

SPRING MEETING

April 16 and 17, 2003

SPRING MEETING OF THE

GENERAL CONFERENCE EXECUTIVE COMMITTEE

April 16, 2003, 8:00 a.m.

PRESENT

Niels-Erik Andreasen, Delbert W Baker, Harold W Baptiste, Bert B Beach, Matthew A Bediako, B Lyn Behrens, Jannie Bekker, Guillermo Biaggi, Violetto F Bocala, Rodney G Brady, Jose L Campos, Dennis N Carlson, Pyung-Duk Chun, Douglas Clayville, Larry R Colburn, Lowell C Cooper, James A Cress, Rajmund Dabrowski, Luka T Daniel, Marino F de Oliveira, C Garland Dulan, George O Egwakhe, Willmore D Eva, Larry R Evans, Laurie J Evans,

Mumtaz A Fargo, Sergie B Ferrer, Mark A Finley, Ronald M Flowers, Ulrich Frikart, Agustin Galicia, L James Gibson, Clifford Goldstein, Raul E Gomez, John Graz, Alberto C Gulfan Jr, Joseph E Gurubatham, Patricia J Gustin, Bert B Haloviak, Allan R Handsides, Ceazar J Hechanova, Roscoe J Howard III, Eugene Hsu, C Lee Huff, Daniel R Jackson, Michael R Jamieson, William G Johnsson, Theodore T Jones,

Michael F Kaminsky, Gerry D Karst, Dennis C Keith Sr, Donald G King, Robert J Kloosterhuis, Linda Koh, P Daniel Kunjachan, Peter R Kunze, Robert E Kyte, Harold L Lee, Jairyong Lee, Israel Leito, Robert E Lemon, Jose R Lizardo, Benjamin C Maxson, Geoffrey Mbwana, Armando Miranda, R Martin Moores, Kalapala J Moses, Thomas J Mostert Jr, Baraka G Muganda, Pardon Mwansa, Ruy H Nagel, G T Ng, James R Nix, John S Nixon, Don Noble,

Barry D Oliver, William M Olson, Richard C Osborn, Ruth E Parish, Vernon B Parmenter, Jere D Patzer, Jan Paulsen, Juan O Perla, Larry J Pitcher, T Michael Porter, Juan R Prestol, Donald G Pursley, Ted L Ramirez, Leo Ranzolin, Paul S Ratsara, Robert L Rawson, Gordon L Retzer, Donald E Robinson, Angel M Rodriguez, Steven G Rose, Blasious M Ruguri, Michael L Ryan, Roy E Ryan,

Claude Sabot, Charles C Sandefur Jr, Byron Scheuneman, Don C Schneider, Benjamin D Schoun, Ella Simons, Dolores E Slikkers, Robert S Smith, Artur A Stele, Ardis D Stenbakken, Richard O Stenbakken, Robert L Sweezey, Mack Tennyson, G Ralph Thompson, Halvard B Thomsen, Max A Trevino, Filiberto Verduzco, Gilbert Wari, D Ronald Watts, Bertil Wiklander,

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Jeffrey K Wilson, Neal C Wilson, Ted N C Wilson, Edward E Wines, Harald Wollan, Kenneth H Wood, James W Zackrison.

DEVOTIONAL

The devotional message entitled “Inhabiting Our Vision” was presented by Charles C Sandefur Jr, President of Adventist Development and Relief Agency International. Scripture quotations are taken from the New International Version.

Jesus Christ has already risen from the dead, and that makes all the difference in the world. The most important day in earth’s history was not 9/11, or what happened last Tuesday, or what will happen tomorrow. The most important day in the history of the world has already taken place, and that was when Jesus Christ rose from the dead. On that day love was revealed to be stronger than death. The resurrection shows that there is no tragedy that God cannot redeem; there is no loss that Jesus Christ cannot overcome; there is no dream, not even the elusive dream for peace and for justice, that the God who raised Jesus Christ from the dead cannot still energize and instill desire to advance.

I want to talk to you this morning about my Church, about your Church. I want to open up to you a word of Scripture that I have been interacting with for the last year. It is found in Ephesians 2. Let me read several of the verses from this chapter. “But now in Christ Jesus you who once were far away have been brought near through the blood of Christ. . . . Consequently, you are no longer foreigners and aliens, but fellow citizens with God’s people and members of God’s household, built on the foundation of the apostles and prophets, with Jesus Christ himself as the chief cornerstone. In him the whole building is joined together and rises to become a holy temple in the Lord. And in him you too are being built together to become a dwelling in which God lives by his Spirit.”—Eph 2:13, 19-22

I do not want to exegete this passage this morning, but just to meditate on it. This is a devotional, and I want to devote myself this morning to provoking your thinking just a little bit.

How do we inhabit the vision of that text in which Christ is the absolute cornerstone of this Church? We are no longer aliens, strangers, and foreigners in the Adventist church, but we are all fellow citizens. What does that mean?

I grew up, or at least started growing up, in Hawaii in the 1950s. One of the nice things about living there was that it was the crossroads for all the Seventh-day Adventists who traveled back and forth from the United States to the South Pacific, to Asia, and to the Far East—as we called it then. We had a guestroom downstairs which was used by all the patriarchs of the Church who came by: Elder Fighur, Elder Oakes, Elder Campbell, Elder Froom. They sat at my

dinner table and they told me stories about my Church. Then other missionaries came by, and obediently and awkwardly they would put on their costumes from these foreign countries and they would mumble a few words in a language that most likely they themselves did not understand. I was transformed, I was mesmerized.

I remember when Edmund Hilary and Tenzing Norgay climbed Mount Everest in 1953. I remember Sputnik. And I remember the day in 1957 when the Seventh-day Adventist Church reported to us in the *Review and Herald* that we now had one million church members. I was just astounded at my Church. But I have to tell you that, back then, anyone who was not a part of *my* congregation, I viewed as an alien and stranger, not as a fellow citizen.

After a hundred years of existence, the Church certainly had the face it deserved. Then something happened to the Adventist face starting twenty-five or thirty years ago. The Church had been growing in such an orderly fashion, and then it just exploded with growth.

For the last year I have been with ADRA, and I have had a front-row seat to observe that growth. I want to take you on an Adventist tour so you can see what I have seen about my Church and what it means for us to inhabit this text (Ephesians 2)—that we in Bolivia, Bangladesh, Burkina Faso, the Ukraine, Switzerland, and the United States are no longer foreigners and aliens in this Church. We are all fellow citizens. What does that mean for this Church?

I have been to forty-three countries, including Texas, in the last year. I have worshipped in every one of the divisions. I have not seen many church offices. I have been, I think, to only two of the division offices; but I have been to lots of congregations. I have met hundreds and thousands of Seventh-day Adventist brothers and sisters. I have seen a lot of ADRA projects and talked to a lot of pastors. I apologize for trying to prove something by anecdote; but this is my story and my testimony. I have gone to small congregations that worship in huge, huge sanctuaries. I have worshipped with large congregations that are squished into tiny sanctuaries. I have worshipped in old, established—what I call faith-of-our-fathers churches—fourth and fifth generation churches. I have worshipped in congregations that are still dripping wet from last week's baptism. I have worshipped in churches that are full of enthusiastic fervor—I am not going to use the word *charismatic*. And I have worshipped in churches in which it seemed that members of the congregation were unwilling to raise their right hand to approve the motion for fear they would be accused of having too much fervor. I have worshipped around the world, and I realize how wonderful and great and sprawling this Church is—and how little I represent it.

The Seventh-day Adventist Church is an overwhelmingly new church, and less than one percent of Seventh-day Adventists have been members as long as I have been a member. I am now a patriarch. There are very few of us that have been Seventh-day Adventists more than 50 years. Less than half of us have been Seventh-day Adventists for more than twelve years. Two-

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thirds of all Seventh-day Adventists who have ever been baptized are alive right now. Some months more people are baptized than existed in the Church when Ellen G White died.

We are a new church, overwhelming new. The epicenter of Seventh-day Adventism that moved from Maine, to Battle Creek, to Takoma Park is now moving south, and I have not moved south. We are a church that has at least a million Seventh-day Adventists who are illiterate, who do not read. I am not one of those. There are thousands of Seventh-day Adventist brothers and sisters who are living with the stigma of AIDS. There are thousands and thousands of Seventh-day Adventists who are hungry right now. Most Seventh-day Adventists do not speak English. But the dominant fact that I have seen by looking at my brothers and sisters is how overwhelmingly poor the current Seventh-day Adventist Church is. Maybe not you, maybe not your family, maybe not your congregation, maybe not your country but, trust me, the new Seventh-day Adventist family is overwhelmingly poor. It is frequently illiterate. Not everyone is illiterate, but enough to completely change the face of my Seventh-day Adventist Church.

What have I learned? What have I seen as I have gone from country to country? I must tell you that I am absolutely amazed. For one thing, I have found that the study done seven or eight months ago, in which it was reported that there was a strong belief system in the Seventh-day Adventist Church that goes around the world, was indeed accurate. I was slightly surprised by that. I have been amazed at how biblical Seventh-day Adventists are wherever I have worshipped. But what has also surprised me is how, in different parts of the world, different parts of the biblical canon are quoted more often. We all grow up with our own little canon within the canon, don't we? We don't quote Leviticus 19:14 as often as we quote John 3:16. I have found that my brothers and sisters around the world have opened up to me new texts—frequently miracle stories of the New Testament, stories in the major and the minor prophets.

A Seventh-day Adventist brother met me after church. He said he wanted to talk to me about money. I was ready. My defenses were up. I knew I was going to get “the ask.” Instead, my brother was deeply puzzled over what it means to sell all you have and give to the poor. He wanted to know, not how I interpreted that text for myself but how he, poor as he was, should interpret that text. The Scripture was coming alive in that man's soul. I have never had a church member, in all my pastoral ministry, ask me what *that* passage meant for her or for him.

I have found that we have become overwhelmingly experiential. This is not because we do not have beliefs; but I have found that overwhelmingly the people I have worshiped with are permeated by experience. As one Union President said to me, “We are an experiential church here. We have very porous boundaries between our beliefs and our experience. We believe that they move back and forth between each other.” Again this is a passage that I have preached from many times, but I have never seen it this way. Many times when I have asked church members why they became Seventh-day Adventists, they have responded, “I don't know. All I know is that I was blind and now I see.”

I say, That is wonderful! I have sensed an Old Testament faith, in addition to a New Testament faith, in the lives of many believers. It is as though many are living out those primal stories of the Old Testament in which they are wrestling with principalities, and powers, and demons, and signs, and wonders. A woman come up to me after I had preached one Sabbath in southern Asia. She said, "Would you come to my house?" So I made a pastoral visit. She said, "Would you pray for me?" And I said, "Of course." Then she got up and walked out of the room. She motioned for me to come, and she went to each corner of her property and said, "Pray in the four corners of my property that my house, and my home, and my family will be safe from the principalities, and powers, and demons." I asked, "Why did you become a Seventh-day Adventist?" She replied, "Because I found that the God of Abraham, and Isaac, and Joseph, was more powerful than the gods of my village." That is what I mean by Old Testament faith.

I have also learned, and I was surprised by this, that most of my fellow brothers and sisters want to belong to a world church. They want to feel part of something that is grand, to worship a cosmic and universal God, to participate in a world church. I was with a congregation in Africa when they were getting ready to perform an ordination service. They invited me to help with the service. There was a moment of awkwardness and they finally confessed that they had not participated in an ordination service before. I asked, "How do you do it here in this country?" And they replied, "We don't want to talk about how we do it in this country. We want to talk about how the Church does it." They wanted to be part of a global church. They had a desire to be part of something bigger and greater.

I have also learned that in many of the countries I visited the members integrate their views of church and society differently than what I have been used to. Some of the positions that have been so carefully crafted out of our western democratic traditions on the separation of church and state are viewed differently in other parts of the world. That is something that could invite much interesting conversation in the future.

I have also found out that my Seventh-day Adventist Church is very adaptable, not compromising. People have asked me when I returned from a trip, "Is it Adventism-lite, when you go overseas? Do they believe as strongly as we believe?" The answer is they do believe as strongly. But Adventism has a wonderful ability to adapt and, as one conference president and pastor told me, "Jesus was adaptable." We have to adapt Adventism, not to make it understandable, but to make it believable. Jesus was so adaptable that He could come as a first-century male Palestinian Jew. He took that risk. Palestine is no longer the cultural or emotional epicenter of what it means to be Christian, and neither does America have to be the epicenter of what it means to be Seventh-day Adventist.

The thing that has impressed me most about my Seventh-day Adventist Church this past year is the effect that rapid growth is having on my family. We are growing astronomically. When I hear the millions that just roll off people's tongues about what we are going to be size-

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wise in 2010 or 2020, I am just amazed. We are already growing so fast the archives cannot keep count. So we use econometrics models or different matrixes, trying to determine what the membership of this Church is. Some of us believe that everything needs to be done decently and in good order, but it is becoming impossible at the rates at which we are growing.

I asked one pastor, "How much has your church grown?" He replied, "I have lost count." What a wonderful dilemma to have, to lose count of how many members are in your congregation. I continued, "How do you manage this wonderful chaos?" His response, "We don't manage it, we celebrate it!"

We celebrate the growth around the world. We are more representative of the populations of this world than ever before. I realize we are not largely represented in the 10/40 Window, but we represent the world in which we live and the world Jesus died for more than we have ever represented it before. We are growing so fast that some of those anchor-points, those institutions those behaviors I grew up with that were part of those deeply woven roots that made me Seventh-day Adventist, don't exist around the world. You cannot keep your supply-lines filled if you are moving as fast as the Seventh-day Adventist Church is moving, but we are moving with the Spirit and we ought never to slow.

In Numbers 11:28, 29, Joshua came to Moses after Eldad and Medad were found prophesying in the camp and said, "Moses, my lord, stop them!" And Moses said, "I wish that all the LORD'S people were prophets and that the LORD would put his Spirit on them!"

The Seventh-day Adventist Church began as a movement in the 1840s and 50s and became a denomination in the 1860s; but we have become a movement again. We are growing so fast, so vibrantly. We can no longer provide all those services, all those Adventist accouterments that were so important to me as I grew up. We can wish for them. We can still work on them. We no longer have enough schools or churches or pastors to serve our members. We ought to celebrate our growth.

I feel like a proud parent does towards my new brothers and sisters who are so young, so new, yet growing so rapidly. I am happy that my Church is growing so fast, that God's Spirit is moving across His people. I am a dad, and I am a proud dad. I am most proud when I look at my sons and realize that they are smarter, that they are better looking, and that they run faster than me. I look at my Church, and I see its deep levels of faithfulness. I see the struggles it goes through, and I am so proud of my Church. My Church needs me. A few patriarchs like me are needed in the Church. There is a real challenge for a Church that is growing so fast, that has so many new members. We use the phrase "not thoroughly grounded." Those becoming a part of Adventism cannot fully experience its richness in just a few days.

When I joined ADRA, I decided I needed to learn Spanish. So I went down to the bookstore and went through all the Spanish language texts. Then I found the one I wanted. It was *You Can Be Conversational in Spanish in Seven Days!* The others said six months. I went for the seven-day option, and I studied it for seven days. Then I tried to say "Good morning" to Pastor Gomez, and he corrected even my "Buenos dias." If it takes that long to learn a language, it also takes a long time to learn the richness and the fullness of life in Jesus Christ. It will not happen instantly. We need a few pediatricians around, a few patriarchs, to help the Church stay strong and learn a full vocabulary of grace. There will be times in which we will have to be faithful for our younger church members. We will have to pray not just for them, but with them.

I do not want to romance what is happening around the world. The serpent still slithers and wraps itself around individual Adventists and around the Church collectively. "We have all sinned and come short of the glory of God." I would like to use the example of the Sabbath to help you to understand. I spent some twenty Sabbaths around the world in the last year, attending all kinds of churches. The Sabbath is the most visible of our major doctrines. I discovered that almost every Adventist church has Sabbath School and members study the Sabbath School lesson. We pray on Sabbath, we sing on Sabbath, we worship on Sabbath, we witness on Sabbath, we have fellowship dinner on Sabbath, we play soccer on Sabbath, we play the piano on Sabbath, we worship until twelve o'clock sharp on Sabbath, we worship till it gets dark on Sabbath, we worship and we celebrate the Sabbath in a variety of ways. What surprises and amazes me is that, despite a hundred different ways of keeping the Sabbath, some of them controversial, some of them that make me uncomfortable, the candle of the Sabbath cannot be blown out. Adventists still celebrate it, and they participate in holy time. It helps me to realize that the God who is Lord of the Sabbath is greater than some of our behaviors on the Sabbath.

What do you call the seventeen-year-old girl that I met in Southern Africa, who was just recently baptized? She is holding an infant on her hip and her three-year-old by the hand. She has a Bible, but cannot read it. She wanted a Bible because it made her feel part of God's family. What do you call her? You call her sister. She is my sister. And what do you call the eight-year-old kid? By every account he was baptized many months or years too soon, but he says that he loves Jesus. What do you call that eight-year-old kid when he rises out of the watery grave? You call him brother. The girl and the boy are no longer foreigners, or aliens, or strangers. They are fellow citizens.

One thing I have learned about my Church this past year is that Seventh-day Adventists are not a natural affinity group. We are thrown into the company of people that we would never associate with unless we were Seventh-day Adventists. Our fellow members are people that we would not ordinarily choose to be with and who would not ordinarily choose to be with us. We are living proof that we do not create community, God does. There are a hundred opportunities for misunderstanding in this Church. There are a hundred ways to break up this Church, but there is only one Lord who can be the chief cornerstone of the Church. The price I pay to live in

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this wonderful community called Seventh-day Adventism is to have a spirit of constant forgiveness, because we all make mistakes. Forgiveness is the price we pay to live in this Church together.

I know the importance of gender, and class, and race, and country, and age. I know how important those are. Those were important to Jesus. He was not born ethereally. He was born as a Jewish man in Palestine, who had a physical body. God is God of the unique, and He does not deny those aspects that make us unique human beings. But in Jesus Christ we transcend those differences. Only through Jesus Christ can this Church stay united.

One of the things we have to share with the world is that we are not just a hermetically sealed group of people that others can walk by and watch and then decide, after window-shopping, if they want to join us. We are not hermetically sealed. We are called to witness and to engage the world for Jesus' sake. We are told to use words and actions to share the good news. We are to be the good news and to fight for love and for justice. Seventh-day Adventists need to define love and justice in this world. If we are part of His kingdom, we need to describe it the way Jesus would describe it. We need to show the world the incredible otherness of what it means to be part of God's kingdom.

If there is one wish I have as I travel around the world, I wish that at the point of baptism more believers would feel they were given the gift of service, that they are a part of the priesthood of all believers and the servanthood of all believers. I wish that we could proclaim more boldly what a strange and peculiar people we really are as part of God's kingdom. We are not trying to be relevant. We are trying to tell people that there is something that is more incredible, that there is a more explanatory way of viewing the world than the way the world views the world.

We have a strange way of eating; it is called the Lord's Supper. We have a strange way of keeping time; it is called the Sabbath. A few Friday afternoons ago I was in line at Home Depot. Somebody near me commented, "I wonder what time it is going to get dark this evening." And I blurted out, "5:42." She just looked at me like I was an idiot savant, someone who has a real narrow frame of reference. But I am an Adventist. We have a different way of viewing time. We observe holy time. We have a different view of the future; it is called the Second Coming. We have a different view of community; it is called forgiveness. We have a different view of the world; it means loving it for Jesus' sake. It means taking strangers and calling them neighbors. It means taking people who have been stigmatized by HIV/AIDS, or by whatever else that has ailed them, and embracing them and asking them to become brothers and sisters. It means caring for them for their sake, not for our sake.

If Christ is the cornerstone, then we are a Second Coming Church. We will engage ourselves, not just in preening ourselves so we will be ready for Jesus to come, but in doing all

kinds of actions that a returning Lord would want His children to do. We will worship Jesus in the present tense. Jesus Himself did not wait until the Second Coming to serve the world, and neither should we.

The seventeen-year-old girl with the two children that I just told you about is living with HIV. I attended her church. She was standing in the foyer. She spoke English. She had just been baptized two Sabbaths before. She was a new Seventh-day Adventist. So I decided I would go up and congratulate her. But before I had a chance to congratulate her, she said to me, "Welcome to my Church." I thought about that, and I realized that she was welcoming me to her Church, not just to her congregation, but to a new, fertile, vibrant, expanding, growing, alive Church that embodies the kingdom of God and that says that Jesus Christ is the cornerstone.

I was now the stranger. I said, "Thank you for welcoming me to your Church." Jesus Christ says to us this morning—no matter where we live or how long we have been Seventh-day Adventists or however many generations we have been a part of this family—we are no longer foreigners and aliens. We are now brothers and sisters. Now let us go out and keep living that inheritance till Jesus comes. Amen.

Jan Paulsen, Chairman, called to order the first session of the 2003 Spring Meeting.

Prayer was offered by Matthew A Bediako, Secretary of the General Conference.

MISSION STATEMENT OF THE SEVENTH-DAY ADVENTIST CHURCH

The mission statement of the Seventh-day Adventist Church was read by the Secretary of the business session.

PRESIDENT'S OPENING REMARKS

The mission statement defines our focus. This mission is the reason we meet in council. I want to share with you a couple quotations from the pen of Ellen G White.

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“Time is short, and what is done must be done quickly. This is a worldwide message and we have not time to rest upon our lees. We must awake to action and duty. Is the world to be tested upon this message? It is then a worldwide message, and is not to be confined to a corner. It must be agitated, agitated. The work does not depend alone upon the ministers. The church—the lay members—must feel their individual responsibility and be working members.”—5MS 315

“Those who have the spiritual oversight of the church should devise ways and means by which an opportunity may be given to every member of the church to act some part in God’s work. . . . The leaders in God’s cause . . . are to give special study to the work that can be done by the laity for their friends and neighbors. The work of God in this earth can never be finished until the men and women comprising our church membership, rally to the work, and unite their efforts with those of ministers and church officers.”—*Atlantic Union Gleaner*, Nov 4, 1908

“The leaders in God’s cause, as wise generals, are to lay plans for advance moves all along the line. In their planning they are to give special study to the work that can be done by the laity for their friends and neighbors. The work of God in this earth can never be finished until the men and women comprising our church membership rally to the work and unite their efforts with those of ministers and church officers.”—9T 116, 117

It is the responsibility of the leadership of our Church to devise plans and programs to accomplish the Church’s mission. Every time we meet together in Spring Meeting or Annual Council we must make mission our first priority. We are one family around the world. It is important that we succeed in holding our family together. The values of growth, unity, and quality of life are fully integrated in the mission of the Church and will find their expression in various ways.

This morning we will focus on a number of mission initiatives. The *Go One Million* program was designed to motivate one million laypersons to become involved in active witnessing. Already nearly three million laypersons have signed up to participate in this program. The *Sow 1 Billion* initiative will prepare one billion pieces of literature which will awaken in people an interest in spiritual things. The Year of World Evangelism 2004 will celebrate the initiatives of the Church around the world. This morning we will focus on a number of these mission initiatives. Under God’s leadership He will take this Church forward. Thank you for focusing on these things which are so important.

SEC/ADCOM/03SM to LRE

117-03G EMPLOYEE REMUNERATION AND ALLOWANCE
REVIEW COMMITTEE—2003 SPRING MEETING -
APPOINTMENT

VOTED, To appoint the Employee Remuneration and Allowance Review Committee for the 2003 Spring Meeting, as follows:

MEMBERS

Presidential

PAULSEN, JAN, Chairman
Bocala, Violetto F
Chun, Pyung-Duk
Daniel, Luka T
Evans, Laurie J
Frikart, Ulrich
Leito, Israel
Mbwana, Geoffrey G
Mwansa, Pardon
Nagel, Ruy H
Schneider, Don C
Stele, Artur A
Watts, D Ronald
Wiklander, Bertil

Secretariat

Bediako, Matthew A
Evans, Larry R
Howard, Roscoe J III

Treasury

Lemon, Robert E, Secretary
Lizardo, Jose R
Prestol, Juan R
Rose, Steven G

Departments and Services

Dulan, C Garland
Maxson, Benjamin C

Institutional Administrators

Andreassen, Niels-Erik
Smith, Robert S

Laypersons

Fargo, Mumtaz
Hepburn, Eric
Knowlton, Lorinda
McNeilus, Denzil
Noble, Don
Ramirez, Ted L
Slikkers, Dolores E
Tennyson, Mack

Pastor

Nixon, John S

Union Presidents

Carlson, Dennis N
Gordon, Malcolm D
Jackson, Daniel R
King, Donald G
Lee, Harold L
Mostert, Thomas J Jr
Patzner, Jere D
Retzer, Gordon L
Trevino, Max A

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SEC/ADCOM/03SM to LRE

116-03G SPRING MEETING - 2003—STANDING COMMITTEES

VOTED, To approve standing committees for the 2003 Spring Meeting, as follows:

ADDITIONAL PERSONNEL TO STANDING COMMITTEES

Ted N C Wilson, Chairman
Vernon B Parmenter, Secretary

Members: Larry R Colburn, James A Cress, Roscoe J Howard III, Dennis C Keith Sr.

NOMINATING

Jan Paulsen, Chairman
Matthew A Bediako, Secretary

Members: Harold W Baptiste, B Lyn Behrens, Violetto F Bocala, Pyung-Duk Chun, Lowell C Cooper, Luka T Daniel, Larry R Evans, Laurie J Evans, Mumtaz Fargo, Ulrich Frikart, Agustin Galicia, Patricia J Gustin, Eric Hepburn, Eugene Hsu, William G Johnsson, Gerry D Karst, Lorinda Knowlton, Linda Koh, Robert E Kyte,

Israel Leito, Robert E Lemon, Geoffrey G Mbwana, Armando Miranda, Thomas J Mostert Jr, Pardon Mwansa, Ruy H Nagel, John S Nixon, Juan R Prestol, Leo Ranzolin, Robert L Rawson, Steven G Rose, Claude Sabot, Charles C Sandefur Jr, Don C Schneider, Benjamin D Schoun, Dolores Slikkers, Artur A Stele, Ardis D Stenbakken, D Ronald Watts, Bertil Wiklander, Ted N C Wilson, James W Zackrison.

STEERING

Jan Paulsen, Chairman
Larry R Evans, Secretary

Members: Harold W Baptiste, Matthew A Bediako, Douglas Clayville, Sherri Clemmer, Larry R Colburn, Lowell C Cooper, Rajmund Dabrowski, C Garland Dulan, Agustin Galicia, Roscoe J Howard III, Eugene Hsu, William G Johnsson, Theodore T Jones, Gerry D Karst, Howard T Karst, Dennis C Keith Sr, Robert E Lemon, Jose R Lizardo,

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Benjamin C Maxson, Armando Miranda, Baraka G Muganda, Robert W Nixon, Ruth E Parish, Vernon B Parmenter, Juan R Prestol, Leo Ranzolin, Donald E Robinson, Elaine A Robinson, Angel M Rodriguez, Steven G Rose, Michael L Ryan, Roy E Ryan, Claude Sabot, Charles C Sandefur Jr, Don C Schneider, Benjamin D Schoun, Ardis D Stenbakken, Robert L Sweezey, Ted N C Wilson.

PRE/PreC/03SM to GDK&MLR

119-03G POSITIONING THE CHURCH FOR 2020

VOTED, To approve the document Positioning the Church for 2020, which reads as follows:

Positioning the Church for 2020

Rapid change describes the future. Seventh-day Adventists seek to communicate the prophetic picture of both the world and God's Church. Current events validate the biblical record of an end time world in crisis. At this momentous hour God's Church has been entrusted with a mission. Planning and sacrifice are biblical principles for advancing God's mission. While a world in crisis creates hardship it also provides an unprecedented opportunity for God's Church to express His love. To organize the Church for mission must be the central business of church leadership.

Issue 1 - Unity: Spiritual and Ecclesiastical

Need:

Unity is the overriding concern of the future. Current data projects that by 2020 our Church will be a community of more than 50 million people coming from a multiple number of diverse cultures, religions, languages and socio-economic levels. Only about 12.5 percent will have been Adventist in the year 2000. By 2020 diversity will express itself in everything from culture to liturgy. If the above does not describe the Church of 2020, the Church will have been delayed in its mission in the 10/40 Window.

The loyalty and vision of elected church leaders will be critical to future unity. The Church must nurture a leadership culture that understands the biblical basis of church unity, authority, responsibility, and accountability, and understands and accepts the current application and expectations of such authority as integral to unity.

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Proposal:

1. To request the Church to define the authority and loyalty characteristics of leadership. (NOTE: This to be accomplished as an assignment of the symposium below with particular emphasis on paragraph 1. i. below.)

It is proposed that the Church plan and schedule a process of events that would serve to build consensus around a clear understanding of a defined biblical leadership culture.

It is further proposed that a symposium be convened just prior to the 2005 General Conference Session that would be attended by all officers of the General Conference, the three senior officers of the divisions, and the presidents of the unions and local conferences/missions who are delegates at the session. It is envisioned that this symposium would serve as the starting point for future regional symposiums in designated regions of the world to provide broad-based instruction to the leadership of the world Church. The symposium should emphasize a shared vision, a common mission, and commitment to a core message. The symposium would include time for, and give consideration to, the following presentations and tasks.

- a. A keynote address that carefully describes the rationale and objectives for the symposium. The address should include general comments on the projected future of the Church and the relationship between unity and servant leadership authority.
- b. A paper describing the projected diverse future of the Church.
- c. A paper on church authority and responsibility as described in the Bible.
- d. A paper on church authority and responsibility as described in the writings of Ellen G White.
- e. A paper reviewing current policy statements on church authority, responsibility, and accountability.
- f. A panel discussion on what emerges from the papers listed in 1. a. to e. above.
- g. Questions and comments from attendees to the symposium.
- h. A panel discussion which examines case studies on leadership loyalty.
- i. The appointment of a writing committee to develop a statement which should answer three questions: 1) What is biblical church unity, authority, and responsibility; 2)

What is the process by which alternate opinions on governance and methodology can be considered; and 3) What is the expected understanding and support of church authority and responsibility by executive officers of the Church?

j. Consideration of an appropriate statement for endorsement by Annual Council or the General Conference Session.

2. To request the International Board of Ministerial and Theological Education to assess existing curriculum on servant leadership authority and responsibility currently being offered with a view to ensuring that the principles emerging from the symposium are an integral part of the curriculum.

3. To request the Ministerial Association to design and implement a teaching/education program for clergy that establishes the leadership profile that emerges from the symposium.

Issue 2 - Growth and Quality of Life: Contextualized Material

Need:

Church mission is just beginning to impact the 10/40 Window which represents at least 65 percent of the world population and less than 14 percent of the Seventh-day Adventist membership. A low ratio of Adventists to population is also reflected in selected areas outside the 10/40 Window. Essentially, these areas are new challenges for mission. Additionally, the Church has few recommended models successfully furthering new or first-time mission among the peoples of multiple world religions, cultures, languages, and nations.

One of the foundations to successful growth and nurture is contextualized materials. Early Seventh-day Adventist mission teaches us the importance of outreach and nurture materials. It was the first work of the pioneers. Today the Church is sending frontline workers to first-time mission areas with little or no contextualized material. Small groups are being formed whose practice of Adventism varies in relation to the limited availability of materials and orientation and, considering availability is very limited, the new believers demonstrate a minimal but varied range of understanding and practice. Many groups of new Adventists will wait years for the first translated page of Ellen G White's writings.

Already the Church is far behind in developing, producing, and teaching the use of contextualized material. As we look to the future growth and nurture of the Church in newly entered areas, immediate attention must be given to teaching material and printed materials which will cultivate growth, nurture, and unity.

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Proposal:

1. To request the world divisions to define a beginning minimal core of materials for each "new work" area that will facilitate growth, nurture, and unity. It is understood that the list of core material may differ from union to union.

2. To develop a proposal, in consultation with the world divisions and the General Conference Secretariat, to reallocate current interdivision employee budgets to the Buddhist, Hindu, Islamic, Jewish, and Post Modern Religious Study Centers which will be charged with the responsibility for developing contextualized materials as directed by the list of materials described in paragraph 1. above.

3. To request the divisions to determine the acceptability and effectiveness of the materials in the context of the location where the materials would be used. This will be accomplished in consultation with the General Conference Biblical Research Institute and Global Missions prior to publication of the materials.

Issue 3 - Quality of Life, Unity, Growth: Church Programs

Need:

Five new "churches" and at least five new congregations are established every day somewhere in the world at this time in the year 2003. With careful intention the Church is succeeding in making believers in the unentered populated areas of the earth. This new growth is now increasingly appearing in the 10/40 Window and other areas with little Seventh-day Adventist history. These new mission areas of anticipated large membership growth are occurring in regions with depressed economies and limited funds, resulting in minimal programs and few trained personnel.

Since 1990 membership in the 10/40 Window has increased 240 percent while membership in the rest of the world has increased 87 percent. The infrastructure surrounding this new growth lacks resources, including experienced personnel. Many of these churches and congregations do not conduct Sabbath School, lack knowledge of church operated schools, have no understanding of stewardship, do not offer any type of lay training, and do not conduct prayer meeting. Few, if any, have access to the writings of Ellen G White. They do not participate in most of the programs of the church and have no concept of belonging to a global Church family. Experience has taught us that the departmental programs of the Church are largely designed to stabilize, nurture, disciple, and unify the membership. Considering the Church's projected membership growth and increased diversity, these programs are vital to quality of life, unity, and growth.

Proposal:

1. To request divisions, in cooperation with their unions and missions, to evaluate and identify missions whose resources severely limit their ability to implement with quality the major programs of the Church; and to request the General Conference, in cooperation with divisions, to develop a phase-in strategy that would identify and initiate programs to be established in the churches of territories with limited resources.

2. To request General Conference Secretariat to solicit conferences/unions which in harmony with the "donor conference policy" will sponsor an interdivision budget or finance another initiative for the purpose of placing a worker described by Ellen G White as a "generalist" in missions identified by the process described in paragraph 1. above. A "generalist" will be placed in each identified mission for the purpose of establishing the church's programs of stability in each local congregation.

3. To request General Conference departments, in cooperation with their counterparts at the divisions, unions, and conferences/missions to develop the minimum amount of materials to be used by the "generalist" in establishing programs in the churches of new work areas. This is to be done in consultation with the division materials review committees.

Issue 4 - Quality of Life, Unity, and Growth: Leadership Training

Need:

While the need for leadership training has been well established and many efforts ranging from formal leadership training programs in educational institutions to the more recent establishment of the Office of Global Leadership have significantly contributed to supplying trained leadership, many areas of the world still operate with less than qualified personnel. By 2020 the Church will largely have a new membership far more diverse than currently expressed. The Church must develop a cadre of leadership to serve all levels of the Church. Leadership positions at the local church and conference/mission are critical, since from these foundational units will come future leaders for unions, divisions, and the General Conference.

Leadership strategy has often been loosely defined. Formal education has provided essential skills, but in most cases is not specific to church leadership roles. Some departments have made specific leadership training available, but rarely coordinated the training with other efforts. However, the overriding characteristic in both strategies has been that training has been availability driven as opposed to need-strategy driven. The Church needs both strategies.

Specifically, what are the needed leadership skills projected over the next 20 years country-by-country, church-by-church, mission/conference by mission/conference, union-by-

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union, division-by-division, and at the General Conference? Availability based programs already have the structure and personnel to largely contribute to a major training process, but it may require retooling the curriculum to match an intentional strategy in order to be responsive to projected leadership needs. While the General Conference will continue to be engaged in coordinating leadership training, much of the training can be initiated at the national level and offered at the local church.

Proposal:

1. To request the Office of Global Leadership Training to work in cooperation with all levels of the Church to identify specific leadership skills that will be needed over the next 20 years in order to further the quality of life, unity, and growth of the Church.
2. To request the Office of Global Leadership Training to work in cooperation with departments and schools (colleges, universities, and seminaries) to develop training courses and curricula that address the specific needs identified in the opening paragraph of this section.

PRE/03SM to GDK

LEADERSHIP TRAINING SYMPOSIUM

VOTED, To approve the convening of a Leadership Training Symposium in St Louis, Missouri just prior to the 2005 General Conference Session, and to request the General Conference Administrative Committee to work on the details for this meeting.

PRE/03SM to GDK

137-03G ACTS 100

VOTED, To approve the document ACTS 100, which reads as follows:

ACTS 100

Introduction

A = Acknowledgement
C = Communion
T = Training
S = Service

100 = 100 Percent Involvement

The Spirit-filled "ACTS" of the early church are recorded in the New Testament Scriptures. Also to Christ's Church at the end of time is given the gospel commission coupled with the promise of success.

"Christ has given to the church a sacred charge. Every member should be a channel through which God can communicate to the world the treasures of His grace, the unsearchable riches of Christ. There is nothing that the Saviour desires so much as agents who will represent to the world His Spirit and His character."—AA 600

World Survey Results

The results of the recent world survey presented to the 2002 Annual Council by Roger Dudley of Andrews University were revealing in several areas. They highlight three major concerns confronting the Church at this time in its history.

1. About 50 percent of the members take part in regular systematic Bible study and prayer, including Sabbath School.
2. Less than 40 percent of the members are witnessing in an outreach program or being trained for witness.
3. Less than 30 percent of the members participate in activities which involve interaction with the local community.

These statistics are a major concern to the leadership of the world Church. Consequently, the 2002 Annual Council appointed a Strategic Planning Taskforce to develop action plans which are intentionally designed to improve the picture described above and to bring a report to the 2003 Spring Meeting.

The Strategic Planning Taskforce has met several times and the group has taken their assignment seriously. Prayer and effort have gone into the preparation of the following recommendations.

A - Acknowledgement of Need

The survey points to an underlying spiritual problem. The need for revival within the Church was seen as the most important objective.

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“A revival of true godliness among us is the greatest and most urgent of all our needs. To seek this should be our first work. There must be earnest effort to obtain the blessing of the Lord, not because God is not willing to bestow His blessing upon us, but because we are unprepared to receive it. Our heavenly Father is more willing to give His Holy Spirit to them that ask Him, than are earthly parents to give good gifts to their children. But it is our work, by confession, humiliation, repentance, and earnest prayer, to fulfill the conditions upon which God has promised to grant us His blessing. A revival need be expected only in answer to prayer.”—1SM 121

Such a revival must begin with the leadership of the Church, while recognizing that revival is Spirit driven and cannot be programmed or orchestrated. However, opportunities can be created where hearts and minds are open to the Holy Spirit and where the Holy Spirit is specifically invited to accomplish His work.

World Church leadership is called upon to make revival a personal priority, and in turn to call church members to revival.

C - Communion With God

The goal is for 100 percent of members to be regularly involved in systematic Bible study and prayer.

1. Bible Study

To accomplish this objective, 100 percent of the members will be involved in a Bible study program such as one of the three levels of participation listed below.

- a.
 - 1) Follow a plan to read a Bible passage each day of the year, and/or
 - 2) Follow the Morning Watch plan.
- b.
 - 1) Follow a yearly Bible reading plan, and
 - 2) Study the daily Sabbath School Bible Study Guides.
- c.
 - 1) Follow a yearly Bible reading plan, and
 - 2) Study the daily Sabbath School Bible Study Guides, and
 - 3) Start or join a weekly Bible study group.

2. Prayer

To accomplish this objective, 100 percent of the members will be involved in a prayer program such as one of the three levels of participation listed below.

- a. 1) Personal daily prayer.
- 2) Personal and family daily prayer.
- 3) Personal and family daily prayer, and start or join a prayer group.

T - Training and Witnessing

1. The goal is to have 100 percent of members trained and involved in discipleship and witnessing.

Many programs exist in which members can participate such as *Go One Million*, *Sow 1 Billion*, and the Year of World Evangelism 2004.

Since the *Go One Million* program was launched after the World Survey was conducted, it is recommended:

- a. To request the administration to upgrade the *Go One Million* initiative to *Go Three Million*.
- b. To request departments to identify and coordinate all departmental training programs with the administrative initiative of *Go Three Million*.
- c. To recruit 500,000 first-time disciples from the group of three million involved in *Go Three Million*.

S - Service to the Community

The goal is to have 100 percent of members actively involved in their community as a part of church life.

It is requested that the planning committee of the "International Conference on Seventh-day Adventists in their Communities" (2004) develop a plan for member involvement, including church-based community programs and participation in community-based programs. A preliminary report should be brought to the 2003 Annual Council.

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PRE/03SM to HWB

SOW 1 BILLION REPORT

Harold W Baptiste distributed a report on *Sow 1 Billion* and sought the continuing support of committee members for the initiative. Bettina Krause introduced Geoffrey G Mbwana, Laurie J Evans, Ulrich Frikart, and Israel Leito who shared the various ways in which *Sow 1 Billion* is working in their divisions. James W Zackrison shared a document on the International Association of Bible Correspondence Schools and expressed the hope that every Seventh-day Adventist church in the world would someday have its own Bible correspondence school.

PRE/03SM to TNCW

YEAR OF WORLD EVANGELISM - 2004

Ted N C Wilson reported that the world Church has enthusiastically endorsed and supported the Year of World Evangelism - 2004, "Reaping God's Harvest." Yesterday information on this initiative was uplinked to pastors, laypersons, and administrators around the world.

Peter J Prime noted that the Year of World Evangelism - 2004 is designed to be the climax of all the programs which have been discussed this morning. It involves full, complete, and total mobilization of the world Church—every member and leader. Leadership and membership in mutual cooperation with each other is the key to victory.

HM/GCDO03SM/03SM to LR

130-03G HEALTH MINISTRY—RENEWAL OF TEMPERANCE INITIATIVE

VOTED, To approve renewal of the temperance initiative, as expressed in the following document.

Do We Need to Revisit the Temperance Pledge?

"Do you not know that your body is a temple of the Holy Spirit, who is in you, whom you have received from God? You are not your own; you are bought at a price. Therefore, honor God with your body."—1 Cor 6:19, 20, NIV

The buzzword is “evidence-based.” In medicine, this means the conscientious, explicit, and judicious use of current best evidence in treating patients. It is not so theoretical and esoteric that it is impossible to practice! Many disciplines are adopting the evidence-based approach.

We are facing issues in our church right now. We have evidence that alcohol use *exists* and is increasing, and we have evidence-based solutions which can help stem the raging tide.¹ We need to acknowledge the existence of such evidence and apply appropriate measures.

What is the evidence?

In 1989, Duane McBride et al published statistics on the drinking habits of North American Adventists.² At that time, five percent of those over 65 years of age had used wine at least monthly in the previous year; in the 18-to-29-year-old group, 25 percent had used wine at least monthly in the previous year. Three years later, the Valuegenesis study confirmed these findings,³ and the trend today appears to be ongoing!

National Surveys conducted in the United States since 1993 have shown that a large proportion of college students drink heavily. In fact, this phenomenon occurs in an even larger proportion than in those of the same age group *not* in college. In 1999, 44 percent of college students reported at least one episode of binge drinking in the year prior to the survey. One quarter (23 percent) drank this way frequently (three or more times in the past two weeks). This demonstrated an increase from 20 percent in this pattern of college drinking compared to 1994.⁴ This represents an increase of 15 percent over a five-year period.

Other compelling alcohol-related statistics that emerged from this study include:

- Death—1,400 students aged 18-24 years die each year;
- 500,000 students aged 18-24 are unintentionally injured;
- 600,000 students aged 18-24 are assaulted by another student;

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1. *Evidence Based Cardiology*, edited by Yusuf, Cairus et al, BMJ Books, 1998
 2. McBride, Duane C., Mutch, Patricia B., Dudley, Roger L., Julian, April G., *Adventist Review*, June 1, 1989
 3. *Valugenesi: Faith in the Balance*, pages 258-259, La Sierra University Press, 1992
 4. Hingson, R.W., Heeren, T., Zakocs, R.C., et al, Magnitude of Alcohol-Related Mortality and Morbidity Among U.S. College Students Ages 18-24, *Journal of Studies on Alcohol*, volume 63, number 2, March 2002

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- 70,000 students aged 18-24 each year are victims of alcohol-related sexual assault or date rape;
- 400,000 students aged 18-24 each year had unprotected sex, and more than 100,000 were too intoxicated to know whether they had consented;
- 2.1 million students aged 18-24 drove a car while under the influence the previous year;
- 25 percent of college students reported negative academic consequences of their drinking.

The Task Force on College Drinking was established in 1998 by the National Institute on Alcohol Abuse and Alcoholism. In March 2002, this group released *A Call to Action: Changing the Culture of Drinking at U.S. Colleges*. We know that Seventh-day Adventist colleges have not been left untouched by this surge in binge drinking.

What about the evidence proclaimed by the media and medical journals that alcohol has positive cardiovascular health benefits to those who use it? It is generally accepted that alcohol is the mediator of some of these observed benefits, though there are additional benefits from the flavinoids and other substances present also in unfermented grape juice. Alcohol has been shown in observational studies to have *some* benefit. It is most important to note that the benefits were *not* observed in young people. The negative effects of alcohol are so significant, including the catastrophic risk of addiction, that experts do not recommend it. The editorials associated with the publication of such studies state that the risk-to-benefit ratio is not sufficient to warrant advising those who do not drink alcohol to start!^{5,6}

What is our response?

Clearly, the signing of a pledge is not the single and all-encompassing panacea for the problem. However, in 1884, Ellen G White wrote: "From the light God has given me, every member among us should sign the pledge and be connected with the temperance association."⁷

In the same compilation, specific encouragement is given to church workers to sign such a pledge. Is there scientific evidence to support these statements?

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5. Goldberg, I.J., To drink or not to drink? *New England Journal of Medicine*, 348:163-164, January 9, 2003
 6. Wallerath, T., Poleo, D., Huige, Li, et al, Red wine increases the expression of human endothelial nitric oxide synthase, *Journal of the American College of Cardiology*, volume 41, number 3, pages 471-478, 2003
 7. White, E.G., *Temperance*, page 220, 197-203, Pacific Press Publishing Association

Studies in the field of psychology prove the benefit of written contracts in positively influencing the outcome of health behavior. It is clear that this method does not work in every single case,^{8,9} but significant benefits have been shown in groups that have been studied.

Another base of evidence that needs to be applied is the building of relationships. There is incontrovertible evidence that shows that these relationships and the subsequent "connectedness" make a major contribution to the reduction of risky behaviors.^{10,11} The relationships to be fostered are with Jesus firstly, and then with one another, and especially with our youth. By signing the temperance pledge, we connect ourselves by example and fellowship in creating relationships.

Scare tactics do not work. Let us apply the evidence-based approaches! Even the longest journey begins with but a single step. By renewing our pledges, we can actually take the first step.

The meeting was closed by Jan Paulsen with a prayer of commitment to the pledges made and that others would be inspired to make the same commitment.

Jan Paulsen and Harold W Baptiste, Chairmen
Theodore T Jones, Secretary
Larry R Evans, Editorial Secretary
Carol E Rasmussen, Recording Secretary

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8. Epstein, L.H, Wing, R.R. Behavioral Contracting: Health Behaviors, *Clinical Behavior Therapy Review*, volume 1(3), 1979, pages 3-22
 9. Neal, V., Singleton, P., Hess, J.W. The use of behavioral contracting to increase exercise activity, *American Journal of Health Promotion*, Volume 4(6), July-August 1990, pages 441-447
 10. Blum, W., Rinehart, M., "Reducing the risk: Connections That Make a Difference in the Lives of Youth." Division of General Pediatrics and Adolescent Health, based on the first analysis of Add Health data, "Protecting adolescents from harm: Findings from the National Longitudinal Study on Adolescent Health," *Journal of the American Medical Association*, September 10, 1997
 11. Hopkins, Gary L., Hopp, Joyce W., *It Takes A Church*, Pacific Press, 2002

SPRING MEETING

GENERAL CONFERENCE EXECUTIVE COMMITTEE

April 16, 2003, 2:00 p.m.

Jan Paulsen, Chairman, called to order the second session of the 2003 Spring Meeting.

Prayer was offered by Robert S Smith, President of the Review and Herald Publishing Association.

TRE/03SM to REL

TREASURER'S REPORT

Robert E Lemon, Treasurer of the General Conference, thanked the Lord for His many blessings in the past year. Despite the economic downturn, there was a 3.3 percent increase in tithe in the North American Division. While it sometimes appears that there are more doors open than we are able to take advantage of, we must remember that God will provide the resources as we step out in faith to accomplish His work.

03SM to REL

AUDITED FINANCIAL STATEMENTS 2002 - REPORT

James E Nyquist, of Maner, Costerisan & Ellis, P.C., read the auditors' opinion for the combined financial statements and for the following unitized funds:

- Money Fund
- Bond Fund
- Income Fund
- Large Cap U.S. Equity Fund
- Small Cap U.S. Equity Fund
- Global Fund I
- Global Fund II
- International Fund
- Asian Equities Fund
- Emerging Markets Fund
- Micro Cap & Private Equity Fund
- Pooled Life Income Fund

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Robert E Lemon responded to questions raised by the policy audit report which will be dealt with by actions of the Executive Committee this afternoon.

Steven G Rose pointed out areas of particular interest in the combined financial statements of the General Conference.

Roy E Ryan gave a report of the funds invested by the Investment Office.

VOTED, To accept the Audited Financial Statements of the General Conference of Seventh-day Adventists for the period ending December 31, 2002, and the auditors' opinions included in the reports. (The financial statements are filed with the official copy of the minutes.)

103-99Ga/FinPl&Bud00SM/00SM/103-00Ga/FinPl&Bud01SM/01SM/103-01Ga/
FinPl&Bud02SM/02SM/103-02G/FinPl&Bud03SM/03SM to SGR

103-03G OPERATING EXPENSE CAP 2002 - REPORT

In fulfillment of the requirement for the General Conference to live within an operating expense cap of 2.0 percent of gross world tithe (see GCC 91-443, GCC 98-21, and GCC 00-23), it was

VOTED, To record the report for the Operating Expense Cap 2002, as follows:

Operating Expense Cap 2002

Total income basis	\$1,142,718,059
Expense cap at 2/5 of distance between old and new calculation.....	\$27,342,516
Expense for 2002	\$24,879,758
Expense as a percentage of cap.....	90.99%
Amount under the cap	\$2,462,758

Operating Expense Cap Summary

YEAR	GROSS NAD TITHE	WORLD TITHE %	TOTAL	CAP	ACTUAL OPERATING EXPENSE	EXPENSE UNDER THE CAP	EXPENSE AS % OF CAP
4.85%*							
1992	446,977,202	2,616,378	449,593,580	21,805,289	19,152,695	2,652,594	87.84%
1993	454,792,764	2,685,069	457,477,833	22,187,675	21,083,033	1,104,642	95.02%
1994	480,730,812	2,902,438	483,633,250	23,456,213	21,918,901	1,527,312	93.45%
1995	491,795,455	3,226,237	495,021,692	24,008,552	22,098,370	1,910,182	92.04%
1996	507,406,829	2,912,685	510,319,514	24,750,496	23,073,972	1,676,524	93.23%
4.25%*							
1997	534,169,178	4,233,457	538,402,635	22,882,112	21,422,458	1,459,654	93.62%
1998	569,714,074	9,073,464	578,787,538	24,598,470	21,618,414	2,980,056	87.89%
1999	610,215,571	4,209,332	614,424,903	26,113,058	20,999,068	5,111,990	80.42%
2000	656,938,361	4,235,930	661,174,291	28,099,907	22,877,949	5,221,958	81.42%
YEAR	GROSS NAD TITHE	GROSS NON-NAD TITHE	GROSS WORLD TITHE	CAP	ACTUAL OPERATING EXPENSE	EXPENSE UNDER THE CAP	EXPENSE AS % OF CAP
2.00%**							
2001	685,051,305	429,500,692	1,114,551,997	27,913,439	23,862,558	4,044,881	85.51%
2002	707,805,149	434,912,910	1,142,718,059	27,342,516	24,879,758	2,462,758	90.99%

*The following six cost centers were removed from the cap, reducing it from 4.85% to 4.25%
 (see GCC 98-21):

11050 Adventist World Radio
 41215 Geoscience Research Center
 41920 Ellen G White Estate
 41935 Ellen G White Estate Research Centers
 61175 Auditing Service
 61794 TRIPS

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**Because of NAD's tithe percentage being phased down from 10.72% to 8.0% over 5 years, and the non-NAD divisions' tithe percentage being increased from 1% to 2% over 5 years, the CAP is also being phased in over the same 5-year period and is calculated at 2% of Gross World Tithe, as follows (see GCC 00-23):

2001	1/5 of distance between old and new calculation
2002	2/5 of distance between old and new calculation
2003	3/5 of distance between old and new calculation
2004	4/5 of distance between old and new calculation
2005	Full implementation of new calculation

FinPl&Bud03SM/03SM to SGR

135-03G EAST-CENTRAL AFRICA DIVISION—HEADQUARTERS
OFFICE CAPITAL FUNDING/TRANSITION BUDGET

VOTED, To appropriate funding to the East-Central Africa Division as follows:

Land, Headquarters Office, and Staff Housing	KSH 514,565,671
Transition Budget (temporary housing and office, moving expense)	KSH <u>73, 410,969</u>
Total	KSH 587,976,640

FinPl&Bud03SM/03SM to SGR

136-03G COMBINED OFFERINGS—GENERAL CONFERENCE
PORTION DISTRIBUTION

VOTED, To request the divisions (other than the North American Division) who have chosen to adopt the Combined Offering Plan to remit the portion (20% to 25%) that is designated as General Conference Offerings to the General Conference. Upon receipt of such offerings, the General Conference shall distribute the funds according to the average distributed for the three years, 2000 to 2002, as follows:

Sabbath School - 12 Sabbaths	58.14%
Sabbath School - 13 th Sabbath - 75%	10.94%
25%	3.65%
Birthday-Thank	4.80%
Investment	8.47%
Annual Sacrifice	4.95%
Campmeeting	0.17%
Mission Miscellaneous	1.18%
Adventist World Radio	2.35%
Disaster and Famine Relief	3.34%
World Mission Budget: Church Building	0.28%
World Mission Budget: <i>Go One Million</i> (formerly IDE)	0.84%
World Mission Budget: July	0.89%

At 3:30 p.m. the meeting of the General Conference Executive Committee was recessed and a meeting of the General Conference Corporation of Seventh-day Adventists was called.

At 4:10 p.m. the meeting of the General Conference Executive Committee reconvened.

TRE/ADCOM/GCDO03SM/03SM to REL

120-03G GENERAL CONFERENCE REMUNERATION PLAN

In preparing a new wage scale for the General Conference headquarters, the General Conference Remuneration Committee (ADCOM-S) followed the structure of the North

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American Division* and used the same formula for interpolating between the old packaged plan and the new plan. There are two departments of the General Conference whose wage scales require approval under the Alternate Remuneration Plans provision of General Conference *Working Policy* Y 05 05, paragraph 6. c. These are the Health Ministries Department and the Office of General Counsel, and they will be dealt with in separate actions. It was

VOTED, To approve the following remuneration scales for the General Conference headquarters, effective July 1, 2003:

REMUNERATION SCALES
General Conference

2002		2003		
Min	Max	Min	Max	
	168	118		President
	165	115		General Vice President
	165	115		Secretary
	165	115		Treasurer
	163	113		Undersecretary
	163	113		Undertreasurer
142	162	95	112	Administrative Assistant to President
142	162	95	112	Associate Treasurer
142	162	95	112	Associate Secretary
142	162	95	112	Department Director
142	162	95	112	Director—GCAS
142	162	95	112	Director—Human Resource Services
142	162	95	112	Director—White Estate
142	162	95	112	Executive Secretary—Global Mission
142	162	95	112	Field Secretary (General)
142	162	95	112	General Counsel
140	160	93	110	Associate Department Director
140	160*	93	110	Associate Director—GCAS

*For the purpose of calculating the maximums, it should be understood that the pastor's rate for NAD is set at 102%.

2002		2003		
Percentage Min	Max	Percentage Min	Max	
140	160	93	110	Associate Director—Human Resource Services
140	160	93	110	Associate Director—White Estate
140	160	93	110	Associate General Counsel
140	160	93	110	Associate Investment Manager
140	160	93	110	Controller
140	160	93	110	Director—Archives and Statistics
140	160	93	110	Director—In-House Operations
140	160	93	110	Director—Information Systems Services
140	160	93	110	Editor—Adult Sabbath School Bible Study Guides
140	160	93	110	Special Assistant to President
138	158	92	108	Special Assistant to Treasurer
138	158	92	108	Director of Accounting
138	158	92	108	Senior Portfolio Manager—Investments
137	157*	91	107	Assistant Director—GCAS
137	157*	91	107	District Director—GCAS
137	157	91	107	Editor—Journal of Adventist Education
136	156	91	106	Associate Director—Archives and Statistics
136	156	91	106	Director—Ministerial Association Field Services
136	156	91	106	Managers—In-House Services
136	156	91	106	Portfolio Manager—Investments
135	155*	90	105	Senior Staff Auditor—GCAS
134	154	89	104	Assistant Department Director
134	154	89	104	Assistant Director—Archives and Statistics
134	154	89	104	Assistant Director—Human Resource Services
134	154	89	104	Assistant Secretary
134	154	89	104	Assistant Treasurer
134	154	89	104	Curator—E G White Research Center
134	154	89	104	Money Fund Manager—Investments
134	154*	89	104	Staff Auditor—GCAS

* Auditors who are not certified, or do not have CPA, CA, or CIA have a maximum one point lower than these rates.

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2002 Percentage		2003 Percentage		
Min	Max	Min	Max	
<i>Adventist Review</i>				
142	162	95	112	Editor
140	160	93	110	Associate Editor
135	155	90	105	Managing Editor
134	154	89	104	Assistant Editor
<i>Ministry</i>				
140	160	93	110	Editor
136	156	91	106	Associate Editor
Transportation and International Personnel Service				
138	158	92	108	Home Office Director

GC Non-Exempt Positions and Positions Below 104%

Below 104, refer to page 13, "Remuneration Rates for Employees Based at the GC Complex."

TRE/ADCOM/GCDO03SM/03SM to REL

121-03G PHYSICIANS AND DENTISTS REMUNERATION
PLAN

VOTED, To approve the Physicians and Dentists remuneration scale for the General Conference headquarters, under the Alternative Remuneration Plans provision of General Conference *Working Policy* Y 05 05, paragraph 6. c., as follows:

Physicians and Dentists*

2002		2003		
Percentage	Percentage			
Min	Max	Min	Max	
172	192	120	140	Department Director
170	190	118	138	Associate Department Director

*Physicians and dentists called to serve in positions requiring such training and credentials in the Health Ministries Department shall be remunerated at this level.

TRE/ADCOM/GCDO03SM/03SM to REL

122-03G OFFICE OF GENERAL COUNSEL REMUNERATION
PLAN

VOTED, To approve the Office of General Counsel remuneration scale for the General Conference headquarters, under the Alternative Remuneration Plans provision of the General Conference *Working Policy* Y 05 05, paragraph 6. c., as follows:

Office of General Counsel

The Director and Associate Directors of the Office of General Counsel (OGC) will be allowed to choose between the following two options: a Flat Salary Option and a Pay Supplement Option, details of which are listed below. Each OGC lawyer must select one of the two options before June 30, 2003. However, if he/she chooses the Pay Supplement Option, he/she may switch to the Flat Salary Option at the beginning of any calendar quarter with written notice to the Director. The Legal Affairs Committee (ADCOM-S)—which will supervise the implementation of this program—shall determine whether the Pay Supplement Option will continue, and on what terms and conditions, beyond June 30, 2008 or beyond any calendar year in which the number of participants drops below two (2). The Legal Affairs Committee also will establish guidelines for reviewing any circumstance in which a lawyer on the Pay Supplement Option has a deficit in required work time for any two consecutive calendar quarters.

1. Flat Salary Option

a. Maximum for Director of OGC is to be 90 percent of maximum allowed under Alternate Remuneration Plan. (Maximum allowed under Alternate Remuneration Plan is 156.25 percent of maximum remuneration level for an ordained pastor in that locale.)

b. Maximum for Associate Director of OGC is to be 88 percent of maximum allowed under Alternate Remuneration Plan.

c. All normal allowances provided to General Conference employees apply, including area travel, automobile insurance, and educational allowance.

d. Retirement contributions are to be based on full salary amount received.

e. The Legal Affairs Committee will establish simplified guidelines for recording and tracking hours worked, including those that actually will be billed to both internal and external clients and a breakdown of time allotted to General Conference and North American Division work.

f. This option assumes the standard minimum of 1,976 hours for regular, fulltime lawyers. Any nonstandard work program will function on terms and conditions set by the Legal Affairs Committee.

2. Pay Supplement Option

a. The Maximum Base Salary for the Director of OGC would be 112 percent of the total of the North American Division Remuneration Factor and the Washington Area Economic Research Institute (ERI). The maximum for Associate Directors of OGC would be 110 percent. (This assumes that the General Conference sets the Director and the Associate Director salary percentages at 112 percent and 110 percent respectively.)

b. Base Salary covers 1,736 hours, which includes normal vacation and holiday time as per the *General Conference Employee Handbook*, but not other off-time granted by policy.

c. Maximum Pay Supplement for hours above 1,736 for the Director of OGC would be limited to the difference between the Base Salary outlined in paragraph a. above and the maximum compensation allowed under the Alternate Remuneration Plan (maximum allowed under Alternate Remuneration Plan is 156.25 percent of maximum remuneration level for an ordained pastor in that locale). The maximum Pay Supplement for an Associate Director of OGC would be limited to the difference between the maximum Base Salary of an Associate and 98 percent of the maximum allowed under the Alternate Remuneration Plan.

d. The maximum Pay Supplement in dollars as outlined in paragraph c. above would be calculated annually and divided by the hourly pay supplement rate to arrive at the maximum numbers of hours of pay supplement allowed. Because the volume of legal work is largely unpredictable, the Office of General Counsel will monitor Pay Supplement time on a quarterly basis to insure adequate office coverage by all staff lawyers throughout the calendar year and with the understanding that staff lawyers will put in at least 434 hours (one-quarter of the base 1736 annual hours) per calendar quarter.

e. The current Pay Supplement rate of \$85 per hour would remain constant for the phase-in period. Before the end of the phase-in period, the Legal Affairs Committee will determine the future supplement rate policy, including whether it will be increased on an annual basis by the same percentage as the Maximum Base Salary as outlined in paragraph a. above. (This is the combination of the North American Division Remuneration Factor and the Washington Area ERI.)

f. All normal allowances provided to General Conference employees apply, including area travel, automobile insurance, and educational allowance.

g. Retirement contributions are to be based on a combination of the salary and Pay Supplement amount received.

h. Required hours will be 1,736 per year, which includes vacation and holiday hours according to policy, with hours recorded according to guidelines approved by the Legal Affairs Committee. Billable hours will not include certain general purpose hours, as per current practice. The Director will present an outline of what hours will be billable to the Legal Affairs Committee for consideration and for implementation on July 1, 2003.

TRE/ADCOM/GCDO03SM/03SM to REL

123-03G GENERAL CONFERENCE INSTITUTIONS REMUNERATION PLAN

With the North American Division moving to a new wage factor on July 1, 2003 which will incorporate the former 50 percent package, it is essential that General Conference institutions within the North American Division territory be able to move to the new wage factor. Even though there are requests from various institutions which will need to be processed at the 2003 Annual Council, after review of and possible amendments to the Philosophy of Remuneration policy Y 05 05, it is essential that the current wage scale be interpolated from the old packaged rates to the new rates. In light of this need, it was

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VOTED, To approve the following wage scale for General Conference institutions, effective July 1, 2003, for institutions not on previously approved special wage plans, with the understanding that the wage scale for all General Conference institutions will be clarified at the time of the 2003 Annual Council:

Adventist Development and Relief Agency

2002		2003		
Percentage		Percentage		
Min	Max	Min	Max	
142	162	95	112	President/Executive Director
141	161	94	111	Vice President
140	160	93	110	Deputy Vice President
140	160	93	110	Director
134	154	89	104	Assistant Director
131	151	87	101	Computer Programmer
115	145	77	97	Technician Computer Hardware
110	140*	73	93	Technical Assistant
96	126	64	84	News Writer
96	126	64	84	Management Trainee
93	123	62	82	Supervisor Warehouse and Freight
92	122	61	81	Administrative Assistant II
92	122	61	81	Administrative Secretary II
88	118	59	79	Administrative Secretary I
88	118	59	79	Receiving Clerk
84	114	56	76	Donor Response Clerk
84	114	56	76	Secretary II

* Add 5% for related graduate degree

2002		2003		
Percentage		Percentage		
Min	Max	Min	Max	
84	114	56	76	Warehouseman
78	108	52	72	Clerk
78	108	52	72	Receptionist

ADRA Country Directors rates will be set according to the country where residing.

Adventist World Radio

2002		2003		
Percentage		Percentage		
Min	Max	Min	Max	
142	162	95	112	President
141	161	94	111	Senior Vice President
141	161	94	111	Vice President of Finance/Treasurer
140	160	93	110	Vice President
138	158	92	108	Controller
138	158	92	108	Director - Chief Communication Officer
136	156	91	106	Associate Director
134	154	89	104	Assistant Director

Below 104, refer to page 13, "Remuneration Rates for Employees Based at the GC Complex."

Christian Record Services

2002		2003		
Percentage		Percentage		
Min	Max	Min	Max	
142	162	95	112	President

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2002 Percentage		2003 Percentage		
Min	Max	Min	Max	
138	158	92	108	Vice President, Finance
135	155	90	105	Director, Deaf Service
135	155	90	105	Director, Development and P/R
135	155	90	105	Director, Field Service
135	155	90	105	Director, Marketing Service
135	155	90	105	Editor
133	153	89	103	Assistant Director, Field Service
133	153	89	103	Branch Manager, Canada
132	152	88	102	Area Director
131	151	87	101	Data Processing Director
131	151	87	101	Production Manager

Educational System
Universities and Colleges

2002 Percentage		2003 Percentage		
Min	Max	Min	Max	
	163		113	Chief Executive Officer University
	162		112	College
	162		112	Major Administrative Officers University
	161		111	College
	161		111	Dean of School—University
146	158	97	108	Associate in Administration
144	158	96	108	Professor

2002 Percentage		2003 Percentage		
Min	Max	Min	Max	
125	155	83	105	Manager—Industry
128	153	85	103	Assistant in Administration
139	153	92	103	Associate Professor
130	150	87	100	Assistant Professor
125	150	83	100	Administrator of Campus Services
124	149	83	99	Associate in Campus Services
122	147	81	98	Assistant in Campus Services I
117	147	78	98	Associate Manager—Industry
118	143	79	95	Assistant in Campus Services II
109	139	72	92	Assistant Manager—Industry
120	135	80	90	Instructor

The rates of Academic Department and Division chairmen may be increased above the respective professorial rank rates to the equivalent of:

Division Chairman	2-4 percent of the basic area remuneration factor
Department Chairman	1-2 percent of the basic area remuneration factor

Non-teaching staff members will be paid at levels consistent with those in effect in the union conference in which the institution is located.

Administrative Area Travel Application

Percentage	
100%	University President

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Percentage	
100%	College President
90%	Major Administrative Officer
90%	University
90%	College
60%	University—Dean of School
60%	Associate in Administration

The Administrative Area Travel Allowance is a monthly allowance which is calculated at a maximum of up to 1,000 miles times the Area Travel Rate per mile. (See Auto Travel Rates under Travel Expense Allowances.)

Geoscience Research Institute

2002		2003		
Percentage		Percentage		
Min	Max	Min	Max	
142	162	95	112	Director
138	158	92	108	Senior Research Scientist
133	153	89	103	Research Scientist
130	150	87	100	Assistant Research Scientist
130	150	87	100	Assistant Editor
115	135	77	90	Research Affiliate
88	118	59	79	Administrative Secretary

Health-Related Areas

1. Deans (including associate deans and assistant deans) and faculty of the health-related schools of Health, Nursing, Graduate, Allied Health Professions, and Basic Sciences.

2. The remuneration scale for health-related areas with the authorized remuneration adjustment is as follows:

Old Percentage		New Percentage		
Min	Max	Min	Max	
	161		111	Dean of School
144	158	96	108	Professor
139	153	92	103	Associate Professor
134	148	89	99	Assistant Professor

Note: The rate of associate/assistant deans and department heads may be increased above the respective professorial rank to the equivalent:

Associate Dean 2-4 percent of the basic area remuneration factor

Assistant Dean/Department Head 1-2 percent of the basic area remuneration factor

Other Loma Linda University remuneration scales will be in accordance with the scales listed in the North American Division Remuneration Scale booklet and as voted by the Loma Linda University Board.

Publishing Houses

2002 Percentage		2003 Percentage		
Min	Max	Min	Max	
142	162	95	112	President
138	158	92	108	Vice President
137	157	91	107	Editor of Major Periodicals
136	156	91	106	Assistant to Vice President
136	156	91	106	Undertreasurer
135	155	90	105	Advertising Coordinator
135	155	90	105	Associate Book Editor
135	155	90	105	Associate Periodical Editor

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2002		2003		
Percentage		Percentage		
Min	Max	Min	Max	
135	155	90	105	Branch Manager
135	155	90	105	Controller
135	155	90	105	Director of Computer Services
135	155	90	105	Marketing Representative
135	155	90	105	Personnel Director
134	154	89	104	Assistant Treasurer
133	153	89	103	Assistant Book Editor
133	153	89	103	Assistant Marketing Representative
133	153	89	103	Assistant Periodical Editor
133	153	89	103	Production Assistant
133	153	89	103	Public Relations Director
131	151	87	101	Foreman
96	126	64	84	Minor Periodical Editor
110	125	73	83	Assistant Foreman
93	123	62	82	Librarian
87	117	58	78	Administrative Office Secretary
87	117	58	78	Head Proofreader
84	114	56	76	Proofreader
84	114	56	76	Assistant Librarian
84	114	56	76	Secretary
78	108	52	72	Receptionist
78	108	52	72	Stenographer
78	108	52	72	Switchboard Operator

Accounting Personnel

The categories of accountants listed below are sufficiently varied as to permit governing committees to exercise their judgment as to the abilities of the employees and the requirements

of the position. It is not anticipated that each organization will have employees filling all categories or any specific category. Some organizations may not require anyone on the accountant level if the assistant treasurer or assistant manager is also caring for this responsibility.

Accounting Clerk—An accounting clerk is one who performs a variety of routine calculating, posting, and typing duties to accomplish the accounting function. Typically, this person's educational background in the area is limited to on-the-job training.

Senior Accounting Clerk—Performs similar duties as an accounting clerk but typically with minimal accounting or bookkeeping preparation, such as an academy bookkeeping course or one semester in beginning accounting at the college level, and/or five years of experience in similar work.

Junior Accountant—A junior accountant is one who has elementary knowledge of accounting principles and is able to apply it to limited areas of accounting procedures. This individual will normally have an AA degree in business or accounting, or equivalent work toward a BS/BA degree.

Accountant—An accountant is one who applies principles of accounting to install and/or maintain operation of the total accounting system. This individual is knowledgeable as to the reasons for, and the effect of, various accounting procedures. Typically, this individual will have a minimal BA/BS degree in accounting or business management, or a CPA.

Senior Accountant—A senior accountant is one who has abilities and training of an accountant; however, in addition he carries management and some supervisory responsibilities

Chief Accountant—The chief accountant has abilities and background similar to the accountant and in addition has significant administrative responsibilities, including the supervision of personnel doing accounting functions.

ADRA/GC/University/CRS/PUB House

2002		2003		
Percentage Min	Max	Percentage Min	Max	
89	104	77	97	Chief Accountant
87	100	73	93	Senior Accountant
76	96	73	93	Accountant

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2002		2003	
Percentage		Percentage	
Min	Max	Min	Max

64	84	63	83	Junior Accountant
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59	79	58	78	Accounting Clerk II
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54	76	56	76	Accounting Clerk I
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Computer Personnel

2002		2003	
Percentage		Percentage	
Min	Max	Min	Max

135	155	90	105	Computer Services Director Major System
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133	153	89	103	Computer Services Director
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133	153	89	103	Computer Services Assistant Director Major System
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132	152	88	102	Computer Systems Analyst Supervisor
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132	152	88	102	Computer Programmer Supervisor
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131	151	87	101	Computer Systems Analyst
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131	151	87	101	Computer Programmer
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117	147	78	98	Computer Operator Supervisor
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115	145	77	97	Computer Operator
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84	114	56	76	Computer Film Librarian
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81	111	54	74	Key Entry Operator Supervisor
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78	108	52	72	Key Entry Operator
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Interns

2002		2003		
Percentage		Percentage		
Min	Max	Min	Max	
110	125	73	83	Business Intern
110	125	73	83	Communication Intern

Business Intern—A business intern is one who receives supervisory training in a variety of positions in denominational business lines. Requirements for eligibility shall include the satisfactory completion of a four-year liberal arts curriculum with a Bachelor's degree, with a major in Accountancy or Business Administration, and recommendation from the faculty of the college as to Christian experience, scholastic accomplishments, and potential for future service.

TRE/ADCOM/GCDO03SM/03SM to REL

124-03G ORGANIZATIONS AND SERVICES WITH EMPLOYEES
OUTSIDE THE NORTH AMERICAN DIVISION TERRITORY—
REMUNERATION PLAN

Organizations and services such as Adventist World Radio (AWR), Adventist Development and Relief Agency (ADRA), the General Conference Auditing Service (GCAS) and Adventist Risk Management (ARM), have employees located in the territory of a number of divisions. As these divisions develop their own wage scales, it will be necessary to establish some means of determining appropriate wages for employees of these General Conference institutions and services even though the divisions will not list their positions in the division's wage scales. It is felt that the best procedure would be to look at the current denominational wage scale for these organizations and for the divisions and unions to determine positions with equivalent percentages and then indicate in the General Conference Remuneration Scale booklet under each position, for those organizations which have employees outside of the North American Division territory, an equivalent position that would exist in the division's wage scale. An example of this would be an Associate Director of GCAS who is currently at 110 percent and would not appear in a division's wage scale would be set at the same level as that of a division Department Director which is currently at 110 percent. If a division changed its wage scale so the division Department Director was at 114 percent on the new wage scale, then an Associate Director of GCAS located in that division would be paid at 114 percent on the division's wage scale.

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VOTED, To authorize the General Conference Administrative Committee to establish equivalent position designations for General Conference institutions and services which have employees outside of the North American Division territory, where necessary during 2003, with a complete list of equivalent positions to be brought to the 2003 Annual Council for approval and inclusion in the General Conference Remuneration Scale booklet.

TRE/GCDO03SM/03SM to REL

125-03G MORTGAGE PROGRAM

VOTED, To approve the Mortgage Program for General Conference employees, which reads as follows:

Mortgage Program

General Information

1. The maximum loan available is currently 90 percent of the purchase price of the home (excluding closing costs) up to a loan of \$225,000. The amount of the home loan provided will be based on a schedule of household income and interest rate to arrive at the maximum mortgage to be approved.
2. The loan, and any required escrow funds, shall be for a period not to exceed 30 years and regular payments will be made through an employee payroll deduction program.
3. Interest rates, as set by General Conference Treasurers, are fixed, not variable; the rate is determined as of the time the application is approved or the interest in effect at the time of closing up to 30 days, whichever is the lesser.
4. The loan shall be secured by a first deed of trust, or its equivalent. Title insurance to protect the interest of the General Conference Corporation on the amount of the loan shall be required.
5. The employee may make partial or full repayment at any time without penalty.
6. The loan is not assumable and is fully payable within six months from the employee's date of employment separation or retirement as an employee of the organization.

7. All property taxes and homeowners insurance are to be paid into an escrow account held by the General Conference. Monthly payroll deductions to fund such accounts shall be made through an employee payroll deduction program.

8. All costs connected with the loan are the responsibility of the borrower.

9. Other General Conference Headquarter organizations, e.g. Adventist Development and Relief Agency, Adventist World Radio, General Conference, General Conference Auditing Service, Home Study International/Griggs University, North American Division office, and the Ellen G White Estate are required to guarantee the mortgage loans for their employees before loans will be approved by General Conference Treasurers.

It is the responsibility of each applicant to request from their employing organization a letter of pre-approval prior to applying for mortgage assistance from the General Conference.

10. Only one loan will be granted to an employee and spouse with the exception of an employer requested move.

11. The rate of interest for loans will be set based on a formula derived from a composite of published mortgage rates.

12. The lesser of purchase price or appraised value of the house shall be used in calculating the amount of the mortgage loan. This program excludes construction loans.

Eligibility Requirements

1. The employee must be serving in an exempt position with a wage percentage of at least 90 percent.

2. The employee's monthly payment under this program for principal, interest, property taxes, and homeowners insurance may not exceed 30 percent of the employee's monthly income.

3. The total monthly minimum payments on debt servicing of the employees shall not exceed 45 percent of the gross monthly income of either a single employee or of a married employee with an employed spouse and shall be based on a sliding scale.

4. An employee must successfully complete any probationary work period and be classified regular employment status before a mortgage loan application will be considered.

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TRE/ADCOM/GCDO03SM/03SM to REL

126-03G HOUSING ASSISTANCE PROGRAMS—DUPLICATE
HOUSING EXPENSE

The North American Division has made provision in the North American Division *Working Policy*, X 20 06, paragraph 6. for an employer to share in the loss incurred with the selling of a house. The General Conference needs to have a policy that both deals with United States citizens transferring from within the North American Division and non-United States citizens transferring from other countries. There are unique tax issues for non-United States citizens who may be required to sell or rent out their homes in other countries. It was

VOTED, To approve the following optional housing assistance policy for the General Conference headquarters:

1. General Eligibility Requirements
 - a. The employee must be serving in an exempt position.
 - b. The employee's remuneration rate maximum must be at least 90 percent.
 - c. The assistance is limited to one per family unit. If both spouses are denominationally employed but by different organizations, the special assistance will be provided by the employer of the employee who is receiving the higher remuneration.
 - d. The employee must purchase the house within five years of transferring to the General Conference.
 - e. The employee cannot have previously received duplicate housing assistance under any other policy in relation to the move involved. Employees who previously served at the General Conference and who have moved out of the area and sold their house and are called again to serve at the General Conference may be eligible for the allowance at the time of the subsequent move if they meet all the other criteria.
 - f. An employee called to the General Conference with fewer than fifteen years of denominational service shall comply with the following amortization policy should he/she leave employment before completing four years of employment. Regardless of when the housing assistance is provided—within the five-year limit of the policy—it shall be considered to have been amortized by the first four years of employment at the General Conference.

- | | | |
|----|-----------------------------------|--------------------|
| 1) | Less than two years of employment | 100% reimbursement |
|----|-----------------------------------|--------------------|

- | | | |
|----|--|-------------------|
| 2) | More than two years but less than three years of employment | 50% reimbursement |
| 3) | More than three years but less than four years of employment | 25% reimbursement |
| 4) | More than four years of employment | 0% reimbursement |

2. Tax Consequences

The General Conference will report the assistance granted on the employee's W-2 form, and the employee shall be responsible for any tax due.

3. Basic Provisions of the Duplicate Housing Assistance Policy

a. Employees Having to Sell or Rent Out Their Residence

1) An employee who owns his/her home and, in order to purchase a house at the new location, will need to sell or rent out his/her previous residence, may choose to receive the provisions of the North American Division *Working Policy*, X 20 06, paragraphs 1. to 5., Duplicate Housing Expense or a lump sum settlement under provisions of X 20 06, paragraph 6.

2) The amount of the lump sum settlement will be based on the housing/wage category of the area from which they are transferring. (The amount has been calculated based on an estimate of what the cost of the duplicate housing might run.)

Lump sum settlement amount:

Moving from a Category A* area	US\$ 8,000
Moving from a Category B area	9,000
Moving from a Category C area	10,000
Moving from a Category D area	12,000
Moving from a Category E area	13,000

*Category A, B, C, D, and E terminologies will be replaced by ERI percentages effective July 1, 2003.

(An individual who accepts a lump sum settlement may find it impossible to sell his/her house and end up renting it out even after paying duplicate rent for several months. The lump sum applies whether the house ends up being sold or not. The renting out of one's principal residence normally reduces its value as renters do not usually care for a house in the same way as the owner would, so there may be a loss to the owner even under such arrangements.)

b. Employees Transferring from Rental Housing

Employees who have been in rental housing and transfer to the General Conference do not normally incur duplicate housing costs as a result of the move. The higher cost of rent, if moving from a lower to a higher cost area, is provided for in the wage category of the new area. If, though, there is a period of duplicate housing payments as a result of breaking a lease, assistance may be given for the duplicate costs by paying the costs of breaking the lease. The lump sum option in paragraph 3. a. 2) above does not apply even if the employee subsequently purchases a house at the new location. (Assistance under this policy is to help cover losses incurred because of having to move out of an owned house and not to provide the ability to afford to purchase a house.)

c. Special Provision for Non-United States Citizens Called to the General Conference.

1) Non-United States citizens being called as interdivision employees to serve at the General Conference and who meet the criteria in paragraph 3. a. 1) above may receive a lump sum cash settlement of US\$12,000 (category D area) if they purchase a house, even though they may not have owned a house at their previous location. The assistance for those from the United States is based on loss or potential loss on a house they are leaving, while the assistance for those coming from other countries is based on the future risks at time of sale or disposition of the house which are unique and different from those faced by United States citizens residing within the United States. These differences include the following:

a) The need to bring in personal funds from the home country as a down payment at the current exchange rate without any assurance as to what the exchange rate may be if and when they need to sell the house and return to their home country.

b) The reduced options at the time of sale available to an individual leaving the country. Individuals transferring within the United States can opt to rent out the house if the housing market is poor at the time of leaving the General Conference and deduct interest and taxes on the property from current earnings, but this option is not available in the same way to those leaving the United States. There are also other tax issues that may be to the disadvantage of those leaving the country as relates to the sale of a house.

c) If an individual in the United States is called to another organization within the North American Division after serving at the General Conference, he/she would be allowed the provisions of the North American Division *Working Policy*, X 20 06, Duplicate Housing Policy when selling their current residence. This policy provision is not available to interdivision employees returning to their homeland on permanent return.

d. Interdivision Employees Who are United States Citizens Returning on Permanent Return to Serve at the General Conference

1) Interdivision employees who are United States citizens and who return to the United States on permanent return and are called to serve at the General Conference are not eligible for the special provisions of paragraph 3. above which apply to non-United States citizens called as interdivision employees. If, though, the interdivision employee owns a house at the time of his/her return and will need to sell or rent it out as a result of purchasing a residence in connection with the call to the General Conference, the provisions of paragraph 3. above will apply.

This policy is effective for all employees hired on or after June 5, 2000 and supercedes all previous General Conference Housing Assistance Policies.

TRE/HRC/GCDO03SM/03SM to REL

127-03G TRAVEL ALLOWANCE FOR SPOUSE

VOTED, To approve Travel Allowance for Spouse, which reads as follows:

Travel Allowance for Spouse

1. Eligibility—An employee who has a travel budget of 50 percent or more of the travel budget factor may request assistance on the airfare for his/her spouse to accompany the employee on authorized itineraries.

2. Non-Cumulative Annual Travel Within the North American Division—Eligible employees may request the employing organization to authorize a spouse to accompany the employee at denominational expense to meetings within the territory of the North American Division according to the following guidelines:

a. When flying, one round-trip fare at the most economical rate available including special discounts, super-savers, etc, plus per diem allowance for two days. (In cases

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where both spouses have travel budgets of 50 percent or more of the travel budget factor, this assistance shall be limited to one per couple per year. See Current Rate Sheet for amount.)

b. When driving, the equivalent of two round trip air fares for the employee and spouse at the most economical rate available including special discounts and super savers, plus per diem allowance for two days, or expense for traveling by car, including per diem, motel, etc, whichever is less.

c. Actual lodging and per diem expense during time of meeting.

d. Ticket arrangements must be made at least 30 days before departure.

e. Per diem shall be at the employee and spouse rate.

f. Not more than one trip each year will be authorized for full reimbursement.

g. Applicable airport taxes, taxi or airport transportation are reimbursable expenses.

3. Cumulative Spouse Travel

a. Qualified employees who make overseas trips will be granted a spouse travel allowance equivalent to 25 percent of the Washington, DC wage factor per year. Unused amounts may carry forward from year to year, but no more than the equivalent of three times the current year's accrual may be used in any single year. Costs for any trip that exceed the available accrual will be at personal expense. Borrowing from future years accruals is not permitted.

b. The accumulated allowance may be used to cover spouse travel according to the guidelines of the General Conference Employee Handbook, Travel Allowance for Spouse, 480.20 paragraphs 2. a. to g. for the following:

1) Authorized itineraries within or outside the North American Division or for a second trip within the North American Division.

2) Per diem and fees for attending a seminar.

3) Per diem and taxes if a free ticket is used.

c. Limitations—This travel assistance shall not accrue during any year that the spouse accompanies the employee at General Conference expense

- 1) To a General Conference Session outside the North American Division,
- 2) On an authorized overseas itinerary,
- 3) Or to the home division in connection with a furlough or optional annual leave.

4. Financial Assistance for Use of Personal Time—An employee whose travel budget is 50 percent or more may take his/her spouse on authorized spouse travel without the spouse's loss of salary for up to three days annually. The following applies:

a. Spouses who are non-exempt (hourly) staff of the General Conference will have their time calculated on an hourly basis, not to exceed 25.5 hours annually. The equivalent time will be placed into the spouse's paid leave bank and the amount will be charged to the employee's current travel budget.

b. Spouses who are salaried employees of the General Conference will have their time calculated on a daily basis, not to exceed three days annually. The spouse and their supervisor will be informed of this additional available vacation time. The traveling employee's current travel budget will be charged for the amount of additional vacation time.

c. Spouses who are employed by organizations other than the General Conference will receive assistance for loss of income of up to \$250 per day, not to exceed three days annually. Payment will be made directly to the spouse and the traveling employee's current travel budget will be charged for the income assistance.

d. No roll-over provision is provided; any portion of the three days that is not used during current calendar year will be automatically forfeited on December 31.

e. Any portion of the three-day assistance that is not used for spouse travel purposes may not be added to standard vacation, furlough, or optional annual leave time nor used for any other leave or work related absence.

5. Taxable Income—The assistance that is granted for spouse travel is reported as taxable income. (See the North American Division *Working Policy*, X 26.)

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TRE/HRC/GCDO03SM/03SM to REL

128-03G LUGGAGE ASSISTANCE—GENERAL CONFERENCE
TRAVELING PERSONNEL

Because of the extensive travel required of General Conference traveling staff and the corresponding wear and tear of luggage, thus requiring outlays of personal funds on a regular basis for new luggage, it was

VOTED, To provide luggage assistance to General Conference traveling personnel on the following basis:

1. Receipts for purchase of luggage may be submitted for reimbursement on an annual basis as follows:

- a. For individuals on travel budgets between 50% and 89%—\$150.00
- b. For individuals on travel budgets between 90% and 149%—\$300.00
- c. For individuals on travel budgets of 150% or more—\$450.00

2. Unused amounts in one year may be carried forward to the next year with the understanding that the accumulated maximum available is a total of two years assistance.

3. The expense will be charged to the individual's travel budget.

4. The term luggage includes suitcases, briefcases, computer cases, carry-on-luggage, etc.

TRE/GCDO03SM/03SM to REL

129-03G GENERAL CONFERENCE PRESIDENT'S PARSONAGE—
FINANCIAL ARRANGEMENTS

As there are security issues and entertainment expectations for the person holding the position of General Conference President that do not fall to persons in any other positions in the same way, the General Conference owns a parsonage designated for the General Conference President. Since there is virtually no difference in remuneration for the President as compared to the other officers and department directors, the financial arrangements for the parsonage have been designed to be cost neutral to the President. Rent was established at the rate the President

was paying for rent and utilities during the previous two years. As the cost of utilities for the added entertainment area and security lighting is higher than would be needed for only personal use, the difference is netted out in the rental arrangement. Because of the extensive travel required of the President and the frequent need for the spouse to accompany the President, the cost of yard care is included in the package. It is

VOTED, To approve the following financial arrangements for the rental charges on the General Conference President's parsonage:

The amount of rent charged to the President covers rental of the partially furnished parsonage and includes utilities, security system monitoring fee, and a yard maintenance contract. This rate will be considered as the rental rate for the parsonage for the future and will be at the same rate as the President was previously paying for rent and utilities, adjusted annually based on the increase in the remuneration factor. Tax reporting of this benefit is treated according to the applicable tax law.

TRE/GCDO03SM/03SM to REL

133-03G PRESIDENTIAL SPOUSE COMPENSATION/PAYMENT

There is a unique expectation that the spouse of the General Conference President will accompany the President on selected trips and to certain protocol functions. Although there are situations where it would be desirable for a spouse to accompany a pastor or other church employee in connection with a work assignment, there are few positions where the expectations for spouse participation virtually preclude the spouse from choosing full-time employment.

In most organizations the situation would be handled administratively. However, given that there is no "higher" organization to counsel with on this matter, and in the interest of total transparency, this item is being brought to the General Conference Executive Committee at Spring Meeting. It was

VOTED, To authorize payment to the spouse of the General Conference President for time spent, on a part-time basis, traveling with the President on special appointments; speaking to members, church employees, and employee spouses; and participating in protocol functions. The General Conference Human Resources Committee (ADCOM-S) is to determine the form of payment—the percentage of full-time and the remuneration rate, or other form of payment which is compliant with Internal Revenue Service and Bureau of Citizenship and Immigration Services regulations.

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Jan Paulsen and Lowell C Cooper, Chairmen
Vernon B Parmenter, Secretary
Larry R Evans, Editorial Secretary
Carol E Rasmussen, Recording Secretary

SPRING MEETING
GENERAL CONFERENCE COMMITTEE

April 17, 2003, 8:00 a.m.

DEVOTIONAL

The devotional message entitled "Death Be Not Proud" was presented by William Knott, Associate Editor of the *Adventist Review*.

"On a hill near the margin of Eden
There's an altar where innocence lies;
And original man,
With his face in his hands,
Is rending his heart as he cries."

Perhaps it was a day like today when Adam found him. Perhaps the sky overhead was powder blue and a cloud or two sailed by. Maybe on that day, like this one, a million buds were swelling with sap and nature's first green was gold. Maybe the breeze was sweet with the scent of daffodils and jasmine and rose.

Maybe Adam thought his son was napping when he found him, stretched out on the green grass, so still and so silent. Perhaps it was just a well-deserved rest. Perhaps it was just a mid-day siesta after a hard morning of tending the sheep.

But the pulse was gone in the graying arms and the handsome face was ghastly pale. The eyes—the eyes stared vacantly at nothing.

Adam had seen death before, though never in its human form. He had seen the lifeblood draining from the slaughtered lamb he placed on the fiery altar. He had seen the songbird plucked from its nest by the hungry hawk. He had seen the squirrel run down by the clever fox.

But never, never had he seen the death of one of his own kind—a man with eyes like his and hands like his and curly dark hair that shone in the sun—a boy that he had cradled in his arms and tossed in the air, a baby he had kissed and hugged a thousand, thousand times.

And from some awful, guilty part of Adam's heart a wretched cry went up to heaven. "Oh, Abel, Abel, the fleeting one. Abel, my son, my son. Would to God that I had died instead of you—oh, Abel my son, my son."

This was the consequence of sin, and Adam knew it in his bones. This was the outworking of Adam's choice. And even in the numbness of his grief, Adam understood it. This was what the

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Lord had meant on that day years before when He had said, "In the day you eat of it, you shall surely die."

And in that moment of unimaginable horror and loss—as the father of a murderer, as the father of a murder victim—the keenest grief was knowing he had unleashed the evil that was growing in the world. He was primarily responsible for the sin that had now caused one son to take the life of his brother.

"In *Adam* all die." "In Adam *all* die." "In Adam all *die*."

It was bad news of the very worst kind.

And it still is. "In Adam, all die."

This is not the kind of stuff we like to hear on sun-washed April mornings. When all the world is ready to bloom, when robins are nesting in the apple tree and the variegated tulips are crowning all the flower beds, we do not much want to hear that everything, including us, is naturally headed downward toward death.

It is a message out of keeping with the times. It is an unreasonable idea in the most perfect of seasons. Nothing in the honey-tinted air, nothing in the rich, brown soil, nothing in the water where the trout are pushing up the icy streams—nothing makes us willing to admit the difficult truth that Scripture points us to this spring and in every other season—"In Adam, all die." We stop our ears—we cover our ears—to keep from hearing what the children still sing in their playground chant: "Ashes, ashes, we all fall down."

Yes, my friends, whether we want to hear it or not, we all fall down.

It is the contrariness of truth that bothers us. It is the way that the Scripture cuts across our natural buoyancy and optimism that unnerves us. We want a Scripture that tells us to rejoice and dance and sing—say, something in the Psalms or Song of Solomon—not one that seems to require a search for sackcloth and ashes. We want a Scripture that tells us life is good, that love is sweet, that the world is always getting better. We want a message that lifts our hearts with its promise of unlimited human potential and its prophecy of unfettered personal freedom.

Didn't we come to worship to hear the good news, after all? Where is the gospel in a line like "In Adam, all die." Can't we have a little joy around here?

My friends, I do not think I am putting words in your mouths to say what I have just said. All of us, myself included, would rather hear about sweetness than sin any day. I would rather talk about daffodils than death on any day I can think of. My natural inclination, and the natural

impulse of every preacher that I know, is to warm your hearts and even tickle your spiritual fancies with an upbeat, energized proclamation of joy.

But as I have grown to know my own heart through the years, my friends, I have been persuaded that I will only really celebrate the good news when I have first clearly heard the bad news—and the bad news is still that “In Adam, all die.” Good news is only good because it has a reference point. Good news is only good in the presence of news that is not good. Good news is only good because it breaks in on bad news.

One of the reasons that many of us have such difficulty mustering much passion for the Passion of our Lord Jesus and His resurrection from the dead is that we have only occasionally allowed ourselves to really listen to the truth about who we are and what we are and where we are headed without Jesus. And the truth is that “In Adam, all die.” That means you, and that means me.

One of the reasons that Adventist preachers, especially in the Western world, look out from week to week at so many smug and well-satisfied saints is that the content of our message has too often been stripped of everything we think might even begin to make those saints uncomfortable. When we preach a message of rescue and deliverance to those who have not heard that they need to be rescued or delivered, we should not be surprised at all the yawns.

To a culture fed on Dr Phil, to congregations more attuned to the bromides of Tony Robbins than to the truths of Scripture, our good news sounds pedestrian. Our gospel seems lackluster. It was not for nothing, friends, that the prophet of this movement paired her chapter in *Steps to Christ* about “God’s Love for Man” with a message she called “The Sinner’s Need of Christ.” It was no accident or afterthought that proclaimed the goodness of the gospel up against the wretchedness of human woe. Good news is only good in the presence of news that is not good.

Paul tells us in 1 Corinthians 15 that by reason of our biological descent from our sinful ancestor Adam, every single one of us is destined for death, because Adam chose death. There are no exceptions; there are no special cases. Every young adult who labors in these cubicles, every administrative assistant who massages the church’s databases, every spouse who supports us in our work, every church leader checking his watch to see if he can make the early flight home—has only one direction that they can go because of their relationship with Adam.

No virtuous actions on our part are going to change that. No righteous intentions we come up with will make any difference at all. In Adam, all sinned, and therefore “In Adam, all die.”

“Well,” our unreconstructed natures growl, “that hardly seems fair. I wasn’t there in the garden of Eden, chatting it up with the serpent. I wasn’t the one who ate the forbidden fruit and then tried to pass the blame off on my spouse. How can it be as Scripture says it is? How can it be

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that God would place me under sentence of death for something I never did—for something that some ancestor of mine did thousands of years ago?”

Would you really rather be held only to the record of your own sins, my friends? Would you really rather have God examine only your personal record of crimes and misdemeanors, the details of what Scripture catalogues as transgressions, and iniquities, and sins?

Be assured, my friends, God has taken note of each and every time you twisted the truth. God has seen every time I lost my temper or spoke in anger. God’s love for us has not prevented Him from witnessing every time we lusted after what was false, or coveted what did not belong to us, or failed to honor the day He declares holy. Scripture tells us again and again that nothing escapes the eyes of Him with Whom we have to do.

What we know of Adam’s sin pales to insignificance, at least from human reasoning, when compared with the list of what I have done wrong and the list of what you as an individual have done against the will of God. And if Adam’s sin was capital—if his sin resulted in death—how much more will ours?

No matter how we look at it, there is only one result that always accompanies human sin, whether it is the sin we inherited from Adam or the sin we chose on our own—and that result is death. “The wages of sin is death.” In Adam, or by ourselves, all die. “Ashes, ashes; we all fall down.”

And this dying, this perishing that we do because of our participation in the sin of Adam, is something more significant than the death of a sparrow or the falling of a tree or the passing of a flower.

The wild daffodils that I pick in the fields on Sabbath afternoons and bring home to give my wife—those flowers have already begun to die. For five days, maybe six or seven, they sit in the vase on the kitchen table. They delight our eyes and our sense of smell even as they are dying. And when their blooms are through and they go out on the compost heap, some part of them returns to nourish the earth that grows still more daffodils.

But the death we die by reason of our relationship with Adam—that death is not just the fading bloom of a flower or the final moments of the sparrow that falls. According to Scripture, “in Adam” and because of Adam, we will experience both the physical death that stops our heart and stills our brain as well as the utterly permanent and eternal separation from God that Scripture calls the “second death.”

Unless Someone, somewhere intervenes, to be “in Adam” and to participate in his sin is to be eternally cut off from God, to be forever outside the orbit of His goodness and His care. To be “in Adam” is to be cut off from the only source of life this universe has ever known.

This death we die because of our descent from Adam is not merely troubling news. It is not simply difficult news. It is not just disconcerting news. This, my friends, is bad news of the very worst kind, for in it there is no hope at all—until we read the last half of the verse.

1 Corinthians 15:22 (RSV) tells us that “as in Adam all die, so also in Christ shall all be made alive.” And there, my friends, is the essence of our gospel—“so also in Christ, shall all be made alive.” “For as by a man came death, by a man has come also the resurrection of the dead.”—vs 21

Into a world where every one of us was destined for eternal separation from God because of a relationship with Adam, Jesus came with incredible good news. Into a world where death reigned supreme, Jesus came with a message of life. Jesus came with the glorious news that a new relationship—a relationship with Him—could give each of us a new future.

Just when it seemed that death and the devil had been completely successful, when it looked like the future of the human race was securely in the grip of the master of darkness, Jesus said, “Hold on now. Wait a minute there. Don’t be so fast. I haven’t had my turn yet. There is a new Adam on the scene.”

In Hebrews 2:14, 15 (RSV) we read these amazing words about what Jesus came to do: “Since therefore the children share in flesh and blood, he himself likewise partook of the same nature, that through death he might destroy him who has the power of death, that is, the devil, and deliver all those who through fear of death were subject to lifelong bondage.”

It was a calculated strategy that this new Adam undertook, for Hebrews tells us that He took our common humanity for a very deliberate purpose. By faithfully obeying every particular of His Father’s will, by resisting the very temptations to which Adam succumbed, by choosing the right when Adam chose the wrong, Jesus would win back for us what Adam lost for us.

Those who tell us that the incarnation of Jesus and His death for us are profound expressions of His great love for us tell us truth, but they tell us only half the story. It was for the very purpose of destroying death that Jesus became a human being. It was precisely because there was a divine objective to crush both death and the devil that Jesus became the new Adam.

The intention of His birth, the intention of His life, the intention of death, the intention of His resurrection were all the same—and that was to do what no human being since the first

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Adam has ever been able to do: break the power of death, destroy death, crush death, annihilate death, be the death of death. "As in Adam all die, even so in Christ shall all be made alive."

This is no gentlemen's disagreement that we read of in the Scripture. This is not some polite contest where white gloves and tuxedos and tops hats are the rule. No, my friends, this is war—flat out, total, unrestricted war—fought for a prize that both sides are absolutely determined to win. And that prize is us.

Death claims us in Adam; death says that because of our relationship with Adam we will be forever held away from the face of God.

But my friends, the glorious truth of the good news today is that Jesus also claims us—He does not willingly surrender even one of us to the power of that second death—and He promises us that whoever believes in Him will not perish, but will have everlasting life.

Just at that moment in the small hours of Sunday morning when the powers of hell were congratulating themselves—just at that moment when they were grinning with glee and gloating in the victory they thought they had won—all their joy began to melt away. All their so-called success began to run through their fingers.

Just at the moment when Satan and his minions came closest to claiming the rulership of the whole world, the ground began to shake. And the stones began to rattle. And the tomb, that rock-hewn symbol of the success of death, the triumph of death, the victory of death—oh, the tomb could not hold this new Adam for even one minute longer.

Where the first Adam could only cry helplessly over the death of his child, the cries of the second Adam split the doorway of death, and He will yet bring millions of His children back to life.

Where the blood of Abel, spilled in spite, cried out to a watching universe that "In Adam, all die," so the blood of Jesus, spilled for you and me, also cries out to a watching universe, "even so in Christ, shall all be made alive." Where the first Adam had mourned the meaninglessness of the death he brought into the world, according to the Scripture, this second Adam "saw the fruit of the travail of His soul, and He was satisfied."

"I am come that you might have life," He says, "and that you might have it more abundantly." "As in Adam all die, even so in Christ shall all be made alive."

This aliveness that we are called to in Jesus is of at least two kinds. Paul makes very clear in 1 Corinthians 15 that the fact of the physical resurrection of Jesus on a Sunday morning outside Jerusalem in A.D. 31 is God's guarantee that our bodies too will be raised from the grave when

Jesus comes the second time. Christ has been raised as the firstfruits of all who will one day be raised to life because they put their faith and trust in Him. And for some of us who have recently laid our dearest ones in the ground, it is a promise on which our every hope depends.

But the aliveness we are called to in Christ is not only of that future kind that waits for the day when He comes with power and great glory. There is a daily resurrection for everyone who puts their trust in Jesus. Every morning for believers, whether the day is cloudy or clear, the Sun of Righteousness still rises, with healing in His wings. Because of the resurrection of Jesus, we live resurrected lives each day—lives that can rise above hate, lives that can rise above revenge, lives that can rise above lust, lives that can rise above greed.

Because we participate by faith in that day when He will put all enemies under His feet, we experience something of His victory every day. Because we know with a certainty founded on the Word of God that death has already been defeated, that death has already been conquered, we are no longer slaves to fear.

This is the essence of our gospel—that Christ is alive, that death will die. “As in Adam all die, even so in Christ shall all be made alive.” This is why on this morning, and, I hope, on every morning of the year, we look the evil in this world full in the face and we say what Jesus, the second Adam, has given us the right and the privilege and, yes, even the courage to say:

“Death be not proud, though some have called thee
Mighty and dreadful, for thou art not so,
For those whom thou think’st thou dost overthrow,
Die not, poor death, nor yet canst thou kill me.”—John Donne

“For I know that my redeemer liveth, and that he shall stand at the latter day upon the earth:
And though after my skin worms destroy this body, yet in my flesh shall I see God: Whom I shall
see for myself, and mine eyes shall behold, and not another.”—Job 19:25-27, KJV

“Death is swallowed up in victory.
O death, where is thy victory?
O death, where is thy sting? . . .
But thanks be to God, who gives us the victory through our Lord Jesus Christ.”—
1 Cor 15:54, 55, 57, RSV

Jan Paulsen, Chairman, called to order the third session of the 2003 Spring Meeting.

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Prayer was offered by Maurice T Battle, former Associate Secretary of the General Conference.

PRE/03SM to JP

APPRECIATION TO RETIREES

Pyung-Duk Chun served for many years as President of the Far Eastern Division, the Asia-Pacific Division, and the Northern Asia-Pacific Division. During these years Violeto F Bocala served as Secretary of the Far Eastern Division and the Asia-Pacific Division and as President of the Southern Asia-Pacific Division. Both of these men have been active in the thinking and planning of the Church, they are deeply committed, and they model servant leadership.

Leo Ranzolin served for 33 years at the General Conference—as Youth Director, Associate Secretary, and Vice President. As a colleague and friend, he brought a depth of spirituality to the Church. Many of those whom he influenced in their youth are now serving as leaders of the Church.

Larry R and Carole Colburn served as missionaries in the Far East for many years. Since then Larry Colburn has served as an Associate Secretary of the General Conference and as an Assistant to the President. In the most recent position he was a close associate and confidant of the President, providing him with good and balanced counsel. He will be remembered for his outstanding Christian leadership.

VOTED, To express appreciation to Pyung-Duk Chun, Violeto F Bocala, Leo Ranzolin, and Larry R Colburn for their long years of dedicated service to the Seventh-day Adventist Church.

NomCom03SM/03SM to MAB

NOMINATING COMMITTEE REPORT

VOTED, To approve the report of the Nominating Committee:

Northern Asia-Pacific Division
Jairyong Lee, President

Southern Asia-Pacific Division
Alberto C Gulfan Jr, President

SUD/ADCOM/GCDO03SM/03SM to LCC

114-03G KARNATAKA-GOA, KERALA, AND WESTERN INDIA
ATTACHED FIELDS—UNION MISSION STATUS

VOTED, To authorize the Southern Asia Division to proceed, in harmony with General Conference *Working Policy* B 55 20, paragraphs 6. and 7., with the organization of the Karnataka-Goa Attached Field, the Kerala Attached Field, and the Western India Attached Field as entities with union mission status. The resulting territorial configuration shall be as follows:

1. Karnataka-Goa Union Section—The Indian states of Goa and Karnataka comprising the Bangalore Metro Region, Goa-West Karnataka Region, Kolar-Chintamani Region, North Karnataka Region, and South Karnataka Section.
2. Kerala Union Section—The Indian state of Kerala comprising the Malabar Region, North Kerala Section, and South Kerala Section.
3. Western India Union Section—The Indian states of Gujarat and Maharashtra and the territory of Dadra, Daman, Diu, and Nagar Haveli comprising the Gujarat Conference, Maharashtra Section, Mumbai Metro Region, North Maharashtra Region, and Vidharbha Region.

IAD/ADCOM/GCDO03SM/03SM to LR

115-03G CENTRAL AMERICAN UNION—DIVIDED INTO
THREE NEW UNIONS

VOTED, To divide the Central American Union into three unions—the North Central American Union Mission, the Mid-Central American Union Mission, and the South Central American Union Conference.

The resulting territorial configuration shall be as follows:

1. North Central American Union Mission—Guatemala, Belize
2. Mid-Central American Union Mission—El Salvador, Honduras
3. South Central American Union Conference—Nicaragua, Costa Rica, Panama

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10/40WINDOW/03SM to MLR

132-03G GUIDELINES FOR DONOR ORGANIZATIONS
RESPONSE TO THE 10/40 WINDOW OPPORTUNITIES

An outstanding feature of the early missionary outreach of the Seventh-day Adventist Church was the willingness of local churches and conferences to respond to new challenges in the spread of the gospel. New opportunities, such as the awakened interest on Pitcairn Island, drew immediate responses and missionaries were sponsored to conduct pioneer work. Conferences and churches became donor organizations.

Today there are millions of members in many of these former frontier territories. The mission fields have matured and stand ready to respond in similar manner, as did the early Seventh-day Adventist Church, to the divine commission. Opportunities still exist, and this is especially so given that there are large territories within the 10/40 Window where Christianity is hardly known and Christian work is difficult.

For many decades now, a major focus of the missionary outreach of the Church has been to western, supposedly Christian, nations or where, in the case of non-Christian nations, the countries have at least been tolerant of Christian missionaries. Financial resources of the Church have been concentrated in these areas and, to this day, largely remain committed in this way. It is recognized, however, that the responsibility of meeting the challenge of the 10/40 Window rests upon the whole world Church.

In the wake of a new emphasis on finishing the work of the gospel, and with the challenge to provide personnel who will carry the good news to the remaining unentered people groups, it was

VOTED, To invite denominational organizations (conferences, unions, divisions, and institutions), with special appeal to divisions (and organizations within divisions) that do not include portions of the 10/40 Window, to serve as "Donor Organizations" under a new initiative, as follows:

1. Unentered 10/40 Window territories shall be selected for gospel work in the following manner:
 - a. Staffing and financial support for specified areas shall be solicited from denominational organizations such as conferences, unions, divisions, and institutions.
 - b. The General Conference Global Mission office shall cooperate with divisions to identify potential appointee localities.

- c. The financial commitment of Donor Organizations shall be for an initial six-year period.
2. Appointments shall be processed in the following manner:
 - a. Divisions shall lodge with General Conference Secretariat the names of organizations willing to participate as Donor Organizations.
 - b. The host division, union, or conference responsible for the unentered territory shall generate the calls for personnel to serve in specific areas.
 - c. Such calls shall be processed as interdivision employee calls through General Conference Secretariat, in harmony with General Conference interdivision employee policies.
 - d. Secretariat shall work with Global Mission to match opportunities with suitable candidates, which may include interdivision resources funding interdivision personnel.
 - e. The Donor Organization in each case shall fund the costs of placing and maintaining the selected interdivision employee for an initial six-year period.
 - f. Such appointments shall be handled with maximum discretion.
 - g. In preparation for service, appointees shall be required to attend a session of the Institute of World Mission.
 - h. Funding for sponsored interdivision employees shall be channeled to the General Conference.
 - i. The General Conference Transportation and International Personnel Service (TRIPS) shall handle the finances for these appointees in harmony with General Conference interdivision employee policies.
 - j. Each sponsored interdivision employee shall be answerable to the administration of the host organization in the 10/40 Window.
 - k. Sponsored interdivision employees shall be obligated to present reports, albeit discreetly, to members at churches and campmeetings of donor conferences or to members of other Donor Organizations.

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1. Global Mission, in cooperation with General Conference Secretariat and the host organization, shall assess the effect of each placement from time to time, and recommend the future status of the situation.

3. Divisions that have 10/40 Window countries within their territories shall process appointees from within their own divisions as intradivision appointees.

4. Donor Organizations may choose to support projects in the 10/40 Window territory that do not involve staffing by expatriates.

SEC/ADCOM/03SM to LRE

GENERAL CONFERENCE EXECUTIVE COMMITTEE—MEMBERSHIP
ADJUSTMENT

VOTED, To adjust the membership of the General Conference Executive Committee, in the category of three laypersons from each division, as follows:

Delete	Osako, Walter A (EAD)
Add	Rwabuhoro, Flavia (ECD) Wari, Tsegaye (ECD)

SEC/ADCOM/03SM to LRE

GLOBAL MISSION OPERATIONS COMMITTEE (GCC-S)—
MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the Global Mission Operations Committee (GCC-S), as follows:

Delete	Rasi, Humberto M Smith, Virginia L
Add	Dulan, C Garland Koh, Linda

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SEC/ADCOM/GCO&DivPre01SM/01SM/SEC/ADCOM/GCDO01AC/01AC/102-01Gc/
SEC/ADCOM/GCDO02SM/02SM/SEC/ADCOM/GCDO02AC/02AC/102-02Gb/SEC/
ADCOM/GCDO03SM/03SM to RJH(DIV)

102-03Ga AUTHORIZED MEETINGS 2003

VOTED, To approve the updated list of Authorized Meetings 2003 with the understanding that attendance at these meetings must also be approved by the administration of each entity, as follows:

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>April 2003</u>			
17(pm)-20	Thu	ADRA Board Retreat	Columbia MD
19(eve)	Sat	Adventist Heritage Ministry Finance Committee	Port Gibson NY
20	Sun	Adventist Heritage Ministry Board	Port Gibson NY
20	Sun	ADRA Board	Columbia MD
21,22	Mon	Biblical Research Institute Committee	Berrien Springs MI
21(eve)	Mon	R&H Board Finance Committee	Hagerstown MD
22(am)	Tue	R&H Board	Hagerstown MD
27,28	Sun	Oakwood College Board	Huntsville AL
<u>May 2003</u>			
15	Thu	Ellen G White Estate Board	Silver Spring MD
15(pm)	Thu	Andrews University Executive Committee	Berrien Springs MI
20	Tue	Loma Linda Boards—Board Committees	Loma Linda CA
21	Wed	Loma Linda Boards	Loma Linda CA
<u>June 2003</u>			
4,5	Wed	Adventist Risk Management Board	Burlington VT
11	Wed	GC Staff Day	Gaithersburg MD
12	Thu	R&H Board Executive & Finance Committees	Silver Spring MD
16-July 3	Mon	Institute of World Mission	Berrien Springs MI
24-26	Tue	PREXAD	St Michaels MD
<u>July 2003</u>			
7	Mon	Assoc of Adv Family Life Prof Board	Berrien Springs MI
7-11	Mon	International Conf on Rel & Theological Educ	Silver Spring MD
13-25	Sun	31 st Faith & Learning Seminar	Friedensau GERMANY
17	Thu	Ellen G White Estate Board	Silver Spring MD
21-Aug 9	Mon	Institute of World Mission	Newbold ENGLAND

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GCC Spring Meeting

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>August 2003</u>			
12	Tue	Loma Linda Boards—Executive Committees	Loma Linda CA
13	Wed	PPPA Board Finance Committee	Nampa ID
13-20	Wed	Biblical Research Institute Science Council	Glacier View CO
14	Thu	PPPA Board	Nampa ID
20	Wed	Christian Record Services Board	Lincoln NE
21	Thu	Adventist Risk Management Board	Silver Spring MD
23(eve)	Sat	Adventist Heritage Ministry Finance Committee	Battle Creek MI
24	Sun	Adventist Heritage Ministry Board	Battle Creek MI
26-28	Tue	IRLA International Congress	Santiago CHILE
<u>September 2003</u>			
2(eve)	Tue	R&H Board Finance Committee	Hagerstown MD
3(am)	Wed	R&H Board	Hagerstown MD
4	Thu	Ellen G White Estate Board	Silver Spring MD
4-7	Thu	Secretariat/DWM/IWM Retreat	Washington DC area
7-11	Sun	Adventist Risk Management Conference	Ottawa CANADA
16-26	Tue	GC Staff Travel Moratorium	Silver Spring MD
29,31	Mon	Biblical Research Institute Committee	Loma Linda CA
<u>October 2003</u>			
5	Sun	Interdivision Employee Program Consultation	Silver Spring MD
6	Mon	Council on Evangelism & Witness	Silver Spring MD
6(pm)	Mon	Division Officer Interviews	Silver Spring MD
6(pm)	Mon	10/40 Window Committee	Silver Spring MD
7(am)	Tue	Presidents Council	Silver Spring MD
7(am)	Tue	Secretaries Council	Silver Spring MD
7(am)	Tue	Treasurers Council	Silver Spring MD
7(pm)	Tue	Division Officer Interviews	Silver Spring MD
7(pm)	Tue	Adventist Television Network Operating Com	Silver Spring MD
7(pm)	Tue	Africa HIV/AIDS Office Board	Silver Spring MD
8	Wed	GC & Division Officers	Silver Spring MD
8(eve)	Wed	Global Mission Operations Committee	Silver Spring MD
9(am)	Thu	ADRA Board	Silver Spring MD
9	Thu	Division Officer Interviews	Silver Spring MD
9(pm)	Thu	Adventist World Radio Board	Silver Spring MD
9(pm)	Thu	Church Manual Committee	Silver Spring MD
10(am)	Fri	Financial Planning & Budgeting Committee	Silver Spring MD
10(pm)	Fri	AIAS Board	Silver Spring MD

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>October 2003</u> contd			
10(pm)	Fri	International HIV/AIDS Board	Silver Spring MD
10(eve)-15	Fri	Annual Council	Silver Spring MD
12(eve)	Sun	Financial Statement Audit Review Committee	Silver Spring MD
13(eve)	Mon	GCAS Board	Silver Spring MD
13(eve)	Mon	HSI/Griggs University Board	Silver Spring MD
14(eve)	Tue	GC PARL World Affairs & IRLA Board	Silver Spring MD
17-19	Fri	Oakwood College Board of Trustees Retreat	Gulf Shores AL
21	Tue	Loma Linda Boards—Executive Committees	Loma Linda CA
24(am)	Fri	Andrews University Finance Committee	Berrien Springs MI
26	Sun	Andrews University Subcommittees	Berrien Springs MI
26(pm)	Sun	Andrews University Seminary Executive Com	Berrien Springs MI
27	Mon	Andrews University Board	Berrien Springs MI
<u>November 2003</u>			
2(eve)-5	Sun	NAD Yearend Meeting	Silver Spring MD
13	Thu	Ellen G White Estate Board	Silver Spring MD
<u>December 2003</u>			
4	Thu	Adventist Risk Management Board	Silver Spring MD
8	Mon	Inst for the Prevention of Addictions Board	Silver Spring MD
10	Wed	Loma Linda Boards—Board Committees	Loma Linda CA
11	Thu	Loma Linda Boards	Loma Linda CA
15	Mon	ADRA Executive Committee	Silver Spring MD
17	Wed	R&H Board Executive & Finance Committees	Silver Spring MD
18-Jan 4	Thu	World Conference on Youth Evangelism	Bangkok THAILAND

SEC/ADCOM/GCDO02SM/02SM/SEC/ADCOM/GCDO02AC/02AC/102-02Gc/SEC/
ADCOM/GCDO03SM/03SM to RJH(DIV)

102-03Gb AUTHORIZED MEETINGS 2004

VOTED, To approve the updated list of Authorized Meetings 2004 with the understanding that attendance at these meetings must also be approved by the administration of each entity, as follows:

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 April 17, 2003, a.m.
 GCC Spring Meeting

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>January 2004</u>			
1-4	Thu	Ellen G White Estate Consultation	Ocean City MD
5-10	Mon	PREXAD	Miami FL
5-24	Mon	Institute of World Mission	Loma Linda CA
9-24	Fri	Institute of World Mission	Avondale AUSTRALIA
28	Wed	IRLA Board	Silver Spring MD
<u>February 2004</u>			
18,19	Wed	Biblical Research Institute Committee	Loma Linda CA
19	Thu	Inst for the Prevention of Addictions Board	Loma Linda CA
19	Thu	Geoscience Research Institute Board	Loma Linda CA
20-23	Fri	LLUAHSC Board Retreat	
20-24	Fri	PPPA, R&H, & ABC Marketing Seminar	East Coast
23	Mon	Loma Linda Boards—Board Committees	Loma Linda CA
24	Tue	Loma Linda Boards	Loma Linda CA
25	Wed	Christian Record Services Board	Lincoln NE
<u>March 2004</u>			
4	Thu	Adventist Risk Management Board	Silver Spring MD
4	Thu	AIIAS Board	Silang PHILIPPINES
4(pm)	Thu	IWM Administrative Council	Berrien Springs MI
5(am)	Fri	Andrews University Board Finance Committee	Berrien Springs MI
7	Sun	Andrews University Board Subcommittees	Berrien Springs MI
7(pm)	Sun	Andrews University Seminary Executive Com	Berrien Springs MI
8	Mon	Andrews University Board	Berrien Springs MI
15-Apr 3	Mon	Institute of World Mission	AFRICA
16	Tue	Loma Linda Boards—Executive Committees	Loma Linda CA
18	Thu	Ellen G White Estate Board	Silver Spring MD
22-26	Mon	GC Spiritual Emphasis Wk & Travel Moratorium	Silver Spring MD
31	Wed	PPPA Board Finance Committee	Nampa ID
<u>April 2004</u>			
1	Thu	PPPA Board	Nampa ID
5,6	Mon	Global Mission Issues Committee	Silver Spring MD
7,8	Wed	Division Officer Interviews	Silver Spring MD
8(pm)	Thu	Adventist Television Network Operating Com	Silver Spring MD
9	Fri	Presidents Council	Silver Spring MD
9	Fri	Secretaries Council	Silver Spring MD
9	Fri	Treasurers Council	Silver Spring MD

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>April 2004 contd</u>			
11(am)	Sun	Financial Planning & Budgeting Committee	Silver Spring MD
12(am)	Mon	GC & Division Officers	Silver Spring MD
12(pm),13	Mon	Council on Evangelism & Witness	Silver Spring MD
13(am)	Tue	ADRA Executive Committee	Silver Spring MD
13(pm)	Tue	Adventist World Radio Executive Committee	Silver Spring MD
13(pm)	Tue	ICPA Board	Silver Spring MD
13(eve)	Tue	Adventist Health International Board	Silver Spring MD
14,15(am)	Wed	Spring Meeting	Silver Spring MD
14(eve)	Wed	HSI/Griggs University Board	Silver Spring MD
14(eve)	Wed	International HIV/AIDS Board	Silver Spring MD
15	Thu	GC PARL World Affairs Com & IRLA Board	Silver Spring MD
19	Mon	Adventist Heritage Ministry Finance Committee	
19,20	Mon	Adventist Heritage Ministry Executive Committee	
19,20	Mon	Biblical Research Institute Committee	Berrien Springs MI
19(eve)	Mon	R&H Board Finance Committee	Hagerstown MD
20(am)	Tue	R&H Board	Hagerstown MD
25	Sun	Oakwood College Board	Huntsville AL
<u>May 2004</u>			
13(pm)	Thu	Andrews University Executive Committee	Berrien Springs MI
18	Tue	Loma Linda Boards—Board Committees	Loma Linda CA
19	Wed	Loma Linda Boards	Loma Linda CA
20	Thu	Ellen G White Estate Board	Silver Spring MD
<u>June 2004</u>			
2,3	Wed	Adventist Risk Management Board	VERMONT
8	Tue	R&H Board Executive & Finance Committee	Silver Spring MD
9	Wed	GC Staff Day	Gaithersburg MD
14-17	Mon	PREXAD	
14-July 3	Mon	Institute of World Mission	Berrien Springs MI
<u>July 2004</u>			
14-16	Wed	World Leadership Conference	Berrien Springs MI
15	Thu	Ellen G White Estate Board	Silver Spring MD
22	Thu	Assoc of Adv Family Life Prof Board	Berrien Springs MI
16-Aug 14	Mon	Institute of World Mission	Collonges FRANCE
30-Aug 3	Fri	Biblical Research Institute Science Council	NORTH AMERICA

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 April 17, 2003, a.m.
 GCC Spring Meeting

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>August 2004</u>			
10	Tue	Loma Linda Boards—Executive Committees	Loma Linda CA
11	Wed	PPPA Board Finance Committee	Nampa ID
12	Thu	PPPA Board	Nampa ID
18	Wed	Adventist Risk Management Board	Silver Spring MD
18	Wed	Christian Record Services Board	Lincoln NE
20-26	Fri	International Faith & Science Conference	NORTH AMERICA
22	Sun	Adventist Heritage Ministry Finance Committee	
23,24	Mon	Adventist Heritage Ministry Committee	
31(eve)	Tue	R&H Board Finance Committee	Hagerstown MD
<u>September 2004</u>			
1	Wed	R&H Board	Hagerstown MD
12-15	Sun	Adventist Risk Management Conference	Denver CO
14-24	Tue	GC Staff Travel Moratorium	Silver Spring MD
16	Thu	Ellen G White Estate Board	Silver Spring MD
<u>October 2004</u>			
3	Sun	Council on Evangelism & Witness	Silver Spring MD
4(am)	Mon	Church Manual Committee	Silver Spring MD
4	Mon	Division Officer Interviews	Silver Spring MD
4(pm)	Mon	10/40 Window Committee	Silver Spring MD
5	Tue	Secretaries Council	Silver Spring MD
5	Tue	Treasurers Council	Silver Spring MD
5	Tue	Presidents Council	Silver Spring MD
5(pm)	Tue	Adventist Television Network Operating Com	Silver Spring MD
5(pm)	Tue	GC PARL World Affairs & IRLA Board	Silver Spring MD
6	Wed	GC & Division Officers	Silver Spring MD
6(eve)	Wed	Global Mission Operations Committee	Silver Spring MD
7(am)	Thu	ADRA Board	Silver Spring MD
7	Thu	Division Officer Interviews	Silver Spring MD
7(pm)	Thu	Adventist World Radio Board	Silver Spring MD
8(am)	Fri	Financial Planning & Budgeting Committee	Silver Spring MD
8(pm)	Fri	AIAS Board	Silver Spring MD
8(pm)	Fri	Africa HIV/AIDS Office Board	Silver Spring MD
8(eve)-13	Fri	Annual Council	Silver Spring MD
10(eve)	Sun	Financial Statement Audit Review Committee	Silver Spring MD
11(pm)	Mon	GCAS Board	Silver Spring MD
11(eve)	Mon	HSI/Griggs University Board	Silver Spring MD

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April 17, 2003, a.m.
GCC Spring Meeting

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>October 2004</u> contd			
11(eve)	Mon	International HIV/AIDS Board	Silver Spring MD
14-16	Thu	International Conf on Adventists in the Community	Silver Spring MD
15(am)	Fri	Andrews University Board Finance Committee	Berrien Springs MI
17	Sun	Andrews University Subcommittees	Berrien Springs MI
17(pm)	Sun	Andrews University Seminary Executive Com	Berrien Springs MI
18	Mon	Andrews University Board	Berrien Springs MI
18,19	Mon	Biblical Research Institute Committee	Loma Linda CA
18-Nov 6	Mon	Institute of World Mission	Berrien Springs MI
19	Tue	Loma Linda Boards—Executive Committees	Loma Linda CA
31(eve)-Nov 2	Sun	NAD Yearend Meeting	Silver Spring MD

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>November 2004</u>			
18	Thu	Ellen G White Estate Board	Silver Spring MD

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>December 2004</u>			
1	Wed	Adventist Risk Management Board	Silver Spring MD
8	Wed	Loma Linda Boards—Board Committees	Loma Linda CA
9	Thu	Loma Linda Boards	Loma Linda CA
13	Mon	ADRA Executive Committee	Silver Spring MD
16	Thu	R&H Executive & Finance Committees	Silver Spring MD

SEC/ADCOM/GCDO03SM/03SM to RJH(DIV)

102-03Gc AUTHORIZED MEETINGS 2005

VOTED, To approve the list of Authorized Meetings 2005 with the understanding that attendance at these meetings must also be approved by the administration of each entity, as follows:

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>January 2005</u>			
3-8	Mon	PREXAD	
3-22	Mon	Institute of World Mission	Loma Linda CA
6-9	Thu	Ellen G White Estate Consultation	
7-22	Fri	Institute of World Mission	Avondale AUSTRALIA
26	Wed	IRLA Board	Silver Spring MD

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April 17, 2003, a.m.

GCC Spring Meeting

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>February 2005</u>			
14	Mon	Loma Linda Boards—Board Committees	Loma Linda CA
15	Tue	Loma Linda Boards	Loma Linda CA
16,17	Wed	Biblical Research Institute Committee	Loma Linda CA
17	Thu	Geoscience Research Institute Board	Loma Linda CA
18-22	Fri	PPPA, R&H, & ABC Marketing Seminar	East Coast
23	Wed	Christian Record Services Board	Lincoln NE
<u>March 2005</u>			
3	Thu	AIAS Board	Silang PHILIPPINES
3	Thu	Adventist Risk Management Board	Silver Spring MD
3(pm)	Thu	IWM Administrative Council	Berrien Springs MI
4(am)	Fri	Andrews University Board Finance Committee	Berrien Springs MI
6	Sun	Andrews University Board Subcommittees	Berrien Springs MI
6(pm)	Sun	Andrews University Seminary Executive Com	Berrien Springs MI
7	Mon	Andrews University Board	Berrien Springs MI
14-Apr 2	Mon	Institute of World Mission	ASIA
15(am)	Tue	Loma Linda Boards—Executive Committees	Loma Linda CA
17	Thu	Ellen G White Estate Board	Silver Spring MD
21-26	Mon	GC Spiritual Emphasis Wk & Travel Moratorium	Silver Spring MD
30	Wed	PPPA Board Finance Committee	Nampa ID
31	Thu	PPPA Board	Nampa ID
<u>April 2005</u>			
4,5	Mon	Global Mission Issues Committee	Silver Spring MD
6,7	Wed	Division Officer Interviews	Silver Spring MD
7(pm)	Thu	Adventist Television Network Committee	Silver Spring MD
8	Fri	Presidents Council	Silver Spring MD
8	Fri	Secretaries Council	Silver Spring MD
8	Fri	Treasurers Council	Silver Spring MD
10(am)	Sun	Financial Planning & Budgeting Committee	Silver Spring MD
11(am)	Mon	GC & Division Officers	Silver Spring MD
11(pm),12	Mon	Council on Evangelism & Witness	Silver Spring MD
12(am)	Tue	ADRA Executive Committee	Silver Spring MD
12(pm)	Tue	Adventist World Radio Executive Committee	Silver Spring MD
12(pm)	Tue	ICPA Board	Silver Spring MD
12(eve)	Tue	Adventist Health International Board	Silver Spring MD
13,14(am)	Wed	Spring Meeting	Silver Spring MD
13(eve)	Wed	International HIV/AIDS Board	Silver Spring MD

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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>April 2005 contd</u>			
13(eve)	Wed	HSI/Griggs University Board	Silver Spring MD
14	Thu	GC PARL World Affairs Com & IRLA Board	Silver Spring MD
18	Mon	Adventist Heritage Ministry Finance Committee	
18,19	Mon	Adventist Heritage Ministry Executive Committee	
18,19	Mon	Biblical Research Institute Committee	Berrien Springs MI
24	Sun	Oakwood College Board	Huntsville AL
26(eve)	Tue	R&H Board Finance Committee	Hagerstown MD
27(am)	Wed	R&H Board	Hagerstown MD
<u>May 2005</u>			
12(pm)	Thu	Andrews University Executive Committee	Berrien Springs MI
17(pm)	Tue	Loma Linda Boards—Board Committees	Loma Linda CA
18(pm)	Wed	Loma Linda Boards	Loma Linda CA
19	Thu	Ellen G White Estate Board	Silver Spring MD
<u>June 2005</u>			
1,2	Wed	Adventist Risk Management Board	
1-10	Wed	GC Travel Moratorium	Silver Spring MD
2(am)	Thu	R&H Executive & Finance Committees	Silver Spring MD
6-25	Mon	Institute of World Mission	Berrien Springs MI
8	Wed	GC Staff Day	Gaithersburg MD
9	Thu	R&H Board Executive & Finance Committees	Silver Spring MD
23	Thu	Presidents Council	St Louis MO
23	Thu	Secretaries Council	St Louis MO
23	Thu	Treasurers Council	St Louis MO
24	Fri	GC & Division Officers	St Louis MO
26(eve)-28	Mon	Faith-Based International HIV/AIDS Conference	St Louis MO
27,28	Mon	Division Officer Interviews	St Louis MO
29-July 9	Wed	General Conference Session	St Louis MO
<u>July 2005</u>			
4	Mon	Assoc of Adv Family Life Prof Board	Berrien Springs MI
21	Thu	Ellen G White Estate Board	Silver Spring MD
28-Aug16	Thu	Institute of World Mission	Newbold ENGLAND
29-Aug 2	Fri	Biblical Research Institute Science Council	NORTH AMERICA
<u>August 2005</u>			
9	Tue	Loma Linda Boards—Executive Committees	Loma Linda CA

03-84
 April 17, 2003, a.m.
 GCC Spring Meeting

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>August 2005 contd</u>			
11	Thu	PPPA Board	Nampa ID
17	Wed	Adventist Risk Management Board	Silver Spring MD
17	Wed	Christian Record Services Board	Lincoln NE
19-25	Fri	International Faith & Science Conference	NORTH AMERICA
21	Sun	Adventist Heritage Ministry Finance Committee	
22,23	Mon	Adventist Heritage Ministry Committee	
<u>September 2005</u>			
6(eve)	Tue	R&H Board Finance Committee	Hagerstown MD
7(am)	Wed	R&H Board	Hagerstown MD
11-15	Sun	Adventist Risk Management Conference	
13-23	Tue	GC Staff Travel Moratorium	Silver Spring MD
15	Thu	Ellen G White Estate Board	Silver Spring MD
<u>October 2005</u>			
2	Sun	Council on Evangelism & Witness	Silver Spring MD
3	Mon	Division Officer Interviews	Silver Spring MD
3(pm)	Mon	10/40 Window Committee	Silver Spring MD
4	Tue	Presidents Council	Silver Spring MD
4	Tue	Secretaries Council	Silver Spring MD
4	Tue	Treasurers Council	Silver Spring MD
4	Tue	GC PARL World Affairs Com & IRLA Board	Silver Spring MD
4(pm)	Tue	Adventist Television Network Operating Com	Silver Spring MD
5	Wed	GC & Division Officers	Silver Spring MD
5(eve)	Wed	Global Mission Operations Committee	Silver Spring MD
6 (am)	Thu	ADRA Board	Silver Spring MD
6	Thu	Division Officer Interviews	Silver Spring MD
6(pm)	Thu	Church Manual Committee	Silver Spring MD
6(pm)	Thu	Adventist World Radio Board	Silver Spring MD
7(am)	Fri	Financial Planning & Budgeting Committee	Silver Spring MD
7(pm)	Fri	AIAS Board	Silver Spring MD
7(pm)	Fri	International HIV/AIDS Board	Silver Spring MD
7(eve)-12	Fri	Annual Council	Silver Spring MD
9(eve)	Sun	Financial Statement Audit Review Committee	Silver Spring MD
10(pm)	Mon	GCAS Board	Silver Spring MD
10(eve)	Mon	HSI/Griggs University Board	Silver Spring MD
14(am)	Fri	Andrews University Board Finance Committee	Berrien Springs MI
16	Sun	Andrews University Subcommittees	Berrien Springs MI

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>October 2005</u> contd			
16(pm)	Sun	Andrews University Seminary Executive Com	Berrien Springs MI
17	Mon	Andrews University Board	Berrien Springs MI
17,18	Mon	Biblical Research Institute Committee	Loma Linda CA
18	Tue	Loma Linda Boards—Executive Committees	Loma Linda CA
30(eve)-2	Sun	NAD Yearend Meeting	Silver Spring MD
<u>November 2005</u>			
17	Thu	Ellen G White Estate Board	Silver Spring MD
30	Wed	Adventist Risk Management Board	Silver Spring MD
<u>December 2005</u>			
5	Mon	Inst for Prevention of Addictions Board	Berrien Springs MI
7	Wed	Loma Linda Boards—Board Committees	Loma Linda CA
8	Thu	Loma Linda Boards	Loma Linda CA
12	Mon	ADRA Executive Committee	Silver Spring MD
15	Thu	R&H Executive & Finance Committees	Silver Spring MD

PPPA/ADCOM/03SM to LCC

LALE, TIM—BOOK EDITOR/ACQUISITIONS, PACIFIC PRESS
PUBLISHING ASSOCIATION - APPROVAL OF
APPOINTMENT

VOTED, To approve the appointment of Tim Lale as Book Editor/Acquisitions of the
Pacific Press Publishing Association.

PPPA/ADCOM/03SM to LCC

JARNES, DAVID—BOOK EDITOR/STRATEGIC PLANNING,
PACIFIC PRESS PUBLISHING ASSOCIATION -
APPROVAL OF APPOINTMENT

VOTED, To approve the appointment of David Jarnes as Book Editor/Strategic Planning
of the Pacific Press Publishing Association.

03-86
April 17, 2003, a.m.
GCC Spring Meeting

SEC/ADCOM/03SM to LRE

COMMISSION ON AFRICA (GCC-S)—DISCONTINUED

VOTED, To discontinue the Commission on Africa (GCC-S), with the understanding that the Africa Territorial Realignment Transition Management Committee (ADCOM-A) will care for any remaining work of this commission.

PRAYER Robert J Kloosterhuis

Adjourned.

*Pages 03-5 to
03-86
Robert W. Nix
General Counsel
June 16, 2003*

Jan Paulsen, Chairman
Roscoe J Howard III, Secretary
Larry R Evans, Editorial Secretary
Carol E Rasmussen, Recording Secretary