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
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 (AVG 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 (AVG 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 ORGANIZATIONAL FACE
If the Seventh-day Adventist Church were a village of 100 people
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- **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
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?
Loctite Super Glue 3

Multimaterial:
- Metal
- Porcelana
- Plástico
- Cuero
- Madera

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
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.
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.
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.
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.