

Connecting Effectively With Colleagues...

The role and function of
departments and their
leaders in Seventh-day
Adventist Church
organization.

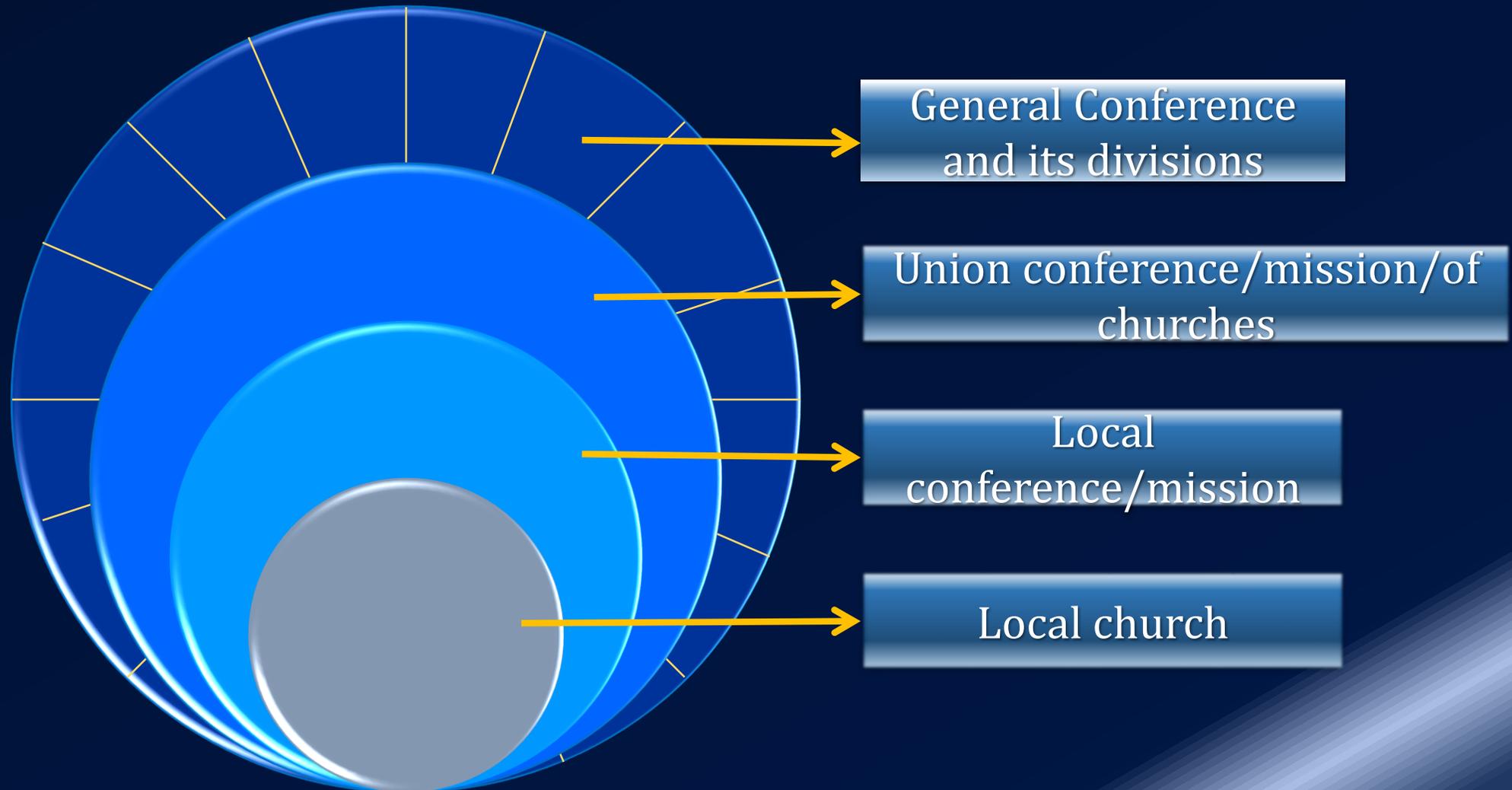
The real questions:

1. Where do departments fit in the overall church structure?
2. What are the functions of a department?
3. How do department directors relate to:
 - a. Leadership in the employing organization?
 - b. Leadership in supervising organizations?
 - c. Leadership in supervised organizations?
 - d. Leadership in other departments?
4. What is expected of the department director(s)?

Departments in Church structure—Where?



Departments at every level of structure



What are the functions of a department?

- Departments are created, named, and staffed in order to foster specific aspects of the Church's life and mission.
- Departments are authorized and directors elected by action of a unit's executive committee and/or constituency meeting. (See General Conference Bylaws, Article X, Sec. 1)
- The General Conference department structure serves as a pattern for department structure at divisions, unions, and local conferences/missions. (See General Conference *Working Policy* B 40 45)

Departmental and association directors/secretaries shall assist the executive officers of the division in the leadership and nurture of the church, by promoting plans and programs developed in coordination with their General Conference counterparts, and by facilitating the involvement of the membership in the mission of the Church.

—General Conference Working Policy, B 40 40

This will be accomplished through the production of resources, through promotion, coordination, and training. Departmental plans and programs shall be developed and coordinated by the departments under the direction of an administrative officer, be processed through administration, and receive executive committee approval, whenever deemed advisable, before implementation and promotion in the field.

—General Conference Working Policy, B 40 40

...care being necessary to ensure that all launching of plans shall be based upon action of the executive committee, the executive officers being acquainted with departmental plans and methods of promotion. Thus in every organization all departments will be able to cooperate with one another in field promotion. —General Conference Working Policy, B 40 50

Department relationships

1. To the leadership of the employing organization.

“The departmental, association, agency, and service directors/secretaries shall work under the direction of the president and the General Conference Executive Committee. Departmental, association, agency, and service personnel shall function in an advisory capacity to the field.”

—General Conference Bylaws, Article X, Sec. 2

Department relationships

1. To the leadership of the employing organization.
 - a. Work under direction of the president/Exec Comm
 - b. Assist the executive officers
 - c. Promote plans and programs approved by the Executive Committee
 - d. Serve in advisory capacity to the employing organizations field units
 - e. One caution: Don't come to leadership with only problems.

Department relationships

2. To the leadership of supervising organizations.
 - a. Interact with department counterpart at supervising organization.
 - b. Support adaptation and implementation of plans and programs approved by the Executive Committee of the supervising organization.
 - c. Provide reports/information requested by department director at supervising organization.
 - d. Coordinate field visits of department director from supervising organization.

Department relationships

3. To the leadership of supervised organizations.
 - a. Interact with department counterpart at supervised organization.
 - b. Assist with adaptation and implementation of plans and programs approved by the Executive Committee of the supervising and/or supervised organization.
 - c. Review/analyze/advise/confer regarding reports from supervised organization.
 - d. Assist, through field visits, department director from supervised organization in training/promotion activities.

Department relationships

4. To the leadership of other departments.
 - a. Work collaboratively with other department directors in the employing organization.
 - b. Strive for synergy among departments in furthering Church mission and the plans/programs approved by the Executive Committee.
 - c. Foster connections, overcome barriers.

Departmental mindset: walls or windows

"The strength of the team is each individual member.
The strength of each member is the team." —Phil Jackson

Team consciousness, not celebrity mentality

“Let not one man feel that his gift alone is sufficient for the work of God...His methods may be good, and yet varied gifts are essential; one man's mind is not to mold and fashion the work according to his special ideas. Cooperation and unity are essential to a harmonious whole, each laborer doing his God-given work, filling his appropriate position, and supplying the deficiency of another. One worker left to labor alone is in danger of thinking that his talent is sufficient to make a complete whole.”

—Ellen G White, *Evangelism*, p. 104

Creating team consciousness:

- Everyone is needed
- Everyone brings a unique contribution to the whole
- Everyone supports the overall mission/program
- Everyone communicates
- Everyone pulls in the same direction

What is expected of department directors?



Department directors wear many hats: ambassador, counselor, inventor, author, trainer, salesperson, team player, inspector, coach, producer, resource accumulator, problem solver, statistician, analyst...

Department directors—personal matters:

- Live a balanced life



Living a balanced life is more
art than formula.

Life gets all distorted when we:
worship our work,
work at our play and
play at our worship.

Department directors—personal matters:

- Live a balanced life
- Know your strengths and weaknesses in the various roles
- Enlist the expertise of others (colleagues, directors at other levels of organization, laypersons, etc.)
- Maintain communication with president, officer team, and Executive Committee at employing organization
- Develop your competencies
- Grow in your walk with God

