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)
   
<table>
<thead>
<tr>
<th></th>
<th>NO</th>
<th>YES</th>
<th>DON’T KNOW</th>
</tr>
</thead>
<tbody>
<tr>
<td>Members make decisions about who belongs</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Members make decisions about what the group does</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>A sponsoring organization (denomination, seminary, etc.) provides curriculum</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Spouses or families are involved</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>The group includes persons of different races or ethnicities</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>The group includes persons of different denominations or faith traditions</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>The churches or ministry organizations of group members have worked together since the group began</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

4. How regularly did you attend face-to-face meetings in the last year that your group met? (✔ one option only)
   1️⃣ I attended less than half of meetings
   2️⃣ I attended a majority of meetings
   3️⃣ I attended all meetings

5. Has your group participated in conference calls or email discussions as a part of your group process?
   1️⃣ No ➔ Go to Question 6
   2️⃣ 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.

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

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
   1  2  3  4  5  6  7
   My group is made up of people who are very different from each other

B. My group meetings are structured and predictable
   1  2  3  4  5  6  7
   My group meetings are unstructured and spontaneous

C. My group feels like a family
   1  2  3  4  5  6  7
   My group feels like a loosely knit association of individuals

D. Leadership in my group is shared
   1  2  3  4  5  6  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?

(✔ one on each line)

A. Discussing a common reading or topic
   1  2  3

B. Participating in a discipline of silence or guided meditation
   1  2  3

C. Praying for each other
   1  2  3

D. Sharing and getting feedback on ministry problems or challenges
   1  2  3

E. Engaging in community service or mission activities
   1  2  3

F. Sharing ideas and resources for more effective ministry
   1  2  3

G. Expressing spirituality through art, music, literature, or drama
   1  2  3

H. Sharing personal concerns or struggles
   1  2  3

I. Enjoying fellowship (eating, drinking, laughing, talking casually)
   1  2  3

J. Traveling together
   1  2  3

K. Engaging in intentional Biblical or theological reflection
   1  2  3

L. Meeting with experts in fields of common interest
   1  2  3

M. Studying issues related to worship, including preaching
   1  2  3

N. Seeking spiritual direction together
   1  2  3

O. Exploring an interesting subject or new approach to ministry together
   1  2  3

P. Teaching others how to start similar groups
   1  2  3

Q. Utilizing case studies to improve pastoral skills
   1  2  3

R. Other: ________________________________
   1  2  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)

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

(✓ one on each line)

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

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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)

<table>
<thead>
<tr>
<th>CHARACTERISTIC</th>
<th>NOT A CHARACTERISTIC</th>
<th>ONLY AT THE START</th>
<th>MORE SO LATER</th>
<th>PRESENT THROUGHOUT</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. People “put on their best face”</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>B. One or two strong personalities dominate</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>C. Some group members show up late or leave early</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>D. You can say anything without fear of harsh judgment</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>E. People talk to the leader rather than to each other</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>F. You check your ego “at the door”</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>G. You get the feeling that you are really being heard</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>H. People need to “dump” a lot of stuff</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>I. There is an undercurrent of discomfort</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>J. Working together for community change is important</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>
K. Our agenda is abandoned for prayer or deeper discussion
L. The group “gelled”
M. The leader or facilitator is a “good fit” for the group
N. Constructive criticism is welcome
O. There is a hunger for Scriptural study
P. There is significant conflict
Q. The group is a model of what it means to be “community”
R. There is competition for leadership

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)

A. Positive ministry impact
B. Spiritual growth
C. Creativity
D. Intellectual challenge
E. Personal guidance and support
F. Group leadership

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

A. Your work colleagues or staff
B. Your intimate friends
C. Those you minister to on a day-to-day basis
D. If married, your spouse
E. If a parent, your child or children

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

1. Very dissatisfied
2. Dissatisfied
3. Somewhat dissatisfied
4. Somewhat 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) ________________________ (WRITE IN) ________________________ (WRITE IN) ________________________ (WRITE IN) ________________________ (WRITE IN)

   A. Planning and leading worship
   B. Developing and promoting a vision & purpose
   C. Evangelism or recruitment
   D. Recruiting and training leaders
   E. Pastoral care, such as visiting the sick and counseling people
   F. Teaching people about the faith and Scripture
   G. Contacting inactive persons
   H. Organizing/leading small groups for sharing, support and spiritual growth
   I. Representing the congregation/ministry organization in the community
   J. Administration, supervision and committee meetings
   K. Dealing with conflict and disagreements

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)

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

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

✓ one on each line)

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

<table>
<thead>
<tr>
<th>AREAS</th>
<th>NO</th>
<th>YES, BUT THE CONFLICT WAS NOT SERIOUS</th>
<th>YES, AND SOME PEOPLE LEFT</th>
<th>YES, AND SOME PEOPLE WITHHELD FUNDS</th>
<th>YES, AND A STAFF MEMBER WAS DISMISSED OR REASSIGNED</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Money/finances/budget</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>B. How worship is conducted</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>C. Minister’s leadership style</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>D. Program priorities of the congregation or organization</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>E. Actions of the denomination or other supervisory body</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>F. Other</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>YEAR</th>
<th>Average Attendance at Weekend Worship Services</th>
<th>Average Attendance at Weekend Worship Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>____________________</td>
<td>2004</td>
</tr>
<tr>
<td>2006</td>
<td>____________________</td>
<td>2003</td>
</tr>
<tr>
<td>2005</td>
<td>____________________</td>
<td>2002</td>
</tr>
</tbody>
</table>

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)

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>DO NOT HAVE</th>
<th>SOME EMPHASIS</th>
<th>A LOT OF EMPHASIS</th>
<th>SPECIALTY OF CONGREGATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Church school or Sunday School classes</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>B. Scripture study groups (in addition to Sunday School)</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>
C. Support groups (such as bereavement, divorce, 12-step, etc.)

D. Evangelism or recruitment activities

E. Community ministry & mission

F. Student activities (for school-aged children & youth)

G. Prayer, meditation, or spiritual development activities

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?

<table>
<thead>
<tr>
<th>Role</th>
<th>I Emphasize or Embody</th>
<th>Congregation Expects</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Preacher</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
</tr>
<tr>
<td>B. Teacher</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
</tr>
<tr>
<td>C. Prophet</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
</tr>
<tr>
<td>D. Administrator</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
</tr>
<tr>
<td>E. Team-Builder</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
</tr>
<tr>
<td>F. Celebrant/Worship Leader</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
</tr>
<tr>
<td>G. Spiritual Mentor and Guide</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
</tr>
<tr>
<td>H. Witness/Evangelist</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
</tr>
<tr>
<td>I. Counselor/Healer</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
</tr>
<tr>
<td>J. Visionary Leader and Motivator</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
</tr>
<tr>
<td>K. Community Organizer</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
</tr>
<tr>
<td>L. Friend/Fellow Traveler</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
</tr>
<tr>
<td>M. Other ____________________</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
</tr>
</tbody>
</table>

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

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

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

<table>
<thead>
<tr>
<th>Role</th>
<th>VERY D Dissatisfied</th>
<th>SOMEWHAT Dissatisfied</th>
<th>SOMEWHAT Satisfied</th>
<th>VERY Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Your overall effectiveness as a pastoral leader in this congregation or organization</td>
<td>1 2 3 4</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>B. Your spiritual life</td>
<td>1 2 3 4</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>C. Opportunities for continuing theological education</td>
<td>1 2 3 4</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>D. Support from your denomination or other supervisory body</td>
<td>1 2 3 4</td>
<td></td>
<td></td>
<td></td>
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</tbody>
</table>
E. Relations with clergy and staff members in your congregation or organization

<table>
<thead>
<tr>
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<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
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<td></td>
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</tbody>
</table>

F. If you work in a church or church-related setting, your relations with lay leaders

<table>
<thead>
<tr>
<th></th>
<th>1</th>
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<th>4</th>
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<tbody>
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</table>

G. Your salary and benefits

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<tr>
<th></th>
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<tbody>
<tr>
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</tbody>
</table>

H. If married, your family life

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
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<tbody>
<tr>
<td></td>
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</tbody>
</table>

I. If unmarried, your personal life

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
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<tbody>
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<td></td>
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</tbody>
</table>

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

(✓ one on each line)

<table>
<thead>
<tr>
<th></th>
<th>NEVER</th>
<th>SOMETIMES</th>
<th>FAIRLY OFTEN</th>
<th>VERY OFTEN</th>
</tr>
</thead>
<tbody>
<tr>
<td>A.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>B.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>C.</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>D.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E.</td>
<td></td>
<td></td>
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</tbody>
</table>

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

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

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<thead>
<tr>
<th></th>
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<th>3</th>
<th>4</th>
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</thead>
<tbody>
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</tbody>
</table>

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)

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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)

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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)

<table>
<thead>
<tr>
<th></th>
<th>Many people including those you know less well</th>
<th>OR</th>
<th>A few people you know well</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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
Q. In your opinion, is it worse to be . . . (✓ one option only)

Unjust OR Without mercy

R. Is the mystery of God or certainty about God more important for your faith? (✓ one option only)
Mystery OR Certainty

Section Five: Your Health and Well-Being

1. In general, would you say your health is . . . (✓ one option only)

Poor
Fair
Good
Very good
Excellent

2. Compared to one year ago, how would you rate your health in general now? (✓ one option only)

Much worse now than one year ago
Somewhat worse now than one year ago
About the same as one year ago
Somewhat better now than one year ago
Much better now than one year ago

3. How much of the time during the past four weeks have you . . .

✓ one on each line)

A. Felt calm and peaceful
B. Had a lot of energy
C. Felt downhearted and depressed
D. Felt worn out
E. Been happy

4. Within the last week, how much time did you spend in the following activities? Please estimate time in hours.

A. Using the internet (including the web and email)
B. Family life (family activities including meals)
C. Household chores (cleaning, errands, shopping, etc.)
D. Physical exercise for your health
E. Recreation and hobbies
F. Prayer, meditation, Bible reading, and other spiritual disciplines
G. Commuting to work
H. Socializing with friends
I. Watching television
J. Reading for pleasure

Section Six: Your Faith and Ministry Background

1. What was the denomination you were most involved in while you were growing up? Please be as specific as possible. For example, if “Baptist” what particular group? “Southern,” “American,” “National,” “Missionary,” etc. (write in the space below)
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 1 2 3 4 5
   B. Invite serious questions 1 2 3 4 5
   C. Confront issues of injustice 1 2 3 4 5
   D. Include others who are different 1 2 3 4 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 1 2 3 4
   B. Counsel from your pastor or other minister 1 2 3 4
   C. The example of a parent or other family member 1 2 3 4
   D. Encouragement from lay person(s) in your church 1 2 3 4
   E. The support of family 1 2 3 4
   F. A clear sign or message from God 1 2 3 4
   G. A group or class for those considering ministry 1 2 3 4
   H. Other: ___________________________________________ 1 2 3 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
Certificate from denominational training program, Bible college, or seminary
2 Bible college degree or a degree in religion from a Christian college or university
3 Master of Divinity or Bachelor of Divinity
4 M.A., S.T.M, Th.M. or other Masters degree
5 Doctor of Ministry degree
6 Ph.D. or Th.D.
7 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
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.