



# Conversations on Leadership and Management

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2023 GENERAL CONFERENCE SECRETARIAT

# Missionaries

International Service Employees (ISEs)

Budget Codes

Benefits

Processing a Call

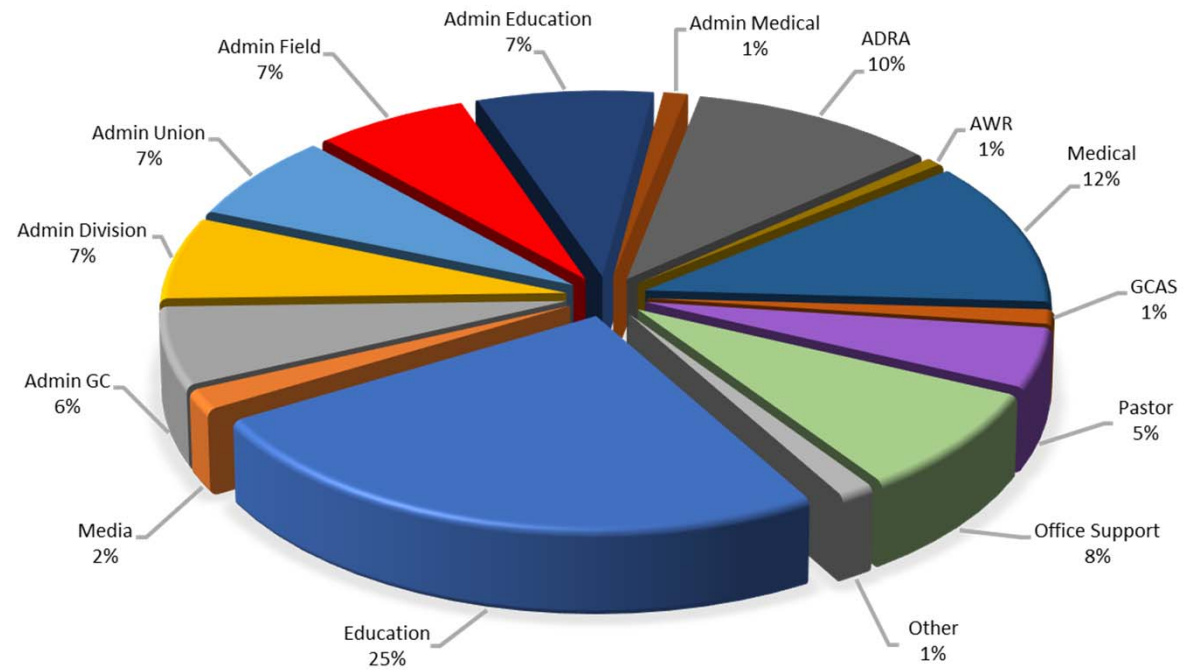
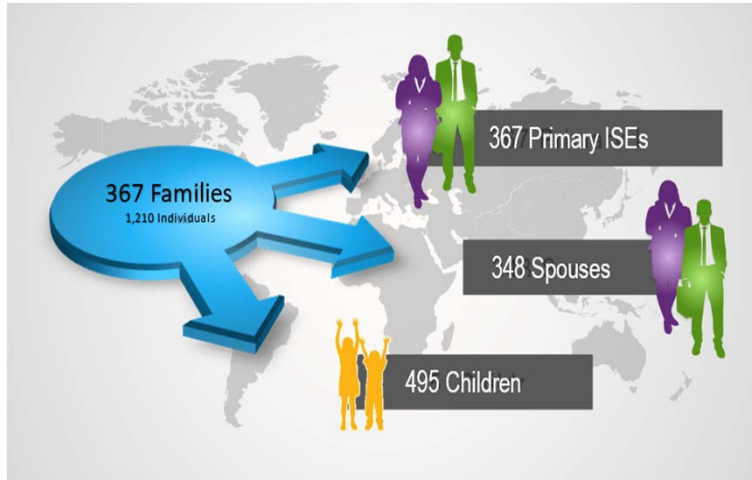
Mission Refocus

Case Studies



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# International Service Employees



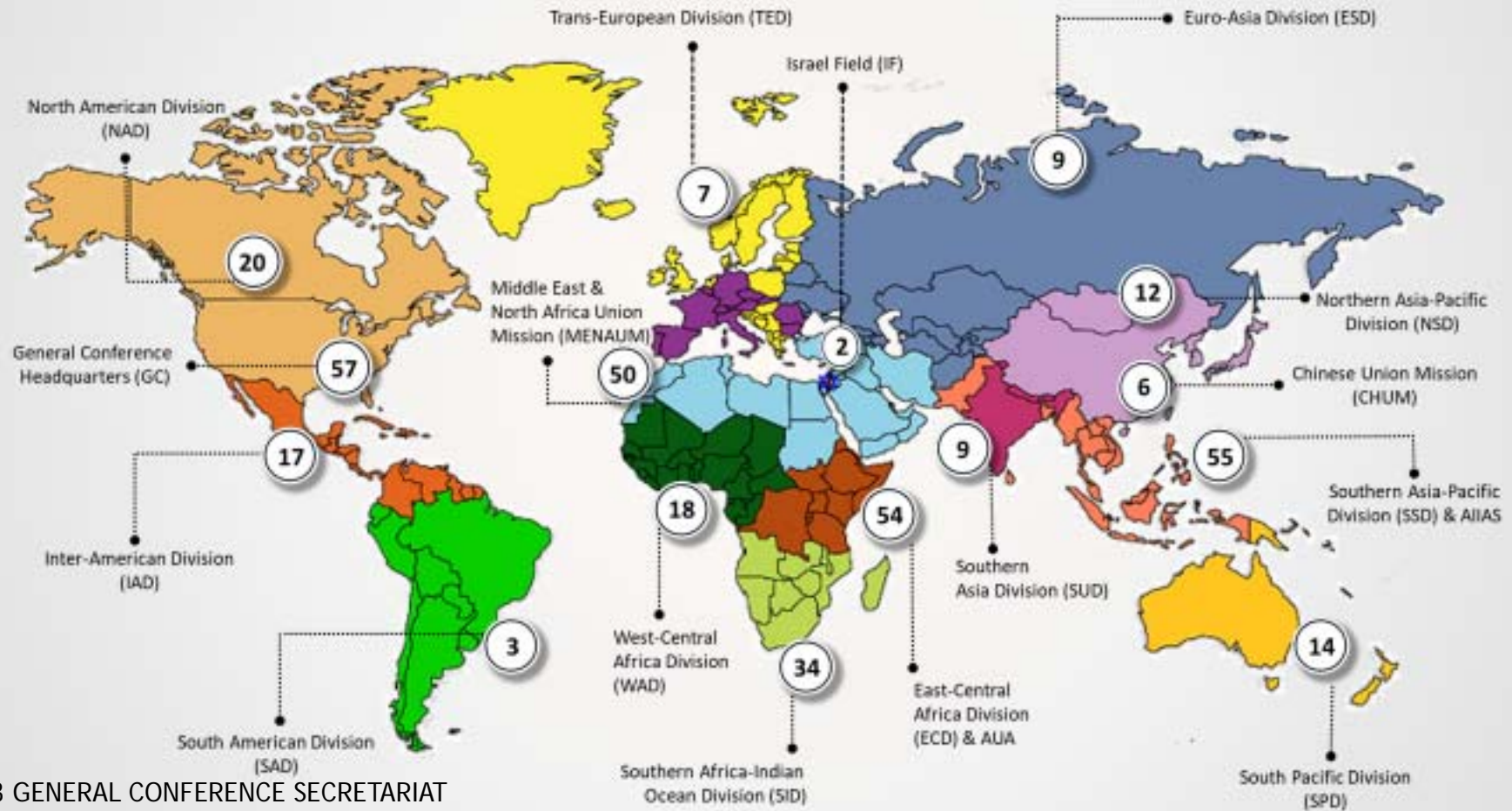
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# Where the 367 families come from



# Where the 367 families are serving



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# Budget Codes

- **Code 1 budgets:** host organization pays for local salary and benefits, and GC pays for all other salaries and benefits
- **Code 2 budgets:** GC Temporary—unusual opportunity for a specific time period, and GC pays for all salaries and benefits—evaluated annually
- **Code 3 budgets:** GC-identified targets working in close cooperation with divisions—GC pays for all salaries and benefits—evaluated annually
- **Code 4 budgets:** host organization pays for all salaries and benefits
- **Code 5 budgets:** host organization pays for local salary and benefits, and GC pays for retirement contributions to the base division plan and the employer's share of the base division country social security and health insurance



# Call Process

## Calling Organization

- The calling organization submits the call information to the next higher organization.
- When it reaches the division, the information is entered into the online call form and sent to GC Secretariat.





# Call Process

## INFORMATION NEEDED FROM DIVISION

- Division action
- ISE budget number
- Position title and remuneration title equivalent if necessary
- Name of calling institution
- Salary range and rate
- Position meets mission criteria
- Job description
- Effective date
- Visa/work permit requirements
- CV/Resume
- Copy of passport








# Case Study

## The Lost Call



A call for an urgently-needed physician was submitted from a hospital to the union for processing. Several months later it was discovered that the call had not yet been voted by the union. This delay was only discovered when GC Secretariat was asked about the status of the call.



# Call Process

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Once the information has been reviewed, the GC Secretariat contacts the base division/institution for:

- Recommendation for the prospective ISE
- Permission to contact prospective ISE
- Establish connection with the General Conference Secretariat liaison
- Provide expectations of the call process
- Ascertain interest in pursuing the call
- Other division specific details (i.e., police background check)



**GENERAL CONFERENCE SECRETARIAT/BASE  
DIVISION/IPRS—ISE ACCEPTS CALL**


- Financial Evaluation
- Health Evaluation
- Visa/Work Permit
- Termination of Current Employment
- Appointee Schedule
- Shipment
- Airline Ticket
- Mission Institute
- Language Study





# Case Study

## The Eager Missionary



One family was approached by someone from an institution in another country and asked if they would come to work there. They said yes, sold their house and business before the call reached the GC. They thought the call was official.





# Benefits for Missionaries

Salary

Insurances

Allowance

Annual Leaves

Shipment of Household Goods

Spouse Employment

Education Assistance for Children

Loan Repayment Assistance for Deferred Mission Appointees

Personnel Return Salary Assistance

Education assistance for children



# DMA Program


- Medical or Dental students at LLUH
- Loans repaid over 10 years of service
- DMA program supplies majority of medical missionaries
- DMAs in the pipeline - 61
- DMAs currently serving abroad:
  - Physician - 22
  - Dentists - 28





# Case Study

## The Adaptable Missionary



A DMA family went to a country fulfilling a long-time dream of serving as missionaries. After being there a short time, settling in to their new life, and beginning to learn the language they had to evacuate because of the political situation. They eventually were reassigned to another location.



# Mission Refocus

- ✓ Returning to the Church's original mission focus
- ✓ Reaching unreached people
- ✓ Going to unentered territories



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# Mission Board New Mandates

Direct-contact mission with the goal of creating new worshipping groups

10/40 Window countries and people groups of non-Christian religions

Urban areas of more than one million population

Postmodern/post-Christian countries/regions

Low Adventist-to-population ration in countries/regions/people groups

High impact equipping for direct-contact mission



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# Timeline

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**Thirty-five percent (35%) by 2027**  
**Seventy percent (70%) by 2032**



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# ISE Mission Matrix

<b>Organization</b> <b>Position title</b> <b>Name</b> <b>Job description summary</b> <b>Budget Number</b>						<b>POINTS</b>  <b>0</b>		
		<b>Job Description Weighting (locked)</b>				<b>Line score</b>	<b>Priority Weighting Description</b>	
1. How focused is the position on direct-contact mission with the goal of creating new worshiping groups? <sup>1</sup>		None 0	Under half 2	Over half 4	Entirely 6	0	The greater the amount of the job description that involves direct-contact, face-to-face interaction with non-Adventists the higher the priority.	
2. How focused is the position on training local people for direct-contact mission? <sup>2</sup>		None 0	Under half 1	Over half 3	Entirely 5	0	The greater the focus of the job description on directly training people involved in direct-contact, face-to-face interaction with non-Adventists the higher the priority.	
3. How focused is the position on 10/40 Window countries and people groups of non-Christian religions? <sup>3</sup>		None 0	Under half 1	Over half 3	Entirely 5	0	The greater the focus of the job description on regions and people groups of the 10/40 Window (according to the ASR list) the higher the priority.	
4. How focused is the position on Postmodern/Post-Christian countries/regions? <sup>4</sup>		None 0	Under half 1	Over half 3	Entirely 5	0	The greater the focus of the job description on post-Christian regions (according to the ASR list) the higher the priority.	
5. How focused is this position specifically on mission to urban areas of more than one million population? <sup>5</sup>		None 0	Under half 1	Over half 3	Entirely 5	0	The greater the focus of the job description on urban areas of more than a million population (according to the MTTC list) the higher the priority.	
6. Which organizational level does this position focus on?		Div/Att. Field 0	Union 2	Conf/Miss 3	Local 5	0	The closer the organizational level to direct-contact, face-to-face interaction with non-Adventists the higher the priority.	
7. At the level of this position, what is the ratio of Adventists to population? <sup>6</sup>		> 1:999 0	1:1,000–1:1,599 1	1:1,600–1:2,499 3	< 1:2,500 5	0	The greater the focus of the job description on low ratio of Adventists to population regions (according to the MPS list) the higher the priority.	

<sup>1</sup> For the purpose of these mission priorities, the definition of the term direct-contact is specific. The term refers to an ISE whose primary focus is to personally carry the gospel to a particular unreached people group where the organized Church has little or no presence, with the specific purpose of planting new Seventh-day Adventist worshiping groups among them. (See the Mission Board's voted definition of an unreached people group. October 2, 2016.)

<sup>2</sup> High impact equipping for direct-contact mission refers to ISE positions responsible for managing and training local direct-contact workers. See Footnote 1 for the definition of direct-contact worker.

<sup>3</sup> 10/40 Window countries as listed in the Annual Statistical Report (ASR).

<sup>4</sup> Although secular/non-religious people live everywhere, they are not necessarily the focus of this mission priority. The term post-Christian prioritizes societies where their historically Christian background and worldview has been so entirely lost that even the most basic knowledge of elementary Christian concepts cannot be assumed.

<sup>5</sup> Urban areas may include agglomerations of multiple municipalities. The numbers of people living in close proximity will be the deciding factor.

<sup>6</sup> Mission priority will be calculated at the local field level based on OrgMast data. The low priority threshold will be up to 1 Adventist to every 1,599 population (1:1–1:1,599), the medium priority threshold will be between 1:1,600–1:2,499, and the high priority threshold will be 1:2,500 or higher. These thresholds will be re-evaluated and adjusted as needed every quinquennium.



## **Score -31 Points Church Planter/Trainer**

- **In a 10/40 Window country**
- **In a city of more than 1 million**
- **Direct contact ministry**
- **Training local workers in direct contact ministry**
- **A local level (non administrative)**
- **The ratio of Adventists to population is high**





# **Score -23 Points**

## **Pastor/Church Planter**

- **In a 10/40 Window country**
- **In a city of more than 1 million**
- **Direct contact ministry**
- **Training local workers in direct contact ministry**
- **A local level (non administrative)**
- **The ratio of Adventists to population is high.**



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## **Score -20 Points Director, Center of Influence**

- **In a city of more than 1 million**
- **Direct contact ministry**
- **Training local workers in direct contact ministry**
- **A local level (non administrative)**
- **The ratio of Adventists to population is high**







## Next Steps

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## Current Projects:

- ✓ Mission Unusual: Tokyo
- ✓ Hope for Kolkata
- ✓ Special project in a restrictive country



# Resources

Adventist Mission has data to help identify strategic mission opportunities.



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