



The Sustaining Pastoral Excellence Initiative Survey of Participant Project Directors

Statistics Report #1.

Following are the summary survey results from 31 SPE Project Directors who oversee small, ongoing peer groups of ministers or pastoral leaders. Key variables from this survey of the structure, content, process, and basic statistics of SPE programs will be included in the survey database from SPE group participants. Following reports will include: the summary survey results for the participant study; analysis of the results of both surveys, comparing outcomes of groups by denomination, group focus and structure, group composition, group leadership, and program cost, among other variables; summary survey results from modules on small clergy peer group involvement on the 2008 Faith Communities Today and the 2008 U.S. Congregational Life surveys; reports from qualitative studies of 5 representative pastoral leader groups; and a summary report and analysis.

Section One: Your SPE Project

1. What is the title or name of your SPE Project?

See attached list.

2. How would you categorize your sponsor organization? It is a: **(% response)**

Seminary or Divinity School	: 28
University or College	: 10
Judicatory	: 28
Partnership (b/w College, Seminary, and/or Judicatory)	: 13
Retreat or Conference Center	: 7
Counseling Agency	: 7
Inter- or non-denominational agency	: 7

3. What is the denominational affiliation of your sponsor organization, if any? **(% response)**

Conservative Protestant*	: 16
Moderate Protestant**	: 32
Liberal Protestant***	: 19
Roman Catholic	: 13
Inter- or non-denominational	: 19

*Southern Baptist; Missionary Baptist; Church of God, Anderson; Church of God, Cleveland; Christian Reformed Church

**American Baptist; Cooperative Baptist Fellowship; United Methodist Church; Church of the Brethren; Cumberland Presbyterian

***Presbyterian Church, U.S.A.; United Church of Christ; Disciples of Christ

4. In what year did your SPE Project officially begin? (**% response**)

2002	: 22
2003	: 50
2004	: 25
2007	: 3

5. Has your SPE Project been continued? (**% response**)

No	: 13
Yes	: 87

Section Two: Your SPE Groups

1. How many SPE groups has your program started or supported? (**% response**)

1-10	: 23
11-25	: 29
26-40	: 19
41-75	: 16
More than 75	: 13

Total # of groups begun in all projects: **1390**

2. How many SPE groups have officially ended and no longer meet? (**% response**)

None	: 10
1-2	: 17
3-5	: 17
6-12	: 21
More than 12	: 35

Total # of groups that have ended and no longer meet across projects: **387**

3. How many SPE groups are no longer sponsored by your program but have continued on their own? (**% response**)

None	: 41
1-2	: 26
3-5	: 11
6-12	: 15
More than 12	: 7

Total # of groups who are no longer officially sponsored but have continued on their own: **138**

4. How many persons have participated in your SPE groups since your project began? (**% response**)

Less than 100	: 20
100-200	: 19
201-300	: 19
301-500	: 19
501-800	: 10
More than 800	: 13

Total # of participants in all programs: **12,255**

5. What was the total cost of your **SPE group program** for your last fiscal year? (**% response**)

\$50,000 or less	: 13
\$50,001-\$150,000	: 16
\$150,001-\$300,000	: 29
\$300,001-\$500,000	: 26
More than \$500,000	: 16

Average cost of all SPE group programs for fiscal year 2007: **\$284,209**

6. What percentage of your **SPE group program** costs is/was covered by each of the following income sources? *If you receive no income from a particular source, simply write "0."* (**Average % for all programs**)

Grants (including the Lilly grant, if applicable)	: 88%
Gifts	: 1%
Sponsor organization	: 4%
Judiciary	: 2%
Participant's congregation	: 1%
Participant	: 3%
Other:	: 1%

7. How many **paid** program staff positions (director, facilitators, etc.) and **paid** support positions do/did you have in your **SPE group program**? Count all positions necessary for the ongoing administration of your SPE groups, whether currently filled or not (write numbers in each space below) (**Average # for all programs**)

A. <u>1</u> Total full-time program staff	<u>1</u> Total full-time support staff
B. <u>4</u> Total part-time program staff	<u>6</u> Total part-time support staff

8. How would you describe the content and structure of your SPE groups? (**✓ all that apply; % response**)

Pastoral education model	: 28
Group spiritual direction model	: 34
Cultural immersion model	: 13
Reflective practice model	: 31
Peer learning model	: 84
Action-reflection model	: 25
Other (combinations of the above; spiritual coaching; covenantal formation)	: 16

8a. Of the models listed above, which *best* describes the approach of the *majority* of your SPE groups?
 (% response)

Pastoral education model.	: 13
Group spiritual direction model	: 10
Reflective practice model	: 3
Peer learning model	: 60
Action-reflection model	: 3
Other (combination of the above)	: 10

9. In addition to regular gatherings of individual SPE groups, what other kinds of gatherings does/did your SPE group program support? (✓ all that apply; % response)

Gatherings of all SPE groups	: 47
Gatherings of some SPE groups	: 37
Gatherings of SPE groups w/ families	: 19
The inclusion of SPE groups w/ others	: 28
Gatherings of SPE group leadership	: 14
Gatherings of SPE groups & lay persons	: 8
Optional gatherings of clergy including SPE groups	: 11
No gatherings	: 6

10. Does/did your SPE groups have the following characteristics? Please indicate whether none, some, or most (or all) of your SPE groups can be described in the following ways. (% response)

	YES...		
(✓ one on each line)	<u>NO</u>	<u>SOME DO</u>	<u>MOST DO</u>
A. Group members make decisions about who belongs	42	16	42
B. Group members make decisions about what the group does	12	16	72
C. Groups use curriculum provided by the SPE program	59	11	30
D. Prospective members make written application to the SPE program	29	10	61
E. Participants belong to more than one group simultaneously	74	23	3
F. Groups intentionally involve spouses or families	60	23	17
G. Participants are recruited or assigned to groups by program staff	41	25	34
H. Groups include persons of different races or ethnicities	19	40	41
I. Groups include persons of different denominations or faith traditions	29	23	48
J. Groups communicate regularly via emails or conference calls	6	55	39
K. Groups have difficulty finding the right resources for their learning	74	26	
L. The primary focus is sharing ideas & resources for effective ministry	13	32	55
M. Groups travel together outside of the continental United States	61	19	20
N. Groups travel together inside the continental United States	32	45	23

11. In your experience, what are the *one or two ingredients* that are necessary for effective SPE groups in your program? And, briefly, why? (✓ all that apply; % response)

Self-selection of group members	: 3
Group-determined content	: 16
Group-determined process	: 16
Trained leaders or coaches	: 45
Shared leadership in the group	: 3
Trust and vulnerability	: 42
Creativity and imagination	: 3
Thoughtful reflection	: 10
Commitment/accountability	: 32
Constructive handling of group conflict	: 10

12. Do/Did your SPE groups have a formal covenant or written group guidelines? (**% response**)

No, none do	: 13
Yes, some do	: 13
Yes, most (or all) do	: 74

12a. If at least some of your SPE groups have a formal covenant or written group guidelines, how are/were covenants or guidelines developed and used? (**% response**)

The SPE group program developed and requires them	: 26
SPE groups are required to develop and use them	: 33
The SPE group program recommends covenants but doesn't require them	: 15
Other (SPE program develops/groups adapt; SPE groups determine whether they have/use such guidelines)	: 26

13. Do/Did any of your SPE groups have a designated leader or leaders? (**% response**)

No, none did	: 6
Yes, some do	: 7
Yes, most (or all) do	: 87

13a. If any of your SPE groups have or had a designated leader or leaders, which description best fits their preparation and role? (**✓ all that apply; % response**)

A trained group facilitator	: 45
A minister "peer" with special training for group leadership	: 32
A denominational minister with responsibility for group leadership	: 23
A credentialed professional such as a pastoral counselor	: 20
A member who was selected by the group as its leader	: 30
Other (faculty mentors/facilitators; groups rotated the role)	: 23

13b. Since your SPE project began, how many leaders have you recruited and/or trained for your group program? (**% response**)

0-10	: 45
11-20	: 21
21-50	: 17
51-100	: 7
More than 100	: 10

13c. Do/Did you provide training and/or direct supervision for any of your SPE group leaders? (**% response**)

No	: 34
Yes	: 66

13d. If you provided training and/or direct supervision for your SPE group leaders, please indicate below how many hours of initial training you provide. Tell us also how many hours of ongoing training and/or direct supervision you provide a typical leader per year. (Write a "0" if you provided either no training or no direct supervision; write in numbers of hours if you provided either or both.) **(Average # of hours)**

- A. 16 Total **hours** of *initial* SPE leader training
- B. 12 Total **hours** of *ongoing* SPE leader training *per year*
- C. 9 Total **hours** of SPE leader supervision *per year*

14. How important are/were each of the following as *incentives* for the successful recruitment of SPE group members? **(% response)**

	DID NOT	NOT	SOMEWHAT	QUITE	VERY
	<u>HAVE</u>	<u>IMPORTANT</u>	<u>IMPORTANT</u>	<u>IMPORTANT</u>	<u>IMPORTANT</u>
(✓ one on each line)					
A. Money to fund group activities	9		12	16	63
B. Materials, including books and other resources	12	16	31	28	13
C. Opportunity for interaction with other ministers			3	25	80
D. Certificates of participation	47	25	19	6	3
E. Credit toward degree requirements	75	13	6	6	
F. Exposure to recognized experts in ministry	16	9	19	25	31
G. Travel	28	19	22	28	3
H. Denominational expectations or pressure	41	31	22	6	
I. Positive reviews from other participants	12	3	22	34	28
J. A close friend is/was also involved	3	13	41	34	9
K. The recognized quality of group leadership		16	19	36	29
L. The reputation of the sponsor organization		6	31	35	28
M. The promise of "practical help" for ministry		3	22	44	31
N. The explicit spiritual aspects of the program		3	39	32	26
O. Expectations of intellectual challenge		6	37	44	13
P. A chance to do something new or creative		6	22	38	34
Q. Other: heterogeneous; self-determined; confidential; collaborative				36	64

15. To date, what would you say has been the overall impact of your SPE program on . . . **(% response)**

	LITTLE OR NO	VERY	SOMEWHAT	SOMEWHAT	VERY
	<u>IMPACT</u>	<u>NEGATIVE</u>	<u>NEGATIVE</u>	<u>POSITIVE</u>	<u>POSITIVE</u>
(✓ one on each line)					
A. Your sponsor organization	3			16	81
B. Group members themselves				6	94
C. Spouses or families of group members	10		3	67	20
D. Congregations or ministries of members			3	58	39

16. Do you consider SPE group participation an important part of a member's ongoing education in ministry? **(% response)**

- No : 0
- Yes : 100

16a. If yes, why? (✓ all that apply; % response)

- Provides an accountable, safe community : 53
- Delivers educational benefits : 31
- Provides emotional support, empathy, and fellowship : 41
- Essential for clergy w/o finances or support or who are isolated : 22
- Helps make connections b/ learning & congregational & personal life : 25
- Provides spiritual formation : 12

17. Please describe the technique(s) you employ to evaluate the effectiveness of your SPE group program.
(✓ all that apply; % response)

Surveys of group participants	: 58
Surveys of group leaders	: 16
Surveys of group members' spouses/congregations	: 10
Surveys of participants in events & conferences	: 13
Survey designs with qualitative, quantitative, & longitudinal components	: 48
Surveys of individuals	: 26
Focus groups and other forms of group reflection through journals, case presentations, etc.	: 29
External evaluation through paid consultants	: 19
External evaluation by mentors, group leaders and/or judicatory leaders	: 13
Regular evaluations, including annual reports	: 51
Participation statistics (attendance, etc.)	: 10

18. Overall, how would you rate your level of satisfaction with your SPE program's current evaluation strategies?
(% response)

Very dissatisfied	: 3
Somewhat dissatisfied	: 7
Somewhat satisfied	: 17
Satisfied	: 47
Very satisfied	: 27

19. What is the likelihood that your SPE group program will continue beyond the Lilly Endowment grant?
(% response)

May or may not continue	: 6
Probably will continue	: 39
Very likely to continue	: 29
Certain to continue	: 26

Section Three: Information about You

1. What is your current SPE position title?

See attached list.

2. How long have you been in your current SPE position? (% response)

One year or less	: 10
Two to four years	: 36
Five to seven years	: 48
Eight to ten years	: 6

3. How would you describe your current SPE project position? (% response)

Existing administrative position with part-time SPE assignments	: 45
SPE-initiated position, full-time	: 32
SPE-initiated position, part-time	: 7
Existing faculty position, release time for SPE	: 10
Other: P/T faculty, P/T SPE; Director of Continuing Education	: 6

4. Are you ordained? (% response)

No	: 29
Yes	: 71

4a. How old were you when you received full ordination as a pastor/minister? (% response)

Less than 25	: 10
25-26	: 32
27-30	: 42
30-49	: 11
50+	: 5

5. What is the highest level of *theological training* you have obtained? (% response)

None	: 3
Certificate from denominational training program, Bible college, or seminary	: 3
Master of Divinity or Bachelor of Divinity	: 36
M.A., S.T.M, Th.M. or other Masters degree	: 19
Doctor of Ministry degree	: 16
Ph.D. or Th.D.	: 23

6. What is your present religious denomination, if any? Please be as specific as is possible. For example, if "Baptist" what particular group? "Southern," "American," "National," "Missionary," etc. (write in the space below)

Conservative Protestant*	: 20
Moderate Protestant**	: 36
Liberal Protestant***	: 25
Roman Catholic	: 16
Other	: 3

7. What is your gender? (% response)

Female	: 39
Male	: 61

*Southern Baptist; Missionary Baptist; Church of God, Anderson; Church of God, Cleveland; Christian Reformed Church

**American Baptist; Cooperative Baptist Fellowship; United Methodist Church; Church of the Brethren; Cumberland Presbyterian; Reformed Church of America

***Presbyterian Church, U.S.A.; United Church of Christ; Disciples of Christ

8. How old are you? (**% response**)

35-45	: 17
46-55	: 30
Over 55	: 53

9. Which of the following racial categories best describes you? (**% response**)

African-American or Black	: 3
White	: 94
Other:	: 3

10. Would you categorize yourself as Hispanic or Latino/a? (**% response**)

No	: 90
Yes	: 10

Participating Organizations in the Sustaining Pastoral Excellence (SPE) Group Survey

- Akron Area Association of Churches: Pastor Parish Peer Study Groups of Northeast Ohio
- American Baptist Assembly: Green Lake Conference Center
- American Baptist Churches USA Ministers Council: Together in Ministry
- Ashland Theological Seminary: Sustaining Pastoral Excellence
- Asociacion para la Educacion Teologica Hispana: Tertulias Pastorals
- Austin Presbyterian Theological Seminary: College of Pastoral Leaders
- Bethany Theological Seminary: Brethren Academy for Ministerial Leadership
- Christian Reformed Church in North America: Creating a Culture of Pastoral Excellence
- Church of God Ministries: Sustaining Health and Pastoral Excellence (SHAPE)
- Church of God Theological Seminary: Walking in the Spirit
- Columbia Theological Seminary: S3 (Sabbath, Study and Service)
- Cooperative Baptist Fellowship: Initiative for Ministerial Excellence
- Dominican House of Studies: Sustaining Excellent Pastors-Promoting Pastoral Excellence
- Ecumenical Theological Seminary: Sustaining Pastoral Excellence
- Lott Carey Baptist Foreign Mission Convention: Building Networks, Broadening Visions
- Loyola University: INSPIRE
- MACUCC: Sustaining Pastoral Excellence Project
- Memphis Theological Seminary: Sustaining Pastoral Excellence through Scholarship, Piety, and Justice
- Millsaps College Center for Ministry: Center for Ministry Pastoral Excellence Project
- Nebraska Conference United Church of Christ: Transforming Covenants
- North Alabama Conference of the UMC: The Institute for Clergy Excellence
- Presbytery of San Francisco: Healthy Pastors for Healthy Congregations
- Reformed Church in America: A Revitalized Leadership for a Renewed Church
- Samaritan Counseling Center of Albuquerque Inc.: Called Back to the Well
- Samford University: Resource Center for Pastoral Excellence
- Seattle University School of Theology and Ministry: Pastoral Leadership Program
- St. John's School of Theology Seminary: Conversatio—Cultivating a Pastoral Conversation
- Texas Methodist Foundation: Clergy Leadership Initiative
- Triangle Pastoral Counseling: Sustaining Pastoral Excellence Project
- Union Theological Seminary and Presbyterian School of Christian Educators: Rehoboth Project
- Western Theological Seminary of the Reformed Church in America: Journey Groups

Titles of Respondents to the SPE Project Director's Survey

Project Director
Program Director
Project Coordinator
Program Coordinator
Director
Co-Director
Associate Director
Cell Co-Director
Manager
Principal of the College of Pastoral Leaders
Dean of Journey
Associate Conference Minister
Executive Director
Director Pastoral Leadership Program
National Director
President – TMF Institute for Clergy and Congregational Excellence
Executive Director of ABC Ministers Council which sponsors Together in Ministry
Director, Pastoral Leadership Program
Director, Inspire Project