



9/15/2016

Clergy Survey Results

Greater Kansas City Region

Hope Partnership for Missional Transformation

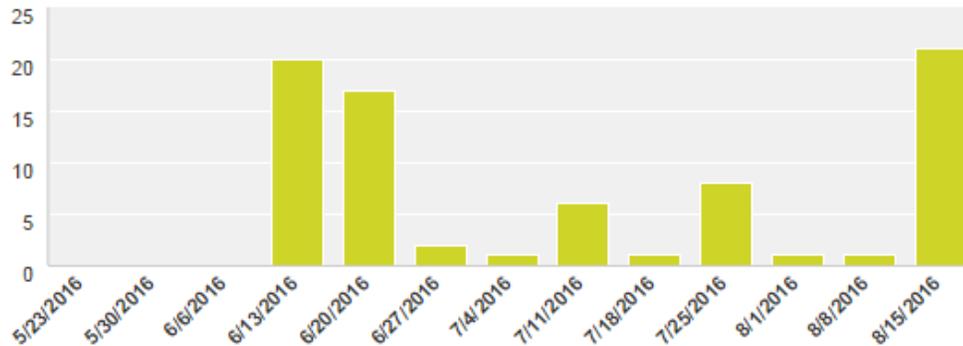
Authored by: Rick Morse

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During the summer of 2016, a series of requests were given to the clergy of the Greater Kansas City Region to ask them about their relationship with the Region, and advise about the future ways in which the Region could assist them in their ministry.

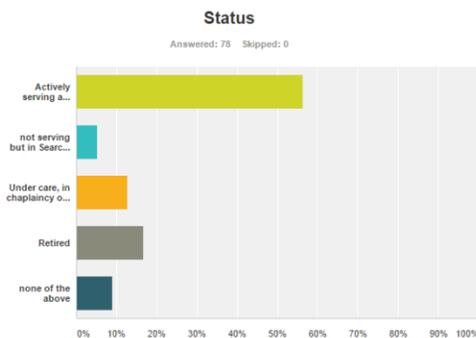
Responses Volume

5/23/2016 - 8/15/2016



As noted in the chart above, responses were slow in arriving. A final push on August 15th was well worth the request. Of all the requests for information, 78 clergy responded, the list of respondents was collected, however we offered anonymity to our respondents, so their names are not included in this report.

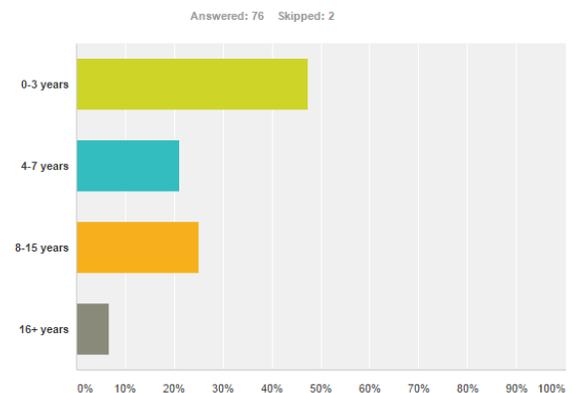
Demographics:



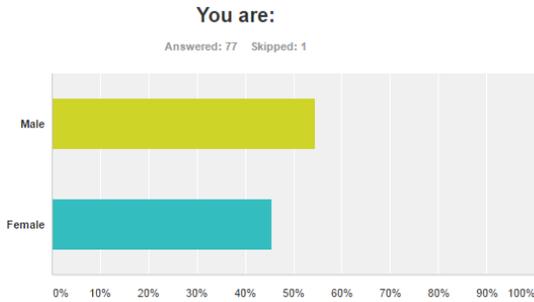
The majority of respondents (56%) are actively serving a congregation, while 16% were retired clergy. It will be important to keep this in mind while digesting the data received.

A very high number of clergy have been in their current position less than 3 years. 68% less than 8 years. This indicates a high level of mobility or “change” which notably creates stress, optimism.

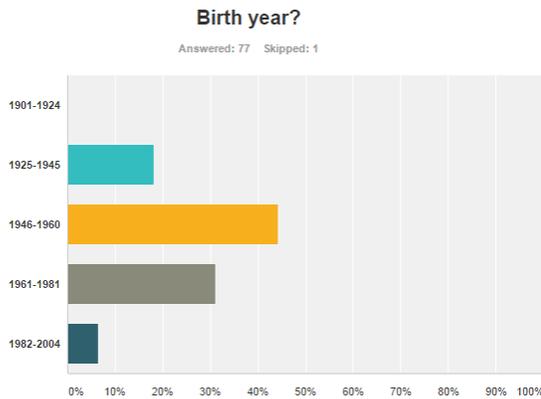
How many years have you been at your current position (or status)



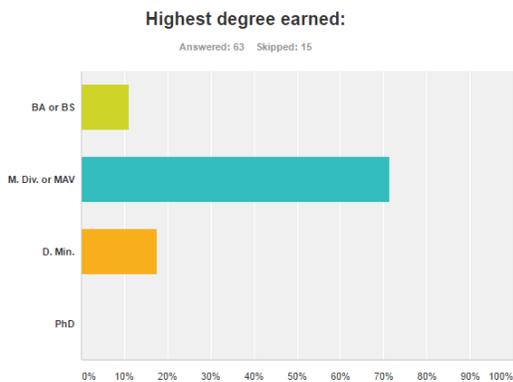
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55% of the clergy responding are male. The Disciples report 74% of clergy are male in recognized congregation according to the Yearbook. This may represent openness for female clergy not found across the church.



Survey participants are mostly Boomers. This group is partially retired or seeking retirement in the near future (44%). A healthy number of Gen X and Gen Y pastors are currently serving (37%). A little quick math indicates that the region may suffer a clergy shortage in the next 5 years.



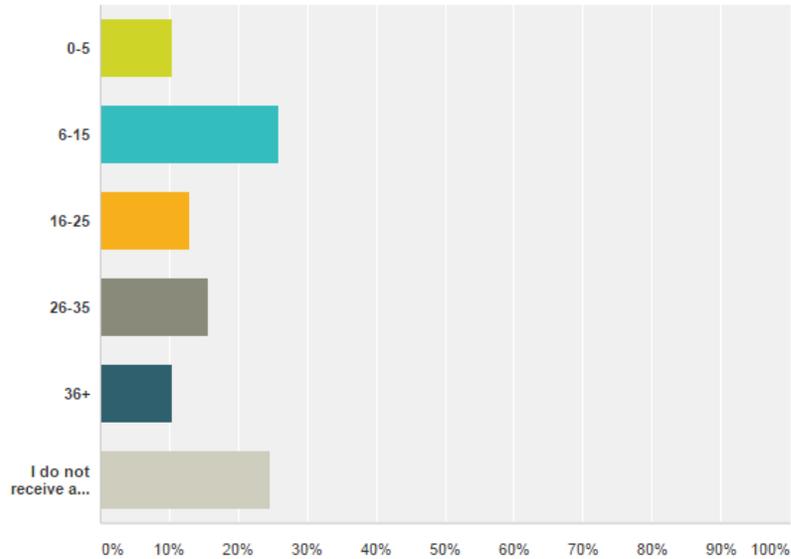
The vast majority of participants have a Master's Degree, with nearly 1/5th obtaining the D.Min.

Age alone doesn't indicate time served. The following graph shows a wide range of experience:

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How many years have you been receiving a salary in ministry?

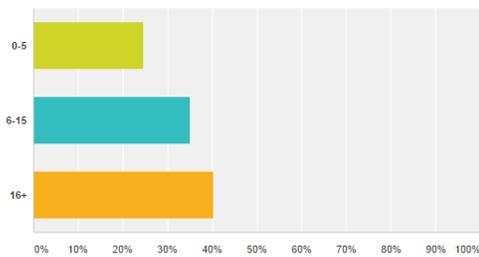
Answered: 77 Skipped: 1



24% of those above do not receive a salary. 16% of those surveyed report they are on a pension, some are not actively engaged in ministry at this time, or may be serving a church without compensation.

How many years have you been in the Greater KC Region?

Answered: 77 Skipped: 1



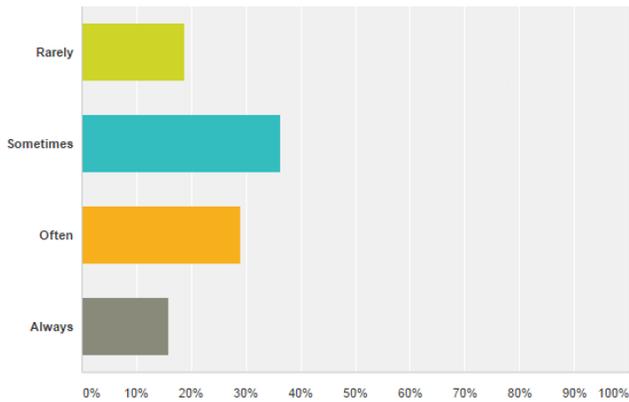
About one-quarter of the clergy in the region are new to the Region. This is an indication that orientation may be an opportunity for ministry. 40% report a long term relationship in the Region which can be good in terms of providing continuity, or negative in terms of resistance to change.

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Concerning the quality of life of GKC Clergy:

My congregation encourages me to take time in personal and spiritual development

Answered: 69 Skipped: 9



them to grow. This lists an advocacy opportunity for the region.

According to Pew Research, 55% of all Christians claim to pray daily. According to the American Bible Society, at least 26% of the population claims to read scripture at least 4 times a week.

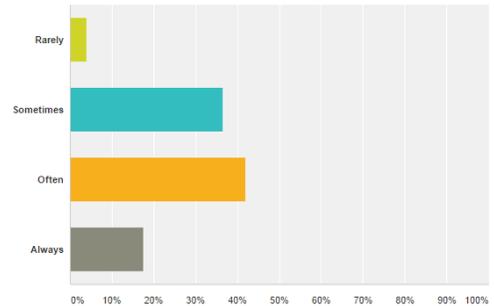
40% of respondents feel they only “sometimes or rarely” have time to deepen their relationship with God.

The next section probes how clergy live their lives.

The first area was a self-assessment of how they care for their spiritual lives and pressures put on them by their congregations. Only 15% of the reports say that their congregation always encourages them to take time for spiritual and personal development, while 19% report that their congregation rarely encourages

I feel like I have adequate time to deepen my relationship with God

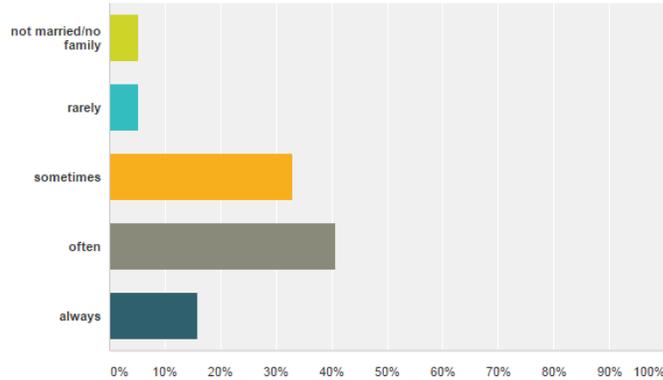
Answered: 74 Skipped: 4



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I feel like I have adequate time to deepen my relationship with my spouse and family

Answered: 76 Skipped: 2



55% of clergy report that they make time to deepen their families and spousal relationships while about a third report they do so sometimes. 5% report they rarely take time to deepen their relationship with family members.

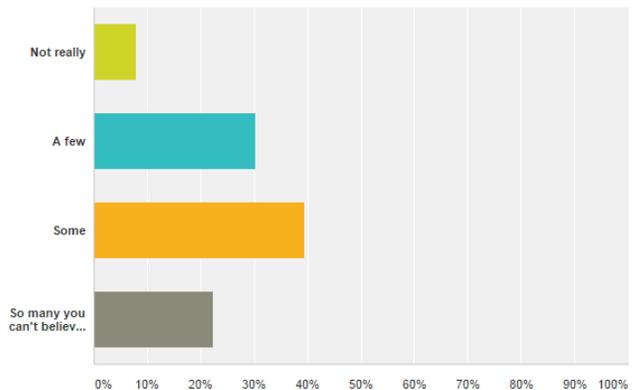
While not asked for this survey, National studies show pastors commonly work 55-70 hours a

week. About 1/3rd of all clergy report that church work has a negative impact on family.

For many pastors, the church is the center of their lives. About 40% reported that they had few friends outside of the church. While the majority report friendships outside of the church.

I have numerous friends outside of the church

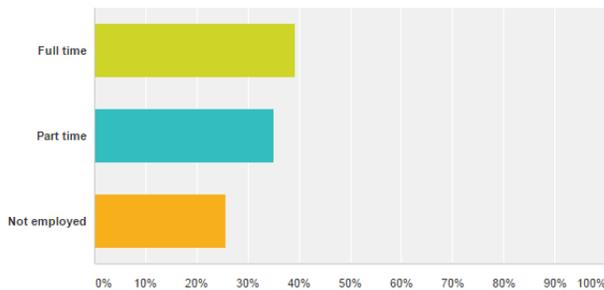
Answered: 76 Skipped: 2



Only 40% of the reporting clergy are employed full time. More than a third are part time. One quarter are retired

I am

Answered: 74 Skipped: 4



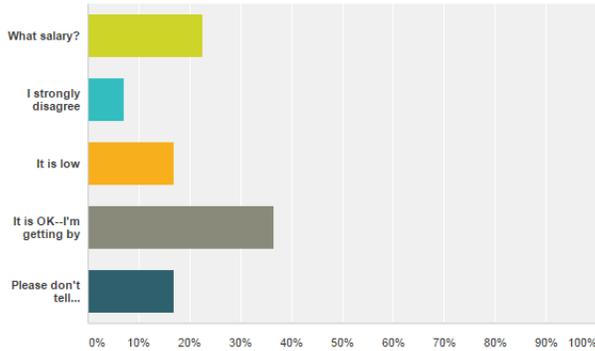
or between pulpits. It would be interesting to see the actual % of PT pulpits in the Region as this would impact clergy support initiatives.

The final quality of life components deal with salary. The first question asks clergy their impression of their compensation.

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Ministry provides me with a living salary.

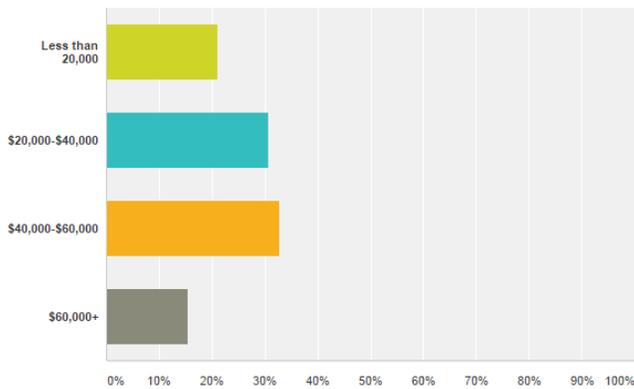
Answered: 71 Skipped: 7



46% of respondents report dissatisfaction with their compensation, while 52% report adequate to good compensation. 7 people skipped their response.

Housing & Salary Range (Optional but helpful...individual data is not shared)

Answered: 52 Skipped: 26

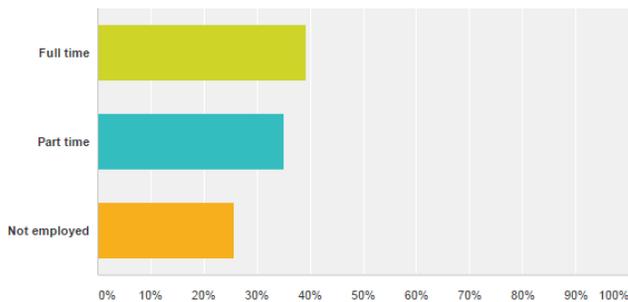


26 clergy did not wish to disclose their salaries, of the 50 that did however we got this picture. Since the poverty level is based on family size, and we didn't get that information, we can surmise that many ministry positions do not pay a full time, living wage.

Only 39% of the respondents were employed full-time.

I am

Answered: 74 Skipped: 4



In the Kansas City area, Middle School teachers earn on average \$51,000 per year.

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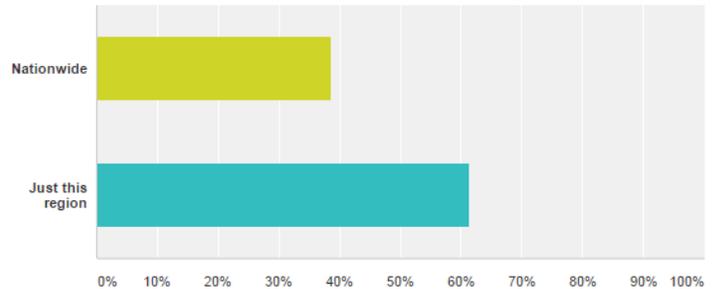
Search and Call process:

A major activity for regions is matching clergy with congregations. This section outlines how clergy have perceived the work of this region in making good matches.

Of the 57 that utilized search and call, the vast majority have a preference for staying in the region.

Last time you were in search and call were you in a nationwide search or just this region?

Answered: 57 Skipped: 21



When asked: “In working with this region, did you feel you had access to regional staff to discuss your next call?”

Answer Choices	Responses
I didn't try to contact regional staff	18.33% 11
I felt the response was very poor	15.00% 9
I felt the response was good and adequate	55.00% 33
The response exceeded my expectations	11.67% 7
Total	60

The vast majority (66%) felt they had adequate access, while 15% claimed their access was poor.

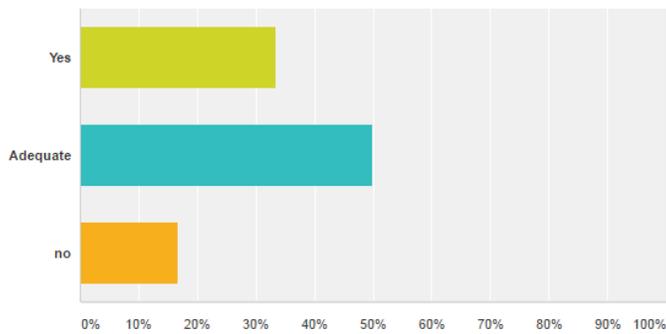
When asked: “Did you feel like the search and call process led to a good match for you and your gifts?” the responses were mixed from a small segment. Of those where this was applicable, nearly 10% were left wondering why anyone thought this would be a good match.

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Answer Choices	Responses
I keep wondering who on earth thought this was a good idea?	4.35% 3
I feel like the process did as good as it could with its limitations.	14.49% 10
This is a pretty good match overall	30.43% 21
This was a match made in heaven	10.14% 7
(not applicable)	40.58% 28
Total	69

Was there good communication during the process?

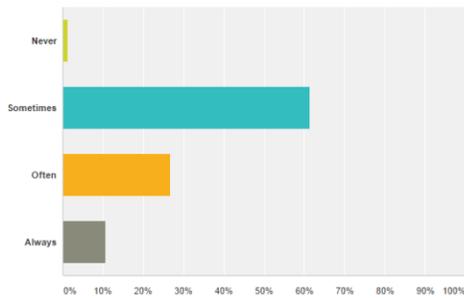
Answered: 54 Skipped: 24



Connectedness:

I feel connected with other Disciple clergy.

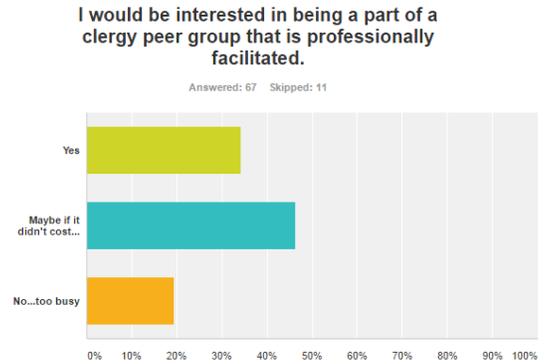
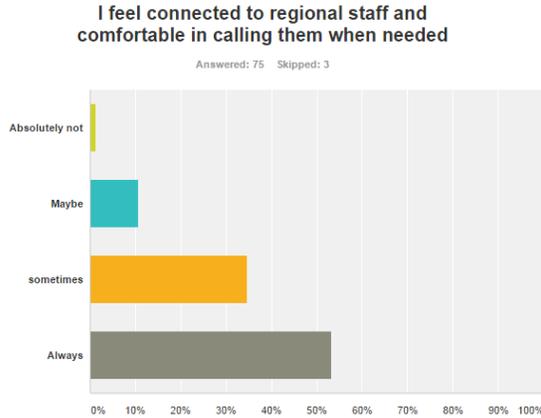
Answered: 75 Skipped: 3



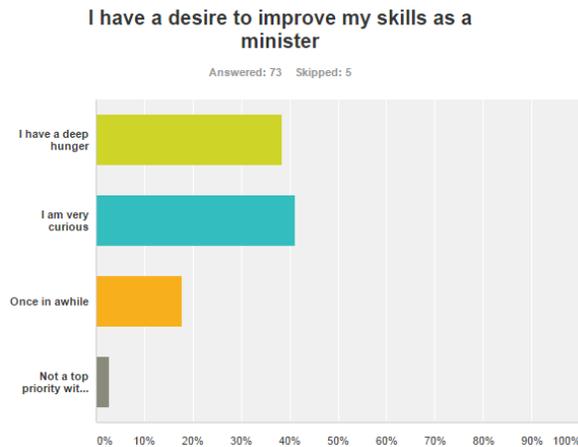
Ministry is a highly relational calling. In the Quality of Life section of this report, we noted issues related to having time to connect with family and spouse as well as connecting with friends outside of the church.

We also asked if they “felt” connected to other Disciple Clergy, and to regional staff. Both responses indicated good connections.

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Desire to Learn, Skills needed:



Ministry requires intellectual curiosity. Nearly 80% of those surveyed indicated that they have that kind of curiosity, while nearly 20% show that learning is a low priority.

Topics of interest include:

17/43 responses indicated a desire to learn more about church development. These topics included practical theology issues such as church administration,

tracking, Pastoral visitation skills, preaching, and other basic “how to” courses. There was also a high number of participants who indicated a desire to develop more skills in the area of conflict management.

6/43 respondents also indicated a desire to learn more about church finance, fundraising, and legal issues related to non-profit entrepreneurial work.

6/43 respondents want to go much deeper in terms of developing their counseling skills. This included marriage preparation, and teaching courses on self-value.

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5/43 indicated topics related to their standing as commissioned ministers. They are eager to get their basic requirements.

Finally, 3/43 desired to go deeper on issues of spiritual development.

There were also suggestions about discovering more about church history, social justice and other minor topics.

One respondent stated something to the effect of “I do not depend on the Region to sharpen my ministry skills. There are 2 seminaries in the area and other resources available for that.”

In addition to areas of inquiry, respondents offered to teach in the following areas:

Cross cultural Ministry	Funerals	Liturgy development
Pastoral Care	Leader Development	Grief counseling
Governance	Technology	Conflict management
Working with elderly	Spiritual direction	Prayer groups
Disciples History	Exegesis	Bible Study
Community Organizing	Change	Children’s faith formation
Evangelism	Personal Health	Mentoring new pastors
Church Finance	Chaplaincy	Knitting

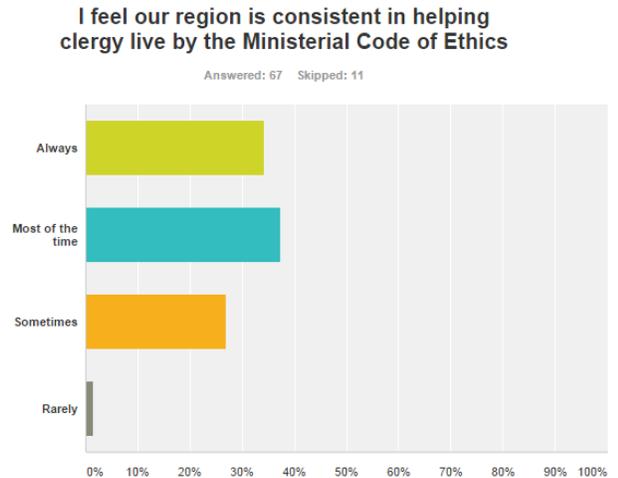
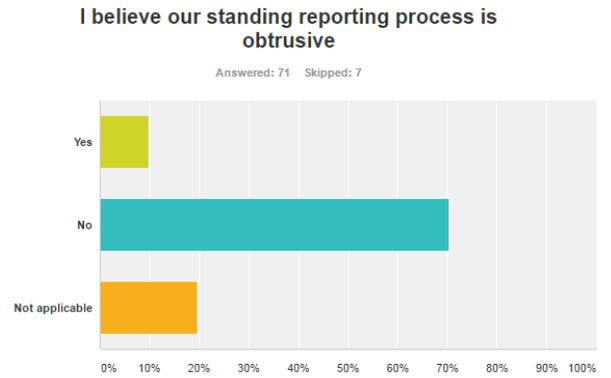
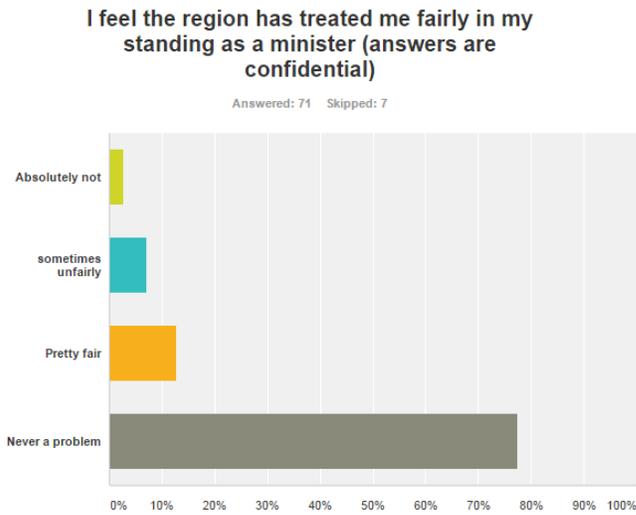
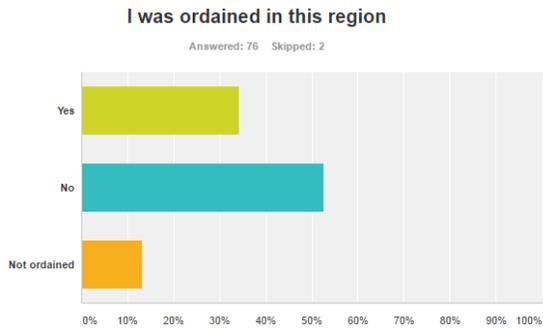
There was much more interest in teaching, than learning. This points however to the fact that there are many valuable resource people in the region who could offer programmatic opportunities that would help develop clergy in the region at little or no cost other than coordination.

Standing Issues:

The next section discusses the order of ministry in the Region, and the impression of clergy dealing with it.

The majority of pastors working in the region were ordained in another region or setting. About 10% of the clergy feel the system is obtrusive, and a small percentage have had issues with standing as indicated below.

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Somewhat disturbing is the feeling that the Region is not consistent in helping clergy live by the code of ethics, with nearly 30% of respondents feeling it is “sometimes or rarely”

Suggestions for the Region from Clergy:

- 1- Clergy retreats (6)

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- 2- Review of the Code of ethics and how they are divergent with other denominations.
- 3- Special resources for clergy struggling with their call. (Also struggling with depression)
- 4- Support for chaplains (2) Adding a chaplain to the board.
- 5- More materials in Spanish. Helping congregations share facilities with new churches.
- 6- Formation of Clergy Peer Groups (3)
- 7- Offering congregations support so they can allow their clergy to take sabbaticals or take respite care.
- 8- Financial assistance for General Assembly.
- 9- Reestablishing mentors for Commissioned ministers
- 10- New Minister orientation to the region.
- 11- The region is doing a good job. How about “fewer meetings, paperwork, rules, and enjoy being the church.”
- 12- ...Let me help with trainings!
- 13- Publish our salary information so churches can seek fair compensation...
- 14- ..Keep us aware of other models of ministry.
- 15- ...More educational opportunities for congregations.
- 16- ...Help churches unleash the burden of their buildings...
- 17- ...I wish we could be more informed during the S/C process.
- 18- I always enjoy it when regional staff visits and listens to me.

Direct comments to the Regional Planning Team:

It is good to gather information but do not forget many of us are introverts. The tone of this survey suggests we are all extroverts. For example, how many friends I have is directly related to how many I want and as an introvert it isn't nearly as many as an extrovert might want but the wording suggests I don't have enough. I believe it is valuable to gather the information related to this survey, I don't think it HAS to be fun. All of us SHOULD be committed to helping one another and the region and if providing my information is helpful then the survey being enjoyable is not relevant, though I certainly did appreciate the humor. Thanks.

Would like to see them working with God to accomplish His mission, not Satan to accomplish his

I'd like to see the regional board meetings totally revamped. They are ridiculously long and cumbersome. I have stopped attending because I do not feel they promote healthy conversation. Nor do they model a respect for worshipful work. The last meeting I attended, at Emerson Park, was totally irresponsible, both by leadership and by (some) clergy present. It lasted entirely too long and focused on completely irrelevant details, such as a 30min plus discussion on a word change. That kind of meeting will only encourage apathy among local clergy and discourage real and much needed growth and participation.

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Follow your heart and mind AND ground work in scripture

i hope more and more clergy are being prepared for multiple vocations

There really are differences in male and female clergy that should not separate but be respected. Needs are not always the same.

My prayer is that you will be wildly successful.

que Dios les bendiga (God Bless you)

me puedan proveer de la mayor informacion posible (Please provide the most information possible)

would like to be the possibilities to have more training about the bible to know and understand better the word of God

I'm happy with and supportive of "our" Region!

If the Church is going to require boundary and anti-racism training, it should mandate evangelism and church growth training

would love to see us get some common missions we can live into

Would love to see Tall Oaks continue to be part of our Regional Ministry. What models of ministry can we explore to keep this viable? Do we need to expand Tall Oaks into other Regions? Make it its own 501c3? Does Greater KC need to consolidate with other Regions?

Whatever the regional missional emphasis is, it should involve congregations interacting on a local level.

May God's Spirit be upon you and lead you to a great vision for our Region.

I am two years plus into retirement so I did not answer some of the questions that do not pertain to me now. But I would like to say that my experience with the immediate past Regional Minister and the current Regional Minister are two of the most multi-gifted ministers and professionals that I have ever worked with. Even though I am retired from full-time ministry, I do still serve in pastoral ministries of my past congregations - at the pastors' request. I pray for those whose calls are in this Region and especially for our current Regional Minister and the Regional Board.

Let's Go BIG

I think this survey is a great idea, and I know the Region cares about us. My frustration is with the congregation, and I don't want to feel that way. Also, between me and the church, there hasn't been a Search and Call for 17 years. We wouldn't know what to do at this point.

where are opportunities for Spanish speaking congregations to be connected to the Region AND each other??

A lot of our clergy are past the age that brings younger families into the church. Could we research the viability of pairing different ages together for leadership?

I believe wholeheartedly that the region is still locked into an attitude of competition over collaboration. Part of this is because so many of our churches are dominated by a spirit of scarcity and thus desperation. I pray

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that the Planning Team can see in its work a pathway in which an invitation beyond scarcity can be given to congregations who need it.

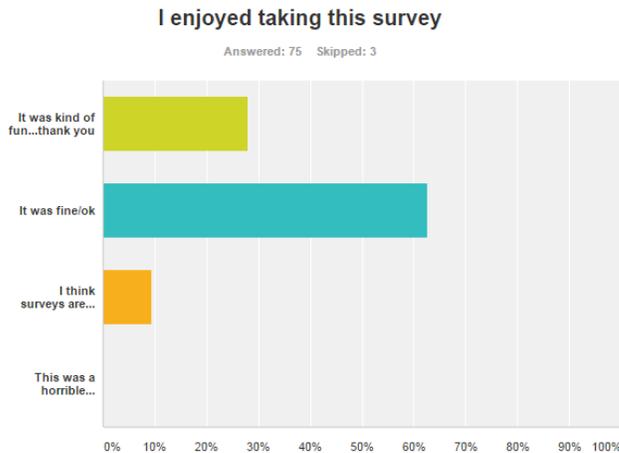
A structure that encourages more focus on mission and ministry would be welcomed. Less time in meetings; more time in actual ministry with other congregations.

Pray- Dream big dreams then pray big prayers. Come up with a five year goal with a yearly theme that regional churches can bet their arms around

Perhaps programs which help congregations would be good to consider. If congregations do work on identity when they are not under the pressure of the search and call process, they will have better self knowledge which will benefit both them and the people they call. Churches are like people and families. We all have trouble seeing ourselves clearly, especially when we are stressed.

I have served in ministry for 35 years in two denominations and I am currently trying to balance family obligations with 3 adult kids and 6 grandkids while serving in full time hospice chaplaincy at age 70. My plate is very full at this time in my life.

More support for bi-vocational ministry issues and clergy unable to make regional events because of other jobs that are not church positions



For Team Consideration:

- 1- There is a high degree of new clergy into the region, which appear to be younger and more female than in other regions. Consideration should be given towards regional orientation for clergy new to this area. This would include becoming acquainted with regional programs and the camp, as well as social justice and issues related directly to this place of ministry.
- 2- There is a high degree of disregard by congregations for giving time and opportunities for clergy development. Clergy report many areas of need for their education and spiritual development, yet feel they cannot take time away

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- from their congregation to do so. The region could consider using its bully-pulpit to encourage pastors and congregations to be life-long students.
- 3- There are some indicators of clergy dissatisfaction with compensation. Consideration should be given towards doing a regional salary study that could be used by congregations in determining fair compensation for their pastor, based on real numbers since the Pension Fund no longer offers this kind of support.
 - 4- There seemed to be satisfaction with the search and call process. The only issues still seem to be around communication. Congregations, candidates, and regional staff would benefit from a review of the current system for improvement.
 - 5- There seemed to be good interest in the development of Peer Groups. The region could give consideration towards developing groups by affinity, and provide training to group “hosts” to help in their development.
 - 6- There is a HIGH desire (80%) for continuing education, with an even higher desire to teach. Consideration should be given towards providing the structure to develop education tracks around topics listed above.