and is striving to increase its readership. The Taskforce would like to see this resource utilised more extensively in equipping Adventist business and professional women with appropriate skills to minister to their secular colleagues. The Taskforce understands that such an objective is not outside the charter of the magazine and would be of benefit to Adventist business and professional men as well.

The Taskforce would like to see Adventist Professional run a series of articles, prepared by Adventist business and professional women, examining appropriate ways to minister to secular colleagues.

RECOMMENDATION 6
The Taskforce recommends that the South Pacific Division Coordinator of the Toward 2000 Project approach the Editorial Board of Adventist Professional asking them to feature a series of articles designed to develop and refine the skills Adventist business and professional women utilise in ministering to their secular colleagues and to maintain this interest over time.

Project Three  Personal Ministries Resource Library
In equipping Adventist business and professional women with skills to minister more effectively to their secular colleagues, the Taskforce would like to involve an existing association already in contact with a significant number of Adventist women - the Association of Adventist Women (AAW). The Taskforce recognises that AAW has conducted a wide range of activities such as lectures and seminars, weekend retreats and workshops designed to enhance the skills and knowledge base of Adventist women. Further, and of primary importance, the Association is strongly committed to realising the potential of all Adventist women.

The Taskforce would therefore like to see AAW become actively involved in the distribution of audio-visual resources to Adventist business and professional women. The Taskforce understands that the Association has already undertaken preliminary steps to establish an audio cassette tape library utilising voluntary help from within the Association.

RECOMMENDATION 7
The Taskforce recommends that the South Pacific Division approach the Executive Committee of the Association of Adventist Women (Sydney chapter) urging them to establish and maintain a Personal Ministries Resource Library designed to skill business and professional women in their ministry to secular colleagues.

RECOMMENDATION 8
The Taskforce recommends that the South Pacific Division make an initial grant (possibly $5000) to the Association of Adventist Women (Sydney chapter) for the establishment of the Personal Ministries Resource Library and the conducting of an extensive advertising campaign.

RECOMMENDATION 9
The Taskforce recommends that the South Pacific Division make an annual grant (possibly $1000 with a built-in Consumer Price Index factor) to the Association of Adventist Women (Sydney chapter) to be used in expanding and upgrading the Personal Ministries Resource Library and financing related activities such as postage and advertising.

RECOMMENDATION 10
The Taskforce recommends that the Association of Adventist Women (Sydney chapter) consider appointing an appropriately skilled woman to coordinate the development and maintenance of the Personal Ministries Resource Library.

RECOMMENDATION 11
The Taskforce recommends that attempts be made to identify all existing and available resources in Australian and New Zealand Adventist, non-educational
institutions (such as the audio cassette library of the Chaplain's Department, Sydney Adventist Hospital) and that discussions be held with the institutions currently holding those resources with the view to merging all resources into the services of the Personal Ministries Resource Library.

RECOMMENDATION 12
The Taskforce recommends that the Association of Adventist Women (Sydney chapter) be accountable to a suitable department such as the Church Ministries Department of the South Pacific Division for the development and maintenance of the Personal Ministries Resource Library project.

RECOMMENDATION 13
The Taskforce recommends that the Association of Adventist Women (Sydney chapter) report annually to the Church Ministries Department of the South Pacific Division, providing information on the utilisation of the Resource Library and making available to this Department all related financial records.

Providing Resources to Meet the Needs of Secular Colleagues
Survey respondents consider their female and male secular colleagues to have needs in a number of areas, the greatest being in the areas of stress, financial and time management, career development, health maintenance and, for women, child care. Given that these are the identified perceived needs of the respondents' secular colleagues, it would seem appropriate that resources be made available to meet these needs.

The Taskforce is aware that some resources have been designed and developed by the Adventist Church in certain of these identified areas. Available resources include:

- programs in the areas of stress management, and rather specific facets of health maintenance (such as smoking cessation, weight reduction and vegetarian cooking) which are conducted regularly in local Adventist churches

- various nutritional programs and resources available through the Nutrition Education Unit of the Sanitarium Health Food Company

- overall health maintenance issues presented in the television program series Focus on Living, produced until recently by the Adventist Media Centre

- a wide range of health oriented publications are published by the Signs Publishing Company including its magazine, Good Health and a range of health oriented books

- church affiliated health institutions such as Warburton Health Care Centre and the Health Education Centre of the Sydney Adventist Hospital regularly conduct programs on a wide range of health related issues. Of particular interest to the Taskforce are the “Focus on Women's Health” and the “Managing and Mastering Stress” programs conducted by the Health Education Centre, Sydney Adventist Hospital.

In general, the emphasis of these available resources is toward health maintenance (in many instances specific facets of health maintenance) and stress management. The Taskforce is not aware of resources designed, developed or regularly conducted by the Adventist Church to address issues in the areas of child care, career development, financial and time management. The Taskforce recognises however that individual pastors and churches may conduct programs in these areas having obtained material from sources other than the Adventist Church.

While the Taskforce considers currently available resources: in the area of lifestyle to
be adequate and (in most instances) appropriate, it is concerned with the rather limited format of these available resources. The format of a large number of available resources is one of conducting programs on weekends or evenings, an approach which may not always suit the busy schedules of professionals, women in particular. In some areas, there are limited resources available that can be used in place of program attendance.

Given the Adventist Church's strong emphasis on stewardship and health, the Taskforce considers it appropriate that resources be designed and developed to address issues in the areas of financial and time management and overall health maintenance.

**RECOMMENDATION 14**
The Taskforce recommends that the South Pacific Division oversee the design and development of a range of appropriate resources in the areas of financial management, time management and overall health maintenance.

The Taskforce acknowledges the success of the Church's Stress Management program. The Taskforce would however like to see resources made available to address the specific concerns of executive stress management. This resource would appeal to a narrower segment of the population than the current stress management program, yet the Taskforce considers that the development of a resource to address this particular area of stress would be particularly beneficial.

It is not envisaged that the design and development of resources in the area of executive stress management would involve extensive additional research. To a large extent, information already available in the current program would form the basis of this resource. In designing and developing this resource consideration would need to be given to its presentation and format which would need to be highly professional.

**RECOMMENDATION 15**
The Taskforce recommends that an Executive Stress Management resource be designed and developed to complement the current Stress Management program.

Overall health maintenance was identified as the third greatest need of business and professional women. The Taskforce would like to see appropriate resources designed and developed to meet this identified need. It is anticipated that the resources would consider health issues particular to women such as (although not exclusively) fatigue, Pre-Menstrual Syndrome, menopause, incontinence, breast and cervical cancer and osteoporosis.

**RECOMMENDATION 16**
The Taskforce recommends that the South Pacific Division contract the Health Education Centre, Sydney Adventist Hospital to design and develop appropriate resources in the area of women's health.

Child care was ranked as the fifth greatest need of business and professional women. The Taskforce recognises that the Adventist Church has traditionally limited its involvement in the area of pre-school child care, believing that young children should remain at home with (preferably) their mother as primary carer. Similarly the Church has limited its involvement in after school and vacation child care for older children, once again assuming that a parent will be at home to care for the children when they finish school for the day, or care for them during vacation time.

The reality of the 1990s however rarely matches this ideal long held by the Church. Today, a large proportion of women with young children, whether they be Adventist or non-Adventist, work, either through choice or out of necessity. For many of these women the need for suitable child care is extremely great. Further, overseas experience, along with increasing experience in Australia is showing that the provision of child care facilities can bring major benefits for employers, including
reduced absenteeism and staff turnover, greater productivity and an enhanced public image. Leading Australian companies such as Shell Australia, OTC, Nissan Ltd. and KPMG Peat Marwick to name just a few are taking positive steps to provide a range of child care services for their employees. In addition, recent changes in Australian Federal policy, particularly reforms to the fee relief system and substantial tax benefits along with greater options available to industry, are making the provision of child care far more attractive and financially viable (Directions in Government, 1990:7).

The Taskforce considers there to be a great opportunity for the Adventist Church to minister to secular business and professional women through the provision of child care facilities and services such as creche, pre-school, before and after school care and activities during school holidays. The Taskforce therefore makes the following recommendations.

RECOMMENDATION 17
The Taskforce recommends that each large institution affiliated with the Seventh-day Adventist Church in Australia and New Zealand (the Sydney and Auckland Adventist Hospitals, the Warburton Health Centre, the Sanitarium Health Food Company, the Signs Publishing Company and Avondale College) seriously consider conducting a needs assessment to ascertain the child care requirements of their workers, both female and male, Adventist and non-Adventist.

The provision of child care goes far beyond building a child care centre exclusive to a company’s own employees. The Taskforce therefore urges that once the needs assessment has been conducted, each institution investigate extensively the full range of employer-supported child care options and the options for cooperative funding arrangements available. Such options include:

- on-site day care centres
- off-site day care centres
- school holiday programs
- child care information services

Institutions in New South Wales are urged to investigate grants provided by the state government’s Department of Health and Community Services, while Victorian based institutions such as the Signs Publishing Company are urged to explore the possibility of obtaining needs assessment grants from the Victorian Department of Labour. Fisher and Biggs (1991) provide further details on such services and government initiatives and may be an appropriate source for the institutions to consult.

RECOMMENDATION 18
The Taskforce recommends that, upon analysis of data, each institution determine the appropriateness of establishing services to meet the child care needs of their employees.

RECOMMENDATION 19
The Taskforce recommends that consideration be given to the provision of a range of appropriate options such as childcare referral and placement services, the establishment of creche or pre-school facilities, or financial assistance to children already appropriately placed in child care facilities.

RECOMMENDATION 20
The Taskforce recommends the Education Department of the South Pacific Division examine the feasibility of establishing before and after school programs and vacation programs for children living in the surrounding neighbourhoods of its primary schools.
The Design and Development of Recommended Resources

Women working in the secular world are accustomed to using resources that are concise and clear: extremely professional both in presentation and format. Adventist women are often embarrassed when they find that the only resources available from their church they can offer their secular colleagues fall far short of the type of resources they, and their colleagues, are accustomed to in their professional life. Resources that are outdated, visually unacceptable and/or irrelevant are likely to go unused, regardless of the cost of preparation.

Therefore, in designing and developing the resources called for in the above recommendations, the Taskforce considers it imperative that those responsible for resource design and development be creative and open minded. It is not necessary that the resources made available follow past formats and structures. Indeed, in some instances, the Taskforce strongly suggests that past formats and structures not be used.

The resources to be designed and developed must meet several criteria. The resources must:

- be produced for business and professional women with subject matter that is useful and important to this group
- contain subject matter that is logically arranged, with appropriate coverage and scope. The intellectual content must have conceptual depth
- contain subject matter that is accurate, current, authentic, has valid, convincing and unbiased discussion and conclusions (where bias is relevant this should be obvious and stated)
- have technical quality that is high in areas including speech clarity, continuity and editing, colour intensity and other visual effects
- be convenient to use, considering the technology available and the length of time required to view/listen to the complete presentation.

Further, the mode of communication utilised must be appropriate to and acceptable by business and professional women, taking into account clarity, interest, language level and appearance.

RECOMMENDATION 21

The Taskforce recommends that the design and development of recommended resources meet the following criteria:

- be produced for business and professional women with subject matter that is useful and important to this group
- contain subject matter that is logically arranged, with appropriate coverage and scope. The intellectual content must have conceptual depth
- contain subject matter that is accurate, current, authentic, has valid, convincing and unbiased discussion and conclusions (where bias is relevant this should be obvious and stated)
- have technical quality that is high in areas including speech clarity, continuity and editing, colour intensity and other visual effects
- be convenient to use, considering the technology available and the length of time required to view/listen to the complete presentation.
RECOMMENDATION 22
The Taskforce recommends that the mode of communication used in developing resources needs to be appropriate to and acceptable by business and professional, taking into account clarity, interest, language level and appearance.

The Taskforce also considers it important that the resources be available in a variety of formats. As has been observed, attending programs, for example, may not always be convenient, whereas an audio cassette tape that can be listened to whilst driving to work may prove to be more convenient and therefore, more useful and effective.

RECOMMENDATION 23
The Taskforce recommends that a creative approach be taken in determining the format of resources and that consideration be given to utilizing mediums such as video and audio cassette tapes, resource kits and creatively packaged written material.

As coordinator for the design and development of the resources recommended in the preceding discussion, the Taskforce urges the South Pacific Division to utilise the skills of Adventist business and professional women. The Taskforce considers it essential to the success of the project that input be obtained from business and professional women who do not work for the Adventist Church. It is of vital importance that Adventist business and professional women be actively involved in the design, development and trialing of these recommended resources to be used by their peers. Having conducted its survey, the Taskforce is aware of many women skilled in each area identified as an area of need. The Taskforce would like to see such women make a significant contribution to this project.

RECOMMENDATION 24
The Taskforce recommends that the South Pacific Division utilise the skills of appropriately trained and experienced Adventist business and professional women in designing, developing and trialing appropriate resources to be used by Adventist women in ministering to their secular colleagues.

As the previous Section discussed, survey respondents were asked to identify resources they would find appropriate and useful (Question 37). These suggestions have been taken into consideration in the preceding recommendations. The Taskforce anticipates that the survey results will provide a useful basis for the design and development of future resources.

II HINDRANCES IN MINISTERING TO SECULAR COLLEAGUES
The Taskforce considers that the provision of resources to assist business and professional women minister to their secular colleagues, and the design and development of resources for those colleagues to utilise is only one facet to examine in determining how Adventist business and professional women may most effectively minister to their secular colleagues. A second aspect relates to the desire of Adventist business and professional women to introduce their secular colleagues to their church and to Christianity: a desire that can be thwarted if hindrances either stand in, or are perceived to stand in the way.

It is commonly accepted that an appropriate means of introducing friends and colleagues to Seventh-day Adventism is to invite them along to church related activities and/or services. The results of the survey suggest however, that this is not considered an appropriate option for a large number of Adventist business and professional women. As has been discussed in Section Three, 63% of respondents are not comfortable inviting their secular colleagues to church services while 47% are not comfortable inviting their secular colleagues to church activities.

To address this issue of discomfort there is a need to examine the reasons given by
respondents for these statistics. Section Three identifies the specific reasons Adventist business and professional women gave as generating this lack of comfort. In each instance the source of these factors lies outside the control of respondents: a service or activity that is irrelevant, uninteresting or inappropriate is a reflection on the church's minister and worship or social committee; the insular, non-accepting nature of the congregation and the poor social skills of members and children is related to the attitudes and values of those attending the Church - factors primarily outside the influence of individual women.

Further, over 80% of respondents perceive there to be specific hindrances to them inviting secular colleagues to Adventist church services or activities. Once again, the most frequently identified hindrances lie outside the control of respondents: speaker insensitivity; church jargon and cliches and cultural factors.

When faced with these obstacles in inviting colleagues to worship with her, and unable to influence them to any great extent, the Adventist business and professional woman feels powerless and frustrated. Exacerbating this powerlessness and frustration are the results of the self-perception measurements (Question 25) which demonstrate that this is a group of women used to being successful and taking responsibility. This background would further accentuate the frustration experienced in having little or no control over hindrances and factors causing them to be uncomfortable in inviting secular colleagues to church services and/or activities at their church.

In making recommendations to address the hindrances Adventist business and professional women face in bringing their secular colleagues to Adventist services and activities, the Taskforce does not intend to concentrate on specific practices and procedures. Regardless of how much it would like to recommend that each Adventist church service and activity be highly polished, organised and "upmarket", the Taskforce considers it more appropriate to address several overriding and basic principles. The Taskforce takes this approach for it feels that the hindrances identified by business and professional women may apply equally to business and professional men, and other members of Adventist congregations, regardless of occupational standing and background.

Two strong themes to emerge from respondent's comments are the need for church services and activities to be relevant to and accepting of those with a secular perspective on life. Consideration will be given to these two facets.

Relevance and Appropriateness
The results in Section Three indicate that Adventist business and professional women consider the Church to be irrelevant and inappropriate to their secular colleagues. What the statistical data do not demonstrate is the qualitative degree to which women consider the Church to be irrelevant and inappropriate. While samples of statements have been included, it is not possible to document the impact that comes from reading scores of responses all expressing the same sentiment. The message comes through repeatedly and very strongly.

Having considered both the quantitative and qualitative data gathered from the surveys, the Taskforce strongly urges the Seventh-day Adventist Church to be relevant - to be truly relevant - to the needs of those with a secular world view. The importance and urgency of this statement cannot be stressed strongly enough. To be true to those women who responded to the survey, we, the Taskforce, feel that we must make this plea as strongly and as repeatedly as possible. It cannot be ignored by church administrators and ministers. To do so would be to the Church's detriment.

RECOMMENDATION 25
The Taskforce recommends that the South Pacific Division of the Seventh-day Adventist Church call all ministers in Australia and New Zealand to be relevant - to be truly relevant - to the needs of the communities they serve.
Acceptance

The Taskforce was simultaneously overwhelmed and disappointed with the number of women who feel that their church would not, or could not, accept "outsiders" - those without a SDA background yet wishing to visit and worship in an Adventist setting. As in the preceding discussion on relevance and appropriateness, the Taskforce strongly urges the Seventh-day Adventist Church to foster a spirit of acceptance - of true acceptance - towards those coming from a secular world view. Once again, the importance and urgency of this statement cannot be stressed enough. It is a statement which must be made strongly and frequently for its significance to be grasped.

RECOMMENDATION 26

The Taskforce recommends that the South Pacific Division of the Seventh-day Adventist Church call all ministers in Australia and New Zealand to foster a spirit of acceptance - of true acceptance - within their congregations towards those worshipping and wishing to worship within their setting.

The Taskforce recognises that it may not be as easy to generate acceptance as it may be to learn to be relevant. It is a concept not so readily studied and implemented for it originates from personal values and attitudes.

In considering the issue of acceptance, the Taskforce was drawn to the statement by Cook and Baldwin (1979:11) which suggests that:

*The minimal guarantee we must make to people is that they will be loved - always, under every circumstance, with no exception. The second guarantee is that they will be totally accepted, without reservation. The third thing we must guarantee people is that no matter how miserably they fail or how blatantly they sin, unreserved forgiveness is theirs for the asking.*

The Taskforce would like to see such a minimal guarantee offered to all those from a secular perspective wishing to worship in Adventist churches or attend Adventist activities.

In urging churches to be accepting of all, the Taskforce wishes to emphasise that it does not confuse acceptance with license. The Taskforce considers there to be an important distinction to be made between these two terms. Jesus accepts each though we have much in our lives that offends His holiness. His acceptance of us does not imply approval of our unworthy behaviour. In attempting to reach the secular society, it is imperative that all church members adopt the old adage, "To love the sinner, but hate the sin". It has been all too easy in the past to confuse these two, quite distinct, actions.

The Role of the Local Church Pastor

The Taskforce considers that, in theory at least, the success of a church's striving to be relevant to the community it serves and to accept others is usually pastor led. The Taskforce recognises however, that other players can strongly influence, either positively or negatively, a pastor's attempts to address these vital facets. Members of a congregation, particularly those who have been at a church for the longest period of time and/or the elders of a church have, in many instances, their own agendas which may differ from the pastor assigned to them for a particular number of years. The large number of players influencing a church's tone and appreciation of factors such as relevance and appropriateness results in a complex scenario.

Despite the large number of people impacting on the tone of a church, the Taskforce believes there to be a definite role for the church pastor to play in urging his church to be more relevant and appropriate to today's society; to be more accepting of those with a secular world view wishing to worship in Adventist churches and attend Adventist activities.
To assist ministers (including pastors of local churches and church administrators) to be more relevant, appropriate and accepting of those seeking worship, the Taskforce makes the following recommendations. The overall objective of these recommendations is to equip each minister in Australia and New Zealand with appropriate skills and concepts so they will know how best to be relevant to the communities they pastor, administer or evangelise and how best to foster a spirit of acceptance within their congregations.

The recommendations target the pre-service training of prospective pastors and the in-service training of Adventist ministers currently pastoring local congregations in Australia and New Zealand, along with administrators at all levels of the church’s administrative structure and evangelists.

**Skilling Adventist Clergy to Minister to the Secular World: Pre-service Training**

In considering how the pre-service training of Adventist ministers may most effectively equip them to meet the needs of those with a secular world view, the Taskforce examined, in some detail, Avondale College’s undergraduate theology curriculum, graciously made available to the Taskforce by the College. The following comments and recommendations made concerning the undergraduate theology course of Avondale College come from a group with considerable experience in education and tertiary education institutions. Each member of the Taskforce is an educator, either with a strong academic background in Education and/or practical experience as a tertiary level educator. It is from this background of knowledge and experience that observations and recommendations are made in the following areas:

- course orientation
- subject matter
- alternate study venues
- practical experience

**Course Orientation**

The four year undergraduate theology course is made up of three strands offering core and elective subjects. The Taskforce understands that the number of credit points required over those four years for the three strands are:

- Biblical Studies 45 semester hours
- Theological & Historical Studies 30 semester hours
- Church Ministry Studies 23 semester hours (in addition to practical subjects not measured in lecture hours)

While the Church Ministry Studies strand offers a limited number of compulsory subjects in areas such as personal ministry, counselling, communications, etc. the Taskforce noted, with some dismay, the heavy emphasis given to strongly academic oriented and compulsory subjects (e.g. ancient language, history, theology) to the detriment of more practically oriented courses; courses which may prove to be of more direct relevance to the future work of theology students.

**RECOMMENDATION 27**

The Taskforce recommends that the Avondale College School of Religious Studies make modifications to its subject composition to ensure it is more relevant to current religious needs.

The Taskforce also noted the very few number of subjects, particularly in the Church Ministry Studies strand, offering tutorials. The Taskforce considers this strong emphasis on lecturing (with minimal opportunity for student involvement) to be to the students’ disadvantage as it limits their opportunity to exchange ideas and expand concepts further within an academic setting and under the supervision of appropria-
ately trained staff. It can be argued that the small number of students taking undergraduate theology studies provides opportunity for lectures to incorporate discussion. Such a format still differs to that of formal and structured tutorial periods where students present papers and argue their position before a small group of six or eight fellow students.

The Taskforce contends that the effectiveness and impact of subjects offered in the vital Church Ministry Studies strand could be maximised if the content of lectures was able to be explored further in the more informal, yet inquiring, setting of tutorials.

RECOMMENDATION 28
The Taskforce recommends that the Avondale College School of Religious Studies substantially increase the number of core and elective subjects in the Church Ministry strand requiring formal and structured tutorials to ensure students gain significant experience in arguing their position before fellow students and lecturers.

Subject Matter
Sociology: A review of the undergraduate theology curriculum suggests that it is not essential for theology students to undertake studies in sociology and culture. It could be argued however that an understanding of society, particularly culture, is fundamental to an understanding of secularism as it provides the framework through which to interpret society. It is through an understanding of culture that meaning can be made of daily activity. For this reason the Taskforce would like to see all undergraduate theology students obtain a solid grounding in the theory of sociology, with particular emphasis given to culture.

RECOMMENDATION 29
The Taskforce recommends that the Avondale College School of Religious Studies design, develop and introduce a course in sociology and culture for undergraduate theology students to provide them with the framework through which to interpret and understand the secular societies of Australia and New Zealand.

Contemporary Religion: The subject, Contemporary Religion in Australia, offered to undergraduate theology students at the 200 level, is designed to give “attention to the secular society and the non-religious scene ... in Australia” (Avondale College, 1988:117). The course outline suggests however, that the course emphasises Christian and non-Christian religions in Australia with seemingly little attention given to gaining an understanding of Australia’s secular society. The Taskforce considers there to be a need for undergraduate students to gain a greater appreciation of the concepts of secularism and its impacts on the various facets of society than that offered in the subject, Contemporary Religion in Australia.

RECOMMENDATION 30
The Taskforce recommends that the Avondale College School of Religious Studies design, develop and introduce (possibly to the Church Ministry Studies strand) a 400 level core subject into the undergraduate theology course to examine in detail the processes and concepts of secularisation including its impacts on society and individuals.

The results in Section Three demonstrate the extent to which many Adventist business and professional women consider current forms of worship in Adventist churches throughout Australia and New Zealand to be irrelevant and lacking in meaning and purpose. The results suggest there is a very real need for ministers to know how to plan, organise and conduct worship experiences which are significant, relevant and meet the spiritual needs of congregations particularly female members. To this end, the Taskforce would like to see a course designed and developed that would equip future ministers with such skills.
RECOMMENDATION 31
The Taskforce recommends that the Avondale College School of Religious Studies design, develop and introduce a non-elective subject into the undergraduate theology course designed to examine the various facets of church worship and church dynamics from the perspective of maximising relevance, appropriateness, acceptance to equip theology students with a strong conceptual foundation from which they can design worship experiences most appropriate to any specific situation or community and their own personalities.
While many Adventist business and professional women feel that they have had the opportunity to exercise their gifts within the church environment (see Question 18), the results of Section Three show that such is not the case for almost one-third of respondents. As the extracts demonstrate, many women feel that they have gifts and talents which could be used, or used more fully in the church setting, yet, for a variety of reasons, they have not had the opportunity. The Taskforce considers this to be an underutilisation of a very valuable resource. It would appear that there is a need for ministers to know how best to utilise the talents and gifts of those in their congregations. To this end, the Taskforce would like to see a course introduced into the undergraduate theology course which provides future ministers with the skills to identify and utilise the full potential of members.

RECOMMENDATION 32
The Taskforce recommends that the Avondale College School of Religious Studies design, develop and introduce a non-elective subject to the Church Ministry strand to equip students with skills to ascertain the needs of future congregations, to conduct needs assessments and fully utilise the gifts of future congregations.

Women's Studies: It is the Taskforce’s understanding that Avondale College does not offer a subject in Women’s Studies similar to those offered by other tertiary institutions, both secular universities and religious colleges. The Taskforce sees a very real need however for theology students to have an opportunity to examine various women’s issues, considering that the majority of their future congregations will be made up of women. The Taskforce also considers it important that theology students gain an understanding of feminism from a Christian perspective. The Taskforce does not anticipate that students will necessarily agree with all the material presented in such a course, but the Taskforce is anxious that students gain an understanding and appreciation of world views from the female perspective.

RECOMMENDATION 33
The Taskforce recommends that Avondale College design, develop and introduce a subject examining women’s issues and that the course initially be available to undergraduate theology students as an elective.

RECOMMENDATION 34
The Taskforce recommends that when the undergraduate theology course is next revised and restructured, the Women’s Studies course be incorporated as a core subject into the Church Ministry Studies strand at the 300 or 400 level.

While not wishing to impose the structure of the Women’s Studies course upon its designers, the Taskforce would like to see the course cover certain basic issues including:

- an introduction to women’s alternative thought and the work of a range of female authors of this century
- gender differences and relationships
- traditional institutions (church, politics, family) and women’s relations to them
- women’s health issues
- women’s experience of spirituality
- alternate theologians including the work of women such as Mary Daly, Rosemary Radford Ruether, Phyllis Trible and Elisabeth Schussler Fiorenza.
The Taskforce urges the course to feature guest lecturers from outside the Adventist Church such as Rev Dorothy McMahon, Dr Erin White and Ms Marie Tulip. The Taskforce further urges the designers of this course to draw upon the vast source of reference material for course readings.

RECOMMENDATION 35
The Taskforce recommends that 1994 be the target year for the introduction of the proposed Women's Studies course and that the course be coordinated and taught ideally by female lecturers and feature guest lecturers possibly including non-Adventist Christian women.

Apart from these issues of course orientation and subject matter, the Taskforce is also concerned that it is possible for students to proceed through the theology course with minimal contact with the “outside” world. It is of concern to the Taskforce that students can be educated exclusively at Adventist educational institutions for the duration of their academic life - primary and secondary school followed by four years at Avondale - then enter the workforce as ministers with little, if any, contact with the secular world and a broad appreciation of world views other than their own. The Taskforce envisages that this scenario is further exacerbated in instances where students come from homes where parents work for the Adventist Church and the students have lived all their lives within Adventist societal structures. The Taskforce proposes the following two strategies to overcome the potential narrowness arising from such situations.

Alternate Study Venues
The Taskforce recommends that undergraduate theology students be given the opportunity to undertake one year of their academic studies on a secular university campus. While studying at university, it is anticipated that the students would take subjects which would be accredited toward their Avondale theology degree so that the time spent away from Avondale would not extend their period of study. Students could elect to study core subjects such as philosophy, psychology, sociology, English, history, or elective subjects of particular relevance to their future ministry such as adolescent psychology, New Testament history, communications, education, technology, etc.

RECOMMENDATION 36
The Taskforce recommends that undergraduate theology students studying at Avondale College have the opportunity to complete one year of study at a secular university and that the studies undertaken be accredited toward their Avondale theology degree.

Broadening the Practical Experience of Theology Students
The Taskforce understands that the Field Education component of the current Church Ministry Studies strand attempts to provide students with experience in a range of practical areas pertinent to their future work. The subjects offered in this component are:

- Orientation in Ministry: 8 days
- Pastoral Practicum: 3 weeks
- Evangelistic Practicum: 1 month (spread across the academic year)

The most extensive of these practical courses, the Evangelistic Practicum, is designed to provide practical experience in various types of public and personal evangelism and includes experience in community outreach ministry, seminar evangelism, public evangelistic preaching, personal Christian witnessing and Bible instruction for new converts (Avondale College, 1988:200). From the information available and the very title of the course, it would appear the orientation of this course is rather traditional, conducted within the setting of formal church structure and framework.