

A close-up photograph of a camera lens. The lens is dark and metallic, with a prominent circular element in the center. Below this element, the word "FOCUS" is engraved in a circular pattern. The background is a blurred landscape with a blue sky and white clouds.

MISSION REFOCUS

INTEGRATED FOR MISSION



2023 GENERAL CONFERENCE SECRETARIAT WORLD ADVISORY

FOUNDATIONAL CONCEPTS OF THE WORKING POLICY

ROLE OF DIVISION SECRETARIAT IN THE UNION CONSTITUTION AND BYLAWS COMMITTEE



MISSION REFOCUS

GENERAL CONFERENCE SECRETARIAT STRATEGIC PLAN

2020



2025



INTEGRATED FOR MISSION





7 WORKING POLICY

KEY STRATEGIC ISSUE

Division and union administrations need a more systematic approach to documenting and communicating the policies and policy framework for the organization.

OBJECTIVES

1. To enhance the transparency, accountability, and credibility of denominational organization, operations, and mission initiatives (IWG Leadership Objective 10)
2. Empower and assist the division in providing their unions with a simple and practical process to document and communicate, either in print or in electronic form, the policies and policy framework for the organization

KEY PERFORMANCE INDICATORS (KPIs)

- KPI 1** Implementation of comprehensive and practical training on policy development in all divisions
- KPI 2** Evidence that unions have a framework for making sound decisions, for ensuring the organization is administered consistently, and that employees are treated fairly
- KPI 3** To expect a 30 percent increase, over three years, in the number of divisions and unions that have developed and updated their Working Policy books
- KPI 4** To develop and implement an orientation process on policy-related items as well as others for officers and executive committee members of all units within denominational structure (IWG KPI 10.2)

ACTION PLAN FOR EVALUATION

Evaluation to assess the relevance, efficiency, effectiveness, and impact of this Strategic Plan, and wherever possible, to measure the extent to which the KPIs have been achieved, will be carried out at two levels:

1. A mid-term evaluation was conducted in **January 2023**, reports to GC Secretariat team.
2. A final evaluation will be conducted in **April 2025** will be carried out to assess the achievement of the objectives of the Strategic Plan, and to identify and document lessons learned.

The **GC Secretariat Strategic Plan** will be evaluated bi-annually at the Secretariat strategic planning session.

Itineraries of GC Secretariat staff will continue to be informed by the GC Strategic Plan.



Objective of this presentation

Help the participants appreciate
the role of the Working Policy



THE TWO FACES OF MISSION



THE MISSIONARY FACE



THE ORGANIZATIONAL FACE



GENERAL CONFERENCE SECRETARIAT



MISSION



STRATEGIC PLAN





EUROPE

If the Seventh-day
Adventist Church
were a village of
100 people





EUROPE



SOUTH PACIFIC

If the Seventh-day
Adventist Church
were a village of
100 people





EUROPE



SOUTH PACIFIC



NORTH AMERICA

If the Seventh-day
Adventist Church
were a village of
100 people





EUROPE



SOUTH PACIFIC



NORTH AMERICA



SOUTH AMERICA

If the Seventh-day Adventist Church were a village of 100 people





EUROPE



SOUTH PACIFIC



NORTH AMERICA



SOUTH AMERICA



ASIA

If the Seventh-day Adventist Church were a village of 100 people





EUROPE



SOUTH PACIFIC



NORTH AMERICA



SOUTH AMERICA



ASIA



INTER-AMERICA

If the Seventh-day Adventist Church were a village of 100 people





EUROPE



SOUTH PACIFIC



NORTH AMERICA



SOUTH AMERICA



ASIA



INTER-AMERICA



AFRICA

If the Seventh-day Adventist Church were a village of 100 people





1 General Conference

13 Divisions

137 Unions

429 Conferences

323 Missions/Fields/Sections

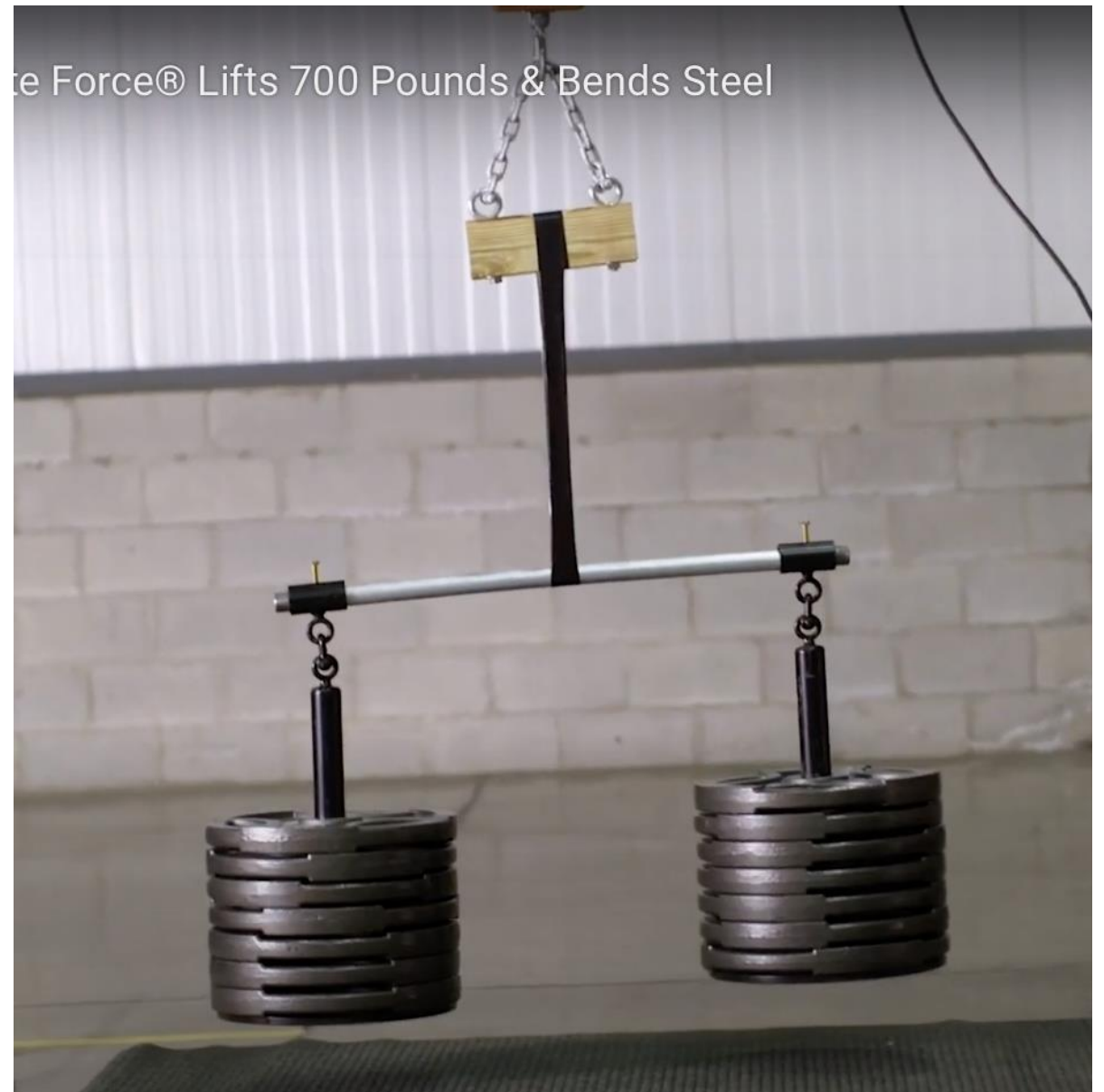
36 Regions/Field Stations



WHAT HOLDS OUR CHURCH TOGETHER?

WHAT HOLDS OUR CHURCH TOGETHER?





WHAT HOLDS OUR CHURCH TOGETHER?



MARCA No.1*

LOCTITE®

SUPER GLUE#3

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- Porcelana
- Plástico**
- Caucho
- Cuero
- Madera

3g

Fuerte, rápido y fórmula resistente al lavavajillas 

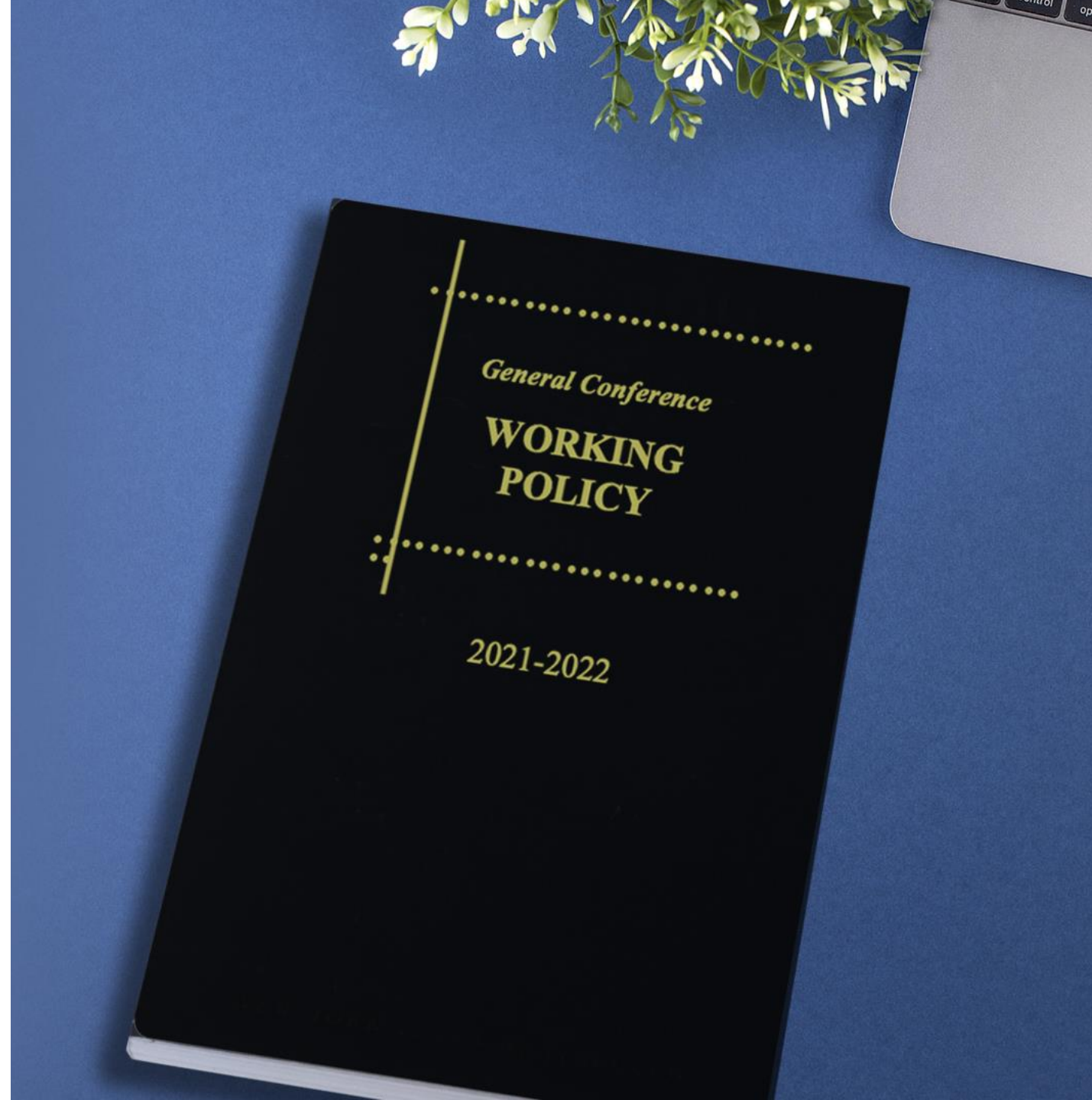


WHAT HOLDS OUR CHURCH TOGETHER?

- Our submission to the Holy Spirit
- Our commitment to the worldwide message and mission
- Our willingness to keep striving for togetherness
- Our respect for the Church as a "body"
- Our goodwill (cooperative attitude)



B 40 25 Unity Within Divisions—As the divisions seek to cooperate with one another by keeping in close contact with the General Conference, carrying out the General Conference policies agreed upon in council, so within the division all the organizations, union or local conference, should seek to maintain unity of action by keeping in close contact and counsel with the division office, carrying out policies agreed upon in division councils and executive committees.

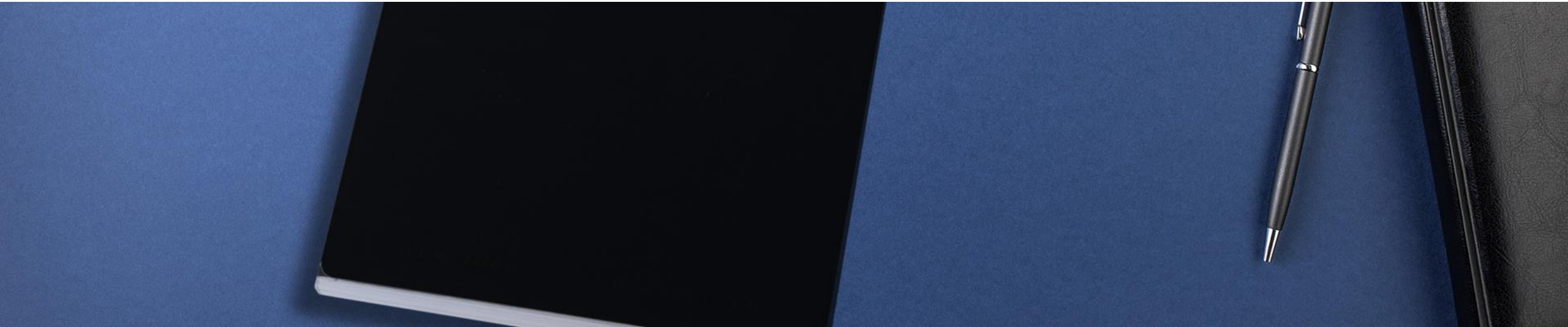




Policy is the **result** of unity, not the cause of it!



The bottom line: Compliance with Working Policy is a standard of conduct for Seventh-day Adventist leaders and Seventh-day Adventist organizations.



GC WORKING POLICY SECTION D

Model Constitutions and
Operating Policies



MODEL GOVERNANCE DOCUMENTS

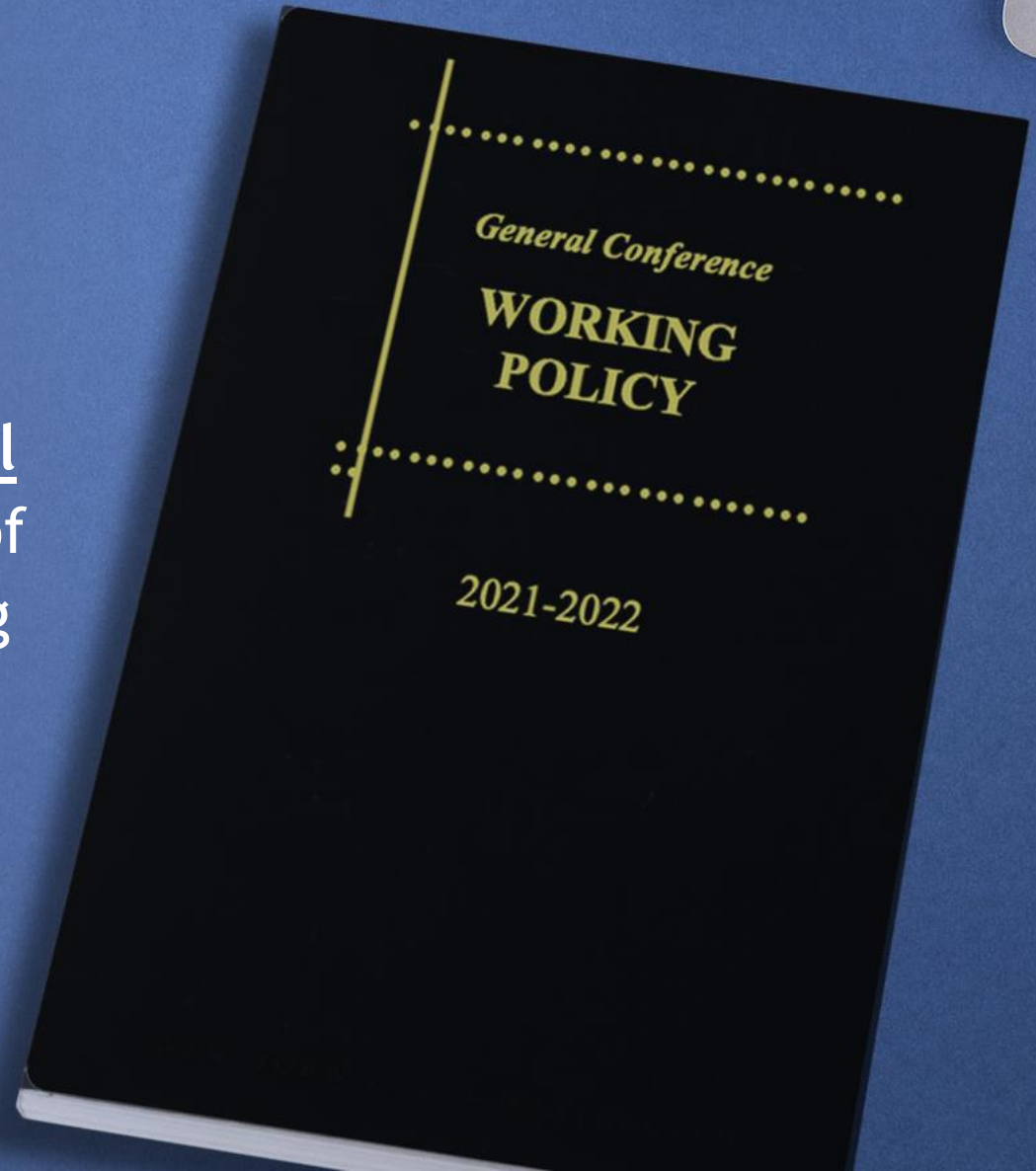
- Constitutions
- Bylaws
- Operating policies



BOLD PRINT and REGULAR PRINT

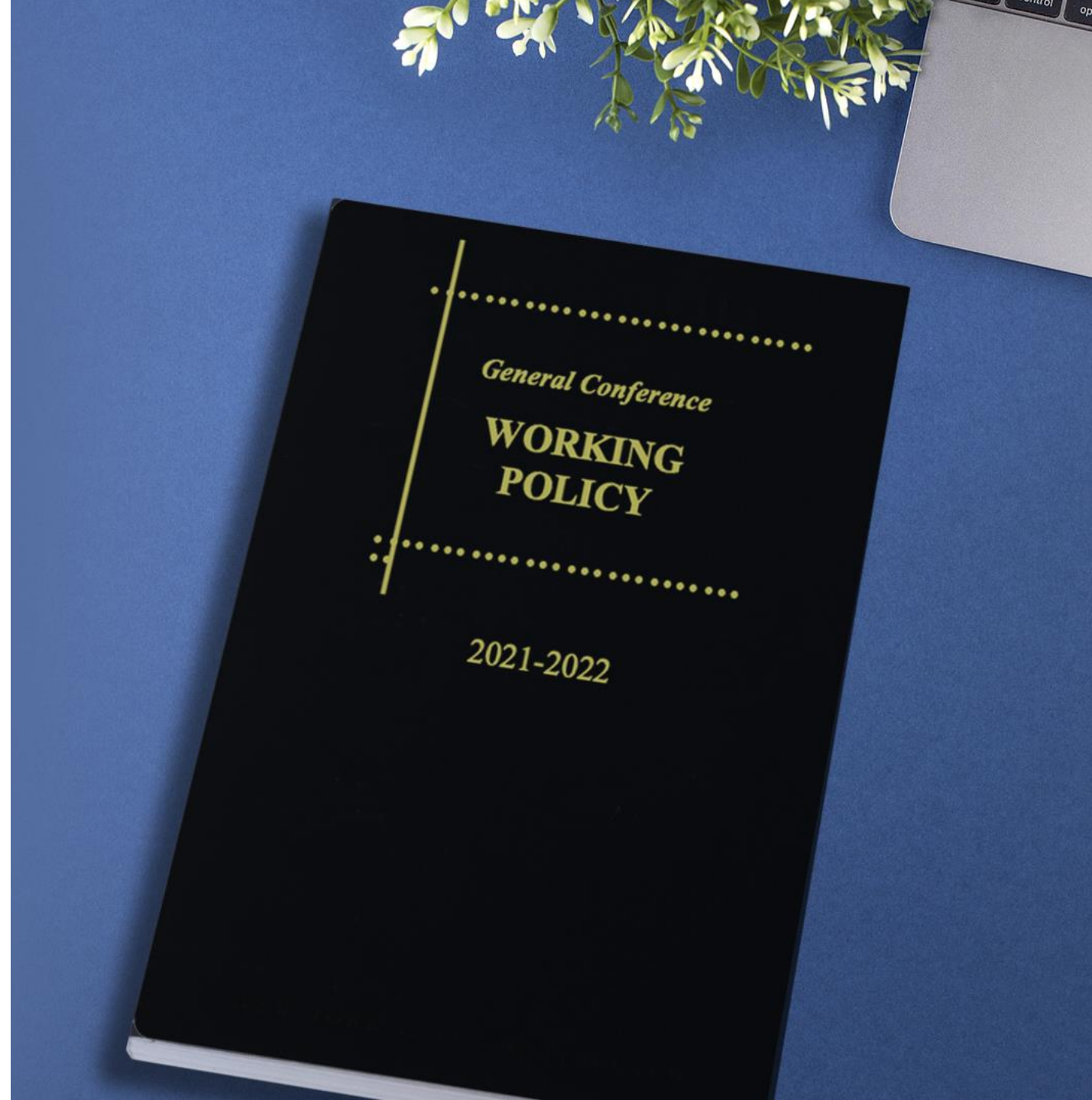
Sec. 1. Regular Meeting: This union conference shall hold a regular quinquennial constituency meeting at such time and place as the executive committee of the union conference shall designate. Notice of the time and place of the meeting of the delegates representing the members shall be given by

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



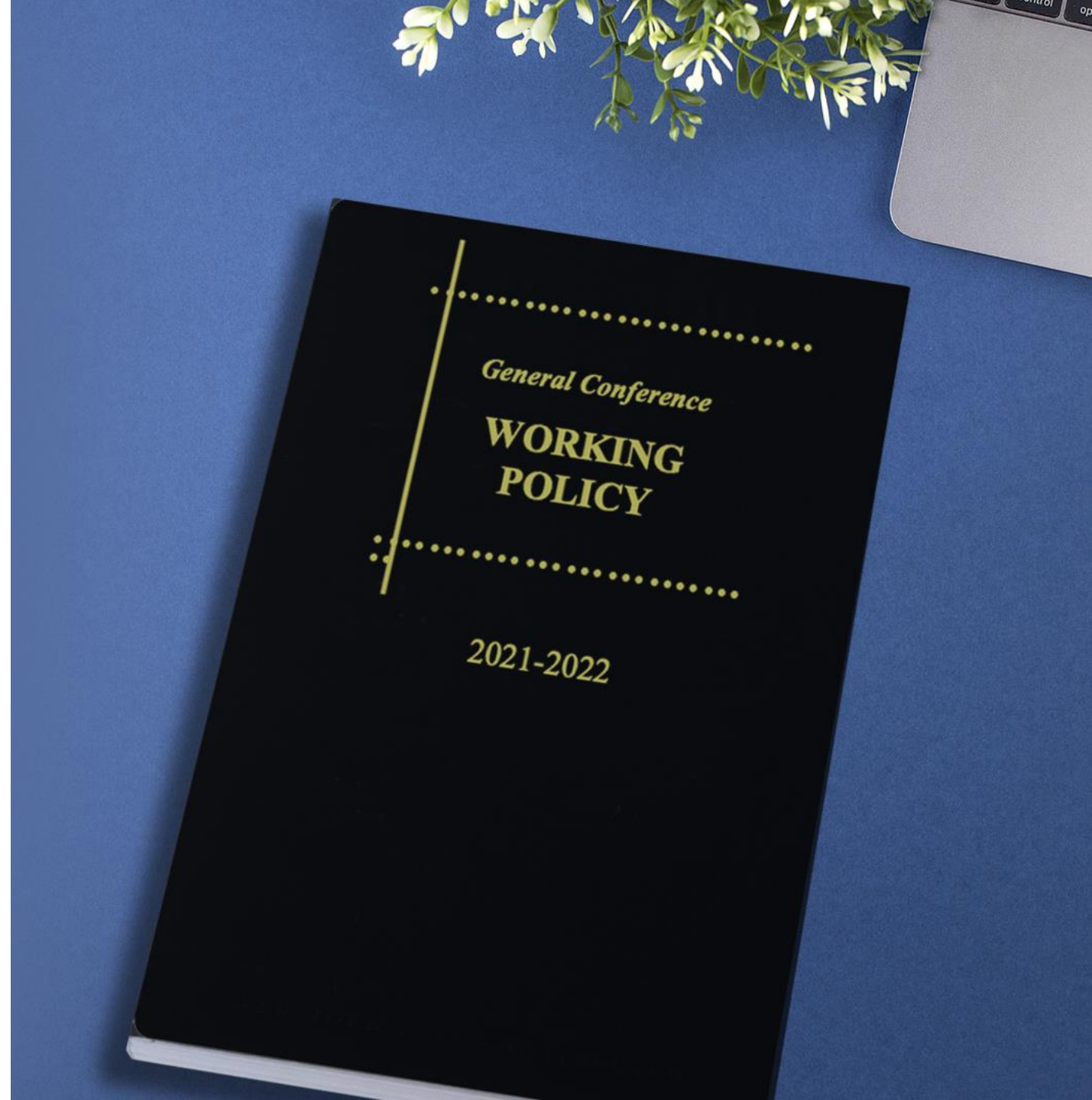
WHY SO MUCH BOLD PRINT?

Those sections of the model bylaws that appear in bold print are **essential to the unity of the Church** worldwide and **shall be included** in the bylaws as adopted by each union conference. Other sections of the model bylaws may be modified as set out in Bylaw Article XII, provided they continue to be in full harmony with the provisions of this model. (GCWP D 10 05)



Where specific cases require modification to the bold text, final approval for such modification shall be studied and approved by the GC Executive Committee after receiving recommendation from Division Executive Committee and ADCOM.

(GCWP D 10 05)



ARTICLE III—RELATIONSHIPS

The ____ Union Conference is a member unit of the global Seventh-day Adventist Church and is located in the territory of the _____ Division of the General Conference of Seventh-day Adventists. *The purposes, policies, and procedures of this union conference shall be in harmony with the working policies and procedures enacted by the executive committee of the _____ Division or the General Conference of Seventh-day Adventists. This union conference shall pursue the mission of the Seventh-day Adventist Church in harmony with the Fundamental Beliefs, programs, initiatives, and actions adopted and approved by the General Conference of Seventh-day Adventists at its sessions.*

EXAMPLE 1

ARTICLE III—RELATIONSHIPS

The ____ Union Conference of Seventh-day Adventists is part of the _____ Division of the General Conference of Seventh-day Adventists, a world Church organization. **In general**, the purposes, policies, and procedures of the Union shall be in harmony with the working policies and procedures enacted by the executive committee of the _____ Division of the General Conference of Seventh-day Adventists, **to the extent that these are consistent with the articles of the Union's Constitution and Bylaws**. The Union shall pursue the mission of the Church within the **doctrinal** guidelines adopted and approved by the General Conference of Seventh-day Adventists in its quinquennial sessions.

ARTICLE II

Sec. 2. Special Meeting: a. The executive committee of this union conference shall call a special constituency meeting when:

- 1) It is voted by the executive committee, or
- 2) It is voted by the delegates at any constituency meeting, or
- 3) It is requested by _____ percent of the executive committees of the conferences/missions within the union conference, or
- 4) It is voted by the _____ Division Executive Committee or the General Conference Executive Committee.

The date for such a meeting in response to paragraphs 3) and 4) above shall not be 1 more than 90 days from the date when the actions described in paragraphs 3) and 4) above 2 are communicated to the officers/executive committee of the union.

b. In the absence of a timely response by the union executive committee 5 to paragraphs 2) through 4) in Sec. 2. a. above, the Division Executive Committee or General Conference Executive Committee may call a special constituency meeting of the union conference and designate the time and place for such a meeting.

EXAMPLE 2

ARTICLE II

Section 2: Special Meeting

a. The Executive Committee of the Union shall call a special constituency meeting at such time and place as it deems proper, when:

- 1) Voted by the Executive Committee; or
- 2) Voted by a majority of delegates at any constituency meeting; or
- 3) Requested by four (4) or more local conferences following majority vote by their executive committees.

b. The agenda for special constituency meetings shall be included in the notice of the meeting, and business transacted must be limited to the agenda.

EXAMPLE 2

6. VOTING AT SESSIONS

1. Resolutions are to be decided on a show of hands unless a ballot is properly demanded.
2. Each Delegate to a Session may present in person or by proxy has one vote both on a show of hands and a ballot.

7. PROXIES

A Delegate may validly appoint a proxy by notice in writing which:

- a. states the name and address of the delegate appointing the proxy;
- b. identifies the person appointed to be that delegate's proxy and the Meeting in relation to which that person is appointed;
- c. is signed by or on behalf of the delegate appointing the proxy, or is authenticated in such manner as the Secretary may determine.
- d. A proxy need not be a Delegate of the Session.