



## Pastoral Ministries 2009 Survey Focus on the Family



### INTRODUCTION

The Pastoral Ministries division of Focus on the Family has been reaching out to pastors and their families since November 1991. Our primary objective over these years has been the welfare of the pastor's family. We believe it is essential for all pastors to focus on their own families first in order to have the healthy relationships they need as a foundation for ministry.

In order to learn more about those pastors with whom we have some level of relationship, we created a survey that would help us better understand who they are and what they would like from us in the way of support.

### EDUCATIONAL BACKGROUND

We wondered what kind of educational background our pastoral audience had that prepared them for pastoring or some other form of ministry. Here's the breakout of their highest level of education:

No Diploma	0.3%
High School Diploma	9.0%
Associate's Degree	9.6%
Bachelor's Degree	29.9%
<b>Master's Degree</b>	<b>41.1%</b>
Doctorate Degree	10.1%

In reference to where they received their theological/biblical training, this is what they said:

None	1.8%
Church-sponsored program	14.3%
Bible College	31.7%
University	7.5%
<b>Seminary</b>	<b>44.7%</b>

### AGE

Those pastors who find our resources, services and support helpful tend to be in the older brackets. The age groups included:

60 and over	22.8%
<b>50-59</b>	<b>41.8%</b>
40-49	25.3%
30-39	8.5%
20-29	1.6%
Under 20	0%

While these findings do not surprise us, it does underscore our need to connect with the younger generations of pastors and their families, and we strongly desire to do so.



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### DENOMINATIONAL AFFILIATION

There is a vast array of non-denomination and denominational churches representative of North America. The largest category of churches was non-denominational (14.1%). Southern Baptists are the largest denomination (13.5%), followed by Assemblies of God (7.4%) and Nazarene (7.1%).

### ETHNICITY

Among those who took the survey, 87.3% were Caucasian, 3.4% were African-American, 2.6% were Hispanic, 1.8% were Asian, 1.5% were Native-American, and 3.4% consider themselves in some other category. Since we have been rather intentional about reaching a variety of ethnicities, these stats are rather discouraging and show we'll have to work harder or change strategies.

### GENDER, MARITAL STATUS AND CHILDREN

About 95% of the respondents were male. In reference to marital status, 97% were married and nearly 1.7% were single. Those divorced or widowed were 0.8 % and 0.5%, respectively. Nearly 72% have children still living at home. These numbers fit well into Focus on the Family's core emphasis on the importance of marriage and parenting.

### A TYPICAL WORK WEEK

Of the 1,548 respondents who identify themselves as full-time pastors and Christian leaders (those who work at ministry for 40 or more hours per week), here's the breakout:

40-49 hours	37.2%
<b>50-59 hours</b>	<b>42.6%</b>
60+ hours	20.2%

The 470 part-time pastors and Christian leaders (those who work at ministry for less than 40 hours per week) said they were logging the following number of hours each week:

Less than 20 hours	15.5%
<b>20-29 hours</b>	<b>51.9%</b>
30-39 hours	32.6%

### BI-VOCATIONAL MINISTRY

When we asked whether a respondent was a full-time pastor or bi-vocational, 77.6% said they are full-time and 22.4% said they are bi-vocational. We found that 90.3% of bi-vocational pastors are male and 10.4% are female. However, we discovered that there are quite a few bi-vocational pastors who work full-time hours, as the following numbers indicate:



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### (BI-VOCATIONAL PASTORS)

Less than 20 hours	14.6%
<b>20-29 hours</b>	<b>51.3%</b>
30-39 hours	23.2%
40-49 hours	9.1%
50-59 hours	1.5%
60+ hours	0.9%

Bi-vocational pastors who are also the only pastor at their churches comprise 50.9% of bi-vocational leaders, while 16.4% of senior pastors (those with all staff pastors reporting to them) are bi-vocational. We realized too late that we needed to better define these categories and that many solo pastors prefer to be considered senior pastors unless clearly specified.

### THE TOP RESPONSIBILITY

Those ministers who shoulder the ultimate responsibility in a church can often be the most stressed and short on discretionary time. Looking at just solo pastors and senior pastors, we found the following curves in hours worked each week in ministry.

<u>Part-time</u>	<u>Solo</u>	<u>Senior</u>
Less than 20 hours	..2.9%	..0.8%
20-29 hours	13.4%	..4.9%
30-39 hours	10.1%	..4.5%
<u>Full-time</u>		
40-49 hours	<b>33.4%</b>	25.9%
50-59 hours	28.3%	<b>42.9%</b>
60+ hours	12.3%	21.4%

### YEARS IN MINISTRY

We've heard in recent years that those answering God's call are not staying with it very long, but the following relatively even spread of longevity is encouraging. Respondents told us they had been in pastoral ministry for the following number of years. The average was 20.3 years.

0 – 5 years	10.6%
6 – 10 years	14.7%
11 – 15 years	14.1%
16 – 20 years	13.3%
<b>21 – 25 years</b>	<b>14.8%</b>
26 – 30 years	13.7%
31 – 35 years	9.1%
More than 35 years	9.7%

It's also worth noting that according to the Barna Group, the average pastoral career lasts only 14 years, and 1,500 pastors leave their assignments every month in the United States because of conflict, burn-out or moral failure.



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### NUMBER OF CHURCHES SERVED DURING YEARS IN MINISTRY

Our respondents have served an average of 3.4 churches during their years in ministry.

No churches	1.0%
One church	19.9%
<b>Two churches</b>	<b>22.3%</b>
Three churches	19.9%
Four churches	13.6%
Five churches	9.9%
Six to ten churches	12.1%
Eleven to fifteen churches	1.2%
Sixteen or more churches	0.2%

### COMPENSATION

#### Salary

None	9.9%
\$19K or under	16.4%
<b>\$20 – \$39K</b>	<b>30.8%</b>
\$40 – \$59K	27.8%
\$60 – \$79K	11.2%
\$80K+	3.9%

It's noteworthy that 199 of the total respondents or 9.9 % receive no salary. Additionally, 2.1% of full-time pastors, 36.7% of bi-vocational pastors, 6.7% of solo pastors and 3.7% of senior pastors receive no salary.

#### Benefits

In reference to benefits, pastors and ministry leaders were asked to check all that apply.

<u>Benefit</u>	<u>All Respondents</u>	<u>Only Pastors</u>	<u>Senior Pastors</u>	<u>Bivocational</u>
Auto	0.7%	19.1%	28.4%	8.4%
Housing	51.3%	59.0%	57.1%	26.1%
Medical	55.5%	49.7%	67.3%	12.8%
Dental	21.8%	17.2%	26.8%	2.4%
Life Insurance	18.4%	14.4%	23.2%	4.2%
Retirement	45.4%	42.8%	56.4%	13.7%
<b>Paid Vacation</b>	<b>69.1%</b>	<b>69.3%</b>	<b>80.7%</b>	30.1%
None	16.4%	14.0%	7.0%	49.1%

From the survey, we learned that 16.4% of the pastors we serve do not receive any benefits apart from salary. Among bi-vocational pastors, 49.1% receive no benefits versus just 7.0% of full-time pastors. Solo pastors indicate that 14.0% of them do not receive any of these benefits, while 7.0% of senior pastors claim the same.

Perhaps the richest benefit any pastor could receive today is health or medical. Unfortunately, it's not always easy to come by. Based on responses to the May (2008) Evangelical Leaders Survey,



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Leith Anderson, president of the National Association of Evangelicals, states, “Thousands of pastors and churches are among the millions of Americans without health insurance.” Anderson goes on to say, “This is a large and growing problem for American pastors and churches. So many churches are small and too many pastors are uninsured. There is no room in limited budgets for premiums or no way to get adequate insurance at any price. As clergy age with the rest of America’s population, we may see a growing list of pastors entering retirement with bankrupting medical bills.”

Within the Pastoral Ministries division at Focus on the Family, our concern is the monumental stress and distraction this places on pastors and their families.

### DAYS OFF TAKEN EACH WEEK

No days off	17.3%
<b>1 day off</b>	<b>58.6%</b>
2 days off	19.6%
More than 2 days off	4.5%

### FORCED RESIGNATIONS/TERMINATIONS

Denise George, in her new book, *What Pastors Wish Church Members Knew* (Zondervan, 2009), says getting fired is one of a pastor’s greatest fears. George cites one pastor who admitted, “I’ve been in my church for 10 years. For many church members today, firing the pastor is like changing cars — a new one is fun to drive! I fear being terminated by my church people who decide they just want a change.” A Southern Baptist pastor expresses his concerns on this topic: “I’m afraid to go on my annual two-week vacation because I might not have a job when I get back!”

If you’ve been a pastor for any amount of time, you know the chances of being “forced out” at one time or another is a growing reality. Here’s what we found overall in response to the question, “Have you ever experienced a forced resignation/termination?”

Yes	23.6%
<b>No</b>	<b>76.4%</b>

The following data represents how the four largest categories or denominations of churches answered the question, “Have you ever experienced a forced resignation/termination?”

#### Non-Denominational (284 respondents)

Yes	16.5%
<b>No</b>	<b>83.5%</b>

#### Southern Baptists (272 respondents)

Yes	29.0%
<b>No</b>	<b>71.0%</b>



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### Assemblies of God (150 respondents)

Yes	30.0%
<b>No</b>	<b>70.0%</b>

### Nazarene (143 respondents)

Yes	27.3%
<b>No</b>	<b>72.7%</b>

### WEEKEND ATTENDANCE OF THE CHURCHES THAT PASTORS SERVE

Less than 50	20.9%
<b>50 – 149</b>	<b>43.6%</b>
150 – 199	10.4%
200 – 299	8.5%
300 – 499	7.5%
500 – 999	5.3%
1000 – 1999	1.9%
2000+	1.9%

These numbers are based on average weekend attendance and not “membership.” The majority of the pastors who serve alone (89.3%) are pastoring churches that are 149 or less in attendance. Thom S. Rainer (founder of the Rainer Group) states that, “In 70 percent of the churches in America, the pastor is the only full-time staff person.” While most of those churches are smaller in number (150 or less), there are some solo pastors in larger churches as well:

Less than 50	34.5%
<b>50 – 149</b>	<b>55.8%</b>
150 – 199	5.7%
200 – 299	3.3%
300 – 499	0.7%
500+	0.0%

### CHURCH GROWTH IN THE LAST YEAR

<b>Grown</b>	<b>47.1%</b>
Stayed the same	35.2%
Declined	17.7%

Over the past several months, we’ve found opportunities to ask pastors why they believe their churches have grown in attendance in the last year. One would expect their answers to be related to a new vision, a new building or some change in ministry philosophy. However, we’re hearing that growth is more related to crisis — in this case, the current financial and economic crisis the nation is facing. Pastors speculate that people are coming in greater numbers because they’re searching for answers to the most important questions of life.



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### HAVE YOU EVER TAKEN A SABBATICAL SEPARATE FROM VACATION?

Yes	15.2%
<b>No</b>	<b>84.8%</b>

This could be an indication of why so many pastors suffer from burnout? They're not getting away for an extended time of focused introspection, rest and renewal. It needs to be said, however, that, if churches do provide for a sabbatical, it's normally after you've been on staff for 5-7 years. The average time a pastor serves in one church is 4.1 years. This begs the question: Are most pastors "moving on" before they have a chance to take advantage of a sabbatical?

### DO PASTORS AND MINISTRY LEADERS MODEL A DAILY DEVOTIONAL LIFE WITH GOD—THE LIFE THEY CALL OTHERS TO ON A CONSISTENT BASIS?

We attempted to arrive at some of this answer through asking the question, "How much time do you spend in personal devotions each day (not including sermon or other teaching preparation?)" Here's the breakdown of how respondents answered this question:

Less than 30 minutes	45.6%
<b>30-60 minutes</b>	<b>47.2%</b>
More than 60 minutes	7.2%

In addition to trying to assess pastors' and ministry leaders' spiritual health, we tried to put a finger on the pulse of their physical health by asking the following question:

### WHICH OF THE FOLLOWING BEST DESCRIBES THE AMOUNT OF TIME YOU SPEND INTENTIONALLY EXERCISING EACH WEEK?

<b>None</b>	<b>30.8%</b>
At least 20-30 minutes, 1-2 days a week	10.4%
At least 20-30 minutes, 1-2 days a week	21.9%
At least 20-30 minutes, 3-4 days a week	21.6%
At least 20-30 minutes, 4+ days a week	15.4%

Our findings on this question compare with an Ellison Research Study (original release date: August 1, 2003) that showed 28 percent of pastors don't typically get any exercise at all.

### IF YOU ARE THE LEAD PREACHING/TEACHING PASTOR, HOW MUCH TIME DO YOU SPEND EACH WEEK IN SERMON PREPARATION?

N/A	12.4%
Less than 10 hours	26.0%
<b>10 – 15 hours</b>	<b>38.3%</b>
16 – 20 hours	17.2%
More than 20 hours	6.1%

N/A=Not a preaching or teaching pastor



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Unless you're a pastor who's downloading sermons to preach each week, you know preaching/teaching preparation needs to be a significant part of your week because of the relentless return of the weekend! Further, many of those in your congregation expect preaching/teaching to be your most important weekly task.

### HAVE YOU EVER SOUGHT HELP FOR DEPRESSION THROUGH MEDICATION OR PROFESSIONAL COUNSELING?

Yes	21.2%
<b>No</b>	<b>78.8%</b>

Affecting over 19 million Americans, clinical depression is one of the fastest growing and most common illnesses in our country. Though it is almost always treatable through medication, counseling and in most cases a combination of the two, many people forego treatment because they believe they can "deal" with this on their own. For others, it's often seen as a sign of weakness.

Unfortunately, for many Christ-followers, depression is viewed as a spiritual failure. Even as pastors, we're quick at times to tell someone who might be dealing with depression, "Pray more. Read this passage of Scripture and memorize these few verses. Then, you'll be okay." Perhaps that's a bit oversimplified; however, this is not a topic we often discuss openly. The reality, though, is depression happens. Martin Luther had it. Charles Spurgeon had it. Charles Stanley had it. In a recent interview on our *Pastor To Pastor* audio series, Pastor Tommy Nelson shared about his own struggle with depression. We encourage you to download this edition entitled, "Keeping Your Spirits Up" at [www.parsonage.org](http://www.parsonage.org). It's free!

### DO YOU MEET WITH AN ACCOUNTABILITY PERSON OR GROUP ON A REGULAR BASIS (AT LEAST ONCE EVERY COUPLE WEEKS)?

Yes	41.8%
<b>No</b>	<b>58.2%</b>

We've all seen the headlines: "Another pastor falls." Over the years, we've learned that pastors can prevent from being the next casualty. We encourage them to meet with someone. Ask one another some pointed questions. Respond honestly to one another. Speak truth in love to one another.

### HOW OFTEN DO YOU INTENTIONALLY VIEW PORNOGRAPHY ON THE INTERNET (OR IN OTHER FORMS)?

<b>Never</b>	<b>75.1%</b>
Occasionally	22.8%
Monthly	0.5%
Weekly	1.1%
Daily	0.3%

Given the private and secretive nature of porn use, it's often difficult to arrive at reliable data of who's using it. Additionally, individuals (pastors and Christian leaders, in this case) are more likely





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to refrain from self-reporting, even on a survey, for fear of being found out somehow. Whatever the real numbers are, the use of pornography is pandemic. If you're addicted or just struggling some in this area, please know help is available. But you must reach out. Here are three initial ways you can do that:

1. If you would like to speak with a pastor, call our toll-free Pastoral Care Line at 1-877-233-4455, Monday through Friday, 9:00 a.m. to 4:00 p.m. (Mountain).
2. If you would like to speak to a licensed counselor, call our Counseling Department at 1-800-A-FAMILY (232-6459), Monday through Friday, 9:00 a.m. to 5:00 p.m. (Mountain). Both are free and we have a vast referral network.
3. Visit the Web site of one of the ministries that specialize in this addiction. One of the best, Pure Intimacy, can be found through a link on our Parsonage Web site ([www.parsonage.org](http://www.parsonage.org)). Other Web sites and pastoral caregiving ministries that deal with this problem can be found in our Online Pastoral Care Directory, also on the Parsonage.

### WHILE SERVING AS A PASTOR, HAVE YOU EVER BEEN INVOLVED IN AN INAPPROPRIATE (EITHER SEXUAL OR EMOTIONAL) RELATIONSHIP WITH A MEMBER OF THE OPPOSITE OR SAME SEX?

Yes	8.7%
No	<b>91.3%</b>

### AMONG THE SO-CALLED "SEVEN DEADLY SINS" (GREED, GLUTTONY, ENVY, LAZINESS, PRIDE, LUST AND ANGER), WHICH THREE DO YOU STRUGGLE WITH THE MOST?

- # 1 Anger
- # 2 Lust
- # 3 Pride

### HOW WOULD YOU RATE THE FOLLOWING ASPECTS OF YOUR LIFE?

	<u>Unhealthy</u>	<u>Healthy</u>	<u>Thriving</u>
Marriage (if applicable)	5.6%	<b>51.2%</b>	43.2%
Family (if applicable)	3.4%	<b>62.4%</b>	34.2%
Management of finances	18.5%	<b>63.5%</b>	18.0%
Time Management	27.4%	<b>66.7%</b>	5.9%

### DO YOU HAVE A CLOSE COLLEAGUE/FRIEND WITH WHOM YOU COMMUNICATE ON A REGULAR BASIS?

Yes	<b>71.3%</b>
No	28.7%



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While those with this type of relationship far outweigh those who don't, that still leaves nearly a third of pastors and ministry leaders who give the impression that they are "Lone Ranger" types. Again, we encourage pastors and ministry leaders to have someone in their lives who can speak truth in love to you on a consistent basis. As one pastor likes to say, "Christianity was meant to be immensely personal (in your relationship between you and Christ); however it was never meant to be private."

### WHAT OVERALL IMPACT IS YOUR MINISTRY HAVING ON YOUR MARRIAGE/FAMILY?

<b>Positive</b>	<b>65.1%</b>
Negative	11.6%
Neither	23.3%

### HOW WOULD YOU RATE YOUR GENERAL LEVEL OF FULFILLMENT AS A PASTOR?

Very fulfilled	24.7%
<b>Mostly fulfilled</b>	<b>62.4%</b>
Mostly unfulfilled	11.9%
Very unfulfilled	1.0%

Our findings on this question compare with Group's First Annual State of the Church Survey (2009). Group's survey reflected that 60 percent of pastors and church leaders said they were "mostly satisfied" in their work with their church and another 20 percent indicated they were "very satisfied." The clear majority of pastors and ministry leaders sense a great deal of fulfillment in what God has called them to do. As a follow-up to this question, we wanted to drill down a bit deeper by asking a couple more questions that would help us assess pastors' general sense of satisfaction with their role as pastors. Those questions follow:

### WHAT ONE WORD BEST DESCRIBES EMOTIONALLY WHERE YOU ARE TODAY IN PASTORAL MINISTRY?

Energized	8.6%
<b>Encouraged</b>	<b>34.0%</b>
Fulfilled	15.8%
Apathetic	1.9%
Lonely	8.0%
Discouraged	14.7%
Exhausted	10.3%
Overwhelmed	6.7%

### HOW LIKELY YOU ARE TO BE INVOLVED IN THE PASTORATE FIVE YEARS FROM NOW?

<b>Very likely</b>	<b>58.6%</b>
Most likely	24.8%
Unsure	12.4%
Most likely	2.1%
Very unlikely	2.1%



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Again, our findings parallel Group's 2009 survey of pastors and church leaders which showed that 57 percent said they'd "definitely" be involved in pastoral or church leadership five years from now, and 29 percent said "probably."

### AS IT RELATES TO FAMILIES IN YOUR CONGREGATION, WHICH OF THE FOLLOWING ISSUES TEND TO WEIGH HEAVIEST ON YOU PERSONALLY AS A PASTOR? IN OTHER WORDS, WHICH ARE YOU MOST BURDENED BY?

The relational turmoil I see between husbands and wives in their marriages	11.0%
The relational turmoil I see between parents and their children	3.6%
The lack of practice of biblical stewardship: time, talents and treasure	25.2%
<b>The lack of spiritual formation (discipleship) that's taking place in homes</b>	<b>47.7%</b>
Other	12.5%

In response to the number one burden above, we'd like to recommend a resource that might be helpful for you and your congregation. It's a new book entitled, *Your Family Journey: A Guide to Building Faith at Home*, by Focus on the Family. As Jim Daly (President and CEO of Focus on the Family) says, "In a fast-paced world, it's so important to have a clear plan for nurturing faith at home. *Your Family Journey* provides the tools necessary to build your unique spiritual plan." If you'd like more information, please visit us at [www.FocusOnTheFamily.com](http://www.FocusOnTheFamily.com) or call toll free: 800-A-FAMILY (232-6459). We have a team of folks here at Focus who would love to serve you as it relates to this topic.

Here are some of the answers that were included in the "Other" category:

- The lack of biblical literacy
- The lack of younger people stepping into church leadership
- The lack of men who want to engage in the life of the church
- The many believers who do not possess a biblical worldview
- The lack of unity in the congregation
- The sense of general apathy and unfaithfulness within the congregation

If one is not careful, he can perceive this as the pastor just whining and complaining. Rather, we like to think this is the pastor revealing his true heart for what burdens him among those he's been called to shepherd. In other words, these are areas of "holy discontent" for pastors.

### IF YOUR CONGREGATION, ELDERS, DEACONS OR SOME TYPE OF GOVERNING BOARD COULD PROVIDE YOU WITH ONE THING TO DEMONSTRATE THAT YOU ARE VALUED AS A PASTOR, WHAT WOULD IT BE?

Brace yourself if you are among the laity, elders or deacons. What the majority of pastors want may be a surprise to you!

Additional paid staff	6.5%
An increase to my salary	12.5%
An increase to my benefits (medical, dental, etc.)	4.7%
<b>A simple expression of appreciation periodically</b>	<b>34.0%</b>
More authority/trust to do the things I believe God is leading me/us to do	12.1%
More of their time and energy in leading the church	12.4%
Other	17.8%



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We wholeheartedly endorse the congregation, elders and deacons, etc., taking the time to show appreciation to their pastors. Clergy Appreciation Month (October of each year) is a great time to shower love and appreciation on your pastor(s). If you'd like some creative ways on how to do this, please visit us at [www.clergyappreciation.org](http://www.clergyappreciation.org). Remember, though, much of what pastors are looking for is "a simple expression of appreciation periodically." You don't have to wait until October to do that!

### IF YOU ARE FAMILIAR WITH THE PASTORAL MINISTRIES DEPARTMENT AT FOCUS ON THE FAMILY, HAVE YOU FOUND OUR PRODUCTS, CONFERENCES AND SERVICES TO BE ...

<b>Very beneficial</b>	<b>41.7%</b>
Somewhat beneficial	36.4%
Not beneficial	0.8%
Not familiar	21.1%

### WHICH OF THE FOLLOWING RESOURCES, EVENTS AND/OR SERVICES THAT ARE OFFERED BY THE PASTORAL MINISTRIES DEPARTMENT AT FOCUS ON THE FAMILY HAVE YOU PERSONALLY USED/EXPERIENCED?

On this question, we asked pastors and ministry leaders to check all that apply.

Pastor to Pastor	66.8%
<b>Pastor's Weekly Briefing</b>	<b>83.9%</b>
Shepherd's Covenant Encourager	37.2%
Pastoral Care Line	13.6%
Pastors' Roundtables	1.2%
Pastor and Spouse Retreats	6.7%
Pastor and Spouse Gatherings	8.4%
Clergy Appreciation Month	23.6%
Pastoral Families Online Community	5.2%
The Heart of a Pastor Blog	5.4%
The Heart of a Pastor Podcast	4.4%
None of the above	5.6%

For 17 years now, *The Pastors Weekly Briefing* has been a key staple of our ministry. That which began as a simple fax to less than 300 pastors — providing brief current events, a word of encouragement from H.B. London, and sermon ideas has grown into a greatly appreciated email-based product that reaches 24,000 pastors and ministry leaders worldwide on a weekly basis. Further, *The Pastor to Pastor* audio series, reaches over 16,000 people bi-monthly. This complimentary product is offered online for listening or download. What makes this series so relevant is that it features interviews with leaders and experts speaking on issues and concerns that impact pastors, their families and their congregations.



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### WHICH OF THE ABOVE RESOURCES OR EVENTS HAS HAD THE MOST IMPACT ON YOUR LIFE, FAMILY AND MINISTRY?

Again, we asked individuals to list as many as applied. In taking a sampling of the nearly 1,400 responses, *Pastor to Pastor* (audio series), *The Pastor's Weekly Briefing* and *The Shepherd's Covenant Encourager* appeared to be the top three.

### CONCLUSION

We do what we do because you do what you do as pastors and ministry leaders. We exist for you. Knowing this, we're always searching for ways to serve you better. If you have an idea, please e-mail us at [pastors@family.org](mailto:pastors@family.org) or give us a call to 719-531-3360!

### SURVEY METHODOLOGY

Our 2009 Pastoral Ministries Survey was taken between January 19 and February 10, 2009. It was composed of 41 questions and was primarily offered to those pastors and ministry leaders who have had some experience with the Pastoral Ministries Department at Focus on the Family. Respondents accessed the survey by visiting our Web site, the Parsonage, and clicking on a link choosing to participate. Thus, this was not a scientific survey because the sample of respondents was not truly representative of the population of all pastors.

Overall, we had 2,018 respondents. Of those, 1,590 were either solo pastors (the only pastor) of their churches (42.6%) or senior pastors (those with other pastors on staff who all report to them) of their churches (36.2%). The third largest category was associate pastors (6.4%).

### SURVEY DATA

The actual questions and their responses are attached on the following pages for those who would like to review this information. Unfortunately, there was no way to list all of the answers given in open-ended questions. We trust this will be informative and helpful.



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1. What is your position in the church?		Response Percent	Response Count
Only Pastor		42.6%	860
Senior Pastor		36.2%	730
Bishop/Superintendent		0.5%	11
Associate Pastor		6.4%	130
Executive Pastor		0.7%	15
Worship Pastor		0.7%	14
Education/Discipleship Pastor		0.5%	11
Children's Pastor		0.7%	14
Student/Youth Pastor		1.5%	30
Singles Pastor		0.0%	1
Men's Pastor		0.1%	2
Women's Pastor		0.2%	4
Equipping Pastor		0.4%	8
Family Life Pastor		0.3%	7
Small Group Pastor		0.4%	9
Sports/Recreation Pastor		0.0%	0
Counseling Pastor		0.2%	4
Military Chaplain		0.4%	8
Civilian Chaplain		0.7%	14
Missionary		0.8%	16
Parachurch Minister		1.0%	21
Other (please specify)		5.4%	109
		<i>answered question</i>	2,018
		<i>skipped question</i>	31



## Pastoral Ministries 2009 Survey Focus on the Family



2. What is your denomination?			Response Percent	Response Count
Nazarene			7.1%	143
Lutheran			4.2%	84
Methodist			4.1%	82
Southern Baptist			13.5%	272
Conservative Baptist			1.7%	35
Independent Baptist			4.6%	93
American Baptist			1.7%	35
Other Baptist			4.5%	91
Episcopalian/Anglican			0.6%	13
Presbyterian			2.7%	54
Assemblies of God			7.4%	150
Pentecostal			3.9%	79
Catholic			0.0%	1
Calvary Chapel			0.8%	17
Vineyard			0.2%	4
Wesleyan			0.8%	16
Evangelical Free			1.7%	34
Salvation Army			0.1%	2
Non-denominational			14.1%	284
Independent			5.0%	100
Other			21.3%	429
Other (please specify) <a href="#">view</a>				473
			<i>answered question</i>	2,018
			<i>skipped question</i>	31



## Pastoral Ministries 2009 Survey Focus on the Family



3. What is your age category?			
		Response Percent	Response Count
Under 20	<input type="checkbox"/>	0.0%	1
20-29	<input type="checkbox"/>	1.6%	32
30-39	<input type="checkbox"/>	8.5%	171
40-49	<input type="checkbox"/>	25.3%	511
50-59	<input type="checkbox"/>	<b>41.8%</b>	<b>843</b>
60+	<input type="checkbox"/>	22.8%	460
<i>answered question</i>			<b>2,018</b>
<i>skipped question</i>			<b>31</b>

4. What is your ethnicity mix? (Please select all that apply.)			
		Response Percent	Response Count
African-American	<input type="checkbox"/>	3.6%	73
Asian	<input type="checkbox"/>	1.9%	39
Caucasian	<input type="checkbox"/>	<b>92.3%</b>	<b>1,862</b>
Hispanic	<input type="checkbox"/>	2.8%	56
Native American	<input type="checkbox"/>	1.5%	31
Other	<input type="checkbox"/>	1.7%	35
Other (please specify)		<input type="button" value="view"/>	38
<i>answered question</i>			<b>2,018</b>
<i>skipped question</i>			<b>31</b>

5. What is your gender?			
		Response Percent	Response Count
Male	<input type="checkbox"/>	<b>95.3%</b>	<b>1,923</b>
Female	<input type="checkbox"/>	4.7%	95
<i>answered question</i>			<b>2,018</b>
<i>skipped question</i>			<b>31</b>





## Pastoral Ministries 2009 Survey Focus on the Family



6. What is your marital status?			
		Response Percent	Response Count
Married		97.0%	1,958
Single		1.7%	34
Divorced		0.8%	16
Widowed		0.5%	10
<i>answered question</i>			2,018
<i>skipped question</i>			31

7. How many children do you have?			
		Response Percent	Response Count
At home		71.7%	1,447
Not living at home		76.5%	1,543
Deceased		8.2%	166
<i>answered question</i>			2,018
<i>skipped question</i>			31

8. Are you a full-time or bi-vocational pastor?			
		Response Percent	Response Count
Full-time		77.6%	1,566
Bi-vocational		22.4%	452
<i>answered question</i>			2,018
<i>skipped question</i>			31



## Pastoral Ministries 2009 Survey Focus on the Family



9. Which of the following best describes the average number of hours you work as a pastor?			
		Response Percent	Response Count
Part-time (less than 20 hours per week)		3.6%	73
Part-time (20-29 hours per week)		12.1%	244
Part-time (30-39 hours per week)		7.6%	153
Full-time (40-49 hours per week)		28.5%	576
<b>Full-time (50-59 hours per week)</b>		<b>32.7%</b>	<b>659</b>
Full-time (60+ hours per week)		15.5%	313
<i>answered question</i>			<b>2,018</b>
<i>skipped question</i>			<b>31</b>

10. What is your gross annual salary from your church (not including benefits)?			
		Response Percent	Response Count
None		9.9%	199
\$19K or under		16.4%	330
<b>\$20K-\$39K</b>		<b>30.8%</b>	<b>622</b>
\$40K-\$59K		27.8%	560
\$60K-\$79K		11.3%	229
\$80K+		3.9%	78
<i>answered question</i>			<b>2,018</b>
<i>skipped question</i>			<b>31</b>



## Pastoral Ministries 2009 Survey Focus on the Family



11. What benefits does your church provide? (Please check all that apply.)			
		Response Percent	Response Count
Auto		20.7%	417
Housing		51.3%	1,035
Medical		55.5%	1,119
Dental		21.8%	439
Life Insurance		18.4%	371
Retirement		45.4%	916
Paid Vacation		69.1%	1,394
None		16.4%	331
<i>answered question</i>			2,018
<i>skipped question</i>			31

12. How many days do you actually take off each week?			
		Response Percent	Response Count
0		17.4%	352
1		58.6%	1,182
2		19.5%	394
More than 2		4.5%	91
<i>answered question</i>			2,018
<i>skipped question</i>			31

13. How many years have you served in pastoral ministry? (Please provide a number.)		
		Response Count
		2,018
<i>answered question</i>		2,018
<i>skipped question</i>		31



## Pastoral Ministries 2009 Survey Focus on the Family



14. How many different churches have you served in pastoral ministry? (Please provide a number.)		
		Response Count
	<a href="#">view</a>	2,018
	<i>answered question</i>	2,018
	<i>skipped question</i>	31

15. Have you ever experienced a forced resignation/termination?			
		Response Percent	Response Count
Yes		23.7%	479
No		76.3%	1,539
	<i>answered question</i>		2,018
	<i>skipped question</i>		31

16. How many other pastors serve with you on staff?			
		Response Percent	Response Count
None		49.1%	991
1-2		35.2%	711
3-4		9.6%	193
5-6		2.8%	56
More than 6		3.3%	67
	<i>answered question</i>		2,018
	<i>skipped question</i>		31



## Pastoral Ministries 2009 Survey Focus on the Family



17. What is the average weekend attendance (not membership) of your church?			
		Response Percent	Response Count
Less than 50		20.9%	421
50-149		43.6%	879
150-199		10.4%	210
200-299		8.5%	172
300-499		7.5%	152
500-999		5.3%	106
1000-1999		1.9%	39
2000+		1.9%	39
<i>answered question</i>			<b>2,018</b>
<i>skipped question</i>			<b>31</b>

18. In the last year, has your average attendance grown, declined or stayed the same?			
		Response Percent	Response Count
Grown		47.1%	950
Declined		17.7%	357
Stayed the same		35.2%	711
<i>answered question</i>			<b>2,018</b>
<i>skipped question</i>			<b>31</b>



## Pastoral Ministries 2009 Survey Focus on the Family



19. What is your highest level of education?			
		Response Percent	Response Count
No Diploma		0.3%	6
High School Diploma		9.1%	183
Associate's Degree		9.6%	194
Bachelor's Degree		29.9%	604
<b>Master's Degree</b>		<b>41.0%</b>	<b>827</b>
Doctorate Degree		10.1%	204
<i>answered question</i>			<b>2,018</b>
<i>skipped question</i>			<b>31</b>


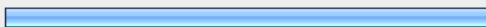
20. Where did you receive your theological/biblical training?			
		Response Percent	Response Count
None		1.8%	37
Church-sponsored program		14.3%	289
Bible college		31.7%	640
University		7.5%	152
<b>Seminary</b>		<b>44.6%</b>	<b>900</b>
<i>answered question</i>			<b>2,018</b>
<i>skipped question</i>			<b>31</b>


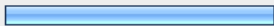

21. How much paid vacation do you typically take each year?			
		Response Percent	Response Count
None		5.5%	110
One week		18.3%	370
<b>Two weeks</b>		<b>31.1%</b>	<b>627</b>
Three weeks		23.8%	480
Four or more weeks		21.4%	431
<i>answered question</i>			<b>2,018</b>
<i>skipped question</i>			<b>31</b>

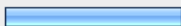






## Pastoral Ministries 2009 Survey Focus on the Family



22. Have you ever taken a sabbatical separate from vacation?			Response Percent	Response Count
Yes			15.2%	306
No			84.8%	1,712
			<i>answered question</i>	2,018
			<i>skipped question</i>	31

23. How much time do you spend in personal devotions each day (not including sermon or other teaching preparation)?			Response Percent	Response Count
Less than 30 minutes			45.5%	919
30-60 minutes			47.2%	953
More than 60 minutes			7.2%	146
			<i>answered question</i>	2,018
			<i>skipped question</i>	31

24. Which of the following best describes the amount of time you spend intentionally exercising each week?			Response Percent	Response Count
None			30.8%	621
Less than 20-30 minutes, 1-2 days a week			10.4%	209
At least 20-30 minutes, 1-2 days a week			21.9%	442
At least 20-30 minutes, 3-4 days a week			21.6%	435
At least 20-30 minutes, 4+ days a week			15.4%	311
			<i>answered question</i>	2,018
			<i>skipped question</i>	31



## Pastoral Ministries 2009 Survey Focus on the Family



25. If you are the lead preaching/teaching pastor, how much time do you spend each week in sermon preparation?			Response Percent	Response Count
Not preaching/teaching pastor			12.4%	250
Less than 10 hours			26.0%	525
<b>10-15 hours</b>			<b>38.3%</b>	<b>772</b>
16-20 hours			17.2%	348
More than 20 hours			6.1%	123
			<i>answered question</i>	<b>2,018</b>
			<i>skipped question</i>	<b>31</b>

26. Have you ever sought help for depression through medication or professional counseling while serving in the pastorate?			Response Percent	Response Count
Yes			21.2%	427
No			78.8%	1,591
			<i>answered question</i>	<b>2,018</b>
			<i>skipped question</i>	<b>31</b>

27. Do you meet with an accountability person or group on a regular basis (at least once every couple weeks)?			Response Percent	Response Count
Yes			41.8%	844
No			58.2%	1,174
			<i>answered question</i>	<b>2,018</b>
			<i>skipped question</i>	<b>31</b>





## Pastoral Ministries 2009 Survey Focus on the Family



28. How often do you intentionally view pornography on the Internet (or in other forms)?

		Response Percent	Response Count
Never		75.1%	1,516
Occasionally		22.8%	461
Monthly		0.5%	11
Weekly		1.1%	23
Daily		0.3%	7
<i>answered question</i>			2,018
<i>skipped question</i>			31

29. While serving as a pastor, have you ever been involved in an inappropriate (either sexual or emotional) relationship with a member of the opposite or same sex?

		Response Percent	Response Count
Yes		8.7%	176
No		91.3%	1,842
<i>answered question</i>			2,018
<i>skipped question</i>			31

30. Among the so-called "Seven Deadly Sins" (greed, gluttony, envy, laziness, pride, lust and anger), which three do you struggle with the most?


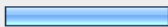
		Response Percent	Response Count
view	Most		99.3% 2,003
view	2nd most		91.9% 1,855
view	3rd most		84.5% 1,706
<i>answered question</i>			2,018
<i>skipped question</i>			31

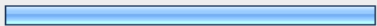

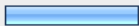


## Pastoral Ministries 2009 Survey Focus on the Family



31. How would you rate the following aspects of your life?					
	Unhealthy	Healthy	Thriving	Rating Average	Response Count
Marriage (if applicable)	5.6% (109)	51.2% (1,006)	43.2% (848)	2.38	1,963
Family (if applicable)	3.4% (63)	62.4% (1,172)	34.2% (642)	2.31	1,877
Management of finances	18.5% (369)	63.5% (1,265)	18.0% (359)	1.99	1,993
Time management	27.4% (545)	66.6% (1,325)	5.9% (118)	1.79	1,988
	<i>answered question</i>				2,018
	<i>skipped question</i>				31

32. Do you have a close colleague/friend with whom you communicate on regular basis?			
		Response Percent	Response Count
Yes		71.3%	1,439
No		28.7%	579
	<i>answered question</i>		2,018
	<i>skipped question</i>		31

33. What overall impact is your ministry having on your marriage/family?			
		Response Percent	Response Count
Positive		65.1%	1,313
Negative		11.6%	235
Neither		23.3%	470
	<i>answered question</i>		2,018
	<i>skipped question</i>		31



## Pastoral Ministries 2009 Survey Focus on the Family



34. How would you rate your general level of fulfillment as a pastor?			
		Response Percent	Response Count
Very fulfilled		24.7%	499
Mostly fulfilled		62.3%	1,258
Mostly unfulfilled		11.9%	241
Very unfulfilled		1.0%	21
<i>answered question</i>			2,018
<i>skipped question</i>			31

35. What one word best describes emotionally where you are today in pastoral ministry?			
		Response Percent	Response Count
Energized		8.6%	173
Encouraged		34.0%	686
Fulfilled		15.8%	319
Apathetic		1.9%	39
Lonely		8.0%	162
Discouraged		14.7%	296
Exhausted		10.3%	208
Overwhelmed		6.7%	135
Other (please specify) <input type="button" value="view"/>			54
<i>answered question</i>			2,018
<i>skipped question</i>			31



## Pastoral Ministries 2009 Survey Focus on the Family



36. As it relates to families in your congregation, which of the following issues tend to weigh heaviest on you personally as a pastor? In other words, which are you most burdened by?

		Response Percent	Response Count
The relational turmoil I see between husbands and wives in their marriages.		11.0%	222
The relational turmoil I see between parents and their children.		3.6%	73
The lack of practice of biblical stewardship: time, talents and treasure.		25.2%	509
<b>The lack of spiritual formation (discipleship) that's taking place in homes.</b>		<b>47.7%</b>	<b>962</b>
Other		12.5%	252
Other (please specify) <a href="#">view</a>			270
		<b>answered question</b>	<b>2,018</b>
		<b>skipped question</b>	<b>31</b>

37. If your congregation, elders, deacons or some type of governing board could provide you with one thing to demonstrate that you are valued as a pastor, what would it be?

		Response Percent	Response Count
Additional paid staff		6.5%	132
An increase to my salary		12.5%	252
An increase to my benefits (medical, dental, etc.)		4.7%	94
<b>A simple expression of appreciation periodically</b>		<b>34.0%</b>	<b>686</b>
More authority/trust to do the things I believe God is leading me/us to do		12.1%	245
More of their time and energy in leading the church		12.4%	250
Other		17.8%	359
Other (please specify) <a href="#">view</a>			367
		<b>answered question</b>	<b>2,018</b>
		<b>skipped question</b>	<b>31</b>



## Pastoral Ministries 2009 Survey Focus on the Family



38. Which of the following best describes how likely you are to be involved in the pastorate five years from now?				
			Response Percent	Response Count
Very likely			58.5%	1,180
Most likely			24.8%	501
Unsure			12.4%	251
Most unlikely			2.1%	43
Very unlikely			2.1%	43
			<i>answered question</i>	2,018
			<i>skipped question</i>	31

39. If you are familiar with the Pastoral Ministries Department at Focus on the Family, have you found our products, conferences and services to be...				
			Response Percent	Response Count
Not familiar			21.1%	426
Very beneficial			41.7%	841
Somewhat beneficial			36.4%	735
Not beneficial			0.8%	16
			<i>answered question</i>	2,018
			<i>skipped question</i>	31



## Pastoral Ministries 2009 Survey Focus on the Family



40. Which of the following resources, events and/or services that are offered by the Pastoral Ministries Department at Focus on the Family have you personally used/experienced? (Please check all that apply.)

	Response Percent	Response Count
Pastor to Pastor	66.8%	1,339
Pastor's Weekly Briefing	83.9%	1,682
Shepherd's Covenant Encourager	37.2%	745
Pastoral Care Line	13.6%	272
Pastors' Roundtables	1.2%	24
Pastor and Spouse Retreats	6.7%	135
Pastor and Spouse Gatherings	8.4%	168
Clergy Appreciation Month Promotions	23.6%	472
Pastoral Family Forums/Message Boards	5.2%	104
The Heart of a Pastor Blog	5.4%	108
The Heart of a Pastor Podcast	4.4%	89
None of the above	5.6%	113
<i>answered question</i>		2,004
<i>skipped question</i>		45

41. Which of the above resources or events has had the most impact on your life, family and ministry? (List as many as apply.)

	Response Count
	1,373
<i>answered question</i>	
1,373	
<i>skipped question</i>	
676	

— END —