in the various regions.
- h. Coordinates preparation of the annual budget and monitors periodic financial reports.
- i. Negotiates changes within the operating budget, approves unbudgeted purchases, and where necessary refers these matters to the Finance Committee.
- j. Approves capital expenditures and divestitures from US\$5,001 to \$100,000.
- k. Appoints and monitors operating committees at AWR regions and sites.
- l. Reviews and approves requests for broadcasts in new languages, assistance with new production studios, and other special projects.
- m. Approves appropriate personnel for check signing authority.
- n. Authorizes and approves the signing of all contracts.
- o. Approves recipients of the AWR Silver Trumpet Award.
- p. Serves as the highest authority under the Board for decision-making and administering AWR throughout the system.

#### Article VIII. Region/Site Operating Committees

Section 1. Membership—Each region office, station, or other organizational center within AWR shall establish an Operating Committee (OC) to make decisions pertaining to that site. The Region Director or Site Manager shall serve as chair.

Section 2. Appointment—The members of each OC shall be approved by the AWR Administrative Committee.

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Section 3. Meetings—Meetings shall be held by the most appropriate means and shall convene at the call of the chair or his/her designee, but not less than once a month.

Section 4. Quorum—A quorum of the committee shall consist of a simple majority and must include the chair or his/her designee.

Section 5. Power and Authority—The power and authority of the Operating Committees shall be that it:

- a. Oversees operations at the site and manages the facilities, making recommendations as needed to AWR ADCOM.
- b. Recommends an annual budget to the AWR ~~VP~~ Vice President for Finance for the operation of the site.
- c. Approves local operating expenditures, and capital purchases and divestitures, within the approved budget for items up to \$5,000. Costs above these amounts or outside the budget shall ~~should~~ be referred to AWR ADCOM.
- d. Reviews and monitors on a monthly basis, financial reports in relationship to budget, takes necessary actions to stay within the budget, and sends a monthly report of financial records to the AWR headquarters office.
- e. Manages personnel issues and expenses of staff according to policies of the highest level of the church organization in that territory, or as approved by AWR ADCOM.
- f. Records (and/or approves) travel for staff under the oversight of the OC according to AWR policy.
- g. Employs and dismisses locally hired employees (other than leadership staff) at the site in consultation with AWR ADCOM.
- h. Oversees the selection of ~~student missionaries~~ Adventist volunteers and recommends their call through AWR ADCOM.
- i. ~~Recommends~~ Reviews and recommends furloughs and ~~optional~~ annual leaves for staff to AWR ADCOM.
- j. Approves vacation schedules for staff.



k. Sends minutes within five working days of each meeting to AWR ADCOM for review and for action on items recommended to it.

#### Article IX. Other Committees

Section 1. AWR Investment Committee—Membership of the AWR Investment Committee will be comprised of the AWR Finance Committee and the General Conference Associate Treasurer responsible for ~~Investment Management~~, investment management. The accountant and/or region director/site manager may be invited to participate when addressing matters pertaining to those sites. The responsibilities of this Committee shall be that it:

a. Analyzes the funds available at each flow patterns of AWR Headquarters and its Regions to determine the amounts cash flow needs and predict availability of funds for investment, to be allocated between the various investment options according to the General Conference Investment Policy Guidelines.

b. The AWR administration, by recommendation of the Vice President for Finance, is responsible for investing all new funds, from restricted and unrestricted sources, into the appropriate existing allocation approved by the Investment Committee as per the preceding sub-section [a.].

c. Selects investment advisory consultants as needed.

d. ~~Allocates funds between various investment options according to General Conference Investment Policy Guidelines in the General Conference Working Policy Appendix C.~~

e. d. Receives semi-annual reports regarding performance from investment managers.

Section 2. Advancement Planning Committee—The Advancement Planning Committee is appointed by AWR ADCOM to coordinate and plan initiatives for the Development and Communication offices.

Section 3. Engineering Advisory Committee—The Engineering Advisory Committee is appointed by AWR ADCOM as a means for AWR's engineers to consult with one another and review technical plans and equipment.

Section 4. Technical Advisory Committee—The Technical Advisory Committee is appointed by AWR ADCOM upon the recommendation of the AWR Global Chief Engineer and is made up of Seventh-day Adventist engineers who work in non-church situations and serve as consultants for AWR engineers for planning and technical analysis.

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Section 5. Other Committees—Other committees may be appointed from time to time as they are needed to assist in the work of AWR.

#### Article X. Officers and other AWR Staff

Section 1. Executive officers—The executive officers of AWR shall be:

- a. President/Executive Director
- b. Senior Vice President
- c. Vice President for Finance

~~Section 2:~~ Section 2. Other officers—Other officers shall be:

- a. Vice President for Advancement
- ~~a.~~ b. Additional ~~Vice vice~~ vice presidents who may be appointed.

Section 3. Election—The President of AWR, the Senior Vice President, and the Vice President for Finance shall be elected by the AWR Board of Directors at its first meeting which is at the first Annual Council following a General Conference Session, and these officers shall serve until successors are elected. Other vice presidents, headquarters leadership staff, and region directors shall be recommended by the President and ratified by the Board of Directors or the Executive Committee of the Board following the election of the Board, and they shall serve until successors are elected. Vacancies shall be filled by the Board and Executive Committee of the Board, as outlined in Article III, Section 5, and Article IV, Section 5, above.

#### Section 4. Duties

a. President/Executive Director. Subject to the control of the Board of Directors, the President/Executive Director shall give general oversight to ~~have day-to-day general supervision direction, and management of~~ AWR in all of its activities, including mission planning, functions, administration, professional personnel matters, and business issues, and including the raising of operating and capital funds. He/She shall serve as secretary of the Board of Directors.

b. Senior Vice President. The Senior Vice President shall report to the President and shall serve as chief operating officer for day-to-day management, including the

oversight of global training, the program and production activities in each region, the region directors, and other duties as assigned by the President.

c. Vice President for Finance. The Vice President for Finance shall report to the President, and shall have the responsibility of conducting the business of AWR in a prudent manner in harmony with its mission, and all appropriate policies. He/She shall prepare and manage the annual budget, assist in the management of those AWR entities located outside of the Silver Spring office, and keep such financial records as are necessary for fiscal responsibility. He/She shall serve as secretary of the Finance Committee of the Board, and fulfill other duties as assigned by the President.

d. Vice President for Advancement. The Vice President for Advancement shall report to the President, and shall have the responsibility of overseeing the development, web, and communication departments within AWR. He/She prepares and implements strategies to market AWR and to increase financial support. He/She shall chair the Advancement Committee, and fulfill other duties as assigned by the President.

e. Additional vice presidents. The Board of Directors may designate additional vice presidents as deemed appropriate.

Section 5. Interim President—In the event of prolonged absence or disability of the President, or of removal for cause, the Senior Vice President shall serve as interim President until such time as the Board of Directors shall elect a permanent replacement.

#### Section 6. Other Staff.

Besides the Vice Presidents, the AWR Board or Executive Committee may appoint other leadership staff at the headquarters office. They may also appoint Region Directors to oversee the various AWR regions as needed.

#### Article XI. Changes to These Operating Guidelines

Changes to these Operating Guidelines shall be brought by AWR ADCOM to the AWR Board of Directors which shall, in turn, recommend them to the General Conference Executive Committee.

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HM/PolRev&Dev/HM/PolRev&Dev/ADCOM/GCDO07AC/PolRev&Dev/07AC to LRE(DIV)

234-07G HEALTH MINISTRIES—DEPARTMENTAL POLICIES -  
POLICY AMENDMENT

VOTED, To amend GC FH Health Ministries—Departmental Policies, to read as follows:

Health Ministries—Departmental Policies

FH 05 Philosophy

1. The Seventh-day Adventist Church proclaims the saving grace of Jesus Christ and the sanctifying presence of the Holy Spirit in the life of the believers. Our bodies are the temple of the Holy Spirit. Consequently, whatever we think, do, eat, or drink should bring honor to His name. Our total being, physical, mental, spiritual, social, and emotional component should glorify God.

~~1. 2.~~ The Seventh-day Adventist Church has, since its inception, promoted promotes a philosophy of wholistic health and healing. While developing a system of The Church, through various organizations, operates health care institutions which belt the globe, around the world. Additionally, a health-promoting way of life has been is taught to the church membership and their communities. membership. Teachings based on broad principles found in the sacred Scriptures, and more explicitly expressed in the counsels given by Ellen G White, have in recent years been increasingly substantiated continue to be augmented by the findings of scientific research. These teachings provide the basis of the lifestyle promoted by the Seventh-day Adventist Church. These findings have clearly demonstrated the health superiority of Seventh-day Adventists, especially of those who more closely adhere to the health philosophy of the Church.

~~2. 3.~~ While advocating The Church advocates that positive steps to be taken to develop a healthful life-style, and encourages a balanced vegetarian diet. It requires the Church has long required of its members the nonuse of alcoholic beverages and tobacco, and has strongly urged them to refrain from the use of flesh foods, coffee, tea, stimulating or depressing mind-disturbing agents, and other harmful substances. tobacco. It also requires the nonuse of other drugs, except in a recognized evidence-based therapeutic context. The Church encourages the avoidance of flesh foods. The use of coffee, tea, and other caffeinated beverages and all harmful substances are discouraged. Physical well-being and clarity of mind are usually interdependent; clarity of mind is essential for discernment between right and wrong, between truth and error.

3. ~~The Church has also joined with and has supported organizations involved in temperance programs to counter the health and social damage done by the use of alcohol, tobacco, other harmful substances, and debasing drugs.~~

4. ~~The Church, with~~ Out of its deep concern for human need, the Church has ~~wisely developed a strong worldwide system of~~ worldwide health care to alleviate sickness and suffering. The objective of our mission is not only physical healing, but also the ~~promoting~~ promotion of physical, mental, social, and spiritual wellness of the whole person.

5. ~~The brain is an organ of the body, the master organ, but it is a physical structure and its capacity to function is dependent on the fitness of the body as a whole. Thus, physical well-being and clarity of mind are interdependent. Clarity of mind is essential for discernment between right and wrong, between truth and error.~~

6. ~~We are now in the time when the sophistries of the devil are rampant, both within and without the Church. The philosophy of the Health Ministries Department is to encourage Church members through Divine grace to bring their way of life into harmony with physical law, not only to enjoy the benefits of better health and longer life, but also the larger and more important purpose of moral discernment.~~

7. ~~5. The Health Ministries Department upholds~~ Department, by upholding the healthful Adventist lifestyle, life-style given by God and promotes its wise presentation as a means of introducing introduces others to the fullness of the gospel ~~message which~~ message. This gospel encompasses the physical, mental, social, and spiritual nature of man.

6. Conflict of interest is involved whenever there accrues, to an individual, profits from programs or activity within the church. Church members and church databases deserve protection from activities that may result in personal gain.

7. God's grace enables Christians to bring their lives into harmony with His physical, mental, social, and spiritual laws. This enhances their state of moral discernment and the quality of their lives.

#### FH 10 ~~Temperance or~~ Health and Temperance or Temperance Associations

FH 10 05 ~~Temperance or~~ Health and Temperance or Temperance Associations—1. ~~Temperance~~ These organizations provide an effective means for the Church to cooperate with other organizations and with ~~government~~ governments in promoting health and temperance principles. This can be done through educational ~~programs,~~ programs and services related to the betterment of life and ~~health and in encouraging~~ health. These should encourage social (and legislative) changes to counter the increasing use of alcohol, tobacco, ~~debasing drugs and other~~

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~~harmful substances.~~ harmful drugs, and practices. To provide a coordinated world effort, local organizations should function as part of the International Health and Temperance Association.

2. In some areas the Church's health ministries and temperance program ~~is~~ are best promoted through local temperance or health ministries and temperance associations. In other areas the Church is best served by having the health and temperance programs as an integral part of the total church program. Conferences/Missions/Fields and local churches in counsel with the Health Ministries Department at the next higher level of church organization should choose the best approach for their areas.

FH 10 10 ~~National Temperance Societies, or Health and Temperance Societies or~~ National Temperance Societies Organizational Principles—1. It ~~shall be~~ is the purpose of the national societies to promote the principles and programs of ~~health and temperance~~ temperance in health ministry in order to improve the quality of life and character, and to counter the use of alcohol, tobacco, ~~debasing drugs and other harmful substances.~~ and harmful drugs and practices.

2. Division committees should adhere to the following general principles of organization in the launching of national health/temperance societies:

- a. Local, union or division committees shall serve - No change
- b. The local conference/mission/field, union or division - No change
- c. Individual membership fees shall be set by each - No change
- d. Members of the national organization shall subscribe - No change
- e. Membership shall not be limited to Seventh-day Adventists - No change
- f. Each national society ~~shall~~ is encouraged to produce a publication, the size, ~~format~~ format, and frequency of publication to be determined in consultation with the division committee.

FH 10 15 Relationship to Other Organizations—Cooperation with other health/temperance organizations is encouraged to mutually support endeavors based on ~~biblical~~ Seventh-day Adventist Christian principles. Cooperation ~~in some instances~~ may be better achieved through the temperance or health and temperance organizations than through regular church channels. ~~As a gesture of community concern, conferences/missions/fields~~ Conferences/missions/fields may wish to grant financial assistance to other organizations when it is deemed advisable. However, such other organizations should not be permitted to raise funds in Seventh-day Adventist churches, institutions, or at church-related functions.

## FH 15 World Health and Temperance Sabbath

One Sabbath each year is designated as Health and Temperance Sabbath. The purpose of this special day is to call the attention of the membership to the importance of the health message and to secure their financial support for health and temperance programs. Each division's Health Ministries Department is assigned the production of a contextualized sermon for its territory for this Sabbath.

## FH 20 Statement of Operating Principles for Health Care Institutions

1. Christ ministered to the whole person. Following His example, the mission of the Seventh-day Adventist Church includes a ministry of healing to the whole person—body, mind, and spirit. The ministry of healing includes care and compassion for the sick and ~~the suffering.~~ It also includes suffering and the maintenance of health. Teaching the positive Adventist health care institutions (hospitals, medical/dental clinics, nursing and retirement homes, rehabilitation centers, etc) should teach the benefits of following the laws of health, the inter-relationship principles of health. The relationship of spiritual and natural laws, man's accountability to these laws, and the grace of Christ which assures victorious living are to be integrated into ministry. # the ministry of healing. (See also Total Commitment to God declaration, A 15 35.) A 15 35, What Total Commitment to God Involves for the Hospitals and Healthcare Institutions.)

2. Health care institutions (~~hospitals, medical/dental clinics, nursing and retirement homes, rehabilitation centers, etc.~~) should function as an integral part of the total ministry of the Church and Church. These follow Church standards including standards, maintaining the sacredness of the Sabbath by promoting a Sabbath atmosphere for staff and patients, avoiding routine patients. Routine business, elective diagnostic services, and elective therapies should be avoided on Sabbath. These Church standards also include the promotion of an ovo-lacto-vegetarian a balanced vegetarian diet free of stimulants and alcohol and alcohol, in an environment free of tobacco smoke. Control of appetite shall be promoted, encouraged, use of drugs with a potential for abuse shall be controlled, and techniques involving the control of one mind by another shall not be permitted. The institutions are governed as a function part of the ministry of the Church with activities and practices clearly pervasively identified as the unique Christian witness of Seventh-day Adventists.

3. The activities of the devil are rampant, both within and without the Church. The Church is warned (Col 2:8) "Beware lest any man spoil you through philosophy and vain deceit, after the tradition of men." Because of the great controversy between good and evil, Health Ministries encourages church members to avoid practices rooted in non-Christian philosophy and belief. The Church and its institutions should promote and provide competent and caring service that respects the dignity and rights of patients.

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Adventist health care and ministries are to promote only those practices based upon the Bible or the Spirit of Prophecy, or evidence-based methods of disease prevention, treatment, and health maintenance. "Evidence-based" means there is an accepted body of peer reviewed, statistically significant evidence that raises probability of effectiveness to a scientifically convincing level. Practices without a firm evidence-base and not based on the Bible or the Spirit of Prophecy, including though not limited to aromatherapy, cranial sacral therapy, homeopathy, hypnotherapy, iridology, magnets, methods aligning forces of energy, pendulum diagnostics, untested herbal remedies, reflexology, repetitive colonic irrigation, "therapeutic touch," and urine therapy, should be discouraged.

~~3. 4.~~ In harmony with Christ's loving reaffirmation of freedom of choice, and the dignity of humankind, ~~man and His demonstration of love, which forgives and cares regardless of the past and maintains the right for individual choice in the future,~~ Seventh-day Adventist health care institutions should give high priority to personal dignity and human relationships. ~~This includes appropriate diagnosis and treatment by competent personnel; a safe~~ They should seek to provide an efficient, safe, and caring environment conducive to the healing of mind, body, and spirit; and education in healthful habits of living. ~~It also includes~~ spirit. Education in healthful habits of living, as well as supportive care of the patient and family through the ~~dying process.~~ process is integral to Adventist health care.

~~4. 5.~~ Health care policies and medical procedures must always - No change

~~5. 6.~~ Seventh-day Adventist health care institutions operate - No change

~~6. 7.~~ The institutions welcome clergy of all creeds to visit - No change

~~7. 8.~~ The mission of institutions in representing Christ to the community, and especially to those who utilize their services, is fulfilled through a compassionate, competent staff ~~which upholds the practices and standards which, in the performance of their duties, upholds the mission, practices, and standards of the Seventh-day Adventist Church. In the development of the staff institutions regularly schedule classes which assist the staff in keeping up to date professionally, growing in understanding, and in sharing the love of God. Long-range staff planning supports formal education of prospective staff including utilizing an institution for clinical practice for students.~~

9. A regular program to assist the staff in keeping up-to-date professionally, growing in understanding, and in sharing the love of God shall be instituted. Staff development and support of formal education is a priority.

~~8. 10.~~ Institutions must operate in a financially responsible manner - No change



9. ~~11.~~ Primary prevention and health education shall be an integral part of the health emphasis of Seventh-day Adventist health care institutions.

~~10. 12.~~ The administration and operation of ~~individual~~ Seventh-day Adventist health care institutions shall ~~be conducted in~~ include consultation with the Health Ministries Department on a regular and continuing basis. ~~Communication~~ Consultation shall include the mission/conference, union, division, and General Conference Health Ministries Departments as circumstances and occasion may indicate.

FH 25 Health Care Institutions—Plan of Operation - No change

FH 30 Training of Hospital Administrators - No change

FH 35 Survey of Health Care Institutions - No change

FH 40 International Health and Temperance Association Constitution - No change

Prayer was offered by Paul Ratsara, President of the Southern Africa-Indian Ocean Division.

Jan Paulsen, Chair  
Rosa T Banks, Secretary  
Larry R Evans, Editorial Secretary  
Tamara K Boward, Recording Secretary

ANNUAL COUNCIL OF THE  
GENERAL CONFERENCE EXECUTIVE COMMITTEE

October 16, 2007, 2:00 p.m.

Gerry D Karst, chair, called to order the seventh session of the 2007 Annual Council.

Prayer was offered by Gideon Nwaogwugwu, President of the Eastern Nigeria Union Mission (WAD).

*ADVENTIST WORLD* REPORT

Bill Knott, Editor of *Adventist Review* and *Adventist World*, gave a report and presented Jan Paulsen with copies of *Adventist World* printed in English, French, Spanish, Portuguese, Korean, and Bahasa Indonesia.

CHRISTIAN LEADERSHIP CENTER REPORT

Ora M Skip Bell, Director of the Christian Leadership Center, an interdisciplinary organization of Andrews University providing inspiration, ongoing leadership development, coaching, consultation and research for a network of church and community leaders throughout the world, gave a report.

VOTED, To record receipt of the Christian Leadership Center report as presented.

INSTITUTE OF WORLD MISSION REPORT

Lester P Merklin Jr, Director of the Institute of World Mission, gave a report. The Institute of World Mission trains missionaries and others interested in cross-cultural ministry to deal effectively with the challenges of adapting to new cultures.

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## PLANNED GIVING AND TRUST SERVICES REPORT

Jeffrey K Wilson, Director of the General Conference Trust Services, gave a report on the Planned Giving and Trust Services Department of the General Conference. Since 1968, one billion dollars has been received in non-tithe donations.

## *CONNECTING WITH JESUS* UPDATE

James R Nix, Director of the Ellen G White Estate, gave a report on *Connecting With Jesus*, a global Ellen G White book distribution project. G Ralph Thompson has been appointed coordinator of the project. The goal is for Ellen G White's books to be studied, thus enriching the spiritual life and mission of the Church worldwide. The plan is to provide ten of Ellen G White's books with study guides to two million families in multiple languages at a subsidized price. A number of divisions are moving ahead with implementation plans and all divisions are being encouraged to participate.

## GENERAL CONFERENCE SESSION 2010 - SPECIAL EMPHASIS ON LOCAL PASTORS

Jan Paulsen proposed a program for the 2010 General Conference Session in Atlanta, Georgia. The program would place special emphasis on the work and role of local pastors in the ministry.

VOTED, To present a program at the 2010 General Conference Session in Atlanta, Georgia that will profile the important role of pastors and their centrality to the life of the Church. The program is envisioned to be for 1¼ hours daily for five consecutive days from Sunday through Thursday, June 27 to July 1, 2010.

MinSer&StrcComm/07AC to LRE(DIV)

## 258-07Gb MODEL UNION OF CHURCHES OPERATING POLICY - NEW POLICY

VOTED, To adopt a new policy GC D 19, Model Union of Churches Operating Policy, to read as follows:

D 19 Model Union of Churches Operating  
Policy

D 19 05 Union of Churches—The following Model Union of Churches Operating Policy shall be followed as closely as possible by all unions of churches with mission status. Those sections of the model operating policy that appear in bold print are essential to the unity of the Church worldwide and shall be included in the operating policy for each union of churches with mission status. Other sections of the model operating policy may be modified as set out in Article XIV, provided they continue to be in full harmony with the provisions of this model. Any modifications needed to meet specific conditions in a union of churches shall be submitted to the respective division committee for consideration. Amendments to the Model Union of Churches Operating Policy shall be made by action of the Executive Committee of the General Conference of Seventh-day Adventists at any Annual Council of that Committee.

**Operating Policy of the \_\_\_\_\_ Union of Churches  
of Seventh-day Adventists**

**Article I—Name**

**This organization, which operates within the \_\_\_\_\_ Division of the General Conference of Seventh-day Adventists, shall be known as the \_\_\_\_\_ Union of Churches of Seventh-day Adventists, hereinafter referred to as the union of churches.**

**Article II—Purpose**

**The purpose of this union of churches is to facilitate the proclamation of the everlasting gospel in the context of the three angels' messages of Revelation 14:6-12 to all peoples within its territory, leading them to accept Jesus as personal Saviour and to unite with His Church, and nurturing them in preparation for His soon return.**

**Article III—Territory**

**The territory of this union of churches shall consist of \_\_\_\_\_.**

**Article IV—Membership**

**The membership of this union of churches shall consist of such churches as have been or shall be organized in any part of the territory under its jurisdiction and received into fellowship by vote of the delegates assembled in a union of churches session.**

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## Article V—Sessions

**Sec. 1. Regular Sessions:** This union of churches shall hold regular quinquennial sessions at such time and place as the executive committee shall designate, by written notice sent to all churches and companies at least thirty days before the date of the session.

**Sec. 2. Session Business:** The regular business of the session will be to receive reports of the president, secretary, treasurer (based on audited statements), departmental directors, and the auditor's reports, and to approve self-reliance plans for the union of churches, which should contain specific, detailed incremental plans for moving the union of churches toward conference status. It shall develop such policies for the conduct of the work as are desirable and in harmony with the policies of the \_\_\_\_\_ Division.

**Sec. 3. Session Elections:** This union of churches in session shall elect the departmental directors of the union of churches, and the elective members of the union of churches executive committee, and the members of union of churches institutional boards where the union of churches constituency in session also serves as a constituency for union of churches institutions who shall hold their offices for the quinquennium period of \_\_\_\_\_ years or until their successors are elected and enter upon their duties.

**Sec. 4. Special Sessions:** The executive committee may call a special session at such time and place as it deems proper by a like notice, and the transactions of such sessions shall have the same force as those of the regular sessions. The division executive committee may also call a special session of the union of churches.

**Sec. 5. Temporary Committees:** Previous to each session of this union of churches the executive committee shall provide for such temporary committees as may be necessary to conduct the preliminary work for the session.

**Sec. 6. Organizing Committee:** An organizing committee for each constituency meeting shall nominate a nominating committee and such other committees as may be needed for the session, with nominees subject to the approval of the constituency delegates. The organizing committee shall consist of representatives from each church and each union of churches operated institution, and the president of the \_\_\_\_\_ Division, or his designee, who shall serve as chair.

**Sec. 7. Nominating Committee:** The nominating committee shall consist of \_\_\_\_\_ members, including the president of the \_\_\_\_\_ Division, or his designee, who shall serve as chair.

Sec. 8. **Voting:** The voting on all matters of business shall be by *viva voce* unless otherwise demanded by a majority of the delegates present. **Only those delegates who are present in person at any constituency meeting shall be eligible to vote. There shall be no voting by proxy.**

### **Article VI—Representation**

Sec. 1. **Regular Delegates:** Regular delegates to a union of churches session shall be such delegates as shall be duly accredited by the organized churches of the union of churches, on the basis of one for each local organized church, and one additional for each \_\_\_\_\_ members or major fraction thereof.

Sec. 2. **Delegates at large:** Delegates at large to a union of churches session shall be:

- a. **The members of the executive committee of this union of churches**
- b. **Members of the General Conference and \_\_\_\_\_ Division Committees who may be present at any session of this union of churches. The number of such delegates shall not exceed ten percent of the total number of delegates otherwise provided for**
- c. **Such other persons from the union of churches staff, denominational institutions owned and operated by the union of churches as may be recommended by the union of churches executive committee and accepted by the delegates in session. The number of such delegates shall not exceed ten percent of the total number of regular delegates provided for hereinabove**
- d. **All ordained and licensed ministers, those holding commissioned minister credentials, those holding missionary credentials, and those holding commissioned ministry of teaching credentials from the union of churches**
- e. **Such other persons as may be recommended by the executive committee, and accepted by the delegates in session.**

Sec. 3. **All delegates appointed to represent the members of this union of churches at any constituency meeting shall be members in regular standing of the Seventh-day Adventist Church.**

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#### Article VII—Executive Committee

Sec. 1. **The executive committee shall consist of not more than \_\_\_\_\_ members, the number to be determined by the \_\_\_\_\_ Division Committee. The union of churches president, the union of churches secretary and treasurer, shall be members ex officio, the other members being elected at the union of churches regular session. The officers of the \_\_\_\_\_ Division and of the General Conference of Seventh-day Adventists are members ex officio of the union of churches executive committee; however, their membership shall be in addition to the number detailed above. Any such officers exercising their voting rights at any one meeting shall not make up more than ten percent of the committee membership present.**

Sec. 2. **During the intervals between sessions of this union of churches, the executive committee shall have administrative power, with authority to appoint committees, such as an administrative committee, with their terms of reference, to grant and withdraw credentials and licenses, and to fill for the current term any vacancies that may occur by death, resignation, or otherwise in its boards, committees, departments, or in offices which have been filled by union of churches election. The offices of union of churches president, secretary, and treasurer are always filled by action of the division executive committee.** The withdrawal of credentials or filling of vacancies on the union of churches executive committee shall require the consent, written or otherwise, of two-thirds of the members of the executive committee.

Sec. 3. The executive committee, including the president, shall be empowered to transact such executive business as is in harmony with the general policies outlined by the division committee. \_\_\_\_\_ members of the union of churches committee, including the president, shall constitute a quorum.

Sec. 4. Meetings of the executive committee may be called at any time or place by the president, or in his absence by the acting chair appointed by the union of churches committee. If the president is absent from the field and no acting chair has been appointed, such a meeting may be called by the secretary upon the written request of any \_\_\_\_\_ members of the executive committee.

#### Article VIII—Officers and Their Duties

Sec. 1. **Executive Officers: The executive officers of this union of churches shall be a president, a secretary, and a treasurer.** The secretary and treasurer may be one individual known as the secretary-treasurer. **It is 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 union of churches executive committee. These plans, policies, and**

**programs shall be in harmony with the doctrines and actions adopted and approved by the General Conference of Seventh-day Adventists in its quinquennial sessions.**

**The union of churches executive officers shall be appointed by the division yearend meeting/council, and shall hold office for the quinquennial period until their successors are appointed and enter upon their duties. Vacancies in such offices shall be filled by action of the division executive committee.**

**a. President: The president, who shall be an ordained minister of experience, is the first officer and shall report to the union of churches committee in consultation with the secretary and the treasurer. He shall act as chair of constituency meetings and of the union of churches committee and serve in the general interests of the union of churches as the constituency and the executive committee shall determine. In his leadership he shall adhere to the policies of the \_\_\_\_\_ Division and of the General Conference of Seventh-day Adventists, work in harmony with the division executive committee, and in close counsel with the division officers.**

When a union of churches president is to be absent from the field for prolonged periods of time, the union of churches committee shall be authorized, in counsel with the division officers, to appoint an individual to act as chair during such absences.

**b. Secretary: The secretary, associated with the president as an executive officer, shall serve under the direction of the executive committee and shall act as vice-chair of the executive committee. The secretary shall report to the executive committee of the union of churches after consultation with the president. It shall be the duty of the secretary to keep the minutes of the union of churches sessions and of the executive committee meetings, and to furnish copies of such to all members of the executive committee and to the officers of the \_\_\_\_\_ Division. The secretary shall also be responsible for providing information as may be requested by the president or by the union of churches or division committee; and shall perform such other duties as pertain to the office.**

**c. Treasurer: The treasurer, associated with the president as an executive officer, shall serve under the direction of the executive committee. The treasurer shall report to the executive committee of the union of churches after consultation with the president. The treasurer shall be responsible for providing financial leadership to the organization which will include, but shall not be limited to, receiving, safeguarding and disbursing all funds in harmony with the actions of the executive committee, for remitting all required funds to the division/General Conference in harmony with the \_\_\_\_\_ Division policy, and for providing financial information to the president and to the**



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**executive committee. The treasurer shall also be responsible for furnishing copies of the financial statements to the \_\_\_\_\_ Division officers.**

Sec. 2. Other Officers: Other individuals may serve as officers of the union of churches, such as vice-president, associate secretary, and associate treasurer.

Article IX—Departments, Incorporations,  
and Agents

Sec. 1. Such departments as are usual in the General Conference and/or division may be created by this union of churches as the development of the work requires. **Directors of departments shall work under the direction of the executive committee of the union of churches and the president and shall serve in an advisory relationship to the field.**

Sec. 2. At each regular session of this union of churches, the delegates shall nominate or elect such trustees of all corporate bodies connected with this organization as may be required by the statutory laws governing each.

Sec. 3. This union of churches shall employ such committees, secretaries, treasurers, agents, ministers, pioneering employees, and other persons, and shall make such distribution of its employees as may be necessary to execute its work effectively.

Article X—Finance

Sec. 1. **The church funds managed by this union of churches shall be:**

a. **Such portion of tithe as it shall be assigned by policy and receive from its respective churches and companies**

b. **Appropriations from the \_\_\_\_\_ Division or the General Conference of Seventh-day Adventists**

c. **Special donations and funds**

Sec. 2. **The executive committee of this union of churches shall annually submit to the \_\_\_\_\_ Division appropriate statements of income and fund balances and an estimate of the operating expenses and receipts for the ensuing year for all organizations within its territory.**

Sec. 3. **The portion of tithe which is reserved for this union of churches, as specified by policy, and all other funds shall be used in harmony with the policies of the \_\_\_\_\_**

**Division of the General Conference; and in the case of donations, their use shall be in harmony with the specifications of donors and in compliance with government regulations. Tithe is shared with the division on fixed percentages as set by the division executive committee, and with the General Conference on fixed percentages as set by the Annual Council of the General Conference Executive Committee. This union mission of churches shall pass on to the \_\_\_\_\_ Division the specified tithe percentage, retirement fund percentages as may be decided by the division committee, and all mission offerings.**

**Sec. 4. Moneys shall be deposited in the name of the \_\_\_\_\_ Union of Churches of Seventh-day Adventists in regular or special accounts in such banks or savings institutions as the executive committee shall designate, and shall be withdrawn only by persons authorized by resolution of the executive committee.**

**Sec. 5. Major trust funds belonging to this union of churches shall be deposited with the division until needed to fulfill the purpose for which they were raised.**

#### Article XI—Salary Review and Audit

The union of churches committee acting with an officer of the division, or one or more representatives appointed by the division committee, shall annually review the salary and expense of all union of churches employees, it being understood that the salary and expense of the officers of the union of churches are reviewed by the division committee.

**All accounting records of this union of churches shall be audited at least annually by an auditor from the General Conference Auditing Service or one selected in harmony with division policy; and the records of the union of churches or any of its subsidiary agencies, or institutions shall at all times be open to said auditor.**

#### Article XII—Indemnification

Sec. 1. To the extent permitted by law, this union of churches shall indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative, because he/she is or was a member of the union of churches executive committee or an officer, employee, or agent of the union of churches against expenses (including legal fees), judgments, fines, and amounts paid in settlement actually and reasonably incurred by him/her in connection with such action, suit, or proceeding if he/she acted in good faith and in a manner he/she reasonably believed to be in or not opposed to the best interest of the union of churches, and, with respect to any criminal action or proceeding, had no reasonable cause to believe his/her conduct was unlawful.

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Sec. 2. This right of indemnification shall be in addition to, and not exclusive of, all other rights to which such member of the executive committee, officer, departmental director or employee may be entitled.

(Note: This right of indemnification may be expanded or contracted as allowed under local law and as adopted by the constituents.)

#### Article XIII—Dissolution and Disposition of Assets

**This union of churches may be dissolved only by action of the division executive committee.**

**In the event of the dissolution of this union of churches, all assets remaining after all claims have been satisfied shall be transferred to a legal entity authorized by the \_\_\_\_\_ Division of the General Conference of Seventh-day Adventists.**

#### Article XIV—Amendments

**At any annual meeting of the \_\_\_\_\_ Division Executive Committee or at a Division Council this operating policy may be amended by a majority vote, provided that such amendments shall not be inconsistent with the Constitution of the General Conference and the working policy of the \_\_\_\_\_ Division of the General Conference of Seventh-day Adventists, and with the spirit of the Model Union of Churches Operating Policy. However, those portions of this operating policy which are essential to the unity of the Church worldwide and are designated in bold print shall only be amended or revised from time to time by the \_\_\_\_\_ Division Executive Committee by a simple majority vote in order to comply with changes to the Model Union of Churches Operating Policy as voted by the General Conference Executive Committee in its annual meetings.**

TRE/GCDO07AC/07AC to GOE

121-07G INFORMATION REGARDING SPRING MEETING 2008

George O Egwakhe and Sheri Clemmer presented the following information regarding the upcoming 2008 Spring Meeting:

2008 Spring Meeting - Andrews University

Pre-meetings: To be held at the General Conference in Silver Spring, Maryland, March 27-April 3 (am).

Use of Tithe Study Commission: To be held at the General Conference in Silver Spring, Maryland, April 1-3 (am).

Spring Meeting: To be held at Andrews University, April 6-7 (am). Travel to Berrien Springs will begin on Thursday afternoon, April 3, and will continue Friday morning, April 4.

*Tentative Spring Meeting Schedule:*

Friday, April 4

- 3:00-5:00 pm Registration in Howard Performing Arts Center lobby
- 5:30-7:00 pm Welcome activity and supper, Howard Performing Arts Center
- 7:30-8:45 pm Choral Vespers, Howard Performing Arts Center

Sabbath, April 5

- 10:00 am Sabbath School and Divine Worship, Pioneer Memorial Church to be followed by lunch in cafeteria
- Afternoon Campus Experience—guests choose from various tours of the campus
- 5:45 pm Supper in Howard Performing Arts Center lobby
- 7:30 pm Organ vespers, Pioneer Memorial Church
- 8:30 pm Symphony orchestra, Howard Performing Arts Center

Sunday, April 6

Spring Meeting

Monday, April 7

- (am) Spring Meeting
- (pm) Depart

*Hotels:* Lodging has been arranged at several hotels in Stevensville, Michigan which is approximately 15-20 minutes drive from the Andrews University campus. Spring Meeting attendees will receive a hotel form which should be completed and returned to Council Management. A hotel confirmation will be sent once the reservation is made.

Transportation:

*Flights:* Division officers should plan to travel to the South Bend, Indiana airport on Thursday April 3, others may travel either Thursday afternoon or Friday morning, April 4, depending on flight availability.

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Tickets must be purchased and a copy of your itinerary sent to Council Management by January 18, 2008 so that we will have ample time to make hotel and airport transportation arrangements. Seating is limited for flights between Maryland and South Bend, Indiana so we would advise purchase as soon as possible.

Routing for those who must attend pre-meetings in Silver Spring, Maryland should include the trip to Andrews (South Bend, Indiana Airport) in their flight plans.

Airport transportation: The General Conference will arrange for airport transportation in both Silver Spring (all three airports) and Berrien Springs (South Bend Airport).

Hotel transportation: The General Conference will arrange for hotel/campus transportation.

*Meals:* Breakfast will be complimentary at each hotel. Friday evening and Sabbath meals will be provided. The University's cafeteria will be open on Sunday and Monday for noon and evening meals. A discount coupon for use in the cafeteria will be issued at registration.

*Per diem:* Full per diem will be issued for pre-meetings and Spring Meeting.

#### PER DIEM CALCULATIONS for Spring Meeting 2008

2008 Per diem is \$38.00 per day

Travel days are calculated as follows:

	DIVISION	DAYS
ECD	East-Central Africa Division	4
ESD	Euro-Asia Division	2
EUD	Euro-Africa Division	2
IAD	Inter-American Division	2
NAD	North American Division	2
NSD	Northern Asia-Pacific Division	4
SAD	South American Division	2
SID	S Africa-Indian Ocean Division	4
SPD	South Pacific Division	4
SSD	Southern Asia-Pacific Division	4
SUD	Southern Asia Division	4

	DIVISION	DAYS
TED	Trans-European Division	2
WAD	West-Central Africa Division	4
TEDP	Trans-European Division/ Pakistan	4
GC	General Conference	2
GCInv	General Conference Invitee	2

Attendees staying in private homes will receive \$95 per day plus per diem for travel days, as indicated above, at \$38 per day.

TRE/GCDO07AC/07AC to GOE

#### 122-07G INFORMATION REGARDING ANNUAL COUNCIL 2008

George O Egwakhe and Sheri Clemmer presented the following information regarding the upcoming 2008 Annual Council:

#### 2008 Annual Council - Manila, Philippines

Pre-meetings: October 2-9, 2008

Commission on Ministries, Services, and Structures: October 8-9, 2008

Annual Council: October 10-15 (am), 2008

*Meeting Venues:* Philippine International Convention Center (PICC) is Asia's first International Convention Center. Located 20 minutes from Ninoy Aquino International Airport, the Center fronts the famous Manila Bay. It is within easy access to shopping malls and hotels, as well as cultural and historic sites. Business sessions, committees, and evening devotionals will be held there.

Araneta Coliseum, also known as the Big Dome, has for the past 45 years housed different events ranging from entertainment, business ventures, sports, and religious events. Located in Quezon City, it is approximately 16 km (10 miles) from downtown Manila. Annual Council Sabbath worship services will be held there. The seating capacity is 15,000 which will allow local members to participate in the worship services.

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*Hotels:* Lodging has been arranged at two hotels located across the street from PICC. Room rates are in the \$100 range (determined by either a single or a double room) and include breakfast. Although shuttles will be provided, the hotels are within walking distance of the meeting venue. Annual Council attendees will receive a hotel form which should be completed and returned to Council Management. A hotel confirmation will be sent once the reservation is made.

*Transportation:* Attendees should fly into Ninoy Aquino International Airport. Airport shuttles will be coordinated by the General Conference. Your flight itinerary must be received by Council Management by the time of Spring Meeting, 2008.

Daily shuttle to/from hotel to PICC will be coordinated by the General Conference, as well as transportation by bus to Araneta Coliseum on Sabbath, October 11.

*Meals:* Lacto-ovo vegetarian meals will be available in the PICC cafeteria. Dieticians from Manila Sanitarium will oversee menu selection to ensure a clear understanding of our dietary needs. There are also some restaurant options nearby including those at The Mall of Asia.

*Per Diem:* Per diem will be issued in US dollars. However, you will be able to convert dollars to Philippine pesos at our Business Center or in either of the two hotels.

Full per diem will be issued for pre-meetings and Commission dates. A fully entertained per diem will be issued over Annual Council dates as all meals will be provided.

2008 Full per diem US\$38.00

2008 Fully Entertained per diem US\$14.00

*Visas:* The following reflects the visa requirements. If your country is listed, no visa is required for a stay of up to 21 days:

Andorra, Angola, Antigua and Barbuda, Argentina, Australia, Austria, Bahamas, Bahrain, Barbados, Belgium, Benin, Bhutan, Bolivia, Botswana, Brazil, Brunei Darussalam, Bulgaria, Burkina Faso, Cambodia, Cameroon, Canada, Cape Verde, Central African Republic, Chad, Chile, Colombia, Comoros, Congo, Costa Rica, Cote d'Ivoire, Cyprus, Czech Republic,

Democratic Republic of the Congo, Denmark, Djibouti, Dominica, Dominican Republic, Ecuador, El Salvador, Equatorial Guinea, Eritrea, Ethiopia, Fiji, Finland, France, Gabon, Germany, Ghana, Gibraltar, Greece, Grenada, Guatemala, Guinea, Guinea Bissau, Guyana, Haiti, Honduras, Hungary, Iceland, Indonesia, Ireland, Israel, Italy, Jamaica, Japan, Kenya, Kuwait,

Lao People's Democratic Republic, Lesotho, Liberia, Liechtenstein, Luxembourg, Madagascar, Malawi, Malaysia, Maldives, Mali, Malta, Marshall Islands, Mauritania, Mauritius, Mexico, Micronesia, Monaco, Mongolia, Morocco, Mozambique, Myanmar, Namibia, Nepal, Netherlands, New Zealand, Nicaragua, Niger, Norway, Oman, Palau, Panama, Papua New Guinea, Paraguay, Peru, Poland, Portugal, Qatar,

Republic of Korea, Romania, Rwanda, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, San Marino, Sao Tome and Principe, Saudi Arabia, Senegal, Seychelles, Singapore, Slovakia, Solomon Islands, Somalia, South Africa, Spain, Suriname, Swaziland, Sweden, Switzerland, Thailand, Togo, Trinidad and Tobago, Tunisia, Turkey, Tuvalu,

Uganda, United Arab Emirates, United Kingdom of Great Britain and Northern Ireland, United Republic of Tanzania, United States of America, Uruguay, Venezuela, Vietnam, Zambia, Zimbabwe.

*Sightseeing:* Administration has approved one day for sightseeing to be scheduled either the day before your first committee appointment or the day after your last committee appointment. Lodging and per diem for this additional day will be borne by the General Conference.

*Travel Allowances:* The 2008 Annual Council travel allowances are found below:

GC Executive Committee Members Annual Council 2008			
	Airfare & Travel Enroute	Local Lodging	Local Per Diem
GC Officers	Travel Budget	Travel Budget	Travel Budget
GC Field Secretaries	Travel Budget	Travel Budget	Travel Budget
GC Departmental Directors	Travel Budget	Travel Budget	Travel Budget
GC Institution Representatives	Institution	GC	GC
Division Officers	Division	GC	GC
Division Laypersons	GC	GC	GC
Union Presidents	GC	GC	GC
Church Pastors	GC	GC	GC
Selected Members (other than from GC Institutions)	GC	GC	GC
SSD Local Conference/Mission President	Conference/Mission	Conference/ Mission	Conference/ Mission



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PER DIEM ROUND TRIP CALCULATIONS FOR ANNUAL COUNCIL 2008

2008 Per diem is \$38.00

Travel days are calculated as follows:

	DIVISION	To SSD
ECD	East-Central Africa Division	4
ESD	Euro-Asia Division	2
EUD	Euro-Africa Division	2
IAD	Inter-American Division	4
NAD	North American Division	4
NSD	Northern Asia-Pacific Division	2
SAD	South American Division	4
SID	S Africa-Indian Ocean Division	4
SPD	South Pacific Division	2
SSD	Southern Asia-Pacific Division	2
SUD	Southern Asia Division	2
TED	Trans-European Division	2
WAD	West-Central Africa Division	4
TED/P	Trans-European Division/ Pakistan	4
GC	General Conference	4
GCInv	General Conference Invitee As per Division of Origin	

Those staying in private homes receive \$95 a day during meeting dates plus travel days as indicated above. Attendees are encouraged to use the hotel accommodations while we are outside of the United States.

TRE/PolRev&Dev/ADCOM/SecC/TreC/GCDO07AC/07AC to LRE(DIV)

245-07G EDUCATION ALLOWANCE FOR COLLEGE-AGE  
CHILDREN - POLICY AMENDMENT

VOTED, To amend GC O 60 05, Education Allowance for College-Age Children, to read as follows:

O 60 05 Education Allowance for College-Age Children—Scholarship grants shall be paid to the educational institution on behalf of interdivision employees whose child/children attends college, on the following conditions:

1. Assistance shall be granted until an undergraduate course of studies - No change
2. The student receiving assistance must be an unmarried dependent - No change
3. Summer Classes and Credit by Exam

a. Summer Classes—Students who attend summer sessions shall be eligible for educational assistance for the cost of tuition and general fees.

b. Credit by Exam—Students shall be eligible for educational assistance for the cost of tuition and fees for undergraduate credits earned by exam. Credits earned by exam are not eligible for room and board assistance.

c. When cumulative number of summer credits and credits earned by exam combined equals a full-time regular semester/quarter load (12-16 credits), a semester/quarter shall be counted toward the total semesters/quarters allowed by policy.

d. When the equivalent of a semester/quarter is reached according to paragraph c. above, the student may receive room and board assistance, even retroactively, for the period during which summer classes were taken up to what it would have been for a regular semester/quarter as per policy.

TRE/PolRev&Dev/ADCOM/TreC/GCDO07AC/07AC to LRE(DIV)

241-07G ASSISTANCE ON INCOME TAX - POLICY AMENDMENT

VOTED, To amend GC P 50 55, Assistance on Income Tax, to read as follows:

P 50 55 Assistance on Income Tax—1. When a host country imposes additional income tax on an interdivision employee as a result of organizational payments for travel related allowances such as tickets, baggage/freight, shipment of goods in connection with appointment, furloughs, optional annual leaves, annual leave, or permanent return, the host division or the local employing organization shall reimburse the employee an amount equivalent to the incremental tax.

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2. Taxes imposed by the employee's home country as a result of the payments described above are the employee's responsibility.

3. If the employee elects a cash settlement in lieu of actual expenses that would not be taxable if paid by the organization and such election results in an additional tax liability, there shall be no additional reimbursement of the increased tax.

4. Host divisions may bill the General Conference for these tax reimbursements to employees who are on Code 1, 2, 3, or 6 budgets. The cost is the responsibility of the local employing organization if the employee is working on a Code 4 budget.

~~P 50 55 Assistance on Income Tax—In host division countries where furlough or optional annual leave allowances and travel expenses paid to an interdivision employee are assessed as taxable income, the host division or the local employing organization shall reimburse the interdivision employee with a payment calculated to cover the reported additional taxes involved. (See O 25 25.)~~

~~Costs are borne by the General Conference for interdivision employees on Code 1, 2, 3, and 6 budgets, and by the employing organization in the host division for those on Code 4 budgets.~~

TRE/PolRev&Dev/ADCOM/SecC/TreC/GCDO07AC/07AC to LRE(DIV)

247-07G PRORATING LENGTH OF AN ANNUAL LEAVE -  
POLICY AMENDMENT

VOTED, To amend GC P 90 40, Prorating Length of an Annual Leave, to read as follows:

P 90 40 Prorating Length of an Annual Leave—The length of the annual leave is prorated based on the ~~actual~~ months of actual service in the host division country, from the arrival date, divided by 11 months and multiplied by 36/51 days.

SEC/PolRev&Dev/07AC to LRE(DIV)

257-07G LENGTH OF ANNUAL LEAVE - POLICY AMENDMENT

VOTED, To amend GC P 90 20, Length of Annual Leave, to read as follows:

P 90 20 Length of Annual Leave—The annual leave shall be 36 calendar days inclusive of travel. The length of special annual leave shall be 51 calendar days inclusive of travel. (See P 105 10, P 40 25.) When the interdivision employee is on annual leave and the host country's office is closed for a public holiday and its employees are compensated for the day, then the holiday shall be added to the length of the interdivision employee's annual leave. (See E 75 45 and E 75 50.) Any unpaid leave taken by the interdivision employee and/or the employed spouse will be taken into account when calculating the length of the paid annual leave.

TRE/PolRev&Dev/ADCOM/GCDO07AC/07AC to LRE(DIV)

229-07G PERSONAL EFFECTS AND PROPERTY INSURANCE—  
ANNUAL LEAVE - POLICY ADDITION

VOTED, To add a new section, GC P 100 20, Personal Effects and Property Insurance—Annual Leave, to read as follows:

P 100 20 Personal Effects and Property Insurance—Annual Leave—Limited insurance coverage is provided at denominational expense on personal baggage for annual leave travel through the Personal Effects and Property Insurance policy (formerly known as Personal Effects Floater Insurance). Interdivision employees should familiarize themselves with the limits of this coverage and take out any extra coverage needed for accompanied baggage and valuables, as there are specific limitations on coverage for certain types of items, as well as an overall limit. The cost of the Personal Effects and Property Insurance is borne by the General Conference, for interdivision employees on Code 3 budgets, and by the host division or employing organizations in the host division for those on Code 1, 2, 4, or 6 budgets.

TRE/PolRev&Dev/ADCOM/TreC/GCDO07AC/07AC to LRE(DIV)

248-07G ANNUAL LEAVE TICKET PURCHASE AND TRAVEL  
ARRANGEMENTS - NEW POLICY

VOTED, To add a new policy, GC P 115, Annual Leave Ticket Purchase and Travel Arrangements, to read as follows:

P 115 Annual Leave Ticket Purchase and Travel Arrangements

P 115 05 Annual Leave Travel Arrangements—Annual leave travel to visit parents and children is provided because of the value seen in maintaining close family ties. Policy allows for annual leave travel by the most economical route and means to visit parents and children living

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in the base division or family adopted division, where applicable. In most situations, the interdivision family is provided with annual leave tickets which take them to the authorized destination points. (See P 50 25.) There may be occasions, however, when other arrangements may better meet the family's needs and still enable the interdivision family to spend time with parents and children during annual leave. The following annual leave ticket purchase and travel arrangements are intended to give as much flexibility as possible without increasing costs to the denomination or departing from the goal of getting the interdivision family together with parents and children:

1. Interdivision employees should plan well in advance for annual leaves to allow at least four months for arrangements and purchase of tickets. Where possible, travel should be scheduled for departure during the low fare season.

2. The host division, at the time of voting an annual leave, shall determine and record on the annual leave form sent to the base division or family adopted division, where applicable, the authorized destination points in accordance with P 50 25.

3. The interdivision employee should indicate his/her desires relating to annual leave travel. If the request is simply for travel by the most direct and economical route to the authorized destination point(s), the host division treasury shall work with the interdivision employee to arrange the itinerary and purchase the tickets for the interdivision employee. When possible, multiple quotes should be obtained from the host division's travel agency, local travel agencies in the interdivision employee's host country, Internet, and other agencies with special discount programs such as SIAMA.

4. Tickets and/or quotes are to be based on the most economical fares available on regularly scheduled airlines and should include use of advance booking rates, senior coupons, excursion fares, SIAMA, and any other discount fares available. For travel within the host division, add-on or other coupons may be available when purchased outside the country in connection with the main ticket. Tickets should normally be purchased which include all the stops that the interdivision family plans to make in the base division or family adopted division, where applicable, as this cost is less than tickets purchased to the first stop in the base division plus separate tickets purchased in the base division for the other stops. Seldom is it necessary to pay full economy class fares if the travel is booked and the tickets purchased well in advance.

5. Many reduced fares are only available for short periods of time. With the great variety of fares available, and the possibility that a fare quoted on one day may not be available at that rate a day or two later, it is very difficult to get valid quotes that are fair to both the interdivision employee and the organization. Because of this, it is normally better for the organization to purchase the tickets even when extra travel or less than the most direct routing is

involved. In such cases the interdivision employee is charged the difference between the most direct and economical route to visit all the authorized points, and the routing desired. The comparison is then made by the same travel agency based on fare structures in effect at the same time, and this comparison is usually more valid. In cases where the interdivision family will not be traveling to all the authorized destination points, or where the arrangements are complicated, a cash option as outlined in paragraph 6. below may be the best alternative.

6. Normally, the denomination shall purchase the tickets for annual leave. However, when there are unusual circumstances and the host division feels that a cash option is the best alternative for dealing with an interdivision family's annual leave travel, it may be approved under the following conditions:

a. The entire interdivision family, for whom the quoted fares for destination points were calculated, gets to spend time with the parents and/or children included as destination points in the quoted fare. The parents and/or children may all come to one point for a family reunion or may come individually to where the interdivision family is, but all must get together at some place to qualify in calculation of the fare quote.

b. The fare quotes must be based on the lowest fares available under paragraph 4. above.

c. The quotes are to be based on rates normally available with at least thirty days advance notice, even if there are less than thirty days before departure. Cash options are not available based on fare quotes with less than thirty days advance bookings.

d. The quotes shall be based on fares for the dates of expected departure, high or low season, and shall only include stops at authorized destination points under P 50 25.

e. Divisions are not authorized to make cash options with interdivision employees, based on fare quotes, without approval from the General Conference Transportation and International Personnel Services. The General Conference reserves the right to get its own quotes on any tickets purchased or quotes used for dealing with interdivision employees.

f. A cash option may be allowed to the interdivision employee family to visit the parents or children in the base division or family adopted division, where applicable, or to bring the family together (including parents and/or children) in one location in the base division, the family adopted division, or any other place. In this case, if the actual cost of the allowed travel for such arrangement is less than the funds advanced from the cash option, the difference is owed, by the interdivision employee, to the entity which bears the cost of travel.

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g. An expense report shall be required to account for the funds received from the cash option within 30 days after the annual leave travels are completed. When the expense report is not submitted, the cash option becomes a personal cash advance.

7. Interdivision employees who receive cash options should seek counsel from the host division before purchasing charter or other specialized, limited refund, limited change tickets. They need to keep in mind that there may be risks to such discounted tickets in case of changes in plans due to illness, visa problems, etc. The denomination will not bear the expense for ticket changes or other losses because of having purchased more restrictive tickets than those used in the quotes.

8. If an interdivision employee chooses, for personal reasons, to have family members proceed ahead of him/her on annual leave, or return later than he/she does to the field, and there are additional costs, such additional costs are normally a personal expense.

9. The interdivision employee is responsible for notifying the host division of exact travel dates and making sure that, if required, travel medical insurance is taken out for the full period of time involved.

TRE/PolRev&Dev/ADCOM/TRE/PolRev&Dev/ADCOM/SecC/TreC/GCDO07AC/07AC to LRE(DIV)

230-07G ONE MONTH FOR RETURN (PLACING PERMANENTLY RETURNED INTERDIVISION EMPLOYEES) - POLICY AMENDMENT

VOTED, To amend GC Q 50 10, One Month for Return, to read as follows:

Q 50 10 One Month for Return—A permanently returning interdivision employee shall be allowed one month of salary, at base division country ~~rate, from the date of leaving interdivision employment, to travel, visit parents and/or children, and move to the place of employment/residence in the base division country.~~ rate including allowances based on the amount a local individual would receive on the regular denominational wage scale with similar job responsibility and experience except for travel related allowances. This month of compensation shall start from the date of leaving interdivision employment in the host division country. This period is to be used for purposes of visiting parents and/or children, finding employment, and any necessary travel for moving to the place of employment/residence in the base division country. (See Q 10 10 and Q 10 20.) If the individual is continuing in denominational employment, it is expected he/she will accept employment the base division ~~offers~~ offers, if any, upon expiration of that time.

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Closing prayer was offered by Thomas J Zirkle, Associate Director of the General Conference Health Ministries Department.

Gerry D Karst, Chair  
Agustin Galicia, Secretary  
Larry R Evans, Editorial Secretary  
Susan L Wolfe, Recording Secretary



ANNUAL COUNCIL OF THE  
GENERAL CONFERENCE EXECUTIVE COMMITTEE

October 17, 2007, 9:00 a.m.

DEVOTIONAL

The devotional message entitled, "Shared Hope: The Reward of Christ-like Service," was presented by Adrian Bocaneanu, Director of Hope Channel Romania, and local church pastor, Euro-Africa Division.

There is a connection between the last two parables of Matthew 25. The talents should not be kept, but rather used as the Master would. The right use of the talents is in the loving service to those neglected. When disbursing the talents, the Master conveys the hope that their faithful use will bring an increase. The Master exults in the hope that the unpromising poor and captives of this world will respond. Talents will only grow brighter when used, and hope for the hopeless will actually exceed the expectations.

In the parable, the sequence of giving the talents goes from five to one, but in many respects I see a progression rather than a regression. Daniel told us that knowledge will be increased. The Lord is bestowing upon His Church abundant gifts. He wants to be glorified in us. More and more of our members and leaders of the Church expand their talents in service for others and share hope to the hopeless. This is a sign of hope. Thus, we get ready to join the Lord in His joy.

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Ted N C Wilson, chair, called to order the eighth session of the 2007 Annual Council.

Prayer was offered by Theart St Pierrie, President of the Haitian Union (IAD).

Prayer was requested for healing for Lenora Leedham; for the family of E G Manilla, Treasurer of the Eastern Nigeria Union Mission, whose family was attacked, robbed, and five-year-old daughter was kidnapped.

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OMA/FinPl&Bud05AC/05AC/101-05Ga/06AC/101-06Ga/FinPl&Bud07AC/GCDO07AC/07AC  
to JRP(DIV)

101-07Ga CALENDAR OF THIRTEENTH SABBATH  
OFFERINGS—WORLD 2008 - 2010

VOTED, To revise the Calendar of Thirteenth Sabbath Offerings—World 2008 - 2010,  
to read as follows:

2008	First Quarter	Euro-Asia Division
	Second Quarter	Inter-American Division
	Third Quarter	North American Division
	Fourth Quarter	Northern Asia-Pacific Division
2009	First Quarter	Southern Asia-Pacific Division
	Second Quarter	Southern Africa-Indian Ocean Division
	Third Quarter	South American Division
	Fourth Quarter	South Pacific Division
2010	First Quarter	East-Central Africa Division
	Second Quarter	Euro-Africa Division
	Third Quarter	Trans-European Division
	Fourth Quarter	West-Central Africa Division

Distribution summary among divisions from 2005 through second quarter 2010 when the  
cycle begins to repeat itself:

East-Central Africa	2
Euro-Africa	2
Euro-Asia	1
Inter-American	2
North American	2
Northern Asia-Pacific	2
Southern Africa-Indian Ocean	2
South American	2
South Pacific	2
Southern Asia	1
Southern Asia-Pacific	2
Trans-European	2
West-Central Africa	2

TRE/FinPl&Bud06AC/06AC/101-06Gd/FinPl&Bud07AC/GCDO07AC/07AC to JRP(DIV)

101-07Gb CALENDAR OF OFFERINGS—WORLD 2008

VOTED, To record the Calendar of Offerings—World 2008, which reads as follows:

January

5 Outreach/Church Budget  
12 Division  
19 Church Budget  
26 Conference/Union

February

2 Outreach/Church Budget  
9 Division  
16 Church Budget  
23 Conference/Union

March

1 Outreach/Church Budget  
8\*+ Adventist World Radio  
15 Church Budget  
22 Conference/Union  
29 Church Budget

April

5 Outreach/Church Budget  
12\*+ World Mission Budget  
19 Church Budget  
26 Conference/Union

May

3 Outreach/Church Budget  
10\*+ Disaster and Famine Relief (Program provided for NAD only)  
17 Church Budget  
24 Conference/Union  
31 Church Budget

June

7 Outreach/Church Budget  
14 Division

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June contd

21 Church Budget  
28 Conference/Union

July

5 Outreach/Church Budget  
12\*+ World Mission Budget  
19 Church Budget  
26 Conference/Union

August

2 Outreach/Church Budget  
9 Division  
16 Church Budget  
23 Conference/Union  
30 Church Budget

September

6 Outreach/Church Budget  
13\*+ World Mission Budget (Unusual Opportunities)  
20 Church Budget  
27 Conference/Union

October

4 Outreach/Church Budget  
11 Division  
18 Church Budget  
25 Conference/Union

November

1 Outreach/Church Budget  
8\*+ Annual Sacrifice (Global Mission)  
15 Church Budget  
22 Conference/Union  
29 Church Budget

December

6 Outreach/Church Budget  
13 Division  
20 Church Budget  
27 Conference/Union

Summary of Offerings

General Conference	6
Division	6
Conference/Union	12
Church	28
Total	52

\*Program provided by the General Conference  
+Worldwide offering

TRE/FinPl&Bud07AC/GCDO07AC/07AC to JRP(DIV)

101-07Gf CALENDAR OF OFFERINGS—WORLD 2009

VOTED, To adopt the Calendar of Offerings—World 2009, which reads as follows:

January

3	Outreach/Church Budget
10	Division
17	Church Budget
24	Conference/Union

February

7	Outreach/Church Budget
14	Division
21	Church Budget
28	Conference/Union

March

7	Outreach/Church Budget
7*+	Adventist World Radio
14	Church Budget
21	Conference/Union
28	Church Budget

April

4	Outreach/Church Budget
11*+	World Mission Budget
18	Church Budget

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April contd

25 Conference/Union

May

2 Outreach/Church Budget

9\*+ Disaster and Famine Relief (Program provided for NAD only)

16 Church Budget

23 Conference/Union

30 Church Budget

June

6 Outreach/Church Budget

13 Division

20 Church Budget

27 Conference/Union

July

4 Outreach/Church Budget

11\*+ World Mission Budget

18 Church Budget

25 Conference/Union

August

1 Outreach/Church Budget

8 Division

15 Church Budget

22 Conference/Union

29 Church Budget

September

5 Outreach/Church Budget

12\*+ World Mission Budget (Unusual Opportunities)

19 Church Budget

26 Conference/Union

October

3 Outreach/Church Budget

10 Division

17 Church Budget

24 Conference/Union

November

7	Outreach/Church Budget
14*+	Annual Sacrifice (Global Mission)
21	Church Budget
28	Conference/Union

December

5	Outreach/Church Budget
12	Division
19	Church Budget
26	Conference/Union

Summary of Offerings

General Conference	6
Division	6
Conference/Union	12
Church	28
Total	52

\*Program provided by the General Conference  
+Worldwide offering

StratPIC/GCDO07AC/07AC to MLR(DIV)

101-07Gc CALENDAR OF SPECIAL DAYS AND EVENTS—  
WORLD 2008

VOTED, To revise the Calendar of Special Days and Events—World 2008, to read as follows:

January

5	Soul-Winning Commitment	Program provided by divisions
12	<i>Tell the World: Spiritual Growth</i>	Program provided by GC
19	Health Ministries	Program provided by divisions
26	Religious Liberty Day	

February

2	<i>Tell the World: Church Planting Sabbath</i>	Program provided by GC
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February contd

9-16	Christian Home and Marriage	Program provided by GC
23	<i>Let's Talk</i> Sabbath	Program provided by GC
23	Health and Temperance Magazines	Program provided by divisions

March

1	Women's Day of Prayer	Program provided by GC
8	<i>Tell the World:</i> Personal Outreach	Program provided by GC
15	Missionary Literature Emphasis	Program provided by publishing houses
22-29	Youth Week of Prayer	Program provided by GC

April

12	Adventist Mission Emphasis (offering)	Program provided by GC
12	Youth Spiritual Commitment Celebration (Northern Hemisphere)	
19	Literature Evangelism Rally	Program provided by divisions
26	Christian Education	Program provided by divisions

May

1-31	Drug Awareness Month	Program provided by GC
3	Community Service Evangelism	Program provided by divisions
17	<i>Tell the World:</i> Big Cities	Program provided by GC
24	Sabbath of Hope	Program provided by GC

June

7	Bible Correspondence School	
14	Women's Ministry	Program provided by GC

July

5	Griggs University/International Academy	
12	<i>Tell the World:</i> Media Ministry	Program provided by GC

August

2	Global Mission Evangelism	Program provided by divisions
23	Abuse Prevention Emphasis	Program provided by GC

September

6	Lay Evangelism	Program provided by divisions
6-13	<i>Adventist Review</i> (Annual subscription promotion)	
13	Family Togetherness	Program provided by GC



September contd

13	Adventist Mission Emphasis (offering)	Program provided by GC
13	Youth Spiritual Commitment Celebration (Southern Hemisphere)	
20	Pathfinder Day	
20-27	Health Emphasis	Program provided by divisions

October

4	Sabbath School Guest	Program provided by divisions
4	<i>Tell the World: In the Community</i>	Program provided by GC
11	Spirit of Prophecy	Program provided by Ellen G White Estate
18	Children's Sabbath	

November

1-8	Week of Prayer	
8	Annual Sacrifice (offering)	Program provided by GC
15	Ingathering	
22	Bible Emphasis	Program provided by divisions

December

6	Stewardship	Program provided by divisions
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StratPIC/GCDO07AC/07AC to MLR(DIV)

101-07Gd CALENDAR OF SPECIAL DAYS AND EVENTS—  
WORLD 2009

VOTED, To revise the Calendar of Special Days and Events—World 2009, to read as follows:

January

3	Soul-Winning Commitment	Program provided by divisions
10	<i>Tell the World: Spiritual Growth</i>	Program provided by GC
17	Health Ministries	Program provided by divisions
24	Religious Liberty Day	

February

7	<i>Tell the World: Church Planting Sabbath</i>	Program provided by GC
7-14	Christian Home and Marriage	Program provided by GC

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February contd

21	<i>Let's Talk</i> Sabbath	Program provided by GC
21	Health and Temperance Magazines	Program provided by divisions

March

7	Women's Day of Prayer	Program provided by GC
14	<i>Tell the World: Personal Outreach</i>	Program provided by GC
14	Missionary Literature Emphasis	Program provided by publishing houses
21-28	Youth Week of Prayer	Program provided by GC

April

11	Adventist Mission Emphasis (offering)	Program provided by GC
11	Youth Spiritual Commitment Celebration (Northern Hemisphere)	
18	Literature Evangelism Rally	Program provided by divisions
25	Christian Education	Program provided by divisions

May

1-31	Drug Awareness Month	Program provided by GC
2	Community Service Evangelism	Program provided by divisions
16	<i>Tell the World: Big Cities</i>	Program provided by GC
23	Sabbath of Hope	Program provided by GC

June

6	Bible Correspondence School	
13	Women's Ministry	Program provided by GC

July

4	Griggs University/International Academy	
11	<i>Tell the World: Media Ministry</i>	Program provided by GC

August

8	Global Mission Evangelism	Program provided by divisions
22	Abuse Prevention Emphasis	Program provided by GC

September

5	Lay Evangelism	Program provided by divisions
5-12	<i>Adventist Review</i> (Annual subscription promotion)	
12	Family Togetherness	Program provided by GC
12	Adventist Mission Emphasis (offering)	Program provided by GC

September contd

12	Youth Spiritual Commitment Celebration (Southern Hemisphere)	
19	Pathfinder Day	
19-26	Health Emphasis	Program provided by divisions

October

3	Sabbath School Guest	Program provided by divisions
3	<i>Tell the World: In the Community</i>	Program provided by GC
10	Spirit of Prophecy	Program provided by Ellen G White Estate
17	Children's Sabbath	

November

7-14	Week of Prayer	
14	Annual Sacrifice (offering)	Program provided by GC
21	Ingathering	
28	Bible Emphasis	Program provided by divisions

December

5	Stewardship	Program provided by divisions
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StratPIC/GCDO07AC/07AC to MLR(DIV)

101-07Ge CALENDAR OF SPECIAL DAYS AND EVENTS—  
WORLD 2010

VOTED, To revise the Calendar of Special Days and Events—World 2010, to read as follows:

January

2	Soul-Winning Commitment	Program provided by divisions
9	<i>Tell the World: Spiritual Growth</i>	Program provided by GC
16	Health Ministries	Program provided by divisions
23	Religious Liberty Day	

February

6	<i>Tell the World: Church Planting Sabbath</i>	Program provided by GC
6-13	Christian Home and Marriage	Program provided by GC
20	<i>Let's Talk Sabbath</i>	Program provided by GC

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February contd

20 Health and Temperance Magazines Program provided by divisions

March

6 Women's Day of Prayer Program provided by GC  
13 *Tell the World: Personal Outreach* Program provided by GC  
13 Missionary Literature Emphasis Program provided by publishing houses  
20-27 Youth Week of Prayer Program provided by GC

April

10 Adventist Mission Emphasis (offering) Program provided by GC  
10 Youth Spiritual Commitment  
Celebration (Northern Hemisphere)  
17 Literature Evangelism Rally Program provided by divisions  
24 Christian Education Program provided by divisions

May

1-31 Drug Awareness Month Program provided by GC  
1 Community Service Evangelism Program provided by divisions  
15 *Tell the World: Big Cities* Program provided by GC  
22 Sabbath of Hope Program provided by GC

June

5 Bible Correspondence School  
12 Women's Ministry Program provided by GC

July

3 Griggs University/International Promotion  
10 *Tell the World: Media Ministry* Program provided by GC

August

7 Global Mission Evangelism Program provided by divisions  
21 Abuse Prevention Emphasis Program provided by GC

September

4 Lay Evangelism Program provided by divisions  
4-11 *Adventist Review*  
(Annual subscription promotion)  
11 Family Togetherness Program provided by GC  
11 Adventist Mission Emphasis (offering) Program provided by GC

September contd

11	Youth Spiritual Commitment Celebration (Southern Hemisphere)	
18	Pathfinder Day	
18-25	Health Emphasis	Program provided by divisions

October

2	Sabbath School Guest	Program provided by divisions
2	<i>Tell the World: In the Community</i>	Program provided by GC
9	Spirit of Prophecy	Program provided by Ellen G White Estate
16	Children's Sabbath	

November

6-13	Week of Prayer	
13	Annual Sacrifice (offering)	Program provided by GC
20	Ingathering	
27	Bible Emphasis	Program provided by divisions

December

4	Stewardship	Program provided by divisions
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ADCOM/PreC/TreC/GCASBd/GCDO07AC/07AC to LCC

117-07G GENERAL CONFERENCE AUDITING SERVICE STRUCTURE  
AND OPERATIONS—REPORT AND RECOMMENDATIONS  
OF THE GENERAL CONFERENCE AUDITING SERVICE  
STUDY GROUP

Introduction

The General Conference Administrative Committee, on May 16, 2006, appointed the General Conference Auditing Service (GCAS) Study Group (ADCOM-A). Its assignment was to review current auditing service structure and operations and to propose adjustments, if any, that would fulfill the Church's global need for an efficient and effective financial oversight system.

In September 2006, the GCAS Study Group released a "Discussion Paper" summarizing significant benefits and challenges in the current auditing service. The Discussion Paper was

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presented to several key leadership groups<sup>1</sup> with an invitation to submit observations and comments, over a three-month period, as counsel for the Study Group. Again, in April 2007, the Study Group circulated a document outlining preliminary proposals addressing GCAS structure and operations. This provided opportunity for leadership at the General Conference and its divisions, as well as to members of the GCAS Board, to comment concerning the proposals.

This document presents the final report and recommendations of the Study Group. Specific recommendations are provided along with relevant amendments to General Conference *Working Policy* SA Auditing Policies.

### Financial Oversight Considerations in a Global Church

The Study Group endeavored to approach its task, first of all through the eyes of a church member. What does or should any local church member expect from the denomination's financial oversight system? How do these expectations provide insight or information regarding the structure and operations of such a system?

The large number and variety of organizations that are identified as part of the Seventh-day Adventist Church do not function in the typical hierarchical pattern of a global corporation. Responsibility and authority for decision-making is highly diffused throughout denominational structure. Therefore, one of the first expectations from a local church member would be that there is a financial oversight system that assures credibility in financial management and accountability across the entire range of denominational structure. This single expectation implies at least four features that pertain to efficiency and effectiveness of the auditing service:

1. **Branding:** The financial oversight system delivers consistent professional quality and is trusted to preserve the accountability of denominational entities and the integrity of financial reporting. Further, the system is able to attract personnel because of its reputation for quality and the opportunity for professional development it provides.
2. **Economies of scale:** The financial oversight system provides efficiencies and effectiveness in the delivery of services, the training of personnel, and the broad application of common audit methodology and operational processes.
3. **Structural independence:** The financial oversight system is sufficiently insulated from administrative influence thus providing a structural basis for trust in the system.
4. **Expertise in controls:** While senior management designs and implements control policies and activities, the financial auditing service evaluates and tests the effectiveness of

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<sup>1</sup> Including General Conference officers, GC&DivPRE Council, GC&DivTRE Council, GCAS Board members, GCAS Director and Associate Directors.

controls surrounding the financial reporting process. As a repository of control expertise, the auditing service is competent to inform controlling committees with respect to internal control measures that enhance the perception of credibility in financial management.

### Choosing a Preferred Structural Model

In the opinion of the Study Group, a globally-centralized financial oversight system is the preferred model. It is believed that such a structural design best fulfills the expectations, as outlined above, of a church member. This is not to say that some other model, either a restructured internal audit system or the global use of external auditors, are unacceptable alternatives. However, from the church member's expectation of assurance that the integrity of financial management is being monitored across the whole Church organization, the centralized model is considered to be the best design. This assumes that the benefits of branding, economies of scale, and independence from management, are preserved in the structure.

In fact, the development of GCAS as a centralized financial oversight system arose out of attempts to improve on models used earlier. Legitimate concerns had arisen regarding the professional level and independence of the audit system. Since its inception in 1976, GCAS has made significant progress in enhancing the professional skills of the auditing personnel and in applying a common methodology in the auditing of denominational clients. A somewhat invisible, yet noteworthy, contribution of GCAS to the denomination is that it has served as the entry point to a denominational career for many people who serve or have served in senior positions of financial administration. It is unlikely that so many people would have found pathways to denominational leadership careers if they had started their work in public accounting firms or other non-denominational entities.

GCAS is an internal audit service rather than an accounting firm in public practice. This should not be judged as an impairment of independence. GCAS complies with the highest professional and ethical standards. Its structure has developed over the years to ensure a professional relationship between GCAS and its clients that is comparable to that of being in public practice. The GCAS Board, elected at a General Conference Session, is chaired by a layperson. At least a two-thirds majority of the Board membership is composed of laypersons, each of whom has a level of expertise in financial management and administration. The GCAS Director and Associate Directors are elected at a General Conference Session. The GCAS Board is empowered to appoint and oversee the employment of other GCAS personnel.

The Study Group considered other organizational models for an internal audit system. However, in each case it noted the challenges in preserving the principle of the audit personnel not being appointed through processes where decision-making groups have, in their membership, a majority or significant proportion who are officers of client entities. This is often described as the "two-levels-removed" principle.

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## Addressing Operational Concerns

Several of the current challenges faced by GCAS do not reside in the area of structural design. Instead, they have to do with operational matters. The Study Group identifies the following issues and suggests ways in which these might be addressed.

1. Use of external auditors. General Conference *Working Policy* SA 05 30 outlines the process under which accountants in public practice may be engaged to provide audit services rather than GCAS. The Study Group notes that this policy adequately addresses the issues and should remain in place.

2. Policy compliance testing. GCAS personnel have been assigned the responsibility for policy compliance testing while performing financial audits. However, there has been no definition by the Church regarding what policies must be reviewed or what constitutes materiality in a breach of policy, nor has there been guidance on how occasions of policy infringement are reported. As a result, GCAS staff, in fulfillment of their obligations, end up reporting even on very insignificant matters of noncompliance.

3. Underwriting the cost of auditing in a rapidly growing global organization. At present, most of the denominational entities are shielded from bearing the direct costs of auditing. One result is that there is little incentive to improve financial accounting processes thus reducing the cost of auditing. Nor is the cost of auditing one of the factors that is assessed in the decision to establish new entities. Basically, in all but one division, the cost of auditing the growing number of organizations falls to the General Conference budget.

The Study Group believes there would be merit in having each client bear at least some, if not all, of the cost of its own audit, or at least to have these costs reflected in its financial statements. However, the Study Group also senses that the implementation of this arrangement is impractical at this time. (A local entity could not be expected to bear the actual costs of an audit when those costs are built, at least partially, on international currency components.) It is recommended that the current system for underwriting the cost of auditing be continued.

It is also recommended that thorough study be given to establishing an organizational and operational threshold that requires a financial audit versus a financial review.<sup>2</sup> An evaluation needs to be done on the current client base to determine if financial audits are justified (by comparing risk with cost). Such an evaluation will provide the evidence to indicate the true level of need for growth in auditing staff. When the level of need is established through the process

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<sup>2</sup> Financial review is a technical term describing a financial oversight process that is less rigorous than a financial audit.



mentioned above, the need for funding to provide adequate auditing staff should be addressed by the global Church leadership.

4. Local church audits/financial reviews. The Study Group is concerned that insufficient rigor is being applied to the financial oversight system for local churches. Accordingly, one of the recommendations deals with discovering the present status of local church financial oversight systems and of addressing needs in this area.

5. Auditing status reports to executive committees. The Study Group notes that, except in a few instances, there is no systematic reporting to executive committees regarding the status of auditing within the territory supervised by the executive committee. It is recommended that reports be provided, on an annual basis, by GCAS personnel. These reports should give an informational overview about financial management and auditing, including whether or not all entities requiring audits are being served, how many audit opinions are qualified, what are the financial management issues that seem to be frequently encountered in the territory, etc.

The “status of auditing” reports provided to union executive committees should include a report on the status of local church audits/financial reviews. This information will need to be obtained from other than GCAS personnel.

6. GCAS Board members knowledgeable of auditing status in the divisions they represent. At present, GCAS Board members are not exposed, through committee memberships, etc., to information about the status of auditing in their respective divisions. This lack of information compromises their ability to function on the GCAS Board. Such information will enhance their effectiveness on the GCAS Board.

7. GCAS Board meetings and other internal operational considerations. In the course of its work, the Study Group received observations and suggestions regarding the meetings of the GCAS Board (at least once per year) and the need for adequate time to fulfill its obligations. A request has also been received to review the role of associate directors located outside of the headquarters office. These questions have been somewhat outside the specific focus of the Study Group. However, they will be given further consideration by the GCAS Board.

VOTED, 1. To retain a globally-centralized financial oversight system as reflected in the current General Conference Auditing Service structure.

2. To designate the General Conference Auditing Services as the preferred, though not exclusive, provider of financial oversight services outlined in General Conference *Working Policy SA 05*. (It is the intent of this action that current policy regarding the use of accountants in public practice should be retained. However, it is noted that neither the General Conference

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nor any of its divisions has identified circumstances and outlined a process under which an organization may choose an external auditor. See SA 05 30.)

3. To continue the present system of underwriting the costs of financial audits or reviews and compliance testing.

4. To request division treasurers to report, by August 31, 2008, through the General Conference Treasurer, to the GCAS Board on the status of local church audits/financial reviews in their respective territories. The scope of the report shall be determined by the General Conference Treasurer. Reports submitted by division treasurers shall be used by the GCAS Board for the purpose of evaluating the need for local church audits or financial reviews and for designing an appropriate system to respond to the need. The GCAS Board shall report its findings to the General Conference Executive Committee and recommend new proposals relative to local church audits/financial reviews.

5. To request the General Conference Auditing Service Director to prepare a basic audit/financial review program for use in local churches. This program should include a specific checklist of internal controls. Personnel conducting local church audits/financial reviews should be expected to provide training regarding internal controls. These individuals should also be invited to GCAS training events or to other seminars/conferences arranged by the local mission/conference at which aspects of local church financial management are discussed.

6. To request division administrations, wherever possible and practical, to invite General Conference Auditing Service Board members resident in their territory to attend the division midyear or yearend meeting. When doing so, it is advisable that the General Conference Auditing Service Board member be invited to the division Audit Affairs Committee, if it meets at this time, and to the Finance Committee.

#### Additional Actions

Additional actions are reflected in amendments to General Conference *Working Policy* SA 05. Among other things, these amendments address specific operational concerns relating to:

1. The provision of auditing status reports to the executive committee of unions, divisions, and the General Conference;
2. The use of financial reviews, where authorized, instead of financial audits;
3. Policy compliance testing, materiality thresholds, and reporting; and
4. Procedures for establishing, verifying, and addressing GCAS staffing level needs.

ADCOM/GCASBd/PolRev&Dev/ADCOM/PreC/TreC/GCDO07AC/07AC to LRE(DIV)

246-07G AUDITING POLICIES - POLICY AMENDMENT

VOTED, To amend GC SA, Auditing Policies, to read as follows:

SA Auditing Policies\*

SA 05 Auditors and Auditing

SA 05 05 General Conference Auditing Service—1. Responsibility—The General Conference Auditing Service is charged with the responsibility ~~of:~~ for:

- a. Providing a worldwide auditing service for the Seventh-day - No change
- b. Monitoring the audit program throughout the denomination; for denominational organizations in its client base (see SA 05 25);
- c. Recommending to the General Conference Executive Committee or division executive committee standards and/or guidelines for the endorsement and selection of external auditors; and auditors (see SA 05 30);
- d. Reporting to the General Conference President, Executive Committee, through the General Conference Auditing Service Board, on the overall audit program in the Church and trends/issues that appear in the global picture of financial and policy administration; and
- e. Reporting to the executive committees of divisions and unions on the overall audit program in their respective territories and the trends/issues that pertain to financial and policy administration.

2. Purpose—The purpose of the General Conference Auditing Service is to conduct structurally independent financial ~~and trust audits;~~ audits (or financial reviews where authorized), reviews of trust operations, and compliance (policy, contractual, and regulatory, as applicable) tests of the highest quality, in a cost-effective manner, for denominational organizations. The objective is to provide administrators and governing boards within the scope of the audit an assurance on financial and nonfinancial information and its compliance with applicable professional standards, denominational policy and external regulations.

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3. Mandate—a. The General Conference Auditing Service and ~~any external auditor~~ external auditors engaged by a denominational entity shall comply with generally accepted auditing standards in the audit of denominational organizations throughout the world.

b. The General Conference Auditing Service shall function with professional independence and comply with the highest professional and ethical standards. The General Conference Auditing Service does not offer its services to the general public as a firm in public practice. Not being in public practice should not be adjudged to be an impairment of ~~independence.~~ independence in fact (recognizing that there will always be an inherent lack of “appearance” of independence). The professional relationship between the General Conference Auditing Service and denominational organizations shall be the same as if it were in public practice.

4. Enablement—a. To enable the General Conference Auditing Service to fulfill its responsibility, achieve its purpose, and comply with its ~~mandate, mandate at all levels of the denomination,~~ all General Conference Auditing Service personnel shall be responsible to the director of the General Conference Auditing Service through the area associate or assistant directors.

b. Auditors are authorized to conduct unannounced audits. The governing authority (constituency, board, executive committee) in the case of union or ~~conference~~ local conferences, unions of churches, and incorporated institutions may request or require unannounced audits. In the case of union ~~missions and local missions~~ missions, local missions, and their unincorporated institutions, an unannounced audit may be authorized by the administration of the next higher organization.

SA 05 10 Generally Accepted Auditing Standards—1. International - No change

2. Country-Specific Standards—International Standards on Auditing shall not override the country-specific regulations governing the audits of denominational entities in a particular country. To the extent that International Standards on Auditing conform ~~with~~ to local regulations, audits in those countries in accordance with local regulations shall automatically comply with the International Standards on Auditing.

3. Independence—a. The General Conference Auditing Service shall - No change

b. General Conference Auditing Service personnel shall avoid - No change

c. All audits and related professional services required by denominational organizations shall be performed by the General Conference Auditing Service and/or by an external auditor selected from a roster of auditors endorsed by the General Conference Executive

Committee in the case of audits for divisions or General Conference institutions or field units directly attached to the General Conference or, in the case of audits for entities within a division, endorsed by the division executive committee. ~~General Conference Auditing Service personnel shall not perform any service or function which may appear to be in conflict with their official responsibilities.~~

- d. General Conference Auditing Service or external audit - No change
- e. Administrators of denominational entities shall not attempt - No change
- 4. Competence—
  - a. To ensure that audits of denominational - No change
  - b. The General Conference Auditing Service shall establish - No change
- 5. ~~Quality Control—~~
  - ~~a. The General Conference Auditing Service shall establish quality control policies and procedures to provide it with reasonable assurance of conforming with generally accepted auditing standards in its engagements.~~
  - ~~b. To comply with national professional standards and to maintain uniform auditing standards around the world, the General Conference Auditing Service shall conduct regular (at least every three years) quality control reviews in each of its offices. Wherever possible, a local accountant in public practice should be invited to join the evaluation team.~~
- 5. Quality Control—
  - a. To comply with national professional standards and to maintain uniform auditing standards around the world, the General Conference Auditing Service shall establish quality control policies and procedures to provide it with reasonable assurance of conforming with generally accepted auditing standards in its engagements.
  - b. The director shall report to the General Conference Auditing Service Board regarding the results of quality control reviews.

SA 05 15 Definition of an ~~Audit~~—As Audit, Financial Review, and Compilation—As used in this section:

- 1. A financial audit is the examination by an auditor, in accordance with generally accepted auditing standards, of the assertions of management as embodied in its financial statements, to enable the auditor either to express or to disclaim an opinion on the fairness with which the financial statements present the entity's financial position, results of operations, and cash flows in accordance with generally accepted accounting principles. ~~This level of examination is not to be confused with lesser related services, such as reviews and compilations.~~

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2. A financial review consists primarily of inquiries addressed to management and of analytical procedures applied to the financial data by the auditor to provide a reasonable basis for expressing limited assurance that there is no material modifications needed for the financial statements to be in conformity with generally accepted accounting principles. Financial reviews, where authorized (see SA 20), shall be conducted in accordance with industry standards, for example, the “International Standards on Review Engagements” (ISRE’s), and “International Standards on Related Services” (ISRS’s). The auditor’s report in the case of a financial review is, at best, a statement of negative assurances.

3. A compilation is the presentation of financial information, as asserted by management, without any inquiry process to provide a level of assurance regarding the accuracy of information. Compilations are not acceptable substitutes for audits or financial reviews in denominational entities.

4. Special investigations, for whatever reason, investigations are not considered to be financial audits. Requests for such services, if and when submitted to the director of the General Conference Auditing Service, shall be considered on a case by case basis, depending on the availability of personnel, personnel or other relevant factors. The costs involved in such investigations shall be borne by the organization requesting the service, unless otherwise approved by the organization funding the audit.

~~2. A trust audit consists of an evaluation of an organization to provide reasonable, but not absolute, assurance that assets for which the organization has responsibility as trustee, personal representative, attorney in fact, or in some other fiduciary capacity, are adequately safeguarded against loss from unauthorized use or disposition and that the transactions are executed in accordance with appropriate authorizations and in conformity with the governing instruments, and are recorded properly to permit the preparation of the required financial, tax, and other reports.~~

~~3. a. A compliance test is the examination by an auditor of evidence to determine compliance with General Conference Working Policy and other denominational policies, if any, applicable to the client. Determination of core policies to be tested, establishment of guidelines for evaluating materiality thresholds, definition of agreed-upon procedures, and the manner of reporting noncompliance shall be determined by the General Conference Executive Committee for General Conference policies. Divisions shall do likewise for any additional policies established by the division. Policy compliance testing may be conducted by either the General Conference Auditing Service or by an external auditor. Compliance tests can be done in one of the following three ways:~~

SA 05 16 Reviews of Trust Operations—A review of trust operations consists of an evaluation of an organization’s compliance with trust accreditation standards and other fiduciary

practices for the administration of the assets for which the organization has responsibility as a trustee, personal representative, attorney-in-fact, or in some other fiduciary capacity, and is also designed to make recommendations that will assist in the safeguarding against loss from unauthorized use or disposition and that will assist in ensuring that transactions are executed in accordance with appropriate authorizations and in conformity with the governing instruments, and are recorded properly to permit the preparation of the required financial, tax, and other reports.

SA 05 17 Compliance Testing—1. A compliance test is the examination by an auditor of evidence to determine compliance with General Conference *Working Policy*, division working policy, and other denominational policies, if any, applicable to the client. The General Conference Executive Committee shall identify core policies to be tested, establish guidelines for evaluating materiality thresholds, define agreed-upon procedures, and recommend the manner of reporting noncompliance with General Conference policies. Division executive committees shall do likewise for any additional policies established by the division. An entity's governing committee or board may require that other policies, in addition to the core policies, shall be included in the compliance tests. Added costs associated with testing of any policies, in addition to core policies, shall be the responsibility of the entity that determined the additional policies to be tested or by pre-arrangement with other entities that may be involved in bearing such costs. Compliance testing of core policies and other policies relating to a financial audit may be conducted by either the General Conference Auditing Service or by an external auditor. Compliance tests can be done in one of the following ways:

1) a. By examining evidence for compliance with the core policies encountered in the course of the financial audit. The auditor will give ~~negative assurance~~, assurance (no non-compliance with policy came to the attention of the auditor), issue a qualified report, or state that it is not possible to report, on the organization's compliance with policy. In addition, ~~management shall be required to submit a self-assessment declaration regarding policy compliance.~~ the principal officers shall be required to submit an assertion of compliance with the core policies. Such declaration shall be in the manner prescribed by the General Conference Executive Committee or as enhanced by additional clauses as determined by the organization's governing authority; or

2) b. By performing agreed-upon procedures on all the core policies. An organization whose governing board/committee wishes to have agreed-upon procedures applied to only selected items on the list of core policies shall still be reviewed under the negative assurance provisions of paragraph 1) a. above. The auditor will report on the ~~finding~~ findings from applying the prescribed procedures, and where applicable, a report under paragraph 1) a. above.

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~~3) c.~~ By performing an examination engagement in accordance with generally accepted attestation standards on, at a minimum, the core policies designated by the General Conference Executive Committee from time to time. Every governing committee/board may add to the core policies to meet specific circumstances and situations. An organization whose governing board/committee wishes to have examination engagement procedures applied to only selected items on the list of core policies shall still be reviewed under the negative assurance provisions of paragraph ~~4) a.~~ above. The auditor will provide an opinion on the organization's compliance with the core policies under consideration, and where applicable, a report under paragraph ~~4) a.~~ above.

d. By performing, as per prior arrangement with the governing committee or board, a combination of the three levels described above.

2. The governing committee/board of each organization wishing to select options ~~2) or 3) b., c., or d.,~~ above must do so prior to the commencement of the financial audit otherwise option ~~4) a.~~ will apply. ~~Additional costs relative to option 2) or 3) are at the organization's expense. The responsibility for additional costs relative to option b., c., or d., are to be determined at the time the option is selected.~~

~~b. 3.~~ In the case of contractual agreements and regulatory requirements, the examination for compliance should include review of specific agreements and/or requirements, to enable the auditor to report on compliance with the prescribed requirements and standards.

SA 05 20 Management's Responsibility—1. While the auditor is - No change

2. Management shall allow the auditor/auditing team personnel complete access to all employees, accounting and corporate records, agreements, contracts, minutes, service records, and other related documents, deemed necessary by the auditor for the performance of an ~~audit~~ audit, review of trust operations, or policy compliance test. Even though an external audit may have been completed, management shall also allow the General Conference Auditing Service similar access when the General Conference Auditing Service is responding to a request of the unit's constituency or of the board/executive committee of the next higher organization.

SA 05 25 Assignment—1. Client Base—The General Conference Auditing Service shall be the Seventh-day Adventist Church's preferred provider of auditing or financial review services. The client base includes all denominational organizations such as world divisions, unions, and local conferences and missions, unions of churches, institutions, organizations or services above the level of a local congregation. The General Conference Auditing Service does not perform audits for ~~independent~~ any other organizations. ~~Audits~~ Audits, or financial reviews (see SA 20), when authorized in the case of specifically designated entities, shall be conducted on all entities, entities in the client base, regardless of type, that are controlled/directed/managed



by a local conference/field/mission, union, division or the General Conference, including Adventist Development and Relief Agency country and regional offices, projects not audited by external auditors under contractual terms of the project, and special funds. The General Conference Auditing Service shall not be responsible for the audit or financial review of entities, regardless of type, that are controlled/directed/managed by either a single local congregation or a number of local congregations. Exceptions to the above requirements shall be by specific action of the General Conference Executive ~~Committee~~. Committee in the case of a global exception. A division, by prior arrangement with the General Conference Auditing Service Director, may request that the General Conference Auditing Service perform financial audits or financial reviews for selected entities that are controlled/directed/managed by either a single local congregation or a number of local congregations. Before approving such an expansion in the client base, the division shall make arrangements regarding how the additional costs are borne.

2. ~~Audit frequency—Audits~~ Audits Frequency—Audits, or financial reviews when authorized in the case of specifically designated entities (see SA 20), shall normally be conducted annually. Even when ~~audits~~ audits, or financial reviews when authorized, are not performed annually all years shall be audited. The division annually, all years since the last audit or financial review shall be included in the next audit or financial review. Division executive committees may approve a longer interval between audits or financial reviews for some organizations or institutions within its territory or may delegate this authority to the next higher organization of the entity being ~~audited~~. audited or reviewed.

3. New Organizations—It shall be the responsibility of the next - No change

4. General Conference Audit—The financial records of the - No change

SA 05 30 Use of Accountants in Public Practice—Although the General Conference Auditing Service is the denomination's preferred provider of auditing or financial review services, there may be occasions where, due to circumstances or legal requirements, it is preferable to engage the services of an external auditor. A division, or the General Conference Executive Committee in the case of General Conference institutions, divisions or other entities attached to the General Conference, shall identify circumstances and outline a process under which an organization may choose an external auditor. In such situations an auditor shall be engaged for a specific period from a list of external auditors endorsed by the General Conference Executive Committee in the case of General Conference institutions, divisions or other entities attached to the General Conference, or in case of audits or financial reviews for entities within a division, endorsed by the division executive committee. Where an organization has the audit or financial review performed by an external auditor, the cost of ~~the audit~~ these services shall be borne by the entity being audited unless other prior arrangements have been approved by organization(s) sharing the cost. (In the case of audits where the General Conference is

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requested to share in the costs, approval must be obtained from the General Conference Administrative Committee.)

SA 05 35 Auditor's Reports—1. Types of Reports—a. The auditor's - No change

b. The auditor shall be required to report on the entity's compliance with

1) General Conference *Working Policy* and other - No change

2) Contractual agreements and regulatory requirements, when applicable, based on the audit of the financial statements. Instances of noncompliance with the General Conference ~~*Working Policy*~~ *Policy, division working policy*, and other applicable denominational working policies and contractual agreements and regulatory requirements shall be enumerated in the relevant report.

c. The auditor shall also communicate matters required by professional auditing standards in ~~a management letter~~. an audit communication letter (formerly known as the "management letter").

d. When the condition of an organization's accounting records does not allow the performance of an audit in accordance with generally accepted auditing standards, the auditor shall inform the organization's governing committee and/or board and the officers of higher organizations of this condition in writing. In the event a health food company's accounting records do not allow the performance of an audit in accordance with generally accepted auditing standards, the auditor shall also inform the Director of the International Health Food ~~Ministry~~. Association.

e. At the conclusion of a review of trust operations, a report shall be prepared which shall provide findings related to compliance with trust accreditation standards and other fiduciary practices and will provide related recommendations that will assist in the safeguarding of assets against loss from unauthorized use or disposition and will assist in ensuring that transactions are executed in accordance with appropriate authorizations and in conformity with the governing instruments, and are recorded properly to permit the preparation of the required financial, tax, and other reports.

2. Distribution of Reports—a. The auditor's opinion, reports on compliance, and the audited or reviewed annual financial statements shall be forwarded by the auditor, along with the auditor's ~~management~~ audit communication letter, to the officers of the organization being ~~audited~~. served.

b. Every division/attached union shall determine the time periods, which shall not exceed the maximum periods stipulated below, within which the organizations in its territory shall respond to the auditor's management audit communication letter. If such a determination is not made, the following shall apply:

~~Each organization shall have a maximum of 60 days from the date the management letter is received by the officers of the entity, or have a maximum of 30 days after the next meeting of the governing committee and/or board, whichever is earlier, to submit to the auditor a response to the management letter. The treasurer/chief financial officer of the organization being audited shall be responsible for the organization's response to the auditor's management letter and its recommendations. At the close of the applicable time period, the auditor shall send sufficient copies of the auditor's opinion, the reports on compliance, the audited financial statements, the management letter, and management's response to the management letter, to the treasurer/chief financial officer for the members of the governing committee and/or board of the organization being audited. The treasurer/chief financial officer shall present the auditor's opinion, the reports on compliance, the audited financial statements, the management letter, and management's response to the management letter to the Financial Audit Review Committee. The auditor shall also distribute the same information (a) to the appropriate officers of the higher organizations, (in the case of health food companies, also to the Director of the International Health Food Ministry) and, as required, to the Statement Review Committee, (b) to the General Conference Auditing Service, and (c) the auditor's opinion, reports on compliance, and the audited financial statements to the General Conference Office of Archives and Statistics.~~

1) Each organization shall have a maximum of 60 days from the date the audit communication letter is received by the officers of the entity, or have a maximum of 30 days after the next meeting of the governing committee and/or board, whichever is earlier, to submit to the auditor a response to the audit communication letter. The treasurer/chief financial officer of the organization being audited or reviewed shall be responsible for the organization's response to the auditor's audit communication letter and its recommendations.

2) At the close of the applicable time period, the auditor shall send sufficient copies of the auditor's opinion, the reports on compliance, the audited or reviewed financial statements, the audit communication letter, and management's response to the audit communication letter, to the treasurer/chief financial officer for the members of the governing committee and/or board of the organization being audited or reviewed.

3) The treasurer/chief financial officer shall present the auditor's opinion, the reports on compliance, the audited or reviewed financial statements, the audit communication letter, and management's response to the audit communication letter to the Financial Audit Review Committee of the entity concerned.

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- 4) The auditor shall also distribute the same information
  - a) To the appropriate officers of the higher organizations, (in the case of health food companies, also to the Director of the International Health Food Association) and, as required, to the appropriate Statement Review Committee,
  - b) To the General Conference Auditing Service, and
  - c) The auditor's opinion, reports on compliance, and the audited financial statements to the General Conference Office of Archives and Statistics.
- c. The auditor's report resulting from a review of trust operations shall be distributed to the governing committee (or Financial Audit Review Committee), to the officers, and Planned Giving and Trust Services Director of the organization being evaluated. Copies shall also be provided to the officers and Planned Giving and Trust Services Director of the higher organizations and to the trust services accreditation committee of the appropriate division.

~~SA-05 40 General Conference Auditing Service Board—1. Function— a. General—The General Conference Auditing Service is accountable to the General Conference Executive Committee through the General Conference president. Due to the complexity of operations, the General Conference Auditing Service Board shall have administrative oversight over the nonprofessional aspects of the General Conference Auditing Service. The involvement of the General Conference with the General Conference Auditing Service is on an operational (such as office space, personnel relations, etc.,) level, and not on a professional auditing standard setting level; the General Conference Auditing Service functions independently in implementing the accounting and auditing standards of the accounting profession.~~

SA 05 40 General Conference Auditing Service Board—1. Function—a. General—The General Conference Auditing Service functions independently in implementing the accounting principles and auditing standards of the accounting profession. The General Conference Auditing Service Board provides administrative oversight for the General Conference Auditing Service and enhances its structural independence. At its regularly convened meetings, the General Conference Auditing Service Board receives reports regarding the status of audits in denominational organizations, addresses emerging issues from these reports, monitors the quality of audit services, reviews audit costs, determines the adequacy of audit staffing, and prepares reports and recommendations for the General Conference Executive Committee.

The General Conference is not involved with the General Conference Auditing Service in professional matters relating to the identification and implementation of the accounting principles and auditing standards of the accounting profession.

b. Personnel—1) The director and associate directors of the General Conference Auditing Service shall be elected by the General Conference in session.

a) A recommendation for director of the - No change

b) Recommendations for associate directors of the General Conference Auditing Service ~~resident in the divisions~~ residing outside North America shall be made by the General Conference Auditing Service Board, after consultation with the administration of the respective divisions, to each regular General Conference Session nominating committee.

2) Assistant directors of the General Conference - No change

3) Assistant directors of the General Conference Auditing Service ~~resident in the divisions~~ residing outside North America shall be appointed by the General Conference Auditing Service Board, after consultation with the administration of the respective divisions.

4) All other professional personnel necessary for the - No change

5) The General Conference Auditing Service Board - No change

6) To implement section SA 05 50, paragraph 3., the - No change

2. Composition—The General Conference Auditing Service Board - No change

SA 05 45 Division Audit Affairs Committee—1. Function—Each world division of the General Conference may appoint an Audit Affairs Committee to consider issues of a nonprofessional, administrative, and operational nature relative to the service provided to its territory by the General Conference Auditing Service. Such issues could include:

- a. Providing office space and required equipment.
- b. Scheduling of field audits.
- c. Monitoring of management response deadlines.
- d. Reviewing timeliness of audits and reports.
- e. Evaluating and recommending local personnel concerns.

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The director of the General Conference Auditing Service shall consult with division audit affairs ~~committees~~ committees, or with those who have been delegated by a division to handle such matters, regarding the employment of staff and assistant staff auditors, and the engagement of external auditors when required. Unresolved issues of an administrative nature shall be submitted by audit affairs committees to the General Conference Auditing Service Board. Matters of a professional nature (for example, audit procedures, appropriate reporting, and professional personnel concerns, etc.) shall be communicated to the director of the General Conference Auditing Service.

2. Composition—The Audit Affairs Committee shall consist of at - No change

SA 05 50 General Conference Auditing Service Organizational Structure—1.

Personnel—a. The General Conference Auditing Service personnel shall consist of - No change

b. Official action concerning the employment and - No change

c. Documentation of the employment of General Conference - No change

d. ~~Auditing~~ General Conference Auditing Service personnel shall be remunerated in accordance with the policies applicable to the area in which the auditor resides. (See Y 05 05, paragraph 4.)

2. Offices—The headquarters office of the General Conference - No change

3. Adequate Staff of Auditors—An adequate staff of auditors shall be employed to assure annual audits of the entities forming the client base, as well as such interim audits and other assistance as circumstances may dictate. As part of the annual budgeting process of the General Conference, the General Conference Auditing Service Director shall inform the General Conference Undertreasurer regarding budget requests from the General Conference Auditing Service. The Financial Planning and Budgeting Committee, prior to recommending a budget, shall be notified of any unfunded requests from the General Conference Auditing Service. The General Conference Auditing Service Director shall inform the General Conference Auditing Service Board regarding the adequacy of financial provisions and staffing for the services required.

SA 05 55 General Conference Auditing Service Budget—The budget of the - No change

SA 10 Audit/Financial Review of Financial Records  
of Local Churches and Small Organizations

SA 10 05 Responsibility for ~~Audits—Compliance audits~~ Audits—Financial audits or reviews of local church records and small organizations (see SA 10 10) as detailed below, shall be conducted annually by competent individuals employed by the local conference/mission/field. In situations where it is not feasible to perform ~~the audit/financial review~~ these services on an annual basis, other arrangements may be put in place so that on a regular cycle as determined by the division, not to exceed a two-year period, an audit/financial review will be done. For the years that the conference/mission/field is not able to provide an audit/financial review, arrangements may be made for qualified individuals to provide an interim financial review.

SA 10 10 Small Organizations—Financial records of Dorcas Federations - No change

SA 10 15 Annual Report—The conference/mission/field employee who - No change

SA 15 Financial Audit Review Committee

SA 15 05 Financial Audit Review Committee—1. Function—Each denominational organization's governing committee and/or board shall appoint a Financial Audit Review Committee to study the auditor's reports and ~~management~~ audit communication letter, and management's response to the auditor. The Financial Audit Review Committee shall submit recommendations based on its study, to the governing committee and/or board.

2. Composition—The Financial Audit Review Committee shall consist of ~~between three and seven~~ not less than three members, having appropriate financial expertise, from the membership of the controlling committee who are not employees of the entity being ~~audited.~~ audited or reviewed. If possible, a majority shall be persons not denominationally employed.

3. Invitation to Auditor—The auditor shall be invited to attend the Financial Audit Review Committee meeting at which the audit reports and ~~management~~ audit communication letter are studied, and the governing committee and/or board meeting at which the Financial Audit Review Committee makes its recommendations, if any, to the committee. Under circumstances where legal requirements permit and conferencing facilities are deemed satisfactory to the client and the auditor, the auditor may choose to attend, via teleconference or videoconference, the meetings mentioned above. Attendance by the auditor at such meetings is not mandatory. If there are representatives from the higher organization present, they would be considered invitees with voice but no vote.

4. Copy of Recommendations—A copy of the recommendations - No change

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SA 20 Authorization for Financial Reviews Under Exceptional Circumstances - No change

\* It should be noted in this chapter that other terminology is used in some geographical areas for organizational units such as fields, sections, regions, or delegations.

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259-07G GENERAL CONFERENCE CORE POLICIES FOR POLICY COMPLIANCE TESTING - NEW POLICY APPENDIX

General Conference Working Policy SA 05 15 references Core Policies to be defined by the General Conference Executive Committee.

VOTED, 1. To approve the list of General Conference Core Policies, Core Policy Materiality Thresholds, Core Policy Compliance Assertions, and accompanying notes on application. Implementation is to be effective for audits of fiscal years ending on or after December 31, 2008.

2. To adopt GC Appendix D, General Conference Core Policies for Policy Compliance Testing, to read as follows:

General Conference Core Policies for Policy Compliance Testing <sup>(a)(b)</sup>

	<i>Summary of Policy</i>	<i>Materiality</i> <sup>(c)</sup>	<i>Assertion</i> <sup>(d)</sup>
<b>GENERAL</b>			
1.	Policies on financial control:		
	A. Financial reports given to committee on a monthly basis. (S 05 30)	Monthly = At least 9 of 12 months to management; at least quarterly to governing body.	Management has prepared and studied monthly financial statements and provided them at least quarterly to the organization's governing body which compared them with the annual budget.
	B. Budget plan approved by committee. (S 05 25)	Approved = Yes/No	Management has prepared an annual budget which was approved by the controlling committee.



	<i>Summary of Policy</i>	<i>Materiality</i> <sup>(c)</sup>	<i>Assertion</i> <sup>(d)</sup>
	C. If, at the close of the financial year, the organization recorded an operating loss, recovery shall be provided for in subsequent budgets, if working capital is less than 100 percent and if liquid assets are less than current liabilities and allocated funds. (S 15 15, paragraph 4.)	Provided - Yes/No working capital allowed to drop to 75 percent before reported in Policy Compliance Report.	When working capital was less than the recommended amount and liquid assets on hand were inadequate to cover current liabilities and allocated funds, management included a recovery plan when preparing the ensuing years' budgets.
2.	Funds borrowed from church members. (S 45 05)	Other than the Trust Services Program and Union Revolving Fund Plan, was borrowing from members more than 5 percent of liquid assets?	The organization has not solicited loans from any church members, except through denominationally recognized channels such as Trust Services and revolving funds.
3.	All board members and employees designated by policy shall sign statements of acceptance of the conflict of interest policy. (E 85 20)	All = 90 percent of individuals (must include 100 percent of officers plus any others specially specified by organization's board)	The chief administrator has received a statement of acceptance and compliance with the policy on conflict of interest from each of the individuals designated by policy.
4.	Working capital shall be at least the recommended amount. (T 15 05)	Working capital amount is recommendation only, therefore would never be in Policy Compliance Report.	The organization has the recommended amount of working capital.

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	<i>Summary of Policy</i>	<i>Materiality</i> <sup>(c)</sup>	<i>Assertion</i> <sup>(d)</sup>
5.	Contributions to denominational Retirement Plan(s) shall comply with applicable division policy. (Z 10 35 and applicable division policies)	Compliance = 100 percent of required contributions in period when due.	The organization has made all required contributions to the applicable retirement plans in accordance with <i>Working Policy</i> .
6.	The provisions of insurance coverage shall be in harmony with <i>Working Policy</i> . (S 60 05)	All = at least 95 percent of the properties covered, and at least the minimum levels of liability coverage.	The organization has purchased property, liability, and other applicable insurance coverage that is in harmony with S 60 05.
7.	Formation of new legal corporations shall be approved by the respective division or GC committee. (BA 25 10)	Approved = Yes/No	The organization obtained approval from the respective higher organization to form a new legal corporation.
<b>SECURITIES &amp; INVESTMENTS</b>			
8.	Investments (in all Funds, for the type of entity) shall comply with policy.		Divisions that adopt their own investment policies in accordance with S 45 should replace steps 8A through 8H with their own policies.
	A. Intermediate and long-term investments shall not exceed 4.9 percent of the outstanding ownership of any entity which it is invested in. (S 85 15)	Less than 5.4 percent of the outstanding ownership of any one issuer.	The organization does not own more than 4.9 percent of the total equity of any other entity.
	B. Controlling committee shall not allow more than 5 percent of the assets under its management, based on market value, to be invested in the securities of any one issuer, other than government debt.	Less than 5.5 percent of the total assets under management	Other than government debt, the organization has not invested more than 5 percent of its total assets in the securities of any one issuer.

<i>Summary of Policy</i>	<i>Materiality</i> <sup>(c)</sup>	<i>Assertion</i> <sup>(d)</sup>
C. Controlling committee shall not allow more than 15 percent of assets under management, based on market value, to be invested in any one industry. (S 85 15)	Less than 16.5 percent of assets under management invested in one industry	The organization has not invested more than 15 percent of assets under management in any one industry.
D. Asset pools shall be large enough to justify management costs paid for the retention of external managers or the purchase of individual securities. (S 85 15)	Asset pools greater than US\$2,000,000, Yes/No	The investment committee has evaluated available options with a view to minimizing management costs.
E. All short-term securities purchased shall have adequate market liquidity and shall be rated A-1, P-1 or equivalent except those issued by a sovereign government. (S 85 35)	All = 95 percent of all short-term securities	The organization's investments in short-term securities have adequate market liquidity and do not represent a significant exposure relative to the organization's short-term portfolio and are rated A-1, P-1 or equivalent
F. Investment of intermediate-term funds shall be rated "investment grade" or better by Standard and Poor's (BBB- or higher) and Moody's (Baa3 or higher). Securities have an average life of less than forty-eight months. (S 85 40)	All = 95 percent of all intermediate-term securities including special temporary employee loans	The organization has invested in intermediate-term funds that are rated "investment grade" or better by Standard and Poor's (BBB- or higher) or Moody's (Baa3 or higher) or one of their subsidiaries. Securities have average life of less than forty-eight months.
G. Investment in long-term funds include approved equity investments listed on recognized exchanges and also shall meet all the provisions provided in S 45 35 and S 45 40. Intradepositional loans shall be adequately secured. (S 85 45)	All = 95 percent of total long-term funds	The organization has invested in approved equities listed on recognized exchanges. For intradenominational loans, the organization has obtained a "no objection" from the controlling committee of the parent organization. Mortgages are adequately secured and syndicated; real estate mortgages have been limited to 80 percent of the fair market value of the collateral.

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<i>Summary of Policy</i>		<i>Materiality</i> <sup>(c)</sup>	<i>Assertion</i> <sup>(d)</sup>
	H. Investments in other vehicles (“special consideration securities”) requires appropriate approval. (S 85 50)	Approval = Yes/No	The organization has obtained appropriate approval before investing in securities in the “special consideration” category.
<b>SPLIT-INTEREST AGREEMENTS</b>			
9.	Local conferences/missions/ fields considering gift annuities in excess of \$100,000 or non-cash annuities, shall counsel with union prior to writing agreements. (S 40 10)	All = 95 percent of the value of cash and non-cash gift annuities	The organization counseled with union prior to accepting and administering gift annuities in excess of US\$100,000 or non-cash annuities. All gift annuities have been accepted and administered in accordance with local laws.
10.	Annuity rates shall be in accordance with policy. (S 40 10)	All = 95 percent of annuities are in accordance with GC/division provided rate schedules	The organization has adhered to applicable GC/division provided rate schedules for gift annuity agreements.
11.	All trust agreements shall be authorized by board or appropriate committee, written upon competent local legal counsel, and the denomination will benefit substantially from the trust agreements. (S 40 15)	All = 95 percent of agreements and the related monetary amounts were authorized, written upon counsel, and benefited the denomination. Yes/No	Trust agreements were all authorized by the board or an appropriate subcommittee, were written upon competent local legal counsel, and substantially benefited denominational organizations.
12.	Each organization shall record in the legal corporation minutes the maturity of all deferred gift instruments and the distribution made to beneficiaries. (S 40 25)	All = 95 percent of agreements and related monetary amounts. Yes/No	The organization has recorded the maturities of all deferred giving instruments and the distributions made to beneficiaries in the legal corporation’s minutes

<i>Summary of Policy</i>		<i>Materiality</i> <sup>(c)</sup>	<i>Assertion</i> <sup>(d)</sup>
13.	No denominational employee, serving as administrator, trustee or executor of wills shall receive any fees for his/her personal benefit. (S 40 30)	Fees received for personal benefit? Yes/No	No denominational employee, acting as administrator, trustee or executor of wills has received any fees for his/her personal benefit for rendering this service
<b>DEBT, OTHER LIABILITIES, AND CONTINGENCIES</b>			
14.	Accounting for gift annuities shall comply with policy and be in harmony with GAAP. (S 40 10)	All = at least 95 percent of gift annuities and related monetary amounts are accounted for in accordance with GAAP.	The organization has accounted for all gift annuities in accordance with generally accepted accounting principles. (GAAP)
15.	All denominational organizations shall conduct activities on available funds and no further debts shall be incurred except as provided for in policy:		
	A. Enlargement of facilities done without incurring indebtedness except as provided for by policy and when properly authorized. (S 15 05, paragraph 2.)	All = At least 95 percent of costs for enlargement of facilities without debt, except as provided by policy and properly authorized	Management approved the enlargement of facilities with funding provided out of organization's own funds or with debt that is in accordance with policy and properly authorized.
	B. Denominational organizations shall not borrow money for reinvestment or to lend to individuals. (S 15 05, paragraph 3.)	Borrowed money to reinvest? Yes/No	The organization did not borrow any money for reinvestment or to lend to individuals.

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<i>Summary of Policy</i>		<i>Materiality</i> <sup>(c)</sup>	<i>Assertion</i> <sup>(d)</sup>
	C. No organization shall borrow money to re-lend except through a denominational revolving fund. (S 15 05, paragraph 5.)	Borrowed money to re-lend? Yes/No	The organization did not borrow money to re-lend except through the denominational revolving fund.
<b>REVENUE</b>			
16.	Proper tithe percentages shall be remitted by the divisions to the GC. (V 10 05, paragraph 4.)	All = at least 100 percent of the amount each division's appropriate tithe percentages to the GC on behalf of the world field	The divisions have remitted all required tithe percentages to the GC.
17.	Tithe funds shall be used only for their intended purposes (V 15 15)	All = 100 percent of all tithe funds used	The organization used all tithe funds in accordance with policy.
18.	Capital expenditures for land, buildings, and other facilities shall not be funded out of tithe, except the purchases of evangelistic equipment. (V 15 25)	Yes/No	Except the purchase of evangelistic equipment, the organization did not use tithe funds to finance capital expenditure activities.
19.	Mission offerings shall be passed on to the General Conference and shall be distributed appropriately per policy. (W 05 05)	All = 100 percent of GC-designated world mission funds	All world mission funds recognized as General Conference funds have been received, recorded, and appropriately distributed in accordance with policy.
<b>PAYROLL</b>			
20.	For all employees:		
	A. Pay rate shall be within applicable range in remuneration scale. (Y 05)	All = 100 percent of all employees <sup>(e)</sup>	Employees have been remunerated in accordance with applicable ranges in remuneration scale.

	<i>Summary of Policy</i>	<i>Materiality</i> <sup>(c)</sup>	<i>Assertion</i> <sup>(d)</sup>
	B. Service record shall be maintained, updated, and signed. (E 70 20)	All = 90 percent of all employees	The organization has maintained and updated service records in computerized format. A responsible official has signed the official copy of the computerized form.
21.	Vacations, holidays, and sick time practices shall comply with policy. (E 75)	All = 100 percent of officers, 90 percent of non-officer employees	The organization has complied with the policies on vacation, holiday, and sick time for each employee.
22.	Employee reimbursements for auto use, per diem, and other travel related expenses shall comply with policy. (Y 10 05)	All = 100 percent of officers, 90 percent percent of non-officer employees	The organization paid auto allowance, per diem, and other travel related expenses in accordance with policy.
23.	Health care assistance shall comply with policy. (Y 15 15)	All = 100 percent of officers, 90 percent of non-officer employees	The organization provided health care assistance to employees and their other eligible dependents in accordance with policy.
24.	Scholarship grants to dependents of employees shall comply with policy. (Y 15 30)	All = 100 percent of officers, 90 percent of non-officer employees	The organization provided tuition assistance to the dependents of eligible employees in accordance with policy.
25.	All termination settlements paid to discontinued employees shall be computed properly, recorded on their service record, and a signed release of liability should be obtained. (E 70 30)	All = 100 percent of sample tested, complied with policy	The organization has recorded in the official office copy of the appropriate committee minutes and on the service record an appropriate action relating to the discontinuance of service and the particulars of any financial settlement made.

Notes:

(a) These policies relate to General Conference *Working Policy*. Each division should prepare a similar document, referencing its core policies, which should include at least the core policies listed above. Each division may add core policies to this list, where desired for their territory.

(b) Auditors are to test for compliance with these core policies on every engagement. If auditors become aware of non-compliance with other policies that appear to be significant or pervasive in their district or territory, they will report such non-compliance in general terms in communications with either the respective division or the General Conference, but not in

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communications with the audit client.

(c) Materiality is to be used by the auditor to determine how to communicate noted non-compliance. If the non-compliance exceeds the materiality, it will be noted in the Policy Compliance Report. If non-compliance is below the materiality, it will be noted in the Audit Communication Letter.

(d) The assertions should be provided by management to the auditor at the same time as the Audit Engagement Letter is submitted.

(e) Except transitional employees, if approved by administrative committee or human resources committee.

#### ADVENTIST DEVELOPMENT AND RELIEF AGENCY— MEMBERSHIP MEETING

At 10:18 a.m., a membership meeting of the Adventist Development and Relief Agency was called, after which the business session of the General Conference Executive Committee was reconvened.

#### ADVENTIST RISK MANAGEMENT REPORT

Robert L Sweezey, Director of Adventist Risk Management, gave a report on how Adventist Risk Management is working in our communities.

SEC/ADCOM/GCDO05SM/05SM/ADCOM/GCDO05GCS/GCC(St. Louis)/ADCOM/SecC/  
GCDO05AC/05AC/102-05Gc/SEC/ADCOM/SecC/GCDO06SM/06SM/ADCOM/GCDO06AC/  
06AC/102-06Gb/ADCOM/SecC/GCDO07SM/07SM/ADCOM/SecC/GCDO07AC/07AC to  
RJH(DIV)

#### 102-07Ga AUTHORIZED MEETINGS 2007

VOTED, To approve the updated list of Authorized Meetings 2007, with the understanding that attendance at these meetings must also be approved by the administration of each entity, as follows:



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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>October 2007</u>			
18	Thu	Supporting Ministries Advisory Com	Silver Spring MD
21,22	Sun	Oakwood College Board	Huntsville AL
21-23	Sun	Biblical Research Institute Committee	Berrien Springs MI
23(am)	Tue	Loma Linda Executive Committees	Loma Linda CA
25	Thu	Ellen G White Estate Board	Silver Spring MD
26(am)	Fri	Andrews University Board Finance Committee	Berrien Springs MI
28(am)	Sun	Andrews University Subcommittees	Berrien Springs MI
28(pm)	Sun	Andrews University Seminary Executive Com	Berrien Springs MI
29	Mon	Andrews University Board	Berrien Springs MI
29(eve)	Mon	IWM Administrative Council	Berrien Springs MI
<u>November 2007</u>			
15	Thu	Ellen G White Estate Board	Silver Spring MD
<u>December 2007</u>			
6	Thu	ARM Board	Silver Spring MD
10	Mon	ADRA Executive Committee	Silver Spring MD
11,12	Tue	Loma Linda Board and Board Committees	Loma Linda CA
13(am)	Thu	Adventist Health International Services	Loma Linda CA
17	Mon	Inst for Prevention of Addictions Board	_____
18-22	Tue	Institute of World Mission Re-Entry Program	Cooranbong AUSTRALIA
18	Tue	R&H Board Executive/Finance Com	Hagerstown MD
24-Jan 5,08	Mon	World Conf on Youth and Community Service	TAIWAN

SEC/ADCOM/102-05Gd/SEC/ADCOM/SecC/GCDO06SM/06SM/ADCOM/GCDO06AC/  
06AC/102-06Gc/ADCOM/SecC/GCDO07SM/07SM/ADCOM/SecC/GCDO07AC/07AC to  
RJH(DIV)

#### 102-07Gb AUTHORIZED MEETINGS 2008

VOTED, To approve the updated list of Authorized Meetings 2008, with the understanding that attendance at these meetings must also be approved by the administration of each entity, as follows:

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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>January 2008</u>			
7-26	Mon	Institute of World Mission	Nairobi KENYA
9-12	Wed	PREXAD	FLORIDA
28-31	Mon	Third Bible Sch—Corresp Sch Coordinator's Mtg	Cape Town S AFRICA
<u>February 2008</u>			
11,12	Mon	General Conference Leadership Training	SLOVENIA
20(eve)	Wed	Christian Record Services Finance Committee	Lincoln NE
21	Thu	Africa HIV/AIDS Office Board	Nairobi, KENYA
21(am)	Thu	Christian Record Services Board of Trustees	Lincoln NE
24(pm)	Sun	Loma Linda Boards and Board Education	Loma Linda CA
25,26	Mon	Loma Linda Boards and Board Committees	Loma Linda CA
27(am)	Wed	Geoscience Research Institute Board	Loma Linda CA
27(am)	Wed	Adventist Health International Board	Loma Linda CA
<u>March 2008</u>			
2(pm)	Sun	Andrews University Seminary Executive Com	Berrien Springs MI
3	Mon	Andrews University Subcommittees	Berrien Springs MI
3-5	Mon	ARM International Risk Management Conference	Fortaleza BRAZIL
4	Tue	Andrews University Board	Berrien Springs MI
6-8	Thu	Adventist Nutrition Conference	Loma Linda CA
6	Thu	AIAS Management Committee and Board	Silang PHILIPPINES
11-13	Tue	IHFM Conference	AUSTRALIA
12	Wed	Adventist Risk Management Board	Riverside CA
17-21	Mon	Staff Travel Moratorium	Silver Spring MD
19(pm)	Wed	Department Directors/GC President Meeting	Silver Spring MD
20	Thu	GC Leadership Council	Silver Spring MD
24,25(am)	Mon	Global Mission Issues Committee	Silver Spring MD
24-27	Mon	Literature Ministry Coordinating Board	Silver Spring MD
24(am)	Mon	Loma Linda Executive Committees	Loma Linda CA
25(pm)	Tue	Adventist Mission Committee	Silver Spring MD
25(pm)	Tue	Adventist World Radio Board	Silver Spring MD
25(eve)	Tue	Pacific Press Finance Committee	Nampa ID
26	Wed	Division Officer Interviews	Silver Spring MD
26	Wed	Islam Study Committee	Silver Spring MD
26	Wed	Pacific Press Board	Nampa ID
27	Thu	Council on Evangelism & Witness	Silver Spring MD
28(am)	Fri	Division Officer Interviews	Silver Spring MD
30	Sun	Presidents Council	Silver Spring MD

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>March 2008 contd</u>			
30	Sun	Secretaries Council	Silver Spring MD
30	Sun	Treasurers Council	Silver Spring MD
30(pm)	Sun	Accred Assoc of SDA Sch, Coll, & Univ	Silver Spring MD
31	Mon	Education Consultation	Silver Spring MD
31(am)	Mon	GC & Division Officers	Silver Spring MD
31(pm)	Mon	Financial Planning and Budgeting Committee	Silver Spring MD
31(eve)	Mon	Griggs University Board	Silver Spring MD
<u>April 2008</u>			
1(am)	Tue	Adventist Television Network Operating Board	Silver Spring MD
1(am)	Tue	PARL World Affairs Committee	Silver Spring MD
1(pm)	Tue	IRLA Board	Silver Spring MD
1(pm)-3(am)	Tue	Use of Tithe Study Commission	Silver Spring MD
1(eve)	Tue	International Board of Education	Silver Spring MD
3(pm)	Thu	ICPA Annual Board	Silver Spring MD
4	Fri	Spirit of Prophecy Heritage Trip	Battle Creek MI
6,7(am)	Sun	Spring Meeting	Berrien Springs MI
7	Mon	International Hlth & Temperance Assoc Legal Mtg	Berrien Springs MI
14-May 3	Mon	Institute of World Mission	ASIA
14,15	Mon	Biblical Research Institute Committee	Loma Linda CA
16	Wed	Faith and Science Council	Loma Linda CA
20,21	Sun	Oakwood College Board of Trustees	Huntsville AL
29	Tue	Adventist University of Africa Board	Nairobi KENYA
<u>May 2008</u>			
5-8	Mon	World Council of Editors	Nampa ID
20,21	Tue	Loma Linda Boards and Board Committees	Loma Linda CA
21	Wed	Supporting Ministries Advisory Committee	Silver Spring MD
22(am)	Thu	Adventist Health International Services Board	Loma Linda CA
22(pm)	Thu	GC Leadership Council	Silver Spring MD
28(pm)	Wed	RH HHES Board	Hagerstown MD
28(eve)	Wed	RH Board Finance Committee	Hagerstown MD
29(am)	Thu	RH Board	Hagerstown MD
<u>June 2008</u>			
1(pm)	Sun	Andrews University Seminary Executive Com	Berrien Springs MI
2	Mon	Andrews University Board	Berrien Springs MI
16-19	Mon	Staff Travel Moratorium	Silver Spring MD

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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>June 2008 contd</u>			
18,19	Wed	PREXAD	_____
<u>July 2008</u>			
14-Aug 2	Mon	Institute of World Mission	Berrien Springs MI
18-21	Fri	Adventist Risk Management Board Retreat	Woodstock VT
23(pm)	Wed	RH Board Executive/Finance Committees	Hagerstown MD
<u>August 2008</u>			
13(pm)	Wed	Pacific Press Finance Committee	Nampa ID
14	Thu	Pacific Press Board	Nampa ID
25,26	Mon	Loma Linda Boards and Boards Committees	Loma Linda CA
27(am)	Wed	Adventist Health International Services Board	Loma Linda CA
<u>September 2008</u>			
6	Sat	All Africa International Hlth & Temperance Rally	Nairobi KENYA
8-10	Mon	All Africa (Tri-Division) ICPA Conference	Nairobi KENYA
7-10	Sun	Adventist Risk Management Conference	San Mateo CA
15-25	Mon	Staff Travel Moratorium	Silver Spring MD
17(pm)	Wed	Department Directors/GC President Meeting	Silver Spring MD
18	Thu	GC Leadership Council	Silver Spring MD
22	Mon	Christian Record Services Finance Committee	Lincoln NE
23(am)	Tue	Christian Record Services Board	Lincoln NE
24(pm)	Wed	RH Board Finance Committee	Hagerstown MD
25(am)	Thu	RH Board	Hagerstown MD
29 (am)	Mon	Accred Assoc of SDA Sch, Coll, & Univ	Manila PHILIPPINES
29(eve)	Mon	Griggs University Board	Silver Spring MD
30(pm)	Tue	International Board of Education	Manila PHILIPPINES
<u>October 2008</u>			
1(pm)	Wed	International Board of Min & Theol Ed (IBMTE)	Manila PHILIPPINES
2,3	Thu	Division Officer Interviews	Manila PHILIPPINES
5	Sun	Council on Evangelism & Witness	Manila PHILIPPINES
6	Mon	Presidents Council	Manila PHILIPPINES
6	Mon	Secretaries Council	Manila PHILIPPINES
6	Mon	Treasurers Council	Manila PHILIPPINES
7(am)	Tue	GC & Division Officers	Manila PHILIPPINES
7(pm)	Tue	Financial Planning and Budgeting Committee	Manila PHILIPPINES
8,9	Wed	Commission on Ministries, Services, and Structures	Manila PHILIPPINES

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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>October 2008 contd</u>			
9(eve)	Thu	Adventist University of Africa Board	Manila PHILIPPINES
10(am)	Fri	AIIAS Management Committee & Bd	Manila PHILIPPINES
10(am)	Fri	<i>Church Manual</i> Committee	Manila PHILIPPINES
10(pm)	Fri	Adventist Mission Committee	Manila PHILIPPINES
10(eve)-15(am)	Fri	Annual Council	Manila PHILIPPINES
12(eve)	Sun	Adventist World Radio Board	Manila PHILIPPINES
20-Nov 8	Mon	Institute of World Mission	CARIBBEAN
20,21	Mon	Biblical Research Institute Committee	Berrien Springs MI
23	Thu	Supporting Ministries Advisory Committee	Silver Spring MD
26(pm)	Sun	Andrews University Seminary Executive Com	Berrien Springs MI
27	Mon	Andrews University Subcommittees	Berrien Springs MI
28	Tue	Andrews University Board	Berrien Springs MI
29(am)	Wed	Loma Linda Executive Committees	Loma Linda CA
31-Nov 2	Fri	Oakwood College Board Retreat	Huntsville AL

November 2008

December 2008

4	Thu	Adventist Risk Management Board	Silver Spring MD
9,10	Tue	Loma Linda Boards and Board Committees	Loma Linda CA
11(am)	Thu	Adventist Health International Services Board	Loma Linda CA
16	Tue	RH Board Executive/Finance Committees	Hagerstown MD

SEC/ADCOM/102-05Ge/SEC/ADCOM/SecC/GCDO06SM/06SM/ADCOM/GCDO06AC/  
06AC/102-06Gd/ADCOM/SecC/GCDO07SM/07SM/ADCOM/SecC/GCDO07AC/07AC to  
RJH(DIV)

102-07Gc AUTHORIZED MEETINGS 2009

VOTED, To approve the updated list of Authorized Meetings 2009, with the understanding that attendance at these meetings must also be approved by the administration of each entity, as follows:

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
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January 2009

13-17	Tue	PREXAD	_____
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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>February 2009</u>			
18	Wed	Christian Record Services Finance Committee	Lincoln NE
19	Thu	Christian Record Services Board of Trustees	Lincoln NE
20(eve)-22	Fri	Loma Linda Boards Retreat	
23,24	Mon	Loma Linda Boards and Committees	Loma Linda CA
25(am)	Wed	Adventist Health International Board	Loma Linda CA
25(am)	Wed	Geoscience Research Institute Board	Loma Linda CA
<u>March 2009</u>			
1(pm)	Sun	Andrews University Seminary Executive Com	Berrien Springs MI
2	Mon	Andrews University Subcommittees	Berrien Springs MI
3	Tue	Andrews University Board	Berrien Springs MI
5	Thu	AIAS Management Committee and Board	Silang PHILIPPINES
5	Thu	Adventist Risk Management Board	Silver Spring MD
16-20	Mon	Staff Travel Moratorium	Silver Spring MD
18(pm)	Wed	Department Directors/GC President Meeting	Silver Spring MD
19	Thu	GC Leadership Council	Silver Spring MD
24(am)	Tue	Loma Linda Executive Committees	Loma Linda CA
25(pm)	Wed	Pacific Press Finance Committee	Nampa ID
26,27(am)	Thu	Global Mission Issues Committee	Silver Spring MD
26	Thu	Pacific Press Board	Nampa ID
29	Sun	Council on Evangelism & Witness	Silver Spring MD
30(am)	Mon	Adventist Mission Committee	Silver Spring MD
30(am)	Mon	Accred Assoc of SDA Sch, Coll, & Univ	Huntsville AL
30(am)	Mon	Adventist World Radio Board	Silver Spring MD
30(pm)	Mon	Division Officer Interviews	Silver Spring MD
30(eve)	Mon	Griggs University Board	Silver Spring MD
31	Tue	Presidents Council	Silver Spring MD
31	Tue	Secretaries Council	Silver Spring MD
31	Tue	Treasurers Council	Silver Spring MD
31(pm)	Tue	International Board of Education	Huntsville AL
<u>April 2009</u>			
1	Wed	Education Consultation	Huntsville AL
1(am)	Wed	GC & Division Officers	Silver Spring MD
1(pm)	Wed	Financial Planning and Budgeting Committee	Silver Spring MD
2	Thu	Division Officer Interviews	Silver Spring MD
5,6(am)	Sun	Spring Meeting	Huntsville AL

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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>April 2009 contd</u>			
6(pm)	Mon	Adventist Television Network Operating Com	Huntsville, AL
13,14	Mon	Biblical Research Institute Committee	Loma Linda CA
15	Wed	Faith and Science Council	Loma Linda CA
19,20	Sun	Oakwood College Board of Trustees	Huntsville MD
22(pm)	Wed	RH HHES Board	Hagerstown MD
22(eve)	Wed	RH Board Finance Committee	Hagerstown MD
23(am)	Thu	RH Board	Hagerstown MD
28	Tue	Adventist University of Africa Board	Nairobi KENYA
<u>May 2009</u>			
19,20	Tue	Loma Linda Boards and Committees	Loma Linda CA
20	Wed	Supporting Ministries Advisory Committee	Silver Spring MD
21(am)	Thu	Adventist Health International Services Board	Loma Linda CA
21(pm)	Thu	GC Leadership Council	Silver Spring MD
31(pm)	Sun	Andrews University Subcommittees	Berrien Springs MI
<u>June 2009</u>			
1	Mon	Andrews University Board	Berrien Springs MI
15-18	Mon	Staff Travel Moratorium	Silver Spring MD
16(pm)	Tue	RH Board Executive/Finance Committees	Hagerstown MD
17,18	Wed	PREXAD	
<u>July 2009</u>			
15-16	Wed	Adventist Risk Management Board	VERMONT
<u>August 2009</u>			
19(eve)	Wed	PPPA Finance Committee	Nampa ID
20	Thu	PPPA Board	Nampa ID
24,25	Mon	Loma Linda Boards and Committees	Loma Linda CA
26(am)	Wed	Adventist Health International Services Board	Loma Linda CA
<u>September 2009</u>			
9(eve)	Wed	RH Board Finance Committee	Hagerstown MD
10(am)	Thu	RH Board	Hagerstown MD
13-16	Sun	Adventist Risk Management Conference	
14-24	Mon	Staff Travel Moratorium	Silver Spring MD
16(pm)	Wed	Department Directors/GC President Meeting	Silver Spring MD
17	Thu	GC Leadership Council	Silver Spring MD

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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>September 2009 contd</u>			
21	Mon	Christian Record Services Finance Committee	Lincoln NE
22	Tue	Christian Record Services Board of Trustees	Lincoln NE
28(eve)	Mon	Griggs University Board	Silver Spring MD
<u>October 2009</u>			
1,2(am)	Thu	Division Officer Interviews	Silver Spring MD
4	Sun	Presidents Council	Silver Spring MD
4	Sun	Secretaries Council	Silver Spring MD
4	Sun	Treasurers Council	Silver Spring MD
4(pm)	Sun	<i>Church Manual</i> Committee	Silver Spring MD
5	Mon	Council on Evangelism & Witness	Silver Spring MD
5(pm)	Mon	Accred Assoc of SDA Sch, Coll, & Univ	Silver Spring MD
6(am)	Tue	GC & Division Officers	Silver Spring MD
6(pm)	Tue	Financial Planning and Budgeting Committee	Silver Spring MD
6(eve)	Tue	International Board of Education	Silver Spring MD
7,8	Wed	Commission on Ministries, Services, and Structures	Silver Spring MD
7(eve)	Wed	International Board of Min & Theol Ed (IBMTE)	Silver Spring MD
8(pm)	Thu	Adventist Television Network Operating Com	Silver Spring MD
8(eve)	Thu	Adventist University of Africa Board	Silver Spring MD
9(am)	Fri	AIIAS Management Committee and Board	Silver Spring MD
9(am)	Fri	Adventist Mission Committee	Silver Spring MD
9(am)	Fri	Adventist World Radio Board	Silver Spring MD
9(eve)-14(am)	Fri	Annual Council	Silver Spring MD
18,19	Sun	Oakwood College Board of Trustees	Huntsville MD
19,20	Mon	Biblical Research Institute Committee	Berrien Springs MI
20	Tue	Loma Linda Executive Committees	Loma Linda CA
22	Thu	Supporting Ministries Advisory Committee	Silver Spring MD
25(pm)	Sun	Andrews University Seminary Executive Com	Berrien Springs MI
26	Mon	Andrews University Subcommittees	Berrien Springs MI
27	Tue	Andrews University Board	Berrien Springs MI
<u>November 2009</u>			
21	Sat	World Festival of Religious Freedom	Lima PERU
<u>December 2009</u>			
3	Thu	Adventist Risk Management Board	Silver Spring MD
8,9	Tue	Loma Linda Boards and Committees	Loma Linda CA
10(am)	Thu	Adventist Health International Services Board	Loma Linda CA



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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>December 2009 contd</u>			
14(pm)	Mon	RH Board Executive/Finance Committees	Hagerstown MD

SEC/ADCOM/SecC/GCDO06SM/06SM/102-06Ge/ADCOM/SecC/GCDO07SM/07SM/  
ADCOM/SecC/GCDO07AC/07AC to RJH(DIV)

#### 102-07Gd AUTHORIZED MEETINGS 2010

VOTED, To approve the updated list of Authorized Meetings 2010, with the understanding that attendance at these meetings must also be approved by the administration of each entity, as follows:

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>January 2010</u>			
<u>February 2010</u>			
15	Mon	Christian Record Services Finance Committee	Lincoln NE
16(am)	Tue	Christian Record Services Board of Trustees	Lincoln NE
21(pm)	Sun	Loma Linda Board of Education	Loma Linda CA
22	Mon	Loma Linda Boards and Committees	Loma Linda CA
23	Tue	Loma Linda Boards and Committees	Loma Linda CA
28(pm)	Sun	Andrews University Seminary Executive Com	Berrien Springs MI

#### March 2010

1	Mon	Andrews University Subcommittees	Berrien Springs MI
2	Tue	Andrews University Board	Berrien Springs MI
4	Thu	AIAS Management Committee and Board	Silang PHILIPPINES
15-19	Mon	Staff Travel Moratorium	Silver Spring MD
23(am)	Tue	Loma Linda Executive Committees	Loma Linda CA
29,30(am)	Mon	Global Mission Issues Committee	Silver Spring MD
30(pm)	Tue	Adventist Mission Committee	Silver Spring MD
30(pm)	Tue	Adventist World Radio Board	Silver Spring MD
31	Wed	Division Officer Interviews	Silver Spring MD
31(am)	Wed	Accred Assoc of SDA Sch, Coll, & Univ	Silver Spring MD

#### April 2010

1	Thu	Presidents Council	Silver Spring MD
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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>April 2010 contd</u>			
1	Thu	Secretaries Council	Silver Spring MD
1	Thu	Treasurers Council	Silver Spring MD
1(eve)	Thu	International Board of Education	Silver Spring MD
2(am)	Fri	Division Officer Interviews	Silver Spring MD
4(am)	Sun	GC & Division Officers	Silver Spring MD
4(pm)	Sun	Financial Planning and Budgeting Committee	Silver Spring MD
5	Mon	Council on Evangelism & Witness	Silver Spring MD
6,7(am)	Tue	Spring Meeting	Silver Spring MD
12,13	Mon	Biblical Research Institute Committee	Loma Linda CA
14	Wed	Faith and Science Council	Loma Linda CA
18,19	Sun	Oakwood College Board of Trustees	Huntsville AL
28(pm)	Wed	HHES Board	Hagerstown MD
28(eve)	Wed	RH Board Finance Committee	Hagerstown MD
29(am)	Thu	RH Board	Hagerstown MD
<u>May 2010</u>			
20	Thu	Supporting Ministries Advisory Committee	Silver Spring MD
25	Tue	Loma Linda Boards and Committees	Loma Linda CA
26	Wed	Loma Linda Boards and Committees	Loma Linda CA
<u>June 2010</u>			
6(pm)	Sun	Andrews University Subcommittees	Berrien Springs MI
7	Mon	Andrews University Board	Berrien Springs MI
10(pm)	Thu	RH Board Executive/Finance Committee	Hagerstown MD
23,24	Wed	General Conference Session Spiritual Emphasis	Atlanta GA
24-Jul 3	Thu	General Conference Session	Atlanta GA
<u>July 2010</u>			
<u>August 2010</u>			
30	Mon	Loma Linda Boards and Committees	Loma Linda CA
31	Tue	Loma Linda Boards and Committees	Loma Linda CA
<u>September 2010</u>			
22(eve)	Mon	RH Board Finance Committee	Hagerstown MD
23(am)	Tue	RH Board	Hagerstown MD

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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>October 2010</u>			
5(am)	Tue	Adventist Mission Committee	Silver Spring MD
5(am)	Tue	Adventist World Radio	Silver Spring MD
17,18	Sun	Oakwood College Board of Trustees	Huntsville AL
19(am)	Tue	Loma Linda Executive Committees	Loma Linda CA
24(pm)	Sun	Andrews University Seminary Executive Com	Berrien Springs MI
25	Mon	Andrews University Subcommittees	Berrien Springs MI
26	Tue	Andrews University Board	Berrien Springs MI
<u>November 2010</u>			
<u>December 2010</u>			
9(pm)	Thu	RH Board Executive/Finance Committees	Hagerstown MD
14	Tue	Loma Linda Boards and Committees	Loma Linda CA
15	Wed	Loma Linda Boards and Committees	Loma Linda CA

SEC/PolRev&Dev/218-06G/ADCOM/SecC/GCDO07SM/07SM/07AC to LRE(DIV)

206-07G SELECTION AND ASSIGNMENT PROCEDURES—INTERDIVISION  
ADVENTIST VOLUNTEER SERVICE - POLICY AMENDMENT

VOTED, To amend GC R 15 10, Selection and Assignment Procedures, to read as follows:

- R 15 10 Selection and Assignment Procedures—1. Carefully selected - No change
2. The essential factors considered in assessing the eligibility of - No change
  3. The service of volunteers shall generally be for periods up to two years. Volunteers serving less than ~~one month~~ two months shall not normally be required to complete the regular health evaluation ~~and~~ but may be required to agree to minimal screening. ~~screening processes.~~ Organizations should be discouraged from taking advantage of volunteers, encouraging them to stay for long periods of time.
  4. Service credit is not generally given to those who serve on - No change
  5. Volunteers shall not receive a salary but may receive an allowance - No change

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6. Because marriage is a God-ordained institution and its sanctity must - No change

TRE/PolRev&Dev/ADCOM/GCDO07AC/07AC to LRE(DIV)

#### 220-07G WORKING CAPITAL - POLICY AMENDMENT

VOTED, To amend GC T 15 05, Working Capital, to read as follows:

T 15 05 Working Capital—In order that adequate financial resources will be available for the sound and effective operation of all organizations, the following provisions are outlined:

1. Working Capital Definition—Working Capital shall be defined - No change
2. Formulas—The recommended working capital of organizations shall be as follows:
  - a. General Conference—34 percent of the latest fiscal year's unrestricted ~~income, income~~ or for interim statements, the latest 12 month actual unrestricted income, commencing in the year 2003, and adding 1 percent per year until a maximum of 40 percent is reached, plus 100 percent of long-term payables, gross allocated funds, and Capital Additions Functions Balances.
  - b. Divisions—20 percent of the latest fiscal year's total operating expense or for interim statements, the latest 12 month actual operating expense for the year 2000, increasing to 25 percent in the year 2001, and adding 1 percent per year until a maximum of 30 percent is reached, plus 15 percent of operating appropriations to subsidiary organizations for the latest complete fiscal year, plus allocated funds. Some divisions may require a larger working capital.
  - c. Union Conferences/Missions—30 percent of the latest fiscal year's total operating expense, or for interim statements, the latest 12 month actual operating expense, plus allocated funds.
  - d. Local Conferences/Missions/Fields—20 percent of the latest fiscal year's total operating expenses, or for interim statements, the latest 12 month actual operating expense, plus allocated funds.
  - e. Conference/Mission/Field Associations/Corporations - No change
  - f. Home Health Education Service—Equivalent of net - No change

- g. Adventist Book Centers—Equivalent of net accounts - No change
  - h. Universities, ~~colleges and junior colleges~~—20 Colleges, and Junior Colleges—20 percent of the operating expense, or for interim statements, the latest 12 month actual operating expense, of the latest complete fiscal year, plus allocated net worth (reserves).
  - i. Academies—15 percent of the operating expense of the latest complete fiscal ~~year~~. year, or for interim statements, the latest 12 month actual operating expense.
  - j. ~~Health care institutions~~—20 Care Institutions—20 percent of the operating expense of the latest complete fiscal year, or for interim statements, the latest 12 month actual operating expense, plus allocated net worth (reserves).
  - k. Publishing ~~houses~~—Equivalent Houses—Equivalent of net accounts receivable (excluding receivables from higher organizations), inventories and allocated net worth (reserves) based on the balance sheet for the latest complete fiscal year.
  - l. Christian Record Services—25 percent of the last complete year's financial operating expenses, or for interim statements, the latest 12 month actual operating expense, plus allocated funds.
  - m. Adventist Risk Management, Incorporated, ~~including branch offices~~—40 Including Branch Offices—40 percent of the annual operating ~~expense~~. expense, or for interim statements, the latest 12 month actual operating expense.
  - n. Adventist Media Center—20 percent of annual operating expense based on the Income Statement for the latest complete fiscal ~~year~~. year, or for interim statements, the latest 12 month actual operating expense.
  - o. Adventist World Radio Institution—20 percent of the operating expense of the latest complete fiscal year, or for interim statements, the latest 12 month actual operating expense, plus allocated net worth (reserves).
- 3. Liquid Assets—Liquid assets equivalent to the current - No change
  - 4. Periodic Surveys—It is the responsibility of the division - No change
  - 5. Liquid Funds—The liquid funds referred to in paragraph - No change
  - 6. Exception to Liquidity Requirement—In unusual situations such - No change

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7. Allocations—Excess working capital at the end of the year - No change

FM/ChManSub/ChMan/421-06GS/ADCOM/07AC to AM-10GCS

421-07GS FAMILY MINISTRIES DEPARTMENT - *CHURCH*  
*MANUAL* AMENDMENT

RECOMMENDED, To amend the *Church Manual*, Chapter 9, Auxiliary Organizations of the Church, pages 125 and 126, Family Ministries Department, to read as follows:

Family Ministries Department

The overarching objective of Family Ministries is to strengthen the family as a discipling center. The family was established by divine creation as the fundamental human institution. It is the primary setting in which values are learned and the capacity for close relationships with God and with other human beings is developed.

Family Ministries is a ministry of grace which acknowledges as normative the biblical teachings relating to the family and holds high God's ideals for family living. At the same time, it brings an understanding of the brokenness experienced by individuals and families in a fallen world. Thus Family Ministries seeks to enable families to stretch toward divine ideals, while at the same time ever extending the good news of God's saving grace and the promise of growth ~~possible through~~ as the human will draws on the power of the indwelling Spirit.

Family Ministries focuses on people in relationship. It is a ministry to relationships—that emphasizes the "and" that connects husband and wife, parent and child, family and family to bring a cluster of families together in fellowship as the family of God. It is concerned with the wholistic needs of married couples, parents and children, the family needs of ~~singles~~ single adults, and all members of the wider family circle as they pass through life's predictable stages and contend with unexpected changes in their lives.

Family Ministries ~~reinforces and encourages wholesome~~ seeks to aid in the growth of wholesome, emotionally healthy families. It helps individuals build and maintain ~~strong family relationships because it~~ warm, intimate ties with God and family that meet the yearnings of the human heart for connectedness and gives life purpose and meaning. It recognizes that healthy Christian families make strong members ~~for~~ of society and the kingdom of God and present a winsome witness to the community around them. ~~Family Ministries promotes understanding, acceptance, and love within the family and in the larger family of God and fosters the reconciliation and healing between the generations promised in the Elijah message of Malachi 4:5, 6.~~ It extends hope and support to those who have been injured and hurt by abuse, family

~~dysfunction, and broken relationships. Family Ministries fosters competence in a variety of interpersonal skills needed in relationships. It provides growth opportunities through family life education and enrichment. It encourages individuals, married couples, and families to avail themselves of professional counseling when necessary.~~

Family Ministries promotes understanding, acceptance, and love within the family and in the larger family of God and fosters the reconciliation and healing between the generations promised in the Elijah message of Malachi 4:5, 6. It extends hope and support to those who have been injured and hurt by abuse, family dysfunction, and broken relationships. Family Ministries fosters competence in a variety of interpersonal skills needed in relationships. It provides growth opportunities through family life education and enrichment. It encourages individuals, married couples, and families to avail themselves of professional counseling when necessary.

An adequate ministry to families will include: premarital guidance available to all couples before marriage; marriage strengthening opportunities; parent education, with attention given to the special needs of single parents and stepfamilies; instruction in family to family evangelism; and support ministries to help families with special needs.

Family Ministries Committee—To more effectively meet the needs of families in the church, the church board may establish a Family Ministries Committee, chaired by the Family Ministries leader(s). (See Notes, #21, p. 141.)

Family Ministries Leader(s)—An individual or married couple may be elected to serve as the Family Ministries leader(s). The individual(s) should have a positive attitude about God, self, others, and the church. The leader(s) should model strong and growing family relationships and exhibit a sincere interest in fostering the well-being of all families. In order to be effective, it is necessary for the Family Ministries leader(s) to have an understanding of God's redemptive plan for dealing with the brokenness in relationships which sin has brought. It is also important that the leader(s) ~~be able to~~ maintain appropriate confidentiality and know when and how to encourage individuals in critical situations to seek professional counseling. (See Notes, #22, p. 141.)

SEC/ADCOM/07AC to LRE

GENERAL CONFERENCE EXECUTIVE COMMITTEE (GCC-S)—  
MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the General Conference Executive Committee (GCC) (GCC-S), as follows:

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Add Diop, A Ganoune (Other - Invitee with voice but no vote)  
Grentz, Ella (ESD, Three lay people from each division)

SEC/ADCOM/07AC to LRE

ADVENTIST MISSION AWARENESS COMMITTEE (GCC-S)—  
MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the Adventist Mission Awareness Committee (AMAwareC) (GCC-S), as follows:

Add Knott, Bill  
Delete Johnsson, William G

SEC/ADCOM/07AC to LRE

ADVENTIST REVIEW PUBLISHING BOARD (GCC-S)—MEMBERSHIP  
ADJUSTMENT

VOTED, To adjust the membership of the *Adventist Review* Publishing Board (ARPubBd) (GCC-S), as follows:

Add Knott, Bill, Secretary  
Delete Johnsson, William G, Secretary

SEC/ADCOM/07AC to LRE

ADVENTIST WORLD PUBLISHING BOARD (GCC-S)—MEMBERSHIP  
ADJUSTMENT

VOTED, To adjust the membership of the *Adventist World* Publishing Board (AWPubBd) (GCC-S), as follows:

Add Knott, Bill, Secretary  
Delete Johnsson, William G, Secretary



SEC/ADCOM/07AC to LRE

COMMISSION ON MINISTRIES, SERVICES, AND STRUCTURES  
(GCC-S)—MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the Commission on Ministries, Services, and Structures (MinSer&StrucComm) (GCC-S), as follows:

Add	Knott, Bill
Delete	Johnsson, William G

TRE/PolRev&Dev/ADCOM/TreC/GCDO07AC/07AC to LRE(DIV)

253-07G INDEBTEDNESS REPAYMENT—ASSISTANCE FOR  
INTERDIVISION SERVICE - POLICY AMENDMENT

VOTED, To amend GC N 35 10, Indebtedness Repayment—Assistance for Interdivision Service, to read as follows:

N 35 10 Indebtedness Repayment—Assistance for Interdivision Service—1. A deferred mission appointee - No change

2. The yearly amortization amount is to be calculated annually by the Loma Linda University Financial Aid office based on the formula below and approved by the Interdivision Employee Remuneration and Allowances Committee. This amount is fixed for each deferred mission appointee at the time of beginning interdivision employee service. The projected debt amount while attending Loma Linda University, determined on acceptance as an appointee, divided by ten, will equal the annual amortization amount. ~~Accumulating interest on all loans will be paid yearly. The appointees~~ Appointees with the same eligible amounts will receive the same principal amortization yearly. If the debt is low, it will be amortized sooner than ten years but, if the debt exceeds the projected amount, the remaining debt will continue to be amortized as long as he/she remains in interdivision employee service.

3. Each deferred mission appointee from Loma Linda University - No change
4. For those employed on Code 1, 2, 4, and 6 budgets, this expense - No change
5. For those on Code 3 budgets, the funding organization shall bear - No change

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6. This policy is not applicable to those on Code 5 budgets - No change
7. Mission institutions unable to amortize their 50 percent share - No change

TRE/PolRev&Dev/ADCOM/GCDO07AC/07AC to LRE(DIV)

254-07G DEFERRED LOANS DURING RESIDENCY—REPAYMENT -  
POLICY AMENDMENT

VOTED, To amend GC N 35 20, Deferred Loans During Residency—Repayment, to read as follows:

N 35 20 Deferred Loans During Residency—Repayment—1. During - No change

2. If the interdivision employee ~~returns to the base division~~ leaves interdivision service before this advance has been settled, ~~he/she~~ the employee shall repay the balance, including accrued interest, at the same rate at which it was being amortized, plus current interest at the rate charged on intradenominational loans made by the General Conference.

TRE/PolRev&Dev/ADCOM/TreC/GCDO07AC/07AC to LRE(DIV)

237-07G UNUSED FREIGHT (FREIGHT ALLOWANCE) - POLICY  
AMENDMENT

VOTED, To amend GC N 50 40, Unused Freight, to read as follows:

N 50 40 Unused Freight—The unused freight allowance is based on a sharing of any savings in shipment costs, and in principle applies only where there are actual savings. With the standard use of container vans, the denomination realizes little or no savings. Therefore, the following shall apply for underweight freight settlements:

1. Where an interdivision employee chooses not to send a shipment, an underweight freight settlement shall be allowed at the following rates:
  - a. Class A - US\$1.00 per pound (US\$2.20 per kilogram) of underweight
  - b. Class B - US\$1.50 per pound (US\$3.30 per kilogram) of underweight

c. Underweight freight settlement for shipments transported less than 1,000 miles (1,600 kilometers) by land will be settled at 50 percent of the rates in paragraphs a. and b. above.

2. An air freight shipment where an interdivision employee ships - No change
3. On a case-by-case basis, the General Conference Interdivision - No change

TRE/PolRev&Dev/ADCOM/SecC/TreC/GCDO07AC/07AC to LRE(DIV)

227-07G HOST DIVISION COUNTRY ALLOWANCES - POLICY  
AMENDMENT

VOTED, To amend GC O 20 05, Host Division Country Allowances, to read as follows:

O 20 05 Host Division Country Allowances—Interdivision employees normally receive the same allowances in the host division country as do local employees. Allowances may differ depending on the local laws and employment practices of the host country, but the local allowances commonly include but are not limited to:

1. Medical allowance or medical insurance plan - No change
2. Educational allowance - No change
3. Automobile depreciation for positions with authorized or - No change
4. Automobile insurance subsidy - No change
5. Child allowance (in some countries) - No change
6. Utilities allowance - No change
7. Local income tax subsidy (in some countries with high taxes) - No change
8. Household insurance subsidy (not widely practiced) - No change
9. Accidental Death and Dismemberment Insurance - No change
10. Personal Effects and Property Insurance - No change

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11. Locally applicable payroll taxes - No change
12. Compassionate leave (where applicable)
13. Any other allowance granted to local employees

Host divisions may modify certain local allowances to meet special needs of interdivision employees.

The cost of these local allowances shall be borne by the host division or local employing organization for those serving on Code 1, 2, 4, 5, and 6 budgets, and by the General Conference for those on Code 3 budgets.

TRE/PolRev&Dev/ADCOM/GCDO07AC/07AC to LRE(DIV)

228-07G NATIONAL INSURANCE/SOCIAL SECURITY SUBSIDY  
ON ALLOWANCES - POLICY AMENDMENT

VOTED, To amend GC O 25 25, National Insurance/Social Security Subsidy on Allowances, to read as follows:

O 25 25 National Insurance/Social Security Subsidy on Allowances—1. Most new appointee, furlough, optional annual leave, annual leave, and permanent return allowances paid to interdivision employees are not based on the base division country of the interdivision employee and therefore do not take into account the differences in national insurance/social security rates in the various countries. Items based on the local salary in the host or base division country reflect the expected level of interdivision employee contribution to national insurance/social security. In order for interdivision employees to receive approximately the same net allowances, the organization bearing the expense for the allowance shall also bear the cost of a subsidy equal to the employee's share of the base division country's national insurance/social security on the following allowances:

- a. Outfitting allowance - No change
- b. Baggage allowance - No change
- c. Underweight freight settlement - No change
- d. Educational allowance - No change

- e. Travel to school for secondary school students - No change
  - f. Financial assistance on indebtedness - No change
  - g. Furlough travel - No change
  - h. Visitation of older children travel - No change
  - i. Rehabilitation allowance - No change
  - j. Any other allowances approved by the General Conference - No change
2. The subsidy shall not apply to the following - No change

TRE/PolRev&Dev/ADCOM/SecC/GCDO07AC/07AC to LRE(DIV)

238-07G PURPOSE (FURLOUGHS AND OPTIONAL ANNUAL  
LEAVES—GENERAL PROVISIONS) - POLICY AMENDMENT

VOTED, To amend GC P 25 15, Purpose, to read as follows:

P 25 15 Purpose—The furlough or optional annual leave allows the interdivision employee to renew personal contacts and enjoy association with family members (parents and children) and provides a period of change and rest in the environment of the base division country. It also gives opportunity to stimulate interest in missions among home churches as the interdivision employee visits them with up-to-date reports. Even though the granting of furloughs and optional annual leaves incurs heavy expense, it is recognized that this provision is necessary and in the end is an economy of interdivision employees and means.

SSD/PolRev&Dev/ADCOM/GCDO07AC/07AC to LRE(DIV)

215-07G DESIGNATED AREAS (SPECIAL FURLOUGH  
CYCLES) - POLICY AMENDMENT

VOTED, To amend GC P 40 25, paragraph 1., Designated Areas, to read as follows:

P 40 25 Special Furlough Cycles—1. Designated Areas—The Burundi Association, the territories of Djibouti and Somalia, and West Congo Union Mission in the East-Central Africa Division; the territories of Afghanistan and Iran in the Euro-Africa Division; the territories of

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Mongolia and the Democratic People's Republic of Korea in the Northern Asia-Pacific Division; the Angola Union Mission and Mozambique Union Mission in the Southern Africa-Indian Ocean Division; the territories of Bangladesh and East Timor in the Southern Asia-Pacific Division; the territories of Sudan and Yemen in the Trans-European Division; the Central African Union Mission, Ghana Union Conference, Nigeria Union Mission, Sahel Union Mission, and West African Union Mission in the West-Central Africa Division; and other isolated countries that are specifically designated as unentered territories by the General Conference Secretariat, in consultation with the divisions, shall be designated as areas where special furlough cycles apply.

TRE/PolRev&Dev/ADCOM/TreC/GCDO07AC/07AC to LRE(DIV)

239-07G TRAVEL EXPENSE—ON ASSIGNMENT IN BASE  
DIVISION CONFERENCES - POLICY AMENDMENT

VOTED, To amend GC P 50 45, Travel Expense—On Assignment in Base Division Conferences, to read as follows:

P 50 45 Travel Expense—On Assignment in Base Division Conferences—When interdivision employees on furlough or optional annual leave are asked to visit churches or camp meetings for the promotion of missions, the following shall apply:

1. When an interdivision employee is requested by a local conference/mission president or a local pastor to accept speaking appointments in nearby churches within the local conference/mission, actual travel expense incurred in meeting such appointments up to the cost of mileage for a maximum of 500 miles (800 kilometers) per month may be reported. This expense shall be met by the General Conference, based on the type of transportation used, but shall not exceed ~~US\$150~~ US\$200 per month.

2. When an interdivision employee is authorized by the General Conference in consultation with the base division to attend camp meetings, the expense shall be cared for as follows:

a. Travel up to the cost of mileage for a maximum of 2,000 miles (3,600 kilometers) shall be paid by the General Conference. Reimbursement is based on the type of transportation used but shall not exceed ~~US\$600~~ US\$800.

b. Lodging and meals, while attending camp meeting - No change

3. When camp meeting or other appointments requiring greater travel - No change

TRE/PolRev&Dev/ADCOM/TreC/GCDO07AC/07AC to LRE(DIV)

240-07G AUTOMOBILE INSURANCE AND DEPRECIATION  
(FURLOUGH AND OPTIONAL ANNUAL LEAVE FINANCIAL  
ARRANGEMENTS) - POLICY AMENDMENT

VOTED, To amend GC P 50 50, Automobile Insurance and Depreciation, to read as follows:

P 50 50 Automobile Insurance and Depreciation—1. Interdivision employees who own an automobile during ~~furlough or~~ furlough, optional annual leave, or annual leave, and who are entitled to automobile insurance and depreciation under the policies of the host division country, shall receive automobile insurance and depreciation in the ~~host~~ base division country on the same basis as while serving in the host division country.

2. Interdivision employees on optional annual leave are entitled - No change

3. Interdivision employees who are receiving furlough or annual leave salary at the host division country rate continue to receive automobile insurance and depreciation under the host division country policies during furlough and not under the base division country policies.

4. If interdivision employees are receiving the base division country salary (~~furlough~~ salary top-up) during ~~furlough~~, furlough or annual leave, and the automobile insurance and depreciation to which they would be entitled under base division country policies is higher than what they are receiving in the host division country during ~~furlough~~, furlough or annual leave, they may report the difference to the base division treasury for reimbursement.

5. Unless the automobile insurance and depreciation are included in a package plan paid to interdivision employees, regardless of whether or not they own an automobile, an interdivision employee must own an automobile during ~~furlough or~~ furlough, optional annual leave, or annual leave, to qualify for insurance and depreciation. There is no duplicate automobile depreciation paid due to ownership of an automobile in both the host and base divisions.

6. The remuneration factor for allowances in the North American Division includes an amount for automobile insurance and depreciation. North American Division-based interdivision employees on furlough or annual leave and receiving the base division country salary (~~furlough~~ salary top-up) do not qualify for automobile insurance and depreciation in the host division during ~~furlough~~, furlough or annual leave. The North American Division remuneration factor includes 1.33 percent for automobile insurance and 7.33 percent for automobile depreciation. If the amount a North American Division-based interdivision

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employee receives in the remuneration factor is less than he/she would receive under the host division country automobile insurance and depreciation policy, he/she may report the difference to the General Conference Transportation and International Personnel Services for reimbursement.

SSD/PolRev&Dev/ADCOM/GCDO07AC/07AC to LRE(DIV)

216-07G SPECIAL ANNUAL LEAVE (LENGTH OF INTERDIVISION SERVICE AND ANNUAL LEAVE) - POLICY AMENDMENT

VOTED, To amend GC P 105 10, paragraph 1., Special Annual Leave, to read as follows:

P 105 10 Special Annual Leave—1. Designated Areas—The Burundi Association, the territories of Djibouti and Somalia, and West Congo Union Mission in the East-Central Africa Division; the territories of Afghanistan and Iran in the Euro-Africa Division; the territories of Mongolia and the Democratic People’s Republic of Korea in the Northern Asia-Pacific Division; the Angola Union Mission and Mozambique Union Mission in the Southern Africa-Indian Ocean Division; the territories of Bangladesh and East Timor in the Southern Asia-Pacific Division; the territories of Sudan and Yemen in the Trans-European Division; the Central African Union Mission, Ghana Union Conference, Nigeria Union Mission, Sahel Union Mission, and West African Union Mission in the West-Central Africa Division; and other isolated countries that are specifically designated as unentered territories by the General Conference Secretariat, in consultation with the divisions, shall be designated as areas where special annual leave cycles apply.

TRE/PolRev&Dev/ADCOM/PolRev&Dev/ADCOM/GCDO07AC/07AC to LRE(DIV)

242-07G VISITS TO FAMILY (PERMANENT RETURN OF INTERDIVISION EMPLOYEES—GENERAL PROVISIONS) - POLICY AMENDMENT

VOTED, To amend GC Q 10 20, Visits to Family, to read as follows:

Q 10 20 Visits to Family—A permanently returned interdivision employee who has completed a term of service and served for a minimum of 22 months since the most recent furlough, or 11 months since the most recent optional annual leave, leave/annual leave, or arrival in the host division country, is allowed travel expense to visit parents and children in the base division in accordance with the authorized points as outlined in ~~P 45 25~~. P 50 25. If it has been



less than 22 months since the most recent furlough, or less than 11 months since the most recent optional annual leave, leave/annual leave, or arrival in the host division country, permanent return travel shall normally only be allowed to a single point in the base division for the purpose of family visitation. In either case, travel to visit family and onward to the place of permanent employment or permanent location shall be by the most direct route. One month from the date of leaving the host division country is allowed for traveling, visiting, and finding employment. (See Q 10 15 and Q 50 10.) This month includes any unused vacation time.

TRE/PolRev&Dev/ADCOM/SecC/TreC/GCDO07AC/07AC to LRE(DIV)

243-07G BASIC PLAN (EXTENDED INTERDIVISION SERVICE ALLOWANCE) - POLICY AMENDMENT

VOTED, To amend GC Q 40 10, Basic Plan, to read as follows:

Q 40 10 Basic Plan—1. An interdivision employee who has served ~~seven~~ six or more years in a division other than the base division shall receive an extended interdivision service allowance for each year of service beyond an initial period of ~~six~~ five years. The first ~~six~~ five years of interdivision service are the qualifying years whether or not the interdivision employee received homeowners benefits during those years. The only years to be used in calculating the extended interdivision service allowance are those during which the interdivision employee did not receive homeowners benefits and which were served subsequently to the first ~~six~~ five years of interdivision service. To qualify, the interdivision employee shall have served at least one full year beyond the initial ~~six-year~~ five-year period. The allowance shall be granted at the time of permanent return, or as provided in Q 40 20, paragraph ~~5-~~ 5., and shall be in addition to the regular rehabilitation allowance.

2. The allowance shall be computed as a percentage of the - No change

3. The allowance shall be based on the years of interdivision service recorded in the interdivision employee's service record, and the calculations shall be made on the years served beyond the initial qualifying period of ~~six~~ five years. Regular furloughs, optional annual leaves, annual leaves, and leaves of absence on full salary shall be counted as interdivision service. The years of interdivision service in which an interdivision employee receives the benefits that normally accrue to homeowners shall not be used in computing the allowance, but these years, if occurring during the first ~~six~~ five years of interdivision service, may count toward the ~~six-year~~ five-year qualifying period. (See paragraph 1. above.) When the total service time does not add up to a complete year, the allowance shall be prorated.

4. An interdivision family shall receive an allowance for the - No change

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5. The extended interdivision service allowance is based on the - No change

SEC/PolRev&Dev/ADCOM/GCDO07AC/07AC to LRE(DIV)

218-07G INTERDIVISION ADVENTIST VOLUNTEER SERVICE  
PROCEDURES - POLICY AMENDMENT

VOTED, To amend GC R 15 15, Interdivision Adventist Volunteer Service Procedures, to read as follows:

R 15 15 Interdivision Adventist Volunteer Service Procedures—Organizations sponsoring volunteers for interdivision service shall be guided by the following:

1. The General Conference Adventist Volunteer Center - No change
2. Volunteers should have been members of the Seventh-day Adventist - No change
3. Volunteers should be in good health and shall be required to undertake a medical examination by a qualified practitioner if the appointment is for ~~one month~~ two months or more.
4. All requests for college and university volunteers for - No change
5. For ~~Global~~ Adventist Mission projects, the General Conference Adventist Volunteer Center, in cooperation with the General Conference ~~Global~~ Adventist Mission office and the administration of the division, shall select an unentered territory within that division and
  - a. Select the type of activity to be used to establish - No change
  - b. Promote the evangelism project - No change
  - c. Recruit and train an international volunteer team - No change
  - d. Determine the length of service for the project - No change
  - e. Recruit and train a new team to complete the project - No change

The General Conference ~~Global~~ Adventist Mission office shall share in the funding of volunteer projects in harmony with the General Conference ~~Global~~ Adventist Mission Operating Committee's funding criteria.

6. All volunteers shall be screened by the local church for - No change
7. In the event that volunteers need to be disciplined and sent - No change
8. In cases where the volunteer assignment is expressed in contractual - No change
9. The programs, activities, and supervision of volunteers while - No change
10. Volunteers who participate in Adventist Development - No change
11. Volunteers who do not receive missionary orientation on - No change

STW/PolRev&Dev/ADCOM/GCDO07AC/07AC to LRE(DIV)

232-07G SCRIPTURAL OBLIGATION (PRINCIPLES AND PROCEDURE  
IN TITHING) - POLICY AMENDMENT

VOTED, To amend GC V 05 10, Scriptural Obligation, to read as follows:

V 05 10 Scriptural Obligation—Although ~~the paying tithing~~ is not ~~held to be considered~~ a test of fellowship, it is recognized as a scriptural obligation that every believer owes to God and as an essential in claiming by faith the fullness of blessing in Christian life and experience.

STW/PolRev&Dev/ADCOM/GCDO07AC/07AC to LRE(DIV)

233-07G STUDENT TITHE - POLICY AMENDMENT

VOTED, To amend GC V 05 25, Student Tithe, to read as follows:

V 05 25 Student Tithe—Since the principle of tithing is recognized as ~~the regular, substantial, and equitable basis for the support of the ministry of the church,~~ an act of worshipping God, it is important that the youth in Seventh-day Adventist schools, many of whom are future employees, be taught to be conscientious ~~tithe payers.~~ in returning their tithe. Secondary schools and colleges provide an excellent and effective medium for doing this by precept and practice. However, since the aggregate of student labor has greatly increased with the years, a considerable financial loss accrues to the institution that accepts the responsibility for

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providing cash to students with which to meet their tithe obligations. In view of these considerations:

1. School Earnings—All students shall be encouraged to return - No change
2. Conference/Mission/Field Treasury—Students shall ~~pay~~ return their tithe to the local conference/mission/field through the church where the school is located, it being recommended that they transfer their membership to the school church during their attendance.
3. Conference/Mission/Field Subsidy—Where the operation of this - No change

SEC/ChManSub/ChMan/423-06GE/ADCOM/07AC to AM

423-07GE MEMBERSHIP ON A SPIRITUAL BASIS - *CHURCH*  
MANUAL EDITORIAL AMENDMENT

VOTED, To amend the *Church Manual*, Chapter 6, Church Membership, page 29, Membership on a Spiritual Basis, to read as follows:

Membership on a Spiritual Basis

The serious, solemn obligations of church membership should be impressed on everyone who applies for admittance to the church. All should be faithfully taught what it means to become a member of the body of Christ. Only those giving evidence of having experienced the new birth, and who are enjoying a spiritual experience in the Lord Jesus, are prepared for acceptance into church membership. Thorough instruction in the fundamental teachings and related practices of the church should be given to every candidate for church membership before being baptized and received into church fellowship. Each person seeking admittance to the church should be informed of the principles for which the church stands.

This is a spiritual relationship. It can be entered into only by those who are converted. Only in this way can the purity and spiritual caliber of the church be maintained. It is the duty of every minister to instruct those who accept the principles of the truth, that they may enter the church on a ~~sound~~, sound spiritual basis. While there is no stated age for baptism, it is recommended that very young children who express a desire to be baptized should be encouraged and entered into an instruction program that may lead to baptism.

“The members of the church, those whom He has called out of darkness into His marvelous light, are to show forth His glory. The church is the repository of the riches of the grace of Christ; and through the church will eventually be made manifest, even to ‘the

principalities and powers in heavenly places,' the final and full display of the love of God.”—  
*The Acts of the Apostles*, p. 9.

SEC/ChManSub/ChMan/424-06GE/ADCOM/07AC to AM

424-07GE BAPTISMAL VOW AND BAPTISM - *CHURCH MANUAL*  
EDITORIAL AMENDMENT

VOTED, To amend the *Church Manual*, Chapter 6, Church Membership, pages 32 to 35, Baptismal Vow and Baptism, to read as follows:

Baptismal Vow and Baptism

Baptismal Vow—Candidates for baptism or those being received into fellowship by profession of faith shall affirm their acceptance of the doctrinal beliefs of the Seventh-day Adventist Church in the presence of the church or other properly appointed body. (See p. 31.) The minister or elder should address the following questions to the candidate(s), whose reply may be by verbal assent or by raising the hand.

Vow

1. Do you believe there is one God - No change
2. Do you accept the death of Jesus Christ - No change
3. Do you accept Jesus Christ as your Lord - No change
4. Do you accept by faith the righteousness of Christ - No change
5. Do you believe that the Bible is God's inspired Word - No change
6. Do you accept the Ten Commandments - No change
7. Do you look forward to the soon coming of Jesus - No change
8. Do you accept the biblical teaching of spiritual gifts - No change
9. Do you believe in church organization? Is it - No change

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10. Do you believe that your body is the temple of the Holy Spirit; and will you honor God by caring for it, avoiding the use of that which is harmful, and abstaining from all unclean foods; from the use, manufacture, or sale of alcoholic beverages; from the use, manufacture, or sale of tobacco in any of its forms for human consumption; and from the misuse of or trafficking in narcotics or other drugs?

11. Do you know and understand the fundamental Bible - No change

12. Do you accept the New Testament teaching - No change

13. Do you accept and believe that the Seventh-day - No change

#### Vow (Alternative)

1. Do you accept Jesus Christ as your personal Savior - No change

2. Do you accept the teachings of the Bible - No change

3. Do you desire to be baptized - No change

Certificate of Baptism and Commitment—A space will be provided for the new member to sign the certificate as an affirmation of this commitment. Following the baptism, a Certificate of Baptism and Commitment will be presented to the candidate as a covenant document. The commitment will read as follows:

#### Commitment

1. I believe there is one God - No change

2. I accept the death of Jesus Christ - No change

3. I accept Jesus Christ as my Lord - No change

4. I accept by faith the righteousness of Christ - No change

5. I believe that the Bible is God's inspired Word - No change

6. I accept the Ten Commandments - No change

7. I look forward to the soon coming of Jesus - No change

8. I accept the biblical teaching of spiritual gifts - No change

9. I believe in church organization - No change

10. I believe that my body is the temple of the Holy Spirit; and I will honor God by caring for it, avoiding the use of that which is harmful, and abstaining from all unclean foods; from the use, manufacture, or sale of alcoholic beverages; from the use, manufacture, or sale of tobacco in any of its forms for human consumption; and from the misuse of or trafficking in narcotics or other drugs.

11. I know and understand the fundamental Bible - No change

12. I accept the New Testament teaching of baptism - No change

13. I accept and believe that the Seventh-day Adventist - No change

Welcoming Candidates—After the candidates have - No change

Receiving Members Who Are Not Known—In preparing for the baptism of ~~his~~ converts, an evangelist should invite the pastor or elder to visit ~~his baptismal classes~~ the baptismal class and become acquainted with ~~his~~ the converts. Such contacts will enable the church to be better prepared to receive the new members into church fellowship. This general procedure should not apply in the case of isolated believers who wish to unite with the conference/mission/field church.

Baptismal Ceremony—At this ceremony the deacons - No change

SEC/ChManSub/ChMan/425-06GE/ADCOM/07AC to AM

425-07GE CHURCH OUTREACH (MISSIONARY) MEETINGS -  
*CHURCH MANUAL* EDITORIAL AMENDMENT

VOTED, To amend the *Church Manual*, Chapter 8, Services and Meetings of the Church, pages 88 and 89, Church Outreach (Missionary) Meetings, to read as follows:

#### Church Outreach (Missionary) Meetings

The Saviour's commission lays upon the church the task of heralding the gospel to all the world. This also places upon each individual member the responsibility of giving the message of salvation to as many others as possible. The Saviour "gave authority to his servants, and to

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every man his ~~work.~~<sup>22</sup> work” (Mark 13:34). He appointed a meeting with His eleven disciples after His resurrection for the purpose of giving them counsel and encouragement, and at that time He gave the gospel commission to the disciples and to the assembled church, numbering more than five hundred brethren. That was the first outreach (missionary) meeting of the Christian church; it was certainly not to be the last.

As a permanent and definite part of the services of the Christian church, the outreach (missionary) meeting bears the divine endorsement for all time. Through the Spirit of Prophecy we are told: “God has committed to our hands a most sacred work, and we need to meet together to receive instruction, that we may be fitted to perform this work.”—*Testimonies*, vol. 6, p. 32. (Italics supplied.)

Times of Meetings—The first Sabbath of the month - No change

Supplying Literature on the Sabbath—It is generally recognized - No change

SEC/ChManSub/ChMan/426-06GN/ADCOM/07AC to AM

426-07GN SERVICES AND MEETINGS OF THE CHURCH -  
*CHURCH MANUAL NOTES AMENDMENT*

VOTED, To amend the *Church Manual*, Chapter 8, Services and Meetings of the Church, pages 96 and 97, Notes #3, to read as follows:

3. Foot-Washing—(See p. 84.)—Men and women should be provided separate areas for the foot-washing. Where stairs or distance is a problem, special arrangements should be made for ~~the disabled.~~ those with disabilities. In places where it is socially acceptable and where clothing is such that there would be no immodesty, separate arrangements may be made for husband and wife or parents and baptized children to share with each other in the foot-washing ceremony. To encourage shy or sensitive people who may view the selecting of a foot-washing partner as an embarrassing experience, church leaders should be designated whose responsibility during the foot-washing is to help such persons find partners.



SEC/ChManSub/ChMan/427-06GE/ADCOM/07AC to AM

427-07GE SABBATH SCHOOL DEPARTMENT - *CHURCH MANUAL*  
EDITORIAL AMENDMENT

VOTED, To amend the *Church Manual*, Chapter 9, Auxiliary Organizations of the Church, page 106, Sabbath School Department, Music Director, to read as follows:

Music Director—A music director may be appointed by the Sabbath School Council to lead the music of the school and plan with the division leader for the presentation of this phase of worship each Sabbath.

As an expression of worship, care should be taken to provide music which will glorify God. Singers should be as carefully selected as are the workers for other parts of the Sabbath School service and should be measured by the same standards. ~~Singers should be as carefully selected as are the workers for other parts of the Sabbath School service and should be measured by the same standards.~~ (See p. 78.)

SEC/ChManSub/ChMan/428-06GE/ADCOM/07AC to AM

428-07GE HOME AND SCHOOL ASSOCIATION - *CHURCH*  
*MANUAL* EDITORIAL AMENDMENT

VOTED, To amend the *Church Manual*, Chapter 9, Auxiliary Organizations of the Church, page 119, Home and School Association, Ex Officio, to read as follows:

Ex Officio—The school principal shall be an ex officio member of the Home and School Association Committee. ~~Committee by virtue of position.~~

SEC/ChManSub/ChMan/429-06GE/ADCOM/07AC to AM

429-07GE COMMUNICATION DEPARTMENT - *CHURCH MANUAL*  
EDITORIAL AMENDMENT

VOTED, To amend the *Church Manual*, Chapter 9, Auxiliary Organizations of the Church, page 122, Communication Department, Communication Committee, to read as follows:

Communication Committee—In a large church a Communication Committee may ~~more~~ adequately handle ~~be able to handle~~ the many facets of the public relations and communication

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program of the church more adequately than can a secretary working alone. This committee, with the Communication secretary as chairperson, will be elected at the time of the general election of church officers. Individual members of the committee may be assigned specific communication responsibilities, such as working with the press, with media producers and online personnel, and with the internal media of the church. Where there is a church institution in the area, a member of its public relations staff should be invited to sit with the committee. (See Notes, #17, p. 139.)

The pastor, who is primarily responsible for the communication program of ~~his~~ the church, will work closely in an advisory capacity with the Communication secretary and/or the Communication Committee.

SEC/ChManSub/ChMan/431-06GE/ADCOM/07AC to AM

430-07GE ELECTION OF DELEGATES TO LOCAL CONFERENCE/  
MISSION/FIELD SESSION - *CHURCH MANUAL* EDITORIAL  
AMENDMENT

VOTED, To amend the *Church Manual*, Chapter 11, Church Election, page 159, Election of Delegates to Local Conference/Mission/Field Session, Choosing Delegates, to read as follows:

Choosing Delegates—“He [God] has so arranged matters that chosen men shall go as delegates to our conferences. These men are to be tried and proved. They are to be trustworthy men. The choosing of delegates to attend our conferences is an important matter. These men are to lay the plans that shall be followed in the advancement of the work; and therefore they are to be men of understanding, able to reason from cause to effect.”—*Testimonies*, vol. 9, p. 262.

The number of delegates from each church to a local conference/mission/field session is determined by the provisions of the conference/mission/field constitution. When the time comes to select delegates the pastor, or the head elder in cooperation with the pastor, should bring the matter before the church. A committee may be appointed to nominate delegates, or the church board may be asked to nominate them. Nothing of a political nature should be allowed to come into this work. Men and women of known piety and loyalty and who are able to attend the session should be nominated as delegates. (See pp. 54, 59.)

When the committee or church board has completed its work, it should report to the church, nominating as delegates the members it has agreed upon. The church then votes on these nominations. No church officer ~~by virtue of office~~ is a delegate ex officio. After the election, the clerk of the church will fill out the delegates' credential blanks, furnished for the purpose,

and return them to the secretary of the conference/mission/field. The chosen delegates become the representatives of the church, to unite with the delegates of other churches in the conference/mission/field in the election of officers for the conference/mission/field and for the transaction of all other conference/mission/field business. The delegates to a union conference/mission session are chosen by the local conferences/missions/fields, not by the churches. The delegates to a General Conference session are chosen by the divisions and the union conferences/missions. The respective terms of office for these organizations are determined by the terms of their respective constitutions.

SEC/ChManSub/ChMan/432-06GE/ADCOM/07AC to AM

431-07GE INSURANCE POLICIES - *CHURCH MANUAL* NORTH  
AMERICAN DIVISION SUPPLEMENT EDITORIAL  
AMENDMENT

VOTED, To amend the *Church Manual*, North American Division Supplement, Organizations for Holding Church Properties: Trust Services, Wills, and Annuities, page 226, Insurance Policies, to read as follows:

Insurance Policies

The church board, through the church treasurer, is under obligation to see that the properties of the denomination, such as the church building, school buildings, and equipment, are kept adequately covered by insurance. Provision for this expense should be made in the church budget. The following procedures are recommended:

1. The local church board, through the treasurer, and in consultation with the treasurer of the conference or corporation, shall be responsible for adequate insurance coverage of assets, including fire, theft, boiler, public liability, and ~~workman's~~ worker's compensation insurance, in harmony with denominational policy.

2. All denominational assets - No change
3. The conference or corporation - No change
  - a. This record shall include - No change
  - b. Negotiations for the renewal - No change
4. It shall be the duty of the conference - No change

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432-07GE BAPTISM A GOSPEL REQUIREMENT - *CHURCH*  
*MANUAL* EDITORIAL AMENDMENT

VOTED, To amend the *Church Manual*, Chapter 6, Church Membership, pages 30 and 31, Baptism a Gospel Requirement, Ministers Thoroughly to Instruct Candidates Previous to Baptism, to read as follows:

Ministers Thoroughly to Instruct Candidates Previous to Baptism—A minister should not present any candidate for baptism and church membership until ~~he can satisfy the church~~ the church is satisfied by a public examination that the candidate has been well instructed and is ready to take such a step. (See pp. 31-35.) In churches where frequent baptisms might reduce the significance of a public examination, an alternative plan should be observed. The minister's work is not completed until ~~he has thoroughly instructed the candidates,~~ the candidates are thoroughly instructed, and they are familiar with and committed to all fundamental beliefs and related practices of the church and are prepared to assume the responsibilities of church membership. Churches should insist on the application of this as a guiding principle in the reception of new members. Churches, through the church board, should insist that candidates be instructed individually and, in addition, wherever possible, that they be taught in a baptismal class.

“The test of discipleship is not brought to bear as closely as it should be upon those who present themselves for baptism. It should be understood whether they are simply taking the name of Seventh-day Adventists, or whether they are taking their stand on the Lord's side, to come out from the world and be separate, and touch not the unclean thing. Before baptism there should be a thorough inquiry as to the experience of the candidates. Let this inquiry be made, not in a cold and distant way, but kindly, tenderly, pointing the new converts to the Lamb of God that taketh away the sin of the world. Bring the requirements of the gospel to bear upon the candidates for baptism.”—*Testimonies*, vol. 6, pp. 95, 96.

“When they give evidence that they fully understand their position, they are to be accepted.”—*Testimonies to Ministers*, p. 128.

SEC/ChManSub/ChMan/434-06GE/ADCOM/07AC to AM

433-07GE CHURCH ELDER - *CHURCH MANUAL* EDITORIAL  
AMENDMENT

VOTED, To amend the *Church Manual*, Chapter 7, Church Officers and Their Duties, pages 51 and 52, Church Elder, Relationship to the Ordained Minister, to read as follows:

Relationship to the Ordained Minister—In a case where the conference/mission/field committee assigns an ordained minister to labor as a pastor of a church, he should be considered as the ranking officer, and the local elder(s) as his assistant(s). Their work is closely related; they should therefore work together harmoniously. The minister should not gather to himself all lines of responsibility, but should share these with the local elder(s) and other officers. The minister serving the church regularly as pastor acts as the chairman of the church board. (See pp. 91, 147.) There may be circumstances, however, when it would be advisable for the elder to act in this capacity. The pastoral work of the church should be shared by both. The elder(s) should, in counsel with the minister, assist in the pastoral responsibility, which includes visiting the church members, ministering to the sick, arranging or leading out in anointing services and child dedications, and encouraging those who are disheartened. Too much emphasis cannot be placed on this part of an elder's work, who as an undershepherd should exercise a constant vigilance over the flock. If the appointed pastor is a licensed minister, the local church or churches ~~that he serves~~ served should elect ~~him~~ the pastor as an elder. (See p. 147.)

Because the pastor is appointed to the position in the local church by the conference/mission/field, ~~he~~ the pastor serves the church as a conference/mission/field worker, and is responsible to the conference/mission/field committee, yet ~~he~~ the pastor maintains a sympathetic and cooperative relation to and works in harmony with all the plans and policies of the local church. The elder, having been elected by the local church, is naturally responsible to that body, and also to its board. (See p. 51.)

SEC/ChManSub/ChMan/435-06GE/ADCOM/07AC to AM

434-07GE LICENSED MINISTERS - *CHURCH MANUAL* EDITORIAL  
AMENDMENT

VOTED, To amend the *Church Manual*, Chapter 10, Ministers and Workers in Relation to the Church, pages 147 and 148, Licensed Ministers, to read as follows:

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### Licensed Ministers

To give ~~young~~ men an opportunity to demonstrate their call to the ministry, especially in the area of soul winning, prospective candidates are granted ministerial licenses by the conference/mission/field. The granting of such licenses confers the opportunity and the right to develop the ministerial gift. The licensed minister is authorized to preach, to engage in evangelism, to lead out in outreach (missionary) work, and to assist in any church activities.

There are circumstances in many fields, however, where it is necessary for the conference/mission/field to appoint a licensed minister to carry responsibility as a pastor or assistant pastor of a church or group of churches. In order to open the way for ~~him~~ the pastor to perform certain ministerial functions, the church or group of churches ~~he is to serve~~ being served may elect ~~him~~ the pastor as a local elder. However, since ~~he~~ the pastor is employed by the conference/mission/field and appointed by it, ~~he~~ the pastor represents it, and it may consider, in varying degrees as circumstances require, that ~~his~~ the pastor's authority and responsibilities should be extended in order to enable ~~him~~ the pastor to discharge ~~his~~ all duties satisfactorily. The right to permit this extension of authority and responsibility rests, in the first instance, with the division executive committee. Its action is necessary before any conference/mission/field may extend the authority and responsibility of the licensed minister. Such action shall define specifically and clearly what additional ministerial functions a licensed minister may perform but always on the understanding that his functions as a church elder and his extended functions be always and only within the church or group of churches which he serves. (See p. 52.)

In its actions the conference/mission/field committee shall not go beyond that which the division committee authorizes. It shall not authorize a licensed minister to go from church to church outside the church or group of churches of which he is a local elder, performing church rites which pertain to the functions of an ordained minister. A conference/mission/field committee action cannot be substituted for church election or ordination to gospel ministry.

SEC/ChManSub/ChMan/436-06GE/ADCOM/07AC to AM

435-07GE PRESIDENT AND COMMITTEE DIRECT CONFERENCE/  
MISSION/FIELD WORKERS - *CHURCH MANUAL* EDITORIAL  
AMENDMENT

VOTED, To amend the *Church Manual*, Chapter 10, Ministers and Workers in Relation to the Church, pages 149 and 150, President and Committee Direct Conference/Mission/Field Workers, to read as follows:

President and Committee Direct Conference/Mission/Field Workers

The conference/mission/field president in counsel with the conference/mission/field committee directs the workers of the conference/mission/field in their varied activities. It is his duty to acquaint the workers with the plans and policies of the committee and to secure the cooperation of the workers in carrying them out. The president should take a special interest in fostering the evangelistic work of the conference/mission/field, doing all he can to encourage a constant soul-winning endeavor on the part of all the workers. He should actively recruit and assist in training ~~young men~~ individuals for the ministry. Departmental secretaries are employed by the conference/mission/field to foster important lines of denominational work.

All conference/mission/field workers—ministers, Bible instructors, departmental directors, et cetera—are under the direction of the conference/mission/field committee. They receive their credentials from and are responsible to the conference/mission/field, and not to any local church in the conference/mission/field. Churches may request the services or help of conference/mission/field workers, lodging such requests with the conference/mission/field president, but the appointment in all cases rests with the conference/mission/field committee. Workers may be appointed to labor with certain churches, and when in the judgment of the conference/mission/field committee the appointment should be changed, the committee is at liberty to do so. The worker or the church may appeal to the conference/mission/field committee for a hearing on the decision to move the worker from ~~his~~ the field of labor. This will be carefully considered in the light of the needs of the entire conference/mission/field, and the decision will be made accordingly. Should such a situation develop in which the worker refuses to cooperate with the committee and declines to work in harmony with its decisions, ~~his~~ this conduct may be regarded as insubordination and be dealt with as such. In no case should ~~he~~ the worker appeal to the church regarding such decisions. Any church supporting a ~~worker in his stand under such~~ worker's stand in these circumstances becomes subject to the discipline of the conference/mission/field.

SEC/ChManSub/ChMan/437-06GE/ADCOM/07AC to AM

436-07GE EXPIRED CREDENTIALS - *CHURCH MANUAL*  
EDITORIAL AMENDMENT

VOTED, To amend the *Church Manual*, Chapter 10, Ministers and Workers in Relation to the Church, page 150, Expired Credentials, to read as follows:

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### Expired Credentials

Credentials are granted for the duration of the term as provided for by the constitution and bylaws or operating policy of the conference/mission/field. The credentials are renewed by a vote of the conference/mission/field in session or by the executive committee. If for any reason it is deemed inadvisable to renew credentials to any minister, ~~he~~ the person ceases to function as a worker in the conference/mission/field. The possession of out-of-date or expired credentials does not authorize ~~him~~ such a person to function in any of the offices of a minister. In such a ~~case~~ case, ~~he~~ the person has no more authority or standing than any other lay member in the church.

SEC/ChManSub/ChMan/438-06GE/ADCOM/07AC to AM

#### 437-07GE REVERENCE FOR THE PLACE OF WORSHIP - *CHURCH MANUAL* EDITORIAL AMENDMENT

VOTED, To amend the *Church Manual*, Chapter 13, Standards of Christian Living, page 174, Reverence for the Place of Worship, to read as follows:

#### Reverence for the Place of Worship

Christians who appreciate God's omnipotence, His holiness, and His love will always and under all circumstances manifest a spirit of deep reverence for God, His Word, and His worship. "Humility and reverence should characterize the deportment of all who come into the presence of God."—*Patriarchs and Prophets*, p. 252. They will recognize that "the hour and place of prayer are sacred, because God is there."—*Gospel Workers*, p. 178. They will come to the house of worship, not carelessly, but in the spirit of meditation and prayer, and will avoid unnecessary conversation.

Parents should reverently instruct their children as to how they should behave in "the house of God" (1 Tim. 3:15). Faithful instruction and discipline in the home, Sabbath School, and church during the days of childhood and youth in regard to reverence for God and His worship will go far in holding their loyalty in afteryears.

The minister who senses the sacredness of God's service will, by ~~his~~ example, instruction, and conduct in the pulpit, foster reverence, simplicity, good order, and decorum in the church. "But the Lord is in his holy temple: let all the earth keep silence before him" (Hab. 2:20).



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438-07GE DISCIPLINE BY REMOVAL FROM CHURCH  
MEMBERSHIP - *CHURCH MANUAL* EDITORIAL  
AMENDMENT

VOTED, To amend the *Church Manual*, Chapter 14, Church Discipline, page 194,  
Discipline By Removal From Church Membership, to read as follows:

Discipline By Removal From Church Membership

Removing an individual from membership in the church, the body of Christ, is always a serious matter; it is the ultimate in the discipline that the church can administer; it is the extreme measure that can be meted out by the church. *Only after the instruction given in this chapter has been followed, and after all possible efforts have been made to win and restore him/her to right paths*, should this kind of discipline be used. It would be advisable to secure counsel from the pastor of the church or, if he is not available, from the conference/mission/field president before any action is taken by the church, when such a step is contemplated.

SEC/ChManSub/ChMan/442-06GE/ADCOM/07AC to AM

441-07GE LOCAL CHURCH MINISTRY FOR FAMILIES - *CHURCH  
MANUAL* EDITORIAL AMENDMENT

VOTED, To amend the *Church Manual*, Chapter 15, Marriage, Divorce, and  
Remarriage, pages 207 and 208, Local Church Ministry for Families, to read as follows:

Local Church Ministry for Families

The church as a redemptive agency of Christ is to minister to its members in all of their needs and to nurture every one so that all may grow into a mature Christian experience. This is particularly true when members face lifelong decisions such as marriage and distressful experiences such as divorce. When a couple's marriage is in danger of breaking down, every effort should be made by the partners and those in the church or family who minister to them to bring about their reconciliation in harmony with divine principles for restoring wounded relationships (Hosea 3:1-3; 1 Cor. 7:10, 11; 13:4-7; Gal. 6:1).

Resources which can be of assistance to members in the development of a strong Christian home are available through the local church or other church organizations. These resources include: (1) programs of orientation for couples engaged to be married, (2) programs

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of instruction for married couples with their families, and (3) programs of support for broken families and divorced individuals.

Pastoral support is vital in the area of instruction and orientation in the case of marriage, and healing and restoration in the case of divorce. The pastoral function in the latter case is both disciplinary and supportive. That function includes the sharing of information relevant to the case; however, the disclosure of sensitive information should be done with great discretion. This ethical concern alone should not be the grounds for avoiding disciplinary actions established in sections 1-11 above.

~~Church~~ Just as God forgives, church members are called to forgive and to accept those who have failed as God has forgiven them (Isa. 54:5-8; Matt. 6:14, 15; Eph. 4:32). The Bible urges patience, compassion, and forgiveness in the Christian care of those who have erred (Matt. 18:10-20; Gal. 6:1, 2). During the time when individuals are under discipline, either by censure or by being removed from membership, the church, as an instrument of God's mission, shall make every effort to maintain caring and spiritually nurturing contact with them.

SEC/ChManSub/ChMan/444-06GS/ADCOM/07AC to AM-10GCS

443-07GS HEALTH AND TEMPERANCE - *CHURCH MANUAL*  
AMENDMENT

RECOMMENDED, To amend the *Church Manual*, Chapter 13, Standards of Christian Living, pages 175 to 176, Health and Temperance, to read as follows:

Health and Temperance

The body is the temple of the Holy Spirit (1 Cor. 6:9). "Both mental and spiritual vigor are in great degree dependent upon physical strength and activity; whatever promotes physical health promotes the development of a strong mind and a well-balanced character."—*Education*, p. 195. For this reason, Seventh-day Adventists take care to live intelligently in accordance with health principles of physical exercise, respiration, sunshine, pure air, use of water, sleep, and rest. By conviction, they choose to eat healthfully, freely choosing to follow the principles of health, of self-control, and of wholesome diet. Therefore, they abstain from all forms of alcohol, tobacco, and addictive drugs. They strive to preserve their physical and psychological balance by avoiding any excess.

Health reform and the teaching of health and temperance are inseparable parts of the Advent message. Instruction came to us through the Lord's chosen messenger "that those who are keeping His commandments must be brought into sacred relationship to Himself, and that by

temperance in eating and drinking they must keep mind and body in the most favorable condition for service.”—*Counsels on Health*, pp. 132, 133. Also, “it is the Lord’s design that the restoring influence of health reform shall be a part of the last great effort to proclaim the gospel message.”—*Medical Ministry*, p. 259.

We belong to God, body, soul, and spirit. It is therefore our religious duty to observe the laws of health, both for our own well-being and happiness and for more efficient service to God and our fellow men. The appetite must be kept under control. Health is promoted by an intelligent observance of the hygienic principles having to do with pure air, ventilation, suitable clothing, cleanliness, proper exercise and recreation, adequate sleep and rest, and an adequate, wholesome diet. God has furnished man with a liberal variety of foods sufficient to satisfy every dietary need. Fruits, grains, nuts, and vegetables prepared in simple ways “make, with milk or cream, the most healthful diet.”—*Christian Temperance and Bible Hygiene*, p. 47.

When the principles of healthful living are practiced, the need for stimulants will not be felt. The use of intoxicants and narcotics of any kind is forbidden by nature’s law. From the early days of this movement abstinence from the use of liquor and tobacco has been a condition of membership in the Seventh-day Adventist Church. (See pp. 16, 33, 35, 195, 221, 185, 211.)

God has given us great light on the principles of health, and modern scientific research has abundantly verified these principles. ~~These cannot be safely ignored, for we are told that those “who choose to follow their own preferences in this matter, eating and drinking as they please, will gradually grow careless of the instruction the Lord has given regarding other phases of the present truth and will lose their perception of what is truth.”—*Testimonies*, vol. 9, pp. 156, 157.~~

SEC/ChManSub/ChMan/447-06GEb/ADCOM/07AC to AM

446-07GEb CHURCH OFFICERS AND THEIR DUTIES - *CHURCH*  
*MANUAL* EDITORIAL AMENDMENT

VOTED, To amend the *Church Manual*, Chapter 7, Church Officers and Their Duties, pages 45 to 65, to read as follows:

Church Officers and Their Duties

Choosing officers for the church or conference/mission/field is an important matter. The prosperity of the work depends largely upon its leadership. The greatest care should be exercised in calling men and women into positions of sacred responsibility. The following qualifications should be earnestly sought in those who are nominated for church office.

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### Their Qualifications

Moral Fitness— “Moreover thou shalt provide out of all - No change

Religious Fitness—“This is a true saying, If a man - No change

The Church Must Be Guarded and Fed—The apostle Paul in his - No change

Respect and Deference Due to Ministers and Officers of the Church - No change

Not to Be Hurried Into Office - No change

Those Opposed to Unity Not Suitable for Office—“There have - No change

Unsafe to Choose Those Who Refuse to Cooperate With Others - No change

### Membership Required for Election

Seventh-day Adventist church members in regular standing are eligible for election to leadership positions in the local church where they hold membership. (See pp. 153-158.)  
Exceptions may be made for the following:

1. Students who are members in regular standing - No change
2. A conference/mission/field employee assigned - No change
3. A local elder who, when necessary - No change

Other exceptions may be considered by the conference/mission/field committee.

### Term of Office

The term of office for officers of the church and auxiliary organizations shall be one year, except where the local church in a business meeting votes to have elections every two years in order to facilitate continuity and development of spiritual gifts and eliminate the work involved in having yearly elections. While it is not advisable for one person to serve indefinitely in a particular position, officers may be reelected.

### Church Elder

Office an Important One—In the work and - No change

A Religious Leader of the Church—The local elder - No change

Capable of Ministering the Word—The elder should be - No change

Term of Office—Like all other church officers - No change

Ordination of Local Elder—Election to the office - No change

Training and Equipping of Local Elders—The Ministerial Association, in cooperation with the departments, promotes the training and equipping of local church elders. However, the pastor has the primary responsibility for training the local elder. (See Notes, #3, #1, p. 71.)

Work of Church Elder Is Local—The authority and work - No change

To Foster All Lines of Church Work—Under the pastor - No change

Relationship to the Ordained Minister—In a case where - No change

Conduct of Church Services—Under the pastor, or in the - No change

Baptismal Service—In the absence of an ordained minister - No change

Marriage Ceremony—In the marriage ceremony the charge, vows, and declaration of marriage are given only by an ordained minister except in those areas where division committees have taken action to approve that selected licensed or commissioned ministers who have been ordained as local elders may perform the marriage ceremony. (See pp. 147, 148.) Either an ordained minister, licensed or commissioned minister, or a local elder may officiate in delivering the sermonette, offering the prayer, or in giving the blessing. (See Notes, #4, #2, p. 71.)

To Cooperate With the Conference/Mission/Field—The pastor - No change

To Foster Worldwide Work—Another important feature - No change

To Foster Tithing—As one who faithfully returns tithe -No change

To Distribute Responsibility—In the distribution of duties - No change

First Elder—In churches with a large membership - No change

Elder Not a Delegate Ex Officio—In order to serve - No change

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Limitation of Authority—An elder does not have - No change

### Church Leaders

Occasionally in newly organized churches, and sometimes in older ones, there is no one possessing the necessary experience and qualifications to serve as elder. Under such circumstances the church should elect a person to be known as “leader.” In the absence of the pastor or a conference/mission/field-assigned minister, the leader is responsible for the services of the church, including the business meetings. The leader must either conduct these or arrange for someone else to do so. A church leader may not preside at any of the church ordinances, administer baptism, conduct the Lord’s Supper, perform the marriage ceremony, or preside at business meetings when members are disciplined. A request should be made to the conference/mission/field president for an ordained minister to preside at such meetings.

### Deacon

The office of deacon is described in the New Testament (1 Tim. 3:8-13), where the Greek word *diakonos* is used from which the English “deacon” is derived. The Greek word is variously interpreted as “servant, minister, writer, attendant” and in Christian circles acquired the specialized meaning now attached to “deacon.” Scripture clearly endorses the office in the New Testament church: “They that have used the office of a deacon well purchase to themselves a good degree, and great boldness in the faith which is in Christ Jesus” (1 Tim. 3:13). On this authority, the church elects some of its members to serve in eminently practical ways, caring for several aspects of church services, as well as for church property.

The deacon is elected to office, serving for a term of one or two years as determined by the local church. (See p. 49.)

Importance of the Office—In the account of the choosing - No change

Board of Deacons—Where a church has a sufficient number - No change

Deacons Must Be Ordained—A newly elected deacon - No change

Deacons Not Authorized to Preside—The deacon is not - No change

Duties of Deacons—The work of the deacons involves a wide range of practical services for the church, including:

1. Assistance at Services and Meetings—At church services - No change

2. Visitation of Members—An important duty - No change
3. Preparation for Baptismal Services—The deacons should do their part in making the necessary preparations for this service; there should be no confusion or delay. (See p. 35.) (See Notes, #5, #3, p. 71.)
4. Assistance at the Communion Service—At the celebration - No change
5. Care of the Sick and the Poor—Another important - No change
6. Care and Maintenance of Church Property—In some churches, where the responsibility for the care and maintenance of the church property is not assigned to a building committee, the deacons have this responsibility. (See Notes, #6, #4, p. 71.)

#### Deaconess

Deaconesses were included in the official staff of the early Christian churches. “I commend to you our sister Phoebe, a deaconess of the church at Cenchreae, that you may receive her in the Lord as befits the saints, and help her in whatever she may require from you, for she has been a helper of many and of myself as well” (Rom. 16:1, 2, RSV).

The deaconess is elected to office, serving for a term of one or two years as determined by the local church. (See p. 49.) It does not follow that the wife of a man chosen as deacon thereby becomes a deaconess, nor is it incumbent upon a church to choose the wife of a deacon as deaconess because her husband is a deacon. The deaconess is to be chosen from the standpoint of consecration and other qualifications that fit her to discharge the duties of the office. The church may arrange for a suitable service of induction for the deaconess by an ordained minister holding current credentials.

Duties of Deaconesses—Deaconesses serve the church - No change

Board of Deaconesses—Where several deaconesses - No change

#### Church Clerk

An Important Office—The clerk of the church has one of the important church offices, upon the proper administration of which much of the efficient functioning of the church depends. Like all other church officers, the church clerk is elected for a one- or two-year term as determined by the local church (see p. 49); but because of the important and specialized functions of this office, it is wise to choose one who can be reelected to repeated terms to provide continuity in record keeping and reporting. In large churches assistant clerks may be

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elected as needed. The clerk serves as the secretary of all the business meetings of the church and should keep a correct record of all such meetings. If for any reason the clerk must be absent from any meeting, arrangements should be made for the assistant to be present to take the minutes of the proceedings. (See Notes, #7, #5, p. 72.)

No Names Added or Removed Without Vote of the Church—There - No change

Transferring Members—The church clerk handles - No change

Corresponding With Members—The clerk should endeavor to keep in touch with absent members by correspondence. (See Notes, #8, #6, p. 72.)

Delegates' Credentials for Conference/Mission/Field Session - No change

Reports to Be Furnished Promptly—It is the duty of the church clerk to furnish promptly certain reports. Some of these are annual, while others are quarterly. It is essential that they be sent to the conference/mission/field secretary within the time specified, as these reports are important for the accuracy of reports prepared by other organizations of the world church. The information required for these reports is to be secured from the treasurer, the Personal Ministries secretary, the deacon, the Sabbath School secretary, the Adventist Youth Society secretary, the church school teacher, and from the clerk's own records. (See Notes, #9, #7, p. 72.)

Church Records—The church clerk is the keeper - No change

#### Church Treasurer

A Sacred Work—The treasurer is called to an important - No change

Church Treasurer the Custodian of All Church Funds—The church - No change

Conference/Mission/Field Funds—Conference/Mission/Field - No change

Sabbath School Funds—All Sabbath School offerings - No change

Adventist Youth Society Funds—Adventist Youth Society - No change

Local Church Funds—Local church funds include - No change

Funds of Auxiliary Organizations—Auxiliary organization - No change

Safeguarding the Purpose of Funds—When an offering - No change



Money for Personal Literature Orders—Money for personal orders of literature, books, pamphlets, magazines, and subscriptions for periodicals is cared for by the church treasurer in areas where a local Adventist Book Center does not exist. (See Notes, ~~#10~~, #8, pp. 72, 73.)

Proper Method for Payment of Money by Members—The treasurer - No change

Receipts to Church Members—Receipts should be issued - No change

Proper Method of Remitting Funds to the Conference/Mission/Field - No change

Preservation of Financial Documents—Financial documents - No change

Books Should Be Audited—The conference/mission/field treasurer - No change

Relations With Members Confidential—The treasurer should - No change

#### Interest Coordinator

It is important that the many interests developed through the church's missionary outreach be cared for promptly. To this end, an Interest coordinator, who may be an elder, should be elected at the time of the election of church officers. (See pp. 49, 50.) This person is a member of the church board and the Personal Ministries Council and works directly with the pastor and chairperson of that council. The duties involved in this office include:

1. To keep an organized list of all interests - No change
2. To assist the pastor and chairperson - No change
3. To render to the church board a monthly report - No change

#### A Church Officer Removed From Church Membership

When a church officer is removed from membership in the church and is subsequently readmitted to church membership, this action does not reinstate the individual to the former office.

#### Induction Service

All newly elected officers of the local church may be included in a service of induction conducted by a minister holding a current license or credential. (See p. 131.) If no minister is available, an ordained elder of the local church may conduct the induction service.

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SEC/ChManSub/ChMan/447-06GEEd/ADCOM/07AC to AM

446-07GEEd AUXILIARY ORGANIZATIONS OF THE CHURCH  
AND THEIR OFFICERS - *CHURCH MANUAL* EDITORIAL  
AMENDMENT

VOTED, To amend the *Church Manual*, Chapter 9, Auxiliary Organizations of the Church and Their Officers, pages 101 to 131, to read as follows:

Auxiliary Organizations of the Church and Their Officers

The structure of the church, under the guidance of the Holy Spirit, is vital for the spiritual growth of members and for the fulfillment of the mission of the church. It is the skeleton of the body. And “the whole body, joined and knit together by every joint with which it is supplied, when each part is working properly, makes bodily growth and upbuilds itself in love” (Eph. 4:16, RSV). The most important elements of the local church structure and organization are the church officer roles (see chapter 7) and the auxiliary organizations or departments. This chapter is a description of their design, objectives, leadership, functions, and activities. The departments in the local church are expected to cooperate with the corresponding departments of the local field/mission/conference, union, and division.

The work of the departments in the local church is closely tied to the work of the pastor because both are equally engaged in the same program of the church. The pastor serves as a close counselor to the committees of all auxiliary organizations, and the departments assist in correlation with the church in implementing its program. In case of emergency, or where circumstances require such action, the pastor may call a meeting of any committee or organization of the church to conduct necessary business in the interest of the church. Every local church should utilize the services of the departments described in this chapter to nurture its members and accomplish the mission given by Christ to the Christian church, and particularly to the remnant church in the end time (Matt. 28:19; Rev. 10:11; 14:6).

Personal Ministries Department

The Personal Ministries Department provides resources and trains church members to unite their efforts with the ministry and church officers in the final proclamation of the gospel of salvation in Christ. The aim of the department is to enlist every member in active soul-winning service for God. (See Notes, #1, p. 133.)

Personal Ministries Council—The Personal Ministries Council guides the outreach (missionary) efforts of the local church and works under the direction of the church board. The council should meet at least once each month. This council shall consist of the following:

Personal Ministries leader (chairperson), Personal Ministries secretary, Publishing Ministries coordinator, pastor, an elder, church treasurer, Dorcas Society leader, Dorcas Society secretary, Adventist Men's organization leader, Interest coordinator, Health Ministries leader, Communication secretary, Sabbath School superintendent, Youth leader, coordinator for Ministry to People With Disabilities, Children's Ministries coordinator, Women's Ministries leader, director of Community Services center or Community Services leader, Bible School coordinator, and other members as deemed necessary. The Personal Ministries Council may assign subcommittees for specialized tasks as deemed necessary. All subcommittees report to the Personal Ministries Council. (See Notes, ~~#1~~, #2, p. 133.)

Personal Ministries Leader—The Personal Ministries leader - No change

Personal Ministries Secretary—The Personal Ministries secretary is elected by the church and serves as the representative of the Adventist Book Center for all departments of the church. The secretary works closely with the Personal Ministries leader in developing the outreach (missionary) programs of the church. (See Notes, #2, #3, p. 134.)

Community Services/Dorcas Society—The Community Services - No change

Community Services Center—Where a church operates a Community Services center, the Personal Ministries Council is the governing committee of the center. The director of the center is appointed by the Personal Ministries Council and is a member of the council. (See Notes, #4, #5, p. 134.)

Adventist Men—Adventist Men is another subsidiary group within the Personal Ministries Department. (See Notes, #3, #4, p. 134.)

Ministry to People With Disabilities—Through the Ministry - No change

Bible School Coordinator—The Bible School coordinator is elected to organize and coordinate the church's Bible School outreach ministry to the local community. The Bible School coordinator should work in close cooperation with the pastor, the Church Interest coordinator, and the Personal Ministries leader. (See Notes, #5, #6, p. 135.)

Small Group Ministries—The Personal Ministries leader and the Personal Ministries Council are responsible for organizing small group ministries. (See Notes, #7, p. 135.)

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### Sabbath School Department

The Sabbath School is the primary religious education system of the Seventh-day Adventist Church and has four purposes: study of the Scripture, fellowship, community outreach, and world mission emphasis.

In cooperation with world divisions, the specific mission of the General Conference Sabbath School Department is to distribute the *Sabbath School Bible Study Guide* for all age levels, provide designs for Sabbath School programming within the context of the various world division cultures, provide resources and training systems for Sabbath School teachers, and promote world mission Sabbath School offerings.

“The Sabbath school is an important branch of the missionary work, not only because it gives to young and old a knowledge of God’s word, but because it awakens in them a love for its sacred truths, and a desire to study them for themselves; above all, it teaches them to regulate their lives by its holy teachings.”—*Counsels on Sabbath School Work*, pp. 10, 11.

“The Sabbath school, if rightly conducted, is one of God’s great instrumentalities to bring souls to a knowledge of the truth.”—*Counsels on Sabbath School Work*, p. 115.

The officers, teachers, and entire Sabbath School membership should cooperate with the other departments of the church in all outreach (missionary) work and soul-saving activities, as well as energetically carrying on Sabbath School evangelism by means of the regular Sabbath School classes, and such activities as Decision Days, pastors’ Bible classes, Community Guest Days, Vacation Bible Schools, and branch Sabbath Schools, including Neighborhood Bible Clubs and Story Hours. In churches which have a Children’s Ministries Department, Vacation Bible Schools, children’s branch Sabbath Schools, Neighborhood Bible Clubs, and Story Hours will come under the direction of the Children’s Ministries Department. (See p. 129.) Likewise, all departments of the church should work together with the Sabbath School to make the work of the entire church as effective as possible.

The officers of the Sabbath School should be members of the local church. They are elected for one or two years as determined by the local church. (See p. 49.) The officers who serve as members of the Sabbath School Council are elected in the same manner and at the same time as the officers of the church. The list of Sabbath School officers and their assistants who are to be elected by the church is as follows: superintendent, with one or more assistants; secretary, with one or more assistants; a leader for each division, including the adult and extension divisions; Children’s Ministries coordinator and/or Vacation Bible School director; and Investment secretary.

Sabbath School Council—The Sabbath School Council - No change

**Superintendent**—The Sabbath School superintendent is the leading officer of the Sabbath School. As soon as the superintendent is elected, he/she should begin planning for the smooth and effective operation of the school. The superintendent should support the plans and emphases of the Sabbath School Department of the conference/mission/field. The superintendent is expected to abide by the decisions of the Sabbath School Council concerning the operation of the Sabbath School. (See Notes, #6, #8, p. 135.)

**Assistant Superintendent**—One or more assistant - No change

**Secretary**—Faithfulness, accuracy, and Christian courtesy are especially necessary in the work of the secretary. (See Notes, #7, p. 136.)

**Assistant Secretary**—In the absence of the secretary - No change

**Investment Secretary**—The Investment secretary gives - No change

**Vacation Bible School Director**—The Vacation Bible School - No change

**Music Director**—A music director may be appointed - No change

**Pianist and/or Organist**—In Sabbath Schools which use - No change

**Sabbath School Division Leaders**—A leader is elected - No change

**Extension Division**—The extension division cares - No change

**Sabbath School Teachers**—All teachers are chosen - No change

**Sabbath School Teachers' Meeting**—It is recommended - No change

**Sabbath School Lessons**—Realizing that “none but those - No change

**Sabbath School Offerings**—All Sabbath School offerings - No change

**Expense Money**—Many Sabbath Schools take offerings at stated periods for Sabbath School expense. (See Notes, #8, #10, p. 136.)

The Sabbath School expense offering and the mission offering shall not be taken as one offering and divided according to an agreed-upon formula or percentage. Sabbath School expense offerings must be kept entirely separate from the mission offerings.

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Quarterly Report—The Quarterly Report should be completed - No change

### Adventist Youth Society

The Adventist Youth Society is a department of the church through which the church works for and through her youth.

“Moses answered, ‘We will go with our young and old, with our sons and daughters, and with our flocks and herds, because we are to celebrate a festival to the Lord’ ” (Ex. 10:9, NIV). “These commandments that I give you today are to be upon your hearts. Impress them on your children. Talk about them when you sit at home and when you get up. Tie them as symbols on your hands and bind them on your foreheads. Write them on the doorframes of your houses and on your gates” (Deut. 6:6-8, NIV). “Don’t let anyone look down on you because you are young, but set an example for the believers in speech, in life, in love, in faith and purity” (1 Tim. 4:12, NIV).

“We have an army of youth today who can do much if they are properly directed and encouraged. . . . We want them to be blessed of God. We want them to act a part in well-organized plans for helping other youth.”—Ellen G. White, in *General Conference Bulletin*, Jan. 29, 30, 1893, p. 24.

The servant of God called for the establishment of a youth organization in each church and told what kind of organization it should be. “Let there be a company formed somewhat after the order of the Christian Endeavor Society. . . .”—*Counsels on Health*, p. 537. “Let there be companies organized in every church to do this work.”—Ellen G. White, in *Signs of the Times*, May 29, 1893.

“When the youth give their hearts to God, our responsibility for them does not cease. They must be interested in the Lord’s work, and led to see that He expects them to do something to advance His cause. It is not enough to show how much needs to be done, and to urge the youth to act a part. They must be taught how to labor for the Master. They must be trained, disciplined, drilled, in the best methods of winning souls to Christ. Teach them to try in a quiet, unpretending way to help their young companions. Let different branches of missionary effort be systematically laid out, in which they may take part, and let them be given instruction and help. Thus they will learn to work for God.”—*Gospel Workers*, p. 210.

“With such an army of workers as our youth, rightly trained, might furnish, how soon the message of a crucified, risen, and soon-coming Saviour might be carried to the whole world!”—*Messages to Young People*, p. 196.

While there is to be an active Adventist Youth Society in every church, it is important that the youth program not be isolated from the rest of the church. In addition to their participation in the youth organization, the young people should be integrated into responsible leadership and involvement in the entire church program. There should be young elders, young deacons and deaconesses, et cetera, working with experienced church officers. In all lines of church work the youth should be active. “In order that the work may go forward in all its branches, God calls for youthful vigor, zeal, and courage. He has chosen the youth to aid in the advancement of His cause. To plan with clear mind and execute with courageous hand demands fresh, uncrippled energies. Young men and women are invited to give God the strength of their youth, that through the exercise of their powers, through keen thought and vigorous action, they may bring glory to Him and salvation to their fellowmen.”—*Gospel Workers*, p. 67.

Mission Statement—The primary focus of youth ministry is the salvation of youth through Jesus Christ. We understand youth ministry to be that work of the church that is conducted for, with, and by young people.\* Our task is to:

1. Lead youth to understand - No change
2. Equip and empower youth - No change
3. Ensure the integration of youth into all aspects of church life and leadership in order that they might be full participants in the mission of the church. (See Notes, #9, #11, p. 136.)

Objectives—In response to these inspired directives - No change

Membership in the Adventist Youth Society—There are three categories of membership in the Adventist Youth Society. (See Notes, #10, #12, p. 137.)

Adventist Youth Ministries Committee—The Adventist Youth - No change

Adventist Youth Society Committee—The Adventist - No change

Officers of the Adventist Youth Society—A chief factor - No change

Youth Leader and Associate Youth Leader—The Youth - No change

Secretary-Treasurer and Assistant—As in the case of the other officers, the secretary-treasurer’s first qualification is spirituality and dedication. One should know the Lord,

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\* Adopted by the General Conference and division Youth directors, July 1993.

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be able to speak from personal experience, and have a burden for young people. The secretary-treasurer will keep a record of the activities of the society and send in a monthly report on special forms provided to the local conference/mission/field Youth director, who will also encourage the young people to report their witnessing activities during the ten-minute Personal Ministries period at the close of the Sabbath School Bible study. (See Notes, ~~#11~~, #13, p. 137.)

The assistant secretary-treasurer (when needed) assists with the secretary-treasurer's work as may be mutually arranged and acts in the absence of the secretary-treasurer.

Adventist Youth Society Sponsor—This may be an elder - No change

Adventist Youth Features—As young people grow - No change

#### Adventist Junior Youth Society

The Adventist Junior Youth Society (AJY) has as its objectives the training of junior youth for Christian leadership and service and the development of each individual to the fullest potential. In those churches where there are church schools, the Adventist Junior Youth Society is a part of the school curriculum, with the teacher as the leader of the society. When the Adventist Junior Youth Society is conducted in the church school, each classroom is considered a society, with pupils in the lower elementary designated as preparatory members. Pupils in the upper elementary are regular members of the Adventist Junior Youth Society.

While the teacher is leader or sponsor of the society, the students should lead out in the meetings, which are usually held weekly during the first class period. The student officers—which would include student leader, associate leader, secretary, treasurer, song leader, pianist, and any other leadership responsibility the class may decide upon—are selected by the class in counsel with the teacher. Usually the officers serve from one month to one quarter in order to give all the students opportunity for leadership training and responsibility. Where there is no church school the junior youth may be integrated into the youth ministry program of the church, or a separate Adventist Junior Youth Society may be conducted at an appropriate time. The Pathfinder Club has taken the place of the Adventist Junior Youth Society in some churches, since its specialized program incorporates the same objectives plus other opportunities. Where there is a Pathfinder Club and an Adventist Junior Youth Society, there must be close coordination and cooperation between the two, with the leader of the Adventist Junior Youth Society being on the Pathfinder Club Staff Council (as per the *Pathfinder Staff Manual*) and vice versa. (See Notes, ~~#12~~, #14, p. 138.)

Members of the Adventist Junior Youth Society will learn and by the grace of God strive to follow the Adventist Junior Youth Pledge and Law and its ideals:



Adventist Junior Youth Pledge - No change

Adventist Junior Youth Law - No change

AY Classes—Six personal development classes - No change

Adventist Youth Honors—A wide range of Adventist - No change

### Pathfinder Club

The Pathfinder Club is a church-centered program which provides an outlet for the spirit of adventure and exploration that is found in every junior youth. This includes carefully tailored activities in outdoor living, nature exploration, crafts, hobbies, or vocations beyond the possibilities in an average Adventist Junior Youth Society. In this setting spiritual emphasis is well received, and the Pathfinder Club has well demonstrated its soul-winning influence. In many local churches Pathfinder Clubs have replaced the traditional Adventist Junior Youth Society, and where there is a church school the Pathfinder Club should supplement the work of the Adventist Junior Youth Society.

A sampling of activities in the Pathfinder Club includes camporees, fairs, craft study, nature exploration, Bible study, witnessing projects, field trips, ~~bikeathons~~, bike-a-thons, and many other interesting adventures.

Youth from ages 10 to 15 are eligible to become members of the Pathfinder Club through a special induction ceremony. The triangular emblem has been adopted internationally even though there is sometimes a change in the name “Pathfinder” through translation and local equivalence. Members wear an approved Pathfinder uniform to all club functions, including the weekly club meeting, Pathfinder fairs, and camporees, and on Sabbath morning to church for Pathfinder Day. In some churches the age groups are divided into the Junior Pathfinder Club and the Teen Pathfinder Club, and when older Pathfinders reach the age of 15 they may become staff members through a Teen Leadership Training (TLT) program.

The Pathfinder Club director and deputy director(s) are elected for one- or two-year terms by the church at the time of the general elections. (See p. 49.) If two deputy directors are elected, there should be one of each ~~sex~~ gender. One of the deputy directors may also serve as club scribe and treasurer. The director is a member of the church board and also of the Adventist Youth Ministries Committee. Additional Pathfinder staff include instructors of craft and nature classes and counselors who are responsible for a unit of six to eight Pathfinders.

Many resource materials are available from the conference/mission/field Youth director.

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### Adventurer Club

The Adventurer Club is a parent/church-centered program which provides parents with a tool useable with their 6- through 9-year-old children and is designed to stimulate the children's budding curiosity toward the world about them. This program includes age-specific activities that involve both parent and child in recreational activities, simple crafts, appreciation of God's creation, and other activities that are of interest to that age. All is carried out with a spiritual focus setting the stage for participation in the church as a Pathfinder. (See Notes, #13, #15, p. 138.)

The Adventurer Club director and that person's immediate associates are elected for one- or two-year terms by the church at the time of general elections. (See p. 49.) Additional staff are selected by the administrative staff of the club. The director is a member of the church board and of the local church Adventist Youth Ministries Committee. The resource materials are available from the conference/mission/field Youth director.

### Christian Education and the Church School

Philosophy—The church operates a school system - No change

Objectives—Schools operated by the church will endeavor - No change

Education Secretary—Recognizing that a comprehensive understanding and clear vision of Christian education—whose ultimate aims harmonize with those of redemption—can be developed and fostered only where the church is continually reminded of the preeminent mission of such an education, each church shall elect an Education secretary to promote and generate support for Christian education. The Education secretary shall be a member of the Home and School Association executive committee, and will work in cooperation with the association. (See Notes, #14, #16, p. 138.)

### Home and School Association

Purpose—The purpose of the association is twofold:

1. To provide parent - No change
2. To unite the home, the school, and the church - No change

Objectives—1. To educate parents in cooperation - No change

Membership—Members of the church and patrons - No change

Officers—All parents of students are encouraged - No change

Leader—The leader of the Home and School Association - No change

Secretary-Treasurer—The secretary-treasurer is to keep - No change

Ex Officio—The school principal shall be an ex officio - No change

#### Church School Board

Membership—The administrative body of every elementary school and junior academy operated by a single church shall be a board elected by the church or a school committee appointed by the church board. Hence, this body may be a separate school board, the church board, or a school committee of the church board appointed for this purpose.

Where two or more churches unite to operate a school, the administrative body shall be a union school board. (See Notes, #15, #17, p. 139.)

One or more members of the school board may be chosen from among the members of the church board, so that the school board may be closely related to the church board.

The pastor of the church should be a member of the school board. Where the school is operated by more than one church, it is the general practice that the pastors of the churches concerned are members of the school board.

In junior academies and in elementary schools the principal or the head teacher of the school should be a member of the board.

Some members of the board may be parents of children attending the school, so that the board may profit from parental viewpoints and counsel which result from close-up observation and experience.

Officers—The officers shall consist of a chairperson - No change

Relation of Union School Boards to the Local Churches—Where - No change

Term of Office—Where a separate school board - No change

Meetings—The school board or school committee - No change

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Qualifications—The members of the school board - No change

Duties of the Officers—The chairperson calls meetings - No change

Functions—See division working policies for operation - No change

#### Communication Department

Importance of Effective Communication—Through the years divine - No change

Organization—The organization of this ministry - No change

Communication Secretary's Work—The church Communication secretary is responsible for the gathering and dissemination of news. As opportunity presents, the secretary will place on the air persons of interest in interview-type programs, and arrange for news features on such persons. Every effort will be made to maintain a friendly, cooperative relationship with editors and other communications/media personnel. (See Notes, ~~#16~~, #18, p. 139.)

The Communication secretary will cooperate with the conference/mission/field Communication secretary in carrying out the plans of the conference/mission/field and reporting as requested and will also present periodic reports to the church business meeting.

Communication Committee—In a large church a Communication Committee may more adequately handle the many facets of the public relations and communication program of the church than can a secretary working alone. This committee, with the Communication secretary as chairperson, will be elected at the time of the general election of church officers. Individual members of the committee may be assigned specific communication responsibilities, such as working with the press, with media producers and online personnel, and with the internal media of the church. Where there is a church institution in the area, a member of its public relations staff should be invited to sit with the committee. (See Notes, ~~#17~~, #19, p. 139.)

The pastor, who is primarily responsible for the communication program of his church, will work closely in an advisory capacity with the Communication secretary and/or the Communication Committee.

Relation to Other Departments of Church—To serve the church - No change

In Large Adventist Centers—If several churches in a city - No change

Qualifications—The Communication secretary should - No change

### Health Ministries Department

The church accepts its responsibility to make Christ known to the world and believes this includes a moral obligation to preserve human dignity by obtaining optimal levels of physical, mental, and spiritual health. In addition to ministering to those who are ill, this responsibility extends to the prevention of disease through effective health education and leadership in promoting optimum health, free of tobacco, alcohol, other drugs, and unclean foods. Where possible, members shall be encouraged to follow a primarily vegetarian diet.

**Health Ministries Leader**—For an efficient program to be planned and implemented in the church, it is necessary for the church to elect a Health Ministries leader. He/She should be health-oriented and interested in promoting the church's standards in healthful living among the members and in the community through church-operated health ministries programs. The leader should be able to screen programs and information that are representative of the ideals and philosophy of the Seventh-day Adventist Church and to integrate them into an effective spiritual-physical witness. (See Notes, #18, #20, p. 139.)

**Associate Health Ministries Leader**—The associate leader's - No change

**Health Ministries Council**—Where practical, a Health Ministries Council may be appointed. This council is designed to provide dedicated leadership to the church membership and to the community in the field of healthful living, and to assist in cooperative soul-saving activities through a viable program of health and temperance and spiritual emphasis. (See Notes, #19, #21, p. 140.)

The pastor, if not serving as the chairman, should be an ex officio member of the council.

**Health Ministries Activities**—The Health Ministries Council - No change

**Health Ministries Society**—In some areas Health Ministries - No change

**World Health Ministries Sabbath Offering**—The entire offering - No change

### Stewardship Department

The Stewardship Department was organized to help members become effective stewards and to assist in the implementation of God's plan of systematic benevolence throughout the church. Since stewardship responsibility includes the proper management of the entire life, stewardship concepts encourage the proper care and use of the body temple, time, abilities, and material possessions. The department gives assistance in the planning and organization of church resources for a completed work. Its spiritual and financial objectives are summarized in

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the following statement: “When they shall arouse and lay their prayers, their wealth, and all their energies and resources at the feet of Jesus, the cause of truth will triumph.”—*Testimonies*, vol. 4, p. 475.

**Stewardship Leader**—The Stewardship leader, elected by the church, is chosen for an ability to implement the concepts and objectives outlined by the Stewardship Department and should possess the following qualifications: (1) be a spiritual leader, (2) be one who practices the principles of Christian stewardship, (3) have an understanding of the spiritual and financial program of the church, (4) be willing to dedicate the necessary time to plan, organize, and lead out in designated areas of responsibility in cooperation with the conference/mission/field Stewardship director, the pastor, and the church board.

The Stewardship leader acts in a liaison capacity between the conference/mission/field Stewardship Department and congregation. (See Notes, #20, #22, p. 140.)

#### Family Ministries Department

The overarching objective of Family Ministries is to strengthen the family as a discipling center. The family was established by divine creation as the fundamental human institution. It is the primary setting in which values are learned and the capacity for close relationships with God and with other human beings is developed.

Family Ministries is a ministry of grace which acknowledges as normative the biblical teachings relating to the family and holds high God’s ideals for family living. At the same time, it brings an understanding of the brokenness experienced by individuals and families in a fallen world. Thus Family Ministries seeks to enable families to stretch toward divine ideals, while at the same time ever extending the good news of God’s saving grace and the promise of growth possible through the indwelling Spirit.

Family Ministries focuses on people in relationship. It is concerned with the needs of married couples, parents and children, the family needs of singles, and all members of the wider family circle as they pass through life’s predictable stages and contend with unexpected changes in their lives.

Family Ministries reinforces and encourages wholesome families. It helps individuals build and maintain strong family relationships because it recognizes that healthy Christian families make strong members for the kingdom of God and present a winsome witness to the community around them. Family Ministries promotes understanding, acceptance, and love within the family and in the larger family of God and fosters the reconciliation and healing between the generations promised in the Elijah message of Malachi 4:5, 6. It extends hope and support to those who have been injured and hurt by abuse, family dysfunction, and broken

relationships. Family Ministries fosters competence in a variety of interpersonal skills needed in relationships. It provides growth opportunities through family life education and enrichment. It encourages individuals, married couples, and families to avail themselves of professional counseling when necessary.

An adequate ministry to families will include: premarital guidance available to all couples before marriage; marriage strengthening opportunities; parent education, with attention given to the special needs of single parents and stepfamilies; instruction in family to family evangelism; and support ministries to help families with special needs.

Family Ministries Committee—To more effectively meet the needs of families in the church, the church board may establish a Family Ministries Committee, chaired by the Family Ministries leader(s). (See Notes, #21, #23, p. 141.)

Family Ministries Leader(s)—An individual or married couple may be elected to serve as the Family Ministries leader(s). The individual(s) should have a positive attitude about God, self, others, and the church. The leader(s) should model strong and growing family relationships and exhibit a sincere interest in fostering the well-being of all families. In order to be effective, it is necessary for the Family Ministries leader(s) to have an understanding of God's redemptive plan for dealing with the brokenness in relationships which sin has brought. It is also important that the leader(s) be able to maintain confidentiality and know when and how to encourage individuals in critical situations to seek professional counseling. (See Notes, #22, #24, p. 141.)

### Women's Ministries Department

The Women's Ministries Department exists to uphold, encourage, and challenge Seventh-day Adventist women in their daily walk as disciples of Jesus Christ and as members of His world church. The mission of Women's Ministries is, in the larger sense, common to all Christians—that of uplifting Christ in the church and in the world.

Objectives—This ministry seeks - No change

Women's Ministries Leader—The Women's Ministries leader - No change

Qualifications of the Women's Ministries Leader—The Women's - No change

Women's Ministries Committee—The Women's Ministries leader works with the pastor and church board to establish a Women's Ministries Committee to foster a ministry to women in the church. This committee should be composed of persons interested in the broad spectrum of women's needs and services. To form a balanced team, the members should be persons with varied talents and experience. (See Notes, #23, #25, p. 142.)

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## Children's Ministries Department

The Children's Ministries Department exists to develop the faith of children from birth through age fourteen, leading them into union with the church. It seeks to provide multiple ministries that will lead children to Jesus and disciple them in their daily walk with Him, and as such cooperate with the Sabbath School Department and other departments to provide religious education to children.

**Mission**—The mission of the Children's Ministries Department is to nurture children into a loving, serving relationship with Jesus. The department seeks to fulfill this mission by developing:

**Grace-oriented Ministries**, in which all children will experience the unconditional love of Jesus, find assurance of acceptance and forgiveness, and make a commitment to Him.

**Inclusive Ministries**, in which the volunteers who minister and the children to whom they minister will be valued regardless of race, color, language, gender, age, abilities, or socioeconomic circumstances, and be involved without discrimination.

**Leadership Ministries**, in which volunteers are empowered, trained, and equipped for effective ministry to children.

**Service-oriented Ministries**, in which children are given opportunity for hands-on service to people in their neighborhood or city, thus establishing a pattern of outreach to others that may well continue through life.

**Cooperative Ministries**, which involve working with other entities, such as Family Ministries, Sabbath School and Personal Ministries, Youth Ministries, Education, Stewardship, and other departments, to achieve shared goals.

**Safe Ministries**, whereby churches: (a) choose volunteers with high spiritual and moral backgrounds; (b) adopt safeguards to protect children from physical, emotional, sexual, and spiritual abuse, and the church from liability.

**Evangelistic Ministries**, in which children who are not included in the church family will be introduced to the love of Jesus through such outreach programs as: Vacation Bible Schools, children's Branch Sabbath Schools, Neighborhood Bible Clubs, and Story Hours. (See Notes, #24, #26, p. 142).

Ellen G. White underscores the importance of children's ministries when she says:



“Too much importance cannot be placed on the early training of children. The lessons that the child learns during the first seven years of life have more to do with forming his character than all that it learns in future years.”—*Child Guidance*, p. 193.

“It is still true that children are the most susceptible to the teachings of the gospel; their hearts are open to divine influences, and strong to retain the lessons received. The little children may be Christians, having an experience in accordance with their years. They need to be educated in spiritual things, and parents should give them every advantage, that they may form characters after the similitude of the character of Christ.”—*The Desire of Ages*, p. 515.

“Children of eight, ten or twelve years are old enough to be addressed on the subject of personal religion. Do not teach your children with reference to some future period when they shall be old enough to repent and believe the truth. If properly instructed, very young children may have correct views of their state as sinners, and of the way of salvation through Christ.”—*Testimonies*, vol. 1, p. 400.

“When Jesus told the disciples not to forbid the children to come to Him, He was speaking to His followers in all ages—to officers of the church, to ministers, helpers, and all Christians. Jesus is drawing the children, and He bids us, Suffer them to come; as if He would say, They will come if you do not hinder them.”—*The Desire of Ages*, p. 517.

Children’s Ministries Coordinator—The Children’s Ministries coordinator is elected by the church to develop specific ministries to nurture the faith of children so as to develop a loving, serving relationship with Jesus. The coordinator should be an individual of moral and ethical excellence, who demonstrates love and commitment to God and the church, and who has leadership ability as well as experience, and passion for working with children. (See Notes, #25, #27, p. 143.)

Children’s Ministries Committee—The Children’s Ministries coordinator works with the pastor and church board to establish a Children’s Ministries Committee to provide ministries to children in the church. The committee should be composed of individuals who are chosen on the strength of their interest and expertise in working with children. Ordinarily, the membership is made up of the Sabbath School division leaders, Vacation Bible School leader, Junior Youth leaders, and two to three others who have a passion for ministry to children. (See Notes, #24, #26, p. 142.)

#### Public Affairs and Religious Liberty Department

The Public Affairs and Religious Liberty Department (PARL) promotes and maintains religious liberty, with particular emphasis upon liberty of conscience. Religious liberty includes

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the human right to have or adopt the religion of one's choice; to change religious belief according to conscience; to manifest one's religion individually or in community with fellow believers, in worship, observance, practice, witness, and teaching, subject to respect for the equivalent rights of others.

Since religious liberty includes the right to observe days of rest and worship in accordance with the precepts of one's religion, the department actively supports the right of Seventh-day Adventists to keep the Sabbath in accordance with the fourth commandment of God's Word. The department also monitors and interprets current events that may reflect prophetic scenario.

To safeguard religious liberty, the Public Affairs and Religious Liberty Department encourages, where possible, the separation of church and state, as commended by our Lord when He said, "Render therefore unto Caesar the things which are Caesar's; and unto God the things that are God's" (Matt. 22:21). "The union of the church with the state, be the degree never so slight, while it may appear to bring the world nearer to the church, does in reality but bring the church nearer to the world."—*The Great Controversy*, p. 297.

The state should never invade the distinct realm of the church to affect in any way the complete freedom of conscience or the right to profess, practice, and promulgate religious beliefs; and the church should never invade the distinctive realm of the state except, where appropriate, to bring moral principle to bear on public policy.

The department seeks to guard against intrusions upon religious liberty, especially in view of the persecutions prophesied in Revelation 13. "It is our duty to do all in our power to avert the threatened danger."—*Testimonies*, vol. 5, p. 452.

Religious Liberty Associations—The Public Affairs - No change

Religious Liberty Association in the Local Church—Each church - No change

Religious Liberty Leader of the Local Church—The Religious Liberty leader of the local church shall be elected and shall work in close cooperation with the pastor or district leader in all phases of religious liberty and cooperate with the conference/mission/field or union department. Such a person should be of positive spiritual influence, able to meet the general public, interested in public affairs, proficient as a correspondent, and concerned with the preservation of the liberty of the people of God to do the Master's service. (See Notes, ~~#26~~, ~~#28~~, p. 143.)

## Induction Service

If an induction service (see p. 65) is being held for the newly elected officers of the local church, the officers of the auxiliary organizations should be included.

## Publishing Ministries Department

The Publishing Ministries Department is organized to coordinate and promote literature evangelism in the local church under the supervision of the Publishing Ministries Council and the appropriate publishing organization for the territory. It assists the local church departments in the promotion, sale, and distribution of subscription magazines and other missionary literature. The department works with the pastor and departments of the church in planning for systematic ways to involve the church membership in accomplishing these objectives.

“There are many places in which the voice of the minister cannot be heard, places which can be reached only by our publications—the books, papers, and tracts filled with the Bible truths that the people need.”—*Colporteur Ministry*, p. 4.

**Publishing Ministries Council**—The Publishing Ministries Council is appointed by the church board and works under its direction. It shall be chaired by the Publishing Ministries coordinator. The pastor, Personal Ministries leader, and Personal Ministries secretary serve as ex officio members. Committee members shall be chosen based on their interest and experience in literature evangelism. (See Notes, #27, #29, p. 144.)

**Publishing Ministries Coordinator**—The Publishing Ministries coordinator is elected by the church to provide leadership in literature evangelism activities of the church. (See Notes, #28, #30, p. 144.)

SEC/ChManSub/ChMan/447-06GNa/ADCOM/07AC to AM

446-07GNa CHURCH OFFICERS AND THEIR DUTIES - *CHURCH*  
*MANUAL* NOTES AMENDMENT

VOTED, To amend the *Church Manual*, Chapter 7, Church Officers and Their Duties, pages 67 to 73, Notes, to read as follows:

### Notes

*These notes contain explanatory material regarding how a local church may proceed in a particular matter. A local church may adopt alternate ways of handling such items. Such*

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*alternative methods should be in harmony with generally accepted principles of Seventh-day Adventist Church organization and operation.*

1. *Involving Every Member in Ministry*—(See p. 45.)—The biblical word *laos*, from which we derive the word “laity,” includes the entire people of God, including the clergy. It can be used to mean *associates in ministry*. “Not upon the ordained minister only rests the responsibility of going forth to fulfill this commission. Everyone who has received Christ is called to work for the salvation of his fellow men.”—*The Acts of the Apostles*, p. 110.

“But each of us has been given his gift, his due portion of Christ’s bounty. Therefore Scripture says: ‘He ascended into the heights with captives in his train; he gave gifts to men’” (Eph. 4:7, 8, NEB). “And these were his gifts: some to be apostles, some prophets, some evangelists, some pastors and teachers, to equip God’s people for work in his service, to the building up of the body of Christ” (Eph. 4:11, 12, NEB).

When Jesus went away, the Holy Spirit was given to His followers, bringing to each a gift or gifts for ministering, “distributing to each one individually just as He wills” (1 Cor. 12:11, NASB). Everyone receiving the Holy Spirit receives a ministering gift designated by the Spirit to be used in ministry for Christ. (Portions of this material are quoted from the *Seventh-day Adventist Minister’s Handbook*, chap. 11, p. 121.)

The Holy Spirit urges us to find a ministry whereby the gift can be used to serve others and attract them to Christ. Under this plan there is no hierarchy. Everyone is a minister performing some ministry for which he or she has been specially gifted.

*Gifts-based Ministry*—Every church member should be matched with an appropriate ministry as part of the congregation’s overall mission strategy. Some churches may choose to give this assignment to the nominating committee.

New positions, not included in the *Church Manual*, must be approved by the church board prior to nominations being made by the nominating committee. Every name on the church roll should be considered carefully and prayerfully and every member consulted before involving him or her in some ministry role.

The nominating committee may need to function on a regular basis throughout the year, meeting monthly or weekly (depending on the size of the church) to accomplish this assignment. Some churches may identify the nominating committee as the Ministry Development committee and make it clear that there are unusual expectations for the total involvement of all members. If the nominating committee/Ministry Development committee is appointed as a standing committee, it must be with the endorsement of the congregation, who will in turn vote to approve its nominees.

~~The church may choose alternatively to appoint both a nominating committee and a separate Ministry Development committee. The nominating committee would nominate individuals to fill the regular positions identified in the *Church Manual*, while the Ministry Development committee would nominate all other church members to serve in an appropriate ministry.~~

~~Curriculum resources, based on a biblical understanding of spiritual gifts, are available to churches which seek to involve every member in ministry. These resources provide specific training and tools for the Ministry Development committee. The curriculum is designed so that it can be used by churches which choose not to have a Ministry Development committee and who decide to use a more traditional approach.~~

~~2. *Small Group Ministries*—(See p. 93.)—Moses organized Israel into groups of ten (Ex. 18). Jesus chose a group of twelve and spent most of His ministry with them. He often taught in private homes (Matt. 13:36; 17:25; Mark 9:33, 10:10). The New Testament church centered its activities on small groups, in fellowship, study, sharing, praying, and eating together (Acts 2:42, 46).~~

~~In North America and many other parts of the world, the Seventh-day Adventist Church began with local churches that were small, informal groups and met in homes. Ellen G. White emphasizes, “The formation of small companies as a basis of Christian effort is a plan that has been presented before me by One who cannot err. If there is a large number in the church, let the members be formed into small companies, to work not only for the church members but for unbelievers also” (*Evangelism*, p. 115).~~

~~As early as 1871 she wrote specific instructions (“How to Conduct Meetings”) that were the same in purpose and procedure as small group ministries today. (See *Review and Herald*, May 30, 1871; reprinted in *Testimonies*, vol. 2, pp. 577-582.)~~

~~The life of the body is in its cells. If the cell dies, the body eventually dies. If the cells are healthy, the body is healthy. When the cells multiply, the body grows. A study of church movements shows that every major revival has been influenced by a ready access to the Bible and the gathering of believers in small, intimate groups.~~

### Bible Study Fellowships

~~*Purpose*—Bible study fellowships aim to both revive members and attract nonmembers. They provide an excellent means of reconnecting with inactive members. A strong emphasis of such groups is fellowship. Both the small size and the informal setting are more conducive to~~

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fellowship than the regular church setting. Even individuals not ready to identify with the church feel comfortable in the nonthreatening atmosphere of a small group.

*Format*—Groups should be no smaller than four or larger than fifteen. They should meet regularly—weekly, biweekly, or at least monthly. They may meet in homes, at a workplace, or in meeting rooms in the community. Meetings normally last an hour or two and typically include four parts:

a. *Sharing*: The group should schedule their sharing time at the beginning of each meeting. The sharing of joys, blessings, and disappointments is a natural way to begin a meeting. It relieves tensions, provides honest affirmation, and creates a warm spirit. Dialogue is the key to success. No one must be allowed to dominate the group.

b. *Bible study*: The group may choose a book of the Bible or use a study guide for Bible study. Members study agreed sections of the material during the week, and discuss it with the group at the meetings. The leader probes for answers to such questions as “What does the author say in this text?” and “What does God say to me through this passage?”

c. *Prayer*: The group compiles a list of prayer topics, including requests and praises. It is important that they pray for one another, as well as specific projects that the group may be involved or interested in. Time should be allowed for short prayers by each person who wishes to participate.

d. *Witnessing*: The group spends time discussing witnessing opportunities, selecting programs in which they might become engaged. Plans are developed for implementation of the program(s), and ensuing meetings allow opportunity for sharing of witnessing results and experiences. Time should also be allowed for training group members in methods of effective witness. In groups where inactive church members and/or nonmembers regularly attend, the focus should be on introducing them to Jesus Christ.

### Ministry Groups

Small groups may meet at the church and be made up of individuals with special interests. Example groups include but are not limited to persons interested in family life, parenting, coping with life, and Bible study classes covering physical, mental, and spiritual health. Classes may also be established in the Sabbath School as support groups for individuals with specific needs as well as activity groups.

### Mission Groups

~~Small groups may be sponsored by a local church as the first step in beginning work in a previously unentered community in the same way that branch Sabbath Schools and cottage meetings have been used by Seventh-day Adventists since the nineteenth century.~~

~~A small group which gathers in a home for Bible study, fellowship, and worship requires little if any funding, and removes the barrier of cost from advancing the mission of the church. Where the conference cannot afford to fund additional pastors, mission groups throughout a metropolitan area or rural region can continue to be affiliated with an established church. Small group leaders function under supervision of the district pastor.~~

### How to Begin

~~The Personal Ministries Council normally initiates small group ministries, and the church board gives final approval to the program and the appointment of leaders. This is a safeguard against the development of offshoot groups.~~

~~The pastor does not need to be a permanent member of any group. However, the pastor should have general oversight of all groups. The pastor's greatest contribution is in recruiting and training leaders from among church members. These lay leaders invite friends, acquaintances, and neighbors to join their groups.~~

~~At the first meeting there should be a written statement or group agreement which explains the goals of the group and the ground rules. The group should be asked to help shape this brief, concise document (usually not more than one page). It would typically include an agreement to meet weekly for a specified number of weeks (6, 10, 13 or 26, for example), attend every meeting unless ill or out of town, read the assigned material between meetings, protect confidences, refrain from negative statements about other people or organizations, and invite others into the group. Those unable to support the agreement should be allowed to withdraw gracefully.~~

- ~~3.~~ 1. Training and Equipping of Local Elders - No change
- ~~4.~~ 2. Marriage Ceremony - No change
- ~~5.~~ 3. Preparation for Baptismal Services - No change
- ~~6.~~ 4. Care and Maintenance of Church Property - No change
- ~~7.~~ 5. An Important Office - No change

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- ~~8.~~ 6. Corresponding With Members - No change
- ~~9.~~ 7. Reports to Be Furnished Promptly - No change
- ~~10.~~ 8. Money for Personal Literature Orders - No change

SEC/ChManSub/ChMan/447-06GNc/ADCOM/07AC to AM

446-07GNc AUXILIARY ORGANIZATIONS OF THE CHURCH  
AND THEIR OFFICERS - *CHURCH MANUAL* NOTES  
AMENDMENT

VOTED, To amend the *Church Manual*, Chapter 9, Church Officers and Their Duties, pages 133 to 144, Notes, to read as follows:

Notes

*These notes contain explanatory material regarding how a local church may proceed in a particular matter. A local church may adopt alternate ways of handling such items. Such alternative methods should be in harmony with generally accepted principles of Seventh-day Adventist Church organization and operation.*

1. Involving Every Member in Ministry—(See p. 101.)—The biblical word *laos*, from which we derive the word “laity,” includes the entire people of God, including the clergy. It can be used to mean *associates in ministry*. “Not upon the ordained minister only rests the responsibility of going forth to fulfill this commission. Everyone who has received Christ is called to work for the salvation of his fellow men.”—*The Acts of the Apostles*, p. 110.

“But each of us has been given his gift, his due portion of Christ’s bounty. Therefore Scripture says: ‘He ascended into the heights with captives in his train; he gave gifts to men’ ” (Eph. 4:7, 8, NEB). “And these were his gifts: some to be apostles, some prophets, some evangelists, some pastors and teachers, to equip God’s people for work in his service, to the building up of the body of Christ” (Eph. 4:11, 12, NEB).

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- ~~1.~~ 2. Personal Ministries Council—(See p. 102.)—The duties - No change
- ~~2.~~ 3. Personal Ministries Secretary—(See p. 102.)—The - No change
- ~~3.~~ 4. Adventist Men—(See p. 103.)—The chief outreach - No change
- ~~4.~~ 5. Community Services Center—(See p. 103.)—Where - No change

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~~5.~~ 6. Bible School Coordinator—(See p. 103.)—Duties - No change

7. Small Group Ministries—(See p. 103.)—Moses organized Israel into groups of ten (Ex. 18). Jesus chose a group of twelve and spent most of His ministry with them. He often taught in private homes (Matt. 13:36; 17:25; Mark 9:33, 10:10). The New Testament church centered its activities on small groups, in fellowship, study, sharing, praying, and eating together (Acts 2:42, 46).

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~~6.~~ 8. Superintendent—(See p. 105.)—The superintendent - No change

~~7.~~ 9. Secretary—(See p. 106.)—The secretary's duties - No change

~~8.~~ 10. Expense Money—(See p. 108.)—All such money - No change

~~9.~~ 11. Mission Statement—(See p. 110.)—To accomplish - No change

~~10.~~ 12. Membership in the Adventist Youth Society—(See p. 111.) - No change

~~11.~~ 13. Secretary-Treasurer and Assistant—(See p. 113.) - No change

~~12.~~ 14. Adventist Junior Youth Society—(See p. 114.) - No change

~~13.~~ 15. Adventurer Club—(See p. 116.)—A sampling - No change

~~14.~~ 16. Education Secretary—(See p. 117.)—The secretary's - No change

~~15.~~ 17. Membership—(See p. 119.)—Wherever a separate - No change

~~16.~~ 18. Communication Secretary's Work—(See p. 122.) - No change

- ~~17.~~ 19. Communication Committee—(See p. 122.) - No change
- ~~18.~~ 20. Health Ministries Leader—(See p. 123.)—The Health - No change
- ~~19.~~ 21. Health Ministries Council—(See p. 124.)—Members - No change
- ~~20.~~ 22. Stewardship Leader—(See p. 125.)—The leader - No change
- ~~21.~~ 23. Family Ministries Committee—(See p. 126.)—Although - No change
- ~~22.~~ 24. Family Ministries Leaders(s)—(See p. 126.)—The duties - No change
- ~~23.~~ 25. Women’s Ministries Committee—(See p. 127.) - No change
- ~~24.~~ 26. Children’s Ministries Committee—(See p. 127.) - No change
- ~~25.~~ 27. Children’s Ministries Coordinator—(See p. 129.) - No change
- ~~26.~~ 28. Religious Liberty Leader of the Local Church—(See p. 131.) - No change
- ~~27.~~ 29. Publishing Ministries Council—(See p. 131.)—The - No change
- ~~28.~~ 30. Publishing Ministries Coordinator—(See p. 131.) - No change

SEC/ADCOM/07AC to LRE

WAHLEN, CLINTON LLOYD—ASSOCIATE DIRECTOR, BIBLICAL  
RESEARCH INSTITUTE - APPOINTMENT

VOTED, To appoint Clinton Lloyd Wahlen as Associate Director for the Biblical  
Research Institute.

Jan Paulsen expressed appreciation to the committee members with recognition to the Holy Spirit for guiding us through this Annual Council. He acknowledged Adrian Bocaneanu, this Annual Council’s worship speaker, as well as his colleagues in leadership and those who worked behind the scenes. He wished everyone safety as they travel home.

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Ted N C Wilson recognized Kenneth H Wood as the oldest Executive Committee member, who will soon be 90 years old.

Prayer was offered by Patrick Mulindwa, Jinja District Pastor from Eastern Uganda Field (ECD) in English; Guenther Machel, President of the South German Union Conference (EUD) in German; and Zeca Xavier, President of the Mozambique Union Mission (SID) in Portuguese.

Ted N C Wilson, Chair

G T Ng, Secretary

Larry R Evans, Editorial Secretary

Tamara K Boward, Recording Secretary