

FIRST BUSINESS MEETING
Fifty-Fifth General Conference Session
Indianapolis, Indiana
July 5, 1990, 3:00 p.m.

The actions of the General Conference Session were published in the daily bulletins of the Adventist Review. For the convenience of General Conference Committee members the actions are also being printed and sent to the field in the same format as the minutes of the General Conference Committee. Reference lines and administrative year numbers are included where applicable. For convenience all actions will be indexed.

90GCS to GRT

1990 GENERAL CONFERENCE SESSION DELEGATES AT LARGE--
ARTICLE III, SECTION 3-C

VOTED, 1. To waive the reading of the names of the 68 delegates to the fifty-fifth General Conference Session, provided for under Article III, Section 3-c of the Constitution, listed in the agenda.

2. To ratify the credentials of the 68 delegates listed under the General Conference Constitution, Article III, Section 3-c.

GCO/GCC/90GCS to GRT

1990 GENERAL CONFERENCE SESSION DELEGATES AT LARGE--
ARTICLE III, SECTION 3-B (25% PROVISION)

VOTED, 1. To waive the reading of the names of the delegates to the fifty-fifth General Conference Session, provided for under Article III, Section 3-b of the Constitution, listed in the agenda.

2. To ratify the credentials of the delegates listed under the General Conference Constitution, Article III, Section 3-b.

90GCS to GRT

DAILY PROGRAM APPROVED

VOTED, To approve the daily program for the fifty-fifth General Conference Session as it appears in the Session program booklet.

90-1002
July 5, 1990 -- GCS

90GCS to GRT

AGENDA APPROVED

VOTED, To approve the agenda for the fifty-fifth General Conference Session as it appears in the Session agenda notebook with the understanding that the order of business will be decided by the Session Steering Committee and the chairmen of the business sessions.

SECh/GCO/GCC/90GCS to FGT

201-90G 1990 GENERAL CONFERENCE SESSION—STANDING COMMITTEES

VOTED, To approve the following standing committees for the 1990 General Conference Session:

Constitution and Bylaws

Calvin B Rock, Chairperson
Fred G Thomas, Secretary

Members: Erich Amelung, Alva Appel, Bert B Beach, J William Bothe, Walter E Carson, Robert L Dale, Jose H Figueroa Jr, Bekele Heye, Tong C Kim, Herbert S Larsen, Nancy Marter, D Malcolm Maxwell, William L Murrill, R H Nagel, Robert W Nixon, Robert E Osborn, Jan Paulsen, Julieta Rasi, Robin D Riches, Elaine Robinson, D A Roth, G Ralph Thompson, A H Tolhurst, Donald W Welch, John F Wilkens, Ted N C Wilson, Norman J Woods, Henry M Wright, F Donald Yost.

Delegates, Seating of Additional, and Additional Standing Committee Assignments

Enoch Oliveira, Chairman
Fred G Thomas, Secretary

Members: Ralph P Bailey, Robert L Dale, Georges Steveny, G Ralph Thompson.

EAD/GCC/GCO/GCO/GCDOUP86AC/86AC/384-86G/150-87G/120-88G/252-89G/
90GCS to MTB

114-90G UGANDA UNION MISSION—NEW UNION MISSION

VOTED, 1. To recognize and record the organization of the Uganda Union Mission as of January 1, 1987.

2. To accept the Uganda Union Mission into the world sisterhood of unions of the Seventh-day Adventist Church.

IAD/GCO/GCC/GCO/IAD/GCO/GCC/250-89G/90GCS to LR

112-90G COLOMBIA UNION MISSION/VENEZUELA-ANTILLES
UNION MISSION--NEW UNION MISSIONS

VOTED, 1. To recognize and record the reorganization of the former Colombia-Venezuela Union Mission into two new union missions known as the Colombia Union Mission and the Venezuela-Antilles Union Mission, effective March 9, 1989.

2. To accept the Colombia Union Mission and the Venezuela-Antilles Union Mission into the world sisterhood of unions of the Seventh-day Adventist Church.

IAD/GCO/GCC/GCO/IAD/GCO/GCC/251-89G/90GCS to LR

113-90G FRENCH ANTILLES-GUIANA UNION MISSION/HAITIAN
UNION MISSION--NEW UNION MISSIONS

VOTED, 1. To recognize and record the reorganization of the former Franco-Haitian Union Mission into two new union missions known as the French Antilles-Guiana Union Mission and the Haitian Union Mission, effective March 21, 1989.

2. To accept the French Antilles-Guiana Union Mission and the Haitian Union Mission into the world sisterhood of unions of the Seventh-day Adventist Church.

GCO/89SM/89AC/182-89G/90GCS to NCW

111-90G UNION OF SOVIET SOCIALIST REPUBLICS DIVISION OF
THE GENERAL CONFERENCE OF SEVENTH-DAY ADVENTISTS

VOTED, 1. To approve the organization of the Union of Soviet Socialist Republics Division of the General Conference and its five union conferences, viz. the Baltic and Byelorussia, Moldavia, Russian Federated, Southern, and Ukrainian Union Conferences and the election of officers and other personnel.

2. To accept the Baltic and Byelorussia, Moldavia, Russian Federated, Southern, and Ukrainian Union Conferences into the world sisterhood of unions of the Seventh-day Adventist Church.

90-1004
July 5, 1990 - GCS

90GCS to GRT

202-90G SEATING OF DELEGATES FROM NEW
DIVISION AND UNIONS

VOTED, To approve the seating of delegates from the Union of Soviet Socialist Republics Division of the General Conference and its five union conferences, viz the Baltic and Byelorussia, Moldavia, Russian Federated, Southern, and Ukrainian Union Conferences.

R E C E S S

90GCS to NCW

GLOBAL STRATEGY RESOLUTION

Whereas, the primary mission of the Seventh-day Adventist Church is to preach the everlasting gospel of our Lord and Saviour, Jesus Christ, and to teach the commandments of God to every "nation, kindred, tongue, and people," and

Whereas, the threat of secularization and materialism, the difficulty of fully utilizing all the gifts of the Spirit, and the reluctance to make organizational adjustments in order to meet current opportunities combine to endanger the Seventh-day Adventist Church and divert us from our global mission and the reason for our existence, and

Whereas, this fifty-fifth session of the General Conference of Seventh-day Adventists is God's highest representative assembly and voice of authority on earth and as such provides the best opportunity to reassert the primacy of the mission and message of the Church, it is,

VOTED, To accept and enthusiastically endorse the concept of Global Strategy, as adopted by the 1989 Annual Council, and to mobilize every believer and all church organizations and institutions in achieving our global mission.

90GCS/DivNomCaucus/90GCS to GRT

199-90G NOMINATING COMMITTEE—MEMBERSHIP APPOINTMENT

VOTED, To appoint the following as members of the standing Nominating Committee of the fifty-fifth Session of the General Conference of Seventh-day Adventists:

A S Abdulmajid, Caleb O Adeogun, Japheth L Agboka, Yowogan Donouali Ahama, Adekunle Alalade, Eliel Almonte, Peter N Anassi, Gilbert Ang'ienda, G M Asanyo, Paul K Asareh, George Atiga, Glenn Aufderhar, Roberto C de Azevedo,

Pablo Balboa-Sanchez, Sergio Balboa-Sanchez, Derek C Beardsell, Hermann Beier, Emmanuel Benoit, K Bhaskara Rao, Samuel F Bhebe, Guillermo E Biaggi, A N Birai, Bekele Biri, J B Bohannon, Darci M de Borba, Carlos M Borda, James T Bradfield, V L Bretsch, Stennett H Brooks,

J M Campbell, Ismael Castillo, R Ernesto Castillo, S Chand, Fortunato Chicahuala, C S J Chinyowa, Silvanus N Chioma, Amos H Cooper, Wilfred Corredera, Jose O Correia, Cami B Cruz, Jaime Cruz-Pereyra,

J Dass, Thomas Davai, Pedro Balanca De Freitas, D Douglas Devnich, P M Diaz, Charles E Dudley, Nelu Dumitrescu, George Egwakhe, Laurence J Evans, Jean-Pierre Fasnacht, Luis Florez, Robert S Folkenberg, Philip S Follett, (Mrs) Louise Fomuso, Peter Foo, Luiz L Fuckner,

Agustin Galicia, R Gary Garner, H V Gayares, Joseph Germain, L Stephen Gifford, James Gilley, R J Gombwa, Helmuth A Gomes, Isaac Gomez-Tenorio, Aristides Gonzalez, Rodolpho Gorski, Tevni Grajales, Lauro Grellmann, Juan Guerrero, Roberto Gullon, I A Gumenyuk, Joseph E Gurubatham,

Robert Hall, Sang Woo Han, Harold G Harker, Alex Hendriks, Desmond B Hills, David B Hinshaw Sr, Jeddy Hooker, P N Hosten, Everette W Howell, Eugene Hsu, Samuel Idrogo, B E Jacobs, Donald Jacobsen, Asser Jean-Pierre, Russell H Jenson, Conrado M Jimenez, Roland L Joachim, Svein B Johansen, George C Johnson, Bruce Johnston, Belgrove N Josiah,

Bigirimana Kalemera, Gerry D Karst, J I Khonghat, Alvin M Kibble, Erwin Kilian, N N Kisli, Harald Knott, G V Kochmar, Arno H Kohler, Rolf H Kvinge, J N Kyale, Robert E Kyte, Jairyong Lee, Paulo Leitao, Lionel Leitzke, W Richard Leshar, Richard Liu, E Long, Jovan Lorencin, Hyung Hwan Lyu,

E M Macalintal, Ratsioharana Mahatana, (Mrs) Florence M Manduku, R G Manners, W L Masoka, Efrain Roberto Mato, Siegfried G Mayr, Seraya Mbangukira, Alfred C McClure, Donald W McFarlane, S N McKinney, Garwin B McNeilus, Cyril M Miller, Armando Miranda, Errol Mitchell, (Mrs) E Mkwizu, U Mohanlingum, Eric P Monnier, Gonzalo Monroy, Jean Ignace Montille, (Mrs) Ruth Moomba, Reuben P Moralde, Haroldo Moran, T J Mostert Jr, A M Motlhaapula, Arovel O Moura, Girimoio Muchanga, M M Murga, Eric John Murray, Mishael S Muze, Lameck Mwamukonda, Nyembo Mwema, Moses Mwenya,

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Oreste Natera, C C Nathaniel, R R Ndhlovu, V S Neikurs, Johann Niedermaier, E E Njagi, Karel Nowak, Rowland C Nwosu, Antoine Oculi, Wandyr M Oliveira, Ivan Omana, Isaac Opazo, Brempong Owusu-Antwi,

Zeth Palangan, L R Palmer, S K Pandit, Remberto Parada, Ralph P Peay, Robert G Peck, Ruben Pereyra, Juan O Perla, Yves Pierre, Robert G Pierson, C S Plummer, Moses Po, Leonel Pottinger, V I Prolinsky, Carlos Puyol, L D Raelly, Donato Ramirez, Alex Rantung, Benjamin Reaves, Benjamin Reichel, S M Reid, Felix Rios, Demitrio F Robles, Ruben Rodriguez-Ramirez, Alipio B da Rosa, Joaquin S Rosendo, E Olavi Rouhe,

Restituto B Sabate, Eliseo Sanchez, Hector Sanchez, Merari R dos Santos, (Mrs) Eleanor M Scale, Livingstone Sebunya, Silas Senkomo, Marudin Siagian, Susan Sickler, Eurides B da Silva, Jenó Szigeti, Isara Toeaso Tago, Robert Taylor, E Tetteh, Thein Shwe, Steven W Thompson, Joel O Tompkins, Joan Tonge,

Wod Upio Unen, Bertil Utterback, I I Velgosha, Hernan Luna Victoria, V S Wakaba, Arturo Weisheim, L B Wellington, Major C White, J F Wilkens, J Willmott, Colin M Winch, Ronald M Wisbey, Truneh Wolde-Selassie, Siew Fee Wong, Jacqueline Wosinski, Yukio Yokomizo, Iszo O Zelaya, V Zilgalvis.

Adjourned.

Enoch Oliveira, Chairman
G Ralph Thompson, Secretary
F G Thomas, Actions Editor
Fay Welter and Rowena J Moore, Recording Secretaries

W. Carson, Esq

SECOND BUSINESS MEETING
Fifty-Fifth General Conference Session
Indianapolis, Indiana
July 6, 1990, 9:30 a.m.

90GCS to FGT

SEATING OF ADDITIONAL DELEGATES

VOTED, To seat the following additional delegates at large under the 25 percent provision of Article III, Section 3-b of the Constitution:

Rex Edwards
Delores Slikkers
John V Stevens, Sr

Adjourned.

C B Rock, Chairman
Samuel Young, Secretary
F G Thomas, Actions Editor
June Franklin, Recording Secretary

W. Carson Eng

THIRD SESSION OF BUSINESS
 Fifty-Fifth General Conference Session
 Indianapolis, Indiana
 July 6, 1990, 2:00 p.m.

TRE/90GCS to DFG

FINANCIAL REPORTS/AUDITORS' STATEMENT FOR
 QUINQUENNIUM 1985-1989

VOTED, 1. To approve the financial report of the General Conference of Seventh-day Adventists for the quinquennium (1985-1989) including the operations of the General Conference, the General and Hospital Retirement Plans, the General Conference Corporation, and the General Conference Association of Seventh-day Adventists.

2. To approve the auditors' statement of Maner, Costerisan and Ellis, Certified Public Accountants, as read by Jack Powers.

90GCS to FGT

SEATING OF ADDITIONAL DELEGATES

VOTED, To seat the following delegates at large under the 25 percent provision of Article III, Section 3-b of the Constitution:

1. Myron Voegele in place of Claudia Coggin, Southwestern Union
2. Additional:

Rolando Morgado, Inter-American Division

NomCom/90GCS to GRT

NOMINATING COMMITTEE REPORT #1

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

General Conference

President, Robert S Folkenberg

Adjourned.

R J Kloosterhuis, Chairman
 M C Van Putten, Secretary
 F G Thomas, Actions Editor
 Fay Welter, Recording Secretary

W. Carson Esq

FOURTH BUSINESS MEETING
Fifty-Fifth General Conference Session
Indianapolis, Indiana
July 8, 1990, 10:00 a.m.

DivNomCaucus/90GCS to GRT

199-90Ga NOMINATING COMMITTEE--MEMBERSHIP ADJUSTMENT

VOTED, To approve Clinton Shankel, President of the Kentucky-Tennessee Conference, to serve as a member of the Nominating Committee in place of Robert S Folkenberg, newly elected President of the General Conference.

90GCS to SY&REO

GUEST BADGES FOR FORMER GENERAL CONFERENCE EXECUTIVE
COMMITTEE MEMBERS

VOTED, To provide guest badges to former General Conference Officers and General Conference Executive Committee members in order to permit access to the main floor. Guest badges will also be provided for their spouses.

Adjourned.

K J Mittleider, Chairman
R L Dale, Secretary
F G Thomas, Actions Editor
Rowena J Moore, Recording Secretary

W. Carson Esq.

FIFTH BUSINESS MEETING
Fifty-Fifth General Conference Session
Indianapolis, Indiana
July 8, 1990, 3:15 p.m.

NomCom/90GCS to GRT

NOMINATING COMMITTEE REPORT #2

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

General Conference

Secretary, G Ralph Thompson

Treasurer, Donald F Gilbert

Vice Presidents

Assigned to Divisions, George W Brown, Inter-American

Ottis C Edwards, Far Eastern

Bekele Heye, Eastern Africa

M P Kulakov, Union of Soviet Socialist
Republics

Jacob J Nortey, Africa-Indian Ocean

Jan Paulsen, Trans-European

Joao Wolff, South American

C E Bradford, Chairman

M C Van Putten, Secretary

F G Thomas, Actions Editor

June Franklin, Recording Secretary

W. Carse Esq

SIXTH BUSINESS MEETING
 Fifty-Fifth General Conference Session
 Indianapolis, Indiana
 July 9, 1990, 9:30 a.m.

SabObs/GCO/GCDOUP84AC/G84AC/176-84G/85GCS/127-85G/112-86G/GCO/106-87G/
 103-88G/GCDO89AC/89AC/102-89G/GCODPNUP90SM/90SM/90GCS to RSF

108-90G SABBATH OBSERVANCE—GUIDELINES

In keeping with the Bible and the Spirit of Prophecy, the following may serve as guidelines to address certain questions asked which in no way obviate the individual's right to follow the dictates of his/her own conscience as directed by the Holy Spirit.

VOTED, To acknowledge receipt of the following document on Sabbath Observance:

Purpose and Perspective

The main objective of this document on Sabbath observance is to provide counsel or guidelines to church members desiring a richer, more meaningful experience in Sabbathkeeping. It is hoped that this will provide an impetus toward a real reform in Sabbathkeeping on a worldwide basis.

Conscious of the fact that the worldwide worshiping community encounters numerous problems in Sabbath observance arising from within a given cultural and ideological context, an attempt has been made to take these difficulties into consideration. It is not the intent of this document to address every question pertaining to Sabbathkeeping, but rather to present Biblical principles and Spirit of Prophecy guidelines that will assist the church members as they endeavour to follow the leading of the Lord.

It is hoped that the counsel given in the document will be helpful. Ultimately, however, decisions made under critical circumstances must be motivated by one's personal faith and trust in the Lord Jesus Christ.

Sabbath--A Safeguard of Our Relationship With God

The Sabbath encompasses our entire relationship with God. It is an indication of God's action on our behalf in the past, present, and future. The Sabbath protects man's friendship with God and provides the time essential for the development of that relationship. The Sabbath clarifies the relationship between God and the human family, for it points to God as Creator at a time when human beings would like to usurp God's position in the universe.

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In this age of materialism, the Sabbath points men and women to the spiritual and to the personal. The consequences for forgetting the Sabbath day to keep it holy are serious. It will lead to the distortion and eventual destruction of a person's relationship with God.

When the Sabbath is kept, it is a witness to the rest that comes from trusting God alone as our sustainer, as the basis of our salvation, and as the ground of our hope in the future. As such, the Sabbath is a delight because we have entered God's rest and have accepted the invitation to fellowship with Him.

When God asks us to remember the Sabbath day He does so because He wants us to remember Him.

Principles and Theology of Sabbath Observance

Nature and Purpose of the Sabbath. The origin of the Sabbath lies in Creation when God rested from His work on the seventh day (Gen 1-3). The Sabbath has significance as a perpetual sign of the everlasting covenant between God and His people in order that they might know who it is that created them (Ex 31:17) and sanctifies them (Ex 31:13; Ezek 20:12), and that they might recognize Him as the Lord their God (Ezek 20:20).

Uniqueness of the Sabbath. The Sabbath is a special occasion for worshipping God as Creator and Redeemer and as the Lord of Life with whom the human family will be reunited at the second advent. The Sabbath commandment forms the center of the moral law as the seal of God's authority. Since it is a symbol of God's love relationship with His earthly children, human beings are obliged to respect this gift in the sense that they will do everything in their power to promote and engage in activities that will help establish and enhance a lasting relationship with God. Thus His people will engage only in those activities that are directed toward God and their fellowmen and not in those that lean toward self-gratification or self-interest.

Universality of the Sabbath. The universality of the Sabbath is rooted in Creation. Thus its privileges and obligations are binding in all nations, sectors, or classes. (See Ex 20:11; 23:12; Deut 5:13; Isa 56:1-8.) Sabbath observance pertains to all members of the household including children and extends even "to the stranger that is within thy gates" (Ex 20:10).

Time Frame of the Sabbath. Biblical Data: The Sabbath starts at the end of the sixth day of the week and lasts one day, from evening to evening (Gen 1; Mark 1:32). This time coincides with the time of sunset. Wherever a clear delineation of the time of sunset is difficult to ascertain, the Sabbathkeeper will begin the Sabbath at the end of the day as marked by the diminishing light.

Principles Guiding Sabbath Observance. Although the Bible does not deal directly with many of the specific questions we may have regarding Sabbath observance in our day, it does provide us with general principles that are applicable today. (See Ex 16:29; 20:8-11; 34:21; Isa 58:13; Neh 13:15-22.)

"The law forbids secular labor on the rest day of the Lord; the toil that gains a livelihood must cease; no labor for worldly pleasure or profit is lawful upon that day; but as God ceased His labor of creating, and rested upon the Sabbath and blessed it, so man is to leave the occupations of his daily life, and devote those sacred hours to healthful rest, to worship, and to holy deeds."—The Desire of Ages, p 207

This concept, however, is not supportive of total inactivity. Both the Old and New Testaments invite us to care for the needs and alleviate the sufferings of others, for the Sabbath is a good day for all, particularly the lowly and the oppressed (Ex 23:12; Matt 12:10-13; Mark 2:27; Luke 13:11-17; John 9:1-21).

Yet even good works on the Sabbath must not obscure the chief Biblical characteristic of Sabbath observance, namely, rest (Gen 2:1-3). This includes both physical (Ex 23:12) and spiritual rest in God (Matt 11:28). The latter leads the Sabbath observer to seek the presence of, and communion with God in worship (Isa 48:13), both in quiet meditation (Matt 12:1-8) and in public worship (Jer 23:32, 2 Kings 4:23; 11:4-12; 1 Chron 23:30 ff; Isa 56:1-8). Its object is to recognize God as Creator and Redeemer (Gen 2:1-3; Deut 5:12-15), and it is to be shared by the individual family and the larger community (Isa 56:1-8).

Sabbath and the Authority of God's Word. Ellen White points out that the Sabbath commandment is unique, for it contains the seal of God's law. It alone "brings to view both the name and title of the Lawgiver. It declares Him to be the Creator of the heavens and the earth, and thus shows His claim to reverence and worship above all others. Aside from this precept, there is nothing in the Decalogue to show by whose authority the law is given."—The Great Controversy, p 452.

The Sabbath as a sign of the Creator points to His ownership and authority. Meaningful Sabbath observance, therefore, indicates the acceptance of God as Creator and Owner and acknowledges His authority over all creation, including oneself. Sabbath observance is based on the authority of God's Word. There is no other logical reason for it.

Human beings have the freedom to enter into a relationship with the Creator of the universe as with a personal friend.

Sabbathkeepers may have to face resistance at times because of their commitment to God to keep the Sabbath holy. To those who do not recognize God as their Creator, it seems arbitrary or inexplicable for someone to cease from all work on the Sabbath day for merely religious reasons. Meaningful Sabbath observance testifies to the fact that we have chosen to obey God's commandment. We thus recognize that our life is now lived in obedience to God's Word. The Sabbath will be a special test in the end time. The believer will have to make a choice either to give allegiance to God's Word or to human authority (Rev 14:7, 12).

Home and Family Life as Related to the Sabbath

Introduction. Home life is the cornerstone of proper Sabbath observance. Only when individuals keep the Sabbath conscientiously in the home and assume their assigned responsibilities as members of the family will the Church as a whole reveal to the world the joys and privileges of God's holy day.

Different Kinds of Homes. In the twentieth century there are various kinds of homes, for example, the home in which there is a husband, wife, and children; the home in which there is husband and wife and no children; the home in which there is a single parent and children (where because of death or divorce one parent must function in both maternal and paternal roles); the home in which a person has never married or where death or divorce has left one single, and no children are involved; or the home in which one parent only is a member of the Church. In addressing the needs and problems of these categories, it should be understood that some of the principles and suggestions enunciated will apply to all groups and some will be more specialized.

Two Sacred Institutions--The Home and the Sabbath. "In the beginning" God placed a man and a woman in the Garden of Eden as their home. Also, "in the beginning" God gave to human beings the Sabbath. These two institutions, the home and the Sabbath, belong together. Both are gifts from God. Therefore both are sacred, the latter strengthening and enriching in its unique manner the bond of the former.

Close fellowship is an important element of the home. Close fellowship with other human beings also is an important element of the Sabbath. It binds families closer to God and binds the individual members closer to one another. Viewed from this perspective, the importance of the Sabbath to the home cannot be overestimated.

Responsibilities of Adults as Teachers. In choosing Abraham as the father of the chosen people, God said, "I know him, that he will command his children and his household after him" (Gen 18:19). It seems clear, then, that an enormous responsibility has been given to adults in the home for the spiritual welfare of their children. By both precept and example, they must provide the kind of structure and

atmosphere that will make the Sabbath a delight and such a vital part of Christian living that, long after leaving the home, the children will continue the customs they were taught in childhood.

In harmony with the injunction, "Thou shalt teach them (God's commandments) diligently unto thy children" (cf Deut 6:4-9), the adult members of the family should teach their children to love God and keep His commandments. They should teach them to be loyal to God and to follow His directives.

From earliest infancy, children should be taught to participate in family worship so that worship in the house of God will become an extension of a family custom. Also from infancy, children should be taught the importance of church attendance, that true Sabbath observance involves going to God's house for worship and Bible study. Adults in the family should set the example by attending services on Sabbath, providing a pattern that will be seen as important when their children make decisions on what is of value in life. Through discussions, as the children grow older and more mature, and through Bible study, the children should be taught the meaning of the Sabbath, its relationship to Christian living, and the enduring quality of the Sabbath.

Preparation for the Sabbath. If the Sabbath is to be observed properly, the entire week should be programmed in such a way that every member will be ready to welcome God's holy day when it arrives. This means that the adult family members will plan so that all household tasks--the buying and preparing of food, the readying of clothes, and all the other necessities of everyday life--will be completed before sundown Friday. The day of rest should become the pivot around which the wheel of the entire week turns. When Friday night approaches and sundown is near, adults and children will be able to greet the Sabbath with tranquility of mind, with all preparation finished, and with the home in readiness to spend the next 24 hours with God and with one another. Children can help achieve this by carrying Sabbath preparation responsibilities commensurate with their maturity. The way the family approaches the beginning of the Sabbath at sundown on Friday night and the way Friday night is spent will set the stage for receiving the blessings that the Lord has in store for the entire day which follows.

Proper Sabbath Dress. Where there are children in the home, on Sabbath morning as the family dresses for church, adults may, by precept and example, teach children that one way to honor God is to appear in His house in clean, representative clothing appropriate to the culture in which they live.

Importance of Bible Study Hour. Where children do not have the advantage of attending Adventist schools, the Sabbath School becomes the most important means of religious instruction outside the home.

The value of this Bible study hour cannot be overestimated. Therefore, parents should attend Sabbath morning services and do everything possible to take their children with them.

Family Activities on the Sabbath. In most cultures the Sabbath noon meal, when the family gathers around the dinner table in the home, is a high point of the week. The spirit of sacred joy and fellowship, begun upon arising and continued through the worship services at church, is intensified. Free from the distractions of a secular atmosphere, the family can converse on themes of mutual interest and maintain the spiritual mood of the day.

When the sacred nature of the Sabbath is understood, and a loving relationship exists between parents and children, all will seek to prevent intrusions into the holy hours by secular music, radio, and video and television programs, and by newspapers, books, and magazines.

Sabbath afternoons, as far as possible, will be spent in family activities—exploring nature; making missionary visits to shut-ins, the sick, or others in need of encouragement; and attending meetings in the church. As the children grow older, activities will enlarge to encompass other members of their age groups in the church, with the question always in mind, "Does this activity cause me to understand better the true nature and sacredness of the Sabbath?" Thus proper Sabbath observance in the home will have a lasting influence for time and eternity.

Sabbath Observance and Recreational Activities

Introduction. Sabbath observance includes both worship and fellowship. The invitation to enjoy both is open and generous. Sabbath worship directed toward God usually takes place in a community of believers. The same community provides fellowship. Both worship and fellowship offer unlimited potential to praise God and to enrich the lives of Christians. When either Sabbath worship or fellowship is distorted or abused, both praise to God and personal enrichment are threatened. As God's gift of Himself to us, the Sabbath brings real joy in the Lord. It is an opportunity for believers to recognize and reach their God-given potential. Thus, to the believer the Sabbath is a delight.

Alien Factors to Sabbath Observance. The Sabbath can be intruded upon easily by elements alien to its spirit. In the experience of worship and fellowship the believer must ever be alert to alien factors which are detrimental to one's realization of Sabbath sacredness. The sense of Sabbath holiness is threatened particularly by the wrong kinds of fellowship and activities. By contrast, the sacredness of the Sabbath is upheld when the Creator remains the center of that holy day.

Culturally Conditioned Phenomena in Sabbath Observance. It is important to understand that Christians render obedience to God and thus observe the Sabbath at the place in history and culture where they live. It is possible that both history and culture may falsely condition us and distort our values. By appealing to culture we may be guilty of giving ourselves license or excuse to indulge in sports and recreational activities that are incompatible with Sabbath holiness. For example, intensive physical exertion and various forms of tourism are out of harmony with true Sabbath observance.

Any attempt to regulate Sabbath observance beyond Biblical principles by developing lists of Sabbath prohibitions will be counterproductive to a sound spiritual experience. The Christian will test his Sabbath experience by principle. He knows that it is the main purpose of the Sabbath to strengthen the bond of union between himself and God. Thus one's activities guided by Biblical principles and contributing toward such a strengthening are acceptable.

Inasmuch as no one can evaluate rightly the personal motives of others, a Christian must be very careful not to criticize his brethren living in cultural contexts other than his own who engage in Sabbath recreational activities of which they approve.

While traveling, Adventist tourists should make every effort to observe the Sabbath with their fellow believers in any given area. Respecting the sacredness of the seventh day, it is recommended that Adventists avoid using the day for a holiday set aside for sightseeing and secular activity.

Churches and Church Institutions

In establishing specific guidelines and policies for the corporate Church and Church institutions, the Church is setting an example of Sabbathkeeping for the membership at large. It is the responsibility of the members to apply true Sabbathkeeping principles in their own lives. The Church can assist by providing Sabbathkeeping principles as found in the Bible and the Spirit of Prophecy, but it cannot be conscience for the members.

Churches—Role of Church and Family in Sabbath Afternoon Activities. The pastor and the local church leaders are entrusted with the responsibility of providing carefully planned Sabbath activities for children, youth, adults, and the elderly, and for families and singles, emphasizing the importance of making the Sabbath a day of joy, worship, and rest. Church activities should complement rather than replace family and home activities.

Churches—Sabbath Music. Music has a powerful impact on a person's moods and emotions. Church leaders will select music and musicians that will enhance the worshipful atmosphere of the Sabbath

rest and the person's relationship with God. Sabbath choir rehearsals should be avoided during regularly scheduled Sabbath meetings.

Churches--Community Outreach. Although Christians may participate in certain types of social work for students, youth, and the poor in inner cities or in suburbs, they still will exert an exemplary influence of consistent Sabbathkeeping. When engaged in an extension school or special school for children and youth, they will select subjects and classes that are different from the ordinary secular subjects or classes for the week, including activities that contribute to spiritual culture. Nature or neighborhood walks may replace recesses; nature walks or field trips of minimal effort can replace secular subjects and classes.

Churches--Ingathering. The general practice of Seventh-day Adventist churches is to do Ingathering on days other than the Sabbath. Where there is a practice to do Ingathering on Sabbath, the plan should be implemented so as to bring spiritual benefits to all participants.

Churches--Fund-raising on the Sabbath. The doctrine of Christian stewardship is found throughout the Scriptures. The act of giving has a definite place in the worship services. When appeals for funds are made, they should be conducted in such a manner as to uphold the sacredness of the service as well as of the Sabbath.

Churches--Sabbath Weddings. The marriage service is sacred and would not in itself be out of harmony with the spirit of Sabbathkeeping. However, most weddings involve considerable work and almost inevitably a secular atmosphere develops in preparing for them and in holding receptions. In order that the spirit of the Sabbath not be lost, the holding of weddings on the Sabbath should be discouraged.

Churches--Sabbath Funerals. In general, Adventists should try to avoid Sabbath funerals. In some climates and under certain conditions, however, it may be necessary to conduct funerals without delay, the Sabbath notwithstanding. In such cases arrangements should be made in advance with morticians and cemetery employees to perform their routine tasks for the deceased in advance of the Sabbath day, thus reducing the labor and commotion on the Sabbath. In some instances a memorial service could be held on the Sabbath, and interment take place later.

Seventh-day Adventist Health-care Institutions. Adventist health-care institutions provide the only contact many people have with the Seventh-day Adventist Church. Adventist hospitals are to be more than merely health-care delivery systems. They have a unique opportunity to bear a Christian witness 24 hours a day to the communities they serve. In addition, they have the privilege of presenting the Sabbath message by example every week.

In healing the sick and loosing the bonds of the physically infirm, even on the Sabbath, Christ set an example that we look to as the basis for establishing and operating Adventist health-care institutions. Therefore, an institution offering medical care to the public must be prepared to minister to the needs of the sick and suffering without regard to hours or days.

This places a great responsibility on each institution to develop and implement policies that reflect the example of Christ and apply the principles of Sabbath observance as found in the Scriptures and taught by the Seventh-day Adventist Church. Administrators have a special responsibility to see that all departments maintain the true spirit of Sabbathkeeping by instituting appropriate Sabbath procedures and by guarding against laxity in its observance.

The following applications of Sabbath observance principles are recommended:

1. Provide emergency medical care willingly and cheerfully whenever needed with high levels of excellence. However, neither Adventist institutions nor physicians and dentists should provide the same office or clinic services on the Sabbath as they do on weekdays.

2. Discontinue all routine activities that could be postponed. Usually this means a complete closing of those facilities and departments not immediately related to patient care, and the maintenance of a minimum number of qualified people in other departments to handle emergencies.

3. Postpone elective diagnostic and therapeutic services. Decisions as to what is necessary or of an emergency nature should be made by the attending physician. If this privilege is abused, it should be dealt with by the hospital administration. Nonadministrative institutional employees should not become involved in making these decisions nor should they be obliged to confront the attending physician(s). Misunderstandings may be avoided by making it clear in medical staff bylaws that only surgical, diagnostic, or therapeutic procedures which are not postponable because of the condition of the patient, will be done. A clear understanding with all who are appointed to staff membership, at the time of appointment, will do much to avoid misunderstandings and abuses.

Convenience and elective surgery should be discouraged or limited on Fridays. Procedures thus scheduled allow the patient to be in the hospital over the weekend and hence lose fewer days at work. However, this places the first post-operative day, usually with the most intensive nursing care, on the Sabbath.

4. Close administrative and business offices to routine business. Although it may be necessary to admit or discharge patients

on the Sabbath, it is recommended that the rendering of bills and the collection of money be avoided. Never should the keeping of the Sabbath be a source of irritation to those we seek to serve and to save, but rather a hallmark of "the children of light" (Eph 5:8; Acts of the Apostles, p 260).

5. Make the Sabbath a special day for patients, providing a memory of Christian witnessing never to be forgotten. Meaningful Sabbathkeeping is much easier to achieve in an institution that employs a predominantly Adventist staff. Presenting the Sabbath in a proper light can be accomplished by the believing workers employed in patient care, and may well be a convicting influence in the lives of those not of our faith.

6. The direct care of the sick is a seven-day-a-week activity. Illness knows no calendar. Nevertheless, when scheduling all personnel, health-care institutions should take into consideration the sincere religious beliefs, observances, and practices of each employee and prospective employee. The institution should make reasonable accommodation for such religious beliefs unless it is demonstrated that such accommodation would place an undue hardship on its operation. It is recognized that the consciences of individuals vary in regard to the propriety of Sabbath employment. Neither the Church nor its institutions can act as the conscience for its employees. Rather, reasonable accommodation should be made for individual conscience.

7. Resist pressures for relaxing Seventh-day Adventist standards. Some institutions have been pressured by the communities, the medical staffs, and/or employees (where a majority is comprised of non-Adventists), to abandon or weaken Sabbathkeeping principles and practices so that the Sabbath would be treated as any other day. In some cases, pressure has been applied to maintain full services on the Sabbath and reduce them on Sunday instead. Such action should be vigorously resisted. Compliance would cause serious reexamination of the relationship of such an institution to the Church.

8. Educate employees who are not Seventh-day Adventists concerning Sabbathkeeping principles practiced by the institution. Every non-Adventist, at the time of employment at an Adventist health-care institution, should be made aware of Seventh-day Adventist principles, especially institutional policies regarding the observance of the Sabbath. Though non-Adventists may not believe as we do, they should know from the very beginning how they are expected to fit into the institutional program to help it reach its objectives.

9. Foster an attitude for continuing Christian witnessing by Adventist employees. The only contact that many non-Adventist workers ever may have with Seventh-day Adventists may be in the institution employing them. Every relationship should be friendly, kind, and expressive of the love that exemplified the life and work of the Great

Physician. Compassion for the sick, unselfish regard for our fellowmen, an eagerness to serve, and unstinted loyalty to God and the Church may well prove to be a savor of life unto life. The keeping of the Sabbath is a privilege and an honor as well as a duty. It should never become burdensome or obnoxious to those who keep it or to those about us.

Sabbath Work in Non-Adventist Hospitals. While it is essential in medical institutions that a minimum of labor be performed at all times in order to maintain the welfare and comfort of the patients, Seventh-day Adventists employed in non-denominational institutions where Sabbath hours bring no relief from routine duties are under obligation to remember the principles that regulate all Sabbath activities. In order to avoid situations where our church members may be faced with problems of Sabbathkeeping in non-Adventist institutions, it is recommended that:

1. When Seventh-day Adventists accept employment in non-Seventh-day Adventist hospitals, they make known their Sabbathkeeping principles and request a work schedule that will exempt them from Sabbath duties.
2. Where work schedules or other factors make this impossible, Adventists should clearly identify the duties, if any, they can conscientiously perform on the Sabbath and the frequency thereof.
3. Where the above accommodations cannot be arranged, members should make loyalty to God's requirements paramount and abstain from routine work.

Seventh-day Adventist Educational Institutions. Seventh-day Adventist secondary boarding schools have a major role in shaping the Sabbath observance habits of future generations of members of the Church, and Seventh-day Adventist colleges and universities do much to mold the thinking of the Church's clergy and professional class. It is important, therefore, that both the theory and practice of how to maximize the joyful blessings of the Sabbath be as close as possible to the ideal in these institutions.

Applications of this principle should include:

1. Adequate preparation for the Sabbath.
2. Demarcation of the beginning and ending of the Sabbath hours.
3. Appropriate school-home activities: worships, prayer bands, witness, etc.
4. Keeping necessary duties to a minimum, preferably entrusting them to people who volunteer their service rather than to those who do the same work for pay during the week.

5. Inspiring worship services, preferably modeling what is expected to characterize such services in the churches of the school's constituency.

6. Adequate and varied activities on Sabbath afternoon.

7. Structuring of the weekly program so that the Sabbath will be a lingering joy and the climax of the week, rather than a prelude to contrasting activities on Saturday night.

a. Cafeteria Sales. School cafeterias are designed to serve students and their visiting parents and bona fide guests; they should not be open to the public on the Sabbath. To avoid unnecessary business transactions during sacred time, each institution should make provision for payment outside of the Sabbath hours.

b. Attendance of Faculty at Professional Meetings. In some countries, Seventh-day Adventists are privileged to attend professional meetings in order to keep abreast of current developments in their given field of specialization. It may be tempting to justify attendance at these meetings on the Sabbath. However, it is recommended that academic personnel join fellow members in worship rather than fellow professionals at work.

c. Radio Stations. College radio stations can be a blessing to their communities. To maximize the blessings, programming during the Sabbath hours should reflect the philosophy of the Church. If fund-raising appeals are made on the Sabbath, they should be conducted in such a way as to uphold the sacredness of that day.

d. Promotional Trips. In order to maintain the worshipful nature of the Sabbath, promotional tours should be planned in such a way as to minimize travel on the Sabbath and to provide maximum time for worship with fellow believers. The Sabbath hours should not be used for travel to provide a Saturday night program.

e. Sabbath Observance in Education for the Ministry. Pastors have a large responsibility for shaping the spiritual life of the Church by their personal example. Therefore institutions training ministers and their spouses need to help their trainees form a sound philosophy of Sabbath observance. Proper guidance received at school can be instrumental in the experience of a genuine renewal of the Sabbath joys in their own life as well as in the life of their church.

f. Sabbath Examinations. Seventh-day Adventists who face required examinations given on the Sabbath in non-Adventist schools or for certification by professional governing boards face special problems. In dealing with such situations we recommend that they arrange for administration of the examinations on hours other than the Sabbath. The Church should encourage its members in careful Sabbath

observance and where possible intercede with the appropriate authorities to provide for both reverence for God's day and access to the examinations.

Secular Employment and Trade as Related to the Sabbath

Statement of Principle. The Biblical view of the Sabbath includes both a divine and a human dimension (Matt 12:7). From the divine perspective the Sabbath invites the believer to renew his commitment to God by desisting from the daily work in order to worship God more freely and more fully (Ex 20:8-10; 31:15,16; Isa 58:13,14). From the human perspective, the Sabbath summons the believer to celebrate God's creative and redemptive love by showing mercy and concern toward others (Deut 5:12-15; Matt 12:12; Luke 13:12; John 5:17). Thus the Sabbath encompasses both cessation from secular work for the purpose of honoring God and performing deeds of love and kindness toward fellow beings.

Essential and Emergency Work. In order to uphold the sanctity of the Sabbath, Seventh-day Adventists must make wise choices in matters of employment, guided by a conscience enlightened by the Holy Spirit. Experience has shown that there are hazards in choosing vocations which will not allow them to worship their Creator on the Sabbath day free from involvement in secular labor. This means that they will avoid types of employment which, although essential for the function of a technologically advanced society, may offer problems in Sabbath observance.

The Scriptures and the Spirit of Prophecy are explicit about our duties as Christians to our fellowmen, even on the Sabbath day. In the modern context, many employed in occupations involved with the saving of life and property are called upon to deal with emergencies. Arranging for regular weekend work requiring the use of the Sabbath hours for gainful emergency employment or accepting work only on weekends in emergency occupations to augment the family budget is out of harmony with Sabbathkeeping principles given by Christ. Responding to emergency situations where life and safety are at stake is quite different from earning one's livelihood by routinely engaging in such occupations on the Sabbath which are often accompanied by commercial, secular, or routine activities. (See Christ's comments on rescuing oxen or sheep from ditches and helping people in need. Matt 12:11; Luke 13:16.) Absenting one's self from God's house and being denied fellowship with the believers on the Sabbath can have a chilling effect on one's spiritual life.

Many employers in so-called essential service areas willingly make accommodations for Sabbathkeepers. Where such is not granted, members should review carefully Biblical principles of Sabbathkeeping and in that light examine the type of activity, environment, requirements of the job, and personal motives before committing themselves to working

on the Sabbath. They should ask of the Lord as did Paul on the Damascus road, "Lord, what wilt thou have me to do?" When this attitude of faith prevails, we are persuaded that the Lord will lead the believer to discern His will and supply strength and wisdom to follow it.

Moral Decisions Regarding Sabbath Observance. Sabbath privileges are sometimes curtailed or denied by military, educational, political, or other organizations. To prevent and/or alleviate these regrettable situations, the following suggestions should be considered:

A competent church official, preferably the Public Affairs and Religious Liberty director, should be appointed to keep abreast of developments that could undermine freedom of worship on the Sabbath. When necessary, this official will approach responsible authorities to intercede when an adverse impact upon Seventh-day Adventists is present in any contemplated measure or legislation. This course of action may prevent enactment of laws that could curtail or deny Sabbath privileges.

Adventist members should be encouraged to stand by faith for the principle of Sabbathkeeping regardless of circumstances, resting in the assurance that God will honor their commitment to Him.

Church members should offer spiritual, moral, and, if needed, temporal help to other members experiencing Sabbath problems. Such support will serve to strengthen the commitment to the Lord not only of the individual member facing Sabbath problems but also of the Church as a whole.

Purchase of Goods and Services on the Sabbath. 1. The Sabbath is designed to provide spiritual freedom and joy for every person (Ex 20:8-11). As Christians, we must be supportive of this basic human right granted to each individual by the Creator. As a general rule, the purchasing of goods, eating out in restaurants, and paying for services to be provided by others ought to be avoided because they are out of harmony with the principle and practice of Sabbathkeeping.

2. Furthermore, the above-mentioned commercial activities will turn the mind away from the sacredness of the Sabbath. (See Neh 10:31; 13:15 ff.) With proper planning adequate provisions can be made in advance for foreseeable Sabbath needs.

Sabbath Travel. While Sabbath travel may be necessary for engaging in Sabbath activities, one should not allow Sabbath travel to become a secular function; therefore, preparation should be made in advance. Automobile fuel and other needs should be cared for before the Sabbath begins. Travel on commercial carriers for personal or business reasons should be avoided.

Treating a Specific Employment Problem. When a member of the Church finds it necessary to resign from a position, or loses his job because of Sabbath problems, and is reemployed by the denomination in similar work, and where the new job, because of its essential nature, requires the member to work on the Sabbath, the following suggestions are recommended:

1. A careful explanation of the essential nature of the work will be given to the member.
2. All efforts should be made by the organization to ascertain that only the essential aspects of the new job will be performed on the Sabbath. Administrators should also explain to the new employee the religious purposes and basic objectives of the employing organization.
3. A rotation schedule will be adopted in order that the member who can conscientiously accept such work on the Sabbath may frequently be able to enter into a fuller celebration of the Sabbath day.

Shiftwork. When a Seventh-day Adventist works for an employer where shiftwork is the rule, he may be requested to work on the Sabbath or a portion thereof. Under such circumstances the member involved is encouraged to consider the following:

1. The member should strive to be the best possible worker, a valuable employee whom the employer cannot afford to lose.
2. If a problem develops, the member should seek to resolve it by appealing to the employer personally for an accommodation based on goodwill and fairness.
3. The member should assist the employer by suggesting such accommodations as:
 - a. Working a flexible schedule;
 - b. Taking a less desirable shift;
 - c. Trading shifts with another employee; or
 - d. Working on holidays.
4. If the employer resists an accommodation, the member should immediately seek assistance from the pastor and from the Public Affairs and Religious Liberty Department in countries where they are involved in such activities.

NomCom/90GCS to GRT

NOMINATING COMMITTEE REPORT #3

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

90-1030
July 9, 1990 - GCS

General Conference

General Vice Presidents, Matthew A Bediako
Robert J Kloosterhuis
Kenneth J Mittleider
Leo Ranzolin
Calvin B Rock

Vice Presidents

Assigned to Divisions, Edwin Ludescher, Euro-Africa
Alfred C McClure, North American
Alfred E Birch, South Pacific
Maliakal E Cherian, Southern Asia

Undersecretary, Fred G Thomas

Associate Secretaries, Maurice T Battle
Larry R Colburn
Mario Veloso
Ted N C Wilson

Undertreasurer, Donald E Robinson

Archives and Statistics Director, F Donald Yost

Adjourned.

C B Rock, Chairman
Samuel Young, Secretary
F G Thomas, Actions Editor
Fay Welter, Recording Secretary

W. Carson Esq.

SEVENTH BUSINESS SESSION
 Fifty-Fifth General Conference Session
 Indianapolis, Indiana
 July 9, 1990, 3:00 p.m.

90GCS to EO

TIME LIMIT FOR SPEECHES

VOTED, To set a time limit of three minutes for speeches made in connection with the proposed amendments to the General Conference Constitution and Bylaws.

90GCS to CBR-Const&By90GCS+90GCS

GENERAL CONFERENCE CONSTITUTION AND BYLAWS -
 FURTHER STUDY

VOTED, To refer Article V of the Constitution and Article II of the Bylaws to the standing Constitution and Bylaws Committee for further study as well as other items in the proposed General Conference Constitution and Bylaws needing additional study as determined on the floor. It is understood that these referred items will be brought back to the floor for consideration.

90GCS to CBR-Const&By90GCS+90GCS

GENERAL CONFERENCE CONSTITUTION, ARTICLE IV -
 FURTHER STUDY

VOTED, To refer Article IV, Sec 6-d and Sec 7-c of the General Conference Constitution to the standing Constitution and Bylaws Committee for further study.

90GCS to EO&CBR&RJK&CEB&KJM

METHOD OF VOTING DURING THE GENERAL CONFERENCE SESSION

VOTED, To request the Chair to ask for the vote on items of business by having delegates raise their hands rather than by viva-voce, as it is very difficult to ascertain the vote by the latter method. (This is in harmony with the provisions of the General Conference Constitution and Bylaws, Article IX, Sec 3.)

90-1032
July 9, 1990 - GCS

90GCS to CBR-Const&By90GCS+90GCS

REPRESENTATION OF DELEGATES BY CHURCH ENTITIES
AND GENDER

VOTED, To request the standing Constitution and Bylaws Committee to give study to providing a satisfactory method whereby delegates of the various church entities may be elected by the constituencies of those entities, rather than appointed; and that study be given to assuring broad representation professionally, ethnically, ideologically, and by gender.

Adjourned.

Enoch Oliveira, Chairman
R L Dale, Secretary
F G Thomas, Actions Editor
Rowena J Moore, Recording Secretary

W. Conner Esq

EIGHTH BUSINESS SESSION
 Fifty-Fifth General Conference Session
 Indianapolis, Indiana
 July 10, 1990, 9:30 a.m.

LEGAL MEETINGS

The following legal meetings were held beginning at 11:00 a.m.

General Conference Corporation of Seventh-day Adventists
 North American Conference Corporation of Seventh-day Adventists

ChMan/GCO/GCDOUP88AC/88AC/ChMan88AC/88AC/221-88G/125-89G/90GCS to CBR

122-90G CLARIFICATION OR INTERPRETATION---AMENDMENTS OR
 REVISIONS - CHURCH MANUAL ADDITION

VOTED, To add the following paragraphs to the Church Manual:

Amendments or Revisions

Changes in or revisions of the Church Manual can be made only by action of a General Conference Session where delegates of the world body of believers are assembled and have a voice in making revisions. If revisions in the Church Manual are considered necessary by any of the constituent levels (see CM p 38), such revisions should be submitted to the next constituent level for wider counsel and study. If approved, the suggested revisions are then submitted to the next constituent level for further evaluation. Any proposed revision shall then be sent to the General Conference Church Manual Committee. This committee will consider all recommended amendments or revisions and, if approved, prepare these for presentation at the Annual Council and/or General Conference Session.

Questions or Advice

Churches should look to the local conference for advice pertaining to the operating of the church or on questions arising from the Church Manual. If mutual understanding or agreement is not reached, the matter should be referred to the union for clarification.

88AC/ChMan/88AC/325-88G/150-89G/90GCS to CBR

130-90G CONFERENCE---USE OF TERM - CHURCH MANUAL
 ADDITION

VOTED, To add the following paragraph to the Church Manual:

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Conference—Use of Term. — Each organized Seventh-day Adventist Church is a member of the sisterhood of churches known as a conference, which is a united organized body of churches in a state, country, or territory. Until full conference status is achieved (see General Conference Working Policy), the title mission, section, or field may be used. In the Church Manual the term "conference" or "union conference" may also apply to a "mission" or a "union mission."

ChMan/GCO/89AC/263-89G/90GCS to CBR

137-90G CHURCH MANUAL DIRECTIVE

VOTED, To authorize the Church Manual Committee to use inclusive language in all gender references where appropriate.

ChMan/GCO/GCDOUP88AC/88AC/214-88G/123-89G/90GCS to CBR

123-90G MODE OF BAPTISM - CHURCH MANUAL AMENDMENT
(Baptism a Gospel Requirement—Mode of Baptism)

VOTED, To amend CM p 42, Mode of Baptism, to read as follows:

Mode of Baptism. -- Seventh-day Adventists believe in baptism by immersion; ~~they practice this method only~~ and accept into membership only those who have been baptized in this manner. When a person acknowledges his lost state as a sinner, sincerely repents of his sins, and experiences conversion, he may, when properly instructed, be accepted as a proper candidate for baptism and church membership.

SPD/ChMan/ADCOM/GCDOUP86AC/164-86G/124-87G/ChMan/GCO/GCDOUP88AC/88AC/114-88G/110-89G/90GCS to CBR

116-90G TRANSFERRING CHURCH MEMBERS -
CHURCH MANUAL AMENDMENT
(Letter of Transfer of Church Membership - Counsel)
(Transferring Members—Transferring Church Members)

VOTED, To amend CM p 45, Transferring Church Members, to read as follows:

Transferring Church Members. -- When a church member moves from one locality to another for a period of longer than six months, he should, after becoming located, make immediate application for a letter of transfer to a church near his new place of residence, or in case he is isolated, the customary plan is to make application to join the conference or local field church. Such a letter of transfer is valid for ~~three~~ six months from date of issue, and unless acted upon within

that time is void. ~~In cases where members transfer from one continent to another, six months would be the period of validity for a letter of transfer.~~

NomCom/90GCS to GRT

NOMINATING COMMITTEE REPORT #4

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

General Conference

General Field Secretaries, Charles D Brooks
George W Reid
Ralph S Watts, Jr

Ministerial Association Secretary, W Floyd Bresee
Adventist Chaplaincy Ministries Director, Clarence E Bracebridge

Public Affairs and Religious Liberty Department Director,
Bert B Beach

Publishing Department Director, Ronald E Appenzeller
Trust Services Director, G Tom Carter

Africa-Indian Ocean Division

Field Secretary, David R Syme
Auditor, Thomas P Miller
Church Ministries Director, Carlyle M Bayne
Health and Temperance Director, Gaspar F Colon
Ministerial Association Secretary, Walton S Whaley

Eastern Africa Division

Secretary, L D Raelly
Treasurer, Gary B DeBoer

Euro-Africa Division

Secretary, Ulrich Frikart
Treasurer, Erich Amelung

Far Eastern Division

Secretary, Tong C Kim
Treasurer, Ian E Grice

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Inter-American Division

Secretary, Agustin Galicia
Treasurer, Ramon H Maury
Field Secretary, Silburn M Reid
Ministerial Association Secretary, Jaime Castrejon

South American Division

Secretary, Edwin I Mayer
Treasurer, Ruy H Nagel

Southern Asia Division

Secretary, Lowell C Cooper
Treasurer, Johnson Koilpillai

Trans-European Division

Secretary, Karel C Van Oossanen

Adjourned.

R J Kloosterhuis, Chairman
M C Van Putten, Secretary
F G Thomas, Actions Editor
June Franklin, Recording Secretary

W. Case Esq

NINTH BUSINESS MEETING
Fifty-Fifth General Conference Session
Indianapolis, Indiana
July 10, 1990, 3:15 p.m.

136-90Ga ORDINATION OF WOMEN TO THE GOSPEL MINISTRY

The afternoon session was devoted to a discussion of the ordination of women to the gospel ministry. No action was taken.

Adjourned.

R J Kloosterhuis, Chairman
Samuel Young, Secretary
F G Thomas, Actions Editors
Fay Welter, Recording Secretary

W. Cause

TENTH BUSINESS SESSION
 Fifty-Fifth General Conference Session
 Indianapolis, Indiana
 July 11, 1990, 9:15 a.m.

ONUP85SM/175-85GN/85SM/85GCS/175-85GNa/119-86GNa/110-87GNa/88SM/
 105-88GN/RoleWomen89/GCO/GCDOUP89AC/89AC/104-89GNa/90GCS to RSF

136-90Ga ORDINATION OF WOMEN TO THE GOSPEL MINISTRY

Prior to a vote being taken, the Chairman requested all delegates and visitors to pray individually or in small groups for the leading of the Holy Spirit. The delegates were then asked to vote by a show of hands and a count was made with the following results:

In favor of the recommendation: 1173
 In opposition to the recommendation: 377

VOTED, To accept the following report and recommendations of the Role of Women Commission as recommended by the 1989 Annual Council:

The presidents of the world divisions of the General Conference reported to the Commission on the situation in their fields with respect to the ordaining of women to the gospel ministry. In several divisions there is little or no acceptance of women in the role of pastors, ordained or otherwise. In other divisions some unions would accept women as pastors, but indications are that the majority of unions do not find this acceptable. However, in the North American Division there seems to be wider support for the ordination of women.

The division presidents also reported that based upon extensive discussions, committees, commissions, surveys, etc, there exists the probability that approving the ordination of women would result in disunity, dissension, and perhaps even schism. Hence the presidents came to these two conclusions:

1. A decision to ordain women as pastors would not be welcomed or meet with approval in most of the world Church.
2. The provisions of the Church Manual and the General Conference Working Policy, which allow only for ordination to the gospel ministry on a worldwide basis, have strong support by the divisions.

The General Conference and division officers present at the Commission concur with the conclusions of the presidents.

The Commission having listened to the arguments and presentations for and against the ordination of women; having sensed the needs and concerns of the world field; having carefully considered what is probably best and the least disruptive for the world Church at this

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time; and recognizing the importance of our eschatological mission, the witness and image of our spiritual family, and the need for oneness of and unity in the Church, reports to the 1990 General Conference Session upon the recommendation of the 1989 Annual Council the following results of its deliberation:

1. While the Commission does not have a consensus as to whether or not the scriptures and the writings of Ellen G White explicitly advocate or deny the ordination of women to pastoral ministry, it concludes unanimously that these sources affirm a significant, wide-ranging, and continuing ministry for women which is being expressed and will be evidenced in the varied and expanding gifts according to the infilling of the Holy Spirit.

2. Further, in view of the widespread lack of support for the ordination of women to the gospel ministry in the world Church and in view of the possible risk of disunity, dissension, and diversion from the mission of the Church, we do not approve ordination of women to the gospel ministry.

NomCom/90GCS to GRT

NOMINATING COMMITTEE REPORT #5

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

General Conference - Resignation

Vice President

Assigned to Divisions, Alfred E Birch, South Pacific

General Conference

Vice President

Assigned to Divisions, Bryan Ball, South Pacific

Eastern Africa Division

Field Secretaries, D W B Chalale
Harry D Dumba
Heikki J Luukko

Auditor, Hans Sakul
Church Ministries Director, Solomon Wolde-Endreas
Communication Director, Zablou F Ayonga
Education Director, T H Nkungula

Health and Temperance Director, Saleem Farag
Ministerial Association Secretary, Baraka Muganda
Public Affairs and Religious Liberty Director, Zablon F Ayonga
Publishing Director, Leonard Masuku

Euro-Africa Division

Auditor, Jean-Claude Halm
Communication Director, John Graz
Education Director, Ronald Strasdowsky
Religious Liberty, Gianfranco Rossi

Far Eastern Division

Field Secretaries, Gordon E Bullock
Pyung Duk Chun

Auditor, Barrie N Collins
Church Ministries Director, David Wong
Communication Director, G Ray James
Ministerial Association Secretary, Violetto F Bocala
Public Affairs and Religious Liberty, Minoro Inada
Publishing Director, Russell C Thomas
Trust Services, Peter Foo

South Pacific Division

Secretary, Athal H Tolhurst
Treasurer, W Thomas Andrews

Union of Soviet Socialist Republics Division

Secretary, V P Krushenitsky
Treasurer, Aleksander A Pankov

Church Ministries Director, Grigorii V Kochmar
Education Director, Rostislov Volkoslavsky
Ministerial Association Secretary, Mikhail P Kulakov

Adjourned.

Robert J Kloosterhuis, Chairman
Meade Van Putten, Secretary
F G Thomas, Actions Editor
Rowena J Moore, Recording Secretary

W. Carson Ezg.

ELEVENTH BUSINESS MEETING
Fifty-Fifth General Conference Session
Indianapolis, Indiana
July 11, 1990, 2:00 p.m.

GCDO90GCS/90GCS to RSF

198-90G CHURCH MINISTRIES DEPARTMENT—
RECOMMENDATION TO CONTINUE

VOTED, To continue the Church Ministries Department as initiated at the 1985 General Conference Session and to seek cooperation from the leadership of the world field in further strengthening the department.

ChMan/GCO/GCDOUP88AC/Plans88AC/88AC/224-88G/128-89G/ChMan/GCO/
GCDO90GCS/90GCS to CBR

124-90G BAPTISMAL VOW AND BAPTISM -
CHURCH MANUAL REVISION

VOTED, To revise CM p 44, Baptismal Vow and Baptism, to read as follows:

BAPTISMAL VOW AND BAPTISM

Baptismal Vow. — Candidates for baptism or those being received into fellowship by profession of faith shall affirm their acceptance of the following doctrinal beliefs of the Seventh-day Adventist Church in the presence of the church or other properly appointed body (see CM p 43). The minister or elder should address the questions to the candidate(s) whose reply may be by verbal assent or by raising the hand.

COMMITMENT

1. Do you believe there is one God: Father, Son, and Holy Spirit, a unity of three co-eternal Persons?
2. Do you accept the death of Jesus Christ on Calvary as the atoning sacrifice for your sins and believe that by God's grace through faith in His shed blood you are saved from sin and its penalty?
3. Do you accept Jesus Christ as your Lord and personal Saviour believing that God, in Christ, has forgiven your sins and given you a new heart, and do you renounce the sinful ways of the world?

4. Do you accept by faith the righteousness of Christ, your Intercessor in the heavenly sanctuary, and accept His promise of transforming grace and power to live a loving, Christ-centered life in your home and before the world?

5. Do you believe that the Bible is God's inspired Word, the only rule of faith and practice for the Christian? Do you covenant to spend time regularly in prayer and Bible study?

6. Do you accept the Ten Commandments as a transcript of the character of God and a revelation of His will? Is it your purpose by the power of the indwelling Christ to keep this law, including the fourth commandment, which requires the observance of the seventh day of the week as the Sabbath of the Lord and the memorial of Creation?

7. Do you look forward to the soon coming of Jesus and the blessed hope when "this mortal shall put on immortality"? As you prepare to meet the Lord, will you witness to His loving salvation, and by life and word help others to be ready for His glorious appearing?

8. Do you accept the Biblical teaching of spiritual gifts and believe that the gift of prophecy is one of the identifying marks of the remnant church?

9. Do you believe in church organization? Is it your purpose to support the church by your tithes and offerings and by your personal effort and influence?

10. Do you believe that your body is the temple of the Holy Spirit; and will you honor God by caring for it, avoiding the use of that which is harmful; abstaining from all unclean foods; from the use, manufacture, or sale of alcoholic beverages; the use, manufacture, or sale of tobacco in any of its forms for human consumption; and from the misuse of or trafficking in narcotics or other drugs?

11. Do you know and understand the fundamental Bible principles as taught by the Seventh-day Adventist Church? Do you purpose, by the grace of God, to fulfill His will by ordering your life in harmony with these principles?

12. Do you accept the New Testament teaching of baptism by immersion and desire to be so baptized as a public expression of faith in Christ and His forgiveness of your sins?

13. Do you accept and believe that the Seventh-day Adventist Church is the remnant church of Bible prophecy and that people of every nation, race, and language are invited and accepted into its fellowship? Do you desire to be a member of this local congregation of the world church?

Certificate of Baptism. -- Each of the above questions will be stated on the Certificate of Baptism as a personal affirmation to provide for the candidate a covenant document.

ChMan/GCDO88AC/88AC/296-88G/141-89G/90GCS to CBR

128-90G ORDINATION OF LOCAL ELDER - CHURCH MANUAL
REVISION
(The Church Elder--Ordination of Local Elder)

VOTED, To revise CM p 57, Ordination of Local Elder, to read as follows:

Ordination of Local Elder. -- Election to the office of elder does not in itself qualify one as an elder. Ordination is required before an elder has authority to function in that office. During the interim between election and ordination, the elected elder may function as church leader but not administer the ordinances of the church.

The ordination service is only performed by an ordained minister with credentials from the local conference. It may be a courtesy to invite a visiting ordained minister to assist in the ordination, but only on the specific request of the local conference officers would the visiting ordained minister conduct the ordination.

The sacred rite of ordination should be simply performed in the presence of the church, and may include a brief outline of the office of elder, the qualities required, and the principal duties the elder will be authorized to perform for the church. After the exhortation, the minister, assisted by other ordained ministers and/or local ordained elders who are participating in the service, will ordain the elder by prayer and the laying on of hands. Having once been ordained as a church elder, ordination is not required again upon reelection to office as an elder, or upon election as elder of another church, provided that good and regular standing in the church has been maintained. One who has been ordained as elder is thereby qualified to serve subsequently in the deaconate office.

ChMan/GCO/GCDOUP84AC/G84AC/253-84G/GCDO85GCS/85GCS/151-85G/ChMan/
GCDOUP86AC/117-86G/109-87G/ChMan/GCO/GCDOUP88AC/88AC/104-88G/103-89G/
90GCS to CBR

115-90G THE DEACONESS - CHURCH MANUAL AMENDMENT

VOTED, To amend CM p 64, The Deaconess, to read as follows:

Deaconesses were included in the official staff of the early Christian churches. "I commend to you our sister Phoebe, a deaconess

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of the church at Cenchreae, that you may receive her in the Lord as befits the saints, and help her in whatever she may require from you, for she has been a helper of many and of myself as well" (Rom. 16:1,2 RSV). ~~Phebe was a servant servant in this instance meaning "deaconess" of the church at Cenchreae. Other references indicate that women served in the early church as deaconesses. There is no record, however, that these women were ordained; hence the practice of ordaining deaconesses is not followed by the Seventh day Adventist Church.~~

The deaconess is elected to office, serving for a term of one year. It does not follow that the wife of a man chosen as deacon thereby becomes a deaconess, nor is it incumbent upon a church to choose the wife of a deacon as deaconess because her husband is a deacon. The deaconess is to be chosen from the standpoint of consecration and other qualifications that fit her to discharge the duties of the office. The church may arrange for a suitable service of induction for the deaconess by an ordained minister holding current credentials.

Adjourned.

C B Rock, Chairman
R L Dale, Secretary
F G Thomas, Actions Editor
June Franklin, Recording Secretary

W. Carson Esq

TWELFTH BUSINESS SESSION
 Fifty-Fifth General Conference Session
 Indianapolis, Indiana
 July 12, 1990, 9:00 a.m.

NomCom/90GCS to GRT

NOMINATING COMMITTEE REPORT #6

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

General Conference

Treasury:

Associate Treasurers, Karl H Bahr
 Robert E Osborn
 Rowena R Rick
 F Martin Ytreberg

Church Ministries Director, Israel Leito
 Communication Department Director, Shirley Burton

Education Department Director, Humberto M Rasi
 Associate Directors, Victor S Griffiths
 Agripino C Segovia

Health and Temperance Director, Albert S Whiting

Ministerial Association:

Associate Secretaries, Carlos E Aeschlimann
 James H Zachary

Publishing Department:

Associate Director, Jose Luis Campos

Trust Services Department:

Associate Directors, David E Johnston
 Alan W White

Africa-Indian Ocean Division

Secretary, Caleb O Adeogun
 Treasurer, Donald H Thomas

Education Department Director, Phenias Bahimba

Public Affairs, Communication, and Religious Liberty
 Department Director, Japheth Agboka
 Publishing Department Director, Dale L Thomas

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Euro-Africa Division

Church Ministries Department Director, Carlos Costa
Health and Temperance Department Director, Jochen Hawlitschek
Ministerial Association Secretary, Johannes Mager

Inter-American Division

Auditor, Eugene A Blackman
Church Ministries Director, Sergio Moctezuma
Communication Department Director, Leslie V McMillan
Education Department Director, L Herbert Fletcher
Health and Temperance Department Director, Elie Honore

International Health Food Association Director,
Sidney J Cole

Publishing Department Director, Ricardo A Rodriguez
Trust Services Department Director, Leslie V McMillan

South American Division

Auditor, Roald N Wensell
Communication Department Director, Assad Bechara
Education Department Director, Roberto C de Azevedo

International Health Food Department:
Associate Director, Benjamin Reichel

Ministerial Association Secretary, Jose A Justiniano

South Pacific Division

Auditor, Max E Mitchell

Communication, Public Affairs, and Religious Liberty
Department Director, Raymond L Coombe

Education Department Director, Gerald F Clifford
Health Food Department Director, E W Grosser
Health and Temperance Department Director, Donald E Bain
Publishing Department Director, Bruce C Campbell
Trust Services Department Director, James L Lansdown

Trans-European Division

Treasurer, Anna-Liisa Halonen
Field Secretary, W John Arthur

Auditor, Graham M Barham

Communication, Public Affairs, and Religious Liberty
Department Director, Rajmund Dabrowski

Education Department Director, Orville Woolford
Health and Temperance Department Director, Peter Bone
Ministerial Association Secretary, A David C Currie
Publishing Department Director, Kaj Pedersen

Adjourned.

C B Rock, Chairman
Samuel Young, Secretary
F G Thomas, Actions Editor
Fay Welter, Recording Secretary

W. Carson, Esq

THIRTEENTH BUSINESS SESSION
Fifty-Fifth General Conference Session
Indianapolis, Indiana
July 12, 1990, 2:00 p.m.

GCO/ChMan/GCO/GCOPNUP90SM/90SM/90GCS to CBR

157-90G THE MARRIAGE CEREMONY - CHURCH MANUAL AMENDMENT

VOTED, To amend CM p 59, The Marriage Ceremony, to read as follows:

The Marriage Ceremony. -- In the marriage ceremony the charge, vows, and declaration of marriage are given only by an ordained minister except in those areas where division committees have taken action to approve that selected licensed or commissioned ministers who have been ordained as local elders may perform the marriage ceremony (see CM p 121). Either an ordained minister, licensed or commissioned minister, or a local elder may officiate in delivering the sermonette, offering the prayer, or in giving the blessing. ~~It should be remembered, however, that in~~ In some countries or states a minister must be legally appointed and registered in order to conduct the marriage service. In many lands ~~he~~ the minister may, ~~so far as the public is concerned,~~ perform the ceremony in the church, but the marriage contract is legally signed by the district registrar, who usually sits in the vestry and listens to the approved form of marriage declaration. In still other lands, the minister cannot perform the ceremony at all, for it is recognized as a state responsibility and is looked upon as a civil contract. In such cases our members usually retire to the home or place of worship, where a special service is conducted by a minister, to seek the blessing of the Lord upon the couple. (See also CM pp 150, 151, 173-176.)

ChMan/GCO/GCDO89AC/89AC/198-89G/90GCS to CBR

131-90G THE CHURCH CLERK--AN IMPORTANT OFFICE -
CHURCH MANUAL AMENDMENT

VOTED, To amend CM p 65, An Important Office, to read as follows:

An Important Office. -- The clerk of the church has one of the important church offices, upon the proper administration of which much of the efficient functioning of the church depends. ~~The clerk is elected for a term of one year.~~ Like all other church officers, the church clerk is elected for one year; but because of the important and specialized functions of this office, it is wise to choose one who can be reelected to repeated terms of service to provide continuity in record keeping and reporting. In large churches an assistant ~~also is~~ clerk may be elected. The clerk serves as the secretary of all the business meetings of the church, and should keep a correct record of

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all such meetings. If for any reason the clerk must be absent from any meeting, ~~he should arrange~~ arrangements should be made for the assistant to be present to take the minutes of the proceedings. These minutes should be recorded in the Church Record book, giving the time and date of meeting, number attending, and a report of all actions taken. The clerk should also make a list of any committees appointed at such meetings, giving to the chairman a list of the members of each committee, together with its terms of reference and an outline of work it is asked to do. The Church Record book may be secured from the Adventist Book Center, or, in some countries, from the publishing house.

This Church Record book - No change

Adjourned.

K J Middleider, Chairman
R L Dale and M T Battle, Secretaries
F G Thomas, Actions Editor
Rowena J Moore, Recording Secretary

W. Carson Ezz

FOURTEENTH BUSINESS MEETING
Fifty-Fifth General Conference Session
Indianapolis, Indiana
July 13, 1990, 9:00 a.m.

ChMan/GCDO88AC/88AC/297-88G/142-89G/90GCS to CBR

129-90G PUBLIC PRAYER - CHURCH MANUAL AMENDMENT

VOTED, To amend CM p 78, Public Prayer, to read as follows:

Public Prayer. -- "Christ impressed upon His disciples the idea that their prayers should be short, expressing just what they wanted, and no more. . . . One or two minutes is long enough for any ordinary prayer" (2T 581).

"When you pray, be brief, come right to the point. Do not preach the Lord a sermon in your long prayers" (Ibid, 201).

"Let those who pray and those who speak pronounce their words properly and speak in clear, distinct, even tones. Prayer, if properly offered, is a power for good. It is one of the means used by the Lord to communicate to the people the precious treasures of truth. But prayer is not what it should be, because of the defective voices of those who utter it. Satan rejoices when the prayers offered to God are almost inaudible. Let God's people learn how to speak and pray in a way that will properly represent the great truths they possess. Let the testimonies borne and the prayers offered be clear and distinct. Thus God will be glorified" (Ibid, 382).

~~The following commendable custom prevails in many of our churches. As the members of the congregation come into the church auditorium before the opening of the service, they quietly take their places in the pews, and bow their heads for a moment in silent prayer. They then sit in quiet meditation, or read the Word of God until the service begins. After the benediction the members of the congregation remain standing or resume their seats for a few moments of silent prayer, the organ meanwhile being played very softly. During this time the speaker and those who have been on the rostrum with him quietly walk to the church entrance, where they will be ready to greet the people. At a given signal from the organist all pass out of the house of worship without staying to talk. Some churches arrange for deacons or ushers to dismiss the congregation by rows. Visiting in the sanctuary is thus avoided.~~

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ChMan/GCDO88AC/88AC/298-88G/143-89G/90GCS to CBR

125-90G ANNOUNCING THE COMMUNION SERVICE -
CHURCH MANUAL REVISION
(The Communion Service--Announcing the
Communion Service)

VOTED, To revise CM p 79, Announcing the Communion Service, to
read as follows:

Announcing the Communion Service. -- In most churches this service
is conducted on the next to the last Sabbath of the quarter. On the
Sabbath preceding the communion service, mention should be made of the
importance of the forthcoming Communion. All members are urged to
prepare their hearts and to make sure that matters are right with one
another. Then when they come to the table of the Lord the following
week the service can be of greater blessing to them. The church clerk,
deacons, and deaconesses should attempt to notify those who were not
present when the announcement was made.

ChMan/GCO/GCDOUP88AC/88AC/222-88G/126-89G/90GCS to CBR

119-90G WORK OF THE NOMINATING COMMITTEE -
CHURCH MANUAL AMENDMENT
(Nominating Committee--Work of the
Nominating Committee)

VOTED, To amend CM p 126, Work of the Nominating Committee, to
read as follows:

Work of the Nominating Committee. -- As soon as possible after its
election, the nominating committee should be called together by the one
chosen to act as chairman. With earnest prayer for guidance the
committee should begin its work of preparing a list of names to submit
to the church for officers and assistants of comprising members in good
and regular standing on the roll of the church making the appointments.
These will be placed in nomination for office and presented to the
church at a Sabbath service or at a specially called business meeting
of the church. In making their selections, the committee may counsel
with others who are well informed. This committee does not nominate
either the pastor or the assistant pastor. These appointments are made
by the executive committee of the conference.

ChMan/GCO/GCDOUP88AC/88AC/213-88G/122-89G/90GCS to CBR

118-90G WORK OF THE NOMINATING COMMITTEE -
CHURCH MANUAL AMENDMENT DIRECTIVE
(Nominating Committee)

VOTED, To amend CM pp 126, 127, Work of the Nominating Committee, by replacing the words Religious Liberty secretary with Religious Liberty leader.

ChMan/GCO/GCDOUP88AC/88AC/223-88G/127-89G/90GCS to CBR

121-90G NOMINATING COMMITTEE TO CONSULT PROSPECTIVE
OFFICERS - CHURCH MANUAL AMENDMENT
(Nominating Committee--Nominating Committee to
Interview Prospective Officers)

VOTED, To amend CM p 128, Nominating Committee to Interview Prospective Officers, to read as follows:

Nominating Committee to Interview Consult Prospective Officers. -- Having nominated for the various offices persons who are faithful, loyal members of the local church,* the appropriate members of the nominating committee should inform them of their nomination to office and secure their consent to serve.

*Any exception to this shall be by approval of the conference/mission.
(Also see CM p 58, Work of Church Elder Is Local.)

ChMan/GCO/GCDOUP88AC/88AC/226-88G/130-89G/90GCS to CBR

120-90G REPORTING TO THE CHURCH - CHURCH MANUAL
AMENDMENT
(Nominating Committee--Reporting to the Church)

VOTED, To amend CM p 128, Reporting to the Church, to read as follows:

Reporting to the Church. -- This report is rendered to the church as a whole and not to the church board. The board has no jurisdiction in these matters. The report of this committee may be presented at the Sabbath service or at a specially called business meeting of the church.

When the nominating committee is ready to render its report, the minister or elder should give the chairman of the nominating committee opportunity to make appropriate remarks to the church. A copy of the report should be placed in the hands of members, or it should be read

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aloud by the secretary of the nominating committee. The chairman should announce that the report will be voted on the following week or two weeks later. ~~If the church unanimously votes to waive the delay of one week before voting, it may proceed to accept the report after rereading the report.~~

ChMan/GCDO89AC/89AC/286-89G/90GCS to CBR-ChMan

133-90G COURTSHIP AND MARRIAGE - CHURCH MANUAL
AMENDMENT

VOTED, To refer to the Church Manual Committee CM p 151, paragraphs 4 and 5, Courtship and Marriage, which reads as follows:

"Can two walk together, except they be agreed?" (Amos 3:3). Differences concerning the worship of God, Sabbathkeeping, recreation, association, use of financial resources, and training of children often lead to discouragement and finally to complete loss of Christian experience. For these reasons, the Seventh-day Adventist Church discourages marriage between Seventh-day Adventist and non-Seventh-day Adventist. Seventh-day Adventist ministers are not to perform such weddings.

Marriage "was designed to be a blessing to mankind. And it is a blessing wherever the marriage covenant is entered into intelligently, in the fear of God, and with due consideration for its responsibilities."--Messages to Young People, p. 434.

PARL/SpMin/NADA/87YE/342-87N/ChMan/GCO/GCDOUP88AC/88AC/137-88G/117-89G/ 90GCS to CBR

117-90G DEPARTMENT OF PUBLIC AFFAIRS AND RELIGIOUS
LIBERTY - CHURCH MANUAL AMENDMENT
(Religious Liberty Secretary (Local Church) -
Name Change)

VOTED, To amend CM p 186, Religious Liberty Association in the Local Church, to read as follows:

Religious Liberty Association in the Local Church. -- Each church is organized as a Religious Liberty Association, and every church member is a member of the association. The pastor or the local elder is the chairman of the association in each local church.

The religious liberty ~~secretary~~ leader shall be elected at the annual church election and shall work in close cooperation with the pastor or district leader in all phases of his work.

He should be of positive spiritual influence, able to meet the general public, interested in public affairs, apt at correspondence, and concerned with the preservation of the liberty of the people of God to do the Master's service. He will keep in touch with the religious liberty secretary Public Affairs and Religious Liberty director of the conference/mission or union where appropriate and carry out the suggestions that come to him through proper channels; advise concerning matters affecting religious liberty in his area; promote the circulation of religious liberty magazines approved by the division committee for promotion by the Public Affairs and Religious Liberty Department, such as Liberty: A Magazine of Religious Freedom, Conscience and Liberty, and other appropriate religious liberty literature; and organize and stimulate religious liberty meetings, programs, and enterprises as circumstances require.

ChMan/GCO/GCDO90GCS/90GCS to CBR

189-90G GENERAL CONFERENCE THE HIGHEST AUTHORITY -
CHURCH MANUAL AMENDMENT

VOTED, To amend CM p 39, General Conference the Highest Authority, to read as follows:

General Conference the Highest Authority

The General Conference in session, and the Executive Committee between sessions, is the highest organization in the administration of the Church's worldwide work, and is authorized by its constitution to create subordinate organizations to promote specific interests in various sections of the world; it is therefore understood that all subordinate organizations and institutions throughout the world will recognize the General Conference as the highest authority, under God, among Seventh-day Adventists. When differences arise in or between organizations and institutions, appeal to the next higher organization is proper till it reaches the General Conference in session, or the Executive Committee at the Annual Council. During the interim between these sessions the Executive Committee shall constitute the body of final authority on all questions where a difference of viewpoint may develop. The committee's decision may be reviewed at a session of the General Conference or at an Annual Council of the Executive Committee.

~~"I have been shown that no man's judgment should be surrendered to the judgment of any one man. But when the judgment of the General Conference, which is the highest authority that God has upon the earth, is exercised, private independence and private judgment must not be maintained, but be surrendered." Ibid., vol. 3, p. 492.~~

"I have often been instructed by the Lord that no man's judgment should be surrendered to the judgment of any other one man. Never

should the mind of one man or the minds of a few men be regarded as sufficient in wisdom and power to control the work and to say what plans shall be followed. But when, in a General Conference, the judgment of the brethren assembled from all parts of the field is exercised, private independence and private judgment must not be stubbornly maintained, but surrendered. Never should a laborer regard as a virtue the persistent maintenance of his position of independence, contrary to the decision of the general body.

"At times when a small group of men entrusted with the general management of the work have, in the name of the General Conference, sought to carry out unwise plans and to restrict God's work, I have said that I could no longer regard the voice of the General Conference, represented by these few men, as the voice of God. But this is not saying that the decisions of a General Conference composed of an assembly of duly appointed, representative men from all parts of the field should not be respected. God has ordained that the representatives of His Church from all parts of the earth, when assembled in a General Conference, shall have authority. The error that some are in danger of committing is in giving to the mind and judgment of one man, or of a small group of men, the full measure of authority and influence that God has vested in His Church in the judgment and voice of the General Conference assembled to plan for the prosperity and advancement of His work.

"When this power, which God has placed in the Church, is accredited wholly to one man, and he is invested with the authority to be judgment for other minds, then the true Bible order is changed. Satan's efforts upon such a man's mind would be most subtle and sometimes well-nigh overpowering, for the enemy would hope that through his mind he could affect many others. Let us give to the highest organized authority in the Church that which we are prone to give to one man or a small group of men."— Testimonies, vol. 9, pp. 260, 261.

ChMan/GCO/GCDO9OGCS/9OGCS to CBR-ChMan

196-90G DIVORCE AND REMARRIAGE--OUR POSITION -
CHURCH MANUAL AMENDMENT

VOTED, To refer to the Church Manual Committee CM pp 174,175, No 6, Divorce and Remarriage, Our Position, which reads as follows:

6. When a divorce is secured by either spouse, or when both mutually secure a divorce on any ground other than that of "unfaithfulness to the marriage vow," the party or parties securing the divorce shall come under the censure of the church except as provided later in this paragraph. In the event that either spouse who is a church member remarries—unless in the meantime the other party has remarried, committed adultery or fornication, or died—the one

remarrying shall be disfellowshipped from the church. The person member whom he or she ~~married~~ marries, shall also be disfellowshipped.

It is recognized ~~however~~ that sometimes there may be conditions ~~that make it unsafe or impossible when it is not possible nor safe~~ for husband and wife to continue to live together. In many such cases the custody of the children, the adjustment of property rights, or even personal protection may make necessary a change in marriage status. In such cases it may be permissible to secure what is known in some countries as a legal separation. However, in some civil jurisdictions such a separation can be secured only by divorce, which under these circumstances would not be condemned. But such a separation or divorce, in which "unfaithfulness to the marriage vow" is not involved, does not give either one the scriptural right to remarry, unless in the meantime the other party has remarried, committed adultery or fornication, or been removed by death. Should a member who has been thus divorced remarry, he or she, if a member, shall be disfellowshipped; and the one whom he or she marries shall also be disfellowshipped from the church.

ChMan/GCO/GCDOUP88AC/88AC/225-88G/129-89G/90GCS to CBR

127-90G THE HOME AND SCHOOL ASSOCIATION -
CHURCH MANUAL REVISION

VOTED, To revise CM p 109, Home and School Association, to read as follows:

THE HOME AND SCHOOL ASSOCIATION

Purpose. -- The purpose of the association is twofold:

1. To provide parent education.
2. To unite the home, the school, and the church in their endeavors to provide Seventh-day Adventist Christian education for the children.

Objectives -- 1. To educate parents in cooperation with the church and school in their work of fostering the development of the whole child--"the harmonious development of the physical, the mental, and the spiritual powers" (Ed 13).

2. To promote cooperation between parents and teachers in the educational process.

3. To give guidance for establishing in the home an atmosphere of love and discipline where Seventh-day Adventist Christian values can be instilled in children through Bible study, prayer, family worship, and the example of the parents.

4. To provide an opportunity for parents and teachers to develop a positive relationship in their work for the children.

5. To support the church school in its effort to more fully harmonize the principles of Christian education in philosophy, content, and methodology.

6. To strengthen the relationship between home and school by promoting such activities as:

- a. Providing suggestions for curriculum improvement.
- b. Encouraging frequent communication between home and school.
- c. Encouraging parents to visit the school.
- d. Encouraging teachers to visit the homes of students.
- e. Appointing room mothers and fathers.
- f. Providing volunteer services as requested by the school.

7. To work toward the goal of enrolling every child of the church in the church school. An earnest endeavor should be made to provide ways for disadvantaged children to attend church school so that no Adventist child will miss the opportunity of an Adventist education.

Membership. -- Members of the church and patrons of the school are members of the association.

Officers. -- The officers of this association, who shall be church members, shall consist of a leader, assistant leader, secretary-treasurer, librarian, and the church educational secretary. These are nominated by the church nominating committee, appointed by the church school board, and annually reported to the conference.

Leader and Assistant Leader. -- The leader of the Home and School Association should be a person with experience and success in training children and whose mind is open to new ideas, who is apt to teach, and who believes in the importance of Christian education.

Secretary-Treasurer. -- The secretary-treasurer is to keep the records of the association and to report to the superintendent of education of the conference at the beginning and close of the year.

Association funds are to be channeled through the church treasurer and kept as a separate account.

105-89G/106-89G/108-89GN/118-89GN/135-89GN/136-89GN/GCO/GCO/GCSOUP89AC/
105-89AC/89AC/GCC/238-89Ga/90GCS to FGT

135-90Ga GENERAL CONFERENCE CONSTITUTION AND BYLAWS -
AMENDMENTS

VOTED, To amend the General Conference Constitution and Bylaws
to read as follows:

C O N S T I T U T I O N

ARTICLE I--NAME

This organization shall be known as the General Conference of
Seventh-day Adventists.

ARTICLE II--PURPOSE

The purpose of the General Conference is to teach all nations the
everlasting gospel of our Lord and Saviour Jesus Christ and the
commandments of God.

ARTICLE III--MEMBERSHIP

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

a. All union conferences and union missions that have been
or shall be properly organized and accepted by vote of the General
Conference in session.

b. All conferences and missions and unions of churches
directly attached to the General Conference, and all conferences and
missions and unions of churches directly attached to a division, that
have been or shall be properly organized.

ARTICLE IV--GENERAL CONFERENCE SESSIONS

Sec. 1. The General Conference shall hold quinquennial sessions
at such time and place as the Executive Committee shall designate and
announce by a notice published in the Adventist Review in three
consecutive issues at least four months before the date for the
opening of the session. In case special world conditions make it
imperative to postpone the calling of the Session, the Executive
Committee, in regular or special council, shall have authority to make
such postponement, not to exceed two years, giving notice to all
constituent organizations.

Sec. 2. The Executive Committee may call special sessions of the
General Conference at such time and place as it considers proper, by

means of a notice as provided for in Sec. 1., and the transactions of such special sessions shall have the same force as those of the regular sessions.

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

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

- a. Regular delegates.
- b. Delegates at large.

Sec. 5. Regular delegates shall represent the General Conference's member union conferences, union missions, member conferences, missions, and unions of churches as defined in Article III, Sec. 1., and shall be appointed with the objective that at least 25 percent be lay delegates as follows:

a. Delegates representing union conferences shall be appointed by the respective unions.

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 attached to a division but not to any union conference or mission shall be appointed by the respective division executive committee in consultation with the organizations concerned.

d. Delegates representing union conferences and union missions, conferences and missions and unions of churches attached to the General Conference but not to any division shall be appointed by the Executive Committee in consultation with the organizations concerned.

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

a. Each union conference and union mission shall be entitled to one delegate other than its president (who is a delegate at large), without regard to membership; and an additional delegate for each conference and mission in its territory without regard to membership.

b. Each union of churches shall be entitled to one delegate, without regard to membership.

c. Each conference and mission directly attached to a division or to the General Conference shall be entitled to one delegate, without regard to membership.

d. Each union conference, union mission, union of churches, and attached conference and mission described in Sections 6a, 6b, and 6c shall be entitled to additional delegates based upon its proportion of the world church membership. The total delegates under this provision shall not exceed 1,200.

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

a. All members of the Executive Committee.

b. Four delegates from each division, without regard to membership, and one additional delegate for each 100,000, or major fraction thereof, of the division membership, such delegates to be appointed by the division executive committee and their credentials to be ratified by the General Conference in session. At least 50 percent of these delegates shall be laypersons, pastors, teachers, and non-administrative employees.

c. Those representatives of the church's general and division institutions and other entities, and those general workers, field secretaries, lay persons, and pastors who are selected by the Executive Committees of the General Conference and its divisions, the credentials for whom are to be ratified by the General Conference in session. The number of these delegates shall not exceed 20 percent of the total number of both regular delegates and other delegates at large herein provided for.

Sec. 8. Credentials to sessions shall be issued by the General Conference to those appointed as provided for in harmony with the provisions of this article.

Sec. 9. Calculations for all delegate allotments as provided for in this article shall be based upon the membership as of December 31 of the second year preceding the General Conference Session.

ARTICLE V--ELECTION

Sec. 1. The following shall be elected at each regular session of the General Conference:

a. A president, vice presidents, a secretary, an undersecretary, associate secretaries, division secretaries, a treasurer, an undertreasurer, associate treasurers, division treasurers, general field secretaries, division field secretaries, a director and associate directors of the General Conference Auditing Service, directors of division Auditing Services, a secretary and associate secretaries of the Ministerial Association, a director and associate directors of each duly organized General Conference department; namely, Church Ministries, Communication, Education, Health and Temperance, Public Affairs and Religious Liberty, Publishing; a director of Archives and Statistics, a director of Adventist Chaplaincy Ministries, a director and associate directors of Trust Services; division Ministerial Association secretaries, division departmental directors, division directors of Trust Services, and, for divisions in which special circumstances require it, any other departmental or service directors, upon the request of the division executive committee, and the approval of the General Conference Executive Committee.

b. Other persons, not to exceed 80 in number, to serve as members of the Executive Committee at least 30 of whom shall be laypersons from all the divisions.

ARTICLE VI--EXECUTIVE COMMITTEE

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

a. Those elected as provided by Article V except the director and associate directors of the General Conference Auditing Service and directors of division auditing services.

b. Presidents of union conferences, presidents of union missions, past presidents of the General Conference holding credentials from the General Conference, the manager of Adventist World Radio-Asia, the president of Andrews University, the director and associate directors of Biblical Research Institute, the president of Christian Record Services, the executive director of General Conference Risk Management Services, the director of Geoscience Research Institute, the president of Home Study International, the president of Loma Linda University, the president of Oakwood College, the president of Pacific Press Publishing Association, the director of Philanthropic Service for Institutions, the president of Seventh-day Adventist Radio, Television and Film Center, the president of Review and Herald Publishing Association, the president/executive director of Adventist Development and Relief Agency International, the executive secretary of Adventist-Laymen's Services and Industries, the director of General Conference Personnel Administration, the editor and associate editors of Adventist Review, the president, secretary, undersecretary, and associate secretaries of Ellen G. White Estate, the speaker of Ayer

Hoy y Manana, the speaker of Breath of Life, the speaker of Faith for Today, the speaker of It Is Written, the speaker of Voice of Prophecy, and the speaker of La Voz de la Esperanza.

ARTICLE VII--OFFICERS AND THEIR DUTIES

Sec. 1. The officers of the General Conference shall be a president, vice presidents, a secretary, an undersecretary, associate secretaries, a treasurer, an undertreasurer, and associate treasurers.

Sec. 2. President: The president or his designee shall preside at the sessions of the General Conference, act as chairman of the Executive Committee, serve in the general interests of the General Conference, as the Executive Committee may advise, and perform such other duties as usually pertain to such office.

Sec. 3. Vice Presidents: Each vice president shall assist the president in the general administrative work of the General Conference or preside over a division territory.

Sec. 4. Secretary, undersecretary, and associate secretaries: It shall be the duty of the secretary to keep the minutes of the proceedings of the General Conference Sessions and meetings of the Executive Committee, to maintain correspondence with church organizations, and to perform such other duties as usually pertain to such office. The undersecretary and associate secretaries shall assist the secretary in this work.

Sec. 5. Treasurer, undertreasurer, and associate treasurers: It shall be the duty of the treasurer to receive all funds of the General Conference and disburse them in harmony with the actions of the Executive Committee, to render such financial statements at regular intervals as may be desired by the President or by the Executive Committee, and to perform such other duties as usually pertain to such office. The undertreasurer and associate treasurers shall assist the treasurer in this work.

ARTICLE VIII--TERM OF OFFICE

Sec. 1. All officers of the General Conference and those members of the Executive Committee provided for by Article V, Sec. 1-a, shall hold office from the time of election until the next ensuing regular session, or until their successors are elected and appear to enter upon their duties.

Sec. 2. Members of the Executive Committee provided for by Article V, Sec. 1-b, shall serve from the time of their election until the next ensuing regular session.

ARTICLE IX--CORPORATIONS AND AGENTS

Sec. 1. Corporations may be authorized by the General Conference in session or by the Executive Committee.

Sec. 2. The General Conference Corporation is a legal entity formed to hold title to General Conference assets, to serve the General Conference in carrying out its purposes, and to receive gifts and legacies for the General Conference unincorporated.

Sec. 3. At each regular session of the General Conference, the delegates shall elect the trustees of corporate bodies connected with this organization that may be required by the statutory laws governing each corporate body.

Sec. 4. The Executive Committee shall appoint or employ agents and other persons as necessary to execute its work effectively.

ARTICLE X--BYLAWS

At any regular or special session of the General Conference the delegates may enact, amend, or repeal bylaws. Such actions may embrace any provision not inconsistent with the Constitution.

ARTICLE XI--AMENDMENTS

This Constitution or its Bylaws may be amended by a two-thirds vote of the delegates present and voting at any session, provided that, if it is proposed to amend the Constitution at a special session of the General Conference, notice of such purpose shall be given in the call for that special session.

B Y L A W S

ARTICLE I--TERRITORIAL ADMINISTRATION

Sec. 1. The General Conference normally shall conduct its worldwide work through its divisions, each division to operate within a specified territory in harmony with General Conference policies.

Sec. 2. a. The duly-organized divisions are: Africa-Indian Ocean Division, Eastern Africa Division, Euro-Africa Division, Far Eastern Division, Inter-American Division, North American Division, South American Division, South Pacific Division, Southern Asia Division, Trans-European Division, the Union of Soviet Socialist Republics Division. The boundaries of these divisions shall be subject to adjustment only at sessions of the General Conference or at annual councils of the Executive Committee.

b. The duly-organized attached unions are: Middle East Union Mission, South African Union Conference, Southern Union Mission (Africa).

c. China.

Sec. 3. If a territorial adjustment is made at an annual council, it shall be made only provided each division and other territory affected is represented at the council by at least one of its officers, or in the case of an unorganized territory by a senior church leader from that territory. An exception to the requirement of such representation shall be made in a condition of emergency. In such a case, the Executive Committee shall make whatever adjustments are necessary for the conduct of the work in the territories affected.

Sec. 4. Union conferences and union missions, together with all other organizations and institutions within a division's territory, shall be responsible to that division's executive committee, or in the case of General Conference institutions and fields without divisional affiliation, to the General Conference Executive Committee.

ARTICLE II--STANDING COMMITTEES

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

- a. Constitution and Bylaws Committee
- b. Plans Committee
- c. Nominating Committee

Sec. 2. a. The membership of the Nominating Committee shall consist of the following:

1) Each division and each attached union shall be entitled to membership on the Nominating Committee based upon its proportion of the world membership as of December 31 of the second year preceding the session. The total under this provision is not to exceed 200 provided, however, that each division shall have at least eight members and each attached union shall have at least one member.

2) Each of the following General Conference institutions shall be entitled to one member on the Nominating Committee: Adventist World Radio-Asia, Andrews University, Christian Record Services, Home Study International, Loma Linda University,

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Oakwood College, Pacific Press Publishing Association, Review and Herald Publishing Association, and Seventh-day Adventist Radio, Television and Film Center.

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

1) Each division delegation, each attached union delegation, and each General Conference institutional delegation shall act as a unit in selecting the members to which it is entitled. Other delegates at large will join the delegations from the divisions in which they are or were last employed or now reside.

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

c. Each division delegation shall select its representatives on the Nominating Committee to represent as far as possible the various geographical areas, organizational segments, and types of activity of the division.

d. Those chosen as members of the Nominating Committee must be duly accredited delegates in attendance at the General Conference Session.

e. Delegates elected under the provisions of Article V, Section 1-a of the Constitution shall not be members of the Nominating Committee.

f. No delegate shall nominate more than one person for election to the Nominating Committee.

g. The Nominating Committee shall elect its own chairman and secretary under the temporary chairmanship of the President of the General Conference whose term is expiring.

h. The Nominating Committee shall limit its nominations to those positions for which budgetary provision has been made.

i. In order to expedite the work of the Nominating Committee, the representatives from each division shall be allowed a reasonable amount of time to meet and consider the personnel needs of their respective divisions and to make recommendations to the full Nominating Committee. Decisions of these groups shall not be binding on the Nominating Committee as a whole, but shall be submitted as recommendations which will be considered. The Nominating Committee shall also recommend that the following North American Division Officers serve the General Conference as listed below:

NAD Secretary to serve as General Conference Associate Secretary
NAD Treasurer to serve as General Conference Associate Treasurer

ARTICLE III--VICE PRESIDENTS

Sec. 1. General vice presidents shall be elected to assist the President with the general administrative work of the General Conference. In addition a vice president shall be elected to serve as president of each division of the General Conference.

Sec. 2. The general vice presidents and the president of the North American Division shall in the absence of the President chair meetings of the Executive Committee.

Sec. 3. The vice presidents elected for the divisions shall serve as chairmen of the division executive committees operating in their respective territories and shall have charge of the work in those territories under the direction of the division executive committees and shall be designated within their respective division territories as presidents of the divisions over which they preside.

ARTICLE IV--UNDERSECRETARY AND ASSOCIATE SECRETARIES

An undersecretary and associate secretaries shall be elected to share with the Secretary the responsibilities of his office. They shall perform such duties connected with the Secretariat as may be assigned to them by the Secretary.

ARTICLE V--DIVISION SECRETARIES

Sec. 1. A secretary shall be elected for each division to be designated "division secretary."

Sec. 2. Division secretaries shall work under the direction of their respective division executive committees. It shall be their duty to keep the minutes of the division executive committee meetings, to collect information and make such reports as may be required, and to do such other work as usually pertains to this office.

Sec. 3. Division executive committees may appoint associate and assistant secretaries as may be required to carry on the work.

ARTICLE VI--UNDERTREASURER AND ASSOCIATE TREASURERS

An undertreasurer and associate treasurers shall be elected to share with the Treasurer the work of his office. They shall perform such duties connected with the Treasury as may be assigned to them by the Treasurer or by the Executive Committee. They may be authorized by the Executive Committee to sign checks under the instruction of the Treasurer.

ARTICLE VII--DIVISION TREASURERS

Sec. 1. A treasurer shall be elected for each division to be designated "division treasurer."

Sec. 2. It shall be the duty of the division treasurers to receive and disburse the funds of the General Conference made available for their territories, under the direction of their respective division executive committees, and to perform such other duties as usually pertain to this office.

Sec. 3. Division executive committees may appoint an undertreasurer, associate treasurers, and assistant treasurers as may be required to carry on the work.

ARTICLE VIII--DIVISION AUDITORS

In addition to the director of the division Auditing Service, who is elected at the General Conference Session, division executive committees may appoint associate and assistant auditors as may be required to carry on the work.

ARTICLE IX--GENERAL AND DIVISION FIELD SECRETARIES

Sec. 1. The term "general field secretary" shall be used to designate general field leaders elected in addition to the officers to serve in carrying the field responsibilities of the General Conference.

Sec. 2. The general field secretaries shall work under the direction of the Executive Committee and the President, and be assigned either to field service or to special projects or responsibilities that are approved by the Executive Committee.

Sec. 3. The term "division field secretary" shall be used to designate field leaders assigned to a division. They may be elected as necessary to serve in the divisions under the direction of their respective division executive committees.

ARTICLE X--DEPARTMENTS--DIRECTORS/SECRETARIES, ASSOCIATES AND ASSISTANTS

Sec. 1. The departmental, association, and service directors/secretaries and associates elected by the General Conference shall work under the direction of the Executive Committee, or in the case of departmental, association, or service directors/secretaries in divisions under the direction of their respective division executive committees, and shall occupy an advisory relation to the field.

Sec. 2. The term "associate director/secretary" shall be used to designate those individuals that may be elected to associate with the director/secretary of any General Conference department, association, or service in carrying the responsibilities of the office. Such persons shall have the requisite experience, background, and expertise to facilitate the work of the department in carrying out the functions assigned to it not only at headquarters but also throughout the world field. Certain specialized activities may be largely accomplished without extensive field activity.

Sec. 3. The term "assistant director/secretary" shall be used to designate those persons that are appointed by the Executive Committee to assist the director/secretary and associates in any department, association, or service in carrying the work of the General Conference office, usually in one or more special procedures or functions. These special assignments shall be carried on largely in the office and serve to expedite the work of the departmental staff. Field appointments for departmental assistants shall be of a very limited nature and shall normally be confined to the North American Division.

ARTICLE XI--DIVISION DEPARTMENTS--DIRECTORS/ SECRETARIES, ASSOCIATES, AND ASSISTANTS

Sec. 1. Division departmental, association, and service directors/secretaries shall be elected by the General Conference for the respective divisions and shall serve under the direction of their respective division executive committees.

Sec. 2. Division executive committees shall appoint associate and assistant directors/secretaries that may be needed to serve in special capacities, to work under the direction of their respective directors/secretaries.

ARTICLE XII--DIRECTOR OF ARCHIVES AND STATISTICS

At each regular session the General Conference shall elect a director of Archives and Statistics whose duties shall be to administer the General Conference Archives and to compile and report the statistics of the world work, and who shall serve under the direction of the Executive Committee.

ARTICLE XIII--EXECUTIVE COMMITTEE

Sec. 1. a. During the intervals between sessions of the General Conference, the Executive Committee is delegated the authority to act on behalf of the General Conference in session including the authority to elect or remove, for cause, officers, directors, and associate directors of departments/associations/services and committee members and to fill for the current term any vacancies that may occur in its offices, boards, committees or agents by death, resignation, or otherwise.

b. The Executive Committee shall also have power to grant or to withdraw credentials or licenses and to approve committees and employ personnel that may be necessary to execute its work effectively.

c. The Executive Committee shall have power to effect the retirement, before the expiration of the term for which they have been elected, of persons elected under Article V, Sec. 1a, of the Constitution who may develop a health condition that prevents them from properly discharging their duties.

d. The removal from office by the Executive Committee of any person elected under Article V, Sec. 1a, of the Constitution or its withdrawal of credentials or licenses shall be by a two-thirds vote of the members present and voting at any regular meeting.

e. The Executive Committee shall have the power to remove, for cause, members from the Executive Committee or any committee for which it is responsible by a two-thirds vote of the members present and voting at any regular meeting.

Sec. 2. a. A meeting of the Executive Committee, known as the Annual Council, shall be held annually for the purpose of considering budget requests and making appropriations, for the transaction of other business, and for the adoption of policies that may be necessary in the operation of the worldwide work.

b. A meeting of the Executive Committee, known as the Spring Meeting, shall be held annually for the purpose of receiving the audited financial reports of the General Conference and for transacting regular Executive Committee business as provided in the General Conference Working Policy relating to Spring Meetings.

Sec. 3. A majority of the full membership of the Executive Committee, including the President or a general vice president, is empowered to transact denominational business of any nature at any time and place.

Sec. 4. Any fifteen members of the Executive Committee, including an officer of the General Conference, shall, after due notice to available members, constitute a quorum of the Executive Committee and shall be empowered to transact business that is in harmony with the general plans outlined by the Executive Committee at the designated place of meeting of the Executive Committee as hereinafter provided.

Sec. 5. All meetings of the Executive Committee shall be held at the General Conference headquarters, or at another place that may be voted by the Executive Committee.

Sec. 6. Meetings of the Executive Committee may be called at any time by the ranking officer of the General Conference who may be present at headquarters, and this officer, or any member of the committee appointed by him, shall act as chairman of the meeting.

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.

Sec. 2. The members of a division executive committee shall be the President, the Secretary, the Treasurer, and the field secretaries of the division; the presidents of union conferences; the presidents of union missions; the division departmental, Ministerial Association, and service directors/secretaries; and any other member of the General Conference Executive Committee present. Other members may also be appointed by the division executive committee.

Sec. 3. The actions taken by division executive committees pertaining to the administration of affairs in division territories shall be considered final, provided they are in harmony with the plans and policy of the General Conference as set forth in the Constitution and Bylaws, and with its Executive Committee actions at Annual Councils.

Sec. 4. Five members of a division executive committee, including the chairman, shall constitute a quorum for the transaction of business. When the chairman is unable to be present, the Secretary may convene such a meeting at division headquarters and shall serve as chairman unless otherwise determined by the President. Minority meetings of fewer than five members of the division executive committee may be held for the transaction of necessary routine business, but actions taken at such meetings shall not be final until the minutes of such meetings have been approved in a meeting with a quorum present.

ARTICLE XV--AUDITORS AND AUDITS

The Executive Committee shall have the accounts of the General Conference and of its legal corporations audited at least once each calendar year, and the auditor shall report the results of these audits to the Executive Committee annually. The auditor shall report also to the General Conference at its regular sessions. The General Conference Auditing Service shall also be responsible for auditing the accounts of divisions and, through the respective division auditing services, the accounts of the division institutions, union conferences, union missions, conferences, missions, other institutions, and special funds. While the General Conference Auditing Service shall be under

the general direction of the Executive Committee, this provision shall not interfere with the independent professional judgment of the Auditing Service.

ARTICLE XVI--REMUNERATION AND EXPENSES

Sec. 1. The Executive Committee shall appoint annually a minimum of eight persons not in its employ who, with officers of the General Conference and not less than seven presidents of union conferences, shall constitute a committee to review the remuneration, related allowances, and expenses of employees.

Sec. 2. The Executive Committee shall have power to make necessary adjustments from time to time in the remuneration of employees.

ARTICLE XVII--FUNDS

Sec. 1. The funds of the General Conference shall be as follows:

a. A tithe of the tithe receipts of the union conferences and union missions, unions of churches and of the local conferences and missions not included in union conferences and union missions.

b. Regular mission offerings.

c. Special gifts and proceeds from the maturities of planned giving.

d. A percentage of the tithe of the local conferences and missions of attached unions as determined by the General Conference Executive Committee or, in the case of North America, the General Conference Executive Committee meeting with the conference presidents.

e. Appropriations from publishing houses, health-care institutions and other institutions that are under the control of the General Conference which, because of the character of their work, have more than local influence and responsibility, as may be arranged by joint counsel of the Executive Committee and the board of management of each institution.

ARTICLE XVIII--DIVISION RETIREMENT PLANS

Sec. 1. Divisions shall adopt a plan for the support of retired and/or disabled employees and for dependent spouses and dependents of such employees in harmony with the principles set forth in the General Conference Working Policy.

Sec. 2. Such plans shall be funded by contributions from participating organizations as agreed upon by the respective division executive committees.

ARTICLE XIX—APPROPRIATIONS

Sec. 1. The Executive Committee shall make its appropriations to the world field at Annual Councils. These appropriations are to be based on budget requests from the fields.

Sec. 2. Appropriations shall be made subject to the receipt of the full amount of funds estimated in the General Conference budget. In case of a shortage, the distribution shall be on a pro rata basis to all the interests represented in the budget.

Sec. 3. Appropriations for major projects shall be held in trust for the purpose for which the appropriation was designated. In case the project is abandoned, the funds shall revert to the General Conference. Other funds appropriated to divisions shall be administered by the respective division executive committees.

Sec. 4. All funds raised in divisions, except the regular funds belonging to the General Conference, as indicated under Article XVII of the Bylaws, may be used for the advancement of the work in the fields in which they were raised and are to be administered by the respective division executive committees.

Sec. 5. General Conference funds in all the world shall be made available to meet the annual appropriations of the General Conference.

ARTICLE XX—FINANCE

Sec. 1. To provide a working fund for regular operations and to protect against a possible financial emergency or depression the General Conference shall maintain an amount of working capital as defined and specified in the Working Policy.

Sec. 2. The Executive Committee, acting through its legal agency, the General Conference Corporation, shall have power to make annuity contracts; but all moneys obtained in this way shall be invested in securities and not be made available for appropriations until the annuity contracts have matured.

Sec. 3. The tithes and mission offerings received by the General Conference shall be appropriated for the work of the Seventh-day Adventist denomination. It shall not be within the prerogative, therefore, of the Executive Committee, the Treasury, nor of any agent or agency of the denomination, to lend these funds to private individuals, to endorse notes, sign bonds or other securities or in any other way to divert the funds of the General Conference from their intended purpose.

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Sec. 4. The basis for computing goals and per capita funds shall be the average of the membership of the four consecutive quarters ending on September 30 of the preceding year as published in the General Conference official statistical reports.

ARTICLE XXI--INDEMNIFICATION

The General Conference shall indemnify any person who is serving or has served as a member of the Executive Committee or Officer of the General Conference (and his/her executor, administrator, and heirs) against all reasonable expenses (including, but not limited to, judgments, costs, and legal fees) actually and necessarily incurred by him/her in connection with the defense of any litigation, action, suit, or proceeding, civil, criminal, or administrative, to which he/she may have been a party by reason of being or having been a member of the Executive Committee or Officer of the General Conference, except he/she shall have no right to reimbursement for matters in which he/she has been adjudged liable to the General Conference for negligence or misconduct in the performance of his/her duties.

This right of indemnification shall be in addition to, and not exclusive of, all other rights to which such member of the Executive Committee or Officer may be entitled,

ARTICLE XXII--DISSOLUTION

In the event of the dissolution of the General Conference Corporation, any funds remaining after all claims have been satisfied shall be transferred to any tax-exempt religious organization recommended by not less than a two-thirds majority of the Executive Committee and approved by a resolution of not less than three-fourths of the members of the Board of Trustees of the General Conference Corporation of Seventh-day Adventists. The dissolution process shall be in harmony with the procedural requirements of all federal and state laws applicable to unincorporated religious associations or religious corporations.

90GCS to GRT-GCO+GCC

PROCEDURAL RULES FOR GENERAL CONFERENCE BUSINESS SESSIONS

VOTED, To request the General Conference Committee to study and bring recommendations to the Annual Council for Orders of the Day, which will serve as guidelines to govern the operation of the General Conference in Session. They should include but not be limited to the following:

1. The dissemination of literature for the session which should not be limited to English but should include other major language groups.

2. The reviewing and expanding of parliamentary rules to reflect the sophistication required by this body's proceedings.
3. The dissemination of supporting agenda documents with sufficient time for preparation of the delegates in the field giving the supporting rationale behind them. (Financial documents should be distributed prior to their presentation.)
4. The study of other concerns as expressed by members of the General Conference Committee from the divisions.
5. The publishing of a daily agenda and notification of actions to be taken.

NomCom/90GCS to GRT

NOMINATING COMMITTEE REPORT #7

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

Africa-Indian Ocean Division

International Health Food Association and ADRA Director,
David R Syme

Trust Services Director, Marenus V S DePaula

Far Eastern Division

Education Department Director, Shozo Tabuchi
Health and Temperance Department Director, Kathleen H Kuntaraf
International Health Food Association Director, Masao Uruma

General Conference

Auditing Service Director, David D Dennis
Associate Directors, O Richard Caldwell
H Robert Gadd
Eric A Korff
Wayne Vail

Area Directors, Coenraad J Haupt
Daniel E Herzel
Philip R Just
Richard Salsbery

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Church Ministries Department
Associate Directors, Malcolm J Allen
Donald E Crane
Karen Flowers
Ronald M Flowers
Ng Gan (Theow)
Charles J Griffin
M E Joiner
Calvin Smith
Virginia Smith
Michael H Stevenson

Health and Temperance Department
Associate Director, Thomas R Neslund

Public Affairs and Religious Liberty Department
Associate Directors, Roland R Hegstad
Gary M Ross
Mitchell A Tyner

Publishing Department Associate Director, Rudi H Henning

North American Division

Secretary, Harold W Baptiste
Treasurer, George H Crumley

Field Secretaries, Robert L Dale
Manuel Vasquez

Church Ministries Department Director, J Lynn Martell
Communication Department Director, Owen A Troy
Board of Higher Education Executive Secretary, Gordon Madgwick
K-12 Board Executive Secretary, Gilbert L Plubell
Health and Temperance Department Director, Stoy E Proctor
Ministerial Association Secretary, William C Scales, Jr
Office of Human Relations Director, Rosa T Banks
Publishing Director, Robert S Smith

South American Division

Field Secretaries, Enrique Becerra
Floriano X dos Santos

Church Ministries Department Director, Henrique Berg

Communication Department and Public Affairs and Religious Liberty
Department Director, Assad Bechara

Health and Temperance Department Director, Tito Rodriguez

South Pacific Division

Field Secretary and Spirit of Prophecy Director, Arthur J Ferch
Church Ministries Department Director, Bryan Craig
Ministerial Association Secretary, P E M Roennfeldt

Southern Asia Division

Auditor, I Nagabushana Rao
Church Ministries Department Director, C C Nathaniel
Communication Department Director, P D Kujur
Education Department Director, K Jesurathnam
Health Department Director, V Thanslama
Ministerial Association Director, John M Fowler
Publishing Department Director, T R Gill
Trust Services Director, Johnson Koilpillai

Trans-European Division

Church Ministries Department Director, James M Huzzey

NomCom/90GCS to GRT-GCO+GCC

ELECTION OF GENERAL CONFERENCE EXECUTIVE COMMITTEE MEMBERS--
ARTICLE V, SEC 1-b

VOTED, To refer to the General Conference Committee the election of the 80 members of the Executive Committee provided for in the General Conference Constitution, Article V, Sec 1-b.

Adjourned.

R J Kloosterhuis, Chairman
M C Van Putten, Secretary
F G Thomas, Actions Editor
June Franklin, Recording Secretary

W. Carson Esq

FIFTEENTH BUSINESS MEETING
 Fifty-Fifth General Conference Session
 Indianapolis, Indiana
 July 13, 1990, 2:00 p.m.

WHT/GCO/89AC/277-89G/90GCS to PAG

143-90G RESOLUTION ON SPIRIT OF PROPHECY--1990 GENERAL
 CONFERENCE SESSION

VOTED, To approve the statement, Resolution on Spirit of Prophecy--1990 General Conference Session, as follows:

Ever since 1867, resolutions of gratitude to God for the rich spiritual gifts that He has bestowed on His church have been voted at General Conference Sessions. Among the leading gifts for which the Church has given thanks has been His inspired Word. Today, when Satan is seeking to deceive, if possible, even "the very elect," we give continued thanks to God for the guidance given to us through Him in the Holy Scriptures. The "sure word of prophecy" is indeed "a light that shineth in a dark place" (2 Peter 1:19).

"In His Word God has committed to men the knowledge necessary for salvation. The Holy Scriptures are to be accepted as an authoritative, infallible revelation of His will. They are the standard of character, the revealer of doctrines, and the test of experience."--GC vii

We are grateful to God not only for giving us the Holy Scriptures but also for the last-day manifestation of the gift of prophecy in the life and work of Ellen G White. Her inspired writings have been invaluable to the Church throughout the world in countless ways-- exalting the Bible as the inspired Word of God; encouraging Bible study; establishing the faith of God's people in its promises; promoting a spirit of devotion and sacrifice; aiding in the development and organization of an international body of believers; expanding world outreach; providing guiding principles for the operation of publishing, medical, and educational institutions; and guarding and unifying the Church.

Above all, her writings point to Christ's great sacrifice on the cross which leads people to become citizens of the kingdom of grace that His atonement has made possible and which prepares them to meet the Savior in peace at His second advent. As a result of the blessings that have accrued when we have followed inspired counsel, we have learned how wise and practical is the instruction that has come to us through inspiration.

Now we have reached a most interesting and significant moment in history when much of the counsel on health, temperance, and other topics given us long ago has been supported by science and become popular with the general public. This challenges us to renewed study

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of and fuller appreciation for the extensive body of counsel entrusted by God to the Remnant Church. We believe the time is here to take the fullest advantage of this inestimable treasure of truth given for our guidance.

In the past, General Conferences in session have voted recommendations that urged wider translation, distribution, and use of the writings of Ellen G White. We, the delegates to the fifty-fifth General Conference Session, wish to affirm and give added emphasis to these recommendations. But, more importantly, we reaffirm our acceptance of this counsel from God and commit ourselves to live by the principles contained in it. We pray that God will pour out His Holy Spirit in latter-rain power on the Church, thus hastening the glorious day of our Lord's return.

ChMan/GCO/GCDO89AC/89AC/275-89G/ChMan/GCO/GCDO90GCS/90GCS to CBR

126-90G THE COMMUNION SERVICE - CHURCH MANUAL REVISION

VOTED, To revise CM pp 78-82, The Communion Service, to read as follows:

The Communion Service

In the Seventh-day Adventist Church the communion service customarily is celebrated once per quarter. The service includes the ordinance of foot washing and the Lord's Supper. It should be a most sacred and joyous occasion to the congregation, as well as to the minister or elder. Conducting the communion service is undoubtedly one of the most sacred duties that a minister or elder is called upon to perform. Jesus, the great Redeemer of this world, is holy. The angels declare: "Holy, holy, holy, Lord God Almighty, which was, and is, and is to come." Therefore, since Jesus is holy, the symbols that represent His body and His blood are also holy. Since the Lord Himself selected the deeply meaningful symbols of the unleavened bread and unfermented fruit of the vine and used the simplest of means for washing the disciples' feet, there should be great reluctance to introduce alternative symbols and means (except under truly emergency conditions) lest the original significance of the service be lost. Likewise in the order of service and the traditional roles played by the ministers, elders, deacons, and deaconesses in the communion service, there should be caution lest substitution and innovation contribute to a tendency to make common that which is sacred. Individualism and independence of action and practice could become an expression of unconcern for church unity and fellowship on this most blessed and sacred occasion. Desire for change could neutralize the element of remembrance in this service instituted by our Lord Himself as He entered upon His passion.

The service of the Lord's Supper is just as holy today as it was when instituted by Jesus Christ. Jesus is still present when this sacred ordinance is celebrated. We read, "It is at these, His own appointments, that Christ meets His people, and energizes them by His presence."—The Desire of Ages, p. 656.

Announcing the Communion Service. — The Communion Service may appropriately be included as part of any Christian worship service. However, to give proper emphasis and make communion available to the greatest possible number of members, usually it is part of the Sabbath worship service, preferably on the next to the last Sabbath of each quarter.

On the preceding Sabbath an announcement should be made of the service calling attention to the importance of the forthcoming Communion, so that all members may prepare their hearts and make sure that unresolved differences are put right with one another. When they come to the table of the Lord the following week, the service then can bring the blessing intended. Those who were not present for the announcement should be notified and invited to attend.

Conducting the Communion Service. — Length of Service - Time is not the most significant factor in planning the communion service. However, attendance can be improved and the spiritual impact increased by:

1. Eliminating all extraneous items from the worship service on this high day.
2. Avoiding delays before and after the footwashing.
3. Having the deaconesses arrange the emblems on the communion table well beforehand.

Preliminaries. -- The introductory portion of the service should include only very brief announcements, hymn, prayer, offering, and a short sermon before separating for the washing of feet. More worshippers will be encouraged to stay for the entire service if the early part of the service has been brief.

Footwashing. -- Men and women should be provided separate areas for the footwashing. Where stairs or distance is a problem, special arrangements should be made for the handicapped. In places where it is socially acceptable and where clothing is such that there would be no immodesty, separate arrangements may be made for a husband and wife or parents and baptized children to share with each other in the footwashing ceremony. To encourage shy or sensitive people who may view the choice of a footwashing partner as an embarrassing experience, church leaders should be designated whose responsibility during the footwashing is to help such persons find partners.

Before the service deacons and deaconesses should prepare basins, towels, and water at a comfortable temperature for the footwashing. Soap and an extra basin should be available for washing the hands afterward.

Bread and Wine. — A hymn may be sung during the reassembly of the congregation as the officiating ministers or elders take their places at the table on which the bread and wine have been placed, and the deacons their places on the front row of the church. The covering over the bread is removed. A suitable passage of Scripture may be read such as 1 Corinthians 11:23, 24, Matthew 26:26, Mark 14:22, or Luke 22:19, or a brief sermon may be given at this point in the service rather than earlier. This can be especially effective if the sermon emphasizes the meaning of the bread and wine so its message is still fresh in the minds of participants as the emblems are being distributed. Those officiating normally kneel while the blessing is asked on the bread. The congregation may kneel or remain seated. Most of the bread to be served is usually broken ahead of time, with a small portion left on each plate for the elders or pastors to break. The minister and elders hand the plates containing the bread to the deacons, then the deacons serve the congregation. During this time there may be a choice of special music, testimonies, a summary of the sermon, selected readings, congregational singing, or meditative organ or piano music.

Each person should retain his or her portion of the bread until the officiating minister or elder has been served. When everyone has been seated, the leader invites all to partake of the bread together. Silent prayers are offered as the bread is eaten.

The minister then reads a suitable passage such as 1 Corinthians 11:25, 26, Matthew 26:27-29, Mark 14:23-25, or Luke 22:20. Leaders kneel as the prayer is given over the wine. Again, deacons serve the congregation. Activities such as those suggested during the passing of the bread may be continued at this time. After the officiating ministers or elders have been served, all worshippers partake of the wine together.

An optional method is for the bread to be blessed and broken, then the bread and wine are to be placed on the same tray when passed to the congregation. The worshipper takes both from the tray at the same time. The bread is eaten, followed by silent prayer. Then after prayer over the wine it is taken, followed by silent prayer. Where pews or seats are equipped with racks to hold the wine glasses, the collection of glasses is unnecessary until after the service.

Celebration. — The service may close with a musical feature or congregational singing followed by dismissal. However it closes, it should end on a high note. Communion should always be a solemn

experience but never a somber one. Wrongs have been righted, sins have been forgiven, and faith has been reaffirmed; it is a time for celebration. Let the music be bright and joyous.

An offering for the poor is often taken as the congregation leaves. After the service the deacons and deaconesses clear the table, collect glasses, and dispose of any bread or wine left over by burning or burying the bread and pouring the wine on the ground.

Who May Participate. -- The Seventh-day Adventist Church practices open communion. All who have committed their lives to the Saviour may participate. Children learn the significance of the service by observing others participate. After receiving formal instruction in baptismal classes and making their commitment to Jesus in baptism, they are thereby prepared to partake in the service themselves.

"When believers assemble to celebrate the ordinances, there are present messengers unseen by human eyes. There may be a Judas in the company, and if so, messengers from the prince of darkness are there, for they attend all who refuse to be controlled by the Holy Spirit. Heavenly angels also are present. These unseen visitants are present on every such occasion."--The Desire of Ages, p. 656.

"Christ's example forbids exclusiveness at the Lord's Supper. It is true that open sin excludes the guilty. This the Holy Spirit plainly teaches. But beyond this none are to pass judgment. God has not left it with men to say who shall present themselves on these occasions. For who can read the heart? Who can distinguish the tares from the wheat? 'Let a man examine himself, and so let him eat of that bread, and drink of that cup.' For 'whosoever shall eat this bread, and drink this cup of the Lord, unworthily, shall be guilty of the body and blood of the Lord.' 'He that eateth and drinketh unworthily, eateth and drinketh damnation to himself, not discerning the Lord's body.' . . .

"There may come into the company persons who are not in heart servants of truth and holiness, but who may wish to take part in the service. They should not be forbidden. There are witnesses present who were present when Jesus washed the feet of the disciples and of Judas. More than human eyes beheld the scene."--Ibid.

Every Member Should Attend. -- "None should exclude themselves from the Communion because some who are unworthy may be present. Every disciple is called upon to participate publicly, and thus bear witness that he accepts Christ as a personal Saviour. It is at these, His own appointments, that Christ meets His people, and energizes them by His presence. Hearts and hands that are unworthy may even administer the ordinance, yet Christ is there to minister to His children. All who

come with their faith fixed upon Him will be greatly blessed. All who neglect these seasons of divine privilege will suffer loss. Of them it may appropriately be said, 'Ye are not all clean.'"—Ibid.

Unleavened Bread and Unfermented Wine. — "Christ is still at the table on which the paschal supper has been spread. The unleavened cakes used at the Passover season are before Him. The Passover wine, untouched by fermentation, is on the table. These emblems Christ employs to represent His own unblemished sacrifice. Nothing corrupted by fermentation, the symbol of sin and death, could represent the 'Lamb without blemish and without spot.'"—Ibid., p. 653.

Neither the "cup" nor the bread contained elements of fermentation as on the evening of the first day of the Hebrew Passover all leaven or fermentation had been removed from their dwellings (Exodus 12:15, 19; 13:7). Therefore, only unfermented grape juice and unleavened bread are appropriate for use in the communion service, so great care must be exercised in providing these elements. In those more isolated areas of the world where grape or raisin juice or concentrate is not readily available, the conference office will provide advice or assistance in obtaining it for the churches.

A Memorial of the Crucifixion. — "By partaking of the Lord's supper, the broken bread and the fruit of the vine, we show forth the Lord's death until He comes. The scenes of His sufferings and death are thus brought fresh to our minds."—Early Writings, p. 217.

"As we receive the bread and wine symbolizing Christ's broken body and spilled blood, we in imagination join in the scene of Communion in the upper chamber. We seem to be passing through the garden consecrated by the agony of Him who bore the sins of the world. We witness the struggle by which our reconciliation with God was obtained. Christ is set forth crucified among us."—The Desire of Ages, p. 661.

Ordinance of Foot Washing. — "Now, having washed the disciples' feet, He said, 'I have given you an example, that ye should do as I have done to you.' In these words Christ was not merely enjoining the practice of hospitality. More was meant than the washing of the feet of guests to remove the dust of travel. Christ was here instituting a religious service. By the act of our Lord this expression of humility was made a sacred ordinance. It was to be observed by the disciples, that they might ever keep in mind His lessons of humility and service.

"This ordinance is Christ's appointed preparation for the sacramental service. While pride, variance, and strife for supremacy are cherished, the heart cannot enter into fellowship with Christ. We are not prepared to receive the communion of His body and His blood. Therefore it was that Jesus appointed the memorial of His humiliation to be first observed."—Ibid., p. 650.

In the act of washing the disciples' feet, Christ performed a deeper cleansing, that of washing from the heart the stain of sin. The communicant senses an unworthiness to accept the sacred emblems before he or she experiences the cleansing which makes one "clean every whit" John 13:10. Jesus desired to wash away "alienation, jealousy and pride from their hearts. . .Pride and self-seeking create dissension and hatred, but all this Jesus washed away. . .Looking upon them Jesus could say, 'Ye are clean.'"—Ibid., p. 646.

The spiritual experience which lies at the heart of footwashing lifts it from being a common custom to a sacred ordinance. It conveys a message of forgiveness, acceptance, assurance, and solidarity primarily from Christ to the believer, but also between the believers themselves. This message is expressed in an atmosphere of humility.

Who May Conduct Communion Service. — The communion service is to be conducted by an ordained minister or a church elder. Deacons, although ordained, cannot conduct the service; but they can assist by passing the bread and wine to the members.

Communion for the Sick. — If any members are ill or cannot for any other reason leave the home to attend the communion service in the house of worship, a special service in the home may be held for them. This service can be conducted only by an ordained minister or a church elder, who may be accompanied and assisted by deacons or deaconesses.

Adjourned.

K J Mittleider, Chairman
Samuel Young, Secretary
F G Thomas, Actions Secretary
Fay Welter, Recording Secretary

W. Carson Esg

55TH GENERAL CONFERENCE SESSION
 GENERAL CONFERENCE/DIVISION OFFICERS AND DEPARTMENTAL DIRECTORS
 Elected/Appointed to Serve 1990-1995
 (Consolidated Report)

GENERAL CONFERENCE

President: Robert S Folkenberg
 General Vice Presidents: Matthew Bediako,
 Robert J Kloosterhuis, Kenneth J Mittlaider, Leo Ranzolin,
 Calvin B Rock.

Vice Presidents assigned to Divisions: Bryan Ball,
 George W Brown, Maliakal E Cherian, Ottis C Edwards, Bekele Heye,
 M P Kulakov, Edwin Ludescher, Alfred C McClure, Jacob J Nortey,
 Jan Paulsen, Joao Wolff.

Secretary: G Ralph Thompson
 Undersecretary: Fred G Thomas
 Associate Secretaries: Harold W Baptiste, Maurice T Battle,
 Larry R Colburn, Mario Veloso, Ted N C Wilson.

Treasurer: Donald F Gilbert
 Undertreasurer: Donald E Robinson
 Associate Treasurers: Karl H Bahr, George H Crumley,
 Robert E Osborn, Rowena R Rick, F Martin Ytreberg.

General Field Secretaries: Charles D Brooks, George W Reid,
 Ralph S Watts, Jr.

Adventist Chaplaincy Ministries Director: Clarence E Bracebridge
 Archives and Statistics Director: F Donald Yost
 Auditing Service Director: David D Dennis
 Associates: O Richard Caldwell, H Robert Gadd, Eric A Korff
 Wayne Vail.

Area Directors: Coenraad J Haupt, Daniel E Herzel,
 Philip R Just, Richard Salsbery.

Church Ministries Director: Israel Leito
 Associates: Malcolm J Allen, Donald E Crane, Karen Flowers,
 Ronald M Flowers, Charles J Griffin, M E Joiner, Calvin Smith,
 Virginia Smith, Michael H Stevenson.

Communication Director: Shirley Burton

Education Director: Humberto M Rasi

Associates: Victor S Griffiths, Agripino C Segovia.

Health and Temperance Director: Albert S Whiting

Associate: Thomas R Neslund

Ministerial Association Secretary: W Floyd Bresee

Associates: Carlos E Aeschlimann, James H Zachary.

Public Affairs and Religious Liberty Director: Bert B Beach

Associates: Roland R Hegstad, Gary M Ross, Mitchell A Tyner.

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Publishing Director: Ronald E Appenzeller
Associates: Jose Luis Campos, Rudi H Henning.
Trust Services: G Tom Carter
Associates: David E Johnston, Alan W White.

DIVISIONS

Africa-Indian Ocean

President: Jacob J Nortey
Secretary: Caleb O Adeogun
Treasurer: Donald H Thomas
Field Secretary: David R Syme

Auditor: Thomas P Miller
Church Ministries Director: Carlyle M Bayne
Education Director: Phenias Bahimba
Health and Temperance Director: Gaspar F Colon
International Food Service Association Director: David R Syme
Ministerial Association Secretary: Walton S Whaley
Public Affairs and Religious Liberty Director: Japheth Agboka
Publishing Director: Dale L Thomas
Trust Services Director: Marenus R DePaula

Eastern Africa

President: Bekele Heye
Secretary: L D Raelly
Treasurer: Gary B DeBoer
Field Secretaries: D W B Chalale, Harry D Dumba, Heikki J Luukko.

Auditor: Hans Sakul
Church Ministries Director: Solomon Wolde-Endreas
Communication Director: Zablon F Ayonga
Education Director: T H Nkungula
Health and Temperance Director: Saleem Farag
Ministerial Association Secretary: Baraka Muganda
Public Affairs and Religious Liberty Director: Zablon F Ayonga
Publishing Director: Leonard Masuku

Euro-Africa

President: Edwin Ludescher
Secretary: Ulrich Frikart
Treasurer: Erich Amelung

Auditor: Jean-Claude Halm
Church Ministries Director: Carlos Costa
Communication Director: John Graz
Education Director: Ronald Strasdowsky
Health and Temperance Director: Jochen Hawlitschek
Ministerial Association Secretary: Johannes Mager
Religious Liberty Director: Gianfranco Rossi

Far Eastern

President: Ottis C Edwards
Secretary: Tong C Kim
Treasurer: Ian E Grice
Field Secretaries: Gordon E Bullock, Pyung Duk Chun.

Auditor: Barrie N Collins
Church Ministries Director: David Wong
Communication Director: G Ray James
Education Director: Shozo Tabuchi
Health and Temperance Director: Kathleen H Kuntaraf
International Health Food Association Director: Masao Uruma
Ministerial Association Secretary: Violetto F Bocala
Public Affairs and Religious Liberty Director: Minoro Inada
Publishing Director: Russell C Thomas
Trust Services Director: Peter Foo

Inter-American

President: George W Brown
Secretary: Agustin Galicia
Treasurer: Ramon H Maury
Field Secretary: Silburn M Reid

Auditor: Eugene A Blackman
Church Ministries Director: Sergio Moctezuma
Communication Director: Leslie V McMillan
Education Director: L Herbert Fletcher
Health and Temperance Director: Elie Honore
International Health Food Association Director: Sidney Cole
Ministerial Association Secretary: Jaime Castrejon
Publishing Director: Ricardo A Rodriguez
Trust Services Director: Leslie V McMillan

North American

President: Alfred C McClure
Secretary: Harold W Baptiste
Treasurer: George H Crumley
Field Secretaries: Robert L Dale, Manuel Vasquez.

Church Ministries Director: J Lynn Martell
Communication Director: Owen A Troy
Education:

Board of Higher Education Exec Secy: Gordon Madgwick
K-12 Board Executive Secretary: Gilbert L Plubell
Health and Temperance Director: Stoy E Proctor
Ministerial Association Secretary: William C Scales, Jr
Office of Human Relations Director: Rosa T Banks
Publishing Director: Robert S Smith

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South American

President: Joao Wolff
Secretary: Edwin I Mayer
Treasurer: Ruy H Nagel
Field Secretaries: Enrique Becerra, Floriana X dos Santos.

Auditor: Roald N Wensell
Church Ministries Director: Henrique Berg
Communication Director: Assad Bechara
Education Director: Roberto C de Azevedo
Health and Temperance Director: Tito M Rodriquez
International Health Food Association Director: Benjamin Reichel
Ministerial Association Secretary: Jose A Justiniano
Public Affairs and Religious Liberty Director: Assad Bechara

South Pacific

President: Bryan Ball
Secretary: Athal H Tolhurst
Treasurer: W Thomas Andrews
Field Secretary: Arthur J Ferch

Auditor: Max E Mitchell
Church Ministries Director: Bryan Craig
Communication Director: Raymond L Coombe
Education Director: Gerald F Clifford
Health Food Director: E W Grosser
Health and Temperance Director: Donald E Bain
Ministerial Association Secretary: P E M Roennfeldt
Public Affairs and Religious Liberty Director: Raymond L Coombe
Publishing Director: Bruce C Campbell
Spirit of Prophecy Director: Arthur J Ferch
Trust Services Director: James L Lansdown

Southern Asia

President: Maliakal E Cherian
Secretary: Lowell C Cooper
Treasurer: Johnson Koilpillai

Auditor: I Nagabushana Rao
Church Ministries Director: C C Nathaniel
Communication Director: P D Kujur
Education Director: K Jesurathnam
Health Director: V Thansiana
Ministerial Association Secretary: John M Fowler
Public Affairs and Religious Liberty Director: Maliakal E Cherian
Publishing Director: T R Gill
Trust Services Director: Johnson Koilpillai

Trans-European

President: Jan Paulsen
Secretary: Karel C Van Oossanen
Treasurer: Anna-Liisa Halonen
Field Secretary: W John Arthur

Auditor: Graham M Barham
Church Ministries Director: James M Huzzey
Communication Director: Rajmund Dabrowski
Education Director: Orville Woolford
Health and Temperance Director: Peter Bone
Ministerial Association Secretary: A David C Currie
Public Affairs and Religious Liberty Director: Rajmund Dabrowski
Publishing Director: Kaj Pedersen

USSR*

President: M P Kulakov
Secretary: V P Krushenitsky
Treasurer: Aleksander A Pankov

Church Ministries Director: Grigorii V Kochmar
Education Director: Rostislov Volkoslavsky
Ministerial Association Secretary: Mikhail P Kulakov

*Note: Publishing Director will be filled later by the Division Committee.

EXCERPTS OF GENERAL CONFERENCE COMMITTEE MINUTES

July thru September 1990

July 19, 1990

DEVOTIONAL

K J Mittleider praised the Lord for the advancement of the gospel in spite of the concerted efforts of the wicked one to divert the attention of God's people.

"But without faith it is impossible to please him: for he that cometh to God must believe that he is and that he is a rewarder of them that diligently seek him."—Hebrews 11:6

Why do we believe in God? Do we only ask God for things we need? Our prayers are an index to our concept of God. If we only talk to God when we are in trouble, we are demonstrating the truth that there are no atheists in fox holes, though many are present in the pleasure spots of the world. We could perhaps dispense with God when things go well.

If we believe in God because He is real, because He made us, because He recreated us, and because we have felt His energizing power, then we have a mature relationship with Him. This is when the bigness of God comes through.

PRAYER REQUESTS

Requests included the camp meetings now in session, the delegates traveling home, the evangelistic efforts now being held, and the family of Ralph Peay whose son-in-law was killed while traveling home from the 1990 General Conference Session.

Theodore Zegarra's family was remembered since he fell down a flight of stairs during the General Conference Session and later died; also Orval L Driskell, Review and Herald Publishing employee whose wife died recently, has now lost his grandson who died from injuries sustained while playing on a skateboard.

The doctor of C E Bracebridge stated that he is doing marvelously well, better than ever anticipated with the interferon treatment. Bracebridge has totally committed his condition to the Lord.

Prayer was also requested for Warren S Banfield who will be anointed at his home on Sabbath at 5:00 p.m. and for the 21 individuals in the Health and Temperance Department who are being affected by the down-sizing.

D A Delafield reported that 1,200 out of 1,800 seniors have agreed to be prayer partners for the unopened world areas listed in the Global Strategy report.

GCC Excerpts, July thru September - 2

Tulio Haylock will be in Guam looking for a suitable place to relocate the AWR-Asia station.

C D Brooks offered the morning prayer.

INTRODUCTIONS

Israel Leito introduced the new members of the Church Ministries team. Calvin Smith comes from the Chesapeake Conference. He has worked in the Eastern Africa and the Far Eastern Divisions and brings expertise to his responsibility as Associate Director of Church Ministries for Sabbath School.

Murray E Joiner comes from the Southern Union Conference and also has local conference experience. He is an Associate Director of Church Ministries for Personal Ministries/Lay Activities and has expertise in motivating lay participation.

Charles J Griffin, who was not present, comes from the Far Eastern Division. He has also worked in the South American Division and is an Associate Director of Church Ministries for Sabbath School.

Karl H Bahr introduced Anna-Liisa Halonen, former Manager of the Finland Publishing house and newly elected Treasurer of the Trans-European Division, and E Olavi Rouhe, President of the Finland Union Conference.

SOUTHERN UNION MISSION—OFFICER NOMINATIONS

VOTED, To approve the following nominations for officers of the Southern Union Mission as recommended by the South African Affairs Committee:

President - D W B Chalale
Secretary - A N Nzimande
Treasurer - C F Scout

MIDDLE EAST UNION MISSION—OFFICER NOMINATIONS

VOTED, To approve the following nominations for officers of the Middle East Union Mission as recommended by the Middle East Affairs Committee:

President - Svein B Johansen
Secretary-Treasurer - Nelson Tabingo

CHRISTIAN, C DIONISIO—ELECTION

VOTED, To approve the election of C Dionisio Christian as Public Affairs and Religious Liberty Director of the Inter-American Division.

COMMITTEE ON APPOINTEES

VOTED, To approve the following report of the Committee on Appointees:

Appointments

DeBoer, Gary B (Oshawa, ON, CAN)--Treasurer, Eastern Africa Division, Zimbabwe (EAD)
 Garcia-Rodriguez, Ricardo (IAD Natl, W Reading, PA)--Director of Development, Bella Vista Hosp, Puerto Rico (IAD) Natl Returning
 McKee, Richard Laverne (GC)--Associate Director, Publishing Dept, FED, Korea (FED)
 Mena, Juan (Keene, TX)--ADRA Representative, Mozambique Un (EUD)
 Perrin, Ralph Wesley (Walla Walla Col)--Public Health Teacher, Adv International Institute of Advanced Studies, Philippines (FED)
 Wagner, Gerald Roy (LaCrosse, KS)--Reassign from W African Un Mission as Associate ADRA Director-Ghana to C African Un Mission as Mission Station President & ADRA Director-Congo (AID)

Calls and Transfers Between Divisions

Andersen, Arvild (TED)--Call of EAD as ADRA Director, Tanzania Un
 Archer, Elicia (IAD)--Call of AID as Academic Dean, Valley View Col, Ghana
 Estrella, Federico (SAD)--Call of IAD as Internal Medicine Physician-Professor, Montemorelos U, Mexico (IAD)
 Giordano, Oscar A (SAD Natl, Riverside, CA)--Call of AID as Physician/General Surgeon, Mugonero Hosp, Rwanda
 Lienard, Etienne (EUD) Physician/Surgeon, Hohenau Adv Hosp, Paraguay, SAD--Call of AID to transfer after furlough to Mugonero Hosp, Rwanda as Physician/Surgeon
 Mena, Juan (SAD Natl, Keene, TX)--Call of EUD as ADRA Representative, Mozambique Un
 Ormsby, Gail (SPD)--Call of General Conf as Director of the Human Resource Dept/ADRA National Headquarters
 Tomihama, Sogen (FED)--Call of SAD as Director, Japanese Adv Ctr, Belem, Brazil (SAD)
 Veloso, Mario (SAD)--Call of General Conf as Associate Secy, General Conf Election
 Vyhmeister, Gerald (SAD Natl, Loma Linda, CA)--Call of AID as Teacher, Education Dept, Adv U of C Africa, Rwanda

Releases

Eitel, Roger (SPD) from assignment to Eden Valley Academy, Thailand on AVS basis (FED) Declined
 Gustrich, Annelies (EUD) from assignment to Mugonero Hosp, Rwanda as AVS/SVA Nurse-Teacher (AID) Declined
 Humble, Graeme (SPD) from appt to Bangladesh Un Mission as Secy, Ministerial Association (FED) Call Withdrawn

Permanent Returns

Colburn, Larry Roy, Administrative Field Secy, FED, Singapore (FED) to NAD, General Conf Election, eff Aug 90
Griffin, Charles James, Director, Church Ministries Dept, FED, Singapore (FED) to NAD, General Conf Election, eff Aug 90
Guaita, Alberto (EUD)--Change eff date voted Jun 20, 90 from Jun to Jul 90 (AID)
Hsuen, John Shan Chung, Physician/Pediatrician & Vice President for Medical Affairs, Hongkong Adv Hosp (FED) to NAD, Family Considerations, eff Jul 90
Johnson, Brian Dean, Anesthesiologist, Bella Vista Hosp, Puerto Rico (IAD) to NAD, Health, eff Jul 90
Rick, Rowena Rosalind, Undertreasurer, FED, Singapore (FED) to NAD, General Conf Election, eff Aug 90
Thomas, Lavon Russell, Treasurer, Tanzania Adv Press (EAD) to NAD, Family Considerations, eff Jul 90
Wilson, (Ted) Norman Clair, Secretary, AID, Abidjan, Cote d'Ivoire, (AID) to NAD, General Conf Election, eff Sep 90

July 26, 1990

DEVOTIONAL

Robert S Folkenberg, President of the General Conference, led out in the devotional. He thanked the members of the committee for their prayers on his behalf.

He has received many compliments on the sermon he preached the last Sabbath of the 1990 General Conference Session on the subject of unity. After reviewing it himself, however, he felt that it was mediocre and that much more could have been better said; but the Lord did much with it! The sermon created expectations which are unrealistic. Some expect theological reconciliation between contradictory positions. This may not happen.

He made it clear that no person can achieve that which is humanly impossible. Massive challenges will need to be faced. One of the most overwhelming feelings is to suddenly recognize that however intelligent one may wish he were or how inspired his life may be, he is still simply inadequate and insufficient for the tasks ahead.

Some individuals felt it was inappropriate for the Chairman to say that the Lord is the President of the General Conference. Folkenberg felt it was the grossest understatement he ever made. If the Lord is not in charge, we are all in trouble.

Folkenberg stated that he used to flood the desk of Neal C Wilson with all his wonderful words of wisdom. After reviewing some of them today, they do not look so wise. He often felt that if other people would agree with him and make decisions his way, everything would be great. Suddenly he has come to the startling conclusion that dealing

with the tough decisions and making the right choices are not enough. Nothing is going to be successful if it is not accompanied by God's power. Unless He takes our feeble attempts at leadership and amplifies and broadens them, little will be accomplished. The Lord must take charge!

Referring to the down-sizing of the General Conference staff he stated, "We are now dealing with one of the most unenviable processes that anyone could ever be involved in." A great deal of uncertainty exists among employees who wonder if they will lose their positions. No matter how much tenderness, compassion, caring, and love is shown in dealing with each individual, there is no way to stop the hurt. We must know at the outset that our best will not be sufficient. If our decisions are committed to God's guidance and leading, He will show us the best way to handle even the most sensitive matters.

Folkenberg then stated that this is a team leadership program and we must all have confidence in it.

PRAYER

A season of prayer followed the devotional with V S Griffiths, W T Clark, Humberto M Rasi, and Kenneth H Wood praying for the litigation that is taking place in regard to Kettering Hospital, the search and finalizing on property for the radio station on Guam, Evelyn Morgan and her family who just lost a 10-month-old grandson who had meningitis, and problems at the University of Eastern Africa.

COMMITTEE ON APPOINTEES

VOTED, To approve the following report of the Committee on Appointees:

Appointments

Mike, Hermon (IAD Natl, St, Andrews U)--Clerk, Adv Book Ctr, N Caribbean Conf (IAD) Natl Returning
Thomas, Cleveland James (IAD Natl, Ypsilanti, MI)--Dean, Graduate Extension Program & Director, Institutional Research, W Indies Col, Jamaica (IAD) Natl Returning

Calls and Transfers Between Divisions

Erfurth, Gunter Otto (SAD) Evangelist, Westfalian Conf, W German Un (EUD)--To regularize AVS assignment, eff Dec 13, 90
Sicalo, Donald Jose (SAD)--Hosp Coordinator, Nicaragua Mission (IAD) AVS basis, 10 mos, eff Jun 90

Releases

Burns, William Lee III from appt as Physical Education Teacher, U of E Africa, Kenya (EAD) Declined
Fournier, Robert Hilary from call to Zaire Un as Publishing Director (AID) Declined
Kaufholtz, Leland Leroy from call to Adv U of C Africa, Rwanda as Teacher, Agriculture Dept-Farm Manager (AID) Declined

Todd, Cheryl Margaret (SPD) from call to Maluti Adv Hosp, Lesotho as Tutor-Nursing Instructor (SUM) Declined
Young, Ernest Bernard from call to Liberia Mission as President (AID) Declined

Permanent Returns

Guillaume, Claudia Paule, Nursing Instructor, Mugonero School of Nursing Science, Rwanda (AID) to NAD, Assignment Completed, eff Aug 90
Hullquist, Claude Gary, Assistant Administrator, Blantyre Adv Hosp, Malawi (EAD) to NAD, Assignment Completed, eff Jul 90
Ninal, Sarah Villarante, Science Teacher, Wollega Adv Academy, Ethiopia (EAD) to FED, Assignment Completed, eff Jun 90
Palipane, Shane M, Lecturer, Pacific Adv Col, Papua New Guinea (SPD) to FED, Assignment Completed, eff Jul 90

NG GAN THEOW—RESIGNATION

VOTED, To accept the resignation of Ng Gan Theow as Associate Director of the Church Ministries Department of the General Conference who was assigned to work with the youth. (He was elected at the recent General Conference Session.)

APPOINTMENT OF STANDING COMMITTEES - DISCUSSION

After a General Conference Session all standing committees must be appointed. The question was raised as to how the small ad hoc committee which is to do this work should proceed. Folkenberg stated that he would like to see the standing committees down-sized, given additional authority, and consolidated wherever possible.

August 2, 1990

PRAYER

Prayer was requested for the employees at the General Conference office who are being terminated, our people in Liberia and Kuwait, and the Adrian P Cooper family in Africa. The Coopers were involved in a serious automobile accident on the way home from their vacation. Adrian was killed and his wife and youngest son had skull fractures as well as other injuries. Mrs Cooper and the boy were flown to a hospital in Brussels, Belgium where they are recuperating.

F Donald Yost offered prayer.

COMMITTEE ON APPOINTEES

VOTED, To approve the following report of the Committee on Appointees:

Appointments

Moore, Robert Martin (Moncton, NB, CAN)--Assistant Treasurer,
Eastern Africa Division, Zimbabwe (EAD)
Peel, Michael David (Madison, TN)--Principal, Gitwe Col, Rwanda
(AID)
Pichot, Paul (Marion, MI)--Director, Kivoga Secondary School,
Burundi (AID)
VanLanen, Philip Wayne (Indianapolis, IN)--Dental Technician,
Kigali Dental Clinic, Rwanda (AID)

Calls and Transfers Between Divisions

Garcia, Rafael Jr (IAD)--Call of AID as Health-Temperance & ADRA
Director, Nigerian Un Mission
Lundberg, Karin (TED)--Request of AID as ADRA Assistant, Abidjan
Office, AVS-SIDA basis, 12 mos

Releases

Lundberg, Karin (TED) from assignment as Health Services Worker,
Guinea Bissau Mission Station (AID) Call Withdrawn

Permanent Returns

Standish, Colin David, Educator, Potomac Conf (NAD) to SPD,
Assignment Completed, eff Dec 31, 89

BRADFORD, CHARLES E--RETIREMENT

RECOMMENDED, To grant NAD Retirement Plan benefits to Charles E
Bradford following 43.23 years of service, effective September 1, 1990.

BRADFORD, CHARLES E--APPRECIATION

VOTED, To express appreciation to Charles E Bradford for over 43
years of denominational service. After serving a six-month
internship, he was employed as a pastor in the Southwestern Mission
and Southwest Region Conference from 1947 to 1952. He then was called
to the Central States Mission where he served as the Home Missionary
Secretary-Evangelist for a little over a year and then as pastor until
1957. From 1957 to 1959 he was Home Missionary and Sabbath School
Secretary of the Northeastern Conference and then served as a pastor in
the same conference from 1959 to 1961. The Lake Region Conference then
called him as President where he served until 1970. He became the
Associate Secretary of the General Conference and Secretary of the
North American Division from 1970 to 1979, and the Vice President for
North America and President of the North American Division from 1979 to
the present. His work has been greatly appreciated.

HARRIS, JAMES H--RETIREMENT

RECOMMENDED, To grant NAD Retirement Plan benefits to James H Harris
following 40 years of denominational service, effective October 1,
1990.

HARRIS, JAMES H—APPRECIATION

VOTED, To express appreciation to James H Harris for his 40 years of service. When Harris graduated from Pacific Union College in 1951, there were no calls for ministerial workers so he spent his first nine months working as a colporteur-ministerial intern and then a ministerial intern from 1951 to 1953. He continued working for the Southern California Conference as a minister from 1953 to 1959. He then entered the youth ministry where he served as Assistant MV Leader, MV Leader, MV Secretary, and finally Youth Director in the Colorado Conference, Northern California Conference, Central Union Conference, and Central California Conference until 1976. In December of 1976 he was called to the Australasian Division as Youth Director and served there until the end of 1980. The General Conference then called him as Associate Youth Director until 1985 following which he became its Personnel Director, a position he has held until the present. He has been very much appreciated and loved by the employees of the General Conference and by the youth wherever he has served. He will be greatly missed!

OLSON, ROBERT W—RETIREMENT

RECOMMENDED, To grant NAD Retirement Plan benefits to Robert W Olson following 46.7 years of service, effective September 1, 1990.

OLSON, ROBERT W—APPRECIATION

VOTED, To express appreciation to Robert W Olson for his 46.7 years of service. Olson began his ministry as a Pastor-Evangelist in the Northern California Conference where he served from 1943 to 1947. He then became a Pastor-Teacher at the College of Medical Evangelists until 1954 and a Bible Teacher at Washington Missionary College until 1957. He next served as the College Principal at Newbold College in England from 1957 to 1960. When he returned to the United States he served as Bible Teacher at Washington Missionary College for a year and then Pacific Union College until 1966. He received an MA Degree in 1949 and a BD Degree in 1956 from the SDA Seminary. In 1972 he received his ThD Degree from the Southwestern Baptist Theological Seminary in Texas. From 1966 to 1974 he served as Bible Teacher and Professor of Religion at Pacific Union College. He next came to the General Conference where he served as Associate Secretary and then Secretary of the White Estate until the present. His spiritual leadership and Christian influence have been greatly appreciated.

PELTON, RAYMOND L—RETIREMENT

RECOMMENDED, To grant NAD Retirement Plan benefits to Raymond L Pelton following 41.3 years of service, effective September 1, 1990.

PELTON, RAYMOND L.—APPRECIATION

VOTED, To express appreciation to Raymond L Pelton for his 41.3 years of service. Pelton quickly rose from Admitting Clerk to Payroll Clerk to Accountant to Chief Accountant and to Assistant Administrator at the Hinsdale Sanitarium and Hospital from 1949 to 1960. From 1960 to 1963 he served as Administrator at the White Memorial Hospital, and in the same capacity at the New England Memorial Hospital from 1963 to 1970. He then was called to the General Conference as Associate Secretary for the Health Department until 1980 and then Associate Director for Health and Temperance until the present. His expertise in hospital work has been much appreciated around the world.

RUSS, CORINNE—RETIREMENT

RECOMMENDED, To grant NAD Retirement Plan benefits to Corinne Russ following 40.11 years of service, effective October 1, 1990.

RUSS, CORINNE—APPRECIATION

VOTED, To express appreciation to Corinne Russ for her 40.11 years of service. Russ served as an Office Secretary at the General Conference from 1950 to 1956 when she was called to Washington Missionary College, later renamed Columbia Union College, from 1956 to 1963. She then served in the Southern California Conference until 1966 when she returned to the General Conference until 1970. She served as an Editorial Secretary and then Administrative Secretary at the Adventist Review from 1970 until the present. Her former supervisor, Kenneth H Wood, and present supervisor, William H Johnsson, spoke highly of her work and dedication.

August 9, 1990

DEVOTIONAL

R J Kloosterhuis shared the following quotation:

"All the paternal love which has come down from generation to generation, . . . all the springs of tenderness which have opened in the souls of men, are but as a tiny rill to the boundless ocean when compared with the infinite, exhaustless love of God. . . . You may study that love for ages; yet you can never fully comprehend the length and the breadth, the depth and the height, of the love of God in giving His Son to die for the world.

"It is Satan's constant study to keep the minds of men occupied with those things which will prevent them from obtaining the knowledge of God. . . . But God has appointed a way of escape. The Son of the Highest has strength to fight the battle for us, and 'through Him that loved us' we may come off 'more than conquerors.'

"He [God] does not become perplexed by the multiplicity of our grievances nor overpowered by the weight of our burdens. . . . He is concerned in all our business and our sorrows. . . . He is touched with the feeling of our infirmities. All the afflictions and trials that befall us here are permitted, to work out His purposes of love toward us, 'that we might be partakers of His holiness' and thus become participants in that fullness of joy which is found in His presence."--5T, 740-742

PRAYER

Prayer was requested for the David Dunn family now living in Kuwait, the Jack Bohannon family who were involved in a serious auto accident in this country, Warren S Banfield who is making a remarkable recovery from leukemia, and our military chaplains and the men to whom they minister now in Saudi Arabia. Ronald M Flowers offered prayer.

COMMITTEE ON APPOINTEES

VOTED, To approve the following report of the Committee on Appointees:

Appointments

- Duncan, Donald Ray (Walker Memorial Hosp, FL)--Principal, Adv Ekamai School and Adv English School, Thailand (FED)
- Ketting, Rena Maria (SoEastern CA Conf)--Teacher, Far Eastern Elementary School, Singapore (FED)
- Mamo, Ermias (EAD Natl, FED)--Call of EAD as Staff Auditor, Eastern Africa Div, Zimbabwe, Natl Returning
- Manongi, George (EAD Natl, FED)--Call of EAD as Secondary School Teacher, Ikizu Secondary School, Tanzania, Natl Returning
- Ogillo, Joyce (EAD Natl, FED)--Call of EAD as English Teacher, Ikizu Secondary School, Tanzania, Natl Returning
- Parks, David Merrill (Upper Columbia Conf)--Director, Church Growth Institute, FED, Philippines (FED)
- Patterson, Betty Carol (Kamloops, BC CAN)--Music Teacher, Antillian Adv Col, Puerto Rico (IAD)
- Schmunk, Terry Robert (Redlands, CA)--Dentist, Hongkong Adv Hosp (FED)
- Torres, Santa Vilma (LLUMC)--Reassign from Respiratory Teacher to Director of the Respiratory Therapy Program, Antillian Adv Col, Puerto Rico (IAD)
- Yen, Nathaniel Yung-tse (C California Conf)--Assoc Director, Church Growth Institute, FED, Taiwan (FED)

Calls and Transfers Between Divisions

- Fowler, John Matthew (SUD)--Call of General Conf as Assoc Editor, Ministry Magazine, GC Ministerial Association
- Von Bratt, Judith Mary (SPD)--Request of FED as Project Director, ADRA, Pwo Karen, Thailand, 1 yr, AVS basis

Releases

Moores, Robert Martin from appt to Far Eastern Division as Area Auditor (FED) Declined

Permanent Returns

Fowler, Allen John, Administrator, Karachi Adv Hosp, Pakistan (TED) to NAD, Div recommendation, eff Aug 90

Reid, Phyllis Gertrude, Director of Nursing, Karachi Adv Hosp, Pakistan (TED) to NAD, Div recommendation, eff Aug 90

GENERAL CALLS

VOTED, To record the following calls involving the General Conference or its institutions:

Akers, George H (General Conference)—Professor of Curriculum and Instruction, Andrews University

Caviness, Kenneth E (PR-AID)—Teacher, Southwestern Adventist College

Ferree, Dennis (Review and Herald)—Book/Advertising Designer, Pacific Press Publishing Association

Neumann, John (PR-FED)—Music Teacher, Armona Union Academy, Pacific Union Conference

ASSOCIATE EDITOR, MINISTRY MAGAZINE - APPOINTMENT

VOTED, To appoint John Matthew Fowler as Associate Editor of Ministry magazine replacing Kenneth R Wade who is accepting a call to the Southeast Asia Union Mission.

ROTH, D A—RETIREMENT

RECOMMENDED, To grant NAD Retirement Plan benefits to D A Roth following 40.32 years of denominational service, effective October 1, 1990.

ROTH, D A—APPRECIATION

VOTED, To express appreciation to D A Roth for his 40.32 years of service. Following graduation from college in 1950, Roth was employed as a composition man at the Washington Missionary College Press for only 4 1/2 months when he was called to the East Pennsylvania Conference as Director of Public Relations where he served until 1954. He continued his rapid rise by becoming Director of Public Relations and Radio and TV in the Columbia Union Conference until 1965. In July of 1965 he accepted a call to the Far Eastern Division as Director of Public Relations and Assistant Secretary of the FED until 1975. He was then elected as Associate Secretary of the General Conference which position he has held to the present. Roth will be remembered for his friendliness, helpfulness, and willingness to do a favor for anyone who asked for one.

REPORT

The Chairman presented a report on his discussions with the President relative to the questions that were raised the previous week with regard to the down-sizing of the headquarters staff. He distributed a copy of the information that was sent to the Nominating Committee in Indianapolis regarding the number of budgets available for elected personnel.

A discussion followed in which questions were again raised about the process and what plan will be followed in the future to bring about complete understanding of what happened at General Conference Session.

Arising out of the discussion on down-sizing was an earnest plea to analyze the reason tithes and offerings from the North American Division are not keeping pace with the increasing needs of the Church on all levels.

August 16, 1990

PRAYER

Prayer was requested for our people in Kuwait and Iraq. E R Gane and R E Appenzeller offered prayer.

COMMITTEE ON APPOINTEES

VOTED, To approve the following report of the Committee on Appointees:

Appointments

Sackey, E O (AID Natl, St, Andrews U)—Dept Director, S Ghana Conf (AID) Natl Returning
Thorman, Milton Eugene (Central CA Conf)—Principal, Chiang Mai Adv Educational Ctr, Thailand (FED)

Calls and Transfers Between Divisions

Jaggi, Christian Peter (EUD)—Call of EAD as Physician/Internist, Blantyre Adv Hosp, Malawi
Slotegraaf, Pieter George (SPD)—Request of FED as Horticultural Consultant, Thailand Mission, AVS basis, 3 mos
Wallauer, Gunther Marvin (SAD)—Request of EUD as ADRA Worker, Mozambique Un, AVS basis, 1 yr

Releases

Jaggi, Christian Peter (EUD) from call as Chief of Medical Staff/Cardiologist, Mugonero Hosp, Rwanda (AID) Declined
Perrin, Ralph Wesley from appt as Public Health Teacher, Adv International Institute of Advanced Studies, Philippines (FED) Declined

Thaeder, Laurent (EUD) from assignment as Accountant, Sahel Un Mission, Senegal (AID) Declined
Thomsen, Kirsten (TED) from assignment as Relief Dentist, Kigali Dental Clinic, Rwanda (AID) Declined

Permanent Returns

Becraft, Thomas Edward, Teacher, Japn Missionary Col (FED) to NAD, Education, eff Jul 90
Bruinsma, Reinder, Editorial Consultant, ALMCB-AID to TED, Education, eff Apr 91
Garbutt, Arthur Norman--Change eff date voted Aug 30, 89 from Mar 90 to Mar 91 (AID)
Guillaume, Claudia Paule--Change eff date voted Jul 25, 90 from Aug to Jul 90 (AID)
Mitchell, Glenn Ray, Director, ADRA Project, Khartoum, Sudan (MEU) to NAD, Assignment Completed, eff Dec 90

ADMINISTRATIVE ASSISTANT TO THE PRESIDENT--B E JACOBS - APPOINTMENT

VOTED, To sppoint B E Jacobs as Administrstive Assistant to the President replacing W T Clark, who is retiring.

GENERAL CALLS

VOTED, To record the following call involving the General Conference or its institutions:

Jacobs, B E (Adventist Media Center)--Administrative Assistant to the President, General Conference

REPORT

J Lynn Martell reported on the progress being made on the float for the Rose Parade. Of the \$182,000 needed, \$124,000 has already been received. Large and small donations are coming in from people in all walks of life--small sums from senior citizens, large offerings from Pathfinder groups, and even small amounts from ill individuals who might not even survive until the Rose Parsde next year. The float, "Playing in Peace," displays children playing on swings with butterflies and birds in the trees and animals living peacefully. These will be animated along with appropriate sound effects. A child from each union in North America will ride on the float. Publications are being prepared to distribute to the media.

August 23, 1990

DEVOTIONAL

K J Mittleider spoke on being a faithful witness using 2 Tim 4:1-5 as his text. "Before God, and before Christ Jesus . . . I charge you

solemnly . . . proclaim the message, press it home on all occasions, convenient or inconvenient. . . . For the time will come when they will not stand wholesome teaching, but will follow their own fancy and gather a crowd of teachers to tickle their ears. They will stop their ears to the truth and turn to mythology. But you yourself must keep calm and sane at all times . . . and do all the duties of your calling."—(NEB)

A story is told that the Earl of Essex, a favorite of Queen Elizabeth I, was given a ring with the instruction that if he were ever in danger, he should return the ring to the Queen and she would rescue him. Sometime later he lost favor with the government and was condemned to death. The judge wrote out a warrant calling for the Earl's execution and gave it to the Queen to sign. She remembered giving the Earl the ring and wondered if he would return it. Although she was urged to sign the warrant immediately, she delayed hoping the Earl would return the ring. Finally she could wait no longer so the warrant was signed and the Earl, her best friend, was executed. A short time later she visited the Countess of Nottingham who was very ill. The Countess told her that shortly before the Earl of Essex was executed, he gave her a ring which she was to return to the Queen but she had not done it. Now Elizabeth understood why she had never received the ring. Elizabeth's heart was broken and not long afterward she died. How different the ending of this story might have been if the messenger had not failed in her mission.

God has given us a message to communicate to all mankind—a message of His great love. This is a life-and-death responsibility, for others may lose eternity if we do not do so. Let us be faithful in delivering our message.

Prayer was offered by Tulio R Haylock.

COMMITTEE ON APPOINTEES

VOTED, To approve the following report of the Committee on Appointees:

Appointments

Dant, Michael Wayne (Berrien Springs, MI)—Chairman, Dept of Mathematics-Computer Science, W Indies Col, Jamaica (IAD)
Keller, Clifton Aud Jr (Andrews U)—Chairman, Division of Natural Sciences, W Indies Col, Jamaica (IAD)
Otieno, Asubuhi (EAD Natl, St, LLU)—Teacher, Ikizu Secondary School, Tanzania (EAD) Natl Returning
Rutherford, Patric Roberts (IAD Natl, Mountain View, CA)—Administrator, Andrews Memorial Hosp, Jamaica (IAD) Natl Returning

Calls and Transfers Between Divisions

Barlow, Albert G (SPD)—Request of FED as Teacher, Thailand
English Language Ctr, AVS basis, 1 yr
Chen, Susan Shu-Ya (FED)—Request of EAC as Translator, Workers
Sanitarium, Yanji, China, AVS basis, 1 yr
McDonald, Ross William (SPD)—Request of FED as English Teacher,
Phanat Nikhom Refugee Camp, Thailand, AVS basis, 3 mos
Teeuwen, Jacobus Frank (TED) Education—ADRA Director, Gambia
Mission, AID—Call of FED as Secy, Ministerial Association,
Bangladesh Un Mission to transfer at furlough
Thompson, Steven W (TED)—Call of SPD as Head of Theology Dept,
Avondale Col, Australia

Releases

Peel, Michael David from call as Principal, Gitwe Col, Rwanda
(AID) Declined
Thorman, Milton Eugene from appt as Principal, Chiang Mai Adv
Educational Ctr, Thailand (FED) Declined

Permanent Returns

Booth, Ronald Walton, Computer Teacher, Konola Academy, Liberia
(AID) to NAD, Personal, eff Aug 90
Oliveira, Enoch, Vice President, General Conference (NAD) to SAD,
Retirement, eff Sep 1, 90
Suvak, Jacqueline, Office Secy, Division Office, Abidjan (AID) to
EUD, Personal, eff Aug 90

OLIVEIRA, ENOCH AND LYGIA—APPRECIATION

VOTED, To express deep appreciation to Enoch Oliveira for the 44.66 years of dedicated service to the Seventh-day Adventist Church. He began his work on January 1, 1946 as an evangelist, was elected a Missionary Volunteer Department Director in 1948, and from 1950 spent the following ten years in evangelism. He was elected the Ministerial Association Secretary of the South American Division in 1959 and became the Secretary in June 1970. Oliveira served as President of the South American Division from January 1, 1975 to April 30, 1980 before his election as Vice President of the General Conference at the General Conference Session in Dallas, Texas. His quiet Christian leadership and spiritual care for those with whom he worked will be remembered.

Lygia Oliveira served in the Communication Department of the General Conference. She served effectively as a tour guide and hostess to literally thousands of persons who visited the former and the present world headquarters office.

CURRIE, HOLMAN CARL—RETIREMENT

RECOMMENDED, To grant NAD Retirement Plan benefits to Holman Carl Currie following 50.25 years of denominational service, effective September 1, 1990.

REPORTS

D E Robinson reported that very positive responses from Indianapolis continue to be received indicating that things went well. City officials are aware that Indianapolis is being considered for the General Conference Session in the year 2000, and they are definitely interested in this business. F Donald Yost has written many thank-you letters to different individuals. Yesterday Robinson hand signed 120 thank-you letters to the volunteers who helped, many of whom worked 16 to 18 hours per day without compensation. The people responsible for the blood drive were overwhelmed with the response. Anyone who wishes to have input at the debriefing to be held on September 21 in committee room 3H-10 is invited to attend.

F L Jones stated that progress is being made on the North Building. When all the asbestos has been removed, it is hoped that the building can be sold; if not, it will be leased.

The Home Study Building has been leased for five years and will be available on September 1. The individuals who have leased the building have agreed to pay the cost of heating and cooling, utilities, and a share of the taxes.

C E Bracebridge reported that nine Adventist military chaplains are either in Saudi Arabia or will be soon. Literature has been requested for the troops there. The hospital ships, Comfort and Hope, have requested literature as well as hospitals in Germany. The Pacific Press Publishing Association has donated 5,000 copies of Signs of the Times each month and ASI has donated 5,000 copies of Happiness Digest.

August 30, 1990

DEVOTIONAL

Laypersons of the Church often put leaders on pedestals where the eyes of church members scrutinize every motive, move, and action. Since the General Conference Session, some of the comments the Chairman has heard are:

"We probably are not going to see much of you anymore;" or "Be faithful to duty as the compass is to the pole;" or "A minister must be full of the Holy Spirit." Our people want to see us in their churches and in their meetings where we can lend our support. They want us to be firm as a rock and have the courage to lead the Church through whatever trials may be ahead. They expect church leaders to be men and women of God. Billy Graham said, "A spirit of prayer and humble dependence upon God would bring a freshness of vision and purpose that would capture the imagination of the world."

We must be like Jesus who was always approachable. As we begin this quinquennium our prayer should be that of Solomon, "Give me wisdom and knowledge, that I may lead this people . . ." (2 Chron 1:10 NIV).

Prayer was offered by Virginia Smith and J David Newman.

COMMITTEE ON APPOINTEES

VOTED, To approve the following report of the Committee on Appointees:

Appointments

Ramal, Hector Enrique (Northern Calif Conf)--Theology Teacher, Montemorelos U, Mexico (IAD)
Taylor, Robert Odus (Riverside, CA)--Maintenance Worker, Guam-Micronesia Mission (FED) Regularize AVS assignment eff Jun 1, 90

Calls and Transfers Between Divisions

Boican, Olga (EUD)--Call of AID as Physician, Ile Ife Hosp, Nigeria Un
Jensen, Marinus (TED)--Request of IAD as ADRA Worker, Corn Island Project, Nicaragua (IAD) AVS basis, 5 mos
Thomas, Donald Herbert (TED) General Manager, Southern Publishing Association, So Africa, SAAC--Call of AID as Treasurer, Division Office, Cote d'Ivoire
Zawadski, Basilio (SAD)--Call of USSRD as Undertreasurer, USSR Division Office, Russia

Releases

Gonzalez, Vilmar Emilio (SAD) from call as Bible Teacher, Linda Vista Academy, Mexico (IAD) Declined
Tomihama, Sogen (FED) from call as Director, Japanese Adv Ctr, Belem, Brazil (SAD) Declined

Permanent Returns

Britton, Walter Gabriel, ADRA Director, Chile Un (SAD) to NAD, Education, eff Sep 90
Carbone, Giuseppe, Assistant ADRA Director, So American Division, Brazil (SAD) to EUD, Education, eff Sep 90
Gameiro, Antonio, Pastor-Evangelist, Transvaal Conf, So Africa (SAAC) to EUD, Health, eff Aug 90

GRIFFITHS, VICTOR S--CONDOLENCES TO FAMILY

On Friday, August 24, 1990 Victor S Griffiths, Associate Director of the General Conference Department of Education, was resting at his home when a small fire took place in the kitchen. He inhaled some of the fumes which resulted in an asthma attack. His son called an ambulance and Griffiths was rushed to the hospital. He went into cardiac arrest and soon expired. His memorial service will be held on August 31 at 11:00 a.m. in the Sligo Church.

VOTED, To extend sincere condolences to the V S Griffiths family during this time of their bereavement.

GRIFFITHS, VICTOR S--APPRECIATION

VOTED, To express appreciation to the Victor S Griffiths family for his more than 35 years of service to the Church. He began his denominational service as a ministerial intern in the Bahamas Mission in 1954. From 1957 to 1963 he served as a minister in the West Jamaica Conference. After attending Andrews University for a year he served as a minister for ten months in the Northeastern Conference. He then entered the teaching field and served as an English teacher at Union College from 1965 to 1973 and Loma Linda University-La Sierra Campus from 1973 to 1978 as English Professor, English Department Chairman, and Extension Coordinator. He became Dean of the Graduate School at Loma Linda University in January of 1978 and then was called to the General Conference as Associate Director of the Department of Education in August of that year. He served in that capacity until he expired last Friday.

He will be missed by the General Conference family as well as many friends and coworkers around the world.

REPORTS

Humberto S Rasi reported on the Loma Linda University Constituency and Board Meetings. Neal C Wilson chaired the Constituency Meeting on Saturday night that formally approved the separation of the two educational institutions that had been operating jointly--Loma Linda University at Loma Linda (a General Conference institution specializing in the health sciences) and Loma Linda University at Riverside (a Pacific Union Conference institution with a strong undergraduate program). On Sunday the constituency revised the institutional bylaws and elected a smaller Board of Trustees consisting of 23 members. That night a farewell was held for the outgoing President, Norman J Woods.

With Robert S Folkenberg presiding, the Board met on Monday and selected Calvin B Rock and Alfred C McClure to serve as Chairman and Vice Chairman respectively. The Board also reelected B Lyn Behrens as President of Loma Linda University-Loma Linda, and as Vice Presidents Donald Prior (Advancement), David B Hinshaw Sr (Medical Affairs), and Augustus Cheatham (Public Affairs). Other key positions are to be filled during the next board meeting which will be held in September.

Throughout the meetings there was a positive feeling and a sense of openness and unity. Several expressed the desire to keep the University closely connected with the Church and its mission.

Gary B Patterson reported on the North American Division meeting. There was no significant change in staffing for the NAD.

W L Murrill reported that there has been a 10 percent reduction in General Conference personnel for a total of 45 budgets. The reduction amounts to approximately \$2,000,000.

September 6, 1990

DEVOTIONAL

The devotional began with a season of prayer in which all took part as they prayed in two's and three's remembering the many requests that were made.

"Rejoice in the Lord alway: and again I say, rejoice" was the text used by the Chairman from his favorite epistle (Phil 4:4). Paul wrote this effusive and joyous letter while in prison separated from all his Christian friends. Yet he could rejoice. When he and Silas were in prison after being severely beaten, they sang songs of praise to God at midnight. An earthquake shook the foundation of the prison leaving the two men free. They did not flee. Instead Paul ministered to the jailer and his family who were converted that night.

Do we rejoice over a soul won to Christ? This should be our greatest joy! The challenge to us in this new quinquennium should be to infuse new light, new joy, and new vigor into our churches so our people may rejoice.

COMMITTEE ON APPOINTEES

VOTED, To approve the following report of the Committee on Appointees:

Appointments

Howell, Christopher Dennis (Clinton, MA)--Automotive Technology Dept Head-Teacher, Ethiopian Adv Col (EAD)

Krunich, Stephen Theodore (Carolina Conf)--Pastor, Pohnpei District, Caroline Islands (FED)

Robinson, Robert Lavern (Sutherland, OR)--Treasurer, Sri Lanka Un of Churches (FED)

Calls and Transfers Between Divisions

Korean Pastor (FED)--Call of SAD for So Sao Paulo Conf, Brazil

Releases

Archer, Elicia (IAD) from call as Academic Dean, Valley View Col, Ghana (AID) Call Withheld

Fridlin, J J (EUD) from assignment as Accountant, C African Un Mission, AVS/Cooperant basis (AID) Declined

Howell, Carolyn Elizabeth from appt as Administrator, Davis Memorial Hosp, Guyana (IAD) Natl Returning, Declined

Permanent Returns

Cooper, Adrian Paul, Business Manager, Adv U of C Africa, Rwanda
(AID) to NAD, Death, eff Jul 90
Jeanniton, Alcega, Publishing Director, C African Un Mission,
Cameroun (AID) to NAD, Personal, eff Jun 90
Schevani, Ardoval--Change eff date voted Jun 20, 90 to May 90
(IAD)

AKERS, GEORGE H--RETIREMENT

RECOMMENDED, To grant NAD Retirement Plan benefits to George H Akers following 43.11 years of service, effective October 1, 1990.

AKERS, GEORGE H--APPRECIATION

VOTED, To express appreciation to George H Akers for his 43.11 years of service to the denomination all of which was in the field of education. Akers served as dean of boys, teacher, and principal in our secondary schools; dean of students, teacher, associate professor, vice president for academic affairs, and president on the college level; and professor, assistant dean of graduate studies, and dean of the School of Education on the graduate level before coming to the General Conference as Director of the Department of Education. His expertise on many levels of education will be greatly missed as well as his friendliness.

CLARK, WINSTON T--RETIREMENT

RECOMMENDED, To grant NAD Retirement Plan benefits to Winston T Clark following 44.46 years of service, effective November 1, 1990.

CLARK, WINSTON T--APPRECIATION

VOTED, To express appreciation to Winston T Clark for his 44.46 years of service to the denomination. After serving as a ministerial intern and pastor in California for four years, most of his years were spent in the Far Eastern Division where he served as a pastor-evangelist, mission president, and union president in Japan; union president in Taiwan; and then secretary and president of the Far Eastern Division for a total of 35 years. For the past five years he served as Assistant to the President at the General Conference where his work has been very much appreciated.

SCHMIDT, ARTURO E--RETIREMENT

RECOMMENDED, To grant NAD Retirement Plan benefits to Arturo E Schmidt following 44.86 years of service, effective October 1, 1990.

SCHMIDT, ARTURO E--APPRECIATION

VOTED, To express appreciation to Arturo E Schmidt for his 44.86 years of service to the denomination. He served in the South American

Division and the Euro-Africa Division as an evangelist and ministerial secretary before coming to the General Conference in 1975 as the Associate Secretary of the Ministerial Association and then Director of the Islamic Team. His work for the followers of Islam has been especially appreciated.

September 13, 1990

DEVOTIONAL

"General Conference Committee members are busy people and likely to be proud of it," stated W Floyd Bresee. The work of the Lord is perhaps the most acceptable excuse used for neglecting the Lord of the work. Christ advised, "Seek ye first the kingdom of God . . ." (Matt 6:33). He was talking about priorities--putting the important before the urgent.

The busyness problem is solved by right priorities. When Jesus said, "It is finished," all the sick had not been healed. He had not done everything that could have been done, but He had finished the work His Father had sent Him to do. He had kept his priorities straight. It is natural for us to allow the urgent to crowd out the important. The important seldom has to be done today. Devotions are important but easy to put off. The urgent--writing letters, making phone calls, etc--has to be done now. Unless we purposely prohibit it, the urgent will crowd out the important.

Each morning we should ask the Lord what His priorities are for us for the day. The Lord of the work must have priority over the work of the Lord! As leaders of the Church, the most important thing that we can do is to keep close to Christ. Let us not allow even His work to keep us from spending time with Him.

Prayer was offered by Owen Troy.

COMMISSION ON GOVERNANCE (GCC-A)—APPOINTMENT

VOTED, To appoint the following Commission on Governance (GCC-A):

TERMS OF REFERENCE

1. Evaluate the internal system of governance in the General Conference.

AUTHORITY AND RESPONSIBILITY

1. Recommend to GC Officers.

- | | |
|---|---|
| 2. Review the functions, composition, and terms of reference of all GC standing committees. | 2. Recommend to GC Officers. |
| 3. Prepare recommendations for the governance of the General Conference. | 3. Recommend to General Conference Committee. |

MEMBERS:

KLOOSTERHUIS, R J, Chairman
Rock, C B, Vice Chairman
Thomas, F G, Secretary

Battle, M T
Bietz, G
Bresee, W Floyd
de Leon, Linda
Follett, Philip
Grube, Stanley
Leito, Israel
McBride, Duane
McClure, A C

Mostert, Thomas J Jr
Osborn, R E
Plata, E
Robinson, D E
Sandefur, Charles
Sickler, Susan
Tennyson, M
Wood, K H
Wright, Henry M

FEHLBERG, ERIC C—APPOINTMENT

VOTED, To appoint Eric C Fehlberg as Director of the International Health Food Association effective July 1, 1990 to June 30, 1992. Fehlberg's salary and other related expenses, up to a maximum of \$75,000 per year, will be charged to the International Health Food Association Expansion Fund.

CARMAN, E E—APPOINTMENT

VOTED, To appoint E E Carman as Assistant Director of the Health and Temperance Department.

GENERAL CONFERENCE EXECUTIVE COMMITTEE—ELECTIVE MEMBERS

VOTED, To elect the following as members of the General Conference Executive Committee as provided for in the General Conference Constitution, Article V, Section 1-b:

Akers, G H
Bradford, C E
Christo, G J
Hadley, G G
Jones, F L

Knowles, G E
Oliveira, Enoch
Roth, D A
Watson, C D

REPORT

Robert S Folkenberg gave a report on the findings of the McBride Report. He felt it was important to bring closure to the trauma and stress that this study has brought to General Conference personnel. Its conclusions cannot be ignored or our credibility with the field will be undermined. Some services will have to remain discontinued because it is the field that decides what we do for it. The ultimate objective is to build unity, credibility, and trust with our people. McBride will present a report to the 1990 Annual Council.

COMMITTEE ON APPOINTEES

VOTED, To approve the following report of the Committee on Appointees:

Appointments

Azilah, G L (AID Natl, St, Andrews U)—Dept Director, So Ghana
Conf (AID) Natl Returning
Hertlein, Irving Leonardo (Adv Health System, W)—Assistant
Treasurer, So American Division (SAD)
Workman, Ralph Charles (Hendersonville, NC)—Civilian Chaplain,
Servicemen's Ctr, Frankfurt, Germany (GC/NSO)

Calls and Transfers Between Divisions

Beveridge, Marilyn (SPD)—Call of FED as Administrator, Chiang Mai
Educational Ctr, Thailand
Bouma, Carita (TED)—Request of EAD as Nurse, Gimbie Hosp,
Ethiopia, AAV basis, 1 yr
Bouma, Jack (TED)—Request of EAD as Builder-Supervisor ADRA
Project, Gimbie Hosp, Ethiopia, AAV basis, 1 yr
Sormunen, Leila (TED)—Request of EAD as Physiotherapist, Mwami
Adv Hosp, Zambia, AAV basis, 1 yr
Sormunen, Pertti (TED)—Request of EAD as Pharmacist, Mwami Adv
Hosp, Zambia, AAV basis, 1 yr

Releases

Lee, Edward from call as Pastor, Transvaal Conf, So Africa (SAAC)
Declined
McKee, Richard Laverne from appt as Associate Director, Publishing
Dept, FED, Korea (FED) Declined
Salzmann, Hans (EUD) from call as Assistant Treasurer, Zambesi Un,
Bulawayo, Zimbabwe, Africa (EAD) AVS basis, Declined

Permanent Returns

Bouland, Thomas Green Jr, Physician/Surgeon, Andrews Memorial Hosp
(IAD) to NAD, Assignment Completed, eff Sep 90
Gordon, Oswald Edward—Change eff date voted May 3, 90 from Jun to
Aug 19, 90 (AID)
Hawlitshchek, Jochen, Dean, School of Medicine, Montemorelos U,
Mexico (IAD) to EUD, General Conf Election, eff Aug 90

GCC Excerpts, July thru September - 24

Kraft, Edwin Carl, Physician/Surgeon, Kendu Adv Hosp, Kenya (EAD)
to NAD, Retirement, eff Aug 90
Primero, Paterno Q, Physician/Surgeon, Andrews Memorial Hosp (IAD)
to FED, Assignment Completed, eff Oct 90

KRAFT, EDWIN CARL—APPRECIATION

VOTED, To express deep appreciation to Edwin Carl Kraft for the 20 years of dedicated service to the Seventh-day Adventist Church. Kraft has served in the Eastern Africa Division and his most recent responsibility has been as Medical Director of the Heri Adventist Hospital in Kigoma, Tanzania.

GENERAL CALLS

VOTED, To record the following calls involving the General Conference or its institutions:

Bingham, Graham (General Conference)—Pastor, Oregon
Conference
Hardwick, David L (PR-EAD)—Maintenance Repairman,
Pacific Press Publishing Association
Perez, Efrain (Lake Region Conf)—Director of
International Periodical Sales, Pacific Press
Publishing Association
Pursley, Donald G (Union College)—Vice President for
Finance, Loma Linda University

OLIVEIRA, ENOCH—RETIREMENT

RECOMMENDED, To grant NAD Retirement Plan benefits to Enoch Oliveira following 44.68 years of denominational service, effective September 1, 1990.

September 20, 1990

DEVOTIONAL

Jose Luis Campos, Associate Director of the Publishing Department, presented the devotional. "For whatsoever is born of God overcometh the world: and this is the victory that overcometh the world, even our faith." (1 John 5:4) "I am proud to be a Seventh-day Adventist. I believe in this church. I am proud of our hospitals and colleges, our food factories and publishing houses, and especially the beautiful simple faith that we have," stated the speaker. It is faith that has led us through the centuries.

Many years ago some Korean people came to Yucatan in Mexico. While they were repairing pots, and speaking very poor Spanish, they shared their faith with Campos' great-grandmother who accepted the beliefs of the Seventh-day Adventist Church. In simple faith the

grandmother had been praying for 30 years that she would learn the truth. Her grandchildren could not understand why she worshiped on Saturday instead of Sunday. Years later a small leaflet advertising some religious meetings was slipped under their door. They attended the meetings and were baptized into the Seventh-day Adventist Church. Now they could understand why their grandmother worshiped the way she did.

We, too, should be sharing our faith with everyone with whom we come in contact.

Prayer was offered by Calvin Smith.

INTRODUCTIONS

D F Gilbert introduced Rowena R Rick, the first woman to be elected Associate Treasurer of the General Conference.

JACKSON-HALL, BARBARA—APPROVE APPOINTMENT AS EDITOR OF VIBRANT LIFE

VOTED, To approve the appointment of Barbara Jackson-Hall as Editor of Vibrant Life magazine.

GENERAL CONFERENCE EXECUTIVE COMMITTEE—ELECTIVE MEMBERS

VOTED, To elect the following as members of the General Conference Executive Committee as provided for in the General Conference Constitution, Article V, Section 1-b:

Canadian Union	Fortin, Dennis (Minister) Thomas, David (Layperson)
Columbia Union	Campbell, S Peter (Minister) Coy, Robert (Layperson)
Lake Union	Nelson, Dwight (Minister) Randall, Barbara (Layperson)
Mid-America Union	Williams, Walton (Minister) Morris, Raymond (Layperson)
Pacific Union	Lloyd, Robert (Minister) Tonge, Joan (Layperson)
Southern Union	Ward, E C (Minister) Hulsey, William (Layperson)
Southwestern Union	Hubbartt, Ray (Minister) Gilley, James (Layperson)

COMMITTEE ON APPOINTEES

VOTED, To approve the following report of the Committee on Appointees:

Appointments

Giordano, Oscar Anibal (Riverside, CA)—Physician/General Surgeon, Mugonero Hosp, Rwanda (AID) (Amend division status voted Jul 19, 90)

Havens, Douglas Frederick (Greenbelt, MD)—ADRA Director, East Asia, Change from AVS Assignment to Regular Appointment

Calls and Transfers Between Divisions

King, Michael J (SPD)—Call of FED as Developer-Manager, Health Food Industry, Thailand

Korean Pastor (FED)—Call of SAD for Buenos Aires Conf, Argentina

Releases

Ketting, Rena Marie from appt as Teacher, Far Eastern Elementary School, Singapore (FED) Declined

Shuttleworth, Neil (TED) from call as Automotive Technology Dept Head-Teacher, Ethiopian Adv Col (EAD) Declined

Teeuwen, Jacobus Frank (TED) from call as Secy, Ministerial Association, Bangladesh Un Mission (FED) Declined

Permanent Returns

Bowen, Glenn Ivan, Civilian Chaplain, Servicemen's Ctr, Frankfurt, Germany (EUD) to NAD, Assignment Completed, eff Apr 91

Carnevali, Alfredo—Rescind action voted Jun 20, 90 and reassign to the No Cameroun Mission as ADRA Director (AID)

Ferrer, Sergie Benedicto, Secy-Treasurer, Egypt Field (MEU) to FED, Family Considerations, eff Sep 90

Fisher, Eunice Maxine—Change eff date to Sep 90

Papazoglou, Anastassios, Evangelist-Pastor, Greek Mission (TED) to SAD, Personal, eff Jun 90

LAUGHLIN, JOSEPH STONE JR—RETIREMENT

RECOMMENDED, To grant NAD Retirement Plan benefits to Joseph Stone Laughlin Jr following 39.09 years of denominational service, effective July 1, 1990.

LAUGHLIN, JOSEPH STONE JR—APPRECIATION

VOTED, To express appreciation to Joseph Stone Laughlin Jr for his 39.09 years of service most of which was with Risk Management Services. His last four years were spent in Singapore where he served as the Director of Risk Management Services for the Far Eastern Division.

LENO, H LLOYD—RETIREMENT

RECOMMENDED, To grant NAD Retirement Plan benefits to H Lloyd Leno following 40.09 years of denominational service, effective August 1, 1990.

LENO, H LLOYD—APPRECIATION

VOTED, To express appreciation to H Lloyd Leno for his 40.09 years of service. He taught music in several academies, Union College, and Walla Walla College, and spent his last five years at Antillian Union College and Dominican Adventist University in the Inter-American Division.

WALLACE, ELTON H—RETIREMENT

RECOMMENDED, To grant NAD Retirement Plan benefits to Elton H Wallace following 45.84 years of denominational service, effective August 1, 1990. (Appreciation was voted at the time of his permanent return.)

GENERAL CALLS

VOTED, To record the following call involving the General Conference or its institutions:

Becraft, Thomas E (PR-FED)—Pastor, Washington Conference,
North Pacific Union

September 27, 1990

PERSONAL TESTIMONIES

W C Scales recently became acquainted with a visitor at the General Conference complex. The man, a professional who works on the opposite side of Highway 29, was curious about what Seventh-day Adventists believe. In the course of their conversation, Scales invited him home for dinner and then took him to an evangelistic meeting in Baltimore. The man was very impressed with what he heard and plans to attend church on Sabbath. Scales is praying that God will continue to guide him to the truth.

F Donald Yost spoke of sending a note of encouragement to a former colleague who has not yet found employment. He has encouraged him to remember the times when his work has been affirmed, his counsel sought, and times when the Lord's presence has been very near. He stated that in his experience this has helped him when he has found himself in a difficult situation. He felt that recalling the past blessings of God strengthens us in times of trial.

REPORTS

William G Johnsson mentioned an article that appeared in the Washington Post this morning. According to the article, people in the Soviet Union now have religious freedom, and atheism is not to be taught in the schools any longer.

Charles R Taylor has been in contact with a former hospital administrator who has gone into private business for himself and has had contact with high government officials. This layman is now willing to invest \$600,000 in an Eastern country to make it possible for the work there to be self-supporting.

Thomas R Neslund recently returned from the Soviet Union. One of the big problems there is alcoholism. In 1987, to help solve the problem, the government reduced the alcohol content in alcoholic beverages, raised the legal age at which an individual could purchase alcohol, and reduced the hours during which it could be purchased; consumption decreased. In 1988 sugar began disappearing and it was discovered that individuals were producing liquor illegally. To stop this practice, the government allowed more companies to produce alcoholic beverages; and consumption has again increased. Now the government and the Russian Orthodox Church are joining together to try to create a sober society. It is hoped that the Seventh-day Adventist Church will involve itself in endeavoring to solve this problem.

In Latvia Neslund conducted a stop-smoking program with over 400 people in attendance. Because of a shortage, people stand in line two and one-half hours to purchase cigarettes; and tobacco products are very expensive. Neslund wondered if he should make his usual call to throw away all tobacco during the program. At the appropriate time, he urged the ones attending to give up their cigarettes and throw them into a large box. He was greatly encouraged when they readily complied with his request. He was even more encouraged the following weekend when many attended the Adventist service where he was the speaker.

Prayer was offered by James T Bradfield who remembered G Ralph Thompson presently in the coronary care unit at Washington Adventist Hospital after suffering a mild heart attack.

COMMITTEE ON APPOINTEES

VOTED, To approve the following report of the Committee on Appointees:

Appointments

- Boyce, Donald Michael (Laurel, MD)—Principle Nursing Officer, Maluti Adv Hosp, Lesotho (SAAC)
- Jacobson, Arvid Lester (Columbia, MD)—Administrator, Port-of-Spain Adv Hosp, Trinidad (IAD)
- McGhee, John Kenneth (Oregon Conf)—Secy, Ministerial Association, Bangladesh Un Mission (FED)

Calls and Transfers Between Divisions

Instructor (EUD)—Call of AID for Burkina Faso Adv Agricultural Training Ctr, Burkina Faso
 Korean Pastor (FED)—Rescind call of SAD for S Sao Paulo Conf, Brazil (voted Sep 5, 90)
 Rakotondradano, Aurelie (EUD)—To record acceptance of open call to Adv U of C Africa, Rwanda as Secondary-Level Teacher (AID) AVS/SVA basis, 1 yr

Releases

Gomes, Silas DeAraujo (SAD) from call to Mugonero Hosp as Medical Director (AID) Declined
 Moores, Robert Martin from appt to Eastern Africa Division as Assistant Treasurer (EAD) Declined

Permanent Returns

Buck-Khng, Rosemarie Eileen, Director, School of Nursing, Karachi Adv Hosp, Pakistan (TED) to NAD, Family Considerations, eff Sep 90
 Hardware, David Winston, ADRA Director, Ethiopian Un Mission (EAD) to NAD, Personal, eff Aug 18, 90
 Khng, Philip, Dentist, Karachi Adv Hosp, Pakistan (TED) to NAD, Family Considerations, eff Sep 90
 Sakul, Florence Irene (dtr, Hans Sakul, Eastern Africa Division) Zimbabwe (EAD) to FED, Education, eff Aug 90
 Sasela, Jeffry (son, Jootje Sasela, Eastern Africa Division) Zimbabwe (EAD) to FED, Education, eff Jul 90

EXCHANGE RATES

VOTED, To approve the following adjustments to fixed rates of exchange, effective October 1, 1990:

<u>Division/Union</u>	<u>Symbol</u>	<u>Local Currency Units Per US \$</u>	<u>US \$ Per Local Currency Units</u>
Eastern Africa Zimbabwe	ZWD	2.55	0.392157
Far Eastern Singapore	S\$	1.77	0.564972
Middle East Cyprus	CYL	0.45	2.173913
South Africa	ZAR	2.56	0.390625
Trans-European Britain	L	0.549451	1.820000

GENERAL CALLS

VOTED, To record the following calls involving the General Conference or its institutions:

Boyson, Jack (Andrews University)—Assistant Director
for the Planning Division, Adventist Development and Relief
Agency International

Rudder, Rena (Adventist Media Center)—Senior
Programmer-Analyst, Pacific Press Publishing Association

**EDITOR, COLLEGIATE QUARTERLY AND CORNERSTONE
INTERNATIONAL QUARTERLY—APPOINTMENT**

VOTED, To appoint Gary B Swanson as editor of the
Collegiate Quarterly and Cornerstone International Quarterly.

**EDITOR, JUNIOR AND TEEN SABBATH SCHOOL QUARTERLIES—
CHARLES J GRIFFIN**

VOTED, To record the Church Ministries assignment of
Charles J Griffin as editor of the Junior and Teen Sabbath School
quarterlies.

**ENGEN, GORDON O—ELECTION AS DIRECTOR, PUBLIC AFFAIRS
AND RELIGIOUS LIBERTY DEPARTMENT**

VOTED, To elect Gordon O Engen as Director of the Public Affairs
and Religious Liberty Department for the North American Division.

STERDALE, ELIZABETH A—ELECTION AS FIELD SECRETARY

VOTED, To elect Elizabeth Sterndale as Field Secretary for the
North American Division.

GENERAL CONFERENCE COMMITTEE

July 19, 1990, 10:00 a.m.

MEMBERS PRESENT

K J Mittleider (Ch), D A Roth (Sec), Roy Adams, R E Appenzeller, Karl H Bahr, Rosa T Banks, M T Battle, B B Beach, R W Bendall, C E Bracebridge, W Floyd Bresee, C D Brooks, Shirley Burton, G Tom Carter, W T Clark, R W Coon, D E Crane, G H Crumley, R L Dale, Eric C Fehlberg, E R Gane, D F Gilbert, J H Harris, R R Hegstad, R H Henning, David E Johnston, F L Jones, M E Joiner, R J Kloosterhuis, Israel Leito, T R Neslund, S H Parker, Gary B Patterson, Stoy E Proctor, G W Reid, G E Rice, Gary M Ross, W C Scales Jr, A E Schmidt, A C Segovia, Calvin Smith, Virginia Smith, Elizabeth A Sterndale, Michael H Stevenson, C R Taylor, G Ralph Thompson, M A Tyner, M C Van Putten, R S Watts Jr, A S Whiting, M K Widmer, D S Williams, F Donald Yost, Samuel Young.

DEVOTIONAL

K J Mittleider praised the Lord for the advancement of the gospel in spite of the concerted efforts of the wicked one to divert the attention of God's people.

"But without faith it is impossible to please him: for he that cometh to God must believe that he is and that he is a rewarder of them that diligently seek him."--Hebrews 11:6

Why do we believe in God? Do we only ask God for things we need? Our prayers are an index to our concept of God. If we only talk to God when we are in trouble, we are demonstrating the truth that there are no atheists in fox holes, though many are present in the pleasure spots of the world. We could perhaps dispense with God when things go well.

If we believe in God because He is real, because He made us, because He recreated us, and because we have felt His energizing power, then we have a mature relationship with Him. This is when the bigness of God comes through.

PRAYER REQUESTS

C D Brooks led out in the official 1990 General Conference Session Prayer Committee. He collected three hundred names on two large prayer cards to be presented to the General Conference Committee for special remembrance because of the many heartaches and problems.

90-220

July 19, 1990 - GCC

Other requests included the camp meetings now in session, the delegates traveling home, the evangelistic efforts now being held, and the family of Ralph Peay whose son-in-law was killed while traveling home from the 1990 General Conference Session.

Theodore Zegarra's family was remembered since he fell down a flight of stairs during the General Conference Session and later died; also Orval L Driskell, Review and Herald Publishing employee whose wife died recently, has now lost his grandson who died from injuries sustained while playing on a skateboard.

The doctor of C E Bracebridge stated that he is doing marvelously well, better than ever anticipated with the interferon treatment. Bracebridge has totally committed his condition to the Lord.

Prayer was also requested for Warren S Banfield who will be anointed at his home on Sabbath at 5:00 p.m. and for the 21 individuals in the Health and Temperance Department who are being affected by the down-sizing.

D A Delafield reported that 1,200 out of 1,800 seniors have agreed to be prayer partners for the unopened world areas listed in the Global Strategy report.

Tulio Haylock will be in Guam looking for a suitable place to relocate the AWR-Asia station.

C D Brooks offered the morning prayer.

INTRODUCTIONS

Israel Leito introduced the new members of the Church Ministries team. Calvin Smith comes from the Chesapeake Conference. He has worked in the Eastern Africa and the Far Eastern Divisions and brings expertise to his responsibility as Associate Director of Church Ministries for Sabbath School.

Murray E Joiner comes from the Southern Union Conference and also has local conference experience. He is an Associate Director of Church Ministries for Personal Ministries/Lay Activities and has expertise in motivating lay participation.

Charles J Griffin, who was not present, comes from the Far Eastern Division. He has also worked in the South American Division and is an Associate Director of Church Ministries for Sabbath School.

Karl H Bahr introduced Anna-Liisa Halonen, former Manager of the Finland Publishing house and newly elected Treasurer of the Trans-European Division, and E Olavi Rouhe, President of the Finland Union Conference.

MINUTES of the meeting held June 21, 1990 were approved.

SEC/GCO/GCC to GRT

INVITEES TO THE 1990 ANNUAL COUNCIL

VOTED, To invite the following individuals to attend the 1990 Annual Council:

1. Members of the General Conference Committee:

Presidents of world divisions
Secretary or Treasurer of world divisions
Union Presidents from world divisions
 as chosen by their respective divisions
General Conference Committee members resident in North America
General Conference Committee lay members outside of North America
Presidents of attached unions--Middle East Union Mission,
 South African Union Conference, Southern Union Mission
Adventist World Radio-Asia (Allen Steele)

2. Other Persons not members of the General Conference Committee:

Vice-Presidents of NAD unions*
Secretaries of NAD unions
Treasurers of NAD unions
Directors, Special Ministries, NAD unions*
Regional Departmental Secretaries of Pacific Union and North
 Pacific Union*
Presidents of NAD local conferences
Presidents of NAD senior colleges
Dean, SDA Theological Seminary, Andrews University
Director, Institute of World Mission, Andrews University
 (Gottfried Oosterwal)
Director, Associate Directors, and Area Directors of GC Auditing
 Service
Vice-President for Finance of the Pacific Press, Review and
 Herald Publishing Association, Christian Record Services,
 Oakwood College, Adventist Media Center, Andrews University,
 and Loma Linda University
Eastern Asia Committee--Hong Kong (Richard Liu)

*Need specific names

90-222
July 19, 1990 - GCC

SAAC/GCO/GCC to GRT

SOUTHERN UNION MISSION—OFFICER NOMINATIONS

VOTED, To approve the following nominations for officers of the Southern Union Mission as recommended by the South African Affairs Committee:

President - D W B Chalale
Secretary - A N Nzimande
Treasurer - C F Scout

MEAC/GCO/GCC to GRT

MIDDLE EAST UNION MISSION—OFFICER NOMINATIONS

VOTED, To approve the following nominations for officers of the Middle East Union Mission as recommended by the Middle East Affairs Committee:

President - Svein B Johansen
Secretary-Treasurer - Nelson Tabingo

GCO/GCC to RJK-NADCOM+NEIBd

NARCOTICS EDUCATION, INCORPORATED—NAD JURISDICTION

VOTED, To record that Narcotics Education Incorporated will come under the jurisdiction of the North American Division, effective August 1, 1990.

IAD/GCO/GCC to GRT

CHRISTIAN, C DIONISIO—ELECTION

VOTED, To approve the election of C Dionisio Christian as Public Affairs and Religious Liberty Director of the Inter-American Division.

CA/GCC to SEC

COMMITTEE ON APPOINTEES

VOTED, To approve the following report of the Committee on Appointees:

Appointments

DeBoer, Gary B (Oshawa, ON, CAN)--Treasurer, Eastern Africa Division, Zimbabwe (EAD)
Garcia-Rodriguez, Ricardo (IAD Natl, W Reading, PA)--Director of Development, Bella Vista Hosp, Puerto Rico (IAD) Natl Returning
McKee, Richard Laverne (GC)--Associate Director, Publishing Dept, FED, Korea (FED)
Mena, Juan (Keene, TX)--ADRA Representative, Mozambique Un (EUD)
Perrin, Ralph Wesley (Walla Walla Col)--Public Health Teacher, Adv International Institute of Advanced Studies, Philippines (FED)
Wagner, Garold Ray (LaCrosse, KS)--Reassign from W African Un Mission as Associate ADRA Director-Ghana to C African Un Mission as Mission Station President & ADRA Director-Congo (AID)

Calls and Transfers Between Divisions

Andersen, Arvild (TED)--Call of EAD as ADRA Director, Tanzania Un
Archer, Elicia (IAD)--Call of AID as Academic Dean, Valley View Col, Ghana
Estrella, Federico (SAD)--Call of IAD as Internal Medicine Physician-Professor, Montemorelos U, Mexico (IAD)
Giordano, Oscar A (SAD Natl, Riverside, CA)--Call of AID as Physician/General Surgeon, Mugonero Hosp, Rwanda
Lienard, Etienne (EUD) Physician/Surgeon, Hohenau Adv Hosp, Paraguay, SAD--Call of AID to transfer after furlough to Mugonero Hosp, Rwanda as Physician/Surgeon
Mena, Juan (SAD Natl, Keene, TX)--Call of EUD as ADRA Representative, Mozambique Un
Ormsby, Gail (SPD)--Call of General Conf as Director of the Human Resource Dept/ADRA National Headquarters
Tomihama, Sogen (FED)--Call of SAD as Director, Japanese Adv Ctr, Belem, Brazil (SAD)
Veloso, Mario (SAD)--Call of General Conf as Associate Secy, General Conf Election
Vyhmeister, Gerald (SAD Natl, Loma Linda, CA)--Call of AID as Teacher, Education Dept, Adv U of C Africa, Rwanda

Releases

Eitel, Roger (SPD) from assignment to Eden Valley Academy, Thailand on AVS basis (FED) Declined
Gustrich, Annelies (EUD) from assignment to Mugonero Hosp, Rwanda as AVS/SVA Nurse-Teacher (AID) Declined
Humble, Graeme (SPD) from appt to Bangladesh Un Mission as Secy, Ministerial Association (FED) Call Withdrawn

Permanent Returns

Colburn, Larry Roy, Administrative Field Secy, FED, Singapore (FED) to NAD, General Conf Election, eff Aug 90

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Griffin, Charles James, Director, Church Ministries Dept, FED, Singapore (FED) to NAD, General Conf Election, eff Aug 90
Guaita, Alberto (EUD)--Change eff date voted Jun 20, 90 from Jun to Jul 90 (AID)
Hsuen, John Shan Chung, Physician/Pediatrician & Vice President for Medical Affairs, Hongkong Adv Hosp (FED) to NAD, Family Considerations, eff Jul 90
Johnson, Brian Dean, Anesthesiologist, Bella Vista Hosp, Puerto Rico (IAD) to NAD, Health, eff Jul 90
Rick, Rowena Rosalind, Undertreasurer, FED, Singapore (FED) to NAD, General Conf Election, eff Aug 90
Thomas, Lavon Russell, Treasurer, Tanzania Adv Press (EAD) to NAD, Family Considerations, eff Jul 90
Wilson, (Ted) Norman Clair, Secretary, AID, Abidjan, Cote d'Ivoire, (AID) to NAD, General Conf Election, eff Sep 90

Retire/GCC to GHC-NADCOM

SDA RETIREMENT PLAN FOR NORTH AMERICA

VOTED, To approve the Seventh-day Adventist Retirement Plan for North America as presented. This Plan document contains only minor changes to the Plan as amended at the 1989 Year-end Meeting of the North American Division.

A copy of the Plan document is on file with the official copy of the minutes.

Retire/GCC to GHC-NADCOM

SDA CHURCH RETIREMENT PLAN FOR NORTH AMERICA
TRUST AGREEMENT

VOTED, To approve the Seventh-day Adventist Church Retirement Plan for North America Trust Agreement as presented establishing a separate trust for retirement plan funds.

A copy of the trust agreement is on file with the official copy of the minutes.

TRE/GCC to DFG

CITIBANK, TSUEN WAN BRANCH, HONG KONG - BANK SIGNATURES

VOTED, To authorize Citibank, Tsuen Wan Branch, Hong Kong, to recognize any two of the following signatures: Chiloe L H Fan, Donald F Gilbert, Richard H Y Liu, or Byron L Schueneman to sign or make any

changes and order for the payment of money for account number 05617642 which is in the name of "General Conference Corporation--Hong Kong Eastern Asia Administrative Committee." All prior authorizations for this account are hereby annulled and cancelled.

ADCOM/GCC to EO

INTERDIVISION TRAVEL

VOTED, To approve the following interdivision travel:

1. GENERAL CONFERENCE STAFF

ADRA

Dysinger, P William

Inter-American Division,
June 25-29, 1990 to evaluate the
Nicaragua Relief Project. Travel
will be paid from the Nicaragua
Relief Project fund.

Gainer, R I

Euro-Africa Division and USSR
Division, July 22-Aug 10, 1990 to
visit the Armenian Health Center and
other potential ADRA projects and
to assess relief efforts and long-
term critical needs for Romania.

Martinez, Nina

Far Eastern Division, Aug 15-
Sept 15, 1990 to participate in
filming the Pacific Union College
volunteer project in Sabah and other
ADRA projects.

Seidl, Haroldo J

USSR Division, August 1-10, 1990 to
visit the Armenian Health Center and
other potential ADRA projects.

Auditing

Vail, Wayne R

Africa-Indian Ocean Division and
Eastern Africa Division,
July 23-Aug 19, 1990 to conduct
audits.

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Communication

Haylock, Tulio R

Far Eastern Division, July 23, 1990 for up to one month to evaluate relocating the AWR radio station on Guam.

Kim, Danny

Far Eastern Division, Aug 15-Sept 15, 1990 to participate in filming the Pacific Union College volunteer project in Sabah and other ADRA projects. Travel will be paid by ADRA/I.

Philanthropic Service for Institutions

Murray, Milton J

South American Division, Aug 26-Sept 6, 1990 to participate in philanthropic seminars in Brazil.

2. OTHER DENOMINATIONAL WORKERS

Adventist Media Center

Mead, Colin K

Far Eastern Division, Aug 15-Sept 15, 1990 to participate in filming the Pacific Union College volunteer project in Sabah and other ADRA projects. Travel and salary will be paid by ADRA/I.

Far Eastern Division

Fujita, Kiyoshi

Africa-Indian Ocean Division, (ADRA/Japan) October 14-23, 1990 to participate in the ADRA workshop to be held in Abidjan. Travel will be paid by the Africa-Indian Ocean Division.

Loma Linda University

Frye, Barbara A
(ADRA Consultant)

Far Eastern Division, July 23-Aug 22, 1990 to evaluate the Child Survival III Project and other projects in Indonesia. Travel will be paid from the Child Survival III Grant.

North American Division

Yorke, Gosnell
(Atlantic Union College)

Southern Union Mission, July 23-
Aug 19, 1990 to lecture at Bethel
College. Travel will be at personal
expense.

Hayden, Melvyn
(Allegheny East Conference)

Inter-American Division, July 26-
Aug 6, 1990 to participate in the
North Caribbean Conference youth
camp to be held in Guadeloupe.
Travel will be paid by the North
Caribbean Conference.

Hernandez, Ernesto
(Southeastern Calif Conf)

South Pacific Division, October 1990
to conduct evangelistic crusades in
the Victorian Conference. Travel
will be paid by the Victorian
Conference.

3. SPECIALS

North American Division

Gambeta, Hugo
(Lay Person)

South Pacific Division, September 7-
15, 1990 to participate in the
Spanish Regional meetings. Travel
will be paid by the South Pacific
Division.

Kirkman, Don
(Lay Person)

USSR Division, July 22-Aug 10, 1990
to visit the Armenian Health Center
and other potential ADRA projects.
Travel will be paid from the USSR
Division fund.

Mittleider, Jacob
Mittleider, Mildred
(Lay Persons)

USSR Division, July 22-Aug 10, 1990
to teach agriculture at the Zaokski
Adventist Seminary. Travel will be
paid from the USSR Division Seminary
Farm fund.

Nolin, Russell A
Nolin Freida A
(Lay Persons)

Inter-American Division,
end of July for two weeks to do
maintenance work in Haiti. Travel
will be at personal expense.

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SEC/GCC to GRT

INTERDIVISION TRAVEL--ELECTED PERSONNEL

VOTED, To record that interdivision travel voted before the 1990 General Conference Session will be invalid for elected staff who were not re-elected at the Session.

GCC to DFG

GENERAL CONFERENCE HEADQUARTERS STAFF DOWN-SIZING - DISCUSSION

The current down-sizing of the General Conference Headquarters staff was discussed.

K J Mittleider, Chairman, requested the Treasury Department to present a copy of the newly recommended budgets, reflecting the down-sizing of the headquarters staff, to the next meeting of the General Conference Committee when Robert S Folkenberg will be present for the presentation.

Adjourned.

K J Mittleider, Chairman
D A Roth, Secretary
Betty Pierson, Recording Secretary

W. Cause, Esq.

Seventh Day Adventist Retirement
Plan for North America

Retirement Plan

Z 05 Retirement Plan Policies

The following policies constitute the Seventh-day Adventist Retirement Plan for North America. This plan, which is administered by the General Conference of Seventh-day Adventists, makes provision for retirement benefits for the employees of the General Conference, union conference and local conferences and their institutions in the United States, Canada, and Bermuda with the exception of employees of health-care institutions who are covered by a separate Hospital Retirement Plan, and institutions that are not participating in the retirement plans of the General Conference. The policies of the two plans are comparable except for provisions in the Hospital Plan that are required by Federal legislation.

Z 10 Organization

Z 10 05 Definitions -- The following words and terms, as used in the Plan, shall have the meanings set forth below, unless a different meaning is clearly required by the context.

1. Basic Remuneration -- Salaried or hour-time remuneration and area travel where applicable.
2. Beneficiary -- The surviving spouse or dependent child of a deceased employee or participant who is receiving benefits from the Plan.
3. Benefit Rate Factor -- The average of a participant's rate factors for the 10 years of service during which he had the highest yearly rate factors.
4. Code -- The Internal Revenue Code of 1986, as amended.
5. Committee -- The Retirement Plan Committee which administers the Retirement Plan.

6. Conference -- The word "conference" as used in these policies also includes the "missions" in the North American Division.

7. Dependent Child --

a. The unmarried child of a participant:

1) up to his 18th birthday.

2) in the case of a full-time student up to his 24th birthday.

3) who became handicapped prior to his 18th birthday.

4) who, in the case of a full-time student, became handicapped prior to his 24th birthday.

b. The child must also be eligible to be claimed as a dependent on the participant's income tax return.

8. Denominational Wage Scale -- The remuneration scale, including allowances, for employees of Seventh-day Adventist organizations in North America as voted by NADCOM each year.

9. Disabled -- An employee shall be considered disabled if he is unable to engage in any substantial gainful activity because of any medically determinable physical or mental impairment which is expected to be of a substantial or indefinite duration. An employee shall not be considered disabled unless he furnishes proof thereof in such form and manner as the Committee may require.

10. Eligible Spouse -- The surviving spouse of an employee or participant who qualifies for benefits.

11. Employee -- A person who is employed by a participating organization or an interdivision employee whose base division is the North American Division (see NAD D 15 20). A leased employee, as defined in Code section 414(n), is not an employee.

12. Employment -- The period of time during which a person is employed by a participating organization.

13. Full Remuneration -- Basic remuneration plus need-related allowances.

14. Hours of Service -- All hours for which an employee receives remuneration.

15. Joint and Survivor Annuity -- The form of retirement benefit that provides benefits to the participant and spouse while both are living and to the spouse that survives the participant.

16. North America -- The territory that has been assigned to the North American Division by the General Conference.

17. North American Division Committee (NADCOM) -- The committee that approves Retirement Plan policies for North America.

18. Participant -- An employee of a participating employer who is eligible to earn service credit in the Plan or a former employee who is receiving benefits from the Plan.

19. Participating Employer -- An organization which, with the approval of the Committee and NADCOM, has adopted this Plan for the benefit of its employees. Loma Linda Foods, Inc. shall be treated as a participating employer only from such date through December 31, 1983. Notwithstanding the preceding sentence, Loma Linda Foods, Inc. shall be treated as a participating employer only for purposes of vesting under Z 20 from January 1, 1984 through December 31, 1988. La Loma Foods, Inc. shall be treated as a participating employer only for purposes of vesting under Z 20 and only from January 1, 1989, through December 31, 1989. The preceding two sentences shall apply only in the case of a participant who has at least one hour of service with a participating employer other than Loma Linda Foods, Inc. or La Loma Foods, Inc. after the later of the participant's separation from service with Loma Linda Foods, Inc. or La Loma Foods, Inc.

20. Plan -- The Seventh-day Adventist Retirement Plan for North America.

21. Retirement Allowance -- The one-time allowance, based on years of service credit at the time of admission to the Plan.

22. Retirement Benefit -- A monthly amount payable to a participant/beneficiary.

23. Retirement Benefit Starting Date -- The first day of the first period in which a benefit becomes payable.

24. Service Credit -- A measure of time, expressed in years and percentage of years up a maximum of 40, used in determining the amount of a participant's retirement benefit.

25. Termination Settlement -- The amount of money paid to an employee who terminates employment before qualifying for admission to the Retirement Plan.

26. Remuneration Factor -- The monthly wage norm on which the denominational wage scale is based. This is voted by the North American Division Committee each year and adjustments are normally made on July 1.

27. Pension Factor -- The monthly pension norm on which Retirement Plan rates are based. This is voted by the North American Division Committee each year and adjustments are normally made on January 1.

28. Year of Break in Service -- A calendar year in which an employee does not complete more than 500 hours of service or does not complete more than the equivalent of three full months on a salaried basis.

29. Year of Service -- A calendar year in which an employee earns at least 50 percent of a year of service credit.

30. Yearly Rate Factor -- The rate factor that an employee qualifies for at the end of each calendar year in which he earns service credit.

The masculine gender shall include the feminine where appropriate.

Z 10 10 Basis of the Plan -- The benefits of the Retirement Plan are designed for those who have devoted their lives to the work of the Seventh-day Adventist Church.

1. Purpose of Plan -- The Plan provides for the assistance of eligible aged and disabled employees, their spouses, dependent children and the eligible spouses and children of deceased participants.

2. Method of Funding -- The Plan is funded by contributions from participating denominational

organizations. Employees do not contribute to the Plan funds.

3. Governing Body -- The Retirement Plan Committee, which serves as the governing body for the Seventh-day Adventist Retirement Plan for North America, is appointed by the General Conference Committee.

4. Authorization of Benefits -- Benefits from the Plan are authorized by the Committee. These benefits terminate with the decease of the participant, except where there is an eligible spouse and/or children.

5. Actions of Committee -- No precedent shall be established by any action of the Committee in providing assistance to a beneficiary.

6. Duties of the Committee -- The Committee shall administer the Plan and shall have the authority to take such actions and make such decisions as are necessary and proper to manage the affairs of the Plan. The Committee shall have the following specific authority and duties:

a. To make and enforce such rules and regulations as it shall deem necessary for the efficient administration of the Plan.

b. To interpret the Plan and to recommend revisions in the Plan as it shall deem appropriate.

c. To decide on questions concerning the Plan and the eligibility of an employee to participate in the Plan.

d. To compute the amount of benefits which shall be payable to any participant in accordance with the provisions of the Plan.

7. Limitation of Liability -- In administering the Plan, neither the Committee nor any person to whom it may properly delegate any duty in connection with the administering of the Plan shall be liable for any action or failure to act so long as the Committee and such persons to whom it has delegated responsibility have acted with care, skill, prudence and diligence under the circumstances then prevailing that a prudent man acting in a like capacity and familiar with such matters would use in the conduct of an operation of like character.

8. Amendments -- Any provision of this Plan may be revised at a regularly called meeting of the North American Division Committee.

Z 10 20 Fund Balance -- The Plan shall endeavor to maintain a fund of not less than three times the disbursements for the latest complete fiscal year. The fund may not be used for, or diverted to, any purpose other than the exclusive benefit of employees and their beneficiaries. The General Conference, on its own behalf and on behalf of the Participating Employers, may enter into a trust agreement with the General Conference Corporation. In such case, all contributions made pursuant to this Plan shall be paid into such trust. The trust funds shall be held and disbursed in accordance with the provisions of this Plan and the trust agreement. No person shall have any interest in, or right to, any part of the trust fund, except as expressly provided in this Plan or in the trust agreement. If such a trust is established, the trust fund shall be the sole source of benefits under this Plan, and each individual who shall claim the right to any payment or benefit under this Plan shall be entitled to look only to the trust fund for such payment or benefit, and shall not have any right, claim or demand therefore against the General Conference, the General Conference Corporation or any Participating Employer or any officer or employee of the General Conference, the General Conference Corporation or any Participating Employer. If such a trust is established, with respect to all or any portion of the Plan assets, the Committee may appoint an investment manager or managers to manage, acquire, or dispose of any assets of the Plan. Each such investment manager shall be either: (1) registered as an investment advisor under the Investment Advisors Act of 1940; (2) a bank as defined under that Act; or (3) an insurance company qualified under the laws of more than one state to manage, acquire, or dispose of Plan assets.

Z 10 25 Sources of Funding -- The Retirement Plan is funded by contributions from the participating organizations. The rates may be changed by NADCOM as necessary in order to meet the demands on the funds. Organizations that base their contributions on employee remuneration shall include all employees, including temporary and part-time, with the exception of student labor in educational institutions.

1. Conference Organizations -- General Conference, union conference and local conferences:

- a. Nine percent of their tithe receipts.
- b. Where the union conferences receive direct payment of tithe from members, the amount paid to the Plan shall be the same (9.9%) as if the tithe had been paid through the local conference.
- c. The General Conference shall also contribute to the Plan the equivalent of 1.3 percent (1.5 percent prior to January 1, 1990) of the Special Tithe Percentage that it receives from the conferences of the North American Division.

2. Institutions -- The following percentages of the basic remuneration of all employees:

- a. Academies, colleges, universities, including subsidiary organizations, and Home Study International except entities that are covered in d. below--4 percent (excluding student labor). Remuneration of teachers paid through subsidies or through direct appropriations shall be included when computing the amount to be paid to the Plan. Elementary schools and junior academies are excluded from this regulation.
- b. Adventist Book Centers -- 9 percent, plus 2 percent of all commissions paid to Adventist Book Center field representatives.
- c. Christian Record Services, Inc. -- 7 percent, plus 7 percent of the net income of field representatives.
- d. Commercial entities of educational institutions that have gross annual sales of over \$200,000 (excluding student labor) -- 6 percent.
- e. HHES/FHES Offices -- 9 percent, plus 2 percent of all commissions paid to literature evangelists (excluding students' sales).
- f. Narcotics Education, Inc. -- 7 percent, plus 2 percent of commissions paid to field representatives.
- g. Publishing houses -- 13 percent.
- h. Adventist Media Center -- 7 percent.

- i. General Conference Risk Management Services -- 7 percent.
- j. Monument Valley Hospital -- 5 percent.
- k. Adventist Development and Relief Agency, Inc. -- 7 percent.
- l. Amazing Facts, Inc. -- 9 percent.
- m. Project Patch -- 9 percent.

3. Contribution to Provide Retirement Allowance -- Each participating employer shall provide a contribution to the Retirement Plan equal to the amount of the retirement allowance paid to its retiring employees in accordance with the provisions of Z 40 10.

Z 10 30 Remittances -- Plan contributions are to be remitted monthly through the usual denominational channels. It is the duty of union conference and local conference treasurers to collect Plan contributions.

1. Adherence to Plan -- No union conference or local conference committee or institutional board shall have authority to change the rates at which these organizations shall make contributions to the Plan or to change the date on which the rates shall become effective.

2. Payment of Contributions -- Payment in full of the required contributions is an obligation of all organizations, and when such contributions are not remitted, the unpaid amounts shall be considered liabilities and treated as such in the financial statements of the respective organizations.

a. The General Conference shall deduct from appropriations the monthly contributions due from General Conference institutions.

b. The union conferences shall make monthly payments on behalf of their HHES, college and any other union conference institutions in their territory, excluding those institutions that are participating in the Hospital Retirement Plan.

c. The conferences shall make monthly payments on behalf of their academy, ABC and other conference institutions.

d. Interest shall be charged at major bank prime rate on all contributions that are more than 30 days late for current periods.

e. If Plan contributions become delinquent, the General Conference treasury shall deduct such contributions from annual General Conference appropriations to union conferences.

f. Contributions to provide retirement allowances shall be billed to union conferences for employees retiring from the union conferences, union conference institutions, conferences, or conference institutions within their territories, and to General Conference institutions for their retiring employees (excluding Canada).

3. Method of Calculating Contributions -- Institutions listed in Z 10 25-2 shall be billed monthly, based on the audited remuneration data for the fiscal year ending in the calendar year two years previous to the billing year. This remuneration data shall be adjusted by the subsequent percentage changes in the remuneration factor through January 1 of the billing year.

Z15 Service Credit

Z 15 05 Criteria for Recognizing Service -- Employees shall be eligible for service credit according to the following:

1. Age Parameters -- Employees are eligible to earn service credit from the first of the month in which they attain the age of 20 (after attaining age 18 for service before January 1, 1981) up to a maximum of 40 years with the following exception: Service after one's 68th birthday between January 1, 1981 and December 31, 1987 is not counted as service credit unless the employee has been in employment on or after January 1, 1988. Those who began denominational service after attaining age 55 shall not receive service credit for periods prior to January 1, 1988.

2. Remuneration -- Prior to January 1, 1989, employees working in the North American Division and paid above the North American Division remuneration scale were not eligible to earn service credit. Employees paid above the North American Division remuneration scale shall be eligible for service credit effective January 1, 1989.

3. Year of Service Credit -- One year of service credit shall be credited to an employee for each calendar year in which he was remunerated for at least 1,950 hours or for at least 11.5 months on a full-time salaried basis for participating employers.

4. Proportionate Service Credit -- After January 1, 1981, an employee who works less than full-time during a calendar year shall be eligible for proportionate credit on the following basis:

a. If the employee completes 1,000 hours of service he shall be credited with 50 percent of a year of service credit plus proportionate credit for hours between 1,001 and 1,950.

b. If the employee completes at least six months of full-time service on a salaried basis, he shall be credited with 50 percent of a year of service plus proportionate credit for service that exceeds six months.

c. If the employee is paid a salary for less than full-time employment he shall be credited with proportionate service credit provided his remuneration equals at least 50% of the salary that is paid to full-time employees with equivalent qualifications and responsibilities. All other part-time service shall be recorded on the employee's service record in hours. In cases where the remuneration is paid as a flat amount per month, the number of hours shall be computed by dividing the flat amount for the year by the hour rate that is paid full-time employees for similar work.

d. Only full-time service prior to January 1, 1981 that totals at least six full months during a calendar year will be recognized as service credit. The employee also must have received full remuneration in harmony with a denominational wage scale.

5. Special Provisions -- Employees who serve on a full-time salaried basis for less than six months or less than 1,000 hours, provided such hours average at least 83 per month, shall be granted service credit for the time they serve during the periods listed below.

a. During the year an employee began denominational employment and the year he is admitted to the Plan on or after his normal retirement date.

b. During the year an employee began an authorized study leave and the year it ends.

6. Penalty for Breaks in Service -- Employees who prior to qualifying for 10 years of service have a break in service that exceeds their previous accrued years of service shall lose the previous credit with the following exceptions:

a. Employees who are granted a leave of absence for graduate study and return to denominational service within 90 days of the close of the leave of absence shall not be charged with a break in service.

b. Employees who had 15 years of service credit prior to January 1, 1981, or have 25 years of service credit by the time of their admission to the Plan, shall not be subject to this regulation.

c. Full-time employees who were in service on October 1, 1979, but who will not have 15 years of service credit as of January 1, 1981, if they earn 15 years of service credit.

d. Physicians, dentists, and optometrists who return to the NAD after having served a minimum of three years as regular interdivision employees, may, without a penalty for breaks, add any subsequent denominational service.

7. Employed Spouses -- Effective January 1, 1981, an employed spouse shall be eligible to earn service credit even though the retired spouse is receiving a spouse allowance.

8. Medical Leave -- Employees who are admitted to the Plan because of disability are granted service credit during the six months they receive regular remuneration prior to the beginning of retirement benefits.

9. Post-retirement Service -- Participants are not eligible to earn service credit while receiving retirement benefits, except to the extent that they are receiving in-service distributions required under Z 20 05 4.

10. Student Labor -- Students, whose work in Seventh-day Adventist educational institutions and affiliated industries is classified as student labor by the employer, are not eligible for service credit.

11. Study Programs -- Service credit that is granted to persons during study programs shall not count toward vesting.

12. Termination Settlements -- Service credit shall not be granted for periods covered by a settlement under North American Division policy X 40.

13. Eligibility Pre-1981 Service -- For purposes of eligibility only, the pre-1981 provisions for calculating service credit (service of six consecutive months duration) will be used in cases where application of the revised 6-month rule relative to service before 1981 causes an employee to be ineligible for a benefit and it is not possible to earn additional service credit.

14. Required Hours Prior to 1981 -- Full-time employees who, prior to January 1, 1981, worked an average of at least 36 hours per week are eligible to receive service credit.

15. Insurance Benefits -- Service credit up to a maximum of one year shall be granted for payments made to an employee on behalf of an employer by an insurer to which an employer pays premiums. This paragraph includes Worker's Compensation and disability benefits. Unemployment compensation benefits are specifically excluded.

Z 15 10 Service Verification -- Each entry on the service record of an employee shall be verified by an officer or the Personnel Director of the employing organization. This signature does not guarantee that such service will count toward eligibility for retirement benefits. It verifies that the person was employed during the period indicated. The service shall meet the criteria of the Retirement Plan policies and the final decision is made by the Retirement Plan Committee.

Z 15 15 Educational Employees -- Full-time employees of educational institutions who have the option to be off duty during the summer period or an equivalent amount of time during the school year, shall be granted service credit for the period July 1 to June 30 if they serve during the full school year. Teachers who are employed at least half-time during the full school year shall also be eligible for proportionate service credit during the period July 1 to June 30.

Z 15 20 Christian Record Services, Inc. -- Field representatives of the Christian Record Services, Inc., shall be granted a full year of service credit for each calendar year they work a minimum of 1,950 hours and submit the required number of weekly reports.

Z 15 22 Loma Linda Foods -- Prior to January 1, 1984, salesmen of Loma Linda Foods, Inc., shall be granted a full year of service credit for each calendar year they work a minimum of 1,950 hours and submit the required number of weekly reports.

Z 15 25 Literature Evangelists -- Regular literature evangelists shall be granted a full year of service credit for each calendar year they work a minimum of 1,680 hours (1,200 hours prior to 1981, and 1,600 hours for 1981 and 1982) and submit the required number of weekly reports. If a literature evangelist completes 900 hours of service he shall be credited with 50 percent of a year of service plus proportionate credit for hours between 900 and 1,680. Students who earn scholarships are not eligible for service credit.

Z 15 27 Adventist Book Center Field Representatives -- Adventist Book Center field representatives shall be granted a full year of service credit for each calendar year they work a minimum of 1,680 hours and submit the required number of weekly reports. If an ABC field representative completes 900 hours of service, he shall be credited with 50 percent of a year of service plus proportionate credit for the hours between 900 and 1,680.

Z 15 30 Narcotics Education, Inc. -- Field representatives of Narcotics Education, Inc., shall be granted a full year of service credit for each calendar year they work a minimum of 1,680 (1,200 hours prior to 1981, and 1,600 hours for 1981 and 1982) and submit the required number of weekly reports. If a field representative completes 900 hours of service he shall be credited with 50 percent of a year of service plus proportionate credit for hours between 900 and 1,680.

Z 15 35 Local Church and Elementary School Personnel -- A number of conferences have local church and elementary school personnel on their payroll with costs funded by the church or school.

1. Service credit shall be granted to employees in churches and elementary schools such as secretaries, custodians and bus drivers provided:

a. They are remunerated for at least 1,000 hours during a calendar year.

b. The conference has them on its payroll and their remuneration is at least the federal minimum wage but does not exceed the denominational remuneration scale.

2. A contribution equal to 9 percent of basic remuneration shall be made by the conference to the Retirement Plan on that portion that is reimbursed by local churches and elementary schools for those employees who are receiving service credit.

3. Conferences are exempted from applying this provision for elementary teachers (K-10). (The temporary provision for validating the service of such employees, prior to the time they were taken on the conference payroll, expired on January 1, 1975.)

Z 15 37 Service Funded by Other Organizations -- Because conferences contribute a percentage of tithe receipts to the Retirement Plan, they are exempted from contributing a percentage of the payroll financed by the normal sources of conference income. In some cases, conferences employ individuals whose remuneration is funded partially or fully by other organizations or individuals.

1. Service Credit -- Service credit shall be granted to employees whose remuneration is funded partially or fully by other organizations or individuals provided:

a. They are remunerated for at least 1,000 hours during a calendar year.

b. They are retained on the conference payroll and, for years prior to 1990, their remuneration is at least the federal minimum wage but does not exceed the denominational remuneration scale.

2. Employees Assigned to Other Employers -- For years after 1989, service credit for employees assigned to and funded by other employers shall not be permitted except for ministers assigned and serving as pastors or chaplains. For years prior to 1990, prior approval must

be granted by the Retirement Plan Committee before such employment begins.

3. Contribution -- A contribution equal to 9 percent of basic remuneration shall be made by the conference to the Retirement Plan on that portion that is reimbursed by other organizations or individuals for those employees who are receiving service credit.

4. Exemption from Contribution -- Conferences are exempted from applying this provision for elementary teachers (K-10) and publishing department directors, and assistant publishing department directors even though their salary, or a portion of it, may be funded by a church or another denominational organization. Local church and elementary school personnel are provided for under separate policies and therefore are not covered by this provision (see Z 15 35).

5. Service Prior to 1990 -- Service funded by other organizations prior to January 1, 1990, including denominationally operated nursing homes and member organizations of Adventist-Laymen's Services and Industries, shall be recognized as service credit in accordance with policies prevailing in 1989, provided the required Retirement Plan contribution was made at that time.

Z 15 45 Physicians/Dentists -- Service credit is granted to a physician/dentist under the following circumstances:

1. Postgraduate Training -- For the period, up to five years, of an approved postgraduate internship, residency program, recognized dental specialty or equivalent in the United States or Canada.

2. Leave of Absence -- For the period of time granted to a denominationally employed physician/dentist for further training with or without remuneration, provided the physician/dentist returns to denominational service immediately after completing the further training.

3. Required Service -- For the period of time a physician/dentist is required to serve in order to be eligible to practice in the assigned country, provided the physician/dentist receives regular denominational remuneration and passes on to the employing organization any additional remuneration received.

4. Vesting -- Service credit granted in accordance with paragraphs 1. to 3. shall be counted toward vesting requirements, one year for each year of denominational service up to a maximum of five years applicable after a minimum of six years of denominational employment has been completed.

5. Indenturement for Loans or Scholarships -- Government or military service which was required as a result of indenturement for loans or scholarships does not apply to denominational service credit.

Z 15 50 Military Service -- Persons who went into military service or who were assigned to alternate service in lieu of military service, and who within one year after discharge enter or reenter full-time denominational employment or engage in further training for denominational service and within one year enter or reenter full-time denominational employment upon completion of such training, shall be eligible for service credit according to the following provisions:

1. Employees Who Went Into Military Service -- Employees who went directly from denominational service into military service shall be granted service credit for the actual period they were in military service provided the time they served was the minimum required and their employment was full-time both before and after the military service.

2. Pre-employment Military Service -- Employees who served in the military prior to beginning denominational employment may be granted up to two years of service credit for the time spent on active full-time military duty if they have less than 40 years of service credit by age 65, provided their denominational retirement service has been full time and continuous to age 65, or to the time of retirement because of disability.

Z 15 60 Graduate Study --

1. Service Credit -- Service credit not to exceed two years shall be granted for time spent in obtaining graduate degrees with less than full or no denominational remuneration according to the following provisions:

a. The degree earned is above the Master of Arts level.

b. The person either begins or returns to full-time denominational service within one year of the awarding of the degree.

c. Service credit equal to the lesser of two years or the minimum time required to complete the degree shall be granted to persons who earn a doctoral degree.

d. A maximum of one year of service credit shall be granted for the Master of Divinity or equivalent professional degree.

e. In cases where a participant received full remuneration for a portion of the time he was pursuing full-time graduate study above the Master of Arts level, the time during which he received full remuneration shall be counted toward the maximum referred to above.

f. The degree must be awarded before service credit is granted.

g. This service credit cannot be counted for vesting purposes.

2. Contributions -- The organization that employs such persons after the period of graduate study, if other than a conference, shall be responsible to pay to the Retirement Plan the amount that would have been contributed to the Plan during the service credit period if the persons had been on the payroll of that organization.

Z 15 62 Postdoctoral Studies -- Service Credit -- Effective January 1, 1983, a faculty member or a prospective faculty member who, with prior approval, is authorized to do postdoctoral studies with less than full or no denominational remuneration, may receive up to two years of service credit provided:

1. He begins or returns immediately to university employment on completion of the postdoctoral studies, at a denominationally approved wage scale rate.

2. A contribution is made to the Church Retirement Fund by the university of the amount which would have been contributed had the faculty member or prospective faculty member been on a university denominationally approved wage scale during the years for which service credit is granted.

Z 15 65 Commission Salesmen -- Salesmen working on a commission basis are considered self-employed persons and are not eligible for service credit, except as provided elsewhere in the Plan policies.

Z 15 67 Task Force Workers -- Task Force workers are volunteers and are not considered employees; therefore, they are not eligible for service credit.

Z 15 68 Adventist Volunteer Service -- The service credit of an Adventist Volunteer service worker whose service is extended beyond the normal two-year period in accordance with NAD O 10 10-4d shall be validated in the North American Division by the employing division paying into the North American Division Retirement Plan 15 percent of the NAD Category A remuneration factor for each month of service beyond the initial two-year period of service.

Z 15 70 Employee Returning on Special Arrangement -- The service credit of a person with North America as his adopted division who is called to serve in his home division on the basis of an employee returning on special arrangement (see NAD D 17 25-2 and GC D 25 10) shall be validated in North America by the calling division paying into the North American Division Retirement Plan 15 percent of the NAD monthly remuneration factor for each month of service.

Z 20 Eligibility

Z 20 05 Service and Age Requirements -- In order to be eligible for retirement benefits an employee must earn 10 full years of service credit. An employee who retired from active service between January 1, 1981 and December 31, 1987 must have begun denominational service before attaining age 55 and must earn 10 full years of service credit before attaining the normal retirement age of 65. Employees who terminated denominational service prior to January 1, 1981 must have 15 full years of service credit. Those who began denominational service after attaining age 55 shall not receive service credit for periods prior to January 1, 1988. A person who was out of denominational service on January 1, 1981 and who has at least 10 years but less than 15 years of service credit shall have to earn at least two additional years of service credit or the difference between his service credit and 15 years, whichever is less, in order to be eligible for benefits.

1. Normal Retirement Age -- The normal retirement age is 65. An employee who retires on his normal retirement date shall be entitled to receive retirement benefits in a monthly amount starting on the first day of the month in which he attains the age of 65.

2. Early Retirement -- An employee who has attained age 62, and has earned at least 35 years of service credit may retire at any time prior to his normal retirement date and thereupon shall be entitled to receive a retirement benefit in a monthly amount starting on the first day of the month following the date of his actual retirement from employment or the first day of the month in which he attains the age of 62, if he is not in denominational service at that time.

3. Vested Retirement -- An employee who after February 1, 1981 terminates denominational service prior to normal retirement age and who has earned at least 10 years of service credit shall be entitled to receive a retirement benefit in a monthly amount starting on the first day of the month in which he attains the age of 65.

4. Minimum Distribution Rule -- Notwithstanding any other provision of this plan, distributions will be in accordance with Code section 401(a)(9), including the incidental death benefit requirements of section 401(a)(9)(G) and Treasury regulations thereunder, including section 1.401(a)(9)-2.

a. For years after 1986, in the case of a participant who attains age seventy and one-half before January 1, 1988, distributions must commence no later than the first day of April following the later of the calendar year in which the participant retires, or attains age seventy and one-half (70 1/2).

b. In the case of a participant who attains age seventy and one-half (70 1/2) on or after January 1, 1988, distributions must commence no later than the first day of April following the calendar year in which the participant attains age seventy and one-half (70 1/2), even if he is still in employment. Participants who attain age seventy and one-half (70 1/2) in 1988 may choose to delay receiving distributions until no later than the first day of April 1990.

c. If any additional benefits accrue to a participant after distributions from this Plan begin,

distribution of such additional amounts, as a separate identifiable component, will commence in accordance with U.S. Treasury Regulations beginning on the first day of the first month of the calendar year immediately following the calendar year in which the additional benefits accrued.

d. If a participant dies before distribution of his interest commences, his entire interest will be distributed to his beneficiaries in substantially equal installments over the lives of the beneficiaries, or a shorter period.

e. Benefit increases for years in which in-service distributions are made shall be reduced in accordance with Treasury regulations by the actuarial equivalent of such in-service distributions.

Z 20 10 Disability Retirement Benefits -- An employee who retired from employment because of disability shall be entitled to receive, for so long as he is disabled, a monthly disability retirement benefit subject to the following conditions:

1. The employee must have a minimum of 15 years of full-time service -- the last five years of which must have been continuous with the exception of a break that was caused by a health problem.

2. Any employee who has less than 15 years of full-time service at the time of becoming disabled shall be granted retirement benefits on a compassionate basis if the following conditions are met:

a. The employee is single, or if married was the principal wage earner at the time of becoming disabled. (Benefits will be terminated if a single participant marries) and

b. The employee was 35 or less when he began full-time denominational service, has served continuously on a full-time basis and has a minimum of 5 years of service at the time of becoming disabled, or has an additional year of full-time service above 5 for each year his age exceeded age 35 at the time of beginning denominational employment and has served continuously on a full-time basis until the time of becoming disabled.

3. Employees who are appointed from the North American Division to serve in another division shall be

granted retirement benefits on a compassionate basis because of disability without regard to length of service if they are disabled while serving in another division.

4. Until age 65, disability retirement benefits shall be based on the employee's service credit or 20 years, whichever is greater. Until the employee reaches the age of 65 or qualifies for early retirement, the benefits shall be limited to the single life benefit rate without a spouse allowance. Even though the spouse of a participant who is receiving disability retirement benefits will be eligible to receive a survivor benefit, the reduction in the joint and survivor benefit (see Z 20 15-2) shall apply only at the time the participant begins to receive either an early or normal retirement benefit. If the participant dies before qualifying for regular benefits, section Z 20 30 will apply to his surviving spouse.

5. The granting of retirement benefits on the basis of disability before retirement age will be limited to those who experience the disability and apply for benefits while in full-time denominational employment. Exceptions may be made for employees who voluntarily discontinue service in an effort to find employment that is compatible with their health condition and who apply for benefits within two years, provided this arrangement is recommended by the employing organization and approved by the Plan Committee at the time of termination of denominational service. Retirement benefits will be effective on the first of the month following the payment outlined in Z 40 05.

6. Until age 65, disabled full-time employees who otherwise qualify shall not be eligible for disability retirement benefits while they are receiving Worker's Compensation Benefits as salary replacement (including the time period covered by lump settlements) except for the difference between the two benefits when Worker's Compensation is less than disability benefits. Such employees shall be eligible to apply for disability benefits if they are still disabled when Worker's Compensation terminates provided they do so within six months.

7. When participants who earned service credit after December 31, 1980 and who have earned less than 30 years of service credit, reach the age of 65, they shall be granted an additional service credit equal to 50

percent of the period of time they received disability benefits with the total service credit not to exceed 30 years, and their benefits shall be adjusted accordingly. If the adjusted total service credit is less than 20 years, the participant will receive a reduction in monthly benefits and health-care benefits.

8. Employing organizations shall be responsible for making a termination settlement with disabled employees who are neither eligible for disability retirement benefits or who will not be eligible when they reach 65.

9. Disability participants who have regained their health to the degree of being able to resume employment in the denomination or elsewhere are expected to do so and their benefits will be terminated. Persons who average 20 hours per week or more will be considered employed.

Z 20 15 Joint and Survivor Annuity -- Married denominational employees are automatically eligible for the joint and survivor annuity (unless they elect single life benefits) according to the following provisions:

1. The employee has been married to his spouse for the period of one year immediately preceding his retirement benefit starting date.

2. The retirement benefit payable to the participant during his lifetime shall be reduced by a percentage equal to:

a. Ten percent plus one percent for each full year in excess of five by which the participant's birthdate precedes that of the spouse.

b. Ten percent minus one percent for each full year in excess of five by which the participant's spouse's birthdate precedes that of the participant but the ten percent shall in no case be reduced to less than two percent. (The spouse allowance is excluded from the computations in a. and b.)

3. Payments to the participants shall continue in a reduced amount and shall not be increased, regardless of whether his spouse predeceases him.

4. A participant's benefits shall be paid to his surviving spouse for two months following the month in which his death occurs. After that, the payment shall

be reduced to 50 percent of the monthly annuity the participant was receiving at his death.

Z 20 20 Spouse Allowance -- Married employees may qualify for a spouse allowance according to the following provisions:

1. The employee must have earned at least 20 years of service credit on the retirement benefit starting date and have a spouse to whom he has been married for the immediately preceding period of one year.
2. The spouse allowance is a monthly amount equal to the participant's retirement benefit (before the reduction for the joint and survivor annuity) multiplied by 1.25 percent for each of his years of service credit provided, however, that the spouse allowance shall be reduced by one percent for each full year in excess of five by which the employee's birthdate, precedes that of his spouse. No spouse allowance shall be paid prior to receipt by the Committee of a written application.
3. The spouse allowance shall be terminated two months after the month in which death of the spouse occurs and will not be reinstated if the participant remarries. If the spouse survives the participant, such spouse is eligible for a continuation of a proportionate share of the spouse allowance based on the years married to the participant while he was earning service credit, provided the spouse was married to the participant during at least 10 years of such service.
4. The spouse allowance shall be reduced by the amount of a surviving spouse early survivor benefit or a retirement benefit (other than Social Security) that is received by the spouse of a participant from this plan or another plan that was funded in whole or part by the employer. A lump sum distribution shall be computed on the basis of a monthly annuity payable for life.
5. A spouse allowance shall not be paid during such time as a spouse, otherwise entitled to a spouse allowance under Sections Z 20 25, Z 20 30 and Z 35 07, is employed an average of 20 or more hours per week.
6. A spouse allowance shall not be paid to a participant if the spouse is eligible for retirement benefits based on his own service. An exception may be made if the spouse elects, in writing filed with the

Committee, not to receive benefits based on his own service.

Z 20 25 Surviving Spouse -- Early Survivor Benefit -- If an employee dies while in employment at a time when he could have retired and begun to receive an early retirement benefit and is survived by a spouse to whom he had been married for at least one year immediately preceding his death such spouse shall be eligible for a surviving spouse early survivor benefit. This benefit shall equal the monthly amount which such spouse would have received if the employee was receiving a retirement benefit in the form of a joint and survivor annuity, as well as any spouse allowance for which he might qualify.

Z 20 30 Surviving Spouse Benefit -- The surviving spouse of an employee or vested former employee who dies before reaching retirement age shall be eligible for survivor benefits according to the same formula as the joint and survivor annuity, as well as spouse allowance, if eligible. This shall be based on the number of years the spouse was married to the employee while in denominational service according to the following provisions:

1. The spouse has reached the age of 65 (or, if earlier, December 31 of the calendar year in which the employee would have attained age 70½); and

- a. The spouse was married to the employee during at least 15 years of his service credit, or

- b. The spouse was married to the employee during at least 10 years of his service credit and was above the age of 55 at the time of the employee's death while in denominational service, or

- c. The spouse was married to the employee during at least 10 years of his service credit and also qualifies for retirement benefits from his own service credit.

2. Surviving spouses who qualify for survivor benefits may be granted early reduced retirement benefits if the following conditions apply:

- a. Survivor is between 55 and 65 years of age at the time of the employee's or participant's death.

b. Employee or participant died while in active service.

c. The employee was employed continuously for a minimum of five years prior to his/her death.

d. Spouse has not been employed on a regular basis and does not have suitable employment skills.

The reduction shall be one percent of the benefits for the rest of their lives for each full year that their age is below 60, and shall apply to the survivor benefit and the spouse allowance.

3. In cases where a person has been married to more than one denominational employee, the survivor benefit shall be based on the service record of the last employee/participant or the total years married to the denominational employees during at least ten years of their service credit, whichever is most, up to a maximum of 40 years.

4. Survivor benefits based on the service of an employee who died before retirement age shall be limited to the years that the spouse was married to the employee during which the spouse was not earning service credit from denominational employment or retirement credit with another organization. (Surviving spouses may forfeit some earned service credit in order to qualify for survivor benefits.)

5. A surviving spouse, unable to qualify for surviving spouse benefits because of age and/or employment status, is eligible to receive health care benefits for dependent children born or legally adopted before the employee discontinued denominational service, provided the surviving spouse is not eligible for these benefits from an employer. This benefit will terminate if the surviving spouse remarries.

20 35 Surviving Spouse Temporary Benefit -- In the event of the death of a full-time employee who is survived by a spouse to whom he was married for the immediately preceding period of one year, such spouse shall be eligible to receive temporary benefits according to the following provisions:

1. The temporary benefit shall be paid as long as the spouse has not remarried and is employed less than an average of 20 hours per week and either:

a. The spouse has a dependent child who is less than 8 years of age and has not yet begun elementary school, or

b. The spouse is engaged (for a period not to exceed 18 months) in acquiring skills to enable such spouse to find employment.

2. The temporary benefit shall be based on the employee's service record and benefit rate factor or a minimum of 20 years whichever is greater.

3. This assistance is limited to the surviving spouses of employees who die while in full-time denominational service.

Z 20 40 Single Life Annuity Option -- At least 30 days prior to the retirement benefit starting date, an employee may, by filing a written election with the Committee and with the written consent of his spouse, elect to have his retirement benefits paid to him in the form of a single life annuity payable monthly for his life in lieu of payment in the form of a joint and survivor annuity. An employee may revoke any such election by written notice to the Committee at any time prior to his retirement benefit starting date.

Z 20 45 Eligibility for More Than One Benefit -- A surviving spouse may be granted survivor benefits and his own retirement benefits if he meets the eligibility requirements of the two types of benefits. The years that the spouse was married to the employee may not be added to his own service credit in order to qualify for either a surviving spouse or his own retirement benefits.

Z 20 50 Military Chaplains -- When an ordained minister enters the military services as a denominationally approved chaplain the following shall apply:

1. Service Record -- The service record shall include denominational service and military service. When a chaplain who has become eligible for a government pension reenters denominational employment, service credit and regular denominational remuneration will be granted even though he is currently receiving a pension. Health-care assistance is also granted by the denomination when such cannot be obtained from the government as a result of military service.

2. Government Pension -- A chaplain receiving a government pension who has reentered denominational employment and later applies for denominational retirement benefits is eligible for the difference between the denominational benefits and his government pension if the latter is less. The same principle shall apply in the case of his widow, provided he has arranged for her inclusion in the Survivor Benefit Program.

3. Part-time Service -- When a chaplain who is receiving a government pension reenters denominational employment, and later retires and is asked to serve the denomination on a part-time basis, his remuneration shall be in harmony with the Plan policy, and shall be based on what the benefits would have been if the chaplain had not been on government pension.

Z 20 55 Ministers From Other Denominations -- When a minister who has served another denomination enters the ministry of the Seventh-day Adventist Church before he has passed his fifty-fifth birthday and is unable because of a health problem to meet the 10-year minimum requirement for retirement benefits, the Committee is empowered to grant benefits at the 10-year rate if the minister is not eligible for a pension from his service in another church organization but whose combined service in the previous church and the Seventh-day Adventist Church amounts to at least 10 years.

Z 20 60 Marriage of Single Participant -- A single participant receiving benefits from the Plan on his own service record shall continue receiving benefits from the Plan after marriage.

Z 20 65 Remarriage of Regular Participant -- A widower or widow either receiving or eligible for regular benefits on the basis of his own service or his former spouse's service, or a combination of both, shall continue receiving benefits from the Plan after marriage.

Z 25 Independent Transfers

When an employee discontinues service in one division and moves to the North American Division without being transferred in the regular way, thus effecting an independent transfer (NAD D 17), the following provisions shall apply to the processing of his application for retirement benefits, to the determining of his eligibility for such benefits, and to

the assigning of responsibility for the funding of benefits by the divisions in which he served:

Z 25 05 Responsibility for Benefits -- There shall be no transfer of responsibility for retirement benefits to or from North America.

Z 25 10 Applications -- The employee shall be eligible to apply through the Retirement Plan office in North America for retirement benefits from each of the divisions in which he has served provided he has accumulated the required minimum service credit as outlined in Z 25 15.

Z 25 15 Minimum Service Requirements -- The years of service credit required for an independent transferee to apply for retirement benefits shall be as follows:

1. A minimum of 15 full years of service credit shall be required in one of the divisions to which the employee is applying or

2. A minimum of 10 full years of service credit in each of the divisions if that is the minimum requirement in each of the divisions to which the employee is eligible to apply.

3. In addition to the 10- or 15-year requirement in 1. or 2. above, a minimum of 10 full years of service credit shall be required in each of the other divisions to which the employee is eligible to apply for retirement benefits.

Z 25 20 Basis of Benefits -- After minimum vesting requirements have been met in the North American Division, eligibility for retirement benefits, spouse allowance, disability benefits, health-care expense assistance, and funeral allowance shall be based on the total years of service credit in all divisions with the North American Division bearing the costs based on its proportionate share of total service credit in accordance with its policies.

Z 25 25 Service Credit -- The service credit which an employee may apply toward retirement benefits from the divisions where he has served shall be the first 40 years, except in those cases where the independent transfer was made after December 31, 1977.

Z 25 30 Service After Age 55 -- Persons who came to North America on an independent transfer between

January 1, 1978 and December 31, 1987 and who entered denominational employment in North America after their fifty-fifth birthday shall not be eligible to earn North American Division service credit prior to January 1, 1988 even though they have served in another division.

Z 25 35 Administration of Benefits -- If an employee has been approved to receive retirement benefits from two or more divisions, the monthly benefits and any health-care assistance granted to him or his dependents shall be administered by the division in which he is currently residing. The responsibility for the funding of these benefits shall be divided between the divisions which provide the employee's retirement benefits and in the same proportion as his years of service. The share of health-care assistance provided by each division shall be reduced proportionately by any government health-care assistance received by the beneficiary from any government.

Z 25 40 Exclusions -- These provisions do not apply to employees who are called to North America from other divisions. Employees who come to North America on an independent transfer and are later appointed to mission service with North America as their adopted base division shall continue earning North American service credit.

Z 25 45 Beginning Date -- The above provisions shall apply to those employed on an independent transfer basis after December 31, 1977.

Z 25 50 Employee Returning to Home Division -- When an employee who has made an independent transfer to the North American Division is subsequently called or transfers independently to his home division, retirement responsibility for his service shall be in harmony with the following provisions:

1. If the employee made his first independent transfer to the North American Division before January 1, 1978, and if he has a minimum of ten years of service credit in North America, he may request that the North American Division assume responsibility for his total denominational service up to the date of his reemployment by the home division. If he elects not to make this request, the responsibility for his service shall be shared by the divisions in harmony with Z 25 20.

2. If the employee made his first independent transfer before January 1, 1978, but has not fulfilled the ten-year service credit requirement in the North American Division, only his service from the time of the independent transfer to the date of reemployment by the home division shall be recognized by the North American Division. However, if the employee returned and was employed by the home division prior to January 1, 1978, he may request the North American Division to assume responsibility for his total denominational service provided he returns to North America on an independent transfer basis and resumes employment by December 31, 1980, and subsequently completes the ten-year service credit requirement.

3. If the employee referred to in paragraph 2. above returns to North America after December 31, 1980, and subsequently completes the ten-year service requirement, he may, at the time he qualifies for North American Division retirement benefits, request additional North American Division service credit and retirement benefits for only the service credit earned in his home division prior to his first independent transfer to the North American Division.

4. If the employee made his first independent transfer after December 31, 1977, only his service from the time of the independent transfer to the date of reemployment by the home division shall be recognized by the North American Division.

5. Regardless of the date when the employee made his first independent transfer to the North American Division, he shall be allowed to add to his service in North America any subsequent service in that division, provided he returns to North America on an independent transfer basis.

6. See Z 15 70 for provisions for employees who return to home division under special arrangement.

Z 30 Applications

Z 30 05 Application Procedure -- Applications for benefits from the Plan must be accompanied by satisfactory evidence that the persons are entitled to benefits, and applications shall be processed as follows:

1. Local Conference Employees -- Applications from employees of local conferences and local conference

institutions shall be recommended by the local conference committee. The application should then be sent to the union conference for recommendation.

2. Union Conference Employees -- Applications from employees of union conferences shall be recommended by the union conference committee.

3. Union Conference Institution Employees -- Applications from employees of union conference institutions shall be recommended by the institutional board. The application should then be sent to the union conference for recommendation.

4. Other Employees -- Applications from employees of the General Conference, including North American Division returned missionaries, shall be recommended by the General Conference Committee.

5. GC Institutional Employees -- Applications from employees of General Conference institutions shall be recommended by the institutional board or the board-designated administrative committee.

6. Persons Not Currently Employed -- Applications from persons who are not currently employed shall be submitted to and processed by the last employing organization.

7. Signatures -- The application shall be signed by an officer of each organization that is involved in the process.

8. Final Action -- After applications for retirement benefits have been processed according to the above procedure they shall be sent to the Retirement Plan Committee for final action.

Z 30 10 Protection of Plan -- Conference committees and institutional boards should protect the Plan by declining to recommend applications of persons who do not qualify for benefits.

Z 35 Benefits

Z 35 05 Monthly Rates -- The retirement benefits of employees who meet the requirements for eligibility are governed by the following provisions:

1. Rate Computation -- The monthly rate is the product of the employee's benefit rate factor (see 4. below) multiplied by his years of service credit (not in excess of 40), multiplied by the pension factor in effect as of the date of each payment. (For yearly rate factor purposes years above 40 may be counted.)

2. Yearly Rate Factors -- An employee's rate factor for each calendar year shall be determined in the following manner:

a. Salaried Employees -- The employee's remuneration percentage as of the last pay period that is paid in the calendar year shall determine the yearly rate factor according to the following schedule:

Retirement Plan -- Yearly Rate Factors			
Remuneration Percentage	Yearly Rate Factors	Remuneration Percentage	Yearly Rate Factors
165% & above	1.60%	123	1.12
164	1.58	122, 121	1.11
163	1.56	120	1.10
162	1.54	119, 118	1.09
161	1.52	117	1.08
160	1.50	116, 115	1.07
159	1.48	114	1.06
158	1.46	113, 112	1.05
157	1.44	111	1.04
156	1.42	110, 109	1.03
155	1.40	108	1.02
154	1.38	107, 106	1.01
153	1.36	105	1.00
152	1.34	104, 103	.99
151	1.32	102	.98
150	1.30	101, 100	.97
149, 148	1.29	99	.96
147	1.28	98, 97	.95
146, 145	1.27	96	.94
144	1.26	95, 94	.93
143, 142	1.25	93	.92
141	1.24	92, 91	.91
140, 139	1.23	90	.90
138	1.22	89, 88	.89
137, 136	1.21	87	.88
135	1.20	86, 85	.87
134, 133	1.19	84	.86
132	1.18	83, 82	.85
131, 130	1.17	81	.84
129	1.16	80, 79	.83
128, 127	1.15	78	.82
126	1.14	77, 76	.81
125, 124	1.13	75 or below	.80

b. Hour-time Employees -- The yearly rate factor of hour-time employees shall be computed by converting the hour rate to a percentage of the remuneration factor used for hour-time employees as follows:

The product of the hourly rate times 38 multiplied by 52 and divided by 12 equals the monthly salary. The monthly salary divided by the remuneration factor equals the remuneration percentage rounded to the nearest percentage.

c. Sales and Field Representatives -- The yearly rate factors of Christian Record Services field representatives, Literature Evangelists, Adventist Book Center Field Representatives, and Loma Linda Foods, Inc., salesmen shall be computed by converting their average monthly earnings during the calendar year to a percentage of the remuneration factor but not to exceed 1.40 percent, rounded to the nearest hundredth percentage. Average monthly earnings are calculated by dividing their annual earnings figure by 12.

d. Teachers -- The yearly rate factor for teachers on the 10-month plan shall be calculated by using the remuneration percentage they would have received if they worked 12 months.

3. Service Records -- An employee's monthly salary or hour-time rate as of the last full payroll period in the calendar year, hours or months of full or part-time work, and yearly rate factor shall be recorded on his service record each year.

4. Benefit Rate Factor -- An employee's Benefit Rate Factor shall be the average of his rate factors for the ten years of service during which he had the highest yearly rate factors and shall be rounded to the nearest hundredth percentage.

5. Benefit Starting Date -- Retirement benefits shall begin on the first day of the month in which the participant becomes eligible, but as a general rule no benefit shall be effective more than 12 months prior to the month in which the application is approved by the Retirement Plan Committee.

Z 35 07 Divorce Situations -- In cases where the courts have not made a determination of the ex-spouse's rights to retirement benefits the Committee is empowered to allocate the benefits between the two parties in harmony with approved guidelines.

Z 35 09 Allocation of Charges Between Plans -- The cost of the retirement benefits of participants who have served in NAD health-care institutions as well as other Church organizations shall be proportionately

allocated based on years of service credit between this Plan and the Hospital Retirement Plan.

Z 35 10 Rates of Beneficiaries in Other Divisions -- The rate of a beneficiary who is not living in his base division is as follows:

1. Basic Plan -- When a North American beneficiary after retirement moves to another division, he shall continue receiving benefits at the North American rate for all years in which he was earning North American service credit.

2. Interdivision Employees -- A participant who as an employee was called to North America and who served continuously in church employment in the North American Division on an interdivision employee basis for at least 10 years or until retirement may elect to remain here and shall receive benefits according to the North American Retirement Plan policies even though it is not his base division. The benefits are charged to the participant's base division.

a. If the benefits according to the North American policies are more than they would be in his base division, the North American Retirement Plan shall be responsible for the difference.

b. If such a participant moves to another division, other than North America, or returns to his base division, on the basis of an official permanent return at the time of his retirement or sometime later, he shall be eligible to again receive the North American Division rate only if he returns to the North American Division within five years of leaving North America.

c. If such a participant returns to his base division for a period of time at his own expense, he may have his retirement check sent to his U.S. bank account for up to six months. If he chooses to receive benefits in his home country or stays longer than six months, his rate will be changed to the rate of his home division. He is eligible to be reinstated to the North American rate if he returns to North America within five years of the date of retirement.

3. Independent Transfers -- When a participant who has come to North America on the basis of an independent transfer returns to one of his base divisions, either home or adopted, he shall receive benefits for service performed in all divisions at the

rate effective in the division to which he has returned. However, at no time shall his benefits be more than the respective rates being paid in the divisions in which he qualified.

4. Retirement Plan Assignees to Home Division --

a. A retirement beneficiary who as an active worker has transferred from his home division to the North American Division on the basis of a call or an independent transfer, and who has elected to retire in the North American Division under the provisions of Z 35 10-2, Interdivision Calls, may be invited to return to his home division under the Adventist Volunteer Service plan (NAD O 10) and continue to receive retirement benefits based on the rates of the North American Division in which he has retired provided the following conditions are met:

- 1) The retiree's home division shall request his services under the provisions of the Adventist Volunteer Service plan (see NAD O 10).
- 2) The initial request shall be for a specified period of up to two years (see NAD O 10 05-2).
- 3) The General Conference shall approve the request.
- 4) The AVS worker's retirement benefits shall be paid to him in North America during the time that he is serving in another division.

b. If the retiree's home division wishes to request his further service under the AVS plan, either as an extension of the initial request or as a new request, it shall do so under the same conditions outlined in a. above.

Z 35 15 Funeral Allowance -- Participants and their spouses shall be granted a funeral allowance according to the following provisions:

1. Eligibility -- Upon the death of a participant or a participant's spouse who was eligible for joint and survivor annuity a funeral allowance shall be paid to the surviving spouse, or if there is no surviving spouse, to the person who has undertaken responsibility for the funeral arrangements. No funeral allowance shall be paid with respect to the death of a

spouse if the participant is receiving retirement benefits in the form of a single life annuity.

2. Amount -- Participants with 35 or more years of service credit are granted a funeral allowance equivalent to the pension factor. For those with less than 35 years the allowance is the pension factor multiplied by years of service credit divided by 35.

Z 35 20 Health-care Expense Assistance -- Participants and their spouses and dependent children may be granted assistance on health-care expenses according to the following provisions:

1. Eligibility -- The following persons are eligible for health-care expense assistance:

a. Participants who have at least 15 years of service credit.

b. Spouses who are eligible for a joint and survivor annuity or a surviving spouse benefit.

c. Dependent children of participants and beneficiaries who were born or legally adopted before the employee discontinued denominational service. However, an exception may be made for children born to a participant during the time he is receiving disability retirement benefits.

2. Assistance -- Health-care expense assistance shall be as follows:

a. Twenty-five percent plus 2.5 percent for each year of service credit above 15 up to a maximum of 75 percent.

b. Participants shall be granted an additional 15 percent assistance on hospitalization expenses, including professional fees and hospital related expenses.

c. An additional 10 percent assistance on the total approved expense shall be granted on hospitalization expenses, including professional fees after the personal annual expenses (as calculated for those eligible for 90 percent assistance on inpatient expenses) exceed the current pension factor for the health-care expenses of the eligible members of the family unit.

d. Surviving spouses who are granted temporary benefits are eligible for the maximum assistance for themselves and their dependent children. Such children are also eligible for assistance during the time they qualify for scholarship grants even though the parent has resumed employment.

e. Disabled participants may be granted additional assistance on the health-care expenses of themselves, their spouse (provided the spouse is employed less than an average of 30 hours per week or on the basis of a contract normally considered full time) and their dependent children based on their earned service credit plus the difference between their age at the time of disability retirement and 65.

f. A participant's spouse who is covered by a joint and survivor annuity and dependent children are eligible for the same health-care expense assistance as the participant.

g. Participants are granted assistance on health-care expense even though such expense is also covered by a personally paid medical insurance policy.

h. Participants in the United States (and spouses who are covered by a joint and survivor annuity) who are covered by Social Security are required to enroll in the Medical Insurance Program of Medicare (Part B) and those who have 15 or more years of service credit are reimbursed for the regular premium. Canadian government medical insurance premiums are also reimbursed.

i. Participants 65 years of age or older who are not eligible for whatever reasons for the hospital insurance program of Medicare (Part A) and the Medical Insurance Program (Part B) are encouraged to enroll for this coverage. The Plan will reimburse the participant (and spouse if covered by joint and survivor annuity) for 100 percent of the normal premium cost of Part B. The Plan will reimburse 40 percent of the premium cost of Part A unless the participant could have qualified for Medicare by participating in Social Security for the minimum required number of quarters by age 65 beginning January 1, 1987. Participants who do not enroll for their coverage are eligible for assistance only on health-care expenses that could not have been covered by Medicare.

j. Occasionally participants who are eligible for Government health-care benefits choose to travel outside of their home countries or establish a residence in a country other than their homeland. A participant who becomes ill and is outside of his home country will receive no greater benefit from the fund than if he had been in his own country.

k. Assistance is granted only on satisfactory evidence of actual payment made for health-care expenses.

l. The specific kinds of health-care expenses and the maximums to which assistance is applied are established by the Committee.

3. Coordination of Assistance -- Limitations on health-care assistance are as follows:

a. Health-care expense assistance is not granted on covered expenses that are approved by government health-care plans with the exception of the deductible on the Medical Insurance Program of Medicare.

b. Participants and/or spouses who are employed and who are being provided health-care insurance by their employer shall not be granted assistance on the expenses that are covered by such insurance.

c. Participants and/or spouses who receive health-care expense assistance from another retirement plan shall not be eligible for duplicate assistance from the Plan.

d. There is no health-care expense assistance for the spouse of a participant who is receiving his retirement benefits in the form of a single life benefit.

4. Subrogation/Third-Party (where legal) -- If a Retirement Plan beneficiary receives health-care assistance under this plan as a result of an injury caused by another party, the plan has the right to seek repayment of those benefits from the party that caused the injury. In other words, the plan subrogates or substitutes for and assumes the beneficiary's rights to seek recovery from the responsible party. If a beneficiary brings a liability claim against the responsible party, benefits provided under this plan must be included in the claim, and when the claim is

settled, the beneficiary must reimburse the plan for the benefits provided. If he/she does not bring a claim against the responsible party, he/she shall upon request assign to the Retirement Plan administration the right to bring a claim. The beneficiary is obligated to avoid doing anything that would prejudice the plan's rights of subrogation and reimbursement and may be required to sign and deliver documents to evidence or secure those rights. No settlement that could compromise the rights of the Plan shall be accepted without prior written consent of the Plan administration.

Z 35 26 Maximum Benefits

1. Notwithstanding any other provision of this Plan, in no event may the amount of an employee's retirement benefit commencing on or after the employee's 62d birthday exceed an annual amount greater than the lesser of:

a. \$90,000, or

b. 100 percent of the employee's average compensation from participating organizations during the 3 calendar years in which his compensation from participating organizations was the highest.

2. The provisions of 1. above will not apply if the annual retirement benefit of an employee who has not at any time been a participant in a defined contribution plan maintained by a participating organization is not in excess of \$10,000.

3. If an employee has less than 10 years of participation, the limitation under 1.a. above shall be multiplied by a fraction whose numerator is the employee's years of participation and whose denominator is 10. If an employee has less than 10 years of service, the limitations under 1.b. and 2. above shall be multiplied by a fraction whose numerator is the employee's years of service and whose denominator is 10. In no event shall this Section Z 35 26-3 reduce the limitations provided under 1. and 2. above to an amount less than 1/10 of each such limitation, as determined without regard to this Section Z 35 26-3. To the extent provided by the Secretary of the Treasury, this Section Z 35 26-3 shall be applied separately with respect to each change in the benefit structure of the Plan.

4. If the payment of a retirement benefit commences prior to the employee's 62d birthday, the amount under 1.a. above shall be the equivalent of such amount payable at age 62 using an interest rate assumption that is not less than 5 percent. However, such amount shall not be reduced below:

a. If the benefit begins at or after age 55, \$75,000; or

b. If the benefit begins before age 55, the amount which is the equivalent of the \$75,000 limitation for age 55.

5. If the payment of a retirement benefit commences after the employee's 65th birthday, the amount under 1.a. above shall be the equivalent of such amount payable at age 65, using an interest rate assumption that is not greater than 5 percent.

6. For purposes of determining the limitations under 1. and 2. above, any retirement benefit payable in a form other than a straight life annuity shall be adjusted to an actuarially equivalent straight life annuity beginning at the same age, using an interest rate assumption that is not less than 5 percent. Any ancillary benefit that is not directly related to retirement income benefits shall not be taken into account, and that portion of any joint and survivor annuity which constitutes a qualified joint and survivor annuity (as defined in section 401(a)(11)(G)(iii) of the Code) shall not be taken into account.

7. As of January 1 of each calendar year, the dollar limitation as determined by the Commissioner of Internal Revenue for that calendar year pursuant to section 415(d)(1)(A) of the Code will become effective as the amount in 1.a. above for that calendar year.

8. For purposes of this Section Z 35 26, an employee's retirement benefit shall be deemed to include benefits under any defined benefit plan maintained by a participating organization.

9. For purposes of this Section Z 35 26, the term "compensation" includes only the employee's wages, salaries, fees for professional services and other amounts received for personal services actually rendered in the course of employment with a participating organization. "Compensation" does not include:
(1) contributions to a plan of deferred compensation to

the extent that, before the application of this Section Z 35 26, or corresponding provisions of another plan, the contributions are not includible in the gross income of the employee for the taxable year in which contributed; (2) distributions from a plan of deferred compensation; (3) participating organization contributions made on behalf of an employee to a simplified employee pension plan described in section 408(k) of the Code, to the extent such contributions are deductible by the employee under section 219(b)(7) of the Code; or (4) other amounts which receive special tax benefits, such as premiums for group term life insurance to the extent excludible from gross income of an employee or contributions made by a participating organization towards the purchase of an annuity contract described in section 403(b) of the Code.

10. This Section Z 35 26 is designed to comply with the benefit limitation provisions of section 415 of the Code and shall be construed in such a way as to comply with those provisions.

11. Protection of Benefit Accrued Prior to 1987 -- If the benefit accrued by an employee as of January 1, 1987 exceeds the benefit limitations set forth in this Section Z 35 26, then the limitations with respect to such employee under this Section Z 35 26 shall be equal to that employee's accrued benefit as of January 1, 1987.

Z 40 Retirement Allowance

Z 40 10 In General -- Employees who have earned at least 1,000 hours or the equivalent of one-half year of service credit during each of the two years immediately preceding his/her admission to the Plan and go directly from active service into retirement shall be granted a retirement allowance by the Retirement Plan. An employee of a participating employer in Canada shall be granted a retirement allowance by the last employer instead of the retirement plan. The retirement allowance is not termination pay but is a retirement benefit provided at the time the participant is eligible for retirement benefits according to the following provisions:

1. Amount -- The maximum allowance shall be equivalent to five months (865 hours) basic remuneration for employees with 40 years of service credit. For those with less than 40 years the allowance is

equivalent to 12.5 percent of a month's basic remuneration for each year of service credit. Employees who received a termination settlement at the time of a break in service shall be eligible for only a retirement allowance based on the years of service credit earned after the settlement.

2. Eligibility -- Employees who qualify for retirement benefits at the time of retirement shall be granted the retirement allowance even though their spouse elects the spouse allowance.

3. Missionaries -- Employees and their spouses who retire directly from mission service shall be granted a retirement allowance at the NAD remuneration rate.

4. Literature Evangelists -- Credentialed Literature Evangelists who retire from active service while currently qualifying shall be eligible for a retirement allowance if they meet the retirement plan requirements. The amount of monthly remuneration is based on the average monthly earnings for the previous year's taxable income. Each union conference shall develop a plan for sharing the cost of contributions for retirement allowances between the employing conference and the HHES/FHES.

5. Service Credit -- The retirement allowance does not entitle a participant to any additional service credit.

6. Teachers -- The retirement allowance for teachers who are employed on a 10-month basis shall be calculated on the maximum monthly remuneration rate which would be available to them if they were employed on the 12-month basis.

7. Death Before Retirement -- If an employee was eligible to retire at the time of death, but was still employed, the surviving spouse shall be entitled to a retirement allowance in lieu of continuation of remuneration beyond the month of death.

8. Sharing Cost of Contribution -- If an individual is employed by another organization after passing his/her 60th birthday, his/her previous denominational employer shall be responsible for, and shall pay to the new employer at the time of the employee's retirement, a portion of the contribution required to provide his/her retirement allowance based

on the following formula: 50 percent of the contribution plus 10 percent for each year that the employee's age exceeded 60 at the time of transfer. Signed agreements by employers to share the contribution on a different basis shall be honored. If the individual is called to another organization after age 65, the former denominational employer shall be responsible for the full amount of the contribution required to provide a retirement allowance. In cases where an individual transfers to an organization that is not following the regular NAD Remuneration Scale, any sharing of the contribution by the former employer shall be based on the remuneration percentage the individual was receiving at the time of transfer.

9. Time of Payment -- The retirement allowance shall be paid at the time regular benefits begin and shall be computed at the current remuneration rate.

10. Special Exceptions -- The requirement that employees go directly from active service into retirement in order to be eligible for a retirement allowance payable at the time regular retirement benefits begin may be waived if the following applies:

a. Termination of active employment was no more than 36 months prior to being eligible to receive retirement benefits, and

b. Termination of active employment was at the written recommendation of the last employer, and approved by the Retirement Plan Committee, or

c. The termination of active employment was due to the transfer of the spouse to a different location or because of retirement of the spouse, or

d. The Retirement Plan Committee, because of exceptional circumstances, approves a request of the employing organization to waive the requirement that an employee go directly from active service into retirement.

**Z 50 Retirement Plan -- Implementation Regulations
(as voted by 1980 Annual Council)**

The following Plan revisions shall be effective January 1, 1980:

**Z 10 25 Sources of Funding -- Paragraph 1-c --
Conference employees other than those assigned to**

privately operated institutions, whose remuneration is funded partially or fully by other organizations or individuals.

Z 15 15 Educational Employees

Z 15 55 Service in Privately Operated Institutions

Z 15 70 Nationals Returning on Special Arrangement

Z 25 50 Employees Returning to Home Division

All other revisions shall be implemented as of January 1, 1981 according to the following regulations:

1. The eligibility of applicants who were out of denominational service on January 1, 1981 shall be determined by the pre-1981 policies. (Z 20 05, excluding the provision for early retirement, and Z 20 30.) Such participants' benefits shall be determined by the policies that are in effect at the time of their admission to the Plan. (See also Z 20 05.)

2. The eligibility and benefits of persons who are admitted to the Plan from active service after January 1, 1981 shall be determined by the policies that are in effect at the time of their admission except employees who have 32 years of service credit and reach the age of 60 during 1981 shall be eligible for admission to the Plan during that year. Their benefits, however, shall be determined by the post-1980 policies.

3. The additional 50 percent that some participants were receiving because of the family rate provision will be considered a spouse allowance after January 1, 1981.

4. The benefits of participants who were receiving retirement benefits prior to January 1, 1981 shall be continued according to the pre-1981 policies with the following exceptions:

a. The rates of participants and beneficiaries who have been receiving an "additional percentage" shall be recomputed, using the applicable benefit rate factor minus 6.66 percent for those receiving the family rate and 10 percent for those receiving the basic rate and the new rate shall be

phased in over a period of years by granting 50 percent of the annual cost of living increase.

b. The spouse allowance (additional 50 percent) shall be permanently terminated if a participant loses his spouse by death.

c. The funeral allowance shall be according to the new formula.

d. The child allowance granted prior to the 1981 policy shall be terminated as of August 31, 1981 for children who are in school at that time and for other children when they begin school after that date.

5. Survivor benefits shall be administered according to the following regulations:

a. Survivor benefits for the surviving spouses of participants who were receiving retirement benefits prior to January 1, 1981 but who die after that date shall be determined by the pre-1981 policy (Z 20 25 paragraph 1) with the exception of the adjustment in paragraph 4.a. above.

b. Survivor benefits for the surviving spouses of the following shall be determined by the post-1981 policies: (Joint and survivor concept.)

1) Participants who are admitted to the Plan from active service after January 1, 1981.

2) Employees who serve after January 1, 1981 and die before reaching retirement age.

3) Employees who terminated denominational employment before January 1, 1981 but who are not eligible to receive retirement benefits until after that date.

4) Employees and participants who die before January 1, 1981 and whose spouses did not qualify for retirement benefits until after that date. Spouses who do not meet the post-1981 eligibility requirements may qualify under the pre-January 1, 1981 policy (Z 20 15) if they are above the age of 55 as of January 1, 1981. (This will only apply to the spouses that were eligible for survivor benefits under the pre-1981 policies.)

c. In the case of persons who were admitted to the Plan before January 1, 1981 and who die after that date and leave a spouse, the spouse shall be eligible for a continuation of a proportionate share of the participant's benefits if the spouse was married to the participant during at least 10 years of his service credit. (This will only apply to spouses that were eligible for survivor benefits under the pre-1981 policies.)

d. Surviving spouses of employees and participants who died before January 1, 1981 and whose spouses did not qualify until after that date shall receive benefits at the joint and survivor rate even though they did not share 10 years of service credit with the deceased spouse provided they establish vesting on their own service credit.

6. Employees who began denominational service before age 55 shall be eligible to retire under the post-January 1, 1981 policies if they were employed on that date, have been employed full-time during the preceding full year, continue serving until at least January 31, 1981 and have earned at least 10 years of service credit by January 1, 1981.

7. Employed Spouse of Participant -- Employees are not eligible for service credit for periods of service prior to January 1, 1981 during which their spouse was receiving retirement benefits at the family rate.

8. Employees who qualify for early retirement by December 31, 1980 shall be eligible to retire at that time or any time thereafter.

SEVENTH-DAY ADVENTIST CHURCH
RETIREMENT PLAN FOR NORTH AMERICA
TRUST AGREEMENT

THIS AGREEMENT, made this ____ day of _____, 1990, by and between the GENERAL CONFERENCE OF SEVENTH-DAY ADVENTISTS (hereinafter referred to as the "Conference") and the GENERAL CONFERENCE CORPORATION OF SEVENTH-DAY ADVENTISTS (hereinafter referred to as the "Trustee");

WHEREAS, certain organizations affiliated with the Conference (hereinafter referred to as the "Participating Employers"), all of which are exempt from federal income taxation as organizations described in section 501(c)(3) of the Internal Revenue Code of 1986 (hereinafter referred to as the "Code") pursuant to the Conference's group exemption, have adopted for the benefit of their employees the Seventh-Day Adventist Retirement Plan for North America (hereinafter referred to as the "Plan"), a "retirement income account" under section 403(b)(9) of the Code, to provide retirement and ancillary benefits in furtherance of the exempt purposes of the Participating Employers; and

WHEREAS, the Plan contemplates that the Conference, on its own behalf and on behalf of the

Participating Employers, will execute a Trust Agreement and appoint a Trustee;

NOW, THEREFORE, the Conference and the Trustee agree as follows:

Section 1. DEFINITIONS. Any word or term that is defined in the Plan shall have in this Agreement the same meaning ascribed to it in the Plan unless the context clearly indicates a different meaning.

Section 2. CREATION OF TRUST. The Conference hereby establishes with the Trustee, and the Trustee hereby accepts, a trust consisting of (a) cash or other property constituting the Church Retirement Fund, which shall be transferred to the Trustee by the Conference, (b) such cash or other property as shall be paid or delivered to the Trustee from time to time as contributions under the Plan; together with (c) the earnings, income, additions and appreciations thereon and thereto. The Trustee shall hold the Trust Fund in trust and manage and administer it exclusively for the exempt purpose of providing retirement and ancillary benefits for the Participating Employers' employees and their beneficiaries in accordance with the terms and provisions of this Agreement.

Section 3. POWERS OF THE TRUSTEE. The Trustee shall have, and in its sole and absolute discretion may exercise from time to time and at any time, the

following powers and authority with respect to the Trust Fund:

(a) To invest and reinvest the Trust Fund, without distinction between principal and income, in pooled investment unitized funds maintained by the Trustee, shares of stock (whether common or preferred) or other evidences of ownership, bonds, debentures, notes or other evidences of indebtedness unsecured or secured by mortgages on real or personal property wherever situated (including any part interest in a bond and mortgage or note and mortgage whether insured or uninsured) and any other property, or part interest in property, real or personal, foreign or domestic, whether or not productive of income or consisting of wasting assets;

(b) To sell, convey, redeem, exchange, grant options for the purchase or exchange of, or otherwise dispose of, any real or personal property, at public or private sale, for cash or upon credit, with or without security, without obligation on the part of any person dealing with the Trustee to see to the application of the proceeds of, or to inquire into the validity, expediency or propriety of, any such disposition;

(c) To manage, operate, repair and improve, and mortgage or lease for any length of time any real property held in the Trust Fund; to renew or extend any

mortgage, upon any terms the Trustee may deem expedient; to agree to a reduction of the rate of interest or any other modification in the terms of any mortgage or any guarantee pertaining to it; to enforce any covenant or condition of any mortgage or guarantee or to waive any default in the performance thereof; to exercise and enforce any right of foreclosure; to bid in property on foreclosure; to take a deed in lieu of foreclosure with or without paying consideration therefor and in connection therewith to release the obligation on the bond secured by the mortgage; and to exercise and enforce in any action, suit or proceeding at law or in equity any rights or remedies in respect of any mortgage or guarantee;

(d) To exercise, personally or by general or limited proxy, the right to vote any shares of stock, bonds or other securities held in the Trust Fund; to delegate discretionary voting power to trustees of a voting trust for any period of time; and to exercise, personally or by power of attorney, any other right appurtenant to any securities or other property of the Trust Fund;

(e) To join in or oppose any reorganization, recapitalization, consolidation, merger or liquidation, or any plan therefor, or any lease, mortgage or sale of the property of any organization the securities of which

are held in the Trust Fund; to pay from the Trust Fund any assessments, charges or compensation specified in any plan of reorganization, recapitalization, consolidation, merger or liquidation; to deposit any property with any committee or depositary; and to retain any property allotted to the Trust Fund in any reorganization, recapitalization, consolidation, merger or liquidation;

(f) To exercise or sell any conversion or subscription or other rights appurtenant to any stock, security or other property held in the Trust Fund;

(g) To borrow from any lender money, in any amount and upon any terms and conditions, for purposes of this Agreement, and to pledge or mortgage any property held in the Trust Fund to secure the repayment of any such loan;

(h) To compromise, settle or arbitrate any claim, debt or obligation of or against the Trust Fund; to enforce or abstain from enforcing any right, claim, debt or obligation; and to abandon any property determined by it to be worthless;

(i) To continue to hold any property of the Trust Fund, whether or not productive of income; to reserve from investment and keep unproductive of income, without liability for interest, such cash as it deems advisable;

(j) To hold property of the Trust Fund in its own name or in the name of a nominee or nominees, without disclosure of the Trust, or in bearer form so that it will pass by delivery, but no such holding shall relieve the Trustee of its responsibility for the safe custody and disposition of the Trust Fund in accordance with the provisions of this Agreement, and the Trustee's books and records shall at all times show that such property is part of the Trust Fund;

(k) To appoint in writing an Investment Committee, comprised of such persons as the Trustee may deem necessary or desirable for the effective exercise of the duties and responsibilities of the Trustee, and to delegate to such persons in writing such duties, and confer upon them in writing such powers, discretionary or otherwise, as the Trustee may deem expedient or appropriate;

(l) To make, execute and deliver, as Trustee, any deeds, conveyances, leases, mortgages, contracts, and waivers, or other instruments in writing that the Trustee may deem necessary or desirable in the exercise of its powers under this Agreement; and

(m) To do all other acts that it may deem necessary or proper to carry out any of the foregoing powers or any other powers in the best interests of the Plan and Trust.

(n) Notwithstanding any of the foregoing provisions of this Section 3, the Retirement Plan Committee (the "Committee") may appoint one or more Investment Managers to direct the Trustee with respect to the investment of all or any portion of the Trust Fund and the exercise of any or all of the foregoing powers (and the Trustee shall retain, without review, as an investment of the Trust Fund, any investment acquired upon the direction of any such Investment Manager until further notice from such Investment Manager, and shall not be liable to any person for any loss to or diminution of the Trust Fund as a result of following such direction).

Section 4. LIMITATIONS ON POWERS OF TRUSTEE.

(a) The Trustee shall not possess or exercise any power or authority, whether expressly, by interpretation, or by operation of law, that would pose a substantial risk of preventing the Trust at any time from qualifying and continuing to qualify as an organization described in section 501(c)(3) of the Code, nor shall the Trustee engage directly or indirectly in any activity that would pose a substantial risk of causing the loss of such qualification under section 501(c)(3) of the Code.

(b) No part of the assets or net earnings of the Trust shall ever be used, nor shall the Trust ever be organized or operated, for purposes that are not

exclusively religious, charitable, or educational within the meaning of section 501(c)(3) of the Code.

(c) The Trust shall never be operated for the primary purposes of carrying on a trade or business for profit.

(d) The Trust shall not carry on propaganda or otherwise attempt to influence legislation to an extent that would disqualify it for tax exemption under section 501(c)(3) of the Code by reason of attempting to influence legislation. Nor shall the Trust, directly or indirectly, participate in or intervene in (including the publishing or distributing of statements) any political campaign on behalf of or in opposition to any candidate for public office.

(e) Pursuant to the prohibition contained in section 501(c)(3) of the Code, no part of the net earnings, current or accumulated, of the Corporation shall ever inure to the benefit of any private individual.

Section 5. PAYMENTS FROM THE TRUST FUND.

(a) The Conference shall appoint the Committee. The Trustee shall make such payments from the Trust Fund at such time or times to such person or persons in such amounts as the Committee shall direct in writing. In directing the Trustee to make payments, the Committee shall follow the provisions of the Plan so that it shall

be impossible, either during the existence or upon the discontinuance of the Plan, for any part of the Trust Fund to be used for or diverted to purposes other than for the exclusive benefit of the Participating Employers' employees and their beneficiaries, pursuant to the provisions of the Plan. Any written direction of the Committee shall be deemed to constitute a certification upon which the Trustee may rely that the payment so directed is one which the Committee is authorized to direct as hereinabove set forth, and the Trustee need make no further investigation.

(b) The Trustee may make any payment required to be made by it under this Section 5 by mailing a check for the amount thereof to the person to whom such payment is to be made, at such address as may have been last furnished to the Trustee, or if no such address shall have been so furnished, to such person in care of the Conference.

**Section 6. TAXES, EXPENSES AND COMPENSATION
OF TRUSTEE.**

(a) The Trustee shall pay out of the Trust Fund all taxes imposed or levied with respect to the Trust Fund or any part thereof, under existing or future laws, and in its discretion may contest the validity or amount of any tax, assessment, claim or demand respecting the Trust Fund or any part thereof.

(b) The Trustee shall pay from the Trust Fund all brokerage commissions, transfer taxes, and other charges and expenses in connection with the purchase and sale of investments of the Trust Fund.

(c) The Trustee shall pay from the Trust Fund the reasonable expenses and compensation of counsel and all other expenses of managing and administering the Trust Fund. The Trustee shall not receive compensation for its service as Trustee.

Section 7. GENERAL PROVISIONS RELATING TO THE TRUSTEE.

(a) The Trustee (and any person or persons to whom the Trustee has delegated any duties or responsibilities) may employ one or more persons to render advice with regard to any of the duties or responsibilities of the Trustee under this Agreement.

(b) The Trustee shall be entitled to rely upon all tables, valuations, certificates and reports furnished by any actuary, upon all certificates and reports made by any independent public accountant, and upon all opinions of law given by any counsel (who may be counsel to the Conference or a Participating Employer) and shall be fully protected in respect of any act done or permitted or determination made in good faith reliance upon any such table, valuation, certificate, report or opinion. The Trustee shall not

be liable to a Participating Employer or to any employee or to any beneficiary on account of any act done or omitted or determination made in the performance of its duties under this Agreement, nor for any act done or omitted by any agent or representative of the Trustee, so long as the Trustee has acted with the care, skill, prudence, and diligence under the circumstances then prevailing that a prudent man acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims.

(c) If one or more Investment Managers have been appointed, the Trustee shall not be liable for the acts or omissions of any such Investment Manager, or under an obligation to invest or otherwise manage any asset of the Trust Fund which is subject to the management of any such Investment Manager.

(d) The Trustee shall not be liable for any loss to or diminution of the Trust Fund resulting from following the direction of the Committee.

(e) The Committee shall have complete control and authority to determine the rights and interests of all persons in the Trust Fund or under the Plan, and the Trustee shall have no duty to question any direction given by the Committee to the Trustee.

(f) If at any time the Trustee is in doubt concerning the course which it should follow in

connection with any matter relating to the administration of this Trust, it may request the Committee to advise it with respect thereto, and the Trustee shall be protected in relying upon any advice or direction which may be given to it by the Committee.

(g) The Trustee shall be under no duty to enforce payment of any contribution to the Trust Fund and shall not be responsible for the adequacy of the Trust Fund to meet and discharge any liabilities under the Plan.

(h) The Trustee may rely upon any certificate, notice or direction purporting to have been signed on behalf of the Committee which the Trustee believes to be genuine and to have been executed by the Committee or the person or persons whose authority has been certified to it by the Committee.

Section 8. ACCOUNTS.

The Trustee shall keep accurate and detailed accounts of all its receipts, investments and disbursements under this Agreement. Within one hundred twenty (120) days after the close of each Plan Year, the Trustee shall file with the Conference and the Participating Employers a written account of all its transactions relating to the Trust Fund during such Plan Year.

**Section 9. RESIGNATION, REMOVAL AND
SUBSTITUTION OF TRUSTEE.**

(a) Resignation of Trustee. The Trustee may resign its duties hereunder by filing with the Conference its written resignation. No such resignation shall take effect until sixty (60) days from the date of such filing unless prior thereto a successor shall have been appointed.

(b) Removal of Trustee. The Trustee may be removed by the Conference at any time, upon sixty (60) days' notice to the Trustee, but such notice may be waived by the Trustee. Such removal shall be effected by delivering to the Trustee a written notice of its removal executed by the Conference, and by giving notice to the Trustee of the appointment of a successor in the manner hereinafter set forth.

(c) Appointment of Successor Trustee. The appointment of a successor to the Trustee hereunder shall take effect upon the delivery to the resigning or removed Trustee of (i) an instrument in writing appointing such successor, executed by the Conference and (ii) an acceptance in writing executed by the successor so appointed.

(d) All of the provisions set forth in this Agreement with respect to the Trustee shall relate to each such successor so appointed with the same force and

effect as if such successor had been originally named herein as the Trustee hereunder.

(e) If within sixty (60) days after notice of resignation shall have been given under the provisions of this Section 9, a successor to the Trustee shall not have been appointed, the resigning Trustee may apply to any court of competent jurisdiction for the appointment of such successor.

(f) Transfer of Trust Fund to Successor. Upon the appointment of a successor Trustee, the resigning or removed Trustee shall transfer and deliver the Trust Fund to such successor, but such transfer shall be deemed to have occurred automatically without the necessity of a specific conveyance or transfer.

Section 10. REVOCATION OR AMENDMENT.

(a) The Conference expressly reserves the right at any time to revoke or amend this Agreement and the Trust created thereby to any extent that it may deem advisable, except that no such amendment may alter the provisions of Section 11 hereof or make possible any use or diversion of the corpus or income of the Trust Fund that is prohibited by Section 11 hereof. No amendment shall increase the duties or responsibilities of the Trustee without its consent thereto in writing. Such revocation or amendment shall become effective upon delivery to the Trustee of a written instrument of

revocation or amendment, duly executed and acknowledged by the Conference. The Conference also shall deliver to the Trustee a copy of any amendment to the Plan.

(b) In the event that the Plan is discontinued in whole or in part or this Trust is revoked or terminated, the Trustee, upon the direction of the Committee, shall liquidate the Trust Fund to the extent required for distribution and, after the final account of the Trustee has been approved by the Conference, shall distribute the net balance thereof remaining in its hands to or for the benefit of the person or persons named, and at the time or times directed, by the Committee in accordance with the terms of the Plan and in the proportions and manner so specified by it, or in the absence of such direction, in such manner as may be directed by a judgment or decree of a court of competent jurisdiction, provided that in any case all funds not distributed to Plan participants or their beneficiaries as retirement or ancillary benefits under the Plan shall be paid to the Conference and shall be used in furtherance of the Participating Employers' exempt purposes. Upon making such payments, the Trustee shall be relieved from all further liability with respect to all amounts so paid. The powers of the Trustee hereunder shall continue so long as any assets of the Trust remain in its hands.

Section 11. PROHIBITION OF DIVERSION. At no time prior to the satisfaction of all liabilities with respect to Plan participants and their beneficiaries under this Trust, shall any part of the corpus or income of the Trust Fund be (within the taxable year or thereafter) used for, or diverted to, purposes other than for the exclusive benefit of such participants or their beneficiaries pursuant to the provisions of the Plan.

Section 12. PROHIBITION OF ASSIGNMENT OF INTEREST. No interest, right or claim in or to any part of the Trust Fund or any payment therefrom shall be assignable, transferable or subject to sale, mortgage, pledge, hypothecation, commutation, anticipation, garnishment, attachment, execution, or levy of any kind, and the Trustee shall not recognize any attempt to assign, transfer, sell, mortgage, pledge, hypothecate, commute or anticipate the same, except to the extent required by law.

Section 13. PARTICIPATING EMPLOYERS. Any Participating Employer, having adopted the Plan for the benefit of its employees, with the approval and consent of the Committee and the Conference, may adopt and become a party to this Agreement by delivering to the Trustee an instrument in writing duly executed and acknowledged adopting and assuming the obligations of a

Participating Employer under this Agreement and constituting and appointing the Committee to be the agent and attorney in fact of such Participating Employer for the purposes of giving or receiving notices, instructions, directions and other communications to or from the Trustee and approving the accounts of the Trustee.

Section 14. MISCELLANEOUS.

(a) This Agreement shall be interpreted, construed and enforced, and the Trust hereby created shall be administered, in accordance with the laws of Maryland.

(b) The titles of Sections of this Agreement are placed herein for convenience of reference only, and the Agreement is not to be construed by reference thereto.

(c) Should any provision of this Agreement be held illegal or invalid for any reason, such illegality or invalidity shall not affect the other provisions of this Agreement, and the provision held illegal or invalid shall be fully severable, and this Agreement shall be construed as if said illegal or invalid provision were not contained in this Agreement, unless such invalidity or illegality shall make impossible or impractical the functioning of the Trust or the Plan, in which case the appropriate parties shall immediately

impractical the functioning of the Trust or the Plan, in which case the appropriate parties shall immediately adopt a new provision to take the place of the illegal or invalid provision.

(d) This Agreement may be executed in any number of counterparts, each of which shall be deemed to be an original but all of which shall together constitute but one instrument, which may be sufficiently evidenced by any counterpart.

(e) Where from the context it appears appropriate, each term used in this Agreement in either the singular or the plural shall include the singular and the plural, and pronouns stated in either the masculine, feminine or neuter gender shall include the masculine, feminine and neuter genders.

(f) All references contained in this Agreement to the Internal Revenue Code of 1986, or to "the Code," shall be deemed to refer to the Internal Revenue Code of 1986, and the Regulations established pursuant thereto, as they now exist or as they may hereafter be amended. Any reference contained in this Agreement to a specific section of the Code shall be deemed to refer to such section and the Regulations established pursuant thereto as they now exist and to any corresponding provision of

any future United States Internal Revenue Law and any Regulations established pursuant thereto.

GENERAL CONFERENCE OF
SEVENTH-DAY ADVENTISTS

BY: _____

GENERAL CONFERENCE
CORPORATION OF
SEVENTH-DAY ADVENTISTS

BY: _____

GENERAL CONFERENCE COMMITTEE

July 26, 1990, 10:00 a.m.

MEMBERS PRESENT

R S Folkenberg (Ch), M T Battle (Sec), Roy Adams,
R E Appenzeller, Karl H Bahr, B B Beach, R W Bendall, W Floyd Bresee,
Shirley Burton, G Tom Carter, W T Clark, G H Crumley, Eric C Fehlberg,
Karen Flowers, R M Flowers, E R Gane, V S Griffiths,
Joseph E Gurubatham, J H Harris, Tulio R Haylock, R R Hegstad,
R H Henning, W G Johnsson, F L Jones, G E Knowles, K J Mittleider,
M J Murray, W L Murrill, T R Neslund, R E Osborn, G L Plubell,
Humberto M Rasi, G W Reid, Gary M Ross, W C Scales Jr, A E Schmidt,
A C Segovia, R S Smith, Virginia Smith, Elizabeth A Sterndale,
Michael H Stevenson, G Ralph Thompson, M A Tyner, Manuel Vasquez,
C D Watson, R S Watts Jr, A S Whiting, D S Williams, K H Wood,
F Donald Yost, Samuel Young

DEVOTIONAL

Robert S Folkenberg, President of the General Conference, led out in the devotional. He thanked the members of the committee for their prayers on his behalf.

He has received many compliments on the sermon he preached the last Sabbath of the 1990 General Conference Session on the subject of unity. After reviewing it himself, however, he felt that it was mediocre and that much more could have been better said; but the Lord did much with it! The sermon created expectations which are unrealistic. Some expect theological reconciliation between contradictory positions. This may not happen.

He made it clear that no person can achieve that which is humanly impossible. Massive challenges will need to be faced. One of the most overwhelming feelings is to suddenly recognize that however intelligent one may wish he were or how inspired his life may be, he is still simply inadequate and insufficient for the tasks ahead.

Some individuals felt it was inappropriate for the Chairman to say that the Lord is the President of the General Conference. Folkenberg felt it was the grossest understatement he ever made. If the Lord is not in charge, we are all in trouble.

Folkenberg stated that he used to flood the desk of Neal C Wilson with all his wonderful words of wisdom. After reviewing some of them today, they do not look so wise. He often felt that if other people would agree with him and make decisions his way, everything would be great. Suddenly he has come to the startling conclusion that dealing

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with the tough decisions and making the right choices are not enough. Nothing is going to be successful if it is not accompanied by God's power. Unless He takes our feeble attempts at leadership and amplifies and broadens them, little will be accomplished. The Lord must take charge!

Referring to the down-sizing of the General Conference staff he stated, "We are now dealing with one of the most unenviable processes that anyone could ever be involved in." A great deal of uncertainty exists among employees who wonder if they will lose their positions. No matter how much tenderness, compassion, caring, and love is shown in dealing with each individual, there is no way to stop the hurt. We must know at the outset that our best will not be sufficient. If our decisions are committed to God's guidance and leading, He will show us the best way to handle even the most sensitive matters.

Folkenberg then stated that this is a team leadership program and we must all have confidence in it.

PRAYER

A season of prayer followed the devotional with V S Griffiths, W T Clark, Humberto M Rasi, and Kenneth H Wood praying for the litigation that is taking place in regard to Kettering Hospital, the search and finalizing on property for the radio station on Guam, Evelyn Morgan and her family who just lost a 10-month-old grandson who had meningitis, and problems at the University of Eastern Africa.

MINUTES of the meeting held July 19, 1990 were approved.

GCO/GCC to WLM

FINANCIAL PROVISIONS FOR TERMINATING GENERAL CONFERENCE AND NORTH AMERICAN DIVISION EMPLOYEES

VOTED, To adopt the following financial provisions for employees whose employment will be terminated due to either their not having been re-elected at the 1990 General Conference Session or to the down-sizing of the General Conference staff:

1. Employees who were not re-elected at the 1990 General Conference Session and appointed employees whose positions have been eliminated by the staff down-sizing:

- a. Provide a five-month salary subsidy to any denominational organization that calls one of these individuals.

b. The five-month period will begin August 1, 1990. These employees will be continued on regular salary and benefits until a call to another organization is received. The unused portion of the five months will be passed on to the calling organization as a salary subsidy.

c. If the first reasonable call received by such employees is not accepted, this financial provision will be terminated. This is in harmony with the concept in the termination policy NAD X 40 10-1-f. That provision states, "An employee, including one who is not re-elected at the time of a session, who has to be terminated because he/she does not accept reassignment in the same organization or a call to another denominational organization in an area of service for which the person has acquired qualifications through training and/or experience" is ineligible for a termination settlement.

d. Moving expenses to the new assignment will be covered by the General Conference.

e. Individuals who are eligible for retirement benefits have the option of going on the Retirement Plan as of September 1, 1990 or at a later date if their services are needed at the General Conference and they are authorized to continue working beyond August 1, 1990.

2. Hourly employees whose positions have been eliminated by the staff down-sizing:

a. Regular remuneration and benefits for four weeks (two pay periods) beyond August 26, 1990, except that only emergency health-care assistance will be provided.

b. Termination settlement according to NAD X 40 if employees do not have other denominational employment by October 1, 1990.

CA/GCC to SEC

COMMITTEE ON APPOINTEES

VOTED, To approve the following report of the Committee on Appointees:

Appointments

Mike, Hermon (IAD Natl, St, Andrews U)—Clerk, Adv Book Ctr, N Caribbean Conf (IAD) Natl Returning
Thomas, Cleveland James (IAD Natl, Ypsilanti, MI)—Dean, Graduate Extension Program & Director, Institutional Research, W Indies Col, Jamaica (IAD) Natl Returning

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Calls and Transfers Between Divisions

Erfurth, Gunter Otto (SAD) Evangelist, Westfalian Conf, W German Un (EUD)—To regularize AVS assignment, eff Dec 13, 90
Sicalo, Donaldo Jose (SAD)—Hosp Coordinator, Nicaragua Mission (IAD) AVS basis, 10 mos, eff Jun 90

Releases

Burns, William Lee III from appt as Physical Education Teacher, U of E Africa, Kenya (EAD) Declined
Fournier, Robert Hilary from call to Zaire Un as Publishing Director (AID) Declined
Kaufholtz, Leland Leroy from call to Adv U of C Africa, Rwanda as Teacher, Agriculture Dept-Farm Manager (AID) Declined
Todd, Cheryl Margaret (SPD) from call to Maluti Adv Hosp, Lesotho as Tutor-Nursing Instructor (SUM) Declined
Young, Ernest Bernard from call to Liberia Mission as President (AID) Declined

Permanent Returns

Guillaume, Claudia Paule, Nursing Instructor, Mugonero School of Nursing Science, Rwanda (AID) to NAD, Assignment Completed, eff Aug 90
Hullquist, Claude Gary, Assistant Administrator, Blantyre Adv Hosp, Malawi (EAD) to NAD, Assignment Completed, eff Jul 90
Ninal, Sarah Villarante, Science Teacher, Wollega Adv Academy, Ethiopia (EAD) to FED, Assignment Completed, eff Jun 90
Palipane, Shane M, Lecturer, Pacific Adv Col, Papua New Guinea (SPD) to FED, Assignment Completed, eff Jul 90

GCC to GRT

NG GAN THEOW—RESIGNATION

VOTED, To accept the resignation of Ng Gan Theow as Associate Director of the Church Ministries Department of the General Conference who was assigned to work with the youth. (He was elected at the recent General Conference Session.)

TRE/GCC to WLM

EXCHANGE RATES

VOTED, To approve the following adjustments to fixed rates of exchange, effective August 1, 1990:

<u>Division/Union</u>	<u>Symbol</u>	<u>Local Currency Units Per US \$</u>	<u>US \$ Per Local Currency Units</u>
Africa-Indian Ocean	CFA	275.00	0.003636
Euro-Africa France	FFR	5.50	0.181818
Far Eastern Singapore	S\$	1.81	0.552486
Middle East Cyprus	CYL	0.46	2.173913
North American Canada	C\$	1.16	0.862069
South Africa	ZAR	2.62	0.381679
Southern Asia India	Rs	17.25	0.057971
South Pacific Australia	\$A	1.29	0.775194
Trans-European Britain	L	0.561798	1.780000

ADCOM/GCC to EO

INTERDIVISION TRAVEL

RECOMMENDED, To approve the following interdivision travel:

1. GENERAL CONFERENCE STAFF

Health and Temperance

Neslund, Thomas R

Trans-European Division and the USSR Division, Aug 19-Sept 20, 1990 to meet with government officials in Poland and the Soviet Union, to conduct Breathe-Free smoking cessation programs in Latvia, to meet with the Swedish Temperance Society in Stockholm, and to meet with government officials in the Scandinavian countries

on behalf of the International Commission for the Prevention of Alcoholism.

Presidential

Otis, Harold F Jr

Africa-Indian Ocean Division, Euro-Africa Division, and the USSR Division, Aug 22-Sept 23, 1990 for speaking appointments and to meet with the seminary staff and students in the USSR.

Otis, Rose M

Euro-Africa Division and the USSR Division, Aug 22-Sept 16, 1990 for speaking appointments and to meet with the pastors' wives.

Publishing

Appenzeller, Ronald E

Inter-American Division, Jan 22-Feb 2, 1991 to participate in the national literature evangelism institutes in Colombia and Mexico.

2. OTHER DENOMINATIONAL WORKERS

Andrews University

Hasel, Gerhard F

Far Eastern Division, July 15-Aug 10, 1991 to conduct the Northern Tri-Union Bible Conference in Korea. Travel will be paid by the Far Eastern Division.

Kis, Miroslav

South Pacific Division, Jan 7-Feb 1, 1991 to lecture at Avondale College. Travel will be paid by Avondale College.

South Pacific Division

Adams, Robert
Chapman, William
Hook, Ross

Eastern Africa Division, September 1990 to assist with the Baralong Agricultural Project in Botswana. Travel will be at personal expense.

Southern Asia Division

Dulhunty, Paul

Far Eastern Division, for one week between Sept 3-15, 1990 to give technical advice for the ADRA project near Mandalay. Travel will be paid by the Far Eastern Division.

3. CANCELLATIONS

Communications

Burton, Shirley

Euro-Africa Division,
Sept 3-16, 1990.

APPOINTMENT OF STANDING COMMITTEES - DISCUSSION

After a General Conference Session all standing committees must be appointed. The question was raised as to how the small ad hoc committee which is to do this work should proceed. Folkenberg stated that he would like to see the standing committees down-sized, given additional authority, and consolidated wherever possible.

Adjourned.

Robert S Folkenberg, Chairman
M T Battle, Secretary
Fay Welter, Recording Secretary

W. Carson Esq