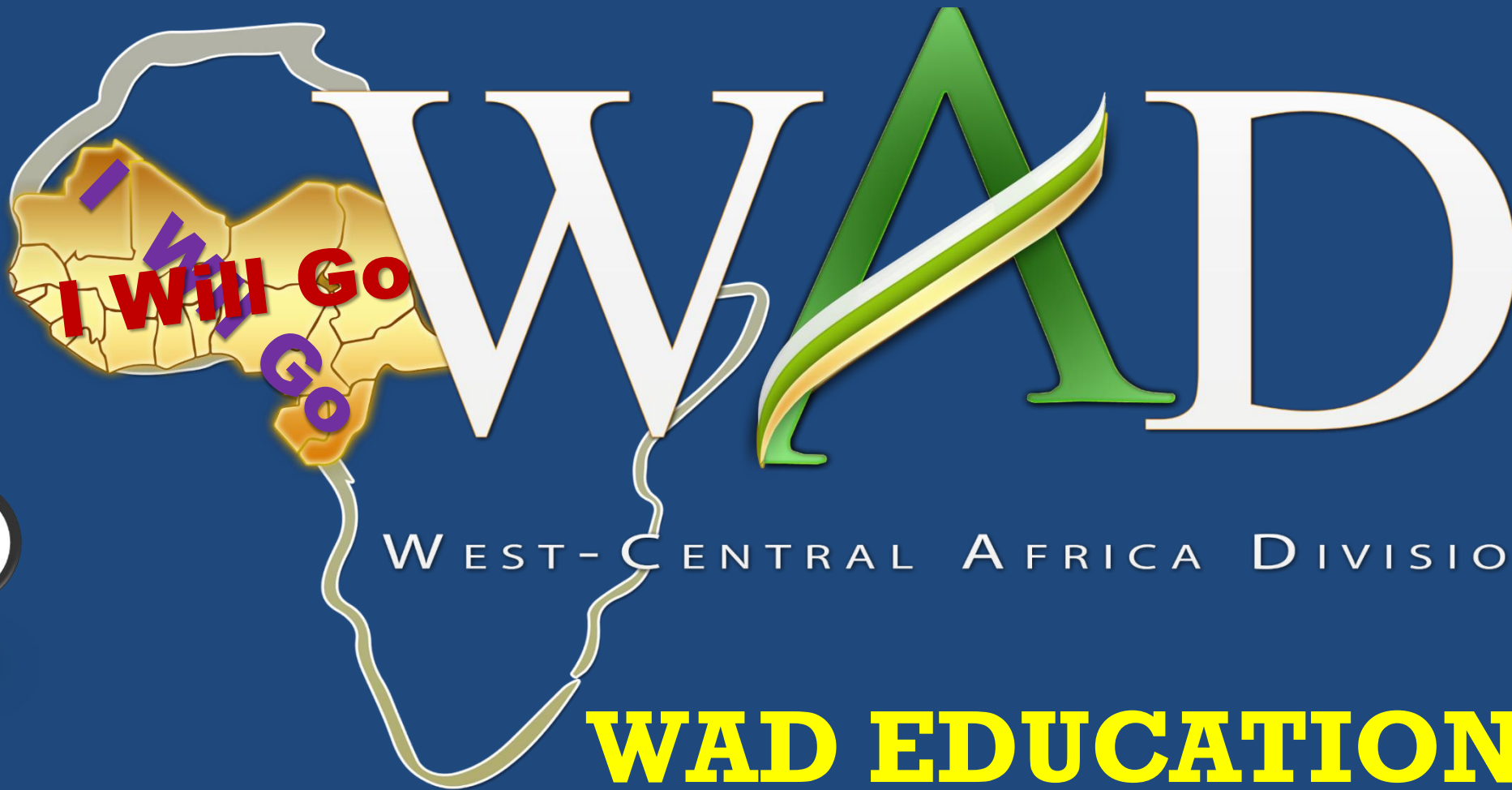


# WADEDU Report

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**November 5, 2020**





WEST-CENTRAL AFRICA DIVISION

## **WAD EDUCATION:**

Recent Past-Present-Near Future

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## Outline:

- Key Indicators: Then and Now
- Overview of the Implementation of WADEDU 2015-2020 SP
- List of Major Challenges in 2015-2020
- Informed Projections for the Near Future
- The proposed *I-Will-Prepare-Them-To-Go-With-Me* Action

# **I.** Key Indicators: Then & Now



2015

	PRI	SEC	ML	TER	TOT
Total Educational Units	955	166	8	4	1,133
Employees					
Teachers					
<b>SDA Teachers</b>	<b>3,452</b>	1,409	47	347	<b>5,255</b>
Non-SDA Teachers	4,203	1,612	26	310	6,151
Total Teachers	7,655	3,021	73	657	<b>11,406</b>
Non-teaching Personnel	395	1,210	94	969	2,668
Total Employees	8,050	4,231	167	1,626	14,074
Teacher Preparation					
Teachers who graduated from SDA tertiary institution	106	135	2	183	426
Teachers holding state teaching certificate	3,771	1,764	65	4	<b>5,604</b>
Teachers holding SDA denominational teaching certificate	67	75	1	6	<b>149</b>
Teachers holding a degree	978	1,926	79	557	3,540
Students					
Enrolled Students					
<b>SDA students</b>	<b>34,924</b>	12,456	1,191	2,382	<b>50,953</b>
Non-SDA Students	118,993	32,865	758	13,071	165,687
Total Enrolled Students	153,917	45,321	1,949	15,453	216,640
Number of graduates	969	3,809	36	4,288	9,102
<b>Students baptized during school year</b>	<b>28</b>	1,257	121	448	<b>1,854</b>

	PRI	SEC	ML	TER	TOT
Total Educational Units	1,052	169	8	5	1,234
Employees					
Teachers					
<b>SDA Teachers</b>	<b>3,127</b>	1,688	67	495	<b>5,377</b>
Non-SDA Teachers	3,140	1,920	77	268	5,405
Total Teachers	6,280	3,608	144	763	<b>10,795</b>
Non-teaching Personnel	368	996	52	1,053	2,469
Total Employees	6,652	4,604	196	1,816	13,268
Teacher Preparation					
Teachers who graduated from SDA tertiary institution	28	179	1	271	479
Teachers holding state teaching certificate	789	1,427	5	80	<b>2,301</b>
Teachers holding SDA denominational teaching certificate	52	152		4	208
Teachers holding a degree	734	2,513	3	703	3,953
Students					
Enrolled Students					
<b>SDA students</b>	<b>32,026</b>	14,038	862	5,528	<b>52,454</b>
Non-SDA Students	92,380	68,405	1,259	16,105	178,149
Total Enrolled Students	124,611	82,443	2,121	21,633	230,808
Number of graduates	2,429	9,125	36	5,349	16,939
<b>Students baptized during school year</b>	<b>191</b>	1,279	4	346	<b>1,820</b>

2019

## **2.**

# **Overview of the Implementation of the WADEDU 2016-2020 Strategic Plan**



1. Campus Discipleship

2. Value Based Education

3. Teacher Certification

4. Research

5. Educational Fundraising

6. Develop contextualized  
resource materials

7. Upgrade/Consolidate  
Existing Schools

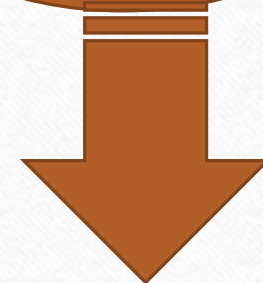
8. Rehabilitation of schools

9. University Exchange

10. Establish new schools

**What was to happen & what  
happened from 2016 to 2019:**

**A detailed  
analysis of the  
implementation  
status**



## Implementation Review of the 2015-2020 WADEDUC Strategic Plan

	OBJECTIVE (Strategic Priorities)	Projected Key Actions	Time-frame	Projected KPIs	WAD Implementation STATUS	COMMENTS	Union/Confer. implementation STATUS
1	<b>Campus discipleship</b>	TSI,TTI, TWI	2016-2020	_increased baptisms _increased attendance _decreased disciplinary cases	_≈45 % Tertiary _≈50 % Sec _≈50 % Prim.	-more interactions done with prim and sec. than tertiary Institutions.	
2	<b>VBE</b>	IFT, IFL, IFS workshops	2016-2020	_advisories, _teachers' conventions	_≈85 % _≈30 %	-done in all Unions except one -done in only three Unions	
3	<b>Teacher certification</b>	AUA/BU/VV run 2-week intensive programs	2017-2020	_course materials prepared _teachers certified	_≈90 % _≈00 %	-all attempts to pilot the program failed	
4	<b>Research</b>	Workshops for prim. & sec., and research activities	2016-2020	_# of workshops on research _# of research activities	_≈85 % _≈40 %	-done in all except one union -two out of the planned 6 were done	
5	<b>Fundraising</b>	Workshops for prim. & sec.	2016-2020	_# of workshops _Week of Educ. Emphasis materials	_≈85 % _≈100 %	- workshops done in all except one Union -adequate material prepared	
6	<b>VBE Resource materials</b>	Production of workshop materials	2016-2020	_# of materials produced	_≈80 %	-done for Prim and sec. only	
7	<b>Upgrading and consolidation of existing schools</b>	Through accreditation visits & orientation sessions	2016-2020	_# of visits _# of orientation sessions	_70 % Tertiary _≈80 % Sec. _≈80 % Prim	-done in only 3 universities -done for prim. And sec. in 8.5 out of 10 Unions	
8	<b>Schools' rehabilitation</b>	Through refurbishing & repairs	2016-2020	_# of schools rehabilitated	_≈0.08 %	-only one or two related visits in two unions	
9	<b>Establish new schools</b>	Building new & reclaiming old schools	2016-2020	_# of new schools _# of reclaimed schools	_≈01 % _≈0.1 %	-only two unions scantily assisted -only meetings held	
10	<b>Institutional collaboration</b>	Networking institutions	2016-2020	_# of Tertiary institutions _# of sec. schools _# of prim. schools	_≈60 % _≈00 % _≈00 %	-through PAUC -yet to be initiated for prim. And sec. schools	



**Implementation  
Review of BOE's  
2015-2020  
Strategic Plan  
Related Actions**

	<b>ACTION #</b>	<b>KEY IDEA OF THE ACTION</b>	<b>RELATED STRATEGIC PRIORITY (2016-2020)</b>	<b>IMPLEMEN-TATION SATTUS (at Division level)</b>	<b>COMMENT (on Division's implementation)</b>	<b>IMPLEMEN-TATION SATTUS (in the Fields)</b>
1.	'16-091a	Strengthen the SDA ethos on campus	Direct—see priority 01	≈85 %	Adequate strategies shared through materials and presentations	
2.	'16-019b	SDA children access to SDA schools	Direct—see priorities 07; 08; 09	≈85 %	Adequate strategies shared through materials and presentations	
3.	'16-019c	Teachers' enhancement	Indirect—see priority 03; 05	≈35 %	Plans were made but not even piloting was achieved	
4.	'17-031	Theology Teachers' commitment	Indirect—see priority 02	≈100 %	Adequate communication of the action to the institutions	
5.	'17-034	Teacher Certification	Direct—see priority 03	≈35 %	Plans were made but not even piloting was achieved	
6.	'17-047	Week of Education Emphasis	Direct—see priority 07	≈100 %	Appropriate materials were developed	
7.	'18-059	Sec. School Accreditation	Direct—see priority 07	≈04 %	Only 8 out of about 180 were accredited	
8	'18-060	Remuneration & Pension for school workers	Direct—see priority 07	≈80 %	Adequate education was provided	
9	'18-061	University Constitution review	Indirect—see priority 07	≈85 %	Adequate advice and guidelines were provided	
10	'18-062	Fundraising through week of education emphasis	Direct—see priority 05	≈100 %	Adequate materials and guidelines were provided	
10	'18-067	Pan-African Association of Adventist Colleges and Universities	Direct—see priority 10	≈85 %	Needed contribution was provided; but some initiatives are yet to be implemented	
11	'18-071	Teachers' Congress	Direct—see priority 02	≈30 %	This was carried out in only 3 Unions	
12	'19-081	Governance of Prim. & Sec. schools	Direct—see priority 07	≈95 %	Adequate education was given and needed materials were shared	
13	'19-090	Sponsoring Accreditation activities	Direct—see priority 07	≈.. %	To start with the new Quinquennium	
14	'19-093	Departmental research activities	Indirect—see priority 04	≈50 %	Only 2 of the 4 planned major works were done	
15	'20-102d	Prim. & Sec. school governance policy manuals	Direct—see priority 07	≈.. %	To start with the new Quinquennium	

**WAD-TERTIARY EDUCATION:  
Systems' Strategic  
Relationships/ Interactions**



	TOPMOST EIGHT CHALLENGES SHARED BY INSTITUTIONS (2015-2020)	RELATION TO 2015-2020 WADEDUC STRAT OBJECTIVES	RELATION TO WADEDUDIR DUTIES	RELATION TO WAD BOE FUNCTIONS (check in the WAD FE policy in this document )	RELATION TO BOE'S 2015-2020 ACTIONS	RELATION TO GC-EDUC 2020-2025 STRAT OBJ/KPI	COMMENTS
1.	<b>Low enrollment of Adventist Students</b>	*Direct—see priority 01 (discipleship) *Indirect—see priority 07 (upgrade/rehabilitation)	Direct—see duties 1, 10, 24, 28	Indirect—see function a.	Indirect—see action '19-87	Indirect—see KPI 2.10	
2.	<b>Low financial support from the Church</b>	*Indirect—see priority 05 (fundraising) as of 2019's appraisal	Direct—see duty 36	Direct—see function b.	Indirect—see action '19-087	Direct—see KPI 9.1	
3.	<b>Over-reliance on Tuition</b>	*Direct—see priority 05 (fundraising)	Indirect—see duty 33	Direct—see function b.	Indirect—see action '19-087	Indirect—see KPI 9.1	
4.	<b>Less attractive remuneration</b>	*Direct—see priority 05 (fundraising)	Indirect—see duties 11, 13, 29, 30, 33, 34,37	Direct—see function b.	Indirect—see action '19-087	Indirect—see KPI 9.1	
5.	<b>Aggressive competition</b>	*Indirect—see priorities 07 & 08	Indirect—see duties 11, 13, 29, 30, 33, 34,37	Indirect—see function b.	Indirect—see action '19-087	Indirect—see KPI 9.5	
6.	<b>Poor fundraising mechanisms</b>	*Direct—see priority 05 (fundraising)	Direct—see duties 27,	Indirect—see function b.	Indirect—see action '19-087	Indirect—see KPI 9.1	
7.	<b>Inadequate infrastructure</b>	*Direct—see priorities 05, 07 & 08	Indirect—see duties 13, 33, 36	Direct—see function c.	Indirect—see action '19-087	Direct—see KPI 2.10	
8.	<b>Inability to run cutting-edge programs</b>	Direct & indirect see priorities 05, 07, 08, 08, 10	Direct—see duties 36, 37	Indirect—see functions a. & d.	Indirect—see action '19-087	Indirect—see KPI 9.5	



**WAD-PRIM. & SECOND. EDUCATION: Systems' Strategic Relationships/ Interactions**



	TOPMOST TEN CHALLENGES SHARED BY SCHOOLS	RELATION TO 2015-2020 WADEDUC STRAT OBJECTIVES	RELATION TO WADEDUDIR DUTIES	RELATION TO WAD BOE FUNCTIONS	RELATION TO BOE'S 2015-2020 ACTIONS	RELATION TO GC-EDUC 2020-2025 STRAT OBJ/KPI	COMMENTS
1	High/Low tuition resulting in low SDA student enroll	Direct—see priorities 05, 07, 08	Indirect—see duties 3, 17, 18, 27, 36	Direct—see functions a. & b.	Indirect—see action '18-062	Indirect—see KPIs 6.7 & 6.8	
2	Lack of qualified SDA teachers	indirect—see priorities 03, 05, 07	Indirect—see duties 17, 18, 24, 29, 30, 36	Direct—see function b.	Direct—see action '18-062	Direct—see KPI 2.5	
3	Poor remuneration	indirect—see priorities 03, 05, 07	Indirect—see duties 17, 18, 24, 29, 30, 36	Direct—see function b.	Direct—see action '18-060	Indirect—see KPIs 2.5 & 2.10	
4	Inadequate supervision by Governance	Indirect—see priorities 02, 07, 09, 10	Direct—see duties 05, 12, 32	Direct—see function a.	Indirect—see actions '17-035; '20-101c; '20-102d	Direct—see KPI 4.3	
5	Poor or no faith-based content in the curriculum	*Direct—see priority 06 *Indirect—see priority 07	Direct—see duties 01, 29, 35, 37	Direct—see function d.	Indirect—see action '17-048	Direct—see KPI 1.5	
6	Inadequate infrastructure	*Direct—see priorities 08, 09; *Indirect—see priority 07	Indirect—see duties 13, 24, 36	Direct—see function c..	Indirect—see action	Direct—see KPI 2.10	
7	High competition	Indirect—see priorities 06, 07, 08, 09	Indirect—see duties 10, 11, 13, 29	Indirect—see functions a, b, c, d	Indirect—see action '18-062	Direct—see KPI 2.10; 6.7; 6.8; Indirect—see KPI 9.1	
8	Poor or no financial support from the church	Indirect—see priority 05	indirect—see duty 36	Indirect—see function b.	Indirect—see action '18-062	Direct—see KPI 9.1	
9	Poor funding strategies	Direct—see priority 05	Indirect—see duty 27	Indirect—see function b.	Indirect—see action '18-062	Indirect—see KPI 9.1	
10	Inadequate library and laboratory facilities	Direct—see priorities 06, 07, 08	Indirect—see duties 24, 35	Direct—see functions c, d.	Indirect—see action '18-062	Indirect—see KPI 5.8 & 9.1	

# **3.** Seven Major Challenges

- A. Violation of institutional governance policies in most prim & Sec. schools
- B. No schools in some countries
- C. Non-denominational employment status of school workers
- D. Inadequate number of Adventist teachers
- E. Low Adventist enrollment in SDA Schools
- G. Six of the 10 Union Education directors are just volunteers
- H. Work Overload at the WADEDU department



# 4. Informed Projections for the Near Future



## The Critical Relationships to Consider for the WAEDU SP 2021-2025



**The new strategic plan (WAEDU SP 2021-2025) will result from a careful analysis of the following relationships:**

- The Implementation rate of the WAEDU SP 2015-2020 in various Unions and existing institutions
- The appraisal of the activities of the WAEDU Director vis-à-vis his responsibilities toward the implementation of the WAEDU SP 2015-2020, BOE Actions, and Schools/Institutions' needs
- The appraisal of the BOE Actions vis-à-vis the WAEDU SP 2015-2020 as well as the schools and Universities
- The appraisal of the Unions/Schools/Universities implementation of the WAEDU SP 2015-2020
- The priorities of the GCEDU for 2021-2025
- The realities and related priorities of WAD territory for 2021-2025
- The present needs of Schools and Universities



**GC/WAD Strategic Call to Witnessing**

**Mission  
Priorities**



**Spirit.  
Growth  
Priorities**



**Leadership  
Priorities**

**Objective 01**

- 1.1. increase TMI (i.e., TSI, TTI & TWI) on campus
- 1.4. devotionals for all school grade levels
- 1.6. writing stories from 10/40 windows for JAE/Dialogue
- 1.7. Baptized-Members retention and Adventist students

**Objective 02**

- 2.5. support field and campus ministry-oriented projects
- 2.10. increase the # of schools in conference and missions

**Objective 04**

- 4.2. more missiology professors in our theology schools
- 4.3. regular institutional reports on *I Will Go*
- 4.\* more Adventist trained teachers in educ. institutions

**Objective 05**

- 5:1,6,7. increased Bible & SOP study on campus
- 5:2. increased church attendance on campus
- 5.3. improved Adventist Ethos on campus
- 5.8. production of more study materials in local languages
- 5.4. more intentional use of social media in witnessing
- 5.9 more Adventist children in Adventist institutions
- 5.\* establishment of Adventist Missions Institute
- 5.\*\* establishment of the Institute of Faith and Learning

**Objective 06**

- 6.2. unity; no tolerance for any form of abuse
- 6.7. institutions to be ready to respond to rural exodus
- 6.8. improved recruitment & retention of Adventist students

**Objective 07**

- 7.1. emphasis on historical-grammatical hermeneutics
- 7.2. emphasis on the body as the temple of the Holy Spirit
- 7.3. emphasis on the ethical use of media

**Objective 08**

- 8.1. continuing education for teachers and pastors
- 8.2. BMTE endorsement for all pastors
- 8.3. enhance teacher's missionary opportunities

**Objective 09**

- 9.1. realign resources with *I Will Go* objectives
- 9.5. Improvement of ITS on school campus

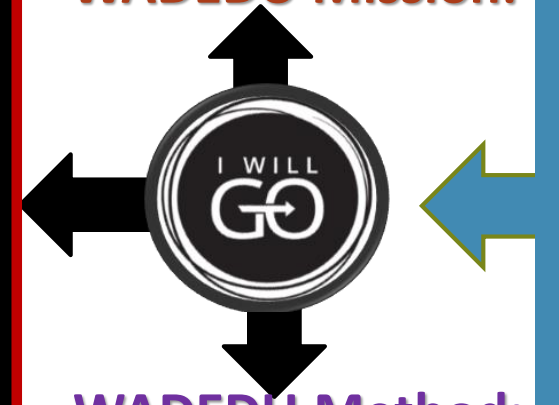
**Objective 10**

- 10.2. orientation for institutional boards & administrators
- 10.4. WADEDU annual reports on *I-Will-Go activities*

I  
Will  
Prepare  
Them  
To  
Go  
With  
Me

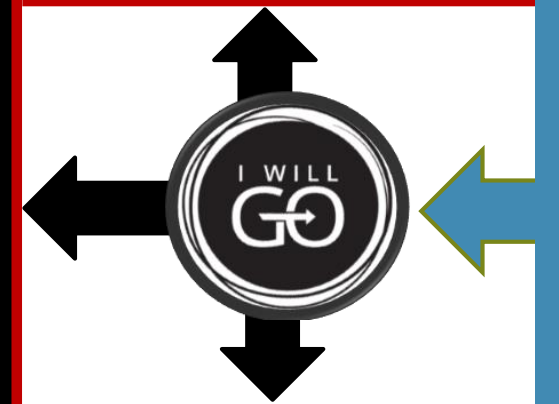
To Redeem learners from sin  
and to Restore God's Image in them

**WADEDU Mission:**



**WADEDU Method:**

Integration of Faith and Service, Faith and Teaching, and Faith and Learning



**WADEDU Vision:**

To Be a God-inspired, Bible-based, Christ-centered, Holy Spirit-guided, Service-oriented, and Heaven bound Educational system.

**—WADEDU Strategic Responses to the Call—**

**5.**

**The**

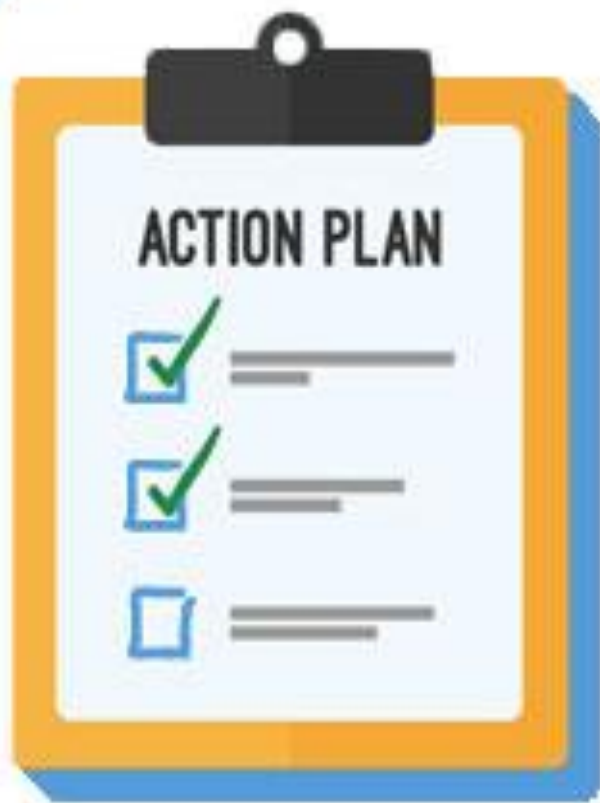
**I-Will-prepare-**

**them-to-Go-**

**with-Me Plan**

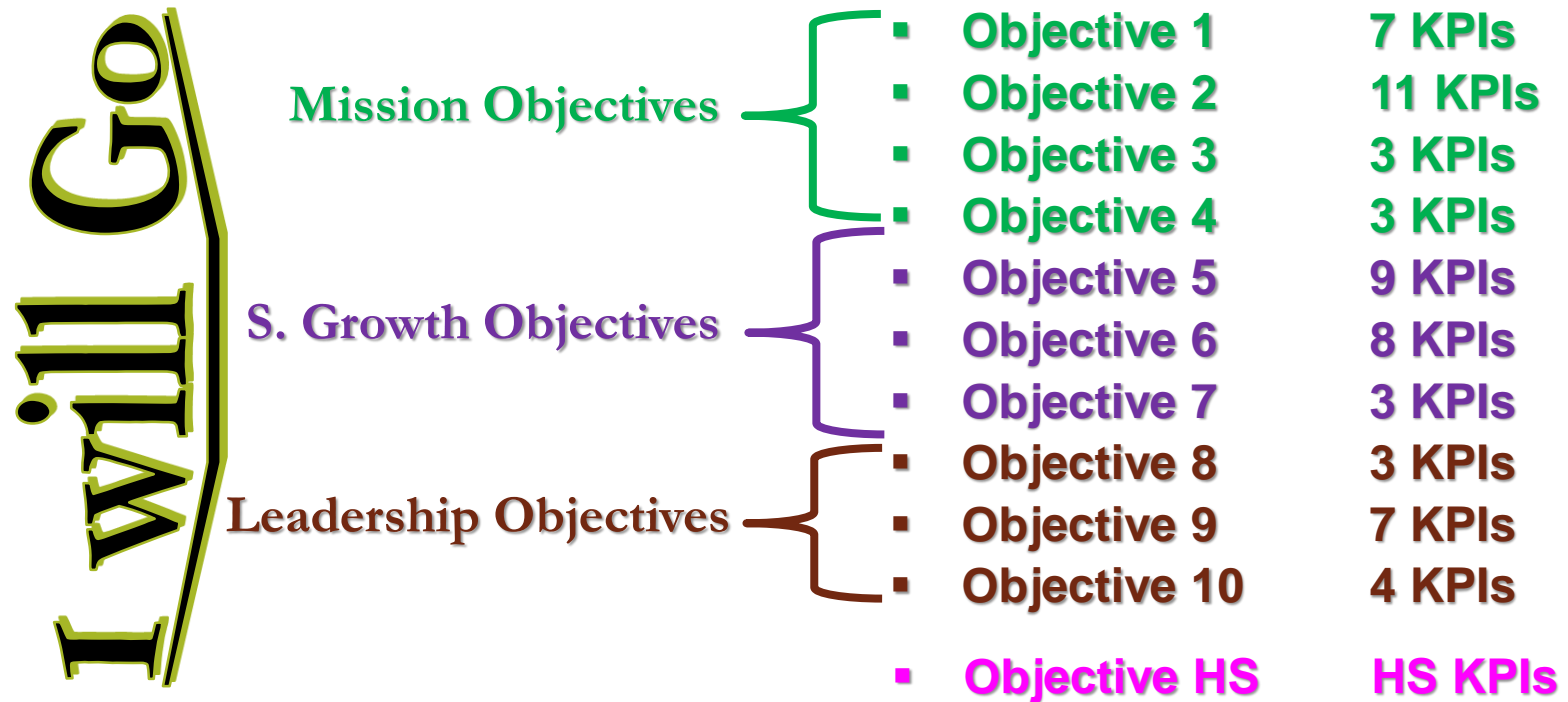


**for the 2021-2025 Quinquennium**





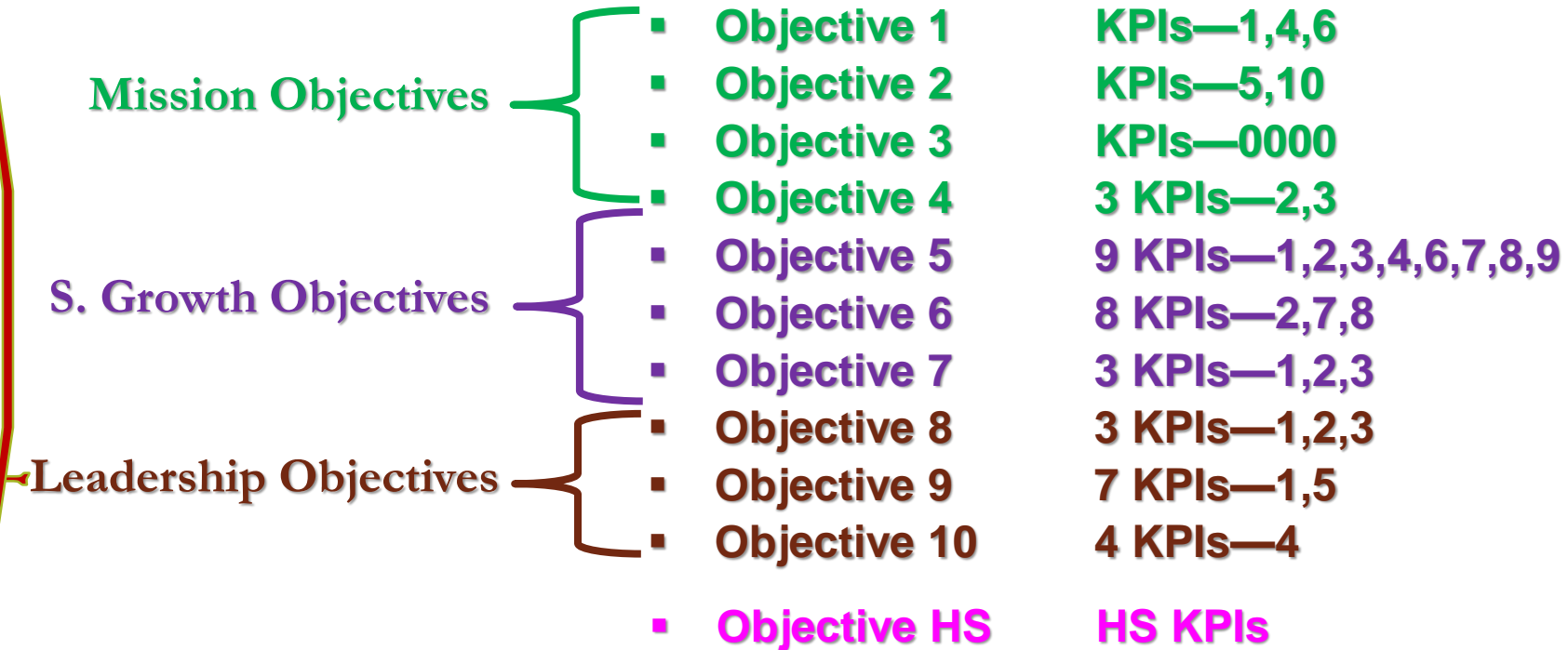
# Classification of GC's Objectives and PKIs



# GC's Objectives and PKIs

## Directly Relevant to GC/WAD Education

*I Will Prepare Them To Go With Me*



Key Strategic Issues/Objectives	KPIs	Initiatives/ Action Plan	Time Frame (e.g., Jan-May, 2020)	Person/Entity Responsible
<b>1. To revive the concept of worldwide mission and sacrifice for mission as a way of life involving not only pastors, but every church member, young and old, in the joy of witnessing for Christ and making disciples:</b>	<b>1.1.</b> Increased number of church members participating in both personal and public evangelistic outreach initiatives with a goal of Total Member Involvement (TMI)	Coordinate the formation of in-reach small groups ministries made up of students, teachers and other staff on campus	First trimester 2021	WAD Educ. Director with WAD Chap. Director
		Coordinate the formation outreach small groups ministries made up of students, teachers and other staff on campus	First trimester 2021	WAD Educ. Director with WAD Chap. Director
		Coordinate the formation of preachers clubs on campus	First trimester 2021	WAD Educ. Director with WAD Chap. Director
		Coordinate the formation of Bible-instructor clubs of campus	First trimester 2021	WAD Educ. Director with WAD Chap. Director
	<b>1.4.</b> Create and make available age-appropriate mission-focused morning devotional books aimed at each grade level of elementary education	Recruit devotional writers for each grade level in each Union	First trimester 2021	WAD Educ. Director with Union Educ. Director
		Form editorial Board for the various writers' clubs	First trimester 2021	WAD Educ. Director with WAD-Chaplaincy Director
		Organize seminars for Parent-Teacher Association on religious education for children	Throughout 2021	WAD Educ. Director with WAD Children's Min. Director
		Coordinate the formation/ strengthening preachers' clubs on all university campuses	Third trimester 2021	WAD Educ. Director with WAD Chap. Director



1.6. GC-funded periodicals include at least one story from the 10/40 Window or large urban areas in every issue (Dialogue/JAE)	Recruit story-writers from schools located in the 10/40 window	First trimester 2021	WAD Educ. Director , Union Educ. Director, school heads
	Recruit story writers in high schools and universities located in or near urban areas	Second trimester 2021	WAD Educ. Director , Union Educ. Director, school heads
	Publish some of the stories on the WAD website	Third trimester 2021	WAD Educ. Team with WAD Communication Director
	Publish other stories in the WAD Center for Missions periodical	First trimester 2022	WAD Educ. Team with Director for WAD Center for Missions
1.7. Improved retention rates of audited membership globally	Promote the enrollment of newly-baptized members into customized Bible study lessons including the 28 fundamental beliefs	First trimester 2021	WAD Educ. Director with WAD Chap. & SS Directors
	Promote the formation of discipleship-journey groups on campus	Third trimester 2021	WAD Educ. Director with WAD Chap. & PM Directors
	Promote the involvement of newly-baptized members in in-reach and outreach witnessing activities on campus	Second trimester 2021	WAD Educ. Director with WAD Chap. & PM Directors
	Promote the formation online Alumni-faith fellowship forum (AF <sup>3</sup> )	Throughout 2021	WAD Educ. Director with WAD PM. Director

<b>2. To strengthen and diversify Adventist outreach in large cities, across the 10/40 Window, among unreached and under-reached people groups, and to non-Christian religions:</b>	<b>2.5.</b> Institutional preparedness toward GC & interdivisional mission projects	Promote and strengthen LE ministries in universities	2021-2025	WAD Educ. Director with WAD Publish. Director
		Coordinate research on and introduction of MPhil in media ministries programs in universities	2021-2025	WAD Educ. Director with Institutional Academic deans
		Revamp the WAD Mission Institute with Missiologists well vested in Islamic religion	Third trimester 2021	WAD Admin. & Educ. Department
		Organize Seminars/workshops on Urban educational centers of influence	2021-2023	WAD Educ. Team
	<b>2.10.</b> Each conference and mission has a five-year plan to increase the number of Adventist primary and secondary schools.	Organize seminars for stakeholders on assessment and evaluation of the Adventist educational system in Missions and Conference	Throughout 2021	WAD Educ. Director with Union Educ. Directors
		Organize seminars/workshops for stakeholders on Creation and Operation of schools	2021-2022	WAD Educ. Team
		Formulate and implement strategies for fundraising for existing and new schools, as well for Universities.	2021-2025	WAD Educ. Director with institutional heads & Development officers
		Organize Seminars on Creation of networks between Conferences/Missions/ Institutions for mutual support in creation and operation of schools	Throughout 2022	WAD Educ. Director with Union Educ. Directors

<p><b>4. To strengthen Seventh-day Adventist institutions in upholding freedom, wholistic health, and hope through Jesus, and restoring in people the image of God:</b></p>	<p>4.2. Adventist tertiary institutions increase the proportion of missiologists teaching mission, all of whom are faithful to biblical missional principles, Adventist educated, and endorsed by IBMTE</p>	<p>Sponsoring MA/MPhil in Mission with specializations in Islam, ATR, Postmodernism, Christian Philosophy, and Media ministries</p>	<p>2021-2025</p>	<p>WAD Educ. Department, Universities, Unions</p>
		<p>Sponsoring PhD in Mission with specializations in Islam, ATR, Postmodernism, Christian Philosophy, and Media ministries</p>	<p>2021-2025</p>	<p>WAD Educ. Department, Universities, Unions</p>
		<p>Coordinate the Establishment/strengthening of Union-University boards toward evaluating and empowering missions</p>	<p>Throughout 2021</p>	<p>WAD Educ. Director, VCs, Union Leaders</p>
		<p>Organize seminars to strengthen inter-university collaboration for ministerial and theological education standards</p>	<p>Throughout 2022</p>	<p>WAD Educ. Team</p>
	<p>4.3. Each institution reports to its board or governing committee on how it will achieve selected objectives and KPIs of the I Will Go plan</p>	<p>Seminars for University Governing Councils on reviewing their policies and procedures manuals</p>	<p>First trimester 2021</p>	<p>WAD Educ. Team</p>
		<p>Organize annual seminars for institutional administrators</p>	<p>2021-2025</p>	<p>WAD Educ. Team</p>
		<p>Organize a week of « «I Will Prepare to Go With Me » emphasis in each university</p>	<p>2022-2023</p>	<p>WAD Educ. Director</p>
		<p>Organize biennial workshops on TST/TTI/TWI for each university</p>	<p>2022-2023</p>	<p>WAD Educ. Team</p>



**5-  
To disciple  
individuals  
and families  
into spirit-  
filled lives**

<p>5.1. Significant increase in numbers of church members regularly praying, studying the Bible, using the Sabbath School Bible Study Guides, reading the writings of Ellen White and engaging in other personal devotions</p> <p>5.2. Significant increase in numbers of church members and unbaptized children and youth regularly attending divine service and Sabbath School</p> <p>5.3. Significant increase in acceptance and practice of the church's distinctive beliefs, especially: Creation (FB 6); Salvation by faith (FB 10); State of the dead and power of prayer over witchcraft and spiritualism (FB 26, FB 11); Remnant Church (FB 12, FB 14); Principles of healthful living (FB 22); The Sanctuary/Investigative Judgment (FB 24); Second Coming (FB 25); and the nature of the Fundamental Beliefs as a whole as Bible-centered doctrines that reflect a loving, gracious God</p> <p>5.4. Increased number of people using Adventist social media when studying the Bible, to learn about Ellen White and read her writings, in personal devotions, and to promote mission</p> <p>5.6. Increased number of church members and church school students participating in corporate prayer initiatives</p>	Develop Sabbath School application activities	2021-2025	WAD Educ. team
	Publish customized SOP reading plans for students, teachers, and administrators	Throughout 2021	WAD Educ. team
	Publish family devotional book for WAD Education year (2023)	Fourth trimester 2022	WAD Educ. team
	Publish the «Alphabet and Vocabularies for Prayer Life and Ministry »	Third trimester 2021	WAD Educ. team
	Organize seminars/workshops for student life and services officers in secondary and tertiary institutions on mentoring students on campus	Throughout 2022	WAD Educ. Team, and Union Educ. Directors
	Organize seminars/workshops for student leadership in tertiary institutions on peer discipleship	First trimester 2021	WAD Educ. Team, and WAD Chap. Director
	Organize seminars/workshops for parent-teacher Associations in primary and secondary schools on home-school discipleship	2021-2025	WAD Educ. Team, and Union Educ. Directors
	Organize seminars/workshops for campus ministers on campus discipleship strategies in West-central Africa context	2021-2025	WAD Educ. Team, Associate Director, and WAD Chap. Directors
	Publish a handbook for practical education and spirituality	Fourth trimester 2023	WAD Educ. Team
	Publish 7 cards of the 28 fundamental beliefs to help believers memorize the beliefs in one week	Third semester 2021	WAD Educ. Team
	Organize seminars on parent-child symbiotic discipleship for each Union	2021-2025	WAD Educ. Director & WAD CM Director
	Organize seminars on teacher-learner symbiotic discipleship	2021-2025	WAD Educ. Team
	Coordinate the building up of Manna-snack stations for institutional officers	Throughout 2022	WAD Educ. Team
	Coordinate the building up of Manna-snack stations for teachers/faculty	Throughout 2022	WAD Educ. Team
	Coordinate the building up of Manna-snack stations for non-teaching staff	Throughout 2022	WAD Educ. Team
	Coordinate the building up of Manna-snack stations for students	Throughout 2022	WAD Educ. Team
	Publish «Finding-God-on-Campus » booklets	First trimester 2022	WAD Educ. Team
	Publish Alone-With-God-on-Campus booklets	First trimester 2022	WAD Educ. Team
	Publish Growing-together-on-campus booklets	First trimester 2022	WAD Educ. Team
Publish Please-Pray-for-me booklets	First trimester 2022	WAD Educ. Team	

<b>5.7. Evidence of better understanding of the prophetic role of Ellen White and the process of inspiration</b>	<b>Publish SOP quiz materials for students</b>	<b>First trimester 2022</b>	<b>WAD Educ. Team with WAD SOP Director</b>
	Advertise and Promote the formation of SOP clubs on campus	2021-2025	WAD Educ. Team with WAD SOP Director
	Advertise and promote the AU's SOP PG certificate program across the Division	2021-2025	WAD Educ. Team with WAD SOP Director
	Organize seminars for Bible teachers in elementary and high schools	2021-2025	WAD Educ. Team, Union Educ. Directors and WAD Chap. Director
<b>5.8. Increased availability in local languages of Ellen White's writings in print, braille, and audiobooks as well as on websites, mobile devices, and social media</b>	Sponsor 10 teachers for special-needs education	2021-2025	WAD Educ. & Special-needs departments
	Initiate a special-needs education program in each University	2021-2025	WAD Educ. & Special-needs departments
	Initiate a native-language research and translation in each university	2021-2025	WAD Educ. Team & Institutional Research Directors
	Strengthen adult-literacy project in each university	2021-2025	WAD Educ. Team & Institutional Research Directors
<b>5.9. Increased number of children from Adventist homes and churches attending Adventist schools</b>	Organize for each Union workshops on family-church investment initiatives for Adventist education	2021-2025	WAD Educ., Children's, and Family departments
	Organize for each Union workshops on family-school investment initiatives for child's access in Adventist schools	2021-2025	WAD Educ., Children's, and Family departments
	Organize for each Union seminars on Formal Education as an evangelistic enterprise	2021-2025	WAD Educ., Team
	Organize joint seminars with Family Ministries, Children's Ministries, Youth Ministries, and Chaplaincy Ministries on home-and-school discipleship	2021-2025	WAD Educ. Team with WAD FM, YM, and ACM Directors
<b>5.10 Strengthen Missions, Faith Integration, and Church-Institution evangelistic relationship.</b>			
	Coordinate the establishment of an Institute for Adventist Mission in one of the Universities	To be launched in June 2021	GC Mission Institute/WAD Administration/Host University
	Coordinate the establishment of an Institute for Faith and Learning in one of the Universities	To be launched in July 021	GC Mission Institute/WAD Administration/Host University
	Conduct workshops for Union and Conference leaders on investing in education as an evangelistic endeavor	2021-2025	WAD Educ. Team

**6.  
To increase  
accession,  
retention,  
reclamation, and  
participation of  
children, youth,  
and young adults**

<p>6.2. Evidence of greater unity and community among church members, of reduced conflict in local churches, and of an active commitment to zero tolerance of physical, emotional, and sexual abuse.</p>	<p><b>Organize seminars for institutional HR Persons on Conflict resolutions</b></p>	<p>2021-2025</p>	<p>WAD Educ. Team</p>	
	<p>Organize for each Union and University workshops on WAD sexual harassment prevention guidelines for school administrators</p>	<p>2021-2025</p>	<p>WAD Educ. Team with WAD SHP Coordinator</p>	
	<p>Organize workshops/seminars for schools on student accession and retention</p>	<p>2021-2025</p>	<p>WAD Educ. Team</p>	
	<p>Organize workshops/seminars for Church and school leaders on reclaiming Adventist schools from the Government</p>	<p>First trimester 2021</p>	<p>WAD Educ. Team</p>	
	<p>6.7. Evidence that local churches and Adventist schools are responding to the opportunities that mass migration offers for ministry, and that immigrants are being integrated into local Adventist communities</p>	<p>Coordinate research on rural exodus and its implication for Adventist philosophy of education and educational system dynamics</p>	<p>2021-2025</p>	<p>WAD Educ. Team with University research directors</p>
		<p>Organize for each Union Seminars of Adventist schools as centers of influence in cities</p>	<p>2021-2025</p>	<p>WAD Educ. Team with WAD PM Director</p>
		<p>Organize for each University seminars on establishing University's feeder schools in cities</p>	<p>2021-2025</p>	<p>WAD Educ. Team</p>
		<p>Coordinate research on strategies for cosmopolitan religious education in Adventist churches in the cities</p>	<p>2021-2025</p>	<p>WAD Educ. Team with WAD Evangelism Director</p>
	<p>6.8. Improved retention rates of young adults, youth, and unbaptized children, based on the collection of specific statistics on those groups</p>	<p>Coordinate research on student access to Adventist education in the 10/40 window</p>	<p>2021-2025</p>	<p>WAD Educ. Team</p>
		<p>Coordinate research on student retention and sponsorship in Adventist schools</p>	<p>2021-2025</p>	<p>WAD Educ. Team</p>
		<p>Coordinate research on the impact of pupil and student participation on their holistic performance and institutional ethos</p>	<p>2021-2025</p>	<p>WAD Educ. Team</p>
		<p>Coordinate research on reclaiming Adventist schools from the Government on institutional viability and ethos</p>	<p>2021-2025</p>	<p>WAD Educ. Team</p>

**7.  
To help youth and young adults place God first and exemplify a biblical worldview:**

7.1. Bible classes teach the historical-grammatical method, historicist approach to the study of prophecies, confidence in the Bible as divine revelation, trust in God, and commitment to His mission	Organize integration of faith and teaching (IFT) in tertiary institutions	2021-2025	WAD Educ. Team
	Organize seminars for Theology/Religion/Mission professors on Adventist philosophy of education	2021-2025	WAD Educ. Team
	Organize in collaboration with WAD-BRC seminars for Pastors and Bible teachers on Adventist perspectives on biblical hermeneutics	2021-2025	WAD Educ. Team with WAD BRC
	Coordinate research on the impact of cultural backgrounds on biblical interpretation in dominant culture of the Division	2021-2025	WAD Educ. Team
7.2. Youth and young adults embrace the belief (FB 22) that the body is the temple of the Holy Spirit, abstaining from alcohol, tobacco, recreational use of drugs and other high-risk behaviors, and embrace church teachings (FB 23) on marriage, and demonstrate sexual purity	Publish WAD-sensitive workshop materials for modesty and temperance among students on Adventist campus	First trimester 2022	WAD Educ. Team
	Publish WAD-contextualized workshop materials for overcoming addiction among students on Adventist campus	Fourth trimester 2021	WAD Educ. Team in collaboration with WAD Health Director
	Publish WAD-contextualized workshop materials for heterosexual relationship-making among students	Fourth trimester 2024	WAD Educ. Team
	Publish WAD-contextualized workshop materials on human sexuality and related issues in the 21st century	Second trimester 2023	WAD Educ. Team
7.3. Increased ethical and responsible use of media platforms by students	Coordinate teachers' webinars on online teaching ethics	2021-2025	WAD Educ. Team
	Coordinate students' webinars on online learning ethics	2021-2025	WAD Educ. Team
	Coordinate research on the impact of online education on student moral and intellectual development	2021-2025	WAD Educ. Team
	Organize seminars on teachers' and campus chaplains' online counselling ethics	2021-2025	WAD Educ. Director with WAD Chaplaincy Director



**8. To strengthen the discipleship role of pastors, teachers, and other frontline workers and provide them with regular growth opportunities:**

<p><b>8.1.</b> Evidence that most pastors and teachers feel supported by church members and by conference administrators, continue to feel called to ministry, and are engaging in continuing education and development</p>	<p><b>Coordinate teachers' endorsement, ranking, and award ceremonies in schools</b></p>	<p>2021-2025</p>	<p><b>WAD Educ. Director with Union Educ. Director</b></p>	
	<p>Coordinate seminars/workshops on Adventist teachers' remuneration and retirement benefits</p>	<p>2021-2025</p>	<p>WAD EDUC. department with Union/Conference educ. department</p>	
	<p>Sponsor teacher-training for deprived elementary and secondary school</p>	<p>2021-2025</p>	<p>WAD EDUC. department with Union/Conference educ. department</p>	
	<p>Coordinate and Sponsor triennial teachers' retreat for each Union</p>	<p>2021-2025</p>	<p>WAD EDUC. department</p>	
	<p><b>8.2.</b> Pastors with limited Seventh-day Adventist education are working to complete course work necessary to meet their local BMTE requirements [and teachers]</p>	<p>Conduct teachers' certification program in all the Unions</p>	<p>2021-2025</p>	<p>WAD Educ. Director with Union Director</p>
		<p>Coordinate the restructuring of the PG diploma in theology program for more effective and efficient pastoral ministry</p>	<p>First trimester 2022</p>	<p>WAD Educ. Director &amp; WAD BMTE secretary</p>
		<p>Publish Pastor's academic and professional retreat booklet</p>	<p>Third trimester 2022</p>	<p>WAD EDUC. team</p>
		<p>Coordinate Continuing Education for teachers and campus pastors/chaplains</p>	<p>2021-2025</p>	<p>WADEDUC Director with institutional academic dean and chaplain</p>
	<p><b>8.3.</b> Opportunities are given to frontline workers to deepen their passion for and broaden their experience of mission</p>	<p>Coordinate faculty exchange</p>	<p>2021-2025</p>	<p>WADEDUC Director with institutional academic dean</p>
		<p>Secure opportunities for faculty's sabbatical leave</p>	<p>2021-2025</p>	<p>WADEDUC Director with institutional academic dean</p>
		<p>Secure opportunities for student volunteer missionary work</p>	<p>2021-2025</p>	<p>WADEDUC Director with Institutional student life and services officer</p>
		<p>Secure opportunities for research collaboration and grants</p>	<p>2021-2025</p>	<p>WADEDUC Director, Union Educ. Director with Institutional president/research Director</p>
	<p><b>8.4</b> Strengthen Institutional governance</p>	<p>Coordinate the development of and workshops on governing-board policies at all levels of education</p>	<p>Throughout 2021</p>	<p>WAD Educ. Team</p>

9.

**To align world church resources with strategic objectives:**

9.1. Every organization systematically reviews and aligns resources in light of the worldwide mission priorities	<b>Coordinate Audit and accreditation activities in primary schools</b>	2021-2025	<b>WADEDUC Director with Union Educ. Director</b>
	Coordinate Audit and accreditation activities in secondary schools	2021-2025	WADEDUC Director, Union Educ. Director with Institutional ITS Director
	Coordinate Audit and accreditation activities in middle-level institutions	2021-2025	WADEDUC Director with Institutional ITS Director
	Coordinate Audit and accreditation activities in universities	2021-2025	WAD Educ. department
9.5. The General Conference has, and its entities are working toward, an integrated media plan that maximizes the potential of technology [instructional and classroom management software—ICMS]	Coordinate the acquisition of basic ITC equipment in schools	2021-2025	WADEDUC Director, Union Educ. Director with Institutional ITS Director
	Coordinate webinars on instructional and classroom management software in higher education	2022-2025	WADEDUC Director with Institutional ITS Director
	Coordinate webinars on academic record management software in higher education	2022-2025	WADEDUC Director with Institutional ITS Director
	Coordinate research activities on the impact of ICT in general and ICMS in particular on teaching and learning	2022-2025	WADEDUC Director with institutional ITS director

<b>10.</b> <b>To enhance the transparency, accountability, and credibility of denominational organization, operations, and mission initiatives:</b>	<b>10.4.</b> Divisions annually report progress in achieving the objectives and KPIs of the I Will Go plan: both via an online form, with standardized summative information, and by a presentation at each Annual Council	Coordinate the reporting process of Unions' Educational Units	2021-2025	<b>WAD Educ. Team with Union Educ. Director</b>
		Coordinate the reporting process of Universities	2021-2025	WAD Educ. Director with Council Chair
		Prepare regular reports for WAD BoE mid-year and year-end meetings	September each year	WAD Educ. Director and secretary
		Prepare summative information for WAD President for GC Annual Council	September each year	WADEDUC Director
<b>FUTURE HOLY SPIRIT-REVEALED OBJECTIVES</b>				

# Next Major Step

2<sup>nd</sup> Week of February 2021:  
Sparking the quinquennium with a  
Week of Education Emphasis in all  
Churches and Schools. The them:  
**Educating for Mission: *I Will  
prepare them to Go with me***

**2021: Spark & Sensitize**

**2022: Accelerate & Assess**

**2023: Amend & Adjust**

**2024: Multiply & Maximize**

**2025: Celebrate & Strategize**





# 6. Gratitude

- To Go be the Glory for divine enablings
- GC Education team for mentoring
- Division officers for counsels and support
- Colleagues at WAD office for encouragement and teamwork
- Union leaders for cooperation
- Union Education Directors for sacrificial work
- VCs for championing Adventist philosophy of Adventist education



# Educating for Mission:

**“I Will prepare them to Go with me”**





Thank  
you

