

Minutes of Meeting

GENERAL CONFERENCE COMMITTEE

December 1, 1983, 10:00 a.m.

MEMBERS PRESENT

Alf Lohne, J W Bothe, G P Babcock, M T Bascom, M T Battle, G J Bertochini, C D Brooks, W J Brown, G O Bruce, L L Butler, R L Dale, N R Dower, V S Griffiths, J H Haris, Iris Hayden, Tulio R Haylock, R H Henning, Frank Holbrook, W G Johnsson, F L Jones, Alice Lowe, Eloy Martinez, S F Monnier, W L Murrill, A J Patzer, P F Pedersen, L A Ramirez, Leo Ranzolin, M H Reeder, G W Reid, R L Reynolds, Gary M Ross, A C Segovia, F A Soper, E H J Steed, Elizabeth Sterndale, Michael Stevenson, C R Taylor, O A Troy, M A Tyner, L R Van Dolson, F Donald Yost, E E Zinke.

DEVOTIONAL MESSAGE

Alf Lohne, Chairman, read 1 Corinthians 10:23-33, a portion of which follows:

". . . I may do anything, but everything is not constructive. Let no man, then, set his own advantage as his objective, but rather the good of his neighbour.

"Do nothing that might make men stumble, whether they are Jews or Greeks or members of the church of God. I myself try to be agreeable to all men without considering my own advantage but that of the majority, that if possible they may be saved." (Phillips)

The Chairman commented, "As Christians, we cannot always say and do all that we have a full right to. Our Christian freedom must be used to help others, not to shock, hurt or embarrass them."

R H Henning offered prayer.

REPORTS

M T Bascom reported a total of \$3,512,000 for the third week of Ingathering. Newfoundland is a Silver Vanguard field in which the per capita raised is \$25.20. Seven unions and 31 conferences in North America show gains over the same period last year.

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E H J Steed gave his impression of the evangelistic fervor evident in the South American Division. On the special baptismal day of November 19, 1983, baptisms throughout the Division totaled over 2,000. At the time of Elder Steed's visit (November) there were eleven evangelistic campaigns in progress in Buenos Aires, Argentina.

MINUTES of the meetings held November 22 and 23, 1983, were approved.

NED/ADCOM/GCC to MTB

BARHAM, GRAHAM—AUDITOR, NORTHERN EUROPEAN DIVISION

VOTED, To elect Graham Barham, now employed in an international firm in England, Auditor of the Northern European Division.

GCC to MTB

THOMAS, K D—RELEASED, NED PUBLISHING DEPARTMENT

VOTED, To release K D Thomas of the North Pacific Union from the election to serve as Publishing Department director of the Northern European Division, in harmony with his request.

NED/ADCOM/GCC to MTB

PEDERSEN, KAJ—PUBLISHING DIRECTOR, NORTHERN EUROPEAN DIVISION

VOTED, To elect Kaj Pedersen, presently Publishing Director of the West Nordic Union, Publishing Department Director of the Northern European Division.

NED/GCO/GCC to MTB-CA

POHJOLA, PEKKA—SECRETARY, NORTHERN EUROPEAN DIVISION

VOTED, To elect Pekka Pohjola of Finland, presently Director of Development in the Africa-Indian Ocean Division, Secretary of the Northern European Division.

GCO/GCC to LLB

ADVENTIST WORLD RADIO PROPERTY PURCHASE

The Euro-Africa Division has located property near Forli, Italy which would be suitable for the expansion of the work of Adventist World Radio in Europe. The property is approximately 8,000 square meters (about two acres) and includes a house and space for an antenna. Electricity, telephone and water are now available at the house. The plan is to begin with 10KW and expand eventually to 50 KW. The cost of the building, land and fees will be \$90,000. An additional \$140,000 is needed for equipment, installation and shipping, making a total of \$230,000.

VOTED, To approve the request of the Euro-Africa Division and concur with the action of the General Conference Officers to purchase property near Forli, Italy for Adventist World Radio, and that the Adventist World Radio budget allocate a total of \$230,000 for the land purchase and equipment.

CA/GCC to SEC

COMMITTEE ON APPOINTEES

VOTED, To approve the following report of the Committee on Appointees:

Permanent Returns

- Aguirre, Vicente, Asst Treasurer, Zambia Union, Trans-Africa Division--Rescind permanent return voted March 17, 1983; change to furlough effective July 1984 (Will change position to Business Mgr, Rusangu Sec School, effective Jan 1, 1984.)
- Bohr, Steve Paul from ICOLVEN, Colombia-Venezuela Un College, Colombia, Inter-American Division; education and family considerations, effective November 1983.
- Pasco, Pedro J from Bangladesh Union, So Asia Division to Far Eastern Division; assignment completed, effective December 1983
- Sager, Ellen (Bible worker among Japanese) from Lower Amazon Mission, Brazil, South American Division; deceased, effective November 1983
- Sepulveda, Ciro from Montemorelos Univ, Mexico, Inter-American Division; family considerations, effective June 1983.

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AID/TRE/GCC to WLM

AFRICA-INDIAN OCEAN DIVISION PROPERTY PURCHASES

VOTED, To appropriate \$1,488,541 from the Division Reorganization Fund to the Africa-Indian Ocean Division for the purchase of the following properties in Abidjan, Ivory Coast:

Property with buildings, for Division office	\$969,842
Five houses for Division staff	<u>518,699</u>
Total	\$1,488,541

GeoSc/TRE/GCC to WLM

GEOSCIENCE RESEARCH INSTITUTE--RESEARCH FUNDS 1984

VOTED, To allocate \$29,000 from the Special Projects Undesignated Fund to the Geoscience Research Institute for research in 1984.

LLU/TRE/GCC to WLM

SDA PERIODICAL INDEX--SOFTWARE

In order to issue the SDA Periodical Index on time each year, the work needs to be automated. Loma Linda University has arranged for the computer facilities but software is needed for this work.

VOTED, To appropriate \$15,000 from the General Conference Contingency Fund for the SDA Periodical Index which is prepared at Loma Linda University, for the purchase of a software package and related items which will adequately serve this need.

NED/TRE/GCC to LLB

NORTHERN EUROPEAN DIVISION HEALTH FOOD APPROPRIATION

Granose Foods, of the British Union, has been operated in recent years by the Sanitarium Food Company of Australia, however, the Australasian Division has decided to discontinue this operation. Losses have been sustained. The Sanitarium Food Company has agreed to pay 80 percent of these losses and the Northern European Division is to pay the remaining 20 percent. The Northern European Division and British Union portion of indebtedness is \$450,000.

VOTED, To appropriate \$200,000 from the General Conference Contingency Fund to the Northern European Division to assist in the

liquidation of the \$450,000 indebtedness of Granose Foods, with the understanding that the Northern European Division will provide at least \$100,000 leaving a balance of \$150,000 to be paid by the British Union.

FREx/GCC to WLM

EXCHANGE RATE ADJUSTMENT--SOUTH AMERICAN DIVISION

VOTED, To approve the following adjustment in the fixed rate of exchange for the South American Division, effective December 1, 1983:

<u>Division</u>	<u>Symbol</u>	<u>Local Currency Units Per US \$</u>	<u>US \$ Per Local Currency Units</u>
South American Brazil	Cr\$	1,000.00	.0010000

ITC/GCC to AL

INTERDIVISION TRAVEL

VOTED, To approve the following interdivision travel:

AUTHORIZATIONS

Communication

Haylock, Tulio R Euro-Afr Div, Jan 3-15, 1984

Ministerial/Stewardship

Quigley, W B Int-Amer Div, Div office, May 23, 1984

White Estate

Pereyra, Elbio Int-Amer Div, Antillian Union, Jan 14-
Feb 5, 1984

SPECIALS

Euro-Africa Division

Tejel, Andres Int-Amer Div, Jan 1-31, 1984.
Expenses by employing organization

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Far Eastern Division

Young, S W

Aust Div, Trans-Aust Un, Jan 1985.
Travel and entertainment by Trans-
Australian Union

ADJUSTMENTS

Pereyra, Elbio

Afr-Ind Ocean Div, Oct 21-Nov 11, 1984
instead of Oct 21-Nov 5 as previously
voted.

Adjourned

Alf Lohne, Chairman
J W Bothe, Secretary
Martha Horn, Recording Secretary

Minutes of Meeting

GENERAL CONFERENCE COMMITTEE

December 8, 1983, 10:00 a.m.

MEMBERS PRESENT

Alf Lohne, D A Roth, Alva R Appel, D H Baasch, G P Babcock, R E Barron, M T Bascom, R W Bates, B B Beach, G J Bertochini, C L Brooks, W J Brown, L L Butler, J E Chase, R W Coon, Helen C Craig, N R Dower, G O Engen, Eric Fehlberg, J H Harris, Iris Hayden, Tulio R Haylock, R R Hegstad, Frank Holbrook, F L Jones, Alice Lowe, C D Martin, S F Monnier, R W Olson, A J Patzer, H F Rampton, Leo Ranzolin, M H Reeder, G W Reid, R L Reynolds, Gary M Ross, F A Soper, E H J Steed, Elizabeth Sterndale, Michael Stevenson, O A Troy, M A Tyner, L R Van Dolson, Irma B Vyhmeister, K H Wood, L D Wood, R L Woodfork, F Donald Yost, E E Zinke.

DEVOTIONAL MESSAGE

Alf Lohne, Chairman, read Romans 12:1,2, a portion of which follows:

". . . I beg you, my brothers, as an act of intelligent worship, to give him your bodies, as a living sacrifice, consecrated to him and acceptable by him." (Phillips)

The speaker stated, "True worship is not necessarily made up of eloquent prayers, well-organized services and impressive liturgies. Real worship is offering everyday life to God.

"It is great to go to church to worship God. But it is greater to worship Him in all that we do. This can happen only when we permit God to remake us and control our minds."

G P Babcock offered prayer.

INTRODUCTIONS

N R Dower introduced Graham Bingham, pastor of the Burnt Mills Church, Maryland.

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REPORTS

Gary M Ross reported on recent developments in the proposal to grant diplomatic recognition to the Vatican. The President is proceeding with the plan to appoint an ambassador to the Vatican, and confirmation hearings will begin January 23, 1984.

M T Bascom announced that the Ingathering raised to date is \$161,130 over the same period last year. The total to date is \$4,364,195.

K H Wood gave a brief report on the last meeting of the E G White Estate Board.

MINUTES of the meeting held December 1, 1983 were approved, including the additional action releasing K D Thomas who declined the election as Publishing Department director of the Northern European Division.

AU/ADCOM/GCC to JWB

OOSTERWAL, GOTTFRIED—FURLOUGH

VOTED, To approve a furlough of one and one-half months, from April 30, 1984 to June 15, 1984, for Gottfried Oosterwal to the Netherlands, Northern European Division.

CAA/ADCOM/GCC to GHC-RetirePlan

MORTON, GLADYS—RETIREMENT

RECOMMENDED, To approve NAD retirement benefits for Gladys Morton, interdivision missionary in the Far Eastern Division, effective June 1, 1984 after 21.47 years of denominational service.

GCC to DAR

MORTON, GLADYS—APPRECIATION

VOTED, To express appreciation to Gladys Morton for over 21 years of service to the Church as a missionary teacher in the Far Eastern Division.

PER/ADCOM/GCC to GHC-RetirePlan

REEDER, MARVIN H--RETIREMENT

RECOMMENDED, To approve NAD retirement benefits for Marvin H Reeder of the General Conference staff effective January 1, 1984 after 40.091 years of denominational service.

GCC to DAR

REEDER, MARVIN H--APPRECIATION

VOTED, To express appreciation to Marvin H Reeder for more than forty years of service to the Church. For six years he worked in Japan. He has been on the General Conference staff for the last 21 years, serving in various areas of communication.

ADCOM/GCC to DRC

GENERAL CALLS

VOTED, To approve the following General calls:

Davis, Michael L (Portland Adv Med Center)--Associate Professor of Physical Therapy, Andrews University
Hey, Paul (Adv Media Center)--Director, Editorial Services, Pacific Press Publishing Association
LeBard, Nita G (Monterey Bay Academy)--Secretary, ADRA International/SAWS, General Conference
Wilson, Jeffrey K (Illinois)--Director, Public Relations and Development, Adventist Media Center.

Cred&L/GCC to DRC

CREDENTIALS AND LICENSES

VOTED, To issue credentials and licenses to employees of the General Conference and the following General Conference institutions for the period ending August 31, 1985, or for the period of their denominational employment, whichever terminates first. (A complete record listing the names is on file with the official copy of these minutes.):

Adventist Media Center
Andrews University
Loma Linda University Medical Center

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CA/GCC to SEC

COMMITTEE ON APPOINTEES

VOTED, To approve the following report of the Committee on Appointees:

Appointments

Moor, James R (Portland Adv Med Ctr)--Director, Nursing Service, Haiti Adventist Hospital, Inter-American Division

Calls and Transfers Between Divisions

Buhler, Robert Gordon (So Asia Div)--To transfer to Far Eastern Division as Health and Temperance director, West Indonesia Union Mission

Davy, Eric (Euro-Afr Div)--Physician, Cameroun Miss Hosp, Africa-Indian Ocean Division, Special Service basis, 1 year

French-speaking Office Secretary (Euro-Afr Div)--Zaire Union, Africa-Indian Ocean Division

Myrttil, Nathaniel (Int-Amer Div)--Pastor/Evangelist, Southeastern Conf, Florida, North American Division

Soreide, Alf Olaf (No Eur Div)--Relief Builder, Glei, Togo-Benin Mission, Africa-Indian Ocean Division, Special Service basis, 3 months

Windish, Wolfgang (Euro-Afr Div)--Accountant, West Cent African Union, Cameroun, AVSC basis, 12 months

Releases

Mau, Terry (Aust Div) from call to Tsuen Wan Adv Hosp, Hong Kong, Far Eastern Division; declined

Permanent Returns

Appenzeller, Ronald E from England, Northern European Division; reassignment to General Conf Publishing Department, effective October 1983

Daphnis, Jean from Cent Zaire Field, Africa-Indian Ocean Division to Inter-American Division; family considerations, effective January 1984

Flynn, Bruce Edward from No British Conf, Northern European Division; education, effective August 1984

Hunt, James Wallace from Saipan SDA Clinic, Far Eastern Division; personal, effective September 1983

Hutton, Barbara Aileen from Hongkong Adv Hosp, Far Eastern Division; family considerations, effective June 1984

Kisinger, Robert N from Arusha Med & Dental Ctr, Tanzania, Eastern Africa Division; personal, effective November 1983

Kuester, Theda from Japan Union Mission, Far Eastern Division; retirement, effective March 1984

Prouty, Robert from Lukanga Sec School, Zaire, Africa-Indian Ocean Division; child's health, effective December 1983
Richli, William C from Songa Adv Hosp, Zaire, Africa-Indian Ocean Division; division recommendation due to age, effective January 1984
Scragg, Walter R L from England, Northern European Division to Australasian Division; reassignment, effective December 1983
Thomson, George from Indonesia Union College, Far Eastern Division; retirement, effective July 1984
Wilmot, Richard W Sr from Kenya, Eastern Africa Division; Division merger/Reassignment, effective December 1983
Wood, James Ronald from Adv Medical Ctr, Okinawa, Far Eastern Division; retirement, effective October 1984.

TRE/GCC to WLM

**ZAIRE MISSION OF SDA SUBURBAN TRUST--SIGNATURE
CHANGES**

VOTED, To authorize the Suburban Trust Company, Takoma Park, Maryland, to recognize the signatures of W L Murrill, and/or J Nortey, and/or N Mwema, and/or Dean Rogers, to sign or make any changes and orders for the payment of money for account number 46-2412-8 which is in the name of the Zaire Mission of Seventh-day Adventists. All prior authorizations for this account are hereby annulled and cancelled.

FREx/GCC to WLM

EXCHANGE RATE ADJUSTMENT

VOTED, To adjust the fixed rate of exchange for the Northern European Division as follows, effective December 1, 1983:

<u>Division</u>	<u>Symbol</u>	<u>Local Currency Units Per US \$</u>	<u>US \$ Per Local Currency Units</u>
Northern European British Pound	£	.6896552	1.45

ITC/GCC to AL

INTERDIVISION TRAVEL

VOTED, To approve the following interdivision travel:

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AUTHORIZATIONS

Auditing

Caldwell, R B	No Eur Div, Mar 25-Apr 21, 1984 Euro-Afr Div, Apr 22-May 20, 1984
Christensen, V R	East Afr Div, Nairobi & Harare, Apr 22-May 31, 1984. Travel & entertainment only by Gen Conference
Coon, E I	So Amer Div, Apr 1-Apr 24, 1984 Afr-Ind Ocean Div, Apr 25-May 14, 1984 Mid East Un, May 15-21, 1984
Dennis, D D	East Afr Div, Nairobi & Harare, Apr 22-May 31, 1984 Euro-Afr Div, Sept 24-Oct 7, 1984 Far East Div, Nov 5-20, 1984
Gurusamy, G	So Asia Div, Apr 9-23, 1984 Far East Div, Apr 24-May 18, 1984
Korff, E A	Int-Amer Div, Mar 25-Apr 21, 1984
Strickland, L C	No Eur Div, Mar 25-Apr 21, 1984 Euro-Afr Div, Apr 22-May 18, 1984
Vail, W R	So Amer Div, Apr 1-24, 1984 Afr-Ind Ocean Div, Apr 25-May 14, 1984 Mid East Un, May 15-May 21, 1984
Wagner, R A	So Asia Div, Apr 9-23, 1984 Far East Div, Apr 24-May 18, 1984 Aust Div, May 19-28, 1984
Whitney, K W	Int-Amer Div, Mar 25-Apr 21, 1984

Education

Segovia, A C	Int-Amer Div, Col-Venezuela Un College, Jan 15-22, 1984
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Health & Temperance

Bond, B W	Far East Div, Feb 1-21, 1984 So Asia Div, Feb 22-Mar 18, 1984 Aust Div, Mar 19-Apr 1, 1984 East Afr Div, Apr 1-4, 1984 So Afr Un, Apr 4-8, 1984
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Sabbath School

Bertochini, G J

Far East Div, Jul 15-26, 1984. In connection with visit to Southern Asia Division already voted.

Southern Asia

Robinson, D E

So Asia Div, Sri Lanka & Poona, Mar 15-Apr 15, 1984

SPECIALS

Southern California Conference

Cerna, Miguel

Int-Amer Div, Puerto Rico, Dec 20-22, 1983. Travel and entertainment by East Puerto Rico Conference.

ADJUSTMENTS

Babcock, G P

So Asia Div, Aug 8-Sept 17, 1984 instead of July 24-Aug 29 as previously voted

Bertochini, G J

So Asia Div, July 27-Aug 27, 1984 instead of Aug 27-Sept 30 as voted previously

Segovia, A C

Afr-Ind Ocean Div, Apr 15-Jun 27, 1984 instead of Apr 15-June 15 as voted previously

CANCELLATIONS

Engelkemier, J

Int-Amer Div, Jan 17-21, 1984.

PER/GCC to GHC-RetirePlan

OLSEN, YVONNE—RETIREMENT

RECOMMENDED, To approve NAD retirement benefits for Yvonne Olsen of the General Conference staff effective January 1, 1984 after 34.875 years of denominational service.

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GCC to DAR

OLSEN, YVONNE—APPRECIATION

VOTED, To express appreciation to Yvonne Olsen for her constant, willing service to the Church over a period of nearly 35 years, the last 20 years in the transportation office of the General Conference Treasury.

PER/GCC to GHC-RetirePlan

CARBALLAL, MANUEL M—RETIREMENT

RECOMMENDED, To approve NAD retirement benefits for Manuel M Carballal of the General Conference staff effective January 1, 1984 after 44.318 years of denominational service.

GCC to DAR

CARBALLAL, MANUEL M—APPRECIATION

VOTED, To express appreciation to Manuel M Carballal for over 44 years of service to the Church and thank him especially for his involvement in the Spanish work which has resulted in the growth of the Spanish churches in the Washington area.

PER/GCC to GHC-RetirePlan

CABRERA, ROBERTO—RETIREMENT

RECOMMENDED, To approve NAD retirement benefits for Roberto Cabrera of the General Conference staff effective December 1, 1983 after 39.818 years of denominational service.

GCC to DAR

CABRERA, ROBERTO—APPRECIATION

VOTED, To express appreciation to Roberto Cabrera for 27 years of service to the Church. For over twenty years he has served as a security guard at the General Conference headquarters office.

Adjourned

Alf Lohne, Chairman
D A Roth, Secretary
Martha Horn, Recording Secretary

CREDENTIALS & LICENSES

FOR
GC & GC Institutions

GENERAL CONFERENCE

Commissioned Minister Credential

Stanton Parker

Ministerial Credentials

Ronald E Appenzeller

Missionary Credentials

Mrs Marilyn Johnson
Clyde Webster
Fay Welter

Missionary License

Rene Alexenko
Edward Bahr
Mrs Carol Carey
Steven L Case
Leon J Choiniere
Mrs Holly Denton
Mrs Felicidad Rugless
Mary M Schraven
Allen D Weber
Mrs Susan Williams
William Ziprick
Fred Herzel

ADVENTIST MEDIA CENTER

Missionary Credentials

Arlys Escobar
Helen Johnson
Berenice Larson
Clara Morris
Tricia Nicholas
Sara Sittser
Elizabeth Vasquen

Missionary Licenses

Victor Czerkasi
Sandy Johnson

LOMA LINDA UNIV MEDICAL CTR

Missionary Credentials

Mrs DuAnn F Kinzer

ANDREWS UNIVERSITY

Ministerial Credentials

Miroslav Kis

Missionary Credential

Richard ^C Dower
Dale A Gooden
G Sybil Kierstead
Richard C Larson
Roland L McKenzie
Harry E Olson
Mrs A R Steele
Brian Strayer
Alice C Williams

Minutes of Meeting

GENERAL CONFERENCE COMMITTEE

December 15, 1983, 10:00 a.m.

MEMBERS PRESENT

Lowell L Bock, B E Jacobs, Alva R Appel, D H Baasch, G P Babcock, R E Barron, M T Bascom, R W Bates, M T Battle, B B Beach, G J Bertochini, C L Brooks, G O Bruce, L L Butler, J E Chase, V H Cooper, D E Crane, G H Crumley, N R Dower, R R Drachenberg, Joseph Espinosa, C B Hirsch, Frank Holbrook, F L Jones, Alf Lohne, C D Martin, S D Meyers, M J Murray, W L Murrill, R W Olson, R E Osborn, A J Patzer, R L Pelton, H F Rampton, Leo Ranzolin, M H Reeder, G W Reid, R L Reynolds, Gary M Ross, D A Roth, A E Schmidt, A C Segovia, F A Soper, F R Stephan, Michael Stevenson, O A Troy, L R Van Dolson, Irma B Vyhmeister, Wyman Wager, John F Wilkens, K H Wood, L D Wood, F Donald Yost, E E Zinke.

DEVOTIONAL MESSAGE

Lowell L Bock, Chairman, read Romans 10:13-18, a portion of which follows:

". . . How then shall they call on him in whom they have not believed? and how shall they believe in him of whom they have not heard? and how shall they hear without a preacher?

". . . Have they not heard? Yes verily, their sound went into all the earth, and their words unto the ends of the world."

The Chairman, recently returned from an itinerary in Africa, testified to the fact that God's Word has indeed reached to "the ends of the world" and has accomplished its purpose according to His unfulfilling promise.

John F Wilkens, Treasurer of the Eastern Africa Division, offered prayer.

REPORTS

Lowell L Bock indicated that the action taken at the Annual Council regarding the reorganization of Africa into two divisions was the correct way to proceed. He visited both the Trans-Africa Division and

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the Eastern Africa Division over a period of six weeks and from time to time was requested to explain the reasons for the action and encountered no serious negative reaction.

He mentioned that a commission has been set up to study the possible relocation of Solusi College.

John F Wilkens spoke briefly on the blending of the Trans-Africa and Eastern Africa Divisions into the new Eastern Africa Division with headquarters in Harare, Zimbabwe. He envisions strength coming into the newly merged organization.

M T Bascom gave the Ingathering total to date as \$5,261,893. He related the experience of a married couple who, over the last five years, has raised \$12,212 during Ingathering campaigns.

B B Beach called attention to an article in "The Washington Times" which indicates that the US Government may now be listening to the opposition to the appointment of an ambassador to the Vatican. The General Conference Public Affairs and Religious Liberty Department called a press conference to discuss the issue, and also placed advertisements in newspapers relating to the matter. The National Council of Churches and other organizations and prominent church leaders have now also registered protests to the bill.

Leo Ranzolin relayed the news received from the Australasian Division that in the Central Pacific Union 800-1,000 have been baptized as a result of the Voice of Youth meetings in that territory.

MINUTES of the meeting held December 8, 1983 were approved.

ADCOM/GCC to DRC

GENERAL CALLS

VOTED, To approve the following General calls:

Bohr, Stephen (PR-IAD)--Pastor, Rocky Mountain Conference
Holt, B Russell (Gen Conf)--Assistant Editor, Signs of the Times,
Pacific Press Publishing Association
Jones, Donald G (Cent Calif)--GENCON Risk Management employee,
General Conference
Starr, Wesley T (Rev & Herald)--Mail Clerk-Driver, General
Conference

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Welebir, Daniel S (Loma Linda Univ)--Vice-President, Risk
Management, General Conference

PPPABd/GCO/GCC to LB

**HOLT, B RUSSELL--ASSISTANT EDITOR, SIGNS
OF THE TIMES**

VOTED, To approve the Pacific Press Publishing Association Board
nomination of B Russell Holt as Assistant Editor of the Signs of the
Times, the new missionary magazine.

GCO/GCC to GRT

**ROBINSON, DONALD E--ASSISTANT TREASURER, GENERAL
CONFERENCE**

VOTED, To elect Donald E Robinson as Assistant Treasurer of the
General Conference to serve in the area vacated by R R Drachenberg who
is now serving as Executive Director of ADRA International.

GCC to BEJ

REBOK, DENTON E--CONDOLENCES TO FAMILY

Word has been received of the death of Denton E Rebok, formerly
Secretary of the General Conference, President of the Seventh-day
Adventist Theological Seminary, prominent missionary in China, and
Church educator. He passed away December 13, 1983 at Hendersonville,
North Carolina.

VOTED, To express our sympathy to the wife and family of
Denton E Rebok and assure them of our appreciation of his lifetime of
service to the Church.

GCC to BEJ

HARRIS, WILLIAM J--CONDOLENCES TO FAMILY

William J Harris passed away December 10, 1983. He served as
Associate Director of the General Conference Sabbath School Department
from 1950 to 1966.

VOTED, To convey our sympathy to the wife and family of William J
Harris and assure them of our appreciation for his lifetime of
denominational service.

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GCO/GCC to KJM DHB

**PAN-AFRICA HEALTH SERVICES BOARD—MEMBERSHIP
ADJUSTMENT**

VOTED, To adjust the membership of the Pan-Africa Health Services Board as follows:

Add K J Mittleider, Chairman
 J J Nortey
 J F Wilkens

Delete F W Wernick, Chairman
 R W Wilmot

AID/GCO/GCC to BEJ

NKOU, JOSEPH—RESIGNATION

VOTED, To accept the resignation of Joseph Nkou as Education Department director of the Africa-Indian Ocean Division.

AID/GCO/GCC to BEJ

BAHIMBA, PHINEAS—ELECTION

VOTED, To elect Phineas Bahimba of Rwanda, presently attending Andrews University, as Education Department director of the Africa-Indian Ocean Division.

PPPA/GCO/GCC to LB

PACIFIC PRESS PUBLISHING ASSOCIATION—RELOCATION

VOTED, To concur with the Pacific Press Publishing Association Board of Trustees' decision to relocate the Pacific Press administrative and editorial offices and factory at a location twenty miles from Boise, Idaho.

AUD/SEC/GCC to DHB

**AUSTRALASIAN DIVISION—CHANGE OF NAME
EFFECTIVE DATE**

VOTED, To approve the deferment of the effective date for

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changing the name of the Australasian Division to South Pacific Division as voted by the 1983 Annual Council (GCC 83-342), to the close of the 1985 General Conference Session, July 6, 1985.

CA/GCC to SEC

COMMITTEE ON APPOINTEES

VOTED, To approve the following report of the Committee on Appointees:

Appointments

Conner, Byron E (Visalia, Calif)--Health-Temperance Director, Ethiopian Union Mission, Eastern Africa Division
Griffith, Fitzclarence (Southfield, Mich)--Surgeon, Port-of-Spain Adventist Hospital, Trinidad, Inter-American Division
Kelly, Alvin M (Huntsville, Alabama)--Teacher, Business Administration, Adv Univ of Eastern Africa, Kenya, Eastern Africa Division
Liu, Jesse (Los Angeles, Calif)--Accountant, Phuket Miss Hosp, Thailand, Far Eastern Division, national returning
Stafford, Randolph (Kansas City, Missouri)--Secretary, Ministerial Association/Evangelist, East African Union, Eastern Africa Division

Calls and Transfers Between Divisions

Office Secretary (Euro-Afr Div)--Ivory Coast Sec School, Africa-Indian Ocean Division, 12 months, AVSC basis
Palm, Willis (No Eur Div)--Industrial Electrician, Adv Girls' Vocational Institute, Ghana, Africa-Indian Ocean Division, 3 months, Special Service basis
Treasurer (Euro-Afr Div)--Indian Ocean Union, Madagascar, Africa-Indian Ocean Division
Valente, Felipe (Euro-Afr Div)--Physician, Glei, Togo-Benin Mission, Africa-Indian Ocean Division
Van Moere, Rudy (No Eur Div)--OT/Hebrew Teacher, Indian Ocean Union Seminary, Mauritius, Africa-Indian Ocean Division

Releases

Gensolin, Glenda (Far East Div) from call to Yuka Hosp, Zambia, Trans-Africa Division; declined
Giblett, Paul (Aust Div) from call to Zambesi Union, Trans-Africa Division; health
Williams, James Dan from appt to Eastern Africa Division; declined

Permanent Returns

Buckley, Jane (daughter of R M Buckley, Kenya, Eastern Afr Div) from Kenya, Eastern Africa Division to Northern European Division; education, effective January 1981

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Bunker, Norman Eric from Tanzania Union, Eastern Africa Division;
education/family consideration, effective February 1984
Dever, Lorna R from Malawi, Trans-Africa Division; marriage,
effective July 1984
Hauck, Elmer D from Nairobi, Kenya, Eastern Africa Division;
education, effective February 1984
Menis, Alain from Africa-Indian Ocean Division to Euro-Africa
Division; family considerations, effective July 1985
Poblete, Daniel from Konola Academy, Liberia--Rescind permanent
return voted August 4, 1983.

FED/BoFF/GCC to FLJ

**SENIOR CITIZENS HOME, JAPAN UNION--FINANCIAL
PLAN APPROVED**

VOYED, To approve the construction of a senior citizens home in
Yokohama, Japan Union at a total cost of \$2,274,948, in harmony with the
building and financial plans presented by the Far Eastern Division.
Details of the financial plan are registered in the minutes of the
Borrowing of Funds and Building Finance Committee.

TTC/GCC to AL

INTERDIVISION TRAVEL

VOYED, To approve the following interdivision travel:

AUTHORIZATIONS

Administration

Wilson, Neal C
Thompson, G Ralph

Euro-Afr Div, Jan 18-30, 1984

Education

Reynolds, R L

So Asia Div, Aug 21-Sept 4, 1984

Human Relations

Banfield, W S

Int-Amer Div, time to be arranged in
January 1984

Ministerial/Stewardship

Crane, D E

Far East Div, time to be arranged in
1985

Corrected
83-499
December 15, 1983

White Estate

Pereyra, Elbio

Euro-Afr Div, Spain & Portugal,
June 27-Aug 8, 1984

SPECIALS

Lake Regional Conference

Joseph, C D
White, Fred

Int-Amer Div, Cent Jamaica
Conference, Dec 27-31, 1983

Adjourned

Lowell L Bock, Chairman
B E Jacobs, Secretary
Martha Horn, Recording Secretary

Minutes of Meeting

GENERAL CONFERENCE COMMITTEE

December 22, 1983, 10:00 a.m.

MEMBERS PRESENT

Alf Lohne, B E Jacobs, R E Appenzeller, D H Baasch, M T Battle, J W Bothe, W J Brown, D R Christman, G H Crumley, G O Engen, J H Harris, Iris Hayden, C D Martin, S D Meyers, M L Mills, S F Monnier, R E Osborn, R L Pelton, Leo Ranzolin, D E Robinson, D A Roth, A E Schmidt, E H J Steed, Elizabeth Sterndale, Michael Stevenson, C D Watson, Roy F Williams, L D Wood, F Donald Yost.

DEVOTIONAL MESSAGE

Alf Lohne, Chairman, read the Christmas story, Luke 2:8-20 (Phillips).

The exact date of Christ's birth is not important, but the fact that He did come to earth, live among us, die for us, rise on the third day, and promise to return for His people is supremely important.

The Saviour was born in very humble circumstances. The speaker explained, "He became one of us. He identified Himself with the lowest and poorest among men. Because of this we know He understands us in His ministry as our Spokesman and High Priest. No one is too humble or too far out that Christ cannot understand and help. He is indeed the Saviour of men."

M L Mills offered prayer.

INTRODUCTIONS

D H Baasch presented Johann and Elizabeth Van Bignoot from the Reunion Mission. Elizabeth is the daughter of S F Monnier.

R E Appenzeller introduced his two sons-in-law, Randall K Jewell, Director of Health Education at the New England Memorial Hospital, and C Donald Stevens, a physician at Kettering Memorial Hospital.

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December 22, 1983

REPORTS

S F Monnier related two Ingathering experiences which demonstrated the spiritual outreach which is the central purpose of the Ingathering campaign. The total raised to date is \$6,070,000.

MINUTES of the meeting held December 15, 1983 were approved.

CA/GCC to SEC

COMMITTEE ON APPOINTEES

VOTED, To approve the following report of the Committee on Appointees:

Appointees

Genstler, Darrell E (Mission, Kansas)--Physician/Ophthalmologist, Bangkok Adv Hospital, Thailand, Far Eastern Division
McGhee, John K (San Bernardino, Calif)--Departmental director, Pakistan Union, Southern Asia Division

Calls and Transfers Between Divisions

Catton, Geoffrey (AUD phys, Hongkong Adv Hosp, FED)--Request to serve as national returning to Avondale College, Australasian Division, 1 year, effective January 1984, Special Service basis
Delding, Raymond (NED)--Director, ADRA, Khartoum, Sudan Project, Middle East Union
Health Educator (NED)--Nazareth Health Center, Israel, Euro-Africa Division

Releases

Kubo, Sakae (NED) from call to transfer from Northern European Div to SDA Theol Seminary, Far East, Philippines, Far Eastern Division; declined

Permanent Returns

Osorio, Jose from Antillian Union, Inter-American Division--To establish Dec 31, 1984 as terminal date for Inter-American Division responsibility to return him to Euro-Africa Division
Pedersen, Thorkild B from Kenya, East Afr Un, Eastern Africa Division to Northern European Division--Change of effective date from December 1983 to January 1984
Schueneman, Byron Lewis from Far Eastern Division; personal, effective January 1984.

ITC/GCC to AL

INTERDIVISION TRAVEL

VOTED, To approve the following interdivision travel:

AUTHORIZATIONS

Administration

Bock, L L Euro-Afr Div, Rome, Aug 30-
 Sept 6, 1984

Education

Griffiths, V S East Afr Div, Sept 27-Oct 13, 1984

Pub Affairs & Rel Liberty

Engen, G O Euro-Afr Div, Rome, Aug 30-
Hegstad, R R Sept 6, 1984

Matthews, N O
Ross, G M
Tyner, M A

Hegstad, R R Euro-Afr Div, Greece & Jugoslavia,
 Sept 7-23, 1983

Youth

Harris, J H Int-Amer Div, Mexico, Jan 22,23,
 1984. In connection with trip to West
 Coast and in place of trip voted for
 Nov 1983.

SPECIALS

Andrews University

Oosterwal, G Euro-Afr Div, GDR, France,
 Muhlenrahmede, Oct 1-25, 1984. Travel
 and entertainment by Euro-Afr Div.

North American Division

Larsen, H S Int-Amer Div, Jamaica, Aug 15-19, 1984
(Alberta Conf) Hotel by Int-American Division

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Howard, John
(Alberta Conf)

Int-Amer Div, Haiti, Aug 8-12, 1984
Hotel by Int-American Division

Texas Conference

Miller, Cyril

Int-Amer Div, Mexico, Aug 1-5, 1984

ADJUSTMENTS

Ramirez, L A

Int-Amer Div, Aug 15-Sept 2, 1984
instead of June/July as previously
voted.

Adjourned

Alf Lohne, Chairman
B E Jacobs, Secretary
Martha Horn, Recording Secretary

Minutes of Meeting

GENERAL CONFERENCE COMMITTEE

December 29, 1983, 10:00 a.m.

MEMBERS PRESENT

W R Leshar, B E Jacobs, D H Baasch, W S Banfield, M T Bascom, R W Bates, M T Battle, G O Bruce, L L Butler, J E Chase, D R Christman, R W Coon, V H Cooper, R R Drachenberg, Eric Fehlberg, P A Gordon, R E Klimes, Eloy Martinez, M L Mills, M J Murray, W L Murrill, R W Olson, R E Osborn, R L Pelton, Elbio Pereyra, M H Reeder, R L Reynolds, D E Robinson, D A Roth, A E Schmist, F A Soper, E H J Steed, Elizabeth Sterndale, G Ralph Thompson, C D Watson, Roy F Williams, K H Wood, L D Wood, F Donald Yost.

DEVOTIONAL MESSAGE

W R Leshar read the last portion of Leviticus 16 which records God's injunction to Israel to fast and afflict their souls on the Day of Atonement. This special day came at the beginning of the Jewish year. Thus there is a Scriptural example for us, as we enter a new year, to search our souls and make sure all is right in our relationship to God.

H D Singleton, retired member of the General Conference staff, offered prayer.

REPORTS

M T Bascom gave the Ingathering report. Due to inclement weather, the amount raised during the week was less than that reported for the same period last year. The total raised to date in North America is \$6,615,512.

M L Mills related a story he heard while in the Northern European Division recently regarding a Seventh-day Adventist Finnish doctor who attended the 1975 General Conference in Vienna. He was moved to a deeper consecration to God and His Church. As a result of an interesting series of events, he is now the chairman of a large church/charitable foundation in Finland and is channeling funds to assist the Seventh-day Adventist Church, and is also encouraging others to give of themselves and of their wealth.

83-506
December 29, 1983

MINUTES of the meeting held December 22, 1983 were approved.

Cred&L/GCC to DRC

**CREDENTIALS AND LICENSES—CHANGED FROM MISSIONARY
CREDENTIALS TO MISSIONARY LICENSES**

VOTED, To issue missionary licenses to the following employees of the General Conference for the period ending August 31, 1985, or for the period of their denominational employment, whichever terminates first, thus amending GCC 83-228. (Inasmuch as this is a change in papers, the names are listed below):

Belcher, Lee	Johnson, Milton
Bernal, Leonor	Lewis, Lorenzo W
Castillo, Juan	Medlock, Dwight
Ehlers, Betty	Perez, Hector
Hansen, Robert	Peterson, Vernon
Haughton, Rudyard	Sadanala, Christopher
Hevia, Estella	Williams, David

TRE/GCO to LLB-GCC

REVIEW AND HERALD—ASSISTANCE ON LOAN INTEREST

After the decision was made for the Review and Herald Publishing Association to move to Hagerstown, Maryland, and before it appeared reasonably certain that the General Conference would relocate its headquarters office, the General Conference and the Review and Herald agreed that the latter would not dispose of its Takoma Park properties unilaterally. (See GCO 81-52, GCC 81-163). The purpose was to protect the long-term interests of the General Conference should it decide to remain in its present location. It was also thought that if it were later decided to relocate the General Conference, a unified development sale of all denominational properties on the DC-Maryland line might enhance the income from the sale to both organizations. Because the Review and Herald agreed not to sell its property it had to take a loan from the General Conference to build its new plant and pay the corresponding interest. (See GCC 81-163).

By October it became evident that the development approach was not a viable option. On October 17, 1983, after relocation of the General Conference office was authorized by the 1983 Annual Council (see GCC 83-402) the Review and Herald was advised that if it so desired it could sell its properties in Takoma Park separately from those of the General Conference. (See GCO 83-259).

In recognition of the shared responsibility of the General Conference in agreeing that the sale of the Review and Herald properties in Takoma Park should be delayed it is

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VOTED, 1. To appropriate to the Review and Herald Publishing Association an amount equal to one-half of the interest paid by the Review and Herald Publishing Association on the funds borrowed against the Washington property during the period June 1, 1983 to December 31, 1983. Charge: 1983 General Conference Contingency Fund.

2. To appropriate to the Review and Herald Publishing Association a sum equal to one-half of the interest it will pay on the loan during the period January 1, 1984 to the date of settlement on the sale of its Takoma Park properties or to December 31, 1984, whichever comes first. Funds for this appropriation will be released at the end of each calendar quarter. Charge: 1984 General Conference Contingency Fund.

TRE/GCO to LLB-GCC

ADVENTIST REVIEW--EDITORIAL STAFF SUBSIDY

The 1982 Spring Meeting of the General Conference Committee decided that the Adventist Review editorial offices would not move to Hagerstown, Maryland, but would become a part of the General Conference complex. It also approved a plan for the future administrative relationships of the Adventist Review including financial arrangements which were outlined in paragraph 5 of the action which reads as follows (see GCC 82-84):

"5. The financial arrangements will be negotiated with the Review and Herald Publishing Association based on the understanding that an agreed-upon percentage of Review subscription income will be paid to the General Conference which will then be responsible for the support of the editorial staff and specified operational expenses. A report of the details of the foregoing will be submitted to the General Conference Committee for approval."

The above plan for determining the financial arrangements has proved unacceptable. It is therefore

VOTED, 1. To rescind paragraph 5 of the 1982 Spring Meeting action, Adventist Review - Administrative Relationships (see GCC 82-84).

2. To adopt a new basis for determining the annual payment by the Review and Herald Publishing Association to the General Conference for the support of the Adventist Review staff:

a. For year 1983: A payment of \$160,000. (The total cost of the Adventist Review staff for 1983 will be approximately \$290,000. The General Conference subsidy of \$130,000 will cover the difference.)

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b. For years subsequent to 1983: The annual payment shall be increased as of the date and by the percentage increase in the North American Division Remuneration Factor.

CA/GCC to SEC

COMMITTEE ON APPOINTEES

VOTED, To approve the following report of the Committee on Appointees:

Calls and Transfers Between Divisions

Chapman, Chris B (Aust Div)--Relief Dentist, SDA Dental Service, Karachi, Pakistan, Southern Asia Division, 1 year, Special Service basis

de la Cruz, A J & D L (Far East)--Physicians, Kendu Adventist Hospital, Kenya, Eastern Africa Division

Drysdale, Lorna (No Eur Div)--Office Secretary, Africa-Indian Ocean Division office, Ivory Coast

Geron, Jean-Marie (Euro-Afr Div)--President, Chad Mission, Africa-Indian Ocean Division

Grisier, Michael (Euro-Afr Div)--Editor/Translator, Cent Afr Publishing House, Cameroun, Africa-Indian Ocean Division

Manners, Don & Robyn (Aust Div)--Teacher & Nursing School Dean of Girls respectively, Karachi Hospital, Pakistan, Southern Asia Division

Neylon, Mr (No Eur Div)--Builder, Adv Girls' Vocational Institute, Ghana, Africa-Indian Ocean Division, 1 year, AVSC basis

Sangona, Madeleine (Euro-Afr Div)--Office Secretary, Africa-Indian Ocean Division office, Ivory Coast

FREx/GCC to WLM

EXCHANGE RATE ADJUSTMENTS

VOTED, To approve the following adjustments in fixed rates of exchange, effective January 1, 1984:

<u>Division</u>	<u>Symbol</u>	<u>Local Currency Units Per US\$</u>	<u>US \$ Per Local Currency Units</u>
Africa-Indian Ocean Ivory Coast	CFA	420.00	.0023810
Euro-Africa France	Fr	8.40	.1190476

Southern Asia			
India	Rs	10.55	.0947867
Trans-Africa			
Zimbabwe	\$Z	1.11	.9009009

RetirePlan/GCC to GHC

HOSPITAL RETIREMENT PLAN AMENDMENTS

VOTED, To approve the following certificate of amendment to the Hospital Retirement Plan:

AMENDMENT #7

I hereby certify that, on December 29, 1983, the Executive Committee of the General Conference of Seventh-day Adventists adopted the following resolution:

"WHEREAS, on September 25, 1980, the General Conference of Seventh-day Adventists, on its own behalf and on behalf of certain employers, adopted the Seventh-day Adventist Hospital Retirement Plan, and on February 26, 1981, August 6, 1981, May 13, 1982, May 13, 1982, May 27, 1982, and February 17, 1983, adopted Amendments #1, #2, #3, #4, #5 and #6 to that Plan; and

"WHEREAS, the General Conference of Seventh-day Adventists finds it desirable to make an amendment to that Plan as adopted and heretofore amended, it is hereby

"RESOLVED, that the General Conference of Seventh-day Adventists, pursuant to Section 8.1 of the Plan, on its own behalf and on behalf of the employers set forth in Exhibits A and B hereto, hereby adopts the following amendments to the Seventh-day Adventist Hospital Retirement Plan, such amendment to become effective as of January 1, 1981:

"A new Article 13 shall be added to the Plan as follows:

"Article 13

"Rate Factor for Employment by
Sherwood Park Nursing Home

"Notwithstanding Section 1.1 hereof, where a Participant was an Employee of Sherwood Park Nursing Home at the close of a calendar year, his Rate Factor for that year shall be the sum (rounded to the nearest one-hundredth of one percent) of seven-tenths of one percent (0.70%), plus the product of six-tenths of one percent (0.60%) multiplied by a fraction:

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"(a) Whose numerator is the excess, if any, of the Participant's hourly rate of remuneration paid by Sherwood Park Nursing Home at the close of such calendar year, over the minimum hourly rate of remuneration paid at the close of such calendar year by Sherwood Park Nursing Home; and

"(b) Whose denominator is the excess of the hourly rate of remuneration paid by Sherwood Park Nursing Home at the close of such calendar year to the nursing home administrator, over the minimum hourly rate of remuneration paid at the close of such calendar year by Sherwood Park Nursing Home."

"Section 3.4 (c) (1) (B) shall be amended in its entirety to read as follows:

"(B) The greater of twenty (20), or the Participant's years of Service Credit determined as of his Retirement Benefit Starting Date (provided, however, that, beginning with the month in which a Participant with less than thirty (30) years of Service Credit as of his Retirement Benefit Starting Date attains age sixty-five (65), the years of Service Credit under this (B) with respect to such Participant shall be the lesser of (i) thirty (30), or (ii) the sum of such Participant's years of Service Credit determined as of his Retirement Benefit Starting Date, plus fifty percent (50%) of a year of Service Credit for each twelve (12) months (prior to his attaining age sixty-five (65) during which he met the requirements of (a) above; and"

"The following sentence shall be added at the end of Section 3.9 (g):

"A Spouse Allowance shall not be paid during such time as a spouse otherwise entitled to a Spouse Allowance under (b), (c), or (d) above is employed an average of at least twenty (20) hours per week."

"1. Section 1.15 shall be amended by adding, at the end of the second sentence thereof, the following: ', and the earlier of such dates shall be considered as the Participant's Retirement Benefit Starting Date for purposes of this Section 1.15 only'.

"2. Section 3.7 (a) shall be amended by adding, after the words 'while in Employment,' the following: ', or if a Participant receiving a Retirement Benefit under Section 3.4 hereof dies before the earlier of

his Normal Retirement Date or the first date on which he would qualify for an Early Retirement Benefit under Section 3.3 (a) hereof,'

"3. Section 3.8 (a) shall be amended by adding after the words 'at least five (5) years of Service Credit,' the following: ', or the death of a Participant receiving a Retirement Benefit under Section 3.4 hereof before the earlier of his Normal Retirement Date or the first date on which he would qualify for an Early Retirement Benefit under Section 3.3 (a) hereof,'

"4. Section 4.1 shall be amended as follows:

"a. Section 4.1 (a) shall be amended by deleting the term '3.4,' by changing the reference to '(b) below' to '(c) below,' and by deleting the word 'and' at the end thereof.

"b. Section 4.1 (b) shall be redesignated as Section 4.1 (c)

"c. There shall be added a new Section 4.1(b), as follows:

"(b) In the case of a Retirement Benefit under Section 3.4 hereof, if, at the earlier of the Participant's Normal Retirement Date or the first date on which he would qualify for an Early Retirement Benefit under Section 3.3 (a) hereof, the Participant has a spouse to whom he has been married throughout the immediately preceding period of one (1) year, such Retirement Benefit shall be paid, from and after such time, in the form of a Joint & Survivor Annuity, unless the Participant has elected otherwise pursuant to Section 4.2 hereof, or unless (c) below is applicable; and'

"5. Section 11.2 (b) shall be amended by adding at the end thereof: 'or a Retirement Benefit under Section 3.7 or 3.8 hereof.'

"6. Section 11.2 (c) shall be amended in its entirety as follows:

(c) "Eligible spouse" shall mean either

"(1) The spouse of a Participant, which Participant is receiving a Retirement Benefit in the form of a Joint and Survivor Annuity; or

"(2) The spouse of a Participant, which Participant is receiving a Disability Retirement Benefit under Section 3.4 hereof, until such time as such Participant reaches his Normal Retirement Date or, if he has at least

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thirty-five (35) years of Service Credit, until the first day of the month in which such Participant attains age sixty-two (62), but only if such spouse is not employed for an average of at least thirty (30) hours per week or on the basis of an annual employment contract normally considered full-time."

"Section 1.9 shall be amended in its entirety to provide as follows:

'Section 1.9. "Effective Date" shall mean January 1, 1981, or, with respect to a particular Participating Employer whose participation in the Plan begins at a later date, such later date.'

"1. The introductory clause of Section 3.7 shall be amended to provide as follows: '(a) If a Participant dies before beginning to receive a Retirement Benefit, or if a Participant receiving a Retirement Benefit under Section 3.4 hereof dies before the earlier of his Normal Retirement Date or the first date on which he would qualify for an Early Retirement Benefit under Section 3.3 (a) hereof, his surviving spouse (including a former spouse) shall be entitled to a Surviving Spouse Benefit (beginning at the time specified in (d) below) if:'

"2. Section 3.7 (a) (2) (C) shall be amended in its entirety to provide as follows: '(C) Such spouse has at least ten (10) years of Shared Service with the Participant, such spouse is at least fifty-five (55) years of age at the time of the Participant's death, and the Participant died while in employment.'

"3. The first sentence of Section 3.7 (d) shall be amended by inserting after the words 'however, that,' the words 'if the Participant died while in Employment, and'."

"There shall be added to section 3.14 a new subsection (i) to provide as follows:

"(i) In addition to other limitations set forth in the Plan and notwithstanding any other provisions of the Plan, the accrued benefit, including the right to any optional benefit provided in the Plan (and all other defined benefit plans required to be aggregated with this Plan under the provisions of section 415 of the Internal Revenue Code of 1954), shall not increase to an amount in excess of the amount permitted under section 415 of the Internal Revenue Code of 1954 as amended by the Tax Equity and Fiscal Responsibility Act of 1982."

"1. Section 1.24 (c) shall be amended by substituting the words 'sixty-five (65)' for the words 'sixty-eight (68),' effective November 1, 1983.

"2. Section 11.2 (h) (6) shall be amended by adding the words '(or would be an approved charge but for the fact that the Pensioner was outside his home country)' after the words 'approved charge.'

"3. Section 11.3 (b) shall be amended in its entirety to read as follows:

"(b) Hospitalization Expense Reimbursement.

In addition to Medical Benefits under (a) above, a Pensioner shall receive a Medical Benefit equal to fifteen percent (15%) of that portion of his Medical Expenses for a Reimbursement Year consisting of his Hospitalization Expenses, and, if in any Reimbursement Year the sum of (i) his Medical Expenses consisting of Hospitalization Expenses, (ii) that portion of any approved charge under Medicare Medical Insurance not reimbursable under Medicare Medical Insurance that would be a Hospitalization Expense but for Section 11.2 (h) (6) and (iii) any amount that would be a Hospitalization Expense but for Section 11.2 (h) (7), exceeds the Pension Factor determined as of the end of the Reimbursement Year, he shall receive an additional Medical Benefit equal to ten percent (10%) of such excess."

By _____
G Ralph Thompson, Secretary

ATTEST:

Adjourned

W R Leshar, Chairman
B E Jacobs, Secretary
Martha Horn, Recording Secretary