

1 ADCOM/ADCOM/ADCOM/PreC/GCDO18AC to MLR-18AC(DIV)

2  
3 113-18G REGARD FOR AND PRACTICE OF GENERAL CONFERENCE  
4 SESSION AND GENERAL CONFERENCE EXECUTIVE  
5 COMMITTEE ACTIONS  
6

7 A sacred trust exists between church members and their elected Church leaders. Unity and trust  
8 are strengthened as church members and organizational leaders commit to being led by the Spirit to  
9 regard and honor the constituted decisions made by fellow church members and leaders.

10  
11 “Make every effort to keep the unity of the Spirit through the bond of peace.”—Eph 4:3. “We are  
12 coming to a time when, more than ever before, we shall need to press together, to labor unitedly. . . . in  
13 unity there is strength.”—2SM 373, 374.  
14

15 Where regard for and practice of General Conference Session and General Conference Executive  
16 Committee actions have not been followed, these principles shall apply:  
17

18 1. Process for Reporting Perceived Non-Compliance—The Administrative Committee of  
19 any conference and/or union and/or division and/or the General Conference which identifies an entity  
20 they perceive to be non-compliant, shall report the matter in writing to the administrative level of the  
21 Church immediately above the perceived non-compliant entity, beginning with the administrative level  
22 of the Church closest to the matter. If any level of organization does not report an issue of non-  
23 compliance, it becomes the responsibility of the next higher organization.  
24

25 2. Organization Closest to the Matter—Planning for and ensuring compliance shall initially  
26 be the responsibility entrusted to the administrative level of the Church closest to the matter. This  
27 organization is responsible for notifying the entity perceived as non-compliant. With sound judgment  
28 and prayerful discernment, administrators may use existing General Conference working policies and  
29 guidelines as tools for resolving matters of non-compliance.  
30

31 3. Process for Addressing Perceived Non-Compliance—Administrators dealing with any  
32 matter of perceived non-compliance shall exercise Christian due process which will (a) include much  
33 prayer and dialogue, (b) provide a clearly written statement defining the perceived non-compliance, (c)  
34 upon receipt of the written statement, provide 60 days for the executive officers of the perceived non-  
35 compliant entity to provide evidence of compliance or a plan to achieve sustained compliance, (d) create  
36 a supportive atmosphere by which to achieve compliance and unity, and (e) provide a reasonable  
37 timeframe (30 days) to provide evidence of compliance or a plan to achieve sustained compliance.  
38

39 If, in the opinion of the executive officers of the conference and/or union and/or division and/or  
40 General Conference, compliance has been requested but has not been made evident or has not been  
41 sustainably achieved, the General Conference Administrative Committee may request the appropriate  
42 General Conference Compliance Review Committee\* to implement its terms of reference. The  
43 appropriate General Conference Compliance Review Committee\* shall evaluate the matter and (1) deem  
44 the perceived non-compliant issue to be resolved, (2) make recommendations to the appropriate  
45 Administrative Committee, and/or (3) consider and recommend to the General Conference  
46 Administrative Committee, General Conference officers, all division officers, and for final

113-18G REGARD FOR AND PRACTICE OF GENERAL CONFERENCE  
SESSION AND GENERAL CONFERENCE EXECUTIVE  
COMMITTEE ACTIONS - 2

1 determination by the General Conference Executive Committee at Annual Council, that disciplinary  
2 measures be taken.

3  
4 If, in the opinion of a General Conference Compliance Review Committee,\* reasonable time has  
5 been given for discussion and review, the General Conference Compliance Review Committee\* may  
6 directly make recommendations to the appropriate Administrative Committee.

7  
8 4. Process for Appeal—An entity seeking to appeal a recommendation may do so in writing  
9 directly to the assigned General Conference Compliance Review Committee.\* The appeal process made  
10 by the non-compliant entity shall be considered part of the work of the General Conference Compliance  
11 Review Committee\* as defined by its terms of reference. The General Conference Compliance Review  
12 Committee\* shall respond in writing to the appeal made by the reporting organization, within 60 days of  
13 delivery of the final written appeal. If there is no satisfactory resolution following the appeal to the  
14 General Conference Compliance Review Committee,\* the entity may appeal the matter further directly  
15 in writing to the General Conference Administrative Committee.

16  
17 5. Process for Unresolved Matters—If a matter of non-compliance continues to be  
18 unresolved, the next higher level of Church organization is tasked with the responsibility to resolve the  
19 matter or facilitate the initiation of a process leading to consequences.

20  
21 6. Disciplinary Measures—In the event the due process referenced above does not bring  
22 about compliance and does not result in the reversal of the action taken by the non-compliant entity  
23 and/or the constituency-elected leader of that body (the union president, who serves as both the voice of  
24 the union constituency and the voice of the world Church and who is an *ex officio* member of the  
25 General Conference Executive Committee), the entity and its duly elected leader may be subject to the  
26 following disciplinary measures:

27  
28 a. Warned—By vote of simple majority of the General Conference Executive  
29 Committee, unions/unions of churches/organizations that have complied with General Conference  
30 Executive Committee and/or General Conference Session actions but have taken actions that are not in  
31 compliance with the practices of the Church as defined by the General Conference Constitution and  
32 Bylaws and/or the General Conference *Working Policy* may be “warned.” Being “warned” applies  
33 generally to a non-compliant entity and does not intend to identify individuals for further action or  
34 mention.

35  
36 b. Public Reprimand—By vote of simple majority of the General Conference  
37 Executive Committee, the president of such unions/unions of churches/organizations that have not  
38 complied with General Conference Executive Committee actions and/or General Conference Session  
39 actions, including *Working Policy*, which have been voted by the General Conference Executive  
40 Committee and/or General Conference Session, may be given a public reprimand. In the attendee listing  
41 contained in the agenda of each Spring Meeting and Annual Council of the General Conference

113-18G REGARD FOR AND PRACTICE OF GENERAL CONFERENCE  
SESSION AND GENERAL CONFERENCE EXECUTIVE  
COMMITTEE ACTIONS - 3

1 Executive Committee, the names of those individuals representing entities under reprimand will be  
2 denoted and will be mentioned at the opening session of the meeting.

3  
4 c. Placed on Removal for Cause and Subject to Policy Application—When non-  
5 compliance continues after public reprimand, the relevant General Conference Compliance Review  
6 Committee,\* by virtue of prior General Conference Executive Committee actions and/or General  
7 Conference Session actions, shall have authority to consider and recommend to the General Conference  
8 Administrative Committee, General Conference officers, all division officers, and the General  
9 Conference Executive Committee at Annual Council, for final determination and for the application of  
10 existing General Conference working policies and guidelines, such as removal of the representative  
11 member “for cause” by a two-thirds majority vote.—General Conference Bylaws Article XIII Sec. 1. c.  
12 and f., and GC B 95.

13  
14 In the event that entities that have been “warned” or their president “reprimanded” take actions  
15 that bring their entities into compliance with the practices of the Church as defined by the General  
16 Conference Constitution and Bylaws, the General Conference *Working Policy*, and voted actions of the  
17 General Conference Executive Committee and/or General Conference Session, the relevant General  
18 Conference Compliance Review Committee\* shall recommend to the General Conference  
19 Administrative Committee that these entities or president be reinstated to regular standing by the  
20 General Conference Executive Committee. In the event that entities that have been “warned” or  
21 “reprimanded” continue in non-compliance with voted actions of the General Conference Executive  
22 Committee and/or General Conference Session, the relevant General Conference Compliance Review  
23 Committee\* may recommend to the General Conference Administrative Committee to pursue other  
24 actions that may be available in the General Conference working policies and guidelines or the  
25 Constitution and Bylaws of the General Conference. If, after the organization closest to the matter has  
26 been unable to resolve a compliance issue and the General Conference Compliance Review Committee\*  
27 has recommended consequences, only the General Conference Executive Committee and/or the General  
28 Conference in session has authority to implement the recommendation.

29  
30 Presidents of conferences/missions whose union president has been “reprimanded” shall continue  
31 to exercise voice, as provided by the General Conference Bylaws, and the body will be notified that the  
32 invitee requesting voice is a constituent representative of a conference/mission of a union whose  
33 president has been “reprimanded” due to a matter of non-compliance.

34  
35 In instances where a union president has been removed from the membership of the committee  
36 “for cause,” other members of the General Conference Executive Committee from that union shall  
37 continue to exercise full privileges without mention of reprimand.

38  
39 Entities desiring reconsideration of a General Conference Executive Committee and/or General  
40 Conference Session action, may seek recourse through processes already provided for in the General  
41 Conference *Working Policy*. The process of seeking recourse and the “Regard for and Practice of

113-18G REGARD FOR AND PRACTICE OF GENERAL CONFERENCE  
SESSION AND GENERAL CONFERENCE EXECUTIVE  
COMMITTEE ACTIONS - 4

1 General Conference Session and General Conference Executive Committee Actions” shall run  
2 concurrently.  
3

4 As circumstances warrant, this process may be used as a model by other levels of Church  
5 organization.\*\*  
6

7  
8 

---

\*As per General Conference Administrative Committee actions July 17, 2018 and August 14, 2018.

9 \*\* When considering compliance matters, local churches should refer to the process described in the *Seventh-day Adventist Church Manual*.

OGC/PolRev&Dev/ADCOM/SecC/GCDO17AC/202-17Ga/PolRev&Dev/ADCOM/SecC/  
GCDO18AC to HMM-18AC(DIV)

201-18Ga MEMBERSHIP/CONSTITUENCY MEETINGS (UNION  
MISSION MODEL OPERATING POLICY) - POLICY  
AMENDMENT

RATIONALE: This amendment brings the notice requirements of this mission-level model  
operating policy in line with those given in the model bylaws of conference-level organizations.

RECOMMENDED, To amend GC D 15 05, Union Mission Operating Policy, Article VII,  
Membership/Constituency Meetings, to read as follows:

**Article VII—Membership/Constituency Meetings**

**Sec. 1. Regular Meetings:** This union mission shall hold regular quinquennial  
constituency meetings at such time and place as the executive committee shall designate. In  
the event that the executive committee fails to call a regular constituency meeting within  
the quinquennial period the \_\_\_\_\_ Division Executive Committee may give notice for  
such a meeting and designate the time and place. ~~Notice of the time and place for the meeting  
shall be given by written notice sent to the presidents of local conference and missions/fields at  
least thirty days before the date of the session. Notice of the time and place of the meeting of the  
delegates representing the members shall be given by:~~

a. A notice printed in the official publication of the union mission at  
least four weeks before the date of the session, or

b. A method approved by the \_\_\_\_\_ Union Mission Executive  
Committee, provided all member units receive notice with sufficient time to select delegates, or

c. A method approved by the \_\_\_\_\_ Division Executive  
Committee, in the event of inaction or failure to call a constituency meeting by the  
Union Mission Executive Committee.

**Sec. 2. Special Meeting** - No change

**Sec. 3. Chair and Secretary for Constituency Meetings:** The president - No change

**Sec. 4. Regular Meeting Business:** The business of the regular - No change

**Sec. 5. Quorum:** At least \_\_\_\_\_ percent of the delegates - No change

**Sec. 6. Proxy Voting:** All delegates must be present in person at - No change

**Sec. 7. Voting Rights of the Delegates:** Each delegate appointed to - No change

201-18Ga MEMBERSHIP/CONSTITUENCY MEETINGS (UNION  
MISSION MODEL OPERATING POLICY) - POLICY  
AMENDMENT - 2

1       **Sec. 8. Voting: The voting on matters of business shall normally be** - No change

2  
3       **Sec. 9. Parliamentary Authority:** The parliamentary authority for - No change

4  
5       **Sec. 10. Elections/Appointments and Term of Office** - No change

6  
7       **Sec. 11. Election of Local Mission/Field Officers and Term of Office** - No change

OGC/PolRev&Dev/ADCOM/SecC/GCDO17AC/202-17Gb/PolRev&Dev/ADCOM/SecC/  
GCDO18AC to HMM-18AC(DIV)

201-18Gb MEMBERSHIP/CONSTITUENCY MEETINGS (UNION  
OF CHURCHES MODEL OPERATING POLICY) - POLICY  
AMENDMENT

RATIONALE: This amendment brings the notice requirements of this mission-level model  
operating policy in line with those given in the model bylaws of conference-level organizations.

RECOMMENDED, To amend GC D 19 05, Union of Churches Operating Policy, Article VII,  
Membership/Constituency Meetings, to read as follows:

**Article VII—Membership/Constituency Meetings**

**Sec. 1. Regular Meetings:** This union of churches shall hold regular  
quinquennial constituency meetings at such time and place as the executive committee shall  
designate. In the event that the union executive committee fails to call a regular  
constituency meeting within the quinquennial period, the \_\_\_\_\_ Division Executive  
Committee, or General Conference Executive Committee in the case of unions directly  
attached to the General Conference, may give notice for such a meeting and designate the  
time and place. ~~Notice of the time and place for the meeting shall be given by written notice  
sent to the member churches at least thirty days before the date of the session.~~ Notice of the time  
and place of the meeting of the delegates representing the members shall be given by:

a. A notice printed in the official publication of the union of churches  
at least four weeks before the date of the session, or

b. A method approved by the \_\_\_\_\_ Union of Churches  
Executive Committee, provided all member units receive notice with sufficient time to select  
delegates, or

c. A method approved by the \_\_\_\_\_ Division Executive  
Committee, in the event of inaction or failure to call a constituency meeting by the  
\_\_\_\_\_ Union of Churches Executive Committee.

**Sec. 2. Special Meeting** - No change

**Sec. 3. Chair and Secretary for Constituency Meetings:** The president - No change

**Sec. 4. Regular Meeting Business:** The business of the regular - No change

**Sec. 5. Quorum:** At least \_\_\_\_\_ percent of the delegates - No change

**Sec. 6. Proxy Voting:** All delegates must be present in person at - No change

201-18Gb MEMBERSHIP/CONSTITUENCY MEETINGS (UNION  
OF CHURCHES MODEL OPERATING POLICY) - POLICY  
AMENDMENT - 2

1       **Sec. 7. Voting Rights of the Delegates:** Each delegate appointed to - No change

2  
3       **Sec. 8. Voting: The voting on matters of business shall normally** - No change

4  
5       **Sec. 9. Parliamentary Authority:** The parliamentary authority for - No change

6  
7       **Sec. 10. Elections/Appointments and Term of Office** - No change



OGC/PolRev&Dev/ADCOM/SecC/GCDO17AC/202-17Gc/PolRev&Dev/ADCOM/SecC/  
GCDO18AC to HMM-18AC(DIV)

201-18Gc MEMBERSHIP/CONSTITUENCY MEETINGS (LOCAL  
MISSION MODEL OPERATING POLICY) - POLICY  
AMENDMENT

RATIONALE: This amendment brings the notice requirements of this mission-level model  
operating policy in line with those given in the model bylaws of conference-level organizations.

RECOMMENDED, To amend GC D 25 05, Local Mission Operating Policy, Article VII,  
Membership/Constituency Meetings, to read as follows:

**Article VII—Membership/Constituency Meetings**

**Sec. 1. Regular Meetings:** This mission/field shall hold regular quinquennial  
(biennial, triennial, quadrennial, or quinquennial) constituency meetings at such  
time and place as the mission/field executive committee in counsel with the officers of the  
union mission/union conference shall designate. In the event that the executive committee  
fails to call a regular constituency meeting within the quinquennial period, the  
Union Executive Committee may give notice for such a meeting and designate the time and  
place. Notice of the time and place for the meeting shall be given by written notice and sent to  
the presidents of member churches at least thirty days before the date of the session. Notice of  
the time and place of the meeting of the delegates representing the members shall be given by:

a. A notice printed in the official publication of the mission/field at  
least four weeks before the date of the session, or

b. A method approved by the Mission/Field Executive  
Committee, provided all member units receive notice with sufficient time to select delegates, or

c. A method approved by the Union Executive  
Committee, in the event of inaction or failure to call a constituency meeting by the  
Mission/Field Executive Committee.

**Sec. 2. Special Meeting** - No change

**Sec. 3. Chair and Secretary for Constituency Meetings** - No change

**Sec. 4. Regular Meeting Business: The business of the regular** - No change

**Sec. 5. Quorum:** At least \_\_\_\_\_ percent of the delegates - No change

**Sec. 6. Proxy Voting: All delegates must be present in person at** - No change

**Sec. 7. Voting Rights of the Delegates:** Each delegate appointed - No change

201-18Gc MEMBERSHIP/CONSTITUENCY MEETINGS (LOCAL  
MISSION MODEL OPERATING POLICY) - POLICY  
AMENDMENT - 2

1  
2  
3  
4  
5  
6

**Sec. 8. Voting: The voting on matters of business shall normally be** - No change

**Sec. 9. Parliamentary Authority:** The parliamentary authority for - No change

**Sec. 10. Elections/Appointments and Term of Office** - No change

PolRev&Dev/ADCOM/SecC/GCDO18AC to HMM-18AC(DIV)

207-18Ga MEMBERSHIP/CONSTITUENCY MEETINGS (UNION  
CONFERENCE MODEL BYLAWS) - POLICY AMENDMENT

RATIONALE: This amendment brings the notice requirements of this conference-level model bylaws in line with the wording suggested for the model operating policies of mission-level organizations.

RECOMMENDED, To amend GC D 10 05, Union Conference Model Constitution and Bylaws, Bylaws, Article II, Membership/Constituency Meetings, to read as follows:

**Article II—Membership/Constituency Meetings**

**Sec. 1. Regular Meeting: This union conference shall hold a regular quinquennial constituency meeting at such time and place as the executive committee of the union conference shall designate. In the event that the union executive committee fails to call a regular constituency meeting within the quinquennial period, the \_\_\_\_\_ Division Executive Committee may give notice for such a meeting and designate the time and place.** Notice of the time and place of the meeting of the delegates representing the members shall be given ~~by~~ by:

a. A notice printed in the official publication of the union conference at least four weeks before the date of the session, or

b. A method approved by the \_\_\_\_\_ Union Conference Executive Committee, provided all member units receive notice with sufficient time to select delegates.

c. A method approved by the \_\_\_\_\_ **Division Executive Committee** Committee in the event of inaction or non-compliance failure to call a constituency meeting by the \_\_\_\_\_ Union Executive Committee.

**Sec. 2. Special Meeting** - No change

**Sec. 3. Chair and Secretary for Constituency Meetings** - No change

**Sec. 4. Regular Meeting Business: The business of the regular** - No change

**Sec. 5. Quorum:** At least \_\_\_\_\_ percent of the delegates - No change

**Sec. 6. Proxy Voting: All delegates must be present in person at** - No change

**Sec. 7. Voting Rights of the Delegates:** Each delegate appointed - No change

**Sec. 8. Voting: The voting on matters of business shall normally be** - No change

207-18Ga MEMBERSHIP/CONSTITUENCY MEETINGS (UNION  
CONFERENCE MODEL BYLAWS) - POLICY  
AMENDMENT - 2

- 1       **Sec. 9. Parliamentary Authority: The parliamentary authority** - No change
- 2
- 3       **Sec. 10. Election/Appointment and Term of Office** - No change
- 4
- 5       **Sec. 11. Election of Local Mission/Field Officers and Term of Office** - No change

1 PolRev&Dev/ADCOM/SecC/GCDO18AC to HMM-18AC(DIV)

2  
3 207-18Gb MEMBERSHIP/CONSTITUENCY MEETINGS (UNION OF  
4 CHURCHES MODEL BYLAWS) - POLICY AMENDMENT

5  
6 RATIONALE: This amendment brings the notice requirements of this conference-level model  
7 bylaws in line with the wording suggested for the model operating policies of mission-level  
8 organizations.

9  
10 RECOMMENDED, To amend GC D 17 05, Union of Churches Model Constitution and  
11 Bylaws, Bylaws, Article II, Membership/Constituency Meetings, to read as follows:

12  
13 **Article II—Membership/Constituency Meetings**

14  
15 **Sec. 1. Regular Meeting: This union of churches shall hold a regular** quinquennial  
16 **constituency meeting at such time and place as the executive committee of the union of**  
17 **churches shall designate. In the event that the union executive committee fails to call a**  
18 **regular constituency meeting within the quinquennial period, the \_\_\_\_\_ Division**  
19 **Executive Committee, or General Conference Executive Committee in the case of unions**  
20 **directly attached to the General Conference, may give notice for such a meeting and**  
21 **designate the time and place. Notice of the time and place of the meeting of the delegates**  
22 **representing the members shall be given by by:**

23  
24 a. A notice printed in the official publication of the union of churches at least  
25 four weeks before the date of the session, or

26  
27 b. A method approved by the \_\_\_\_\_ Union of Churches Executive  
28 Committee, provided all member units receive notice with sufficient time to select delegates.

29  
30 c. A method approved by the \_\_\_\_\_ Division Executive Committee  
31 Committee in the event of inaction or non-compliance failure to call a constituency meeting  
32 by the \_\_\_\_\_ Union of Churches Executive Committee.

33  
34 **Sec. 2. Special Meeting - No change**

35  
36 **Sec. 3. Chair and Secretary for Constituency Meetings - No change**

37  
38 **Sec. 4. Regular Meeting Business: The business of the regular - No change**

39  
40 **Sec. 5. Quorum: At least \_\_\_\_\_ percent of the delegates - No change**

41  
42 **Sec. 6. Proxy Voting: All delegates must be present at - No change**

43  
44 **Sec. 7. Voting Rights of the Delegates: Each delegate appointed - No change**

45  
46 **Sec. 8. Voting: The voting on matters of business shall normally be - No change**

207-18Gb MEMBERSHIP/CONSTITUENCY MEETINGS (UNION OF  
CHURCHES MODEL BYLAWS) - POLICY AMENDMENT - 2

1  
2  
3  
4

**Sec. 9. Parliamentary Authority:** The parliamentary authority - No change

**Sec. 10. Election/Appointment and Term of Office** - No change

PolRev&Dev/ADCOM/SecC/GCDO18AC to HMM-18AC(DIV)

207-18Gc MEMBERSHIP/CONSTITUENCY MEETINGS (LOCAL  
CONFERENCE MODEL BYLAWS) - POLICY AMENDMENT

**RATIONALE:** This amendment brings the notice requirements of this conference-level model bylaws in line with the wording suggested for the model operating policies of mission-level organizations.

**RECOMMENDED,** To amend GC D 20 05, Local Conference Model Constitution and Bylaws, Bylaws, Article II, Membership/Constituency Meetings, to read as follows:

**Article II—Membership/Constituency Meetings**

**Sec. 1. Regular Meeting:** This conference shall hold a regular \_\_\_\_\_ (biennial, triennial, quadrennial, or quinquennial) **constituency meeting at such time and place as the executive committee of the conference shall designate. In the event that the executive committee fails to call a regular constituency meeting within the quinquennial period, the \_\_\_\_\_ Union Executive Committee may give notice for such a meeting and designate the time and place.** Notice of the time and place of the meeting of the delegates representing the members shall be given ~~by~~ by:

a. A notice printed in the official publication of the \_\_\_\_\_ Union Mission/Union Conference at least four weeks before the date of the session, or

b. A method approved by the \_\_\_\_\_ Conference Executive Committee, provided all member units receive notice with sufficient time to select delegates, or

c. A method approved by the \_\_\_\_\_ **Union Executive Committee** **Committee in the event of inaction or non-compliance failure to call a constituency meeting by the \_\_\_\_\_ Conference Executive Committee.**

**Sec. 2. Special Meeting** - No change

**Sec. 3. Chair and Secretary for Constituency Meetings** - No change

**Sec. 4. Regular Meeting Business: The business of the regular** - No change

**Sec. 5. Quorum:** At least \_\_\_\_\_ percent of the delegates - No change

**Sec. 6. Proxy Voting: All delegates must be present** - No change

**Sec. 7. Voting Rights of the Delegates:** Each delegate appointed - No change

**Sec. 8. Voting: The voting on matters of business shall normally be** - No change

207-18Gc MEMBERSHIP/CONSTITUENCY MEETINGS (LOCAL  
CONFERENCE MODEL BYLAWS) - POLICY  
AMENDMENT - 2

1       **Sec. 9. Parliamentary Authority: The parliamentary authority** - No change

2

3       **Sec. 10. Election/Appointment and Term of Office** - No change



OGC/PolRev&Dev/ADCOM/PreC/SecC/TreC/GCDO18AC to HMM-18AC(DIV)

208-18G RELATIONSHIP OF CHURCH MEMBERS AND CHURCH  
INSTITUTIONS TO LABOR ORGANIZATIONS - NEW  
POLICY

RECOMMENDED, To adopt a new policy, FL 30, Relationship of Church Members and  
Church Institutions to Labor Organizations, which reads as follows:

FL 30 Relationship of Church Members and  
Church Institutions to Labor Organizations

FL 30 05 Biblical Background—1. a. For more than a century, the Seventh-day Adventist Church has taught its members and instructed administrators of its Church institutions that the Bible clearly instructs that Christ is to be Lord of the life of every church member and Church institution, and that He is to be the ultimate authority to Whom they will submit their decisions and relationships (Acts 2:36; 5:29; Col 3:23, 24). The Church has historically taught that its members and institutions dare not violate their individual or corporate consciences by supporting organizations, policies, or activities incompatible with the principles set forth in Scripture (Isa 8:12, 13; 2 Cor 6:14-18).

b. The Seventh-day Adventist Church is aware that unjust activities on the part of some employers and the exploitation of employees created a climate for strong labor unions. Exploitation is condemned in Scripture. “Now listen, you rich people, weep and wail because of the misery that is coming on you. . . . Look! The wages you failed to pay the workers who mowed your fields are crying out against you. The cries of the harvesters have reached the ears of the Lord Almighty.” (James 5:1, 4 NIV) Jesus made His position clear when He said, “And the King will answer and say unto them, ‘Assuredly, I say to you, inasmuch as you did *it* to one of the least of these My brethren, you did *it* to Me.’” (Matt 25:40, NKJV) However, Jesus never used confrontational methods such as economic or physical pressure. Labor organizations may appear to have good motives, but Christians cannot unite with those who sometimes follow Christ and only sometimes trust His methods.

FL 30 10 Historical Position—1. Based on the biblical principles described in FL 30 05 (and many other sources), the Seventh-day Adventist Church hereby confirms its long-standing teaching that church members should, and institutions must, remain free and independent from organizations which might violate a member’s conscience or interfere with the fulfillment of the mission of the Church, through its institutions, as follows:

a. Seventh-day Adventist church members are following the historic teaching of the Church when they refuse to join or financially support labor unions or similar organizations.

b. Seventh-day Adventist institutions are following the historic teaching of the Church when they refuse to recognize labor unions as bargaining units or to enter into contractual negotiations with them or similar organizations. Institutions and administrators on all

208-18G RELATIONSHIP OF CHURCH MEMBERS AND CHURCH  
INSTITUTIONS TO LABOR ORGANIZATIONS - NEW  
POLICY - 2

1 levels shall seek counsel from their division department of Public Affairs and Religious Liberty  
2 and division administration if confronted with requests to recognize a labor union as a bargaining  
3 unit or enter into contractual negotiations with such organizations.  
4

5 2. The Seventh-day Adventist Church does not engage in political or economic  
6 activities that seek to destroy labor movements. However, the Church will exercise its lawful  
7 right to protect itself and its institutions from involvement with labor unions, just as it endeavors  
8 to protect the rights of conscience of members who faithfully practice the teaching of the Church  
9 in this regard.  
10

11 3. Through sermons, personal counseling, Church publications, and other media,  
12 Church and institutional administrators as well as pastors should inform Seventh-day Adventist  
13 church members and institutional employees of the Bible principles and the historic teachings on  
14 which the Church's position is based.  
15

16 FL 30 15 Employee Dispute Resolutions—Seventh-day Adventist employers and  
17 employees are urged to employ the methods of Christ in the workplace and in every place.  
18 Disputes should be resolved peacefully in a way that will not create adversarial relationships.  
19 Working agreements may provide for the use of neutral and objective third parties in dispute  
20 resolution efforts. Employers and employees are to remember that Christ went above and beyond  
21 what was required and taught that we should love our enemies (Matt 5:41, 44).  
22

23 FL 30 20 Union Membership—Seventh-day Adventist employees in secular workplaces  
24 are to follow the dictates of their consciences in matters of labor union membership. They are to  
25 avoid unchristian activities and avoid blanket or blind support of partisan political campaigns.  
26 Where union membership is required for employment in a given industry or position, and the  
27 member elects to remain in said position, he or she should minimize participation, serve in  
28 humanitarian projects, and request that his or her union dues be applied to a charitable  
29 organization.

1 SEC/PolRev&Dev/ADCOM/PreC/SecC/TreC/GCDO18AC to HMM-18AC(DIV)

2  
3 210-18Ga RELATIONSHIPS (UNION CONFERENCE MODEL  
4 CONSTITUTION) - POLICY AMENDMENT

5  
6 RECOMMENDED, To amend GC D 10 05, Union Conference Model Constitution and Bylaws,  
7 Constitution, Article III, Relationships, to read as follows:

8  
9 **Article III—Relationships**

10  
11 **The \_\_\_\_\_ Union Conference is a member unit of the global Seventh-day**  
12 **Adventist Church and is located in the territory of the \_\_\_\_\_ Division of the General**  
13 **Conference of Seventh-day Adventists. The purposes, policies, and procedures of this union**  
14 **conference shall be in harmony with the working ~~policies~~ policies, voted actions, and**  
15 **procedures of the \_\_\_\_\_ Division and the General Conference of Seventh-day**  
16 **Adventists. This union conference shall pursue the mission of the Seventh-day Adventist**  
17 **Church in harmony with the Fundamental Beliefs, programs, and initiatives adopted and**  
18 **approved by the General Conference of Seventh-day Adventists in its quinquennial**  
19 **sessions.**

1 SEC/PolRev&Dev/ADCOM/PreC/SecC/TreC/GCDO18AC to HMM-18AC(DIV)

2  
3 210-18Gb RELATIONSHIPS (UNION MISSION MODEL  
4 OPERATING POLICY) - POLICY AMENDMENT

5  
6 RECOMMENDED, To amend GC D 15 05, Union Mission Model Operating Policy, Article III,  
7 Relationships, to read as follows:

8  
9 **Article III—Relationships**

10  
11 **The \_\_\_\_\_ Union Mission is a member unit of the global Seventh-day**  
12 **Adventist Church and is located in the territory of the \_\_\_\_\_ Division of the General**  
13 **Conference of Seventh-day Adventists. The purposes, policies, and procedures of this union**  
14 **mission shall be in harmony with the working ~~policies~~ policies, voted actions, and**  
15 **procedures of the \_\_\_\_\_ Division and the General Conference of Seventh-day**  
16 **Adventists. This union mission shall pursue the mission of the Seventh-day Adventist**  
17 **Church in harmony with the Fundamental Beliefs, programs, and initiatives adopted and**  
18 **approved by the General Conference of Seventh-day Adventists in its quinquennial**  
19 **sessions.**

1 SEC/PolRev&Dev/ADCOM/PreC/SecC/TreC/GCDO18AC to HMM-18AC(DIV)

2  
3 210-18Gc RELATIONSHIPS (UNION OF CHURCHES MODEL  
4 CONSTITUTION) - POLICY AMENDMENT

5  
6 RECOMMENDED, To amend GC D 17 05, Union of Churches Model Constitution and  
7 Bylaws, Constitution, Article III, Relationships, to read as follows:

8  
9 **Article III—Relationships**

10  
11 **The \_\_\_\_\_ Union of Churches is a member unit of the \_\_\_\_\_ Division of**  
12 **the General Conference of Seventh-day Adventists. The purposes, policies, and procedures**  
13 **of this union of churches shall be in harmony with the working ~~polieies~~ policies, voted**  
14 **actions, and procedures of the \_\_\_\_\_ Division and the General Conference of**  
15 **Seventh-day Adventists. This union of churches shall pursue the mission of the Seventh-day**  
16 **Adventist Church in harmony with the Fundamental Beliefs, programs, and initiatives**  
17 **adopted and approved by the General Conference of Seventh-day Adventists in its**  
18 **quinquennial sessions.**

1 SEC/PolRev&Dev/ADCOM/PreC/SecC/TreC/GCDO18AC to HMM-18AC(DIV)

2  
3 210-18Gd RELATIONSHIPS (UNION OF CHURCHES MODEL  
4 OPERATING POLICY) - POLICY AMENDMENT

5  
6 RECOMMENDED, To amend GC D 19 05, Union of Churches Model Operating Policy,  
7 Article III, Relationships, to read as follows:

8  
9 **Article III—Relationships**

10  
11 **The \_\_\_\_\_ Union of Churches is a member unit of the global Seventh-day**  
12 **Adventist Church and is located in the territory of the \_\_\_\_\_ Division of the General**  
13 **Conference of Seventh-day Adventists. The purposes, policies, and procedures of this union**  
14 **of churches shall be in harmony with the working ~~policies~~ policies, voted actions, and**  
15 **procedures of the \_\_\_\_\_ Division and the General Conference of Seventh-day**  
16 **Adventists. This union of churches shall pursue the mission of the Seventh-day Adventist**  
17 **Church in harmony with the Fundamental Beliefs, programs, and initiatives adopted and**  
18 **approved by the General Conference of Seventh-day Adventists in its quinquennial**  
19 **sessions.**

1 SEC/PolRev&Dev/ADCOM/PreC/SecC/TreC/GCDO18AC to HMM-18AC(DIV)

2  
3 210-18Ge RELATIONSHIPS (LOCAL CONFERENCE MODEL  
4 CONSTITUTION) - POLICY AMENDMENT

5  
6 RECOMMENDED, To amend GC D 20 05, Local Conference Model Constitution and Bylaws,  
7 Constitution, Article III, Relationships, to read as follows:

8  
9 **Article III—Relationships**

10  
11 **The \_\_\_\_\_ Conference is a member unit of the \_\_\_\_\_ Union**  
12 **Conference/Mission of the Seventh-day Adventist Church and is located in the territory of**  
13 **the \_\_\_\_\_ Division of the General Conference of Seventh-day Adventists. The**  
14 **purposes, policies, and procedures of this conference shall be in harmony with the working**  
15 **~~polieies~~ policies, voted actions, and procedures of the \_\_\_\_\_ Division and the General**  
16 **Conference of Seventh-day Adventists. This conference shall pursue the mission of the**  
17 **Church in harmony with the Fundamental Beliefs, programs, and initiatives adopted and**  
18 **approved by the General Conference of Seventh-day Adventists in its quinquennial**  
19 **sessions.**

1 SEC/PolRev&Dev/ADCOM/PreC/SecC/TreC/GCDO18AC to HMM-18AC(DIV)

2  
3 210-18Gf RELATIONSHIPS (LOCAL MISSION MODEL  
4 OPERATING POLICY) - POLICY AMENDMENT

5  
6 RECOMMENDED, To amend GC D 25 05, Local Mission Model Operating Policy, Article III,  
7 Relationships, to read as follows:

8  
9 **Article III—Relationships**

10  
11 **The \_\_\_\_\_ Mission/Field is a member unit of the \_\_\_\_\_ Union and is**  
12 **located in the territory of the \_\_\_\_\_ Division of the General Conference of**  
13 **Seventh-day Adventists. The purposes, policies, and procedures of this mission/field shall**  
14 **be in harmony with the working ~~policies~~ policies, voted actions, and procedures of the**  
15 **\_\_\_\_\_ Division and the General Conference of Seventh-day Adventists. This**  
16 **mission/field shall pursue the mission of the Seventh-day Adventist Church in harmony**  
17 **with the Fundamental Beliefs, programs, and initiatives adopted and approved by the**  
18 **General Conference of Seventh-day Adventists in its quinquennial sessions.**



1 MIN/EDU/PolRev&Dev/ADCOM/PreC/SecC/TreC/GCDO18AC to HMM-18AC(DIV)

2  
3 212-18Ga SEVENTH-DAY ADVENTIST THEOLOGICAL  
4 SEMINARY - POLICY AMENDMENT

5  
6 RECOMMENDED, To amend L 20, Seventh-day Adventist Theological Seminary, to read as  
7 follows:

8  
9 L 20 Ministerial and Theological Education

10  
11 The purpose of Seventh-day Adventist ministerial and theological education is to provide,  
12 in harmony with the educational principles of the Seventh-day Adventist denomination,  
13 professional education for the gospel ministry and opportunity for such graduate study and  
14 research as will contribute to the advancement of theological unity and sound scholarship in the  
15 fields of Bible and religious history. The General Conference supports theological seminaries at  
16 Andrews University, the Adventist International Institute of Advanced Studies, and the Adventist  
17 University of Africa, in support of such advanced studies and leadership development.

18  
19 1. Entry-Level Ministerial Degree—It is expected that ministers hired by Church  
20 entities will hold a ministerial degree from a Seventh-day Adventist institution accredited by the  
21 Accrediting Association of Seventh-day Adventist Schools, Colleges, and Universities, although  
22 it is recognized that God does call men and women from various professions or vocations into  
23 the work of the ministry. Whatever the name of the entry-level qualification, the graduate should  
24 demonstrate proficiency in the basic outcomes listed in L 50. In addition to these core outcomes,  
25 each division is encouraged to identify further outcomes for their region(s), and to shape the  
26 education process to reach these outcomes. Special emphasis must be given to Seventh-day  
27 Adventist distinctive teachings and lifestyle, integrating theoretic and practical aspects of  
28 theological education so that pastors excel as equippers and trainers of their church members.

29  
30 2. Advanced Ministerial Degree—It is recommended that conferences/missions/  
31 fields, healthcare institutions, publishing houses, and schools make provision for giving  
32 employees the privilege of formal, advanced ministerial education in light of the individual's  
33 aptitude for and promise of future service as needed by the Church and its institutions.

34  
35 Specialized professional degrees focus on the practice of ministry and can be taken to the  
36 master or doctoral level. Such degrees include pastoral ministry, church growth, missions,  
37 chaplaincy, family ministry, youth ministry, and leadership and administration. There are also  
38 advanced academic degrees which focus on areas like biblical studies, archaeology, theology,  
39 history, or religious education.

40  
41 Conferences/missions/fields and institutions should take a favorable attitude toward  
42 employees who desire to attend and who are able to meet their own expenses and who in the  
43 judgment of the committee or board would profit by such attendance, giving them a leave of  
44 absence with the understanding that they will return to their duties when the designated  
45 schoolwork is completed.

212-18Ga SEVENTH-DAY ADVENTIST THEOLOGICAL  
SEMINARY - POLICY AMENDMENT - 2

~~L 20 Seventh-day Adventist Theological Seminary~~

1  
2  
3 1. ~~The purpose of the Seventh-day Adventist Theological Seminary is to provide, in~~  
4 ~~harmony with the educational principles of the Seventh-day Adventist denomination,~~  
5 ~~professional education for the gospel ministry and opportunity for such graduate study and~~  
6 ~~research as will contribute to the advancement of sound scholarship in the fields of Bible and~~  
7 ~~religious history.~~

8  
9 ~~To this end the Seminary offers courses in the various fields of theological study leading~~  
10 ~~to the Master of Divinity degree. These courses are given in six departments—Old Testament,~~  
11 ~~New Testament, Theology and Christian Philosophy, Church History, Christian Ministry, and~~  
12 ~~World Mission.~~

13  
14 ~~The general plan is that young people take the full Master of Divinity curriculum,~~  
15 ~~although it is recognized that God does call men and women from various professions or~~  
16 ~~vocations into the work of the ministry. This curriculum is open to those who have earned a~~  
17 ~~Bachelor of Arts or comparable degree, preferably with a concentration in religion or theology,~~  
18 ~~and who are recommended as candidates for the ministry.~~

19  
20 2. ~~It is recommended that conferences/missions/fields, sanitariums, schools, and~~  
21 ~~publishing houses make provision for giving employees the privilege of attending this school in~~  
22 ~~order to enlarge their knowledge of Bible and religious history and the great truths of this~~  
23 ~~last-day message; and that they keep in mind the following factors when selecting those who~~  
24 ~~shall have the privilege of attending the Seminary:~~

- 25  
26 a. ~~The need and possibility of self-improvement,~~  
27  
28 b. ~~Qualifications for advanced study,~~  
29  
30 c. ~~Prospects of future service in the cause,~~  
31  
32 d. ~~The special needs of individuals to prepare for designated lines of work.~~  
33 ~~Conferences/missions/fields and institutions should take a favorable attitude toward employees~~  
34 ~~who desire to attend and who are able to meet their own expenses and who in the judgment of~~  
35 ~~the committee or board would profit by such attendance, giving them leave of absence with the~~  
36 ~~understanding that they will return to their duties when the designated schoolwork is completed.~~

1 MIN/EDU/PolRev&Dev/ADCOM/PreC/SecC/TreC/GCDO18AC to HMM-18AC(DIV)

2  
3 212-18Gb QUALIFICATIONS FOR ORDINATION TO THE  
4 MINISTRY - POLICY AMENDMENT

5  
6 RECOMMENDED, To amend L 35, Qualifications for Ordination to the Ministry, to read as  
7 follows:

8  
9 L 35 Qualifications for Ordination to the Ministry

10  
11 L 35 05 Vital Concern of Church—The setting apart of men for the sacred - No change

12  
13 L 35 10 Scriptural Counsel—The mind of the Lord concerning the - No change

14  
15 L 35 15 Spirit of Prophecy Counsel—“A man can have no greater honor - No change

16  
17 L 35 20 Examination of Candidates for Ordination—~~This Candidates—This~~ counsel lays  
18 a definite obligation on the leaders in charge of an ordination service. They should plan for the  
19 examination of candidates for ordination in such a way as to make this important procedure not  
20 simply perfunctory but a true evaluation of the candidate’s fitness. Sufficient time for careful  
21 evaluation should be made available, particularly in cases where a number of candidates are to be  
22 examined. Wherever possible, the candidate should plan to have his wife present for the  
23 examination, realizing that ordination affects not only the individual but the entire family.

24  
25 L 35 23 Examination of Candidates for Commissioning—The same qualifications and  
26 standards of examination outlined in L 50 shall apply to candidates for commissioning.  
27 notwithstanding the variances of authority between a commissioned and ordained minister.

28  
29 L 35 25 Service Before Ordination—Undue haste has sometimes been - No change

30  
31 L 35 30 Fostering Growth—Conference/Mission/Field presidents and - No change

32  
33 L 35 35 Licentiate—When a conference/mission/field gives an - No change

34  
35 L 35 40 Effective Soul Winning as Evidence of Calling—Ordination of men - No change

36  
37 L 35 45 Nonministerial Employees—There are certain lines of work in the - No change

38  
39 L 35 50 Not a Reward—Ordination must never become simply - No change

40  
41 L 35 55 Ministry a Calling—The ministry is not merely - No change

2  
3 212-18Gc EXAMINATION OF CANDIDATES FOR ORDINATION -  
4 POLICY AMENDMENT

5  
6 RECOMMENDED, To amend L 50, Examination of Candidates for Ordination, to read as  
7 follows:

8  
9 L 50 Examination of Candidates for Ordination

10  
11 Before any ordination is carried out, there shall be careful, unhurried, and prayerful  
12 examination of the candidates as to their fitness for the work of the ministry by the ministerial  
13 committee. The results of their labor as licentiates should be reviewed, and the examination  
14 should cover the great fundamental facts of the gospel. Before the Church sets a man apart by  
15 ~~ordination~~ ordination, he should have given satisfactory evidence of the ~~following~~ personal  
16 qualities, knowledge, commitment, and ~~skills~~: skills outlined below. The same qualifications and  
17 standards of examination outlined in L 50 shall apply to a candidate for commissioning,  
18 notwithstanding the variances of authority between a commissioned and ordained minister:

19  
20 1. Personal qualities:

- 21  
22 a. An Experience of Conversion lived out in a transformed - No change  
23  
24 b. An Adventist Identity grounded in a biblically-informed - No change  
25  
26 c. An Active Love for ~~People~~, People flowing out of the unconditional love  
27 of God, and resulting in a life of respect, compassion, service, and witness to others, regardless  
28 of age, gender, ethnicity, religion, nationality, personality, or socio-economic status. An  
29 important aspect of this love is the exemplary care and faithfulness given to one's own family  
30 and living a virtuous life.  
31  
32 d. Emotional, ~~Spiritual~~ Spiritual, and Social Stability and Maturity grounded  
33 in the health of one's mind, body and spirit, and evidenced in humility, balanced judgment,  
34 personal conduct, integrity and professional ethics guided by Biblical principles, and personal  
35 financial stewardship in tithes and offerings.  
36  
37 e. A Sense of Divine Calling to Lifelong Gospel Ministry, affirmed by the  
38 Church, and resulting in a passion to save the lost which orients one's life for diligent service and  
39 mission in the context of the ~~three angels' messages~~ Three Angels' Messages of Revelation 14.

40  
41 2. Knowledgeable of and committed to:

- 42  
43 a. God—Father, ~~Son~~ Son, and Holy Spirit—as Creator and Redeemer and as  
44 the initiator of the personal and primary relationship with Him around which one's life and  
45 ministry unfolds.  
46

212-18Gc EXAMINATION OF CANDIDATES FOR ORDINATION -  
POLICY AMENDMENT - 2

- 1                   b.       God's Word as the essential authoritative source and - No change  
2  
3                   c.       The Message, Organization, and Fellowship of the - No change  
4  
5                   d.       Participation in God's Redemptive Mission of reconciling - No change  
6  
7                   e.       Church Principles as voted in the - No change  
8  
9       3.       Skilled in:  
10  
11                  a.       Studying and Faithfully Interpreting Scripture in order - No change  
12  
13                  b.       Imparting a Thorough and Practical Understanding of the - No change  
14  
15                  c.       Leading People to Christ in Baptism and Discipling - No change  
16  
17                  d.       Leading Churches in Becoming Healthy, Growing Faith and Worship  
18 Communities through effective servant leadership that model and nurture love and respect for  
19 every individual, care for the diverse families and groups within the community of believers, and  
20 manage resources wisely in order to offer joyful and honoring lives and witness for God. ~~models~~  
21 ~~and nurtures love and respect for every individual, cares for the diverse families and groups~~  
22 ~~within the community of believers, and manages resources wisely in order to offer joyful and~~  
23 ~~honoring lives and witness for God.~~  
24  
25                  e.       Training and Involving Members in God's Mission - No change

1 ACM/PolRev&Dev/ADCOM/GCDO18AC to HMM-18AC(DIV)

2  
3 213-18G ADVENTIST CHAPLAINCY MINISTRIES—  
4 DEPARTMENTAL POLICIES - POLICY AMENDMENT

5  
6 RECOMMENDED, To amend GC FA, Adventist Chaplaincy Ministries—Departmental  
7 Policies, to read as follows:

8  
9 FA ADVENTIST CHAPLAINCY MINISTRIES—DEPARTMENTAL POLICIES

10  
11 FA 05 Purpose - No change

12  
13 FA 10 Desired Outcome - No change

14  
15 FA 15 Services and Resources

16  
17 FA 15 05 Functions—General Conference Adventist Chaplaincy Ministries (ACM)  
18 performs essential services and provides the following key resources for the world field:

- 19  
20 1. Strategic planning for ACM concerns and interests;  
21  
22 2. Standards and policies for Adventist chaplaincies;  
23  
24 3. Ecclesiastical endorsement of chaplains employed by General Conference  
25 institutions, professional board certification of all Seventh-day Adventist chaplains; ~~chaplain~~,  
26 ~~and accreditation of training centers and programs for chaplains~~;  
27  
28 4. Accreditation of chaplain training centers and chaplain programs;  
29  
30 ~~4. 5.~~ Accountability of chaplains and integration with the denomination;  
31  
32 ~~5. 6.~~ Resources and training for chaplaincy ministries;  
33  
34 ~~6. 7.~~ Consultation and liaison activities; and  
35  
36 ~~7. 8.~~ Advocacy of chaplaincy, professional publications, and educational materials.

37  
38 FA 15 10 Training Programs—Standards for chaplains are determined - No change

39  
40 FA 20 Operations - No change

41  
42 FA 25 Employment of Adventist Chaplains - No change

43  
44 FA 30 Ecclesiastical Endorsement - No change  
45

213-18G ADVENTIST CHAPLAINCY MINISTRIES—  
DEPARTMENTAL POLICIES - POLICY AMENDMENT - 2

FA 35 Accreditation and Certification

FA 35 05 Definitions—Accreditation verifies that a specified - No change

FA 35 10 Programs for Certification [Repealed Annual Council 2016]

FA 35 14 Adventist Chaplaincy Institute—Adventist Chaplaincy - No change

FA 35 15 Certification Board of Professional Adventist Chaplaincies [Repealed Annual Council 2013]

FA 35 20 Governance—Adventist Chaplaincy Institute (ACI) is a - No change

FA 35 25 Functions—Throughout the world, a wide variety - No change

FA 35 30 Certification Board of Adventist Chaplaincies—The General Conference Certification Board of Adventist Chaplaincies (CBAC) is a subcommittee of the Adventist Chaplaincy Institute (ACI) and serves as the certifying agency for division chaplaincy programs and training, and performs the following functions:

1. Conducts periodic evaluations of ecclesiastical endorsement - No change
2. Reviews professional chaplaincy training programs to ensure they - No change
3. Accredits Adventist Clinical Pastoral Education Centers and recommends for Board Certification candidates to the Adventist Chaplaincy Ministries (ACM) Committee. ~~for adherence to standards.~~
4. Certifies that other specialty training programs are meeting - No change

The CBAC gives the denomination professional standing that meets or exceeds worldwide norms of professionalism, educational training, and ethical code. It oversees, approves, and certifies that denominational chaplaincy and training programs operate to standards, and that an Adventist chaplain who has satisfactorily completed required training for a specialized field of chaplaincy demonstrates professional excellence as a chaplain.

The director of General Conference Adventist Chaplaincy Ministries (ACM), or his/her designee, serves on the Accrediting Association of Seventh-day Adventist Schools, Colleges, and Universities (AAA) and the International Board of Ministerial and Theological Education (IBMTE) to review curriculum and programs that are designed to train students for chaplaincy. Through CBAC, ACM reviews division ecclesiastical endorsement program standards and chaplaincy training programs.

213-18G ADVENTIST CHAPLAINCY MINISTRIES—  
DEPARTMENTAL POLICIES - POLICY AMENDMENT - 3

FA 40 Adventist Ministry to College and University Students (AMiCUS)  
[Repealed Annual Council 2016]

FA 45 World/National Service Organization - No change

FA 45 10 Functions [Repealed Annual Council 2016]

FA 50 Adventist Ministry to College and University Students (AMiCUS) - No change

FA 55 Public Campus Ministries

FA 55 05 Objectives—Adventist Chaplaincy Ministries collaborates - No change

FA 55 10 Responsibilities—The AMiCUS Committee provides overall - No change

FA 55 15 Role of the World Divisions—Each world division shall assign - No change

FA 55 20 Role of Adventist Chaplaincy Ministries—Adventist Chaplaincy Ministries  
focuses on three primary tasks as its part in supporting students:

1. Endorsing Adventist campus chaplains;
2. Providing professional development training for campus chaplains; and
3. Developing materials to support their chaplains' ministry.



TRE/PolRev&Dev/ADCOM/SecC/TreC/GCDO18AC to HMM-18AC(DIV)

214-18G ALTERNATIVES IN ORGANIZATIONAL STRUCTURES -  
POLICY AMENDMENT

RECOMMENDED, To amend GC B 10 28, Alternatives in Organizational Structures, to read as follows:

B 10 28 Alternatives in Organizational Structure—Denominational structure in one geographic area may illustrate one model while organization in an adjacent territory may reflect another of the available models. The following range of organizational models for denominational structures may coexist within a division territory:

1. Four Constituency-based Units Model—This model has four - No change

2. Complementary Staffing Model—This model retains the four constituency-based units of organization. It is different from the four constituency-based units model in that the staffing pattern at the local administrative unit ~~mission/conference~~ does not parallel that of the union. ~~union mission/conference~~. Each organization in this model has a multiple officer leadership team (typically three officers). Department directors may be located at either or both the local administrative unit ~~mission/conference~~ and the union. ~~union mission/conference~~. However, a department director at the local administrative unit ~~mission/conference~~ may not have a full-time counterpart at the union. Similarly, the union department director may not have a counterpart at the local administrative unit. ~~mission/conference~~. The department staffing pattern at both local and union organizations serves to complement (complete rather than duplicate) the range of services required in the territory.

3. Shared Administration and/or Administrative Services Model—This model introduces differentiation from the four constituency-based units model in the staffing of administration. At the local administrative unit ~~mission/conference~~ there may be only one full-time officer, the president. The union treasurer/chief financial officer may serve simultaneously as the local administrative unit ~~mission/conference~~ treasurer/chief financial officer in such situations. Unless someone is elected to serve as the secretary this role may be assigned by election to either the president or the treasurer/chief financial officer. Department staffing in this model may be configured as in paragraph 2. above. The result is that the local administrative unit ~~mission/conference~~ has fewer employees in administration since officers of the union ~~mission/conference~~ also hold administrative assignments in the local administrative unit ~~mission/conference~~ and/or care for certain administrative services.

4. Three Constituency-based Units Model—This model has three - No change

5. Three Constituency-based Units Model with Delegated Roles to - No change

6. Special Alternative Organizations—The General Conference - No change

1 HR/PolRev&Dev/ADCOM/SecC/GCDO18AC to HMM-18AC(DIV)

2  
3 215-18G EMPLOYMENT OF PERSONNEL - NEW POLICY

4  
5 RECOMMENDED, To adopt a new policy GC E 03, Employment of Personnel, to read as  
6 follows:

7  
8 E 03 Employment of Personnel

9  
10 In the employment of persons in every capacity, whether in an office environment,  
11 institution, or otherwise, great diligence shall be used to employ only persons who are members  
12 of the Seventh-day Adventist Church, in regular standing, in harmony with division working  
13 policy and consistent with national, state, or provincial laws; who exert a positive influence  
14 along spiritual lines for building up the work; and who adhere to Church standards and principles  
15 in all facets of their lives.

2  
3 216-18G VACATIONS AND HOLIDAYS - POLICY AMENDMENT

4  
5 RECOMMENDED, To amend GC E 75, Vacations and Holidays, to read as follows:

6  
7 E 75 Vacations and Holidays

8  
9 Denominational employers should develop guidelines for determining vacations and  
10 holidays, for regular full-time employees, that are in harmony with division working policy and  
11 consistent with national, state, or provincial laws.

12  
13 ~~E 75 Vacations and Holidays~~

14  
15 ~~E 75 05 Basis for Vacations—Annual vacation with pay is provided for regular full-time~~  
16 ~~denominational employees on the following basis:~~

17

18 During first seven year period	2 weeks
19 During next eight year period	3 weeks
20 After fifteen years of service	4 weeks

21

22 ~~E 75 10 Calculation of Vacation on Accrual Basis—1. Annual vacation for office~~  
23 ~~employees and others who are paid on the basis of regular hours, may be calculated by larger~~  
24 ~~institutions and other organizations which so elect, on the following basis:~~

25

26	27	28	29
	Vacation time		Vacation time
	per year of		accrual per
	full-time service		month of
			full-time service
30			
31 During first seven year period	2 weeks		6 $\frac{2}{3}$ hrs
32 During next eight year period	3 weeks		10 hrs
33 After fifteen years of service	4 weeks		13 $\frac{1}{2}$ hrs

34

35 ~~2. The accrual chart in No. 1 above is based on a 40-hour work week. Any decrease~~  
36 ~~in length of the normal work week will necessitate an adjustment in accrued time.~~

37  
38 ~~3. Full-time service for vacation accrual purposes includes days worked, approved~~  
39 ~~sick time, holidays and vacation days.~~

40  
41 ~~E 75 15 Records—Denominational employers will keep the necessary records for~~  
42 ~~vacation accrual and vacations taken.~~

43  
44 ~~E 75 20 Vacations—Annual vacation should generally be taken in the year for which it is~~  
45 ~~due. It is the responsibility of the employee to arrange his/her vacation as outlined in E 75 35,~~  
46 ~~Use of Vacation Time. Unused vacation time may accumulate from year to year, but not more~~

## 216-18G VACATIONS AND HOLIDAYS - POLICY AMENDMENT - 2

1 ~~than four weeks of vacation time may be taken in any one calendar year. However, at the time of~~  
2 ~~retirement unused vacation time to which the employee was entitled during the previous calendar~~  
3 ~~year and the year of retirement may be granted.~~

4  
5 ~~E 75 25 Transfers—When an employee is transferred from one denominational~~  
6 ~~organization to another, accrued vacation time of up to six weeks may be transferred to the new~~  
7 ~~employing organization with the necessary payment made by the former to the new employer or~~  
8 ~~may be paid out in cash, depending on the policy of the division.~~

9  
10 ~~E 75 30 Separation—In the event of separation from denominational employment,~~  
11 ~~accrued vacation time of not more than four weeks will be included in the settlement.~~

12  
13 ~~E 75 35 Use of Vacation Time—Vacation time accumulated for an employee may be~~  
14 ~~used at such time or times during the year as requested by the employee, approved by the~~  
15 ~~supervisor, and authorized by the properly designated authority.~~

16  
17 ~~E 75 40 Vacation Requests—A request for vacation should be made in advance except in~~  
18 ~~an emergency when it is not known beforehand by the employee that leave will be needed. An~~  
19 ~~absence under such circumstances should be reported immediately to the supervisor.~~

20  
21 ~~E 75 45 Holidays—Paid holidays and office closings are at individual employers’~~  
22 ~~discretion and are generally influenced by the respective organization’s needs, climatic~~  
23 ~~conditions, as well as national and local laws. Each division is responsible for regulating holiday~~  
24 ~~and vacation policy in its own territory.~~

1 IPRS/SEC/PolRev&Dev/ADCOM/GCDO18AC to HMM-18AC(DIV)

2  
3 217-18G SITUATIONS INVOLVING DUAL CITIZENSHIP - POLICY  
4 DELETION

5  
6 RATIONALE: This policy has been duplicated in the International Service Employee *Working*  
7 *Policy*, 100.38, Situations Involving Dual Citizenship. Since it applies only to international  
8 service employees, it is being deleted from General Conference *Working Policy*.

9  
10 RECOMMENDED, To delete GC E 15 25, Situations Involving Dual Citizenship, which reads  
11 as follows:

12  
13 E 15 25 Situations Involving Dual Citizenship—In cases where a potential  
14 appointee/employee has dual citizenship, with one of the countries of citizenship being the  
15 proposed host division country, he/she may be appointed to that host division country as an  
16 international service employee only if the immigration laws of the host division country allow  
17 him/her to enter, for employment purposes, as a citizen of another country and the appointment  
18 is on that basis. Any unusual cases that do not fall within these parameters shall be considered on  
19 a case-by-case basis.

1 SEC/PolRev&Dev/ADCOM/SecC/GCDO18AC to HMM-18AC(DIV)

2  
3 218-18G RECORDING AND PRESERVING EMPLOYEES' SERVICE  
4 RECORDS - POLICY AMENDMENT

5  
6 RECOMMENDED, To amend GC E 70, Recording and Preserving Employees' Service  
7 Records, to read as follows:

8  
9 E 70 Recording and Preserving Employees' Service Records

10  
11 E 70 05 Service Records—The purpose of the service record for - No change

12  
13 E 70 10 Definition of Employee—All individuals receiving remuneration from  
14 denominational organization payrolls ~~are for the purpose of the E 70 policy~~ are, for the purpose  
15 of the E 70 policy, considered employees.

16  
17 E 70 15 Responsibility for Service Records—Responsibility for keeping the service  
18 records is as follows:

19  
20 1. International Service Employees—Assistant Secretary, General Conference  
21 Secretariat (Service Records Office). ~~Employees—General Conference Secretariat.~~

22  
23 2. General Conference Staff—Director of General Conference Human Resources.  
24 ~~Resources for headquarters staff.~~

25  
26 3. Division Staff—Division Secretary. ~~(including division personnel and~~  
27 ~~international service employees)—Secretary.~~

28  
29 4. Union or Local Conference/Mission/Field Staff—Union or Local  
30 Conference/Mission/Field Secretary. ~~Conference/Mission/Field—Secretary.~~

31  
32 5. Primary (Elementary) and Secondary Church School ~~Teachers—Local Staff—~~  
33 Local Conference/Mission/Field Secretary.

34  
35 6. Secondary School (Academy) Staff—Principal of Secondary School.  
36 ~~(Academy)—Principal.~~

37  
38 7. College and University Staff—President/Personnel Director of College and  
39 University. ~~University—President/Personnel Director.~~

40  
41 8. Health Care Institution Employees—Administrator/Manager Human Resources  
42 Director of Health Care Institution. ~~Institution—Administrator/Manager or Personnel Director.~~

43  
44 9. Publishing House Employees—President/Manager or Human Resources Director  
45 of Publishing House. ~~House—President/Manager or Personnel Director.~~

218-18G RECORDING AND PRESERVING EMPLOYEES' SERVICE  
RECORDS - POLICY AMENDMENT - 2

10. ~~Other institutions~~ institution employees not included above—Chief  
Administrative Officer/Human Resources Director of the institution. ~~Officer/Personnel Director.~~

E 70 20 Service Record Formats—Each denominational organization shall maintain service records for all its employees in either manual or digital format. Each division shall maintain a service record system, meeting the needs of the employers within the division and reflecting as much as possible the standard service record approved by General Conference Secretariat.

~~The content and design of the standard service record form is specified by the General Conference.~~ Divisions designing their own form shall follow the format of the General Conference service record form as much as possible. ~~form.~~ All digital service record printouts shall follow the standard format as authorized by General Conference Secretariat. Personal information deemed non-essential according to national and/or local laws(s) shall be excluded from the service record.

1. Information to be Recorded—The following information - No change

2. Annual Service Entries Report—The individual authorized to - No change

~~3. Annual Service Corrections Report—The human resources director of the organization shall prepare by January 31 of each year a report of all corrections made to the service records during the preceding year. Each page of this report shall be hand signed and dated by two officers, one of whom shall be the officer responsible for service records, except in the case of permanently bound printouts, which need only be hand signed and dated on the last page. In harmony with the provisions of BA 70, Retention and Safeguarding of Records, this report shall be stored in the organization's records center in a secure and permanent file.~~

4. 3. Copy to the Employee—Each employee shall be given a copy - No change

~~5. Annual Schedule for Transmissions—Each organization shall submit service record additions and corrections to the division secretariat as scheduled.~~

E 70 25 Sensitive Information—Subject to country laws and regulations, personal data such as race, gender, national origin, ethnic origin, and age, if collected, shall not be made available to personnel making hiring or promotion decisions.

~~E 70 25 Sensitive Information—All data that is of a sensitive nature such as race, gender, disability, national origin, ethnic origin, and age shall not be made available to personnel making hiring or promotion decisions. This information shall be available for statistical purposes only.~~

E 70 30 Preserving and Transferring Service Records - No change

218-18G RECORDING AND PRESERVING EMPLOYEES' SERVICE  
RECORDS - POLICY AMENDMENT - 3

1  
2 E 70 35 Supporting Documentation for Service Records—1. Regular Denominational  
3 Employees—~~a. Compensation Review Sheets—the Sheets—~~The complete compensation review  
4 spreadsheet of all employees' time, salary, and expense shall be filed with the official office  
5 copy of the executive committee minutes of the employing organization (see S 34 10). Where  
6 records are maintained electronically, the board/executive committee shall be assured by  
7 administration that accurate records are maintained and remuneration is consistent with voted  
8 policies.

9  
10 b. Recording of Employment—All employment shall - No change

11  
12 2. Literature Evangelists—~~a. Annual Summaries—The summaries—~~The  
13 conference/mission/field publishing director shall file a copy of the annual literature evangelist  
14 summary with the conference/mission/field secretary. This annual summary shall include the  
15 name, number of weekly reports, total hours, and sales for the year for each literature evangelist.  
16 This annual summary shall become a part of the permanent records of the  
17 conference/mission/field.

18  
19 b. Copies of Summaries to Union/Division—Copies of the local - No change

20  
21 3. Chaplains—The division Adventist Chaplaincy Ministries - No change

22  
23 E 70 40 Auditing of Service Records—Auditors shall audit service records - No change



1 TRE/PolRev&Dev/ADCOM/TreC/GCDO18AC to HMM-18AC(DIV)

2  
3 219-18Ga FINANCIAL MATTERS (HOPE CHANNEL AND HOPE  
4 CHANNEL, INC) - NEW POLICY

5  
6 RECOMMENDED, To adopt a new policy GC HD 25, Financial Matters (Hope Channel and  
7 Hope Channel, Inc), to read as follows:

8  
9 HD 25 Financial Matters

10  
11 HD 25 05 Financial System—Hope Channel, Inc maintains its own full financial  
12 accounting system as a separate entity. Hope Channel, Inc has a cooperation agreement with the  
13 General Conference for the provision of facilities and specified services including human  
14 resource and payroll.

15  
16 HD 25 10 Sources of Funding—Hope Channel, Inc is funded through appropriations  
17 from the General Conference, an annual world offering\* (see HD 30, T 05 20, and V 40 55), a  
18 percentage of any combined mission offerings (i.e. Combined Offering Plan, Personal Giving  
19 Plan, etc), other donor designated offerings, private donations from individuals and foundations,  
20 and philanthropic planned giving instruments.

21  
22 HD 25 15 Accountability for Funding—Hope Channel, Inc funds shall be accounted for  
23 at the corporation offices located in the General Conference building in conformity with United  
24 States of America accounting principles generally accepted by the Seventh-day Adventist  
25 denomination. The Audit Committee with its membership selected in harmony with S 34 05 shall  
26 be appointed by the Board.

1 TRE/PolRev&Dev/ADCOM/TreC/GCDO18AC to HMM-18AC(DIV)

2  
3 219-18Gb HOPE CHANNEL, INC ANNUAL WORLD OFFERING -  
4 NEW POLICY

5  
6 RECOMMENDED, To adopt a new policy GC HD 30, Hope Channel, Inc Annual World  
7 Offering, to read as follows:

8  
9 HD 30 Hope Channel, Inc Annual World Offering

10  
11 HD 30 05 Annual Offering—An offering known as the Hope Channel, Inc offering shall  
12 be received annually throughout the world field on a date approved by the General Conference  
13 Executive Committee/respective division committees. The date shall be included in the General  
14 Conference Calendar of Offerings Weekly Appeal. Divisions that follow the combined offering  
15 plan covering world mission offerings shall include Hope Channel, Inc in that plan. This offering  
16 and any other offerings designated for Hope Channel, Inc shall be processed according to  
17 V 40 55.

1 TRE/PolRev&Dev/ADCOM/TreC/GCDO18AC to HMM-18AC(DIV)

2  
3 219-18Gc HOPE CHANNEL, INC OFFERING - NEW POLICY

4  
5 RECOMMENDED, To adopt a new policy GC V 40 55, Hope Channel, Inc Offering, to read as  
6 follows:

7  
8 V 40 55 Hope Channel Offering, Inc—Hope Channel, Inc is an institution of the General  
9 Conference established to be the coordinating entity of the global evangelistic television network  
10 of the Seventh-day Adventist Church with a mission to offer God’s good news for a better life  
11 today and for eternity. Its annual offering is used to fund production of global television  
12 programming and distribution.

1 TRE/PolRev&Dev/ADCOM/TreC/GCDO18AC to HMM-18AC(DIV)

2  
3 219-18Gd TITHES AND OFFERINGS (FINANCIAL SUPPORT,  
4 DIVISION FINANCIAL POLICIES) - POLICY AMENDMENT

5  
6 RECOMMENDED, To amend GC T 05 20, Tithes and Offerings (Financial Support, Division  
7 Financial Policies), to read as follows:

- 8  
9 T 05 20 Tithes and Offerings—1. Tithe—Frequent appeals shall be made - No change  
10  
11 2. Offerings—In addition to the tithe, free-will offerings are essential - No change  
12  
13 3. Giving Guide—For systematic giving a second 10 percent of income - No change  
14  
15 4. Areas of Need—The church does not tell members how much to - No change  
16  
17 5. Mission Offerings—Sabbath School mission offerings include the - No change  
18  
19 6. World Offerings—General Conference offerings include the regular worldwide  
20 offerings, such as Disaster and Famine Relief, World Mission, Annual Sacrifice, Adventist  
21 World Radio, Hope Channel, and such other offerings as are emphasized worldwide by the  
22 General Conference.  
23  
24 7. Conference/Mission/Field Development—Local - No change  
25  
26 8. Church Funds—Local church funds include offerings for church - No change  
27  
28 9. General Conference Funds—All Sabbath School and other - No change

TRE/PolRev&Dev/ADCOM/TreC/GCDO18AC to HMM-18AC(DIV)

219-18Ge DESCRIPTION (CALENDAR OF OFFERINGS WEEKLY  
APPEAL) - POLICY AMENDMENT

RECOMMENDED, To amend GC V 40 05, Description (Calendar of Offerings Weekly Appeal), to read as follows:

V 40 05 Description—The Calendar of Offerings Weekly Appeal is the traditional offering plan in use by the ~~church~~ Church over the years. Sabbath School and other offerings are given for mission purposes and special appeals are made during the divine service according to a yearly calendar of offerings voted by the General Conference. It is the basis on which the two simplified offering plans, Combined Offerings Plan (V 35) and Personal Giving Plan (V 45) are based.

Under the Calendar of Offerings Weekly Appeal offering plan, the offerings for each Sabbath during the year are allocated as follows:

1. Local Church—Twenty-four Sabbaths (two per month) are - No change
2. Conference/Mission/Field/Union of Churches—Twelve Sabbaths - No change
3. Division—Six Sabbaths per year are designated for division - No change
4. General Conference—Six Sabbaths per year are designated for General Conference offerings which include:

- a. Disaster and Famine Relief
- b. Adventist World Radio
- c. Hope Channel
- ~~e. d.~~ Annual Week of Sacrifice
- ~~d. e.~~ World Mission ~~Budget—Three Budget—Two~~ offerings which include support for the Unusual Opportunities Fund and for the mission program of the Church. One or more of the weeks may be used for the General Conference Session Offering in the year preceding and the year of a Session.

5. Local Church and/or Union and/or Division—Each year has four - No change

GCAS/PolRev&Dev/ADCOM/TreC/GCDO18AC to HMM-18AC(DIV)

223-18G FINANCIAL STATEMENT REVIEW COMMITTEE -  
POLICY AMENDMENT

RECOMMENDED, To amend GC S 34 15, Financial Statement Review Committee, to read as follows:

S 34 15 Financial Statement Review Committee—The General Conference, divisions, and unions shall each establish a subcommittee known as a financial statement review committee in order to be fully informed about the financial health of their respective subsidiary and affiliated organizations. This committee shall meet at least annually and discharge the functions as outlined in the charter provided to promote proactive responses to adverse financial trends. These meetings may be held in person or via conference call where such facilities are available and if considered appropriate.

1. Composition—The financial statement review committee should be - No change

2. Charter (Terms of Reference)—The following represents the expected responsibilities of a financial statement review committee to be fulfilled each year. This charter should represent a working document that guides in managing the agenda of the committee.

a. Review audited or unaudited financial statements from subsidiary and affiliated organizations.

b. Identify adverse financial trends and discuss with the management team of that organization.

c. Evaluate the working capital and liquidity status of each organization and discuss with the management team plans to achieve and maintain recommended levels when deficiencies are noted.

d. Review auditor's Policy Compliance Report and Audit Communication Letter for reported policy non-compliance with core financial policies (see S 90) and discuss with management team their plans to achieve compliance.

e. Review auditor's Audit Communication Letter for reported internal control deficiencies and other financial matters and discuss with management team their plans for corrective action.

f. Submit minutes of meeting to the Treasurer/Chief Financial Officer of the next higher organization to provide awareness of significant issues. In the case of the General Conference, those minutes should be provided to the General Conference officers.

1 FPWG/ADCOM/PreC/SecC/TreC/GCDO18AC to MLR-18(DIV)

2  
3 224-18G MISSION STATEMENT OF THE SEVENTH-DAY  
4 ADVENTIST CHURCH - POLICY AMENDMENT

5  
6 RECOMMENDED, To amend GC A 05, Mission Statement of the Seventh-day Adventist  
7 Church, which reads as follows:

8  
9 A 05 Mission Statement of the Seventh-day Adventist Church

10  
11 A 05 05 Our Mission—Make disciples of Jesus Christ who live as His loving witnesses  
12 and proclaim to all people the everlasting gospel of the Three Angels' Messages in preparation  
13 for His soon return (Matt 28:18-20, Acts 1:8, Rev 14:6-12). ~~Mission—The mission of the~~  
14 ~~Seventh-day Adventist Church is to call all people to become disciples of Jesus Christ, to~~  
15 ~~proclaim the everlasting gospel embraced by the three angels' messages (Revelation 14:6-12),~~  
16 ~~and to prepare the world for Christ's soon return.~~

17  
18 A 05 10 Our Method—Guided by the Bible and the Holy Spirit, Seventh-day Adventists  
19 pursue this mission through Christ-like living, communicating, discipling, teaching, healing, and  
20 serving.

21  
22 A 05 15 Our Vision—In harmony with Bible revelation, Seventh-day Adventists see as  
23 the climax of God's plan the restoration of all His creation to full harmony with His perfect will  
24 and righteousness.