

MEMBER ORIENTATION

GENERAL CONFERENCE EXECUTIVE COMMITTEE

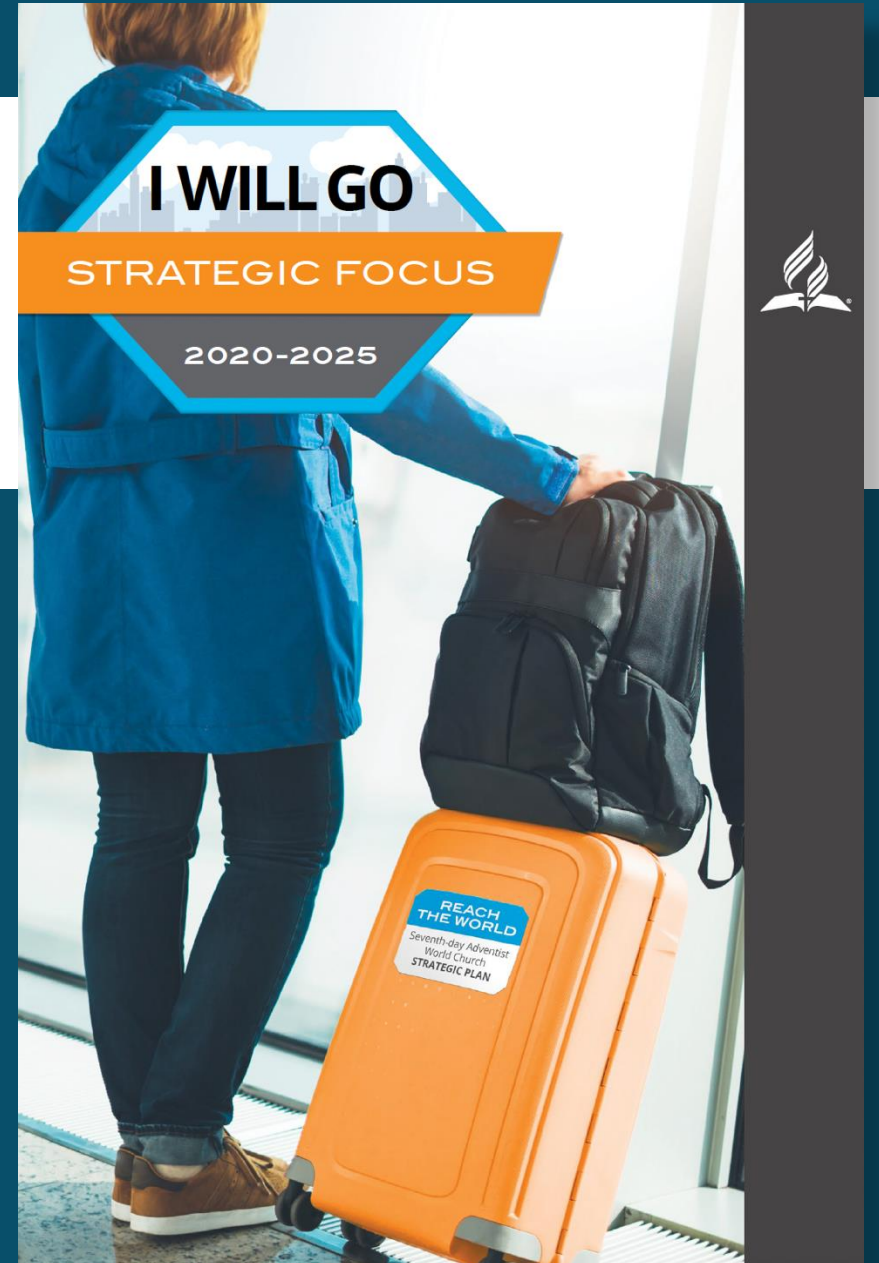
2024 ANNUAL COUNCIL

KARNIK DOUKMETZIAN • HENSLEY MOOROOVEN



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.

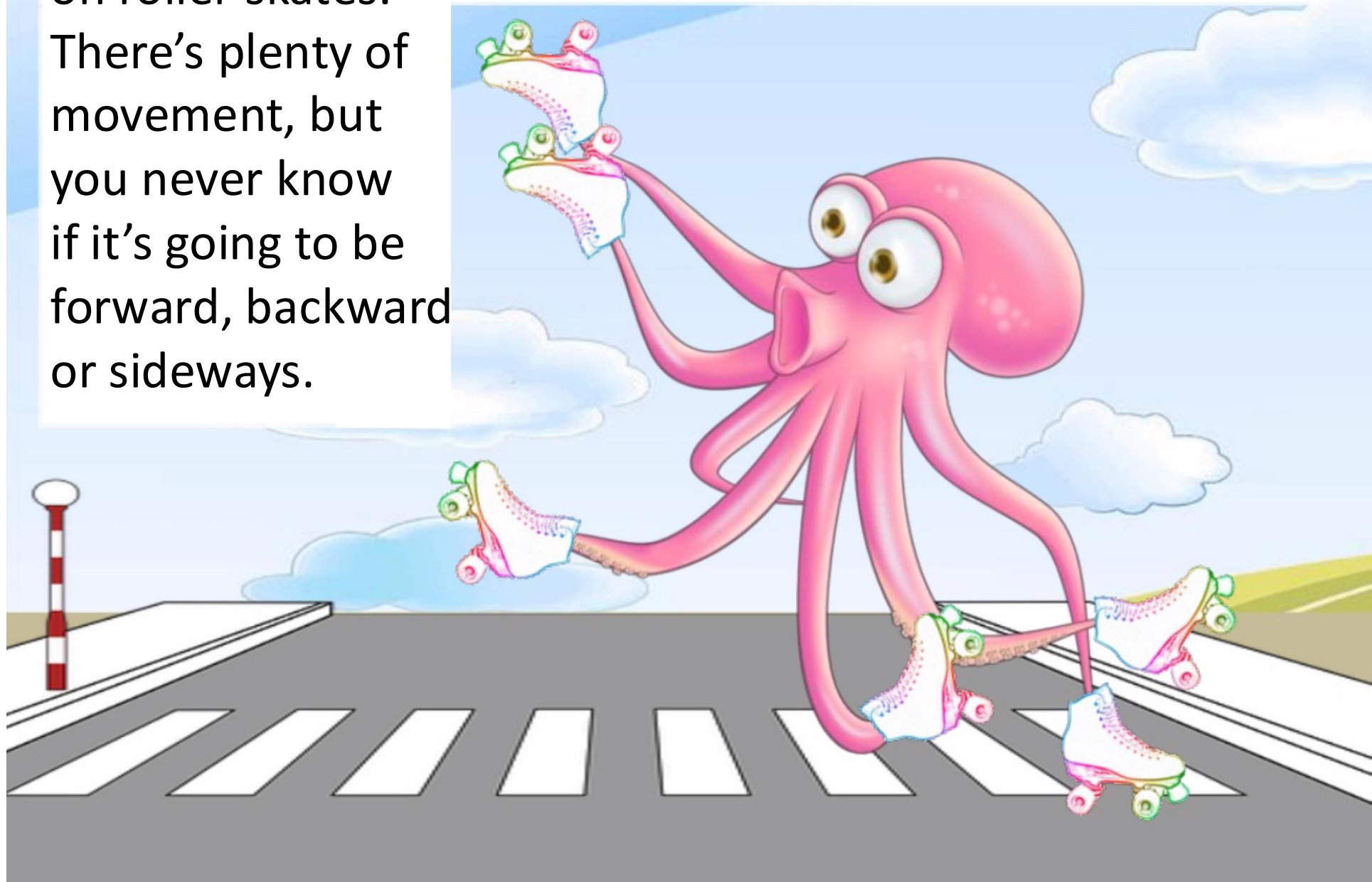


GC SECRETARIAT STRATEGIC PLAN

KEY STRATEGIC ISSUE # 7 –
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.



Performing your work without planning is like an octopus on roller skates. There's plenty of movement, but you never know if it's going to be forward, backward or sideways.



ANGELS ONLY WORK IN A SYSTEM OF ORDER.

“

If we see no necessity for harmonious action and are disorderly, undisciplined, and disorganized in our course of action, angels, who are thoroughly organized and move in perfect order, cannot work for us successfully. They turn away in grief, for they are not authorized to bless confusion, distraction, and disorganization. ”

—*Counsels for the Church*, p. 244

ANGELS ONLY WORK IN A SYSTEM OF ORDER.

“

All who desire the cooperation of the heavenly messengers must work in unison with them. Those who have the unction from on high will in all their efforts encourage order, discipline, and union of action, and then the angels of God can cooperate with them. But never, never will these heavenly messengers place their endorsement upon irregularity, disorganization, and disorder. ”

—*Counsels for the Church*, p. 244

IN REVIEW

THE GENERAL CONFERENCE WORKING POLICY

2022 Annual
Council

General Conference
**WORKING
POLICY**

2021-2022

FOUNDATIONAL CONCEPTS

IN REVIEW

CONFLICT OF INTEREST AND/OR COMMITMENT

GCWP E85

2022 Annual
Council



General Conference of Seventh-day Adventists

STATEMENT OF ACCEPTANCE—CONFLICT OF INTEREST POLICY

THIS DECLARATION applies, to the best of my knowledge, to all members of my immediate family (spouse, children, and parents) and its provisions shall protect any organization affiliated with or subsidiary to the **General Conference of Seventh-day Adventists**. In the event facts change in the future that may create a potential conflict of interest, I agree to notify the **General Conference of Seventh-day Adventists**.

1. I have read the [Statement of Ethical Foundations](#) and the policy on [Conflict of Interest and/or Commitment](#)
2. I am in compliance with **General Conference of Seventh-day Adventists'** policy on Conflict of Interest and/or Commitment as printed above.
3. Except as disclosed below,
 - a. Neither I nor my family has a financial interest or business relationship which competes with or conflicts with the interests of the **General Conference of Seventh-day Adventists**.
 - b. Neither I nor my family have a financial interest in, nor am or have been, an employee, officer, director, or trustee of, nor receive/have received financial benefits either directly or indirectly from any enterprise (excluding less than five percent (5%) ownership in any entity with publicly traded securities) which is or has been doing business with or is a competitor of the **General Conference of Seventh-day Adventists**.
 - c. Neither I nor my family receive/received any payments or gifts, monetary or non-monetary (other than of nominal value) from other denominational entities, suppliers, or agencies doing business with the **General Conference of Seventh-day Adventists**.
 - d. Neither I nor my family serve/have served as an officer, director, trustee, or agent of any organization affiliated with or subsidiary to the **General Conference of Seventh-day Adventists** in any decision-making process involving financial or legal interests adverse to the **General Conference of Seventh-day Adventists**.

I Have Disclosures * ☐ Yes
☒ No

Name of Signer * If the name below is not yours, please contact the person who sent you the link you used to open this form.
Moorooven, Hensley M

Typed Name * Please type your name in the field below.
Hensley M. Moorooven

Organization and Position * Please enter the organization you work for followed by your job title.
GC Undersecretary

Signature *
Hensley M. Moorooven

DEFINE

DISCLOSE

The 4 Ds

in Managing a
Conflict of
Interest

DETERMINE

DOCUMENT

IN REVIEW

ORIENTATION

2023 ANNUAL COUNCIL

TOPICS

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



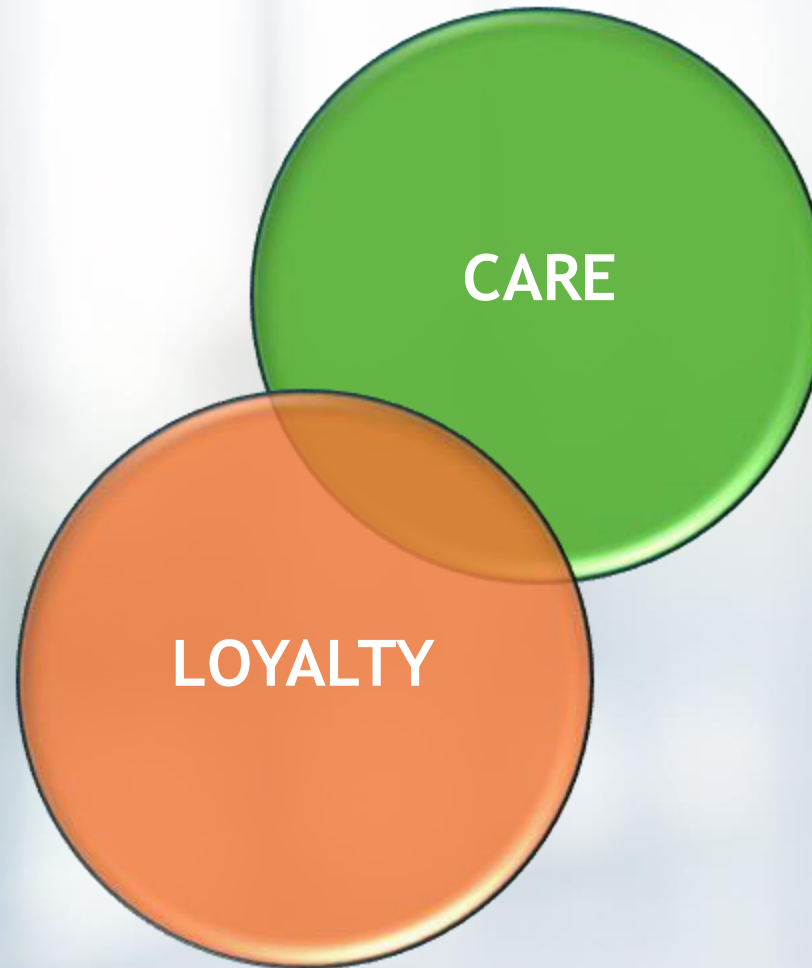
IN REVIEW

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



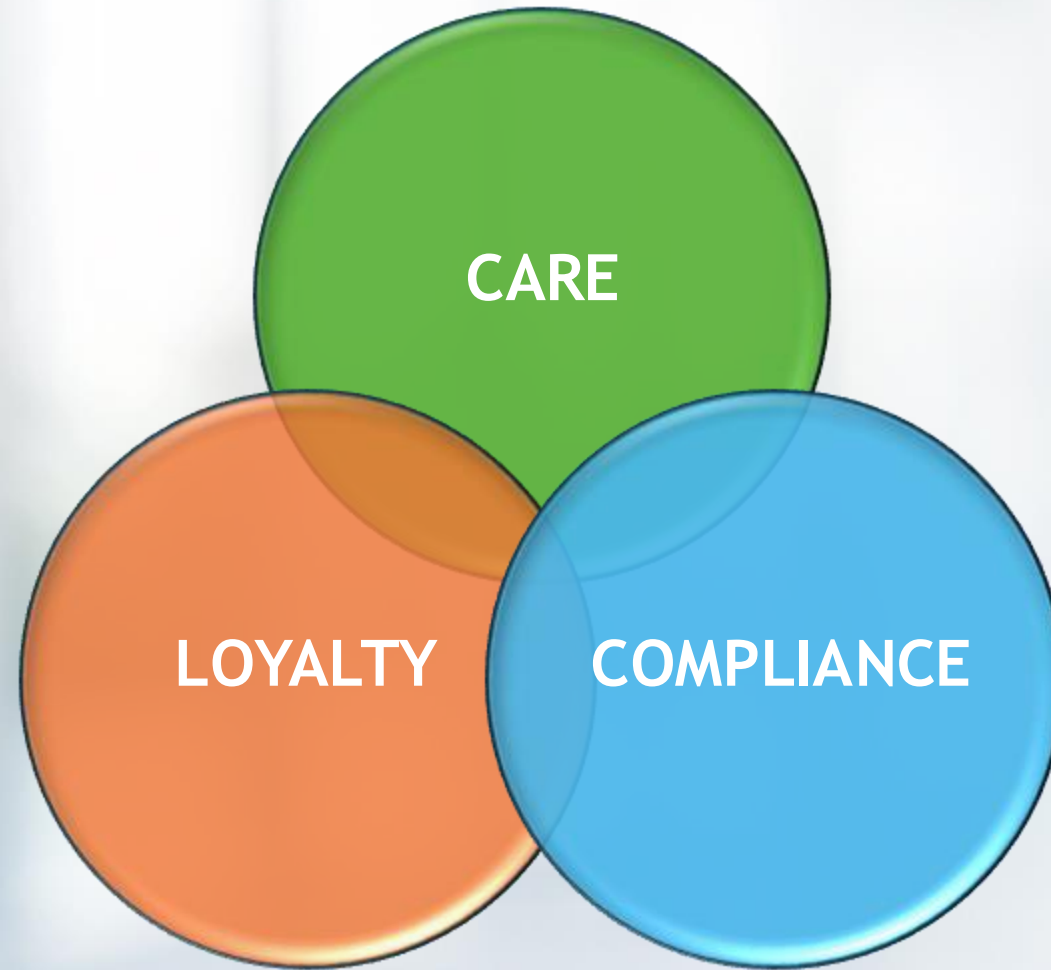
IN REVIEW

FIDUCIARY DUTIES OF A MEMBER OF THE GENERAL CONFERENCE EXECUTIVE COMMITTEE



IN REVIEW

FIDUCIARY DUTIES OF A MEMBER OF THE GENERAL CONFERENCE EXECUTIVE COMMITTEE



TOPIC



TOPIC

**A Fundamental
Operating Principle of the
Seventh-day Adventist Church**

The Role of Committees



FUNDAMENTAL OPERATING PRINCIPLES

- Organizational units have a defined **membership**
- Organizational membership and status is **conferred**
- Decision-making is based on **group** processes
- Authority is **distributed** throughout the organization

CONTENT OF PRESENTATION

1. Why Committee Processes Matter
2. Seventh-day Adventist Governance System
3. Elements of Board Room Culture

LEARNING OBJECTIVES



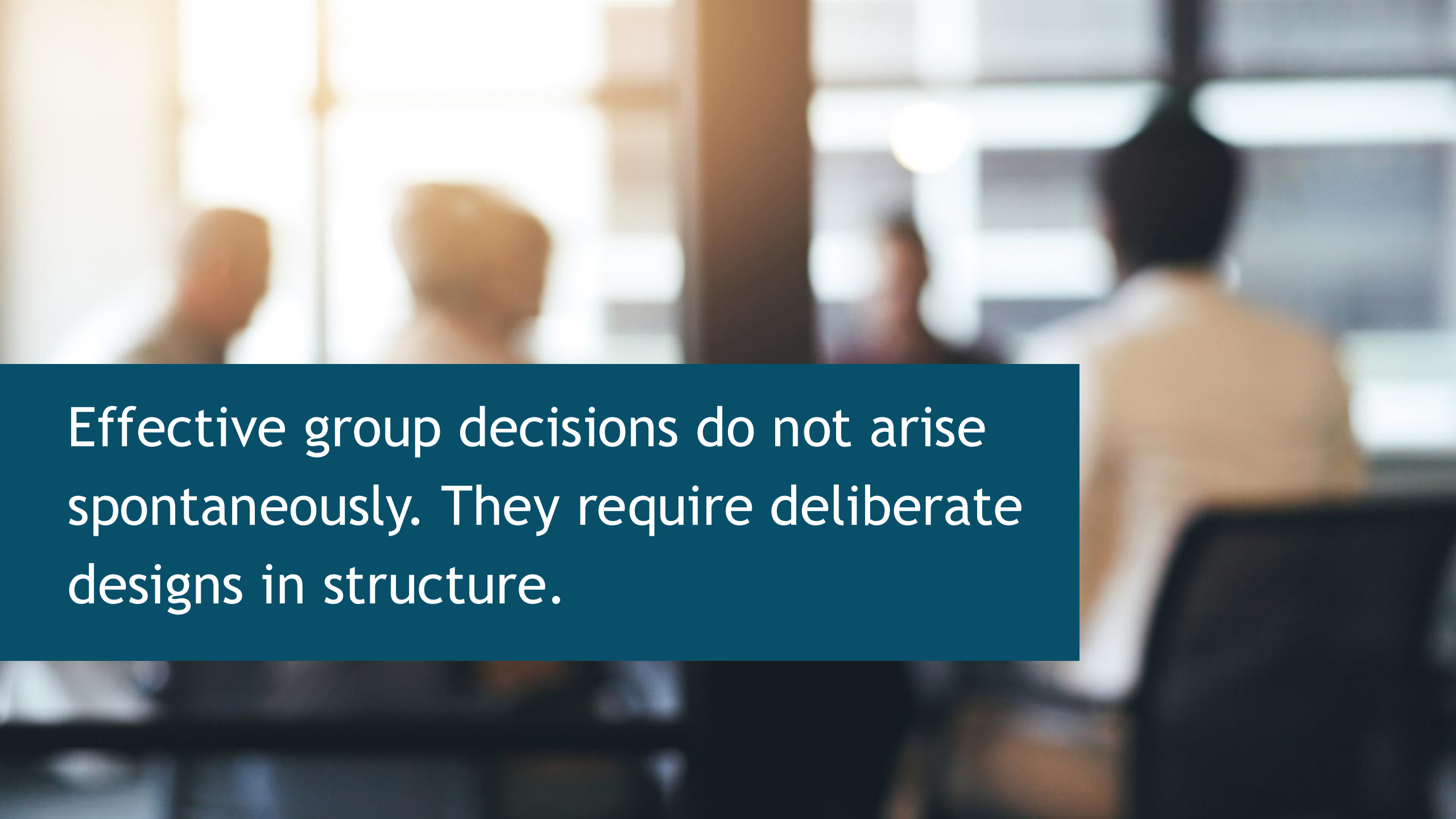
LEARNING OBJECTIVES

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

1. **Attain** a comprehensive understanding of why committee processes matter
2. **Describe** the two systems of governance in the Seventh-day Adventist Church
3. **List** the four A's of Board Room Culture

A blurred background image of an office meeting. Several people are seated around a table, facing away from the camera. The scene is brightly lit, likely by large windows on the left, creating a warm, out-of-focus atmosphere. The text '1. WHY COMMITTEE PROCESSES MATTER' is overlaid on a dark teal banner across the middle of the image.

1. WHY COMMITTEE PROCESSES MATTER

A blurred background image of an office environment. Several people are visible, some sitting at desks with computer monitors, suggesting a collaborative workspace. The lighting is warm and the focus is soft, emphasizing the text overlay.

Effective group decisions do not arise spontaneously. They require deliberate designs in structure.



**“...there is one thing
all boards have in
common, regardless of
their legal position.
They do not function.”**

Peter Drucker

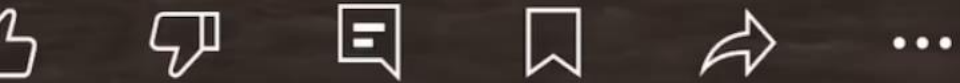


the Great Migration - Wildebeest Migration from the Serengeti

Harry Collins Photography



2:42 / 4:27



More videos
Tap or swipe up to see all







The Maasai, Wildebeest, and a Warming Serengeti

Climate change may pose threat to pastoralist communities, great migration in East Africa

EMMA HUTCHINSON
JANUARY 10, 2017



Walking across the plain in the 95 degree Fahrenheit heat, I marvel that the man beside me, Lekoko Torongei, seems perfectly comfortable in his bright red, woolen robes. Torongei, a 23-year-old Maasai warrior, is giving me and my group of 35 American tourists a tour of his village in northern Tanzania. The sizzling air blurs the huts in the distance, and as we approach, Torongei

Wildebeest, also known as gnus, are quite ugly creatures, with each of their gangly body parts seemingly derived from a different animal and thrown together as if ‘designed by committee’.

wildebeest migration. Serengeti National Park, which attracts over 90,000 tourists annually, experiences its peak visitor season during the migration. “It is a truly spectacular event ... Wildebeest move through the ecosystem in search of green pasture, in a regular pattern,” Torongei says. “This is surely one of the greatest wonders of the natural world.”

The Seven Signs of Ethical Collapse

Understanding What Causes Moral
Meltdowns in Organizations



Marianne Jennings, J.D.

The Seven Signs of Ethical Collapse

Understanding What Causes Moral
Meltdowns in Organizations



Marianne Jennings, J.D.

1. Pressure to maintain those numbers
2. Fear and silence (dissent not tolerated)
3. Too many “aspiring” colleagues
4. Weak boards (committees)
5. Conflicts of interest not addressed
6. Success is all that matters
7. Goodness in some areas atones for evil in others

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2. TWO SYSTEMS OF GOVERNANCE IN THE ADVENTIST CHURCH



TWO SYSTEMS OF GOVERNANCE IN THE ADVENTIST CHURCH

ECCLESIASTICAL SYSTEM

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ECCLESIASTICAL SYSTEM

INSTITUTIONAL SYSTEM

TWO SYSTEMS OF GOVERNANCE IN THE ADVENTIST CHURCH

ECCLESIASTICAL SYSTEM

- Executive Committee

INSTITUTIONAL SYSTEM

TWO SYSTEMS OF GOVERNANCE IN THE ADVENTIST CHURCH

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INSTITUTIONAL SYSTEM

- Board of Trustees/Directors

TWO SYSTEMS OF GOVERNANCE IN THE ADVENTIST CHURCH

ECCLESIASTICAL SYSTEM

- Executive Committee
- Membership elects EXCOM

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TWO SYSTEMS OF GOVERNANCE IN THE ADVENTIST CHURCH

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- Officers report to EXCOM

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- Board appoints officers
- Each entity a “stand alone” organization
- One employee on Board
- Board chair — external
- CEO reports to Board

A blurred background image showing several people in a meeting or boardroom setting. The image is dark and out of focus, with people appearing as silhouettes or soft shapes. The text is overlaid on the left side of the image.

ELEMENTS OF BOARD ROOM CULTURE

ATTITUDE

ELEMENTS OF BOARD ROOM CULTURE

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ATTITUDE

- Commitment to excellence
- Enthusiasm about mission

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ATTENTION

ELEMENTS OF BOARD ROOM CULTURE

ATTITUDE

- Commitment to excellence
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ATTENTION

- Effective use of time
- Focus on strategic issues

ELEMENTS OF BOARD ROOM CULTURE

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ATMOSPHERE

ELEMENTS OF BOARD ROOM CULTURE

ATTITUDE

- Commitment to excellence
- Enthusiasm about mission

ATTENTION

- Effective use of time
- Focus on strategic issues

ATMOSPHERE

- Safe to talk

How Different Generations Trust the Work of Committees in the Workplace

Generational Diversity

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



Boomers

(60-78)



Gen X

(44-59)



Millennials

(28-43)



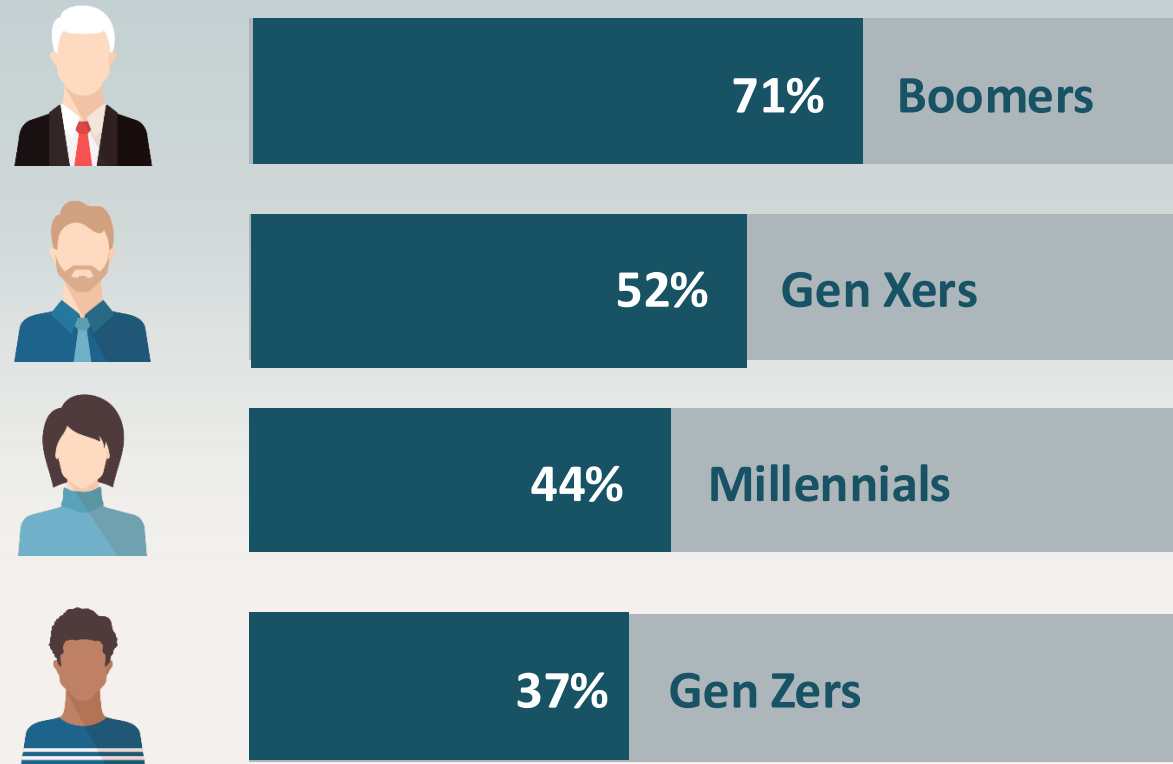
Gen Z

(12-27)

How Different Generations Trust the Work of Committees in the Workplace

Generational Diversity

Trust in the work of Committees:



ELEMENTS OF BOARD ROOM CULTURE

ATTITUDE

- Commitment to excellence
- Enthusiasm about mission

ATTENTION

- Effective use of time
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ATMOSPHERE

- Safe to talk
- Good group dynamics

ELEMENTS OF BOARD ROOM CULTURE

ATTITUDE

- Commitment to excellence
- Enthusiasm about mission

ATTENTION

- Effective use of time
- Focus on strategic issues

ATMOSPHERE

- Safe to talk
- Good group dynamics

ALTITUDE

ELEMENTS OF BOARD ROOM CULTURE

ATTITUDE

- Commitment to excellence
- Enthusiasm about mission

ATTENTION

- Effective use of time
- Focus on strategic issues

ATMOSPHERE

- Safe to talk
- Good group dynamics

ALTITUDE

- Governance not management
- Big picture/future perspective

THE PURE GIFT OF LEADERSHIP

He who **leads**, let him **lead** with **diligence**.

Romans 12:8



QUIZ
TIME!

An illustration on the left side of the slide shows a hand holding a megaphone. A large, light blue speech bubble originates from the megaphone and extends towards the right, framing the text. The background is a dark blue with a subtle pattern of lighter blue dots.

1

Four key operating principles of the organizational life of the Seventh-day Adventist Church were listed. Give **ONE** of them.

An illustration on the left side of the slide shows a hand holding a megaphone. A large, light blue speech bubble originates from the megaphone and extends towards the right, framing the text. The background is a dark blue with a subtle pattern of lighter blue dots.

2

What are the two systems of governance in the Seventh-day Adventist Church?
Give two examples of how they differ.