

Pastor Protection Research Study

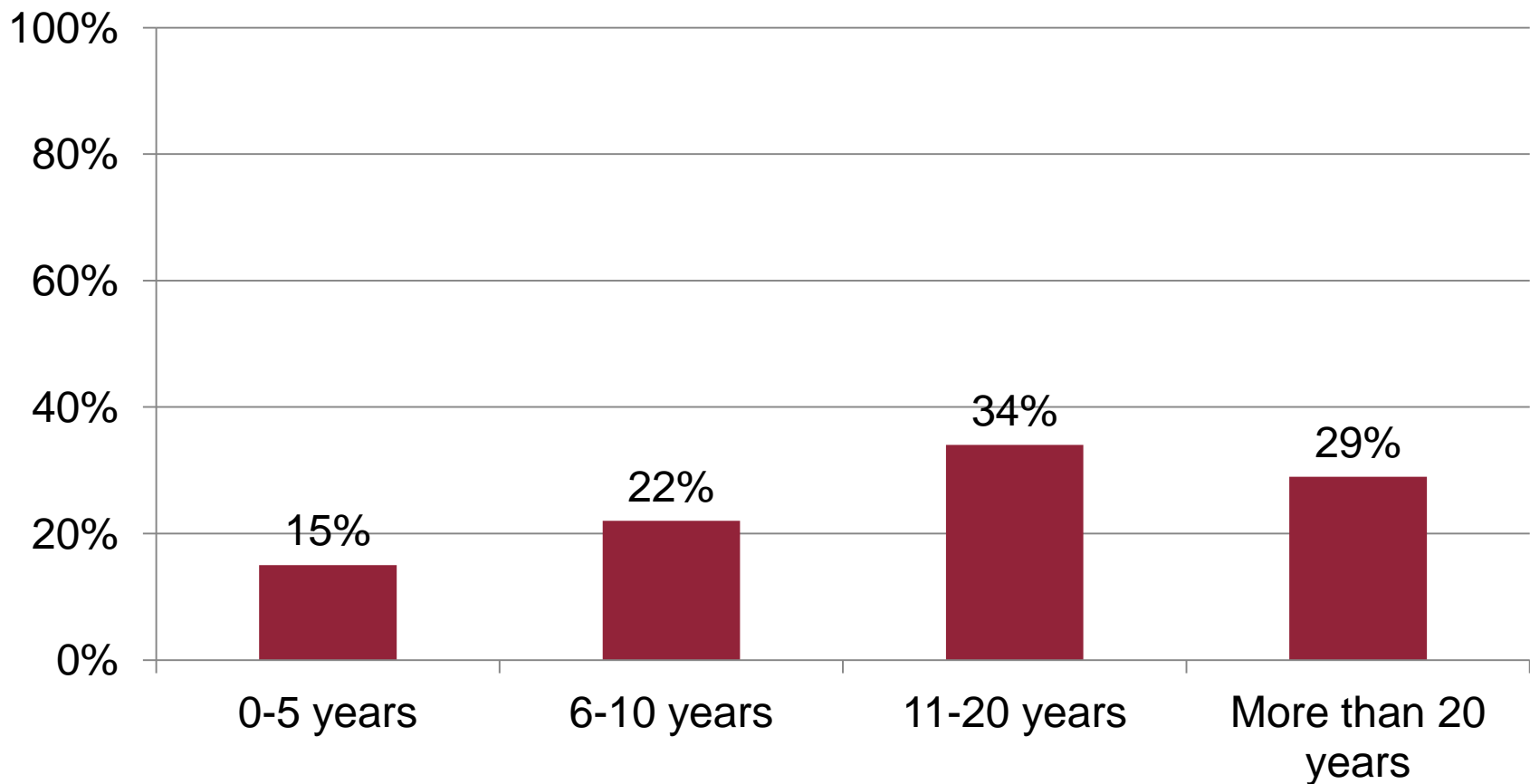
Survey of 734 Pastors who Left the
Pastorate before age 65

Methodology

- ❑ The study was sponsored by the North American Mission Board and Richard Dockins, MD.
- ❑ The online survey of former senior pastors was conducted August 11-October 2, 2015
- ❑ The sample lists were provided by four Protestant denominations: Assemblies of God, Church of the Nazarene, The Lutheran Church—Missouri Synod, and Southern Baptist Convention
- ❑ Each survey was completed by an individual who has served as a senior (or sole) pastor but stopped serving as senior pastor prior to age 65
- ❑ The completed sample is 734 former pastors

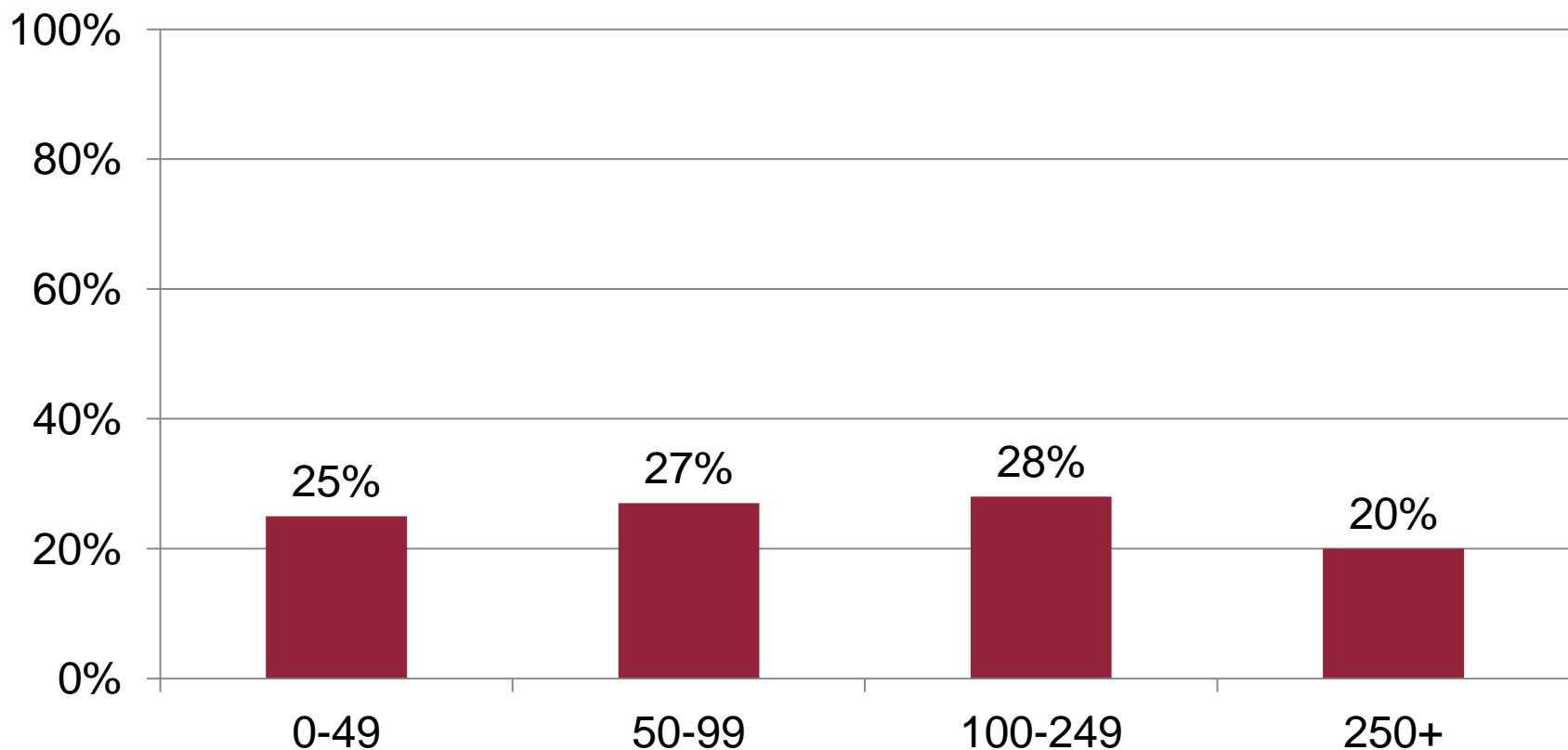
Survey Responses

63% served as a senior pastor more than 10 years



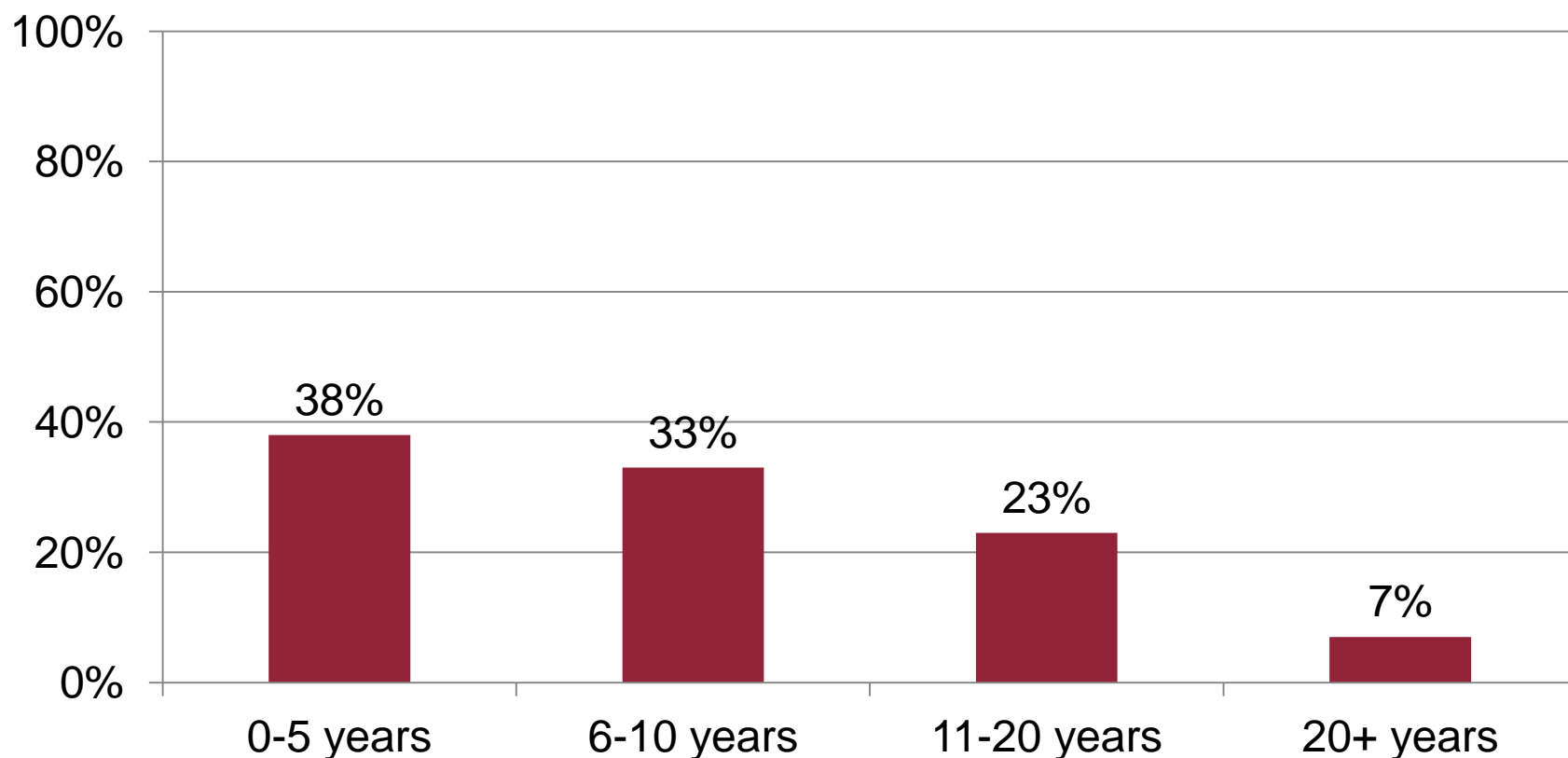
Q4: "In total, how many years did you serve as a senior pastor?"

Almost 5 out of 10 served at churches with average worship attendance of 100 or more



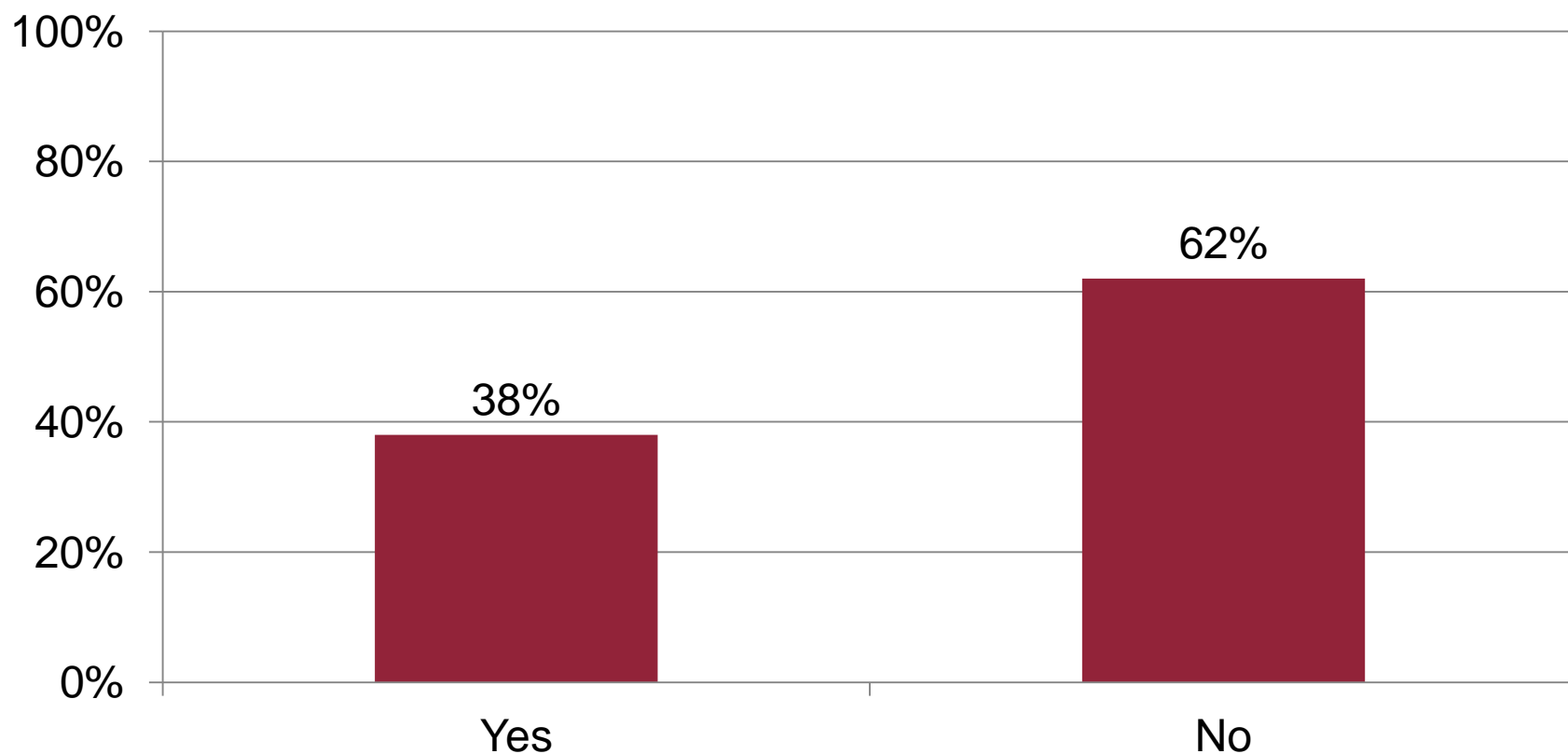
Q5: "In the last church you served as senior pastor, what was your church's average worship attendance on a typical weekend (including all ages from babies to adults but not counting anyone twice)?"

Almost 4 out of 10 served at their last church 5 years or less



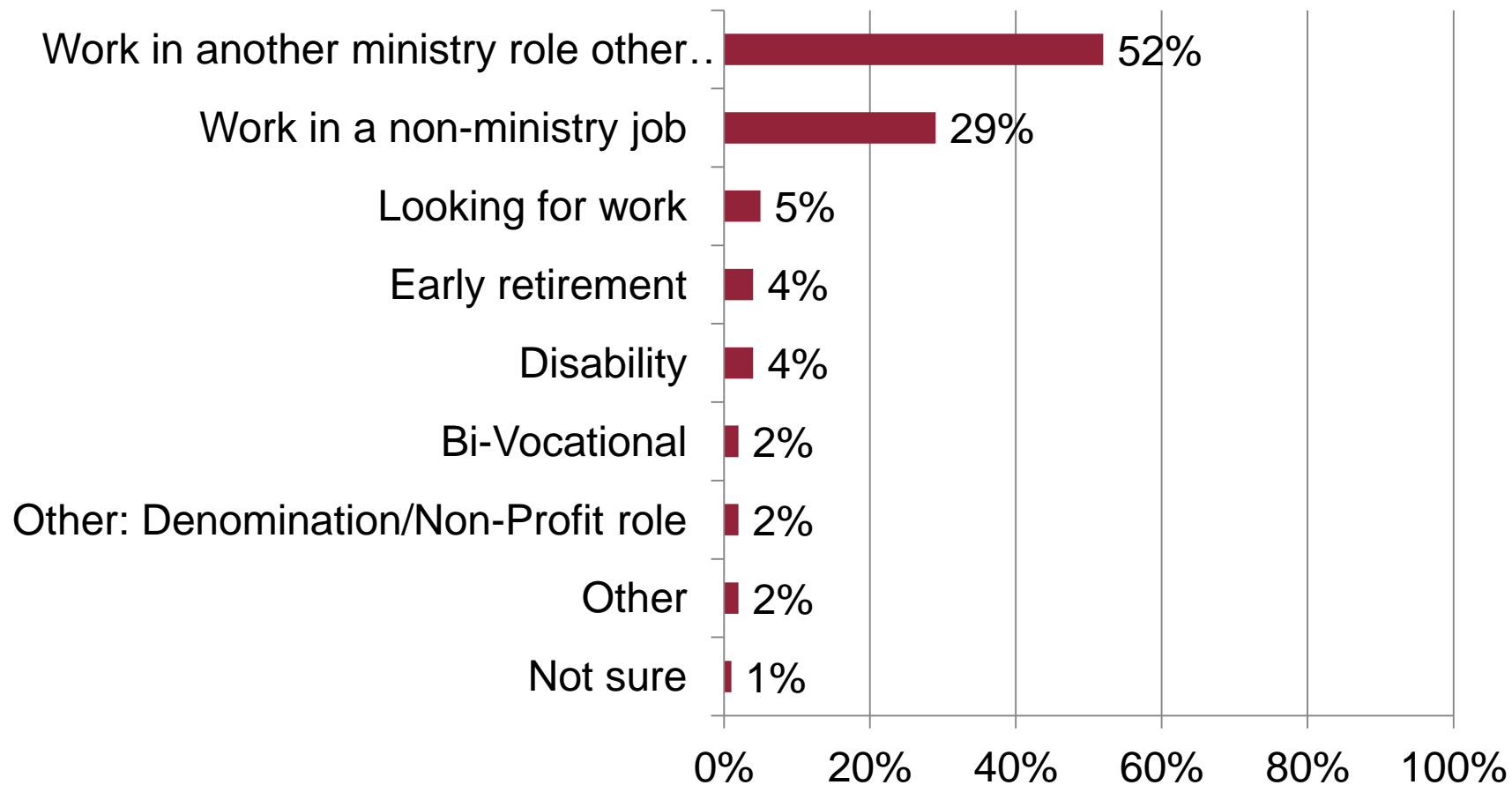
Q6: "How many years did you pastor at your last church?"

For almost 4 out of 10, this was the first church they served as senior pastor

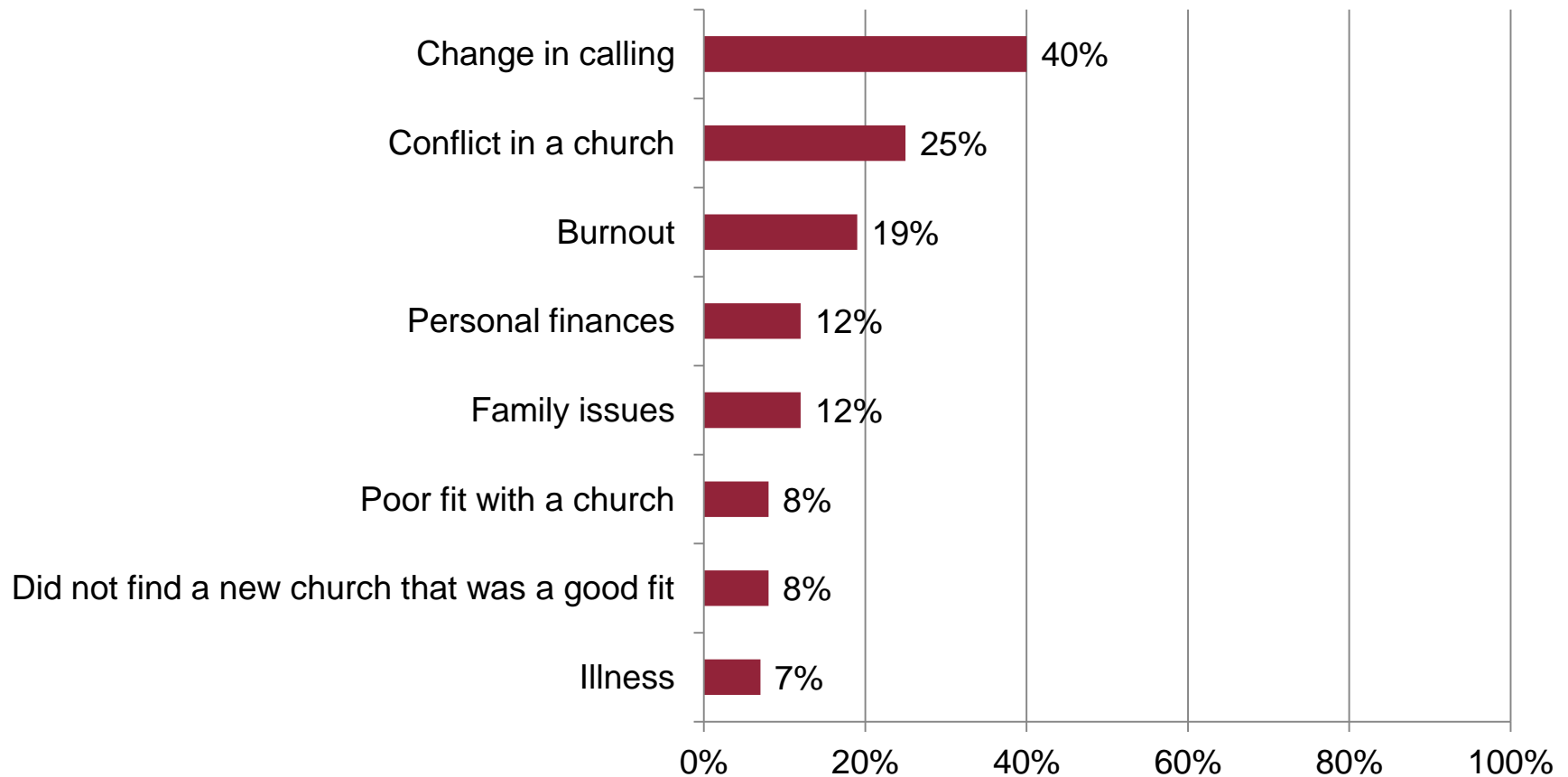


Q7: "Was this the first church you served as senior pastor?"

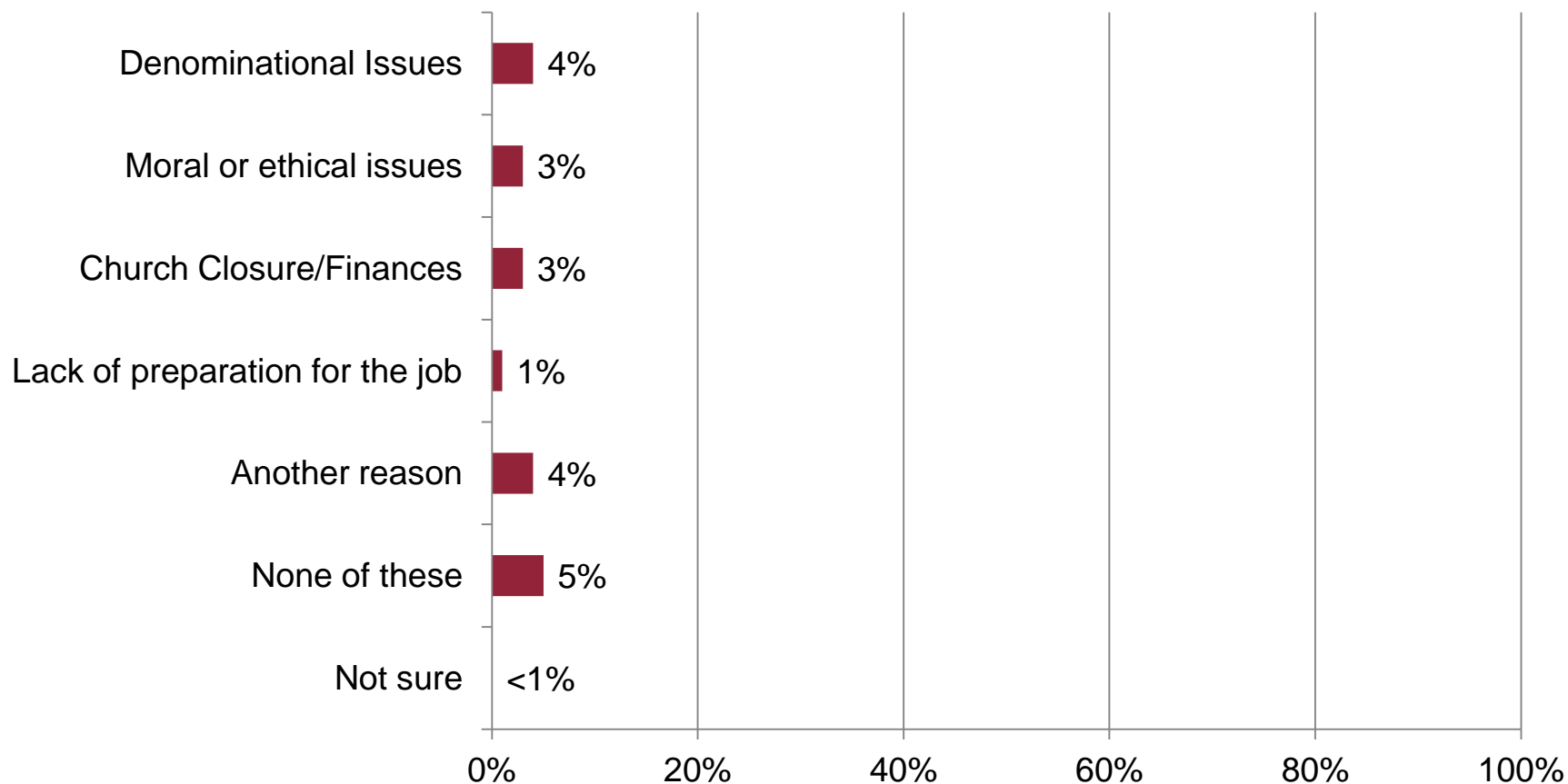
The majority are still serving in ministry; 29% are working in non-ministry jobs



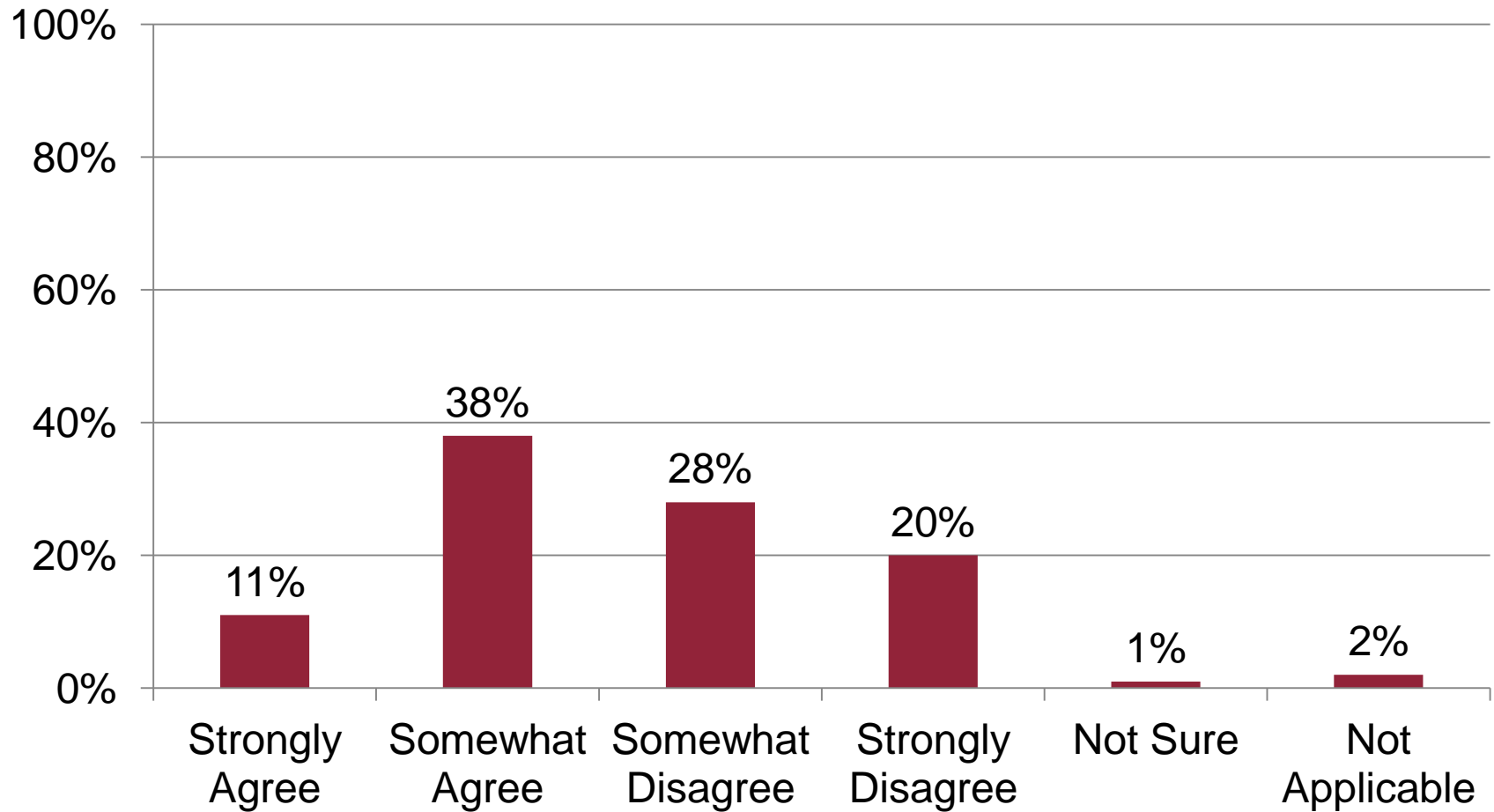
“Which, if any, of the following describe why you left the pastorate?”



“Which, if any, of the following describe why you left the pastorate?” (Continued)

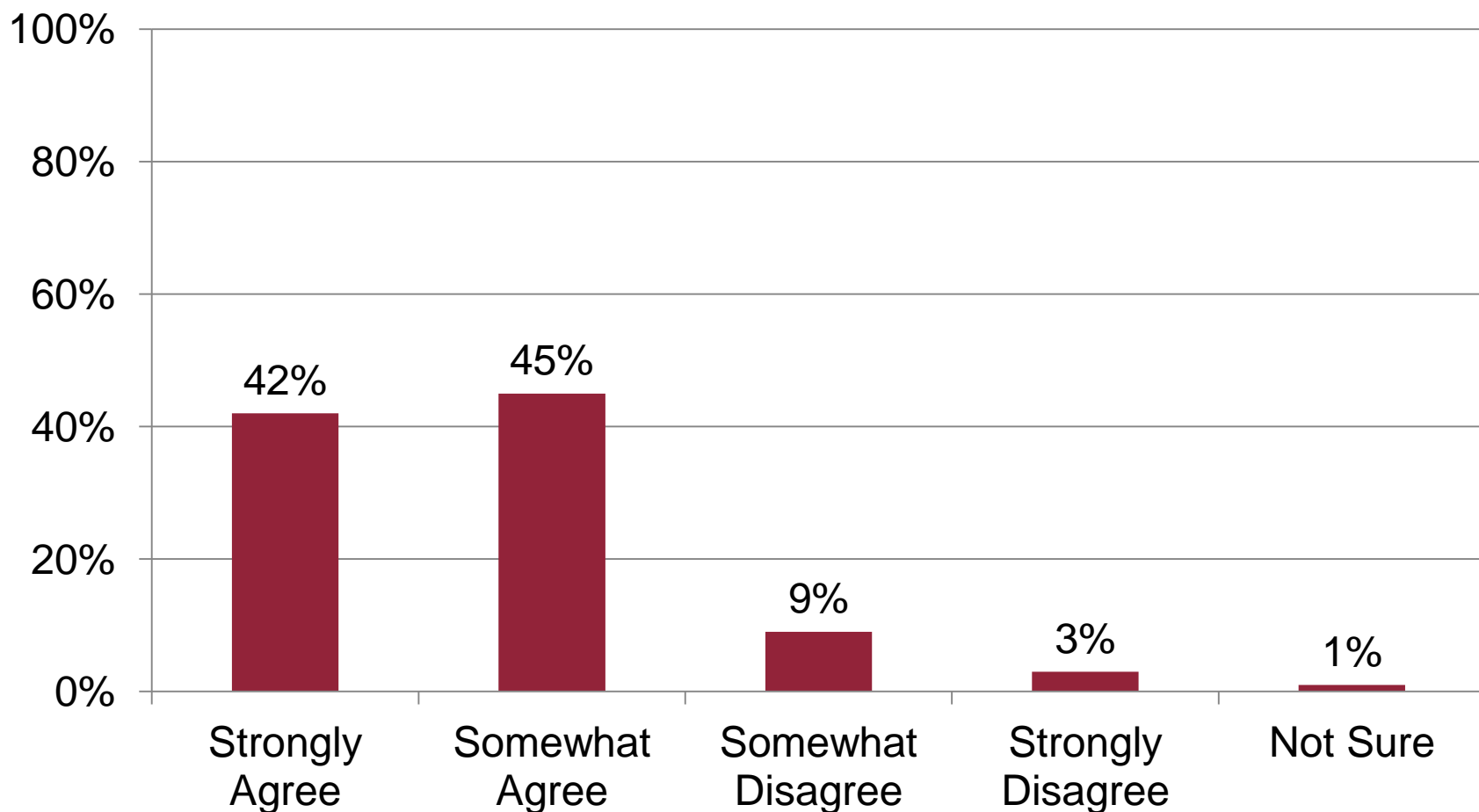


49% agree seminary prepared them for the people side of ministry; 48% disagree



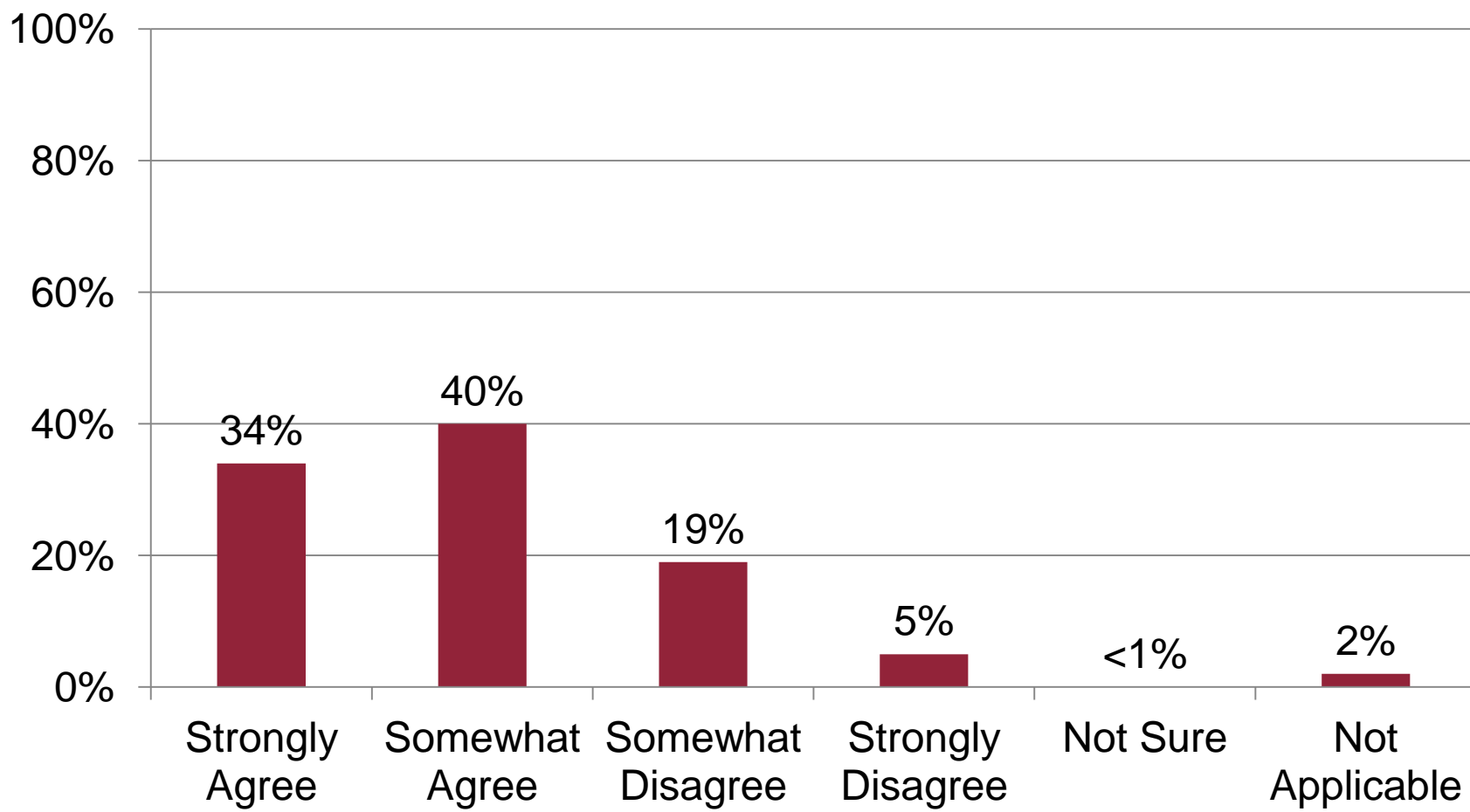
Q10: "My seminary or ministry training prepared me to handle the people side of ministry."

87% expected there would be a need to confront conflict in their church



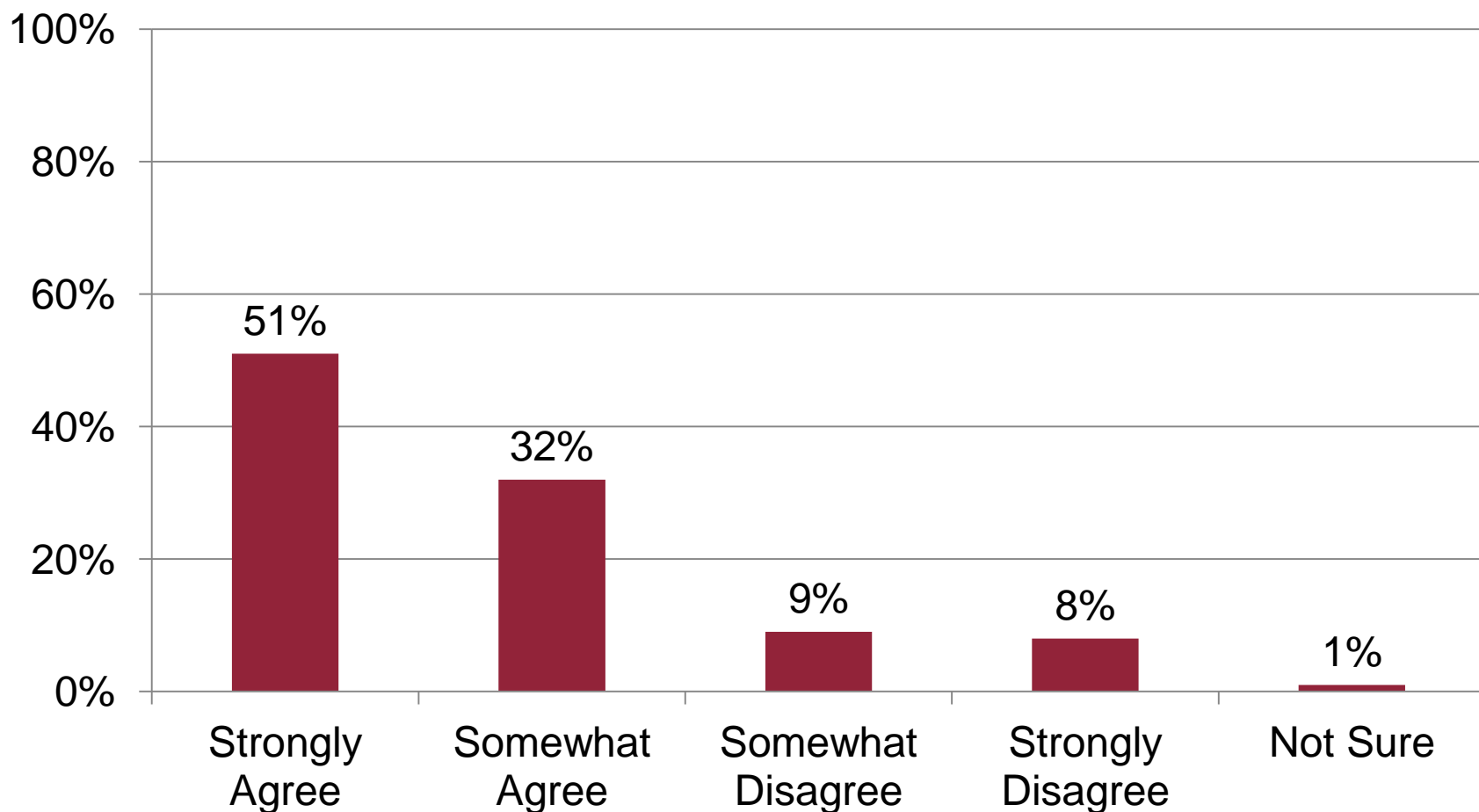
Q11: "I expected there would need to confront conflict in my church."

74% agreed that they protected time with their family

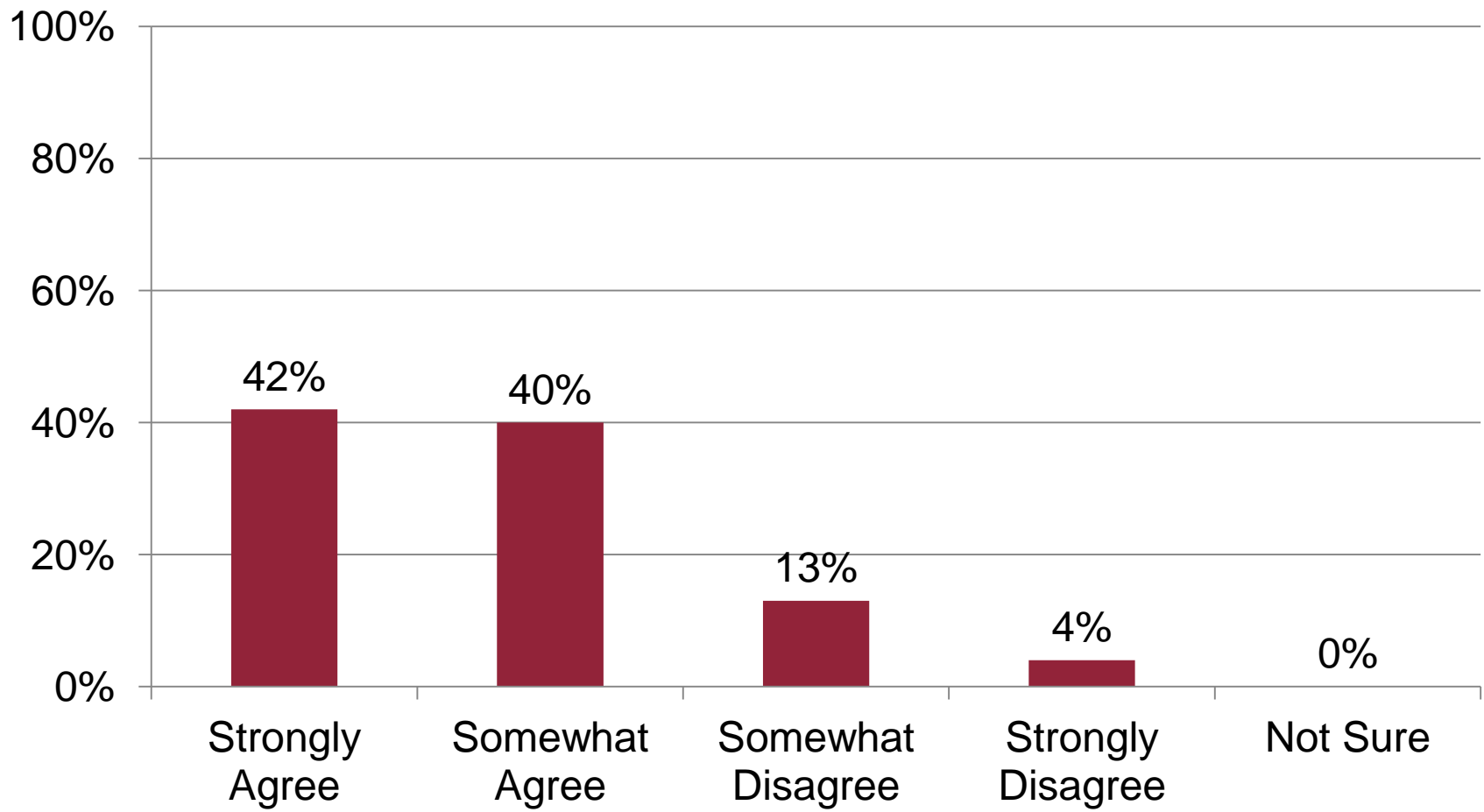


Q12: "I consistently protected my time with my family."

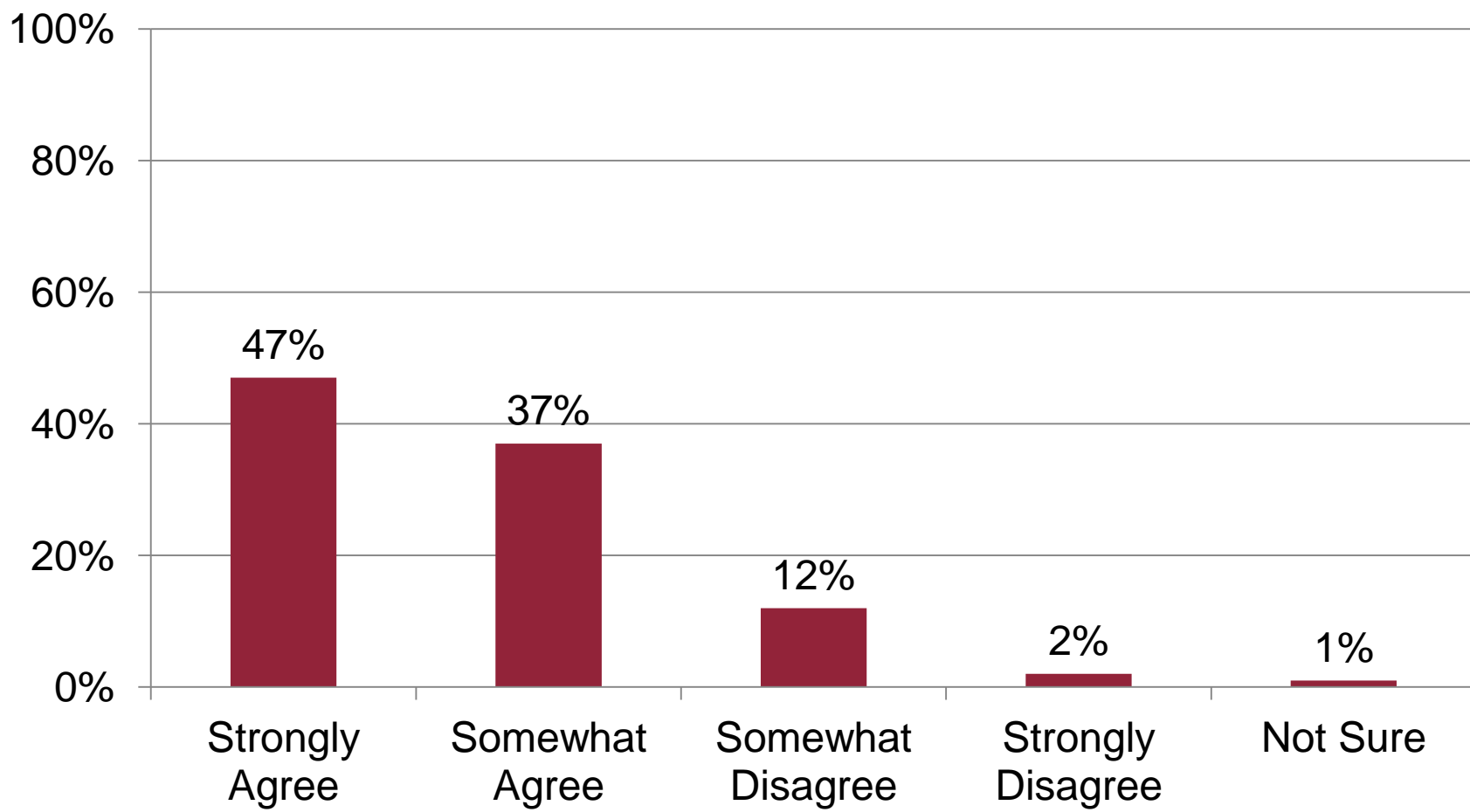
8 out of 10 believed they could stay at their last church as long as they wanted



8 out of 10 felt they had to be “on-call” 24 hours a day

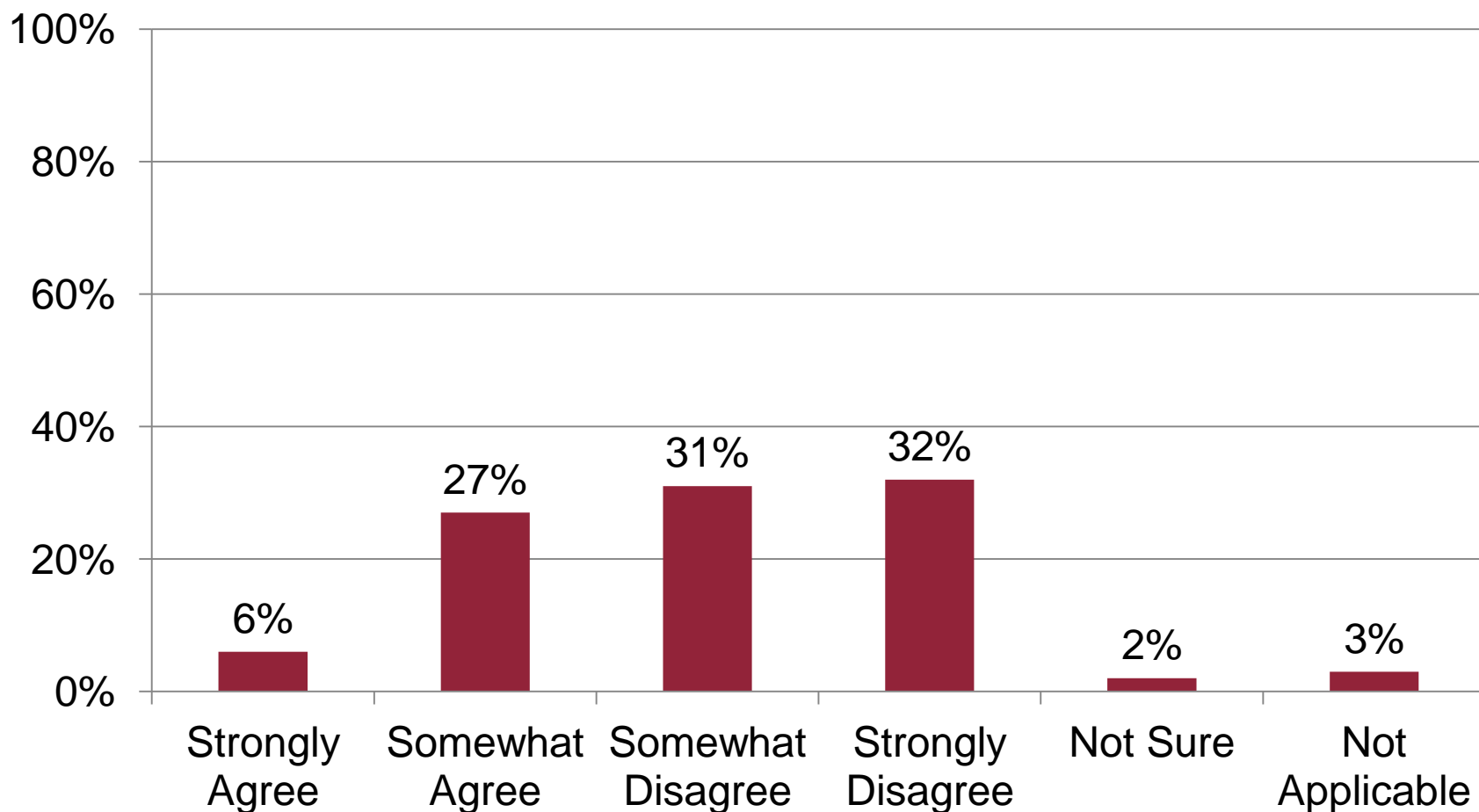


85% agree that they worked hard to protect their image as pastor

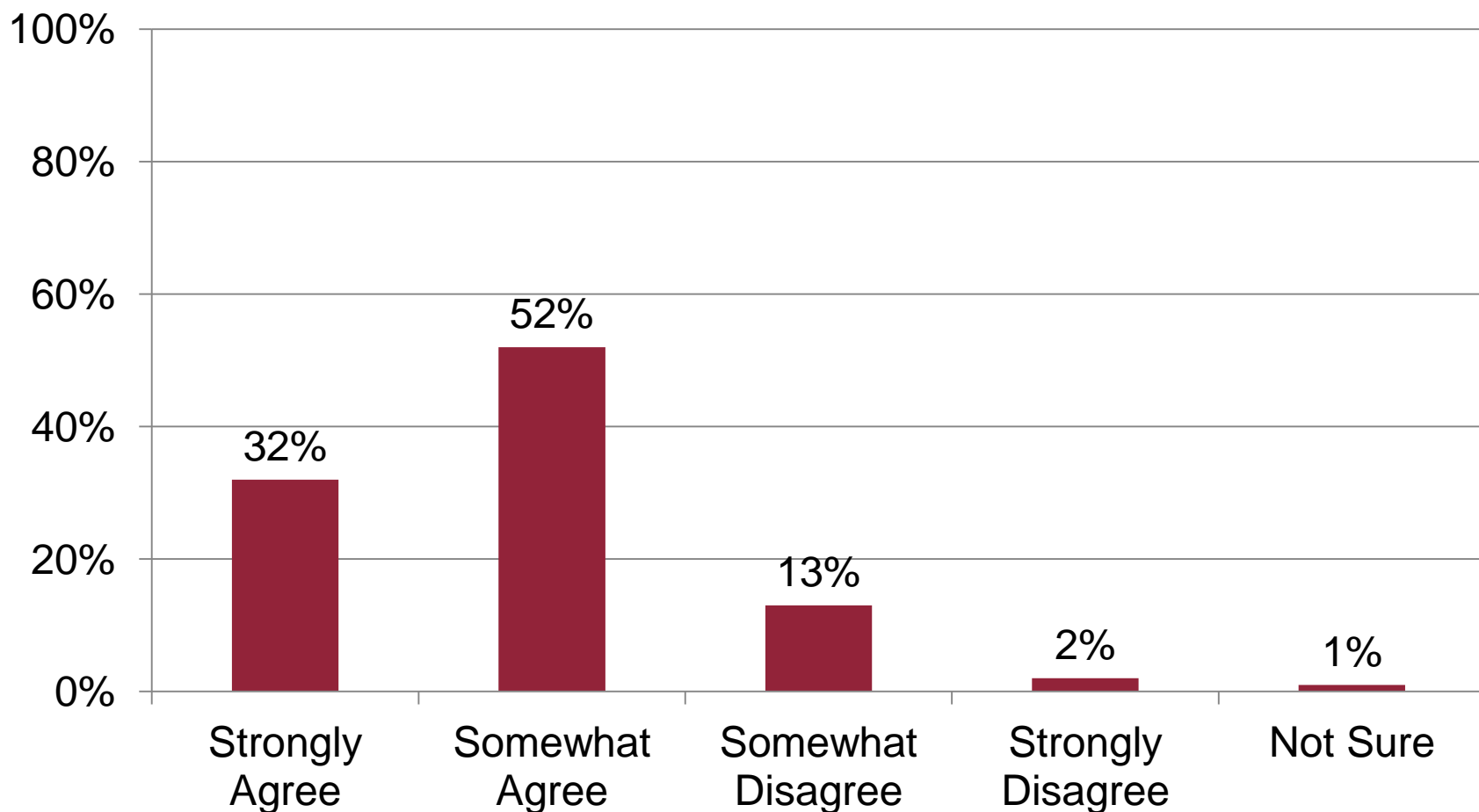


Q15: "I worked hard to protect my image as a pastor."

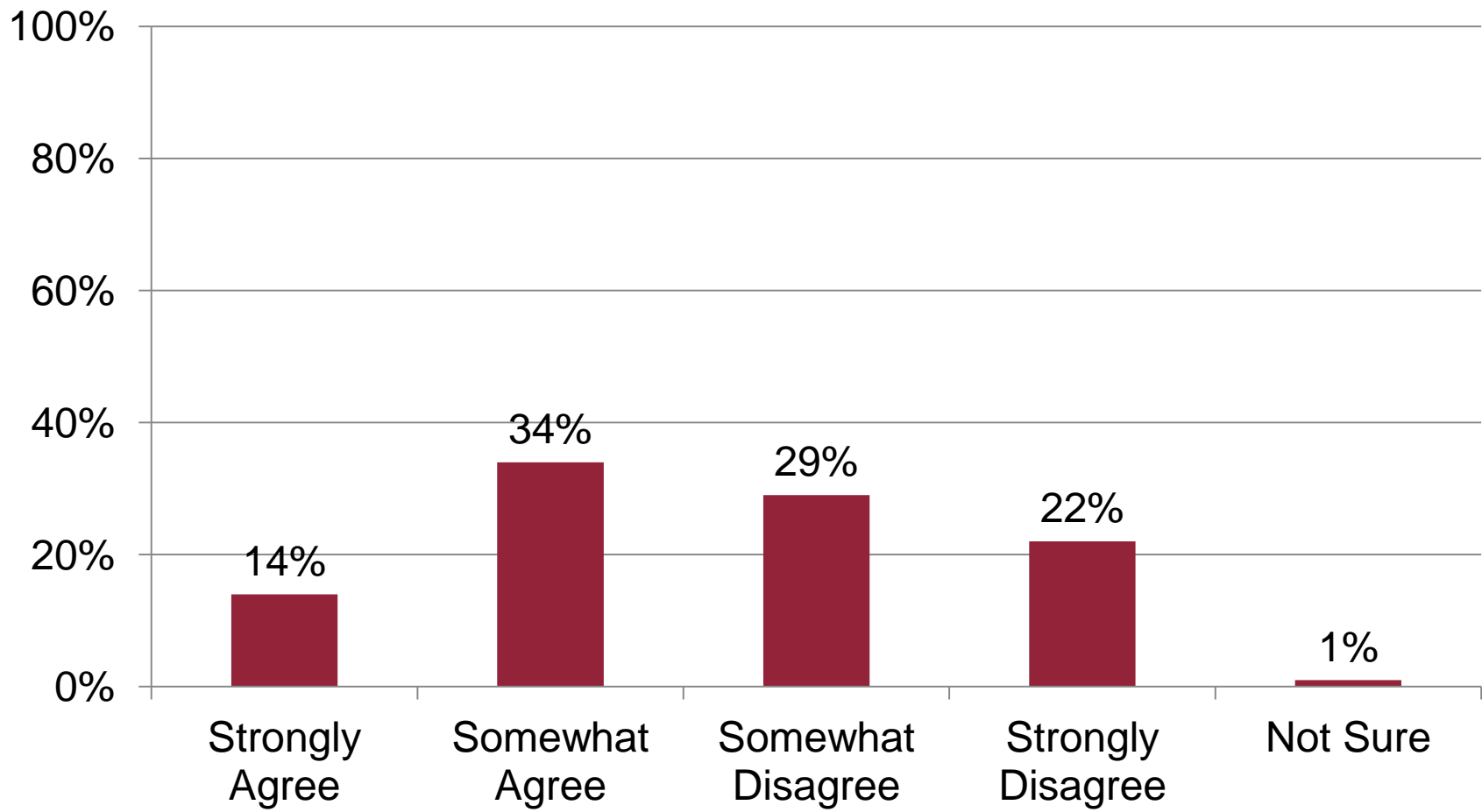
1 in 3 agree their family resented the demands of pastoral ministry



84% agree that they consistently listened to people in their church for signs of conflict

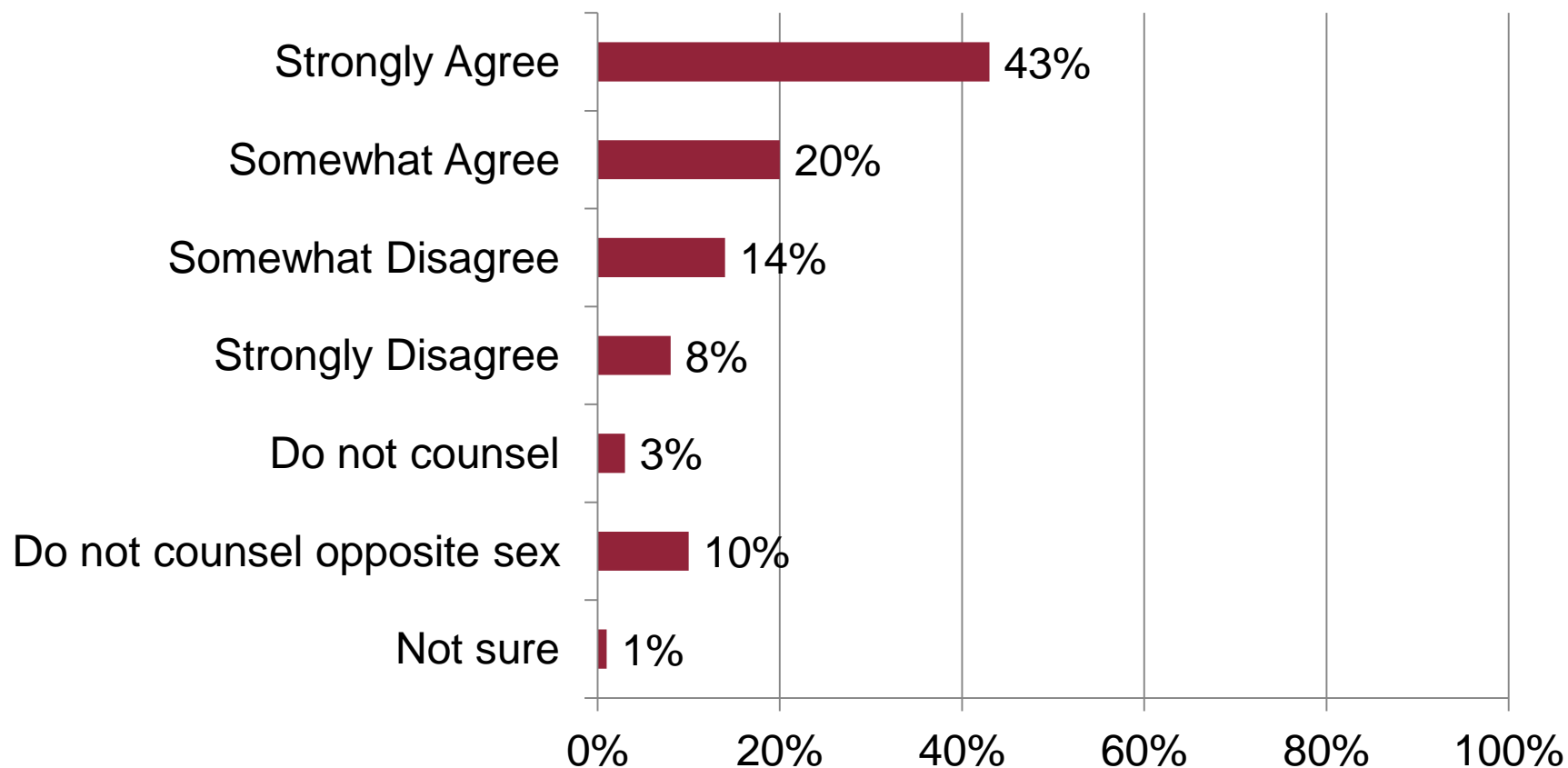


Almost half agree they often felt the demands of ministry were greater than they could handle



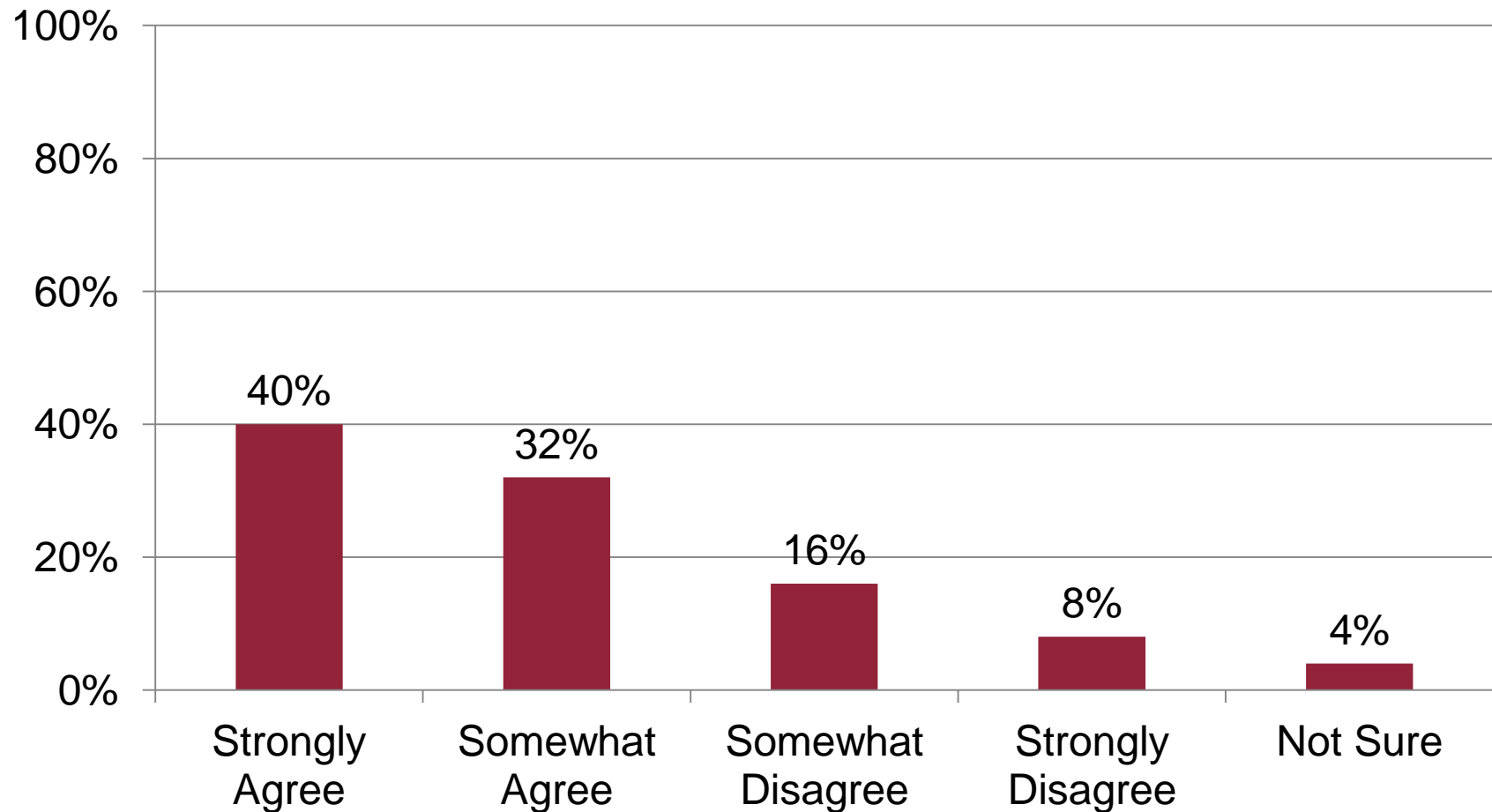
Q18: "I often felt the demands of ministry were greater than I could handle."

6 out of 10 had another staff member present when counseling a church member of the opposite sex

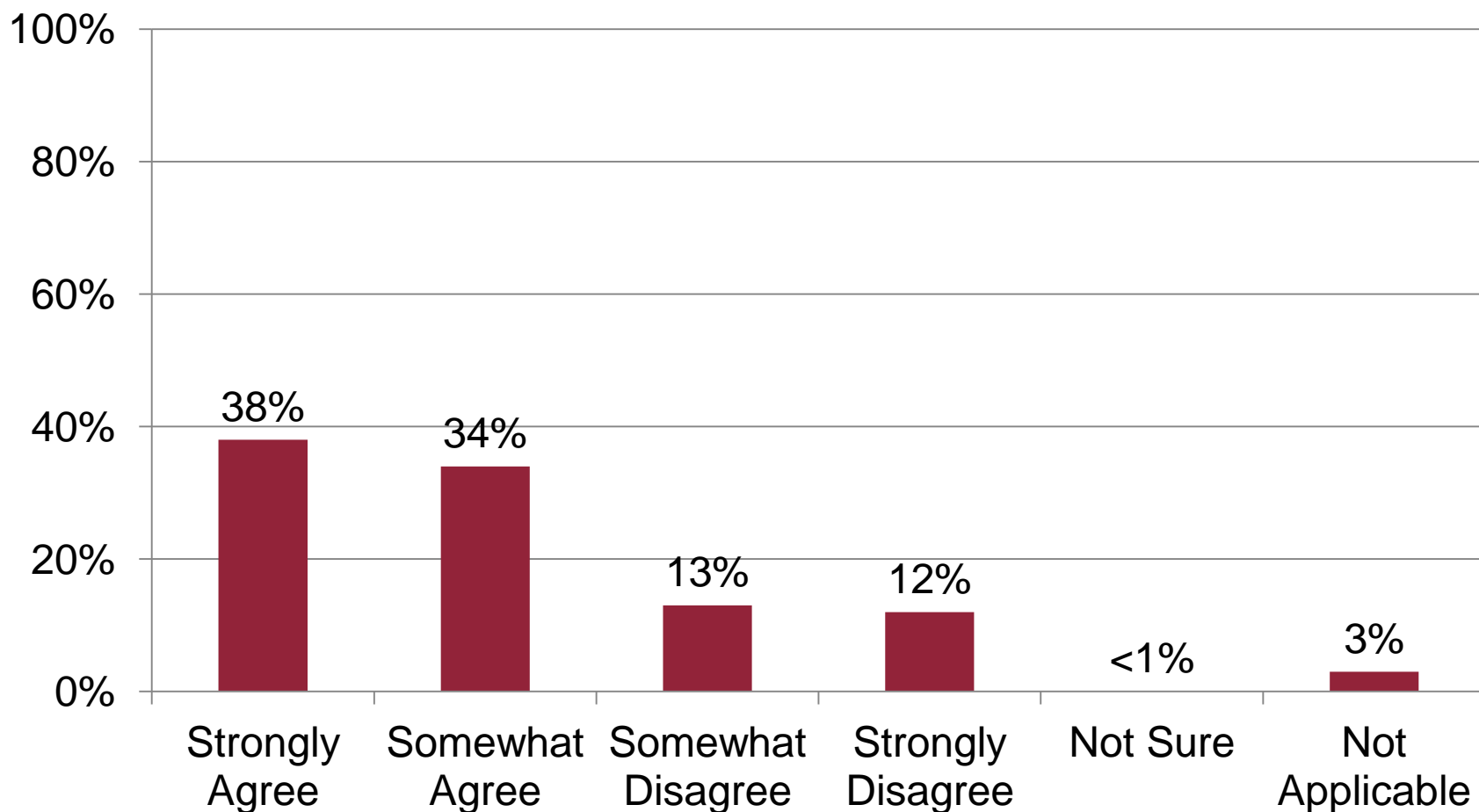


Q19: "I had another staff member present when counseling church members of the opposite sex."

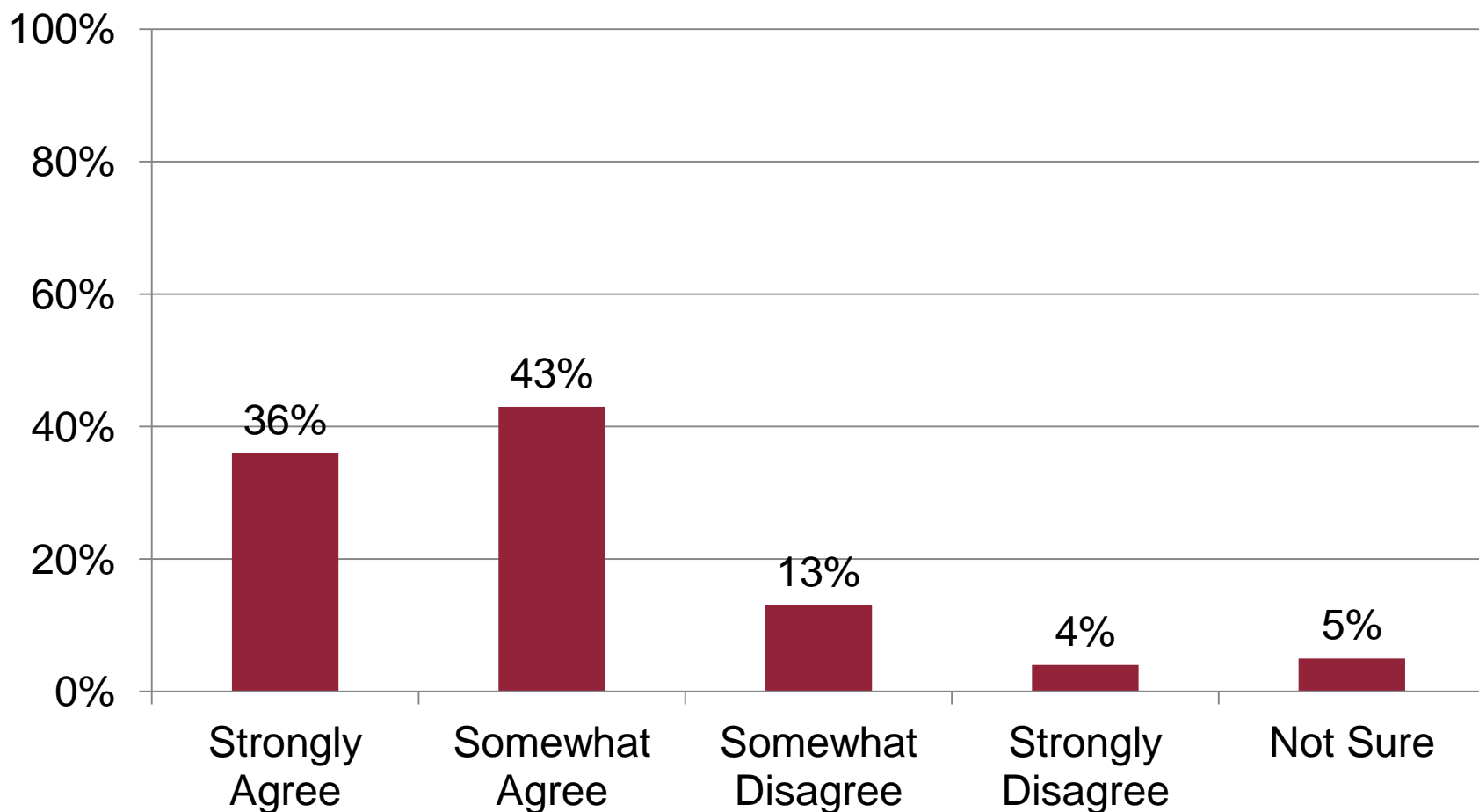
7 out of 10 say they referred church members to a professional counselor



72% agree they were often concerned about the financial security of their family

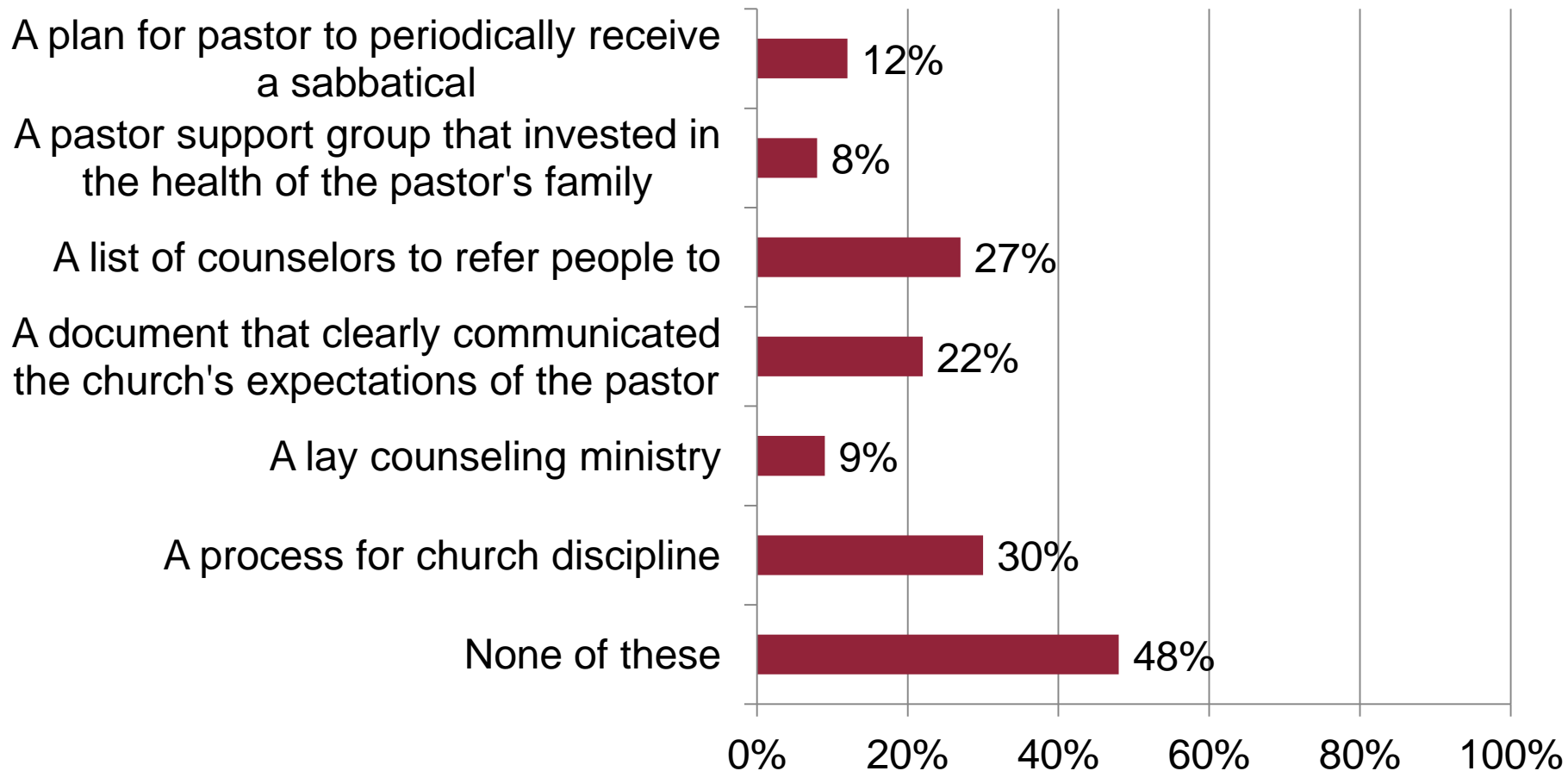


8 out of 10 say they felt they deserved the respect of their people



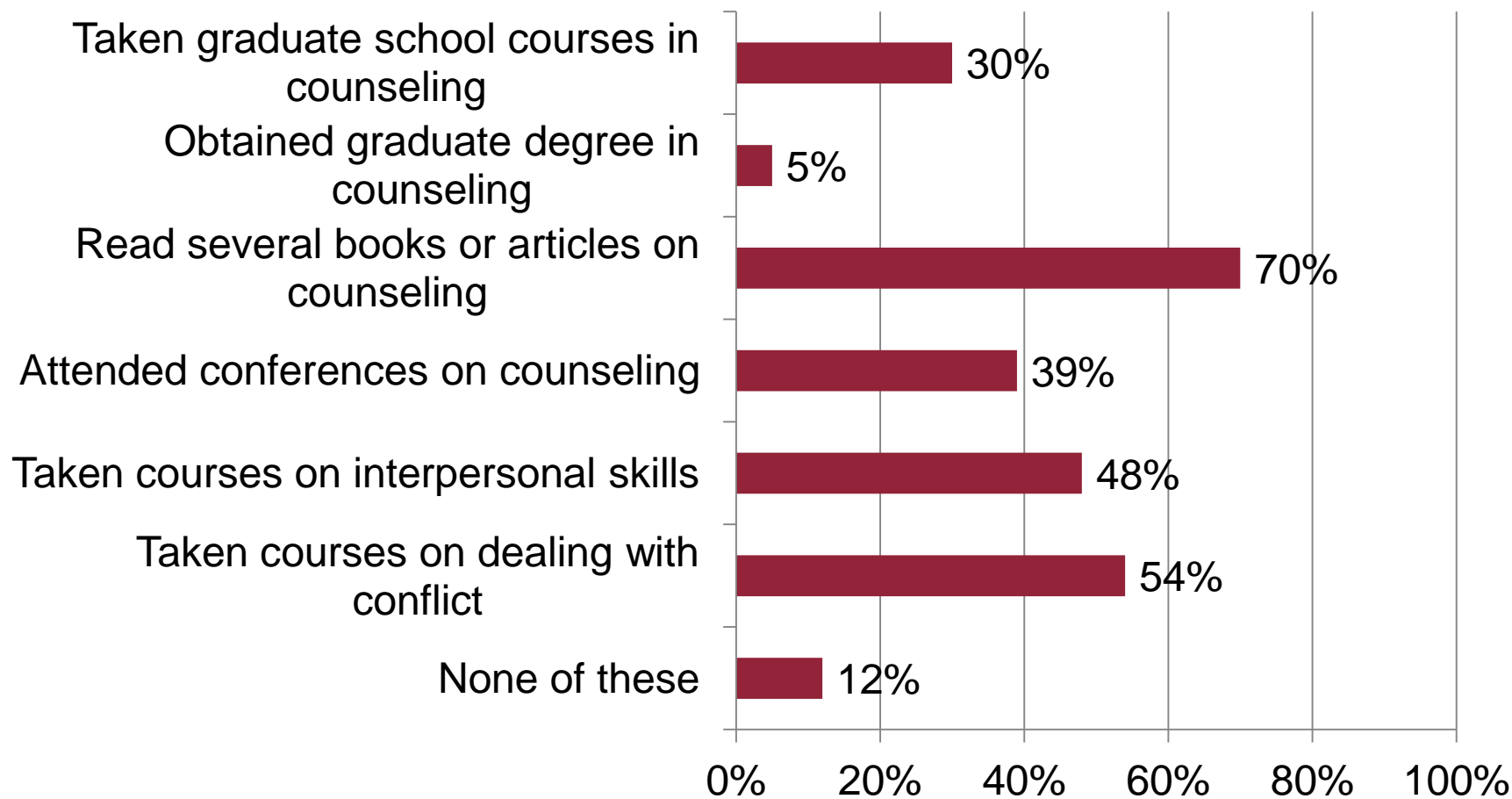
Q22: "I felt I deserved the respect of my people."

“Which if any of the following did the last church you served as pastor have in place?”



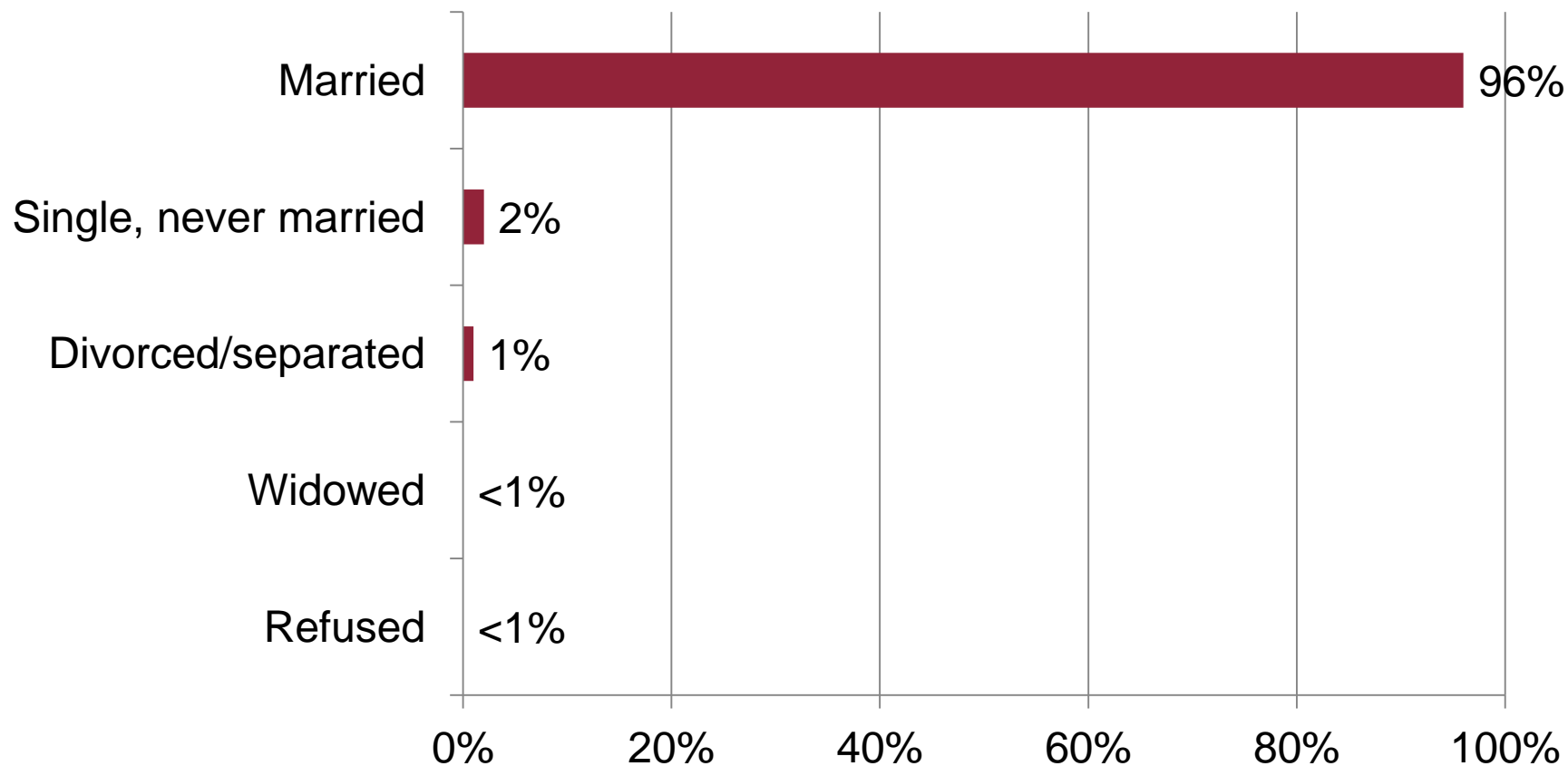
Not sure: 1%

“When you last served as a pastor, which of the following training, if any, had you received?”

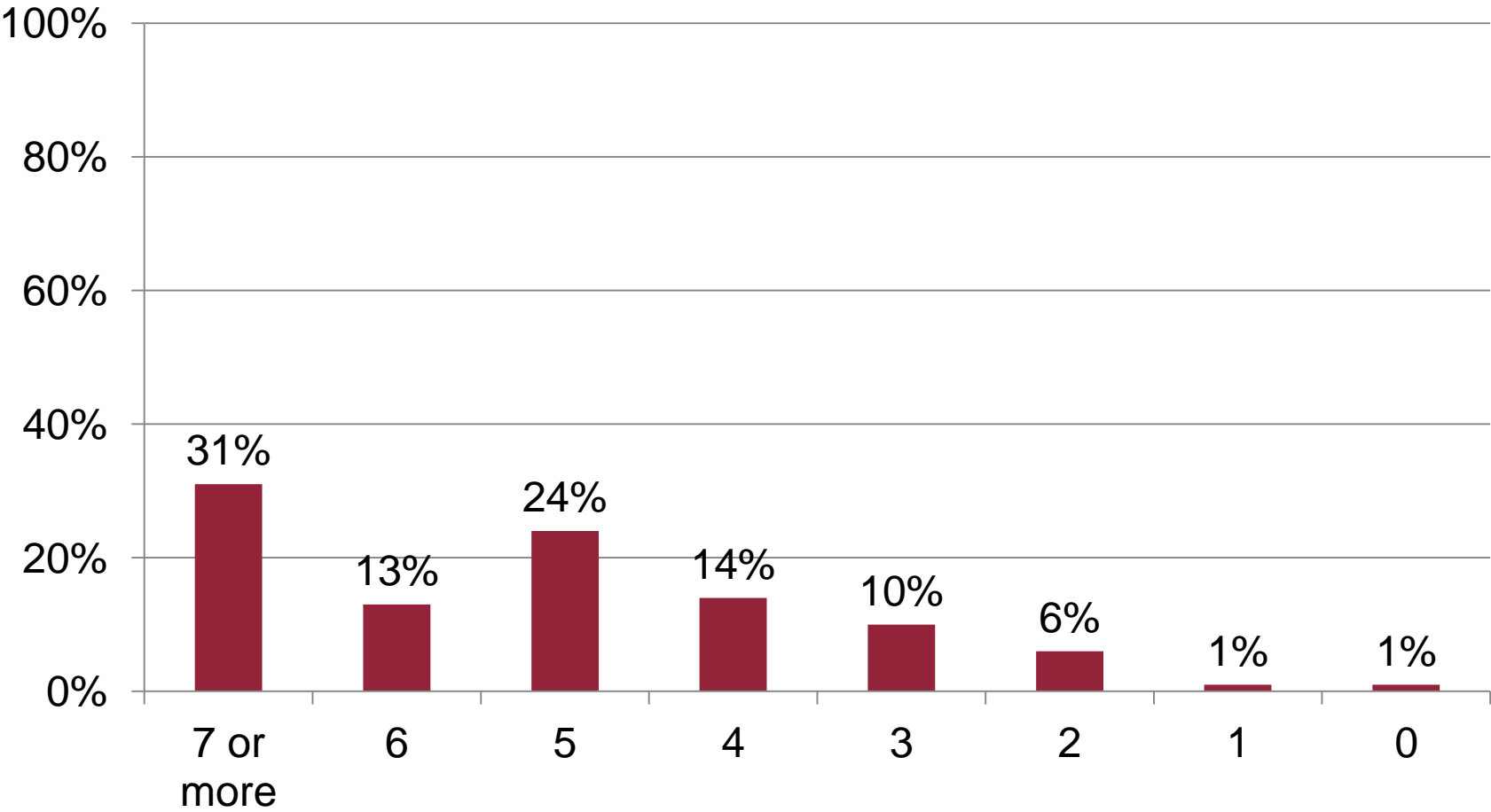


Not sure: 1%

96% were married during their last pastorate



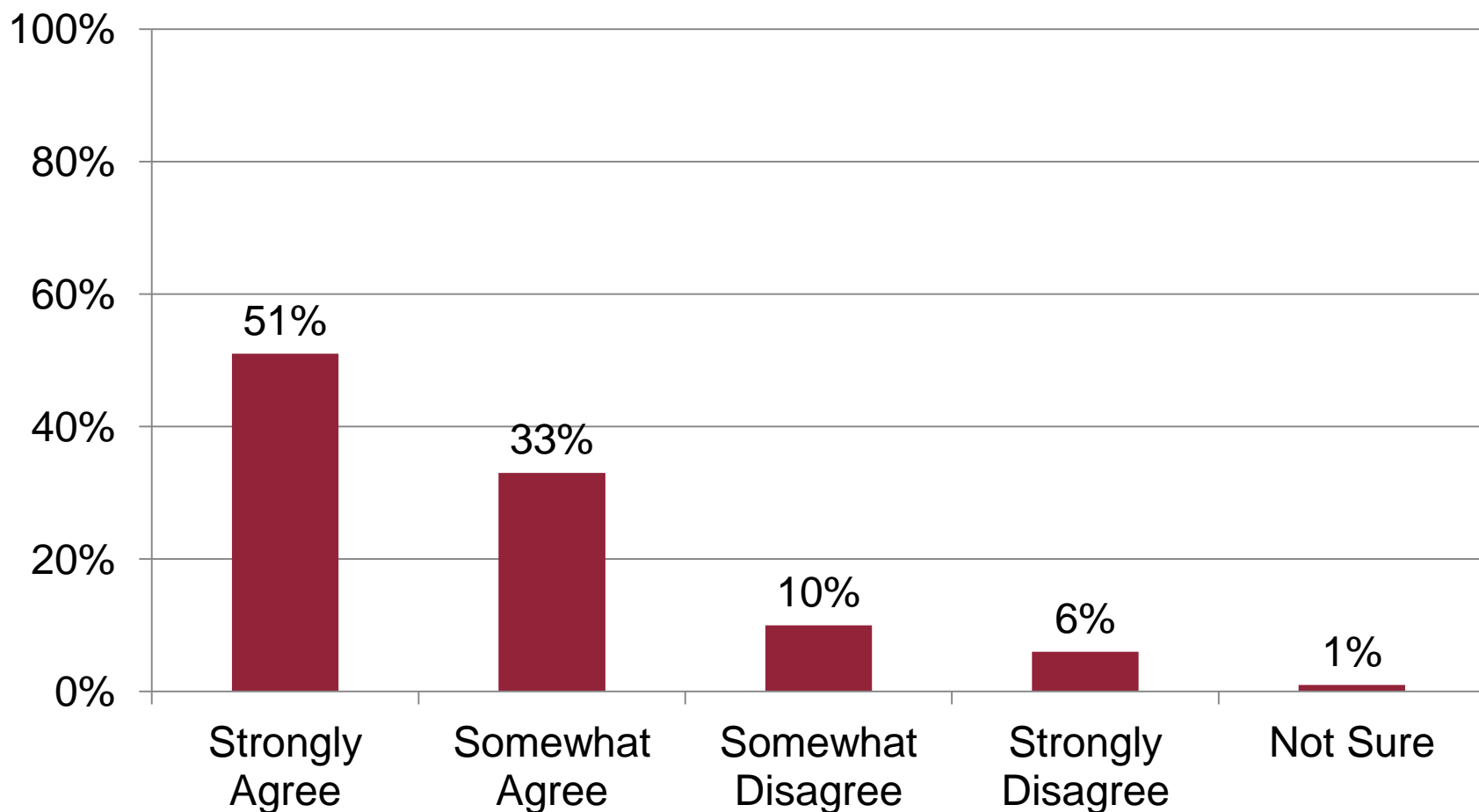
Almost 1 in 3 say they had personal time alone with the Lord seven or more times a week



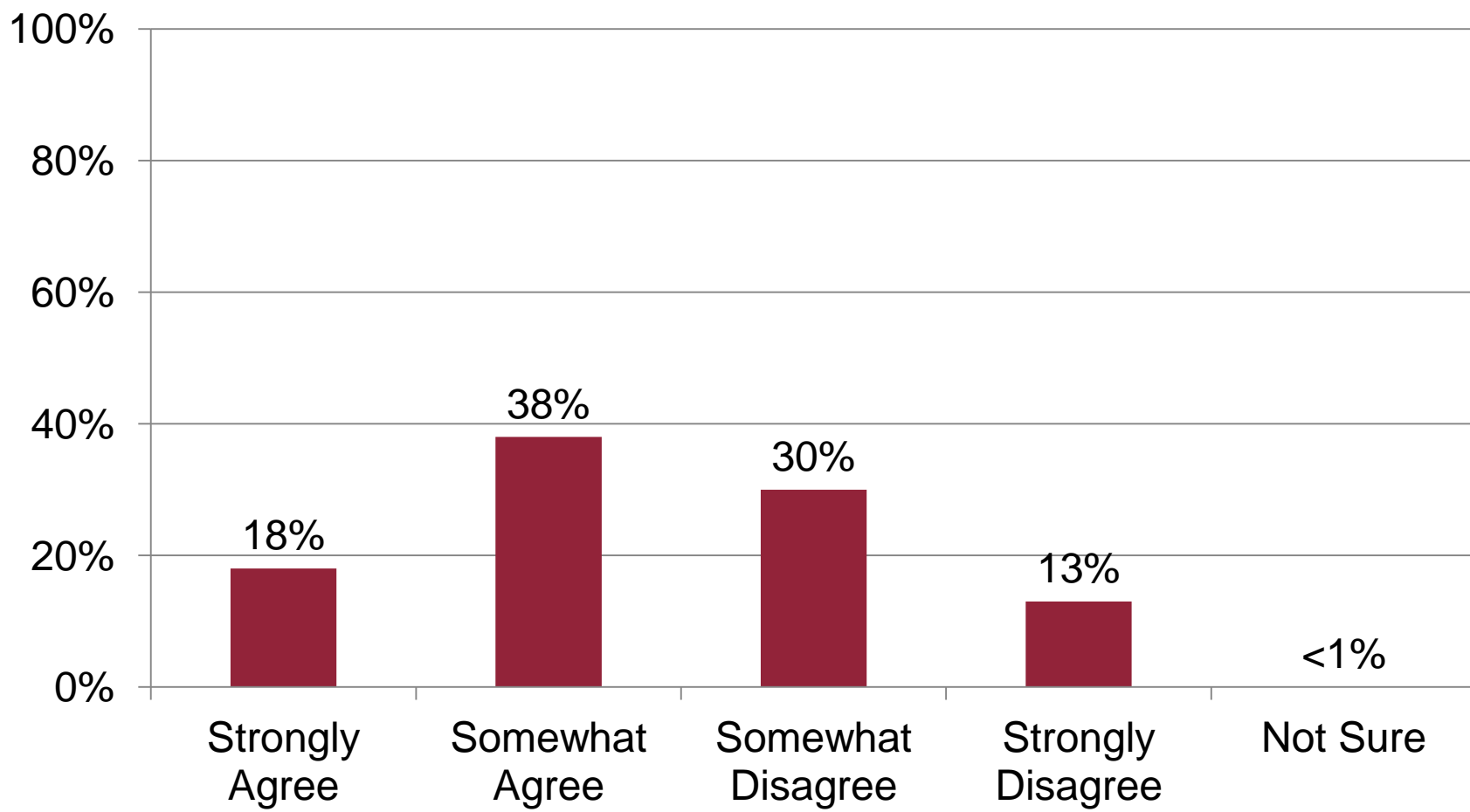
Q26: "When you last served as a pastor, in a typical week how many times did you have personal time alone with the Lord involving Bible study and prayer, other than sermon or lesson preparation?"



84% agree their spouse was very satisfied with their marriage

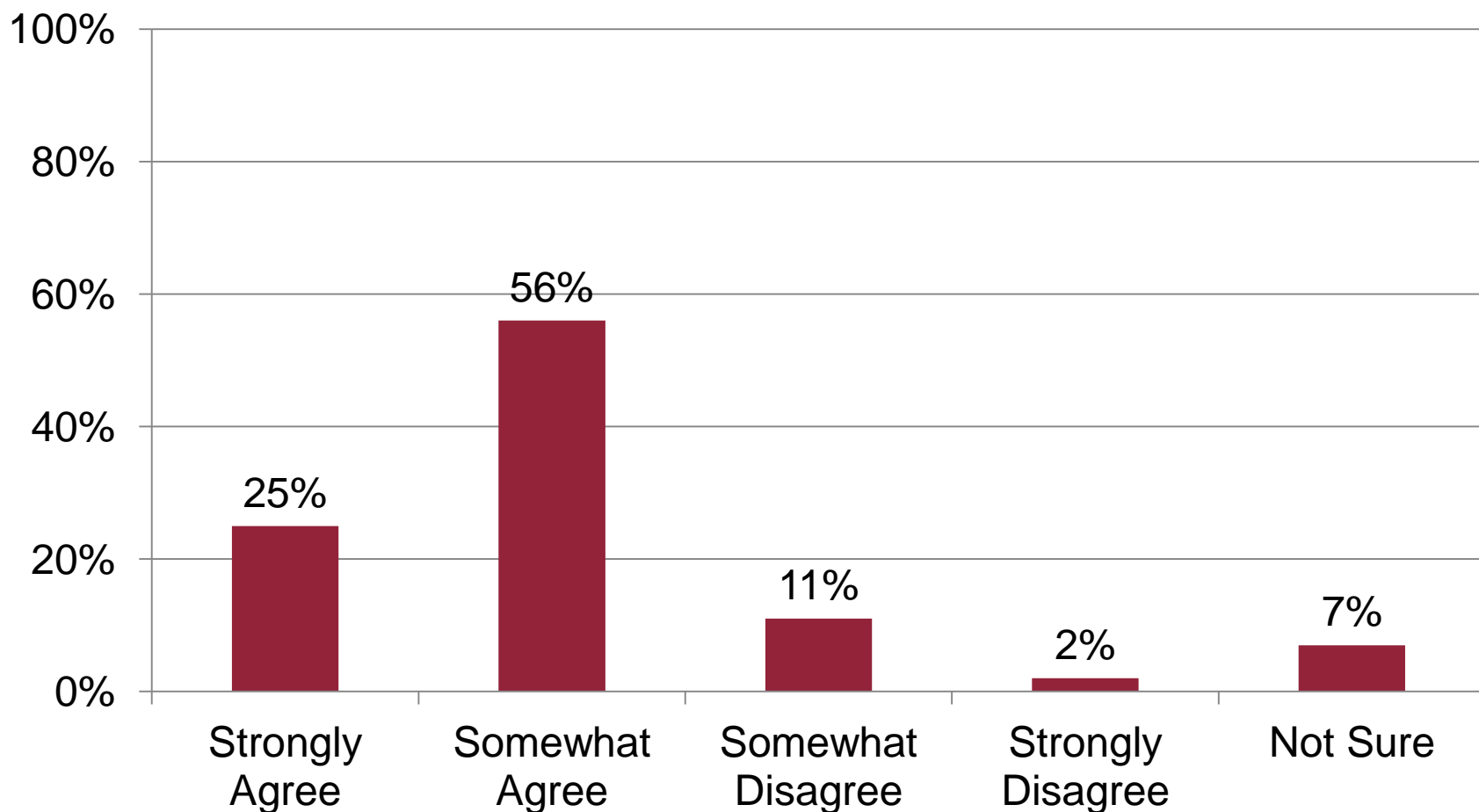


57% felt the role of being a pastor was frequently overwhelming

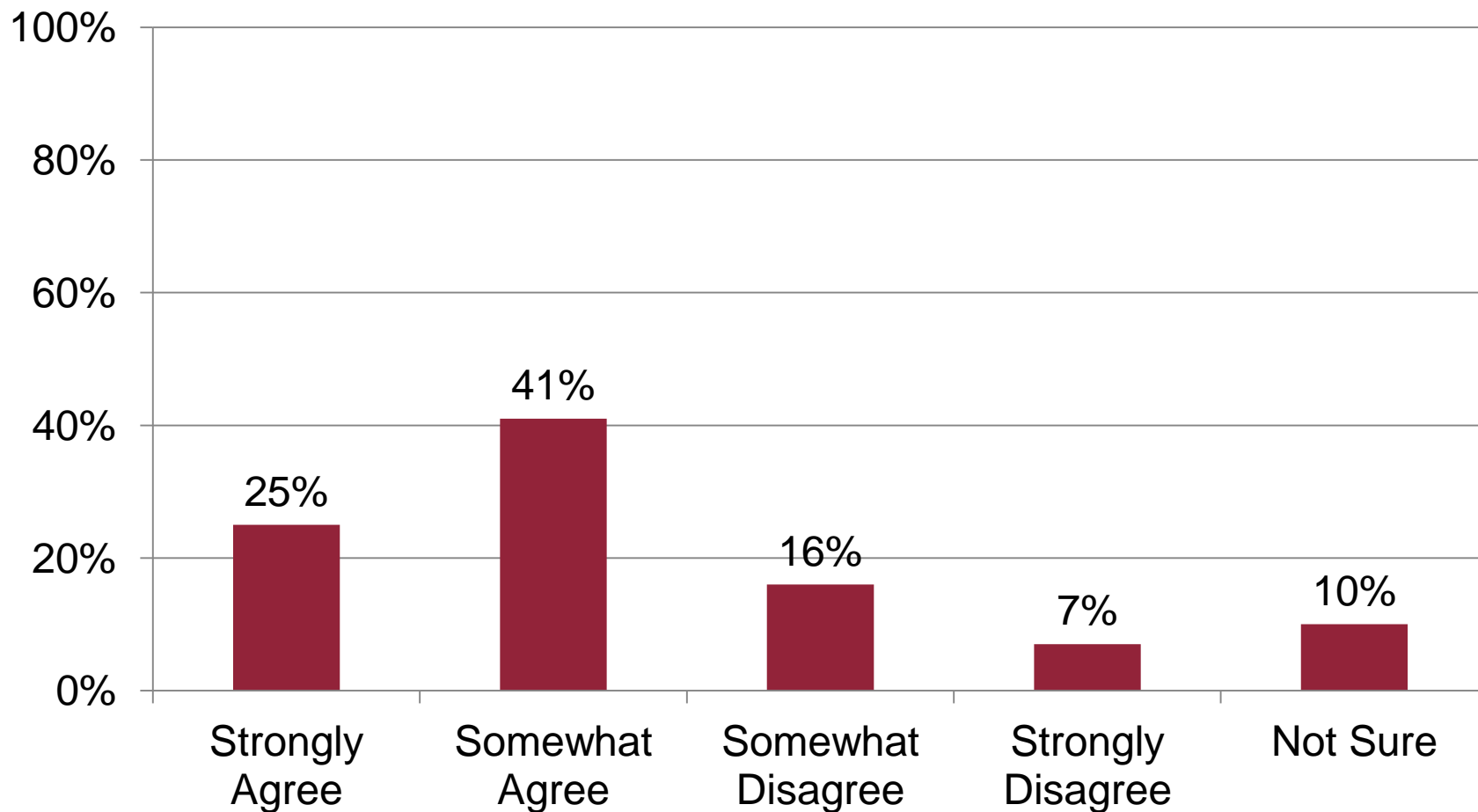


Q28: "I felt the role of being a pastor was frequently overwhelming."

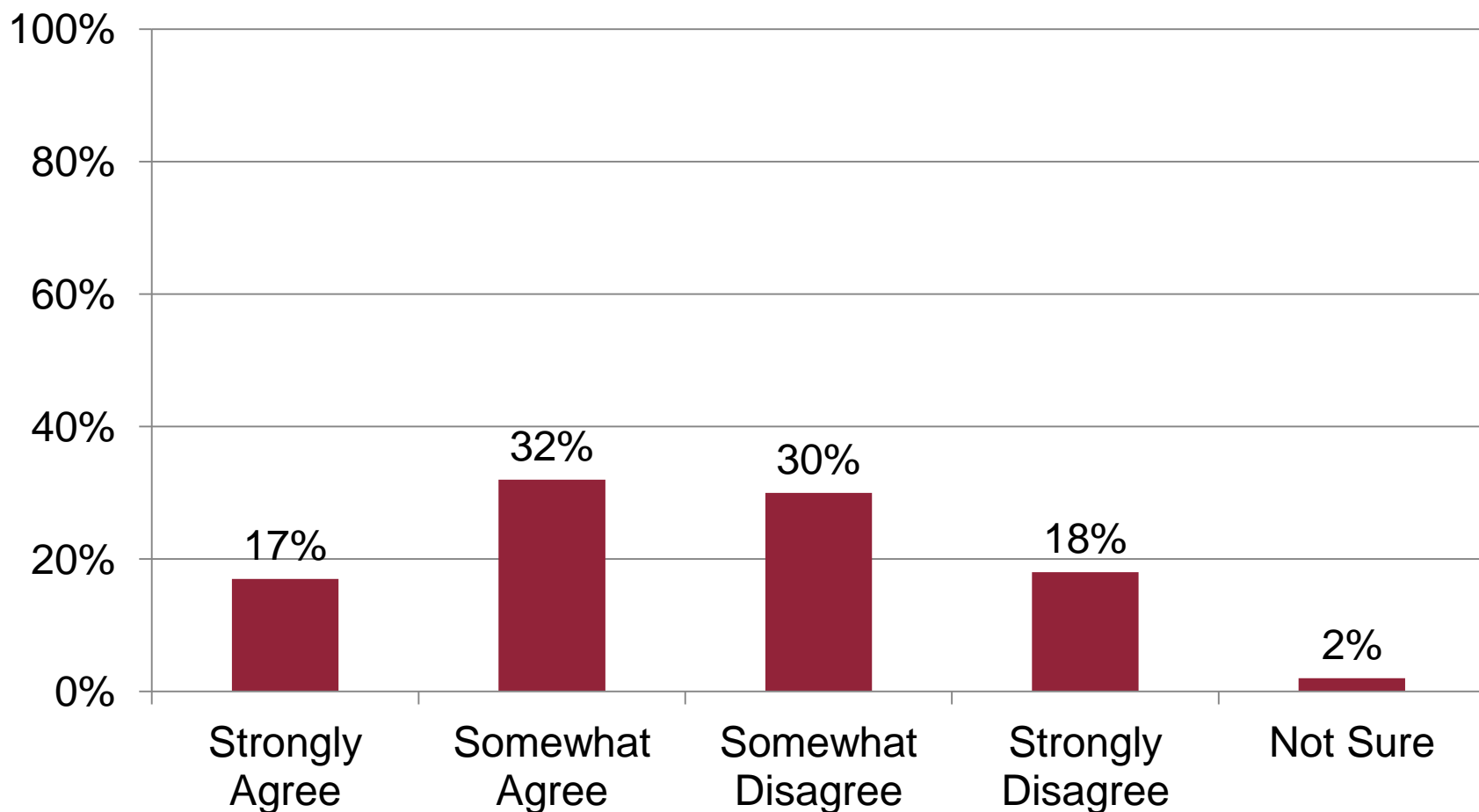
8 out of 10 say they invested in processes and behaviors to prevent conflict



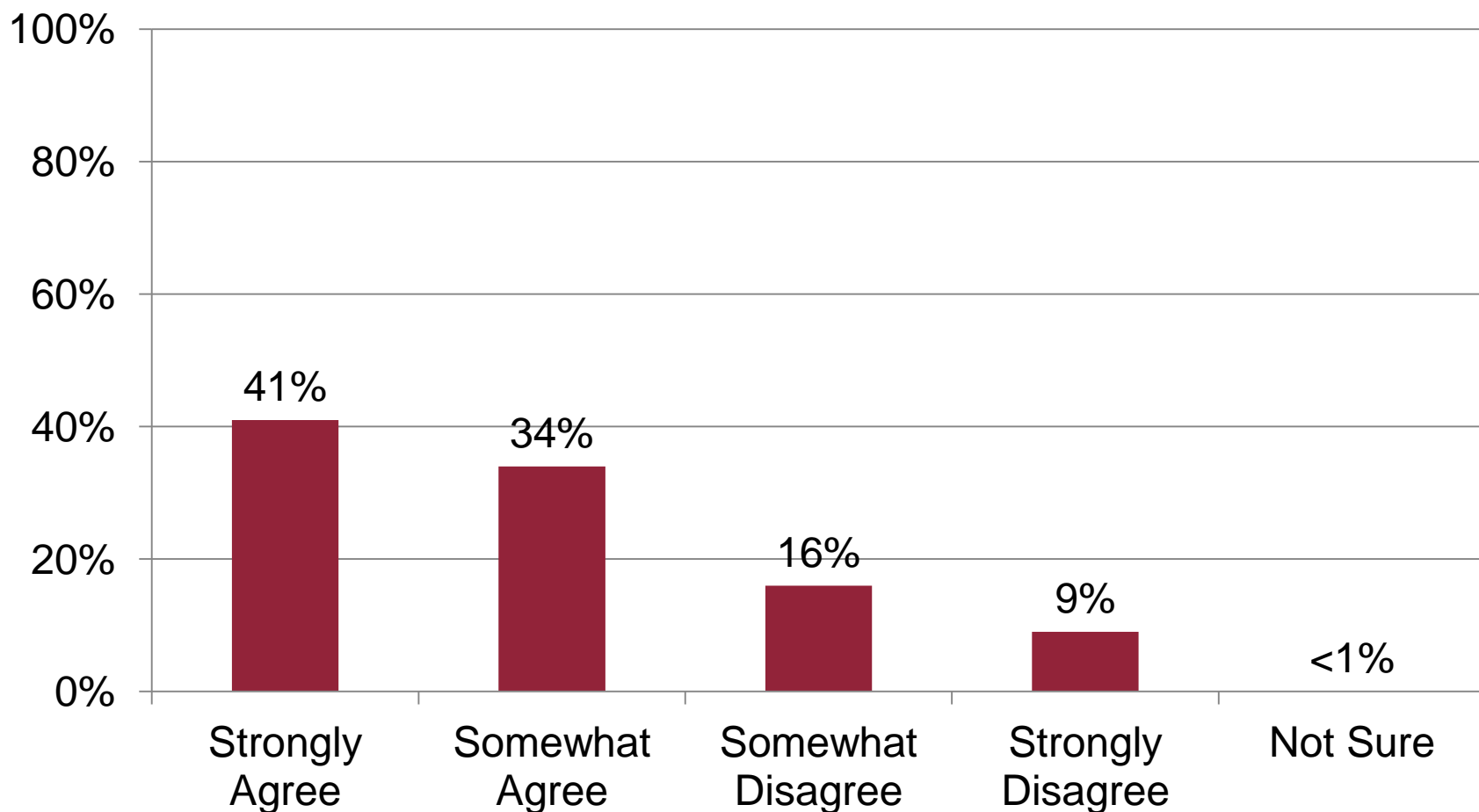
66% felt their church would not have achieved the progress it had without them



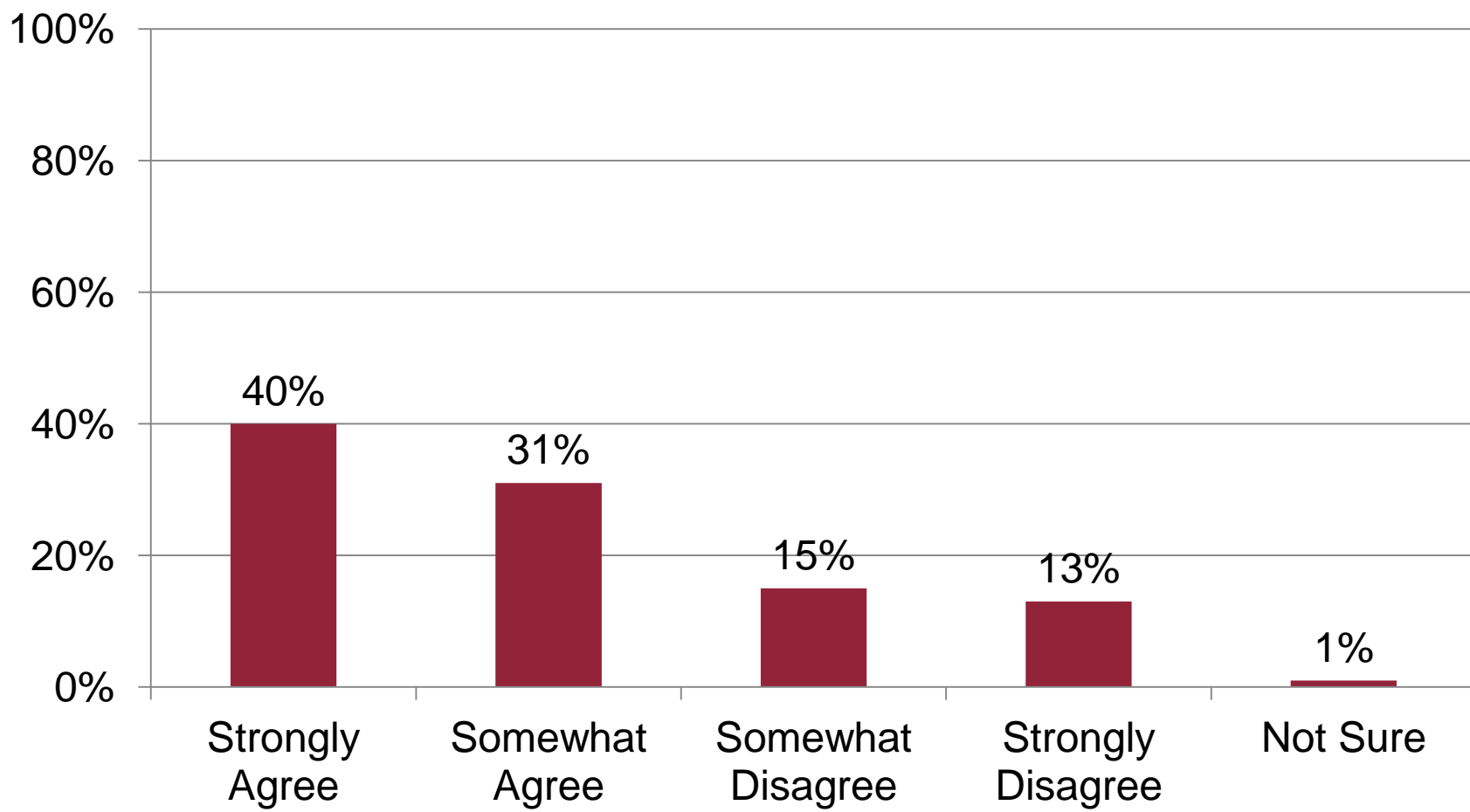
Almost 5 out of 10 felt their church had unrealistic expectations



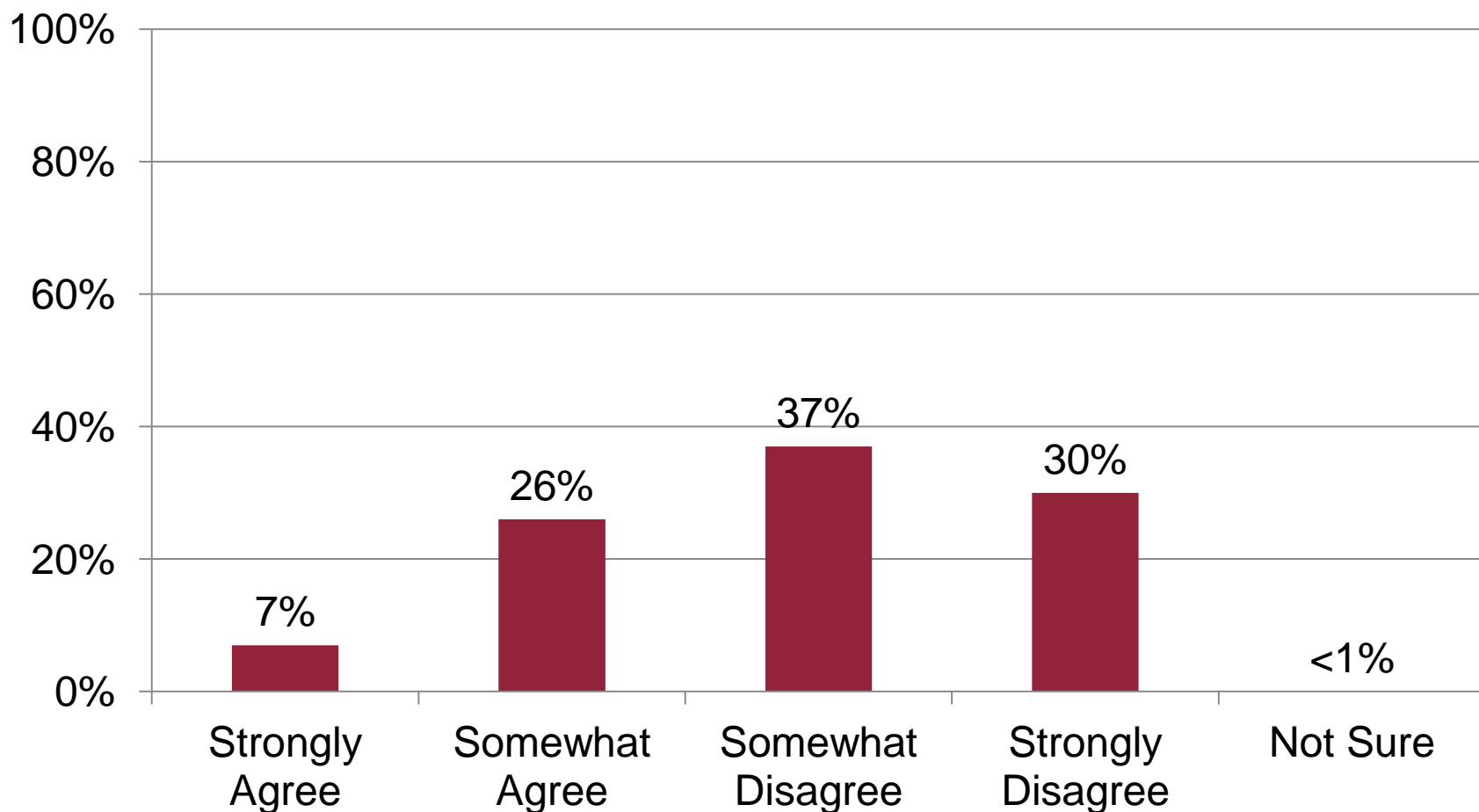
75% say that they “unplugged” from ministerial work one day a week and rested



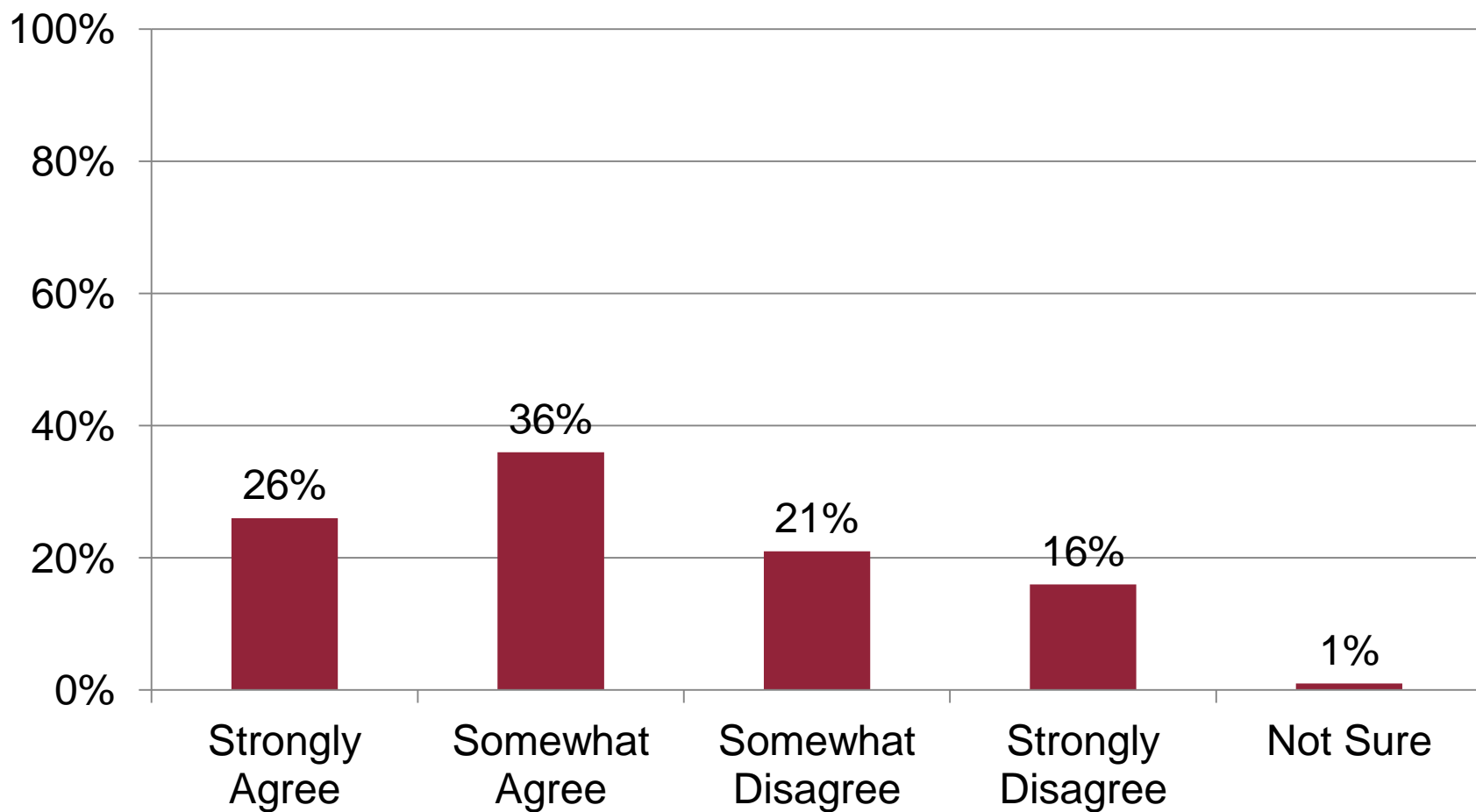
7 out of 10 say their spouse found a fulfilling area of ministry to serve



1 in 3 agree they frequently became irritated with people at the church

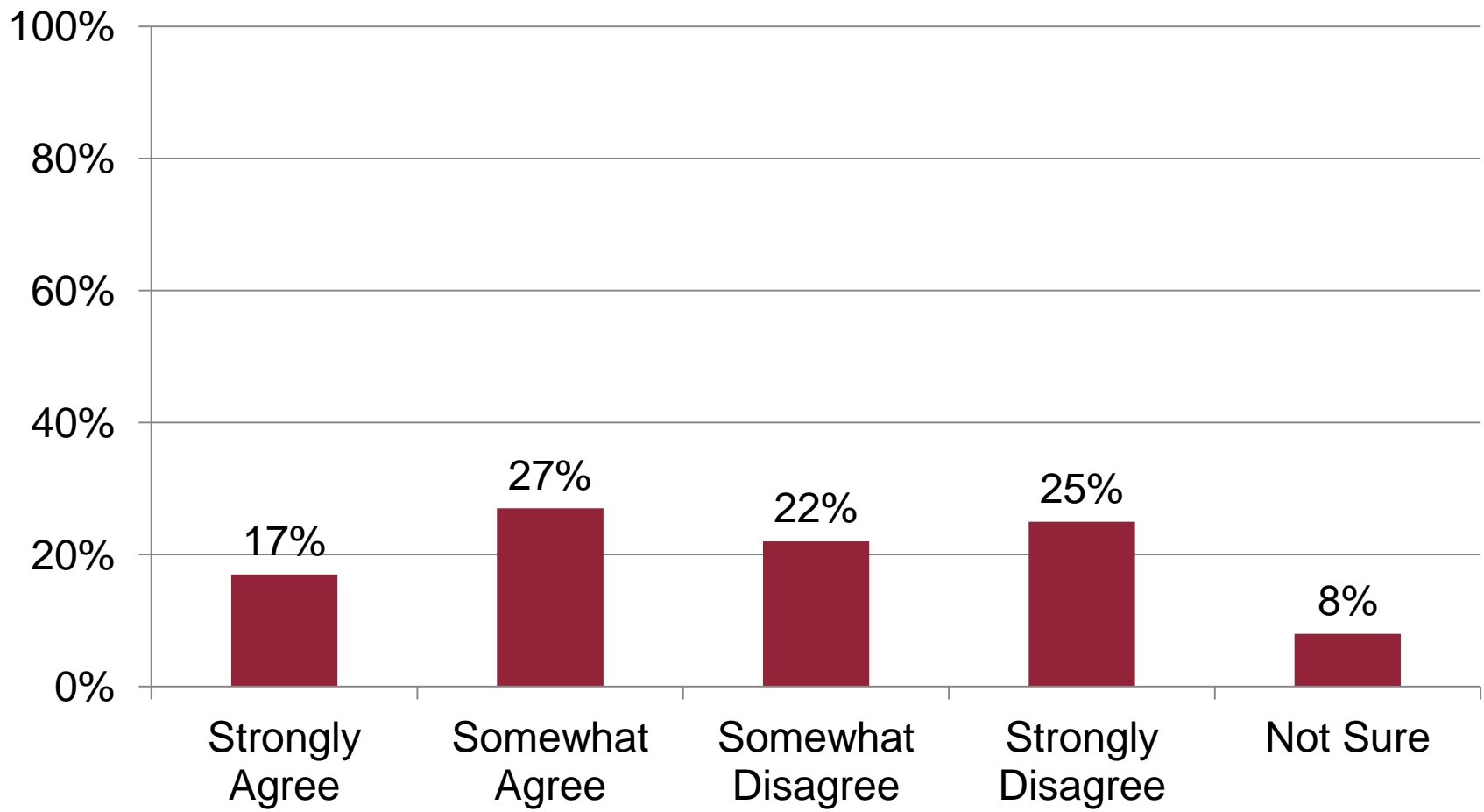


6 out of 10 say they felt isolated as a pastor

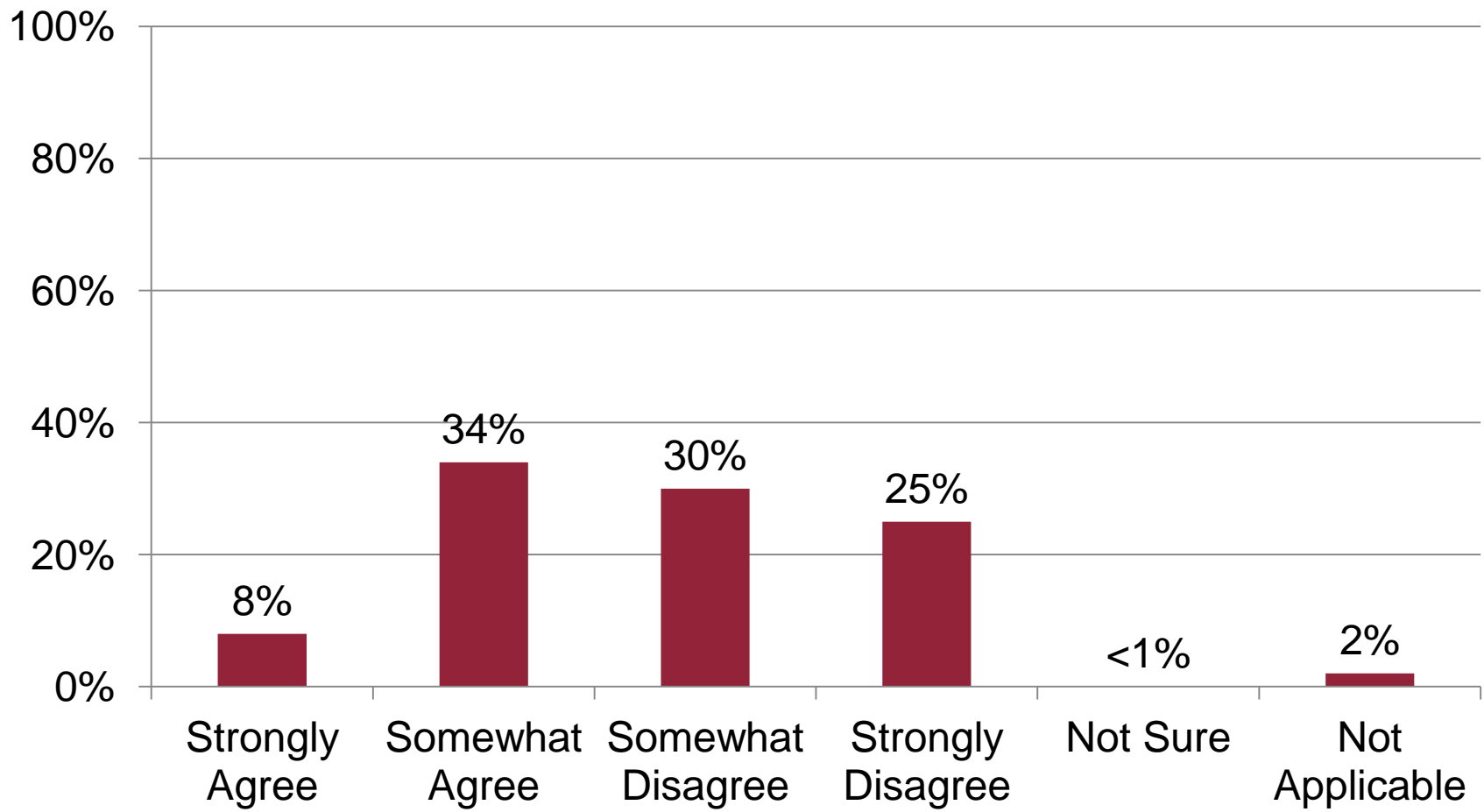


Q35: "I felt isolated as a pastor."

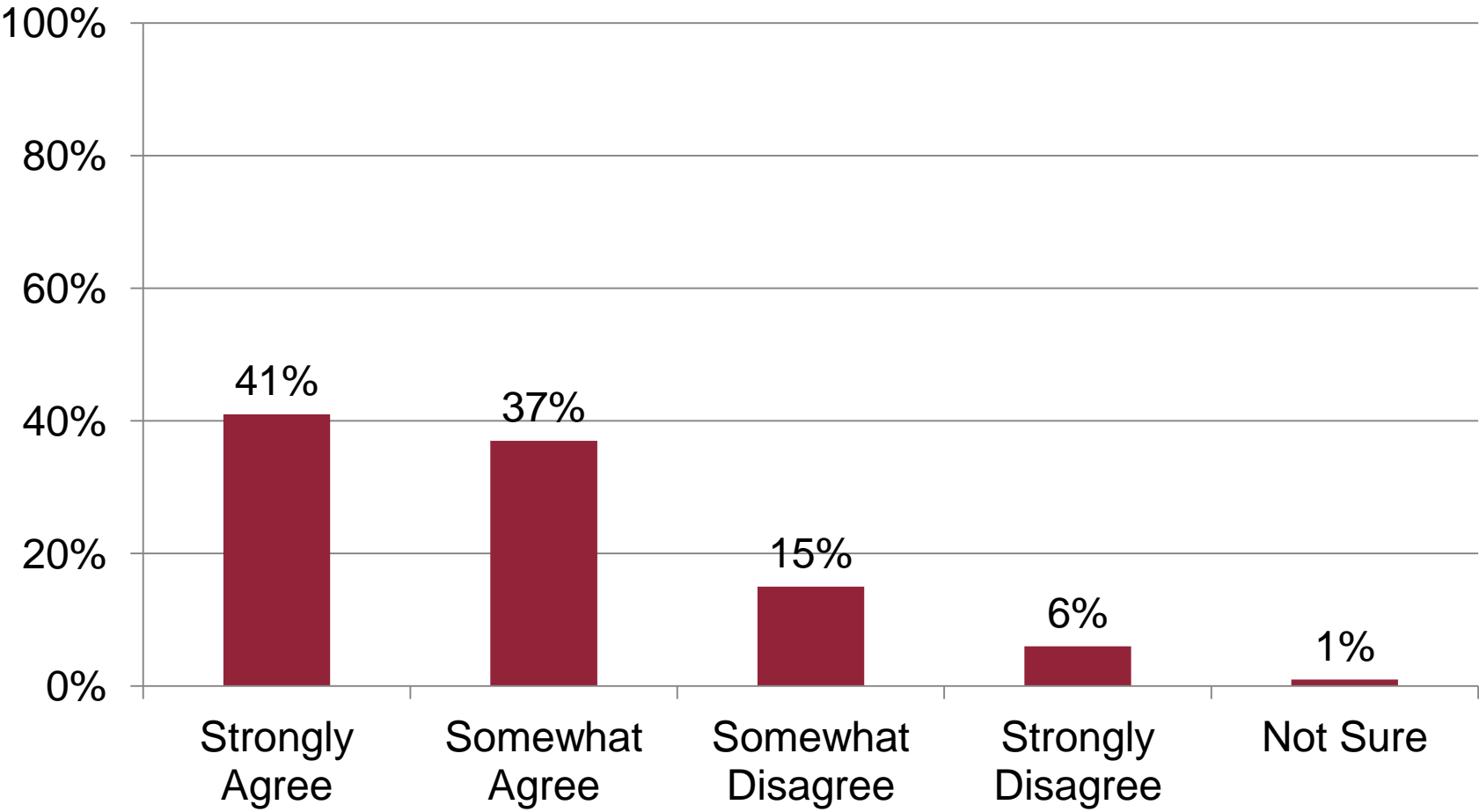
44% agree that the search team accurately described the last church they pastored; 48% disagree



42% agree that demands of ministry kept them from spending time with their family



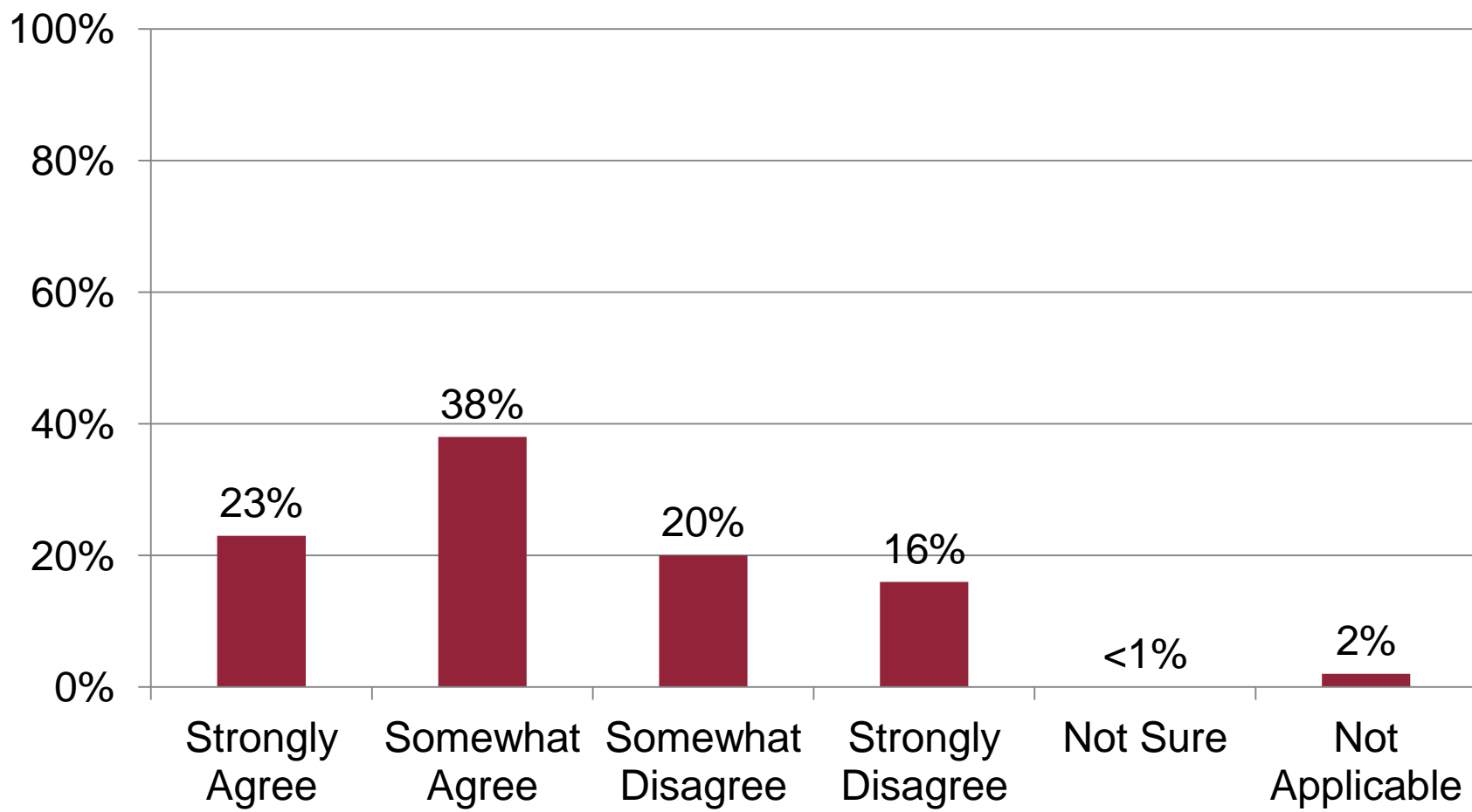
Almost 8 out of 10 agree that their spouse was enthusiastic about their life in ministry together



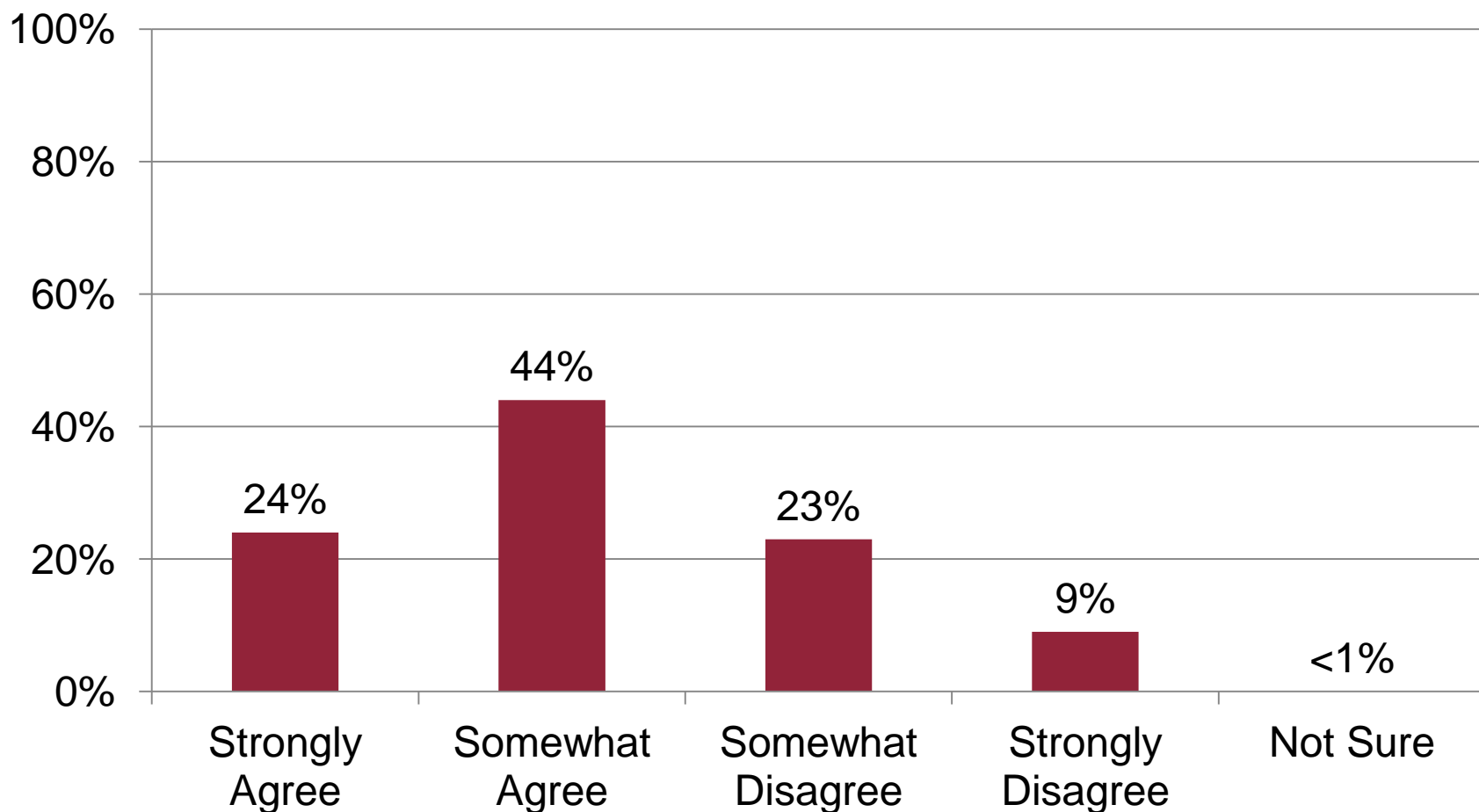
Q38: "My spouse was enthusiastic about our life in ministry together." n=701



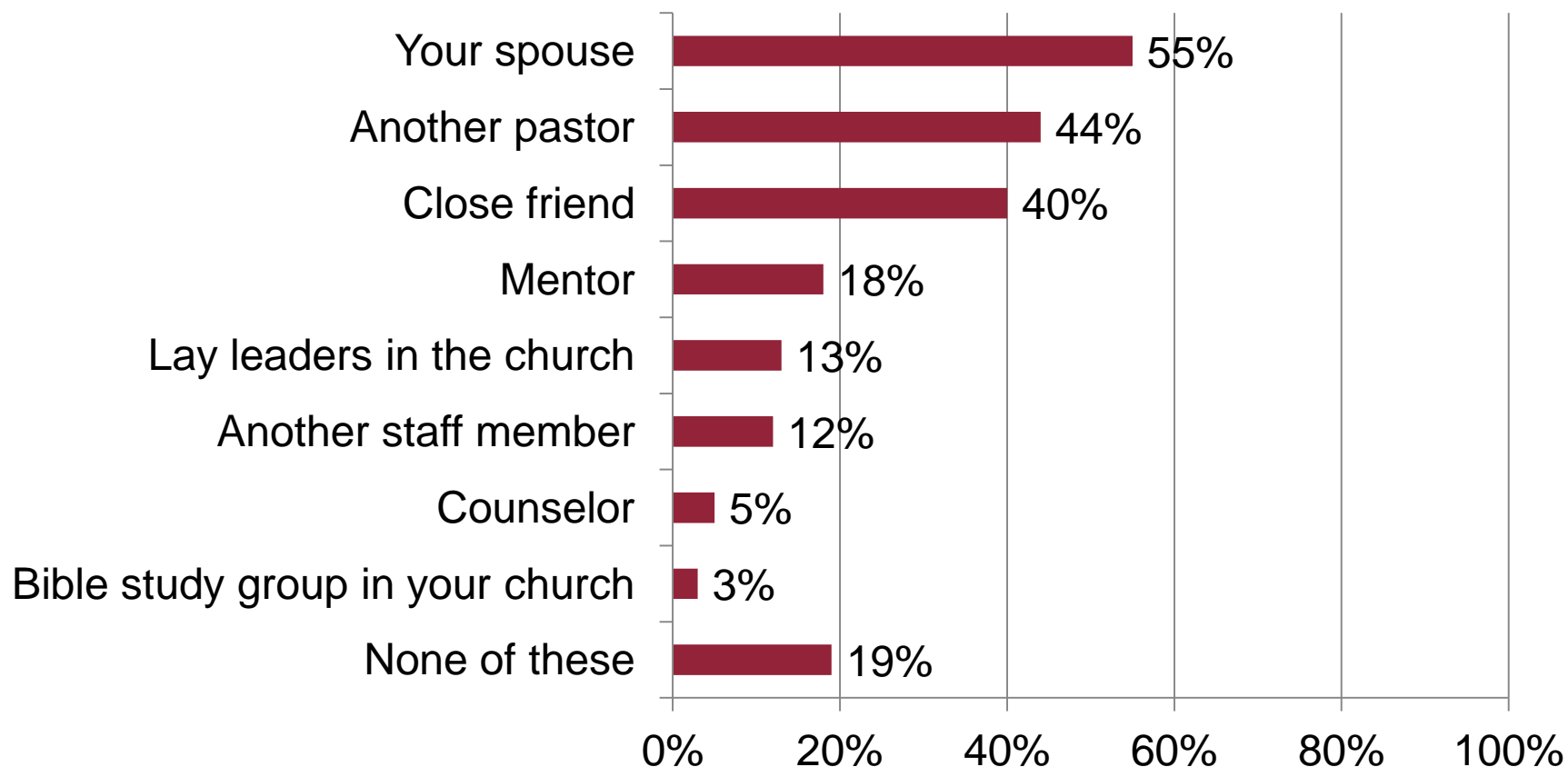
6 out of 10 agree that the last congregation they pastored regularly provided genuine encouragement to their family



68% felt free to say “no” when expectations were unrealistic



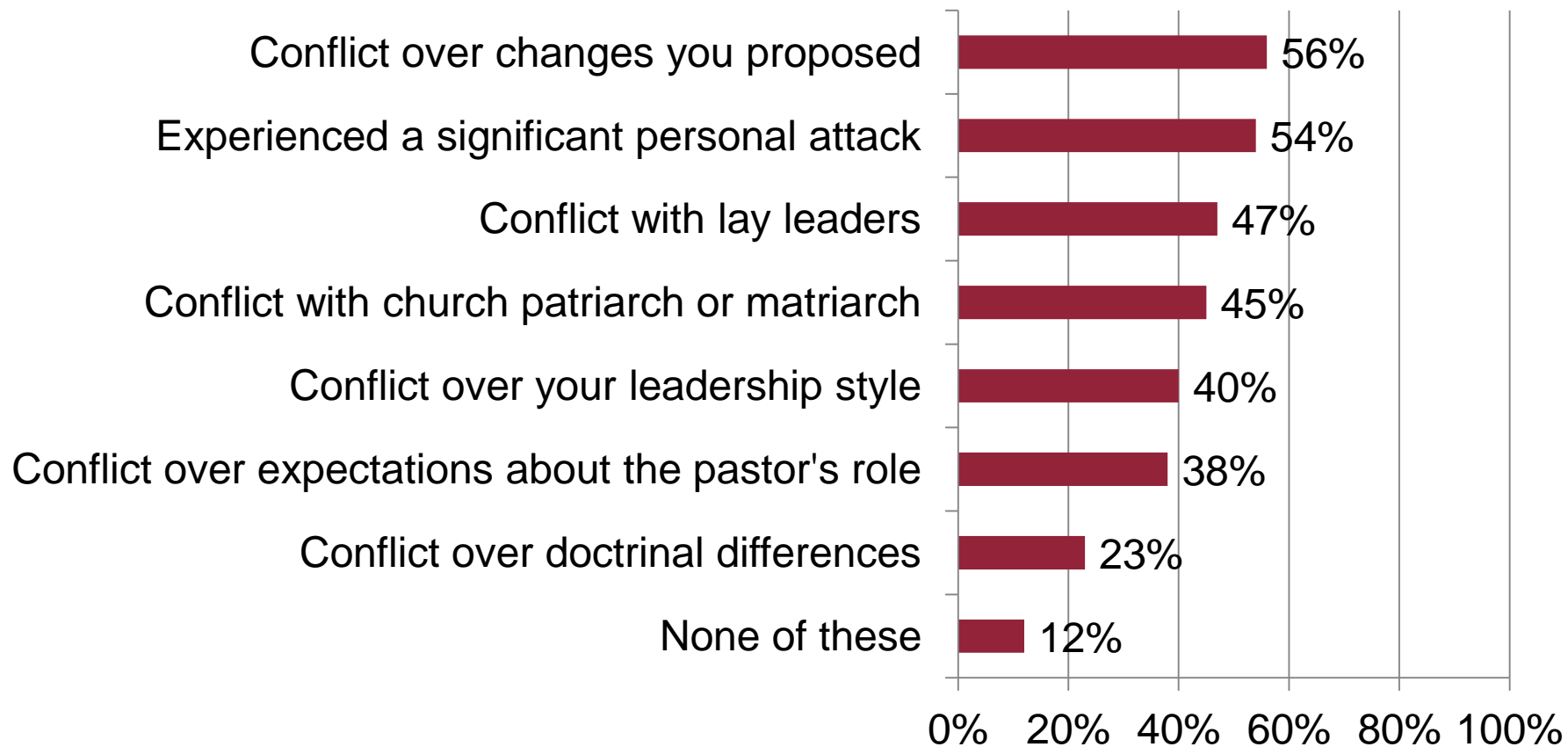
“During your last pastorate, did you meet at least once a month and openly share your struggles with any of the following?”



Not sure: 2%

Q41: “During your last pastorate, did you meet at least once a month and openly share your struggles with any of the following?
(Select all that apply)”

“Which of the following types of conflict did you personally experience as pastor in your last church?”



Not sure: 1%

What advice do you have for current pastors to help them thrive in ministry?

Most common categories of open-ended responses:

- ❑ Invest in devotional life/ your own spiritual health/ your relationship with God
- ❑ Invest in your family
- ❑ Have a mentor or confidant who can provide accountability
- ❑ Follow God's calling and direction
- ❑ Pray
- ❑ Invest in your spouse
- ❑ Maintain a Sabbath/ take regular rest

What advice do you have for churches, for how they could best help their pastor thrive in ministry?

Most common categories of open-ended responses:

- ❑ Support/ encourage/ and affirm your pastor / have reasonable expectations of your pastor
- ❑ Respect the pastor's schedule/ allow for family time/ have reasonable time commitment expectations
- ❑ Follow your pastor/ be committed/ discipline those who cause trouble
- ❑ Prayer
- ❑ Love and respect
- ❑ Take care of pastor financially
- ❑ Set clear expectations/ honesty

What advice do you have for denominations or ministries on how they could best help pastors?

Most common categories of open-ended responses:

- ❑ Support pastors/ protect pastors
- ❑ Provide mentorship
- ❑ Comments on how the denomination functions (often negative)
- ❑ Support churches/ address church health/
- ❑ Help with conflict resolution

Significant Differences

Pastor's Gender
Pastor's Ethnicity
Pastor's Age Stopped Serving as Senior Pastor
Pastor's Education Level
Church Size

Significant Statistical Differences

Comparisons were made to determine if there are any significant statistical differences among gender, ethnicity, and age stopped serving as senior pastor.

Pastor Gender	Pastor Ethnicity	Age Stopped Serving as Senior Pastor
Male	White	18-44
Female	Other Ethnicities	45-54
		55-64
		65+

Significant Statistical Differences

Comparisons were made to determine if there are any significant statistical differences among education level and average weekend worship attendance.

Pastor Education Level	Church Attendance
No College Degree	0-49
Bachelor's Degree	50-99
Master's Degree	100-249
Doctoral Degree	250+

“In total, how many years did you serve as a senior pastor?”

- Females (41%) are more likely to answer “0-5 years” than males (14%)
- Males (30%) are more likely to answer “More than 20 years” than females (3%)
- Those who stopped serving as Senior Pastor at age 18-44 are the most likely to answer “0-5 years” (37%) and “6-10 years” (38%)
- Those who stopped serving as Senior Pastor at age 45-54 are the most likely to answer “11-20 years” (48%)
- Those who stopped serving as Senior Pastor at age 55-64 are the most likely to answer “More than 20 years” (57%)
- Those with a Master’s degree (17%) are more likely to answer “0-5 years” than those with no college degree (9%)
- Those with a doctoral degree (37%) are more likely to answer “More than 20 years” than those with a Master’s (24%)

“In total, how many years did you serve as a senior pastor?” (continued)

- Those with church attendance of 0-49 are the most likely to answer “0-5 years” (29%)
- Those with church attendance of 250+ are the least likely to answer “6-10 years” (12%) and “More than 20 years” (50%)

“How many years did you pastor at your last church?”

- Those who stopped serving as Senior Pastor at age 18-44 are the most likely to answer “0-5 years” (55%) and least likely to answer “11-20” years (9%) and “More than 20 years” (<1%)
- Those who stopped serving as Senior Pastor at age 55-64 are the most likely to answer “More than 20 years” (14%)
- Those with a Bachelor’s degree (28%) are more likely to answer “11-20 years” than those with a Master’s (18%)
- Those with a doctoral degree (12%) are more likely to answer “More than 20 years” than those with no college degree (4%)
- Those with church attendance of 0-49 (49%) and 50-99 (44%) are more likely to answer “0-5 years” than 100-249 (32%) and 250+ (24%)
- Those with church attendance of 100-249 (40%) are more likely to answer “6-10 years” than 0-49 (30%) and 250+ (27%)
- Those with church attendance of 250+ are the most likely to answer “11-20 years” (32%) and “More than 20 years” (17%)

“Was this the first church you served as senior pastor?”

- Whites (37%) are less likely to answer “Yes” than Other Ethnicities (51%)
- Females (75%) are more likely to answer “Yes” than Males (36%)
- Those who stopped serving as Senior Pastor at age 18-44 are the most likely to answer “Yes” (56%)
- Those with church attendance of 0-49 are the most likely to answer “Yes” (52%)

“Which of the following best describes your work today?”

- Those who stopped serving as Senior Pastor at age 18-44 (61%) are more likely to answer “Working in another ministry role other than pastor” than those 45-54 (46%) and those 55-64 (50%)
- Those who stopped serving as Senior Pastor at age 45-54 are the most likely to answer “Working in a non-ministry role” (37%)
- Those age who stopped serving as Senior Pastor at age 55-64 are the most likely to answer “Early retirement” (8%) and “Disability” (7%)
- Those with attendance of 250+ (68%) and 100-249 (62%) are more likely to answer “Working in another ministry role other than pastor” than those with attendance of 50-99 (41%) and 0-49 (39%)
- Those with church attendance of 250+ (13%) are the least likely to answer “Working in a non-ministry role”, followed by those with attendance 100-249 (24%)
- Those with no college degree are the least likely to answer “Working in another ministry role other than pastor” (37%) and most likely to answer “Working in a non-ministry role” (41%)

“Which, if any, of the following describe why you left the pastorate?”

Conflict in a church

- Males (25%) are more likely to select than females (9%)
- Those with a Bachelor's degree (25%) or a Master's (30%) are more likely to select than those with a Doctoral degree (13%)
- Those with church attendance of 50-99 (28%) and 100-249 (28%) are more likely to select than 250+ (16%)

Burnout

- Those with no college degree (23%) and those with a Master's (20%) are more likely to select than those with a Doctoral degree (11%)
- Those with church attendance of 0-49 (23%) and 50-99 (23%) are more likely to select than 250+ (11%)

“Which, if any, of the following describe why you left the pastorate?” (continued)

Moral or ethical issues

- Those with church attendance of than 250+ (6%) are more likely to select than 50-99 (2%) and 100-249 (2%)

Illness

- Those who stopped serving as Senior Pastor at age 45-54 (9%) or 55-64 (7%) are more likely to select than those 18-44 (3%)

Change in calling

- Those with a Doctoral degree (61%) are most likely to select
- Those with a Master's (41%) are more likely to select than those with no college degree (27%)
- Those with church attendance 0-49 (23%) are least likely to select, followed by those with attendance 50-99 (32%)

“Which, if any, of the following describe why you left the pastorate?” (continued)

Family issues

- Women are more likely to select (25% v 11%)
- Those with church attendance 250+ are least likely to select (5%)
- Those with church attendance of 50-99 (18%) are more likely to select than 100-249 (10%)

Personal finances

- Those who stopped serving as Senior Pastor at age 18-44 (20%) are more likely to select than those 45-54 (11%) and 55-64 (6%)
- Those with a Doctoral degree are the least likely to select (5%)
- Those with church attendance of 0-49 are most likely to select (22%)
- Those with church attendance of 250+ are the least likely to select (<1%)

Poor fit with a church

- Those with church attendance of 0-49 are the most likely to select (14%)

“Which, if any, of the following describe why you left the pastorate?” (continued)

Lack of preparation for the job

- Those with church attendance 0-49 (3%) are more likely to select than those with church attendance of 100-249 (<1%) and 250+ (<1%)
- Those with church attendance 50-99 (2%) are more likely to select than those with church attendance of 100-249 (<1%)

Did not find a new church that was a good fit

- Women are more likely to select (19% v 7%)
- Those with church attendance of 0-49 are the most likely to select (14%)
- Those with church attendance 50-99 (8%) are more likely to select than those with church attendance 250+ (3%)

“Which, if any, of the following describe why you left the pastorate?” (continued)

Denominational Issues

- Those who stopped serving as Senior Pastor at age 45-54 (6%) are more likely to select than those 18-44 (2%)
- Those with a Doctoral degree are least likely to select (<1%)
- Other Ethnicities (12%) are more likely to select than Whites (3%)

Church Closure/Finances

- Those with church attendance of 0-49 are the most likely to select (8%)

“My seminary or ministry training prepared me to handle the people side of ministry.”

- Those with a Master’s degree (52%) or a Doctoral degree (56%) are more likely to agree than those with a Bachelor’s (40%)
- Those with attendance of 0-49 (53%) are more likely to agree than 250+ (41%)

“I expected there would be a need to confront conflict in my church.”

- No significant differences

“I consistently protected my time with my family.”

- Those age 55-64 are the most likely to agree (80%)
- Those with attendance of 100-249 (79%) and 250+ (78%) are more likely to agree than those with attendance of 50-99 (67%)

“During most of my ministry at my last church I was sure I could stay at that church as long as I wanted .”

- Those who stopped serving as Senior Pastor at age 18-44 are the least likely to select (75%)
- Those with attendance of 250+ are the most likely to agree (91%)

“I felt I must be ‘on-call’ 24 hours a day.”

- Those with a Master’s degree (86%) are more likely to agree than those with a Doctoral degree (75%)

“I worked hard to protect my image as a pastor.”

- Those with attendance of 50-99 (88%) are more likely to agree than those with attendance of 250+ (79%)
- Those with attendance of 250+ (21%) are more likely to disagree than those with attendance of 50-99 (11%) and 100-249 (12%)

“My family resented the demands of pastoral ministry.”

- No significant differences

“I consistently listened to people in our church for signs of conflict.”

- No significant differences

“I often felt the demands of ministry were greater than I could handle.”

- Those who stopped serving as Senior Pastor at age 18-44 (54%) are more likely to select than those 55-64 (43%)

“I had another staff member present when counseling church members of the opposite sex.”

- Males (65%) are more likely to agree than females (44%)
- Females (34%) are more likely to answer “I did not counsel members of the opposite sex” than males (8%)
- Those with no college degree are the most likely to agree (80%), followed by those with a Bachelor’s degree (70%)
- Those with a Doctoral degree are the most likely to disagree (44%)
- Those with a Bachelor’s degree (11%) and a Master’s (12%) are more likely to answer “I did not counsel members of the opposite sex” than those with a Doctoral degree (4%)
- Those with attendance of 50-99 (69%) and 100-249 (70%) are more likely to agree than 0-49 (57%) and 250+ (56%)
- Those with attendance of 50-99 (5%) are more likely to answer “I did not counsel” than 100-249 (1%)
- Those with attendance of 0-49 are the most likely to answer “I did not counsel members of the opposite sex” (18%)

“I referred church members to a professional counselor when the situation requires more than two sessions.”

- Males (72%) are more likely to agree than females (56%)
- Those with attendance of 0-49 are the least likely to agree (56%)
- Those with attendance of 100-249 (84%) and 250+ (79%) are more likely to agree than those with attendance 50-99 (68%)

“I was often concerned about the financial security of my family.”

- Those who stopped serving as Senior Pastor at age 18-44 (77%) are more likely to agree than those 55-64 (67%)
- Those with attendance of 250+ are the least likely to agree (57%)

“I felt I deserved the respect of my people.”

- Those who stopped serving as Senior Pastor at age 45-54 (19%) and 55-64 (19%) are more likely to disagree than those 18-44 (10%)
- Those with and a Master’s degree (80%) or a Doctoral degree (84%) are more likely to agree than those with no college degree (70%)

“Which if any of the following did the last church you served as pastor have in place?”

A plan for the pastor to periodically receive a sabbatical

- Other Ethnicities (21%) are more likely to answer select than Whites (11%)
- Those with a doctoral degree are the most likely to select (24%)
- Those with attendance of 250+ are the most likely to select (23%)

A pastor support group that invested in the health of the pastor's family

- Those with a doctoral degree are the most likely to select (17%)
- Those with attendance of 250+ are the most likely to select (16%)

A list of counselors to refer people to

- Those who stopped serving as Senior Pastor at age 45-54 (33%) and 55-64 (27%) are more likely to select than those 18-44 (19%)
- Those with a doctoral degree are the most likely to select (39%)
- Those with attendance of 250+ are the most likely to select (52%), followed by those with attendance 100-249 (36%)

“Which if any of the following did the last church you served as pastor have in place?” (continued)

A document that clearly communicated the church's expectations of the pastor

- Those with a Doctoral degree (30%) are more likely to select than those with no college degree (18%) or a Bachelor's (16%)
- Those with a Master's degree (24%) are more likely to select than those with a Bachelor's (16%)
- Those with attendance of 100-249 (27%) and 250+ (33%) are more likely to select than those with attendance of 0-49 (11%) and 50-99 (18%)

A lay counseling ministry

- Those who stopped serving as Senior Pastor at age 45-54 (10%) and 55-64 (10%) are more likely to select than those 18-44 (5%)
- Those with attendance of 250+ are the most likely to select (26%)

“Which if any of the following did the last church you served as pastor have in place?”

(continued)

A process for church discipline

- Those who stopped serving as Senior Pastor at age 45-54 (35%) and 55-64 (34%) are more likely to select than those 18-44 (19%)
- Those with attendance of 100-249 (39%) and 250+ (45%) are more likely to select than those with attendance of 0-49 (17%) and 50-99 (22%)

“When you last served as a pastor, which of the following training, if any, had you received?”

Taken graduate school courses in counseling

- Those with no college degree are the least likely to select (6%)
- Those with a Master’s degree (43%) and Doctoral degree (45%) are more likely to select than those with a Bachelor’s (14%)

Obtained a graduate degree in counseling

- Those who stopped serving as Senior Pastor at age 55-64 (7%) are more likely to select than those 45-54 (3%)
- Those with a doctoral degree are the most likely to select (13%)

Read several books or articles on counseling

- Those with attendance of 100-249 (77%) are more likely to select than 0-49 (62%)

“When you last served as a pastor, which of the following training, if any, had you received?” (continued)

Attended conferences on counseling

- Those who stopped serving as Senior Pastor at age 55-64 (44%) are more likely to select than those 18-44 (33%)
- Those with attendance of 100-249 (45%) and 250+ (42%) are more likely to select than 0-49 (31%)

Taken courses on interpersonal skills

- Females (66%) are more likely to select than males (47%)
- Those with a doctoral degree are the most likely to select (61%)
- Those with attendance of 250+ are the most likely to select (60%)

Taken courses on dealing with conflict

- Those with a doctoral degree are the most likely to select (67%)
- Those with attendance of 250+ are the most likely to select (66%)

“During your last pastorate, which of the following best described your marital status?”

- Males are more likely to answer “Married” (97% v 72%)
- Females are more likely to answer “Single, never married” (18% v 1%) and “Divorced/separated” (9% v 1%)
- Compared to Other Ethnicities, Whites are more likely to answer “Married” (97% v 89%) and less likely to answer “Single, never married” (2% v 7%)
- Those who stopped serving as Senior Pastor at age 55-64 (98%) are more likely to answer “Married” than those 18-44 (93%)
- Those who stopped serving as Senior Pastor at age 18-44 are the most likely to answer “Single, never married” (6%)
- Those with a Bachelor’s degree (98%) are more likely to answer “Married” than those with a Master’s (94%)
- Those with a Master’s (2%) are more likely to answer “Divorced/separated” than those with a Bachelor’s (0%)

“During your last pastorate, which of the following best described your marital status?”

(continued)

- Those with attendance of 100-249 (98%) and 250+ (99%) are more likely to answer “Married” than 0-49 (92%)
- Those with attendance of 0-49 (5%) and 50-99 (3%) are more likely to answer “Single, never married” than 250+ (0%)

“When you last served as a pastor, in a typical week how many times did you have personal time alone with the Lord involving Bible study and prayer, other than sermon or lesson preparation?”

- Females (59%) are more likely to answer “7 or more” than males (29%)
- Those who stopped serving as Senior Pastor at age 18-44 are the least likely to answer “7 or more” (21%)
- Those age 55-64 are the least likely to answer “3” (6%)
- Those with no college degree (18%) are more likely to answer “3” than those with a Bachelor’s degree (10%)
- Those with attendance 50-99 (18%) and 250+ (16%) are more likely to answer “4” than those with attendance of 100-249 (9%)

“My spouse was very satisfied with our marriage.”

- Those who stopped serving as Senior Pastor at age 55-64 are the most likely to agree (91%)
- Those with a Bachelor's degree (87%) and a Doctoral degree (89%) are more likely to agree than those with a Master's (80%)
- Those with attendance of 0-49 (87%) and 250+ (88%) are more likely to Agree than 50-99 (77%)

“I felt the role of being a pastor was frequently overwhelming.”

- Those who stopped serving as Senior Pastor at age 18-44 (64%) are more likely to agree than those 55-64 (50%)

“I invested in processes and behaviors to prevent conflict.”

- Those with attendance of 100-249 (84%) and 250+ (87%) are more likely to agree than 0-49 (71%)

“I felt my church would not have achieved the progress it had without me.”

- Those with a Doctoral degree (76%) are more likely to agree than those with no college degree (59%) or a Master's (64%)
- Those with attendance of 0-49 are the least likely to agree (52%)
- Those with attendance of 250+ (79%) are more likely to agree than those with attendance of 100-249 (64%)

“I felt my church had unrealistic expectations of me.”

- Those who stopped serving as Senior Pastor at age 18-44 (56%) are more likely to agree than those 55-64 (45%)
- Those with a Master’s degree (55%) are more likely to agree than those with a Bachelor’s (46%) or a Doctoral degree (41%)
- Those with attendance of 0-49 (56%) are more likely to agree than those with attendance of 50-99 (46%) and 250+ (45%)

“At least one day a week I ‘unplugged’ from ministerial work and had a day of rest.”

- Males (76%) are more likely to agree than females (59%)
- Those with a Doctoral degree (81%) are more likely to agree than those with no college degree (69%)
- Those with attendance of 0-49 are the least likely to agree (59%)
- Those with attendance of 100-249 (86%) and 250+ (83%) are more likely to agree than 50-99 (72%)

“My spouse found a fulfilling area of ministry to serve in the last church I pastored.”

- Those who stopped serving as Senior Pastor at age 55-64 (77%) are more likely to agree than those 18-44 (65%)
- Those with attendance of 100-249 (78%) and 250+ (78%) are more likely to agree than 0-49 (60%)
- Those with attendance of 100-249 (78%) are more likely to agree than 50-99 (69%)

“I frequently became irritated with people at the church I pastored.”

- Those who stopped serving as Senior Pastor at age 18-44 (46%) are more likely to agree than those 45-54 (33%) and 55-64 (23%)
- Those with attendance of 50-99 (38%) are more likely to agree than 250+ (26)

“I felt isolated as a pastor.”

- Females (81%) are more likely to agree than males (61%)
- Those who stopped serving as Senior Pastor at age 18-44 (73%) are more likely to agree than those 45-54 (60%) and 55-64 (56%)
- Those with attendance of 0-49 (78%) and 50-99 (70%) are more likely to agree than 100-249 (54%) and 250+ (43%)

“The search team or leaders who invited me to the last church I pastored accurately described the church before I arrived.”

- Those with a Doctoral degree (56%) are less likely to agree than those with a Bachelor's degree (42%) or a Master's degree (42%)
- Those with attendance of 250+ (57%) are more likely to agree than those with attendance of 0-49 (36%) and 50-99 (40%)

“The demands of ministry kept me from spending time with my family.”

- No significant differences

“My spouse was enthusiastic about our life in ministry together.”

- Those who stopped serving as Senior Pastor at age 55-64 (84%) are more likely to agree than those 18-44 (72%)
- Those with a Bachelor’s degree (83%) or a Doctoral degree (84%) are more likely to agree than those with a Master’s degree (73%)
- Those with attendance of 250+ (85%) are more likely to agree than 50-99 (73%)

“The last congregation I pastored regularly provided my family with genuine encouragement.”

- Those with a Doctoral degree (68%) are more likely to agree than those with a Master's (56%)
- Those with attendance of 250+ (73%) are more likely to agree than 0-49 (52%) and 50-99 (60%)
- Those with attendance of 100-249 (63%) are more likely to agree than 0-49 (52%)

“I felt free to say ‘no’ when expectations of me were unrealistic.”

- Those who stopped serving as Senior Pastor at age 55-64 (74%) are more likely to agree than those 18-44 (64%) and 45-54 (65%)
- Those with a Doctoral degree (75%) are more likely to agree than those with a Master’s degree (65%)

“During your last pastorate, did you meet at least once a month and openly share your struggles with any of the following?”

A mentor

- Other Ethnicities (32%) are more likely to select than Whites (17%)
- Those who stopped serving as Senior Pastor at age 55-64 are the least likely to select (10%)
- Those with attendance of 100-249 (22%) are more likely to select than 50-99 (14%)

A counselor

- Those with a Doctoral degree (8%) are more likely to select than those with no college degree (2%) or a Bachelor's degree (2%)

“During your last pastorate, did you meet at least once a month and openly share your struggles with any of the following?” (continued)

A close friend

- Those who stopped serving as Senior Pastor at age 18-44 (46%) are more likely to select than those 55-64 (37%)
- Those with a Doctoral degree (47%) are more likely to select than those with no college degree (33%)
- Those with attendance of 100-249 (47%) and 250+ (48%) are more likely to select than those with attendance of 0-49 (32%) and 50-99 (36%)

Lay leaders in the church

- Those who stopped serving as Senior Pastor at age 18-44 are the least likely to select (8%)
- Those with attendance of 250+ (21%) are more likely to select than those with attendance of 0-49 (9%) and 50-99 (10%)

“During your last pastorate, did you meet at least once a month and openly share your struggles with any of the following?” (continued)

Another staff member

- Males (13%) are more likely to select than females (0%)
- Those with a Doctoral degree are the most likely to (20%)
- Those with attendance of 100-249 (19%) and 250+ (25%) are more likely to select than those with attendance of 0-49 (3%) and 50-99 (5%)

Your spouse

- Those with attendance of 100-249 (59%) and 250+ (61%) are more likely to select than those with attendance of 50-99 (49%)

Another pastor

- Those who stopped serving as Senior Pastor at age 18-44 (50%) are more likely to select than those 55-64 (40%)

“During your last pastorate, did you meet at least once a month and openly share your struggles with any of the following?” (continued)

A Bible study growth group in your church

- Those who stopped serving as Senior Pastor at age 55-64 (5%) are more likely to select than those 18-44 (1%)
- Those with a Doctoral degree (6%) are more likely to select than those with a Bachelor's (2%)
- Those with attendance of 100-249 (19%) and 250+ (25%) are more likely to select than those with attendance of 0-49 (3%) and 50-99 (5%)

“Which of the following types of conflict did you personally experience as pastor in your last church?”

Conflict with lay leaders

- Those who stopped serving as Senior Pastor at age 18-44 are the most likely to select (52%)
- Those with a Master's degree (51%) are more likely to select than those with no college degree (40%)
- Those with attendance of 100-249 (54%) are more likely to select than those with attendance of 0-49 (41%) and 250+ (41%)

Conflict with church patriarch or matriarch

- Those with attendance of 0-49 (51%) are more likely to select than those with attendance of 250+ (39%)

Conflict over doctrinal differences

- Those with a Doctoral degree are the most likely to select (35%)

“Which of the following types of conflict did you personally experience as pastor in your last church?” (continued)

Conflict over changes you proposed

- Those who stopped serving as Senior Pastor at age 55-64 are the least likely to select (49%)
- Those with a Master's degree (59%) or a Doctoral degree (63%) are more likely to select than those with no college degree (48%)
- Those with attendance of 250+ are the most likely to select (70%)

Conflict over expectations about the pastor's role

- Those with a Master's degree (42%) or a Doctoral degree (44%) are more likely to select than those with no college degree (27%)

Conflict over your leadership style

- Those who stopped serving as Senior Pastor at age 55-64 are the least likely to select (32%)
- Those with a Doctoral degree (48%) are more likely to select than those with no college degree (34%) or a Bachelor's (35%)
- Those with attendance of 250+ (46%) are more likely to select than those with attendance of 0-49 (33%) and 50-99 (26%)

“Which of the following types of conflict did you personally experience as pastor in your last church?” (continued)

Experienced a significant personal attack

- Those with attendance of 0-49 are the least likely to select (43%)

Pastor Protection Research Study

Survey of 734 Pastors who Left the
Pastorate before age 65