

Adventist International Institute of Advanced Studies Spiritual Master Plan 2020-2025

INTRODUCTION TO THE SPIRITUAL MASTER PLAN

The AIIAS Spiritual Master Plan for 2020-2025 was created by a committee of individuals representing AIIAS students, faculty and staff, AIIAS academy teachers, the chaplain's office, AIIAS church and AIIAS administration. Their task was unique, as AIIAS focuses primarily on graduate education, serving adult students who represent sixty different countries. However, AIIAS also provides education through AIIAS academy to 200+ K-12 students. Additionally, faculty and some staff live on campus, and therefore the spiritual life of the campus also supports their spiritual growth. Finally, AIIAS Church is the home church not only for individuals who are a part of AIIAS, but also for Adventists living in the area, including people working in nearby Seventh-day Adventist institutions such as the Southern Asia-Pacific Division. All of these groups of individuals were taken into account in the work of the spiritual master planning committee.

OUR MISSION

The mission of AIIAS is to develop leaders through distinctively Seventh-day Adventist graduate education, excelling in spirituality, scholarship and service.

About AIIAS:

The Adventist International Institute of Advanced Studies (AIIAS) was established by the Seventh-day Adventist Church because of its commitment to meet the growing needs of the church for college teachers, church leaders, educators, health professionals, and treasurers with international-level, graduate education.

Beginning in 1957, several graduate programs, primarily in the area of religion, were offered on the campus of Philippine Union College (PUC), now the Adventist University of the Philippines (AUP). These programs were organized into a Theological Seminary, which became an institution of the Far Eastern Division of Seventh-day Adventists in 1978.

The success of the Seminary led to the expansion of graduate programs into other areas, such as public health. Thus, on January 31, 1986, when AIIAS came into being by Presidential Decree 2021, to prepare leaders for the Seventh-day Adventist Church, it was composed of two schools: the Seminary and the Graduate School.

The primary *raison d'être* for the existence of AIIAS has never changed: to develop well-educated leaders to work within Seventh-day Adventist organizations.

FACILITATION OF MISSION ON OUR CAMPUS

Faculty and Staff

AIIAS Faculty and staff are selected for their fit with the mission of the institution. This means that they "maintain membership in the Seventh-day Adventist church in regular standing with an unreserved

commitment to its mission.” (Employee Handbook, p. 40). Employees adhere to the Fundamental Beliefs of the Seventh-day Adventist Church and exemplify standards of conduct, lifestyle, loyalty to the church, stewardship and commitment to Christian service as aligned with the values and beliefs of the church.

Our community

The AIIAS community is a reflection of its mission and of the world Seventh-day Adventist church. The faculty represents approximately 20 countries around the globe, and the student body represents approximately 60 countries worldwide. Graduations often include students from all 13 of the world church divisions. The AIIAS campus is located in the Philippines, where the AIIAS staff are primarily Filipino and each Sabbath brings local Filipinos on campus to worship as part of the AIIAS church. Additionally, AIIAS distance learning centers (DLCs) in various parts of the globe are part of the AIIAS academic community, and cohort students join the campus spiritual community during their face-to-face intensives. Finally, online students are part of the community from locations around the world.

The strategic plan’s relationship to the spiritual plan

Because the institution’s plan is singularly focused on preparing leaders for mission, spreading the influence of the institution farther, and providing a strong resource base for the institution, it articulates well with spiritual life and the spiritual master plan for AIIAS. The four academic areas of study—religion, business, education and public health—are all designed to prepare leaders for the church and its mission. Adventism and service are integrated throughout the academic programs through a rich collection of academic experiences, resources and research interests which enhance the spiritual growth of students, faculty and staff at AIIAS. However, the Spiritual Master Plan is strongly focused on personal spiritual growth and outreach at all levels, giving attention to specific areas not covered in the institution-wide master plan. The one area common to both plans is the goal of supporting and encouraging mission outreach in our region.

The spiritual plan and campus entities

The themes for the AIIAS Spiritual Master Plan 2020-2025 were developed through a survey of students (both graduate and academy), faculty and staff regarding impactful aspects of spiritual life on the AIIAS campus. Additionally, an all-campus focus group meeting elicited further input on some areas of need that were noted on the survey. Finally, the spiritual master plan draft was provided digitally to students, faculty and staff for their feedback and response. The various themes in the plan will require the participation, implementation planning and application of the goals across campus.

The ideal alumnus of AIIAS

As summarized in the Academic Bulletin, “The goals of administrators, faculty and staff members of AIIAS are as follows:.... [to] produce successful graduates that...

- Demonstrate excellence in their profession
- Offer their lives for service
- Contextualize knowledge and practical skills to meet local needs
- Model the ideals of servant leadership
- Positively influence and support their Church and community”

Core Values

Excellence. AIIAS values excellence. AIIAS prizes continuous improvement and the pursuit of excellence as a way of life including high standards as part of the devotion to God.

Integrity. AIIAS values the honorable, transparent, and honest. It encourages and practices ethical behavior that displays high moral standards in personal and organizational action.

Service. AIIAS values and nurtures joyful lives that bless others. Reaching beyond personal, family, and campus needs, AIIAS uses its faculty resources to support the Church and community.

Faith. AIIAS values the beliefs and lifestyle of the Seventh-day Adventist Church, rooted in the Holy Scriptures, which are upheld in the highest regard as inspired and authoritative.

Church and School relationships and challenges

Church-school relationships typically live within creative tension in Adventist higher education. Communities of Seventh-day Adventists tend to cluster around higher education institutions, which means that the institution's church ministers not only to those who work and study at AIIAS, but to church members and friends from the surrounding community. The AIIAS church pastors are the employees of the local mission, not of AIIAS. And the general Sabbath School, divine worship, and church ministries reflect the Adventist culture of the Philippines. AIIAS students and faculty need to be actively involved in local mission, yet the students and faculty come to their learning and teaching and ministry with a diversity of cultural backgrounds and perspectives. The survey results gathered for this spiritual master plan have noted that some campus residents would like to see the diversity of the world church better represented in the life of the AIIAS church. We also understand that the AIIAS church is home to a larger membership than that of the institution. Conversations have begun, and the church pastors have been very supportive, open and willing to discuss how this challenge can become a creative collaboration in the long run.

Spiritual indicators and desired outcomes for our students

The Spiritual Master Planning committee began by gathering information on what has been most helpful to AIIAS students, staff and faculty in their spiritual lives (see Appendix). From the data gathered in the SMP survey and subsequent interactions with the AIIAS community, five themes emerged in which AIIAS has had a *positive impact* on faculty, staff and students: Devotions, Ministry, Small Groups, Visitation, and Weeks of Prayer.

When asked what would most contribute to spiritual life going forward, the areas identified by survey respondents fell under five themes: Bible Study, Small Groups, Home Visitation, Ministry and Variety. Through analysis, the Bible Study, Small Groups and Visitation themes were combined into one theme, which the Spiritual Master Planning Committee labeled "Discipleship & Ministry."

The three themes, then, for AIIAS focus in from 2020-2025 are: **Discipleship & Ministry**, **Mission Outreach**, and **Variety**. The desired outcomes fall under these themes.

PROCESS OF PLAN DEVELOPMENT

Where AIAS Shines:

In soliciting ways in which AIAS has been particularly helpful to spiritual growth, the following themes emerged as highlights.



Specifically, people at AIAS described the following experiences within each theme as having enhanced their spiritual lives at AIAS:

Visitation	Small Groups	Ministry
<ol style="list-style-type: none"> 1. <i>Visitation by Community members</i> 2. <i>Visitation by Pastor</i> 3. <i>Visitation by Chaplain</i> 	<ol style="list-style-type: none"> 1. <i>Prayer partners</i> 2. <i>Bible study group</i> 3. <i>Sabbath School Class</i> 4. <i>Support group</i> 	<ol style="list-style-type: none"> 1. <i>Church visitation</i> 2. <i>Outreach</i> 3. <i>Serving in church</i> 4. <i>Music</i>
Devotion	Week of Prayer	
<ol style="list-style-type: none"> 1. <i>Personal devotions</i> 2. <i>Class devotions</i> 3. <i>Chapel</i> 	<ol style="list-style-type: none"> 1. <i>SA week of prayer</i> 2. <i>Institutional week of prayer</i> 3. <i>Children week of prayer</i> 	

Ways in Which AIIAS Could Better Enhance Spiritual Growth:

When asked, “What ONE suggestion would you have for how AIIAS can best assist you in your spiritual growth?” the responses fell into five themes, as follows:



Specifically, people at AIIAS indicated that the following experiences would be most needed/appreciated in enhancing spiritual life on campus:

House Visitation	Small Groups	Ministry
<ol style="list-style-type: none"> 1. <i>Visitation of students outside AIIAS</i> 2. <i>Pastoral Visitation</i> 3. <i>Chaplain Visitation</i> 4. <i>Administration Visitations</i> 	<ol style="list-style-type: none"> 1. <i>Spiritual growth groups</i> 2. <i>Support groups</i> 3. <i>Teenagers/Youth group</i> 	<ol style="list-style-type: none"> 1. <i>Outreach</i> 2. <i>Missions</i> 3. <i>Music</i> 4. <i>Meeting spiritual needs of specific groups in AIIAS (couples, singles, etc.)</i>
Bible Study	Variety	
<ol style="list-style-type: none"> 1. <i>Bible study Sabbath afternoons</i> 2. <i>Bible study for kids</i> 3. <i>Prophecy programs</i> 	<ol style="list-style-type: none"> 1. <i>Speakers</i> 2. <i>Programs</i> 3. <i>Program participants</i> 4. <i>Worship styles</i> 	

Because of overlap between Bible Study, Small Groups and House Visitation themes, these two themes were later combined under the label, “Discipleship & Ministry.”

The Spiritual Master Planning Committee considered the areas for growth as identified in the survey and subsequent focus group meeting, and organized them under the following goals, which were taken directly from the *I Will Go* strategic plan of the Seventh-day Adventist Church. The nine Key Performance Indicators (KPIs) were articulated specifically to identified areas for growth, as indicated by survey respondents. The final goal—articulated by the General Conference as being an outcome of the leading of the Holy Spirit—was selected based on the students’ expressed need for AIIAS to be more inclusive in representing the diversity of the world church as we worship together on campus.

THE CORE OF THE PLAN: THEMES, GOALS AND KPIs

Theme 1: Discipleship & Ministry

Goal 1.1: To develop a Christ-Centered community of spirit-filled disciples of Jesus

(Reference: IWG-Objective #5: To disciple individuals and families into spirit-filled lives)

KPI 1.1.1

Promote small groups fellowship to learn ways to acknowledge Jesus as the ultimate authority in our lives, and voluntarily submit ourselves to His control.

KPI 1.1.2

Provide annual training for discipleship group leaders on the AIIAS campus.

KPI 1.1.3

Establish a discipleship/fellowship group for single individuals studying and working at AIIAS.

Goal 1.2: (IWG-Objective #7): To help youth and young adults place God first and exemplify a biblical worldview

KPI 1.2.1

Coordinate with the AIIAS Church to provide specific programming targeted to spiritual nurture and support of youth/young adults, and to institute a succession development plan for sustainable leadership of youth activities.

Goal 1.3: (IWG-Objective #8): To strengthen the discipleship role of pastors, teachers, and other frontline workers and provide them with regular growth opportunities.

KPI 1.3.1

Formulate a systematic pastoral visitation program for families and individuals living and working at AIIAS in such a way that visitation is carried out by a variety of pastoral, chaplaincy and lay individuals.

Theme 2: Mission Outreach

Goal 2.1: (IWG-Objective #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.

KPI 2.1.1

Develop an AIIAS Academy mission outreach program for students at all levels, to prepare them to lead in mission service.

Goal 2.2 (IWG-Objective #3): *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.* [Cross-reference: Strategic plan Goal 3.1]

KPI 2.2.1

Develop and implement an outreach initiative to local cities around the AIIAS campus.

KPI 2.2.2

Develop and implement a sustainable plan for reaching the business community in Makati--and/or other upscale areas of Metro Manila--with the gospel of Jesus Christ.

Theme 3: International Culture

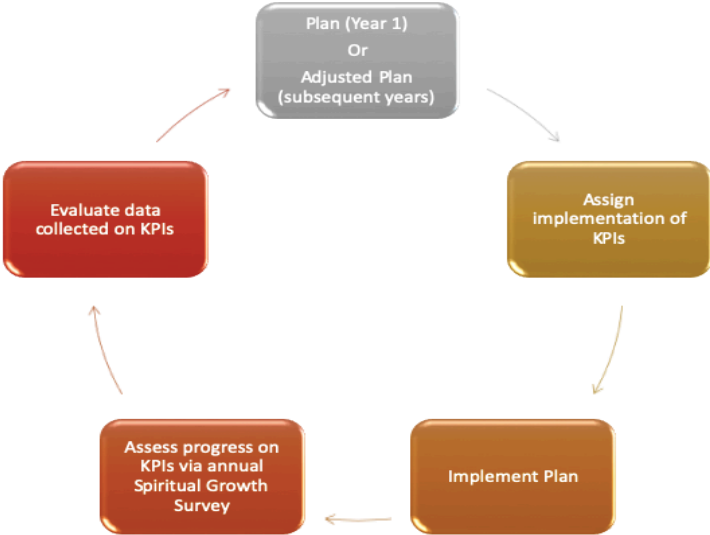
Goal 3.1: (IWG-Objective 11): *To provide a vibrant spiritual culture which embodies the multinational, multicultural and multiracial nature of AIIAS in a way that demonstrates a little foretaste of heaven.*

KPI 3.1.1

Collaborate with the worship committee of the AIIAS Church and with the Spiritual Life Committee of the institution to bring increased variety, with quality, to AIIAS worship and chapel services—speakers, programs, music styles, participants—that reflect the regions of the world church.

IMPLEMENTATION, THE ASSESSMENT MODEL and CLOSING THE LOOP

The narrative in the Spiritual Master Planning Guidebook notes that the implementation and assessment begin after the Spiritual Master Plan is adopted (p. 19). The AIAS assessment model for spiritual master planning provides for “closing the loop,” per the following chart:



Once the plan is adopted by the Board of Trustees, the first year’s task will be the assignment of the various KPI responsibilities to the relevant entity/entities. Their plans will be submitted to the Spiritual Life Committee for review and approval, and must take into consideration opportunities and needs in their areas. Once plans are approved, implementation begins.

The cycle of assessment

Once a year, in March, the Spiritual Master Planning Committee will run a survey to assess progress toward implementation of the KPIs, and to ascertain if there are new areas which need strategic attention. Results will be communicated out to the responsible entity/entities, and their response will be requested, including commentary on the survey results and whether their plans need to be changed. They will have the opportunity to suggest an adjusted plan for their area, based on the survey results.

The Spiritual Master Planning committee will then formulate and recommend the updated Spiritual Master Plan to the Spiritual Life Committee, which will prepare a report and recommend any adjustments to the Student Services subcommittee of the Board of Trustees at their May meeting.

The Vice President for Student Services will communicate feedback from the Board to the Spiritual Master Planning Committee and the entities which are implementing the [adjusted] spiritual master plan. This provides for review and input at all levels, and for annual adjustment of the plans to meet the needs of the AIAS community.

Once the adjusted plan is confirmed, the annual cycle begins again with the implementation stage.

[Appendix on Next Page: Spiritual Growth Survey]