

THE ADVENTIST PASTOR: A WORLD SURVEY

**A RESEARCH PROJECT FOR
THE FUTURE PLANS COMMITTEE
OF THE SEVENTH-DAY ADVENTIST CHURCH**

**Conducted by
THE INSTITUTE OF CHURCH MINISTRY
SEVENTH-DAY ADVENTIST THEOLOGICAL SEMINARY
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The Future Plans Working Group (FPWG) of the General Conference of Seventh-day Adventists commissioned a research project that would investigate the attitudes, practices, and personal feelings of the Adventist pastors in the nearly 600 local conferences/missions of the world church. To do this they accepted a proposal from the Institute of Church Ministry (ICM) at the Theological Seminary at Andrews University that would accomplish the Group's objectives.

Research Design

The population for this study was all field pastors throughout the thirteen divisions of the world church. The president of each local conference or mission was requested to send a list of full-time pastors from his field to ICM. The secretary of the General Conference informed each local conference/mission president of the project, giving a general description of the assignment and informing the presidents that instruction in how to proceed would be coming from ICM. All division and union conferences/missions were also informed by the General Conference so that they would be familiar with the proceedings.

In the next step, ICM sent an e-mail letter to all local conference/mission presidents asking them to send a list of all the ministers currently pastoring churches in their conferences. From these lists ICM randomly selected a sample of 6000 names in a manner that would make the number chosen for each conference follow the same proportion as the number of names submitted by each conference is to the total of all names submitted.

ICM, in cooperation with FPWG prepared a questionnaire, as described below, and translated it into French, Korean, Portuguese, Russian, and Spanish to be available as well as English. All languages were incorporated into an on-line web page using the company SurveyGizmo. By e-mail the conference presidents were given the names of the pastors chosen from their lists, the web-page address for the survey, and the password necessary to access it. The presidents delivered this information to those pastors that had been chosen from their conferences. The pastors were asked to open the survey, answer the questions, and submit the completed survey.

Designing the research, constructing the questionnaire, collecting the lists of pastors from the conferences, translating the questionnaires, incorporating the translations into the web survey, sending the link, passwords, and instructions to the presidents to pass on to the pastors proved to be a lengthy and time-consuming process. Collecting the data meant contacting conferences many times with reminders over the period of the data gathering so that the whole project took approximately two years during 2011 and 2013. In the end, 4260 of the 6000 sample pastors completed the questionnaires, a return rate of 71%. All returns were entered into computer files and analyzed using the Statistical Packages for the Social Sciences.

The questionnaire was long and complex with many questions having multiple parts. A complete list of all the frequencies, percentages, and valid percentages has been prepared in an Excel file which is attached as an appendix to this report and can be consulted for more detailed

information. For the interpretations that follow, in order for ease of reading, only the highlights of each section will be given. The number of the question on the survey is shown by [].

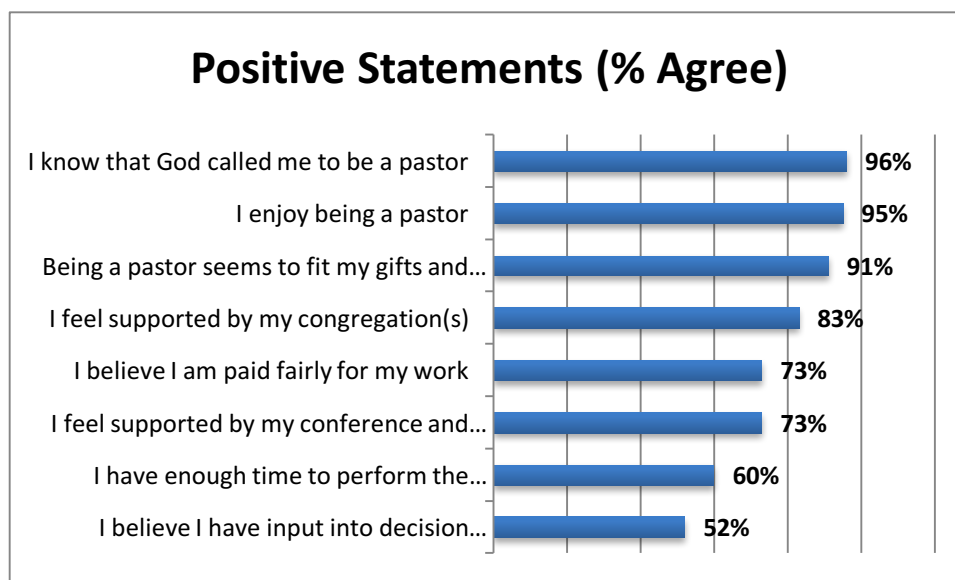
The Pastor's View of Ministry

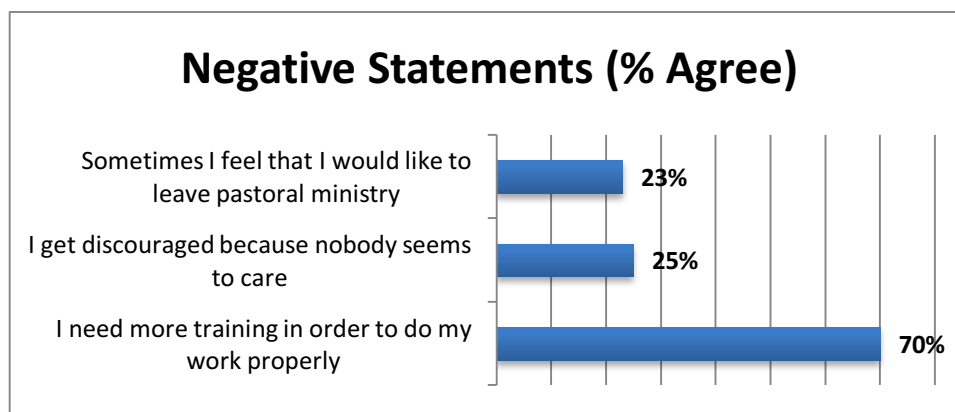
How should pastoral ministry be balanced between caring for members spiritual needs and training members for outreach? [1] On a five-point continuum, 46% chose the middle position with declining percentages approaching the poles. When the same question was asked as to what the pastors actually did in their own ministry, [2] the same pattern emerged with 36% in the middle but an increase from 14% to 25% for option 2.

A similar format looked at the ideal for the pastor's personal time between ministry to members and the pastor's outreach. [3] Again, the largest percentage of 39% chose the middle option and trailed toward the poles. But when asked what the respondent actually did, [4] the largest percentage was number 2 at 32% and the balance on either side of the middle totaled 46% to 24%. Pastors actually spend considerably more time ministering to members than in personal outreach.

Asked about the ideal pastoral assignment, [5] 37% selected having two or more smaller churches in a district as their first choice, followed by 25% opting for a fairly large church with one pastor, and 17% for a larger church with a multi-pastor staff. Only 14% made their first choice a congregation connected with an educational institution or hospital.

The pastors were presented with 11 statements about their personal feelings toward their ministry and asked to agree or disagree on a five-point scale. [6a-k] Eight of the statements were worded positively and the other three negatively. In the list below the percentage agreeing, either strongly or somewhat, have been arranged in descending order and separated by whether they are positive or negative statements (see the following graphs).

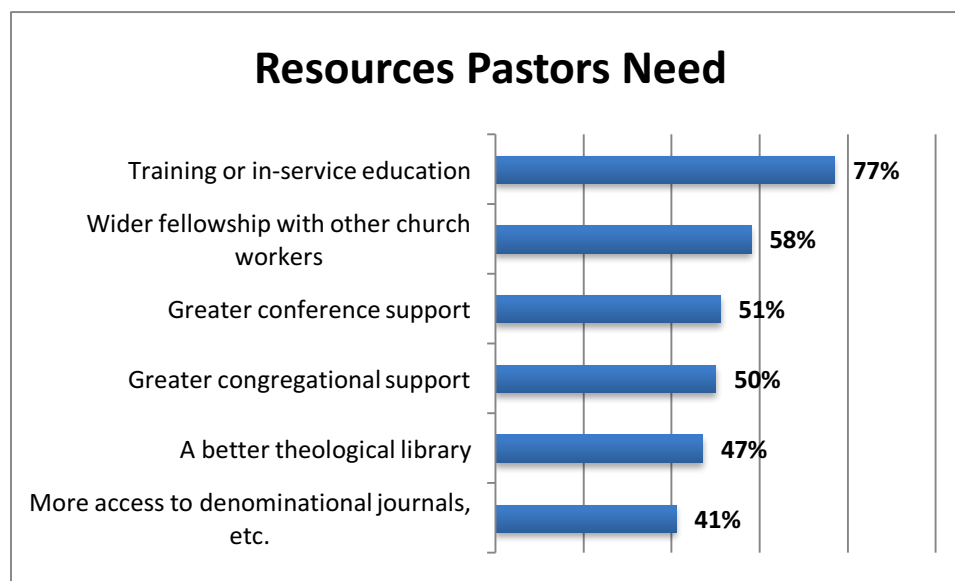




The main conclusion is that the majority of the pastors are happy and satisfied in their ministry with over 90% believing they were called by God, and enjoying their work. Since the morale of the ministers has much to do with the success of their ministry, this is a major finding. Even the 83% who find congregational support is very high considering anecdotes often hears in the field. The agreeing percentages drop somewhat on the question of time. This may suggest that many pastors, who though happy in their ministry find themselves overloaded and unable to do their best. Administrators perhaps need to give study to the way responsibilities are distributed. But in no item are fewer than half of the pastors expressing agreement with these positive statements.

The only negative statement to gain a majority of agreement has to do with the need for more training. If 70% of the pastors world-wide believe that they are not sufficiently trained to maximize their ministry, administrators need to take this very seriously. A major recommendation from this study calls for better in-service education for the pastoral force.

In order to be effective, what further resources do pastors need? [7] Here is what they said:



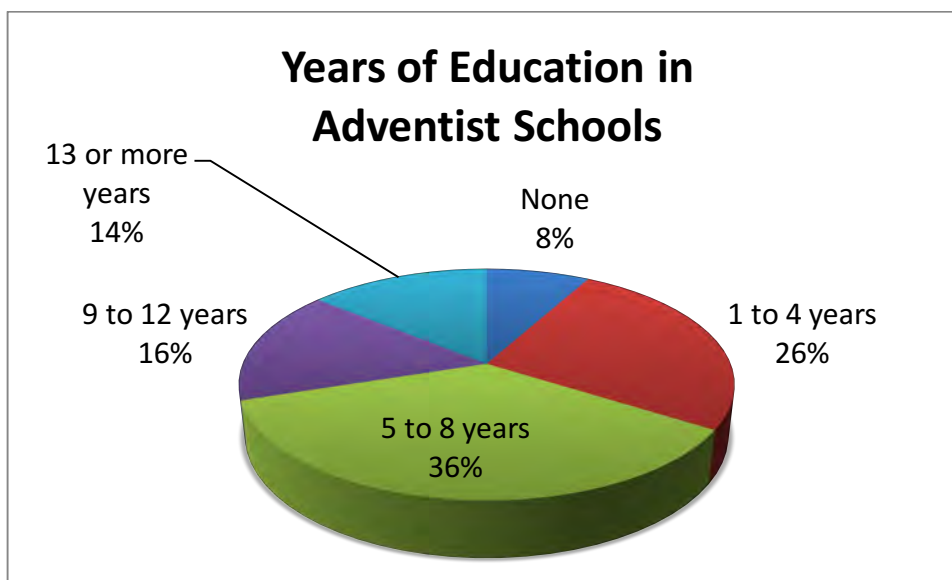
The majority of pastors need more and better resources to do their work effectively. This is especially crucial in the more than three-fourths who desire more in-service education. Time is also a

factor. [8] Only 36% say they usually have sufficient time to perform the necessary tasks of their ministry, but 46% get by most of the time. Still 18% (766 pastors) say they rarely or never get done.

The Pastor's Experience

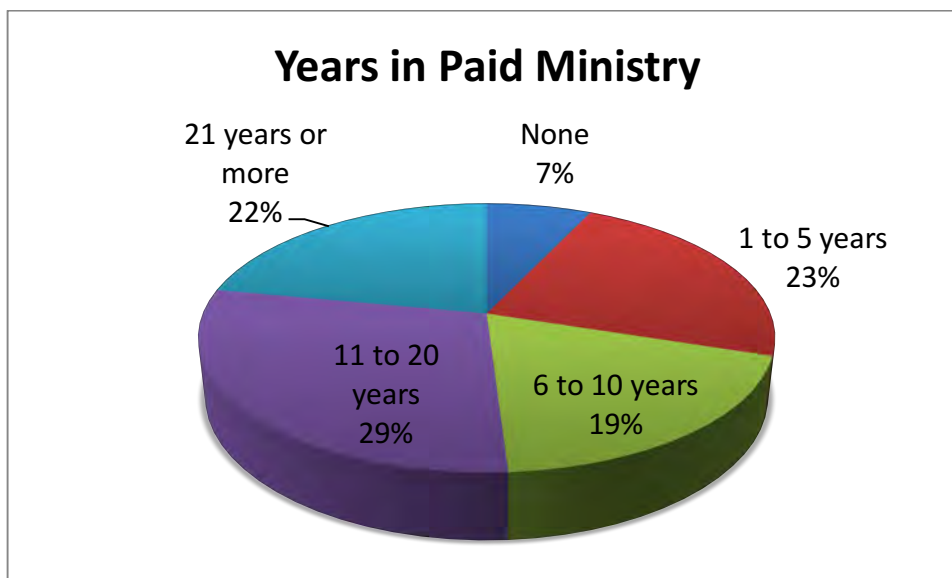
The pastors are quite well-educated. [9] While 4% have not gone beyond high school, and 8% have only some college, half have at least a college degree, and 38% have a master's degree or a doctorate. No doubt, in-service education can help compensate for the under-educated.

How many years of their education have been in Adventist schools? [10]



In addition to other training, 73% have worked in literature evangelism. [11]

Asked how many years they have been in some type of paid ministry, [12] 7% said none. Presumably these are just starting in denominational work. The others were as follows:



Since working for the church, in what other ministries in addition to pastoring have they worked? [13] Nearly half (47%) selected none of the options offered. But 12% have been in administration, 26% in departmental leadership, 25% in chaplaincy, and 24% in teaching. These totals add to more than 100% because the respondents may have served in more than one ministry.

Pastors were asked how an Adventist pastor's salary compares with that of other denominational employees. [14] This may be just a guess, but most believe it is about the same (38%) or probably more (37%). But how does it compare with pastors in other denominations? [15] Here the percentages swing the other way with 40% guessing somewhat less and 20%, much less. Only 22% thought it was probably more.

Pastors were asked the extent that they supported the teachings of the Adventist church. [16] Those reporting that they embraced wholeheartedly the doctrines ranged from 98% for the Seventh-day Sabbath and Christ's coming in the near future to 88% for the Investigative Judgment beginning in 1844 and 87% for the church's interpretation of end-time prophecies. A few accept the doctrines because the church teaches them rather than from personal conviction. No more than 6% had questions or doubts about the doctrines.

One question dealt not with doctrines but standards. [16f] Here 79% embrace Adventist standards in dress, diet, and recreation, and another 12% accept them while 10% have some questions or doubts. The vast majority appear to have beliefs in harmony with church teachings.

One other question in this group dealt not with doctrine or standards but with practice. How do the pastors feel about the Church limiting ministerial ordination to males only? [16j] Here, opinion was more divided. About 45% believe it is correct, and another 17% will go along with what the church teaches while 22% have questions and 15% have major doubts.

Pastors were asked the extent to which they followed various devotional practices in their personal and family lives. [17] The highest frequency was for personal prayer where 95% pray every day. Surprisingly, 3% pray weekly and 2% only occasionally. The next highest practice is personal Bible study, but there is a drop off to 82% for those studying daily, though most of the rest study at least weekly with 3% studying only occasionally. These two devotionals ought to be daily for every pastor so more education is needed.

Quite a gap exists for the next devotional practice—conducting family worship [17e] where only 66% do this every day and another 19% weekly. The final 15% have worship with their families only occasionally or rarely. This seems to be a serious problem.

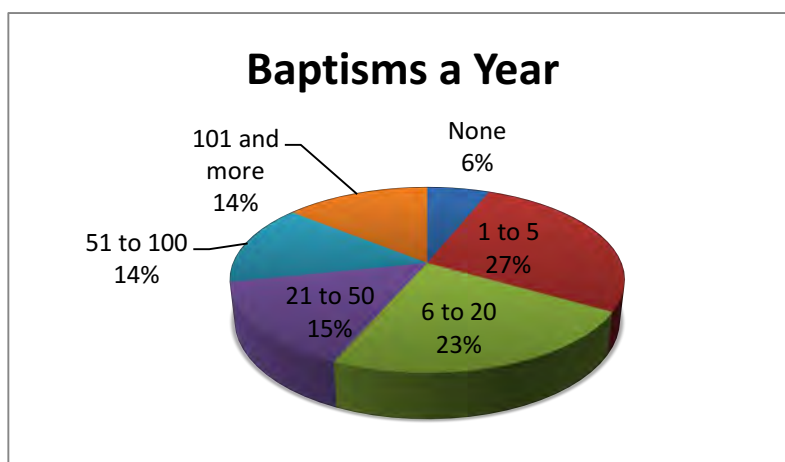
The remaining items are such that daily practice might not be expected. Reading Ellen White has strong support with 32% on a daily basis and another 44% weekly. The other 24% read her only occasionally or rarely. When it comes to study of theological books or journals (a pastor's specialty), 19% are reading daily, 46% weekly, and 32% occasionally. Only 3% rarely study. However, 15% read Adventist authors daily, 40% weekly, and 41% occasionally. Other Christian authors do not fare as well. The comparable figures are 7%, 23%, 49%, with 20% rarely reading the non-Adventist writers. They appear to be missing some fine inspiration and instruction.

On the whole, it appears that the pastors are doctrinally sound in harmony with Adventist beliefs and standards. Some improvement is needed in devotional practices, especially personal study of the Bible and leading out in family worship.

But what are the pastors doing? For example, how many Bible studies do they personally give in a typical week? [18] While 7% reported none, 68% gave from 1 to 5 (the most frequent answer), 16% conducted 6 to 10, and 9% reported 11 or more.



How does the entire ministry in which the pastors engage result in converts being baptized? [19] Only 6% could not identify any baptisms in the previous year for which they were personally responsible. But 27% could count 1 to 5, 23%, 6-20, 15%, 21-50, and 14% reported between 51 and 100 baptisms. Another 14% actually had more than 100 baptisms in the previous year.



Pastors were asked how significant or influential certain Adventist ministries were for their personal life. [20] Out of seven possible ministries 89% reported that the *Sabbath School Bible Study Guide* was very or quite influential to them personally. No other ministry came close. Only 3% did not have access to it.

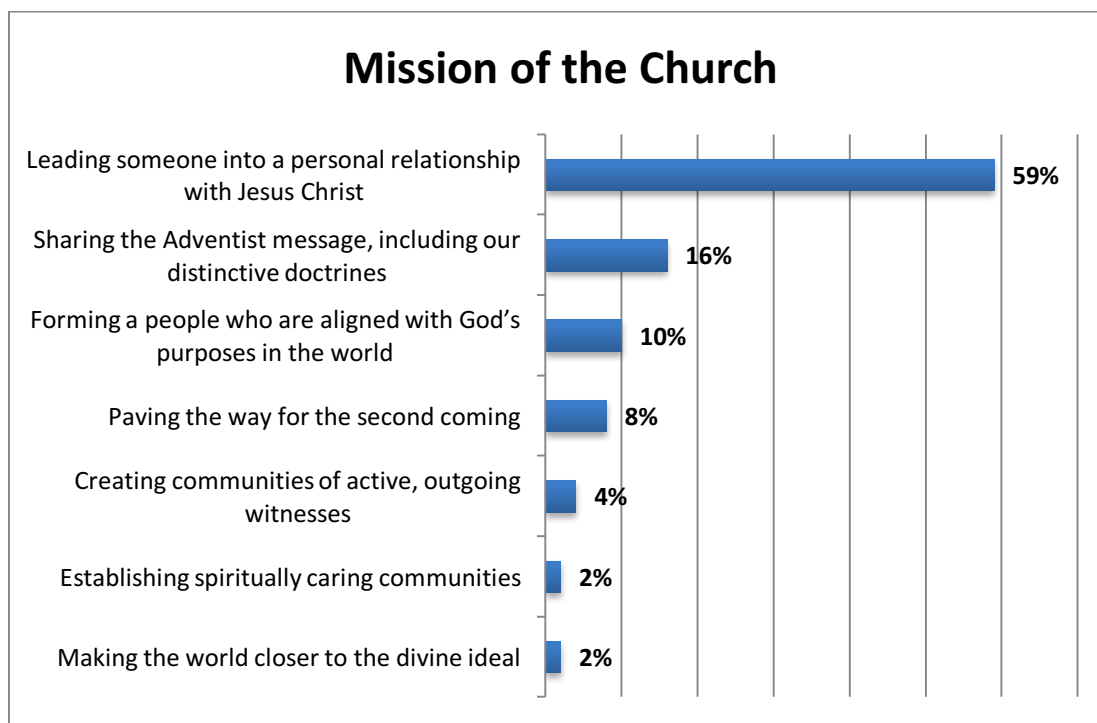
In second place was the *Adventist Review* with 63% followed by *Adventist World* at 47%. Then the Hope Channel and *Mission Magazine* or Mission DVDs were tied with 45% finding them

very or quite personally influential. Dropping down to 40% of the pastors who found them very or quite influential were various Adventist television programs such as *It Is Written* or *Faith for Today*. The lowest rating was for Adventist World Radio at 33%.

To balance these findings, note that while only 2% did not have access to the *Bible Study Guide*, from 10% to 37% did not have access to the other listed ministries. The 37% was for Adventist World Radio which helps to explain its relatively low rating. Also, from 2% to 10% of the pastors were unaware of the other ministries. So it does seem that if pastors do have access to these ministries, substantial majorities find them significant and influential.

The Pastor, Mission, and Other Forms of Ministry

Pastors were asked to think of the mission of the church and rank seven components as to their importance to that mission. [21a-g] Here is the order of those who ranked a component in first place. The appendix will show all rankings for all components.



While the pastors care about and support the distinctive teachings and organization of the Adventist church, it is clear that they place the first priority on helping people to find a personal relation with Jesus. Not only did the majority of 59% rank that first, but another 21% put it in second place.

The respondents were also asked to rank various ministries within the church as to their importance to its mission. [22a-e] With perhaps a slight bias, 84% ranked pastor as number one, with 6% each ranking teacher and chaplain as number one, followed by 4% for denominational administrator, and 2% for institutional administrator. Teacher did get 45% of the second place votes.

But in which of these ministries would the respondents actually choose to serve personally? [23] That was easy. More than three-fourths (77%) would stay in the pastorate. Much smaller

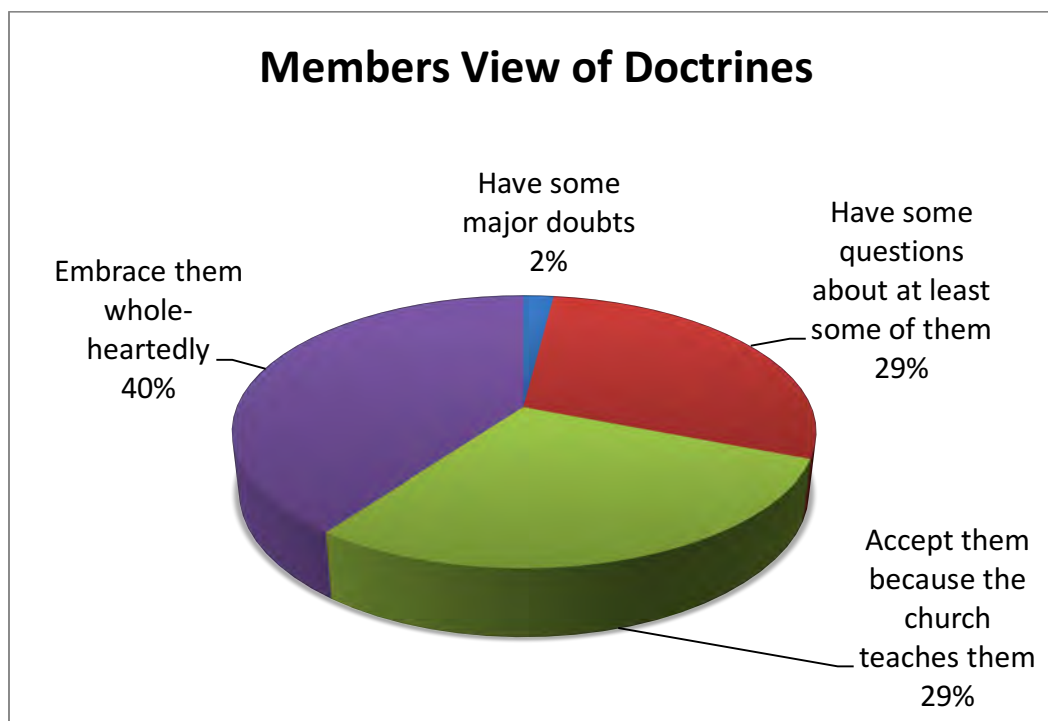
numbers would choose a different ministry—8% denominational administrators, 7% teachers, 6% chaplains, and 2% institutional administrators.

Asked for the contribution that teachers in Adventist schools generally make to the mission of the church, [24] 59% said a significant contribution and 34% a fairly important contribution. Only 7% did not see them making any great contribution.

Following up on the roles those teachers in Adventist schools should play, [25] the pastors were asked to rank the important of those roles. Easily in first place with 53% choosing it as number one and another 24% as second was being involved in the mission of the church or soul-winning. But helping students in their spiritual lives was also very strong—31% ranking it first and 50% as second. Much farther down, 12% selected educating students to open their minds and make them critical thinkers as number one. Only 5% ranked educating students to give them workplace skills a first. Obviously all of these roles are important, but it is a question of priorities.

The Pastor and the Congregation

Several questions dealt with the pastor's perception of the congregation's thinking and behaviors. For example, how do the majority of the members regard the doctrines of the Adventist church? [26]



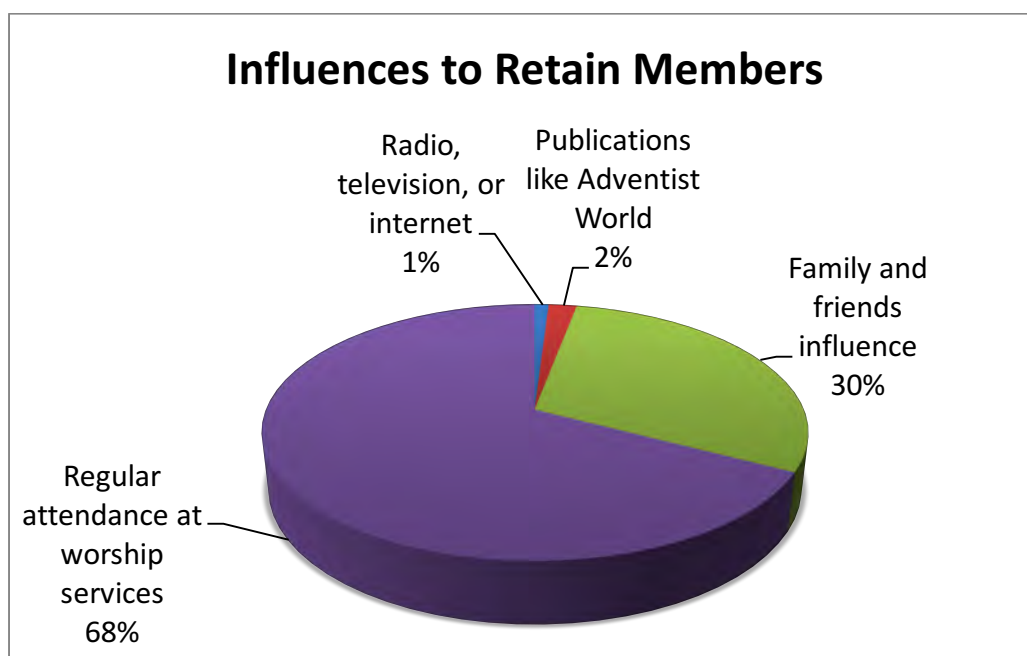
While we see no serious apostasy here, for the majority their loyalty to the fundamental beliefs is somewhat reserved. Better instruction could be called for.

The next question goes beyond doctrines to devotions and asks about the frequency with which the majority of the congregation observes five practices. [27a-e] This estimate, of course, is the perception of the pastors, and may or may not be correct. Personal prayer leads the list with 69% praying daily and another 21% at least weekly. Daily personal Bible study is much less frequent than prayer at 30% with 48% at least weekly. A continuing concern is the belief that only 23% of the

members conduct daily family worship (much less than the pastors themselves) with another 30% having it weekly. The remaining half incorporates family worship only occasionally or rarely.

The pastors do not think large portions of the membership are reading Ellen White's writings. It is understandable that only 5% might be reading her daily, and only 21% do so weekly. Of the others, 52% read her occasionally and 23% rarely. Most members do not read or listen to denominational books, magazines, and programs more than occasionally (43%) or rarely (25%).

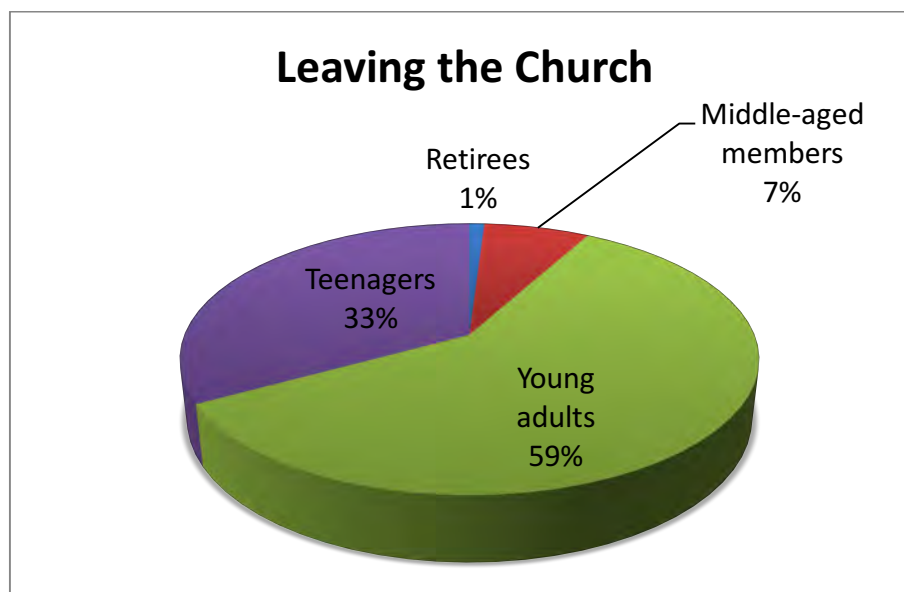
Loss of members from the church is a serious problem. Pastors were asked to rank four influences in their order of importance for helping to retain members. [28]



Personal contact greatly outranks all media in the retention business.

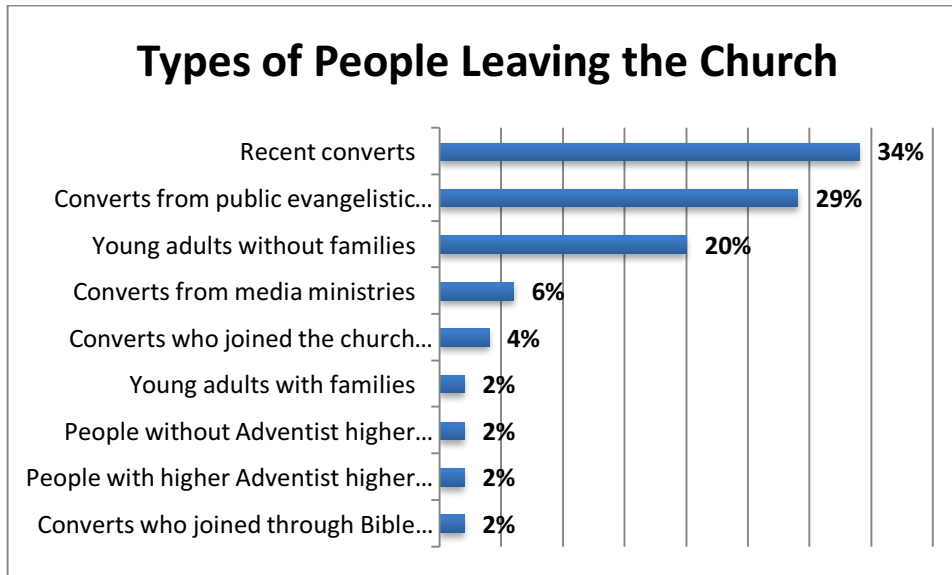
But, how great is the problem of church dropout according to the pastors? [29] It is a very serious problem according to 26%. Another 34% rate it a fairly serious problem while 40% do not see it as too serious. The 60% who experience it as serious suggest that church leadership needs to take it as serious.

Based on the experience of the pastors which age group is most likely to leave the church? [30]



Now there is a wake-up call. If this is true, the church could die out. If the people who are in the prime years of bearing responsibilities are most likely to leave, the church is in serious trouble.

Other than age, what types of people are more likely to leave the church? [31] The pastors ranked nine types of people. The list portrays them in descending order of ranking.



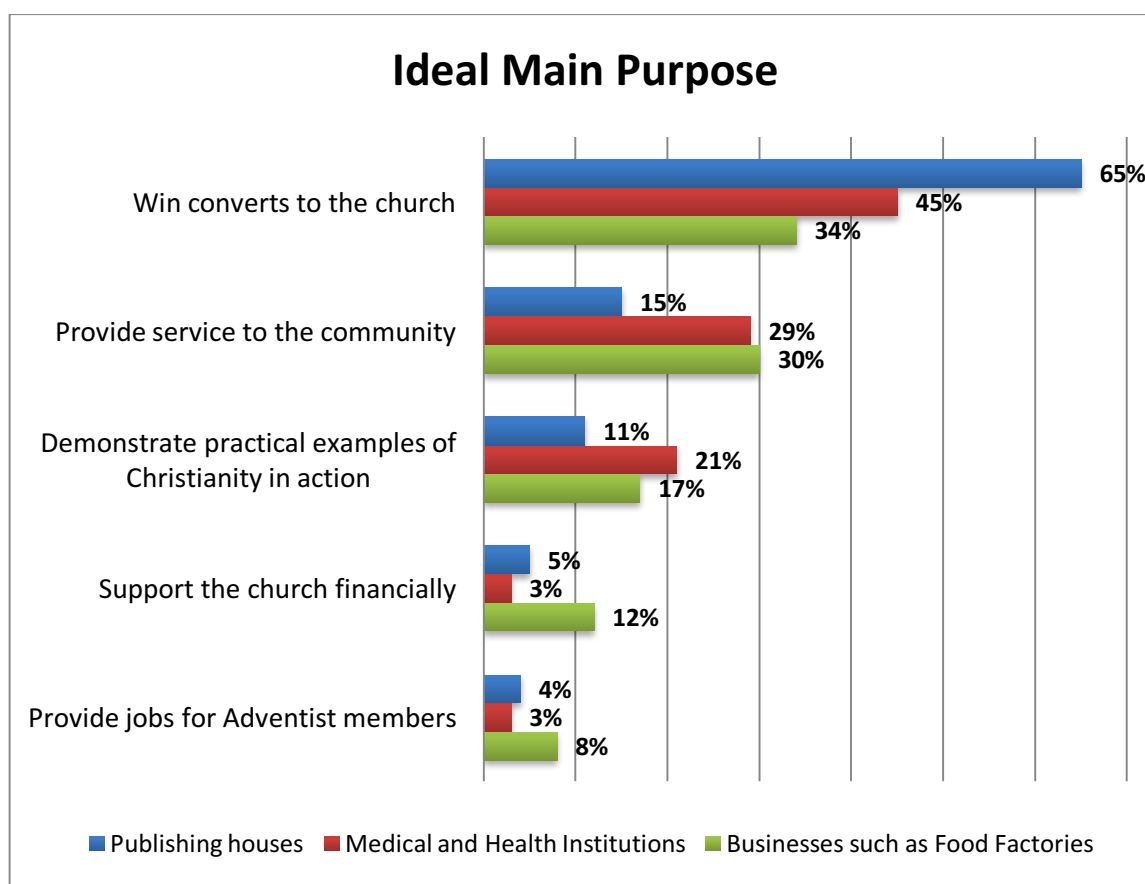
In the case of the last four items all with 2%, rank has been assigned by the second highest ranking. It is very evident that those most likely to leave are those without strong local connections.

Given the seriousness of the problem, have the pastors had training at any level in how to retrain members in the church? [32] The responses note that 47% have had such training in college, 47% in seminary, and 69% through in-service seminars. So there is still a great need for such training.

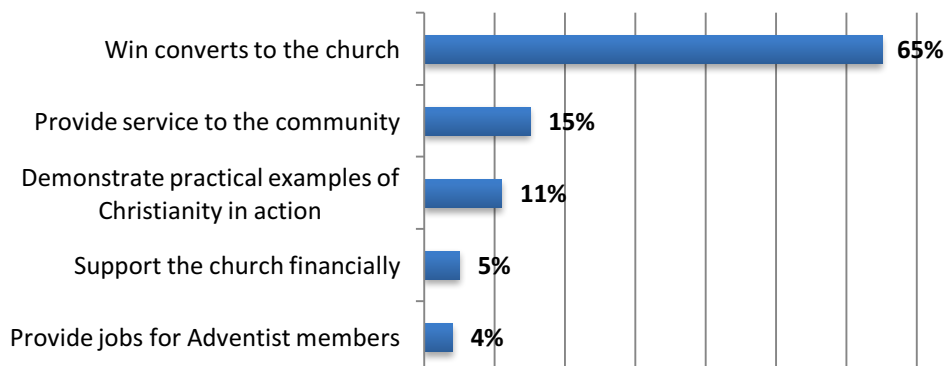
Finally, from eleven possible reasons, pastors were asked to choose and rank the three most important reasons members leave the church. [33] Lack of friends was given first rank by 41%, far ahead of the second place 15% for a high level of conflict in the church and the 11% for a personal conflict with another local member. It would seem that congregations need to concentrate on building a loving, caring, family-like fellowship within each body.

The Pastor and Denominational Institutions

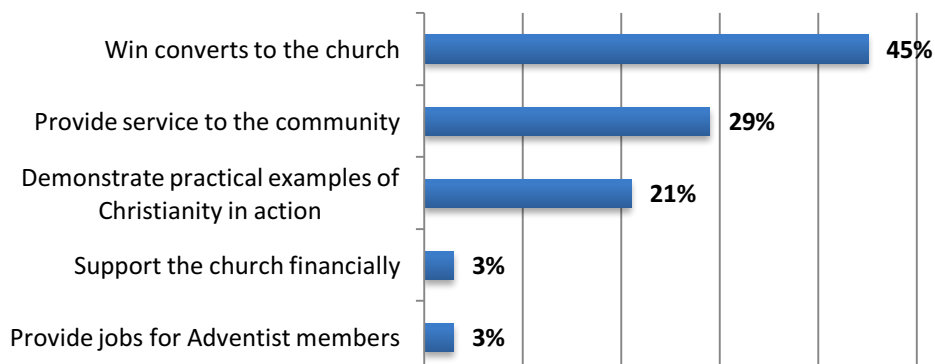
Pastors ranked from 1 to 5 the ideal purposes of publishing houses, medical and health institutions, and food factories. [34, 35, 36] The lists show the percentages of those who ranked a purpose as number 1.



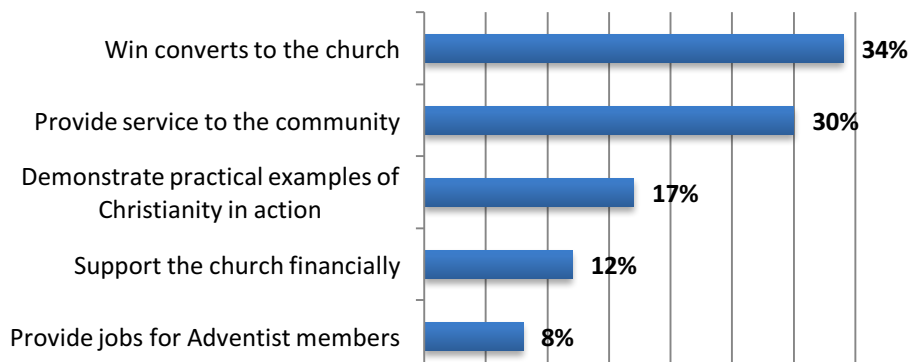
Publishing Houses: Ideal Main Purpose



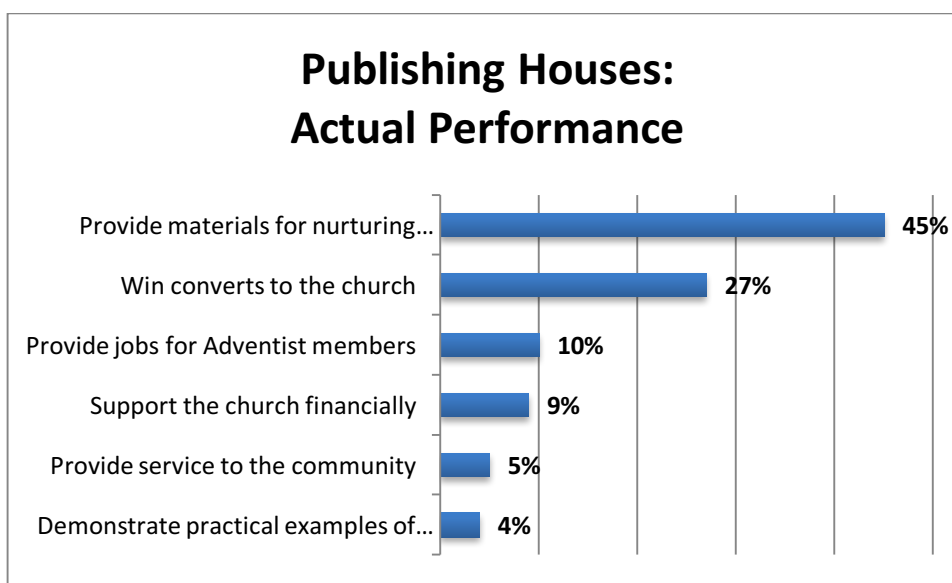
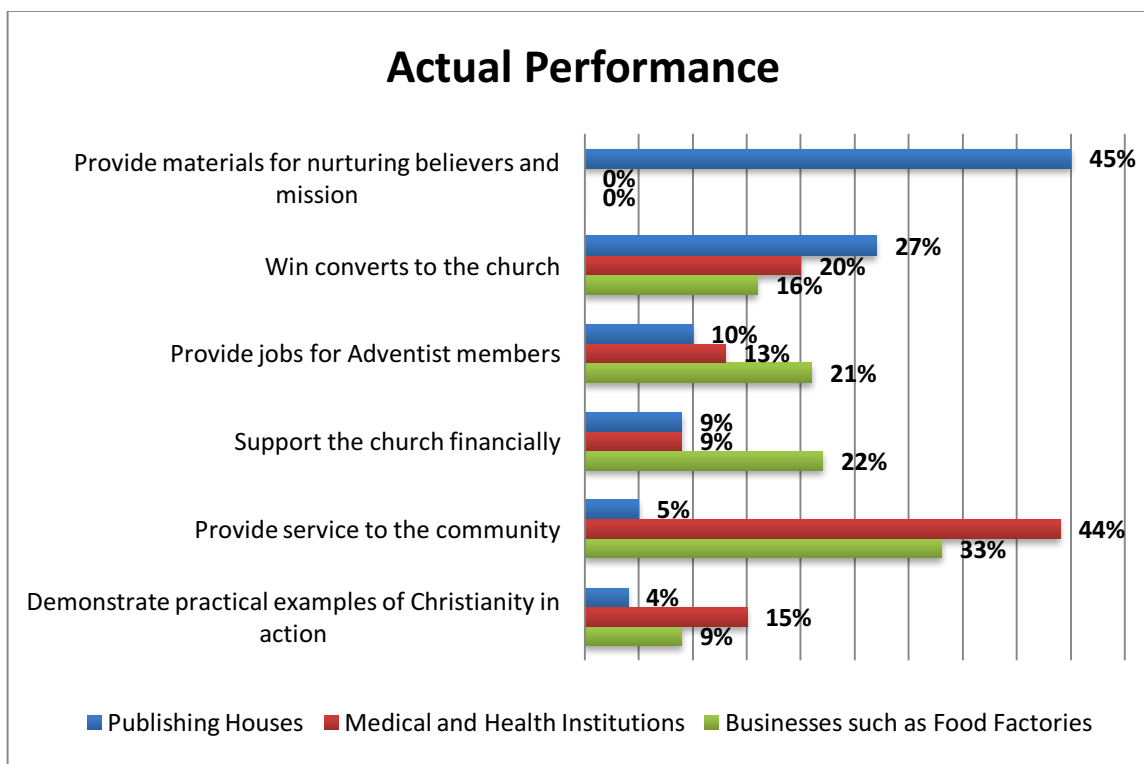
Medical and Health Institutions: Ideal Main Purpose



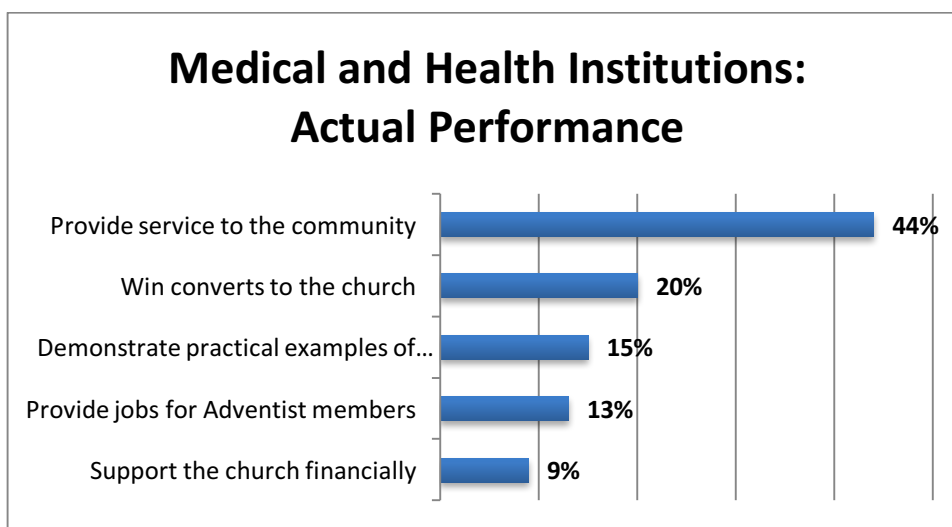
Businesses such as Food Factories: Ideal Main Purpose



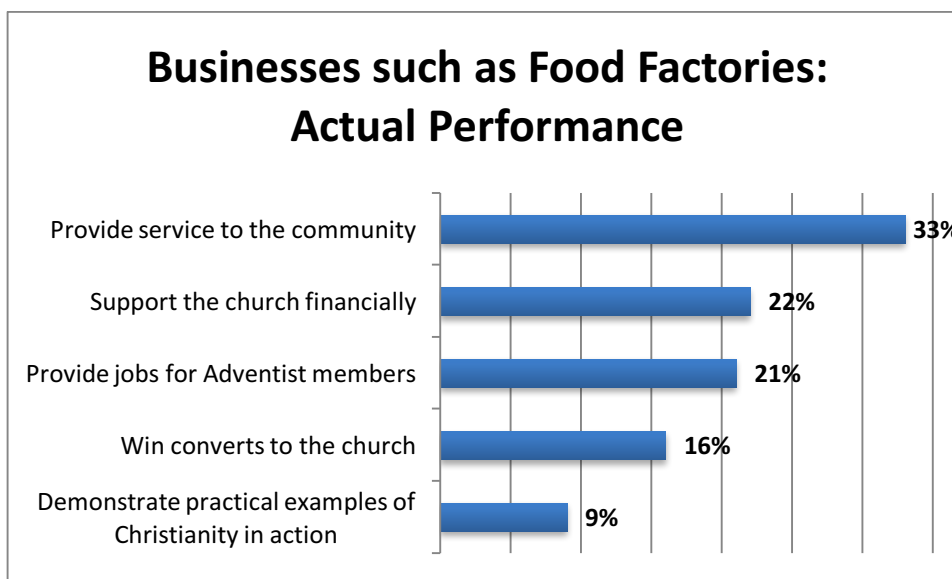
While percentages differ, the order of ranking is the same for all three types of institutions. The pastors believe that the primary purpose of all Adventist institutions should be soul-winning. Having set out the ideal, the pastors next ranked how well they perceived that the institutions were actually providing those services. [37, 38, 39] In the questionnaire a sixth category—providing materials to nurture believers and support their involvement in mission—was added to the publishing house questions, and ranked first by 45%.



Here is a difference between ideal purpose and actual performance. Soul-winning and mission support still rank high, but financial support and jobs for members outrank community service and demonstrations of practical Christianity.



Service to the community and soul-winning have switched places. The other rankings are similar.



Soul-winning is not ranked high on what the businesses actually do. They are doing well in financial support and providing jobs but not as well on demonstrating Christianity in the community.

Pastors were asked if any of these institutions were in their area how well they interacted with the congregation on certain elements. [40] Over a fourth (28%) reported the relationship as great or very well on financial support to local projects, while 40% said not at all. The interaction on employees' tithes and offerings was viewed as great or very well by 55%, but not at all by 23%. A positive report on outreach ministries such as health seminars was given 38% but denied by 27%. On furnishing leads for Bible studies, 30% believed the interaction was great or very well with 36% saying not at all. In each case the remaining percentages were for "somewhat."

Should pastors be involved in the governance or committee assignments of organizations like those mentioned? [41] Only 5% of the pastors said not at all. The remaining 95% were about equally divided among three degrees of involvement between low priority and seeking opportunities.

But do the pastors actually work with any of the institutions listed above? [42] Yes, 37% with educational institutions, 14% with medical institutions, and 21% with publishing institutions.

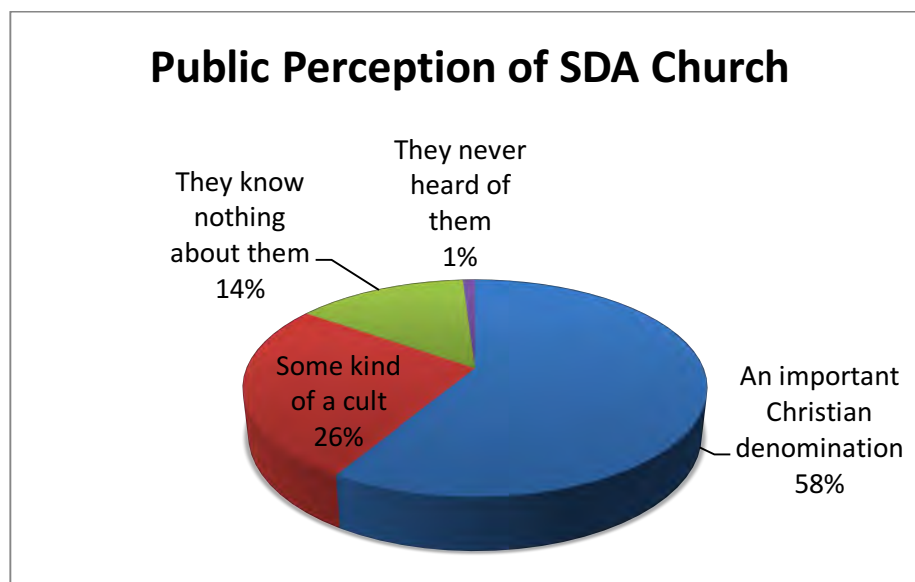
The Pastor and the Local Community

Certainly, a congregation has a responsibility to be a witness to its local community. So how are we doing, worldwide? Pastors choose one of five descriptions as their opinions of the reputation their congregations bear in their local communities. [43]

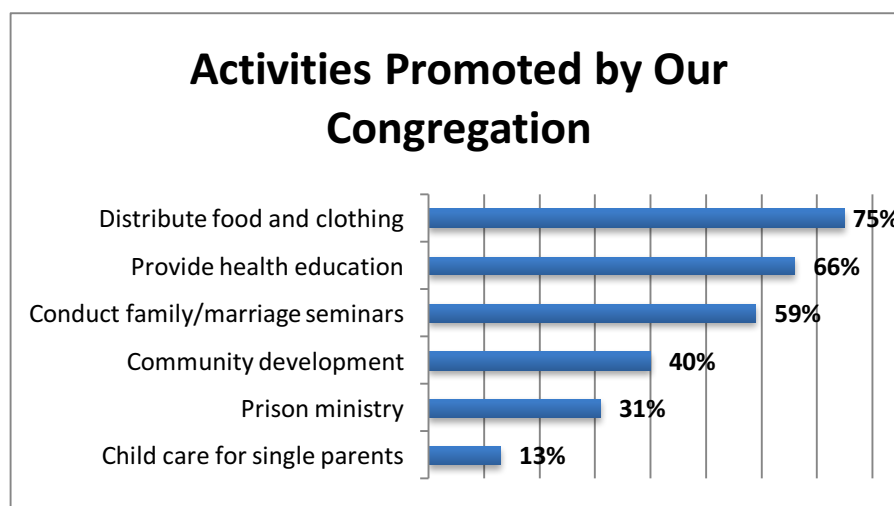


While 65% are making some impact, those that don't represent around 1500 congregations and their communities that need to see the light.

Moving from the local congregation to a more general theme, what do the people in the communities of these congregations think of Seventh-day Adventists in general? [44]



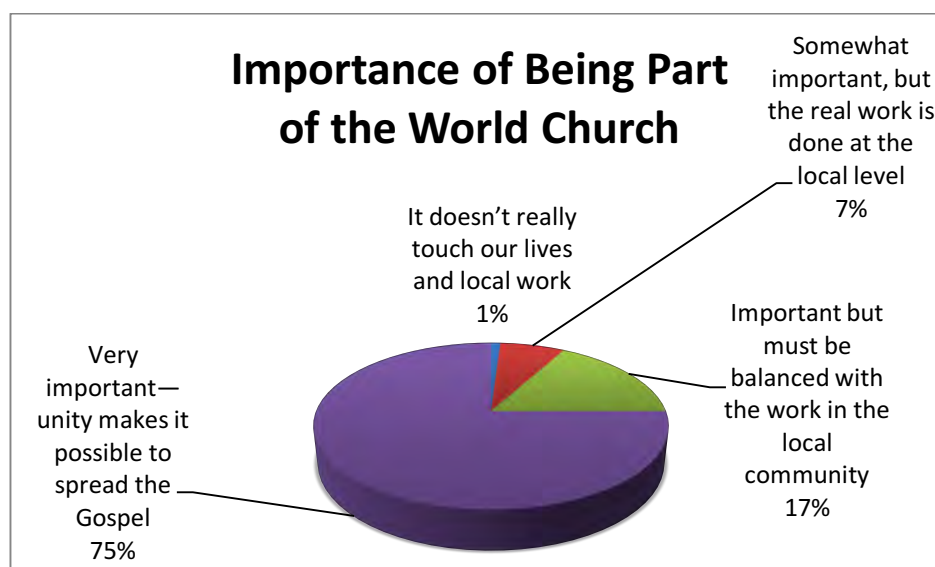
Here is a challenge. More than 30% of Adventist congregations think that the members of their communities either know nothing about Adventists or else have negative information. So what kinds of community activities are being promoted by the congregations? [45a-g] Since a congregation may have more than one ministry, the following percentages will total more than 100%.



These commendable activities will not only help to raise the profiles of the congregations in their communities but will also provide an opening door for sharing the Gospel. Setting a good example, 83% of the pastors are personally involved in some form of community service.

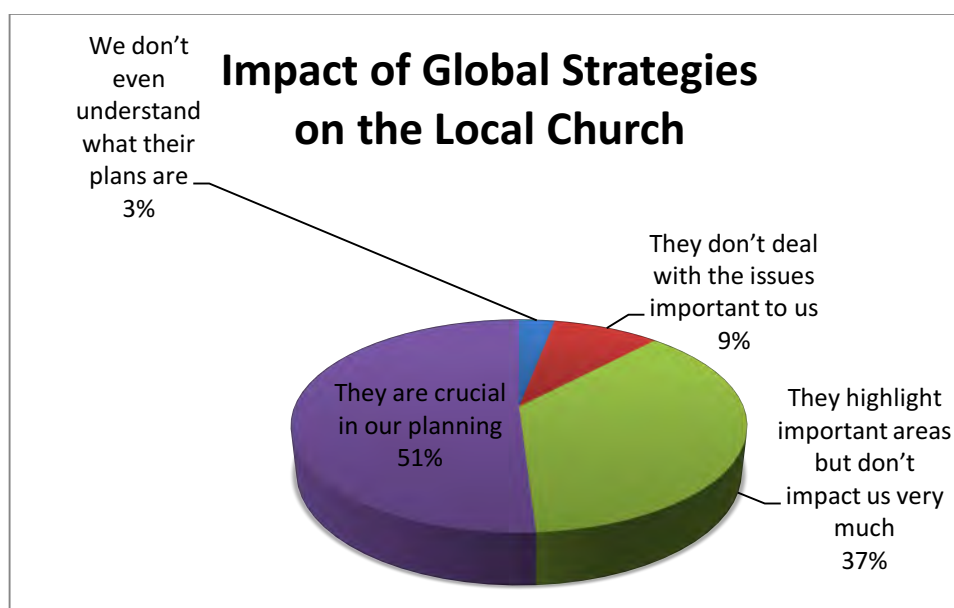
The Pastor and the World Church

Pastors are busy ministering to their own congregations and communities. Do they also have a connection to the broader work of the world church? How important is it to be part of the world body of believers? [47]



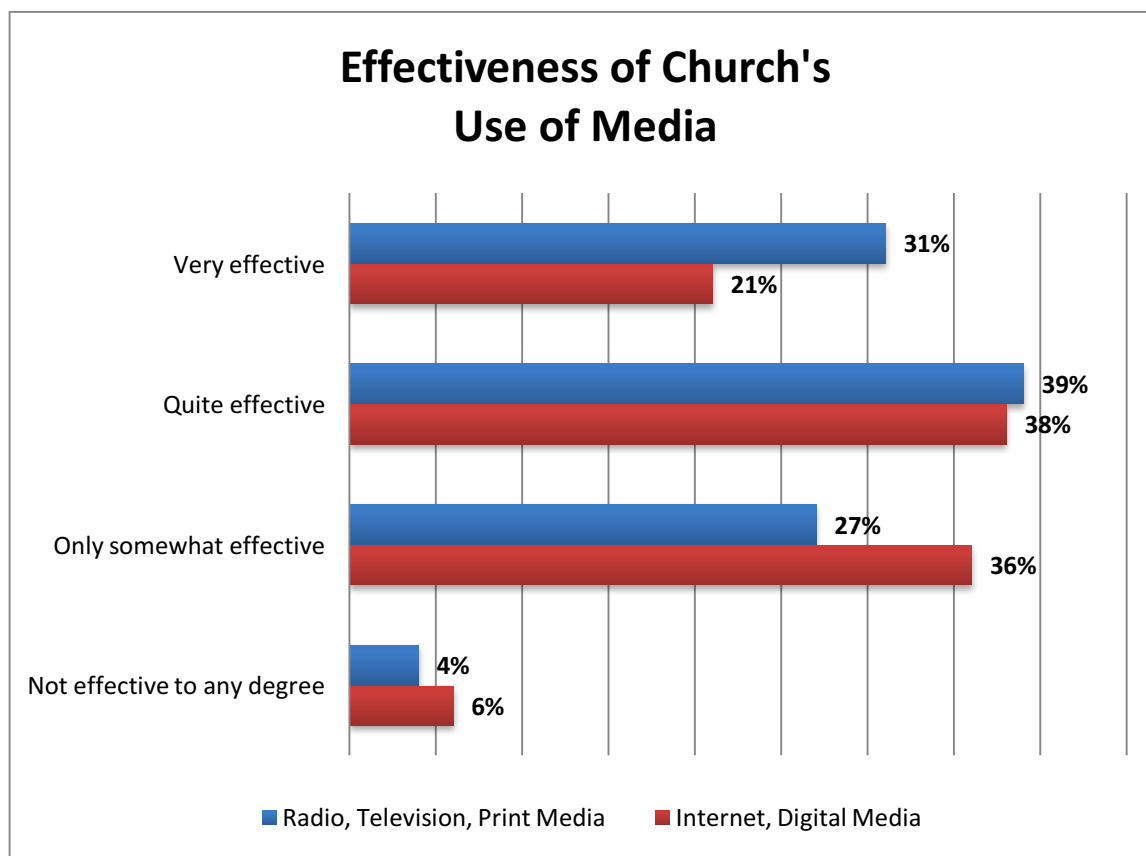
Strong connection with the world work is sensed and embraced. Given the importance of connection with the world church, are the pastors aware of the strategic plans and initiatives of the so-called “higher” organizations? [48] Percentages answering yes to each level are local conference or mission, 96%; union conference or mission, 81%; division, 70%; and General Conference, 66%. Awareness is high with the logical decrease in awareness as the organization becomes farther and farther away.

It is one thing to be aware of the strategic plans of these organizations. But to what extent do they impact the local congregations? [49]



It appears that about half of the pastors make use of higher level strategies in their congregational planning, and the other half don't, even though most of the latter groups are aware of the plans. Nevertheless, 88% of the pastors claim that their congregations have a strategic plan. [50] And 55% claim that their plans reflect the plans of the higher organizations, another 36% share that their plans reflect those of the higher organizations to some extent, while 9% admit, not really. [51]

Another area of the world church examines the effectiveness of the church's use of media. 52, 53] The following chart shows radio, television and print media in comparison with internet and digital media.

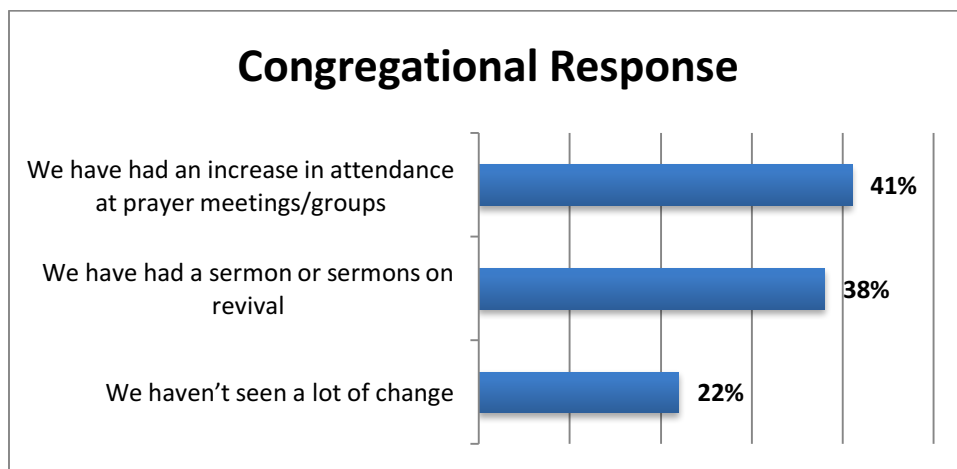


The pastors' opinions are that the church is doing somewhat better with traditional media than with the newer technologies of internet and digital media.

World leadership has issued a special call for revival and reformation. The pastors were given several possible ways in which this call might have affected them and asked to indicate all that might apply. [54]



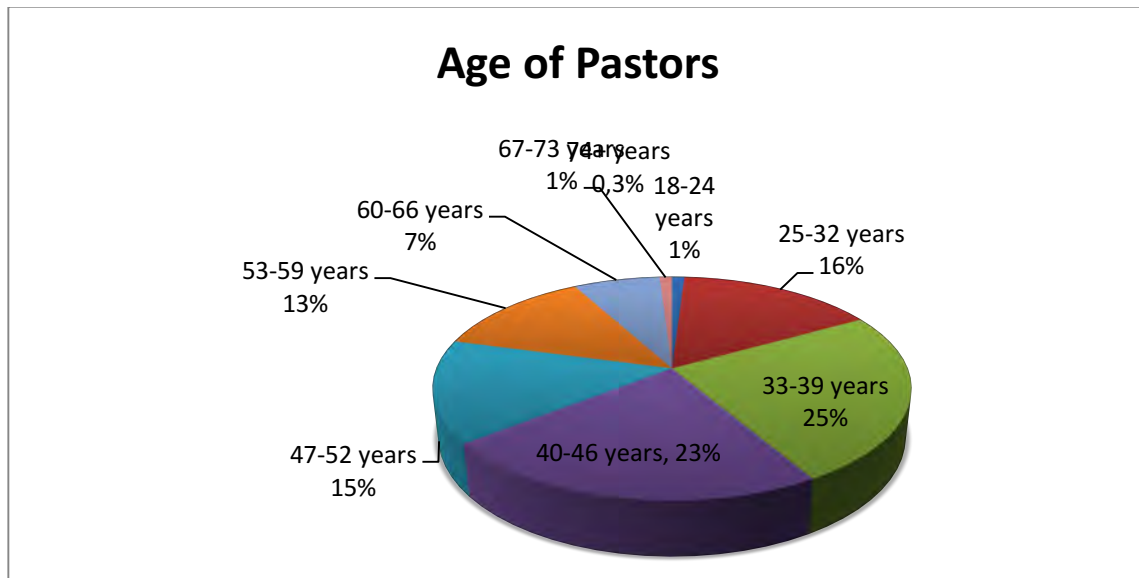
The results of the call are generally positive, but not all pastors have been greatly affected by it. That was the reaction of the pastors. What about what changes in their congregations? [55]



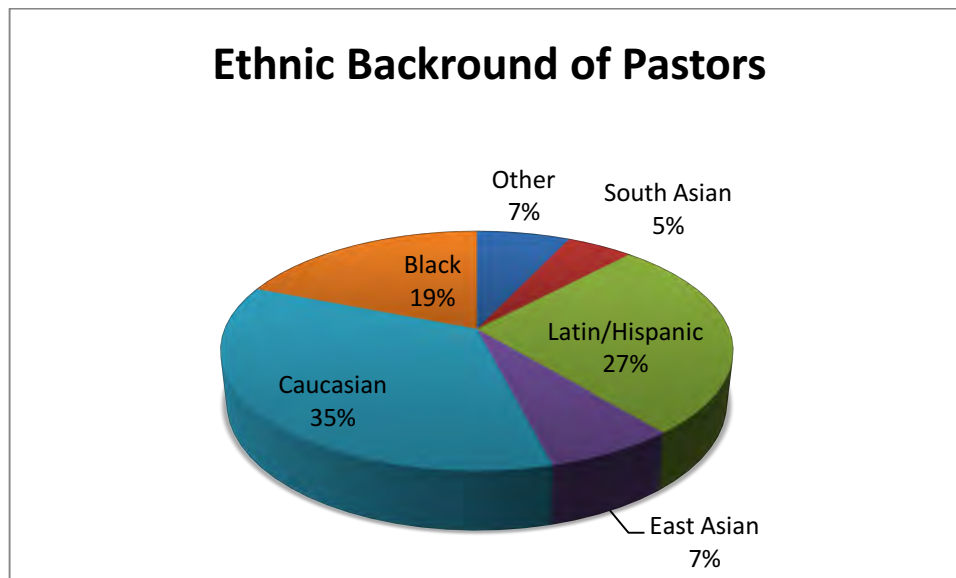
So the call for revival and reformation has been largely beneficial but not universal.

Demographics on the Pastoral Sample

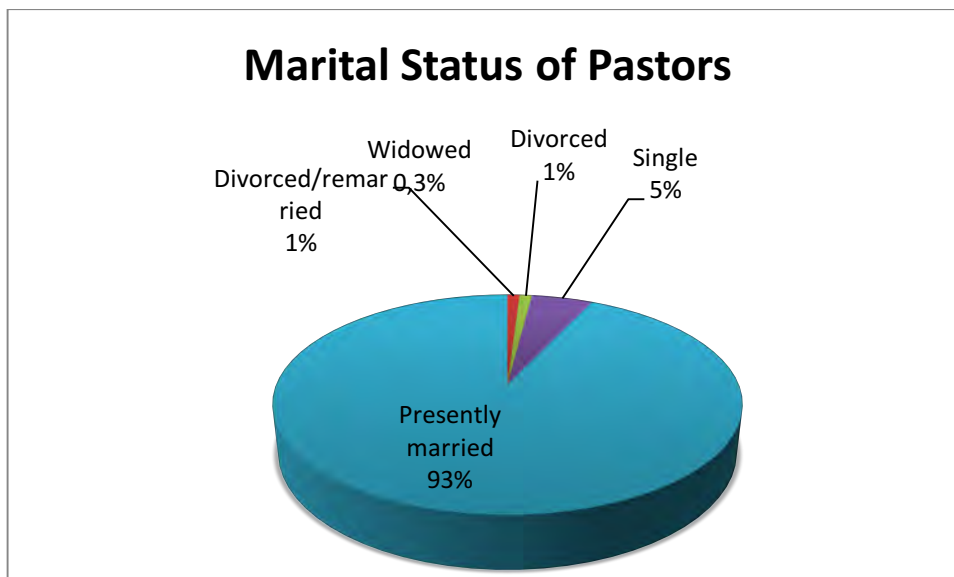
Age group [56]



Ethnic background [57]

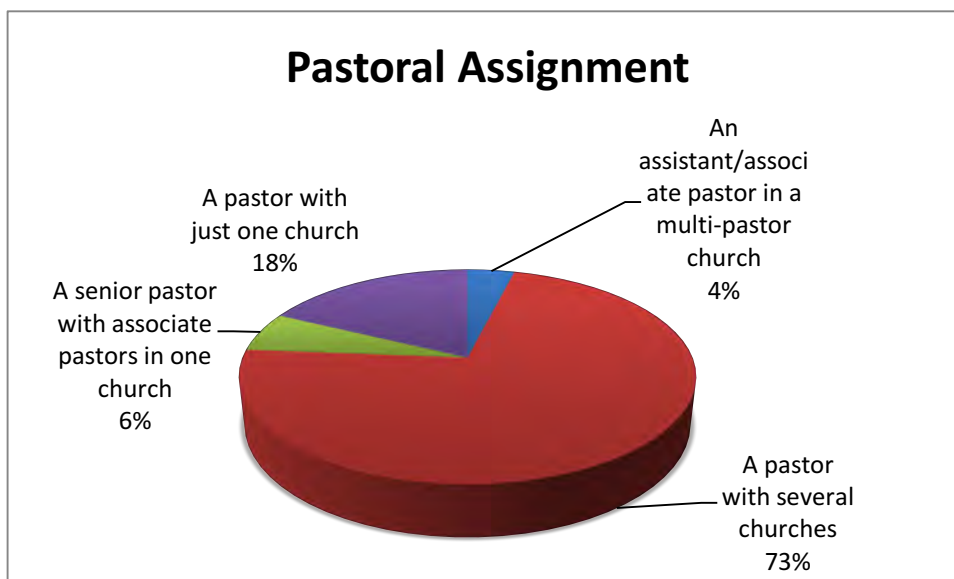


Marital status [58]



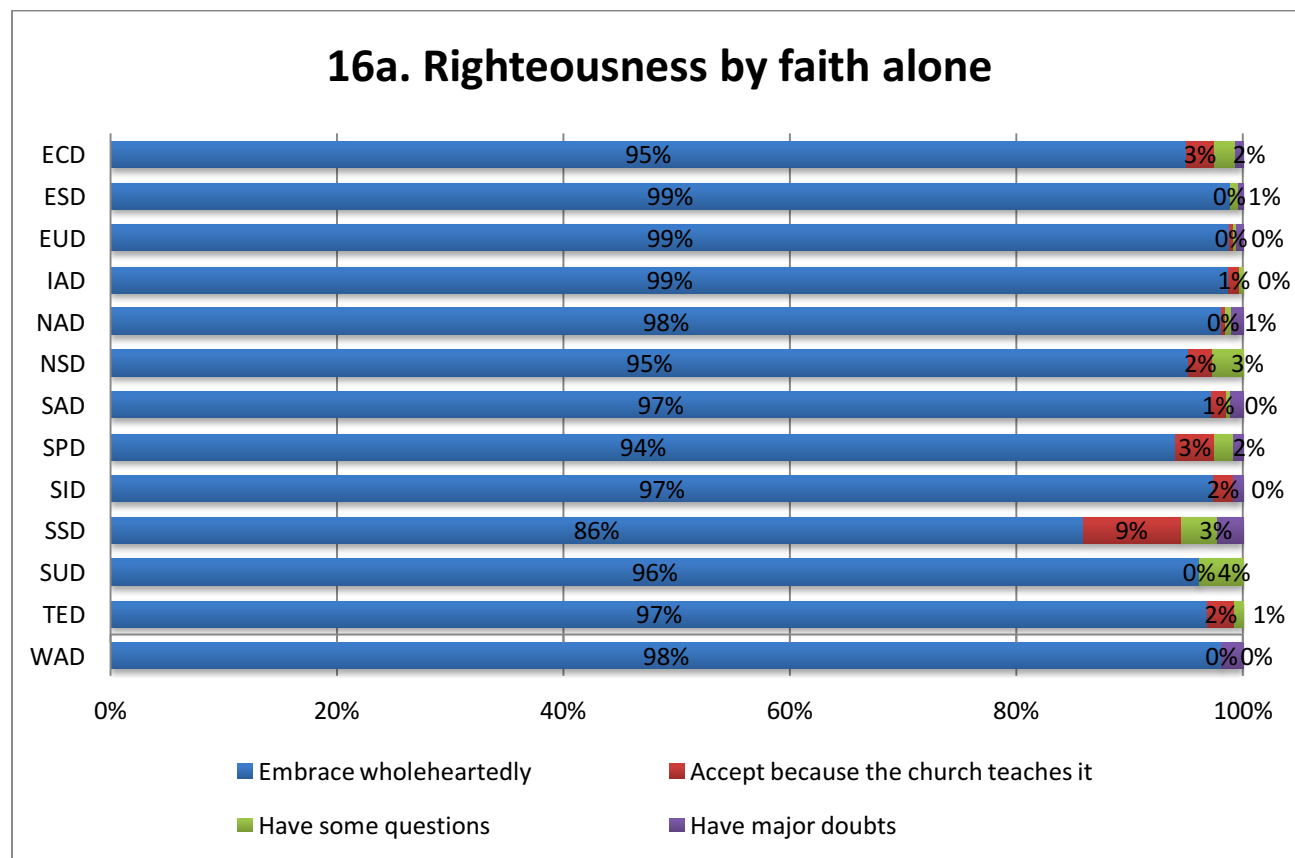
On further demographics, 98% of the sample is male [59] and 63% grew up in a home where at least one parent was an Adventist. [60]

One further statistic is the present pastoral assignment of those who completed the survey. [61]

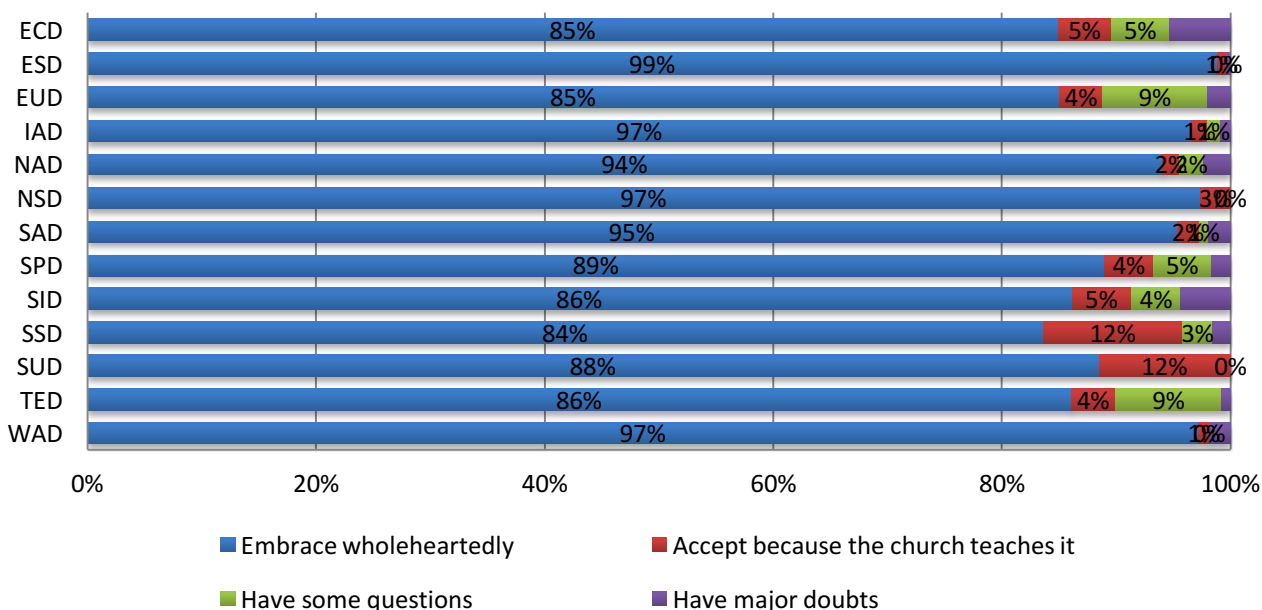


Pastors and Adventist Teachings in the World Divisions

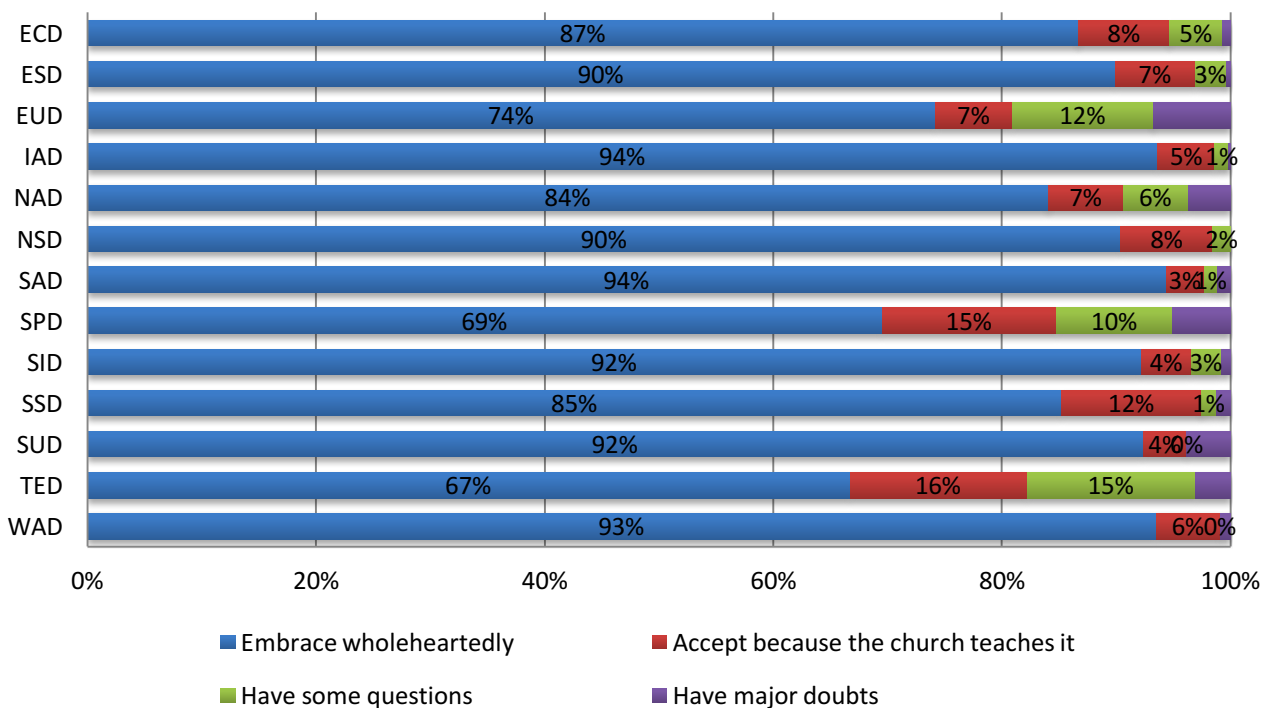
As an added feature, we are including a series of graphs showing how the pastors related to the various Adventist teachings by world divisions. We could not correlate beliefs with divisions because the listing of divisions is not linear. But by viewing these graphs the reader can determine the relative acceptance across the divisions.



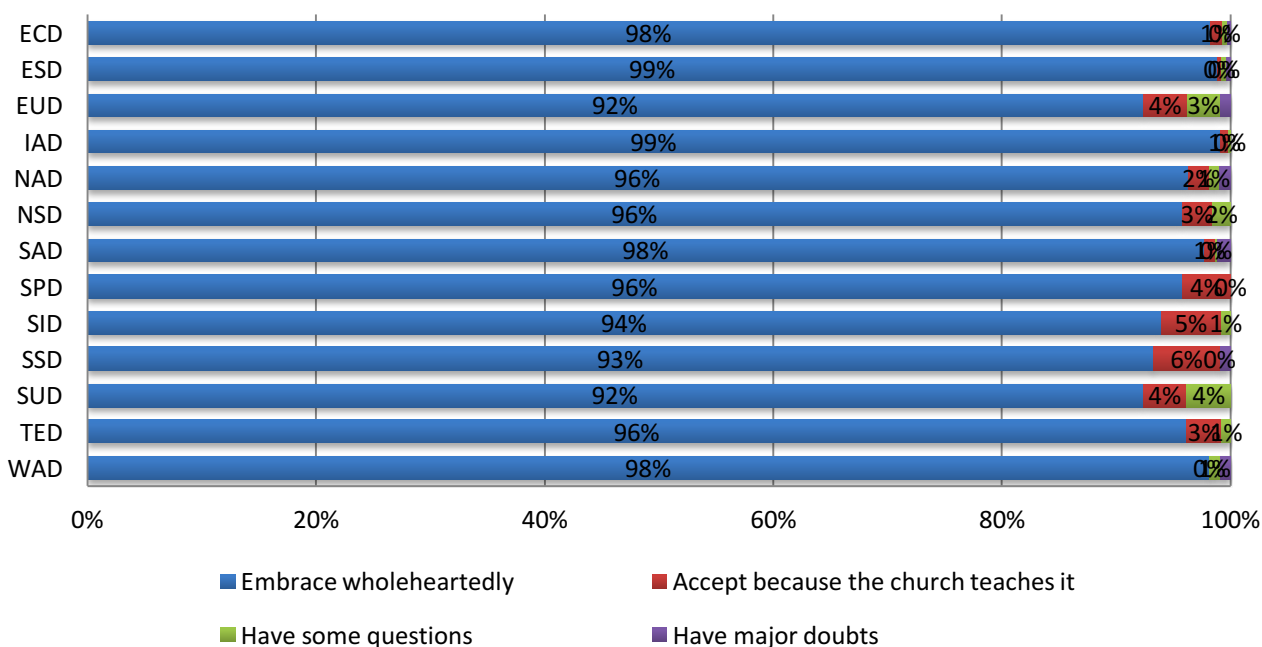
16b. Creation in six days in the relatively recent past



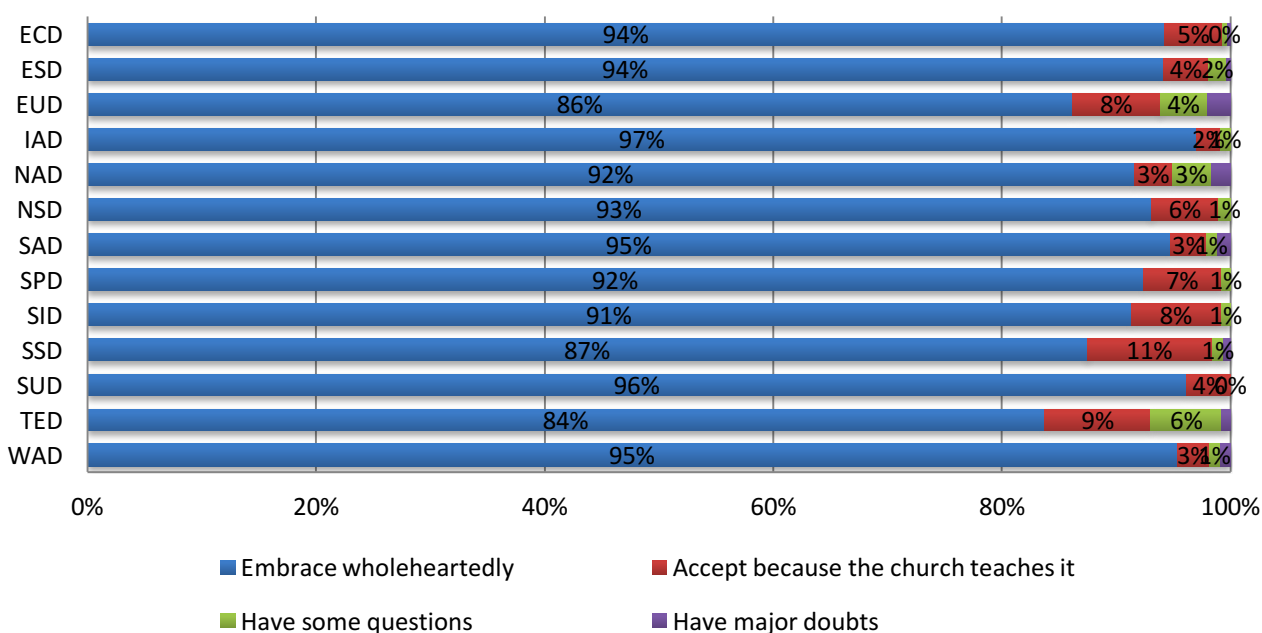
16c. The Investigative Judgment beginning in 1844



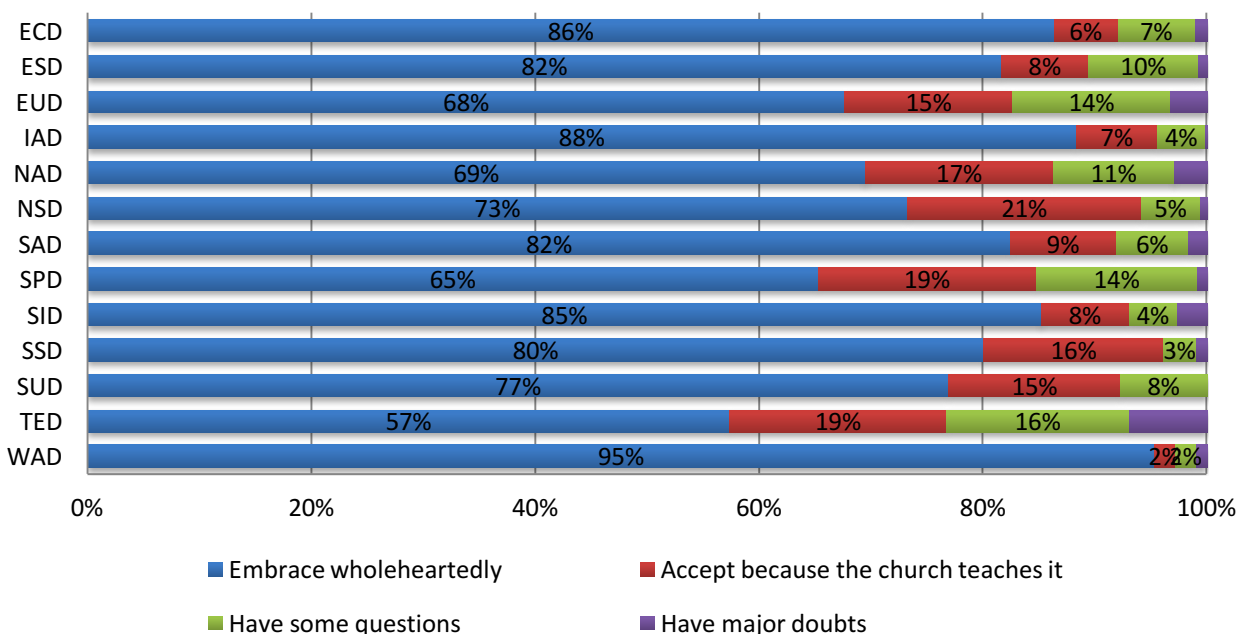
16d. Christ coming again in the near future



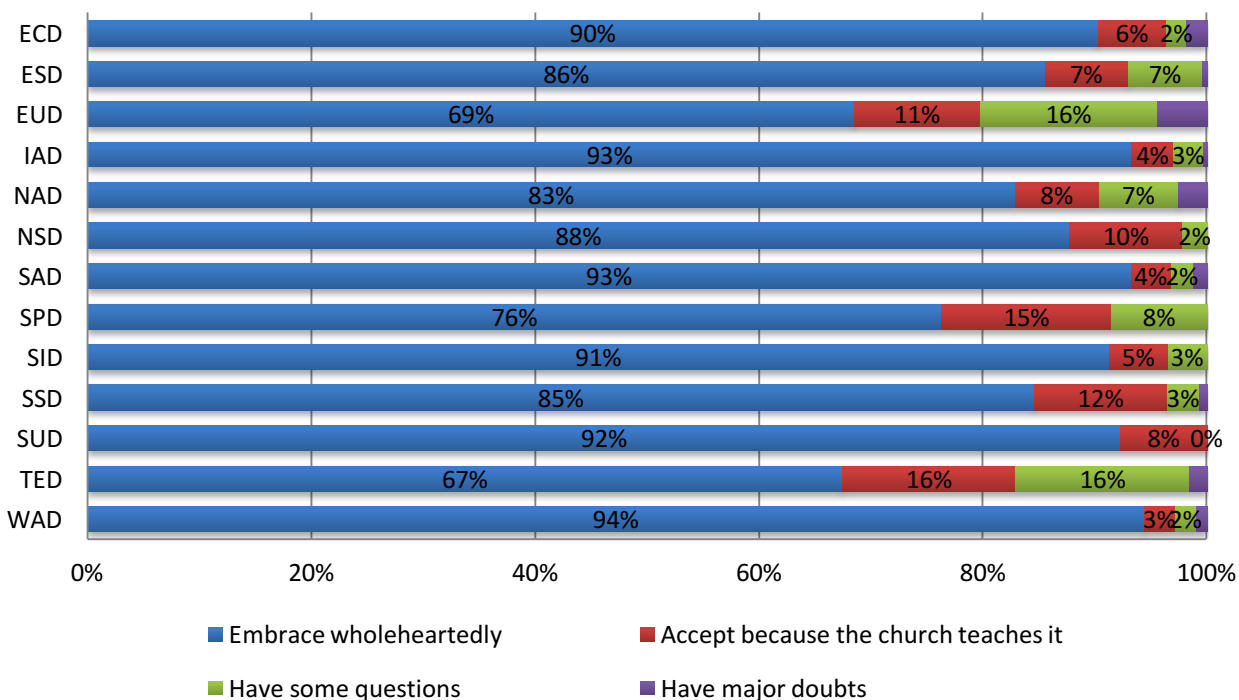
16e. Ellen G White as an inspired messenger to the Adventist church



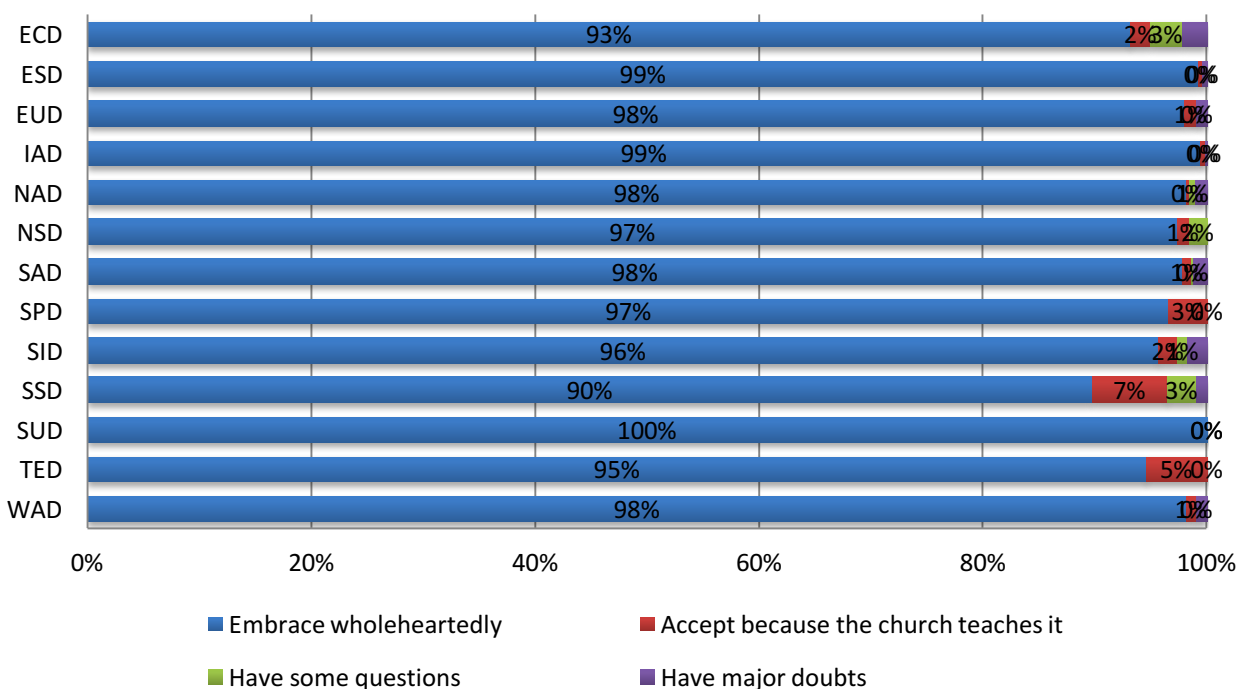
16f. Adventist standards in dress, diet, and recreation



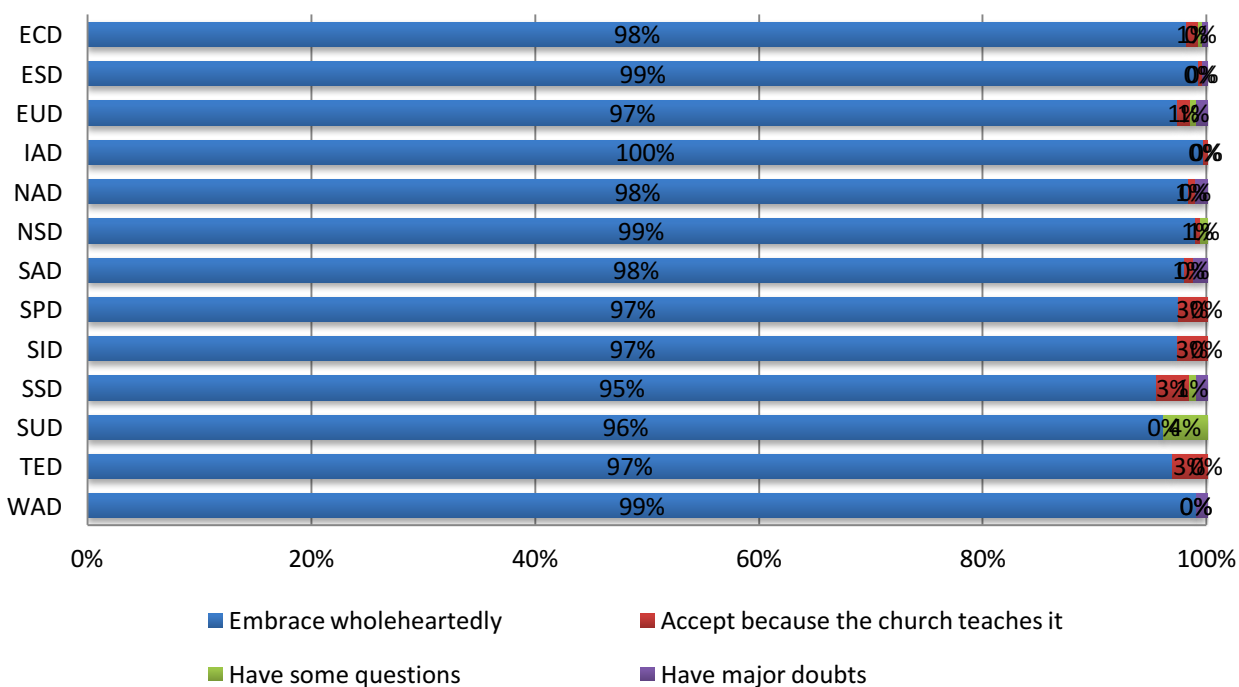
16g. The church's interpretation of end-time prophecies

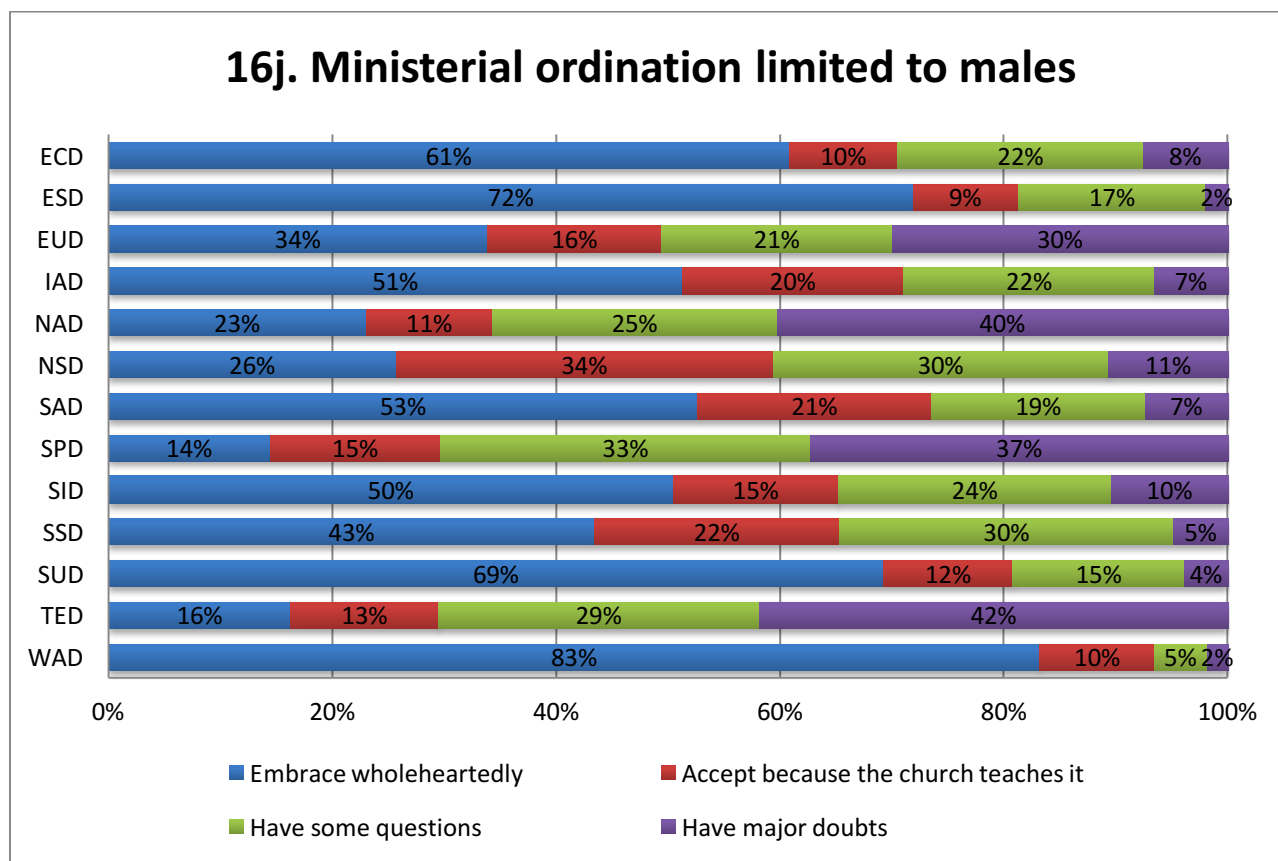


16h. State of the dead



16i. Seventh-day Sabbath





Correlations among the Variables

The data set for the ADVENTIST PASTOR: A WORLD SURVEY contains scores of variables. To what extent are there correlations between any two of those variables? That is to say, is there an existing relationship between any two of those variables? If so, how strong is that relationship?

In investigating possible relationship, several dozen pairs that might make logical sense were selected and analyzed to determine if such a relationship existed between them. Most of the correlations were statistically significant at the .01 level. However, significance (Is there a real relationship?) is a factor of not only “going togetherness” but of sample size. The larger the size of the sample, the more likely is any relationship likely to be significant. In the case of these data, the sample size is huge—4260 pastors. Thus most of the correlations, while statistically significant are practically meaningless. For example, pastors who get discouraged because nobody seems to care are correlated with the statement that they need further training or in-service education at .051, significant at the .01 level.

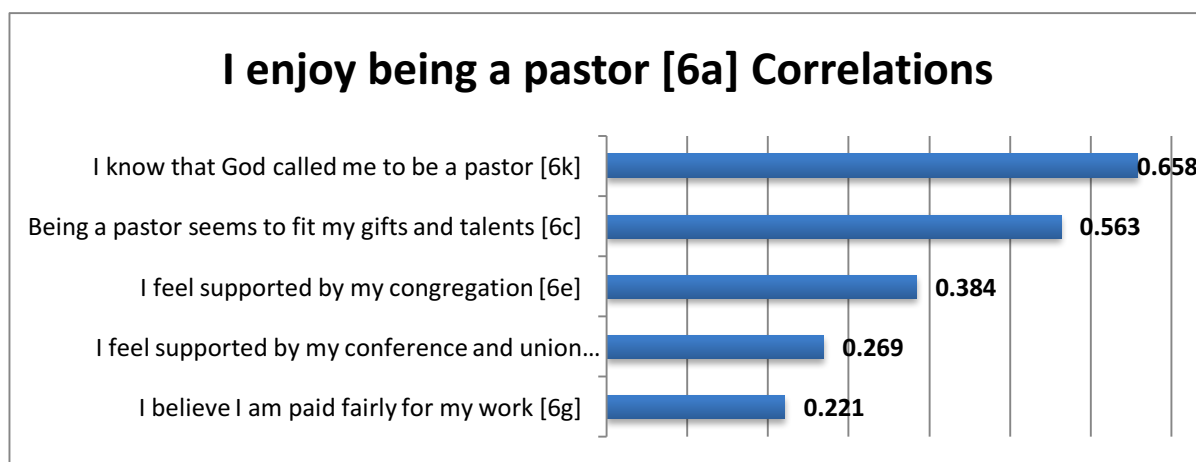
That level of significance means that there is only one chance in one hundred that there is no relationship between these two variables. But in order to determine the strength of that relationship, we square the correlation coefficient or $.051 \times .051 = .0026$. That means that only about one fourth

of one percentage of the variance in pastoral discouragement can be attributed to the need for further training. Essentially meaningless!

Therefore, in reporting on the correlations, we have made an arbitrary decision to report only those correlations with coefficients of at least .15. These would still account for only about 2% of the variance between any two variables but would constitute some type of floor. Question numbers are shown in [].

I enjoy being a pastor [6a]

This statement had some strong correlations with other items under [6].



The item of being called to be a pastor had the strongest correlation of any found explaining nearly 43% of the variance between the two items. The importance of feeling supported by both the congregation and leaders from the conference/union suggests directions to take in strengthening pastoral ministry.

I get discouraged because nobody seems to care [6b]

This statement was correlated with the same two support questions as pastoral enjoyment: Support from the congregation at -.229 and support from the conference/union leaders at -.236. Notice the negative correlations. Contrary to the previous correlations when support goes down, discouragement goes up.

Sometimes I feel that I would like to leave pastoral ministry [6i]

The pattern here is similar: a correlation of -.200 with feeling supported by the congregation [6e] and -.236 with feeling support from conference and union leaders [6f]. There is also a rather weak negative correlation at -.169 with believing that the pastor is paid fairly [6g].

A negative correlation of -.178 exists between sometimes wanting to leave and accepting Adventist standards in dress, diet, and recreation [16f]. Also a negative correlation of -.155 was found with accepting the Adventist practice of ministerial ordination being limited to males [16j].

Negative correlations of -.167 each occur with daily personal Bible study, [17b] with daily

conducting of family worship [17e], and with having sufficient time to perform the necessary tasks of your pastoral ministry at .170. [8]

I believe I am paid fairly for my work [6g]

Two questions asked the pastors to compare the salary of an Adventist pastor with that of other Adventist employees [14] and with that of pastors in other denominations [15]. These are negatively correlated with believing they personally are paid fairly, -.266 and -.293 respectively. However, because on the paid fairly question the “strongly agree” option is the lowest number, and on the other two estimates the “probably more” option is the highest number, the negative coefficients result in a positive result. Thus, those who believe they are fairly paid tend to estimate the salaries of both other Adventist employees and pastors in other denominations as higher than their own. Those who believe they are paid fairly also feel supported by their conference and union leaders: .373** [6f].

Salary satisfaction and type of congregation

Is satisfaction with the salary [6g] related to the type of congregation in which the pastor serves [61]? Since Q61 does not have any size figures but only non-linear types of congregations, a correlation cannot be obtained because both variables must be numerical. However, a Pearson chi-square reveals a highly significant relationship of .006. It is difficult to determine in a large crosstab just what is responsible for the relationship. But since 67% and 68% of pastors having one church or being a senior pastor in a multi-pastor congregation agree they are fairly paid compare with 73% and 72% of pastors having several churches or serve as assistant pastor in a multi-pastor church, we may assume that the significant finding favors the latter.

What be your ideal pastoral assignment? [5]

In exploring this area correlations were run on types of congregations, highest level of education, and age group. Only two correlations were strong enough to report. Those who would like a fairly large church with one pastor was correlated .282 with those who preferred a larger church with a multi-pastor staff. The choice of multi-pastor staff also correlated .304 with the choice of a congregation connected with an educational institution or hospital.

People most likely to leave the church [31]

Many correlations were run on the type of people most likely to leave the church. The only one to report is a negative -.234 between rankings of converts from evangelism programs and young adults without families. This would not appear to have much practical value. Correlations were also sought with reasons for leaving the church, but none were found. Several requests were made for correlations with the size of the congregations the pastors served, but the questionnaire never asked that question but rather for the type of their congregations. These types are not linear and cannot be correlated. However, we did submit the data to a chi-square test and found two significant relationships between people most likely to leave the church and the type of congregation the pastor served—recent converts and young adults without families, both beyond the .01 level. However, the cross tabulation is extremely complicated because the question on people most likely to leave the

church gave nine types and asked the respondent to rank them. So each type has nine rankings or 81 boxes in addition to the four types of congregations.

Another chi-square looked at the type of congregation [61] and the reasons people leave the church [33], another ranking question with 11 possible reasons and rankings. Significant relationships were found between recent converts [31a] and family and personal tragedies [33a], marital difficulties [33b], conflict with the pastor [33d], hypocrisy of other members [33f], and lack of friends [33g].

Significant relationships were found between young adults without families [31b] and marital difficulties [33b], conflict with pastor [33d], and lack of friends [33g]. Significant relationships were found between converts from public evangelism [31f] and family and personal tragedies [33a], marital difficulties [33b], hypocrisy of other members [33f], and lack of friends [33g].

Revival and reformation on devotional practices of pastors [54]

The extent to which the call for revival and reformation has deepened the spiritual life of pastors [54] was correlated with three devotional practices of the pastors [17]: personal Bible study, .206; frequent reading of Ellen White, .256; conducting daily family worship, .281; and frequency of reading Seventh-day Adventist authors, .163.

The call for revival and reformation is also related to the pastors' acceptance of certain teachings of the church such as the investigative judgment [16c] .264 and standards in dress, diet, and recreation [16f] .251. A correlation also exists with the significance in their personal life of the *Adventist Review* [20b] .287 and the Sabbath School Quarterly [20f] .305. Further, and of special importance, is the correlation with the importance of being part of the world church [47] at .361.

Revival and reformation on devotional practices of congregations [55]

The pastors believe that the call for revival and reformation has resulted in some changes in devotional practices in the congregations. Where more public emphasis has been introduced, the relationship to more Bible study was .209, to reading Ellen White .169, and to conducting family worship .240.

APPENDIX A
THE QUESTIONNAIRE

THE ADVENTIST PASTOR: A WORLD SURVEY

PART ONE: The Pastor's View of Ministry

1. In thinking about the ideal role of the pastor, what ought to be the balance between pastoral care of members' spiritual needs and training them for outreach? **Circle the number of your answer.**
Care for spiritual needs 1 2 3 4 5 Training for outreach
2. In your own ministry, which do you emphasize?
Care for spiritual needs 1 2 3 4 5 Training for outreach
3. What do you think is the ideal focus for a pastor's personal time between ministry to members and leading outreach?
Ministry to members 1 2 3 4 5 Leading outreach
4. In your own ministry, what do you actually spend more time doing?
Ministering to members 1 2 3 4 5 Conducting outreach
5. In pastoring a church, what would be your ideal assignment? **Put 1, 2, 3, and 4 to show ranking.**
___ a. Fairly large church with one pastor
___ b. Larger church with multi-pastor staff
___ c. Two or more smaller churches in a district
___ d. Church connected with educational institution or hospital
6. On the following questions about your personal feelings toward your ministry please answer like this: **1 = strongly agree; 2 = somewhat agree; 3 = uncertain; 4 = somewhat disagree, 5 = strongly disagree**
___ a. I enjoy being a pastor
___ b. I get discouraged because nobody seems to care
___ c. Being a pastor seems to fit my gifts and talents
___ d. I need more training in order to do my work properly
___ e. I feel supported by my congregation(s)
___ f. I feel supported by my conference and union leaders
___ g. I believe I am paid fairly for my work
___ h. I have enough time to perform the tasks necessary to my ministry
___ i. Sometimes I feel that I would like to leave pastoral ministry
___ j. I believe I have input into decision making by conference leaders
___ k. I know that God called me to be a pastor
7. Do you feel that you need further resources for an effective ministry? **Place an X by all that apply.**
___ a. Training or in-service education
___ b. A better theological library
___ c. More access to denominational journals and other information
___ d. Greater conference support
___ e. Greater congregational support
___ f. Wider fellowship with other church workers

8. Do you have sufficient time to perform the necessary tasks of your pastoral ministry?
___ 1 Usually yes ___ 2 Most of the time ___ 3 Rarely ___ 4 Never

PART TWO: The Pastor's Experience

9. What is the highest academic training you have received? **Place X by your answer.**
1___ High school 2___ Some college 3___ Bachelor's degree 4___ Master's or Doctor's
10. How many years of your total education were obtained in Adventist schools? _____ years
11. Did you ever work as a literature evangelist? 1___ Yes 2___ No
12. How many years have you been in some type of paid ministry? _____ years
13. Since you became a pastor, have you worked in any of these ministries? **Give the number of years by all that apply..**
- | | |
|--------------------------------|-------------|
| a. ___ Administration | 1 ___ Years |
| b. ___ Departmental leadership | 2 ___ Years |
| c. ___ Chaplaincy | 3 ___ Years |
| d. ___ Teaching | 4 ___ Years |
14. How does an Adventist pastor's salary compare with that of other Adventist employees?
1___ Much less 2___ Somewhat less 3___ About the same 4___ Probably more
15. How does an Adventist pastor's salary compare with that of pastors in other denominations?
1___ Much less 2___ Somewhat less 3___ About the same 4___ Probably more
16. To what extent do you accept the following teachings and practices of the Adventist church?
Answer 1= Embrace wholeheartedly; 2 = Accept because the church teaches it; 3 = Have some questions; 4 = Have major doubts
- ___ a. Righteousness by faith alone
 - ___ b. Creation in six days in the relatively recent past
 - ___ c. The Investigative Judgment beginning in 1844
 - ___ d. Christ coming again in the near future
 - ___ e. Ellen G. White as an inspired messenger to the Adventist church
 - ___ f. Adventist standards in dress, diet, and recreation
 - ___ g. The church's interpretation of end-time prophecies
 - ___ h. State of the dead
 - ___ i. Seventh-day Sabbath
 - ___ j. Ministerial ordination limited to males
17. To what extent do you follow these devotional practices in your personal and family life?
Answer like this: 1 = Daily; 2 = Weekly; 3 = Occasionally; 4 = Rarely
- ___ a. Personal prayer
 - ___ b. Personal Bible study
 - ___ c. Reading theological books or journals
 - ___ d. Reading Ellen White's writings
 - ___ e. Conducting family worship
 - ___ f. Reading Seventh-day Adventist authors
 - ___ g. Reading other Christian authors

18. Approximately how many Bible studies do you personally give in a typical week? _____
19. How many baptisms do you believe you were responsible for over the last year? _____
20. How significant or influential in your personal life are the following Adventist ministries?
Choose 1, 2, 3, 4, or 5 on each line
 1 = Very influential 2 = Quite influential 3 = Not particularly influential
 4 = Do not have access to it 5 = Unaware of it
- a. ___ *Adventist World*
 - b. ___ *Adventist Review*
 - c. ___ Hope Channel
 - d. ___ Adventist TV programs (*It is Written, Faith for Today*, etc.)
 - e. ___ Adventist World Radio
 - f. ___ *Bible Study Guide* [Sabbath School Quarterly]
 - g. ___ *Mission Magazine* or Mission DVDs

PART THREE: The Pastor, Mission, and other forms of Ministry

21. When you think of the mission of the church, what is the most important component?
Choose all that apply, ranking them 1, 2, etc.
- ___ a. Sharing the Adventist message, including our distinctive doctrines
 - ___ b. Leading someone into a personal relationship with Jesus Christ
 - ___ c. Creating communities of active, outgoing witnesses
 - ___ d. Establishing spiritually caring communities
 - ___ e. Making the world closer to the divine ideal
 - ___ f. Paving the way for the second coming
 - ___ g. Forming a people who understand and are aligned with God's purposes in the world
22. How would you rank the importance of these other ministries in which pastors often work to the mission of the church? **Put 1, 2, 3, 4, and 5 to show your ranking.**
- ___ a. Chaplain (hospital, military, educational institution, prison)
 - ___ b. Denominational administrator
 - ___ c. Institutional administrator
 - ___ d. Pastor
 - ___ e. Teacher
23. In which of these ministries would you ideally prefer to serve? **Choose one.**
- ___ 1 Chaplain (hospital, military, educational institution, prison)
 - ___ 2 Denominational administrator
 - ___ 3 Institutional administrator
 - ___ 4 Pastor
 - ___ 5 Teacher
24. What contribution do you believe teachers in Adventist schools generally make to the mission of the church, as you defined it above? **Choose one**
- ___ 1 Significant contribution
 - ___ 2 Fairly important contribution
 - ___ 3 Do not make a great contribution to the mission of the church

25. What are the roles teachers in Adventist schools should play? **Rank 1, 2, 3, 4, 5**
- ☐ a. Be involved in the mission of the church—soul-winning
 - ☐ b. Specialize in ministry—helping students in their spiritual lives
 - ☐ c. Educate students to open their minds and make them critical thinkers
 - ☐ d. Educate students to give them workplace skills

PART FOUR: The Pastor and the Congregation

26. To what extent do you think the majority your local church members accept the doctrines of the Adventist church? **Choose one**
- ☐ 1 Embrace them wholeheartedly
 - ☐ 2 Accept them because the church teaches them
 - ☐ 3 Have some questions about at least some of them
 - ☐ 4 Have major doubts
27. To what extent do you think the majority of your local members follow these devotional practices in their personal and family lives? **1 = Daily; 2 = Weekly; 3 = Occasionally; 4 = Rarely** **Choose one answer for each line**
- ☐ a. Personal prayer
 - ☐ b. Personal Bible study
 - ☐ c. Reading Ellen White's writings
 - ☐ d. Conducting family worship
 - ☐ e. Reading/listening/watching denominational books, magazines, and programs
28. What do you think is most important in keeping your members connected to the church? **Please rank the following by putting 1, 2, 3, and 4 in the appropriate blanks.**
- ☐ a. Regular attendance at worship
 - ☐ b. Family and friends influence
 - ☐ c. Radio, television, or internet
 - ☐ d. Publications like *Adventist World*
 - ☐ e. Other: [please specify] _____
29. How great a problem in your experience has been members leaving the church? **Choose one**
- ☐ 1 Very serious problem—many lost
 - ☐ 2 Fairly serious problem
 - ☐ 3 Not too serious—most stay
30. Based on your experience, what age group do you believe is most likely to leave the church? **Choose one**
- ☐ 1 Teenagers
 - ☐ 2 Young adults
 - ☐ 3 Middle-aged members
 - ☐ 4 Retirees

31. Also based on your experience, what type of people do you believe is most likely to leave the Church? **Choose as many as you think apply and rank 1, 2, etc.**
- ☐ a. recent converts
 - ☐ b. young adults without families
 - ☐ c. young adults with families
 - ☐ d. people with SDA higher education
 - ☐ e. people without SDA higher education
 - ☐ f. converts from public evangelism programs
 - ☐ g. converts from media ministries
 - ☐ h. converts who joined the church through relationships
 - ☐ i. converts who joined the church through Bible studies with local church members
32. Have you had any specific training in how to retain members in the church? **Choose one on each line**
- ☐ 1 Yes ☐ 2 No Training in college?
 - ☐ 1 Yes ☐ 2 No Training in seminary?
 - ☐ 1 Yes ☐ 2 No Training by in-service seminars or studies
33. In your opinion, what are the 3 most important reasons people leave the church? **Rank 1, 2, 3**
- ☐ a. Family or personal tragedy leaves people unsettled
 - ☐ b. Marital difficulties
 - ☐ c. High level of conflict in local church
 - ☐ d. Personal conflict with pastor
 - ☐ e. Personal conflict with a local church-member
 - ☐ f. Perceived hypocrisy of other church-members
 - ☐ g. Lack of friends
 - ☐ h. Moved to a new city/church
 - ☐ i. Decisions taken by higher leaders
 - ☐ j. Dislike of worship styles in local church
 - ☐ k. Disagreement with Adventist doctrines

PART FIVE: The Pastor and Institutions: Please think about the following types of Adventist institution. Each has its own particular business—but what are the underlying purposes for church institutions? And how well are they fulfilling them?

34. What, in your opinion, is the ideal purpose of denominational publishing houses?
- Rank 1, 2, 3, 4, 5**
- ☐ a. Win converts to the church
 - ☐ b. Support the church financially
 - ☐ c. Provide jobs for Adventist members
 - ☐ d. Demonstrate practical examples of Christianity in action
 - ☐ e. Provide service to the community
35. What, in your opinion, is the ideal purpose of denominational medical and health institutions?
- Rank 1, 2, 3, 4, 5**
- ☐ a. Win converts to the church
 - ☐ b. Support the church financially
 - ☐ c. Provide jobs for Adventist members
 - ☐ d. Demonstrate practical examples of Christianity in action
 - ☐ e. Provide service to the community

36. What, in your opinion, is the ideal purpose of denominationally operated businesses such as food factories, etc.? **Rank 1, 2, 3, 4, 5**

- ☐ a. Win converts to the church
- ☐ b. Support the church financially
- ☐ c. Provide jobs for Adventist members
- ☐ d. Demonstrate practical examples of Christianity in action
- ☐ e. Provide service to the community

37. How well do you think publishing houses are actually providing these services?

Rank 1, 2, 3, 4, 5, 6

- ☐ a. Winning converts to the church
- ☐ b. Supporting the church financially
- ☐ c. Providing jobs for Adventist members
- ☐ d. Demonstrating practical examples of Christianity in action
- ☐ e. Providing service to the community
- ☐ f. Provide materials to nurture believers and support their involvement in mission

38. How well do you think medical/health institutions are actually providing these services?

Rank 1, 2, 3, 4, 5

- ☐ a. Winning converts to the church
- ☐ b. Supporting the church financially
- ☐ c. Providing jobs for Adventist members
- ☐ d. Demonstrating practical examples of Christianity in action
- ☐ e. Providing service to the community

39. How well do you think denominational businesses are actually providing these services?

Rank 1, 2, 3, 4, 5

- ☐ a. Winning converts to the church
- ☐ b. Supporting the church financially
- ☐ c. Providing jobs for Adventist members
- ☐ d. Demonstrating practical examples of Christianity in action
- ☐ e. Providing service to the community

40. If you have any of these institutions in your area, how do they interact with your congregation?

1 = Great, 2 = Very well, 3 = Somewhat, 4 = Not at all. Choose one on each line

- a. Financial support to local projects ☐1 ☐2 ☐3 ☐4
- b. Employees tithes and offerings ☐1 ☐2 ☐3 ☐4
- c. Outreach ministries (health seminars) ☐1 ☐2 ☐3 ☐4
- d. Furnish leads for Bible studies ☐1 ☐2 ☐3 ☐4

41. How involved should pastors be in governance/committees of organizations like those above?

Choose one

- ☐1 Not at all
- ☐2 To some extent, but pastors have more important tasks
- ☐3 Important to do as opportunity affords
- ☐4 Important enough that opportunities should be created

42. Do you personally, as a pastor, work with any of the above institutions such as educational, medical, publishing, etc. **Choose one on each line**
- a. Educational ___1 Yes ___2 No
 - b. Medical ___1 Yes ___2 No
 - c. Publishing ___1 Yes ___2 No

PART SIX: The Pastor and the Local Community

43. What do you think is the reputation of your congregation(s) in your local community?
Choose one

- ___ 1 Active in the community
- ___ 2 Good citizens and neighbors
- ___ 3 Keep mostly to themselves
- ___ 4 Don't know much about them
- ___ 5 They are unaware of an Adventist presence

44. What do you think the people in your community think of Seventh-day Adventists in general?
Choose one

- ___ 1 An important Christian denomination
- ___ 2 Some kind of a cult
- ___ 3 They know nothing about them
- ___ 4 They never heard of them

45. What community activities are promoted by your congregation(s)? **X all that apply**

- ___ a. Distribute food and clothing
- ___ b. Provide health education
- ___ c. Community development
- ___ d. Prison ministry
- ___ e. Child care for single parents
- ___ f. Family and marriage seminars
- ___ g. Other: _____

46. Are you personally involved in some form of community service?
___1 Yes ___ 2 No

PART SEVEN: The Pastor and the World Church

47. As an Adventist minister, how important is it to be part of the world church? **Choose one**

- ___ 1 Very important—unity makes it possible to spread the Gospel
- ___ 2 It is important, but must be balanced with the work in our own community
- ___ 3 Somewhat important, but the real work is done on the local level
- ___ 4 What happens out there doesn't really touch our lives and local work

48. Are you aware of the strategic plans and initiatives of any of the following "higher" organizations? **Choose 1 or 2 on each line**

- a. Local conference or mission ___1 Yes ___2 No
- b. Union conference or mission ___1 Yes ___2 No
- c. Division ___1 Yes ___2 No
- d. General Conference ___1 Yes ___2 No

49. To what extent do the strategic plans of these organizations impact your congregation(s)?

Choose one

- ☐ 1 They are crucial in our planning
- ☐ 2 They highlight important areas but don't impact us very much
- ☐ 3 They don't deal with the issues important to us
- ☐ 4 We don't even understand what their plans are

50. Does your congregation have a strategic plan?

- ☐ 1 Yes ☐ 2 No

51. If it has a plan, does it reflect the plans of those higher organizations?

- ☐ 1 Yes ☐ 2 To some extent ☐ 3 Not really

52. How effective do you feel the church's use of radio, TV, and print media has been? **Choose one**

- ☐ 1 Very effective
- ☐ 2 Quite effective
- ☐ 3 Only somewhat effective
- ☐ 4 Not effective to any degree

53. How effective do you feel the church's use of the internet and digital media has been?

Choose one

- ☐ 1 Very effective
- ☐ 2 Quite effective
- ☐ 3 Only somewhat effective
- ☐ 4 Not effective to any degree

54. World leadership has issued a special call for "Revival and Reformation." How has this affected you, personally? **Place X by all that apply.**

- a. ☐ Deepened my spiritual life
- b. ☐ Paid more attention to prayer and Bible study
- c. ☐ It is not that important to me
- d. ☐ Actually, I haven't heard much about it

55. Has this call resulted in any changes in your congregation(s)? **Choose one**

- ☐ 1 We have had an increase in those at prayer meeting and prayer groups
- ☐ 2 We have had a sermon(s) on revival
- ☐ 3 Haven't seen a lot of change

PART EIGHT: A Few Facts about You

56. In which age group would you place yourself?

- 1 ☐ 18-24 years 2 ☐ 25-32 years 3 ☐ 33-39 years 4 ☐ 40-46 years 5 ☐ 47-52 years
- 6 ☐ 53-59 years 7 ☐ 60-66 years 8 ☐ 67-73 years 9 ☐ 74+ years

57. How would you describe your ethnic background?

- ☐ 1 Black ☐ 2 Caucasian (White) ☐ 3 East Asian ☐ 4 Latin/Hispanic
- ☐ 5 South Asian ☐ 6 Other

58. Are you: ___1 Married? ___2 Single? ___3 Divorced? ___4 Divorced and remarried?
___5 Widowed?

59. Are you: ___1 Male ___2 Female

60. Did you grow up in a home where at least one parent was an Adventist?
___1 Yes ___2 No

61. What is your pastoral assignment?
___1 A pastor with one church ___2 A senior pastor with other pastors in one church
___3 A pastor with several churches ___4 An assistant pastor in a multi-pastor church

