



Yearend  
2021



# School Chaplain Program



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## Success Drivers

A program that has grown over 7000% in 5 years begs the question as to why? The chaplain program has run long enough to separate trends from anomalies. Below are trends we believe are driving the success of the program.

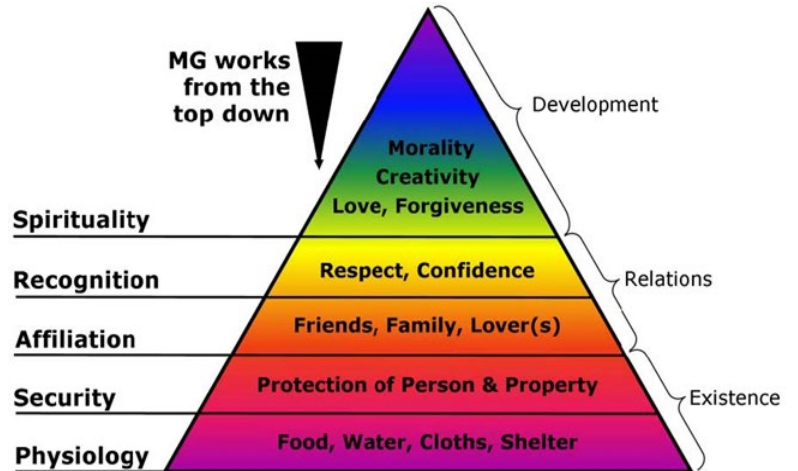
- **Early adaptors** - In the early years, school chaplains were mostly rejected. Lawsuits and litigation followed. Persecution lifted when news of the positive impact leaked from the few schools that welcomed chaplains. Of late, the same leftist governments that once vehemently opposed a God witness in schools have embraced school chaplains because the program has proven to reduce entitlement spending due to positive social outcomes.
- **Community Development** - An interesting observation is that the chaplain program seems to have spawned grassroots community development. The transformative Word of God in schools reaches approximately 50% of society (students + parents and family) which is increasing entrepreneurship, ingenuity, and creativity. Locals have credited hope for the phenomena. Communities with school chaplains have embarked on a broad range of initiatives all without any outside intervention or stimulus other than the Gospel of Jesus Christ.
- **Trained Professionals** - There is a worldwide lack of school counselors for various reasons. In the U.S., the ratio of school counselors to students is 1/1200. The American Association of School Counselors recommends 1/300. Internationally, school counselors are even in shorter supply.

The primary role of a school chaplain is that of a counselor but with spiritual authority. School chaplains address a broad array of spiritual and personal issues beyond academics. Chaplains discuss problems at school and home applying Biblical solutions and prayer.

Unlike traditional school counselors, chaplains endeavor to meet with the parents or guardians as often as possible. This reinforces students' goals and objectives by allowing chaplains to address family issues. (Unfortunately, a disturbing amount of incest and parental abuse has been reported to authorities due to these meetings.)

School counselors' most significant contribution is helping students and their families discover their destiny and purpose in Christ. Even if they are short-term goals like passing a class or graduating, once a young person has purpose - they have borders. Decisions and actions then fall into two categories "on purpose" or "off purpose." For example, young ladies report that staying "on purpose" has been the single most significant factor in their decision to avoid sex, and the resulting pregnancies that have taken so many girls out of school.

- **Starting at the top** - By necessity, schools must begin at the bottom of Maslow's Pyramid of Needs. How can children learn if they are hungry or scared? However, even in developed nations, education struggles to move past the base levels of physiology and security.



School chaplains minister on developmental issues related to

spirituality such as morality, creativity, love, and forgiveness. The lack of these attributes intercepts and destroys young lives and condemns them to a lackluster existence, short of the glory of God. Once they are freed from the bondage of what Paul referred to in Galatians 4:9 as "the weak and beggarly elements" families are set on a course to pursue their destinies in Christ.

- **Build Resilience** - Modern society has created a syndrome in young people referred to as "Toxic Stress." It is a major contributing factor to teen suicide which is at an all-time high. This syndrome has been compounded by recent school closures and economic shutdowns caused by a reaction to Covid. The difference between *tolerable stress* and *toxic stress* is the presence of a caring adult. Absentee fathers have increased the incidence of toxic stress because single moms have less time with their children.

Toxic stress, associated with Adverse Childhood Experiences (ACEs), disrupts brain and immune system development. The result is heart disease, substance abuse, memory and learning difficulties, anxiety, depression, autoimmune diseases, and cancer. **However, a caring adult in the lives of a child can buffer the physical and emotional damage of toxic stress by building resilience.**

Governments have seen a relationship between chaplains and the general wellbeing of children because the chaplain becomes the caring adult. In as little as 5 seconds a day, a chaplain can make a child's day by simply greeting them by their name. Chaplains have kept in touch with students via text, calls and group meetings during school closures due to Covid.

- **Paid Staff** - The chaplain program does not rely on volunteers. 80% of people serving as chaplains are certified teachers. As such, they are paid to serve as chaplains by the institutions they work for. In several countries, chaplains certified by Mission Generation receive increased compensation. In all countries, the Mission Generation courses are accredited as post-baccalaureate.

## Nuances of the Chaplain Program

Developed nations define “school” differently than developing nations. For example, in the U.S., we associate school with building, as in my child attends XYZ school. In addition, 1<sup>st</sup> -12<sup>th</sup> grade students in U.S. schools spend between 6 and 8 hours a day in school, not counting extra curriculum activities.

In developing nations, school is defined by a school body, i.e., students and administrators. In most cases, a school building is not “the school” as we understand it because it might host two or even three school bodies. A school day is generally 4 hours, no matter the grade. Students attend morning school from 8-12 or afternoon school from 1-5. In larger communities, night school is offered from 6-10. Each “school” has a separate identity, its own name and administrative staff.

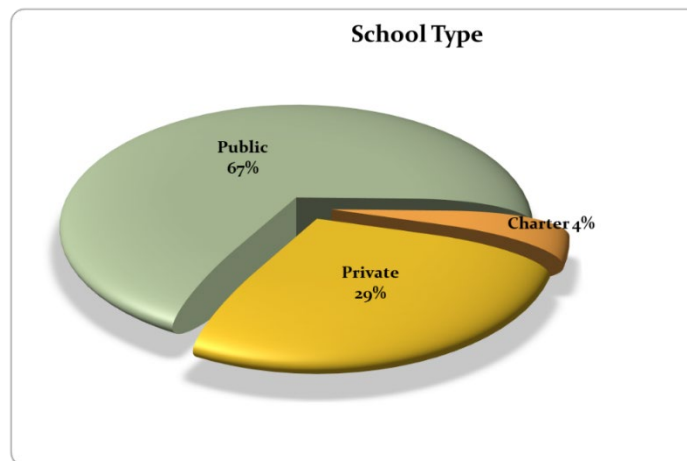
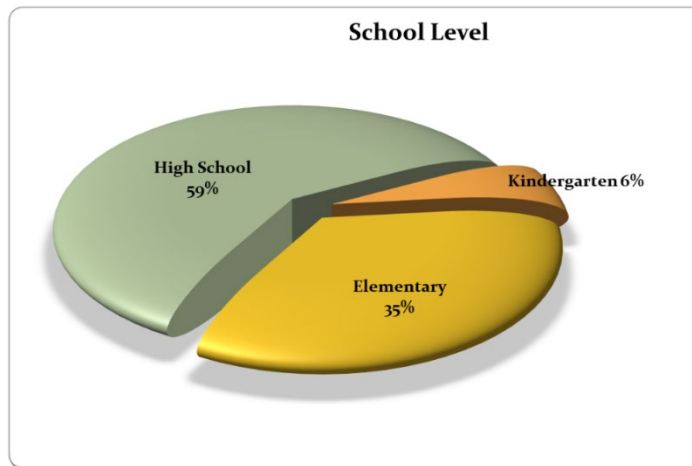
Although the average number of chaplains per school is 1.7, up from 1.2 in previous years, that does not necessarily mean that there are three chaplains for every two schools. For example, one chaplain could serve three schools, sharing the same building. It is common for several people to serve as chaplains in larger urban schools. The highest number of chaplains in any one school is seven.

### The 4/14 Window

Children between the ages of 4 and 14 are the largest unreached people group globally. The school chaplain program is so powerful because it successfully evangelizes and trains children in this age group.

Focus on younger children is strategic for several reasons:

- Christ commanded we train children.
- Children are the most receptive.
- Children are effective evangelist and ambassadors.



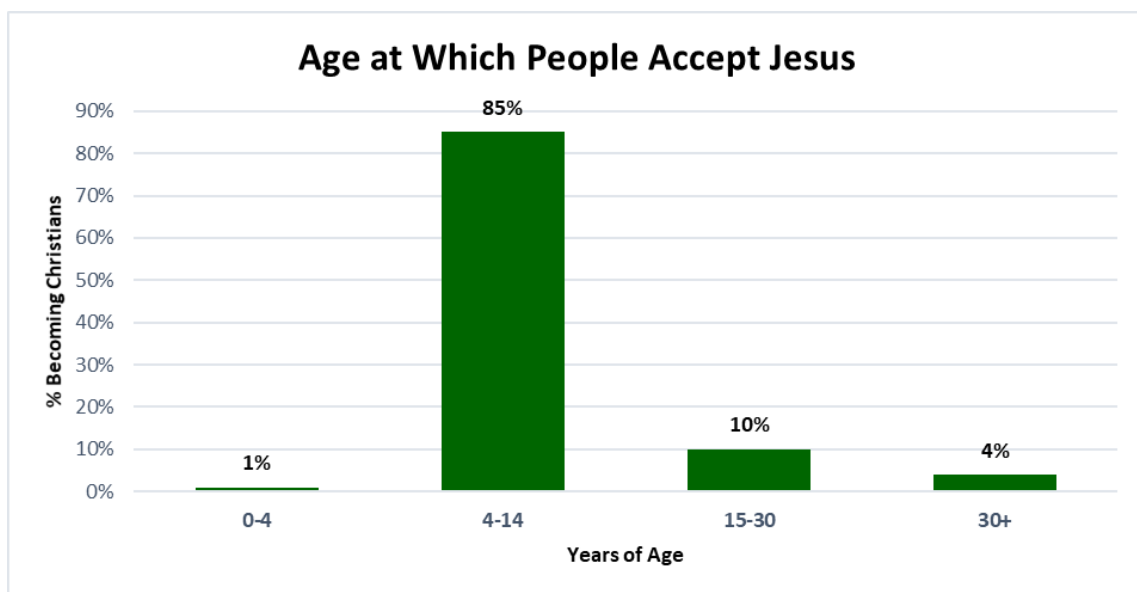
The Barna Group (<https://www.barna.com/>), a cultural and religious research organization, published research showing that children are the most critical population segment because of their spiritual teachability.

According to Barna's research, 85% of the world's Christians are made up of people who chose Jesus when they were between 4 and 14 years old. Barna argues that a child's moral development is set by the age of nine. Barna wrote that "Habits related to the practice of one's faith develop when one is young and change surprisingly little over time" and "the older a child gets, the more distracted and vulnerable he or she becomes to nonfamily influences."

Barna found that children converted to Christianity before their teen years are more likely to remain "absolutely committed" to Christianity. Barna stated, "It is during those [pre-teen] years that people develop their frames of reference for the remainder of their life." He later said, "The early impressions we make go a long way toward shaping a person's worldview, relationships, dreams, expectations, and core reality."

The huge issue with child evangelism is access. Schools are traditionally closed to the Gospel, and only a very small percentage of 4 to 14-year-old children attend church. The question then becomes, how to reach this critical segment of society with the Gospel? The only cost-effective solution is through schools. With rare exceptions, every child in the world attends school, even if for a few years.

Mission Generation has gained access to school age children by providing high-quality programs to schools at no cost. The value added makes Mission Generation's programs compelling to education authorities and parents.

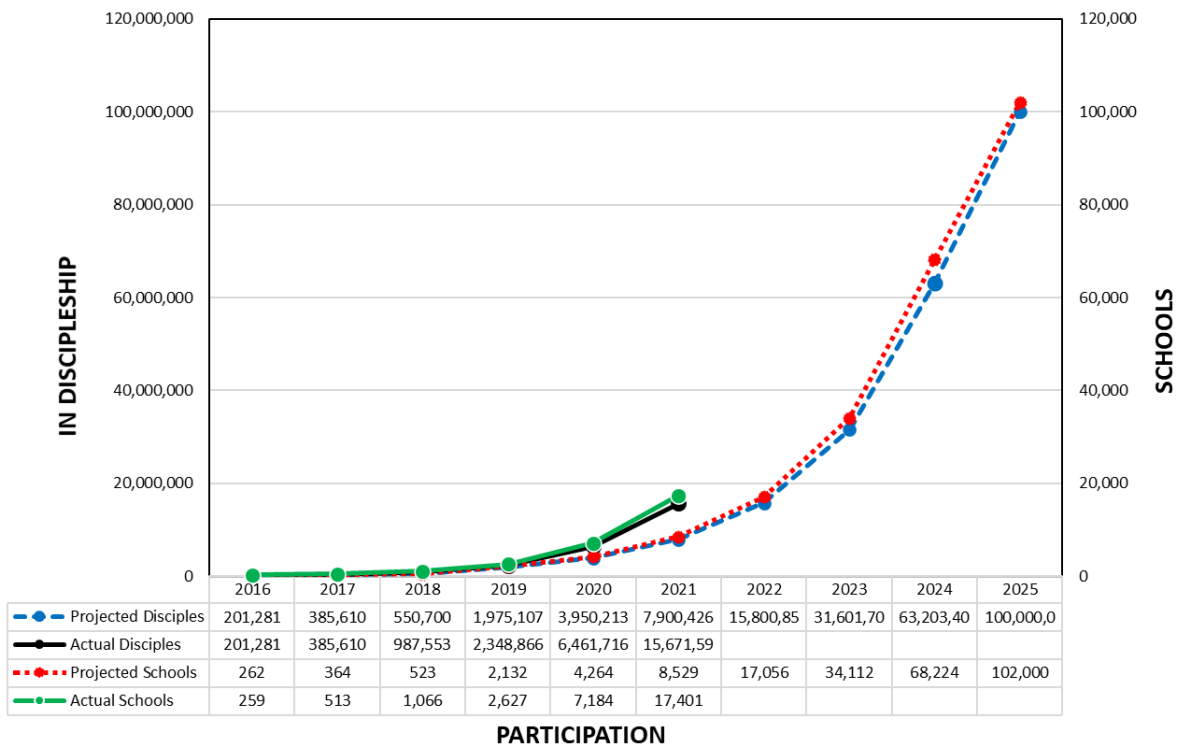


## The Numbers

At the beginning of our journey in 2015, I made a faith commitment -- **to make every penny count and to double your impact every year for 10 years**. Accordingly, in 2015 I presented the projections below as indicated by the **blue** and **red** dotted lines. I also believe the Lord has graced our partnership with the ability to place 100 million people in discipleship by 2025.

By the grace of God and the prayers of the saints, the program has more than doubled every year since its inception and indicated by the solid **black** and **green** lines below.

### PROJECTED VS ACTUAL

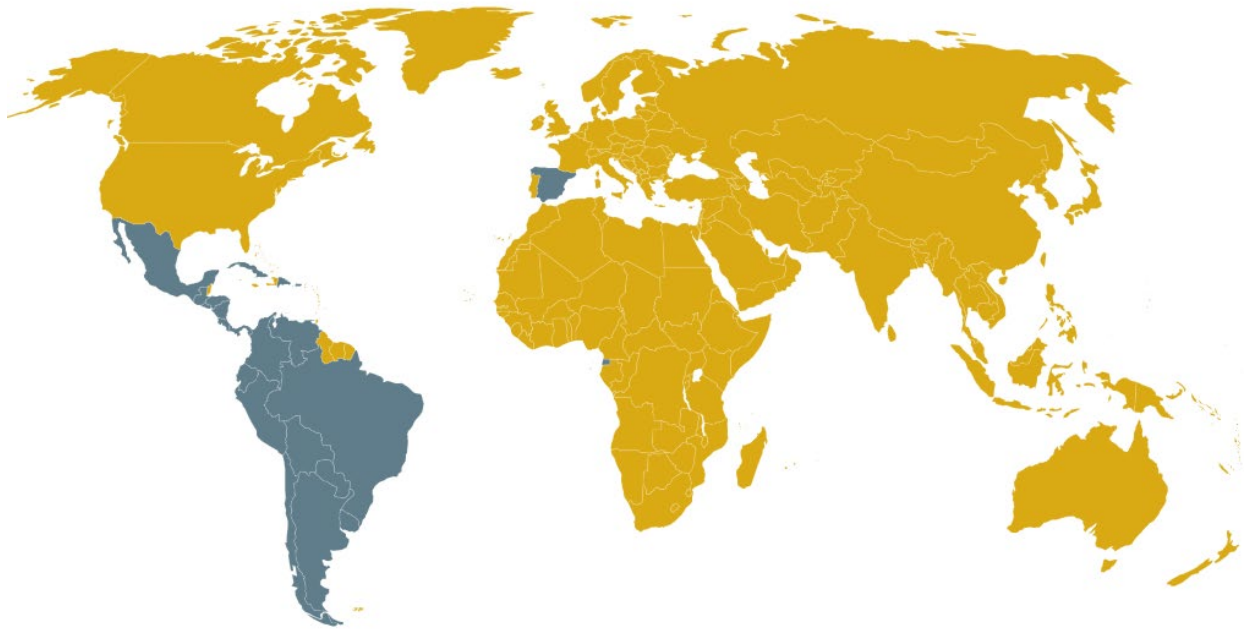


2021 ended with **15,671,592** people in discipleship in **17,401** schools in **23** countries. This is a **142%** increase over yearend 2020, which ended serving **6,461,716** people in **7184** schools. **2021 is a 7686% increase** over 2016.

To put this into perspective (no comparison intended), the Southern Baptist Convention reports 14.5 million members.



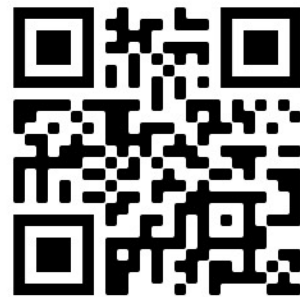
## International Operations



Please open this interactive map above by clicking <https://bit.ly/3G069VE> or scanning the QR code.

When your mouse hovers above a country we serve, as indicated in blue, the number of schools with chaplains in that country will appear.

We have a second-generation interactive map on the way that will indicate the geographic location of each school in a country. When the location is clicked it will provide contact information of the school, demographics, and chaplains. The goal is to provide you with instant access to operations.





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The big picture is **15,671,592** people exposed to the Word of God and given an opportunity to be disciplined for approximately USD750,000 or about 5¢ each.

### **Spanish Program**

The chaplain program is serving every Spanish-speaking country in the world. Turbulence in the early years has mostly given way to acceptance, although that is not universal. Every country is different. In some cases, the national teacher’s union is on board, and in other countries, chaplains are recognized by the Ministry of Education. In all cases the program is accredited.

### **Portuguese Program**

Adoption in Brazil has been rapid. 2021 was the first year the program was offered in Portuguese, and over a million people are already in discipleship. Unfortunately, the application of the chaplain program in Africa countries, both Spanish and Portuguese, has been hindered by poor internet and the cost of communications. A solution is in person training provided by people who have internet access.

Affiliation with an organization working in Africa has been mutually beneficial. We support their technical needs, and they train our team in wide-scale in-person techniques that work in rural Africa. This group reaches 3973 tribal groups in 24 African countries through kids clubs. 780 of these tribal groups are classified as Unreached People Groups.

### **English / U.S. Chaplain Program**

The strategy for implementation in the U.S. is still in development with the aid of attorneys, judges, education professionals, and elected officials. The consensus is - chaplains are a lawful means to introduce the God of the Bible back into U.S. schools. With your continued support, we are implementing the following three-step plan.

1. Provide resources to people already sharing their faith in public schools in conjunction with other ministries and organizations. Conservative parent's groups have shown a great deal of interest.
2. Provide training for people that want to share their faith in public schools, certifying them as spiritual school counselors and chaplains in cooperation with Christian universities.
3. Build a national registry of school board trustees. There are 13,809 school boards with approximately 90,000 trustees in the U.S. The goal of the registry is to qualify trustees as fit or unfit based on their position on abortion. School board members that support abortion will be regarded as unacceptable and targeted for recall or replacement. How can they have the best interest of children in mind if they are willing to sacrifice them in the womb?

**Facts in favor of school chaplains:**

- Forty-eight states have laws on the books that require the Gospel to be taught in school.
- Human secularism and Marxism are classified as religions and are taught in public education; therefore, equal access demands that Christianity be offered.
- Chaplains serve all public institutions, the military, the U.S. Senate, Congress, police, and fire departments, so why would it be 'illegal' to have chaplains in public schools?
- There is a severe shortage of qualified PreK-12 school counselors, which chaplains can resolve.

Although *God in school* is a national issue, it can be fought and won locally. With very few exceptions, school districts in the United States are ISDs (Independent School Districts) which means parents are the actual decision-makers. Recent event have made that abundantly clear.

**Testimonies**

The ministry collect hundreds of testimonies a year. In previous reports we have presented numerous. The most heartwarming interviews come from young children whose names and pictures we cannot share. Hearing children recite scripture and relate it to their lives is pure joy! The best testimony of all is when children choose Christ at an early age avoiding the pain and suffering of having to learn from hard knocks.

In this report there is a single testimony from the International Director of the chaplain program. I first met Erika when she came to work for the ministry in 2006 right out of high school. She began as an administrative assistant, earned multiple degrees along the way and is passionate leader.

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Translated from Spanish

My name is Erika Roman, I am Bolivian. I have a degree in Business Administration and am the International Director of the Mission Generation chaplain program.



My father died when I was very young and my mother struggled financially. I remember going with her to the market and buying rotten fruit. When we got home my mom would cut away the bad parts and make it a special treat.

I first heard about Mission Generation when I was a teenager and about to graduate from high school. I had no idea what I was going to do after graduation. My mom was so busy working she never asked me. I had no direction or plans. I was without hope and with a lot of uncertainty, not knowing the path that my life was going to take.

One day someone from the Mission Generation program came to school to teach us how to make a life plan using the Bible. He asked us to write what we wanted to do. He called it a life plan.

I wrote my life plan as detailed as possible with dates and drawings of what I wanted to achieve. That day I also accepted Jesus into my heart as my Lord and Savior. Jesus allowed me to dream without limits. That day I understood that I was not alone in this process. I understood that God was with me!

My life plan, as written that day, was fulfilled before I turned 30. Thanks to God I was able to fulfill it all. That plan allowed me to focus on the pathways that I needed to reach the goals that I wanted to accomplish.

There were many challenges, some more difficult than others, but I emerged victoriously from each of them by accepting that I can do nothing in my own strength and that everything is possible if I am grasped by the hands of God the Father. These aspects allowed me to find my purpose as I serve and support children and young people to know Jesus as their Savior and assist them in finding their purpose.

For 15 years as the International Director Mission Generation I have been carrying out programs and projects through education that give hope to those that desperately need care. The message being that no one needs to face their challenges alone and that God has a unique plan and a purpose for each individual. This is the same message I found and it changed my life.

Having personally had this experience gives me the conviction that, if God could change my life, He can also change the lives of thousands upon millions of children and young people who live in hopelessness. Their future is not determined by their current situation. God has promises for each of them.

This is the motivation I have every day when I get up, that through our programs we are reaching children and teenagers giving them an opportunity to direct or redirect their lives. I carry out this mission with great joy knowing that I am serving the Lord by loving others.

### **In Conclusion**

Our teams work diligently to represent the Lord's desire to see multitudes discipled in the Word of God. There is overwhelming evidence that students prosper when the Word of God is taught in school. The Gospel brings the peace of God that passes all understanding (Philippians 4:7). The result has been increased academic performance, increased graduation rates, and less teen pregnancy, among other positive social outcomes.

Chaplains teach Bible classes, counsel, pray, and open or close school assemblies. Training young people in the Word of God prepares them to succeed in school and out and, even more importantly, to be ambassadors for the Kingdom of God!

