

# SURVEY OF SENIOR PASTORS

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# 2022 Senior Pastor Survey

**611,000 attendees**

estimated in North America in 2022

**55,000** received the Holy Spirit 

 **65,000** baptized in Jesus Name

**98,000** Bible studies taught 

 **290,000** first-time guests

51% of surveyed pastors are bi-vocational



32% founded the church they currently serve



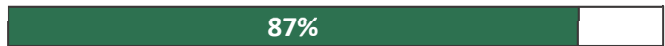
30% reported a daughter work or preaching point



47% reported higher giving and attendance this year



87% feel they can refer members for counsel



13% received professional counsel in the last 5 years



35% are pastoring in rural areas (population < 10,000)



68% are serving their first tenure as senior pastor



Percent increase



**47%**  
MEDIAN



Typical attendance

Peak attendance

Overall stress level of pastors



No Stress  
4%

Overwhelmed  
4%

Top 3 stress factors

Bottom 3 stress factors

#1 Lack of volunteers

#4 Balancing family time

#2 Managing schedule

#5 Managing finances

#3 Lack of paid staff

#6 Resolving conflict

Hello أهلا Hola မင်္ဂလာပါ Salut

Pastors reported service options in

**20+ languages**

Привет Witam Hallo olá Habari Bonjou

**587 pastors responded**

with participation from every District in North America

Responses

■ 1 to 5 ■ 6 to 10 ■ 11 to 20 ■ More than 20



## Executive summary

The second annual survey of senior pastors took place between September 30 and October 24, 2022. The response from 587 pastors represents the North American fellowship with at least one response from each of the 58 Districts.<sup>1</sup> Participation in this survey was voluntary, and responses were anonymous.

This survey was intended for senior pastors credentialed with the United Pentecostal Church International (UPCI). The goal of this survey is to gather information from local churches to help Districts and Ministries at UPCI fulfill the mission of bringing the whole gospel to the whole world by the whole church.

In addition to the assessing the condition of local churches, the 2022 survey sought to understand factors related to mental health, specifically pastoral stress and attitudes towards professional counseling.

### Key findings:

- Reports from pastors suggest more than 65,000 water baptisms and 55,000 receiving the Holy Spirit.
- Survey estimates 611,000 attendees in North America in 2022.
- The median church reported 60 for typical attendance and 97 for peak attendance.
- Congregational demographics shows age and cultural diversity; more than one-third of attendees are minority groups (39%) and under age 30 (43%).
- Half of pastors (51%) are bi-vocational. The remainder serve their church in a full-time role.
- One-third of respondents founded the church they currently serve. Most non-founding pastors transitioned to a church established more than 30 years ago.
- Nearly one-third of pastors (30%) reported their church has a daughter work or preaching point.
- While most churches hold service in English (95%), pastors indicated options in 20+ languages.
- Pastors rated overall stress as moderate and reported a good balance of ministry and personal life.

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<sup>1</sup> See Appendix A for more on respondent demographics and note i in Appendix B for notes on survey bias.

## Local pastors report hundreds of works and thousands of souls evangelized

30% of pastors indicated their self-governing church has at least one daughter work or preaching point. Surveyed pastors reported a total of 226 daughter works and 164 preaching points.

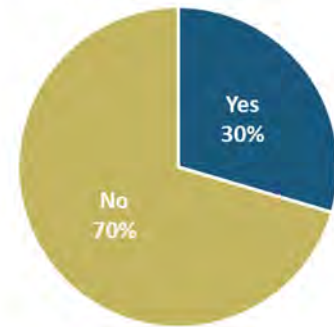
Pastors were also asked to share attendance data and various evangelism metrics for 2022. The 587 surveyed pastors reported 12,773 Bible studies, 8,596 water baptisms, and 7,246 Holy Spirit infillings (from about 15% of all UPCI pastors in North America).

Extrapolating these statistics produces the following estimates for UPCI evangelism across North America:

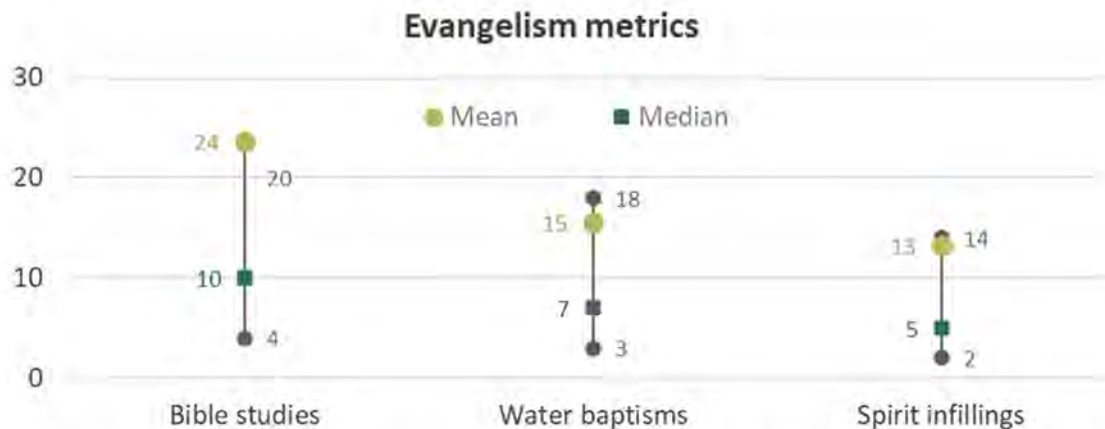
- 98,000 Bible studies
- 65,000 water baptisms
- 55,000 Holy Spirit infillings

Does your church have a daughter work or preaching point?

Share of respondents



The next section will utilize quartiles to describe the range for the middle 50% of responses. See note ii in Appendix B for more information. Pastors provided the number of first-time guests, Bible studies, water baptisms, and Holy Spirit infillings in 2022.



The gray vertical line reflects the middle 50% of responses. This is the 25th and 75th percentile values.

More than 12,000 Bible studies were reported by all survey respondents. Most pastors stated between 4 and 20 Bible studies were taught by their church members. The median number of Bible students was 10, and the average number was 24.

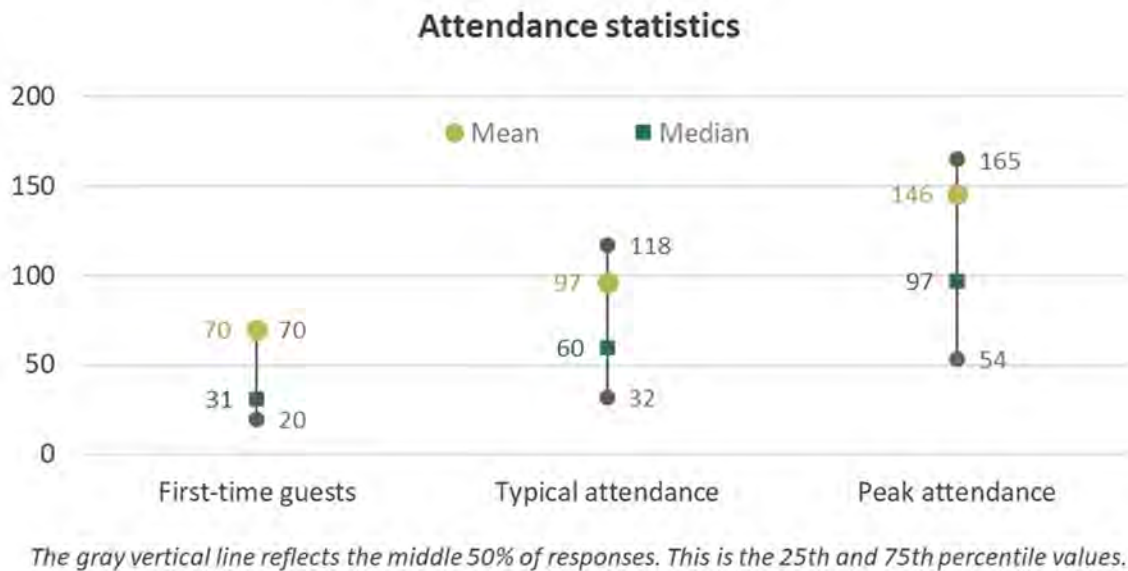
Nearly 9,000 people were baptized in Jesus Name and accounted for in this survey. Pastors reported a median of 7 water baptisms in 2022. By comparison, the average number of baptisms was 15 – more than double the median value. Most reported between 3 and 18 baptisms, but one quarter of pastors reported more than 18.

Over 7,000 people received the gift of the Holy Spirit as evidenced by speaking in tongues. Three-quarters of pastors indicated that 2 or more people received the Holy Spirit in their church this year. The median value was 5 spirit infillings. 25% of pastors reported more than 14 spirit infillings.

## Estimated attendance of 610,000 in local churches

Pastors provided numbers for guest, typical, and peak attendance in their local community. In 2022, pastors reported 38,288 first-time guests. This estimate extends to over 290,000 first-time guests for all UPCI churches last year. For typical and peak attendance, responses from 587 pastors totaled 56,000 and 84,400 respectively. Scaling these statistics to the body of nearly 4,200 self-governing churches in North America produces an estimate for typical attendance of 403,000 and peak attendance of 611,000 in 2022. See note iii in Appendix B for estimation methodology.

Like the evangelism statistics, this section will utilize quartiles to summarize findings for attendance.



All responses combined reflected almost 40,000 first-time guests. The median number of first-time guests was 31. One-quarter of pastors reported 70 or more first-time guests in 2022. Similarly, only one-quarter of pastors had fewer than 20 first-time guests.

Half of churches reported typical attendance between 32 and 118 attendees. Typical church service averaged 97 attendees, and the median value was 60 attendees.

Total peak attendance was 50% higher than total typical attendance.<sup>2</sup> The peak attendance average was 146 compared to the median value of 97. One quarter of churches reported peak attendance above 165.

See Table 1 in the Appendix B for more detail on attendance and evangelism metrics.

<sup>2</sup> The middle (median) peak attendance was 47% higher than typical attendance.

### A multicultural, multigenerational body

Pastors provided their best estimates for demographics of local church attendees, specifically gender, race and ethnicity, and age. This section summarizes the combined results.

#### *More women attend UPCI churches*

More attendees in local churches are female. Attendance estimates provided by pastors showed more attendees are women (57%) compared to men (43%).

#### *Minority groups are more than 1/3 of attendees*

Most attendees (61%) were identified as white, non-Hispanic, and 39% of attendees were minority groups. Hispanic is the largest minority group with 20% of attendees. Black or African American, non-Hispanic is the second largest minority with another 14% of attendees. A small share of attendees are Asian or Pacific Islanders (3%) or native people groups (2%). For more information on race and ethnicity groups used in this survey, see note v in Appendix B.

#### *Nearly half of attendees are under 30*

More than one-quarter of attendance is comprised of those under the age of 18. Specifically, children (ages 0-12) and youth (ages 13-17) represented 15% and 12% of total attendance respectively. Hyphens (ages 18-29) make up another 17% of total attendance. These three groups combined (ages 0-29) represent almost half (43%) of local church attendance. Conversely, adults over 30 make up 57% of attendance. The median age of attendees is likely in the mid to late 30s. Adults under 50 (ages 30-49) and adults over 50 (ages 50-64) make up 26% and 18% of attendance respectively.<sup>3</sup> Senior adults (ages 65 and up) represent the remaining 12% of attendees.

### Attendees by gender

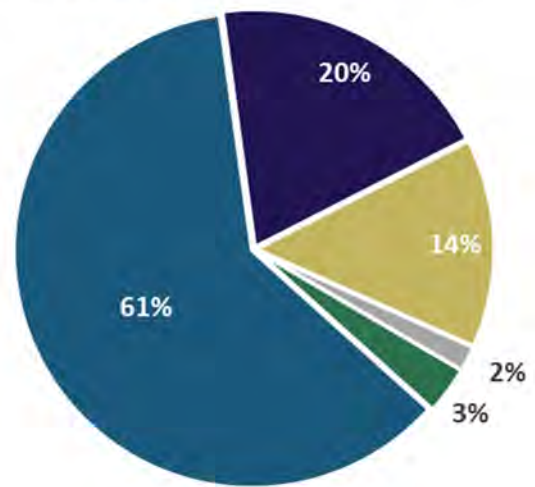
Share of respondents



### Attendees by ethnicity

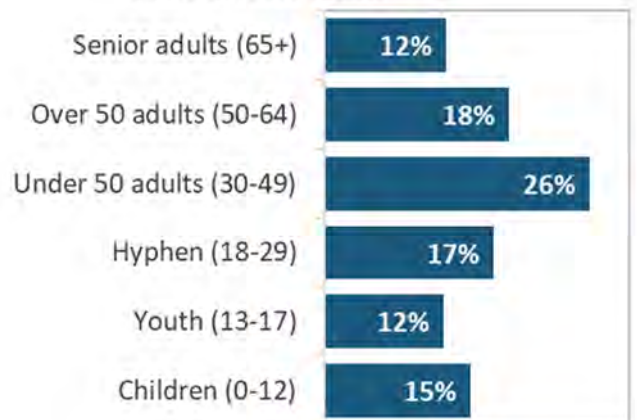
Share of respondents

- White, Non-Hispanic
- Black, Non-Hispanic
- Asian or Pacific Islanders
- Hispanic
- Native People Groups



### Attendees by age

Share of respondents



<sup>3</sup> Use caution when comparing age groups. For example, adults under 50 are defined with a 20-year interval compared to a 15-year interval for adults over 50.

**Pastors report higher attendance and giving in 2022 compared to 2021**

Majority of pastors indicated higher attendance (62%) or giving (59%) in their local congregation compared to one year ago. The chart below shows that attendance and giving tend to move together. Almost half (47%) reported both higher attendance and giving. Only 10% of pastors reported both lower attendance and giving. Few pastors experienced higher attendance and lower giving or vice versa.

**Attendance and giving compared to last year**

*Share of respondents*

	Higher attendance	Neutral attendance	Lower attendance	
Higher giving	47%	6%	6%	<b>59%</b>
Neutral giving	10%	8%	5%	<b>23%</b>
Lower giving	5%	3%	10%	<b>18%</b>
	<b>62%</b>	<b>17%</b>	<b>21%</b>	

**Church services offered in a wide variety of languages but most commonly in English**

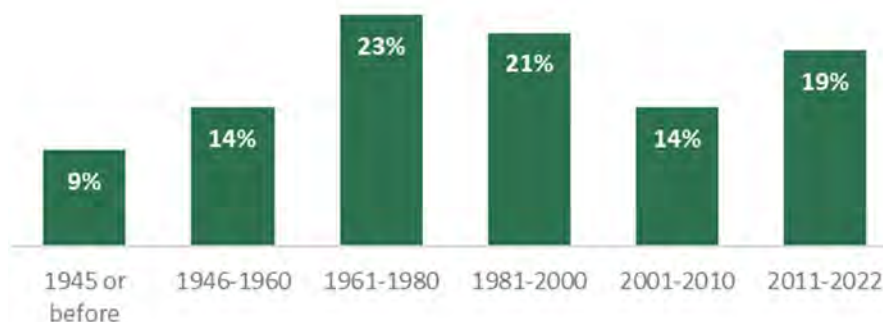
Pastors reported all languages in which they offer services. Almost all churches (95%) surveyed has a service option in English. More than one-quarter (27%) offer a Spanish service. A small group (6%) have a service option in American Sign Language (ASL). Pastors indicated another 20 unique language options for services: Arabic, Afrikaans, Burmese, Cantonese, Congolese, Créole, French, Haitian, Karenic, Kirundi, Korean, Luganda, Telugu, Marshallese, Nepalese, Polish, Portuguese, Russian, Swahili, and Tagalog.

**Church age ranged from a few months to several decades**

Pastors reported the year in which the church they serve was established. Responses ranged from before the UPCI merger to some as recent as this year. The establishment year was used to calculate the age of each church. The average age of churches surveyed was 34 years (established in 1988). A small group (9%) were established in or before 1945. Another 14% were established between 1946-1960. Almost half were established between 1961-2000 (44%), and one third of churches surveyed were established after 2000.

**Year of church establishment**

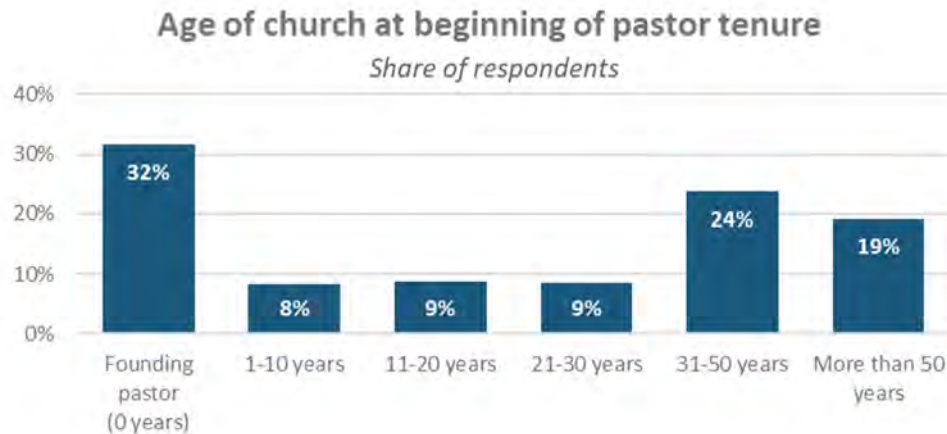
*Share of respondents*





### Most pastors transitioned to a church with more than 30 years of history

Almost one-third of surveyed pastors (32%) are the founding pastor. Roughly one-quarter began their tenure when the church was less than 30 years old (26%). Another quarter (24%) transition to pastor when the church was 31 to 50 years old. The remaining 19% of pastors began their tenure at a church that was more than 50 years old.

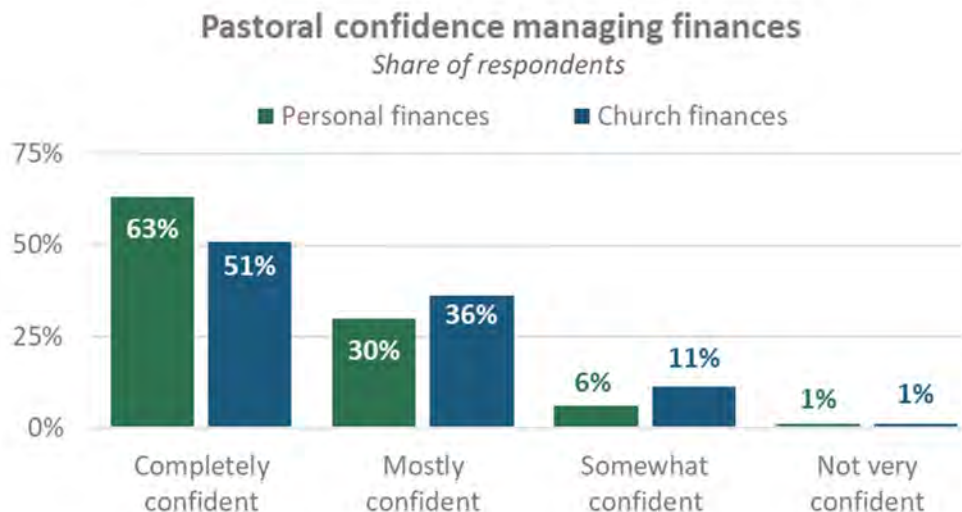


### Two thirds of respondents are serving first tenure as senior pastor

The majority of pastors (68%) indicated this is the first church where they have served as senior pastor. About one-third of pastors previously served as senior pastor of another church. Interestingly, 35% of first-time pastors identified as the founding pastor compared to 25% of pastors who had previously served as senior pastor. Tenure ranged from a few months to more than 40 years. The average tenure of surveyed pastors was 13 years, slightly higher than the median (middle) tenure of 10 years.

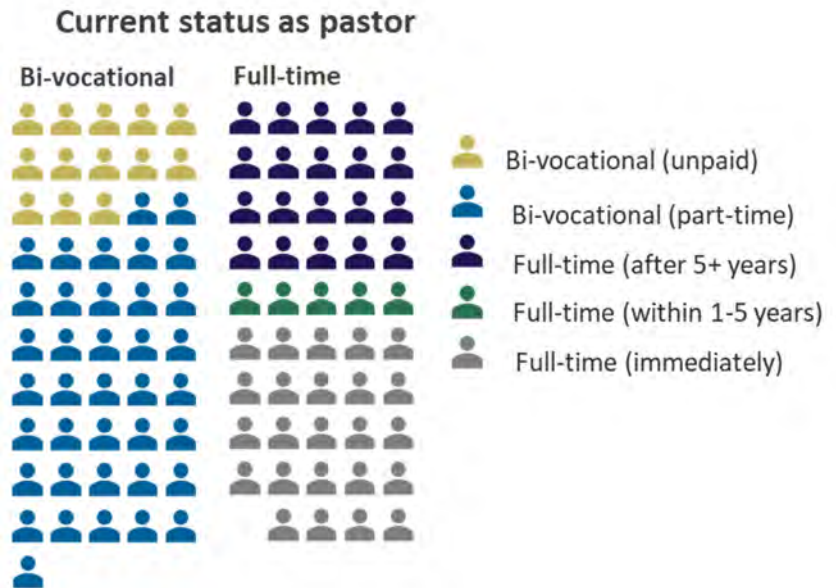
### Pastors slightly more confident in ability to manage personal finances

Almost all (93%) pastors indicated they are either “completely” or “mostly” confident in managing personal finances. By comparison, 87% of pastors expressed the same level of confidence in managing church finances. More than 1 in 10 pastors were “somewhat confident” in their management of church finances. 1% of pastors were not very confident in either personal or church finance management.



### Half of surveyed pastors serve their church in full-time role

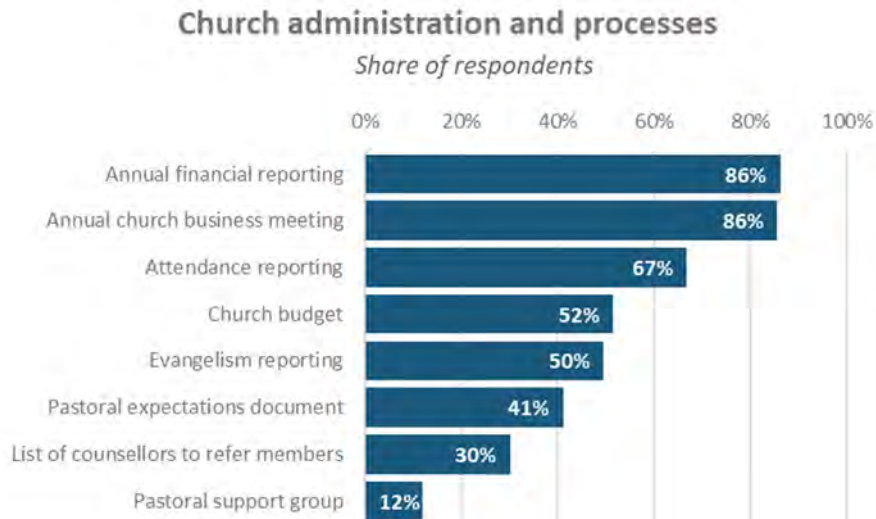
The survey asked respondents to best describe their current status as pastor. Roughly half (49%) of pastors serve their church full-time. This group was asked how long they served before going full-time: 24% of pastors were immediately offered full-time status, 5% became full-time within their first five years as pastor, and another 20% became full-time after more than five years of serving as senior pastor. Conversely, 51% of pastors are bi-vocational. More than one third (38%) are part-time, and 13% are unpaid.



### Most churches have annual business processes in place

The survey asked whether churches have various administrative practices and processes. In general, most churches have some sort of annual business practices. Frequent, regular reporting are less common. Items related to mental and emotional health are least common.

A large number of pastors (86%) indicated they have an annual financial report and business meeting. About two-thirds has reporting for weekly attendance, new guests, etc. Half indicated they have a church budget (52%) or some evangelism reporting (50%) for Bible studies, baptisms, etc. A significant group (41%) has a document that clearly communicates the church’s expectations of the pastor. Less than one third of pastors (30%) have a list of counsellors to refer church members, and only 12% has a support group that invests in the health of the pastor’s family.



## Pastors and professional counselling

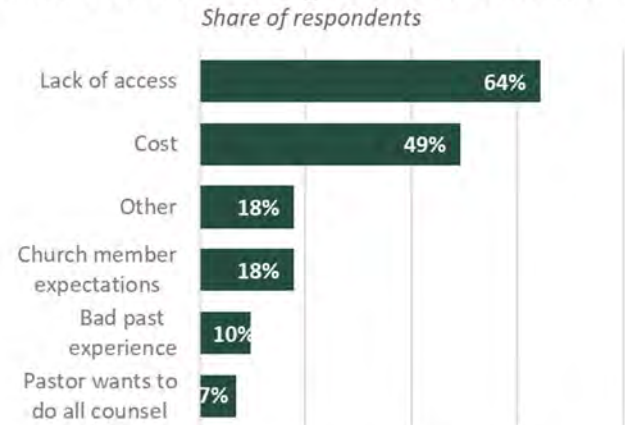
### Nearly all pastors refer members for counselling

The large majority of surveyed pastors (87%) indicated they feel they can refer their church members for professional counsel. Only 3% felt they could not. The remainder (9%) was unsure. Those against or unsure were asked why. Access and cost were the most common reasons reported from pastors who feel they cannot refer church members for professional counsel. Specifically, pastors indicated they do not have a list of counsellors to refer members (64%) or their members cannot afford counselling (49%).

### Most pastors would seek professional counselling

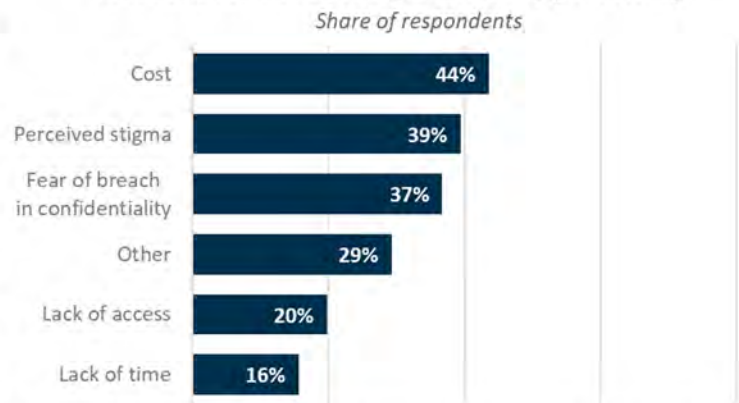
Only 13 percent of pastors indicated they have sought professional counseling within the last three years for their own personal growth, marriage, family dynamics, etc. Most (86%) had not. However, this group was asked if they would seek professional counsel if the need presented itself. Of this group, majority (71%) indicated they would do so. The remainder was unsure of (24%) or against (5%) seeking professional counseling for their personal needs. Cost, stigma, and fear were the three most common reasons cited for those pastors against or unsure of seeking counsel for personal needs.

## Reasons for not referring members for counseling



Note: This question was only asked to pastors who indicated they do not or were unsure of referring their church members for professional counseling.

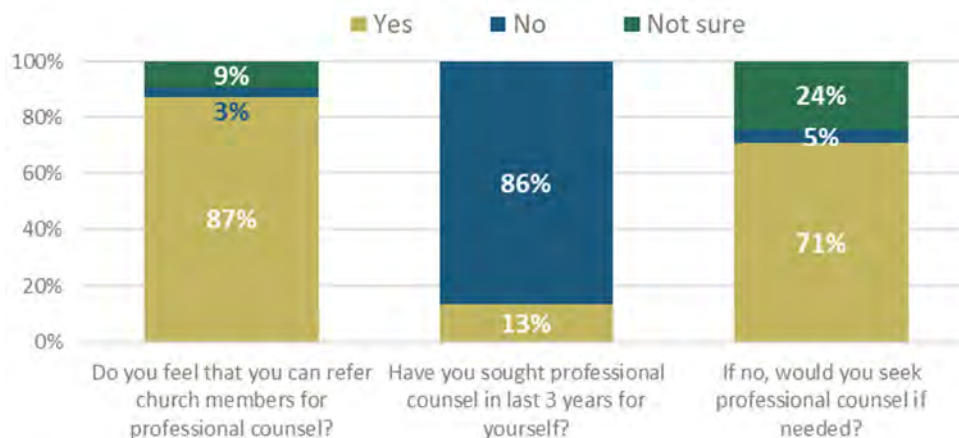
## Reasons for not seeking counseling personally



Note: This question was only asked to pastors who had not sought professional counseling in the last 3 years and indicated they would not or were unsure of seeking professional counseling if the need presented itself.

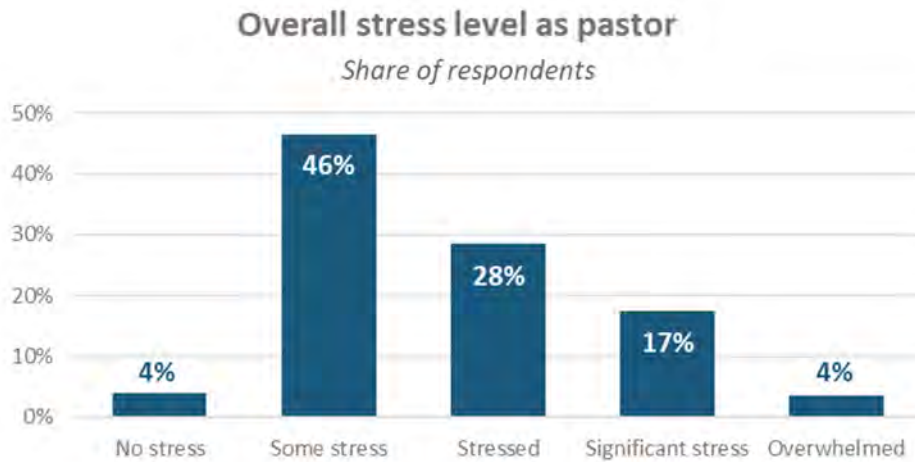
## Pastors and professional counseling

Share of respondents

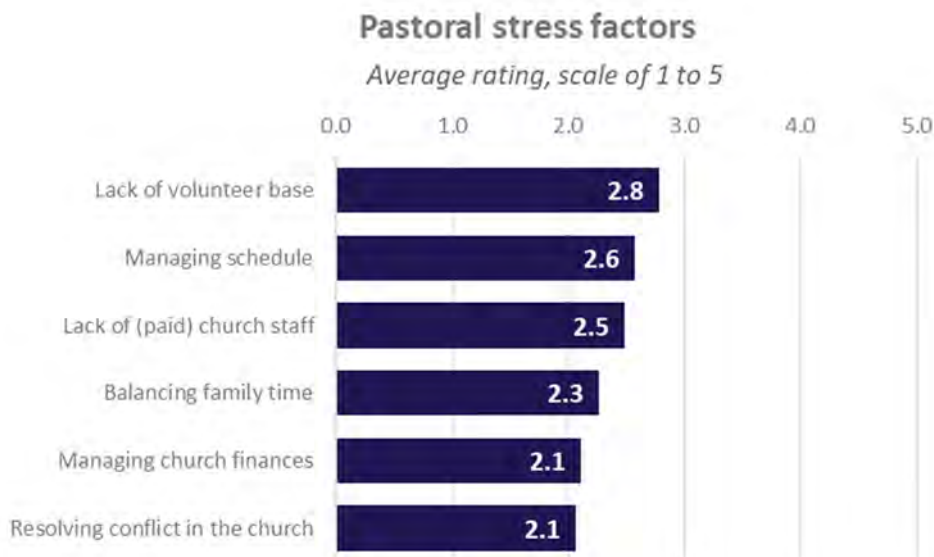


### Pastoral rated overall stress at moderate level

The survey asked pastors to rate their overall stress level as pastor on a scale of 1 (no stress) to 5 (overwhelmed). Half (50%) of pastors rated their overall stress as either 1 (no stress) or 2 (some stress), 28% rated as 3 (stressed), 21% rated as 4 (significant stress), and the remaining 4% rated as 5 (overwhelmed). The average rating for overall stress was 2.7.<sup>4</sup>



In attempt to better understand contributing factors, pastors were asked to rate their stress level for a series of items on the same scale of 1 (no stress) to 5 (overwhelmed). The average rating of stress levels for all statements ranged tightly between 2.1 and 2.8. Lack of a volunteer base was the highest stress factor (2.8). However, lack of paid church staff was a slightly lower stress factor (2.5). Managing schedule (2.6) and balancing family time (2.3) were rated as moderate factors. Managing church finances and resolving church conflicts were rated as the lowest stress factors (2.1). Notice that the average of these 7 scores is 2.4, slightly lower than the average overall stress score of 2.7. This could imply missing factors or conflicting ratings.



<sup>4</sup> Average rating computed as the average of the 1 to 5 values weighted by the share of respondent answers.

## Mostly positive sentiments from pastors on the balance of ministry and personal life

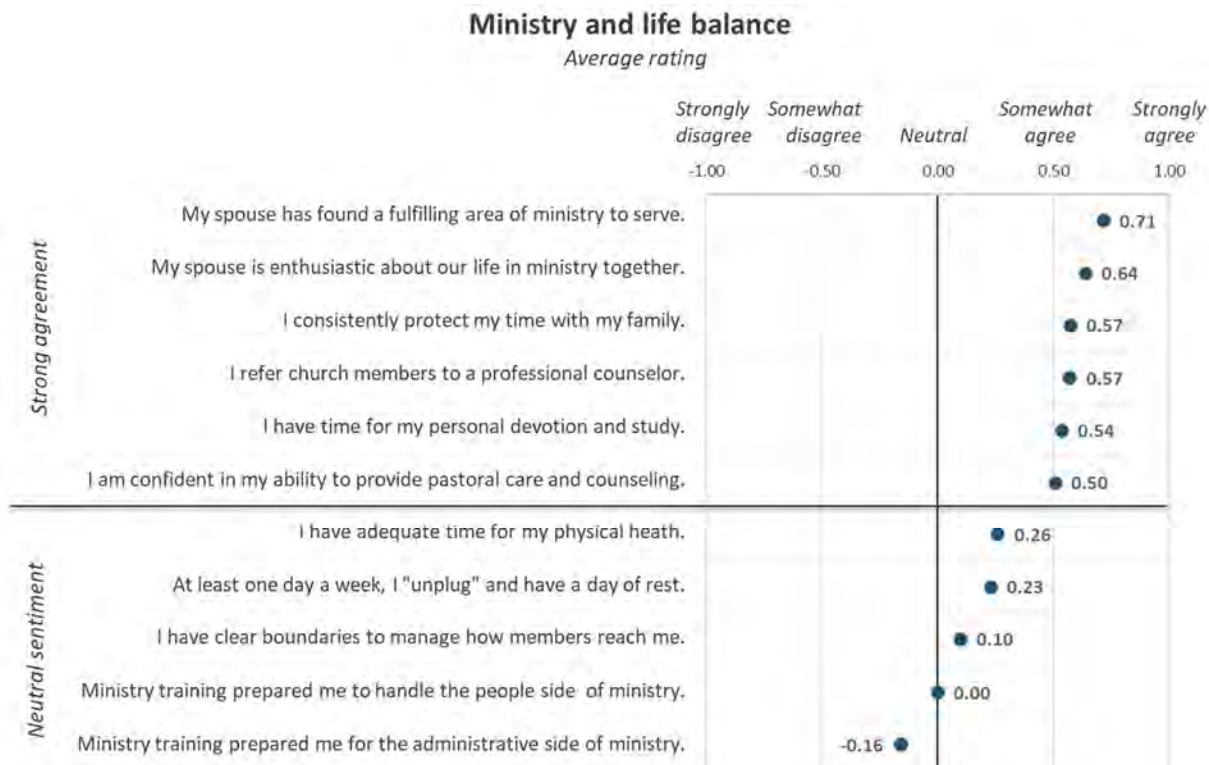
Another section asked pastors to rate their level of agreement or disagreement with a series of statements. Each statement is reduced to an average score where a value closer to 1.0 indicates stronger agreement, and a value closer to -1.0 indicates stronger disagreement. A value of 0.0 indicates a neutral average score, neither agreement nor disagreement. In the graph below, a blue dot indicates a value that was expected to be positive (stronger agreement). Conversely, in the following plot, a red dot indicates a value that was expected to be negative (stronger disagreement).

### *Most pastors agreed with statements related to family and spirituality*

Six statements had a high level of agreement demonstrated by average score of at least 0.50. The two statements with the highest agreement were related to the spouse's engagement in ministry. Pastors strongly agreed their spouse has a fulfilling ministry (0.71) and is enthusiastic about doing ministry together (0.64). Pastors also agreed that they consistently protect time with family (0.57). Statements related to spiritual health and counsel had substantial agreement. Most pastors indicated they refer church members to counselling (0.57), maintain time for personal devotion (0.54) and have confidence in their pastoral care abilities (0.50).

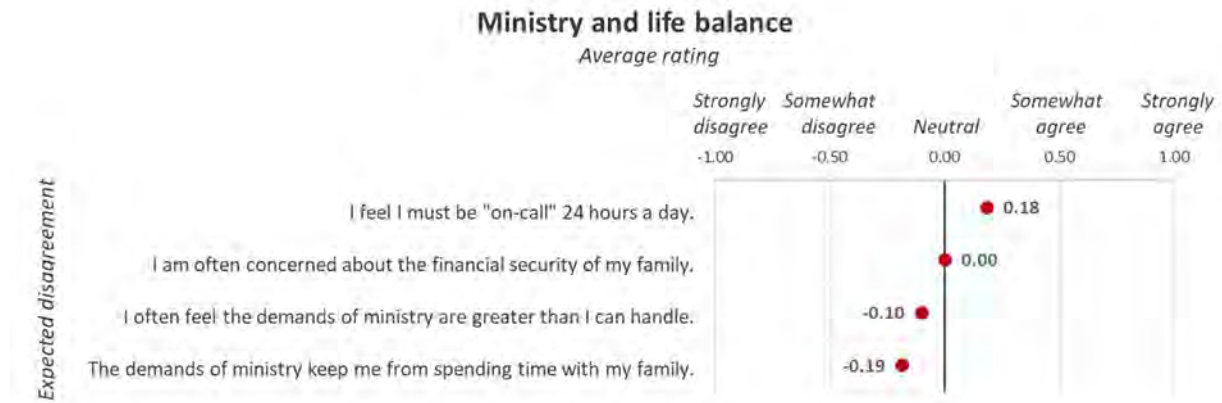
### *Pastors most neutral on statements related to boundaries and ministry training*

Five statements had a level of agreement between -0.20 and 0.26 and an expected positive value. Pastors had low level of agreement that they have adequate time for physical health (0.26), "unplug" at least one day a week (0.23), and have boundaries for church members to get in touch (0.10). In regard to ministry training, pastors were neither agreed nor disagreed that they were prepared for the people side of ministry (0.00) and slightly disagreed they were prepared for the administrative side of ministry (-0.16).



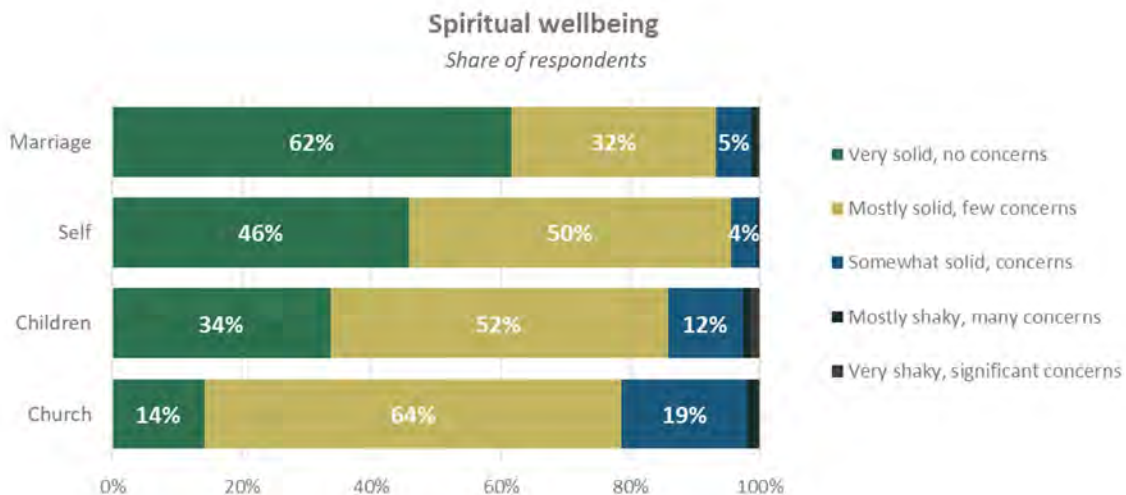
*Overwhelming ministry demands and financial concern statements lack strong disagreement*

Four statements were expected to have a stronger level of disagreement (indicated by the red dots on the chart below) but showed low disagreement or neutral scores when surveyed. Pastors slightly agreed they feel they must be on-call 24 hours a day (0.18). When asked if they are often concerned for the financial security of their family, the average score was neutral (0.00). Regarding the demands of ministry, pastors indicated a smaller level of disagreement than expected. Pastors slightly disagreed that ministry demands are greater than they can handle (-0.10) or keep them from spending time with family (-0.19).



**Pastors are confident in spiritual wellbeing of their homes and churches**

The survey asked pastors to describe the spiritual wellbeing of their family, church, and self on a scale from “very solid, no concerns” to “very shaky, significant concerns”. In each case, nearly 80% of pastors reported mostly solid or very solid condition. Pastors rated their spiritual wellbeing as the strongest. 96% described their wellbeing as very or mostly solid. Only 4% indicated somewhat solid. About their marriage’s spiritual wellbeing, 93% of pastors described it as very solid (62%) or mostly solid (32%). Of those who have children at home, pastors described their children’s wellbeing as very solid (34%), mostly solid (52%), and somewhat solid (12%). A few (3%) indicated mostly or very shaky. Of the four components, the church’s spiritual wellbeing was described with the most concern. Only 14% of pastors describe their church as very solid. Nearly two-thirds described their church as mostly solid, and another 19% of pastors described their church as somewhat solid.



Appendix A: Respondent (Pastor) Demographics

This survey was intended for senior pastors of self-governing works credentialed with the UPCI. Respondents provided a variety of demographic factors including age, gender, and ethnicity to measure the sample of surveyed pastors.

The survey collected 602 responses, but 587 met the participation criteria. 15 responses were omitted because they were not submitted by a credentialed minister or on behalf of the senior pastor.

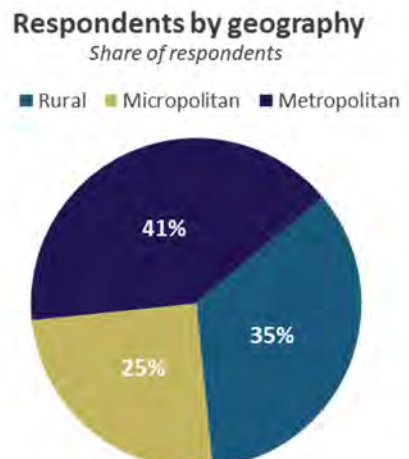
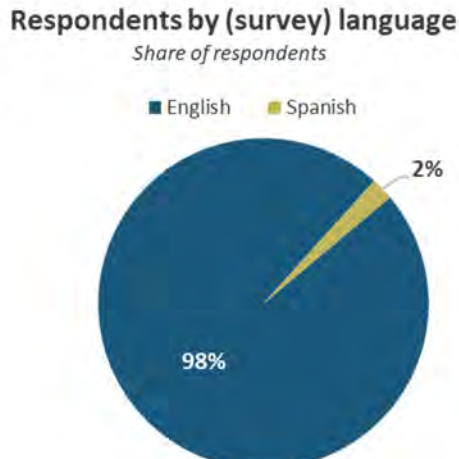
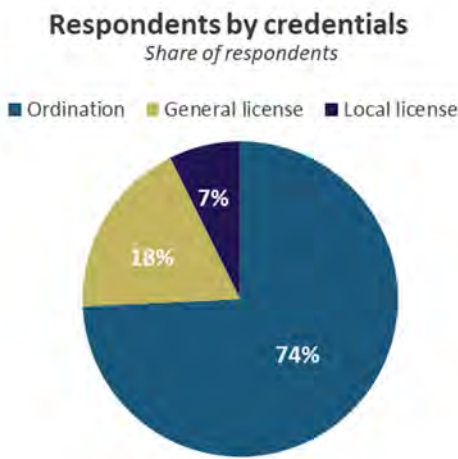
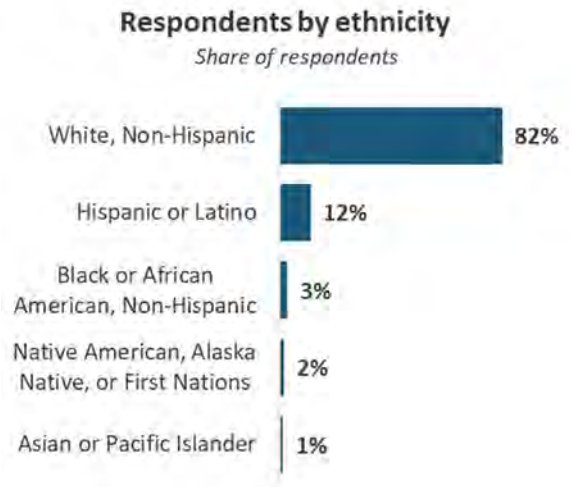
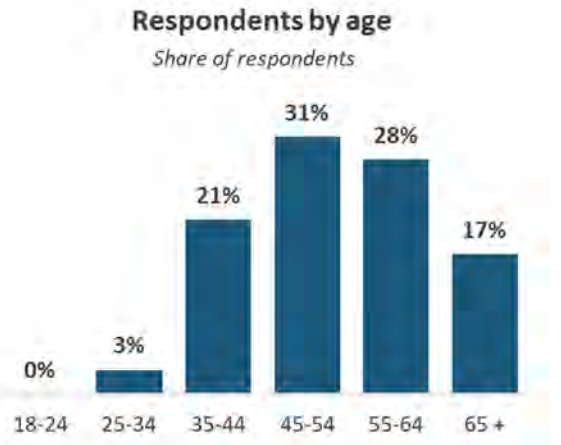
Median age for surveyed pastors is around 50, and roughly 75% of pastors are 45 or older. Almost all (98%) of responses were male.

Most pastors (41%) reported their church is in a metropolitan area. One quarter of pastors reported their church location in a micropolitan area. More than one third (35%) of pastors identified their church in a rural area.

Most senior pastors in this survey are ordained (74 percent) or generally licensed (18 percent), but there remains a small group (7 percent) pastoring with a local license.

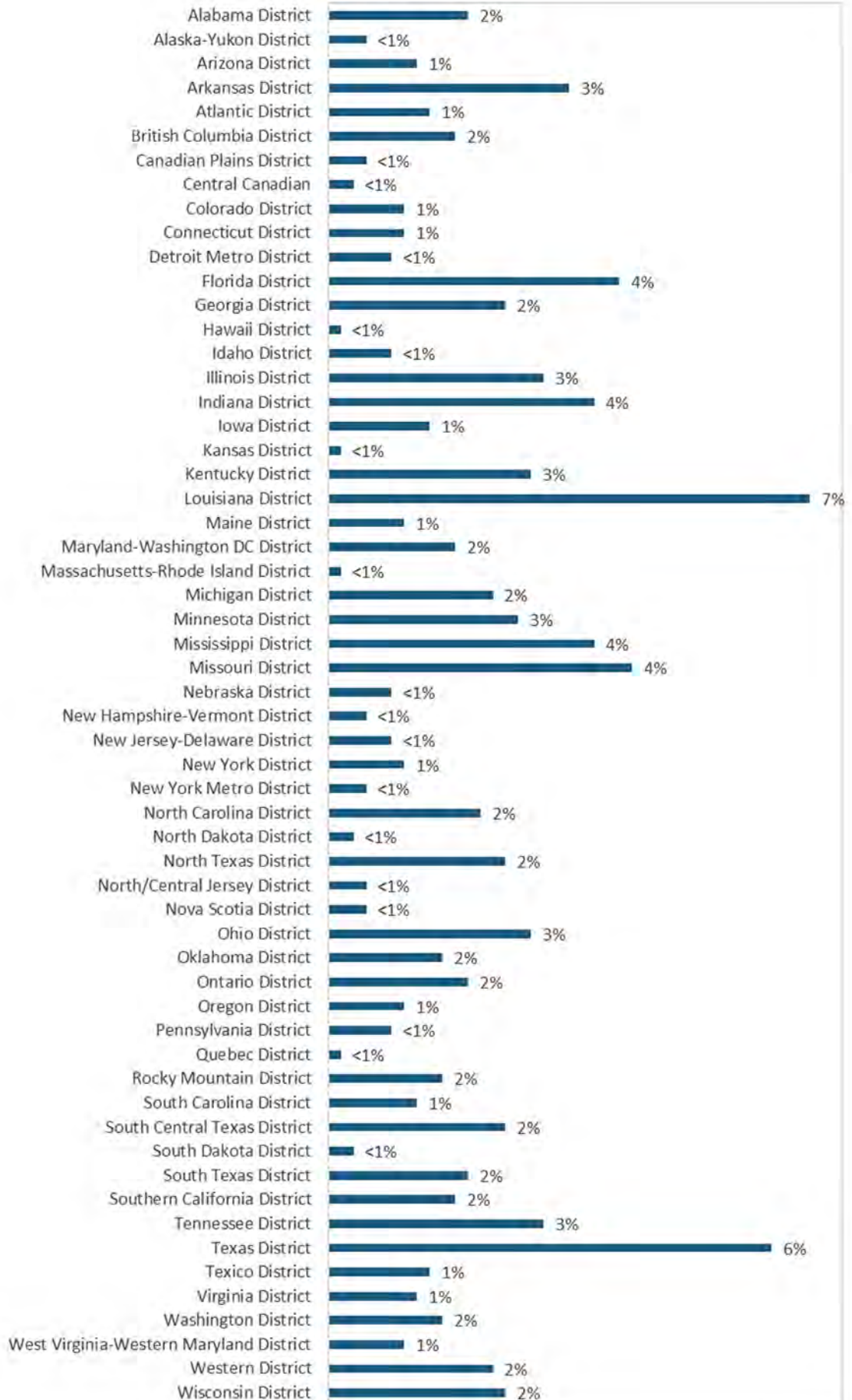
The survey was available in English and Spanish. About 2 percent of all participants completed the survey in Spanish; however, 12 percent of pastors who took the survey identified as Hispanic or Latino.

This sample includes participation from each of the 58 Districts in North America.



## Respondents by District

Share of respondents





## Appendix B: Addendum and Methodology

Table 1

Statistics	Minimum	1st %tile	First quartile 25th %tile	Median 50th %tile	Third quartile 75th %tile	99th %tile	Maximum	Mean Average
Typical attendance	2	4	32	60	118	609	1,200	97
Peak attendance	5	12	54	97	165	902	2,700	146
First-time guests	0	1	20	31	70	515	1,600	70
Bible studies	0	0	4	10	20	358	600	24
Water baptisms	0	0	3	7	18	136	500	15
Spirit infillings	0	0	2	5	14	117	600	13

Note: %tile is shorthand for percentile

### Methodology notes:

- i. The survey sample does not appear to be influenced by age or geographic bias. The survey reached pastors of various ethnic backgrounds and congregation sizes. However, the survey slightly under-sampled Black and African American pastors despite several attempts made through Church Advancement to communicate the survey to pastors in this demographic group. In the survey, 3% of pastors identified as Black or African American, compared to Church Administration estimates of 6% of pastors in North America.  
In relation to mental health, it is difficult to impossible to identify whether the sample is representative of all pastors. Overall, responses appear generally positive and indicate a healthy balance of life and ministry.
- ii. The median value is the 50<sup>th</sup> percentile, or the middle value, where 50% of the data is lower, and 50% of the data is higher than that value. The first quartile is the 25<sup>th</sup> percentile, where 25% of the data is lower and 75% is higher. The 25<sup>th</sup> to 75<sup>th</sup> percentile is the interquartile range and encompasses the middle 50% of the data.  
Note, an average value close to the 75<sup>th</sup> percentile is indicative of outliers. For these evangelism statistics, the median value will generally be a better representation for most churches.
- iii. Attendance for North America are scaled estimates of adjusted survey responses. All questions were voluntary, so the number of responses varies. Each of these metrics received between 98% and 99% participation in the survey: typical attendance (581 responses) and peak attendance (577 responses). This assumes 4,176 self-governing churches and translates into about 14% of all pastors. If peak attendance was omitted and typical attendance was provided, peak attendance was approximated by increasing typical attendance by 47%, the median markup between typical and peak attendance.
- iv. Geographic areas delineated using U.S. Census definitions. A metropolitan area has an urban area population greater than 50,000. A micropolitan area has an urban area population between 10,000 to 50,000. A rural area has an urban area population less than 10,000.
- v. The survey asked pastors to approximate the share of their attendees into six racial and ethnic groups: American Indian or Alaska Native; Asian; Black or African American, Non-Hispanic; Hispanic or Latino; Native Hawaiian or Pacific Islander; and White, Non-Hispanic. We understand that individuals may identify with several (or potentially none) of the listed categories. While this method may not appropriately reflect every individual's preferred identification, the intention of this question was to better understand the general distribution of attendance by race and ethnicity. In the summary, the term "native people groups" includes Native Americans, Alaska Natives, and First Nations, and the term "Asian and pacific islanders" includes Asians, pacific islanders, and native Hawaiians. Some labels were shortened from the survey language to simplify the summary text. For example, "Hispanic" refers to Hispanic or Latino and "Black" refers to Black or African Americans in the context of this document.

## Appendix C: Survey questionnaire

This survey is intended for senior pastors credentialed with the United Pentecostal Church International. The goal of this survey is to gather information that can be used to help Districts and Ministries at UPCI fulfill the mission of bringing the whole gospel to the whole world by the whole church.

Participation in this survey is voluntary. All responses will be compiled and remain anonymous. Your information and that of your local church will be protected.

1. Select your level of credentials with UPCI: (Select one option)
  - Local license
  - General license
  - Ordination
  - Not credentialed with UPCI
2. Select your age group:
  - 18-24
  - 25-34
  - 35-44
  - 45-54
  - 55-64
  - 65 +
3. Select your gender:
  - Male
  - Female
4. Select your race/ethnicity:
  - Asian
  - Black or African American, Non-Hispanic
  - Hispanic or Latino
  - Native American, Alaska Native, or First Nations
  - Native Hawaiian or Pacific Islander
  - White, Non-Hispanic
5. Select your District:  
[ Drop-down list with all Districts in North America]
6. Are you a senior pastor of a self-governing work?
  - Yes
  - No
  - No, but I am taking this survey on behalf of my senior pastor
7. Does your church have any daughter works or preaching points? (Select one option)
  - Yes
  - No
8. How many daughter works or preaching points are associated with your church?
  - Number of daughter works: \_\_\_\_\_
  - Number of preaching points: \_\_\_\_\_

Answers do not need to be exact. Estimates are okay but should be representative of actual numbers.  
If you do not have a good estimate, you may skip the question.

For the next question, constituency means the broader group of people who identify with your local church. This group would include those who may attend irregularly or hardly at all but would identify with your church (e.g., call for prayer, ask for pastoral care, be on mailing list, etc.)

9. In 2022, what was your church's typical attendance, highest attendance, and total constituents?
  - Typical attendance: \_\_\_\_\_
  - Highest attendance: \_\_\_\_\_
  - Constituents in community: \_\_\_\_\_
  
10. In 2022, how many people were evangelized by your church?
  - Number of first-time guests
  - Number of people taught home Bible studies
  - Number of water baptisms
  - Number of Holy Ghost baptisms
  
11. In what languages do you offer churches services? Select all that apply.
  - English
  - Spanish
  - American Sign Language (ASL)
  - French
  - Arabic
  - Other (Please specify) \_\_\_\_\_
  
12. In what type of area is your church located?
  - Metropolitan (urban area population greater than 50,000)
  - Micropolitan (urban area population between 10,000 to 50,000)
  - Rural (urban area population less than 10,000)
  
13. What year was your church established  
[Drop-down list with years from 2022 to 1946, or '1945 or before' option]
  
14. Is this the first church you have served as senior pastor?
  - Yes
  - No
  
15. Which best describes your current status as pastor?
  - Full-time paid
  - Part-time paid
  - Bi-vocational
  - Unpaid
  
16. How many years had you been pastor when you began to serve the church full-time? (Select one option)  
[Drop-down list of numbers from 1 to 49, or '50 or more' option]]
  
17. How many years have you pastored this church? (Select one option)  
[Drop-down list of numbers from 1 to 49, or '50 or more' option]
  
18. In your local congregation, how would you compare recent attendance relative to one year ago?
  - Significantly lower
  - Slightly lower
  - Neutral
  - Slightly higher
  - Significantly higher

19. In your church, how would you compare recent giving relative to one year ago?

- Significantly lower
- Slightly lower
- Neutral
- Slightly higher
- Significantly higher

*Note: For the next set of questions, please enter the percentage of your church attendance by the following demographics. Answers for each question should sum to equal 100. Enter only numbers. Do not include "%".*

*Answers do not need to be exact. Estimates are okay but should be representative of actual numbers. If you do not have a good estimate, you may skip the question.*

20. Percentage (%) of church attendance by gender:

- Men: \_\_\_\_\_
- Women: \_\_\_\_\_

21. Percentage (%) of church attendance by age:

- 0-12: \_\_\_\_\_
- 13-17: \_\_\_\_\_
- 18-29: \_\_\_\_\_
- 30-49: \_\_\_\_\_
- 50-64: \_\_\_\_\_
- 65+: \_\_\_\_\_

22. Percentage (%) of church attendance by race/ethnicity:

- Asian: \_\_\_\_\_
- Black or African American, Non-Hispanic: \_\_\_\_\_
- Hispanic or Latino: \_\_\_\_\_
- Native American, Alaska Native, or First Nations: \_\_\_\_\_
- Native Hawaiian or Pacific Islander: \_\_\_\_\_
- White, Non-Hispanic: \_\_\_\_\_

23. Which of the following does your church have in place today? Select all that apply.

- Annual financial reporting
- Attendance reporting (weekly attendance, new guests, etc.)
- Annual church business meeting
- A church budget
- Evangelism reporting (Bible studies, baptisms, etc.)
- A pastor support group that invests in the health of the pastor's family
- A list of counsellors to refer people to
- A document that clearly communicates the church's expectations of the pastor

24. How confident are you in your knowledge and abilities when it comes to shepherding your household's finances?

- Completely confident
- Mostly confident
- Somewhat confident
- Not very confident
- Not at all confident

25. How confident are you in your knowledge and abilities when it comes to shepherding your church's finances?

- Completely confident
- Mostly confident
- Somewhat confident
- Not very confident
- Not at all confident

26. How would you describe your church's current financial situation?

- Very solid, no concerns
- Mostly solid, few concerns
- Somewhat solid, concerns
- Mostly shaky, many concerns
- Very shaky, significant concerns

27. Does your church's financial support depend on a small number of givers?

- Yes
- No

28. How would you describe your church's spiritual wellbeing?

- Very solid, no concerns
- Mostly solid, few concerns
- Somewhat solid, concerns
- Mostly shaky, many concerns
- Very shaky, significant concerns

29. How would you describe your marriage's spiritual wellbeing?

- Very solid, no concerns
- Mostly solid, few concerns
- Somewhat solid, concerns
- Mostly shaky, many concerns
- Very shaky, significant concerns
- Not applicable

30. How would you describe your children's spiritual wellbeing?

- Very solid, no concerns
- Mostly solid, few concerns
- Somewhat solid, concerns
- Mostly shaky, many concerns
- Very shaky, significant concerns
- Not applicable

31. How would you describe your own spiritual wellbeing?

- Very solid, no concerns
- Mostly solid, few concerns
- Somewhat solid, concerns
- Mostly shaky, many concerns
- Very shaky, significant concerns

32. How would you rate your overall stress level as pastor?

1                      2                      3                      4                      5

No stress

Overwhelmed

33. Rate your stress level on the following items (1= No Stress, 5 = Overwhelmed)

Statement	1	2	3	4	5	N/A
Managing church finances						
Managing schedule						
Lack of volunteer base						
Lack of (paid) church staff						
Resolving conflict in the church						
Balancing family time						

34. How do you feel about each the following statements?

Statement	Strongly agree	Somewhat agree	Neutral	Somewhat disagree	Strongly disagree	N/A
I consistently protect my time with my family						
My spouse has found a fulfilling area of ministry to serve in our church.						
I am often concerned about the financial security of my family						
The demands of ministry keep me from spending time with my family.						
My spouse is enthusiastic about our life in ministry together.						

35. How do you feel about each the following statements?

Statement	Strongly agree	Somewhat agree	Neutral	Somewhat disagree	Strongly disagree	N/A
I have time for my personal devotion and study outside of sermon preparation						
At least one day a week, I "unplug" from ministerial work and have a day of rest						
I have clear boundaries established to manage how and when church members reach me						
I have adequate time for my physical health (exercise, balanced diet, sleep, etc.)						
I feel I must be "on-call" 24 hours a day.						

36. How do you feel about each the following statements?

Statement	Strongly agree	Somewhat agree	Neutral	Somewhat disagree	Strongly disagree	N/A
My seminary or ministry training prepared me to handle the people side of ministry.						
My seminary or ministry training prepared me for the administrative side of ministry.						
I often feel the demands of ministry are greater than I can handle.						
I refer church members to a professional counselor when the situation requires (e.g., trauma, abuse, multiple sessions).						
I am confident in my ability to provide pastoral care and counseling.						

37. Do you feel like you can refer church members for professional counseling?

- Yes
- No
- Not sure

38. Why do you feel like you cannot refer church members for professional counseling? Select all that apply.

- I want to handle all counseling as pastor.
- My church members expect me to handle all counseling as their pastor.
- I do not have a list of professional counselors to refer church members.
- My church members cannot afford to see a professional counselor.
- I had a bad experience in the past using a professional counselor.
- Other (Please specify) \_\_\_\_\_

39. Within the last 3 years, have you sought professional counseling for your own personal growth, marriage, family dynamics, etc.?

- Yes
- No

40. Would you seek professional counseling if the need presented itself?

- Yes
- No
- Not sure

41. What factors would prevent you from seeing a professional counselor? Select all that apply.

- Lack of access
- Lack of time
- Cost
- Fear of breach in confidentiality
- Perceived stigma
- Other (Please specify) \_\_\_\_\_

Thank you for taking the time to answer this survey!

Your responses are valuable, and we hope to share these results soon. If you have any comments that you would like to share, please do so below.

42. Any comments you would like to share: \_\_\_\_\_  
\_\_\_\_\_