

ANNUAL COUNCIL OF THE
GENERAL CONFERENCE EXECUTIVE COMMITTEE

October 1, 1999, 8:00 a.m.

DEVOTIONAL MESSAGE

The devotional message entitled "Indicators of the End Time—Certainty of the Imminence" was presented by Jonathan Gallagher, Associate Director of the Communication Department. Scripture texts are taken from the New International Version.

"The year one thousand nine hundred and ninety-nine and the seventh month a great frightening king will come from the sky"—*Nostradamus: Prophecies*, Volume 3, Chapter 27.

Today we are in the tenth month of the year one thousand nine hundred and ninety-nine. Sixteenth-century prophet Nostradamus, credited by his believers with predicting both World Wars as well as Napoleon and Hitler, is unarguably wrong!

So much for Nostradamus!

And all the rest! For as we approach the end of the millennium, such supposed prophets are having a field day. There are prophecies of doom, of earthquakes, and tidal waves, and epidemics, and alien invasion, and comet encounters, and nuclear disasters . . .

Taking a look over their shoulders, futurologists remind us of what happened last time the numbers of the cosmic clock clicked over in the year 999. The usual wars and famines that stalked Europe became signs of the end. On December 31 the churches were packed. People even confessed to sins they hadn't committed. The superstitious trembled in terror. As the bells chimed midnight, some fell to the ground stone-dead, killed by fear. Why?

Because in the minds of the common people the approach of the next millennium spelled the last judgment. Visions of horrific destruction filled the popular imagination. The end was really nigh. So what of 1999?

Not many people are rushing into the churches these days, but the doomsayers are out in force. I took a look at current prophecies—it is enough to overload your mind.

End-time Prophets?

Over the last couple of years, the following scenarios and dates have been predicted. Listen to just a few of the prophets out there:

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January 8, 1998: Heide Fittkau-Garthe predicts the world will end, but she and her followers will commit suicide and be spiritually raptured away by spacecraft from Mt Teide on Tenerife in the Canary Islands. Spanish police raided the Isis Holistic Center and jailed Heide for attempted murder.

February 26, 1998: Edgar Cayce predicts a new magnetic pole will appear on earth and cause destruction through earthquakes and tidal waves.

March 31, 1998: Taiwanese God's Salvation Church, under the leadership of Hoh Ming Chen, moves to Garland, Texas to await the end on this date. God is to announce His coming on cable channel 18.

May 31, 1998: Two prophets claim this date. Jack W Langford says this will be the date for the apocalypse, based on his calculations from Jewish Sabbaths and feast days, together with church festivals and assorted Bible quotes. When the day passes, he just says it will be coming real soon now. Marilyn Agee in a book called *The End of the Age*, identified this date based on the 6,000-year age of the earth and the 50th anniversary of the modern state of Israel. When the day passed she set another date—in a week's time

June 7, 1998: Marilyn Agee set another date

June 14, 1998: Marilyn Agee set yet another date

June 21, 1998: Marilyn Agee set even yet another date.

June 20, 1998: "Dr" Samuel Doctorian announces this will be the day of a biblically-based end with pestilence, famine, fire, flood, and earthquake.

October 10, 1998: The Concerned Christians, a group from Denver, leave town when leader Monte Kim Miller announces that the city will be destroyed in an earthquake. They travel to Israel, where they are arrested and deported for allegedly planning violent acts on the Temple Mount in Jerusalem. Miller is not among them.

November 1998: Natalia de Lemeny-Makedonova, in her book *Eternal Laws - New Mankind - Spiritual Transformation*, says this is the date for the birth of Immanuel in His second coming. This event is to be associated with negative impact upon most life on earth.

1998-2001: Gordon-Michael Scallion says the end of the world begins in 1998 with Japan sinking and the western United States hit with earthquakes. A new golden age is to begin on the bits of the earth left.

1999: Byron Kirkwood predicts a shift of the earth's axis will result in the deaths of two thirds of the planet's population. The faithful will survive until a spacecraft arrives to rescue them.

1999: Jack Van Impe, who calls himself The Walking Bible, predicts that doomsday will happen this year, though the faithful were already raptured in 1992. He offers a video to help prepare for the coming disasters that include World War III.

1999: The surviving members of the Solar Temple say the end is this year, and plan to travel to Jerusalem to be ready.

1999: The Taiwanese God's Salvation Church group revise their date-setting and now say that nuclear war will devastate the planet, and that the already identified Jesus of the East (a nine year old boy) must meet up with the Jesus of the West. This latter "Jesus" must have been born in 1969 in Vancouver, Canada, and look like Abraham Lincoln.

1999: Jeane Dixon says an Asian Antichrist will be taking power to usher in the end.

1999: Charles Berlitz wrote *Doomsday 1999* in 1981, based on legends and visions and UFO's.

1999: George Curle, an evangelist, predicts that Antichrist will appear this year and Christ will return.

1999: Orville T Gordon says a UFO will come this year and collect all the members of his Outer Dimensional Forces before a worldwide flood destroys everyone else.

1999: Nelly Hurtado, who claims direct communication with the Virgin Mary, says that she has been told about the coming of a deadly comet, World War III, and an amazing miracle—all to happen between now and 2000.

January 20 to February 14, 1999: "Dr" Morris Plummer says a source at NASA told him about a 20-mile diameter asteroid that would hit the earth on Valentine's day. Also, he was told that the rock would look like the face of Satan.

March 1999: Surviving Branch Davidians announce the end of the world for this month.

May 23, 1999: Marilyn Agee prophesies the end of the world—for at least the fifth time.

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July 7, 1999: Eileen Lakes says an alien race is to shift the earth's poles and send the planet off at right angles. The basis for her prediction is the Bible, a study of the Egyptian pyramids, and the thoughts of the New Age. Apparently the earth is to be seen as a massive baptismal font.

July 1999: Ed Dames says that, based on remote viewing, a huge solar flare will kill millions and an Israeli leader will be killed by three Iranian hit-men. This will begin World War III.

July 1999: The Taiwanese God's Salvation Church, now based in Garland, Texas, also says World War III begins this month and that a UFO will collect them from Miller, Indiana.

July 1999: Nostradamus predicts the arrival of the great and terrible king from the sky.

July 26, 1999, 5:00 p.m. Tokyo Time. Akio Cho, believer in Nostradamus's prophecy, says this is the final end. This parallels Tsutomu Goto who wrote a book in 1974, *Nostradamus's Great Prophecies: The Obliteration of Mankind in 1999*. In such a milieu groups as Aum Shinri Kyo and Kofuku no Kagaku have flourished.

August 6, 1999: The Branch Davidians claim that David Koresh will rise from the dead as judge of the world.

August 11, 1999: Some claim that since Nostradamus would have been using the Julian calendar, then this is the date of the end. Add to this the solar eclipse, and *Sun* magazine has World War III starting. In fact, a tornado touched down in Salt Lake City which some took to be the fulfillment of this prophecy instead.

August 1999: A Vietnamese group calling themselves Universal and Human Energy, or Spirituality, Humanity, Yoga, predict the world will end this month.

August 18, 1999: Charles Criswell King, a psychic, made a prediction in 1968 that the world would end this day. In his own words: "The world as we know it will cease to exist . . . on August 18, 1999. . . . We will cease to exist before the year 2000! . . . And if you and I meet each other on the street that fateful day, August 18, 1999, and we chat about what we will do on the morrow, we will open our mouths to speak and no words will come out, for we have no future."

September 2 or 3, 1999: Leader of the Japanese group Aum Shinri Kyo, Shoko Asahara tells his followers the world will end this month. He communicates from prison where he is being held on murder charges relating to the gas attack on the Tokyo subway.

September 9, 1999: World computer meltdown is predicted on the day 9-9-99. (I am actually writing this on my computer on this day.)

September 11, 1999: Philip Berg of the Kabbalah Learning Center says a huge fireball will hit the earth on this date, and only by being purified by following his teachings can salvation be achieved.

September 11, 1999: Bonnie Gaunt says she has worked out the date of the rapture to be this day. Others, including her two grown sons, will be left behind to burn in eternal hellfire.

September 1999: Stefan Paulus, another Nostradamus aficionado, says this month is the end, complete with a meteor strike on earth, hurricanes, tidal waves, droughts, World War III, and a Middle Eastern Antichrist.

October 1999: Toshio Hiji from Japan says Nostradamus predicted an alien invasion this month.

October 22, 1999: Edgar Cayce says a polar shift will accompany fire, flood, famine, earthquakes, and erupting volcanoes as the end of the world. (This is the 155th anniversary of the Great Disappointment).

Late 1999: Ruth Montgomery, psychic and New Age prophet, predicts earthquakes, tidal waves, fires, flood, drought, famine, pestilence, war, anarchy, astral bombardment, and polar shifts. Aliens who become superheroes arrive in spacecrafts to rescue the spiritually prepared.

Late 1999: Father Alexander McKenna allegedly claims communication from the Virgin Mary at Fatima on imminent global nuclear annihilation, environmental disaster, and the satanic infiltration of the Catholic Church.

Late 1999: Japanese group Sukyo Mahikari mixes various religious themes to predict the end of the world before the end of the year.

Late 1999: Serghei Torpo, Russian prophet and former traffic cop, claims to be Jesus Christ and has changed his name to Vissarion. The end is around 2000, and if people do not believe in him he will release a lethal virus to kill everyone except his followers.

December 19, 1999: Dotson Meade says this is the date of the end based on his studies of the Dead Sea Scrolls.

1999–2004: James Harmston, a former Mormon, claims to be a reincarnation of Joseph Smith and predicts the end in the next five years.

1999–2000: R G Stair claims the title of Last Prophet of God and lives on a farm in South Carolina. In his own words: “If the Lord God Almighty does not make a major move before the year 2000, I’ll tell God to ‘go to Hell.’”

2000: Charles Taylor predicts Armageddon this year.

2000: The Reverend Sun Myung Moon predicts the arrival of the kingdom of heaven on earth.

2000: Hal Lindsey in his book *Planet Earth—2000*, points towards this year as the time of Armageddon, but with contingencies up to 2048.

2000: Lester Sumrall, author of *88 Reasons the Rapture Will Be In ‘88*, and who released a follow-up called *89 Reasons The Rapture Will Be in ‘89*, now issues *I Predict 2000 A.D.*

2000: Gwen Shaw, leader of the End-Time Handmaidens, promises the end before the arrival of the turn of the millennium.

2000: Petrus Olivi, a Franciscan monk, identified the year 2000 as the day of judgment way back in 1297.

2000: Sir Isaac Newton identifies the date of the apocalypse as the year 2000, based on his study of the Bible’s seventy-week prophecy.

2000: Jonathan Edwards, eighteenth century Protestant minister, indicates the year 2000 as the end. He also identified 1866 as the date of the fall of the papacy.

2000: Michael Drosnin, author of *The Bible Code*, concludes that the world may reach a radioactive end in 2000 or 2006.

... and more!

Why do I list so many of these predictions? Because it seems to me important to establish the *volume* and *extent* of these supposed prophecies, some coming from less than bizarre sources. When we as a Church become aware of the wide-ranging and pervasive nature of such ideas, it forces us to reflect on our own message.

How Different are We?

How different do we appear to those outside of our Church? Is there not a danger that our prophetic message can be confused with all these other prophecies? In fact, one of the major signs of the times is surely that there are so many other voices claiming to speak with the spirit of prophecy and identify the future.

What of our historic focus on the signs of the times? How can we differentiate ourselves from the date-setters and the prophets of doom? How do we make our future emphasis a valid perspective, not one that will be dismissed as just another oddball religion?

Think about it. Our history is rooted in the Millerite movement. Based on William Miller's calculations of Daniel, he ended up with a date: 1843-44. After the failure of the date, Hiram Edson got a vision which explained the situation while he was walking through a cornfield.

If you had been bombarded with what I have just presented, how different would such a prophetic message seem? While we cannot control the oddball prophets of today's world, we do need to make sure our message is as credible and relevant as possible. And before someone accuses me of unbelief—not so! This is just an appeal for an awareness of the contemporary world.

I too have been guilty of using the odd and the peculiar. At an evangelistic series just north of London, the local pastor had decided on novel titles for a rather traditional program. Daniel 2 became "The Truth about the Amazing Metal Man," creation became "Adam's Mother's Birthday," and so on. My assigned topic was the Sabbath, transformed into "The Mysterious Number Seven."

One of the guests came up to me before the lecture. "Oh, I'm so excited to be here to find out about the mysterious number seven," he gushed. "For me, it's always been number 6 which has been so special and lucky. Now you're telling me it's seven."

I groaned inwardly at the thought and realized he was going to be terribly disappointed. Needless to say, we never saw him again.

So in our presentations, let us avoid the traps. For example, let us refuse the almost over-mastering temptation to suggest some kind of date. Some of our evangelists verge on date setting. I see the year 2000 appearing in our evangelistic advertising. Is this wise, bearing in mind the current situation?

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Ellen White comments: "The shortness of time is frequently urged as an incentive for seeking righteousness and making Christ our friend. This should not be the great motive with us; for it savors of selfishness. Is it necessary that the terrors of the day of God should be held before us, that we may be compelled to right action through fear? It ought not to be so."—LHU 98

Let us also remember that the failure of millennial speculation will prejudice the world against belief in the second advent, just as the Millerite movement prejudiced the world with the failure of the 1844 date. The enemy of truth would surely be happy to present the second advent as part of the beliefs of weird and troublesome sects—beliefs to be rejected and denied.

The delay in the Advent is dealt with elsewhere. However, as we present the soon coming and the signs, we must also look back and learn.

Note this: "We have been preaching for more than 125 years that Jesus will come soon, and He hasn't yet come.

"Some have become discouraged waiting. Others, even though they are still in the church, have lost that first love for the blessed hope. They are not sure that Jesus will ever return.

"What is your attitude? How is your faith? Are you tired of waiting?

"We need to maintain the faith and confidence of our pioneers in this blessed hope." M.S. Nigri, *Review and Herald*, February 20, 1975, p 8.

Another sign: "the love of many will grow cold."

Though we have not officially set any dates, can we so easily deny the charge of "crying wolf"?

How do we continue to stress the imminence of the Advent without appealing to the sensationalistic?

What of the historic signs? How do they relate to today? Are they relevant? Can we honestly and with conviction say that signs we have to look up in history books are present truth for the 21st century? I would point you to some of the illustrations in our books on prophecy. We can all smile at pictures of "the nation's airy navies" in which biplanes attack each other; of wondrous proclamations that trains can now run at over 100 miles per hour.

Are we not in danger of pleading guilty to the charge of re-inventing the signs for each generation? And talking about generation: what about that statement that indicated the generation that saw the signs (as defined ultimately as the falling of the stars in 1833) would live to see Christ come? More on that in my second presentation.

I personally am not about to abandon the signs of the times. In fact, I see them about us with ever-increasing urgency. But we need to be credible; our message must not be a cartoon of the truth.

Another Look at the Signs

Let us go back to the Bible and re-discover the signs; what they are for, and what they are not. Because we need to be closer to our true historic perspective, the signs we are looking for should be those that clearly reflect the issues in the great controversy. Otherwise, why should our signs be more credible than those of others?

It is time to take another look at Matthew 24:3-44, in the light of our day.

Verse 3: "As Jesus was sitting on the Mount of Olives, the disciples came to him privately. 'Tell us,' they said, 'when will this happen, and what will be the sign of your coming and of the end of the age?'"

How much better it would have been if the disciples had not asked a double question! The conflation of the second advent with the destruction of Jerusalem should make us wise in answering the sign question.

Verse 4: "Jesus answered: 'Watch out that no one deceives you.'"

This is the pre-eminent warning when it comes to sign-identification. We have seen enough of the false prophets in the earlier part of this presentation! Deception is definitely with us today, and you could even argue that this is the clearest sign!

It is easy to get too involved in working out each sign so specifically that you get it wrong. Some people have believed that some event *proved* Christ would come within a certain time, and then they were totally devastated when what they thought was a definite sign turned out to be wrong. So tread carefully, says Jesus, and don't believe every hare-brained scheme people may invent.

Verse 5: "For many will come in my name, claiming, 'I am the Christ,' and will deceive many."

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This is a very definite sign of the times. While there have been many throughout history who claim to be Christ, surely there are the greatest number today. I receive an e-mail message from someone claiming to be Jesus Christ nearly every week. These false christs, and those who claim He comes in secret, are a sign that Jesus himself will come soon, says the real Jesus. (See also verses 24-26.)

Verse 6: "You will hear of wars and rumors of wars, but see to it that you are not alarmed. Such things must happen, but the end is still to come."

Wars and rumors of wars are non-signs. While increased violence concerns us, Jesus does not say that wars of themselves are signs. Interesting.

Verses 7, 8: "Nation will rise against nation, and kingdom against kingdom. There will be famines and earthquakes in various places. All these are the beginning of birth pains."

Even the famines and earthquakes, as well as the international conflicts mentioned, are not equated with signs of imminence. They are just the beginning, says Jesus. In fact, these signs are given less space than the more spiritual signs that follow.

Verses 9-13: "Then you will be handed over to be persecuted and put to death, and you will be hated by all nations because of me. At that time many will turn away from the faith and will betray and hate each other, and many false prophets will appear and deceive many people. Because of the increase of wickedness, the love of most will grow cold, but he who stands firm to the end will be saved."

The spiritual famine and the increase in evil are given more attention by Jesus, and this should give us pause for thought. While it is always difficult to quantify aspects of spirituality, such signs in today's world are clearly evident. The widespread falling away from spiritual values and commitment to moral and ethical principles could be deemed more relevant than falling stars.

Are these things happening in the world today? What is the evidence? Indicators include: increasing crime, collapse of marriage and family, pornography, and persecution of Christians in totalitarian countries. False prophets of the modern world are: materialism, secularism, and humanism.

Verse 14: "And this gospel of the kingdom will be preached in the whole world as a testimony to all nations, and then the end will come."

Global evangelism highlights this polarization in the modern world, and the trend can only increase. Modern tools mean that communication is ever more able to reach every being on this planet. The question is, who is listening? Yet the widening availability of the message of the gospel, in ways that would amaze the first apostles, must catch our attention as part of the fulfilling signs. Today the gospel is being preached in more countries than ever before.

Verses 29, 30: "Immediately after the distress of those days "the sun will be darkened, and the moon will not give its light; the stars will fall from the sky, and the heavenly bodies will be shaken." At that time the sign of the Son of Man will appear in the sky, and all the nations of the earth will mourn. They will see the Son of Man coming on the clouds of the sky, with power and great glory."

This is an awesome description of the coming of Christ, preceded by these catastrophic signs. Now some may say they will wait until they see them before deciding, but they may be too late if they do; for the 'sign of the Son of Man' that appears in the sky may indeed be the actual coming of Jesus Himself, by which time there is no more time!

Verses 31-39: "And he will send his angels with a loud trumpet call, and they will gather his elect from the four winds, from one end of the heavens to the other. Now learn this lesson from the fig tree: As soon as its twigs get tender and its leaves come out, you know that summer is near. Even so, when you see all these things, you know that it is near, right at the door. I tell you the truth, this generation will certainly not pass away until all these things have happened. Heaven and earth will pass away, but my words will never pass away. No one knows about that day or hour, not even the angels in heaven, nor the Son, but only the Father. As it was in the days of Noah, so it will be at the coming of the Son of Man. For in the days before the flood, people were eating and drinking, marrying and giving in marriage, up to the day Noah entered the ark; and they knew nothing about what would happen until the flood came and took them all away. That is how it will be at the coming of the Son of Man."

How many of this world's population really *care* about God, or about living honestly and rightly? The modern trend is to look after number one; hit the other guy before he hits you; grab what you can while you can; get what you want by all means. This is the advanced modern religion of total selfishness and greed, with no concern for others at all. (See 2 Tim 3:1-4.)

Verses 42-44: "Therefore keep watch, because you do not know on what day your Lord will come. But understand this: If the owner of the house had known at what time of night the thief was coming, he would have kept watch and would not have let his house be broken into. So you also must be ready, because the Son of Man will come at an hour when you do not expect him."

Summary—Jesus' Signs:

1. The scale of atheism, persecution and false religion
2. The expansion of Christian witness
3. The moral state of the world
4. The final world-shaking, visible signs

We can point to signs in history, society, the environment, conditions in the world, events in the religious world (e.g. the Pope's *Dies Domini*), ecumenical trends: Lutherans and Catholics, Lutherans and Episcopalians, Episcopalians and Catholics. Some point to the recent hurricanes and earthquakes. Yes, the earth is waxing old like a garment, but the most important signs are those that reveal the end of the great controversy.

For in the end, whatever the perspective on the signs, they are not delimitations of time, but reminders of God's future. As Augustine remarked, "The last day is hidden so every day may be regarded." It is not a question of when, though that is always the burning question for us!

Sakae Kubo comments: "Our readiness must not depend on the imminence of Christ's return but on its reality in our own experience."—Sakae Kubo, *God Meets Man* (Nashville, TN: Southern Publishing Association, 1978), 107.

The signs all around us only reconfirm what we already know, and the great message of hope that is our happy responsibility to share with the world.

The importance of the Second Advent doctrine to Seventh-day Adventists cannot be overemphasized. It is in truth a life-or-death matter to our movement. "Seventh-day Adventists are irrevocably committed to belief in, and proclamation of, the imminent second coming of Christ. Should we for any reason whatever repudiate this truth, or cease to proclaim it with sincerity, we would destroy ourselves. Openly or secretly to deny the nearness of our Lord's return would be to invite the disintegration of our cause.

"The great second Advent movement was founded upon the conviction, resolutely and uncompromisingly held by our pioneers, that the long-anticipated return of Christ was near at hand. Without this conviction there would have been no Seventh-day Adventists nor any Seventh-day Adventist movement.

"In other words, we were Adventists before we had an organization. We were Adventists before we owned any property. We were Adventists before we adopted the tithing system. We

were Adventists before we had anything to do with food reform, or dress reform, or any other reform.

“Belief in the imminent second coming of Christ is the reason for, and basis of, our existence. . . . If we do not believe that Christ’s second coming is nigh at hand, we do not belong to the Advent movement. Furthermore, if we no longer hold this belief we have no business here today.”—Arthur S Maxwell, “The Imminence of Christ’s Second Coming” in *Our Firm Foundation* [a record of a Bible Conference]; Washington DC: Review and Herald Publishing Association, 1953, pp 186, 187.

“Living power must attend the message of Christ’s second coming in the clouds of heaven. . . . The message for this time is positive, simple, and of the deepest importance. We must act like men and women who believe. . . . Waiting, watching, working, praying, warning the world—this is our work.”—Ellen G White, Letter 150, 1902, MS 844.

Matthew A Bediako called the sixth business session of the 1999 Annual Council to order.

Kenneth J Mittleider, a General Vice President of the General Conference prior to his retirement, opened the business session with prayer.

TRE/GC&DivPre99AC/99AC to REL(DIV)

274-99G ANNUAL COUNCIL - 2001—VENUE

VOTED, To approve Jakarta, Indonesia as the venue for the 2001 Annual Council.

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OGC/PolRev&Dev/ADCOM/GC&DivSec99AC/ADCOM/99AC to AHT(DIV)

242-99Gb ACCESS TO PERSONNEL INFORMATION AND
PLACING INTERORGANIZATIONAL CALLS - POLICY
AMENDMENT

VOTED, To amend GC B 75, Access to Personnel Information and Placing
Interorganizational Calls, to read as follows:

B-75 B 150 Access to Personnel Information and Placing
Interorganizational Calls

~~B-75-05 B 150 05~~ Access Within Access to Personnel Information and Placing Calls
Within Area of Administrative Responsibility—A denominational organization shall be
authorized to access personnel information or place calls for personnel serving within its own
area of administrative responsibility. ~~responsibility including any or all of its subsidiary~~
~~organizations. Direct accessing of information or the direct placing of calls shall not be permitted~~
~~if it crosses any organizational lines excluded in the above provision but shall follow the~~
~~procedure outlined in B-75-10 below.~~

~~B-75-10 B 150 10~~ Access to Placing Calls With Other Areas of Administrative
Responsibility—A denominational organization which wishes to ~~access personnel information or~~
place calls outside its own area of administrative responsibility shall do so by referring its request
through the regular channels up to the first organizational level that includes, as one of its
subsidiaries, the organization with which it wishes to ~~access for information~~ place the call (~~see~~
~~also GC-E-35~~). (see also E 45). Only by following this procedure shall any organization ~~access~~
~~information or~~ place a call outside its own area of administrative responsibility.

ADCOM/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to
AHT(DIV)

244-99Ga UNAUTHORIZED USE (SEVENTH-DAY ADVENTIST
TRADEMARK POLICY) - POLICY AMENDMENT

VOTED, To amend GC B 80 20, Unauthorized Use (Seventh-day Adventist Trademark
Policy), to read as follows:

~~B-80-20 B 155 25~~ Unauthorized Use—It shall be the responsibility of the ~~Office of~~
~~General Counsel~~ divisions to monitor and review any unauthorized use of ~~the trademark~~;

trademarks registered in the name of the General Conference Corporation. In the event that a registered trademark or name is being used without authority, the division shall initiate the Trademark Protection Procedures outlined in B 155 50 in order including recommendations to the General Conference Corporation with respect to any legal or other action that should be taken to protect the proprietary interests of the Church as well as its good name. Approval by the General Conference Corporation through the General Conference Administrative Committee shall be obtained prior to the implementation of any legal action.

NADO/ADCOM/ADCOM/PolRev&Dev/ADCOM/PolRev&Dev/ADCOM/GC&DivSec99AC/
GC&DivTre99AC/GCDO99AC/99AC to AHT(DIV)

244-99Gb TRADEMARK PROTECTION PROCEDURES
(SEVENTH-DAY ADVENTIST TRADEMARK POLICY) -
POLICY ADDITION

VOTED, To add a new section, GC B 155 50, Trademark Protection Procedures
(Seventh-day Adventist Trademark Policy), to read as follows:

B 155 50 Trademark Protection Procedures—It is the responsibility of every organizational entity, at all levels of the Seventh-day Adventist Church, to exercise protection of the Seventh-day Adventist name. Any unauthorized use of the name (see B 155 05) shall be reported to the officers of the appropriate division and counsel taken regarding steps to be followed. If a simple remedy is not successful in correcting the misuse, and the appropriate church committee/board subsequently takes action approving a course that will lead to litigation, if necessary, the following steps shall be taken:

1. When the trademark interests in the Seventh-day Adventist name are threatened in a division, the division officers shall consult with the local conferences/missions, union conferences/missions, and/or institutions affected. After appropriate consultation, the division administrative committee shall notify the General Conference Administrative Committee and the Office of General Counsel that the division is ready to recommend Trademark Protection Procedures as outlined below. The General Conference Administrative Committee shall recommend to the General Conference Corporation that procedures be authorized which may result in legal action.

2. In all cases approved by the General Conference Corporation, the Trademark Protection Procedures shall include the following steps:

a. A division officer will send (or authorize) a letter asking the church or entity to cease and desist from using the Seventh-day Adventist name and requesting a written response indicating compliance. The letter shall indicate that failure to give this response within 30 days may result in legal proceedings to obtain injunctive relief. A copy of the letter, and the response (if there is one) from the church or entity will be sent to the local conference/mission and union conference/mission presidents and to the General Conference Office of General Counsel.

b. If a letter of compliance is not received in response to the letter sent under 2. a. above within 30 days, a letter will be sent from the General Conference Office of General Counsel asking the church or entity to cease and desist from using the Seventh-day Adventist name and requesting a response. A copy of this letter and the response (if there is one) from the church or entity will be sent to the local conference/mission and union conference/mission presidents and to the appropriate division officer.

c. If a letter of compliance is not received in response to the letter from the General Conference Office of General Counsel within 30 days, a letter will be sent from an attorney who is not a denominational employee stating that the only way to avoid litigation for injunctive relief is to send a letter immediately indicating that the church or entity will cease and desist from using the Seventh-day Adventist name. A copy of this letter and the response (if there is one) from the church or entity will be sent to the local conference/mission and union conference/mission presidents and to the appropriate division officer.

d. If a letter of compliance is not received in response to the letter from the attorney, referred to in paragraph c. above, within 30 days, a final letter will be sent (or authorized) by a division officer, indicating that the church does not wish to initiate legal action, but that this is the final opportunity to comply. The letter will include a further request that the church or entity cease and desist from using the Seventh-day Adventist name, so that the church does not need to go to litigation. A copy of this letter and the response (if there is one) from the church or entity will be sent to the local conference/mission and union conference/mission presidents and to the General Conference Office of General Counsel.

e. If a letter of compliance is not received in response to the final letter sent under 2. d. above within 30 days, the division administrative committee shall request the General Conference Office of General Counsel, through the General Conference Corporation, to authorize the initiation of legal proceedings as provided for in B 155 20.

3. The cost of litigation to protect a trademark shall be carried by the organization initiating such litigation, unless another organization has agreed to carry part or all of the cost.

Such agreement shall be in writing prior to the initiation of litigation and shall be supported by appropriate committee actions.

4. An information packet will be made available to concerned members who question why the Church is taking aggressive steps to protect the trademarked name of the Church. The packet will include:

- A letter from an appropriate General Conference officer.
- A copy of articles on the subject printed in denominational journals.
- A copy of the General Conference *Working Policy* B 155.
- A copy of the filing, if legal action has been initiated.

PolRev&Dev/PolRev&Dev/ADCOM/GCDO99AC/99AC to AHT(DIV)

244-99Gc PROTECTION OF TRADEMARKS - POLICY ADDITION

VOTED, To add a new section, GC B 155 20, Protection of Trademarks, to read as follows:

B 155 20 Protection of Trademarks—The protection of trademarks of the Seventh-day Adventist Church, as registered either by the General Conference Corporation or other Seventh-day Adventist entities, shall be the responsibility of every level of organization within the Church. Whenever an unauthorized use of a trademark is detected, the matter shall be brought to the attention of the division officers.

GCDO99AC/OGC/ADCOM/99AC to AHT(DIV)

244-99Gd AUTHORIZATIONS FOR DIVISIONS (SEVENTH-DAY ADVENTIST TRADEMARK POLICY) - POLICY ADDITION

VOTED, To add a new section, GC B 155 55, Authorizations for Divisions (Seventh-day Adventist Trademark Policy), to read as follows:

B 155 55 Authorizations for Divisions—The General Conference Corporation may authorize divisions with both a corporate basis and expert legal counsel to implement trademark protection procedures in cooperation with the General Conference Office of General Counsel.

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ADRA/Corp/ADCOM/GCDO99AC/99AC to DER(DIV)

248-99G ADVENTIST DEVELOPMENT AND RELIEF AGENCY—
USE OF NAME AND LOGO

VOTED, To advise the world Church that the name and logo of the Adventist Development and Relief Agency are to be limited to official ADRA activities, as defined by the official *Adventist Development and Relief Agency Operations Manual*.

PRE/99AC to RJK

PACIFIC PRESS PUBLISHING ASSOCIATION - REPORT

A video was shown featuring the history and continuing mission of the Pacific Press Publishing Association. Then a packet of materials from the PPPA was given to each of the committee members.

VOTED, To accept the report of the Pacific Press Publishing Association.

At 10:55 a.m. the business session was recessed, and at 11:05 a.m. it was reconvened with prayer offered by Robert L Sweezey, President of Adventist Risk Management.

SEC/PolRev&Dev/ADCOM/GCDO99AC/99AC to AHT(DIV)

255-99G HONORARY CREDENTIALS - POLICY AMENDMENT

VOTED, To amend GC E 10 50, Honorary Credentials, to read as follows:

E 10 50 Honorary Credentials—Interdivision employees, or those who have been in General Conference employ, who, though in good standing, are without employment in denominational work for a period of one year from the time their employment ceased, shall be referred to the union ~~conference~~ conference/mission in which they ~~reside, and honorary reside.~~ Honorary credentials may be issued to them by the union ~~conference~~ conference/mission committee and renewed from time to time at its discretion.

ChM/PolRev&Dev/ADCOM/GCDO99AC/99AC to AHT(DIV)

206-99G CHILDREN'S MINISTRIES—DEPARTMENTAL POLICIES -
NEW POLICY

VOTED, To adopt a new policy, GC FA, Children's Ministries—Departmental Policies,
to read as follows:

FA CHILDREN'S MINISTRIES—
DEPARTMENTAL POLICIES

FA 05 Philosophy

Christ's mandate to feed the lambs (John 21:5) and to let the children come to Him (Mark 10:13,14) commissions the Church to evangelize children and to nurture their spiritual growth toward a lifelong relationship with God and with the Seventh-day Adventist Church. The childhood years provide an unequalled opportunity to bring children to Jesus while they are most open to the gospel (DA 515). These years also provide the foundation for Christian character development (Luke 2:52). "Too much importance cannot be placed upon the early training of children. The lessons learned, the habits formed, during the years of infancy and childhood, have more to do with the formation of the character and the direction of the life than have all the instruction and training of after years."—MH 380

Every adult in the church has the privilege and responsibility to model Christ's love and care and to assist children in building a meaningful foundation for a Seventh-day Adventist Christian viewpoint throughout life. "When Jesus told the disciples not to forbid the children to come to Him, He was speaking to His followers in all ages, to officers of the church, to ministers, helpers, and all Christians."—DA 517 Sympathetic and loving adults can provide meaningful and memorable opportunities for spiritual growth and service. "Unbend from your iron dignity, adapt yourselves to the children's needs, and make them love you. You must win their affection, if you would impress religious truth upon their hearts."—FE 68 By encouraging and respecting the child's individual thought and personal relationship with Christ, a pattern is introduced in childhood that can continue to grow and develop throughout life.

The greatest amount of learning takes place during the early years. Children's minds actively construct meaning as they try to understand the reasons for what they see, hear, and experience. They learn best through interaction and participation which draw on their concerns, energy, and creativity. Learning which engages the total child mentally, physically, socially, and emotionally is strongly supported by the example of God's instructions, Christ's methods of

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teaching, the Spirit of Prophecy, and current research (Deut 6:6-9, Ps 78:4-7, Joel 1:3, Matthew 13, MH 24).

Christ's instruction in Matthew 18:5, 6, and 10 holds the Church accountable for actions, influence, and attitudes relating to children. God is not willing that even one child be lost (vs 14). A church that reflects God's attitude toward children will understand the importance of adult-child interaction and child participation. Prophecy foretells that adult-child bonding will be a major feature of the final message given before Christ's second coming (Mal 4:5, 6). Thus the Church will consider children a high priority and seek ways to involve them in all church activities. Children will then feel included and bonded to the Christian community while they are making their decision for Christ and the Church. Such a strong connection within the Church will protect them during the transition to adulthood and prepare them for future leadership roles.

In response to the divine imperatives, the General Conference Department of Children's Ministries exists to facilitate and coordinate a broadening and deepening of the Church's spiritual nurture of children, our entrusted source of Church growth, in order to draw them into a lifelong redemptive friendship with Christ and commitment to the Seventh-day Adventist Church.

FA 10 Objectives

The Department of Children's Ministries has adopted the following objectives to promote the spiritual, emotional, and intellectual development of children within the church community:

1. To conceptualize for the world Church the theology and methodology of letting the children come to Christ.
2. To educate leaders and church members to recognize the importance of the early years of life when the mind and heart are most open to the gospel, and to teach them how to win the affection of children in order to draw them to Christ and the Church.
3. To encourage the inclusion of children in all programs and activities of the church.
4. To prepare materials that teach parents, teachers, and pastors how to engage children in meaningful Bible learning to equip them to make thoughtful, Spirit-guided decisions now and in future years.
5. To develop, in consultation with the divisions, Christ-centered resource materials for use by church members who provide religious education for children.

6. To mentor and assist division and union children's ministries directors, and to coordinate the sharing of resource materials they develop.
7. To serve as a consultant to church administrators on issues related to religious education of children.
8. To organize and coordinate worldwide programs that involve children and/or their leaders.

FA 15 Areas of Emphasis

The focus of the Department of Children's Ministries is participation. Children who feel included will be drawn to continued involvement in the church community. Therefore, the three main areas of emphasis are:

FA 15 05 Ministry to Adventist Children—For many years the Sabbath School has been the backbone of Seventh-day Adventist ministry to children. Now, with an understanding of the importance of interaction, the need is clear for augmented participation in Christian experience by additional opportunities to strengthen spiritual life in meaningful ways. Providing children with a variety of religious education opportunities gives them a sense of inclusion as valued members of the church family, leads them to Jesus, and teaches them to view life through a Seventh-day Adventist perspective.

FA 15 10 Ministry to Other Children—In every country of the world, the largest unreached group is the children, yet children are the most responsive to the gospel. The Bible makes it clear that God has a special burden for children who are not enfolded in the church family. Outreach to children will have far-reaching results, one of which will be winning parents to Christ.

FA 15 15 Adventist Children Serving Others—Serving others promotes spiritual growth. Creative efforts to involve children in service to others will enhance their spiritual growth and help them establish a pattern of service for life. Additionally, participation increases capabilities and assures children that they are an important part of the church family.

FA 20 Departmental Responsibilities

FA 20 05 Departmental Responsibilities—1. To develop concepts, provide expertise, and produce resources/materials by:

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- a. Interpreting and disseminating research in order to increase the effectiveness of religious instruction,
 - b. Providing a wide range of instructional workshops for Children's Ministries leaders to use in their fields,
 - c. Preparing inexpensive resource materials that leaders worldwide can adapt for use,
 - d. Translating the above materials into nine languages spoken in more than one world division.
2. To coordinate, evaluate, and monitor resources produced by divisions by:
 - a. Gathering and sharing ideas and resource materials among divisions,
 - b. Respecting each division's autonomy to develop and choose appropriate contextualized materials.
3. To evaluate functions and effectiveness of departmental projects at division, union, or local levels by:
 - a. Visiting upon request by the divisions to provide instruction and mentoring,
 - b. Maintaining regular interaction with division Children's Ministries directors,
 - c. Servicing inquiries and requests that come from division Children's Ministries directors.
4. To give leadership and coordination to those programs meriting unified support by:
 - a. Organizing and conducting quinquennial world advisories for Children's Ministries,
 - b. Organizing and overseeing Sabbath services for children at General Conference Sessions, as requested by the General Conference Session Planning Committee,

- c. Finding and providing valuable resource material that is relevant to Children's Ministries,
- d. Collecting data for yearly statistical reports,
- e. Consulting with Church administrators on matters related to Children's Ministries.

FA 25 Departmental Staff and Governance

FA 25 05 Staffing—The Department of Children's Ministries is administered by a director, with associate director(s), as elected by the General Conference Session on the basis of their expertise in working with children, developing learning materials, and educating children's leaders. In their leadership the director and associate(s) will model effective instructional strategies for children and adults.

FA 25 10 Governance—The departmental director and associate director(s) work in harmony with the General Conference administration under the authority of the General Conference Executive Committee. Division Children's Ministries directors participate in long-range planning, constituting a World Advisory Council. Frequent communication between the General Conference leadership and the division directors provides for counsel and intermediate-range planning. Regular staff meetings, with representation from General Conference administration, care for routine decision making and operation of the department.

PARL/PolRev&Dev/ADCOM/GCDO99AC/99AC to AHT(DIV)

178-99G PUBLIC AFFAIRS AND RELIGIOUS LIBERTY— DEPARTMENTAL POLICIES - NEW POLICY

VOTED, To adopt a new policy, GC FL, Public Affairs and Religious Liberty—
Departmental Policies, to read as follows:

FL PUBLIC AFFAIRS AND RELIGIOUS LIBERTY— DEPARTMENTAL POLICIES

FL 05 Statement of Philosophy

The use of force and coercion is inimical to authentic religion. God accepts homage and worship only when they are freely given. While all human rights are of great importance,

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religious liberty is unique and of special significance. It deals not only with the inter-human dimension, but with a person's relationship with God, the Creator. Seventh-day Adventists therefore view religious liberty as the primordial human right that undergirds all human rights.

Separation of church and state offers the best safeguard for religious liberty and is in harmony with Jesus' statement, "Render therefore unto Caesar the things which are Caesar's; and unto God the things that are God's" (Matt 22:21). The Public Affairs and Religious Liberty Department encourages, where feasible, such separation. The Public Affairs and Religious Liberty Department also believes that the union of church and state is a sure formula for discrimination and intolerance and offers a fertile soil for the spread of persecution.

In view of its divinely ordained role, civil government is entitled to respectful and willing obedience, to the extent that civil laws and regulations are not in conflict with God's requirements, for it is necessary "to obey God rather than men" (Acts 5:29).

FL 05 05 Religious Liberty—1. Religious liberty includes the fundamental human right to have, adopt, or change one's religion or religious belief according to conscience and to manifest and practice one's religion individually or in fellowship with other believers, in prayer, devotions, witness, and teaching, including the observance of a weekly day of rest and worship in harmony with the precepts of one's religion, subject to respect for the equivalent rights of others.

2. Religious liberty also includes the right to publish literature, operate church schools at all levels, as well as other institutions, ecclesiastic control of doctrine, polity and appointment of ministers and church officials, without outside interference, and the right to have regular international contacts and interrelationships with coreligionist and church organizations in all parts of the world.

FL 10 Statement of Purpose

The Public Affairs and Religious Liberty Department, one of the original core departments of the Church, was established to promote and maintain religious liberty, with particular emphasis upon individual liberty of conscience. In so doing, the Public Affairs and Religious Liberty Department is involved in government relations, inter-church contacts and, where indicated, networks with non-governmental organizations which have kindred goals in upholding religious freedom. The department not only works for the religious liberties of both individual church members and organized entities of the Church, but also supports the rightful religious liberties of all people.

In view of the Seventh-day Adventist understanding of the "great controversy" and the climactic events of human history involving union of church and state, eliminating the free

exercise of religion, and resulting in persecution of the faithful remnant, the Public Affairs and Religious Liberty Department monitors and seeks to interpret prudently current trends that may reflect the prophetic scenario.

FL 15 Departmental Responsibilities

1. The General Conference Public Affairs and Religious Liberty Department is responsible for developing global religious liberty strategies and programs for the Church, in harmony with FL 05 and FL 10. This program will include appropriate strategic contacts and relationships with various governments, the United Nations, especially the Economic and Social Council and the Human Rights Commission, and the United States Congress and State Department.

2. In addition to supporting the publishing of *Fides et Libertas*, The Journal of The International Religious Liberty Association, the Public Affairs and Religious Liberty Department directly supports the North American Division, financially and otherwise, in publishing *Liberty*, A Magazine of Religious Freedom, for which the Public Affairs and Religious Liberty Department director serves as a consulting editor.

3. The General Conference Public Affairs and Religious Liberty Department supports the various divisions in the promotion of the annual Religious Liberty Sabbath and special offerings for religious liberty ministry.

4. The Public Affairs and Religious Liberty Department director serves as secretary of the General Conference Public Affairs and Religious Liberty World Affairs Committee, the Public Affairs and Religious Liberty Committee—General Conference/North American Division, and the Protocol Committee.

FL 20 International Religious Liberty Association

The Public Affairs and Religious Liberty Department carries on a number of functions in cooperation with the International Religious Liberty Association. Founded in 1888 by Seventh-day Adventists and reorganized in 1946, the International Religious Liberty Association has enlarged its sphere of support and activity by including on both its Board of Directors and Board of Experts, religious liberty advocates from different faith communities. The director of the Public Affairs and Religious Liberty Department serves as Secretary General of the International Religious Liberty Association. One of the main activities of the association is the conducting of international and regional religious liberty congresses, conferences, and seminars.

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The Public Affairs and Religious Liberty Department gives support to the International Religious Liberty Association in publishing the journal *Fides et Libertas* and a newsletter, *IRLA Information*. The Public Affairs and Religious Liberty Department develops, jointly with the various English-speaking divisions, policies for the financial support and circulation of this English language religious liberty journal.

FL 25 Religious Liberty Litigation

In various countries it may become necessary from time to time to take legal action in defense of the religious liberty rights of church organizations or individuals, including the right of Sabbath observance. However, before resorting to the courts, every effort should be made to settle matters equitably in support of free exercise of religion. Prudence should always prevail when it appears advisable to seek rights or redress through the judicial system, not the least because of the heavy costs that can be incurred and the possible far-reaching consequences of court decisions.

Each division shall establish procedures governing religious liberty litigation.

SEC&TRE/PolRev&Dev/ADCOM/GCDO99AC/99AC to AHT(DIV)

221-99G ADVENTIST VOLUNTEER SERVICE - POLICY AMENDMENT

VOTED, To amend GC R, Adventist Volunteer Service, to read as follows:

ADVENTIST VOLUNTEER SERVICE

R 05 Adventist Volunteer Service

The Adventist Volunteer Service (AVS) plan for the worldwide Church is designed to provide service opportunities for Seventh-day Adventists who want to share in the joy of taking the gospel to the world. It includes both the intradivision and interdivision plans.

R 10 Intradivision Adventist Volunteer Service - No change

R 15 Interdivision Adventist Volunteer Service

R 15 05 Interdivision Adventist Volunteer Service Plan - No change

R 15 10 Selection and Assignment Procedures—1. Carefully selected - No change

2. The essential factors considered in assessing the eligibility of an Adventist Volunteer shall include, but not be limited to, the following: confirmation of membership in a Seventh-day Adventist church, recommendations from a local church board and pastor (including screening for unlawful conduct), educational qualifications, a health evaluation, "Accident and Sickness Protection for Volunteers" insurance, satisfactory financial support, and compliance with immigration requirements.

All applications shall be sent through the regular channels to the division volunteer service director. In the North American Division, student volunteers on campuses of Seventh-day Adventist colleges/universities shall apply through the campus ministries director while students on other campuses shall apply directly to the North American Division. All other applicants from the North American Division shall apply to the General Conference ~~Center for Volunteerism~~. Adventist Volunteer Center.

3. The service of volunteers shall generally be for periods up of one month to two years. Organizations should be discouraged from taking advantage of volunteers, encouraging them to stay for long periods of time.

4. Service credit is not generally given - No change

5. Volunteers shall not receive a salary - No change

R 15 15 Interdivision Adventist Volunteer Service Procedures—Organizations sponsoring volunteers for interdivision service shall be guided by the following:

1. The General Conference ~~Center for Volunteerism~~, Adventist Volunteer Center, in consultation with the General Conference Secretariat and General Conference Transportation and International Personnel Services, shall give direction to the division Adventist Volunteer Service program. Each division shall appoint a director to coordinate the Adventist Volunteer Service program and to serve as the liaison person with the General Conference ~~Center for Volunteerism~~. Adventist Volunteer Center. The General Conference ~~Center for Volunteerism will~~: Adventist Volunteer Center shall:

a. Publish electronically all officially approved volunteer requests from the division Adventist Volunteer Service office on the General Conference Secretariat Adventist Volunteer Center web page: www.adventist.org/gc/secretariat/volunteers

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b. Assist the division in its responsibility with promoting, recruiting, and processing Adventist Volunteer Service volunteers within its field.

1) When an applicant has been approved on each level of church administration, the division secretary/Adventist Volunteer Service director shall send a copy of the application form and references to the General Conference ~~Center for Volunteerism~~ Adventist Volunteer Center. The General Conference ~~Center for Volunteerism~~ Adventist Volunteer Center shall notify the requesting and sending divisions of the listing number assigned to the volunteer or, if required, ~~will~~ shall contact the requesting division, sending copies of the application form and references to verify the assignment before notifying the sending division of the assigned listed number. Requests shall normally be reserved for applicants for a period of two weeks to allow them time to submit an application form. In the event that an application form is not submitted during that time, the request becomes an open listing.

2) The division, or in the case of the North American Division the General Conference ~~Center for Volunteerism~~ Adventist Volunteer Center, shall assist the volunteer in obtaining all travel documents and shall apply for the "Accident and Sickness Protection for Volunteers" insurance coverage through Adventist Risk Management. The division will also have the option to advise volunteers as to where they should purchase their airline tickets, and may consult with General Conference Transportation and International Personnel Services to compare prices and travel routing.

c. Approve and produce a variety of forms - No change

2. Volunteers should have been members - No change

3. Volunteers should be in good health and shall be required, if serving for more than nine months, to respond to a health evaluation questionnaire, unless they are fifty years of age or more, in which case they ~~will~~ shall be required to undertake a medical examination by a qualified practitioner. In the event that volunteers serving for less than nine months choose to extend their term so that the total time exceeds nine months, they shall be required to respond to the health evaluation questionnaire or, if over fifty years of age, undertake a medical examination.

4. All requests for college and university volunteers for the ensuing year shall be approved by the division committee and shall be sent to the General Conference ~~Center for Volunteerism~~ Adventist Volunteer Center by August 15 of each year. Other requests for volunteers, approved in a similar manner, may be submitted at any time. All such requests shall include the following:

- a. The level of education and job skills - No change
- b. The time period the volunteer - No change

5. For Global Mission projects, the General Conference ~~Center for Volunteerism;~~
Adventist Volunteer Center, in cooperation with the General Conference Global Mission office
and the administration of the division, shall select an unentered territory within that division and

- a. Select the type of activity - No change
- b. Promote the evangelism - No change
- c. Recruit and train - No change
- d. Determine the length of service - No change
- e. Recruit and train - No change

The General Conference Global Mission - No change

- 6. All volunteers shall be screened - No change
- 7. In the event that volunteers - No change
- 8. In cases where the volunteer - No change
- 9. The programs, activities - No change
- 10. Volunteers who participate - No change

R 15 20 Basis of Division Requests—1. The division requesting the services of
volunteers shall do so on the following basis:

- a. Work assignments for volunteers - No change
- b. Volunteers who are serving currently and who wish to extend their term of
service may be granted approval to do so after the General Conference ~~Center for Volunteerism~~
Adventist Volunteer Center and the sending division have been consulted by the requesting
division.

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c. The General Conference ~~Center for Volunteerism~~ Adventist Volunteer Center shall publicize the Adventist Volunteer Service plan and the list of service opportunities submitted by the divisions.

R 15 25 Financial Responsibility—Division—1. The division that receives volunteers shall be financially responsible for the following:

- a. The cost of airfares - No change
- b. The cost of premiums - No change
- c. The liability of the denomination - No change
- d. Additional medical coverage - No change
- e. Lodging provisions plus a living allowance to cover ~~food~~, food and local travel, and other expenses may travel shall be provided.

f. Travel and other financial arrangements shall be approved by the base division or, in the case of the North American Division, by the General Conference Interdivision Employee Remuneration and Allowances Committee or the General Conference ~~Center for Volunteerism~~: Adventist Volunteer Center.

R 15 30 College/University Volunteers - No change

R 15 35 Service by Secondary/Academy Students - No change

R 15 40 Responsibility of Volunteers - No change

R 15 45 Release of Liability Form - No change

OGC/PolRev&Dev/ADCOM/GCDO99AC/OGC/ADCOM/99AC to AHT(DIV)

246-99G PROPERTY OWNERSHIP (HOLDING PROPERTIES) -
POLICY AMENDMENT

VOTED, To amend GC S 60 05, Property Ownership (Holding Properties), to read as follows:

S 60 05 Property Ownership—Church properties and other assets shall be held in the name of an appropriate denominational corporate entity, not by ~~individuals or trustees; individuals, trustees, or local congregations.~~ Where this is not legally possible, divisions shall ~~consult with the General Conference concerning alternative possibilities; make alternative arrangements in consultation with the General Conference Office of General Counsel.~~

EDU/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to AHT(DIV)

238-99G GENERAL CONFERENCE GRADUATE (PhD/ThD)
SCHOLARSHIP FUND - POLICY AMENDMENT

VOTED, To amend GC S 90, General Conference Graduate (PhD/ThD) Scholarship Fund, to read as follows:

S 90 General Conference Graduate (PhD/ThD)
Scholarship Fund

S 90 05 General Conference Graduate (PhD/ThD) Scholarship Fund—1. The General Conference Graduate (PhD/ThD) Scholarship Fund has been established for the purpose of sharing with all divisions and attached unions the expense of providing an increased number of college and seminary teachers with PhD and ThD degrees earned at a ~~Seventh-day Adventist school of theology; General Conference subsidized seminary/school of theology.~~

2. The General Conference and the divisions shall share the cost as follows:

a. The General Conference shall provide from its Graduate Scholarship Fund one continuing doctoral scholarship for each division to meet the following expenses:

1) Fifty percent of the living expenses for a graduate (PhD/ThD) student at a ~~Seventh-day Adventist school of theology; General Conference subsidized seminary/school of theology,~~ as provided for under the following sections of T 40, Assistance to Workers Sponsored for Study Outside Their Base Division: T 40 05, Salary; T 40 05, paragraph 6., Rent Subsidy; T 40 05, paragraph 7., Utility Allowance; T 40 05, paragraph 8., Health Care Assistance Expense; T 40 05, paragraph 10., Tuition Assistance Dependent Children; and T 40 05, paragraph 12., Auto Insurance.

2) Full tuition and fees - No change

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b. The respective divisions and attached unions shall be responsible to:

1) Select and nominate the qualified person to receive the scholarship subject to approval by the General Conference and acceptance into the respective doctoral program by the ~~Seventh-day Adventist school of theology~~ General Conference subsidized seminary/school of theology that has been approved as the place of study.

2) Provide for travel expense - No change

3) Provide for any additional expenses - No change

4) Assist in securing visas and all other documents for entry into the country where the ~~Seventh-day Adventist school of theology~~ General Conference subsidized seminary/school of theology is located and for return to the individual's home country/country of employment.

5) Provide sponsorship - No change

6) Inform those who are sponsored - No change

7) Prepare a written contract - No change

c. ~~The application of the General Conference Graduate (PhD/ThD) Scholarship Fund is for new applicants only and shall not be applied to students, whether sponsored or not, who are presently enrolled in a PhD/ThD program in a Seventh-day Adventist school of theology.~~

3. The General Conference Graduate (PhD/ThD) Scholarship Fund has also the purpose of helping successful PhD/ThD students already enrolled in General Conference subsidized seminaries/schools of theology, with preference given to divisions and attached unions which do not have candidates already under this full scholarship plan.

a. PhD/ThD students already enrolled are eligible for special monthly stipends, provided that they:

1) Have completed all course work, passed all comprehensive examinations, and received dissertation proposal approval.

2) Are recommended by the dean of the seminary/school of theology to the General Conference, to the respective home divisions or attached unions, and to the home unions.

3) Are selected and nominated for the special monthly stipends by the respective unions and/or divisions.

4) Commit themselves to serve in the territory of their respective home divisions as soon as their doctoral studies are completed.

b. The respective divisions shall be responsible to:

1) Report to the General Conference on their plans of employment for the nominated candidates, upon completion of their doctoral studies, and request the special monthly stipend for them.

2) Prepare a written contract that will be signed by each approved doctoral student.

3) Provide travel expense from the place of study to the assigned place of work as specified under 2. b. 2) above.

c. The General Conference shall make available the special monthly stipends to approved candidates, normally for a maximum of two years (24 months). The monetary value of each monthly stipend will normally be equivalent to sixty percent of the monthly salary of the area in which the study program is undertaken.

TRE/PolRev&Dev/ADCOM/GCDO99AC/99AC to AHT

237-99G WORKING CAPITAL - POLICY AMENDMENT

VOTED, To amend GC T 15, Working Capital, to read as follows:

T 15 Working Capital

T 15 05 Working Capital—In order that adequate financial resources - No change

1. Working Capital Definition—Working Capital - No change

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2. Formulas—The recommended working capital of organizations shall be as follows:

a. ~~General Conference—20~~ Conference—25 percent of the latest fiscal year's unrestricted income, commencing in the year 2000, and adding 1 percent per year until a maximum of 30 percent is reached, plus 100 percent of long-term payables, gross allocated funds, and Capital Additions Functions Balances.

b. Divisions—20 percent of the total operating expense - No change

c. Union Conferences/Missions—30 percent of the latest - No change

d. Local Conferences/Missions—20 percent of the latest - No change

e. Conference Associations/Corporations—10 percent - No change

f. Home Health Education Service—Equivalent - No change

g. Adventist Book Centers—Equivalent of net - No change

h. Universities, colleges and junior colleges—20 percent - No change

i. Academies—15 percent of the operating - No change

j. Health care institutions—20 percent - No change

k. Publishing houses—Equivalent of net accounts - No change

l. Adventist Risk Management, Incorporated - No change

m. Adventist Media Center—20 percent - No change

n. Adventist World Radio Institutions—20 percent - No change

3. Liquid Assets—Liquid assets equivalent - No change

4. Periodic Surveys—It is the responsibility - No change

5. Liquid Funds—The liquid funds referred to - No change

6. Exception to Liquidity Requirement—In unusual - No change
7. Allocations—Excess working capital - No change

~~T-15-20~~ T 15 10 Division Statistical and Financial Reports—1. Statistical Reports—The annual statistical report of all divisions, including the work of all conferences, missions, and institutions in their territory, as well as a report of languages in which denominational activities are conducted, should reach the office of Archives and Statistics of the General Conference not later than February 28 for North American statistical reports and March 31 for reports from the other divisions.

2. Financial Statements—One copy - No change

~~T-15-30~~ T 15 15 Statement Review Committees—1. Financial statements of all church organizations are to be surveyed on a regular and timely basis by Statement Review Committees.

2. GC Statement Review Committee—The Statement - No change
3. Division Statement Review Committees—Divisions - No change
4. Policy Implementation—The secretaries - No change

At 11:30 a.m. the business session was adjourned and there was a legal meeting of the International Religious Liberty Association. At 12:00 the business session was reconvened and Bert B Beach introduced a special guest, Dr Baugert from Germany, an Executive in World Vision.

Matthew A Bediako, Chairman
Mario Veloso, Secretary
Athol H Tolhurst, Editorial Secretary
Carol E Rasmussen, Recording Secretary

ANNUAL COUNCIL OF THE
GENERAL CONFERENCE EXECUTIVE COMMITTEE

October 3, 1999, 8:00 a.m.

DEVOTIONAL MESSAGE

The devotional message entitled “Living Expectantly—The Quality of End Time Living” was presented by Carole Ferch-Johnson, Director of the Women’s Ministries Department, South Pacific Division. Scripture texts are taken from the New International Version.

It was the Macedonian ascendancy of Alexander the Great that brought Thessalonica into existence—the city, that is, not the girl. Thessalonica, herself, was already a young adult, a half sister to Alexander, and wife to his general Cassander when her husband rebuilt the old city of Therma and named it after her. That was 350 years ago.

Today the Christian message is coming to Thessalonica, carried westward along the Egnatia Highway from Philippi, down the flagstone streets, and into the Jewish synagogue by three missionary men—Paul, Silas, and Timothy.

With his usual indefatigable energy, Paul sets about reasoning with them from the Scriptures. For three Sabbaths he explains and proves “that the Christ had to suffer and rise from the dead. ‘This Jesus I am proclaiming to you is the Christ’” (Acts 17:3), he affirms. But the truth always divides. There are those who hear and receive the message, accepting Jesus as Saviour and Lord, and those who are hostile. The Jews, it appears, have little status in Thessalonica. There is no one of their own in a position of authority or influence to whom they can appeal. So they are resorting to rabble rousing, stirring up the layabouts who hang around the market place in order to gain some momentum before taking their complaints about the message of Paul to the authorities. We hear echoes of Jesus before Pilate 20 years ago, for they are accusing the missionaries of treason: “They are defying Caesar’s degrees, saying that there is another king, one called Jesus,” they cry (Acts 17:7). Discretion tells the three missionaries they had better leave the city. So in the middle of the night they depart, making their way 80 kilometers south to Berea.

But Thessalonica weighs heavily on Paul’s mind—such promise, so much potential for the kingdom of God: the faithful Jews; those devout Greeks who have tired of the low moral life in their heathen world and have joined the Jewish community looking for a better way; the influential women who showed such enthusiasm for the gospel. Have three weeks been enough to give them the grounding that would enable them to endure?

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Now in Athens, Paul is anxious for news of the Thessalonian believers. He remembers the message he delivered to them in person. John Stott summarizes it for us:

“Christ has died! Christ is risen! Christ will come again!

“It is these truths which stimulate evangelism, promote holiness, deepen fellowship, inform worship, and inspire hope. It is the gospel which shapes the church just as it is the church which spreads the gospel.”

So when Timothy comes down to Athens from Berea to join him, Paul can wait no longer and he sends him back up to Thessalonica to bring information. Timothy returns and the news is good. The converts have remained constant, their love and faith are steadfast. Paul's response is spontaneous and he sends them a letter expressing his joy. But communication is a two-edged sword, and a problem arises over a simile he has used in his epistle.

In their desire to see the Lord come soon, they misinterpret Paul's words: “The Lord is coming like a thief in the night,” he has said. “The Lord is coming like a thief tonight,” they insist. Their cry is going out to the whole city:

The Lord is Coming!

Hey there, grandpa toss away your walking stick, the Lord is coming.
Ho, there children, no need to go to school, the Lord is on His way.
Say, you men, don't bother reaping that field of grain, the Lord is coming
You women, spare yourselves the cleaning of those houses, the Lord is almost here.

The present has been eclipsed by an expectation so intense it has distorted reality and projected them into a future that cannot yet be realized. While expecting the Second Advent they have lost sight of life in the here and now. Living in a vacuum, they are in danger of losing quality of life in the present and they are destined for great disappointment.

Paul reaches immediately for parchment and pen. He begins another letter to Thessalonica: “Concerning the coming of our Lord Jesus Christ we ask you not to become quickly unsettled or alarmed,” he writes. “Don't let anyone deceive you in any way for that day will not come until the rebellion occurs and the man of lawlessness is revealed.”

There are developments to take place before the coming of the Lord. Thessalonica, like churches everywhere, must learn to live the Christian life with contentment while they wait in hope and expectation of the Lord's return. To learn this is to live in Christ, and life in Christ is abundant and full.

Paul wants the new believers to experience quality end-time living. He assures them he can see evidence of this already in their experience, and he encourages them in it. He says they have:

A Faith That is Growing

“We ought always to thank God for you, . . . and rightly so, because your faith is growing” (2 Thess 1:3).

Their firm connection to Christ is granting them freedom from the need to please or win favor in the eyes of people. Trust in God is leading them from dependence on the shifting sands of man’s approbation to security and rest in His approval. Faith in the Father is leading them from self-protective pride and independence from others to a vulnerable humility before one another and dependence on the Lord.

Dependence on the Lord is leading them from worry and anxiety over the demands of daily life to carefree reliance on His sufficiency. Fretful concern and stressful thinking are giving way to confidence in Him.

Trust in God is guaranteeing quality of life in Christ while they watch and wait for His appearing.

A Love that is Increasing

“And the love every one of you has for each other is increasing” (2 Thess 1:3).

Love for each other is strengthening their bond of belonging to the body of believers. Mutual regard is imbuing them with attitudes of patience and forbearance with one another’s weaknesses.

They are more ready to esteem critical words as superfluous and ill-conceived compared with the joy that comes from building up one another. Brotherly and sisterly affection is placing words of encouragement and affirmation on their lips. In their gestures they are demonstrating respect and inclusiveness of one another. Love for each other is putting deeds of kindness and mutual care into their actions

The fellowship of faith is clothing them with the garments of self sacrifice for the benefit of another. They are becoming more content to live in simplicity with just the necessities of life, so others may benefit from their surplus.

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Faith and love are winning the day. Faith and love will yield them a return of high quality living so that when He comes the abundant life will have in part already begun.

But it is not always easy to sustain such high quality Christian living—not for the long haul. Sometimes faith is challenged and love thwarted. Motivation flags when the immediacy of the Lord's return is pushed out into the future by months and years of waiting time, and enthusiasm ebbs away.

They will need more than faith and love. They will also need:

A Hope that is Enduring

“Therefore, among God's churches we boast about your perseverance and faith in all the persecutions and trials you are enduring” (2 Thess 1:4).

Perseverance in persecution is proving the quality of their faith. When the civil authorities discriminate against them, making them wait for service and ignoring their needs, they trust in God to deliver justice. When law enforcement agencies mistreat them, abuse and physically mishandle them, they find support in one another's prayers.

When their neighbors revile and ridicule them for their strange new belief, shouting insults over the garden fence and hurling stones at their houses, they are bearing it in the strength of the Lord.

When their families exclude them and treat them as aliens with a certain coolness and reserve that says, “You don't belong to us anymore,” they are holding on to God.

When faultfinding from within the congregation threatens to damage their harmony and peace, quality is restored to their relationships through confession to the Lord and reconciliation with one another. Endurance through trial is building their spiritual muscle.

When friction and fracture would split and demolish the body of Christ, they are resorting early to mutual submission, humility, and forgiveness.

When sin within their own being would rob them of peace and assurance in Christ, puff them up, and make them indifferent to the needs of others, they ask God to grant them overcoming power. Endurance through trial is maturing them.

But is not Paul contributing to their vanity when he says, “Among God's churches we boast about your perseverance and faith.”

John Stott helps us understand. He says: "Paul implies that their progress is due to God's active grace within them. Instead of congratulating them on their faith, love and perseverance he thanks God for these things." His boasting is in the Lord and is synonymous with thanksgiving. When talking to God, we thank Him for His grace; when talking to human beings, we boast of His grace.

Good quality end-time living in Thessalonica in AD 50 depended on God's grace delivered to the believers in three gifts: faith, love, and hope. Faith is the quality that makes possible our connection to God. Love is the quality that makes possible our relationship with our fellows, and hope is the quality through which these two endure to the end.

Faith is the substance of our strength
Faith is our shield and power
Faith is our harbinger of peace
Faith in each trying hour

Love is the essence of our life
Love is our cord that binds
Love is our motive, love our creed
Love in our hearts and minds

Hope is the fountain of our joy
Hope is our soul's delight
Hope is the all enduring gift
Hope is our future's light

Faith, love, and hope till He returns
Faith, love, and hope till then
Faith, love, and hope our victory song
Till Jesus comes again!

Good quality end-time living in AD 2000 depends on nothing more than these.

As the eyes of the Lord run to and fro throughout the earth today, He is looking for faith—faith in His European children from Iceland to the Caspian Sea, love amongst his African believers from Casablanca to Capetown, hope in the hearts of His people in the Americas from Canada to Cape Horn, faith within Asian Christians from the Ural Mountains to Jakarta, love in His chosen people in the cradle of Christianity from Istanbul to Aden, hope in His followers in the South Pacific from Papua New Guinea to Pitcairn.

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After all is said and done, all that remains is these three—faith, love, and hope. They are the key to quality end-time living. They are the way to a joyful Christian experience. They are the substance of the abundant life in Christ. They are all of grace, they are all there is, and they are all that matters.

Robert J Kloosterhuis called the seventh business session of the 1999 Annual Council to order.

Gloria Brown, a Layperson from Jamaica, opened the business session with prayer.

NAD/99AC to ACM

SEEDS 2000—A CHURCH PLANTING CONFERENCE

Alfred C McClure, President of the North American Division, shared printed information with the committee members regarding *Seeds 2000*, a Church Planting Conference which will be held at Andrews University from June 21 to 24, 2000.

POSCoM/ADCOM/POSCoM/GCDO99AC/99AC/POSCoM/99AC to LR(DIV)

260-99Ga SEVENTH-DAY ADVENTIST POSITION STATEMENT ON HOMOSEXUALITY

VOTED, To approve the Seventh-day Adventist Position Statement on Homosexuality as follows:

Seventh-day Adventist Position Statement on Homosexuality

The Seventh-day Adventist Church recognizes that every human being is valuable in the sight of God, and we seek to minister to all men and women in the spirit of Jesus. We also believe that by God's grace and through the encouragement of the community of faith, an individual may live in harmony with the principles of God's Word.

Seventh-day Adventists believe that sexual intimacy belongs only within the marital relationship of a man and a woman. This was the design established by God at creation. The Scriptures declare: "For this reason a man will leave his father and mother and be united to his wife, and they will become one flesh" (Gen 2:24, NIV). Throughout Scripture this heterosexual pattern is affirmed. The Bible makes no accommodation for homosexual activity or relationships. Sexual acts outside the circle of a heterosexual marriage are forbidden (Lev 20:7-21; Rom 1:24-27; 1 Cor 6:9-11). Jesus Christ reaffirmed the divine creation intent: "'Haven't you read,' he replied, 'that at the beginning the Creator "made them male and female," and said, "For this reason a man will leave his father and mother and be united to his wife, and the two will become one flesh?" So they are no longer two, but one"' (Matt 19:4-6, NIV). For these reasons Adventists are opposed to homosexual practices and relationships.

Seventh-day Adventists endeavor to follow the instruction and example of Jesus. He affirmed the dignity of all human beings and reached out compassionately to persons and families suffering the consequences of sin. He offered caring ministry and words of solace to struggling people, while differentiating His love for sinners from His clear teaching about sinful practices.

Con&By/PRE/Con&By/ADCOM/GCDO99AC/99AC to CBR-00GCS

120-99G STANDING COMMITTEES - GENERAL CONFERENCE
CONSTITUTION AND BYLAWS AMENDMENT

RECOMMENDED, To amend the General Conference Constitution and Bylaws, Bylaws, Article II—Standing Committees, to read as follows:

ARTICLE II—STANDING COMMITTEES

Sec. 1. At each regular session of the General Conference, such standing committees as may be found necessary, including the following, shall be elected to consider items of business that may be referred to them and to bring in their reports and recommendations to the session:

- a. Church Manual Committee
- a. b. Constitution and Bylaws Committee
- c. Nominating Committee
- b. d. Plans Committee

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c. ~~Nominating Committee~~

Sec. 2. Church Manual Committee: The chairperson of the Church Manual Committee shall be an officer of the General Conference.

~~Sec. 2.~~ Sec. 3. Constitution and Bylaws Committee: The chairperson of the Constitution and Bylaws committee shall be an officer of the General Conference.

~~Sec. 3.~~ Sec. 4. Nominating Committee: a. The membership of the Nominating Committee shall consist of the following:

1) Each division and each attached union shall be entitled to select for membership on the Nominating Committee ten percent of its ~~remaining~~ delegation to the session, after excluding ~~the number of the additional delegates at large allocated by the General Conference and any delegates at large employed by the General Conference and its institutions.~~

2) Delegates at large who are excluded under 1) above shall be entitled to representation on the Nominating Committee equal to ~~ten~~ eight percent of ~~the total number of Nominating Committee members appointed by each division and each attached union. These additional members shall be chosen from the delegates at large who are not participating in the caucus meetings of each division and each attached union.~~ their total number.

b. The members of the Nominating Committee shall be chosen as follows:

1) Each division delegation and each attached union delegation shall act as a unit in selecting members to which it is entitled. Excluded from this process shall be ~~the additional delegates at large allocated by the General Conference, and any delegates at large employed by the General Conference and its institutions.~~

2) ~~The additional delegates at large allocated by the General Conference shall, with any~~ The delegates at large employed by the General Conference and its ~~institutions, institutions shall~~ act as a unit in selecting members to which they are entitled.

3) The election of - No change

c. Each division delegation and attached union delegation - No change

d. Those chosen as members - No change

e. Delegates elected under the provisions of ~~Article V, Sec. 1~~, Article VI, Sec. 1, of the Constitution shall not be members of the Nominating Committee.

f. No delegate shall nominate - No change

g. The Nominating Committee shall elect - No change

h. The Nominating Committee shall limit - No change

i. In order to expedite the work - No change

SEC/PolRev&Dev/ADCOM/GCDO99AC/99AC to AHT(DIV)

243-99Gb PROCEDURES FOR REPLACEMENT OF PRESIDENT,
SECRETARY, OR TREASURER OF THE GENERAL
CONFERENCE - POLICY AMENDMENT

VOTED, To amend GC B 14, Procedures for Replacement of President, Secretary, or Treasurer of the General Conference, to read as follows:

~~B-14~~ B 70 Procedures for Replacement of President, Secretary,
or Treasurer of the General Conference

The following procedures shall be followed by the General Conference for filling vacancies which may occur in the offices of President, Secretary, or Treasurer of the General Conference, between General Conference Sessions.

~~B-14-05~~ B 70 05 The President—1. The Secretary of the General Conference - No change

2. The Secretary of the General Conference - No change

3. The Secretary shall call a meeting - No change

a. Preferably the election shall be scheduled for the next Annual Council of the General Conference Executive Committee; however, if the vacancy occurs three or more months before the next Annual Council, the General Conference ~~Executive~~ Administrative Committee, after counsel with all the divisions, shall set the date and place for a special meeting of the General Conference Executive Committee.

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- b. All General Conference Executive - No change
- 4. A nominating committee, with appropriate representation - No change
- ~~B-14-10~~ B 70 10 The Secretary—1. The President, or in his absence - No change
- 2. The Undersecretary shall act as Secretary - No change
- 3. The election of a new Secretary - No change
- 4. A nominating committee shall function as under ~~B-14-05~~, B 70 05, paragraph 4.
- ~~B-14-15~~ B 70 15 The Treasurer—1. The President, or in his absence - No change
- 2. The Undertreasurer shall act as Treasurer - No change
- 3. The election of a new Treasurer - No change
- 4. A nominating committee shall function as under ~~B-14-05~~, B 70 05, paragraph 4.

PRE/GCDO99AC/ADCOM/99AC to RJK-00GCS+00AC

267-99G GENERAL CONFERENCE AUDITING SERVICE—
STRUCTURE AND ORGANIZATION

RECOMMENDED, 1. To request the 2000 General Conference Session to:

- a. Amend the action of the 1995 General Conference Session, to read as follows:

RECOMMENDED, To approve the concept that a General Conference Auditing Service Board be elected at future General Conference ~~sessions~~. Sessions. It will be composed of ~~fifteen~~ seventeen members, approximately two-thirds of whom must be nondenominationally employed Seventh-day Adventists in professions relevant to auditing services (such as chartered accountants, certified public accountants, and tax lawyers) and representing the world field. The ~~chairperson~~ chairman of the Board shall be the General Conference President. ~~a layperson with qualifications as described above, and will be selected by the Board from among its members.~~ One of the responsibilities of the Board will be to recommend to each General Conference Session Nominating Committee ~~names of individuals to the Nominating Committee for election~~

~~as director and associate directors~~ the name of an individual as director of the General Conference Auditing Service. A quorum of the General Conference Auditing Service Board shall be 11 members.

b. Appoint a General Conference Auditing Service Board, with terms of reference and membership, as follows:

TERMS OF REFERENCE

AUTHORITY AND RESPONSIBILITY

- | | |
|--|--|
| 1. Be responsible for all auditing and related auditing functions for the world Church. | 1. Power to act. |
| 2. Recommend a name for director of GCAS. | 2. Recommend to General Conference Session Nominating Committee. |
| 3. Appoint associate directors of GCAS after consultation with the relevant divisions. | 3. Power to act. |
| 4. Appoint assistant directors of GCAS after consultation with the relevant divisions. | 4. Power to act. |
| 5. Appoint officers and members of the GCAS Administrative Committee. | 5. Power to act. |
| 6. Approve terms of reference for the GCAS Administrative Committee. | 6. Power to act. |
| 7. Adhere to auditing policies as approved by Annual Councils. | 7. Power to act. |
| 8. Consider amendments to auditing policy. | 8. Recommend to GC Policy Review and Development Committee. |
| 9. Approve the annual operating budget recommended by the GCAS Administrative Committee. | 9. Power to act. |

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| 10. Hold at least one meeting per year. | 10. Power to act. |
| 11. Present a report to Annual Council each year of auditing issues requiring its attention. | 11. Power to act. |

MEMBERS

General Conference President, Chairman
General Conference Vice President, Vice-chairman
Director of GCAS, Secretary

General Conference Secretary
General Conference Treasurer

Qualified SDA auditors and/or other knowledgeable professionals in related fields not in denominational employment, one from each of the world divisions.

2. To request the 2000 Annual Council to elect members of the General Conference Auditing Service Board other than the ex officio members elected by the 2000 General Conference Session.

GCDO99AC/99AC to CBR-00GCS

121-99Gb AUDITING SERVICE AND AUDITS - GENERAL CONFERENCE CONSTITUTION AND BYLAWS AMENDMENT

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

ARTICLE VIII—AUDITING SERVICE AND AUDITS

Sec. 1. At each regular General Conference ~~session;~~ Session, the General Conference shall elect a director of the General Conference Auditing Service, whose duties shall be to administer the conduct of audits of the organizations of the Church throughout the world. ~~Associate directors to serve from the General Conference shall also be elected at each regular General Conference session. The director~~ associate directors to serve in each division shall be recommended by a ~~the General Conference auditing service operating board~~ Auditing Service

Board to the Executive Committee Session Nominating Committee, after consultation with the administrations of the respective divisions.

References to service directors and associate service directors elsewhere in these Bylaws shall not apply to the director and associate directors of the General Conference Auditing Service, except as provided for in that the director comes under the provisions of Article XIII, Sec. 1-a: 1.-a.

Sec. 2. a. At each regular General Conference Session, the General Conference shall elect a General Conference Auditing Service Board which shall be constituted as follows: Chairman - General Conference president; Vice-chairman - a General Conference vice president as subsequently assigned by the president; Secretary - Director of the General Conference Auditing Service; General Conference secretary; General Conference treasurer; and one member from each division who is not employed denominationally, chosen from among qualified Seventh-day Adventist auditors and/or other knowledgeable professionals in related fields.

b. Eleven members of the board shall constitute a quorum.

~~Sec. 2:~~ Sec. 3. The General Conference Auditing Service, ever sensitive to the country-specific regulations governing the audits of denominational entities in a particular country, shall be responsible for all audits of world divisions; union conferences; union missions; conferences; missions; unions of churches; affiliated services, organizations, and institutions of the General Conference and every other administrative level; Adventist Development and Relief Agency country and regional administrations and projects; projects (not audited by external auditors); and special funds. Exceptions to the above requirements shall be by specific action of the Executive Committee.

GCDO99AC/99AC to AHT

253-99Ga GENERALLY ACCEPTED AUDITING STANDARDS -
POLICY AMENDMENT

VOTED, To amend GC SA 05 10, Generally Accepted Auditing Standards, to read as follows:

SA 05 10 Generally Accepted Auditing Standards—1. International Standards - No change

2. Country-Specific Standards - No change

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3. Independence—a. The General Conference - No change

b. General Conference - No change

c. All audits - No change

d. General Conference Auditing Service personnel shall not be members of any denominational administrative or governing committee and/or board, other than the director of the General Conference Auditing Service who shall be the secretary of the General Conference Auditing Service ~~Operating~~ Board. It is recommended that General Conference Auditing Service personnel be invited to meet with the various officer groups and committees for counsel relative to their professional duties. However, in no instance shall auditors have administrative authority to direct or compel administrative action of any nature.

e. Administrators of - No change

4. Competence - No change

5. Quality Control - No change

GCAS/PolRev&Dev/ADCOM/GCDO99AC/99AC to AHT(DIV)

253-99Gb DEFINITION OF AN AUDIT (AUDITORS AND AUDITING) -
POLICY AMENDMENT

VOTED, To amend GC SA 05 15, Definition of an Audit (Auditors and Auditing), to read as follows:

SA 05 15 Definition of an Audit—As used in this section: 1. A financial audit - No change

2. A trust audit consists of a review - No change

3. A compliance test is the examination by an auditor of evidence to determine

a. In the case of General Conference *Working Policy*, whether specific policies required to be audited in terms of the General Conference *Working Policy* (for example, E 55 30, Auditing of Service Records) and transactions tested in the course of the financial audit, comply with the General Conference *Working Policy* provisions, to enable the auditor to give

negative assurance, issue a qualified report, or state that it is not possible to report, on the organization's compliance with policy.

Policy audits shall be conducted by the General Conference Auditing Service on all denominational entities as specified in SA 15 25, whether the General Conference Auditing Service serves as the principal auditor or not.

- b. In the case of contractual agreements - No change

GCAS/PolRev&Dev/ADCOM/GCDO99AC/99AC to AHT(DIV)

253-99Gc ASSIGNMENT (AUDITORS AND AUDITING) - POLICY
AMENDMENT

VOTED, To amend GC SA 05 25, Assignment (Auditors and Auditing), to read as follows:

SA 05 25 Assignment—1. Client Base—The General Conference Auditing Service shall be responsible for performing, or arranging for the performance of, all audits of the General Conference and its world divisions, union and local conferences and missions, unions of churches, affiliated services, and organizations and institutions at all levels above the local congregation, and congregations. Audits by or under the direction of the General Conference Auditing Service shall be conducted on all entities, regardless of type, that are controlled/directed/managed by a local conference/field/mission, union, division, or the General Conference. The General Conference Auditing Service shall also be responsible for the audit of Adventist Development and Relief Agency country and regional administrations and projects (not audited by external auditors) and special funds. The General Conference Auditing Service shall not be responsible for the audit of entities, regardless of type, that are controlled/directed/managed by either a single local congregation or a number of local congregations. Exceptions to the above requirements shall be by specific action of the General Conference Executive Committee.

2. New Organizations - No change
3. General Conference Audit - No change

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GCDO99AC/99AC to AHT-00AC(DIV)

253-99Gd GENERAL CONFERENCE AUDITING SERVICE
OPERATING BOARD - POLICY AMENDMENT

VOTED, To amend GC SA 05 40, General Conference Auditing Service Operating Board, subject to the approval of the concept by the 2000 General Conference Session, to read as follows:

SA 05 40 General Conference Auditing Service ~~Operating~~ Board—1. Function—a. General—The General Conference Auditing Service is accountable to the General Conference Executive Committee through the General Conference president. Due to the complexity of operations, the General Conference Auditing Service ~~Operating~~ Board shall have administrative oversight over the nonprofessional aspects of the General Conference Auditing Service. The involvement of the General Conference with the General Conference Auditing Service is on an operational (such as office space, personnel relations, etc.,) level, and *not* on a professional auditing standard-setting level; the General Conference Auditing Service functions independently in implementing the accounting and auditing standards of the accounting profession.

b. Personnel—1) The director of the General Conference Auditing Service ~~and the associate directors who serve from the General Conference~~ shall be elected by the General Conference ~~in session.~~ Session.

2) ~~Nominations for associate~~ Associate directors ~~resident in the divisions shall be recommended~~ appointed by the General Conference Auditing Service ~~Operating Board;~~ Board. ~~Associate directors resident in the divisions shall be appointed by the Board after consultation with the administration of the respective divisions.~~ divisions, to the General Conference session nominating committee.

3) Assistant directors shall be appointed by the General Conference Auditing Service ~~Operating~~ Board after consultation with the administration of the respective divisions.

4) All other professional personnel necessary for the discharge of the responsibilities of the General Conference Auditing Service shall be appointed by the General Conference Auditing Service ~~Operating~~ Board upon recommendation of the director of the General Conference Auditing Service.

5) The General Conference Auditing Service ~~Operating~~ Board shall consider situations where remedial steps or removal, for cause, of ~~elected/appointed~~ appointed

auditing personnel may be deemed appropriate and make recommendations to the General Conference Executive Committee, necessary, and take appropriate action.

6) To implement section SA 05 50, paragraph 3., the General Conference Auditing Service Operating Board shall review staffing requirements in the different areas and make necessary staff adjustments, recommend appropriate staffing levels to the General Conference Executive Committee.

2. Composition—The Composition of the General Conference Auditing Service Board—The General Conference Auditing Service Operating Board shall be under the chairmanship of the General Conference president. A vice president, as assigned by the president, shall serve as vice-chairman, and the director of the General Conference Auditing Service shall serve as secretary of the board. Members of the General Conference Auditing Service Operating Board shall be appointed by the General Conference Executive Committee elected by each regular General Conference Session and shall include representatives from the world divisions of the General Conference. The secretary shall be the director of the General Conference Auditing Service. the following: General Conference secretary, General Conference treasurer, and one member from each division chosen from lists of qualified individuals submitted to the Session Nominating Committee by the divisions. These members representing the divisions shall be Seventh-day Adventist auditors and/or other knowledgeable professionals in related fields, not in denominational employment. Eleven members of the board shall constitute a quorum.

3. Duties of the General Conference Auditing Service Board—The duties of the board are:

a. To be responsible for all auditing and related auditing functions for the world Church, except as outlined in SA 05 25, paragraph 1.

b. To recommend to the General Conference Session Nominating Committee a name for election as the director of the General Conference Auditing Service.

c. To appoint associate directors of the General Conference Auditing Service after consultation with the relevant divisions.

d. To appoint assistant directors of the General Conference Auditing Service, after consultation with the relevant divisions.

e. To appoint officers and members of the General Conference Auditing Service Administrative Committee.

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f. To approve Terms of Reference for the General Conference Auditing Service Administrative Committee.

g. To adhere to auditing policies as approved by the Annual Councils of the General Conference Executive Committee.

h. To recommend auditing policy amendments to the Annual Councils of the General Conference Executive Committee through the General Conference Policy Review and Development Committee.

i. To approve the annual operating budget as recommended by the General Conference Auditing Service Administrative Committee.

j. To hold at least one meeting per year.

k. To present annual reports to the Annual Council of the General Conference Executive Committee.

GCDO99AC/99AC to AHT(DIV)

253-99Ge DIVISION/ATTACHED UNION AUDIT AFFAIRS
COMMITTEE - POLICY AMENDMENT

VOTED, To amend GC SA 05 45, Division/Attached Union Audit Affairs Committee, to read as follows:

SA 05 45 Division/Attached Union Audit Affairs Committee—1. Function—Each world division - No change

- a. Providing office - No change
- b. Scheduling of - No change
- c. Monitoring of - No change
- d. Reviewing timeliness - No change
- e. Evaluating and - No change

The director of the General Conference Auditing Service shall consult with division/attached union Audit Affairs Committees regarding the employment of staff and assistant staff auditors, and the engagement of external auditors when required. Unresolved issues of an administrative nature shall be submitted by Audit Affairs Committees to the General Conference Auditing Service ~~Operating~~ Board. Matters of a professional nature (for example, audit procedures, appropriate reporting, and professional personnel concerns, etc.) shall be communicated to the director of the General Conference Auditing Service.

2. Composition—The Audit Affairs - No change

GCDO99AC/99C to AHT-00AC(DIV)

253-99Gf GENERAL CONFERENCE AUDITING SERVICE
ORGANIZATIONAL STRUCTURE - POLICY AMENDMENT

VOTED, To amend GC SA 05 50, General Conference Auditing Service Organizational Structure, subject to approval of the concept by the 2000 General Conference Session, to read as follows:

SA 05 50 General Conference Auditing Service Organizational Structure—1.
Personnel—a. The General - No change

b. ~~Official action~~ Action concerning the employment and termination of employment of General Conference Auditing Service personnel, who are remunerated directly by the headquarters office of the General Conference, except for the General Conference Auditing Service director, associate directors, assistant directors, or other professional personnel, shall be taken by the General Conference Auditing Service ~~Operating Board~~, Administrative Committee recognizing that the General Conference Human Resource Services Resources shall exercise its authorized function in the employment and termination of employees.

c. Documentation of - No change

d. Auditing personnel - No change

2. Offices—The headquarters office of the General Conference Auditing Service shall be situated in Silver Spring, Maryland, United States of America. In addition to the headquarters office, the General Conference Auditing Service ~~Operating~~ Board, in consultation with the director of the General Conference Auditing Service, and in consultation with the respective world divisions of the General Conference, shall establish such area and district

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offices throughout the world as may be necessary to facilitate the work of the General Conference Auditing Service, generally following the geographical boundary lines of denominational entities. Area offices shall be under the direction of associate directors (or assistant directors, depending on the size of the offices), and district offices shall be under the direction of district directors.

3. Adequate Staff of Auditors—An adequate - No change

SEC/144-96G/112-97G/Con&By/ADCOM/GCDO98AC/98AC/111-98G/ADCOM/99AC to CBR-00GCS

116-99G EXECUTIVE COMMITTEE - GENERAL CONFERENCE
CONSTITUTION AND BYLAWS AMENDMENT

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

~~ARTICLE VII—EXECUTIVE COMMITTEE~~
ARTICLE VIII—EXECUTIVE COMMITTEE

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

a. Ex officio members—1) Those elected as provided for in ~~Article V;~~
Article VI, Sec. 1. except the director and associate directors of the General Conference Auditing Service and the associate directors/secretaries of General Conference departments and associations.

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

the president of Oakwood College, the president of Pacific Press Publishing Association, and the president of Review and Herald Publishing Association.

b. Elected Members - No change

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to AHT(DIV)

225-99Ga HOMELAND AND DIVISION RELATIONSHIPS - POLICY
AMENDMENT

VOTED, To amend GC E 15, Homeland and Division Relationships, effective January 1, 2000, to read as follows:

~~E 15 Homeland and Division Relationships~~
E 15 Homeland, Division, and Division Country Relationships

E 15 05 Homeland—Homeland is the country in which an individual was born and received his/her early education and to which, for policy purposes, he/she bears a permanent relationship, which is not changed or modified by subsequent moves, changes in citizenship, residence, employment (denominational or nondenominational), or transfer with or without a call. It is understood, however, that a child born in a foreign country to parents on denominational, government, or corporate assignment to that country, or living in a country on a temporary basis for education or other similar reason, is ~~considered~~ considered, for policy purposes, as having the same homeland as his/her parents.

E 15 10 Home Division—The home division is the division which administers the work in an individual's homeland.

~~E-15-20~~ E 15 15 Base Division—The base division is the home division unless the employee has chosen another division as his/her adopted division in harmony with the provisions of policy. At the time that such adoption is recognized, the adopted division becomes the employee's base division. The base division assumes ultimate administrative responsibility for an employee and therefore processes the appointment if the individual is called to serve as an interdivision employee in another division; administers the furlough when the interdivision employee is entitled to such; assumes responsibility for the employee when he/she is permanently returned; and provides the retirement benefits for which he/she qualifies upon retirement. The appointee and spouse may choose or be required by circumstances to have different base divisions and/or base division countries. (See M 15 05.)

E 15 20 Base Division Country—The base division country is the country chosen by the individual in which he/she holds citizenship or holds resident status under the following criteria:

1. Resident status shall be of a nature that is expected to be permanent and/or gives the right to eventual citizenship.
2. Resident status shall be maintained during absence for interdivision service.
3. Resident status shall include the legal right to employment in the country, and the right to participate in the social security/national insurance plan of the country if there is one, and must make the individual eligible to participate in any denominational retirement plan involved.
4. The individual shall have been resident in the country for at least two years immediately prior to entry into interdivision service, except if his/her spouse is a citizen of that country and it is the spouse's base division country. (Residence referred to here shall include physical presence in the country of residence for at least 20 of the 24 months immediately preceding entry into interdivision service and the entire time shall have been under a visa status that meets the criteria of paragraphs 1. to 3. above.)
5. The requirement in paragraph 4. above is waived for children of interdivision employees who may go directly into interdivision service without ever having been resident in either parent's base division country as long as the criteria in paragraphs 1. to 3. above are met.
6. The base division country of the spouse of an interdivision employee is identified under the same criteria as appears in paragraphs 1. to 5. above.

~~E-15-15~~ E 15 25 Adopted Division—1. Definition—An adopted division is a division to which an individual transfers permanently on his/her own responsibility.

2. Procedures—When such a transfer takes place
 - a. The individual who already has previous denominational service shall be processed under the provisions of ~~E-17~~, E 20, Independent Transfers.
 - b. The individual who has no previous denominational service may be employed on a local-employment basis provided the proper immigration requirements are met for the respective country of employment.
 - c. The individual who has no previous denominational service may, if being considered for interdivision service, be processed under the provisions of ~~E-25~~, E 30, Adopted Division Status for Individuals Never Employed by Their Home Division.

E 15 30 Adopted Division Country—The adopted division country is the country to which an individual transfers permanently on his/her own responsibility and has fulfilled the appropriate immigration requirements which allow permanent employment, and takes up denominational employment. The immigration status and employment shall entitle the individual to participate in the applicable country denominational retirement plan.

E 15 35 Family Adopted Division—The family adopted division is the division in which either the employee or spouse has a base division country and that has been chosen as the family adopted division.

E 15 40 Family Adopted Division Country—The family adopted division country is the country within the family adopted division which is the base division country of either the interdivision employee or spouse. The family adopted division country is the country chosen by an interdivision employee and spouse when the interdivision employee and spouse have different base division countries. The choice of a family adopted division country is a one-time choice for any continuous period of interdivision service and may not be changed unless there is a change of citizenship or a loss of resident status. (See M 15 20.)

E 15 45 Host Division—The host division is the division to which an individual is called for interdivision service and which is responsible for administering the interdivision policies applicable to that employee while in the host division territory. (See M 15 35.)

E 15 50 Host Division Country—The host division country is the country in the host division territory in which an interdivision employee serves. If the interdivision employee takes out citizenship in the host division country, his/her interdivision employment status ceases and any future employment in that country is on a local employment basis. (See M 15 40.)

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to AHT(DIV)

225-99Gb INDEPENDENT TRANSFERS - POLICY AMENDMENT

VOTED, To amend GC E 17, Independent Transfers, effective January 1, 2000, to read as follows:

E-17 E 20 Independent Transfers

~~E-17-05 Definition—An independent transfer is the transfer of an employee on his/her own responsibility from one division to another division and the subsequent employment in the other division without a regular call. (E 15 15)~~

E 20 05 Definition—An independent transfer is effected in any one of the following four situations:

1. The transfer of an employee on his/her own responsibility from one division to another division and the subsequent employment in the other division without a regular call. (See E 15 25.)
2. The choice of an interdivision employee who meets the necessary criteria (see E 15 20 and M 15 20) to adopt another division country as his/her adopted division country. In the case of the employee who remains in continuous interdivision employment, a permanent return is voted for record-keeping purposes only. An independent transfer is processed to the chosen division.
3. The choice of an interdivision employee who meets the necessary criteria (see E 15 20 and M 15 40) to adopt the host division country as his/her adopted division country. Such a choice is followed by processing a permanent return and an independent transfer to the host division where the employee then serves on a local employment basis.
4. The choice of an interdivision employee to take out citizenship in the host division country. This decision terminates his/her interdivision employee status. Such a choice is followed by processing a permanent return and an independent transfer to the chosen division where the employee then serves on a local employment basis.

E-17-10 E 20 10 Procedure—1. An individual, with previous denominational service, having decided to change his/her base division by one of the processes outlined in E 20 05 shall make his/her decision/request known to the secretary of his/her employing organization in writing. intending to make an independent transfer shall be responsible to inform the secretary of his/her employing organization in writing of the intention to transfer independently. This information shall be sent through proper channels to the base division secretary. Upon receipt of this information, the secretary of the base division shall communicate in writing to the individual the impact of denominational policies on the service record and the retirement benefit expectations of the individual, should he/she proceed with the transfer, and the entitlements or loss of same arising out of such transfer.

2. As soon as the secretary of the receiving division chosen as the adopted division is made aware of the transfer/intended transfer, he/she shall communicate in writing to the individual the terms under which the independent transfer will be approved, and what future expectations the transferee might rightly assume under policy. The independent transferee shall bear the consequences of the independent transfer on his/her future, whether or not he/she has communicated with the base division, or the new employing organization regarding the

independent transfer, or has signed a statement of acceptance of the terms of the independent transfer or the conditions associated with it.

3. Upon receipt of the communications in writing from the secretaries of the two divisions, the individual effecting the independent transfer shall submit a signed ~~letter~~ letter/form to the secretaries of the two divisions involved stating that he/she understands and accepts the terms of the independent transfer and the conditions associated with it.

4. Any organization wishing to employ - No change

5. The individual who chooses to make the independent transfer shall be responsible for ~~obtaining~~ obtaining/maintaining the visas and work permits required by the country to which he/she intends to transfer independently and should not be employed until all applicable immigration and employment documentation is in order. In the United States the General Conference Transportation and International Personnel Services may, upon request of a conference or institution, assist in obtaining such documentation provided the individual making the independent transfer is not yet employed.

6. If the individual has financial obligations - No change

7. If an organization employs the independent transferee - No change

8. The division from which the individual is transferring - No change

9. The divisions concerned shall approve - No change

~~E-17-15~~ E 20 15 Expenses—All travel and moving expense shall be the responsibility of the employee, however, the employing organization in the adopted division may grant financial assistance up to a maximum equivalent to the actual air fare from the port of entry in the adopted division to the place of employment.

~~E-17-20~~ E 20 20 Not Eligible for Furloughs—~~The Furloughs to the Home Division—The~~ employee and/or his/her family shall not be eligible for furloughs nor for financial assistance for travel to the home division.

~~E-17-25~~ Subsequent Transfers—~~1. To a Third Division—The employee shall not be eligible for interdivision service in a third division with the adopted division as the base division until after ten years of service in the adopted division. Any rare exception to this shall be approved by the adopted division and the General Conference Appointees Committee.~~

E 20 25 Subsequent Transfers—1. 2. To the Home Division on an Interdivision Call Basis—If an employee is called from the adopted division to return to the home division on an interdivision call basis, he/she shall continue to earn eligibility in the adopted division country retirement plan. An exception to this policy shall apply when the individual is a citizen of the home division country and the laws of that country demand equitable employment provisions for all citizens. In such cases, the individual shall serve on a local employee basis. ~~service credit in the adopted division provided he/she has a minimum of ten years of service in the adopted division.~~ Any rare exception shall be approved by the adopted division and the General Conference Appointees Committee.

3. 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 has a minimum - No change
- b. The call is for a specific period - No change
- c. The employee, through the home division - No change
- d. The General Conference approves - No change
- e. The adopted division accepts - No change
- f. The home division pays into the retirement plan - No change
- g. The home division accepts responsibility - No change

4. 3. To the Home Division Without Benefit of an Interdivision Call—The employee shall serve on a local basis if he/she returns without benefit of a call. ~~(Z 20 15 (See Z 20 15 and Z 25 70.)~~ He/She may request that the home division accept the transfer of the service credit accrued in the adopted division and that it be added to the service record in the home division. division provided both divisions maintain defined benefit retirement plans. If the home division approves the request:

- a. A record of the request, the division approval - No change
- b. A reference to the General Conference - No change

- c. The transfer of the service credit - No change
- d. If required by the home division - No change

~~E-17-27~~ E 20 30 Service Credit for Career Interdivision Employees Prior to Vesting in Adopted Division—An employee with a minimum of 20 years of interdivision service credit who effects an independent transfer to a third division after completing such service may request request, provided both divisions maintain defined benefit retirement plans, that subsequent service credit in the adopted division be transferred to the base division if because of disability the employee fails to meet vesting requirements. In the case of an employee's death, the beneficiary may make such a request. The request to transfer service credit shall require the approval of both the adopted and home base divisions. (The appropriate provisions of ~~E-17~~, E 20, Independent Transfers, and Z 20, Employees Who Effect an Independent Transfer, shall also apply.)

~~E-17-30~~ E 20 35 Retirement Benefits—The distribution of responsibility for the payment of retirement benefits by the divisions in which the employee has served shall be determined by the retirement plan policy. (See also Z 20.)

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to AHT(DIV)

225-99Gc ADOPTED DIVISION STATUS FOR INDIVIDUALS
NEVER EMPLOYED BY THEIR HOME DIVISION - POLICY
AMENDMENT

VOTED, To amend GC E 25, Adopted Division Status for Individuals Never Employed by Their Home Division, effective January 1, 2000, to read as follows:

~~E-25~~ E 30 Adopted Division Status for Individuals Never
Employed by Their Home Division

~~E-25-05~~ E 30 05 Service in a Third Division—1. An individual who has never been employed denominationally in the home division, but has on his/her own responsibility transferred to a second division where he/she may or may not be denominationally employed, may be called for service in a third division with the second being recognized as the adopted (base) division provided the following requirements are met:

- a. The home division has no investment - No change

b. The individual has indicated his/her intent to make the second division the adopted division, either by having acquired citizenship in a country of the second division, or by having had permanent resident status there which can be maintained while in interdivision service and which gives the right to eventual citizenship. The individual must have been resident in the country for at least two years immediately prior to entry into interdivision service, except if his/her spouse is a citizen of that country and it is the spouse's base division country. (Residence referred to here must include physical presence in the country of residence for at least 20 of the 24 months immediately preceding entry into interdivision service and the entire time must have been under a visa status that meets the criteria as outlined in E 15 20.) ~~for a minimum of one year.~~

c. ~~The individual has been physically present and residing within the territory of the second division for a minimum of five years.~~

~~E-25-10 E 30 10~~ Service in the Home Division—When a call is placed for an individual who qualifies for interdivision service in terms of ~~E-25-05 E 30 05~~ to serve in the home division, it shall be on the basis of a regular call with full interdivision service status. An individual who holds citizenship in the country to which he/she is called shall serve on a local employee basis if the laws of that country demand equitable employment provisions for all citizens.

~~E-25-15 E 30 15~~ Service in the Home Division on Special Arrangement—If an individual who qualifies for interdivision service in terms of ~~E-25-05 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 - No change
- b. The General Conference approves - No change
- c. The adopted division accepts - No change
- d. The home division concurs and pays - No change
- e. The home division accepts responsibility - No change

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to
AHT(DIV)

225-99Gd CHILDREN OF PARENTS ON INTERDIVISION
APPOINTMENT/ASSIGNMENT - POLICY AMENDMENT

VOTED, To amend GC E 27, Children of Parents on Interdivision Appointment/
Assignment, effective January 1, 2000, to read as follows:

~~E-27~~ E 35 Children of Parents on Interdivision
Appointment/Assignment

1. A child born to or transferred with his/her parents who are on official denominational, government, or corporate interdivision appointment/assignment to a foreign country shall be considered for policy purposes as having the same homeland as the parents (see E 15 05). However, the child may choose to have the foreign country designated as his/her homeland if all the following conditions can be met:

- a. The parents shall have served - No change
- b. The child shall have taken a minimum - No change
- c. The child shall be a citizen - No change
- d. The child's first denominational employment - No change

e. The designation of the country as the child's homeland shall be recommended by his/her denominational employer through the appropriate denominational channels and approved by the General ~~Conference~~: Conference Appointees Committee. ~~If approved by the General Conference, approved, the choice shall be considered irrevocable. irrevocable except as provided for in policy. (See E 15 20.)~~

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to
AHT(DIV)

225-99Ge TRANSFERRED DIVISION TERRITORY—EMPLOYEE
STATUS - POLICY AMENDMENT

VOTED, To amend GC E 30, Transferred Division Territory—Employee Status,
effective January 1, 2000, to read as follows:

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~~E-30~~ E 40 Transferred Division Territory—Employee Status

When a new division is organized or when there is a transfer of territories from one division to another, the status of the employee is as follows:

1. The division assuming responsibility for the home country of an employee will be the employee's base division.

2. An employee whose first employment was in a country other than his/her home country but without benefit of a call through the controlling committee of the home country and who has continued to work in that country may request that the division assuming responsibility for the adopted country be his/her adopted ~~division~~: division provided the employee has citizenship in that country or permanent resident status under the criteria set out in E 15 20.

3. An employee whose first employment was in a country other than his/her home country, as defined in paragraph 2. above, and who later was called to another country but has not returned to the home country to work, and has considered the country of his/her first employment as the adopted country, may request that the division assuming responsibility for the adopted country be his/her adopted ~~division~~: division provided the employee has citizenship in that country or permanent resident status under the criteria set out in E 15 20.

4. Requests in terms of paragraphs 2. and 3. above must be made within one year of the time the employee is notified in writing by the division of the provisions of this policy.

~~5. Employees in divisions other than their home division are eligible for furloughs.~~

~~6.~~ 5. The retirement plan responsibility for employees shall be that of the base division as defined above.

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to AHT(DIV)

225-99Gf RENUMBERING OF GENERAL CONFERENCE *WORKING*
POLICY (CHAPTER E)

VOTED, To renumber selected sections of the General Conference *Working Policy*, Chapter E, Denominational Employees—Accrediting, Transferring, Employment Regulations, as follows:

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E 20 becomes E 25
E 35 becomes E 45
E 35 83 becomes E 45 85
E 35 85 becomes E 45 90
E 40 becomes E 50
E 45 becomes E 55
E 47 becomes E 60
E 50 becomes E 65
E 55 becomes E 70
E 60 becomes E 75
E 65 becomes E 80

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to
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226-99Ga INTERDIVISION POLICIES (INTERDIVISION SERVICE
POLICIES—GENERAL) - POLICY AMENDMENT

VOTED, To amend GC M 07, Interdivision Policies (Interdivision Service Policies—
General), to read as follows:

~~M-07~~ M 10 Interdivision Policies

Individuals called as interdivision employees are called under terms of the interdivision policies as outlined in the General Conference *Working Policy*. Some policies allow discretion on the part of the calling organization, but others, such as the right to furloughs or optional annual leaves, are not discretionary. Some calling organizations, in an attempt to allow individuals to continue to accrue service credit in the base division country and not lose prior ~~service~~, service credit, consider placing interdivision calls but with special conditions requiring the interdivision employees to give up furloughs or other rights provided for under interdivision policy.

In such circumstances, organizations not agreeing to provide the full benefits in harmony with interdivision policies should consider use of the provisions in ~~E-17~~, E 20, Independent Transfers. If the employing organization wishes to address the issue of lost retirement benefits, it can offer to purchase an annuity under terms agreeable to both parties to compensate for the expected loss. Any such agreement would not involve any guarantee that the value of the annuity would be equal to the lost retirement benefits, as it is not possible to determine precisely what those benefits will be at a future date, but would help to offset some or all of the loss incurred.

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Special arrangements in effect as of October 31, 1998 are not voided by this policy, but no employing organization placing a call on or after October 31, 1998 is allowed to make any special arrangements with any individual called as an interdivision employee that would require foregoing benefits provided under the interdivision policies of the General Conference. Only the General Conference Executive Committee has the authority to modify terms of the interdivision policy.

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to AHT(DIV)

226-99Gb DEFINITION OF TERMS (INTERDIVISION SERVICE
POLICIES—GENERAL) - POLICY AMENDMENT

VOTED, To amend GC M 10, Definition of Terms (Interdivision Service Policies—General), effective January 1, 2000, to read as follows:

M-10 M 15 Definition of Terms

M-10-05 M 15 05 Base Division—The division in which the interdivision employee is accruing service credit, whether it be his/her home division or adopted division. (See E-15 E 15 15 for full definition.)

M-10-10 M 15 10 Base Division Country—The base division country is the country within the employee's base division in which the employee has citizenship or resident status under the criteria as set out in E 15 20. The base division country determines the calculation of the base country deposit, if applicable, and other allowances related to the base division country. The base division country is recorded in the minutes of the General Conference Appointees Committee. ~~Country—The country in the base division considered to be the interdivision employee's home country for purposes of calculation of the base division deposit, if applicable, and other allowances tied to the base division. The base division country is determined by the base division secretariat and recorded in the minutes of the General Conference Appointees Committee.~~

M-10-15 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, 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 would be reimbursed under the policies of the base division country. In the case of an extended furlough (P 30 30) beyond the normal two or three months and where it includes a full semester or quarter for secondary school or college-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.

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 40.) 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 travel, freight, and related allowances as follows (does not involve remuneration rates):
 - a. Visits to parents/children. (See N 05 25, P 40 25, and Q 10 20.)
 - b. Medical allowance rates and policies.
 - c. Freight shipments.
 - d. Baggage allowance.
 - e. Furlough freight allowance. (See P 40 60.)
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.)

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4. The division for application of the Return of a Deceased Interdivision Employee or Family Member. (See M 75.)

5. The location for attendance at an Institute of World Mission.

6. The division country for application of Child Adoption. (See O 85 15.)

7. The division for application of Furloughs/Optional Annual Leaves—Parents and Children Serving in Different Divisions. (See P 35 40.)

8. The division for application of Financial Settlement With Interdivision Employees and Their Children Who Elect Not to Return to the Base Division. (Salary would still be based on base division country for the individual involved.) (See Q 40.)

M-10-20 M 15 25 Appointing Division—The base division of the individual being called.

M-10-25 M 15 30 Calling Division—The host division where the interdivision employee will serve.

M-10-30 M 15 35 Host Division—The division in which the interdivision employee is serving. When referring to an entity as opposed to a territory, it also refers to General Conference institutions. (See E 15 45.)

M-10-35 M 15 40 Host Division Country—The country in the host division where the interdivision employee is serving. There may be unusual situations where the interdivision employee lives in a different country from the country in which he/she serves. In such cases, the interdivision employee is normally paid in harmony with the rates and policies of the country where he/she lives. (See E 15 50.)

M-10-40 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 division 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, and housing allowance (where applicable). Even if an interdivision employee chooses to remain on the host division country rate during furlough, medical allowance, furlough rent subsidy (when applicable), and automobile mileage or kilometrage reimbursement will be at the applicable rates and under the policies of the base division country. Educational allowance for children in secondary schools or

colleges will normally remain under the policies applicable to an interdivision employee in the field, even during furlough, but any elementary level educational allowance for children enrolled in school in the base division during furlough would be granted under the policies of the base division country. In the case of extended furloughs beyond the normal two or three months (see P 30 30) and where a full semester or quarter for secondary school- or college-age children is included, the educational allowance for that period of time will be based on the rates and policies of the base division country rather than the policy for children of interdivision employees studying in the base division (see O 50 and O 55), since the interdivision employee is eligible to receive the base division country rate.

~~M-10-45~~ M 15 50 Budget/Interdivision Budget—The authorized employment position for an interdivision employee, an interdivision employed spouse, or a locally employed spouse. The code position number for an approved budget identifies the funding arrangements through reference to the code, and is tied to a specific assignment in a specific country with a specific maximum salary percentage. Interdivision employee budgets include provision for the budget servicing costs (appointee, furlough, optional annual leave, and permanent return expenses; and educational allowance for children in secondary schools or colleges, etc.), whereas spouse budgets do not. The costs associated with an interdivision employee budget applied to a specific assignment or location may be very different from costs associated with a budget applied to a different assignment and/or location. When considering requests by divisions for changes in location or assignment of interdivision employee Code 1, 2, 3, 4, 5, and 6 budgets (~~see M-15~~); (see M 20), the General Conference Appointees Committee and the General Conference Interdivision Budget Oversight Committee will take into consideration the relative difference in the average costs to the General Conference of the budgets as they are currently applied and as requested.

~~M-10-50~~ M 15 55 Budget Servicing Expenses—The appointee, furlough, optional annual leave, and permanent return expenses of the appointee/employee, as well as all allowances, both in the host and base divisions, which would be paid for the spouse and dependents based on the interdivision appointee/employee's service, whether or not the spouse is employed. All budget servicing is charged to the appointee/employee's budget regardless of the code position of the spouse.

~~M-10-55~~ M 15 60 New Appointee Period—The preembarkation period (normally one month to prepare for departure and to visit family in the base division), time of attendance at the Institute of World Mission if taken before departing for the field, and the language study period if it is taken outside the host division.

~~M-10-60~~ M 15 65 Employing Organization in the Host Division/Calling Organization in the Host Division—The denominational institution or organization in the host division bearing

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the full expenses of a Code 4 budget. The host division may choose to participate in some of the expenses, but generally all expenses of a Code 4 budget are borne by the local employer.

~~M-10-65~~ M 15 70 Local Employer—The local denominational organization where an interdivision employee is working, regardless of the budget code position.

~~M-10-70~~ M 15 75 Interdivision Appointee/Interdivision Employee—The primary individual called to interdivision service. In some cases, both the wife and the husband may have been called for appointments which either one would have been called for separately, thereby making it unclear as to which one should be considered the “appointee/employee” and which the “employed spouse” for policy application purposes. In such cases, the individual called to the position with the higher maximum salary percentage on the wage scale shall be considered as the “appointee/employee” and the other as the “employed spouse.” If both are in positions with an equal maximum salary percentage, the “birthday rule” shall come into effect with the one whose birthday comes earlier in the calendar year being considered the “appointee/employee” and the other the “employed spouse.”

~~M-10-75~~ M 15 80 Interdivision Employed Spouse—The spouse of an interdivision employee as defined under ~~M-10-70~~ M 15 75 who is employed on a Code 1, 2, 3, 4, or 6 budget and receives applicable interdivision remuneration and benefits according to policy.

~~M-10-80~~ M 15 85 Locally Employed Spouse—The spouse of an interdivision employee as defined under ~~M-10-70~~ M 15 75 who is employed on a Code 5 budget and receives only local host division country salary and allowances plus service credit in the base division.

~~M-10-85~~ M 15 90 Spouse/Spouse of an Interdivision Employee—The spouse of an interdivision employee who may or may not be denominationally employed.

~~M-10-90~~ M 15 95 General Conference Appointees Committee—The committee approves direct action appointments; records interdivision appointments, transfers, furloughs, permanent returns, assignment of code budgets, and base division status; and interprets general policies relating to interdivision service.

~~M-10-95~~ M 15 100 General Conference Interdivision 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.

~~M-10-100~~ 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.

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to
AHT(DIV)

226-99Gc INTERDIVISION EMPLOYEE BUDGET CODE PLAN -
POLICY AMENDMENT

VOTED, To amend GC M 15, Interdivision Employee Budget Code Plan, effective
January 1, 2000, to read as follows:

~~M-15~~ M 20 Interdivision Employee Budget Code Plan

~~M-15-05~~ M 20 05 Categories of Interdivision Employee Budgets—To plan for more
efficient use of church resources, all interdivision employee positions are assigned one of the
following budget codes:

1. Code 1 - Regular - No change
2. Code 2 - General Conference Temporary - No change
3. Code 3 - Direct Action—Interdivision employees who are appointed to General
Conference-initiated Global Mission projects developed in close cooperation with divisions.
 - a. Terms may vary depending - No change
 - b. Emphasis must be on General Conference - No change
 - c. Interdivision employee appointments - No change
 - d. Need for and utilization of direct action interdivision budget points will be
evaluated annually by the division, the General Conference Global Mission ~~office~~, personnel, and
the General Conference Secretariat.
 - e. Funding is provided from - No change
4. Code 4 - Institutionally or Locally Funded—Interdivision employees who are
called and funded by denominational institutions or organizations located outside of the base
division.
 - a. Regular terms of service - No change

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b. The appointment is division - No change

5. Code 5 - Locally Employed Spouse—The spouse of an interdivision employee who receives only local host division country salary and allowances plus service credit in the base ~~division~~ division country. (This category should be used only in exceptional situations.)

6. Code 6 - Flat Rate Institutionally Funded—Interdivision employees who are called and funded by denominational institutions or organizations located outside of the base division. Budget servicing costs are cared for by the General Conference in exchange for a flat rate annual charge to the employing organization in the host division.

a. Regular terms of service - No change

b. Subject to terms set by - No change

c. The arrangement is division - No change

~~M-15-10~~ M 20 10 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 local salary, housing, and local and other allowances which are borne by the local employer. (~~See M-15-20 and M-15-25.~~) (See M 20 20 and M 20 25.)

2. Code 2 - General Conference Temporary—General Conference funding except for the local salary, housing, and local and other allowances which are borne by the local employer. (~~See M-15-20 and M-15-25.~~) (See M 20 20 and M 20 25.)

3. Code 3 - Direct Action - No change

4. Code 4 - Institutionally or Locally Funded—Funded by the employing organization in the host division including appointee, furlough, optional annual leave, and permanent return expenses, base ~~division~~ country deposits, expatriate allowance, interdivision allowances, contributions to the base division country retirement ~~fund~~; plan, and host division country local salary, allowances, and housing.

5. Code 5 - Locally Employed Spouse—Funded entirely by the local employer, except for the cost of contributions to the base division country retirement plan and the employer's share of the base division country social security/national insurance, which are borne by the General Conference in the case of locally employed spouses of interdivision employees on

Code 1, 2, 3, and 6 budgets, and by the employing organization in the host division in the case of locally employed spouses of interdivision employees on Code 4 budgets.

6. Code 6 - Flat Rate Institutionally Funded - No change

~~M 15 15~~ M 20 15 Local Employer or Host Division Responsibility - Codes 1, 2, 4, and 6 (General Conference Responsibility - Code 3)—1. Local salary while in the host division, during furlough and optional annual leave, including the employer's share of local social security/national insurance and other employer borne payroll taxes. (See O 25.)

2. All local allowances which may include - No change

3. Employer's share of base division - No change

4. Housing provided by the local employer - No change

5. Medical expense reimbursement and repatriation costs - No change

6. Travel expense reimbursement for business travel as authorized by the local employer or host division. (This is a local employer expense even for Code 3 budgets.)
(~~See M 15 10.~~) (See M 20 10.)

7. Local payments for visas, passports, work permits, etc., after arrival in the ~~field~~:
host division country.

8. Elementary educational - No change

9. Fifty percent (50%) reimbursement for doctoral - No change

10. Postgraduate/continuing education - No change

11. Fifty percent (50%) reimbursement for medical/dental/optometrical - No change

12. Fifty percent (50%) residency program - No change

13. Fifty percent (50%) financial assistance to nurses - No change

14. Professional membership fees - No change

15. Special vacation allowance - No change

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16. Cost of intradivision moves of interdivision - No change
17. Child adoption assistance for adoptions - No change
18. Insurance coverages including accidental death - No change
19. Advanced study arrangements - No change
20. Qualifying/licensing expenses for physicians/dentists/optometrists - No change
21. All specialized training costs authorized by the local employer or the host division while in the base division during the preembarkation period or while on furlough or optional annual leave. (This does not include attendance at the Institute of World Mission or language study.) (See N 15 and O 10.)

In principle, the local organization is to bear costs equivalent to what it would cost to have a local employee fill the same position, but there are a number of exceptions to that principle in the way the costs have been allocated. Generally, medical and educational allowances for interdivision employees run higher than for local employees. To try to partially offset that, the local organization is charged only for the educational allowance at the elementary level while the secondary school and college level educational allowances are charged to the General Conference. Certain allowances, although not typically paid to local employees, could be better handled at the host division or local employer level (i.e. postgraduate/continuing education, local payments for visas, passports, professional membership fees, special vacation allowances, base division country social security/national insurance on the local salary and allowances, etc.). Still other items, such as the 50 percent educational loan amortization for physicians, dentists, and others with specialized degrees, were left with the host division or employing organization to assist in keeping a balance between the long term need to train local workers and the immediate demand for high cost highly trained personnel.

The host division may decide to bear some of the expenses for interdivision employees which exceed what it would cost for a national employee in the same field of service. The host division may choose to process all payments of local salary and allowances for an interdivision employee at the host division level and send a charge to the local employer for actual expenses or the average expense for a national employee in the same position. The host division may choose to *grant extra assistance in the form of appropriations to the local employer to help cover the expenses being borne by the local employer for the interdivision employee's budget*; but the appropriation must not be tied to the interdivision budget and thus be removed in the event the interdivision employee's budget is removed. (Regardless of the method used, the local employer must bear the equivalent costs for a national employee in its operating budget, so that if the interdivision budget were removed, the local employer would not be affected financially.)

~~M-15-20~~ M 20 20 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.)—

1. All expenses of appointment/furlough/optional 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 15, and Q 10.)

2. Base ~~division~~ country deposits and expatriate allowances (where applicable).
(See O 15.)

3. Compensation for loss of income by the spouse. (See N 05 20 and ~~N 15 35~~.)
N 15 35, paragraph 3.)

4. Travel to the Institute of World Mission - No change

5. Educational allowances for secondary school - No change

6. General educational indebtedness - No change

7. Fifty percent (50%) reimbursement for doctoral degrees - No change

8. Fifty percent (50%) reimbursement for medical/dental/optometrical - No change

9. Fifty percent (50%) residency training program amortization. (See N 40.) (The cost of this 50 percent reimbursement is borne by the General Conference even in the case of Code 4 budget appointments.)

10. Fifty percent (50%) financial assistance to nurses - No change

11. Approved language study when taken - No change

12. Visits of older children/parent(s) - No change

13. Social security tax equalization - No change

14. Health evaluations whether taken in the base or host division. (See M 70.)

15. Workers' compensation insurance and long-term disability insurance where retirement ~~funds~~ plans do not provide for disability retirement.

16. Contributions to the base division country retirement ~~fund~~ plan.

17. Employer's share of base division country social security/national insurance on the expatriate allowance and base ~~division~~ country deposit (where applicable). (See O 25 05 and O 25 25.)

18. Assistance on duplicate social security/national - No change

19. Extended interdivision service - No change
 20. Permanent return salary or salary subsidy - No change
 21. Retirement allowance/subsidy - No change
-

Code 4 Budgets. The employing organization in the host division is to bear the full cost of employing individuals on Code 4 budgets. To help reduce the expense to the employing organization, the General Conference will be responsible for 50 percent of the cost of loan amortization for interdivision employees with doctoral degrees. The base division, or in the case of North American Division-based individuals, the General Conference, will also bear the cost of permanent return assistance beyond three months.

Code 5 Budgets. In general, the employment of individuals on Code 5 budgets would not be a General Conference expense. In order to allow more opportunity for employment of spouses and to provide for their retirement income in the base ~~division~~, division country, the General Conference bears the cost of the contributions to the base division country retirement ~~fund plan~~ and the base division country social security/national insurance for spouses of interdivision employees on Code 1, 2, 3, and 6 budgets, and the employing organization in the host division bears the cost for such contributions for spouses of interdivision employees on Code 4 budgets.

~~M-15-25~~ M 20 25 Allocation of Costs for Spouse and Family Related Allowances—On occasions the interdivision employee and the interdivision employed or locally employed spouse work for different organizations or are on different budget codes. Under such circumstances, it is necessary to determine the expenses which each organization will bear. The appointee, furlough, optional annual leave, and permanent return expenses of the appointee/employee, as well as all allowances, both in the host and base divisions, or family adopted division, where applicable, which would be paid for the spouse and dependents based on the interdivision appointee/employee's service whether or not the spouse was employed, are charged to the appointee/employee's budget regardless of the budget code of the spouse. (See ~~M 10 70~~ and ~~M 10 75~~.) (See M 15 75 and M 15 80.)

~~M-15-30~~ M 20 30 Transferring of Interdivision Budgets—A division may request to transfer budgets from one position to another, however, any changes in budgets must be approved by the General Conference Appointees Committee and/or the General Conference Interdivision Budget Oversight Committee. Additional Code 1, 2, or 3 budgets must be approved by the General Conference Interdivision Budget Oversight Committee. Because Code 4 and 5 budgets are locally funded, they may be added at any time with the approval of the General Conference Appointees Committee. Due to the financial arrangements associated with Code 6 budgets, these budgets must be approved by the General Conference Interdivision Employee Remuneration and Allowances Committee and the General Conference Appointees Committee.

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AHT(DIV)

226-99Gd THE INTERDIVISION EMPLOYEE FAMILY - POLICY
AMENDMENT

VOTED, To amend GC M 20, The Interdivision Employee Family, to read as follows:

~~M-20~~ M 25 The Interdivision Employee Family

~~M-20-05~~ M 25 05 The Family—A Unit—The interdivision employee family stands as a unit. While in a majority of cases only one member of the family is placed under appointment, the spouse is regarded as an associate of the appointee/employee in influence and service and is expected to learn the language and engage in the work as far as is practical.

~~M-20-10~~ M 25 10 Role of Interdivision Employee's Spouse—1. Work in a General Way—An interdivision employee's spouse who assists in the work of the Church in a general way in the ~~field of service~~ host division country will not receive a separate salary or additional remuneration.

2. With Employment Assignment—An interdivision employee's spouse may be given an employment assignment either before departure for interdivision service or after arrival in the ~~field~~: host division country. Spouse assignments ~~must~~ shall be approved by the General Conference Appointees Committee and a code budget assigned. Remuneration in the ~~field~~ host division country shall be in harmony with the applicable provisions of ~~M-25-15~~: M 30 15.

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to
AHT(DIV)

226-99Ge INTERDIVISION EMPLOYEE SPOUSE EMPLOYMENT -
POLICY AMENDMENT

VOTED, To amend GC M 25, Interdivision Employee Spouse Employment, effective January 1, 2000, to read as follows:

~~M-25~~ M 30 Interdivision Employee Spouse Employment

~~M-25-05~~ M 30 05 Division Responsibility—Decisions regarding denominational employment for the spouse of an appointee/employee during the time of the family's

interdivision service shall be the responsibility of the calling host division. Whenever possible, arrangements for such employment should be made through the General Conference Secretariat prior to the arrival of the appointee/employee in the ~~field~~ host division country.

~~M-25-10~~ M 30 10 Employment Assignment—If a specific request has been received from the calling host division for denominational employment in the ~~field~~ host division country, and there is an available interdivision Code 1, 2, or 3 budget or the division arranges for the addition of a Code 4, 5, or 6 budget, the General Conference Appointees Committee shall record an employment assignment for the spouse of the appointee.

~~M-25-15~~ M 30 15 Remuneration—1. Remuneration in the Field—~~The Host Division Country—The~~ spouse of an interdivision employee shall receive local salary in the ~~field~~ host division country on the same basis as a national employee working in the same field of service who has similar assignments and hours of work. This applies for all budget codes.

2. ~~Base Division Country~~ Deposit—Spouses of interdivision employees who are assigned to either Code 1, 2, 3, 4, or 6 budgets receive ~~base division country~~ deposits and expatriate allowances, if applicable. These deposits shall be made in the same way as for all interdivision employees.

3. Remuneration in the ~~Base Division—If 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:

Status	Authorized Periods	Conditions	Base Division <u>Country</u> Remuneration
a. Appointee	Preembarkation (1 month), Institute of World Mission	Full- or part-time employment assignment recorded by General Conference Appointees Committee	Full- or part-time salary based on employment assignment and at base country rate
b. Furlougee	Family earned furlough 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, or arrival in the field <u>host division country</u>	Percentage of full salary equal to average percentage of full-time employment on Code 1, 2, 3, 4, or 6 budget(s) since furlough, optional annual leave, or arrival in the field <u>host division country</u> (whichever is most recent) - includes furlough salary top-up if applicable

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	Extension of furlough for other than study or continuing education under P 50 25	The same criteria as for the interdivision employee	At host division <u>country</u> rate without furlough salary top-up and based on same percentage of full-time employment as for furlough salary
	Interdivision employee study leave	As authorized by <u>host</u> division and approved by General Conference <u>Appointees Committee</u>	As authorized by <u>host</u> division
	Continuing Education (P 50 25)	Only if interdivision employed spouses qualifies based on P 50 25	At host division <u>country</u> rate without furlough salary top-up and based on same percentage of full-time employment as for furlough salary
c. Optional Annual Leave	Family earned optional 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, or arrival in the field <u>host division country</u>	Percentage of full salary equal to average percentage of full-time employment on Code 1, 2, 3, 4, or 6 budget(s) since furlough, optional annual leave, or arrival in the <u>field host division country</u> (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 50 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 <u>host</u> division and approved by General Conference <u>Appointees Committee</u>	As authorized by <u>host</u> division
	Continuing education P 50 25	Only if interdivision employed spouse qualifies based on P 50 25	At host division country rate without top-up and based on same percentage of full-time employment

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			as for optional annual leave salary
d. Permanent Returnee	One to three months or as determined by base division	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, or arrival in the field: <u>host division country</u>	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 arrival in the field: <u>host division country</u> . Paid at base division country rate except as provided for in Q 40 05

~~Anyone due furlough before December 31, 1998 may choose the conditions offered under this policy or the previous policy.~~

At furlough, optional 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 salary top-up provision granted for locally employed spouses on Code 5 budgets in connection with furloughs, optional annual leaves, or permanent returns.

~~M-25-20 M 30 20~~ Funding—1. While in Base ~~Division—Responsibility Division Country—Responsibility~~ for funding the remuneration of interdivision employee spouses who are being paid under the provisions of ~~M-25-15, M 30 15~~, paragraph 3., while in the base division, division country, shall be as follows:

The General Conference shall be responsible for funding of the interdivision employed spouse remuneration during the appointee period for spouses assigned to Code 1, 2, 3, or 6 budgets. The remuneration of those assigned to Code 4 budgets will be charged to the employing organization in the host division. Locally employed spouses assigned to Code 5 budgets are not eligible for salary during the appointee period but could possibly qualify for compensation for lost income during the new appointee period under N 05 20.

2. While in ~~Field—Responsibility~~ Host Division Country—Responsibility for the funding of local host division country salary and allowances of interdivision employees' spouses on Code 1, 2, 3, 4, and 6 budgets and locally employed spouses on Code 5 budgets, while in the field, host division country, shall be the responsibility of the local employing organization. Base

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~~division country~~ deposits and expatriate allowances for interdivision employed spouses on Code 1, 2, 3, or 6 budgets, if applicable, will be funded by the General Conference. The base ~~division country~~ deposits and expatriate allowances of Code 4 interdivision employed spouses, if applicable, will be charged to the employing organization in the host division. Locally employed spouses on Code 5 budgets are not eligible for base ~~division country~~ deposits or expatriate allowances.

3. Funding for Appointee/Furlough/Optional Annual Leave/Permanent Return Expenses When Spouse is Employed on a Different Budget Code from the Interdivision Appointed Employee—When the interdivision appointed employee is employed on a Code 1, 2, 3, or 6 budget and the spouse is on a Code 4 or 5 budget, the General Conference will bear the budget servicing expenses as outlined in ~~M-15-10~~: M 20 10.

If the interdivision appointed employee is on a Code 4 budget and the spouse is on a Code 1, 2, 3, 5, or 6 budget, the interdivision employee's employing organization in the host division shall bear the budget servicing expenses as outlined in ~~M-15-10~~: M 20 10.

~~M-25-25~~ M 30 25 Service Credit—A record of the service given by the spouse of an interdivision appointee/employee shall be kept by the Service Records Office in the General Conference Secretariat. Accrued vacation time on full pay shall be included on the service record. Service credit for retirement benefits shall be calculated by the base division in harmony with its retirement ~~policy~~: policy for the country involved.

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to AHT(DIV)

226-99Gf INTERDIVISION CALLS - POLICY AMENDMENT

VOTED, To amend GC M 30, Interdivision Calls, to read as follows:

~~M-30~~ M 35 Interdivision Calls

All calls for individuals to serve outside their base divisions shall be made by the ~~division committee of the host division committee~~ and shall be communicated to the General Conference Secretariat by one of the division officers.

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SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to
AHT(DIV)

226-99Gg DEFERRED APPOINTMENT - POLICY AMENDMENT

VOTED, To amend GC M 35, Deferred Appointment, to read as follows:

~~M-35~~ M 40 Deferred Appointment

~~M-35-05~~ M 40 05 Definition—Deferred appointment to interdivision service is an optional status for prospective interdivision employees. It may be voted by the General Conference Appointees Committee for an individual who is not denominationally employed, but who meets, or is expected to meet, the qualifications for a specific type of mission interdivision service, and who wishes to formally express his/her willingness to accept an interdivision call if and when it is extended.

~~M-35-10~~ M 40 10 Loma Linda University Deferred Interdivision Appointee Revolving Loan Fund Committee Recommendation—1. Deferred appointment status for an individual who is a medical/dental student enrolled at Loma Linda University shall be voted by the General Conference Appointees Committee only upon favorable recommendation by the Loma Linda University Deferred Interdivision Appointee Revolving Loan Fund Committee. As long as the individual is a student of Loma Linda University, deferred appointment status shall be continued only upon periodic renewal of that recommendation by the Loma Linda University Deferred Interdivision Appointee Revolving Loan Fund Committee.

2. An individual who desires deferred appointment status - No change

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to
AHT(DIV)

226-99Gh TRANSFER OF PERSONAL FUNDS (INTERDIVISION
SERVICE POLICIES—GENERAL) - POLICY AMENDMENT

VOTED, To amend GC M 40, Transfer of Personal Funds, to read as follows:

~~M-40~~ M 45 Transfer of Personal Funds

~~M-40-05~~ M 45 05 Regular Transfer Provision—1. At the time of furlough, optional annual leave, or permanent return, interdivision employees shall be eligible to transfer funds to

their home 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 - No change

~~M 40-10~~ M 45 10 Sale of Furniture and Equipment—At the time of permanent return or transfer to another division, an additional amount may be transferred which is equivalent to the original investment or verified replacement cost of necessary home furnishings and equipment in the home base or new host division.

~~M 40-15~~ M 45 15 Unusual Situations—Transfer of funds not covered by the above provisions shall be made only upon approval of the host division officers in consultation with the General Conference Interdivision Employee Remuneration and Allowances Committee.

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to AHT(DIV)

226-99Gi MEDICAL EMPLOYEES—CALLING AND SUPPLYING -
POLICY AMENDMENT

VOTED, To amend GC M 45, Medical Employees—Calling and Supplying, to read as follows:

~~M 45~~ M 50 Medical Employees—Calling and Supplying

To provide more adequately for the staffing of existing and future medical work, division committees should adopt long-range plans that will enable them to anticipate their needs for medical employees, and place calls about two years in advance.

Division committees should plan for the staffing of their health care facilities so that, where the volume of work justifies it, more than one physician shall be employed. The physician should not be so burdened with strictly professional medical work that he/she cannot give appropriate attention to spiritual interests in and around the medical institution and give a portion of his/her time to health-education work. In cases where more than one physician is not essential or practicable, it is urged that the division plan so that a relief physician shall always be available

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when the regular physician has to proceed on furlough or is absent for some other reason. Special attention should be given to staffing hospitals in such a way that continuity of service is assured even in emergencies.

SEC&TRE/PoIRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to AHT(DIV)

226-99Gj SELF-SUPPORTING PHYSICIANS AND DENTISTS -
POLICY AMENDMENT

VOTED, To amend GC M 50, Self-Supporting Physicians and Dentists, to read as follows:

~~M-50~~ M 55 Self-Supporting Physicians and Dentists

As an auxiliary to denominationally operated medical work, a plan has been adopted for appointing physicians and dentists to self-supporting work. Such appointments are made by the General Conference Appointees Committee based on specific calls from the division concerned. The same standards will be required as for regular interdivision appointees. Generally, self-supporting physicians/dentists should not be located in proximity to a medical institution or service operated by the interdivision field.

The following arrangements shall apply in the appointment of self-supporting physicians and dentists to interdivision fields:

1. Travel expense is allowed to the homes of the parents prior to departure. Outfitting, freight, and customs allowances, and transportation to the field are granted on the same basis as for regular interdivision appointees. These expenses are borne by the ~~host division~~ receiving organization and are considered fully amortized upon arrival in the field.
2. Furlough privileges, return transportation to the ~~base division~~, home country, and rehabilitation allowance are not provided, nor is any additional loan authorized to cover these items.
3. When necessary, a loan shall be made to the physician/dentist by the ~~host division~~ receiving organization concerned covering a wage provision from a month prior to departure and up to six months after arrival in the field in accordance with prevailing interdivision physicians' rates in that particular field. The General Conference Interdivision Employee Remuneration and Allowances Committee, after consultation with and agreement of the ~~host division~~ receiving

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organization concerned, may approve an additional loan to enable the physician/dentist to purchase necessary equipment. The physician/dentist shall sign notes covering the amount of the loan and the salary provision. These notes are to be held by the host division receiving organization treasurer, and the physician/dentist shall repay the host division receiving organization by installments of not less than one fourth of the total loan each year after the first year.

4. If it is necessary for the physician/dentist to obtain additional qualifications to meet practice requirements of a particular country, the expenses may be authorized by the General Conference in counsel with the host division receiving organization concerned. To secure the required qualifications at the nearest examination center, the expense involved will be advanced by the host division receiving organization concerned and amortized over a period of five years.

5. If the physician/dentist enters denominational work - No change

6. As these individuals are not regular denominational employees, there is no denominational service credit accrual or retirement benefit entitlement arising out of this service arrangement.

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to AHT(DIV)

226-99Gk SPECIAL INTERDIVISION TRANSFERS—FINANCIAL
PROVISIONS - POLICY AMENDMENT

VOTED, To amend GC M 55, Special Interdivision Transfers—Financial Provisions, effective January 1, 2000, to read as follows:

~~M-55~~ M 60 Special Interdivision Transfers—Financial
Provisions

~~M-55-05~~ M 60 05 Modified Transfer Allowances—The General Conference, in counsel with the appointing and calling divisions concerned, may approve modified financial and transfer (moving and freight) allowances for interdivision employees in specific situations in which it is not considered reasonable to grant the regular allowances.

~~M-55-10~~ M 60 10 Modified Provisions for Australia, Austria, Belgium, Canada, Denmark, Finland, France, Germany, Guam, Iceland, The Netherlands, New Zealand, Norway,

Sweden, Switzerland, and the United States (including the General Conference and Inter-American Division employees residing in the North American Division), ~~and some countries in Western Europe—Interdivision 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 ~~normal~~ 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 and N 65~~); (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. Reduced 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 and the North American Division/General Conference shall not be eligible for the regular interdivision freight, baggage, and outfitting allowances (~~see N 50 and N 65~~); (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 - No change

5. ~~Term of Service—A full term of service for individuals elected at a General Conference Session shall be five years. For all others see P 10.~~

6. 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.

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to
AHT(DIV)

226-99G1 RESPONSIBILITY FOR EXPENSE OF INTERDIVISION
EMPLOYEES—NORTH AMERICAN DIVISION - POLICY
DELETION

VOTED, To delete GC M 60, Responsibility for Expense of Interdivision Employees—
North American Division, which reads as follows:

M 60 Responsibility for Expenses of Interdivision
Employees—North American Division

M 60 05 Initial Move—Total cost of the initial move of an interdivision employee called to the North American Division shall be the responsibility of the employing organization in the North American Division. All expenses involved shall be set up as a prepaid expense and amortized over a three-year period. If the employee is called to another organization within the North American Division before the three years have expired, the unamortized amount shall be assumed by the new employing organization.

M 60 10 Furlough—The salary and travel expenses in connection with furloughs shall be the responsibility of the current employing organization. This amount shall be set up as a prepaid expense and amortized over a twenty-two month period following the furlough. If the employee is called to another organization within the North American Division before the end of the two-year period, the unamortized amount shall be assumed by the new employing organization.

M 60 15 Optional Annual Leave—The salary and travel expenses in connection with an optional annual leave shall be the responsibility of the current employing organization. This amount shall be set up as a prepaid expense and amortized over an eleven-month period following the optional annual leave. If the employee is called to another organization within the North American Division before the end of the one-year period, the unamortized amount shall be assumed by the new employing organization.

M 60 20 Permanent Return—Expenses in connection with a permanent return, including transportation and allowances in harmony with policy, shall be paid by the employing organization(s) in the North American Division that has/have employed the person during the preceding four years. Salary settlement of up to three months shall be the responsibility of the last employing organization.

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SEC&TRE/PolRev&Dev/ADCOM GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to AHT(DIV)

226-99Gm EXPENSES OF INTERDIVISION EMPLOYEES
TRANSFERRED BETWEEN DIVISIONS - POLICY
AMENDMENT

VOTED, To amend GC M 65, Expenses of Interdivision Employees Transferred Between Divisions, effective January 1, 2000, to read as follows:

M 65 Expenses of Interdivision Employees
Transferred Between Divisions

M 65 05 Transfer During Term of Service—1. When an interdivision employee is transferred by call to another division and the transfer is made at any time other than a regularly scheduled furlough or optional annual leave, the interdivision employee shall be allowed outfitting and freight allowances on an appointee basis. The freight allowance may be used for shipments from the place of current interdivision employment, as well as from the ~~homeland; 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. If the transferring interdivision employee is being called to a Code 4 budget, all expenses for the transfer, as well as all subsequent furlough, optional annual leave, and permanent return expenses while serving this same organization, shall be borne by the calling organization in the new host division. If the transferring interdivision employee is being called to a Code 1, 2, 3, or 6 budget, all expenses relating to the transfer, as well as subsequent furlough, optional annual leave, and permanent return expenses, shall be borne by the General Conference.

2. When an interdivision employee is transferred by call to another division within twelve months of being appointed to interdivision service, and the transfer involves a Code 4 budget, the calling organization in the new host division, if calling to a Code 4 budget, or the General Conference, if the individual is being called to a Code 1, 2, 3, or 6 budget, shall participate in the original expenses incurred in getting the appointee to the ~~field; previous host division country~~. The entity bearing the budget servicing costs for the budget to which the interdivision employee is being called shall reimburse the entity that bore the new appointee costs on the following basis:

0 - 4 months served	100% of new appointee costs
5 - 8 months served	67% of new appointee costs

9 - 12 months served	33% of new appointee costs
13 + months served	None

(Appointee costs, for the purposes of this policy, shall be all the expenses incurred in getting the appointee to the field host division country including salary and allowances, and expenses during the preembarkation period, attendance at the Institute of World Mission, and language study, as well as the ticket and freight costs of getting to the host division: division country. These costs shall not include any amortization of debt, any special training costs authorized by the host division, or any work- related special trips between the base and host divisions.)

3. Accrued postgraduate/continuing education allowance - No change

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 to the base ~~division—If division or family adopted division, where applicable—If an~~ interdivision employee has been serving on a Code 4 budget, these travel expenses shall be charged to the employing organization in the host division where he/she has been serving. If a transferring interdivision employee has been serving on a Code 1, 2, 3, or 6 budget, these travel expenses shall be charged to the General Conference.

b. Salary during furlough 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 division country deposit, and furlough salary top-up, if applicable, shall continue during furlough, based on the rate of the ~~division/country~~ host division country where the interdivision employee has been serving. The local salary paid by the ~~field, employing organization in the host division country,~~ which is discontinued at the time of departure, shall, during furlough, be added to the furlough salary top-up. All costs for expatriate allowance, base division country deposit, furlough salary top-up, and local salary at the ~~former~~ 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 ~~former previous~~ host division if the employee was on a Code 4 budget.

c. Furlough 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 ~~division country~~ deposit during a furlough 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 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 homeland;~~ 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

M 65 15 Transfer to Base Division—1. By Call—When an interdivision employee's base division wishes to place a call for his/her services, the following conditions shall apply:

a. Prior clearance shall be requested from the General Conference Appointees Committee which shall make its decision in counsel with the employing host division.

b. If clearance is granted, the transferring interdivision employee shall be granted the regular permanent return allowances as per policy.

c. The calling organization in the base division shall be responsible for payment of the following:

- 1) One-month salary for family - No change
- 2) Travel expense ~~home;~~ to the base division, including family
visitation
- 3) Baggage allowance - No change

4) Rehabilitation allowance

4) 5) Freight expense according to policy

5) 6) Health evaluation costs

d. All other permanent return costs - No change

e. If the spouse of the interdivision employee has been employed in the host ~~division~~, division country, the employing organization shall pay the spouse for any unused accrued vacation time. No additional permanent return salary and no salary subsidy is provided to the spouse's new employing organization.

2. By Election - No change

3. By Permanent Return—If an interdivision employee has been voted a permanent return by the employing host division and the General ~~Conference~~, Conference Appointees Committee, no call need be extended and the regular provisions for a permanent return shall apply.

M 65 20 Special Arrangements - No change

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to AHT(DIV)

226-99Gn HEALTH EVALUATIONS AND CLEARANCE
(INTERDIVISION SERVICE POLICIES—GENERAL) - POLICY
AMENDMENT

VOTED, To amend GC M 70, Health Evaluations and Clearance (Interdivision Service Policies—General), effective January 1, 2000, to read as follows:

M 70 Health Evaluations and Clearance

M 70 05 Health Evaluations—1. Health evaluations are required or recommended as follows:

a. At the time of appointment - No change

b. During the term of regular service, periodic health evaluations are recommended as per the schedule below. The scope of the health evaluation is defined in health evaluation forms provided by the General Conference or division secretariat. Costs for health evaluations as listed on the health evaluation form, when taken according to the following schedule, are reimbursed in full. (See N 05 10.) The cost of any treatments for conditions brought to light by the health evaluations is reimbursed in harmony with ~~regular medical expense~~ health care assistance policies.

Persons Individuals desiring to have health evaluations more frequently than indicated below may do so in consultation with the employing organization. Costs for these health evaluations shall be reimbursed in harmony with ~~regular medical expense~~ health care assistance policies.

Age	Frequency
Up to 30	Once every six years
31 to 40	Once every three years
41 to 60	Once every two years
61 +	Once every year

At the time of an individual's appointment, the frequency of these evaluations may be adjusted to meet specific health needs and situations upon approval of the General Conference Secretariat, in consultation with the General Conference Health and Temperance Department. Evaluations shall focus on specific health needs and/or preventive screening procedures. Employing organizations, in counsel with the interdivision employee, shall have the option of providing the health evaluations:

1) Within the host division, provided the health care facility used for such evaluation has been approved by the General ~~Conference/division~~, Conference/host division, or,

2) While on furlough or optional annual leave in the base ~~division~~, division or family adopted country, where applicable.

The timing of periodic health evaluations may be reasonably adjusted to coordinate with travel schedule, furlough, optional annual leave, and permanent return dates, but ~~they~~ these should not occur more frequently than provided for in paragraph b. above. (See P 35 05.)

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c. At the time of the interdivision employee's permanent return, the health evaluation will ordinarily be done in the base division or family adopted division, where applicable, unless otherwise approved by the General Conference Secretariat. If done outside the ~~base division~~, division or family adopted division, where applicable, copies of the reports and recommendations shall be sent to the base division secretariat or family adopted division secretariat, where applicable, for final health clearance. (In the case of North American Division-based employees, to the General Conference Secretariat.) (See Q 15 05 and Q 15 10.)

M 70 10 Health Clearance—1. The interdivision employee's base division or family adopted division, where applicable, shall review the health evaluation reports completed at the time of appointment and permanent return and determine if health clearance is to be granted or withheld.

2. The base division or family adopted division, where applicable, shall advise the interdivision employee's host division and the General Conference Secretariat of its decision.

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to AHT(DIV)

226-99Go RETURN OF A DECEASED EMPLOYEE OR FAMILY
MEMBER - POLICY AMENDMENT

VOTED, To amend GC M 75, Return of a Deceased Employee or Family Member, effective January 1, 2000, to read as follows:

M 75 Return of a Deceased Interdivision Employee
or Family Member

If an interdivision employee or a member of the immediate family dies while outside the base ~~division~~, division or family adopted division, where applicable, the deceased shall normally be interred in the country of death; however, the General Conference Transportation and International Personnel Services in the case of those on Code 1, 2, 3, or 6 budgets, or the employing organization in the host division in the case of those on Code 4 budgets, shall authorize reimbursement of the cost to return the body prior to interment to the base division ~~country~~, country or family adopted division country, where applicable, if this is requested by the immediate family.

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SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to AHT(DIV)

227-99Ga ARRANGEMENTS WITH INTERDIVISION APPOINTEES -
POLICY AMENDMENT

VOTED, To amend GC N 05, Arrangement with Interdivision Appointees, effective January 1, 2000, to read as follows:

N 05 Arrangement with Interdivision Appointees

N 05 05 ~~Discontinuing Employment—Any person~~ Employment—An individual invited to serve as an interdivision employee shall not discontinue present employment until instructed to do so by the appointee's base division treasury, or in the case of North American Division-based individuals, the General Conference Transportation and International Personnel Services.

N 05 10 Health Evaluations - No change

N 05 15 Salary Arrangements—1. One month of preembarkation salary is normally granted to appointees and interdivision employed spouses to provide time to prepare for departure and to care for family visitation. A call to interdivision service is contingent on receiving the necessary visas and/or work permits for the host division country. For most countries this is cared for quickly, but in some cases it takes several months; on rare occasions, it proves impossible and the call has to be canceled. Because of this, it is imperative that the appointee and spouse not disconnect from current employment before being instructed to do so by the treasury of the base division or, in the case of North American Division-based individuals, the General Conference Transportation and International Personnel Services. The normal procedure is for treasury to work with the appointee and spouse, the current employer(s), and the host division to establish the date for disconnecting from current employment and beginning interdivision preembarkation salary. This date is normally arrived at by working backwards from the desired date for beginning service in the field; host division country, including time for attendance at the Institute of World Mission, if authorized, and estimating the length of time required to obtain visas and work permits for the host division country involved.

2. The preembarkation salary is paid - No change
3. Base division country allowances - No change
4. Preembarkation salary and allowances - No change

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5. The month of preembarkation salary is not a cash entitlement, but rather a salary provision to allow individuals sufficient time to prepare for interdivision service and to care for family visitation. There is no cash settlement paid to individuals who continue to work and are on salary from the previous employer during this period. There may be occasions where, because of urgent needs in the field, host division country, it is impossible for the appointee and spouse to take the full preembarkation month provided by policy. In such cases, arrangements may be made by the base division treasury, or in the case of North American Division-based individuals, the General Conference Transportation and International Personnel Services, to authorize the unused period to be added to the first furlough or optional annual leave. Compensation during such a period shall be at the same rate as would have been paid if the time had been taken before leaving for interdivision service. Any special arrangements shall be made in consultation with the host division and the General Conference. Conference Secretariat and the General Conference Transportation and International Personnel Services. Both the length of time and the rate shall be recorded in the minutes of the General Conference Interdivision Employee Remuneration and Allowances Committee when the full preembarkation month is not taken.

N 05 20 Compensation for Lost 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 lost income for the month preceding departure. 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.

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. There may be occasions where, because of urgent needs in the field, host division country, it is impossible for the appointee and spouse to take the full preembarkation month provided by policy. In such cases, arrangements may be made by the base division treasury, or in the case of North American Division-based individuals, the General Conference Transportation and International Personnel Services, to authorize adding the unused time to the first furlough or optional annual leave. Compensation for lost income during such a period shall be at the same rate as would have been paid if the time had been taken before leaving for interdivision service.

Any special arrangements shall be made in consultation with the host division and the General Conference Secretariat and the General Conference Transportation and International Personnel Services. Both the length of time and the rate of pay shall be recorded in the minutes of the General Conference Interdivision Employee Remuneration and Allowances Committee.

~~Persons~~ Individuals who discontinue denominational employment in order to prepare for departure, or ~~persons~~ individuals whose denominational employment begins upon arrival in the ~~field;~~ host division country, may have this one month preembarkation period, during which they received compensation for lost 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.

N 05 25 Visits to Parents/Children—Appointees whose parents are living in the base division from which the employee is called shall be entitled to visit them before entering upon interdivision service. Transportation expense of the family to visit the parents of both the appointee and spouse shall be allowed. Appointees with grown children residing in the base division shall be allowed the expense to visit them on the same basis as visits to parents. ~~In cases where parents live in other than the base division of the appointees, the visit, if allowed, must be authorized by the General Conference Interdivision Employee Remuneration and Allowances Committee.~~ The time for visits to parents and children, as detailed above, shall be included in the one month preembarkation period granted for preparation and visitation prior to departure. The expenses of visits to parents and children 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.

N 05 30 Travel/Financial Arrangements—~~1. Arrangements as to the time of actually entering the new service, and for passports, travel, baggage, wages prior to departure, etc., are made~~ Arrangements—1. Interdivision employment arrangements such as passports, travel plans, all financial provisions, and time of entering interdivision service are made only by the base division treasury or, in the case of ~~North American Division-based individuals;~~ individuals who are residing in the territory of the North American Division, the General Conference Transportation and International Personnel Services. ~~These arrangements shall include all instructions involving finances.~~

2. When an individual is studying or residing in a division other than his/her base division and is called to a third division for interdivision service, the base division treasury, or in the case of ~~North American Division-based individuals;~~ individuals who are residing in the territory of the North American Division, the General Conference Transportation and International Personnel Services, shall make all of the financial and travel arrangements on behalf of the ~~home or~~ base division. If the appointee, with or without family, returns at his/her own expense to the ~~home or~~ base division prior to taking up interdivision service, the employee

shall be entitled to transportation expenses between ~~home~~ the base division and the place of assignment as well as ~~normal~~ regular preembarkation family visitation in the base division. Preembarkation salary, in such cases, will be based on the rate for either the country from which the individual was called or from the appointee's base division country, depending on where the preembarkation period is spent. It must be noted, however, that future furlough, optional annual leave, and permanent return provisions are to the appointee's base division country or family adopted division country, where applicable, and not to the division from which he/she departed for interdivision service, unless special arrangements were agreed to in advance of departure by the General Conference Appointees Committee, and the General Conference Interdivision Employee Remuneration and Allowances Committee.

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to AHT(DIV)

227-99Gb CHILDREN ACCOMPANYING PARENT(S)
(INTERDIVISION APPOINTEES) - POLICY AMENDMENT

VOTED, To amend GC N 10, Children Accompanying Parent(s) (Interdivision Appointees), effective January 1, 2000, to read as follows:

N 10 Children Accompanying Parent(s)

N 10 05 Conditions—1. Departures—A child of an interdivision employee may accompany his/her parent(s) from the base division or family adopted division, where applicable, to the ~~field of service~~ host division country at the time of appointment, or of return from furlough or optional annual leave, provided the following conditions are met:

- a. The child is a recognized dependent - No change
- b. The child shall not have reached - No change
- c. The child shall travel to the ~~field of service~~ host division country with the expectation of remaining a reasonable period of time, usually considered to be a minimum of one school year.
- d. The child shall travel with the parent(s) - No change

Any exceptions to this policy must be recommended by the base ~~division~~, division or family adopted division, where applicable, or in the case of North American Division-based

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individuals, the General Conference Transportation and International Personnel Services, and be approved by the General Conference Interdivision Employee Remuneration and Allowances Committee.

The expenses shall be borne by the General Conference if the ~~appointees are~~ appointee is called on Code 1, 2, 3, or 6 budgets, and by the employing organization in the host division for those on Code 4 budgets.

2. Return Before a Year—If the return of the child to the base division or family adopted division, where applicable, is requested before a year has elapsed, this visit will normally be adjusted against any future visits allowed under O 50 and O 60, or the interdivision employee may be required to pay the child's return transportation in whole or in part, as determined by the General Conference Interdivision Employee Remuneration and Allowances Committee in consultation with the ~~base and host divisions~~ host division and the base division or family adopted division, where applicable.

SEC&TRE/PolRev&Dev/ADCOM GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to AHT(DIV)

227-99Gc SEVENTH-DAY ADVENTIST INSTITUTE OF WORLD
MISSION - POLICY AMENDMENT

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

N 15 Seventh-day Adventist Institute of World Mission

N 15 05 Purpose—1. To review and reaffirm the mission of the Church and to define the interdivision employee's role in the fulfillment of that mission.

2. To acquaint newly appointed interdivision employees with the conditions and ~~problems~~ challenges they will meet in their respective fields of service and to prepare them to relate to these conditions and ~~problems~~ challenges in a tactful and Christ-like manner.

3. To discuss the current issues in mission - No change

4. To inform interdivision employees regarding - No change

N 15 10 Operation - No change

N 15 15 Frequency - No change

N 15 20 Location - No change

N 15 25 Division Institutes - No change

N 15 30 Attendance—1. All appointees to interdivision service - No change

2. Employees in interdivision service who have not attended an Institute are expected to do so in connection with a furlough or optional annual leave with the approval of their employing host division, the base division, and the General Conference Secretariat. The period spent in attendance at the Institute shall be in addition to the regular furlough or optional annual leave period.

3. Spouses of appointees/interdivision employees - No change

4. ~~Other divisions~~ Divisions are encouraged to arrange attendance at the Institute for selected employees. ~~employees who have been sent to the North American Division for further study. The respective home division shall be responsible for the expenses of individuals based in its territory who are authorized to attend, unless they are interdivision appointees/employees. Divisions shall be responsible for the expenses of such individuals who are authorized to attend, unless they are interdivision appointees/employees.~~

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

2. If Institute attendance is in connection with a furlough or optional annual leave, the salary for the period of the Institute shall be at the host division country rate (local salary, expatriate allowance, and base division country deposit), except if it is taken in connection with the first furlough or optional annual leave after arrival in the ~~field~~; 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 division country deposit during attendance at the Institute is borne by the same organizations which are responsible for the interdivision employees in the ~~field~~; 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.

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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 granted for departure preparation and discontinues employment in order to attend the Institute, shall be entitled to receive compensation based on the rate of the last drawn salary, if paid in accordance with the regular denominational wage 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 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 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~~, Institute and who would not have qualified 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. ~~If attendance is in connection with the first furlough or optional annual leave after arrival in the field the compensation for lost income may be granted at the rate used for loss of income during the preembarkation period (N 05 20), if higher.~~ 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 not have qualified 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 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.

c: 4. Persons A spouse who ~~discontinue~~ discontinues denominational employment in order to prepare for departure and/or ~~attend~~ attends the Institute, or ~~persons a spouse~~ whose denominational employment begins upon arrival in the ~~field~~, host division country, may have the period of attendance at the Institute added to ~~their~~ his/her service record. Service credit, if any, for retirement benefits shall be calculated by the base division in harmony with its retirement policy.

4: 5. Travel expense and expenses relating to attendance at the Institute for the interdivision appointee/employee, spouse, and dependent children are to be borne by the General Conference if appointees/employees are on Code 1, 2, 3, or 6 budgets, or by the employing organization in the host division for those on Code 4 budgets.

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to AHT(DIV)

227-99Gd AMORTIZATION OF GENERAL/PROFESSIONAL
EDUCATIONAL INDEBTEDNESS (INTERDIVISION
APPOINTEES) - POLICY AMENDMENT

VOTED, To amend GC N 20, Amortization of General/Professional Educational Indebtedness (Interdivision Appointees), to read as follows:

N 20 Amortization of General/Professional
Educational Indebtedness

N 20 05 Amortization by Interdivision Service—Financial assistance to interdivision appointees for general and professional educational indebtedness shall be amortized by interdivision service. Amortization shall be scheduled in harmony with the provisions of the policy under which the assistance was granted, and be applied ~~for the full time of the employee's term(s) of interdivision service including earned~~ for actual full-time interdivision service including furloughs, optional annual leaves, language study, and earned postgraduate study time.

N 20 10 Beginning and Ending Dates—The beginning and ending dates of interdivision service for purposes of amortization shall be in harmony with the provisions of P 05, except that amortization shall be applied to the following:

1. Employees who are required to obtain professional qualifications, or licensure, or language study in a third division en route to their ~~field of interdivision service~~: host division country.

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2. Physicians/Dentists/Optometrists during - No change

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to AHT(DIV)

227-99Ge FINANCIAL ASSISTANCE ON INDEBTEDNESS
(INTERDIVISION APPOINTEES) - POLICY AMENDMENT

VOTED, To amend GC N 25, Financial Assistance on Indebtedness (Interdivision Appointees), to read as follows:

N 25 Financial Assistance on Indebtedness

Desirable appointments to interdivision service have sometimes been prevented by indebtedness of the prospective appointees. ~~Although it is not wise to send out employees who are extravagant or careless in financial matters, there~~ There are those who have incurred unavoidable debts for living and school expenses during the period of their education, internship, and in-service training. Policies have been developed to assist in the calling of those whose qualifications make them greatly desired, but who otherwise could not respond because of financial obligations.

N 25 05 General Educational Indebtedness—1. Assistance—When debts for living and school expenses have been incurred by the appointee and/or spouse during the period of education, the General Conference Interdivision Employee Remuneration and Allowances Committee may authorize financial assistance by way of debt reduction grants at the rate of US\$1,000 for each year of interdivision service completed until the actual indebtedness is covered, or a maximum of US\$6,000 per interdivision employee has been paid. If the appointee and spouse both work full time in interdivision service, amortization at the rate of US\$1,000 per year shall be granted to each one. If the spouse works part time on a Code 1, 2, 3, 4, or 6 budget, the amortization shall be prorated.

2. This allowance applies to the combined general educational indebtedness of both the appointee and spouse, without consideration as to whether the debt was incurred by the appointee or spouse. Amortization as the result of interdivision service by either the appointee or interdivision employed spouse may apply towards the combined debt, but each one is limited to a maximum amortization of US\$6,000. The amortization does not track the repayment schedule of the debt. It is the responsibility of the appointee to make the payments to the school or financial institution based on the required repayment schedule and the amortization of the qualifying

amount will continue even if the debt in existence at the time of appointment has been paid in full by the interdivision employee before the end of the amortization period.

3. This allowance applies only once - No change
4. This expense shall be borne by the General Conference - No change

5. Provisions of this policy are not available to any interdivision employee receiving loan amortization or assistance under the provisions of N 25 15, N 25 20, N 25 30, N 35, N 40, or N 45, unless that assistance is less than \$6,000; US\$6,000, in which case the difference between such assistance and \$6,000; US\$6,000 could be allowed under the provisions of N 25 05. The spouse, if not receiving other assistance and if employed on other than a Code 5 budget, could receive assistance under this policy.

N 25 10 Special Provision—1. It is not the regular plan to advance funds against an interdivision employee's indebtedness; however, when the prospective appointee's obligations are such that it is impossible to leave the country without financial aid, or when the interdivision employee or his/her creditors would be embarrassed because of the indebtedness while he/she is in interdivision service, the General Conference, with the approval of the General Conference Interdivision Employee Remuneration and Allowances Committee, may make an advance under contract with the appointee on the following basis:

- a. The maximum amount to be advanced - No change
- b. Applicable annual debt reduction grants - No change
- c. The contract shall provide that when - No change
- d. The loan will be carried as a US dollar - No change

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 - No change
- b. This reimbursement - No change

c. The expense of providing - No change

d. An individual receiving benefits under this policy ~~and who has~~ unamortized service obligations shall ~~not receive more than a total assistance up to the equivalent of to 70 percent of the annual United States of America Category A remuneration factor of the country in which the study was taken~~ in effect at the time of the implementation of the agreement. (See also paragraph j. below.) This total shall include any other educational assistance which might be allowed in connection with an appointment to interdivision service.

e. Interdivision appointees - No change

f. When the doctoral degree - No change

g. Provisions of this policy - No change

h. An interdivision appointee - No change

i. All reimbursements - No change

j. Those receiving assistance under this policy are not eligible for assistance under N 25 05 unless the assistance under this policy is less than ~~\$6,000~~: US\$6,000. (See N 25 05, paragraph 5.) The spouse, however, if employed on other than a Code 5 budget could still qualify under N 25 05.

N 25 20 Medical/Dental/Optomertical Appointee Indebtedness—1. If a physician/dentist/optometrist under appointment has educational indebtedness, including accrued interest, not exceeding the maximum allowed under the provisions of N 25 25, he/she may be permitted to proceed to the interdivision field; host division country, provided the General Conference Interdivision Employee Remuneration and Allowances Committee and the calling division agree to grant indebtedness liquidation assistance.

2. If the General Conference Interdivision Employee Remuneration and Allowances Committee and the calling division approve the granting of assistance, the interdivision employee shall be granted for each year of interdivision service given, indebtedness liquidation assistance at the rate of one sixth of the maximum amount allowed under N 25 25, plus the current year's interest, until the indebtedness has been liquidated together with any interest thereon. For those employed on Code 1, 2, 4, and 6 budgets, the expense shall be shared equally between the General Conference and the host division. For those on Code 3 budgets, the General Conference shall bear the full expense. This policy is not applicable to those on Code 5 budgets.

3. Ordinarily a physician/dentist/optometrist under appointment shall not proceed to the field host division country with indebtedness beyond the amount allowed under the provisions of N 25 25. Exceptions may be made to this limitation on a case-by-case basis only if the General Conference Interdivision Employee Remuneration and Allowances Committee and the calling division agree they are necessary to meet special requirements in the field host division country or to secure physicians/dentists/optometrists with special qualifications, and provided mutually satisfactory arrangements are made with the physician/dentist/optometrist under appointment. The General Conference does not participate in any assistance beyond that provided for in paragraph 1. unless it should involve an individual on a Code 3 budget. The full cost of any assistance given beyond that in paragraph 1. above is borne by the host division or employing organization in the host division.

4. If an exception is agreed to under the provisions - No change

5. If for any reason the interdivision employee does not work long enough to amortize loan payments and interest payments made under N 30 05, the interdivision employee shall repay the unamortized amount at the rate at which the employing organization was amortizing the loan, plus interest at the quarterly rate charged on intradenominational loans made by the General Conference at the time of permanent return.

6. Those receiving assistance under this policy are not eligible for assistance under N 25 05, but the spouse, if employed on other than a Code 5 budget, could still qualify under N 25 05.

N 25 25 Maximum Medical/Dental/Optometrical Appointee Indebtedness—1. The total amount - No change

2. The maximum indebtedness - No change

3. If the physician/dentist/optometrist - No change

4. Those receiving assistance under this policy are not eligible for assistance under N 25 05, unless the assistance under this policy is less than ~~\$6,000~~: US\$6,000. (See N 25 05, paragraph 5.) The spouse, however, if employed on other than a Code 5 budget could still qualify under N 25 05.

N 25 30 Existing Service Indebtedness—1. Provision—When a prospective interdivision appointee has existing unamortized denominational service indebtedness, the last employing organization shall be invited to write off the balance concerned. However, any balance remaining shall, with the prior agreement of the calling division and the General

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Conference Interdivision Employee Remuneration and Allowances Committee, be taken over by the calling division for those on Code 1, 2, 4, and 6 budgets, or by the General Conference for those on Code 3 budgets. If there is existing service indebtedness for an unemployed spouse or a locally employed spouse on a Code 5 budget, and the calling division and General Conference Interdivision Employee Remuneration and Allowances Committee agree to amortize it, it shall be considered as part of the family expense of the appointee and charged to the calling division for those on Code 1, 2, 4, and 6 budgets, and to the General Conference for those on Code 3 budgets.

2. Amortization Period - No change
3. General Conference Assistance - No change
4. Unamortized Indebtedness - No change

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to AHT(DIV)

227-99Gf FINANCIAL ASSISTANCE TO MEDICAL/DENTAL
DEFERRED APPOINTEES, LOMA LINDA UNIVERSITY -
POLICY AMENDMENT

VOTED, To amend GC N 30, Financial Assistance to Medical/Dental Deferred Appointees, Loma Linda University, to read as follows:

N 30 Financial Assistance to Medical/Dental Deferred
Appointees, Loma Linda University

N 30 05 North American Division Deferred Appointee Program—1. Students enrolled in a Doctor of Dental Surgery or Medical Doctor program - No change

2. Student Loans - No change
3. Funding - No change
4. Procedures—The procedures to be followed in the deferred appointee plan for medical/dental students at Loma Linda University shall be as follows:
 - a. Applicants shall be evaluated - No change

b. Debt management counseling - No change

c. The deferred appointee shall be required to attend the Institute of World Mission prior to taking up the appointment. In certain cases attendance may be authorized for another time. The expense of the travel and attendance at the Institute shall be borne by the General Conference. If the deferred appointee is later appointed on a Code 4 budget, the General Conference shall bill the employing organization in the host division for the ~~cost of travel~~ cost, including travel, to attend the Institute.

d. Close contact shall be maintained - No change

e. The General Conference shall assist in maintaining - No change

f. In the junior year, the General Conference Secretariat - No change

g. The Loma Linda University School of Medicine - No change

h. The deferred medical appointee shall be assigned - No change

i. The General Conference shall make payment on approved loans that must be paid prior to the deferred appointee entering interdivision service. These payments shall be set up by the General Conference as an additional loan with interest added at the quarterly rate charged on intradenominational loans made by the General Conference. This loan will be amortized in accordance with N 25 25.

5. Those receiving assistance under this policy are not eligible for assistance under N 25 05, unless the assistance under this policy is less than ~~\$6,000~~ US\$6,000. (See N 25 05, paragraph 5.) The spouse, however, if employed on other than a Code 5 budget could still qualify under N 25 05.

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227-99Gg RESIDENCY PROGRAM—DIVISIONS OTHER THAN
NORTH AMERICA - POLICY AMENDMENT

VOTED, To amend GC N 40, Residency Program—Divisions Other than North America, effective January 1, 2000, to read as follows:

N 40 Residency Training Program—Divisions
Other Than North America

In order to meet the need for adequately trained employees for interdivision service, particularly physicians holding board certification in specialty fields and physicians with British qualifications, divisions, in cooperation with the General Conference, may undertake the following approved Residency Training Program:

1. Deferred medical appointees who are considered eligible - No change
2. The home division, in consultation with the General Conference - No change
3. Under this plan residencies may be approved - No change
4. The residency shall be such as to prepare the physician - No change
5. During the first year of residency, the physician - No change
6. The home division shall establish a revolving fund for the support of the Residency Training Program. The remuneration of the resident will be on the basis of the wage scale for physicians in the division where the residency is taken. ~~The residency stipend will be subsidized by the home division to that division's wage scale level.~~ denominational country rate for physicians where the residency is taken and any difference between this remuneration level and the residency stipend will be the responsibility of the home division. The physician under this plan will also be entitled to rent subsidy, automobile depreciation, and automobile insurance in accordance with the policies applying to employees in the country where the residency training is taking place. place, if applicable. These funds shall be advanced by the home division. The home division will also charge to the medical appointees' residency fund the physician's moving expenses from the place of internship to the place of residency and ~~any expense~~ expenses incurred when taking approved qualifying examinations as described in paragraph 5. above.
7. The calling division shall be charged 50 percent - No change
8. A three-way contract shall be entered into - No change
9. In the event that the physician does not enter - No change
10. If for any reason the physician under contract does not enter - No change
11. In the event a division other than the North American Division - No change

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to
AHT(DIV)

227-99Gh FINANCIAL ASSISTANCE TO NURSES WITH
ADVANCED DEGREES - POLICY AMENDMENT

VOTED, To amend GC N 45, Financial Assistance to Nurses with Advanced Degrees, to
read as follows:

N 45 Financial Assistance to Nurses with
Advanced Degrees

N 45 05 Nurse (Advanced Degree) Appointee Indebtedness—In cases where an
interdivision appointee with a Master of Science degree in nursing has educational indebtedness
and is financially cleared to proceed to the ~~field of service~~, host division country, he/she shall be
granted up to US\$7,500 indebtedness liquidation assistance at the rate of US\$1,250, plus the
current year's interest, for each year of interdivision service until the indebtedness, or US\$7,500,
plus interest thereon from the date of proceeding to the ~~field of service~~, host division country, has
been liquidated. For those employed on Code 1, 2, and 6 budgets, the expense shall be shared
equally between the General Conference and the host division. For those on Code 4 budgets, the
employing organization in the host division shall bear the full expense, and for those on Code 3
budgets, the General Conference shall bear the full expense. This policy is not applicable to
those on Code 5 budgets.

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to
AHT(DIV)

227-99Gi FREIGHT ALLOWANCE (INTERDIVISION APPOINTEES) -
POLICY AMENDMENT

VOTED, To amend GC N 50, Freight Allowance (Interdivision Appointees), to read as
follows:

N 50 Freight Allowance

Where practicable, the calling division shall provide denominationally-owned homes with
necessary furniture and equipment in order to avoid heavy freight expenses when moving
interdivision families.

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The Interdivision Employee Remuneration and Allowances Committee, in consultation with the calling division, shall determine whether an appointee is given Class A or Class B freight allowance according to the definitions under N 50 05 and N 50 10.

N 50 05 Class A - No change

N 50 10 Class B - No change

N 50 15 Freight, Insurance, and Customs Charges - No change

N 50 20 Authorized Weights—1. The denomination shall cover cartage, handling, and necessary packing and crating charges on the authorized weight of household goods and personal effects—not including automobiles, articles for sale in a foreign country, or articles carried for others—from the ~~employee's~~ appointee's home to the place of appointment in the ~~interdivision field; host division country.~~ The net weight allowed is as follows:

- a. For individuals appointed for a full term - No change
- b. For individuals appointed for less than a full term - No change
- c. The above allowances are on net authorized weights - No change

2. Cubic Foot/Cubic Meter Equivalents - No change

3. Special Weight Allowance—When an individual is appointed to interdivision service on Class A freight (N 50 05), especially in the interior, where no household furniture or equipment is provided by the organization and is not available for purchase at reasonable prices in the ~~field of service; host division country.~~ the appointee's freight allowance may be increased as follows:

- a. Additional 1,000 pounds or 455 kilograms - No change
- b. Additional 750 pounds or 341 kilograms - No change
- c. Additional 667 pounds or 303 kilograms - No change

4. Excess Weight - No change

N 50 25 Customs Charges - No change

N 50 30 Insurance—The responsibility of the denomination for insurance on interdivision employees' freight shipments is limited to US\$50,000 for husband, wife, and children, to US\$37,500 for a single parent accompanied by a dependent child/children, and to US\$25,000 for single appointees. Additional coverage beyond these maximums can be obtained but is at the expense of the appointee: interdivision employee. Coverage should be based on the actual value of goods shipped and not simply on the maximum allowed.

1. The base division treasury - No change
2. Immediately upon arrival in the ~~field of service~~, host division country, the interdivision employee should take care to cover by insurance the risk of loss of household goods, personal equipment, and supplies, through disasters such as fire, theft, and windstorm. In most cases, insurance is available through the host division (from Adventist Risk Management) which covers loss of household goods even in the event of war, riot, or civil strife. In the unusual event where all the available insurance coverages have been taken, but there is limited or no coverage available for losses from war, riot, or civil strife, the interdivision employee may be assisted in bearing the uncovered loss of essential goods and supplies. However, the organization cannot be held accountable to give financial assistance where the loss involves unusually costly items or personal effects ordinarily considered luxuries or nonessentials, such as expensive electric organs, short-wave radio equipment, valuable hobby collections, and similar items.

Consideration will not normally be given to any cases where coverage was available but the interdivision employee chose not to take the coverage or took coverage for less than the value of the goods, including transportation costs to ship replacement items to the host division country, in case of a loss.

N 50 35 Freight Shipments—Most new appointee shipments are large enough that using the container van method of shipment is the most economical. Occasionally a shipment is too small to be economically sent by container van or conditions in the countries involved make it impractical or inadvisable. In such cases they are referred to as break bulk or less than container van shipments and are sent by surface transportation or, in rare cases, the goods are shipped by air. The base division treasury (or the General Conference Transportation and International Personnel Services) normally arranges for the shipment and works in close cooperation with the host division and the General Conference to find the best method for shipment. In cases involving shipment by air (unless it is the least expensive method for the shipment involved) or requests for the Full Container Option outlined in paragraph 2. below, approval must be obtained from the General Conference Transportation and International Personnel Services before shipment.

1. Container Van Shipments—If the shipment is large enough to make use of a 20-foot (6-meter) container van as the most economical means of shipment, and if conditions in the countries involved make it practical and advisable to use a container van, the following provisions shall apply:

a. There will be no unused freight settlement paid to the interdivision employee even if the weight shipped is less than the full authorized weight unless the total shipped is less than 3,000 pounds (1,364 kilograms).

b. If the freight shipped is more than the authorized weight, the ~~appointee~~ interdivision employee shall bear the pro rata portion of packing, inland trucking (when based on weight), customs, insurance, and destination charges. The fixed expenses for shipment of the container van, transport of container van to port, etc., which do not vary based on weight of the contents, shall not be included in the pro rata charge to the ~~appointee~~ interdivision employee.

c. Motor vehicles may be included in the container van upon the following conditions:

1) Prior approval of the host division, and

2) The ~~appointee~~ interdivision employee shall bear the expense of any framing needed to protect the vehicle from damage by goods being shipped in the container van, charges for loading of the motor vehicle, preparation for shipment of the motor vehicle, insurance and customs charges, inland freight, and destination charges.

d. Customs charges and the cost of shipping articles for sale in the ~~destination~~ host division country and articles carried for others shall be considered the personal expense of the ~~appointee~~ interdivision employee sending the shipment.

e. If an ~~appointee~~ interdivision employee requires a container van larger than the 20-foot (6-meter) size, any additional expense above the cost of a 20-foot (6-meter) container van shall be considered the personal expense of the ~~appointee~~ interdivision employee, except as provided in paragraph 2. e. below.

2. Full Container Van Option—On a case-by-case basis, the General Conference Interdivision Employee Remuneration and Allowances Committee may authorize waiving the overweight charges outlined in paragraph 1. b. above for container van shipments providing the following conditions apply:

a. The expense for overland transportation - No change

b. There is no or very little customs duty payable on goods brought into the host division country by the ~~appointees~~: interdivision employee.

c. The host division and the General Conference - No change

d. All other provisions of paragraph 1. above apply - No change

e. When goods are being shipped by container van and an ~~individual~~ interdivision employee is going under Class A freight and thus has a weight allowance which may approach or exceed the limits of a 20-foot (6-meter) container van, the employing organization may, at its cost for the larger shipment, allow a 40-foot (12-meter) container van provided the reason for the larger container van is not for the shipment of a vehicle. If it is needed for the inclusion of a vehicle, the additional cost still remains personal.

f. The General Conference Interdivision Employee - No change

3. Less Than Container Van or Break Bulk Shipments—When goods are shipped by break bulk or less than container van, where the shipping charges are based on the volume or weight of goods shipped, the weights as listed in N 50 20 shall strictly apply. If there are savings over what it would have cost to ship the full authorized weight, the ~~appointee~~ interdivision employee shall be entitled to an unused freight settlement as outlined in N 50 40.

4. Air Freight Shipments—Air freight shipments normally fall into one of the following two categories:

a. Full shipments sent by air because air - No change

b. Small shipments which are as inexpensive to send by air as they would be to send by surface, due to minimum handling charges for surface shipments which can make them relatively expensive per pound/kilogram on very small shipments. In such cases the ~~normal~~ regular unused freight settlements as outlined in N 50 40 apply.

N 50 40 Unused Freight—With the widespread use of container van shipments, even if an ~~appointee~~ interdivision employee elects to take to the ~~field of service~~ host division country less than the freight allowance provided in N 50 20, there frequently are little or no savings to the denomination. The unused freight allowance is based on a sharing of any savings involved, and in principle only applies where there are actual savings. Since 3,000 pounds (1,364 kilograms) is generally the dividing line between the weight that is more economical to send by container as opposed to break bulk, the following shall apply for underweight freight settlements:

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1. Where an interdivision employee ships less than 3,000 pounds - No change
2. Where 3,000 pounds (1,364 kilograms) or more are shipped - No change
3. If the shipment is from or to a place that cannot be serviced by container van shipments, and that status is to be determined beforehand, then the underweight settlement rates in paragraph 1. above apply based on authorized weights for any underweight involved without regard to the 3,000 pound (1,364 kilograms) threshold and overweight will be charged to the individual interdivision employee based on the actual cost.

N 50 45 Expense Reports - No change

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to AHT(DIV)

227-99Gj BAGGAGE ALLOWANCE (INTERDIVISION APPOINTEES) - POLICY AMENDMENT

VOTED, To amend GC N 55, Baggage Allowance (Interdivision Appointees), to read as follows:

N 55 Baggage Allowance

N 55 05 Baggage Allowance—1. When interdivision appointees proceed to the field host division country by air they shall be granted a baggage allowance of US\$200 per adult ticket and US\$100 per child (or unborn child) if their authorized travel includes North America, thus being allowed two pieces of luggage per ticket by the airlines. The baggage allowance shall be US\$300 per adult ticket and US\$150 per child (or unborn child) for appointees where authorized travel does not include North America and passengers are therefore limited to 44 pounds (20 kilograms).

2. When individuals interdivision appointees attend the Institute of World Mission in a division other than North America while en route to the host division, and thus are limited to 44 pounds (20 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 appointee travel, even if it includes travel to an Institute of World Mission outside the appointee's base division and return to the base division before proceeding to the ~~mission assignment.~~ host division country.

3. Those authorized to drive to the host ~~division~~, division country, rather than fly, will be granted baggage allowance of US\$200 per adult and US\$100 per child (or unborn child).

4. The baggage allowance is available to assist with providing essential items needed until the freight shipment arrives, or it 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~~, division country, or however the interdivision appointee decides.

N 55 10 Personal Effects and Property Insurance—Limited insurance coverage is provided at denominational expense on personal baggage for new appointee travel through the Personal Effects and Property Insurance policy (formerly known as Personal Effects Floater Insurance). Appointees should familiarize themselves with the limits of this coverage and take out any extra coverage needed for accompanied baggage and valuables taken with them to the field; host division country, 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 if the appointees are called on Code 3 budgets, or by the host division or the employing organization in the host division for those on Code 1, 2, 4, or 6 budgets.

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to AHT(DIV)

227-99Gk PERSONAL ACCIDENT INSURANCE (INTERDIVISION APPOINTEES) - POLICY AMENDMENT

VOTED, To amend GC N 57, Personal Accident Insurance (Interdivision Appointees), to read as follows:

~~N 57~~ N 60 Personal Accident Insurance

~~N 57-05~~ N 60 05 Personal Accident Insurance—1. Covered Employees—The treasury of the base division shall be responsible for assuring that Personal Accident Insurance, as outlined in this policy, is secured through Adventist Risk Management, Incorporated for all interdivision appointees at the time of going on preembarkation salary. The treasury of the host division shall be responsible for assuring that coverage as per policy is continued during the period of interdivision service.

2. Schedule of Benefits—a. Fifty thousand dollar (US\$50,000) principal sum for death or dismemberment, applicable to the interdivision appointee/interdivision employee as defined in ~~M 10-70~~: M 15 75.

b. Twenty-five thousand dollar (US\$25,000) principal sum for death or dismemberment, applicable to the spouse, as defined in ~~M 10 75, M 10 80, or M 10 85~~: M 15 80, M 15 85, or M 15 90.

c. Five thousand dollar (US\$5,000) principal sum - No change

d. The Schedule of Benefits shall apply - No change

e. Death and dismemberment cases shall be treated - No change

f. In case of accidental death, the benefit shall accrue - No change

3. Type of Coverage - No change

4. Covered Period—Coverage begins on the date the individual is placed on salary as an ~~appointee~~ employee and continues until the termination of salary upon permanent return.

5. Treasurers of organizations concerned shall be responsible - No change

6. The costs for Personal Accident Insurance - No change

~~N 57 10~~ N 60 10 Basis for Adjustments—1. Insurance Settlements—For employees who are covered by insurance policies, the premiums on which have been paid by the employing organization, the following is the basis of accident and/or employee's compensation insurance adjustments:

a. In making the adjustment, it is recognized - No change

b. From those portions of the insurance settlement - No change

c. Should the amount granted as salary - No change

d. The portion of medical expenses not covered by the insurance settlement shall be subject to application of the regular ~~Health Care Assistance Policy~~: health care assistance policy.

e. Should the employee receive - No change

f. This basis of settlement does not affect - No change

2. Additional Personal Insurance - No change
3. Shared Premiums - No change

SEC&TRE/PolRev&Dev/ADCOM/GC&DivSec99AC/GC&DivTre99AC/GCDO99AC/99AC to AHT(DIV)

227-99GI TICKET PURCHASE AND TRAVEL ARRANGEMENTS
(INTERDIVISION APPOINTEES) - POLICY AMENDMENT

VOTED, To amend GC N 60, Ticket Purchase and Travel Arrangements, to read as follows:

~~N-60~~ N 65 Ticket Purchase and Travel Arrangements

~~N-60-05~~ N 65 05 Ticket Purchases—The purchase of tickets and arrangements for travel are normally done by the base division treasury or, on behalf of North American Division-based individuals, the General Conference Transportation and International Personnel Services. Appointees are not authorized to purchase their own tickets or arrange for travel in connection with family visitation, attendance at the Institute of World Mission, or travel to the host division country, unless specifically instructed to do so by those responsible in treasury.

The tax laws of the base division or host division countries of a large number of interdivision appointees do not tax moving expenses paid directly by the employing organization but do tax cash settlements given to employees in lieu of the moving expenses. Even though the moving expenses may become tax deductible to the employee for income tax purposes, the employer and employee share of the social security/national insurance still remains. It can therefore be more expensive when a cash settlement is given to the employee and the employee pays for his/her own tickets. Because of this and the many frequent needs for changes in anticipated dates of departure caused by delays in getting visas, medical clearances, etc., cash settlements are not normally given for appointee travel. If the appointee wishes to do personal travel in connection with appointee travel, treasury can arrange for the tickets and charge the extra cost to the appointee.

If, under unusual circumstances, a cash settlement is the best option for dealing with an interdivision family's appointee travel, it may be approved under the following conditions:

1. The reimbursement shall be - No change

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2. For preembarkation family visits - No change
3. Tickets and/or quotes are to be based - No change
4. The fare quotes are to be based on rates - No change
5. The quotes shall be based on fares for the dates - No change
6. The General Conference Transportation - No change

~~N-60-10~~ N 65 10 Stopover Allowance—1. When airline schedules require interdivision employees and their families who are proceeding to the field host division country 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 most direct route or route included in quote for determining denominationally borne cost and not on actual travel chosen by the interdivision employee, if different):

- a. One day's per diem at the following rates:

<u>Interdivision employee</u> Employee and spouse	=	US\$37.50
<u>Interdivision employee</u> 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 - No change
2. As the organization processing the claim for this allowance - No change
3. The cost of this stopover allowance shall be borne - No change