

# Pastor Protection Research Study

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Survey of 1,500 American Pastors

# Methodology

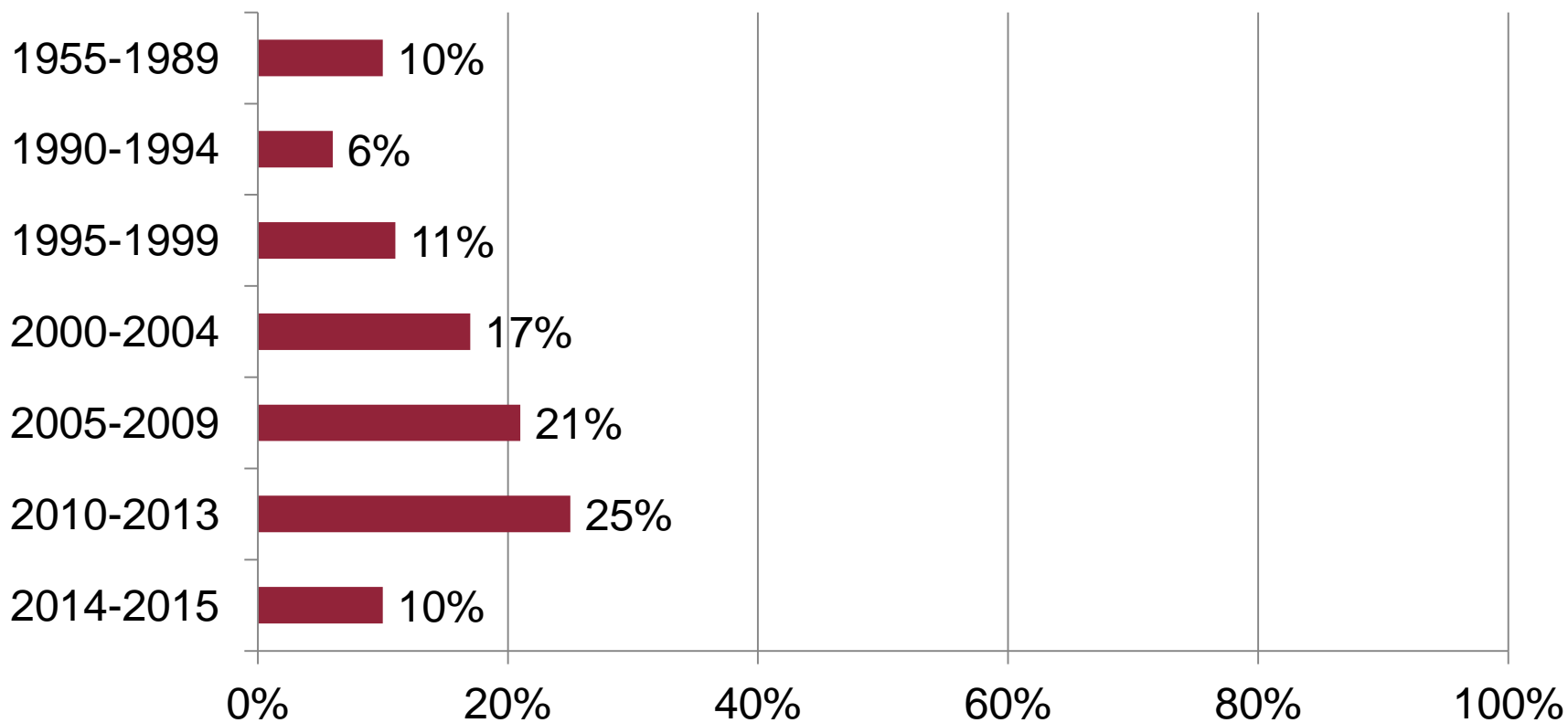
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- ❑ The study was sponsored by the North American Mission Board and Richard Dockins, MD.
- ❑ The phone survey of pastors of Evangelical and Black Protestant denominations was conducted March 5-18, 2015
- ❑ The calling list was a random sample, stratified by church membership and denominational groups, drawn from a list of all Evangelical and Black Protestant churches
- ❑ Each interview was conducted with the senior pastor, minister or priest of the church called
- ❑ The completed sample is 1,500 pastors
- ❑ Responses were weighted by region and denominational group to more accurately reflect the population
- ❑ The sample provides 95% confidence that the sampling error does not exceed  $\pm 2.7\%$
- ❑ This margin of error accounts for the effect of weighting
- ❑ Margins of error are higher in sub-groups

# Survey Responses

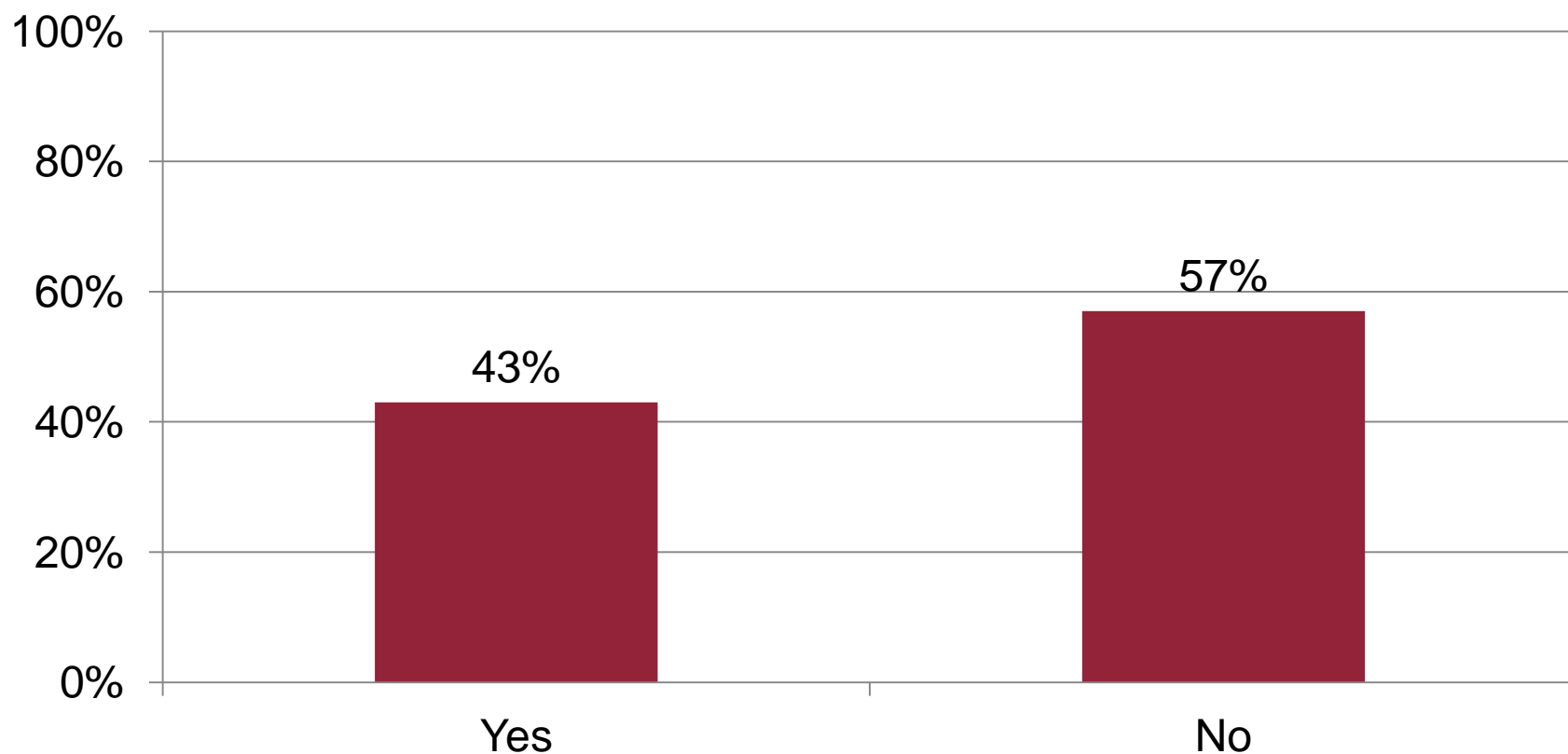
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# 1 out of 4 pastors surveyed became senior pastor at their current church between 2010-2013



Q2: "In what year did you become senior pastor of this church?"

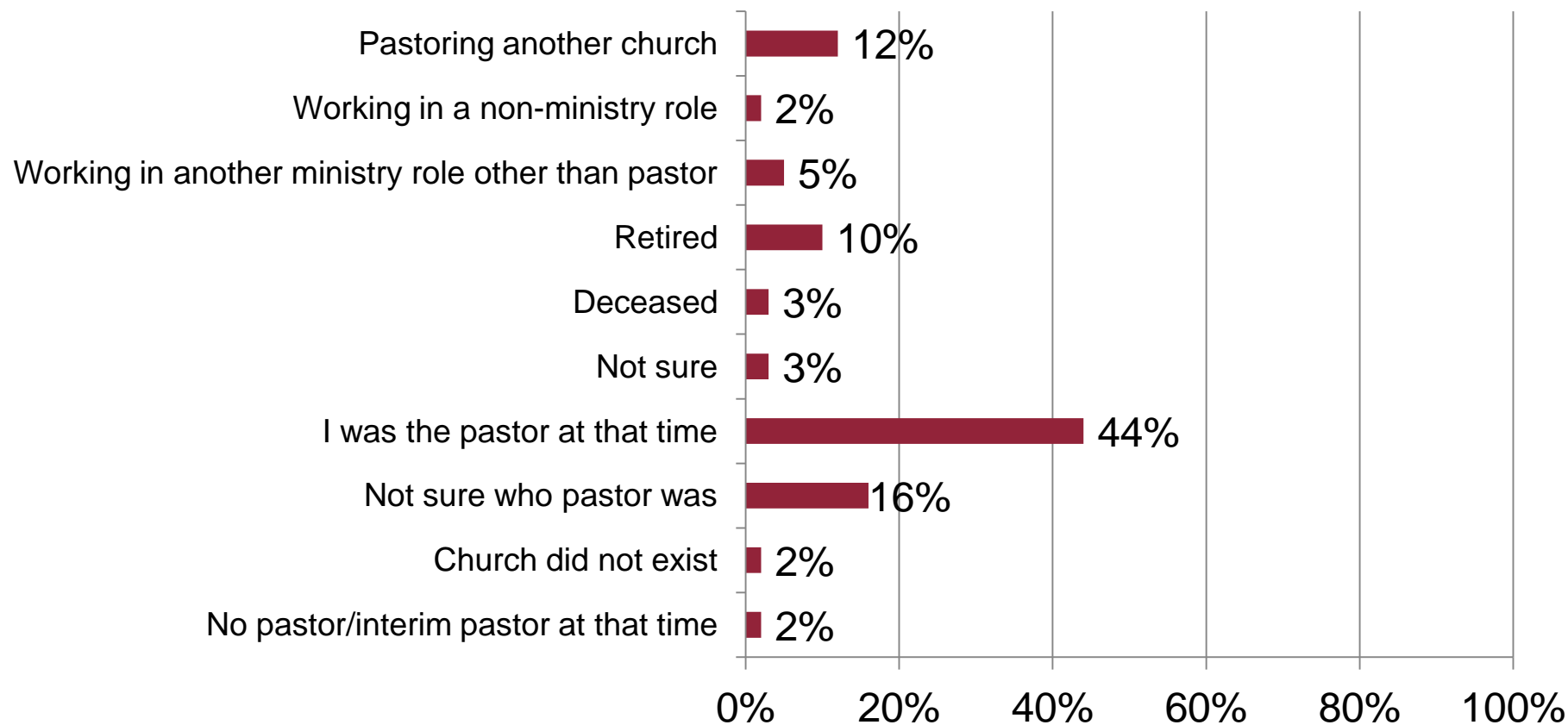
# For 57% of pastors surveyed, this is not the first experience as senior pastor



Q3: "Is this the first church you have served as senior pastor?"

# 44% of senior pastors have been serving in this role at their current church for the last 10 years

## Whereabouts of February 2005 Pastor of this Church



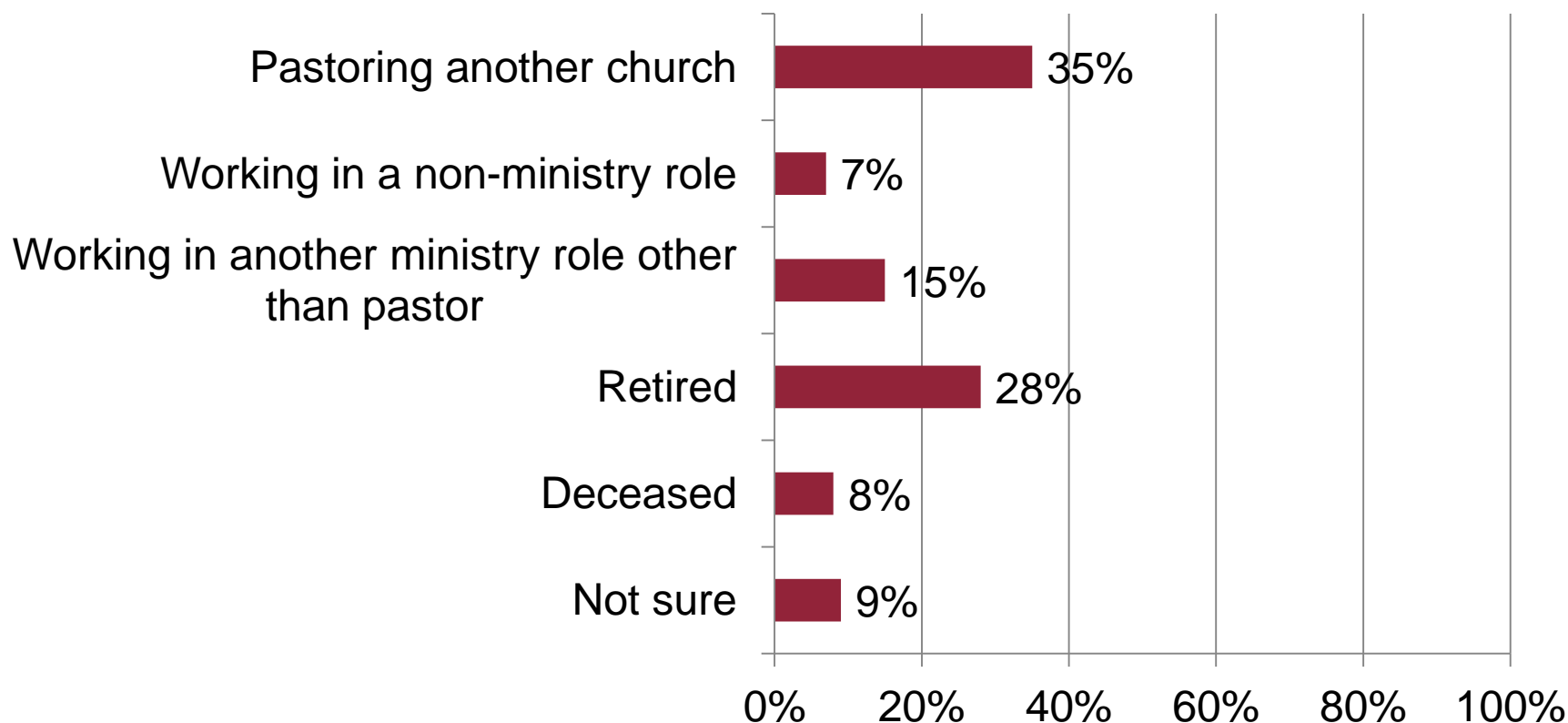
Combined responses for n= 1500

Q2: "In what year did you become the senior pastor of this church?"

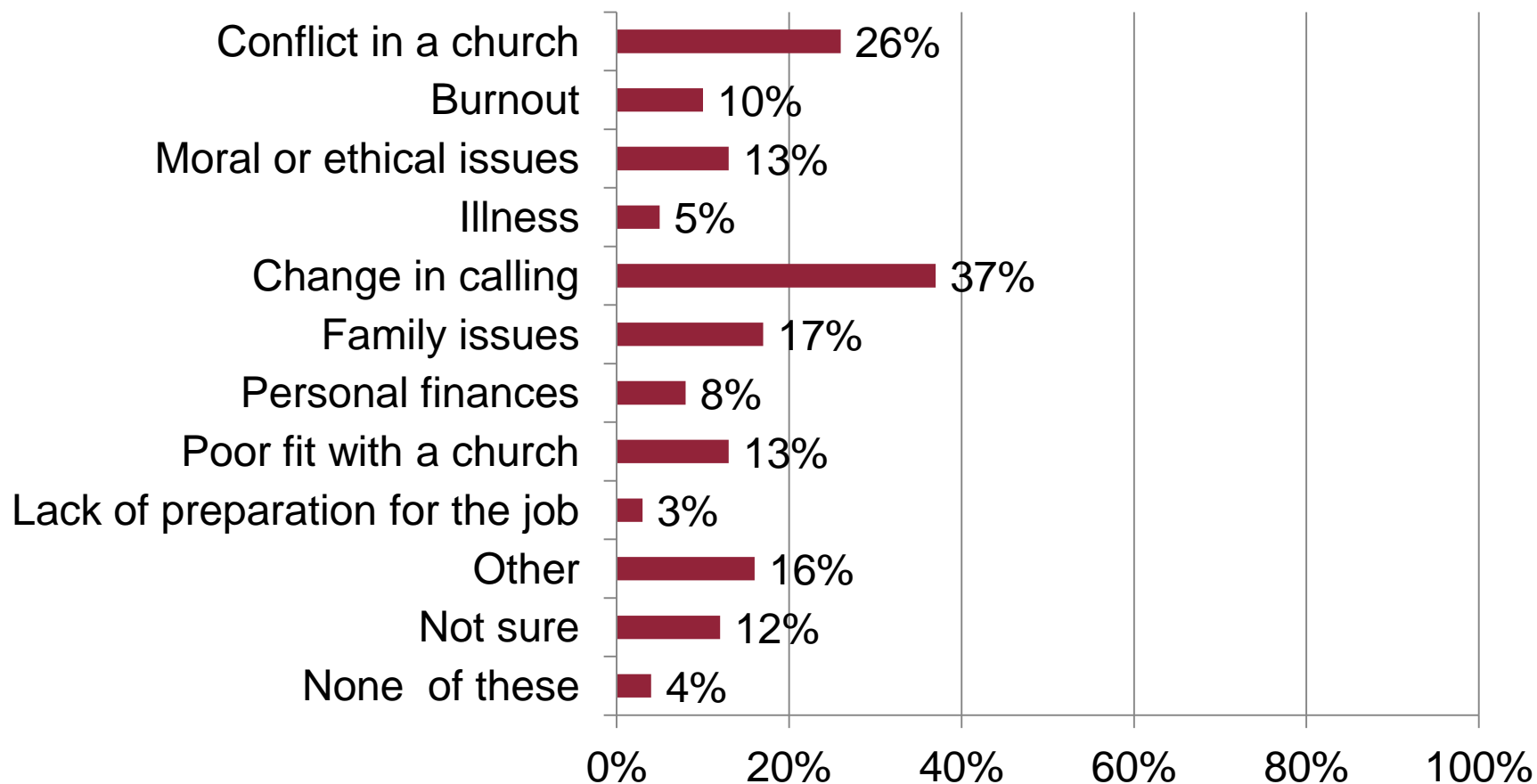
Q5: "As far as you know, which of the following best describes where that pastor is today?"

# Top responses for where previous pastors are serving today: pastoring another church, retired, or working in another ministry role

Among pastors who were not at the current church in Feb 2005 and who could name the pastor at that time



# Top reasons previous pastor left the pastorate: change in calling, conflict in church, and family issues

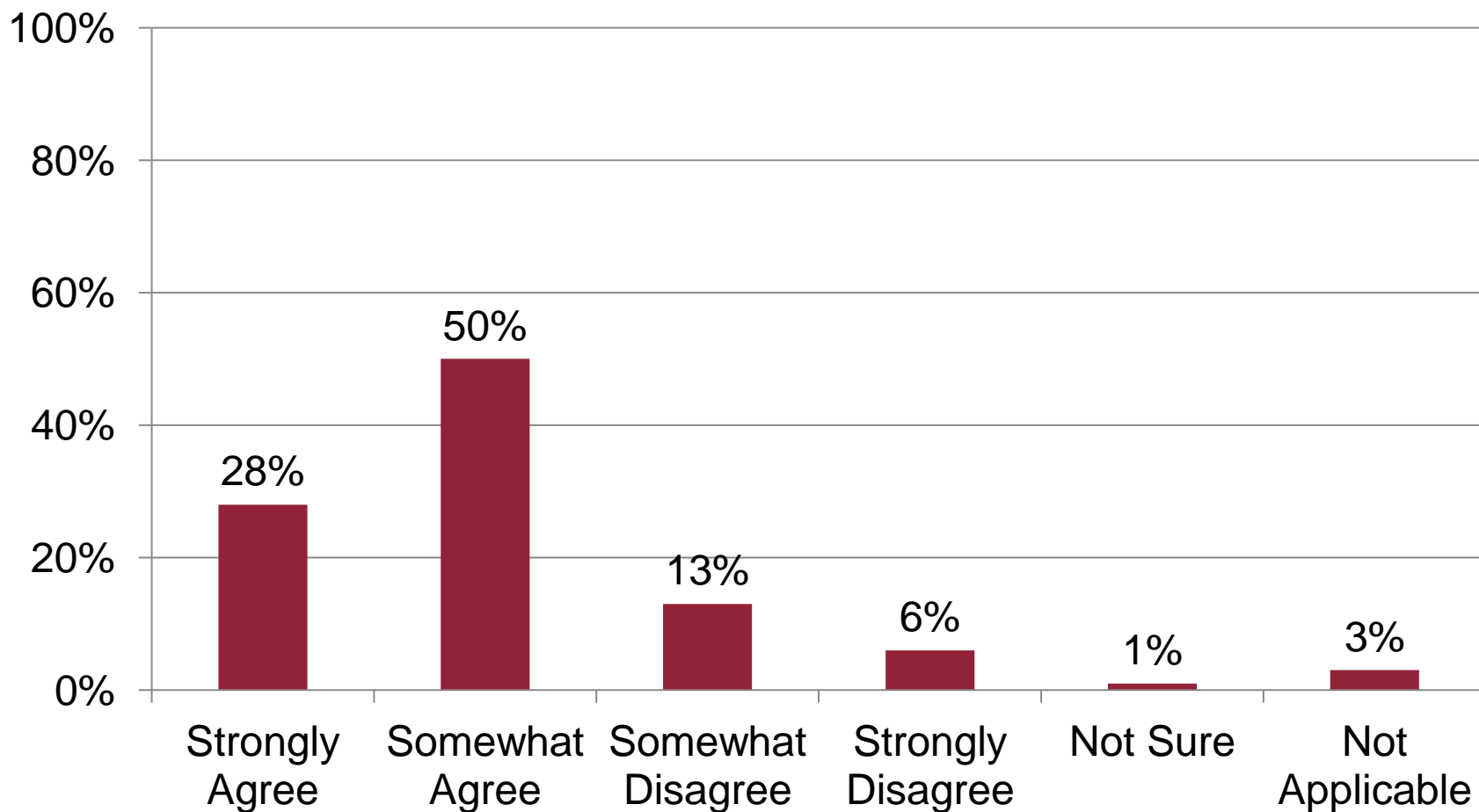


Asked of those in Q5 working in another ministry role other than pastor OR working in a non-ministry role

Q6: "To the best of your knowledge, why did this pastor leave the pastorate?" n=114

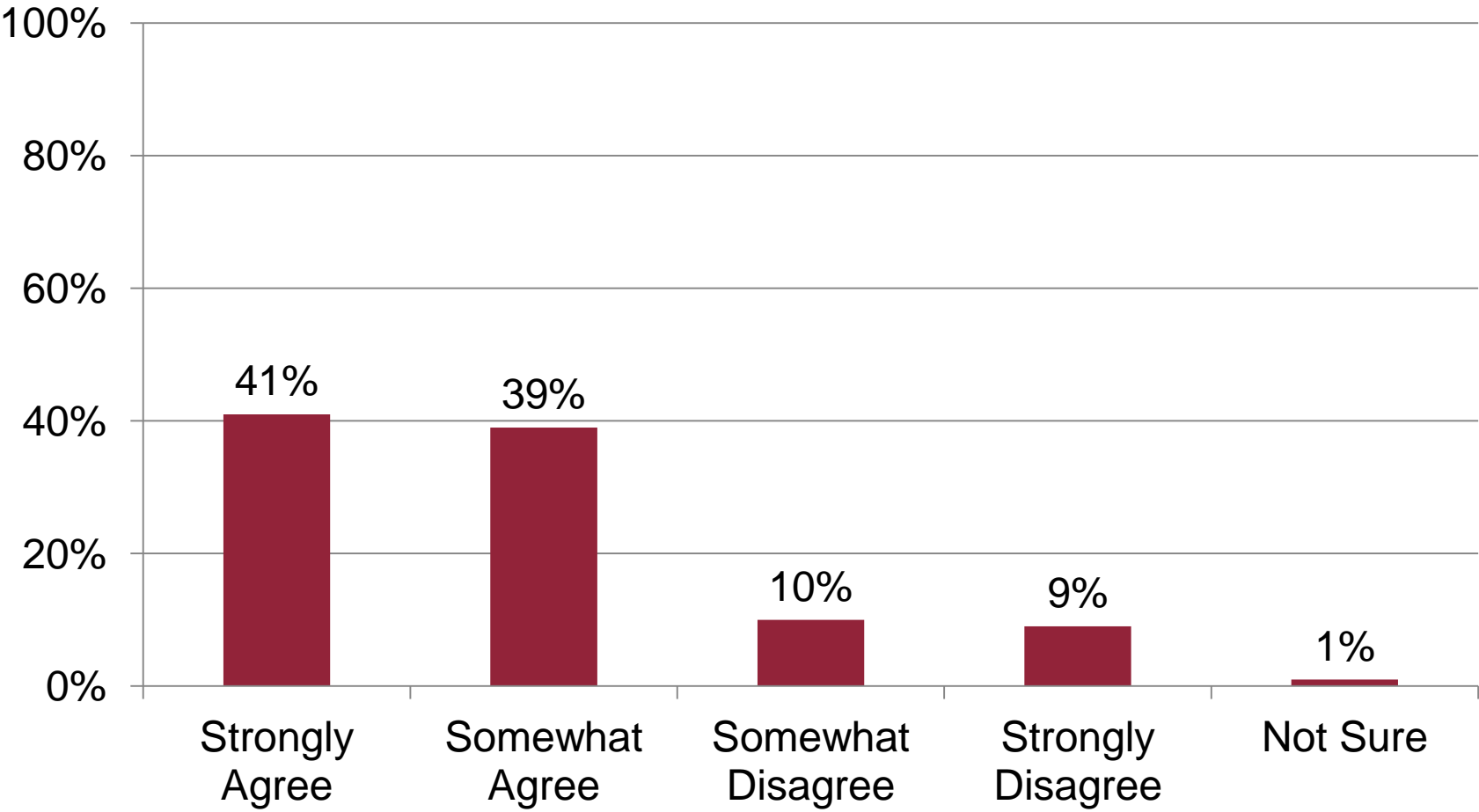


# 78% of pastors agree that their seminary or ministry training prepared them for the people side of ministry



Q7: "My seminary or ministry training prepared me to handle the people side of ministry."

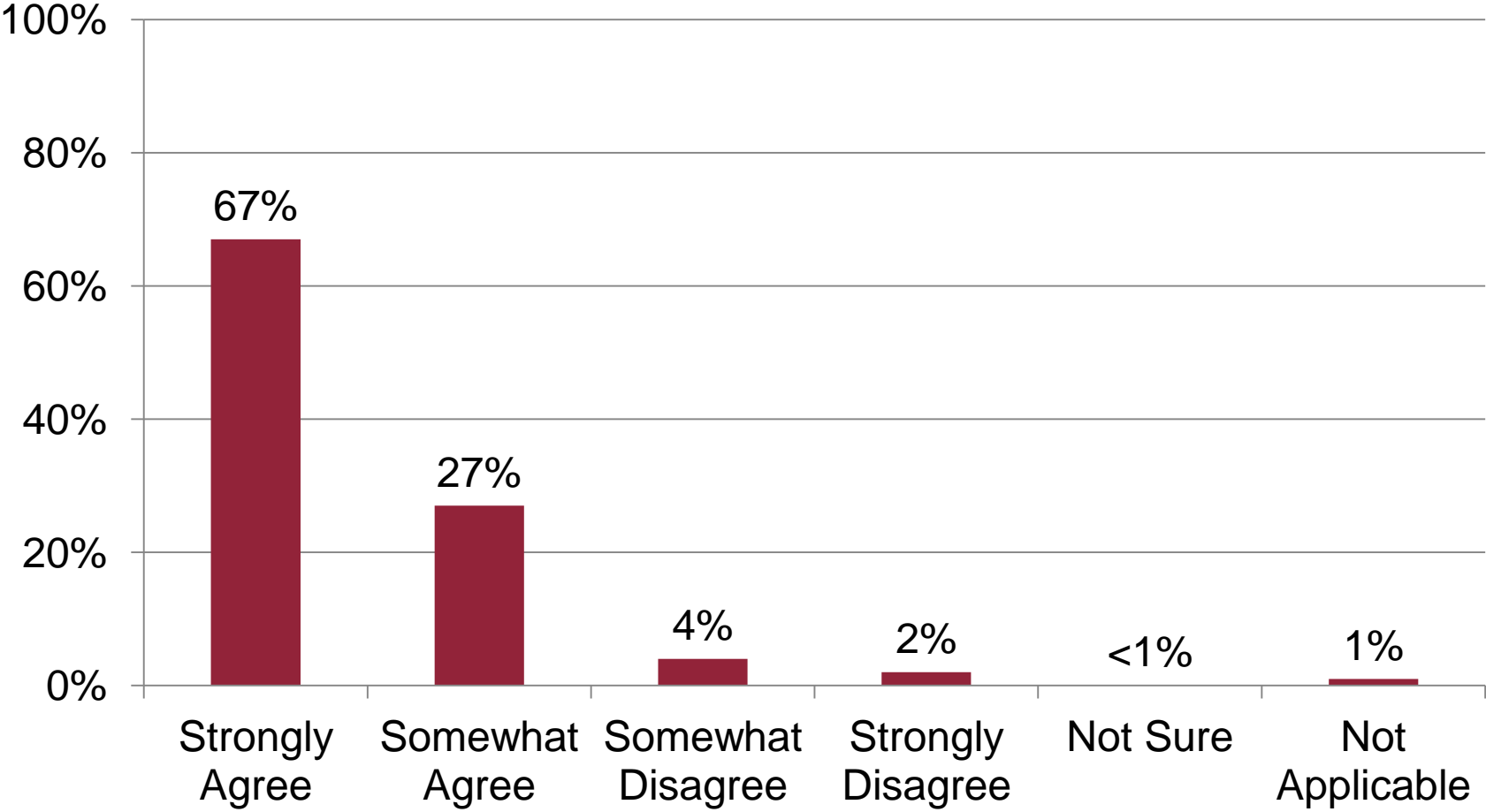
# 8 out of 10 pastors agree they will need to confront conflict in this church in the future



Q8: "I expect I will need to confront conflict in this church in the future."



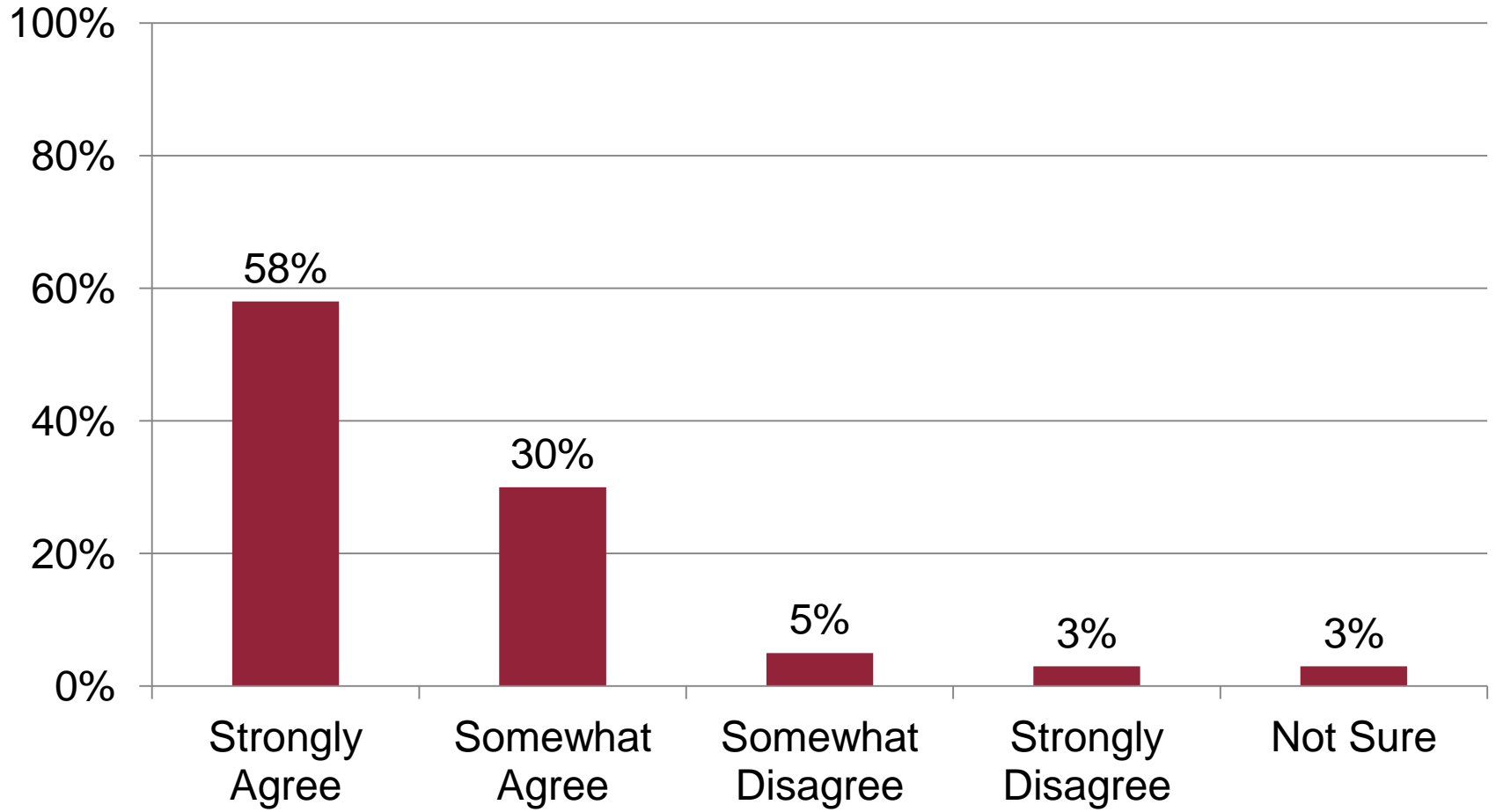
# Over 9 out of 10 pastors agree that they consistently protect time with their family



Q9: "I consistently protect my time with my family."



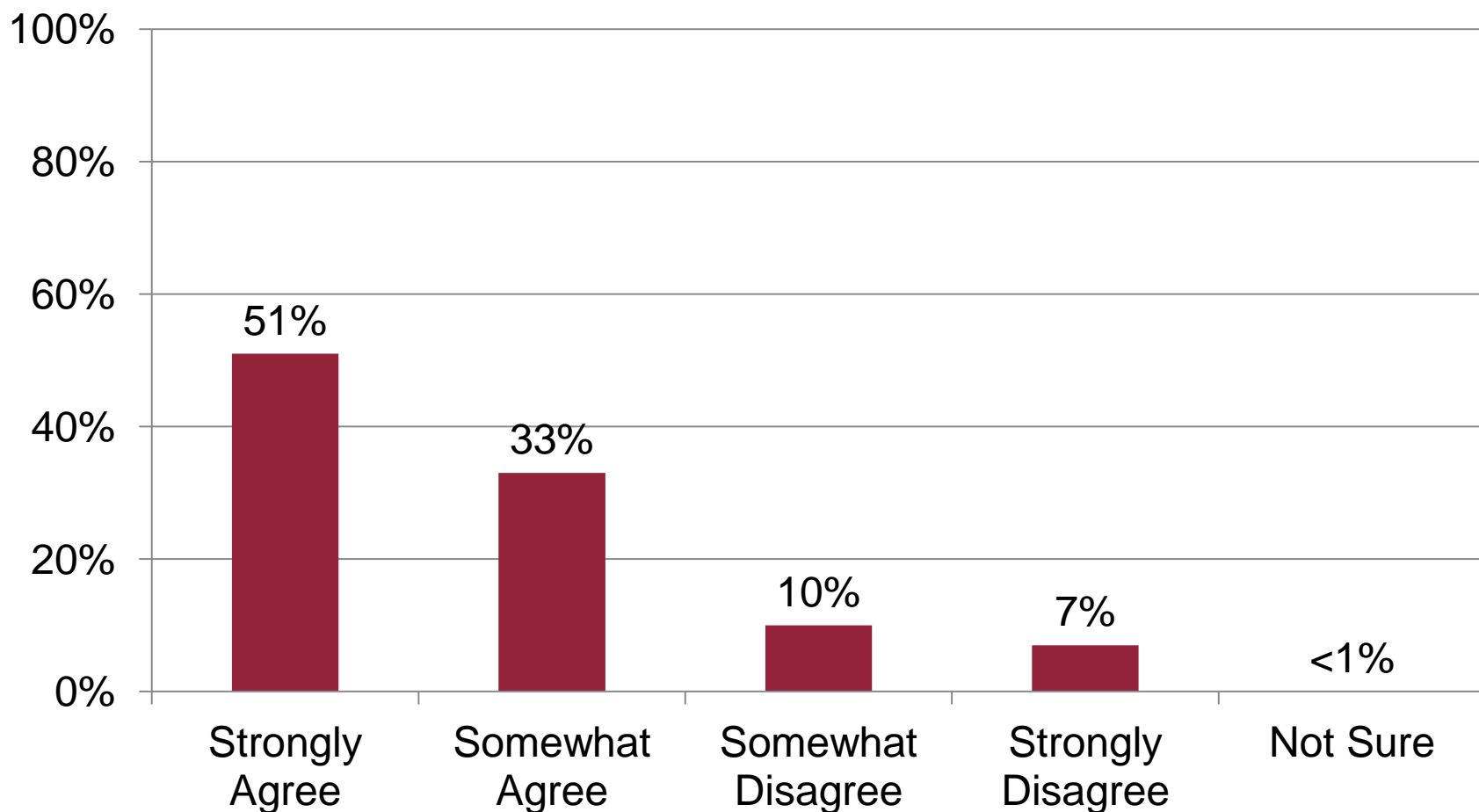
# 88% of pastors agree they are sure they can stay at their current church as long as they want



Q10: "I am sure I can stay at this church as long as I want."

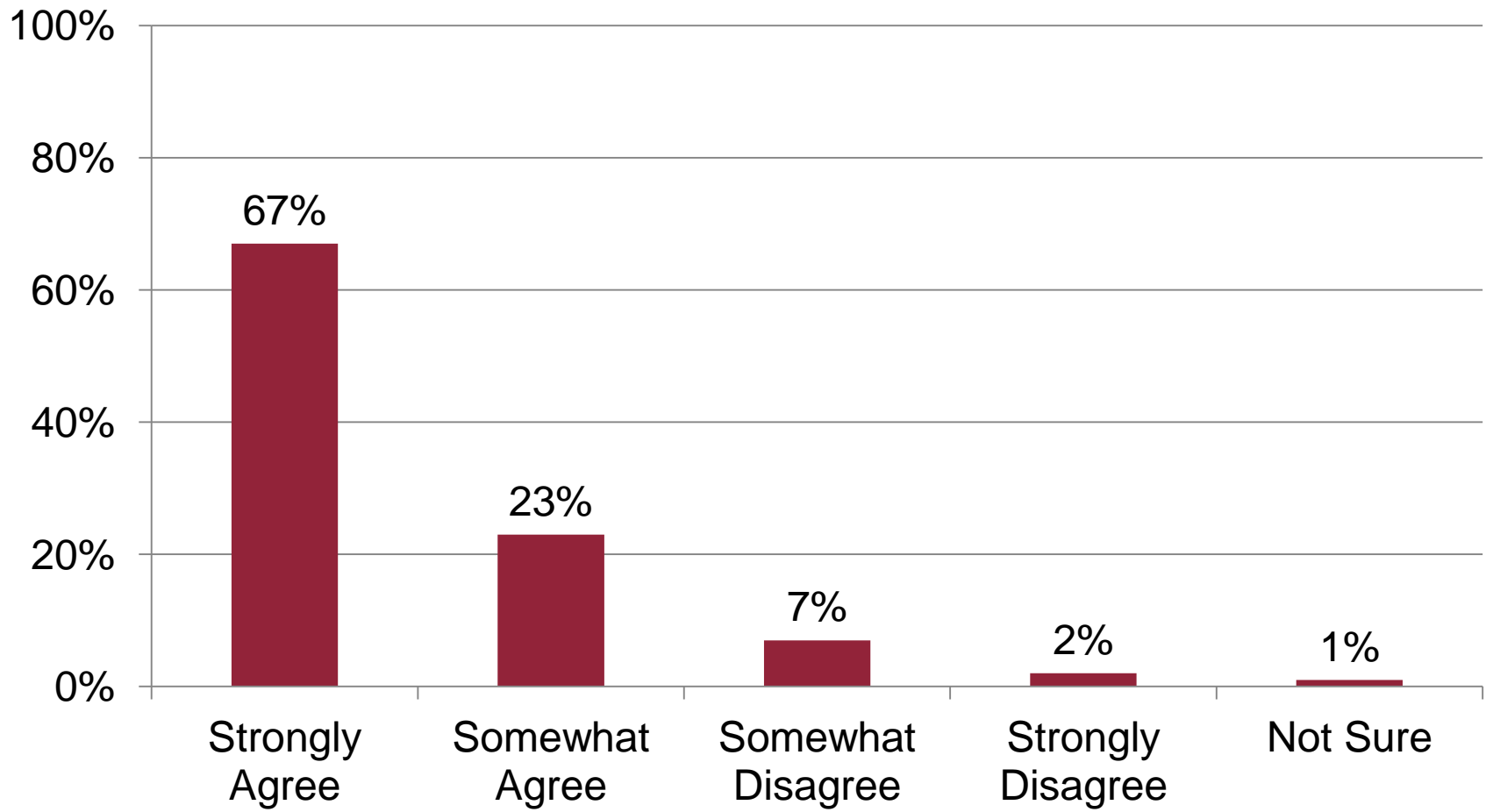


# Over 8 out of 10 pastors agree they feel they must be “on-call” 24 hours a day



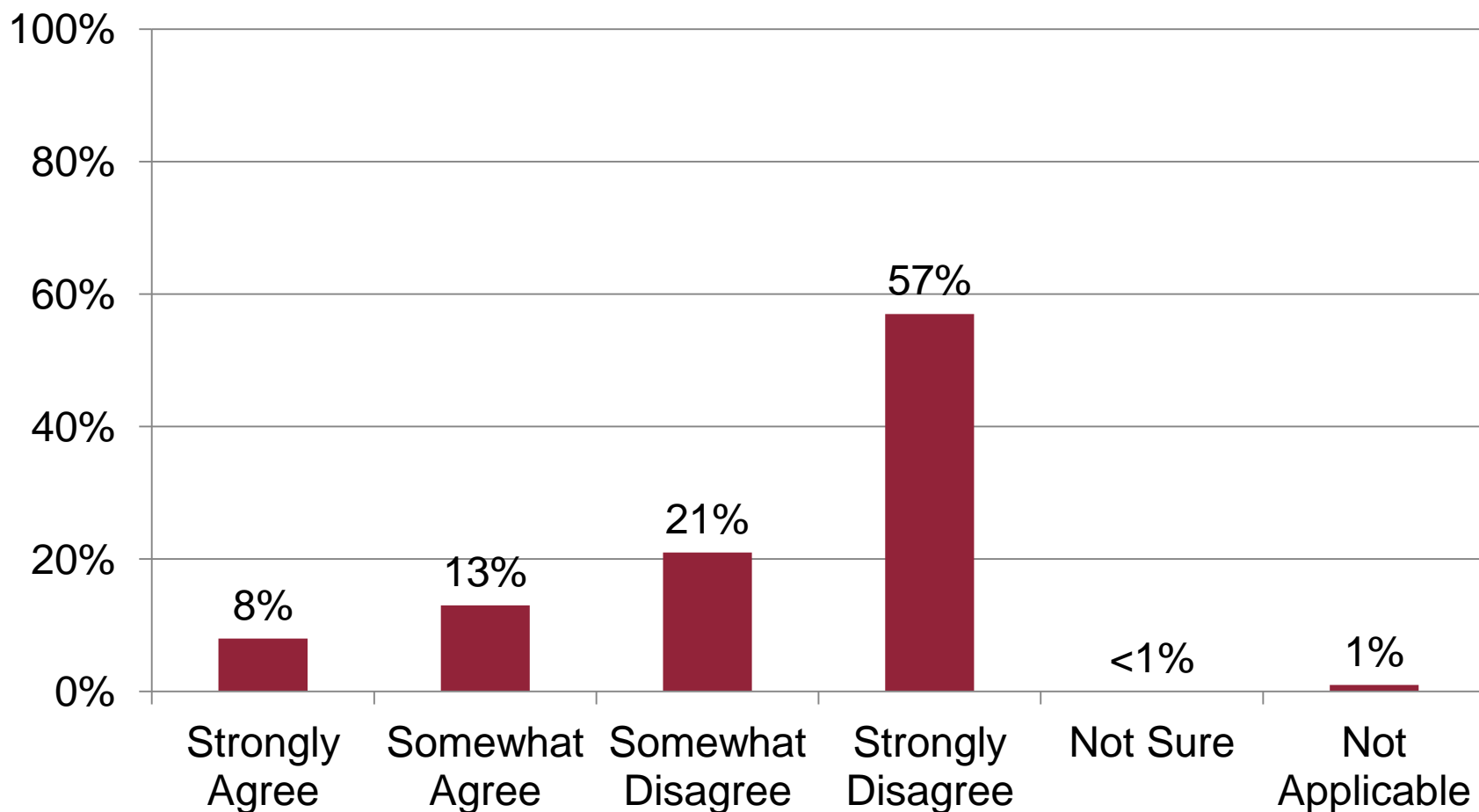
Q11: "I feel I must be "on-call" 24 hours a day."

# 90% of pastors agree they work hard to protect their image as a pastor

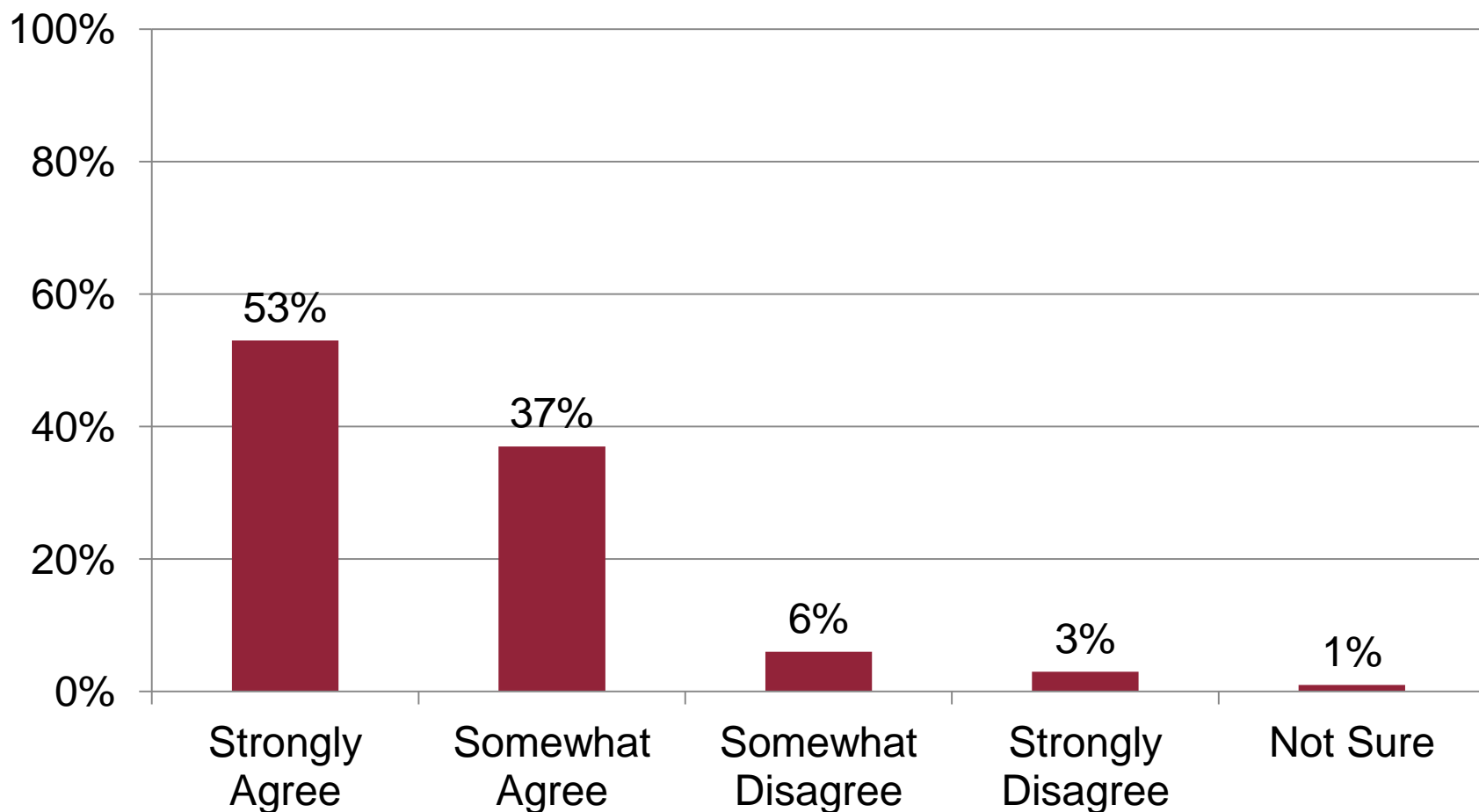


Q12: "I work hard to protect my image as a pastor."

# More than 1 in 5 pastors agree that their family resents the demands of pastoral ministry

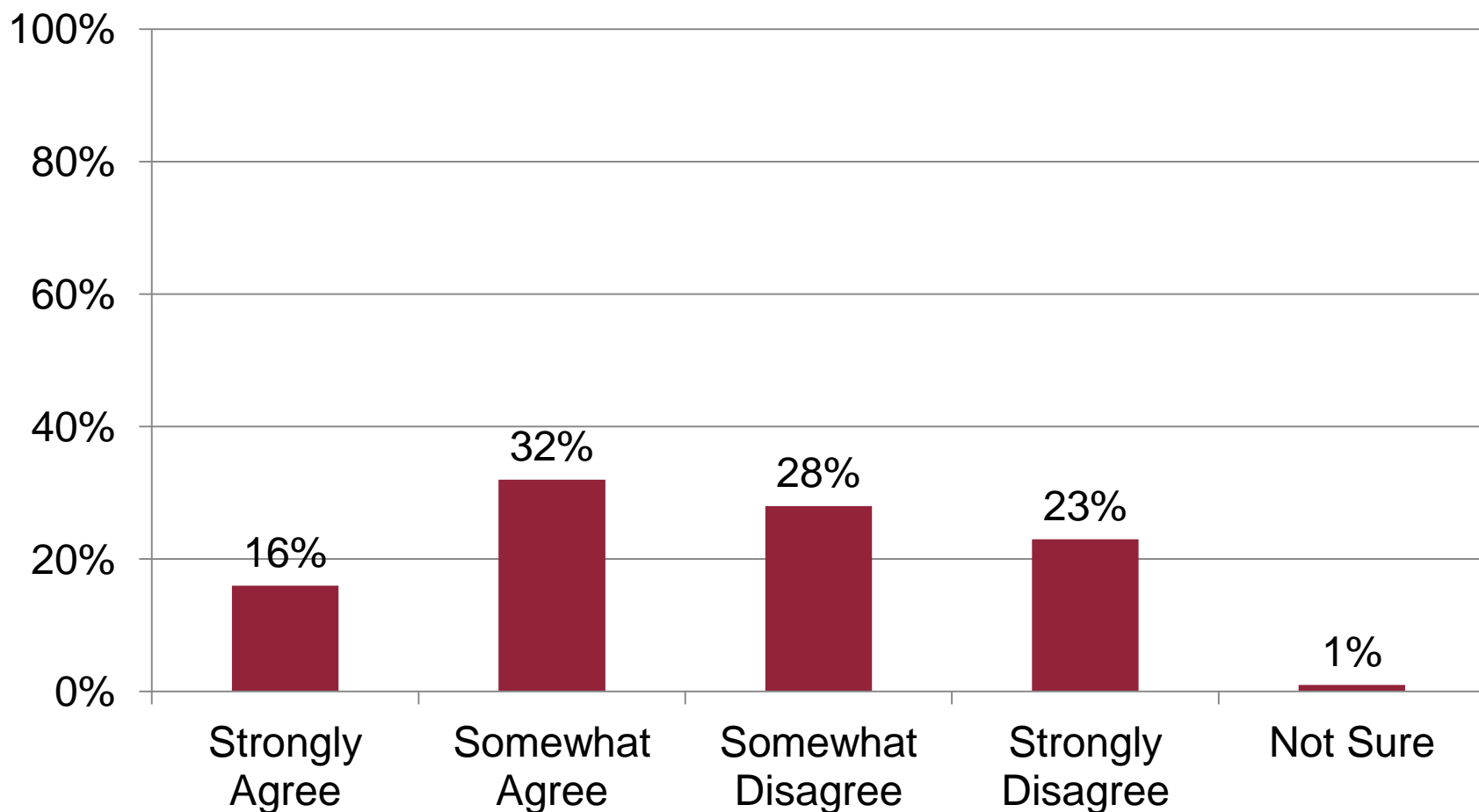


# 1 in 10 pastors do not listen to people in their church for signs of conflict

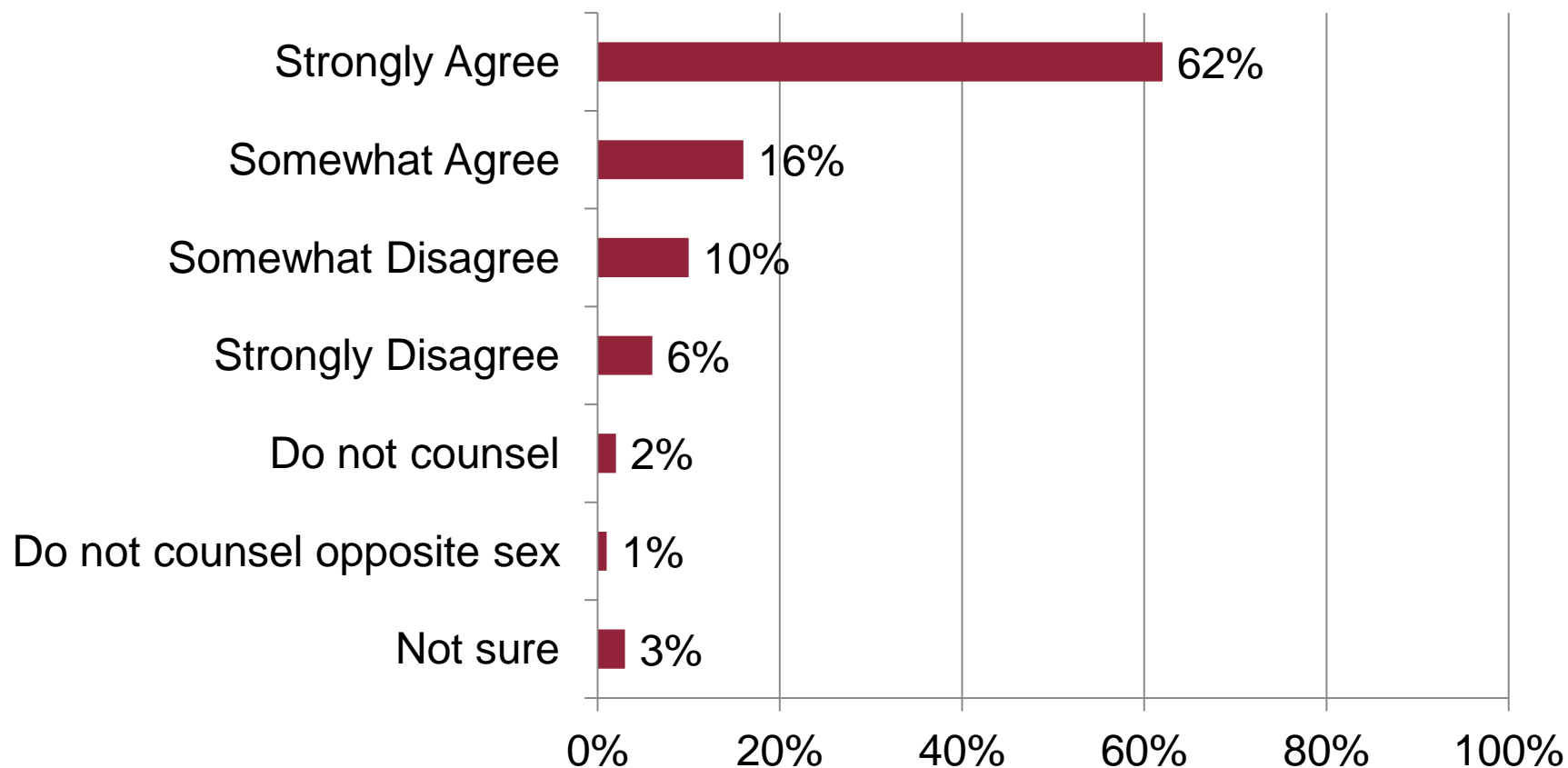




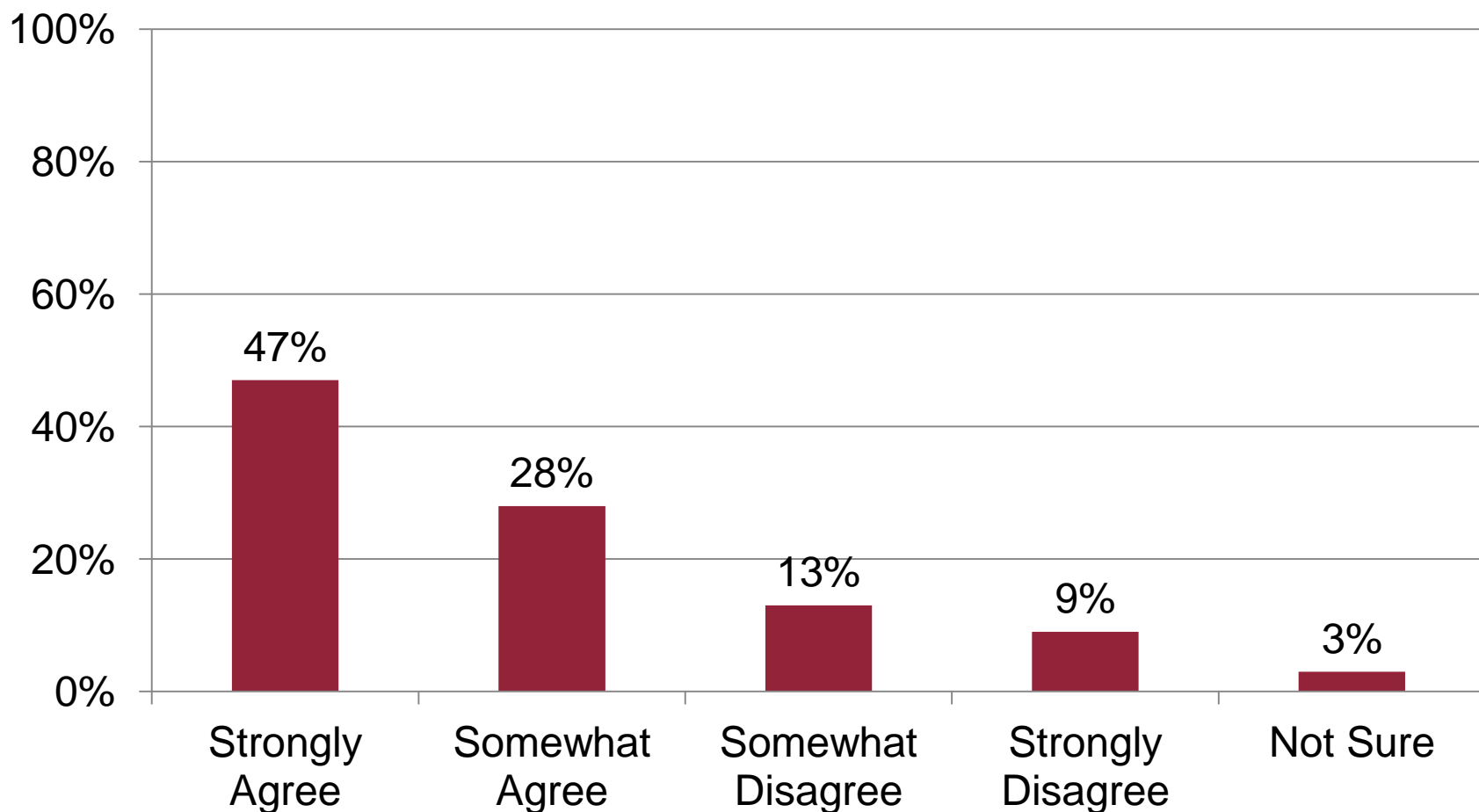
# 48% of pastors agree they often feel the demands of ministry are greater than they can handle



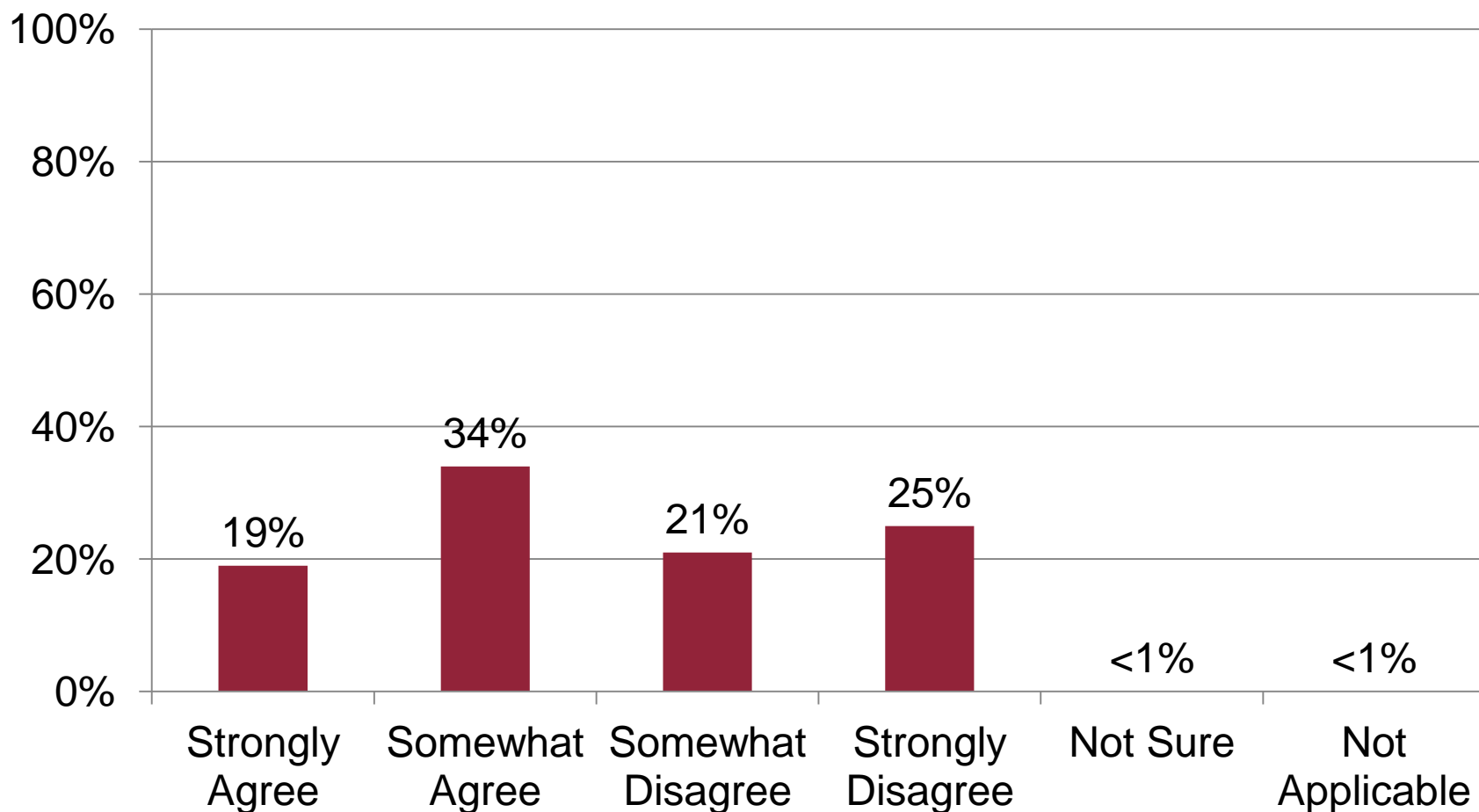
# Nearly 8 in 10 pastors have another staff member present when counseling members of the opposite sex



# 76% of pastors agree they refer church members to a professional counselor if they require more than two counseling sessions

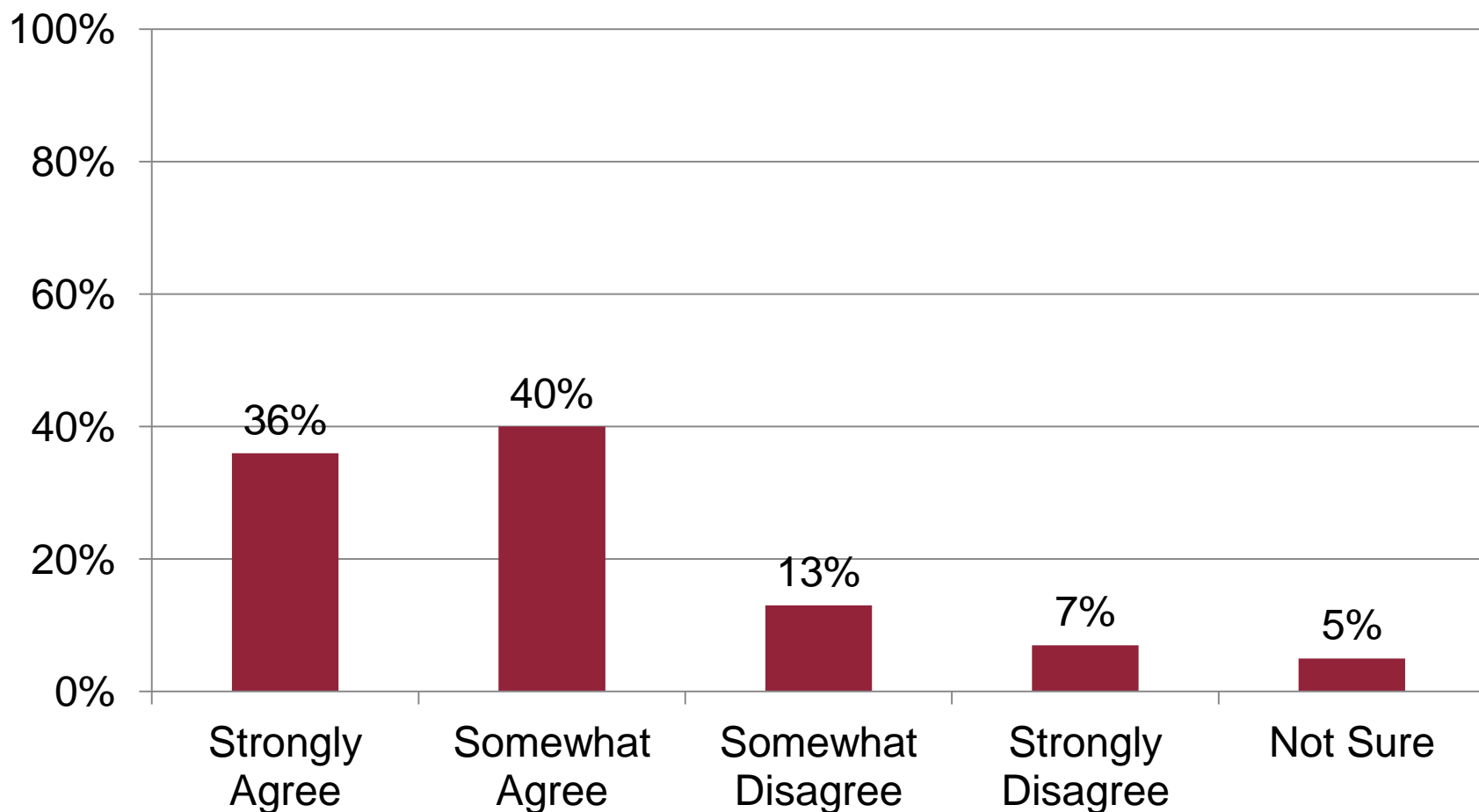


# Over 5 out of 10 pastors agree they are often concerned about the financial security of their family



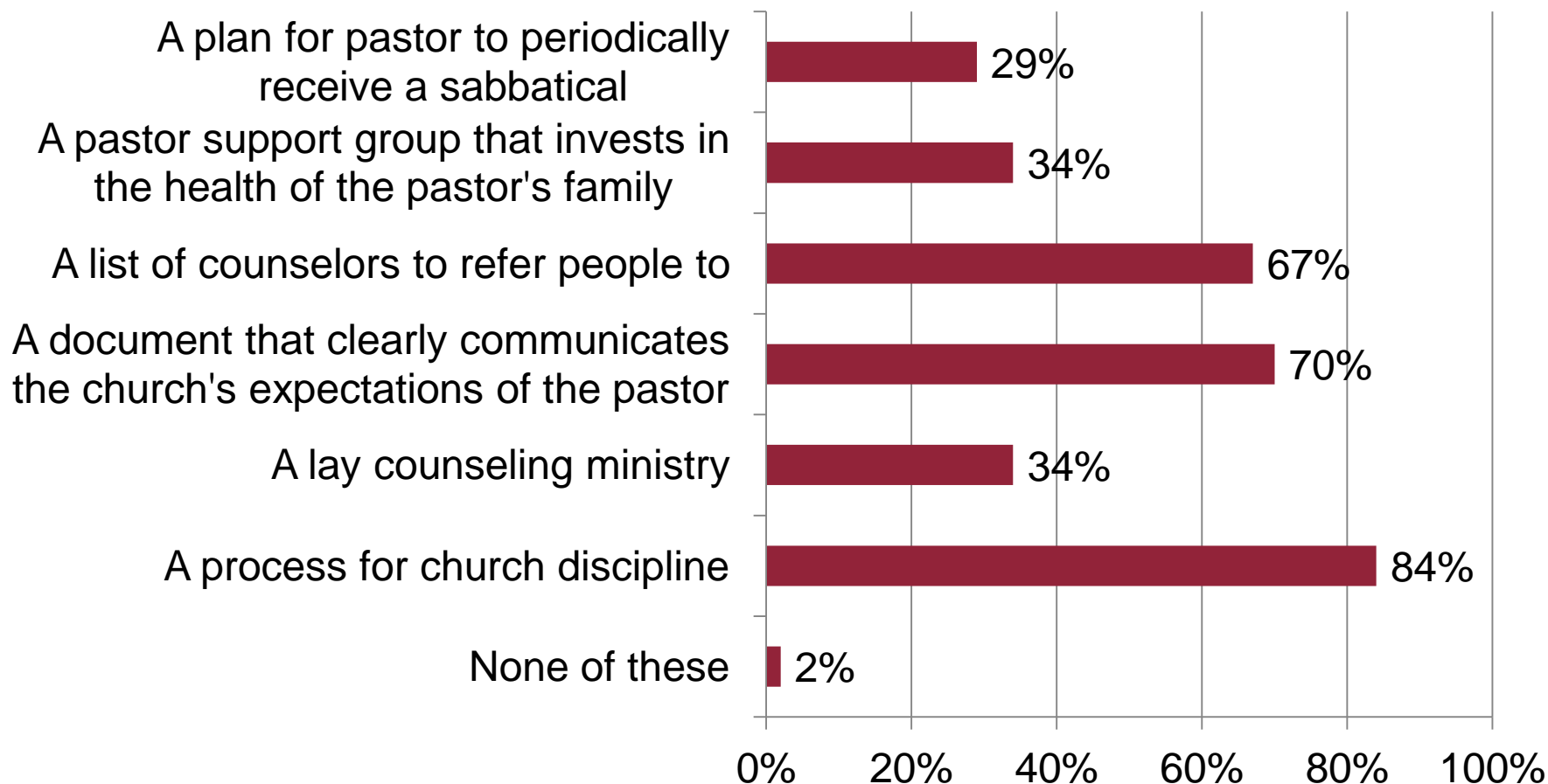
# 76% of pastors agree they deserve the respect of their people

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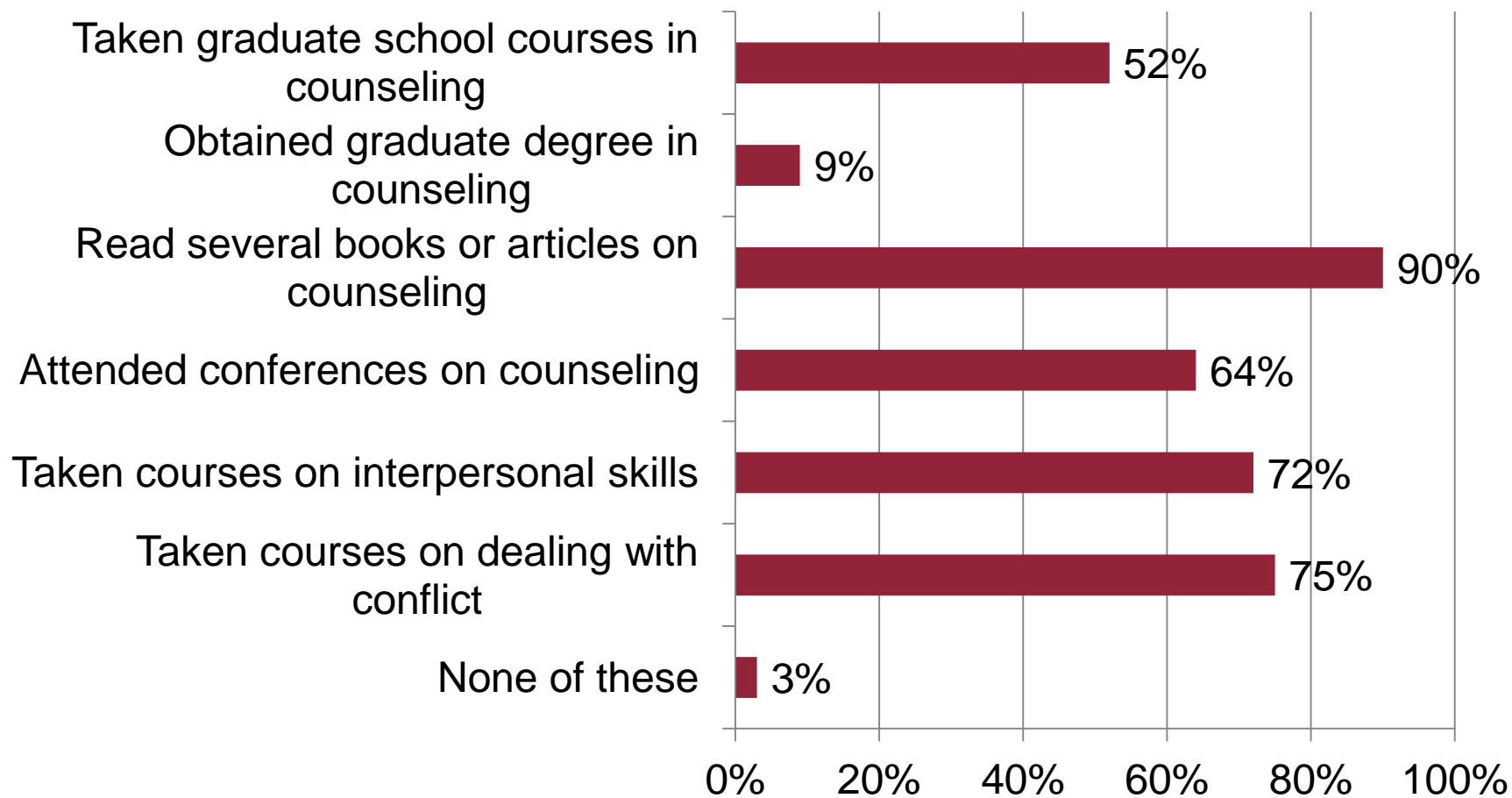
Q19: "I deserve the respect of my people."

# Majority of churches have in place: a process for church discipline, a document that communicates church's expectations, and a list of counselors to refer people to



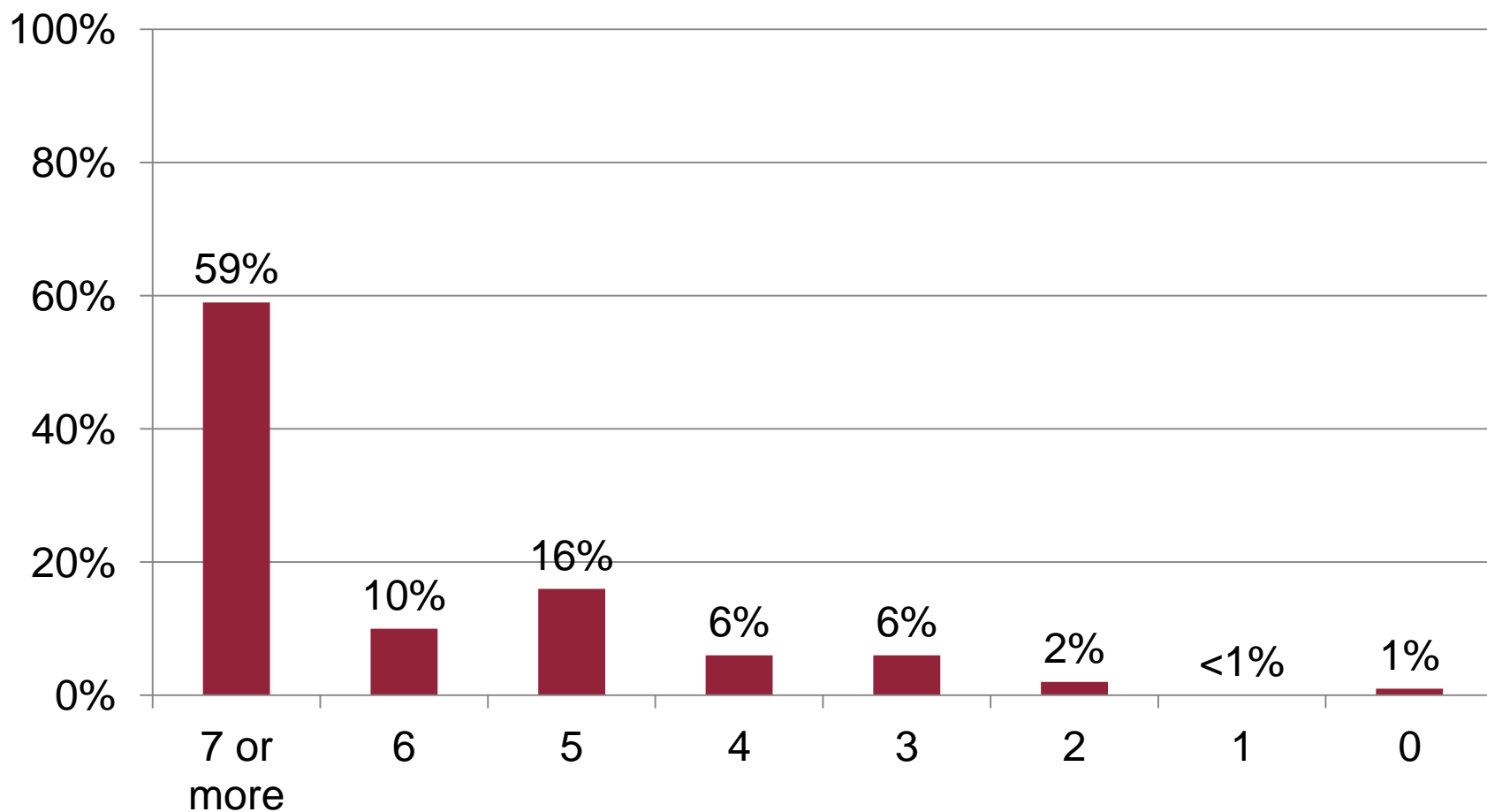
Not sure: <1%

# Most pastors indicate they have received training in counseling and interpersonal skills



Not sure: <1%

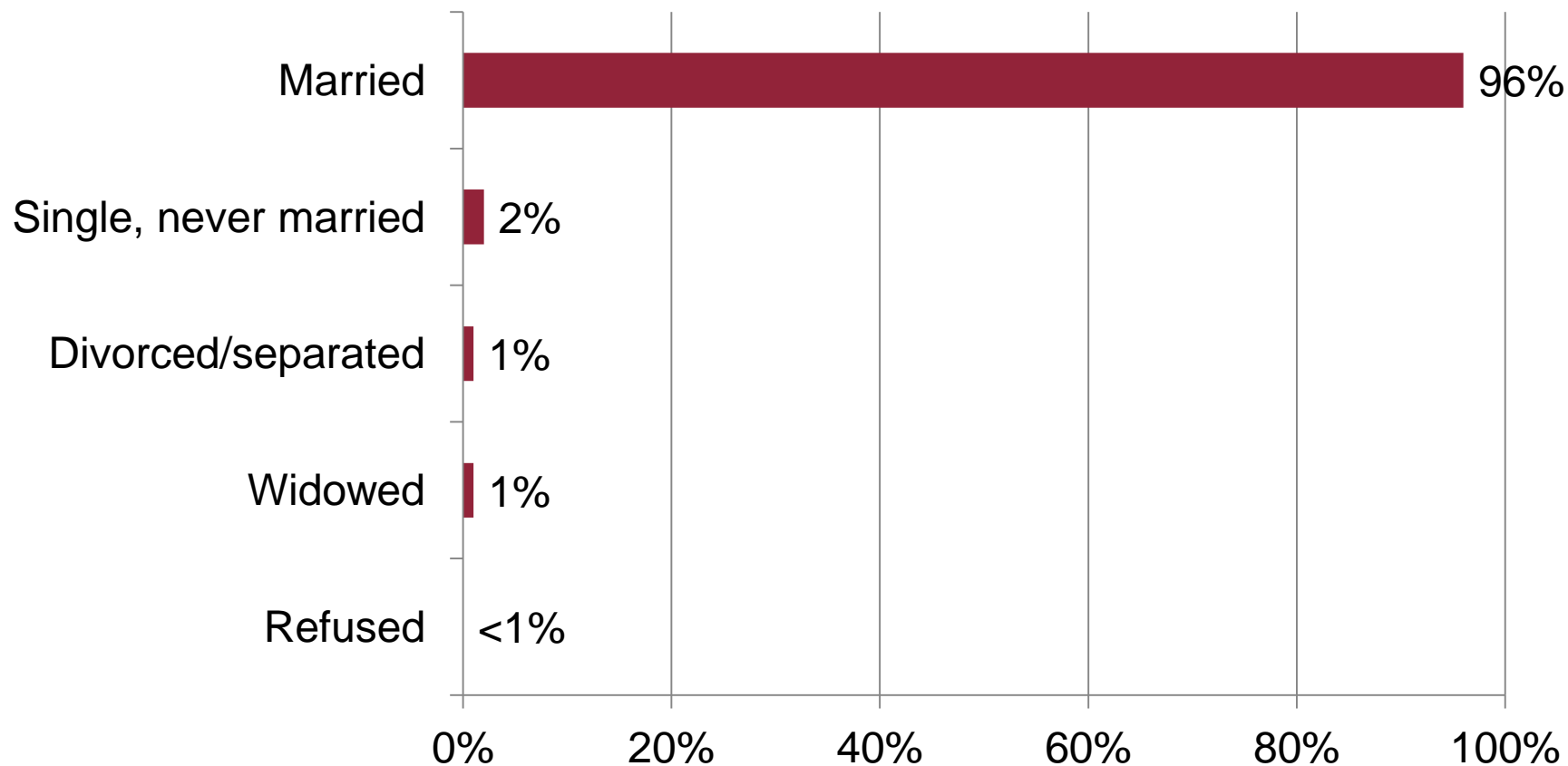
# How often pastors are spending time alone with the Lord in a week: almost 6 out of 10 say seven or more times



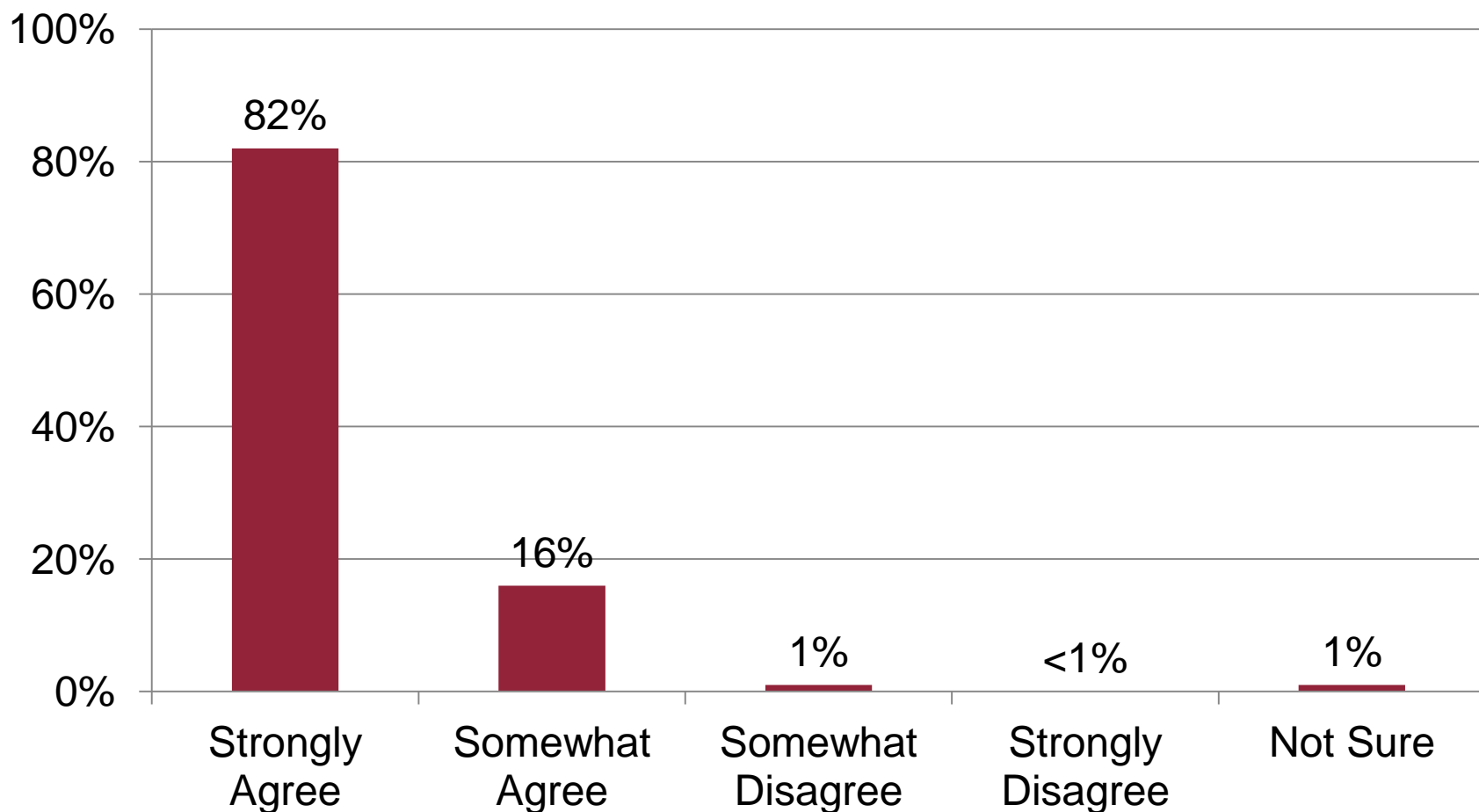
Q23: "In the last 7 days, how many times have you had personal time alone with the Lord involving Bible study and prayer, other than sermon or lesson preparation?"



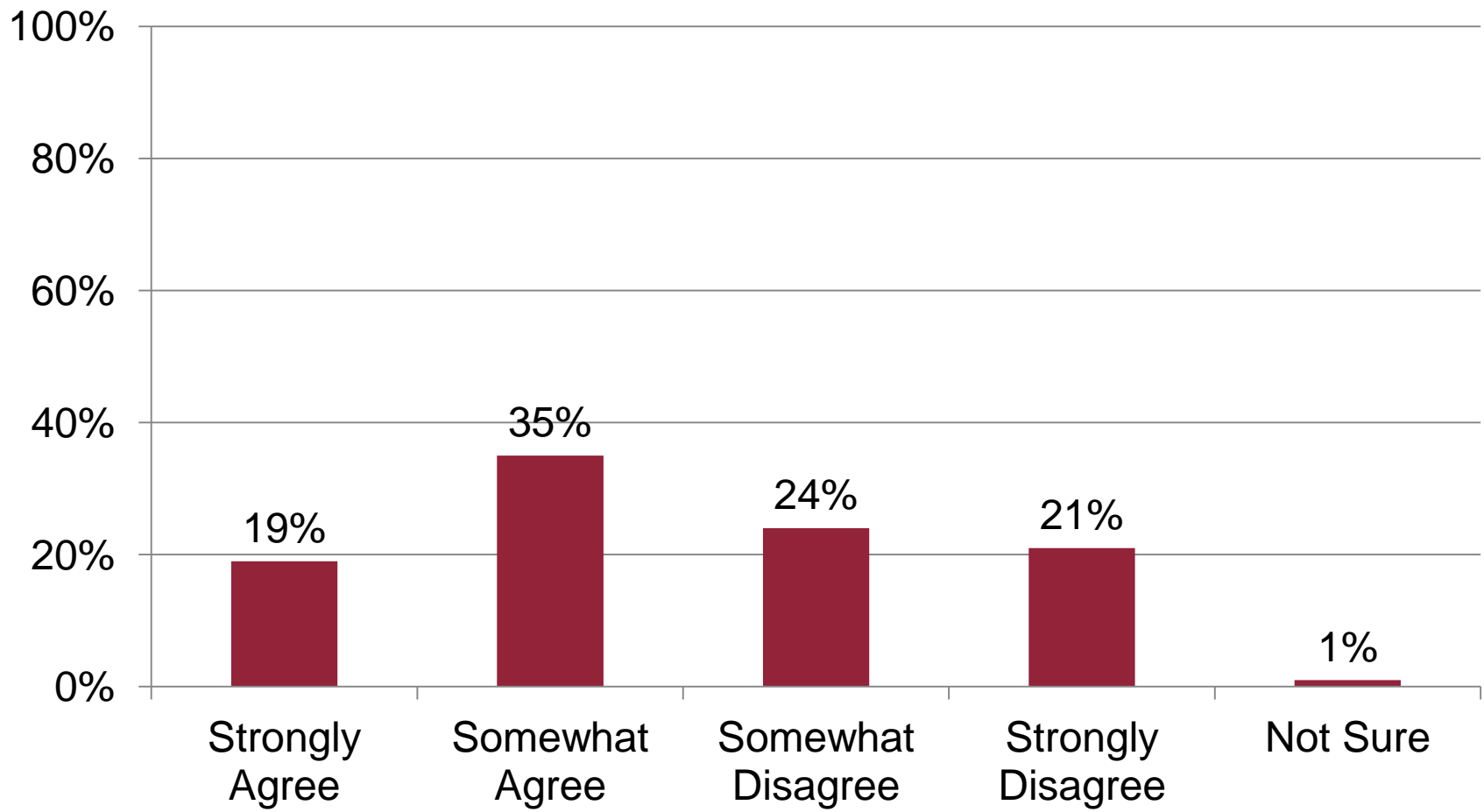
## 96% of pastors indicate they are married



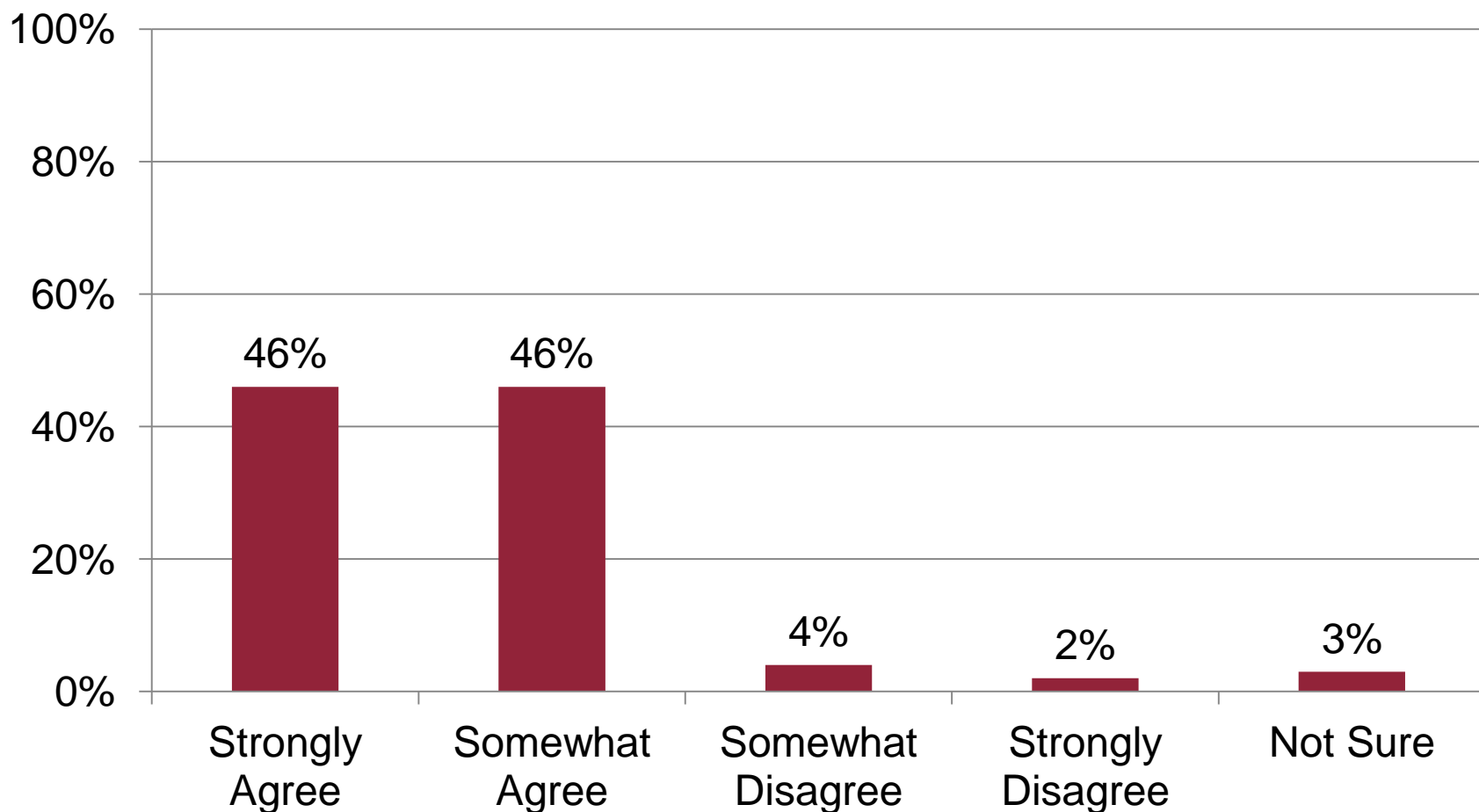
## 98% of pastors agree that their spouse is very satisfied with their marriage today



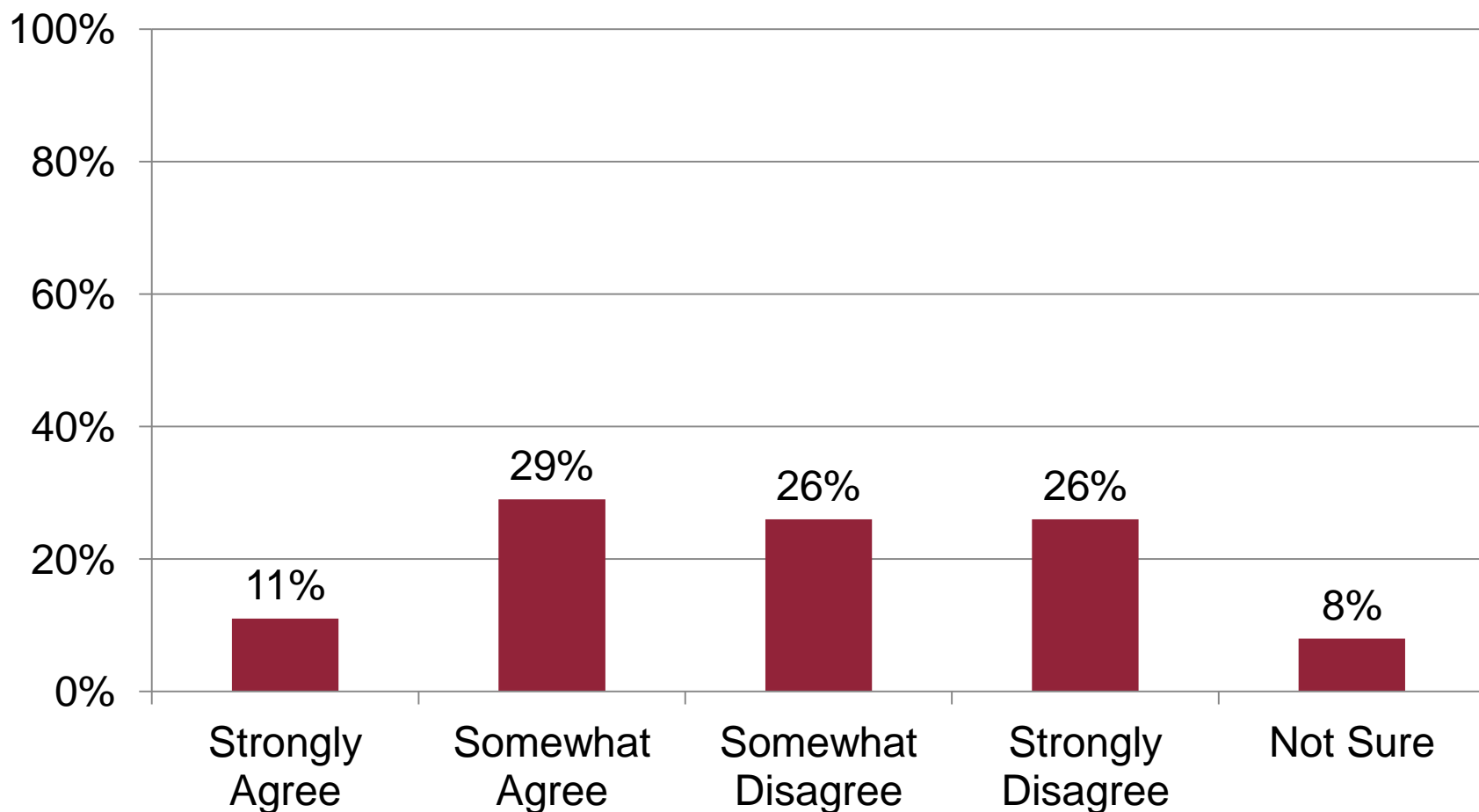
# 54% of pastors agree the role of pastor is frequently overwhelming



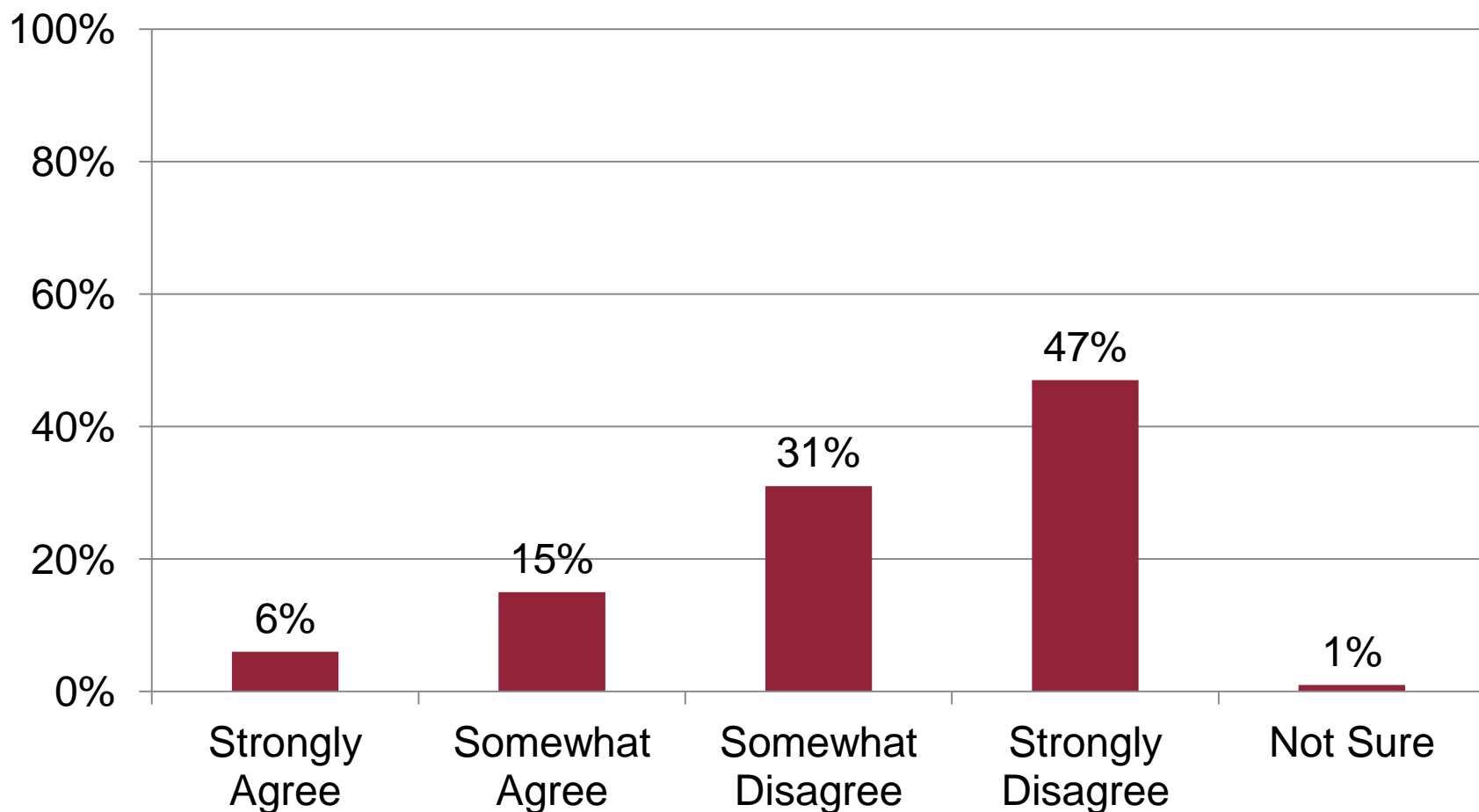
## Over 9 in 10 pastors agree they invest in processes to prevent conflict



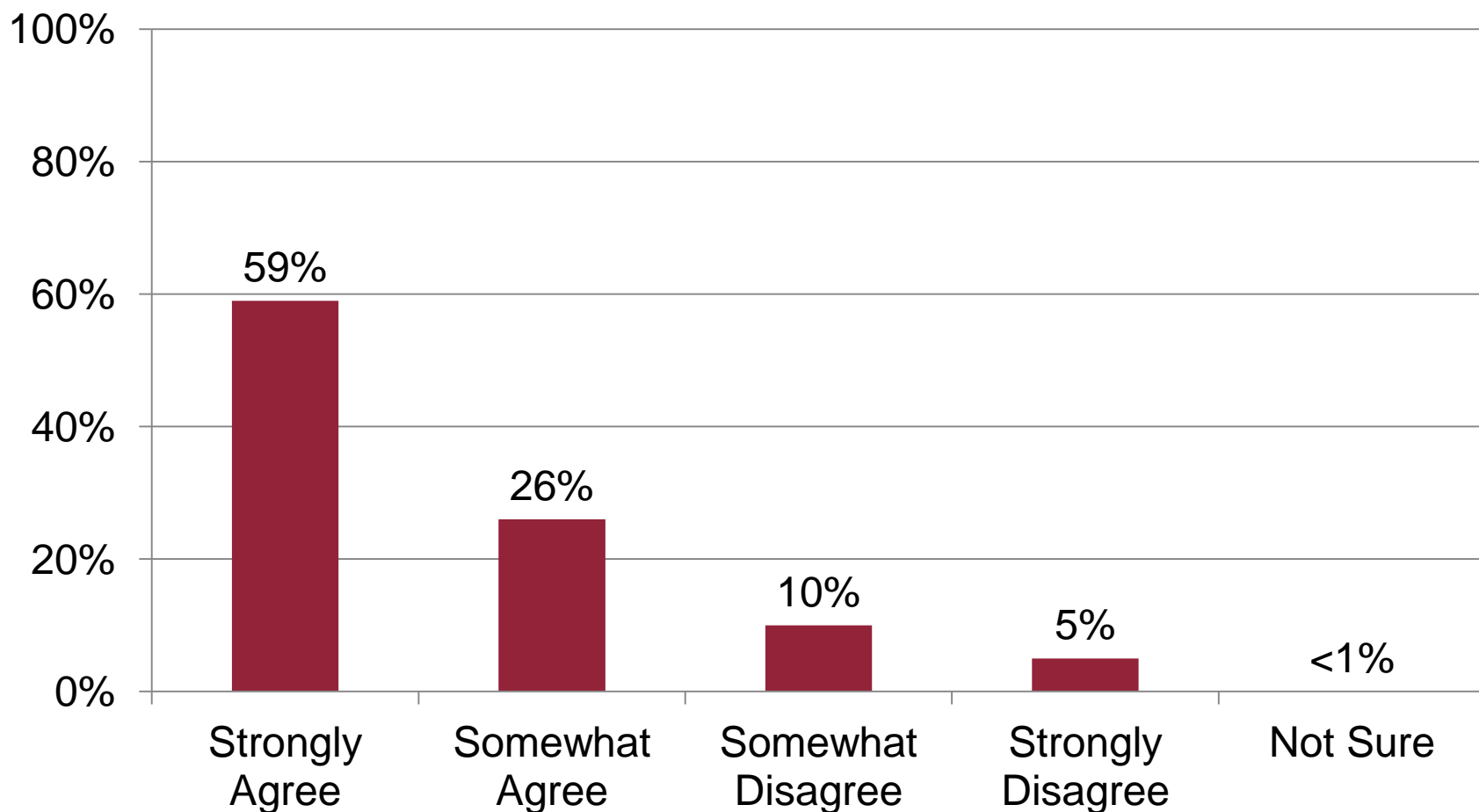
# 4 in 10 pastors agree their churches would not have achieved the progress they have without them



## More than 1 in 5 pastors agree their church has unrealistic expectations of them

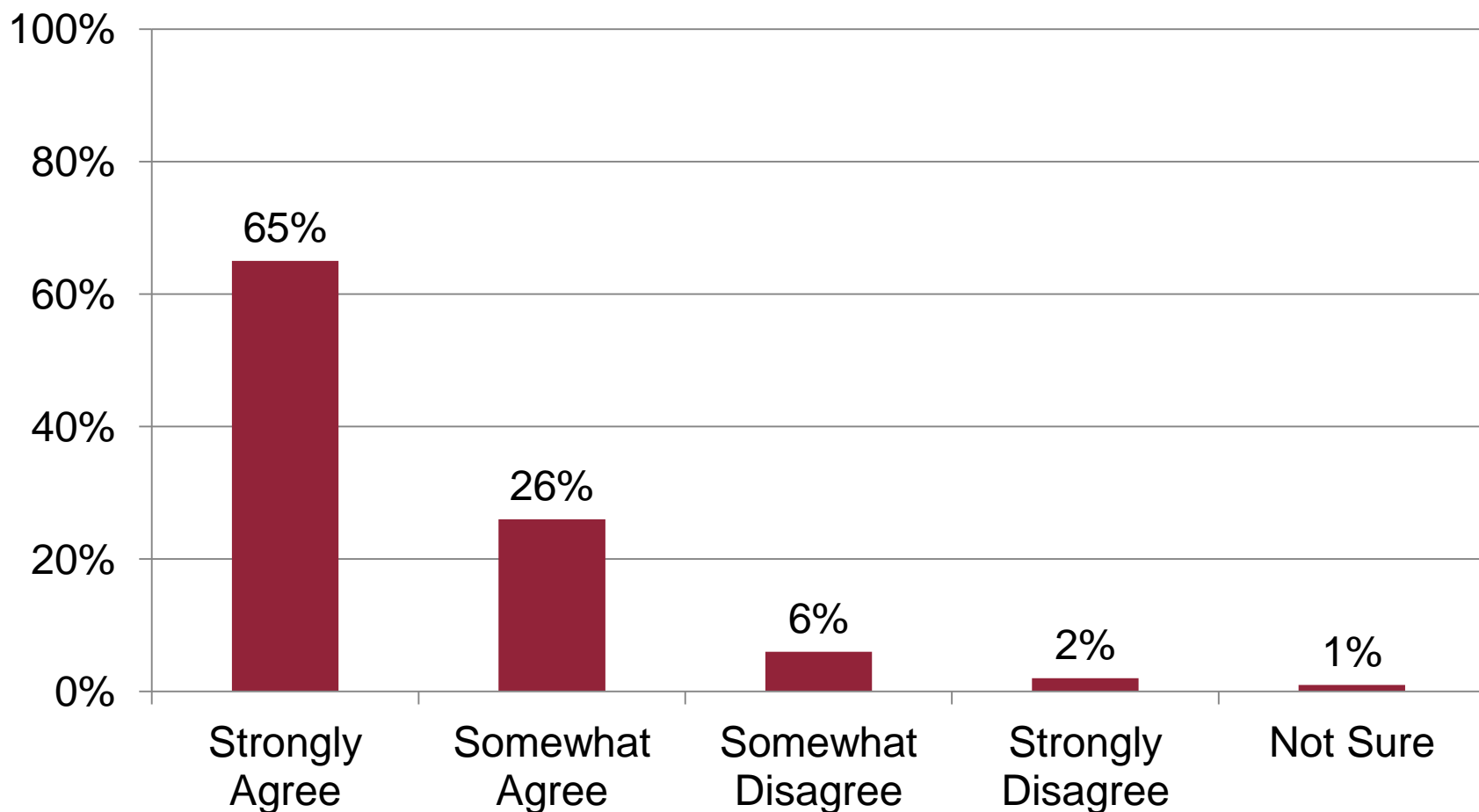


## 85% of pastors agree they have a day of rest at least once a week



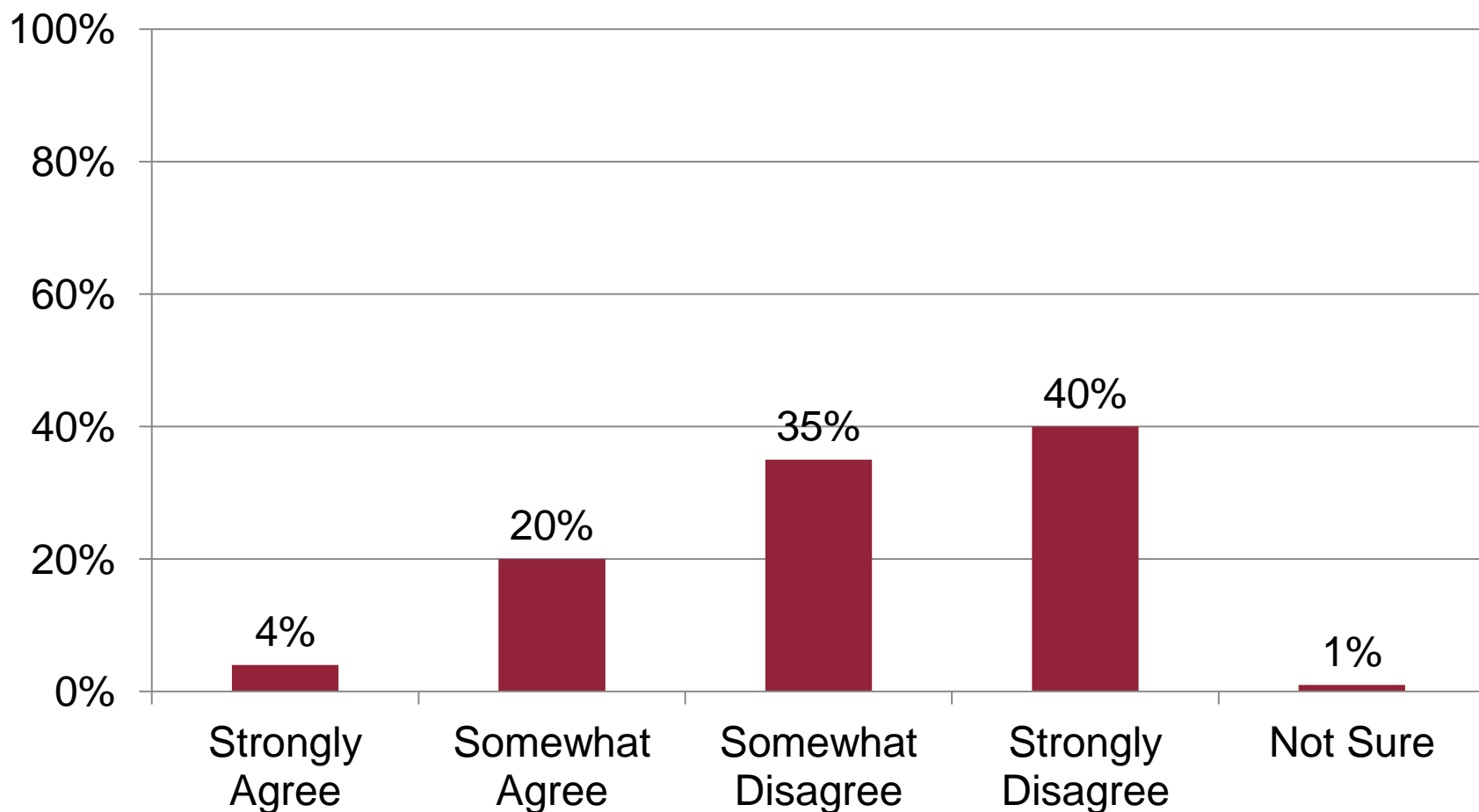
Q29: "At least one day a week I "unplug" from ministerial work and have a day of rest."

# More than 9 in 10 married pastors agree their spouse has found a fulfilling ministry in their church

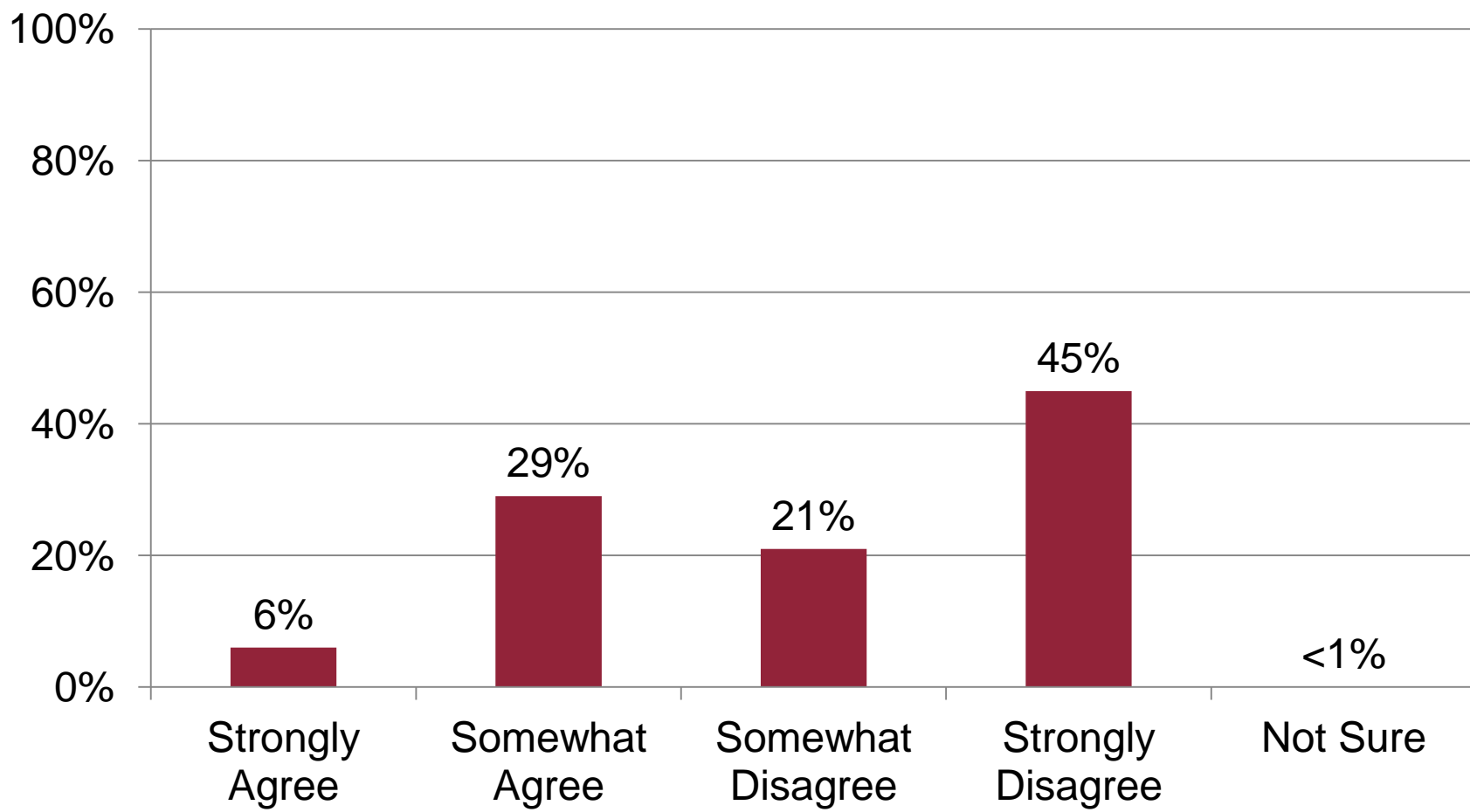




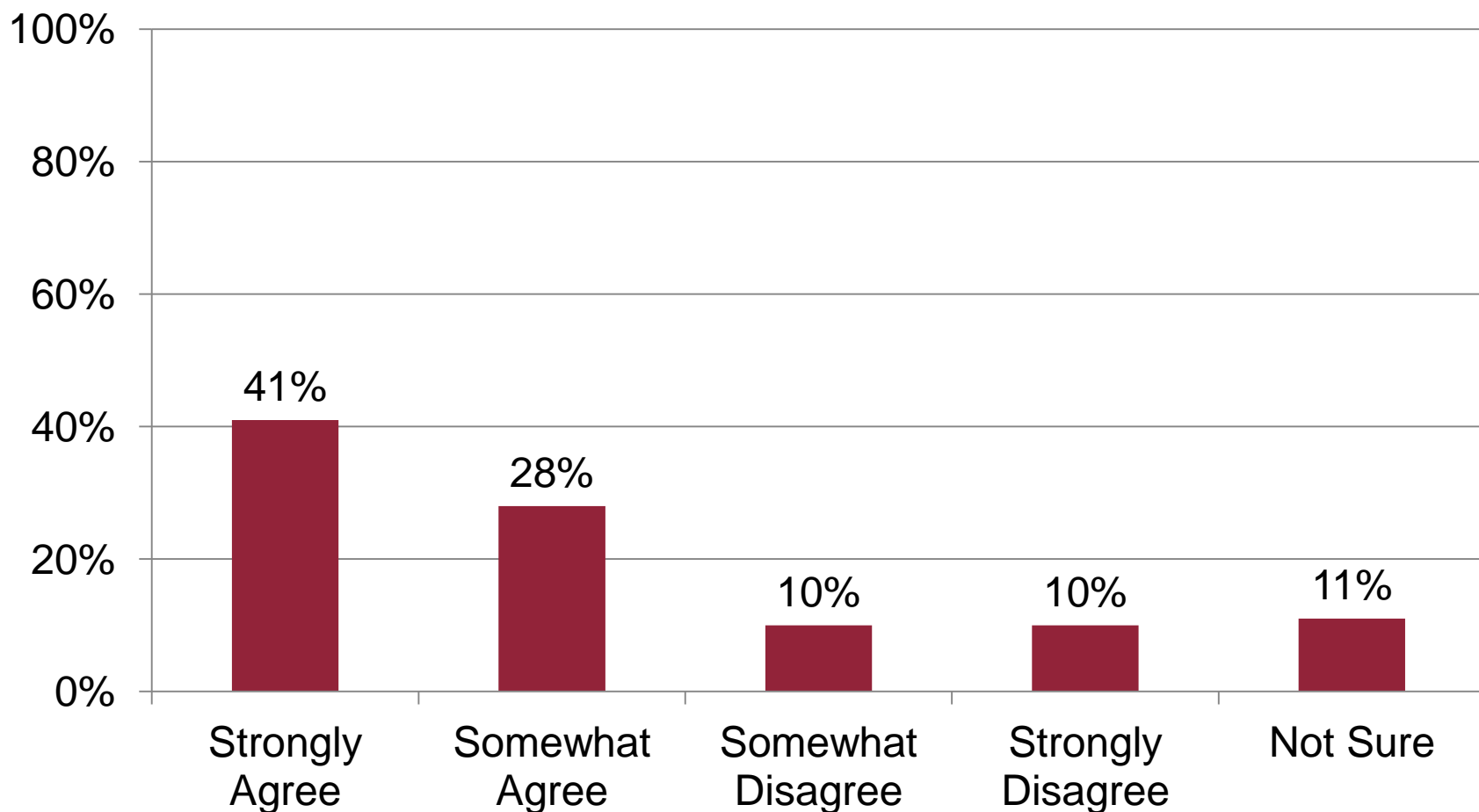
## Nearly 1 in 4 pastors agree they frequently get irritated with people at the church



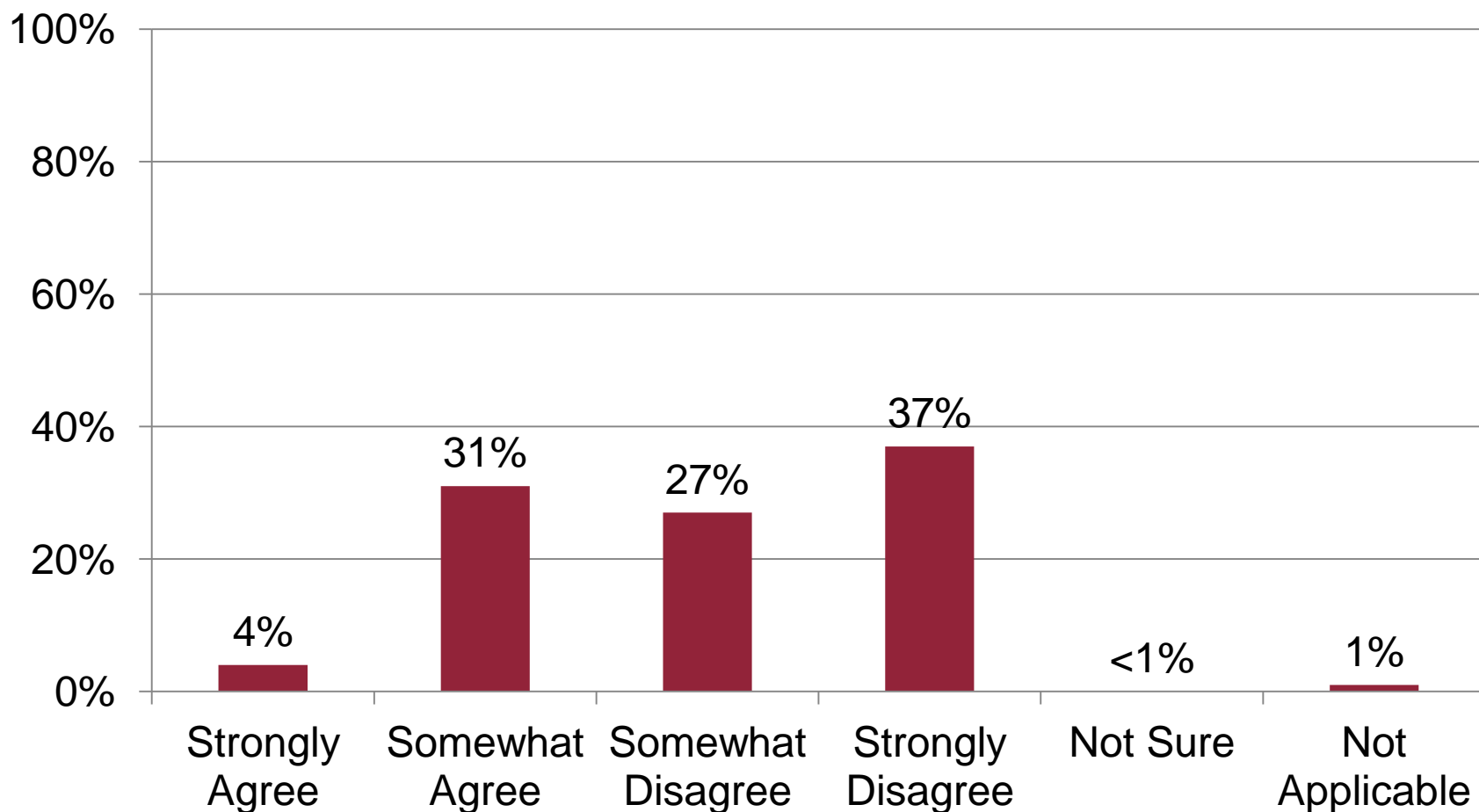
# More than 1 in 3 agree they feel isolated as a pastor



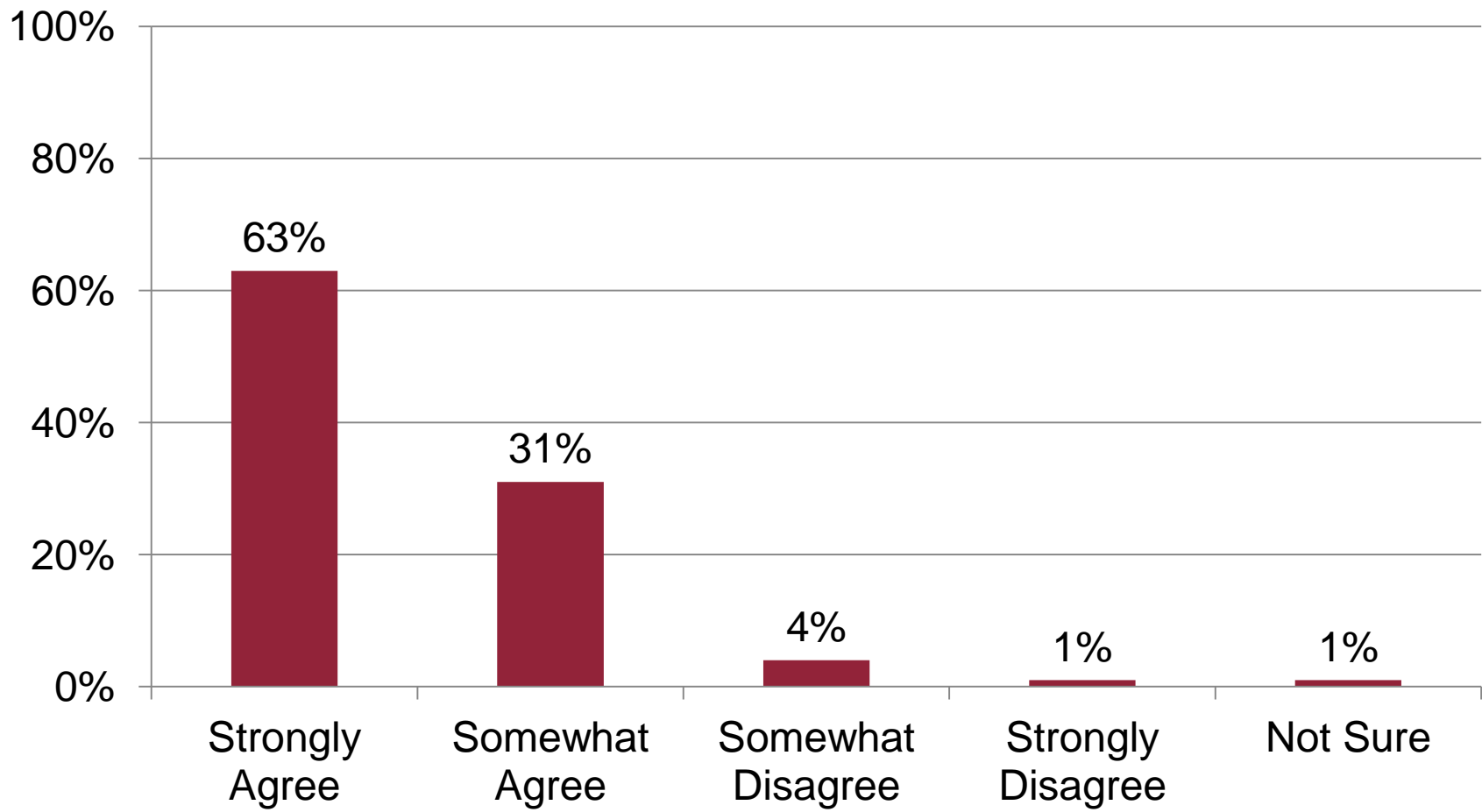
# 1 in 5 pastors disagree that their search team accurately described the church before they arrived



## More than 1 in 3 agree ministry demands keep them from spending time with family

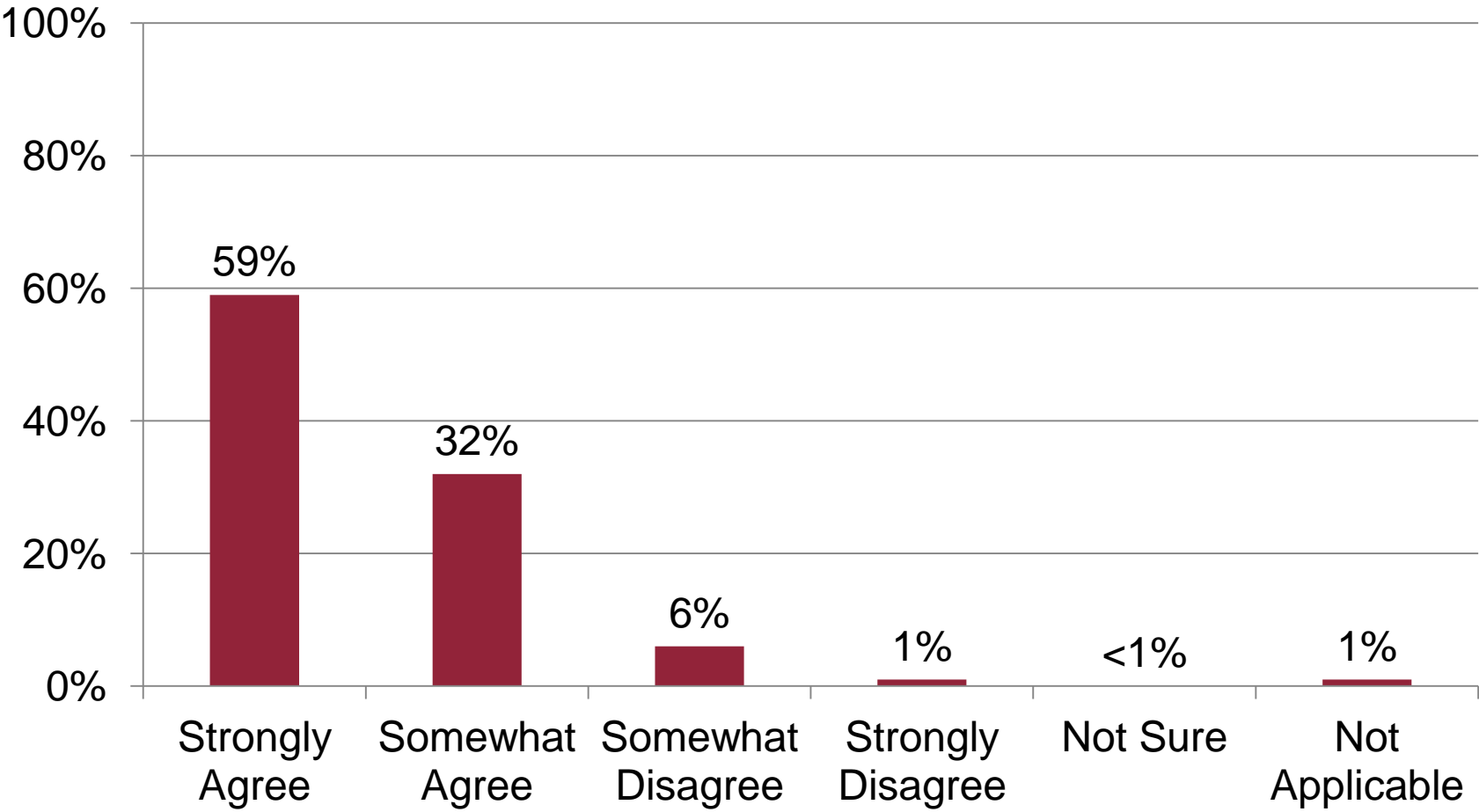


# 94% of married pastors agree their spouse is enthusiastic about life in ministry together



Q35: "My spouse is enthusiastic about our life in ministry together." n=1439

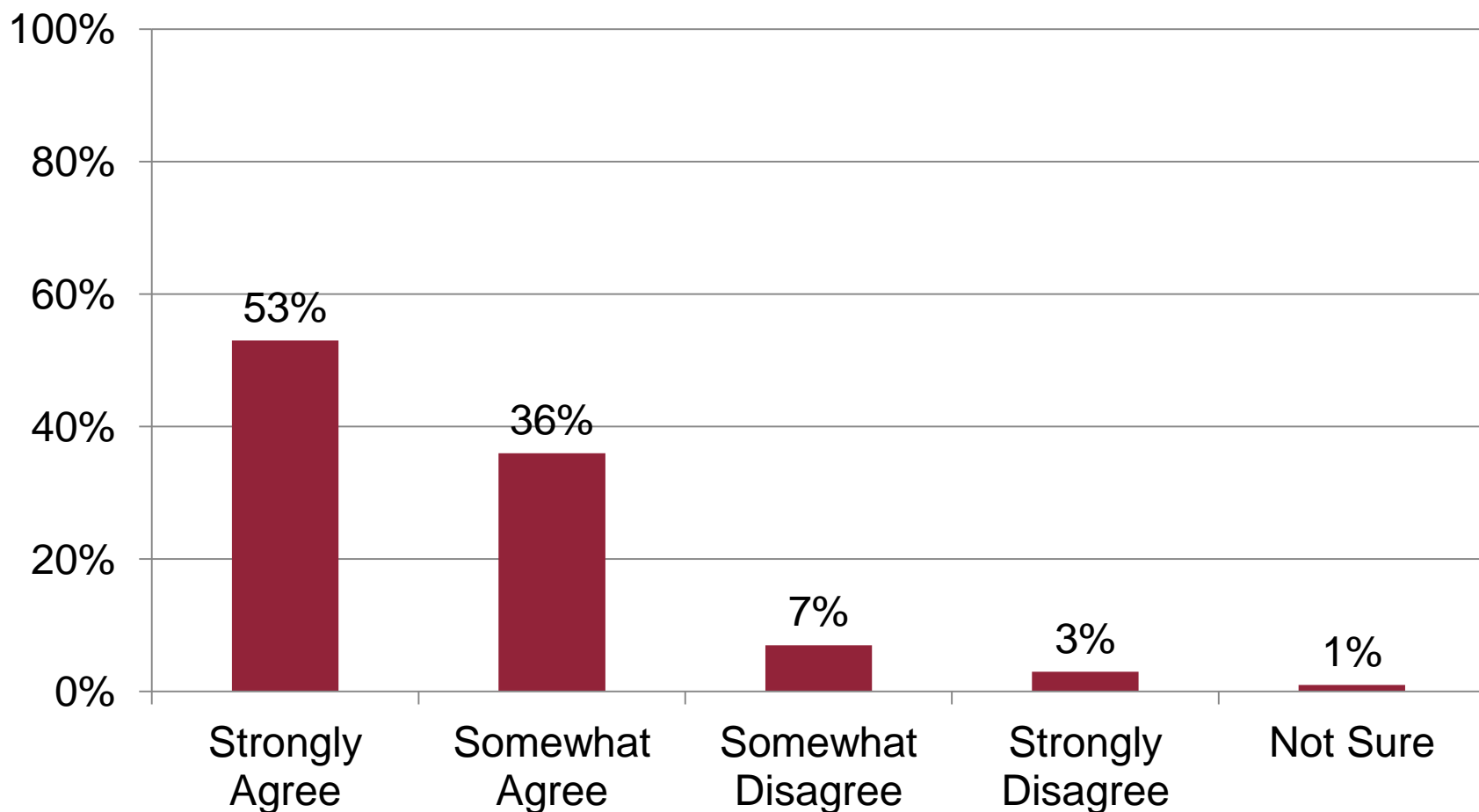
# More than 9 in 10 agree their families regularly receive genuine encouragement from their congregations



Q36: "My congregation regularly provides my family with genuine encouragement."

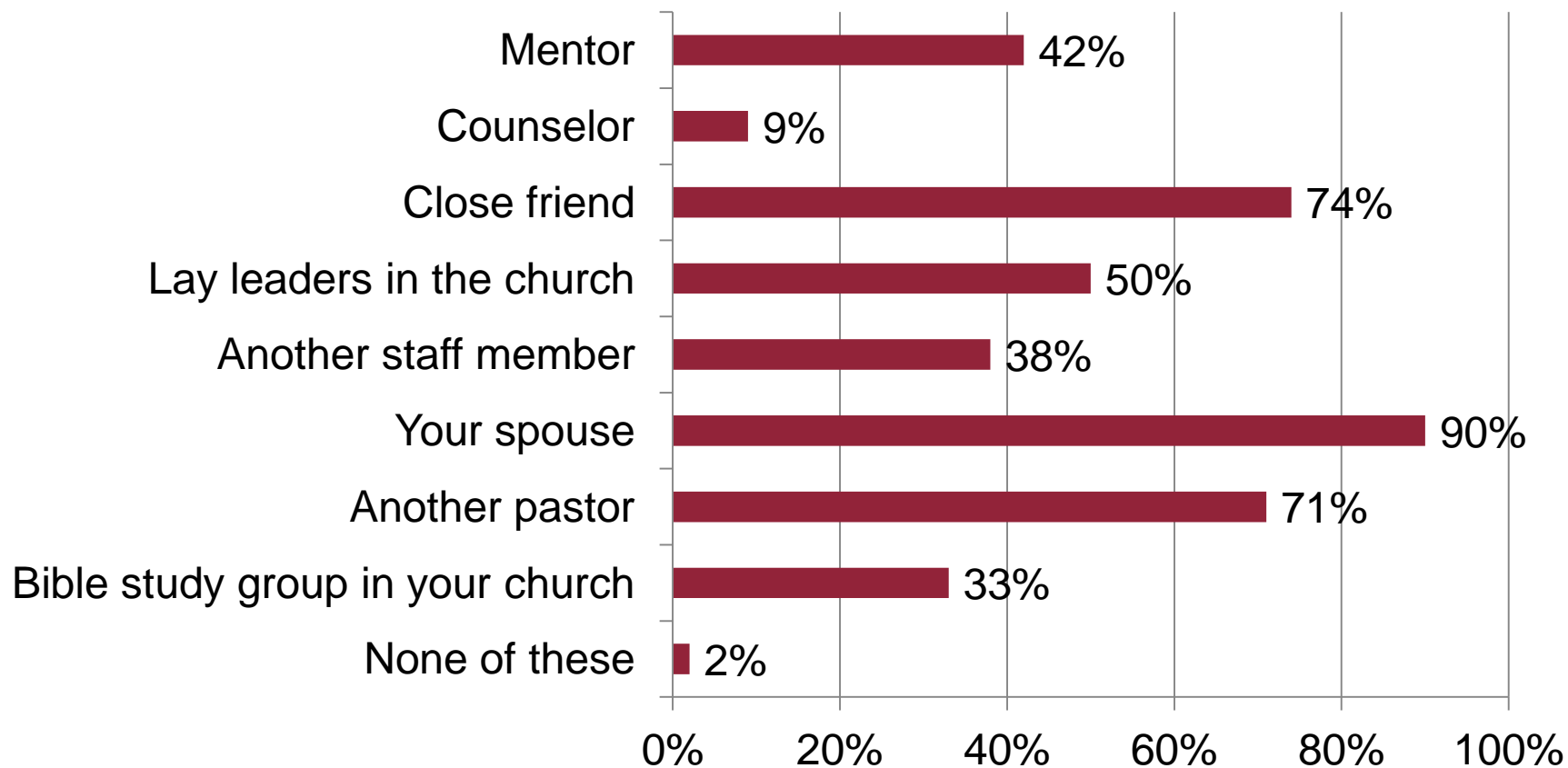


## Nearly 9 in 10 pastors agree they feel free to say no when facing unrealistic expectations



Q37: "I feel free to say 'no' when expectations of me are unrealistic."

# A majority of pastors meet to share their struggles with a spouse, another pastor, and/or a close friend at least once a month

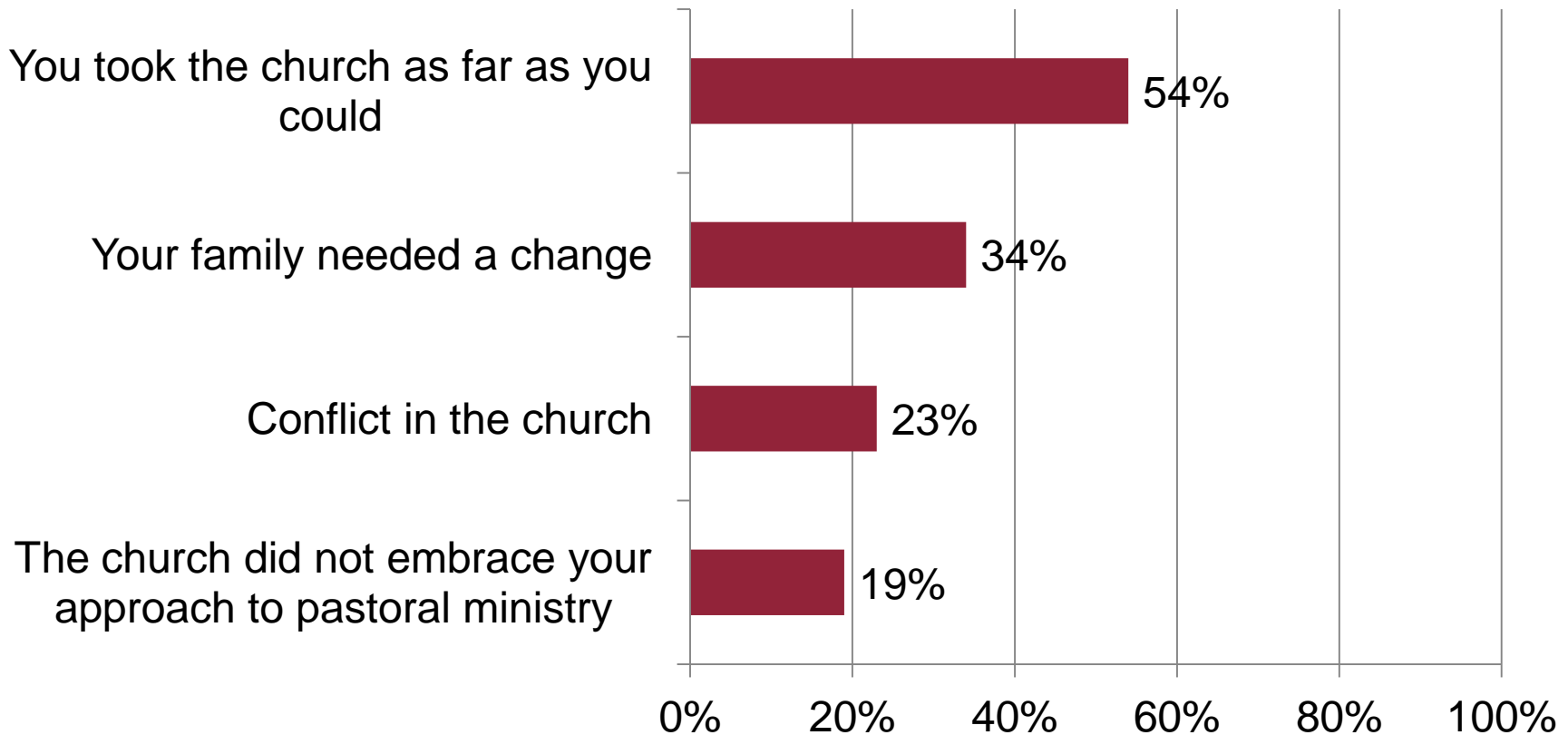


Not sure: <1%



# Most pastors who have served as a senior pastor in another church say they had taken their previous church as far as they could

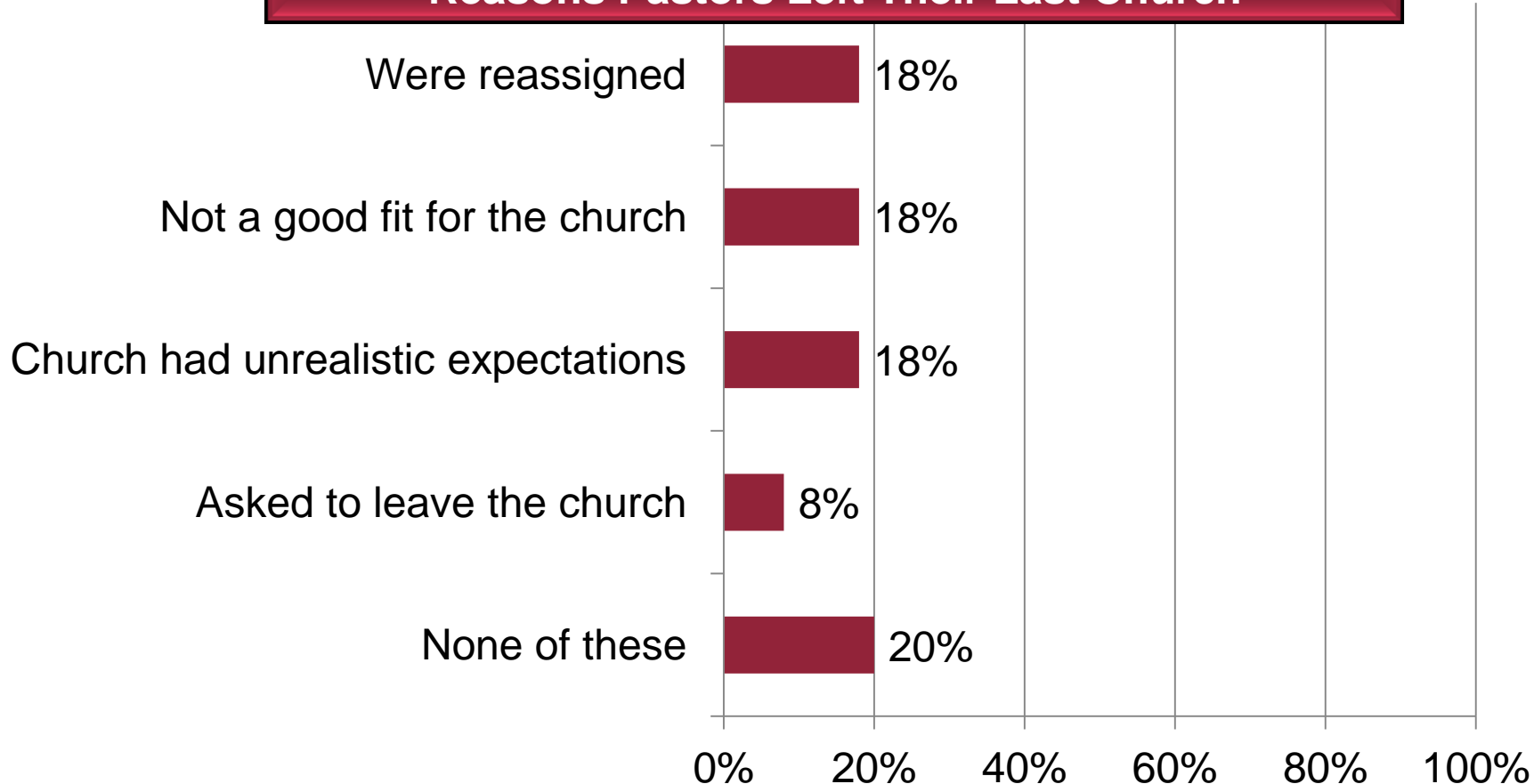
## Reasons Pastors Left Their Last Church



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# 8 out of 10 pastors indicate that one of the 8 reasons listed describe why they left their previous church

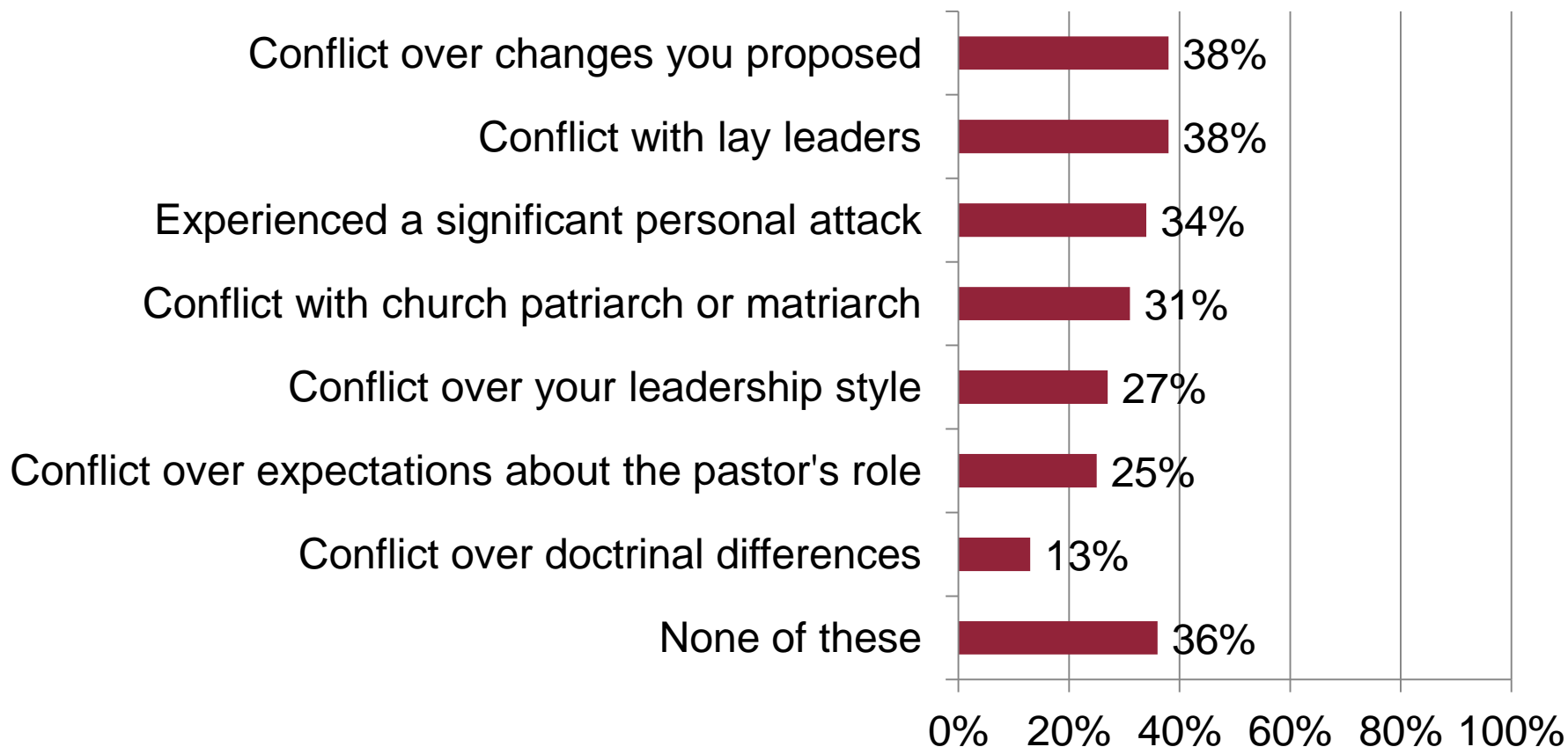
## Reasons Pastors Left Their Last Church



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Not sure: <1%

# More than 1 in 3 experienced a significant personal attack at their last church

Among Pastors Who Served in a Previous Church



Not sure: <1%

# Significant Differences

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Pastor's Ethnicity  
Pastor's Age  
Pastor's Education Level  
Region  
Church Size

# Significant Statistical Differences

Comparisons were made to determine if there are any significant statistical differences among ethnicity, age, and education level.

Pastor Ethnicity	Pastor Age	Pastor Education Level
African American	18-44	No College Degree
White	45-54	Bachelor's Degree
Other Ethnicities	55-64	Master's Degree
	65+	Doctoral Degree

# Significant Statistical Differences

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Comparisons were made to determine if there are any significant statistical differences among region of the country and average weekend worship attendance.

Region	Church Attendance
Northeast	0-49
Midwest	50-99
South	100-249
West	250+

Note: Region is defined by US Census locations

## “Is this the first church you have served as senior pastor?”

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- Whites (41%) are less likely to answer “Yes” than African-Americans (57%) and Other Ethnicities (51%)
- Those age 18-44 (63%) are more likely to answer “Yes” than those age 45-54 (45%), who are more likely than those age 55-64 (35%), who are more likely than those age 65+ (28%)
- Those with no college degree (57%) are the most likely to answer “Yes”
- Those with a doctoral degree (28%) are the least likely to answer “Yes”
- Those with church attendance of 0-49 are the most likely to answer “Yes” (51%)
- Those in the Northeast (51%) are more likely to answer “Yes” than those in the South (41%) and the West (40%)

## **“As far as you know, which of the following best describes where (Feb 2005 pastor) is today?”**

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- Other Ethnicities (9%) are less likely to answer “Retired” than Whites (30%) or African-Americans (29%)
- Other Ethnicities (16%) are more likely to answer “Deceased” than Whites (7%)
- Those age 45-54 are the most likely to answer “Working in another ministry role other than pastor” (26%)
- Those with attendance of 250+ (24%) are more likely to answer “Working in another ministry role other than pastor” than those with attendance of 50-99 (14%) or 100-249 (13%)
- Those in the Northeast (26%) are more likely to answer “Working in another ministry role other than pastor” than those in the Midwest (12%) or South (13%)



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

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- African-Americans (89%) are more likely to agree than Whites (78%) or Other Ethnicities (76%)
- Those age 45-54 (74%) are less likely to agree than those age 18-44 (83%)
- Those with no college degree are the least likely to agree (68%)

## “I expect I will need to confront conflict in this church in the future.”

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- Those age 18-44 (90%) are the most likely to agree
- Those age 65+ (64%) are the least likely to agree
- Those with a master's degree (82%) are more likely to agree than those with no college degree (75%)
- Those with attendance of 0-49 (72%) are less likely to agree than those with attendance of 100-249 (84%) or 250+ (83%)

# “I consistently protect my time with my family.”

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- Those age 45-54 (96%) are more likely to agree than those age 65+ (91%)
- Those with attendance of 100-249 (95%) are more likely to agree than those with attendance of 0-49 (92%)

# “I am sure I can stay at this church as long as I want.”

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- African-Americans (15%) are more likely to disagree than Whites (8%)
- Those with a Bachelor’s degree (92%) are more likely to agree than those with a Master’s degree (87%)
- Those with attendance of 250+ (93%) are more likely to agree than those with attendance of 0-49 (86%) and 100-249 (87%)

## **“I feel I must be "on-call" 24 hours a day.”**

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- Other Ethnicities (76%) are less likely to agree than Whites (84%) and African-Americans (88%)
- Those age 18-44 are least likely to agree (76%)
- Those age 55-64 (88%) are more likely to agree than those age 45-54 (82%)
- Those with a Master’s degree (80%) are less likely to agree than those with no college degree (88%) and a Bachelor’s degree (87%)
- Those with attendance of 0-49 (88%) are more likely to agree than those with attendance of 250+ (80%)
- Those in the South are the most likely to agree (87%)

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

- African-Americans (>99%) are more likely to agree than Whites (89%) and Other Ethnicities (87%)
- Those with no college degree (93%) and a Bachelor's degree (92%) are more likely to agree than those with a Master's degree (88%) and a Doctoral degree (86%)
- Those in the South are the most likely to agree (93%)

# “My family resents the demands of pastoral ministry.”

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- African-Americans (31%) are more likely to agree than Whites (19%)
- Those age 55-64 (23%) are more likely to agree than those age 18-44 (17%) and age 45-54 (17%)

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

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- Those age 18-44 (94%) are more likely to agree than those age 55-64 (89%)
- Those with a Doctoral degree (95%) are more likely to agree than those with a Bachelor's degree (89%)



## “I often feel the demands of ministry are greater than I can handle.”

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- African-Americans (38%) are less likely to agree than Whites (49%), who are less likely than Other Ethnicities (60%)
- Those age 65+ are the least likely to agree (40%)
- Those with attendance of 100-249 are the most likely to agree (53%)
- Those in the Northeast (58%) are more likely to agree than those in the South (45%)

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

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- Other Ethnicities (86%) are more likely to agree than Whites (77%)
- Those age 65+ (75%) are less likely to agree than those age 18-44 (82%)
- Those age 55-64 (19%) are more likely to disagree than those age 18-44 (14%)
- Those age 65+ (3%) are more likely to answer “I do not counsel” than those age 18-44 (1%) and age 55-64 (1%)
- Those with no college degree (86%) and a Bachelor’s degree (81%) are more likely to agree than those with a Master’s degree (74%) and a Doctoral degree (70%)
- Those with no college degree (3%) and a Bachelor’s degree (3%) are more likely to answer “I do not counsel” than those with a Master’s degree (1%)
- Those with attendance of 100-249 are the most likely to agree (53%)

# “I have another staff member present when counseling church members of the opposite sex.” (con’t.)

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- Those with attendance of 50-99 (18%) and 250+ (20%) are more likely to disagree than those with attendance 0-49 (13%)
- Those with attendance of 0-49 are the most likely to answer “I do not counsel” (4%)
- Those in the Northeast (81%) and South (82%) are more likely to agree than those in the Midwest (72%)
- Those in the West (4%) are more likely to answer “I do not counsel” than those in the Midwest (1%) and South (1%)
- Those in the West (2%) are more likely to answer “I do not counsel members of the opposite sex” than those in South (less than 1%)

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

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- Those with attendance of 0-49 (66%) are least likely to agree
- Those with attendance of 100-249 (80%) are more likely to agree than those with attendance 50-99 (75%)
- Those in the South (77%) are more likely to agree than those in the West (71%)

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

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- Whites (51%) are less likely to agree than African-Americans (66%) and Other Ethnicities (62%)
- Those age 65+ are the least likely to agree (43%)
- Those with attendance of 250+ are the least likely to agree (41%)
- Those in the South (56%) are more likely to agree than those in the Midwest (47%)

## **“I deserve the respect of my people.”**

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- African-Americans (94%) are more likely to agree than Whites (75%), who are more likely than Other Ethnicities (65%)
- Those with and a Doctoral degree (81%) are more likely to agree than those with a Bachelor's degree (72%)

# “Which of the following does your church have in place today?”

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- **A plan for the pastor to periodically receive a sabbatical**
  - Whites (26%) are less likely to answer “Yes” than African-Americans (50%) and Other Ethnicities (44%)
  - Those with no college degree (33%) are more likely to answer “Yes” than those with a bachelor’s degree (26%)
  - Those with attendance of 0-49 (23%) and 50-99 (25%) are less likely to answer “Yes” than those with attendance of 100-249 (32%) and 250+ (37%)
  - Those in the West (34%) are more likely to answer “Yes” than in the South (27%)
- **A pastor support group that invests in the health of the pastor's family**
  - African-Americans (46%) are more likely to answer “Yes” than Whites (32%)
  - Those with attendance of 250+ (41%) are more likely to answer “Yes” than those with attendance of 0-49 (30%) and 100-249 (33%)

# “Which of the following does your church have in place today?” (con’t.)

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- **A list of counselors to refer people to**
  - Those age 45-54 (73%) are more likely to answer “Yes” than those age 18-44 (62%) and 65+ (64%)
  - Those age 55-64 (69%) are more likely to answer “Yes” than those age 18-44 (62%)
  - Those with a Master’s degree (72%) or a Doctoral degree (76%) are more likely to answer “Yes” than those with no college degree (57%) or a Bachelor’s degree (63%)
  - Those with attendance of 0-49 are the least likely to answer “Yes” (49%), followed by those with attendance 50-99 (63%), then 100-249 (73%), then 250+ (84%)
  - Those in the Midwest (71%) are more likely to answer “Yes” than in the South (65%)
  
- **A document that clearly communicates the church's expectations of the pastor**
  - African-Americans (79%) are more likely to answer “Yes” than Whites (69%)
  - Those age 55-64 (73%) are more likely to answer “Yes” than those age 65+ (64%)
  - Those with attendance of 250+ (75%) are more likely to answer “Yes” than those with attendance of 0-49 (66%)



# “Which of the following does your church have in place today?” (con’t.)

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- **A lay counseling ministry**

- Whites (31%) are less likely to answer “Yes” than African-Americans (54%) and Other Ethnicities (49%)
- Those age 65+ (40%) are more likely to answer “Yes” than those age 18-44 (29%) and 45-54 (32%)
- Those with a Master’s degree are the least likely to answer “Yes” (27%)
- Those with attendance of 250+ are the most likely to answer “Yes” (52%), followed by those with attendance 100-249 (64%)
- Those in the Midwest (28%) are less likely to answer “Yes” than those in the South (35%) and the West (38%)

- **A process for church discipline**

- African-Americans (93%) are more likely to answer “Yes” than Whites (83%) and Other Ethnicities (83%)
- Those age 45-54 (86%) and 55-64 (85%) are more likely to answer “Yes” than those age 18-44 (80%)
- Those in the South (81%) are less likely to answer “Yes” than those in the Midwest (86%) and West (89%)

# “Which of the following training, if any, have you received?”

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- **Taken graduate school courses in counseling**
  - African-Americans (62%) are more likely to answer “Yes” than Whites (51%)
  - Those with a Doctoral degree are the most likely to answer “Yes” (80%), followed by those with a Master’s (69%), then those with a Bachelor’s (36%), then those with no college degree (21%)
  - Those with attendance of 0-49 are the least likely to answer “Yes” (43%)
- **Obtained a graduate degree in counseling**
  - African-Americans (17%) are more likely to answer “Yes” than Whites (8%)
  - Those age 55-64 (10%) and 65+ (13%) are more likely to answer “Yes” than those age 18-44 (5%)
  - Those with a Doctoral degree (21%) are more likely to answer “Yes” than those with a Master’s degree (12%)
  - Those in the South (10%) are more likely to answer “Yes” than those in the Midwest (6%)

# “Which of the following training, if any, have you received?” (con’t.)

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- **Read several books or articles on counseling**
  - Those age 65+ are the least likely to answer “Yes” (85%)
  - Those with no college degree are the least likely to answer “Yes” (82%)
  - Those with attendance of 0-49 are the least likely to answer “Yes” (81%)
  
- **Attended conferences on counseling**
  - African-Americans (75%) and Other Ethnicities (76%) are more likely to answer “Yes” than Whites (62%)
  - Those age 18-44 are the least likely to answer “Yes” (49%)
  - Those with a Doctoral degree (69%) are more likely to answer “Yes” than those with a Bachelor’s degree (59%)
  - Those with attendance of 100-249 (69%) and 250+ (68%) are more likely to answer “Yes” than those with attendance of 0-49 (57%) and 50-99 (59%)

# “Which of the following training, if any, have you received?” (con’t.)

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## • Taken courses on interpersonal skills

- African-Americans (82%) are more likely to answer “Yes” than Whites (70%)
- Those age 65+ (64%) are less likely to answer “Yes” than those ages 18-44 (76%) and 45-54 (74%)
- Those with a Master’s degree (75%) or a Doctoral Degree (80%) are more likely to answer “Yes” than those with no college degree (63%) or a Bachelor’s degree (69%)
- Those with attendance of 250+ (77%) are more likely to answer “Yes” than those with attendance of 0-49 (65%) and 50-99 (70%)

## • Taken courses on dealing with conflict

- Those age 18-44 (82%) are more likely to answer “Yes” than those age 55-64 (74%) and 65+ (68%)
- Those age 45-54 (78%) are more likely to answer “Yes” than those age 65+ (68%)
- Those with a Master’s degree (80%) and Doctoral degree (84%) are more likely to answer “Yes” than those with no college degree (66%) and a Bachelor’s degree (71%)
- Those with attendance of 0-49 are the least to answer “Yes” (69%)

## **“In the last 7 days, how many times have you had personal time alone with the Lord involving Bible study and prayer, other than sermon or lesson preparation?”**

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- Other Ethnicities (69%) are more likely to answer “7 or more” than Whites (59%) and African-Americans (54%)
- Those ages 18-44 (50%) are least likely to answer “7 or more”
- Those age 65+ (70%) are most likely to answer “7 or more”
- Those with no college degree (67%) are more likely to answer “7 or more” than those with a Master’s degree (55%)
- Those with attendance 0-49 (54%) are less likely to answer “7 or more” than those with attendance 100-249 (62%)
- Those with attendance 0-49 are the most likely to answer “3” (10%)
- Those in the South (62%) are more likely to answer “7 or more” than those in the Midwest (56%)

# “My spouse is very satisfied with my marriage today.”

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- No significant differences

# “The role of being a pastor is frequently overwhelming.”

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- Those ages 65+ are the least likely to agree (45%)
- Those with attendance of 100-249 (57%) are more likely to agree than those with attendance of 0-49 (50%)

# “I invest in processes and behaviors to prevent conflict.”

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- Those ages 65+ are the least likely to agree (87%)
- Those with attendance of 0-49 are the least likely to agree (86%)
- Those in the West (87%) are less likely to agree than those in the Midwest (92%) and South (93%)



## **“This church would not have achieved the progress it has without me.”**

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- Those ages 65+ (46%) are more likely to agree than those ages 18-44 (36%) and 45-54 (37%)
- Those with a Doctoral degree are the most like to agree (49%)
- Those with attendance of 50-99 (45%) are more likely to agree than those with attendance of 0-49 (35%) and 100-249 (38%)

## “My church has unrealistic expectations of me.”

- Whites (19%) are less likely to agree than African-Americans (33%) and Other Ethnicities (30%)
- Those with attendance of 100-249 (23%) are more likely to agree than those with attendance of 250+ (15%)

## **“At least one day a week I ‘unplug’ from ministerial work and have a day of rest.”**

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- Whites (85%) and African-Americans (90%) are more likely to agree than Other Ethnicities (77%)
- Those with no college degree (80%) are less likely to agree than those a Bachelor’s degree (86%) and those with a Doctoral degree (88%)

## **“My spouse has found a fulfilling area of ministry to serve in our church.”**

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- Those age 55-64 (94%) are more likely to agree than those age 18-44 (87%)
- Those age 18-44 are the most likely to disagree (12%)
- Those with a Bachelor's degree (94%) are more likely to agree than those a Master's degree (90%)
- Those with attendance of 250+ are the most likely to agree (96%)
- Those in the South (93%) are more likely to agree than those in the Midwest (89%) and the West (88%)

# “I frequently get irritated with people at the church.”

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- Other Ethnicities (32%) are more likely to agree than Whites (24%)

## “I feel isolated as a pastor.”

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- Those age 18-44 (43%) are more likely to agree than those age 55-64 (33%) and age 65+ (28%)
- Those age 45-54 (36%) are more likely to agree than those age 65+ (28%)
- Those with a Bachelor's degree (30%) are less likely to agree than those a Master's degree (38%)
- Those with attendance of 250+ are the least likely to agree (25%)

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

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- Whites (72%) are more likely to agree than African-Americans (55%) and Other Ethnicities (56%)
- Those age 65+ (62%) are less likely to agree than those age 18-44 (75%) and age 55-64 (69%)
- Those with no college degree (62%) are less likely to agree than those with a Bachelor's degree (71%) or a Master's degree (71%)
- Those with attendance of 100-249 (72%) are more likely to agree than those with attendance of 0-49 (63%)
- Those in the West are the least likely to agree (60%)

## **“The demands of ministry keep me from spending time with my family.”**

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- Those with attendance of 50-99 (36%) and 100-249 (40%) are more likely to agree than those with attendance of 0-49 (27%)



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

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- Those with a Bachelor’s degree (96%) are more likely to agree than those with a Master’s degree (93%) or a Doctoral degree (92%)
- Those with attendance of 250+ are the most likely to agree (98%)
- Those in the West (90%) are less likely to agree than those in the Northeast (96%) and the South (96%)

# “My congregation regularly provides my family with genuine encouragement.”

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- African-Americans (97%) are more likely to agree than Whites (91%)
- Those age 65+ (95%) are more likely to agree than those age 45-54 (90%)
- Those with no college degree (94%) or a Bachelor’s degree (93%) are more likely to agree than those with a Doctoral degree (86%)

# “I feel free to say ‘no’ when expectations of me are unrealistic.”

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- Those age 55-64 (91%) and 65+ (91%) are more likely to agree than those age 18-44 (85%)
- Those with a Doctoral degree (94%) are more likely to agree than those with a Master’s degree (87%)

# “Do you meet at least once a month and openly share your struggles with any of the following?”

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- **A mentor**

- Those age 18-44 are the most likely to answer “Yes” (56%), followed by those age 45-54 (46%)
- Those with attendance of 250+ are the most likely to answer “Yes” (53%)
- Those in the West (49%) are more likely to answer “Yes” than those in the Northeast (37%) and the West (39%)

- **A counselor**

- Whites (7%) are less likely to answer “Yes” than African-Americans (16%) and Other Ethnicities (14%)
- Those age 65+ (13%) are more likely to answer “Yes” than those age 18-44 (6%) and age 55-64 (7%)
- Those in the West (11%) are more likely to answer “Yes” than those in the Midwest (7%)

# “Do you meet at least once a month and openly share your struggles with any of the following?”

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- **A close friend**

- Other Ethnicities (84%) are more likely to answer “Yes” than Whites (74%)
- Those age 18-44 (79%) and 45-54 (79%) are more likely to answer “Yes” than those age 55-64 (73%) and age 65+ (70%)
- Those with attendance of 0-49 (67%) are less likely to answer “Yes” than those with attendance of 100-249 (77%) and 250+ (80%)
- Those in the West (49%) are more likely to answer “Yes” than those in the Northeast (37%) and the West (39%)

- **Lay leaders in the church**

- Whites (51%) and Other Ethnicities (59%) are more likely to answer “Yes” than African-Americans (35%)
- Those with attendance of 250+ (55%) are more likely to answer “Yes” than those with attendance of 0-49 (46%) and 50-99 (47%)
- Those in the West (58%) are more likely to answer “Yes” than those in the Midwest (49%) and South (48%)

# “Do you meet at least once a month and openly share your struggles with any of the following?”

- **Another staff member**

- Other Ethnicities (49%) are more likely to answer “Yes” than Whites (38%) and African-Americans (35%)
- Those with a Doctoral degree (46%) are more likely to answer “Yes” than those with a Master’s degree (36%)
- Those with attendance of 250+ are the most likely to answer “Yes” (58%), followed by those with attendance 100-249 (46%), then 50-99 (30%), then 0-49 (20%)

- **Your spouse**

- Those age 65+ are the least likely to answer “Yes” (81%)
- Those with attendance of 100-249 (92%) and 250+ (92%) are more likely to answer “Yes” than those with attendance of 0-49 (86%)

# “Do you meet at least once a month and openly share your struggles with any of the following?”

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- **Another pastor**

- African-Americans (80%) and Other Ethnicities (82%) are more likely to answer “Yes” than Whites (70%)
- Those age 18-44 (77%) are more likely to answer “Yes” than those age 55-64 (71%) and 65+ (66%)
- Those with a Master’s degree (75%) are more likely to answer “Yes” than those with no college degree (69%) or a Bachelor’s degree (69%)
- Those with attendance of 250+ (75%) are more likely to answer “Yes” than those with attendance of 0-49 (66%)

- **A Bible study group in your church**

- Other Ethnicities (43%) are more likely to answer “Yes” than Whites (32%)
- Those age 65+ are the most likely to answer “Yes” (43%)
- Those age 55-64 (35%) are more likely to answer “Yes” than those age 18-44 (27%)
- Those in the West (40%) are more likely to answer “Yes” than those in the Northeast (29%) and South (31%)

# “Which of the following reasons describe why you left your last church?”

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- **You were not a good fit for the church**
  - African-Americans (26%) and Whites (19%) are more likely to answer “Yes” than Other Ethnicities (7%)
  - Those with attendance of 0-49 (23%) are more likely to answer “Yes” than those with attendance of 250+ (14%)
  - Those in the South (20%) are more likely to answer “Yes” than those in the Northeast (9%)
- **The church had unrealistic expectations of you**
  - Those with attendance of 0-49 (24%) and 50-99 (20%) are more likely to answer “Yes” than those with attendance of 250+ (10%)
- **You took the church as far as you could**
  - No significant differences
- **Your family needed a change**
  - Those with a Master’s degree (38%) are more likely to answer yes than those with a Doctoral degree (28%)



# “Which of the following reasons describe why you left your last church?”

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- **Conflict in the church**
  - Those with attendance of 250+ are the least likely to answer “Yes” (8%)
  - Those with attendance of 0-49 (31%) are more likely to answer “Yes” than those with attendance of 100-249+ (22%)
  - Those in the Midwest (30%) are more likely to answer “Yes” than those in the South (20%)
- **You were asked to leave the church**
  - Those with attendance of 50-99 (11%) are more likely to answer “Yes” than those with attendance of 100-249 (6%) and 250+ (4%)
- **The church did not embrace your approach to pastoral ministry**
  - African-Americans (28%) are more likely to answer “Yes” than Other Ethnicities (10%)
  - Those in the Midwest (22%) are more likely to answer “Yes” than those in the Northeast (10%)

# “Which of the following reasons describe why you left your last church?”

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- **You were reassigned**

- African-Americans (40%) are more likely to answer “Yes” than Whites (17%)
- Those with no college degree (27%) are more likely to answer “Yes” than those with a Master’s degree (15%)
- Those with attendance of 50-99 (24%) are more likely to answer “Yes” than those with attendance of 100-249 (15%)

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

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- **Conflict with lay leaders**

- Those age 18-44 (41%) and 45-54 (49%) are more likely to answer “Yes” than those age 65+ (29%)
- Those age 55-64 (37%) are less likely to answer “Yes” than those age 45-54 (49%)

- **Conflict with church patriarch or matriarch**

- Those age 45-54 (38%) are more likely to answer “Yes” than those age 55-64 (28%) and 65+ (26%)

- **Conflict over doctrinal differences**

- Those with a Doctoral degree (18%) are more likely to answer “Yes” than those with a Master’s degree (11%)

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

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- **Conflict over changes you proposed**

- Whites (39%) are more likely to answer “Yes” than Other Ethnicities (26%)
- Those age 65+ (31%) are less likely to answer “Yes” than those age 18-44 (45%) and 45-54 (44%)
- Those with a Doctoral degree (43%) are more likely to answer “Yes” than those with no college degree (31%)
- Those in the South (41%) and West (38%) are more likely to answer “Yes” than those in the Northeast (24%)

- **Conflict over expectations about the pastor’s role**

- Those age 65+ (20%) are less likely to answer “Yes” than those age 18-44 (32%)
- Those with a Master’s degree (28%) are more likely to answer “Yes” than those with no college degree (18%)
- Those with attendance of 50-99 (30%) are more likely to answer “Yes” than those with attendance of 0-49 (21%) and 250+ (20%)
- Those in the Midwest (32%) are more likely to answer “Yes” than those in the Northeast (16%) and South (23%)

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

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- **Conflict over leadership style**
  - Those age 18-44 (34%) and 45-54 (35%) are more likely to answer “Yes” than those age 55-64 (24%) and 65+ (21%)
  - Those in the Northeast are the least likely to answer “Yes” (14%)
- **Experienced a significant personal attack**
  - Those age 18-44 (42%) and 45-54 (39%) are more likely to answer “Yes” than those age 65+ (26%)
  - Those with attendance of 50-99 (38%) are more likely to answer “Yes” than those with attendance of 250+ (26%)

# Pastor Protection Research Study

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Survey of 1,500 American Pastors