



The Sustaining Pastoral Excellence (SPE) Initiative Survey of Participants in Groups for Ministers and Other Pastoral Leaders

You have received this survey because you have participated in a group of ministers or other pastoral leaders as a part of the Sustaining Pastoral Excellence (SPE) initiative of the Lilly Endowment, Inc. You will find a list of organizations participating in this initiative on the back of the survey. This is the first study of the effects of such groups on a national scale, so your participation is especially valued.

The survey will take about 30 minutes to complete. Your thoughtful and frank response is deeply appreciated. **Thank you for your willingness to be included in this important research.**

Section One: Your SPE Group Participation

1. How long have you participated in an SPE-initiated minister or pastoral leader group?

_____ Years _____ Months (write numbers in)

2. The group meets/met _____ times a year for an *average* of _____ hours per meeting. (write numbers in)

3. Does/did the group have the following characteristics?

(✓ one on each line)

| | NO | YES | DON'T KNOW |
|----------------------------------------------------------------------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| Members make decisions about who belongs | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| Members make decisions about what the group does | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| A sponsoring organization (denomination, seminary, etc.) provides curriculum | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| Spouses or families are involved | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| The group includes persons of different races or ethnicities | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| The group includes persons of different denominations or faith traditions | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| The churches or ministry organizations of group members have worked together since the group began | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |

4. How regularly did you attend face-to-face meetings *in the last year that your group met*? (✓ one option only)

- ₁ I attended less than half of meetings
- ₂ I attended a majority of meetings
- ₃ I attended all meetings

5. Has your group participated in conference calls or email discussions as a part of your group process?

- ₁ No ⇨ **Go to Question 6**
- ₂ Yes

5a. **If yes**, how many times did your group participate in intentional conference calls or email discussions *in the last year that your group met*? _____ (write number in)

6. Does/did your SPE group have a designated leader or facilitator?

- ₁ No ⇨ **Go to Question 7**
₂ Yes

6a. Which description best fits that person’s preparation and role? (✓ all that apply)

- ₁ A trained group facilitator
₂ A minister “peer” with special training for group leadership
₃ A denominational minister with responsibility for group leadership
₄ A credentialed professional such as a pastoral counselor or a spiritual director
₅ A member who was selected by the group as its leader

6b. Does/did your facilitator or leader do an effective job?

- ₁ No
₂ Yes

6c. **If yes**, why do you think your facilitator or leader did an effective job? **If no**, why not? (Explain briefly)

7. We are interested in your reasons both for joining this group and for staying involved in it. Tell us whether each of the issues below was a reason to join and/or a reason to stay.

| | <u>Reason to Join</u> | | | <u>Reason to Stay</u> | | |
|-------------------------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| | NO | YES | NOT SURE | NO | YES | NOT SURE |
| A. A close friend influenced me | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| B. There is denominational encouragement/pressure | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| C. I am energized by being with people | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| D. I was isolated in my ministry position | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| E. I enjoy an intellectual challenge | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| F. I need an accountability group | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| G. The travel opportunities are appealing | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| H. I felt “stuck” in my ministry | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| I. I was impressed by the group leader or facilitator | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| J. My “spiritual batteries” need recharging | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| K. The subject matter is important to me | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| L. I am always looking to improve my ministry | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| M. I need a break from my day-to-day routine | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| N. I know and trust the sponsor organization | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| O. Other _____ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |

8. Does/did your group have a formal covenant or written group guidelines?

- ₁ No
₂ Yes, our covenant/guidelines keep us “on track” or help handle disagreements
₃ Yes, but our covenant/guidelines have rarely, if ever, been referred to

9. Listed below are several alternatives touching upon important dimensions of experience in an SPE group. Using the seven point scale between each set of alternatives, *please check the number which best describes where your group falls, "1" means most like the characteristic on the left, "7" means most like the characteristic on the right, "4" means an equal mix of both.*

(✓ one on each line)

- | | | |
|---------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|
| A. My group is made up of people who are very similar to each other | <input type="checkbox"/> ₁ <input type="checkbox"/> ₂ <input type="checkbox"/> ₃ <input type="checkbox"/> ₄ <input type="checkbox"/> ₅ <input type="checkbox"/> ₆ <input type="checkbox"/> ₇ | My group is made up of people who are very different from each other |
| B. My group meetings are structured and predictable | <input type="checkbox"/> ₁ <input type="checkbox"/> ₂ <input type="checkbox"/> ₃ <input type="checkbox"/> ₄ <input type="checkbox"/> ₅ <input type="checkbox"/> ₆ <input type="checkbox"/> ₇ | My group meetings are unstructured and spontaneous |
| C. My group feels like a family | <input type="checkbox"/> ₁ <input type="checkbox"/> ₂ <input type="checkbox"/> ₃ <input type="checkbox"/> ₄ <input type="checkbox"/> ₅ <input type="checkbox"/> ₆ <input type="checkbox"/> ₇ | My group feels like a loosely knit association of individuals |
| D. Leadership in my group is shared | <input type="checkbox"/> ₁ <input type="checkbox"/> ₂ <input type="checkbox"/> ₃ <input type="checkbox"/> ₄ <input type="checkbox"/> ₅ <input type="checkbox"/> ₆ <input type="checkbox"/> ₇ | There is a clearly recognized leader in my group |

10. What is/was the total number of persons in your SPE group? _____ (write number in)

11. How many persons in your SPE group . . . (write numbers in)

- Were original members of your group _____
- Knew you before this group _____
- Socialize with you outside of group meetings _____
- Agree with you on most things _____
- Live an hour or less by car from you _____
- Dropped out of the group _____

12. Does/did your SPE group engage in any of the following? *If yes, is it a relatively minor emphasis or a key practice of your group?*

| | YES . . . | | |
|--------------------------------------------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| | NO | MINOR EMPHASIS | KEY PRACTICE |
| (✓ one on each line) | | | |
| A. Discussing a common reading or topic | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| B. Participating in a discipline of silence or guided meditation | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| C. Praying for each other | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| D. Sharing and getting feedback on ministry problems or challenges | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| E. Engaging in community service or mission activities | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| F. Sharing ideas and resources for more effective ministry | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| G. Expressing spirituality through art, music, literature, or drama | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| H. Sharing personal concerns or struggles | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| I. Enjoying fellowship (eating, drinking, laughing, talking casually) | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| J. Traveling together | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| K. Engaging in intentional Biblical or theological reflection | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| L. Meeting with experts in fields of common interest | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| M. Studying issues related to worship, including preaching | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| N. Seeking spiritual direction together | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| O. Exploring an interesting subject or new approach to ministry together | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| P. Teaching others how to start similar groups | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| Q. Utilizing case studies to improve pastoral skills | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| R. Other: _____ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |

13. What two or three resources (for example, books, persons, websites, audio-visual aids, or organizations) have been most important for your group's learning? (write in)

14. To what extent do you disagree or agree that your SPE group . . .

(✓ one on each line)

| | STRONGLY DISAGREE | SOMEWHAT DISAGREE | NEUTRAL/ UNSURE | SOMEWHAT AGREE | STRONGLY AGREE |
|------------------------------------------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| A. Helps you see the world in different ways | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| B. Makes you a better pastor or minister | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| C. Provides spiritual refreshment | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| D. Allows for frank disagreement | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| E. Is different than anything you've done before | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| F. Helps you feel closer to God | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| G. Is cliquish | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| H. Exposes you to fresh ideas | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| I. Makes you a better listener | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| J. Is a lot of fun | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| K. Has given you new energy for ministry | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| L. Provides balance in your life | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| M. Helps you wrestle with doubt | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| N. Helps energize your congregation/ministry | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| O. Holds you accountable | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| P. Stretches you | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| Q. Is a safe place | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| R. Has renewed your commitment to ministry | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| S. Encourages complaint or self-pity | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| T. Helps deepen your understanding of God | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| U. Is something you'll need for years to come | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| V. Makes an impact on the larger community | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| W. Fosters openness and empathy towards people who are different | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |

15. Dynamics in small groups tend to change over time. Please indicate which of the following characteristics were present in your group only at the start, more so later than in the beginning, or were present throughout the life of your group.

(✓ one on each line)

| | NOT A CHARACTERISTIC | ONLY AT THE START | MORE SO LATER | PRESENT THROUGHOUT |
|--------------------------------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| A. People "put on their best face" | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| B. One or two strong personalities dominate | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| C. Some group members show up late or leave early | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| D. You can say anything without fear of harsh judgment | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| E. People talk to the leader rather than to each other | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| F. You check your ego "at the door" | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| G. You get the feeling that you are really being heard | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| H. People need to "dump" a lot of stuff | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| I. There is an undercurrent of discomfort | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| J. Working together for community change is important | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |

(✓ one on each line)

| | NOT A CHARACTERISTIC | ONLY AT THE START | MORE SO LATER | PRESENT THROUGHOUT |
|------------------------------------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| K. Our agenda is abandoned for prayer or deeper discussion | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| L. The group “gelled” | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| M. The leader or facilitator is a “good fit” for the group | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| N. Constructive criticism is welcome | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| O. There is a hunger for Scriptural study | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| P. There is significant conflict | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| Q. The group is a model of what it means to be “community” | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| R. There is competition for leadership | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |

16. Not including your SPE group, have you met regularly with any other small group of ministers or pastoral leaders for continuing education and support *in the past ten years*?

- 1 No ➡ **Go to Question 17**
2 Yes

16a. *If yes*, briefly describe the group or groups (as, for example, “an association or diocese-based ministers’ group,” “a DMin colleague group,” or an “ecumenical clergy group,” etc.)

16b. When you compare that other group to your SPE group, would you say that the SPE group or the other group provided a better experience in the following areas: (If more than one group was listed above, compare your SPE group to the group that you participated in most recently)

(✓ one on each line)

| | SPE MUCH BETTER | SPE BETTER | ABOUT THE SAME | OTHER GROUP BETTER | OTHER GROUP MUCH BETTER |
|----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| A. Positive ministry impact | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| B. Spiritual growth | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| C. Creativity | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| D. Intellectual challenge | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| E. Personal guidance and support | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| F. Group leadership | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |

17. To what extent have the following persons or groups been affected by your involvement in a SPE group?

(✓ one on each line)

| | LITTLE OR NO EFFECT | VERY NEGATIVELY | SOMEWHAT NEGATIVELY | SOMEWHAT POSITIVELY | VERY POSITIVELY |
|------------------------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| A. Your work colleagues or staff | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| B. Your intimate friends | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| C. Those you minister to on a day-to-day basis | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| D. <i>If married</i> , your spouse | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| E. <i>If a parent</i> , your child or children | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |

18. Overall, how would you rate your level of satisfaction with your SPE group *in the last year that you met*?

- (✓ one option only)
- 1 Very dissatisfied
2 Dissatisfied
3 Somewhat dissatisfied
4 Somewhat satisfied

- ₅ Satisfied
- ₆ Very satisfied

19. Compared to your level of satisfaction with your SPE group at the beginning of your involvement, would you say that your satisfaction has . . . (✓ one option only)

- ₁ Decreased a great deal
- ₂ Decreased somewhat
- ₃ Stayed about the same
- ₄ Increased somewhat
- ₅ Increased a great deal

20. What is the official status of your SPE-initiated minister or pastoral leader group? (✓ one option only)

- ₁ The group no longer meets. The last gathering was _____ (write in month and year)
- ₂ The group officially ended its SPE participation but has continued to meet for _____ months and an average of _____ hours per meeting (write in numbers)
- ₃ The group continues to meet with the support of its sponsor organization
- ₄ The group continues to meet but I am unsure of its official status

21. What is/was the average *annual* contribution from the following sources toward your SPE group participation? If there was no “out of pocket” or congregation/ministry organization expenditure, simply write “0” in the space provided. (write amount in)

A. Personal, “out of pocket” annual contribution \$ _____

B. Your congregation’s or ministry organization’s annual contribution \$ _____

22. Do you consider your participation in an SPE group an important part of your ongoing education in ministry?

- ₁ No
- ₂ Yes

22a. **If yes, why? If no, why not?** (Explain briefly)

23. Are you the designated leader of your SPE group?

- ₁ No
- ₂ Yes

Section Two: Your Work in Ministry

1. How would you describe your current position in ministry? **If you are not currently serving in an ordained or lay position in ministry, please skip to page 11, Section Four.** (✓ one option only)

- ₁ Senior pastor, priest, or minister
- ₂ Solo pastor, priest, or minister
- ₃ Associate pastor or minister, responsible for specific program area(s)

- ₄ Lay minister or pastoral leader
- ₅ Chaplain, pastoral counselor, or spiritual director
- ₆ Denominational minister, working for an association, conference, diocese, synod or other regional body
- ₇ Other: _____ (write in)

2. Is your current position paid or volunteer?

- ₁ Volunteer
- ₂ Paid

3. In what year did you begin your current ministerial or pastoral position? _____ (write in year)

4. Approximately how many hours in a typical week do you spend in work related to your position in this congregation or ministry organization? _____ (write in number of hours)

5. How much time and attention do you spend on the areas listed below?

| (✓ one on each line) | VERY LITTLE | SOME | QUITE A BIT | A GREAT DEAL |
|------------------------------------------------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| A. Planning and leading worship | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| B. Developing and promoting a vision & purpose | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| C. Evangelism or recruitment | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| D. Recruiting and training leaders | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| E. Pastoral care, such as visiting the sick and counseling people | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| F. Teaching people about the faith and Scripture | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| G. Contacting inactive persons | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| H. Organizing/leading small groups for sharing, support and spiritual growth | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| I. Representing the congregation/ministry organization in the community | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| J. Administration, supervision and committee meetings | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| K. Dealing with conflict and disagreements | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |

6. Do you currently serve as a paid professional minister in more than one congregation or other setting?

- ₁ No ➡ **Go to Question 7**
- ₂ Yes

6a. If yes, how many? _____ (write number in)

7. Do you work at any other job outside of your ministry position(s)?

- ₁ No ➡ **Go to Question 8**
- ₂ Yes

7a. If yes, what is your other job? _____ (write in)

8. How many **paid** program or ministerial staff positions and **paid** support positions do you have in your congregation or ministry organization? Count all positions, whether currently filled or not. If you have a school, don't count school employees. (write numbers in)

A. _____ Total **full-time** program or ministerial staff _____ Total **full-time** support staff

B. _____ Total **part-time** program or ministerial staff _____ Total **part-time** support staff

9. Not including your SPE group, how often during the past year did you take part in some form of ongoing education

in ministry lasting at least a full day? (✓ one option only)

- ₁ Never
- ₂ Once or twice
- ₃ Three to five times
- ₄ More than five times

10. Does your congregation or ministry organization provide financial support for you to participate in continuing education or training?

- ₁ No
- ₂ Yes

11. Does your congregation, ministry organization, or denomination require you to participate in continuing education or training on an annual basis?

- ₁ No
- ₂ Yes

12. Do you regularly take a day off each week?

- ₁ No
- ₂ Yes

13. Have you taken a sabbatical leave from a congregation or ministry organization *in the past ten years*, and if so, for how long?

- ₁ Yes, I took my most recent sabbatical leave for _____ weeks (write number in)
- ₂ No, I have not taken a sabbatical leave from a congregation or ministry organization

14. In the past two years, how many persons have you personally encouraged to consider becoming a pastor, priest, or minister? _____ (write number in)

15. How well does each of the following describe your congregation's or ministry organization's approach to ministry and mission?

(✓ one on each line)

| | NOT AT ALL | SLIGHTLY | SOMEWHAT | QUITE WELL | VERY WELL |
|--------------------------------------------------------------------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| A. This is an exciting place where people can get involved in a variety of meaningful activities | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| B. We encourage and foster intense, intimate experiences with God | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| C. We are engaged in and energized by the serious study and discussion of scripture and theology | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| D. We hold and teach strong beliefs and moral values | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |

16. To what extent do you agree or disagree that your congregation or ministry organization . . .

(✓ one on each line)

| | STRONGLY DISAGREE | SOMEWHAT DISAGREE | NEUTRAL/ UNSURE | SOMEWHAT AGREE | STRONGLY AGREE |
|--------------------------------------------------------------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| A. Is like a close-knit family | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| B. Is spiritually vital and alive | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| C. Has a clear mission or purpose | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| D. Is a force for positive change in our community | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| E. Welcomes change and is always ready to try something new | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| F. Is not that different from other congregations/ ministry organizations in our community | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |

17. Compared to other congregations or ministry organizations in your denomination or faith tradition, how would you describe the *theological outlook* of the *majority* of your organization's active participants? (✓ one option only)

- 1 Considerably more conservative than most other congregations or ministry organizations
- 2 Somewhat more conservative
- 3 Right in the middle
- 4 Somewhat more liberal
- 5 Considerably more liberal than most other congregations or ministry organizations

18. *During the last five years*, has your congregation or ministry organization experienced any disagreements or conflicts in the following areas?

| (✓ all boxes that apply on each line) | NO | YES, BUT THE CONFLICT WAS NOT SERIOUS | YES, AND SOME PEOPLE LEFT | YES, AND SOME PEOPLE WITHHELD FUNDS | YES, AND A STAFF MEMBER WAS DISMISSED OR REASSIGNED |
|-----------------------------------------------------------|----------------------------|------------------------------------------------|------------------------------------|----------------------------------------------|--------------------------------------------------------------|
| A. Money/finances/budget | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| B. How worship is conducted | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| C. Minister's leadership style | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| D. Program priorities of the congregation or organization | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| E. Actions of the denomination or other supervisory body | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| F. Other _____ | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |

19. In what year was your congregation or ministry organization founded? _____ (write in)

20. How would you describe the place where your congregation or ministry organization is located?

- 1 *Rural* area or open country
- 2 *Village* or a *town* of less than 10,000 persons
- 3 *Larger town* or a *small city* with a population between 10,000 and 50,000
- 4 A *newer suburb* around a city with a population of 50,000 or more
- 5 An *older suburb* around a city with a population of 50,000 or more
- 6 An *older residential* area in a city with a population of 50,000 or more
- 7 A *downtown* or *central area* of a city with a population of 50,000 or more

21. For each of the last 6 years, what is your best estimate of the average attendance at your congregation's or ministry organization's weekend worship services? *If you have more than one weekend worship service, use the average attendance for all worship services combined. If your ministry position is not in an organization that holds regular worship services, please go to Question 22.*

| Year | Average Attendance at Weekend Worship Services | Year | Average Attendance at Weekend Worship Services |
|------|---------------------------------------------------|------|---------------------------------------------------|
| 2007 | _____ | 2004 | _____ |
| 2006 | _____ | 2003 | _____ |
| 2005 | _____ | 2002 | _____ |

22. *During the last 12 months*, did your congregation or ministry organization conduct any of the following programs or activities? *If yes*, how much emphasis or attention is given to the activity? Was it some emphasis, a lot of emphasis, or is the activity a specialty of your congregation (something you are known for)?

| (✓ one on each line) | DO NOT HAVE | SOME EMPHASIS | A LOT OF EMPHASIS | SPECIALTY OF CONGREGATION |
|----------------------------------------------------------|----------------------------|----------------------------|----------------------------|------------------------------|
| A. Church school or Sunday School classes | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| B. Scripture study groups (in addition to Sunday School) | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |

| | | | | |
|-----------------------------------------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| C. Support groups (such as bereavement, divorce, 12-step, etc.) | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| D. Evangelism or recruitment activities | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| E. Community ministry & mission | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| F. Student activities (for school-aged children & youth) | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| G. Prayer, meditation, or spiritual development activities | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |

Section Three: Ministry Roles and Experiences

1. Listed below are 12 images or dominant roles to which pastoral leaders may orient their ministry. To what extent do you emphasize or embody these roles? Does your current congregation or ministry organization expect or encourage these particular roles?

| | <u>I Emphasize or Embody</u> | | | <u>Congregation Expects</u> | | |
|-----------------------------------|------------------------------|----------------------------|----------------------------|-----------------------------|----------------------------|----------------------------|
| | NOT REALLY | TO SOME EXTENT | A GREAT EXTENT | NOT REALLY | TO SOME EXTENT | A GREAT EXTENT |
| A. Preacher | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| B. Teacher | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| C. Prophet | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| D. Administrator | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| E. Team-Builder | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| F. Celebrant/Worship Leader | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| G. Spiritual Mentor and Guide | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| H. Witness/Evangelist | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| I. Counselor/Healer | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| J. Visionary Leader and Motivator | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| K. Community Organizer | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| L. Friend/Fellow Traveler | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| M. Other _____ | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |

2. In the past three years, how often have people in your congregation or ministry organization . . .

(✓ one on each line)

| | NEVER | SOMETIMES | FAIRLY OFTEN | VERY OFTEN |
|-----------------------------------------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| A. Made you feel loved and cared for | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| B. Listened to you talk about your private problems or concerns | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| C. Told you that they prayed for you | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| D. Publicly praised some aspect of your ministry | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| E. Expressed concern about new directions or changes | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| F. Took notice of or affirmed your involvement in an SPE group | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |

3. When you think of your current job in ministry, how satisfied are you with . . .

(✓ one on each line)

| | VERY DISSATISFIED | SOMEWHAT DISSATISFIED | SOMEWHAT SATISFIED | VERY SATISFIED |
|-----------------------------------------------------------------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| A. Your overall effectiveness as a pastoral leader in this congregation or organization | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| B. Your spiritual life | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| C. Opportunities for continuing theological education | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| D. Support from your denomination or other supervisory body | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |

| | | | | |
|----------------------------------------------------------------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| E. Relations with clergy and staff members in your congregation or organization | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| F. <i>If you work in a church or church-related setting, your relations with lay leaders</i> | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| G. Your salary and benefits | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| H. <i>If married, your family life</i> | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| I. <i>If unmarried, your personal life</i> | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |

4. Looking back over *the past year*, how often have you . . .

| (✓ one on each line) | NEVER | SOMETIMES | FAIRLY OFTEN | VERY OFTEN |
|----------------------------------------------------------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| A. Doubted that you are called by God to the ministry | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| B. Thought of leaving pastoral ministry to enter a 'secular' occupation | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| C. Experienced stress because of the challenges you face in your current position | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| D. Experienced stress as a result of dealing with people who are critical of your work | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| E. Felt lonely or isolated in your work | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |

Section Four: Your Beliefs, Attitudes, and Approach to Faith

1. How would you describe your personal *theological* outlook? (✓ one option only)

- ₁ Predominantly conservative
- ₂ Somewhat on the conservative side
- ₃ Right in the middle
- ₄ Somewhat on the liberal side
- ₅ Predominantly liberal

2. Please indicate the extent to which you agree or disagree with the following statement: *An individual should arrive at his or her own religious beliefs independent of any church.* (✓ one option only)

- ₁ Strongly disagree
- ₂ Somewhat disagree
- ₃ Neutral/unsure
- ₄ Somewhat agree
- ₅ Strongly agree

3. Please indicate the extent to which you agree or disagree with the following statement: *Only followers of Jesus Christ can be saved.* (✓ one option only)

- ₁ Strongly disagree
- ₂ Somewhat disagree
- ₃ Neutral/unsure
- ₄ Somewhat agree
- ₅ Strongly agree

4. The following items explore your approach to faith and life. Please choose the response which best reflects your own beliefs and experience. *It is important that you choose only one response and that you complete all items if possible.*

A. At social gatherings are you more inclined to interact with. . . (✓ one option only)

- Many people including those you know less well **OR** A few people you know well

- B. Do you tend to be more attracted to . . . (✓ one option only)
 Sensible people **OR** Imaginative people
- C. In decision-making situations are you most likely to . . . (✓ one option only)
 "Stick to your guns," especially if you feel strongly **OR** Sacrifice your own desires or opinions to keep from "rocking the boat"
- D. Which image of God is more attractive to you? (✓ one option only)
 Judge **OR** Servant
- E. As a leader, are you more likely to . . . (✓ one option only)
 Welcome new approaches and ideas **OR** Do things as they have always been done
- F. When conflict or disagreement arises, do you. . . (✓ one option only)
 Discuss how everyone has contributed to the situation, including you **OR** Sympathize with the difficulties of others without taking responsibility
- G. In your relationships with others, are you more likely to. . . (✓ one option only)
 Avoid taking positions that would create unpleasantness **OR** Withdraw when you don't get your way
- H. Do you tend to be . . . (✓ one option only)
 Cool-headed **OR** Warm-hearted
- I. Among your friends and relatives, do you tend to . . . (✓ one option only)
 Keep up with what's happening **OR** Get behind on the news
- J. When problem-solving with others, is it more important to . . . (✓ one option only)
 Support the position you think is right **OR** Empathize with the other's point of view
- K. Do you tend to prefer things . . . (✓ one option only)
 Settled and decided **OR** Unsettled and undecided
- L. Which image of God resonates best with your own theology? (✓ one option only)
 Prophet **OR** King
- M. In general, do you tend to have . . . (✓ one option only)
 A relaxed interpersonal style **OR** A formal interpersonal style
- N. When you sense conflict with another, do you tend to . . . (✓ one option only)
 Accept that there is a problem and invite him or her to solve it with you **OR** Not argue very much either way; just state your opinion and stand firm
- O. Generally, are you more interested in . . . (✓ one option only)
 What is actual **OR** What is possible
- P. When you are made aware of conflict or disagreement, do you . . . (✓ one option only)
 Let someone else take responsibility for handling it **OR** Enlist others in finding a solution

2. How would you best describe your church attendance during your teenage years? (✓ one option only)

- ₁ Did not attend ⇨ **Go to Question 3**
₂ Occasional (a few times a year)
₃ About once a month
₄ Weekly attendance

2a. If you attended during your teenage years, how well did the congregation you were most involved in . . .

(✓ one on each line)

| | NOT AT ALL | SLIGHTLY | SOMEWHAT | VERY WELL | DON'T RECALL |
|-------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| A. Encourage a call to ministry | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| B. Invite serious questions | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| C. Confront issues of injustice | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| D. Include others who are different | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |

3. Were you involved in youth activities sponsored by a congregation during your teenage years? (✓ one option only)

- ₁ No, I did not attend ⇨ **Go to Question 4**
₂ Yes, occasionally (a few times a year)
₃ Yes, about once a month
₄ Yes, weekly attendance

3a. If you were involved in church-based youth activities during your teenage years, did you have a leadership role?

- ₁ No
₂ Yes

4. Have you ever seriously considered that you were called to the ministry?

- ₁ No ⇨ **Go to Question 5**
₂ Yes

4a. At what age did you first seriously consider that you were called to the ministry? _____ (write in)

4b. If you seriously considered you were called to the ministry, how much influence did each of the following have in your discernment process?

(✓ ONE ON EACH LINE)

| | NOT AT ALL | SOMEWHAT | QUITE A BIT | A GREAT DEAL |
|----------------------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| A. Positive experiences in church leadership | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| B. Counsel from your pastor or other minister | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| C. The example of a parent or other family member | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| D. Encouragement from lay person(s) in your church | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| E. The support of family | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| F. A clear sign or message from God | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| G. A group or class for those considering ministry | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |
| H. Other: _____ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ |

5. Are you ordained?

- ₁ No ⇨ **Go to Question 6**
₂ Yes

5a. How old were you when you received full ordination as a pastor/minister? _____ (write in)

6. What is the highest level of *theological training* you have obtained? (✓ one option only)

- ₁ None

- 2 Certificate from denominational training program, Bible college, or seminary
- 3 Bible college degree or a degree in religion from a Christian college or university
- 4 Master of Divinity or Bachelor of Divinity
- 5 M.A., S.T.M., Th.M. or other Masters degree
- 6 Doctor of Ministry degree
- 7 Ph.D. or Th.D.
- 8 Other: _____ (write in)

7. 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)

Section Seven: Your Personal Background

1. What is your gender?

- 1 Female
- 2 Male

2. In what year were you born? _____ (write in)

3. Which of the following racial categories best describes you?

- 1 African-American or Black
- 2 Asian-American or Pacific Islander
- 3 American Indian or Alaskan Native
- 4 White
- 5 Other: _____

4. Would you categorize yourself as Hispanic or Latino/a?

- 1 Yes
- 2 No

5. Which of the following best describes your current marital status? (✓ one option only)

- 1 Never married
- 2 In first marriage
- 3 Divorced or separated
- 4 Widowed
- 5 Remarried after death of spouse
- 6 Remarried after divorce
- 7 Other: _____ (write in)

7. How many children age 18 or under do you have *living at home*? (✓ one option only)

- 1 I have no children at home
- 2 I have _____ children living at home (write in)

8. What is the highest educational qualification you have completed? (✓ one option only)

- 1 High school diploma or equivalent
- 2 Community college diploma
- 3 Bachelor degree from a four year college or equivalent institution
- 4 Masters degree
- 5 Earned doctorate
- 6 Other: _____ (write in)

If we have further questions, would you be interested and willing to talk with us? If so, please write contact

information below.

Contact name: _____ Best phone number: _____

Best day/time to call: _____

**Thank you for completing the survey. Please return it to:
The College of Pastoral Leaders, Austin Seminary, 100 East 27th Street, Austin, Texas, 78705**

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

Thank you once again for your generous assistance. A summary of survey findings will be given to your SPE sponsor organization. You may also visit the study webpage for updates on this important research at www.austinseminary.edu/cpl or you may call Janet Maykus, Research Administrator, at 512-404-4862.