

MINISTER SURVEY

October 2024



Research & Development

United Pentecostal Church International

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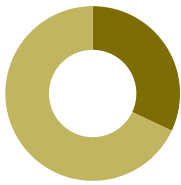
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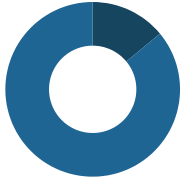
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2024 MINISTER SURVEY

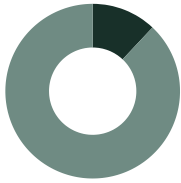
ALL MINISTERS (N = 1,697)



32%
serve as a senior pastor



14%
are not in a ministry position



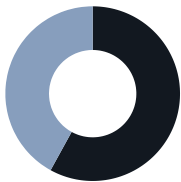
12%
are fluent in multiple languages



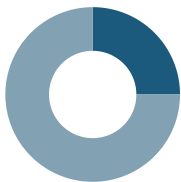
13%
have served in the military



76%
are satisfied in their ministry



58%
hold a post-secondary degree



25%
plan to start a new church



54%
plan to continue their education

Subsets of ministers were asked additional questions.

SENIOR PASTORS (N = 550)

Median local church statistics



70

typical
attendees



39

baptized
members



23

lay ministers
+ volunteers



2

credentialed
ministers

✦ New metrics in 2024 survey

YOUTH PASTORS (N = 72)

More than half reported

20 or fewer in youth group

More than half reported

tenure of more than 4 years



Engaging the youth
ranked as their top challenge

Building discipleship programs
ranked as the top training topic

PASTORS OVER AGE 55 (N = 250)



4 out of 10 pastors over age 55 plan to transition from their role as senior pastor in 5 years or less



5 out of 10 pastors over age 55 do not have a plan in place to transition the church

Executive Summary

The 2024 Minister Survey targeted credentialed ministers with the United Pentecostal Church International (UPCI). The survey received 1,697 responses in the fall of 2024.¹ Of this number, 550 were pastors. This reflected participation from each of the 58 UPCI districts. The response in this survey accounts for about 14% of all UPCI ministers and 13% of UPCI pastors in North America. Participation in the survey was completely voluntary, and all respondents remained anonymous.

This year marks the fourth annual UPCI survey but the first survey of all UPCI ministers. The past three years exclusively surveyed senior pastors with the goal of collecting information from local churches. The 2024 survey retains this purpose and expands the base of respondents to include additional areas of interest. All participants received questions on the overarching topics of education and satisfaction. Three groups of ministers received specialized survey tracks based on their self-identified ministry role: legacy questions of local church statistics were restricted only to pastors; questions specific to youth ministry were restricted to youth pastors; and questions regarding ministry transition were restricted to ministers over age 55. This multifaceted design streamlined multiple survey efforts to help Districts and Ministries at UPCI fulfill the mission of bringing the whole gospel to the whole world by the whole church.

Key findings from the 2024 Ministers Survey:

- UPCI churches in North America represent an estimated 467,700 in regular weekly services, 707,400 in peak-attendance services, and more than 1 million in community constituents.
- Although the aggregate estimates for attendance slightly declined from 2023, further analysis suggests 2024 estimates are in line with prior surveys, and 2023 estimates may have been inflated by an outlier.
- This body of churches reflects an estimated 331,800 water and spirit baptized members and more than 163,500 local volunteers and ministers. This was the first survey to collect these metrics.
- Similar to 2023, Evangelism and Discipleship were rated as weaker areas of church health, while Engagement, Attendance, and Giving were rated as stronger areas.
- Overall, most church health metrics were generally rated positively. However, larger churches (with 70 or more typical attendees) were more likely rate components more positively than smaller churches.
- Bible teaching to age-based groups were the most common ministries in local churches, while resource-intensive ministries were less common. However, active ministries vary by church size.
- Pastors ranked resources for parents to lead family devotions and for parents to discuss difficult issues with children as the two most important family resources.
- Most ministers surveyed reported a post-secondary degree and agreed that continuing education and professional development is important to sustain an effective ministry.
- Ministers over the age of 55 had varying involvement in mentoring younger ministers and varying opinions on generational differences. A considerable group of pastors over the age of 55 anticipate transitioning from their role in the next 5 years, but many lack a plan to transition the church.
- A large majority of surveyed youth pastors reported positive sentiments towards the resources and communication from UPCI Youth Ministries. This group ranked discipleship as their most-desired training topic and engagement as their number one challenge in youth ministry.

¹ For respondent demographics, see Appendix A. For more on survey participation, see note i in Appendix B.

QUESTIONS FOR SENIOR PASTORS

Of the 1,697 ministers surveyed, 550 identified as senior pastors.

In the survey, questions 10 – 21 were restricted to this subset of ministers.

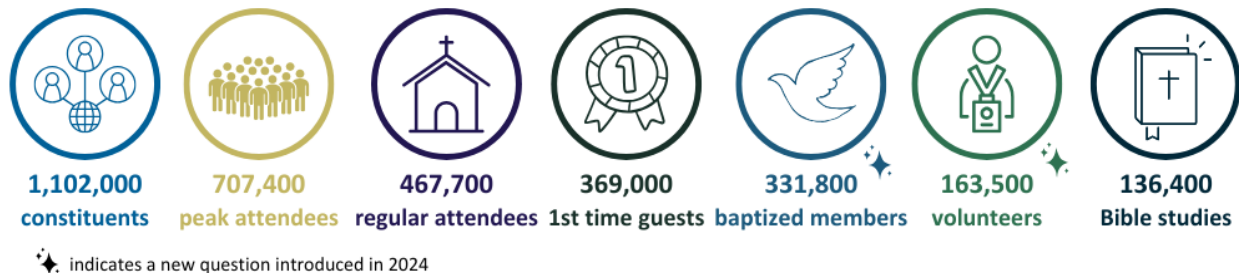
The next 8 pages summarize the results.

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2024 Estimates for North America (Questions restricted to senior pastors)

Pastors reported 2024 statistics for attendance, evangelism, and engagement in their local churches. In summary, the estimates for all UPCI churches in North America are based on the responses of the 550 pastors who responded to the survey.² The visual below highlights the aggregate estimates for 2024:



More than 1 million estimated constituents in the community

Reports from pastors support an estimate of more than 1 million constituents of local UPCI churches. In the survey, constituents in the community was defined as regular attendees plus the broader group of people who identify with a local church. This includes those who may attend irregularly or hardly at all but would identify with a church (e.g., call for prayer, ask for pastoral care, be on mailing list, etc.).

Roughly a 50% increase between regular weekly attendance and highest-recroded attendance

On a regular weekly Sunday service, an estimated 467,700 attendees gathered in UPCI churches in North America. In addition to typical attendance, pastors also report the highest attendance service in 2024. On peak attendance days, an estimated 707,400 attendees participated in services in the collective body of UPCI churches. This represents a 50% increase from typical Sunday attendance to peak service attendance.

Local evangelism continues through new guests and Bible studies

The total of 369,000 first-time guests in a year is almost 80% of regular attendance. Because attendance numbers include children and visitors, baptized members is a better benchmark for committed adults in North America. Reports estimate 136,400 Bible studies were taught by local church members, which scales to about 1 for every 2.4 members.

Half of water and spirit baptizped members are active volunteers

For the first time, the 2024 survey asked pastors for the number of members who have been water and spirit baptized as well as the number of lay ministers and volunteers. UPCI churches have an estimated total of 331,800 members who have been water and spirit baptized. Reports from pastors indicate a group of 145,800 volunteers plus 17,700 lay ministers. This group totals 163,500, which indicates about half of baptized members are involved as supporting ministers or volunteers in their local church.

New Births in North America

Survey responses from 550 pastors included reports of more than 8,700 people who received the Holy Ghost and 10,600 who were baptized in Jesus Name this year. Extrapolating these statistics produces estimates of 67,000 new Spirit baptisms and 81,000 new water baptisms across North America in 2024.

For additional summary staistics, see Table 1 in Appendix B.

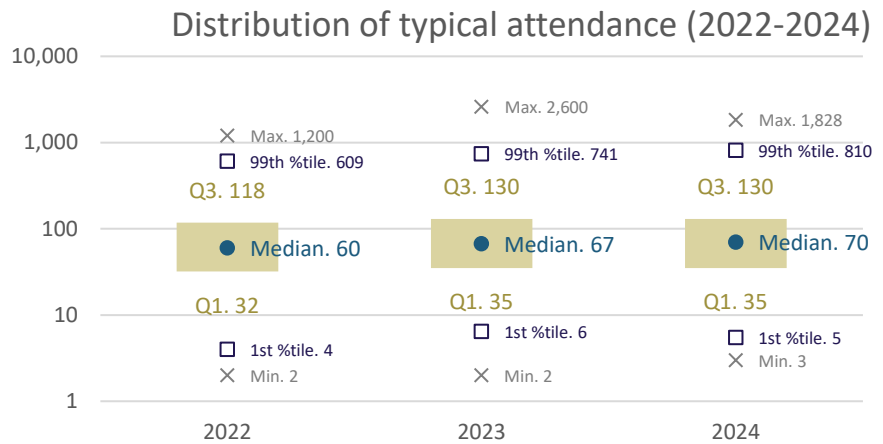
² For estimation methodology, see note ii in Appendix B.

Trends in Typical Attendance (Questions restricted to senior pastors)

The 2024 survey estimated 467,700 people attending services at UPCI churches on a typical weekly service. This is a slight decline from the 2023 estimate of 472,700. Other related metrics reflected similar trends. Although the aggregate estimates for some metrics declined in 2024, further inspection suggests that this is primarily due to an outlier that occurred in 2023 and did not appear in 2022 or 2024.

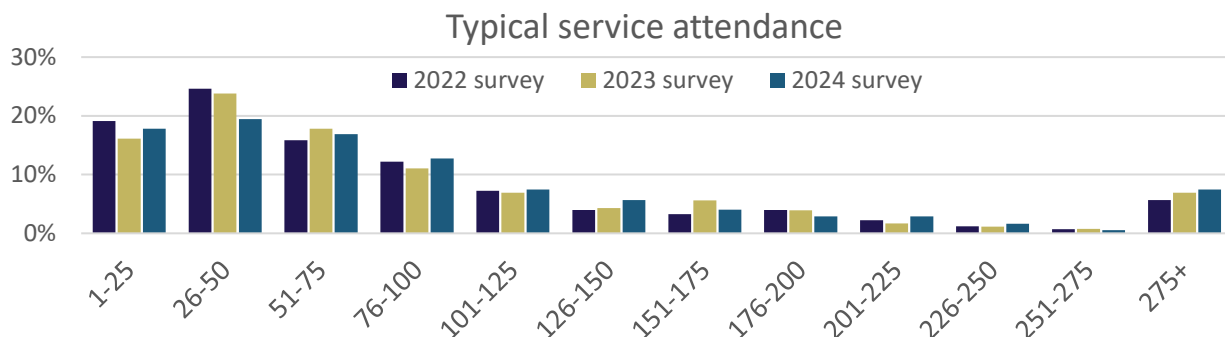
Due to the anonymous nature of the survey, it is not possible to identify whether this 2023 outlier respondent reported a decline or did not participate in other survey years. As an example, this section will provide additional information on typical attendance reported by pastors in 2022-2024 surveys.

The figure to the right visualizes various statistics for central tendency and spread for attendance reported by pastors. First, notice the median (blue circle) slightly increases across the three surveys. This is an indicator of increasing attendance by survey participants over time. Second, notice the



range (gold shaded area) between the first quartile (Q1) and third quartile (Q3) which makes up the middle 50% of data. This range is generally consistent between surveys. The 2023 and 2024 surveys have identical ranges for the middle 50%, meaning this middle range of responses has been constant for the last two surveys. Third, notice the more extreme percentiles (purple squares). The 1st and 99th percentile (%tile) mark the bottom 1% and top 1% of data respectively. Again, these metrics are relatively consistent across surveys. Finally, notice the minimum and maximum values (grey X's). The minimum values are stable, but the maximum in the 2023 survey was significantly higher than in other years. This affected the total reported by pastors and correspondingly the total estimate for North America.

In summary, the 2023 survey reported a higher estimate than 2024 due to a significant outlier that did not appear in 2022 or 2024. Attendance statistics for 2024 are in line with prior survey data. The graph below shows the range of typical attendance of churches surveyed over the last three years. While most ranges are consistent over time, the 2024 survey had the largest share of churches with attendance over 275. This analysis contradicts the conclusion of declining attendance or a shift in underlying church size.

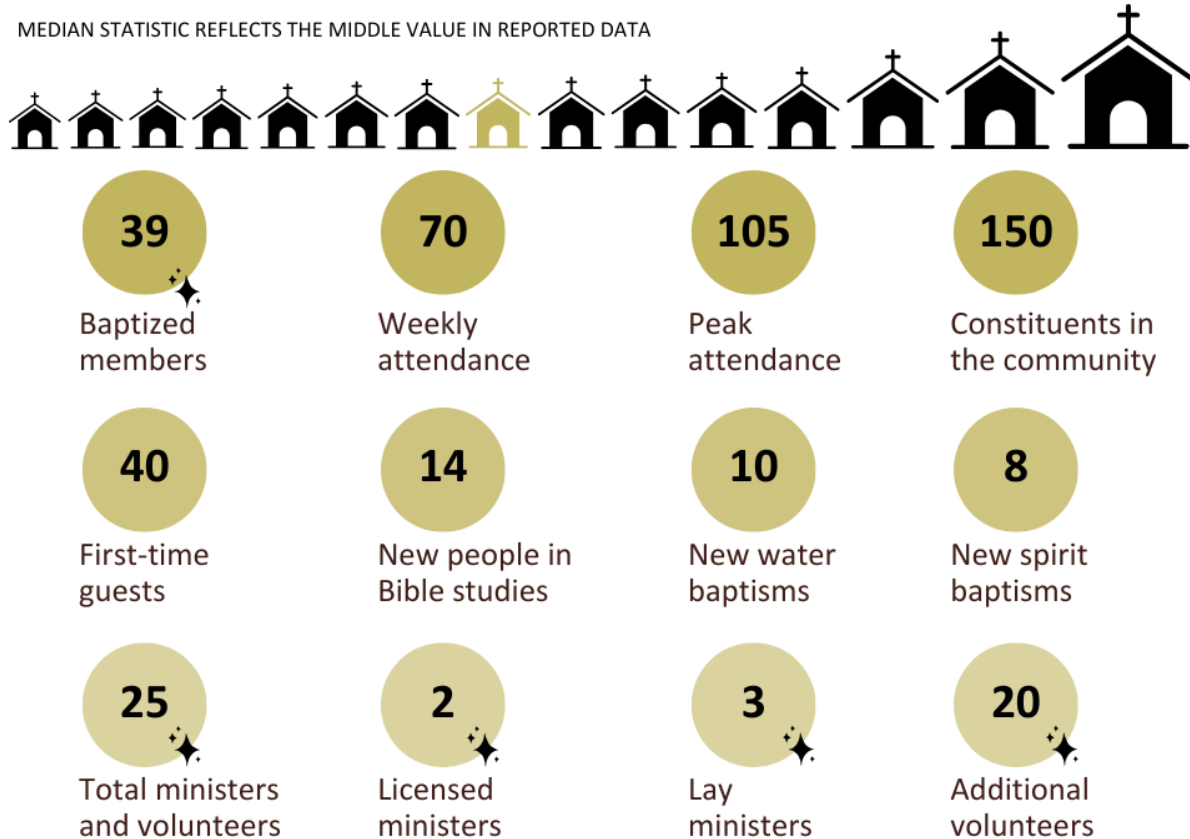


Congregational statistics (Questions restricted to senior pastors)

The data that pastors provided can be used to describe individual congregations. The median, or middle value in the data, responses to broadly characterize a “typical” local UPCI church. Measuring above or below a median value does not necessarily indicate success or failure. By definition, 50% of the data is above the median, and 50% of the data is below the median. This is intended to be a helpful summary not a diagnostic tool.

THE “TYPICAL” UPCI CHURCH

MEDIAN STATISTIC REFLECTS THE MIDDLE VALUE IN REPORTED DATA



✦ INDICATES A NEW QUESTION INTRODUCED IN 2024

The median statistics indicate growth in attendance and consistency in evangelism metrics

The median values for attendance and constituents slightly increased from last year’s survey median. However, the median of evangelism metrics like first-time guests and baptisms show little to no change from the 2023 survey median values. This is consistent with reports from pastors for increasing attendance and “average” evangelism. See pages 8 and 9 for more information on local church characteristics.

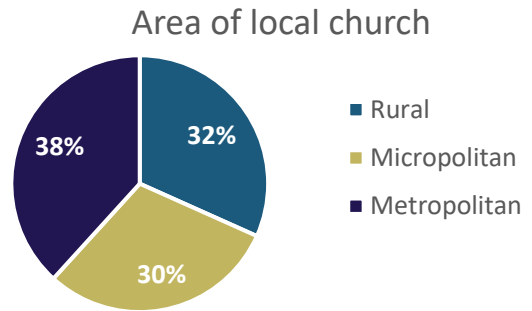
New statistics for local church members and volunteers

Several new questions were introduced in 2024 to better understand dynamics within local churches. For example, using the median statistic infers a volunteer participation rate that is about one-third of typical attendance ($25/70 = 36\%$) but more than 60% of baptized members ($25/39 = 64\%$). Note that attendance will include adults and children. See page 10 for more on age demographics of attendees.

Local church characteristics (Questions restricted to senior pastors)

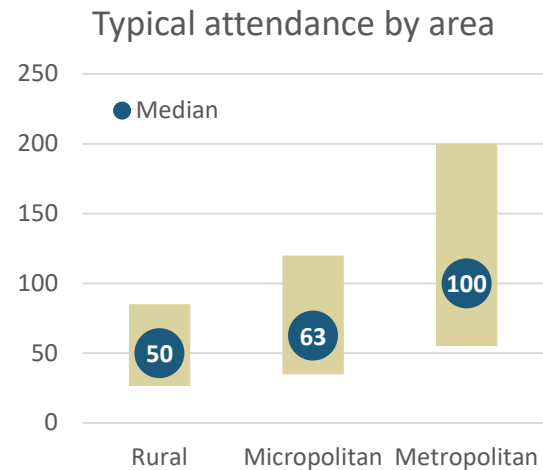
Surveyed pastors roughly in thirds for rural-urban areas

Pastors identified the area in which their church is located. The responses were roughly split into thirds between the categories for rural, micropolitan, and metropolitan counties, but there were slightly more pastors surveyed in metropolitan areas (38%). For more on rural-urban classifications, see note iii in Appendix B.



Regular service attendance trends with local population

The blue dot on the graph to the right visualizes the median of typical attendance reported by pastors based on rural-urban geography. The yellow shaded area represents the middle 50% of pastor responses. The middle 50% corresponds to the range of the first (Q1) and third (Q3) quartiles.



In more populated metropolitan areas, the median for typical service attendance was 100, and the middle 50% of pastors reported attendance between 55 to 200 on regular services. This also infers the top 25% of responses had attendance above 200 and the bottom 25% of responses had fewer than 55 attendees.

By comparison, in less populated rural areas, the median for typical service attendance was 50, and the middle 50% ranged from 27 to 85 attendees. Micropolitan areas fall between the metrics for rural and metropolitan areas with a median of 63 and a range of 35 to 120 for the middle 50% of churches.

In short, more populated areas may generally have larger churches and more variance in size of churches, while rural areas will primarily reflect smaller churches. Although this is not completely causal, there are observable trends between geography, attendance, and other church health metrics.

Most pastors continue to rate church health metrics above average and improving

Pastors ranked five areas of their local congregations on a scale of 1 (Very poor) to 5 (Excellent). Additionally, pastors described the change for each area from one year prior on a scale of Strong Growth (1) to Strong Decline (-1). A value above (or below) 0 indicates growth (or decline).

The results of church health were very similar to last year. Overall, most pastors ranked attributes between “Average” (3) to “Good” (4) and described growth as slightly positive (between 0 and 0.5). Evangelism and Discipleship were ranked lower than the other categories but similar on the scale for change.

	Evangelism	Discipleship	Financial giving	Regular attendance	Engagement
Overall Rating	3.2	3.4	3.7	3.7	3.7
Overall Change	0.33	0.40	0.29	0.32	0.40

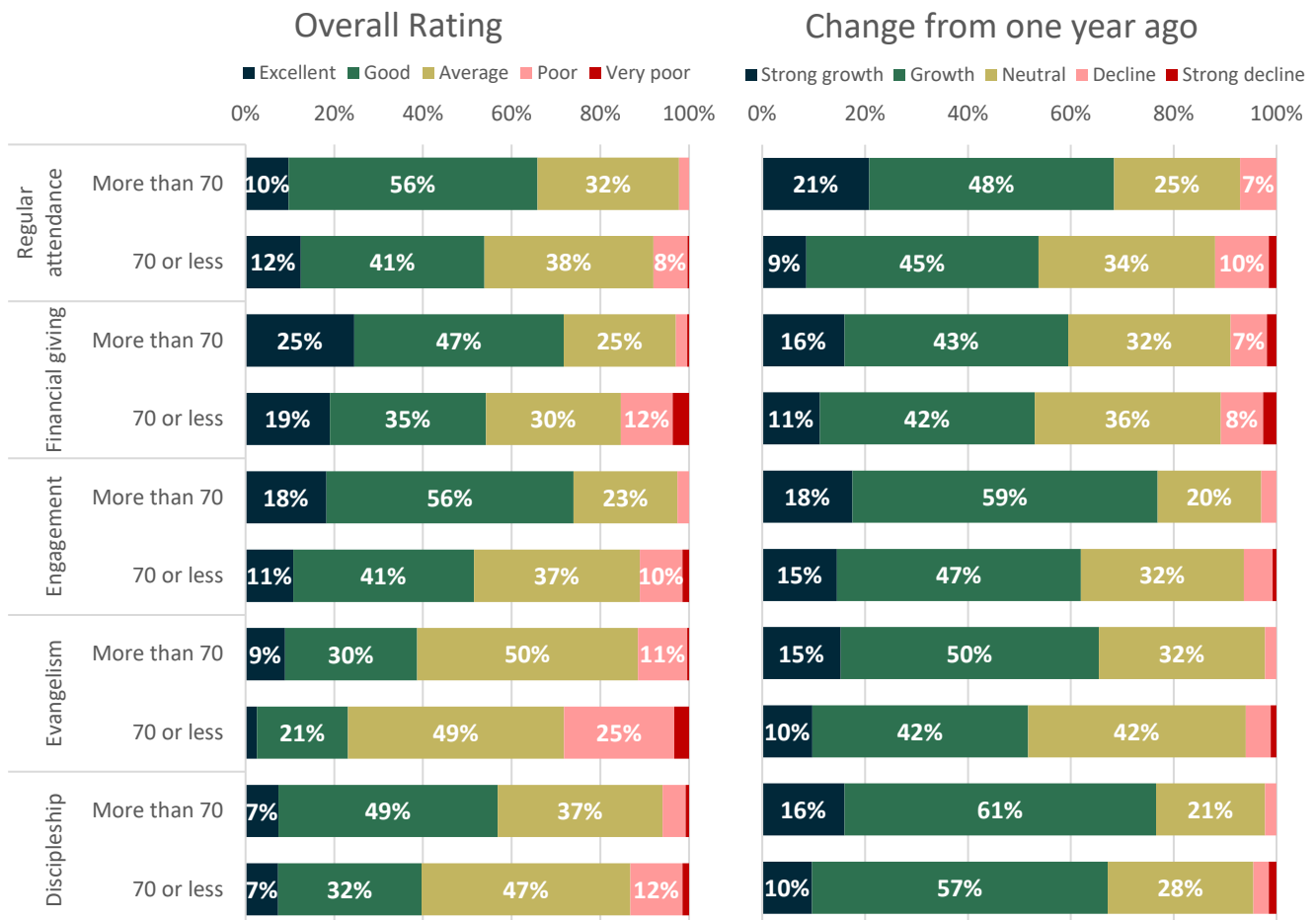
Church health by church size (Questions restricted to senior pastors)

More positive ratings from pastors of higher-attendance churches

This section will further assess these characteristics by comparing smaller churches (below the median of 70 typical attendees) and larger churches (above the median of 70 typical attendees). Interestingly, pastors of larger churches tended to report more positive responses in comparison to pastors of smaller churches.

A significant majority of pastors in larger churches gave above-average ratings for Engagement (74%), Financial Giving (72%), and Attendance (66%). In comparison, these same characteristics had above-average ratings from about half of smaller church pastors: Regular attendance (54%), Financial Giving (54%), and Engagement (51%). Discipleship and Evangelism were rated lower by both groups, but the trend of higher ratings from larger churches continued. Discipleship had above average ratings from 57% of larger church pastors and 40% of smaller church pastors. Similarly, 39% of pastors in larger churches and only 23% of pastors in smaller churches rated Evangelism as above average.

In terms of growth, all categories had more than 50% of pastors reporting growth since last year. Larger churches also had stronger sentiments of growth in all five categories compared to pastors of smaller churches. Interestingly this disparity was more pronounced on regular attendance (indicating a bigger gap in sentiments between larger and smaller churches) and less pronounced on financial giving (indicating a smaller gap in sentiments between larger and smaller churches).



Congregation demographics (Questions restricted to senior pastors)

This section summarizes the demographics of all UPCI churches in North America. Pastors provided their best estimates for the share of attendees in their local church by gender, age, and ethnicity.⁴ The demographic estimates below are scaled by typical church attendance and reflect the combined total for all UPCI churches in North America.

More than half of attendees are women

Based on the combined estimates of surveyed pastors in 2024, 58% of attendees are women, and 42% are men. Of those pastors surveyed, 3 in 4 reported more female than male attendees. Only 8% of pastors reported majority of men attendees.

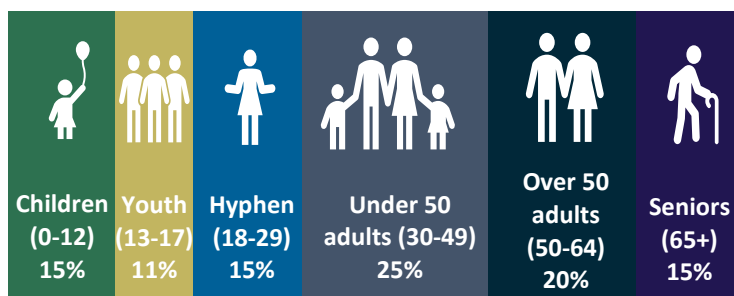
Attendees by gender



Attendance across generations

Church attendees represent a diverse age range. About 40% of attendees are under age 30. Children (ages 0–12) make up 15%, youth (ages 13–17) account for 11%, and young adults (ages 18–29) add another 15%. Conversely, adults over the age of 30 comprise the remaining 60% of attendees. Adults between the ages of 30–49 represent a quarter of attendance, and adults between the ages of 50–64 account for a fifth. Seniors (age 65+) are the remaining 15%. This distribution suggests a median age in the late 30s.

Attendees by age



Nearly 4 in 10 attendees are minorities

The largest group were white, non-Hispanics with 61% of total attendees. Correspondingly, the remaining 39% of attendees were minority groups. Hispanic is the largest minority group with 19% of attendees. Black or African American, non-Hispanic is the second largest minority with 14% of attendees. A small share of attendees are Asian or Pacific Islanders (3%) or Native people groups (3%).

Attendees by ethnicity



⁴ See note iv in Appendix B for more on race and ethnicity groups used in this survey.

Ministries of the local church (Questions restricted to senior pastors)

Many common ministries are age-based but these vary based on the size of the church

Age-based Bible teaching classes for children (86%), adults (71%), and youth (62%) are common in most churches. Additionally, focused ministries to youth (74%) and hyphen (49%) were fairly common. Resource-intensive ministries like recovery ministry (23%) and Bible Quizzing (19%) were less common but active for roughly 1 in 4 churches.



Comparing responses based on regular attendees gives insight into the differences between ‘smaller’ and ‘larger’ churches. In this case, smaller churches are those with fewer than 70 regular attendees (which is the lower 50% of churches in the survey), and larger churches are those with 70 or more regular attendees (which is the upper 50% of churches in the survey).

Compared to larger counterparts, it was less common for smaller churches to have youth ministry, hyphen ministry and children’s service, and Vacation Bible School (VBS). For example, nearly 3 in 4 of the pastors surveyed reported an active youth ministry in their church. However, in smaller churches, 50% have a youth ministry compared to 99% of larger churches. For a second example, about 28% of surveyed pastors reported VBS ministry. Only a few smaller churches (8%) have an active VBS ministry compared to nearly half of larger churches (48%).

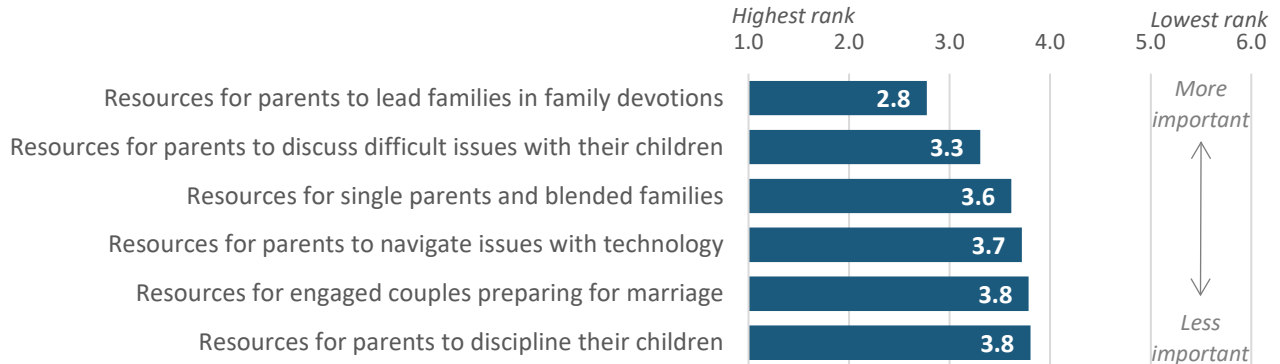
Smaller churches and larger churches were more closely aligned in adult Bible classes and family ministry. Specifically, most churches have a separate class for Bible teaching to adults (64% of smaller churches and 80% of larger churches) and a subgroup of churches have an active family ministry targeting parents (22% of smaller churches and 39% of larger churches).

Curriculum resource needs (Questions restricted to senior pastors)

Resources for daily family devotions ranked as most important by pastors

Pastors were asked to rank the importance of six resources for ministering to families on a scale of most important (1) to least important (6). The graph below shows the weighted rank where a smaller rank corresponds to higher importance.

Pastors rank (as a weighted average) of resources for ministering to families



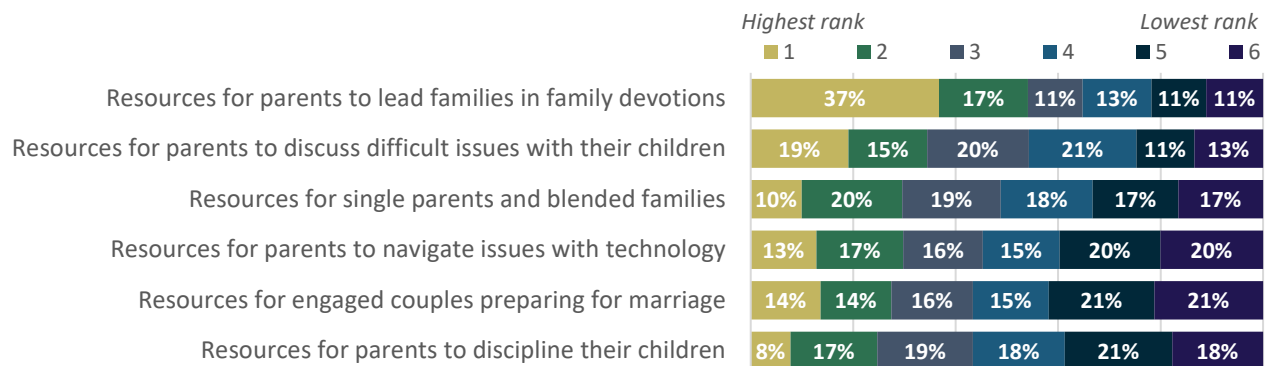
Resources for family devotions and guides for difficult discussions were ranked notably higher than the other resources listed. The bottom four resources described ranked closely in terms of overall importance.

By weighted average rank, resources for parents to lead in family devotions was the most important category with a score of 2.8. Further underscoring the importance, 37% of surveyed pastors ranked resources for family devotions as the number one resource they would like in ministering to families.

Resources for parents to discuss difficult issues with their children ranked as the second most important item based on the weighted average rank and the share of number one rankings. In the survey, this item noted potential topics such as bullying, mental health, identity, and human sexuality.

Resources for single parent and blended families ranked third overall by the weighted average. Although only 10% of pastors ranked this as number one, roughly 50% of pastors had this ranked in the top three most important resources. In comparison, resources for engaged couples to prepare for marriage ranked third based on number one rankings but overall ranked fifth out of six resources. The fourth-ranked resource was for parents to navigate issues with technology. According to pastors, by a narrow margin, the least important resource was for parents to discipline children.

Pastors rank of resources for ministering to families



QUESTIONS FOR YOUTH PASTORS

Of the 1,697 ministers surveyed, 72 identified as youth pastors.

In the survey, questions 22 – 34 were restricted to this subset of ministers.

The next 3 pages summarize the results.

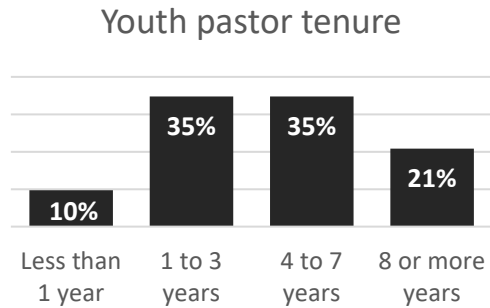
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Youth group size and structure (Questions restricted to youth pastors)

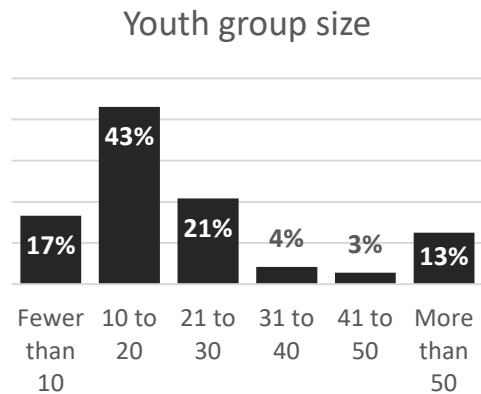
Most youth pastors reported their tenure of 4+ years

Those who responded as actively serving in a youth pastor role indicated their current tenure in their position. More than half of those surveyed have been serving for 4 or more years. Specifically, 35% have been a youth pastor for the last 4 to 7 years plus an additional 21% have served for more than 8 years! About one third (35%) are newer to this role, and another 10% are in their first year.



6 in 10 youth groups have 20 or fewer youth members

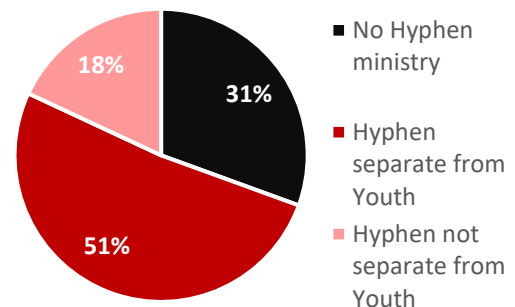
The most common response from surveyed youth pastors was between 10 to 20 members in their youth group. On the smaller side, another 17% indicated fewer than 10. Collectively, this represents 6 out of 10 youth groups having 20 or fewer members. About 2 in 10 youth groups have more than 20 but fewer than 30 youth. It was more common for youth groups to be small (20 or fewer) or large (more than 50). Surprisingly, only a few (7%) youth pastors reported groups between 30 to 50. A significant number of youth pastors (13%) reported more than 50 in their youth group.



Hyphen ministry is often a part of local youth groups

Youth pastors were asked about Hyphen structure, which is a ministry that is focused on single, non-married young adults in the 18-30 age demographic. Nearly 1 in 3 indicated there was not an active Hyphen ministry. It was less common to see Hyphen as a ministry combined with the youth group. Only 18% of youth pastors indicated this dynamic. About half of the youth pastors surveyed reported an active Hyphen ministry that was separate from the youth group.

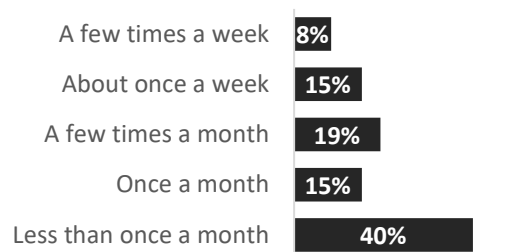
Hyphen ministry structure



Youth pastors use YM resources once a month or less often

A few (8%) youth pastors indicated that they use the resources provided by YM more than once a week. About a third reported use more than once a month. Specifically, 15% said weekly, and 19% said a few times a month. The most common response was less than once a month with 40% of those surveyed. Another 15% reported using resources once a month. Combining these last two groups, 55% use YM resources once a month or less often.

Frequency of YM resource usage



Challenges and training opportunities (Questions restricted to youth pastors)

Engaging youth is the top challenge for youth pastors

Youth pastors rated their top 3 challenges. The weighted average combines the ratings, and a larger value corresponds to a higher overall ranking. Engaging youth was the highest-rated challenge overall for those youth pastors surveyed. Further, nearly 1 in 4 youth pastors selected this as their number 1 challenge.

Lack of responses and parent involvement tied as the number two challenge. Slightly more youth pastors ranked parent involvement in their top 3 concerns, but lack of responses had more ranks as the second-most challenge.

Mental health ranked fourth but closely behind the top 3 challenges. Despite ranking second to last, nearly 1 in 4 youth pastors identified mental health concerns as their top challenge. The least challenging area for youth pastors was volunteer support.

Discipleship ranked as the most desired training topic

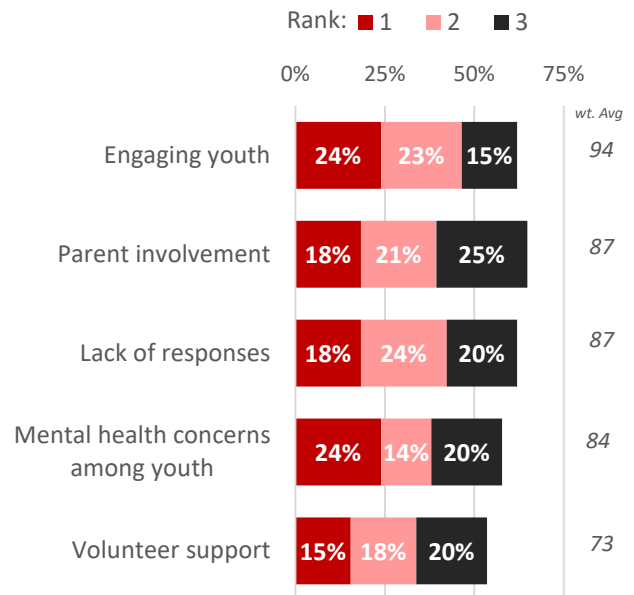
For this question, youth pastors were asked to select any of the following topics that they would like to see covered in training or workshops, so the totals will not sum to 100.

A strong majority (83%) would like to see training or a workshop on how to build a discipleship program. More than 50% of youth pastors also indicated interest in sessions on how to better engage with parents and families and on mental health and counseling. About one third of pastors expressed a desire for training in effective communication. Finally, managing volunteers and planning events tied with the lowest response with close to one quarter of those surveyed.

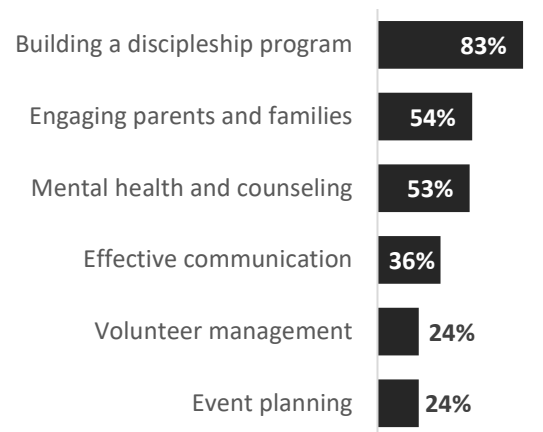
Most interested in quarterly training opportunities

Regarding how often they would like opportunities for training and development, the most common response with about half (46%) of those surveyed was for quarterly opportunities. About one quarter (24%) would prefer monthly opportunities, and roughly the remaining quarter expressed a desire for development opportunities once (13%) or twice (18%) annually.

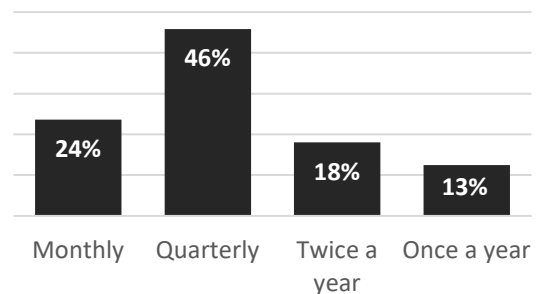
Top 3 challenges as youth pastor



Training sessions or workshops



Training frequency

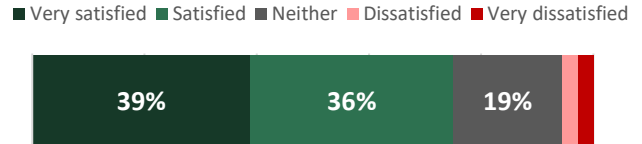


Sentiments and feedback (Questions restricted to youth pastors)

3 in 4 youth pastors are satisfied with YM resources

When asked about their satisfaction with the resources and support provided by UPCI Youth Ministries (YM), 75% of youth pastors reported they were satisfied. Specifically, 36% answered 'Satisfied', and 39% were 'Very Satisfied'. However, 19% said they were neither satisfied nor dissatisfied, and 6% were dissatisfied.

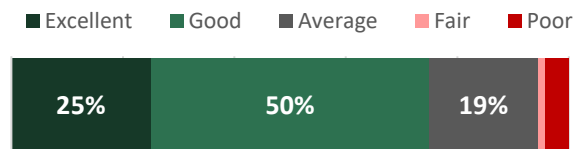
Satisfaction with YM resources



3 in 4 rated communication above-average

One quarter of surveyed youth pastors rated the effectiveness of YM communications as 'Excellent', and half as 'Good'. Combined, 75% rated communication effectiveness above average. Several (19%) rated it as 'Average'. A few (5%) rated it either 'Fair' or 'Poor'.

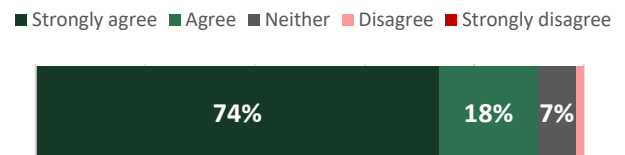
Rate YM communications



3 in 4 youth pastors strongly aligned with UPCI vision

The mission statement of the UPCI is to spread the whole gospel to the whole world by the whole church. Youth pastors were asked whether the UPCI's vision aligns with their goals for youth ministry. The majority (75%) strongly agreed, and another 18% agreed. Only 1% disagreed, and 7% were neutral.

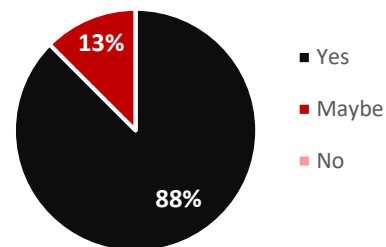
Agreement on vision alignment



Youth pastors open to connection and collaboration

When asked whether they would be interested in opportunities to connect and collaborate with other youth pastors, all of those surveyed indicated some level of interest. The large majority (88%) said 'Yes', and the remaining group (12%) said 'Maybe'. While answering 'No' was an option, this received 0 responses.

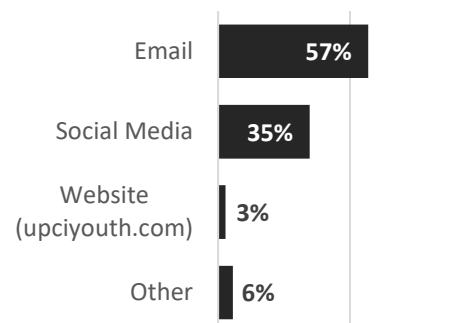
Interest in collaborating



Email remains preferred communication channel

More than half (57%) of youth pastors surveyed prefer to receive updates via email. More than one third (35%) chose social media platforms as the best communication channel. Only a small group (3%) preferred to receive information on the upciyouth.com website. Interestingly, 6% of respondents chose 'Other' with the option to leave a comment. All comments expressed texting as the best method to receive information from YM.

Preferred communication



QUESTIONS FOR ALL UPCI MINISTERS

1,697 credentialed ministers were surveyed.

In the survey, questions 1 – 9 and 35 – 47 were open to all ministers.

The next 5 pages summarize the results.

Contents

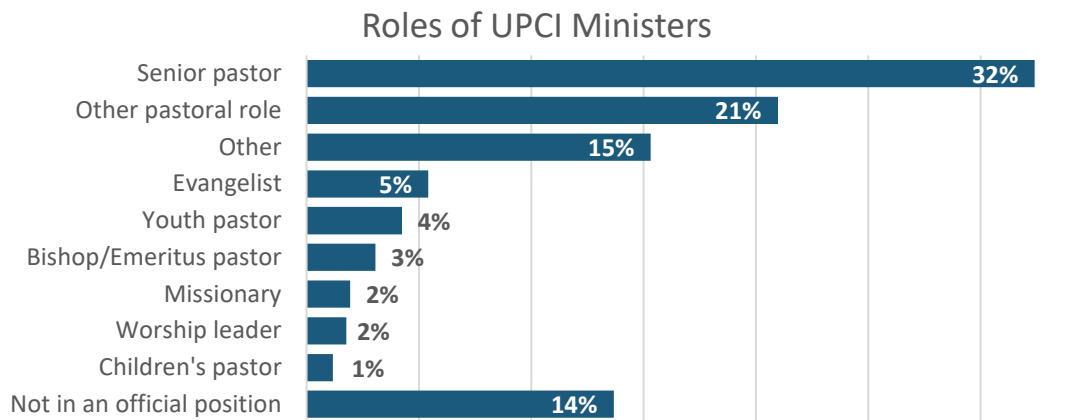
- 18 Ministry roles and fluent languages
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Ministry roles and fluent languages

About 1 in 3 ministers are senior pastors of self-governing churches

Of the nearly 1,700 ministers surveyed, the most common role was senior pastor (32%), and the second most-common role was another pastoral role (executive pastor, administrative pastor, assistant pastor, associate pastor). These two groups combined reflect more than half of all the ministers surveyed.

A significant group (15%) identified as “Other”. From comments, this group commonly identified as a pastor of a daughter work or preaching point, a leader or team member of a specific ministry within the local church, or a retired pastor, but there were a variety of responses ranging from chaplains and prison ministers to pastors of specific ethnic groups. Evangelists represented 5% of those surveyed. Other ministerial roles such as youth pastors, bishops, missionaries and worship leaders were individually less than 5% of surveyed ministers.



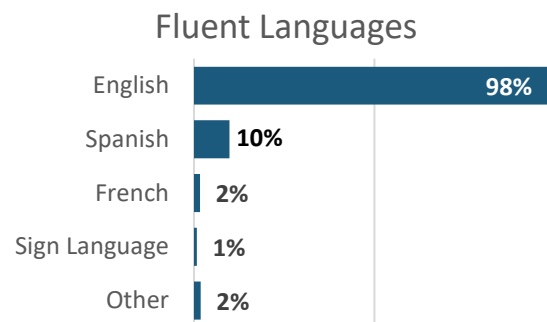
1 in 7 ministers identified as not serving a church in an official position

The youngest and oldest ministers were more likely to identify as not having an official position. Ministers aged 18 to 24 or above 65 make up about 20% of the ministers surveyed, and about one-quarter of this group did not have an official role. By comparison, middle-aged ministers between 25 to 64 make up the other 80% of surveyed ministers and about 11% of this group identified as not having an official role.

English is most common language for fluency but 1 in 8 ministers are bilingual

Ministers were asked to indicate all fluent languages. By far, the most common language for surveyed ministers was English (98%). Of those who did not indicate fluency in English, they commonly indicated fluency in Spanish. Roughly 1 in 10 UPCI ministers are fluent in Spanish. Most of these ministers are also fluent in English, but a small group are not. Almost 2% of surveyed ministers chose to complete the survey in Spanish.

More than 200 of the surveyed ministers (12%) indicated fluency in multiple languages. Almost 70% of this group is bilingual in English and Spanish. There is a small group of ministers who know American Sign Language (1%), speak French (2%) or another language (2%). The category for “Other” languages included mention of Tagalog, Arabic, German, Chinese, Russian, Dutch, Thai, Hawaiian, and other Creole languages.



Ministry satisfaction and support

3 in 4 ministers are satisfied with their current ministry role

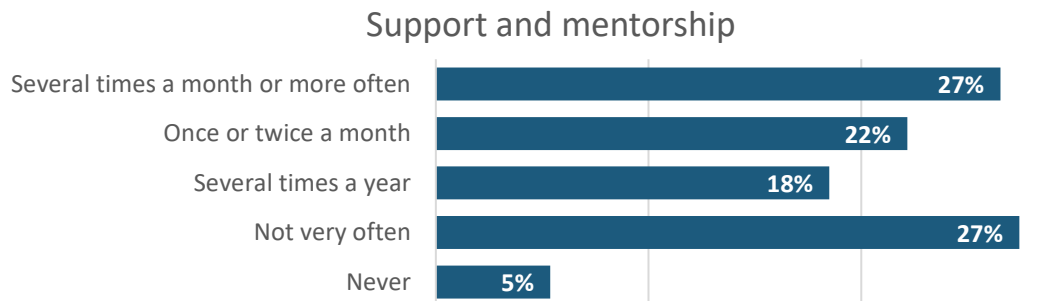
The survey asked ministers about their level of satisfaction with their current ministry role. A total of 76% of the surveyed ministers expressed satisfaction with their ministry in their current role. Specifically, more than one-third reported they were ‘Very satisfied’, and another 39% were ‘Satisfied’. A sizeable group (15%) indicated neutral feelings, and less than 10% expressed dissatisfaction.



In addition to overall ministry satisfaction, ministers were asked to rate their satisfaction on various areas of their lives. Marriage and family were ranked as the two highest-satisfaction areas of life. By comparison, financial and physical well-being were the two of the lowest-rated areas. However, all attributes received more than 50% satisfaction, supporting overall satisfaction of ministers in various areas of life.

Nearly a 50-50 split on those ministers who receive personal spiritual support at least once a month

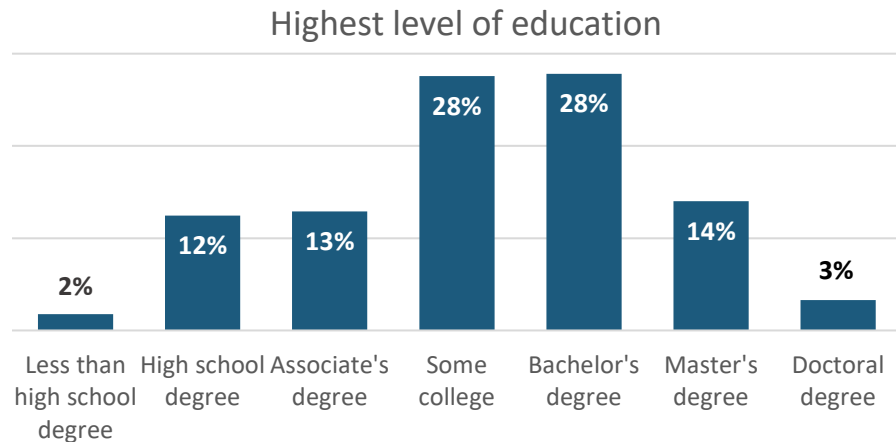
Ministers were asked how often they receive personal spiritual support, either from a network of peers or a mentor. More than one quarter (27%) indicated ‘not very often,’ and a small number (5%) reported never receiving this support. Another 19% reported receiving spiritual support several times annually, but less frequently than monthly. These three groups total 51% and represent those who receive support less frequently than once a month. Conversely, 49% receive support at least once a month. Of those surveyed, 22% reported receiving support a few times a month, and 27% reported several times a month.



Educational background

More than half of ministers hold a degree beyond high school

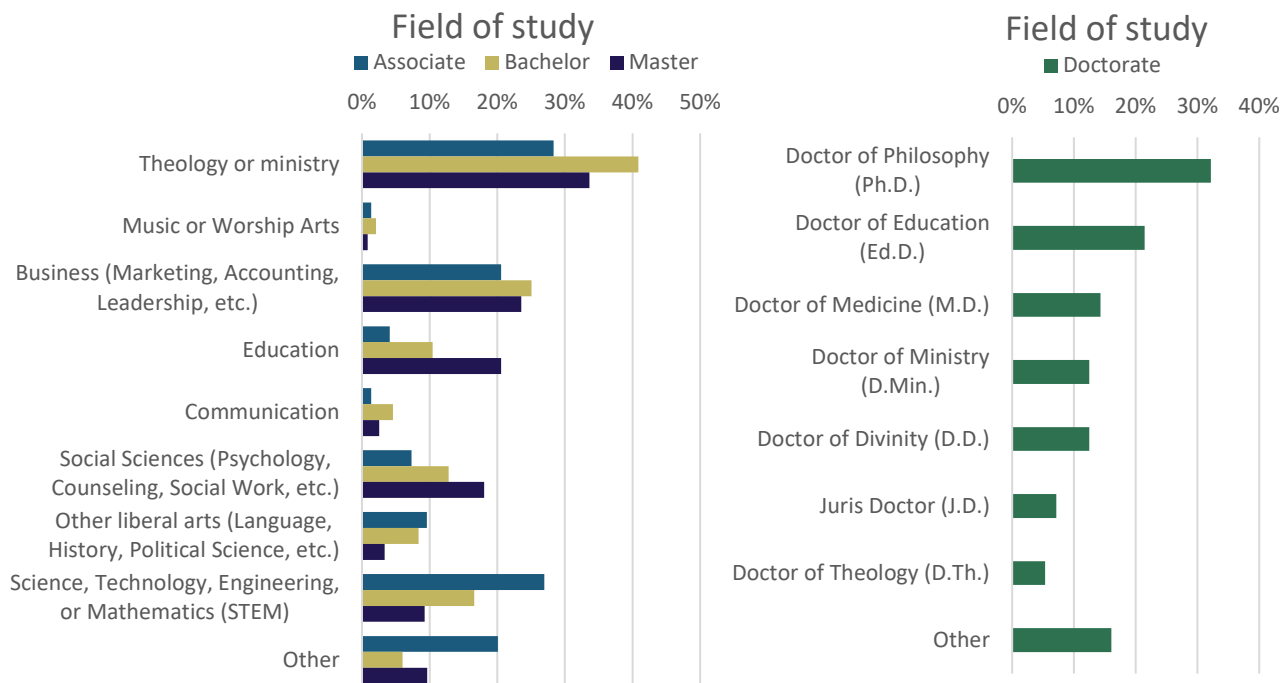
The average level of education falls around “Some College” for all UPCI ministers. Several ministers (12%) reported high school as their highest level of education, with only 2% reporting less than a high school degree. 13% of ministers have a terminal associate’s degree, and another 28% have some college education without a terminal degree. More than one quarter (28%) reported a terminal bachelor’s degree as their highest level of education. In addition to the bachelor’s degree, several ministers (14%) also hold master’s degrees, and a few (3%) hold doctoral degrees.



Ministers with degrees commonly studied theology/ministry but several hold secular degrees

Theology or ministry programs were the most common fields of study across degree levels. Several ministers reported degrees in business, education, STEM, and social sciences. Interestingly, in associate’s degrees, the share of those with STEM (27%) is a close second to a theology or ministry degree (28%). Music, communication, and other liberal arts were less common fields of study.

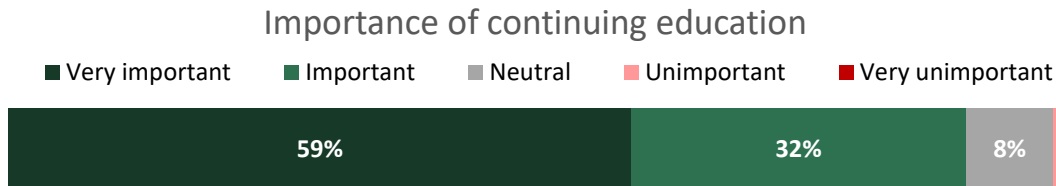
Of the 3% of surveyed ministers with doctoral degrees, the three most common fields were in Philosophy (32%), Education (21%) and Medicine (14%). By comparison, a smaller group held doctoral degrees in Ministry (13%), Divinity (13%), or Theology (5%).



Continuing education and beneficial resources

Majority believe continuing education and professional development is very important

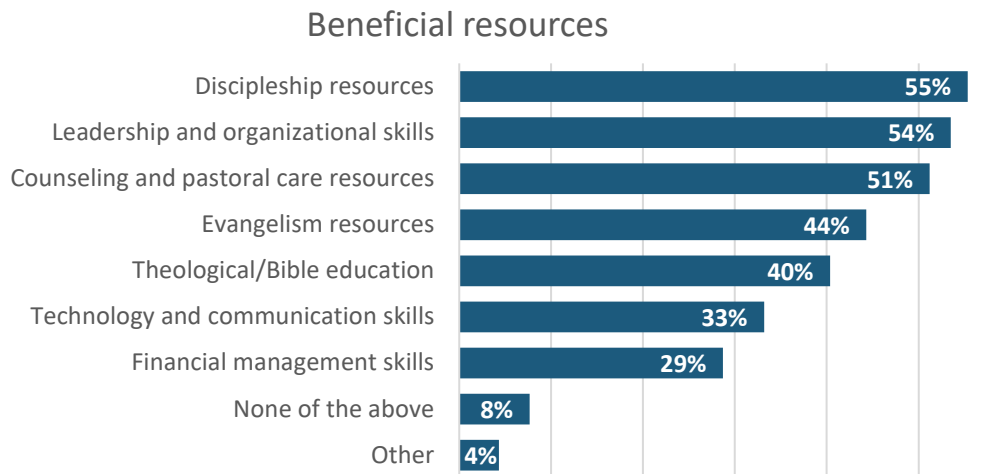
When asked about continuing education or professional development, most ministers agreed this was important to sustain effective ministry. Most (59%) felt it was very important and nearly another third (32%) rated it as important. A small number (8%) was neutral. Only 2% felt this was unimportant.



More than half of all ministers requested resources for discipleship, leadership, and pastoral care

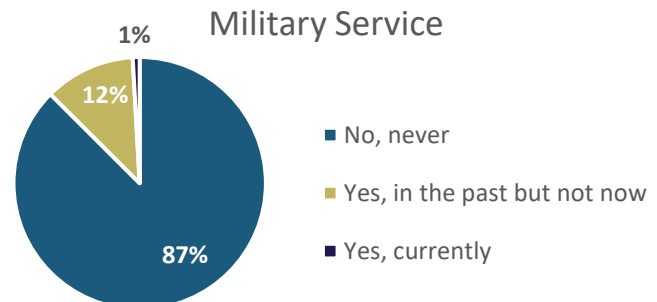
Ministers were also asked about the types of training and educational resources that would be most beneficial to their current role. More than 50% of the surveyed ministers indicated discipleship resources (55%), leadership and organizational skills (54%), and counseling and pastoral care resources (51%) as most beneficial.

Resources for evangelism and Bible education fell in the middle of the pack. A third or fewer indicated resources for technology and communication skills (33%) and financial management (29%). Only 8% of ministers indicated none of the above resources would be beneficial. Ministers could select all that apply, so the total in the graph below will not sum to 100%.



Military service is near national average

Responses from surveyed ministers were similar to national averages for military service. A small number (1%) are active service members, and 12% are veteran service members. However, the majority (87%) do not have prior or current military service.

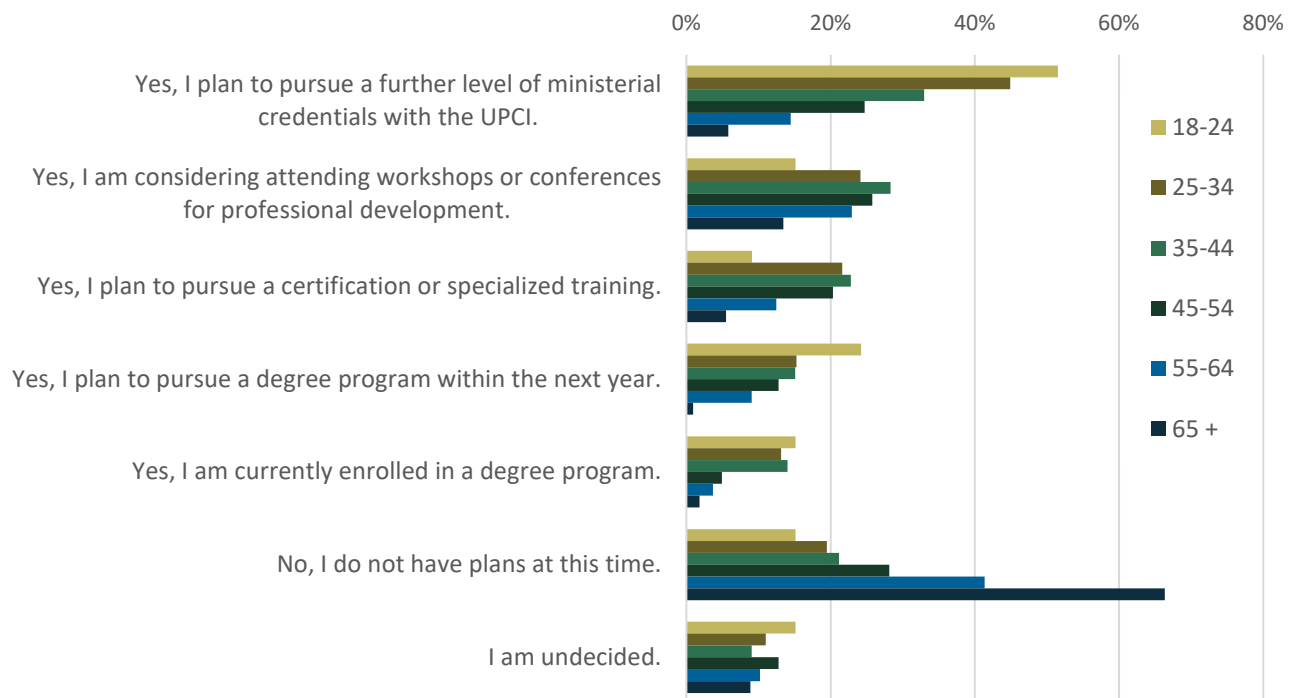


Plans for the future

Plans for further development vary based on the minister's age

The survey asked ministers to select any plans they have for future development. For those below age 25, the most common plans were to pursue a further level of credentials with the UPCI or to pursue a degree program. Those aged 25-44 were also very likely to pursue further ministerial credentials but less likely to begin a degree program. Additionally, this group commonly reported plans to attend workshops or conferences or pursue a certificate. For ministers over the age of 45, it was more common to indicate no plans at this time. Across age groups, nearly 10% of all ministers were undecided.

Plans for educational or professional development: By minister age



1 in 4 ministers expressed plans to start a new church in the next year

Of those surveyed, 25% indicated plans to start a new church (including daughter works, and preaching points) in the next 12 months. A small number (4%) have been approved by district boards. Additionally, 7% have discussed the idea with leadership, and another 14% have yet to discuss.



QUESTIONS FOR MINISTERS AGE 55+

Of the 1,697 ministers surveyed, 680 were over age 55. Of this group, 250 were pastors over age 55.

In the survey, questions 48 and 49 were restricted to the 680 ministers over age 55.

Additionally, questions 50 and 51 were restricted to the 250 pastors over age 55.

The next 2 pages summarize the results.

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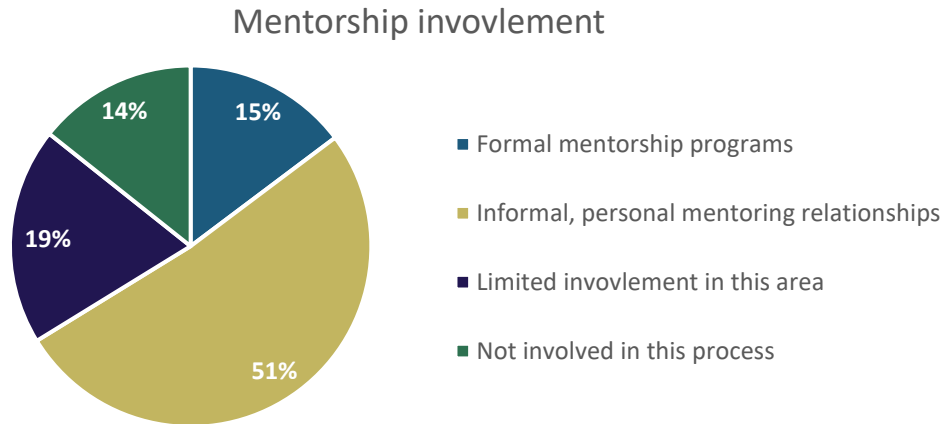
24 Relationship with younger ministers

25 Pastoral transition

Relationship with younger ministers (Questions restricted to ministers age 55+)

Few ministers are involved in formal mentorship programs to prepare younger ministers for leadership

Only 15% of ministers over the age of 55 reported involvement in formal mentorship programs. The most common form of mentoring from these pastors is personal, informal relationships. About half of pastors were involved in this level of mentorship. The remainder identified limited (19%) or no involvement (14%) in mentoring younger ministers for leadership roles.

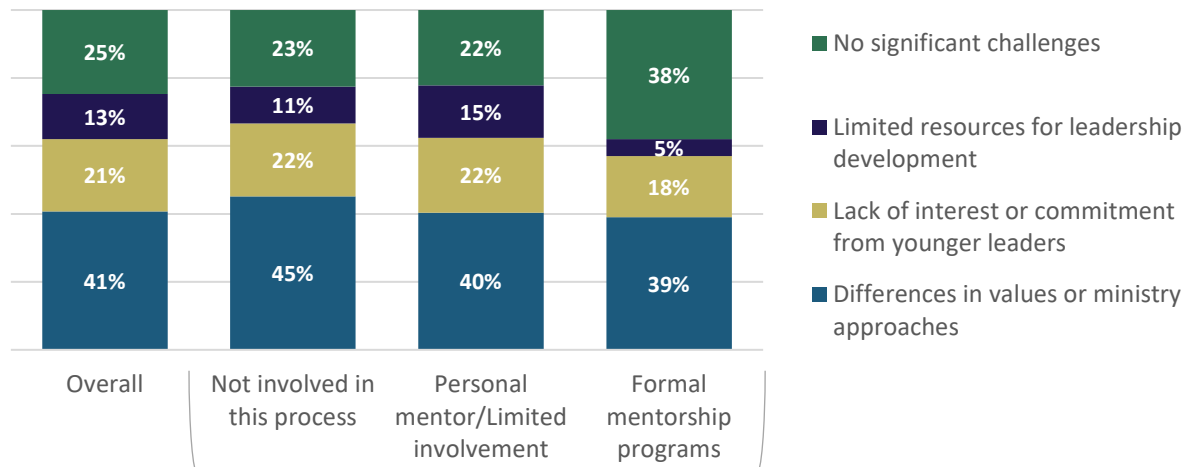


Most ministers reported differences as the #1 challenge in transitioning leadership to the next generation

Ministers over the age of 55 mostly commonly cited “Differences in values or ministry approaches” as the challenge in transitioning leadership roles to the next generation with 41% of respondents. The second-most common reason was “Lack of interest” reported by 21% of ministers . “Limited resources for leadership development” was the least cited reason with 13% of ministers . Almost 1 in 4 ministers said there were no significant challenges.

Those who were formal mentors less frequently reported leadership development resources as a challenge. Instead, 38% of ministers who formally mentor reported no challenges, compared to 22-23% of pastors with no or limited involvement. However, across levels of mentorship, nearly 40% of all ministers reported value differences, and about 20% reported lack of interest.

Perceived challenges: By mentorship involvement

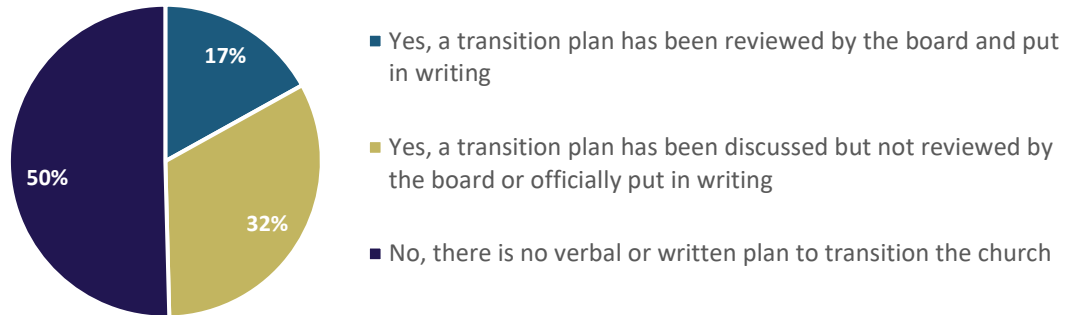


Pastoral Transition (Questions restricted to senior pastors age 55+)

Half of pastors over 55 do not have a transition plan in place for the church

Pastors over the age of 55 were asked if there a plan is in place to transition the church. Half of pastors reported no verbal or written transition plan. About a third (32%) indicated that transition has been discussed but it has not been reviewed by the board or put in writing. Only 17% of these pastors have a transition plan in writing that has been reviewed by their church board.

Plans for senior pastor transition

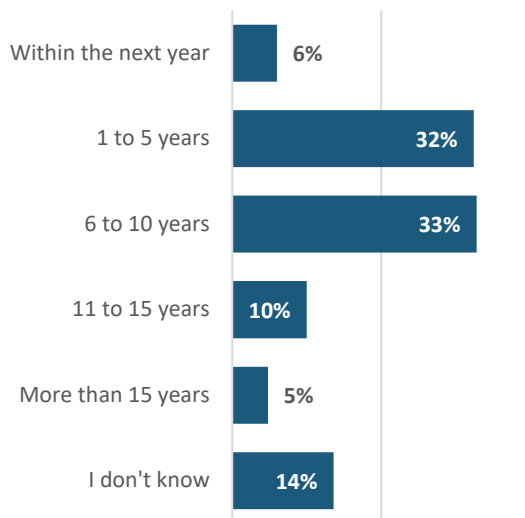


Most pastors anticipate transitioning from senior pastor in the next 10 years

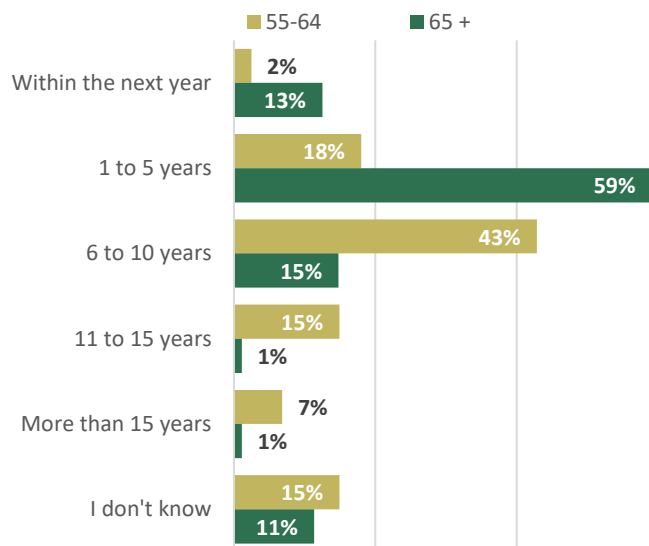
Nearly 4 in 10 pastors over the age of 55 plan to transition from the role of senior pastor within the next 5 years. In the next 10 years, more than 7 in 10 expect to transition from their current role. However, a significant group (14%) is unsure of the timeline. The remaining 15% plan to transition in 11 or more years.

This expected timeline is sooner for older senior pastors. Of those over the age of 65, 13% expect to transition within the next year. More than 7 in 10 plan to transition within the next 5 years. Another 15% expect to transition in 6 to 10 years. Collectively, 86% of pastors over 65 expressed a plan to transition within the next 10 years. Still, more than 1 in 10 of these senior pastors over age 65 were unsure of when they would transition out of their current role.

Timeline to transition



Timeline to transition: By pastor age



ADDITIONAL INFORMATION

The next 20 pages contain supplemental information related to respondents, methods, and actual questions used in the 2024 survey.

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- 27 Appendix A: Respondent demographics
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- 33 Appendix C: Survey questionnaire

Appendix A1: Respondent demographics

This survey was intended for all credentialed ministers with the UPCI. Respondents provided a variety of demographic factors including age, gender, and ethnicity to measure the sample of surveyed ministers.

The survey collected 1,710 responses, of which 13 responses were omitted because they were not taken as a credentialed minister.

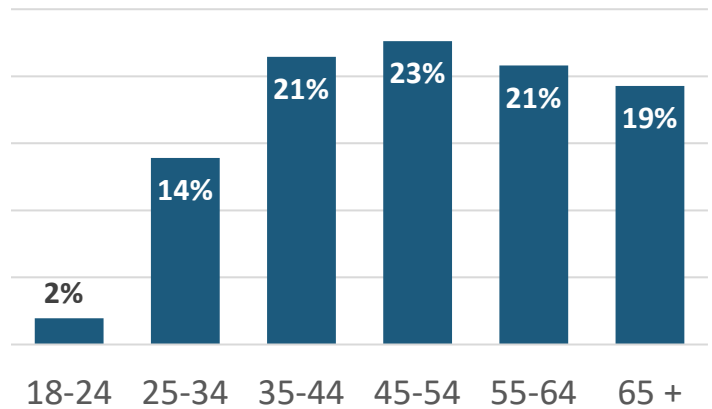
Median age for surveyed ministers was around 50, and roughly 63% of ministers were 45 or older. The majority (88%) of survey respondents were male.

Roughly a third of the ministers this survey were ordained (34%). The largest group of ministers held a general license (44%). The smallest group of ministers held a local license (22%).

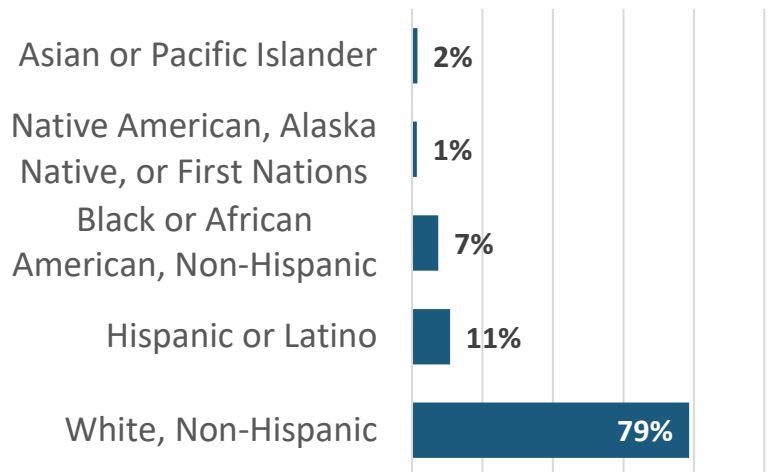
The survey was available in English and Spanish. About 2% of all participants completed the survey in Spanish; however, 11% of ministers who took the survey identified as Hispanic or Latino.

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

Ministers by Age

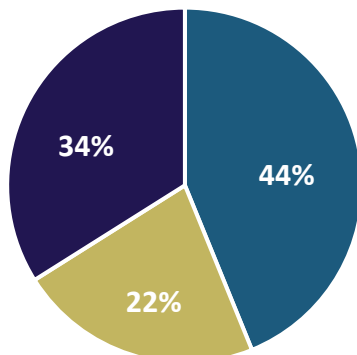


Ministers by Race/Ethnicity



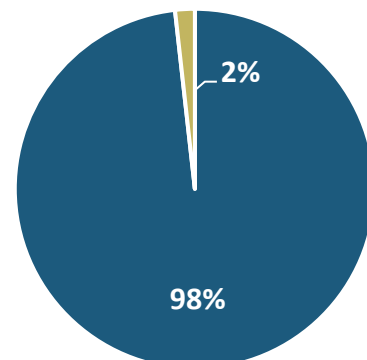
Ministers by Credentials

■ Ordination ■ General license ■ Local license

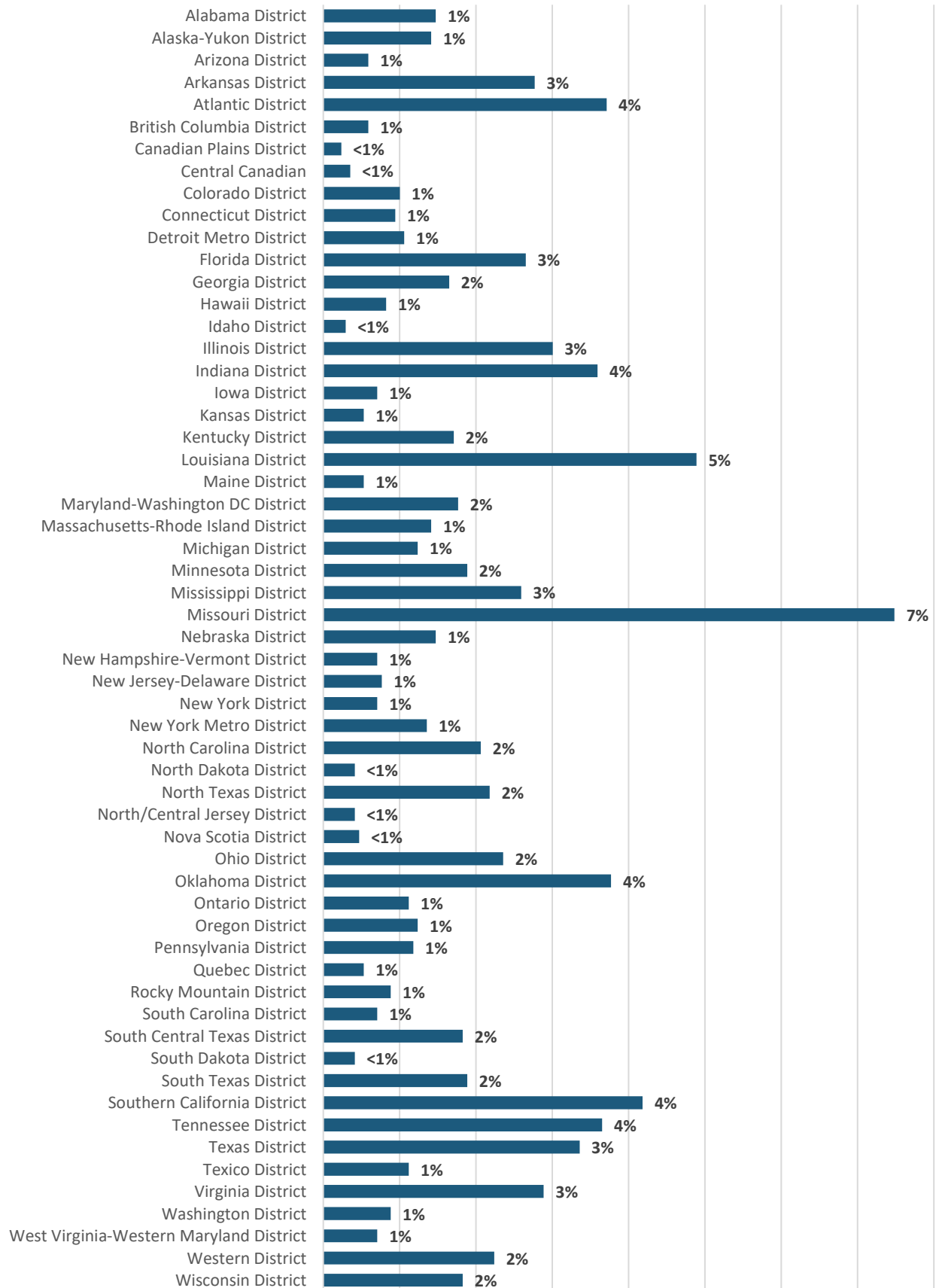


Ministers by Credentials

■ English ■ Spanish



Ministers by District



Appendix A2: Pastor demographics

Note that pastors are included as a subset of ministers in the 2024 survey. This supplement of senior pastor demographics is included for comparison to respondent demographics in the surveys from 2021 to 2023 which were limited only to senior pastors.

The survey collected 550 responses from credentialed ministers who self-identified their ministry role as a senior pastor.

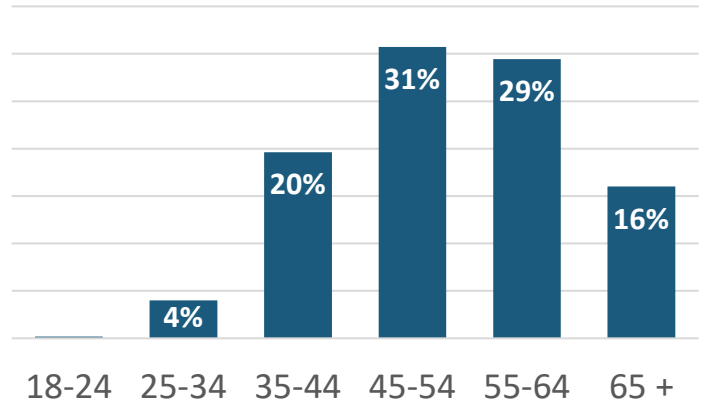
Majority of pastors surveyed (60%) were between age 45 and 65. About one quarter of were younger than 45. The remaining 16% are over age 65. Almost all (98%) of senior pastors were male.

Most senior pastors in this survey were ordained (71%) or held a general license (18%), but there was a small group (11%) with a local license.

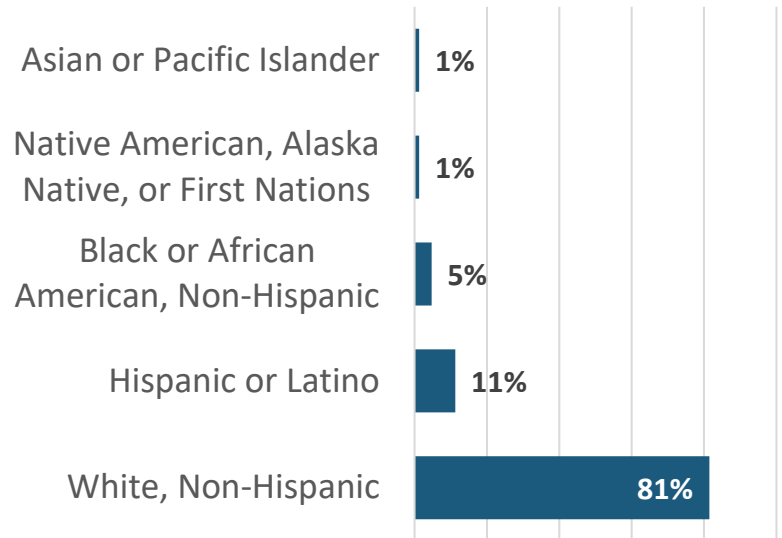
The survey was available in English and Spanish. Almost 3% of all participants completed the survey in Spanish; however, 11% of pastors who took the survey identified as Hispanic or Latino.

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

Pastors by Age

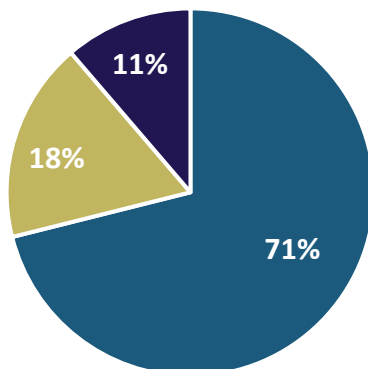


Pastors by Race/Ethnicity



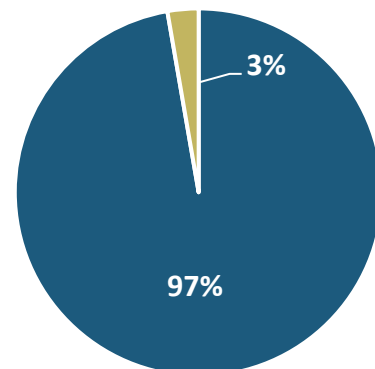
Pastors by Credentials

■ Ordination ■ General license ■ Local license

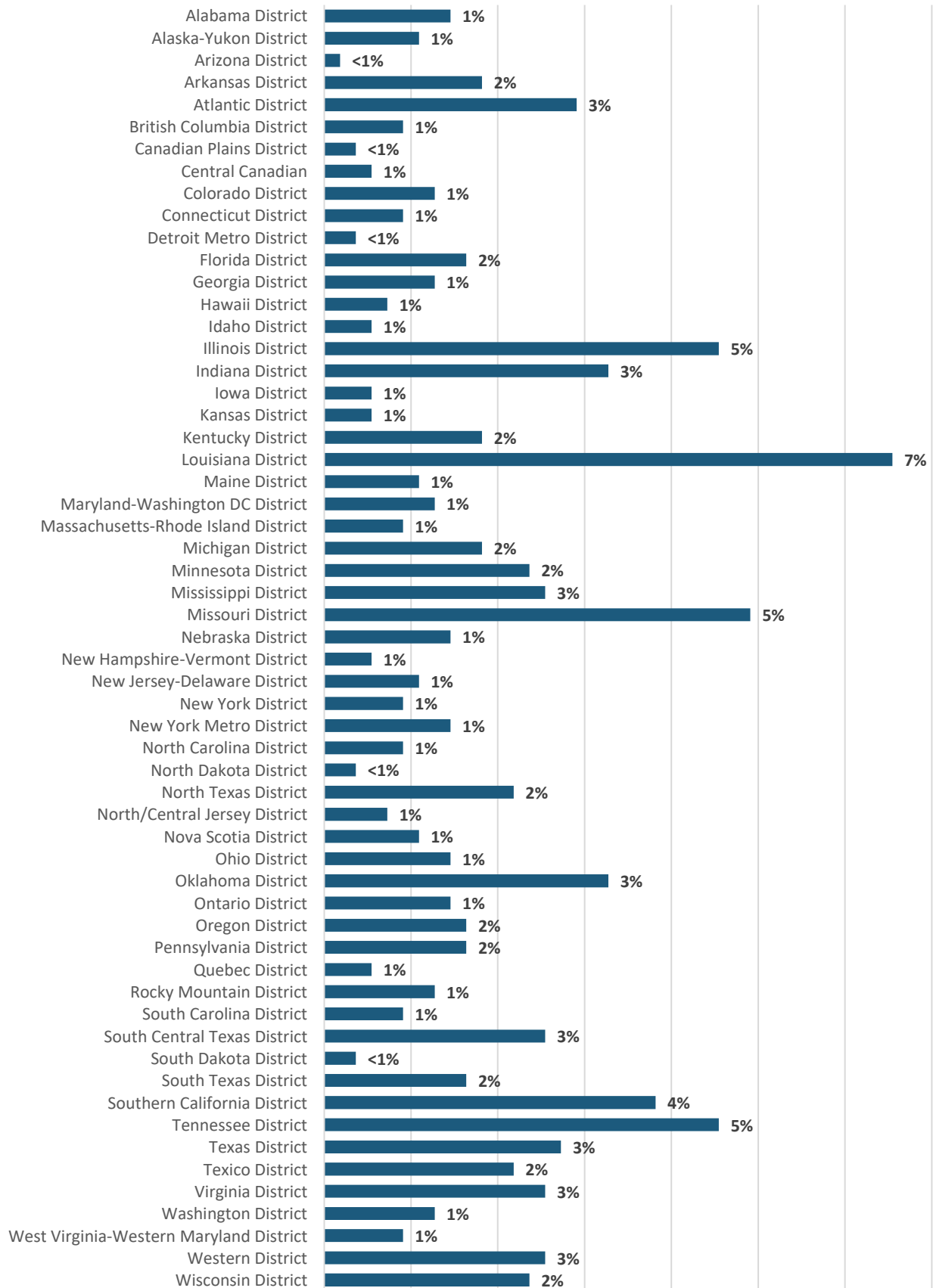


Pastors by Credentials

■ English ■ Spanish



Pastors by District



Appendix B: Methodology

Table 1

Summary Statistics	Baptized members (water and spirit)	Typical attendance	Highest attendance	Constituents in community	First-time guests	Bible studies
Lowest percentile, 1 st percentile	1	5	14	15	3	1
First quartile, 25 th percentile	13	35	57	78	20	5
Median, 50 th percentile	39	70	105	150	40	14
Third quartile, 75 th percentile	90	130	191	275	100	26
Highest percentile, 99 th percentile	833	810	1,348	2,150	1,027	447
Mean, Average	83	114	173	269	91	35
Sum	43,940	62,505	94,378	147,286	47,787	17,299
Total estimate	331,775	467,650	707,404	1,101,957	368,977	136,396

Summary Statistics	Water baptisms	Spirit baptisms	Licensed ministers	Lay ministers	Volunteers	Total (Ministers and volunteers)
Lowest percentile, 1 st percentile	1	1	1	1	2	2
First quartile, 25 th percentile	5	3	1	2	8	11
Median, 50 th percentile	10	8	2	3	20	24
Third quartile, 75 th percentile	23	18	4	5	40	47
Highest percentile, 99 th percentile	229	148	30	35	270	329
Mean, Average	21	18	4	5	36	43
Sum	10,629	8,765	1,924	2,270	19,161	23,355
Total estimate	81,153	67,677	14,474	17,660	145,752	175,376

Percentiles and quantiles

A percentile can be interpreted as a value to divide the data into 100 equal groups. For example, the 75th percentile means 75% of the data is below this quantity, meaning the remaining 25% is above this quantity. A quantile is a value to divide the data into four equal groups.

Appendix B: Methodology (Continued)

Additional notes on survey methodology and assumptions

- i. At the time of the survey, 1,657 participants represented 14% of credentialed ministers. Of that group, 550 responses were from senior pastors and represented 13% of all UPCI self-governing church pastors. This is lower than the desired participation rates. An invitation to the survey was distributed via the General Superintendent's email directly to all credentialed ministers along with promotions at the 2024 UPCI General Conference. In attempt to increase participation, additional emails were distributed to ministers and pastors, and the data collection period was extended through December.
- ii. Estimates for North America are scaled based on the number of survey responses and rounded down to the nearest thousand. All questions were voluntary, so the number of responses can vary. This survey sample represents about 13% of all pastors in North America. Most metrics received more than 95% voluntary participation.
Missing constituency data was filled in using the maximum value of baptized members, typical attendees, and peak attendees. For a more conservative estimate of constituents, the raw data was adjusted by restricting the maximum ratio of constituents per attendee to 5 which corresponds to the 75th percentile value. This reflects the maximum possible multiplier. This percentile was selected based on a sensitivity analysis of the resulting constituents estimate with respect to the maximum constituents per attendee ratio allowed. In other words, if a response indicated more than 5 times the number of constituents per attendee, this would be counted in the upper 20% and would be adjusted using a maximum multiplier of 5 constituents per attendee. For example, a response with 15 typical attendees and 100 constituents would be re-estimated as $15 \times 5 = 75$ constituents.
- iii. 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.
- iv. 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. Hispanics may be of any race.
- v. Percentages may not sum to 100 due to rounding.

Appendix C: Survey questionnaire

NOTE: Before opening the survey, respondents indicate whether to complete the survey in English or Spanish. The light grey text below shows the Spanish translation displayed only to respondents who indicated a preference to complete the survey in Spanish.

* indicates a required question. Only two questions required a response to continue.

Page 1 (visible to all ministers) -----

This survey is intended for all ministers credentialed with the United Pentecostal Church International. The goal of this survey is to help UPCI serve our ministers more effectively and 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.

Esta encuesta está dirigida a todos los ministros con credenciales de la Iglesia Pentecostal Unida Internacional. El objetivo de esta encuesta es ayudar a la UPCI a servir a nuestros ministros más eficazmente y cumplir la misión de llevar todo el evangelio a todo el mundo por toda la iglesia. La participación en esta encuesta es voluntaria. Todas las respuestas serán recopiladas y permanecerán anónimas. Su información y la de su iglesia local serán protegidas.

1. Select your level of credentials with UPCI: (Select one option) *

Seleccione su nivel de credenciales con la UPCI: (Seleccione una opción)

- **Local license** Licencia local
- **General license** Licencia general
- **Ordination** Ordenación
- **Not credentialed with UPCI** Sin credenciales de la UPCI

2. Select your age group: (Select one option)

Seleccione su grupo de edad: (Seleccione una opción)

- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65 +

3. Select your gender: (Select one option)

Seleccione su género: (Seleccione una opción)

- **Male** Hombre
- **Female** Mujer

4. Select your race/ethnicity: (Select one option)

Seleccione su raza/etnia: (Seleccione una opción)

- **Asian** Asiático
- **Black or African American, Non-Hispanic** Negro o afroamericano, no hispano
- **Hispanic or Latino** Hispano o Latino
- **Native American, Alaska Native, or First Nations** Nativo Americano, Nativo de Alaska o Primeras Naciones
- **Native Hawaiian or Pacific Islander** Nativo de Hawai o isleño del Pacífico
- **White, Non-Hispanic** Blanco, no hispano

5. Select your District: (Select one option)

Seleccione su Distrito: (Seleccione una opción)

[DROP DOWN LIST OF 58 DISTRICTS]

6. Have you ever served in the military? (Select one option)

¿Ha servido alguna vez en el ejército? (Seleccione una opción)

- **No, never** No, nunca
- **Yes, currently** Sí, actualmente
- **Yes, in the past but not now** Sí, en el pasado pero no ahora

7. In what language(s) are you fluent? Select all that apply.

¿En qué idioma(s) habla con fluidez? Seleccione todas las que procedan.

- **English** Inglés
- **Spanish** Español
- **Sign Language** Lengua de signos
- **French** Francés
- **Portuguese** Portugués
- **Other (Please specify)** _____ Otro (especifique)

8. Which of the following best describes your current ministry role? (Select one option) *

¿Cuál de las siguientes opciones describe mejor su función ministerial actual? (Seleccione una opción) *

- **Senior Pastor** Pastor Principal
- **Executive Pastor/Administrative Pastor/Assistant Pastor/Associate Pastor** Pastor Ejecutivo/Pastor Administrativo/Pastor Asistente/Pastor Asociado
- **Youth Pastor** Pastor de jóvenes
- **Children's Pastor** Pastor de niños
- **Worship leader** Líder de adoración
- **Bishop/Emeritus Pastor** Obispo/Pastor emérito
- **Evangelist** Evangelista
- **Missionary** Misionero
- **Not serving a church in an official position** No sirve a una iglesia en un cargo oficial
- **Other (Please specify)** _____ Otro (especifique)

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.

As an EXAMPLE for the next question, report each number independently.

Baptized Members (water and spirit): 25

Typical attendance: 35

Highest attendance: 58

Constituents* in community: 115

'Baptized members' is defined as those who have been born again in water and spirit and currently attend your local church.

** 'Constituents' is defined as regular attendees plus 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.)*

No es necesario que las respuestas sean exactas. Las estimaciones están bien, pero deben ser representativas de números reales. Si no tiene una buena estimación, puede omitir la pregunta.

Como EJEMPLO para la siguiente pregunta, comunice cada número por separado.

Miembros bautizados (por agua y espíritu): 25

Asistencia típica: 35

Mayor asistencia: 58

Constituyentes* en la comunidad: 115

Los 'miembros bautizados' se definen como aquellos que han nacido de nuevo en agua y espíritu y que actualmente asisten a su iglesia local.

**Se entiende por constituyentes el grupo más amplio de personas que se identifican con su iglesia local. Este grupo incluiría a quienes asisten de forma irregular o casi nunca, pero se identifican con su iglesia (por ejemplo, piden oración, solicitan atención pastoral, está en la lista de distribución, etc.)*

9. In 2024, what was your church's membership, attendance, and constituents?

En el 2024, ¿cuál fue la asistencia típica, la asistencia más alta y el total de constituyentes de su iglesia?

- **Committed members (adults only)** Miembros comprometidos (sólo adultos): _____
- **Typical attendance** Asistencia típica: _____
- **Highest attendance** Mayor asistencia: _____
- **Constituents in community** Constituyentes en su comunidad: _____

10. In 2024, how many people were evangelized by your church?

En el 2024, ¿cuántas personas fueron evangelizadas por su iglesia?

- **Number of first-time guests** Número de visitas por primera vez: _____
- **Number of people taught home Bible studies** Número de personas a las que se les enseñó estudios bíblicos en el hogar: _____
- **Number of water baptisms** Número de bautismos en agua: _____
- **Number of Holy Ghost baptisms** Número de bautismos del Espíritu Santo: _____

11. In what type of area is your church located? (Select one option)

¿En qué tipo de zona está ubicada su iglesia? (Seleccione una opción)

- **Metropolitan (urban area population greater than 50,000)** Metropolitana (área urbana de más de 50.000 habitantes)
- **Micropolitan (urban area population between 10,000 to 50,000)** Micropolitana (área urbana de entre 10.000 y 50.000 habitantes)
- **Rural (urban area population less than 10,000)** Rural (área urbana de menos de 10.000 habitantes)

12. What year was your church established? (Select one option)

¿En qué año se estableció su iglesia? (Seleccione una opción)

[LIST OF YEARS – “Before 1945” to “2024”]

13. In your local congregation, how many ministers and volunteers are actively involved in the church?

En su congregación local, ¿cuántos ministros y voluntarios participan activamente en la iglesia?

- **Number of licensed ministers** Número de ministros licenciados: _____
- **Number of lay ministers** Número de ministros laicos: _____
- **Number of volunteers** Número de voluntarios: _____
- **Total: (calculated as the total of the three above lines)** Total: (calculado como el total de las tres líneas anteriores)

14. In your local congregation, rate the following areas using a scale of 1 (very poor) to 5 (excellent).

En su congregación local, valore las siguientes áreas utilizando una escala de 1 (muy deficiente) a 5 (excelente).

	Very poor Muy deficiente	Poor Deficiente	Average Medio	Good Bueno	Excellent Excelente
a) Discipleship Discipulado					
b) Evangelism Evangelismo					
c) Engagement Compromiso					
d) Financial giving Donaciones económicas					
e) Regular attendance Asistencia regular					

15. In your local congregation, how would you compare the following areas relative to one year ago?

En su congregación local, ¿cómo compararía las siguientes áreas con respecto a hace un año?

	Strong decline Fuerte descenso	Slight decline Ligera disminución	Neutral Neutral	Slight growth Ligero crecimiento	Strong growth Fuerte crecimiento
a) Discipleship Discipulado					
b) Evangelism Evangelismo					
c) Engagement Compromiso					
d) Financial giving Donaciones económicas					
e) Regular attendance Asistencia regular					

16. Which ministries are currently active in your local church? (Select all that apply.)

¿Qué ministerios están actualmente activos en su iglesia local? (Seleccione todos los que correspondan.)

- **Family ministry (ministry to parents)** Ministerio de la familia (ministerio a los padres)
- **Married's ministry (ministry to married couples)** Ministerio de matrimonios (ministerio para parejas casadas)
- **Youth ministry (ministry to youth age 12-18)** Ministerio de jóvenes (ministerio para jóvenes de 12 a 18 años)
- **Hyphen ministry (ministry to young people age 18-33)** Ministerio de Hyphen (ministerio para jóvenes de 18 a 33 años)
- **Senior ministry (ministry to people over age 60)** Ministerio de adultos mayores (ministerio para personas mayores de 60 años)
- **Adult Bible class (teaching or Sunday school ministry)** Clase bíblica para adultos (ministerio de enseñanza o escuela dominical)
- **Youth teaching class (separate from youth service)** Clase de enseñanza para jóvenes (separada del servicio para jóvenes)
- **Children's teaching class (Sunday school)** Clase de enseñanza para niños (escuela dominical)
- **Children's church** Iglesia para niños
- **Vacation Bible School (VBS)** Escuela Bíblica de Vacaciones (EBV)
- **Bible Quizzing ministry** Ministerio de Esgrima Bíblico
- **Small groups** Grupos pequeños
- **Recovery ministry** Ministerio de recuperación
- **Other (Please specify)** _____ Otros (especifique)
- **None of the above** Ninguna de las anteriores

17. Rank in order of importance the types of resources you would like for ministering to families:

Clasifique por orden de importancia los tipos de recursos que desearía para ministrar a las familias:

- **Resources for engaged couples preparing for marriage (pre-marriage counseling)** Recursos para parejas de novios que se preparan para el matrimonio (consejería prematrimonial)
- **Resources for parents to discipline their children** Recursos para que los padres disciplinen a sus hijos
- **Resources for parents to lead families in family devotions** Recursos para que los padres dirijan a sus familias en devocionales familiares
- **Resources for parents to navigate issues with technology** Recursos para que los padres resuelvan problemas relacionados con la tecnología
- **Resources for parents to discuss difficult issues with their children (e.g., bullying, mental health, identity, human sexuality)** Recursos para que los padres traten temas difíciles con sus hijos (por ejemplo, acoso escolar, salud mental, identidad, sexualidad humana)
- **Resources for single parents and blended families** Recursos para familias monoparentales y mixtas

Demographics of local church

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.

Demografía de la iglesia local

Nota: Para el siguiente conjunto de preguntas, ingrese el porcentaje de asistencia a su iglesia según los siguientes datos demográficos. La suma de las respuestas de cada pregunta debe ser igual a 100. Introduzca sólo números. No incluya "%". No es necesario que las respuestas sean exactas. Las estimaciones están bien, pero deben ser representativas de números reales. Si no tiene una buena estimación, puede omitir la pregunta.

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

Porcentaje (%) de asistencia a la iglesia por género:

- **Men** Hombres
- **Women** Mujeres
- **Total** Total

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

Porcentaje (%) de asistencia a la iglesia por edad:

- **0-12**
- **13-17**
- **18-29**
- **30-49**
- **50-64**
- **65+**
- **Total** Total

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

Porcentaje (%) de asistencia a la iglesia por raza/etnia:

- **Asian** Asiático
- **Black or African American, Non-Hispanic** Negro o afroamericano, no hispano
- **Hispanic or Latino** Hispano o Latino
- **Native American, Alaska Native, or First Nations** Nativos Americano, Nativo de Alaska o Primeras Naciones
- **Native Hawaiian or Pacific Islander** Nativo de Hawai o isleño del Pacífico
- **White, Non-Hispanic** Blanco, no hispano
- **Total** Total

21. How long have you been serving as a youth pastor? (Select one option)

¿Cuánto tiempo lleva sirviendo como pastor de jóvenes? (Seleccione una opción)

- **Less than 1 year** Menos de 1 año
- **1 to 3 years** 1 a 3 años
- **4 to 7 years** 4 a 7 años
- **8 or more years** 8 o más años

22. What is the size of your youth group? (Select one option)

¿Cuál es el tamaño de su grupo de jóvenes? (Seleccione una opción)

- **Fewer than 10** Menos de 10
- **10 to 20** De 10 a 20
- **21 to 30** De 21 a 30
- **31 to 40** De 31 a 40
- **41 to 50** De 41 a 50
- **More than 50** Más de 50

23. Is there a Hyphen Ministry at your church? (Select one option)

¿Existe un Ministerio de Hyphen en su iglesia? (Seleccione una opción)

- **Yes** Sí
- **No** No

NOTE : Answer the below question only if answer to (Q#23 is Yes)

NOTA : Conteste la siguiente pregunta sólo si la respuesta a (P#23 es Sí)

24. Is Hyphen Ministry separate from the youth group at your church? (Select one option)

¿Existe en su iglesia un Ministerio Hyphen separado del grupo de jóvenes? (Seleccione una opción)

- **Yes** Sí
- **No** No

25. Rank the top 3 challenges you face in your role as a youth pastor:

Clasifique los 3 principales desafíos que enfrenta en su función de pastor de jóvenes:

- **Lack of responses** Falta de respuestas
- **Volunteer support** Apoyo de voluntarios
- **Engaging youth** Participación de los jóvenes
- **Parent involvement** Participación de los padres
- **Mental health concerns among youth** Problemas de salud mental entre los jóvenes

26. How satisfied are you with the current support and resources provided by UPCI Youth Ministries? (Select one option)

¿Qué tan satisfecho estás con el apoyo actual y los recursos proporcionados por los Ministerios de la Juventud de la UPCI? (Seleccione una opción)

- **Very satisfied** Muy satisfecho/a
- **Satisfied** Satisfecho/a
- **Neither satisfied nor dissatisfied** Ni satisfecho ni insatisfecho
- **Dissatisfied** Insatisfecho/a
- **Very dissatisfied** Muy insatisfecho

27. How often do you utilize resources provided by UPCI Youth Ministries? (Select one option)

¿Con qué frecuencia utilizas los recursos proporcionados por los Ministerios de la Juventud de la UPCI? (Selecciona una opción)

- **Every day** Todos los días
- **A few times a week** Varias veces a la semana
- **About once a week** Aproximadamente una vez a la semana
- **A few times a month** Varias veces al mes
- **Once a month** Una vez al mes
- **Less than once a month** Menos de una vez al mes

28. What topics would you like to see covered in training sessions or workshops from UPCI Youth Ministries?

¿Qué temas le gustaría que se trataran en las sesiones de capacitación o talleres de los Ministerios de la Juventud de la UPCI?

- **Effective communication** Comunicación efectiva
- **Mental health and counseling** Salud mental y asesoramiento
- **Volunteer management** Gestión de voluntarios
- **Event planning** Planificación de eventos
- **Building a discipleship program** Creación de un programa de discipulado
- **Engaging parents and families** Participación de padres y familias
- **Other (Please specify)** _____ Otros (especifique)

29. How often would you like to receive training and development opportunities? (Select one option)

¿Con qué frecuencia le gustaría recibir entrenamiento y oportunidades de desarrollo? (Seleccione una opción)

- **Monthly** Mensualmente
- **Quarterly** Trimestralmente
- **Twice a year** Dos veces al año
- **Once a year** Una vez al año

30. How would you rate the effectiveness of communication from UPCI Youth Ministries? (Select one option)

¿Cómo calificarías la eficacia de la comunicación de los Ministerios de la Juventud de la UPCI? (Seleccione una opción)

- **Excellent** Excelente
- **Good** Buena
- **Average** Promedio
- **Fair** Regular
- **Poor** Deficiente

31. Are you interested in opportunities to connect and collaborate with other youth pastors? (Select one option)

¿Te interesan las oportunidades de conectar y colaborar con otros pastores de jóvenes? (Selecciona una opción)

- **Yes** Sí
- **No** No
- **Maybe** Tal vez

32. Do you agree that the UPCI's vision align with your goals for youth ministry? (Select one option)

¿Estás de acuerdo en que la visión de la UPCI se alinea con tus objetivos para la pastoral juvenil? (Seleccione una opción)

- **Strongly agree** Totalmente de acuerdo
- **Somewhat agree** Algo de acuerdo
- **Neither agree nor disagree** Ni de acuerdo ni en desacuerdo
- **Somewhat disagree** Algo en desacuerdo
- **Strongly disagree** Totalmente en desacuerdo

33. What is the best avenue for UPCI Youth ministries to communicate information to you? (Select one option)

¿Cuál es la mejor manera para que los Ministerios de la Juventud de la UPCI te comuniquen información? (Seleccione una opción)

- **Social Media** Medios de comunicación social
- **Email** Correo electrónico
- **Website (upciyouth.com)** Sitio web (upciyouth.com)
- **Other (Please specify)** _____ Otro (Por favor especifique)

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34. Overall, how satisfied are you with ministry in your current role? (Select one option)

En general, ¿cuál es su estado de satisfacción con el ministerio que desempeña actualmente? (Seleccione una opción)

- **Very satisfied** Muy satisfecho/a
- **Satisfied** Satisfecho/a
- **Neither satisfied nor dissatisfied** Ni satisfecho ni insatisfecho
- **Dissatisfied** Insatisfecho/a
- **Very dissatisfied** Muy insatisfecho

35. How often, if ever, do you receive personal spiritual support, either from a network of peers or from a mentor? (Select one option)

¿Con qué frecuencia recibe apoyo espiritual personal, ya sea de una red de compañeros o de un mentor? (Seleccione una opción)

- **Several times a month or more often** Varias veces al mes o más a menudo
- **Once or twice a month** Una o dos veces al mes
- **Several times a year** Varias veces al año
- **Not very often** No muy a menudo
- **Never** Nunca

36. How would you rate your satisfaction in each of the following areas of your life currently?

¿Cómo calificaría su satisfacción en cada una de las siguientes áreas de su vida actual?

	Very satisfied Muy satisfecho/a	Satisfied Satisfecho/a	Neither satisfied nor dissatisfied Ni satisfecho ni insatisfecho	Dissatisfied Insatisfecho/a	Very dissatisfied Muy insatisfecho
(a) Spiritual well-being Bienestar espiritual					
(b) Physical well-being Bienestar físico					
(c) Mental and emotional well- being Bienestar mental y emocional					
(d) Financial status Situación económica					
(e) Overall quality of life Calidad de vida en general					
(f) Having true friends Tener verdaderos amigos					
(g) Well-being of my family Bienestar de mi familia					
(h) Well-being of my marriage Bienestar de mi matrimonio					

37. What types of training or educational resources would most benefit you in your current ministerial role? Select all that apply.

¿Qué tipos de recursos de formación o educativos le resultarían más beneficiosos en su actual función ministerial?
Seleccione todos los que correspondan.

- Theological/Bible education Educación teológica/bíblica
- Evangelism resources Recursos de evangelización
- Discipleship resources Recursos para el discipulado
- Leadership and organizational skills Liderazgo y habilidades organizativas
- Counseling and pastoral care resources Recursos de asesoramiento y atención pastoral
- Technology and communication skills Tecnología y habilidades de comunicación
- Financial management skills Habilidades de gestión financiera
- Other (Please specify) _____ Otros (especifique)
- None of the above Ninguna de las anteriores

38. What additional initiatives or programs would you like to see from the UPCI?

¿Qué iniciativas o programas adicionales le gustaría ver en la UPCI?

[open text box]

39. Do you plan to start a new church (Preaching Point, Daughter Work, or Self-Governing Church) in the next 12 months?

¿Planea comenzar una nueva iglesia (Punto de Predicación, Obra Hija o Iglesia Autogobernada) en los próximos 12 meses?

- Yes, I have met with the district board and received approval. Sí, me he reunido con la junta del distrito y he recibido su aprobación.
- Yes, I have discussed the idea with district leadership. Sí, he discutido la idea con los dirigentes del distrito.
- Yes, but I have not yet discussed the idea with district leadership. Sí, pero aún no he discutido la idea con los dirigentes del distrito.
- No, I do not plan to start a new church in the next 12 months. No, no tengo planes de levantar una nueva iglesia en los próximos 12 meses.

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40. How important do you consider continuing education or professional development for sustaining effective ministry? (Select one option)

¿En qué medida considera importante la formación continua o el desarrollo profesional para mantener un ministerio eficaz? (Seleccione una opción)

- Very important Muy importante
- Important Importante
- Neutral Neutral
- Unimportant Sin importancia
- Very unimportant Muy poco importante

41. Select your highest level of education: (Select one option)

Seleccione su nivel de estudios más alto: (Seleccione una opción)

- Less than high school degree Menos de la secundaria
- Some college Algo de universidad
- Associate's degree Grado asociado
- Bachelor's degree Licenciatura
- Master's degree Maestría
- Doctoral degree Doctorado

NOTE : Answer the below question only if answer to (Q#40 is Associate's degree)

NOTA : Conteste a la siguiente pregunta sólo si la respuesta a (P#40 es Diplomado)

42. What is the field or area of your Associate's degree? Select multiple if you hold multiple degrees.

¿Cuál es el campo o área de su título de asociado? Seleccione varios si tiene varios títulos.

- Theology or ministry Teología o ministerio
- Music or Worship Arts Música o artes culturales
- Business (Marketing, Accounting, Leadership, etc.) Negocios (Marketing, Contabilidad, Liderazgo, etc.)
- Education Educación
- Communication Comunicación
- Social Sciences (Psychology, Counseling, Social Work, etc.) Ciencias Sociales (Psicología, Orientación, Trabajo Social, etc.)
- Other liberal arts (Language, History, Political Science, etc.) Otras artes liberales (Lengua, Historia, Ciencias Políticas, etc.)
- Science, Technology, Engineering, or Mathematics (STEM) Ciencia, Tecnología, Ingeniería o Matemáticas (STEM)
- Other (Please specify) _____ Otros (especifique)

NOTE : Answer the below question only if answer to (Q#40 is Bachelor's degree OR Master's degree OR Doctoral degree)

NOTA : Responde a la siguiente pregunta sólo si la respuesta a (P#40 es Licenciatura O Máster O Doctorado)

43. What is the field or area of your Bachelor's degree? Select multiple if you hold multiple degrees.

¿Cuál es el campo o área de su licenciatura? Seleccione múltiple si tiene varias titulaciones.

- **Theology or ministry** Teología o ministerio
- **Music or Worship Arts** Música o artes culturales
- **Business (Marketing, Accounting, Leadership, etc.)** Negocios (Marketing, Contabilidad, Liderazgo, etc.)
- **Education** Educación
- **Communication** Comunicación
- **Social Sciences (Psychology, Counseling, Social Work, etc.)** Ciencias Sociales (Psicología, Orientación, Trabajo Social, etc.)
- **Other liberal arts (Language, History, Political Science, etc.)** Otras artes liberales (Lengua, Historia, Ciencias Políticas, etc.)
- **Science, Technology, Engineering, or Mathematics (STEM)** Ciencia, Tecnología, Ingeniería o Matemáticas (STEM)
- **Other (Please specify)** _____ Otros (especifique)

NOTE : Answer the below question only if answer to (Q#40 is Master's degree)

NOTA : Responda a la siguiente pregunta sólo si la respuesta a (Q#40 es Master)

44. What is the field or area of your Master's degree? Select multiple if you hold multiple degrees.

¿Cuál es el campo o área de su maestría? Seleccione múltiple si tiene varias titulaciones.

- **Theology or ministry** Teología o ministerio
- **Music or Worship Arts** Música o artes culturales
- **Business (Marketing, Accounting, Leadership, etc.)** Negocios (Marketing, Contabilidad, Liderazgo, etc.)
- **Education** Educación
- **Communication** Comunicación
- **Social Sciences (Psychology, Counseling, Social Work, etc.)** Ciencias Sociales (Psicología, Orientación, Trabajo Social, etc.)
- **Other liberal arts (Language, History, Political Science, etc.)** Otras artes liberales (Lengua, Historia, Ciencias Políticas, etc.)
- **Science, Technology, Engineering, or Mathematics (STEM)** Ciencia, Tecnología, Ingeniería o Matemáticas (STEM)
- **Other (Please specify)** _____ Otros (especifique)

NOTE : Answer the below question only if answer to (Q#40 is Doctoral degree)

Responda a la siguiente pregunta sólo si la respuesta a (P#40 es Doctorado)

45. What is the field or area of your doctoral degree? Select multiple if you hold multiple degrees.

¿Cuál es el campo o área de su doctorado? Seleccione múltiple si tiene varias titulaciones.

- **Doctor of Philosophy (Ph.D.)** Doctor en Filosofía (Ph.D.)
- **Doctor of Education (Ed.D.)** Doctor en Educación (Ed.D.)
- **Doctor of Divinity (D.D.)** Doctor en Divinidad (D.D.)
- **Doctor of Medicine (M.D.)** Doctor en Medicina (M.D.)
- **Juris Doctor (J.D.)** Doctor en Derecho (J.D.)
- **Other (Please specify)** _____ Otros (especifique)

46. Do you have plans to pursue further education or professional development?

¿Tiene planes para continuar su educación o desarrollo profesional?

- Yes, I am currently enrolled in a degree program (e.g., bachelor's, master's, doctorate). Sí, actualmente estoy estudiando una carrera (licenciatura, máster, doctorado, etc.).
- Yes, I plan to pursue a degree program within the next year (e.g., bachelor's, master's, doctorate). Sí, tengo intención de cursar un programa de estudios durante el próximo año (por ejemplo, licenciatura, máster o doctorado).
- Yes, I plan to pursue a further level of ministerial credentials with the UPCI. Sí, planeo seguir un nivel más de credenciales ministeriales con la UPCI.
- Yes, I plan to pursue a certification or specialized training (e.g., leadership, counseling, ministry-specific training). Sí, planeo obtener una certificación o capacitación especializada (p. ej., liderazgo, asesoramiento, capacitación específica para el ministerio).
- Yes, I am considering attending workshops of conferences for professional development. Sí, estoy considerando asistir a talleres o conferencias para el desarrollo profesional.
- No, I do not have plans at this time. No, no tengo planes en este momento.
- I am undecided. Estoy indeciso.

NOTE : Answer the below question only if answer to (Q#45 is Yes, I plan to pursue a degree program within the next year (e.g., bachelor's, master's, doctorate). OR Yes, I plan to pursue a certification or specialized training (e.g., leadership, counseling, ministry-specific training).))

NOTA : Conteste a la siguiente pregunta sólo si la respuesta a (P#45 es Sí, tengo previsto cursar un programa de grado durante el próximo año (p. ej., licenciatura, máster, doctorado). O Sí, tengo previsto obtener una certificación o formación especializada (p. ej., liderazgo, asesoramiento, formación específica para un ministerio).))

47. If you plan to pursue a degree program or certification, what type of program are you pursuing?

Si planea obtener un diploma o certificación, ¿qué tipo de programa desea?

[open text box]

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48. How are you mentoring or preparing younger ministers for leadership roles? (Select one option)

¿De qué manera orienta o prepara a los ministros más jóvenes para desempeñar funciones de liderazgo? (Seleccione una opción)

- Formal mentorship programs Programas formales de tutoría
- Informal, personal mentoring relationships Relaciones informales y personales de tutoría
- Limited involvement in this area Participación limitada en esta área
- Not involved in this process No participa en este proceso

49. What do you see as the biggest challenges in passing leadership responsibilities to the next generation? (Select one option)

¿Cuáles cree que son los mayores desafío a la hora de traspasar las responsabilidades de liderazgo a la siguiente generación? (Seleccione una opción)

- Lack of interest or commitment from younger leaders Falta de interés o compromiso de los líderes más jóvenes
- Differences in values or ministry approaches Diferencias de valores o enfoques ministeriales
- Limited resources for leadership development Recursos limitados para el desarrollo del liderazgo
- No significant challenges Ningún reto significativo

NOTE : Answer the below question only if answer to (Q#8 is Senior Pastor)

NOTA : Responda a la siguiente pregunta sólo si la respuesta a (P#8 es Pastor Principal)

50. Do you have a plan in place to transition the church? (Select one option)

¿Tiene un plan para la transición de la iglesia? (Seleccione una opción)

- **Yes, a transition plan has been reviewed by the board and put in writing.** Sí, un plan de transición ha sido revisado por la junta y puesto por escrito
- **Yes, a transition plan has been discussed but not reviewed by the board or officially put in writing.** Sí, se ha discutido un plan de transición pero no ha sido revisado por la junta ni puesto oficialmente por escrito.
- **No, there is no verbal or written plan to transition the church.** No, no existe un plan verbal o escrito para la transición de la iglesia

NOTE : Answer the below question only if answer to (Q#8 is Senior Pastor)

NOTA : Conteste la siguiente pregunta sólo si la respuesta a (P#8 es Pastor Principal)

51. In how many years do you plan to transition from the role of senior pastor? (Select one option)

¿En cuántos años planea hacer la transición del papel de pastor principal? (Seleccione una opción)

- **Within the next year** En el próximo año
- **1 to 5 years** De 1 a 5 años
- **6 to 10 years** De 6 a 10 años
- **11 to 15 years** De 11 a 15 años
- **More than 15 years** Más de 15 años
- **I don't know** No sé

Page 8 (visible to all ministers)-----

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.

¡Gracias por tomarse el tiempo para responder a esta encuesta!

Sus respuestas son valiosas, y esperamos compartir estos resultados pronto. Si tiene algún comentario que quiera compartir, hágalo a continuación.

52. Any comments you would like to share:

Cualquier comentario que desee compartir

[open text box]

53. Would you like to receive a copy of the 2024 Ministers Survey report? If so, please provide your email below. Your information will not be stored or used for any other communications. You will only receive one email containing the final report from rd@upci.org: _____

¿Desea recibir una copia del informe de la Encuesta de Ministros 2024? En caso afirmativo, indique a continuación su dirección de correo electrónico. Sus datos no se almacenarán ni se utilizarán para otras comunicaciones. Sólo recibirá un correo electrónico con el informe final de rd@upci.org: _____.