

ANNUAL COUNCIL

October 8 to 13, 2010

ANNUAL COUNCIL OF THE
GENERAL CONFERENCE EXECUTIVE COMMITTEE

October 8, 2010, 6:00 p.m.

PRESENT

Cesario Acevedo del Villar, Onaolapo Ajibade, Harrington Akombwa, Emile Akono, Saul Alvarez-Dominguez, Viktor Alyeksyeyenko, Audrey Andersson, Niels-Erik Andreasen, Rogerio Araujo de Paula, José Argueta, Jonas Arrais, Raquel Arrais, Adwoa Asamoah-Addo, Kjell Aune, Delbert W Baker, Aho Baliki, Rosa T Banks, Lisa M Beardsley, John R Beckett, Guillermo E Biaggi, Gordon Bietz, Derek Bignall, Jonathan Bizirema, Barry Black,

Rodney Brady, Paul S Brantley, Gina S Brown, Jeffrey Brown, G Alexander Bryant, Brent B Burdick, Barry W Bussey, Eliseo Bustamante, Hesron Byilingiro, Mario Calderon, Garrett Caldwell, Jesus Calvo, Gilbert R Cangy, Jose Carlos de Lima, Agapito Catane, Jr, Mario E Ceballos, Lorna Cedras, Shirley Chang, Nicholai Chekelek, Carl Chin, Gordon E Christo, G S Robert Clive, Lalchansanga Colney, Lowell C Cooper, Nevenka Cop, Jose Cortes,

Gary R Councell, Eugene Daniel, James Davidson, Orlando Deocades, Jose Dorismar, Karnik Doukmetzian, George O Egwakhe, Teodoro Elias, G Thomas Evans, Laurence J Evans, Jimmy Ferguson, Mark A Finley, Agustin Galicia, Dale Galusha, Carlos Gill Krug, Clifford Goldstein, Cesar Gomez, Ricardo Graham, John Graz, Alberto C Gulfan Jr, Roberto Gullon, Stephen Guptill, Erkki Haapasalo, Jerome Habimana, Allan R Handysides, Keith Heinrich,

Atte Helminen, Elie Henry, German Hlanze, Teodor Hutanu, Stephan Iglar, Myron Iseminger, Daniel R Jackson, Ramesh Jadhav, David Javier Perez, Jóhann E Jóhannsson, Choudampalli John, Swamidass Johnson, William G Johnson, Joshua Kajula, John Kakembo, Ignacio Kalbermatter, Dae Kim, Donald King, Luis King, Gerald Klingbeil, William M Knott, Linda Mei Lin Koh, Erton C Kohler, Allah-Ridy Kone, Victor Kozakov, Igor Krasilnikov,

Gary D Krause, Vladimir Krupskyi, Jonathan Kuntaraf, Kathleen H L Kuntaraf, Reidar Kvinge, Saw Muller Kyaw, Robert E Kyte, Kevin Lang, Samuel Larmie, Max-Rene Laurent, Pawel Lazar, Jairyong Lee, Youngja Lee, Israel Leito, Mike M Lekic, Robert E Lemon, Eber

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Liessi, Charles Ligan, L Jeremiah Lima, Mauricio Lima, Marlinton Lopes, Marlon Lopes, Francois Louw, Leonel Lozano, Arbin Lust, Guenther Machel, Emmanuel S D Manu,

Norman Maphosa, Solomon Maphosa, Alemu Maruta, Hidayat Masih, Younis Masih, Jerome Matthews, Gabriel E Maurer, Geoffrey G Mbwana, Donald McFarlane, William Miller, Armando Miranda, Jose Miudo, Edith Mkawa, Bareng Moahi, Andrei Moldovanu, Musyoka Muasya, Patrick Mulindwa, Emmanuel Mwale, Pardon K Mwansa, Nina Myrdal, G T Ng, James R Nix, Don Noble, Goodwell Nthani, Gideon Nwaogwugwu, Tamas Ocsai, Lorna Okotto,

Joseph Ola, Barry D Oliver, Elaine Oliver, Willie Oliver, Daisy J Orion, Kenneth W Osborn, Moisei Ostrovski, Rubin Ott, Bjorn Ottesen, Janet Page, Jerry N Page, Julio Palacio, Edgar Palacios, Ventsislav Panayotov, Frenslly Panneflek, Orville D Parchment, Ruth E Parish, Sungwook Park, Jan Paulsen, Delbert B Pearman, Ruben Pechero, Michael Pedrin, Aldo Perez Reyes, Magdiel Perez Schulz, Heriberto Peter, Gerhard Pfandl, Violeta Piturlea, Alex R Ponniah,

Juan R Prestol, Roman Prodanyuk, Boris Protasevich, Erika F Puni, Geovani Queiroz, John Rathinaraj, Paul Ratsara, Edgar Redondo, Gordon L Retzer, José Rodríguez, Guy Roger, Blasious M Ruguri, Michael L Ryan, Owen Ryan, Roy E Ryan, Claude Sabot, Noldy Sakul, Saw Samuel, Leonino Santiago, Nikolaus Satelmajer, Benjamin D Schoun, Luis Schulz, Alexander Schwarz, Ralph Shelton Sr, Masaki Shoji, Helder Silva, Ella S Simmons, Robert Sjolander,

Ian Sleeman, Dennis Slusher, Heather-Dawn K Small, David C Smith, Domingos Sousa, Theart St Pierre, Chester Stanley, Artur A Stele, Poturaju Sudarsanam, Akeri Suzuki, Joel Swanson, Joseph Talipuan, Lawrence P Tanabose, J Wesley Taylor V, Eduardo Teixeira, John H Thomas, Halvard B Thomsen, Brad Thorp, Alayne Thorpe, Caroline Tobing, Chi Yuen Joseph Tong, Antonio Tostes, Homer W Trecartin, Max A Trevino, Cindy Tutsch, Yasunari Urashima,

Klaus-Juergen van Treeck, Filiberto Verduzco-Avila, Bruno R Vertallier, Waisea Vuniwa, J Raymond Wahlen II, Clinton Wahlen, Nathaniel Walemba, Gilbert Wari, Ilunga Wazenga, Dave Weigley, Bertil Wiklander, Evelyn Will, Ted N C Wilson, James Sze Fai Wu, Gilmar Zahn, Norbert Zens, Valdis Zilgalvis.

OPENING

Pardon K Mwansa, General Vice President of the General Conference, welcomed the attendees to the first Annual Council following the 59th General Conference Session that was held in Atlanta, Georgia. This is our 98th Annual Council of the General Conference. We are praying that our God will lead us at this meeting and manifest His glory to us. The same God who has led us in the past has promised to lead us in the future. As the servant of the Lord says, “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. We are now a strong people, if we will put our trust in the Lord; for we are handling the mighty truths of the word of God.”—*General Conference Daily Bulletin*, January 29, 1893, paragraph 5.

This being our 98th Annual Council means we have had 97 Annual Councils of the General Conference in the past, with the first one being in Takoma Park, Maryland.

God has helped us in the past and He will help us even today.

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

CALL TO ORDER

G T Ng, General Conference Secretary, read Bylaws, Article XIII, Section 2. a., which states the constitutional provisions for convening the Annual Council.

“Sec. 2. a. A meeting of the General Conference 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 August 11, 2010 was sent to all General Conference Executive Committee members and special invitees to attend the 2010 Annual Council held at the General Conference world headquarters in Silver Spring, Maryland.

The approximately 450 people invited to attend are made up of members and invitees (305 General Conference Executive Committee members and 144 invitees). The names are listed on pages K-M in your agenda notebook.

Bylaws, Article XIII, Sec. 4., states: “Any fifteen members of the General Conference Executive Committee, including an officer of the General Conference, shall 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. 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.”

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Mr Chairman, this Annual Council will be handling more than simply routine items, and, as of 5:50 p.m., 213 attendees have registered this evening. We eagerly await your call to order of the first business meeting of this important 2010 Annual Council. I invite you to declare the 2010 Annual Council officially open.

Having met all the requirements to hold an Annual Council of the General Conference, Pardon K Mwansa then declared the 2010 Annual Council open for transacting business of the Church as outlined in the agenda.

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, G T Ng.

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

A 05 Mission Statement of the Seventh-day Adventist Church

A 05 05 Our Mission—The mission of the Seventh-day Adventist Church is to make disciples of all people, communicating the everlasting gospel in the context of the three angels' messages of Revelation 14:6-12, leading them to accept Jesus as personal Savior and unite with His remnant Church, disciplining them to serve Him as Lord, and preparing them for His soon return.

A 05 10 Our Method—We pursue this mission under the guidance and through the empowerment of the Holy Spirit through:

1. Preaching—Accepting Christ's commission (Matt 28:18-20), we proclaim to all the world in these last days the everlasting gospel of God's love, most fully revealed in His Son's life, ministry, atoning death, resurrection, and high priestly ministry. 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 principles of 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.

4. Discipling—Affirming the continued spiritual growth and development of all members, we nurture the newly converted, instruct them in righteous living, train them for effective witness, and encourage their responsive obedience to God’s will.

10AC to GTN

DAILY PROGRAM

VOTED, To adopt the daily program of the 2010 Annual Council, as follows:

FRIDAY PROGRAM

October 8, 2010

9:00-12:00 pm	Registration
3:00-6:00 pm	Registration
6:00 pm	Business Meeting
7:00 pm	Vespers

SABBATH PROGRAM

October 9, 2010

8:15 am	Prayer Time
9:30 am	Sabbath School
10:50 am	Divine Service, Ted N C Wilson
12:00 pm	Lunch
1:30-4:00 pm	150 th Anniversary of the Name “Seventh-day Adventist”

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DAILY PROGRAM
October 10, 2010

7:00-7:45 am	Steering (Executive Dining Room)
7:15-7:45 am	Prayer Time
7:30-9:00 am	Registration
8:00-9:00 am	Devotional
9:00-12:30 pm	Business Meeting

LUNCH

1:30-2:30 pm	Nominating Committee
2:45-6:00 pm	Business Meeting

October 11-12, 2010

7:00-7:45 am	Steering (Executive Dining Room)
7:15-7:45 am	Prayer Time
8:00-9:00 am	Devotional
9:00-12:00 pm	Business Meeting

LUNCH

12:45-1:45 pm	Nominating Committee
2:00-5:30 pm	Business Meeting

October 13, 2010

7:00-7:45 am	Steering (Executive Dining Room)
7:15-7:45 am	Prayer Time
8:00-9:00 am	Devotional
9:00-12:00 pm	Business Meeting

LUNCH

2:00-5:30 pm

Business Meeting

SEC/ADCOM/10AC to HWT

154-10G ANNUAL COUNCIL 2010—STANDING COMMITTEES

VOTED, To approve standing committees for the 2010 Annual Council, as follows:

NOMINATING

Ted N C Wilson, Chair

G T Ng, Secretary

Members: Adedeji Adeleke, Audrey Andersson, Niels-Erik A Andreassen, Rogerio de Araujo, Delbert W Baker, Rosa T Banks, Guillermo E Biaggi, Jonathan Bizirema, Elena Bondarenko, Lorna Cedras, Lowell C Cooper, Thomas Davai, G Thomas Evans, Agustin Galicia, Alberto C Gulfan Jr, Allan R Handysides, Richard H Hart, Elie Henry, Stephan Iglar, Daniel R Jackson, Mark A Johnson, Erton C Kohler, Pawel Lazar, Jairyong Lee,

Youngia Lee, Israel Leito, Robert E Lemon, Hidayat Masih, Geoffrey G Mbwana, Armando Miranda, Joshua W Mok, Pardon K Mwansa, Goodwell Nthani, Barry D Oliver, Daisy J F Orion, Juan R Prestol, John Rathinaraj, Paul S Ratsara, Gordon L Retzer, Angel M Rodriguez, Blasious M Ruguri, Michael L Ryan, Roy E Ryan, Aymer Sarria, Benjamin D Schoun, Alexander Schwarz, Ella S Simmons, Heather-Dawn K Small, Artur A Stele,

Brad Thorp, Homer W Trecartin, Max A Trevino, Bruno R Vertallier, Gilbert Wari, Bertil Wiklander, Evelyn Will, James S F Wu.

STEERING

Ted N C Wilson, Chair

Homer W Trecartin, Secretary

Members: Delbert W Baker, Rosa T Banks, G Alexander Bryant, Sheri Clemmer, Lowell C Cooper, Karnik Doukmetzian, George O Egwakhe, G Thomas Evans, Agustin Galicia, Myron Iseminger, Daniel R Jackson, Dian R Lawrence, Robert E Lemon, Geoffrey G Mbwana, Armando Miranda, Pardon K Mwansa, G T Ng, Daisy J F Orion, Orville D Parchment, Juan R

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Prestol, Michael L Ryan, Roy E Ryan, Benjamin D Schoun, Ella S Simmons, Artur A Steele, John H Thomas, J Raymond Wahlen II, Harald Wollan.

10AC to GTN

ADOPTION OF AGENDA

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

CONFLICT OF INTEREST DECLARATION—STATEMENT OF ACCEPTANCE

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

Ted N C Wilson, General Conference President, welcomed the attendees to the 2010 Annual Council. As we look forward to an exciting time, not only for church governance and policies, we also need to be on our knees praying for the latter rain and revival and reformation. During this Annual Council, we will also celebrate the 150th year of the use of the name “Seventh-day Adventist.”

Wilson then invited Jan Paulsen, former General Conference President, and Matthew A Bediako, former General Conference Secretary, to say a few words of greeting to those attending the 2010 Annual Council.

Jan Paulsen shared three wishes he had for this and future Annual Councils:

1. Do everything to make sure this family holds together. Care for, nurture, and protect the bonds that tie us together.
2. Continue to focus on mission.
3. Remember those who are young in the Church, especially the 25- to 35-year old young professionals. They have so many spiritual gifts that we need to utilize in the Church.

Matthew A Bediako greeted the attendees to this special Annual Council at which we will be praying for the outpouring of the Holy Spirit. As we leave here, let us be guided by the Holy Spirit.

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STEWARDSHIP FOR MISSION

Ted N C Wilson introduced Benjamin D Schoun, General Conference Vice President. Schoun announced that the theme for this Annual Council and beyond is Revival for Mission along with a greater commitment to God. He then introduced Erika F Puni, General Conference Stewardship Ministries Director, who shared a PowerPoint presentation on how stewardship is necessary and needed in the Church to promote its mission.

VOTED, To record receipt of the Stewardship Ministries report.

Pardon K Mwansa, Chair
G T Ng, Secretary
Homer W Trecartin, Editorial Secretary
Dian R Lawrence, Recording Secretary

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DEVOTIONAL

The devotional message entitled, “Awakenings,” was presented by Jerry N Page, Secretary of the Ministerial Association at the General Conference, and Janet Page, Associate Secretary for Shepherds of the Ministerial Association at the General Conference.

Armando Miranda, chair, called to order the second session of the 2010 Annual Council.

Prayer was offered by Jim Ayer, Vice President of Adventist World Radio.

COUNCIL ON EVANGELISM AND WITNESS

The goals and terms of reference for the Council on Evangelism and Witness were presented. Golden Lapani, a layperson responsible for 32,000 baptisms, shared his testimony emphasizing the important role that prayer plays in the mission of the Church.

Prayer was offered by Golden Lapani, layperson from the Southern Africa Indian-Ocean Division.

R&RCom/10AC to AM

REVIVAL AND REFORMATION INITIATIVES

VOTED, To approve the following major initiatives:

1. “777” Worldwide Holy Spirit Prayer Fellowship—Seventh-day Adventists praying seven days a week at 7:00 (a.m. or p.m.) for the outpouring of the Holy Spirit’s power and presence. Praying any hour on the hour, a person will join with thousands of others in

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another time zone around the world bringing unity. “A chain of earnest praying believers should encircle the world . . . to pray for the Holy Spirit.” *Review and Herald*, January 3, 1907.

2. New Year’s Eve/Day Worldwide Day of Prayer culminates a week-long series of television programs on Hope Channel that allows every church member around the world to participate in seeking God for a revival experience in 2011.

3. Worldwide Days for Prayer and Fasting—First Sabbath of each quarter designated as days of prayer and fasting for the world Church. Encourage families and individuals to establish the first day of each month and one day a week as normal or partial prayer and fasting days. Support information and helps being developed by the Prayer and Fasting Subcommittee.

4. Operation Global Rain—A ten-day worldwide prayer/spiritual emphasis January 5-15, 2011 as follow-up to January 1, 2011 day of prayer. This serves as a foundation for all *Tell the World* initiatives.

5. Technology Subcommittee—Develop a technology support system and community for revival and reformation initiatives and specifically the “777” Worldwide Holy Spirit Prayer Fellowship. It will utilize a custom website, cell phone SMS text messaging, smart phone apps (iPhone, iPad, etc), and social media platforms (Facebook and Twitter) to:

- a. Send reminders to pray every day at 7:00 (a.m. and p.m.).
- b. Distribute related devotional material.
- c. Link to others on a map who are praying with you.
- d. Connect with others who are praying, encouraging them to spread the word, and to invite others to join through their social network.

6. Plans are being developed to increase study of the Bible and Spirit of Prophecy writings.

7. Encourage all members to read and study *The Great Controversy* for revival in 2011 in preparation for major distribution of *The Great Controversy* around the world in 2012.

8. Recommend to the General Conference Administrative Committee that Sabbath School study guides be developed on revival and reformation and inserted into the curriculum as soon as possible. Increasing readership of guides is also a priority.

9. *Revival and Beyond*—A book reprinted by the White Estate in time for the 2010 Annual Council.

10. *Lord, Revive Us Again*—A book by Mark A Finley reprinted in time for the 2010 Annual Council.

11. Evaluation and assessment criteria are being created to assess the progress of revival and reformation and the work of the Revival and Reformation Committee (ADCOM-S).

TELL THE WORLD REPORT

VOTED, To record receipt of the *Tell the World* report, which focused on the ways that people are being reached for Jesus around the world.

Prayer was offered by Michael L Ryan, General Vice President of the General Conference.

Armando Miranda, Chair
G Alexander Bryant, Secretary
Homer W Trecartin, Editorial Secretary
Tamara K Boward, Recording Secretary

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October 10, 2010, 2:00 p.m.

Ted N C Wilson, chair, called to order the third session of the 2010 Annual Council.

Prayer was offered by Herbert Brugger, President of the Austrian Union of Churches Conference, Euro-Africa Division.

TELL THE WORLD—REPORT

Michael L Ryan, General Vice-President of the General Conference, continued the report on *Tell the World 2012* with a PowerPoint presentation which focused on the ways that people are being reached for Jesus around the world.

10AC to GTN

SECRETARY'S REPORT

What God Has Wrought

The Church has come a long way. From a tiny group of 3,500 believers in 1863 when the Seventh-day Adventist Church was formally organized, it has grown to 15.9 million baptized members in 2008ⁱ. We rejoice in the more than one million people joining the Adventist community every year. We take pride in having established work in 203 of the 232 countries and areas recognized by the United Nationsⁱⁱ. We delight in the 65,961 organized churches, 572 local conferences and missions, and 112 unions in 13 divisions. In terms of institutions, we thank God for the 171 hospitals and 429 clinics spanning the globe, not to mention the 61 publishing houses and 7,597 schools with 1.55 million studentsⁱⁱⁱ.

Indeed, the Church has brought the Three Angels' Messages to the world in ways and on a scale about which our forefathers could only dream. Every day in 2008, 2,830 believers joined the Church and almost five new churches were established. That the Church has grown

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exponentially is nothing short of amazing. The faithfulness of our members who contributed \$2.6 billion in tithes and offerings^{iv} is no less remarkable.

Yet beneath this seemingly rosy picture of progress lurks a troubling reality of unsteady development in mission: rapid expansion in some areas and very limited growth or decline in others. Looming large on the horizon is the 10/40 Window, where two-thirds of the world's populations live. Yet the Church has yet to establish significant presence throughout this vast region.

The purpose of this report is to examine the phenomenon of uneven growth in the global Church. First, we will examine the current situation in mission. Second, we will examine selected Church-sponsored programs to ascertain how well they measure up to meeting the formidable challenges of the 10/40 Window. Third, we will analyze the data collected and conclude with some recommendations.

Mission Assessment

Performance assessment is done in the following five areas: accession trends, membership distribution, population per member ratio, membership per million population ratio, and the 10/40 Window.

Accession Trends

A careful perusal of the accession figures reveals evidence of widely varying growth rates. On one hand, we have had huge membership growth in Latin America and the African continent. In 2008, the accessions in the South American Division (SAD) and Inter-American Division (IAD) represented 22 and 21 percent of the total world growth, while East-Central Africa (ECD) and Southern Africa-Indian Ocean Divisions (SID) ranged from 16 to 14 percent respectively. Hence, these four divisions combined were responsible for 73 percent of the total world membership increase.

At the other end of the spectrum were the nine divisions with low accessions (Table 1). These divisions accounted for 27 percent of world accessions. The three European divisions combined represented 1.5 percent of the total accessions. The influence of, and receptivity to Christianity seems to be on the decline in much of European society.

In broad strokes, figures for 2008 indicate rapid growth in Latin America and Africa, and slow growth in Europe and the South Pacific.

TABLE 1
ACCESSIONS AS PERCENTAGE OF WORLD TOTAL (2008)

Inter-American (IAD)	21.65%
South American (SAD)	20.63%
Southern Africa-Indian Ocean (SID)	16.22%
East-Central Africa (ECD)	14.44%
Southern Asia (SUD)	8.45%
Southern Asia-Pacific (SSD)	6.42%
North American (NAD)	3.84%
West-Central Africa (WAD)	3.81%
Northern Asia-Pacific (NSD)	1.85%
South Pacific (SPD)	1.29%
Euro-Asia (ESD)	0.55%
Euro-Africa (EUD)	0.48%
Trans-European (TED)	0.37%

Membership Distribution

Another way of viewing growth is to examine world membership distribution. In many ways Seventh-day Adventist membership demographics parallel the movement of Christianity at large. There has been a significant shift in the center of Christianity from the northern to the southern hemisphere. Today we see heavy concentration of membership in Latin America and Africa, and much smaller membership in Europe, the South Pacific, and some parts of Asia (Table 2). African divisions (except WAD) and Latin American divisions account for 8 million members, or 64 percent of world membership. Membership in the European continent accounts for about 2.6 percent of world membership.

TABLE 2
CHURCH MEMBERSHIP BY WORLD DIVISIONS (2008)

DIVISION	MEMBERSHIP	% OF WORLD MEMBERSHIP
Inter-American (IAD)	3,127,602	19.64%
East-Central Africa (ECD)	2,474,396	15.54%
Southern Africa-Indian Ocean (SID)	2,325,863	14.61%
South American (SAD)	2,250,520	14.14%
Southern Asia (SUD)	1,429,172	8.98%
North American (NAD)	1,084,838	6.81%
Southern Asia-Pacific (SSD)	965,608	6.06%
West Central-Africa (WAD)	825,169	5.18%

Northern Asia-Pacific (NSD)	607,057	3.81%
South Pacific (SPD)	407,505	2.56%
Euro-Africa (EUD)	176,209	1.11%
Euro-Asia (ESD)	137,593	0.86%
Trans-European (TED)	109,876	0.69%

The trend of uneven growth can become an intradivision situation as well. In TED, membership in the country of Sudan is growing by leaps and bounds, averaging a 6.8 percent growth rate from 2003 to 2007, and outperforming the world average of 3.97 percent in the same period. Yet, the rapid expansion emblematic of Sudan is atypical in the rest of the division. Another case in point is the SSD, where the Philippines and Indonesia have been engines of growth. The membership in these two countries amounts to about 84 percent^v of the total division membership, and the remaining 16 percent are distributed in sixteen 10/40 Window countries, where growth rates are almost infinitesimal.

Member to Population Ratio

The third way of viewing our worldwide presence is to look at the population to member ratio. Back in 2008, the Church had one member for every 420 persons on planet earth^{vi}. This figure, while heartening, masks the huge disparity between both ends of the spectrum. On one hand are countries with a low population per member ratio, and on the other hand are countries with an exceedingly high population per member ratio.

The top ten countries with the highest member to population ratios are comprised of Pitcairn (1:2), Montserrat (1:5), Grenada (1:8), Saint Vincent and Grenadines (1:8), Belize (1:10), Dominica (1:11), Antigua and Barbuda (1:11), Saint Lucia (1:12), Jamaica (1:12), and Cayman Islands (1:12)^{vii}.

At the other end of the scale are countries with low member to population ratios. The lowest 20 countries in this category include Saudi Arabia, Yemen, Syria, Somalia, Afghanistan, Morocco, Iran, Algeria, Turkey, Bhutan, Djibouti, Comoros, Mauritania, Western Sahara, Tunisia, Brunei, Maldives, Iraq, Egypt, and the Channel Islands (Table 3). Seven of these countries are located in EUD and six in TED territories. Thus, the two European divisions shoulder the lion's share (65 percent) of these countries with few or no Adventist membership. These divisions not only have to contend with secular Europe, but also with the huge non-Christian population in their backyards.

COUNTRY	POPULATION PER MEMBER RATIO	DIVISION	MEMBERSHIP
Saudi Arabia	1:28,147,000	TED	0
Yemen	1:22,198,000	TED	0
Syrian Arab Republic	1:19,933,000	TED	0
Somalia	1:8,956,000	ECD	0
Afghanistan	1:8,184,500	EUD	3
Iran (Islamic Republic of)	1:2,407,066	EUD	29
Morocco	1:2,078,466	EUD	14
Turkey	1:923,037	EUD	80
Djibouti	1:848,000	ECD	0
Algeria	1:846,195	EUD	40
Comoros	1:732,000	SID	0
Bhutan	1:671,000	SUD	0
Western Sahara	1:497,000	EUD	0
Mauritania	1:400,500	WAD	7
Brunei Darussalam	1:379,000	SSD	0
Tunisia	1:356,448	EUD	28
Maldives	1:310,000	SUD	0
Mayotte	1:187,000	SID	0
Iraq	1:169,494	TED	173
Egypt	1:99,397	TED	753

Membership per Million Population Ratio

The fourth way of appraising mission trends is to examine the membership per million population ratio. Membership alone is not necessarily a precise gauge of the depth of mission penetration. The membership per million population ratio may be a more accurate measurement of the extent of mission challenge.

In 2008, there was only one Adventist for every 1 million Turkish population (Table 4). In Iran there were no Adventists. In Egypt the ratio was 10 Adventists for every 1 million citizens, and in Pakistan 67 Adventists per million people. These ratios indicate dimensions of the challenge before us in creating disciples of Jesus in countries whose population predominantly identifies with another world religion.

COUNTRY	POPULATION ESTIMATE	CHURCH MEMBERSHIP	MEMBERSHIP PER MILLION POPULATION	DIVISION
China	1,324,708,000	370,317	280	NSD
India	1,149,285,000	1,422,326	1238	SUD
United States	304,487,000	1,021,884	3356	NAD
Indonesia	239,945,000	197,621	824	SSD
Brazil	195,138,000	1,227,005	6288	SAD
Pakistan	172,800,000	12,433	72	TED
Nigeria	148,071,000	266,705	1801	WAD

Bangladesh	147,285,000	29,193	198	SSD
Russian Federation	141,875,000	52,067	367	ESD
Japan	127,720,000	15,299	120	NSD
Mexico	107,677,000	616,521	5726	IAD
Philippines	90,457,000	620,896	6864	SSD
Vietnam	86,185,000	9,471	110	SSD
Germany	82,170,000	35,651	434	EUD
Ethiopia	79,087,000	167,961	2124	ECD
Egypt	74,946,000	753	10	TED
Turkey	74,766,000	80	1	EUD
Iran (Islamic Republic of)	72,212,000	29	0	EUD
Congo, Democratic Republic of the	66,515,000	525,849	7906	ECD
Thailand	66,148,000	12,551	190	SSD

Of the top 20 most populous countries in the world, five are located in the SSD, three in EUD, two in TED, one in NSD, and one in SUD. The division with the most significant challenge in terms of large populations is NSD with China and its enormous population of 1.3 billion. SUD is not far behind with its Indian population of 1.1 billion.

10/40 Window

The fifth way of assessing the missionary enterprise of the Church is to examine it from the 10/40 Window arena^{viii}. The 10/40 Window is the rectangular area stretching across northern Africa and Asia, between 10 and 40 degrees north of the equator^{ix}. This area has been known to have the least access to the Christian message and Christian presence. Roughly two-thirds of the world's population lives in the 10/40 Window which is populated by people who are predominately Muslim, Hindu, Buddhist, and Animist^x.

TED tops the list with 16 countries in the 10/40 Window (Table 5), followed by SSD (11 countries), and EUD (eight countries). IAD, NAD, SAD, SID, and SPD do not have countries in the 10/40 Window.

TABLE 5

DISTRIBUTION OF 10/40 WINDOW COUNTRIES IN WORLD DIVISIONS (2008)

Trans-European Division (TED)	16	Albania, Bahrain, Egypt, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Pakistan, Qatar, Saudi Arabia, Sudan, Syria, United Arab Emirates, Yemen
West-Central Africa Division (WAD)	11	Benin, Burkina Faso, Chad, Gambia, Guinea, Guinea-Bissau, Mali, Mauritania, Niger, Nigeria, Senegal
Southern Asia-Pacific Division (SSD)	11	Bangladesh, Brunei, Cambodia, East Timor, Indonesia, Laos, Malaysia, Myanmar, Sri Lanka, Thailand, Vietnam
Euro-Africa Division (EUD)	8	Afghanistan, Algeria, Iran, Libya, Morocco, Tunisia, Turkey, Western Sahara
Euro-Asia Division (ESD)	6	Azerbaijan, Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, Uzbekistan
Northern Asia-Pacific Division (NSD)	5	China, Japan, Mongolia, North Korea, Taiwan
East-Central Africa Division (ECD)	4	Djibouti, Eritrea, Ethiopia, Somalia
Southern Asia Division (SUD)	4	Bhutan, India, Maldives, Nepal

Inter-American Division (IAD)	0
North American Division (NAD)	0
South American Division (SAD)	0
Southern Africa-Indian Ocean Division (SID)	0
South Pacific Division (SPD)	0

Seventh-day Adventist membership in these 10/40 Window countries is small or even non-existent. Our typical methods of witness and evangelism in these countries are largely impossible because of government restrictions and limitations on religious freedom. Foreign “missionaries” are rarely granted permission to live in these countries. However, some Global Mission (GM) pioneers are working among the indigenous populace.

These sobering figures show that the Great Commission, by no stretch of the imagination, could be described as near completion in the 10/40 Window. Those divisions in the 10/40 Window are confronted with huge challenges perhaps unimaginable to people elsewhere. They will certainly need our prayers and support, trained personnel, and above all, God’s blessing to work in these societies.

Adventist Response

We have taken a quick survey of the Church’s state of affairs by examining five aspects of the 2008 statistical reports: accession rate, membership distribution, member-to-population ratios, membership per million population, and the 10/40 Window. We have become aware that the growth of the Church differs from place to place: phenomenal in some areas and sluggish in others. How should the Church address the considerable disparity of growth in different parts of the world? Have the current Church-sponsored mission programs helped rectify the situation, or have they contributed to the growth imbalance?

To answer these questions truthfully and objectively, we draw upon the 10/40 Window as an assessment tool. Granted, the 10/40 Window is not the only benchmark to measure effectiveness. However, as far as mission is concerned, there is perhaps nothing more urgent and challenging than the 10/40 Window, which is largely untouched by the gospel.

The following programs are evaluated according to the footprints they have imprinted on the 10/40 Window:

1. Interdivision Employee (IDE).
2. Adventist Volunteer Service (AVS).
3. Global Mission (GM) Pioneers.
4. General Conference (GC) Staff Evangelism.

Interdivision Employee (IDE)

The Interdivision Employee (IDE) program has been the cornerstone of the international mission of the Church. Typically IDE appointees go to mission service for five years. They serve on the front line of evangelism. Many work in institutions as administrators, professors, or physicians. Mission advances were due in no small measure to the pioneering spirit of the early IDEs.

During the flourishing years of the 1970s, we had more than 1,500 IDEs^{xi}. The number has since steadily declined. As of 2008, 919 IDEs were sent around the globe, costing the church more than \$21 million per annum^{xii}, or about 16.5 percent of the GC world budget. The North American Division (NAD) was the principal contributor of IDEs. It used to supply almost half of all missionaries^{xiii}. The situation has changed. In 2008 NAD sent out 33 percent of all missionaries. SSD was the largest consumer of IDEs, taking in 19 percent of all IDEs^{xiv}.

Table 6 shows a telling picture of the state of mission in 2008. IDEs were deployed in 63 percent of the 10/40 Window countries. Two countries (North Korea and China) provide no access for IDEs. Countries such as Egypt, Jordan, Israel, United Arab Emirates, East Timor, and Pakistan have open access, yet Church membership remained relatively small.

Not all IDEs work in a “mission field” in the traditional understanding of the term. In 2008, 19 percent of all IDEs were employed at GC institutions as well as at the GC headquarters^{xv}.

TABLE 6 INTERDIVISION EMPLOYEES (IDEs) IN 10/40 WINDOW (2008)		
DIVISION	COUNTRIES WITH IDEs	COUNTRIES WITH NO IDEs
TED (16)	Albania, Egypt, Israel, Kuwait, Lebanon, Oman, Qatar, Pakistan, Sudan, Yemen, United Arab Emirates	Bahrain, Jordan, Iraq, Syria, Saudi Arabia
WAD (11)	Burkina Faso, Chad, Gambia, Guinea-Bissau, Mauritania, Nigeria, Niger, Senegal	Benin, Guinea, Mali
SSD (11)	Bangladesh, Cambodia, East Timor, Sri Lanka, Laos, Myanmar, Thailand, Vietnam	Brunei, Indonesia, Malaysia
EUD (8)	Afghanistan, Algeria, Iran, Tunisia, Turkey	Morocco, Libya, Western Sahara
ESD (6)	Azerbaijan, Kazakhstan	Kyrgyzstan, Uzbekistan, Turkmenistan, Tajikistan
NSD (5)	Japan, Mongolia, Taiwan	North Korea, China (except Hong Kong)
ECD (4)	Djibouti, Ethiopia	Eritrea, Somalia
SUD (4)	India, Nepal	Bhutan, Maldives

Adventist Volunteer Service (AVS)

Those in Adventist Volunteer Service are short-term missionaries. Typically, they serve from one month to a year. Many extend their stay after their initial term has expired. In 2008, the

Church was blessed with 755 volunteers on international assignments processed through the GC office. In addition, a number of divisions operate volunteer service programs. Deployment of volunteers in these programs is not reflected in the GC report.

The United States of America, with its renowned culture of volunteerism, was the largest contributor of volunteers in 2008, sending 476 (63 percent) of the total volunteers to virtually every continent on earth. Other contributors of volunteers included South Africa (6 percent), Australia (5 percent), Canada (3 percent), and Argentina (2 percent).

The largest consumer of volunteers was South Korea. With its vast network of English language institutes, the country understandably has an insatiable appetite for more volunteer teachers. Not surprisingly, in 2008 the country absorbed 195, or 26 percent of all volunteers. Volunteers were also very much in demand in Micronesia (6 percent), Taiwan (5 percent), Marshall Islands (4 percent), and Guam (4 percent). Most schools in Guam and Micronesia have been dependent on volunteer teachers for years.

What was the footprint of volunteers in the 10/40 Window? Most volunteers served wherever they were needed. Of the 65 countries in the 10/40 Window, volunteers appeared in 22 of them, or about 34 percent (Table 7).

TABLE 7 ADVENTIST VOLUNTEER SERVICE (AVS) IN 10/40 WINDOW (2008)		
DIVISION	COUNTRIES WITH VOLUNTEERS	COUNTRIES WITH NO VOLUNTEERS
TED (16)	Egypt, Kuwait, Pakistan, United Arab Emirates	Albania, Bahrain, Iraq, Israel, Jordan, Lebanon, Oman, Qatar, Saudi Arabia, Sudan, Syria, Yemen
WAD (11)	Burkina Faso, Chad, Nigeria, Senegal	Benin, Gambia, Guinea, Guinea-Bissau, Mali, Mauritania, Niger
SSD (11)	Bangladesh, Cambodia, Malaysia, Thailand	Brunei, East Timor, Indonesia, Laos, Myanmar, Sri Lanka, Vietnam
EUD (8)	Afghanistan	Algeria, Iran, Libya, Morocco, Tunisia, Turkey, Western Sahara
ESD (6)	Kazakhstan, Kyrgyzstan	Azerbaijan, Tajikistan, Turkmenistan, Uzbekistan
NSD (5)	China, Japan, Mongolia, Taiwan	North Korea
ECD (4)	Djibouti	Eritrea, Ethiopia, Somalia
SUD (4)	India, Nepal	Bhutan, Maldives

Many volunteers served in the Adventist school system. Some schools offered volunteers free housing and utilities, round-trip airfare, and a generous stipend. The enormous difference between remunerations of volunteers working in institutions and those serving elsewhere has effectively blurred the line between volunteerism and livelihood.

Global Mission Pioneers

The Global Mission (GM) pioneer program is part of the General Conference Office of Adventist Mission. Global Mission pioneers are nationals working in their own cultural contexts in so-called “unentered” territories. They do not need to adapt to a new culture or learn a new language. Global Mission projects are jointly selected by the local mission/conference in consultation with the union and division. Funding is shared between the General Conference, division, union, and conference. The total costs of 2008 Global Mission projects amounted to almost \$15 million, to which the General Conference contributed \$5.1 million.

In 2008, there were 1,604 Global Mission pioneers working on 1,236 projects in 113 countries. Pioneers were found in 41 (or 63 percent) of 65 countries in the 10/40 Window (Table 8).

DIVISION	COUNTRIES WITH GM PIONEERS	COUNTRIES WITH NO GM PIONEERS
TED (16)	Albania, Israel, Pakistan, Sudan	Bahrain, Egypt, Iraq, Jordan, Kuwait, Lebanon, Oman, Qatar, Saudi Arabia, Syria, United Arab Emirates, Yemen
WAD (11)	Benin, Burkina Faso, Chad, Gambia, Guinea, Guinea-Bissau, Mali, Mauritania, Niger, Nigeria	Senegal
SSD (11)	Bangladesh, Cambodia, East Timor, Indonesia, Laos, Malaysia, Myanmar, Sri Lanka, Thailand, Vietnam	Brunei
EUD (8)	Algeria, Iran, Libya, Morocco, Tunisia, Turkey	Afghanistan, Western Sahara
ESD (6)	Kazakhstan, Kyrgyzstan, Uzbekistan	Azerbaijan, Tajikistan, Turkmenistan
NSD (5)	China, Japan, Mongolia, Taiwan	North Korea
ECD (4)	Djibouti, Ethiopia	Eritrea, Somalia
SUD (4)	India, Bhutan	Maldives, Nepal

General Conference Staff Evangelism

While hundreds of IDEs, AVS, and Global Mission pioneers are busy serving the world church, General Conference personnel are also involved in short-term missions. Special funding of \$100,000 has been set aside for this purpose, and General Conference employees are encouraged to participate. The idea is to conduct evangelistic campaigns somewhere in the world field, with special funding ranging from \$1,500 to \$10,000 according to the size and nature of the meetings. The funds do not cover travel, per diem, or accommodation costs, which come from the travel budgets of travelling staff. The General Conference staff evangelism fund stipulates one-third of the General Conference subsidy must be budgeted for adequate follow-up and funding of facilities.

From 2005 to 2009, GC personnel conducted evangelistic meetings in 36 countries. Indonesia appears to be the destination of choice with 20 visits (Table 9), followed by the Philippines with 17 visits, and United States of America and India with 11 visits each. The rest of the tally includes Ghana (5), Mexico (4), Zambia (4), Brazil (3), Mozambique (2), New Zealand (2), Tanzania (2), Hungary (2), Croatia (2), Kyrgyzstan (2), Nigeria (2), and Australia, Angola, Belgium, Burundi, Bulgaria, Egypt, Kenya, Mongolia, the Netherlands, Portugal, Peru, Russia, Romania, Samoa, Singapore, Tahiti, Ukraine, United Kingdom, and Yugoslavia with one visit each.

TABLE 9 GENERAL CONFERENCE (GC) STAFF EVANGELISM AND 10/40 WINDOW (2005-2009)		
DIVISION	COUNTRIES WITH GC REAPING CAMPAIGNS	COUNTRIES WITH NO GC REAPING CAMPAIGNS
TED (16)	Egypt (1 time)	Albania, Bahrain, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Pakistan, Qatar, Saudi Arabia, Sudan, Syria, United Arab Emirates, Yemen
WAD (11)	Nigeria (2 times)	Benin, Burkina Faso, Chad, Gambia, Guinea, Guinea-Bissau, Mali, Mauritania, Niger, Senegal
SSD (11)	Indonesia (20 times); Malaysia (3 times)	Bangladesh, Brunei, Cambodia, East Timor, Laos, Malaysia, Myanmar, Sri Lanka, Thailand, Vietnam
EUD (8)		Afghanistan, Algeria, Iran, Libya, Morocco, Tunisia, Turkey, Western Sahara
ESD (6)	Kyrgyzstan (2 times)	Azerbaijan, Kazakhstan, Tajikistan, Turkmenistan, Uzbekistan
NSD (5)	Mongolia (1 time)	China, Japan, North Korea, Taiwan
ECD (4)		Djibouti, Eritrea, Ethiopia, Somalia
SUD (4)	India (11 times)	Bhutan, Maldives, Nepal

Non-10/40 Window countries where GC staff conducted reaping campaigns between 2005 and 2009: Philippines (17 times), USA (11 times), Ghana (5 times), Mexico (4 times), Zambia (4 times), Brazil (3 times), Mozambique (2 times), New Zealand (2 times), Tanzania (2 times), Hungary (2 times), Croatia (2 times).

The following were countries where GC staff conducted reaping campaigns once: Australia, Angola, Belgium, Burundi, Bulgaria, Egypt, Kenya, Mongolia, the Netherlands, Portugal, Peru, Russia, Romania, Samoa, Singapore, Tahiti, Ukraine, United Kingdom, and Yugoslavia.

What was the General Conference evangelists' footprint in the 10/40 Window? Out of the 65 countries in the 10/40 Window, General Conference personnel selected only seven countries (11 percent) where they conducted reaping campaigns in the past five years (Egypt, India, Indonesia, Kyrgyzstan, Malaysia, Mongolia, and Nigeria). In other words, the places they went tended to be those where the work has been well established. Basically, General Conference personnel went wherever they wanted or were requested to go. Participating in evangelism is a laudable endeavor, but going to countries where membership is small, workers are few, resources are meager, and the going is tough is even more commendable.

Analysis of Adventist Response

How did the Church address the challenge of world-wide mission? There have been numerous responses from official quarters, as well as supporting ministries, to fulfill the Great Commission. Formally, we have the IDE program for cross-cultural ministry, the AVS program

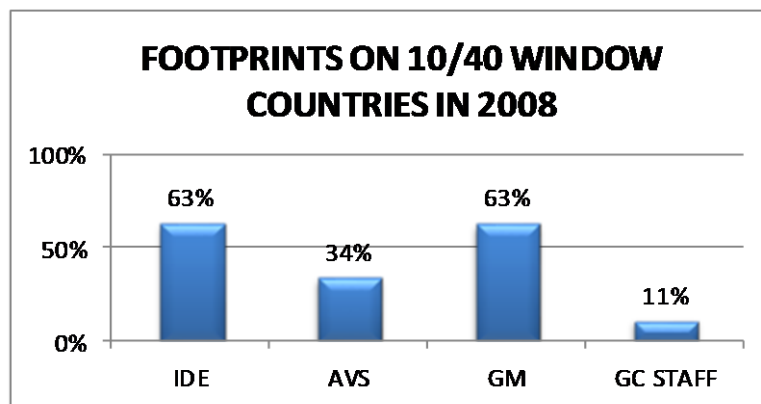
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for short-term mission, and GM pioneers for unentered territories. These formal programs are augmented by many supporting ministries as well as short-term mission projects sponsored by conferences and institutions.

In terms of mission footprint on the 10/40 Window, the IDE program probably has the best record. In 2008, they were touching lives in 63 percent of the 65 countries in the 10/40 Window. AVS missionaries covered about 34 percent, GM pioneers 63 percent, and General Conference staff 11 percent.



What do we make of this footprint assessment? We can probably draw several conclusions. One telling revelation is that as a Church we have not been doing as well as we could in the 10/40 Window. Somehow in the multiplicity of tasks and priorities, as well as financial and personnel constraints, the 10/40 Window is in increasing danger of being overlooked or forgotten. This apparent neglect surfaces time and again in our study. Three significant trends are noted: a shift from frontline mission to institution, from proactive to reactive, and from pioneer mission to mission of least resistance.

A Shift from Frontline Mission to Institution

There has been a notable shift from frontline mission to institution maintenance. In 2008, we sent out 755 IDEs, of which 424 (or 56 percent) were institutional missionaries working in ADRA, GCAS, as well as in educational and medical institutions. Ten years ago, institutional interdivision employees accounted for only 45 percent of the total IDEs. A similar trend is noted in the AVS program. Volunteers in Korea, Taiwan, Micronesia, Marshall Islands, and Guam represented 45 percent of all volunteers. Almost all of them worked in educational institutions.

The shift of sending more missionaries to institutions than to frontline evangelism comes about, perhaps, not by design but by default. The early Adventist mission movement, beginning in the 1890s through to the 1930s, concentrated almost exclusively on foreign mission. The work

rapidly expanded from its home base in North America to Europe, Asia, and Africa. Whenever missionaries were sent, they were sent to foreign lands to establish mission stations. As membership expanded, missionaries invariably established medical, educational, and publishing institutions. So the shift from frontline mission to institution is indicative of a maturing church in foreign mission and is not necessarily a negative development and should not constitute a rebuke to the church's missionary programs. Be that as it may, is it possible that the large deployment of missionaries to institutions has been done at the expense of the 10/40 Window whose critical significance has not diminished and whose massive needs are ever present? Should national workers take on greater responsibilities in institutions, thus freeing foreign missionaries to work in more critical areas?

A Shift from Proactive to Reactive

Most calls for long-term and short-term missionaries are generated from divisions, which in turn respond to requests coming from subsidiary organizations. The General Conference screens the calls and provides partial funding. As a rule, the General Conference doesn't initiate calls, even though it finances most of the IDE budgets. Invariably these calls derive from the needs of existing ministries and institutions and are seldom related to frontline mission. Few missionaries are sent for strategic reasons. Granted, in recent years we did send missionaries to Yemen, Mauritania, and Syria. But such initiatives are few and far between compared with mission in the 1960s and 1970s.

It may be that when the Church matures, the nature and usage of IDEs have changed, thus the shift in IDE deployment is understandable. Today more and more specialists are required to run institutions. The presence of competent nationals reduces the need for IDEs in field positions.

Still, when half of the world's population has not heard of the first advent of Jesus let alone the second advent, the Church would do well to be more proactive in consigning human and financial resources to dark corners of the earth. After all, why should anyone hear the Gospel twice before everyone has heard it once? Commitment and intentionality must take precedence when it comes to enlarging the Adventist missiological footprint in the 10/40 Window and beyond.

A Shift from Pioneer Mission to Mission of Least Resistance

According to Ohm's law, an electrical current takes the path of least resistance. Recent mission endeavors have tended to follow the same law. Whatever is most economical, wherever is most responsive, whenever is most convenient, that's where we consign resources. We continue doing what we are used to doing with little or no evaluation.

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This study has repeatedly shown that the Church is predisposed to spending time and resources in areas where the work has already been well established. A case in point is the General Conference staff evangelism program where 17 evangelistic meetings were conducted in the Philippines by General Conference personnel from 2005 to 2009. But the question is, why the Philippines of all countries? Why would the Christian country need foreign help when it has a membership of close to 600,000 Adventists, 6,200 churches, 10 hospitals, 6 colleges and universities, 1 publishing house, and 3,500 literature evangelists?

Besides the Philippines, other favorite destinations of these short-term missionaries include Sabah and Sarawak, Jamaica and Saint Lucia. Sabah and Sarawak already have large Adventist memberships. Jamaica and Saint Lucia have some of the lowest population per member ratios in the world.

Granted, General Conference personnel as well as many conference-sponsored mission teams are not necessarily tasked to reach the 10/40 Window. Some of these groups make it clear that their aim is to train and motivate Western lay people for evangelism and not to reach the unreached. Their aspiration is well taken. But could the resources spent on these “easy” places be redirected somewhere else in the world where the going is “harder” and the level of gospel penetration minimal or even non-existent? Can we live with less glamorous results or is the numbers game more important?

This study has a sense of *déjà vu* about it—the same old patterns appearing with new names. Once upon a time the old name was Burma. The early leadership subscribed to the theory of least resistance by concentrating on the ethnic minorities who were more responsive to the gospel. The outcome a generation later is that we have a membership of almost 27,000 in 2008, most of whom are ethnic minorities who made up less than 10 percent of the general population. By concentrating evangelism on the minorities, we excluded ourselves from focusing on the Burmans, Burma’s main ethnic group, which constitutes 68 percent of the population. Today millions of Burmans live in huge cities along the central valley, stretching from Rangoon in the south all the way to Mandalay in the north, and we have less than 100 Burman Adventist believers.

The almost same episode was replicated in Taiwan, where missionaries found the nine indigenous tribes to be much more responsive to the gospel than ethnic Chinese. Most tribal people lived in the mountains, and the Han Chinese preferred the plains. The perpetuation of the mission of least resistance resulted in huge indigenous membership and much smaller ethnic Chinese membership. This imbalance in membership is also reflected in ministry. Today we have a dearth of ethnic Chinese pastors and overabundant minority pastors. The conundrum deepens when ethnic Chinese churches refuse to accept indigenous pastors and indigenous pastors refuse to pastor ethnic Chinese churches.

The same can be said of following the path of least resistance by working almost exclusively in rural areas. It is no wonder that today we are a Church of villages and islands. Cities are languishing for lack of attention, yet population growth in cities is fast outpacing that of rural areas.

Mission taking the path of least resistance is fine as long as it doesn't exclude itself from reaching other more onerous groups. We should by all means watch for open doors and receptive groups and move ahead with them, but we cannot forget the difficult. It may have been more expensive and arduous to win the Burmans in Burma and the Han Chinese in Taiwan, but these people groups deserve the right to hear the gospel and be called children of the living God (Rom 9:25, 26).

Summary and Conclusion

In this report we have outlined the admirable accomplishments of the world Church. We have analyzed statistical trends from 2003 to 2008 in terms of accession, membership, member to population ratio, membership per million population ratio, and the 10/40 Window. We have enumerated the Adventist response to mission in the 10/40 Window through the IDE, AVS, GM, and General Conference venues.

The study highlights two disquieting trends in mission: disproportionate growth in the world field and near negligence of the 10/40 Window. Which entity is responsible for mission? Some might answer "Adventist Mission." After all, it has the right name. A closer scrutiny, however, reveals that other entities are also inextricably involved. Secretariat is in partnership with mission by virtue of its role in identifying, recruiting, training, and sending missionaries. Treasury works through the Financial Planning and Budgeting (FP&B) Committee as well as with Secretariat in the financial aspects of mission. The Sabbath School/Personal Ministries department, as well as Adventist Mission, oversee and promote the 13th Sabbath mission projects. World divisions identify mission projects and request funding from the General Conference. Media ministries such as Hope Channel and Adventist World Radio contribute much through the airwaves and cables. Supporting ministries are at the forefront. Each of these entities works almost independently, with separate silos and agendas raising funds for their causes. So, which agency is really responsible for mission? When everyone is responsible, nobody really is.

To remedy the current state of affairs, it seems imperative that the Church provides strategic directions. In warfare, mission command and control is critical to provide purpose and direction. The Church needs a mission command and control to provide global leadership in redressing imbalance in mission, identifying human and financial resources, channeling these resources to unreached areas, starting new initiatives, and realigning territories if necessary.

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The Church has not been known for taking challenges lying down. It always rises to the occasion, no matter how difficult the task may be. The Church leadership is aware that mission is too critical to be relegated to autopilot. It is convinced of the urgent necessity to give coordination and attention to mission and to assume a global leadership role commensurate with the size of the task remaining.

We praise the Lord that significant changes are underway. Mission, under the Lord's guidance, must remain our primary focus. Scottish missionary and Arabic scholar John Keith Falconer said, "I have but one candle of life to burn, and I would rather burn it out in a land filled with darkness than in a land flooded with light." Filling darkness with light, that's the mission of the remnant Church. There is no other. The Lord's promise is sure. Very soon the Latter Rain will arrive. God's people will be energized and empowered to do the impossible until "the earth will be filled with the knowledge of the glory of the Lord, as the waters cover the sea" (Hab. 2:14).

ⁱ *Annual Statistical Report--2008*, General Conference of Seventh-day Adventists, 4.

ⁱⁱ *Ibid*, 77.

ⁱⁱⁱ *Ibid*, 6.

^{iv} *Ibid*, 2, 4.

^v SSD 2008 membership was 965,608. The combined membership of the three Philippine unions was 620,896 and the combined membership of the two Indonesian unions was 197,621.

^{vi} *Ibid*, 2.

^{vii} *Ibid*, 78-80.

^{viii} The 10/40 Window is a term generally believed to have been coined and popularized in 1990 by Luis Bush, International Director of the AD 2000 & Beyond Movement.

^{ix} The makeup of the countries within the rectangle has changed through the years. Bush's original list encompasses 59 nations. Subsequent lists vary from 52 to 62 to 69 countries. Some argue that although geographically within the 10/40 perimeter, the Philippines, Portugal, and South Korea as Christian countries should be excluded, and nations such as Sri Lanka and Uzbekistan should be included.

^x The 10/40 Window, as defined in this paper, encompasses the following 65 nations: Afghanistan, Albania, Algeria, Azerbaijan, Bahrain, Bangladesh, Benin, Bhutan, Brunei, Burkina Faso, Cambodia, Chad, China, Djibouti, East Timor, Egypt, Eritrea, Ethiopia, Gambia, Guinea, Guinea-Bissau, India, Indonesia, Iran, Iraq, Israel, Japan, Jordan, Kazakhstan, Kuwait, Kyrgyzstan, Laos, Lebanon, Libya, Malaysia, Maldives, Mali, Mauritania, Mongolia, Morocco, Myanmar, Nepal, Niger, Nigeria, North Korea, Oman, Pakistan, Qatar, Saudi Arabia, Senegal, Somalia, Sri Lanka, Sudan, Syria, Taiwan, Tajikistan, Thailand, Tunisia, Turkey, Turkmenistan, United Arab Emirates, Uzbekistan, Vietnam, Western Sahara, and Yemen.

^{xi} There were 1,561 IDEs in 1979. The highest ever recorded figure was in 1983 with 1,584 IDEs.

^{xii} In 1999, the cost was \$16.1 million per annum. The annual IDE cost excludes costs to divisions and the GC.

^{xiii} NAD contributed 48% of all IDEs in 1999.

^{xiv} The percentage declined a decade ago. In 1999, 22% of IDEs served in SSD.

^{xv} As of 2008, the total number of IDEs serving in GC headquarters were 119 and in GC institutions 56. They included ADRA-Africa (5), Adventist International Institute of Advanced Studies (27), Adventist University of Africa (6), GC Auditing Services (6), HIV/AIDS (2), and Adventist World Radio (10).

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

AST/10AC to GTN

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 eighth time in its Annual Council reporting history, the world divisions reported baptisms that surpassed one million. The 1,062,655 accessions during the past four quarters (July 1, 2009 to June 30, 2010) means that on the average, every day within that period, 2,909 believers accepted the everlasting gospel and joined the Seventh-day Adventist Church. Our current mid-year total of 16,641,357 baptized members means that there are currently 414 people populating our planet for every baptized Seventh-day Adventist. This is an improvement of 10 from that reported at the last Annual Council.

BAPTISMS WITHIN THE DIVISIONS

A comparison of the baptisms within each of the divisions gives us an idea of the divisional location of our newest members. Both Southern Africa-Indian Ocean and South American Divisions have over 20 of our most-recently baptized members while the Inter-American Division is the home of 18 of our newest members. Double-digit figures spring from the East-Central Africa Division as well (16). The Southern Asia-Pacific Division on the average added seven new members of every 100 to the Seventh-day Adventist Church and Southern Asia added five new members during this past Annual Council year. Thirteen of every 100 of our newest members live within the remaining seven divisions. From the table below, our current membership distribution shows 37 percent within Africa, 33 percent within Latin America, 19 percent within Asia, 7 percent within North America, and 4 percent within Europe and Oceania.

CHURCH AUDITS CONTINUE AND IMPACT GROWTH RATE

For the third consecutive year, the South American Division has conducted major audits of its church membership rolls. The resulting decrease of some 240,000 within that division meant that despite its 218,000 accessions, it exhibited a 47,000 net membership decrease during this reporting period. The church membership audits conducted within the South American Division resulted in a loss of five in its population per member ratio (from 150-to-1 to 155-to-1) and also decreased its percentage of church believers from 13 percent to 12 percent of total Seventh-day Adventist members. This membership decrease impacted the world Church growth rate which rendered a 3.69 percent overall rate for the 13 divisions. Given the more modest dropped and missing figures for these four quarters than those reported last Annual Council by South America, the Church's overall growth rate is the highest since the 2007 Annual Council.

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Indeed, if the South American Division audits were factored out, the Church would exhibit a very healthy growth rate of 4.75 percent.

IS THERE GOOD NEWS ON THE HORIZON?

There may be good news on the horizon. Prior to the South American Division audits, the Southern Asia-Pacific Division conducted a similarly close scrutiny of its membership rolls and for the past three Annual Council statistical reports has exhibited the high growth rate of 6.60 percent, 6.65 percent and 6.57 percent respectively. Similar results are hinted at within the South American Division with its 7.51 percent accession rate the previous Annual Council and its 7.68 percent accession rate this Annual Council. Additionally, our worldwide ratio between dropped and missing has improved from last year from 45 to our current 37.

POPULATION TO MEMBERSHIP RATIOS OF THE DIVISIONS

Seven of our 13 world divisions have a population to member ratio less than the 414 average worldwide. Three of our divisions maintain ratios less than 100: Southern Africa-Indian Ocean with 64, Inter-American Division with 80, and South Pacific Division with 86. Four other divisions have ratios that better the world average: East-Central Africa (116), South American (155), North American (307), and West-Central Africa (407). The greatest improvements in the ratios, in most cases, occurred in those divisions below the world average of 414; Southern Asia-Pacific (737), improving by 46; Southern Asia (813), improving by eight; Euro-Asia (2,009), improving by four; Northern Asia-Pacific (2,501), improving by 64; Trans-European Division (5,709), improving by 40. The Euro-Africa Division (3,383), receded by one.

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At 4:07 p.m. the business session of the Annual Council was recessed and the following constituency meetings were held:

1. Adventist University of Africa—Trust Meeting
2. Adventist World Radio—Constituency Meeting
3. Adventist Development & Relief Agency—Constituency Meeting
4. Hope Channel, Inc—Constituency Meeting

After which, the Annual Council business session was reconvened.

NomCom10AC/10AC to GTN

NOMINATING COMMITTEE REPORT #1

VOTED, To approve the following partial report of the Nominating Committee:

SECRETARIAT

Associate Secretary (Adventist Mission) Gary D Krause
(Contingent on Annual Council approval of the General Conference Mission Board.)

GENERAL FIELD SECRETARY

President, Adventist World Radio
Director, Ellen G White Estate
Director, Geoscience Research Institute
Orville D Parchment

ARCHIVES AND STATISTICS

Director David J B Trim

BIBLICAL RESEARCH INSTITUTE

Director	Angel M Rodriguez
Director Elect	Artur A Stele
Associate Director	Kwabena Donkor
Associate Director	Ekkehardt Mueller
Associate Director	Gerhard Pfandl
Associate Director	Clinton Wahlen

10-102

October 10, 2010, p.m.

GCC Annual Council

SEC/ADCOM/NomCom10AC/10AC to GTN

161-10Gb GENERAL CONFERENCE EXECUTIVE COMMITTEE
(GCC)—FIFTEEN TO TWENTY (15 TO 20) ELECTED
MEMBERS FROM LAITY INCLUDING YOUNG ADULTS -
ELECTION

VOTED, To approve the election of members to the General Conference Executive Committee (GCC), from the category of laity including young adults, as follows:

1. Acevedo, Gabriel
2. Al-Masih, Fawaz
3. Armendaris, William
4. Bulich, Marlene
5. Clark, Chester V III
6. Flores, Ricardo
7. George, Somer
8. Gothard, Doris
9. Guerrero, Abraham
10. Morales, Marcella
11. Murdick, Joanna
12. Otti, Alex C
13. Sackmann, Dawn
14. Shayunussova, Julia
15. Sikazwe, Frank
16. Vollmer, Robert H
17. Widjaja, Stevanus S

HM/ADCOM/NomCom10AC/10AC to GTN

170-10G HONORARY ASSOCIATE DIRECTORS AND ASSISTANT
DIRECTORS, HEALTH MINISTRIES—APPOINTMENT

VOTED, 1. To appoint the following individuals as Honorary Associate Directors of Health Ministries, with the understanding that this is an advisory role with no expense to the General Conference:

Daniel W Giang, Medical Education
Gary Hopkins, Research
Craig R Jackson, Allied Health
Patricia S Jones, Nursing

Doyle R Nick, Dentistry
Tricia Y Penniecook, Public Health
Stoy E Proctor, International Health

2. To appoint the following individuals as Honorary Assistant Directors of Health Ministries, with the understanding that this is an advisory role with no expense to the General Conference:

Gilbert Burnham, Public Health
Carlos Fayard, Mental Health
Lowell Meister, Vision Services
Quintes P Nicola, Dentistry

MEDIA AND VIDEO CONFERENCING

Williams S Costa, Jr, Director of the General Conference Communication department, gave a brief comment on how the Church can utilize video conferencing as a way to conduct meetings.

GCDO10AC/10AC to BDS(DIV)

173-10G STEWARDSHIP MINISTRIES DIRECTOR IN EVERY LOCAL FIELD (CONFERENCE/MISSION/REGION/FIELD)

Due to the wholeness approach of Stewardship Ministries and the importance of how it impacts the spiritual life and mission of the Church, it is

VOTED, To encourage every local field (conference/mission/region/field) to appoint a suitable, full-time Stewardship Ministries director.

10AC to GTN

KAPUSTA, THOMAS A, DIRECTOR, PLANNED GIVING AND TRUST SERVICES—ELECTION DECLINED

VOTED, To record that Thomas A Kapusta has declined his election as Director of the Planned Giving and Trust Service at the General Conference.

10-104

October 10, 2010, p.m.
GCC Annual Council

TRE/ADCOM/SP&B/10AC to REL

169-10G SPECIAL HOUSING ASSISTANCE PROPOSAL—
UNITED STATES HOUSING

(This item was later rescinded. Refer to GCC 10-306) Because of the drop in housing values that has resulted from the extreme economic conditions over the past few years, many individuals find they owe more on their home mortgage than the value of the house (a situation referred to as being “under water” on your mortgage). For individuals who are employed and not moving, this is a disconcerting situation but does not have any immediate effect on them so long as they can continue to make their mortgage payments. It is assumed that over a period of time the house values will increase and their mortgage balance will decline as payments are made and they will once again have equity in their house and be able to sell for more than they owe. But when an individual is asked to move during this period of time, it is difficult, if not impossible, to accept. Individuals who have seen their house values decrease but who can still sell them for more than they owe, may be taking a loss on their home to sell but in many cases will also be purchasing a home in the new location at depressed prices so will not suffer the same as someone who owes more on their house than it is currently worth.

Although housing prices have gone down in most areas of the United States, the decrease has not been the same in all areas. Some have been hit with a much larger percentage decrease than others.

The General Conference needs to be able to elect and call individuals to the General Conference who will need to move and who may find themselves owing more on their mortgage than their house is worth. To deal with that issue and neither advantage or disadvantage such individuals as compared to individuals who are not being asked to move but who may find themselves in the same situation, it is

VOTED, To adopt the following housing policy for individuals called to serve at the General Conference headquarters in elected or appointed positions at the 104 percent level or above and who owe more on the mortgage on their primary residence than its value in the current market:

1. The employee may choose to retain the house in which case they would be eligible for the lump sum duplicate housing option offered by the General Conference even if they choose to rent at the new location. This would help provide a buffer for any period that the house might not be rented. If this option is chosen, it must be exercised at the time of their move and the employee would not be entitled to any further financial housing assistance.

2. The employee may be in a position to sell their house without any General Conference involvement in the mortgage issue on their previous residence, in which case they would still be entitled to the normal duplicate housing policy which could include the lump sum option.

3. Within guidelines set by the General Conference Administrative Committee and updated quarterly by the General Conference Treasurers, if an individual who is called to serve the General Conference needs to move to take up their new duties and owes more on their primary residence in the United States than the appraised value less selling costs, the General Conference may add the net amount needed to pay off their old mortgage to a General Conference provided mortgage on the purchase of a house in their new location. This has the effect of allowing the individual to make the move and transfers their “under water” position on their mortgage from their previous location to their new location.

If the percentage decline in the value of housing in the area where the individual is moving from is higher than the area where they are moving to, the General Conference can decrease the amount of the “under water” position by reducing the new mortgage by a maximum of \$75,000 to where the individual is only “under water” by the approximate percentage of what employees in similar circumstances would be “under water” in the new area, with a maximum of \$75,000. The tax implications of the write-down of the mortgage would depend on applicable tax laws but would be the individual’s responsibility.

4. In order to facilitate the move, the General Conference may choose to offer to purchase the individual’s primary residence at appraised value less normal selling costs in which case the individual would not be entitled to the option of the flat rate duplicate housing settlement option. Because of the possibility of the General Conference becoming a purchaser, individuals called to the General Conference must specifically exclude the General Conference as a potential purchaser for which realtor fees must be paid when listing their house with a realtor.

5. This Special Housing Assistance Program is not intended to continue after the current housing and economic situation in the United States has returned to a more normal situation. The General Conference Administrative Committee is authorized to discontinue this program at any time or to modify its provisions as circumstances may dictate.

10-106
October 10, 2010, p.m.
GCC Annual Council

10AC to REL

USE OF TITHE STUDY COMMISSION (GCC-A) SUMMARY

Robert E Lemon, General Conference Treasurer, reported that although the Use of Tithe Study Commission (GCC-A) had finished its work, it was decided not to bring recommendations to this Annual Council due to the shortness of time and the large number of new division officers who need to be briefed on the details of the report.

OGC/ADCOM/10AC to REL

153-10G TRANSITION OF TRUSTEE FOR NORTH AMERICAN DIVISION RETIREMENT PLAN TRUSTS

VOTED, 1. To remove the General Conference Corporation of Seventh-day Adventists as Trustee of the Seventh-day Adventist Church Retirement Plan for North America Trust, dated July 19, 1990, and the appointment of the North American Division Corporation of Seventh-day Adventists as the Successor Trustee for that Trust, pursuant to the terms of Section 9 of that Trust. This is to be effective as of January 1, 2011.

2. To remove the General Conference Corporation of Seventh-day Adventists as Trustee of the Seventh-day Adventist Hospital Retirement Plan Trust, dated January 1, 1981, and the appointment of the North American Division Corporation of Seventh-day Adventists as the Successor Trustee for that Trust, pursuant to the terms of Section 8 of that Trust. This is to be effective as of January 1, 2011.

ANNUAL COUNCIL/SPRING MEETING THEMES

Mark A Finley asked the attendees to suggest Annual Council/Spring Meeting themes for this quinquennium.

ESD/SEC/10AC to HW-15GCS

176-10GS SOUTHERN UNION CONFERENCE (ESD)—CHANGE
IN STATUS

RECOMMENDED, To record the change of status of the Southern Union Conference (ESD) to the Southern Union Mission (ESD), effective October 10, 2010.

10AC to TNCW

MIDDLE EAST SURVEY COMMISSION

Ted N C Wilson briefed the committee on the establishment of a survey commission to study the work in the greater Middle East and to bring a recommendation to the 2011 Spring Meeting.

10AC to GTN

TOMPKINS, PAUL D, ASSOCIATE DIRECTOR, YOUTH
MINISTRIES—ELECTION DECLINED

VOTED, To record that Paul D Tompkins has declined his election as Associate Director of the Youth Ministries of the General Conference.

Prayer was offered by Hesron Byilingiro, President of Rwanda Union Mission, East-Central Africa Division.

Ted N C Wilson, Chair
Rosa T Banks, Secretary
Homer W Trecartin, Editorial Secretary
Rebecca L Willhelm, Recording Secretary

ANNUAL COUNCIL OF THE
GENERAL CONFERENCE EXECUTIVE COMMITTEE

October 11, 2010, 8:00 a.m.

DEVOTIONAL

The devotional message entitled, “Between the Cross and the Fountain,” was presented by Dwight K Nelson, Senior Pastor of the Pioneer Memorial Church in Berrien Springs, Michigan (NAD).

Ted N C Wilson, chair, called to order the fourth session of the 2010 Annual Council.

Prayer was offered by Mark A Finley, Special Assistant to the General Conference President; Armando Miranda, General Vice President of the General Conference; and Jerry N Page, Secretary of the General Conference Ministerial Association.

175-10G REVIVAL AND REFORMATION—GOD’S PROMISED
GIFT

The document “God’s Promised Gift” was distributed and discussed.

(To be continued in the afternoon business session.)

Prayer was offered by Strike Ben, President of the Botswana Union Mission, Southern Africa-Indian Ocean Division; Chester G Stanley, Australian Union Conference, South Pacific Division; Lilia D Krupskyi, Euro-Asia Division; John Rathinaraj, President of the Southern Asia Division; and Lowell C Cooper, General Vice President of the General Conference.

10-110
October 11, 2010, a.m.
GCC Annual Council

TRE/10AC to REL

TREASURER'S REPORT

“O taste and see that the LORD is good: blessed is the man that trusteth in him” (Psalm 34:8, KJV)

A NEW QUINQUENNIUM

This is the beginning of a new quinquennium, and we will be studying plans and initiatives aimed at telling the world about Jesus' soon coming. We will be studying ways to give renewed emphasis to mission work.

“Every true disciple is born into the kingdom of God as a missionary. He who drinks of the living water becomes a fountain of life. The receiver becomes a giver. The grace of Christ in the soul is like a spring in the desert, welling up to refresh all, and making those who are ready to perish eager to drink of the water of life.”—DA 195.

“Were every one of you a living missionary, the message for this time would speedily be proclaimed in all countries, to every people and nation and tongue.”—6T 438

We all fervently hope we will see the Lord come before another General Conference Session. All our plans and efforts must be to finishing the work so that we can go home.

While our focus is on looking forward, it is also good for us to review our progress during the past quinquennium. Ellen G White tells us: “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” (CET 204). This is the third General Conference Treasurer's Report this year—Spring Meeting, General Conference Session, and now at Annual Council—and because of that we will keep it short. We will not go through all the materials from the General Conference Session report, as most of you have already seen it, but since some are new and some were in the nominating committee during the treasurer's report at General Conference Session, we are giving you another copy. We will review a few of the slides to give a context for this report which focuses on comparing the year-to-date figures for August 2010 with August 2009.

ECONOMIC SITUATION

The last three years have seen extreme volatility in the financial markets and a major recession. Although the recession has affected all parts of the world to some extent, because of the housing situation and other factors, it has been particularly severe in the United States. The currency exchange rates have also been very volatile during this period and, given the

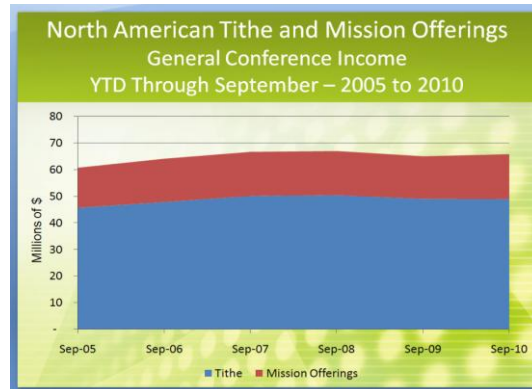
international nature of the Church, have had a major effect on our finances. Increases in unemployment and reduced returns on investments affect tithe and offerings. We praise the Lord, though, for the faithfulness of His children even during these difficult financial times.

TITHE AND OFFERINGS

North America

Tithe for the North American Division is up 1.0 percent through August 2010 as compared to August 2009. If we take out Canada, which has had an increase of 18.6 percent in US dollar terms, there is virtually no increase. In Canadian dollars the increase for Canada was 3.5 percent, so the other 15.1 percent comes from changes in the exchange rate between the Canadian and U.S. dollars. Mission offerings are up 0.7 percent, but again when the exchange rate change for the Canadian dollar is netted out, the result is no increase.

The graph to the right shows year-to-date tithe and offering totals received by the General Conference through September for the past five years. You can see the effect of the economic recession in the 2009 figures.



Divisions Other than North America

The increase in tithe through September 2010 compared to 2009 from divisions other than the North American Division is \$2.7 million, or 19 percent. There have been increases in local currency, but we estimate that over half of the increase is from changes in exchange rates. It is hard to say whether the weakening of the dollar, which has increased the totals in US dollars, is a return to more normal rates of exchange or whether this is temporary. The volatility of the markets makes it difficult to know what will be the new “normal.”

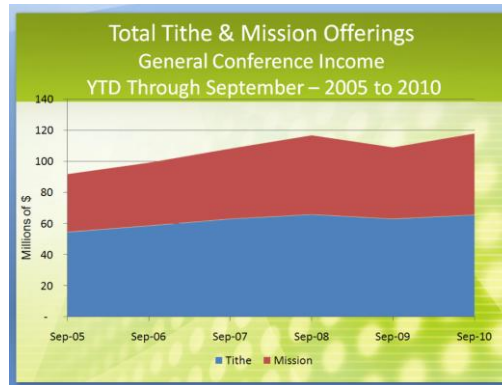


Mission offerings from divisions other than North America have increased \$5.5 million, or 18.3 percent compared to last year, from a combination of actual increases in local offerings and exchange rate changes. We praise the Lord for the increases.

10-112
October 11, 2010, a.m.
GCC Annual Council

TOTAL TITHE AND OFFERINGS TO THE GENERAL CONFERENCE

Tithe to the General Conference through August 2010 was \$65.6 million as compared to \$63.1 million in 2009, which is an increase of 4 percent. Mission offerings were up from \$46 million to \$52.4 million over the same period, which is a 13.9 percent increase. The graph below shows the combined figures.



GROWING PORTION OF GENERAL CONFERENCE BUDGET COMING FROM OUTSIDE NORTH AMERICA

As the graph below shows, there is an increasing portion of the General Conference budget coming from the mission offerings and tithe from outside North America. The North American Division provides 8 percent of gross tithe as compared to 2 percent from the other divisions, and because of that the North American division still carries the heaviest burden in funding the world budget of the General Conference budget. The budget is being affected more and more by exchange rate changes due to the growth in funds from other parts of the world. The graph below shows that growth over the past five years.



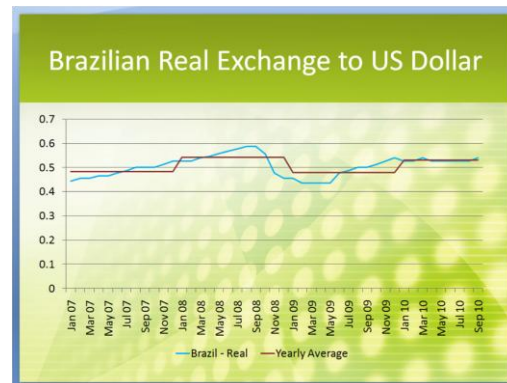
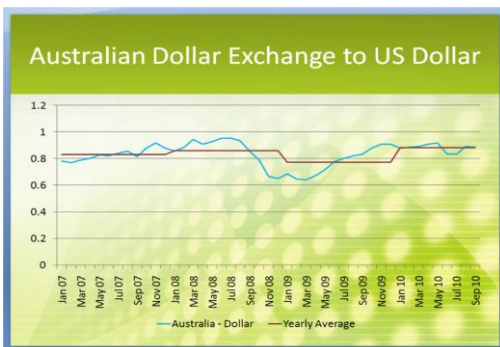
The next graph shows the dramatic shift in the percentage of funds coming to the General Conference's World Budget from areas outside of the North American Division. It also

highlights how much more vulnerable the General Conference's World Budget is to exchange rate fluctuations.



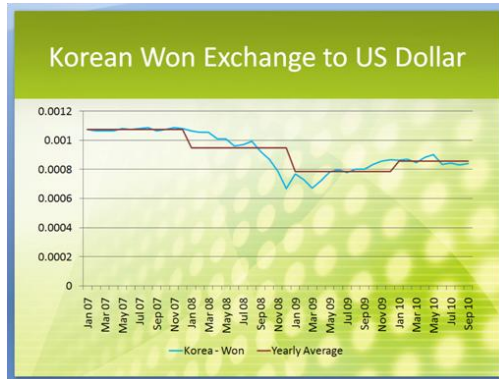
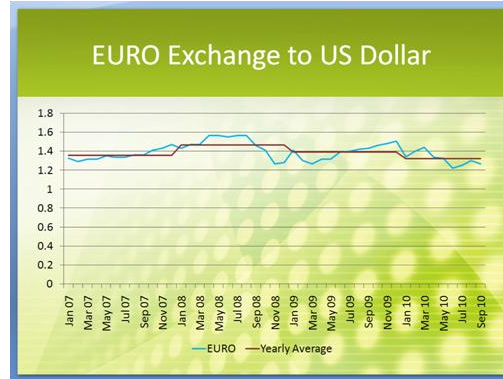
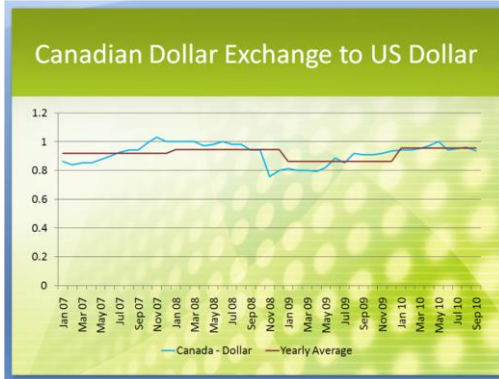
CURRENCY FLUCTUATIONS

The strengthening of the US dollar against many of the world's currencies in the last few months of 2008 and the first part of 2009 reduced the US dollars received by the General Conference from most divisions. On the positive side this has meant that the appropriation dollars from the General Conference have gone farther when converted into the local currencies, which is positive for the Church. We are following very closely the movement of the currencies as related to the US dollar. The US dollar has been weakening against most currencies since March 2009. The six graphs below show the fluctuation in currency exchange rates since January 2007. The red lines illustrate the average exchange rate for the year. The blue lines show the exchange rate on a monthly basis, and as the line goes up it means more US dollars per unit of local currency. These six currencies account for about two-thirds of the dollars in tithe and offering received by the General Conference from outside of the United States. As you can see, the average for 2010 is above that for 2009 which means more US dollars for the General Conference budget. That trend is positive for the General Conference budget but not for those receiving their appropriation in US dollars.



10-114

October 11, 2010, a.m.
GCC Annual Council



FINANCIAL MARKETS

The financial markets have fluctuated greatly over the past three years. Below you will see a graph of the S&P 500 Index. You can see that it has been up and down for most of 2010. As of October 1, it is up 2.79 percent year-to-date but has not been steady. We don't know where the markets will end the year or where interest rates will go. The extremely low interest rates have helped the value of older bonds with high yields to increase in value which has helped our balance sheet, but that could disappear if interest rates begin to rise. We just praise the Lord that things are as stable as they are and that we can always count on His goodness.



GENERAL CONFERENCE OPERATING

The September 30, 2010, Operating Fund Statement shows a good increase, but there are a number of items which have not been accrued in this interim statement. These items are summarized on the Summary of GC Statements prepared by Verland Erntson, our controller. With all the expected adjustments, including the GC Session costs, we estimate about a \$3.7 million gain so far this year. The \$5.6 million estimate for GC Session expenses are included in the allocated funds so this will not affect our working capital but they do affect our operations and fund balance as the costs can only be recognized in the year when they are spent. So even if we operated exactly in line with our budget, we would have approximately a \$6 million decrease in fund balance in the year of a General Conference Session. With the Lord's blessing we expect to have enough of an increase to offset that normal decrease this year. It takes time to get all the accounts settled for the General Conference Session expenses, and we don't have those finalized, but we will give a full report at the time of the 2011 Spring Meeting. We are operating well within budget on expenses for 2010. We have kept financial constraints in place at the world headquarters with a number of unfilled positions, no salary increases, and cuts in travel budgets. There will be extra costs in 2010 not only from the General Conference Session but also from transition costs of individuals leaving or retiring and new employees moving to Silver Spring, Maryland. Allocated funds have been set aside for this, but the expenses hit the bottom line when they are incurred.

10-116

October 11, 2010, a.m.

GCC Annual Council

BUDGET AND OPERATING CONSTRAINTS

The 2010 budget anticipated a reduction in tithe and offerings, and to balance the budget we anticipated bringing forward approximately US\$2,790,216 from the expected 2009 operating gain. In 2010 we have not needed to use those funds, but with the transition costs after General Conference Session and the recommendation to bring the 3 percent appropriation increase into the regular budget this year, rather than keeping it in the supplemental budget, as we have for the past two years, we are recommending carrying forward that same amount into the 2011 budget. We do not normally budget based on using the previous year's gains, but as we anticipate that the economic downturn is temporary and expect to have over 100 percent of recommended working capital, we feel it is appropriate.

CONCLUSION

These are turbulent economic times. We do not know how the economic recovery will proceed. We do not know when the interest rates will change and affect the value of fixed income investments or when the stock markets will turn and go in a different direction. We seek the Lord's guidance daily and work to do His will. We have used this quote before but it has special meaning to us in times like these.

The servant of the Lord, Ellen G White, wrote in *My Life Today*, page 10, "We can see only a little way before us; 'but all things are naked and opened unto the eyes of Him with whom we have to do.' He never becomes confused. He sits above the confusion and distractions of the earth, and all things are opened to His divine survey; and from His great and calm eternity He can order that which His providence sees is best."

"If we were left to ourselves to plan, we should make mistakes. Our prejudices, our weaknesses, our self-deceptions, and our ignorances would be manifest in many ways. But the work is the Lord's, the cause is His; He never leaves His workmen without divine directions."

FINANCIAL STATEMENT—SEPTEMBER 2010

Juan R Prestol, General Conference Undertreasurer, highlighted items of interest in the interim year-to-date Financial Statement of September 2010.

VOTED, To record receipt of the interim year-to-date Financial Statement of September 2010.

TRE/10AC to REL

GENERAL CONFERENCE WORLD BUDGET—2011

VOTED, To approve the 2011 General Conference World Budget, as presented. (See pages 118-133.)

TRE/SP&B10AC/10AC to REL

FORMER YUGOSLAVIAN UNION CONFERENCE RESTRUCTURING—
SPECIAL APPROPRIATION

VOTED, To grant a special appropriation of \$1,200,000 to the Trans-European Division earmarked for a partial solution to critical restructuring issues which were not properly addressed and solved when the former Yugoslavian Union Conference was split into two unions (the Adriatic Union Conference and the South-East European Union Conference) during the Balkan War in the 1990s.

TRE/10AC to REL

TREASURER'S REPORT

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

Prayer was offered by Stephen Orian, President of the Arkansas-Louisiana Conference.

Ted N C Wilson, Chair
Agustin Galicia, Secretary
Homer W Trecartin, Editorial Secretary
Tamara K Boward, Recording Secretary

General Conference of Seventh-day Adventists 2011 Appropriations Budget

FINAL

Summary:	2010			2011		
	Tithe	Non-Tithe	Total	Tithe	Non-Tithe	Total
Income						
Function 01000 - Tithe	94,237,774	0	94,237,774	95,640,005	0	95,640,005
Unrestricted Offerings	0	51,789,737	51,789,737	0	58,491,187	58,491,187
Unrestricted Donations	0	172,574	172,574	0	172,574	172,574
Unrestricted Investment Earnings	0	2,200,000	2,200,000	0	2,200,000	2,200,000
Miscellaneous Income	0	144,546	144,546	0	144,546	144,546
	<u>94,237,774</u>	<u>54,306,857</u>	<u>148,544,631</u>	<u>95,640,005</u>	<u>61,008,307</u>	<u>156,648,312</u>
Additional Funds	28,800,000	(28,800,000)	0	28,800,000	(28,800,000)	0
Transfers to / from Other Functions	836,950	(836,950)	0	(758,791)	758,791	0
Additional Tithe	0	0	0	7,200,000	(7,200,000)	0
Blocked Currency	0	0	0	0	0	0
Recovery Blocked Currency	0	0	0	0	0	0
	<u>123,874,724</u>	<u>24,669,907</u>	<u>148,544,631</u>	<u>130,881,214</u>	<u>25,767,098</u>	<u>156,648,312</u>
Trfs to Allocated Functions						
I. Office Operating	36,010,222	0	36,010,222	38,125,258	0	38,125,258
II. GC Administered Funds	15,237,289	1,050,000	16,287,289	16,126,355	1,050,000	17,176,355
III. IDE Funding	24,123,022	0	24,123,022	25,631,125	0	25,631,125
IV. Appropriations	47,085,881	24,267,081	71,352,962	49,460,934	25,278,551	74,739,485
V. Special Funding	1,418,310	2,143,042	3,561,352	1,537,542	2,228,763	3,766,305
	<u>123,874,724</u>	<u>27,460,123</u>	<u>151,334,847</u>	<u>130,881,214</u>	<u>28,557,314</u>	<u>159,438,528</u>
Net	0	(2,790,216)	(2,790,216)	0	(2,790,216)	(2,790,216)
Beginning Balance	0	2,790,216	2,790,216	0	2,790,216	2,790,216
Ending Balance	0	0	0	0	0	0

**General Conference of Seventh-day Adventists
2011 Appropriations Budget
Tithe**

	Actual 2009	Budget 2010	Budget 2011	Increase (Decrease)	FINAL
Unallocated Income					
Function 01000 - Tithe					
612100 TITHE - MISCELLANEOUS	25,780	148,069	148,069	0	
612500/10/99 TITHE - IDE AFPR	855,815	860,116	860,116	0	
616100 TITHE - DIVISION (2.0%)	19,464,410	19,030,163	19,500,000	469,837	
616105 TITHE - NAD (8.0%)	70,234,605	69,307,606	70,240,000	932,394	
616300 TITHE - DIVISION ACCRUED	(56,500)	0	0	0	
616430 TITHE - DIVISION-BLOCKED	(1,023,929)	(1,040,065)	(1,040,065)	0	
616440 TITHE - DIVISION-BLOCKED	0	(600,870)	(600,870)	0	
616600 TITHE - NSD (AUDIT ADJUST)	463,262	631,790	631,790	0	
616700 TITHE - RET ADJ (0.30%)	(2,453,958)	(2,599,035)	(2,599,035)	0	
TITHE - ADDITIONAL	0	3,000,000	3,000,000	0	
TITHE - Recovery Blocked Currency	0	5,500,000	5,500,000	0	
	<u>87,509,485</u>	<u>94,237,774</u>	<u>95,640,005</u>	<u>1,402,231</u>	
TITHE - ADDITIONAL	<u>0</u>	<u>0</u>	<u>7,200,000</u>	<u>7,200,000</u>	
BLOCKED CURRENCY	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
Additional Funds					
619001 ADDITIONAL TITHE TO GC	31,800,000	28,800,000	28,800,000	0	
619005 NON-TITHE - APPROPRIATION	<u>(31,800,000)</u>	<u>(28,800,000)</u>	<u>(28,800,000)</u>	<u>0</u>	
	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	

**General Conference of Seventh-day Adventists
 2011 Appropriations Budget
 Non-Tithe**

	Actual 2009	Budget 2010	Budget 2011	FINAL Increase (Decrease)
Unallocated Income				
Function 05000 - Non-Tithe				
Unrestricted Offerings				
631100 WORLD MISSION FUND - OS	40,913,738	38,082,772	42,822,075	4,739,303
631190 WMF - OS - TRF TO RSTRD FNCTNS	(4,073,899)	(3,700,000)	(3,700,000)	0
631300 WMF - OVERSEAS ACCRUED	(347,500)	0	0	0
631630 WMF - OS BLOCKED	(2,587,314)	(2,743,493)	(2,743,493)	0
631640 WMF - OS BLOCKED	0	0	0	0
	<u>33,905,025</u>	<u>31,639,279</u>	<u>36,378,582</u>	<u>4,739,303</u>
631105 WORLD MSN FUND - NAD	23,289,014	22,586,098	23,269,014	682,916
631195 WMF - NAD - TRF TO RSTR'D FNCTNS	(2,441,548)	(2,435,640)	(2,435,640)	0
	<u>20,827,465</u>	<u>20,150,458</u>	<u>20,833,374</u>	<u>682,916</u>
631805 World Mission Offering	1,279,231	0.00	1,279,231	1,279,231
	<u>56,011,721</u>	<u>51,789,737</u>	<u>58,491,187</u>	<u>6,701,450</u>
TITHE - Recovery Blocked Currency	0	0	0	0
Unrestricted Donations				
638002 MSC DONATIONS	8,083	60,000	60,000	0
638005 MISSIONS UNSPECIFIED	74,876	112,574	112,574	0
	<u>82,959</u>	<u>172,574</u>	<u>172,574</u>	<u>0</u>
Unrestricted Investment Earnings				
711002 INTEREST AND DIVIDENDS	2,685,678	2,200,000	2,200,000	0
712001 CAPITAL GAINS INCOME (LOSS)	(2,619,626)	0	0	0
715001 UNREALIZED APPRECIATION OF INVEST	8,042,056	0	0	0
	<u>8,108,108</u>	<u>2,200,000</u>	<u>2,200,000</u>	<u>0</u>

**General Conference of Seventh-day Adventists
2011 Appropriations Budget
Non-Tithe**

	Actual 2009	Budget 2010	Budget 2011	Increase (Decrease)
	FINAL			
Unallocated Income				
Function 05000 - Non-Tithe				
Miscellaneous Income				
677111 LEASE INCOME-SW BELL	17,498	17,457	17,457	0
678002 MISCELLANEOUS NON-TITHE INC	96,196	15,689	15,689	0
678150 ROYALTIES	114,785	111,400	111,400	0
720001 MATURED TRUSTSWILLS	161,193	0	0	0
	<u>389,671</u>	<u>144,546</u>	<u>144,546</u>	<u>0</u>
TITHE - ADDITIONAL	<u>0</u>	<u>0</u>	<u>(7,200,000)</u>	<u>(7,200,000)</u>
631730 BLOCKED CURRENCY	<u>8,725,020</u>	<u>0</u>	<u>0</u>	<u>0</u>
Transfers to / from Other Functions				
01000 Offerings for Exchange - From Other Functions	(14,212,974)	836,950	(758,791)	(1,595,741)
05000 Offerings Exchanged - To Other Functions	14,212,974	(836,950)	758,791	1,595,741
	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>

**General Conference of Seventh-day Adventists
2011 Appropriations Budget
Tithe**

	Actual 2009	Budget 2010	Budget 2011	FINAL Increase (Decrease)
I. Office Operating				
GC OFFICE OPERATING CAP	32,933,248	38,669,402	38,125,258	(544,144)
APPLIED TO WORLD BUDGET	0	2,659,180	0	(2,659,180)
Net In House Budget Funding	<u>32,933,248</u>	<u>36,010,222</u>	<u>38,125,258</u>	<u>2,115,036</u>
II. GC Administered Funds				
11042 ADVENTIST REVIEW ON LINE	25,000	25,000	25,000	0
11048 AR ADVENTIST WORLD (See Page 9)	6,186,917	5,500,000	5,500,000	0
11462 ELECTRONIC RESOURCES FOR SABBATH SCHOOL	99,000	99,000	99,000	0
11466 OVA MISSION QUARTERLY	396,945	200,000	200,000	0
41051 INTERNATIONAL BIBLE CONFERENCE	125,000	62,500	62,500	0
51098 BLKD CURR EXPENDITURES	36,625	20,000	20,000	0
51105 WORLD BUDGET MISC	50,000	50,000	50,000	0
51175 ELM SHA VEN REPAIRS	20,000	20,000	20,000	0
51180 ELM SHA VEN SUPERVISION ASSIST	8,000	8,000	8,000	0
51651 SOW ONE BILLION - ADMIN	35,000	0	0	0
51682 CEW - GLOBAL EVANG	100,000	100,000	100,000	0
51682 EVANGELISM-CENTER OF GLOBAL EVANGELISM	50,000	50,000	50,000	0
51740 DEPARTMENTAL SPECIAL PROJECTS	450,000	450,000	450,000	0
52260 ADVENTIST MISSION	466,490	582,049	882,249	300,200
61050 ANNUAL COUNCIL TRAVEL	168,319	110,000	110,000	0
61051 ANNUAL COUNCIL TRAVEL	500,000	500,000	500,000	0
61225 MONETARY EXCHANGE	100,000	0	0	0
61250 GC SESSION	1,200,000	1,200,000	1,400,000	200,000
61500 OFFERINGS PROMOTION-ADVENTIST MISSION	201,762	200,000	200,000	0
61681 MINISTRIES COMMITTEE-GROWING DISCIPLES	0	50,000	50,000	0
61683 PRE VIDEO PRODUCTION	320,000	320,000	320,000	0
61685 OFF OF GLOBAL SOFTWARE AND TECHNOLOGY	315,551	298,830	298,520	(310)
61688 OFF OF ASSESSMENT A AND PROGRAM EFFECTIVENESS	261,474	232,018	231,471	(547)
61693 INTERNET DEVELOPMENT	0	0	62,500	62,500
61708 HOPE CHANNEL OPERATIONS	3,592,099	3,180,570	3,507,793	327,223
61729 SPRING MEETING	130,000	130,000	130,000	0
61750 COUNCIL ON EVANGELISM AND WITNESS	425,000	425,000	425,000	0
61752 GC COMMISSIONS	150,000	150,000	150,000	0
61755 LEADERSHIP TRAINING	100,000	100,000	100,000	0
61759 COUNCIL ON INTERCHURCH-FAITH RELATIONS	45,000	45,000	45,000	0
61760 STRATEGIC PLANNING	9,356	25,000	25,000	0
61762 FAITH AND SCIENCE COUNCIL	100,000	100,000	100,000	0
61781 MISC TRAVEL (WRLD BDGT)	50,000	50,000	50,000	0
61796 SDA ACCOUNTING SOFTWARE	622,332	734,322	734,322	0
61796 PAYROLL SOFTWARE SUPPORT - SAD	220,000	220,000	220,000	0
Total GC Administered Funds - Tithe	<u>16,559,871</u>	<u>15,237,289</u>	<u>16,126,355</u>	<u>889,066</u>

**General Conference of Seventh-day Adventists
2011 Appropriations Budget
Non-Tithe**

FINAL

	Actual 2009	Budget 2010	Budget 2011	Increase (Decrease)
II. GC Administered Funds - Non-Tithe				
51100 CONTINGENCY	750,000	750,000	750,000	0
61603 OGC SPECIAL COUNSEL/LITIGATION	300,000	300,000	300,000	0
Total GC Admin Funds Non-Tithe	1,050,000	1,050,000	1,050,000	0
Total GC Administered Funds	17,609,871	16,287,289	17,176,355	889,066

**General Conference of Seventh-day Adventists
 2011 Appropriations Budget
 Tithe**

	Actual 2009	Budget 2010	Budget 2011	FINAL Increase (Decrease)
III. IDE Funding				
IDE FUNDING	<u>23,283,144</u>	<u>24,123,022</u>	<u>25,631,125</u>	<u>1,508,103</u>
IV. Appropriations:				
Separate Board Units - Tithe				
11050 APPROPRIATIONS TO AWR	336,192	336,192	349,640	13,448
41215 GEOSCIENCE RESEARCH INSTITUTE	1,068,313	1,037,073	1,047,193	10,120
41920 WHITE ESTATE	1,671,547	1,579,933	1,582,507	2,574
41920 WHITE ESTATE	0	0	37,500	37,500
41935 WHT RESEARCH CTRS/BRANCHES	616,312	611,469	638,993	27,524
51101 WAGE FACTOR CONTINGENCY	120,000	0	0	0
61170 GCAS - HEADQUARTERS	1,620,443	1,568,924	1,568,924	0
61172 GCAS - CONTINGENCY	0	0	225,000	225,000
61179 GCAS OVERSEAS	8,202,903	7,716,933	7,937,464	220,531
61185 GCAS NSD	0	631,790	631,790	0
Sub-Total Separate Board Units - Tithe	13,635,710	13,482,314	14,019,011	536,697

**General Conference of Seventh-day Adventists
2011 Appropriations Budget
Tithe**

		Actual 2009	Budget 2010	Budget 2011	Increase (Decrease)	FINAL
IV. Appropriations: (Cont'd)						
Divisions - Tithe						
52026 APPROPRIATIONS, TITHE OPERATING						
838ECD	ECD - EAST-CENTRAL AFRICA DIV	2,915,708	2,915,708	3,032,336	116,628	
838ESD	EASTERN EUROPE FIN AFFAIRS COM EEFAC - DARMSTADT	1,063,695 223,651	1,063,695 217,259	1,215,843 225,949	162,148 8,690	
		<u>1,277,346</u>	<u>1,270,954</u>	<u>1,441,792</u>		
838EUD	EUD - EURO-AFRICA DIVISION	1,542,723	1,542,723	1,604,432	61,709	
838IAD	IAD - INTER-AMERICAN DIVISION	885,860	885,860	771,294	(114,566)	
838NSD	NSD - NORTHERN ASIA-PACIFIC DIV	1,477,191	1,477,191	1,636,279	159,088	
838SAD	SAD - SOUTH AMERICAN DIVISION	1,753,542	1,753,542	1,623,684	(129,858)	
838SADW	SATELITE TELEVISION - WHA ST	288,915	288,915	300,472	11,557	
		<u>2,042,457</u>	<u>2,042,457</u>	<u>1,924,156</u>		
838SID	SID - SOUTHERN AFRICA-INDIAN OCEAN	2,882,503	2,882,503	2,997,803	115,300	
838SPD	SPD - SOUTH PACIFIC DIVISION	1,009,599	1,009,599	1,049,983	40,384	
838SSD	SSD - SOUTHERN ASIA PACIFIC DIV	2,026,193	2,026,193	2,107,241	81,048	
838SUD	SOUTHERN ASIA DIV (SERV SDA)	1,667,465	1,667,465	1,859,164	191,699	
838TED	TED - TRANS-EUROPEAN DIVISION	2,729,335	2,729,335	2,901,008	171,673	
838TED	TED - TRANS-EUROPEAN DIVISION	0	0	125,000	125,000	
838WAD	WAD - WEST-CENTRAL AFRICA DIV	2,085,403	2,085,403	2,298,819	213,416	
	Total Appropriations - 52026	<u>22,541,783</u>	<u>22,555,391</u>	<u>23,749,307</u>	<u>1,213,916</u>	
41250	HIV/AIDS	51,500	51,500	53,560	2,060	
52012	ADVENTIST HERITAGE MINISTRIES	119,041	104,000	108,160	4,160	
52035	APPROPS. EXCESS LIAB INSURANCE	506,343	600,000	624,000	24,000	
52036	HPL INSURANCE RESERVE FUND	1,980,229	1,400,000	1,456,000	56,000	
52765	APPROPRIATIONS TO TED	1,150,040	1,150,000	1,150,000	0	
52792	1040 WINDOW APPROPRIATIONS	1,209,000	1,209,000	1,344,860	135,860	
52792	1040 WINDOW APPROPRIATIONS	0	0	839,545	839,545	
	Sub-Total Divisions - Tithe	<u>27,557,936</u>	<u>27,049,891</u>	<u>29,325,432</u>	<u>2,275,541</u>	

**General Conference of Seventh-day Adventists
2011 Appropriations Budget
Tithe**

IV. Appropriations: (Cont'd)	Actual 2009	Budget 2010	Budget 2011	FINAL Increase (Decrease)
General Church Programs - Tithe				
11090 EVANGELISM- STAFF	133,000	133,000	133,000	0
22264 GRADUATE SCHOLARSHIPS-AIAS/AUA	60,000	60,000	60,000	0
22265 GRADUATE SCHOLARSHIPS	100,000	100,000	100,000	0
Sub-Total General Church Programs - Tithe	293,000	293,000	293,000	0
Subsidies to Publications - Tithe				
11045 AR ADV WORLD RESERVE (pt of AW Fding 2011 pg 5)	327,370	327,370	340,465	13,095
11425 MINISTRY MAG (ENGLISH)	283,154	279,199	346,255	67,056
11565 EDUCATION AMICUS	136,706	155,466	161,685	6,219
21175 EDU JAE ENGLISH EDITION	100,000	100,000	104,000	4,000
21176 EDU JAE INTL EDITION	20,000	20,000	20,800	800
22810 SDA PERIODICAL INDEX	6,500	6,500	6,760	260
32880 SPIRIT OF PROPHECY BOOKS	375,000	375,000	390,000	15,000
Sub-Total Subsidies to Publications - Tithe	1,248,730	1,263,535	1,369,965	106,430

**General Conference of Seventh-day Adventists
2011 Appropriations Budget
Tithe**

		Actual 2009	Budget 2010	Budget 2011	Increase (Decrease)	FINAL
IV. Appropriations: (Cont'd)						
Institutions - Tithe						
11015	ADRA	195,412	195,412	203,228	7,816	
11017	AIA S OPERATING	210,173	210,173	281,080	70,907	
21035	ANDREWS UNIV/ OPERATING A PROP SEMINARY:					
	REGULAR	1,190,068	1,190,068	1,237,671	47,603	
	FAC REPLACEMENT SEMINARY	75,593	75,593	78,617	3,024	
	AU GENERAL OPERATING	65,337	65,337	67,950	2,613	
*	MISSION ORIENTATION	0	159,166	165,533	6,367	
	INST FOR PREVENT OF ADDICTION	137,496	137,496	142,996	5,500	
		<u>1,468,494</u>	<u>1,627,660</u>	<u>1,692,766</u>		
	CHRISTIAN RECORD SERVICES (Non-rec)	0	0	25,000	25,000	
	CHRISTIAN RECORD SERVICES (Recurring)	0	0	25,000	25,000	
21345	GUJ/GA OPERATING	63,666	63,666	153,713	90,047	
21455	LLU OPERATING	2,750,230	2,750,230	1,860,239	(889,991)	
41485	IHFA INTL HEALTH FOOD ASSN	80,653	50,000	50,000	0	
41657	PARL LIBERTY MAGAZINE	100,000	100,000	100,000	0	
	ADVENTIST UNIVERSITY OF AFRICA	0	0	62,500	62,500	
	Sub-Total Institutions - Tithe	<u>4,868,628</u>	<u>4,997,141</u>	<u>4,453,526</u>	<u>(543,615)</u>	

**General Conference of Seventh-day Adventists
 2011 Appropriations Budget
 Non-Tithe**

IV. Appropriations:	Actual 2009	Budget 2010	Budget 2011	FINAL Increase (Decrease)
Divisions - Non-Tithe				
52027 APPROPRIATIONS, NON-TITHE OPERATING:				
838ECD EAST CENTRAL AFRICA DIV	1,449,533	1,418,015	1,474,736	56,721
HIV-AIDS OFFICE	0	31,518	32,779	1,261
	<u>1,449,533</u>	<u>1,449,533</u>	<u>1,507,515</u>	
838ESD EASTERN EUROPE FIN AFFAIRS COM	261,497	261,497	271,957	10,460
838EUD EURO-AFRICA DIVISION	751,840	751,840	781,914	30,074
838IAD INTER-AMERICAN DIVISION	1,025,326	1,025,326	1,066,339	41,013
838NSD NORTHERN ASIA-PACIFIC DIV	173,453	173,453	180,391	6,938
838SAD SOUTH AMERICAN DIVISION	1,006,565	1,006,565	1,046,828	40,263
838SID SO AFRICA INDIAN OCEAN	1,113,560	1,082,042	1,125,324	43,282
HIV-AIDS OFFICE	0	31,518	32,779	1,261
	<u>1,113,560</u>	<u>1,113,560</u>	<u>1,158,103</u>	
838SFD SOUTH PACIFIC DIVISION	780,337	780,337	811,550	31,213
838SSD SOUTHERN ASIA-PACIFIC DIV	1,142,976	1,142,976	1,188,695	45,719
838SUD SOUTHERN ASIA DIV (SERVSDA)	923,700	923,699	960,647	36,948
838TED TRANS-EUROPEAN DIV	998,928	998,923	1,038,880	39,957
838WAD WEST-CENTRAL AFRICA	1,135,152	1,114,145	1,158,711	44,566
HIV-AIDS OFFICE	0	21,012	21,852	840
	<u>1,135,152</u>	<u>1,135,157</u>	<u>1,180,563</u>	
Sub-Total Divisions - Non-Tithe	10,762,867	10,762,866	11,193,382	430,516

**General Conference of Seventh-day Adventists
 2011 Appropriations Budget
 Non-Tithe**

	Actual 2009	Budget 2010	Budget 2011	Increase (Decrease)
IV. Appropriations: (Cont'd)				
Donations Non-Tithe:				
51140 DONATIONS	11,500	60,000	60,000	0
Institutions - Non-Tithe				
11015 ADRA - RENT	776,256	731,383	746,113	14,730
11017 AIA'S OPERATING	599,172	599,173	623,140	23,967
11050 AWR HEADQUARTERS -RENT	111,920	110,477	114,357	3,880
21035 ANDREWS UNIV OPERATING GRADUATE SCHOOL	2,342,175	2,342,175	2,435,862	93,687
21345 GU/GIA OPERATING APPROP GU/GIA RENTAL	201,610 451,110	201,610 437,376	201,610 446,185	0 8,809
21455 LLU OPERATING GENERAL GRADUATE BIOLOGY	7,324,889 300,000	7,324,889 300,000	7,617,885 387,000	292,996 87,000
	<u>7,624,889</u>	<u>7,624,889</u>	<u>8,004,885</u>	
21560 OU OPERATING	1,142,136	1,142,132	1,187,817	45,685
51480 ADVENTIST UNIVERSITY OF AFRICA	233,750	255,000	265,200	10,200
Sub-Total Institutions	<u>13,483,018</u>	<u>13,444,215</u>	<u>14,025,169</u>	<u>580,954</u>
Total Appropriations Non-Tithe	<u>24,257,385</u>	<u>24,267,081</u>	<u>25,278,551</u>	<u>1,011,470</u>

FINAL

**General Conference of Seventh-day Adventists
2011 Appropriations Budget**

		Actual 2009	Budget 2010	Budget 2011	Increase (Decrease)
		FINAL			
V. Special Funding - Tithe					
Institutional Programs - Tithe					
11050	AWR HEADQUARTERS	1,418,310	1,418,310	1,537,542	119,232
	Total Special Funding - Tithe	1,418,310	1,418,310	1,537,542	119,232
V. Special Funding - Non-Tithe					
Division Programs - Non-Tithe					
52030	Appropriations, Special:				
838ECD	ECD - EAST-CENTRAL AFRICA DIVISION	57,783	57,783	60,094	2,311
838ESD	EASTERN EUROPE FIN AFFAIRS COM	94,554	94,554	98,336	3,782
838EUD	EUD - EURO-AFRICA DIVISION	73,542	73,542	76,484	2,942
838IAD	IAD - INTER-AMERICAN DIVISION	78,795	78,795	81,947	3,152
838NSD	NSD - NORTHERN A SIA PACIFIC DIV UNENTERED TERRITORIES	52,530 47,277	52,530 47,277	54,631 49,168	2,101 1,891
838SAD	SAD - SOUTH AMERICAN DIVISION	73,542	73,542	76,484	2,942
838SADW	SOUTH AMERICAN DIV WHA ST	63,036	63,036	65,557	2,521
		136,578	136,578	142,041	
838SERVSDA	SOUTHERN A SIA DIVISION (SERVSDA)	99,807	99,807	103,799	3,992
838SID	SID-SOUTHERN AFRICA-INDIAN OCEAN DIV	52,530	52,530	54,631	2,101
838SPD	SPD - SOUTH PACIFIC DIVISION	52,530	52,530	54,631	2,101
838SSD	SSD - SOUTHERN A SIA PACIFIC DIVISION	52,530	52,530	54,631	2,101
838TED	TED - TRANS-EUROPEAN DIVISION	178,602	178,602	185,746	7,144
838WAD	WAD - WEST-CENTRAL AFRICA DIVISION	57,783	57,783	60,094	2,311
	Sub-total Division Programs	1,034,841	1,034,841	1,076,233	41,392

**General Conference of Seventh-day Adventists
 2011 Appropriations Budget
 Non-Tithe**

		Actual 2009	Budget 2010	Budget 2011	FINAL Increase (Decrease)
V. Special Funding (Cont'd)					
Institutional Programs - Non-Tithe					
11011	838NAD APPROPRIATIONS TO NAD SERVICEMEN - KOREA	73,542	36,771	38,242	1,471
11018	838AIIAS APPROPRIATIONS TO AIIAS	31,518	31,518	32,779	1,261
11050	838AWR APPROPRIATIONS TO AWR	126,072	126,072	131,115	5,043
AU SPECIALS:					
21040	838AU APPROPRIATIONS TO ANDREWS UNIV		52,530	54,631	2,101
834251	GRAD SCHOOL & SEM LIB BOOKS		131,325	136,578	5,253
		183,855	183,855	191,209	
21350	838HSI APPROPRIATIONS TO GUJ/GIA	248,457	248,467	258,406	9,939
61708	HOPE CHANNEL OPERATION HC-SUBSIDY NEW BLDG/EQUIP CHARGES	32,464 0	31,518 450,000	32,779 468,000	1,261 18,000
		32,464	481,518	500,779	
	Sub-Total Institutional Programs	695,908	1,108,201	1,152,530	44,329
	Total Special Funding - Non-Tithe	1,730,749	2,143,042	2,228,763	85,721
	Grand Total Special Funding	3,149,059	3,561,352	3,766,305	204,953

General Conference of Seventh-day Adventists
2011 Appropriations Budget
Non-Tithe

FINAL

		Actual 2009	Budget 2010	Budget 2011	Increase (Decrease)	2009 Investment Amount
VI. Appropriations (Not included in summary)						
Restricted Funds						
52028	APPROPRIATIONS					
838ECD	APPROPRIATIONS TO ECD	118,349	132,242	131,049	(1,193)	13.10%
838ESD	EASTERN EUROPE FIN AFFAIRS COM	41,822	46,425	49,470	3,045	4.95%
838EUD	APPROPRIATIONS TO EUD	62,771	69,513	68,885	(628)	6.89%
838IAD	APPROPRIATIONS TO IAD	52,283	57,898	53,046	(4,852)	5.30%
838NSD	APPROPRIATIONS TO NSD	45,156	50,005	52,441	2,436	5.24%
838SAD	APPROPRIATIONS TO SAD	75,507	83,616	77,088	(6,528)	7.71%
838SID	APPROPRIATIONS TO SID	108,250	121,059	119,967	(1,092)	12.00%
838SPD	APPROPRIATIONS TO SPD	48,966	54,225	53,736	(489)	5.37%
838SSD	APPROPRIATIONS TO SSD	86,697	96,008	95,142	(866)	9.51%
838SERVSDA	APPROPRIATIONS TO SUD (SERVSDA)	70,885	78,498	81,398	2,900	8.14%
838TED	APPROPRIATIONS TO TED	101,992	112,946	113,731	785	11.37%
838WAD	APPROPRIATIONS TO WAD	87,322	97,565	100,438	2,873	10.04%
	Total Restricted Funds	<u>900,000</u>	<u>1,000,000</u>	<u>996,391</u>	<u>(3,609)</u>	<u>99.64%</u>

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

**General Conference of Seventh-day Adventists
2011 Appropriations Budget**

Divisions:	Base Appropriations			Special Appropriations			FINAL Total
	Tithe	Non-Tithe	Total	Tithe	Non-Tithe	Total	
52026/27/30	3,032,336	1,474,736	4,507,072		60,094	60,094	4,567,166
52026/27/30	1,441,792	271,957	1,713,749		98,336	98,336	1,812,085
52026/27/30	1,604,432	781,914	2,386,346		76,484	76,484	2,462,830
52026/27/30	771,294	1,066,339	1,837,633		81,947	81,947	1,919,580
52026/27/30	1,636,279	180,391	1,816,670		103,799	103,799	1,920,469
52026/27/30	1,623,684	1,046,828	2,670,512		142,041	142,041	2,812,553
52026/27/30	1,049,983	811,550	1,861,533		54,631	54,631	1,916,164
52026/27/30	2,997,803	1,125,324	4,123,127		54,631	54,631	4,177,758
52026/27/30	1,859,164	960,647	2,819,811		103,799	103,799	2,923,610
52026/27/30	2,107,241	1,188,695	3,295,936		54,631	54,631	3,350,567
52026/27/30	2,901,008	1,038,880	3,939,888		185,746	185,746	4,125,634
52026/27/30	1,150,000	0	1,150,000		0	0	1,150,000
52026/27/30	2,298,819	1,158,711	3,457,530		60,094	60,094	3,517,624
52026/27/30	839,545	0	839,545		0	0	839,545
	<u>25,313,380</u>	<u>11,105,972</u>	<u>36,419,352</u>	<u>0</u>	<u>1,076,233</u>	<u>1,076,233</u>	<u>37,495,585</u>
Institutions:							
11015	203,228	746,113	949,341		0	0	949,341
51480	0	265,200	265,200		0	0	265,200
11050	349,640	114,357	463,997	1,537,542	131,115	1,668,657	2,132,654
11017	281,080	623,140	904,220		32,779	32,779	936,999
21035	1,692,766	2,435,862	4,128,628		191,209	191,209	4,319,837
41215	1,047,193	0	1,047,193		0	0	1,047,193
21345	153,713	647,795	801,508		258,406	258,406	1,059,914
21455	1,860,239	8,004,885	9,865,124		0	0	9,865,124
21560	0	1,187,817	1,187,817		0	0	1,187,817
41920/35	2,221,500	0	2,221,500		0	0	2,221,500
	<u>7,909,359</u>	<u>14,025,169</u>	<u>21,934,528</u>	<u>1,537,542</u>	<u>613,509</u>	<u>2,151,051</u>	<u>23,985,579</u>
Institutional Svcs:							
61708	3,507,793	0	3,507,793		500,779	500,779	4,008,572
61750	558,000	0	558,000		0	0	558,000
61170	1,568,924	0	1,568,924		0	0	1,568,924
41250	51,500	87,410	138,910		0	0	138,910
41485	50,000	0	50,000		0	0	50,000
41657	62,500	0	62,500		0	0	62,500
11011	0	0	0		38,242	38,242	38,242
22264/65	160,000	0	160,000		0	0	160,000
	1,369,965	0	1,369,965		0	0	1,369,965
52035	624,000	0	624,000		0	0	624,000
	<u>7,952,682</u>	<u>87,410</u>	<u>8,040,092</u>	<u>0</u>	<u>539,021</u>	<u>539,021</u>	<u>8,579,113</u>
IDE PROGRAM							25,631,125
GENERAL CONF AUDITING SERVICE							8,794,254
GRAND TOTAL							<u>104,485,656</u>

ANNUAL COUNCIL OF THE
GENERAL CONFERENCE EXECUTIVE COMMITTEE

October 11, 2010, 3:00 p.m.

Lowell C Cooper, chair, called to order the fifth session of the 2010 Annual Council.

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

At 3:00 p.m. the business session of the Annual Council was recessed and the following constituency meetings were held:

1. International Religious Liberty Association Legal Meeting
2. Christian Record Services Constituency Meeting

After which, the Annual Council business session was reconvened.

R&RCom/10AC to AM

175-10G REVIVAL AND REFORMATION—GOD’S PROMISED
GIFT

VOTED, To approve the document “God’s Promised Gift,” which reads as follows:

GOD’S PROMISED GIFT

AN URGENT APPEAL FOR
REVIVAL, REFORMATION, DISCIPLESHIP, AND EVANGELISM

God has uniquely called the Seventh-day Adventist Church both to live and to proclaim His last-day message of love and truth to the world (Revelation 14:6-12). The challenge of reaching the more than 6 billion people on planet Earth with His end-time message seems impossible. The task is overwhelming. From a human perspective, the rapid fulfillment of Christ’s Great Commission anytime soon appears unlikely (Matthew 28:19, 20). The Church’s growth rate is simply not keeping pace with the world’s burgeoning population. An honest evaluation of our current evangelistic impact on the world leads to the conclusion that

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unless there is a dramatic change we will not complete Heaven's assignment in this generation. In spite of our best efforts, all our plans, strategies, and resources are incapable of finishing God's mission for His glory on earth.

CHRIST'S PROMISE TO HIS NEW TESTAMENT CHURCH

The challenge of taking the gospel to the world is not new. The disciples faced this challenge in the first century. We face it in the twenty-first century. The New Testament Church was seemingly confronted with an impossible task. But empowered by the Holy Spirit the Church exploded in growth (Acts 2:41; 4:4; 6:7; 9:31). These early Christians shared their faith everywhere (Acts 5:42).

The grace of God overflowed from their hearts to their families, friends, and working associates. Just a few decades after the Crucifixion, the apostle Paul could report that the gospel is "preached to every creature under heaven" (Colossians 1:23).* How was it possible for an obscure group of relatively insignificant believers to impact the world in such a short amount of time? How could so few Christians be used of God to change the world forever?

Christ's Great Commission was accompanied by His great promise. The Savior commanded His disciples "not to depart from Jerusalem, but to wait for the Promise of the Father" (Acts 1:4). The Savior promised, "But you shall receive power when the Holy Spirit has come upon you; and you shall be witnesses to Me in Jerusalem, and in all Judea and Samaria, and to the end of the earth" (Acts 1:8).

The love of Christ controlled every aspect of the lives of the disciples and moved them to a passionate commitment to His service. They sought God for the promised power of the Holy Spirit and knelt before Him in heartfelt confession and earnest repentance. They placed priority on seeking Heaven's blessing. They set aside times for prayer and searching the Scriptures. Their petty differences were swallowed up in their all-consuming desire to share Christ's love with everyone they met. They were absorbed in reaching the world with the gospel. Nothing was more important. They recognized that they were powerless to accomplish the mission without the mighty outpouring of the Holy Spirit.

Describing the experience of the disciples, Ellen White wrote, "Putting away all differences, all desire for the supremacy, they came close together in Christian fellowship. . . . Sadness filled their hearts as they thought of how many times they had grieved Him by their slowness of comprehension, their failure to understand the lessons that, for their good, He was trying to teach them. . . . The disciples felt their spiritual need and cried to the Lord for the Holy unction that was to fit them for the work of soul saving. They did not ask for a blessing for themselves merely. They were weighted with the burden of the salvation of souls. They realized that the gospel was to be carried to the world, and they claimed the power that Christ promised" (*The Acts of the Apostles*, p. 37).

Christ fulfilled His Word. The Holy Spirit was poured out in Pentecostal power. Thousands were converted in a day. The message of Christ's love impacted the world. In a short time the name of Jesus Christ was on the lips of men and women everywhere. "By the co-operation of the divine Spirit, the apostles did a work that shook the world. To every nation was the gospel carried in a single generation" (*The Acts of the Apostles*, p. 593).

CHRIST'S PROMISE TO HIS END-TIME CHURCH

The outpouring of the Holy Spirit at Pentecost in the early rain was only a prelude of what is to come. God has promised to pour out His Holy Spirit in abundance in the last days (Joel 2:23; Zechariah 10:1). The earth will be "illuminated with his glory" (Revelation 18:1). The work of God on earth will be finished rapidly (Matthew 24:14; Romans 9:28). The Church will experience a spiritual revival and the fullness of the Holy Spirit's power like never before in its history. Speaking of the outpouring of the Holy Spirit at Pentecost, Peter gives us this assurance: "For the promise is to you and to your children, and to all who are afar off, as many as the Lord our God will call" (Acts 2:39). Ellen White adds, "Before the final visitation of God's judgments upon the earth, there will be, among the people of the Lord, such a revival of primitive godliness as has not been witnessed since apostolic times. The Spirit and power of God will be poured out upon his children. At that time many will separate themselves from those churches in which the love of this world has supplanted love for God and his Word. Many, both of ministers and people, will gladly accept those great truths which God has caused to be proclaimed at this time to prepare a people for the Lord's second coming" (*The Great Controversy*, p. 464).

Hundreds of thousands of people will accept God's last-day message through the teaching and preaching of His word. Prayer, Bible Study and witness are the elements of all true revival. The manifestation of the Holy Spirit will intensify as the end approaches, "Near the close of earth's harvest, a special bestowal of spiritual grace is promised to prepare the church for the coming of the Son of Man." (*The Faith I Live By*, p. 333) and "By thousands of voices, all over the earth, the warning will be given. Miracles will be wrought, the sick will be healed, and signs and wonders will follow the believers" (*The Great Controversy*, p. 612).

There is nothing more important than knowing Jesus, studying His word, understanding His truth and seeking His promise for the outpouring of the Holy Spirit in latter-rain power for the fulfilling of the gospel commission. God's last-day prophet to the remnant wrote in words too plain to be misunderstood, "A revival of true godliness among us is the greatest and most urgent of all our needs. To seek this should be our first work" (*Selected Messages*, Book 1, p. 121).

If a genuine spiritual revival is the greatest and most urgent of all our needs, should we not as leaders place priority on seeking Heaven's promised blessing with all our hearts?

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OUR GREAT NEED: REVIVAL AND REFORMATION

When we seek Jesus, He fills us with His presence and power through the gift of the Holy Spirit. We long to know Him better. The Holy Spirit reawakens the dormant spiritual faculties of the soul. There is nothing we desire more than to have a deep and life-changing relationship with Jesus. The revived heart experiences a vital connection to Jesus through prayer and the Word. Reformation is the corresponding change that comes in our lives as the result of revival.

“A revival and a reformation must take place under the ministration of the Holy Spirit. Revival and reformation are two different things. Revival signifies a renewal of spiritual life, a quickening of the powers of mind and heart, a resurrection from spiritual death. Reformation signifies a reorganization, a change in ideas and theories, habits and practices. Reformation will not bring forth the good fruit of righteousness unless it is connected with the revival of the Spirit. Revival and reformation are to do their appointed work, and in doing this work they must blend” (*Selected Messages*, Book 1, p. 128). Reformation does not manifest itself in a self-righteous attitude that condemns others. It is the transformation of character that reveals the fruits of the Spirit in the life (Galatians 5:22-24). Obedience to God’s will is the evidence of all true revival. Our Lord longs for a revived people whose lives reflect the loveliness of His character. There is nothing that Jesus desires more than a people who are passionate about personally knowing His love and sharing that love with others.

COMMITMENT AND APPEAL

As leaders and representatives of the Seventh-day Adventist Church assembled at the world headquarters in Silver Spring, Maryland, United States, for the 2010 Annual Council, we give thanks to our great and awesome God for His faithfulness and abundant blessings to His Church since its inception. The rapid worldwide expansion of His Church in both its membership and institutions is nothing short of a miracle of God. Although we praise Him for marvelously working to fulfill His purposes through His church, and thank Him for the godly leaders who have guided His people in the past, we humbly acknowledge that because of our human frailties even our best efforts are tainted by sin and in need of cleansing through the grace of Christ. We recognize that we have not always placed priority on seeking God through prayer and His Word for the outpouring of the Holy Spirit in latter-rain power. We humbly confess that in our personal lives, our administrative practices, and committee meetings we too often have labored in our own strength. Too often God’s mission of saving a lost world has not taken first place in our hearts. At times in our busyness doing good things we have neglected the most important thing—knowing Him. Too often petty jealousies, ambitions, and fractured personal relationships have crowded out our longing for revival and reformation and caused us to labor in our human strength rather than in His divine power.

We accept the clear instruction of our Lord that “the lapse of time has wrought no change in Christ’s parting promise to send the Holy Spirit as His representative. It is not because of any restriction on the part of God that the riches of His grace do not flow earthward to men. If the fulfillment of the promise is not seen as it might be, it is because the promise is not appreciated as it should be. If all were willing, all would be filled with the Spirit” (*The Acts of the Apostles*, p. 50).

We are confident that all heaven is waiting to pour out the Holy Spirit in infinite power for the finishing of God’s work on earth. We acknowledge that the coming of Jesus has been delayed and that our Lord longed to come decades ago. We repent of our lukewarmness, our worldliness, and our limited passion for Christ and His mission. We sense Christ calling us to a deeper relationship with Him in prayer and Bible study and a more passionate commitment to share His last-day message with the world. We rejoice that “it is the privilege of every Christian, not only to look for, but to hasten the coming of the Saviour” (*The Acts of the Apostles*, p. 600).

Therefore, as representatives of the world church and on behalf of our entire membership, we commit ourselves:

1. To personally place priority on seeking God for spiritual revival and the outpouring of the Holy Spirit in latter-rain power in our own lives, our families, and our ministries.
2. To individually set aside significant amounts of time daily to fellowship with Christ through prayer and the study of God’s Word.
3. To examine our own hearts and ask the Holy Spirit to convict us of anything that may keep us from revealing the character of Jesus. We desire willing hearts so that nothing in our lives hinders the fullness of the Holy Spirit’s power.
4. To encourage the ministries of the Church to spend time praying, studying God’s Word, and seeking God’s heart to understand His plans for His Church.
5. To encourage each of our church organizations to set aside time for administrators, pastors, health-care workers, publishing house workers, educators, students, and all employees to seek Jesus and the promised outpouring of the Holy Spirit together through a study of God’s Word and prayer.
6. To use every available media outlet, conference, and workshop to appeal to church members to seek a deeper relationship with Jesus for the promised revival and reformation.

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7. To urgently appeal to and invite our entire church membership to join us in opening our hearts to the life-changing power of the Holy Spirit, which will transform our lives, our families, our organizations and our communities.

We especially recognize that God is going to use children and youth in this last mighty revival and encourage all of our young people to participate in seeking God for spiritual revival in their own lives and the empowerment of the Holy Spirit to share their faith with others.

We appeal to each church member to unite with church leaders and millions of other Seventh-day Adventists seeking a deeper relationship with Jesus and the outpouring of the Holy Spirit at 7:00 each morning or evening, seven days a week. This is an urgent call to circle the globe with earnest intercession. This is a call to total commitment to Jesus and to experience the life-changing power of the Holy Spirit that our Lord is longing to give now.

We believe that the purpose of the outpouring of the Holy Spirit in latter-rain power is to finish Christ's mission on earth so He can come quickly. Recognizing that our Lord will only pour out His Spirit in its fullness on a Church that has a passion for lost people, we determine to place and maintain revival, reformation, discipleship, and evangelism at the top of all our church business agendas. More than anything else we long for Jesus to come.

We urge every church administrator, departmental leader, institutional worker, health worker, literature evangelist, chaplain, educator, pastor, and church member to join us in making revival, reformation, discipleship, and evangelism the most important and urgent priorities of our personal lives and our areas of ministry. We are confident that as we seek Him together, God will pour out His Holy Spirit in abundant measure, the work of God on earth will be finished, and Jesus will come. With the aged apostle John on the Isle of Patmos we cry out, "Even so, come, Lord Jesus" (Revelation 22:20).

*All Bible texts are taken from the New King James Version.

PRE/10AC TO ESS

GRIGGS UNIVERSITY/ANDREWS UNIVERSITY PROPOSAL

Ella S Simmons, General Vice President of the General Conference, presented the following proposal from the Commission on Distance Education Models and Structures:

Whereas the study commission on distance education is recommending that Griggs University and the International Academy be aligned with or transferred to Andrews;

Whereas the Andrews University Board has expressed interest in receiving Griggs University and the International Academy;

Whereas the General Conference has certain financial commitments to Griggs University/International Academy;

VOTED, 1. To recommend to the Constituency of Griggs University, Inc, to approve the transfer of ownership of both Griggs University and the International Academy to Andrews University subject to ratification of the transfer of ownership by the Board of Trustees of Andrews University.

2. To approve the funding arrangements from the General Conference as outlined in the Griggs University/Andrews University proposal with the understanding that the estimated cost of meeting the various combined obligations and commitments is expected to be approximately \$2.5 million over the next four years in addition to the ongoing appropriations. The funding to come from the GC Security Fluctuation Fund with the fund being replenished from operations to its current level as funds become available.

At 4:16 p.m. the business session of the Annual Council was recessed and the following constituency meetings were held:

1. Griggs University/Griggs International Academy
2. Adventist Development & Relief Agency (ADRA)
3. Adventist World Radio

Prayer was offered by Barry Black, Chaplain of the United States Senate.

Lowell C Cooper, Chair
Myron Iseminger, Secretary
Homer W Trecartin, Editorial Secretary
Ivette Ovalle, Recording Secretary

ANNUAL COUNCIL OF THE
GENERAL CONFERENCE EXECUTIVE COMMITTEE

October 12, 2010, 8:00 a.m.

DEVOTIONAL

The devotional message entitled, "Between the Porch and the Altar," was presented by Dwight K Nelson, Senior Pastor of the Pioneer Memorial Church in Berrien Springs, Michigan (NAD).

Ted N C Wilson, chair, called to order the sixth session of the 2010 Annual Council.

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

Prayer was requested for those mourning the death of Dane Griffin; for Bible workers in the Norwegian Union Conference who were injured in an accident this morning.

ADVENTIST INTERNATIONAL INSTITUTE OF ADVANCED
STUDIES CONSTITUENCY MEETING

At 9:47 a.m., the Adventist International Institute of Advanced Studies constituency meeting was convened, after which the business session of the General Conference Executive Committee was reconvened.

ONE-DAY CHURCHES AND ONE-DAY SCHOOLS

Don Noble, President of Maranatha Volunteers International, shared that there are currently 100,000 requests for one-day church buildings and 40,000 requests for one-day school buildings. Prayers are requested for this ministry.

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CENTRAL MEXICAN UNION MISSION

Israel Leito, President of the Inter-American Division, and Tomas Torres, President of the Central Mexican Union Mission, shared a Bible and Spirit of Prophecy reading plan developed by the Central Mexican Union Mission for the next quinquennium. A set of the books was presented to Ted N C Wilson, President of the General Conference.

ADCOM/ADCOM/10AC to LCC-15GCS

174-10GS ANGOLA UNION MISSION—REORGANIZATION

RECOMMENDED, To authorize the Southern Africa-Indian Ocean Division to reorganize the Angola Union Mission into two union missions as follows:

1. The Northern Angola Union Mission serving the East Association Mission and North Association Mission, and
2. The Southern Angola Union Mission serving the Central Association Mission and South Association Mission, and
3. The Sao Tome and Principe Mission will be attached to the Southern Africa-Indian Ocean Division.

This reorganization shall be effective from the date of the relevant constituency meetings as determined by the Southern Africa-Indian Ocean Division. (Such meetings are being arranged in 2010.)

GENERAL CONFERENCE AUDITING SERVICE REPORT

Paul H Douglas, Director of the General Conference Auditing Service, gave an overview of the work of the General Conference Auditing Service.

With a team of approximately 200 highly qualified professionals operating from offices in 45 different countries, General Conference Auditing Service performs more than 2700 audits of Church organizations with assets estimated at US\$20 billion. General Conference Auditing Service is an important ministry and serves to enhance the confidence of members who make financial contributions to the mission of their Church.

VOTED, To record receipt of the General Conference Auditing Service report.

SEC/ADCOM/NomCom10AC/ADCOM/NomCom10AC/10AC to GTN

161-10Ga GENERAL CONFERENCE EXECUTIVE COMMITTEE
(GCC)—FIFTEEN TO TWENTY (15 TO 20) ELECTED
MEMBERS FROM DENOMINATIONAL RETIREES
AND CURRENT EMPLOYEES - ELECTION

VOTED, To approve the election of members to the General Conference Executive Committee (GCC), from the category of denominational retirees and current employees, as follows:

- | | | |
|-----|--------------------|---|
| 1. | Bediako, Matthew A | Retired General Conference Secretary |
| 2. | Brown, Gina S | Dean Sch of Hlth Prof, Sci & Wllness, WAU |
| 3. | Carmen, Robert | President, Adventist Health |
| 4. | Doss, Cheryl D | Director, Institute of World Mission |
| 5. | Fike, Ruthita J | Administrator, LLU Medical Center |
| 6. | Finley, Mark A | Retired General Conference Vice President |
| 7. | Haynal, Mark | President, Canadian University College |
| 8. | Hsu, Eugene | Retired General Conference Vice President |
| 9. | Karst, Gerry D | Retired General Conference Vice President |
| 10. | Lang, Kevin J | Vice President of Finance, LLU |
| 11. | McVay, John K | President, Walla Walla University |
| 12. | Parish, Ruth E | Director, Human Resource Services |
| 13. | Schalk, Lawrence E | VP for Finance Admin, Andrews University |
| 14. | Schneider, Don C | Retired NAD President |
| 15. | <i>To be named</i> | Assistant to the NAD President |

SATELMAJER, NIKOLAUS—APPRECIATION

Appreciation was expressed to Nikolaus Satelmajer for his years of dedicated service as editor of *Ministry* magazine.

NomCom10AC/10AC to GTN

NOMINATING COMMITTEE REPORT #2

VOTED, To approve the following partial report of the Nominating Committee:

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MINISTERIAL ASSOCIATION

Associate Secretary	Jonas E Arrais
Associate Secretary	Robert Costa
Associate Secretary	Anthony R Kent
Associate Secretary	Derek Morris
Associate Secretary	Willie E Hucks II

YOUTH MINISTRIES

Associate Director	Hiskia I Missah
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ADVENTIST REVIEW/ADVENTIST WORLD

Editor/Executive Publisher	William M Knott
Associate Publisher	Claude Richli
Associate Editor	Lael O Caesar
Associate Editor	Gerald A Klingbeil

ELDER'S DIGEST

Editor	Jonas E Arrais
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JOURNAL OF ADVENTIST EDUCATION

Editor	Beverly J Rumble
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MINISTRY MAGAZINE

Editor	Derek Morris
Associate Editor	Willie E Hucks II

SABBATH SCHOOL BIBLE STUDY GUIDES

Adult, Editor	Clifford Goldstein
Adult, Associate Editor	Soraya Homayouni
Collegiate Quarterly, Editor	Lyndelle Chiomenti
Cornerstone Connections, Editor	Bonita J Shields
Powerpoints (Junior/Teens), Editor	Bonita J Shields

Beginners, Editor	Falvo Fowler
Kindergarten, Editor	Falvo Fowler
Primary, Editor	Falvo Fowler

GEOSCIENCE RESEARCH INSTITUTE

Director	L James Gibson
Research Scientist	Benjamin L Clausen
Research Scientist	Raul Esperante
Research Scientist	Ronald Nalin
Research Scientist	Timothy G Standish

NomCom10AC/10AC to GTN-NAD

STEED, LINCOLN—EDITOR, *LIBERTY* MAGAZINE - APPOINTMENT

RECOMMENDED, To appoint Lincoln Steed as editor of *Liberty* magazine.

SEC/ADCOM/NomCom10AC/10AC to HWT

151-10G GEOSCIENCE RESEARCH OPERATING BOARD (GCC-B)—
REAPPOINTMENT

VOTED, To reappoint the Geoscience Research Institute Operating Board (GRIBd) (GCC-B) with terms of reference and membership as follows:

PURPOSE

The Geoscience Research Institute (GRI), operated by the General Conference of Seventh-day Adventists, serves to assist the mission of the Church through study, original research, publication, educational activities, and public presentations in the area of creation and science. The Geoscience Research Institute Board is responsible for oversight of the work of the Geoscience Research Institute.

TERMS OF REFERENCE

1. Provide general supervision for the operation of the Geoscience Research Institute.

AUTHORITY AND RESPONSIBILITY

1. Power to act.

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|---|------------------|
| 2. Develop any needed operating guidelines and policies for the Geoscience Research Institute. | 2. Power to act. |
| 3. Appoint committees as needed and determine their terms of reference. | 3. Power to act. |
| 4. Approve an annual budget for the Geoscience Research Institute. | 4. Power to act. |
| 5. Monitor progress and develop long-term overall strategies for Geoscience Research Institute activities such as research, publications, electronic/media dissemination, and public presentations. | 5. Power to act. |

MEMBERS

WILSON, TED N C, Chair
Stele, Artur A, Vice-chair
Gibson, L James, Secretary

President, General Conference
Vice President, General Conference
Director, Geoscience Research Institute

Beardsley, Lisa M
Brand, Leonard
Cushman, Robert
Fortin, J H Denis
Graham, Ricardo
Hart, Richard H
Jackson, Daniel R
King, Greg
Ng, G T (or designee)
Phillips, Suzie
Rodriguez, Angel M
Ryan, Michael L
Ryan, Roy E
Steen, David
Zinke, Edward

Director, General Conference Education
Chair, Dept of Earth and Biological Sci, LLU
Chair, Biology Dept, Walla Walla University
Dean, Andrews Univ Theological Seminary
President, Pacific Union Conference
President, Loma Linda University
President, North American Division
Dean, Dept of Theology, Southern Adv Univ
Secretary, General Conference
Chair, Biology Dept, Southwestern Adv Univ
Director, Biblical Research Institute
Vice President, General Conference
Associate Treasurer, General Conference
Chair, Dept of Biology, Andrews University
Layperson, Businessman, Theologian

SEC/ADCOM/NomCom10AC/10AC to HWT

152-10G COMMISSION ON DISTANCE EDUCATION MODELS
AND STRUCTURES (GCC-A)—REAPPOINTMENT

VOTED, To reappoint the Commission on Distance Education Models and Structures (GCC-A), with terms of reference and membership as follows:

TERMS OF REFERENCE

1. Identify, define, and describe organizational and financial models that represent best practice for international distance education in virtual campus structures and/or collaborative and clearinghouse structures, differentiating between elementary, secondary, and tertiary levels.
2. Research and analyze, in light of denominational education mission and structures, the current needs for distance education.
3. Study and summarize implications for financial and technological resources, organizational structures and placement, operating processes, faculty and staff qualifications and support, curricular and instructional models, student support services, and the context of centralized distance education and its commitments or links to the broader alliance of Seventh-day Adventist educational institutions.

AUTHORITY AND RESPONSIBILITY

1. Report to the General Conference Executive Committee (GCC) through the President's Executive Administrative Council (PREXAD) and the General Conference Administrative Committee (ADCOM) (GCC-S).
2. Power to act.
3. Report to the General Conference Executive Committee (GCC) through the President's Executive Administrative Council (PREXAD) and the General Conference Administrative Committee (ADCOM) (GCC-S).

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| 4. Outline a distance education accountability and quality assurance model that considers location, institutional capacities, infrastructures, learning outcomes, and educational effectiveness. | 4. Report to the General Conference Executive Committee (GCC) through the President's Executive Administrative Council (PREXAD) and the General Conference Administrative Committee (ADCOM) (GCC-S). |
| 5. Propose changes to the current centralized distance education model and structures. | 5. Report to the General Conference Executive Committee (GCC) through the President's Executive Administrative Council (PREXAD) and the General Conference Administrative Committee (ADCOM) (GCC-S). |

MEMBERS

SIMMONS, ELLA S, Chair
Luxton, Andrea T, Vice-chair
Eggers, Marilyn
Ryan, Roy E
Siguelnitzky, David

INVITEES

Beardsley, Lisa M
Blackmer, Larry
Costa, Myrna
Harris, D P
Schoun, Benjamin D
Young, Sam

SEC/ADCOM/NomCom10AC/10AC to HWT

155-10G ADVENTIST MISSION AWARENESS COMMITTEE
(GCC-S)—REAPPOINTMENT

VOTED, To reappoint the Adventist Mission Awareness Committee (AMAwareC) (GCC-S), with terms of reference and membership as follows:

TERMS OF REFERENCE

1. Coordinate and channel mission information through official church and other communication outlets.
2. Develop materials, resources, and programs to inform, to inspire, and to educate church workers and laypersons regarding mission needs and opportunities.
3. Liaise with divisions and all layers of church administration, institutions, departments, services, and supporting ministries as partners in raising the mission offering's profile in the world field.
4. Find creative ways to promote the mission offering, including ways that will appeal to younger members.
5. Develop new methods and processes for mission giving, including online donations.
6. Evaluate the effectiveness of promotion initiatives.
7. Report to the General Conference Executive Committee (GCC) through the office of the President.

AUTHORITY AND RESPONSIBILITY

1. Power to act.
2. Power to act.
3. Power to act.
4. Power to act.
5. Power to act.
6. Power to act.
7. Report to the General Conference Executive Committee (GCC).

MEMBERS

RYAN, MICHAEL L, Chair
Lemon, Robert E, Vice-chair
Krause, Gary D, Secretary

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Beardsley, Lisa M
Costa, Williams S Jr
Evans, G Thomas
Kajiura, Rick
Knott, William M
Koh, Linda Mei Lin
Kuntaraf, Jonathan
Kyte, Nancy

Morris, Derek
Ng, G T
Pearman, Delbert B
Prestol, Juan R
Puni, Erika F
Thorp, Brad
Trecartin, Homer W

Two laymembers to be selected.

SEC/ADCOM/NomCom10AC/10AC to HWT

156-10G ADVENTIST MISSION COMMITTEE (GCC-S)—
REAPPOINTMENT

VOTED, To reappoint the Adventist Mission Committee (AMCom) (GCC-S), with terms of reference and membership as follows:

TERMS OF REFERENCE

1. Prepare a budget to accommodate the requests for special appropriations for Global Mission projects submitted by divisions.
2. Approve funding of division Global Mission projects in accordance with Global Mission criteria.
3. Approve the release of special appropriations to divisions in harmony with Global Mission guidelines for the release of funds.
4. Find creative ways to promote the mission offering, including ways that will appeal to younger members.

AUTHORITY AND RESPONSIBILITY

1. Recommend to Strategic Planning and Budgeting Committee (SP&B) (GCC-S).
2. Power to act.
3. Power to act.
4. Recommend to Strategic Planning and Budgeting Committee (SP&B) (GCC-S).

- | | |
|---|------------------|
| 5. Cooperate with divisions regarding project objectives, financing, and development. | 5. Power to act. |
| 6. Require reports from division coordinators for Global Mission on project progress and accomplishments. | 6. Power to act. |
| 7. Report to the Strategic Planning and Budgeting Committee (SP&B) (GCC-S) on project progress and accomplishments. | 7. Power to act. |

MEMBERS

RYAN, MICHAEL L, Chair
Krause, Gary D, Secretary

Baker, Delbert W
Beardsley, Lisa M
Biaggi, Guillermo E
Cangy, Gilbert R
Chow, Dowell
Cooper, Lowell C
Costa, Williams S Jr
Councell, Gary R
Diop A Ganoune
Doss, Cheryl
Faigao, Howard F
Galicia, Agustin
Graz, John
Gulfan, Alberto C Jr
Handysides, Allan R
Iseminger, Myron
Jackson, Daniel R
Kajiura, Richard
Knott, William M
Koh, Linda Mei Lin
Kohler, Erton C
Kuntaraf, Jonathan

Mbwana, Geoffrey G
Miranda, Armando
Mwansa, Pardon K
Nix, James R
Oliver, Barry D
Oliver Willie
Page, Jerry N
Pearman, Delbert B
Prestol, Juan R
Puni, Erika F
Rathinaraj, John
Ratsara, Paul S
Rodriguez, Angel M
Ruguri, Blasious M
Sandefur, Charles C Jr
Schoun, Benjamin D
Simmons, Ella S
Small, Heather-Dawn K
Stele, Artur A
Thorp, Brad
Trecartin, Homer W
Vertallier, Bruno R

*Guptill, Stephen R	Adventist International Inst of Adv Studies
*Hart, Richard H	Loma Linda University
*Owusu-Antwi, Brempong	Adventist University of Africa
* <i>To be named</i>	Griggs University
* <i>To be named</i>	Oakwood University

DIVISION EDUCATION DIRECTORS

Blackmer, Larry	North American Division
Coulson, Malcolm T	South Pacific Division
Domingo, Lawrence	Southern Asia-Pacific Division
Duda, Daniel	Trans-European Division
Flores, Gamaliel	Inter-American Division
Kamwendo, Ellah	Southern Africa-Indian Ocean Division
Luz, Edgard Leonel	South American Division
Magyarosi, Barna	Euro-Africa Division
Mirilov, Branislav	Euro-Asia Division
Phoon, Chek Yat	Northern Asia-Pacific Division
Rao, Nageshwara	Southern Asia Division
<i>To be named</i>	East-Central Africa Division
<i>To be named</i>	West-Central Africa Division

UP TO FIVE MEMBERS SELECTED BY THE BOARD

Castillo, Ismael	Montemorelos University
Jeremiah, M S	Adventist Coll of Professional Studies METAS
Mafle'o, Tracie	Pacific Adventist University
Maphosa, Norman	Solusi University
Steger, Carlos	River Plate University

EX OFFICIO MEMBERS

Wilson, Ted N C	General Conference President
Ng, G T	General Conference Secretary
Lemon, Robert E	General Conference Treasurer

DIVISION PRESIDENTS

Biaggi, Guillermo E	Euro-Asia Division
Gulfan, Alberto C Jr	Southern Asia-Pacific Division
Kohler, Erton C	South American Division

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Lee, Jairyong
Leito, Israel
Oliver, Barry D
Rathinaraj, John
Ratsara, Paul S
Ruguri, Blasious M
Vertallier, Bruno R
Wari, Gilbert
Wiklander, Bertil

Northern Asia-Pacific Division
Inter-American Division
South Pacific Division
Southern Asia Division
Southern Africa-Indian Ocean Division
East-Central Africa Division
Euro-Africa Division
West-Central Africa Division
Trans-European Division

INVITEE

Rowe, Dionne A

*Executive Committee

SEC/ADCOM/NomCom10AC/10AC to HWT

158-10G INTERNATIONAL BOARD OF MINISTERIAL AND
THEOLOGICAL EDUCATION (GCC-B)—
REAPPOINTMENT

VOTED, To reappoint the International Board of Ministerial and Theological Education (IBMTE) (GCC-B), with membership as follows:

MEMBERS

*SCHOUN, BENJAMIN D, Chair	GC President or designee
*Simmons, Ella S, Vice-chair	GC Vice President (Advisor for Education)
*Miranda, Armando, Vice-chair	GC Vice President (Advisor for Min Assoc)
*Stele, Artur A, Vice-chair	GC Vice President (Advisor for BRI)
*Beardsley, Lisa M, Secretary	Education Director
*Page, Jerry N, Associate Secretary	Ministerial Association Representative
*Wilson, Ted N C	President
*Ng, G T	Secretary
*Lemon, Robert E	Treasurer

*Ceballos, Mario E
Hucks, Willie E II
*Rodriguez, Angel M

ACM Director (or designee)
Ministerial Association Associate Secretary
Biblical Research Institute Director

EDUCATION ASSOCIATE DIRECTORS

*Kibuuka, Hudson E
*Lekic, Mike Mile
*Schulz, Luis A
*Taylor, John Wesley V

DIVISION PRESIDENTS

Biaggi, Guillermo E
Gulfan, Alberto C Jr
Jackson, Daniel R
Kohler, Erton C
Lee, Jairyong
Leito, Israel
Oliver, Barry D
Rathinaraj, John
Ratsara, Paul S
Ruguri, Blasious M
Vertallier, Bruno R
Wari, Gilbert
Wiklander, Bertil

Euro-Asia Division
Southern Asia-Pacific Division
North American Division
South American Division
Northern Asia-Pacific Division
Inter-American Division
South Pacific Division
Southern Asia Division
Southern Africa-Indian Ocean Division
East-Central Africa Division
Euro-Africa Division
West-Central Africa Division
Trans-European Division

Siquiera, Reinaldo (Brazil Adv Univ)
Thomas, David (WWU)

Two chairpersons of undergraduate programs
in ministerial and religious formation

Castrejon, Jaime (SETAI)
Fortin, H Denis (AU)
Musvosvi, Joel (AUA)
Timm, Alberto (Latin Amer Theological Sem)
To be named (AIIAS)

Presidents/deans of seminaries and universities
offering denominationally recognized doctoral
programs in ministerial formation

Jang, Byung Ho (Sahmyook Univ)
Saban, Robin (Adv Univ of the Philippines)

Two deans of graduate programs in ministerial
and religious formation

Clouzet, Ron (NADEI/AU)
Hoeschele, Stefan (Friedensau Univ)

Four faculty from institutions offering
programs in ministerial and religious formation

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Juarez, Armando (Montemorelos Univ)
Kwesi, Ifeoma (OU)

DuPreez, Gerald (NSD)
Gayoba, Francisco (N Philippine Union Conf)
Greek, Jim (LLU&MC Chaplaincy)
Luna, Miguel (Asia Pacific Intl Univ)
Peach, Bob (Kettering Counseling Care Ctr)
Stele, Galina (formerly Zaoksky)

Six individuals experienced and active in ministerial formation (pastors, chaplains, Bible instructors, etc.)

Aja, Victoria (Babcock Univ)
Colon, May Ellen (SS/PM)
Duda, Daniel
Zinke, Edward (Layperson)

Up to four additional members as selected by the board

INVITEE

Rowe, Dionne A

*Executive Committee of the board shall consist of the members with an asterisk, plus up to nine members selected by the board

SEC/ADCOM/NomCom10AC/10AC to HWT

159-10G ACCREDITING ASSOCIATION OF SEVENTH-DAY ADVENTIST SCHOOLS, COLLEGES, AND UNIVERSITIES (GCC-S)—REAPPOINTMENT

VOTED, To reappoint the Accrediting Association of Seventh-day Adventist Schools, Colleges, and Universities (AAA) (GCC-S), with membership as follows:

MEMBERS

BEARDSLEY, LISA M, Chair
Lekic, Mike M, Executive Secretary

Education Director
Education Associate Director

Schoun, Benjamin D
Simmons, Ella S

General Vice President, Education Advisor(s)

Ryan, Roy E

Treasury Advisor

Kibuuka, Hudson E
Schulz, Luis A
Taylor, John Wesley V

Education Associate Directors

DIVISION EDUCATION DIRECTORS

Blackmer, Larry
Coulson, Malcolm T
Domingo, Lawrence
Duda, Daniel
Flores, Gamaliel
Kamwendo, Ellah
Luz, Edgard Leonel
Magyarosi, Barna
Mirilov, Branislav
Phoon, Chek Yat
Rao, Nageshwara
To be named
To be named

North American Division
South Pacific Division
Southern Asia-Pacific Division
Trans-European Division
Inter-American Division
Southern Africa-Indian Ocean Division
South American Division
Euro-Africa Division
Euro-Asia Division
Northern Asia-Pacific Division
Southern Asia Division
East-Central Africa Division
West-Central Africa Division

Ceballos, Mario E
Cooper, Lowell C
Guptill, Stephen R, AIIAS
Hallan, Keith, Potomac Conference
Mybirukira, James, Oakwood University
Pyke, Janelle, Loma Linda University
Rose, Steven G, Walla Walla University
Thomassian, Astrid, Atlantic Union
Young, Robert, Southern Adventist University

GC Chaplaincy Ministries Dir (or designee)
College/University Board Chair
College/University President
Conference Director of Education
College/University Dean/Dept Chair of Educ
College/Univ Registrar/Admissions Officer
College/University Finance Officer
Union Director of Education/Children's Min
College/University Academic VP/Dean

Rodriguez, Angel M, BRI
Thorpe, Alayne, Griggs University
Tidwell, Charles, Andrews University

Three individuals with international experience
in Adventist education

Grant, Gerald, Carelton University
Gurubatham, Juanita, Accrediting Commission
of Career Schools and Colleges

Two individuals engaged in education not
employed by the Church

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EX OFFICIO MEMBERS

Wilson, Ted N C	General Conference President
Ng, G T	General Conference Secretary
Lemon, Robert E	General Conference Treasurer

INVITEES

Dougan, John	Adventist Risk Management Representative
Douglas, Paul H	GC Auditing Service Representative
Rowe, Dionne A	Office of General Counsel Representative

SEC/ADCOM/NomCom10AC/10AC to HWT

160-10G COMMITTEE ON SEVENTH-DAY ADVENTIST HEALTH
PROFESSIONAL EDUCATION (IBE-Ssub)—REAPPOINTMENT

VOTED, To reappoint the Committee on Seventh-day Adventist Health Professional Education (SDAHProfEd) (IBE-Ssub), with terms of reference and membership as follows:

TERMS OF REFERENCE

1. Establish, recommend, and monitor educational standards in health professional programs such as medicine, nursing, and public health, considering international needs and resources.
2. Evaluate, screen, and endorse, for the International Board of Education (IBE) (GCC-B), proposed new programs in health professional fields.

AUTHORITY AND RESPONSIBILITY

1. Power to act.
2. Power to act.

3. Assist the Accrediting Association of Seventh-day Adventist Schools, Colleges, and Universities (AAA) (GCC-S) in appointing accrediting teams, which will include health specialists, to conduct evaluations of health professional programs at colleges universities, and hospitals.
3. Power to act.

MEMBERS

HANDYSIDES, ALLAN R, Chair Beardsley, Lisa M, Secretary	Health Ministries Director Education Director
Charles-Marcel, Xeno (Montemorelos Univ) Hadley, Roger (LLU) Mesa, Milton (River Plate University)	Deans of Adventist schools of medicine (3)
Herrmann, Marilyn (LLU) Race, Paul (Avondale College)	Deans/Directors of graduate nursing programs (2)
Allen, Carol (Oakwood University) Archer, Len (Florida Hospital Coll of Hlth Sci) Goodacre, Charles (LLU Sch of Dentistry) Jael, Susie (Adv Univ of Philippines-College of Nursing)	Deans/Directors of graduate programs in other health areas (4)
Jeremiah, M S (METAS Adv College) Tsegaye, Fesaha, pro tem (UEAB) Yim, Dong Sool (Sahmyook University) <i>To be named</i> (Nursing Director, Adventist University Cosendai)	Divisions with health programs not already presented (up to 6)
Carreno, Elmer (Deputy Health Officer for Prince George's Health Dept) Reece, Albert (Dean of University of Maryland School of Medicine)	Health professional lay members not working for the Church (2)

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INVITEES

Burnham, Gilbert
Jackson, Craig R
Jones, Patricia S
Nick, Doyle R

Health Ministries Associate Directors

Kibuuka, Hudson E
Lekic, Mike M
Schulz, Luis A
Taylor, John Wesley V

Education Associate Directors

Ceballos, Mario E

ACM Director (or designee)

SEC/ADCOMNomCom10AC/10AC to HWT

162-10G *ADVENTIST REVIEW* PUBLISHING BOARD (GCC-B)—
REAPPOINTMENT

VOTED, To reappoint the *Adventist Review* Publishing Board (ARPubBd) (GCC-B),
with terms of reference and membership as follows:

TERMS OF REFERENCE

AUTHORITY AND RESPONSIBILITY

- | | |
|--|---|
| 1. Assign an individual to supervise the publishing functions and provide counsel to that individual. | 1. Power to act. |
| 2. Establish advertising and marketing policies. | 2. Power to act. |
| 3. Negotiate and contract with the Review and Herald Publishing Association and other individuals and entities for specified services. | 3. Power to act. |
| 4. Recommend the appointment of <i>Adventist Review</i> editor-in-chief and associate editors. | 4. Recommend to Annual Council through the General Conference Administrative Committee (ADCOM) (GCC-S). |

5. Recommend the appointment of
Adventist Review assistant editors.

5. Recommend to the General
Conference Administrative
Committee (ADCOM) (GCC-S).

MEMBERS

WILSON, TED N C, Chair
Schoun, Benjamin D, Vice-chair
Knott, William M, Secretary

Beardsley, Lisa M
Jackson, Daniel R
Lemon, Robert E
Mbwana, Geoffrey G
Ng, G T

Orion, Daisy J F
Prestol, Juan R
Ryan, Michael L
Simmons, Ella S
Thomas, Mark B

LEGAL ADVISOR

Doukmetzian, Karnik

SEC/ADCOM/NomCom10AC/10AC to HWT

163-10G *ADVENTIST WORLD PUBLISHING BOARD* (GCC-B)—
REAPPOINTMENT

VOTED, To reappoint the *Adventist World Publishing Board* (AWPubBd) (GCC-B),
with terms of reference and membership as follows:

TERMS OF REFERENCE

1. Assign an individual to supervise the publishing functions and provide counsel to that individual.
2. Negotiate and contract with the Review and Herald Publishing Association and other individuals and entities for specified services.

AUTHORITY AND RESPONSIBILITY

1. Power to act.
2. Power to act.

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|---|---|
| 3. Oversee international production and distribution of <i>Adventist World</i> . | 3. Power to act. |
| 4. Recommend the appointment of <i>Adventist World</i> editor-in-chief and associate editors. | 4. Recommend to Annual Council through the General Conference Administrative Committee (ADCOM) (GCC-S). |
| 5. Recommend the appointment of <i>Adventist World</i> assistant editors. | 5. Recommend to the General Conference Administrative Committee (ADCOM) (GCC-S). |

MEMBERS

WILSON, TED N C, Chair
Schoun, Benjamin D, Vice-chair
Knott, William M, Secretary

Beardsley, Lisa M
Jackson, Daniel R
Lemon, Robert E
Mbwana, Geoffrey G
Ng, G T

Orion, Daisy J F
Prestol, Juan R
Ryan, Michael L
Simmons, Ella S
Thomas, Mark B

LEGAL ADVISOR

Doukmetzian, Karnik

SEC/ADCOM/NomCom10AC/10AC to HWT

164-10G COUNCIL ON EVANGELISM AND WITNESS (GCC-S)—
REAPPOINTMENT

VOTED, To reappoint the Council on Evangelism and Witness (CEW) (GCC-S), with terms of reference and membership as follows:

TERMS OF REFERENCE

1. Develop strategies for the continued affirmation and dissemination of a Bible-based theology of mission.
2. Maintain worldwide Church consciousness of the primacy of evangelism and witness in church life.
3. Conduct research, reviews, and evaluations regarding effectiveness of evangelism methods and follow-up, and encourage experimentation and assessment of new approaches to evangelism.
4. Provide a forum for the exchange and coordination of evangelism plans, information, and initiatives among divisions and international evangelism agencies.
5. Collaborate with the General Conference Center for Global Evangelism to identify specific ways in which the General Conference can enhance the evangelism program of the worldwide Church and also define new global evangelism initiatives.
6. Provide to the General Conference Executive Committee (GCC), at least annually, an assessment of global evangelistic achievements and challenges.

AUTHORITY AND RESPONSIBILITY

1. Power to act.
2. Power to act.
3. Power to act.
4. Power to act.
5. Recommend to appropriate committees through the President.
6. Power to act.

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|---|---|
| 7. Develop strategies to maximize evangelism results through appropriate nurture and training of new members. | 7. Recommend to the General Conference Executive Committee (GCC). |
| 8. Identify models of evangelism and evangelistic delivery which are designed for cross-cultural adaptation. | 8. Recommend to appropriate committees through the President. |
| 9. Identify the financial components and parameters for the above initiatives. | 9. Recommend to appropriate committees through the President. |

MEMBERS

MIRANDA, ARMANDO, Chair	GC Vice President
Mbwana, Geoffrey G, Vice-chair	GC Vice President
Page, Jerry N Secretary	GC Ministerial Association
Finley, Mark A, Assistant Secretary	Special Assistant to the GC President

Members of the General Conference Executive Committee (GCC)

Divisions may assign up to two additional invitees with voice and no vote at the expense of the division.

SEC/ADCOM/NomCom10AC/10AC to HWT

165-10G STRATEGIC PLANNING AND BUDGETING COMMITTEE
(GCC-S)—REAPPOINTMENT

VOTED, To reappoint the Strategic Planning and Budgeting Committee (SP&B) (GCC-S), with terms of reference and membership as follows:

TERMS OF REFERENCE

1. Prepare a strategic plan for the world Church whose development process includes:

AUTHORITY AND RESPONSIBILITY

1. Recommend to the General Conference Executive Committee (GCC) through the President's Executive Administrative Council (PREXAD).

- a. Define and refine the mission statement of the Church.
 - b. Conduct research and obtain input from leadership.
 - c. Consult with the world divisions in identifying global priorities, strategic issues, and goals.
 - d. Approve action plans which are informed by analysis of available resources.
 - e. Create a plan for assessment and evaluation.
-
- | | |
|---|--|
| <ol style="list-style-type: none">2. Consider trends, developments, needs, and opportunities each year prior to Spring Meeting and, in light of these considerations, frame the budget priorities for the next fiscal year.3. Review and recommend the annual General Conference budget.4. Review and recommend financial contingency plans for crisis situations.5. Review and approve funding requests for major opportunities which have been processed through and endorsed by General Conference Treasury and include an analysis of available funding sources. | <ol style="list-style-type: none">2. Power to act.3. Recommend to the General Conference Executive Committee (GCC).4. Recommend to the General Conference Administrative Committee (ADCOM) (GCC-S).5. Power to act. |
|---|--|

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|---|---|
| 6. Review reports on the General Conference operating expense caps as required by the General Conference Executive Committee (GCC). | 6. Report to the General Conference Executive Committee (GCC). |
| 7. Review reports on the interdependence trends (including financial self-support) in denominational structures and determine how such trends should affect budgeting and appropriation patterns. | 7. Power to act. |
| 8. Approve guidelines and authorize distribution of Thirteenth Sabbath offering monies in harmony with the strategic plan. | 8. Power to act. |
| 9. Review and recommend a Calendar of Special Days and Offerings. | 9. Recommend to the General Conference Executive Committee (GCC). |
| 10. Approve methods and strategies for increasing income from traditional and new sources. | 10. Power to act. |
| 11. Appoint subcommittees as needed. | 11. Power to act. |

MEMBERS

WILSON, TED N C, Chair
Ryan, Michael L, Vice-chair
Schoun, Benjamin D, Vice-chair
Prestol, Juan R, Secretary
Trecartin, Homer W, Associate Secretary

President
Vice President
Vice President
Undertreasurer
Undersecretary

Baker, Delbert W
Banks, Rosa T
Beardsley, Lisa M
Bryant, G Alexander
Cooper, Lowell C

Vice President
Associate Secretary
Education Director
Associate Secretary, NAD
Vice President

Egwakhe, George O	Associate Treasurer
Evans, G Thomas	Associate Treasurer, NAD
Faigao, Howard F	Publishing Ministries Director
Galicia, Agustin	Associate Secretary
Handysides, Allan R	Health Ministries Director
Iseminger, Myron	Associate Secretary
Jackson, Daniel R	Vice President, NAD
Krause, Gary D	Adventist Mission Director
Lemon, Robert E	Treasurer
Mbwana, Geoffrey G	Vice President
Miranda, Armando	Vice President
Mwansa, Pardon K	Vice President
Ng, G T	Secretary
Orion, Daisy J	Associate Treasurer
Page, Jerry N	Ministerial Association Secretary
Parchment, Orville D	Assistant to the President
Parish, Ruth E	Human Resource Services Director
Puni, Erika F	Stewardship Ministries Director
Ryan, Roy E	Associate Treasurer
Simmons, Ella S	Vice President
Stele, Artur A	Vice President
Thomas, John H	Associate Secretary
Wahlen, J Raymond II	Associate Treasurer
Wollan, Harald	Associate Secretary

All Divisions: President, Secretary, and Treasurer

To be named GC Dept Dir (2-3 rotating every 5 yrs)

To be named Lay Representatives (6-8)

Sandefur, Charles C Jr Others

INVITEES

Brantley, Paul S	OAPE Director
Chow, Dowell	Adventist World Radio Director
Costa, Williams S Jr	Communication Director
Douglas, Paul H	General Conference Auditing Service Director
Doukmetzian, Karnik	Legal Advisor
Erntson, Verland V	Comptroller

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Knott, William M
Thorp, Brad
Trim, David

Adventist Review Editor
Hope Channel President
Archives and Statistics Director

STEERING COMMITTEE

Wilson, Ted N C, Chair
Ryan, Michael L, Vice-chair
Schoun, Benjamin D, Vice-chair
Prestol, Juan R, Secretary
Trecartin, Homer W, Associate Secretary

Iseminger, Myron
Lemon, Robert L
Ng, G T

SEC/ADCOM/NomCom10AC/10AC to HWT

166-10G INTERNATIONAL HEALTH AND TEMPERANCE ASSOCIATION EXECUTIVE COUNCIL (GCC-S)— REAPPOINTMENT

VOTED, To reappoint the International Health and Temperance Association Executive Council (IHTAExCou) (GCC-S), with membership as follows:

MEMBERS

BAKER, DELBERT W, Chair
Handysides, Allan R, Vice-chair
Landless, Peter N, Executive Secretary
David, Elwin B, Treasurer

Beardsley, Lisa M
Cooper, Rae Lee
Hardinge, Fred
Koh, Linda Mei Lin
Kuntaraf, Kathleen H L
Nick, Doyle R

Orion, Daisy J F
Swanson, Gary B
To be named, NAD Health Ministries Director

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171-10G GENERAL CONFERENCE ADMINISTRATIVE
COMMITTEE (GCC-S)—REAPPOINTMENT

VOTED, To reappoint the General Conference Administrative Committee (ADCOM) (GCC-S), with terms of reference and membership as follows:

TERMS OF REFERENCE

AUTHORITY AND RESPONSIBILITY

A. Standing Committees

1. Appoint standing committees and develop, approve, and adjust their terms of reference.
2. Evaluate the work of standing committees on an annual basis.
3. Receive referrals from the subcommittees that report to it.

1. Power to act.
2. Power to act.
3. Power to act or refer to the General Conference Executive Committee (GCC).

B. Financial Oversight

1. Receive reports from Treasury on an annual basis regarding interdependence trends of union missions and conferences and make recommendations to the Strategic Planning and Budgeting Committee (SP&B) (GCC-S).

1. Power to act.

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|--|--|
| 2. Develop the General Conference budget in harmony with established procedures. | 2. Recommend to Annual Council. |
| 3. Review the operations of the General Conference in relation to the budget. | 3. Power to act in counsel with the responsible officers. |
| 4. Approve the opening and closing of bank accounts with appropriate signatures. | 4. Power to act. |
| 5. Authorize expenditure of Emergency and Contingency Funds as provided for in the budget. | 5. Power to act within limits established by the General Conference Executive Committee (GCC). |

C. Planning and Development

- | | |
|--|---|
| 1. Direct in the formulation and publication of internal policies, protocols, and procedures. | 1. Power to act. |
| 2. Direct in the development of long-range planning for the staffing and operation of the General Conference headquarters. | 2. Recommend to the General Conference Executive Committee (GCC). |

D. Personnel Matters

- | | |
|--|------------------|
| 1. Initiate an evaluation process for departmental directors. | 1. Power to act. |
| 2. Recommend to the General Conference Executive Committee (GCC) employment or discharge of all elected personnel between General Conference Sessions. | 2. Power to act. |

- | | |
|---|------------------|
| 3. Approve and/or employ and/or discharge appointed personnel. | 3. Power to act. |
| 4. Recommend to the General Conference Executive Committee (GCC) employment or discharge of editors/associate editors. | 4. Power to act. |
| 5. Conduct a quinquennial review of assistant directors of General Conference departments, associations, and services, and make, confirm, or terminate appointments as soon as possible following a regular General Conference Session. | 5. Power to act. |

E. General Administrative Items

- | | |
|---|------------------|
| 1. Consider other routine administrative issues as they arise and give general counsel to World Church entities as requested. | 1. Power to act. |
| 2. Place calls for personnel for General Conference headquarters and General Conference institutions (other than those indicated in D-2). | 2. Power to act. |
| 3. Express condolences and appreciation as circumstances may indicate. | 3. Power to act. |

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F. Publisher of Sabbath School Bible Study Guides

- | | |
|--|------------------|
| 1. Appoint the membership of the World Sabbath School Bible Study Guide Curriculum Committee (WSSCC) (GCC-S) membership of the Sabbath School Publications Board (SSPubBd) (ADCOM-B), the manuscript evaluation committees (SSPubBd-SSub), and the international translation and contextualization committees. | 1. Power to act. |
| 2. Receive reports and process recommendations from the World Sabbath School Advisory. | 2. Power to act. |
| 3. Approve the world Sabbath School curriculum for all age levels, and authorize the Sabbath School Publications Board (SSPubBd) (ADCOM-B) to proceed with the development of curricula and manuscripts. | 3. Power to act. |
| 4. Appoint an ad hoc committee, as needed, to examine the recommendations of the World Sabbath School Bible Study Guide Curriculum Committee (WSSCC) (GCC-S), the membership to be composed mainly of qualified individuals other than those involved with Sabbath School Bible Study Guide preparation or evaluation. | 4. Power to act. |

- | | |
|--|------------------|
| 5. Identify and approve additional topics that may be essential to church plans and strategies, and authorize the Sabbath School Publications Board (SSPubBd) (ADCOM-B) to include such topics in the world Sabbath School curriculum. | 5. Power to act. |
| 6. Make a determination, in the event a situation arises in which there is not concurrence between the editor and the Sabbath School Publications Board (SSPubBd) (ADCOM-B). | 6. Power to act. |
| 7. Approve policies for translation, adaptation, and contextualization of Sabbath School student and teacher materials for all age levels. | 7. Power to act. |
| 8. Publish student and teacher Sabbath School Bible Study Guides. | 8. Power to act. |

MEMBERS

WILSON, TED N C, Chair
Trecartin, Homer W, Secretary
Boward, Tamara K, Recording Secretary

President
Undersecretary

Baker, Delbert W
Cooper, Lowell C
Mbwana, Geoffrey G
Miranda, Armando
Mwansa, Pardon K
Ryan, Michael L
Schoun, Benjamin D
Simmons Ella S
Stele, Artur A

General Vice Presidents

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Jackson, Daniel R or designee

North American Division President

Ng, G T

Secretary

Banks, Rosa T
Bryant, G Alexander
Galicia, Agustin
Iseminger, Myron
Krause, Gary D
Thomas, John H
Wollan, Harald

Associate Secretaries

Lemon, Robert E

Treasurer

Prestol, Juan R

Undertreasurer

Egwakhe, George O
Evans, G Thomas
Orion, Daisy Jane F
Ryan, Roy E
Wahlen, J Raymond II

Associate Treasurers

Brantley, Paul S
Chow, Dowell
Gibson, L James
Nix, James R
Parchment, Orville D
Rodriguez, Angel M
Sandefur Jr, Charles C
Thorp, Brad

General Field Secretaries

Beardsley, Lisa M
Cangy, Gilbert R
Costa, Williams S Jr
Councill, Gary R
Faigao, Howard F
Graz, John
Handysides, Allan R
Koh, Linda Mei-Lin

DEPARTMENTAL DIRECTORS

Education
Youth Ministries
Communication
Adventist Chaplaincy Ministries
Publishing Ministries
Public Affairs and Religious Liberty
Health Ministries
Children's Ministries

Kuntaraf, Jonathan
Oliver, Willie
Page, Jerry N
Puni, Erika F
Small, Heather-Dawn K
To be named

Sabbath School/Personal Ministries
Family Ministries
Ministerial Association
Stewardship Ministries
Women's Ministries
Planned Giving and Trust Services

INVITEES

Beckett, John R
Clemmer, Sheri
Douglas, Paul H
Knott, William M
Kyte, Robert E
Lawrence, Dian R
Parish, Ruth E
To be named
To be named

Global Software and Internet
Associate Meeting Planner
Director, General Conference Auditing Service
Editor, *Adventist Review/Adventist World*
President, Adventist Risk Management
Assistant Secretary
Director, Human Resource Services
President, Griggs Univ and International Acad
Assistant to the NAD President

LEGAL ADVISOR

Doukmetzian, Karnik

*Invitees will be determined by the Administrative Committee and will function as members of the committee with voice and vote at the discretion of the Chair. Membership on this committee does not imply attendance at Annual Councils held outside North America.

TRE/ADCOM/NomCom10AC/10AC to HWT

172-10G GENERAL CONFERENCE FINANCIAL AUDIT REVIEW
COMMITTEE (GCC-S)—REAPPOINTMENT

VOTED, To reappoint the General Conference Financial Audit Review Committee (FinAudRev) (GCC-S), with terms of reference and membership as follows:

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TERMS OF REFERENCE

1. Select an auditing firm, in consultation with the General Conference Auditing Service, to accomplish the annual financial audit of the General Conference.
2. Meet with the auditors prior to the audit for the purpose of discussing the audit and giving instructions to the auditors on areas of special interest. Members of administration shall not be present during this discussion.
3. Meet with the auditors, once the audit has been completed and without the presence of administration, to discuss internal control issues and for the purpose of determining concerns the auditors might have about administration and its cooperation with the auditors.
4. Approve any nonaudit services that will be provided by the auditors.
5. Review the reports and management letters from the auditors relating to the General Conference accounts and administration's response.
6. Prepare and submit a report to the General Conference Executive Committee (GCC), including any recommendations.

AUTHORITY AND RESPONSIBILITY

1. Recommend to General Conference Executive Committee (GCC).
2. Power to act.
3. Power to act.
4. Power to act.
5. Power to act.
6. Power to act.

- | | | | |
|----|--|----|---------------|
| 7. | Receive and review any reports and certifications required by law or agreed to as best practices. | 7. | Power to act. |
| 8. | Invite members of administration or others, as needed, to meet with the General Conference Financial Audit Review Committee. | 8. | Power to act. |

MEMBERS

TREVINO, MAX A, Chair

Brown, Gina S
Clark, Chester V III
Lang, Kevin J
McVay, John K
Verduzco-Avila, Filiberto M

CONSTITUENCY MEETINGS

At 11:06 a.m., the business session of the General Conference Executive Committee was recessed and the following constituency meetings were held:

1. Adventist University of Africa
2. Hope Channel, Incorporated.

Following these meetings, the business session of the General Conference Executive Committee was reconvened.

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OMA/FinPl&Bud05AC/05AC/101-05Ga/06AC/101-06Ga/FinPl&Bud07AC/GCDO07AC/
07AC/101-07Ga/FinPl&Bud08AC/08AC/101-08Ga/FinPl&Bud09AC/09AC/101-09Ga/
SP&B10AC/10AC to JRP(DIV)

101-10Ga CALENDAR OF THIRTEENTH SABBATH
OFFERINGS—WORLD 2011 - 2015

VOTED, To revise the Calendar of Thirteenth Sabbath Offerings—World 2011 - 2015,
to read as follows:

2011	First Quarter	Southern Asia Division
	Second Quarter	Euro-Asia Division
	Third Quarter	West-Central Africa Division
	Fourth Quarter	North American Division
2012	First Quarter	Northern Asia-Pacific Division
	Second Quarter	Southern Asia-Pacific Division
	Third Quarter	Southern Africa-Indian Ocean Division
	Fourth Quarter	South American Division
2013	First Quarter	South Pacific Division
	Second Quarter	East-Central Africa Division
	Third Quarter	Euro-Africa Division
	Fourth Quarter	Trans-European Division
2014	First Quarter	West-Central Africa Division
	Second Quarter	Southern Asia Division
	Third Quarter	Euro-Asia Division
	Fourth Quarter	Inter-American Division
2015	First Quarter	North American Division
	Second Quarter	Northern Asia-Pacific Division
	Third Quarter	Southern Asia-Pacific Division
	Fourth Quarter	Southern Africa-Indian Ocean Division

Distribution summary among divisions from 2011 through 2015:

East-Central Africa	1
Euro-Africa	1

Euro-Asia	2
Inter-American	1
North American	2
Northern Asia-Pacific	2
Southern Africa-Indian Ocean	2
South American	1
South Pacific	1
Southern Asia	2
Southern Asia-Pacific	2
Trans-European	1
West-Central Africa	2

SP&B10AC/10AC to MLR(DIV)

101-10Gb CALENDAR OF SPECIAL DAYS AND EVENTS—
WORLD 2011

VOTED, To adopt the Calendar of Special Days and Events—World 2011, which reads as follows:

January

1	Soul-Winning Commitment	Program provided by divisions
8	<i>Tell the World: Spiritual Growth</i>	Program provided by GC
15	Health Ministries	Program provided by divisions
22	Religious Liberty Day	

February

5	<i>Tell the World: Church Planting Sabbath</i>	Program provided by GC
5-12	Christian Home and Marriage	Program provided by GC
19	Health and Temperance Magazines	Program provided by divisions

March

5	Women's Day of Prayer	Program provided by GC
12	<i>Tell the World: Personal Outreach</i>	Program provided by GC
12	Missionary Literature Emphasis	Program provided by publishing houses
19-26	Youth Week of Prayer	Program provided by GC

April

9	Adventist Mission Emphasis (offering)	Program provided by GC
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9	Youth Spiritual Commitment Celebration (Northern Hemisphere)	
16	Literature Evangelism Rally	Program provided by divisions
23	Christian Education	Program provided by divisions
<u>May</u>		
1-31	Drug Awareness Month	Program provided by GC
7	Community Service Evangelism	Program provided by divisions
14	<i>Tell the World: Big Cities</i>	Program provided by GC
<u>June</u>		
4	Bible Correspondence School	
11	Women's Ministry	Program provided by GC
<u>July</u>		
2	Griggs University/International Academy	
9	<i>Tell the World: Media Ministry</i>	Program provided by GC
<u>August</u>		
6	Global Mission Evangelism	Program provided by divisions
20	Abuse Prevention Emphasis	Program provided by GC
<u>September</u>		
3	Lay Evangelism	Program provided by divisions
3-10	<i>Adventist Review</i> (Annual subscription promotion)	
10	Family Togetherness	Program provided by GC
10	Adventist Mission Emphasis (offering)	Program provided by GC
10	Youth Spiritual Commitment Celebration (Southern Hemisphere)	
17	Pathfinder Day	
17-24	Health Emphasis	Program provided by divisions
<u>October</u>		
1	Sabbath School Guest	Program provided by divisions
1	<i>Tell the World: In the Community</i>	Program provided by GC
8	Spirit of Prophecy	Program provided by Ellen G White Estate
15	Children's Sabbath	
22	Creation Sabbath	Program provided by GC

November

5-12	Week of Prayer	
12	Annual Sacrifice (offering)	Program provided by GC
19	Ingathering	
26	Bible Emphasis	Program provided by divisions

December

3	Stewardship	Program provided by divisions
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TRE/SP&B10AC/10AC to JRP(DIV)

101-10Gf CALENDAR OF OFFERINGS—WORLD 2013

VOTED, To adopt the Calendar of Offerings—World 2013, 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

2	Outreach/Church Budget
9*+	Adventist World Radio
16	Church Budget
23	Conference/Union
30	Church Budget

April

6	Outreach/Church Budget
13*+	World Mission Budget
20	Church Budget
27	Conference/Union

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May

4 Outreach/Church Budget
11*+ Disaster and Famine Relief (Program provided for NAD only)
18 Church Budget
25 Conference/Union

June

1 Outreach/Church Budget
8 Division
15 Church Budget
22 Conference/Union
29 Church Budget

July

6 Outreach/Church Budget
13*+ World Mission Budget
20 Church Budget
27 Conference/Union

August

3 Outreach/Church Budget
10 Division
17 Church Budget
24 Conference/Union
31 Church Budget

September

7 Outreach/Church Budget
14*+ World Mission Budget (Unusual Opportunities)
21 Church Budget
28 Conference/Union

October

5 Outreach/Church Budget
12 Division
19 Church Budget
26 Conference/Union

November

2 Outreach/Church Budget
9*+ Annual Sacrifice (Global Mission)

16 Church Budget
 23 Conference/Union
 30 Church Budget

December

7 Outreach/Church Budget
 14 Division
 17 Church Budget
 28 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

SEC/ADCOM/SecC/GCDO06SM/06SM/102-06Ge/ADCOM/SecC/GCDO07SM/07SM/
 ADCOM/SecC/GCDO07AC/07AC/102-07Gd/ADCOM/SecC/GCDO08SM/08SM/ADCOM/
 SecC/GCDO08AC/08AC/ADCOM/102-08Gc/ADCOM/SecC/GCDO09SM/09SM/ADCOM/
 SecC/GCDO09AC/09AC/ADCOM/102-09Gb/ADCOM/SecC/GCDO10SM/10SM/ADCOM/
 GCDO10AC/10AC to MI(DIV)

102-10Ga 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>October 2010</u>			
8(eve)-13	Fri	Annual Council	Silver Spring MD
12(eve)	Tue	Adventist World Radio Board	Silver Spring MD
17,18	Sun	Oakwood University Board of Trustees	Huntsville AL
18,19	Mon	Biblical Research Institute	Berrien Springs MI

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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>October 2010 contd</u>			
19(am)	Tue	Loma Linda Executive Committees	Loma Linda CA
20	Wed	Faith and Science Council	Berrien Springs MI
21	Thu	Supporting Ministries Advisory Committee	Silver Spring MD
22	Fri	GC/NAD Publishing Min Strategic Plan Com	Berrien Springs MI
24(eve)	Sun	Andrews University Governance Committee	Berrien Springs MI
25(am)	Mon	Andrews University Subcommittees	Berrien Springs MI
25(pm)	Mon	Andrews University Seminary Executive Com	Berrien Springs MI
26	Tue	Andrews University Board	Berrien Springs MI
26(eve)	Tue	IWM Administrative Council	Berrien Springs MI

November 2010

December 2010

1(am)	Wed	E G White Estate Board of Trustees	Silver Spring MD
2(am)	Thu	Adventist Risk Management Board	Silver Spring MD
5-8	Sun	Oakwood University Evangelism Council	Huntsville AL
8,9	Wed	Departmental Orientation	Silver Spring MD
9(pm)	Thu	RH Board Executive/Finance Committees	Silver Spring MD
14	Tue	Loma Linda Boards and Committees	Loma Linda CA
15	Wed	Loma Linda Boards and Committees	Loma Linda CA
16(am)	Thu	Adventist Health International Services Board	Loma Linda CA

SEC/ADCOM/SecC/GCDO09SM/09SM/ADCOM/SecC/GCDO09AC/09AC/ADCOM/
 102-09Gc/ADCOM/SecC/GCDO10SM/10SM/ADCOM/GCDO10AC/10AC to MI(DIV)

102-10Gb AUTHORIZED MEETINGS 2011

VOTED, To approve the updated list of Authorized Meetings 2011, 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 2011</u>			
10-29	Mon	IWM Mission Institute	Cooranbong AUSTRALIA

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>January 2011 contd</u>			
12-15	Wed	PREXAD	_____
14-16	Fri	Ellen G White Estate Bd of Trustees Consultation	_____
20	Thu	GC/NAD Publishing Min Strategic Plan Com	Silver Spring MD
<u>February 2011</u>			
1-3	Tue	Global Leadership Summit	BRAZIL
3	Thu	General Conference Executive Committee	Silver Spring MD
8,9	Tue	Muslim Literature Coordinating Committee	London UNITED KINGDOM
16(pm)	Wed	Christian Record Services Finance Committee	Lincoln NE
17(am)	Thu	Christian Record Services Board of Trustees	Lincoln NE
21,22	Mon	Loma Linda Boards and Committees	Loma Linda CA
23(am)	Wed	Adventist Health International Board	Loma Linda CA
23(pm)	Wed	Geoscience Research Institute Board	Loma Linda CA
27(eve)	Sun	Andrews University Governance Committee	Berrien Springs MI
28(am)	Mon	Andrews University Subcommittees	Berrien Springs MI
28(pm)	Mon	Andrews University Seminary Executive Com	Berrien Springs MI
<u>March 2011</u>			
1(am)	Tue	Andrews University Board	Berrien Springs MI
1(pm)	Tue	Andrews University Membership Meeting	Berrien Springs MI
7-10	Mon	Prime Time	Silver Spring MD
9,10	Wed	AIAS Management Committee and Board	PHILIPPINES
9	Wed	Department Directors/GC President Meeting	Silver Spring MD
10(am)	Thu	GC Leadership Council	Silver Spring MD
10	Thu	General Conference Executive Committee	Silver Spring MD
13-Apr 1	Sun	General Conference Department Advisories	Silver Spring MD
13-21	Sun	Publishing Ministries World Advisory	Silver Spring MD
13-18	Sun	Planned Giving & Trust Services World Advisory	Silver Spring MD
13-17	Sun	Communication Department World Advisory	Silver Spring MD
14-20	Mon	Ministerial Association World Advisory	Silver Spring MD
14-18	Mon	Children's Ministries World Advisory	Silver Spring MD
16,17	Wed	GC/NAD Publishing Min Strategic Plan Com	Silver Spring MD
20-25	Sun	Sabbath School/Pers Ministries World Advisory	Silver Spring MD
20-25	Sun	Stewardship Ministries World Advisory	Silver Spring MD
20-24	Sun	Family Ministries World Advisory	Silver Spring MD
20-23	Sun	Adventist Chaplaincy Ministries World Advisory	Silver Spring MD
22-26	Tue	Women's Ministries World Advisory	Silver Spring MD
22(am)	Tue	Loma Linda Executive Committees	Loma Linda CA

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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>March 2011 contd</u>			
23(eve)	Wed	Pacific Press Finance Committee	Nampa ID
24	Thu	Pacific Press Board	Nampa ID
27-31	Sun	Health Ministries World Advisory	Silver Spring MD
27-31	Sun	Office of Assessment World Advisory	Silver Spring MD
27-31	Sun	Public Affairs/Religious Liberty World Advisory	Silver Spring MD
27-31	Sun	Sabbath School World Curriculum Committee	Silver Spring MD
28-Apr 2	Mon	Youth Ministries World Advisory	Silver Spring MD
28-31	Mon	Education Department World Advisory	Silver Spring MD
28-30	Mon	Adventist Missions World Advisory	Silver Spring MD
28-30	Mon	Secretariat World Advisory	Silver Spring MD
31, Apr1(am)	Thu	Global Mission Issues Committee	Silver Spring MD
31(eve)	Thu	Accred Assoc of SDA Sch, Coll, & Univ	Silver Spring MD
<u>April 2011</u>			
1(pm)	Fri	Adventist Mission Committee	Silver Spring MD
1(pm)	Fri	Adventist World Radio Board	Silver Spring MD
3	Sun	Division Officer Interviews	Silver Spring MD
4	Mon	Presidents Council	Silver Spring MD
4	Mon	Secretaries Council	Silver Spring MD
4	Mon	Treasurers Council	Silver Spring MD
4(eve)	Mon	Griggs University Board	Silver Spring MD
5	Tue	Strategic Planning and Budgeting Committee	Silver Spring MD
5(am)	Tue	GC & Division Officers	Silver Spring MD
6(am)	Wed	ADRA International Board	Silver Spring MD
6(am)	Wed	IBE Programs Review Committee	Silver Spring MD
6(pm)	Wed	International Board of Education	Silver Spring MD
6(pm)	Wed	International Board of Min & Theol Ed (IBMTE)	Silver Spring MD
6(eve)	Wed	Africa HIV/AIDS Office Board	Silver Spring MD
6(eve)	Wed	Hope Channel, Inc, Board	Silver Spring MD
7	Thu	Council on Evangelism & Witness	Silver Spring MD
8(am)	Fri	Oakwood University Constituency Session	Huntsville AL
10,11(am)	Sun	Spring Meeting	Huntsville AL
11-30	Mon	IWM Mission Institute	THAILAND
13(am)	Wed	LLUASHSC Constituency Meeting	Loma Linda CA
13(pm)	Wed	LLU Boards LLUASHSC, LLU, LLUMC	Loma Linda CA
18,19	Mon	Biblical Research Institute Committee	Loma Linda CA
20,21	Wed	Faith and Science Council	Loma Linda CA
26	Tue	Adventist University of Africa Board	Nairobi KENYA

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>May 2011</u>			
5	Thu	General Conference Executive Committee	Silver Spring MD
18(pm)	Wed	Review and Herald HHES Board	Hagerstown MD
18(eve)	Wed	Review and Herald Board Finance Committee	Hagerstown MD
19(am)	Thu	Review and Herald Constituency and Board	Hagerstown MD
23,24	Mon	Loma Linda Boards and Committees	Loma Linda CA
25(am)	Wed	Adventist Health International Services Board	Loma Linda CA
<u>June 2011</u>			
1(pm)	Wed	ARM Finance, Audit, and Compensation Committees	VERMONT
2	Thu	Adventist Risk Management Board of Directors	VERMONT
6(am)	Mon	Andrews University Subcommittees	Berrien Springs MI
6(am)	Mon	Andrews University Board	Berrien Springs MI
13-16	Mon	Prime Time	Silver Spring MD
14(pm)	Tue	Review and Herald Board Exec/Finance Comm	Silver Spring MD
15	Wed	PREXAD	Silver Spring MD
16	Thu	General Conference Executive Committee	Silver Spring MD
20-26	Mon	IWM Re-Entry Seminars—Family/Teen	Berrien Springs MI
<u>July 2011</u>			
11-30	Mon	IWM Mission Institute	Berrien Springs MI
<u>August 2011</u>			
10(eve)	Wed	Pacific Press Finance Committee	Nampa ID
11	Thu	Pacific Press Board	Nampa ID
29,30	Mon	Loma Linda Boards and Committees	Loma Linda CA
31(am)	Wed	Adventist Health International Services Board	Loma Linda CA
<u>September 2011</u>			
14(pm)	Wed	Department Directors/GC President Meeting	Silver Spring MD
15	Thu	GC Leadership Council	Silver Spring MD
19-22	Mon	Prime Time	Silver Spring MD
21(pm)	Wed	Review and Herald Finance Committee	Hagerstown MD
22(am)	Thu	Review and Herald Board	Hagerstown MD
28-Oct 1	Wed	Spirit of Prophecy Tour	Boston MA
28(am)	Wed	IBE Programs Review Committee	Silver Spring MD
28(eve)	Wed	Griggs University Board	Silver Spring MD
29(am)	Thu	International Board of Education	Silver Spring MD

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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>September 2011 contd</u>			
29(am)	Thu	International Board of Min & Theol Ed (IBMTE)	Silver Spring MD
30	Fri	<i>Church Manual</i> Committee	Silver Spring MD
30(am)	Fri	Accred Assoc of SDA Sch, Coll, & Univ	Silver Spring MD
<u>October 2011</u>			
2	Sun	Division Officer Interviews	Silver Spring MD
3	Mon	Presidents Council	Silver Spring MD
3	Mon	Secretaries Council	Silver Spring MD
3	Mon	Treasurers Council	Silver Spring MD
4	Tue	Strategic Planning and Budgeting Committee	Silver Spring MD
4(am)	Tue	GC & Division Officers	Silver Spring MD
4(eve)	Tue	Africa HIV/AIDS Office Board	Silver Spring MD
5(am)	Wed	ADRA International Board	Silver Spring MD
5(pm)	Wed	Adventist Mission Committee	Silver Spring MD
5(pm)	Wed	Adventist World Radio Board	Silver Spring MD
5(eve)	Wed	Hope Channel, Inc Board	Silver Spring MD
6	Thu	Council on Evangelism and Witness	Silver Spring MD
6(eve)	Thu	AIAS Management Committee and Board	Silver Spring MD
6(eve)	Thu	General Conference Auditing Service Board	Silver Spring MD
6(eve)	Thu	Adventist University of Africa Board	Silver Spring MD
7	Fri	General Conference Auditing Service Board	Silver Spring MD
7(am)	Fri	Division Officer Interviews	Silver Spring MD
7(eve)-12	Fri	Annual Council	Silver Spring MD
12-15	Wed	Emot Hlth & Wllness: A Biblical Wrldview in Practice	Loma Linda CA
17,18	Mon	Biblical Research Institute Committee	Berrien Springs MI
18(am)	Tue	Loma Linda Executive Committees	Loma Linda CA
23(pm)	Sun	Andrews University Governance Committee	Berrien Springs MI
24(am)	Mon	Andrews University Subcommittees	Berrien Springs MI
24(pm)	Mon	Andrews University Seminary Executive Com	Berrien Springs MI
25(am)	Tue	Andrews University Board	Berrien Springs MI
<u>November 2011</u>			
<u>December 2011</u>			
7(pm)	Wed	Adventist Risk Management Finance Committee	Silver Spring MD
8(am)	Thu	Adventist Risk Management Board of Directors	Silver Spring MD
13,14	Tue	Loma Linda Boards and Committees	Loma Linda CA
15(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 2011 contd</u>			
15(pm)	Thu	Review and Herald Board Exec/Finance Comm	Hagerstown MD

SEC/ADCOM/SecC/GCDO09AC/09AC/ADCOM/102-09Gd/ADCOM/SecC/GCDO10SM/
 10SM/ADCOM/GCDO10AC/10AC to MI(DIV)

102-10Gc AUTHORIZED MEETINGS 2012

VOTED, To approve the updated list of Authorized Meetings 2012, 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 2012</u>			
16-Feb 4	Mon	IWM Mission Institute	KENYA
24-28	Tue	GC3/PREXAD	_____
<u>February 2012</u>			
17-20	Fri	Loma Linda Board Retreat	CALIFORNIA
20,21	Mon	Loma Linda Boards and Committees	Loma Linda CA
22(am)	Wed	Adventist Health International Board	Loma Linda CA
<u>March 2012</u>			
4(pm)	Sun	Andrews University Governance Committee	Berrien Springs MI
5(am)	Mon	Andrews University Subcommittees	Berrien Springs MI
5(pm)	Mon	Andrews University Seminary Executive Com	Berrien Springs MI
6(am)	Tue	Andrews University Board	Berrien Springs MI
20(am)	Tue	Loma Linda Executive Committees	Loma Linda CA
21(eve)	Wed	Pacific Press Finance Committee	Nampa ID
22	Thu	Pacific Press Board	Nampa ID
26-30	Mon	Staff Travel Moratorium	Silver Spring MD
<u>April 2012</u>			
9-28	Mon	IWM Mission Institute	THAILAND
16(pm)	Mon	Africa HIV/AIDS Office Board	Silver Spring MD
17,18(am)	Tue	Spring Meeting	Silver Spring MD
23,24	Mon	Biblical Research Institute Committee	Loma Linda CA

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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>April 2012 contd</u>			
24	Tue	Adventist University of Africa Board	Nairobi KENYA
25(pm)	Wed	Review and Herald HHES Board	Hagerstown MD
25(eve)	Wed	Review and Herald Board Finance Committee	Hagerstown MD
26(am)	Thu	Review and Herald Board	Hagerstown MD
<u>May 2012</u>			
22,23	Tue	Loma Linda Boards and Committees	Loma Linda CA
24(am)	Thu	Adventist Health International Services Board	Loma Linda CA
<u>June 2012</u>			
4(am)	Mon	Andrews University Board	Berrien Springs MI
4(am)	Mon	Andrews University Subcommittees	Berrien Springs MI
11-21	Mon	Third International Bible Conference	ISRAEL
12(pm)	Tue	Review and Herald Board Exec/Finance Comm	Silver Spring MD
18-24	Mon	IWM Re-Entry Seminars—Family/Teen	Berrien Springs MI
18-22	Mon	Staff Travel Moratorium	Silver Spring MD
26-Jul 5	Tue	Geoscience Research Institute Field Conference	ITALY
<u>July 2012</u>			
9-28	Mon	IWM Mission Institute	Berrien Springs MI
<u>August 2012</u>			
15(eve)	Wed	Pacific Press Finance Committee	Nampa ID
16	Thu	Pacific Press Board	Nampa ID
27,28	Mon	Loma Linda Boards and Committees	Loma Linda CA
29(am)	Wed	Adventist Health International Services Board	Loma Linda CA
<u>September 2012</u>			
17-27	Mon	Staff Travel Moratorium	Silver Spring MD
26(eve)	Wed	Review and Herald Board Finance Committee	Hagerstown MD
27(am)	Thu	Review and Herald Board	Hagerstown MD
<u>October 2012</u>			
9(pm)	Tue	Africa HIV/AIDS Office Board	Silver Spring MD
10(pm)	Wed	Adventist University of Africa Board	Silver Spring MD
12-17	Fri	Annual Council	Silver Spring MD
22,23	Mon	Biblical Research Institute Committee	Berrien Springs MI
23(am)	Tue	Loma Linda Executive Committees	Loma Linda CA

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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>October 2012 contd</u>			
28(pm)	Sun	Andrews University Governance Committee	Berrien Springs MI
29(am)	Mon	Andrews University Subcommittees	Berrien Springs MI
29(pm)	Mon	Andrews University Seminary Executive Com	Berrien Springs MI
30(am)	Mon	Andrews University Board	Berrien Springs MI
<u>November 2012</u>			
<u>December 2012</u>			
11,12	Tue	Loma Linda Boards and Committees	Loma Linda CA
13(am)	Thu	Adventist Health International Services Board	Loma Linda CA
17(pm)	Mon	Review and Herald Board Exec/Finance Comm	Silver Spring MD

SEC/ADCOM/SecC/GCDO09AC/09AC/102-09Ge/ADCOM/SecC/GCDO10SM/10SM/
ADCOM/GCDO10AC/10AC to MI(DIV)

102-10Gd AUTHORIZED MEETINGS 2013

VOTED, To approve the updated list of Authorized Meetings 2013, 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 2013</u>			
22-26	Tue	GC3/PREXAD	_____
<u>February 2013</u>			
24(pm)	Sun	Loma Linda Board Education	Loma Linda CA
25,26	Mon	Loma Linda Boards and Committees	Loma Linda CA
27(am)	Wed	Adventist Health International Board	Loma Linda CA
<u>March 2013</u>			
3(pm)	Sun	Andrews University Governance Committee	Berrien Springs MI
4(am)	Mon	Andrews University Subcommittees	Berrien Springs MI

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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>March 2013 contd</u>			
4(pm)	Mon	Andrews University Seminary Executive Com	Berrien Springs MI
5(am)	Tue	Andrews University Board	Berrien Springs MI
19(am)	Tue	Loma Linda Executive Committees	Loma Linda CA
20(eve)	Wed	Pacific Press Finance Committee	Nampa ID
21	Thu	Pacific Press Board	Nampa ID
25-29	Mon	Staff Travel Moratorium	Silver Spring MD
<u>April 2013</u>			
15(pm)	Mon	Africa HIV/AIDS Office Board	Silver Spring MD
16,17(am)	Tue	Spring Meeting	Battle Creek MI
22,23	Mon	Biblical Research Institute Committee	Loma Linda CA
23	Tue	Adventist University of Africa Board	Nairobi KENYA
24(pm)	Wed	Review and Herald HHES Board	Hagerstown MD
24(eve)	Wed	Review and Herald Board Finance Committee	Hagerstown MD
25(am)	Thu	Review and Herald Board	Hagerstown MD
25(eve)	Thu	Review and Herald Board Finance Committee	Hagerstown MD
<u>May 2013</u>			
21,22	Tue	Loma Linda Boards and Committees	Loma Linda CA
23(am)	Thu	Adventist Health International Services Board	Loma Linda CA
<u>June 2013</u>			
3(am)	Mon	Andrews University Board	Berrien Springs MI
3(am)	Mon	Andrews University Subcommittees	Berrien Springs MI
11(pm)	Tue	Review and Herald Board Exec/Finance Comm	Silver Spring MD
17-21	Mon	Staff Travel Moratorium	Silver Spring MD
<u>July 2013</u>			
8-20	Mon	World Conf on Youth and Community Service	SOUTH AFRICA
<u>August 2013</u>			
14(eve)	Wed	Pacific Press Finance Committee	Nampa ID
15	Thu	Pacific Press Board	Nampa ID
26,27	Mon	Loma Linda Boards and Committees	Loma Linda CA
28(am)	Wed	Adventist Health International Services Board	Loma Linda CA
<u>September 2013</u>			
16-26	Mon	Staff Travel Moratorium	Silver Spring MD

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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>September 2013 contd</u>			
25(pm)	Wed	Review and Herald Board Finance Committee	Hagerstown MD
26(am)	Thu	Review and Herald Board	Hagerstown MD
<u>October 2013</u>			
8(pm)	Tue	Africa HIV/AIDS Office Board	Silver Spring MD
9(pm)	Wed	Adventist University of Africa Board	Silver Spring MD
11-16	Fri	Annual Council	Silver Spring MD
21,22	Mon	Biblical Research Institute Committee	Berrien Springs MI
22(am)	Tue	Loma Linda Executive Committees	Loma Linda CA
27(pm)	Sun	Andrews University Governance Committee	Berrien Springs MI
28	Mon	Andrews University Subcommittees	Berrien Springs MI
28(pm)	Mon	Andrews University Seminary Executive Com	Berrien Springs MI
29(am)	Tue	Andrews University Board	Berrien Springs MI
<u>November 2013</u>			
<u>December 2013</u>			
10,11	Tue	Loma Linda Boards and Committees	Loma Linda CA
12(am)	Thu	Adventist Health International Services Board	Loma Linda CA
16(pm)	Mon	Review and Herald Board Exec/Finance Comm	Silver Spring MD

SEC/ADCOM/SecC/GCDO10SM/10SM/ADCOM/GCDO10AC/10AC to MI(DIV)

102-10Ge AUTHORIZED MEETINGS 2014

VOTED, To approve the updated list of Authorized Meetings 2014, 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 2014</u>			
<u>February 2014</u>			
21-24	Fri	Loma Linda Board Retreat	CALIFORNIA
24,25	Mon	Loma Linda Boards and Committees	Loma Linda CA
26(am)	Wed	Adventist Health International Board	Loma Linda CA

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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>March 2014</u>			
18(am)	Tue	Loma Linda Executive Committees	Loma Linda CA
19(eve)	Wed	Pacific Press Financial Committee	Nampa ID
20	Thu	Pacific Press Board	Nampa ID
24-28	Mon	Staff Travel Moratorium	Silver Spring MD
<u>April 2014</u>			
14(pm)	Mon	Africa HIV/AIDS Office Board	Silver Spring MD
15,16(am)	Tue	Spring Meeting	Silver Spring MD
21,22	Mon	Biblical Research Institute Committee	Loma Linda CA
22	Tue	Adventist University of Africa Board	Nairobi KENYA
23(pm)	Wed	Review and Herald HHES Board	Hagerstown MD
23(eve)	Wed	Review and Herald Board Finance Committee	Hagerstown MD
24(am)	Thu	Review and Herald Board	Hagerstown MD
<u>May 2014</u>			
20,21	Tue	Loma Linda Boards and Committees	Loma Linda CA
22(am)	Thu	Adventist Health International Services Board	Loma Linda CA
<u>June 2014</u>			
10(pm)	Tue	Review and Herald Board Exec/Finance Comm	Silver Spring MD
16-20	Mon	Staff Travel Moratorium	Silver Spring MD
<u>July 2014</u>			
<u>August 2014</u>			
13(eve)	Wed	Pacific Press Financial Committee	Nampa ID
14	Thu	Pacific Press Board	Nampa ID
25,26	Mon	Loma Linda Boards and Committees	Loma Linda CA
27(am)	Wed	Adventist Health International Services Board	Loma Linda CA
<u>September 2014</u>			
15-25	Mon	Staff Travel Moratorium	Silver Spring MD
24(eve)	Wed	Review and Herald Finance Committee	Hagerstown MD
25(am)	Thu	Review and Herald Board	Hagerstown MD
<u>October 2014</u>			
7(pm)	Tue	Africa HIV/AIDS Office Board	Silver Spring MD

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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>October 2014 contd</u>			
8(pm)	Wed	Adventist University of Africa Board	Silver Spring MD
10-15	Fri	Annual Council	Silver Spring MD
20,21	Mon	Biblical Research Institute Committee	Berrien Springs MI
21(am)	Tue	Loma Linda Executive Committees	Loma Linda CA
<u>November 2014</u>			
<u>December 2014</u>			
9,10	Tue	Loma Linda Boards and Committees	Loma Linda CA
11(am)	Thu	Adventist Health International Services Board	Loma Linda CA
15(pm)	Mon	Review and Herald Board Exec/Finance Comm	Silver Spring MD

SEC/ADCOM/SecC/GCDO10SM/10SM/ADCOM/GCDO10AC/10AC to MI(DIV)

102-10Gf AUTHORIZED MEETINGS 2015

VOTED, To approve the updated list of Authorized Meetings 2015, 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 2015</u>			
<u>February 2015</u>			
22(pm)	Sun	Loma Linda Board Education	Loma Linda CA
23,24	Mon	Loma Linda Boards and Committees	Loma Linda CA
25(am)	Wed	Adventist Health International Board	Loma Linda CA
<u>March 2015</u>			
17(am)	Tue	Loma Linda Executive Committees	Loma Linda CA
18(eve)	Wed	Pacific Press Finance Committee	Nampa ID
19	Thu	Pacific Press Board	Nampa ID
23-27	Mon	Staff Travel Moratorium	Silver Spring MD
<u>April 2015</u>			
9(pm)	Thu	Africa HIV/AIDS Office Board	Silver Spring MD

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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>April 2015 contd</u>			
14,15(am)	Tue	Spring Meeting	Silver Spring MD
20,21	Mon	Biblical Research Institute Committee	Loma Linda CA
21	Tue	Adventist University of Africa Board	Nairobi KENYA
22(pm)	Wed	Review and Herald HHES Board	Hagerstown MD
22(eve)	Wed	Review and Herald Finance Committee	Hagerstown MD
23(am)	Thu	Review and Herald Board	Hagerstown MD
<u>May 2015</u>			
19,20	Tue	Loma Linda Boards and Committees	Loma Linda CA
21(am)	Thu	Adventist Health International Services Board	Loma Linda CA
<u>June 2015</u>			
8-25	Mon	Staff Travel Moratorium	Silver Spring MD
11(pm)	Thu	Review and Herald Board Exec/Finance Comm	Silver Spring MD
<u>July 2015</u>			
2-11	Thu	General Conference Session	San Antonio TX
<u>August 2015</u>			
12(eve)	Wed	Pacific Press Finance Committee	Nampa ID
13	Thu	Pacific Press 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 2015</u>			
14-24	Mon	Staff Travel Moratorium	Silver Spring MD
23(eve)	Wed	Review and Herald Finance Committee	Hagerstown MD
24(am)	Thu	Review and Herald Board	Hagerstown MD
<u>October 2015</u>			
6(pm)	Tue	Africa HIV/AIDS Office Board	Silver Spring MD
7(pm)	Wed	Adventist University of Africa Board	Silver Spring MD
9-14	Fri	Annual Council	Silver Spring MD
19,20	Mon	Biblical Research Institute Committee	Berrien Springs MI
20(am)	Tue	Loma Linda Executive Committees	Loma Linda CA
<u>November 2015</u>			

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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>December 2015</u>			
8,9	Tue	Loma Linda Boards and Committees	Loma Linda CA
10(am)	Thu	Adventist Health International Services Board	Loma Linda CA
14(pm)	Mon	Review and Herald Board Exec/Finance Comm	Silver Spring MD

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

312-10G APPLICATION/DEFINITION (UNION OF CHURCHES) -
POLICY AMENDMENT

VOTED, To amend GC B 85 05, Application/Definition (Union of Churches), to read as follows:

B 85 05 ~~Application/Definition~~—A Definition/Application—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.

The union of churches structure will only be considered for use in unusual situations. Division administrations shall consult with General Conference administration prior to any proceedings intended to review the possible formation of a union of churches within the division's territory. Such consultation shall review the unusual circumstances (such as slow church growth/development, challenging geopolitical situations, or peculiar administrative challenges) and how these can be addressed most satisfactorily in available organizational structures.

PREXAD/PRE/ADCOM/SEC/PolRev&Dev/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

248-10G SURVEY COMMISSIONS - POLICY ADDITION

VOTED, To add a new section GC B 75 35, Survey Commissions, to read as follows:

B 75 35 Survey Commissions—When a division requests the General Conference to establish a new union or change the status of an existing union, the General Conference Administrative Committee will appoint a survey commission. The survey commission shall consist of the following members:

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Chair	General Conference Vice President
Secretary	General Conference Associate Secretary, Undersecretary, or Secretary
Members	General Conference Associate Treasurer, Undertreasurer, or Treasurer Two executive officers (president preferred) from other divisions President of division requesting the survey
Advisors	Secretary and Treasurer of the division requesting the survey (to be granted voice but not vote)
Invitees	Others at the discretion of the commission

The survey commission shall assess the proposed entity's readiness for the denominational responsibilities of maintaining the Seventh-day Adventist faith and values, nurturing believers, furthering the Church's mission, demonstrating and developing leadership capacity, and fulfilling all financial obligations to the denomination while remaining fiscally viable. (For expanded criteria, see B 75 12 and B 75 15).

The survey commission shall submit its report and recommendations to the General Conference Administrative Committee. On the basis of the survey commission's report, the General Conference Administrative Committee will determine its response to the division's request. If the response is in support of proceeding with the establishment of a new union or the change of status of an existing union, the General Conference Administrative Committee will forward its recommendation to the General Conference Executive Committee. If the General Conference Administrative Committee's response is not in support of the organizational change, it shall refer the matter back to the division and indicate the reasons for such a decision, listing the conditions, if any, that need to be addressed before further consideration of the matter.

OGC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

**235-10Ga UNION OF CHURCHES CONSTITUTION AND BYLAWS
(MODEL UNION OF CHURCHES CONSTITUTION AND
BYLAWS) - POLICY AMENDMENT**

VOTED, To amend GC D 17 05, Union of Churches Constitution and Bylaws (Model Union of Churches Constitution and Bylaws), to read as follows:

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

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provisions of this model. Where specific cases require modification to material in bold print, final approval for such modifications to any material in bold print must be studied and approved by the General Conference Administrative Committee after receiving a recommendation from the division executive committee and the Office of General Counsel. ~~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.~~

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 - No change

OGC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

235-10Gb UNION OF CHURCHES (MODEL UNION OF CHURCHES OPERATING POLICY) - POLICY AMENDMENT

VOTED, To amend GC D 19 05, Union of Churches (Model Union of Churches Operating Policy), to read as follows:

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. Where specific cases require modification to material in bold print, final approval for such modifications to any material in bold print must be studied and approved by the General Conference Administrative Committee after receiving a recommendation from the division executive committee and the Office of General Counsel. ~~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.~~

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.

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Operating Policy of the _____ Union of Churches of Seventh-day Adventists - No change

SSD/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

234-10G CONSTITUENCY MEETINGS (BYLAWS, LOCAL CONFERENCE CONSTITUTION AND BYLAWS) - POLICY AMENDMENT

VOTED, To amend GC D 20 05, Local Conference Constitution and Bylaws, Bylaws, Article II, Constituency Meetings, to read as follows:

Article II—Constituency Meetings

Sec. 1. Regular Meeting: This conference shall hold a regular _____ (~~biennial or triennial~~) (biennial, triennial, quadrennial, or quinquennial) constituency meeting at such time and place as the executive committee of the conference 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 - No change
- b. A method approved by the _____ Conference Executive -No change

Sec. 2. Special Meeting - No change

Sec. 3. Quorum: At least _____ percent of the delegates authorized - No change

Sec. 4. Proxy Voting: All delegates must be present in person at any - No change

Sec. 5. Voting Rights of the Delegates: Each delegate appointed to act - No change

Sec. 6. Election/Appointment and Term of Office: All officers and - No change

OGC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

235-10Gc LOCAL CONFERENCE CONSTITUTION AND BYLAWS
(MODEL LOCAL CONFERENCE CONSTITUTION AND
BYLAWS) - POLICY AMENDMENT

VOTED, To amend GC D 20 05, Local Conference Constitution and Bylaws (Model Local Conference Constitution and Bylaws), to read as follows:

D 20 05 Local Conference Constitution and Bylaws—This model constitution shall be followed by all local conferences. 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 local conference. 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. Where specific cases require modification to material in bold print, final approval for such modifications to any material in bold print must be studied and approved by the General Conference Administrative Committee after receiving a recommendation from the division executive committee and the Office of General Counsel. Amendments to the Model Local Conference 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.

Amendments to the Model Local Conference 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 _____ CONFERENCE OF SEVENTH-DAY
ADVENTISTS - No change

OGC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

235-10Gd LOCAL MISSION/FIELD (MODEL LOCAL OPERATING
POLICY) - POLICY AMENDMENT

VOTED, To amend GC D 25 05, Local Mission/Field (Model Local Operating Policy), to read as follows:

D 25 05 Local Mission/Field—The following Model Local Mission/Field Operating Policy shall be followed as closely as possible by all local missions/fields. 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 local mission/field. Other

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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 other modifications needed to meet specific conditions in a local mission or field shall be submitted to the respective division committee for consideration. Where specific cases require modification to material in bold print, final approval for such modifications to any material in bold print must be studied and approved by the General Conference Administrative Committee after receiving a recommendation from the division executive committee and the Office of General Counsel. Amendments to the Model Local Mission/Field 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.

Amendments to the Model Local Mission/Field 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 _____ Mission/Field of Seventh-day Adventists - No change

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

256-10G SUBSEQUENT TRANSFERS (INDEPENDENT TRANSFERS) - POLICY AMENDMENT

VOTED, To amend GC E 20 25, Subsequent Transfers (Independent Transfers), to read as follows:

E 20 25 Subsequent Transfers—1. To the Home Division on an - No change

2. To the Home Division on Special Arrangement—If an employee is called from the adopted division to return to the home division under home division remuneration policies, the call shall be recorded as on special arrangement. The called individual may have subsequent service earned in the home division validated by the adopted division provided both divisions maintain defined benefit retirement plans and the following conditions are met (see Z 25 70):

a. The employee is vested in the adopted division. Any rare exception shall be approved by the adopted division.

b. The call is for a specific period of time.

c. The employee, through the home division, requests that subsequent service in that division be validated by the adopted division.

- d. The adopted division accepts the request.
 - e. The home division pays into the retirement plan of the adopted division ~~45 percent of the adopted division's wage factor~~ the retirement contribution for each month of service in the home ~~division.~~ division, according to the adopted division retirement plan policy.
 - f. The home division accepts responsibility for moving costs and agrees to return the employee to the adopted division.
3. To the Home Division Without Benefit of an Interdivision - No change
 4. Interdivision Status Shall Not Apply if the Appointee/Employee - No change

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

257-10G SERVICE IN THE HOME DIVISION ON SPECIAL
ARRANGEMENT - POLICY AMENDMENT

VOTED, To amend GC E 30 15, Service in the Home Division on Special Arrangement, to read as follows:

E 30 15 Service in the Home Division on Special Arrangement—If an individual who qualifies for interdivision service in terms of E 30 05 is called from the adopted division to serve in the home division under home division remuneration policies, the call shall be recorded as on special arrangement. The called individual may have subsequent service earned in the home division validated by the adopted division provided both divisions maintain defined benefit retirement plans and the following conditions are met (see Z 25 70):

- a. The employee, through the home division, requests - No change
- b. The General Conference approves the request.
- c. The adopted division accepts the request.
- d. The home division concurs and pays into the retirement plan of the adopted division ~~45 percent of the adopted division's wage factor~~ the retirement contribution for each month of service in the home ~~division.~~ division according to the adopted division retirement plan policy.

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- e. The home division accepts responsibility for moving costs - No change

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238-10G CALLING EMPLOYEES FOR INTRADIVISION SERVICE -
POLICY AMENDMENT

VOTED, To amend GC E 45, Calling Employees for Intradivision Service, to read as follows:

E 45 Calling Employees for Intradivision Service

E 45 05 Preliminary Contact—Persons in responsible positions shall be - No change

E 45 10 Within the Union—Within a union, interchange of employees - No change

E 45 15 Between Unions—The union desiring an employee from a sister - No change

E 45 20 Division Responsibility—When it seems necessary to make inquiry - No change

E 45 25 Letter of Call—Proper Channels—In no case shall the call be made - No change

E 45 30 Departmental Calls—When word has been received from the union - No change

E 45 35 Call to Reach Employee—In all negotiations regarding the securing - No change

E 45 40 Irregular Approach—Clear evidence of an irregular approach to an - No change

E 45 45 Employee Initiating Call—Regulations governing transfers among - No change

E 45 50 Minimum Terms—Divisions may set minimum periods that - No change

E 45 55 Employee Properly Released—No institution or - No change

E 45 60 Calls for Teachers—Divisions may adopt a policy whereby - No change

~~E 45 65 Reimburse Seminary Expense—When an employee who has attended the Theological Seminary is called within a year after the conclusion of such attendance, except in case of appointment to interdivision service, the calling entity shall reimburse the employing~~

~~entity for the amount of the salary and authorized expense incurred by the employee during attendance at the Theological Seminary.~~

E 45 70 Calls for Seminary Students—Ministerial or other employees sent to ~~the Theological Seminary~~ a Seventh-day Adventist theological seminary under the Ministerial Training Program shall be recognized as members of the working staff of the organization sending them. Unless called to increased responsibilities, such employees should not ordinarily be subject to transfer to another organization, except in case of calls to mission service, for at least one year following their attendance at the ~~Seminary.~~ seminary.

Should such employees be transferred, except to mission service, before having given subsequent service to the employing organization to the extent of nine months for each quarter spent at the ~~Seminary,~~ seminary, the calling organization shall be expected to reimburse the employing organization for a proportionate share of the salary paid such employees during their stay at the ~~Seminary.~~ seminary.

E 45 75 Institutional Employees—Institutional employees carrying major - No change

E 45 80 Employees Who Resign—In the case of employees who voluntarily - No change

E 45 85 Study Leave - No change

E 45 90 Leave of Absence—An organization granting a leave of absence - No change

ACM/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

239-10G ADMINISTRATION (OPERATIONS, ADVENTIST
CHAPLAINCY MINISTRIES—DEPARTMENTAL
POLICIES) - POLICY AMENDMENT

VOTED, To amend GC FA 20 10, Administration (Operations, Adventist Chaplaincy Ministries—Departmental Policies), to read as follows:

FA 20 10 Administration—1. Overview—Operationally and administratively, the department, through its director, is responsible to the president and his advisors for promoting plans and work outlined by the General Conference Executive Committee. A president's advisor meets regularly with the staff to listen, to give guidance, and to empower the staff to meet present and anticipated ministry opportunities. A unified Adventist Chaplaincy Ministries (ACM) department serves both the General Conference and the North American ~~Division,~~ ~~with the same committee overseeing the work for both entities and gives special attention to~~

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~~promoting the establishment of~~ Division. The General Conference ACM Committee oversees departmental work and gives special attention to promoting Adventist Chaplaincy Ministries within each division of the Church.

2. General Conference Adventist Chaplaincy Ministries Committee—a. Responsibilities—All aspects of ACM come under the jurisdiction of the General Conference ACM Committee. ~~ACM Committee at the General Conference~~. Adventist Chaplaincy Ministries Committee membership and terms of reference are approved by the General Conference Administrative Committee (ADCOM).

b. ~~Executive Committee—Adventist Committee—General Conference~~ Adventist Chaplaincy Ministries Committee members in residence at the General Conference office serve as the executive committee which carries on the work of the ACM Committee between meetings of the full membership. Department operations are governed by the ACM Manual of Standard Operating Procedures, which is revised by the General Conference ACM Committee or executive committee, as needed. The Standard Operating Procedure is available on request from ACM.

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249-10G GENERAL CONFERENCE INTERNATIONAL BOARD
OF EDUCATION - POLICY AMENDMENT

VOTED, To amend GC FE 20 15, General Conference International Board of Education, to read as follows:

FE 20 15 General Conference International Board of Education—1. Purpose—The General Conference International Board of Education is the primary vehicle through - No change

2. Composition of the Board—a. The membership of the General - No change

b. The General Conference International Board of Education shall be composed of the following members:

*GC Vice President (advisor for education), Chair

*GC Vice President, Vice-chair

*GC Department of Education Director, Executive Secretary

*GC Department of Education Associate Directors, Assistant Secretaries

*GC ~~Undertreasurer, Treasurer~~ Undertreasurer

*Members of the Executive Committee

*GC Treasury Advisor

*GC Health Ministries Department Director

*Presidents of General Conference-operated institutions of higher learning

*North American Division President Division directors of education (attending as authorized)

Up to five members, as selected by the Board

College/University Board Chair

Ex officio members:

*General Conference President

*General Conference Secretary

*General Conference Treasurer

Division Presidents

Invitee:

Office of General Counsel Representative

- c. Board members shall hold office between sessions of the - No change
 - d. Vacancies on the Board shall be filled by the Board for the - No change
 - e. The Board shall hold regularly scheduled meetings at least - No change
 - f. A quorum shall consist of one third of the regular - No change
 - g. The Board may invite consultants to attend as deemed - No change
- 3. Executive Committee—The Executive Committee of the Board - No change
 - 4. Duties of Board—The duties of the General Conference International - No change
 - 5. The Executive Secretary—The Executive Secretary shall be the - No change
 - 6. Board Minutes—Copies of the minutes of this Board shall be sent to - No change
 - 7. Finances—All appropriations and other moneys available to the - No change
 - 8. Right of Appeal—Any action of the Board involving a specific - No change
 - 9. Changes and Amendments—Any changes or amendments to the - No change

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250-10G INTERNATIONAL BOARD OF MINISTERIAL AND
THEOLOGICAL EDUCATION - POLICY AMENDMENT

VOTED, To amend GC FE 20 20, International Board of Ministerial and Theological Education, to read as follows:

FE 20 20 International Board of Ministerial and Theological Education—1. Purpose—
The International Board of Ministerial and Theological Education (GCC-B) - No change

2. Composition of the Board—a. The members of the International - No change

b. The International Board of Ministerial and Theological Education shall be composed of the following members, at least six of whom shall be women:

*GC President or designee, Chair

*GC Vice President (advisor for education), Vice-chair

*GC Vice President (advisor for Ministerial Association), Vice-chair

*GC Vice President (advisor for Biblical Research Institute), Vice-chair

*GC Department of Education Director, Secretary

*GC Ministerial Association Secretary, Associate Secretary

*GC Secretary

*GC Treasurer

*GC Adventist Chaplaincy Ministries Director (or designee)

*GC Biblical Research Institute Director Division Presidents

*GC Department of Education Associate ~~Director~~ Directors

*GC Ministerial Association ~~Associate Secretary~~ Representative

Two chairmen of undergraduate programs in ministerial and religious formation

Presidents/Deans of seminaries and universities offering denominationally
recognized doctoral programs in ministerial formation

Two deans of graduate programs in ministerial and religious formation

Four faculty from institutions offering programs in ministerial and religious
formation

Six individuals experienced and active in ministerial formation (pastors,
chaplains, Bible instructors, etc)

Up to four additional members, as selected by the board

Invitee:

Office of General Counsel Representative

c. Board members shall hold office for five years - No change

- d. Vacancies on the board shall be filled by the board for the - No change
- e. Each world division shall designate one consultant to the - No change
- 3. Meetings—The board shall hold regularly scheduled meetings at - No change
- 4. Executive Committee—The executive committee of the board shall - No change
- 5. Duties of the Board—a. To establish the general goals and - No change
- 6. Accreditation—Seminaries, schools, and departments offering - No change
- 7. Handbook—The goals, objectives, standards, criteria, and procedures - No change
- 8. The Secretary—Subject to the approval of the board, the secretary - No change
- 9. The Associate Secretary—Subject to the approval of the board and - No change
- 10. Staff of the Board—The elected members of the General Conference - No change
- 11. Right of Appeal—Any action of the board involving a - No change
- 12. Changes and Amendments—Any changes or amendments to the - No change

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240-10G COMMITTEE ON SEVENTH-DAY ADVENTIST HEALTH
PROFESSIONAL EDUCATION - POLICY AMENDMENT

VOTED, To amend GC FE 20 30, Committee on Seventh-day Adventist Health Professional Education, to read as follows:

FE 20 30 Committee on Seventh-day Adventist Health Professional Education—1.
Purpose—The General Conference Executive Committee on Seventh-day - No change

2. Functions—This committee shall ~~meet or hold a consultation at least once each year and shall~~ exercise the following main functions:

- a. Establish, recommend, and monitor educational standards - No change

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b. Evaluate, screen, and endorse, for the International Board of Education, proposed new doctoral and equivalent programs in health professional fields.

c. Assist the Accrediting Association of Seventh-day - No change

3. Membership—~~a. The membership of this committee shall be appointed by the General Conference Executive Committee~~ International Board of Education soon after each regular General Conference Session, with the counsel of the ~~director of the General Conference Department of Education.~~ directors of the General Conference departments of Education and Health Ministries.

b. The membership of this committee shall include the following persons:

~~General Conference Health Ministries Department~~ Director, Chair
General Conference Health Ministries Associate Director, Vice-chair
~~General Conference Department of Education Associate~~ Education
Director, Secretary

Deans of Seventh-day Adventist schools of medicine (3)

Deans or directors of graduate nursing programs (2)

Deans or directors of graduate programs in other health areas (4)

Health professional lay members not employed by the Church (2)

Representation from divisions with large numbers of health profession programs not already represented (Up to 6)

Invitees: General Conference Associate Health Ministries Directors,
General Conference Associate Honorary Health Ministries
Directors, General Conference Associate Education Directors

c. Committee members shall hold office until the first Annual Council following the next quinquennial General Conference Session, at which time elections take place. ~~The committee may, during the course of the quinquennium, recommend to the International Board of Education the names of individuals it seeks to have serve as consultants to the committee.~~

d. Vacancies on the committee shall be filled by the - No change

4. Meetings—This committee shall meet in conjunction with the first Spring Meeting following General Conference Session and every alternate year thereafter during a quinquennium. Other meetings during the course of the quinquennium will be scheduled as needed.

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251-10G ACCREDITING ASSOCIATION OF SEVENTH-DAY
ADVENTIST SCHOOLS, COLLEGES, AND UNIVERSITIES -
POLICY AMENDMENT

VOTED, To amend GC FE 20 35, Accrediting Association of Seventh-day Adventist Schools, Colleges, and Universities, to read as follows:

FE 20 35 Accrediting Association of Seventh-day Adventist Schools, Colleges, and Universities—1. Purpose—The Accrediting Association of Seventh-day - No change

2. Composition of the Accrediting Association—a. The members of the Accrediting Association of Seventh-day Adventist Schools, Colleges, and Universities shall be designated by the first Annual Council following the General Conference Session, upon recommendation from the General Conference Department of Education. The membership of the Association shall be:

- *Chair, director, General Conference Department of Education
- *Executive Secretary, an associate director, General Conference Department of Education
- *The General Conference vice presidential ~~advisor~~ advisor(s) for education
- *Treasury advisor
- *Associate directors of the General Conference Department of Education
- *The division directors of education (attending as authorized)
 - one college/university board chair
 - one college/university president
 - one college/university academic vice president/dean
 - one college/university registrar or admissions officer
 - one college/university finance officer
 - one college/university dean/department chair of education
 - one union director of department of education
 - one conference/mission/field superintendent/director of department of education
 - General Conference Adventist Chaplaincy Ministries Director (or designee)
 - three individuals with international experience in Adventist education
 - at least two persons engaged in education not employed by the Church
- Ex officio members:
 - General Conference President
 - General Conference Secretary
 - General Conference Treasurer

* Members of the Executive Committee

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Invitees:

Adventist Risk Management representative
General Conference Auditing Service representative
Office of General Counsel representative

- b. Vacancies shall be filled by the Accrediting Association - No change
3. Staff—The director and the associate directors of the General - No change
4. Procedure—The staff of the Accrediting Association of - No change
5. Focused Evaluation Visit—In addition to the full evaluation - No change
6. Meetings - No change
7. Appeals—Any action of the Accrediting Association of - No change
8. Reports—All denominationally operated secondary and - No change
9. Budget—The General Conference shall annually appropriate to the - No change

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252-10G PROGRAMS AND ACTIVITIES (PROGRAMS AND
ACTIVITIES, YOUTH MINISTRIES—DEPARTMENTAL
POLICIES) - POLICY AMENDMENT

VOTED, To amend GC FY 20 05, Programs and Activities (Programs and Activities,
Youth Ministries—Departmental Policies, to read as follows:

FY 20 05 Programs and Activities—Youth Ministries serves the worldwide Church
through the following specialized ministries and programs.

1. Junior/Teen Ministry
2. Senior Youth/Young Adult Ministry
3. ~~Adventist Youth Services—An organization of the world Church sponsoring youth volunteers for interdivision service.~~

4. 3. Local Church Youth Organizations - No change

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

241-10G INTERNATIONAL HEALTH FOOD MINISTRY - POLICY
DELETION

VOTED, To delete GC HI, International Health Food Ministry, which reads as follows:

HI INTERNATIONAL HEALTH FOOD MINISTRY

HI 05 Rationale for Seventh-day Adventist International Health Food Ministry

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 holds that a vegetarian diet is near to the ideal planned by the Creator. This influenced various Church entities to establish food industries for the production of plant protein and other health-oriented foods.

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.

2. Rationale—“The productions which God has supplied are to be made up into healthful foods which people can prepare for themselves. Then we can appropriately present the principles of health reform and those who hear will be convinced of the consistency of these principles and will accept them. But until we can present health reform foods which are palatable, nourishing, and yet inexpensive we are not at liberty to present the most advanced phases of health reform in diet.”—*Counsels on Diet and Foods*, p 272.

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“When conducted in such a manner that the gospel of Christ is brought to the attention of the people, the health-food work can be profitably engaged in. But I lift my voice in warning against efforts that accomplish nothing more than the production of foods to supply the physical needs. It is a serious mistake to employ so much time and so much of the talents of men and women, in manufacturing food, with no special effort being made at the same time to supply the multitudes with the bread of life. Great dangers attend a work that has not for its object the revelation of the way of eternal life.”—*Counsels on Diet and Foods*, p 277.

In fulfillment of such counsels, Church-affiliated health food entities are part of the overall ministry of the Church. They endeavor to combine their specialized function with the primary purpose of the Church in preaching the gospel. This concept is defined by Ellen G White:

“ . . . there should be facilities for the manufacture of inexpensive, necessary health foods. Worldly policy is not to be brought into this work . . . The health food business should be regarded as God’s gift to His people.”—Ellen G White, *Letter 25*, 1902.

In order to maximize the success of health food companies in fulfilling this philosophy, the International Health Food Ministry has been established and in which each health food company owned by a Church entity is a member. Each health food company shall operate in harmony with the above-stated religious philosophy and with high manufacturing and marketing standards applicable under the laws and food industry practices in the locations in which it is established.

3. Education—In association with the health ministry of the Church, affiliated food industries participate in education programs by which the laws of healthful living are presented both to church members and the general public to assist them in relating habits of daily living to these laws.

“There is a great work to be done in bringing the principles of health reform to the notice of the people. Public meetings should be held to introduce the subject, and schools should be held in which those who are interested can be told more particularly about our health foods and how a wholesome, nourishing, appetizing diet can be provided without the use of meat, tea, or coffee. Thus we did in the early history of our work. We taught the people by demonstration that we can safely depend for the sustenance of life upon the productions which God gave our first parents in Eden. Let men engage in this work who can speak on the principles of health reform.”—Ellen G White, *Letter 343*, 1904.

4. Motivation—Physical facilities of Church-affiliated food industries may not differ greatly from those of purely commercial concerns, but they are distinctive because their staffs

have distinctive religious motivation, dedication, and philosophy. These are the elements which the Church seeks to preserve so that the affiliated food entities, as part of the Church's religious outreach, will contribute to the ultimate objective of the denomination, that of preparing a people for the coming of their Lord. This spiritual objective is fostered by encouraging the practice of starting each morning with a brief devotional service in Church-affiliated food production centers. (See GCC minutes, March 15, 1973, 73-1418, and also Total Commitment to God declaration, A 15 45.)

HI 10 Objectives of the International Health Food Ministry

HI 10 05 Objectives of the International Health Food Ministry—The following objectives bring meaning and definition to HI 05 05.

1. To encourage all business operations and transactions of affiliated entities to be a practical demonstration of the principles of Christ's kingdom.
2. To establish and maintain principles and objectives regarding the development and operation of the health-food work in harmony with our denominational principles and the counsel of the Spirit of Prophecy.
3. To counsel and advise affiliated health food entities as requested by the world divisions.
4. To assist new and developing health food companies to obtain information regarding the availability of resources such as equipment and supplies.
5. To encourage product research and manufacturing that contributes to the overall health education program of the Church.

HI 15 Organization and Procedures

HI 15 05 International Health Food Ministry Director—Duties and Responsibilities—International Health Food Ministry is a service of the General Conference. Each Church-affiliated health food company is a member of the International Health Food Ministry, but each shall be considered to be separate entities apart from it. Each affiliated health food entity shall be under its own, or its parent's, administrative control and in harmony with the requirements and conditions of its location. The director shall work under the direction of the General Conference Executive Committee and shall serve in an advisory capacity to the world field as follows:

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1. Assist in the exchange of technology and product formulas between authorized affiliated entities through regular denominational channels.
2. Counsel about possible export markets for food products through Church-affiliated entities or independent agents.
3. Advise, as requested, in basic functional areas such as: marketing, production, finances, technology, research, and development of new products or existing ones, administration, physical plant, and strategic planning. This will be provided by the director, personnel from Church-affiliated food production facilities, or other resources arranged by the International Health Food Ministry.
4. Consult, as requested, in setting up new industries and in areas of research, product development, production, and marketing.
5. Assist in obtaining information concerning new food processes and packaging as such information becomes available from other firms, through journals, or from exhibitions.
6. Serve as secretary of the International Health Food Ministry Board.

HI 15 10 International Health Food Ministry Board—In order to provide appropriate guidance to the work of International Health Food Ministry, an advisory board may be appointed by the General Conference Executive Committee, to which it shall report.

1. Membership—The International Health Food Ministry Board with appropriate representation from Church-affiliated health food companies and divisions in which they are located shall be established as follows:

General Conference President, or vice president designee, Chair
Division officer from the division in which the board meeting is held, Vice-Chair
International Health Food Ministry Director, Secretary
General Conference Treasurer, or associate treasurer designee
International Health Food Ministry Treasurer
One representative as recommended by each division committee

2. Meetings—The board shall meet annually at times and locations as authorized by the General Conference Executive Committee.

3. Terms of Reference—The terms of reference for the International Health Food Ministry Board shall be as follows:

- a. Counsel health food interests worldwide.
- b. Receive and review annual operational and financial reports from Church-affiliated companies as provided by General Conference Auditing Service and advise relevant boards when requested.
- c. Give direction to the development of new projects as approved by the International Health Food Ministry and provide and maintain the terms of reference for its local board.
- d. Approve an annual budget and direct activities within budget provisions.
- e. Administer the International Health Food Ministry Expansion Fund. The objectives and terms of reference of which shall be developed by the board and approved by the General Conference Executive Committee and which shall be funded by contributions from Church-affiliated health food companies as provided by the terms of reference of the fund.
- f. Respond to requests from divisions or food operations for counsel in such areas as equipment, production, marketing, or finances.
- g. Arrange for an international conference for Church-affiliated food industries every two to three years for the purpose of fulfilling the philosophy and objectives of International Health Food Ministry as stated in HI 10. Attendance shall be by formula established by the International Health Food Ministry Board and approved by the General Conference Executive Committee.

HI 20 Export Policy for Marketing Denominational Food Products

HI 20 05 Export Policies for Marketing—In harmony with the laws of the countries involved, the governing board of each denominational food company shall be responsible for developing and administering export policies for marketing their products. International Health Food Ministry shall be available to consult on an as-requested basis on such exportation.

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

264-10G BASE DIVISION COUNTRY RATE (DEFINITION OF TERMS) - POLICY AMENDMENT

VOTED, To amend GC M 15 15, Base Division Country Rate (Definition of Terms), to read as follows:

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M 15 15 Base Division Country Rate—The remuneration and allowances a local employee with similar experience and assignment of tasks in the base division country would receive, inclusive of local salary and any applicable local allowances. For interdivision employees, the base division country rate includes all normal allowances received by local employees for which the interdivision employee would qualify, such as automobile depreciation (if the interdivision employee continues to own an automobile in either the host or base division), child allowance (in countries where applicable), housing allowance or housing subsidy (where applicable), and medical allowance. During ~~furlough~~, annual leave, educational allowance for children in secondary schools and colleges will normally remain under the policies applicable to an interdivision employee in the field, but any elementary level educational allowance for children enrolled in school in the base division during ~~furlough~~ annual leave would be reimbursed under the policies of the base division country. In the case of an extended ~~furlough~~ annual leave beyond the normal ~~two or three months~~ 36 or 51 calendar days and where it includes a full semester or quarter for secondary school- or ~~college-age~~ college/university-age children, the educational allowance for that period of time would 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 (O 50 and O 55), since the interdivision employee is receiving the base division country rate. (See also P 50 35.)

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265-10G FAMILY ADOPTED DIVISION COUNTRY (DEFINITION OF TERMS) - POLICY AMENDMENT

VOTED, To amend GC M 15 20, Family Adopted Division Country (Definition of Terms), to read as follows:

M 15 20 Family Adopted Division Country—Where an interdivision employee and spouse have base division countries which are different, they shall choose a family adopted division country. (See E 15 45.) The family adopted division country shall be the base division country of either the interdivision appointee or spouse. This is a one-time choice for any continuous period of interdivision service and may not be changed unless there is a change in citizenship or a loss of resident status. Family adopted division country determines the following:

1. The division country for ~~appointee/furlough/optional annual leave/permanent return~~ appointee/annual leave/permanent return travel, freight, and related allowances as follows (does not involve remuneration rates):

- a. Visits to parents/children. (See N 05 25, P 45 25, and Q 10 20.)
 - b. Medical allowance rates and policies.
 - c. Freight shipments.
 - d. Baggage allowance.
 - e. ~~Furlough freight allowance. (See P 55.)~~
2. The division country for application of educational allowance. (See O 50 and O 55.)
 - ~~3. The division for application of Visits of Older Children/Parent(s). (See O 60.)~~
 - ~~4.~~ 3. The division for application of the Return of a Deceased - No change
 - ~~5.~~ 4. The location for attendance at an Institute of World Mission.
 - ~~6.~~ 5. The division country for application of Child Adoption. (See O 90 15.)
 - ~~7.~~ 6. The division for application of ~~Furloughs/Optional Annual Leaves—Parents~~ Annual Leaves—Parents and Children Serving in Different Divisions. (See P 45 40.)
 - ~~8.~~ 7. The division for application of Financial Settlement With - No change

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266-10G HOST DIVISION COUNTRY RATE (DEFINITION OF TERMS) - POLICY AMENDMENT

VOTED, To amend GC M 15 45, Host Division Country Rate (Definition of Terms), 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),

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and housing allowance (where applicable). Even if an interdivision employee chooses to remain on the host division country rate during ~~furlough, annual leave~~, medical allowance, ~~furlough annual leave~~ 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, annual leave~~, but any elementary level educational allowance for children enrolled in school in the base division during ~~furlough annual leave~~ would be granted under the policies of the base division country. In the case of extended ~~furloughs annual leaves~~ beyond the normal ~~two or three months~~ 36 or 61 calendar days and where a full semester or quarter for secondary school- or ~~college-age~~ college/university-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.)

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305-10G GENERAL CONFERENCE APPOINTEES COMMITTEE -
POLICY AMENDMENT

VOTED, To amend GC M 15 95, General Conference Appointees Committee, to read as follows:

M 15 95 General Conference ~~Appointees~~ Mission Personnel Processing Committee—
The committee approves direct action appointments; records interdivision appointments, transfers, ~~furloughs and optional annual leaves~~ and annual leaves of interdivision employees serving at the General Conference and General Conference institutions located in the North American Division territory, permanent returns, assignment of code budgets, independent transfers, and base division status; records volunteer assignments; ~~and~~ interprets general policies relating to interdivision ~~service~~. service; determines the best use and allocation of interdivision budgets, both within and between divisions; and interprets and implements interdivision financial policies and deals with special cases.

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267-10G GENERAL CONFERENCE INTERDIVISION EMPLOYEE
BUDGET OVERSIGHT COMMITTEE - POLICY DELETION

VOTED, To delete GC M 15 100, General Conference Interdivision Employee Budget Oversight Committee, which reads as follows:

M 15 100 General Conference Interdivision Employee Budget Oversight Committee—The committee which works in consultation with the divisions and the General Conference Secretariat and Treasury to determine the best use and allocation of interdivision budgets, both within and between divisions.

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268-10G GENERAL CONFERENCE INTERDIVISION EMPLOYEE
REMUNERATION AND ALLOWANCES COMMITTEE -
POLICY DELETION

VOTED, To delete GC M 15 105, General Conference Interdivision Employee Remuneration and Allowances Committee, which reads as follows:

M 15 105 General Conference Interdivision Employee Remuneration and Allowances Committee—The committee which deals with interpretation and implementation of interdivision financial policies, and with special cases.

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306-10G FINANCIAL PLAN FOR INTERDIVISION EMPLOYEE
BUDGETS - POLICY AMENDMENT

VOTED, To amend GC M 20 15, Financial Plan for Interdivision Employee Budgets, to read as follows:

M 20 15 Financial Plan for Interdivision Employee Budgets—Funding for Interdivision Budgets is provided by denominational organizations, as follows:

1. Code 1 - Regular—General Conference funding except for the - No change

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2. Code 2 - General Conference Temporary—General Conference - No change
3. Code 3 - Direct Action—General Conference funding of all expenses including local salary, allowances, and housing. This does not include funding of program expenses or travel budget. ~~Global Mission and/or other special sources are billed for the full cost of Code 3 budgets.~~
4. Code 4 - Institutionally or Locally Funded—Funded by the employing organization in the host division including appointee, ~~furlough, optional annual leave, annual leave,~~ and permanent return expenses, base country deposits, expatriate allowance, interdivision allowances, contributions to the base division country retirement plan, and host division country local salary, allowances, ~~and housing.~~ housing, and all other applicable expenses.
5. Code 5 - Locally Employed Spouse—Funded entirely by the - No change
6. Code 6 - Flat Rate Institutionally Funded—Funding is the same as a Code 4 budget except that the institution or organization is charged a flat amount annually by the General Conference to treat an institution or organization's Code 4 budgets as if they were Code 1 budgets. Terms and conditions of this arrangement are subject to approval by the General Conference ~~Interdivision Employee Remuneration and Allowances~~ Mission Personnel Processing Committee.

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

269-10G GENERAL CONFERENCE RESPONSIBILITY - CODES
1, 2, 3, AND 6 BUDGETS (IN THE CASE OF CODE 4
BUDGETS, THESE RESPONSIBILITIES ARE HANDLED
BY THE EMPLOYING ORGANIZATION) - POLICY
AMENDMENT

VOTED, To amend GC M 20 25, General Conference Responsibility - Codes 1, 2, 3, and 6 Budgets (In the case of Code 4 budgets, these responsibilities are handled by the employing organization), to read as follows:

M 20 25 General Conference ~~Responsibility—Codes~~ Responsibility—Codes 1, 2, 3, and 6 Budgets (In the case of Code 4 budgets, these responsibilities are handled by the employing organization.)—1. All expenses of ~~appointment/furlough/optional~~ appointment, annual leave, and permanent return periods (except for local salary and related payroll taxes during ~~furlough and optional~~ annual leave). (See N 05, N 15 35, P 25, and Q 10.)

2. Base country deposits and expatriate allowances - No change
3. Compensation for loss of income by the spouse - No change
4. Travel to the Institute of World Mission, base division country salary during the Institute when attended before departure, and ~~furlough~~ annual leave salary top-up (if applicable) if attended at the time of ~~furlough or optional~~ annual leave within ~~24 months~~ 12 months after departure. (Institute costs including per diem, housing, tuition, child care, etc, are an expense of the base division.) (See N 15 35.)
5. Educational allowances for secondary ~~school~~ school- and ~~college-age~~ college/university-age children of interdivision employees, including travel and medical expense reimbursement for those studying outside the host division. (See O 55 and O 60.) For those studying in the host division, travel expenses as per O 55 15, paragraph 2 and O 60 15, paragraph 1.
6. General educational indebtedness assistance - No change
7. Fifty percent reimbursement for doctoral degrees - No change
8. Fifty percent reimbursement for medical/dental/optometrical - No change
9. Fifty percent residency training program amortization - No change
10. Fifty percent financial assistance to nurses with advanced - No change
11. Approved language study when taken in the host or base - No change
12. ~~Visits of older children/parent(s). (See O 65.)~~
13. 12. National insurance/social security tax equalization for - No change
14. 13. Health evaluations whether taken in the base or host - No change
15. 14. Workers' compensation insurance and long-term disability - No change
16. 15. Contributions to the base division country retirement - No change
17. 16. Employer's share of base division country national - No change
18. 17. Assistance on duplicate national insurance/social - No change

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- ~~19.~~ 18. Extended interdivision service allowance - No change
- ~~20.~~ 19. Permanent return salary or salary subsidy based on policies - No change
- ~~21.~~ 20. Retirement allowance/subsidy - No change

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

270-10G REMUNERATION (INTERDIVISION EMPLOYEE SPOUSE EMPLOYMENT) - POLICY AMENDMENT

VOTED, To amend GC M 30 15, Remuneration (Interdivision Employee Spouse Employment), to read as follows:

- M 30 15 Remuneration—
1. Remuneration in the Host Division - No change
 2. Base Country Deposit—Spouses of interdivision employees who - No change
 3. Remuneration in the Base Division Country—If the spouse of an interdivision appointee/employee is employed on a Code 1, 2, 3, 4, or 6 budget, he/she may be given remuneration during specified periods under the conditions outlined below:

<i>Status</i>	<i>Authorized Periods</i>	<i>Conditions</i>	<i>Base Division Remuneration</i>
a. Appointee	Preembarkation (1 month), <u>(up to 1 month)</u> , Institute of World Mission	Full- or part-time employment assignment recorded by General Conference <u>Appointees Mission Personnel Processing Committee</u>	Full- or part-time salary based on employment assignment and at base division country rate

b. ~~Furlough~~
Person on Annual
Leave

Family earned
~~furlough~~ annual
leave time

Employed (full, or
part time) on Code 1,
2, 3, 4, or 6 budget(s)
during some period
since most recent
~~furlough, optional
annual leave, annual
leave~~ or arrival in
the host division
country

Percentage of full
salary equal to aver-
age percentage of
full-time employ-
ment on Code 1, 2, 3,
4, or 6 budget(s)
since ~~furlough,
optional annual
leave, annual leave~~ or
arrival in the host
division (which-
ever is most recent) –
includes ~~furlough
annual leave~~ salary
top-up if applicable.

Extension of
~~furlough~~ annual
leave for other
than study or
continuing education
under P 80 25

The same criteria as
for the interdivision
employee

At host division
country rate without
~~furlough~~ annual leave
salary top-up and
based on same per-
centage of full-time
employment as for
~~furlough~~ annual leave
salary

Interdivision
employee study leave

As authorized by
host division and
approved by General
Conference
~~Appointees~~ Mission
Personnel Processing
Committee

As authorized by host
division

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	Continuing education (P 80 25)	Only if interdivision employed spouse qualifies based on P 80 25	At host division country rate without furlough <u>annual leave</u> top-up and Based on same percentage of full-time employment as for furlough <u>annual leave</u> salary
<i>Status</i>	<i>Authorized Periods</i>	<i>Conditions</i>	<i>Base Division Remuneration</i>
e. Optional Annual Leave	Family earned optional annual leave time	Employed (full, or part time) on Code 1, 2, 3, 4, or 6 budget(s) during some period since the most recent furlough, optional annual leave, or arrival in the host division country	Percentage of full salary equal to average percent- of full-time employ- ment on Code 1, 2, 3, 4, or 6 budget(s) since furlough, optional annual leave, arrival in the host division country (whichever is most recent) — host division country rate only with no furlough salary top-up
	Extension of optional annual leave for other than study or continuing education under P-80-25	The same criteria as for the interdivision employee	At host division country rate without top-up and based on same percentage of full-time employment as for optional annual leave salary
	Interdivision employee study leave	As authorized by host division and approved by General Conference Appointees Committee	As authorized by host division

<i>Status</i>	<i>Authorized Periods</i>	<i>Conditions</i>	<i>Base Division Remuneration</i>
	Continuing education P-80-25	Only if interdivision employed spouse qualifies based on P-80-25	At host division country rate without top-up and based on same percentage of full-time employment as for optional annual leave salary
d. c. Permanent Returnee	One to three months or as determined by base division	Employed (full full- , or part time part-time) on Code 1,3, 4, or 6 budget(s) during some period since most recent furlough, optional annual leave, or <u>annual leave</u> or arrival in the host division country	Percentage of full salary equal to average percentage of full-time employment on Code 1, 2, 3, 4, or 6 budget(s) since most recent furlough, optional annual leave, or <u>annual leave</u> or arrival in the host division country. Paid at base division country rate except as provided for in Q 40 05

At ~~furlough, optional annual leave,~~ annual leave and permanent return time, locally employed spouses on Code 5 budgets are entitled to payment of unused accrued vacation on the same basis and at the same rate as a national employee working in the same field of service and who has similar assignments and hours of work. This payment is made in the host division by the local employer or host division. There is no extra salary or ~~furlough~~ annual leave salary top-up provision granted for locally employed spouses on Code 5 budgets in connection with ~~furloughs, optional annual leaves,~~ annual leaves or permanent returns.

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

271-10G REGULAR TRANSFER PROVISION (TRANSFER OF PERSONAL FUNDS) - POLICY AMENDMENT

VOTED, To amend GC M 45 05, Regular Transfer Provision (Transfer of Personal Funds), to read as follows:

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M 45 05 Regular Transfer Provision—1. At the time of ~~furlough, optional annual leave,~~ annual leave or permanent return, interdivision employees shall be eligible to transfer funds to their base division country at the current rate of exchange according to the following provisions:

a. Up to 30 percent of the actual local denominational salary earned in the host division country by both the interdivision employee and spouse since the last ~~furlough or optional~~ annual leave.

b. The funds invested in one automobile at the time of purchase, and in the currency in which the automobile was purchased. The proceeds from the sale of an automobile, equal to the initial investment, may be transferred only at the end of each fourth annual leave, ~~second furlough, or if optional annual leaves are involved, at furlough or optional annual leave time but, in either case, not more frequently than once every four years.~~ Such transfers may be made only at ~~furlough, or optional~~ annual leave time, time of transfer to another country, or at the time of permanent return. At the time of permanent return or transfer to another country, customs and import fees may be added.

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307-10G MODIFIED PROVISIONS FOR AUSTRALIA, AUSTRIA, BELGIUM, CANADA, DENMARK, FINLAND, GERMANY, GUAM, ICELAND, THE NETHERLANDS, NEW ZEALAND, NORWAY, SWEDEN, SWITZERLAND, AND THE UNITED STATES OF AMERICA (INCLUDING THE GENERAL CONFERENCE AND INTER-AMERICAN DIVISION EMPLOYEES RESIDING IN THE NORTH AMERICAN DIVISION) - POLICY AMENDMENT

VOTED, To amend GC M 60 10, Modified Provisions for Australia, Belgium, Canada, Denmark, Finland, Germany, Guam, Iceland, The Netherlands, New Zealand, Norway, Sweden, Switzerland, and the United States of America (Including the General Conference and Inter-American Division Employees Residing in the North American Division), to read as follows:

~~M 60 10 Modified Provisions for Australia, Austria, Belgium, Canada, Denmark, Finland, Germany, Guam, Iceland, The Netherlands, New Zealand, Norway, Sweden, Switzerland, and the United States of America (Including the General Conference and Inter-American Division Employees Residing in the North American Division) Interdivision employees, interdivision employed spouses, and locally employed spouses of interdivision employees who are appointed to serve in one of the above areas shall receive regular interdivision benefits except as listed below:~~

1. ~~For Initial Transfer In—An individual, called from within the North American Division to serve the General Conference or the Inter American Division headquarters while residing within the North American Division territory, is not an interdivision employee and shall not be eligible for the interdivision freight, baggage, and outfitting allowances (see N 50, N 55, and N 70), but shall only be eligible for the moving allowances provided for in the North American Division *Working Policy X 23 05*.~~

2. ~~Furlough—~~a. ~~No furlough freight shipment or furlough freight allowance.~~

b. ~~Baggage allowance at same rate as for new appointee in N 55 05.~~

3. ~~Permanent Return—An individual transferring between the Inter American Division—the United States of America and the North American Division/General Conference shall not be eligible for the regular interdivision freight, baggage, and outfitting allowances (see N 50, N 55, and N 70), but shall only be eligible for the moving allowances provided for in the North American Division *Working Policy X 23 05*.~~

4. ~~Family Visitation—North American Division based employees serving the Inter American Division and residing in the North American Division shall not be eligible for furloughs, optional annual leaves, or any of the various family visitation policies. Inter American Division based employees serving in the North American Division or at the General Conference, or North American Division based interdivision employees serving in the Inter American Division other than Inter American Division headquarters shall, if they qualify, be eligible for furloughs, optional annual leaves, and the various family visitation policies.~~

5. ~~Coordinated Travel Arrangements—Elected staff of the General Conference and of divisions with headquarters in the above areas shall, when possible, schedule furloughs in connection with other travel appointments in the respective divisions.~~

M 60 10 Modified Provisions—1. For the United States of America (including the General Conference and Inter American Division Employees Residing in the North American Division)—An individual called from within the North American Division to serve at the General Conference or the Inter American Division headquarters while residing within the North American Division territory is not an interdivision employee and is therefore not entitled to receive interdivision benefits.

2. For Australia, Austria, Belgium, Canada, Denmark, Finland, Germany, Guam, Iceland, The Netherlands, New Zealand, Norway, Sweden, and Switzerland—Interdivision employees, interdivision employed spouses, and locally employed spouses of interdivision employees who are appointed to serve in one of these areas shall be eligible to receive all

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interdivision benefits except base country deposit. No base country deposit shall be paid unless provided for by a specific General Conference Administrative Committee action.

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272-10G TRANSFER AT FURLOUGH/OPTIONAL ANNUAL
LEAVE (EXPENSES OF INTERDIVISION EMPLOYEES
TRANSFERRED BETWEEN DIVISIONS) - POLICY
AMENDMENT

VOTED, To amend GC M 65 10, Transfer at Furlough/Optional Annual Leave (Expenses of Interdivision Employees Transferred Between Divisions), to read as follows:

M 65 10 Transfer at ~~Furlough/Optional~~ Annual Leave—1. When an interdivision employee is transferred by call to another division, and the transfer is made at the time of a regularly scheduled ~~furlough or optional~~ annual leave, the following provisions shall apply:

- a. Travel expense for the interdivision employee and the family - No change
- b. Salary during ~~furlough~~ annual leave shall be at the higher of the base division country rate or the host division country rate of the host division where the interdivision employee has been serving.

Expatriate allowance, base country deposit, and ~~furlough~~ annual leave salary top-up, if applicable, shall continue during ~~furlough~~, annual leave, based on the rate of the host division country where the interdivision employee has been serving. The local salary paid by the employing organization in the host division country, which is discontinued at the time of departure, shall, during ~~furlough~~, annual leave, be added to the ~~furlough~~ annual leave salary top-up. All costs for expatriate allowance, base country deposit, ~~furlough~~ annual leave salary top-up, and local salary at the previous host division country or base division country rate are borne by the General Conference if the employee was serving on a Code 1, 2, 3, or 6 budget, or by the employing organization in the previous host division if the employee was on a Code 4 budget.

- c. ~~Furlough~~ Annual leave extensions, if approved, are paid at the host division country rate of the division to which the interdivision employee is called. If the interdivision employee is being called to serve on a Code 1, 2, 3, or 6 budget, the cost of any expatriate allowance and base country deposit during a ~~furlough~~ annual leave extension are borne by the General Conference, while the cost of the local salary and allowances at the new host division country rate are borne by the employing organization in the new host division. If

the call is to serve on a Code 4 budget, all costs for any ~~furlough~~ annual leave extensions are borne by the employing organization in the new host division.

d. The interdivision employee receives regular outfitting and freight allowances on the same basis as for an appointee. The freight allowance may be used for shipments from the place of current interdivision employment, as well as from the base division country, provided the total cost does not exceed what would normally be paid for the entire shipment to be sent from the place of current interdivision employment. Any expense incurred beyond this shall be borne by the interdivision employee. ~~In addition, he/she is entitled to any furlough freight allowances that might apply to someone serving in the new host division country, but calculated based on the time served in the previous host division before going on furlough.~~ These expenses are borne by the General Conference if the individuals are being called to serve on Code 1, 2, 3, or 6 budgets, and by the employing organization in the new host division for those on Code 4 budgets.

e. Accrued postgraduate/continuing education allowance - No change

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273-10G COMPENSATION FOR LOSS OF INCOME DURING
PREEMBARKATION PERIOD - POLICY AMENDMENT

VOTED, To amend GC N 05 20, Compensation for Loss of Income During Preembarkation Period, to read as follows:

N 05 20 Compensation for Loss of Income During Preembarkation Period—An interdivision appointee's spouse who discontinues local employment, denominational or otherwise, in order to prepare for departure shall be entitled to receive compensation for loss of income for the ~~month preceding departure.~~ preembarkation period. This salary provision shall apply for a new appointment and shall not be taken in connection with a ~~furlough or an optional~~ an annual leave. The rate of this compensation shall be equal to that of the last drawn salary for a spouse who has discontinued denominational employment in order to prepare for departure (assuming payment is in accordance with the regular denominational wage scale). The amount of this compensation for a spouse who discontinues nondenominational employment, or denominational employment at higher than the regular denominational wage scale, in order to prepare for departure shall be based on the rate of the last drawn salary but not to exceed the regular denominational salary equivalent for a person with similar job responsibility and experience. The expenses of this benefit to the spouse of the appointee shall be borne by the General Conference if the appointees are called on Code 1, 2, 3, or 6 budgets, and by the employing organization in the host division for those on Code 4 budgets.

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This provision is not a cash entitlement, but compensation for time off taken without salary during the preembarkation period to prepare for interdivision service and to care for family visitation. There is no settlement if the spouse continues to work and does not take time off without pay.

Individuals who discontinue denominational employment in order to prepare for departure, or individuals whose denominational employment begins upon arrival in the host division country, may have this ~~one-month~~ preembarkation period, during which they received compensation for loss of income, added to their service record. Service credit, if any, for retirement benefits shall be calculated by the base division in harmony with its retirement policy.

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275-10G FINANCIAL ARRANGEMENTS (SEVENTH-DAY
ADVENTIST INSTITUTE OF WORLD MISSION) -
POLICY AMENDMENT

VOTED, To amend GC N 15 35, Financial Arrangements (Seventh-day Adventist Institute of World Mission), to read as follows:

N 15 35 Financial Arrangements—1. The General Conference shall be - No change

2. If Institute attendance is in connection with ~~a furlough or optional~~ an annual leave, the salary for the period of the Institute shall be at the host division country rate (local salary, expatriate allowance, and base country deposit), except if it is taken in connection with the first ~~furlough or optional~~ annual leave after arrival in the host division country, in which case the host division country rate may be topped up to the equivalent of the base division country rate. The expense of the local salary, expatriate allowance, and base country deposit during attendance at the Institute is borne by the same organizations which are responsible for the inter-division employees in the host division country. The salary top-up to base division country rate, if applicable, is a General Conference expense for those on Code 1, 2, 3, and 6 budgets, and an expense of the employing organizations in the host country for those on Code 4 budgets. Locally employed spouses assigned to Code 5 budgets are not eligible for salary during the Institute but might qualify for compensation for lost income during the new appointee period as outlined in paragraph 3. below.

3. Compensation for loss of income during the time of attendance at the Institute of World Mission shall be paid to the spouse of an interdivision appointee/employee under the following circumstances:

a. A spouse, who is employed denominationally immediately prior to the Institute or the ~~one-month~~ preembarkation period granted for departure preparation and who discontinues employment in order to attend the Institute, shall be entitled to receive compensation for loss of income based on the rate of the last drawn salary, if paid in accordance with the base division country denominational remuneration scale. The rate of compensation for a spouse who discontinues nondenominational employment, or denominational employment at higher than the regular denominational wage scale, shall be equal to that of the last drawn salary but not exceed the base division country denominational salary-equivalent for an individual with similar job responsibility and experience. The expenses of this benefit to the spouse of the appointee shall be borne by the General Conference if the appointee is called on a Code 1, 2, 3, or 6 budget, or by the employing organization in the host division if the appointee is called on a Code 4 budget.

b. A spouse, who is employed denominationally or otherwise, on a local basis in the host division, and takes additional time outside of the ~~furlough or optional~~ annual leave period to attend the Institute and who would not have qualified for compensation for loss of income had he/she attended an Institute during the preembarkation time, shall receive compensation based on the rate of the last drawn salary but not exceeding the host division country denominational salary-equivalent for an interdivision employed spouse with similar job responsibility and experience. The expenses of this benefit to the spouse of the interdivision employee shall be borne by the General Conference if the employee is on a Code 1, 2, 3, or 6 budget, or by the employing organization in the host division if the employee is on a Code 4 budget.

c. A spouse, who is employed denominationally or otherwise, on a local basis in the host division, and takes additional time in connection with the first ~~furlough or optional~~ annual leave after arrival in the host division country to attend the Institute, and who would have qualified for compensation for loss of income had he/she attended an Institute during the preembarkation time, shall receive compensation based on the higher of either the rate used for compensation for loss of income during the preembarkation period (see N 05 20) or the applicable host division country denominational current salary rate. The expenses of this benefit to the spouse of the interdivision employee shall be borne by the General Conference if the employee is on a Code 1, 2, 3, or 6 budget, or by the employing organization in the host division if the employee is on a Code 4 budget.

4. A spouse who discontinues denominational employment in order to - No change
5. Travel expense and expenses relating to attendance at the Institute - No change

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308-10G REIMBURSEMENT OF EXPENSE FOR DOCTORAL DEGREES - POLICY AMENDMENT

VOTED, To amend GC N 25 15, Reimbursement of Expense for Doctoral Degrees, to read as follows:

N 25 15 Reimbursement of Expense for Doctoral Degrees—1. When a prospective appointee is to serve as a faculty member of an institution of advanced education and has completed work on a doctoral degree within the past 36 months, either at his/her own expense or by having only a portion paid by the denomination, he/she may receive, with agreement of the General Conference and the calling division, financial reimbursement on the following basis:

- a. Actual educational expense (tuition, books, and required fees) - No change
- b. This reimbursement is to be made in annual payments at a - No change
- c. The expense of providing these reimbursements shall be met - No change
- d. An individual receiving benefits under this policy who has - No change
- e. Interdivision appointees who have earned doctoral degrees - No change
- f. When the doctoral degree is a Doctor of Ministry degree, transcribed and awarded by a Seventh-day Adventist institution, one third of the provisions outlined in this policy shall apply.
- g. Provisions of this policy differ from the other educational - No change
- h. An interdivision appointee or spouse who is working on a doctoral degree at the time of appointment, and who intends to continue with the degree, should make sure that there is a clear understanding, in writing, with the host division and the General Conference ~~Interdivision Employee Remuneration and Allowances~~ Mission Personnel Processing Committee as to time and financial arrangements, including clarification as to whether provisions of this policy will apply upon completion of the degree. There is no entitlement to reimbursement under this policy without prior agreement. Also, unless approved in advance, there is no entitlement to reimbursement for degrees commenced while in interdivision service.

i. All reimbursements under this policy and all commitments entered into relative to this policy must be approved by the General Conference ~~Interdivision Employee Remuneration and Allowances~~ Mission Personnel Processing Committee.

j. Those receiving assistance under this policy are not eligible - No change

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243-10G MEDICAL/DENTAL/OPTOMETRICAL INDEBTEDNESS
OF UNEMPLOYED SPOUSE - POLICY ADDITION

VOTED, To add a new section GC N 25 27, Medical/Dental/Optomertical Indebtedness of Unemployed Spouse, to read as follows:

N 25 27 Medical/Dental/Optomertical Indebtedness of Unemployed Spouse—1. Provision—The interdivision employee’s service can apply toward the amortization of his/her unemployed spouse’s medical/dental/optometrical educational indebtedness under the following conditions:

a. The interdivision employee’s debt has been fully amortized in less than the original 10-year period. (See GC N 25 20, paragraph 4. b. 2).)

b. Both spouses have been appointed as physicians, dentists, or optometrists on other than Code 5 budgets.

c. The spouse ceases interdivision employment for a period of time due to acceptable reasons, as approved by the Mission Personnel Processing Committee.

2. Amortization Rate—During the spouse’s unemployment, the spouse’s debt would be amortized at the spouse’s rate, regardless of the rate at which the interdivision employee’s loan was amortized.

3. Resuming Employment—In the event that the unemployed spouse resumes interdivision service, the remaining amortization would occur based on the spouse’s service, up to the original maximum allowed in GC N 25 25. If the spouse returns part-time, the amortization would be prorated accordingly.

4. This provision applies only to the 10-year amortization plan. (See GC N 25 20, paragraph 4. b. 2).)

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5. Those receiving assistance under this policy are not eligible for assistance under GC N 25 05.

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276-10G DEFERRED MISSION APPOINTEE PROGRAM
(FINANCIAL ASSISTANCE TO DEFERRED MISSION
APPOINTEES, LOMA LINDA UNIVERSITY) -
POLICY AMENDMENT

VOTED, To amend GC N 30 05, Deferred Mission Appointee Program (Financial Assistance to Deferred Mission Appointees, Loma Linda University), to read as follows:

- N 30 05 Deferred Mission Appointee Program—1. a. A student enrolled in - No change
- b. All applicants must be in regular standing at - No change
- c. After examining the applications, the Loma Linda University Deferred Mission Appointee Committee will recommend to the General Conference ~~Appointees~~ Mission Personnel Processing Committee individuals for deferred mission appointee status positions. The General Conference ~~Appointees~~ Mission Personnel Processing Committee will limit its approval to the number of available positions. ~~positions as determined by the General Conference Interdivision Employee Budget Oversight Committee.~~ Base division status shall be determined by the General Conference ~~Appointees~~ Mission Personnel Processing 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 must - No change
- b. The deferred mission appointee shall be awarded grants and low-interest loans through normal 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, 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~~ Mission Personnel Processing 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 of - No change

4. Procedures—The procedures to be followed in the deferred medical/dental mission appointee plan for students at Loma Linda University shall be as follows:

a. The General Conference ~~Interdivision Employee Remuneration and Allowances~~ Mission Personnel Processing Committee shall determine limits as to how many individuals may be granted Deferred Mission Appointee status at any given time.

b. Applicants shall be evaluated by the Loma Linda University Deferred Mission Appointee Committee and recommended to the General Conference ~~Appointees~~ Mission Personnel Processing Committee.

- c. Debt management counseling shall be an integral part of - No change
- d. The deferred mission appointee shall be required to attend - No change
- e. Close contact shall be maintained between the student and - No change
- f. The General Conference shall assist in controlling the - No change
- g. Loma Linda University Schools of Medicine and Dentistry - No change

h. The deferred mission appointee shall receive a specific interdivision service appointment approximately six months prior to the completion of training. Such appointment shall be based on available budgets and institutional needs at the time. If no interdivision appointment is available, the individual shall be notified approximately six months prior to the completion of training. When the General Conference ~~Appointees~~ Mission Personnel Processing Committee has voted a specific appointment and the individual has formally accepted the appointment, the appropriate interdivision employee policies shall apply.

- 5. Those receiving assistance under this policy for graduate debts are - No change

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244-10Ga DRIVING VS FLYING (TICKET PURCHASE AND
TRAVEL ARRANGEMENTS) - POLICY ADDITION

VOTED, To add new sections GC N 65 15, Driving vs Flying (Ticket Purchase and Travel Arrangements), to read as follows:

N 65 15—Driving vs Flying—Occasionally, interdivision employees may request to drive rather than fly to their authorized destinations. If approved, the amount allowed for reimbursement is not to exceed the total cost of flying and not to exceed the applicable auto mileage or kilometric rates and other allowances and costs normally allowed when driving.

When calculating the maximum reportable expense for driving rather than flying, the total costs associated with flying are to be calculated including the cost for airline tickets, baggage allowance, and Miscellaneous Travel Allowance.*

Mileage or kilometric rates approved for the countries involved, tolls, ferry costs, transit insurance, if required, per diem, and hotel costs normally allowed in connection with the number of miles of kilometers traveled by the most direct route are reimbursable up to what the total cost of travel by air would have been.

* Anything that would be reportable under GC P 110 25 that may exceed the Miscellaneous Travel Allowance may be included in the total of what it would have cost to fly by air.

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309-10G PROVISION FOR HOUSING (INTERDIVISION EMPLOYEES
IN THE FIELD) - POLICY AMENDMENT

VOTED, To amend GC O 05, Provision for Housing (Interdivision Employees in the Field), to read as follows:

O 05 Provision for Housing

In mission field assignments, the division, union, or local employing organization provides denominationally owned housing for interdivision employees or rents housing to meet their needs. In such cases, the interdivision employee pays rent to the denominational

organization through payroll deductions, set at approximately 10 percent of the combined local salary and expatriate allowance. The rent charge may vary slightly, depending on whether the housing is furnished or unfurnished. If furnished, the appointee is provided a Class B freight allowance (N 50 20); and if unfurnished, the appointee is provided a Class A freight allowance (N 50 20). ~~Class B freight is the norm for mission field assignments.~~

In some countries interdivision employees are provided a housing allowance in the local remuneration package and are responsible for their own housing arrangements. In other countries, a rental subsidy may be provided.

In situations where interdivision employees are expected to rent or purchase their own housing, they should consult closely with their employing organizations to be sure they understand the financial arrangements and do not secure housing beyond what they can afford based on the housing provisions in effect.

The local employer or host division is responsible for providing housing, a homeowner's allowance package, or rental subsidy for interdivision employees on Code 1, 2, 4, or 6 budgets, and the General Conference is responsible for those on Code 3 budgets.

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

278-10G NATIONAL INSURANCE/SOCIAL SECURITY SUBSIDY
ON ALLOWANCES - POLICY AMENDMENT

VOTED, To amend 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 host or base division country's national insurance/social security on the following allowances:

- a. Outfitting allowance

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- b. Baggage allowance
- c. Underweight freight settlement
- d. Educational allowance
- e. Travel to school for secondary school students
- f. Financial assistance on indebtedness
- g. ~~Furlough~~ Annual leave travel
- h. ~~Visitation of older children travel~~
- i. h. Rehabilitation allowance
- j. i. Annual leave miscellaneous travel allowance
- ~~k. j.~~ Any other allowances approved by the General Conference ~~Interdivision~~
Employee Remuneration and Allowances Mission Personnel Processing Committee

- 2. The subsidy shall not apply to the - No change

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279-10G STUDYING IN BASE DIVISION COUNTRY (EDUCATION ALLOWANCE FOR SECONDARY SCHOOL-AGE CHILDREN) - POLICY AMENDMENT

VOTED, To amend GC O 55 10, Studying in Base Division Country (Education Allowance for Secondary School-Age Children), to read as follows:

- O 55 10 Studying in Base Division Country—1. Attending Seventh-day - No change
- 2. Attending Non-Seventh-day Adventist Secondary - No change
- 3. Trips to Visit Parent(s)—Secondary school-age children studying in the base division are allowed reimbursement for the cost of ~~two visits~~ one visit per year to visit parent(s) in the host division country. ~~Normally in the year of furlough or optional annual leave it is limited to one round trip, as the parent(s) will be visiting the student in the base division.~~

However, two trips are allowed if the student is returning to the host division country with the parent(s) for at least 30 days in connection with the summer or long school break. (There is no extra provision for a parent to accompany, at denominational expense, a student on his/her trip to school. If it is felt necessary, it is at the personal expense of the parent, or the parent(s) may attempt to arrange their ~~optional annual leave or furlough~~ annual leave at the appropriate time.)

This policy covers the cost of the ticket based on the most economical fare available. No baggage allowance, travel per diem, or layover expenses are included. Local travel to and from airports is also at personal expense unless it is more than 100 miles (160 kilometers) each way.

4. Nondormitory Arrangements—There may be rare instances where - No change
5. Distance Education—Students who remain in the base division and - No change

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

280-10G STUDYING IN THE HOST DIVISION (EDUCATION ALLOWANCE FOR SECONDARY SCHOOL-AGE CHILDREN) - POLICY AMENDMENT

VOTED, To amend O 55 15, Studying in the Host Division (Education Allowance for Secondary School-age Children), to read as follows:

O 55 15 Studying in the Host Division—It is not possible to have a policy which takes into account all the varying circumstances and is fair and acceptable in all countries. (The host divisions are to provide the General Conference Transportation and International Personnel Services with copies of their policies and any updates, when voted, and identify which policies apply to which host division countries.) Because of these widely varying circumstances, the host division shall decide, on a country-by-country basis, which of the following three options applies to all interdivision employees serving within that country:

1. Local Educational Allowance Policy—The same policies and - No change
2. General Conference Education Allowance Policy—The following General Conference approved educational allowance policy gives details of allowances for children of interdivision employees attending secondary school in the host division:
 - a. Attending a Seventh-day Adventist Secondary School in the Host Division.

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- 1) The full cost of tuition, room and board - No change
- 2) Secondary school-age children studying in the host division are allowed reimbursement for the cost of ~~two round trips~~ one round trip per year to boarding schools, or local travel allowance as set by the host division where excessive local commuting expenses are involved. (There is no extra provision for a parent to accompany, at denominational expense, a student on his/her trip to school.)

This policy covers the cost of the ticket based on the most economical fare available. No baggage allowance, travel per diem, or layover costs are included. Local travel to and from the airports is also at personal expense unless it is more than 100 miles (160 kilometers) each way.

In unusual cases where there is a designated host division school, or where the school system has three major school breaks with no satisfactory provision for caring for the students, the General Conference ~~Interdivision Employee Remuneration and Allowances~~ Mission Personnel Processing Committee may authorize a ~~third~~ second trip per year.

- b. Attending Non-Seventh-day Adventist Local - No change

3. Special Host Division Interdivision Employee Educational Allowance Policy—The host division may develop its own special Interdivision Employee Educational Allowance policy and have it accepted by the General Conference ~~Interdivision Employee Remuneration and Allowances~~ Mission Personnel Processing Committee, so long as the provisions do not exceed those outlined in paragraph 2. above.

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281-10G STUDYING IN BASE DIVISION COUNTRY (EDUCATION
ALLOWANCE FOR COLLEGE-AGE CHILDREN) - POLICY
AMENDMENT

VOTED, To amend GC O 60 10, Studying in Base Division Country (Education Allowance for College-age Children), to read as follows:

- O 60 10 Studying in Base Division Country—1. Attending a Seventh-day - No change
2. Attending a Non-Seventh-day Adventist College or University—An educational allowance for attending a non-Seventh-day Adventist college or university in the base division shall only be granted in the following circumstances:

- a. If the base division country would grant an educational - No change
 - b. Where a division does not provide any educational allowance at the college/university level, and an interdivision employee sending a child/children home to a non-Seventh-day Adventist college or university would be disadvantaged because of a much lower salary as an interdivision employee than that of local employees in the base division country, a scholarship grant as in paragraph 1. above may be granted for attendance at public universities (most of which charge no tuition). If no public university is available, assistance may be granted at a private school if recommended by the base division and approved by the General Conference ~~Interdivision Employee Remuneration and Allowances~~ Mission Personnel Processing Committee.
3. Distance Education—Students who remain in the base division and - No change
 4. Relationship of Merit Scholarships to Educational - No change
 5. Nondormitory Arrangements—There may be rare instances where - No change
 6. ~~Travel as provided in O 65.~~

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

282-10G STUDYING IN A THIRD DIVISION COUNTRY OR IN
A BASE DIVISION COUNTRY NOT PROVIDED FOR
UNDER O 60 10 OR O 60 15 (EDUCATION ALLOWANCE
FOR COLLEGE-AGE CHILDREN) - POLICY AMENDMENT

VOTED, To amend O 60 20, Studying in a Third Division Country or in a Base Division Country Not Provided for Under O 60 10 or O 60 15 (Education Allowance for College-age Children), to read as follows:

O 60 20 Studying in a Third Division Country or in a Base Division Country not Provided for Under O 60 10 or O 60 15—A parent(s) may choose to send the child/children to a Seventh-day Adventist college or university in a third division country or to a country not provided for under O 60 10 or O 60 15. Such decisions are acceptable, but are personal decisions and are not to result in additional expense to the denomination in the form of educational allowance, travel to school, ~~furlough, optional~~ annual leave or permanent return travel, or medical expense.

1. For a child/children studying in a division country other than - No change

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2. When granting permanent return travel for the ~~college-age~~ college/university-age child, the amount shall be calculated based on what it would have cost to send him/her to the base division country. ~~Any travel under the visitation of older children policy will be allowed at the rate of what it would have cost to bring him/her from the base division country, and not from the third division country. In calculating furlough~~ In calculating annual leave travel, the child's location in the third division country does not constitute an authorized travel point nor are there any ~~furlough~~ annual leave travel provisions for the child.

3. When a child is sent to study in a third division country where the - No change

4. School systems vary in different countries. In some countries the study of medicine and dentistry starts immediately following secondary school. The tuition for such educational programs is normally much higher than for other ~~college-level~~ college/university-level programs. But in other countries, medicine and dentistry follow completion of a ~~college-level~~ college/university-level program with a major in biology, chemistry, or some other field. The ~~college-level~~ college/university-level work, although registered as premedicine or predentistry, is no different than for any other major at the ~~college-level~~ college/university level. The student is not taking medicine or dentistry but only a set of ~~college-level~~ college/university-level courses that will meet the prerequisites for medicine or dentistry. Because of this, and because there is no difference in tuition in ~~the~~ premedicine and predentistry at the ~~college-level~~, college/university level, reimbursement of educational allowance when attending school in a third division will be based on the equivalent nonprofessional degree in the base division and not on what it would cost to study medicine or dentistry.

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

283-10G VISITS OF OLDER CHILDREN/PARENT(S) - POLICY DELETION

VOTED, To delete O 65, Visits of Older Children/Parent(s), which reads as follows:

O 65 Visits of Older Children/Parent(s)

When an unmarried child of an interdivision employee resides in or has been permanently returned to the base division or family adopted division, where applicable, under the terms of existing policies, the host division may authorize the child to visit the parent(s) in the host division country, or a parent may be authorized to visit the child in the base division or family adopted division, where applicable, on the following basis:

1. The child has not reached his/her twenty-second birthday, or is a student eligible to receive educational assistance or who would be eligible if he/she were attending a Seventh-day Adventist school rather than a non-Seventh-day Adventist school. (See O 60.)

2. The term of service of the parent(s) shall be based on the two-year furlough cycle. There shall be but one visit during each two-year furlough cycle of service. This policy shall not apply during any year that optional annual leave is taken.

3. When more than one child in the base division or family adopted division, where applicable, is involved, the visit shall be by one parent. (If there is more than one child in the base division or family adopted division, where applicable, and the parent(s) desires to have the entire family together each year, there is always the possibility of taking an optional annual leave. This was one of the reasons for introducing the policy for optional annual leaves.)

4. This policy only covers the cost of one ticket based on the most economical fare available. No baggage allowance, travel per diem, or layover costs are included. Local travel to and from the airports is also at personal expense unless it is more than 100 miles (160 kilometers) each way.

5. Divisions shall exercise the strictest economy in administering the provisions of this policy and shall take into consideration visits by parent(s) to the base division or family adopted division, where applicable, or by the student to the host division country at denominational expense. The visit is intended to allow for quality time together. A trip by a parent to the base division or family adopted division, where applicable, for regular denominational meetings, which often does not allow time for a meaningful visit with the child, shall not automatically count as the visit. But denominationally paid visits which may allow for meaningful time together (trips in connection with continuing education, trips for medical treatment, trips where both parents are involved because of spouse travel or other reasons) should be taken into consideration. Trips by the student which include a visit to the parent(s) in the host division country which are at denominational expense, or where the funds are provided for or raised from sources other than the immediate family or relatives (serving as an Adventist volunteer at the location where the parent(s) is serving, going on ADRA sponsored trips, etc.) should also be taken into consideration. In some cases, where the travel does not involve a visit to the location where the parent(s) is serving, it can be arranged for the denomination to pay the extra cost on the ticket to allow for such a visit and provide considerable savings to the denomination. The regular arrangement is for the child to visit the whole family in the host division country. In evaluating arrangements, the host division should take into consideration the family's need to be together and not insist on tying the visit to a parent's visit (which is usually the father) to the base division or family adopted division, where applicable, when other options would allow for the whole family to be together.

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6. There is no extra vacation or time off with pay provided for the interdivision employee in connection with this policy.

7. The expense for travel in connection with this policy is 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.

SEC/PolRev&Dev/ADCOM/GCDO10A/10AC to HWT(DIV)

310-10G VACATIONS WITHIN THE HOST DIVISION COUNTRY -
POLICY AMENDMENT

VOTED, To amend GC O 85, Vacations Within the Host Division Country, to read as follows:

O 85 Vacations Within the Host Division Country

~~O 85 05 Annual Vacations—Interdivision employees on a regular two-year furlough cycle shall be allowed annual vacations with pay, except as noted in O 85 20. The length of the vacation shall be in harmony with the policy of the host division.~~

O 85 05 Extreme Conditions—1. In areas where extreme conditions of climate, culture, or isolation exist in the host division country of the interdivision employee, the 12-month annual leave cycle shall be retained as the basic service annual leave cycle for families, with special provisions (vacation allowances, infield vacation arrangements, hill leave vacations, etc.) made to care for the needs of interdivision families serving in such areas. In applying these special conditions, host division committees should consider the following factors:

- a. Accessibility to base division country
- b. Political and social tensions
- c. Climatic conditions
- d. Living conditions (including the possibility of upgrading existing living conditions with air-conditioning, improved utilities, better housing, more varied food supplies, etc.)

2. The expense of any special vacation allowances shall be borne by the host division or local employing organization for families of interdivision employees on Code 1, 2, 4, and 6 budgets, and by the General Conference for those on Code 3 budgets.

O 85 10 Vacation Allowances—Where climatic conditions, isolation, or - No change

O 85 15 Authorization for Vacations—Authorization for vacations under extreme conditions shall be arranged with the employing organization. If a vacation is to be taken outside the territory of the division, prior arrangement shall be made with the host division. When the vacation involves travel to or through countries where medical care is more expensive than in the host division country, or where the medical insurance in the host division country will not cover out-of-country medical expenses, the host division may require the interdivision employee to acquire and bear the cost of travel medical insurance. It is the responsibility of the interdivision employee to check with the host division as to its policy in this matter.

~~O 85 20 No Vacation Accrual for Year Prior to Furlough, Optional Annual Leave, or Permanent Return—Earned vacation time normally accrues at the rate of two, three, or four weeks per year. In the case of a regular two-year furlough cycle, vacation time accrues for the first year and the interdivision employee is entitled to take the regular two, three, or four weeks of vacation in accordance with host division policy. Unless contrary to applicable local law, no vacation time accrues in the second year of a two-year furlough cycle or during the year prior to permanent return, as the furlough or month of permanent return salary allowed for family visitation replaces the regular accrued vacation. If an optional annual leave is taken, it replaces the regular vacation accrual for that year. If the interdivision employee does not take furlough at the end of the second year but remains for another year, the vacation accrual continues for another year and another two, three, or four weeks of annual vacation is accrued. Normally vacation is not taken in the first eight to ten months after arrival back in the field or in the last eight to ten months before going on furlough, optional annual leave, or permanent return. The division may allow adjustment as to when the vacation is taken to accommodate family and work needs, but there is only one year's annual vacation accrual allowed during a regular two-year furlough cycle. If an interdivision employee takes an annual vacation with the anticipation of going on furlough or permanent return a year later, but the interdivision employee subsequently requests permanent return before the end of the second year, the unearned vacation time taken may be deducted from the permanent return salary period.~~

O 85 20 No Vacation or Annual Leave Accrual for Year Prior to Permanent Return—
1. The annual leave is granted only to interdivision employees who expect to return to the field for a minimum of one year of service (P 90 10). After the first annual leave, all subsequent annual leaves may be taken at any time in the following calendar years (P 90 25). Therefore, even though annual leaves may be granted prior to accrual of service, the annual leave accrual of service is still owed until service is rendered for the entire year.

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2. If an interdivision employee takes an annual leave, and after returning to the host division country requests a permanent return, the interdivision employee is only entitled to one month of permanent return time for family visitation provided under Q 10 20 (See P 90 10). This month includes any unused vacation or annual leave time. No vacation or annual leave time is accrued for the year prior to permanent return.

3. Normally, when a permanent return is granted as described in paragraph 2. above, there would be a coordination of benefits deducting annual leave benefits such as time, baggage, etc. from the permanent return benefits.

4. In addition to the permanent return salary month, an extension of the permanent return period could be added as per the base division working policy (Q 50 10; Q 50 40).

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

284-10G LENGTH OF INTERDIVISION SERVICE - POLICY
AMENDMENT

VOTED, To amend GC P 10 05, Length of Interdivision Service, to read as follows:

P 10 05 Length of Interdivision Service—The length of interdivision service shall normally be five years (60 months). ~~(60 months) with two months furlough. (See P 40, Schedule of Service Cycles, Furloughs, and Optional Annual Leaves, for more detailed information.)~~

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

285-10G ALLOWANCES, REMUNERATION, AND BENEFITS
(SPECIAL TERM APPOINTMENTS) - POLICY AMENDMENT

VOTED, To amend GC P 15 10, Allowances, Remuneration, and Benefits (Special Term Appointments), to read as follows:

P 15 10 Allowances, Remuneration, and Benefits—1. Allowances, remuneration, and benefits in connection with special terms shall be calculated as follows:

Preembarkation benefits:

Institute of World Mission

As for regular appointees

Medical examination

100% of cost

Outfitting allowance	Prorated on basis of full term but not less than 33 $\frac{1}{3}$ % of that granted to regular appointees on similar appointment
Salary	Prorated on basis of full term but not less than the equivalent of ten days' salary
Travel	Maximum of two destinations
 International travel:	
Baggage allowance	As for regular appointees
Freight allowance	Prorated on basis of full term but not less than 33 $\frac{1}{3}$ % of that granted to regular appointees on similar appointment
Hotel	As for regular appointees
Per diem	As for regular appointees
Ticket costs	As for regular appointees
 While in host division country:	
Amortization of educational debt	As for regular interdivision employees
Educational assistance for children	As for regular interdivision employees
Family visit of children	As for regular interdivision employees
Health care expense	As for regular interdivision employees
Insurance coverage	As for regular interdivision employees
Salary (local salary, base country deposit, expatriate allowance)	As for regular interdivision employees
 Furlough benefits:	
For two years or less	None
For more than two years	As per furlough schedule
 Optional Annual Leave:	 As for regular interdivision employees
 Annual Leave:	 As for regular interdivision employees
 Permanent Return benefits:	
Rehabilitation allowance	Prorated for months served up to outfitting allowance received under appointment
Baggage allowance	As for regular interdivision employees

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Freight allowance	After Two Years of Continuous Interdivision Service Since Appointment—100 percent of the voted appointee freight allowance for the country involved. (See N 50 20.) After Less Than Two Years of Continuous Interdivision Service Since Appointment—Actual authorized weight that was shipped at time of appointment. Any unused freight would be settled at 1/24 of the underweight settlement for each month served on an interdivision basis.
Salary continuation	Based on period of service as for regular interdivision employees
Extended interdivision service allowance	Applicable to those who have accumulated at least seven <u>six</u> years of qualifying interdivision service

2. In cases where an interdivision employee continues to serve beyond - No change
3. In cases where an interdivision employee continues to serve beyond - No change

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

286-10G FURLOUGHS AND OPTIONAL ANNUAL LEAVES—
GENERAL PROVISIONS - POLICY DELETION

VOTED, To delete P 25, Furloughs and Optional Annual Leaves—General Provisions, which reads as follows:

P 25 Furloughs and Optional Annual Leaves—General Provisions

P 25 05 Limited to Interdivision Employees—Furloughs or optional annual leaves are granted to interdivision employees who serve outside the base division in response to regular calls extended by the General Conference.

P 25 10 Only if Returning for Subsequent Periods of Service—Furloughs or optional annual leaves shall be granted only to interdivision employees who expect to return to the field for a subsequent period of service, otherwise the interdivision employee is only entitled to the one month for family visitation provided for under Q 10 20.

Every interdivision employee should recognize that the denomination has put a large investment in him/her, and that by accepting the furlough arrangement the interdivision employee is bound to return to interdivision service. Any interdivision employee not expecting to return to interdivision service upon completion of furlough should notify the host division of his/her plans before leaving the host division country.

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.

P 25 20 Scheduling and Approving Furloughs and Optional Annual Leaves—Host division committees shall authorize the dates of interdivision employee furloughs and optional annual leaves and shall notify the base division, the General Conference Secretariat, and the General Conference Transportation and International Personnel Services, as soon as possible, in order for the interdivision employee to be cared for financially during each furlough or optional annual leave. Furloughs and optional annual leaves shall be scheduled as near to the time due as possible. However, in the case of educational interdivision employees, or interdivision employees with children in school, furloughs and optional annual leaves shall, if possible, be advanced or delayed to avoid interrupting the school year. Division committees shall exercise economy in scheduling and arranging for furloughs and optional annual leaves.

The host division may use either of the following methods for calculating the length of furloughs or optional annual leaves, as well as the due date for the next furlough or optional annual leave, when a furlough or optional annual leave is taken either early or late:

1. Adjusting Due Date of Next Furlough or Optional Annual Leave—Under this method the due date for the next furlough or optional annual leave is adjusted, rather than the length of the furlough or optional annual leave.

- a. Furlough—The length of the furlough remains at two months (three months under P 40 25), but the starting date for calculating when the next furlough or optional annual leave (if optional annual leave is chosen) is due is not based on the actual date of return to the host division country. Rather the due date for the next furlough is calculated as 22 months (21 months under P 40 25) after the date the interdivision employee would have been due to return to the host division country, if the furlough had been taken on the date it was due.

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b. Optional Annual Leave—The length of the optional annual leave remains at one month, but the starting date for calculating when the next optional annual leave or furlough (if furlough is chosen) is due is not based on the actual date of return to the host division country. Rather the due date for the next optional annual leave is calculated as 11 months after the date the interdivision employee would have been due to return to the host division country, if the optional annual leave had been taken on the date it was due.

2. Prorating Length of Furlough or Optional Annual Leave—Under this method the length of the furlough or optional annual leave is prorated, and the starting date for calculating when the next furlough or optional annual leave is due is based on the date of arrival back in the host country.

a. Furlough—The length of the furlough is prorated, based on the actual months in the host division country following appointment (the most recent arrival in the host division country), return from furlough, or return from optional annual leave, divided by 22 months (21 months under P 40 25) and multiplied by 2 months (3 months under P 40 25). Adjustments of more than 3 months, either way in the starting date for furloughs, should be rare and normally approved only once to adjust the furlough cycle to meet school vacation needs. Adjustments of more than 3 months require approval by the General Conference Interdivision Employee Remuneration and Allowances Committee. Repeated requests for shortened terms, which would amount to more than 6 months cumulatively in a six-year period, require approval by the General Conference Appointees Committee.

b. Optional Annual Leave—The length of the optional annual leave is prorated, based on the actual months in the host division country following appointment (the most recent arrival in the host division country), return from furlough, or return from optional annual leave, divided by 11 months and multiplied by one month. Adjustments of more than 3 months either way in the starting date for optional annual leaves should be rare and normally approved only once to adjust the furlough cycle to meet school vacation needs. Adjustments of more than 3 months require approval by the General Conference Appointees Committee. Repeated requests for shortened terms, which would amount to more than 6 months cumulatively in a six-year period, require approval by the General Conference Appointees Committee.

3. Host divisions may choose to use one of the above methods for furloughs, and the other for optional annual leaves, if they desire. But regardless of which method is used, the host division must maintain clear records as to when the next furlough or optional annual leave is due and which method is used for the calculation.

4. Furlough or Optional Annual Leave Time—No Carry-Over—Furlough or optional annual leave time cannot be carried over from one cycle of service to another unless

approved in advance by the host division and recorded by the General Conference Appointees Committee. (See P 40 40.)

5. Interdivision employees who are not vested in the retirement plan of their base division country should keep in mind that adjustments to the furlough cycle could result in their taking permanent return at what the interdivision employee might consider to be the end of a full term, but still not have the full six years required by some retirement plans for vesting based on interdivision service. (See Seventh-day Adventist Retirement Plan of the North American Division, Z 20 05, paragraph 4.)

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

287-10G FURLOUGH ARRANGEMENTS - POLICY DELETION

VOTED, To delete P 30, Furloughs Arrangements, which reads as follows:

P 30 Furlough Arrangements

P 30 05 Requesting a Furlough—Interdivision employees shall make their requests for furloughs to their host division secretariat through their local employing organization. These requests should be made at least four months prior to the expected date of departure to allow time for processing and purchasing of tickets at the best rates available.

P 30 10 Division Processing of a Furlough—If the request for a furlough is approved by the host division committee, the host division shall notify the General Conference Transportation and International Personnel Services, General Conference Secretariat, and the interdivision employee's base division treasury.

P 30 15 General Outline of Furlough Provisions—1. The time allowed shall normally be two months after 22 months of service, except as provided for in P 25 20. Denominationally authorized office holidays in the host division country are not added to the length of the furlough.

2. One year's annual vacation is allowed during a two year furlough cycle as outlined in O 85.

3. Travel at denominational expense by the most economical fare, as outlined in P 70 05, is allowed to authorized destination points within the base division or family adopted division, where applicable, as defined in P 50 25.

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4. Stopover allowance is provided in accordance with P 70 10.
5. Salary and allowances during furlough are paid at the higher of the base division country rate or the host division country rate through the use of a furlough salary top-up provision. (See P 50 15 and P 50 20.)
6. Furlough freight shipments are provided to some host division countries. (See P 55 05.)
7. Duplicate rent/housing allowance may apply during furloughs. (See P 50 40.)
8. Automobile insurance or depreciation at base division country rates may be provided during furloughs. (See P 50 50.)
9. Baggage allowance as outlined in P 60 05 is provided one way for return to the host division country.
10. The host division shall secure travel insurance coverages, according to policy, for travel during furloughs. (See N 55 10.)
11. Health evaluations, as provided for under M 70, may be done while on furlough.
12. Time and financial arrangements for attendance at the Institute of World Mission, in connection with a furlough, are outlined in N 15.
13. Postgraduate/continuing education for licensing is covered in P 80 25.
14. Any special study leaves or other arrangements approved by the host division are governed by the terms of the specific agreement.
15. On return to the host division country, the interdivision employee shall begin a new two-year term of service. (See P 40 10.)

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

288-10G OPTIONAL ANNUAL LEAVE ARRANGEMENTS -
POLICY DELETION

VOTED, To delete P 35, Optional Annual Leave Arrangements, which reads as follows:

P 35 Optional Annual Leave Arrangements

P 35 05 Optional Annual Leaves—The optional annual leave policy was developed to assist in resolving a number of needs both on the part of interdivision employees and the denominational organization. Optional annual leaves may help where there are limited institutional vacation periods, difficulty for the employing organization to provide relief service for regular furlough periods, family responsibilities, or health problems. Optional annual leave allows the family to get together annually even if there is more than one college-age child studying in the base division country and the policy on visitation of older children would only allow for a visit by one child or parent. Interdivision employees need to keep in mind both the needs of the organization as well as personal needs when deciding whether to request a furlough or an optional annual leave.

The interdivision employee and family may choose to spend part of the optional annual leave period in visitation of family in the base division or family adopted division, where applicable, and part in the host division.

P 35 10 Requesting an Optional Annual Leave—Interdivision employees shall make their requests for optional annual leaves to their host division secretariat through their local employing organization. These requests should be made at least four months prior to the expected date of departure to allow time for processing and purchasing tickets at the best rates available.

P 35 15 Division Processing of Optional Annual Leaves—If the request for optional annual leave is approved by the host division committee, the host division shall notify the General Conference Transportation and International Personnel Services, General Conference Secretariat, and the interdivision employee's base division treasury.

P 35 20 Special Provisions/Limitations of Optional Annual Leaves—1. The time allowed shall normally be one month after eleven months of service, except as provided for in P 25 20. Denominationally authorized office holidays in the host division country that occur during the time of an optional annual leave, shall be added to the month of optional annual leave.

2. The optional annual leave shall be in lieu of the annual vacation.

3. Travel at denominational expense by the most economical fare, as outlined in P 70 05, to one destination in the base division or the family adopted division, where applicable. Furlough travel at denominational expense is allowed to multiple points to visit parents and children. (See P 50 25.) Optional annual leave travel is only reimbursed at denominational expense to one of the points included in P 50 25. Any additional travel costs are at personal expense.

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4. Stopover allowance is provided in accordance with P 70 10.
5. Salary and allowances during optional annual leave shall continue at the host division country rate, including local salary and allowances, expatriate allowance, and base country deposit, where applicable. There is no top-up to the base division country rate.
6. No furlough freight shipment is provided in connection with an optional annual leave. (See P 55 05.)
7. No rent allowance is provided in connection with an optional annual leave. (See P 50 40.)
8. No automobile insurance or depreciation in the base division is provided. (See P 50 50.)
9. Baggage allowance equal to approximately half of that paid for furloughs shall be provided one way for return to the host division country. (See P 65 05.)
10. The host division shall secure the same travel insurance coverages during optional annual leaves as during furloughs.
11. Health evaluations shall be taken, as provided for in M 70, while on optional annual leave on the same basis as during a furlough.
12. Time and financial arrangements for attendance at the Institute of World Mission, in connection with an optional annual leave, are the same as when attending in connection with a furlough. (See N 15.)
13. Postgraduate/continuing education for licensing, as provided for in P 80 25, applies the same when taken in connection with an optional annual leave as with a furlough.
14. Any special study leaves or other arrangements approved by the host division are governed by the terms of the specific agreement.
15. On return to the host division country, the interdivision employee shall begin a new two-year term of service.

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

289-10G SCHEDULE OF SERVICE CYCLES, FURLOUGHS, AND
OPTIONAL ANNUAL LEAVES - POLICY DELETION

VOTED, To delete P 40, Schedule of Service Cycles, Furloughs, and Optional Annual Leaves, which reads as follows:

P 40 Schedule of Service Cycles, Furloughs, and Optional Annual Leaves

P 40 05 Length of Interdivision Service—Furlough and Optional Annual Leave Cycles—The initial period of interdivision service shall be five years (60 months). The furlough and/or optional annual leave cycle shall be 22 months of service, followed by a two-month furlough or 11 months of service, followed by a one-month optional annual leave. Travel and furlough/optional annual leave allowances, as outlined in P 30 and P 35, shall be granted for each cycle.

The last two months of the initial period shall be granted as furlough to interdivision employees who have completed approximately 22 months of service since their last furlough or optional annual leave and who are returning to the field for a subsequent term of service. Should a furlough or optional annual leave have been postponed by request of the division committee, or by approval of the division committee at the request of the interdivision employee, it is expected that the host division committee will have recorded prior approval of the postponement, together with any agreed-to adjustment in the length of the furlough, the length of service to be given after the furlough, and the duration and approximate dates of the furlough.

If the interdivision employee had a furlough or optional annual leave approximately 11 months before the end of the initial period of service, and will be serving subsequently, he/she may either take the last month of the initial period as an optional annual leave or remain in the host division country for additional time, until he/she has accumulated 22 months since the last furlough or optional annual leave, and then take two months furlough.

The precise length and calculation of due dates for furloughs or optional annual leaves is further clarified in P 25 20.

P 40 10 Subsequent Terms (24-month cycle)—Subsequent terms of service (after the initial term or after reappointment where the family or single parent with a dependent child/children has completed an initial term) shall be two years (24 months).

The last two months of each subsequent term shall be granted as furlough to interdivision employees who have completed approximately 22 months of service since their last furlough or

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optional annual leave and who are returning to the field for a subsequent term of service. Should a furlough or optional annual leave have been postponed by request of the division committee, or by approval of the division committee at the request of the interdivision employee, it is expected that the host division committee will have recorded prior approval of the postponement, together with any agreed-to adjustment in the length of the furlough, the length of service to be given after the furlough, and the duration and approximate dates of the furlough.

If the interdivision employee had a furlough or optional annual leave approximately 11 months before the end of the subsequent term of service, and will be serving another term, he/she may either take the last month of the initial term as an optional annual leave or remain in the host division country for additional time, until he/she has accumulated 22 months since the last furlough or optional annual leave, and then take two months furlough.

The precise length and calculation of due dates for furloughs or optional annual leaves is further clarified in P 25 20.

P 40 15 Elected/Appointed Interdivision Employees—The regular timing of the furlough or optional annual leave cycle for elected/appointed interdivision employees (whose assignment is normally a five-year elected term) shall not be affected by the term of office.

P 40 20 Extreme Conditions—1. In areas where extreme contrasts of climate, culture, or isolation exist between the host division country and the base division country of the Interdivision employee, the 24-month furlough cycle or the 12-month optional annual leave cycle should be retained as the basic service/furlough or optional annual leave cycle for families, with special provisions (vacation allowances, infield vacation arrangements, hill leave vacations, etc.) made to care for the needs of interdivision families serving in such areas. In applying these special conditions, host division committees should consider the following factors:

- Accessibility to base division country
- Political and social tensions
- Climatic conditions
- Normal vacation possibilities
- Living conditions (including the possibility of upgrading existing living conditions with air-conditioning, improved utilities, better housing, more varied food supplies, etc.)

2. The expense of any special vacation allowances shall be borne by the host division or local employing organization for families of interdivision employees on Code 1, 2, 4, and 6 budgets, and by the General Conference for those on Code 3 budgets.

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 Mongolia and the Democratic People’s Republic of Korea in the Northern Asia-Pacific Division; the district of Kalabo in Western Zambia Province 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.

2. Furlough and Optional Annual Leave Cycles—The length of interdivision service shall be five years (60 months). The furlough and/or optional annual leave cycle shall be 21 months of service followed by a three-month furlough or 11 months of service followed by a one-month optional annual leave. Travel and furlough/optional annual leave allowances as outlined in P 30 and P 35 shall be granted for each cycle.

The last three months of the initial period shall be granted as furlough to interdivision employees who have completed approximately 21 months of service since their last furlough or optional annual leave and who are returning to the field for a subsequent term of service. Should a furlough or optional annual leave have been postponed by request of the host division committee, or by approval of the host division committee at the request of the interdivision employee, it is expected that the host division committee will have recorded prior approval of the postponement, together with any agreed-to adjustment in the length of the furlough, the length of service to be given after the furlough, and the duration and approximate dates of the furlough.

If the interdivision employee had a furlough or optional annual leave approximately 11 months before the end of the initial period of service, and will be serving subsequently, he/she may either take the last month of the initial period as an optional annual leave or remain in the host division country for additional time, until he/she has accumulated 21 months since the last furlough or optional annual leave, and take a three-month furlough.

The precise length and calculation of due dates for furloughs or optional annual leaves is further clarified in P 25 20.

3. Subsequent Periods (24-month cycle)—Subsequent periods of service shall be two years (24 months).

The last three months of each subsequent period shall be granted as furlough to interdivision employees who have completed approximately 21 months of service since their last

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furlough or optional annual leave and who are returning to the field for a subsequent period of service. Should a furlough or optional annual leave have been postponed by request of the host division committee, or by approval of the host division committee at the request of the interdivision employee, it is expected that the host division committee will have recorded prior approval of the postponement, together with any agreed-to adjustment in the length of the furlough, the length of service to be given after the furlough, and the duration and approximate dates of the furlough.

If the interdivision employee had a furlough or optional annual leave approximately 11 months before the end of the subsequent period of service, and will be serving another period, he/she may either take the last month of the initial period as an optional annual leave or remain in the host division country for additional time, until he/she has accumulated 21 months since the last furlough or optional annual leave, and then take a two-month furlough.

The precise length and calculation of due dates for furloughs or optional annual leaves is further clarified in P 25 20.

P 40 30 Furlough and Optional Annual Leave Beginning and Ending Dates—The furlough or optional annual leave period begins on the day of departure from the host division country and ends on the day before the day of arrival back in the host division country. Salary for the day of departure on furlough is paid at the furlough rate. Salary for the day of arrival back in the host division country is paid at the host division country rate.

P 40 35 Special Furlough Arrangements—There are conditions that affect the length of the term of service. (See P 40 05, P 40 20 and P 40 25). In such cases the host division, in consultation with the General Conference Secretariat, shall determine the length of the furlough and notify the base division and the General Conference Transportation and International Personnel Services.

P 40 40 Furlough or Optional Annual Leave Time Adjustment—Interdivision employees may wish, for personal reasons, to take less than the full furlough or optional annual leave time authorized. Such arrangements are allowed so long as the interdivision employee, in the case of a furlough, takes the furlough outside the host division country. Unused furlough or optional annual leave time cannot be carried over from one cycle of service to another unless approved in advance by the host division and recorded by the General Conference Appointees Committee. (See P 25 20, paragraph 4.)

P 40 45 Extension of Furloughs or Optional Annual Leaves—1. The host division, in consultation with the base division and the General Conference Secretariat, makes decisions regarding extensions of furloughs or optional annual leaves. Salary and allowances during extensions of furloughs or optional annual leaves are normally at the host division country rate,

and the costs of salary and allowances are borne by the host division on the same basis as when the interdivision employee is in the host division country, unless otherwise provided for by policy. (See P 50 20.) The base division treasury and the General Conference Transportation and International Personnel Services are to be notified of details of any extensions so as to facilitate processing of any charges involved during the extension. Extension of furloughs or optional annual leaves shall be granted only for the following reasons:

a. For emergency purposes—The base division or family adopted division, where applicable, in which the interdivision employee is furloughing, or in the case of North American Division-based individuals, the General Conference Secretariat, may grant an extension for emergency purposes such as health or visa problems, but is to consult with the host division as soon as possible concerning any prolonged extensions.

b. For attendance at the Institute of World Mission—An extension equal to the length of the Institute is granted to a furloughing employee, or an interdivision employee on optional annual leave who is authorized by the host division and the General Conference Secretariat to attend the Institute of World Mission. (See N 15 30 and N 15 35.)

c. For postgraduate/continuing education for licensing—An extension to a furlough or optional annual leave may be allowed by the host division for postgraduate/continuing education for licensing as provided for under P 80 25.

d. For reasons in the interest of the host division and at its initiative—The host division may recommend an extension for reasons other than for study purposes considered to be in the interest of the host division. Such an extension shall also be approved by the base division or, in the case of North American Division-based individuals, the General Conference Appointees Committee.

When the interdivision employee elects to remain away from the host division country beyond the authorized furlough or optional annual leave period for reasons not recommended by the host division or General Conference Secretariat, consideration shall be given as to the responsibility of the interdivision employee for his/her own support in full or in part during this additional time. The interdivision employee may also be required to pay for health insurance coverage during such periods.

2. Additional time beyond furlough approved for study shall not be considered an extension of a furlough but shall be granted on the basis of interdivision employee study leave. (See P 80 35.)

P 40 50 Furloughs or Optional Annual Leaves to Coincide With Other Appointments—When an interdivision employee entitled to furlough or optional annual leave is authorized to

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attend a General Conference Session, Annual Council, or special meeting(s) in the base division, arrangements may be made for the furlough to be taken in connection with such appointments.

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

290-10G FURLOUGHS/OPTIONAL ANNUAL LEAVES—PARENTS
AND CHILDREN SERVING IN DIFFERENT DIVISIONS -
POLICY AMENDMENT

VOTED, To amend P 45 40, Furloughs/Optional Annual Leaves—Parents and Children Serving in Different Divisions, which reads as follows:

P 45 40 ~~Furloughs/Optional~~ Annual Leaves—Parents and Children Serving in Different Divisions—When parents and their children are serving as interdivision employees in different divisions, the following procedure shall govern ~~furloughs and optional~~ annual leaves:

1. The divisions concerned shall work together to see if it is possible to postpone the ~~furlough or optional~~ annual leave of one party and/or step up the ~~furlough or optional~~ annual leave of the other so that the ~~furlough or optional~~ annual leave dates may coincide, thus making it possible for them to be together in the base division.

2. ~~If a good faith effort has been made by both divisions and the interdivision employees involved and it is not possible for both parties to be in the base division at the same time, arrangements may be made for the families to visit one another in the host division country at the time of the furlough of one family or the other, with the understanding that if extra travel expense is involved this privilege shall not be granted more often than once in four years. This provision is only available in connection with a furlough and not with an optional annual leave. The extra travel expense shall be shared equally by the organizations bearing the budget servicing costs of the two interdivision employees. The families shall meet in the division where the extra travel expense will be least. Furlough salary and allowances remain based on each interdivision employee's base division country or host division country as with a regular furlough.~~

3. ~~The approval of the General Conference Interdivision Employee Remuneration and Allowances Committee shall be obtained before such visits and travel are authorized.~~

4. 2. In the event of the death of an interdivision employee's spouse, the eligibility for a visit to the parents of the deceased spouse is not jeopardized by the death of the spouse. In the case of a remarriage, the privilege of visiting the parents of the deceased spouse ceases, but the ~~furlough~~ annual leave destination of the dependent children of the prior marriage shall be

addressed by the host division committee in consultation with the General Conference ~~Inter-division Employee Remuneration and Allowances~~ Mission Personnel Processing Committee.

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

292-10G FURLOUGH AND OPTIONAL ANNUAL LEAVE
FINANCIAL ARRANGEMENTS - POLICY AMENDMENT

VOTED, To amend P 50, Furlough and Optional Annual Leave Financial Arrangements, to read as follows:

P 50 ~~Furlough and Optional~~ Annual Leave Financial Arrangements

~~P 50 05 Notification of Base Division and General Conference—1. The host division treasury shall notify the base division treasury and the General Conference Transportation and International Personnel Services of interdivision employees who are authorized to take furloughs or optional annual leaves and provide information as to the dates and any special financial arrangements involved. It shall also note any allowances that may have been paid or any advances of funds provided.~~

~~2. The host division shall not attempt to deal directly with the interdivision employee on payment of allowances while in the base division, but shall place instructions with the base division or, in the case of North American Division based individuals, the General Conference Transportation and International Personnel Services.~~

~~P 50 10 Expense Reports—Interdivision employees on furlough or optional annual leave shall report to the treasury of the division in which they are authorized to take furlough or, in the case of North American Division based individuals, the General Conference Transportation and International Personnel Services.~~

~~P 50 15 Host Division Country Salary and Allowances—1. The local salary (paid by the host division or local employing organization), expatriate allowance, and base country deposit continue during furloughs and optional annual leaves on the same basis as when the interdivision employee is serving in the host division country. Regular host division country allowances and deductions continue, with deductions for rent and with payment of automobile depreciation if the interdivision employee qualifies. The cost of local salary, expatriate allowance, base country deposit, and other allowances are borne by the same entities as during the interdivision employee's service in the host division country.~~

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2. ~~Where the local salary and allowances during furlough or optional annual leave are paid in a currency that cannot be used in the base division country, the host division or local employing organization shall make such arrangements as are necessary to provide the funds in a currency that can be used by the interdivision employee.~~

~~P 50 20 Furlough Salary Top Up~~ 1. ~~During furlough the interdivision employee is entitled to be paid at the higher of the host division country or base division country remuneration rates. (See M 15 45 and M 15 15.) If the host division country rate is higher, no furlough salary top up is provided and only the amounts in P 50 15 apply.~~

2. ~~Where the base division country salary is higher, a furlough salary top up is provided which is equal to the difference between the base division country salary and the total of the host division country salary, expatriate allowance, and base country deposit authorized under P 50 15. This allowance is calculated based on the average monthly remuneration in each of the two countries involved. Where countries provide a double salary in some months, the total salary for the year shall be divided by 12 to arrive at the average monthly salary. In the case of North American Division based individuals, the North American Division remuneration factor shall be used for calculation of the furlough salary top up.~~

3. ~~The furlough salary top up is considered an accrued benefit to which a furloughing interdivision employee is entitled, even if he/she takes less than a full furlough. The furlough salary top up shall be calculated based on the number of days of regular furlough authorized by the host division in accordance with policy.~~

4. ~~Furlough salary top up does not apply to:~~

a. ~~Furlough extensions for attendance at the Institute of World Mission, except if taken in connection with the first furlough or optional annual leave, as provided for in N 15 35, paragraph 2.~~

b. ~~Furlough extensions for medical reasons, except in unusual circumstances involving prolonged stays outside the host division, in which case the General Conference Interdivision Employee Remuneration and Allowances Committee may approve a salary top up to what the furlough salary would be.~~

c. ~~Furlough extensions for postgraduate/continuing education for licensing, as provided for in P 80 25, unless approved by the host division, with the cost of the furlough salary top up being borne by the host division or local employing organization.~~

d. ~~Furlough extensions for any other reasons approved by the host division, unless specifically approved and funded by the host division or local employing organization.~~

5. ~~The General Conference Transportation and International Personnel Services may deposit the furlough salary top-up into the account where the interdivision employee's base country deposit is being deposited or request the base division to make the payment to the interdivision employee.~~

6. ~~The expense of the furlough salary top-up for the regular furlough period shall be 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.~~

P 50 25 Visits to Family (Authorized Destination Points)—1. Interdivision employees and family members qualifying for furlough travel (see P 45 30 and P 45 35) shall be allowed transportation expense at ~~furlough~~ annual leave time to the following:

a. Parents and children of both the interdivision employee and spouse living in the base division or family adopted division country, where applicable. (See M 15 20.) In cases where parents or children of either the interdivision employee or spouse are living in countries adjacent to each other on the same continent, but separated by division boundaries, ~~furlough~~ annual leave travel to those countries shall be authorized. Authorized travel also includes the point in the base division or family adopted division, where applicable, that is closest to a second division in which parents or children may reside, but whose country of residence is not adjacent to the base division of the ~~furlough~~ interdivision employee on annual leave.

b. One point in the base division or family adopted division - No change

c. In base divisions or family adopted division countries, where applicable, where it is not normally possible for interdivision employees to stay with parents or relatives, and where reasonably priced short-term housing is not available, base divisions or family adopted divisions, where applicable, may recommend an additional point where denominational or other reasonably priced housing is available, if the extra expense for travel will be more than offset by savings in ~~furlough~~ annual leave rent subsidy.

d. In very unusual circumstances, the host division or the base division or the family adopted division, where applicable, may recommend, and the General Conference ~~Inter-division Employee Remuneration and Allowances~~ Mission Personnel Processing Committee may approve, destination points other than those listed above. Locations where interdivision employees were called from, or where they own houses or property, are not considered authorized destination points.

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2. In the event of the death of an interdivision employee's spouse, the eligibility for a visit, at denominational expense, to the parents of the deceased spouse and to biological and/or adopted children of the marriage is not jeopardized by the death of the spouse. In the case of remarriage, however, authorization to visit the parents of the deceased spouse at denominational expense is granted only if the ~~furloughing~~ family on annual leave includes biological and/or adopted children of the prior marriage.

P 50 30 ~~Furlough or Optional~~ Annual Leave—Study Allowances—When a host division authorizes a ~~furlough or optional~~ an annual leave study program beyond the Master's degree or, in the case of a physician/dentist, a residency or graduate study program as provided in P 80 30, the interdivision employee shall be granted furlough or optional annual leave allowances according to the following schedule:

1. ~~Furlough or optional annual~~ Annual leave study programs of less than 18 months: Regular ~~furlough or optional~~ annual leave allowances policy shall apply.

2. ~~Furlough or optional annual~~ Annual leave study programs of 18 to 35 months:

a. On return to the base division or family adopted - No change

b. On return to the host division country—one half of - No change

3. ~~Furlough or optional annual~~ Annual leave study programs of 36 months or more:

a. On return to the base division or family adopted - No change

b. On return to the host division country—full outfitting - No change

4. The extra allowances provided in paragraphs 2. and 3. above, which exceed the regular ~~furlough or optional~~ annual leave allowances to which the interdivision employee would be entitled, shall be considered part of the study leave costs and shall be borne by the organization providing the study leave, and amortized according to provisions of the study leave agreement.

P 50 35 Educational Allowance During ~~Furlough or Optional~~ Annual Leave—Elementary school-age children who register for school while on ~~furlough or optional~~ annual leave, and who will be returning with their parent(s) to the host division country, receive educational allowance under the policies of the base division country or family adopted division country, where applicable, during ~~furlough~~ annual leave time. Secondary school- and ~~college-age~~ college/university-age children who may register during ~~furlough~~, annual leave, but who will not be returning with their parent(s) to the host division country, receive educational allowance

based on the policies for children studying in the base division country or family adopted division country, where applicable, under O 50 and O 60. (See also O 40 25.) If, however, the child plans to return to the host division with the parent(s) or the parent(s) is on an extended ~~furlough~~ annual leave and will be in the base division or family adopted division, where applicable, during virtually a complete semester or quarter, the secondary school- or ~~college-age~~ college/university-age child shall receive an educational allowance based on the policies of the base division country.

P 50 40 Duplicate Rent/Housing Allowance During ~~Furloughs—Interdivision Annual Leaves—Interdivision~~ employees may incur duplicate rent/housing expense during ~~furloughs.~~ (See also ~~P 100, Annual Leave Arrangements~~) annual leaves. (See also P 100.)

1. Generally, interdivision employees continue to utilize a house in the host division country during ~~furloughs.~~ annual leaves. When this is the case, the interdivision employee shall continue to receive the same housing or homeowner's allowance and/or be charged the same rent as when serving in the host division country. If the interdivision employee is transferring at ~~furlough~~ annual leave time to another location and has vacated the housing unit or, for some other reason, no longer occupies a housing unit in the host division country, there shall be no housing or homeowner's allowance and/or charge for rent in the host division country during furlough.

~~2. No duplicate rent/housing allowance is provided during optional annual leaves.~~

~~3.~~ 2. If, during ~~furlough,~~ annual leave, an interdivision employee is paying rent or maintaining a house in the host division country and also incurring rental expenses in the base division, assistance may be granted on the duplicate rent/housing cost in the base division or family adopted division, where applicable, up to the rental allowance set by the base division or family adopted division, where applicable, for local employees in the interdivision employee's base division country or family adopted division country, where applicable. No personal share shall be withheld if the interdivision employee is carrying the normal share of housing costs in the host division country.

~~4.~~ 3. In the North American Division a portion of the remuneration factor, amounting to 20 percent of the remuneration factor in the country of the North American Division where the interdivision employee is taking ~~furlough,~~ annual leave, is provided as a housing or rent allowance. Those interdivision employees based in the North American Division who receive a ~~furlough~~ an annual leave salary top-up while on ~~furlough~~ annual leave and incur rental costs in excess of 20 percent of the remuneration factor in the country of the North American Division where they take ~~furlough,~~ annual leave, are eligible for duplicate rent allowance. Any assistance is limited to the rent ceiling for the area as set by the North American Division, less the amount included in the remuneration factor. Those interdivision employees serving in the North

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American Division who do not receive a ~~furlough~~ an annual leave salary top-up during ~~furlough~~ annual leave are covered under ~~paragraph 3.~~ paragraph 2. above.

~~5.~~ 4. The duplicate rent/housing allowance as outlined above applies regardless of whether the interdivision employee is receiving host or base division country salary during ~~furlough.~~ annual leave.

~~6.~~ 5. The expense of the duplicate rent/housing allowance during ~~furlough~~ annual leave shall be borne by the General Conference for interdivision employees on Code 1, 2, 3, or 6 budgets, and by the employing organization in the host division for those on Code 4 budgets.

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 - No change
2. When an interdivision employee is authorized by the General - No change
3. When camp meeting or other appointments requiring greater travel - No change

P 50 50 Automobile Insurance and Depreciation—1. Interdivision employees who own an automobile during ~~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 base division country on the same basis as while serving in the host division country.

~~2. Interdivision employees on optional annual leave are entitled to continue to receive the automobile insurance and depreciation provided under the host division country policies during their optional annual leave.~~

~~3.~~ 2. 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~~ annual leave and not under the base division country policies.

~~4.~~ 3. If interdivision employees are receiving the base division country salary (salary top-up) during ~~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 or~~ annual leave, they may report the difference to the base division treasury for reimbursement.

~~5. 4.~~ 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, optional annual leave, or annual leave,~~ 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. 5.~~ 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 (salary top-up) do not qualify for automobile insurance and depreciation in the host division during ~~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 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.

P 50 55 Assistance on Income Tax—1. When a host or a base country imposes additional income tax on an interdivision employee as a result of organizational payments for travel related allowances in connection with appointment, ~~furloughs, optional annual leaves,~~ annual leaves, or permanent return, the host division or the local employing organization shall reimburse the employee an amount equivalent to the incremental tax. Assistance should be given on the following allowances:

- a. Outfitting allowance
- b. Baggage/freight allowance
- c. Shipment of goods
- d. Tickets for ~~furlough/annual leave/permanent return~~ annual leave and permanent return
- e. Annual leave miscellaneous travel allowance
- f. Rehabilitation allowance
- g. Any other travel related allowances approved by the General Conference

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2. If, at the time of appointment or permanent return, the employee - No change
3. Host/base divisions may bill the General Conference for these tax - No change

P 50 60 Children Born to or Adopted by Interdivision Employees While in Service—
When children are born to or adopted by interdivision employees while in service, the employees shall be entitled to receive appointee allowances (outfitting and freight) for the dependent children. The allowances are payable at the next ~~furlough or optional~~ annual leave for the purpose of buying supplies for the infant. ~~infant and are in lieu of furlough allowances except baggage allowance.~~

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

293-10G FREIGHT ALLOWANCE - POLICY DELETION

VOTED, To delete P 55, Freight Allowance, which reads as follows:

P 55 Freight Allowance

P 55 05 Furlough Freight Allowance—Qualifying Countries—All countries except Australia, Austria, Belgium, Canada, Denmark, Finland, France, Germany, Guam, Iceland, The Netherlands, New Zealand, Norway, Sweden, Switzerland, the United Kingdom, and the United States (including the General Conference and Inter-American Division employees residing in the North American Division).

P 55 10 Formula—A cash allowance to assist with the cost of crating, packing, freight, and customs for a furlough freight shipment or to assist with purchase of goods in the host country which may be at a higher cost shall be granted to interdivision employees from qualifying countries on the following basis:

Appointee	=	US\$600
Spouse	=	US\$300
Additional for each dependent child	=	US\$150

P 55 15 Freight Allowance for Every Third Furlough—For each third furlough after arrival in the host division country, where there has not been an intervening permanent return, the dollar amount of the formula in P 55 10 shall be doubled.

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

294-10G BAGGAGE ALLOWANCE FOR FURLOUGHS - POLICY
DELETION

VOTED, To delete P 60, Baggage Allowance for Furloughs, which reads as follows:

P 60 Baggage Allowance for Furloughs

P 60 05 Baggage Allowance for Furloughs—1. When the interdivision family returns to the host division country by air, they shall be granted a baggage allowance of US\$400 each, for interdivision employee and spouse, and US\$200 for each eligible dependent child* when the airlines allow two pieces of luggage of 70 pounds (32 kilograms) per ticket. The baggage allowance shall be US\$500 each, for interdivision employee and spouse, and US\$250 for each eligible dependent child* for interdivision families when passengers are limited to one or two pieces of luggage of 44/50 pounds (20/23 kilograms). (See M 60 10 and N 55 05.)

2. When individuals attend the Institute of World Mission while en route to the host division country, and are limited to one or two pieces of luggage of 44/50 pounds (20/23 kilograms) for a portion of the onward flight, they shall receive the higher rate of US\$500/-US\$250. Only one baggage allowance is paid in relation to furlough travel even if it includes travel to an Institute of World Mission outside the interdivision employees' base division and return to the base division before returning to the host division country.

3. Those authorized to drive to the host division, rather than fly, will be granted baggage allowance of US\$400 each, for interdivision employee and spouse, and US\$200 for each eligible dependent child*.

4. The furlough baggage allowance is given to assist with providing essential items needed in the host division country. The money may be used to pay for excess weight taken as accompanied baggage, customs for clearing goods taken as accompanied baggage, purchase of items upon arrival in the host division country, or however the interdivision employee decides.

P 60 10 Personal Effects and Property Insurance for Furloughs—Limited insurance coverage is provided at denominational expense on personal baggage for furlough 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.

* Includes unborn children of appointees who have a physician's statement confirming pregnancy and children born to or adopted by interdivision employees while in service. (See P 50 60.)

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The cost of the Personal Effects and Property Insurance is borne by the General Conference for interdivision employees on Code 3 budgets, or by the host division or employing organization in the host division for those on Code 1, 2, 4, or 6 budgets.

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

295-10G BAGGAGE ALLOWANCE FOR OPTIONAL ANNUAL
LEAVE - POLICY DELETION

VOTED, To delete P 65, Baggage Allowance for Optional Annual Leave, which reads as follows:

P 65 Baggage Allowance for Optional Annual Leave

P 65 05 Baggage Allowance for Optional Annual Leaves—1. When the interdivision family returns to the host division country by air, they shall be granted a baggage allowance of US\$200 each, for interdivision employee and spouse, and US\$100 for each eligible dependent child* when the airlines allow two pieces of luggage of 70 pounds (32 kilograms) per ticket. The baggage allowance shall be US\$300 each, for interdivision employee and spouse, and US\$150 for each eligible dependent child* for interdivision families when passengers are limited to one or two pieces of luggage of 44/50 pounds (20/23 kilograms).

2. When individuals attend the Institute of World Mission while en route to the host division country, and are limited to one or two pieces of luggage of 44/50 pounds (20/23 kilograms) for a portion of the onward flight, they shall receive the higher rate of US\$300/\$150. Only one baggage allowance is paid in relation to optional annual leave travel even if it includes travel to an Institute of World Mission outside the interdivision employees' base division and return to the base division before returning to the host division.

3. Those authorized to drive to the host division country, rather than to fly, shall be granted baggage allowance of US\$200 each, for interdivision employee and spouse, and US\$100 for each eligible dependent child*.

4. The optional annual leave baggage allowance is provided to assist with the purchase of essential items needed in the host division country. The money may be used to pay for excess weight taken as accompanied baggage, customs for clearing goods taken as

* Includes unborn children of appointees who have a physician's statement confirming pregnancy and children born to or adopted by interdivision employees while in service. (See P 50 60.)

accompanied baggage, purchase of items upon arrival in the host division country, or however the interdivision employee decides.

P 65 10 Personal Effects and Property Insurance for Optional Annual Leaves—Limited insurance coverage is provided at denominational expense on personal baggage for optional 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 organization in the host division for those on Code 1, 2, 4, or 6 budgets.

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

296-10G TICKET PURCHASE AND TRAVEL ARRANGEMENTS -
POLICY DELETION

VOTED, To delete P 70, Ticket Purchase and Travel Arrangements, which reads as follows:

P 70 Ticket Purchase and Travel Arrangements

P 70 05 Furlough and Optional Annual Leave Travel Arrangements—Furlough and optional annual leave travel to visit parents and children is provided because of the value seen in maintaining close family ties. Policy allows for furlough travel by the most economical route and means to visit parents and children living in the base division or family adopted division, where applicable. (Optional annual leave policy only provides for travel to one of the authorized destination points outlined in P 50 25.) In most situations, the interdivision family is provided with furlough tickets which take them to all 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 furlough or optional annual leave. The following furlough and optional 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 furloughs and optional annual leaves so as to allow at least three months for arrangements and purchase of tickets.

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Where possible, travel should be scheduled for departure during the low fare season. Often the difference of a few days can make a major difference in the cost of the tickets.

2. The host division, at the time of voting a furlough or optional annual leave, shall determine and record on the furlough/optional 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 furlough or optional 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, 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 settlement as outlined in paragraph 6. below may be the best option.

6. When the host division feels that a cash settlement is the best option for dealing with an interdivision family's furlough or optional 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 or children included as destination points in the quoted fare. The parents 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 point for the authorized points 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 settlements 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 settlements 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, including quotes from its own travel agency, on any tickets purchased or quotes used for settlements with interdivision employees.

7. If the interdivision family wishes, in lieu of visiting all the parents or children where they live in the base division, to take the savings (if any), and use them to assist in bringing the family together in one location in the base division or family adopted division, where applicable, such an arrangement is permitted and a cash settlement under terms outlined in paragraph 6. above should be considered.

8. There may be occasions where parents or children are outside the base division or family adopted division, where applicable, and thus are not included as authorized points to which the denomination will pay travel expenses, but the interdivision employee wishes to visit them. With written permission from the host division, an interdivision employee may be allowed to substitute visits to these parents or children in place of seeing some or all within the base division or family adopted division. In approving such requests, the host division should keep in mind the desire to maximize contact with parents and children. In such a circumstance, the interdivision employee would be given a cash settlement as outlined in paragraph 6. above and the actual costs involved would be the responsibility of the interdivision employee.

9. Interdivision employees who receive cash settlements should seek counsel from the host division before purchasing charter or other specialized, limited refund, limited change

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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.

10. If an interdivision employee chooses, for personal reasons, to have family members proceed ahead of him/her on furlough or optional 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.

11. The cash settlement option is available for furloughs and optional annual leaves, but is not normally allowed for new appointee travel, as there are frequently delays in leaving due to visas, medical clearances, shipment of goods, etc., which make it too risky for such arrangements. It is also not available on the same terms for permanent return travel because of social security and tax implications.

12. 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.

P 70 10 Stopover Allowance—1. When airline schedules require interdivision employees and their families who are going on furlough or optional annual leave to spend 24 hours or more in traveling time, including required waiting time in airports, in order to travel between approved destination points, the following may be reported for reimbursement (based on the most direct route or the route included in quote for determining the denominationally borne cost, and not on actual travel chosen by the interdivision employee, if different):

a. Stopover allowance each way at the following rates:

Interdivision employee and spouse	=	US\$ 37.50
Interdivision employee	=	US\$ 25.00
Each child	=	US\$ 12.50
Fully entertained - per person	=	US\$ 6.00

(If travel time amounts to more than 24 hours, but does not include prolonged airport stays where meals not provided by the airlines need to be purchased, the fully entertained rates should be claimed.)

b. One night's hotel expense or a day room each way at a reasonably priced hotel upon presentation of the actual hotel bill.

2. As the organization processing the claim for this allowance is often a different one from the organization which purchased or arranged for the ticket purchase or settlement, the interdivision employee must submit a copy of the actual ticket itinerary for tickets purchased by the organization or a copy of the itinerary for the quote used as the basis for the cash settlement when claiming this allowance. Unlike other allowances, which may be paid based on entitlement whether or not claimed by the interdivision employee, this allowance is only paid if claimed by the interdivision employee, as some wish not to be paid per diem when they have not incurred any expenses. This item is normally reported to the base division treasury for travel home for furlough or optional annual leave and to the host division treasury for travel to the host division country.

3. The cost of this stopover allowance shall be borne by the General Conference for interdivision employees on Code 1, 2, 3, or 6 budgets, and by the employing organization in the host division for those on Code 4 budgets.

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

297-10G EARLY HEALTH CLEARANCE REQUIRED - POLICY
AMENDMENT

VOTED, To amend GC P 75 10, Early Health Clearance Required, to read as follows:

P 75 10 Early Health Clearance Required—1. An interdivision employee on regular ~~furlough or optional~~ annual leave, who is having the health evaluations cared for in harmony with M 70 in the base division country, shall arrange for these to be cared for immediately upon arrival in the base division country, so that they will be essentially completed before the annual leave ends. ~~during the first month of the furlough or before the optional annual leave is completed.~~

2. An interdivision employee on an extended ~~furlough (see P 40-45)~~ annual leave (see P 115 15) or on interdivision employee study leave (see P 80 35) shall endeavor to have the required health evaluations cared for in harmony with M 70 before becoming involved in the study program or other ~~furlough~~ annual leave activities.

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300-10G RESPONSIBILITY TO THE BASE DIVISION - POLICY
DELETION

VOTED, To delete P 85, Responsibility to the Base Division, which reads as follows:

P 85 Responsibility to the Base Division

Some interdivision employees, after a period of service abroad, want to emigrate to a division other than their base division. This frequently occurs subsequent to or in connection with furloughs, optional annual leaves, or leaves of absence in such division. Such emigration, while it may provide some material advantages to the family concerned, deprives the base division of the benefit of the furlough visit, the stimulating of interest in missions, and the service of seasoned and experienced employees at the conclusion of interdivision service.

Base division leaders are encouraged to lay upon the hearts of their employees, at the time they are recruited to interdivision service, the responsibility and privilege of keeping alive the missionary interest of the members of their home churches and conferences. This may be done by frequent reports to home papers and by personal letters to church and conference leaders, giving interesting experiences of conversions and of outstanding loyalty and self-sacrifice on the part of converts in other lands. Interdivision employees should plan to spend furloughs, and optional annual leaves in their base divisions, where they can bring fresh reports from the interdivision field of service, inspiring the leaders and members to even greater devotion in support of the worldwide mission program, and encouraging the young people in churches and educational institutions to dedicate their lives and talents to similar life service for the Master.

When, for exceptional reasons considered valid by the division committee, it is desired that interdivision employees take their furlough in a division other than the base division, authorization shall be voted by the General Conference Appointees Committee before the furlough is taken.

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

311-10G ANNUAL LEAVE—GENERAL PROVISIONS RATIONALE -
POLICY AMENDMENT

VOTED, To amend GC P 90, Annual Leave—General Provisions Rationale, to read as follows:

P 90 Annual Leave—General Provisions Rationale

~~Furloughs (two month or three month) for interdivision employees were instituted at a time when transportation was very slow and traveling was difficult and time consuming. Today traveling is much faster and more reliable.~~

~~An absence of two or three months from work creates challenges for both the employer and the interdivision employee. The institutions, primarily educational and medical, have much difficulty in finding qualified personnel to substitute for the furloughing employee. Thus began the practice of interdivision employees requesting split furloughs. This practice created additional problems with processing and also for the institutions, and the interdivision employees. To alleviate these problems the optional annual leave program was added to the existing furlough program. This double tiered approach has brought about more recordkeeping and additional complexities for implementation.~~

~~Interdivision employees currently serving in the field in their initial period of service shall have the option to continue with the current furlough/optional annual leave policy. Once their initial period is over, they will follow this policy. Interdivision employees currently serving beyond their initial period of service will have a phase in period through 2007.~~

P 90 05 Limited to Interdivision Employees—Annual leave is granted to - No change

P 90 10 Only if Returning for Subsequent Periods of Service—Annual leave - No change

P 90 15 Purpose—The annual leave allows the interdivision employee to renew personal contacts and enjoy association with family ~~members~~ (parents and/or 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.

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.)~~ (See P 105 10.) 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.

P 90 25 Scheduling Annual Leave—In the first year of interdivision - No change

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P 90 30 Approving Annual Leave—Host division committees shall authorize the dates of interdivision employee annual leaves and shall notify the base division, the General Conference Secretariat, and the General Conference Transportation and International Personnel Services (TRIPS), as soon as possible, in order for the interdivision employee to be cared for financially during each annual leave. The host division must approve ~~in advance annual leaves and vacations~~ annual leave and vacation time in advance and maintain accurate records.

P 90 35 Prorated Annual Leave—In certain circumstances, an annual - No change

P 90 40 Prorating Length of an Annual Leave—The length of the annual - No change

P 90 45 Annual Leave Carry-Over Time—Annual leave or vacation time may be carried over from one annual leave to another. This must be approved in advance by the host division and recorded by the General Conference ~~Appointees~~ Mission Personnel Processing Committee. ~~(See P 40 40.)~~ Carry-over time may not normally exceed two weeks (three weeks for special annual leave).

P 90 50 Responsibility to the Base Division—Interdivision employees should plan to spend annual leaves in their base divisions, where they can bring fresh reports from the interdivision field of service, inspiring the leaders and members to even greater devotion in support of the worldwide mission program, and encouraging the young people in churches and educational institutions to dedicate their lives and talents to similar life service for the Master.

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

254-10G SPECIAL ANNUAL LEAVE - POLICY AMENDMENT

VOTED, To amend GC P 105 10, Special Annual Leave, to read as follows:

P 105 10 Special Annual Leave—1. Designated Areas—~~The Burundi Association, the Areas—~~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 district of Kalabo in Western Zambia Province 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.

2. Length of Special Annual Leave—The length of interdivision service - No change

IDEPCC/PoIRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

244-10Gb DRIVING VS FLYING (ANNUAL LEAVE TICKET
PURCHASE AND TRAVEL ARRANGEMENTS) -
POLICY ADDITION

VOTED, To add new sections GC P 115 10, Driving vs Flying (Annual Leave Ticket Purchase and Travel Arrangements), to read as follows:

P 115 10—Driving vs Flying—Occasionally, interdivision employees may request to drive rather than fly to their authorized destinations. If approved, the amount allowed for reimbursement is not to exceed the total cost of flying and not to exceed the applicable auto mileage or kilometric rates and other allowances and costs normally allowed when driving.

When calculating the maximum reportable expense for driving rather than flying, the total costs associated with flying are to be calculated including the cost for airline tickets, baggage allowance, and Miscellaneous Travel Allowance.*

Mileage or kilometric rates approved for the countries involved, tolls, ferry costs, transit insurance, if required, per diem, and hotel costs normally allowed in connection with the number of miles of kilometers traveled by the most direct route are reimbursable up to what the total cost of travel by air would have been.

* Anything that would be reportable under GC P 110 25 that may exceed the Miscellaneous Travel Allowance may be included in the total of what it would have cost to fly by air.

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303-10G CHILDREN PRECEDING PARENT(S) (PERMANENT RETURN OF INTERDIVISION EMPLOYEES—GENERAL PROVISIONS) - POLICY AMENDMENT

VOTED, To amend GC Q 10 05, Children Preceding Parent(s) (Permanent Return of Interdivision Employees—General Provisions), to read as follows:

Q 10 05 Children Preceding Parent(s)—1. When an interdivision employee(s) decides to send his/her children to the base division country or family adopted division, where applicable, on a permanent-return basis, whether for educational or other purposes, such a request for return shall be processed in the regular way by action of the host division committee and the General Conference ~~Appointees~~ Mission Personnel Processing Committee.

2. ~~College-age~~ College/university-age children (see O 40 20) sent to the base division or to a third division to continue education should normally be granted a permanent return at that time. The children's rehabilitation and freight allowances shall be made available to the parent(s) when the permanent returns of the ~~college-age~~ college/university-age children are voted. ~~College-age~~ College/university-age children studying outside the host division are not entitled to ~~furlough or optional annual leave, furlough or optional~~ annual leave, annual leave allowances, or travel with the parent(s) in the base division or in the family adopted division, where applicable, at denominational expense at ~~furlough~~ annual leave time, even if they have not been voted permanent return. (See P 40 30.) Unmarried children who remain in the division where the parent(s) is serving should normally be voted permanent return when they reach their 22nd birthday or when they have completed their ~~college~~ college/university education, whichever comes later. Children who marry, or children who have reached the age of 22 years, unless they are full-time students and still qualify as dependents in harmony with O 60 05, are not entitled to continued benefits as dependents of interdivision employees. They are no longer eligible for medical allowance, educational allowance, or annual leave benefits. ~~furlough or optional or annual leave benefits, or family visitation privileges under the provision of O 65.~~ However, they may be eligible for permanent return benefits under the provisions of Q 20 15 or Q 45 10 if previous settlement has not been made.

3. Children authorized to attend secondary school in the base division - No change
4. When children are voted permanent return they shall be authorized - No change

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

304-10G VISITS TO FAMILY (PERMANENT RETURN OF
INTERDIVISION EMPLOYEES—GENERAL
PROVISIONS) - POLICY AMENDMENT

VOTED, To amend GC Q 10 20, Visits to Family (Permanent Return of Interdivision Employees—General Provisions), 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 annual leave, optional annual 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 50 25. If it has been less than ~~22 months since the most recent furlough, or less than~~ 11 months since the most recent annual leave annual leave, optional annual 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 annual leave, vacation time.

IDEPCC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

244-10Gc DRIVING VS FLYING (PERMANENT RETURN) -
POLICY ADDITION

VOTED, To add new sections GC Q 15 15, Driving vs Flying (Permanent Return), to read as follows:

Q 15 15—Driving vs Flying—Occasionally, interdivision employees may request to drive rather than fly to their authorized destinations. If approved, the amount allowed for reimbursement is not to exceed the total cost of flying and not to exceed the applicable auto mileage or kilometric rates and other allowances and costs normally allowed when driving.

When calculating the maximum reportable expense for driving rather than flying, the total costs associated with flying are to be calculated including the cost for airline tickets, baggage allowance, and Miscellaneous Travel Allowance.*

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Mileage or kilometric rates approved for the countries involved, tolls, ferry costs, transit insurance, if required, per diem, and hotel costs normally allowed in connection with the number of miles of kilometers traveled by the most direct route are reimbursable up to what the total cost of travel by air would have been.

* Anything that would be reportable under GC P 110 25 that may exceed the Miscellaneous Travel Allowance may be included in the total of what it would have cost to fly by air.

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

242-10G AUDITOR'S REPORTS - POLICY AMENDMENT

VOTED, To amend SA 05 35, Auditor's Reports, to read as follows:

SA 05 35 Auditor's Reports—1. Types of Reports - No change

2. Distribution of Reports—a. The auditor's opinion, reports on - No change

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 audit communication letter. If such a determination is not made, the following shall apply:

1) Each organization shall have a maximum of 60 days - No change

2) At the close of the applicable time period, the auditor - No change

3) The treasurer/chief financial officer shall present - No change

4) The auditor shall also distribute the same information

a) To the appropriate officers of the higher organizations ~~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 - No change

c) The auditor's opinion, reports on - No change

- c. The auditor's report resulting from a review of trust - No change

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

245-10G RETURNING TO HOME DIVISION (NATIONAL EMPLOYEES
RETURNING) - POLICY AMENDMENT

VOTED, To amend GC T 45 05, Returning to Home Division (National Employees Returning), to read as follows:

T 45 05 Returning to Home Division—1. Procedure—Calls for nationals who have been employed in their home divisions and who have gone at their own expense to another division, but do not qualify for adopted division status, and are returning to their home divisions for denominational service, shall be processed by the calling division directly to the individual. Physical examinations are not required unless requested by the calling division. The calling division shall contact the division where the returning national has been living to discuss and document issues including independent transfers, unamortized loans or advances, service credit, retirement contributions, and relationship to the Church.

2. Salary—Salary for such employees shall begin as of such time - No change
3. Transportation—The cost of fares by the direct route of travel as - No change
4. Outfitting and Freight Allowances—An outfitting allowance and - No change
5. Other Obligations—Any further consideration, such as may relate - No change
6. Amortization—All allowances and costs except salary as outlined - No change

SEC/PolRev&Dev/ADCOM/GCDO10AC/10AC to HWT(DIV)

258-10G EMPLOYEE RETURNING ON SPECIAL ARRANGEMENT -
POLICY AMENDMENT

VOTED, To amend GC Z 25 70, Employee Returning on Special Arrangement, to read as follows:

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Z 25 70 Employee Returning on Special Arrangement—The service credit of an individual who is called from his/her adopted base division to serve in his/her home division on the basis of an employee returning on special arrangement (see E 20 25 paragraph 2 and E 30 15) shall be validated in the adopted base division by the calling division's paying into the employee's adopted division retirement ~~plan. plan 15 percent of that division's wage factor for each month of service.~~ Application of this policy is subject to the terms and conditions of the retirement plan policy in the division/country concerned.

Prayer was offered by Shirley Chang, Layperson from the North American Division.

Ted N C Wilson, Chair
John H Thomas, Secretary
Homer W Trecartin, Editorial Secretary
Tamara K Boward, Recording Secretary

ANNUAL COUNCIL OF THE
GENERAL CONFERENCE EXECUTIVE COMMITTEE

October 12, 2010, 2:00 p.m.

Michael L Ryan, chair, called to order the seventh session of the 2010 Annual Council.

Prayer was offered by Chester V Clark III, General Vice President of Adventist-layman's Services and Industries.

NomCom10AC/10AC to GTN

NOMINATING COMMITTEE REPORT #3

VOTED, To approve the following partial report of the Nominating Committee:

DIALOGUE

Editor-in-Chief
Editor

Lisa M Beardsley
John Wesley Taylor V

JOURNAL OF ADVENTIST EDUCATION

Associate Editor

Luis A Schulz

10AC to ESS

ADVENTIST EDUCATION REPORT

Lisa M Beardsley, Director of the General Conference Education department, gave two reports. The first report was an introduction of the new team members of the department, and the second report focused on the priorities for education for the current quinquennium. The stated priorities were Adventist Identity and Mission; Leadership; Mission Focused Teachers; and Disciple All Seventh-day Adventist Students. Beardsley solicited input on these four areas of focus from the General Conference Executive Committee members by dividing them into discussion groups. Following the discussions each group gave a short report. The results of the discussions were submitted to the General Conference Education Department for consideration in their work.

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10AC to GTN

DEPARTMENTS AND MISSION

G T Ng, Secretary of the General Conference, gave a report entitled Keepers of the Flame which focused on the mandate of the Church to spread the gospel, and the importance of the departments in accomplishing this mission.

PRE/SEC/TRE/ADCOM/GCDO10AC/10AC to MLR(DIV)

167-10Ga GENERAL CONFERENCE MISSION BOARD PROPOSAL

PURPOSE OF MISSION

The mission of the Seventh-day Adventist® church is based on the Great Commission given by Jesus (Matt 28:19) and symbolized by the three angels of Revelation 14 who carry the everlasting gospel to every nation, tribe, tongue, and people (Rev 14:6).

STATEMENT OF THE CHALLENGE

1. Lack of strategic oversight often results in less than ideal development of plans and distribution of resources.
2. Planning for mission does not always include both the grassroots view and the world Church's perspective of the needs. Specifically:
 - a. Faithfulness to the world Church's prioritization of the 10/40 Window and big cities requires a greater transfer of resources to those areas.
 - b. People groups flow easily across our artificial division boundaries while plans, programs, and funding do not.
3. The Church hosts a confusing array of multiple "silos" each soliciting donations and providing funding for mission work—often without coordinated planning or implementation.
4. The current system for processing interdivision employees (IDEs) is antiquated, fragmented, frequently takes months, and is often segregated from the planning, funding, and processing of other types of missionaries and other broad-range plans for mission.

5. The current system of control over IDE points/budgets does not always allow strategic placement of missionaries.

GOALS OF REORGANIZATION

1. Mission Planning and Funding

a. Set in motion processes which coordinate front-line planning by the divisions with broad-range planning from the General Conference.

b. Strengthen planning and coordination of mission programs to align the use of all types of mission resources thus reducing duplication and competition between regions or organizations.

c. Coordinate funding requests with the various potential funding sources so that those in the field can present a single application to one point.

d. Help to maintain the unity of the Church in theology and mission by ensuring that workers continue to serve from everywhere to everywhere—even in the areas with high membership.

e. Increase the number of missionaries of all types working to establish the Church in the most unentered parts of the world.

2. Mission Personnel Processing

a. Significantly shorten the processing time for missionaries of all types.

b. Establish guidelines for timely communication with prospective, existing, and returned missionaries.

c. Implement a comprehensive missionary care/mentoring program resulting in increased average lengths of stay.

3. Mission Communication

a. Coordinate the promotion of mission and evaluate members' awareness of the Church's mission program.

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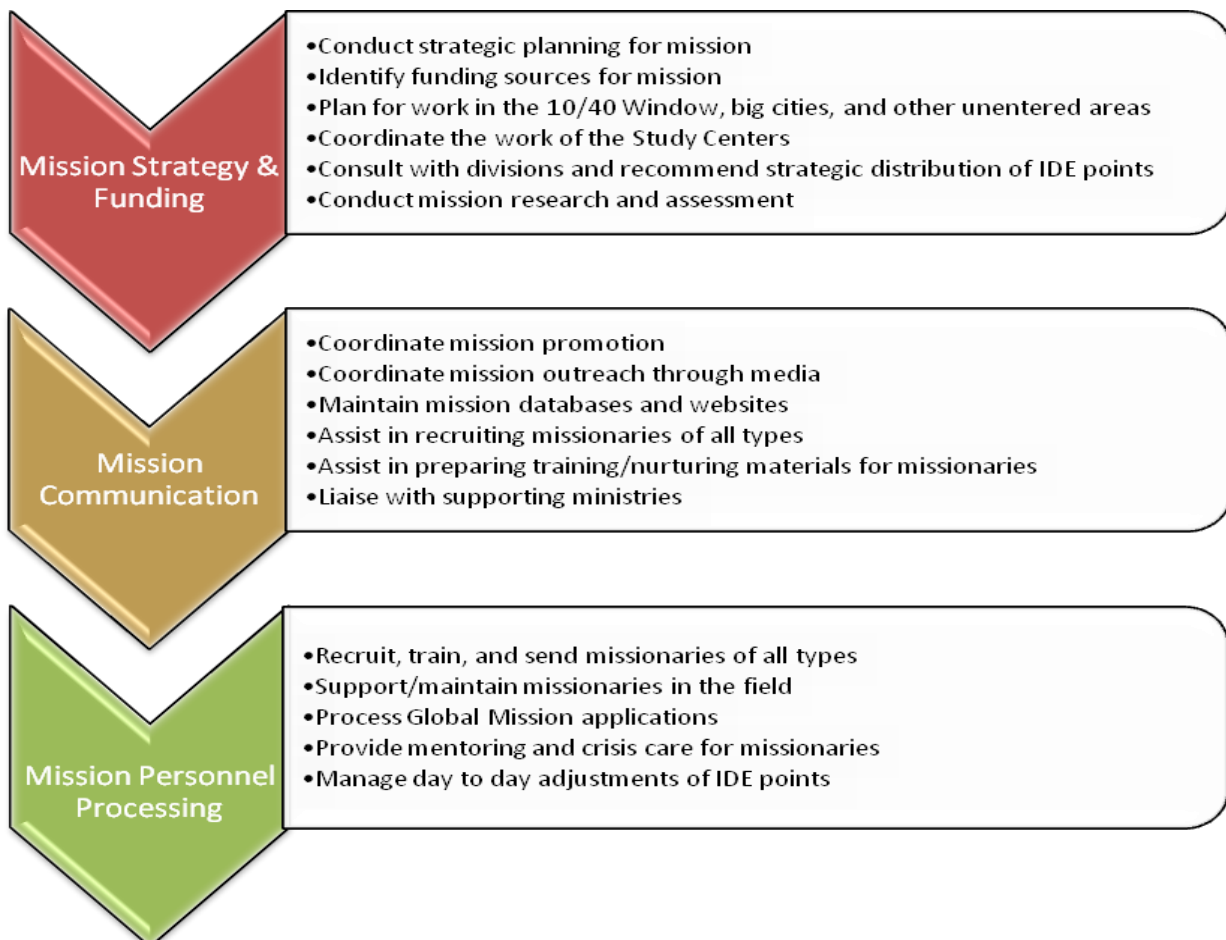
b. Coordinate fundraising communication and efforts coming from the various mission entities to avoid competition and improve the effectiveness of such communications.

c. Provide ready access to accurate and understandable mission information.

REORGANIZED MISSION SYSTEM

The following diagram graphically portrays some of the details of the reorganized mission system envisioned in this proposal.

GENERAL CONFERENCE MISSION BOARD



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Q & A

What about Adventist Mission?

The Director would become an Associate Secretary of the General Conference in charge of Adventist Mission and Adventist Mission would report to Secretariat.

Adventist Mission would coordinate the various promotional and fundraising materials, the databases and websites, and other communication activities of the mission program.

Adventist Mission would still oversee the Global Mission program.

What is the difference between this new Mission Strategy and Funding Committee and the current Strategic Planning and Budgeting Committee (SP&B)?

Strategic Planning and Budgeting Committee (SP&B) will, among other things, continue to oversee the General Conference budget, allocate funding to General Conference headquarters operations, plan for appropriations to divisions, and oversee the use of supplemental budgets.

SP&B will no longer be the first point for applications for mission funding. The normal routing for such requests will now be through General Conference Treasury to the Mission Strategy and Funding sub-committee of the General Conference Mission Board. These requests will be strategically evaluated and approved if they are within the guidelines and limits established by SP&B. If the requests fit into the strategic plan for missions but are outside the guidelines and limits established by SP&B, possible funding sources will be identified and a recommendation made to SP&B.

Would the General Conference Mission Board become that “Kingly Power” that Ellen G White cautioned the church against?

The purpose of the General Conference Mission Board is not to take power away from the various entities that have been given the constitutional authority for the work. It is an attempt to coordinate our mission work in order to better utilize the resources we have (human and financial) to finish the work around the world.

This Board would be accountable to the General Conference Executive Committee which would adjust its terms of reference as needed from time to time and the General Conference Strategic Planning and Budgeting Committee which would provide oversight to the financing of mission programs. The representation would be large and not concentrated in the hands of a few people in one location.

Why do we need a super committee like this? Haven't things been going well? We are growing as a Church. Why should we change what we are doing?

Our current mission system is not as strong as it could be in providing strategic oversight for the use of our resources (human and financial). There are many “silos” that each control parts of the program or assign funding in accordance with their goals and objectives.

People groups flow easily across division boundaries, but our funding and plans often do not. There needs to be a broader vision and a more thorough coordination of plans and activities which would assist the divisions in strategically placing missionaries of all types. This would help to use our limited resources more effectively by choosing the best type or combination of missionaries for each situation. It would help the divisions to place many more workers in the Church's voted areas of priority such as the big cities and 10/40 Window.

And, it would help to streamline the process of recruiting and sending missionaries by having coordination of those activities.

What is the relationship of the General Conference Mission Board to Strategic Planning and Budgeting and Adventist Mission?

Strategic Planning and Budgeting Committee (SP&B) will continue to carry responsibility for the broad overview of the finances and work of the Church. The General Conference Mission Board will focus its attention specifically on the mission program of the Church. SP&B will set the parameters within which the General Conference Mission Board will operate just as it does for the various General Conference departments.

Adventist Mission will work under the guidance of Secretariat and the General Conference Mission Board. It will continue to focus its attention on Global Mission projects and on communicating the needs and accomplishments of mission work around the world. Adventist Mission will work in harmony with plans and procedures adopted by the General Conference Mission Board.

PRE/SEC/TRE/ADCOM/GCDO10AC/10AC to MLR(DIV)

167-10Gb GENERAL CONFERENCE MISSION BOARD (GCC-B)—
APPOINTMENT

VOTED, To appoint a General Conference Mission Board (GCMB) (GCC-B), with terms of reference and membership as follows:

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TERMS OF REFERENCE

1. Oversee and coordinate mission planning and funding in consultation with the divisions and in harmony with guidelines voted by the General Conference Executive Committee (GCC) and the General Conference Strategic Planning and Budgeting Committee (SP&B) (GCC-S).
2. Oversee and coordinate the communication of mission news, plans, and appeals for involvement.
3. Oversee and coordinate missionary placement and support in consultation with the divisions and in harmony with guidelines voted by the General Conference Executive Committee (GCC) and the General Conference Strategic Planning and Budgeting Committee (SP&B) (GCC-S).
4. Meet at least three times a year: Spring Meeting, June Prime Time (resident members only), and Annual Council.

AUTHORITY AND RESPONSIBILITY

1. Power to act.
2. Power to act.
3. Power to act.
4. Power to act.

EXECUTIVE COMMITTEE

WILSON, TED N C, Chair
Ng, G T, Vice-chair
Lemon, Robert E, Vice-chair
Trecartin, Homer W, Secretary

GC President
GC Secretary
GC Treasurer
GC Undersecretary

Krause, Gary D
Prestol, Juan R
Ryan, Michael L
Schoun, Benjamin D

Associate Secretary/Adventist Mission Dir
GC Undertreasurer
GC Vice President
GC Vice President

MEMBERS

GC Vice Presidents
Division Presidents
Division Secretaries
Division Treasurers
GC Associate Secretaries
GC Associate Treasurers
GC Department Directors

Andreasen, Niels-Erik
Chow, Dowell
Doss, Cheryl
Hart, Richard H
Kyte, Robert E
Lawrence, Dian R
Rodriguez, Angel M
Sandefur, Charles C Jr
Thorp, Brad

Andrews University President
Adventist World Radio President
Institute of World Mission Director
Loma Linda University President
Adventist Risk Management President
GC Assistant Secretary
Biblical Research Institute Director
ADRA President
Hope Channel President

1 Additional selected from GC institutions
Selected individuals from ASI organizations
3 Young adults
2 Lay members of the GC Executive Committee
2 Frontline members of the GC Executive Committee

PRE/SEC/TRE/ADCOM/GCDO10AC/10AC to MLR(DIV)

167-10Gc MISSION STRATEGY AND FUNDING COMMITTEE
(GCMB-Ssub)—APPOINTMENT

VOTED, To appoint a Mission Strategy and Funding Committee (MSFC)
(GCMB-Ssub), with terms of reference and membership as follows:

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TERMS OF REFERENCE

1. In consultation with the divisions, initiate strategic planning for the use of all types of missionaries including Interdivision Employees (IDEs), Adventist Volunteers (AVS), Tentmakers, and Global Mission Pioneers (GM).
2. Assist divisions in integrating the use of intradivision employees with other types of missionaries in order to achieve the most effective and efficient mix of resources.
3. Recommend strategic distribution of IDE points after consultation with the GC Officer Group.
4. Prepare strategic plans focusing special attention and resources on the 10/40 Window and large urban areas.
5. Through the Adventist Mission Director, provide oversight to the work of the Global Mission Study Centers in harmony with policies and budgets established by the General Conference Mission Board (GCMB) (GCC-B), the Strategic Planning and Budgeting Committee (SP&B) (GCC-S), and the General Conference Executive Committee (GCC).
6. Work with the divisions to plan and monitor 13th Sabbath Offering projects and report on their implementation.

AUTHORITY AND RESPONSIBILITY

1. Recommend to the General Conference Mission Board (GCMB) (GCC-B).
2. Power to act.
3. Recommend to the General Conference Mission Board (GCMB) (GCC-B).
4. Recommend to the General Conference Mission Board (GCMB) (GCC-B).
5. Power to act.
6. Recommend to the General Conference Administrative Committee (ADCOM) (GCC-S).

- | | |
|--|---|
| 7. Conduct research and assessment of mission programs and needs. | 7. Power to act. |
| 8. Commission mission survey teams to work with divisions in examining existing mission work and exploring possible new work in unentered, or slightly entered, areas or people groups. | 8. Power to act. |
| 9. Function as the central clearing house for mission funding requests submitted to General Conference Treasury. Receive and evaluate these requests and suggest possible funding sources. | 9. Recommend to the Strategic Planning and Budgeting Committee (SP&B) (GCC-S). |
| 10. Study and report on the availability and use of various General Conference mission funds. | 10. Recommend to the General Conference Mission Board (GCMB) (GCC-B) and the Strategic Planning and Budgeting Committee (SP&B) (GCC-S). |
| 11. Allocate Global Mission funding within guidelines established by the Strategic Planning and Budgeting Committee (SP&B) (GCC-S). | 11. Power to act. |
| 12. Allocate other General Conference mission funds in harmony with Strategic Planning and Budgeting Committee (SP&B) (GCC-S) guidelines. | 12. Power to act. |

MEMBERS

LEMON, ROBERT E, Co-chair	GC Treasurer
RYAN, MICHAEL L, Co-chair	GC Vice President
Prestol, Juan R, Secretary	GC Undertreasurer
Trecartin, Homer W, Assistant Secretary	GC Undersecretary

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Krause, Gary D
Lawrence, Dian R
Mbwana, Geoffrey G
Pearman, Delbert B
Wahlen, J Raymond II
To be named

GC Adventist Mission Director
GC Assistant Secretary
GC Vice President
GC Adventist Mission Planning Director
GC Associate Treasurer
NAD Officer

EX OFFICIO

Wilson, Ted N C
Ng, G T

GC President
GC Secretary

PRE/SEC/TRE/ADCOM/GCDO10AC/10AC to MLR(DIV)

167-10Gd MISSION COMMUNICATION COMMITTEE (GCMB-Ssub)—
APPOINTMENT

VOTED, To appoint a Mission Communication Committee (MCC)
(GCMB-Ssub), with terms of reference and membership as follows:

TERMS OF REFERENCE

1. Communicate mission needs and accomplishments through all available media channels including the Adventist Mission DVD, Mission Quarterlies, a common website, Hope Channel, Adventist World Radio, Sabbath School/Personal Ministries programs and materials, *Adventist Review/Adventist World*, General Conference periodicals, and union papers.

AUTHORITY AND RESPONSIBILITY

1. Power to act within guidelines established by the General Conference Mission Board (GCMB) (GCC-B) and the Strategic Planning and Budgeting Committee (SP&B) (GCC-S).

- | | |
|---|---|
| 2. Coordinate live mission promotion at venues such as churches, schools, camp meetings, workers meetings, and conventions. | 2. Power to act within guidelines established by the General Conference Mission Board (GCMB) (GCC-B) and the Strategic Planning and Budgeting Committee (SP&B) (GCC-S). |
| 3. Maintain databases and websites to assist in recruiting missionaries, promoting mission opportunities, and funding mission activities. | 3. Power to act within guidelines established by the General Conference Mission Board (GCMB) (GCC-B) and the Strategic Planning and Budgeting Committee (SP&B) (GCC-S). |
| 4. Assist in the preparation of training/nurturing materials for missionaries. | 4. Power to act. |
| 5. Liaise with supporting ministries. | 5. Power to act. |

MEMBERS

MWANSA, PARDON K, Co-chair	GC Vice President
SCHOUN, BENJAMIN D, Co-chair	GC Vice President
Krause, Gary D, Secretary	GC Adventist Mission Director
Costa, Williams S Jr	GC Communication Director
Prestol, Juan R	GC Undertreasurer
Trecartin, Homer W	GC Undersecretary

EX OFFICIO

Wilson, Ted N C	GC President
Ng, G T	GC Secretary
Lemon, Robert E	GC Treasurer

INVITEES

Associate Directors of GC Adventist Mission

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PRE/SEC/TRE/ADCOM/GCDO10AC/10AC to MLR(DIV)

167-10Ge MISSION PERSONNEL PROCESSING COMMITTEE
(GCMB-Ssub)—APPOINTMENT

VOTED, To appoint a Mission Personnel Processing Committee (MPPC)
(GCMB-Ssub), with terms of reference and membership as follows:

TERMS OF REFERENCE

AUTHORITY AND RESPONSIBILITY

- | | |
|--|---|
| 1. Coordinate the work of the four regional IDE desks (Africa, America, Asia, Europe) and two worldwide desks (Adventist Mission/Global Mission, Adventist Volunteer Service/Tentmakers). Each desk will be the primary contact for the missionary and the division/institution from first contact to return home and post service debriefing. | 1. Power to act within guidelines established by the General Conference Mission Board (GCMB) (GCC-B) and the Strategic Planning and Budgeting Committee (SP&B) (GCC-S). |
| 2. Recruit potential missionaries and search databases of interested individuals to fill calls coming from the divisions. | 2. Power to act. |
| 3. Seek opportunities for interested individuals to serve. | 3. Power to act. |
| 4. Screen, train, and process all missionary types including IDEs, AVS volunteers, tentmakers, and Global Mission Pioneers. | 4. Power to act. |
| 5. Approve financial, health, and general clearances. | 5. Power to act. |
| 6. Authorize payroll, expat allowance, base division deposit, shipping, tickets, annual leave, permanent return, and other benefits as per policy. | 6. Power to act. |

- | | |
|--|-------------------|
| 7. Process day-to-day adjustments of IDE points within approved limits and guidelines. | 7. Power to act. |
| 8. Provide mentoring and crisis care. | 8. Power to act. |
| 9. Maintain service records. | 9. Power to act. |
| 10. Implement previous General Conference Executive Committee (GCC) actions shifting resources from one area to another. | 10. Power to act. |
| 11. Communicate with missionaries on items relating to their assignments and benefits. | 11. Power to act. |
| 12. Review policy and suggest amendments to the General Conference Administrative Committee (ADCOM) (GCC-S) through the General Conference Mission Board (GCMB) (GCC-B). | 12. Power to act. |

MEMBERS

NG, G T, Co-chair
LEMON, ROBERT E, Co-chair
Prestol, Juan R, Vice-chair
Trecartin, Homer W, Vice-chair
Lawrence, Dian R, Secretary
Wahlen, J Raymond II, Assistant Secretary

GC Secretary
GC Treasurer
GC Undertreasurer
GC Undersecretary
GC Assistant Secretary
GC Associate Treasurer

GC Associate Secretaries
GC Associate Treasurers

Doss, Cheryl D
Krause, Gary D

Institute of World Mission Director
GC Adventist Mission Director

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Pearman, Delbert B
Ramsay, John
Reese, Todd

GC Adventist Mission Planning Director
SDA Church in Canada VP for Finance
ADRA Personnel Director

EX OFFICIO

Wilson, Ted N C

GC President

Prayer was offered by Max C Torkelsen II, President of the North Pacific Union Conference in the North American Division.

Michael L Ryan, Chair
Agustin Galicia, Secretary
Homer W Trecartin, Editorial Secretary
Susan Wolfe, Recording Secretary

ANNUAL COUNCIL OF THE
GENERAL CONFERENCE EXECUTIVE COMMITTEE

October 13, 2010, 8:00 a.m.

DEVOTIONAL

The devotional message entitled, "Revival, Reformation, and Rain," was presented by C D Brooks, Speaker Emeritus for Breath of Life.

Ted N C Wilson, chair, called to order the eighth session of the 2010 Annual Council.

Prayer was offered by Arbin Lust, President of the South American Spanish Publishing House in Argentina.

SEC/10AC to HWT

ADVENTIST MISSION COMMITTEE (GCC-S)—DISCONTINUE

VOTED, To discontinue the Adventist Mission Committee (AMCom) (GCC-S).

SEC/10AC to HWT

ADVENTIST MISSION AWARENESS COMMITTEE (GCC-S)—
DISCONTINUE

VOTED, To discontinue the Adventist Mission Awareness Committee (AMAwareC) (GCC-S).

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SEC/PolRev&Dev/10AC to HWT

262-10GE USE OF “GENERAL CONFERENCE APPOINTEES COMMITTEE,” “GENERAL CONFERENCE INTERDIVISION EMPLOYEE BUDGET OVERSIGHT COMMITTEE,” AND “GENERAL CONFERENCE INTERDIVISION EMPLOYEE REMUNERATION AND ALLOWANCES COMMITTEE” - POLICY EDITORIAL DIRECTIVE

VOTED, To approve a directive to amend the General Conference *Working Policy*, where appropriate, by deleting “General Conference Appointees Committee,” “General Conference Interdivision Employee Budget Oversight Committee,” and “General Conference Interdivision Employee Remuneration and Allowances Committee” and replacing them with “General Conference Mission Personnel Processing Committee.”

TRE/ADCOM/SP&B/10AC/ADCOM/10AC to REL

169-10G SPECIAL HOUSING ASSISTANCE PROPOSAL—
UNITED STATES HOUSING

VOTED, To rescind the action taken at the 2010 Annual Council which reads as follows:

Because of the drop in housing values that has resulted from the extreme economic conditions over the past few years, many individuals find they owe more on their home mortgage than the value of the house (a situation referred to as being “under water” on your mortgage). For individuals who are employed and not moving, this is a disconcerting situation but does not have any immediate effect on them so long as they can continue to make their mortgage payments. It is assumed that over a period of time the house values will increase and their mortgages balance will decline as payments are made and they will once again have equity in their house and be able to sell for more than they owe. But when an individual is asked to move during this period of time, it is difficult, if not impossible, to accept. Individuals who have seen their house values decrease but who can still sell them for more than they owe, may be taking a loss on their home to sell but in many cases will also be purchasing a home in the new location at depressed prices so will not suffer the same as someone who owes more on their house than it is currently worth.

Although housing prices have gone down in most areas of the United States, the decrease has not been the same in all areas. Some have been hit with a much larger percentage decrease than others.

The General Conference needs to be able to elect and call individuals to the General Conference who will need to move and who may find themselves owing more on their mortgage than their house is worth. To deal with that issue and neither advantage or disadvantage such individuals as compared to individuals who are not being asked to move but who may find themselves in the same situation, it is

VOTED, To adopt the following housing policy for individuals called to serve at the General Conference headquarters in elected or appointed positions at the 104 percent level or above and who owe more on the mortgage on their primary residence than its value in the current market:

1. The employee may choose to retain the house in which case they would be eligible for the lump sum duplicate housing option offered by the General Conference even if they choose to rent at the new location. This would help provide a buffer for any period that the house might not be rented. If this option is chosen it must be exercised at the time of their move and, the employee would not be entitled to any further financial housing assistance.

2. The employee may be in a position to sell their house without any General Conference involvement in the mortgage issue on their previous residence, in which case they would still be entitled to the normal duplicate housing policy which could include the lump sum option.

3. Within guidelines set by the General Conference Administrative Committee and updated quarterly by the General Conference Treasurers, if an individual who is called to serve the General Conference needs to move to take up their new duties and owes more on their primary residence in the United States than the appraised value less selling costs, the General Conference may add the net amount needed to pay off their old mortgage to a General Conference provided mortgage on the purchase of a house in their new location. This has the effect of allowing the individual to make the move and transfers their "under water" position on their mortgage from their previous location to their new location.

If the percentage decline in the value of housing in the area where the individual is moving from is higher than the area where they are moving to, the General Conference can decrease the amount of the "under water" position by reducing the new mortgage by a maximum of \$75,000 to where the individual is only "under water" by the approximate percentage of what employees in similar circumstances would be "under water" in the new area, with a maximum of \$75,000. The tax implications of the write-down of the mortgage would depend on applicable tax laws but would be the individual's responsibility.

4. In order to facilitate the move, the General Conference may choose to offer to purchase the individual's primary residence at appraised value less normal selling costs in which

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case the individual would not be entitled to the option of the flat rate duplicate housing settlement option. Because of the possibility of the General Conference becoming a purchaser, individuals called to the General Conference must specifically exclude the General Conference as a potential purchaser for which realtor fees must be paid when listing their house with a realtor.

5. This Special Housing Assistance Program is not intended to continue after the current housing and economic situation in the United States has returned to a more normal situation. The General Conference Administrative Committee is authorized to discontinue this program at any time or to modify its provisions as circumstances may dictate.

TRE/ADCOM/10AC to HWT(DIV)

313-10G MONTHLY FINANCIAL REPORTS (CARE AND RESPONSIBILITY IN FINANCIAL OPERATION) - POLICY AMENDMENT

VOTED, To amend GC S 05 30, Monthly Financial Reports (Care and Responsibility in Financial Operations), to read as follows:

S 05 30 ~~Monthly~~ Financial Reports—1. To ~~Administration—Monthly Administration—~~
At least nine of the twelve monthly financial reports showing the actual operating expenses and budgetary provision to date shall be prepared and studied by the organization's administrative officers.

2. To Executive Committees and Controlling Boards—Treasurers shall keep controlling boards and committees informed by ~~providing, where practical, monthly financial statements with a minimum of one statement required per quarter.~~ providing periodic financial statements. A minimum of four statements, reasonably spaced throughout the year, is required. Boards and committees should compare these statements with the budget adopted at the beginning of the year and be prepared to act with the officers in increasing income and/or decreasing expenditures as may be necessary.

3. To Constituencies - No change

TRE/ADCOM/10AC to HWT(DIV)

314-10G GENERAL CONFERENCE CORE POLICIES FOR
 POLICY COMPLIANCE TESTING - POLICY
 AMENDMENT

VOTED, To amend GC S 90, General Conference Core Policies for Policy Compliance Testing, paragraph 1. A., to read as follows:

S 90 General Conference Core Policies for Policy Compliance Testing (a)(b)

The General Conference Executive Committee has identified core policies to be tested during the financial audit or review engagement for each denominational organization. In identifying these core policies, a materiality threshold was defined for each core policy which determines the level of reporting for any noted noncompliance; and a related assertion statement was developed for each core policy which together shall be signed and submitted by the principal officers of each denominational organization before the commencement of the audit engagement.

<i>Summary of Policy</i>		<i>Materiality</i> ^(c)	<i>Assertion</i> ^(d)
GENERAL			
1.	Policies on financial control:		
	A. Financial reports <u>provided on a regular basis: Administration—minimum of 9 per year and Committee—minimum of 4 per year. given to committee on a monthly basis. (S 05 30)</u>	Monthly = At least 9 of 12 months to management; at least quarterly to governing body. 100% compliance.	Management has prepared and studied <u>nine of the twelve</u> monthly financial statements and provided <u>at least four statements throughout the year</u> them at least quarterly to the organization's governing body which compared them with the annual budget.

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COMMENTS

Ted N C Wilson shared the importance of evangelism, mission, and several departments, including Stewardship Ministries, Public Affairs and Religious Liberty, and Children's Ministries. He also shared plans for the General Conference and division officers to take a heritage trip to New England next fall and encouraged other entities to look for ways to reconnect with our Adventist heritage.

ADAMS, ROY—APPRECIATION

VOTED, To express appreciation to Roy Adams for his years of dedicated service as associate editor of the *Adventist Review* and *Adventist World* magazines.

HALOVIK, BERT B—APPRECIATION

VOTED, To express appreciation to Bert B Halovik for his years of dedicated service as director of Archives and Statistics.

SATELMAJER, NIKOLAUS—APPRECIATION

VOTED, To express appreciation to Nikolaus Satelmajer for his years of dedicated service as editor of *Ministry* magazine.

GENERAL CONFERENCE EXECUTIVE COMMITTEE MEMBERS— APPRECIATION

VOTED, To express appreciation to all those who served on the General Conference Executive Committee during the last quinquennium, who would not be continuing through the next quinquennium.

MOMENT OF SILENCE

The committee members observed a moment of silence in remembrance of Church employees who have recently fallen asleep in Jesus.

Prayer was offered by Ricardo B Graham, President of the Pacific Union Conference.

COMMENTS

Ted N C Wilson shared that there are many Bible and mission conferences being planned around the world in this quinquennium.

CONNECTING WITH JESUS

Michael L Ryan shared the importance of providing Spirit of Prophecy books in as many languages as possible.

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COMMISSION ON HIGHER EDUCATION

Ella S Simmons, General Vice President of the General Conference, gave a report on follow-up to the recommendations of the General Conference Commission on Higher Education.

Israel Leito, President of the Inter-American Division, gave an overview of the importance of education in the Inter-American Division.

VOTED, To record receipt of the Commission on Higher Education report.

Prayer was offered by Derek A Bignall, President of the West Indies Union Conference, and Helder R C Silva, President of the West Central Brazil Union Mission.

A time was given for testimonies and prayer led by Jerry N and Janet Page.

A DAY OF PRAYER AND FASTING

VOTED, To designate January 1, 2011 as a day of prayer and fasting.

CLOSING REMARKS

Ted N C Wilson gave some closing remarks including the reading of Revelation 21:1-3.

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Prayer was offered by Joseph A Ola, President of the North-Western Nigeria Union Mission; Eber Liessi, President of the Chile Union Mission; and Lowell C Cooper, General Vice President of the General Conference.

Ted N C Wilson, Chair

G Alexander Bryant, Secretary

Homer W Trecartin, Editorial Secretary

Tamara K Boward, Recording Secretary