

ANNUAL COUNCIL
GENERAL CONFERENCE COMMITTEE

October 4, 1995, 8:00 a.m.

DEVOTIONAL MESSAGE

The devotional message entitled, "I Am the Way," was presented by Luka Tambaya Daniel, President of the Africa-Indian Ocean Division.

"I AM the Way, the Truth, and the Life. No one comes to the Father except through me" (John 14:6, NKJV).

This statement was Christ's answer to Thomas's question, "How can we know the way?" (John 14:5).

The first part of verse 6 pictures Christ as divine, the self-existing God, or the great "I AM" who was first revealed to Moses (Ex 3:14). Similarly, "I AM" points to Christ's humanity or, better still, His Messiahship. (See John 4:25, 26 and Mark 14:61, 62.) Being God-Man, He is able to save us "to the uttermost" (Heb 7:25).

Christ is also the WAY—"the way of life" from above (Prov 15:24), access to the Trinity (Eph 2:18), and "the new and living way" (Heb 10:20). Before Christ's followers were first called Christians in Corinth (Acts 11:26), the religion He founded was originally called the "Way" (Acts 9:2; 19:9, 23).

Next, Christ is the TRUTH. So we are advised in 2 Corinthians 13:8 that we should "do nothing against the truth, but for the truth." This is because this truth frees us from the bondage of sin. We are challenged in Ephesians 4:15 to speak the truth "in love."

Lastly, Christ is LIFE. If we want life to be worth living, we must abide in Him and He in us (John 15:5). So that we can say with Paul, "I live; yet not I, but Christ liveth in me" (Gal 2:20). Moreover, the apostle reveals in 2 Timothy 1:10 that when Christ the God-Man came to the earth, He "abolished death, and . . . brought life and immortality to light."

"No man cometh unto the Father but by Me," Christ concludes. This conclusion summarizes Christ's five-point focus in John 14:6.

1. Christ, in whom dwelleth all the fullness of the Godhead bodily, is God besides whom there is no other God.

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2. He is our Saviour—no other Saviour.
3. He is the only way of salvation.
4. He is the only Source of truth that sets us free.
5. Finally, Christ is the only Giver and Guarantor of life immortal.

What a God and Saviour to depend upon! What is more, Hebrews 13:8 concludes the matter by asserting, “Jesus Christ is the same yesterday, today, and forever!” Maranatha!

A season of prayer by small groups followed.

M M Murga, President of the Ukrainian Union Conference, offered the opening prayer for the business session.

Leo Ranzolin called the sixth session of the 1995 Annual Council to order.

SEC/ADCOM/95AC to AHT

**GENERAL CONFERENCE EXECUTIVE COMMITTEE (GCC-S)—
MEMBERSHIP ADJUSTMENT**

VOTED, To adjust the membership of the General Conference Executive Committee (GCC-S), as follows:

Delete	Scott, Karen R Yaeger, Derrill E
Add	Ramirez, Ted L

PRE/95AC to RSF

DIVISION PRESIDENTS' REPORTS

L D RAEALLY - EASTERN AFRICA DIVISION

We praise God for what He has done for us, with us, and by us in the Eastern Africa Division during the past five years. Out of the eleven countries in the Eastern Africa Division, we had not entered the islands of Zanzibar and Pemba, or the countries of Somalia and Djibouti, by the beginning of the last quinquennium. We had accepted for ourselves the goal of penetrating every country of our territory by 1995. We are glad to report today that we have entered every one of them.

Now that we have entered all the countries, we want to saturate these countries with the gospel of our Lord Jesus Christ. We have accepted for our goal in this quinquennium "Saturation 2000." We plan and hope to saturate our territory with the saving message of Christ. To do that, we plan to encourage all the pastors, departmental directors, and administrators to join the laity in an evangelistic thrust. We know that the God who worked with us in "Penetration 95" shall work with us also in "Saturation 2000."

Pray for us!!

ULRICH FRIKART - EURO-AFRICA DIVISION

We would like to express appreciation that the 1995 General Conference Session was held in Utrecht. Many thousands were able to attend and to identify with the World Church.

In 1995, for the second time, the two German unions held a missionary campmeeting at the Friedensau Theological Seminary. "Go 94" and "Go 95" were modeled after the "Go" conferences regularly held in the North American Division. About 20 workshops took place from Tuesday through Friday. These workshops offered training and discussion of ideas for personal testimony, evangelistic meetings in the churches, and participation in the worldwide mission of the Church.

The number of participants in the workshops has nearly doubled within one year's time. "Go 95" was attended by 350 participants—most of whom were young people. On Sabbath the big tent was crowded with some 650 people. For 100 years Friedensau has been a center for missionary outreach to the churches in Europe and Africa. After listening to the prayers and the testimonies during "Go 95," we are very much encouraged as we see this evangelistic tradition being continued. We thank God for what He is doing in the lives of young people through such meetings. We also thank the General Conference, Andrews

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University, and the North American Division for their support. We are looking forward to "Go 96" in August 1996.

One of the major division institutions is the German Health Food Factory, operating under the brand name Granovita. Total annual sales, including those to many European countries, are around \$95,000,000. Nearly 100 years ago this company was a pioneer in developing, producing and marketing cereals and breakfast food. Today it is the second largest producer of these products in Germany. During the last two years it has invested \$22,000,000 in a modern production line for cornflakes and similar products. It also produces meat substitutes of high quality and excellent taste. The leadership of the company is very supportive of missionary activities.

TED N C WILSON - EURO-ASIA DIVISION

Dobre Outre, Bratya et Seostrie! Good morning, brothers and sisters. Psalm 40:1-3 says: "I waited patiently for the Lord; and he inclined unto me, and heard my cry. He brought me up also out of an horrible pit, out of the miry clay, and set my feet upon a rock, and established my goings. And he hath put a new song in my mouth, even praise unto our God: many shall see it, and fear, and shall trust in the Lord." If ever there was a place that has seen the fulfillment of these verses, it is the Euro-Asia Division. We praise God for His miracles and leading.

We do face challenges, and some of you will recall that at the last General Conference Spring Meeting we mentioned to you about the threats of the Mafia. We thank God for His protection and for your prayers for us. Because of these prayers, we have not been bothered for the last five and a half months and we praise God for His power.

God is blessing in evangelism and Global Mission. You have heard about the evangelistic campaign held recently in Kiev by John Carter. This is symbolic of the evangelism that is taking place in our division. Pastors, laypersons, and the campaign team worked together. As a result, approximately 3,500 people were baptized and eight new churches were established in Kiev.

We are grateful for the Global Mission Pioneer program in which people from within our division are going to unentered areas. Two of these people are from Moldova and are serving in Nakhichevan. This is a province of Azerbaijan where there is a population of about 200,000 who are primarily Muslim. These two Global Mission Pioneers are working with ADRA, and a wonderful blessing has occurred. Since about March 1995, the attendance at weekly Sabbath services in that Muslim area has grown from approximately four known Adventists to upwards of 100 people.

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We have organized "working groups" under the supervision of a Special Evangelism Committee, and these are working on four specific Global Mission groups: Muslims, Buddhists, Jews, and Special People Groups (such as Eskimos and northern people groups).

Certainly these groups and others need to find the wonderful joy of knowing the Lord. Please pray for the Global Mission evangelistic advance in the Euro-Asia Division as we near Christ's coming.

RUY NAGEL - SOUTH AMERICAN DIVISION

For us in South America, Global Mission is much more than a program. It is a reality that we live every day. Someone has said, "If you don't know where you are going, any road will take you there." We know exactly where we are going.

The South American Division has 8,120 counties. The church has penetrated 4,120 of them and still needs to reach 4,000. We have two books which describe each of the counties in the division. They list the number of inhabitants, the number of Adventists, the ratio of Adventists to the population, and the presence of elementary schools. This information guides us in our Global Mission plan.

In December the *Revista Adventista* will publish an insert showing all the counties that we have not yet reached. Each church member will be informed about the priorities of Global Mission. Each church, school, food factory, and hospital is encouraged to contribute to Global Mission—not only money, but also participation.

One of the best methods for entering a new area is to move an Adventist family into that area and start a new congregation. Another method is to ask a layperson to be responsible for a small city. The following are examples of what is happening:

1. One of our members visited another state, and on Sabbath afternoon he attended a campmeeting. At the meeting the president gave a presentation of all the areas that needed to be reached. The member chose one of the counties to be his global mission project, and three weeks later he went to visit that county. He visited all of the houses door by door. In one week he got 600 subscriptions for the Bible correspondence course.
2. In Chile our pastors contacted a group of other evangelical pastors and religious leaders to discuss the Seventh-day Sabbath. Already seven of these leaders have been baptized, and we are continuing to work with more than twenty others.
3. We decided that one way to reach all of the homes would be through radio broadcasts. A faithful member has decided to help the church in buying radio stations, and

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we have already purchased 21 stations. In addition, a group of laypeople wants to start a television station. We have found a building which can be used as a communication center for both a television and radio station.

4. The staff of Belem Hospital in the city of Belem chose a city where there were no Seventh-day Adventists to develop a global mission project. There are now three churches and 1,500 members.

LUKA TAMBAYA DANIEL - AFRICA-INDIAN OCEAN DIVISION

Without fear of exaggeration, the Africa-Indian Ocean Division is the most challenging division in the world. We are challenged by currency devaluation, financial mismanagement, political instability, protracted wars, and millions of starving refugees. Name it!

In spite of all these challenges, the Church forges ahead impressively. I remember that by the end of 1993, we had joined the one-million-member club of divisions. The president of the General Conference, Robert S Folkenberg, was to perform the baptism to symbolize the one-millionth member, in Rwanda in January of last year. This was not possible because of the outbreak of war in that country. By the end of the quinquennium, our membership stood at 1,057,734.

During the same period, we also entered many hitherto unentered areas. For example, when an American missionary, M Pierre, arrived in Gabon in 1991, church records listed only 205 members. Only three years later, there are 1,800. In addition, there are 40 churches now being constructed in the country. In fact, even while we were attending the General Conference Session in Utrecht, a layman named Israel Nzabonimpa opened new work in the Western Rwanda Association and enrolled about 700 people in a baptismal class. The community leader of the area, upon hearing about this development, ordered the arrest and detention of the lay preacher. However, his Bible students petitioned the governor, who ordered the immediate release of the evangelist. A church is now being built in that village through a donation from America.

Similarly, in spite of the general economic downturn and the political upheavals in our division, our members have shown a remarkable improvement in the stewardship of their God-given treasure. Consequently, during the quinquennium we added two conferences—one in the Indian Ocean and one in Nigeria. We now have a total of eight conferences.

Out of the 32 countries that constitute our division, only two are unentered, namely, the British Indian Ocean territory and the Kerguelen Islands. We shall explore ways and means of entering these two remaining countries.

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We are challenging the unions without conferences to have at least one conference by the end of this quinquennium. We also urge unions with conferences to add at least one conference during the same period.

Consequently, if the Lord tarries, we hope to celebrate the end of this century with three gifts to our Master.

1. Sixteen local conferences,
2. Three union conferences (Indian Ocean, Nigeria, and West Africa) and
3. A membership of 1,750,000.

Meanwhile, I have a prayer request. Pray that the peace that is gradually returning to Rwanda and Liberia may grow to maturity. Pray that the war in Sierra Leone may also stop.

P D CHUN - ASIA-PACIFIC DIVISION

The only possible approach to reaching the 800 million unreached people in the Asia-Pacific Division is the total mobilization of laypersons—transforming one million members into one million witnesses. In order to achieve this goal, the division has opened three Lay Volunteer Missionary Training Centers.

The first is the 1,000 Missionary Movement Training Center in the Philippines. After receiving two months of language training and another two months of intensive missionary training, young volunteer missionaries are sent to selected unentered or poorly-entered territories in eleven different countries in the Asia-Pacific Division. We have also sent volunteers to Russia and Kazakhstan. In two and a half years, the center has trained and sent out 573 volunteer missionaries who have established 60 congregations and baptized 3,448 precious souls.

A branch center of the 1,000 Missionary Movement Training Center has been opened in the country of Myanmar (Burma).

A Lay Volunteer Missionary Training Center, situated in Irian Jaya, Indonesia, is funded by a dedicated Seventh-day Adventist layman. This center has already sent 83 volunteer missionaries to the interior part of Irian Jaya, which is accessible only by private airplane. The church has made four air strips and is negotiating with the government to open six more. Thirty new congregations have been established in this remote jungle area. Our goal is to establish 120 new congregations by 1998.

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M E CHERIAN - SOUTHERN ASIA DIVISION

Southern Asia presents a major challenge to the World Church in general and to the church in India in particular. With over 700 million Hindus, over 100 million Muslims, over 25 million Sikhs, and with millions of Buddhists, Jains and others, the challenge in the proclamation of the gospel is indeed great.

In 1990 there were nearly 500 one million population segments that had no Adventist presence. We thank God for what He has done. Since then baptisms have more than doubled. Over 50,000 people were added to the Church.

Bhutan is a closed country to gospel workers. Yet for the first time we have more than 20 baptized Bhutan people. Though we entered Nepal a number of years back, we had very few Adventists there. In the last four years nearly 250 have joined the church.

Sikhim is a state in the northern region of India. For years our efforts to establish a church there had not materialized. But our efforts in the last three years have led to the establishment of a company.

In the southern part of India, Global Mission entered an area of three villages where there were no Christians. Today we have a church in each village and over 100 believers.

God is at work in Southern Asia and is blessing our humble efforts. Pray for us.

BERTIL WIKLANDER - TRANS-EUROPEAN DIVISION

Our Division may be small in terms of membership (about 80,000), but it is great in terms of territories and challenges. There are now 38 countries in the Trans-European Division. We divide them into four blocks:

Western Europe, where we need to penetrate into the post-Christian secular mind;

Post-communist Eastern Europe, where public evangelism is still possible, but where there is a need for funding of campaigns and new church buildings;

Southern Europe, where the war and the refugee problem in the former Yugoslavia overshadow our work;

The Oriental world, where strong ties between church and state make it very difficult to work. We are faced with a Greek Orthodox society in Greece and on Cyprus; with a Jewish society in Israel; and, of course, with the mostly Muslim country of Pakistan and

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countries of the Middle East Union Mission. These present many different and crucial challenges for the completion of our global mission.

In my brief presentation here, I shall say a little about the global mission concept and funding, and mention a few of the projects. The Global Mission concept has truly changed the way of looking at challenges in our division. It has brought determination to open new work rather than merely to consolidate what we already have.

Global Mission funding has come from three sources:

1. Significant amounts have come from the General Conference. This year we received \$275,000 (not including funding for the Middle East Union), which is used mainly outside the Western European countries.
2. Almost \$200,000 came from our own Trans-European Division funds, mainly for projects in Britain, Scandinavia, and The Netherlands.
3. Significant amounts were received from private donors. These were used for church building projects in Pakistan and for public evangelism in selected Eastern European countries.

A few samples of projects include:

Albania. This country was first entered in the previous quinquennium. Global Mission funds assisted in building the first church in Korce. Another church is being built in the capital city, Tirana, and is partially financed by Global Mission funds. Land has already been purchased in another place for a third church.

Pakistan. We have a building program for 20 to 25 new churches in so-called Christian enclaves in major population centers around the country. The cost per church is approximately \$20,000. These churches are also used for elementary education and literacy programs. Most of this money has come from private donors. Global Mission/General Conference funds have helped to finance public evangelism by local pastors and other evangelists. Borge Schantz and others have done significant work. Right at this moment Derek Beardsell is running a campaign funded by Global Mission. Last year about 2,000 people were baptized. The membership has grown from 5,000 to 13,000 in just a few years.

Middle East Union. Global Mission has had a major part in getting a radio ministry established. There are broadcasts, not only in Arabic, but also in Farsi, Turkish, and other languages. Global Mission funding has helped us establish a presence in Yemen. We look forward to using some direct action budgets in unentered areas in the Middle East Union.

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The Baltic Countries. Funding has come from Global Mission and from private donors. There has been a massive evangelistic thrust, resulting in strong growth, particularly in Lithuania. A few years ago we had merely 50 members there, but now there are over 1,000. Evangelists have come from the General Conference, Australia and various parts of Europe. There is currently an emphasis on developing local workers.

Western Europe. Pilot projects have been funded for new ways of doing evangelism. For example, in Sweden tracts have been printed in the Stockholm project in which James W Zackrison participates—we will tell you more on Sabbath. In Denmark we have developed the media ministry through video production. Various campaigns have been held, including one in Great Britain. In London, an enthusiastic group of young pastors have had excellent results. In The Netherlands, campaigns are planned for work among Ghanaians in Amsterdam. In Finland, we have developed work in Lapland and across the border in Russian Karelia as well as in the cities of Petroskoy and Viborg, where hundreds of baptisms have occurred.

Eastern Europe. The emphasis has been on public evangelism. Such is still fruitful. Funding has been offered for campaigns by local workers and by foreign experts who have been running field schools. There have been good results in Hungary, Yugoslavia, Poland, and Croatia. In Hungary, three campaigns are currently running, and a fourth is about to start. Funding has been offered for the development of a full message book in the Macedonian language.

Greece. The attitude of the Greek Orthodox Church makes Greece a difficult country in terms of mission. An extensive project has been carried out on the island of Crete to reestablish an Adventist presence. It was reasonably successful and a limited presence is now established. Various projects have been accomplished in health evangelism. We are successful in television broadcasting—American programs with Greek subtitles are transmitted through a commercial Christian television station.

Poland. New churches have been established in various regions

Israel. Despite many difficulties, the church has grown and now consists of more than 300 members.

D W B CHALALE - SOUTHERN AFRICA UNION CONFERENCE

The Lord has and is doing miracles for South Africa. Since the two unions merged, 102 churches and companies have been established. A lady by the name of Mrs Rodrige conducted a full fledged campaign and 73 people were baptized.

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While one of the conferences was waiting for Global Mission money from the union, the laypersons contributed money, a campaign was held, and 23 people were baptized.

John Wilmott, working for a target group of Indians, has been able to establish three companies. We thank the General Conference for their help and support in this connection.

95AC to GRT

SECRETARY'S REPORT

G Ralph Thompson, Secretary of General Conference, presented the following report:

This is the final quinquennium of the twentieth century. At the recent General Conference Session we mentioned some of the challenges we will face during this quinquennium. Some of these are:

1. The need to target major unreached areas: Out of a world population of approximately 5.8 billion, more than 3.8 billion are not Christians. These non-Christians include over 1 billion Muslims, nearly 1 billion nonreligionists, about 780 million Hindus, about 350 million Buddhists, and more than 100 million tribal religionists.

2. The Ten-Forty Window is the geographical area of our globe which extends from 10 degrees north to 40 degrees north of the equator in the Eastern Hemisphere. This includes countries from North Africa, through the Middle East and Central Asia, including most of the Asian subcontinent. In this geographical area are:

- a. Sixteen out of the 19 poorest evangelized countries
- b. Ninety-nine percent of the least evangelized, poorest people
- c. Eighty-four percent of the people with the lowest quality of life
- d. Less than 10 percent of Christian missionaries

3. Urban Mission refers to the great unevangelized, sophisticated, asphalt jungles of our cities.

- a. Fifty percent of the world lives in cities.
- b. The other 50 percent are strongly influenced by them.

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c. We need specially trained workers and missionaries to go into these upscale jungles to share the Advent Message and reach the cities for God.

4. Various Supportive Ministries

a. I was greatly impressed with the tremendous spirit and enthusiasm of the delegates at the Adventist-Laymen's Services and Industries (ASI) Convention in Spokane, Washington recently. This was my first attendance at such a convention. It was inspiring to listen to the laymembers of ASI talk about their soul-winning activities. They are evangelistic and extremely supportive of the Church's program. They are loyal to Church policies and administration. Their Sabbath offering for the support of Church mission projects was \$1,285,000. They are willing to put their money where their mouth is. I would encourage our conference, union, division, and General Conference leaders to attend one of these ASI Conventions. Supportive ministries that do their part in helping to spread the Advent Message in cooperation with the Church are clearly seen. It is like a General Conference Session in miniature.

We thank ASI for maintaining a level of criteria for membership that assures that ASI members are indeed Supportive Ministries.

b. The church is open to various types of mission initiatives from groups whose goal is to work cooperatively with the established Church in bringing the gospel to the world. We must find ways to encourage mission initiatives, while at the same time preserving unity, order, and financial support for the basic Church structure. We must institute a structure or umbrella which enables these various groups to talk, coordinate strategy, and share plans and ideas so the Church at large can work together.

5. Youth Involvement

We must continue to instill in the minds of our youth a "Mission Ethos."

a. Many young people are willing to be challenged to serve the Church on a short or long term basis.

b. The Office of Volunteerism, which is being developed at the General Conference, will open up opportunities for hundreds of young people to be involved in mission. Each division is urged to develop a similar program.

6. Message and Mission

We have been discussing a mission-driven theology and philosophy this week. At every Annual Council during this quinquennium we will dedicate the first two days to the

discussion of some aspect of the Message and Mission of the Church, before launching into the general agenda. We are putting first things first. All that we do as a Church must be mission-driven and not dollar-driven. This also means that we will put our money where our mission is. The Seventh-day Adventist Church has always been run by faith, plus money. God supplies the money in accordance with our faith.

MEMBERSHIP AND BAPTISMS

As of June 30, 1995, our world membership had reached a total of 8,608,586, a 434,924 net increase over the membership total on June 30, 1994. Our 1994 world baptisms were 403,885, somewhat below our 1993 total of 438,243. For the five-year period of 1990 to 1994, we had a net increase in membership of 2,046,517.

MISSIONARIES - FROM EVERYWHERE TO EVERYWHERE

1. In your agenda books you will see a summary of missionary statistics. In 1994 we had a total of 752 missionary appointees departing for interdivision service around the world. Of these, 295 were new and 457 were returning.
2. When you look at the total summary of interdivision and intradivision personnel departures, including 447 for Adventist Youth Service, 813 for Adventist Volunteer Service, and 14 Nationals Returning to their home divisions, we have a grand total of 2024.
3. Division Source For Interdivision Personnel shows a total of 1257 made up as follows:
 - a. Current missionaries from the North American Division - 686
 - b. Current missionaries from divisions other than the North American Division - 571
4. Volunteers from the North American Division - 297
5. Adventist Youth Service from the North American Division - 266

INSTITUTE OF WORLD MISSION

The Institute of World Mission located on the Andrews University campus is the official training center for all interdivision personnel going out to serve as workers in other divisions. Three other divisions have established branches of the Institute of World Mission

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in their territory. Jon Dybdahl, Director of the Institute of World Mission at Andrews University, will now tell us something of the work of the Institute:

Jon Dybdahl

For more than twenty years the Institute of World Mission has been training missionaries. Recently the number of volunteers serving in other parts of the world has been increasing.

1. Instead of requiring long-term training for everyone, there are a variety of training programs that last from one day to several weeks. A mission training manual entitled, *Passport to Mission* is being developed. This manual can be used as a personal study guide or by a teacher in a class.

2. Tentmakers are individuals who find employment in countries other than their home country, and who then serve the church as laymembers in the new location. The Institute of World Mission is willing to train these people for mission service, but income for Tentmakers will come from nonchurch employment. Approximately fifty people are currently interested in serving under this arrangement. This program could strengthen all of the divisions.

3. A Global Church Growth Data Center is being set up to analyze data about church growth, the kinds of people joining the church, people who are leaving the church, etc.

4. Mission Institutes should be established in all divisions. The principle is "From Everywhere to Everywhere." There is currently one Mission Institute established in Europe, and another in the South Pacific Division.

5. At the first mission conference for youth, close to 200 young people paid their own way to come to Andrews University for four days in December 1994. Loma Linda University has since had a similar program, and one was held in Germany. The goal is to teach youth how to plant churches, minister to the hungry, work among Hindus and Muslims, etc. These conferences should take place in every division. Donations have been received to cover the cost of housing and food for a limited number of young people to attend the next conference at Andrews University.

G Ralph Thompson introduced the members of the General Conference Secretariat staff, and each one briefly explained his/her assignments

Thompson also introduced the Division Secretaries and asked each of them questions covering three topics, as follows:

1. What work were you involved in before you became the Division Secretary?
2. What, in your opinion, is the greatest challenge your division faces during this new quinquennium?
3. We have heard that in a recent survey taken in connection with the 1995 General Conference Session, the contribution of interdivision employees toward world unity got a low ranking. What is your view of the work and contribution of interdivision employees (missionaries) in your division?

Are workers from other divisions still welcome in your division?

Should the Church cancel its interdivision employee program of sending missionaries from everywhere to everywhere?

BEKELE BIRI - EASTERN AFRICA DIVISION

I was formerly President of the Ethiopian Union Mission.

The greatest challenges to the Eastern Africa Division include the need for intensive training of the laity, creating fresh awareness among members and pastors of the challenges caused by increased membership, nurturing new members, increasing the ratio of pastors to members, and building more churches. We appreciate those who are "putting a roof on Africa."

There is no need to be alarmed by the survey. The purpose of the survey was not to measure the contribution of interdivision employees. I believe they are contributing, and they are all welcome.

VIOLETO F BOCALA - ASIA-PACIFIC DIVISION

I was formerly Ministerial Secretary of the Asia-Pacific Division.

The greatest challenge is the penetration of the Asia-Pacific Division with the gospel. Two of the 23 countries in the division do not yet have an established Seventh-day Adventist presence. Eighty-nine percent of the church members are concentrated in the countries of Indonesia, Korea, and the Philippines.

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Our division has more than 400 interdivision employees and more than 300 Adventist Youth Service workers. We do not want to lose these workers. The survey responses are the answers of delegates who represent areas where there is established work, and the work in many of these areas has been taken over by nationals. Interdivision and volunteer workers are still needed for new areas.

REINDER BRUINSMA - TRANS-EUROPEAN DIVISION

I was formerly connected with the Institute of World Mission at Andrews University, and most recently I was Communication Director for the Trans-European Division.

The greatest challenge is the unique makeup of the Trans-European Division. Although the territory is diverse, the various countries have much to offer each other in the variety of religious experience, ideas, and methods.

I am not worried about the outcome of the survey, because the question was not phrased correctly. The Trans-European Division has a history of sending out missionaries, and that tradition will continue. We will also continue to need missionaries in Pakistan and the Middle East.

LAURIE J EVANS - SOUTH PACIFIC DIVISION

I was formerly in conference administration.

Our greatest challenge is that 79 percent of our members live in three unions, and these unions are supported by the 21 percent of the membership which lives in Australia and New Zealand. We are basically a self-supporting division. This is becoming more of a challenge. By the year 2000, it is expected that 15 percent of the membership will be supporting the other 85 percent. Another challenge is that we are too often winning people, but not holding them in the Church. According to a survey done by one conference, three years after people were baptized 11 percent of them had disappeared, and only 47 percent regularly attended church. There is a need to provide nurture and to encourage a vibrant relationship with Jesus that will hold them to the wonderful message.

Respondents to the survey do not represent a good cross section of the Church. Most missionaries in the South Pacific Division come from that division. Over 100 intradivision employees operate in the three union missions. Workers from other divisions are very much welcome. If the missionary program were ever to stop, it would be a very sad day for the Church. Cross fertilization is needed for a healthy worldview.

AGUSTIN GALICIA - INTER-AMERICAN DIVISION

I was formerly South Mexican Union Conference President.

Our greatest challenge is providing church homes for new members. Mexico City is another challenge. Out of a population of 20,000,000, we have only 10,000 church members.

Interdivision employees play a vital part and are a big blessing to the Inter-American Division. They are making a big contribution and we are willing to accept more interdivision employees.

ROBERTO GULLON - SOUTH AMERICAN DIVISION

I was formerly Manager of the Publishing House in Argentina, South America.

The greatest challenge is continuing the evangelistic push of the past five years, preaching the message of the gospel, and preparing people to receive the Lord.

I believe the method of the survey was faulty. Spiritual and financial priorities were confused. We need interdivision employees to maintain the spirit of the World Church. We need the whole world to go to the whole world. When there is no interchange of workers, fewer souls are won. We need to support, modify, and revitalize the program.

MICHAEL F KAMINSKY - EURO-ASIA DIVISION

I was formerly a church pastor, Division Youth Director, and Assistant Division Secretary.

Our greatest challenge is that 75 percent of our members have been baptized in the last three or four years. Maintaining a Christian spirit among these new Christians is a great challenge. During these first few years new Christians frequently lose their first love. They see things wrong in their brothers and sisters. Another challenge relates to church buildings. Sixty or seventy percent of the churches do not have their own buildings.

We are an international Church. Dedication is required for missionaries to leave home and go to another country. We support the program of from everywhere to everywhere.

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CHARLES MONTILLE - AFRICA-INDIAN OCEAN DIVISION

I was formerly president of the Reunion Conference.

I see the greatest challenge as financial difficulties and lack of peace.

Third world countries need interdivision employees as missionaries. We want them. We cannot think of being deprived of their services. We thank those who send them.

CARLOS PUYOL - EURO-AFRICA DIVISION

I was formerly Pastor of the Central Church in Madrid.

The greatest challenge is to continue to fight secularism, and to take advantage of opportunities in Eastern Europe and North Africa.

Workers from others divisions are always welcome in our division.

JAMES M CAMPBELL - SOUTHERN ASIA DIVISION

I was most recently a pastor in the United States.

The greatest challenge is for all Seventh-day Adventist Christians to clearly demonstrate what Christians are really like. Another great challenge is for literature to spread the truth to the millions of people in India. It is almost impossible to find a Bible in India. There is need for a massive literature program, and for the outpouring of the Holy Spirit to water the seed that has been sown.

Southern Asia receives and sends interdivision employees. We are happy to have the interchange of people between the divisions.

It was

VOTED, To approve the Secretary's Report.

Adjourned.

Leo Ranzolin, Chairman
Mario Veloso, Secretary
Harold W Baptiste, Editorial Secretary
Carol E Rasmussen, Recording Secretary

ANNUAL COUNCIL
GENERAL CONFERENCE COMMITTEE

October 4, 1995, 2:00 p.m.

Brian Bull, Dean of the School of Medicine, Loma Linda University, offered the opening prayer for the business session.

Philip S Follett called the seventh session of the 1995 Annual Council to order.

NomCom95AC/95AC to GRT

NOMINATING COMMITTEE REPORT #1

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

Africa-Indian Ocean Division

Treasurer, Gordon R J Gray

ADVENTIST HEALTH SYSTEM/LOMA LINDA—LEGAL
MEETING

A legal meeting of the Adventist Health System/Loma Linda was held beginning at 2:00 p.m.

ADVENTIST WORLD RADIO—LEGAL MEETING

A legal meeting of the Adventist World Radio was held beginning at 3:00 p.m.

ADVENTIST WORLD RADIO - REPORT

The General Conference Committee met as the Adventist World Radio Constituency, and the following report was given by retiring AWR President, Walter R L Scragg.

Remarkable events have transpired in the past five years. Toward the end of 1990 four transmitters and a property became available on the Atlantic coast of Costa Rica. These

were purchased and are now providing coverage for all of Central America and South America to about 17 degrees south. Of particular importance are the broadcasts to Cuba, which continue to produce excellent results as seen most recently in large graduations from Bible correspondence schools.

At the end of 1991 a contract was signed for broadcasts from transmitters in Siberia. AWR became the first Christian broadcaster to send the gospel to the world from inside the former Soviet Union. Beginning in 1994, many of these broadcasts were transferred to Slovakia. The availability of these transmission sites has radicalized AWR and its mission. Programs have gone from 15 to 30 minutes per week to one hour per day. One specific result has been the increased response from Arabic listeners. Letters are now arriving at our offices in Paris and Nicosia at a rate of about 70 per week.

AWR has provided a total of \$1,200,000 to assist unions to begin production and to upgrade existing facilities. Today we can report 39 languages being used on AWR, which is more than the Voice of America and several other large organizations use. This advance in coverage reflects favorably on the Church's strategy of placing the responsibility for program production on the unions or divisions benefiting from the broadcasts.

A major bequest and a very significant donation have enabled AWR to complete the equipping of AWR-Asia on Guam. The fourth transmitter is on the water as we meet, and it will be ready for transmissions before the end of 1995.

AWR concentrates most of its resources on the 10-40 mission rectangle. For many of the people of China, AWR is the only outreach by the Church. Over the past two years more than 600,000,000 people have become accessible to AWR broadcasts through new language additions. Most of these are Islamic peoples. Broadcasts are now made to the entire continent of Africa.

Funding for this expansion has been made possible by increased support through offerings and donations. The annual offering for AWR now totals more than \$1,000,000. The North American Division provides about 60 percent of this. Of note is the increasing support from the other divisions. Donations are also increasing, reflecting the conviction of many church members that radio offers the best medium for reaching all peoples everywhere.

At the beginning of a new quinquennium, AWR is well-positioned to move ahead with more high priority languages, with the goal of reaching all peoples with the gospel as the work of God approaches its climax.

Words of sincere appreciation were expressed to Walter R L Scragg for his many years of dedicated service to the World Church.

NomCom95AC/95AC to GRT

NOMINATING COMMITTEE REPORT #2

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

ADVENTIST WORLD RADIO BOARD

MEMBERS

FOLLETT, PHILIP S, Chairman
Bediako, Matthew A, Vice-chairman
Retzer, Gordon L, Secretary
Keith, Dennis C Sr, Treasurer

Afonso, Milton S
Aufderhar, Glenn A
Ball, Bryan W
Blomquist, Willma
Burton, Shirley
Cherian, M E
Cheatham, W W
Chun, P D
Cress, James A
Dabrowski, Rajmund
Daniel, Luka Tambaya
Duerksen, Richard
Folkenberg, Robert S
Frikart, Ulrich
Frohne, Rob
Graz, John
Hsu, Eugene
Kloosterhuis, Robert J
Law, Preston

Leito, Israel
McClure, Alfred C
McDowell, Al
McNeilus, Denzil
Murray, Milton J
Nagel, Ruy H
Paulsen, Jan
Peterson, Adrian
Raelly, L D
Ranzolin, Leo
Rawson, Robert L
Rock, Calvin B
Russell, Neil
Ryan, Michael L
Thompson, G Ralph
Wiklander, Bertil
Wilson, Neal C
Wilson, Ted N C
Ytreberg, F Martin

President, Middle East Union Mission
President, Southern Africa Union Conference
Three General Conference Executive Committee Laypersons (other than NAD)

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NomCom95AC/95AC to GRT

NOMINATING COMMITTEE REPORT #3

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

INTERNATIONAL HEALTH AND TEMPERANCE ASSOCIATION

OFFICERS

RANZOLIN, LEO, President
Whiting, Albert S, Vice President
Neslund, Thomas R, Executive Secretary
Proctor, Stoy E, Associate Secretary
Baber, Edward E, Treasurer

EXECUTIVE COUNCIL MEMBERS

RANZOLIN, LEO, Chairman
Whiting, Albert S, Vice-chairman
Neslund, Thomas R, Executive Secretary
Baber, Edward E, Treasurer

Crawford, James M
Crumley, George H
David, Elwin B
Foster, Gwendolyn
Karst, Verna
Kumalae, LuWana
Otis, Rose M
Proctor, Stoy E
Rasi, Humberto M
Scharffenberg, John
Sterndale, Elizabeth
Swanson, Gary B
Williams, DeWitt S

95AC to AHT

ANNUAL COUNCIL MINUTES - APPROVAL

VOTED, To approve the Annual Council minutes, as follows:

October 1, 1995, opening session
October 2, 1995, morning session
October 2, 1995, afternoon session

95AC to RLR

TREASURER'S REPORT

Robert L Rawson, Treasurer of the General Conference, presented the following report:

To the delegates of the 1995 Annual Council, I am honored to present this report on behalf of the Treasury team elected at the recent General Conference Session in Utrecht, The Netherlands. We want to pay special tribute to Donald F Gilbert and his associates—both those who have retired and those who were reelected. We have been blessed over the past several years as we have watched the General Conference Treasury team, under Gilbert's leadership, exhibit extreme competence in handling the responsibilities assigned, exercise the highest quality of integrity, and exhibit Spirit-filled leadership as godly men and women. Those who have retired will be missed, but it is our challenge to move on in the tradition of our predecessors and under the influence of God. We seek to provide leadership in the administration of the finances of this Church that will provide resources to enter doors of opportunity around the world for the glory of God and the saving of souls for His kingdom.

While expressing appreciation for our predecessors, I also express appreciation for the outstanding team of colleagues which was selected just a few months ago. I have the opportunity to work with them in meeting the challenges that face us, and in planning for the efficient administration of the tasks under our assignment. Four of us here on the platform are new to the General Conference team and two have made major adjustments in assignments. While we have been together for only a few brief weeks, I have been amazed at how quickly the assignments have been assumed. Each individual is tackling the challenges with competency and professionalism. This team is bonding in a spirit of unity and mutual support to utilize the talents that God has given us. We are committed to a spirit of openness and encourage dialogue in solving complex issues. We pledge to serve faithfully the boards and committees to which we have been assigned. We look forward to assisting

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divisions with which we have special liaison relationships. It has been my opportunity during the past few days to become acquainted with each of the world division treasurers. As we met together, I quickly realized that each of them desired to be an extended part of our team. This is so important to the accomplishment of our tasks and goals. I would like to take this opportunity to let you hear from each of my associates.

George H Crumley, Associate Treasurer of the General Conference and Treasurer of the North American Division, reports:

“As treasurer of the North American Division, I am excited to see the way God is leading this great division of over 828,000 members. The North American Division has realized a 17 percent increase in baptisms for the first six months of 1995. We have found that the strong evangelistic thrust in this division has resulted in a good gain in tithe and other offerings. In 1994 the North American Division realized a 5.7 percent tithe gain and a 2.7 percent gain in world mission giving over the previous year. There will never cease to be challenges, such as providing necessary funding for church nurturing, evangelistic outreach, and the educational system, but, at the same time, God never ceases to provide for these challenges.”

Donald E Robinson, Associate Treasurer, reports:

“Some of my assignments are daunting. One of these is the General Conference Corporation which I serve as the secretary. We must determine, for example, who is doing business in the name of the Corporation, what properties are registered in its name, and what Powers of Attorney have been issued by the General Conference Corporation. A major project facing us is a review and, where necessary, an overhaul of the legal organizations that serve the world divisions.

“One assignment in particular has been rewarding and encouraging. This is in the area of the Ingathering program. Significant progress has been made toward re-establishing the integrity of Ingathering. Special projects are promoted and funded. Three divisions are adopting projects in the other eight divisions. Matching funds are starting to flow from government agencies, thus greatly increasing the total funding that is available. These are exciting developments. Further improvements are needed.”

Gary B DeBoer, Associate Treasurer, reports:

“The church has developed over the years an impressive and reliable program for cash management and the investing of funds. The pooling of these investable resources through the General Conference has provided Church organizations worldwide with the

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means to obtain higher earnings than they might otherwise realize. As of June 30, 1995, the market value of these pooled resources exceeded \$1 billion.

“The percentages of funds invested on behalf of the various organizations are as follows:

North American Division Hospital Retirement Fund	64%
North American Division Church Retirement Fund	13%
General Conference Operating	8%
Divisions and Other Entities	<u>15%</u>
	100%

“From the realized capital gains on the investments of the General Conference, funds are provided for special appropriations through the world budget.

“The investment environment is very dynamic. Our greatest challenges are the developing and maintaining of staff and systems prepared to compete in the twenty-first century. To assist us, we use professional counselors and have on-line real time market information via Bloomberg equipment. We believe that our programs can be beneficial to Church organizations, and we invite you to contact our office and discuss investment matters with us.”

Dennis C Keith, Sr, Associate Treasurer, reports:

“One of my assignments is to serve as treasurer of Adventist World Radio. It is my responsibility to provide management with an accurate budget and financial statements which will reflect the operations of this worldwide organization. It is vitally important to build spiritual and financial confidence and trust in the hearts of donors, board members, and constituency. Every dollar received should be spent wisely in sending the Word of God via the air waves.

“It is exciting to anticipate the many additional challenging responsibilities assigned to me. These include membership on the Adventist Risk Management Committee, caring for the financial details of the thirteen In-House Cost Centers in the General Conference office, working with the Africa-Indian Ocean and South Pacific Divisions, and serving on various committees and boards.”

Robert E Lemon, Associate Treasurer, reports:

“To plan for more efficient use of Church resources, all 1,138 interdivision employees have been assigned budget codes that identify special characteristics of the

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budgets. The average annual cost to the General Conference per interdivision employee is \$22,200. This represents the costs above what it would cost per employee for the host organizations to employ national workers.

“A major challenge faced in administering the interdivision employee program is the increasing number of nontraditional appointments necessary to accomplish the global mission of the Church. One of the major thrusts in Transportation and International Personnel Services (TRIPS) will be to provide the flexibility required to accommodate these special needs, while at the same time maintaining the high level of efficiency that is needed to process the large volume of transactions regularly processed by the department. Rowena R Rick has done a tremendous job in leading the department through a transitional period. Her leadership and expertise will be greatly missed.”

F Martin Ytreberg, Undertreasurer, reports:

“It is difficult, after having spent the last few weeks working on the budget, not to be filled with gloom and doom. There are far more requests for funds than there are available resources. For the last five years we have worked on that challenge by cutting costs and personnel from the General Conference operating budget. That works for a while, but the time has come when we must build a base at world headquarters so we can meet the demands of a growing Church.

“We need to find a solution to the blocked currency problem that the Church faces. Two of the strongest support areas in overseas fields are not able to share their tithe and offerings with the World Church. It is estimated that these blocked funds will grow by \$10 million in the next two years.

“I do not see these items as obstacles, but only challenges that the Lord will help us to meet. The Church will be a stronger Church financially in five years than it is today because He knows that time is short and the Gospel must quickly go to all the world.”

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I would like now to share six areas of concern that need our special attention over the next few years.

1. In recent years, God has impressed His people to give of their means to support the concepts of Global Mission, Mission Awareness, and other endeavors which allow the Church to enter previously unentered areas. This has sparked a work in areas where there are millions of people who have never heard the name of Jesus. This is exciting and has offered to many of us the opportunity to respond by giving of our resources to these

endeavors. I am concerned with the steady decline in recent years in giving to missions through the Sabbath School. We plan to continue to stress the need for increased support of the Sabbath School mission offerings and Investment projects which provide the base of support to successfully maintain those initiatives that were started under project giving. What a tragedy it would be to develop initiatives of advancement only to see them close due to the lack of base support. We would plead with all the delegates at this Annual Council to take this challenge back to your own fields and endeavor to rally your team of office personnel, pastors, teachers, and laymembers to constantly keep a focus on mission giving so that these noble initiatives will have life as they strive for self-reliance.

2. We pledge ourselves to keep before our divisions, unions, and other church organizations, the document approved in Bangalore, India, on the issue of self-reliance. The sooner each division, union, local conference, mission, and institution within the framework of our governance can reach the point of self-reliance, the stronger this Church will be as we face the future. We realize that this objective cannot be reached in a short period of time in some cases, but we urge each entity of this Church to give attention to a specific plan and strategy to reach that objective.

3. Over the past several years, the General Conference cash reserves have declined significantly from \$82,600,000 in June 30, 1982 to \$21,900,000 on September 30, 1995. This shows a decrease in General Conference cash invested of \$60,700,000. This not only is an erosion of liquidity for the General Conference, but it significantly decreases our interest earnings which are a major source of income for special appropriations for the world field. It is imperative that we begin now to restore those eroded reserves in order to benefit from the increased income they will produce.

4. Over the past five years, there has been a decrease in working capital for the General Conference of 42.3 percent. This decrease has largely come from operating losses. We feel challenged to see that trend reversed and to restore eroded General Conference working capital back to its previous levels.

5. We pledge ourselves to develop and present a balanced budget through various committees, including the General Conference Executive Committee at Annual Council. A budget needs to be balanced within our income, and not balanced by reducing reserves to cover deficit spending. The development of the budget is only one part of the challenge of our operations at the General Conference. We must also expend considerable energy to ensure that the budget is honored throughout the year of operations for which it was designed. In short, we plan to operate within a balanced budget.

6. Lastly, there are some countries of the world whose local currency cannot be legally transferred out of the country. This offers some unique challenges to the General

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Conference and the local fields affected. By working with the local fields, we are endeavoring to find every opportunity possible to bring relief to the challenges caused by this problem. We must continue to diligently seek every legal opportunity afforded by working with division and union personnel to find solutions.

After my return from Utrecht, and overwhelmed with a sense of inadequacy for the task to which God had called me, I was blessed when Paul Heubach, a dear friend and a member of my Sabbath School class, shared with me a text. It was the inspired counsel I needed, and it has become a daily inspiration to me. I would like to share it with you. It is found in Isaiah 11:2:

“The Spirit of the Lord will rest on Him,
The Spirit of wisdom and of understanding,
The Spirit of counsel and might,
The Spirit of knowledge and of the fear of the Lord.”

With that text, I express to you today that I have pledged myself to be used of God. While I recognize my own inadequacies and know that the tasks assigned are much bigger than I, I want to assure you that this text has given me faith and courage to move forward in confidence that what God has promised He will fulfill.

F Martin Ytreberg, Undertreasurer, and Gary B DeBoer, Associate Treasurer, presented a Financial Summary of the General Conference Operations for the period ending September 30, 1995. It was,

VOTED, To accept the Treasurer's Report and the Financial Summary of the General Conference Operations for the period ending September 30, 1995.

95AC to RLR

RETIRED TREASURERS—APPRECIATION

VOTED, To express to the following retired individuals the appreciation of the World Church for their dedicated leadership in the past:

Karl H Bahr
Donald F Gilbert
Robert E Osborn
Rowena R Rick

95AC to RLR

FINANCIAL AUDIT REVIEW - REPORT

Robert L Rawson, Treasurer, requested Donald F Gilbert, former General Conference Treasurer, to present a report from the Financial Audit Review Committee. It was

VOTED, To accept the Financial Audit Review report for 1994.

PRE/ADCOM/GCDO95AC/95AC to RSF

315-95G ADVENTIST MEDIA CENTER, INCORPORATED -
OPERATIONAL OVERSIGHT

The following points were noted in considering the future of the Adventist Media Center, Incorporated:

1. The North American Division is anxious to develop a comprehensive evangelistic strategy.
2. In the North American environment, the maximum utilization of modern methods of mass communication constitutes a vital part of any such strategy.
3. The greatest concentration of professional resources necessary to meet this need is housed at the Adventist Media Center.
4. The vast majority of the operating funding and activities of the eight ministries operating at the Adventist Media Center directly affect the North American Division.
5. The North American Division officers have requested that the General Conference consider assigning operational oversight of these ministries to the North American Division.

It was

VOTED, To authorize the General Conference administration to negotiate, and the resident General Conference Executive Committee to approve, an agreement which may assign administration of the Adventist Media Center, Incorporated and the ministries that are administered by the Adventist Media Center, Incorporated to the North American Division, with the following conditions:

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1. The General Conference will retain access to services provided by the Adventist Media Center, Incorporated on a gratis, contract, or fee-for-service basis, as may be appropriate.

2. Interaction will be facilitated between the General Conference leadership and that of the Adventist Media Center, Incorporated.

3. The Adventist Media Center, Incorporated and its ministries will remain open to consider requests from the General Conference for the services of the professional staff and/or broadcast ministries on behalf of any world division, or in an area or country designated by the General Conference.

4. Subsequent to such an action, the General Conference Executive Committee in a Spring Meeting or Annual Council will consider such constitution, bylaws, or policy changes as may be necessary.

Adjourned.

Philip S Follett, Chairman
Maurice T Battle, Secretary
Lowell C Cooper, Editorial Secretary
Rowena J Moore, Recording Secretary

ANNUAL COUNCIL
GENERAL CONFERENCE COMMITTEE

October 5, 1995, 8:00 a.m.

DEVOTIONAL MESSAGE

The devotional message entitled "I Am the Truth," was presented by Angel Manuel Rodriguez, Associate Director, Biblical Research Institute.

The fundamental question in the great controversy seems to be the nature of ultimate truth. Through His incarnation, Christ answered that important question. This was necessary because it was impossible for humans to find the answer by themselves. God in Christ came down to us and said, "I am the Truth."

We can draw three important implications from that daring claim. First, truth is transcendental. It is located outside the universe and not within its structural and functional unity. It is from this truth that we can begin to understand ourselves and the world around us. The transcendental nature of truth rejects and condemns human self-sufficiency.

Second, Truth is a Person. The origin of everything, and what holds the universe together, is not a universal law of physics, but a Person. Truth as a Person means that truth is rational and intelligible, that the universe does not function in a mechanical way, and that truth entered into our world in the form of a Person. This revelation of truth made it clear that truth is loving, saving, and self-sacrificing.

Third, truth is to be appropriated. The One who said, "I am the Truth" expects a response from us. We appropriate it through communion with Him; through a personal encounter with the Truth as a Person. We can also appropriate it through the Word. The Truth spoke to us and what He said was preserved for us in written form.

Truth can be conceptualized, embodied in words, scripturalized. The Lord housed it in the Church in order to display it to the world through our preaching and our lives. The human search for truth came to an end when the Son of God said, "I am the Truth." We are still challenged to seek a deeper understanding of truth, to explore its multiformity; but the search itself is over.

A season of prayer by small groups followed.

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Donald F Gilbert, former General Conference Treasurer, offered the opening prayer for the business session.

Matthew A Bediako called the eighth session of the 1995 Annual Council to order.

**ADVENTIST DEVELOPMENT AND RELIEF AGENCY
INTERNATIONAL AND ANDREWS UNIVERSITY—
COLLABORATION ON GRADUATE DEGREE PROGRAM**

Representatives from the Adventist Development and Relief Agency International and Andrews University signed an agreement of cooperation, formalizing their collaboration on a training program in international development.

Calling it an “historic event,” Robert S Folkenberg described the collaboration as “a bold training initiative entered into by two of the Church’s best-known organizations.” Folkenberg announced that ADRA, long known for its outreach through humanitarian activities, is now linking with Andrews University in a training program that will bring the possibility of earning a graduate degree to church workers worldwide.

Niels-Erik Andreasen and Ralph S Watts Jr signed a formal agreement which will allow a wide range of collaborative activities. The first will be cooperation on a graduate degree in International Development. Other areas of collaboration include development research, consultations, extension education, joint sponsorship of a lecture series, and a worldwide Seventh-day Adventist conference on missiology and international development.

APD/ADCOM/GCDO95AC/95AC to LRC

**240-95G SRI LANKA UNION OF CHURCHES—CHANGE OF
STATUS AND NAME**

VOTED, 1. To change the status of the Sri Lanka Union of Churches from that of a union of churches to a mission attached to the Asia-Pacific Division.

2. To change the name of the Sri Lanka Union of Churches to The Seventh-day Adventist Church in Sri Lanka.

95AC to GRT

STATISTICAL REPORT

F Donald Yost, Director of the Office of Archives and Statistics, presented the Statistical Report.

As of June 1995, world membership in the Seventh-day Adventist Church totaled 8,608,586. This represents a 5.32 percent increase over the previous year. Concern was expressed by both Yost and the delegates that accurate records are not kept of deaths and apostasies/missing. This may result in an inflated world membership figure.

Yost made a few brief farewell comments in which he told of some of the changes that have come to the Church in his lifetime. He began walking the halls of the General Conference 56 years ago, when his father was a professor at the seminary in Takoma Park. He concluded by stating, "Old archivists never die, they just file away."

It was

VOTED, To accept the Statistical Report from the Office of Archives and Statistics.

95AC to GRT

YOST, F DONALD—APPRECIATION

VOTED, To express appreciation to F Donald Yost for more than 46 years of service to the Seventh-day Adventist Church, including the last 22 years as Director of the General Conference Office of Archives and Statistics.

SEC/95AC to AHT

330-95G NEW CALEDONIA MISSION—TERRITORIAL ADJUSTMENT

VOTED, To approve the transfer of the New Caledonia Mission from the Western Pacific Union Mission to the Central Pacific Union Mission of the South Pacific Division, thus locating the two French-speaking missions in one union territory, effective December 1, 1995.

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ADCOM/PolRev&Dev/ADCOM/GCDO95AC/95AC to AHT

260-95G APPOINTMENT OF EDITORS - POLICY AMENDMENT

VOTED, To amend GC I 10, Appointment of Editors, to read as follows:

I-10 FP 10 Appointment of Editors

Editors and associate editors for the principal denominational journals, (except as provided for below) and book editors and associate book editors shall be nominated by the respective publishing house boards and/or publishers; they shall be approved in overseas divisions by the division committee and in North America by the General Conference Committee before final appointment by publishing houses or publishers.

Editors and associate editors for the following denominational journals and publications prepared at the General Conference shall be appointed by the General Conference Executive Committee as provided for in the General Conference Constitution and Bylaws, Constitution Article VI:

Adventist Review

Dialogue

Journal of Adventist Education

Ministry

Sabbath School Lessons

Adult Sabbath School Lessons

Collegiate Quarterly

Cornerstone Connections Youth Quarterly

Cradle Roll Sabbath School Lessons

Earliteen Sabbath School Lessons

Junior Sabbath School Lessons

Kindergarten Lessons for Sabbath School

Primary Sabbath School Lessons

Appointments shall be based on a person's demonstrated skill in writing and in careful handling of manuscripts, as well as on knowledge of publication production and of the particular field dealt with by the publication. The editor shall be a Seventh-day Adventist who has given evidence of being a dedicated employee in the Church.

In addition to having editorial skills, the senior editors of publications dealing with theological matters shall be experienced Bible students with skill and experience in

interpretation, shall have maturity in the church Church and a wide exposure to its total work, and a broad background of ministerial or similar experience.

IBE/PolRev&Dev/ADCOM/GCDO95AC/95AC to AHT

287-95G COMMITTEE ON SEVENTH-DAY ADVENTIST HEALTH
PROFESSIONAL EDUCATION - POLICY ADDITION

VOTED, To add a new section GC FE 15 05, Committee on Seventh-day Adventist Health Professional Education, to read as follows:

FE 15 05 Committee on Seventh-day Adventist Health Professional Education—1.
Purpose—The General Conference Committee on Seventh-day Adventist Health Professional Education, operating with delegated authority from the General Conference International Board of Education, is responsible for developing standards and guidelines and coordinating the Church's post secondary degree programs for the training of health professionals.

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

a. Establish, recommend, and monitor educational standards in health professional programs such as medicine, nursing, and public health, considering international needs and resources.

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

c. Assist the Accrediting Association of Seventh-day Adventist Schools, Colleges, and Universities in appointing accrediting teams, which will include health specialists, to conduct evaluations of health professional programs at colleges, universities, and hospitals.

3. Membership—a. The membership of this committee shall be designated by the first Annual Council following the General Conference Session. The Nominating Committee, with the counsel of the director of the General Conference Department of Education, shall serve to nominate the membership of this committee.

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

General Conference Health and Temperance Department Director, Chairman
General Conference Department of Education Associate Director, Secretary

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Deans of Seventh-day Adventist schools of medicine
Deans or directors of graduate nursing programs
Deans or directors of graduate programs in public health

c. Committee members shall hold office until the first Annual Council following the next quinquennial General Conference Session, at which time elections take place.

d. Vacancies on the committee shall be filled by the General Conference Executive Committee for the unexpired term.

TRE/IDERem&All/PolRev&Dev/ADCOM/GC&DivSec&Tre95AC/GCDO95AC/95AC to AHT(DIV)

275-95G MATERNITY/PATERNITY LEAVE - GUIDELINES

VOTED, To approve Maternity/Paternity Leave - Guidelines, which reads as follows:

Maternity/Paternity Leave

Maternity/Paternity leave for an interdivision employee will be determined by laws of the country in which the employee is working. If there are no maternity/paternity leave laws, the decision shall be made by the employee's host division.

SEC/IDERem&All/CA/GC&DivSec95AC/GC&DivSec&Tre95AC/GCDO95AC/95AC to AHT(DIV)

316-95G SPECIAL TERM APPOINTMENTS - GUIDELINES

VOTED, To approve Special Term Appointments - Guidelines, which reads as follows:

Special Term Appointments - Guidelines

1. The calling division shall indicate the length of the special term on form S-421.

2. Recruiting personnel shall inform the prospective candidate(s) regarding the special term assignment and shall inform the candidate regarding the financial implications of serving for a special term.

3. In cases where a potential candidate is unprepared to commit himself/herself for the period of service indicated in the call but is willing to fulfill a significant portion of the time, it shall be the responsibility of a General Conference associate secretary to negotiate with the division and the candidate concerning a mutually agreed time period. The calling division shall then indicate in writing its revision of the time period involved in the call.

4. The records of Appointees Committee shall indicate the length of any call involving a special term.

5. Allowances, remuneration, and benefits in connection with special terms shall be calculated as follows:

Preembarkation benefits:

Institute of World Mission	Same as for regular appointees
Medical examination	100% of cost
Outfitting allowance	Prorated on basis of full term but not less than 50% of the North American Division Category A remuneration factor for family and spouse
Salary	Prorated on basis of full term but not less than the equivalent of ten days salary
Travel	Maximum of two destinations

International travel:

Baggage allowance	As for regular appointees
Freight allowance	Prorated on basis of full term but not less than 50% of that granted to regular appointees on similar appointment

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Hotel	As for regular appointees
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Per diem	As for regular appointees
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Ticket costs	As for regular appointees
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While in service division:

Amortization of educational debt	As for regular appointees
----------------------------------	---------------------------

Educational assistance for children	As for regular appointees
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Family visit of children	As for regular appointees
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Health care expense	As for regular appointees
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Insurance coverage	As for regular appointees
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Salary (local salary, base division deposit, expatriate allowance)	As for regular appointees
--------------------------------------------------------------------------	---------------------------

Furlough benefits:

For two years or less	None
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For more than two years	As per furlough schedule including baggage and reoutfitting allowances
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Optional Annual Leave	As per policy
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Permanent Return benefits:

Baggage allowance	As for regular appointees
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Freight allowance	Less than two years - 60% of the individual's appointee allowance More than two years but less than four years - 80% of the individual's appointee allowance
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	More than four years - 100% of the individual's appointee allowance
Salary continuation	Based on period of service as for regular appointees
Extended Interdivision Service Allowance	Applicable to those who have accumulated more than six years of interdivision service

6. In cases where an individual continues to serve beyond the special term, he/she will qualify for additional appointee allowances on a prorated basis. The total of such allowances shall not exceed that granted to an individual in a similar position who is proceeding on a full term.

7. In cases where an individual continues to serve beyond the special term, he/she shall qualify for additional permanent return allowances on a prorated basis. The total of such allowances shall not exceed that granted to an individual serving on a regular appointment who is proceeding on permanent return following a service period of similar length.

ADCOM/95AC to AHT

GENERAL CONFERENCE ADMINISTRATIVE COMMITTEE (GCC-S)—MEMBERSHIP ADJUSTMENT

VOTED, To adjust the membership of the General Conference Administrative Committee (GCC-S), as follows:

Add	de Leon, Linda M, Invitee
	Robinson, Elaine A, Invitee

SEC/ADCOM/GCDO95AC/95AC to MV

307-95Ga EAST BRAZIL UNION CONFERENCE SURVEY COMMISSION - APPOINTMENT

VOTED, To appoint an East Brazil Union Conference Survey Commission, to meet during the 1995 Annual Council in Silver Spring, Maryland, to consider the possibility of dividing the East Brazil Union Conference into two unions, as follows:

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MEMBERS

RANZOLIN, LEO, Chairman

Veloso, Mario, Secretary

Afonso, Milton

Correia, Jose Orlando

da Rosa, Alipio B

Gullon, Roberto

Nagel, Ruy H

Oliveira, Vilson Francisco de

Osborn, Robert E

Pimenta, Adamor

PRE/ADCOM/GCDO95AC/95AC to MAB(DIV)

303-95G SEVENTH-DAY ADVENTIST MINISTRY ON THE PUBLIC UNIVERSITY CAMPUS - GUIDELINES

Background

Currently more than 150,000 Seventh-day Adventist young adults are studying in non-Adventist colleges and universities around the world, as compared to 54,000 students attending Seventh-day Adventist institutions of higher learning. While the Church must do everything possible to encourage youth to study in Seventh-day Adventist colleges and universities, most of the students attending non-Adventist institutions do so due to unavailability of Adventist colleges or specific degree programs in their own countries, or due to family and financial factors. Yet these students are highly motivated and intelligent young people, whose valuable talents the Church needs to achieve its mission.

On the secular campus, Adventist students face serious challenges to their Christian beliefs and practice—including fiat creation, Sabbath observance, and Adventist lifestyle. These students need affirmation in their commitment to Seventh-day Adventist faith and values, and encouragement to remain loyal to the Seventh-day Adventist Church, its message, and its mission.

In several areas of the world, Adventist students on non-Adventist campuses have organized themselves into student associations and have obtained recognition from college and university authorities. Other students, however, have traveled away from home and live where there is little denominational support.

Many of these students eventually occupy leadership positions in government, business, and other significant segments of society. Their influence in the community and their support of the Church are invaluable. Some graduates become effective denominational employees. Adventists, along with members of other denominations, have discovered that non-Adventist college or university campuses are a fruitful mission field since students there relate to the future leaders of society.

For some time now the General Conference has seen the need for a specific ministry to these students on secular campuses. In 1988 the General Conference established the Committee on Adventist Ministry to College and University Students (AMiCUS) to provide interdepartmental coordination and support for such a ministry. This committee is chaired by a General Conference vice president, with the directors of Adventist Chaplaincy Ministries, the Department of Education, and the Youth Department as vice-chairmen, and with membership that includes representatives of several General Conference departments. AMiCUS supervises the publication of *Dialogue*, a journal produced in English, French, Portuguese, and Spanish for free distribution among students; facilitates student retreats and fellowship opportunities; and trains campus chaplains and ministers in university centers.

Most world divisions and several unions have appointed individuals as leaders and coordinators of this ministry and have provided some funding to support their nurture and outreach activities.

The 1993 Annual Council in Bangalore, India, in its discussion of Education and Youth Focus Issues, listed the Church's felt need "to provide adequate spiritual nurture for Seventh-day Adventist students attending non-Seventh-day Adventist schools."

A survey of world delegates to the 1995 General Conference Session has revealed that one of the three most important areas of need in the field of education and youth is "to develop programs and materials to meet the needs of Seventh-day Adventist youth in non-Seventh-day Adventist schools."

AMiCUS has begun to meet those needs and will expand its ministry, in coordination with the world divisions, as this important sector of the Seventh-day Adventist Church continues to grow.

Objectives

AMiCUS seeks to meet the spiritual, intellectual, and social needs of Seventh-day Adventist students on secular campuses worldwide. In cooperation with leaders at various church levels, it aims to achieve these goals by strengthening the faith commitment of these students to Seventh-day Adventist beliefs and values, providing opportunities for Christian

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fellowship, preparing students to deal with the intellectual challenges that arise in a secular environment, developing their leadership abilities, and training them for outreach and witnessing on the campus, in the community, and in the world at large. It was,

VOTED, To approve Seventh-day Adventist Ministry on the Public University Campus - Guidelines, and assignment of responsibility to provide this ministry, which reads as follows:

Seventh-day Adventist Ministry on the
Public University Campus - Guidelines

General Conference:

1. The Committee on Adventist Ministry to College and University Students (AMiCUS) will continue to provide leadership in this ministry, in coordination with the Interdepartmental Strategic Planning and Networking Committee (ISPAN) Task Force on Education and Youth, and through their counterparts in the world divisions.

2. AMiCUS will carry out its main assignments, in consultation with leaders in the world divisions, as follows:

a. Adventist Chaplaincy Ministries will take the initiative in providing training for campus chaplains and pastors in university centers, and in developing materials to support their ministry. Adventist Chaplaincy Ministries will also maintain an international list of Seventh-day Adventist campus chaplains.

b. The Department of Education will be responsible for developing *Dialogue* as a network journal published in interdivision languages (English, French, Portuguese, and Spanish), and for printing and distributing *Dialogue* on the basis of orders received through the world divisions (each division will be billed for the printing and mailing costs). The Department of Education will also promote the values of Seventh-day Adventist education, mission, and service, encouraging these students to continue their studies at a Seventh-day Adventist college or university where possible.

c. The Youth Department will lead out in fostering the organization of student associations in university centers, training students for outreach, holding student retreats, and developing necessary materials. The Youth Department will also maintain a list of international student associations.

3. AMiCUS will submit to the Strategic Planning and Budgeting Committee, through the General Conference Administrative Committee, an annual budget to carry out these assignments.

4. In response to requests received from the divisions, AMiCUS will seek the involvement of the Public Affairs and Religious Liberty Department to obtain, at the local or national level, Sabbath exemptions for class assignments and examinations for Seventh-day Adventist students.

5. Where linguistically appropriate, AMiCUS will cooperate with the Sabbath School Department in promoting the use of *Collegiate Quarterly* in English or Spanish among Adventist students in colleges/universities.

6. AMiCUS will work with the various services to encourage and facilitate the involvement of Adventist students as student missionaries, volunteers, or interns.

7. AMiCUS will provide guidance and coordination to the ministry of their counterparts in the world divisions in this area, as well as periodic assessment.

World Divisions:

1. Assign to one or two qualified departmental directors the responsibility for leading out in Adventist ministry on secular campuses, in consultation with the General Conference AMiCUS Committee and with support from other division departmental leaders and administrators.

2. Conduct, in coordination with their counterparts at the union level, periodic surveys of Adventist students on non-Adventist college/university campuses to determine their needs and to develop materials and a plan for adequate funding to meet those needs.

3. In consultation with the unions, promote the organization of student associations, where possible, and maintain a master list of these associations and campus chaplains in the division territory.

4. Implement a financial plan that will involve the division, the union, and the conferences/missions in the free distribution of *Dialogue* to each Adventist college/university student. Forward the printing order to the General Conference AMiCUS Committee and supervise the distribution of the journal within the territory of the division. Finances will also be assigned for co-sponsoring interunion training workshops for campus chaplains and pastors, and interunion student retreats.

5. Where linguistically appropriate, work with the Sabbath School and Personal Ministries Department in promoting the use of *Collegiate Quarterly*, in English or Spanish, among Adventist students in colleges/universities.

6. Assist union leaders in providing training for student outreach on their campuses and in their communities.

7. Promote the involvement of Adventist students as student missionaries, volunteers, or interns, making them aware of service opportunities and processing their applications.

8. Connect these students with Adventist colleges and universities as potential transfer students, where possible, and as eventual faculty members.

9. Assist union leaders in establishing and maintaining good relations with administrators of non-Adventist colleges and universities in which Adventists are students.

10. Upon request from union leaders, seek the involvement of the Public Affairs and Religious Liberty Department in preventing or solving Sabbath observance issues related to Adventist students on non-Adventist campuses.

11. Provide guidance and coordination to the ministry of their counterparts in the unions in this area, as well as periodic assessment.

Unions:

1. Assign to a qualified departmental director the main responsibility for leading out in this ministry, with support from other departmental leaders and administrators.

2. Conduct, in coordination with their counterparts at the conference/mission level, periodic surveys of Adventist students on non-Adventist college/university campuses to determine their needs and to develop materials and a financial plan to meet those needs.

3. With support from the administration, implement a financial plan to foster activities and the development of materials needed for campus ministry in the union territory.

4. In consultation with conferences/missions, promote the organization of Adventist student associations, where possible, and maintain a master list of these associations and their members, as well as campus chaplains in the union territory.

5. Forward orders for *Dialogue* to the division and supervise its distribution, along with other relevant materials, within the union territory.
6. Organize unionwide retreats for Adventist students on secular campuses, with carefully selected subjects and speakers.
7. In coordination with division leaders, sponsor unionwide training workshops for campus chaplains and pastors in university centers.
8. Upon request from conference and mission leaders, organize seminars that will equip students to become involved in outreach and witnessing activities on the campus and in the community.
9. Assist conference and mission leaders in establishing and maintaining good relations with administrators of non-Adventist colleges and universities in which Adventists are students.
10. Upon request from conferences and missions, seek the involvement of the Public Affairs and Religious Liberty Department in solving Sabbath observance issues related to Adventist students on non-Adventist campuses.
11. If linguistically appropriate, promote the use of *Collegiate Quarterly* in English or Spanish among Adventist students in colleges/universities.
12. In coordination with conference/mission leaders, select major university centers on which to establish facilities for Adventist Campus Ministries for the purpose of fostering nurture and outreach. Where appropriate, appoint campus chaplains to carry out that ministry.
13. Promote the involvement of Adventist students as student missionaries, volunteers or interns, making them aware of service opportunities and processing their applications.
14. Connect these students with Adventist colleges and universities as potential transfer students, where possible, and as eventual faculty members.
15. Provide guidance and coordination to the ministry of its counterparts in the conferences and missions in this area, as well as periodic assessment.

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Conferences and Missions:

1. Assign to a qualified departmental director or administrator the responsibility for leading out in this ministry, with support from other departmental leaders and administrators.
2. Conduct periodic surveys of Adventist students on non-Adventist college/university campuses to determine their needs and develop a plan to meet those needs.
3. With support from the administration, implement a financial plan to support activities and the development of materials needed for this ministry in the conference/mission territory.
4. Promote the organization of Adventist student associations, where possible, and maintain a master list of these associations and their members, as well as campus chaplains in their territory.
5. Forward orders for *Dialogue* to the union, and supervise its distribution, along with other relevant materials within the conference/mission territory.
6. In coordination with the union, organize student retreats and training workshops for campus chaplains and ministers in university centers.
7. Work with church ministers and campus chaplains in providing seminars that will equip students to become involved in outreach and witnessing activities on the campus and in the community.
8. If linguistically appropriate, promote the use of *Collegiate Quarterly*, in English or Spanish, among Adventist students in colleges/universities.
9. Wherever possible, appoint campus chaplains or qualified pastors to carry out this ministry at the local or regional level.
10. Assist church leaders and chaplains in establishing and maintaining good relations with administrators of non-Adventist colleges and universities in which Adventists are students.
11. In consultation with union leaders, provide Adventist student centers and/or residences as close to the campuses as possible to strengthen nurture and outreach.

12. Promote the involvement of Adventist students as student missionaries, volunteers, or interns, making them aware of service opportunities and processing their applications.

13. Connect these students with Adventist colleges and universities as potential transfer students, where possible, and as eventual faculty members.

14. Provide guidance and coordination to the work of the local and district pastors in this ministry.

Churches and Districts:

1. On university centers, and in consultation with the conference/mission, assign to a local pastor or qualified elder the responsibility for leading out in this ministry, with support from the church board. If necessary, request training for this ministry from the conference/mission or union.

2. Locate and develop a list of Adventist students and teachers in non-Adventist campuses in the local church or within the district.

3. In consultation with conference/mission leaders, organize a church-based ministry to meet the spiritual, intellectual, and social needs of these students, providing the necessary funds through the church budget.

4. Order through the conference/mission leaders, sufficient copies of *Dialogue* for free distribution to each Adventist student.

5. Involve college/university students in the life and outreach of the church, assigning leadership responsibilities (Sabbath School, youth activities, music, evangelism, deacon, etc.) and providing appropriate mentoring.

6. Explore the possibility that a qualified pastor or church leader may obtain recognition as a campus chaplain at a nearby college or university.

7. Promote the involvement of Adventist students as student missionaries, volunteers, or interns, making them aware of service opportunities and assisting them in processing their applications.

8. Help these students to connect with Adventist colleges and universities as potential transfer students, where possible, and as eventual faculty members.

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9. With assistance from the church clerk, keep track of students from the local congregation who move to a distant college/university campus to pursue their studies, and maintain contact with them through regular letters and bulletins, ensuring that they receive Adventist publications such as *Dialogue*, *Collegiate Quarterly*, *Adventist Review*, and other local or regional church papers.

SEC/ADCOM/95AC to LRC-00GCS

280-95G CENTRAL PHILIPPINE UNION MISSION -
CONFERENCE STATUS

RECOMMENDED, To approve conference status for the Central Philippine Union Mission, which will be named the Central Philippine Union Conference, effective the first quarter in 1996, thereby allowing time for the organization of the second local conference according to the requirement of the Asia-Pacific Division.

SEC/ADCOM/95AC to LRC-00GCS

281-95G SOUTH PHILIPPINE UNION MISSION -
CONFERENCE STATUS

RECOMMENDED, To approve conference status for the South Philippine Union Mission, which will be named the South Philippine Union Conference, effective as soon as possible.

SEC/ADCOM/95AC to LRC-00GCS

282-95G EAST INDONESIA UNION MISSION -
CONFERENCE STATUS

RECOMMENDED, To approve conference status for the East Indonesia Union Mission, which will be named the East Indonesia Union Conference. Implementation to take place as soon as the operating capital has been increased to at least 75 percent of the required working capital, and has been maintained or increased from that time for a minimum of three months.

TRE/ADCOM/TRE/ADCOM/GCDO95AC/95AC to DER(DIV)

325-95G GENERAL CONFERENCE MEETINGS—PAYMENT OF
EXPENSES FOR GENERAL CONFERENCE EXECUTIVE
COMMITTEE MEMBERS

VOTED, To approve the following procedures regarding the payment of authorized expenses for General Conference Executive Committee members (and respective spouses in some cases) when attending General Conference Sessions, Annual Councils, Spring Meetings, and special administrative meetings, effective August 1995:

1. Each individual shall submit an expense report to the respective division/attached union treasurer. (Advances for indicated expenses may be obtained from the division/attached union treasurer when necessary.)
2. The division will accumulate all authorized charges and bill the General Conference, where applicable, in one debit memo for each occasion.

FINANCIAL RESPONSIBILITY

	<u>Travel</u>	<u>Lodging</u>	<u>Per Diem</u>
General Conference Session:			
Division officers	Div	GC	GC
Spouse of division officer	Div policy	GC	GC
Division laypersons (General Conference Committee members)	GC	GC	GC
Spouse of division layperson	Div policy	GC	GC
Union presidents	GC	GC	GC
Spouse of union president	Union policy	GC	GC
Church pastors (General Conference Committee members)	GC	GC	GC
Spouse of church pastor	Div policy	GC	GC

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Annual Council:

Division officers	Div	GC	GC
Division laypersons (General Conference Committee members)	GC	GC	GC
Union presidents	GC	GC	GC
Church pastors (General Conference Committee members)	GC	GC	GC

Spring Meeting:

Division presidents	Div	GC	GC
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Special Administrative Meetings:

Division officers	Div	Div	Div
Laypersons	GC	GC	GC

Adjourned.

Matthew A Bediako, Chairman
Harold W Baptiste, Secretary
Mario Veloso, Editorial Secretary
Carol E Rasmussen, Recording Secretary

ANNUAL COUNCIL
GENERAL CONFERENCE COMMITTEE

October 6, 1995, 8:00 a.m.

DEVOTIONAL MESSAGE

The devotional message entitled "I Am the Life," was presented by Nancy J Vyhmeister, Professor of World Mission, Andrews University Theological Seminary.

Jesus Is The Life

Ellen G White wrote the following in *Signs of the Times*, April 8, 1897: "'In him was life; and the life was the light of men' (John 1:4). It is not physical life that is here specified, but immortality, the life which is exclusively the property of God. The Word, who was with God, and who was God, had this life. Physical life is something which each individual receives. It is not eternal or immortal; for God, the Life-giver, takes it again. Man has no control over his life. But the life of Christ was unborrowed. No one can take this life from Him. 'I lay it down of myself' (John 10:18), He said. In Him was life, original, unborrowed, underived. This life is not inherent in man. He can possess it only through Christ. He cannot earn it; it is given him as a free gift if he will believe in Christ as His personal Saviour. 'This is life eternal, that they might know thee the only true God, and Jesus Christ, whom thou has sent' (John 17:3). This is the open fountain of life for the world."

Jesus Is the Giver of Life

Without Jesus' coming to earth, the world could know no life. Jesus gives life by giving up his own life: "and the bread which I shall give for the life of the world is my flesh" (John 6:51).

Jesus gives physical life. "All things were made through him, and without him was not anything made that was made" (John 1:3).

Jesus gives eternal life. "For God so loved the world that he gave his only Son, that whoever believes in him should not perish but have eternal life" (John 3:16).

Jesus gives abundant life. "I came that they may have life, and have it abundantly" (John 10:10).

Abundant grace. In Ephesians 2:7 Paul speaks of "the immeasurable riches of God's grace in kindness toward us in Christ Jesus."

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Abundant hope. "Now may the God of hope fill you with all joy and peace in believing, that you may abound in hope by the power of the Holy Spirit" (Rom 15:13).

Abundant love. "And may the Lord make you increase and abound in love to one another and to all men, as we do to you" (1 Thess 3:12).

Abundant work to do for the Lord. "Therefore, my beloved brethren, be steadfast, immovable, always abounding in the work of the Lord, knowing that your toil is not in vain in the Lord" (1 Cor 15:58).

Abundant sufferings and comfort. "For as we share abundantly in Christ's sufferings, so through Christ we share abundantly in comfort too" (2 Cor 1:5).

Abundant blessings to be shared. "And God is able to provide you with every blessing in abundance, so that you may always have enough of everything and may provide in abundance for every good work" (2 Cor 9:8).

Abundant thanksgiving. "And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him" (Col 3:17).

How to Appropriate Christ's Life

Paul says in Galatians 2:20: "I have been crucified with Christ; it is no longer I who live, but Christ who lives in me; and the life I now live in the flesh I live by faith in the Son of God, who loved me and gave himself for me."

A season of prayer by small groups followed.

Jozsef Szilvasi, President of the Hungarian Union Conference, offered the opening prayer for the business session.

Jan Paulsen called the ninth session of the 1995 Annual Council to order.

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**ADVENTIST MEDIA CENTER, INCORPORATED - LEGAL
MEETING**

A legal meeting of the Adventist Media Center, Incorporated was held beginning at 9:00 a.m.

**LITERATURE EVANGELISTS FROM THE SOUTHERN
UNION CONFERENCE**

Malcolm Gordon, President of the Southern Union Conference, introduced a group of 91 literature evangelists from the Southern Union Conference who are visiting the Annual Council. Each one was awarded the incentive trip for having sold \$20,000 worth of literature in a period of four months.

HEALTH AND TEMPERANCE ASSOCIATION - LEGAL MEETING

A legal meeting of the Health and Temperance Association was held beginning at 10:00 a.m.

NomCom95AC/95AC to GRT

NOMINATING COMMITTEE REPORT #4

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

ADVENTIST DEVELOPMENT AND RELIEF AGENCY BOARD

MEMBERS

PAULSEN, JAN, Chairman
Bediako, Matthew A, Vice-chairman
Rawson, Robert L, Vice-chairman
Watts, Ralph S Jr, Secretary
Gainer, Romie I, Assistant Secretary
Ochoa, Mario H, Assistant Secretary

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ADRA-I, VP for Communication

Afonso, Milton S

Amelung, Erich

Amundson, Wallace

Arthur, John A

Ball, Bryan W

Barham, Graham M

Battle, Maurice T

Cherian, M E

Chun, P D

Cooper, Lowell C

Crumley, George H

da Rosa, A B

Daniel, Luka Tambaya

Folkenberg, Robert S

Frikart, Ulrich

Gomez, Raul

Gray, Gordon

Graz, John

Hardy, Cyril G

Johnsson, William G

Leito, Israel

Lischek, Erich

Lemon, Robert E

Lizardo, Jose

Masoka, W L

Maury, Ramon H

Mayr, Siegfried G

McClure, Alfred C

Mittleider, Kenneth J

Mostert, Thomas J Jr

Nagel, Ruy H

Otis, Rose M

Patterson, Gary B

Philipsen, Birgit

Perla, J O

Prestol, Juan R

Raelly, L D

Rao, I Nagabhushana

Rasi, Humberto M

Riches, Robin D

Rose, Steven G

Stokes, W H

Suddarth, Doris

Thompson, G Ralph

Whiting, Albert S

Wiklander, Bertil

Wilson, Ted N C

Ytreberg, F Martin

INVITEES/CONSULTANTS TO THE BOARD

Andreasen, Niels-Erik

Behrens, B Lyn

Dabrowski, Rajmund

Karst, Gerry D

Ryan, Michael L

GEOSCIENCE RESEARCH INSTITUTE BOARD

MEMBERS

PAULSEN, JAN, Chairman

McClure, Alfred C, Vice-chairman

Gibson, L James, Secretary

Behrens, B Lyn
Eva, Willmore
Folkenberg, Robert S
Karlow, Edwin
Miller, Cyril H
Mostert, Thomas J Jr
Mundy, William C
Nelson, W G
Rasi, Humberto M
Rawson, Robert L

Reid, George W
Sandefur, Charles
Shea, William H
Stout, Jack
Thompson, G Ralph
Vyhmeister, Werner K
Warren, Mervyn
Wilson, Neal C
Ytreberg, F Martin

INTERNATIONAL BOARD OF EDUCATION

MEMBERS

*ROCK, CALVIN B, Chairman
*Kloosterhuis, Robert J, Vice-chairman
*Rasi, Humberto M, Executive Secretary
*Becerra, Enrique, Assistant Secretary
*Fowler, John M, Assistant Secretary
*Ganson, Reo E, Assistant Secretary
*Ytreberg, F Martin, Treasurer

Andreasen, Niels-Erik
Behrens, B Lyn
Gurubatham, Joseph E
Whiting, Albert S

Up to five members, as selected by the Board

*DIVISION/ATTACHED UNION DIRECTORS OF EDUCATION (attending as authorized):

Archbold, Carlos (IAD)
Azevedo, Roberto C (SAD)
Devine, Lester (SPD)
Jesuratnam, K (SUD)
Kibuuka, Hudson E (EAD)
Mayden, Harry (ESD)

Pierson, Robert G (AID)
Plubell, Gilbert L (NAD)
Strasdowsky, Ronald (EUD)
Thorman, Milton (APD)
Wakaba, V S (SAUC)
Woolford, Orville (TED)

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*EX OFFICIO MEMBERS

Folkenberg, Robert S
Thompson, G Ralph
Rawson, Robert L

DIVISION PRESIDENTS

Ball, Bryan W (SPD)
Cherian, M E (SUD)
Chun, P D (APD)
Daniel, Luka Tambaya (AID)
Frikart, Ulrich (EUD)
Leito, Israel (IAD)
McClure, Alfred C (NAD)
Nagel, Ruy H (SAD)
Raelly, L D (EAD)
Wiklander, Bertil (TED)
Wilson, Ted N C (ESD)

*Members of the Executive Committee

COMMITTEE ON SDA THEOLOGICAL EDUCATION

MEMBERS

ROCK, CALVIN B, Chairman
Bediako, Matthew A, Vice-chairman
Becerra, Enrique, Secretary

Ball, Bryan W
Cherian, M E
Chun, P D
Cress, James A
Daniel, Luka Tambaya
Endruveit, Wilson
Folkenberg, Robert S
Frikart, Ulrich
Griffin, Charles
Johnston, Bruce

Lee, Jairyong
Leito, Israel
McClure, Alfred C
Nagel, Ruy H
Raelly, L D
Rasi, Humberto M
Rawson, Robert L
Reid, George W
Sandefur, Charles
Thompson, G Ralph

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Thompson, Steve
 Viera, Juan Carlos
 Vyhmeister, Werner K
 Wiklander, Bertil

Wilson, Ted N C
 Worschech, Udo
 Zackrison, James W

Dean, IAD Seminary with institutionally-based graduate programs

Appointed by ADCOM

Four individuals in ministry and/or theological education, two of whom shall be women.

Two laypersons.

ACCREDITING ASSOCIATION OF SEVENTH-DAY ADVENTIST
 SCHOOLS, COLLEGES, AND UNIVERSITIES

MEMBERS

*RASI, HUMBERTO M, Chairman
 *Ganson, Reo E, Executive Secretary
 *Rock, Calvin B, Education Advisor

*Archbold, Carlos
 *Azevedo, Roberto C
 *Becerra, Enrique
 Brunt, John
 Burnham, Gil
 Castillo, Ismael
 *Devine, Lester
 *Fowler, John M
 *Jesuratnam, K
 Keele, Don R
 *Kibuuka, Hudson E
 *Mayden, Harry
 Minder, Warren

Moses, E G
 Niles, Lyndrey
 Parchment, Orville D
 *Pierson, Robert G
 *Plubell, Gilbert L
 Pursley, Donald G
 *Strasdowsky, Ronald
 Temple, Gary
 *Thorman, Milton
 *Wakaba, V S
 Wear, Elisabeth
 *Woolford, Orville
 Zeir, Joni

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EX OFFICIO MEMBERS

Folkenberg, Robert S

Rawson, Robert L

Thompson, G Ralph

*Members of the Executive Committee

95AC to AHT

ANNUAL COUNCIL MINUTES - APPROVAL

VOTED, To approve the Annual Council minutes, as follows:

October 3, 1995, morning session

October 3, 1995, afternoon session

HOME STUDY INTERNATIONAL - LEGAL MEETING

A legal meeting of Home Study International was held beginning at 10:30 a.m.

PUNDARI, JOHN—INTRODUCTION

The Honorable John Pundari, a new member of the national parliament in Papua New Guinea, was introduced by Bert B Beach.

Adjourned.

Jan Paulsen, Chairman

Maurice T Battle, Secretary

Larry R Colburn, Editorial Secretary

Carol E Rasmussen, Recording Secretary

ANNUAL COUNCIL
GENERAL CONFERENCE COMMITTEE

October 8, 1995, 8:00 a.m.

DEVOTIONAL MESSAGE

The devotional message entitled "I Am the Resurrection and the Life" was presented by Pekka Pohjola, President of the Finland Union Conference.

The title is taken from John 11 and suggests that the resurrection is a person rather than an event. Our attitude to the resurrection is not so much a belief, or even faith, as it is a relationship. The resurrection is not a reward for a godly life, or for faithfulness to Jesus. It is the result or outcome of a relationship with Him.

Jesus and the resurrection belong together. They cannot be separated. "He who has the Son has life" (1 John 5:12). Without life, there is no resurrection.

Martha was disappointed in Jesus because He did not come in time to heal Lazarus. She was looking back to what Jesus had not done. This blinded her so that she was not ready for the immediate resurrection of her brother.

Martha had expressed her faith in Jesus as the Son of God. This was what Jesus was looking for. He wanted Martha to see Him as the I AM, the source of life and the resurrection. He wanted Martha to accept His solutions, to accept Him as He is.

The disciples emphasized the resurrection of Jesus more as an event. But it was their message, not their experience. The news value of the resurrection was the center of their evangelism.

Paul brought a new and added dimension to the resurrection: the spiritual resurrection. This is the new birth experience. He associates this experience with baptism. In baptism, the repentant sinner is symbolically united with Christ, with His death and resurrection. Symbolically he meets Christ in the baptismal water and they change places. Christ gives him His righteousness and life, the sinner gives Christ his sins.

Jesus calls death a sleep. The situation can be compared to a mother putting her little darling to bed in the evening. In the morning she will wake her up: "Darling, it is morning. It is time to get up!"

A season of prayer by small groups followed.

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DIALOGUE DISTRIBUTION

Humberto M Rasi, Director of the Department of Education, distributed copies of *Dialogue* to each of the invitees.

Desmond B Hills, President of the Trans-Australian Union, offered the opening prayer for the business session.

Robert J Kloosterhuis called the tenth session of the 1995 Annual Council to order.

INTERNATIONAL RELIGIOUS LIBERTY ASSOCIATION - LEGAL MEETING

A legal meeting of the International Religious Liberty Association was held from 9:05 to 9:20 a.m.

The business session was recessed until 10:00 a.m.

CHRISTIAN RECORD SERVICES, INCORPORATED - LEGAL MEETING

A legal meeting of Christian Record Services, Incorporated was held beginning at 10:00 a.m.

Adjourned.

Robert J Kloosterhuis, Chairman
Larry R Colburn, Secretary
Maurice T Battle, Editorial Secretary
Carol E Rasmussen, Recording Secretary

ANNUAL COUNCIL
GENERAL CONFERENCE COMMITTEE

October 8, 1995, 3:15 p.m.

Alex Rantung, President of the East Indonesia Union Mission, offered the opening prayer for the business session.

Philip S Follett called the eleventh session of the 1995 Annual Council to order.

NomCom95AC/95AC to GRT

NOMINATING COMMITTEE REPORT #5

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

ADVENTIST REVIEW

Editor, William G Johnsson

Associate Editors

Roy Adams

Myron Widmer

JOURNAL OF ADVENTIST EDUCATION

Editor, Beverly J Rumble

Associate Editor

Henrique Becerra

DIALOGUE

Editor in Chief, Humberto M Rasi

Editor, John M Fowler

Associate Editors

David S F Wong

Richard O Stenbakken

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LIBERTY

Editor, Clifford Goldstein

MINISTRY

Editor, Willmore Eva

AUDITING SERVICE

Associate Directors, Resident in Divisions

Africa-Indian Ocean	Thomas P Miller
Asia-Pacific	Barrie N Collins
Eastern Africa	Frank C Hayter
Euro-Africa	Jean-Claude Halm
Euro-Asia	Ann M Stickle
Inter-American	Eugene A Blackman
South American	Geraldo Bokenkamp
South Pacific	
Southern Asia	V Christian
Trans-European	Terence de Villiers (acting)

GENERAL CONFERENCE AUDITING SERVICE OPERATING BOARD

Folkenberg, Robert S, Chairman

*Kloosterhuis, Robert J, Vice-chairman

*Korff, Eric A, Secretary

*G Ralph Thompson

*Robert L Rawson

*George H Crumley

*Three Local Lay Representatives

Scott Handel, CPA

Melvin Ming, CPA

Ted Ramirez, Attorney

Two Division Presidents

Bryan W Ball, South Pacific Division
P D Chun, Asia-Pacific Division

Eight Lay Representatives from Divisions

Africa-Indian Ocean	Valesius Thomas
Eastern Africa	Joseph Carlson
Euro-Africa	Ruth Alonso
Inter-America	Alicia Estevez
North America	Name supplied after 1995 Yearend Meeting
South America	Milton Afonso
Southern Asia	John Moreless Thankhiew
Trans-European	Name supplied after Division Council

*Members of GCAS Operating Committee

COMMUNICATION DEPARTMENT

Associate Director
T Lynn Caldwell

HEALTH AND TEMPERANCE DEPARTMENT

Associate Director
Kathleen Kuntaraf

SABBATH SCHOOL AND PERSONAL MINISTRIES DEPARTMENT

Editor, Patricia A Habada
Cradle Roll Sabbath School Lessons
Kindergarten Lessons for Sabbath School
Primary Sabbath School Lessons

Editor, Andrea Kristensen
Junior Sabbath School Lessons
Earliteen Sabbath School Lessons

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Editor, Gary B Swanson

Collegiate Quarterly

Cornerstone Connections Youth Quarterly

Editor, Gregory A King

Adult Sabbath School Lessons

STEWARDSHIP DEPARTMENT

Associate Director

Alfredo Garcia Marenko

WOMEN'S MINISTRIES DEPARTMENT

Associate Director

Ardis Stenbakken

HARRIS FOUNDATION

Board of Trustees

Robert S Folkenberg

Donald F Gilbert

Alfred C McClure

Robert L Rawson

G Ralph Thompson

Athal H Tolhurst

F Martin Ytreberg

Treasurer, North Pacific Union

LEGAL ADVISOR

Thomas E Wetmore

COMMITTEE ON SEVENTH-DAY ADVENTIST HEALTH PROFESSIONAL
EDUCATION

Albert S Whiting, Chairman
John M Fowler, Secretary

Deans, Schools of Medicine

Brian S Bull (Loma Linda University)
Alejandro Gil (Montemorelos University)
Pedro Tabuenca (River Plate University)

Deans/Directors Graduate Nursing Programs

Gerundio Ellacer (Philippine Union College)
Alwyn C Galwey (Avondale College)
Helen E King (Loma Linda University)
Patricia Scott (Andrews University)

Deans/Directors Graduate Programs in Public Health

Abraham Acosta (Chile Union)
Richard Hart (Loma Linda University)
Ricardo Salamante (Philippine Union College)
William Santana (Montemorelos University)

INTERNATIONAL HEALTH FOOD ASSOCIATION

Director, Eugene Grosser

SEC/ADCOM/95AC to AHT

COFFEN, RICHARD W—VICE PRESIDENT FOR EDITORIAL
SERVICES, REVIEW AND HERALD PUBLISHING
ASSOCIATION - APPOINTMENT

VOTED, To approve the appointment of Richard W Coffen as Vice President for
Editorial Services of the Review and Herald Publishing Association.

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PRE/GCDO95AC/95AC to RSF

321-95G DIVISION SURVEYS FOR LEADERSHIP,
ORGANIZATIONAL, AND PROGRAMMING REVIEW -
DOCUMENT

VOTED, To approve the document, Divisions Surveys for Leadership,
Organizational, and Programming Review, as follows:

Division Surveys
for
Leadership, Organizational, and Programming Review

Statement of Concept

The worldwide scope of the Seventh-day Adventist Church encompasses a broad variety of organizations, strategies, and leadership approaches. In its role as the highest level of organizational administration, the General Conference maintains a keen interest in understanding and enhancing all aspects of denominational structure and programming. Through an ongoing pattern of mutual consultations, the General Conference keeps abreast of general progress and challenges in all parts of the world field. From time to time there is value in obtaining a more comprehensive understanding of the achievements and trajectory for various levels of the Church organization.

This paper outlines a program and process for the General Conference and division administrations to jointly undertake a review of each division before the end of 1998. The review process will involve the appointment of a review team, the completion of a self-study by the division, and the review team's report citing commendations and recommendations on a wide range of leadership, organizational, and programming issues.

Division Survey Objectives

The objectives of this leadership, organizational, and programming review shall be:

1. To strengthen and empower leaders at the division level for effective spiritual and organizational leadership.
2. To maintain emphasis on the essential mission of Seventh-day Adventists while dealing with organizational, managerial, motivational, planning, and programming issues.

3. To support strategic planning and evaluation processes at the division level.
4. To provide a mutual learning experience for church leaders in analysis, assessment, and program design for the accomplishment of mission.
5. To identify strengths and weaknesses within each division structure/program with a view to achieving increased vigor in the spiritual, evangelistic, financial, and human resources of the church.
6. To foster a worldwide vision of mission and organization.
7. To model a system of organizational review that can be effectively used at other levels of church organization.
8. To identify international resources and/or peer consultations that might be used in addressing similar challenges faced in other divisions.

Division Survey Team

A division survey shall be conducted by a survey team appointed by the General Conference Administrative Committee. Each survey team shall be comprised of up to nine persons with representation as follows:

General Conference Presidential
General Conference Secretariat
General Conference Treasury
General Conference Office of General Counsel
One officer from each of two divisions other than the division being surveyed
One departmental representative not from the division office being surveyed
Two members of the division committee in the division being surveyed. One of these members shall be a layperson and the other shall not hold an elected/appointed office at the division.

The division survey team will visit the assigned division after that division has completed the self-study instrument. The survey team visit is expected to be scheduled just prior to a midyear meeting of the division committee. During this visit, the survey team shall study and analyze the responses in the self-study instrument. In addition, the team shall conduct interviews as deemed necessary. The survey team will then prepare its preliminary report of commendations and recommendations. This report shall be discussed with the officers and the division committee. A final draft of the report will be shared with division officers. The report will also be submitted to the General Conference Administrative

Committee through the General Conference officers. The General Conference Executive Committee will be informed of the completion of the survey process in each division.

Division Survey Self-Study Instrument

A division survey self-study instrument will be prepared by the General Conference for use in all divisions. The self-study instrument shall cover a wide range of administrative and programming matters typical at the division level. The self-study instrument will ask for written responses as well as the submission of documentary materials in response to certain topics. The self-study will include, but not be limited to, the following topics:

1. Analysis of organizational structures and functions at the division level.
2. Analysis of financial indicators, trends, and goals.
3. Assessment of unique financial challenges of the division, its progress towards financial self-reliance, and its financial participation with the World Church.
4. Analysis of administrative and departmental programs in the context of the six focus issues adopted by the 1993 Annual Council.
5. Analysis of leadership training programs.
6. Analysis of planning, decision-making, and implementation procedures.
7. Review of the major challenges confronting the division with respect to:
 - a. Church growth issues,
 - b. Organizational structures,
 - c. Membership training and participation,
 - d. Cultural issues in the context of the gospel,
 - e. Cultural issues in the context of the World Church,
 - f. Resource development (human and material).
8. Review of long-term plans and goals.

9. Analysis of communication needs and possibilities.
10. Preliminary review of division legal affairs and organizations.
11. Analysis of educational programs for, and needs of, the division membership.
12. Analysis of church growth patterns in the light of demographics.
13. Review of how the church membership within the division participates in the World Church.
14. Review of institutional roles and relationships in the mission of the Church.
15. Assessment of the special characteristics (including proportion of Seventh-day Adventist employees, etc.) and financial trends in each institution.
16. Review of the role and effectiveness of Adventist Development and Relief Agency International and Adventist World Radio initiatives in the division.
17. Review of crisis management protocols in the division.

Division Survey Procedure

Implementation of the division survey plan to commence in 1996, shall proceed as follows:

<u>TASK ASSIGNMENT</u>	<u>AGENCY RESPONSIBLE</u>
1. Appoint Survey Coordination Committee.	General Conference Administrative Committee
2. Appoint survey teams and designate the chairman and secretary.	General Conference Administrative Committee
3. Approve the division survey schedule.	General Conference Administrative Committee
4. Develop a self-study instrument.	Survey Coordination Committee
5. Introduce division committees to the survey plan and objectives.	General Conference officers assigned to division 1995 yearend meetings

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6. Complete the self-study using the instrument provided for this purpose. The completed self-study instrument shall be returned to the survey team secretary. Division officers assisted by division staff

The survey team will visit the division after receipt of the completed self-study instrument. During its visit, of approximately five days, the survey team shall:

1. Review and confirm the self-study report,
2. Hold consultations with division and other personnel as deemed necessary,
3. Prepare the survey team report of commendations and recommendations,
4. Discuss the report with the division administration,
5. Discuss the report with the division executive committee.

The final draft of the report will be prepared following the meeting with the division executive committee. A copy of the final draft will be shared with the division officers. The survey team will submit its report to the General Conference Administrative Committee through the General Conference officers. The General Conference Executive Committee will be informed of the completion of the survey process in each division.

Division Survey Time Frame

It is expected that the survey of world divisions will be accomplished by the time of the 1998 Annual Council. The proposed timeline is as follows:

October 1995	1995 Annual Council approval of division survey plan
December 1995	Completion of initial orientation in each division
March 1996	Completion and publication of self-study instrument
March 1996	Approval of division survey schedule
February 1997	Completion of self-study by first six divisions (group one)
Midyear 1997	Completion of survey team visit to first six divisions (group one)
October 1997	Submission of survey team report from six divisions (group one)

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February 1998	Completion of self-study by remaining five divisions (group two)
Midyear 1998	Completion of survey team visit to remaining five divisions (group two)
October 1998	Submission of survey team report from remaining five divisions (group two)

95AC to RSF

INTERDEPARTMENTAL STRATEGIC PLANNING ADVISORY NETWORK COMMITTEE (ISPAN) - REPORT

Robert S Folkenberg outlined the objectives and goals of the newly formed Interdepartmental Strategic Planning Advisory Network Committee (ISPAN) and the Focus Issues Advisory, the latter of which will be meeting in Silver Spring, March 24 to 27, 1996. (Copies of the outlined presentation will be made available to the delegates.)

VOTED, To accept the report of Robert S Folkenberg on the Interdepartmental Planning Advisory Network Committee (ISPAN) and the Focus Issues Advisory.

SEC/PolRev&Dev/ADCOM/GCDO95AC/95AC to AHT

293-95G ADVENTIST RISK MANAGEMENT, INCORPORATED - POLICY DIRECTIVE

VOTED, To approve a directive to replace the title "General Conference Risk Management Services" with "Adventist Risk Management, Incorporated" wherever necessary in the *Working Policy*.

SEC/PolRev&Dev/ADCOM/GCDO95AC/95AC to AHT

291-95G ADVENTIST YOUTH SERVICE - POLICY DIRECTIVE

VOTED, To approve a directive to replace the title "General Conference Church Ministries Adventist Youth Service" with "General Conference Adventist Youth Service" wherever necessary in the *Working Policy*.

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SEC/PolRev&Dev/ADCOM/GCDO95AC/95AC to AHT(DIV)

194-95G ORGANIZING NEW UNION CONFERENCES - POLICY
AMENDMENT

VOTED, To amend GC B 06 25, Organizing New Union Conferences, to read as follows:

B 06 25 Organizing New Union Conferences—1. If it is proposed - No change

2. If the division - No change

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

4. When the division - No change

5. A survey team - No change

6. Upon the recommendation - No change

7. Upon the approval - No change

8. If organization of a new - No change .

CommWCO/PolRev&Dev/ADCOM/GCDOUP94AC/248-94Gb/GCDOUP95SM/95SM/SEC/
95AC to AHT(DIV)

186-95Gd DISCONTINUATION OF CONFERENCES, MISSIONS,
UNIONS, AND UNIONS OF CHURCHES BY MERGER -
NEW POLICY AMENDMENT

VOTED, To amend the new policy GC B 08, Discontinuation of Conferences, Missions, Unions, and Unions of Churches by Merger, to read as follows:

B 08 Discontinuation of Conferences, Missions,
Unions, and Unions of Churches by Merger

B 08 05 Discontinuation of Conferences, Missions, Unions, and Unions of Churches by Merger—If it is considered beneficial for the strengthening of the work of the Church to reduce the number of organizations within a specific territory, steps may be taken to merge into one, two or more conferences/missions or two or more unions or unions of churches. A proposal to merge may be initiated at any of the administrative levels of the Church. In the event that a merger takes place, the new organization shall be received into the appropriate sisterhood at the next constituency meeting of the next higher organization.

B 08 10 Merger of Local Missions—1. If it is proposed to merge two or more missions, the matter shall be considered by the mission committees and brought as a recommendation to the union executive committee.

2. The union executive committee shall assess the situation and take whatever steps are necessary to gather information relevant to the merger proposal, including audits of the financial and membership records of each organization.

3. If the union executive committee approves the proposal, it shall request the division executive committee to consider it.

4. If the division executive committee approves the proposal, the union executive committee shall take an action to dissolve the missions and to establish the new organization.

5. As soon as possible following the action to merge, the union shall call a union executive committee meeting to adopt an operating policy for the new mission, patterned after the model in the General Conference *Working Policy*, and to appoint the mission officers. The union shall call a constituency meeting of the new mission at the earliest possible convenience to determine leadership staffing and executive committee membership.

6. All assets and any liabilities of the merging organizations shall become the responsibility of the new organization.

7. Following any actions involving the dissolution of a local mission and the establishment of a new local mission, the union shall recommend to the next union constituency meeting that any changes in status be approved by action of the session.

B 08 15 Merger of Union Missions/Unions of Churches—1. If it is proposed to merge two or more union missions/unions of churches, or to merge a union mission with a

union of churches, the matter shall be considered by the executive committees and brought as a recommendation to the division executive committee.

2. The division executive committee shall assess the situation and take whatever steps are necessary to gather information relevant to the merger proposal, including audits of the financial and membership records of each organization.

3. Following consideration by the division executive committee, and in the event it is approved, the division shall refer ~~any proposal involving a union mission~~ the proposal to the General Conference for consideration by the General Conference Executive Committee.

4. If the General Conference Executive Committee approves the proposal, ~~and in any event involving only unions of churches, the division executive committee~~ the General Conference Executive Committee shall take an action to dissolve the organizations concerned and any unions of churches involved. If the new organization is to be a union of churches, the General Conference Executive Committee shall, at an Annual Council, take an action authorizing the establishment of the same. The division executive committee shall take an action to dissolve any union missions involved and to establish the new organization.

5. If a new union conference is to be established, the division shall call a constituency meeting of the new organization at the earliest possible convenience to adopt a constitution and bylaws patterned after the model in the General Conference Working Policy; and to elect the union conference officers and determine leadership staffing and executive committee membership.

~~5.~~ 6. As soon as possible following the action to merge, if a new union mission is established, the division shall call a division executive committee meeting to adopt an operating policy for the new organization, patterned after the model in the General Conference *Working Policy*, and to appoint the union mission/union of churches officers. The division shall call a constituency meeting of the new organization at the earliest possible convenience to determine leadership staffing and executive committee membership.

~~6.~~ 7. All assets and any liabilities of the merging organizations shall become the responsibility of the new organization.

8. Following any actions involving the dissolution of a union mission and the establishment of a new union, the division shall recommend to the General Conference that the changes of status be approved at the next General Conference Session.

B 08 20 Merger of Local Conferences/Local Missions—1. If it is proposed to merge two or more local conferences, or to merge a local mission with a local conference, the

matter shall be considered by the local committees and brought as a recommendation to the union executive committee.

2. The union executive committee shall assess the situation and take whatever steps are necessary to gather information relevant to the merger proposal, including audits of the financial and membership records of each organization.

3. If the union executive committee approves the proposal, it shall request the division executive committee to consider it.

4. If the division executive committee approves the proposal, the union shall call separate constituency meetings of the local conferences whose merger is proposed, at which time the constituents of each conference will be invited to approve the proposal, and to vote to dissolve their organization. If a local mission is involved, the union executive committee shall take an action to dissolve the mission prior to the reorganization.

5. As soon as possible following actions to merge, the union shall call a constituency meeting of the new organization to adopt a constitution and bylaws, patterned after the model in the General Conference *Working Policy*, and to determine leadership staffing and executive committee membership.

6. All assets and any liabilities of the merging organizations shall become the responsibility of the new organization.

7. Following any actions involving the dissolution of conferences/missions and the establishment of a new conference, the union shall recommend to the next union session that the changes of status be approved by action of the session.

B 08 25 Merger of Union Conferences/Union Missions/Unions of Churches—1. If it is proposed to merge two or more union conferences, or a union conference with a union mission or with a union of churches, the matter shall be considered by the union executive committees and brought as a recommendation to the division executive committee.

2. The division executive committee shall assess the situation and take whatever steps are necessary to gather information relevant to the merger, including audits of the financial and membership records of each organization.

3. If the division executive committee approves the proposal, it shall request the General Conference Executive Committee to consider it.

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4. If the General Conference Executive Committee approves the proposal, the following procedure shall be followed:

a. If unions of churches are involved, the General Conference Executive Committee shall, at an Annual Council, vote to dissolve the unions of churches.

b. If union conferences are involved, the division shall call separate constituency meetings of the union conferences whose merger is proposed, at which time the constituents of each union conference will be invited to approve the proposal, and to vote to dissolve their organization.

c. If a union mission ~~or union of churches~~ is involved, the division executive committee shall take an action to dissolve the union mission. ~~union mission/union of churches prior to the reorganization.~~

5. As soon as possible following the actions to ~~merge, dissolve,~~ the division shall call a constituency meeting of the new ~~organization~~ union conference to adopt a constitution and bylaws, patterned after the model in the General Conference ~~Working Policy, Policy;~~ and to elect the union conference officers and determine leadership staffing and executive committee membership.

6. All assets and any liabilities of the merging organizations shall become the responsibility of the new ~~organization.~~ union conference.

7. Following any actions involving the dissolution of a union conference/union mission or the establishment of a new union conference, the division shall recommend to the General Conference Executive Committee that the changes of status be approved at the next General Conference Session.

CommWCO/PolRev&Dev/ADCOM/GCDOUP94AC/248-94Gc/GCDOUP95SM/95SM/SEC/95AC to AHT(DIV)

186-95Ge DISCONTINUATION OF CONFERENCES, MISSIONS,
UNIONS, AND UNIONS OF CHURCHES BY DISSOLUTION -
NEW POLICY AMENDMENT

VOTED, To amend the new policy GC B 09, Discontinuation of Conferences, Missions, Unions, and Unions of Churches by Dissolution, to read as follows:

B 09 Discontinuation of Conferences, Missions,
Unions, and Unions of Churches by Dissolution and/or Expulsion

B 09 05 Discontinuation of Conferences, Missions, Unions, and Unions of Churches by Dissolution and/or Expulsion—If a situation arises where it is determined by the higher organization that the majority of members of a conference, a mission, a union, or a union of churches are in apostasy, or that the organization refuses to operate in harmony with denominational policies and constitutional requirements, and is in rebellion, the higher organization has a responsibility to act for the protection of its loyal members, and the good name of the Church. Every effort should be made to avert the need for dissolution and/or expulsion by counselling with the leadership and members, seeking to bring healing and reconciliation, and to preserve the organization as a witness for God and His saving truth. If conciliatory efforts fail and discontinuation appears to be the only solution, the higher organization shall have authority to act as set out under B 09 10, B 09 15, and B 09 20.

B 09 10 Dissolution and/or Expulsion of Local Conferences/Missions—If a local conference/mission appears to be in apostasy or rebellion, as demonstrated by a constituency meeting action, and the procedures outlined under B 09 05 have been followed, but have proved unsuccessful, the following steps shall be taken:

1. The matter shall be considered by the union executive committee at a duly called meeting of committee members, at which time all the relevant data shall be shared, and the union executive committee shall determine whether or not the conference/mission is in apostasy or rebellion.

2. a. In the case of a local mission: If the union executive committee determines that a local mission is in apostasy or rebellion, and should be dissolved, it shall take an action to dissolve the local mission, and shall recommend to the next union session, or to a specially called session, the expulsion of the local mission from the sisterhood of missions.

b. In the case of a local conference: If the union executive committee determines that ~~the conference/mission~~ a local conference is in apostasy or rebellion, and should be dissolved, expelled from the sisterhood of conferences, the union shall seek counsel from the division. ~~division and proceed as follows:~~

a. Use 1) The union, in consultation with the division, shall use its discretion to decide whether another local conference constituency meeting should be called, and if so, at what point in the procedure.

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~~b. Submit its 2)~~ The union shall submit a recommendation for dissolution
expulsion of the local conference from the sisterhood of conferences to the next union
session, or to a specially called session division executive committee, if there is no evidence
of conciliation on the part of the conference. ~~conference/mission.~~

~~3. The division executive committee shall consider the matter at its mid year,~~
~~year end, or specially called meeting. If it approves the proposal, it shall authorize the union~~
~~to proceed with an action to dissolve the conference/mission.~~

~~4. The union shall recommend dissolution of the conference/mission to its next~~
~~constituency meeting, or to a specially called constituency meeting.~~

~~5. 3. If the union constituency votes to dissolve expel the conference/mission,~~
conference/mission from the sisterhood of conferences/missions, it shall, as a companion
~~action, action~~ vote to take into the care of the ~~union,~~ union all the churches of the
conference/mission until reorganization, or some other provision can be arranged.

~~6. 4. The union executive committee, functioning in place of the conference/mission~~
~~constituency, shall proceed to disband any local churches which prove to be disloyal, and to~~
~~redistribute remaining churches by territorial adjustment and/or reorganization.~~

~~7. 5. The union executive committee shall make provision for the preservation of the~~
~~membership of any such churches by holding records of their membership at the union until~~
~~appropriate arrangements can be made.~~

~~8. 6. In the event of the dissolution of a conference/mission, local mission and/or the~~
expulsion of a local conference/local mission from the sisterhood of conferences/missions,
audits of the financial and membership records of the conference/mission shall be ~~conducted,~~
~~and all conducted.~~ All assets remaining after all claims have been satisfied shall be
~~transferred to a legal entity authorized by the division, or dealt with as specified in the~~
conference constitution and bylaws/mission operating ~~policy.~~ policy/articles of incorporation
of the organization. Assets not so covered shall be transferred to a legal entity authorized by
the division.

~~9. 7. If, with the passage of time and efforts toward healing and restoration, it seems~~
~~desirable for the nurture of the members and for the mission of the church to reorganize the~~
~~conference/mission, the process set out under B 06 10 shall be followed.~~

B 09 15 Dissolution of Union Conferences/Union Missions (See 255-95G)

B 09 20 Dissolution of Unions of Churches—If a union of churches appears to be in apostasy or rebellion, as demonstrated by a constituency meeting action, and the procedures outlined in B 09 05 have been followed, but have proved unsuccessful, the following steps shall be taken:

1. The matter shall be considered by the division executive committee at a duly called meeting of the committee, at which time all the relevant data shall be shared, and the division executive committee shall determine whether or not the union of churches is in apostasy or rebellion.

2. If the division executive committee determines that the union of churches is in apostasy or rebellion, and in the event that all other steps fail to bring about a correction of the situation, the division executive committee ~~shall vote to dissolve the union of churches.~~ shall recommend to the General Conference Executive Committee the dissolution of the union of churches.

3. The General Conference Executive Committee shall consider the recommendation of the division executive committee at an Annual Council. If it approves the recommendation, the General Conference Executive Committee shall vote to dissolve the union of churches.

~~3- 4.~~ If the General Conference Executive Committee ~~division executive committee~~ votes to dissolve the union of churches, ~~it shall, as a companion action, the division executive committee shall~~ vote to take into the care of the division, division all the churches of the union of churches until ~~reorganization, reorganization~~ or a redistribution of boundaries can be arranged.

~~4- 5.~~ The division executive committee, functioning in place of the union of churches constituency, shall proceed to disband any local churches which prove to be disloyal, and to redistribute remaining churches by territorial adjustment and/or reorganization.

~~5- 6.~~ The division executive committee shall make provision for the preservation of the membership of any such churches by holding records of their membership at the division until appropriate arrangements can be made.

~~6- 7.~~ In the event of the dissolution of a union of churches, audits of the financial and membership records of the union of churches shall be conducted, and all assets remaining after all claims have been satisfied shall be transferred to a legal entity authorized by the division.

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~~7.~~ 8. If, with the passage of time and efforts toward healing and restoration, it seems desirable for the nurture of the members and for the mission of the church to reorganize the union of churches, reorganization may be accomplished under the terms set out under B 10.

SEC/PolRev&Dev/ADCOM/GC&DivSec95AC/GCDO95AC/95AC to AHT(DIV)

255-95G DISSOLUTION OF UNION CONFERENCES/UNION
MISSIONS - POLICY AMENDMENT

VOTED, To amend GC B 09 15, Dissolution of Union Conferences/Union Missions, to read as follows:

B 09 15 ~~Dissolution of Union Conferences/Union Missions~~ Dissolution of Union Missions and Expulsion of Union Conferences/Union Missions—If a union conference/union mission appears to be in apostasy or rebellion, as demonstrated by a constituency meeting action, and the procedures outlined in B 09 05 have been followed, but have proved unsuccessful, the following steps shall be taken:

1. The matter shall be considered by the division executive committee at a duly called meeting of the committee, at which time all the relevant data shall be ~~shared.~~ shared, and the ~~The~~ division executive committee shall then determine whether or not the union conference/union mission is in apostasy or rebellion.

~~2. If the division executive committee determines that the union conference/union mission is in apostasy or rebellion and should be dissolved, the division shall refer the matter to the General Conference with the recommendation for dissolution, and the reasons for it.~~

2. a. In the case of a union mission: If the division executive committee determines that a union mission is in apostasy or rebellion and should be dissolved, it shall take an action to dissolve the union mission, and shall recommend to the General Conference the expulsion of the union mission from the world sisterhood of unions.

b. In the case of a union conference: If the division executive committee determines that a union conference is in apostasy or rebellion and should be expelled from the world sisterhood of unions, the division shall refer the matter to the General Conference with the recommendation for expulsion from the world sisterhood of unions and the reasons for it.

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3. The General Conference, in consultation with the division, shall use its discretion to decide whether another union conference constituency meeting should be ~~called~~, and called and, if so, at what point in the procedure.

4. The General Conference Executive Committee shall consider the recommendation of the division executive committee at its Spring Meeting or Annual Council. ~~Meeting, Annual Council, or a specially called meeting.~~ If it approves the ~~proposal; proposal for expulsion,~~ the General Conference Executive ~~Committee, functioning on behalf of the constituency of the world field, shall vote to dissolve the union conference/union mission, and to list the matter for recording at the next General Conference Session.~~ Committee shall refer the recommendation to the next regular or specially called General Conference Session for consideration.

5. If a General Conference Session concurs with a recommendation to expel and votes to expel a union conference/union mission from the world sisterhood of unions, the division shall exercise direct responsibility for the conferences and/or missions affected by the ~~dissolution of the union; expulsion~~ and shall, through its executive committee, take an action to attach them directly to the ~~division; division~~ until a new organization can be ~~established; established~~ or a rearrangement of territorial boundaries effected. Disloyal conferences/missions shall be dealt with in harmony with the principles set out under B 09 10.

6. In the event of the dissolution of a ~~union conference/union mission; union mission and/or the expulsion of a union conference/union mission from the world sisterhood of unions,~~ audits of the financial records of the union conference/union mission shall be ~~conducted; and all conducted.~~ All assets remaining after all claims have been satisfied shall be transferred to a legal entity authorized by the division, or dealt with as specified in the union conference constitution and bylaws/union mission operating policy.

7. If, with the passage of time and efforts toward healing and restoration, it seems desirable for the nurture of the members and for the mission of the church to reorganize the union conference/union mission, the ~~processes~~ process set out under B 06 20 shall be followed.

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AST/GC&DivSec95GCS/PolRev&Dev/ADCOM/GC&DivSec95AC/GCDO95AC/95AC to AHT(DIV)

278-95G CRITERIA FOR CONFERENCE STATUS (Organizing Missions/Fields into Conferences) - POLICY AMENDMENT

VOTED, To amend GC B 10 05, Criteria for Conference Status, to read as follows:

B 10 05 Criteria for Conference Status—As local missions/fields grow in strength and experience, they normally qualify for larger responsibilities in organization and administration. When studying the eligibility of missions/fields for conference status, the following considerations shall serve to guide union and division organizations in studying such authorization:

1. The members and employees - No change
2. The mission/field shall - No change
3. The membership shall - No change
4. The mission/field shall - No change

5. The mission/field shall have demonstrated its ability to properly store the materials specified in the records retention schedule as provided by the General Conference Office of Archives and Statistics.

AST/GC&DivSec95GCS/PolRev&Dev/ADCOM/GC&DivSec95AC/GCDO95AC/95AC to AHT(DIV)

279-95G CRITERIA FOR UNION CONFERENCE STATUS
(Organizing Union Missions into Union Conferences) - POLICY
AMENDMENT

VOTED, To amend GC B 11 05, Criteria for Union Conference Status, to read as follows:

B 11 05 Criteria for Union Conference Status—A union mission should normally develop to the point where the world sisterhood of churches, represented by the division and General Conference Conference, will recognize its readiness to become a union conference with the larger responsibilities thus implied. As a means of evaluating this development and

guiding the organizations responsible for determining the readiness of a field for union conference status, the following criteria are established:

1. Leaders, employees, and members - No change
 2. The membership, - No change
 3. The union field - No change
 4. The union should have - No change
 5. The union shall have demonstrated its ability to properly store the materials specified in the records retention schedule as provided by the General Conference Office of Archives and Statistics.
- ~~5- 6.~~ A spirit of unity should prevail among the members, employees, and leaders of the field. This unity should be evident in the plans formulated and in the implementation of the same. It should be found between individual members and between the various organizations within the union.
- ~~6- 7.~~ The membership, the ministry, and the leadership on the local and union level should give evidence of understanding and accepting the established principles of denominational administration and relationships between the various organizations. Leaders and committees should demonstrate willingness to work in harmony with the working policies of the denomination.
- ~~7- 8.~~ Confidence in, and loyalty to, the leadership of the denomination at all levels should be evident on the part of the membership. Employees and members should respect the decisions of responsible committees.
- ~~8- 9.~~ Administrative officers and committees should have demonstrated the ability to recognize problems which affect the welfare of the work, and thus take steps which will resolve these problems.
- ~~9- 10.~~ One or more of the local organizations should have attained to conference status and should be operating successfully.
- ~~10- 11.~~ The major portion of the financial resources for the operating of organizations and institutions should be found within the union field.

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~~11-~~ 12. The union as a whole, including its subsidiary organizations, should possess financial stability, having its operating capital intact. It should also have adequate resources to meet its financial obligations promptly, including accounts payable to other denominational organizations.

SEC/PolRev&Dev/ADCOM/GCDO95AC/95AC to AHT(DIV)

295-95G DIVISION ADMINISTRATION - POLICY AMENDMENT

VOTED, To amend GC C Division Administration, to read as follows:

C DIVISION ADMINISTRATION

C 05 Division Territories

C 05 05 Africa-Indian Ocean Territory - No change

C 05 10 Asia-Pacific Territory - No change

~~C 05 15 China Territory - China and its possessions.~~

C 05 20 Eastern Africa Territory - No change

C 05 25 Euro-Africa Territory—Afghanistan, Algeria, Andorra, Angola, Austria, Azores Islands, Belgium, Bulgaria, Canary Islands, Czech Republic, Federal Republic of Germany, France, Gibraltar, Iran, Italy, Libya, Liechtenstein, Luxembourg, Madeira Islands, Malta, Monaco, Morocco, Mozambique, Portugal, Romania, San Marino, Sao Tome and Principe, Slovakia, Spain, Switzerland, Tunisia, Turkey, and the Vatican City State.

C 05 30 Euro-Asia Territory - No change

C 05 35 Inter-American Territory - No change

C 05 40 North American Territory - No change

C 05 45 South American Territory - No change

C 05 50 Southern Asia Territory - No change

C 05 55 South Pacific Territory - No change

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C 05 60 Trans-European Territory—~~Afghanistan~~, Albania, Bahrain, Bosnia and Herzegovina, Croatia, Cyprus, Denmark, Egypt, Eire, Estonia, Faroe Islands, Finland, Greece, Greenland, Hungary, Iceland, Iraq, Israel, Jordan, Kuwait, Latvia, Lebanon, Lithuania, Macedonia, The Netherlands, Norway, Oman, Pakistan, Poland, Qatar, Saudi Arabia, Slovenia, Sudan, Sweden, Syria, United Arab Emirates, The United Kingdom, Yemen, and Yugoslavia.

~~C 05 65 Middle East Union Mission (Attached) Territory—Bahrain, Cyprus, Egypt, Iran, Iraq, Jordan, Kuwait, Lebanon, Libya, Oman, Qatar, Saudi Arabia, Sudan, Syria, Turkey, United Arab Emirates, and Yemen.~~

~~C 05 70 Southern Africa Union Conference (Attached) Territory—Ascension, Lesotho, Namibia, Prince Edward Island (in the South Atlantic Ocean), Republic of South Africa, St Helena and Tristan Da Cunha Islands, and Swaziland.~~

SEC/PolRev&Dev/ADCOM/GCDO95AC/95AC to AHT(DIV)

296-95G ADDITIONAL TERRITORIES - NEW POLICY

VOTED, To adopt a new policy GC C 07, Additional Territories, to read as follows:

C 07 Additional Territories

C 07 05 China Territory.

C 07 10 Mongolia Territory.

C 07 15 Southern Africa Union Conference (Attached) Territory—Ascension, Lesotho, Namibia, Prince Edward Island (in the South Atlantic Ocean), Republic of South Africa, St Helena and Tristan Da Cunha Islands, and Swaziland.

SEC/PolRev&Dev/ADCOM/GCDO95AC/95AC to AHT

294-95G POLICY RENUMBERING (Policies CA to H) - POLICY DIRECTIVE

VOTED, To approve a directive to renumber the General Conference policies as follows:

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1. All CA items to become D items.
2. All D items to become E items.
3. Departments to be listed as follows, when the material is submitted and approved.

F DEPARTMENTS

FA	Adventist Chaplaincy Ministries
FB	Children's Ministries
FC	Communication
FE	Education
FF	Family Ministries
FH	Health and Temperance
FM	Ministerial Association
FO	Public Affairs and Religious Liberty
FP	Publishing
FR	Sabbath School and Personal Ministries
FS	Stewardship
FT	Trust Services
FW	Women's Ministries
FY	Youth

4. Internal Services to be listed as follows, when the material is submitted and approved.

G INTERNAL SERVICES

- GA Adventist Risk Management, Incorporated
- GB Biblical Research Institute
- GE Ellen G White Estate, Incorporated
- GF General Conference Auditing Service
- GG Geoscience Research Institute
- GO Office of General Counsel

5. General Service Organizations and Agencies to be listed as follows:

H GENERAL SERVICE ORGANIZATIONS AND AGENCIES

- HA Adventist Development and Relief Agency
- HB Adventist World Radio
- HI International Health Food Association

SEC/PolRev&Dev/ADCOM/GCDO95AC/95AC to AHT(DIV)

**273-95G MODEL UNION CONFERENCE CONSTITUTION AND
BYLAWS - POLICY AMENDMENT**

VOTED, To amend GC CA 10, Model Union Conference Constitution and Bylaws, section CA 10 05, Union Conference Constitution and Bylaws, Bylaws Article II—Constituency Meetings, to read as follows:

Article II—Constituency Meetings

- Sec. 1. Regular Meeting - No change
- Sec. 2. Special Meeting - No change
- Sec. 3. Quorum - No change

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Sec. 4. Proxy Voting - No change

Sec. 5. Voting Rights of the Delegates - No change

Sec. 6. Election/Appointment and Term of Office: All officers and members of the executive committee who are not ~~ex-officio~~ ex officio members shall be elected by the delegates at the regular meeting of the union conference constituency and shall hold their offices until the next regular meeting of the union conference constituency, unless they resign or are removed from office, for cause, by the executive committee/a special constituency meeting. The election/appointment of departmental directors, associate departmental directors, associate ~~secretaries~~ secretaries, or associate ~~treasurers who are not elected~~ treasurers, if not determined by the delegates at the union conference constituency meeting, shall be referred to the executive committee.

SEC/PolRev&Dev/ADCOM/GCDO95AC/95AC to AHT(DIV)

**272-95G MODEL LOCAL CONFERENCE CONSTITUTION AND
BYLAWS - POLICY AMENDMENT**

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

Article II—Constituency Meetings

Sec. 1. Regular Meeting - No change

Sec. 2. Special Meeting - No change

Sec. 3. Quorum - No change

Sec. 4. Proxy Voting - No change

Sec. 5. Voting Rights of the Delegates - No change

Sec. 6. Election/Appointment and Term of Office: All officers and members of the executive committee who are not ~~ex-officio~~ ex officio members shall be elected by the delegates at the regular meeting of the conference constituency and shall hold their offices until the next regular meeting of the conference constituency, unless they resign or are removed from ~~office~~ office, for cause, by the executive committee/a special

constituency meeting. The election/appointment of departmental directors, associate departmental directors, associate secretaries, or associate treasurers, if not determined by the delegates at the conference constituency meeting, shall be referred to the executive committee.

SEC/PolRev&Dev/ADCOM/GC&DivSec95AC/GCDO95AC/95AC to AHT(DIV)

268-95G CREDENTIALS AND LICENSES—METHOD OF ISSUING -
POLICY AMENDMENT

VOTED, To amend GC D 10, Credentials and Licenses—Method of Issuing, to read as follows:

D 10 Credentials and Licenses—Method of Issuing

D 10 05 Issued for Definite Period - No change

D 10 10 By Local Conference - No change

D 10 11 By Local Mission - No change

D 10 15 By Union Conference - No change

D 10 16 By Union Mission - No change

D 10 20 Interunion/General Conference Institutions - No change

D 10 25 By Division - No change

D 10 30 By General Conference - No change

D 10 35 Special Employees - No change

D 10 40 Interdivision Appointees - No change

D 10 45 Permanent Returnees/Chaplains - No change

D 10 50 Honorary Credentials - No change

D 10 55 General Conference Retired Personnel - No change

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D 10 60 Retirement Plan Beneficiaries - No change

D 10 65 Spouses of Interdivision Employees - No change

D 10 70 To Employees - No change

D 10 71 To Ordained Ministers Attending Denominational - No change

D 10 72 Chaplains - No change

D 10 73 Bible Society Employees—A Seventh-day Adventist minister, who is invited to serve the United Bible Society or comparable institution devoted to the distribution of Scripture, on an employment basis, may be issued a credential/license while he/she serves that institution. Such credential/license shall normally be issued by the division in whose territory the individual serves. However, when the territory of responsibility covers more than one division, the General Conference shall issue the papers. Such employment shall not accrue denominational service credit.

~~D 10 73~~ D 10 74 Change of Employment—Ministers—When an ordained/licensed minister changes his denominational employment to work other than that for which a ministerial credential/license is ordinarily issued, his credential/license shall cease to be valid except in those cases where the employing organization recommends, and the next higher organization approves, the continuing of the ministerial credential/license. When an individual is extended a call under the above circumstances, he shall be informed as to his relationship in this matter.

D 10 75 Withdrawing Credentials - No change

MIN/PolRev&Dev/ADCOM/GCDO95AC/95AC to AHT(DIV)

203-95G REASONS FOR DISCIPLINE OF MINISTERS - POLICY AMENDMENT

VOTED, To amend GC L 60 15, Reasons for Discipline of Ministers, to read as follows:

L 60 15 Reasons for Discipline of Ministers—Discipline shall be administered to an ~~ordained/licensed~~ ordained/licensed/commissioned minister in the following circumstances:

1. Moral Fall—In the case of a moral fall in violation of the seventh commandment, including those violations involving sexual perversions, ~~he~~ the minister has, by that transgression, made void ~~his~~ his/her calling ~~and/or~~ and, where applicable, ordination to the sacred office of the ministry.

2. Apostasy—In the case of apostasy whereby ~~he~~ the minister falls away to the world, or identifies ~~himself~~ with, or gives continuing support to, any activity subversive to the denomination, and/or persistently refuses to recognize properly constituted church authority or to submit to the order and discipline of the church, ~~he~~ he/she has, by such disloyalty, proven ~~himself~~ unworthy of a place or part in the gospel ministry of this Church.

3. Dissidence - No change

4. Embezzlement or Theft—Embezzlement or theft of funds or property to which the minister has no lawful right, or the willful misappropriation of the same.

5. Other Reasons—Any other conduct which is inconsistent with the high standards of the Christian ethic, and which casts a shadow over the integrity of the ministry, such as violence or other questionable activity, and which demonstrates that the individual is unworthy as a leader in the Church.

MIN/PolRev&Dev/ADCOM/GCDO95AC/95AC to AHT(DIV)

204-95G STEPS IN DISCIPLINE OF MINISTERS - POLICY AMENDMENT

VOTED, To amend GC L 60 20, Steps in Discipline of Ministers, to read as follows:

L 60 20 Steps in Discipline of Ministers—When discipline must be administered in the case of a minister, four aspects of ~~his~~ the minister's relationship to the Church may be affected: ~~his~~ his/her credential/license, his ordination, ~~his~~ his/her church membership and ~~his~~ his/her denominational employment. The discipline and corresponding procedure for administering such discipline in relation to each of these aspects is as follows:

1. Credential/License—The credential/license of a minister who experiences a moral fall or apostatizes shall be withdrawn permanently by ~~his~~ his/her employing committee, after consultation with the next higher organization. ~~His~~ His/her credential/license may also be withdrawn in the case of dissidence as defined in L 60 15-2 above, after consultation with the next higher organization, but such withdrawal shall be reviewed by the

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committee after a stipulated period/periods which shall be determined at the time of withdrawal.

2. Ordination - No change

3. Church Membership—The organization which has withdrawn a credential/ license permanently and, in the case of an ordained minister ~~who has made void~~ has recorded the voiding of his ordination, ~~has recognized and recorded his changed relationship,~~ shall inform the local church of which the offending minister is a member. It shall be the duty of the ~~Church~~ church to administer discipline as provided for in the *Church Manual* in the section "Reasons for Which Members Shall Be Disciplined."

4. Denominational Employment—It is recognized that a minister who has experienced a moral fall or has apostatized has access to the mercy and pardoning grace of God and may desire to return to the Church. Such an individual must be assured of the love and goodwill of ~~his his/her brethren.~~ fellow believers. However, for the sake of the good name of the Church and the maintaining of moral standards, ~~he~~ he/she must plan to devote ~~his his/her~~ life to employment other than that of the gospel ministry, the teaching ministry, or denominational leadership.

CommWCO/PolRev&Dev/ADCOM/GCDOUP94AC/246-94Gc/GCDOUP95SM/95AC to AHT(DIV)

185-95Gb SAFEGUARDING CREDENTIALS—THE INTEGRITY OF
THE MINISTRY - POLICY AMENDMENT

VOTED, To amend GC L 60, Safeguarding Credentials—The Integrity of the Ministry, section L 60 10, Integrity of the Ministry, to read as follows:

L 60 10 Integrity of the Ministry—In any case where the integrity or the moral or professional standing of any holder of credentials is ~~brought into uncertainty~~ called into question, it is the duty of the union to join the local conference/mission in conferring, with a purpose to clear away any uncertainty, in order that no reproach or shadow may be left to rest upon all the credentials held by the ministry. Where the matters involved are of such a character that the union and local conference/mission committees are unable to resolve the difficulty and announce to all a clear record for the ministry, the matter shall be ~~appealed~~ referred to the division or ~~General Conference~~ by action of both local and union committees together, or by action of one body separately, inasmuch as any uncertainty in the matter of what ministerial credentials stand for in one field casts a shadow on all credentials and is a matter of general denominational concern.

When appropriate, the disciplinary measures set forth in L 60 15 and L 60 20 shall apply.

CommWCO/PolRev&Dev/ADCOM/GCDOUP94AC/246-94Gb/GCDOUP95SM/95AC to AHT(DIV)

185-95Ga SAFEGUARDING CREDENTIALS—THE INTEGRITY OF
THE MINISTRY - POLICY ADDITION

VOTED, To add to GC L 60, Safeguarding Credentials—The Integrity of the Ministry, a new section L 60 12, Integrity of Organizational Officers, to read as follows:

L 60 12 Integrity of Organizational Officers—In the event the integrity or the moral or professional standing of an executive officer of a division, ~~union~~ union, or local conference/mission is called into question, the process to be followed to safeguard the integrity of the ministry shall be as set out in the division policies. Should those processes fail and the matters involved be of such a character that the executive committee of the organization served by the officer is unable to resolve the difficulty, the matter shall be referred to the next higher organization. The administration of the higher organization shall call, and its president shall chair, a meeting of the executive committee of the organization served by the officer in question. The officers of the higher organization shall meet with the executive committee of the lower organization in an endeavor to resolve the matter, provided those exercising voting rights shall not exceed ten percent of the membership of the executive committee of the lower organization present.

In the event that the matter remains unresolved, the higher organization shall proceed as follows:

1. In the case of a division, ~~union mission~~, or local mission, the executive committee of the higher organization shall make a determination on the matter.
2. In the case of a local conference or union conference, the higher organization shall call a constituency meeting of the organization served by the officer, and having set before it the facts of the case, call upon the constituency to resolve the matter.

When appropriate, the disciplinary measures set forth in L 60 15 and L 60 20 shall apply.

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EDU/GCDO95AC/95AC to AHT

320-95G COMMITTEE ON SEVENTH-DAY ADVENTIST
THEOLOGICAL EDUCATION - POLICY AMENDMENT

VOTED, To amend GC F 15 04, Committee on Seventh-day Adventist Theological Education, to read as follows:

~~F-15-04~~ FE 15 04 Committee on Seventh-day Adventist Theological Education—1. Purpose—The General Conference Committee on Seventh-day Adventist Theological Education, operating with delegated authority from the General Conference International Board of Education, is responsible for developing standards and guidelines and coordinating the Church's postsecondary degree programs for the training of ministers, Bible instructors, and Bible/religion/theology teachers.

2. Functions - No change

3. Membership—a. The membership of this committee - No change

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

General Conference Vice President (Advisor for Education), Chairman

General Conference Vice President (Advisor for the Ministerial Association), Vice-chairman

Director (or designee), General Conference Department of Education, Secretary

Secretary, General Conference Ministerial Association, Associate Secretary

Associate Director, General Conference Department of Education

~~Director, General Conference Department of Church Ministries~~

Director, General Conference Department of Sabbath School and Personal Ministries

Director, Biblical Research Institute

Director, Ellen G White Estate

Presidents of ~~World Divisions~~ world divisions

Deans of Seventh-day Adventist Seminaries with institutionally based graduate programs—no less than one per division

Four individuals in ministry and/or theological
education, two of whom shall be women
President, General Conference
Secretary, General Conference
Treasurer, General Conference
Two laypersons
Two ~~Union Presidents~~ union presidents
One ~~Conference President~~ conference president

- c. The General Conference Administrative Committee - No change
- d. Committee members shall hold office - No change
- e. Vacancies on the committee shall be filled by the ~~International Board of Education~~ General Conference Executive Committee for the unexpired term.

SEC/PolRev&Dev/ADCOM/GCDO95AC/95AC to AHT

286-95G RENUMBERING OF GENERAL CONFERENCE
WORKING POLICY

VOTED, To renumber the General Conference *Working Policy*, as follows:

F 15 05 becomes FE 15 06

SEC/PolRev&Dev/ADCOM/GCDO95AC/95AC to AHT

276-95G CHURCH MINISTRIES—DEPARTMENTAL POLICIES -
POLICY DELETION

VOTED, To delete GC H, Church Ministries—Departmental Policies.

SEC/PolRev&Dev/ADCOM/GCDO95AC/95AC to AHT(DIV)

289-95G SUPPORTING MINISTRIES - NEW POLICY

VOTED, To adopt a new policy, GC K, Supporting Ministries, to read as follows:

K SUPPORTING MINISTRIES

K 05 Criteria for Defining Supporting Ministries

The Seventh-day Adventist Church defines as Supporting Ministries, independent organizations that comply with the following criteria:

K 05 05—1. The leaders and representatives of supporting ministries shall be loyal members of the Seventh-day Adventist Church in good and regular standing.

2. The theological positions of the supporting ministries and the emphasis placed upon them shall be in harmony with the fundamental beliefs of the Seventh-day Adventist Church. In supporting these beliefs, the context of both the biblical text and writings of Ellen G White will be faithfully used. Theological positions not addressed in the fundamental beliefs shall be treated as private beliefs and shall not be promoted to the point where they become divisive.

3. The leaders and representatives of supporting ministries shall support and cooperate with the goals and purposes of the Seventh-day Adventist Church in their words, actions, and publications. Their work shall positively supplement that of the Church in carrying out the gospel commission.

4. Supporting ministries personnel, ordained or unordained, shall not represent their supporting ministry as an official church project.

5. Supporting ministries shall not accept tithe from Seventh-day Adventist Church members but shall encourage their supporters to be faithful in returning tithe and appropriate offerings through the authorized channels of the Seventh-day Adventist Church.

6. Supporting ministries shall make available a formal statement of mission, including plans and objectives, upon the request of the division in whose territory they operate.

7. Supporting ministries which accept contributions shall, in countries where it is required, be registered with the appropriate tax bodies as nonprofit organizations and shall provide copies of their annual audited financial statements upon the request of the respective divisions.

8. Requests for official church business travel for supporting ministries personnel holding denominational licenses or credentials, shall be processed in harmony with the

provisions of B 50. Failure to comply with this policy may jeopardize the continuation of such licenses or credentials.

9. All interdivision travel by laypersons on official church business shall be processed in harmony with the provisions of B 50.

SpProph/PolRev&Dev/ADCOM/GC&DivTre95AC/GCDO95AC/95AC to AHT(DIV)

259-95G THE ELLEN G WHITE ESTATE AND THE SPIRIT OF
PROPHECY COMMITTEE - POLICY ADDITION

VOTED, To add a new paragraph to GC K 15, The Ellen G White Estate and the Spirit of Prophecy Committee, section K 15 80, Financial Assistance, to read as follows:

12. For transferring translated material onto CD-ROM format, the General Conference, the divisions, and the unions involved shall subsidize with 5% of the regular translation subsidies as set out in 3. a-d above.

SEC/PolRev&Dev/ADCOM/GCDO95AC/95AC to AHT(DIV)

196-95G SUBSEQUENT TRANSFERS (Independent Transfers) -
POLICY AMENDMENT

VOTED, To amend GC D 17 25, Subsequent Transfers, to read as follows:

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

2. To the Home Division on an Interdivision Call Basis—If an employee is called from the adopted division to return to the home division on an interdivision call basis, ~~the employee~~ he/she shall continue to earn service credit in the adopted division provided he/she has a minimum of ten years of service in the adopted division. Any rare exception shall be approved by the adopted division and the General Conference Appointees Committee.

3. To the Home Division on Special Arrangement—If an employee is called from the adopted division to return to the home division on special arrangement, ~~the employee~~

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he/she may have service credit earned in the home division subsequent to November 1, 1978 validated by the adopted division provided the following conditions are met (see Z 25 70):

- a. Has a minimum of ten years of service in the adopted division. Any rare exception shall be approved by the adopted division and the General Conference Appointees Committee.
 - b. The call is for a specific period of time.
 - c. The home division requests that subsequent service in that division be validated by the adopted division.
 - d. The General Conference approves the request.
 - e. The adopted division accepts the request.
 - f. The home division pays into the retirement plan of the adopted division 15 percent of the adopted division's wage factor for each month of service in the home division.
 - g. The home division agrees to return the employee to the adopted division.
4. To the Home Division - No change

TRE/IDERem&All/PolRev&Dev/ADCOM/GC&DivTre95AC/GCDO95AC/95AC to AHT(DIV)

274-95G SPECIAL INTERDIVISION TRANSFERS—FINANCIAL PROVISIONS - POLICY AMENDMENT

VOTED, To amend GC M 28, Special Interdivision Transfers—Financial Provisions, section M 28 10, Modified Provisions for Australia, Europe, New Zealand, and North America (including IAD-Miami, and the General Conference), to read as follows:

M 28 10 Modified Provisions for Australia, Europe, New Zealand, and North America (including ~~IAD-Miami~~, Inter-American Division-Miami, and the General Conference)—1. For Initial Transfer In—An interdivision employee who is appointed to serve in one of the above areas shall receive regular interdivision freight, baggage, and outfitting allowances. (See N 55 and N 60.)

Those transferring between ~~IAD-Miami~~ Inter-American Division-Miami and the North American Division/General Conference shall not be eligible for the interdivision allowances referred to above, but shall be eligible for the moving allowances provided for in North American Division *Working Policy* X 23 05.

2. Furlough - No change

3. Permanent Return—An interdivision employee serving in one of the areas referred to above and going on permanent return shall receive regular interdivision freight, baggage, and rehabilitation allowances; and for those who are eligible, the extended interdivision service allowance. (See Q 15, Q 20, and Q 25.)

Those transferring between ~~IAD-Miami~~ Inter-American Division-Miami and the North American Division/General Conference shall not be eligible for the interdivision allowances referred to above, but shall be eligible for the moving allowances provided for in North American Division *Working Policy* X 23 05.

4. Family Visitation - No change

5. Term of Service - No change

6. Coordinated Travel Arrangements - No change

TRE/IDERem&All/PolRev&Dev/ADCOM/GC&DivTre95AC/GCDO95AC/95AC to
AHT(DIV)

248-95G TRANSFER TO BASE DIVISION - POLICY AMENDMENT

VOTED, To amend GC M 35 15, Transfer to Base Division, to read as follows:

M 35 15 Transfer to Base Division—1. By Call—When an interdivision employee's base division wishes to place a call for his/her services, the following conditions shall apply:

a. Prior clearance - No change

b. If clearance is granted - No change

c. The base division shall pay the following:

1) One-month salary for family visitation as provided in Q 05 25.

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2) Travel expense home, baggage allowance, and freight expense according to policy.

3) Physical examination.

2. By Election - No change

3. By Permanent Return - No change

SEC/PolRev&Dev/ADCOM/GC&DivSec95AC/GCDO95AC/95AC to AHT(DIV)

208-95G RETIREMENT HOME DIVISION (National Employees
Returning) - POLICY AMENDMENT

VOTED, To amend GC T 45 05, Retirement Home Division, to read as follows:

T 45 05 ~~Retirement Home~~ Returning to Base Division—1. Procedure—Calls for national employees who have gone at their own expense to another ~~division~~ division, but do not qualify for adopted division status, and are returning to their ~~home~~ base divisions for denominational ~~service~~ service, shall be processed by the ~~General Conference~~, calling division directly to the individual, ~~with the understanding that no physical examinations would be~~ Physical examinations are not required unless requested by the calling division.

2. Salary—Salary for such employees shall begin as of such time as is arranged by the division in each case, but no later than the authorized date of departure ~~from North America~~. for the new employment.

3. Transportation - No change

4. Outfitting and Freight Allowances - No change

5. Other Obligations - No change

6. Amortization - No change

SEC/PolRev&Dev/ADCOM/GC&DivSec95AC/GCDO95AC/95AC to AHT(DIV)

197-95G ALL CALLS THROUGH GENERAL CONFERENCE -
POLICY AMENDMENT

VOTED, To amend GC D 20 15, All Calls Through General Conference, to read as follows:

~~D-20-15~~ E 20 15 All Calls Through General Conference—Calls for employees from one division to another shall be made through the General Conference Appointees Committee. The General Conference Secretariat shall communicate the action of the General Conference Appointees Committee through the division office, with full information as to the call, the same to be passed by the division to the union, with counsel. It shall be the duty of the union office to take up the matter with the local conference or mission officer, who should pass the call on to the candidate. If, in the judgment of the division or local officers, the employee is not qualified for the work to be done or cannot possibly be released, the passing on of the call shall be deferred until communication can be entered into with the General Conference.

Calls from one division to another for individuals who are not denominationally employed shall likewise be made through the General Conference Appointees Committee, except in the case of calls by divisions for nationals who are residing outside their own division, but who do not qualify for adopted division status. Such calls shall be placed directly with the individual by the calling division. When placing calls from one division to another for individuals who are not denominationally employed, care being must be exercised ~~in such cases~~ to secure recommendation concerning the individual from the division in which he/she resides. The fact that the General Conference acts as intermediary in effecting calls in no way affects the question as to whether or not the individual is entitled to outfitting allowance or furlough privileges.

SEC/PolRev&Dev/ADCOM/GC&DivSec&Tre95AC/GCDO95AC/GCDO95AC/95AC to AHT(DIV)

300-95G COMPENSATION FOR LOST INCOME DURING
PREEMBARKATION PERIOD - POLICY ADDITION
(Preembarkation Salary for Spouse of an Appointee -
Policy Addition)

VOTED, To add a new section GC N 05 17, Compensation for Lost Income During Preembarkation Period, which reads as follows:

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N 05 17 Compensation for Lost Income During Preembarkation Period—An interdivision appointee's spouse who discontinues local employment, denominational or otherwise, in order to prepare for departure shall be entitled to receive compensation for lost income for the month preceding departure. The amount of this compensation shall be equal to the last drawn salary for a spouse who has discontinued denominational employment in order to prepare for departure. The amount of this compensation for a spouse who discontinues nondenominational employment in order to prepare for departure shall reflect the denominational salary equivalent for a person with similar job responsibility and experience.

Persons who discontinue denominational employment in order to prepare for departure or persons whose denominational employment begins upon arrival in the field may have the one month preembarkation period added to their service record.

SEC/PolRev&Dev/ADCOM/GC&DivSec&Tre95AC/GCDO95AC/95AC to AHT(DIV)

301-95G FINANCIAL ARRANGEMENTS (Seventh-day Adventist
Institute of World Mission) - POLICY AMENDMENT

VOTED, To amend GC N 15 15, Financial Arrangements, to read as follows:

N 15 15 Financial Arrangements—1. ~~The division to which an interdivision employee is appointed shall pay his/her salary for the time of attendance at the Institute, including any time of delay while waiting in the base division for a session of the Institute to begin. begin, shall be charged to the General Conference except in the case of Category 4 budgets which shall be charged to the calling organization. Employing divisions shall also pay the salary~~ The salary and other financial arrangements of any furloughing interdivision employee who is authorized to attend shall be the same as for appointees. attend.

2. Compensation for loss of income during the time of attendance at the Institute shall be paid to the spouse of an interdivision employee if he/she has been employed, denominationally or otherwise, immediately prior to the Institute or the one month granted for departure preparation. The equivalent of denominational salary will be paid, for the period of time spent at the Institute, to the spouse who has been in denominational employment. The amount of compensation paid to the spouse who was in nondenominational employment shall reflect the denominational salary equivalent for a person with similar job responsibility and experience.

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Persons who discontinue denominational employment in order to prepare for departure and/or attend the Institute, or persons whose denominational employment begins upon arrival in the field, may have the period of attendance at the Institute added to their service record.

2- 3. The General Conference, acting for the North American Division, shall pay any additional travel expense involved, plus fees, rent allowance, and any other allowances as may be approved by the Interdivision Employee Remuneration and Allowances Committee usually granted for Seminary Study to for attendees who are new appointees from the North American Division.

3- ~~Each home division shall be responsible for the expenses of individuals who are authorized to attend and are based in its territory.~~

FM/PolRev&Dev/ADCOM/GCDO95AC/95AC to AHT

277-95G FAMILY MINISTRIES—DEPARTMENTAL POLICIES - NEW POLICY

VOTED, To adopt a new policy GC FF, Family Ministries—Departmental Policies, to read as follows:

FF FAMILY MINISTRIES—DEPARTMENTAL POLICIES

FF 05 Philosophy

Scripture affirms the importance of the family and outlines the divine principles which govern family relationships. At creation, God instituted marriage—and with it the family (Gen 2:18-25)—as God's primary setting for human development and nurturance. When Christ redeemed all human experience from the curse of sin, He redeemed marriage and family relationships. He calls family members to relate in ways that befit those who have responded to the gospel (Eph 5:21-6:4). Because the family is the primary place where the capacity for love and for intimacy with God and with other human beings is developed and where Christian values are passed from one generation to the next, the family is central to the disciplinemaking process (John 8:31, 13:35). As Scripture magnifies last day events, the spotlight again falls upon the family. The Bible predicts that before the great day of the Lord, in the spirit and power of Elijah, God will give a final call to this generation, turning hearts to Himself and family members toward one another (Mal 4:5,6).

Ellen G White held strong convictions regarding the importance of families and ministry to them. "There is no more important field of effort than that committed to the

founders and guardians of the home'' (*The Ministry of Healing*, p 351). "Our work for Christ is to begin with the family, in the home. . . . By many this home field has been shamefully neglected and it is time that divine resources and remedies were presented, that this state of evil may be corrected'' (*Testimonies for the Church*, vol 6, pp 429, 430).

The Department of Family Ministries recognizes the significance of family in the lives of believers and nonbelievers alike. It endeavors to strengthen the home as a discipling center where family members through their interpersonal relationships are encouraged in their relationship with Jesus Christ and His church, and where the relational skills necessary for winsome witness are developed. The department endeavors to keep in perspective both God's ideals for family living and an understanding of the brokenness experienced by individuals and families in a fallen world. Thus Family Ministries calls individuals, married couples and parents to stretch toward divine ideals, while at the same time extending the redemptive, healing ministry of Christ. Efforts on behalf of families are held to be urgent, vital, and integral to the message and mission of the Church.

FF 10 Objectives

Recognizing the mutual strength and support which the church must be to the home, and the home to the church, if the mission of the church is to become a reality, the Department of Family Ministries has adopted the following objectives:

1. To proclaim the reviving and restorative message of the everlasting gospel within the context of family living. Christ is and must be acknowledged as the Savior and Head of every home. In Him, family members are at peace with God and at peace with each other. As they are drawn near to Him they are drawn nearer to each other, in love, forgiveness, reconciliation, restoration, and renewal.
2. To affirm and strengthen every Seventh-day Adventist family as a primary discipling unit. Family Ministries seeks to deepen understanding of the relational dimension of being and making disciples and to strengthen family members as discipling makers within the family. A married couple is viewed as the primary unit of the family. The department seeks to provide couples and families with access to educational, enrichment, and counseling opportunities to enhance the development of the relational skills necessary for the effective discipling of one another and growth toward optimal Christian marriage, parent-child and extended family relationships.
3. To enable parents and families to increase the likelihood of successful transference of Christian Seventh-day Adventist values to the next generation. Family Ministries develops materials and provides learning opportunities within church and family settings designed to enable parents to make biblical values winsome to their children and

youth. The department encourages an atmosphere within homes and churches which promotes questions and on-going discussion regarding Christian values and tenets of faith among parents and children, young and old, leaders and members in an effort to foster the development of mature faith.

4. To create a "family of God" experience in every Seventh-day Adventist church. Family Ministries fosters an atmosphere which respects and celebrates diversity within congregations and within the World Church, recognizing that unity is not found in uniformity, but in Christ, the Head of the body. Through a shared commitment to a common message and mission and a reciprocal openness, honesty, and vulnerability in relationships with one another, the oneness we have found in Christ may become a reality in experience.

5. To empower families for winsome witness. Beyond the priority placed on the home as the most important mission field, Family Ministries helps families to discover and utilize their spiritual gifts in the community around them. The department encourages and enables families to relate in winsome ways with nonbelieving family members, to befriend their neighbors, to share the good news of life in Christ, and to support, through their prayers, offerings, and service, the mission outreach of the church.

FF 15 Areas of Emphasis

The focus of Family Ministries is upon relationships. It is a ministry to the "and," such as in husband *and* wife, parent *and* child. Thus this ministry concerns itself primarily with relational dynamics rather than the needs of individuals per se. The basic target areas of emphasis for the Department of Family Ministries are premarital guidance, strengthening marriage and parent education, with attention also given to extended families, single parenting, step-family needs, and the family needs of singles. The development of relational skills fostered by Family Ministries empowers young people, singles, and families and enriches relationships both within the home and within the church, the household of faith.

The curriculum framework upon which leadership and resource development are based includes eleven major areas: theological foundations, family and mission, families in society, marriage and family dynamics, interpersonal relationships, parent education and guidance, human growth and development, human sexuality, family ethics, family resource management, and family ministries programs and implementation.

FF 15 05 Methodologies—Three broad categories define the approaches to ministry to families facilitated by the department: education, enrichment, and counseling.

1. Education—Substantial revelation concerning the divine purpose for families has been given. Practical principles which govern family relationships are found in Scripture and the Spirit of Prophecy. In the preparation of resources for family life education, the department centers its research and study on these primary sources and seeks to integrate biblical principles with helpful understanding and methodologies from other compatible mental health, behavioral, and social science sources.

2. Enrichment—The department prepares resources and develops leadership in enrichment activities—experiential programs for married couples, families and singles groups which enable participants to make relational gains together through sharing and interacting in various events and activities. Enrichment focuses directly on the family or group as a system in a process of enhancing relationships through better communication, deeper understanding, and an improved ability to resolve anger and conflict. In the absence of extended family, enrichment groups can function as a surrogate family. When enrichment activities are conducted among individuals who are part of the same local church, a spirit of community, support, and cooperation may be developed.

3. Counseling—The crucial role and importance of the counseling profession in the lives of troubled families is recognized and appreciated. Many individuals and families are in such critical need as to require specialized work that is particularly tailored to assist them in resolving short or long-term personal or relational crises and difficulties. The department encourages the referral of such individuals and families to professionally qualified counselors wherever possible. While the training of counselors is not within the purview of the department, it is recognized that the content and process of leadership development provided by the department may be useful to pastors and others who may be called upon to counsel. However, the limitations of pastoral and lay counseling must be fully recognized and appropriate caution taken.

FF 20 Departmental Staff and Governance

FF 20 05 Staffing—The Department of Family Ministries is administered by a director (or co-directors), with associate director(s) who are appointed on the basis of their expertise and experience in caring for the responsibilities encompassed by the work of the department. In their leadership, the director(s) and associates will provide the perspectives of men and women, husbands and wives, fathers and mothers, and will model growing, healthy family relationships. Because of the nature of the dynamic within families and the content and methodologies of Family Ministries, it is recommended that the staff of the department include at least one husband and wife team. It may be appropriate to name such a team as co-directors of the department.

FF 20 10 Governance—The department director(s) and associate director(s) work in harmony with the General Conference administration under the authority of the General Conference Executive Committee. Division directors of Family Ministries constitute a valued World Advisory Council for the department responsible for long-range planning. In addition, an Advisory Committee comprised of the Family Ministries departmental director(s), associates, General Conference administrative representation, representatives from related General Conference departments, and selected non-General Conference family professionals affords a support group for counsel and intermediate-range planning. Regular staff meetings with representation from General Conference administration care for routine decision-making and operation of the department.

STEW/GCDO95AC/95AC to AHT

322-95G STEWARDSHIP—DEPARTMENTAL POLICIES - NEW
POLICY

VOTED, To adopt a new policy GC FS, Stewardship—Departmental Policies, to read as follows:

FS STEWARDSHIP—DEPARTMENTAL POLICIES

FS 05 Statement of Philosophy and Mission

Stewardship is the lifestyle of the one who accepts Christ's lordship and walks in partnership with God, acting as His agent in managing His affairs on earth.

Stewardship began with God's act of creating Adam and Eve in His own image. With His personal touch, God established an intimate relationship and union with humanity that was to be nurtured in the intimacy of time spent together. This shared image and shared intimacy are foundational to understanding the spirit and dynamics of biblical stewardship.

God established Adam and Eve as rulers over the earth (Gen 1:26-28). Through this act, God made them His partners over creation—placing the entire world as their trust in shared governance with Him. It was in Eden that humanity first became stewards and acted as God's agents on earth. In this sense, God established a relationship of interdependence with humanity. The awesome concept of God's dependence upon humanity is crucial to our acceptance of our full dependence upon Him.

When sin entered the world, it shattered and distorted God's creation and separated mankind from God. The union with God was broken, the image of God was marred, the shared governance was surrendered, and this earth became sin's domain.

In Jesus Christ, God restored this divine-human relationship and reestablished His kingdom on earth. Thus the gospel provides reconciliation between God and humanity. Christ became the second Adam, winning back humanity's lost stewardship. Today, stewardship begins with the recognition of God's sovereignty as Creator, Redeemer, Sustainer, and Owner.

Through the incarnation, Christ identified Himself fully with humanity. The shared intimacy of God with mankind is embodied in Jesus Christ, the God-man. His life and death form the basis for a renewed relationship with God. Through the ministry of the Holy Spirit, the living presence of Jesus restores the reality of a shared intimacy between God and man.

As the model steward, Jesus Christ demonstrated the lifestyle of the individual in union with God. Through His ministry in heaven, Christ enthrones humanity with Him, (Eph 2:6) and renews humanity's partnership with God. In this partnership, the human agent functions as regent under the authority of God. When allowed to live on the throne of one's life, the believer is lifted by God to sit with Him on His throne. All the power of heaven is available to aid God's stewards in their daily lives.

Restoring the image of God in humanity is part of the redemption process. While not complete before the Second Coming, the process begins here on earth. The Holy Spirit brings the promised presence of Christ into the life of the believer (John 14:16-20), and begins a new creation (2 Cor 5:17). Sinful humanity, saved by grace, once again shares the image of God (2 Peter 1:4). Through the power of the living Christ, the believer who accepts the gift is once again in complete union with God.

While enthroned by God in heavenly places with Christ, the believer is totally dependent upon Him for every aspect of life. Yet God is also dependent upon humanity. He has chosen to depend upon His believers as the ultimate demonstration of His power and character to the world. He trusts humanity with a complete partnership in union with Him. This renewed interdependence of the believer and God provides the model for relationships with other human beings. The corporate dimension of the Church as the Body of Christ, with Him as its head, reflects the ultimate level of partnership and/or stewardship. Each part of the Body, individually or as a group, grows and matures through interdependence. Interdependent with God, the members of His Body are also interdependent with each other. At first, the individual or even a corporate group, is totally dependent on the rest of the Body. With growth and maturation, strength is gained until the individual or group is able to

contribute to the Body as a whole. Stewardship is an important ministry in fostering this growth in interdependence.

Through a discipleship walk, stewards acknowledge God's lordship and surrender every area of life to Him. Discipleship (moving the entire life towards God) takes place under the guidance of the Holy Spirit as He recreates the believer in the image of God. Faithful stewardship is the Christian lifestyle and the joyful result of a personal relationship of assurance in Jesus Christ.

The issues of time and money are critical in stewardship because they are the two most fluid dimensions of life. The management of these two areas most quickly reflects and influences one's spiritual life. God created the Sabbath as the crowning act of creation week. He asked humanity to rest and worship Him before doing anything else, as a sign that humanity accepted Him as their Creator and Sovereign. God established the system of tithes and offerings for the same purpose. Through the tithe we worship God and acknowledge Him as our Lord. We recognize that all we are and have belongs to Him. God asks that the first portion of time and first portion of our material possessions be given to Him as signs that the believer accepts the covenant relationship with God. God then invites the individual to live the rest of his/her life in partnership with Him.

Thus, stewardship carries over into every area of the life of an individual or church. It provides the foundation and motivation for ministry and witness. Living in partnership with God shapes the priorities and focus. As believers grow in this partnership, the Holy Spirit guides them to provide the financial support for the church as the Body of Christ.

The mission of the Department of Stewardship is to emphasize the lordship of Jesus Christ, to enhance the integration of the gospel into the Christian lifestyle, to encourage faithful stewardship, and to facilitate the individual, leadership, and corporate dimensions of stewardship as partnerships with God.

FS 10 Purpose and Function

The Department of Stewardship assists administration in accomplishing the mission of the Church through leadership training and the education of church members in stewardship principles. More specifically, the purpose of the Department of Stewardship is to aid in the integration of the faith walk with God into every area of life—individually and corporately.

The functions of the Department of Stewardship are:

1. To articulate a biblical vision of stewardship and the integration of the lordship of Jesus Christ into every area of life, and to call the Church to a total commitment of the entire life and all resources and possessions to the lordship of Jesus Christ.

2. To develop and present a biblical approach to stewardship as the lifestyle lived in union and partnership with God.

3. To continue the work of tithe and offering education and the implementation of the recommended Seventh-day Adventist Financial Support Plan. This would help members grow in the understanding of their role in the corporate stewardship of the church as the Body of Christ, its financial support through systematic benevolence, and the role of the Holy Spirit in guiding the individual and corporate giving systems.

4. To develop concepts and appropriate resources for empowering members and leaders to implement stewardship principles, especially those materials that cannot be produced as economically and effectively in a division or union office.

5. To encourage increased financial responsibility and accountability, as well as greater levels of financial self support and interdependence, individually and corporately.

6. To help create an understanding of the balance between a regular giving system and special project giving as two dimensions of systematic benevolence which work in harmony. Thus each believer is encouraged to provide regular, systematic support for the local church, conference/mission, and world missions, and in addition join in supporting special projects as led by the Holy Spirit.

7. To give leadership and coordination to those programs that the church body, through its general councils, may decide should be given unified support around the world and may assign to the Department of Stewardship as its responsibility.

FS 15 Areas of Emphasis

The Department of Stewardship focuses upon the following areas of emphasis in the fulfillment of its purpose and mission:

1. **Spiritual Renewal**—Spiritual renewal must form the foundation for any Department of Stewardship thrust. Since stewardship involves the entire person living in a growing partnership with God, any strategy must build on spiritual renewal. The Department of Stewardship will encourage and foster materials to aid in the spiritual growth of individuals as well as the corporate body.

2. **Organizational Renewal**—Organizational renewal is also an important area of emphasis for the Department of Stewardship. Confidence in leadership and the church structure has a direct impact on individual stewardship. Enhancing a spiritual foundation for the organizational structure and function provides a context in which individuals can more effectively grow spiritually.

3. **Personal Life Management**—The secular and materialistic thrust of our society must be met in a more biblical way. Stewardship must be integrated into every area of life. Thus personal and total life management are areas which the Department of Stewardship seeks to strengthen and resource.

4. **Christian Money Management**—People's use of money is a reflection of their walk with God. Thus, biblical principles of money management are an important part of integrating the lordship of Christ into this critical area of life. The Department of Stewardship will continue to develop materials to help in the area of biblical principles for money management.

5. **Seventh-day Adventist Financial Support Plan**—The Department of Stewardship will continue to assist administration in tithe and offering education through materials to support the implementation of the Seventh-day Adventist Financial Support Plan, including the Personal Choice Giving Plan.

FS 20 Departmental Responsibilities

The Department of Stewardship is charged with the responsibility to assist administration in accomplishing the mission of the Church in the following ways:

1. Initiate specific strategic planning to meet Department of Stewardship needs in consultation with divisions and attached unions.

2. Train division and union stewardship departmental leadership in stewardship principles and practices, as well as teaching and training methods.

3. Develop and refine core curriculum on biblical stewardship for use by leaders in empowering members in their personal walk with God.

4. Coordinate the Stewardship Certification for training Stewardship Ministries Directors, pastors, and local church leaders in consultation with divisions and attached unions, including the development of the certification curriculum.

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5. Oversee the implementation of the Seventh-day Adventist Financial Support Plan.
6. Cooperate with administration in the evaluation of church giving reports, and to review trends in tithes and offerings.
7. Prepare annual tithe and offering educational materials, and to cooperate with other General Conference entities in the promotion of special offerings and projects.
8. Evaluate the functions and effectiveness of departmental projects on church entities, counsel with directors of these departments, and advise administration on progress.
9. Coordinate, evaluate, and monitor the resources and materials adapted or produced by division offices.
10. Participate with church leadership in developing strategic objectives, goals, plans, and budgets to advance the mission of the Church.

FS 25 Departmental Staffing

Director and Associate Directors—The Department of Stewardship shall have a director and associate director(s) as needed. Qualified personnel shall be elected and/or appointed on the basis of their expertise and experience in the specialized ministry of Stewardship and in accordance with the General Conference Constitution and Bylaws.

Operational and Administrative Relationship—The director and associate directors work under the directions of the President and the Executive Committee of the General Conference. Operationally and administratively, the department is responsible, through its director, to the President and assists him and other officers in promoting the plans and work outlined by the General Conference Committee.

FS 30 Relationship to World Divisions

The Department of Stewardship serves in an advisory capacity to the world divisions, their administrations, and the Department of Stewardship leaders. This department is a service to the world field and provides leadership, vision, resources, and training in Stewardship areas. Directors of division stewardship departments constitute an important World Advisory Council for the department, which is responsible for long range planning for the department.

WM/PolRev&Dev/ADCOM/GCDO95AC/95AC to AHT(DIV)

292-95G WOMEN'S MINISTRIES—DEPARTMENTAL POLICIES -
NEW POLICY

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

FW WOMEN'S MINISTRIES—DEPARTMENTAL POLICIES

FW 05 Philosophy

The Department of Women's Ministries is committed to encouraging, challenging, equipping, and nurturing Seventh-day Adventist women as they do their part in carrying the Gospel message to the world.

“The Lord has a work for women as well as for men. They may take their places in His work at this crisis, and He will work through them. . . . They can do in families a work that men cannot do, a work that reaches the inner life. They can come close to the hearts of those whom men cannot reach. Their labor is needed.”—*Welfare Ministry*, p 145

FW 10 Statement of Purpose

The primary purpose of the Department of Women's Ministries is to nurture, facilitate, and support women in their Christian lives as disciples of Jesus Christ and members of His World Church. In consultation with administration and other departments of the Church, the department shares the responsibility for developing a global evangelistic strategy and provides training to equip the women of the church to uplift Christ in the Church and in the world.

“... we may do a noble work for God if we will. Woman does not know her power. . . . There is a higher purpose for woman, a grander destiny. She should develop and cultivate her powers, for God can employ them in the great work of saving souls from eternal ruin.”—*Testimonies for the Church*, vol 4, p 642

The Department of Women's Ministries will focus on the six critical issues that were identified by the division Women's Ministries directors, and voted by the Women's Ministries Advisory, as being barriers preventing women from reaching their full potential: illiteracy, poverty, risks to health, abuse, length of workday and poor working conditions, and the need for training and mentoring for greater involvement in the mission of the Church.

FW 15 Objectives

FW 15 05 In order to fulfill the purpose of the Department of Women's Ministries, eight objectives have been identified by which the women in the Church may be empowered to share the good news within their families, among their fellow believers, and in ever expanding circles in the unsaved world.

FW 15 10 Objectives—1. Elevate women as persons of inestimable worth by virtue of their creation and redemption.

2. Enable women to deepen their faith and to experience spiritual growth and renewal.

3. Underscore the broad spectrum of needs and concerns of women across the life span from multicultural and multiethnic perspectives.

4. Liaison and cooperate with other specialized departments of the church to meet the needs of women.

5. Build networks among women in the World Church that encourage bonds of friendship, mutual support, and creative exchange of ideas and information.

6. Mentor and encourage young Adventist women, creating paths for their involvement in the Church as they reach for their full potential in Christ.

7. Bring women's unique perspectives on issues facing the Church to decision making bodies.

8. Seek expanding avenues of dynamic Christian service for women, challenging each Adventist woman to use her gifts to complement the talents of others as they work side by side to further the global mission of the Seventh-day Adventist Church.

FW 20 Responsibilities

FW 20 05 Departmental Responsibilities—1. Assist divisions in achieving their objectives for the women in their constituency.

2. Advise and counsel divisions in the structure, organization, and direction of Women's Ministries.

3. Provide leadership training seminars and workshops for women's ministries personnel at the division level and, by division request to union personnel.
4. Develop manuals, training materials, and other program resource materials, in cooperation with the divisions, to meet the multicultural and multiethnic needs of women worldwide.
5. Heighten awareness of the talents and resources that women bring to the Church.
6. Assist women in identifying their spiritual gifts and inspire them to cultivate these gifts for use in the Church's global mission.
7. Promote spiritual growth among women in the World Church.
8. Reclaim women who have left the fellowship of the Church.
9. Assist in developing strategies that increase opportunities to win back children who no longer walk in the faith of Jesus.
10. Affirm women who serve the Church as laypersons, denominational employees, and in the ministry.
11. Promote education, spiritual growth, and bonding among young women in the Church.
12. Encourage Christian education for young women by providing scholarships through the division Department of Women's Ministries, as funds permit.
13. Identify opportunities for service and leadership in the Church.
14. Heighten awareness regarding the inclusion of women's perspectives in the decision-making process of the World Church (boards, committees, etc.).
15. Establish and maintain a close liaison with church leaders and administrators through frequent consultation.
16. Facilitate the building of networks among women in the World Church to encourage bonds of friendship and mutual support, and to encourage the creative exchange of ideas and information.

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17. Encourage Seventh-day Adventist authors and editors to write on subjects that minister to women and to encourage women authors.

18. Maintain a statistical database in order to determine trends and give direction to the work of the department.

19. Recommend policy relative to Women's Ministries.

FW 25 Departmental Staffing

FW 25 05 Director and Associate Directors—The Department of Women's Ministries shall have a director and associate directors as needed. Qualified personnel shall be elected on the basis of their expertise and experience to care for the activities and responsibilities encompassed by the work of the department.

FW 25 10 Specific Responsibilities—Each individual shall have specific responsibilities and assignments, which will be made known to other appropriate levels of Church organization.

FW 25 15 Responsibilities of Director—1. The departmental director or designee shall chair the Women's Ministries Advisory. The director will maintain continuous contact with the staff and coordinate staff functions.

2. The director shall represent, and serve as advocate for, departmental goals, programs, and activities to the administrative bodies of the Church; shall represent administrative viewpoints to the departmental staff; and shall serve as liaison between other departments and the Department of Women's Ministries.

Youth/PolRev&Dev/ADCOM/GCDO95AC/95AC to AHT

290-95G YOUTH—DEPARTMENTAL POLICIES - NEW POLICY

VOTED, To adopt a new policy GC FY, Youth—Departmental Policies, to read as follows:

FY YOUTH—DEPARTMENTAL POLICIES

FY 05 Statement of Purpose

The Youth Department of the General Conference of Seventh-day Adventists is a department of the church which works for and through its youth. Youth Ministry is defined

as that work of the Church, operated through this department, that is conducted for, with, and by young people. The primary focus is the salvation of youth through Jesus Christ and their acceptance and involvement in the mission of the church.

The purpose of the Youth Department is to facilitate and support the ministry of the Church in winning, training, holding, and reclaiming its youth. The department shares the responsibility for developing a global evangelistic strategy in consultation with administration and in cooperation with other departments of the Church. It is to assist the world Church in forming objectives, goals, and plans, and to provide training that will equip the body of the Church save its youth and prepare them to take the gospel to all the world. All of its activities are to be coordinated into a master strategy for soul winning and soul conservation.

FY 10 Objectives

FY 10 05 Objectives of the Department—1. Provide youth with a Bible-based foundation that will enable them to develop a life-long relationship and commitment to Christ and His Church.

2. Lead youth to understand their individual worth in Christ and to discover and develop their spiritual gifts and abilities.

3. Equip and empower youth for a life of service within God's church and the community.

4. Ensure the integration of youth into all aspects of church life and leadership in order that they might be full participants in the mission of the church.

To accomplish their objectives, the department is to achieve a balanced ministry by incorporating the biblical dynamics of fellowship, nurture, worship, and mission. It is to help the youth to develop their full potential physically, mentally, spiritually, and socially. The Youth Department is committed to maintaining relevance and effectiveness in ministry by relating all its ministry to the needs of youth. To accomplish this, it must listen to youth and be informed as to their perceptions, concerns, and suggestions.

FY 15 Departmental Responsibilities

FY 15 05 Departmental Responsibilities—1. Initiate specific and long-term strategic planning to meet youth ministry needs in consultation with divisions.

2. Initiate ideas, plans, and programs in cooperation with division youth ministries personnel.

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3. Coordinate, evaluate, and monitor youth ministries work and resource materials worldwide.
4. Plan, develop, produce, and oversee, in consultation with the divisions, the implementation of a world curricula for religious education of youth and provide core materials such as manuals and guidelines that are necessary to maintain worldwide unity of authorized and approved programs of the Church for its youth.
5. Prepare supportive materials and resources requested by divisions that may not be able to produce them.
6. Conduct training seminars, workshops, and congresses both for the department and the specialized ministries or programs within the department.
7. Equip youth for soul winning by modeling spiritual leadership, by training, and by providing resource materials and consultant services.
8. Cooperate with other departments and services in the faith nurture of Seventh-day Adventist college and university students attending both denominational and nondenominational institutions of higher learning.
9. Give leadership and coordination to those programs that the church body, through its councils, may decide should be given support around the world and may assign to the Youth Department as its responsibility.
10. Establish and maintain a close liaison with church leaders or administrators through frequent consultation.
11. Maintain a system of measurement and evaluation in order to establish trends and to give direction to the work of the department.
12. Recommend policy relative to youth ministry.

FY 20 Departmental Staffing

FY 20 05 Director and Associate Directors—The Youth Department shall have a director and associate directors as needed. Qualified personnel shall be elected on the basis of their experience in ministering to youth and their expertise to care for the specialized ministries, activities, and responsibilities encompassed by the work of the department. Specialists may be appointed to meet specific needs of the department. Personnel shall be

elected or appointed as required to support the functions outlined in the *Church Manual* and as stipulated in the General Conference Constitution and Bylaws.

The director and associate directors of the department are elected by the General Conference Session. The director works under the direction of the General Conference president and the Executive Committee. However, operationally and administratively, the department, through its director, is responsible to the president and assists him and other officers in promoting plans and work outlined by the Executive Committee.

FY 25 Responsibilities of Departmental Personnel

FY 25 05 Responsibilities of Departmental Personnel—1. The departmental director or his/her designee shall chair the Youth Ministries Committee. He/She shall maintain continuous contact with elected and appointed staff and shall hold regular meetings with the associate directors and other staff. Under the director's supervision, through the Youth Ministries Committee, the departmental budget will be allocated, travel budgets will be assigned, and staff functions will be coordinated.

2. The director shall represent and serve as advocate for departmental goals, programs, and activities to the administrative bodies of the Church and shall represent administrative viewpoints to the departmental staff. He/She shall also serve as liaison between other departments and the Youth Department.

3. Each associate director, assistant director, or individual serving a specialized ministry shall have specific responsibilities and assignments which will be made known to other appropriate levels of church organization.

FY 30 Programs and Activities

The Youth Department serves the church worldwide through the following specialized ministries and programs.

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

- a. Adventure Clubs (6 to 9 years)
- b. Pathfinder Clubs (10 to 15 years)
- c. Adventist Youth Societies (16 to 30+ years)

These local church youth organizations shall have three major objectives:

- 1) To work for the salvation of young people within the Seventh-day Adventist Church, helping them to grow spiritually, physically, mentally, and socially,
- 2) To provide fellowship for Seventh-day Adventist youth and organize them to work for the salvation of other young people,
- 3) To train Seventh-day Adventist youth for leadership roles within the church and harness their energies for involvement in all branches of church activities.

SEC/TRE/GC&DivSec&Tre95AC/GCDO95AC/95AC to AHT(DIV)

308-95G FINANCIAL ASSISTANCE ON INDEBTEDNESS—
NORTH AMERICA - POLICY AMENDMENT

VOTED, To amend GC N 20, Financial Assistance on Indebtedness—North America, to read as follows:

N 20 Financial Assistance on Indebtedness—~~North America~~

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

N 20 05 General Education Indebtedness—1. Assistance—When the total indebtedness for unavoidable debts for living and school expenses incurred by the appointee ~~and~~ and/or spouse during the period of education does not exceed ~~\$6,000, \$6,000 each,~~ the General Conference may authorize financial assistance by way of indebtedness reduction grants at the rate of \$1,000 for each year of overseas service completed until the actual

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indebtedness up to the total sum is covered. If the appointee and spouse both work full time in overseas service, amortization at the rate of \$1,000 per year shall be granted each one. If the spouse works part time, the amortization shall be prorated. This expense shall be shared equally between borne by the General Conference and the calling division for those on Category 1, 2, or 3 budgets. Charges for those on Category 4 budgets will be passed on to the calling organization.

~~N-20-07~~ N 20 10 Special Provision—1. It is not the regular plan to advance funds against an interdivision employee's indebtedness; however, when the prospective appointee's obligations are such that it is impossible to leave the country without financial aid, or that the employee or his/her creditors would be embarrassed because of the indebtedness while he/she is serving overseas, the General Conference may make an advance under contract with the appointee on the following basis:

- a. The maximum amount to be advanced - No change
- b. Applicable annual indebtedness reduction grants shall be credited toward liquidation of the advance until the account is settled. ~~This expense shall be shared equally between the General Conference and the calling division.~~
- c. The contract shall provide - No change

~~N-20-10 Existing Service Indebtedness 1. Provision When a prospective interdivision appointee has existing unamortized denominational service indebtedness, the last employing organization shall be invited to write off the balance concerned. However, any balance remaining shall, with the prior agreement of the division concerned, be taken over by the calling division.~~

~~2. Amortization Period—The time period within which the indebtedness is to be liquidated shall be the same as that stipulated in the original contract.~~

~~3. General Conference Assistance—Provided the General Conference is not already granting an indebtedness reduction grant under N 20-05 of this policy, and provided the total General Conference allowances do not exceed \$3,000, it shall allow \$500 for each year of overseas service completed over the period remaining on the original contract.~~

~~4. Division Assistance—The employing division shall amortize the denominational service indebtedness at the same annual rate stipulated in the original contract, less any amount allowed by the General Conference under the above paragraph.~~

~~5. Unamortized Indebtedness—If for any reason the interdivision employee returns to the base division before the service indebtedness has been settled, the balance remaining shall be assumed by the next denominational employing organization. If the interdivision employee does not continue in denominational employment, he/she shall repay any unsettled balance on the service indebtedness by the termination date specified in the original contract, plus interest on the remaining balance at the monthly rate charged on intradenominational loans made by the General Conference or appropriate rate applicable in other countries concerned.~~

N 20 15 Reimbursement of Expense for Doctoral Degrees—1. When a prospective appointee is to serve as a faculty member of an institution of advanced education and has completed work on a doctoral degree within the past 36 months, either at his/her own expense or by having a portion paid by the denomination, he/she may receive financial reimbursement on the following basis:

a. Actual educational expense - No change

~~b. A monthly living allowance up to 14 percent of Category A remuneration factor in effect at the time of the implementation of the agreement.~~

~~e. b.~~ This reimbursement is to be made in annual payments at a maximum rate of one sixth of the total eligible amount for each year that the individual serves the institution after receiving the doctoral degree.

~~d. c.~~ The cost of providing these reimbursements shall be met on the basis of 50 percent each by the ~~home division~~ General Conference and the calling division.

~~e. d.~~ An individual receiving benefits under this policy and who has unamortized service obligations shall not receive more than a total equivalent to 70 percent of the annual NAD remuneration factor, Category A, in effect at the time of the implementation of the agreement. This total shall include any other education assistance which might be allowed in connection with an appointment to interdivision service. This expense shall be shared equally between the General Conference and the calling division/institution.

~~f. e.~~ Interdivision appointees who have earned doctoral degrees at their own expense and who at the time of their appointment to interdivision service were being reimbursed for this expense by their employing organization may have the balance of their unreimbursed expense reimbursed in harmony with the provisions of this policy.

~~g. f.~~ Where the doctoral degree is a Doctor of Ministry degree, one third of the provisions outlined in this policy shall apply.

N 20 20 Medical/Dental/Optomertical Appointee Indebtedness - No change

N 20 25 Maximum Medical/Dental/Optomertical Appointee Indebtedness- No change

N 20 30 Existing Service Indebtedness—1. Provision—When a prospective interdivision appointee has existing unamortized denominational service indebtedness, the last employing organization shall be invited to write off the balance concerned. However, any balance remaining shall, with the prior agreement of the division concerned, be taken over by the calling division.

2. Amortization Period—The time period within which the indebtedness is to be liquidated shall be the same as that stipulated in the original contract.

3. General Conference Assistance—Provided the General Conference is not already granting an indebtedness reduction grant under N 20 05 of this policy, and provided the total General Conference allowances do not exceed \$3,000, it shall allow \$500 for each year of overseas service completed over the period remaining on the original contract.

4. Division Assistance—The employing division shall amortize the denominational service indebtedness at the same annual rate stipulated in the original contract, less any amount allowed by the General Conference under the above paragraph.

5. Unamortized Indebtedness—If for any reason the interdivision employee returns to the base division before the service indebtedness has been settled, the balance remaining shall be assumed by the next denominational employing organization. If the interdivision employee does not continue in denominational employment, he/she shall repay any unsettled balance on the service indebtedness by the termination date specified in the original contract, plus interest on the remaining balance at the monthly rate charged on intradenominational loans made by the General Conference or appropriate rate applicable in other countries concerned.

SEC/TRE/GC&DivSec&Tre95AC/GCDO95AC/95AC to AHT(DIV)

309-95G FINANCIAL ASSISTANCE ON INDEBTEDNESS—
DIVISIONS OTHER THAN NORTH AMERICA - POLICY
DELETION

VOTED, To delete GC N 25, Financial Assistance on Indebtedness—Divisions Other Than North America, which reads as follows:

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N 25 Financial Assistance on Indebtedness—
Divisions Other Than North America

Each division should develop a policy patterned after the General Conference policies governing assistance on indebtedness to interdivision appointees based in the division (including medical and dental appointees). (See N 20.)

SEC/TRE/GC&DivSec&Tre95AC/GCDO95AC/95AC to AHT(DIV)

310-95G FINANCIAL ASSISTANCE ON MEDICAL/DENTAL/
OPTOMETRICAL CALLS—OTHER THAN NAD - POLICY
DELETION

VOTED, To delete GC N 30, Financial Assistance on Medical/Dental/ Optometrical Calls—Other than NAD, which reads as follows:

N 30 Financial Assistance Medical/Dental/
Optometrical Calls—Other Than NAD

1. If a physician/dentist/optometrist is placed under interdivision appointment from a division other than the North American Division, the calling division shall by mutual agreement reimburse the appointee's base division for the full amount of any financial assistance granted to the appointee by the base division under the provisions of that division's policies for financial assistance to physicians/dentists/optometrists.

2. For each year of interdivision service given by the physician/dentist/optometrist, the calling division shall grant indebtedness liquidation assistance at the rate of one sixth of the total assistance granted under the provisions of paragraph 1 plus the current year's interest, if any.

SEC/TRE/GC&DivSec&Tre/GCDO95AC/95AC to AHT(DIV)

312-95G RESIDENCY PROGRAM—DIVISIONS OTHER THAN
NORTH AMERICA - POLICY AMENDMENT

VOTED, To amend GC N 45, Residency Program—Divisions Other Than North America, to read as follows:

N 45 Residency Program—~~Divisions Other Than North America~~

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

1. Deferred medical appointees - No change
2. The home division - No change
3. Under this plan, residencies may be approved - No change
4. The residency shall - No change
5. During the first year of residency - No change
6. The home division shall establish - No change
7. The calling division shall be charged 50 percent of the cost of the residency training program at the time the physician enters overseas service. The General Conference shall be charged 50 ~~25~~ percent of these costs at this same time. ~~time, and the home division shall be responsible for the remaining 25 percent. The three~~ These organizations shall amortize their investment on the basis of 20 percent per year for each year the appointee serves in interdivision service.
8. A three-way contract - No change
9. In the event that the physician - No change
10. If for any reason the physician - No change
11. In the event a division ~~other than North America~~ applies the principles of this policy to assist a physician in a residency training program with a view to his/her entering denominational service within its own territory, the contract and the entire financial arrangement shall be between the physician and the division concerned.

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SEC/TRE/GC&DivSec&Tre95AC/GCDO95AC/95AC to AHT(DIV)

313-95G FINANCIAL ASSISTANCE TO NURSES WITH
ADVANCED DEGREES—NORTH AMERICA - POLICY
AMENDMENT

VOTED, To amend GC N 50, Financial Assistance to Nurses with Advanced
Degrees—North America, to read as follows:

N 50 Financial Assistance to Nurses with
~~Advanced Degrees—North America~~

N 50 05 Nurse (Advanced Degree) Appointee Indebtedness—In cases where an
interdivision appointee with a Master of Science degree in nursing has educational
indebtedness not exceeding \$7,500, the appointee may be permitted to proceed to the field of
service with the understanding that the General Conference and the calling division shall
share equally in granting indebtedness liquidation assistance at the rate of \$1,500, plus the
current year's interest, for each year of interdivision service until the indebtedness, plus
interest thereon from the date of proceeding to the field of service, has been liquidated.

TRE/IDERem&All/SEC/PolRev&Dev/ADCOM/GC&DivSec&Tre95AC/GCDO95AC/95AC
to AHT(DIV)

249-95G FREIGHT, INSURANCE, AND CUSTOMS CHARGES -
POLICY AMENDMENT

VOTED, To amend GC N 55 15, Freight, Insurance, and Customs Charges, to read
as follows:

N 55 15 Freight, Insurance, and Customs Charges—1. The following expense is paid
by the appointee's receiving division:

a. Authorized Weights—Freight, cartage, handling, and necessary packing
and crating charges on the authorized weight of household goods and personal effects—not
including automobiles, articles for sale in a foreign country, or articles carried for
others—from the employee's home to the place of appointment in the interdivision field. The
net weight allowed is as follows:

- 1) For appointees serving a full term (see P 04 10):

Class A families—employee and spouse	6,000 lbs
<u>families—appointee and spouse</u>	<u>6,000 lbs</u>
single parents accompanied by dependent	
child/children—parent	4,500 lbs
*additional for each <u>dependent</u> child	
<u>accompanying parent(s)</u>	750 lbs
single employees <u>appointees</u>	4,000 lbs
Class B families—employee and spouse	3,000 lbs
<u>families—appointee and spouse</u>	<u>3,000 lbs</u>
single parents accompanied by dependent	
child/children—parent	2,500 lbs
*additional for each <u>dependent</u> child	
<u>accompanying parent(s)</u>	500 lbs
single employees <u>appointees</u>	2,000 lbs

The above schedule shall also apply to appointees who return for a subsequent term having previously completed a full term.

2) For appointees serving less than a full term (see P 04 10):

Class A families—employee and spouse	84 lbs per month
<u>families—appointee and spouse</u>	<u>84 lbs per month</u>
single parents accompanied by dependent	
child/children—parent	63 lbs per month
*additional for each <u>dependent</u> child	
<u>accompanying parent(s)</u>	10 lbs per month
single employees <u>appointees</u>	56 lbs per month
Class B families—employee and spouse	42 lbs per month
<u>families—appointee and spouse</u>	<u>42 lbs per month</u>
single parents accompanied by dependent	
child/children—parent	32 lbs per month
*additional for each <u>dependent</u> child	
<u>accompanying parent(s)</u>	7 lbs per month
single employees <u>appointees</u>	28 lbs per month

3) The above allowances - No change

b. Cubic Foot Equivalents - No change

~~e. Container Van Shipments—If approved by the General Conference/ Division Treasurer, an interdivision employee's household goods and personal effects may be shipped by container van and financial settlement made on the actual cost up to, but not exceeding, the cost per pound (break bulk) rate as calculated on the total authorized weight allowance. Use and ownership of the van rests with the division, and space allocation shall be at the discretion of the division.~~

~~1) If the weight of a shipment is less than that allowed, settlement shall be at the rates set by policy.~~

~~2) If the weight of a container shipment is greater than allowed by policy, no overweight is charged unless the break bulk rate is exceeded. Additional costs of duty, insurance, surface transportation, etc, arising from overweight will be the employee's responsibility.~~

~~3) Break bulk rates shall be calculated on the basis of rates published by shipping conference lines, or established reputable carriers.~~

~~4) Automobiles, articles for sale in the foreign country, or articles carried for others shall be considered personal. Costs pertaining to these items, including the pro rata cubic foot space cost of ocean freight, delivery to the port of origin, agents fees, etc, full customs duty actually levied, and the cost of delivery to the ultimate destination in the field of service are to be recovered from the employee. All above items shall be subject to available space.~~

c. Container Van Shipments—If an appointee wishes to use a 20-foot container van for shipping his/her goods the following provisions shall be followed:

1) There will be no unused freight settlement paid to the employee.

2) If the authorized weight is such that it would be cheaper to send the freight by break bulk, the appointee shall pay the additional cost due to shipping by container.

3) If the freight shipped is more than the authorized weight, the appointee shall bear the pro rata portion of packing, inland trucking, customs, and destination charges.

4) Motor vehicles may be included in the container upon the following conditions:

a) Prior approval of the host division, and

b) The appointee shall bear the cost of preparation for shipment of the motor vehicle, insurance and customs charges, inland freight, and destination charges.

5) Customs charges and cost of shipping articles for sale in the destination country and articles carried for others shall be considered the personal expense of the appointee sending the shipment.

6) If the employing organization decides to combine more than one shipment in a container, each appointee's shipment shall be considered as a break bulk shipment and settlement will be made with the appointee on the basis of the pounds shipped.

7) If an appointee decides to send a container larger than the 20-foot size, any additional expense above the cost of a 20-foot container shall be considered the personal expense of the appointee.

d. Special Weight Allowance—When employees appointees are appointed to interdivision service, especially in the interior, where no household furniture or equipment is provided by the organization and is not available for purchase at reasonable prices in the field of service, the appointees' freight allowance may be increased as follows:

1) Additional 1,000 pounds allowance to a man and wife without dependent children (no increased allowance for dependent children).

2) Additional 500 pounds allowance to single employees-
appointees. The above increased freight allowances are to be granted by the General Conference in counsel with the division concerned.

e. Excess Weight - No change

f. Customs Charges—The division General Conference shall reimburse for customs charges actually paid on the authorized weight allowed on household ~~goods~~ goods, computers, and personal effects actually shipped, not including automobiles, motorcycles, mopeds, ~~unusually expensive~~ electronic and photographic equipment costing more than US\$1,000 each, articles intended for sale in a foreign country, or articles carried for other persons. Interpretation and implementation of this policy shall be determined by each division recognizing the need for exceptions or additions to the list outlined above. The provisions of this clause shall apply to shipments for the initial appointment and permanent

return only. In making settlement when the interdivision employee has more than the authorized weight, customs duty paid will be prorated on the same basis as freight.

g. Unused Freight—When an appointee elects to take to the field of service less than the freight allowance provided for above, the appointee shall be compensated ~~division shall compensate the appointee~~ in cash in the currency of the country he/she leaves at the rate of \$175 per hundred pounds or actual shipping cost rate per hundred pounds, whichever is less, or its equivalent value in local currency, covering the unused portion of authorized freight allowance. Exceptions to the limits may be made in unusual situations when requested by the host division and approved by the General Conference Interdivision Employee Remuneration and Allowances Committee. When an appointee elects not to take a shipment, the established rate for settlement shall be set by the General Conference Transportation and International Personnel Services (TRIPS) ~~and the division transportation office~~ based on an actual quote from a forwarding company, or at the rate of \$175 per hundred pounds, whichever is less. ~~company.~~

h. Insurance - No change

i. Baggage Allowance—When interdivision ~~employees~~ appointees proceed to the field by air, they shall be granted a baggage allowance of \$200 per adult ticket and \$100 per child (or unborn child).

j. Expense Reports—Interdivision ~~employees~~ appointees are requested to make carefully detailed statements of the actual amount paid for each item and class of expense, including fares, freight and packing on goods, insurance, customs charges if any, etc. Receipts should be obtained from the companies concerned for the charges paid, and in the case of freight the receipt should show the weight of the shipment and the rates charged. These receipts should be attached to the expense reports submitted by interdivision ~~employees~~ appointees upon their arrival in the field.

*Includes unborn children of appointees who have a physician's statement confirming pregnancy.

SEC/PolRev&Dev/ADCOM/GC&DivSec&Tre95AC/GCDO95AC/95AC to AHT(DIV)

299-95G REGULAR ALLOWANCE SCHEDULE (Outfitting Allowance) - POLICY AMENDMENT

VOTED, To amend GC N 60 05, Regular Allowance Schedule, to read as follows:

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N 60 05 Regular Allowance Schedule—An allowance shall be made to interdivision appointees to assist them in purchasing new goods, paying excess trucking and ocean freight, parcel post or express charges, and any other such expenses. Outfitting allowances for full term appointments to all fields shall be as follows:

Families— <u>employee appointee</u> and spouse	150% of the Category A North American Division remuneration factor
Single parents accompanied by dependent child/children— <u>parent</u>	75% of family rate
*Each dependent child <u>accompanying parent(s)</u>	20% of family rate
Single <u>employees appointees</u>	66% of family rate

For appointees interdivision employees serving less than a full term, the outfitting allowance shall be prorated in consultation with the calling division.

When a child of an interdivision employee, after being in the field a minimum of one year, is voted permanent return before the employee has served the full current term of service, the full outfitting allowance for the child (20% of family rate) shall be allowed.

*Includes unborn children of appointees who have a physician's statement confirming pregnancy.

TRE/IDERem&All/PolRev&Dev/ADCOM/GC&DivTre/GC&DivSec&Tre95AC/
GCDO95AC/95AC to AHT(DIV)

257-95G HOUSEHOLD GOODS FREIGHT SETTLEMENT (Freight Allowance) - POLICY AMENDMENT

VOTED, To amend GC Q 20 05, Household Goods Freight Settlement, to read as follows:

Q 20 05 Household Goods Freight Settlement—The base division (in the case of North American Division-based employees, the General Conference Transportation and International Personnel Services) shall make freight settlement with respect to the household goods of the permanently returning interdivision employee on the following basis and at the expense of the division in which the employee has served:

1. Freight, cartage, and handling - No change

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2. When a child of an interdivision employee, after being in the field a minimum of one year, is voted permanent return before the employee has served the initial full term of service, the full freight allowance for the child shall be allowed.

~~2. 3.~~ Provision for shipment by container, as outlined in N 55 15, shall apply to the shipment of freight. ~~freight following furlough.~~

~~3. 4.~~ If an employee does not elect to take home the full freight allowance provided in this policy, the unused freight settlement shall be on the same basis as specified in N 55 15-g.

~~4. 5.~~ When an interdivision employee returns by air to the base division on permanent return, he/she shall be granted a baggage allowance of \$200 for each adult ticket and \$100 for each child.

~~5. 6.~~ All risk marine insurance and war risk insurance shall be secured in every case at the replacement value of the goods allowed in 1. above at the expense of the division in which the employee has served.

TRE/IDERem&All/PolRev&Dev/ADCOM/GC&DivTre95AC/GCDO95AC/95AC to
AHT(DIV)

247-95G TRANSFER AT FURLOUGH - POLICY AMENDMENT

VOTED, To amend GC M 35 10, Transfer at Furlough, to read as follows:

M 35 10 Transfer at Furlough—1. When an interdivision employee is transferred by call to another division and the transfer is made at the time of a regularly scheduled furlough, the following provisions shall apply:

- a. Travel expense for the employee - No change
- b. Salary for the first half - No change
- c. Salary for the remainder - No change
- d. The calling division shall allow the regular outfitting and freight allowances on the same basis as for new appointees, plus the freight allowance provided for employees returning from ~~furlough~~. furlough, if applicable. The employee may use these

freight allowances for shipment of household effects from his/her place of employment in the field of service, to his/her new field and/or shipments from the home base.

- e. In lieu of permanent return expenses - No change

SEC/GCDO95AC/95AC to AHT(DIV)

302-95G OPTIONAL ANNUAL LEAVE - POLICY AMENDMENT

VOTED, To amend GC P 05 20, Optional Annual Leave, to read as follows:

P 07 Optional Annual Leave

~~P 05 20 Optional Annual Leave~~ P 07 05 Optional Annual Leave Provisions—
Divisions may, when deemed necessary, authorize optional annual leave for interdivision employees ~~prior to the~~ in place of regular furlough on the following basis:

1. Requests for optional annual leave - No change
2. Requests for optional annual leave may be considered - No change
3. If the request for optional annual leave - No change
4. Special provisions/limitations - No change

TRE/IDERem&All/PolRev&Dev/ADCOM/GC&DivTre95AC/GC&DivSec95AC/
GCDO95AC/95AC to AHT(DIV)

252-95G INTRADIVISION MOVE - NEW POLICY

VOTED, To adopt a new policy GC O 22, Intradivision Move, to read as follows:

O 22 Intradivision Move

O 22 05 Intradivision Move—When an interdivision employee is transferred to another location within the same division, reimbursement for such a move shall be made within the moving policy of the host division. The expense of such a move shall be the responsibility of the host division or one of its subsidiary organizations as may be agreed upon when the move is voted by the host division.

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262-95G SPECIAL FURLOUGH CYCLES FOR DESIGNATED
AREAS - POLICY AMENDMENT

VOTED, To amend GC P 10 30, Special Furlough Cycles for Designated Areas, to read as follows:

P 10 30 Special Furlough Cycles for Designated Areas—1. The Central African Union Mission, Nigeria Union Mission, Sahel Union Mission, West African Union Mission, and West Zaire Union Mission of the Africa-Indian Ocean Division; the territories of Djibouti and Somalia in the Eastern Africa Division; the Angola Union Mission and the Mozambique Union Mission of the Euro-Africa Division; the territory of Sudan in the Trans-European Division; and the territory of Mongolia shall be designated as areas where special furlough cycles apply. ~~The Angola Union Mission and the Mozambique Union Mission of the Euro-Africa Division, the West African fields of the Africa-Indian Ocean Division, the territories of Djibouti and Somalia in the Eastern Africa Division, the territory of Mongolia of the East Asia Association, and the territory of Sudan in the Middle East Union shall be designated as areas where special furlough cycles apply.~~

2. Furlough Cycles - No change
3. Subsequent Terms - No change
4. Allowances - No change

TRE/IDERem&All/PolRev&Dev/ADCOM/GC&DivSec&Tre95AC/GCDO95AC/95AC to AHT(DIV)

233-95G FREIGHT ALLOWANCE (Furlough Financial Arrangements) -
POLICY AMENDMENT

VOTED, To amend GC P 25 60, Freight Allowance, to read as follows:

P 25 60 Freight Allowance—Qualifying Countries—Interdivision employees on furlough who are returning to the following countries shall qualify for a furlough freight shipment:

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Africa-Indian Ocean Division: All Territories

~~Asia-Paeific~~ Asia-Pacific Division: Bangladesh, Cambodia, Democratic People's Republic of Korea, ~~Indonesia~~, Irian Jaya, Islands of the Pacific other than ~~Guam~~, Guam and Saipan, Laos, Myanmar, ~~Philippines~~, Sri Lanka, Vietnam

~~Inter American Division: Guyana, Haiti, Nicaragua, Trinidad~~

Eastern Africa Division: Djibouti, Somalia

Euro-Africa Division: Angola, Mozambique, Sao Tome

Euro-Asia Division: All Territories

Inter-American Division: Guyana, Haiti, Nicaragua, Surinam

Southern Asia Division: Nepal

Trans-European Division: Sudan, Yemen.

~~Middle East Union Mission: Cyprus, Egypt, Kuwait, Lebanon, Oman, Sudan, Turkey, United Arab Emirates, Yemen.~~

2. Formula—An allowance covering freight, crating, packing, and customs shall be granted to employees from qualifying countries on the following basis:

The equivalent of 15 percent of the class B freight allowance payable to new interdivision appointees shall be granted for each year of service since the granting of the previous freight allowance. Effective January 1, 1996, when the total service time which includes the furlough, as authorized by the division, does not add up to complete years, the allowance shall be prorated.

3. Unused Freight Allowance - No change

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GCDO95AC/95AC to AHT(DIV)

254-95G ASSISTANCE TO EMPLOYEES SPONSORED FOR STUDY
OUTSIDE THEIR BASE DIVISION - POLICY AMENDMENT

VOTED, To amend GC T 40, Assistance to Employees Sponsored for Study Outside
Their Base Division, to read as follows:

T 40 Assistance to Employees Sponsored for
Study Outside Their Base Division

T 40 05 Study Programs—1. Assistance - No change

2. Selection - No change

3. Duration of Sponsorship - No change

4. Transportation - No change

5. Salary—The division shall provide ~~for salary on the basis of whichever of the
following two formulas is the more beneficial to the employee:~~

a. ~~Continuance of local salary.~~

b. ~~Sixty~~ sixty percent of the salary of the area in which the study program
is undertaken, plus 5 percent for each child, up to a total of 80 percent; plus an additional 5
percent for each child attending a Seventh-day Adventist church school, up to a maximum
total of 100 percent.

6. Rent Subsidy - No change

7. Utility Allowance - No change

8. Health Care Expense - No change

9. Education Expenses - No change

10. Tuition Assistance—Dependent Children - No change

11. Auto Depreciation - No change

12. Auto Insurance - No change
13. Freight and Customs Duty Allowance - No change
14. Travel Accident and Personal Effects Insurance - No change
15. Contract With the Employee - No change
16. Work by Sponsored Student - No change
17. Authorization for Additional Classwork - No change
18. Progress Report - No change
19. Vacation Time - No change

TRE/IDERem&All/PolRev&Dev/ADCOM/GC&DivSec&Tre95AC/GCDO95AC/95AC to
AHT(DIV)

266-95G EDUCATION OF SECONDARY SCHOOL AGE
CHILDREN - NEW POLICY

VOTED, To adopt a new policy GC O 34, Education of Secondary School Age
Children, to read as follows:

O 34 Education of Secondary School Age Children

As a general rule, children of interdivision employees needing secondary education shall be encouraged to attend the nearest Seventh-day Adventist secondary school or their division designated school. In host divisions where the local or designated school does not meet a student's needs because of language differences, differences in educational systems, or other factors, the interdivision employee may choose to send the student to a Seventh-day Adventist secondary school within the base division.

Scholarship grants to interdivision employees with children in secondary education shall be as follows:

1. When studying within the host division or at the host division designated school: In accordance with the host division policies.

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2. When studying at a Seventh-day Adventist secondary school in the base division:

- a. Dormitory Students: 100% of tuition and required fees
- b. Day Students: 75% of tuition and required fees
- c. Family Visitation: One round-trip between school and home per school year. This allowance may be adjusted in cases where the parents' furlough coincides with the school vacation period.

3. By correspondence (Home Study International):

- a. In host division: In accordance with the host division policies
- b. In base division: 75% of tuition, fees, and airmail postage

TRE/IDERem&All/PolRev&Dev/ADCOM/GC&DivSec&Tre95AC/GCDO95AC/95AC to AHT(DIV)

267-95G EDUCATION OF OLDER CHILDREN - POLICY AMENDMENT

VOTED, To amend GC O 35, Education of Older Children, to read as follows:

O 35 Education of College-Age ~~Older~~ Children

~~Divisions shall make scholarship~~ Scholarship grants to ~~interdivision employees~~ shall be paid to the educational institution on behalf of interdivision employees whose child/children attend college, on the following conditions:

~~1. a. The student on whose behalf the grant is made must have completed the secondary schoolwork offered in the division where the parents labor (unless in the opinion of the division concerned it is advisable for the student to take a portion of the secondary work elsewhere) or shall have reached the age of eighteen.~~

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~~b. The grant may be continued for a maximum period of four school years or the equivalent, or until the student finishes college, if this is sooner, (except when suitable secondary educational facilities are not available in the field as under a above), except as provided in paragraph 4.~~

1. Assistance shall be granted until an undergraduate course of studies is completed or for a maximum of nine semesters or thirteen quarters of undergraduate studies. An additional two semesters or three quarters may be granted only to complete work necessary to secure teaching credentials. Governing committees may also grant assistance of up to an additional two semesters or three quarters for valid undergraduate programs that require a fifth year for graduation.

2. The student receiving assistance must be an unmarried dependent child (less than twenty-four years of age unless the student has given compulsory military service, volunteer service for the Church, or has a documented medical consideration) of an interdivision employee and must attend a denominational college or training school, except in fields where the denomination does not provide senior college facilities. ~~facilities, assistance being made~~ Assistance shall be given only for the period the student is actually attending school.

~~3. When children attend schools in their base divisions the division committees shall work out a plan for assistance in the educational expense. Assistance shall be granted in harmony with the spirit of the provisions made in paragraph 4 provided that the grant in no case shall be less than the scholarship grants that are made to employees in the base division.~~

~~4. When children of North American Division based interdivision employees attend denominational academies, colleges, and schools of nursing in North America the basis for scholarship grants shall be as follows:~~

3. Interdivision employees are expected to enroll their college-age children in Seventh-day Adventist colleges in either the base or host division. The basis for scholarship grants shall be as follows:

a. ~~The maximum rates for scholarship grants for each school year shall be based on the tuition and all required fees charged by the school attended according to the following percentages: When studying within the host division:~~

In accordance with the host division policies.

b. When studying in the base division:

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Day Students

75 % of tuition and required fees

~~Dorm~~ Dormitory Students

100 % of tuition and required fees

~~If the student also received a federal (national) or state (provincial) scholarship, the school may reduce the division assistance by the amount of such financial aid over and above the financial need of the student. The financial need is defined as the cost of attending the institution less the estimated family contribution, as determined by the school, on the basis of standard criteria of aid-granting agencies.~~

If parents decide to send their child/children to a Seventh-day Adventist college in a division other than the base or host division, the scholarship grant shall be based on the tuition and fees of the college attended but shall not exceed the higher of what would have been paid in either the base or host division.

~~b- 4.~~ The division shall furnish the school concerned the names of the students authorized to receive this financial assistance and the school will then send a charge through to the General Conference ~~to the division~~ on a quarter or semester basis.

~~e- 5.~~ Health care assistance as follows shall be granted during the time the children qualify for educational assistance under terms of paragraphs 1. to 3. ~~and 2-~~ above. Provision shall be made for thirty days after the completion of the course of study for continued hospitalization and medical benefits. ~~benefits provided that such~~ Such assistance shall be granted only in cases of illness or accident. Nonemergency medical, dental, and optical care are specifically excluded.

~~5- Division committees shall make available scholarship grants within the provisions outlined above to children whose parents are on furlough.~~

~~6- Division committees are authorized to grant to children above eighteen years of age who continue full time school work in a denominational boarding school within the field, a scholarship equal to the child allowance.~~

SEC/PolRev&Dev/ADCOM/GC&DivTre95AC/GCDO95AC/95AC to AHT(DIV)

283-95G CHANGED DIVISION RELATIONSHIPS (Single
Interdivision Employee Who Marries) - POLICY AMENDMENT

VOTED, To amend GC O 67 05, Changed Division Relationships, to read as follows:

O 67 05 Changed Division Relationships—A single employee or a single parent with dependent child/children who, while in regular interdivision service, marries an individual, whether denominationally employed or not, whose home/adopted base division is a division other than his/her base division, thereby introduces a significant new factor into his/her employment status which will inevitably affect his/her denominational service and base division relationships.

SEC/PolRev&Dev/ADCOM/GC&DivTre95AC/GCDO95AC/95AC to AHT(DIV)

284-95G FAMILY ADOPTED DIVISION (Single Interdivision
Employee Who Marries) - POLICY AMENDMENT

VOTED, To amend GC O 67 10, Family Adopted Division, to read as follows:

O 67 10 Family Adopted Division—1. The former single interdivision employee or interdivision employee who was a single parent with dependent child/children (after this referred to as the “interdivision employee”) and his/her spouse (after this referred to as “~~the spouse~~” the “spouse”) shall be asked to choose either the husband’s or the wife’s base division as a family adopted division. Their choice shall be stated in a letter addressed to the employing division within 30 days of the marriage and signed by both spouses. It shall be irreversible as long as the marriage continues (see paragraph 3 below). A record of the choice shall be made by the employing division, by each of the spouse’s base divisions and by the General Conference.

2. Status in the family adopted division - No change
3. If legal separation - No change

TRE/PolRev&Dev/ADCOM/GC&DivSec&Tre95AC/GCDO95AC/95AC to AHT(DIV)

297-95G CURRENT EMPLOYMENT/FINANCIAL
ARRANGEMENTS NOT ALTERED (Single Interdivision
Employee Who Marries) - POLICY REVISION

VOTED, To revise GC O 67 15, Current Employment/Financial Arrangements Not Altered, to read as follows:

O 67 15 Current Financial Arrangements Adjusted—If the family adopted division is other than the base division of the interdivision employee, the employing organization shall

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adjust the employee's remuneration in harmony with the interdivision rates for the family adopted division. This adjustment shall become effective on the date of marriage.

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205-95G FAMILY INTERDIVISION PROVISIONS (Single
Interdivision Employee Who Marries) - POLICY
AMENDMENT

VOTED, To amend GC O 67 20, Family Interdivision Provisions, to read as follows:

O 67 20 Family Interdivision Provisions—1. This policy shall apply only to an individual who was a regularly appointed single interdivision employee or an interdivision employee who was a single parent with dependent child/children, at the time of marriage, and to his/her spouse and to their children (see O 67 10-2).

2. Remuneration for employment - No change

3. Family interdivision provisions - No change

4. Terms of service and the frequency of family furloughs shall be related directly to the continuing full-time employment of the former single interdivision employee. When a single interdivision employee or single parent with dependent child/children marries while in interdivision service, and retains his/her interdivision status, the years already served shall count toward the initial family term of service as required in P 04 10. If full-time interdivision employment is interrupted during this initial period, for a period of more than 12 months, except for the reasons given in P 04 15, a new initial family term of service shall begin when employment is resumed.

5. The application of family interdivision provisions referred to in paragraph 3. above O-67-20-3 shall be suspended whenever the former single interdivision employee or former single parent with dependent child/children discontinues full-time employment, but may be reinstated when full-time employment is resumed. If this occurs, the following conditions shall apply with respect to the Terms of Service/Furlough policy:

a. The accrual of time toward a family term of service shall be suspended when employment is discontinued.

b. The accrual of time may be resumed without penalty if full-time employment is resumed within 12 months.

~~e. If full-time employment is interrupted for a period of more than 36 months, a new family term of service shall begin when employment is resumed.~~

6. When the interdivision - No change

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285-95G FULL-TERM—DEFINITION - POLICY AMENDMENT

VOTED, To amend GC P 04 15, Full-Term—Definition, to read as follows:

P 04 15 Full-Term Definition—1. A full term of service shall be defined as service which fulfills the corresponding requirement in P 04 10. If full-time interdivision employment is interrupted for a period of more than 12 months during the initial term of service, except for the reasons given below, a new initial term of service shall begin when employment is resumed. In the event of an interdivision employee failing to complete an initial term of service, the years already served shall count toward the fulfillment of an initial term of service provided the following:

~~1. a.~~ The employee's failure to complete the initial term of service was due to a permanent return action initiated by the division, and not by choice of the employee,

~~2. b.~~ The individual is appointed subsequently to interdivision service in the same or another division.

2. When a single interdivision employee or an interdivision employee who is a single parent with dependent child/children marries while in interdivision service and retains his/her interdivision status, the years already served shall count toward the initial family term of service as required in P 04 10.

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206-95G LEGAL SEPARATION/DIVORCE (Single Interdivision Employee Who Marries) - POLICY AMENDMENT

VOTED, To amend GC O 67 35, Legal Separation/Divorce, to read as follows:

O 67 35 Legal Separation/Divorce—~~1. In the event of legal separation/divorce, separation/divorce while in interdivision service, the family adopted division status shall terminate and the provisions of this section shall apply.~~

~~2. 1.~~ If either spouse is subsequently employed in his/her own base or family adopted division the employment shall be on the basis of a local employee.

~~3. 2.~~ If either spouse is outside his/her own base or family adopted division on the basis of a regular interdivision call ~~or on a permanent return (to the family adopted division),~~ he/she shall be voted a permanent return to his/her own base or family adopted division. If ~~Whether~~ such a permanent return is ~~not effected, effected or not,~~ any subsequent denominational employment outside his/her own base or family adopted division ~~division, including service in the former family adopted division,~~ shall be by a new call processed through his/her own base or family adopted division, and otherwise shall be classified as employment on an independent transfer basis.

~~4. 3.~~ If either spouse is outside his/her ~~own base~~ family adopted division without benefit of a regular call ~~or a permanent return (to the family adopted division),~~ call, no permanent return is required. Any subsequent denominational employment outside his/her own base or family adopted division ~~division, including service in the former family adopted division,~~ shall be by a new call processed through his/her own base or family adopted ~~division or division, and otherwise~~ shall be classified as employment on an independent transfer basis.

~~5. 4.~~ Minor children (who have not passed their 18th birthday) shall each have the base division status of the parent to whom they are assigned in custody.

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288-95G ELECTED INTERDIVISION EMPLOYEES (Schedule of
Service Cycles and Furloughs) - POLICY AMENDMENT

VOTED, To amend GC P 10 17, Elected Interdivision Employees, to read as
follows:

P 10 17 ~~Elected~~ Elected/Appointed Interdivision Employees—The regular timing of
the furlough cycle for ~~elected~~ elected/appointed interdivision employees (whose assignment is
normally a five-year term), shall not be affected by the term of office.

TRE/IDERem&All/PolRev&Dev/ADCOM/GC&DivTre95AC/GC&DivSec95AC/
GCDO95AC/95AC to AHT(DIV)

250-95G EMPLOYMENT (Placing Permanently Returned Interdivision
Employees) - POLICY AMENDMENT

VOTED, To amend GC Q 30 05, Employment, to read as follows:

Q 30 05 Employment—~~The~~ When an interdivision employee returns to the base
division, the base division will assist such an individual shall do everything possible to
employ a permanently returning interdivision employee who wishes in his/her search for
employment, should that individual wish to continue in denominational employment and is
recommended for such by the former employing division- division. There is no assurance,
however, that the division will succeed in finding employment. (See Q 30 50, Discontinuing
Employment, for details when denominational employment is not found.)

TRE/IDERem&All/PolRev&Dev/ADCOM/GC&DivTre95AC/GCDO95AC/95AC to
AHT(DIV)

251-95G ONE MONTH FOR RETURN (Placing Permanently Returned
Interdivision Employees) - POLICY AMENDMENT

VOTED, To amend GC Q 30 10, One Month for Return, to read as follows:

Q 30 10 One Month for Return—A permanently returning interdivision employee
shall be allowed one month of salary at base division rate, from the date of leaving

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interdivision ~~employment~~ employment, to travel, visit parents and/or children, and move to the place of employment/residence in the base division. If the employee is continuing in denominational employment, it is expected he/she will accept employment the base division offers upon expiration of that time.

TRE/IDERem&All/PolRev&Dev/ADCOM/GC&DivTre95AC/GC&DivSec&Tre95AC/
GCDO95AC/95AC to AHT(DIV)

253-95G FINANCIAL SETTLEMENT WITH INTERDIVISION
EMPLOYEES WHO ELECT NOT TO RETURN TO THE
BASE DIVISION - POLICY AMENDMENT

VOTED, To amend GC Q 35 05, Financial Settlement With Interdivision Employees Who Elect Not to Return to the Base Division, to read as follows:

Q 35 05 Financial Settlement With Interdivision Employees Who Elect Not to Return to the Base Division—1. If an interdivision employee chooses not to return to the base division when the return is voted, such an individual shall be granted as settlement all allowances for which he/she is eligible, airfare equivalent, and one month of salary at host division or base division rate, whichever is greater, by the host division at the time the interdivision appointment ends.

2. Such an employee - No change
3. In cases where - No change

SEC/PolRev&Dev/ADCOM/GCDO95AC/95AC to AHT

190-95G SELECTION AND ASSIGNMENT PROCEDURES
(Adventist Volunteer Service) - POLICY AMENDMENT

VOTED, To amend GC R 10 10, Selection and Assignment Procedures, to read as follows:

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

2. The procedures used - No change

3. The service of an Adventist volunteer - No change

4. Service credit is not generally given to those who serve on an AVS basis. Exceptions are made in specific cases if recommended by the calling organization and approved by the base division. When service credit is given, it shall be done under the following terms:

a. Assignment shall be voted by the base division committee, committee. ~~and in the case of North America, by the General Conference Appointees Committee.~~

b. The Adventist volunteer shall receive a stipend adequate to meet the costs of room and board and other expenses incident to the volunteer service, provided it does not contravene the employment laws of the country of service, and the granting of service credit does not jeopardize the registration or legal recognition of the division retirement plan.

c. The Adventist volunteer's service shall meet all other requirements of the base division's retirement plan in order to qualify for service credit in that division.

d. The service credit that may be earned as a volunteer shall be two years, however, this may be extended to a maximum of five years if the following conditions are met:

1) An extension of up to three years beyond the initial two-year period is recommended by the host division and approved by the base division, division. ~~and in the case of North America, the General Conference Appointees Committee as well.~~

2) A contribution equal to 15 percent of the base division's 100 percent remuneration factor is paid into the base division's appropriate retirement plan.

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214-94G/PolRev&Dev/ADCOM/GCDO95AC/95AC to AHT(DIV)

181-95G CONFLICT OF INTEREST - POLICY AMENDMENT

VOTED, To amend GC S 50, Conflict of Interest, to read as follows:

S 50 Conflict of Interest

S 50 05 Statement of Policy—1. Individuals Included - No change

2. Definition of Conflict—a. A conflict of interest arises when a trustee, an officer, or an employee of the organization has such a substantial personal interest in a transaction or in a party to a transaction that it reasonably might affect the judgment ~~he~~ he/she exercises on behalf of the organization. ~~He~~ He/she is to consider only the interests of the organization, always avoid sharp practices, and faithfully follow the established policies of the organization.

b. Because of the common objectives embraced by the various organizational units and institutions of the Seventh-day Adventist Church, membership held concurrently on more than one denominational committee or board, does not of itself constitute a conflict of interest provided that all the other requirements of the policy are met.

3. Conditions Constituting Conflict - No change

4. Statement of Acceptance—The chief administrative officer of the organization concerned shall present a statement of acceptance of the policy on conflict of interest to denominational administrators and ~~department leaders~~ departmental directors, and to each member of the boards of ~~trustees~~ trustees, and all employees of denominational associations and institutional corporations having responsibility in connection with the handling of trustee funds, and such statements shall be signed annually and made available to the responsible auditors. The boards of trustees of such organizations shall be apprised annually by denominational auditors of inherent exposures to denominational assets. Each division shall implement this policy, but the method and extent of the use of the statement of acceptance shall be at the discretion of the division concerned.

AUD/GCDO95AC/95AC to AHT

314-95G AUDITORS AND AUDITING - POLICY AMENDMENT

VOTED, To amend GC S 85, Auditors and Auditing, to read as follows:

S 85 Auditors and Auditing

S 85 05 General Conference Auditing Service—1. Responsibility—The General Conference Auditing Service is charged with the responsibility for the entire auditing function of the worldwide Seventh-day Adventist Church.

2. Purpose—The purpose of the General Conference Auditing Service is to conduct structurally independent financial, trust, and compliance (policy, contractual, and regulatory, as applicable) audits of the highest quality, at minimum cost, of all

denominational organizations. The objective is to provide an opinion in order to enhance the credibility of financial information to assist church administrators in their mission of proclaiming the gospel of Jesus Christ.

3. Mandate—a. The General Conference Auditing Service shall comply with generally accepted auditing standards in its audits of denominational organizations throughout the world.

b. The General Conference Auditing Service shall function with professional independence and comply with the highest professional and ethical standards. The General Conference Auditing Service does not offer its services to the general public as a firm in public practice. Not being in public practice should not be adjudged to be an impairment of independence. The professional relationship of the General Conference Auditing Service to denominational organizations shall be the same as if it were in public practice.

4. Enablement—a. To enable the General Conference Auditing Service to fulfill its responsibility, achieve its purpose, and comply with its mandate at all levels of the denomination, all General Conference Auditing Service personnel shall ultimately be responsible to the ~~Director~~ director of the General Conference Auditing Service.

b. The General Conference Auditing Service is authorized to conduct unannounced audits.

S 85 10 Generally Accepted Auditing Standards—1. International Standards—Statements on auditing standards published in various countries differ in form and content, and govern, to a greater or lesser degree, the practices followed in the auditing of financial information. To enhance the degree of uniformity of auditing practices throughout the world, the international accounting fraternity has developed International Auditing Guidelines. To achieve standardization of auditing procedures within the worldwide Seventh-day Adventist Church, the General Conference Auditing Service shall codify its auditing standards in the General Conference Auditing Manual, which shall, at a minimum, comply with International Auditing Guidelines.

2. Country-Specific Standards—International Auditing Guidelines shall not override the country-specific regulations governing the audits of denominational entities in a particular country. To the extent that International Auditing Guidelines conform with local regulations, audits in those countries in accordance with local regulations, shall automatically comply with the International Auditing Guidelines.

3. Independence—a. The General Conference Auditing Service shall maintain an impartial attitude and be, appear to be, and strive to be recognized to be free of any interest or bias which might be regarded as being incompatible with integrity and objectivity.

b. General Conference Auditing Service personnel shall avoid potential and actual conflict of interest situations to ensure the impartiality necessary for the dependability of their findings.

c. All audits and related professional services required by denominational organizations shall be performed by, or under the direction of, the General Conference Auditing Service. The General Conference Auditing Service personnel shall not perform any service or function which may appear to be in conflict with their official responsibilities.

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

e. Administrators of denominational entities shall not attempt to compromise the independence of General Conference Auditing Service personnel by subjecting them to undue influence or pressure.

4. Competence—a. To ensure that audits of denominational organizations are performed by persons having adequate technical training and proficiency as auditors, the General Conference Auditing Service shall employ professionals who have, through formal education and experience, attained the highest professional status possible.

b. The General Conference Auditing Service shall establish guidelines and requirements for continuing professional education commensurate with the requirements of national professional accounting bodies. The objective is to ensure a continuing awareness of developments including relevant international and national pronouncements on accounting and auditing matters, and regulations and statutory requirements.

5. Quality Control—a. The General Conference Auditing Service shall establish quality control policies and procedures to provide it with reasonable assurance of conforming with generally accepted auditing standards in its engagements.

b. To comply with national professional standards and to maintain uniform auditing standards around the world, the General Conference Auditing Service shall conduct regular (at least every three years) quality control reviews in each of its offices. Wherever possible, a local accountant in public practice should be invited to join the evaluation team.

S 85 15 Definition of an Audit—As used in this section: 1. A financial audit is the examination by an auditor, in accordance with generally accepted auditing standards, of the assertions of management as embodied in its financial statements, to enable the auditor either to express or to disclaim an opinion on the fairness with which the financial statements present the entity's financial position, results of operations, and cash flows in accordance with generally accepted accounting principles. This level of examination is not to be confused with lesser related services, such as reviews and compilations.

2. A trust audit consists of a review of an organization to provide reasonable, but not absolute, assurance that assets for which the organization has responsibility as trustee, personal representative, attorney-in-fact, or in some other fiduciary capacity, are adequately safeguarded against loss from unauthorized use or disposition and that the transactions are executed in accordance with management's authorizations and in conformity with the governing instruments, and are recorded properly to permit the preparation of the required financial, tax, and other reports.

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

a. In the case of General Conference *Working Policy*, whether specific policies required to be audited in terms of the General Conference *Working Policy* (for example, D 55 30, Auditing of Service Records) and transactions tested in the course of the financial audit, comply with the General Conference *Working Policy* provisions, to enable the auditor to give negative assurance, issue a qualified report, or state that it is not possible to report, on the organization's compliance with policy.

b. In the case of contractual agreements and regulatory requirements, the extent of compliance with specific agreements and/or requirements, to enable the auditor to report in compliance with the prescribed requirements and standards.

S 85 20 Management's Responsibility—1. While the auditor is responsible for forming and expressing an opinion on the financial statements of an organization, the responsibility for the preparation of those financial statements is that of the organization's management. Management's responsibilities include the maintenance of adequate accounting records and internal controls, the selection and application of appropriate accounting policies, and the safeguarding of the assets of the entity. The audit of the financial statements does not relieve management of its responsibilities.

2. Management shall allow the General Conference Auditing Service personnel complete access to all accounting and corporate records, agreements, contracts, minutes, service records, and other related documents, deemed necessary for the performance of an audit.

S 85 25 Assignment—1. Client Base—The General Conference Auditing Service shall be responsible for performing, or arranging for the performance of, all audits of the General Conference and its world divisions, union and local conferences and missions, unions of churches, affiliated services, organizations and institutions at all levels above the local congregation, ~~(excluding health care institutions in the North American Division)~~, and Adventist Development and Relief Agency country and regional administrations and projects, projects at all levels above the local congregation, and special funds. Exceptions to the above requirements shall be by specific action of the General Conference Executive Committee.

2. New Organizations—It shall be the responsibility of the next higher organization to inform the General Conference Auditing Service through standard denominational channels whenever a new entity is organized or created. The Adventist Development and Relief Agency shall advise the General Conference Auditing Service as soon as a proposal for a project has been approved by an aid organization.

3. General Conference Audit—The financial records of the General Conference shall be audited by a Seventh-day Adventist accountant in public practice, who shall sign the audit reports, assisted by the General Conference Auditing Service.

4. ~~Audits at the Local Congregation Level~~ a. ~~Audits of the financial records of local congregations, elementary and intermediate schools, Doreas Federations (or their equivalents), Community Service Centers, and other enterprises operated by one or more congregations shall be conducted annually by competent auditors employed by the local conference and/or mission under standards set by the General Conference Auditing Service.~~

b. ~~The conference and/or mission auditor shall submit an annual written report to the conference and/or mission executive committee on the current status of the audit program.~~

S 85 30 Use of Accountants in Public Practice—Because the responsibility for the auditing function of the denomination is assigned to the General Conference Auditing Service, it is intended that only when required by law or under exceptional circumstances shall accountants in public practice be engaged, except for audits of the General Conference. ~~engaged.~~ In such circumstances when a client organization's governing committee and/or board and the ~~Director~~ director of the General Conference Auditing Service determine the

advisability of using the services of accountants in public practice, the selection and hiring of external accountants shall be done in consultation with the ~~Director~~ director of the General Conference Auditing Service by the client administration. The engagement shall be for a specified period. The cost of these audits shall be borne by the entity or project audited. An audit by accountants in public practice shall not take the place of regular denominational policy compliance audits by the General Conference Auditing Service. ~~audits.~~

S 85 35 Auditor's Reports—1. Types of Reports—a. The auditor's written expression of an opinion on financial information may be unqualified, qualified, adverse, or a disclaimer of opinion, based on the conclusions drawn from the audit evidence obtained.

b. General Conference Auditing Service personnel shall be required to report on the entity's compliance with

1) General Conference *Working Policy* and other applicable denominational working policies as they relate to financial matters and specific policies required to be audited in terms of these policies, and

2) When applicable, contractual agreements and regulatory requirements, based on the audit of the financial statements. Instances of noncompliance with the General Conference *Working Policy* and other applicable denominational working policies and contractual agreements and regulatory requirements shall be enumerated in the relevant report.

c. The auditor shall also communicate matters required by professional auditing standards in a management letter.

d. When the condition of an organization's accounting records does not allow the performance of an audit in accordance with generally accepted auditing standards, the auditor shall inform the organization's governing committee and/or board and the officers of higher organizations of this condition in writing.

2. Distribution of Reports—a. The auditor's opinion, reports on compliance, and the audited annual financial statements shall be forwarded by the auditor, along with the auditor's management letter, to the officers of the organization being audited.

b. Every division/attached union Audit Affairs Committee shall determine the time periods, which shall not exceed the maximum periods stipulated below, within which the organizations in its territory shall respond to the auditor's management letter. If such a determination is not made, the following shall apply:

Each organization shall have a maximum of 60 days from the date the management letter is received by the officers of the entity, or have a maximum of 30 days after the next meeting of the governing committee and/or board, whichever is earlier, to submit a response to the management letter to the auditor. The ~~president/chief executive officer~~ treasurer/chief financial officer of the organization being audited shall be responsible for the organization's response to the auditor's management ~~letter~~ letter, and its recommendations, and shall present the auditor's opinion, the reports on compliance, the ~~auditor's~~ audited financial statements, the management letter, and management's response to the management letter to the Financial Audit Review Committee. At the close of the applicable time period, the auditor shall ~~distribute~~ send sufficient copies of the auditor's opinion, the reports on compliance, the audited financial statements, the management letter, and the management's response to the management ~~letter~~ letter, to the treasurer/chief financial officer for the members of the governing committee and/or board of the organization being ~~audited~~, audited. The auditor shall also distribute the same information to the appropriate officers of the higher organizations, and, as required, to the Statement Review Committee and the General Conference Office of Archives and Statistics.

S 85 40 Financial Audit Review Committee—1. Function—Each client organization's governing committee and/or board shall appoint a Financial Audit Review Committee to study the auditor's reports and management letter, and management's response to the auditor. The Financial Audit Review Committee shall submit recommendations based on its study, to the governing committee and/or board.

2. Composition—The Financial Audit Review Committee shall consist of at least seven members comprised of the chief administrator, the chief financial officer, and at least four persons from the membership of the governing committee and/or board, at least two of whom shall be persons not denominationally employed.

3. Invitation to Auditor—The auditor shall be invited to attend the Financial Audit Review Committee meeting at which the audit reports and management letter are studied, and the governing committee and/or board meeting at which the Financial Audit Review Committee makes ~~it~~ its recommendations, if any, to the committee and/or board.

4. Copy of Recommendations—A copy of the recommendations of the Financial Audit Review Committee, as approved by the governing committee and/or board, shall be sent to the auditor and to appropriate officers of higher organizations.

S 85 45 General Conference Auditing Service Operating Board—1. Function—a. General—The General Conference Auditing Service is accountable to the General Conference Executive Committee through the General Conference ~~President~~, president. Due to the complexity of operations, the General Conference Auditing Service Operating Board shall

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have nonprofessional administrative oversight of the General Conference Auditing Service. The involvement of the General Conference with the General Conference Auditing Service is on an operational (such as office space, personnel relations, etc.,) level, and not on a professional auditing standard-setting level; the General Conference Auditing Service functions independently in implementing the accounting and auditing standards of the accounting profession.

b. Personnel--1) ~~The Director~~ director of the General Conference Auditing Service and the associate directors who serve from the General Conference shall be elected by the General Conference in session. ~~The General Conference Auditing Service Operating Board shall recommend names of individuals to the General Conference Executive Committee for appointment to the positions of Associate Directors resident at the General Conference headquarters.~~

2) ~~The Associate Directors~~ associate directors resident in the divisions shall be recommended by the General Conference Auditing Service Operating Board to the General Conference Executive Committee for appointment, after consultation ~~with, and with the concurrence of,~~ with the administration of the respective divisions.

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

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

5) The General Conference Auditing Service Operating Board shall consider situations where remedial steps or removal, for cause, of elected/appointed auditing personnel may be deemed appropriate and make recommendations to the General Conference Executive Committee.

6) To implement section S 85 55, paragraph 3, the General Conference Auditing Service Operating Board shall review staffing requirements in the different areas and recommend appropriate staffing levels to the General Conference Executive Committee.

2. Composition--The General Conference Auditing Service Operating Board shall be under the chairmanship of the General Conference ~~President~~ president. Members of the General Conference Auditing Service Operating Board shall be appointed by the General

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Conference Executive Committee and shall include representatives from the world divisions of the General Conference. The ~~Secretary~~ secretary shall be the ~~Director~~ director of the General Conference Auditing Service.

S 85 50 Division/Attached Union Audit Affairs Committee—1. Function—Each world division of the General Conference and attached union shall appoint an Audit Affairs Committee to consider issues of a nonprofessional, administrative, and operational nature relative to the service provided to its territory by the General Conference Auditing Service. Such issues could include:

- a. Providing office space and required equipment.
- b. Scheduling of field audits.
- c. Monitoring of management response deadlines.
- d. Reviewing timeliness of audits and reports.
- e. Evaluating and recommending local personnel concerns.

~~Local administrative concerns that may emerge during an audit shall be shared by the auditor with the division president.~~

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

2. Composition—The Audit Affairs Committee shall consist of at least seven members comprising the senior officers of the world division/attached union, the relevant General Conference Auditing Service associate or assistant director, and at least three persons from the membership of the respective world division/attached union executive committee. Consideration shall be given to including lay representation on this committee.

S 85 55 General Conference Auditing Service Organizational Structure—1. Personnel—a. The General Conference Auditing Service personnel shall consist of a

director, associate directors, assistant directors, district directors, senior staff auditors, staff auditors, and assistant staff auditors.

b. Official action and documentation concerning the employment and termination of employment of General Conference Auditing Service professional personnel shall be taken and maintained by the General Conference Office of Human Resources.

c. Auditing personnel shall be remunerated in accordance with the policies applicable to the area in which the auditor resides. (See Y 05 05-4.)

2. Offices—The headquarters office of the General Conference Auditing Service shall be situated in Silver Spring, Maryland, USA. In addition to the headquarters office, the ~~Director~~ director of the General Conference Auditing Service, in consultation with the respective world divisions of the General Conference, shall assist in establishing such area and district offices throughout the world as may be necessary to facilitate the work of the General Conference Auditing Service, generally following the geographical boundary lines of denominational entities. Area offices shall be under the direction of associate directors (or assistant directors, depending on the size of the offices), and district offices shall be under the direction of district directors.

3. Adequate Staff of Auditors—An adequate staff of auditors shall be employed to assure annual audits of the entities forming the client base, as well as such interim audits and other assistance as circumstances may dictate. The General Conference Auditing Service Operating Board's proposals for staff increases shall be reviewed and approved by the respective division involved before making an appointment.

S 85 60 General Conference Auditing Service Budget—The budget of the General Conference Auditing Service shall be a part of the General Conference budget.

AUD/GCDO95AC/95AC to AHT

317-95G AUDIT OF LOCAL CHURCH FINANCIAL RECORDS -
NEW POLICY

VOTED, To adopt a new policy GC S 86, Audit of Local Church Financial Records, to read as follows:

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S 86 Audit of Local Church Financial Records

S 86 05 Local Church—Compliance audits of local church records shall be conducted annually by competent individuals employed by the local conference/field/mission. The work shall be conducted under guidelines set by the divisions.

S 86 10 Other Local Church Organizations—Financial records of Dorcas Federations (or their equivalents), Community Service Centers, and other enterprises operated by one or more churches shall be audited annually. Elementary and intermediate schools, unless audited by General Conference Auditing Service personnel, shall also be audited annually as provided for in S 86 05.

S 86 15 Annual Report—The conference/field/mission employee who audits financial records of local churches and other local church organizations shall report to the conference/field/mission committee at the time of the annual Financial Audit Review Committee indicating whether each church and local organization has been audited during the year. This report shall be in writing and shall include the date and place of each audit.

IHBudCom/PolRev&Dev/ADCOM/GC&DivTre95AC/GCDO95AC/95AC to AHT

298-95G BUDGET PREPARATION (Budget Preparation and Implementation) - POLICY AMENDMENT

VOTED, To amend GC S 27 10, Budget Preparation, to read as follows:

S 27 10 Budget Preparation—1. Budget Process—The budget process which begins in Treasury must be reviewed and adjusted as necessary by the administration, as well as other appropriate committees.

2. Calculation of Cap—Treasury shall calculate the cap under which the General Conference shall operate, using as the basis of calculation the figures of the last complete fiscal year.

TRE/PolRev&Dev/ADCOM/GC&DivTre95AC/GCDO95AC/95AC to AHT(DIV)

198-95G INVESTMENT OF FUNDS (Safeguarding Denominational Funds) - POLICY AMENDMENT

VOTED, To amend GC S 40 40, Investment of Funds, to read as follows:

S 40 40 Investment of Funds—1. Adequate resources should be maintained in these funds to meet the day-to-day operating requirements. Unless specifically stated elsewhere in the policy, the investment of all denominational funds, including local church funds and working capital available for temporary investment, shall be limited to the following:

- a. Commercial banks (Federally ~~insured~~) insured).
- b. Savings banks (Federally ~~insured~~) insured).
- c. Savings and loan associations or building societies (Federally ~~insured~~) insured).
- d. Bankers' acceptances - No change
- e. Certificates of deposit - No change
- f. Credit unions (Federally ~~insured~~) insured).
- g. Obligations of the Federal Government (maturing in 36 months or ~~sooner~~) sooner).
- h. Federal agency issues (maturing in 36 months or ~~sooner~~) sooner).
- i. Commercial paper - No change
- j. Money market funds (Those managed by large mutual funds or brokerage firms of high quality and whose portfolios are conservatively constructed with a very high percentage of United States Government ~~securities~~) securities).
- k. Mutual funds - No change
- l. Repurchase Agreements - No change
- m. Union revolving loan funds.

2. Note: Only the strongest and most secure commercial banks a. in the community shall be used for checking accounts. Investments b., c., and f. shall be limited to amounts covered by insurance provided by the appropriate Federal agencies.

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TRE/GC&DivTre95GCS/PolRev&Dev/ADCOM/GC&DivTre95AC/GCDO95AC/95AC to AHT(DIV)

235-95G OTHER INVESTMENTS (Safeguarding Denominational Funds) - POLICY AMENDMENT

VOTED, To amend GC S 40 45, Other Investments, to read as follows:

S 40 45 Other Investments—1. Approved Vehicles for Long-term Investments—In addition to the investments listed in S 40 40, certain denominational funds (as detailed by entity in S 40 50) when available for an extended period of time shall be diversified and limited to the following investment vehicles:

a. General Conference, division or union unitized funds. Funds available for investing for at least three years may be invested in a division or union investment fund which shall be maintained on a unitized basis so that organizations may share in the income and growth of the funds thus invested. In the event a division or union elects not to maintain division or union investment funds for division or union organizations located within their territories, funds may be deposited in one or more of the unitized funds established in the General Conference. The unitized investment funds shall also serve General Conference institutions and the General Conference proper. All organizations have the prerogative of placing funds in whatever fund is desired and interchanging at any valuation date on a cost-transfer basis. This procedure applies only to unitized funds operated within the General Conference, division or a union and not between organizations. All loans other than deposits in union revolving loan funds shall be adequately secured by recorded deeds of trust or chattel mortgages on equipment.

- b. Division/union deposit fund - No change
- c. Union revolving loan fund (see NAD P 20) 20).
- d. Pooled investment/loan fund - No change
- e. Government and corporate bonds - No change
- f. Government, Federal agencies - No change
- g. Preferred stocks - No change
- h. Special temporary employee loans - No change

- i. Purchase of building sites - No change
- j. 1) Intrad denominational loans to churches and denominational organizations (including denominationally owned housing) under loaning entity's jurisdiction where borrowing has been authorized.

2) Loans may also be made to denominational organizations (including hospitals) within the loaning entity's territory but not under its jurisdiction provided approval is obtained from the next higher organization of the borrowing entity. These loans shall be on an interest-bearing, scheduled-repayment basis. If the loaning entity requires repayment earlier than the repayment schedule, the loan shall become due and payable within 90 days through securing of a loan from another source if necessary. All loans of this type shall be adequately secured by recorded deeds of trust or chattel mortgages on equipment.
- k. Secured motor vehicle loans - No change
- l. Secured loans - No change
- m. Secured trust - No change
- n. Conference Agency Fund - No change
- o. Real estate syndicates - No change
- p. Real estate loans - No change

TRE/GC&DivTre95GCS/PolRev&Dev/ADCOM/GC&DivTre95AC/GCDO95AC/95AC to AHT(DIV)

236-95G INVESTMENT POLICY BY DENOMINATIONAL ENTITY
(Safeguarding Denominational Funds) - POLICY AMENDMENT

VOTED, To amend GC S 40 50, Investment Policy by Denominational Entity, to read as follows:

S 40 50 Investment Policy by Denominational Entity—1. Provisions—No minimums or maximums are indicated for either the S 40 40 or S 40 45 investment items. The administration of each entity is responsible for selecting the types of investments that meet the needs of the investing entity. Careful consideration must be given to the regular

operating cash flow requirements when making any investment decision. In all trustee ~~situations~~ situations, investments must be in harmony with controlling laws ~~and prudent man rules~~ in each applicable jurisdiction.

a. Division/Conference Operating Fund - No change

b. Association Operating Fund - No change

c. Education Fund - No change

d. Plant Fund

1) S 40 40

2) S 40 45 items a. to f., k., l., and m.

3) S 40 45 items g. and o. (AU and LLU ~~only~~) only.

e. Pooled Investment/Loan Fund - No change

f. Endowment Fund

1) S 40 40

2) S 40 45 items a. to f. and j. (excluding churches and intra-entity loans) to m.

3) S 40 45 items g. ~~(all funds)~~ (all organizations) and o. (AU and LLU only)

4) The Common Fund

5) When the donor specifies that funds given must be maintained in a specific type of investment or that the funds may not be pooled, this directive must be carried out by the entity to whom the endowment funds are given.

g. Charitable Gift Annuities - No change

h. Agency Funds - No change

i. Union Revolving Loan Fund (see NAD P 20) - No change

- j. Union Revolving Loan Sinking Fund (see NAD P 20) - No change
- k. General Conference and Union Conference Unitized Funds - No change
- l. Union Deposit Funds (including specialized unitized funds) - No change
- m. Retirement ~~Fund~~ Funds
 - 1) S 40 40
 - 2) S 40 45 items a., c., e. to g., j., m., and o.

(NOTE: ~~Item~~ Items c. and j. is are only permissible if adequately secured by recorded deeds of ~~trust~~ trust or chattel mortgages on equipment.)

- n. Colleges and Universities Operating Funds
 - 1) S 40 40
 - 2) S 40 45 items a., c., f., h., and k.
 - 3) S 40 45 items e., g., and o., AU and LLU ~~only~~ only.
- o. Academies Operating Funds - No change
- p. Home Study International - No change
- q. Media Center - No change
- r. Christian Record - No change
- s. Publishing Houses - No change
- t. Adventist Book Center - No change
- u. General Conference Money Fund - No change
- v. Retirement Homes - No change
- w. Health Care Institutions - No change

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- x. Local Churches and Schools - No change
- y. Risk Management Services - No change
- z. Trustee Funds—Pre-1969 and Similar Irrevocable

- 1) S 40 40

- 2) S 40 45 items c. to g., j., and m.

- 3) If trust contains trustor's(s') residence this may be sold and investment made in new residence on approval of governing board or committee.

- 4) The trust assets shall be invested to comply with controlling laws in each applicable jurisdiction.

- aa. Trustee Funds-Unitrusts

- 1) S 40 40

- 2) S 40 45 items a., c., e. to g., and m. ~~(NOTE: While original funding may be with various types of assets, as they are liquidated funds shall be invested to comply with Federal and local trust laws and to meet the investment objectives of the trustor as governed by the trust instrument. Unitrusts may be pooled with other unitrusts with each unitrust receiving its share of the investment earnings.)~~ (NOTE: The trust assets shall be invested to comply with controlling laws in each applicable jurisdiction. Unitrusts may be pooled with other charitable remainder trusts, with each charitable remainder trust receiving its share of the investment earnings, if appropriate written disclosures are provided to prospective donors.)

- 3) S 40 45 item d. (LLU ~~only~~) only).

- bb. Trustee Funds-Annuity Trusts

- 1) S 40 40

- 2) S 40 45 items a., c., e. to g., and m. ~~(NOTE: While original funding may be with various types of assets, as they are liquidated, funds shall be invested to comply with federal and local trust laws to meet the investment objectives of the trustor as governed by the trust instrument. Annuity trusts may be pooled with other annuity trusts with each annuity trust receiving its share of the investment earnings.)~~ (NOTE: The trust

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assets shall be invested to comply with controlling laws in each applicable jurisdiction. Annuity trusts may be pooled with other charitable remainder trusts, with each charitable remainder trust receiving its share of the investment earnings, if appropriate written disclosures are provided to prospective donors.)

3) S 40 45 item d. (LLU ~~only~~) only).

cc. Trustee Funds-Revocable (Pre-1980 Trusts) - No change

dd. Trustee Funds-Revocable (Post-1979 Trusts) - No change

TRE/GC&DivTre95AC/GCDO95AC/95AC to AHT(DIV)

306-95G SABBATH SCHOOL INVESTMENT - POLICY AMENDMENT

VOTED, To amend GC W 15 15, Sabbath School Investment, to read as follows:

W 15 15 Sabbath School Investment—1. Purpose - No change

2. Sabbath School Investment Funds—All Sabbath School Investment funds are recognized as General Conference funds and designated as a portion of the world mission funds. ~~Twenty-five percent~~ Twenty-two and one-half percent of the Investment funds are appropriated for frontier outreach and/or large city evangelism as follows:

a. Twenty-two and one-half ~~(22.5)~~ percent to the overseas divisions in proportion to the regular annual base appropriations.

b. ~~Two and one-half (2.5) percent to the North American Division~~

e. ~~b.~~ Projects to be benefited by the Sabbath School Investment should be designated annually by ~~each division committee.~~ division committees.

StratPl&Bud/GC&DivTre95AC/GCDO95AC/95AC to AHT(DIV)

305-95G MISSIONS EXTENSION FUND - POLICY REVISION

VOTED, To revise GC W 20, Missions Extension Fund, to read as follows:

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W 20 Missions Extension Fund

W 20 05 Purpose of Offering—1. Projects—An annual offering is taken in each of the divisions for the purpose of extending the work of mission throughout the world. The divisions shall be responsible for preparing offering promotional materials.

2. North ~~America~~ American Division—One hundred percent shall be sent to the General Conference for the world budget.

3. Overseas Divisions—a. The amount raised is recognized as a General Conference Mission Fund and shall be reported as such, but shall be reverted in full to the division concerned.

b. Each division committee shall designate annually how its Fund is to be used to extend the work of mission within its territory.

TRE/GC&DivTre95GCS/PolRev&Dev/ADCOM/GC&DivSec95AC/GC&DivTre95AC/
GCDO95AC/95AC to AHT(DIV)

269-95G RETIREMENT POLICIES TO HARMONIZE WITH GENERAL PRINCIPLES - POLICY REVISION

VOTED, To revise GC Z 05 05, Retirement Policies to Harmonize with General Principles, to read as follows:

Z 05 05 Division Retirement Plans—Because of increased government control of retirement plans and changing financial and social circumstances in many countries, ability to maintain a uniform world retirement policy is not possible.

Each division of the General Conference shall make provision for its retired and disabled employees, including interdivision employees sent from that division, in harmony with legal requirements. Benefits may be provided in the form of government sponsored pension or social security systems, defined benefit or defined contribution retirement plans, insurance coverage, or a combination of benefit forms. Divisions maintaining defined benefit plans shall administer those plans in harmony with the general principles outlined in Z 10 through Z 45. Z 50 addresses issues involved in changing from a defined benefit plan to an alternative plan.

TRE/GC&DivTre95GCS/PolRev&Dev/ADCOM/GC&DivTre95AC/GCDO95AC/95AC to AHT(DIV)

264-95G FUNDING (Retirement Plan) - POLICY AMENDMENT

VOTED, To amend GC Z 10 30, Funding, paragraph 6, Rates of Contribution, to read as follows:

6. Rates of Contribution—The rates of contribution may be changed by the division committee as necessary in order to meet the demands on the funds. Organizations that base their contributions on employee remuneration shall include the remuneration for all employees, whether temporary or part time, with the exception of student labor in educational institutions. The rates of contributions shall be calculated as follows:

a. Divisions, Unions, and Local Conferences/Missions—Divisions, unions, and local conferences/missions ~~Conference Organizations—Division, union, and local conferences~~ shall contribute a percentage of their tithe receipts or a percentage of payroll as established by the division ~~committee~~ committees.

b. Tithe Received Directly - No change

c. Institutions - No change

TRE/GC&DivTre95GCS/PolRev&Dev/ADCOM/GC&DivSec95AC/GC&DivTre95AC/GCDO95AC/95AC to AHT(DIV)

270-95G ALTERNATIVE TO DEFINED BENEFIT PLAN - NEW
POLICY

VOTED, To adopt a new policy GC Z 50, Alternative to Defined Benefit Plan, to read as follows:

Z 50 Alternative to Defined Benefit Plan

Z 50 05 Establishment of Alternative Plan—1. Divisions may establish types of retirement plans in addition to or in place of defined benefit plans. Specific benefits may be provided in the form of insurance policies in place of coverage in a retirement plan. In the establishment of alternative plans, divisions shall apply the legal requirements in the countries, states, or provinces covered; and care shall be exercised to honor previous commitments.

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2. Where a division converts from a defined benefit plan that has been frozen to an alternative plan, service in the alternative plan may count toward vesting (entitlement) in the frozen defined benefit plan, but shall not accrue additional service credit in that plan.

TRE/PolRev&Dev/ADCOM/GC&DivSec&Tre95AC/TRE/GCDO95AC/95AC to AHT(DIV)

256-95G INTERDIVISION EMPLOYEES (Alternative to Defined Benefit Plan) - POLICY ADDITION

VOTED, To add a new section GC Z 50 10, Interdivision Employees, to read as follows:

Z 50 10 Interdivision Employees—1. When an interdivision employee is called to work in a division using a defined contribution plan, negotiations between the base division and the calling division shall be made in consultation with the employee to determine whether the employee will remain on the retirement plan of the base division or will come under the defined contribution plan of the host division for the years served in the host division.

2. At the time a host division changes from a defined benefit plan to some other type of retirement plan, current interdivision employees should be given a choice as to whether they wish to remain on their base division retirement plan or come under the new plan of the host division. If the employee chooses to come under the host division retirement plan, negotiations must be made with the base division.

Negotiations between employees and divisions must be agreed to within the framework of the laws of each country involved. The decision shall be recorded in writing and filed with both divisions.

3. Interdivision employees who have not completed vesting requirements in their base division shall be notified of the potential loss of accrued service in the base division unless there is subsequent service to meet the vesting requirement. Service credit accrued under one plan is not transferable to another plan.

4. The provisions of Z 43 10 shall apply only if both the calling and sending divisions maintain defined benefit plans. At the time either division establishes an alternative plan in place of a defined benefit plan, coordination between the divisions shall be reviewed and options shall be communicated to the interdivision employees affected by the change.

TRE/GC&DivTre95AC/TRE/GCDO95AC/95AC to AHT(DIV)

319-95G INDEPENDENT TRANSFEREES (Alternative to Defined
Benefit Plan) - POLICY ADDITION

VOTED, To add a new section GC Z 50 15, Independent Transferees, to read as follows:

Z 50 15 Independent Transferees—An employee who is employed on the basis of an independent transfer from one division to another shall be covered by the same type of retirement plan available to other employees in the adopted division.

AST/ADCOM/95AC to AHT(DIV)

327-95G LITERARY PROPERTY INTERESTS - POLICY
AMENDMENT

VOTED, To amend GC B 60 18, Literary Property Interests, to read as follows:

B 60 18 Literary and Other Intellectual Property Interests—1. Ownership—Literary and computer software property interests in any work prepared on the job by an employee within his/her employment shall vest in the General Conference of Seventh-day Adventists or other legal church entity. The General Conference Corporation or other legal entity shall hold title to any copyright, trademark, patent, or other legal property interest without responsibility for royalty or reimbursement other than the regular salary and benefits earned by the employment.

2. Exclusions - No change
3. Exception - No change

EDU/ADCOM/95AC to AHT

329-95G ACCREDITING ASSOCIATION OF SEVENTH-DAY
ADVENTIST SCHOOLS, COLLEGES, AND UNIVERSITIES -
POLICY AMENDMENT

VOTED, To amend GC F 15 05, Accrediting Association of Seventh-day Adventist Schools, Colleges, and Universities, to read as follows:

~~F-15-05~~ FE 15 06 Accrediting Association of Seventh-day Adventist Schools, Colleges, and Universities—1. Purpose—The Accrediting Association of Seventh-day Adventist Schools, Colleges, and Universities is the denominational accrediting authority for all tertiary and graduate educational programs and institutions operated in the name of the Seventh-day Adventist Church. It also reviews and endorses the accreditation of secondary schools, as recommended by the Commissions on Accreditation of the divisions and attached unions (see ~~F-15-10~~: FE 15 10). The Accrediting Association of Seventh-day Adventist Schools, Colleges, and Universities and the Commissions on Accreditation evaluate the quality of the denominational institutions' programs and their implementation of the Seventh-day Adventist philosophy of education in order to foster the unity and mission of the Church.

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

- * Chairman, director, ~~GC~~ General Conference Department of Education
- * Executive Secretary, an associate director, ~~GC~~ General Conference Department of Education
- * The ~~GC~~ General Conference vice presidential advisor for education
- * Associate directors of the ~~GC~~ General Conference Department of Education
- * The divisions/attached unions directors of education
(attending as authorized)
- one college/university board chairman
- one college/university president
- one college/university academic vice president/dean
- one college/university registrar or admissions officer
- one college/university finance officer
- one college/university dean/department chairman of education
- one union director of education
- one conference/mission superintendent/director of education
- at least two persons engaged in education not employed by the Church
- ~~Ex officio~~ Ex officio members:
 - General Conference ~~President~~ president
 - General Conference ~~Secretary~~ secretary
 - General Conference ~~Treasurer~~ treasurer

b. Vacancies shall be filled by the ~~Board~~ board for unexpired terms.

3. Procedure - No change

4. Meetings - No change
5. Appeals - No change
6. Reports - No change
7. Budget - No change

95AC to AHT

ANNUAL COUNCIL MINUTES - APPROVAL

VOTED, To approve the Annual Council minutes, as follows:

October 4, 1995, morning session
October 4, 1995, afternoon session
October 5, 1995, morning session
October 6, 1995, morning session

PRE/ADCOM/GCDO95AC/95AC to PSF

324-95G COMMUNICATION STRATEGY COUNCIL (GCC-S)—
APPOINTMENT

VOTED, To appoint the Communication Strategy Council (GCC-S), with terms of reference and membership as follows:

TERMS OF REFERENCE

1. To plan a communication strategy that supports the strategic planning initiatives of the General Conference.
2. To implement the theme of communicating hope by focusing on a quality of life that is complete in Christ.

AUTHORITY AND RESPONSIBILITY

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

95-426

October 8, 1995, p.m.

GCC Annual Council

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|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|---------------|
| 3. | To recommend action plans to departments, divisions, and/or institutions to assist them in creating communication that is coherent and consistent with the strategy. | 3. | Power to act. |
| 4. | To report to divisions or other entities on specific ideas that can be used to solve problems the divisions present to the council during its annual meeting. | 4. | Power to act. |
| 5. | To identify and disseminate creative communication initiatives of the divisions and institutions. | 5. | Power to act. |
| 6. | To contact individuals who can assist the council in developing plans and ideas. | 6. | Power to act. |
| 7. | To set priorities in the development of strategic communication initiatives. | 7. | Power to act. |
| 8. | To establish costs for projects and initiatives recommended for implementation. | 8. | Power to act. |
| 9. | To receive and review reports from divisions on development of the communication strategy. | 9. | Power to act. |

MEMBERS

FOLLETT, PHILIP S, Chairman
Dabrowski, Rajmund, Secretary

October 8, 1995, p.m.
GCC Annual Council

Abraham, Dittu
Bruinsma, Reinder
Caldwell, P Lynn
Cheatham, Gus
Coombe, Ray
Cress, James A
de Almeida, Siloe
DeBoer, Gary B
Duerksen, Richard
Faigao, Howard F
Graz, John
Harris, Pamela M
Jacobsen, Donald G

Johnsson, William G
Kloosterhuis, Robert J
Kulakov, Peter
Leito, Israel
Misiani, Samuel
Nixon, John
Scragg, Walter R L
Smit, Bert
Tetz, Myrna
Tetz, Ray
Watts, Kit
Ytreberg, F Martin

95AC to DER

GENERAL CONFERENCE CORPORATION—USE BY CHURCH ORGANIZATIONS

Donald E Robinson, Associate Treasurer, reviewed the constitutional and policy requirements relating to the General Conference Corporation, and to church legal corporations in general. In particular, there are concerns regarding the operations that take place in the world divisions in the name of the General Conference Corporation.

In view of the potential for liability to the Church, the General Conference is beginning a complete review of these matters with the objective of fulfilling policy and constitutional requirements, and safeguarding the assets of the world Church that are registered through the General Conference Corporation, and other legal entities in the world divisions.

SEC/GCDOUP93SM/93SM/SEC/GCDOUP93AC/93AC/105-93Gc/GCDOUP94SM/
94SM/SEC/ADCOM/GCDOUP94AC/94AC/102-94Gb/SEC/ADCOM/GCDOUP95SM/
95SM/SEC/ADCOM/GCDO95AC/95AC to HWB(DIV)

102-95Ga AUTHORIZED MEETINGS 1995

VOTED, To approve the updated list of Authorized Meetings 1995, with the understanding that attendance at these meetings must also be approved by the administration of each entity, as follows:

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GCC Annual Council

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>October 1995</u>			
11(eve)-13	Wed	NAD Yearend Meeting	Battle Creek MI
13(am)	Fri	LLU Budget & Finance Committee	Loma Linda CA
15(pm)	Sun	LLU Constituency	Loma Linda CA
16,17	Mon	LLU Board	Loma Linda CA
17(pm)	Tue	AHS/LL Finance Committee	Loma Linda CA
18	Wed	AHS/LL Board	Loma Linda CA
22-24	Sun	Christian View of Human Life Committee	Silver Spring MD
22	Sun	Oakwood College Board & Board Committee	Huntsville AL
23	Mon	Oakwood College Board	Huntsville AL

November 1995

15	Wed	Andrews Univ Executive Committee	Ber Spgs MI
28-30	Tue	GCAS Directors' Meeting	San Antonio TX

December 1995

6	Wed	Adventist Risk Management Board	Silver Spring MD
11-13	Mon	Focus Issues Taskforces—Travel Moratorium	Silver Spring MD
13	Wed	Adventist Media Center Executive Committee	Thousand Oaks CA
13	Wed	AHS/LL Executive Committee	Loma Linda CA
14	Thu	LLU Executive Committee	Loma Linda CA

SEC/GCDOUP94SM/94SM/SEC/ADCOM/GCDOUP94AC/94AC/102-94Gc/SEC/ADCOM/
GCDOUP95SM/95SM/SEC/ADCOM/GCDO95AC/95AC to HWB(DIV)

102-95Gb AUTHORIZED MEETINGS 1996

VOTED, To approve the updated list of Authorized Meetings 1996, 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 1996</u>			
9-11	Tue	Focus Issues Taskforces—Travel Moratorium	Silver Spring MD
10	Wed	AHS/LL Executive Committee	Loma Linda CA
11	Thu	LLU Executive Committee	Loma Linda CA
22-31	Mon	ADRA-I Consultations	Daytona Beach FL

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GCC Annual Council

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>February 1996</u>			
1-5	Thu	Adventist Media Center Board Retreat	Shell Beach CA
7	Wed	Geoscience Board	Loma Linda CA
9(am)	Fri	LLU Budget & Finance Committee	Loma Linda CA
11(pm)	Sun	LLU Board Committees	Loma Linda CA
12	Mon	LLU Board	Loma Linda CA
13	Tue	LLUMC & AHS/LL Bd Committees	Loma Linda CA
13-16	Tue	Biblical Research Institute Committee	Loma Linda CA
14	Wed	LLUMC Board	Loma Linda CA
15	Thu	AHS/LL Board	Loma Linda CA
22	Thu	Inst of World Mission Admin Council	Ber Spgs MI
23	Fri	Andrews Univ Building/Finance Committee	Ber Spgs MI
25	Sun	Andrews University Constituency	Ber Spgs MI
26	Mon	Andrews University Board	Ber Spgs MI
26-Mar 15	Mon	Institute of World Mission	Loma Linda CA
28	Wed	Christian Record Services Inc Board	Lincoln NE
28(pm)	Wed	Pacific Press Finance Committee	Nampa ID
29	Thu	Pacific Press Board	Nampa ID
<u>March 1996</u>			
1-5	Fri	PPPA & R&H ABC Marketing Seminar	West Coast
6	Wed	Adventist Risk Management Board	Silver Spring MD
11-16	Mon	GC Colloquium & Travel Moratorium	Silver Spring MD
17-20	Sun	Communication Dept Advisory	Silver Spring MD
18	Mon	GC & Division Presidents	Silver Spring MD
19-22	Tue	Message & Mission Commission	Silver Spring MD
19-23	Tue	Trust Services Dept Advisory	Silver Spring MD
20	Wed	AHS/LL Executive Committee	Loma Linda CA
21	Thu	LLU Executive Committee	Loma Linda CA
21,22	Thu	Communication Strategy Council	Silver Spring MD
24-27	Sun	GC Staff Travel Moratorium	Silver Spring MD
24(pm)-27	Sun	Focus Issues Advisory (Joint Meeting)	Silver Spring MD
28-Apr 1	Thu	PARL Dept Advisory	Silver Spring MD
28-Apr 1	Thu	Publishing Dept Advisory	Silver Spring MD
28-Apr 1	Thu	Youth Dept Advisory	Silver Spring MD
28-Apr 3	Thu	Ministerial Association Advisory	Silver Spring MD
28-Apr 4	Thu	Women's Ministries Dept Advisory	Silver Spring MD
28-Apr 5	Thu	Dept of Education Advisory	Silver Spring MD
28-Apr 5	Thu	Family Ministries Dept Advisory	Silver Spring MD

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 GCC Annual Council

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>March 1996</u> contd			
28-Apr 5	Thu	Health and Temp Dept Advisory	Silver Spring MD
18-Apr 5	Thu	Sab Sch & personal Min Dept Advisory	Silver Spring MD
28,29	Thu	GC & Division Officer Interviews	Silver Spring MD
31	Sun	Strategic Planning & Budgeting Committee	Silver Spring MD
<u>April 1996</u>			
1	Mon	GC & Division Officers	Silver Spring MD
2,3	Tue	Spring Meeting	Silver Spring MD
4-9	Thu	Stewardship Dept Advisory	Silver Spring MD
5-10	Fri	Children's Ministries Dept Advisory	Silver Spring MD
7-9	Sun	Christian View of Human Life Committee	Pine Spgs Ranch CA
14	Sun	Review & Herald Constituency & Board	Hagerstown MD
17	Wed	Andrews Univ Executive Committee	Ber Spgs MI
17	Wed	AHS/LL Executive Committee	Loma Linda CA
18	Thu	LLU Executive Committee	Loma Linda CA
<u>May 1996</u>			
1-3	Wed	Biblical Research Institute Committee	Ber Spgs MI
10(am)	Fri	LLU Budget & Finance Committee	Loma Linda CA
12(pm)	Sun	LLU Board Committees	Loma Linda CA
13	Mon	LLU Board	Loma Linda CA
14	Tue	LLUMC & AHS/LL Bd Committees	Loma Linda CA
15	Wed	LLUMC Board	Loma Linda CA
16	Thu	AHS/LL Board	Loma Linda CA
26	Sun	Oakwood Constituency	Huntsville AL
29	Wed	Adventist Risk Management Board	Silver Spring MD
<u>June 1996</u>			
6	Thu	Oakwood College Board	Huntsville AL
11	Tue	Adventist Media Center Exec Committee	Newbury Park CA
12	Wed	AHS/LL Executive Committee	Loma Linda CA
12(pm)	Wed	GC Staff Day	Gaithersburg MD
12-July 13	Wed	Institute of World Mission	Ber Spgs MI
13	Thu	LLU Executive Committee	Loma Linda CA
<u>July 1996</u>			
15	Mon	Assoc of Adv Family Life Prof Board	Ber Spgs MI
19	Fri	Andrews Univ Finance Committee	Ber Spgs MI
21(am)	Sun	Andrews Univ Seminary Subcommittee	Ber Spgs MI

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GCC Annual Council

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>July 1996 contd</u>			
21	Sun	Andrews Univ Subcommittees	Ber Spgs MI
22	Mon	Andrews University Board	Ber Spgs MI
25	Thu	Christian Record Services Inc Board	Lincoln NE
<u>August 1996</u>			
4-11	Sun	International Health Food Assoc Board	COSTA RICA
5-9	Mon	GC Staff Travel Moratorium	Silver Spring MD
5-26	Mon	Institute of World Mission	Newbold ENG
9-13	Fri	Biblical Research Institute Sc Council	
11-22	Sun	Geoscience Field Trip	
13	Tue	Adventist Media Center Board	Newbury Park CA
16(am)	Fri	LLU Budget & Finance Committee	Loma Linda CA
18(pm)	Sun	LLU Board Committees	Newbury Park CA
19	Mon	LLU Board	Loma Linda CA
20	Tue	LLUMC & AHS/LL Bd Committees	Loma Linda CA
21	Wed	LLUMC Board	Loma Linda CA
22	Thu	AHS/LL Board	Loma Linda CA
22	Thu	PPPA Board	Nampa ID
28	Wed	Adventist Risk Management Board	Burlington VT
<u>September 1996</u>			
3-13	Tue	GC Staff Travel Moratorium	Silver Spring MD
16-18	Mon	Adventist Risk Management Conference	
17	Tue	Review & Herald Pub Assoc Board	Hagerstown MD
17,18	Tue	Message & Mission Commission	COSTA RICA
18(am)	Wed	AHS/LL Executive Committee	Loma Linda CA
19(am)	Thu	LLU Executive Committee	Loma Linda CA
19	Thu	Human Resources Workshop	
20,22	Fri	GC & Division Officer Interviews	COSTA RICA
23	Mon	Strategic Planning & Budgeting Committee	COSTA RICA
24	Tue	GC & Division Presidents	COSTA RICA
24,25	Tue	GC & Division Secretaries	COSTA RICA
24,25	Tue	GC & Division Treasurers	COSTA RICA
25,26	Wed	GC & Division Officer Interviews	COSTA RICA
27,29	Fri	GC & Division Officers	COSTA RICA
30	Mon	GC Institution Interviews	COSTA RICA

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GCC Annual Council

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>October 1996</u>			
1(am)	Tue	ADRA Board	COSTA RICA
1(pm)	Tue	AWR Board	COSTA RICA
1(eve)-10	Tue	Annual Council	COSTA RICA
2(eve)	Wed	Home Study International Board	COSTA RICA
14-Nov 2	Mon	Institute of World Mission	Ber Spgs MI
20,21	Sun	Oakwood College Board	Huntsville AL
20-22	Sun	Christian View of Human Life Committee	Silver Spring MD
25(am)	Fri	LLU Budget & Finance Committee	Loma Linda CA
27(pm)	Sun	LLU Board Committees	Loma Linda CA
28	Mon	LLU Board	Loma Linda CA
29	Tues	LLUMC & AHS/LL Bd Committees	Loma Linda CA
30	Wed	LLUMC Board	Loma Linda CA
31	Thu	AHS/LL Board	Loma Linda CA
<u>November 1996</u>			
3(eve)-7	Sun	NAD Yearend Meeting	Silver Spring MD
13	Wed	Andrews Univ Executive Committee	Ber Spgs MI
<u>December 1996</u>			
4	Wed	Adventist Risk Management Board	Silver Spring MD
11	Wed	Adventist Media Center Executive Committee	Newbury Park CA
11	Wed	AHS/LL Executive Committee	Loma Linda CA
12	Thu	LLU Executive Committee	Loma Linda CA

SEC/ADCOM/GCDOUP95SM/95SM/SEC/ADCOM/GCDO95AC/95AC to HWB(DIV)

102-95Gc AUTHORIZED MEETINGS 1997

VOTED, To adopt Authorized Meetings 1997, 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 1997</u>			
8	Wed	AHS/LL Executive Committee	Loma Linda CA
9	Thu	LLU Executive Committee	Loma Linda CA
14	Tue	Focus Issues Taskforces—Travel Moratorium	Silver Spring MD

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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>February 1997</u>			
3	Mon	Adventist Media Center Board	Newbury Park CA
5	Wed	Geoscience Research Institute Board	Loma Linda CA
7(am)	Fri	LLU Budget and Finance Committee	Loma Linda CA
9(pm)	Sun	LLU Board Committees	Loma Linda CA
10	Mon	LLU Board	Loma Linda CA
11	Tue	LLUMC & AHS/LL Bd Committees	Loma Linda CA
11-14	Tue	Biblical Research Institute Committee	Loma Linda CA
12	Wed	LLUMC Board	Loma Linda CA
13	Thu	AHS/LL Board	Loma Linda CA
20	Thu	Inst of World Mission Admin Council	Ber Spgs MI
21	Fri	Andrews Univ Building/Finance Committee	Ber Spgs MI
24	Mon	Andrews University Board	Ber Spgs MI
26	Wed	Christian Record Services Inc Board	Lincoln NE
28-Mar 4	Fri	PPPA & R&H ABC Marketing Seminar	West Coast
<u>March 1997</u>			
5	Wed	Adventist Risk Management Board	Silver Spring MD
10-15	Mon	GC Colloquium & Travel Moratorium	Silver Spring MD
12-Apr 5	Wed	Institute of World Mission	Loma Linda CA
19	Wed	GC & Division Presidents	Silver Spring MD
19	Wed	AHS/LL Executive Committee	Loma Linda CA
20,21	Thu	Message & Mission Commission	Silver Spring MD
20	Thu	PPPA Board	Nampa ID
20	Thu	LLU Executive Committee	Loma Linda CA
23-25	Sun	Christian View of Human Life Committee	Loma Linda CA
23-26	Sun	ISPAN	Silver Spring MD
24	Mon	Review & Herald Pub Assoc Board	Hagerstown MD
27,28	Thu	GC & Division Officer Interviews	Silver Spring MD
30	Sun	Strategic Planning & Budgeting Committee	Silver Spring MD
31-Apr 1	Mon	GC & Division Officers	Silver Spring MD
<u>April 1997</u>			
2,3	Wed	Spring Meeting	Silver Spring MD
6	Sun	Review & Herald Board	Hagerstown MD
16	Wed	Andrews Univ Executive Committee	Ber Spgs MI
16	Wed	AHS/LL Executive Committee	Loma Linda CA
16	Wed	NAD Adventist Risk Management Com	
17	Thu	LLU Executive Committee	Loma Linda CA
30-May 2	Wed	Biblical Research Institute Committee	Ber Spgs MI

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GCC Annual Council

<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>May 1997</u>			
5,6	Mon	Oakwood College Board	Huntsville AL
9(am)	Fri	LLU Budget & Finance Committee	Loma Linda CA
11(pm)	Sun	LLU Board Committees	Loma Linda CA
12	Mon	LLU Board	Loma Linda CA
13	Tue	LLUMC & AHS/LL Bd Committees	Loma Linda CA
14	Wed	LLUMC Board	Loma Linda CA
15	Thu	AHS/LL Board	Loma Linda CA
28	Wed	Adventist Risk Management Board	Silver Spring MD
<u>June 1997</u>			
10	Tue	Adventist Media Center Exec Committee	Newbury Park CA
11	Wed	AHS/LL Executive Committee	Loma Linda CA
11(pm)	Wed	GC Staff Day	Gaithersburg MD
11-July 10	Wed	Institute of World Mission	Ber Spgs MI
12	Thu	LLU Executive Committee	Loma Linda CA
15-27	Sun	Faith & Learning Seminar	
<u>July 1997</u>			
14	Mon	Assoc of Adv Family Life Prof Board	Ber Spgs MI
18	Fri	Andrews Univ Finance Committee	Ber Spgs MI
20(am)	Sun	Andrews Univ Seminary Subcommittee	Ber Spgs MI
20	Sun	Andrews Univ Subcommittees	Ber Spgs MI
21	Mon	Andrews University Board	Ber Spgs MI
24	Thu	Christian Record Services Inc Board	Lincoln NE
<u>August 1997</u>			
4-8	Mon	GC Staff Travel Moratorium	Silver Spring MD
8-12	Fri	Biblical Research Institute Sc Council	
12	Tue	Adventist Risk Management Board	Burlington VT
15(am)	Fri	LLU Budget & Finance Committee	Loma Linda CA
17(pm)	Sun	LLU Board Committees	Newbury Park CA
18	Mon	LLU Board	Loma Linda CA
19	Tue	LLUMC & AHS/LL Bd Committees	Loma Linda CA
20	Wed	LLUMC Board	Loma Linda CA
20	Wed	Adventist Media Center Board	Newbury Park CA
21	Thu	AHS/LL Board	Loma Linda CA
21	Thu	PPPA Board	Nampa ID
31-Sept 4	Sun	ICPA World Congress	

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<u>DATE</u>	<u>DAY</u>	<u>MEETING</u>	<u>LOCATION</u>
<u>September 1997</u>			
2-12	Tue	GC Staff Travel Moratorium	Silver Spring MD
8	Mon	Review & Herald Pub Assoc Board	Hagerstown MD
15-17	Mon	Adventist Risk Management Conference	
16,17	Tue	Message & Mission Commission	Silver Spring MD
17(am)	Wed	AHS/LL Executive Committee	Loma Linda CA
18(am)	Thu	LLU Executive Committee	Loma Linda CA
18	Thu	Human Resources Workshop	Silver Spring MD
19,21	Fri	GC & Division Officer Interviews	Silver Spring MD
22	Mon	Strategic Planning & Budgeting Committee	Silver Spring MD
23,24	Tue	GC & Division Presidents	Silver Spring MD
23,24	Tue	GC & Division Secretaries	Silver Spring MD
23,24	Tue	GC & Division Treasurers	Silver Spring MD
25,26	Thu	GC & Division Officer Interviews	Silver Spring MD
28,29	Sun	GC & Division Officers	Silver Spring MD
30(am)	Tue	ADRA Board	Silver Spring MD
30(pm)	Tue	AWR Board	Silver Spring MD
30	Tue	GC Institution Interviews	Silver Spring MD
30(eve)-Oct 9	Tue	Annual Council	Silver Spring MD
<u>October 1997</u>			
1(eve)	Wed	Home Study International Board	Silver Spring MD
10(am)	Fri	LLU Budget & Finance Committee	Loma Linda CA
12(pm)	Sun	LLU Board Committees	Loma Linda CA
13	Mon	LLU Board	Loma Linda CA
14	Tue	LLUMC & AHS/LL Bd Committees	Loma Linda CA
15	Wed	LLUMC Board	Loma Linda CA
15-Nov 8	Wed	Institute of World Mission	Ber Spgs MI
16	Thu	AHS/LL Board	Loma Linda CA
19,20	Sun	Oakwood College Board	Huntsville AL
19-21	Sun	Christian View of Human Life Committee	Silver Spring MD
<u>November 1997</u>			
19	Wed	Andrews Univ Executive Committee	Ber Spgs MI
<u>December 1997</u>			
3	Wed	Adventist Risk Management Board	Silver Spring MD
10	Wed	Adventist Media Center Executive Committee	Newbury Park CA
10	Wed	AHS/LL Executive Committee	Loma Linda CA
11	Thu	LLU Executive Committee	Loma Linda CA

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95AC to LR

JERUSALEM CENTER - REPORT

Leo Ranzolin and George W Reid distributed a brochure on the Jerusalem Center and encouraged the church leadership to take advantage of the seminars and special programs available at the center. Programs are available in several languages for laypersons, pastors, educators, or special groups.

WMissA&P/StratPl&Bud/GCDOUP94AC/94AC/101-94Gb/StratPl&Bud/95AC to FMY(DIV)

101-95Ga CALENDAR OF SPECIAL DAYS AND EVENTS— WORLD 1996

VOTED, To approve the updated Calendar of Special Days and Events for the World Church for 1996, as follows:

January

6* Soul-Winning Commitment
27* Health Ministries

February

3 Bible Evangelism
10*-17 Christian Home and Marriage
17 Youth Temperance
17* Health and Temperance Magazines

March

2* Tract Evangelism
9 Women's Day of Prayer
16*-23 Adventist Youth Week of Prayer

April

6* Missionary Magazines
13 Youth Spiritual Commitment Celebration (Northern Hemisphere)
20* Literature Evangelism Rally
27* Christian Education

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May	
4*	Community Services Evangelism
25	Global Baptism
June	
1	Bible Correspondence School
8	Women's Ministry
July	
6*	Vacation Witnessing (Northern Hemisphere)
20	Home Study International Promotion
August	
3*	Global Mission Evangelism
September	
7*	Lay Evangelism
14-21	<i>Adventist Review</i>
21	Youth Spiritual Commitment Celebration (Southern Hemisphere)
21*	Family Togetherness
28	Pathfinders
October	
6*-12	Health Emphasis
12*	Sabbath School Guest
12	Community Relations
19*	Spirit of Prophecy
November	
2*-9	Week of Prayer
16*	Ingathering
23	Bible Emphasis
December	
7*	Stewardship

*Program Provided

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GCC Annual Council

StratPl&Bud/95AC to FMY(DIV)

101-95Gd CALENDAR OF SPECIAL DAYS AND EVENTS—
WORLD 1997

VOTED, To adopt the Calendar of Special Days and Events for the World Church for 1997, as follows:

January

4* Soul-Winning Commitment
25* Health Ministries

February

1 Bible Evangelism
8*-15 Christian Home and Marriage
15 Youth Temperance
15* Health and Temperance Magazines

March

1* Tract Evangelism
8 Women's Day of Prayer
15*-22 Adventist Youth Week of Prayer

April

5* Missionary Magazines
12 Youth Spiritual Commitment Celebration (Northern Hemisphere)
19* Literature Evangelism Rally
26* Christian Education

May

3* Community Services Evangelism
24 Global Baptism

June

7 Bible Correspondence School
14 Women's Ministry

July

5* Vacation Witnessing (Northern Hemisphere)
19 Home Study International Promotion

August

2* Global Mission Evangelism

September

6* Lay Evangelism

13-20 *Adventist Review*

20 Youth Spiritual Commitment Celebration (Southern Hemisphere)

20* Family Togetherness

27 Pathfinders

October

5*-11 Health Emphasis

11* Sabbath School Guest

11 Community Relations

18* Spirit of Prophecy

November

1*-8 Week of Prayer

15* Ingathering

22 Bible Emphasis

December

6* Stewardship

*Program Provided

StratPl&Bud/95AC to FMY(DIV)

101-95Gc CALENDAR OF THIRTEENTH SABBATH
OFFERINGS—WORLD 1996 - 2004VOTED, To adopt the Calendar of Thirteenth Sabbath Offerings—World 1996 -
2004, as follows:

1996	First Quarter	Asia-Pacific Division
	Second Quarter	Africa-Indian Ocean Division
	Third Quarter	South American Division
	Fourth Quarter	South Pacific Division

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1997	First Quarter Second Quarter Third Quarter Fourth Quarter	Eastern Africa Division Euro-Africa Division Trans-European Division Unusual Opportunities
1998	First Quarter Second Quarter Third Quarter Fourth Quarter	Southern Asia Division Euro-Asia Division Inter-American Division North American Division
1999	First Quarter Second Quarter Third Quarter Fourth Quarter	Attached Union/Unusual Opportunities Asia-Pacific Division Africa-Indian Ocean Division South American Division
2000	First Quarter Second Quarter Third Quarter Fourth Quarter	South Pacific Division Eastern Africa Division Euro-Africa Division Trans-European Division
2001	First Quarter Second Quarter Third Quarter Fourth Quarter	Unusual Opportunities Southern Asia Division Euro-Asia Division Inter-American Division
2002	First Quarter Second Quarter Third Quarter Fourth Quarter	North American Division Attached Union/Unusual Opportunities Asia-Pacific Division Africa-Indian Ocean Division
2003	First Quarter Second Quarter Third Quarter Fourth Quarter	South American Division South Pacific Division Eastern Africa Division Euro-Africa Division
2004	First Quarter Second Quarter Third Quarter Fourth Quarter	Trans-European Division Unusual Opportunities Southern Asia Division Euro-Asia Division

WMissA&P/StratPl&Bud/GCDOUP94AC/94AC/101-94Gc/StratPl&Bud/95AC to FMY(DIV)

101-95Gb CALENDAR OF SPECIAL OFFERINGS—WORLD 1996

VOTED, To approve the updated Calendar of Special Offerings for the World Church for 1996, as follows:

January

6	Outreach/Church Budget
13	Division
20	Church Budget
27	Conference/Union

February

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

March

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

April

6	Outreach/Church Budget
13	Division/Hands Across the World
20	Church Budget
27	Conference/Union

May

4	Outreach/Church Budget
11*+	Disaster and Famine Relief
18	Church Budget
25	Conference/Union

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June

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

July

6	Outreach/Church Budget
13	Division
20	Church Budget
27	Conference/Union

August

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

September

7	Outreach/Church Budget
14+	Missions Extension
21	Church Budget
28	Conference/Union

October

5	Outreach/Church Budget
12+	Health and Temperance Offering (10% to GC)
19	Church Budget
26	Conference/Union

November

2	Outreach/Church Budget
9*+	Sacrifice
16	Church Budget
23	Conference/Union
30	Church Budget

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December
7 Outreach/Church Budget
14 Division
21 Church Budget
28 Conference/Union

*Program Provided
+Worldwide Offering

Summary of Offerings

General Conference	5
Division	7
Conference/Union	12
Church	28
Total	52

StratPl&Bud/95AC to FMY(DIV)

101-95Ge CALENDAR OF SPECIAL OFFERINGS—WORLD 1997

VOTED, To adopt the Calendar of Special Offerings for the World Church for 1997,
as follows:

January
4 Outreach/Church Budget
11 Division
18 Church Budget
25 Conference/Union

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

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March

1	Outreach/Church Budget
8*+	Adventist World Radio
15	Church Budget
22	Conference/Union
29	Church Budget

April

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

May

3	Outreach/Church Budget
10*+	Disaster and Famine Relief
17	Church Budget
24	Conference/Union
31	Church Budget

June

7	Outreach/Church Budget
14	Division
21	Church Budget
28	Conference/Union

July

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

August

2	Outreach/Church Budget
9	Division
16	Church Budget
23	Conference/Union
30	Church Budget

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September

6	Outreach/Church Budget
13 +	Missions Extension
20	Church Budget
27	Conference/Union

October

4	Outreach/Church Budget
11 +	Health and Temperance Offering (10% to GC)
18	Church Budget
25	Conference/Union

November

1	Outreach/Church Budget
8* +	Sacrifice
15	Church Budget
22	Conference/Union
29	Church Budget

December

6	Outreach/Church Budget
13	Division
20	Church Budget
27	Conference/Union

*Program Provided
+ Worldwide Offering

Summary of Offerings

General Conference	5
Division	7
Conference/Union	12
Church	28

Total	52
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95AC to RSF

SLIGO CHURCH AFFIRMATION OF WOMEN - STATEMENT

Robert S Folkenberg made a statement in response to questions he has received following the service held by Sligo Church in Takoma Park, Maryland when three women were affirmed in their ministry in that church. He read a statement prepared on September 26, 1995 by Alfred C McClure, President of the North American Division. Folkenberg then expressed his personal disappointment with the interpretation given to this event by some of its promoters. He also affirmed the North American Division for its careful handling of this situation.

Adjourned.

Philip S Follett, Chairman
Harold W Baptiste, Secretary
Lowell C Cooper, Editorial Secretary
Rowena J Moore, Recording Secretary