

Sustaining Pastoral Excellence Pastor Survey

Thank you for responding to our request. Please answer each of the following questions to the best of your ability, avoiding extraneous marks. There is ample space for comments at the end of the survey.

All responses are guaranteed confidential by CSR; call 616 526-7799 or email csr@calvin.edu with questions.

To enable us to mark your response complete, please write in:

**your Authentication Key or
CRC church Yearbook ID:** _____

1. How would you describe yourself? Please mark one circle:

- ₁ North American Indian/Aboriginal
- ₂ Asian/Asian American
- ₃ Black/African American
- ₄ Hispanic/Latino
- ₅ Native Hawaiian/other Pacific Islander
- ₆ White/Caucasian/Anglo
- ₇ Other (specify) _____

2. Are you male or female?

- ₁ Male
- ₂ Female

3. How old are you?

- ₁ 20-25 years old
- ₂ 26-30
- ₃ 31-35
- ₄ 36-40
- ₅ 41-45
- ₆ 46-50
- ₇ 51-55
- ₈ 56-60
- ₉ 61-65
- ₁₀ 66 or more

4. Is your present church in Canada or the United States?

- ₁ Canada
- ₂ US

5. Of which classis is your church a member?

6. Is your ministry located in an area that is

Please mark only the best choice.

- ₁ Urban
- ₂ Suburban
- ₃ Rural

7. What is the size of your total membership?

_____ *Please write in one number, not a range.*

8. How many years have you been in your current church?

_____ *Please write in one number, not a range.*

9. Are you the

(mark only one)

- ₁ Sole pastor,
- ₂ Senior pastor with other pastors on staff, or
- ₃ A pastor on staff (not the senior pastor)?

10. How many years have you been in pastoral ministry?

_____ *Please write in one number, not a range.*

11. Have your years of ministry been continuous?

- ₁ Yes
- ₂ No

12. How many congregations have you served (including your present charge)?

_____ *Please write in one number, not a range.*

13. Has your congregation had a pastoral separation in the past three years?

- ₁ No
- ₂ Yes, under Article 16 (leave of absence)
- ₃ Yes, under Article 17 (release from ministry in the congregation)

14. What route did you follow to ministry in the CRCNA?

- O₁ Calvin Theological Seminary (CTS)

14a. Your CTS degree:

- O₁ M. Div.
- O₂ SPMC/EMPC

- O₂ Other seminary

14b. Which other seminary was that?

- O₃ Classis/special gifts – Article 7
- O₄ Other denomination – Article 8
- O₅ Ministry associate
- O₆ Other (specify) _____

15. Degrees or diplomas you have earned:

Check all that apply

- a Associates
- b Bachelors
- c M.A. or M.S.
- d Ph.D.
- e Legal degree
- f Medical degree
- g M.Div.
- h M.T.S.
- i Th.M.
- j Th.D.
- l D.Min.
- k Other (please specify:) _____

16. At what age were you ordained?

_____ *Please write in one number, not a range*

17. How often do you have personal prayer and meditation time (including Bible reading)?

- O₁ Daily
- O₂ Five or six times a week
- O₃ Three or four times a week
- O₄ Fewer than three times a week

18. Have you gone on a spiritual retreat in the last twelve months?

- O₁ Yes
- O₂ No

19. Do you regularly meet with one or more other Christians for the purpose of deepening your relationship with God?

- O₁ Yes
- O₂ No

20. Do you establish annual, personal goals for spiritual growth and a way to sustain these goals?

- O₁ Yes
- O₂ No

21. How satisfied are you with meeting your personal goals for spiritual growth?

very satisfied O₁ O₂ O₃ O₄ O₅ dissatisfied

22. Have you developed a personal life mandate or statement of personal vision for ministry?

- O₁ Yes
- O₂ No

23. Does your congregation have vision and mission statements?

- ₁ Yes → Please answer Q23a and Q23b as well
- ₂ No → Please skip to Q24

23a. How well do you embrace and advance your congregation's mission and vision through your preaching, teaching, and personal life?

very well ₁ ₂ ₃ ₄ ₅ poorly

23b. How well do your council leaders live out the congregation's mission and vision through their ministry roles and personal lives?

very well ₁ ₂ ₃ ₄ ₅ poorly

24. How well does your congregation reflect the following core elements of the CRC's mission statement?

Please rate each item from 1 = very well to 5 = poorly
Write one number on each line.

As people called by God,

- _____ We gather to praise God, listen to Him and respond.
- _____ We nurture each other in faith and obedience to Christ.
- _____ We love and care for one another as God's people.
- _____ We commit ourselves to serve and to tell others about Jesus.
- _____ We pursue God's justice and peace in every area of life.

25. Do you obtain systematic feedback from your council on your preaching?

- ₁ Yes
- ₂ No

26. Have you participated in a workshop/seminar or done reading on pastoral preaching/teaching in the last 12 months?

- ₁ Yes
- ₂ No

27. How would you evaluate your understanding of the Reformed Christian faith?

thorough ₁ ₂ ₃ ₄ ₅ weak

28. What has most helped you come to this understanding?

Please rate each of the following using a scale of 1 = most important to 8 = least important.

- _____ Theological reading
- _____ Peers/mentors
- _____ Creeds and confessions
- _____ College/seminary training
- _____ Prayer/meditation
- _____ Synodical study reports
- _____ Continuing education
- _____ Other, please specify:

29. How many persons are you currently discipling (in one-to-one or one-to-two relationships) in each of the following categories? (Place one number on each line)

- a. Pre-Christian _____
- b. New Christian _____
- c. Mature Christian _____

30. What is your level of satisfaction with your present pastorate?

very satisfied ₁ ₂ ₃ ₄ ₅ not satisfied

31. How supportive is your spouse of your pastoral vocation?

very supportive ₁ ₂ ₃ ₄ ₅ not supportive ₈ N/A

32. How often do you feel isolated in ministry?

never ₁ ₂ ₃ ₄ ₅ always

33. How many hours - on average - do you devote to vocational ministry* in the course of a week?

* not including personal prayer and devotionallinspirational reading

- _____ less than 30 hours
- _____ 30 – 40 hours
- _____ 40 – 50 hours
- _____ 50 – 60 hours
- _____ more than 60 hours

33a. How satisfied are you with your life balance in the following areas?

Please rate each item from 1 = very satisfied to 5 = very dissatisfied.

- Vocational ministry _____
- Personal devotional life _____
- Time with spouse _____ *Write N/A if not applicable.*
- Time with children/family _____ *Write N/A if not applicable.*
- Physical/emotional self-care _____

34. How effectively does your council assist and encourage you by reflecting with you on your assigned role and your personal sense of calling and vision?

excellent ₁ ₂ ₃ ₄ ₅ poor

35. How would you rate your level of fit with your congregation?

excellent ₁ ₂ ₃ ₄ ₅ poor

35a. How would you rate the level of fit of between your pastorate and your personal sense of calling and vision for ministry?

excellent ₁ ₂ ₃ ₄ ₅ poor

36. If you were to start your career over, would you be a pastor?

- ₁ Yes
- ₂ No

37. Evaluate your level of participation as a leader in other settings—community, denominational and ecumenical.

high ₁ ₂ ₃ ₄ ₅ low

38. Which three of the following best describe your leadership style?

Place the three letters from below in the spaces provided.

1. _____ 2. _____ 3. _____

- a. Servant leadership
- b. Pastor-centered leadership
- c. Congregational leadership
- d. Authoritarian leadership
- e. Consensus-building leadership
- f. Reflexive leadership
- g. Visionary leadership
- h. Adaptive leadership

39. [old question 39 battery omitted to save your time.]

40. Please rate your level of ability in relation to each of the following leadership skills using a scale of: 1 = very competent to 5 = not competent.

- _____ Listening and encouraging
- _____ Communication
- _____ Group facilitation
- _____ Decision making
- _____ Priority setting
- _____ Strategic planning
- _____ Conflict management
- _____ Maintaining a non-anxious presence
- _____ Motivating people to perform at their full potential
- _____ Building support for and ownership of a process of change
- _____ Using win/win problem solving techniques

41. On average, how much time do you spend reading ministry-related material each week?

_____ hours

42. How many continuing education events (conferences, lectures, workshops etc) have you attended in the last year?

- None
- One
- Two
- Three
- Four
- Five
- Six
- More than six

43. Are you a part of a peer learning group?

- Yes → Go to Q43a
- No → Go to Q44

43a. If yes, how often do you meet?

- Once a week
- Twice a month
- Once a month
- Every other month
- Less than every 2 months

44. Are you in a mentor/mentee relationship?

- Yes, as a mentor
- Yes, as a mentee
- No

45. How many of the above (continuing education events, peer learning groups, mentor-mentee relationships, or the like) were/are connected with the CRC's Sustaining Pastoral Excellence project in the CRC (which is funded by Lilly Endowment Inc)?

- 3 or more
- 1 or 2
- none
- don't know

46. Below, please rate the overall effect of the Sustaining Pastoral Excellence (SPE) project on each area.

SPE has included pastor peer learning groups, continuing education events, mentoring relationships, regional pastor funding, pastor couple learning events, pastors' spouses' peer groups and pastors' spouses' conferences/retreats. You may answer "NA" if you have not been a part of any SPE programs and/or are unaware of their effects.

Rate SPE's effect:	very positive	positive	little or none	negative	very negative	N/A
a. on your role as a pastor and on your ministry.	<input type="radio"/> O ₁	<input type="radio"/> O ₂	<input type="radio"/> O ₃	<input type="radio"/> O ₄	<input type="radio"/> O ₅	<input type="radio"/> O ₉
b. on you personally .	<input type="radio"/> O ₁	<input type="radio"/> O ₂	<input type="radio"/> O ₃	<input type="radio"/> O ₄	<input type="radio"/> O ₅	<input type="radio"/> O ₉
c. on the culture of the CRCNA .	<input type="radio"/> O ₁	<input type="radio"/> O ₂	<input type="radio"/> O ₃	<input type="radio"/> O ₄	<input type="radio"/> O ₅	<input type="radio"/> O ₉

47. OPTIONAL COMMENT: Your frank comments as a pastor are important to us and will be considered carefully by the Sustaining Pastoral Excellence committee. Is there anything on your mind as a pastor that you would like to communicate to us? Any feedback on the survey? Write your thoughts as legibly as possible in the space below. Please do not identify yourself.

Please continue to the next page

Please continue to the next page

If you have any questions and/or suggestions concerning the Sustaining Pastoral Excellence program, please contact:

Lis Van Harten
(877) 279-9994, ext. 0805
lvanharten@crcna.org

Thank you very much for your time. When you have completed the questionnaire, please do one of the following:

1. FAX the survey to CSR at **616 526-7683**

- or -

2. Print the attached postage-paid label for your country, tape it securely to a 6x9 inch envelope, and mail the survey in it

- or -

3. Mail the survey with your own envelope and stamps to:

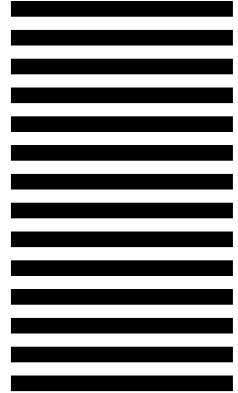
Center for Social Research
Calvin College
3201 Burton St. SE
Grand Rapids, MI 49546

Thank you! Please see survey return directions on the next page!

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