

**Report on the
Institutional Workers’ Survey
To General Conference Future Plans Working Group**

by
Robert K. McIver, PhD
Sherene J. Hattingh, EdD
Wendy A. Jackson, MBChB, FRACP, PhD
Peter W. Kilgour, MathsEdD
Stephen J. Currow, DMin

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The Research Team

The team tasked with developing, administering and reporting on the Institutional Workers' Survey consisted of:

Team leader:

Robert K. McIver, PhD, Director of the Scripture, Spirituality and Society Research Centre at Avondale University, and professor at Avondale Seminary.

Team members:

Sherene J. Hattingh, EdD, Head of School of Education & Science, Avondale University

Wendy A. Jackson, MBChB, FRACP, PhD, Head of Seminary, Avondale University.

Peter W. Kilgour, MathsEdD, Dean of Research, Avondale University

Stephen J. Currow, DMin, Principal, Newbold College.

Highlights

Teachers in Adventist schools, healthcare workers, ADRA personnel, publishing house employees, and employees of media centers work in industries which require a high degree of professional training and have very distinctive industry-specific knowledge bases and skills. By and large, their professional qualifications and experience mean that they could work in similar institutions that are not associated with the Adventist Church. The low barriers to their gaining employment outside of Adventist organizations, as well as the high level of academic training they have received, allow them a certain level of independence from the Church and its goals. To this may be added the differences in languages and culture in which they all work. All these factors lead to the observation that differences of ideas and expectations are to be expected among employees of Adventist organizations. And it is true that the responses to the questions asked in this survey do reveal some interesting differences. But what has impressed the research team is not the differences between the viewpoints of employees of Adventist institutions, but their communality of outlook, and their commitment to the mission of the Seventh-day Adventist Church.

Of the 13,669 Adventist teachers, healthcare workers, ADRA personnel, publishing house employees, and employees of media centers in local churches who have participated in this study:

- Fully 93% (78.3%+14.5%) of teachers, and 91% (75.5%+15.7%) of employees of Adventist healthcare, media, welfare, publishing and food industries agreed or strongly agreed that they **serve the mission of the Church in their work** (see Figures 1.1 and 1.2 in section 1, and Tables A1.1 and A1.2 in Appendix A¹).

¹ Note on numbering of figures and tables: The numbering of Figures and Tables re-sets to 1 in each section. Thus Figure 4.1 is the first figure in section 4 – “The Experience of ...” Tables and Figures in Appendix A are prefixed by an A. Hence Table A-4.1 provides the crosstabulations that are graphically portrayed in Figure 4.1 in the main text. This numbering scheme is

- 95% of teachers and 92% of employees of Adventist healthcare, media, welfare, publishing and food industries **identify themselves as Christian** (see Tables 3.4a and 3.4b).
- 91% of teachers and 87% of employees of Adventist healthcare, media, welfare, publishing and food industries who have identified themselves as Christians **usually attend a Seventh-day Adventist church** (see Tables 3.5a and 3.5b).
- 77% of teachers and 75% of employees of Adventist healthcare, media, welfare, publishing and food industries have been **a member of their church or religion for 16 years or more** (see Figure 3.4 below and Tables A3.3a and 3.3b in Appendix A).
- 69% of teachers and 72% of employees of Adventist healthcare, media, welfare, publishing and food industries who have identified themselves as Adventists rate **their commitment to their local Seventh-day Adventist church** as a 4 or a 5 on a five-point scale (0=Not at all; 5=Very high; see Figures 3.5a and 3.5b and Tables 3.6a and 3.6b).
- 72% of teachers and 70% of employees of Adventist healthcare, media, welfare, publishing and food industries who have identified themselves as Adventists rate their **commitment to the world-wide Seventh-day Adventist Church** as a 4 or a 5 on a five-point scale (0=Not at all; 5=Very high; see Figures 3.6a and 3.6b and Tables A3.4a and A3.4b).
- 82% of teachers and 95% of employees of Adventist healthcare, media, welfare, publishing and food industries who have identified themselves as Adventists rate **the likelihood of attending a Seventh-day Adventist Church for the rest of their lives** as a 4 or a 5 on a five-point scale (0=Not at all; 5=Very likely; see Figures 3.7a and 3.7b and Tables A3.5a and A3.5b).
- 62% of teachers and lecturers say that they perceive that the **wider Seventh-day Adventist Church organization is involved** with their schools/universities; while 60% of employees of Adventist healthcare, media, welfare, publishing and food industries thought the same of their institution (see Figures 4.4a & 4.4b and Tables A4.2a & 2b).
- 87% of teachers report that **almost everybody** or the majority of those that they work for **are members of the Seventh-day Adventist Church** (see Figure 4.5 and Table A4.3a).
- 57% of teachers and lecturers were **asked whether they were an active member of the Seventh-day Adventist Church when they were being interviewed for employment** in an Adventist school or university, and a further 34% said that the interview panel already knew that they were active SDAs (see Figure 4.6 and Table A4.4a); the corresponding figures for employees of Adventist healthcare, media, welfare, publishing and food industries were 47% and 48% (see Table A4.4b).
- 13% of respondents work at a school or university which makes “**a good surplus**”, while 24% report that their institution “**pays its way**” (see Figure 4.7 and Table 4.4).
- 84% of teachers and lecturers, and 77% of healthcare workers, ADRA personnel, publishing house employees, and employees of media centers strongly agreed that they “like working in a place that is interested in representing God in the world” (see Figures 4.10 & 4.11 and Tables A4.8a and A4.8b).
- 78% of teachers and lecturers, and 72% of healthcare workers, ADRA personnel, publishing house employees, and employees of media centers strongly agreed that they “appreciate working for a faith-based organization” (see Figures 4.10 & 4.11 and Tables A4.18a & A4.18b).
- 67% of teachers and lecturers, and 68% of healthcare workers, ADRA personnel, publishing house employees, and employees of media centers strongly agreed that they “can wholeheartedly support the goals of the organization” (see Figures 4.10 & 4.11 and Tables A4.12a and A4.12b).
- 52.9% of teachers and lecturers, and 52.7% of healthcare workers, ADRA personnel, publishing house employees, and employees of media centers strongly agreed that “It is a much more pleasant

designed to allow a specific figure or table to be quickly found by its section number and by the sequential numbering of other figures and tables.

environment in which to work than in a non-church organization” (see Figures 4.10 & 4.11 and Tables A4.16a & A4.16b).

- 86% of teachers and lecturers, and 85% of healthcare workers, ADRA personnel, publishing house employees, and employees of media centers strongly agree that they have “made a personal commitment to Jesus Christ that is still important in my life today” (see Figures 5.1a & 5.1b and Tables 5.1a & 5.1b).
- 67% of teachers and lecturers, and 65% of healthcare workers, ADRA personnel, publishing house employees, and employees of media centers have prayed outside of religious services once or more times per day (see Figures 5.2a & 5.2b, 5.3a and 5.3b and Tables 5.2a & 5.2b, 5.3a & 5.3b).
- 56% of teachers and lecturers, and 44% of healthcare workers, ADRA personnel, publishing house employees, and employees of media centers have participated in prayer groups, Scripture study groups, or religious education programs a few times per week or more (see Figures 5.2a & 5.2b, 5.3a and 5.3b and Tables 5.2a & 5.2b, and 5.4a & 5.4b).
- 49% of teachers and lecturers, and 43% of healthcare workers, ADRA personnel, publishing house employees, and employees of media centers read Scripture once or more a day (see Figures 5.2a & 5.2b, 5.4a and 5.4b and Tables 5.2a & 5.2b, and A5.1a & A5.1b).
- 60% of teachers and lecturers, and 70% of healthcare workers, ADRA personnel, publishing house employees, and employees of media centers had shared their faith with non-believers or people from other religious backgrounds a few times per week or more (see Figures 5.2a & 5.2b, 5.7a and 5.7b and Tables 5.2a & 5.2b, and A5.3a & A5.3b).

Our Sincere Thanks to ...

The research team wish to extend their sincere thanks to:

- The General Conference Office of Archives Statistics and Research for the research grant that underwrote the costs of the survey. They wish to acknowledge the help that David Trim and Galina Stele have provided for this project.
- Avondale University, for building into the workloads of those employed at Avondale (particularly that of the team-leader) a generous allotment of time to devote to this research.
- The Division-level Executive Secretaries and Division-level Education Directors who have so ably supported this research.
- Those who translated the survey under tight restraints of time, and those who provided analysis of responses to open-ended questions and feedback in languages other than English, and suitable translations.
- The research assistants at Avondale who supported the research, particularly Signe Brown and Margaret House.
- Howard Fisher, who has copyedited every stage of the research project, from the proposal, through the ethics committee application, through the various reports that have been produced.
- And most importantly – to all those who participated in the survey.

The survey results represent a considerable investment of time from all those mentioned here, and many others besides. For that, we thank you all sincerely.

Rob, Sherene, Wendy, Peter and Steve.

Participation in the Institutional Workers’ Survey by Industry

As of June 16, 2023, 13,669 surveys had been received from participants who qualify to be included in the study (i.e., they were employees of Adventist schools, hospitals and clinics, media centers, welfare agencies, publishing houses and food industries who were over 20 years of age, and who had identified their Division²). Of those that started the survey, 71% completed it, which is highly commendable considering the length of the survey.³ The research team expresses its warm thanks to all those employees of Adventist organizations who participated in the survey and their administrators who encouraged them to do so.

Tables Participation-1a and Participation-1b show the numbers of participants associated with the various organizations of the Seventh-day Adventist Church, first, as raw numbers (Table Participation.1), and then as the percentage by industry of the total number of participants who came from each Division (Table Participation.2).

Table Participation.1
Crosstabulation of Type of Industry and Division (by Count)⁴

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Row Total
Education (pre-school elementary/primary, secondary, tertiary)	1,178	183	1,803	101	846	205	2,888	876	392	465	365	84	119	9,505
Health (hospitals, clinics)	102	5	6	8	18	0	74	3	135	17	49	3	4	424
Media (TV, radio, website, social media, Bible school)	86	10	5	1	25	0	650	33	27	21	2	3	21	884

²The total number of survey responses in Institutional Workers’ Survey data set was 14,730. Of these, it was necessary to discard 1,069 responses from consideration. There were several different reasons why a response might be discarded. The two most common reason for rejecting surveys were: (i) the respondent had provided a subset of answers that was too small to be useful for analysis; (ii) it was not possible to identify in which Division a respondent was working. Some responses were rejected because the respondents indicated that they were not working for an organization that was affiliated with the Seventh-day Adventist Church in some way, or it was ambiguous as to whether they were doing so.

³ According to SurveyMonkey, a participant from the ECD, ESD, IAD, EUD, NSD, SID, SUD, SSD, TED and WAD who responded to the “two branch” version of the survey, and who finished the survey typically spent 46 minutes in completing it. It is more challenging to estimate the time taken in the NAD, SAD, and SPD. A combination of paper-based and SurveyMonkey surveys were used in the SPD and NAD. From their responses to a feedback question that asked them to note how long they had taken on the survey, as well as personal observation of those that were filling in the survey, teachers in the Australian Union Conference of the SPD and the teachers in the NAD who did the paper-based version of the survey (the “five branch” version), typically spent between 10 and 20 minutes completing it. Teachers in the Solomon Islands Mission (SIM) of the SPD took from 45 to 75 minutes on the survey. This difference is likely to be attributable to the fact that English is usually a second (or third) language for many of the teachers in the SIM.

⁴ Table Participation.1 reports the responses to the item “My organization works mainly in the area of:” crosstabulated against the item “I currently work in an organization that is based in the following Division of the Seventh-day Adventist Church.”

Table Participation.1***Crosstabulation of Type of Industry and Division (by Count)⁴***

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Row Total
Welfare/Development/Humanitarian Aid (e.g. ADRA, Adventist Community Services, OHI, etc.)	71	5	16	1	1	0	1,467	1	38	18	7	5	3	1,633
Publishing (publishing houses; colporteurs, etc)	49	32	7	0	2	0	861	22	4	4	0	4	1	986
Food industry	0	0	4	0	0	0	229	0	2	0	1	0	1	237
Column Totals	1,486	235	1,841	111	892	205	6,169	935	598	525	424	99	149	13,669

Notes to Table Participation.1:

1. There are significant differences in the numbers of participants from the various Divisions of the Adventist Church. The largest number of surveys came from the South American Division, and more than 1,000 surveys came from the East-Central Africa Division, and from the Inter-American Division. To make it possible to compare the results from the different Divisions of the Adventist Church, most tables and figures in this report are expressed in terms of the percentages of respondents choosing one or another answer to questions. Furthermore, the column labelled “Average” is an average of each of the rows, which themselves are expressed in percentages. In this manner, the average is the average result of all the Divisions, without one having a greater or lesser influence on the outcome.
2. The following standard abbreviations have been used for the Divisions of the Seventh-day Adventist Church throughout this report: East-Central Africa Division (ECD), Euro-Asia Division (ESD), Inter-America Division (IAD), Inter-European Division (EUD), North American Division (NAD), Northern Asia-Pacific Division (NSD), South American Division (SAD), South Pacific Division (SPD), Southern Africa-Indian Ocean (SID), Southern Asia Division (SUD), Southern Asia-Pacific Division (SSD), Trans-European Division (TED), West-Central Africa Division (WAD).

Table Participation.2***Crosstabulation of Type of Industry and Division (by Percentage in a Division)***

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Row Average
Education (pre-school elementary/primary, secondary, tertiary)	79.3%	77.9%	97.9%	91.0%	94.8%	100.0%	46.8%	93.7%	65.6%	88.6%	86.1%	84.8%	79.9%	83.6%
Health (hospitals, clinics)	6.9%	2.1%	0.3%	7.2%	2.0%	0.0%	1.2%	0.3%	22.6%	3.2%	11.6%	3.0%	2.7%	4.9%
Media (TV, radio, website, social media, Bible school)	5.8%	4.3%	0.3%	0.9%	2.8%	0.0%	10.5%	3.5%	4.5%	4.0%	0.5%	3.0%	14.1%	4.2%

Table Participation.2

Crosstabulation of Type of Industry and Division (by Percentage in a Division)

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Row Average
Welfare/Development/Humanitarian Aid (e.g. ADRA, Adventist Community Services, OHI, etc.)	4.8%	2.1%	0.9%	0.9%	0.1%	0.0%	23.8%	0.1%	6.4%	3.4%	1.7%	5.1%	2.0%	3.9%
Publishing (publishing houses; colporteurs, etc)	3.3%	13.6%	0.4%	0.0%	0.2%	0.0%	14.0%	2.4%	0.7%	0.8%	0.0%	4.0%	0.7%	3.1%
Food industry	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	3.7%	0.0%	0.3%	0.0%	0.2%	0.0%	0.7%	0.4%
n=	1,486	235	1,841	111	892	205	6,169	935	598	525	424	99	149	13,669

It is noteworthy that on average, 84% of the survey responses from the various Divisions have come from employees involved in education, be it pre-school, primary/elementary school, secondary school, college or university. This observation has shaped the way that the results have been presented. The number of employees involved in education who participated have enabled the team to provide a separate report for education. Because of the low numbers associated with some of the other industries in some Divisions, it has been necessary to report survey responses from employees of health, media, welfare, publishing and food industries together. Tables reporting results from employees working in the field of Education will include the prefix “EDUC” in their title, while the titles of tables reporting results from employees working in health, media, welfare, publishing and food industries will be given a “NON-Educ” prefix.

About the Survey

The Research Goal

The aim of this project was to survey employees of Seventh-day Adventist institutions in the 13 Divisions of the General Conference of Seventh-day Adventists (GC) to determine their perceptions of their relationship and the institution's relationship to the mission of the Adventist Church.

Geographical Area(s)/Scope

The research sample included institutional employees from the 13 Divisions spread around the world, drawn from education, healthcare, and publishing institutions, as well as food industries that are owned and operated by the Seventh-day Adventist Church. As originally envisaged, the scope of the survey included employees of:

- Education institutions included primary, secondary and tertiary levels.
- Healthcare institutions, including hospitals, treatment centers and clinics.
- Seventh-day Adventist Media Centers, TV and Radio stations.
- ADRA.
- Health-food industries.
- Publishing houses.

The survey was designed so that it would be appropriate to those working in these diverse industries, which included employees of diverse faith backgrounds.

The Survey Instrument: The Model Tested by Survey

The central purpose of this investigation is to measuring institutional employees' perceptions of their institution's contribution to the wider mission of the Church. Slightly more than 50% of the core questions in the survey relate to the employees' perceptions of what should be the goals of (a) the institution and (b) the Church. The ten questions relating to what the employee considers to be the "wider mission of the Church" are important in what they reveal about the criteria against which respondents are measuring their own and their institution's contribution. The supplementary questions also provide measurement of:

- the self-perception of the institutional employee's own contribution to the wider mission of the Church; and
- the institutional employee's perception of how "other" Church-owned or Church-affiliated institutions contribute to the wider mission of the Church.

It is expected that a variety of attitudes, beliefs, and life experiences may contribute to the formation of an employee's understanding of the wider mission of the Church and how their organization relates to that mission, amongst which might well be the individual employee's

- commitment to Christianity;
- commitment to the Church;
- commitment to the doctrines of the Church;
- level of education;
- involvement in Church activities;
- involvement in service activities;
- personal spiritual activities;
- placement of Church loyalty: with the local church, or with the worldwide Church; and
- conception of (sacrificial) service.

The basic connectedness between the various understandings of the mission of the Church and the various understandings of the mission of Church-owned or sponsored organizations are the two central foci of the survey around which all else clusters.

The Survey Instrument: Sources of the Questions

The questions came from a variety of sources, including:

- The mission and vision statements of the Seventh-day Adventist (SDA) Church (the General Conference and selected Divisions and Unions) and Adventist institutions (schools, universities, hospitals, publishing houses, aged-care homes, media centers, publishing houses). The mission statements were consulted during the beginning stages of the development of the survey and during the final polishing of the survey.
- Extensive interviews with administrators and employees, educators, and theologians of selected Seventh-day Adventist organizations in several countries, as well as consultation with prominent Seventh-day Adventist researchers who use survey instruments in their own research.
- Questions used and tested by the researchers in other surveys.
- The Pew Forum on Religion and Public Life/U.S. Religious Landscape Survey. The U.S. Religious Landscape Survey is in the public domain. It is a survey conducted in the United States of America covering all belief systems, and involving over 30,000 interviews. It therefore provides a significant database against which one can benchmark. Furthermore, it provided ways to re-phrase some questions already in the survey that made them applicable for those with a wide variety of religious backgrounds, while still testing the concept of the existing question it replaced.
- Being informed by questions in the scales used in Peter C. Hill and Ralph W. Hood, Jr., (Eds.) (1999). *Measures of Religiosity* (Birmingham, AL: Religious Education). The research publications of the Barna group also gave the basic ideas for a few questions (www.barna.org), and two questions were adapted from the survey instrument of Randall L. Haffner, “Identification of Seventh-day Adventist Health Core Convictions: Alignment with Current Healthcare Practice” [Doctoral Dissertation, Andrews University, 2006].

The *Fundamental Beliefs* were consulted to check how much coverage of the **28 Fundamental Beliefs** had been achieved. The following topics are in the survey, either explicitly or implicitly (the latter indicated by square brackets); see Chapter 24 for a list of questions associated with each Fundamental Belief:

1. Holy Scriptures
2. Trinity
3. Father
4. Son
5. [Holy Spirit]
6. Creation
7. Nature of Man
8. Great Controversy
9. Life, Death and Resurrection of Christ
10. Experience of Salvation
11. Growing in Christ
13. The Remnant and its Mission
18. The Gift of Prophecy
19. The Law of God
20. The Sabbath
21. Stewardship
22. Christian Behavior
24. Christ’s Ministry in the Heavenly Sanctuary
25. Second Coming of Christ

- 27. Millennium
- 28. New Earth

The Survey Instrument: Collecting Quantitative and Qualitative Data

The questions in the survey included both closed and open-ended questions that provided both quantitative and qualitative data. The closed questions required participants to indicate their preferred choice by selecting from a five-point Likert scale or choosing one option from a list of possibilities. There were several five-point Likert scales used in this survey. Respondents selected from five options such as: (1) strongly disagree ... I really don't know; (2) poor ... does not happen; (3) should not be ... /does not apply. Another five-point Likert scale had the options of poor, ok, good, very good, and does not happen, while another, for example, had the choices, should not be, neutral, important, but not one of the top three, one of the top three, and do not know/does not apply. The other closed questions gave participants options ranging from a list of choices where they were asked to select one for each question. Furthermore, the open-ended questions allowed participants to provide their own responses in their own words.

The Survey Instrument: Administering

There were two broad ways in which the survey was administered: (a) using surveys printed on paper; (b) using SurveyMonkey. In both cases the survey was completed anonymously, thereby ensuring that participants cannot be identified. Ethical clearance for administering this survey has been approved by the Avondale University Human Research Ethics Committee (HREC) for the duration of this General Conference project.

Paper-based Survey Details

In the paper-based survey there were at most approximately 44 questions to answer on any of the “branches” (see further below on details of the various branches). The paper-based survey took Australian and North American participants about 15–20 minutes to complete, although more time was needed by most participants in the Solomon Islands.

SurveyMonkey Survey Details

Those who answered the survey using SurveyMonkey answered from 105 to 109 questions in the survey (depending on which “branch” was followed and the choices they made within some questions). Further details on the SurveyMonkey version of the survey and how the survey seamlessly adapted to the faith background of the participant may be found below.

The SurveyMonkey version of the surveys was set up so that if a participant did not complete the survey, their data was still saved and included in the data set. It was discovered that some of the incomplete surveys were not useable, and these were discarded, but many partial surveys were able to be used for the information they contained about such things as demographic data regarding educational levels, etc.

Data Collection Dates

The survey was developed and tested on teachers located in Australia and the Solomon Islands between 2013 and 2016. The main data collection started at the North American Division's meeting of teachers of elementary and secondary schools that took place in Chicago in 2018, at which 846 survey responses were collected. Data was then collected progressively from the other industries and Divisions of the Adventist Church from 2019 to early 2023.

Data storage requirement of Australian Research Council Ethics Guidelines

For paper-based surveys, the completed surveys were scanned, exported into .XLS files and merged into the master SPSS file, after which the original paper copies were shredded. For surveys returned using SurveyMonkey, for most Divisions data was downloaded directly from SurveyMonkey into an SPSS file. The SAD created its own version of the questions for SurveyMonkey and provided the researchers with

.XLS files of the resultant data, which were combined with the existing SPSS data. As required by the guidelines published in the National Statement on Ethical Conduct in Human Research (2007) developed jointly by the National Health and Medical Research Council (NH&MRC), the Australian Research Council (ARC), and the Australian Vice-Chancellors' Committee (AVCC) and published by the Australian Government (2007) [see <http://www.nhmrc.gov.au/guidelines/publications/e72>], and required by the guidelines of the Avondale University Human Research Ethics Committee, the scanned copies of the surveys and the raw SurveyMonkey data will be kept in a secure file location until five years after the last publication derived from the study.

Ensuring the Survey Is Useable by Employees of Other Faiths or No Faith

The SurveyMonkey Version of the Survey Used in Divisions other than the NAD, SAD, SPD

The issue of ensuring that the survey was suitable for both Adventist and non-Adventist employees emerged as a key matter for many hospitals and health-food industries. This issue was accommodated by providing two “branches” in the survey, with the items in the second branch divided into two groups (2a and 2b). The “branches” enabled the unobtrusive provision of questions suitable for non-Seventh-day Adventists who are working in many of the institutions that will participate in the survey. The percentage of non-Seventh-day Adventists working in institutions varies considerably from place to place and institution to institution. This survey was worded in such a way as to make it suitable both for institutions that employ a high percentage of non-Adventist employees and for those that have a high percentage of Adventist employees. Even in parts of the world and types of institutions that have very high percentages of Adventist employees, such institutions usually employ some non-Adventists. Schools that have a strongly held policy of only employing Adventists may, from time to time, need to employ a non-Adventist specialist music teacher, or chemistry teacher, for example, when they cannot find an Adventist qualified or willing to take on the role. We wished to be as courteous to non-Adventist employees as possible, and the two branches enabled that to take place. Using the SurveyMonkey version of the survey means that participants only saw questions that related to the branch to which the survey led them. What was not stated in the survey was that questions in Branch 2b could be answered by all employees and these were phrased in such a way as to make sense to those who indicated themselves to have no religion, to be agnostics, or to be atheists. Branch 2a had questions that could be answered by Christians, but all the questions were worded in such a way that they were also suitable for those who indicated they followed a non-Christian religion such as Islam, Buddhism or Judaism. Branch 1 was for those who identify themselves as Seventh-day Adventists.

In summary, in SurveyMonkey:

- those who identified themselves as Adventists were equally likely to be assigned to Branch 1 or Branch 2;
- those who identified themselves as Christians, but not as Seventh-day Adventist Christians, were assigned to Branch 2a;
- those who identified themselves as followers of non-Christian religions were assigned questions in Branch 2b;
- those who identified themselves as having no religion, as agnostics or as atheists only saw the questions in Branch 2b.

Using two branches also enabled what would otherwise be a very long survey to be shortened.

The Paper-based Version Used by Teachers in the NAD, SPD and TED

The first surveys in this research project were collected from teachers based in the SPD and the NAD. These surveys were collected by using both SurveyMonkey and survey forms printed on paper.

Teacher numbers in both the SPD and NAD were sufficient for it to be possible to divide the survey into 5 “branches”, which could be completed in a 10-to-20-minute time frame.

The “branches” were seamless to implement using SurveyMonkey, but on the paper form of the survey, they were much more cumbersome to implement, but a way to do so was found. The paper-based versions were clearly indicated as “Branch 1”, “Branch 2”, ... “Branch 5”, and each participant only answered questions from a stapled survey that contained items from only one of the branches

The five branches were explained to participants in the following manner:

There are five versions or “branches” of this questionnaire (you have Branch 1 [or 2/3/4/5 as appropriate] in your hand). A Seventh-day Adventist will find suitable questions in any “branch”. As a courtesy to those who are not Seventh-day Adventist, suitable questions have been selected for Branches 1–3 (see table below). Just swap with a neighbor if you would like a different “branch” from the one you have.

The following table was provided at the front of each survey to assist participants to decide which survey(s) was appropriate for them:

Table 4.1

Which branch is appropriate for ...?

	Branch 1	Branch 2	Branch 3	Branch 4	Branch 5
Seventh-day Adventists	Yes	Yes	Yes	Yes	Yes
Christian, but not SDA	Yes	Yes	Yes		
Followers of non-Christian religion	Yes	Yes			
No religion, agnostics, or atheists	Yes				

After completing survey collection in the SPD and NAD, it was realized that in some Divisions and some industries the potential pool of participants was not large sufficient to provide an adequate sample if it was divided into five subgroups in each of which items from only one of the “branches” were answered. The items in the survey were then divided into two “branches”, as has already been described. All the participants who have used the two-branch version of the survey have used SurveyMonkey, which seamlessly directed those of different faith backgrounds to the appropriate set of items.

The Survey Instrument: Languages

The survey was available in the following languages: English, French, German, Korean, Polish, Portuguese, Romanian, Russian, and Spanish.⁵ Table Surv.1 shows the number of participants who have used each language version cross-tabulated against the Division in which they work.

⁵ Translations into languages other than English were undertaken in two steps. First, bi-lingual speakers were provided with a mock-up of the English Survey-Monkey version of the survey, together with a file of the translations broken up into the subunits of items and responses that were actually used by SurveyMonkey. Second, a translation file was prepared and loaded into Survey Monkey. The new-language version in SurveyMonkey was then checked by a different bi-lingual speaker who translated the survey back into English. If the translation back into English preserved the original meaning of an item before it had been translated, the item was deemed to have been adequately translated. There were a few items for which this process had to be repeated through several iterations before the research team was confident in the translation.

Table Surv.1*Crosstabulation of Language and Division⁶*

		ECD	ESD	IAD	EUD	NAD	NS D	SAD	SPD	SID	SUD	SSD	TED	WAD	Row Total	Percent
English	en	1,211	32	173	46	863	0	9	935	534	533	433	99	104	4,972	34.8%
French	fr_FR	319	0	2	0	0	0	1	5	49	0	0	0	47	423	3.0%
German	de_DE	3	5	0	28	0	0	0	0	0	0	0	2	0	38	0.3%
Korean	ko_KR	0	1	0	0	1	20 2	0	0	0	5	0	0	0	209	1.5%
Polish	pl_PL	0	0	0	0	0	0	0	0	0	0	0	3	0	3	0.0%
Portuguese	pt_PT	0	0	1	3	0	0	5,062	0	25	0	0	1	1	5,093	35.6%
Romanian	ro_RO	0	8	0	29	0	0	0	0	0	0	0	1	0	38	0.3%
Russian	ru_RU	0	188	0	1	0	0	0	0	0	0	0	0	0	189	1.3%
Spanish	es_419	5	1	1,692	6	29	3	1,570	0	1	0	0	0	0	3,307	23.1%
Spanish	es_ES	0	1	21	0	0	0	0	0	0	0	0	0	0	22	0.2%
Column total		1,538	236	1,889	113	81	20 5	6,642	935	609	538	433	99	152	14,294	100.0%

⁶ “Division” is derived from the way participants answered the following item: “I currently work in an organization that is based in the following Division of the Seventh-day Adventist Church.”

Results

In both the “Results” section and Appendix A (which provides supplementary crosstabulations), items in this report are grouped items together into the following themes: 1. “I Serve the Mission of the Church Through my Work”, but What is the Purpose of the Church? 2. “I Serve the Mission of the Church Through my Work”, but What is the Purpose of the Organization for which I Work? 3. Demographics Profile of Participants, 4. The Experience of Working in an Adventist Organization, 5. Practices of Personal Spirituality, 6. Beliefs of the Church, 7. Standards of the Church, 8. Evaluation of Different Industries’ Contribution to the Mission of the Church, 9. Openness to New Ideas and Miscellaneous.

Notes on figures and tables:

1. The numbering of Figures and Tables re-sets to 1 in each section. Thus Figure 4.1 is the first figure in section 4 – “The Experience of ...” Tables and Figures in Appendix A are prefixed by an A. Hence Table A-4.1 provides the crosstabulations that are graphically portrayed in Figure 4.1 in the main text. This numbering scheme is designed to allow a specific figure or table to be quickly found by its section number, and by the sequential numbering of other figures and tables.
2. EDUC vs NON-educ: Because the numbers of surveys returned from employees of Adventist schools, colleges and universities produced a data set large enough to be statistically significant in its own right, in the results section results from education-related organizations are reported separately with the notation “EDUC”. Numbers were not large enough for other industries to be reported individually by industry (see numbers reported in “Table Participation.1” on page 6). However, combining the responses from employees working in non-education-related organizations has produced a data set that is large enough so that results from it can be reported on with some confidence, and is reported as “NON-educ” in this report.

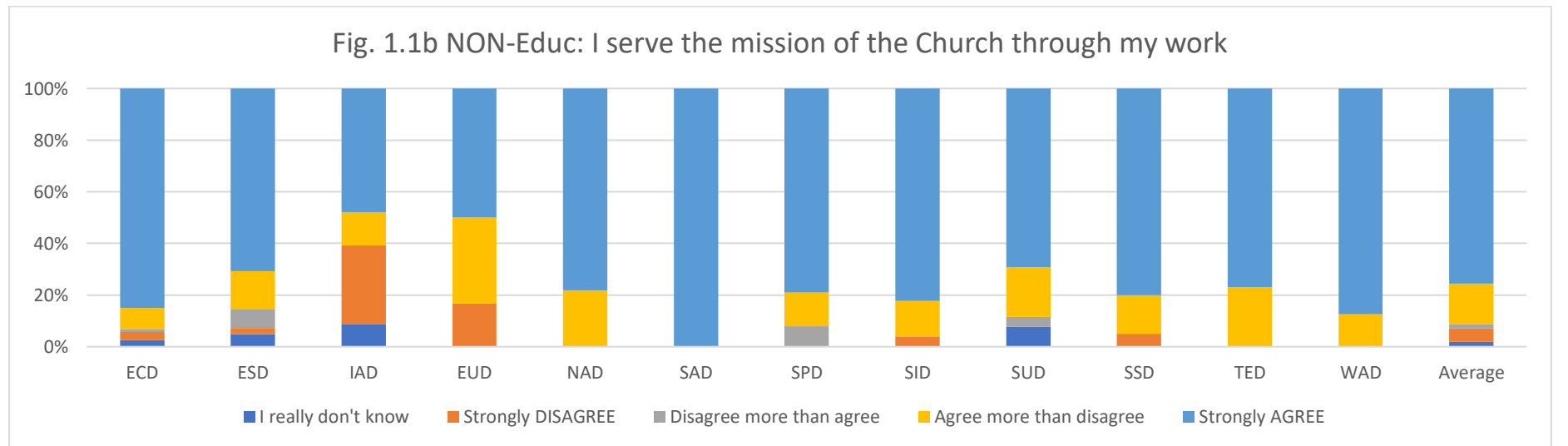
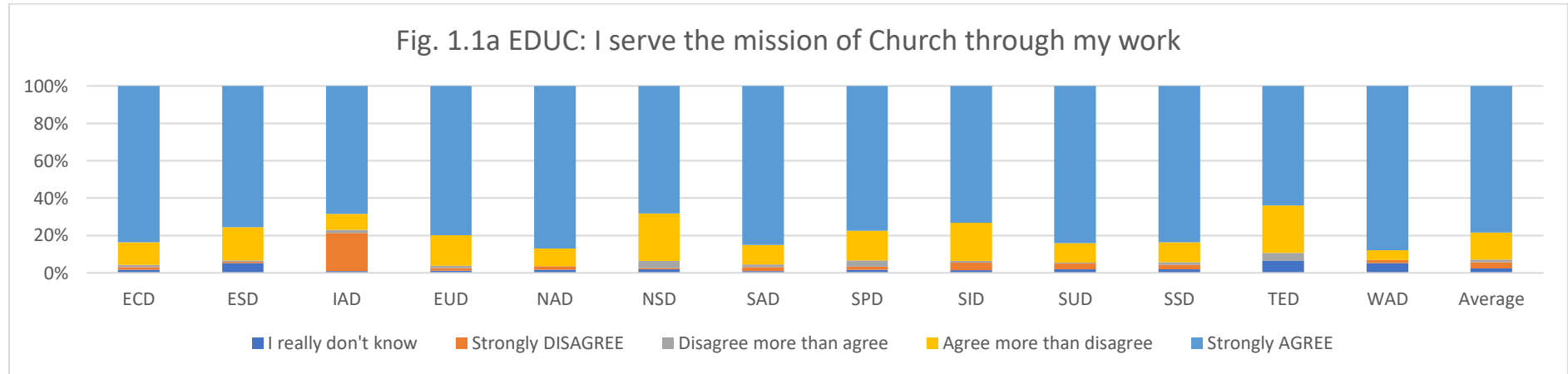
1. “I Serve the Mission of the Church Through my Work”, but What is the Purpose of the Church?⁷

Fully 78% of those employees of Adventist schools, colleges and universities who participated in the survey strongly agreed with the statement, “I serve the mission of the Church through my work,” and a further 15% agreed more than disagreed with the statement (see Figure 1.1 below and Table A1.1 in Appendix A⁸). At a Division-level, from 49% to 100% of employees of Adventist healthcare,

⁷ Section 1 was written by Wendy A. Jackson and Robert K. McIver in collaboration.

⁸ In figures and tables, the following standard abbreviations have been used for the Divisions of the Seventh-day Adventist Church throughout this report: East-Central Africa Division (ECD), Euro-Asia Division (ESD), Inter-America Division (IAD), Inter-European Division (EUD), North American Division (NAD), Northern Asia-Pacific Division (NSD), South American Division (SAD), South Pacific Division (SPD), Southern Africa-Indian Ocean (SID), Southern Asia Division (SUD), Southern Asia-Pacific Division (SSD), Trans-European Division (TED), West-Central Africa Division (WAD). In tables showing crosstabulations against “Division”, the Division is identified from the participant’s response to the item: “I currently work in an organization that is based in the following Division of the Seventh-day Adventist Church.”

media, welfare, publishing and food industries indicated they strongly agreed with the statement (see Figure 1.2 and Table A1.2). Across the Divisions, on average 76% strongly agreed with the statement, while a further 16% agreed more than disagreed.



That 93% (78.3%+14.5%) of teachers, and 91% (75.5%+15.7%) of employees of Adventist healthcare, media, welfare, publishing and food industries agreed or strongly agreed that they serve the mission of the Church in their work is likely to be highly commended

by the leadership of the Seventh-day Adventist Church. However, because of the range of ideas about what the actual mission of the Church should be, Figures 1.1 and 1.2 provide but a partial answer to the question the Institutional Workers' Survey was designed to explore, viz., what is the relationship between what they do as an employee of an Adventist Organization and the wider mission of the Seventh-day Adventist Church?

The General Conference has a clear definition of the mission of the Adventist Church. According to its working policy, the mission of the Seventh-day Adventist Church is to “Make disciples of Jesus Christ who live as His loving witnesses and proclaim to all people the everlasting gospel of the Three Angels’ Messages in preparation for His soon return (Matt. 28:18–20, Acts 1:8, Rev. 14:6–12)”.⁹ This much is clear, and this statement would resonate with most Seventh-day Adventists. But in its practical implementation there is a very wide range of ideas of what the Adventist Church should be doing. In this section, we look at the responses to questions that were designed to elicit what employees of Adventist organizations thought should be the aims of the Adventist Church (Q4 and Q5). Nor does this end our exploration of the connection between the work of an employee and the mission of the wider Adventist Church. Throughout its history, the Seventh-day Adventist Church has seen the setting up of publishing houses, schools, hospitals, media centres and health food industries as a natural outgrowth of the ministry of the Church. But each of these industries has its own constraints and areas of expertise. This is an issue that will be considered in the next section of the report.

We turn now to consider the responses to Questions 5 to see what priority respondents placed on the various activities of the Adventist Church. Question 5 made the following request of participants:

“B5. Many suggestions are made about things that the Seventh-day Adventist Church should be doing, and some of them are listed in the following table. Please rate what you think the wider Seventh-day Adventist Church should be doing”.

Participants were then given the opportunity to rank the options presented to them as follows: “I do not know / does not apply”, “Should NOT be a purpose or goal of the Church”, “I feel neutral about this as a purpose or goal of the Church,” “An important purpose / goal of the Church, but not one of the top two”, “One of top two or three purposes / goals of the Church (use this in only 2 or 3 answers)” (abbreviated to “Doesn’t apply”, “NOT a goal”, “Neutral”, “Important”, “Top 2 or 3” in figures and tables).

⁹ General Conference Working Policy, 2019-2020 (Nampa, ID: Pacific Press, 2020), A 05.

Fig. 1.2a EDUC: Important Goals of Church

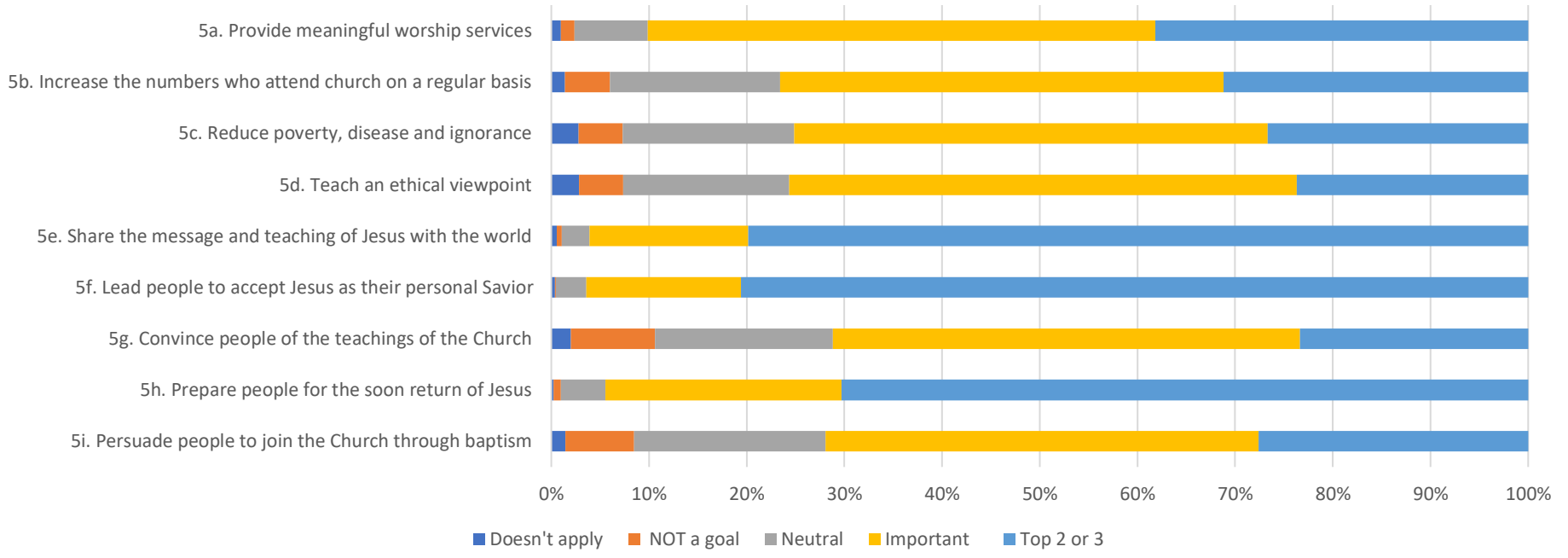
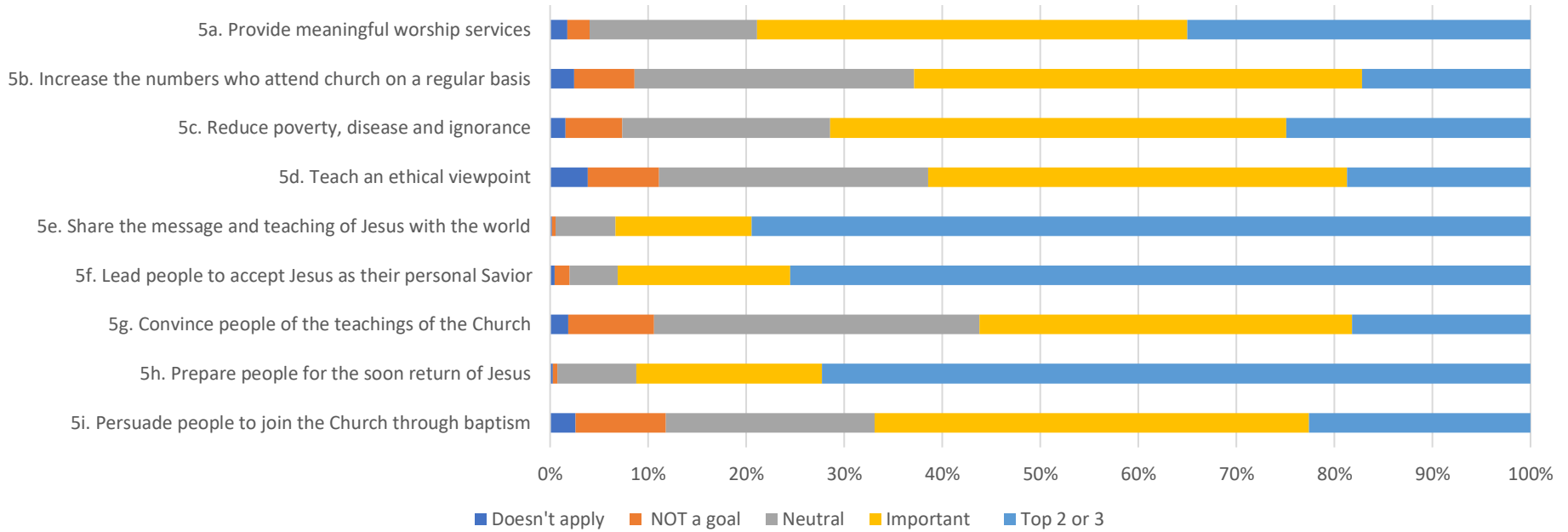


Fig. 1.2b NON-Educ: Important Goals of Church



Three activities emerged in the responses as the most important goals of the Church: (1) to “Lead people to accept Jesus as their personal saviour” (80.6% educators; 73% other employees): (2) to “Prepare people for the soon return of Jesus” (70.3% educators; 70.9% other employees): (3) to “Share the message and teaching of Jesus with the World” (79.8% educators; 70.9% other employees). This suggests that the missional goals of the Church have been embraced by employees regardless of their role. These goals ranked in the top three for both educators and non-educators. These were followed by meaningful church services for educators and reduction of poverty for those employed in other roles.

Table 1.1 presents the full list of goals ranked by the percentage of respondents who considered that goal should be in the top two or three goals of the Church. It is interesting to note that for educators, the practical expressions of Christianity such as ethical living and reducing poverty were ranked in the bottom three goals along with convincing people of SDA beliefs. For non-educators, the bottom-ranked goals all related to denomination-specific goals, that is, increasing attendance, convincing people about the teachings of the Church, and persuading them to join the Church. The recent International Pastors’ Survey commissioned by the Office of Archives, Statistics and Research (ASTR) also asked a similar question and obtained similar results. In that survey pastors were given a slightly

expanded list of goals, but when the extra goals were excluded, the top three goals and bottom three goals matched those of the educators in the present survey. In fact, the overall ranking between the educators and pastors is remarkably similar. Predictably, pastors ranked convincing people of SDA beliefs slightly higher, but this goal still ranked in the bottom group of their suggested goals for the Church. It should also be noted that those employed in Adventist healthcare, media, welfare, publishing and food industries were much more likely to see the importance of reducing poverty, disease and ignorance than those employed in education or pastoral ministry, ranking it as the fourth most important goal of the Church.

Table 1.1

Ranking of Activities that the Church Should be Doing Based on Percentages for “Should be One of the Top Two or Three Goals of the Church Q B5.

Activity	Individuals Employed in Adventist Education			Individuals in other forms of Church Employment			Results from the International Pastors’ Survey		
	Rank	One of the Top Two or Three Purposes (Average %)	Number who completed the question	Rank	One of the Top Two or Three Purposes (Average %)	Number who completed the question	Rank	One of the Top Two or Three Purposes (%)	Number who completed the question
Lead people to accept Jesus as their personal Saviour	1	80.6	5,651	1=	73.0	3004	1	71.8	6,425
Share the message and teachings of Jesus with the world	2	79.8	5,640	1=	73.0	3038	3	66.5	6,394
Prepare people for the 2 nd coming of Jesus	3	70.3	5,655	3	70.9	3046	2	67.4	6,388
Provide a meaningful worship service	4	38.1	5,475	5	28.1	2842	4	37.4	6,379
Increase numbers who attend church on a regular basis	5	30.8	5,389	7	19.9	2784	5	36	6,276
Persuade people to join the Church through baptism	6	27.1	5,355	8	16.5	2787	6	33.3	6,133
Reduce poverty, disease and ignorance	7	26.6	5,397	4	29.8	2819	8	17.7	6,245
Teach an ethical viewpoint	8	23.7	5,371	6	26.4	2784	9	16.0	6,192
Convince of SDA doctrine	9	23.5	5,325	9	14.4	2773	7	24.5	6,149

The top three goals were mirrored across all Divisions for both educators and non-educators as shown in Table 1.2, where the top goals are highlighted in green. Creating a meaningful worship service ranked fourth in priority for educators in all Divisions except the ESD and the TED, where teaching an ethical viewpoint was rated as the fourth priority. Amongst those employed in other fields, a

meaningful worship service ranked fourth in eight Divisions, providing an overall ranking of fifth for the world Church. In the ESD, NAD, and SAD, reducing poverty, disease and ignorance rated fourth amongst those employed in roles outside of education, and in IAD persuading people to join the Church ranked fourth. In all Divisions, and amongst both educators and non-education related employees, meaningful worship services were given a higher priority than increasing attendance or convincing people of SDA doctrines, and in all but two Divisions (ESD and IAD) this goal was ranked higher in priority than persuading people to join the Church.

Table 1.2a

EDUC QB5 Should be one of the top two or three goals of the Church by Division of the Seventh-day Adventist Church.

Top goals ranked goals highlighted in green and bottom ranked goal highlighted in orange.

Goal	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average %	Number who Completed the Question
Meaningful worship service	48.3%	11.7%	31.7%	19.2%	26.4%	63.0%	33.9%	42.0%	52.0%	31.9%	50.0%	34.0%	51.7%	38.1%	5651
Increase attendance	40.4%	9.7%	28.4%	16.7%	24.7%	37.8%	29.3%	28.7%	40.8%	27.6%	38.9%	30.6%	46.4%	30.8%	5640
Reduce poverty etc	31.2%	13.6%	14.6%	8.3%	21.7%	34.8%	22.3%	33.9%	38.3%	24.8%	24.7%	47.1%	37.0%	26.6%	5655
Teach an ethical viewpoint	35.3%	20.0%	17.1%	8.3%	13.8%	30.4%	27.1%	32.1%	26.6%	24.6%	25.4%	22.4%	25.0%	23.7%	5475
Share Jesus with the world	64.7%	81.8%	80.4%	93.3%	77.2%	87.5%	86.7%	86.7%	80.4%	47.5%	84.6%	84.6%	82.1%	79.8%	5389
Lead people to Jesus	63.9%	95.2%	80.3%	96.8%	76.1%	88.5%	85.0%	84.3%	76.7%	47.3%	80.8%	82.0%	90.0%	80.6%	5355
Convince of SDA Doctrine	37.1%	4.8%	19.1%	12.5%	3.5%	46.7%	18.6%	22.1%	28.3%	26.3%	33.8%	6.0%	44.4%	23.3%	5397
Prepare people for 2nd Coming	62.0%	74.6%	80.0%	74.1%	58.0%	74.5%	84.5%	60.4%	84.9%	43.9%	84.4%	52.8%	80.0%	70.3%	5371
Persuade to join the Church	43.7%	8.3%	30.2%	16.0%	19.3%	40.0%	25.7%	21.4%	40.9%	21.4%	29.6%	17.3%	37.9%	27.1%	5325

Table 1.2b

NON-Educ QB5 Should be one of the top two or three goals of the Church by Division of the Seventh-day Adventist Church.

Top goals ranked goals highlighted in green and bottom ranked goal highlighted in orange.

Goal	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average %	Number who Completed the Question
Meaningful worship service	43.8%	12.5%	55.6%	20.0%	21.1%	27.2%	26.9%	47.2%	27.3%	57.1%	30.8%	35.7%	28.1%	3004
Increase attendance	39.0%	0.0%	42.9%	0.0%	0.0%	19.7%	11.5%	17.1%	9.1%	16.7%	8.3%	28.6%	19.9%	3038

Table 1.2b

NON-Educ QB5 Should be one of the top two or three goals of the Church by Division of the Seventh-day Adventist Church.
 Top goals ranked goals highlighted in green and bottom ranked goal highlighted in orange.

Goal	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average %	Number who Completed the Question
Reduce poverty etc	28.0%	26.7%	33.3%	0.0%	36.8%	30.1%	22.2%	27.8%	9.1%	33.3%	25.0%	21.4%	29.8%	3046
Teach an ethical viewpoint	25.0%	7.7%	25.0%	0.0%	21.1%	27.0%	11.5%	25.0%	9.1%	33.3%	0.0%	21.4%	26.4%	2842
Share Jesus with the world	72.1%	76.5%	80.0%	100.0%	84.2%	78.8%	65.5%	90.5%	36.4%	87.5%	100.0%	81.3%	73.0%	2784
Lead people to Jesus	72.1%	80.0%	77.8%	100.0%	73.7%	73.0%	53.6%	80.5%	45.5%	75.0%	76.9%	87.5%	73.0%	2787
Convince of SDA Doctrine	32.1%	0.0%	37.5%	0.0%	10.5%	13.6%	8.3%	33.3%	18.2%	16.7%	16.7%	14.3%	14.4%	2819
Prepare people for 2nd Coming	75.0%	87.5%	88.9%	60.0%	63.2%	70.7%	64.3%	85.4%	54.5%	83.3%	46.2%	81.3%	70.9%	2784
Persuade to join the Church	37.8%	13.3%	66.7%	0.0%	15.8%	15.8%	7.7%	22.9%	18.2%	16.7%	15.4%	18.8%	16.5%	2773

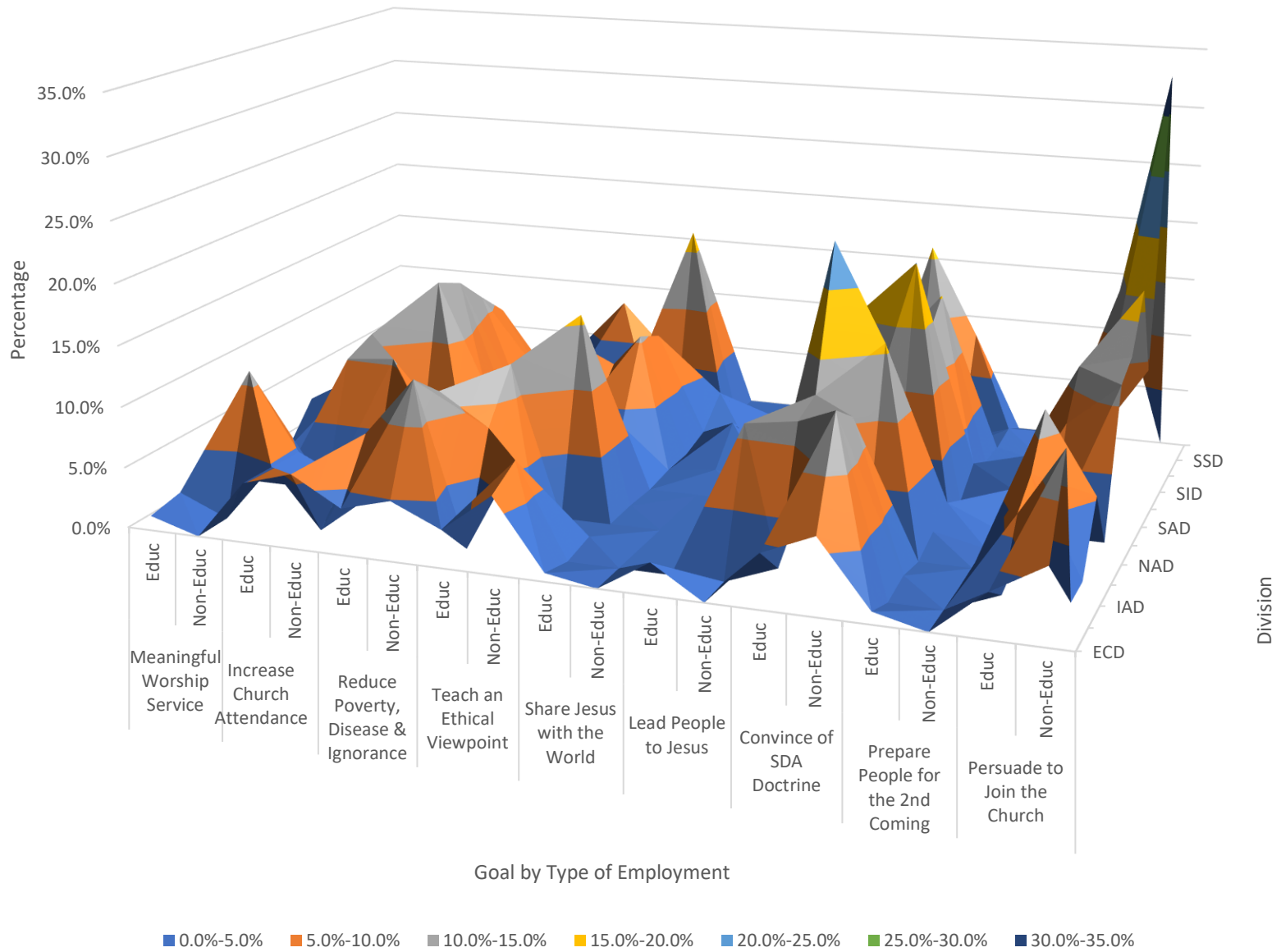
When respondents were asked whether any of the listed purposes should not be a goal or mission of the Church, the results aligned well with the ranking data. Activities such as persuading people to join the Church (7.8% educators, 9.3% non-educators) and convincing people of the teaching of the Seventh-day Adventist Church (8.6% educators, 9.0% non-educators) dominated the list of activities which participants considered should not be goals of the Church. Increasing attendance, reducing poverty and teaching an ethical viewpoint scored the next highest on the list for not being goals of the Church. On a worldwide basis, no listed activity had more than 10% of respondents who thought it shouldn't be a goal of the Church. However, in some divisions the percentage was considerably higher. For instance, 23.6%, (i.e., nearly a quarter) of NAD educators, and 20.1% of SAD non-educators thought convincing people of Adventist teaching should not be a goal of the Church. Likewise, one third of SSD employees employed outside of educational institutions thought persuading people to join the Church by baptism should not be a goal of the Church. A full breakdown of results can be seen in Table 1.3 and visualized in Figure 1.4.

Table 1.3

QB5 Should NOT be one of the purposes of the Church by Division of the Seventh-day Adventist Church

Division	Meaningful Worship Service		Increase Church Attendance		Reduce Poverty, Disease & Ignorance		Teach an Ethical Viewpoint		Share Jesus with the World		Lead People to Jesus		Convince of SDA Doctrine		Prepare People for the 2nd Coming		Persuade to Join the Church	
	Educ	Non-Educ	Educ	Non-Educ	Educ	Non-Educ	Educ	Non-Educ	Educ	Non-Educ	Educ	Non-Educ	Educ	Non-Educ	Educ	Non-Educ	Educ	Non-Educ
ECD	1.2%	0.0%	4.9%	6.1%	3.8%	4.9%	3.1%	6.3%	0.7%	0.0%	2.6%	0.0%	4.4%	6.2%	1.0%	0.0%	3.6%	6.1%
ESD	1.7%	0.0%	4.8%	0.0%	8.5%	13.3%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	1.6%	14.3%	0.0%	0.0%	1.7%	13.3%
IAD	3.8%	11.1%	4.7%	0.0%	9.1%	11.1%	8.5%	0.0%	0.5%	0.0%	0.0%	11.1%	11.7%	12.5%	0.5%	0.0%	6.4%	0.0%
EUD	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	8.0%	0.0%
NAD	1.2%	0.0%	10.1%	10.5%	2.7%	5.3%	4.0%	15.8%	0.1%	0.0%	0.0%	0.0%	23.6%	15.8%	0.9%	0.0%	11.8%	5.3%
NSD	0.0%		11.1%		2.2%		4.3%		0.0%		0.0%		2.2%		1.8%		0.0%	
SAD	3.2%	5.4%	9.4%	14.9%	6.2%	5.5%	4.1%	3.8%	0.3%	0.8%	0.4%	2.2%	16.0%	20.1%	0.4%	2.0%	8.0%	11.6%
SPD	1.8%	5.3%	5.8%	13.8%	3.1%	5.2%	3.7%	10.5%	0.3%	3.6%	0.4%	5.1%	10.3%	12.7%	2.3%	3.4%	11.5%	12.7%
SID	0.0%	0.0%	4.1%	11.4%	1.1%	8.3%	6.4%	9.4%	1.0%	0.0%	0.0%	0.0%	4.3%	15.2%	1.0%	0.0%	8.6%	17.1%
SUD	1.7%	0.0%	0.0%	9.1%	2.7%	0.0%	3.5%	0.0%	3.3%	0.0%	0.0%	0.0%	2.6%	0.0%	0.9%	0.0%	2.7%	9.1%
SSD	0.0%	0.0%	4.2%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	2.8%	0.0%	1.3%	0.0%	7.0%	33.3%
TED	4.0%	0.0%	0.0%	0.0%	3.9%	8.3%	4.1%	10.0%	0.0%	0.0%	0.0%	0.0%	16.0%	8.3%	0.0%	0.0%	13.5%	0.0%
WAD	0.0%	0.0%	0.0%	7.1%	7.4%	7.1%	4.2%	7.1%	0.0%	0.0%	0.0%	0.0%	3.7%	0.0%	0.0%	0.0%	6.9%	0.0%
Average %	1.4%	2.3%	4.5%	6.1%	4.5%	5.8%	4.5%	7.3%	0.5%	0.4%	0.1%	1.7%	8.6%	9.0%	0.8%	0.5%	7.8%	9.3%

Fig. 1.4 Should NOT be a Goal of the Church



2. “I Serve the Mission of the Church Through my Work”, but What is the Purpose of the Organization for which I Work?¹⁰

2.1 Overview of the range of potential purposes provided to participants as choices, and a global summary of their responses

Fully 93% (78.3%+14.5%) of teachers, and 91% (75.5%+15.7%) of employees of Adventist healthcare, media, welfare, publishing and food industries agreed or strongly agreed that they serve the mission of the Church in their work (see Figures 1.1 and 1.2 in section 1, and Tables A1.1 and A1.2 in Appendix A). But we have already seen in section 1 that employees have a range of viewpoints about what the Church should be doing in fulfilling its mission. In this section, we will see that there is also a range of outlooks about what Adventist organizations should be doing to support the mission of the Church.

That there should be a range of ideas as to what Adventist organization should be doing to further the mission of the Church should come as no surprise. After all, there is a wide range of competing expectations of employees in Adventist organizations. Such organizations are expected to be financially self-sufficient and to meet or exceed the standards of their industries, while at the same time acting to further the interests and mission of the Seventh-day Adventist Church. Teachers, for example, are the focus of competing and often unrealistic expectations. They are expected to manage the classroom environment so that learning is able to take place. They are expected to make academic content interesting and accessible to students who may not necessarily immediately warm to their content. Then they are expected to nurture the spiritual and social development of their students. Balancing the expectations of school administration, government authorities, parents, church, and the teachers’ own expectations of themselves can be a delicate task. Furthermore, the expectations of each of these groups are constantly changing.¹¹ That different teachers should give different priorities to expectations is to be expected.

What has been said of teachers is mirrored to a greater or lesser extent for employees of Adventist healthcare, media, welfare, publishing and food industries. Each industry comes with its own set of competing expectations for financial viability, excellent in the service it provides, and support of the wider mission of the Church.

As the first question on the survey in SurveyMonkey, and before they were offered any prompts by the following questions which are found in the next screen, participants were given the following request: “I work at a Church-connected organization (e.g. school, hospital, media center, factory, etc). If I were asked what the mission of my organization should be, I would say [please write one or two short sentences].”¹² They were then asked to choose the priority that should be assigned to various goals that have been suggested for organizations associated with the Seventh-day Adventist Church by using the following evaluations: “Does not apply to my

¹⁰ Section 2 was written collaboratively by Peter W. Kilgour and Robert K. McIver.

¹¹ The changing expectations of the Church for Adventist school systems has been document in Robert K. McIver, “Responses of Teachers to the Competing Claims Regarding the Purpose of Adventist Schools Among Teachers in Australia and the Solomon Islands,” in R. McIver, S. Hattingh, & P. Kilgour, Eds., *Education as Preparation for Eternity: Teachers in Seventh-day Adventist Schools in Australia and the Solomon Islands, and Their Perceptions of Mission* (Cooranbong/Silver Spring, MD, Australia: Avondale Academic Press/ Office of Archives Statistics and Research, 2020), 269–83.

¹² A sample of their responses may be found later in this section.

organization,” “Should NOT be a purpose or goal of my organization,” “I feel neutral about this as a purpose or goal of my organization,” “An important purpose / goal of my organization, but not one of the top three,” “One of top three purposes / goals of my organization (use this in 3 or 4 answers only)” (abbreviated to “Doesn’t apply”, “NOT a goal”, “Neutral”, “Important”, “Top 3 or 4” in figures and tables).

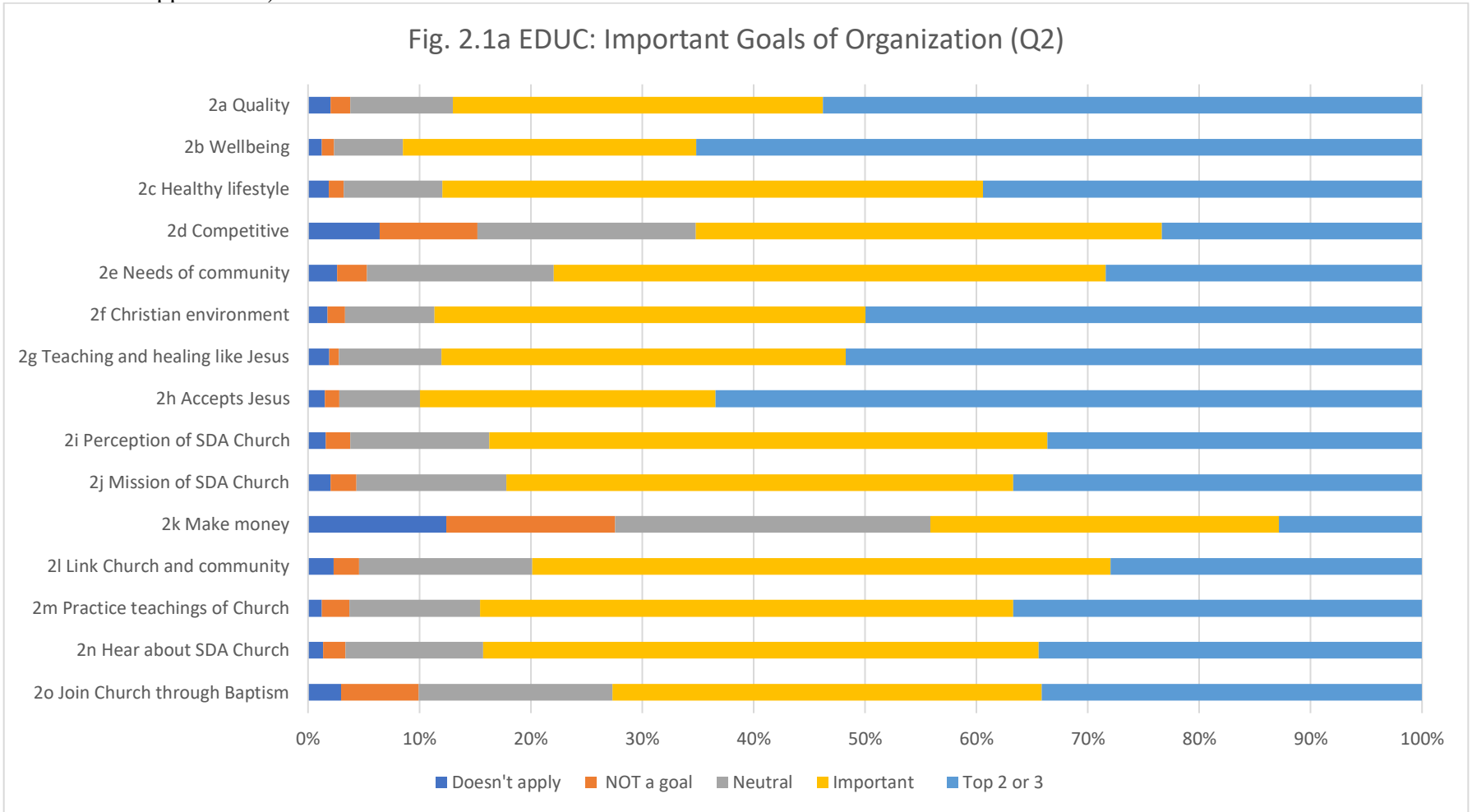
The goals which participants were asked to rank, together with the abbreviations used for them in Figures and Tables, may be found in Table 2.1.

Table 2.1

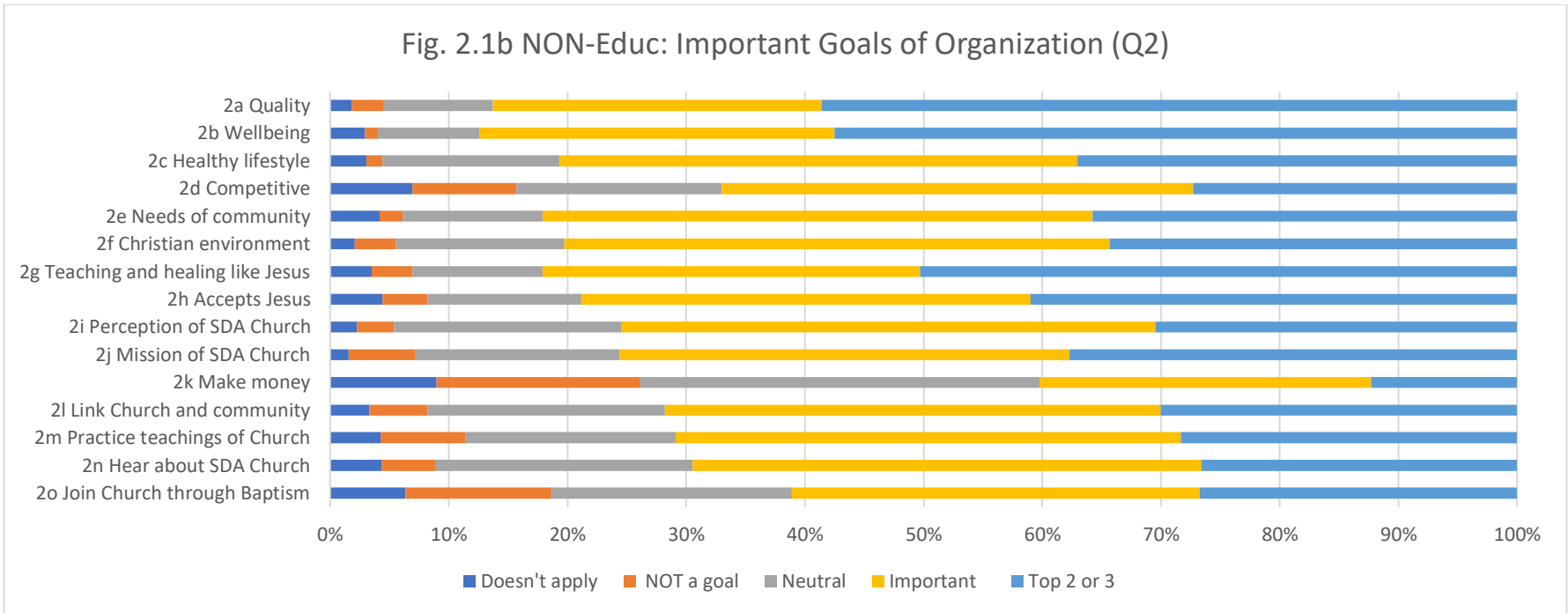
Potential aims of an Adventist organization and the abbreviations used in tables and graphs

Request found in survey (Q2): There are many views on what an organization related to the Seventh-day Adventist Church should be doing. Some of them are listed below. Read the statements in 2a to 2o to pick out what you think the top three or four aims of your organization should be, and then choose one option for each statement according to what you think	
Wording provided for participants	Abbreviation used in figures and some tables in this report
2a. Deliver the highest quality in the services we provide	2a Quality
2b. Act in a manner which contributes to the physical, psychological, social and spiritual wellbeing of our students / care recipients / clients / etc.	2b Wellbeing
2c. Promote a healthy lifestyle	2c Healthy lifestyle
2d. Be competitive in the sector or marketplace in which it operates	2d Competitive
2e. Meet the needs of the local community in which the organization is found	2e Needs of community
2f. Create a Christian environment in which to work	2f Christian environment
2g. Further the teaching and healing ministry of Jesus	2g Teaching and healing like Jesus
2h. Create an environment that makes it more likely that each student / care recipients / client / etc. will accept Jesus Christ as their savior and friend	2h Accepts Jesus
2i. Create a positive perception of the Adventist Church	2i Perception of SDA Church
2j. Further the mission of the wider Adventist Church	2j Mission of SDA Church
2k. Make money to support the activities of the Adventist Church	2k Make money
2l. Be a link or interface between the Adventist Church and the community	2l Link Church and community
2m. Put into practice the teachings of the Adventist Church	2m Practice teachings of Church
2n. Create opportunities for students/ care recipients /clients / etc. to hear about the Adventist Church	2n Hear about SDA Church
2o. Lead students / care recipients / clients / etc. to join the Adventist Church and become baptized	2o Join Church through Baptism

Their relative ranking of the possible goals of an Adventist Organization is revealed by Figure 2.1a and 2.1b (see also Tables A2.1a & A2.1b in Appendix A).¹³



¹³ Table A2.1a reports the row-averages of Tables found in Appendix A.2, Tables A2.2a through A2.16a. It is these row-averages that are graphed in Figure 2.1a. Similarly, Table A2.1b reports the row-averages of Tables found in Appendix A.2, Tables A2.2b through A2.16b. It is these row-averages that are graphed in Figure 2.1b.

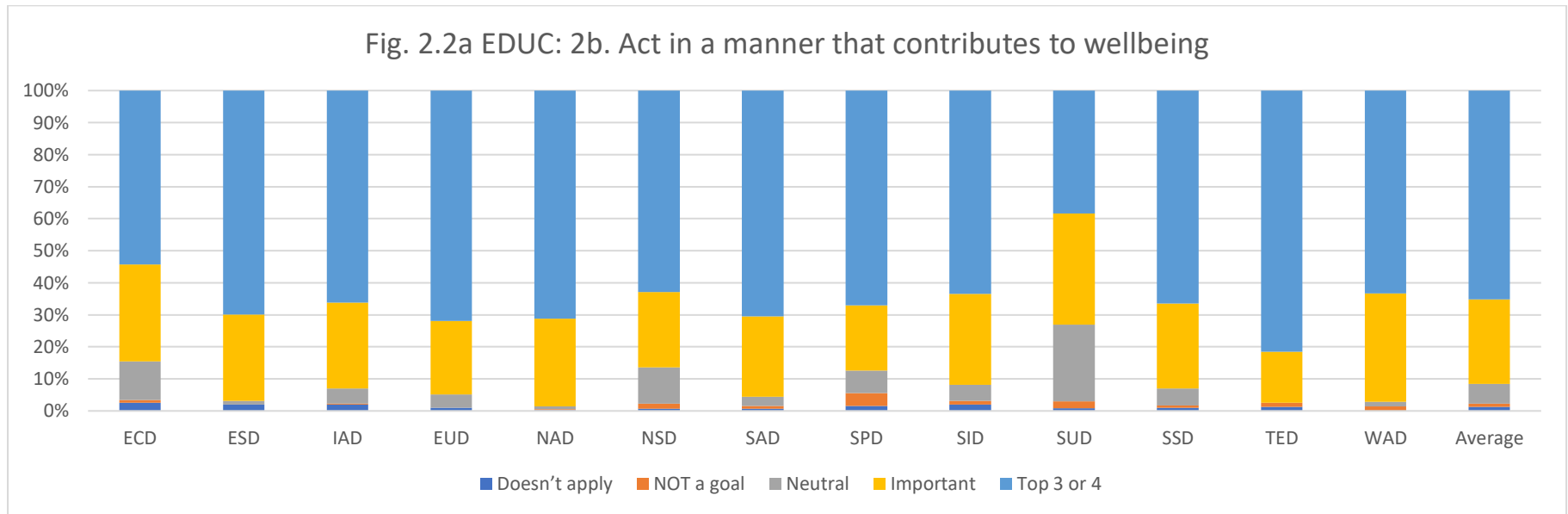


2.2 The top three goals of institution should be ...

Of the responses available to participants, two were particularly revealing: “Should be one of the top three purposes/goals of my organization” and “Should *NOT* be a purpose or goal of my organization”.

Focusing on the goals that were most likely to be considered one of the organization’s **top three**, we found that two goals stood out among the others for teachers and lecturers (see Figure 2.1a above and Table A2.1a in appendix A): The first one was: “2b. Act in a manner which contributes to the physical, psychological, social and spiritual wellbeing of our students / care recipients / clients / etc.” 65% of teachers and lecturers included this in their top three. The second highest ranked was: “2h. Create an environment that makes it more likely that each student / care recipients / client / etc. will accept Jesus Christ as their savior and friend.” 63% of participants included this in their top three. In the North American Division 83% of participants put this into their top three. How respondents from

the various Divisions of the Adventist Church rated items 2b and 2h is graphically represented in Figure 2.2a and 2.3a (note: Figure 2.3b is provided to facilitate easy comparison between the responses of non-teachers and teachers).¹⁴



¹⁴ In figures and tables, the following standard abbreviations have been used for the Divisions of the Seventh-day Adventist Church throughout this report: East-Central Africa Division (ECD), Euro-Asia Division (ESD), Inter-America Division (IAD), Inter-European Division (EUD), North American Division (NAD), Northern Asia-Pacific Division (NSD), South American Division (SAD), South Pacific Division (SPD), Southern Africa-Indian Ocean (SID), Southern Asia Division (SUD), Southern Asia-Pacific Division (SSD), Trans-European Division (TED), West-Central Africa Division (WAD). In tables showing crosstabulations against “Division”, the Division is identified from the participant’s response to the item: “I currently work in an organization that is based in the following Division of the Seventh-day Adventist Church.”

Fig. 2.3a EDUC: 2h. Create an environment that makes it more likely to accept Jesus Christ as Savior and friend

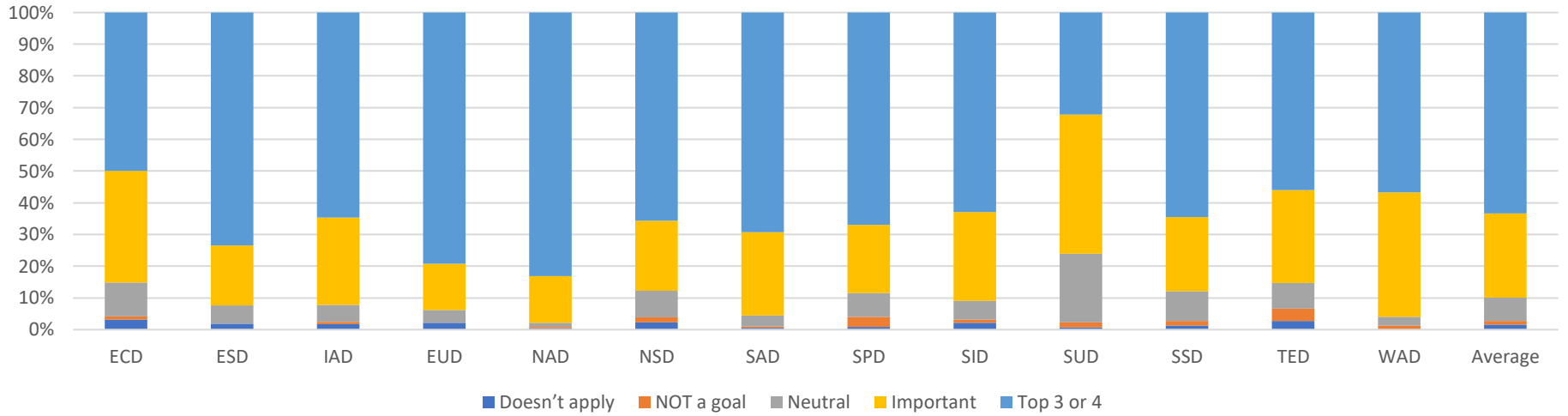
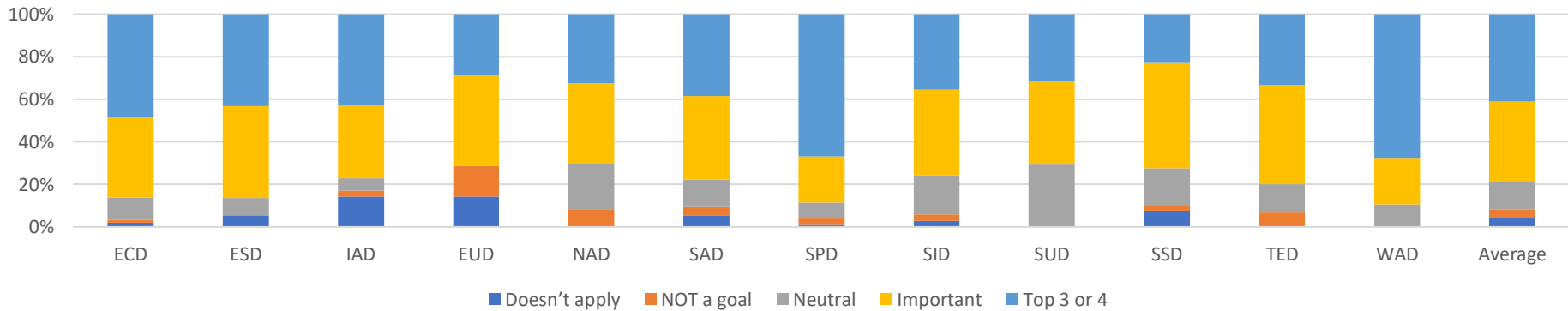


Fig. 2.3b NON-EDUC: 2h. Create an environment that makes it more likely to accept Jesus Christ as Savior and friend



There were also two goals most likely to be ranked among their organization’s **top three** by healthcare workers, ADRA personnel, publishing house employees, and employees of media centers, and one that was almost as likely (see Figure 2.1b and Table A2.1b): the two ranked highest were: “2a. Deliver the highest quality in the services we provide” (chosen by 59%), and “2b. Act in a manner which contributes to the physical, psychological, social and spiritual wellbeing of our students / care recipients / clients / etc.” (chosen by 58%). How respondents from the various Divisions of the Adventist Church rated items 2a and 2b is shown in Figures 2.4b and 2.3a (note: how educators ranked items 2a and 2b is represented in Figures 2.4a below and 2.2a above).

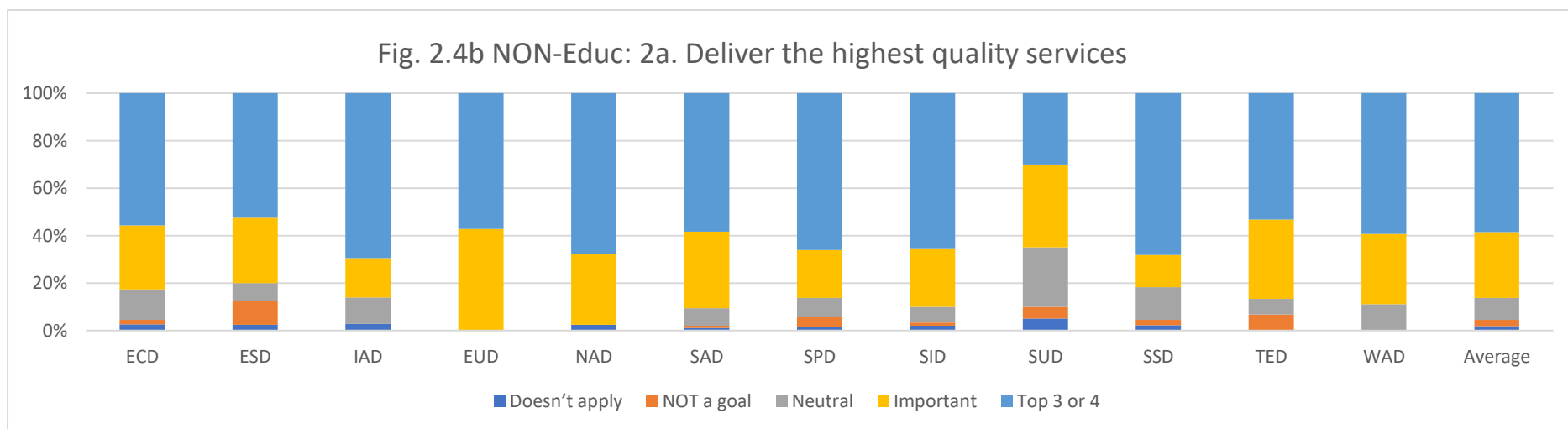


Fig. 2.4a EDUC: 2a. Deliver the highest quality services

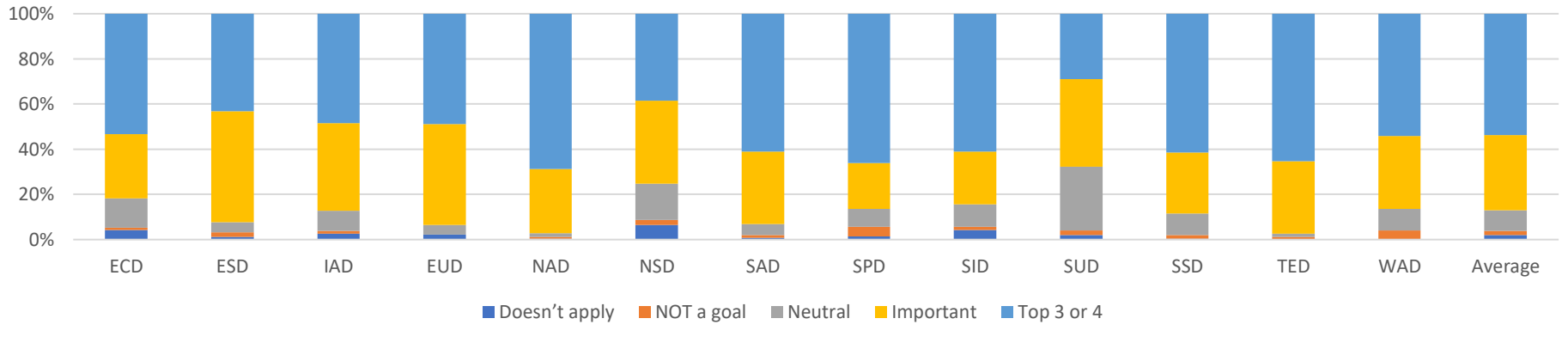
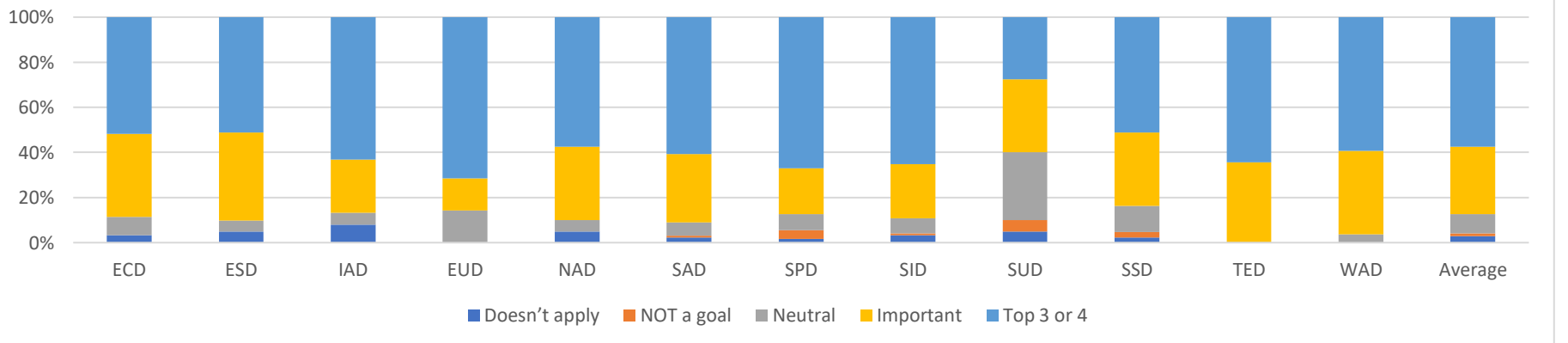


Fig. 2.5b NON-Educ: 2b. Act in a manner that contributes to well-being



“2g. Further the teaching and healing ministry of Jesus” was also ranked highly by healthcare workers, ADRA personnel, publishing house employees, and employees of media centers, being chosen as a “Top 3 or 4” by 50%. How respondents from the various Divisions of the Adventist Church rated items 2a and 2b is graphically represented in Figure 2.4b and 2.3a (note:

Fig. 2.6b NON-Educ: 2g. Further the teaching and healing ministry of Jesus

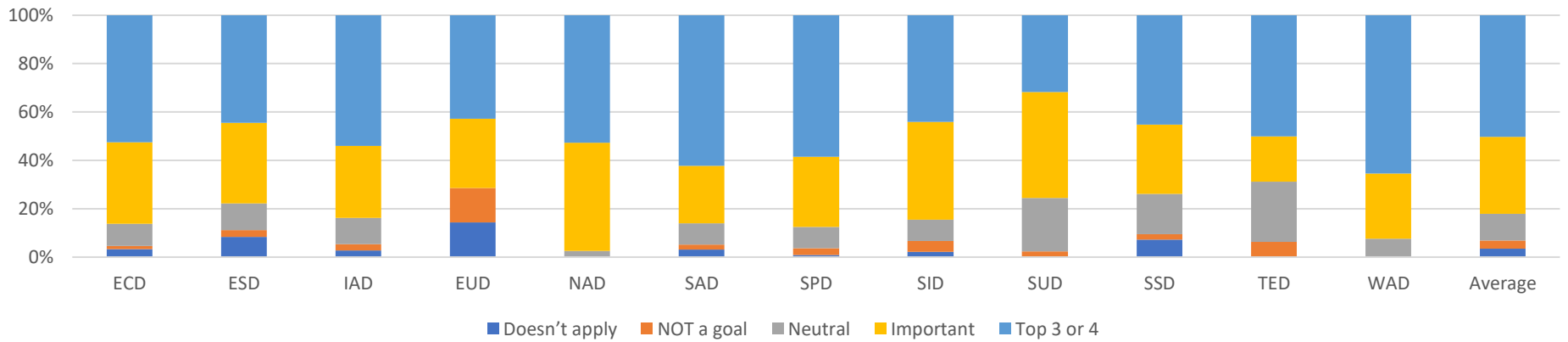
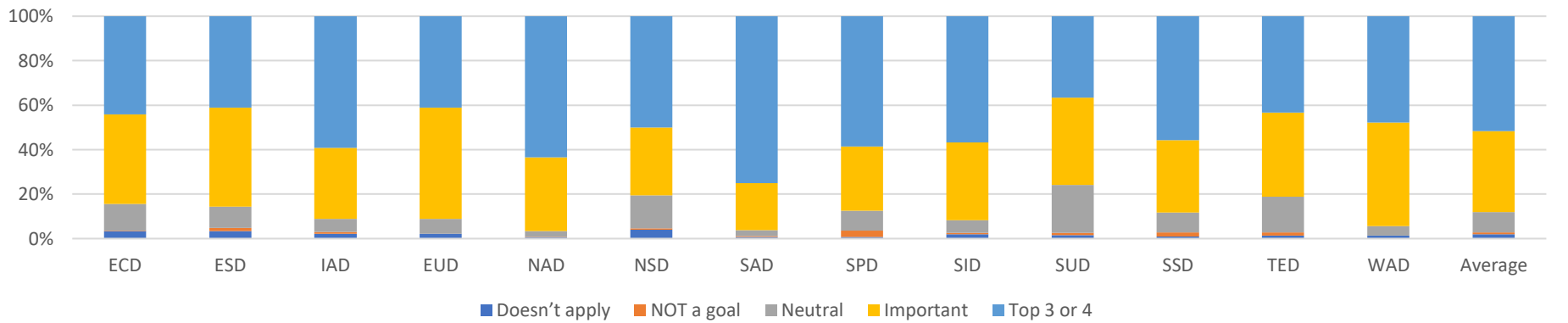


Fig. 2.6a EDUC: 2g. Further the teaching and healing ministry of Jesus



2.3 Should *not* be a goal of institution

Of the three goals that participants believed should not be goals (see Figures 3.1a & 3.1b, and Tables A2.1a & A2.1b), the highest by all participants was: *Make money to support the activities of the Adventist Church*

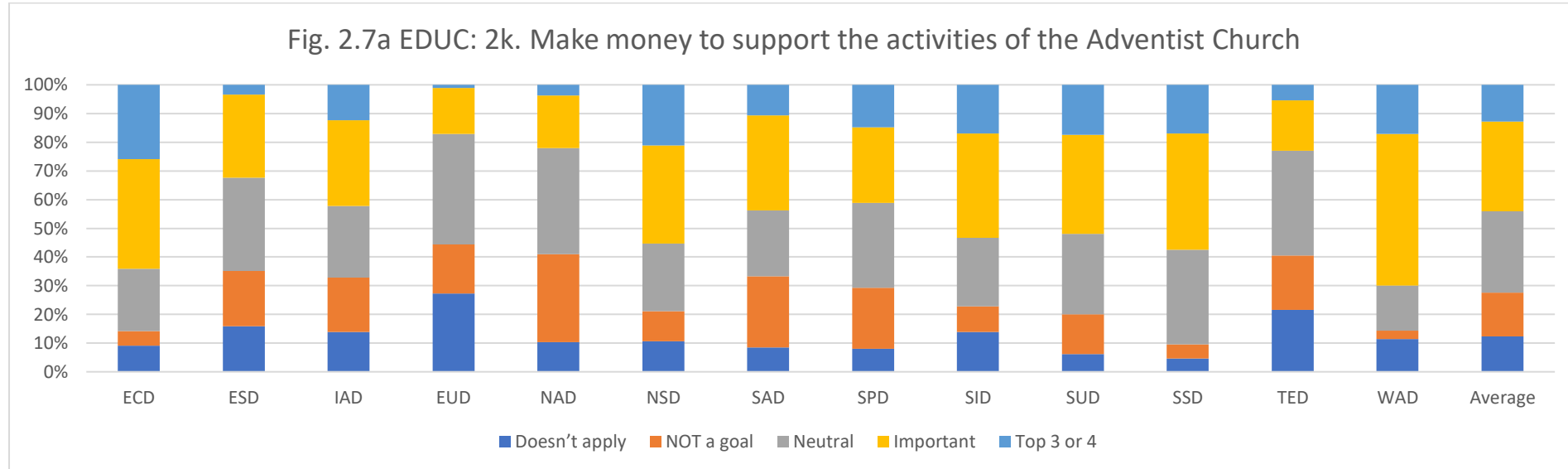
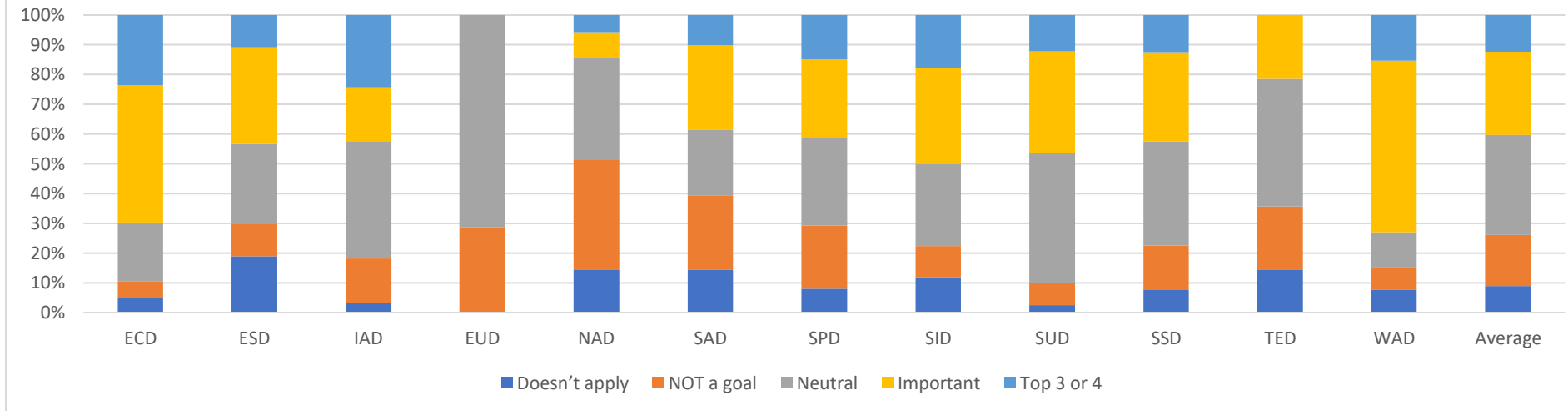


Fig. 2.7b NON-Educ: 2k. Make money to support the activities



2.4 Open-ended responses to question, “What should be the mission of my organization?”: Education

On the first screen of the Institutional Workers’ Survey in SurveyMonkey, as the sole text on the screen (and before they were offered any prompts by the question which is found in the next screen), participants were given the following request: “I work at a Church-connected organization (e.g. school, hospital, media center, factory, etc). If I were asked what the mission of my organization should be, I would say [please write one or two short sentences].” Table 2.2 provides a sample of responses to this question within each of the Divisions which illustrates the main themes found in the responses.¹⁵

¹⁵ Those persons analysing the open-ended responses were provided with responses only in a language in which they were fluent. They were asked to read through the entire corpus of responses (which for some language groups was a large data set), and to identify common themes that emerged from the responses. Having done this, they were then asked to choose representative responses, which are normally cited in full in the report. Sherene Hattingh and Peter Kilgour from the research team are responsible for making the choices of which responses to include from English-language responses from teachers. Stephen Currow made the choices for the English-language response from employees in organizations devoted to healthcare, media, welfare/development, and publishing. The research team thank the following individuals for reading through the responses and choosing five representative samples from each of the Divisions, and for translating them into English from languages other than English: Hensley Gungadoo for French-language responses, John Skrzypaszek for German, Matthew Lee for Korean, Goreti McCarthy for Portuguese, Marcial Hernandez Ramos and Daniel Puljic for Spanish, and Roman Selivanov for Russian.

Table 2.2

What should be the mission of my school/university?

<p>East-Central Africa Division (ECD)</p>	<p>English (translated from French original)</p> <p>Proclaim the Gospel</p> <p>Education</p> <p>Teaching</p> <p>Evangelism</p> <p>Develop knowledge and announce the Good news</p> <p>Improvement of education for the student.</p> <p>English original</p> <p>Our mission is to provide holistic education that develops learners' physical mental, social and spiritual faculties.</p> <p>To reach out to the world with the everlasting gospel</p> <p>Educate for eternity</p> <p>Equipping learners with true knowledge that moulds character for eternity</p> <p>Transforming the students to be heaven bound citizens</p> <p>Where children come first we strive to develop confident and creative lifelong learners with integrity by nurturing their holistic development in a caring Christian environment</p>	<p>French original</p> <p>Proclamé l'évangile</p> <p>Éducation</p> <p>Enseignement</p> <p>Notre mission est d'évangéliser</p> <p>Développer le savoir et annoncer la bonne nouvelle</p> <p>Amélioration de l'éducation chez l'élève</p>
<p>Euro-Asia Division (ESD)</p>	<p>English (translated from Russian / Ukrainian original)</p> <p>To help each student understand their place and purpose in life. Practically teach personal relationship with God and service to others</p> <p>Formation of Christian values and development of competencies in young people for the ability to serve God and society</p> <p>Teaching, introducing students to Christ and biblical truths</p> <p>Show the character of Christ through your own example. Lead children to Christ</p> <p>Quality education for the effective ministry</p> <p>English (original)</p> <p>To create or provide the environment where students will be able to make friends with God and each other</p> <p>Academic Achievement and Character Development must go hand in hand</p>	<p>Russian / Ukrainian original</p> <p>Помочь каждому студенту понять свое место и цель в жизни. Практически научить личным отношениям с Богом и служению другим</p> <p>Формирование христианских ценностей и развитие компетентностей молодежи для способности служения Богу и обществу</p> <p>Обучение, знакомство учащихся с Христом и библейскими истинами</p> <p>Показать своим примером характер Христа. Направить детей ко Христу</p> <p>Качественное образование для эффективного служения</p>

Table 2.2

What should be the mission of my school/university?

<p>Inter-America Division (IAD)</p>	<p>English (translated from Spanish original)</p> <p>Saving souls</p> <p>Salvation and service, improving the quality of life of our fellow people</p> <p>Evangelism</p> <p>Preach the gospel</p> <p>Service and the gospel</p> <p>Service and love</p> <p>English original</p> <p>The mission of Northern Caribbean University, a Seventh-day Adventist institution, is to improve the human condition by providing Christ-centered education through academic excellence, values-based focus, spiritual and physical development, social interaction, and a strong work ethic thereby equipping each student for committed professional service to all people, and to God.</p> <p>Transforming lives for service in society and in preparation for the world to come</p> <p>Our mission is to improve the human condition through Christ-centred education</p> <p>To preach the gospel and get others closer to Christ</p> <p>To see to the whole development of the student through Christ-centered education. To create an environment for students to be thinkers and ready for making a significant impact on the world as men of integrity, character and scholarship.</p> <p>School; Enlighten the mind, strengthen the body and enrich the soul.</p>	<p>Spanish original</p> <p>Salvar almas</p> <p>Salvacion y servicio, mejorar a calidad de vida de nuestros semejantes</p> <p>Evangelismo</p> <p>Predicar el evangelio</p> <p>Misión de servicio y evangelio.</p> <p>Servicio y Amor</p>
<p>Inter-European Division (EUD)</p>	<p>English (translated from German original)</p> <p>Support children in their learning and accompany them in a Christian sense.</p> <p>Strengthening and increasing the faith of the believing disciples and outreach to the unbelieving disciples</p> <p>High-quality and holistic education with a special focus on value-oriented, biblically based character building</p> <p>We are a school that values Christian values alongside curriculum knowledge</p> <p>Prepare students for the return of Jesus</p> <p>The mission is to lead children to a living relationship with our God and to influence their character development positively.</p>	<p>German original</p> <p>Kinder beim Lernen unterstützen und im christlichen Sinne begleiten.</p> <p>Den Glauben der gläubigen Schülern stärken und festigen und Mission bei den ungläubigen Schülern.</p> <p>Eine hochwertige und ganzheitliche Bildung mit besonderem Schwerpunkt auf eine wertorientierte, biblisch fundierte Charakterbildung</p> <p>Wir sind eine Schule, die, neben dem Lehrplanwissen, Wert auf Christliche Werte legt</p> <p>Schüler und Studenten auf die Wiederkunft Jesu vorbereiten</p> <p>Die Mission ist, Kinder zu einer lebendigen Beziehung zu unserem Gott zu führen und ihre Charakterentwicklung positiv zu beeinflussen.</p>

Table 2.2

What should be the mission of my school/university?

	<p>English original</p> <p>Our mission is to educate children so that they can grow up in connection with God, their friends and the church. They should have the opportunity to experience and live a true Christian daily life while growing up in our schools.</p> <p>Lead young people to Jesus (and baptism)</p> <p>It's a place to share love and hope of the gospel</p> <p>Prepare children for eternity</p> <p>To be a safe and encouraging place for young people to get a strong faith</p>	
<p>North American Division (NAD)</p>	<p>English original</p> <p>Our mission would be to teach students in a wholistic way: spiritually, mentally, physically and emotionally, and to share our faith with them.</p> <p>To educate students academically, and also to prepare them physically, emotionally and socially to take their place in society. The focussed under-girding of spiritual support and the intentional emphasis on spiritual realities forms the framework within which all of our educational activities take place.</p> <p>To plant seeds of curiosity in the minds of teenagers who don't know God; to encourage those who are already curious and searching for God; and to confirm and excel those who already have an understanding of God. My mission is also to challenge teenagers from a cross-section of socio-economic, church-experienced and nonchurch-experienced backgrounds, how to think ethically and act morally, both in a specific sense of church-based morals and also a broad sense of community-based ethics.</p> <p>Educating for eternity while surviving here and now</p> <p>Education in a caring, Christian environment.</p> <p>The mission of my organization would be to spread the gospel to as many people as we can.</p>	
<p>Northern Asia-Pacific Division (NSD)</p>	<p>English (translated from Korean original)</p> <p>Salvation and serving others.</p> <p>School. A school is a place to teach the love and salvation of Jesus.</p> <p>Developing Creative Talents to Restore the Character of God.</p> <p>Evangelizing through Education.</p> <p>To train disciples of Jesus.</p> <p>Leading students to God.</p>	<p>Korean original</p> <p>구원과 봉사</p> <p>학교 . 학교는 예수님의 사랑과 구원을 가르치는 곳</p> <p>하나님의 품성을 회복하는 창의적인 인재 육성</p> <p>교육을 통해 전도를 하는 것</p> <p>예수님의 제자들을 양성하는 것이다.</p> <p>학생들을 하나님께 인도하는 것</p>

Table 2.2

What should be the mission of my school/university?

<p>South American Division (SAD)</p>	<p>English (translated from Portuguese original)</p> <p>We are involved in the mission, but we could be more involved. Taking the Gospel to all. Taking the message of salvation to all the people.</p> <p>English (translated from Spanish original)</p> <p>Save and serve To show (them) Jesus To preach Help the community and more interest in the families of the church To restore the image of God in man Teaching</p>	<p>Portuguese original</p> <p>Estamos envolvidos, mas poderia ser mais Levar o evangelho à todos Levar a mensagem de salvação a todas as pessoas</p> <p>Spanish original</p> <p>Salvar y servir Mostrar a Jesús Predicar Ayuda a la Comunidad y más interés en las familias de la iglesia Restaurar la imagen de Dios en el hombre Enseñanza</p>
<p>South Pacific Division (SPD)</p>	<p>English original</p> <p>The mission of my organisation is to do services for Jesus, visiting and encouraging the valued members in the church and conducting Bible studies with the pupils in the schools, both Adventist and non-Adventist.</p> <p>To educate and teach students about our Saviour, God, His Truth and Way of Life. I also need students to gain required skills to participate in life on Earth.</p> <p>To assist in organizing programs in educational sections by having more Conference meetings for teachers. To have regular speakers visit local missions especially to help encourage the faith of church members and to share what to expect ahead.</p> <p>To provide quality Christian education. To bring students and their families to a closer relationship with Christ. To assist students to achieve their potential and nurture them in becoming a vital member of their communities.</p> <p>Our Purpose is, through excellence in education, to develop people of integrity and Christian character. This purpose statement sums up the mission of me as a teacher.</p> <p>To model Christ and use effective methods of education so that the young people in our care are equipped to function in their world and more importantly to become people showing integrity and love to those around them.</p> <p>1. To provide a high-quality education; 2. to provide a nurturing Christian environment for children of Christian families aiming to keep them in the faith; 3. to provide a nurturing Christian environment for children of non-Christian families aiming to bring them into the faith</p>	

Table 2.2

What should be the mission of my school/university?

<p>Southern Africa-Indian Ocean (SID)</p>	<p>English (translated from Portuguese original)</p> <p>We are involved in the mission but we could be more involved. Taking the Gospel to all. Taking the message of salvation to all the people.</p> <p>English original</p> <p>Spreading the gospel To provide holistic quality mission-oriented education to prepare citizens for this world and in the world to come To provide a Christ-centred education and restore the image of God To introduce learners to Christ. To inspire and to empower to serve God and mankind. To offer inclusive quality education that seeks to develop the child mentally, physically, spiritually and socially...</p>	<p>Portuguese original</p> <p>Estamos envolvidos, mas poderia ser mais Levar o evangelho à todos Levar a mensagem de salvação a todas as pessoas</p>
<p>Southern Asia Division (SUD)</p>	<p>English original</p> <p>To prepare students not only for employment in this world but for the higher employment in the world to come. To provide its students a distinctive and quality education to pursue excellence in knowledge, faith, service and well being To share the gospel of Jesus Christ in order that people accept Him as their savior and to share the three angels' messages. Serve the community and work for its welfare To help the children to develop physically, mentally, spiritually.</p>	
<p>Southern Asia-Pacific Division (SSD)</p>	<p>English original</p> <p>To tell the Gospel of Jesus Christ To seek and save the lost. The work leads to the fulfilment of Church mission To preach the gospel, share the good news allow God to work with you. Redemption of the children of God Nurturing students to think and to act with compassion and competence thereby blessing humanity.</p>	
<p>Trans-European Division (TED)</p>	<p>English original</p> <p>To provide quality Bible-based Christian education to the children To Educate for Eternity</p>	

Table 2.2

What should be the mission of my school/university?

	<p>To serve people in our community and to share Gods love and good news with pupils and coworkers.</p> <p>To help students grow as persons in knowledge, faith and character.</p> <p>To prepare our pupils for the Kingdom and introducing them to the Gospel of Jesus Christ</p>	
West-Central Africa Division (WAD)	<p>English (translated from French original)</p> <p>School</p> <p>Evangelism</p> <p>Teaching while giving Christian values.</p> <p>Making disciples for Christ</p> <p>Soul- winning</p> <p>I work in a school and the mission is to produce responsible citizens.</p> <p>English original</p> <p>Transform the lives of people</p> <p>To prepare students for kingdom of God and better future</p> <p>Our goal is to prepare pupils, students and others for the soon return of our Lord Jesus</p> <p>To give a value-based education to the youth in a morally challenging society</p> <p>To educate the students on the beliefs of the church</p> <p>School. To meet the need and educate the young ones with wholistic education and be a landmark to the world</p>	<p>French original</p> <p>école</p> <p>L'évangélisation</p> <p>Éduquer en donnant dès valeurs chrétiennes</p> <p>Faire des disciples pour Christ.</p> <p>Gagner des âmes</p> <p>Je travaille dans une école, la mission c'est de former des jeunes citoyens responsables</p>

2.5 Open-ended responses to question, “What should be the mission of my organization?”: Adventist healthcare, media, welfare, publishing and food industries

On the first screen of Institutional Workers’ Survey in SurveyMonkey, as the sole text on the screen (and before they were offered any prompts by the question which is found in the next screen), participants were given the following request: “I work at a Church-connected organization (e.g. school, hospital, media center, factory, etc). If I were asked what the mission of my organization should be, I would say [please write one or two short sentences].” Table 2.3 provides a sample of responses to this question from each Division.

Table 2.3

What should be the mission of my organization?": Adventist healthcare, media, welfare, publishing and food industries

<p>East-Central Africa Division (ECD)</p>	<p>English (translated from French original)</p> <p>Evangelism</p> <p>Preach the three angels' message to baptise.</p> <p>The mission is to reflect the character of God through humanitarian activities and development.</p> <p>Provide for the less fortunate</p> <p>Contribute to evangelism bythrough the healing of the sick through the health system</p> <p>English original</p> <p>To spread the everlasting gospel of the three angels' message as revealed in Revelation 14:6-13</p> <p>To Serve Humanity as God Intended - "to follow Christ's example by being a voice for, serving, and partnering with those in need"</p> <p>To provide a wholesome health package through provision of compassionate, accessible, high quality and cost-effective medical care.</p> <p>To bring hope to people and make them to be followers of Jesus Christ</p> <p>I work at a media house - The mission should be preaching gospel in the context of the current generation</p>	<p>French original</p> <p>L'évangélisation</p> <p>Diffuser le message des trois anges pour baptiser</p> <p>La mission est de refléter le caractère de notre Dieu au travers d'activités humanitaires et de Développement</p> <p>Répondre aux besoins des personnes vulnérables</p> <p>Contribuer à l'évangélisation via la guérison des malades dans une structure de santé</p>
<p>Euro-Asia Division (ESD)</p>	<p>English (translated from Russian / Ukrainian original)</p> <p>The mission of our organisation which is connected to the church is to serve and support the church in its mission of preaching the gospel and caring for others, through our professional work and knowledge.</p> <p>To reveal the character of God to other people. To tell about His love and salvation</p> <p>I work in a publishing house. The mission of the organisation is to bring good news to the people.</p> <p>The mission of our organisation is the publication and distribution of Christian literature, which is very important for the Gospel ministry. Books are one of the leading ways of spreading God's message.</p> <p>I work for Istochnik Zhizni (Life Source) publishing house in Russia, the mission of our organisation is to spread the Gospel of the kingdom of God through the printing and distribution of silent messengers</p> <p>To preach the word of God and make this world a better place</p>	<p>Russian / Ukrainian original</p> <p>Миссия нашей организации связанной с церковью - служение и поддержка церкви в её миссии проповедования евангелия и заботы о ближнем, через наши профессиональные усилия и знания.</p> <p>Открывать характер Бога другим людям. Рассказывать о Его любви и спасении</p> <p>Работаю в издательстве. Миссия организации нести благовест людям.</p> <p>Миссия нашей организации - издание и распространение христианской литературы, которая очень важна для Евангельского служения. Книги - один из ведущих путей распространения Божьей вести.</p> <p>Я работаю в издательстве Источник жизни в России, миссия нашей организации заключается в том чтобы распространять евангелие царства Божьего посредством печатания и распространения молчаливых вестников</p> <p>Проповедовать слово Божье и делать этот мир добрее</p>

Table 2.3

What should be the mission of my organization?": Adventist healthcare, media, welfare, publishing and food industries

<p>South American Division (SAD)</p>	<p>English (translated from Portuguese original)</p> <p>Hastening Jesus' return The mission of preaching the return of Jesus Help your fellow neighbour/person Spreading/taking the message of Jesus' soon return to the world To be in the mission of saving people. Taking Jesus's love to the people</p> <p>English (translated from Spanish original)</p> <p>To heal and to save To serve with love To accomplish the mission Evangelism To produce books and materials for the spiritual development of the church and for the preaching of the Adventist message throughout the world To reflect the biblical principles</p>	<p>Portuguese original</p> <p>Apressar volta de Jesus A missão de pregar a volta de Jesus Ajuda ao próximo. Levar a mensagem da breve volta de Jesus a todo o mundo. Na missão de salvar pessoas. Levar o amor de Jesus as pessoas,</p> <p>Spanish original</p> <p>sanar y salvar Servir con amor Cumplir la mision Evangelismo producir libros y materiales para el desarrollo espiritual de la iglesia y para la predicación del mensaje adventista en todo el mundo. Reflejar los principios bíblicos</p>
<p>South Pacific Division (SPD)</p>	<p>English original</p> <p>To create media for internal and external audiences that INSPIRES people to know God, TRAINS them how to share, and EQUIPS them with media resources to share and grow.</p> <p>To support the church in its mission to share hope and well-being. To create resources for church members and members of the wider community to find hope and well-being.</p> <p>The mission of my organisation should be an Evangelist (sic) tool and reach out to the lost</p> <p>To create resources and facilitate the coordination of media to enable the church and church member to share Jesus as easily as possible.</p> <p>To get print media out to as many people as possible to assist them with finding God and developing an eternal relationship with him.</p>	
<p>Southern Africa-Indian Ocean (SID)</p>	<p>English original</p> <p>To sustainably continue the mission of making man whole, introduced by Jesus Christ the great physician by providing high-quality health care.</p>	

Table 2.3

What should be the mission of my organization?": Adventist healthcare, media, welfare, publishing and food industries

	<p>It is an Adventist mission clinic operating in partnership with God in improving the health of the people by preventive and curative healthcare following the example of Jesus Christ.</p> <p>To provide quality health services to all kind of people (patients) regardless of their religions.</p> <p>The mission of AWR as it is of the Seventh-day Adventist Church is to call all people to become disciples of Jesus Christ, to proclaim the everlasting Gospel embraced by the three angels' messages (Revelation 14:6-12), and to prepare the world for Christ's soon return.</p> <p>ADRA works with people experiencing poverty and distress to create just and positive change. ADRA follows Christ's example by serving, and associating with those in need</p>
<p>Southern Asia Division (SUD)</p>	<p>English original</p> <p>To introduce Jesus to the patients and relatives through our medical work</p> <p>To empathically treat patient while directing them to the salvational love of God</p> <p>Reach the unreached people through media</p> <p>To provide service and support to all people regardless of their faith, heritage or financial position</p> <p>The mission of my organization should be, I would say Honesty, Integrity, transparency and unbiased approach towards people and institutions</p>
<p>Southern Asia-Pacific Division (SSD)</p>	<p>English original</p> <p>Committed to demonstrating the love and healing ministry of Christ by providing comprehensive, competent and excellent health care for all</p> <p>Extending the healing ministry of Jesus Christ through holistic excellent care and living a healthy lifestyle</p> <p>God's care through the ministry of physical, mental and spiritual healing.</p> <p>Disseminating the Gospel of Jesus Christ</p> <p>Sharing the good news of God's grace</p>

2.6 Open-ended responses to question, “What makes my school/university different from schools/universities that are NOT part of the Seventh-day Adventist Church?”: Teachers and Lecturers

In question 3 of the survey, participants were given the following request: “A3. My organization is owned by or connected to the Seventh-day Adventist Church. If I were asked what makes it different from similar organizations that are NOT part of the Seventh-day Adventist Church, I would say ... [please write one or two short sentences].” Table 2.4 provides a sample of responses to this question from each Division which illustrates some of the main themes found in the responses.

Table 2.4

“What makes my school/university different from schools/universities that are NOT part of the Seventh-day Adventist Church?”

<p>East-Central Africa Division (ECD)</p>	<p>English (translated from French original)</p> <p>In my organisation, priority is given to the teaching of the Bible (spirituality) unlike in other educational systems.</p> <p>It differentiates itself from other organisations because it preaches the good news.</p> <p>No activities on Saturday</p> <p>It stands out from others because we pray every morning and do additional meditation.</p> <p>My organisation stands out through evangelism and bringing souls to God.</p> <p>It stands out from others through the teaching of the word of God.</p> <p>English original</p> <p>Spiritual growth and great understanding and wisdom that comes from our Lord Jesus Christ</p> <p>It is Christ-centered by integrating faith in teaching and all activities.</p> <p>Uniqueness is preparing people for heavenly citizenship too</p> <p>Teaches holistic education</p> <p>Time for spiritual nourishment and worship</p>	<p>French original</p> <p>Dans mon organisation, la priorité est mis à l'enseignement de la Bible (spiritualité) contrairement aux autres systemes d'enseignement.</p> <p>Elle se différencie des autres organisations par ce que elle prêche la bonne nouvelle</p> <p>Pas d'activité samedi</p> <p>Elle se distingue aux autres car nous prions chaque matin et plus une médiation.</p> <p>Mon organisation se distingue par la mission d'évangélisation et amener les âmes à Dieu</p> <p>elle se distingue des autres par l'enseignement de la parole divine</p>
<p>Euro-Asia Division (ESD)</p>	<p>English (translated from Russian / Ukrainian original)</p> <p>In my organisation, the learning process is based on Christian values</p> <p>Good atmosphere, love for neighbours, Christian spirit</p> <p>The difference from other organisations is that we live and work on the basis of Christian (biblical) principles</p> <p>Our school tells children about Christ every day, we pray with children every day, sing Christian songs, and study the truth together.</p> <p>Saturday - day off</p> <p>English (original)</p> <p>We are motivated by Great commission given by Jesus Christ.</p>	<p>Russian / Ukrainian original</p> <p>В моей организации процесс обучения строится на основе христианских ценностей</p> <p>Хорошей атмосферой, любовью к ближнему, христианским духом</p> <p>Отличие от других организаций в том, что мы живём и работаем на основе христианских(библейских) принципов</p> <p>Наша школа каждый день говорит детям о Христе, мы молимся с детьми каждый день, поем христианские песни, и изучаем истину вместе.</p> <p>суббота - выходной</p>

Table 2.4

“What makes my school/university different from schools/universities that are NOT part of the Seventh-day Adventist Church?”

	It is Bible based	
Inter-America Division (IAD)	<p>English (translated from Spanish original)</p> <p>For Christian values and principles</p> <p>Biblical principles</p> <p>Our Biblical Philosophy</p> <p>The love of Jesus</p> <p>We show the love of Jesus</p> <p>Love to God</p> <p>English original</p> <p>It caters to both the earthly and heavenly education.</p> <p>Teaching the love of God in our lives AND the moral values to reflect Jesus's character</p> <p>How we integrate faith with learning</p> <p>The intentional Christ-centred transformational approach to educating students is unique. Building character along with academic excellence</p> <p>The care and concern given to our students and parents that overflows from the love the teachers have for and receive from God</p>	<p>Spanish original</p> <p>Por los valores y principios cristianos</p> <p>Principios bíblicos</p> <p>Nuestra filosofía bíblica</p> <p>El amor de Jesús</p> <p>Mostramos el amor de Jesús</p> <p>Amor a Dios</p>
Inter-European Division (EUD)	<p>English (translated from German original)</p> <p>No desecrating programs or festivals on Saturdays</p> <p>Teachers are more sincere and talk about God in class.</p> <p>The Christian working atmosphere, looking at the spiritual well-being of the children and young people entrusted to us</p> <p>Here you meet people who are deeply grounded in their faith and live it out of conviction.</p> <p>We work for eternity and stay connected with our students beyond school!!</p> <p>There is a friendlier way of dealing with each other. Christian faith is practically and lived and talked about.</p> <p>English original</p> <p>God and His word are the core of our teaching and we would not have a chance to have a school like this without the support of the church.</p> <p>I can live out my faith and mission without restriction and openly exchange ideas with my colleagues and present challenges together in prayer to God.</p>	<p>German original</p> <p>Samstags keine Verunstaltungen oder Feste</p> <p>Lehrer verhalten sich herzlicher und reden im Unterricht über Gott.</p> <p>Die christliche Arbeitsatmosphäre, der Blick auf das geistliche Wohl der uns anvertrauten Kinder und Jugendlichen</p> <p>Hier trifft man Menschen, die tief in ihrem Glauben verwurzelt sind und ihn aus Überzeugung leben.</p> <p>Wir arbeiten für die Ewigkeit und bleiben mit unseren Schülern über die Schulzeit hinaus verbunden!!</p> <p>Es herrscht ein freundlicherer Umgang miteinander. Christlicher Glaube wird praktisch und offensichtlich gelebt und davon geredet.</p>

Table 2.4

“What makes my school/university different from schools/universities that are NOT part of the Seventh-day Adventist Church?”

	Education in the context of salvation. Teachers do much more than teaching a curriculum. They care about the students and their whole lives, including their personal and spiritual development.	
North American Division (NAD)	<p>English original</p> <p>Yes. I have a different standard of expectations placed upon me, both in my professional and personal life. In a secular work -environment my personal life would have little to do with my professional life but this is not the case in the SDA system.</p> <p>It has a closed-door mentality and not very open to others. Judgemental and at times cruel. But has some amazing people who shine Jesus.</p> <p>It has some unique yet biblical perspectives on certain issues or topics.</p> <p>Friendly, supportive staff. Cater to individual students and families. Support our community</p> <p>It does create a link to a community, locally and worldwide, this at times makes it seem exclusive.</p> <p>A more family oriented, personal approach, nurturing and caring</p>	
Northern Asia-Pacific Division (NSD)	<p>English (translated from Korean original)</p> <p>God is with us. Employees with a Christian calling work.</p> <p>An organization that realizes the Seventh-day Adventist beliefs.</p> <p>An organization possessing the truth.</p> <p>It is a globally connected educational institution.</p> <p>It is an institution operated by God.</p> <p>The sense of mission is different.</p>	<p>Korean original</p> <p>하나님이 함께 하신다. 그리스도인 사명을 가진 직원들이 일한다.</p> <p>재림교회의 신념을 구현하는 기관</p> <p>진리를 갖고 있는 조직</p> <p>전세계적으로 연결된 교육기관이다.</p> <p>하나님이 운영하시는 기관이다.</p> <p>선교적 사명감이 다르다.</p>
South American Division (SAD)	<p>English (translated from Portuguese original)</p> <p>It is an institution that has a mission to save and give hope to people through the gospel of Jesus Christ.</p> <p>The environment, purpose and vision.</p> <p>Christian environment.</p> <p>That we honour the Sabbath.</p>	<p>Portuguese original</p> <p>É uma instituição que tem uma missão de salvar e dar esperança as pessoas através do evangelho de Jesus Cristo.</p> <p>O ambiente, propósito e visão</p> <p>Ambiente cristão.</p> <p>Que guardamos o Sabado</p>

Table 2.4

“What makes my school/university different from schools/universities that are NOT part of the Seventh-day Adventist Church?”

	English (translated from Spanish original)	Spanish original
	<p>The values and principles which are taught</p> <p>Our mission and vision</p> <p>Communion with God</p> <p>It's the same</p> <p>To teach the scriptures</p> <p>The service</p>	<p>Los valores y principios que se enseña</p> <p>Nuestra misión y visión</p> <p>La comunión con Dios</p> <p>es igual</p> <p>Enseñar las escrituras</p> <p>El servicio</p>
South Pacific Division (SPD)	<p>English original</p> <p>The difference is other organisations that are not Seventh-day Adventist do not see the Bible as important in education, but Seventh-day Adventist organisations see the Bible as a good book for the role modelling of life. They make sure that children know God first before other subjects.</p> <p>I would say that the difference between my school and other similar organisations is that the behaviour of our students is way better than the non-Adventist schools. E.g., There is no swearing, students are very clean, the school is managed well and it is the best place, next to home. I feel like I belonged to the environment the first day I entered the place. Amen.</p> <p>While all schools have an academic focus—we have a strong spiritual focus that is inherent as part of Adventist education. Thus our focus is on restoring relationships with God and providing an eternal perspective.</p> <p>The connectedness of the staff and community, feeling like you are part of a wider family/community and that you are doing more than your job, you are connecting and spreading the gospel. You have a larger purpose driving everything you do.</p> <p>Our special Adventist message to tell the world about Jesus' soon coming and the kind of life He wants us to live influences every aspect of our organisation. It influences the kind of people who work here. It influences the kinds of programs we run. It influences some of the subjects we offer. It influences the way we teach our subjects. It influences the way we think towards our students. It affects the atmosphere at our school. It makes our school a special, positive place. I feel that way, anyway.</p>	
Southern Africa-Indian Ocean (SID)	<p>English original</p> <p>The Christian education that imparts good morals and values</p> <p>Preaches and shares the word of God</p> <p>The mission to teach both what the students will find in their lives in future and lead them to Christ</p> <p>We educate learners not only for this life but also for the life to come.</p> <p>We provide teaching and learning which are taking place within the integration of faith and learning.</p> <p>Christ-centered, we develop our learners academically, mentally, socially, spiritually and physically.</p>	
Southern Asia Division (SUD)	<p>English original</p> <p>My Organization is concerned about the recipient's usefulness in this earth and how they can fit into heavenly places in services for eternity</p>	

Table 2.4

“What makes my school/university different from schools/universities that are NOT part of the Seventh-day Adventist Church?”

	<p>Teach about Jesus</p> <p>Teaching moral values</p> <p>A very suitable environment and comfortable. Most importantly our seniors are very cooperative and very supportive.</p> <p>We are Sabbath keepers</p>	
Southern Asia-Pacific Division (SSD)	<p>English original</p> <p>I would say the benefits such as medical, dental, education subsidy for dependents</p> <p>The school I currently work in is distinct from other schools because we integrate faith and learning. All of the activities, may it be curricular or extracurricular, are linked back to the Bible and the teachings of Mrs. White.</p> <p>Adventist organization has devotional / prayer before or after the work while non Adventist organization doesn't have devotional.</p> <p>My organization is different because it follows the exact principles of what it is to follow Christ and train young people to serve other people within and outside the immediate community.</p> <p>It is Christ-centered service.</p> <p>The integration of faith in learning</p>	
Trans-European Division (TED)	<p>English original</p> <p>The Bible-based teaching makes it a big difference from the other</p> <p>Healthier environment at work, better students, wonderful team</p> <p>Freedom to talk about Jesus and create a Christian, values-based environment for our pupils.</p> <p>Holistic approach to students and meeting their individual needs</p> <p>Respect for everyone, respect for diversity. Encouraging the development of good habits and character.</p>	
West-Central Africa Division (WAD)	<p>English (translated from French original)</p> <p>Christian Ethics</p> <p>Teach the three angel's message</p> <p>Through teachings based on the Bible.</p> <p>It distinguishes itself from other organizations in worship</p> <p>The mission of my organisation is to give an education based on the fear of the Lord.</p>	<p>French original</p> <p>Éthique et déontologie chrétienne</p> <p>C'est une organisation qui enseigne le message des trois anges.</p> <p>Par ses enseignements basés sur la bible</p> <p>elle se distingue des autres organisations dans l'adoration</p> <p>La mission de mon organisation est de donner une éducation de qualité basée sur la crainte de Dieu.</p>

Table 2.4

“What makes my school/university different from schools/universities that are NOT part of the Seventh-day Adventist Church?”

	<p>English original</p> <p>We believe in the spirit of prophecy</p> <p>They observe sabbath as God commanded, they follow the bible guidelines and principles,</p> <p>We uphold Adventist doctrines</p> <p>The beliefs of the Adventists, and the day of worship</p> <p>We are part of the Adventist organisation</p> <p>Because we based all our dealings on the expectation of the second coming of Jesus Christ</p>
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2.7 Open-ended responses to question, “What makes my organization different from similar organizations that are NOT part of the Seventh-day Adventist Church?”: Adventist healthcare, media, welfare, publishing and food industries

In question 3 of the survey, participants were given the following request: “A3. My organization is owned by or connected to the Seventh-day Adventist Church. If I were asked what makes it different from similar organizations that are NOT part of the Seventh-day Adventist Church, I would say ... [please write one or two short sentences].”

Table 2.5 provides a sample of responses to this question, by Division. The file labelled Appendix C contains a more complete set of responses to this question.

Table 2.5

What makes your organization different from similar organizations that are NOT part of the Seventh-day Adventist Church: Adventist healthcare, media, welfare, publishing and food industries

East-Central Africa Division (ECD)	<p>English (translated from French original)</p> <p>We share the 3 angels' messages.</p> <p>Jesus is at the centre.</p> <p>A hospital, the mission is evangelism</p> <p>Our Radio broadcasts only the Adventist message and is not involved in political and other secular things.</p> <p>We have Bible studies</p> <p>My organisation's mission is to teach and heal</p>	<p>French original</p> <p>Nous propageons le message des trois anges</p> <p>Jésus Christ est au centre</p> <p>Un hôpital, la mission est l'évangélisation</p> <p>Notre radio diffuse uniquement le message adventiste et ne se mêle pas à la politique et aux autres affaires séculières.</p> <p>Il ya l'étude bibilque</p> <p>mon organisation a une mission d'enseignement et de guerison</p>
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Table 2.5

What makes your organization different from similar organizations that are NOT part of the Seventh-day Adventist Church: Adventist healthcare, media, welfare, publishing and food industries

	<p>English original</p> <p>All its efforts geared towards preparing the world for the second coming of Christ</p> <p>The uniqueness of my organisation is different from others in its core beliefs and the doctrine of the heavenly sanctuary especially teachings of the second coming of Jesus.</p> <p>Meets the needs of the community regardless of faith race or religion</p> <p>1. We are not profit oriented 2. Our Employment is mission based 3. Our values are Christ-centered.</p> <p>ADRA is a faith-based organization that is different from the many secular NGO's globally. Know Your Reality: ADRA realized the agency's impact could only be effective if its staff, volunteers, and partners understood their own risks and took the appropriate measures to mitigate and address them. Love Your Neighbor: While adhering to social responsibility, valuing and providing protection, and in consideration of pandemic restrictions, ADRA was intentional in strengthening connections with the SDA Church and other entities to further extend its reach to the most vulnerable. Grow Local: ADRA enabled local networks and leadership, as well as fostered economic recovery and resilience. Offices were advised to “think outside the box” of external funding, highlighting the focus on providing local solutions to local problems. This meant being intentional about mapping assets and understanding how to leverage existing resources through local partnerships. Think Global: Understanding that ADRA's global network of offices would be “stronger together,” this fourth pillar built common purpose in ADRA's worldwide office network.</p>	
<p>Euro-Asia Division (ESD)</p>	<p>English (translated from Russian / Ukrainian original)</p> <p>All needs are resolved with God's help, and we have morning services and prayer meetings.</p> <p>It doesn't have the goal of making money. The main purpose is of serving the world with the Word of Truth.</p> <p>People are the top priority for my organisation. We work in places where others can't or don't want to go to work. We help people from remote areas.</p> <p>Personnel are believers; a holistic approach to human health based on a prophetic vision; non-commercial orientation (and therefore budget).</p> <p>The atmosphere in the team, not everything can be published</p> <p>It helps to learn about Christ</p>	<p>Russian / Ukrainian original</p> <p>Все нужды решаются с Богом, проводятся утренние и молитвенные богослужения.</p> <p>Не является целью зарабатывания денег. Цель служения миру Словом Истины.</p> <p>Для моей организации, главное это люди. Мы работаем в таких местах, куда другие не могут или не хотят ехать работать. Помогаем людям из отдаленных населенных пунктов.</p> <p>Верующий персонал; целостный подход к здоровью человека, основанный на пророческом видении; некоммерческая ориентированность (а значит бюджетность).</p> <p>атмосферой в коллективе, не все можно издавать</p> <p>Она помогает узнать о Христе</p>
<p>South American Division (SAD)</p>	<p>English (translated from Portuguese original)</p> <p>The ultimate purpose. Teach about Christ and take salvation to the people. Here we have a definite mission – support the mission of the Church. We work for God.</p>	<p>Portuguese original</p> <p>O propósito final. Ensinar sobre Cristo e levar à salvação. Aqui temos uma missão bem definida. Apoiar a missão da igreja Trabalhamos para Deus</p>

Table 2.5

What makes your organization different from similar organizations that are NOT part of the Seventh-day Adventist Church: Adventist healthcare, media, welfare, publishing and food industries

	<p>We have a vision of service and not profit. We work for God, for the mission. The objective/the mission to save</p> <p>English (translated from Spanish original)</p> <p>Humane treatment, to practice what is preached, to be together with those in need To reflect the character of Christ they create education and work which aren't necessarily for their parishioners Serving with love The quality of attention and to keep in mind that we serve with love The faith in God</p>	<p>Tem uma visão de serviço e não de lucro. Trabalhamos para Deus, por missão O objetivo/missão de salvar.</p> <p>Spanish original</p> <p>trato humanizado, vivir lo que se predica , estar junto a los necesitados Reflejar el carácter de Cristo Crean educación y trabajo sin ser necesariamente para sus feligeeses Sirviendo con Amor La calidad de atención y tener presente que servimos con amor. La fe en Dios</p>
<p>South Pacific Division (SPD)</p>	<p>English original</p> <p>We're committed to the values and ethics of the Seventh-day Adventist Church, this may not be apparent or possible in similar companies. This is reflected in the morals and other fundamentals shown through our work.</p> <p>We are mission-focused on spreading the gospel and everything we do is centered on mission, ministry and biblical truths and Jesus.</p> <p>The media we produce is mission directed rather than profit driven like other media organisations.</p> <p>For the actual size of our organisation, it has quite a wide reach in the South Pacific. However, I would say it is not as technologically advanced/social media active as other church organisations.</p> <p>They are more up to speed with the rest of the industry, actually making high quality media which makes an impact. Adventist media (particularly hope channel TV) is becoming less impactful and more outdated because its run by old people with no marketing or media experience. Us creatives are forced to make redundant and outdated content when we have the ability to create stuff that will really make an impact. We understand sales, marketing, public opinion, and media influence. Yet we are always blocked by the clueless but influential old people at the top. Harsh truth, most of my coworkers agree but no one is brave enough to say it</p>	
<p>Southern Africa-Indian Ocean (SID)</p>	<p>English original</p> <p>Provides both spiritual and physical care We have a culture of praying before starting the day and when operating</p>	

Table 2.5

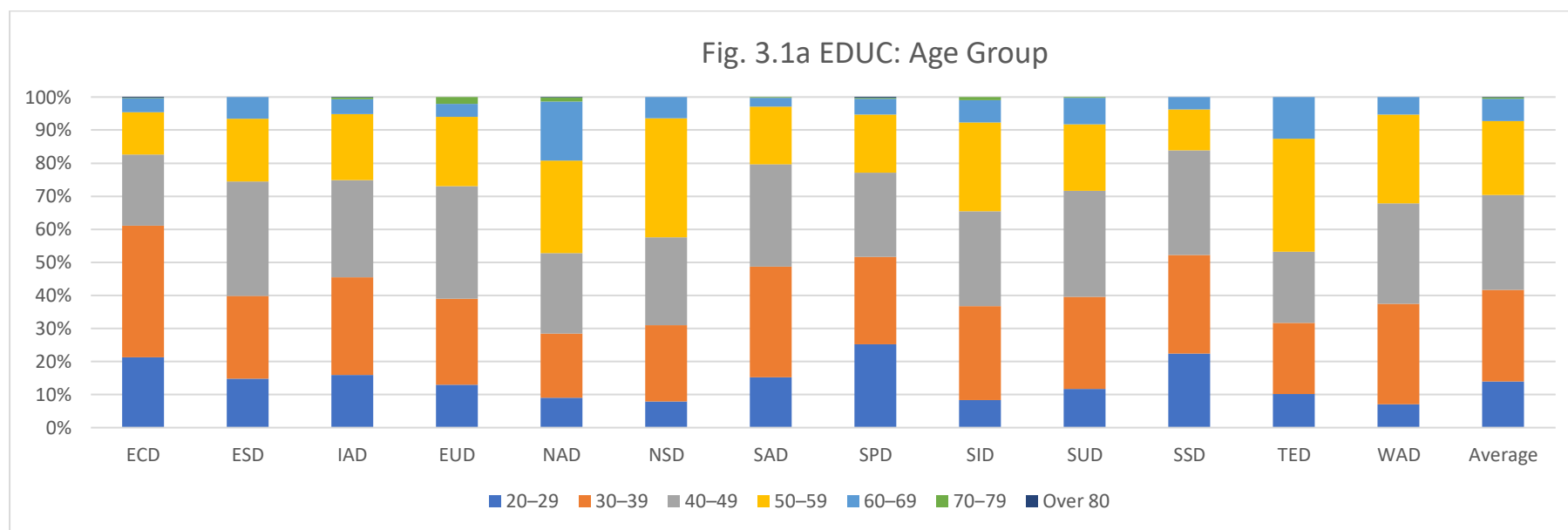
What makes your organization different from similar organizations that are NOT part of the Seventh-day Adventist Church: Adventist healthcare, media, welfare, publishing and food industries

	<p>The warm environment under which people work in as well as the hollistic care that comes with each member of staff as they try to intervene in the health of the clients</p> <p>What makes us different is that our content has an eternal purpose</p> <p>Because our mission is to educate and to give hope to the hopeless that's what makes it different.</p>
Southern Asia Division (SUD)	<p>English original</p> <p>They do more mission work with full freedom. And the pay should be higher to meet the basic needs of daily life</p> <p>Comparing to other organisations, our organisation is different in Sabbath consciousness and not more money minded... Somewhat humanity is there...</p> <p>Quality management skills are not there in the Seventh-day Adventist set up to take the hospital to higher levels</p> <p>Sabbath, Stewardship, Health ministry, SOP...</p> <p>It completely depends on the other organizations. Some of these similar organizations perform at a level as good or better than our organization. The SDA church connection may improve our worldwide exposure or communication as opposed to some other entities.</p>
Southern Asia-Pacific Division (SSD)	<p>English original</p> <p>Having worked in profit organizations and non-religious organizations, a quite distinct difference is that ADVENTIST is compassionate</p> <p>We are a mission-minded hospital, focusing on whole-person care, that includes spiritual care.</p> <p>We are not just involved in healing but also in soul winning.</p> <p>Promotion of healthy lifestyle</p> <p>We espouse the values of SDA church, and followed inspiration as in the Bible and Spirit of Prophecy</p>

3. Demographic Profiles

Age, Education, Gender

Age and educational profiles varied considerably across the Divisions.¹⁶ For example, 19% of NAD and 13% of TED teachers were 60 years of age or older, while 54% of NAD and 47% of TED teachers had a master’s or doctorate degree (see Tables 3.1a and 3.2a). By way of contrast, 21% of ECD teachers were aged from 20 to 29, while 21% of them had a master’s or doctoral degree (see Tables 3.1a and 3.2a). It will be no surprise to administrators that the resources put into recruitment and upgrading of qualifications will be quite different for these three Divisions. It may be further noted that some Divisions have a group of teachers who are young but well-educated when compared to the other Divisions (e.g. 40% in SUD are from 20 to 39 years of age, and 51% of them have a master’s or doctoral degree).



¹⁶In figures and tables, the following standard abbreviations have been used for the Divisions of the Seventh-day Adventist Church throughout this report: East-Central Africa Division (ECD), Euro-Asia Division (ESD), Inter-America Division (IAD), Inter-European Division (EUD), North American Division (NAD), Northern Asia-Pacific Division (NSD), South American Division (SAD), South Pacific Division (SPD), Southern Africa-Indian Ocean (SID), Southern Asia Division (SUD), Southern Asia-Pacific Division (SSD), Trans-European Division (TED), West-Central Africa Division (WAD). In tables showing crosstabulations against “Division”, the Division is identified from the participant’s response to the item: “I currently work in an organization that is based in the following Division of the Seventh-day Adventist Church.”

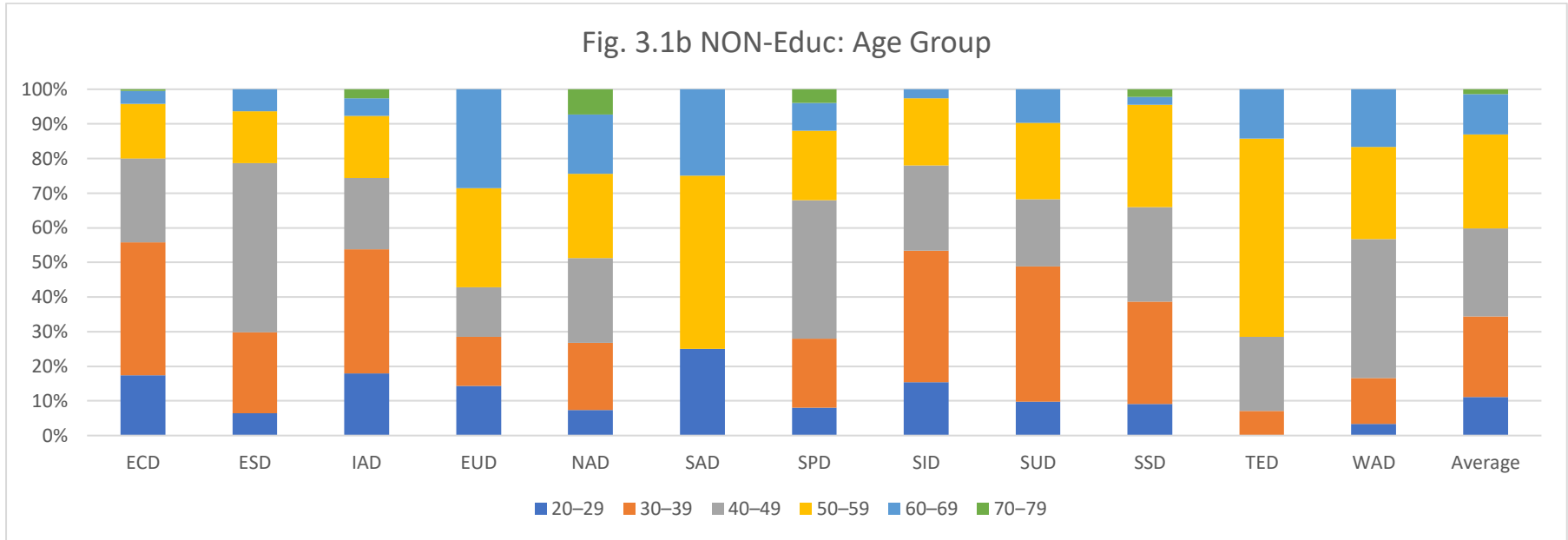


Table 3.1a

EDUC Crosstabulation of Age Group and Division

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
20-29	21.3%	14.9%	15.9%	13.0%	9.0%	7.9%	15.0%	25.1%	8.4%	11.7%	22.4%	10.1%	7.1%	14.0%
30-39	39.7%	25.0%	29.6%	26.0%	19.4%	23.0%	33.1%	26.4%	28.4%	27.8%	29.8%	21.5%	30.4%	27.7%
40-49	21.7%	34.5%	29.4%	34.0%	24.4%	26.6%	30.6%	25.5%	28.7%	32.2%	31.8%	21.5%	30.4%	28.5%
50-59	12.7%	19.0%	19.9%	21.0%	28.1%	36.0%	17.3%	17.4%	26.8%	20.2%	12.4%	34.2%	26.8%	22.4%
60-69	4.2%	6.5%	4.5%	4.0%	17.8%	6.5%	2.7%	4.8%	6.8%	7.9%	3.7%	12.7%	5.4%	6.7%
70-79	0.2%	0.0%	0.6%	2.0%	1.2%	0.0%	0.2%	0.3%	1.0%	0.3%	0.0%	0.0%	0.0%	0.4%
Over 80	0.2%	0.0%	0.1%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
n=	993	168	1,557	100	887	139	2,767	880	310	367	299	79	56	8,602

Notes on Table 3.1a and 3.1b (and most subsequent tables):

1. The statistics in the main body of Table 1.1 and most subsequent tables are expressed in percentages.

2. The final two columns provide an average of the percentages across the row, first for the 13 Divisions and 2 attached Unions (“Average All”), then for only the 13 Divisions (“Average 13 Div”). Taking the average percentage means that each Division [and attached Union] is equally represented in the final result, independent of how many participated in each Division.
3. The bottom row, with the label “n=”, provides a count of the number of surveys from each Division in which respondents answered this question.

Table 3.1b

NON-EDUC Crosstabulation of Age Group and Division

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
20–29	17.4%	6.4%	17.9%	14.3%	7.3%	25.0%	8.0%	15.3%	9.8%	9.1%	0.0%	3.3%	11.2%
30–39	38.3%	23.4%	35.9%	14.3%	19.5%	0.0%	20.0%	38.0%	39.0%	29.5%	7.1%	13.3%	23.2%
40–49	24.3%	48.9%	20.5%	14.3%	24.4%	0.0%	40.0%	24.7%	19.5%	27.3%	21.4%	40.0%	25.4%
50–59	15.7%	14.9%	17.9%	28.6%	24.4%	50.0%	20.0%	19.3%	22.0%	29.5%	57.1%	26.7%	27.2%
60–69	3.8%	6.4%	5.1%	28.6%	17.1%	25.0%	8.0%	2.7%	9.8%	2.3%	14.3%	16.7%	11.6%
70–79	0.4%	0.0%	2.6%	0.0%	7.3%	0.0%	4.0%	0.0%	0.0%	2.3%	0.0%	0.0%	1.4%
n=	5	233	47	39	7	43	2,960	56	150	41	44	16	3,641

Fig. 3.2a EDUC: Education

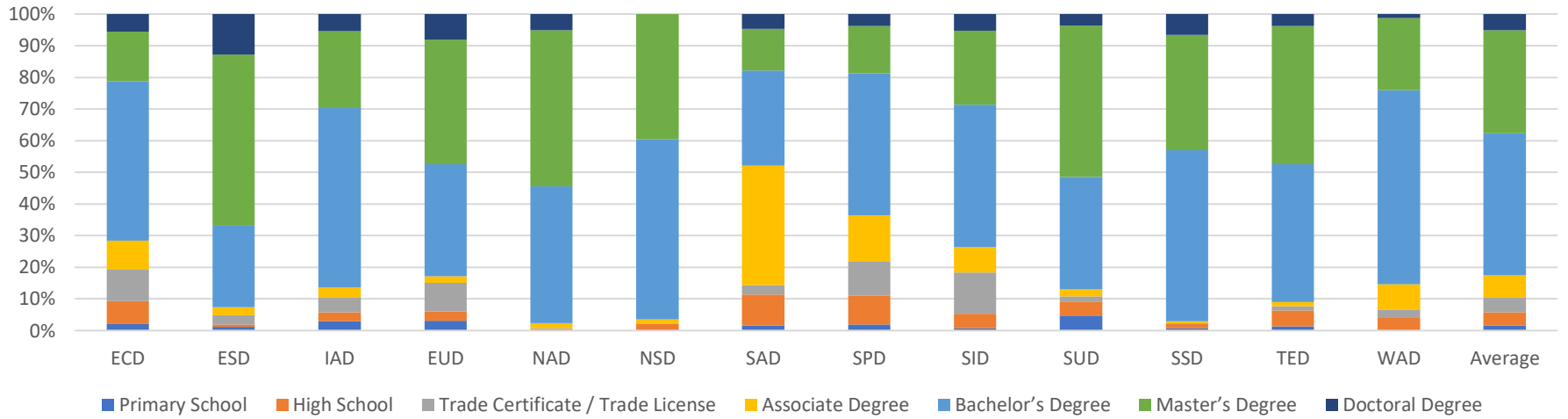


Fig. 3.2b NON-Educ: Education

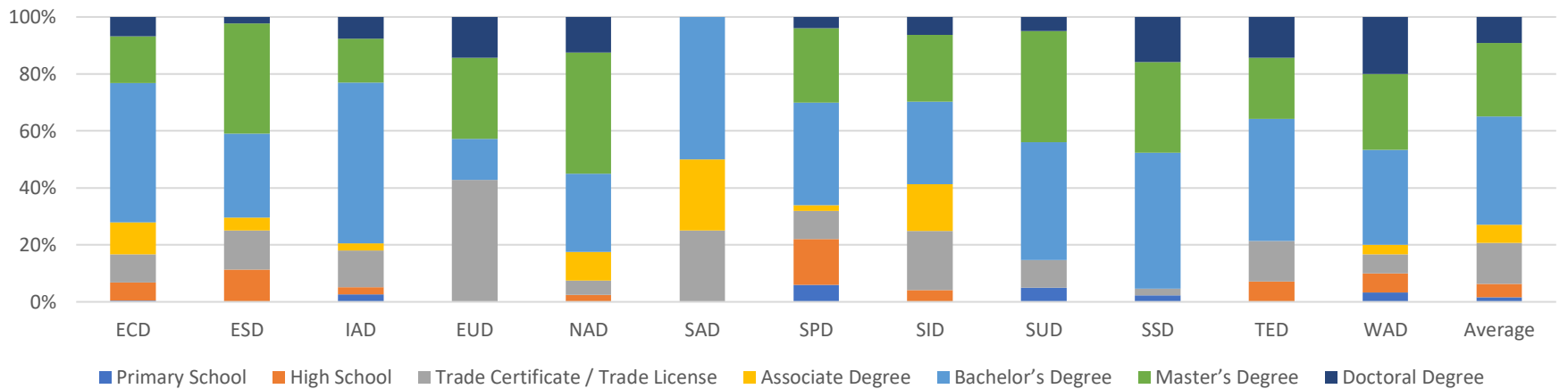


Table 3.2a***EDUC Crosstabulation of Education (“highest” completed) and Division***

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Primary School	2.0%	1.2%	2.9%	3.0%	0.1%	0.0%	1.5%	1.9%	0.7%	4.7%	0.7%	1.3%	0.0%	1.5%
High School	7.3%	0.6%	2.9%	3.0%	0.4%	2.2%	9.7%	9.1%	4.7%	4.4%	1.3%	5.1%	4.0%	4.2%
Trade Certificate / Trade License	9.8%	3.1%	4.6%	9.1%	0.2%	0.0%	3.0%	10.6%	13.0%	1.7%	0.3%	1.3%	2.7%	4.6%
Associate Degree	9.2%	2.5%	3.2%	2.0%	1.6%	1.4%	37.2%	14.5%	8.0%	2.2%	0.7%	1.3%	8.0%	7.1%
Bachelor’s Degree	50.5%	25.8%	56.7%	35.4%	43.3%	56.8%	29.6%	44.6%	45.0%	35.6%	54.0%	43.6%	61.3%	44.8%
Master’s Degree	15.7%	54.0%	24.3%	39.4%	49.3%	39.6%	13.1%	14.9%	23.3%	47.8%	36.3%	43.6%	22.7%	32.6%
Doctoral Degree	5.5%	12.9%	5.5%	8.1%	5.1%	0.0%	4.6%	3.7%	5.3%	3.6%	6.7%	3.8%	1.3%	5.1%
n=	981	163	1,554	99	825	139	2,766	832	300	360	300	78	75	8,472

Table 3.2b***NON-EDUC Crosstabulation of Education (“highest” completed) and Division***

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Primary School	0.4%	0.0%	2.6%	0.0%	0.0%	0.0%	6.0%	0.0%	4.9%	2.3%	0.0%	3.3%	1.6%
High School	6.4%	11.4%	2.6%	0.0%	2.5%	0.0%	16.0%	4.1%	0.0%	0.0%	7.1%	6.7%	4.7%
Trade Certificate / Trade License	9.9%	13.6%	12.8%	42.9%	5.0%	25.0%	10.0%	20.7%	9.8%	2.3%	14.3%	6.7%	14.4%
Associate Degree	11.2%	4.5%	2.6%	0.0%	10.0%	25.0%	2.0%	16.6%	0.0%	0.0%	0.0%	3.3%	6.3%
Bachelor’s Degree	48.9%	29.5%	56.4%	14.3%	27.5%	50.0%	36.0%	29.0%	41.5%	47.7%	42.9%	33.3%	38.1%

Table 3.2b

NON-EDUC Crosstabulation of Education (“highest” completed) and Division

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Master's Degree	16.3%	38.6%	15.4%	28.6%	42.5%	0.0%	26.0%	23.4%	39.0%	31.8%	21.4%	26.7%	25.8%
Doctoral Degree	6.9%	2.3%	7.7%	14.3%	12.5%	0.0%	4.0%	6.2%	4.9%	15.9%	14.3%	20.0%	9.1%
n=	231	44	39	7	42	2,960	56	145	41	44	16	30	3,655

The proportion of teachers who are female varied considerably across the Divisions, from 32% in the ECD to 74% in the SUD (see Figure 3.3a and 3.3b below and Table A3.1a and A3.1b in Appendix A).

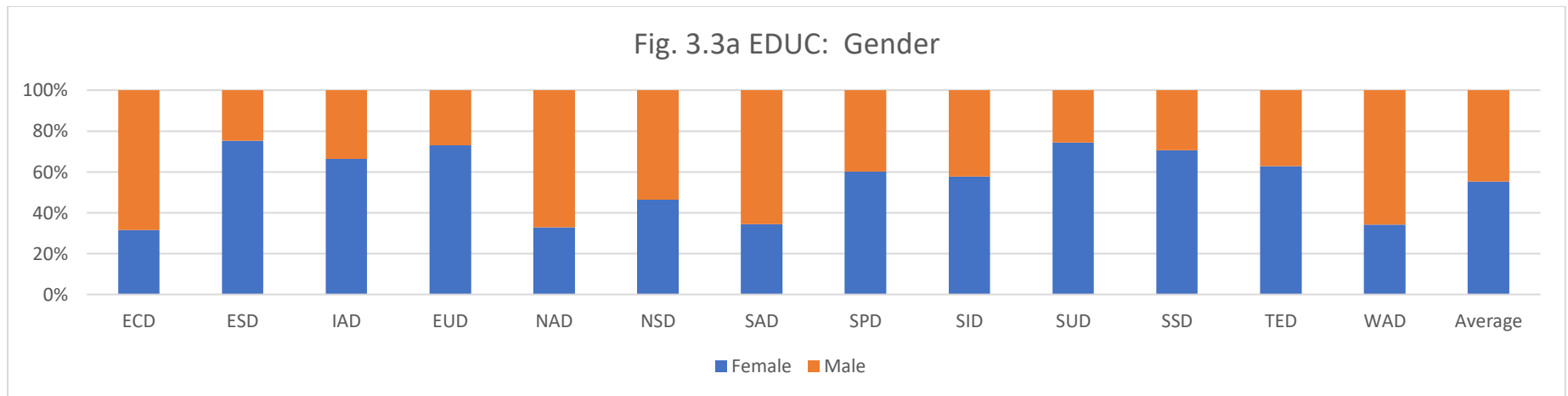
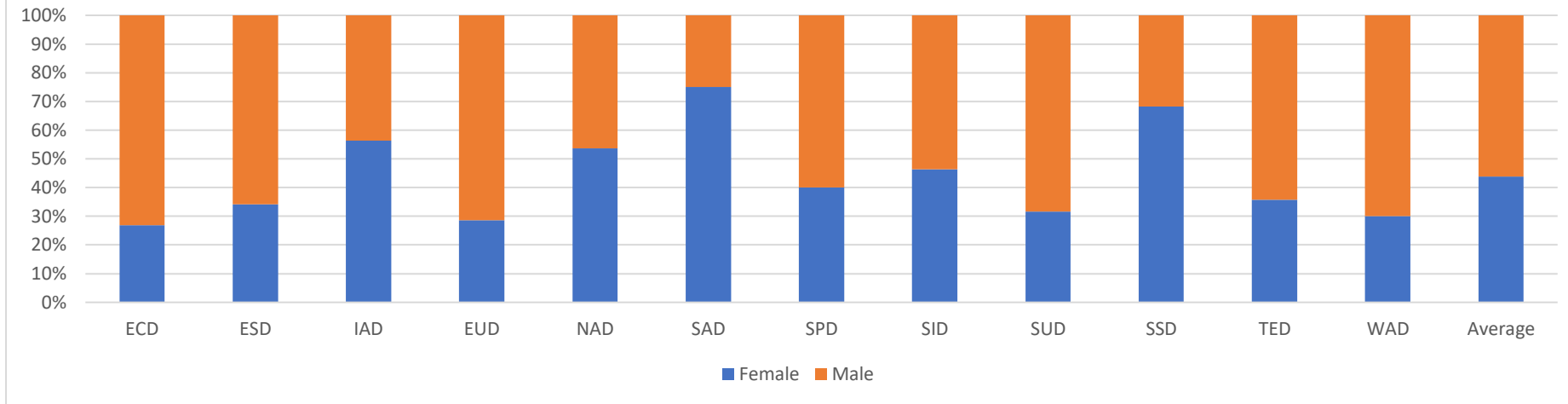


Fig. 3.3b NON-Educ: Gender



Personal religious affiliation

The respondents reported the following about their personal religious affiliation:

- 95% of teachers and 92% of employees of Adventist healthcare, media, welfare, publishing and food industries identified themselves as Christian (see Tables 3.4a and 3.4b).
- 91% of teachers and 87% of employees of Adventist healthcare, media, welfare, publishing and food industries who identified themselves as Christians usually attend a Seventh-day Adventist church (see Tables 3.5a and 3.5b).
- 77% of teachers and 75% of employees of Adventist healthcare, media, welfare, publishing and food industries stated that they have been a member of their church or religion for 16 years or more (see Figure 3.4 below and Tables A3.3a and 3.3b in Appendix A).
- 69% of teachers and 72% of employees of Adventist healthcare, media, welfare, publishing and food industries who identified themselves as Adventists rated their commitment to their *local* Seventh-day Adventist church as a 4 or a 5 on a five-point scale (0=Not at all; 5=Very high; see Figures 3.5a and 3.5b and Tables 3.6a and 3.6b).
- 72% of teachers and 70% of employees of Adventist healthcare, media, welfare, publishing and food industries who identified themselves as Adventists rated their commitment to the *world-wide* Seventh-day Adventist church as a 4 or a 5 on a five-point scale (0=Not at all; 5=Very high; see Figures 3.6a and 3.6b and Tables A3.4a and A3.4b).
- 82% of teachers and 95% of employees of Adventist healthcare, media, welfare, publishing and food industries who identified themselves as Adventists rated the likelihood of attending a Seventh-day Adventist Church for the rest of their lives as a 4 or a 5 on a five-point scale (0=Not at all; 5=Very likely; see Figures 3.7a and 3.7b and Tables A3.5a and A3.5b).

- 66% of teachers and 65% of employees of Adventist healthcare, media, welfare, publishing and food industries who have identified themselves as Adventists stated that they have held office in their local church in the last 12 months (see Tables A3.6a and A3.6b in Appendix B).

Table 3.4a

EDUC Crosstabulation of “Present religion, if any?” and Division

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Christian	98.6%	93.7%	99.5%	100.0%	99.4%	99.2%	95.0%	91.3%	99.3%	75.5%	89.4%	94.9%	98.5%	94.9%
Muslim	0.7%	1.3%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.6%	1.4%	1.3%	1.5%	0.5%
Jewish	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Buddhist	0.1%	0.6%	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.6%	0.4%	0.0%	0.0%	0.1%
Hindu	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	19.7%	8.2%	1.3%	0.0%	2.3%
Not religious	0.3%	1.9%	0.0%	0.0%	0.0%	0.0%	0.2%	0.7%	0.3%	0.0%	0.0%	2.6%	0.0%	0.5%
Atheist	0.1%	0.6%	0.0%	0.0%	0.0%	0.8%	0.0%	0.1%	0.0%	0.6%	0.4%	0.0%	0.0%	0.2%
Agnostic	0.1%	0.0%	0.2%	0.0%	0.0%	0.0%	0.1%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.1%
Other	0.0%	1.9%	0.2%	0.0%	0.1%	0.0%	0.6%	2.5%	0.3%	3.1%	0.0%	0.0%	0.0%	0.7%
n=	973	159	1,512	101	933	132	2,818	850	296	351	282	78	68	8,579

Curiously enough, of the 955 participants who answered, “Other” to the question “C26. What is your present religion, if any?”, 906 participants specifically identified themselves as Seventh-day Adventist, using such descriptions as “Seventh-day Adventist Christian,” “Christian-SDA,” “Seventh day Adventist,” “SDA,” “Iglesia Adventista del Séptimo Día”, “Eglise Adventiste du 7e Jour,” “Adventista,” etc. They have all been classified as Seventh-day Adventists in this study.

Table 3.4b

NON-EDUC Crosstabulation of “Present religion, if any?” and Division

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Christian	99.6%	97.8%	100.0%	100.0%	97.8%	92.7%	67.7%	96.6%	91.7%	65.9%	100.0%	93.3%	91.9%
Muslim	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.1%	0.0%	4.9%	0.0%	3.3%	0.9%
Buddhist	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hindu	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	9.8%	0.0%	0.0%	0.8%

Table 3.4b*NON-EDUC Crosstabulation of "Present religion, if any?" and Division*

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Not religious	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.6%	9.8%	0.0%	0.0%	1.5%
Atheist	0.4%	0.0%	0.0%	0.0%	0.0%	1.2%	1.0%	0.7%	0.0%	2.4%	0.0%	0.0%	0.5%
Agnostic	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%	4.9%	0.0%	0.0%	0.5%
Other	0.0%	0.0%	0.0%	0.0%	2.2%	2.9%	31.3%	0.0%	2.8%	2.4%	0.0%	0.0%	3.5%
n=	227	45	35	8	135	3,014	99	146	36	41	18	30	3,834

Table 3.5a*EDUC Crosstabulation of Place of worship usually attended and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
A Seventh-day Adventist Church	93.9%	86.1%	97.7%	93.0%	98.7%	99.2%	90.5%	76.9%	81.8%	90.9%	92.5%	97.1%	88.2%	91.3%
A Pentecostal Church	1.8%	1.3%	0.4%	1.0%	0.1%	0.0%	2.0%	0.5%	7.5%	1.5%	1.2%	0.0%	8.8%	2.0%
A Roman Catholic Church or Cathedral	2.7%	1.3%	1.1%	0.0%	0.2%	0.0%	0.2%	1.8%	1.4%	2.7%	2.8%	0.0%	1.5%	1.2%
An Episcopal / Anglican Church or Cathedral	0.4%	0.0%	0.1%	0.0%	0.0%	0.0%	0.5%	0.8%	0.7%	1.5%	0.0%	1.4%	0.0%	0.4%
A Baptist Church	0.0%	1.3%	0.1%	1.0%	0.1%	0.0%	0.1%	0.2%	0.3%	0.8%	1.6%	0.0%	1.5%	0.5%
A Methodist or Uniting Church	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.8%	1.7%	0.0%	0.0%	0.0%	0.0%	0.2%
A Reformed Church (e.g. Presbyterian or Calvinism)	0.1%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.1%
A Lutheran Church or Cathedral	0.1%	0.0%	0.0%	4.0%	0.0%	0.0%	0.0%	1.3%	0.7%	0.0%	0.0%	0.0%	0.0%	0.5%
A Mormon Chapel, Church, or Temple	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.3%	0.0%	0.0%	0.0%	0.0%	0.1%
An Orthodox Church or Temple (e.g. Greek or Russian)	0.0%	7.3%	0.0%	0.0%	0.1%	0.0%	0.0%	9.9%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%
Other	0.8%	2.6%	0.5%	1.0%	0.1%	0.0%	1.3%	0.0%	4.5%	2.7%	2.0%	1.4%	0.0%	1.3%
n=	956	151	1,504	100	931	132	2,817	841	292	264	254	69	68	8,404

Table 3.5b

NON-EDUC Crosstabulation of Place of worship usually attended and Division

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
A Seventh-day Adventist Church	88.4%	95.5%	82.9%	100.0%	92.5%	79.4%	65.7%	72.9%	90.9%	81.5%	100.0%	88.9%	86.5%
A Pentecostal Church	1.8%	2.3%	0.0%	0.0%	0.0%	5.9%	0.0%	5.7%	3.0%	3.7%	0.0%	7.4%	2.5%
A Roman Catholic Church or Cathedral	4.4%	0.0%	5.7%	0.0%	0.0%	0.1%	0.0%	7.9%	0.0%	7.4%	0.0%	3.7%	2.4%
An Episcopal / Anglican Church or Cathedral	1.3%	0.0%	2.9%	0.0%	0.0%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%
A Baptist Church	0.0%	0.0%	0.0%	0.0%	1.5%	0.1%	0.0%	0.7%	3.0%	0.0%	0.0%	0.0%	0.4%
A Methodist or Uniting Church	0.9%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	3.7%	0.0%	0.0%	0.4%
A Reformed Church	0.4%	0.0%	0.0%	0.0%	0.7%	0.1%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.7%
A Lutheran Church or Cathedral	0.9%	0.0%	5.7%	0.0%	0.0%	0.2%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	0.7%
An Orthodox Church or Temple (e.g. Greek or Russian)	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Other	1.4%	0.0%	3.6%	0.0%	5.9%	0.0%	0.0%	4.5%	3.7%	4.3%	0.0%	0.0%	2.0%
n=	225	44	35	8	134	3,012	99	140	33	27	18	27	3,802

Fig. 3.4 EDUC: Years of Church membership

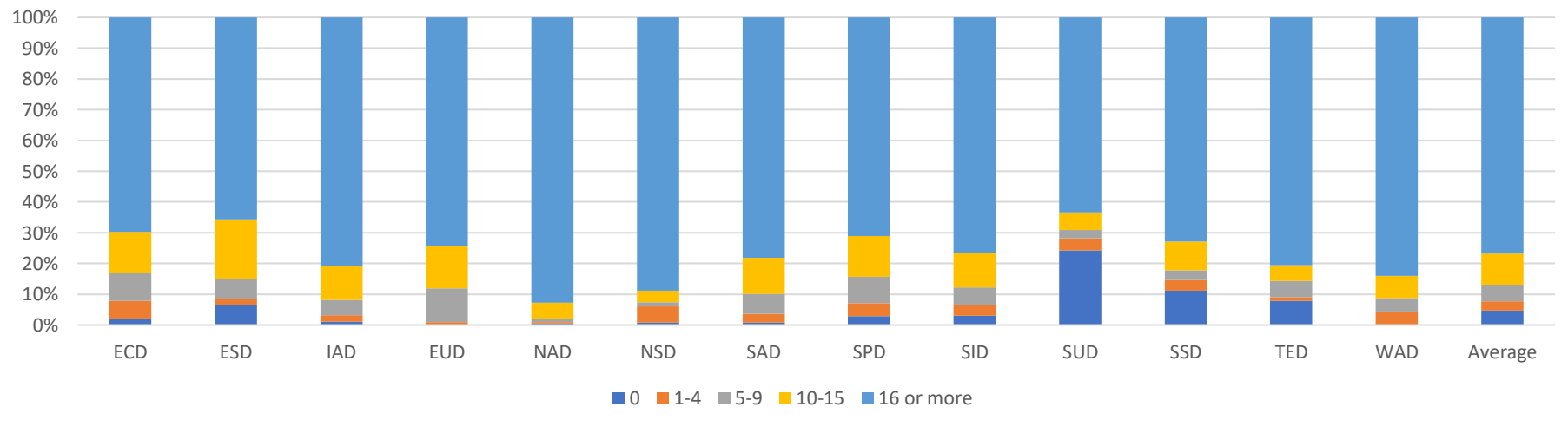


Fig. 3.5a EDUC: Commitment to the local SDA church

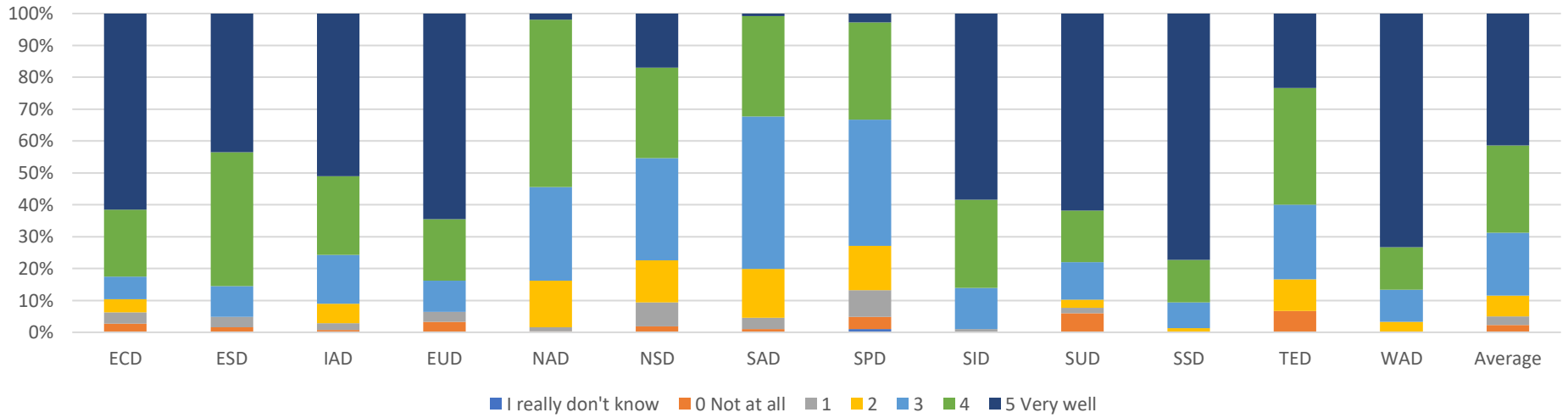


Fig. 3.5b NON-Educ: Commitment to the local SDA church

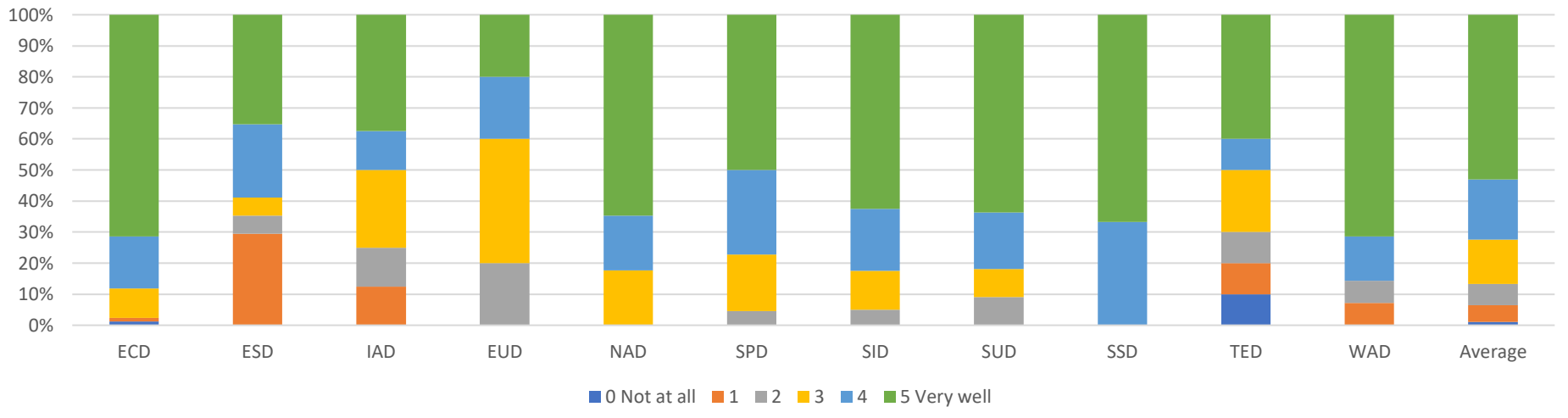


Table 3.6a*EDUC Crosstabulation of “Commitment to the local Seventh-day Adventist Church” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
0 Not at all	2.7%	1.6%	0.7%	3.2%	0.3%	1.9%	1.0%	3.8%	0.0%	5.9%	0.0%	6.7%	0.0%	2.1%
1	3.6%	3.2%	2.2%	3.2%	1.3%	7.5%	3.6%	8.3%	1.0%	1.7%	0.0%	0.0%	0.0%	2.7%
2	4.1%	0.0%	6.1%	0.0%	14.6%	13.2%	15.3%	13.8%	0.0%	2.5%	1.3%	10.0%	3.3%	6.5%
3	7.0%	9.7%	15.3%	9.7%	29.4%	32.1%	47.8%	39.4%	12.9%	11.9%	8.0%	23.3%	10.0%	19.7%
4	21.1%	41.9%	24.8%	19.4%	52.4%	28.3%	31.5%	30.4%	27.7%	16.1%	13.3%	36.7%	13.3%	27.5%
5 Very well	61.5%	43.5%	51.0%	64.5%	1.9%	17.0%	0.8%	2.8%	58.4%	61.9%	77.3%	23.3%	73.3%	41.3%
n=	413	62	412	31	309	53	391	289	101	118	75	30	30	2,314

Table 3.6b*NON-EDUC Crosstabulation of “Commitment to the local Seventh-day Adventist Church” and Division*

	ECD	ESD	IAD	EUD	NAD	SPD	SID	SUD	SSD	TED	WAD	Average
0 Not at all	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	1.0%
1	1.2%	29.4%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	7.1%	5.5%
2	0.0%	5.9%	12.5%	20.0%	0.0%	4.5%	5.0%	9.1%	0.0%	10.0%	7.1%	6.7%
3	9.5%	5.9%	25.0%	40.0%	17.6%	18.2%	12.5%	9.1%	0.0%	20.0%	0.0%	14.3%
4	16.7%	23.5%	12.5%	20.0%	17.6%	27.3%	20.0%	18.2%	33.3%	10.0%	14.3%	19.4%
5 Very well	71.4%	35.3%	37.5%	20.0%	64.7%	50.0%	62.5%	63.6%	66.7%	40.0%	71.4%	53.0%
n=	83	17	8	5	17	22	40	11	6	11	14	234

Fig. 3.6a EDUC: Commitment to the world-wide SDA church

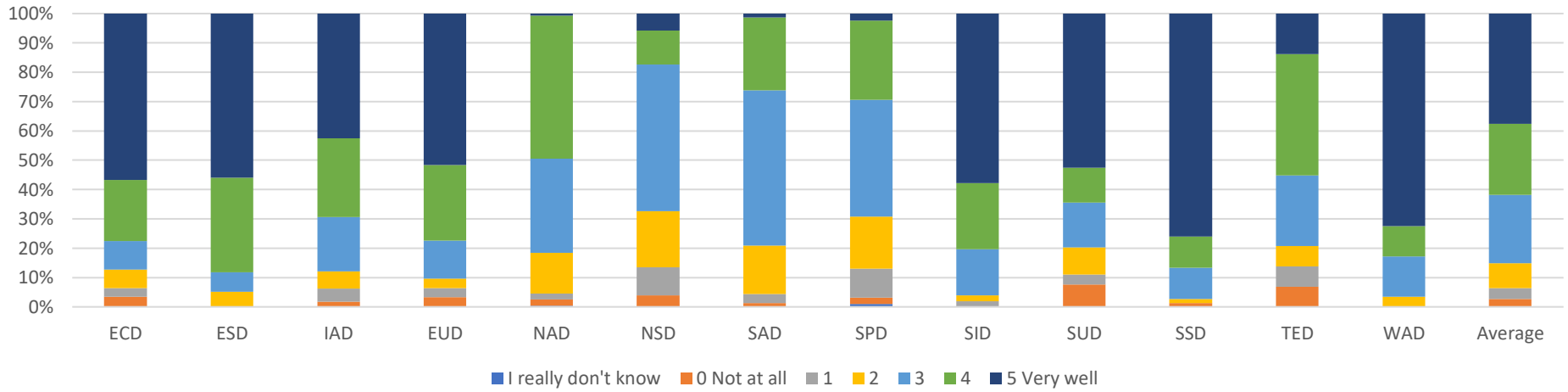


Fig. 3.6b NON-Educ: Commitment to the world-wide SDA church

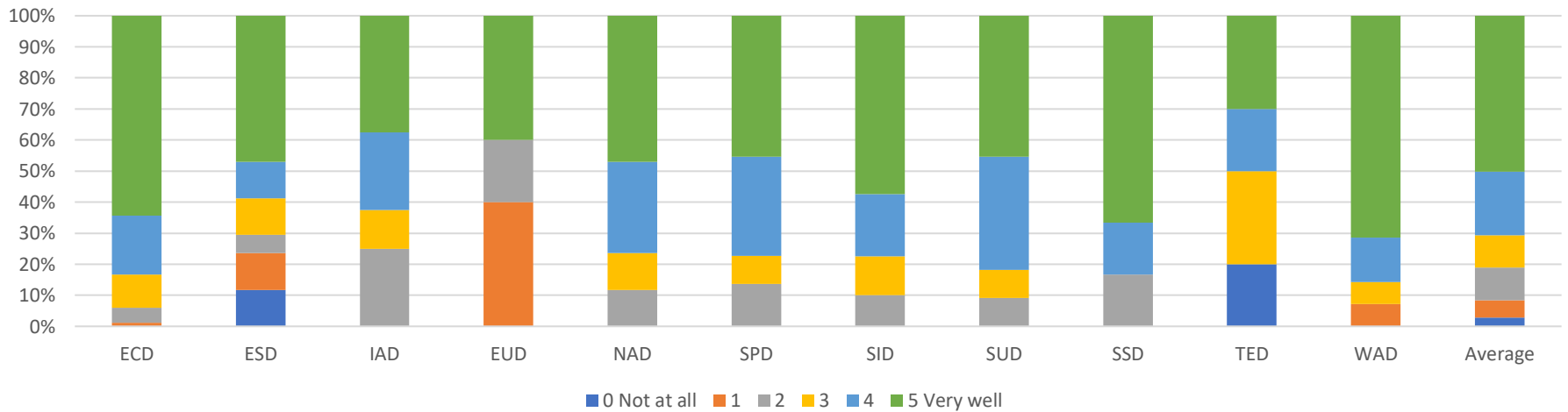


Fig. 3.7a EDUC: Likelihood of attending for the rest of life

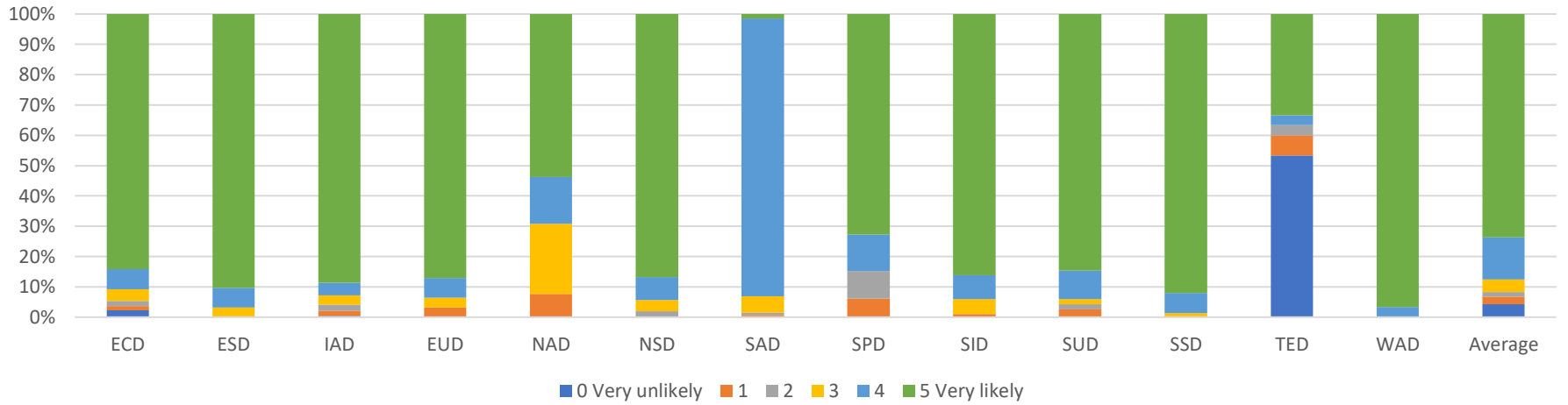
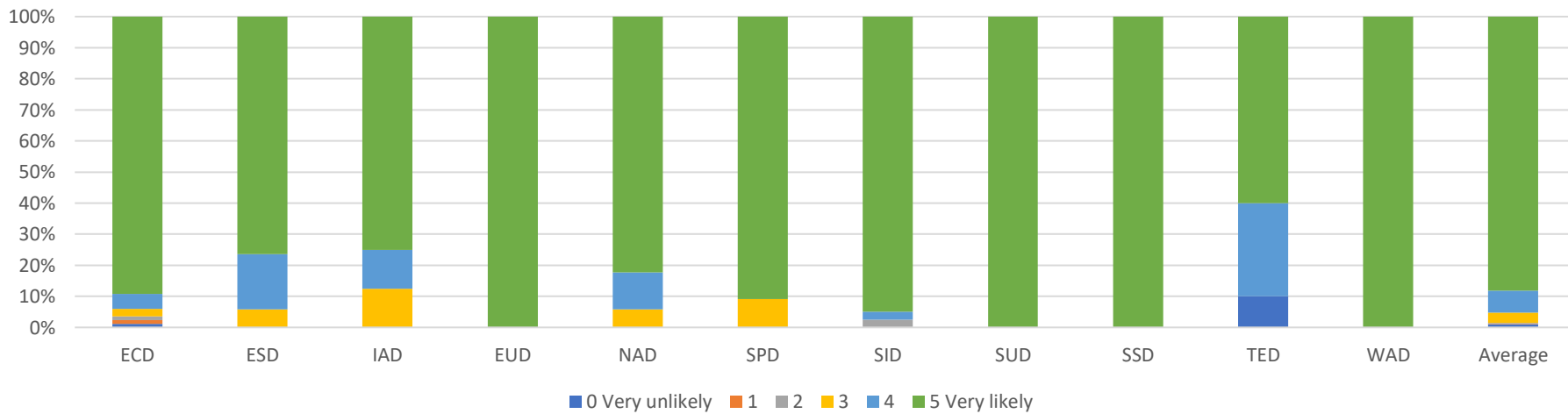


Fig. 3.7b NON-Educ: Likelihood of attending a SDA church for rest of life



4. The Experience of Working in an Adventist Organization

4.1 About the organization where employee works

Several questions in the survey asked about the organization that employed the participant. The survey participants reported that:

- The majority of schools (87%) and Adventist healthcare, media, welfare, publishing and food industries (76%) where they worked were owned by the Seventh-day Adventist Church (see Figures 4.1a & 4.1b and Tables 4.1a & 4.1b).
- The institutions were attached to various levels of the Church structure (i.e. Divisions, Unions, Conferences/Missions/Fields). The largest proportion of schools are managed at either Conference/Mission/Field or Union level (see Figure 4.3a and Table A4.1a), while Adventist healthcare, media, welfare, publishing and food industries tend to be managed at Union or Division level (see Figure 4.3b and Table A4.1b).
- 62% of teachers and lecturers say that they perceive that the wider Seventh-day Adventist Church organization is involved with their schools/universities; while 60% of employees of Adventist healthcare, media, welfare, publishing and food industries thought the same of their institution (see Figures 4.4a & 4.4b and Tables A4.2a & 2b).
- 87% of teachers report that almost everybody or the majority of those that they work for are members of the Seventh-day Adventist Church (see Figure 4.5 and Table A4.3a).
- 57% of teachers and lecturers were asked whether they were an active member of the Seventh-day Adventist Church when they were being interviewed for employment in an Adventist school or university, and a further 34% said that the interview panel already knew that they were active SDAs (see Figure 4.6 and Table A4.4a); the corresponding figures for employees of Adventist healthcare, media, welfare, publishing and food industries were 47% and 48% (see Table A4.4b).
- 13% of respondents work at a school or university which makes “a good surplus”, while 24% report that their institution “pays its way” (see Figure 4.7 and Table 4.4).

Fig. 4.1a EDUC: Employed by an organisation that is...

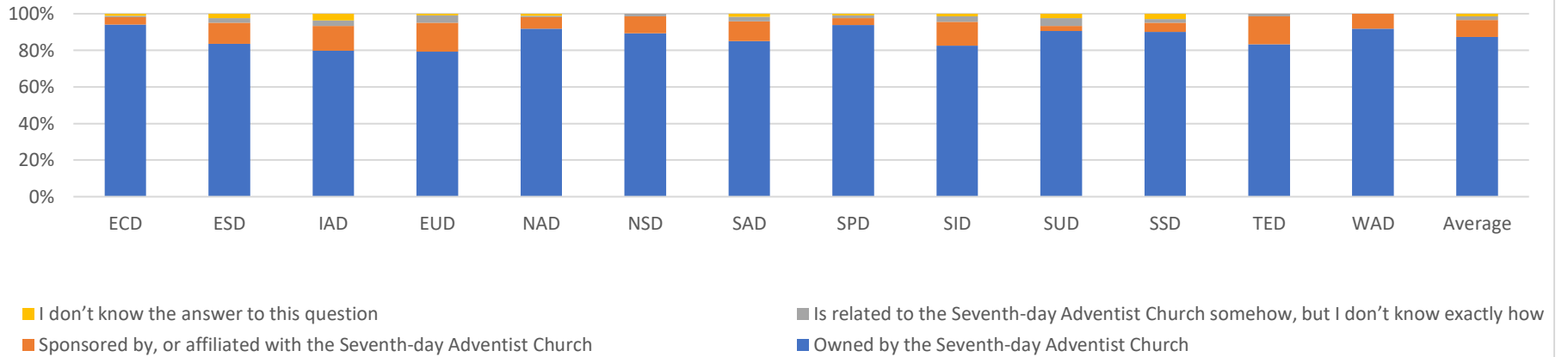


Fig. 4.1b NON-Educ: Employed by an organization that is..

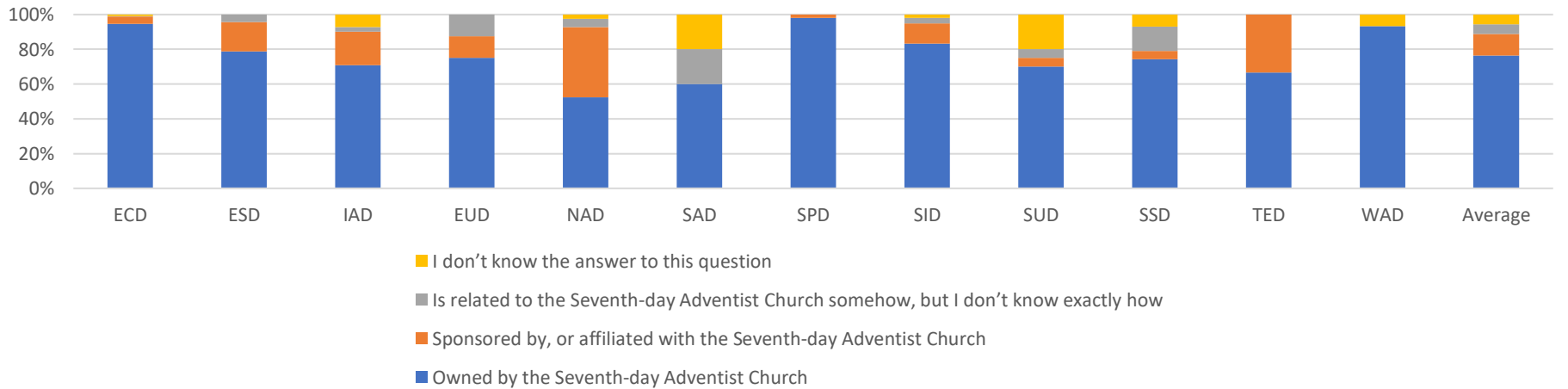


Table 4.1a*EDUC Crosstabulation of “I am employed by an organization that is ...” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Owned by the Seventh-day Adventist Church	94.1%	83.5%	79.7%	79.2%	91.9%	89.3%	84.0%	92.4%	82.6%	90.5%	90.0%	83.3%	91.9%	87.1%
Sponsored by, or affiliated with the Seventh-day Adventist Church	3.9%	11.6%	13.7%	15.8%	6.3%	9.3%	10.7%	3.7%	12.9%	2.7%	5.0%	15.4%	8.1%	9.2%
Is related to the Seventh-day Adventist Church somehow, but I don't know exactly how	0.8%	2.4%	2.9%	4.0%	0.6%	1.4%	2.2%	1.6%	3.2%	4.3%	2.0%	1.3%	0.0%	2.1%
I don't know the answer to this question	1.2%	2.4%	3.7%	1.0%	1.2%	0.0%	1.7%	0.8%	1.3%	2.4%	3.0%	0.0%	0.0%	1.4%
n=	1,002	164	1,557	101	840	140	2,766	859	311	370	299	78	74	8,561

Table 4.1b*NON-EDUC Crosstabulation of “I am employed by an organization that is ...” and Division*

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Owned by the Seventh-day Adventist Church	94.5%	78.7%	70.7%	75.0%	52.4%	60.0%	98.0%	83.3%	70.0%	74.4%	66.7%	93.3%	76.4%
Sponsored by, or affiliated with the Seventh-day Adventist Church	4.2%	17.0%	19.5%	12.5%	40.5%	0.0%	2.0%	11.5%	5.0%	4.7%	33.3%	0.0%	12.5%
Is related to the Seventh-day Adventist Church somehow, but I don't know exactly how	0.4%	4.3%	2.4%	12.5%	4.8%	20.0%	0.0%	3.2%	5.0%	14.0%	0.0%	0.0%	5.5%
I don't know the answer to this question	0.8%	0.0%	7.3%	0.0%	2.4%	20.0%	0.0%	1.9%	20.0%	7.0%	0.0%	6.7%	5.5%
n=	236	47	41	8	44	2,961	56	156	40	43	17	30	3,679

Fig. 4.2 EDUC: The organization I work at is mainly engaged in..

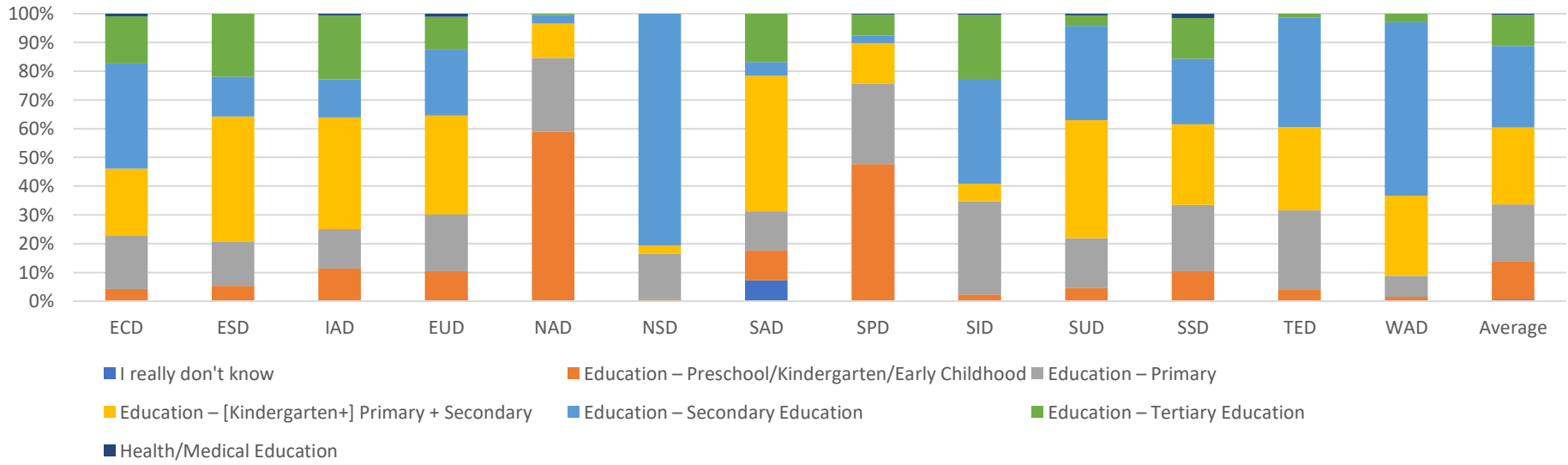
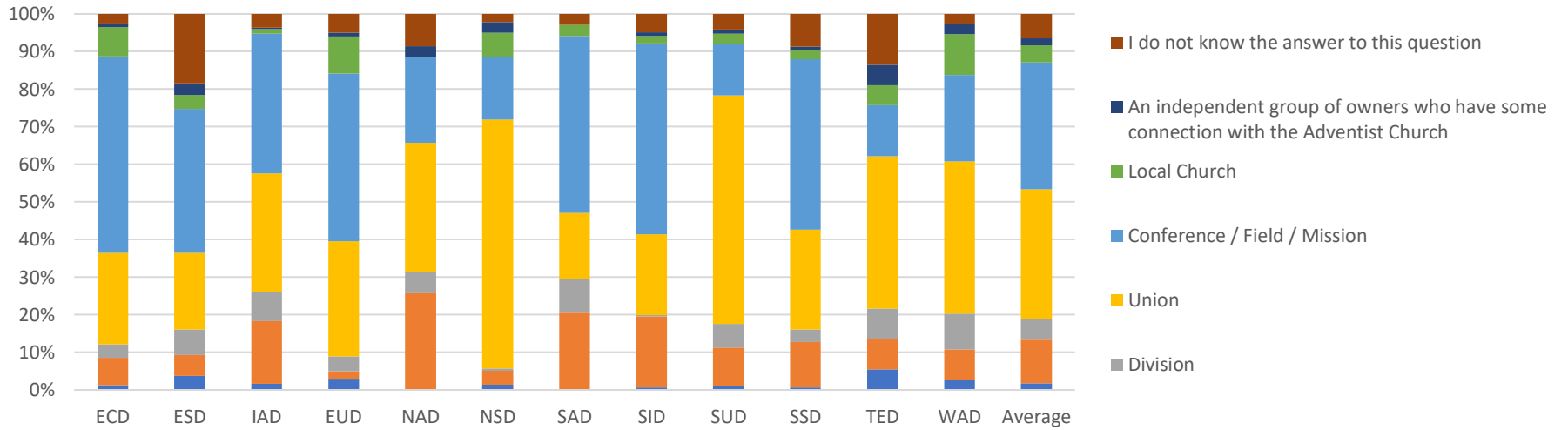


Table 4.2

EDUC Crosstabulation of “The school / college / university for which I work is mainly engaged in” and Division

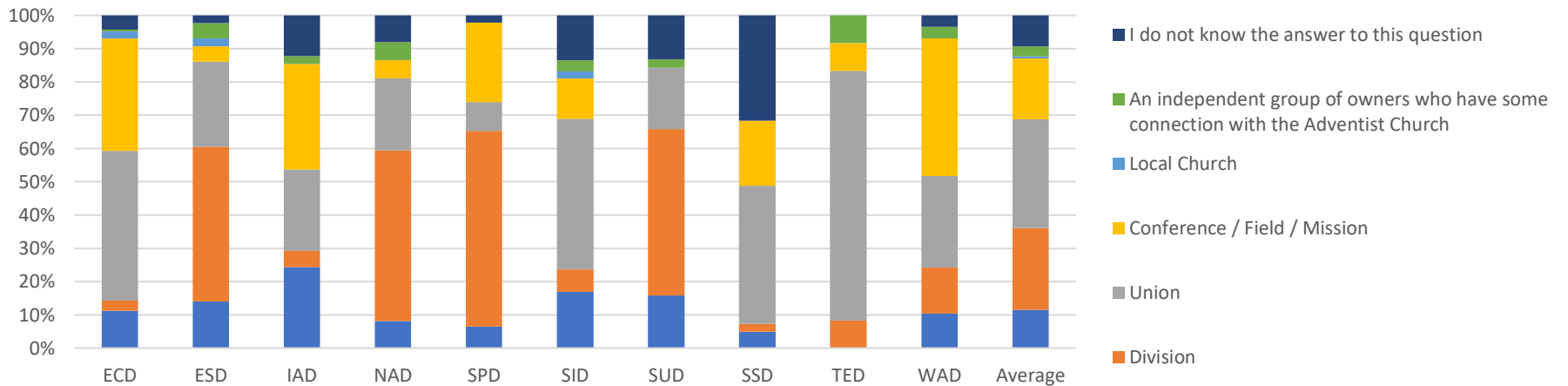
	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%
Education – Preschool/Kindergarten/Early Childhood	4.1%	5.3%	11.4%	10.4%	59.0%	0.7%	10.2%	47.5%	2.4%	4.6%	10.4%	3.9%	1.5%	13.2%
Education – Primary	18.5%	15.2%	13.7%	19.8%	25.5%	15.7%	13.5%	28.0%	32.4%	17.3%	23.1%	27.6%	7.4%	19.8%
Education – [Kindergarten+] Primary + Secondary	23.5%	43.7%	38.7%	34.4%	12.0%	3.0%	46.3%	14.0%	6.1%	41.0%	28.1%	28.9%	27.9%	26.7%
Education – Secondary Education	36.6%	13.9%	13.3%	22.9%	3.1%	80.6%	4.6%	2.7%	36.5%	32.8%	22.7%	38.2%	60.3%	28.3%
Education – Tertiary Education	16.4%	21.9%	22.3%	11.5%	0.4%	0.0%	16.6%	7.4%	22.3%	3.6%	14.2%	1.3%	2.9%	10.8%
Health/Medical Education	1.0%	0.0%	0.6%	1.0%	0.0%	0.0%	0.0%	0.2%	0.3%	0.6%	1.5%	0.0%	0.0%	0.4%
n=	941	151	1,430	96	835	134	2,764	857	296	329	260	76	68	8,237

Fig. 4.3a EDUC: Organization is managed from the following level ...



Note on Figure 4.3a: This item was absent from surveys used by participants in the South Pacific Division.

Fig. 4.3b NON-Educ: My organization is managed from the following level ...



Note on Figure 4.3b: there were insufficient responses from the EUD and SAD (item was absent from survey used by most SAD participants)

Fig. 4.4a EDUC: Words that best describe the relationship between the Adventist Church and your organization

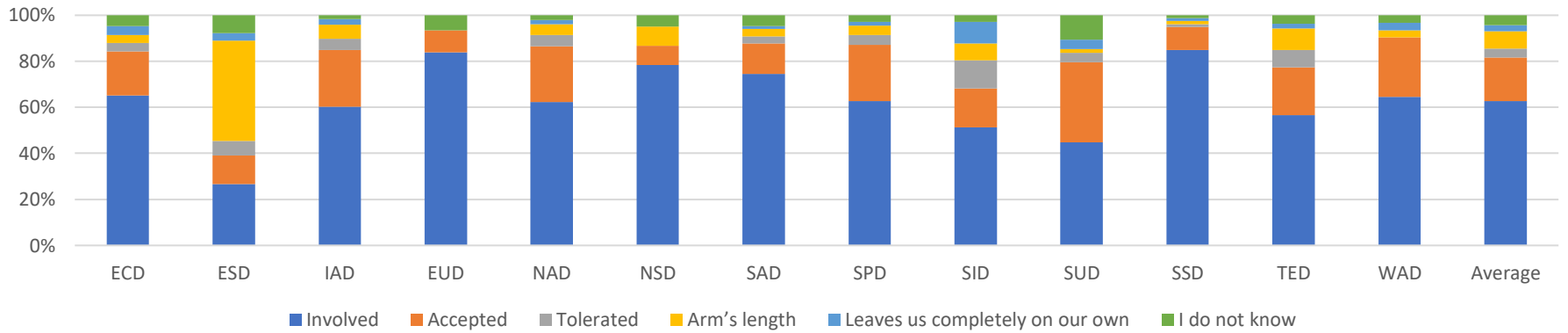
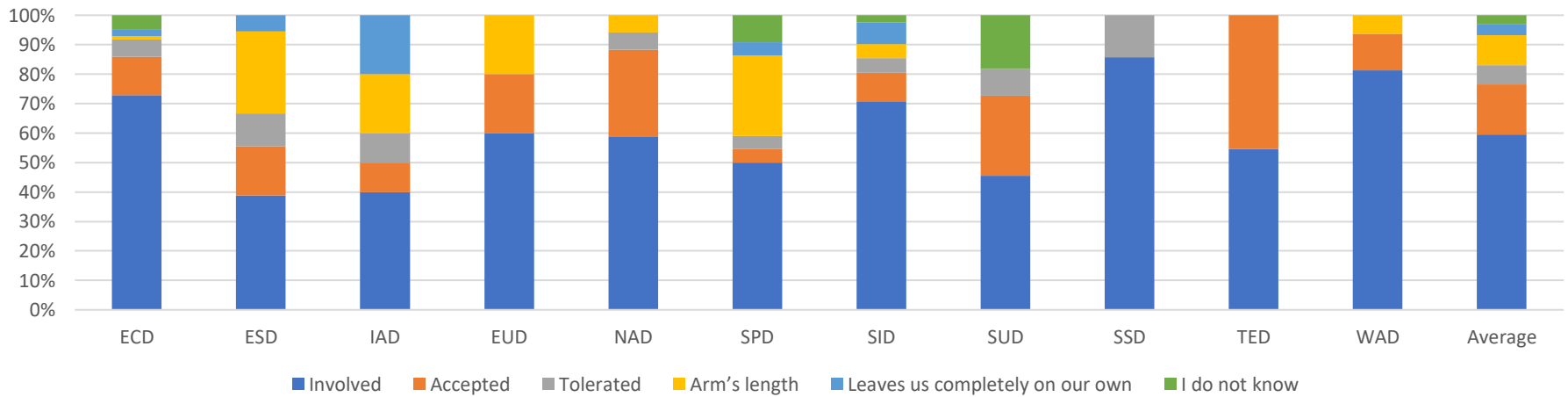


Fig. 4.4b NON-Educ: Best words for your perception of the relationship between larger SDA church and your organization



Note on Figure A4.4b: there were insufficient responses to B6 from the EUD and SSD to include in this figure.

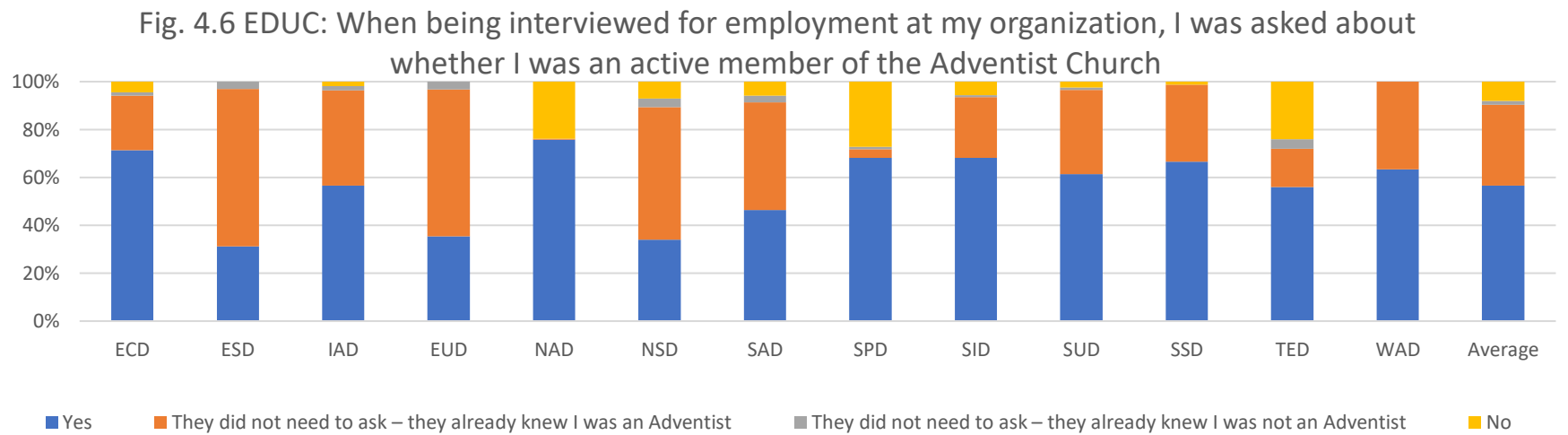
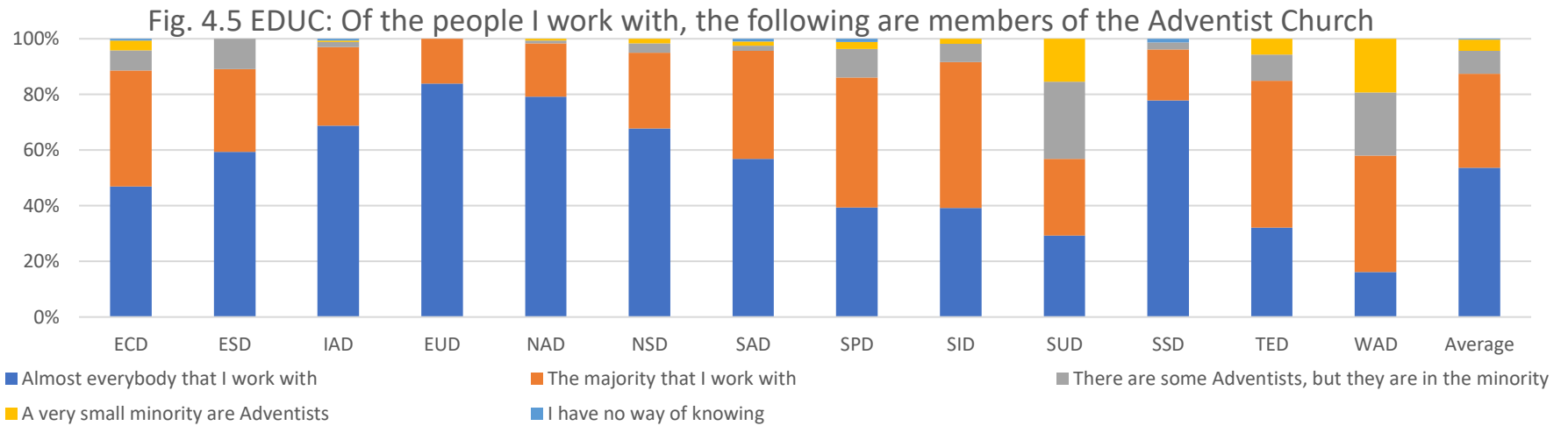


Fig. 4.7 EDUC: My organization makes a profit

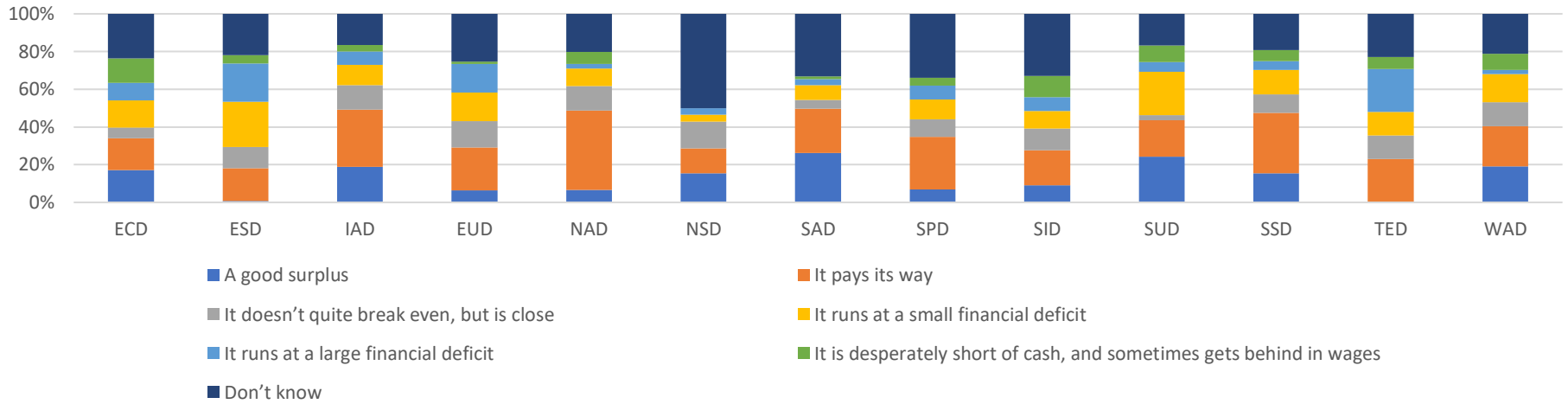


Table 4.4 EDUC: Crosstabulation of “C78. Does your organization make a surplus/profit?” and Division

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
A good surplus	17.1%	0.8%	18.7%	6.3%	6.7%	15.5%	26.1%	6.9%	9.0%	24.1%	15.4%	0.0%	19.1%	12.8%
It pays its way	17.0%	17.3%	30.6%	22.8%	42.0%	13.1%	23.5%	28.0%	18.6%	19.5%	32.2%	22.9%	21.3%	23.7%
It doesn't quite break even, but is close	5.6%	11.3%	12.9%	13.9%	13.0%	14.3%	4.8%	9.2%	11.4%	2.7%	9.6%	12.5%	12.8%	10.3%
It runs at a small financial deficit	14.3%	24.1%	10.8%	15.2%	9.2%	3.6%	7.7%	10.6%	9.5%	23.0%	13.0%	12.5%	14.9%	12.9%
It runs at a large financial deficit	9.3%	20.3%	7.1%	15.2%	2.5%	3.6%	3.3%	7.3%	7.1%	5.1%	4.8%	22.9%	2.1%	8.5%
It is desperately short of cash, and sometimes gets behind in wages	13.0%	4.5%	3.4%	1.3%	6.3%		1.4%	4.1%	11.4%	8.9%	5.8%	6.3%	8.5%	6.2%
Don't know	23.7%	21.8%	16.5%	25.3%	20.2%	50.0%	33.2%	33.9%	32.9%	16.7%	19.2%	22.9%	21.3%	26.0%
n=	718	133	1,201	79	238	84	1,683	218	210	257	208	48	47	5,124

4.2 Employee’s Experience with their Adventist Organization

In Question B8, participants were given the following request: “B8. The following activities may be run by or required of you by your organization. Please rate how effective each of them has been in helping you form your understanding of the relationship between the mission of your organization and the wider mission of the Adventist Church.” Table 4.5 lists the three activities which they were asked to rate, and how they are described in figures and tables.

Table 4.5

Activities which have potential of explaining the relationship between the mission of employer’s organization and the mission of the Seventh-day Adventist Church

As described on the survey	As described in figures and tables in this report
8a. The discussion of my organization’s mission and its relationship to the church’s mission that was part of my orientation / induction when I began working at my organization	Orientation/induction
8b. Day-long meetings devoted to spiritual matters	Day-long meetings
8c. Formal education such as a graduate diploma	Formal education

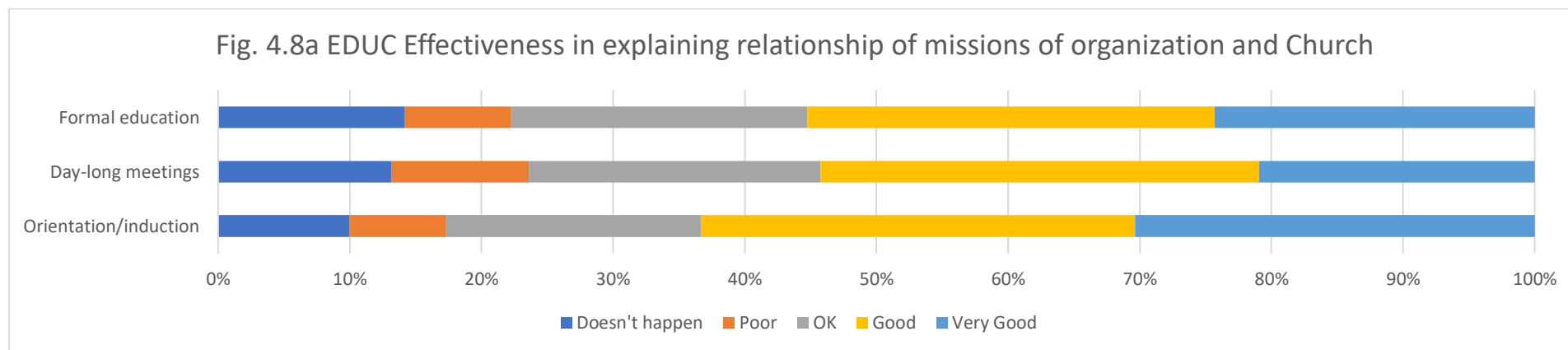


Fig. 4.8b Non-Educ: Effectiveness in explaining relationship of missions of organization and Church

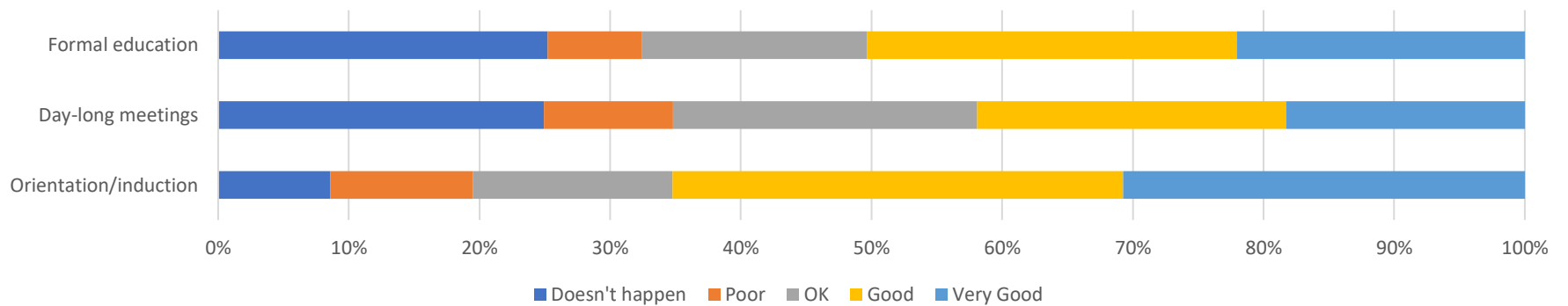


Fig. 4.9 EDUC: Years working for the Adventist Church

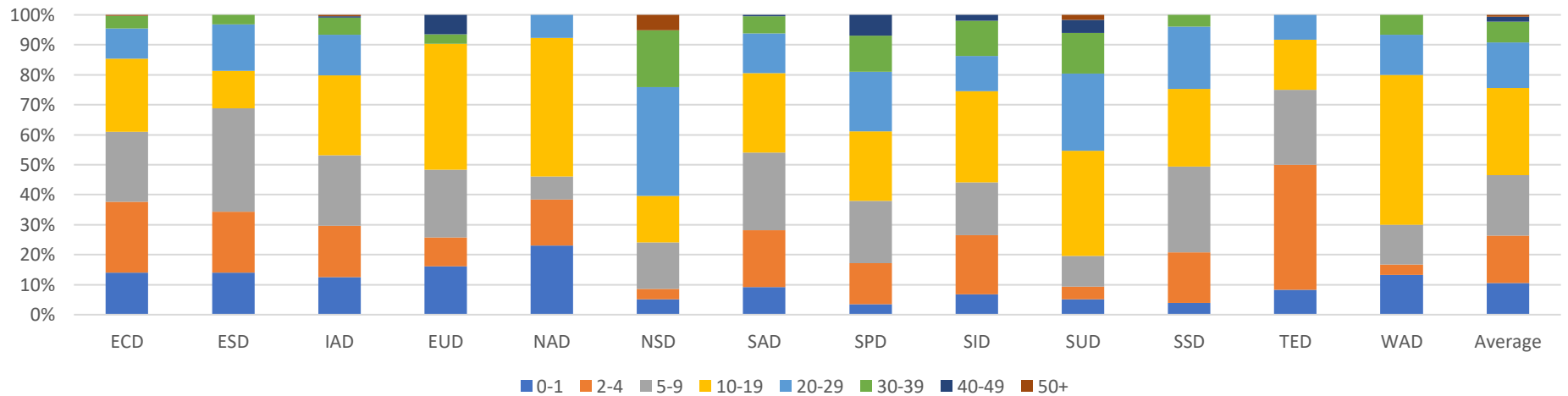


Table 4.6a*EDUC Crosstabulation of Years worked for an organization of the Seventh-day Adventist Church and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
0-1	13.9%	14.1%	12.5%	16.1%	23.1%	5.2%	1.3%	3.2%	6.9%	5.1%	3.9%	8.3%	13.3%	9.8%
2-4	23.6%	20.3%	17.2%	9.7%	15.4%	3.4%	2.7%	12.9%	19.6%	4.3%	16.9%	41.7%	3.3%	14.7%
5-9	23.4%	34.4%	23.5%	22.6%	7.7%	15.5%	3.7%	19.4%	17.6%	10.3%	28.6%	25.0%	13.3%	18.8%
10-19	24.3%	12.5%	26.6%	41.9%	46.2%	15.5%	3.8%	21.8%	30.4%	35.0%	26.0%	16.7%	50.0%	27.0%
20-29	10.2%	15.6%	13.6%	0.0%	7.7%	36.2%	1.9%	18.5%	11.8%	25.6%	20.8%	8.3%	13.3%	14.1%
30-39	4.3%	3.1%	5.6%	3.2%	0.0%	19.0%	0.8%	11.3%	11.8%	13.7%	3.9%	0.0%	6.7%	6.4%
40-49	0.0%	0.0%	0.5%	6.5%	0.0%	0.0%	0.1%	6.5%	2.0%	4.3%	0.0%	0.0%	0.0%	1.5%
50+	0.2%	0.0%	0.5%	0.0%	0.0%	5.2%	0.0%	0.0%	0.0%	1.7%	0.0%	0.0%	0.0%	0.6%
n=	423	64	425	31	13	58	2,736	124	102	117	77	12	30	4,212

Table 4.6b*NON-EDUC Crosstabulation of Years have you worked for an organization of the Seventh-day Adventist Church and Division*

	ECD	ESD	IAD	EUD	NAD	SPD	SID	SUD	SSD	TED	WAD	Average
0-1	14.5%	0.0%	0.0%	0.0%	0.0%	4.5%	9.5%	9.1%	0.0%	0.0%	0.0%	3.4%
2-4	14.5%	17.6%	33.3%	0.0%	17.6%	13.6%	23.8%	9.1%	0.0%	10.0%	6.7%	13.3%
5-9	25.3%	23.5%	11.1%	20.0%	29.4%	27.3%	31.0%	9.1%	0.0%	30.0%	6.7%	19.4%
10-19	20.5%	29.4%	22.2%	20.0%	35.3%	22.7%	16.7%	18.2%	16.7%	0.0%	53.3%	23.2%
20-29	15.7%	23.5%	11.1%	40.0%	17.6%	18.2%	11.9%	18.2%	33.3%	50.0%	20.0%	23.6%
30-39	8.4%	5.9%	11.1%	20.0%	0.0%	13.6%	4.8%	36.4%	50.0%	10.0%	6.7%	15.2%
40-49	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%	0.0%	0.3%
50+	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.7%	1.6%
n=	82	17	9	5	17	22	42	11	6	10	15	236

Questions 33 and 77 asked participants, “C33. [C77.] How much do you agree or disagree with the following statements about where you work?” They were asked to reflect on how much they agreed or disagreed with eleven statements. These statements are listed in Table 4.7, and the responses of participants may be found in Figure 4.10 below and Tables A4.8a through A4.17b in Appendix A.

Table 4.7*“C33. [C77.] How much do you agree or disagree with the following statements about where you work?”*

Wording found on survey	Summary wording used in tables and figures
33a. I like working in a place that is interested in representing God in the world	33a I like that it represents God
33c. ¹⁷ I do not think the Church leadership properly values what my school / organization contributes to the wider mission of the Church	33c Leadership doesn't value us
33d. I can freely share my own faith in a way that would not be possible in other places of work	33d Can share my faith
33e. My school / organization is being pressured to be an evangelizing agency of the Seventh-day Adventist Church?	33e Pressured to evangelize

¹⁷ Note responses to “33b. I serve the mission of the Church through my work” have been reported in section 1.

77a. I can wholeheartedly support the goals of the organization	77a Can support goals
77b. I am able to work with like-minded individuals	77b Work with like-minded
77c. I can help the needy through my work	77c Help needy
77d. The administrators of my organization give too much attention to not upsetting those Christians with extreme view	77d Too much attention to extreme views
77e. It is a much more pleasant environment in which to work than in a non-church organization	77e Pleasant environment
77f. My organization should ensure what it already does is done well before offering new programs or services	77f Should concentrate on what it is doing
77g. I appreciate working for a faith-based organization	77g I like that it is faith-based

In their responses:

- 84% of teachers and lecturers, and 77% of healthcare workers, ADRA personnel, publishing house employees, and employees of media centers strongly agreed that they “like working in a place that is **interested in representing God in the world**” (see Figures 4.10 & 4.11 and Tables A4.8a and A4.8b).
- 78% of teachers and lecturers, and 72% of healthcare workers, ADRA personnel, publishing house employees, and employees of media centers strongly agreed that they “appreciate working for a **faith-based organization**” (see Figures 4.10 & 4.11 and Tables A4.18a & A4.18b).
- 67% of teachers and lecturers, and 68% of healthcare workers, ADRA personnel, publishing house employees, and employees of media centers strongly agreed that they “can **wholeheartedly support the goals** of the organization” (see Figures 4.10 & 4.11 and Tables A4.12a and A4.12b).
- 52.9% of teachers and lecturers, and 52.7% of healthcare workers, ADRA personnel, publishing house employees, and employees of media centers strongly agreed that “It is a much **more pleasant environment in which to work** than in a non-church organization” (see Figures 4.10 & 4.11 and Tables A4.16a & A4.16b).

Fig. 4.10 EDUC: Where you work

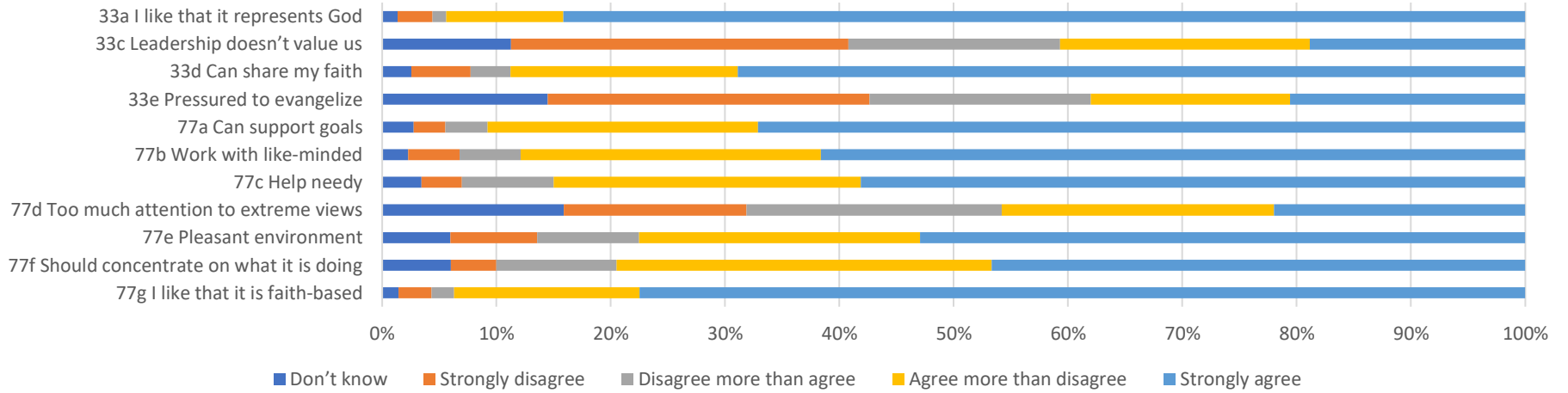


Fig. 4.11 NON-Educ: Where you work

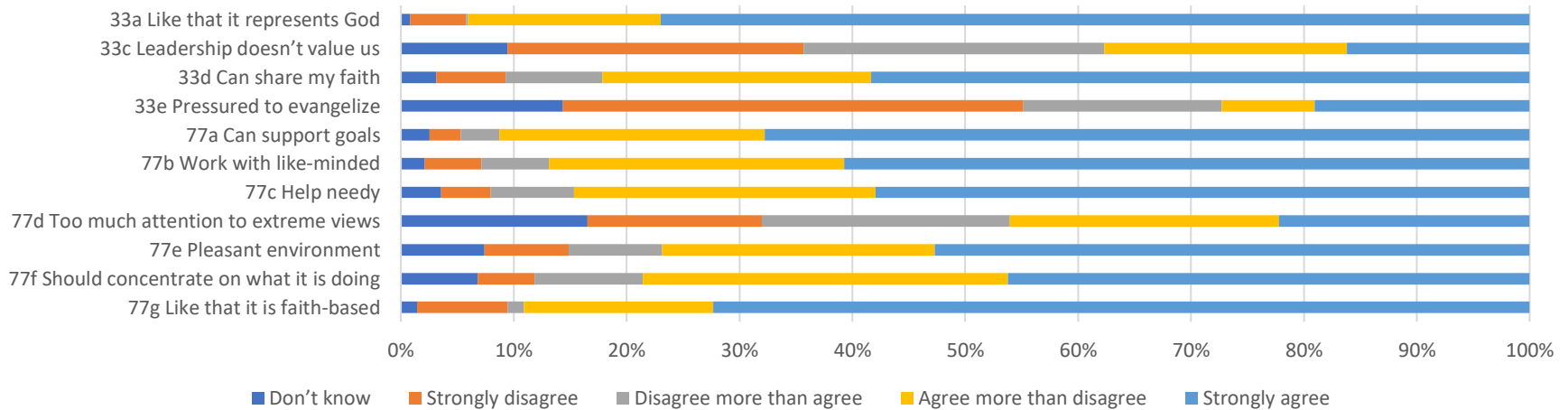


Table 4.8a*EDUC How much do you agree or disagree with the following statements about where you work?*

	Don't know	Strongly disagree	Disagree more than agree	Agree more than disagree	Strongly agree	n=
33a I like that it represents God	1.4%	3.0%	1.2%	10.2%	84.2%	2,059
33c Leadership doesn't value us	11.3%	29.8%	18.7%	22.0%	19.0%	2,033
33d Can share my faith	2.5%	5.2%	3.5%	19.9%	68.9%	2,036
33e Pressured to evangelize	14.5%	28.2%	19.4%	17.4%	20.6%	2,038
77a Can support goals	2.7%	2.8%	3.7%	23.6%	67.1%	5,177
77b Work with like-minded	2.3%	4.5%	5.4%	26.2%	61.6%	5,147
77c Help needy	3.4%	3.5%	8.1%	26.9%	58.1%	5,144
77d Too much attention to extreme views	15.9%	16.0%	22.3%	23.8%	22.0%	5,123
77e Pleasant environment	5.9%	7.6%	8.9%	24.6%	52.9%	5,140
77f Should concentrate on what it is doing	6.8%	5.0%	9.6%	32.3%	46.2%	5,118
77g I like that it is faith-based	1.6%	3.5%	1.3%	16.3%	77.2%	5,129

Table 4.8b*NON-EDUC How much do you agree or disagree with the following statements about where you work?*

	Don't know	Strongly disagree	Disagree more than agree	Agree more than disagree	Strongly agree	n=
33a I like that it represents God	0.8%	5.0%	0.2%	17.1%	77.3%	1,279
33c Leadership doesn't value us	9.4%	26.3%	26.6%	21.5%	16.2%	1,253
33d Can share my faith	3.1%	6.2%	8.6%	23.8%	58.3%	1,275
33e Pressured to evangelize	14.4%	40.8%	17.6%	8.3%	19.0%	1,262
77a Can support goals	2.5%	2.8%	3.4%	23.5%	67.8%	5,155
77b Work with like-minded	2.1%	5.1%	5.9%	26.2%	60.7%	5,125
77c Help needy	3.6%	4.4%	7.4%	26.7%	57.9%	5,122
77d Too much attention to extreme views	16.5%	15.4%	22.0%	23.8%	22.2%	5,101
77e Pleasant environment	7.4%	7.4%	8.3%	24.2%	52.7%	5,118
77f Should concentrate on what it is doing	6.8%	5.0%	9.6%	32.3%	46.2%	5,097
77g I like that it is faith-based	1.4%	8.0%	1.4%	16.8%	72.3%	5,108

4.3 Open-ended responses to question, “What do I like about working for a Church organization?”: Education

Participants were given the following request: “C70. My School / Organization is connected with the Seventh-day Adventist Church. If I were asked what I liked about working for a Church organization, I would say: [please write one or two short sentences].”

Table 4.9a provides a sample of responses to this question, by Division. The file labelled Appendix C contains a more complete set of responses to this question.¹⁸

Table 4.9a

What I like about working in an Adventist school or university

East-Central Africa Division (ECD)	English (translated from French original)	French original
	I love Evangelistic campaigns. Share the word of God The ability to practice my faith. Teaching the Bible Prayer and worship A good organisation English original I have freedom of worship without negotiation. Freedom to serve God. Being able to help in advancing the mission of the church in reaching out to many who are my students. I am always uplifted spiritually. Working with people of same faith Gives me a peace of mind and satisfaction working for God	J'aime beaucoup les campagnes d'évangélisations Partager la parole de Dieu La possibilité de vivre ma foi Enseigner la Bible et connaissances La prières et les cultes chantés Une bonne organisation
Euro-Asia Division (ESD)	English (translated from Russian / Ukrainian original)	Russian / Ukrainian original
	That the day begins with prayer and instructions, there is an understanding and humanity.	Что день начинается с наставлений и молитвы, есть понимание и человечность.

¹⁸ Sherene Hattingh and Peter Kilgour from the research team are responsible for making the choices of which responses to include from English-language responses from teachers. Stephen Currow made the choices for the English-language response from employees in organizations devoted to healthcare, media, welfare/development, and publishing. The research team thank the following individuals for reading through the responses and choosing five representative samples from each of the Divisions, and for translating them into English from languages other than English: Hensley Gungadoo for French-language responses, John Skrzypaszek for German, Matthew Lee for Korean, Goreti McCarthy for Portuguese, Marcial Hernandez Ramos and Daniel Puljic for Spanish, and Roman Selivanov for Russian.

Table 4.9a

What I like about working in an Adventist school or university

	<p>Opportunity to freely express your faith in the Lord Jesus Christ and share it with the younger generation</p> <p>Saturday is a day off, fellow Christians</p> <p>Good atmosphere and God's grace</p> <p>Relationships between people</p> <p>There is no contradiction between the beliefs and the requirements of the employer.</p> <p>English original</p> <p>I'm happy being on God's service! It's a tremendous advantage to work with people who believe the same as yourself.</p> <p>Being free to live and express my faith, and share Jesus to my students</p> <p>Feeling part of a family, my work contributes to a higher goal</p>	<p>Возможность свободно исповедовать свою веру в Господа Иисуса Христа и делиться этим с молодым поколением</p> <p>выходной суббота, коллеги христиане</p> <p>хорошая атмосфера и Божия благодать</p> <p>Взаимоотношения среди людей</p> <p>Нет противоречия между верой и требованиями работодателя.</p>
Inter-America Division (IAD)	<p>English (translated from Spanish original)</p> <p>Serve the Lord</p> <p>Serve fulfilling the mission</p> <p>The environment</p> <p>The work environment</p> <p>Service to students, and search for God</p> <p>I like the brotherhood atmosphere</p> <p>English original</p> <p>I like that we are a Christian service-oriented organization; I like that we are consistent with our beliefs</p> <p>The fellowship of the workers. The Christian persona of its leader</p> <p>To know that my colleagues are godly.</p> <p>Sharing Jesus with my students.</p> <p>The idea that what I do is somehow linked to building up the Kingdom of God.</p>	<p>Spanish original</p> <p>servir al Señor</p> <p>Servir cumpliendo la misión</p> <p>El ambiente</p> <p>El ambiente de trabajo</p> <p>Servicio a los estudiantes, y búsqueda de Dios</p> <p>Me gusta el ambiente de hermandad</p>
Inter-European Division	<p>English (translated from German original)</p> <p>Good relationships with each other, openness, appreciation</p> <p>The assurance to know that I work where God wants me to be.</p>	<p>German original</p> <p>Der gute Umgang miteinander, Offenheit, Wertschätzung</p> <p>Es gibt nur Halt zu Wissen, dass Gott hier wirken darf und mich hier haben möchte.</p>

Table 4.9a

What I like about working in an Adventist school or university

<p>(EUD)</p>	<p>The chance to pray with both the School Staff and the children and youth and to openly discuss spiritual issues. Here I meet people who are human and deeply rooted in faith Work for God; make a difference for eternity. That I can live out my faith freely and pass it on. English original I work for God Implementing my faith in work, being able to share my faith freely I can share my faith while teaching. I work with a team that is spiritually motivated.</p>	<p>Die Chance, sowohl mit dem Kollegium als auch mit den Kindern und Jugendlichen zu beten und offen geistliche Themen anzusprechen. Hier treffe ich Menschen, die menschlich sind und tief im Glauben verwurzelt Für Gott arbeiten; einen Unterschied für die Ewigkeit machen. Dass ich meinen Glauben frei ausleben und weitergeben kann.</p>
<p>North American Division (NAD)</p>	<p>English original The freedom to pray and worship God The Christian attitude displayed by each employee. Involved in mission and building the kingdom by impacting student lives Being able to integrate my faith and spirituality into my daily work and helping young people experience Jesus every day. It aligns with my beliefs I appreciate being around people with similar religious beliefs.</p>	
<p>Northern Asia-Pacific Division (NSD)</p>	<p>English (translated from Korean original) Worship, Bible-reading, and prayer are free. I feel at ease. To be able to keep the Sabbath. The fact that there are colleagues with whom I can share my faith, and that the church exists, all of this is possible because I believe in God is the best. Because I can freely share the love of Jesus and the words of the Bible with my students. It's nice that I can live in a religious environment every day.</p>	<p>Korean original 예배와 성경 읽기, 기도가 자유롭다. 마음이 편안하다. 안식일 준수할 수 있어서. 내 신앙을 함께 할수 있는 동료의 있다는 것 그리고 교회가 존재한다는 것 이 모든것이 하나님을 믿기에 가능하다는 것이 가장 좋다. 마음껏 예수님과 말씀을 전할 수 있어서 매일 신앙적인 환경속에서 생활할 수 있다는것</p>

Table 4.9a

What I like about working in an Adventist school or university

South American Division (SAD)	English (translated from Portuguese original)	Portuguese original
	<p>Because I work for God. Service of God. Security. Making a difference in people's lives. Because it's like family. For the Mission .</p>	<p>Por que estou trabalhando para Deus serviço do Senhor !!! Segurança Fazer a diferença na vida das pessoas Porque é como uma família. Pela missão</p>
	English (translated from Spanish original)	Spanish original
	<p>To serve others Helps connect with God To support Adventist education Not working on the sabbath I'm happy serving God with my job To be able to share the love of Jesus to students and their families.</p>	<p>Servir a los demas Ayuda a la conexión con Dios Aportar a la educación Adventista no trabajar los sábados Soy feliz sirviendo a Dios con mi trabajo!! Poder compartir el amor de Jesús a estudiantes y sus familias</p>
South Pacific Division (SPD)	English original	
	<p>I love being able to share the good news that Jesus Christ came to save us and that we can have a personal relationship with Him. The freedom to talk about Jesus every single day. The common knowledge and sharing of beliefs between staff members. The opportunity to witness to so many students knowing that aside from this school they and their families may never come in contact with Adventists or Christianity. The values and goals The ability to share my faith with others on a daily basis.</p>	
Southern Africa-Indian Ocean (SID)	English original	
	<p>It helps me build my faith It offers me an opportunity to practice what I believe as an Adventist Christian I like being involved in prayer and worship I can practice my religion freely I love to be an extension of Christ's ministry</p>	
Southern Asia	English original	
	<p>Being able to teach my faith in the classroom and pray for my students.</p>	

Table 4.9a

What I like about working in an Adventist school or university

<p>Division (SUD)</p>	<p>It's God's institution so we are blessed servants of God, I am happy that I am part of Seventh-day mission</p> <p>I like working with believers</p> <p>Very good working environment</p> <p>My work is that which bringeth me near unto the Lord. So, I love my work so much.</p> <p>I can talk about God everyday with my co-worker</p>	
<p>Southern Asia-Pacific Division (SSD)</p>	<p>English original</p> <p>Every worker is a missionary who is preparing for God's kingdom</p> <p>I am assured that I will never work on a sabbath. The Christian atmosphere is always refreshing</p> <p>I don't need to work on Sabbaths</p> <p>My Sabbath is safe and my family is with the best family circle of workers</p> <p>It is the privilege to be part of God's ministry in educating young minds.</p> <p>Fellow workers have a Christian perception in the workplace. Having one goal</p>	
<p>Trans-European Division (TED)</p>	<p>English original</p> <p>People come first. I participate in the mission of the church. I work with people who believe similarly.</p> <p>It supports the values that are important to me and I am surrounded by people who are honest and it is a pleasant environment</p> <p>I can work with someone who has similar issues and we can pray together, encourage one another, etc.</p> <p>That we put God first at the centre of all we do.</p>	
<p>West-Central Africa Division (WAD)</p>	<p>English (translated from French original)</p> <p>Holy Communion, Evangelism and worship</p> <p>Integration of faith in all the activities.</p> <p>Share the experiences</p> <p>Winning souls and teaching the students</p> <p>Teaching</p>	<p>French original</p> <p>La sainte scène, l'évangélisation et l'adoration</p> <p>L'intégration de la foi dans toutes les activités.</p> <p>Partager les expériences</p> <p>Gagner des âmes et faire réussir les apprenants</p> <p>L'enseignement</p>
	<p>English original</p> <p>It's a very good place to be because the Bible is read everyday</p> <p>I'm bound by standards set for my operations</p> <p>To be able to practice my belief as a Seventh day Adventist</p>	

Table 4.9a

What I like about working in an Adventist school or university

	<p>It's rewarding</p> <p>It draws me closer to Jesus</p> <p>Training the future leaders</p>
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4.4 Open-ended responses to question, “What do I like about working for a Church organization?”: Adventist healthcare, media, welfare, publishing and food industries

Participants were given the following request: “I work at a Church-connected organization (e.g. school, hospital, media center, factory, etc). If I were asked what the mission of my organization should be, I would say [please write one or two short sentences].”

Table 4.9b provides a sample of responses to this question, by Division. The file labelled Appendix C contains a more complete set of responses to this question.

Table 4.9b

What I like about working for a Church-connected organization: Adventist healthcare, media, welfare, publishing and food industries

East-Central Africa Division (ECD)	English (translated from French original)	French original
	Evangelism	Évangéliser
	Share the good news with the audience	Partager la bonne nouvelle avec l'auditoire
	Support the Gospel work	Soutenir l'œuvre de l'évangile
	Bible Study	L'étude de la parole de Dieu
	Offering medical help and spiritual help to those who are sick.	Apporter les soins médicaux et apporter un réconfort spirituel aux malades
	Preach salvation in Christ Jesus	Apporter ma contribution à la proclamation du message du salut en Jésus Christ
	English original	
	Helping my neighbors, participating in public evangelist campaign	
	Through living in a godly manner and touch peoples needs, they (themselves) understand Jesus' love.	
	I always use Social media platforms to share the message with friends.	
	I do charity work at individual level too. An active member of a local adventist church	

Table 4.9b

What I like about working for a Church-connected organization: Adventist healthcare, media, welfare, publishing and food industries

	Through tithe and offerings	
Euro-Asia Division (ESD)	<p>English (translated from Russian / Ukrainian original)</p> <p>A sense of belonging to the mission</p> <p>I like the relationship people have with each other, we have morning and prayer services, and the whole process of work is dedicated to God</p> <p>Christian atmosphere, work schedule without Saturday</p> <p>Truth that I can live and share</p> <p>Friendly team, spiritual support, common goals</p>	<p>Russian / Ukrainian original</p> <p>Чувство принадлежности к миссии</p> <p>Мне нравятся отношения людей друг с другом, проводятся утренние и молитвенные богослужения, весь процесс работы посвящён Богу</p> <p>Христианская атмосфера, график работы без субботы</p> <p>Истина которой я могу жить и которой могу делиться</p> <p>Дружный коллектив, духовная поддержка, единство целей</p>
South American Division (SAD)	<p>English (translated from Portuguese original)</p> <p>I feel at ease to express my love for God.</p> <p>I like the way the church treats people.</p> <p>To help in the mission.</p> <p>Because it's a good place to be.</p> <p>An honour to work for God.</p> <p>English (translated from Spanish original)</p> <p>Serve as gratitude for salvation</p> <p>To maintain contact with people (students and authorities of the University) who share my faith in Jesus Christ and who have a different perspective of our daily work.</p> <p>The atmosphere is different</p> <p>To give the message to others</p> <p>Because they practice the teachings of Jesus</p> <p>To have friends of the same faith</p>	<p>Portuguese original</p> <p>Me sinto avontade para expressar o amor de Deus.</p> <p>Gosto da maneira como tratam as pessoas</p> <p>Para ajudar na missão</p> <p>Porque é um bom lugar</p> <p>Uma honra trabalhar para Deus</p> <p>Spanish original</p> <p>Servir como gratitud por la salvación</p> <p>Mantener contacto con personas (alumnos y autoridades de la Universidad) que comparten mi fe en Jesucristo y que tienen una perspectiva diferente de nuestra labor diaria.</p> <p>el ambiente es diferente</p> <p>Dar el mensaje a otros</p> <p>Por que se practica las enseñanzas de Jesús</p> <p>Tener amigos de la misma fe</p>
South Pacific Division (SPD)	<p>English original</p> <p>Volunteering in local church, for ADRA and other occasional projects</p> <p>I am on the leadership team of a church plant, often have people at my home, I host a Bible study group and do individual studies with people.</p> <p>Being the sermon myself...I do house to house evangelism</p> <p>I am heavily involved with my local Pathfinder club as well as Women's Ministries for my local Conference and music for my local SDA Church.</p>	

Table 4.9b

What I like about working for a Church-connected organization: Adventist healthcare, media, welfare, publishing and food industries

	I train and equip people to contribute to the mission of the SDA Church through my own time and expertise.
Southern Africa-Indian Ocean (SID)	English original I share literature, conduct seminars, and at times hold special meetings at which I will be the speaker By helping the needy individuals in my community Being a faithful witness. Invite people to the church. Hospitality and friendship ministries. Taking part in church activities and community activities Through offerings and tithes; Attend church activities; participate in health expos
Southern Asia Division (SUD)	English original Actively promote through social media Health principles I follow and the way I behave with the people I come across I contribute in church either in ministry or any kind of work that is involved in church Gospel work Counselling
Southern Asia-Pacific Division (SSD)	English original Hospital and house visitation Health Education to the community Community outreach Witnessing, take opportunity to support those who labor to proclaim the kingdom Active in SDA church programs

4.5 Open-ended responses to question, “What frustrates me about working for a Church organization?”: Education

Participants were given the following request: “C71. If I were asked what frustrates me about the fact that my organization is a Church organization, I would say: [please write one or two short sentences].”

Table 4.10a provides a sample of responses to this question, by Division. The file labelled Appendix C contains a more complete set of responses to this question.

Table 4.10a*What frustrates me about working for an Adventist school or university*

East-Central Africa Division (ECD)	English (translated from French original) Nothing at all. Unchristian behaviour among Adventists. Hierarchical authority English original Lack of recognition and appreciation from church leadership Diminishing good will from church members Leaders interfering with the proper running of the school The payment is low compared to other institutions People are not practicing their faith.	French original Rien du tout Comportement non chrétien des membres Adventistes Les autorités hiérarchique
Euro-Asia Division (ESD)	English (translated from Russian / Ukrainian original) I do not have any regrets regarding the religious nature of the organisation. Lack of funding Not all the teachers are Christians. Therefore, there are problems in the team. Gossip. They do not teach the children to properly love Christ. They do not understand the value of appearance and allow you to come in an inappropriate form. The management does what suits them. Don't listen to the parents or to the advice of other people from the outside I am upset by the very low (small) salary at our school It has become apparent that our organisation has integrated non-church norms, standards, formalism, and bureaucracy. English original It's slow (even unwilling) to adjust to the local and present needs and circumstances Financial pressure. Many would judge us.	Russian / Ukrainian original У меня нет огорчений по поводу церковности организации Недостаток финансирования Не все учителя христиане. Поэтому в коллектив есть проблемы. Сплетни. Они не учат детей должным образом любить Христа. Они не понимают ценности во внешнем виде и позволяют приходить в ненадлежащем виде. Руководство делает так, как им удобно. Не прислушиваться к родителям. К советам других людей со стороны меня огорчает очень низкая (маленькая) зарплата у нас в школе Очень много стало заметным уподобление не церковным организациям: нормы, стандарты, формализм и бюрократия
Inter-America Division (IAD)	English (translated from Spanish original) The meddling of leaders in businesses that do not dominate the leaders The pay	Spanish original La intromisión de los líderes en los negocios que no dominan. Los dirigentes El pago

Table 4.10a <i>What frustrates me about working for an Adventist school or university</i>		
	<p>Economy</p> <p>Salary</p> <p>Poor organization, frequent change of leaders</p> <p>English original</p> <p>That we think pastors are more important than teachers and other workers, that I'm paid below my worth and qualifications, that my organization does not value Christian Education enough to ensure that the schools in my conference are well equipped and that staff is empowered to give their best.</p> <p>Anytime the salary is mentioned, it is said it is a ministry as if we should be content with what is.</p> <p>That sometimes not everyone has the same commitment and there is not enough support from the wider church</p>	<p>Economía</p> <p>sueldo</p> <p>La mala organización, cambio frecuente de líderes</p>
Inter-European Division (EUD)	<p>English (translated from German original)</p> <p>If some lesson topics are dropped by parents without any ifs and buts</p> <p>Interference from local church and nepotism. Sometimes a mixture of personal and professional life.</p> <p>As imperfect human beings, through our wrong decisions and problems, we sometimes convey an unfavourable image of God to others through our actions.</p> <p>Some brothers do not recognize the importance of educational work and the seriousness of our time and instead hinder the work rather than promote it, but they sit in decision-making positions/responsibilities.</p> <p>One deals almost exclusively with Adventists and it is sometimes difficult to get out of this "bubble".</p> <p>English original</p> <p>Some decisions take a long time due to the complex administration</p> <p>I earn less money and miss out on retirement advantages my country would offer me if I were state-employed. Also how my time is consumed by additional school things and how my free time is treated often really feel like my coworkers in higher positions are overstepping boundaries.</p> <p>Higher expectations on everyone, not enough money to pay enough staff members which leads to overwork</p>	<p>German original</p> <p>Wenn einige Unterrichtsthemen von Eltern ohne wenn und aber abgelegt wird</p> <p>Einmischung von Ortsgemeinde und Vetternwirtschaft. Manchmal Mischung von Privatleben und Beruflichem.</p> <p>Als unvollkommene Menschen vermitteln wir durch unsere Fehlentscheidungen und Probleme manchmal anderen durch unser Handeln ein ungünstiges Gottesbild.</p> <p>Dass manche Brüder die Wichtigkeit des Erziehungswerks und den Ernst unserer Zeit nicht erkennen und das Werk eher behindern als fördern, sie aber in Entscheidungsgremien sitzen.</p> <p>Man hat fast nur mit Adventisten zu tun und es fällt manchmal schwer aus dieser "Bubble" herauszukommen.</p>
North American Division (NAD)	<p>English original</p> <p>Not frustrated we are a church organization. Frustration is more with the church, particularly the view of women as less-than.</p> <p>The coldness of people's attitudes. The church is too much of a clique. Those who are popular or well known or connected get promoted and move up. It's also the good old boys club and some leaders of conferences are not qualified to lead.</p>	

Table 4.10a

What frustrates me about working for an Adventist school or university

	<p>Our focus is on increasing enrollment to increase monies. Our focus should be on leading students to a vibrant relationship with Jesus through educational excellence. Not drilling church doctrine into them.</p> <p>The leadership (conference, union, NAD) is made up of mostly clergy with no experience in business, or finance and has mismanaged many schools, churches and hospitals.</p> <p>Intolerance and arguing about debatable matters as though those things are what matter most (Romans 14:1)</p> <p>Its rigidity, resistance to change, unnecessarily deep organizational structure/hierarchy, top down funding, so that many small and local needs in churches and schools go unmet. Only big churches with wealthy members get additional personnel and resources. Much of our local money goes elsewhere while our community struggles to find full time pastors and teachers. Adventist education is not considered evangelism. The pastors and teachers work long hours and sacrifice health and family but are not always supported by church or conference and we are asked to teach family values and healthy lifestyle practices that our employment practices do not support. Needs to be a mentoring structure for pastors and teachers. Needs to be a training and better vetting of conference leaders and personnel. Leaders spend much time traveling outside the conference attending meetings around the states and in exotic places, (just survey fb and Instagram) but spend very little time in the trenches serving and mentoring the pastors and teachers in their conference.</p>	
<p>Northern Asia-Pacific Division (NSD)</p>	<p>English (translated from Korean original)</p> <p>Unfair personnel transfer.</p> <p>When I am asked to be too religious, or to obey a doctrine that seems unloving.</p> <p>I feel sad when there are secular things that are not connected to Christ in SDA school.</p> <p>When leaders of an SDA school behave like worldly organizations.</p> <p>There are many things to be disappointed because my faith and my work are done in the same place.</p> <p>Excessive fear of organizational change.</p>	<p>Korean original</p> <p>불공정한 인사</p> <p>지나치게 높은 신앙심을 요구받거나 사랑없어보이는 교리를 요구하는 행동교리를</p> <p>그리스도와 연결되지 못한 세속적인 모습 만연되어 있을때 답답하다.</p> <p>세상 조직과 같이 행동할때, 특히 지도자들이</p> <p>신앙과 직장이 겹쳐지며 실망할 일이 많습니다.</p> <p>변화에 대한 지나친 두려움</p>
<p>South American Division (SAD)</p>	<p>English (translated from Portuguese original)</p> <p>Do not live what they preach.</p> <p>Lack of firmness.</p> <p>I don't feel frustrated, on the contrary, proud.</p> <p>Statistical data of baptisms.</p> <p>That not all have the same vision.</p> <p>I don't have any frustrations.</p>	<p>Portuguese original</p> <p>Não vive aquilo que prega...</p> <p>falta de firmeza</p> <p>Não me sinto frustrada, pelo contrário, orgulhosa</p> <p>Datos estadísticos de batismos</p> <p>É que nem todos tem a mesma visão</p> <p>não tenho frustração.</p>

Table 4.10a*What frustrates me about working for an Adventist school or university*

	English (translated from Spanish original)	Spanish original
South Pacific Division (SPD)	<p>The coldness with which some adults treat the youth</p> <p>That it's managed by men and no important places are given to women when we were created in equality by the same God.</p> <p>Extra work (the extra mile)</p> <p>Sometimes due to fear of offending students, teaching the Adventist truth is omitted.</p> <p>Sometimes, how imperfect we servants are.</p> <p>Politics, accommodations, incompetency.</p>	<p>La frialdad con que algunos adultos tratan a los jóvenes</p> <p>Que es manejada por hombres (sexo masculino) y no se da lugares de importancia a las mujeres cuando hemos sido creados en igualdad por el mismo Dios.</p> <p>Trabajo extra (la milla extra)</p> <p>A veces por miedo a ofender a los alumnos se omite enseñar la verdad adventista</p> <p>A veces, lo imperfectos que somos los servidores</p> <p>La política, los acomodos, la incompetencia</p>
Southern Africa-Indian Ocean (SID)	<p>English original</p> <p>Staff are expected to go above and beyond because we work for the church. If we need some consideration (such as time off from face-to-face duties to prepare or recover) for the extra time for church services or other programs run, there is nothing available to support - it is an expected roll. Life is busy enough, it is hard to find time to follow Jesus' example and take time out to pray and recover and reconnect with Him.</p> <p>Sometimes I feel that the higher administration sees everything in black and white and doesn't show Christian concern to their workers.</p> <p>The biggest thing for me is that there isn't enough autonomy given to schools where it counts - we could take a lot of leaves out of the book of the Catholic system of education in Australia. They lobby as a body, pool when it helps financially, but still enjoy independence at the school level.</p> <p>Poor management structure and lack of economical vision.</p> <p>Many get caught up in bureaucracy.</p> <p>Lack of professionalism, poor communication between school and conference. The fact that boundaries are blurred between staff during the week and then worshipping alongside the same people at church. Lack of confidentiality.</p>	
Southern Asia Division (SUD)	<p>English original</p> <p>Nepotism</p> <p>Politics and greed mixed with church</p>	

Table 4.10a <i>What frustrates me about working for an Adventist school or university</i>			
	<p>We are not getting salary as fits our work</p> <p>Some teachers are not honest to their jobs</p> <p>Nothing</p>		
Southern Asia-Pacific Division (SSD)	<p>English original</p> <p>Sometimes leaders act like a worldly leaders boasting of themselves</p> <p>Hypocrisy and hatred among brethren. Ill-spirit towards others</p> <p>Most parents and students expecting to receive high grades</p> <p>Church leaders are placing a little investment in educational institutions.</p> <p>They do not give right benefits and a government approved minimum salary to the newly hired teachers, and the regularization takes more than 3 years</p> <p>Politics run in the church</p>		
Trans-European Division (TED)	<p>English original</p> <p>Nepotism and politicisation</p> <p>The leaders do not understand the importance of schools as contributing to the mission of the church.</p>		
West-Central Africa Division (WAD)	<table border="0"> <tr> <td> <p>English (translated from French original)</p> <p>All those that don't want to confess their sins</p> <p>Dictatorial leadership</p> <p>What frustrates me is that many ignore truth.</p> <p>Students not accepting Jesus.</p> <p>Lack of meritocracy.</p> <p>Nothing to report</p> <p>English original</p> <p>Overtime working</p> <p>The members do not appreciate what they have .</p> <p>Some still do not know God</p> <p>Spiritual weakness of our leaders</p> <p>Majority of people are not spirit-filled, they are only interested in the money</p> </td> <td> <p>French original</p> <p>Tous ces gens qui ne veulent pas à confesser leurs péchés</p> <p>Le leadership dictatoriale</p> <p>Ce qui me frustre ce que beaucoup de gens ignorent la vérité.</p> <p>L'incompréhension de certains élèves d'accepter Jésus et</p> <p>Manque de méritocratie</p> <p>Rien à signaler</p> </td> </tr> </table>	<p>English (translated from French original)</p> <p>All those that don't want to confess their sins</p> <p>Dictatorial leadership</p> <p>What frustrates me is that many ignore truth.</p> <p>Students not accepting Jesus.</p> <p>Lack of meritocracy.</p> <p>Nothing to report</p> <p>English original</p> <p>Overtime working</p> <p>The members do not appreciate what they have .</p> <p>Some still do not know God</p> <p>Spiritual weakness of our leaders</p> <p>Majority of people are not spirit-filled, they are only interested in the money</p>	<p>French original</p> <p>Tous ces gens qui ne veulent pas à confesser leurs péchés</p> <p>Le leadership dictatoriale</p> <p>Ce qui me frustre ce que beaucoup de gens ignorent la vérité.</p> <p>L'incompréhension de certains élèves d'accepter Jésus et</p> <p>Manque de méritocratie</p> <p>Rien à signaler</p>
<p>English (translated from French original)</p> <p>All those that don't want to confess their sins</p> <p>Dictatorial leadership</p> <p>What frustrates me is that many ignore truth.</p> <p>Students not accepting Jesus.</p> <p>Lack of meritocracy.</p> <p>Nothing to report</p> <p>English original</p> <p>Overtime working</p> <p>The members do not appreciate what they have .</p> <p>Some still do not know God</p> <p>Spiritual weakness of our leaders</p> <p>Majority of people are not spirit-filled, they are only interested in the money</p>	<p>French original</p> <p>Tous ces gens qui ne veulent pas à confesser leurs péchés</p> <p>Le leadership dictatoriale</p> <p>Ce qui me frustre ce que beaucoup de gens ignorent la vérité.</p> <p>L'incompréhension de certains élèves d'accepter Jésus et</p> <p>Manque de méritocratie</p> <p>Rien à signaler</p>		

Table 4.10a*What frustrates me about working for an Adventist school or university*

	Its organizational structure allows for partisan politics
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4.6 Open-ended responses to question, “What frustrates me about working for a Church organization?”: Adventist healthcare, media, welfare, publishing, and food industries

Participants were given the following request: C71. If I were asked what frustrates me about the fact that my organization is a Church organization, I would say: [please write one or two short sentences].”

Table 4.10b provides a sample of responses to this question, by Division. The file labelled Appendix C contains a more complete set of responses to this question.

Table 4.10b*What frustrates me about working for Adventist healthcare, media, welfare, publishing, and food industries*

East-Central Africa Division (ECD)	English (translated from French original)	French original
	Nothing	Aucune
	The behaviour of some church members isare contrary to their beliefs and position	Les pratiques de certains membres d'eglise contradictoires avec leurs croyances et leurs positions
	At times there is a lack of finances.	Des fois il y a manque de moyens financiers.
	If the church does not fulfil its mission	Si l'organisation ne répond pas a la mission lui confiée
	Politics in church	La politique dans l'Eglise
	Not paying workers/agents	Le non payment des agents
	English original	
	Contributing to the Mission of the Church is fulfilling, the working environment is good	
	Working for a Church organization provides me with a sense of purpose and meaning beyond just a job. I appreciate the emphasis on service, community, and values, and the opportunity to integrate my faith and work in a meaningful way.	
	We open each day with a word of prayer and the word of God. rare to find it anywhere else	
	The Christian environment	
	Simply because am doing what the Lord would wish me to do, and I don't struggle for Sabbath ...	
Euro-Asia Division (ESD)	English (translated from Russian / Ukrainian original)	Russian / Ukrainian original
	Lack of sufficient flexibility and speed in decision-making.	Отсутствие достаточной гибкости и скорости в принятии решений.

Table 4.10b*What frustrates me about working for Adventist healthcare, media, welfare, publishing, and food industries*

	<p>Excessive reporting and approvals, lack of independence of the organisation and the large company structures on which it depends, what prevents the organisation from developing in the personnel and economic direction</p> <p>Dependence on the opinion of the church leadership on some issues.</p> <p>Bureaucracy.</p> <p>It does not upset me but only pleases that my organisation is connected to the church</p> <p>Nothing</p>	<p>Чрезмерная отчетность и согласования, несамостоятельность организации и большое количество структур от которых она зависит, которые мешают организации развиваться в кадровом и экономическом направлении</p> <p>Зависимость от мнения церковного руководства по некоторым вопросам.</p> <p>Бюрократия.</p> <p>Меня не огорчает, а только радует что моя организация церковная</p> <p>Ничего</p>
South American Division (SAD)	<p>English (translated from Portuguese original)</p> <p>Not all are looking for the truth.</p> <p>Nothing frustrates me.</p> <p>Nothing</p> <p>People don't take the mission seriously.</p> <p>Bring dignity to the underprivileged.</p> <p>I don't get frustrated because I honor the place I work for.</p> <p>English (translated from Spanish original)</p> <p>Some exaggerations and injustices</p> <p>It frustrates me that sometimes there are people who believe strongly in God but continue to sin</p> <p>It's that they don't demonstrate what they prophesy with their actions</p> <p>Inequality</p> <p>LMlots of materialism</p> <p>There's no good salary</p>	<p>Portuguese original</p> <p>Nem todos estão a procura da verdade</p> <p>Não me frustra</p> <p>Nada</p> <p>As pessoas não leva a sério a missão</p> <p>Levar dignidade aos menos favorecidos.</p> <p>Nao me frustro pois honro o local que trabalho</p> <p>Spanish original</p> <p>Algunas exageraciones e injusticias.</p> <p>Me frustra que aveces hay personas que son muy creyentes del Señor pero siguen pecando</p> <p>Es que no demuestran con actos lo que profetizan.</p> <p>Desigualdad</p> <p>Mucho materialismo</p> <p>No tiene un buen salario</p>
South Pacific Division (SPD)	<p>English original</p> <p>Working for a purpose not just to earn a living. Working with like-minded people who share a passion to bring the Jesus to others</p> <p>Meeting like-minded people around the world, being able to share and explore my faith openly with others and feeling like I'm working within God's mission and purpose for my life.</p>	

Table 4.10b

What frustrates me about working for Adventist healthcare, media, welfare, publishing, and food industries

	<p>People sharing the same belief as you and you can learn from one another. Also, they help you in the darkest times.</p> <p>Ability to commit my skills and interests to furthering the mission of the Church. Without this it may be a lot harder to do so on a daily basis.</p> <p>This is an awesome way to serve God. I love that we have morning devotional/worship as a workplace.</p>
Southern Africa-Indian Ocean (SID)	<p>English original</p> <p>I feel that am serving God through all my work</p> <p>My organisation promotes spiritual life among its employees and patients, so every time I go for work, I am also taken closer to word of God.</p> <p>I like working for a church organization as I believe it is my calling and it gives me a lot of opportunities to witness for my faith.</p> <p>Being part of the global mission - evangelizing through provision of health services</p> <p>Office talk is "clean" and Christian like business behaviour.</p>
Southern Asia Division (SUD)	<p>English original</p> <p>God's blessings are upon me when I do His will</p> <p>A good place to practice ethical treatments and follow the Sabbath</p> <p>Morning worship only. Rest I don't want to comment about it.</p> <p>I like the similar faith family environment.</p> <p>A worldwide commitment to mission. Some excellent people throughout the organization.</p>
Southern Asia-Pacific Division (SSD)	<p>English original</p> <p>You feel like a part of the greater calling from God</p> <p>Perfectly comfortable in the environment, aligned with the values, mission of the organization. Praise God for the opportunities to use this platform to share</p> <p>To be part of His Mission</p> <p>Adventist and Muslim have more similar belief</p> <p>Love among colleagues, patients</p>

5. Practices of Personal Spirituality

The concept of spirituality is evoked in a wide range of contexts and takes on a different flavor in each context. As a consequence, there are many approaches that can be taken to study the spirituality of individuals.¹⁹ Thus the question naturally arises: what is the most appropriate approach in an Adventist context? Bruce Manners summed his study of Seventh-day Adventist Spirituality as follows:

So, what could an Adventist model of spirituality look like? From the research there is a strong emphasis on what could be called “practical spirituality,” or defined as spirituality demonstrated in action, in doing—a part of our heritage. We have tended to promote and applaud action.²⁰

Consequently, it is entirely appropriate, if incomplete, to study Adventist spirituality in terms of commonly promoted behaviors associated with spirituality in an Adventist context, such as those found in Question 69 of the survey.

5.1 Summary of results

Question 69 invited participants to reflect on personal activities which are associated with spirituality in Adventist writings and practices: prayer, prayer groups, reading Scripture, reading theological books and journals, reading the writings of Ellen G. White, family worship, sharing faith, feelings of wonder and spiritual peace. The responses provided indicate that:

- 86% of teachers and lecturers, and 85% of healthcare workers, ADRA personnel, publishing house employees, and employees of media centers strongly agree that they have “made a **personal commitment** to Jesus Christ that is still important in my life today” (see Figures 5.1a & 5.1b and Tables 5.1a & 5.1b).
- 67% of teachers and lecturers, and 65% of healthcare workers, ADRA personnel, publishing house employees, and employees of media centers have **prayed** outside of religious services once or more times per day (see Figures 5.2a & 5.2b, 5.3a and 5.3b and Tables 5.2a & 5.2b, 5.3a & 5.3b).
- 56% of teachers and lecturers, and 44% of healthcare workers, ADRA personnel, publishing house employees, and employees of media centers have participated in **prayer groups**, Scripture study groups, or religious education programs a few times per week or more (see Figures 5.2a & 5.2b, 5.3a and 5.3b and Tables 5.2a & 5.2b, and 5.4a & 5.4b).
- 49% of teachers and lecturers, and 43% of healthcare workers, ADRA personnel, publishing house employees, and employees of media centers read **Scripture** once or more per day (see Figures 5.2a & 5.2b, 5.4a and 5.4b and Tables 5.2a & 5.2b, and A5.1a & A5.1b).

¹⁹ Some of the various approaches taken to the study of spirituality are canvassed in the chapter by Robert K. McIver, “Practices of Seventh-day Adventist Spirituality (Including Tithing) Among Teachers in Adventist Schools in Australia and the Solomon Islands,” in R. McIver, S. Hattingh, P. Kilgour, Eds., *Education as Preparation for Eternity: Teachers in Seventh-day Adventist Schools in Australia and the Solomon Islands, and Their Perceptions of Mission* (Cooranbong/Silver Spring, MD, Australia: Avondale Academic Press/Office of Archives Statistics and Research, 284-301).

²⁰ Bruce Manners, “Developing an Adventist concept of spirituality,” *Ministry* April 2008 (80[4]), 19

- 60% of teachers and lecturers, and 70% of healthcare workers, ADRA personnel, publishing house employees, and employees of media centers had **shared their faith** with non-believers or people from other religious backgrounds a few times per week or more (see Figures 5.2a & 5.2b, 5.7a and 5.7b and Tables 5.2a & 5.2b, and A5.3a & A5.3b).
- 59% of teachers and lecturers, and 95% of healthcare workers, ADRA personnel, publishing house employees, and employees of media centers had felt a **deep sense of spiritual peace and well-being** a few times per week or more (see Figures 5.2a & 5.2b, 5.8a & 5.8b and Tables 5.2a & 5.2b, and A5.4a & A5.4b).
- 76% of teachers and lecturers, and 65% of healthcare workers, ADRA personnel, publishing house employees, and employees of media centers had felt a **deep sense of wonder** about the universe a few times per week or more (see Figures 5.9a & 5.9b and Tables A5.5a & A5.5b).

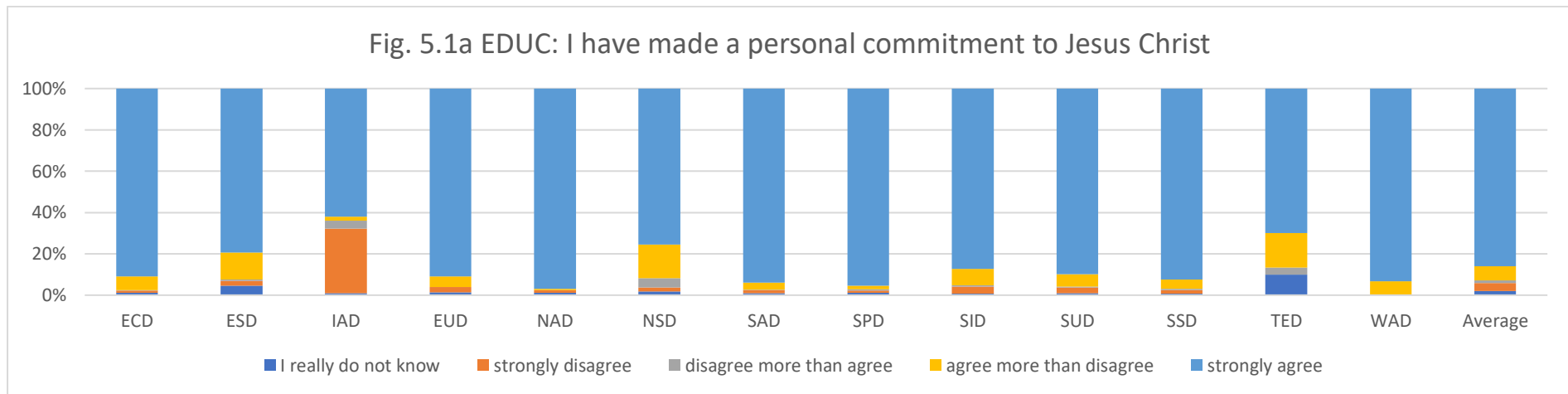


Fig. 5.1b NON-Educ: I have made a personal commitment to Jesus Christ

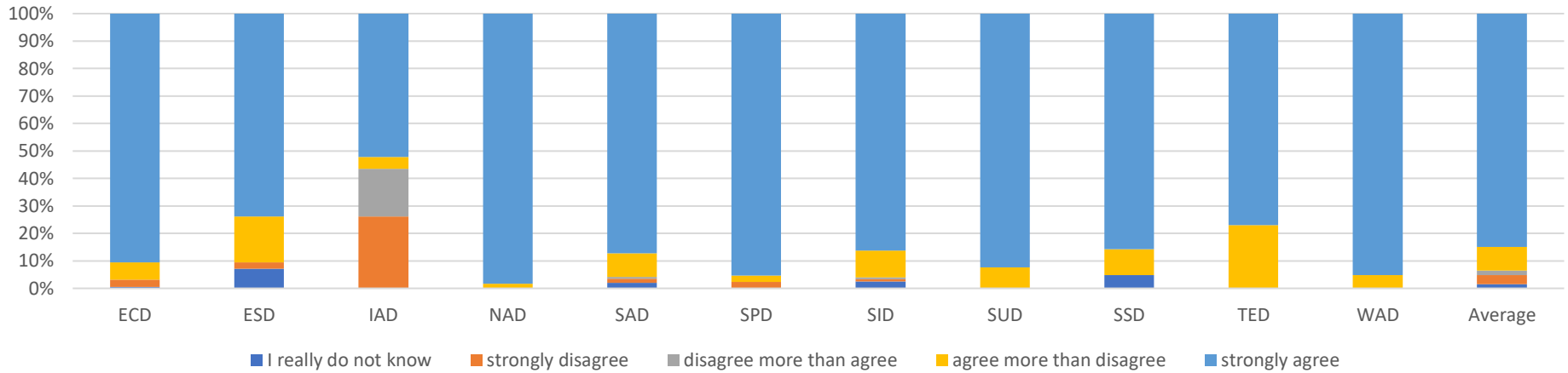


Table 5.1a

EDUC Crosstabulation of "I have made a personal commitment to Jesus Christ that is still important in my life today" and Division

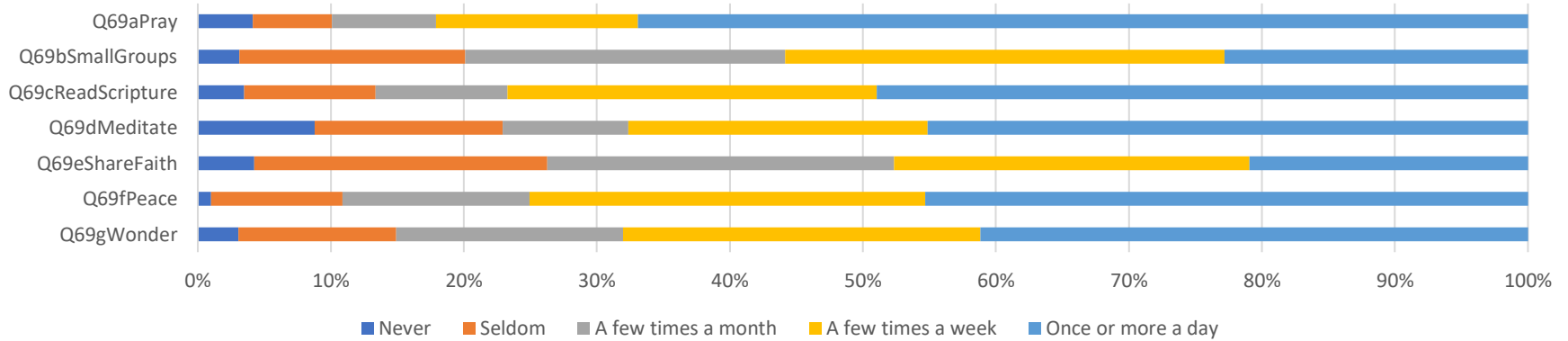
	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	1.1%	4.6%	0.9%	1.3%	1.3%	1.8%	1.0%	1.1%	0.7%	0.9%	0.6%	10.0%	0.0%	2.0%
strongly disagree	1.2%	2.3%	31.3%	2.6%	1.3%	1.8%	1.4%	1.1%	3.4%	2.8%	1.9%	0.0%	0.0%	3.9%
disagree more than agree	0.2%	0.8%	3.8%	0.0%	0.0%	4.5%	0.3%	0.6%	0.7%	0.5%	0.6%	3.3%	0.0%	1.2%
agree more than disagree	6.5%	13.0%	1.9%	5.2%	0.6%	16.4%	3.5%	1.7%	7.9%	6.0%	4.4%	16.7%	6.8%	7.0%
strongly agree	91.0%	79.4%	62.1%	90.9%	96.9%	75.5%	93.8%	95.4%	87.3%	89.9%	92.5%	70.0%	93.2%	86.0%
n=	845	131	862	77	19	110	1,196	54	267	218	159	30	59	4,027

Table 5.1b

NON-EDUC Crosstabulation of "I have made a personal commitment to Jesus Christ that is still important in my life today" and Division

	ECD	ESD	IAD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	0.5%	7.1%	0.0%	0.0%	2.1%	0.0%	2.4%	0.0%	4.8%	0.0%	0.0%	1.5%
strongly disagree	2.6%	2.4%	26.1%	0.0%	1.4%	2.3%	0.8%	0.0%	0.0%	0.0%	0.0%	3.2%
disagree more than agree	0.0%	0.0%	17.4%	0.0%	0.8%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	1.7%
agree more than disagree	6.3%	16.7%	4.3%	1.7%	8.6%	2.3%	9.8%	7.7%	9.5%	23.1%	4.8%	8.6%
strongly agree	90.5%	73.8%	52.2%	98.3%	87.2%	95.3%	86.2%	92.3%	85.7%	76.9%	95.2%	84.9%
n=	190	42	23	32	2,265	38	123	26	21	13	21	2,800

Fig. 5.2a EDUC: Practices of personal spirituality



5.2b NON-Educ: Practices of Personal Spirituality

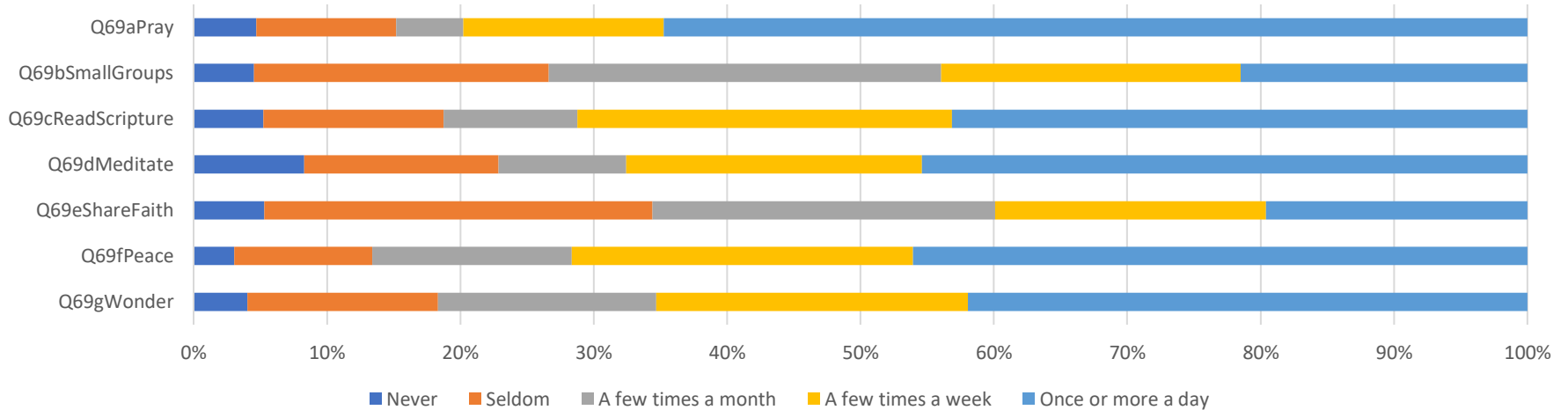


Table 5.2a*EDUC: “Please indicate how often you do or experience each of the following ...”*

	Never	Seldom	A few times a month	A few times a week	Once or more a day	n=
Q69aPray	4.1%	5.9%	7.8%	15.2%	66.9%	4,115
Q69bSmallGroups	3.1%	17.0%	24.1%	33.0%	22.8%	4,111
Q69cReadScripture	3.5%	9.9%	9.9%	27.8%	48.9%	4,097
Q69dMeditate	8.8%	14.1%	9.5%	22.5%	45.1%	4,071
Q69eShareFaith	4.2%	22.1%	26.1%	26.7%	20.9%	4,093
Q69fPeace	1.0%	9.9%	14.0%	29.7%	45.3%	4,076
Q69gWonder	3.1%	11.9%	17.0%	26.9%	41.2%	4,056

Note on Tables 5.2a and 5.2b: The numbers in Table 5.2a and 5.2b are derived from the row averages of Tables 5.2a & 5.2b through 5.4a & 5.4b and Tables A5.1a & A5.1b through A5.5a & 5.5b in Appendix A.

Table 5.2b*NON-Educ: “Please indicate how often you do or experience each of the following ...”*

	Never	Seldom	A few times a month	A few times a week	Once or more a day	n=
Q69aPray	4.7%	10.5%	5.0%	15.0%	64.7%	2,595
Q69bSmallGroups	4.5%	22.1%	29.4%	22.4%	21.5%	2,596
Q69cReadScripture	5.2%	13.5%	10.0%	28.1%	43.2%	2,597
Q69dMeditate	8.3%	14.6%	9.6%	22.2%	45.4%	2,583
Q69eShareFaith	5.3%	29.1%	25.7%	20.3%	19.6%	2,598
Q69fPeace	3.1%	10.3%	15.0%	25.6%	46.0%	2,584
Q69gWonder	4.0%	14.3%	16.4%	23.4%	41.9%	2,577

5.2 Division-level analysis

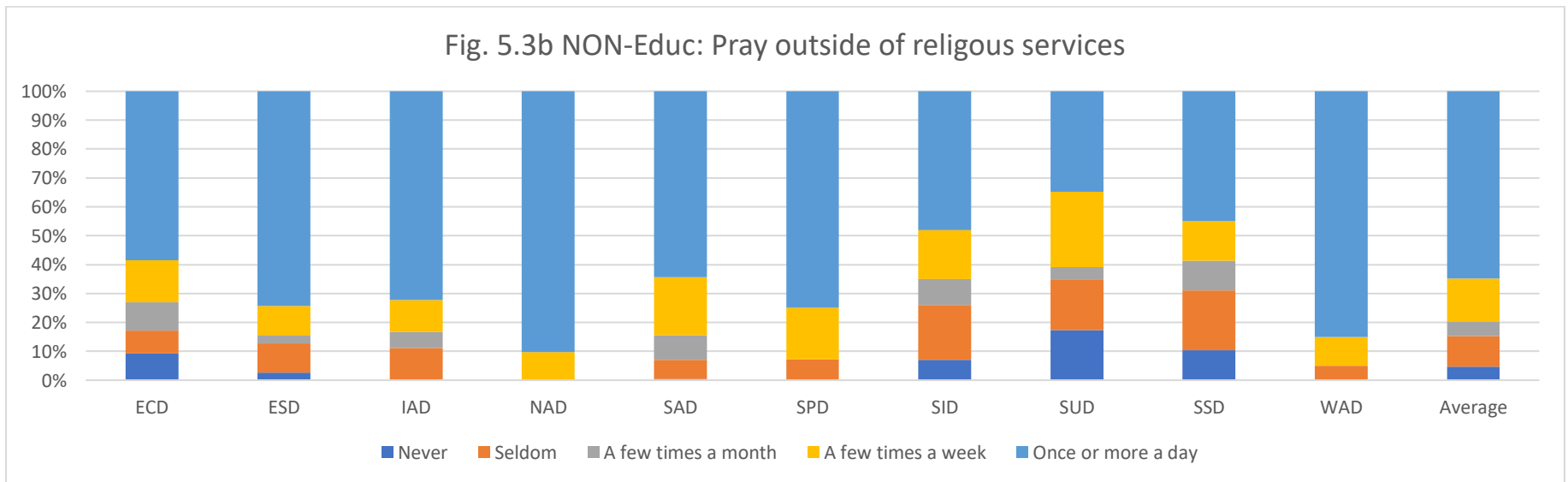
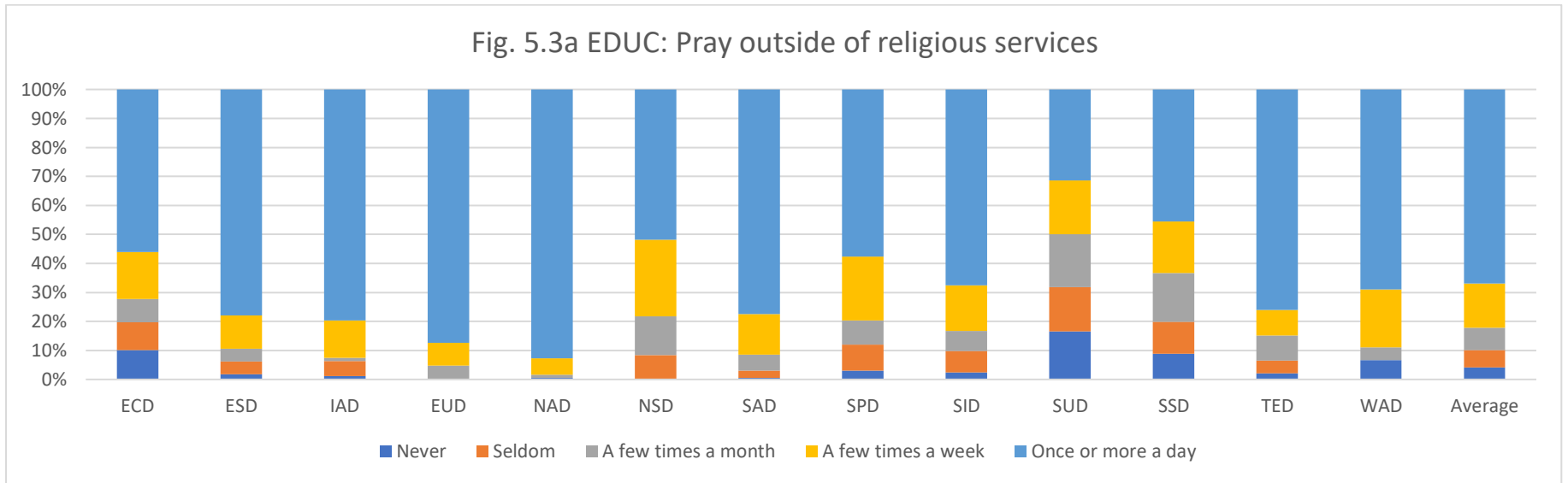


Table 5.3a*EDUC Crosstabulation of “Pray outside of attending religious services” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Never	10.1%	1.8%	1.1%	0.0%	0.6%	0.0%	0.5%	3.0%	2.5%	16.5%	8.8%	2.2%	6.7%	4.1%
Seldom	9.7%	4.4%	5.3%	0.0%	0.0%	8.4%	2.5%	9.0%	7.4%	15.3%	11.0%	4.3%	0.0%	5.9%
A few times a month	7.9%	4.4%	1.1%	4.8%	1.1%	13.3%	5.5%	8.5%	6.9%	18.2%	16.9%	8.7%	4.4%	7.8%
A few times a week	16.2%	11.5%	13.0%	7.9%	5.6%	26.5%	14.1%	21.9%	15.8%	18.6%	17.6%	8.7%	20.0%	15.2%
Once or more a day	56.1%	77.9%	79.6%	87.3%	92.8%	51.8%	77.4%	57.7%	67.5%	31.4%	45.6%	76.1%	68.9%	66.9%
n=	693	113	647	63	180	83	1,469	201	203	236	136	46	45	4,115

Table 5.3b

NON-Educ Crosstabulation of “Pray outside of attending religious services” and Division

	ECD	ESD	IAD	NAD	SAD	SPD	SID	SUD	SSD	WAD	Average
Never	9.2%	2.6%	0.0%	0.0%	0.5%	0.0%	7.0%	17.4%	10.3%	0.0%	4.7%
Seldom	7.9%	10.3%	11.1%	0.0%	6.5%	7.1%	19.0%	17.4%	20.7%	5.0%	10.5%
A few times a month	9.9%	2.6%	5.6%	0.0%	8.5%	0.0%	9.0%	4.3%	10.3%	0.0%	5.0%
A few times a week	14.5%	10.3%	11.1%	9.7%	20.1%	17.9%	17.0%	26.1%	13.8%	10.0%	15.0%
Once or more a day	58.6%	74.4%	72.2%	90.3%	64.3%	75.0%	48.0%	34.8%	44.8%	85.0%	64.7%
n=	152	39	18	31	2,155	28	100	23	29	20	2,595

Note: Because of the small number of respondents that answered Question 69, EUD and TED numbers are not reported in Non-Educ tables such as Table 5.3b.

Fig. 5.4a EDUC: Participate in prayer groups

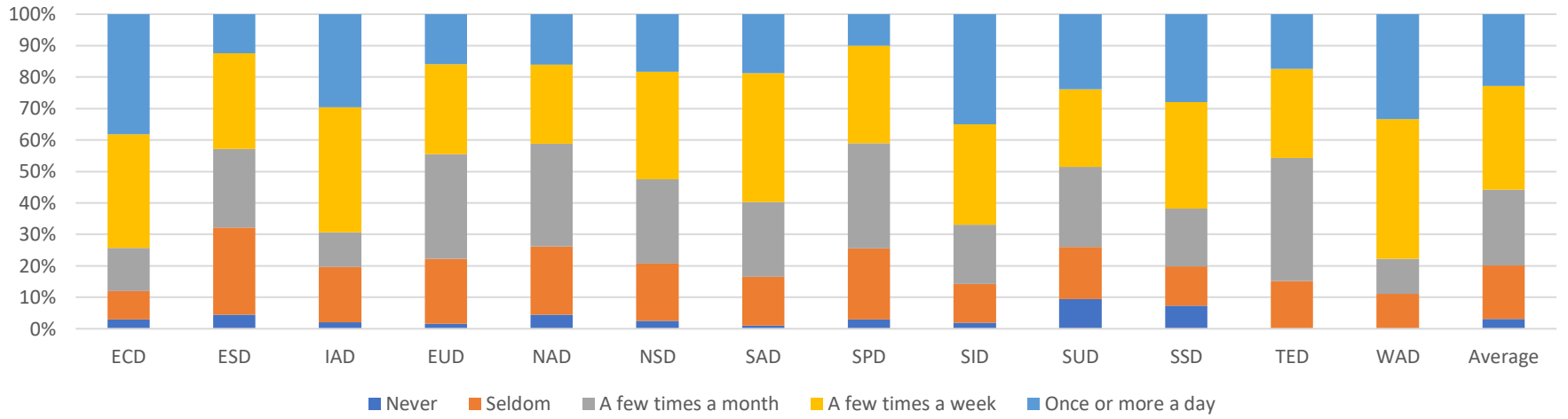


Fig. 5.4b NON-Educ: Participate in prayer groups

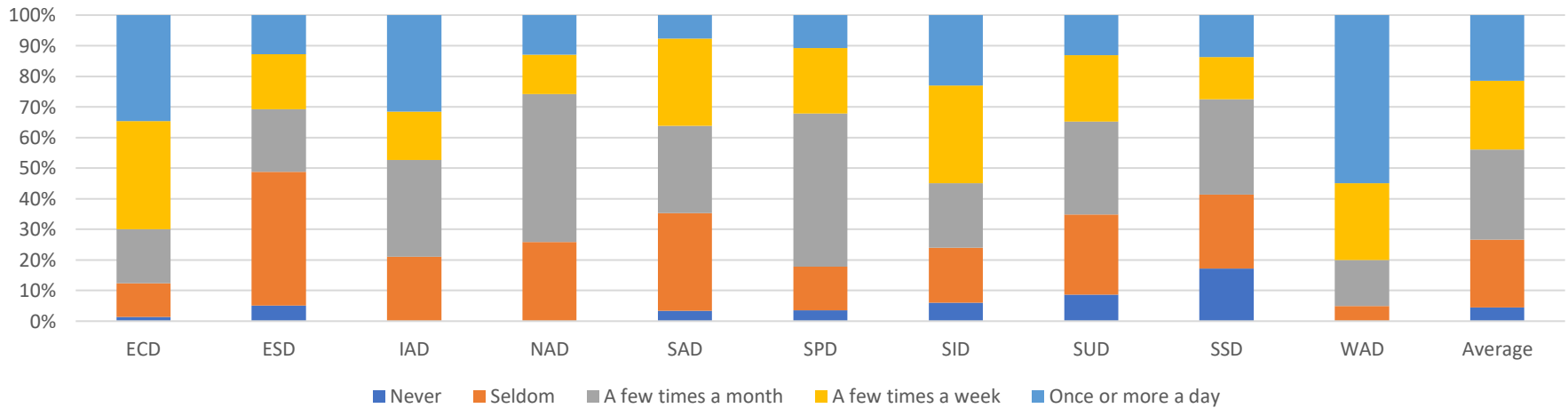


Table 5.4a*EDUC Crosstabulation of “Participate in prayer groups, Scripture study groups or religious education programs” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Never	3.0%	4.5%	2.0%	1.6%	4.4%	2.4%	1.0%	3.0%	2.0%	9.4%	7.4%	0.0%	0.0%	3.1%
Seldom	8.9%	27.7%	17.6%	20.6%	21.7%	18.3%	15.5%	22.5%	12.3%	16.6%	12.5%	15.2%	11.1%	17.0%
A few times a month	13.8%	25.0%	11.0%	33.3%	32.8%	26.8%	23.8%	33.5%	18.7%	25.5%	18.4%	39.1%	11.1%	24.1%
A few times a week	36.1%	30.4%	39.8%	28.6%	25.0%	34.1%	41.0%	31.0%	32.0%	24.7%	33.8%	28.3%	44.4%	33.0%
Once or more a day	38.1%	12.5%	29.6%	15.9%	16.1%	18.3%	18.7%	10.0%	35.0%	23.8%	27.9%	17.4%	33.3%	22.8%
n=	695	112	646	63	180	82	1,468	200	203	235	136	46	45	4,111

Table 5.4b*NON-Educ Crosstabulation of “Participate in prayer groups, Scripture study groups or religious education programs” and Division*

	ECD	ESD	IAD	NAD	SAD	SPD	SID	SUD	SSD	WAD	Average
Never	1.3%	5.1%	0.0%	0.0%	3.3%	3.6%	6.0%	8.7%	17.2%	0.0%	4.5%
Seldom	11.1%	43.6%	21.1%	25.8%	31.9%	14.3%	18.0%	26.1%	24.1%	5.0%	22.1%
A few times a month	17.6%	20.5%	31.6%	48.4%	28.5%	50.0%	21.0%	30.4%	31.0%	15.0%	29.4%
A few times a week	35.3%	17.9%	15.8%	12.9%	28.6%	21.4%	32.0%	21.7%	13.8%	25.0%	22.4%
Once or more a day	34.6%	12.8%	31.6%	12.9%	7.7%	10.7%	23.0%	13.0%	13.8%	55.0%	21.5%
n=	153	39	19	31	2,154	28	100	23	29	20	2,596

Analysis of early Institutional Workers’ Survey responses revealed significant differences in the way personal spirituality is expressed by teachers in Adventist Schools in the Solomon Islands compared to the teachers in Adventist Schools in the Australian Union Conference.²¹ In particular, while analyzing responses from teachers in Adventist Schools in Australia, North America and the Solomon Islands, it was observed that while 71% of teachers in Adventist schools in Australia prayed once or more a day, only 30% of teachers in Adventist schools in the Solomon Islands did so. The research team was intrigued by this result. In the end they thought the

²¹ See treatment of practices of personal spirituality in McIver, “Practices of Seventh-day Adventist Spirituality (Including Tithing) Among Teachers in Adventist Schools in Australia and the Solomon Islands,” pp. 284–301. Many of the patterns seen in microcosm in the comparison between the survey results from teachers in Adventist Schools in Australia and the Solomon Islands are also evident in responses of teachers, healthcare workers, ADRA personnel, publishing house employees, and employees of media centers participating in the survey reported here, and evident in the cross-tabulations of the items that relate to matters of personal spirituality.

explanation was hinted at in the differences in attendance at “Weekly prayer groups”: 35% of Australian teachers did so, and 45% of Solomon Island teachers did so. Perhaps the explanation lies in the different cultures of Australia and the Solomon Islands: Australian culture is more individualistic than the strongly group-oriented culture of the Solomons. Teachers in the Solomons appear to have prayed more often in groups than individually.

The team analyzing the responses of the Institutional Workers’ Survey were very interested to see whether a similar pattern would be reproduced across Divisions. One may observe in Figures 5.5a & 5.3b and Tables 5.3a & 5.3b that higher proportions of ministers pray once or more each day in Divisions which have more-individualistic cultures (e.g. ESD, IAD, EUD, NAD, TED). By way of contrast, Figure 8.3 reveals that a higher proportion of teachers, healthcare workers, ADRA personnel, publishing house employees, and employees of media centers in such group-oriented cultures as the ECD, NSD, SPD (in part), and SSD and will be found in prayer groups and study groups (see also Figures 5.4a & 5.4b and Tables 5.4a & 4b).

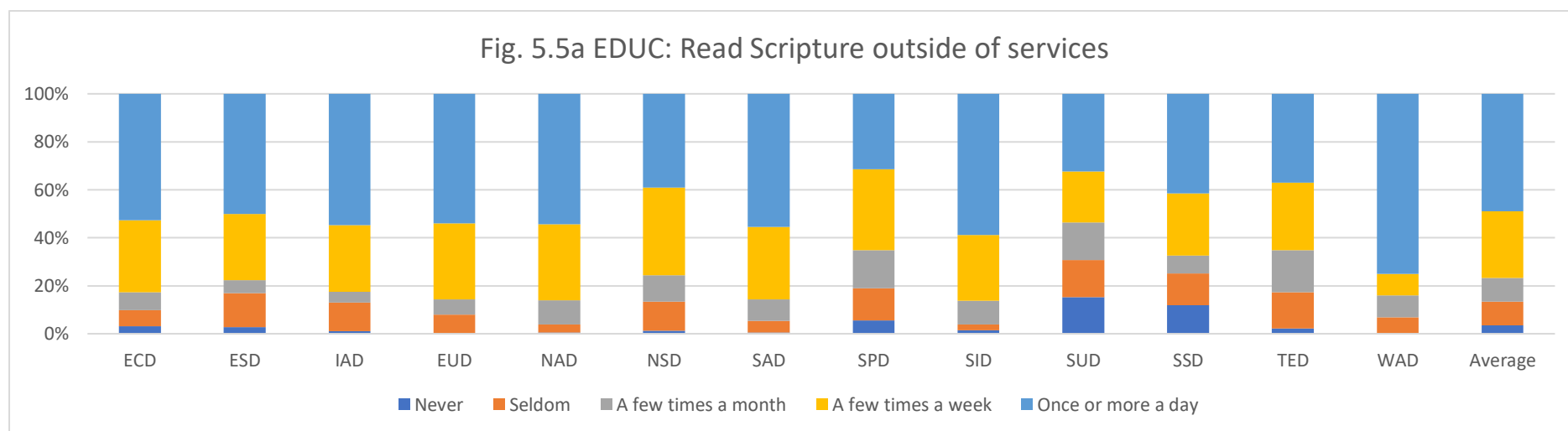


Fig. 5.5b NON-Educ: Read scripture outside of services

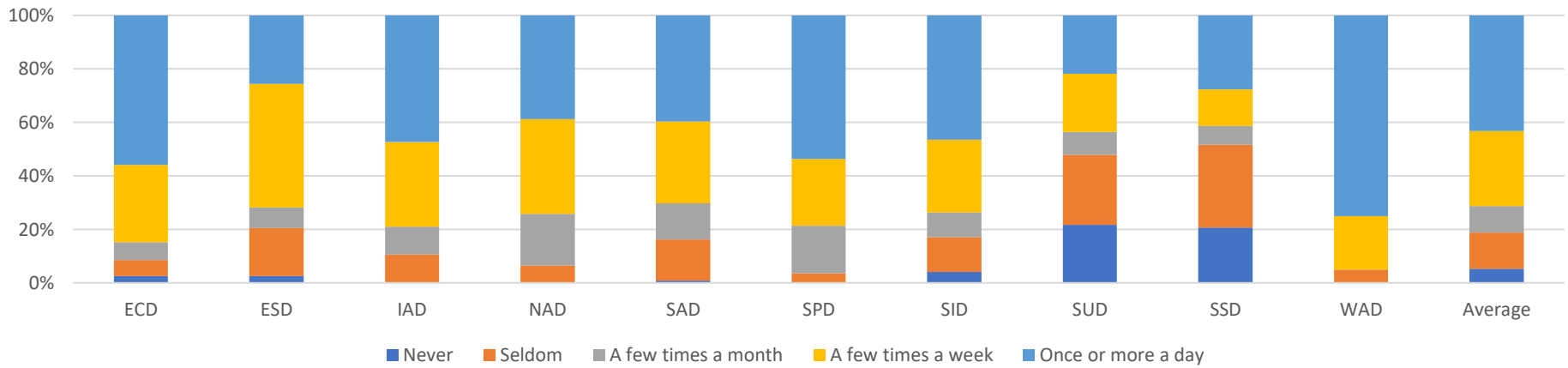


Fig. 5.6a EDUC: Meditate

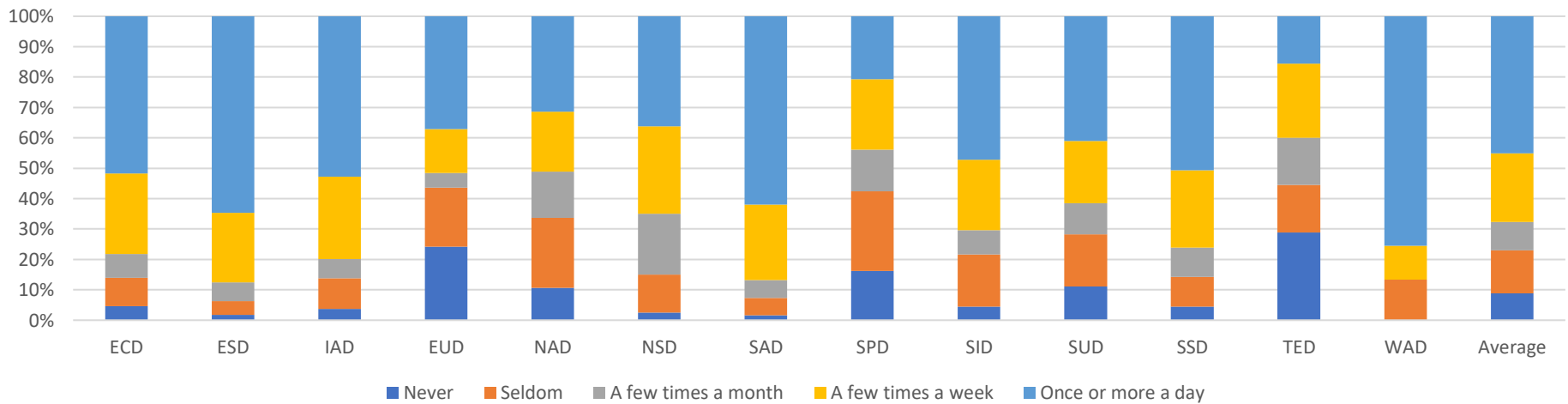


Fig. 5.6b NON-Educ: Meditate

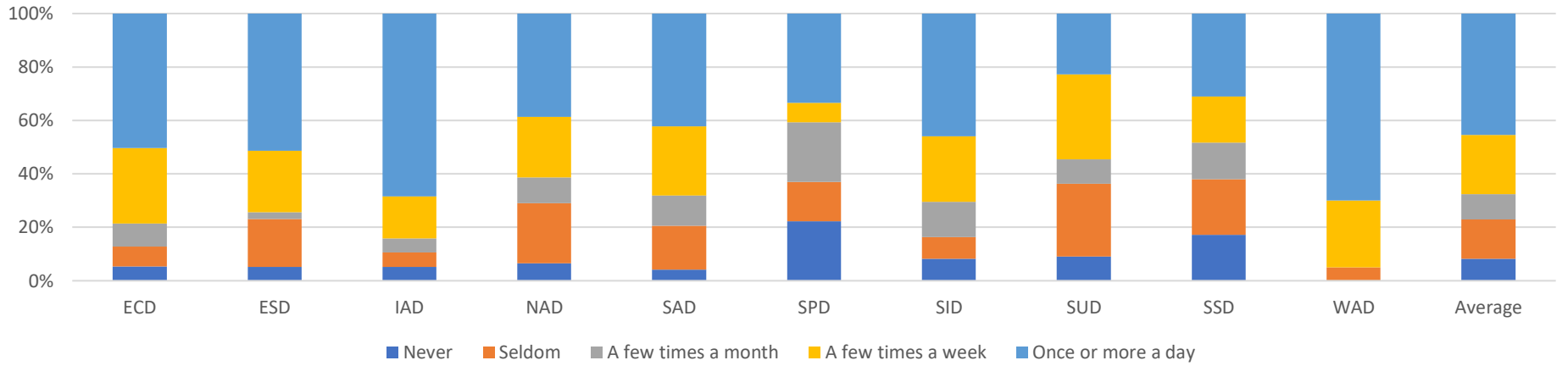


Fig. 5.7a EDUC: Share your faith

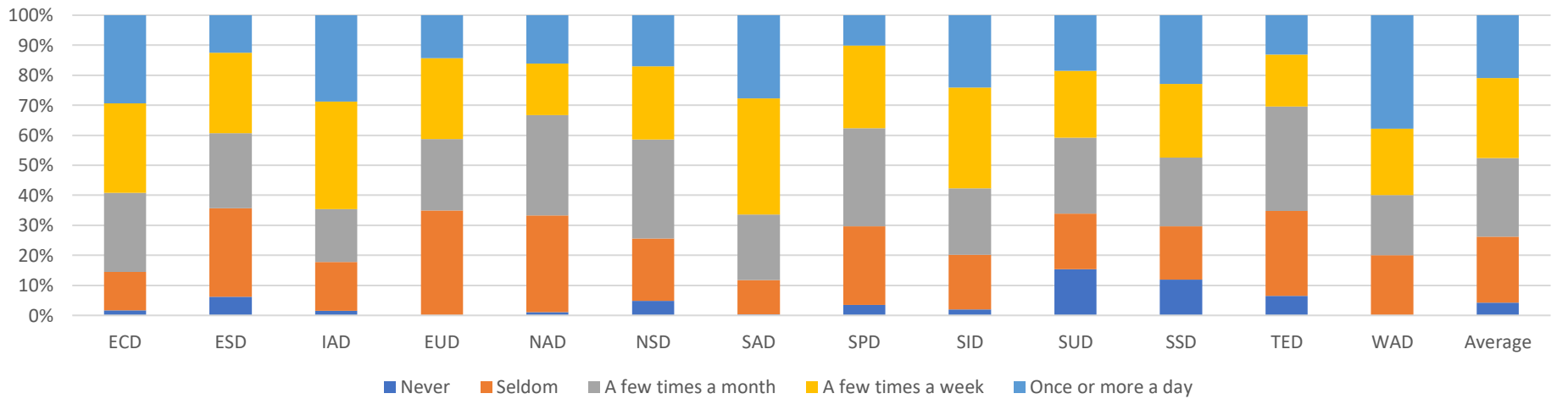


Fig. 5.7b NON-Educ: Share your faith

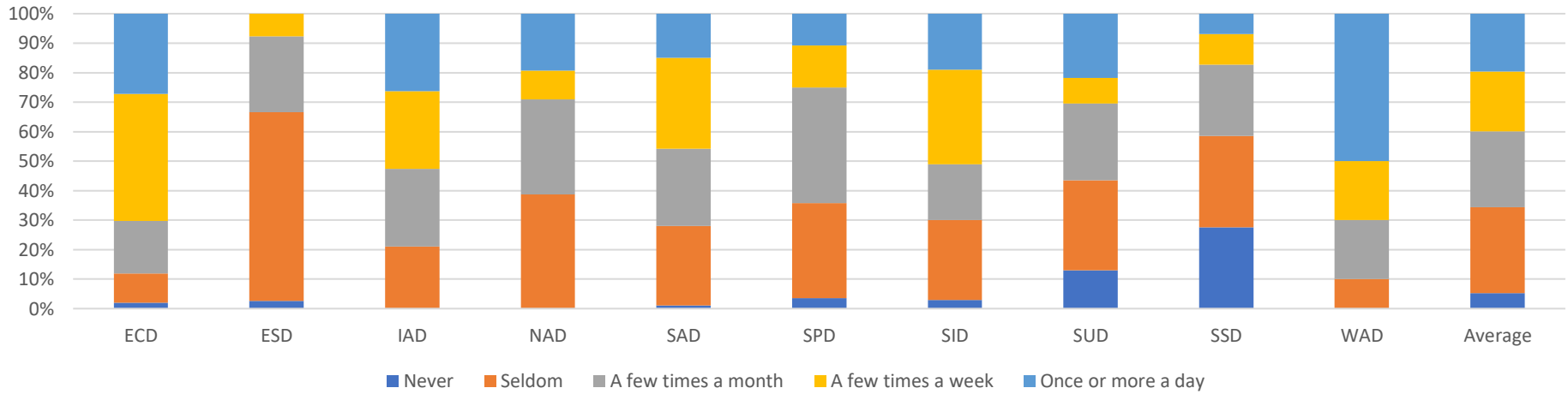


Fig. 5.8a EDUC: Feel a deep sense of peace

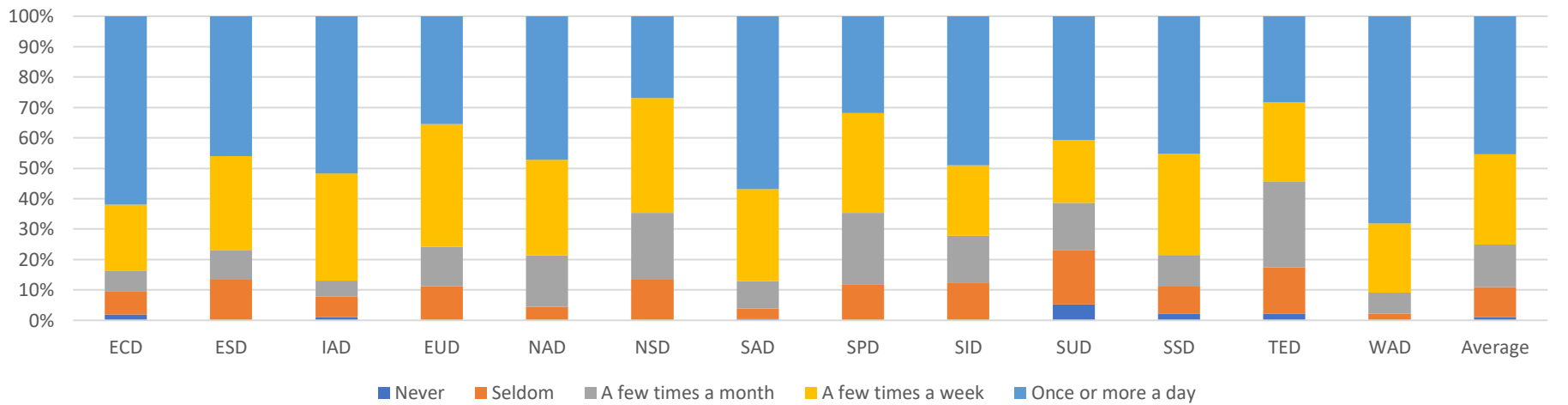


Fig. 5.8b NON-Educ: Feel a deep sense of peace

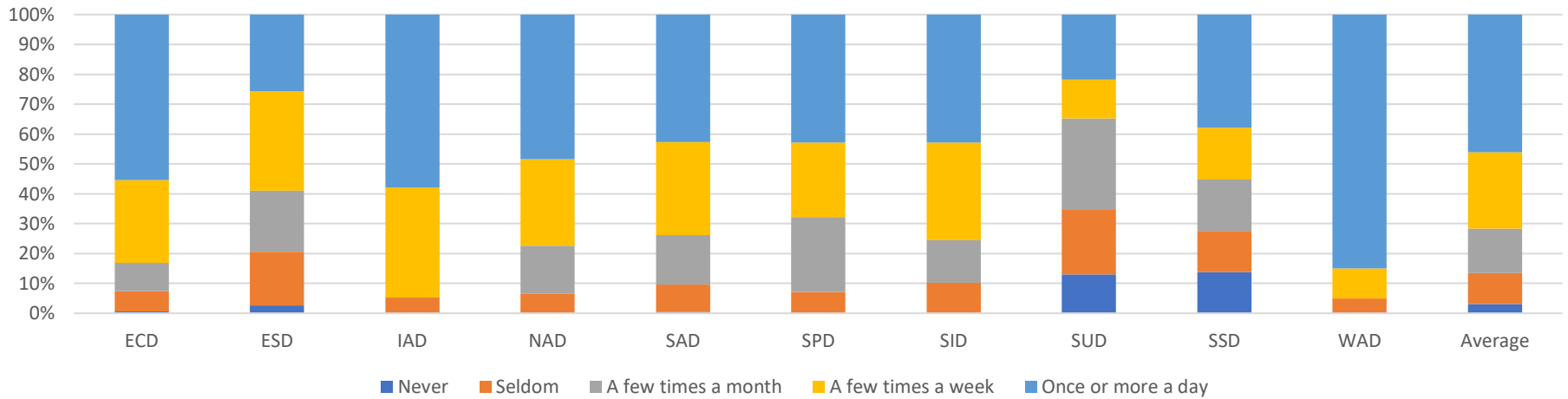


Fig. 5.9a EDUC: Feel wonder about the universe

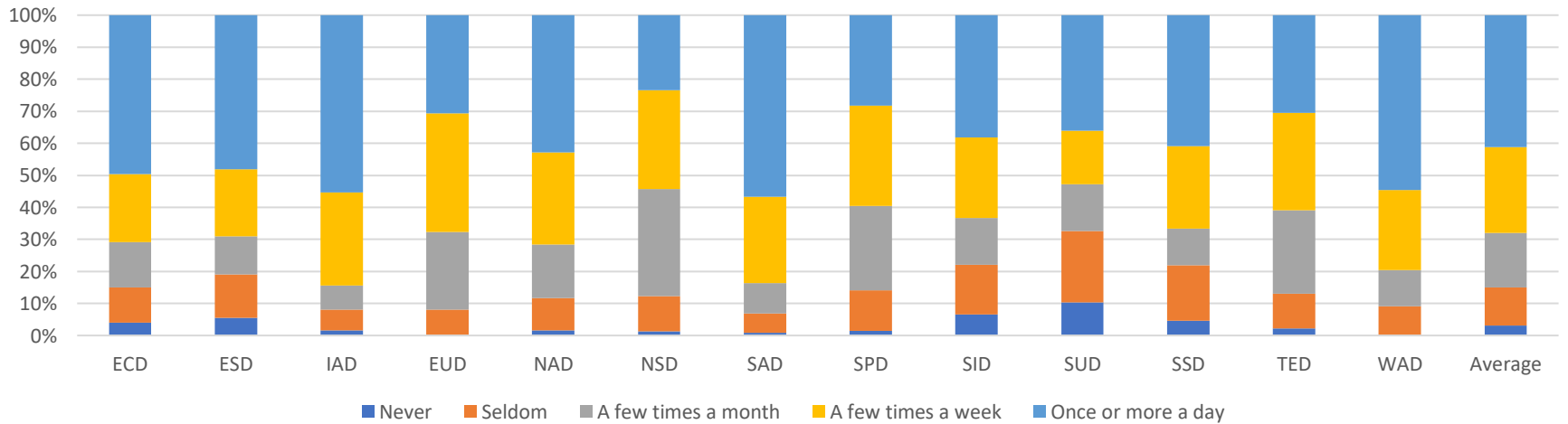


Fig. 5.9b NON-EDuc: Feel wonder about universe

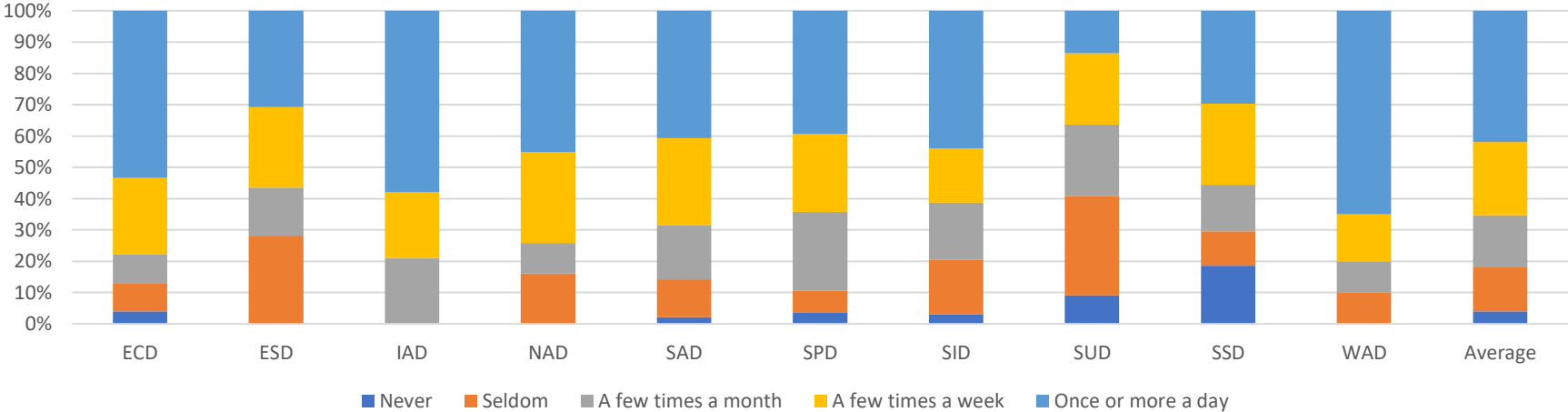


Fig. 5.10a EDUC: Miracles still occur today

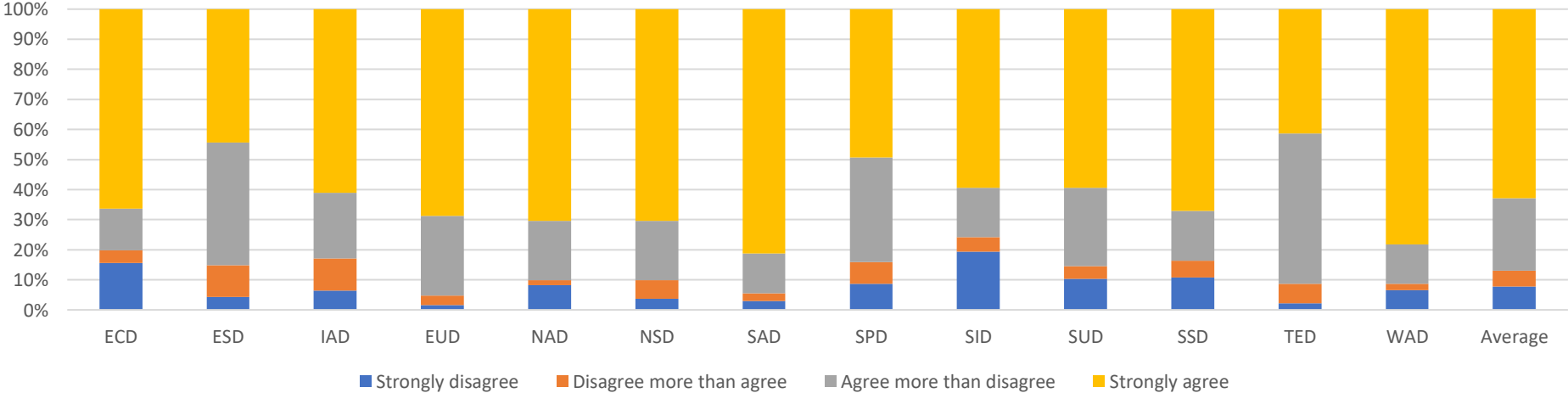


Fig. 5.10b NON-Educ: Miracles still occur today

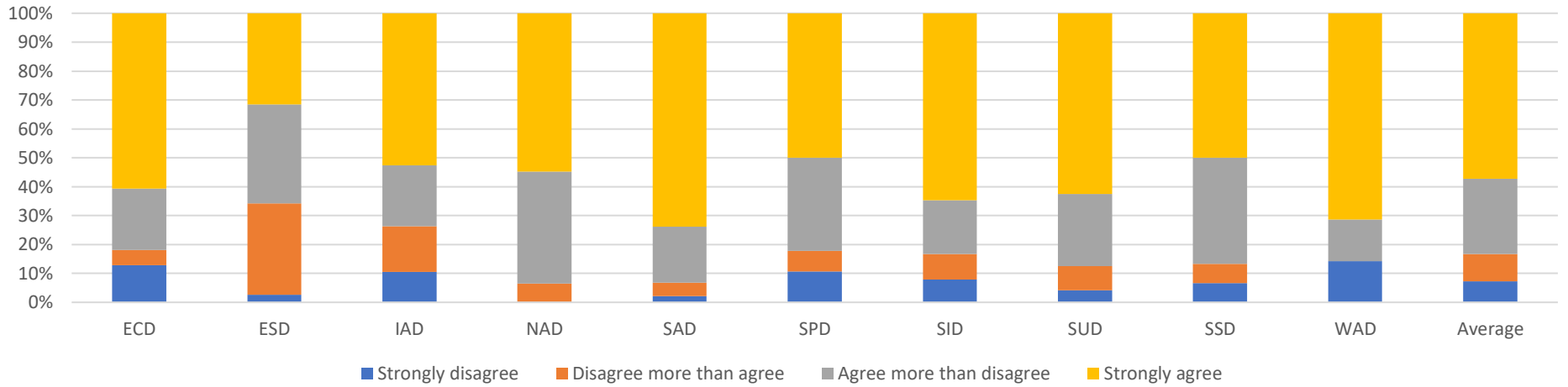


Fig. 5.11a EDUC: Angels and demons

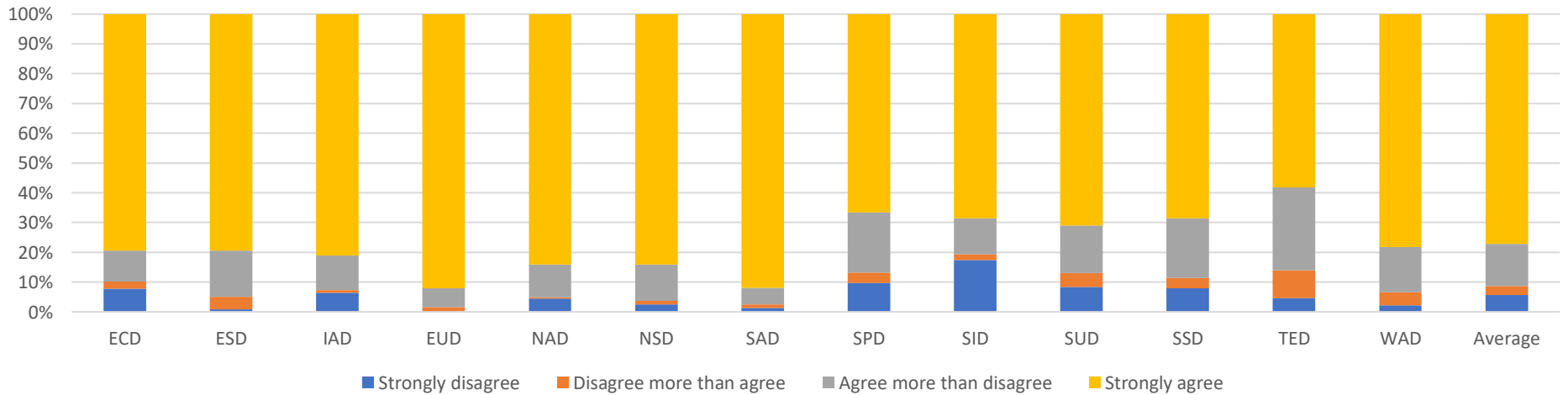


Fig. 5.11b NON-Educ: Angels and demons

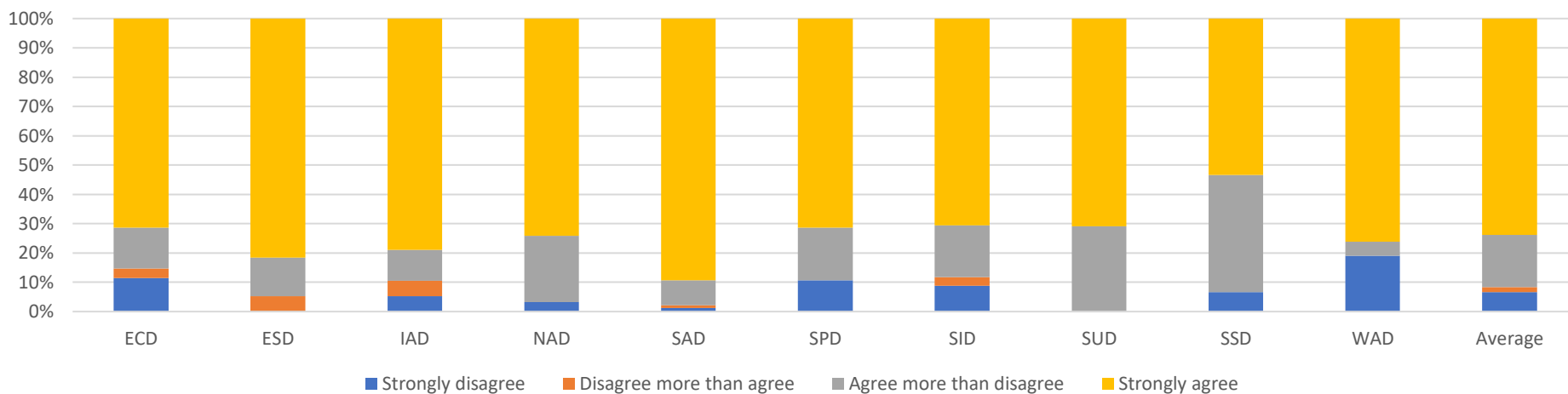


Fig. 5.12a EDUC: Answered Prayer Request

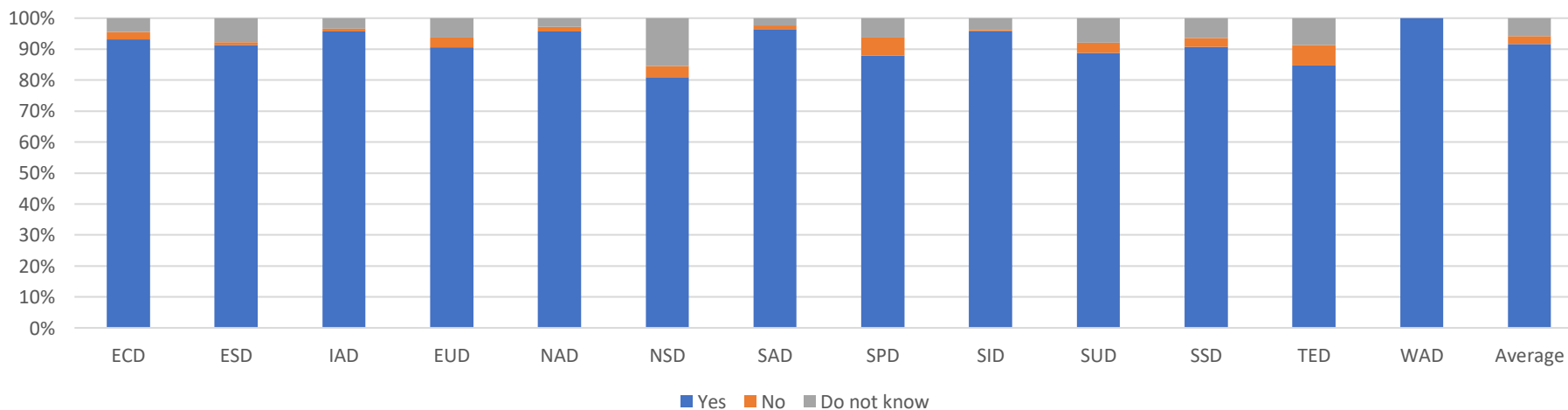


Fig. 5.12b NON-Educ: Answered Prayer Request

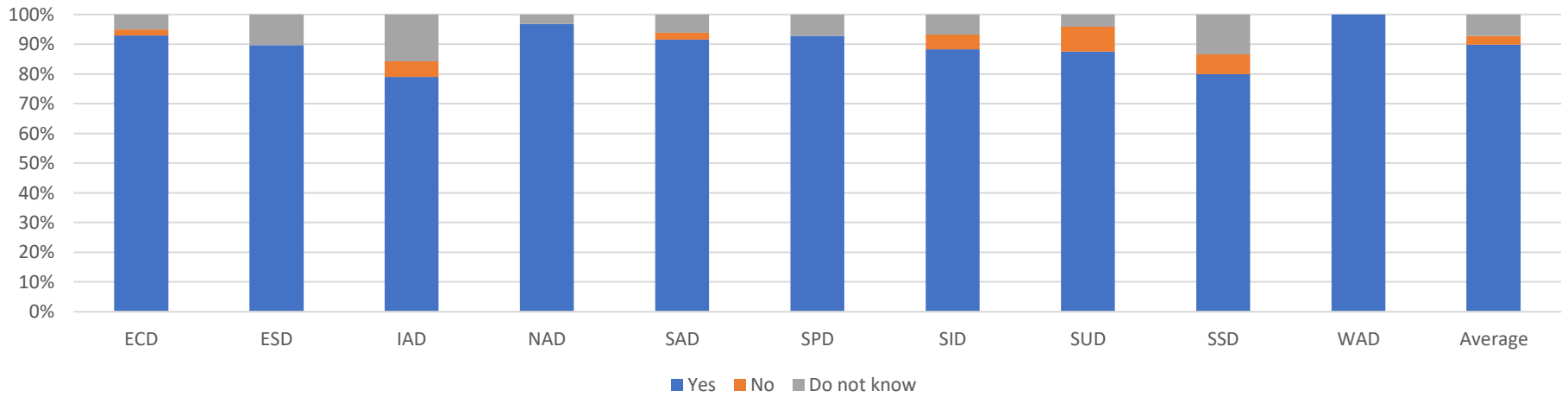


Fig. 5.13a EDUC: Experienced or Witnessed Divine Healing

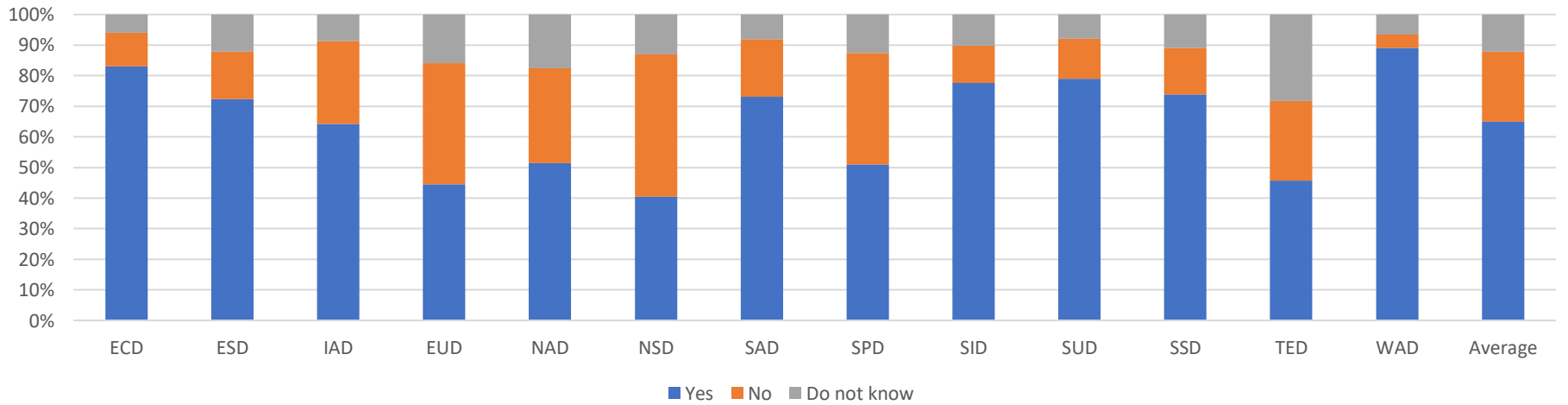


Fig. 5.13b NON-Educ Divine healing

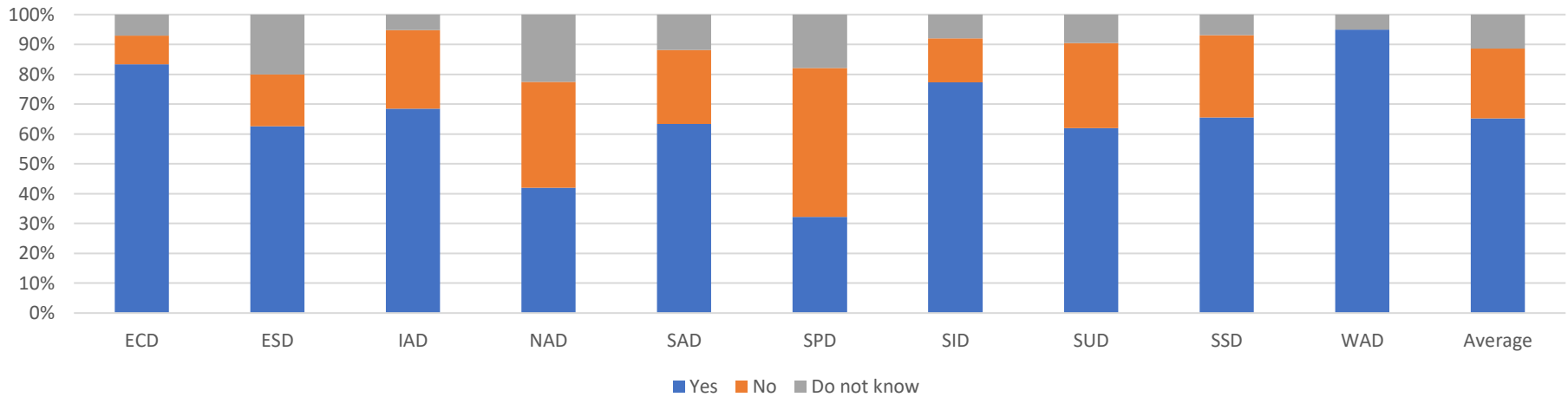


Table 5.5a

EDUC Crosstabulation of “Have you ever experienced or witnessed a divine healing of an illness or injury?” and Division

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Yes	83.1%	72.4%	64.2%	44.4%	51.4%	40.5%	73.1%	51.0%	77.7%	78.9%	73.9%	45.7%	89.1%	65.0%
No	11.0%	15.5%	27.1%	39.7%	31.1%	46.4%	18.8%	36.4%	12.1%	13.2%	15.2%	26.1%	4.3%	22.8%
Do not know	5.9%	12.1%	8.7%	15.9%	17.5%	13.1%	8.1%	12.6%	10.2%	7.9%	10.9%	28.3%	6.5%	12.1%
n=	710	116	653	63	183	84	1,477	206	206	242	138	46	46	4,170

Table 5.5b

NON-Educ Crosstabulation of “Have you ever experienced or witnessed a divine healing of an illness or injury?” and Division

	ECD	ESD	IAD	NAD	SAD	SPD	SID	SUD	SSD	WAD	Average
Yes	83.3%	62.5%	68.4%	41.9%	63.3%	32.1%	77.2%	61.9%	65.5%	95.0%	65.1%
No	9.6%	17.5%	26.3%	35.5%	24.8%	50.0%	14.9%	28.6%	27.6%	0.0%	23.5%
Do not know	7.1%	20.0%	5.3%	22.6%	11.8%	17.9%	7.9%	9.5%	6.9%	5.0%	11.4%
n=	156	40	19	31	2,171	28	101	21	29	20	2,616

6. Beliefs of the Church

Items relating to participants’ agreement with beliefs found in the 28 Fundamental Beliefs of the Seventh-day Adventist Church (<https://www.adventist.org/beliefs>) were clustered in two main groups: Questions 44 and 48 in Branch 1, and Questions 51, 56 and 59 in Branch 2. Only those who had identified themselves as Adventists were directed to Branch 1, and thus items relating to beliefs in Branch 1 were often distinctive to Seventh-day Adventism (e.g. “Q48b. The Seventh day of the week is the Sabbath according to the Bible”). Seventh-day Adventists share most of their 28 Fundamental Beliefs with most or some other Christian groups, and the items relating to belief in Branch 2 tested common beliefs.²²

For items relating to belief found in Branch 2 (i.e. questions 51, 56, 59, and some of 44 which are repeated in Branch 2), the figures below report on the responses of all participants, whatever their confessional or non-confessional background. That most of those who participated in this survey are Seventh-day Adventists has already been reported in Tables 3.4a & 3.4b and 3.5a & 3.5b. However, there was a substantial group who completed the survey who came from other backgrounds. Indeed, there were 1,253 individuals who, when asked, “C26. What is your present religion, if any?” identified themselves either as “other” or by one of the categories offered (including 104 who chose “Hinduism” and 57 who indicated that they were “Not religious”).

6.1 General Agreement with Beliefs of Church

Some of the items found in questions 44, 48, 51, 56, and 59 contained more words that can easily be used in tables and figures, so the following short forms were used to represent the item:

Table 6.1

Short forms used in Figures and Tables for items relating to Scripture

Do you agree or disagree with the following statements?	
As found in survey	Short form
59i. The Holy Scriptures are the written Word of God	59i Bible word of God
59k./69k. The Holy Scriptures are the infallible revelation of God’s will	59k Bible infallible re God’s will
59n. The Holy Scriptures are the definitive revealer of doctrines	59n Bible definitive re doctrines
44e. The Bible has no errors	44e Bible has no errors

Questions 44 and 59 which asked, “Do you agree or disagree with the following statements?” Participants were given the choices, 1. Strongly DISAGREE; 2. Disagree more than agree; 3. Agree more than disagree; 4. Strongly AGREE; and 0. I really don’t know.

²² As a courtesy to others, once participants had identified themselves as either non-Christian or from a Christian group other than Seventh-day Adventist, they were directed to questions about their beliefs that were not specific to Seventh-day Adventism, as noted in the earlier discussion about “Ensuring the Survey Is Useable by Employees of Other Faiths or No Faith” found in the section “About the Survey” above.

Table 6.2*Short forms used in Figures and Tables for items relating to God and Jesus*

Do you agree or disagree with the following statements?	
As found in survey	Short form
59c. I believe there is one God: Father, Son, and Holy Spirit, a unity of three coeternal Persons 56a. I believe in a personal God who seeks a relationship with human beings 56c. Jesus Christ is the Son of God	59c Trinity 56a Personal God 56c Jesus Son of God
59a. Jesus is forever truly God 59b. Jesus became truly human at the incarnation	59a Jesus truly God 59b Jesus truly human
44h. I believe that Jesus was born of a virgin 59l. Jesus died in my place	4h Jesus born of Virgin 49l Jesus died in my place

Table 6.3*Short forms used in Figures and Tables for items relating to salvation*

Do you agree or disagree with the following statements?	
As found in survey	Short form
44f. I have made a personal commitment to Jesus Christ that is still important in my life today 56f. I am saved the moment I believe and accept what Jesus has done for me 56d. I will make it to heaven only if I have a personal relationship with Jesus	44f Personal commitment to Jesus 56f Saved moment believe 56d Need personal relationship Jesus
56b. I should be all right in the end if I am a morally good person 56h. I will not get to heaven unless I obey God's law	56b OK if morally good 56h Must obey law to be saved
56j. I can only be saved through the Church 56e. Christianity is about Jesus giving me power to live a righteous life	56j Saved only through Church 56e Christianity gives power

Table 6.4*Short forms used in Figures and Tables for items relating to Creation*

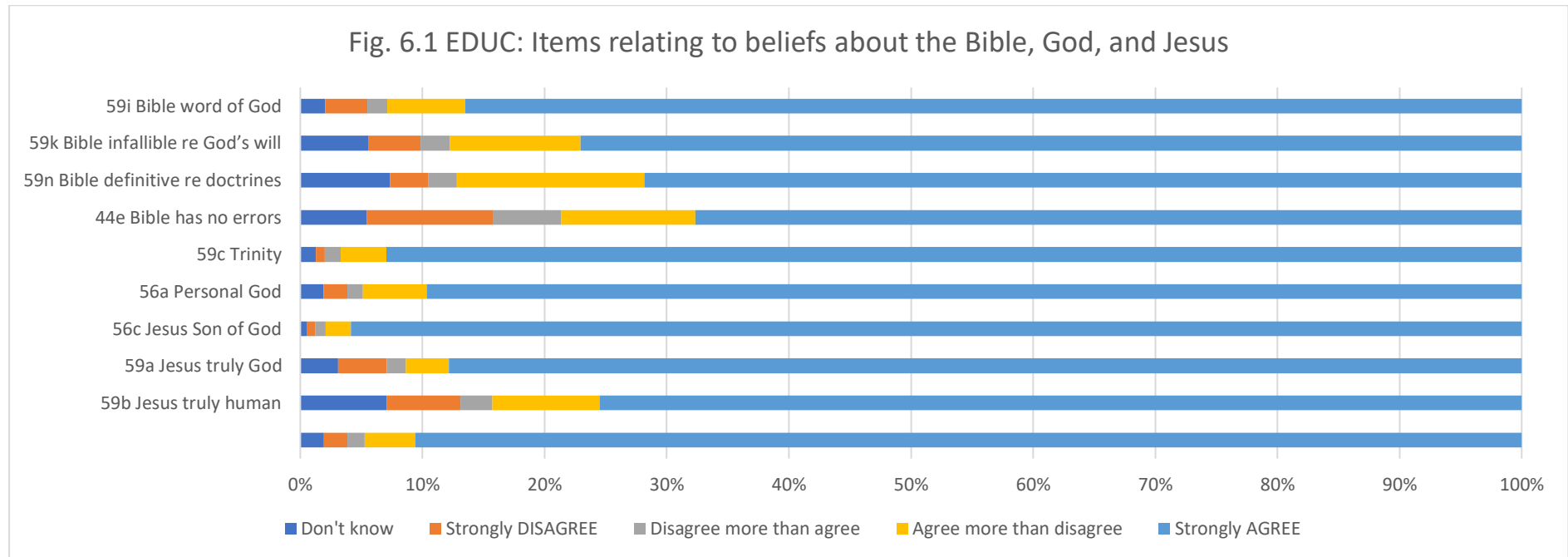
Do you agree or disagree with the following statements?	
As found in survey	Short form
59d. I believe God created the world	59d God created world
59e. I believe God created the world in exactly six days of 24 hours each	59e World created in 7 days
59f. I believe God created the world in the recent past (e.g. within the last 6,000 to 15,000 years)	59f Creation in recent past
59g. I believe the world is millions of years old	59g World millions of years old
59h. Evolution is the best explanation for the origins of human life on earth	59h Evolution correct

Table 6.5*Short forms used in Figures and Tables for items relating to law, state of dead, remnant and end-time events*

Do you agree or disagree with the following statements?	
As found in survey	Short form
59m. The fruit of salvation is obedience to the Commandments	59m Obedience a fruit
56i. There are clear and absolute standards for what is right and wrong	56i Absolute standards
56g. I expect the world as we know it to end in the near future	56g World end in near future
44c. I expect the world as we know it to end in the near future and, in any case, within the next 20 years or so	44c World end in 20 years
44k. Jesus rose from the dead with a physical body that can be touched	44k Jesus raised physically
51k. Jesus will return to earth a second time	51k Jesus will return
44g. When you get right down to it, there are only two kinds of people in the world: the righteous, who will be rewarded by God, and the rest, who will not	44g Only 2 kinds of people
44d. The dead have powers to communicate with and influence the living	44d Dead influence living
59j. People who have died believing in Christ are in heaven right now	49j Dead in heaven right now
56k. The Devil or Satan is not a living being but is a symbol of evil	46k Devil but a symbol

Questions 44, 56, and 59 asked, “Do you agree or disagree with the following statements?” Participants were given the choices, 1. Strongly DISAGREE; 2. Disagree more than agree; 3. Agree more than disagree; 4. Strongly AGREE; and 0. I really don’t know.

The responses of participants to items relating to the beliefs of the church are found in Figures 6.1 through 6.4, and Tables A6.1 through A6.4.²³



²³ The percentages found in Figures 6.1 through 6.5 and Tables A6.1 through A6.5 are row averages of Tables A6.6 through A6.48. Please note that Figures 6.1 through 6.4 and Tables A6.1 through A6.4, and A6.6 through A6.38 do not include data from the IAD. Problems with the translation of the response options provided for questions 44, 56, and 59 were quickly identified. Alas, despite strenuous efforts that were made to recover IAD data for this report, it has not been possible to solve the issues with the IAD data for questions 44, 56, and 59.

Fig. 6.2 EDUC: Items relating to Salvation

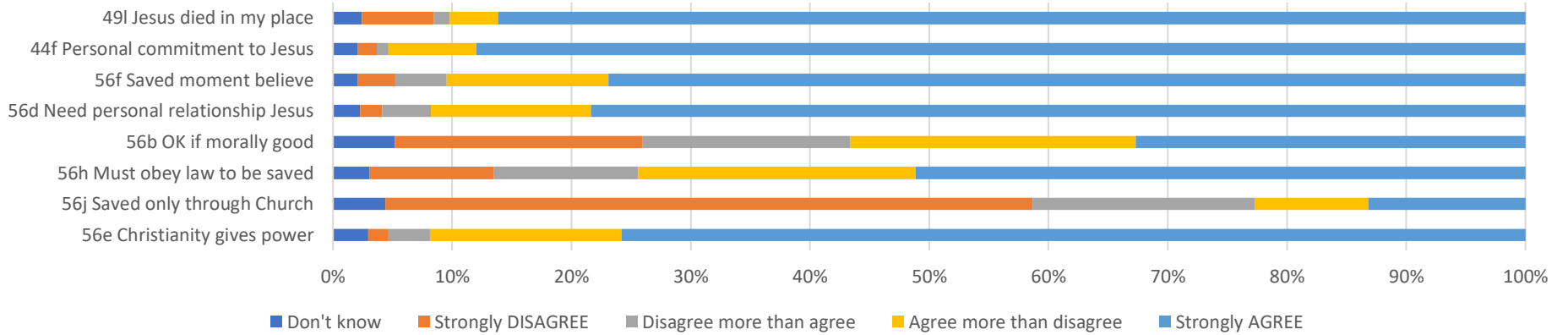


Fig. 6.3 EDUC: Items relating to creation

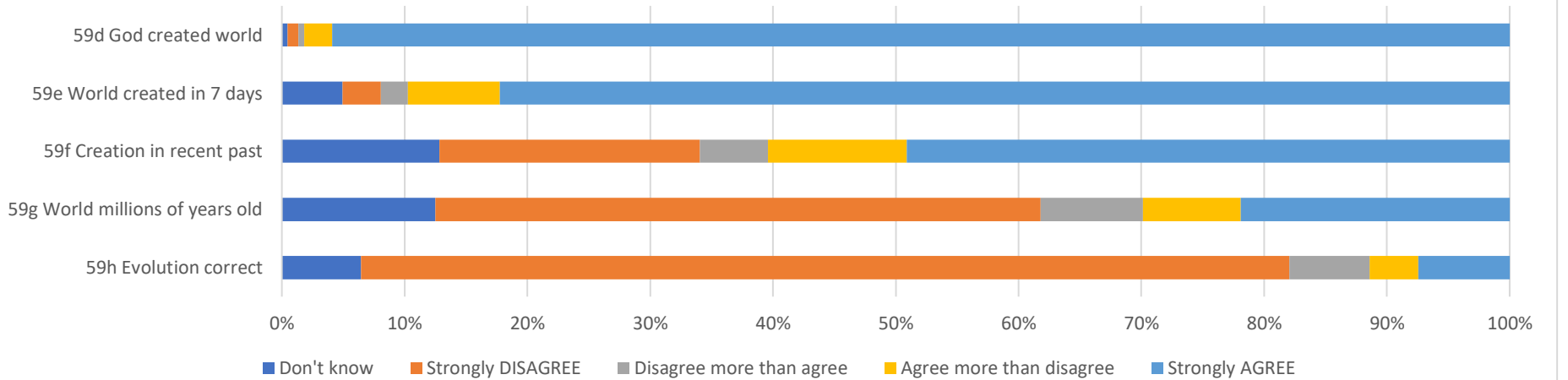
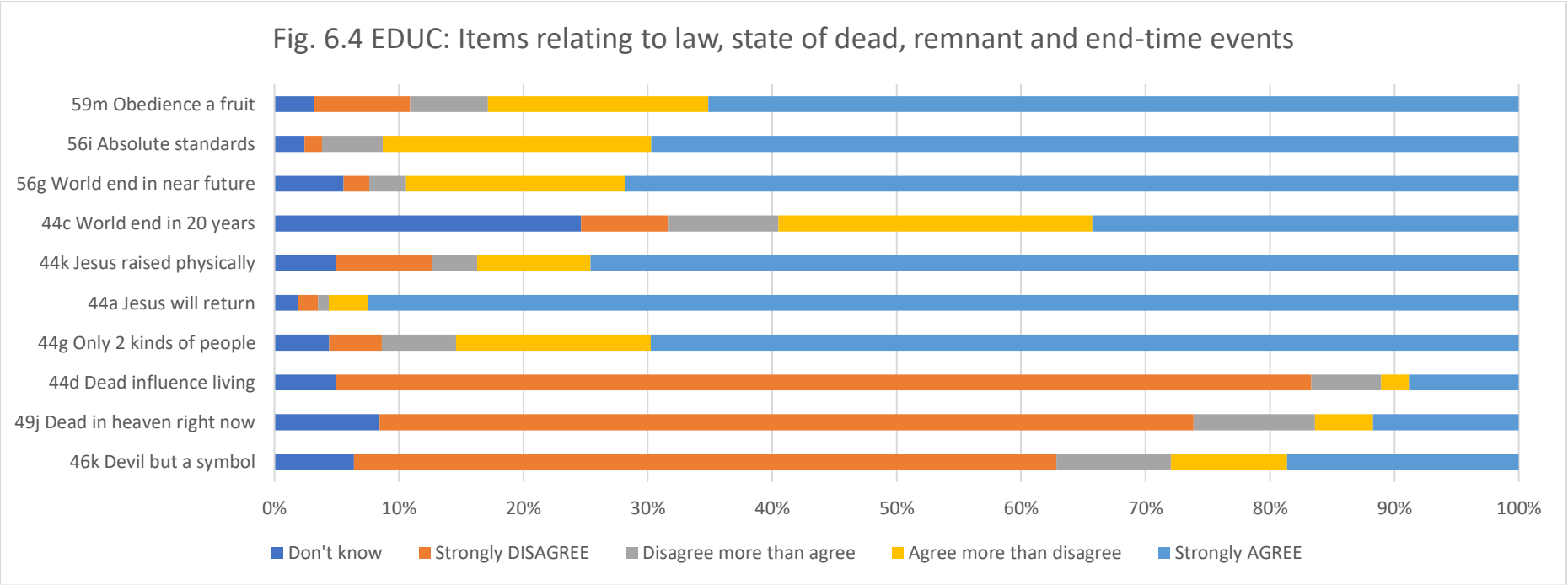


Fig. 6.4 EDUC: Items relating to law, state of dead, remnant and end-time events



Question 48 asked, “To what extent do you accept the following individual teachings of the Adventist Church?” Participants were given a choice of options shown in Table 6.6:

Table 6.6***Options to question 48 as appeared in survey, and as found in graphs and tables in this report***

Q48 To what extent do you accept the following individual teachings of the Adventist Church?	
Survey options	Options as reported
0. I have not heard of this / This question is not relevant to me.	0. Unknown/NA
1. Do not accept it	1. Not accept
2. Have major doubts about it	2. Major doubts
3. Have some questions about it	3. Some questions
4. Accept it because the Church teaches it;	4. Accept from Church
5. Accept it because I think it is probably correct	5. Probably correct
6. Fully embrace it	6. Fully embrace

Table 6.7***Short forms used in Figures and Tables for items relating to question 48: Adventist Distinctive Beliefs***

Q48 To what extent do you accept the following individual teachings of the Adventist Church?	
As found in survey	Short form
48a. All humanity is involved in a great controversy between Christ and Satan regarding the character of God, His love, His law, and His sovereignty over the universe	48a Great controversy
48b. The seventh day of the week is the Sabbath according to the Bible	48b Sabbath
48c. Adventist standards in diet	48c Adventist diet
48d. Christians who have died are in an unconscious state until the resurrection (i.e. there is no immortal soul that survives after death)	48d State of dead
48e. The Adventist church's interpretation of end-time prophecies	48e End time prophecies
48f. The Investigative Judgment beginning in 1844	48f 1844
48g. The universal church is composed of all who truly believe in Christ, but in the last days a remnant has been called out to keep the commandments of God and the faith of Jesus	48g Remnant
48h. Ellen G. White is an inspired messenger to the Adventist church	48h Ellen White
48i. After the millennium, God will restore the earth as a home for the righteous who were resurrected or who were alive at his coming	48i Millennium

The responses of participants may be observed in Figure 6.5a & 6.5b and Tables A6.5a and A6.5b. Note that only those who had identified themselves as Seventh-day Adventists were directed to Question 48.

Fig. 6.5a EDUC: Q48 To what extent do you accept the following individual teachings of the Adventist Church?

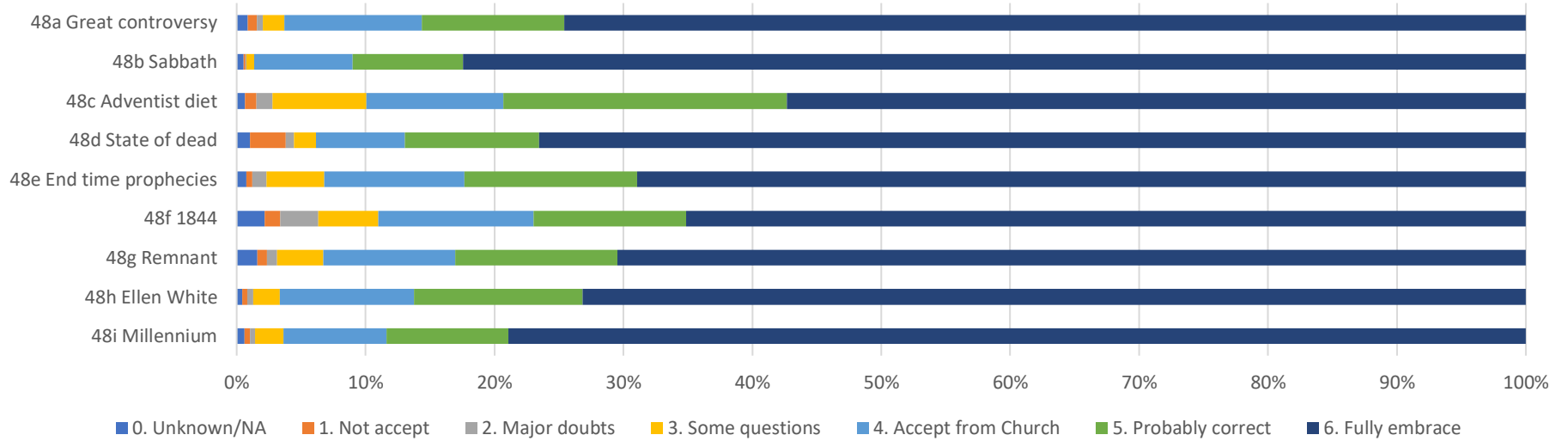
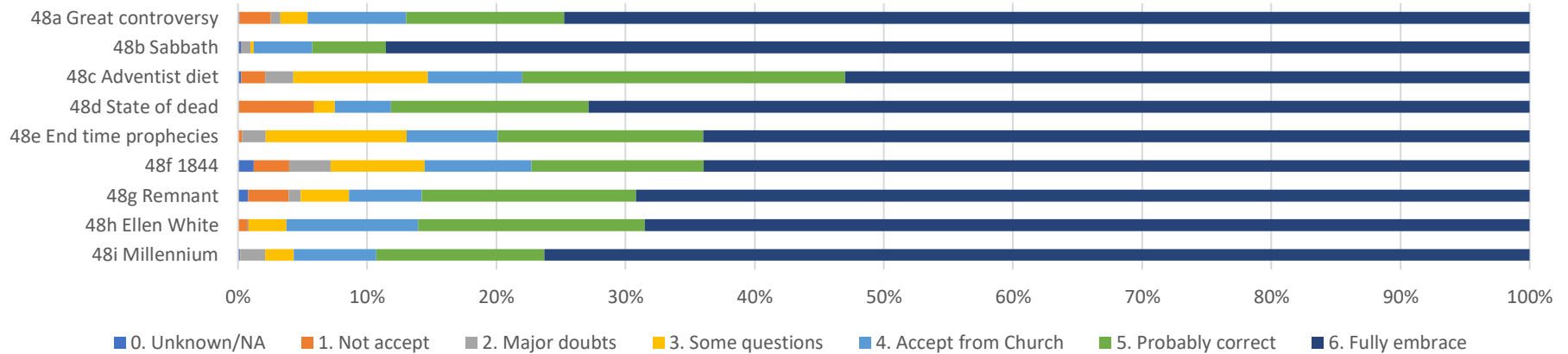


Fig. 6.5b NON-Educ: Q48 To what extent do you accept the following individual teachings of the Adventist Church?



6.2 Division-level Responses to Selected Items Related to Beliefs and Practices

This section includes a set of Figures that show the Division-level responses to selected questions reported in Figures 6.1 through 6.4. The data on which the figures are based may be found in Appendix A (Tables A6.8 through A6.47).²⁴

²⁴ Please note that Figures 6.1 through 6.20 and Tables A6.1 through A6.38 do not include data from the IAD. Problems with the translation of the response options provided for questions 44, 56, and 59 were quickly identified. Alas, despite strenuous efforts that were made to recover IAD data for this report, it has not been possible to solve the issues with the IAD data for questions 44, 56, and 59.

Fig. 6.6 EDUC: The Holy Scriptures are the definite revealer of doctrines

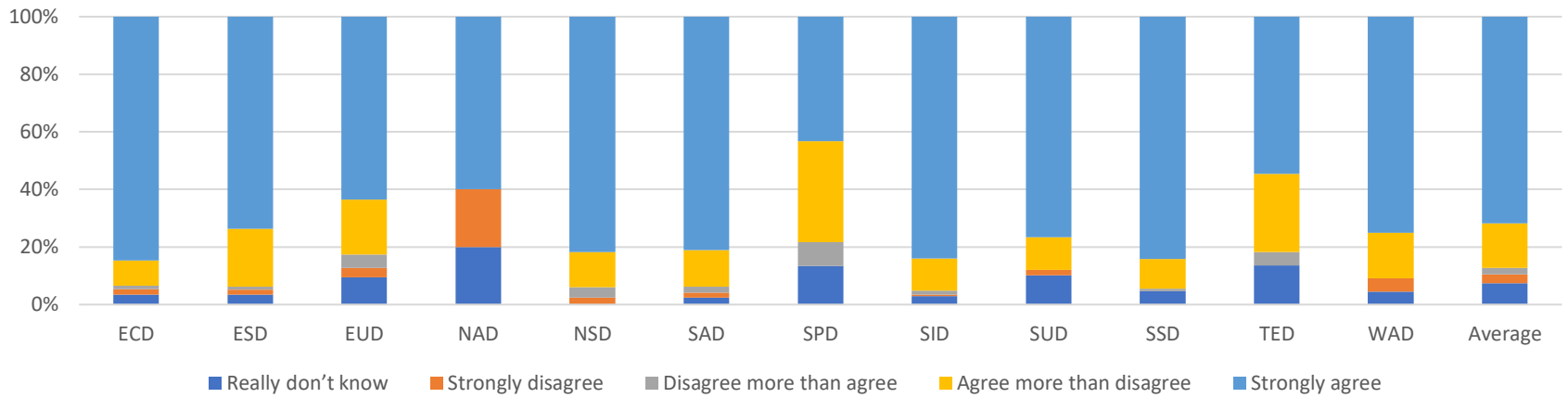


Fig. 6.7 EDUC: Statements about the Bible

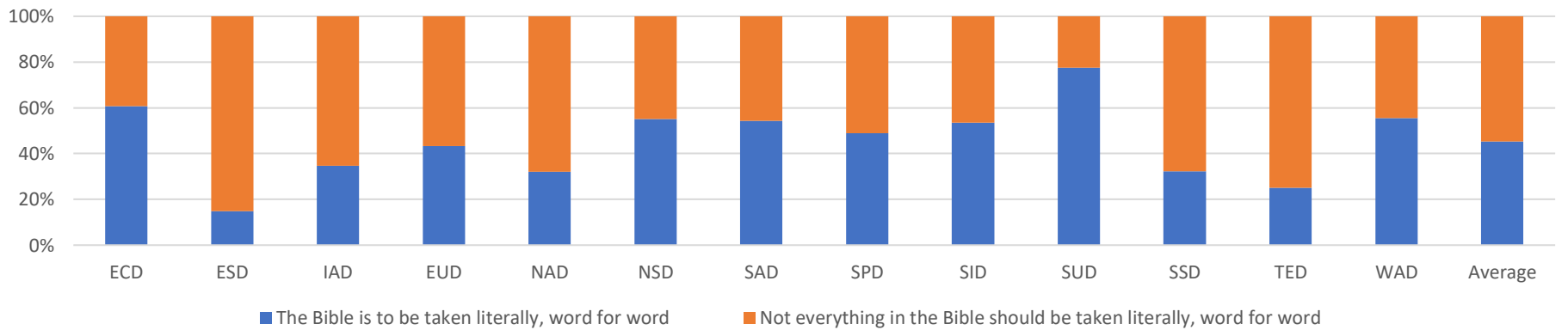


Fig. 6.8 EDUC: I believe in a personal God who seeks a relationship

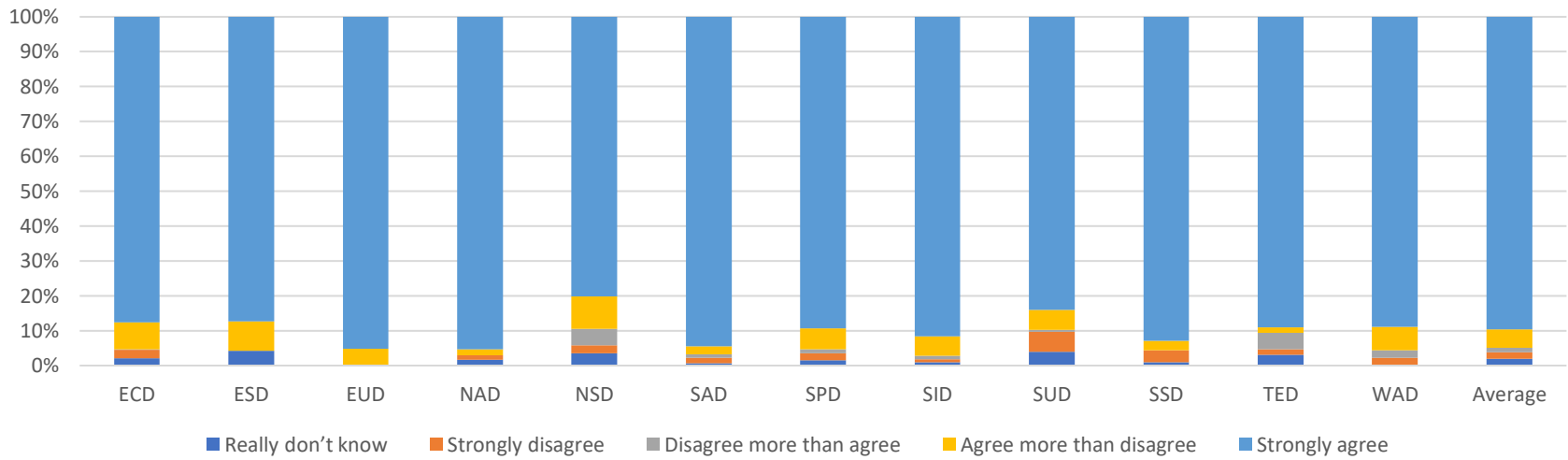


Fig. 6.9 EDUC: I am saved the moment I believe and accept what Jesus has done for me

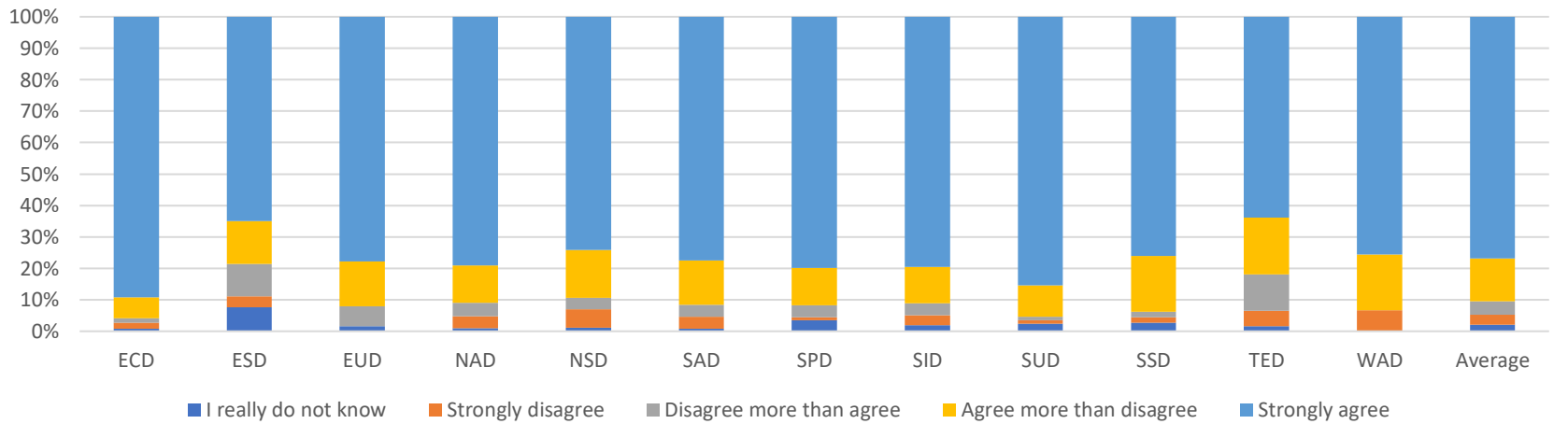


Fig. 6.10 EDUC: I should be all right in the end if I am a morally good person

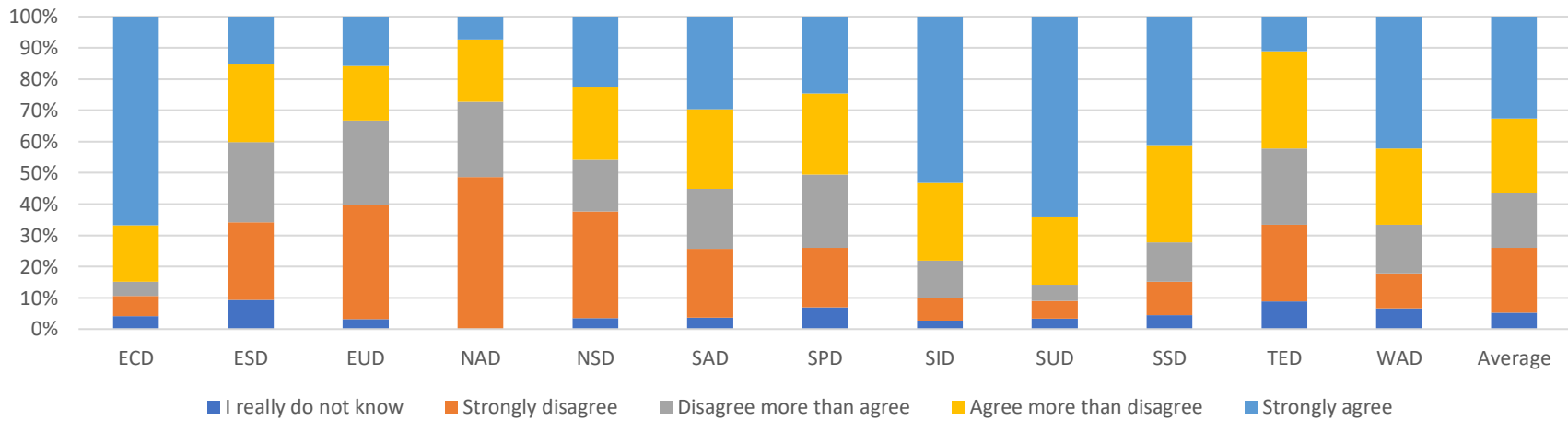


Fig. 6:11 EDUC: Christianity is about Jesus giving me power to live a righteous life

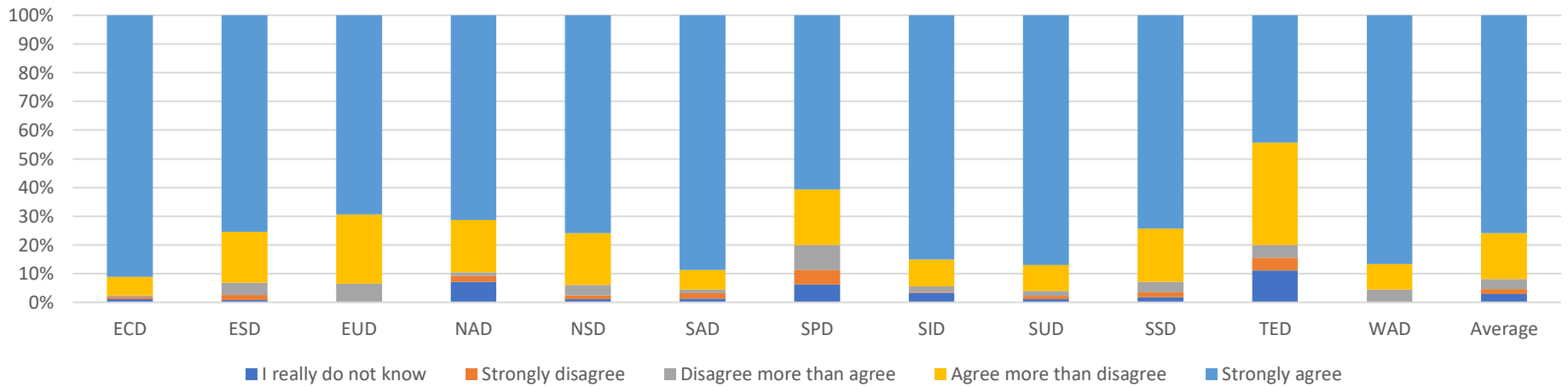


Fig. 6.12 EDUC: The fruit of salvation is obedience to the Commandments

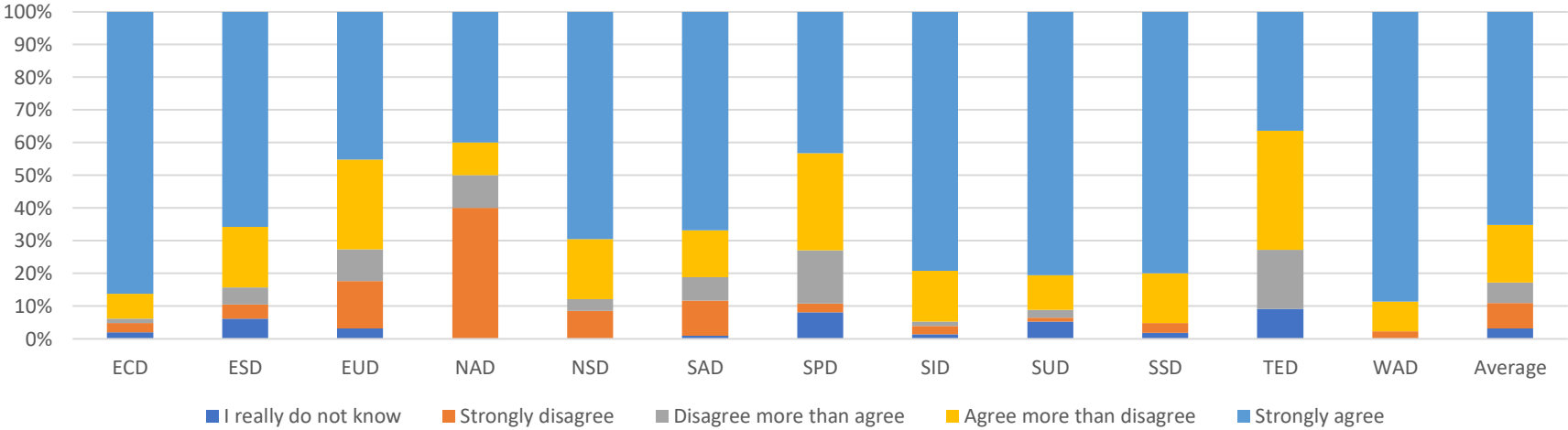


Fig. 6.13 EDUC: I will not get to heaven unless I obey God's law

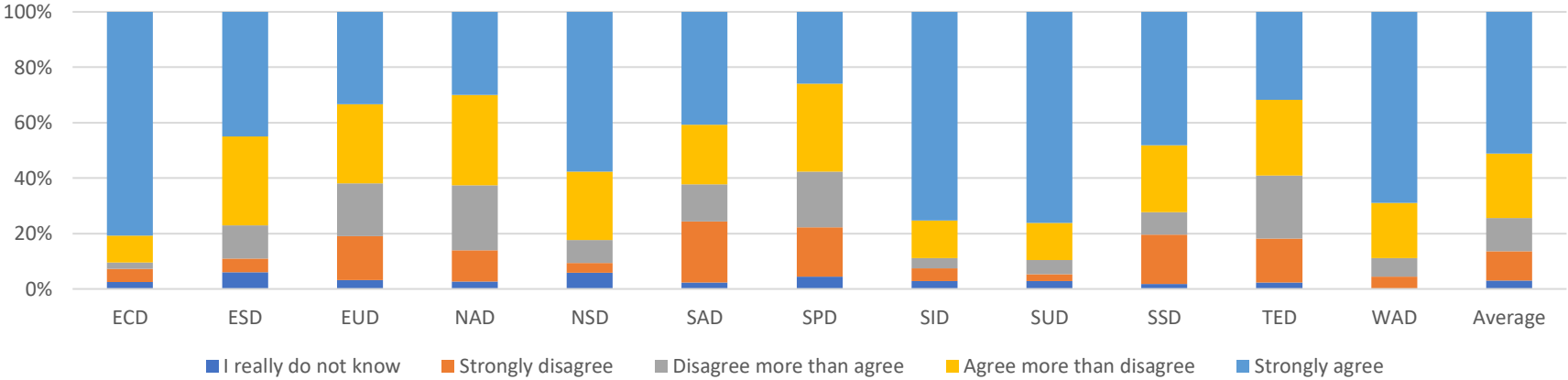


Fig. 6.14 EDUC: I believe God created the world

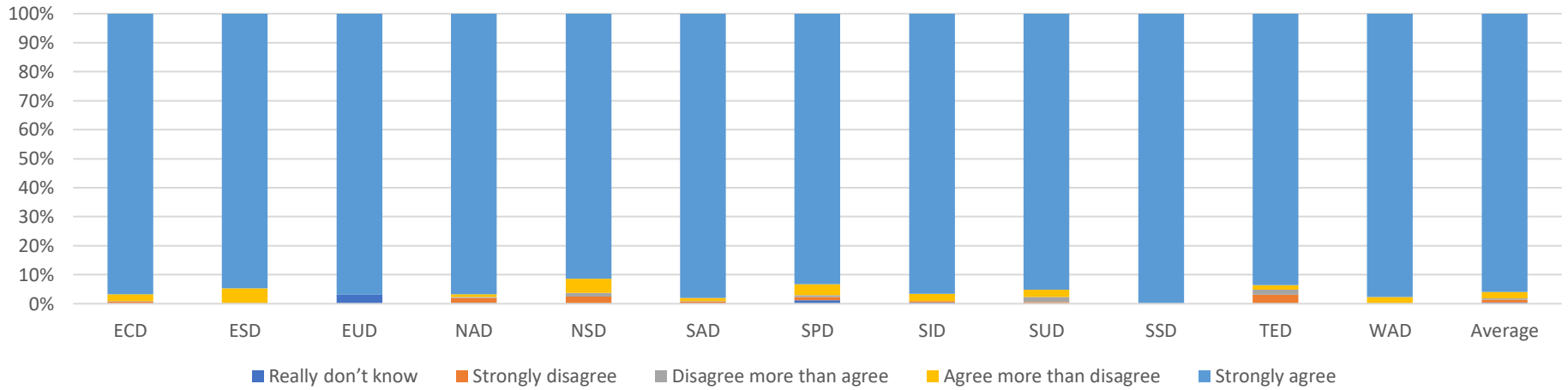


Fig. 6.15 EDUC: I believe God created the world in the recent past

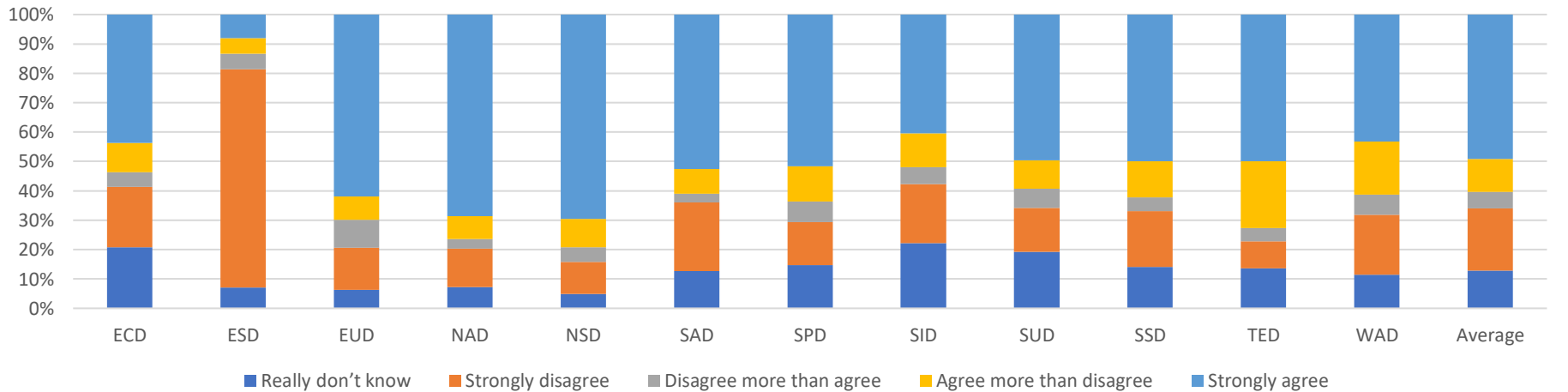


Fig. 6.16 EDUC: There are only two kinds of people: the righteous, who will be rewarded and the rest, who will not

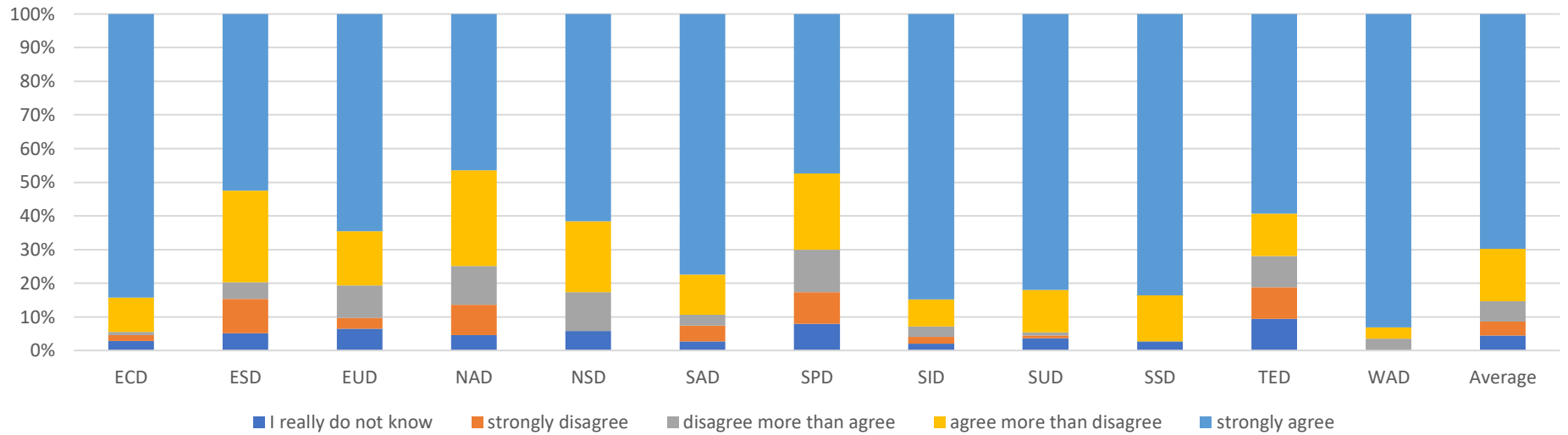


Fig. 6.17 EDUC: I can only be saved through the Church

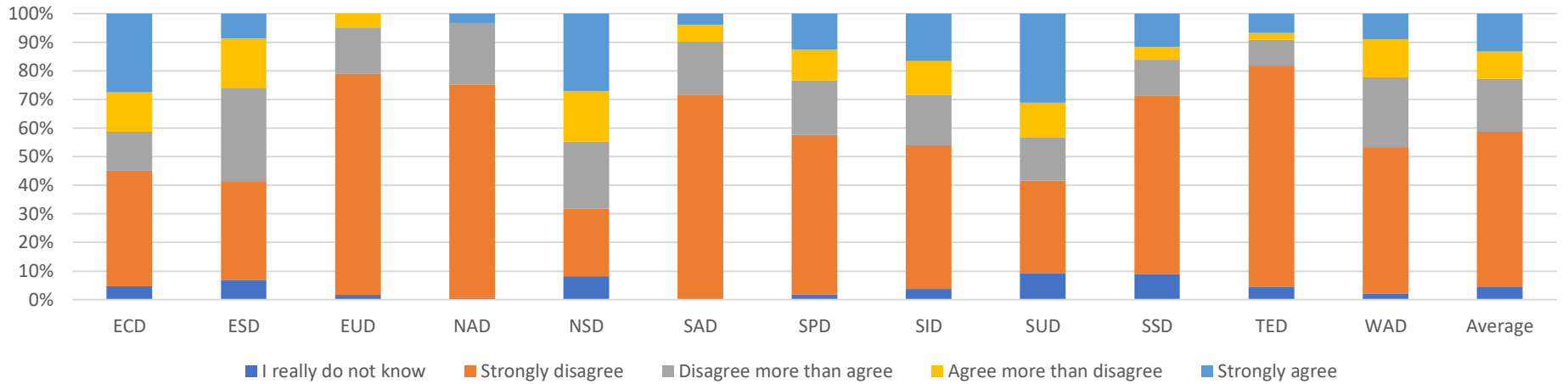


Fig. 6.18 EDUC: Do you think there is a natural conflict between being a devout religious person and living in a modern society?

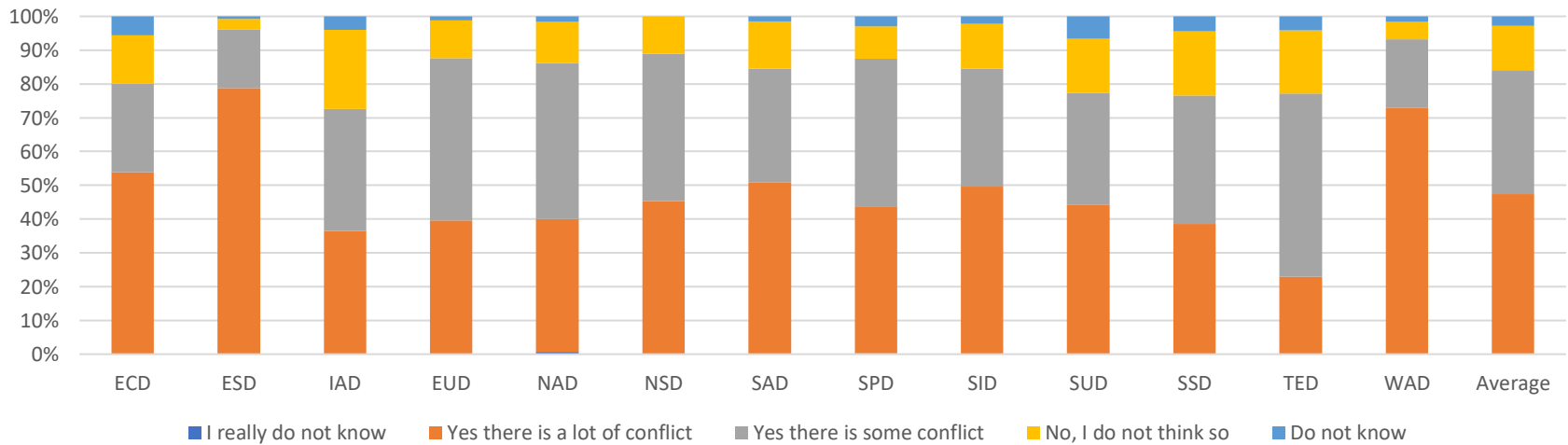


Fig. 6.19 EDUC: I expect the world as we know it to end in the near future

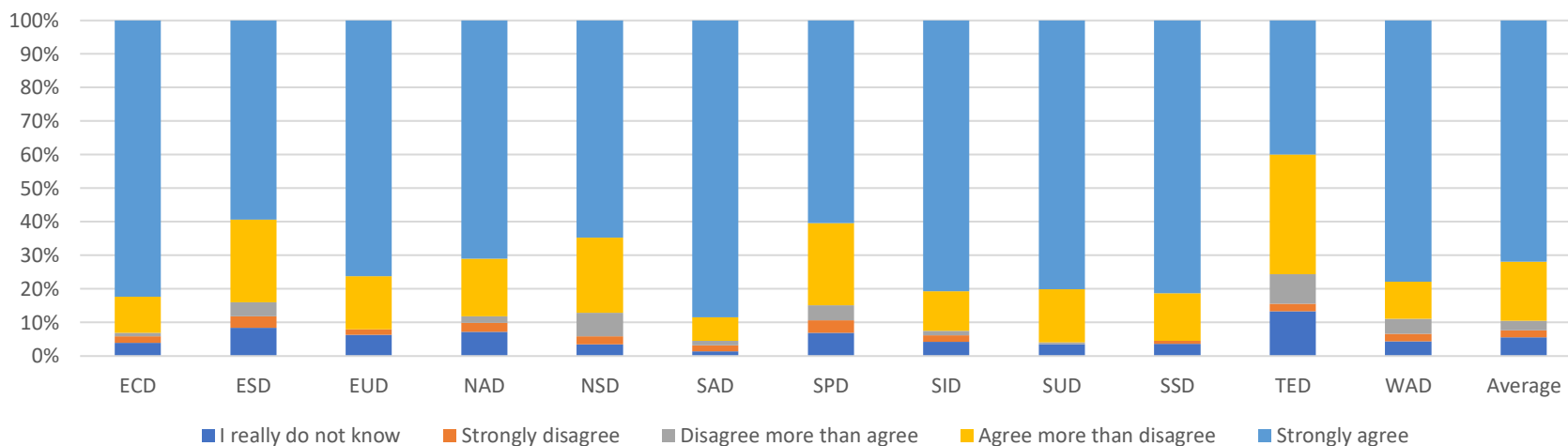
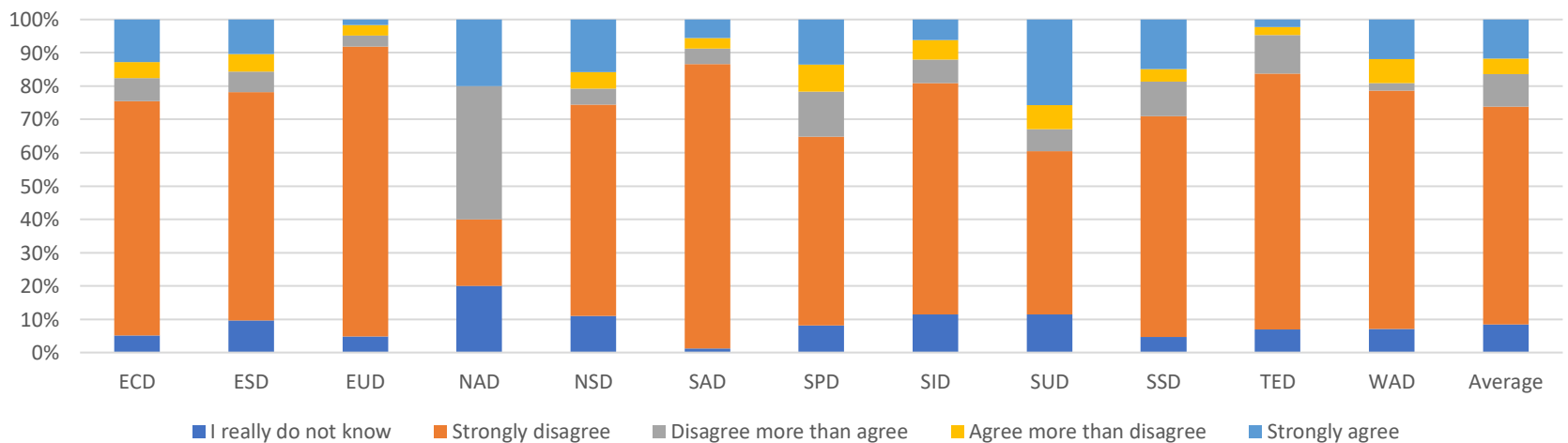


Fig. 6.20 EDUC: People who have died believing in Christ are in heaven right now



7. Openness to New Ideas

Several items tested the participants' openness to new ideas. For example:

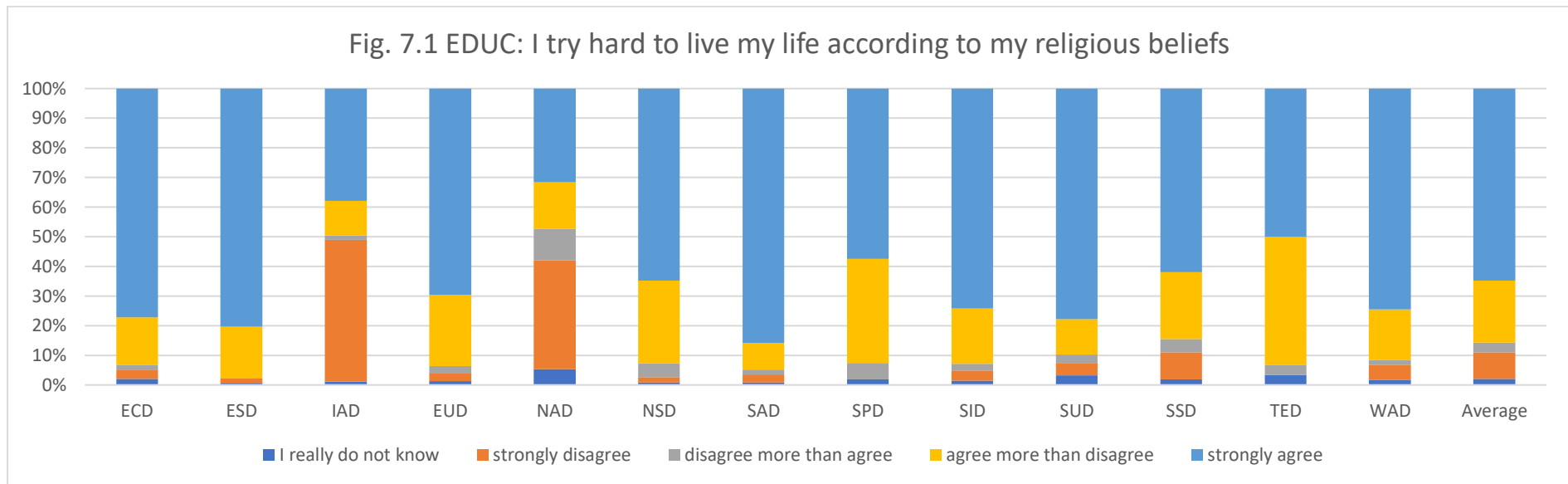


Fig. 7.2 EDUC: There are many religious issues on which my views are still changing

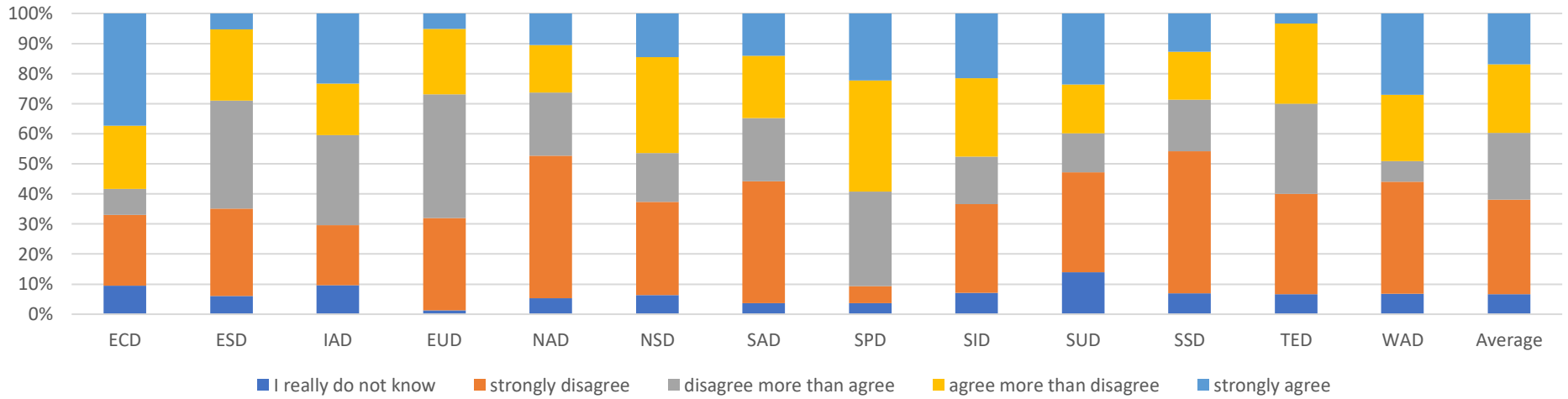
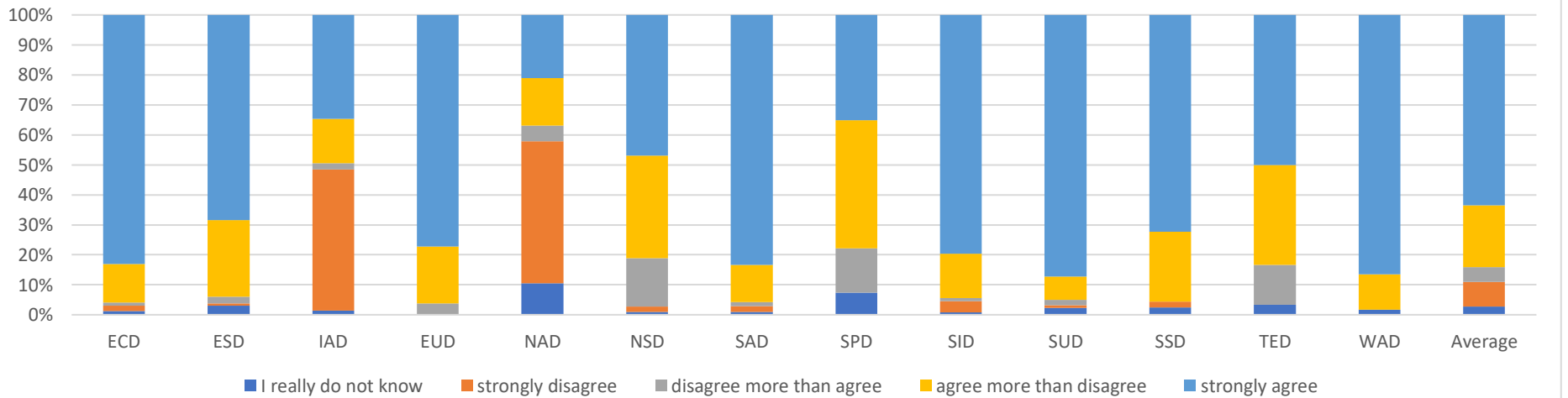


Fig. 7.3 EDUC: I enjoy reading about my religion



Conclusions and Lessons Learned

In this section are found the conclusions of the study, as well as two “lessons learned” which the research team hopes will be helpful information for a future research team who may be tasked with implementing another global survey of Adventist teachers, healthcare workers, ADRA personnel, publishing-house employees, and employees of media centers.

Conclusions

The aim of the research reported here was “to survey employees of Seventh-day Adventist institutions in the 13 Divisions of the General Conference of Seventh-day Adventists (GC) from around the world to determine their perceptions of their relationship and the institution’s relationship to the mission of the Adventist Church.” Of the many statistics reported above, the following result stands out as especially relevant to the aim of the research: 93% (78.3%+14.5%) of teachers, and 91% (75.5%+15.7%) of employees of Adventist healthcare, media, welfare, publishing and food industries agreed or strongly agreed that they serve the mission of the Church in their work (see Figures 1.1 and 1.2 in section 1, and Tables A1.1 and A1.2 in Appendix A1). On this result alone one can conclude that employees perceive that there is a close relationship between their work and the mission of the Adventist Church.

Yet the real answer about the relationship between the employee and the mission of the Adventist Church is a little more complex. There are differences in the ways employees understand the mission of the Church. Employees also gave different views about which institutional goals are appropriate in fulfilling that mission. This should not be surprising, given that employees at Adventist institutions work in specific industries and must balance the demands of that industry with the mission impulse that led a church to operate a church-based organization within that industry. For example, as well as working to fulfil the mission of the Adventist church, teachers in Adventist schools are continually balancing the multiple demands of teaching what is often a government-specified curriculum, as well as the constraints of the academic field in which they are teaching, the challenges inherent in managing classroom behavior in such a way as to create a good learning environment, and often the not-always reasonable expectations of parents. That teachers were able to identify their work so closely with the mission of the Adventist church amid all these competing concerns is remarkable. There are similar lists of the competing demands made on health professionals, ADRA personnel, publishing-house employees and employees of media centers. Furthermore, the organizations of the church exist in a global network of different cultures, different levels of economic development, and different types of government.

Given the inherent diversity among personnel working in the institutions of the Adventist Church, it is remarkable that there is such a high level of commonality about how the Church should function in society. Both educators and employees of other institutions of the Adventist church identified the most important goals of the Church to be: (1) to “Lead people to accept Jesus as their personal saviour” (80.6% educators; 73% other employees); (2) to “Prepare people for the soon return of Jesus” (70.3% educators; 70.9% other employees); and (3) to “Share the message and teaching of Jesus with the World” (79.8% educators; 70.9% other employees; see fig. 1.2a and 1.2b). This finding suggests that the missional goals of the Church have been embraced by employees regardless of their role. The goals that they have identified are consistent with the mission of the Seventh-day Adventist Church, which is to “Make disciples of Jesus Christ who live as His loving witnesses and proclaim to all people the everlasting gospel

of the Three Angels' Messages in preparation for His soon return (Matt. 28:18–20, Acts 1:8, Rev. 14:6–12)", as it is stated in the working policy of the Church.²⁵

Both educators and non-educators alike identified that one of the top three aims of a Church-connected organization should be to "Act in a manner which contributes to the physical, psychological, social and spiritual wellbeing of our students / care recipients / clients / etc." (see Figures 2.1a and 2.1b). This item mirrors to some extent the teaching, preaching and healing ministry of Jesus while he was on Earth (e.g. Matt 4: 23; 9:35), activities inherent in the work of employees working in church-affiliated schools, hospitals and health clinics, media centers and publishing houses. For teachers, another important aim of a school was to "Create an environment that makes it more likely that each student / care recipients / client / etc. will accept Jesus Christ as their savior and friend" (see Figure 2.1a). This particular aim was reflected in the teachers' responses to the open-ended questions. For example, one teacher from the North American Division said that the mission of their school should be "Educating for service and mission", while several teachers in the Solomon Islands (in the South Pacific Division) identified the mission of their school to be "Education as preparation for eternity". These two responses were used by the researchers in the titles of the two books they produced to provide preliminary results from this research.²⁶

Responses from healthcare workers, ADRA personnel, publishing-house employees, and employees of media centers highlighted another mission of their organization to "Deliver the highest quality in the services we provide" (chosen by 59%, see Figure 2.1b and Table A2.1b)

As the research team analyzed the responses to the open-ended questions and considered the tables and graphs that were generated from the quantitative elements of the survey, they were continually struck by how focused the participants in the Institutional Workers' survey were on the manner in which the work they did as an employee of an Adventist organization related in a substantial way to the wider mission of the Seventh-day Adventist Church.

Lesson Learned: SurveyMonkey has proven to be the ideal technology to gather survey responses for the Institutional Workers' Survey

It is remarkable how technology has changed since the beginning of the research team's work on the Institutional Workers' Survey. The first surveys were collected using paper-based surveys, which were scanned and read electronically. The most recent surveys were collected using SurveyMonkey. Using SurveyMonkey has had many advantages, not least of which is that transcription errors are reduced to zero, and the data are immediately available to researchers from the moment the participant finishes the survey.

²⁵ General Conference Working Policy, 2019-2020 (Nampa, ID: Pacific Press, 2020), A 05.

²⁶ See Robert K. McIver, Sherene Hattingh and Peter W. Kilgour, eds. *Education as Preparation for Eternity: Teachers in Seventh-day Adventist Schools in Australia and the Solomon Islands and Their Perceptions of Mission* (Silver Spring, MD / Cooranbong, NSW: Office of Archives Statistics and Research / Avondale Academic Press, 2020, www.amazon.com/dp/0648470458); Robert K. McIver and Sherene J. Hattingh, eds. *Educating for Service and Mission: Teachers in Seventh-day Adventist Schools in North America and Their Perceptions of Mission*. Cooranbong, NSW; Silver Spring MD: Avondale Academic Press/General Conference Office of Archives, Statistics and Research, 2019, <https://www.amazon.com/dp/0648470431>).

Furthermore, most of the employees of Adventist institutions have access to the internet in some way. Although there are still many places across Africa, Inter-America, and India where access to the internet is not easy or impossible. It remains one of the limitations of this survey that some teachers, healthcare workers, ADRA personnel, publishing house employees, and employees of media centers in remote areas without access to the internet were unable to participate in the survey. However, it was still possible to get significant numbers of surveys from those Divisions where it is most likely that lack of internet access may be of concern (1,486 from the ECD, 1,841 from IAD, and 525 from SUD). As Duane McBride has been heard to comment from time to time, “large numbers of responses cover many deficits in survey design.” All things considered, SurveyMonkey has now proved to be an ideal low-cost method for collecting large amounts of data.

SurveyMonkey, of course, has its challenges – particularly that of low participation rates. But the team has had a few successes when a group of teachers, or media employees have gathered in one place, and they started the survey at the same time using SurveyMonkey.

Lesson Learned: Future survey teams should take more advantage of local Division resources

The largest number of surveys and the best coverage of all the industries came from the SAD which has the advantage of a full-time manager of research with excellent support from the Division, and excellent contacts throughout the field. The initial impulse that began the survey process in the SAD was generated from an online meeting that included the Division president, secretary, and most of the directors associated with industries of interest to the survey. At that meeting David Trim presented the research in its global context, and Rob McIver talked about some of the technical matters associated with it. As a result of the meeting, all the various industries of the church became involved in gathering data, and the SAD leadership has been able to gain benefit from the high-quality data that was the result of the excellent participation rate in the SAD. Furthermore, the key involvement of the SAD’s manager of research facilitated the smooth gathering of data, as he was acting in a role that potential participants recognized as representing the wishes of the Division leaders, and was a crucial part of the successful gathering of data in the SAD. While this method of organization of the collection of data would not work as well in all the Divisions of the world Seventh-day Adventist Church, it is likely it will work in many of them, especially if they have a Division-based manager of research. The research team acknowledges that their approach, which was based on approaching leaders in the various industries in each Division, is one that grew out of the type of research context in which they work. But there were significant challenges in gaining traction with such an approach. The data reported here are the results of literally years of negotiation. Working using a more top-down, Division-leadership-directed approach will not remove the necessity of hours, months and years of careful negotiation, but it will undoubtedly speed up many of the key processes.

That being said, the research team would like to acknowledge the support that they have had from the leaders of the Divisions, and those responsible for the various industries that are represented in the data listed here. The team has worked longest and hardest gathering data from the schools and universities. They have received help and support from Lisa Beardley-Hardy at the GC level, and from *every* Division-level education director, their personal assistants, and their Unions’ directors of education. The task of gathering data for a global survey is daunting. Without the support of the church leaders and directors it would not have been possible.

Appendix A. Crosstabulations not Found Elsewhere in this Report

This Appendix includes crosstabulations of responses to items which may have been referred to elsewhere in the report in summary, but which have yet to be reported in detail.

In both the “Results” section and “Appendix A,” the items have been grouped under the following themes: 1. “I Serve the Mission of the Church Through my Work”, but What is the Purpose of the Church? 2. “I Serve the Mission of the Church Through my Work”, but What is the Purpose of the Organization for which I Work? 3. Demographics Profile of Participants, 4. The Experience of Working in an Adventist Organization, 5. Practices of Personal Spirituality, 6. Beliefs of the Church, 7. Standards of the Church, 8. Evaluation of Different Industries’ Contribution to the Mission of the Church, 9. Openness to New Ideas and Miscellaneous.

Note on numbering of figures and tables: The numbering of Figures and Tables re-sets to 1 in each section. Thus Figure 4.1 is the first figure in section 4 – “The Experience of ...” Tables and Figures in Appendix A are prefixed by an A. Hence Table A-4.1 provides the crosstabulations that are graphically portrayed in Figure 4.1 in the main text. This numbering scheme is designed to allow a specific figure or table to be quickly found by its section number, and by the sequential numbering of other figures and tables.

Note also that in figures and tables, the following standard abbreviations have been used for the Divisions of the Seventh-day Adventist Church throughout this appendix: East-Central Africa Division (ECD), Euro-Asia Division (ESD), Inter-America Division (IAD), Inter-European Division (EUD), North American Division (NAD), Northern Asia-Pacific Division (NSD), South American Division (SAD), South Pacific Division (SPD), Southern Africa-Indian Ocean (SID), Southern Asia Division (SUD), Southern Asia-Pacific Division (SSD), Trans-European Division (TED), West-Central Africa Division (WAD). In tables showing crosstabulations against “Division”, the Division is identified from the participant’s response to the item: “I currently work in an organization that is based in the following Division of the Seventh-day Adventist Church”

Supplementary Crosstabulations 1: “I Serve the Mission of the Church Through my Work”, but What is the Purpose of the Church?

Table A1.1

EDUC: Crosstabulation of “Q33bQ51e I serve the mission of the Church through my work” and Division

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	1.7%	5.2%	1.0%	1.3%	1.6%	1.8%	1.0%	1.7%	1.5%	1.8%	1.9%	6.4%	5.2%	2.5%
Strongly DISAGREE	1.4%	0.7%	20.3%	1.3%	2.1%	0.9%	2.0%	1.7%	4.1%	3.2%	2.5%	0.0%	1.7%	3.2%
Disagree more than agree	1.2%	0.7%	1.8%	1.3%	0.0%	3.6%	1.4%	3.3%	0.7%	0.5%	1.3%	4.3%	0.0%	1.5%
Agree more than disagree	12.1%	17.8%	8.5%	16.5%	9.5%	25.5%	10.5%	16.0%	20.4%	10.4%	10.7%	25.5%	5.2%	14.5%
Strongly AGREE	83.7%	75.6%	68.3%	79.7%	86.8%	68.2%	85.1%	77.3%	73.2%	84.2%	83.6%	63.8%	87.9%	78.3%
n=	845	135	878	79	190	110	985	181	269	221	159	47	58	4,157

Table A1.2

NON-Educ: Crosstabulation of “Q33bQ51e I serve the mission of the Church through my work” and “C16. I currently work in ... the following Division”

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	2.6%	4.9%	8.7%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	2.0%
Strongly DISAGREE	3.1%	2.4%	30.4%	16.7%	0.0%	0.0%	0.0%	4.0%	0.0%	5.0%	0.0%	0.0%	5.1%
Disagree more than agree	1.0%	7.3%	0.0%	0.0%	0.0%	0.0%	7.9%	0.0%	3.8%	0.0%	0.0%	0.0%	1.7%
Agree more than disagree	8.3%	14.6%	13.0%	33.3%	21.9%	0.0%	13.2%	13.7%	19.2%	15.0%	23.1%	12.5%	15.7%
Strongly AGREE	85.0%	70.7%	47.8%	50.0%	78.1%	100.0%	78.9%	82.3%	69.2%	80.0%	76.9%	87.5%	75.5%
n=	191	41	23	6	32	2,265	38	124	26	20	14	24	2,804

Table A1.3*EDUC: Important Goals of Church*

	Don't know	NOT a goal	Neutral	Important	Top 2 or 3
5a. Provide meaningful worship services	1.0%	2.1%	8.9%	52.8%	35.2%
5b. Increase the numbers who attend church on a regular basis	1.2%	4.8%	17.3%	44.7%	30.5%
5c. Reduce poverty, disease and ignorance	2.6%	5.4%	18.7%	48.4%	24.9%
5d. Teach an ethical viewpoint	2.9%	5.8%	18.4%	51.3%	21.6%
5e. Share the message and teaching of Jesus with the world	0.7%	0.9%	3.8%	19.9%	74.6%
5f. Lead people to accept Jesus as their personal Savior	0.5%	0.4%	4.1%	19.6%	75.4%
5g. Convince people of the teachings of the Church	2.4%	9.6%	19.1%	47.1%	21.7%
5h. Prepare people for the soon return of Jesus	0.3%	1.2%	5.3%	26.8%	66.3%
5i. Persuade people to join the Church through baptism	1.8%	7.7%	19.6%	42.7%	25.6%

Table A1.4*NON-Educ: Important Goals of Church*

	Don't know	NOT a goal	Neutral	Important	Top 2 or 3
5i. Persuade people to join the Church through baptism	1.7%	2.8%	17.5%	44.2%	33.8%
5h. Prepare people for the soon return of Jesus	2.3%	6.5%	27.9%	46.0%	16.1%
5g. Convince people of the teachings of the Church	1.5%	6.2%	21.3%	46.5%	24.5%
5f. Lead people to accept Jesus as their personal Savior	4.0%	7.4%	28.5%	42.9%	17.2%
5e. Share the message and teaching of Jesus with the world	0.2%	0.1%	6.0%	14.4%	79.4%
5d. Teach an ethical viewpoint	0.5%	1.7%	4.5%	18.7%	74.6%
5c. Reduce poverty, disease and ignorance	1.7%	10.1%	32.3%	39.1%	16.8%
5b. Increase the numbers who attend church on a regular basis	0.3%	0.2%	7.9%	19.9%	71.7%
5a. Provide meaningful worship services	2.6%	9.0%	22.0%	43.7%	20.7%

Table A1.5*EDUC Crosstabulation of “5a. Provide meaningful worship services” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	4.4%	0.0%	3.3%	0.0%	0.0%	0.0%	1.2%	1.5%	2.0%	0.8%	0.0%	0.0%	0.0%	1.0%
NOT a goal	1.2%	1.7%	3.8%	0.0%	1.2%	0.0%	3.2%	10.3%	0.0%	1.7%	0.0%	4.0%	0.0%	2.1%
Neutral	8.0%	10.0%	11.8%	3.8%	7.6%	3.7%	9.2%	31.0%	3.0%	10.1%	3.9%	10.0%	3.4%	8.9%
Important	38.0%	76.7%	49.4%	76.9%	64.8%	33.3%	52.6%	52.8%	43.0%	55.5%	46.1%	52.0%	44.8%	52.8%
Top 2 or 3	48.3%	11.7%	31.7%	19.2%	26.4%	63.0%	33.9%	4.4%	52.0%	31.9%	50.0%	34.0%	51.7%	35.2%
n=	410	60	391	26	764	54	2,456	797	100	119	76	50	29	5,332

Table A1.6*EDUC Crosstabulation of “5b. Increase the numbers who attend church on a regular basis” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	2.1%	0.0%	2.1%	0.0%	0.3%	0.0%	2.6%	0.1%	1.0%	5.2%	0.0%	2.0%	0.0%	1.2%
NOT a goal	4.9%	4.8%	4.7%	0.0%	10.1%	11.1%	9.4%	9.1%	4.1%	0.0%	4.2%	0.0%	0.0%	4.8%
Neutral	14.1%	19.4%	18.4%	29.2%	22.9%	17.8%	11.2%	25.1%	5.1%	23.3%	12.5%	22.4%	3.6%	17.3%
Important	38.6%	66.1%	46.3%	54.2%	40.0%	33.3%	47.4%	37.7%	49.0%	44.0%	44.4%	30.6%	50.0%	44.7%
Top 2 or 3	40.4%	9.7%	28.4%	16.7%	24.7%	37.8%	29.3%	25.7%	40.8%	27.6%	38.9%	30.6%	46.4%	30.5%
n=	389	62	380	24	765	45	2,421	778	98	116	72	49	28	5,227

Table A1.7*EDUC Crosstabulation of “5c. Reduce poverty, disease and ignorance” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	6.6%	3.4%	6.3%	0.0%	0.8%	0.0%	5.1%	2.9%	2.1%	3.5%	1.4%	2.0%	0.0%	2.6%
NOT a goal	3.8%	8.5%	9.1%	8.3%	2.7%	2.2%	6.2%	13.7%	1.1%	2.7%	0.0%	3.9%	7.4%	5.4%
Neutral	16.0%	23.7%	23.8%	12.5%	18.7%	19.6%	14.8%	32.2%	16.0%	22.1%	27.4%	5.9%	11.1%	18.7%
Important	42.4%	50.8%	46.2%	70.8%	56.1%	43.5%	51.6%	40.1%	42.6%	46.9%	46.6%	47.1%	44.4%	48.4%
Top 2 or 3	31.2%	13.6%	14.6%	8.3%	21.7%	34.8%	22.3%	10.9%	38.3%	24.8%	24.7%	41.2%	37.0%	24.9%
n=	394	59	383	24	770	46	2,435	788	94	113	73	51	27	5,257

Table A1.8*EDUC Crosstabulation of “5d. Teach an ethical viewpoint” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	5.7%	0.0%	3.6%	0.0%	1.3%	0.0%	2.1%	4.3%	4.3%	4.4%	1.4%	2.0%	8.3%	2.9%
NOT a goal	3.1%	0.0%	8.5%	12.5%	4.0%	4.3%	4.1%	20.7%	6.4%	3.5%	0.0%	4.1%	4.2%	5.8%
Neutral	16.4%	10.0%	20.5%	25.0%	25.7%	13.0%	11.5%	37.0%	19.1%	21.1%	21.1%	14.3%	4.2%	18.4%
Important	39.5%	70.0%	50.3%	54.2%	55.1%	52.2%	55.1%	32.6%	43.6%	46.5%	52.1%	57.1%	58.3%	51.3%
Top 2 or 3	35.3%	20.0%	17.1%	8.3%	13.8%	30.4%	27.1%	5.1%	26.6%	24.6%	25.4%	22.4%	25.0%	21.6%
n=	385	60	386	24	766	46	2,414	797	94	114	71	49	24	5,230

Table A1.9*EDUC Crosstabulation of “5e. Share the message and teaching of Jesus with the world” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	1.2%	0.0%	0.5%	3.3%	0.0%	0.0%	0.3%	2.3%	1.0%	0.8%	0.0%	0.0%	0.0%	0.7%
NOT a goal	0.7%	0.0%	0.5%	0.0%	0.1%	0.0%	0.3%	6.4%	1.0%	3.3%	0.0%	0.0%	0.0%	0.9%
Neutral	6.4%	0.0%	3.4%	0.0%	1.6%	5.4%	1.5%	14.4%	2.0%	10.0%	5.1%	0.0%	0.0%	3.8%
Important	27.0%	18.2%	15.3%	3.3%	21.1%	7.1%	11.2%	57.5%	15.7%	38.3%	10.3%	15.4%	17.9%	19.9%
Top 2 or 3	64.7%	81.8%	80.4%	93.3%	77.2%	87.5%	86.7%	19.5%	80.4%	47.5%	84.6%	84.6%	82.1%	74.6%
n=	419	66	413	30	807	56	2,572	755	102	120	78	52	28	5,498

Table A1.10*EDUC Crosstabulation of “5f. Lead people to accept Jesus as their personal Savior” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	0.5%	0.0%	0.2%	3.2%	0.1%	0.0%	0.4%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%
NOT a goal	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	5.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%
Neutral	6.3%	0.0%	2.9%	0.0%	1.6%	3.8%	2.3%	15.2%	1.9%	10.7%	5.1%	4.0%	0.0%	4.1%
Important	29.0%	4.8%	16.5%	0.0%	22.2%	7.7%	12.0%	60.9%	21.4%	42.0%	14.1%	14.0%	10.0%	19.6%
Top 2 or 3	63.9%	95.2%	80.3%	96.8%	76.1%	88.5%	85.0%	17.2%	76.7%	47.3%	80.8%	82.0%	90.0%	75.4%
n=	410	63	412	31	803	52	2,543	818	103	112	78	50	30	5,505

Table A1.11*EDUC Crosstabulation of “5g. Convince people of the teachings of the Church” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	2.3%	1.6%	1.9%	0.0%	3.8%	0.0%	4.2%	5.8%	3.3%	0.0%	0.0%	8.0%	0.0%	2.4%
NOT a goal	4.4%	1.6%	11.7%	12.5%	23.6%	2.2%	16.0%	23.8%	4.3%	2.6%	2.8%	16.0%	3.7%	9.6%
Neutral	13.7%	14.8%	20.4%	37.5%	35.6%	6.7%	14.4%	41.1%	9.8%	16.7%	18.3%	20.0%	0.0%	19.1%
Important	42.5%	77.0%	46.9%	37.5%	33.4%	44.4%	46.9%	28.0%	54.3%	54.4%	45.1%	50.0%	51.9%	47.1%
Top 2 or 3	37.1%	4.9%	19.1%	12.5%	3.5%	46.7%	18.6%	1.2%	28.3%	26.3%	33.8%	6.0%	44.4%	21.7%
n=	388	61	377	24	763	45	2,399	774	92	114	71	50	27	5,185

Table A1.12*EDUC Crosstabulation of “5h. Prepare people for the soon return of Jesus” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	1.2%	0.0%	0.5%	0.0%	0.0%	0.0%	0.4%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
NOT a goal	1.0%	0.0%	0.5%	0.0%	0.9%	1.8%	0.4%	7.6%	1.0%	0.9%	1.3%	0.0%	0.0%	1.2%
Neutral	6.8%	0.0%	2.7%	0.0%	6.8%	5.5%	2.3%	19.2%	2.9%	10.5%	5.2%	7.5%	0.0%	5.3%
Important	29.1%	25.4%	16.3%	25.9%	34.3%	18.2%	12.5%	62.2%	11.7%	44.7%	9.1%	39.6%	20.0%	26.8%
Top 2 or 3	62.0%	74.6%	80.0%	74.1%	58.0%	74.5%	84.5%	9.0%	84.5%	43.9%	84.4%	52.8%	80.0%	66.3%
n=	413	63	411	27	790	55	2,568	807	103	114	77	53	30	5,511

Table A1.13

EDUC Crosstabulation of “5i. Persuade people to join the Church through baptism” and Division

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	1.3%	1.7%	1.9%	0.0%	2.3%	0.0%	2.3%	7.2%	0.0%	1.8%	1.4%	3.8%	0.0%	1.8%
NOT a goal	3.6%	1.7%	6.4%	8.0%	11.8%	0.0%	8.0%	22.1%	8.6%	2.7%	7.0%	13.5%	6.9%	7.7%
Neutral	12.7%	13.3%	18.2%	20.0%	27.4%	24.4%	9.4%	34.4%	9.7%	24.1%	29.6%	25.0%	6.9%	19.6%
Important	38.8%	75.0%	43.3%	56.0%	30.2%	35.6%	41.6%	25.9%	40.9%	50.0%	32.4%	36.5%	48.3%	42.7%
Top 2 or 3	43.7%	8.3%	30.2%	16.0%	19.3%	40.0%	25.7%	2.1%	40.9%	21.4%	29.6%	17.3%	37.9%	25.6%
n=	394	60	374	25	815	45	2,736	848	93	112	71	52	29	5,654

Supplementary Crosstabulations 2: “I Serve the Mission of the Church Through my Work”, but What is the Purpose of the Organization for which I Work?

Table A2.1a

EDUC: Important Goals of Organization (Q2) – Row averages of Tables A2.2a through A2.16a

	Doesn't apply	NOT a goal	Neutral	Important	Top 3 or 4	n=
2a Quality	2.0%	1.8%	9.2%	33.2%	53.8%	8,139
2b Wellbeing	1.2%	1.1%	6.2%	26.3%	65.1%	8,222
2c Healthy lifestyle	1.9%	1.3%	8.9%	48.5%	39.4%	8,009
2d Competitive	6.4%	8.8%	19.6%	41.9%	23.3%	7,872
2e Needs of community	2.6%	2.7%	16.8%	49.5%	28.4%	7,965
2f Christian environment	1.7%	1.6%	8.1%	38.7%	50.0%	7,992
2g Teaching and healing like Jesus	1.9%	0.9%	9.2%	36.3%	51.7%	7,988
2h Accepts Jesus	1.5%	1.3%	7.2%	26.5%	63.4%	8,116
2i Perception of SDA Church	1.6%	2.2%	12.5%	50.1%	33.6%	7,769
2j Mission of SDA Church	2.0%	2.3%	13.5%	45.6%	36.7%	7,869
2k Make money	12.4%	15.2%	28.3%	31.3%	12.9%	7,770
2l Link Church and community	2.3%	2.3%	15.6%	51.9%	28.0%	7,863
2m Practice teachings of Church	1.2%	2.5%	11.7%	47.9%	36.7%	7,852
2n Hear about SDA Church	1.3%	2.0%	12.4%	49.9%	34.4%	7,866
2o Join Church through Baptism	3.0%	7.0%	17.4%	38.6%	34.1%	7,835

Table A2.1b

NON-Educ: Important Goals of Organization (Q2) – Row averages of Tables A2.2b through A2.16b

	Doesn't apply	NOT a goal	Neutral	Important	Top 3 or 4	n=
2a Quality	1.9%	2.7%	9.2%	27.7%	58.6%	3,306
2b Wellbeing	3.0%	1.1%	8.5%	29.9%	57.5%	3,268
2c Healthy lifestyle	3.1%	1.4%	14.9%	43.6%	37.0%	3,218
2d Competitive	6.9%	8.8%	17.3%	39.7%	27.3%	3,120

Table A2.1b*NON-Educ: Important Goals of Organization (Q2) – Row averages of Tables A2.2b through A2.16b*

	Doesn't apply	NOT a goal	Neutral	Important	Top 3 or 4	n=
2e Needs of community	4.2%	1.9%	11.8%	46.3%	35.8%	3,190
2f Christian environment	2.1%	3.5%	14.2%	46.0%	34.3%	3,165
2g Teaching and healing like Jesus	3.5%	3.5%	11.0%	31.8%	50.3%	3,289
2h Accepts Jesus	4.4%	3.8%	13.0%	37.9%	41.0%	3,152
2i Perception of SDA Church	2.3%	3.1%	19.1%	45.0%	30.5%	3,132
2j Mission of SDA Church	1.5%	5.6%	17.3%	37.9%	37.7%	3,214
2k Make money	9.0%	17.1%	33.7%	28.0%	12.3%	3,077
2l Link Church and community	3.3%	4.9%	20.0%	41.8%	30.0%	3,141
2m Practice teachings of Church	4.3%	7.2%	17.7%	42.6%	28.3%	3,089
2n Hear about SDA Church	4.3%	4.5%	21.7%	42.9%	26.6%	3,084
2o Join Church through Baptism	6.3%	12.3%	20.2%	34.4%	26.7%	3,082

Table A2.2a*EDUC Crosstabulation of “2a. Deliver the highest quality in the services we provide” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	4.3%	1.3%	2.7%	2.2%	0.4%	6.4%	0.9%	1.5%	4.3%	2.0%	0.3%	0.0%	0.0%	2.0%
NOT a goal	0.9%	1.9%	1.2%	0.0%	0.7%	2.4%	1.1%	4.2%	1.3%	2.0%	1.6%	1.3%	4.1%	1.8%
Neutral	13.1%	4.5%	8.9%	4.3%	1.7%	16.0%	4.9%	8.0%	10.0%	28.1%	9.5%	1.3%	9.5%	9.2%
Important	28.3%	49.0%	38.6%	44.6%	28.3%	36.8%	32.1%	20.2%	23.3%	38.9%	27.0%	32.1%	32.4%	33.2%
Top 3 or 4	53.4%	43.2%	48.5%	48.9%	68.8%	38.4%	61.1%	66.1%	61.0%	28.9%	61.5%	65.4%	54.1%	53.8%
n=	972	155	1,488	92	801	125	2,570	838	300	342	304	78	74	8,139

Table A2.2b*NON-EDUC Crosstabulation of “2a. Deliver the highest quality in the services we provide” and Division*

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	2.7%	2.5%	2.8%	0.0%	2.5%	1.1%	1.5%	2.0%	5.0%	2.3%	0.0%	0.0%	1.9%
NOT a goal	1.8%	10.0%	0.0%	0.0%	0.0%	1.0%	4.2%	1.3%	5.0%	2.3%	6.7%	0.0%	2.7%

Table A2.2b*NON-EDUC Crosstabulation of “2a. Deliver the highest quality in the services we provide” and Division*

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Neutral	12.8%	7.5%	11.1%	0.0%	0.0%	7.3%	8.0%	6.7%	25.0%	13.6%	6.7%	11.1%	9.2%
Important	27.0%	27.5%	16.7%	42.9%	30.0%	32.2%	20.2%	24.7%	35.0%	13.6%	33.3%	29.6%	27.7%
Top 3 or 4	55.8%	52.5%	69.4%	57.1%	67.5%	58.3%	66.1%	65.3%	30.0%	68.2%	53.3%	59.3%	58.6%
n=	226	40	36	7	40	2,631	50	150	40	44	15	27	3,306

Table A2.3a*EDUC Crosstabulation of “2b. Act in a manner which contributes to the physical, psychological, social and spiritual wellbeing of our students / care recipients / clients / etc.” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	2.5%	1.9%	1.9%	1.0%	0.2%	0.8%	0.8%	1.6%	2.0%	0.9%	1.0%	1.3%	0.0%	1.2%
NOT a goal	0.8%	0.0%	0.4%	0.0%	0.4%	1.5%	0.7%	4.0%	1.0%	2.0%	0.7%	1.3%	1.4%	1.1%
Neutral	12.1%	1.3%	4.7%	4.2%	0.9%	11.4%	3.0%	7.0%	5.1%	24.0%	5.3%	0.0%	1.4%	6.2%
Important	30.3%	26.9%	26.7%	22.9%	27.4%	23.5%	25.1%	20.4%	28.3%	34.8%	26.6%	15.8%	33.8%	26.3%
Top 3 or 4	54.2%	69.9%	66.2%	71.9%	71.1%	62.9%	70.5%	67.0%	63.5%	38.3%	66.4%	81.6%	63.4%	65.1%
n=	950	156	1,548	96	814	132	2,610	833	293	342	301	76	71	8,222

Table A2.4a*EDUC Crosstabulation of “2c. Promote a healthy lifestyle” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	5.5%	1.3%	2.2%	1.1%	0.5%	1.6%	0.9%	1.6%	3.7%	2.2%	2.1%	1.4%	0.0%	1.9%
NOT goal	1.6%	1.3%	0.7%	1.1%	0.9%	2.4%	0.7%	3.0%	0.7%	2.6%	1.0%	0.0%	1.4%	1.3%
Neutral	12.0%	6.7%	7.4%	3.3%	6.1%	23.0%	4.1%	12.1%	7.4%	19.9%	9.2%	2.8%	1.4%	8.9%
Important	40.7%	58.4%	45.8%	62.0%	66.3%	35.7%	46.4%	45.9%	46.1%	40.1%	41.8%	55.6%	45.8%	48.5%
Top 3 or 4	40.2%	32.2%	43.9%	32.6%	26.3%	37.3%	47.9%	37.4%	42.0%	35.3%	45.9%	40.3%	51.4%	39.4%
n=	924	149	1,507	92	803	126	2,562	829	269	312	292	72	72	8,009

Table A2.5a*EDUC Crosstabulation of “2d. Be competitive in the sector or marketplace in which it operates” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	6.0%	8.7%	5.0%	8.0%	2.3%	3.3%	8.2%	7.4%	5.9%	8.7%	7.7%	5.5%	7.2%	6.4%
NOT a goal	3.0%	10.1%	6.5%	9.1%	7.5%	4.9%	24.3%	9.3%	4.4%	8.0%	10.1%	9.6%	7.2%	8.8%
Neutral	14.8%	20.1%	15.2%	38.6%	25.3%	17.9%	13.3%	21.0%	12.8%	28.0%	19.9%	23.3%	4.3%	19.6%
Important	37.2%	47.0%	47.7%	36.4%	53.1%	42.3%	37.0%	42.1%	37.0%	33.8%	40.2%	41.1%	49.3%	41.9%
Top 3 or 4	39.0%	14.1%	25.5%	8.0%	11.8%	31.7%	17.3%	20.2%	39.9%	21.5%	22.0%	20.5%	31.9%	23.3%
n=	924	149	1,466	88	796	123	2,510	804	273	311	286	73	69	7,872

Table A2.6a*EDUC Crosstabulation of “2e. Meet the needs of the local community in which the organization is found” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	5.3%	2.7%	4.7%	2.3%	0.9%	1.6%	2.2%	2.3%	4.5%	3.0%	1.7%	1.3%	1.4%	2.6%
NOT a goal	1.4%	8.7%	2.8%	1.1%	0.4%	2.4%	2.3%	3.8%	1.5%	1.5%	2.1%	4.0%	2.8%	2.7%
Neutral	14.2%	25.3%	12.8%	27.3%	11.5%	25.0%	8.3%	11.4%	14.9%	27.9%	15.0%	17.3%	7.0%	16.8%
Important	45.1%	51.3%	55.0%	53.4%	61.3%	40.3%	58.0%	44.8%	44.4%	40.1%	47.6%	50.7%	52.1%	49.5%
Top 3 or 4	34.0%	12.0%	24.6%	15.9%	25.9%	30.6%	29.2%	37.7%	34.7%	27.6%	33.6%	26.7%	36.6%	28.4%
n=	921	150	1,477	88	802	124	2,538	828	268	337	286	75	71	7,965

Table A2.7a*EDUC Crosstabulation of “2f. Create a Christian environment in which to work” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	3.7%	2.0%	2.0%	2.2%	0.4%	1.6%	1.2%	0.8%	1.8%	2.1%	0.7%	4.1%	0.0%	1.7%
NOT a goal	0.9%	0.0%	0.9%	0.0%	0.6%	1.6%	0.7%	3.8%	1.1%	2.1%	4.9%	4.1%	0.0%	1.6%
Neutral	10.7%	8.6%	5.3%	5.4%	3.2%	14.8%	3.8%	6.6%	5.8%	21.2%	8.3%	9.5%	1.4%	8.1%
Important	34.2%	37.7%	37.5%	46.7%	51.2%	36.9%	38.6%	29.8%	31.4%	39.7%	32.3%	39.2%	47.2%	38.7%
Top 3 or 4	50.5%	51.7%	54.3%	45.7%	44.6%	45.1%	55.6%	59.0%	59.9%	34.9%	53.8%	43.2%	51.4%	50.0%
n=	921	151	1,492	92	801	122	2,542	825	277	335	288	74	72	7,992

Table A2.8a*EDUC Crosstabulation of “2g. Further the teaching and healing ministry of Jesus” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	3.3%	3.4%	2.1%	2.2%	0.6%	3.9%	0.8%	0.8%	1.9%	1.6%	1.0%	1.4%	1.4%	1.9%
NOT a goal	0.3%	1.4%	0.9%	0.0%	0.1%	0.8%	0.3%	2.9%	0.8%	1.0%	1.7%	1.4%	0.0%	0.9%
Neutral	12.0%	9.6%	5.8%	6.7%	2.6%	14.8%	2.7%	8.9%	5.6%	21.6%	8.9%	16.2%	4.2%	9.2%
Important	40.4%	44.5%	32.0%	50.0%	33.3%	30.5%	21.1%	29.0%	35.0%	39.2%	32.6%	37.8%	46.5%	36.3%
Top 3 or 4	44.1%	41.1%	59.2%	41.1%	63.4%	50.0%	75.0%	58.5%	56.8%	36.6%	55.7%	43.2%	47.9%	51.7%
n=	912	146	1,491	90	803	128	2,587	823	266	306	291	74	71	7,988

Table A2.9a*EDUC Crosstabulation of “2h. Create an environment that makes it more likely that each student / care recipients / client / etc. will accept Jesus Christ as their savior and friend” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	3.1%	1.9%	1.7%	2.1%	0.4%	2.3%	0.6%	0.9%	2.1%	0.7%	1.3%	2.7%	0.0%	1.5%
NOT a goal	1.0%	0.0%	0.7%	0.0%	0.5%	1.5%	0.4%	3.1%	1.0%	1.6%	1.3%	4.0%	1.4%	1.3%
Neutral	10.7%	5.7%	5.4%	4.2%	1.2%	8.4%	3.4%	7.5%	5.9%	21.6%	9.4%	8.0%	2.7%	7.2%
Important	35.2%	19.0%	27.5%	14.6%	14.8%	22.1%	26.3%	21.6%	28.0%	43.9%	23.4%	29.3%	39.2%	26.5%
Top 3 or 4	50.0%	73.4%	64.7%	79.2%	83.1%	65.6%	69.2%	66.9%	62.9%	32.1%	64.5%	56.0%	56.8%	63.4%
n=	924	158	1,532	96	815	131	2,586	835	286	305	299	75	74	8,116

Table A2.10a*EDUC Crosstabulation of “2i. Create a positive perception of the Adventist Church” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	4.3%	2.7%	1.6%	1.1%	0.8%	1.6%	1.3%	0.6%	2.3%	0.3%	1.0%	2.7%	0.0%	1.6%
NOT a goal	0.7%	2.1%	2.5%	5.6%	1.8%	0.8%	3.3%	4.1%	1.9%	2.6%	2.1%	1.4%	0.0%	2.2%
Neutral	12.7%	12.3%	9.9%	15.6%	13.0%	9.8%	8.3%	15.6%	8.6%	23.4%	8.4%	17.6%	7.2%	12.5%
Important	41.0%	62.3%	52.4%	60.0%	63.4%	37.4%	55.0%	44.4%	44.7%	47.0%	44.6%	54.1%	44.9%	50.1%
Top 3 or 4	41.3%	20.5%	33.5%	17.8%	20.9%	50.4%	32.1%	35.3%	42.5%	26.6%	43.9%	24.3%	47.8%	33.6%
n=	903	146	1,461	90	714	123	2,521	811	266	304	287	74	69	7,769

Table A2.11a*EDUC Crosstabulation of “2j. Further the mission of the wider Adventist Church” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	3.0%	1.4%	1.7%	1.1%	0.4%	3.2%	1.0%	1.5%	2.7%	0.7%	2.1%	5.4%	0.0%	2.0%
NOT a goal	1.0%	5.4%	1.7%	4.5%	2.3%	0.8%	1.5%	4.1%	2.7%	3.0%	2.1%	1.4%	0.0%	2.3%
Neutral	12.1%	9.5%	9.3%	19.1%	11.9%	14.5%	6.6%	17.6%	6.5%	25.6%	9.9%	25.7%	7.1%	13.5%
Important	42.4%	48.3%	44.5%	52.8%	58.0%	33.1%	43.9%	42.1%	42.6%	46.2%	38.3%	48.6%	51.4%	45.6%
Top 3 or 4	41.5%	35.4%	42.8%	22.5%	27.5%	48.4%	47.0%	34.6%	45.6%	24.6%	47.5%	18.9%	41.4%	36.7%
n=	903	147	1,466	89	797	124	2,544	805	263	305	282	74	70	7,869

Table A2.12a*EDUC Crosstabulation of “2k. Make money to support the activities of the Adventist Church” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	9.1%	15.9%	13.8%	27.3%	10.3%	10.6%	8.4%	8.1%	13.9%	6.3%	4.6%	21.6%	11.4%	12.4%
NOT a goal	5.1%	19.3%	19.0%	17.0%	30.7%	10.6%	24.8%	21.2%	8.9%	13.8%	5.0%	18.9%	2.9%	15.2%
Neutral	21.7%	32.4%	24.9%	38.6%	37.1%	23.6%	23.0%	29.5%	23.9%	28.0%	33.0%	36.5%	15.7%	28.3%
Important	38.3%	29.0%	29.9%	15.9%	18.2%	34.1%	33.1%	26.3%	36.3%	34.5%	40.4%	17.6%	52.9%	31.3%
Top 3 or 4	25.8%	3.4%	12.4%	1.1%	3.8%	21.1%	10.7%	14.9%	17.0%	17.4%	17.0%	5.4%	17.1%	12.9%
n=	890	145	1,439	88	796	123	2,490	810	259	304	282	74	70	7,770

Table A2.13a*EDUC Crosstabulation of “2l. Be a link or interface between the Adventist Church and the community” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	4.8%	2.7%	2.9%	2.2%	0.8%	2.3%	1.4%	2.1%	2.6%	2.3%	2.5%	0.0%	3.0%	2.3%
NOT a goal	1.3%	2.7%	1.5%	0.0%	2.0%	3.1%	1.3%	3.3%	3.0%	3.6%	1.1%	5.4%	1.5%	2.3%
Neutral	14.6%	18.5%	10.2%	22.5%	11.8%	10.9%	7.1%	18.8%	14.7%	32.5%	13.0%	18.9%	9.0%	15.6%
Important	44.6%	62.3%	54.6%	59.6%	63.4%	48.4%	55.1%	44.9%	43.2%	42.3%	45.8%	54.1%	56.7%	51.9%
Top 3 or 4	34.8%	13.7%	30.8%	15.7%	22.1%	35.2%	35.2%	31.0%	36.5%	19.3%	37.7%	21.6%	29.9%	28.0%
n=	900	146	1,468	89	798	128	2,524	814	266	305	284	74	67	7,863

Table A2.14a*EDUC Crosstabulation of “2m. Put into practice the teachings of the Adventist Church” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	3.6%	1.4%	1.5%	2.2%	0.1%	1.6%	1.5%	0.6%	1.1%	1.3%	1.0%	0.0%	0.0%	1.2%
NOT a goal	2.0%	2.7%	1.9%	1.1%	1.4%	2.4%	3.5%	4.1%	1.5%	2.3%	2.8%	6.8%	0.0%	2.5%
Neutral	11.8%	11.5%	9.5%	12.4%	9.0%	12.7%	8.6%	13.0%	8.0%	20.3%	11.0%	18.9%	5.6%	11.7%
Important	39.4%	55.4%	48.0%	62.9%	62.9%	31.0%	50.6%	42.0%	43.1%	49.7%	32.8%	54.1%	50.7%	47.9%
Top 3 or 4	43.3%	29.1%	39.1%	21.3%	26.7%	52.4%	35.8%	40.4%	46.2%	26.5%	52.4%	20.3%	43.7%	36.7%
n=	899	148	1,456	89	803	126	2,509	819	262	306	290	74	71	7,852

Table A2.15a*EDUC Crosstabulation of “2n. Create opportunities for students/ care recipients /clients / etc. to hear about the Adventist Church” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	3.6%	1.4%	1.6%	1.1%	0.4%	1.6%	1.0%	0.8%	2.3%	1.6%	0.7%	1.3%	0.0%	1.3%
NOT a goal	0.9%	4.1%	1.4%	2.3%	2.4%	0.0%	2.3%	5.1%	2.6%	1.0%	1.4%	1.3%	1.4%	2.0%
Neutral	13.3%	11.6%	8.2%	11.4%	14.9%	12.8%	7.5%	16.3%	6.4%	21.4%	11.1%	18.7%	7.1%	12.4%
Important	40.6%	63.7%	53.9%	65.9%	60.0%	35.2%	54.3%	41.3%	47.0%	46.7%	36.6%	54.7%	48.6%	49.9%
Top 3 or 4	41.7%	19.2%	34.9%	19.3%	22.3%	50.4%	34.9%	36.4%	41.7%	29.3%	50.2%	24.0%	42.9%	34.4%
n=	900	146	1,467	88	798	125	2,524	816	266	304	287	75	70	7,866

Table A2.16a*EDUC Crosstabulation of “2o. Lead students / care recipients / clients / etc. to join the Adventist Church and become baptized” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Doesn't apply	2.6%	1.4%	1.3%	3.4%	5.0%	2.3%	8.4%	1.3%	1.5%	4.0%	1.8%	5.6%	0.0%	3.0%
NOT a goal	1.6%	5.5%	2.4%	8.0%	15.5%	1.6%	24.6%	7.5%	4.2%	5.3%	4.6%	9.9%	0.0%	7.0%
Neutral	12.2%	13.0%	9.5%	23.9%	26.9%	14.8%	22.8%	17.5%	8.3%	30.7%	14.1%	25.4%	7.0%	17.4%
Important	39.6%	47.3%	42.4%	40.9%	40.9%	35.2%	33.2%	33.8%	43.9%	35.6%	32.4%	36.6%	39.4%	38.6%
Top 3 or 4	44.1%	32.9%	44.4%	23.9%	11.8%	46.1%	10.9%	40.0%	42.0%	24.4%	47.2%	22.5%	53.5%	34.1%
n=	895	146	1,471	88	800	128	2,491	823	264	303	284	71	71	7,835

Supplementary Crosstabulations 3: Demographic Profiles

Table A3.1a

EDUC: Crosstabulation of "C11. My gender" and Division

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Female	31.6%	75.3%	66.3%	73.0%	32.8%	46.4%	34.0%	59.2%	57.7%	74.4%	70.7%	62.8%	34.2%	55.3%
Male	68.4%	24.7%	33.7%	27.0%	67.1%	53.6%	64.9%	39.4%	42.3%	25.6%	29.3%	37.2%	65.8%	44.5%
n=	987	166	1,557	100	838	138	2,766	856	307	359	300	78	76	8,528

Table A3.1b

NON-Educ: Crosstabulation of "C11. My gender" and Division

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Female	26.8%	34.1%	56.4%	28.6%	53.7%	75.0%	40.0%	46.3%	31.7%	68.2%	35.7%	30.0%	43.9%
Male	73.2%	65.9%	43.6%	71.4%	46.3%	25.0%	60.0%	53.7%	68.3%	31.8%	64.3%	70.0%	56.1%
n=	233	44	39	7	43	2,960	56	149	41	44	16	30	3,662

Table A3.2a

EDUC Crosstabulation of "C24. Are you an official member of a local church or house of worship?" and Division

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Yes	88.8%	89.9%	96.3%	97.0%	96.9%	95.6%	94.0%	86.6%	89.2%	68.0%	82.5%	88.3%	92.8%	89.7%
No	11.2%	10.1%	3.7%	3.0%	3.1%	4.4%	6.0%	13.4%	10.8%	32.0%	17.5%	11.7%	7.2%	10.3%
n=	976	158	1,524	101	834	135	2,683	800	296	350	285	77	69	8,288

Table A3.2b*NON-EDUC Crosstabulation of "C24. Are you an official member of a local church or house of worship?" and Division*

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Yes	89.4%	88.9%	88.6%	100.0%	100.0%	50.0%	100.0%	84.7%	88.9%	58.5%	100.0%	96.7%	87.1%
No	10.6%	11.1%	11.4%	0.0%	0.0%	50.0%	0.0%	15.3%	11.1%	41.5%	0.0%	3.3%	12.9%
n=	224	45	35	8	41	2,910	53	144	36	41	17	30	3,584

Table A3.3a*EDUC Crosstabulation of "C25. Number of years you have been a member of your church or religion" and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
0	2.2%	6.5%	1.1%	0.0%	0.5%	0.7%	0.7%	2.9%	3.1%	24.2%	11.1%	7.8%	0.0%	4.7%
1-4	5.7%	1.9%	2.1%	1.0%	0.5%	5.2%	2.9%	4.2%	3.4%	4.0%	3.5%	1.3%	4.3%	3.1%
5-9	9.2%	6.5%	4.9%	10.9%	1.2%	1.5%	6.5%	8.6%	5.8%	2.6%	3.1%	5.2%	4.3%	5.4%
10-15	13.3%	19.5%	11.2%	13.9%	5.2%	3.7%	11.7%	13.3%	11.2%	5.8%	9.4%	5.2%	7.2%	10.0%
16 or more	69.7%	65.6%	80.7%	74.3%	92.7%	88.8%	78.2%	71.1%	76.6%	63.4%	72.8%	80.5%	84.1%	76.8%
n=	971	154	1,520	101	834	134	2,580	760	295	347	287	77	69	8,129

Table A3.3b*NON-EDUC Crosstabulation of "C25. Number of years you have been a member of your church or religion" and Division*

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
0	0.9%	6.7%	2.9%	0.0%	0.0%	25.0%	0.0%	4.8%	5.6%	34.1%	0.0%	3.3%	6.9%
1-4	3.1%	0.0%	2.9%	0.0%	2.6%	25.0%	2.1%	4.8%	0.0%	0.0%	0.0%	0.0%	3.4%
5-9	7.1%	2.2%	2.9%	12.5%	0.0%	25.0%	4.3%	7.5%	2.8%	9.8%	0.0%	3.3%	6.4%
10-15	10.6%	4.4%	22.9%	12.5%	5.1%	0.0%	4.3%	8.9%	11.1%	2.4%	13.3%	10.0%	8.8%
16 or more	78.3%	86.7%	68.6%	75.0%	92.3%	25.0%	89.4%	74.0%	80.6%	53.7%	86.7%	83.3%	74.5%
n=	224	45	35	8	41	2,528	53	146	36	41	17	30	3,204

Table A3.4a*EDUC Crosstabulation of "C37. Commitment to the world-wide Seventh-day Adventist Church" and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
0 Not at all	3.4%	0.0%	1.7%	3.2%	2.3%	3.8%	1.3%	2.1%	0.0%	7.6%	1.3%	6.9%	0.0%	2.6%
1	2.9%	0.0%	4.6%	3.2%	1.9%	9.6%	3.1%	9.9%	2.0%	3.4%	0.0%	6.9%	0.0%	3.7%
2	6.3%	5.1%	5.8%	3.2%	13.9%	19.2%	16.5%	17.8%	2.0%	9.3%	1.3%	6.9%	3.4%	8.5%
3	9.7%	6.8%	18.6%	12.9%	32.0%	50.0%	53.0%	39.7%	15.7%	15.3%	10.7%	24.1%	13.8%	23.3%
4	20.9%	32.2%	26.8%	25.8%	48.9%	11.5%	24.9%	27.1%	22.5%	11.9%	10.7%	41.4%	10.3%	24.2%
5 Very well	56.7%	55.9%	42.5%	51.6%	0.6%	5.8%	1.3%	2.4%	57.8%	52.5%	76.0%	13.8%	72.4%	37.6%
n=	411	59	414	31	309	52	389	292	102	118	75	29	29	2,310

Table A3.4b*NON-EDUC Crosstabulation of "C37. Commitment to the world-wide Seventh-day Adventist Church" and Division*

	ECD	ESD	IAD	EUD	NAD	SPD	SID	SUD	SSD	TED	WAD	Average
0 Not at all	0.0%	11.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	2.9%
1	1.2%	11.8%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.1%	5.5%
2	4.8%	5.9%	25.0%	20.0%	11.8%	13.6%	10.0%	9.1%	16.7%	0.0%	0.0%	10.6%
3	10.7%	11.8%	12.5%	0.0%	11.8%	9.1%	12.5%	9.1%	0.0%	30.0%	7.1%	10.4%
4	19.0%	11.8%	25.0%	0.0%	29.4%	31.8%	20.0%	36.4%	16.7%	20.0%	14.3%	20.4%
5 Very well	64.3%	47.1%	37.5%	40.0%	47.1%	45.5%	57.5%	45.5%	66.7%	30.0%	71.4%	50.2%
n=	83	17	8	5	17	22	40	11	6	11	14	234

Table A3.5a*EDUC Crosstabulation of "C38. How likely is it that you will be attending a Seventh-day Adventist Church for the rest of your life?" and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
0 Very unlikely	2.2%	0.0%	0.5%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	53.3%	0.0%	4.3%
1	1.5%	0.0%	1.7%	3.2%	7.7%	0.0%	0.5%	6.1%	1.0%	2.6%	0.0%	6.7%	0.0%	2.3%
2	1.7%	0.0%	1.9%	0.0%	0.0%	1.9%	0.8%	9.1%	0.0%	1.7%	0.0%	3.3%	0.0%	1.5%
3	3.9%	3.2%	3.1%	3.2%	23.1%	3.8%	5.4%	0.0%	5.0%	1.7%	1.3%	0.0%	0.0%	3.8%
4	6.6%	6.5%	4.1%	6.5%	15.4%	7.5%	91.5%	12.1%	7.9%	9.4%	6.6%	3.3%	3.3%	7.9%
5 Very likely	84.2%	90.3%	88.7%	87.1%	53.8%	86.8%	1.5%	72.7%	86.1%	84.6%	92.1%	33.3%	96.7%	73.6%
n=	411	62	416	31	13	53	389	33	101	117	76	30	30	4,109

Table A3.5b*NON-EDUC Crosstabulation of "C38. How likely is it that you will be attending a Seventh-day Adventist Church for the rest of your life?" and Division*

	ECD	ESD	IAD	EUD	NAD	SPD	SID	SUD	SSD	TED	WAD	Average
0 Very unlikely	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	1.0%
1	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
2	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	2.5%	0.0%	0.0%	0.0%	0.0%	0.3%
3	2.4%	5.9%	12.5%	0.0%	5.9%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	3.2%
4	4.8%	17.6%	12.5%	0.0%	11.8%	0.0%	2.5%	0.0%	0.0%	30.0%	0.0%	7.2%
5 Very likely	89.3%	76.5%	75.0%	100.0%	82.4%	90.9%	95.0%	100.0%	100.0%	60.0%	100.0%	88.1%
n=	83	17	8	5	17	22	40	11	6	11	14	234

Table A3.6a*EDUC Crosstabulation of "C34. I have held office in my local church in the last 12 months" and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Yes	66.3%	73.8%	82.2%	63.3%	53.1%	77.3%	68.2%	38.7%	76.5%	45.1%	58.8%	55.6%	93.3%	65.6%
No	25.2%	18.0%	13.7%	20.0%	38.4%	15.9%	29.0%	43.8%	19.4%	23.0%	19.1%	33.3%	6.7%	23.5%
Does not apply to me	8.4%	8.2%	4.1%	16.7%	8.5%	6.8%	2.8%	17.5%	4.1%	31.9%	22.1%	11.1%	0.0%	10.9%
n=	404	61	410	30	307	44	390	297	98	113	68	27	30	2,279

Table A3.6b*NON-EDUC Crosstabulation of "C34. I have held office in my local church in the last 12 months" and Division*

	ECD	ESD	IAD	EUD	NAD	SPD	SID	SUD	SSD	TED	WAD	Average
Yes	62.7%	62.5%	87.5%	60.0%	35.3%	66.7%	52.5%	36.4%	80.0%	80.0%	86.7%	64.6%
No	24.1%	25.0%	12.5%	20.0%	58.8%	23.8%	30.0%	18.2%	20.0%	10.0%	13.3%	23.2%
Does not apply to me	13.3%	12.5%	0.0%	20.0%	5.9%	9.5%	17.5%	45.5%	0.0%	10.0%	0.0%	12.2%
n=	82	16	8	5	17	21	40	11	5	11	15	231

Supplementary Crosstabulations 4: The Experience of Working for an Adventist Organization

Table A4.1a

EDUC Crosstabulation of “C12b. My organization is managed from the following level of the Seventh-day Adventist Church’s Structure” and Division

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SID	SUD	SSD	TED	WAD	Average
Other (please specify)	1.2%	3.7%	1.7%	3.0%	0.0%	1.4%	0.0%	0.7%	1.1%	0.7%	5.4%	2.7%	1.7%
General Conference	7.3%	5.6%	16.7%	2.0%	25.7%	3.6%	20.6%	18.9%	10.2%	12.1%	8.1%	8.1%	10.7%
Division	3.6%	6.8%	7.8%	4.0%	5.7%	0.7%	8.8%	0.3%	6.3%	3.4%	8.1%	9.5%	5.0%
Union	24.4%	20.4%	31.5%	30.7%	34.3%	66.2%	17.6%	21.5%	60.7%	26.5%	40.5%	40.5%	31.9%
Conference / Field / Mission	52.3%	38.3%	37.1%	44.6%	22.9%	16.5%	47.1%	50.8%	13.7%	45.3%	13.5%	23.0%	38.8%
Local Church	7.7%	3.7%	1.3%	9.9%	0.0%	6.5%	2.9%	2.0%	2.7%	2.3%	5.4%	10.8%	4.3%
An independent group of owners who have some connection with the Adventist Church	1.0%	3.1%	0.3%	1.0%	2.9%	2.9%	0.0%	1.0%	1.1%	1.0%	5.4%	2.7%	1.7%
I do not know the answer to this question	2.5%	18.5%	3.7%	5.0%	8.6%	2.2%	2.9%	4.9%	4.1%	8.7%	13.5%	2.7%	5.9%
n=	985	162	1,553	101	35	139	34	307	364	298	37	74	4,091

Note on Table A4.1a: C12 was absent from surveys used by participants in the South Pacific Division.

Table A4.1b

NON-EDUC Crosstabulation of “C12b. My organization is managed from the following level of the Seventh-day Adventist Church’s Structure” and Division

	ECD	ESD	IAD	NAD	SPD	SID	SUD	SSD	TED	WAD	Average
General Conference	11.1%	13.6%	24.4%	7.3%	6.3%	16.4%	15.4%	4.7%	0.0%	10.0%	11.2%
Division	3.0%	45.5%	4.9%	46.3%	56.3%	6.6%	48.7%	2.3%	6.7%	13.3%	23.6%
Union	44.4%	25.0%	24.4%	19.5%	8.3%	44.1%	17.9%	39.5%	60.0%	26.7%	29.0%
Conference / Field / Mission	33.3%	4.5%	31.7%	4.9%	22.9%	11.8%	0.0%	18.6%	6.7%	40.0%	16.6%
Local Church	2.1%	2.3%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.5%
An independent group of owners who have some connection with the Adventist Church	0.4%	4.5%	2.4%	4.9%	0.0%	3.3%	2.6%	0.0%	6.7%	3.3%	5.5%
I do not know the answer to this question	4.3%	2.3%	12.2%	7.3%	2.1%	13.2%	12.8%	30.2%	0.0%	3.3%	9.4%
n=	233	44	41	41	48	152	39	43	15	30	698

Note on Table A4.1b: there were insufficient responses from the EUD and SAD (C12b was absent from survey used by most SAD participants).

Table A4.2a

EDUC Crosstabulation of “B6. Which word (or words) best sums up your perception of the relationship between the larger Seventh-day Adventist Church organization and the organization you work for? The Adventist church is...” and Division

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Involved	65.1%	26.6%	60.2%	83.9%	62.2%	78.3%	72.2%	61.2%	51.4%	44.7%	84.8%	56.6%	64.5%	62.4%
Accepted	19.2%	12.5%	24.8%	9.7%	24.0%	8.3%	12.9%	23.8%	16.8%	35.0%	10.1%	20.8%	25.8%	18.7%
Tolerated	3.7%	6.3%	4.9%	0.0%	5.0%	0.0%	3.0%	4.1%	12.1%	4.1%	1.3%	7.5%	0.0%	4.0%
Arm's length	3.3%	43.8%	6.0%	0.0%	4.6%	8.3%	3.1%	4.0%	7.5%	1.6%	1.3%	9.4%	3.2%	7.4%
Leaves us completely on our own	4.0%	3.1%	2.5%	0.0%	2.0%	0.0%	1.4%	1.6%	9.3%	4.1%	1.3%	1.9%	3.2%	2.6%
I do not know	4.7%	7.8%	1.6%	6.5%	2.0%	5.0%	4.5%	2.8%	2.8%	10.6%	1.3%	3.8%	3.2%	4.3%
n=	427	64	432	31	813	60	2,737	856	107	123	79	53	31	5,813

Table A4.2b

NON-EDUC Crosstabulation of “B6. Which word (or words) best sums up your perception of the relationship between the larger Seventh-day Adventist Church organization and the organization you work for? The Adventist church is ... “ and Division

	ECD	ESD	IAD	NAD	SPD	SID	SUD	TED	WAD	Average
Involved	72.9%	38.9%	40.0%	58.8%	50.0%	70.7%	45.5%	54.5%	81.3%	59.8%
Accepted	12.9%	16.7%	10.0%	29.4%	4.5%	9.8%	27.3%	45.5%	12.5%	17.1%
Tolerated	5.9%	11.1%	10.0%	5.9%	4.5%	4.9%	9.1%	0.0%	0.0%	6.6%
Arm's length	1.2%	27.8%	20.0%	5.9%	27.3%	4.9%	0.0%	0.0%	6.3%	10.3%
Leaves us completely on our own	2.4%	5.6%	20.0%	0.0%	4.5%	7.3%	0.0%	0.0%	0.0%	3.6%
I do not know	4.7%	0.0%	0.0%	0.0%	9.1%	2.4%	18.2%	0.0%	0.0%	3.1%
n=	84	18	10	19	28	41	11	13	16	252

Note on Table A4.2b and many subsequent NON-Educ tables: there were insufficient responses to B6 from the EUD and SSD to include in this table.

Table A4.5a

EDUC Crosstabulation of “B7. Of the people I work with most closely, I would estimate the following are members of the Seventh-day Adventist Church” and Division

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Almost everybody that I work with	46.9%	59.4%	68.8%	83.9%	78.9%	67.8%	55.1%	38.4%	39.3%	29.3%	77.9%	32.1%	16.1%	53.4%
The majority that I work with	41.8%	29.7%	28.2%	16.1%	19.2%	27.1%	37.8%	45.6%	52.3%	27.6%	18.2%	52.8%	41.9%	33.7%
There are some Adventists, but they are in the minority	7.2%	10.9%	1.9%	0.0%	1.0%	3.4%	1.8%	9.9%	6.5%	27.6%	2.6%	9.4%	22.6%	8.1%
A very small minority are Adventists	3.5%	0.0%	0.5%	0.0%	0.6%	1.7%	1.4%	2.5%	1.9%	15.4%	0.0%	5.7%	19.4%	4.0%
I have no way of knowing	0.7%	0.0%	0.7%	0.0%	0.0%	0.0%	1.0%	1.2%	0.0%	0.0%	1.3%	0.0%	0.0%	0.4%
n=	431	64	429	31	817	59	2,737	857	107	123	77	53	31	5,816

Table A4.3b

NON-EDUC Crosstabulation of “B7. Of the people I work with most closely, I would estimate the following are members of the Seventh-day Adventist Church” and Division

	ECD	ESD	IAD	NAD	SPD	SID	SUD	TED	WAD	Average
Almost everybody that I work with	52.4%	55.6%	50.0%	70.6%	60.9%	39.5%	36.4%	54.5%	56.3%	44.6%
The majority that I work with	35.7%	22.2%	40.0%	5.9%	34.8%	44.2%	54.5%	18.2%	43.8%	33.4%
There are some Adventists, but they are in the minority	7.1%	5.6%	0.0%	17.6%	4.3%	11.6%	9.1%	18.2%	0.0%	12.9%
A very small minority are Adventists	3.6%	16.7%	10.0%	5.9%	0.0%	4.7%	0.0%	9.1%	0.0%	8.9%
I have no way of knowing	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
n=	83	18	10	19	29	43	11	13	16	254

Table A4.4a

EDUC Crosstabulation of “C15. When I was being interviewed for employment at my organization, I was asked about whether I was an active member of the Seventh-day Adventist Church” and Division

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Yes	71.4%	31.3%	56.7%	35.5%	75.7%	33.9%	46.3%	68.2%	68.2%	61.3%	66.7%	56.0%	63.3%	56.5%
They did not need to ask – they already knew I was an Adventist	22.8%	65.6%	39.6%	61.3%	0.5%	55.4%	45.1%	3.7%	25.2%	35.3%	32.1%	16.0%	36.7%	33.8%
They did not need to ask – they already knew I was not an Adventist	1.4%	3.1%	1.8%	3.2%	0.0%	3.6%	2.7%	0.8%	0.9%	0.8%	0.0%	4.0%	0.0%	1.7%
No	4.4%	0.0%	1.8%	0.0%	23.8%	7.1%	5.9%	27.3%	5.6%	2.5%	1.3%	24.0%	0.0%	8.0%
n=	430	64	434	31	806	56	1,721	842	107	119	78	50	30	4,768

Table A4.4b

NON-EDUC Crosstabulation of “C15. When I was being interviewed for employment at my organization, I was asked about whether I was an active member of the Seventh-day Adventist Church” and Division

	ECD	ESD	IAD	NAD	SPD	SID	SUD	TED	WAD	Average
Yes	62.4%	16.7%	80.0%	52.9%	47.8%	60.5%	63.6%	22.2%	37.5%	47.3%
They did not need to ask – they already knew I was an Adventist	35.3%	77.8%	10.0%	47.1%	47.8%	27.9%	36.4%	77.8%	62.5%	47.8%
No	2.4%	5.6%	10.0%	0.0%	4.3%	11.6%	0.0%	0.0%	0.0%	4.9%
n=	84	18	10	19	29	43	11	11	16	253

Table A4.5a

EDUC Crosstabulation of “8a. The discussion of my organization’s mission and its relationship to the church’s mission that was part of my orientation / induction when I began working at my organization” and “C16. I currently work in the following Division”

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Does not happen	9.1%	12.9%	8.6%	33.3%	13.1%	0.0%	3.2%	7.8%	9.4%	2.5%	5.1%	15.1%	9.7%	10.0%
Poor	6.1%	4.8%	7.9%	6.7%	10.1%	0.0%	10.8%	14.6%	8.5%	9.9%	1.3%	11.3%	3.2%	7.3%
OK	11.9%	24.2%	14.4%	16.7%	19.7%	17.2%	33.2%	35.4%	17.0%	25.6%	9.0%	20.8%	6.5%	19.3%
Good	36.9%	29.0%	31.2%	23.3%	28.2%	44.8%	24.2%	32.6%	33.0%	44.6%	24.4%	28.3%	48.4%	33.0%
V good	36.0%	29.0%	37.9%	20.0%	28.9%	37.9%	28.6%	9.6%	32.1%	17.4%	60.3%	24.5%	32.3%	30.3%
n=	428	62	430	30	802	58	2,625	834	106	121	78	53	31	5,658

Table A4.5b

NON-EDUC Crosstabulation of “8a. The discussion of my organization’s mission and its relationship to the church’s mission that was part of my orientation / induction when I began working at my organization” and “C16. I currently work in the following Division”

	ECD	ESD	IAD	NAD	SAD	SPD	SID	SUD	TED	WAD	Average
Does not happen	7.3%	27.8%	10.0%	15.8%	5.8%	6.9%	4.7%	0.0%	25.0%	0.0%	8.6%
Poor	7.3%	0.0%	20.0%	5.3%	16.1%	10.3%	7.0%	0.0%	8.3%	0.0%	10.9%
OK	18.3%	22.2%	10.0%	15.8%	34.0%	17.2%	14.0%	18.2%	8.3%	25.0%	15.3%
Good	36.6%	27.8%	20.0%	10.5%	21.7%	27.6%	44.2%	63.6%	58.3%	50.0%	34.5%
V good	30.5%	22.2%	40.0%	52.6%	22.4%	37.9%	30.2%	18.2%	0.0%	25.0%	30.8%
n=	82	18	10	19	2,776	29	43	11	12	16	3,027

Table A4.6a*EDUC Crosstabulation of “8b. Day-long meetings devoted to spiritual matters” and “C16. I currently work in the following Division”*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Does not happen	5.2%	15.9%	10.6%	25.0%	27.2%	0.0%	13.3%	16.9%	15.2%	5.0%	1.3%	28.8%	6.5%	13.1%
Poor	7.9%	6.3%	7.3%	14.3%	13.0%	0.0%	29.4%	22.8%	10.5%	7.6%	2.6%	7.7%	6.5%	10.4%
OK	17.6%	14.3%	22.8%	10.7%	22.8%	20.3%	30.4%	30.6%	28.6%	29.4%	11.5%	32.7%	16.1%	22.1%
Good	40.0%	36.5%	45.9%	35.7%	24.3%	40.7%	16.4%	19.4%	32.4%	43.7%	42.3%	17.3%	38.7%	33.3%
V good	29.3%	27.0%	13.4%	14.3%	12.8%	39.0%	10.5%	10.4%	13.3%	14.3%	42.3%	13.5%	32.3%	20.9%
n=	420	63	425	28	799	59	2,589	821	105	119	78	52	31	5,589

Table A4.6b*NON-EDUC Crosstabulation of “8b. Day-long meetings devoted to spiritual matters” and “C16. I currently work in the following Division”*

	ECD	ESD	IAD	NAD	SAD	SPD	SID	SUD	TED	WAD	Average
Does not happen	11.9%	26.7%	10.0%	52.6%	32.0%	35.7%	17.5%	0.0%	50.0%	6.3%	24.9%
Poor	7.1%	0.0%	0.0%	0.0%	26.0%	7.1%	20.0%	9.1%	16.7%	12.5%	9.9%
OK	28.6%	26.7%	40.0%	26.3%	22.7%	25.0%	20.0%	27.3%	16.7%	12.5%	23.3%
Good	31.0%	26.7%	40.0%	10.5%	10.3%	17.9%	22.5%	36.4%	8.3%	43.8%	23.7%
V good	21.4%	20.0%	10.0%	10.5%	9.0%	14.3%	20.0%	27.3%	8.3%	25.0%	18.3%
n=	84	15	10	19	2,672	28	40	11	12	16	2,918

Table A4.7a*EDUC Crosstabulation of “8c. Formal education such as a graduate diploma or masters” and “C16. I currently work in the following Division”*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Does not happen	17.5%	32.2%	11.4%	18.5%	15.8%	1.7%	11.6%	11.4%	19.4%	7.7%	3.9%	30.0%	3.2%	14.2%
Poor	3.4%	3.4%	4.0%	18.5%	3.1%	13.8%	17.5%	16.7%	9.7%	2.6%	2.6%	10.0%	0.0%	8.1%
OK	14.6%	30.5%	20.1%	7.4%	14.4%	39.7%	31.0%	27.8%	15.5%	28.2%	11.7%	22.0%	29.0%	22.5%
Good	34.5%	27.1%	37.2%	29.6%	29.8%	32.8%	22.4%	27.1%	32.0%	42.7%	32.5%	16.0%	38.7%	31.0%
V good	29.9%	6.8%	27.3%	25.9%	36.8%	12.1%	17.6%	17.1%	23.3%	18.8%	49.4%	22.0%	29.0%	24.3%
n=	411	59	422	27	798	58	2,561	809	103	117	77	50	31	5,523

Table A4.7b

NON-EDUC Crosstabulation of “8c. Formal education such as a graduate diploma or masters” and “C16. I currently work in the following Division”

	ECD	ESD	IAD	NAD	SAD	SPD	SID	SUD	TED	WAD	Average
Does not happen	24.1%	31.3%	10.0%	63.2%	33.4%	33.3%	31.7%	0.0%	23.1%	12.5%	25.2%
Poor	8.9%	0.0%	0.0%	0.0%	21.4%	3.7%	12.2%	0.0%	7.7%	12.5%	7.2%
OK	21.5%	18.8%	10.0%	21.1%	24.3%	25.9%	19.5%	36.4%	23.1%	6.3%	17.2%
Good	30.4%	18.8%	50.0%	0.0%	10.5%	14.8%	24.4%	36.4%	30.8%	43.8%	28.3%
V good	15.2%	31.3%	30.0%	15.8%	10.4%	22.2%	12.2%	27.3%	15.4%	25.0%	22.1%
n=	79	16	10	19	2,626	27	41	11	13	16	2,868

Table A4.8a

EDUC Crosstabulation of “33a. I like working in a place that is interested in representing God in the world” and Division

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	1.2%	0.0%	2.9%	0.0%	0.5%	3.8%	0.3%	0.6%	1.0%	2.6%	1.3%	3.4%	0.0%	1.4%
Strongly disagree	1.5%	0.0%	14.2%	3.2%	2.2%	0.0%	1.3%	2.6%	3.0%	3.4%	1.3%	0.0%	6.9%	3.0%
Disagree more than agree	1.2%	0.0%	2.4%	0.0%	0.5%	3.8%	1.5%	0.6%	1.0%	0.9%	0.0%	0.0%	3.4%	1.2%
Agree more than disagree	9.7%	9.2%	9.4%	6.5%	4.9%	30.8%	3.6%	11.6%	8.9%	11.1%	6.7%	13.8%	6.9%	10.2%
Strongly agree	86.4%	90.8%	71.1%	90.3%	91.9%	61.5%	93.3%	84.5%	86.1%	82.1%	90.7%	82.8%	82.8%	84.2%
n=	411	65	415	31	185	52	388	155	101	117	75	29	29	2053

Table A4.8b

NON-Educ: Crosstabulation of “33a. I like working in a place that is interested in representing God in the world” and “C16. I currently work in ... the following Division”

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.8%
Strongly disagree	3.6%	5.9%	37.5%	0.0%	0.0%	0.3%	0.0%	7.5%		0.0%	0.0%	0.0%	5.0%
Disagree more than agree	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%
Agree more than disagree	4.8%	17.6%	12.5%	40.0%	27.8%	7.7%	14.3%	15.0%	9.1%	16.7%	40.0%	0.0%	17.1%
Strongly agree	91.6%	76.5%	50.0%	60.0%	72.2%	89.0%	85.7%	77.5%	81.8%	83.3%	60.0%	100.0%	77.3%
n=	83	17	8	5	18	1,046	21	40	11	6	10	14	1,279

Table A4.9a

EDUC: Crosstabulation of “33c. I do not think the Church leadership properly values what my school / organization contributes to the wider mission of the Church” and “C16. I currently work in ... the following Division”

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	7.0%	12.7%	20.8%	16.1%	5.4%		12.6%	11.5%	7.0%	10.3%	8.1%	6.9%	17.9%	11.3%
Strongly disagree	31.3%	30.2%	13.9%	51.6%	25.4%	26.9%	32.7%	19.7%	22.0%	24.8%	35.1%	34.5%	39.3%	29.8%
Disagree more than agree	10.0%	23.8%	25.4%	12.9%	30.8%	30.8%	16.5%	17.8%	24.0%	8.5%	17.6%	10.3%	14.3%	18.7%
Agree more than disagree	21.5%	22.2%	25.2%	16.1%	20.5%	26.9%	19.9%	25.5%	28.0%	25.6%	20.3%	27.6%	7.1%	22.0%
Strongly agree	30.3%	11.1%	14.7%	3.2%	17.8%	15.4%	18.3%	25.5%	19.0%	30.8%	18.9%	20.7%	21.4%	19.0%
n=	400	63	409	31	185	52	382	157	100	117	74	29	28	2,027

Table A4.9b

NON-Educ Crosstabulation of “33c. I do not think the Church leadership properly values what my organization contributes to the wider mission of the Church” and “C16. I currently work in ... in the following Division”

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	8.6%	13.3%	12.5%	0.0%	5.6%	10.2%	14.3%	12.5%	36.4%	0.0%	0.0%	0.0%	9.4%
Strongly disagree	25.9%	6.7%	25.0%	20.0%	33.3%	39.6%	23.8%	27.5%	0.0%	66.7%	20.0%	26.7%	26.3%
Disagree more than agree	16.0%	53.3%	37.5%	80.0%	16.7%	18.0%	14.3%	15.0%	18.2%	16.7%	20.0%	13.3%	26.6%
Agree more than disagree	29.6%	13.3%	12.5%	0.0%	27.8%	19.6%	19.0%	32.5%	27.3%	0.0%	30.0%	46.7%	21.5%
Strongly agree	19.8%	13.3%	12.5%	0.0%	16.7%	12.7%	28.6%	12.5%	18.2%	16.7%	30.0%	13.3%	16.2%
n=	81	15	8	5	18	1,023	21	40	11	6	10	15	1,253

Table A4.10a

EDUC Crosstabulation of “33d. I can freely share my own faith in a way that would not be possible in other places of work” and “C16. I currently work in the following Division”

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	3.8%	0.0%	2.4%	0.0%	2.7%	0.0%	0.3%	4.5%	3.0%	6.0%	0.0%	6.9%	3.6%	2.5%
Strongly disagree	3.5%	3.1%	18.0%	3.1%	2.7%	0.0%	2.3%	2.5%	7.0%	6.9%	4.1%	0.0%	14.3%	5.2%
Disagree more than agree	4.0%	4.7%	2.9%	0.0%	0.5%	5.8%	4.2%	1.3%	1.0%	4.3%	2.7%	10.3%	3.6%	3.5%
Agree more than disagree	17.7%	25.0%	8.0%	18.8%	8.1%	42.3%	8.6%	21.7%	15.0%	19.8%	35.1%	20.7%	17.9%	19.9%
Strongly agree	71.0%	67.2%	68.7%	78.1%	85.9%	51.9%	84.7%	70.1%	74.0%	62.9%	58.1%	62.1%	60.7%	68.9%
n=	396	64	412	32	185	52	385	157	100	116	74	29	28	2,030

Table A4.10b

NON-Educ Crosstabulation of “33d. I can freely share my own faith in a way that would not be possible in other places of work” and “C16. I currently work in ... in the following Division”

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	2.4%	7.1%	0.0%	0.0%	5.6%	1.6%	9.1%	2.5%	9.1%	0.0%	0.0%	0.0%	3.1%
Strongly disagree	1.2%	7.1%	37.5%	0.0%	11.1%	2.9%	0.0%	7.5%	0.0%	0.0%	0.0%	6.7%	6.2%
Disagree more than agree	3.7%	7.1%	0.0%	40.0%	0.0%	5.4%	9.1%	7.5%	0.0%	16.7%	0.0%	13.3%	8.6%
Agree more than disagree	24.4%	28.6%	0.0%	20.0%	50.0%	21.1%	27.3%	32.5%	45.5%	16.7%	20.0%	0.0%	23.8%
Strongly agree	68.3%	50.0%	62.5%	40.0%	33.3%	69.1%	54.5%	50.0%	45.5%	66.7%	80.0%	80.0%	58.3%
n=	82	14	8	5	18	1,044	22	40	11	6	10	15	1,275

Table A4.11a

EDUC Crosstabulation of “33e. My school is being pressured to be an evangelizing agency of the Seventh-day Adventist Church?” at “C16. I currently work in ...the following Division”

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	8.9%	11.1%	27.4%	25.8%	15.7%	7.7%	10.9%	17.8%	7.9%	12.2%	8.2%	17.2%	17.2%	14.5%
Strongly disagree	19.8%	55.6%	13.0%	48.4%	28.6%	21.2%	44.5%	12.7%	30.7%	27.0%	23.3%	27.6%	13.8%	28.2%
Disagree more than agree	7.7%	20.6%	35.5%	12.9%	33.5%	26.9%	19.8%	22.3%	16.8%	9.6%	15.1%	13.8%	17.2%	19.4%
Agree more than disagree	16.3%	7.9%	11.7%	3.2%	14.6%	28.8%	11.5%	20.4%	14.9%	17.4%	31.5%	27.6%	20.7%	17.4%
Strongly agree	47.3%	4.8%	12.5%	9.7%	7.6%	15.4%	13.3%	26.8%	29.7%	33.9%	21.9%	13.8%	31.0%	20.6%
n=	404	63	409	31	185	52	384	157	101	115	73	29	29	2,032

Table A4.11b

NON-Educ Crosstabulation of “33e. My organization is being pressured to be an evangelizing agency of the Seventh-day Adventist Church?” and “C16. I currently work in ... the following Division”

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	10.1%	21.4%	25.0%	0.0%	33.3%	12.4%	19.0%	15.4%	9.1%	0.0%	20.0%	6.7%	14.4%
Strongly disagree	25.3%	42.9%	25.0%	80.0%	33.3%	52.6%	47.6%	41.0%	18.2%	66.7%	30.0%	26.7%	40.8%
Disagree more than agree	15.2%	21.4%	37.5%	20.0%	16.7%	15.7%	23.8%	20.5%	0.0%	0.0%	20.0%	20.0%	17.6%
Agree more than disagree	8.9%	7.1%	0.0%	0.0%	11.1%	9.6%	4.8%	7.7%	0.0%	16.7%	20.0%	13.3%	8.3%
Strongly agree	40.5%	7.1%	12.5%	0.0%	5.6%	9.7%	4.8%	15.4%	72.7%	16.7%	10.0%	33.3%	19.0%
n=	79	14	8	5	18	1,036	21	39	11	6	10	15	1,262

Table A4.12a

EDUC Crosstabulation of “77a. I can wholeheartedly support the goals of the organization” and “C16. I currently work in ... the following Division”

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	3.6%	2.3%	2.9%	0.0%	1.7%	1.2%	2.1%	3.2%	1.4%	4.2%	4.7%	6.3%	2.1%	2.7%
Strongly disagree	2.5%	0.8%	8.3%	5.1%	7.1%	2.4%	1.3%	1.4%	1.0%	2.7%	1.9%	0.0%	2.1%	2.8%
Disagree more than agree	1.2%	5.3%	19.5%	3.8%	9.2%	2.4%	2.0%	1.8%	1.4%	1.5%	0.0%	0.0%	0.0%	3.7%
Agree more than disagree	15.4%	31.6%	5.6%	27.8%	52.9%	34.1%	19.3%	26.9%	20.7%	15.0%	13.7%	33.3%	10.6%	23.6%
Strongly agree	77.3%	60.2%	63.8%	63.3%	29.2%	60.0%	75.2%	66.7%	75.5%	76.5%	79.7%	60.4%	85.1%	67.1%
n=	726	133	1,212	79	240	85	1,686	219	208	260	212	48	47	5,155

Table A4.12b

NON-EDUC Crosstabulation of “77a. I can wholeheartedly support the goals of the organization” and “C16. I currently work in ... the following Division”

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	3.6%	2.3%	0.0%	0.0%	1.7%	1.2%	2.1%	3.2%	1.4%	4.2%	4.7%	6.3%	2.1%	2.5%
Strongly disagree	2.5%	0.8%	8.0%	5.1%	7.1%	2.4%	1.3%	1.4%	1.0%	2.7%	1.9%	0.0%	2.1%	2.8%
Disagree more than agree	1.2%	5.3%	16.0%	3.8%	9.2%	2.4%	2.0%	1.8%	1.4%	1.5%	0.0%	0.0%	0.0%	3.4%
Agree more than disagree	15.4%	31.6%	4.0%	27.8%	52.9%	34.1%	19.3%	26.9%	20.7%	15.0%	13.7%	33.3%	10.6%	23.5%
Strongly agree	77.3%	60.2%	72.0%	63.3%	29.2%	60.0%	75.2%	66.7%	75.5%	76.5%	79.7%	60.4%	85.1%	67.8%
n=	726	133	1,212	79	240	85	1,686	219	208	260	212	48	47	5,155

Table A4.13a

EDUC Crosstabulation of “77b. I am able to work with like-minded individuals” and “C16. I currently work in ... the following Division”

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	3.5%	1.5%	1.9%	0.0%	2.1%	0.0%	1.8%	6.0%	1.9%	4.7%	3.8%	2.1%	0.0%	2.3%
Strongly disagree	8.2%	0.8%	8.5%	6.3%	7.1%	1.2%	1.4%	4.1%	2.9%	6.3%	1.4%	0.0%	10.6%	4.5%
Disagree more than agree	2.5%	1.5%	15.4%	0.0%	12.9%	2.4%	1.5%	5.0%	4.8%	6.3%	2.4%	6.3%	8.5%	5.4%
Agree more than disagree	17.5%	22.9%	4.6%	29.1%	51.7%	26.2%	18.0%	30.3%	26.0%	26.0%	30.2%	39.6%	19.1%	26.2%
Strongly agree	68.4%	73.3%	69.5%	64.6%	26.3%	70.2%	77.2%	54.6%	64.4%	56.7%	62.3%	52.1%	61.7%	61.6%
n=	721	131	1,205	79	240	84	1,678	218	208	254	212	48	47	5,125

Table A4.13b

NON-EDUC Crosstabulation of “77b. I am able to work with like-minded individuals” and “C16. I currently work in ... the following Division”

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	3.5%	1.5%	0.0%	0.0%	2.1%	0.0%	1.8%	6.0%	1.9%	4.7%	3.8%	2.1%	0.0%	2.1%
Strongly disagree	8.2%	0.8%	15.4%	6.3%	7.1%	1.2%	1.4%	4.1%	2.9%	6.3%	1.4%	0.0%	10.6%	5.1%
Disagree more than agree	2.5%	1.5%	23.1%	0.0%	12.9%	2.4%	1.5%	5.0%	4.8%	6.3%	2.4%	6.3%	8.5%	5.9%
Agree more than disagree	17.5%	22.9%	3.8%	29.1%	51.7%	26.2%	18.0%	30.3%	26.0%	26.0%	30.2%	39.6%	19.1%	26.2%
Strongly agree	68.4%	73.3%	57.7%	64.6%	26.3%	70.2%	77.2%	54.6%	64.4%	56.7%	62.3%	52.1%	61.7%	60.7%
n=	721	131	1,205	79	240	84	1,678	218	208	254	212	48	47	5,125

Table A4.14a*EDUC Crosstabulation of “77c. I can help the needy through my work” and “C16. I currently work in ... the following Division”*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	2.2%	4.5%	2.0%	5.2%	5.1%	0.0%	1.1%	2.3%	2.4%	2.3%	2.4%	12.8%	2.1%	3.4%
Strongly disagree	1.2%	0.0%	8.0%	5.2%	11.0%	1.2%	1.8%	2.8%	1.0%	1.2%	1.9%	4.3%	6.4%	3.5%
Disagree more than agree	1.8%	10.6%	16.4%	20.8%	23.7%	6.0%	2.9%	10.2%	2.9%	1.2%	1.9%	6.4%	0.0%	8.1%
Agree more than disagree	14.1%	41.7%	5.7%	36.4%	44.5%	36.9%	16.7%	35.6%	26.1%	16.8%	25.7%	38.3%	10.6%	26.9%
Strongly agree	80.7%	43.2%	67.9%	32.5%	15.7%	56.0%	77.5%	49.1%	67.6%	78.5%	68.1%	38.3%	80.9%	58.1%
n=	724	132	1,208	77	236	84	1,678	216	207	256	210	47	47	5,122

Table A4.14b*NON-EDUC Crosstabulation of “77c. I can help the needy through my work” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	2.2%	4.5%	3.8%	5.2%	5.1%	0.0%	1.1%	2.3%	2.4%	2.3%	2.4%	12.8%	2.1%	3.6%
Strongly disagree	1.2%	0.0%	19.2%	5.2%	11.0%	1.2%	1.8%	2.8%	1.0%	1.2%	1.9%	4.3%	6.4%	4.4%
Disagree more than agree	1.8%	10.6%	7.7%	20.8%	23.7%	6.0%	2.9%	10.2%	2.9%	1.2%	1.9%	6.4%	0.0%	7.4%
Agree more than disagree	14.1%	41.7%	3.8%	36.4%	44.5%	36.9%	16.7%	35.6%	26.1%	16.8%	25.7%	38.3%	10.6%	26.7%
Strongly agree	80.7%	43.2%	65.4%	32.5%	15.7%	56.0%	77.5%	49.1%	67.6%	78.5%	68.1%	38.3%	80.9%	57.9%
n=	724	132	1,208	77	236	84	1,678	216	207	256	210	47	47	5,122

Table A4.15a*EDUC Crosstabulation of “77d. The administrators of my Organization give too much attention to not upsetting those Christians with extreme view” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	10.8%	15.5%	30.2%	16.7%	16.2%	2.4%	17.2%	16.7%	16.0%	20.7%	10.0%	17.0%	17.0%	15.9%
Strongly disagree	9.5%	9.3%	20.1%	26.9%	41.1%	17.9%	11.0%	16.7%	17.0%	6.0%	7.7%	25.5%	8.5%	16.0%
Disagree more than agree	10.2%	35.7%	22.2%	42.3%	23.2%	26.2%	16.7%	26.9%	14.6%	12.7%	12.4%	31.9%	21.3%	22.3%
Agree more than disagree	26.6%	26.4%	16.8%	12.8%	12.9%	25.0%	26.1%	25.0%	25.7%	21.1%	40.7%	17.0%	27.7%	23.8%
Strongly agree	42.9%	13.2%	10.7%	1.3%	6.6%	28.6%	29.0%	14.8%	26.7%	39.4%	29.2%	8.5%	25.5%	22.0%
n=	715	129	1,205	78	241	84	1,673	216	206	251	209	47	47	5,101

Table A4.15b

NON-EDUC Crosstabulation of “77d. The administrators of my Organization give too much attention to not upsetting those Christians with extreme view” and Division

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	10.8%	15.5%	38.5%	16.7%	16.2%	2.4%	17.2%	16.7%	16.0%	20.7%	10.0%	17.0%	17.0%	16.5%
Strongly disagree	9.5%	9.3%	3.8%	26.9%	41.1%	17.9%	11.0%	16.7%	17.0%	6.0%	7.7%	25.5%	8.5%	15.4%
Disagree more than agree	10.2%	35.7%	11.5%	42.3%	23.2%	26.2%	16.7%	26.9%	14.6%	12.7%	12.4%	31.9%	21.3%	22.0%
Agree more than disagree	26.6%	26.4%	23.1%	12.8%	12.9%	25.0%	26.1%	25.0%	25.7%	21.1%	40.7%	17.0%	27.7%	23.8%
Strongly agree	42.9%	13.2%	23.1%	1.3%	6.6%	28.6%	29.0%	14.8%	26.7%	39.4%	29.2%	8.5%	25.5%	22.2%
n=	715	129	1,205	78	241	84	1,673	216	206	251	209	47	47	5,101

Table A4.16a

EDUC Crosstabulation of “77e. It is a much more pleasant environment in which to work than in a non-church organization” and “C16. I currently work in ... the following Division”

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	5.9%	3.8%	8.9%	2.5%	7.9%	1.2%	4.4%	9.3%	4.4%	10.2%	6.1%	8.5%	4.3%	5.2%
Strongly disagree	7.0%	1.5%	10.3%	5.1%	14.2%	11.9%	7.6%	7.4%	8.8%	9.4%	7.5%	0.0%	8.5%	6.4%
Disagree more than agree	6.3%	3.8%	16.0%	3.8%	18.8%	14.3%	7.5%	7.9%	11.2%	3.1%	6.1%	12.8%	4.3%	20.2%
Agree more than disagree	16.4%	29.3%	13.4%	29.1%	40.8%	29.8%	16.7%	27.0%	23.9%	16.0%	25.9%	34.0%	17.0%	10.4%
Strongly agree	64.5%	61.7%	51.4%	59.5%	18.3%	42.9%	63.9%	48.4%	51.7%	61.3%	54.2%	44.7%	66.0%	57.7%
n=	715	133	1,203	79	240	84	1,682	215	205	256	212	47	47	5,118

Table A4.16b

NON-EDUC Crosstabulation of "77e. It is a much more pleasant environment in which to work than in a non-church organization" and "C16. I currently work in ... the following Division"

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	5.9%	3.8%	28.0%	2.5%	7.9%	1.2%	4.4%	9.3%	4.4%	10.2%	6.1%	8.5%	4.3%	7.4%
Strongly disagree	7.0%	1.5%	8.0%	5.1%	14.2%	11.9%	7.6%	7.4%	8.8%	9.4%	7.5%	0.0%	8.5%	7.4%
Disagree more than agree	6.3%	3.8%	8.0%	3.8%	18.8%	14.3%	7.5%	7.9%	11.2%	3.1%	6.1%	12.8%	4.3%	8.3%
Agree more than disagree	16.4%	29.3%	8.0%	29.1%	40.8%	29.8%	16.7%	27.0%	23.9%	16.0%	25.9%	34.0%	17.0%	24.2%
Strongly agree	64.5%	61.7%	48.0%	59.5%	18.3%	42.9%	63.9%	48.4%	51.7%	61.3%	54.2%	44.7%	66.0%	52.7%
n=	715	133	1,203	79	240	84	1,682	215	205	256	212	47	47	5,118

Table A4.17a

EDUC Crosstabulation of "77f. My Organization should ensure what it already does is done well before offering new programs or services" and "C16. I currently work in the following Division"

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	5.1%	6.2%	5.2%	7.6%	3.3%	0.0%	3.7%	7.3%	5.0%	12.4%	4.8%	10.6%	6.7%	6.0%
Strongly disagree	2.0%	1.6%	6.4%	2.5%	7.1%	1.2%	2.6%	3.7%	4.0%	2.0%	1.9%	4.3%	2.2%	3.2%
Disagree more than agree	3.0%	18.6%	20.2%	17.7%	25.8%	16.9%	7.0%	10.6%	3.5%	4.0%	2.9%	8.5%	2.2%	10.8%
Agree more than disagree	22.4%	45.7%	10.4%	34.2%	42.1%	36.1%	25.2%	40.8%	27.2%	25.9%	37.2%	53.2%	22.2%	32.5%
Strongly agree	67.6%	27.9%	57.7%	38.0%	21.7%	45.8%	61.5%	37.6%	60.4%	55.8%	53.1%	23.4%	66.7%	47.5%
n=	706	129	1,210	79	240	83	1,680	218	202	251	207	47	45	5,097

Table A4.17b

NON-EDUC Crosstabulation of "77f. My Organization should ensure what it already does is done well before offering new programs or services" and "C16. I currently work in ... the following Division"

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	5.1%	6.2%	16.0%	7.6%	3.3%	0.0%	3.7%	7.3%	5.0%	12.4%	4.8%	10.6%	6.7%	6.8%
Strongly disagree	2.0%	1.6%	20.0%	7.6%	11.7%	1.2%	3.3%	3.7%	4.0%	2.0%	1.9%	4.3%	2.2%	5.0%
Disagree more than agree	3.0%	18.6%	8.0%	16.5%	24.2%	15.7%	7.0%	10.6%	3.5%	4.0%	2.9%	8.5%	2.2%	9.6%
Agree more than disagree	22.4%	45.7%	4.0%	35.4%	43.8%	37.3%	25.3%	40.8%	27.2%	25.9%	37.2%	53.2%	22.2%	32.3%
Strongly agree	67.6%	27.9%	52.0%	32.9%	17.1%	45.8%	60.8%	37.6%	60.4%	55.8%	53.1%	23.4%	66.7%	46.2%
n=	706	129	1,210	79	240	83	1,680	218	202	251	207	47	45	5,097

Table A4.18a

EDUC Crosstabulation of "77g. I appreciate working for a faith-based organization" and Division

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	1.5%	1.5%	1.3%	0.0%	1.7%	0.0%	0.8%	3.2%	1.0%	0.8%	2.4%	4.3%	0.0%	1.4%
Strongly disagree	2.1%	0.0%	8.2%	6.3%	6.3%	2.4%	1.7%	2.3%	3.4%	1.2%	1.4%	0.0%	2.1%	2.9%
Disagree more than agree	1.5%	3.0%	8.2%	0.0%	2.9%	1.2%	1.0%	1.4%	2.4%	0.4%	1.4%	0.0%	2.1%	2.0%
Agree more than disagree	12.6%	21.2%	2.5%	8.9%	52.7%	21.4%	7.4%	17.1%	15.4%	12.8%	13.5%	17.0%	8.5%	16.2%
Strongly agree	82.3%	74.2%	79.7%	84.8%	36.4%	75.0%	89.0%	75.9%	77.9%	84.8%	81.3%	78.7%	87.2%	77.5%
n=	716	132	1,203	79	239	84	1,679	216	208	250	208	47	47	5,108

Table A4.18b

NON-EDUC Crosstabulation of "77g. I appreciate working for a faith-based organization" and "C16. I currently work in ... the following Division"

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	1.5%	1.5%	4.0%	0.0%	1.7%	0.0%	0.8%	3.2%	1.0%	0.8%	2.4%	4.3%	0.0%	1.6%
Strongly disagree	2.1%	0.0%	16.0%	6.3%	6.3%	2.4%	1.7%	2.3%	3.4%	1.2%	1.4%	0.0%	2.1%	3.5%
Disagree more than agree	1.5%	3.0%	0.0%	0.0%	2.9%	1.2%	1.0%	1.4%	2.4%	0.4%	1.4%	0.0%	2.1%	1.3%
Agree more than disagree	12.6%	21.2%	4.0%	8.9%	52.7%	21.4%	7.4%	17.1%	15.4%	12.8%	13.5%	17.0%	8.5%	16.3%
Strongly agree	82.3%	74.2%	76.0%	84.8%	36.4%	75.0%	89.0%	75.9%	77.9%	84.8%	81.3%	78.7%	87.2%	77.2%
n=	716	132	1,203	79	239	84	1,679	216	208	250	208	47	47	5,108

Supplementary Crosstabulations 5: Practices of Personal Spirituality

Table A5.1a

EDUC Crosstabulation of “69c Read Scripture outside of religious services” and Division

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Never	3.1%	2.7%	1.1%	0.0%	0.6%	1.2%	0.5%	5.5%	1.5%	15.3%	11.9%	2.2%	0.0%	3.5%
Seldom	6.9%	14.3%	12.0%	7.9%	3.3%	12.2%	5.0%	13.4%	2.5%	15.3%	13.3%	15.2%	6.8%	9.9%
A few times a month	7.4%	5.4%	4.5%	6.3%	10.0%	11.0%	8.9%	15.9%	9.8%	15.7%	7.4%	17.4%	9.1%	9.9%
A few times a week	30.0%	27.7%	27.7%	31.7%	31.7%	36.6%	30.1%	33.8%	27.5%	21.3%	25.9%	28.3%	9.1%	27.8%
Once or more a day	52.6%	50.0%	54.7%	54.0%	54.4%	39.0%	55.5%	31.3%	58.8%	32.3%	41.5%	37.0%	75.0%	48.9%
n=	686	112	643	63	180	82	1,466	201	204	235	135	46	44	4,097

Table A5.1b

NON-Educ Crosstabulation of “69c Read Scripture outside of religious services” and Division

	ECD	ESD	IAD	NAD	SAD	SPD	SID	SUD	SSD	WAD	Average
Never	2.6%	2.6%	0.0%	0.0%	0.8%	0.0%	4.0%	21.7%	20.7%	0.0%	5.2%
Seldom	5.9%	17.9%	10.5%	6.5%	15.5%	3.6%	13.1%	26.1%	31.0%	5.0%	13.5%
A few times a month	6.6%	7.7%	10.5%	19.4%	13.5%	17.9%	9.1%	8.7%	6.9%	0.0%	10.0%
A few times a week	28.9%	46.2%	31.6%	35.5%	30.7%	25.0%	27.3%	21.7%	13.8%	20.0%	28.1%
Once or more a day	55.9%	25.6%	47.4%	38.7%	39.5%	53.6%	46.5%	21.7%	27.6%	75.0%	43.2%
n=	152	39	19	31	2,157	28	99	23	29	20	2,597

Table A5.2a*EDUC Crosstabulation of “69d. Meditate” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Never	4.6%	1.8%	3.7%	24.2%	10.7%	2.5%	1.6%	16.2%	4.5%	11.1%	4.5%	28.9%	0.0%	8.8%
Seldom	9.4%	4.4%	10.1%	19.4%	23.0%	12.5%	5.7%	26.3%	17.1%	17.1%	9.7%	15.6%	13.3%	14.1%
A few times a month	7.8%	6.2%	6.2%	4.8%	15.2%	20.0%	5.8%	13.6%	8.0%	10.3%	9.7%	15.6%	0.0%	9.5%
A few times a week	26.6%	23.0%	27.2%	14.5%	19.7%	28.8%	24.9%	23.2%	23.1%	20.5%	25.4%	24.4%	11.1%	22.5%
Once or more a day	51.7%	64.6%	52.7%	37.1%	31.5%	36.3%	62.0%	20.7%	47.2%	41.0%	50.7%	15.6%	75.6%	45.1%
n=	681	113	643	62	178	80	1,459	198	199	234	134	45	45	4,071

Table A5.2b*NON-Educ Crosstabulation of “69d. Meditate” and Division*

	ECD	ESD	IAD	NAD	SAD	SPD	SID	SUD	SSD	WAD	Average
Never	5.4%	5.1%	5.3%	6.5%	4.1%	22.2%	8.2%	9.1%	17.2%	0.0%	8.3%
Seldom	7.4%	17.9%	5.3%	22.6%	16.5%	14.8%	8.2%	27.3%	20.7%	5.0%	14.6%
A few times a month	8.7%	2.6%	5.3%	9.7%	11.2%	22.2%	13.3%	9.1%	13.8%	0.0%	9.6%
A few times a week	28.2%	23.1%	15.8%	22.6%	25.9%	7.4%	24.5%	31.8%	17.2%	25.0%	22.2%
Once or more a day	50.3%	51.3%	68.4%	38.7%	42.3%	33.3%	45.9%	22.7%	31.0%	70.0%	45.4%
n=	149	39	19	31	2,149	27	98	22	29	20	2,583

Table A5.3a*EDUC Crosstabulation of “69e. Share your faith / beliefs with non-believers or people from other religious backgrounds” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD
Never	1.6%	6.3%	1.6%	0.0%	1.1%	4.9%	0.3%	3.5%	2.0%	15.5%	11.9%	6.5%	0.0%
Seldom	12.8%	29.5%	16.2%	34.9%	32.2%	20.7%	11.5%	26.1%	18.2%	18.5%	17.8%	28.3%	20.0%
A few times a month	26.4%	25.0%	17.7%	23.8%	33.3%	32.9%	21.8%	32.7%	22.2%	25.3%	23.0%	34.8%	20.0%
A few times a week	29.9%	26.8%	35.8%	27.0%	17.2%	24.4%	38.7%	27.6%	33.5%	22.3%	24.4%	17.4%	22.2%
Once or more a day	29.3%	12.5%	28.8%	14.3%	16.1%	17.1%	27.7%	10.1%	24.1%	18.5%	23.0%	13.0%	37.8%
n=	686	112	643	63	180	82	1,466	199	203	233	135	46	45

Table A5.3b*NON-Educ Crosstabulation of “69e. Share your faith / beliefs with non-believers or people from other religious backgrounds” and Division*

	ECD	ESD	IAD	NAD	SAD	SPD	SID	SUD	SSD	WAD	Average
Never	2.0%	2.6%	0.0%	0.0%	1.1%	3.6%	3.0%	13.0%	27.6%	0.0%	5.3%
Seldom	9.9%	64.1%	21.1%	38.7%	26.9%	32.1%	27.0%	30.4%	31.0%	10.0%	29.1%
A few times a month	17.9%	25.6%	26.3%	32.3%	26.3%	39.3%	19.0%	26.1%	24.1%	20.0%	25.7%
A few times a week	43.0%	7.7%	26.3%	9.7%	30.8%	14.3%	32.0%	8.7%	10.3%	20.0%	20.3%
Once or more a day	27.2%	0.0%	26.3%	19.4%	15.0%	10.7%	19.0%	21.7%	6.9%	50.0%	19.6%
n=	151	39	19	31	2,158	28	100	23	29	20	2,598

Table A5.4a*EDUC Crosstabulation of “69f. Feel a deep sense of spiritual peace and well-being” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Never	1.9%	0.0%	0.9%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	5.2%	2.2%	2.2%	0.0%	1.0%
Seldom	7.5%	13.3%	6.8%	11.3%	4.5%	13.4%	3.6%	11.6%	12.4%	18.0%	8.9%	15.2%	2.3%	9.9%
A few times a month	6.9%	9.7%	5.3%	12.9%	16.9%	22.0%	9.0%	23.7%	15.3%	15.5%	10.4%	28.3%	6.8%	14.0%
A few times a week	21.6%	31.0%	35.2%	40.3%	31.5%	37.8%	30.3%	32.8%	23.3%	20.6%	33.3%	26.1%	22.7%	29.7%
Once or more a day	62.0%	46.0%	51.7%	35.5%	47.2%	26.8%	56.8%	31.8%	49.0%	40.8%	45.2%	28.3%	68.2%	45.3%
n=	679	113	644	62	178	82	1,460	198	202	233	135	46	44	4,076

Table A5.4b*NON-Educ Crosstabulation of “69f. Feel a deep sense of spiritual peace and well-being” and Division*

	ECD	ESD	IAD	NAD	SAD	SPD	SID	SUD	SSD	WAD	Average
Never	0.7%	2.6%	0.0%	0.0%	0.5%	0.0%	0.0%	13.0%	13.8%	0.0%	3.1%
Seldom	6.8%	17.9%	5.3%	6.5%	9.1%	7.1%	10.2%	21.7%	13.8%	5.0%	10.3%
A few times a month	9.5%	20.5%	0.0%	16.1%	16.6%	25.0%	14.3%	30.4%	17.2%	0.0%	15.0%
A few times a week	27.7%	33.3%	36.8%	29.0%	31.0%	25.0%	32.7%	13.0%	17.2%	10.0%	25.6%
Once or more a day	55.4%	25.6%	57.9%	48.4%	42.8%	42.9%	42.9%	21.7%	37.9%	85.0%	46.0%
n=	148	39	19	31	2,149	28	98	23	29	20	2,584

Table A5.5a*EDUC Crosstabulation of “69g. Feel a deep sense of wonder about the universe” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Never	4.0%	5.5%	1.6%	0.0%	1.7%	1.2%	0.8%	1.5%	6.5%	10.3%	4.5%	2.2%	0.0%	3.1%
Seldom	10.9%	13.6%	6.6%	8.1%	10.0%	11.1%	6.1%	12.6%	15.6%	22.3%	17.4%	10.9%	9.1%	11.9%
A few times a month	14.2%	11.8%	7.5%	24.2%	16.7%	33.3%	9.5%	26.3%	14.6%	14.6%	11.4%	26.1%	11.4%	17.0%
A few times a week	21.3%	20.9%	29.0%	37.1%	28.9%	30.9%	27.0%	31.3%	25.1%	16.7%	25.8%	30.4%	25.0%	26.9%
Once or more a day	49.6%	48.2%	55.4%	30.6%	42.8%	23.5%	56.7%	28.3%	38.2%	36.1%	40.9%	30.4%	54.5%	41.2%
n=	676	110	641	62	180	81	1,454	198	199	233	132	46	44	4,056

Table A5.5b*NON-Educ Crosstabulation of “69g. Feel a deep sense of wonder about the universe” and Division*

	ECD	ESD	IAD	NAD	SAD	SPD	SID	SUD	SSD	WAD	Average
Never	4.1%	0.0%	0.0%	0.0%	2.1%	3.6%	3.1%	9.1%	18.5%	0.0%	4.0%
Seldom	8.8%	28.2%	0.0%	16.1%	12.1%	7.1%	17.3%	31.8%	11.1%	10.0%	14.3%
A few times a month	9.5%	15.4%	21.1%	9.7%	17.2%	25.0%	18.4%	22.7%	14.8%	10.0%	16.4%
A few times a week	24.3%	25.6%	21.1%	29.0%	27.9%	25.0%	17.3%	22.7%	25.9%	15.0%	23.4%
Once or more a day	53.4%	30.8%	57.9%	45.2%	40.7%	39.3%	43.9%	13.6%	29.6%	65.0%	41.9%
n=	148	39	19	31	2,145	28	98	22	27	20	2,577

Table A5.6a*EDUC Crosstabulation of “C62. Miracles still occur today as in ancient times” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Strongly disagree	15.5%	4.3%	6.4%	1.6%	8.2%	3.7%	2.9%	8.7%	19.3%	10.4%	10.7%	2.2%	6.5%	7.7%
Disagree more than agree	4.2%	10.4%	10.7%	3.1%	1.6%	6.2%	2.6%	7.2%	4.8%	4.1%	5.7%	6.5%	2.2%	5.3%
Agree more than disagree	13.8%	40.9%	21.9%	26.6%	19.8%	19.8%	13.2%	34.8%	16.4%	26.1%	16.4%	50.0%	13.0%	24.1%
Strongly agree	66.4%	44.3%	61.0%	68.8%	70.3%	70.4%	81.3%	49.3%	59.4%	59.3%	67.1%	41.3%	78.3%	62.9%
n=	708	115	654	64	182	81	1,480	207	207	241	140	46	46	4,171

Table A5.6b*NON-Educ Crosstabulation of “C62. Miracles still occur today as in ancient times” and Division*

	ECD	ESD	IAD	NAD	SAD	SPD	SID	SUD	SSD	WAD	Average
Strongly disagree	12.9%	2.6%	10.5%	0.0%	2.1%	10.7%	7.8%	4.2%	6.7%	14.3%	7.2%
Disagree more than agree	5.2%	31.6%	15.8%	6.5%	4.6%	7.1%	8.8%	8.3%	6.7%	0.0%	9.5%
Agree more than disagree	21.3%	34.2%	21.1%	38.7%	19.4%	32.1%	18.6%	25.0%	36.7%	14.3%	26.1%
Strongly agree	60.6%	31.6%	52.6%	54.8%	73.8%	50.0%	64.7%	62.5%	50.0%	71.4%	57.2%
n=	155	38	19	31	2,170	28	102	24	30	21	2,618

Table A5.7a*EDUC Crosstabulation of “C63. Angels and demons are active in the world” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Strongly disagree	7.8%	0.9%	6.4%	0.0%	4.4%	2.4%	1.4%	9.8%	17.4%	8.4%	7.9%	4.7%	2.2%	5.7%
Disagree more than agree	2.4%	4.3%	0.9%	1.6%	0.5%	1.2%	1.1%	3.4%	1.9%	4.6%	3.6%	9.3%	4.3%	3.0%
Agree more than disagree	10.5%	15.4%	11.5%	6.3%	11.0%	12.2%	5.7%	20.1%	12.1%	16.0%	20.0%	27.9%	15.2%	14.1%
Strongly agree	79.4%	79.5%	81.1%	92.1%	84.1%	84.1%	91.9%	66.7%	68.6%	71.0%	68.6%	58.1%	78.3%	77.2%
n=	708	117	652	63	182	82	1,479	204	207	238	140	43	46	4,161

Table A5.7b*NON-Educ Crosstabulation of “C63. Angels and demons are active in the world” and Division*

	ECD	ESD	IAD	NAD	SAD	SPD	SID	SUD	SSD	WAD	Average
Strongly disagree	11.5%	0.0%	5.3%	3.2%	1.2%	10.7%	8.8%	0.0%	6.7%	19.0%	6.6%
Disagree more than agree	3.2%	5.3%	5.3%	0.0%	1.1%	0.0%	2.9%	0.0%	0.0%	0.0%	1.8%
Agree more than disagree	14.0%	13.2%	10.5%	22.6%	8.4%	17.9%	17.6%	29.2%	40.0%	4.8%	17.8%
Strongly agree	71.3%	81.6%	78.9%	74.2%	89.4%	71.4%	70.6%	70.8%	53.3%	76.2%	73.8%
n=	157	38	19	31	2,168	28	102	24	30	21	2,618

Table A5.8a*EDUC Crosstabulation of “C64. Have you ever received a definite answer to a specific prayer request?” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Yes	93.1%	91.4%	95.7%	90.6%	95.6%	81.0%	96.5%	87.9%	95.7%	88.8%	90.7%	84.8%	100.0%	91.7%
No	2.4%	0.9%	0.9%	3.1%	1.6%	3.6%	1.2%	5.8%	0.5%	3.3%	2.9%	6.5%	0.0%	2.5%
Do not know	4.5%	7.8%	3.4%	6.3%	2.7%	15.5%	2.3%	6.3%	3.8%	7.9%	6.4%	8.7%	0.0%	5.8%
n=	711	116	654	64	183	84	1,477	206	208	241	140	46	46	4,176

Table A5.8b*NON-Educ Crosstabulation of “C64. Have you ever received a definite answer to a specific prayer request?” and Division*

	ECD	ESD	IAD	NAD	SAD	SPD	SID	SUD	SSD	WAD	Average
Yes	93.0%	89.7%	78.9%	96.8%	91.5%	92.9%	88.3%	87.5%	80.0%	100.0%	89.9%
No	1.9%	0.0%	5.3%	0.0%	2.3%	0.0%	4.9%	8.3%	6.7%	0.0%	2.9%
Do not know	5.1%	10.3%	15.8%	3.2%	6.2%	7.1%	6.8%	4.2%	13.3%	0.0%	7.2%
n=	157	39	19	31	2,174	28	103	24	30	21	2,626

Supplementary Crosstabulations 6: Beliefs of the Church

Table A6.1

EDUC: Items relating to beliefs about the Bible, God, and Jesus

Q44, 51, 56, 59. Do you agree or disagree with the following statements?							
	Don't know	Strongly DISAGREE	Disagree more than agree	Agree more than disagree	Strongly AGREE	n=	
59i Bible word of God	2.0%	3.5%	1.6%	6.4%	86.5%	2,783	
59k Bible infallible re God's will	5.6%	4.3%	2.4%	10.7%	77.1%	2,765	
59n Bible definitive re doctrines	7.4%	3.2%	2.3%	15.3%	71.8%	2,760	
44e Bible has no errors	5.4%	10.3%	5.6%	11.0%	67.7%	3,142	
59c Trinity	1.3%	0.7%	1.3%	3.8%	92.9%	3,119	
56a Personal God	1.9%	2.0%	1.3%	5.2%	89.7%	3,257	
56c Jesus Son of God	0.5%	0.7%	0.8%	2.1%	95.9%	3,247	
59a Jesus truly God	3.1%	4.0%	1.6%	3.5%	87.8%	2,810	
59b Jesus truly human	7.1%	6.0%	2.6%	8.8%	75.5%	2,780	
4h Jesus born of Virgin	1.9%	1.9%	1.4%	4.1%	90.6%	3,439	

Table A6.2

EDUC: Items relating to beliefs about salvation

Q44, 51, 56, 59. Do you agree or disagree with the following statements?						
	Don't know	Strongly DISAGREE	Disagree more than agree	Agree more than disagree	Strongly AGREE	n=
49l Jesus died in my place	2.4%	6.0%	1.4%	4.1%	86.2%	2,776
44f Personal commitment to Jesus	2.0%	1.6%	1.0%	7.4%	88.0%	3,165
56f Saved moment believe	2.1%	3.1%	4.3%	13.6%	76.9%	3,233
56d Need personal relationship Jesus	2.3%	1.8%	4.1%	13.4%	78.4%	2,925
56b OK if morally good	5.2%	20.9%	17.5%	24.0%	32.8%	2,914
56h Must obey law to be saved	3.1%	10.5%	12.1%	23.3%	51.1%	2,905
56j Saved only through Church	4.4%	54.1%	18.6%	9.5%	13.2%	2,908
56e Christianity gives power	2.9%	1.7%	3.5%	16.0%	75.8%	2,924

Table A6.3*EDUC: Items relating to beliefs about creation*

Q44, 51, 56, 59. Do you agree or disagree with the following statements?							
	Don't know	Strongly DISAGREE	Disagree more than agree	Agree more than disagree	Strongly AGREE	n=	
59d God created world	0.5%	0.9%	0.5%	2.3%	95.9%	3,405	
59e World created in 7 days	4.9%	3.1%	2.2%	7.5%	82.2%	3,073	
59f Creation in recent past	13.4%	16.4%	5.6%	11.9%	52.9%	2,934 ²⁷	
59g World millions of years old	12.5%	49.3%	8.3%	7.9%	21.9%	3,051	
59h Evolution correct	6.5%	75.6%	6.5%	4.0%	7.5%	3,070	

Table A6.4*EDUC: Items relating to beliefs about law, state of dead, remnant and end-time events*

Q44, 51, 56, 59. Do you agree or disagree with the following statements?							
	Don't know	Strongly DISAGREE	Disagree more than agree	Agree more than disagree	Strongly AGREE	n=	
59m Obedience a fruit	3.2%	7.7%	6.3%	17.7%	65.1%	2,772	
56i Absolute standards	2.4%	1.4%	4.9%	21.6%	69.7%	3,238	
56g World end in near future	5.6%	2.1%	2.9%	17.6%	71.9%	2,912	
44c World end in 20 years	24.7%	7.0%	8.9%	25.2%	34.3%	1,944	
44k Jesus raised physically	4.9%	7.7%	3.6%	9.1%	74.6%	3,139	
44a Jesus will return	1.9%	1.6%	0.9%	3.1%	92.5%	3,778	
44g Only 2 kinds of people	4.4%	4.2%	6.0%	15.7%	69.7%	2,359	
44d Dead influence living	5.0%	78.4%	5.6%	2.2%	8.8%	1,639	
49j Dead in heaven right now	8.5%	65.4%	9.8%	4.6%	11.7%	2,801	
46k Devil but a symbol	6.3%	56.1%	9.2%	9.3%	18.5%	2,909	

Table A6.5a*EDUC: Q48 To what extent do you accept the following individual teachings of the Adventist Church?*

	Unknown/NA	Not accept	Major doubts	Some questions	Accept from Church	Probably correct	Fully embrace	n=
48a Great controversy	0.8%	0.7%	0.5%	1.7%	10.7%	11.1%	74.6%	2,569
48b Sabbath	0.5%	0.1%	0.1%	0.6%	7.7%	8.5%	82.5%	2,582
48c Adventist diet	0.6%	0.9%	1.2%	7.3%	10.6%	22.0%	57.3%	2,563

²⁷ A translation issue meant that ESD responses to Question 59f were not usable. They have been omitted from the averages reported in Table A6.3.

Table A6.5a*EDUC: Q48 To what extent do you accept the following individual teachings of the Adventist Church?*

	Unknown/NA	Not accept	Major doubts	Some questions	Accept from Church	Probably correct	Fully embrace	n=
48d State of dead	1.0%	2.8%	0.6%	1.7%	6.9%	10.4%	76.5%	2,560
48e End time prophecies	0.8%	0.5%	1.1%	4.5%	10.9%	13.4%	69.0%	2,561
48f 1844	2.2%	1.2%	2.9%	4.6%	12.1%	11.8%	65.1%	2,543
48g Remnant	1.6%	0.8%	0.8%	3.6%	10.2%	12.6%	70.5%	2,533
48h Ellen White	0.4%	0.4%	0.5%	2.1%	10.4%	13.1%	73.2%	2,552
48i Millennium	0.6%	0.4%	0.4%	2.2%	8.0%	9.5%	78.9%	2,549

Table A6.5b*NON-Educ: Q48 To what extent do you accept the following individual teachings of the Adventist Church?*

	Unknown/NA	Not accept	Major doubts	Some questions	Accept from Church	Probably correct	Fully embrace	n=
48a Great controversy	0.1%	2.4%	0.8%	2.1%	7.6%	12.3%	74.7%	1,291
48b Sabbath	0.2%	0.0%	0.7%	0.3%	4.5%	5.7%	88.5%	1,301
48c Adventist diet	0.2%	1.9%	2.2%	10.4%	7.3%	25.0%	53.0%	1,288
48d State of dead	0.1%	5.8%	0.0%	1.6%	4.4%	15.3%	72.9%	1,289
48e End time prophecies	0.0%	0.3%	1.8%	10.9%	7.1%	15.9%	64.0%	1,289
48f 1844	1.2%	2.8%	3.2%	7.3%	8.3%	13.3%	63.9%	1,287
48g Remnant	0.8%	3.1%	0.9%	3.7%	5.6%	16.6%	69.2%	1,254
48h Ellen White	0.0%	0.7%	0.1%	2.9%	10.2%	17.6%	68.5%	1,287
48i Millennium	0.2%	0.0%	1.9%	2.2%	6.4%	13.0%	76.3%	1,278

Table A6.6*59i. The Holy Scriptures are the written Word of God * C16. I currently work in ... the following Division: Crosstabulation*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Really don't know	1.2%	0.9%	1.6%	0.0%	0.0%	0.1%	5.4%	2.4%	2.9%	0.9%	9.1%	0.0%	2.0%
Strongly disagree	0.4%	1.7%	1.6%	30.0%	1.2%	1.4%	0.0%	2.4%	0.0%	2.8%	0.0%	0.0%	3.5%
Disagree more than agree	0.9%	0.0%	0.0%	0.0%	1.2%	0.7%	0.0%	0.0%	0.6%	0.0%	9.1%	6.8%	1.6%
Agree more than disagree	4.5%	5.2%	6.3%	10.0%	7.3%	3.5%	21.6%	3.8%	7.0%	2.8%	0.0%	4.5%	6.4%
Strongly agree	93.0%	92.2%	90.5%	60.0%	90.2%	94.3%	73.0%	91.4%	89.5%	93.5%	81.8%	88.6%	86.5%
n=	687	115	63	10	82	1,236	37	209	171	107	22	44	2,783

Table A6.7*59k. The Holy Scriptures are the infallible revelation of God's will * C16. I currently work in ... the following Division: Crosstabulation*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Really don't know	4.7%	4.4%	6.3%	10.0%	2.4%	0.3%	10.8%	5.3%	7.2%	1.9%	9.1%	4.7%	5.6%
Strongly disagree	2.4%	2.6%	0.0%	30.0%	0.0%	1.5%	5.4%	1.5%	3.6%	1.9%	0.0%	2.3%	4.3%
Disagree more than agree	1.0%	0.9%	0.0%	0.0%	3.7%	0.5%	10.8%	0.0%	2.4%	0.0%	9.1%	0.0%	2.4%
Agree more than disagree	8.6%	8.8%	15.9%	10.0%	8.5%	4.9%	27.0%	9.7%	13.2%	10.4%	4.5%	7.0%	10.7%
Strongly agree	83.3%	83.3%	77.8%	50.0%	85.4%	92.8%	45.9%	83.5%	73.7%	85.8%	77.3%	86.0%	77.1%
n=	678	114	63	10	82	1,237	37	206	167	106	22	43	2,765

Table A6.8*59n. The Holy Scriptures are the definitive revealer of doctrines * C16. I currently work in ... the following Division: Crosstabulation*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Really don't know	3.4%	3.5%	9.5%	20.0%	0.0%	2.4%	13.5%	2.9%	10.2%	4.7%	13.6%	4.5%	7.4%
Strongly disagree	1.9%	1.8%	3.2%	20.0%	2.4%	1.7%	0.0%	0.5%	1.8%	0.0%	0.0%	4.5%	3.2%
Disagree more than agree	1.3%	0.9%	4.8%	0.0%	3.7%	2.2%	8.1%	1.5%	0.0%	0.9%	4.5%	0.0%	2.3%
Agree more than disagree	8.7%	20.2%	19.0%	0.0%	12.2%	12.7%	35.1%	11.2%	11.4%	10.3%	27.3%	15.9%	15.3%
Strongly agree	84.7%	73.7%	63.5%	60.0%	81.7%	81.0%	43.2%	84.0%	76.6%	84.1%	54.5%	75.0%	71.8%
n=	681	114	63	10	82	1,227	37	206	167	107	22	44	2,760

Table A6.9*44e. The Bible has no errors * C16. I currently work in ... the following Division: Crosstabulation*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really don't know	4.6%	5.3%	3.8%	0.0%	0.0%	2.8%	20.4%	7.2%	3.8%	2.5%	13.3%	1.7%	5.4%
strongly disagree	4.2%	0.8%	3.8%	52.6%	5.4%	5.4%	22.2%	7.6%	3.8%	4.4%	10.0%	3.4%	10.3%
disagree more than agree	2.5%	4.5%	3.8%	10.5%	1.8%	3.0%	20.4%	4.9%	2.4%	3.2%	6.7%	3.4%	5.6%
agree more than disagree	8.4%	15.2%	13.9%	5.3%	11.7%	8.5%	16.7%	11.7%	7.5%	14.6%	10.0%	8.6%	11.0%
strongly agree	80.3%	74.2%	74.7%	31.6%	81.1%	80.4%	20.4%	68.6%	82.5%	75.3%	60.0%	82.8%	67.7%
n=	831	132	79	19	111	1,194	54	264	212	158	30	58	3,142

Table A6.10

*C47. Which statement about the Bible comes closest to your own view? * C16. I currently work in ... the following Division: Crosstabulation*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
The Bible is to be taken literally, word for word	60.8%	14.8%	34.6%	43.3%	32.2%	55.1%	54.3%	49.0%	53.5%	77.5%	32.4%	25.0%	55.6%	46.1%
Not everything in the Bible should be taken literally, word for word	39.2%	85.2%	65.4%	56.7%	67.8%	44.9%	45.7%	51.0%	46.5%	22.5%	67.6%	75.0%	44.4%	53.9%
n=	5	390	61	396	30	258	49	715	290	99	111	68	52	2,463

Table A6.11

EDUC Crosstabulation of "59c. I believe there is one God: Father, Son, and Holy Spirit, a unity of three coeternal Persons" and C16. I currently work in ... the following Division"

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	0.4%	1.7%	3.2%	1.3%	0.0%	0.5%	2.6%	1.0%	1.2%	0.9%	2.4%	0.0%	1.3%
Strongly disagree	0.9%	0.0%	0.0%	3.1%	1.2%	1.0%	1.1%	0.5%	0.0%	0.9%	0.0%	0.0%	0.7%
Disagree more than agree	0.1%	0.0%	1.6%	1.3%	2.4%	0.1%	0.5%	0.0%	2.4%	0.0%	7.3%	0.0%	1.3%
Agree more than disagree	3.2%	6.1%	6.3%	3.1%	6.1%	1.6%	3.7%	2.4%	2.9%	0.0%	7.3%	2.3%	3.8%
Strongly agree	95.4%	92.2%	88.9%	91.2%	90.2%	96.8%	92.1%	96.2%	93.5%	98.2%	82.9%	97.7%	92.9%
n=	694	115	63	159	82	1,242	190	210	170	109	41	44	3,119

Table A6.12

EDUC Crosstabulation of "56a. I believe in a personal God who seeks a relationship with human beings" and Division

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Really don't know	2.1%	4.2%	0.0%	1.6%	3.5%	0.7%	1.6%	0.9%	4.0%	0.9%	3.1%	0.0%	1.9%
Strongly disagree	2.4%	0.0%	0.0%	1.3%	2.3%	1.5%	1.9%	0.9%	5.7%	3.5%	1.6%	2.2%	2.0%
Disagree more than agree	0.1%	0.0%	0.0%	0.0%	4.7%	1.0%	1.3%	0.9%	0.6%	0.0%	4.7%	2.2%	1.3%
Agree more than disagree	7.7%	8.5%	4.8%	1.6%	9.3%	2.4%	6.0%	5.6%	5.7%	2.7%	1.6%	6.7%	5.2%
Strongly agree	87.6%	87.3%	95.2%	95.4%	80.2%	94.4%	89.3%	91.5%	84.0%	92.9%	89.1%	88.9%	89.7%
n=	703	118	63	304	86	1,056	317	213	175	113	64	45	3,257

Table A6.13*EDUC Crosstabulation of "56c. Jesus Christ is the Son of God" and Division*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Really don't know	0.1%	0.0%	0.0%	1.0%	1.2%	0.0%	1.3%	0.5%	1.1%	0.9%	0.0%	0.0%	0.5%
Strongly disagree	0.1%	0.0%	0.0%	1.3%	1.2%	1.1%	1.3%	0.5%	1.1%	0.0%	0.0%	2.3%	0.7%
Disagree more than agree	0.3%	0.0%	1.6%	0.0%	3.5%	0.1%	0.3%	0.9%	0.6%	0.9%	1.6%	0.0%	0.8%
Agree more than disagree	2.3%	3.4%	1.6%	1.0%	7.1%	0.7%	3.2%	0.9%	1.7%	0.0%	3.1%	0.0%	2.1%
Strongly agree	97.1%	96.6%	96.8%	96.7%	87.1%	98.1%	94.0%	97.2%	95.4%	98.2%	95.3%	97.7%	95.9%
n=	700	119	63	302	85	1,056	315	213	175	111	64	44	3,247

Table A6.14*EDUC Crosstabulation of "59a. Jesus is forever truly God" and Division*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Really don't know	1.4%	0.9%	4.8%	0.0%	0.0%	0.6%	10.8%	1.4%	1.7%	1.8%	13.6%	0.0%	3.1%
Strongly disagree	1.0%	1.7%	0.0%	40.0%	1.2%	1.4%	0.0%	0.5%	1.2%	0.9%	0.0%	0.0%	4.0%
Disagree more than agree	0.6%	0.0%	1.6%	10.0%	1.2%	0.2%	0.0%	0.0%	0.6%	0.0%	4.5%	0.0%	1.6%
Agree more than disagree	4.3%	5.2%	0.0%	0.0%	8.4%	2.3%	10.8%	4.3%	2.9%	1.8%	0.0%	2.3%	3.5%
Strongly agree	92.7%	92.2%	93.7%	50.0%	89.2%	95.5%	78.4%	93.8%	93.6%	95.4%	81.8%	97.7%	87.8%
n=	700	115	63	10	83	1,243	37	211	173	109	22	44	2,810

Table A6.15*EDUC Crosstabulation of "59b. Jesus became truly human at the incarnation" and Division*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Really don't know	5.2%	6.1%	0.0%	10.0%	0.0%	2.6%	18.9%	11.1%	7.2%	2.8%	14.3%	6.8%	7.1%
Strongly disagree	3.7%	0.9%	0.0%	30.0%	1.2%	4.4%	0.0%	2.4%	3.0%	10.4%	4.8%	11.4%	6.0%
Disagree more than agree	2.2%	0.0%	1.6%	10.0%	1.2%	1.6%	0.0%	1.9%	1.8%	1.9%	9.5%	0.0%	2.6%
Agree more than disagree	7.6%	6.1%	4.8%	10.0%	8.5%	4.8%	29.7%	10.6%	7.8%	8.5%	0.0%	6.8%	8.8%
Strongly agree	81.3%	87.0%	93.5%	40.0%	89.0%	86.6%	51.4%	74.0%	80.1%	76.4%	71.4%	75.0%	75.5%
n=	696	115	62	10	82	1,233	37	208	166	106	21	44	2,780

Table A6.16*EDUC Crosstabulation of “44h. I believe that Jesus was born of a virgin” and Division*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	1.4%	1.5%	2.5%	3.1%	0.9%	0.3%	4.6%	1.5%	1.8%	1.3%	3.9%	0.0%	1.9%
strongly disagree	0.6%	3.1%	1.3%	6.8%	1.8%	2.2%	1.1%	1.5%	1.4%	1.9%	0.0%	1.7%	1.9%
disagree more than agree	0.5%	2.3%	1.3%	0.6%	4.5%	0.2%	0.6%	0.4%	1.8%	0.6%	3.9%	0.0%	1.4%
agree more than disagree	4.4%	7.6%	1.3%	1.9%	11.8%	2.0%	6.9%	5.3%	2.3%	2.5%	2.0%	1.7%	4.1%
strongly agree	93.1%	85.5%	93.7%	87.6%	80.9%	95.3%	86.8%	91.3%	92.7%	93.7%	90.2%	96.6%	90.6%
n=	837	131	79	161	110	1,195	174	265	219	158	51	59	3,439

Table A6.17*EDUC Crosstabulation of “59l. Jesus died in my place” and Division*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Really don't know	1.2%	1.7%	0.0%	0.0%	1.2%	0.1%	13.5%	1.0%	8.3%	1.9%	0.0%	0.0%	2.4%
Strongly disagree	3.8%	0.9%	0.0%	40.0%	0.0%	0.9%	0.0%	0.5%	11.3%	5.6%	4.8%	4.7%	6.0%
Disagree more than agree	1.0%	0.9%	1.6%	0.0%	3.7%	0.1%	0.0%	0.0%	2.4%	1.9%	4.8%	0.0%	1.4%
Agree more than disagree	3.6%	3.5%	1.6%	10.0%	7.4%	1.1%	5.4%	3.4%	3.6%	1.9%	4.8%	2.3%	4.1%
Strongly agree	90.4%	93.0%	96.7%	50.0%	87.7%	97.8%	81.1%	95.1%	74.4%	88.8%	85.7%	93.0%	86.2%
n=	690	115	61	10	81	1,238	37	205	168	107	21	43	2,776

Table A6.18*EDUC Crosstabulation of “44f. I have made a personal commitment to Jesus Christ that is still important in my life today” and “C16. I currently work in the following Division”*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	1.1%	4.6%	1.3%	1.3%	1.8%	1.0%	1.1%	0.7%	0.9%	0.6%	10.0%	0.0%	2.0%
strongly disagree	1.2%	2.3%	2.6%	1.3%	1.8%	1.4%	1.1%	3.4%	2.8%	1.9%	0.0%	0.0%	1.6%
disagree more than agree	0.2%	0.8%	0.0%	0.0%	4.5%	0.3%	0.6%	0.7%	0.5%	0.6%	3.3%	0.0%	1.0%
agree more than disagree	6.5%	13.0%	5.2%	0.6%	16.4%	3.5%	1.7%	7.9%	6.0%	4.4%	16.7%	6.8%	7.4%
strongly agree	91.0%	79.4%	90.9%	96.9%	75.5%	93.8%	95.4%	87.3%	89.9%	92.5%	70.0%	93.2%	88.0%
n=	845	131	77	19	110	1,196	54	267	218	159	30	59	3,165

Table A6.19

EDUC Crosstabulation of “56f. I am saved the moment I believe and accept what Jesus has done for me” and “C16. I currently work in the following Division”

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	0.9%	7.7%	1.6%	1.0%	1.2%	0.8%	3.5%	1.9%	2.3%	2.7%	1.6%	0.0%	2.1%
Strongly disagree	1.9%	3.4%	0.0%	3.7%	5.9%	3.9%	1.0%	3.3%	1.2%	1.8%	4.9%	6.7%	3.1%
Disagree more than agree	1.4%	10.3%	6.3%	4.4%	3.5%	3.8%	3.8%	3.7%	1.2%	1.8%	11.5%	0.0%	4.3%
Agree more than disagree	6.6%	13.7%	14.3%	11.8%	15.3%	14.1%	11.8%	11.6%	9.9%	17.7%	18.0%	17.8%	13.6%
Strongly agree	89.3%	65.0%	77.8%	79.1%	74.1%	77.4%	79.9%	79.5%	85.4%	76.1%	63.9%	75.6%	76.9%
n=	699	117	63	296	85	1,054	314	215	171	113	61	45	3,233

Table A6.20

EDUC Crosstabulation of “56d. I will make it to heaven only if I have a personal relationship with Jesus” and “C16. I currently work in the following Division”

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	1.0%	5.9%	1.6%	2.0%	3.5%	0.4%	7.5%	0.9%	2.9%	1.8%	0.0%	0.0%	2.3%
Strongly disagree	2.1%	1.7%	1.6%	4.0%	2.4%	1.6%	4.4%	1.4%	0.6%	0.0%	0.0%	2.2%	1.8%
Disagree more than agree	0.4%	1.7%	3.2%	6.0%	10.6%	0.7%	6.9%	1.4%	0.0%	4.4%	11.4%	2.2%	4.1%
Agree more than disagree	6.4%	10.9%	19.0%	21.5%	16.5%	6.6%	20.0%	6.5%	8.0%	11.5%	31.8%	2.2%	13.4%
Strongly agree	90.0%	79.8%	74.6%	66.4%	67.1%	90.7%	61.3%	89.8%	88.5%	82.3%	56.8%	93.3%	78.4%
n=	701	119	63	149	85	1,057	160	215	174	113	44	45	2,925

Table A6.21

EDUC Crosstabulation of “56b. I should be all right in the end if I am a morally good person” and “C16. I currently work in the following Division”

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	4.2%	9.4%	3.2%		3.5%	3.7%	7.0%	2.8%	3.4%	4.5%	8.9%	6.7%	5.2%
Strongly disagree	6.5%	24.8%	36.5%	48.7%	34.1%	21.9%	19.0%	7.0%	5.7%	10.7%	24.4%	11.1%	20.9%
Disagree more than agree	4.6%	25.6%	27.0%	24.0%	16.5%	19.3%	23.4%	12.1%	5.1%	12.5%	24.4%	15.6%	17.5%
Agree more than disagree	18.0%	24.8%	17.5%	20.0%	23.5%	25.4%	25.9%	24.8%	21.6%	31.3%	31.1%	24.4%	24.0%
Strongly agree	66.8%	15.4%	15.9%	7.3%	22.4%	29.7%	24.7%	53.3%	64.2%	41.1%	11.1%	42.2%	32.8%
n=	696	117	63	150	85	1,053	158	214	176	112	45	45	2,914

Table A6.22*EDUC Crosstabulation of “56j. I can only be saved through the Church” and “C16. I currently work in the following Division”*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	4.6%	6.9%	1.6%	0.7%	8.2%	0.1%	1.9%	3.8%	9.2%	8.9%	4.5%	2.2%	4.4%
Strongly disagree	40.5%	34.5%	77.4%	74.5%	23.5%	70.8%	54.7%	50.2%	32.4%	62.5%	77.3%	51.1%	54.1%
Disagree more than agree	13.6%	32.8%	16.1%	21.6%	23.5%	18.3%	18.6%	17.5%	15.0%	12.5%	9.1%	24.4%	18.6%
Agree more than disagree	13.7%	17.2%	4.8%	0.0%	17.6%	5.8%	10.6%	11.8%	12.1%	4.5%	2.3%	13.3%	9.5%
Strongly agree	27.5%	8.6%	0.0%	3.3%	27.1%	3.9%	12.4%	16.6%	31.2%	11.6%	6.8%	8.9%	13.2%
n=	691	116	62	153	85	1,055	161	211	173	112	44	45	2,908

Table A6.23*EDUC Crosstabulation of “56e. Christianity is about Jesus giving me power to live a righteous life” and “C16. I currently work in the following Division”*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	1.1%	0.8%	0.0%	7.2%	1.2%	1.3%	6.3%	3.3%	1.1%	1.8%	11.1%	0.0%	2.9%
Strongly disagree	0.9%	1.7%	0.0%	2.0%	1.2%	1.9%	5.0%	0.5%	1.1%	1.8%	4.4%	0.0%	1.7%
Disagree more than agree	0.4%	4.2%	6.5%	1.3%	3.6%	1.2%	8.8%	1.9%	1.7%	3.5%	4.4%	4.4%	3.5%
Agree more than disagree	6.4%	17.8%	24.2%	18.3%	18.1%	6.8%	19.4%	9.3%	9.1%	18.6%	35.6%	8.9%	16.0%
Strongly agree	91.2%	75.4%	69.4%	71.2%	75.9%	88.7%	60.6%	85.0%	86.9%	74.3%	44.4%	86.7%	75.8%
n=	701	118	62	153	83	1,054	160	214	176	113	45	45	2,924

Table A6.24*EDUC Crosstabulation of “59d. I believe God created the world” and Division*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Really don't know	0.1%	0.0%	3.2%	0.3%	0.0%	0.0%	1.3%	0.5%	0.0%	0.0%	0.0%	0.0%	0.5%
Strongly disagree	0.6%	0.0%	0.0%	1.7%	2.4%	0.8%	1.0%	0.5%	0.6%	0.0%	3.2%	0.0%	0.9%
Disagree more than agree	0.1%	0.0%	0.0%	0.3%	1.2%	0.1%	0.6%	0.0%	1.8%	0.0%	1.6%	0.0%	0.5%
Agree more than disagree	2.5%	5.3%	0.0%	1.0%	4.9%	1.1%	3.8%	2.4%	2.4%	0.0%	1.6%	2.3%	2.3%
Strongly agree	96.7%	94.7%	96.8%	96.7%	91.5%	98.0%	93.3%	96.7%	95.2%	100.0%	93.7%	97.7%	95.9%
n=	693	114	63	303	82	1,245	312	209	168	109	63	44	3,405

Table A6.25*EDUC Crosstabulation of “59e. I believe God created the world in exactly six days of 24 hours each” and Division*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Really don't know	2.2%	2.7%	4.8%	5.2%	1.2%	1.5%	10.8%	3.4%	4.8%	4.6%	13.6%	4.5%	4.9%
Strongly disagree	2.4%	0.0%	3.2%	5.9%	2.4%	3.1%	6.3%	1.0%	0.0%	1.8%	9.1%	2.3%	3.1%
Disagree more than agree	1.0%	1.8%	4.8%	1.3%	2.4%	1.6%	5.7%	1.0%	2.4%	0.0%	4.5%	0.0%	2.2%
Agree more than disagree	6.0%	6.2%	9.5%	11.1%	8.5%	5.4%	12.7%	5.3%	4.2%	7.3%	6.8%	6.8%	7.5%
Strongly agree	88.3%	89.4%	77.8%	76.5%	85.4%	88.4%	64.6%	89.4%	88.7%	86.2%	65.9%	86.4%	82.2%
n=	695	113	63	153	82	1,236	158	208	168	109	44	44	3,073

Table A6.26*EDUC Crosstabulation of “59f. I believe God created the world in the recent past (e.g. within the last 6,000 to 15,000 years)” and Division²⁸*

	ECD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Really don't know	20.8%	6.3%	7.2%	4.9%	12.6%	14.6%	22.1%	19.2%	14.2%	13.6%	11.4%	13.35%
Strongly disagree	20.5%	14.3%	13.1%	11.0%	23.4%	14.6%	20.2%	15.0%	18.9%	9.1%	20.5%	16.42%
Disagree more than agree	5.0%	9.5%	3.3%	4.9%	2.9%	7.0%	5.8%	6.6%	4.7%	4.5%	6.8%	5.55%
Agree more than disagree	10.0%	7.9%	7.8%	9.8%	8.5%	12.1%	11.5%	9.6%	12.3%	22.7%	18.2%	11.85%
Strongly agree	43.8%	61.9%	68.6%	69.5%	52.6%	51.6%	40.4%	49.7%	50.0%	50.0%	43.2%	52.85%
n=	683	63	153	82	1,227	157	208	167	106	44	44	2,934

Table A6.27*EDUC Crosstabulation of “59g. I believe the world is millions of years old” and Division*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Really don't know	15.8%	10.5%	3.2%	7.3%	19.8%	7.2%	20.1%	18.4%	20.2%	9.2%	11.6%	6.8%	12.5%
Strongly disagree	33.3%	70.2%	77.8%	69.5%	49.4%	58.5%	48.4%	36.9%	21.4%	43.1%	55.8%	27.3%	49.3%
Disagree more than agree	5.0%	4.4%	9.5%	12.6%	4.9%	6.7%	11.3%	6.8%	6.0%	7.3%	18.6%	6.8%	8.3%
Agree more than disagree	8.5%	7.0%	4.8%	7.3%	3.7%	5.0%	7.5%	10.7%	12.5%	10.1%	4.7%	13.6%	7.9%
Strongly agree	37.5%	7.9%	4.8%	3.3%	22.2%	22.6%	12.6%	27.2%	39.9%	30.3%	9.3%	45.5%	21.9%
n=	685	114	63	151	81	1,228	159	206	168	109	43	44	3,051

²⁸ A translation issue meant that ESD responses to Question 59f were not usable. Consequently, the ESD responses have been omitted from Table A6.6.

Table A6.28*EDUC Crosstabulation of “59h. Evolution is the best explanation for the origins of human life on Earth” and Division*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Really don't know	6.1%	6.1%	0.0%	2.6%	14.6%	2.5%	7.0%	9.1%	8.9%	4.7%	9.1%	6.8%	6.5%
Strongly disagree	67.6%	85.2%	88.9%	85.5%	58.5%	87.4%	77.2%	75.1%	50.0%	79.4%	77.3%	75.0%	75.6%
Disagree more than agree	7.1%	4.3%	6.3%	9.2%	7.3%	4.0%	7.0%	5.3%	6.0%	3.7%	11.4%	6.8%	6.5%
Agree more than disagree	3.2%	2.6%	3.2%	1.3%	8.5%	2.0%	3.2%	3.8%	11.3%	3.7%	2.3%	2.3%	4.0%
Strongly agree	16.0%	1.7%	1.6%	1.3%	11.0%	4.0%	5.7%	6.7%	23.8%	8.4%	0.0%	9.1%	7.5%
n=	692	115	63	152	82	1,236	158	209	168	107	44	44	3,070

Table A6.29*EDUC Crosstabulation of “59m. The fruit of salvation is obedience to the Commandments” and Division*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	2.0%	6.1%	3.2%	0.0%	0.0%	1.0%	8.1%	1.4%	5.3%	1.9%	9.1%	0.0%	3.2%
Strongly disagree	2.8%	4.4%	14.5%	40.0%	8.5%	10.8%	2.7%	2.4%	1.2%	2.9%	0.0%	2.3%	7.7%
Disagree more than agree	1.3%	5.3%	9.7%	10.0%	3.7%	7.1%	16.2%	1.4%	2.4%	0.0%	18.2%	0.0%	6.3%
Agree more than disagree	7.7%	18.4%	27.4%	10.0%	18.3%	14.3%	29.7%	15.5%	10.7%	15.2%	36.4%	9.1%	17.7%
Strongly agree	86.2%	65.8%	45.2%	40.0%	69.5%	66.9%	43.2%	79.2%	80.5%	80.0%	36.4%	88.6%	65.1%
n=	686	114	62	10	82	1,234	37	207	169	105	22	44	2,772

Table A6.30*EDUC Crosstabulation of “56i. There are clear and absolute standards for what is right and wrong” and Division*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	2.3%	5.9%	0.0%	0.3%	3.5%	1.3%	5.1%	1.9%	3.4%	1.8%	3.2%	0.0%	2.4%
Strongly disagree	1.4%	0.8%	0.0%	2.0%	1.2%	1.8%	2.9%	1.0%	0.0%	2.7%	3.2%	0.0%	1.4%
Disagree more than agree	0.9%	5.9%	9.5%	7.3%	8.2%	2.2%	8.6%	2.4%	1.1%	1.8%	6.3%	4.4%	4.9%
Agree more than disagree	9.7%	31.4%	23.8%	42.4%	22.4%	12.9%	27.1%	11.9%	17.0%	12.5%	36.5%	11.1%	21.6%
Strongly agree	85.7%	55.9%	66.7%	48.0%	64.7%	81.7%	56.4%	82.9%	78.4%	81.3%	50.8%	84.4%	69.7%
n=	698	118	63	302	85	1,052	314	210	176	112	63	45	3,238

Table A6.31*EDUC Crosstabulation of “56g. I expect the world as we know it to end in the near future” and Division*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	3.9%	8.5%	6.3%	7.2%	3.5%	1.4%	6.9%	4.2%	3.5%	3.6%	13.3%	4.4%	5.6%
Strongly disagree	2.0%	3.4%	1.6%	2.6%	2.4%	1.7%	3.8%	1.9%	0.0%	0.9%	2.2%	2.2%	2.1%
Disagree more than agree	1.0%	4.2%	0.0%	2.0%	7.1%	1.3%	4.4%	1.4%	0.6%	0.0%	8.9%	4.4%	2.9%
Agree more than disagree	10.8%	24.6%	15.9%	17.1%	22.4%	7.0%	24.5%	11.8%	15.8%	14.3%	35.6%	11.1%	17.6%
Strongly agree	82.4%	59.3%	76.2%	71.1%	64.7%	88.5%	60.4%	80.7%	80.1%	81.3%	40.0%	77.8%	71.9%
n=	697	118	63	152	85	1,053	159	212	171	112	45	45	2,912

Table A6.32*EDUC Crosstabulation of “44c. I expect the world as we know it to end in the near future and, in any case, within the next 20 years or so” and Division*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	30.7%	24.6%	16.1%	30.7%	9.6%	17.1%	29.4%	27.8%	22.5%	17.6%	38.7%	31.0%	24.7%
strongly disagree	11.0%	1.6%	0.0%	18.4%	7.7%	7.9%	8.0%	8.2%	1.8%	5.4%	3.2%	10.3%	7.0%
disagree more than agree	3.5%	6.6%	6.5%	4.9%	26.9%	4.7%	7.5%	10.3%	3.6%	12.2%	12.9%	6.9%	8.9%
agree more than disagree	18.5%	41.0%	45.2%	17.2%	26.9%	20.4%	24.6%	13.4%	24.3%	28.4%	25.8%	17.2%	25.2%
strongly agree	36.4%	26.2%	32.3%	28.8%	28.8%	49.9%	30.5%	40.2%	47.7%	36.5%	19.4%	34.5%	34.3%
n=	401	61	31	163	52	707	187	97	111	74	31	29	1,944

Table A6.33*EDUC Crosstabulation of “44k. Jesus rose from the dead with a physical body that can be touched” and Division*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	3.3%	6.8%	5.1%	15.8%	0.9%	3.2%	7.4%	1.9%	1.9%	1.9%	11.1%	0.0%	4.9%
strongly disagree	7.9%	0.8%	2.5%	21.1%	1.8%	16.2%	0.0%	5.2%	7.5%	13.5%	7.4%	8.5%	7.7%
disagree more than agree	2.0%	3.0%	2.5%	15.8%	5.5%	1.5%	0.0%	1.1%	3.8%	1.3%	3.7%	3.4%	3.6%
agree more than disagree	7.2%	12.1%	2.5%	15.8%	8.2%	6.0%	20.4%	8.6%	8.0%	8.4%	3.7%	8.5%	9.1%
strongly agree	79.5%	77.3%	87.3%	31.6%	83.6%	73.1%	72.2%	83.2%	78.9%	74.8%	74.1%	79.7%	74.6%
n=	836	132	79	19	110	1,187	54	268	213	155	27	59	3,139

Table A6.34*EDUC Crosstabulation of “44a. Jesus will return to Earth a second time” and Division*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	1.3%	3.7%	1.3%	0.3%	0.9%	0.2%	3.0%	1.5%	2.3%	1.9%	4.3%	1.7%	1.9%
strongly disagree	1.7%	0.0%	2.5%	4.2%	1.8%	1.9%	0.9%	3.8%	0.5%	2.5%	0.0%	0.0%	1.6%
disagree more than agree	0.8%	1.5%	1.3%	1.0%	2.7%	0.5%	0.6%	0.0%	0.5%	0.0%	1.4%	0.0%	0.9%
agree more than disagree	3.6%	3.0%	0.0%	1.9%	10.9%	1.1%	4.8%	5.3%	3.2%	0.6%	0.0%	3.4%	3.1%
strongly agree	92.7%	91.8%	94.9%	92.6%	83.6%	96.3%	90.7%	89.4%	93.7%	94.9%	94.3%	94.9%	92.5%
n=	845	134	79	309	110	1,194	334	265	221	158	70	59	3,778

Table A6.35*EDUC Crosstabulation of “44g. When you get right down to it, there are only two kinds of people in the world: the righteous, who will be rewarded by God, and the rest, who will not” and “C16. I currently work in the following Division”*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	2.8%	5.1%	6.5%	4.5%	5.8%	2.6%	8.0%	2.0%	3.6%	2.7%	9.4%	0.0%	4.4%
strongly disagree	1.8%	10.2%	3.2%	9.0%	0.0%	4.8%	9.3%	2.0%	0.9%	0.0%	9.4%	0.0%	4.2%
disagree more than agree	1.0%	5.1%	9.7%	11.6%	11.5%	3.2%	12.7%	3.0%	0.9%	0.0%	9.4%	3.4%	6.0%
agree more than disagree	10.1%	27.1%	16.1%	28.4%	21.2%	11.9%	22.7%	8.1%	12.6%	13.7%	12.5%	3.4%	15.7%
strongly agree	84.3%	52.5%	64.5%	46.5%	61.5%	77.4%	47.3%	84.8%	82.0%	83.6%	59.4%	93.1%	69.7%
n=	395	59	31	155	52	1,173	150	99	111	73	32	29	2,359

Table A6.36*EDUC Crosstabulation of “44d. The dead have powers to communicate with and influence the living” and Division*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	6.8%	1.6%	9.7%	7.7%	13.5%	0.1%	3.2%	5.1%	7.3%	1.4%	3.2%	0.0%	5.0%
strongly disagree	76.6%	93.4%	87.1%	23.1%	51.9%	97.0%	93.5%	83.8%	61.8%	89.2%	96.8%	86.2%	78.4%
disagree more than agree	5.8%	0.0%	0.0%	23.1%	15.4%	0.8%	3.2%	5.1%	5.5%	1.4%	0.0%	6.9%	5.6%
agree more than disagree	2.5%	1.6%	0.0%	0.0%	9.6%	0.3%	0.0%	1.0%	9.1%	2.7%	0.0%	0.0%	2.2%
strongly agree	8.3%	3.3%	3.2%	46.2%	9.6%	1.7%	0.0%	5.1%	16.4%	5.4%	0.0%	6.9%	8.8%
n=	397	61	31	13	52	711	31	99	110	74	31	29	1,639

Table A6.37*EDUC Crosstabulation of “59j. People who have died believing in Christ are in heaven right now” and Division*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	5.1%	9.6%	4.8%	20.0%	11.0%	1.2%	8.1%	11.5%	11.4%	4.7%	7.0%	7.1%	8.5%
Strongly disagree	70.4%	68.7%	87.1%	20.0%	63.4%	85.4%	56.8%	69.4%	49.1%	66.4%	76.7%	71.4%	65.4%
Disagree more than agree	7.0%	6.1%	3.2%	40.0%	4.9%	4.6%	13.5%	7.2%	6.6%	10.3%	11.6%	2.4%	9.8%
Agree more than disagree	4.8%	5.2%	3.2%	0.0%	4.9%	3.2%	8.1%	5.7%	7.2%	3.7%	2.3%	7.1%	4.6%
Strongly agree	12.8%	10.4%	1.6%	20.0%	15.9%	5.5%	13.5%	6.2%	25.7%	15.0%	2.3%	11.9%	11.7%
n=	690	115	62	10	82	1,237	37	209	167	107	43	42	2,801

Table A6.38*EDUC Crosstabulation of “56k. The Devil or Satan is not a living being but is a symbol of evil” and Division*

	ECD	ESD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	7.8%	7.8%	4.8%	2.0%	11.8%	0.2%	1.9%	9.4%	9.8%	7.1%	7.0%	6.7%	6.3%
Strongly disagree	36.1%	74.1%	81.0%	80.4%	56.5%	69.1%	52.6%	37.3%	32.4%	48.2%	67.4%	37.8%	56.1%
Disagree more than agree	7.5%	5.2%	4.8%	9.2%	8.2%	7.4%	17.3%	9.0%	6.9%	16.1%	14.0%	4.4%	9.2%
Agree more than disagree	10.8%	9.5%	3.2%	2.6%	11.8%	8.0%	12.2%	12.3%	8.1%	12.5%	4.7%	15.6%	9.3%
Strongly agree	37.9%	3.4%	6.3%	4.6%	11.8%	13.9%	12.8%	32.1%	42.8%	16.1%	4.7%	35.6%	18.5%
n=	696	116	63	153	85	1,055	156	212	173	112	43	45	2,909

Table A6.39a*EDUC Crosstabulation of “48a. All humanity is involved in a great controversy between Christ and Satan regarding the character of God, His love, His law, and His sovereignty over the universe” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	2.6%	0.0%	1.8%	0.0%	0.0%	0.0%	0.4%	0.0%	1.0%	1.9%	0.0%	3.2%	0.0%	0.8%
Do not accept it	2.6%	0.0%	0.3%	0.0%	0.3%	0.0%	0.1%	1.0%	3.1%	1.9%	0.0%	0.0%	0.0%	0.7%
Have major doubts about it	0.8%	0.0%	1.0%	0.0%	1.2%	0.0%	0.4%	0.7%	1.0%	0.9%	0.0%	0.0%	0.0%	0.5%
Have some questions about it	3.9%	0.0%	2.3%	0.0%	1.5%	2.0%	0.8%	7.3%	1.0%	2.8%	0.0%	0.0%	0.0%	1.7%
Accept it because the church teaches it	18.1%	5.0%	13.4%	0.0%	2.8%	10.0%	3.7%	23.5%	11.2%	32.4%	7.5%	3.2%	8.0%	10.7%
Accept it because I think it is probably correct	15.8%	5.0%	11.1%	3.3%	2.1%	8.0%	5.1%	43.3%	8.2%	25.0%	10.4%	6.5%	0.0%	11.1%
Embrace it wholeheartedly	56.3%	90.0%	70.2%	96.7%	92.0%	80.0%	89.4%	24.2%	74.5%	35.2%	82.1%	87.1%	92.0%	74.6%
n=	387	60	389	30	326	50	709	289	98	108	67	31	25	2,569

Table A6.39b

NON-Educ Crosstabulation of "48a. All humanity is involved in a great controversy between Christ and Satan regarding the character of God, His love, His law, and His sovereignty over the universe" and "C16. I currently work in an organization that is based in the following Division of the Seventh-day Adventist Church"

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Do not accept it	4.2%	0.0%	14.3%	0.0%	0.0%	0.5%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	2.4%
Have major doubts about it	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	0.8%
Have some questions about it	1.4%	0.0%	0.0%	0.0%	5.7%	1.0%	0.0%	8.8%	0.0%	0.0%	8.3%	0.0%	2.1%
Accept it because the church teaches it	11.3%	5.9%	28.6%	0.0%	5.7%	2.6%	0.0%	8.8%	20.0%	0.0%	0.0%	8.3%	7.6%
Accept it because I think it is probably correct	5.6%	17.6%	14.3%	20.0%	8.6%	5.8%	16.7%	11.8%	30.0%	0.0%	8.3%	8.3%	12.3%
Embrace it wholeheartedly	76.1%	76.5%	42.9%	80.0%	80.0%	89.3%	83.3%	70.6%	40.0%	100.0%	75.0%	83.3%	74.7%
n=	71	17	7	5	35	1,058	24	34	10	6	12	12	1,291

Table A6.40a

EDUC Crosstabulation of "48b. The seventh day of the week is the Sabbath according to the Bible" and Division

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	1.0%	0.0%	0.3%	0.0%	0.3%	0.0%	0.0%	0.0%	1.0%	0.9%	0.0%	3.2%	0.0%	0.5%
Do not accept it	0.3%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Have major doubts about it	0.3%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Have some questions about it	0.3%	0.0%	0.3%	0.0%	1.5%	2.0%	0.1%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%
Accept it because the church teaches it	14.8%	3.3%	6.7%	0.0%	3.7%	4.1%	1.7%	22.9%	8.2%	17.8%	4.5%	0.0%	12.0%	7.7%
Accept it because I think it is probably correct	10.0%	1.7%	5.9%	0.0%	2.5%	4.1%	1.4%	47.1%	5.1%	27.1%	3.0%	3.2%	0.0%	8.5%
Embrace it wholeheartedly	73.4%	95.0%	86.4%	100.0%	92.0%	89.8%	96.8%	24.6%	85.7%	54.2%	92.5%	93.5%	88.0%	82.5%
n=	391	60	390	30	326	49	711	297	98	107	67	31	25	2,582

Table A6.40b*NON-Educ Crosstabulation of "48b. The seventh day of the week is the Sabbath according to the Bible" and Division*

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	0.0%	0.0%	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%
Do not accept it	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Have major doubts about it	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	0.7%
Have some questions about it	0.0%	0.0%	0.0%	0.0%	2.9%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Accept it because the church teaches it	8.5%	0.0%	0.0%	0.0%	2.9%	1.5%	0.0%	5.9%	27.3%	0.0%	0.0%	8.3%	4.5%
Accept it because I think it is probably correct	2.8%	6.3%	0.0%	0.0%	0.0%	2.7%	16.0%	5.9%	18.2%	0.0%	8.3%	8.3%	5.7%
Embrace it wholeheartedly	88.7%	93.8%	100.0%	100.0%	91.4%	95.1%	84.0%	88.2%	54.5%	100.0%	83.3%	83.3%	88.5%
n=	71	16	8	5	35	1,066	25	34	11	6	12	12	1,301

Table A6.41a*EDUC Crosstabulation of "48c. Adventist standards in diet" and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	1.6%	0.0%	1.5%	0.0%	0.0%	0.0%	0.8%	0.3%	0.0%	0.9%	0.0%	3.2%	0.0%	0.6%
Do not accept it	3.1%	0.0%	0.3%	0.0%	0.3%	0.0%	0.8%	4.1%	1.0%	1.9%	0.0%	0.0%	0.0%	0.9%
Have major doubts about it	1.0%	0.0%	2.3%	3.6%	2.5%	2.0%	0.8%	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%	1.2%
Have some questions about it	6.0%	3.3%	4.6%	0.0%	12.4%	16.0%	6.3%	16.7%	4.1%	9.3%	3.0%	12.9%	0.0%	7.3%
Accept it because the church teaches it	15.3%	6.7%	11.9%	7.1%	9.9%	6.0%	6.3%	27.6%	9.3%	18.5%	7.6%	0.0%	12.0%	10.6%
Accept it because I think it is probably correct	16.4%	18.3%	28.1%	14.3%	9.6%	14.0%	18.9%	37.2%	32.0%	34.3%	24.2%	22.6%	16.0%	22.0%
Embrace it wholeheartedly	56.6%	71.7%	51.3%	75.0%	65.3%	62.0%	65.9%	10.2%	53.6%	35.2%	65.2%	61.3%	72.0%	57.3%
n=	385	60	388	28	323	50	709	293	97	108	66	31	25	2,563

Table A6.41b*NON-Educ Crosstabulation of "48c. Adventist standards in diet" and Division*

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	1.4%	0.0%	0.0%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%
Do not accept it	0.0%	0.0%	0.0%	0.0%	0.0%	1.2%	0.0%	3.0%	10.0%	0.0%	8.3%	0.0%	1.9%
Have major doubts about it	1.4%	6.3%	12.5%	0.0%	0.0%	2.8%	0.0%	3.0%	0.0%	0.0%	0.0%	0.0%	2.2%
Have some questions about it	7.0%	25.0%	12.5%	20.0%	20.6%	12.6%	12.0%	15.2%	0.0%	0.0%	0.0%	0.0%	10.4%
Accept it because the church teaches it	14.1%	0.0%	12.5%	0.0%	17.6%	4.3%	8.0%	3.0%	20.0%	0.0%	0.0%	8.3%	7.3%
Accept it because I think it is probably correct	14.1%	31.3%	12.5%	40.0%	14.7%	20.3%	36.0%	24.2%	40.0%	0.0%	41.7%	25.0%	25.0%
Embrace it wholeheartedly	62.0%	37.5%	50.0%	40.0%	47.1%	57.4%	44.0%	51.5%	30.0%	100.0%	50.0%	66.7%	53.0%
n=	71	16	8	5	34	1,056	25	33	10	6	12	12	1,288

Table A6.42a*EDUC Crosstabulation of "48d. Christians who die are in an unconscious state until the resurrection (i.e. there is no immortal soul that survives after death)" and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	0.8%	1.7%	0.8%	0.0%	0.3%	0.0%	0.6%	0.0%	3.0%	2.8%	0.0%	3.3%	0.0%	1.0%
Do not accept it	4.7%	0.0%	3.1%	0.0%	0.6%	0.0%	2.3%	5.1%	4.0%	5.5%	3.0%	0.0%	8.0%	2.8%
Have major doubts about it	1.0%	1.7%	1.0%	0.0%	0.3%	0.0%	0.4%	2.0%	0.0%	1.8%	0.0%	0.0%	0.0%	0.6%
Have some questions about it	1.6%	0.0%	1.8%	3.4%	2.5%	2.0%	0.1%	5.4%	0.0%	1.8%	3.0%	0.0%	0.0%	1.7%
Accept it because the church teaches it	15.7%	1.7%	10.4%	0.0%	2.8%	6.1%	2.8%	16.7%	4.0%	20.2%	1.5%	0.0%	8.0%	6.9%
Accept it because I think it is probably correct	10.2%	3.4%	9.1%	0.0%	2.5%	8.2%	4.4%	44.2%	7.1%	26.6%	9.1%	6.7%	4.0%	10.4%
Embrace it wholeheartedly	66.0%	91.5%	73.8%	96.6%	91.0%	83.7%	89.4%	26.5%	81.8%	41.3%	83.3%	90.0%	80.0%	76.5%
n=	382	59	386	29	322	49	710	294	99	109	66	30	25	2,560

Table A6.42b

NON-Educ Crosstabulation of “48d. Christians who die are in an unconscious state until the resurrection (i.e. there is no immortal soul that survives after death)” and Division

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Do not accept it	4.3%	0.0%	25.0%	0.0%	0.0%	1.0%	0.0%	12.5%	10.0%	16.7%	0.0%	0.0%	5.8%
Have major doubts about it	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Have some questions about it	1.4%	0.0%	0.0%	0.0%	6.1%	1.4%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	1.6%
Accept it because the church teaches it	11.4%	0.0%	0.0%	0.0%	3.0%	1.6%	8.0%	0.0%	20.0%	0.0%	0.0%	8.3%	4.4%
Accept it because I think it is probably correct	2.9%	12.5%	25.0%	40.0%	6.1%	4.3%	20.0%	9.4%	30.0%	0.0%	25.0%	8.3%	15.3%
Embrace it wholeheartedly	80.0%	87.5%	50.0%	60.0%	84.8%	90.3%	72.0%	78.1%	30.0%	83.3%	75.0%	83.3%	72.9%
n=	70	16	8	5	33	1,060	25	32	10	6	12	12	1,289

Table A6.43a

EDUC Crosstabulation of “48e. The Adventist church’s interpretation of end-time prophecies” and Division

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	0.8%	0.0%	0.3%	0.0%	0.0%	2.0%	0.4%	0.3%	0.0%	2.8%	0.0%	3.2%	0.0%	0.8%
Do not accept it	1.3%	0.0%	0.3%	0.0%	0.3%	0.0%	0.0%	2.1%	1.0%	0.9%	0.0%	0.0%	0.0%	0.5%
Have major doubts about it	1.0%	0.0%	1.6%	3.3%	1.8%	2.0%	0.3%	3.4%	0.0%	0.9%	0.0%	0.0%	0.0%	1.1%
Have some questions about it	1.0%	0.0%	2.3%	10.0%	11.4%	4.0%	1.7%	15.2%	6.1%	3.7%	3.0%	0.0%	0.0%	4.5%
Accept it because the church teaches it	17.5%	6.9%	9.8%	3.3%	8.9%	8.0%	3.0%	25.2%	8.1%	26.6%	6.0%	9.7%	8.3%	10.9%
Accept it because I think it is probably correct	12.3%	6.9%	14.8%	3.3%	5.5%	10.0%	7.3%	42.4%	8.1%	21.1%	13.4%	16.1%	12.5%	13.4%
Embrace it wholeheartedly	66.0%	86.2%	71.0%	80.0%	72.0%	74.0%	87.3%	11.4%	76.8%	44.0%	77.6%	71.0%	79.2%	69.0%
n=	382	58	386	30	325	50	710	290	99	109	67	31	24	2,561

Table A6.43b*NON-Educ Crosstabulation of "48e. The Adventist church's interpretation of end-time prophecies" and Division*

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Do not accept it	0.0%	0.0%	0.0%	0.0%	2.9%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Have major doubts about it	1.4%	0.0%	0.0%	0.0%	2.9%	0.9%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	1.8%
Have some questions about it	1.4%	25.0%	12.5%	60.0%	5.7%	1.8%	8.3%	6.3%	10.0%	0.0%	0.0%	0.0%	10.9%
Accept it because the church teaches it	11.3%	0.0%	12.5%	0.0%	14.3%	2.9%	4.2%	3.1%	20.0%	0.0%	8.3%	8.3%	7.1%
Accept it because I think it is probably correct	8.5%	12.5%	25.0%	20.0%	14.3%	9.7%	25.0%	12.5%	30.0%	0.0%	25.0%	8.3%	15.9%
Embrace it wholeheartedly	77.5%	62.5%	50.0%	20.0%	60.0%	83.7%	62.5%	78.1%	40.0%	100.0%	50.0%	83.3%	64.0%
n=	71	16	8	5	35	1,058	24	32	10	6	12	12	1,289

Table A6.44a*EDUC Crosstabulation of "48f. The Investigative Judgment beginning in 1844" and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	5.8%	1.7%	0.8%	0.0%	0.6%	2.0%	1.4%	1.4%	1.0%	5.6%	4.5%	3.2%	0.0%	2.2%
Do not accept it	1.3%	0.0%	0.5%	0.0%	0.9%	0.0%	0.3%	6.6%	2.0%	0.9%	0.0%	3.2%	0.0%	1.2%
Have major doubts about it	1.6%	3.4%	1.6%	3.3%	2.5%	2.0%	1.3%	17.8%	0.0%	4.7%	0.0%	0.0%	0.0%	2.9%
Have some questions about it	2.9%	0.0%	3.1%	10.0%	9.9%	6.1%	1.8%	16.4%	2.0%	1.9%	3.0%	3.2%	0.0%	4.6%
Accept it because the church teaches it	18.1%	10.3%	12.4%	3.3%	9.3%	10.2%	4.4%	23.8%	7.1%	26.2%	4.5%	12.9%	14.3%	12.1%
Accept it because I think it is probably correct	12.3%	8.6%	13.2%	3.3%	6.5%	10.2%	7.2%	22.4%	10.1%	22.4%	11.9%	16.1%	9.5%	11.8%
Embrace it wholeheartedly	58.0%	75.9%	68.4%	80.0%	70.3%	69.4%	83.5%	11.5%	77.8%	38.3%	76.1%	61.3%	76.2%	65.1%
n=	381	58	386	30	323	49	705	286	99	107	67	31	21	2,543

Table A6.44b*NON-Educ Crosstabulation of “48f. The Investigative Judgment beginning in 1844” and Division*

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	4.3%	0.0%	0.0%	0.0%	5.9%	1.4%	0.0%	3.0%	0.0%	0.0%	0.0%	0.0%	1.2%
Do not accept it	0.0%	0.0%	0.0%	0.0%	5.9%	0.5%	0.0%	0.0%	10.0%	0.0%	16.7%	0.0%	2.8%
Have major doubts about it	0.0%	0.0%	12.5%	20.0%	0.0%	2.1%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.2%
Have some questions about it	2.9%	25.0%	0.0%	20.0%	11.8%	2.1%	8.0%	9.1%	0.0%	0.0%	8.3%	0.0%	7.3%
Accept it because the church teaches it	11.4%	0.0%	12.5%	0.0%	14.7%	5.8%	4.0%	6.1%	20.0%	0.0%	16.7%	8.3%	8.3%
Accept it because I think it is probably correct	8.6%	18.8%	12.5%	0.0%	5.9%	10.6%	20.0%	15.2%	10.0%	0.0%	16.7%	41.7%	13.3%
Embrace it wholeheartedly	72.9%	56.3%	62.5%	60.0%	55.9%	77.6%	64.0%	66.7%	60.0%	100.0%	41.7%	50.0%	63.9%
n=	70	16	8	5	34	1,056	25	33	10	6	12	12	1,287

Table A6.45a*EDUC Crosstabulation of “48g. The universal church is composed of all who truly believe in Christ, but in the last days a remnant has been called out to keep the commandments of God and the faith of Jesus” and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	2.4%	0.0%	1.6%	0.0%	0.3%	0.0%	4.4%	0.7%	2.0%	2.8%	0.0%	6.5%	0.0%	1.6%
Do not accept it	1.9%	1.7%	0.8%	0.0%	0.9%	0.0%	1.9%	1.7%	1.0%	0.0%	0.0%	0.0%	0.0%	0.8%
Have major doubts about it	0.8%	1.7%	1.6%	0.0%	2.2%	0.0%	0.9%	2.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%
Have some questions about it	2.4%	1.7%	3.1%	3.3%	9.0%	6.0%	1.9%	12.1%	3.1%	2.8%	1.5%	0.0%	0.0%	3.6%
Accept it because the church teaches it	13.9%	1.7%	9.1%	3.3%	7.2%	10.0%	2.3%	24.5%	5.1%	30.3%	4.5%	12.9%	8.3%	10.2%
Accept it because I think it is probably correct	12.3%	5.2%	11.7%	6.7%	6.5%	8.0%	6.3%	43.1%	12.2%	25.7%	11.9%	9.7%	4.2%	12.6%
Embrace it wholeheartedly	66.3%	87.9%	72.1%	86.7%	73.8%	76.0%	82.4%	15.2%	76.5%	38.5%	82.1%	71.0%	87.5%	70.5%
n=	374	58	384	30	321	50	697	290	98	109	67	31	24	2,533

Table A6.45b

NON-Educ Crosstabulation of "48g. The universal church is composed of all who truly believe in Christ, but in the last days a remnant has been called out to keep the commandments of God and the faith of Jesus" and Division

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	2.9%	0.0%	0.0%	0.0%	3.0%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%
Do not accept it	2.9%	0.0%	12.5%	0.0%	3.0%	0.6%	0.0%	0.0%	10.0%	0.0%	8.3%	0.0%	3.1%
Have major doubts about it	0.0%	6.3%	0.0%	0.0%	0.0%	1.9%	0.0%	3.1%	0.0%	0.0%	0.0%	0.0%	0.9%
Have some questions about it	0.0%	0.0%	12.5%	0.0%	9.1%	3.6%	8.3%	3.1%	0.0%	0.0%	8.3%	0.0%	3.7%
Accept it because the church teaches it	10.1%	6.3%	0.0%	0.0%	12.1%	2.5%	0.0%	0.0%	20.0%	0.0%	8.3%	8.3%	5.6%
Accept it because I think it is probably correct	4.3%	31.3%	25.0%	40.0%	9.1%	7.3%	29.2%	9.4%	10.0%	0.0%	16.7%	16.7%	16.6%
Embrace it wholeheartedly	79.7%	56.3%	50.0%	60.0%	63.6%	80.4%	62.5%	84.4%	60.0%	100.0%	58.3%	75.0%	69.2%
n=	69	16	8	5	33	1,027	24	32	10	6	12	12	1,254

Table A6.46a

EDUC Crosstabulation of "48h. Ellen G. White is an inspired messenger to the Adventist church" and Division

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	1.1%	0.0%	0.3%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.9%	0.0%	3.2%	0.0%	0.4%
Do not accept it	0.8%	0.0%	1.0%	0.0%	0.6%	0.0%	0.1%	2.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%
Have major doubts about it	0.5%	0.0%	1.0%	0.0%	0.6%	0.0%	0.4%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%
Have some questions about it	1.6%	3.4%	1.3%	0.0%	4.9%	4.0%	1.6%	6.2%	3.1%	0.9%	0.0%	0.0%	0.0%	2.1%
Accept it because the church teaches it	16.7%	3.4%	11.4%	3.3%	6.7%	10.0%	3.2%	24.4%	8.3%	23.6%	3.0%	12.9%	8.0%	10.4%
Accept it because I think it is probably correct	9.3%	3.4%	13.2%	10.0%	4.0%	14.0%	5.1%	47.8%	10.4%	28.3%	7.6%	12.9%	4.0%	13.1%
Embrace it wholeheartedly	70.1%	89.7%	71.7%	86.7%	82.9%	72.0%	89.6%	16.2%	78.1%	46.2%	89.4%	71.0%	88.0%	73.2%
n=	378	58	385	30	327	50	709	291	96	106	66	31	25	2,552

Table A6.46b*NON-Educ Crosstabulation of "48h. Ellen G. White is an inspired messenger to the Adventist church" and Division*

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Do not accept it	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	0.7%
Have major doubts about it	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Have some questions about it	1.4%	6.3%	14.3%	0.0%	2.9%	1.9%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	2.9%
Accept it because the church teaches it	10.0%	12.5%	14.3%	20.0%	17.1%	3.2%	4.0%	2.9%	30.0%	0.0%	0.0%	8.3%	10.2%
Accept it because I think it is probably correct	5.7%	37.5%	14.3%	20.0%	11.4%	8.1%	32.0%	11.8%	20.0%	0.0%	33.3%	16.7%	17.6%
Embrace it wholeheartedly	82.9%	43.8%	57.1%	60.0%	68.6%	85.3%	64.0%	85.3%	50.0%	100.0%	50.0%	75.0%	68.5%
n=	70	16	7	5	35	1,055	25	34	10	6	12	12	1,287

Table A6.47a*EDUC Crosstabulation of "48i. After the millennium, God will restore the Earth as a home for the righteous who were resurrected or who were alive at his coming" and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	2.1%	0.0%	0.3%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	1.9%	0.0%	3.2%	0.0%	0.6%
Do not accept it	2.1%	0.0%	0.3%	0.0%	0.0%	0.0%	0.7%	1.4%	0.0%	1.0%	0.0%	0.0%	0.0%	0.4%
Have major doubts about it	1.1%	0.0%	0.8%	0.0%	0.9%	0.0%	0.7%	0.0%	0.0%	1.9%	0.0%	0.0%	0.0%	0.4%
Have some questions about it	1.8%	0.0%	0.5%	3.3%	1.5%	2.0%	0.3%	4.5%	2.1%	2.9%	3.0%	6.5%	0.0%	2.2%
Accept it because the church teaches it	15.8%	1.7%	8.6%	0.0%	3.1%	8.0%	2.4%	22.7%	7.3%	26.0%	4.5%	0.0%	4.0%	8.0%
Accept it because I think it is probably correct	8.9%	1.7%	7.8%	3.3%	3.1%	8.0%	2.3%	48.5%	6.3%	18.3%	4.5%	6.5%	4.0%	9.5%
Embrace it wholeheartedly	68.2%	96.6%	81.8%	93.3%	91.4%	82.0%	93.2%	23.0%	84.4%	48.1%	88.1%	83.9%	92.0%	78.9%
n=	380	59	385	30	325	50	706	291	96	104	67	31	25	2,549

Table A6.47b*NON-Educ Crosstabulation of "48i. After the millennium, God will restore the Earth as a home for the righteous who were resurrected or who were alive at his coming" and Division*

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	1.4%	0.0%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%
Do not accept it	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Have major doubts about it	0.0%	0.0%	0.0%	20.0%	2.9%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.9%
Have some questions about it	2.9%	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%	5.9%	0.0%	0.0%	16.7%	0.0%	2.2%

Table A6.47b

NON-Educ Crosstabulation of "48i. After the millennium, God will restore the Earth as a home for the righteous who were resurrected or who were alive at his coming" and Division

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
Accept it because the church teaches it	7.2%	6.3%	14.3%	0.0%	5.9%	1.9%	0.0%	2.9%	30.0%	0.0%	0.0%	8.3%	6.4%
Accept it because I think it is probably correct	5.8%	18.8%	0.0%	20.0%	17.6%	3.7%	28.0%	8.8%	20.0%	0.0%	25.0%	8.3%	13.0%
Embrace it wholeheartedly	82.6%	75.0%	85.7%	60.0%	73.5%	92.5%	72.0%	82.4%	50.0%	100.0%	58.3%	83.3%	76.3%
n=	69	16	7	5	34	1,048	25	34	10	6	12	12	1,278

Table A6.48a

EDUC Crosstabulation of "C49. In my thinking, the three angels' message of Revelation 14:6-12 is" and Division

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
The context in which the Adventist Church should proclaim the Gospel	90.0%	100.0%	93.4%	93.3%	89.7%	96.1%	94.3%	78.4%	97.0%	77.3%	98.5%	93.3%	95.8%	92.1%
Part of the rhetoric of Church members in a previous generation, but no longer relevant to today's Church	2.0%	0.0%	2.1%	3.3%	5.6%	0.0%	1.0%	6.0%	1.0%	6.4%	0.0%	0.0%	4.2%	2.4%
Something about which I have only vague awareness	2.3%	0.0%	1.3%	3.3%	2.8%	2.0%	3.0%	8.5%	1.0%	6.4%	0.0%	3.3%	0.0%	2.6%
I really cannot remember hearing or learning about the Three Angels' Message of Revelation 14:6-12	3.8%	0.0%	1.6%	0.0%	0.3%	2.0%	1.1%	2.8%	0.0%	7.3%	1.5%	0.0%	0.0%	1.6%
This question is not relevant to me	1.8%	0.0%	1.6%	0.0%	1.6%	0.0%	0.6%	4.2%	1.0%	2.7%	0.0%	3.3%	0.0%	1.3%
n=	391	59	381	30	321	51	706	283	99	110	65	30	24	2,550

Table A6.48b

NON-Educ Crosstabulation of "C49. In my thinking, the three angels' message of Revelation 14:6-12 is" and Division

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
The context in which the Adventist Church should proclaim the Gospel	97.2%	100%	75.0%	80.0%	88.2%	89.9%	100%	100%	90.9%	100%	83.3%	91.7%	91.4%
Part of the rhetoric of Church members in a previous generation, but no longer relevant to today's Church	0.0%	0.0%	25.0%	20.0%	8.8%	1.3%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	5.3%
Something about which I have only vague awareness	0.0%	0.0%	0.0%	0.0%	2.9%	6.5%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	1.5%

Table A6.48b*NON-Educ Crosstabulation of "C49. In my thinking, the three angels' message of Revelation 14:6-12 is" and Division*

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really cannot remember hearing or learning about the Three Angels' Message of Revelation 14:6-12	2.8%	0.0%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	1.0%
This question is not relevant to me	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	0.8%
n=	72	17	8	5	34	1,051	25	36	11	6	12	12	1,289

Table A6.49a*EDUC Crosstabulation of "C57. Which of the following is something you would say in answer to the question, "Are you saved?" " and Division*

	ECD	ESD	IAD	EUD	NAD	NSD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	0.0%	3.4%	0.5%	3.1%	1.3%	0.0%	1.0%	0.0%	0.5%	1.7%	0.0%	0.0%	0.0%	0.9%
Yes	54.0%	17.8%	27.3%	18.8%	26.0%	34.1%	19.4%	26.8%	46.5%	33.7%	23.9%	27.4%	51.1%	31.3%
Maybe	2.0%	8.5%	4.4%	6.3%	3.3%	2.4%	3.4%	4.6%	1.4%	6.4%	0.9%	6.5%	0.0%	3.8%
No	0.3%	0.0%	1.7%	0.0%	0.7%	2.4%	1.5%	0.0%	0.0%	3.5%	0.0%	0.0%	0.0%	0.8%
By God's grace, I have been saved, I am being saved, and I will be saved	43.0%	66.1%	65.2%	71.9%	68.7%	60.0%	73.0%	65.4%	50.7%	51.7%	75.2%	59.7%	48.9%	61.5%
I haven't really thought about this question before	0.7%	4.2%	0.9%	0.0%	0.0%	1.2%	1.7%	3.3%	0.9%	2.9%	0.0%	6.5%	0.0%	1.7%
n=	711	118	652	64	150	85	1,061	153	213	172	109	62	45	3,595

Table A6.49b*NON-Educ Crosstabulation of "C57. Which of the following is something you would say in answer to the question, "Are you saved?"" and Division*

	ECD	ESD	IAD	EUD	NAD	SAD	SPD	SID	SUD	SSD	TED	WAD	Average
I really do not know	0.0%	2.7%	0.0%	0.0%	0.0%	2.1%	0.0%	3.0%	0.0%	5.0%	11.1%	0.0%	2.0%
Yes	46.3%	16.2%	25.0%	33.3%	41.1%	13.9%	32.3%	27.7%	42.9%	5.0%	44.4%	50.0%	31.5%
Maybe	2.5%	10.8%	25.0%	0.0%	1.8%	6.2%	3.2%	0.0%	4.8%	0.0%	0.0%	0.0%	4.5%
No	0.0%	0.0%	0.0%	0.0%	0.0%	3.2%	0.0%	1.0%	0.0%	5.0%	0.0%	0.0%	0.8%
By God's grace, I have been saved, I am being saved, and I will be saved	50.6%	64.9%	40.0%	66.7%	57.1%	71.6%	64.5%	67.3%	52.4%	80.0%	44.4%	50.0%	59.1%
I haven't really thought about this question before	0.6%	5.4%	10.0%	0.0%	0.0%	3.1%	0.0%	1.0%	0.0%	5.0%	0.0%	0.0%	2.1%
n=	160	37	20	6	56	2,121	31	101	21	20	9	20	2,602