

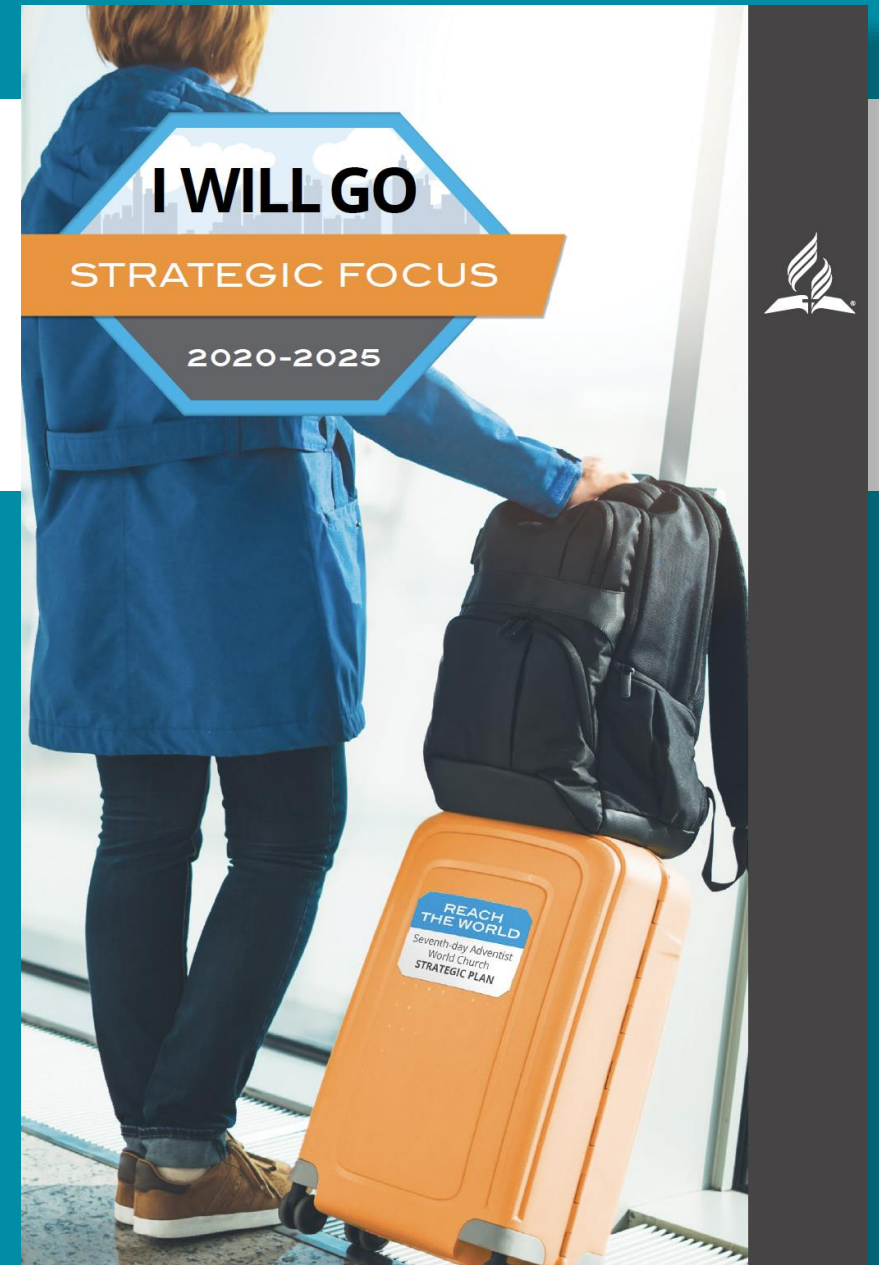
MEMBER ORIENTATION

GENERAL CONFERENCE EXECUTIVE COMMITTEE



I WILL GO STRATEGIC PLAN

LEADERSHIP OBJECTIVE 10 - KPI 10.2 - An orientation process for officers and executive committee members of all units of denominational structure is developed and widely implemented.



GC SECRETARIAT STRATEGIC PLAN

KEY STRATEGIC ISSUE # 4 –

WORKING POLICY – 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 the denominational structure.



“People need to be
reminded more often
than they need to be
instructed.”

—Samuel Johnson



OVERVIEW

2022 ANNUAL COUNCIL



OVERVIEW

2022 ANNUAL COUNCIL

TOPICS COVERED:

- The 4 Ds of Conflict of Interest



DEFINE

The 4 Ds

in Managing a
Conflict of
Interest

GCWP DEFINITION OF CONFLICT OF INTEREST - E 85 05

Conflict of interest shall mean any circumstance under which an employee or volunteer by virtue of financial or other personal interest, present or potential, directly or indirectly, may be influenced or appear to be influenced by any motive or desire for personal advantage, tangible or intangible, other than the success and well-being of the denomination.

GCWP DEFINITION OF CONFLICT OF COMMITMENT - E 85 05

A conflict of commitment shall mean any situation which interferes with an employee's ability to carry out his/her duties effectively. Elected, appointed, or salaried employees on full-time assignment are compensated for full-time employment; therefore, outside or dual employment or other activity, whether compensated or not, that in any way interferes with the performance of an employee's duties and responsibilities is a conflict of commitment.



**BEST INTEREST OF
THE ORGANIZATION**

PERSONAL INTEREST

DEFINE

DISCLOSE

The 4 Ds

in Managing a
Conflict of
Interest

DEFINE

DISCLOSE

The 4 Ds

in Managing a
Conflict of
Interest

DETERMINE

DEFINE

DISCLOSE

The 4 Ds

in Managing a
Conflict of
Interest

DETERMINE

DOCUMENT

ACTIONABLE ADVICE

1. Conflict of interest should be a regular item on every board agenda and periodically discussed by the whole board/committee.
2. Be proactive in requiring every employee of our organization to complete and submit a Conflict of Interest and/or Commitment form on an annual basis.

OVERVIEW

2022 ANNUAL COUNCIL

TOPICS COVERED:

- The 4 Ds of Conflict of Interest
- The Foundational Concepts of the GC Working Policy





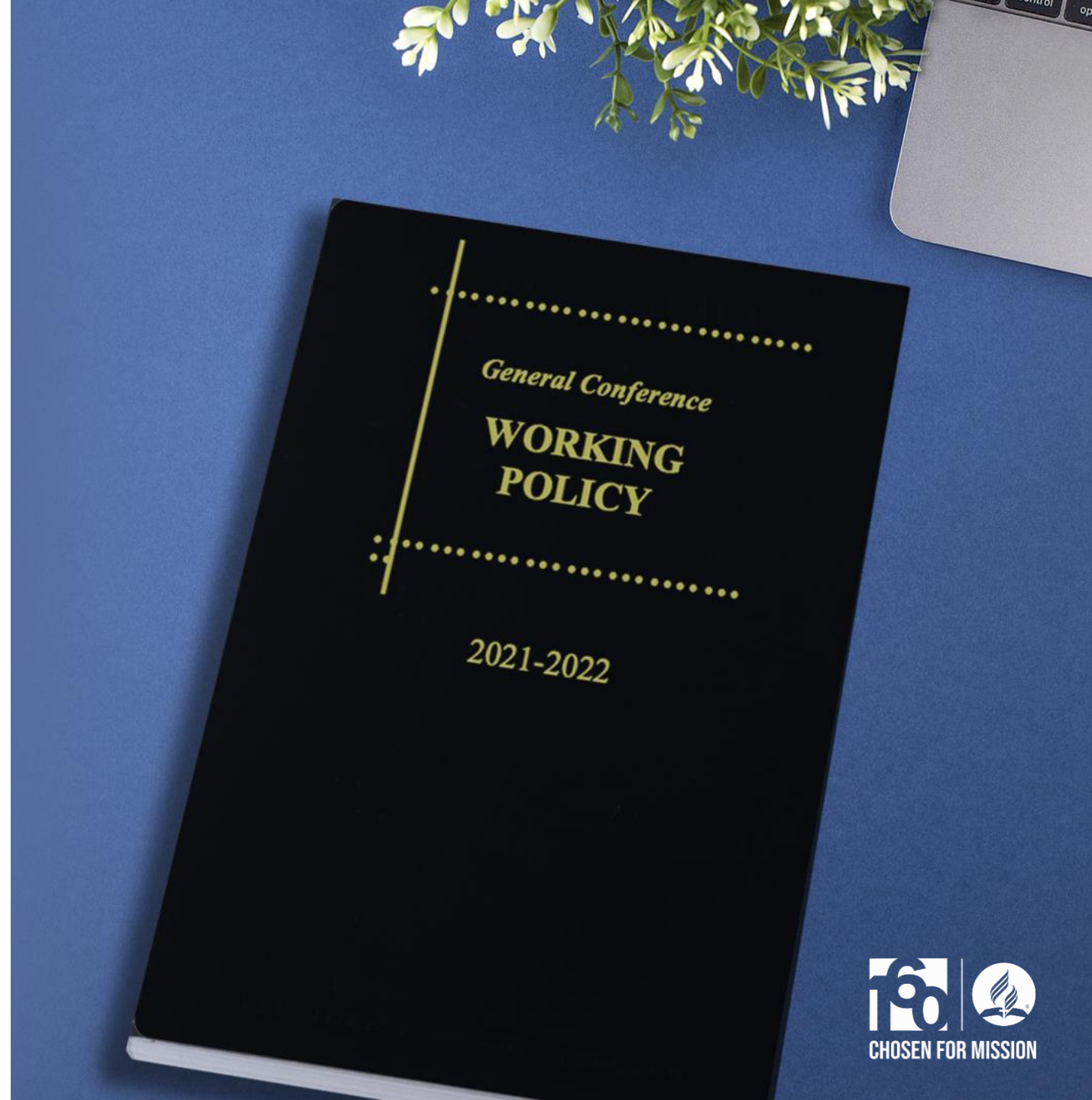
Policy is the **result** of unity, not the cause of it!



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

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)



ORIENTATION

2023 ANNUAL COUNCIL

TOPICS

- The Fiduciary Duties of a member of the GC Executive Committee.
- Introduction to MyMeetings



LEARNING OBJECTIVES

On completion of this orientation the participant will be able to:

1. **Attain** a comprehensive understanding of the duties and responsibilities of a member of the GC Executive Committee.
2. **List** the three fiduciary duties of a member of the GC Executive Committee.
3. **Describe** the components of the three fiduciary duties that will be presented.



DEFINITION OF A FIDUCIARY

A fiduciary is a person in a position of authority who is obligated to act on behalf of another in good faith and with care, candor, and loyalty in fulfilling the obligation.

FIDUCIARY DUTY

- A duty to act with loyalty, honesty, and in the best interests of the beneficiary of the fiduciary relationship.
- When an individual accepts to be member of an Executive Committee, he/she automatically assumes fiduciary duties and obligations.
- This Committee member does not act in his/her own interest, but in the best interest of the organization.



A middle-aged man with a receding hairline and a friendly smile is seated at a glass-topped desk. He is wearing a dark grey suit jacket over a light blue button-down shirt. His right hand is resting on a tablet, and his left hand holds a pair of glasses. On the desk, there is also a spiral-bound notebook and a pen. The background is a bright, out-of-focus office interior with large windows.

SOURCE OF FIDUCIARY DUTIES

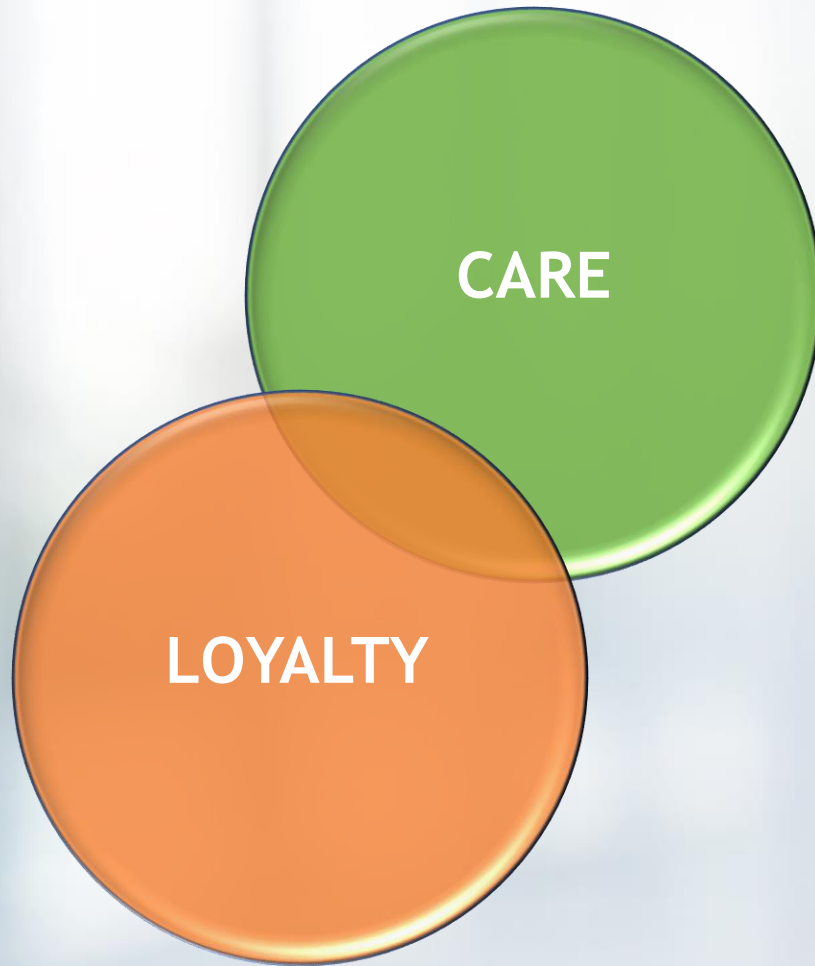
“A director [*a committee member*] shall perform the duties of a director [*committee member*]. . . in good faith . . . in . . . the best interests of the corporation [*organization*], and with the care that an **ordinarily prudent person** in a like position would use under similar circumstances.”

—American Law Institute’s Principles of Corporate Governance

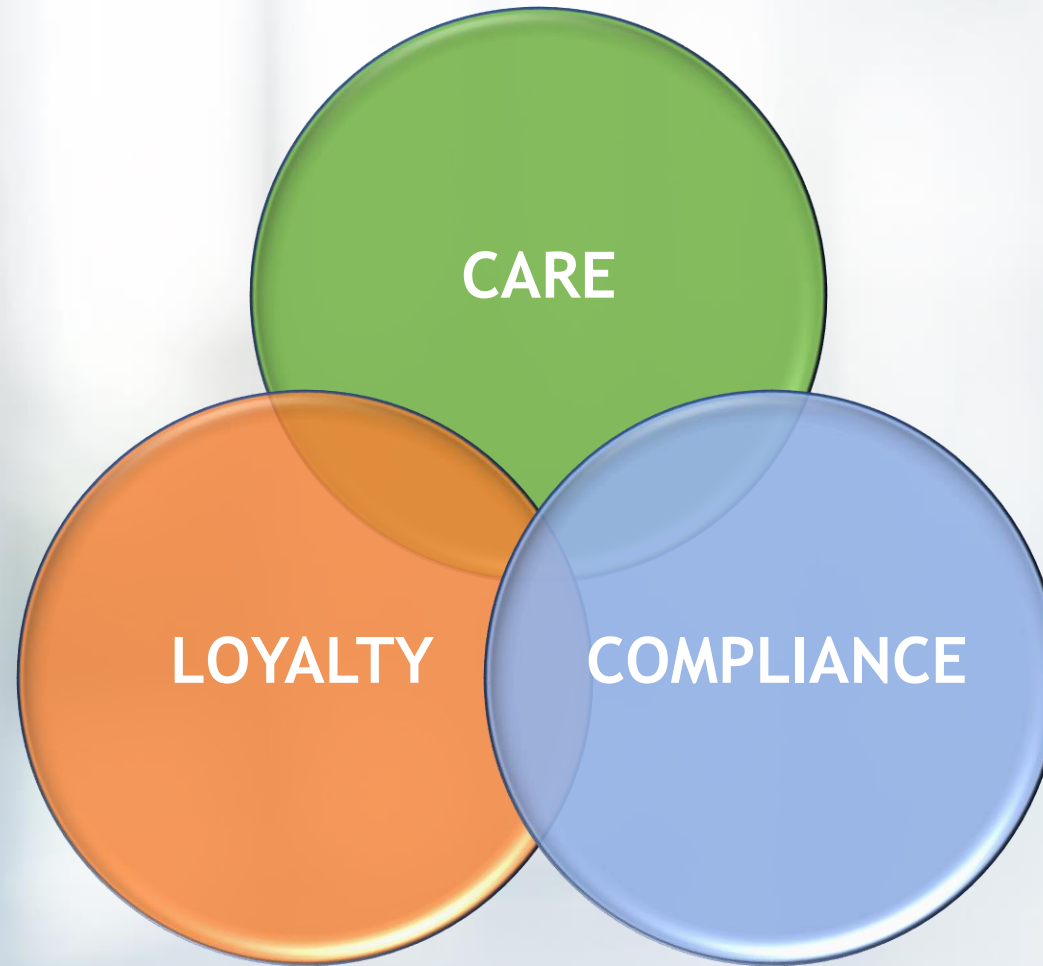
**FIDUCIARY
DUTIES OF A
MEMBER OF THE
GENERAL
CONFERENCE
EXECUTIVE
COMMITTEE**



FIDUCIARY DUTIES OF A MEMBER OF THE GENERAL CONFERENCE EXECUTIVE COMMITTEE



FIDUCIARY DUTIES OF A MEMBER OF THE GENERAL CONFERENCE EXECUTIVE COMMITTEE



THE DUTY OF CARE



- Refers to the level of **competence** expected
- Duty to **attend meetings** regularly
- Duty to show **independent judgment** in voting
- Duty to be **informed**
- Duty of **diligence**

THE DUTY OF LOYALTY



- Committee membership not for **personal advantage**
- Standard of **faithfulness** to the organization
- Avoiding **conflict of Interest**
- Maintaining **confidentiality of** privileged information

The Fiduciary Duty of Loyalty

Generational Diversity

For the first time, four generations are sharing the modern workplace. Those generations are:



Boomers



Gen X



Millennials



Gen Z

The Fiduciary Duty of Loyalty

Generational Diversity

Groups for whom confidentiality is most important include:



Boomers

92%



Gen Xers

90%



Millennials

84%



Gen Zers

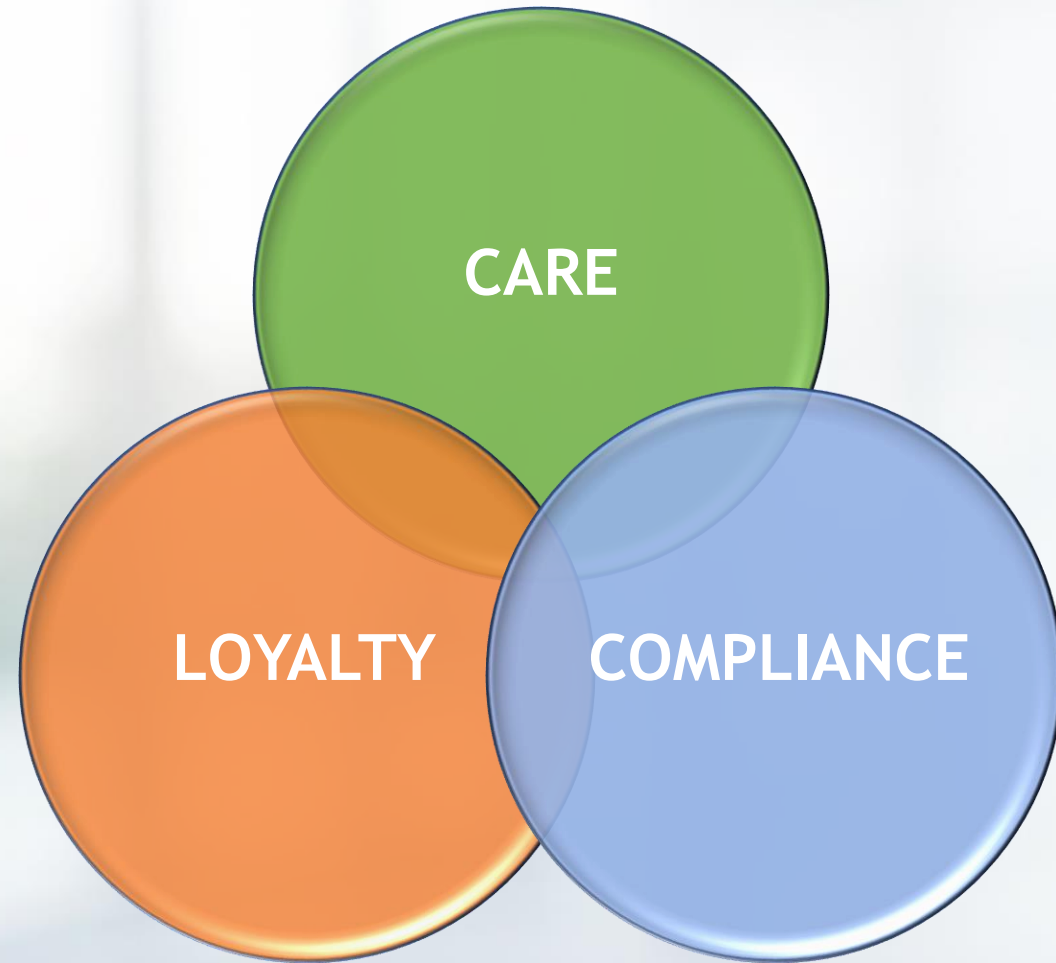
72%

THE DUTY OF COMPLIANCE



- Making sure the organization remains **obedient to its purpose and role** (i.e., faithful to Seventh-day Adventist mission, beliefs, and policies)
- Duty of **compliance** with laws
- Fulfilling **commitments**, including **previous** ones

FIDUCIARY DUTIES OF A MEMBER OF THE GENERAL CONFERENCE EXECUTIVE COMMITTEE



ACTIONABLE ADVICE

1. Assisting members of your Executive Committee attain a comprehensive understanding of their Fiduciary duties should be a regular item on every committee agenda so it becomes part of your organizational culture.

ACTIONABLE ADVICE

2. “The development of all our powers is the **first duty** we owe to God and to our fellow men. No one who is not growing daily in capability and usefulness is fulfilling the **purpose** of life.”

—Ellen G. White, *Christ's Object Lessons*, p 329-330