

FOURTEENTH BUSINESS MEETING  
 Fifty-eighth General Conference Session  
 St. Louis, Missouri  
 July 8, 2005, 9:30 a.m.

CHM/ChManSub/ChMan/GCDO04AC/04AC/409-04GSa/05GCS to AM

418-05GS CHILDREN'S MINISTRIES DEPARTMENT, THE -  
*CHURCH MANUAL* AMENDMENT

VOTED, To amend the *Church Manual*, Chapter 9, Auxiliary Organizations of the Church and Their Officers, Pages 119 and 120, The Children's Ministries Department, to read as follows:

Children's Ministries Department

~~The Department of Children's Ministries is organized to promote and coordinate ministry to the children of the church, as well as to involve children in service to others. Christ's instruction to feed the lambs provides the impetus for the church to meet the needs of children for nurture, fellowship, worship, stewardship, and outreach.~~

~~Children's active minds construct meaning from every experience. "The lessons that the child learns during the first seven years of life have more to do with forming his character than all that it learns in future years." *Child Guidance*, p. 193. This is the time to begin to educate them "to be thinkers, and not mere reflectors of other men's thought." *Education*, p. 17.~~

~~"When Jesus told the disciples not to forbid the children to come to Him, He was speaking to His followers in all ages, to officers of the church, to ministers, helpers, and all Christians. Jesus is drawing the children, and He bids us, Suffer them to come; as if He would say, They will come if you do not hinder them." *The Desire of Ages*, p. 517.~~

~~"Every child may gain knowledge as Jesus did." *The Desire of Ages*, p. 70.~~

The Department of Children's Ministries exists to develop the faith of children from birth through age fourteen leading them into union with the church. It seeks to provide multiple ministries that will lead children to Jesus and disciple them in their daily walk with Him, and as such cooperate with the Sabbath School Department and other departments to provide religious education to children.

Mission—The mission of the Children's Ministries Department is to nurture children into a loving, serving relationship with Jesus. The department seeks to fulfill this mission by developing:

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~~Ministry to Seventh-day Adventist Children—It is the responsibility of each individual in the church community to exert a positive influence on children. Providing children with the opportunity for participation, interaction, and leadership in a variety of religious education settings gives them a sense of inclusion as valued members of the church family, leads them to Jesus, and teaches them to view life through a Seventh-day Adventist perspective. (See Notes, #23, p. 132.)~~

~~Ministry to Children Outside the Church—The Bible makes it clear that God has a special burden for children who are not enfolded in the church family. Outreach to children within the influence of the church will have far-reaching results, one of which will be winning parents to the Lord. The Department of Children's Ministries carries responsibility for the traditional outreach programs such as: Vacation Bible Schools, children's branch Sabbath Schools, Neighborhood Bible Clubs, and Story Hours. (See Notes, #24, p. 132.)~~

~~In churches which do not have a Department of Children's Ministries, Vacation Bible Schools, children's branch Sabbath Schools, Neighborhood Bible Clubs, and Story Hours will come under the direction of the Sabbath School Department. (See p. 96.)~~

~~Involving Seventh-day Adventist Children in Service to Others—Participation not only increases capabilities and assures children that they are a necessary part of the church family but, more importantly, involvement in service to others is a major part of their growth in grace. Creative efforts to involve children will help them establish a pattern of outreach to others that may well continue through life. (See Notes, #25, p. 133.)~~

~~Safeguarding Children—In Matthew 18:6 Christ spoke strongly about those who would intentionally hurt children: "But whoso shall offend one of these little ones which believe in me, it were better for him that a millstone were hanged about his neck, and that he were drowned in the depth of the sea." The local church should take reasonable steps to safeguard children engaged in church-sponsored activities by choosing individuals with high spiritual and moral backgrounds as leaders and participants in programs for children.~~

Grace-oriented Ministries, in which all children will experience the unconditional love of Jesus, find assurance of acceptance and forgiveness, and make a commitment to Him.

Inclusive Ministries, in which the volunteers who minister and the children to whom they minister will be valued regardless of race, color, language, gender, age, abilities, or socio-economic circumstances, and be involved without discrimination.

Leadership Ministries, in which volunteers are empowered, trained, and equipped for effective ministry to children.

Service-oriented Ministries, in which children are given opportunity for hands-on service to people in their neighborhood or city, thus establishing a pattern of outreach to others that may well continue through life.

Cooperative Ministries, that involve working with other entities, such as Family Ministries, Sabbath School and Personal Ministries, Youth Ministries, Education, Stewardship, and other departments, to achieve shared goals.

Safe Ministries, whereby churches: a.) choose volunteers with high spiritual and moral backgrounds; b.) adopt safeguards to protect children from physical, emotional, sexual, and spiritual abuse, and the church from liability.

Evangelistic Ministries, in which children who are not included in the church family will be introduced to the love of Jesus through outreach programs such as: Vacation Bible Schools, children's Branch Sabbath Schools, Neighborhood Bible Clubs, and Story Hours. (See Notes, #24, p. 132).

Ellen G. White underscores the importance of children's ministries when she says:

"Too much importance cannot be placed on the early training of children. The lessons that the child learns during the first seven years of life have more to do with forming his character than all that it learns in future years."—Child Guidance, p. 193.

"It is still true that children are the most susceptible to the teachings of the gospel; their hearts are open to divine influences, and strong to retain the lessons received. The little children may be Christians, having an experience in accordance with their years. They need to be educated in spiritual things, and parents should give them every advantage, that they may form characters after the similitude of the character of Christ."—Desire of Ages, p. 515.

"Children of eight, ten or twelve years, are old enough to be addressed on the subject of personal religion. Do not teach your children with reference to some future period when they shall be old enough to repent and believe the truth. If properly instructed, very young children may have correct views of their state as sinners, and of the way of salvation through Christ."—Testimonies, Vol. 1, p. 400.

"When Jesus told the disciples not to forbid the children to come to Him, He was speaking to His followers in all ages,—to officers of the church, to ministers, helpers, and all Christians. Jesus is drawing the children, and He bids us, Suffer them to come; as if He would say, They will come if you do not hinder them."—Desire of Ages, p. 517.

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Children's Ministries Coordinator—The Children's Ministries coordinator is elected by the church ~~and~~ to develop specific ministries to nurture the faith of children so as to develop a loving, serving relationship with Jesus. The coordinator should be an individual of moral and ethical excellence, who demonstrates love and commitment to God, God and the church, and children, who has leadership ability as well as ~~and~~ experience, and passion for ~~in~~ working with children. (See Notes, #27, p. 133.)

Children's Ministries Committee—The Children's Ministries ~~Committee~~ coordinator works with the pastor and church board to establish a Children's Ministries Committee to provide ministries to children in the church. works under the direction of the church board or Personal Ministries Council. The committee should be composed of individuals who are ~~Members will be~~ chosen on the strength of their interest and expertise in working with children. Ordinarily, the membership is made up of the Sabbath School division leaders, Vacation Bible School leader, Junior Youth leaders, and two to three others who have a passion for ministry to children. ~~The number of members will vary according to the needs of each church.~~ (See Notes, #26, p. 133.)

Con&By/ADCOM/GCDO05GCS/GCC(St. Louis)/05GCS to LRE

#### 223-05GS DIVISION EXECUTIVE COMMITTEES - CONSTITUTION AND BYLAWS AMENDMENT

VOTED, To amend General Conference Constitution and Bylaws, Bylaws, Article XIV—Division Executive Committees, to read as follows:

#### ARTICLE XIV—DIVISION EXECUTIVE COMMITTEES

Sec. 1. In each division, a division executive committee shall be constituted, as hereinafter provided, for the transaction of business pertaining to the division. The division executive committee functions on behalf of the General Conference Executive Committee in the division, and its authority shall be recognized by union and local organizations in matters of division administration and counsel. A division may establish for the use, benefit, and purpose of the church in countries of that division various legal entities and may entrust to these or to other entities previously established full responsibility for property, governance or other functions provided such responsibility is exercised in harmony with denominational policies and values.

Sec. 2. The ex-officio members of a division executive committee shall be the division president, the division secretary, the division treasurer, other division officers, the division vice presidents, and the division field secretaries; ~~secretaries of the division~~; the heads of division

institutions; the presidents of union conferences; the presidents of union missions; the presidents of unions of churches; the presidents of attached conferences/missions/fields; the directors of division departmental, association, and service directors/secretaries departments, associations and services; and any members of the General Conference Executive Committee present. ~~Other members shall include nonemployees of the church and additional representation from pastoral and educational personnel.~~ Other division executive committee members shall be appointed according to the policies of the division. Appointed members shall include representation from denominational employees and from church members in regular standing who are not denominationally employed. Denominational employee representation shall include some pastors and institutional personnel.

Sec. 3. The actions taken - No change

Sec. 4. Five members of a division - No change

PRE/PreC04SM/PREXAD04/Con&By/ADCOM/GCDO04AC/04AC/534-04GS/05GCS to LRE

## 206-05GS AUDITING SERVICE AND AUDITS - CONSTITUTION AND BYLAWS AMENDMENT

### Rationale for amending General Conference Bylaws and General Conference *Working Policy* relating to the General Conference Auditing Service

The General Conference Auditing Service was established to ensure that financial audits and policy compliance testing would: (1) include every denominational entity worldwide; (2) be conducted on a regular basis (annually); (3) reflect international auditing standards; and (4) provide a denomination-wide oversight and monitoring of the audit function. While the General Conference Auditing Service is internal to the denomination, it fulfills its responsibilities in a manner similar to that of an external auditor. Current policy identifies General Conference Auditing Service as the exclusive audit agency for the denomination except in situations where prevailing laws require the use of an external auditor.

At present arrangement for the services of an external auditor is to be made in consultation with General Conference Auditing Service. This could be interpreted as placing General Conference Auditing Service in a conflict of interest situation. Further, there are occasions in which it would be beneficial to consider additional options for the conduct of a financial audit and policy compliance review, provided that professional auditing standards are not compromised.

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This proposal, accompanied by corresponding changes to General Conference *Working Policy*, outlines the role of General Conference Auditing Service as the denomination's preferred, though not necessarily exclusive, auditing service.

The responsibility and function of General Conference Auditing Service is outlined in the General Conference Bylaws and further amplification of these responsibilities is contained in the General Conference *Working Policy*. An amendment to the General Conference Bylaws requires approval by a General Conference Session

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

#### ARTICLE VIII—AUDITING SERVICE AND AUDITS

Sec. 1. At each regular General Conference Session, the General Conference shall elect a director of the General Conference Auditing Service, whose duties ~~shall be to administer the conduct of audits of the organizations of the Church throughout the world.~~ shall be to:

- a. Administer the conduct of audits that the General Conference Auditing Service performs for organizations of the Church throughout the world.
- b. Monitor the overall audit program throughout the denomination.
- c. Recommend to the General Conference Administrative Committee or division executive committee standards and/or guidelines for use by divisions in the endorsement of external auditors that may be engaged within the division territory, and
- d. Report to the General Conference President, through the General Conference Auditing Service Board, on the overall audit program in the Church and the trends/issues that appear in the global picture of financial and policy administration.

Associate directors shall also be elected at each regular General Conference Session. The director and associate directors shall be recommended by the General Conference Auditing Service Board to the Session Nominating Committee after consultation with the administrations of the respective divisions.

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

Sec. 2. a. At each regular General Conference Session, the General Conference shall elect a General Conference Auditing Service Board which shall be constituted as follows - No change

b. A quorum of the General Conference Auditing Service Board - No change

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

PREXAD03/PreC03/GCDO03AC/PREXAD04/Con&By/ADCOM/PreC04AC/GCDO04AC/  
04AC/533-04GS/Con&By/ADCOM/05SM/Con&By/ADCOM/ GCDO05GCS/GCC(St.  
Louis)/05GCS to LRE

## 201-05GS GENERAL CONFERENCE SESSIONS - CONSTITUTION AND BYLAWS AMENDMENT

### Rationale for Amending Constitutional Provisions for General Conference Session Delegations

Current constitutional provisions limit the size of a General Conference Session delegation to 2,000 persons. Delegate quotas are determined by a variety of factors such as an entity's membership as a proportion of world membership, the number of organizational structures (union conferences/missions, local conferences/missions, division institutions, etc.). Some delegate quotas are specified in the constitution (e.g. each division receives ten delegates in the delegates at large classification). A portion of the delegate seats are allocated at the discretion of the General Conference Executive Committee.

Under the current constitution an increase in the number of organizational units requires a decrease in the number of delegate seats that can be allocated on the basis of membership. Consequently there have been requests to amend the constitution in such a way as to allow these parameters, membership and organizational structure, to be addressed separately in the composition of a General Conference Session delegation.

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A General Conference Session is convened for a specific agenda of Church business. The larger the delegation the more cumbersome the process of conducting the business of a Session. At the same time, there is a unifying value for delegates and a large number of guests to experience the worldwide fellowship that a Session provides. The growth in membership and the high value given to unity in the Church is presented as sufficient reason to consider a gradual growth in a Session delegation.

The following proposal was developed at the request of General Conference and division leadership. These amendments to the General Conference Constitution would affect the 2010 General Conference Session. The following changes are proposed:

1. Remove the numerical limit, currently 2,000, to the overall size of a General Conference Session delegation.
2. Place a numerical limit on certain segments of the delegation.
3. Limit, to less than 15 percent, the increase in numbers of delegates from those categories unaffected by growth in the number of organizational units.
4. Introduce a differentiation between organizational units having conference status and those with mission or equivalent status.
5. Continue the requirement that significant representation in the delegation shall be chosen from laypersons, pastors, teachers, and nonadministrative employees, of both genders, and representing a range of age groups and nationalities.
6. Increase, from the current level of ten, the number of delegate selections available to a division.
7. Reclassify division institution delegates as at large rather than regular delegates.

VOTED, To amend the General Conference Constitution and Bylaws, Constitution, Article V—General Conference Sessions, to read as follows:

#### ARTICLE V—GENERAL CONFERENCE SESSIONS

Sec. 1. The General Conference shall hold quinquennial sessions - No change

Sec. 2. The Executive Committee may call special sessions - No change



Sec. 3. At least one-third of the total delegates authorized hereinafter under Sec. 5. of Article V, must be present at the opening meeting of any regular or specially called General Conference Session to constitute a quorum for the transaction of business. Once the Session is declared open, the delegates remaining present shall constitute a quorum.

~~Sec. 3.~~ Sec. 4. The election of officers and the voting on all matters of business shall be by viva-voce vote, or as designated by the chairman, unless otherwise requested by a majority of the delegates present.

~~Sec. 4.~~ Sec. 5. The delegates to a General Conference Session shall be designated as follows:

- a. Regular delegates. ~~delegates, not to exceed 1,240.~~
- b. Delegates at large. ~~large, not to exceed 760.~~
- c. In case of financial exigency or other major crisis within the Church or in the international arena, the Executive Committee may take an action to reduce the maximum number of delegates to a particular General Conference Session. Such reduction shall then be ~~applied, in the proportions indicated above,~~ applied to both regular delegates and delegates at large.

~~Sec. 5.~~ Sec. 6. Regular delegates shall represent the General Conference's member union conferences, union missions, member conferences, missions, and unions of churches as defined in Article IV, as follows:

- a. Delegates representing union conferences having division affiliation shall be appointed by the respective union conference executive committee.
- b. Delegates representing union missions and unions of churches having division affiliation shall be appointed by the respective division executive committees in consultation with the organizations concerned.
- c. Delegates representing conferences and missions having union conference affiliation shall be appointed by the respective union conference executive committees in consultation with the organizations concerned.
- d. Delegates representing conferences and missions having union mission affiliation shall be appointed by the respective division executive committees in consultation with the organizations concerned.

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e. Delegates representing conferences and missions directly attached to divisions, shall be appointed by the respective division executive committees in consultation with the organizations concerned.

f. Delegates representing division institutions, the number of whom shall correspond to the number of division institutions within each division, shall be appointed by the respective division executive committees in consultation with the organizations concerned.

g. Delegates representing union conferences directly attached to the General Conference shall be appointed by the executive committees of the respective attached union conferences.

h. Delegates representing union missions, conferences, missions, and unions of churches directly attached to the General Conference shall be appointed by the Executive Committee in consultation with the organizations concerned.

~~Sec. 6.~~ Sec. 7. Regular delegates shall be allotted on the following basis:

~~a. Twelve initial delegates for each division without regard to membership.~~

~~b. Each division shall be entitled to additional delegates corresponding to the number of division institutions within its territory.~~

~~e. a. Each union conference and union mission having division affiliation, shall be entitled to one delegate~~ two delegates other than its president (who is a delegate at large) without regard to ~~membership.~~ membership size.

~~b. Each union mission shall be entitled to one delegate other than its president (who is a delegate at large) without regard to membership size.~~

~~d. Each union conference and union mission directly attached to the General Conference shall be entitled to one delegate~~ two delegates other than its president (who is a delegate at large) without regard to ~~membership.~~

~~e. c. Each local conference and mission\* having union affiliation shall be entitled to one delegate~~ two delegates without regard to ~~membership.~~ membership size.

- d. Each local mission\* shall be entitled to one delegate without regard to membership size.
- ~~f. Each union of churches, conference, and mission\* directly attached to the division shall be entitled to one delegate without regard to membership.~~
- ~~g. Each union of churches, conference, and mission\* directly attached to the General Conference shall be entitled to one delegate without regard to membership.~~
- e. Each union of churches shall be entitled to two delegates without regard to membership size.
- ~~h. f. Each division shall be entitled to additional delegates based upon its membership as a proportion of the world Church membership. The total number of delegates from all divisions under this provision shall not exceed 400. the difference between 1,240 and the total number of delegates provided for under Sec. 6. a. to Sec. 6. g.~~
- ~~i. g. Delegates from each division, provided for under Sec. 6. a. and Sec. 6. h. Sec. 7. f., shall be allotted to the union conferences and union missions that are affiliated with that division, based on each union's proportion of the division membership. Any unallocated delegate entitlements under this process shall be allocated at the discretion of the division executive committee.~~
- ~~j. h. Unused quotas of regular delegates allocated to unions may be reallocated by the divisions.~~

~~Sec. 7. Sec. 8.~~ Delegates at large shall represent the General Conference, General Conference institutions, its divisions, divisions of the General Conference, and its organizations ~~division institutions~~ and shall be appointed on the following basis:

- a. All members of the Executive Committee.
- b. Associate directors/secretaries of General Conference departments and associations.

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\*In several areas of the world, local field units not holding conference status may be classified with terminology other than "mission." For the purposes of Article V, Sec. 7., such field units may be considered equivalent to a mission provided they have two or more officers and an executive committee and observe a schedule of regular constituency meetings.

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c. Twenty delegates from General Conference appointed staff – No change

d. ~~Ten~~ Twenty delegates for each division.

e. Each division shall be entitled to additional delegates corresponding to the number of division institutions within its territory.

e. f. Those representatives of the General Conference and division institutions and other entities, and those employees, field secretaries, laypersons, and pastors who are selected by the Executive Committees of the General Conference and its divisions. The number of these delegates shall be 300, ~~determined as the difference between the sum of all the other categories of delegates at large, and 760.~~

~~Sec. 8.~~ Sec. 9. Division administrations shall consult with unions to ensure that the entire division delegation shall be comprised of Seventh-day Adventists in regular standing, at least 50 percent of whom shall be laypersons, pastors, teachers, and nonadministrative employees, of both genders, and representing a range of age groups and nationalities. The majority of the above 50 percent shall be laypersons. Delegate selections from General Conference and division ~~institutions~~ institutions, and those selected under Sec. 8.d. above, shall not be required to satisfy the quota for laity.

~~Sec. 9.~~ Sec. 10. Credentials to sessions shall be issued by the General Conference to those appointed in harmony with the provisions of this article.

~~Sec. 10.~~ Sec. 11. Calculations for all delegate allotments, as provided for in this article, shall be based upon:

a. The membership as of December 31 of the second year preceding the General Conference Session.

b. The number of denominational entities eligible for inclusion in determining quotas and which are in existence as of December 31 of the second year preceding the General Conference Session.

SEC/Con&By/ADCOM/SecC/GCDO04AC/04AC/549-04GS/05GCS/Con&By/  
SteeringCom05GCS/Con&By/SteeringCom05GCS/05GCS to LRE

200-05GS MEMBERSHIP - GENERAL CONFERENCE CONSTITUTION  
AND BYLAWS REVISION

VOTED, To revise the General Conference Constitution and Bylaws, Constitution,  
Article IV—Membership, to read as follows:

ARTICLE IV—MEMBERSHIP

Sec. 1. The membership of the General Conference shall consist of:

- a. All union conferences and union missions that have been properly organized and accepted by vote of the General Conference in session.
- b. All of the following entities that are directly attached to the General Conference or a division:
  - 1) Union of churches
  - 2) Local Conferences
  - 3) Local mission and functional equivalents thereof provided they have two or more officers and an executive committee, observe a schedule of regular constituency meetings and have been properly organized.

Con&By/SteeringCom/Con&By/SteeringCom05GCS/05GCS to LRE

227-05GS NOMINATING COMMITTEE - GENERAL CONFERENCE  
CONSTITUTION AND BYLAWS AMENDMENT

VOTED, To amend the General Conference Constitution and Bylaws, Bylaws  
Article II—Standing Committees, Sec. 4. as follows:

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

- 1) ~~Each~~ The delegation as defined in paragraph b.1) below from each division and each attached union, shall be entitled to select for membership on the

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Nominating Committee, ten percent of its ~~delegation to the session, after excluding any delegates at large employed by the General Conference or its institutions.~~ total number of delegates.

2) Delegates at large who are excluded under 4.1) ~~above paragraph b.1) below~~ shall be entitled to ~~representation~~ select for membership on the Nominating Committee ~~equal to eight percent of their total number.~~ of delegates.

b. The members of the Nominating Committee shall be ~~chosen as follows:~~ selected by and from the following groups:

1) ~~Each division delegation and each attached union delegation shall act as a unit in selecting members to which it is entitled. Excluded from this process shall be any delegates at large employed by the General Conference or its institutions. Delegates at large, excluding both those currently employed by the General Conference or its institutions and former employees who have retired from the General Conference or its institutions, shall meet with the regular delegates from the division or attached union in which they reside. The delegation from each division or each attached union shall act as a unit in selecting the Nominating Committee members to which it is entitled.~~

2) The delegates at large employed by the General Conference ~~or~~ and its institutions along with former employees who have retired from the General Conference or its institutions shall act as a unit in selecting members to which they are entitled.

3) The election of the above representatives on the Nominating Committee shall be by a method of voting considered by each delegation to be most convenient and efficient, taking into consideration the size of the delegation and other circumstances.

4) The selection of representatives to serve on the Nominating Committee shall take place following the opening meeting of the General Conference Session.

- c. Each division delegation - No change
- d. Those chosen as members - No change
- e. Delegates elected under the provisions - No change
- f. No delegate shall nominate more than - No change
- g. The Nominating Committee shall elect its own - No change
- h. The Nominating Committee shall limits its - No change

- i. In order to expedite the work of the Nominating Committee - No change

ChMan/ChManSub/ChMan/GCDO04AC/04AC/459-04GS/05GCS to AM

412-05GS BUSINESS MEETINGS - *CHURCH MANUAL*  
AMENDMENT

VOTED, To amend the *Church Manual*, Chapter 8, The Services of the Church, Page 81, Business Meetings, to read as follows:

Business Meetings

Church business meetings duly called by the pastor, or the church board in consultation with the pastor, may be held monthly or quarterly according to the needs of the church. Members in regular standing on the roll of the church conducting the business meeting may attend and vote. A quorum shall be decided by the church in a business meeting or by the church board. Votes by proxy or letter shall not be accepted. In order to maintain a spirit of close cooperation between the local church and the conference/mission/field, the church shall secure counsel from the conference/mission/field officers on all major matters. The officers (president, secretary, treasurer) of the conference/mission/field to which the church belongs may attend without vote (unless granted by the church) any church business meeting within the conference/mission/field territory. A duly called business meeting of the church is a meeting that has been called at the regular Sabbath worship service, together with proper announcements as to the time and place of the meeting. At such meetings, at which the pastor will preside (or will arrange for the local elder to preside), full information should be given to the congregation regarding the work of the church. At the close of the year, reports should be rendered covering the activities of the church for the entire year and, based on those reports, the church should approve a full plan of action for the next year. When possible, reports and the next year's plan of action should be presented in writing. (See Notes, #9, p. 91.)

Pre/05GCS to HWB

153-05GS PROFILING SEVENTH-DAY ADVENTIST LEADERSHIP

VOTED, To accept the document, Profiling Seventh-day Adventist Leadership—A Summary, which reads as follows:

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## A SUMMARY

### Context

The Seventh-day Adventist Church is global, a church of great diversity and complexity. Its geographic spread and rapid growth, especially in developing regions of the world, has provided the Church with immense richness and opportunities, as well as new challenges. Among these challenges is the need for an increasing number of mission-focused leaders, individuals that are professionally competent, exemplify Bible-based values of Christian leadership, and embrace the expectations for leadership within the world-wide Seventh-day Adventist Church. This need will not be met without a planned process of leadership development of both Church employees and laity.

### Affirmation of the Nature of Seventh-day Adventist Leadership

The Seventh-day Adventist Church affirms the need for leaders with a high level of competence in their fields of leadership. The church values and encourages the development of a range of gifts and desires leaders who have the experience, skills and qualifications necessary to meet the requirements of the widely disparate leadership positions available throughout the world Church. The Church is enriched by the professionalism and diverse talents such leaders bring to the Church.

The Church also affirms the need for all leaders in the Church to share a common commitment to core Christian leadership values that are based on biblical principles, as well as to specific expectations that arise from the theology and global nature of the Seventh-day Adventist Church. This commitment will be evidenced in their approach to their responsibilities and should be a requirement of appointment to any Church leadership position.

Therefore, the Seventh-day Adventist Church calls for leadership characterized by, but not limited to, the following:

1. Christ-likeness in Relationships: Humility, graciousness, forgiving, compassionate, peace-loving—these are some of the attributes of a Christian leader. Family, church-members, the wider community: all will be treated with respect and Christian love. (John 15:9-17; Phil. 2:1-5)

2. Commitment to Mission Focus: Whatever their particular responsibilities, a leader in the Seventh-day Adventist Church will maintain a primary commitment to the mission of the Church and the Gospel of Christ. This will be evidenced in selection of strategic priorities and in the leader's determined focus on Church mission, rather than personal agenda. (Acts 1:8; Rev. 14: 9-12)



3. Integrity: A leader of integrity will be transparent, authentic, and truthful. This value will be seen in action in lack of favoritism, honest recognition of mistakes, and consistency of character and action. There will be no manipulation or deception—only truthfulness, a willingness to confront errors, and fair treatment of all individuals. (I Cor. 4:1-2; Dan 6:10; Prov. 10:9, 11:1)

4. Loyalty to God and the Church: Seventh-day Adventist leaders will know their first loyalty is to God. They will express personal perspectives but recognize the authority of the corporate church to make decisions and the responsibility of leadership to support those decisions. They will not seek personal power and will seek ways of resolving difference so as not to bring confusion or disunity to the body of the church. (John 17:11, 21-23; Eph. 4:1-6)

5. Professional Competence: All leaders should have the experience, qualifications and skills necessary to perform the specific responsibilities of their positions. They will continue to seek improvement in their professional areas and model best professional practice and respect the diverse gifts of other professionals. (I Cor. 12; I Cor. 4:12; Matt. 25:14-29)

6. Responsiveness to the Global Family: In the global village of the Seventh-day Adventist Church, a leader will be able to affirm diversity and its strengths, and value the complementary gifts of that diversity while maintaining agreed core unifying ideals. Such leaders will find their own primary identity in their shared relationship with all others in the church as children of God, and find active means of building a community, a family, that celebrates and nurtures its richness. (I Cor. 12; Gal 3:28; I Cor. 9:19-23)

7. Responsibility and Accountability to the Church and Wider Community: A leader who models servant leadership will be acting with responsibility. A leader will demonstrate concern with the unity of the Church body and mission, the healing and building up of the community and the imperative of active obedience to the Word of God. This will include clear accountability to both local and international constituencies. A leader who acts with responsibility will focus consistently on service and on modeling the character of Christ. (I Cor. 1:10-13; Ps. 1:1-3; Eph 4:29-32)

#### Call for Action

The delegates of the 2005 General Conference Session affirm the positive steps taken in leadership training at the General Conference and in a range of divisions and educational institutions throughout the world during the past quinquennium.

However, the delegates also affirm the need for all divisions of the world to further prioritize the intentional professional development of leaders that espouse the ideals of Christian

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leadership, and additionally that such training be an expectation of leadership positions at all levels of the Church.

The delegates identify the following as the main areas for action in leadership development:

1. Curriculum Development and Centers of Leadership: That each division, through a center for leadership or similar concept, develop a core curriculum for church leaders that is focused on a blend of professional competence, Christian leadership values and specific denominational expectations.
2. Networking: That the General Conference Office of Leadership, the division Centers of Leadership and educational institutions that offer leadership education focus on collaboration and networking to ensure sharing of best practice.
3. Professional Development: That continuing leadership education be an on-going expectation of all leaders, whether employed or lay leadership. This should include orientation to the particular leadership position and on-going training and development while an individual holds a leadership position.
4. Evaluation: That a process for evaluating all leadership at all levels be developed and regularly applied, with the main focus of the process on leadership improvement and personal growth.

The General Conference Session delegation further requests that the General Conference Executive Committee receive reports and monitor the effectiveness of the leadership development process throughout the 2005-2010 quinquennium.

IAD/ChManSub/ChMan/ADCOM/410-02GS/03AC/414-03GS/414-04GS to AM-05GCS

421-05GS EXPIRED CREDENTIALS - *CHURCH MANUAL*  
AMENDMENT

Discussion began on this item and will continue in the afternoon business meeting.

Adjourned

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Gerry D Karst, Chairman  
Agustin Galicia, Secretary  
Larry R Evans, Actions Editor  
Rowena J Moore, Recording Secretary