



# Minutes 2.25.18

## NAD Public Campus Ministry Advisory

Atlanta, GA

9:30 AM -12:30 PM

### Welcome and Intro – Tracy Wood

#### PCMI 18.1 GC Report

- End of launch for the new year is Oct. Global PCM Weekend.
- GC Center of Influence Initiate. This comes from the Missions department at GC. It is very relevant to Public campus. Talk to your ministerial director to see if they are aware of and using this program from the GC. This is a city ministry. All PCM is collaborative, with ministerial, evangelism etc.
- Dream is to have a PCM resource center in every Union.

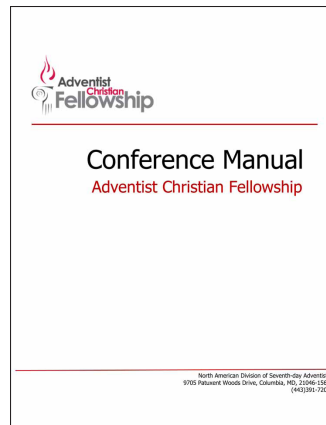
#### PCMA 2018.1 Prior Minutes

**Voted:** To approve the 2017 minutes

#### PCMI 18.2 NAD PCM Strategic Planning Report

A number of documents were shared.

A new *ACF Conference Manual* was shared digitally.



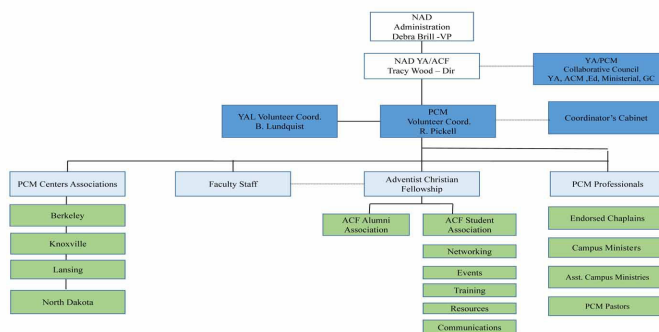
#### Present

Chair - Tracy Wood, NAD  
 Coordinator - Ron Pickell, NAD  
 Rec. Secretary - Glen Milam, NAD

- Torres, Lillian
- Bondurant, Frank
- Graham, Patrick
- Case, Steve
- Eberhardt, Wendy
- Heinrich, Eddie
- Hill, Randy
- Plata, Dixie
- Lundquist, Benjamin
- Notice, Lyle
- Wahl, Brian
- Schwarz, Ricky
- Schwarz, Stephanie
- Scott, John
- Ramos, Israel
- Rodriguez, Juan
- Jean, Ruben
- Silva, Ruben
- Casey, Todd
- Rogers, Ken
- Yobo, Lucien Nana
- Villegos, Fernando
- Arrais, Andre
- Ortega, Daniel
- Park, Apple
- Ray, Dawn

#### PCM Flow Chart

### NAD PCM FLOW CHART



#### NAD PCM Structures Document

See next page.

# NAD PCM Structure Development

## Chapter Structure Development

1. Develop Adventist Christian Fellowship (ACF) Chapter
  - a. Register with university as a religious club/organization on campus by meeting university requirements
  - b. Provide a list of chapter officers as required by the university (Pres, V-Pres, Secr, Trea)
2. Register chapter on NAD Adventist Christian Fellowship website
  - a. Register student organization name (recommend to use Adventist Christian Fellowship)
  - b. List student officers, church & Pastor or conference & Youth/Young Adult Director
  - c. Agree to supporting membership statement (I am a supporting member of the Seventh-day Adventist Church)
  - d. Renew affiliation with NAD ACF yearly
3. Connect with students on public campuses
  - a. Attend PCM leader trainings provided by the conference to network with student leaders from other campuses
  - b. Conference leadership training required for chapter officers if they want to be part of the NAD ACF Student Association
  - c. Conference leadership training optional for students

## Conference Structure Development

1. Develop Conference-wide Public Campus Ministry
  - a. Administrator or Young Adult Ministries Director appoint a Conference PCM Volunteer Coordinator (needs to be a church employee)
2. Facilitate a Conference PCM Advisory
  - a. Conference Youth Director or Volunteer Coordinator to chair the Advisory
  - b. Include ACF Student Presidents of each ACF chapter throughout the conference
  - c. Include Campus Chaplains and Pastors of churches close to public universities (identify universities in the conference and call pastors to see if they have a

- d. Invite faculty, former students and young professionals to participate
3. Connect with Students on public campuses
  - a. Meet with student presidents on their campuses each year
  - b. Student officers attend PCM leader trainings provided by the conference or union
  - c. Select one Student President as a conference representative to the Union PCM Advisory

## Union Structure Development

1. Develop Union-wide Public Campus Ministry
  - a. Administrator or Young Adult Ministries Director to appoint a Union PCM Volunteer Coordinator (needs to be a church employee)
  - b. Unions that have an Advisory – CU, LU, PU, SU, SWU
  - c. Unions to develop an Advisory – AU, MAU, NPUC, SDACC
2. Facilitate a Union PCM Advisory
  - a. Union Youth Director or Volunteer Coordinator to chair the Advisory
  - b. Include conference student representatives from each conference throughout the union
  - c. Include Campus Chaplains and Pastors of churches close to public universities throughout the union
  - d. Invite faculty, former students and young professionals to participate
3. Connect with Students on public campuses
  - a. Host a yearly Union-sponsored 1-day Campus Catalyst training for conference leaders, chapter officers and students
  - b. Assist each conference youth director to identify a Student President as a representative to the union Advisory
  - c. Select a student president from one of the conferences as the union's ACF Student Association Senator to serve with the NAD ACF Student Association

## Division Structure Development

1. Facilitate PCM Advisory
  - a. Division Young Adult Director or Volunteer Coordinator to chair the Advisory
  - b. Assist each union youth director to appoint a student association representative to the NAD

- Advisory from each union
- c. Include Campus Chaplains and Pastors of churches close to public universities throughout the union
  - d. Invite faculty, former students, young professionals and others to participate
2. Connect with Students on public campuses
    - a. Hold NAD-wide ACF Institute
    - b. Provide leadership-development for conference and union leaders, chapter officers and students
    - c. Host NAD ACF Student Association elections and business
  3. Resource Development
    - a. Identify needs of each union to determine the focus for the next 5 years

- b. Produce resources that are relevant to students, conference and union leaders

### **Global Structure Development**

1. Facilitate PCM Advisory
  - a. Develop global PCM strategy
  - b. Provide PCM Manual
2. Connect with students on public campuses
  - a. Facilitate annual Global PCM Weekend
  - b. Participate with Impact at GC Session, Impact at mid-session
3. Resource Development
  - a. Provide Dialogue Magazine
  - b. Develop global PCM website and networking

#### Comments :

- This is a template.
- Branding is important, so using the ACF name and logo helps students find you when they move from campus to campus.
- Perhaps they could have a chapter name as well. i.e. ACF: Apostles
- Structure is good, but when do we see details fleshed out? The Union leadership will be responsible for much of this. What do you need to fill it out? First a structure, then goals, then training? What will success look like?
- Under Union structure development should be a line that says, “Help the conference find appropriate coordinators.”
- Lacking clarity in what the local conference, union, and division do that are different in the way they support the ministry. (NAD offers the ACF Institute, where that will not be done at other levels.)
- On line learning tracks and information for “Local Church looking to minister to a campus,” “How to form an ACF chapter,” “Who do I look for to put on my advisory.”...

#### **ACF Student Association Report**

##### Challenges:

1. Students feel alone, unsupported, isolated. “For those of us that go to non-Adventist universities, it’s almost as if the church has abandoned us.”
2. Lack of student representation at NAD

3. Limited resources, opportunities for students to engage in the Adventist mission.

##### Purpose:

1. Connect Students from non-Adventist colleges and universities across the NAD
  - Effective communication amongst student groups
  - Annual conferences and frequent regional gatherings (ACF Institute, Catalyst, etc.)
2. A representative body that includes students from every Union to serve as student voice to NAD
  - Recognized by NAD
  - Present as voting delegates at NAD year-end meeting (mirroring AIA).
3. Collaborate with NAD PCM and church structure to produce and distribute resources
  - Resources, training for campus ministry
  - Connect students with local church, church functions.

**Vision** To see Christ recognized on our campuses as the source of truth and redemption through a movement of Adventist students fully dedicated to His mission.

**Mission** The ACF Student Association is a body of Adventist students attending non-Adventist institutions, that:

- A. Serves as a means of representation to the NAD and other pertinent organization;
- B. Connects chapters and students to academic, professional, missional, and faith communities, and;

C. Provides access to relevant resources for advancing of campus ministries.

## **Structure**

### *General Assembly*

- Comprised of voting members of the association(students)

### *Executive Committee*

- Serve two year terms (renewable once)
- Nominated by ECOMM and approved by Board of Advisers

### *Senate*

- Are representative from each Union
- Nominated by Union PCM/Youth Director

### *Board of Advisers*

- Serve six year terms (renewable)
- Nominated by ECOMM & Senate and approved general assembly

## **Relationship to the Church**

### *Represented at NAD*

- 10 Delegates at YEM (Representing 9 Unions + President)
- 2017 was first year we had this representation.

### *Cooperation with Unions*

- Senate Representatives serve as bridge between SA and Unions

### *Working with PCM*

- ACF Presence on Board of Advisers
- Partnerships between ECOMM and ACF leadership

## **ACF Chapter**

- 210 registered groups that we know of thus far
- More info on how to register your chapter will be presented in upcoming slides
- Go to acflink.org

### *Comments from the field:*

- Chapters have officers. They meet in advisory at the conference level. They send reps to the union level advisory. They send a rep to the ACF SA meeting.
- Not clear on how the ACF SA does different things from the PCM advisories.
- Students are doing the ministry. Local church supports them. The Conf., Union, and Division provide resources and training.
- We have two somewhat redundant systems because we are two organizations that do not

naturally connect. Public Universities do not recognize the SDA structure and vise versa.

## **ACF Student Association Constitution & Bylaws Report**

See next pages.

## **Proposed – Constitution of Adventist Christian Fellowship Student Association**

### **Introduction**

This is a pilot-project running for two consecutive school years 2016-2017 and 2017-2018. It is anticipated that after the second year this Proposed Student Association will become part of North American Division Public Campus Ministries under the direction of the Young Adult Ministries department.

### **Article I – Name & Authority**

**Section 1:** The name of this organization is Adventist Christian Fellowship Student Association (ACF SA), hereafter referred to as “The Association”.

**Section 2:** The Association shall operate by the authority and with the consent of the North American Division of Seventh-day Adventists Administration under the direction of the Youth and Young Adult Ministries department.

### **Article II - Vision**

**Section 1:** North American Division Public Campus Ministries (NAD PCM) Vision Statement:

A. Reach the campus – Change the world

**Section 2:** ACF SA Vision Statement:

A. To see Christ recognized on our campuses as the source of truth and redemption through a movement of Adventist students fully dedicated to His mission.

### **Article III - Mission and Purpose**

**Section 1:** NAD PCM Mission Statement:

- A. Build Christian fellowship chapters on public campuses that honor God and nurture the spiritual lives of students in North America
- B. Engage students in the mission of the church through relational evangelism and Christ-like student fellowship

- C. Empower local ACF chapters, churches and sponsors through pastoral support, professional training and access to resources.

**Section 2:** ACF SA Mission and Purpose:

- A. The Association is a body of Adventist students attending non-Adventist institutions, that:
  - 1. Connects chapters and students to academic, professional, missional, and faith communities
  - 2. Serves as a means of representation of public campus students throughout the North American Division of Seventh-day Adventists to pertinent organizations
  - 3. Provides access to relevant resources for advancing public campus ministries.

**Article IV - Membership**

**Section 1:** Members are defined as students:

- A. Enrolled in an accredited degree-granting program at a non-Adventist college or university in the territory of the North American Division of Seventh-day Adventists,
- B. Involved as members of an Adventist Christian Fellowship (ACF) Chapter which is currently registered as a student organization on a non-Adventist college or university campus
- C. Aligned with the ACF Student Association vision and mission
- D. Agree to the following membership statement: "I support the beliefs and practices of the Seventh-day Adventist Church"
- E. Registered with NAD ACF as a member of an ACF Chapter

**Section 2:** Assessment of Membership:

- A. The Executive Committee in consultation with the Board of Advisers shall be able to assess the membership.
- B. ACF Chapter membership is valid for one year and must be renewed annually.

**Section 3.** Resignation of Membership:

- A. A member may resign from The Association at any time, and must do so by providing The Association Secretary with a written notice.
- B. An ACF chapter may withdraw from The Association at any time, and must do so by providing The Association Secretary with a written notice.

**Article V - Structure**

**Section 1.** The Association is comprised of the following arms:

- A. The General Assembly
- B. The Senate
- C. The Executives
- D. The Board of Advisers

**Article VI - General Assembly**

**Section 1.** The General Assembly consists of members of The Association. While in session, it is the highest authority for The Association.

**Section 2.** The purpose of the General Assembly is to vote new leadership, accept executive reports, and vote changes to the bylaws and working documents.

**Section 3.** The function of the General Assembly:

- A. The General Assembly shall convene annually during the ACF Institute.
- B. Additional meetings of the General Assembly may be called by formal written request of at least one third of the current membership through the Executive Secretary
- C. Notice for meetings shall be sent to, but not limited to: the General Assembly, the Executives, the Senate, and the Board of Directors.

**Article VII - Senate**

**Section 1:** The Senate shall consist of one representative from each of the nine Unions in the North American Division of Seventh-day Adventists.

**Section 2:** The purpose of the Senate is to function as a representative form of governance throughout the NAD. Union Representatives are:

- A. Members of the Seventh-day Adventist Church in regular standing
- B. Active members of an ACF Chapter within the Union territory they represent
- C. Appointed by the Union Youth Director or Union Public Campus Ministry Coordinator as outlined in the Bylaws
- D. Present at the annual meeting

**Section 3:** The function of the Union Representatives is to be the representative voice of the ACF chapter members throughout their union or conferences.

**Article VIII – Executive Officers**

**Section 1.** The Executives shall consist of the following positions:

- A. President
- B. Executive Secretary
- C. Vice-President of Logistics
- D. Vice-President of Resources

- E. Vice-President of Regions
- F. Vice-President of Networking
- G. Vice-President of Communication
- H. Vice-President of Programming

**Section 2.** The purpose of the Executives shall be to serve as the primary officers of The Association who shall be:

- A. Members of The Association
- B. Nominated by the Senate
- C. Reviewed by the Board of Advisers
- D. Approved by the General Assembly through a majority vote.

**Section 3.** The primary functions of the Executive Officers are to oversee the fulfillment of the mission and purpose, general policies, programs, and activities of The Association.

- A. Each Executive shall act in accordance of the duties for the positions they hold as outlined in the Bylaws
- B. Each Executive shall attend the General Assembly sessions
- C. Each Executive may not hold more than one position at a time – neither as an Executive carrying two offices, nor as an Executive and Union Representative (Senator)

**Section 4.** Each term will be two years, renewable once.

- A. Half of the Executive positions will be up for election on alternate years
- B. Terms share run from August 1 to July 31

**Section 5.** Executive positions may be added or reduced as recommended by the Executive Committee, reviewed by the Board of Advisers, and approved by the Senate.

#### **Article IX - Board of Advisers**

**Section 1:** The Board of Advisers consist of the following positions:

- A. Chair – NAD PCM Volunteer Coordinator
- B. Secretary – NAD PCM Director
- C. NAD Education Associate Director for graduate education
- D. 2 Union PCM Directors (serve 3 years)
- E. 2 PCM Chaplains or Practitioners (serve 3 years)
- F. 2 ACF Alumni Officers – Past President, Past Executive Secretary (serve 2 years)

**Section 2:** The purpose of the Board of Advisers shall be to serve as advisers to the Executive Officers who shall be:

- A. Members of the Seventh-day Adventist Church in regular standing
- B. Designated by the leadership positions that they hold
- C. Appointed by the NAD PCM Director, NAD PCM Volunteer Coordinator, NAD Education Associate Director
- D. Present at the annual meeting

**Section 3.** The functions of the Board of Advisers are:

- A. Give support and leadership counsel to all members of The Association
- B. Review actions and provide counsel regarding policies and procedures of the church
- C. Be the liaison between The Association and church administrators at all levels of leadership

#### **Article X – Committees**

**Section 1:** The Association shall have standing committees which shall act in accordance with the Constitution and Bylaws:

**Section 2:** Standing Committees shall exercise their duties outlined in the Bylaws and carry out additional assignments deemed necessary by the Executive Committee.

**Section 3:** Parliamentary authority that will govern committee procedures shall be Robert's Rules of Order unless specified otherwise in the Bylaws for a specific committee.

#### **Article XI - Bylaws**

**Section 1:** The Bylaws are the operating guidelines of The Association.

**Section 2:** The Bylaws shall be amended upon request of the Executive Committee, reviewed by the Board of Advisers, and approved by the Senate by a 2/3 majority vote.

#### **Article XII – Amendments**

**Section 1:** Amendments to this Constitution may be proposed by:

- A. The Executive Committee
- B. The Senate
- C. The Board of Advisers
- D. One-third of the members present at an annual meeting.

**Section 2:** Ratification of amendments to this Constitution shall be:

- A. Presented by the Executive Committee
- B. Reviewed by the Senate
- C. Reviewed by the Board of Advisers
- D. Approved by a two-thirds majority vote of the General Assembly present at the annual meeting.

## **Proposed – Bylaws of Adventist Christian Fellowship Student Association**

### **Article I – The General Assembly**

**Section 1:** The General Assembly is made of the students on non-Adventist university campuses who are affiliated with an Adventist Christian Fellowship chapter which is registered annually on the NAD ACF website.

### **Article II – Senate Representation**

**Section 1:** The Senate is made up of nine unions representatives as follows:

- A. ACF current and former chapter officers serve on Conference PCM Advisories
- B. Conference Youth Director and Volunteer Coordinator appoint one ACF Student Advisory member as a conference representative to the Union PCM Advisory
- C. All Conference student representatives from each conference throughout a union serve on the Union PCM Advisories
- D. Union Youth Director and / or Volunteer Coordinator appoint one ACF Student Advisory member from the Union PCM Advisory as the union's ACF Student Association Senator to serve with the NAD ACF Student Association
- E. Each of the appointed Union ACF Student Association Senators will also represent the ACF students in their union on the NAD Year End Meeting Executive Committee.
- F. All Senate Representatives (Senators) must be members of the Seventh-day Adventist Church in regular standing

### **Article III – Duties of the Executive Officers**

**Section 1:** The duties of the executive officers are as follows

- A. The responsibilities of the President shall be:
  1. To serve as the spokesperson of The Association when directed by the executive officers

2. Responsible for executing the orders of The Association.
3. To preside at meetings of The Association and serve as chair of the Executive Committee.
4. To appoint all chairpersons and members of the Executive Committee, subject to approval of the Executive Committee.
5. To represent the ACF SA at the NAD Year End Meeting Executive committee
6. To delegate presidential responsibilities when deemed appropriate.

B. The responsibilities of the Executive Secretary shall be:

1. To be the custodian of the official records of The Association.
2. To prepare and record minutes of The Association meetings.
3. To maintain an accurate list of the membership of The Association.
4. To assume the office of the president in his/her absence or vacancies.
5. To perform other such duties as deemed necessary by the membership and or constitution.

C. The responsibilities of the Vice-President of Logistics shall be:

1. To facilitate any logistics necessary for a successful implementation of the ACF Institute and any other events.
2. To collect monies and receipts for events and pass them on to NAD PCM Office for payment of expenses
3. To perform other such duties as deemed necessary by the membership and or constitution.

D. The responsibilities of the Vice-President of Resources shall be:

1. To compile, develop and distribute resources relevant to public campus ministries.
2. To identify relevant information for distribution through volumes or publications.
3. To organize and facilitate conferences and forums
4. To develop and connect students with mission/service opportunities.
5. To perform other such duties as deemed necessary by the membership and or constitution.

- E. The responsibilities of the Vice-President of Regions shall be:
1. To serve as a liaison between the Executive Committee and the Senators.
  2. To coordinate with all the unions to ensure adequate representation.
  3. To assist the Senators in the execution of projects and programs.
  4. To perform other such duties as deemed necessary by the membership and or constitution.
- F. The responsibilities of the Vice-President of Networking shall be:
1. To develop, manage, maintain and update The Association's membership database.
  2. To develop, manage, maintain and update The Association's professional network.
  3. To connect students with relevant vocational and educational opportunities
  4. To perform other such duties as deemed necessary by the membership and or constitution.
- G. The responsibilities of the Vice-President of Communication shall be:
1. To work in cooperation with the NAD ACF Communications Coordinator regarding the NAD ACF website and social media platforms
  2. To send official correspondence to the members of The Association
  3. To answer all general emails inquiring about The Association in consultation with the President and the Executive Secretary
  4. To implement social media strategies for an effective online presence.
  5. To perform other such duties as deemed necessary by the membership and or constitution.
- H. The responsibilities of the Vice-President of Programming shall be:
1. To work in cooperation with the Executive Committee in planning and carrying out program details for events and activities
  2. To perform other such duties as deemed necessary by the membership and or constitution.

#### **Article IV Executive Officer Council**

**Section 1:** The executive council shall consist of the elected and appointed officers of The Association as designated in Constitution with The Association President serving as its chairperson. A quorum shall be the majority of its elected officers.

**Section 2:** The purpose of the executive council shall be to foster cooperation and coherency among the executive officers.

**Section 3:** A regular meeting of the executive council shall be called at least one time quarterly by the chairperson or by request of one-fourth of its members.

**Section 4:** Invitees to the executive council have voice but no vote. Invitees may include:

- A. Board of Advisers Chair
- B. Board of Advisers Secretary
- C. Adventist Intercollegiate Association (AIA) President
- D. Guests as deemed relevant to the Executive Council Agenda

#### **Article V – Standing Committees**

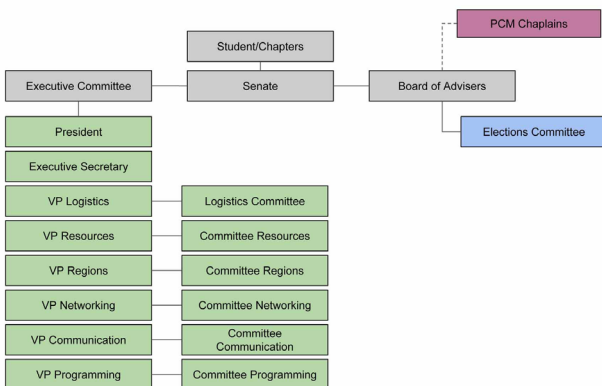
**Section 1:** The Association shall have the following standing committees:

- A. Executive – Shall consist of all The Executives as outlined in the Constitution and be chaired by the President.
- B. Membership – Shall be chaired by the Executive Secretary
- C. Logistics – Shall be chaired by the Vice President of Logistics
- D. Resources – Shall be chaired by the Vice-President of Resources
- E. Communication – Shall be chaired by the Vice-President of Communication
- F. Programming – Shall be chaired by the Vice-President of Programming
- G. Elections – Chair shall be appointed by the Executive Committee

**Section 2:** The Executive Committee shall create additional committees, as necessary.



**ACF SA Organizational Flow Chart**



### PCMA 2018.2 Online training

**Voted:** To request the FG develop an Online training with learning tracks and information for “Local Church looking to minister to a campus,” “How to form an ACF chapter,” “Who do I look for to put on my advisory.”

### PCMA 2018.3 NAD PCM Structures

**Voted:** To approve the NAD PCM Structures Document with corrections and amendments.

### PCMA 2018.4 ACF SA report

**Voted:** To receive the ACF SA report.

### PCMI 18.3 PCM Evangelism

NAD/GC is setting aside \$45,000 (with the hope of another \$15,000) coming for student led evangelism on Public Campuses for the 2018-2019 school year. These are matching funds. So this comes to about \$1000 to a conference. We would like matching to be required, but we aren't going to demand it.

### PCMA 2018.5 PCM Evangelism

**Voted:** To receive the PCM Evangelism report.

### PCMI 18.4 CRAVE & NADEI

CRAVE is an Evangelism Resource with promotional materials, and PowerPoints for use on campus. What do you crave in life, relationships, etc.? Will be available this spring for use in fall evangelism. It's a three evening program. It will be available from AdventSource. Do these in the fall so you have a full year to develop relationships.

NAD Evangelism Institute requires MDivs to have field school experience. For the last two years seminar

students have come for a full semester to work on campus. They get 12 hours of credit.

### PCMI 18.5 Events and notes

ACF Institute, Chaplains Conference, Union Directors Council:

- May 21-27, 2018 ACF Institute, University of Florida, Gainesville, FL
- May 20-27, 2018 NAD PCM Chaplains Conference, University of Florida, Gainesville, FL
- May 22-23, 2018 (2 full days) NAD Union Y&YA Directors Council, University of Florida, Gainesville, FL

AIM (Adventist Information ministries) will have an ACF contact number.

Working with Pacific Press to issue a campus version of *Steps to Christ*. Aiming for May 2018 release.

### PCMI 18.6 Final My Church Summit Report

May 28-30, 2015 | Hamilton, Ontario, Canada

Representatives of Adventist students studying on public and private universities across the North American Division met at Mohawk College in Hamilton, Ontario Canada to discuss young adult retention and involvement in the the Seventh-Day Adventist Church. These young adult (Millennial) representatives are committed to the Seventh-day Adventist Church and its doctrines, and are local leaders in young adult/public campus ministry. After prayer and roundtable discussions, delegates addressed four questions:

1. Why are millennials leaving the Church?
2. Why are millennials staying in the Church?
3. What do millennials need from the Church?
4. What gifts and talents do millennials want to share to advance the mission of the Church?

This report is to serve the North American Division by offering insights and recommendations for next steps in the retention and involvement of young adults.

### Why are Young Adults Leaving the Church?

The young adults identified that the primary reasons their peers are disengaging from the Church is because they perceive a disconnect from mentors and strong friendships in the Church, the identity of the Church, meaningful engagement with culture, and the leadership of the Church. They also acknowledge a deeper spiritual disconnect.

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### **Disconnected from Each Other**

The members of local churches are often disconnected from each other. In particular, young adults indicate the absence of meaningful intergenerational mentorship. Even if one generation may be willing to meet the needs of another, they do not know how to do so effectively.

Specifically, friendships within the Church are described by some as shallow or superficial. Many young adults have few, if any, close friends in the Church that they confide in. Some report feeling like an “outsider” to their peers in the Church.

### **Disconnected from Identity**

With so many voices offering multiple understandings of the Adventist Church’s teachings and mission, young adults have trouble aligning themselves with the Church’s identity. Furthermore, many millennials do not know the Church’s history and struggle to accept the Church’s identity as the remnant. Others report communities where our prophetic understanding has led to an atmosphere of fear rather than hope. Young adults leave because they perceive an identity crisis within the Adventist Church.

Individually, young adults struggle to understand how to connect their personal identity with that of the Adventist Church. For instance, while they may accept the doctrines of the Church, it is often not clear to them why these doctrines matter.

Young adults find themselves unable to communicate the significance of beliefs such as creation or Sabbath to their non-Adventist peers. Unequipped to share their faith effectively, they separate their Christian and secular social groups and find themselves playing out double identities.

In addition, as young adults face various questions and experiences, they indicate that their churches are not always welcoming and respectful of their journey. Young adults desire their church to support them as they develop their understanding, but

they feel that the Church “works on us instead of with us”. This leads young adults to question if they truly belong.

### **Disconnected from Society**

Young adults report a disconnect between the Church and the culture in a variety of ways.

It is often not explained why the doctrines of the Church are important for Millennials and their community. Having to make complex choices and lacking a theological framework that directly engages with those questions, young adults find themselves drifting with the current. Largely, there lacks a “digging deep” into the Adventist worldview to show how it addresses the decisions young adults are facing.

Also young adults report that numerous issues that

they struggle with, such as sexual ethics, are presented as outside issues and it is not acknowledged that these are live issues for many in the church. The church becomes a place where one’s pain and brokenness is not dealt with, so one turns to other outlets.

There is a perceived disconnect between the Church and recognized social needs. One millennial explained, “Our churches become repetitive and boring because they do not engage with the community and thus are not relevant.” Some young adults report that at times, society appears more ethically concerned than the church.

Finally, some young adults indicate they have a difficult time fully respecting those in leadership who lack basic organization, communication skills, and an overall professionalism. They indicated an outdated feel that comes from a poor use of technology where the church seems like it has not progressed beyond using clip art.

They contrast this with the efficient organization and effective use of technology they see in business organizations and their university settings.

### **Disconnected from Leadership**

Young adults feel a disconnect between themselves and the leadership of the Church. A major area identified was a lack of representation in every level of church structure from the local church and conference to the division. While they appreciate that their peers in Adventist Universities are represented, they fail to see how that representation extends to the majority studying in non-Adventist institutions. This leads them to feel left out from the mission of the Church. Also, young adults often find themselves unaware of the programs and resources of the church pertinent to them. They feel excluded from the life of the church.

### **Disconnected from Christ**

Additionally, young adults believe there is a deeper spiritual problem: the gospel is not cherished and lived out in the church. They noted the absence of a deep study and intentional application of the gospel to every sphere of life. Often, young adults leave because they have a superficial comprehension and experience with Christ.

### **Why are Millennials staying in the Church?**

Young adults report the most prominent reasons are an internalization of faith, relationships and support systems in a community, pressure and social influence, the resources and ability to participate in meaningful programs, and their significant involvement.

### **Internalization of Faith**

When Millennials internalize their faith, they develop a desire to grow and seek biblical truth. There comes a

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point where they discover for themselves the value of

Adventist doctrine and a relationship with Christ. This applies to the Millennials who joined the church later in their lives as well. In conclusion, these Millennials stayed in the church because of their developing relationship with Christ and they journey to discover Him through the teachings of the Adventist church.

### **Relationship and support system through a community**

Millennials who stayed in the Church recognized the value of relationships and the support system of the community. The church community and immediate family members were able to encourage meaningful participation in activities and provide guidance for their spiritual growth. Furthermore the community fostered authentic relationships.

### **Pressure and Social Influence**

For individuals who were raised in an Adventist household, some felt that their friends, family, and mentors influenced them not to leave. Some identified this influence as guilt, obligation, or fear of judgment. For others, the church created a particular culture or a lifestyle that was uncomfortable to abandon.

### **Resources and Means for Meaningful Programs**

Many valued programs such as retreats, pathfinders, Christian camps, seminars, integrated worship, mission trips, or community service. Other millennials cited programs that were available to young adults such as collegiate events, mass community outreach, Impact Days, GYC, and Just Claim It. Sometimes the availability of basic necessities such as food, clothing, and shelter influenced Millennials to stay within the church.

### **Significant Involvement**

When given responsibility in ministry, Millennials stated that they found meaning, encouragement, and obligation to fulfill God's work. Responsibility is often found through leadership roles, personal convictions, and the opportunity to do mission work. When Millennials develop a sense of purpose within the church, they gain a sense of hope for the future of the church. With this in mind, Millennials given leadership roles in the church often find themselves motivated to stay and help their church grow.

### **What do Millennials Need from the Church?**

Millennials are paradoxical. At once fiercely independent yet more interconnected than any other generation in history. In an age where many are leaving and a shrinking few are staying, Millennials need the church like never before. Millennials indicate they need a

church that involves them, fosters community, gives them structural support, provides programming, and is relatable.

### **Millennials Need a Church that Involves Them**

The church needs to recognize and trust Millennials enough to involve them in its mission. Many young adults feel more valued in society than in the church. "I interned with a company", reported a young adult, "where I was trusted to make 60 million dollar decisions, but my church doesn't trust me with the key to the door".

Finally, Millennials need to understand the decision making process and be a part of it in order to respect it.

### **Millennials Need a Church that Fosters Community**

Millennials want the church to reflect Christ's character and be a place where they can become more like Him. They need spiritual and professional mentors who genuinely care, are reliable, and can hold us accountable in a loving way. They need a welcoming and inclusive community where they can feel comfortable bringing their friends. Millennials value genuineness, which the church can express by providing healthy, home cooked meals on Sabbath and assisting in housing and storage needs for students during holidays. Finally, young adults need a church that cares about the surrounding community through a commitment to social issues and community service.

### **Millennials Need a Church that Gives Them Structural Support**

Millennials need to see that the Church is ready to invest in them. In particular, they need Adventist support at public university campuses from all levels of church structure. They desire to see offices in the local churches and directors at the conference and division levels focusing specifically on public campus ministry.

Millennials need a church that not only welcomes them at the door, but also to the board meeting. Representation in local churches and throughout the structure of the church combined with effective communication assure Millennials that they are needed and valuable.

### **Millennials Need a Church that Provides Programs and Networks.**

Millennials need the opportunity to create a far-reaching network of Adventist peers that will allow them to connect and work with others across the division. They need conferences focused on listening and empowering young adults to accomplish the mission. The Millennials in non-Adventist schools need resources to properly fund chaplains, pastors, and outreach efforts on public campuses. Lastly, the division needs to invest in a way to connect college-bound high school seniors with existing Adventist groups on public universities across the division.

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## **Millennials Need a Relatable and Relevant Church**

Millennials need a church that is unafraid to tackle big, controversial questions by engaging in open, honest dialogue about issues like homosexuality, abortion, sexual purity, and Adventist identity. They need a church that loves, accepts, and respects them and that trusts them with significant responsibility. They want to be held to a higher standard, yet also want to feel safe to be vulnerable with peers and with church leadership. Also, Millennials need guidance yet not imposition.

## **What Gifts and Talents do Millennials Want to Share to Advance the Mission of the Church?**

Millennials in the church feel that they can offer not only their spiritual gifts and talents, but their innovation to connect the tasks of the church with the mission of the Christ in a relevant and culturally sensitive way.

### **Leadership**

Among the talents of the young adults in the church are those who feel gifted with leadership. They particularly need a place to exercise that leadership in making a difference in the church, with the understanding that some of them will grow and learn in the process, and will need the support of the church to do it anyway.

Millennials feel they can manage information well, making evidence based decision with a pragmatic approach. They desire mentorship, but are also willing to mentor those younger than them themselves. If not hindered, but encouraged, they can create additional young adult organized events and programs for the Church that can make a difference.

### **Professional Skills**

Many Adventist young adults have attained or are attaining professional and respectable degrees that can help the church. In particular, millennials see a void in our church when dealing with mental health awareness and sensitivity, counseling needs, and resources and accommodations for those with disabilities that those with degrees that speak to these issues can help. The church can look to their young adults to innovatively improve these needs as well as fill many other positions with professionalism and innovation.

### **Socially Connected**

Millennials feel they have a particularly far reaching social network. This is from social media, but also from their high sociability. In addition, they are sensitive and inclusive in their communication with others, and are able to be respectful in dialogue, especially when discussing controversial issues. As young people they are able to connect to their generation and communicate the message

and teachings of the Church and answer the questions that this generation is asking.

### **Artistic Talent**

Millennials feel the Arts are underappreciated in the church. There is not a consensus among them of how artistic talent can be incorporated, as it includes controversial subjects such as professional dance, music, humor, and poetry however, they see these as areas that they can contribute to the mission of the Church.

### **Technology and Media**

Millennials are tech-savvy and up to date with the 21st century and want to see their church up to date as well. This includes websites, videography, photography, eNewsletters, Youtube videos, and marketing efforts that would be able to effectively connect and appeal to current society and culture. There are many talented and educated young adults in the church that especially want to be involved in helping the church with the efforts because they realize how much it would help the church to improve.

### **Conclusion**

As young adult and public campus ministry leaders across the North American Division it is our hope that this report will inform the church and provide valuable insights on young adult retention.

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## PCMI 18.7 NAD Taskforce Living Expense Guidelines

See below.

### Task Force Volunteers in NAD

#### Living Expense Allowance Guidelines

The following is a simplified checklist of the basic rules for the living expense allowance for long term volunteers within the United States, such as task force workers. ***ALL*** of the conditions must be satisfied in order for this allowance to be handled on a tax-free basis.

- A volunteer is not paid for what they do. Anyone who is paid for what they do is an employee. A person cannot be both.
- The Allowance is not wages or compensation for work done. (The word "stipend" means wages, and should not be used.) It is based strictly on need and not based on what the person does, what educational or experience qualifications they have, how many hours they work, or what responsibilities they are given.
- The allowance is intended to cover only basic and necessary living expenses (food and shelter).
- If housing is provided, the allowance is to cover only meals and incidental expenses as defined under the Federal Income Tax *per diem* rules. In most areas the maximum allowed per diem under the Federal rules is \$52/day. A few high cost areas can go as high as \$65/day. However, it is best to stay within the denominational per diem limit for employees.
- If housing ***and meals*** are provided to the volunteer the only expenses left to be covered are *incidental expenses*. This would be basically toiletries and laundry. The maximum per diem allowance for that would be no more than \$5/day.
- Just as with employees claiming travel expense per diem, the allowance is based on days actually spent working as a volunteer. It is strongly recommended that the per diem for volunteers be documented on a basis similar to that done for employees.
- The volunteer term ***must be for one year or less***. Extensions and renewals change the rules.
- The volunteer must be away from home, staying at the location where they are volunteering. They cannot be commuting from home on a daily basis. If the volunteer's home is within reasonable commuting distance they do not qualify for the allowance.
- Actual Travel expenses may be paid or reimbursed.

Any task force worker who does not meet the requirements of these guidelines is to be considered to be and treated as an employee. These guidelines are based on a reasonable and good faith interpretation of the Federal Income Tax per diem rules applicable to employee business travel. The tax laws and maximum per diem amounts do change over time but this is current as of the date below. There is some risk that if challenged, the IRS could disagree with this interpretation and application to volunteers. These guidelines do not and cannot account for state tax and employment laws or the laws of Canada and Bermuda. Any questions in that regard should be directed to local legal counsel. Any questions about these guidelines should be directed to Tom Wetmore, Associate General Counsel at the General Conference. He can be reached at 301-680-6325 or by e-mail at [wetmoret@gc.adventist.org](mailto:wetmoret@gc.adventist.org).

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