



# Retired Employees of the Seventh-day Adventist Church in North America

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Survey Report  
Center for Creative Ministry  
March 2012



# Source of Data

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- A random sample of 633 individuals from the retired denominational employees served by the North American Division Retirement Plans collected during 2011.
- The standard allowance for sampling error for is 4.5 percentage points, plus or minus.



# Demographics of Retired Denominational Employees

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- 91% were born in 1945 or earlier
  - 9% are from the Baby Boom generation, born from 1946 through 1964
- Four out of five are married
  - 11% are widowed
  - 6% are divorced and single
  - 3% never married
- 89% are white
  - 11% from ethnic minorities

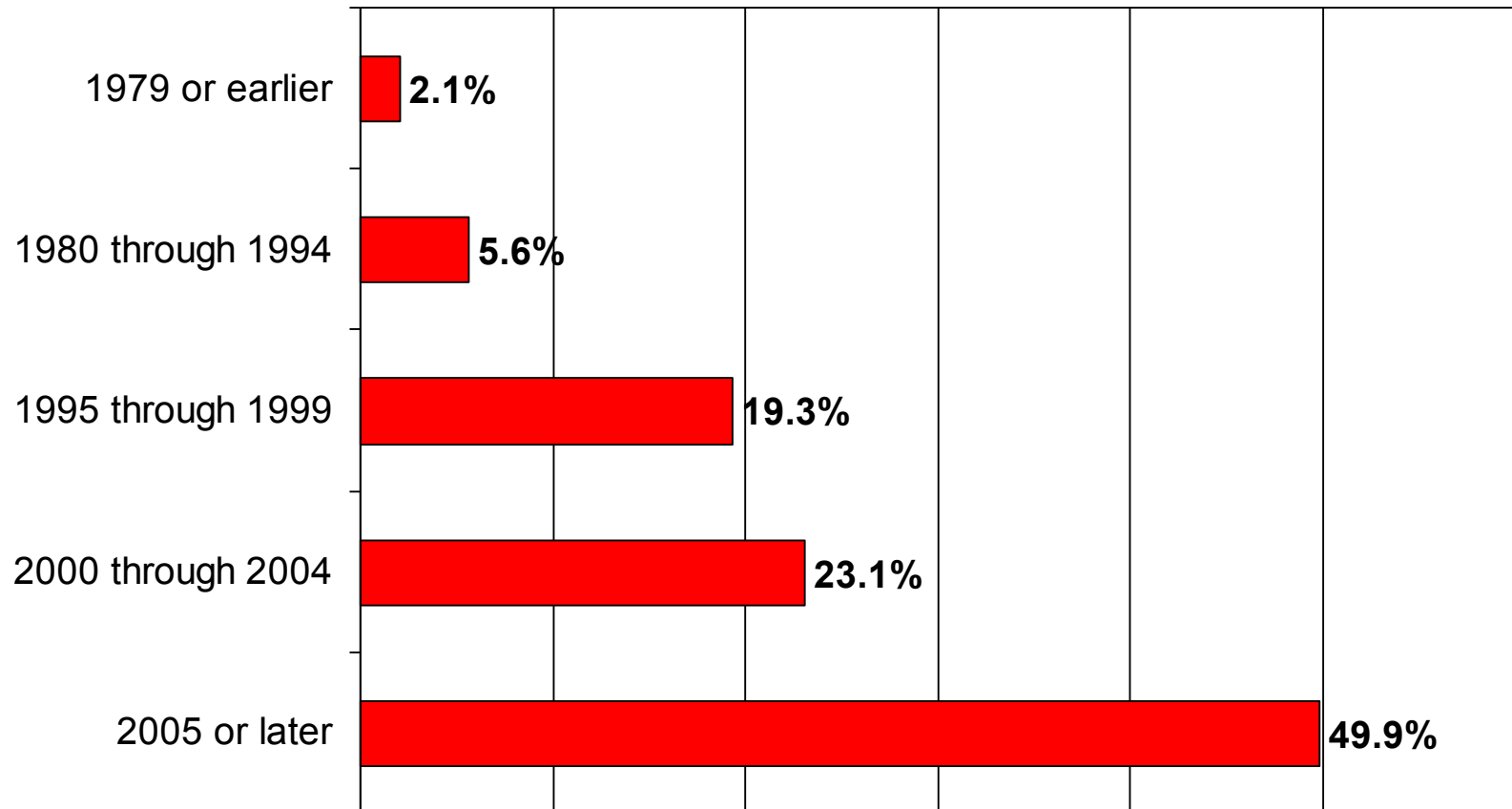


# Demographics of Retired Denominational Employees

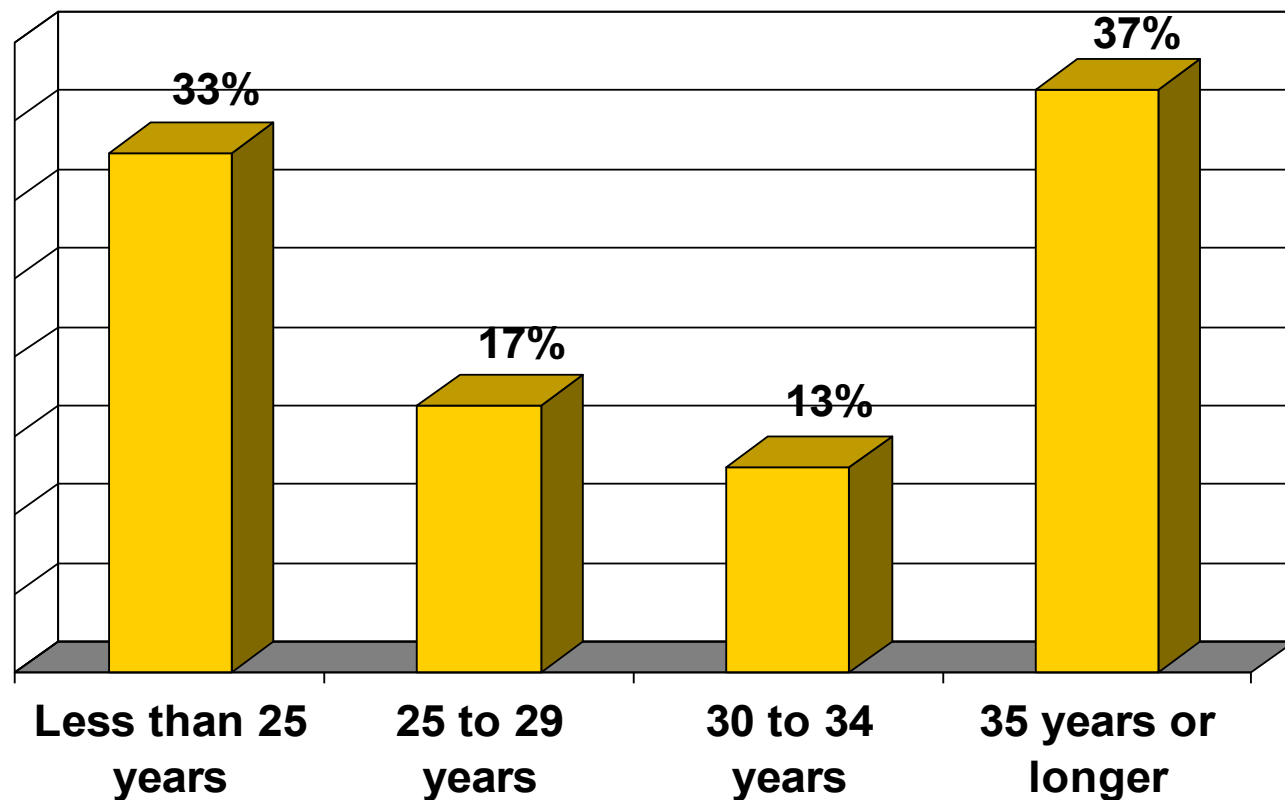
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- 85% were born as citizens in the NAD
  - 15% are immigrants
    - 6% were employed as native workers in another world division of the GC
- 58% of respondents are men
  - 42% women

# Year Retirement Payments from the Adventist Denomination Began



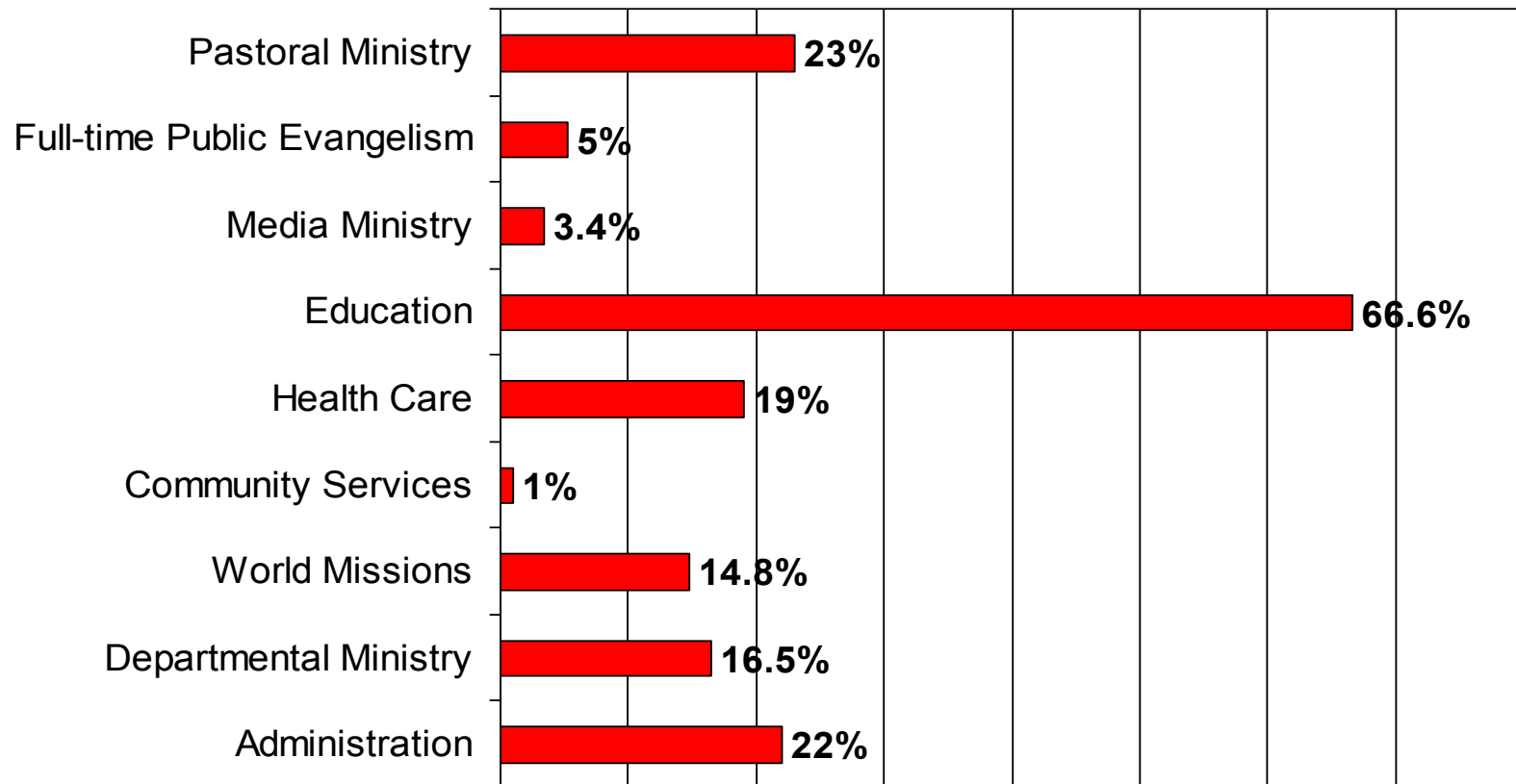
# Length of Employment with the Seventh-day Adventist Church



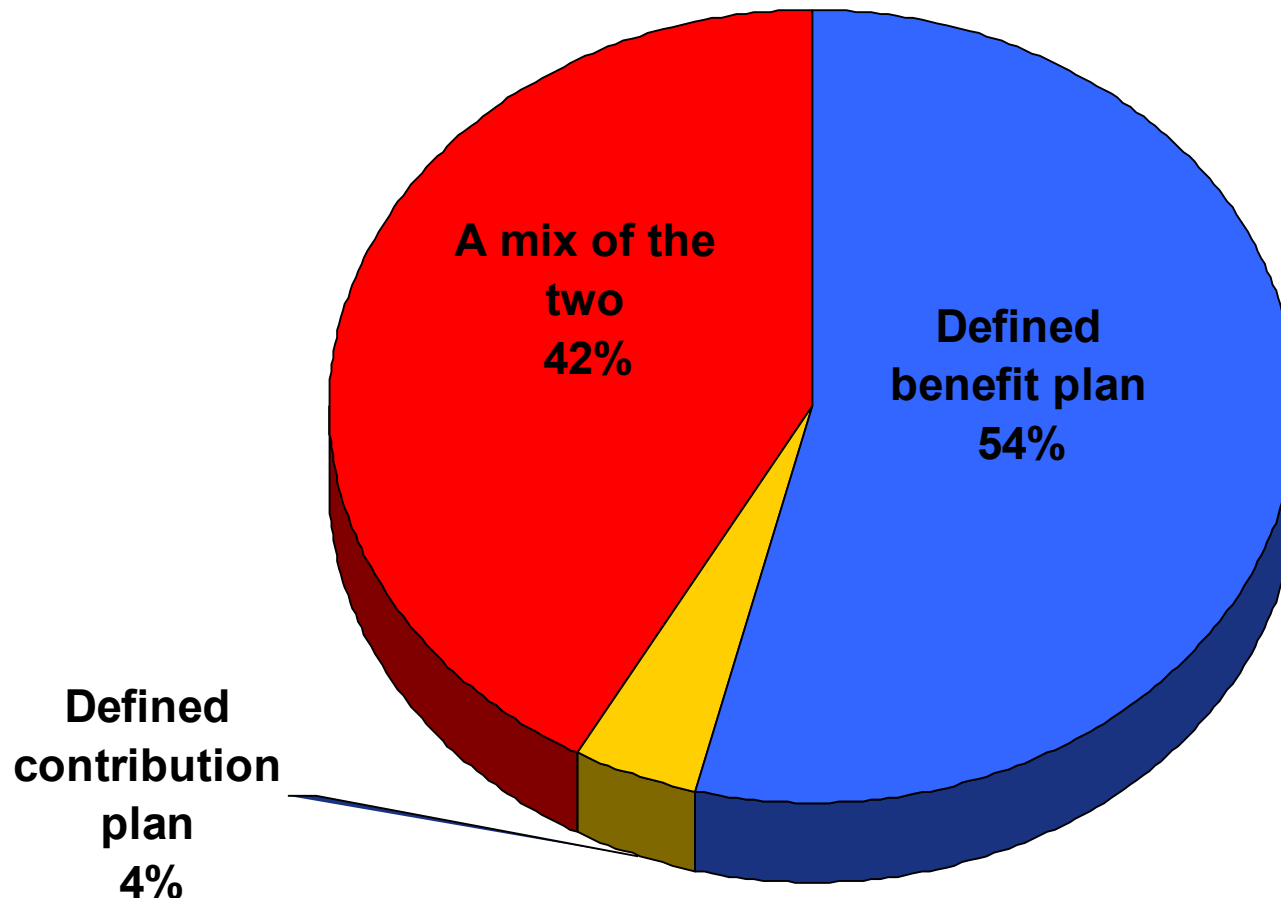


# Type of Employment

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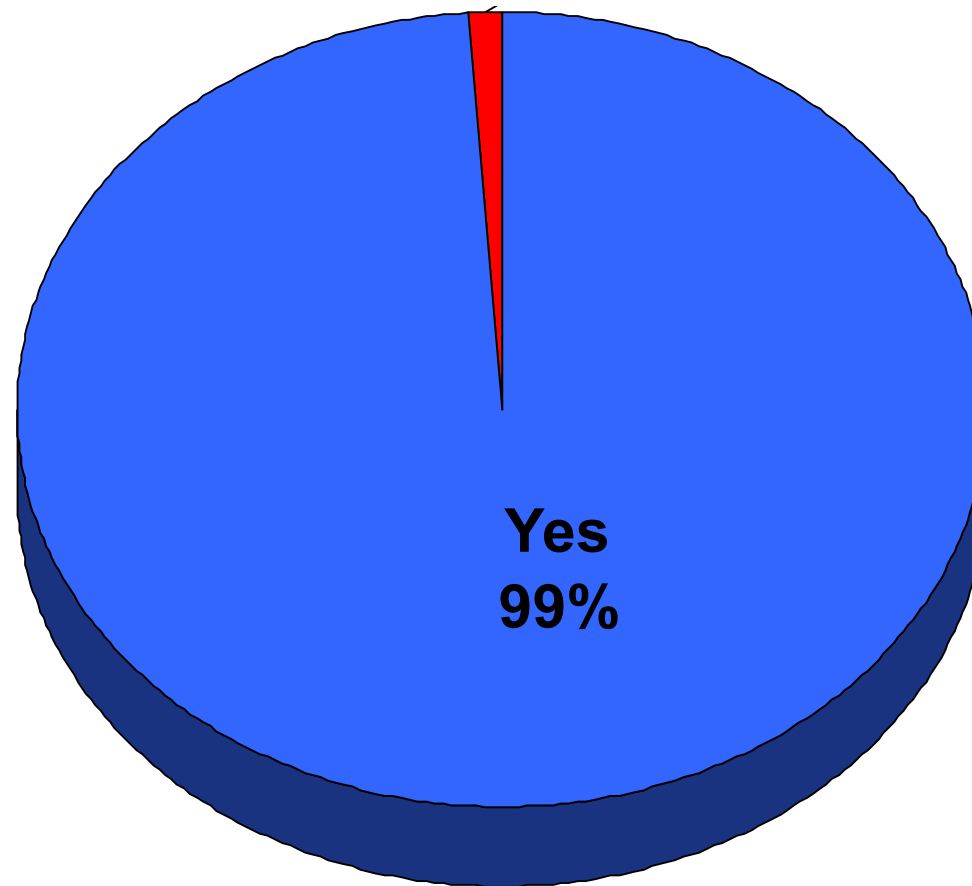


# Retirement Plan on Which You Retired

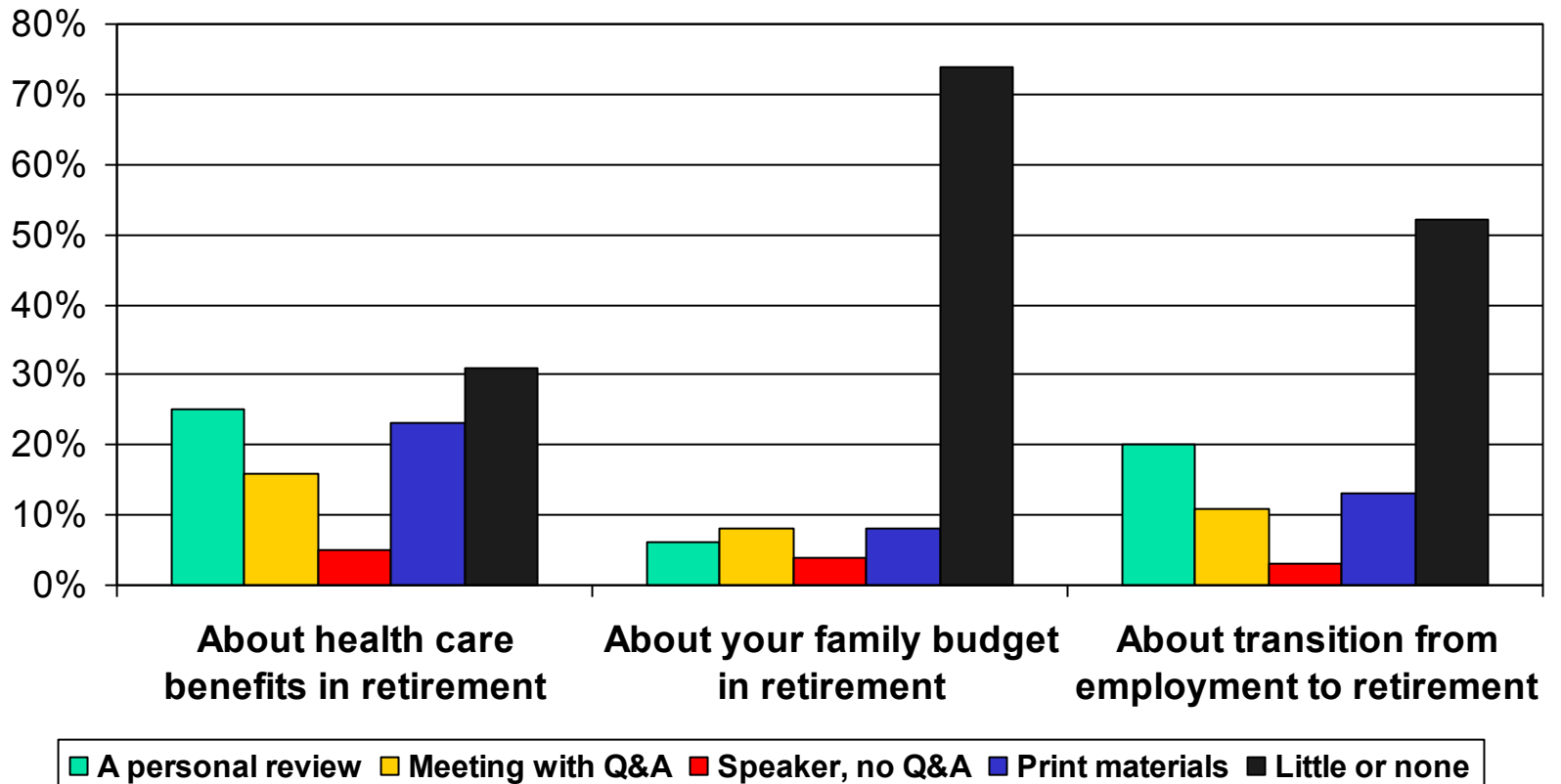




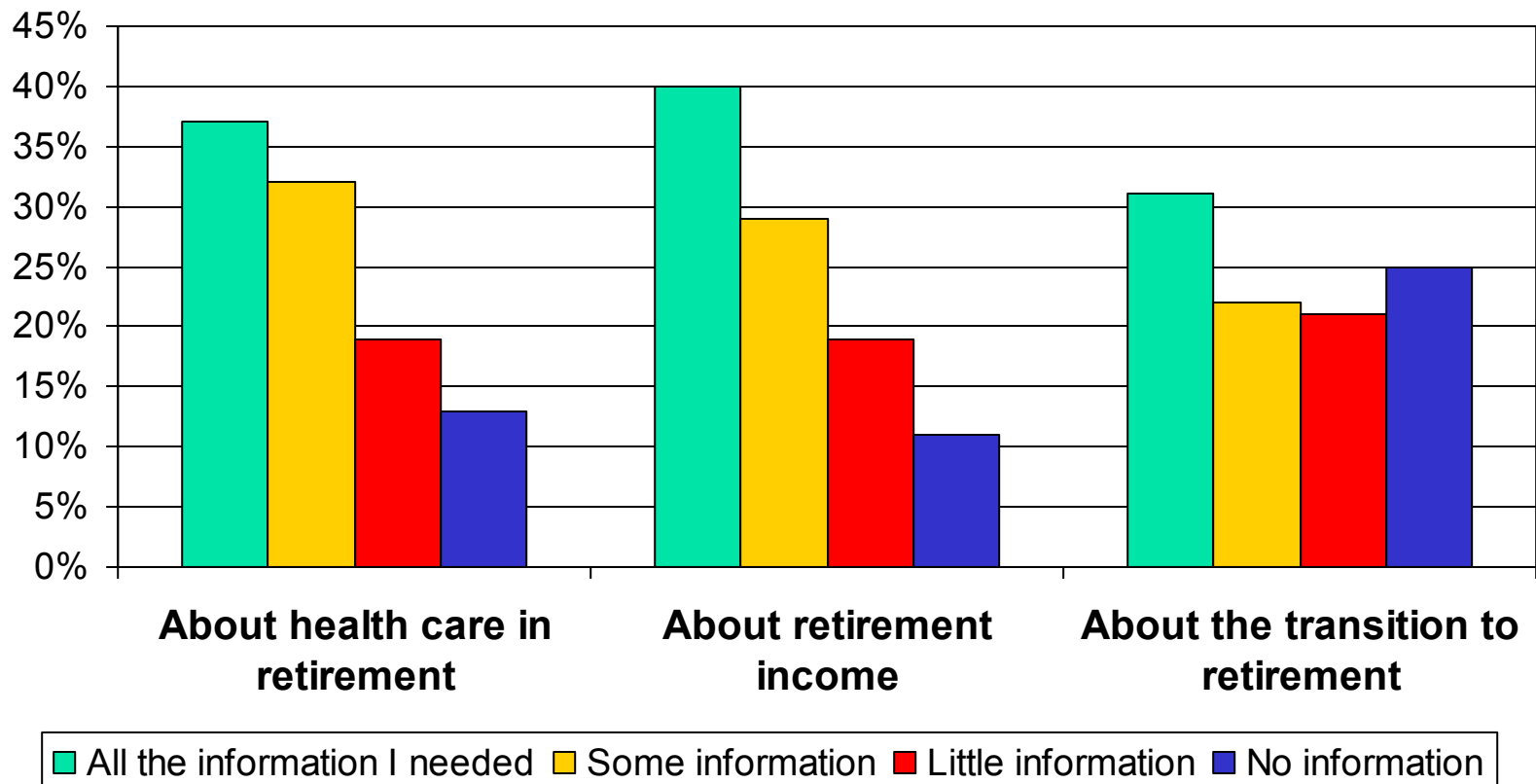
# Responsibility of the Adventist Church to provide retirement benefits for employees



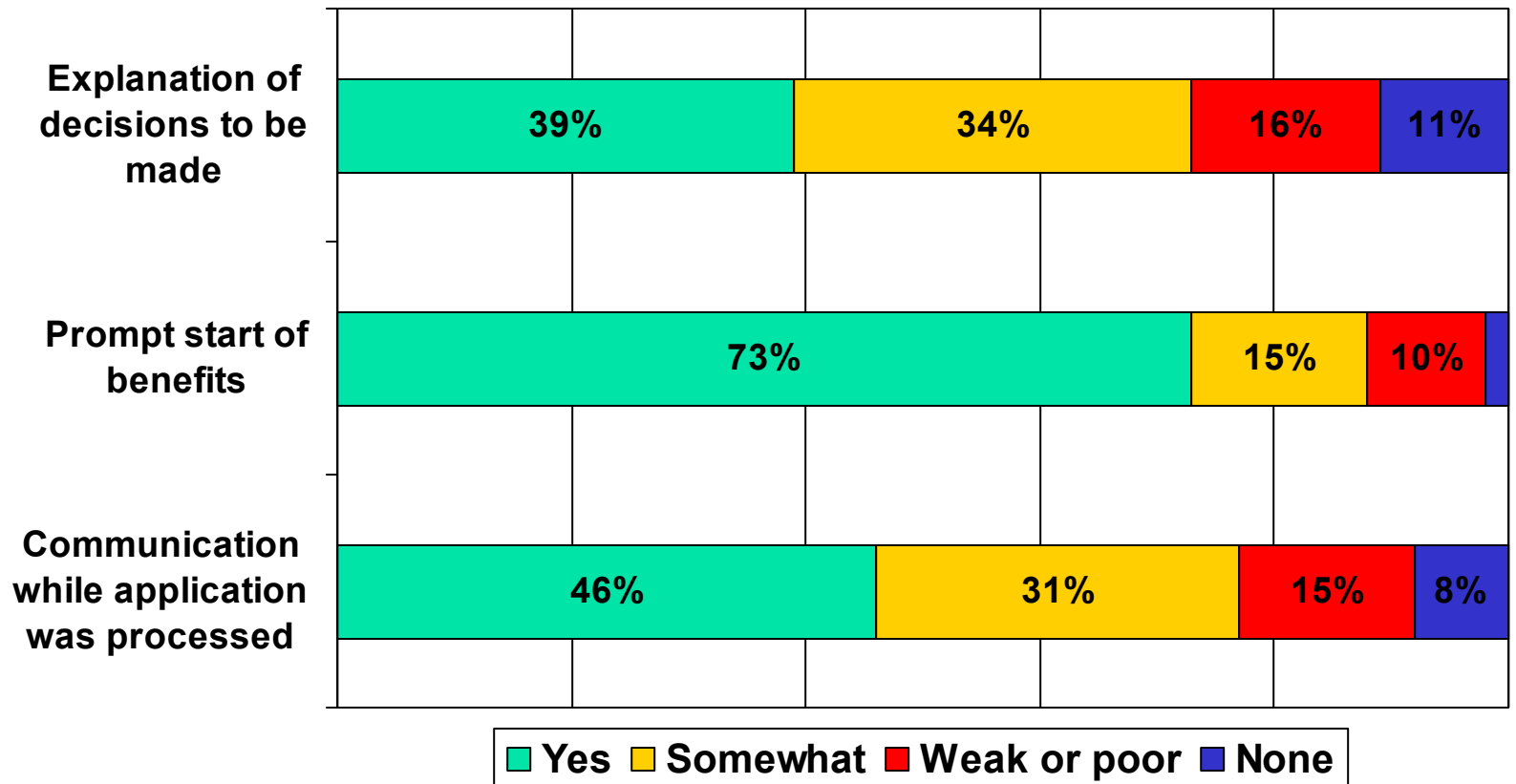
# Communication from employing organization before retirement



# How much information did you get before you retired?



# When You Retired



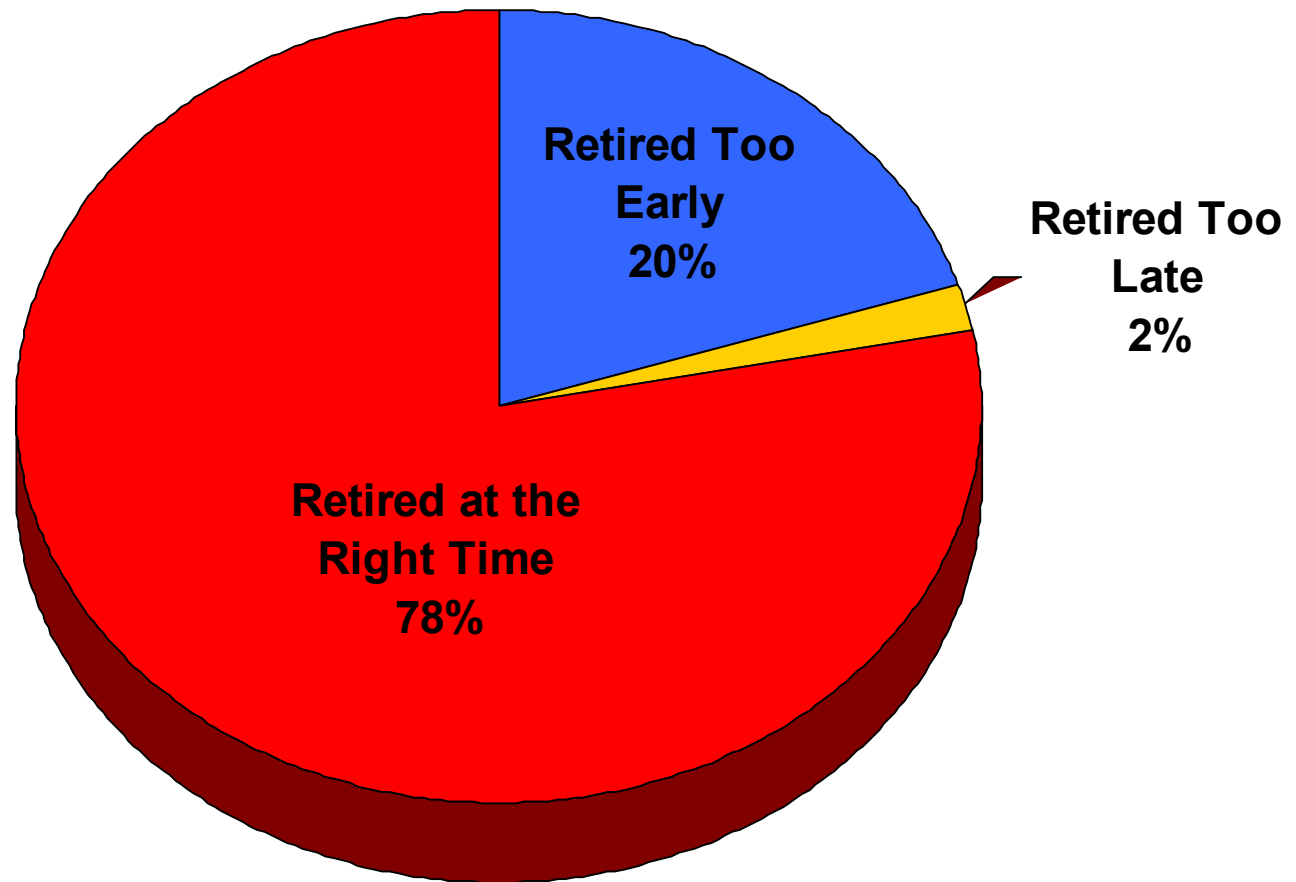
# What Could Have Been Improved

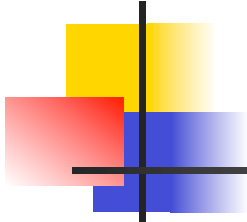


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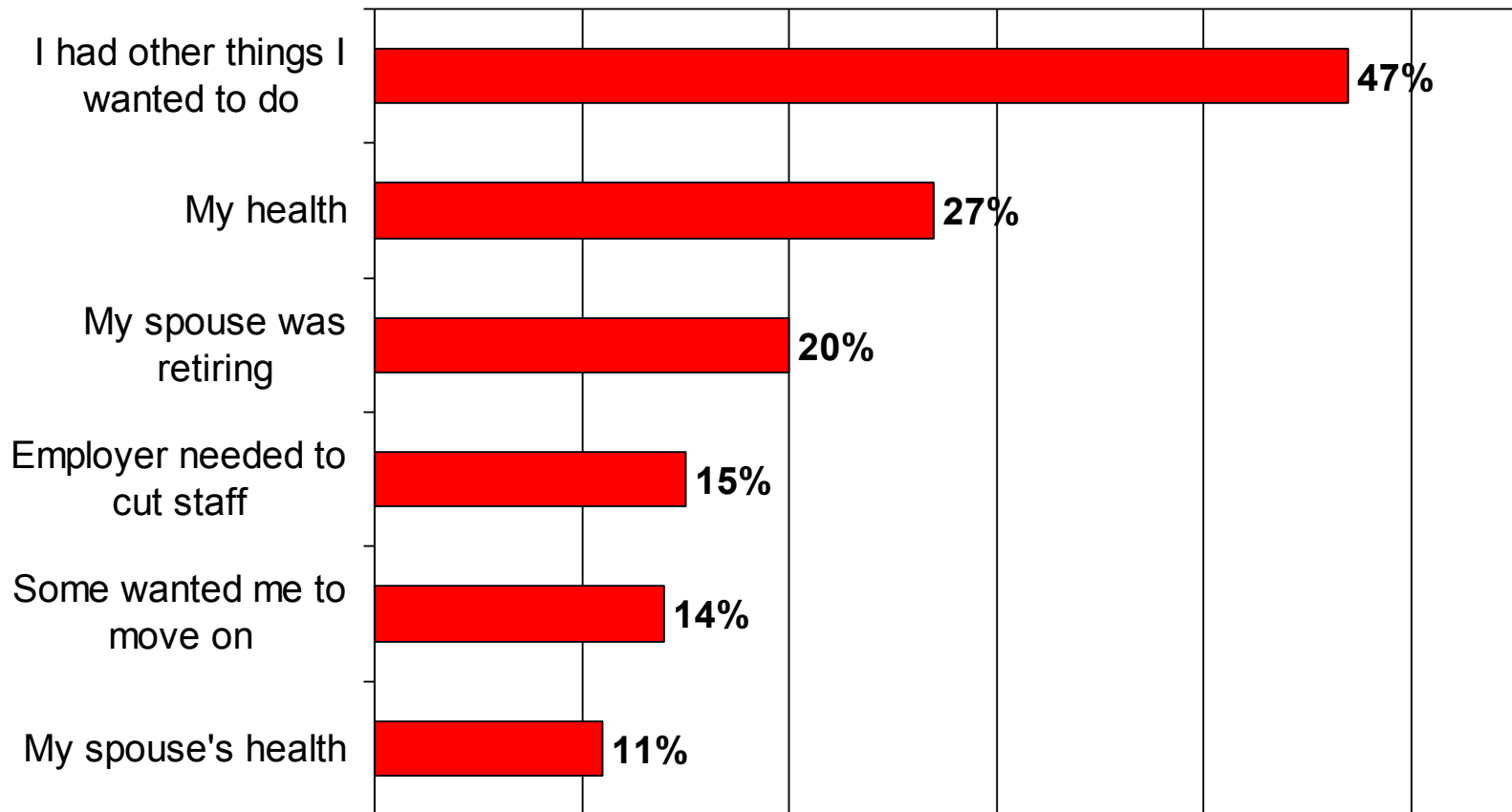
- 16% Adequate training for conference/school HR personnel
- 15% Advance estimate of specific retirement payments
- 14% Provide a retirement guide book
  - 4% Use plain language
- 13% Difficult cases; complaints of misconduct
- 11% More information about health benefits (SHARP)
- 11% Affirmative, thankful comments
- 11% Provide more information earlier
- 10% Problems with incomplete service records and gaps
- 8% Process applications faster; less than six months
- 7% Need a contact person at the NAD Retirement Office
  
- 30% Many other suggestions

# Feelings About Retirement

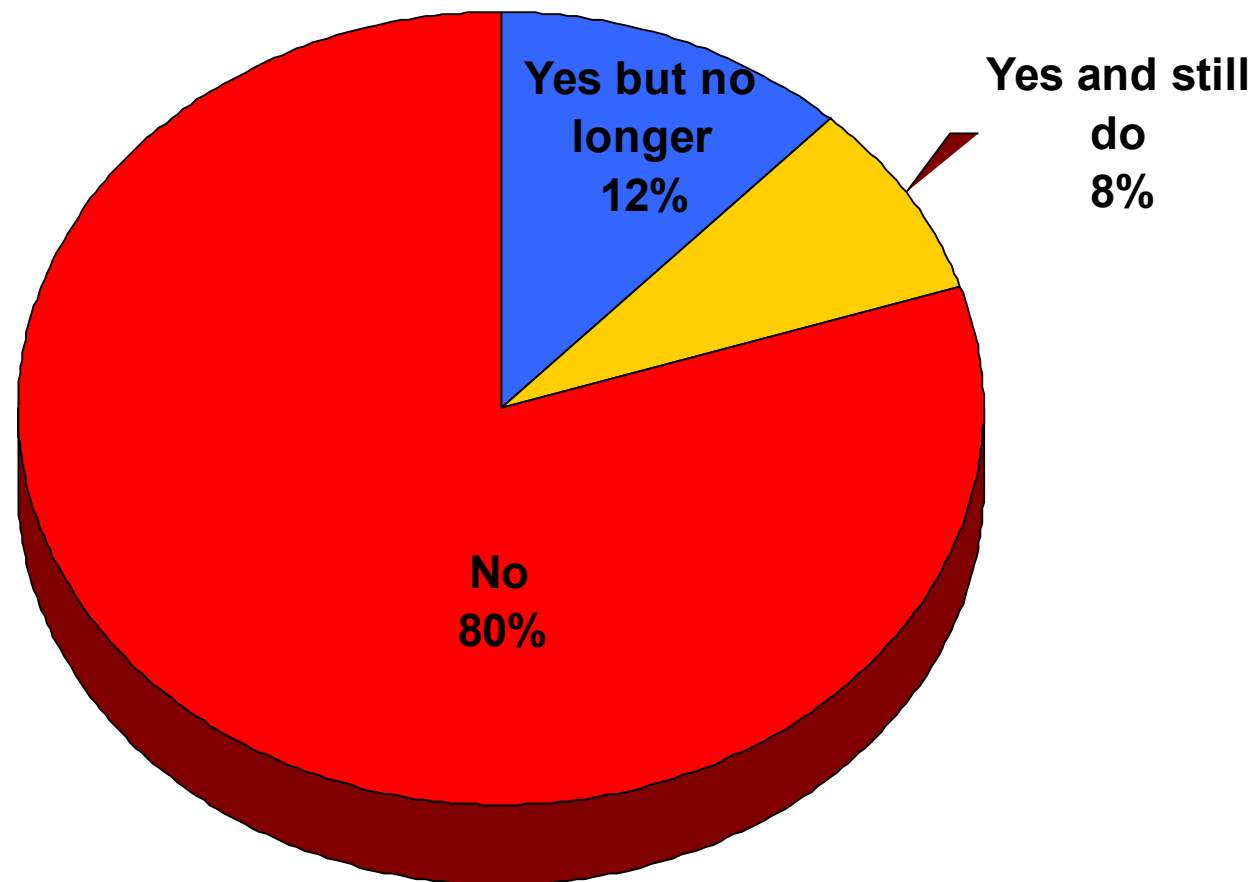




# Reasons for Retiring

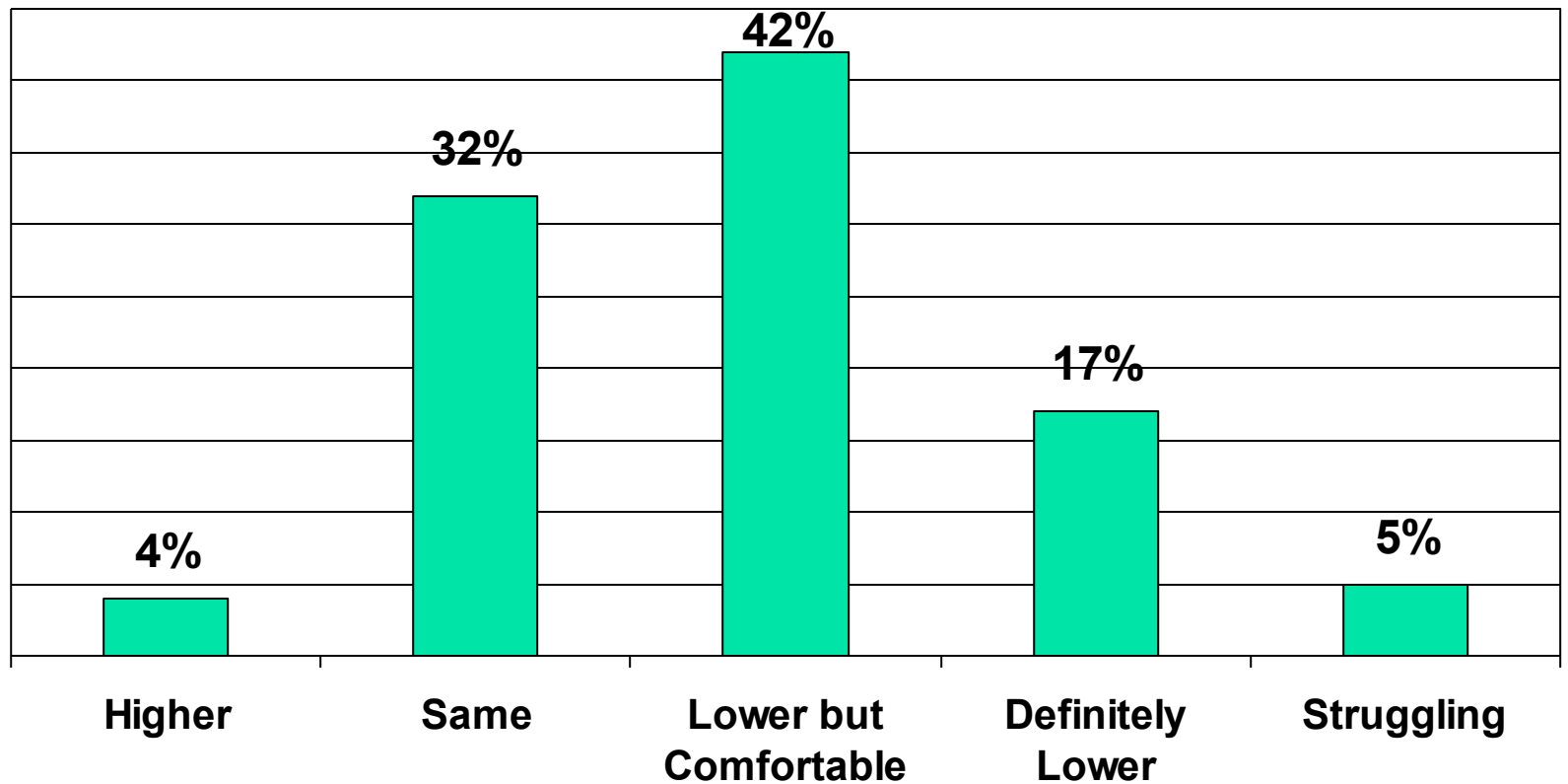


# At retirement did you continue to work part time for an Adventist organization?





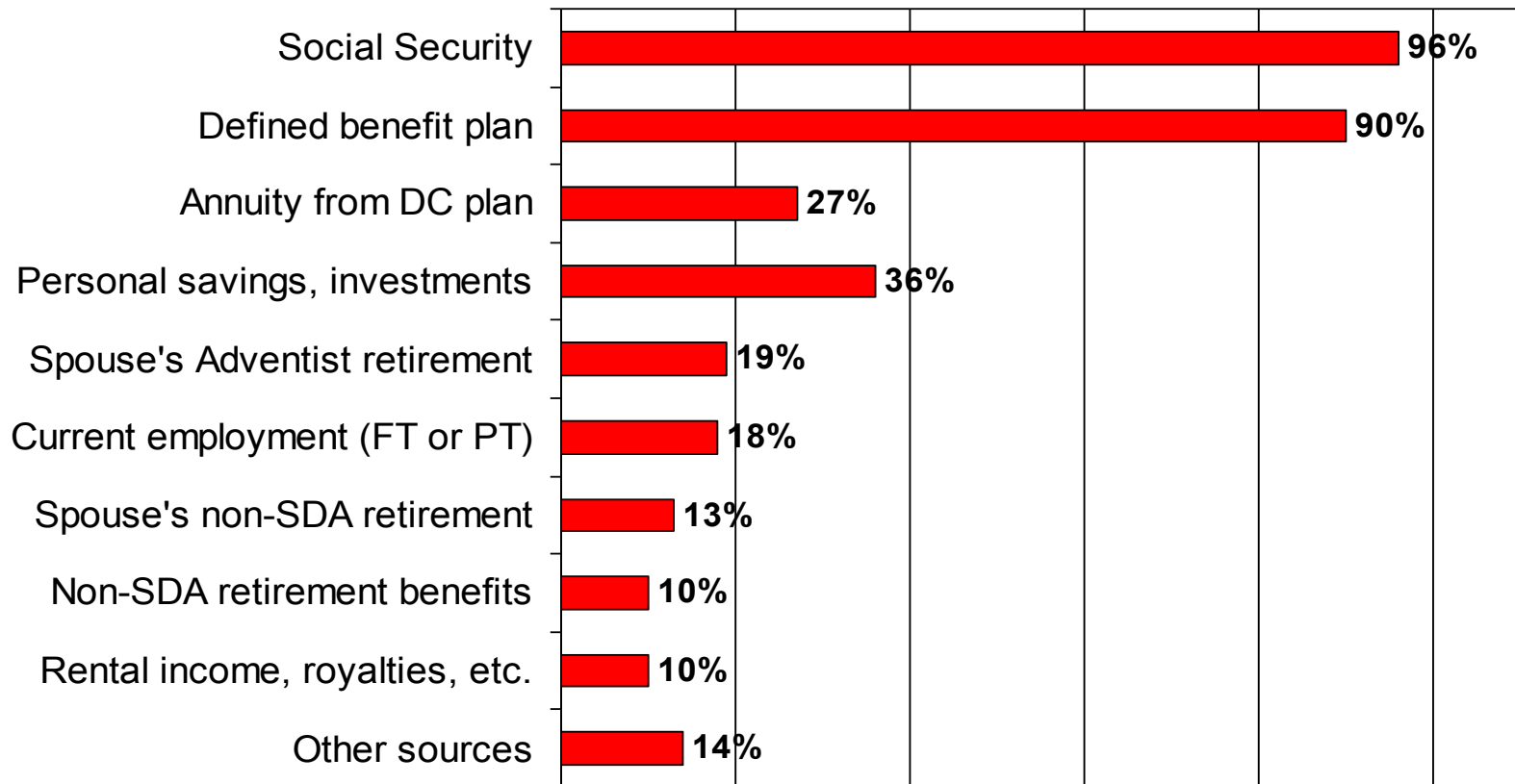
# Current Standard of Living Compared to Before Retirement



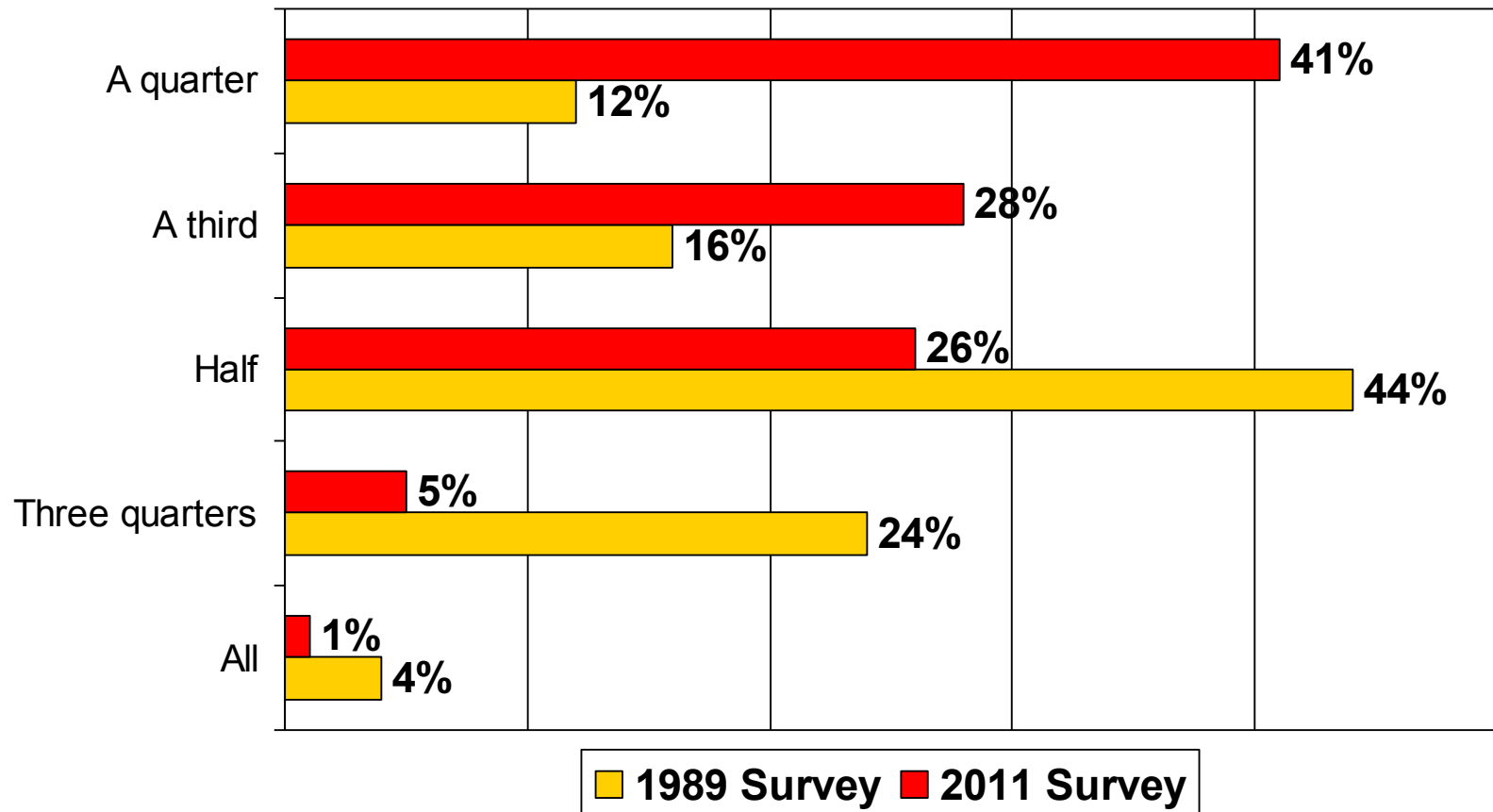


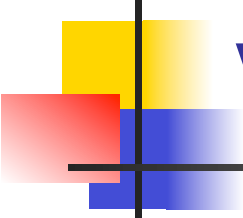
# Sources of Income

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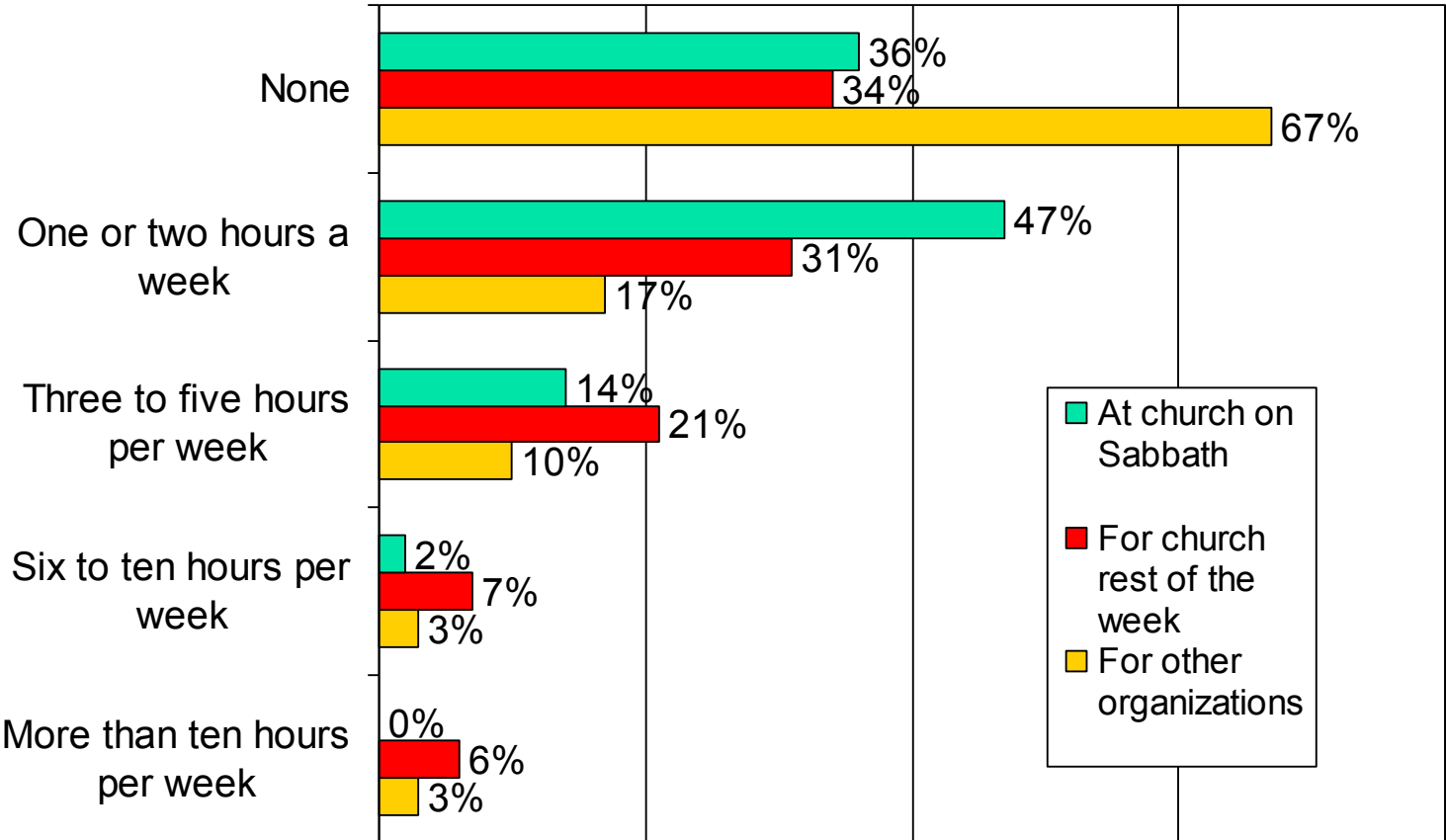


# Percent of Income From the Adventist Retirement Plans





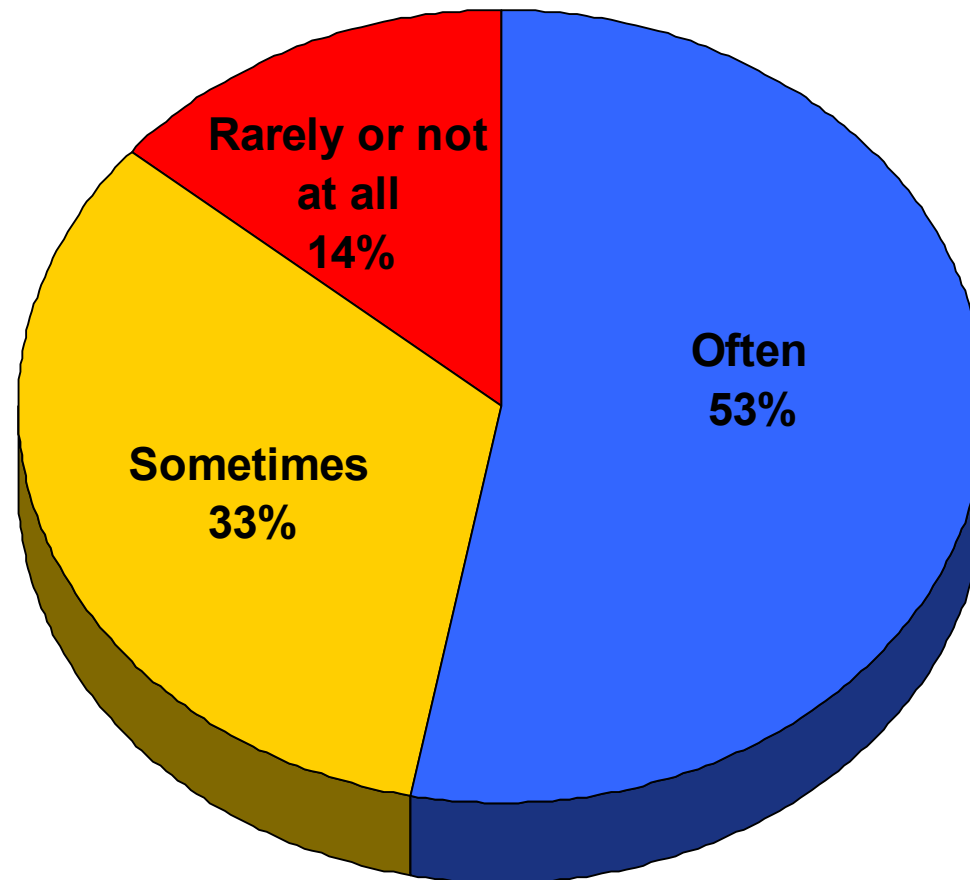
# Volunteer Service



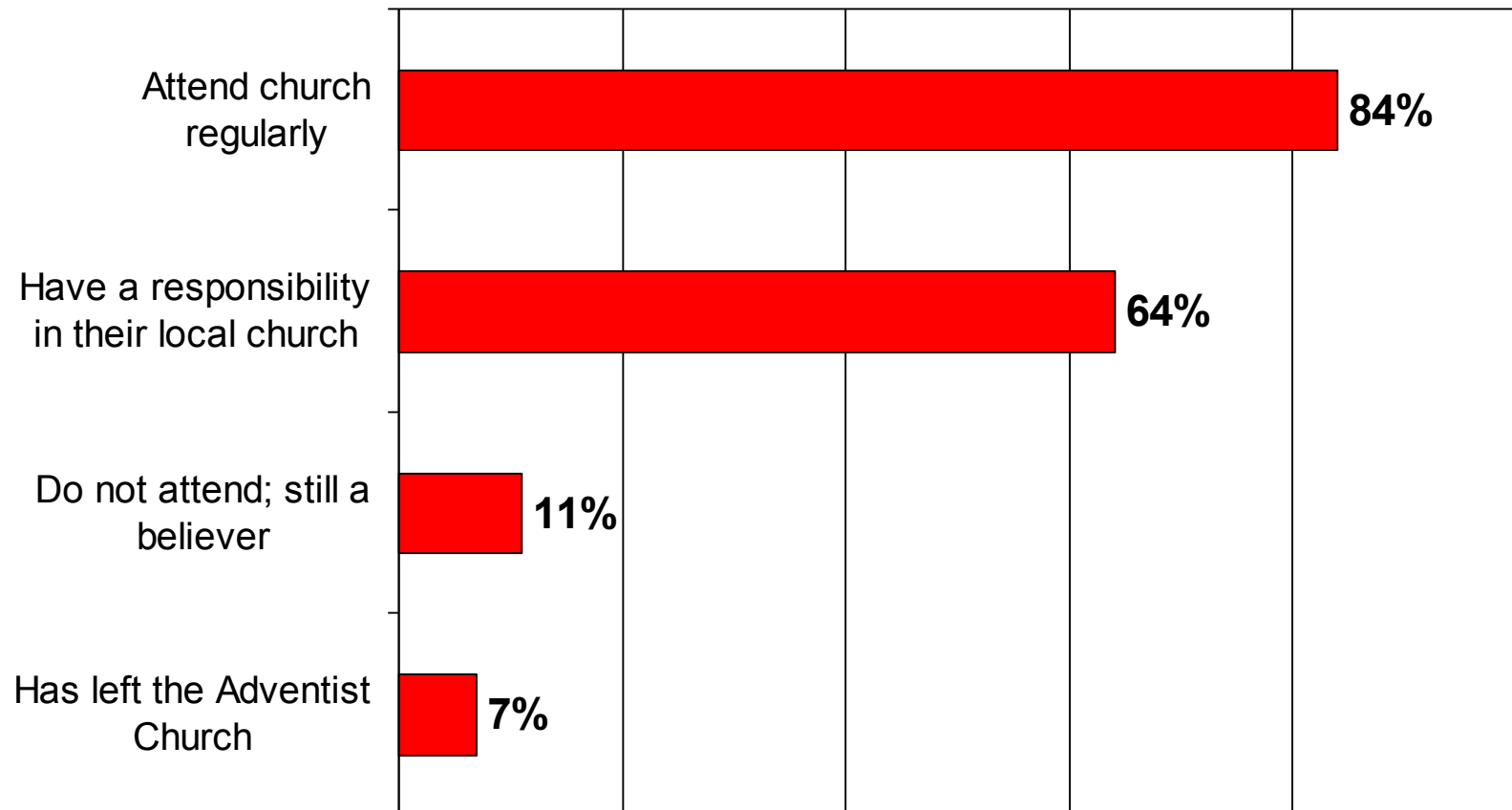


# Spend Time on Hobbies

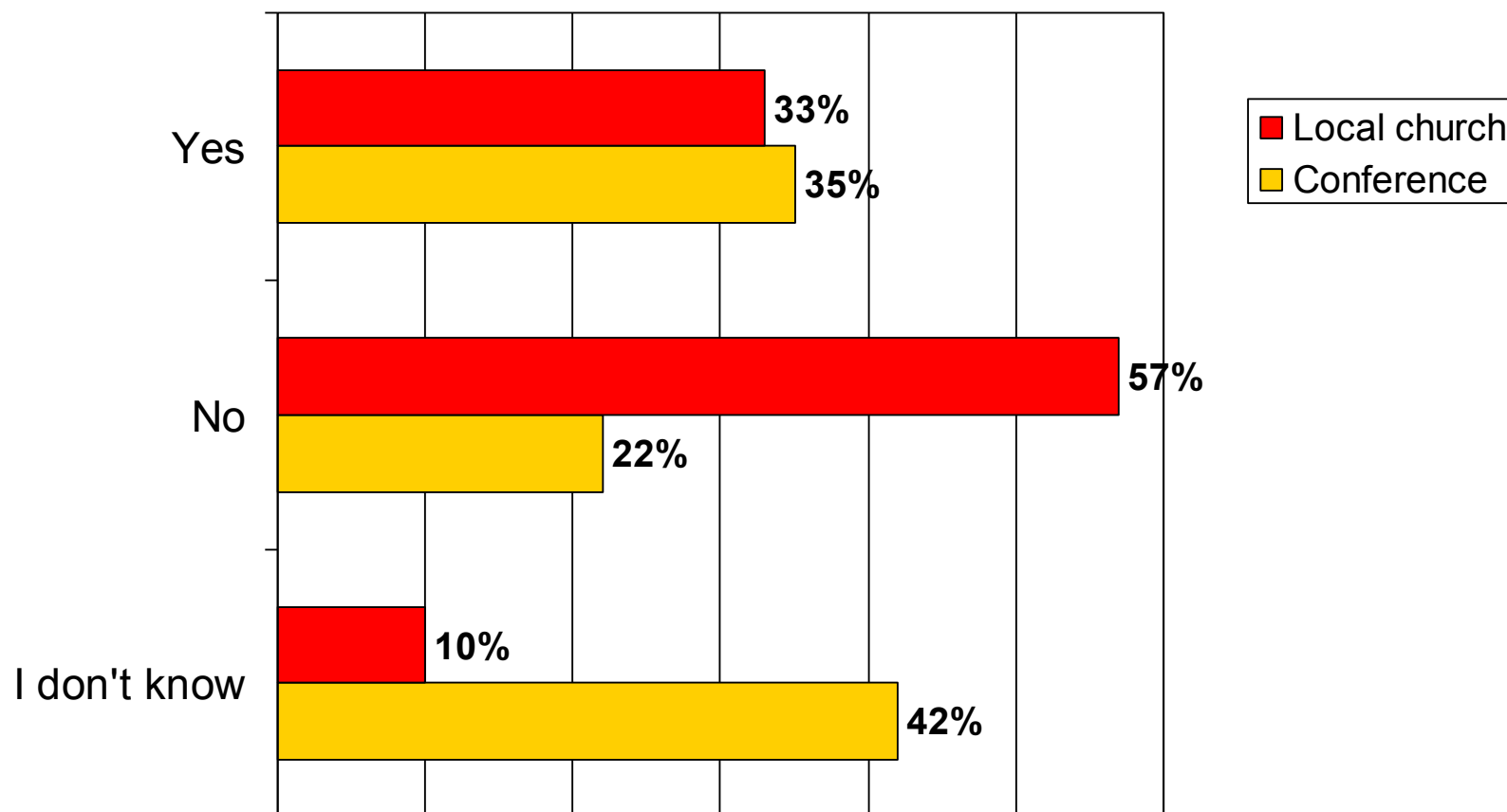
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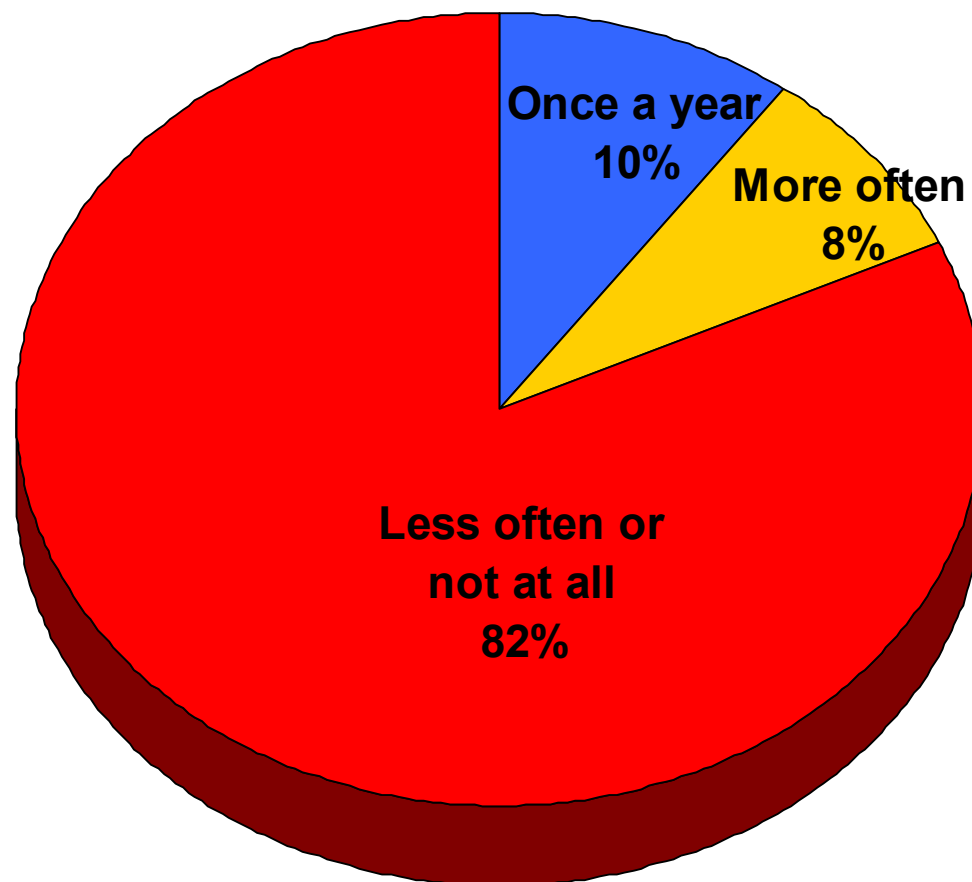
# Current Relationship with the Seventh-day Adventist Church



# Does your local church or your conference have a program for retired people?

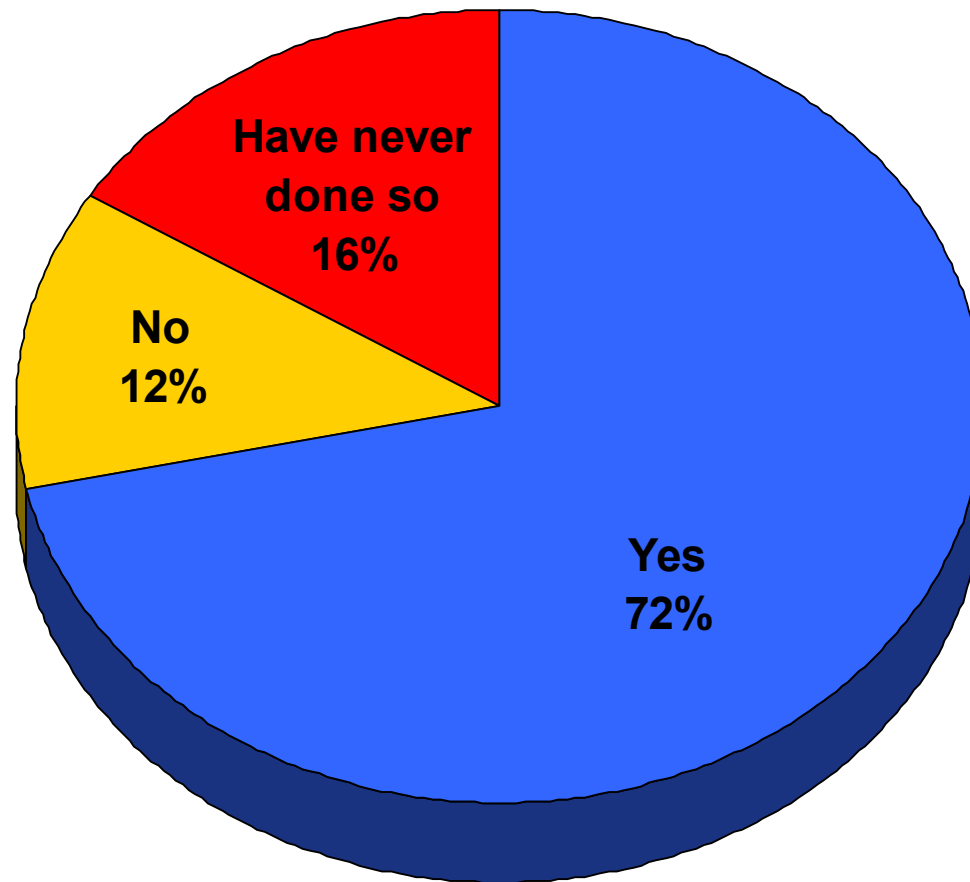


# How often do you attend a meeting for retired denominational employees?

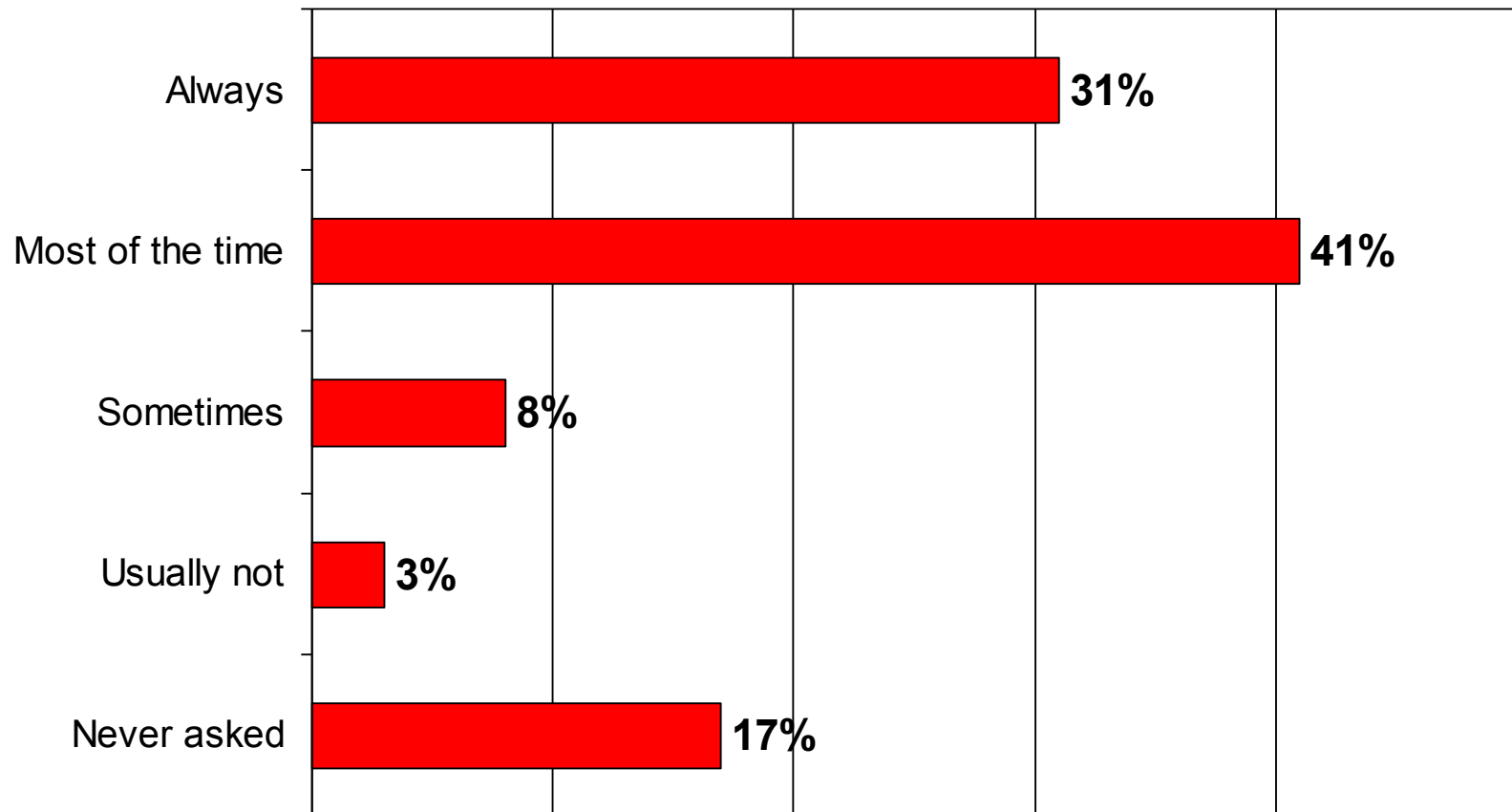




# Do you find it easy to contact the NAD Retirement Office?



# Are your questions answered promptly when you contact the office?





# Research Team

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