LEADER

To what extent does each of the following statements describe the minister, pastor, or priest here?

	Always	Mostly	Some-times	Rarely	Not Sure
He/she has strong speaking skills	71.8%	22.9	4.3	0.6	0.4
He/she explains things really clearly	64.1	30.3	4.6	0.4	0.6
He/she is strongly people focused	65.7	26.8	5.1	1.4	1.0
He/she is strongly task oriented	49.9	31.4	9.1	0.4	9.1
He/she really listens when I talk to him/her	65.3	23.5	4.7	2.2	4.3

How often does your minister, pastor, or priest do each of the following?

	Always	Mostly	Some-times	Rarely	Not Sure
Provides a plan of action for how things are to be done.	44.7	33.7	9.4	2.0	10.2
Communicates in a creative way that energizes others.	53.1	29.1	12.5	2.6	2.6
Reveals personal thoughts or feelings to those in the congregation.	46.5	28.0	17.3	3.3	4.0
Is clear about what is expected when someone agrees to do something.	39.9	38.0	10.0	0.8	11.2
Makes people feel supported, valuable and important.	64.2	26.3	5.9	1.6	2.0
Takes every opportunity to communicate our congregation's vision and directions to attendees in week by week activities.	51.3	33.5	8.9	1.6	4.6
Helps us develop a positive vision for the future.	57.6	30.4	6.7	1.6	3.7
Shares with others in the congregation his or her personal struggles with faith.	39.4	23.9	19.8	8.0	9.0
Pushes his/her own ideas without adequately considering our hopes and concerns.	16.0	9.1	12.1	53.2	9.5

To what extent does your senior minister, pastor, or priest appear relaxed and comfortable when communicating in each of the following settings?

	Always	Mostly	Some-times	Rarely	Not Sure
At informal group discussions	73.6	19.1	2.9	0.8	3.6
At formal meetings	64.2	23.3	3.6	1.4	7.4
On a one-to-one basis	73.4	16.3	4.4	1.0	5.0
In a speech or sermon	76.8	20.1	2.1	0.4	0.6

Have this congregation's leaders encouraged you to find and use your gifts and skills here?

30.3% Yes, to a great extent
38.4 Yes, to some extent
15.9 Yes, to a small extent
6.5 Not at all
9.0 Don't know

To what extent does the minister, pastor, or priest here take into account the ideas of those who worship here?

48.8% A great extent
32.1 Some extent
4.6 A small extent
0.9 Not at all
12.9 Don't know
0.7 There is currently no leader here

Which of the following is the best description of the style of leadership of your pastor, minister, or priest?

17.9% Leadership that tends to take charge
48.0 Leadership that inspires people to take action
19.7 Leadership that acts on goals that people here have been involved in setting
3.7 Leadership where the people start most things
1.5 There is currently no leader here
9.3 Don't know

What do you think are the main roles that your minister, pastor, or priest actually carries out here? (Mark up to ***three*** options.)

74.3% Conducting worship or administering the sacraments
51.1 Teaching people about the faith
6.8 Training people for ministry and mission
4.0 Converting others to the faith
21.5 Administering the work of the congregation
44.8 Visiting, counseling and helping people
9.8 Confronting social injustices
13.8 Providing a vision and goals for the future
22.3 Offering prayer or being a spiritual role model
4.1 Don't know

Do you agree or disagree: "In general, there is a good match between our congregation and our minister, pastor, or priest"?

50.3% Strongly agree
35.9 Agree
10.2 Neutral or unsure
1.6 Disagree
0.6 Strongly disagree
1.3 There is currently no leader here

Who was responsible for developing the vision, goals, or direction of this congregation? (Mark only ***one***.)

12.3% Mainly the current congregational leader
26.9 The current congregational leader with a small core of others
30.3 The current congregational leader and much of the congregation
4.6 Mainly others in the congregation
4.4 A previous congregational leader
0.0 Some other person or group outside the congregation
21.6 Don't know

	Always	Mostly	Some-times	Rarely	Not sure
I am proud to be associated with our leader in this congregation.	68.1	25.8	3.1	1.1	2.0
Our leader expresses with a few simple words what we could and should do here.	45.0	38.6	11.8	2.1	2.6

Our leader enables us to think about old problems here in new ways.	35.7	43.0	13.7	1.9	5.7
Our leader helps us learn and grow as individuals.	48.1	35.8	11.9	1.1	3.2
Our leader tells others about his/her expectations of them in their roles here. . . .	31.6	35.4	21.3	3.0	8.6
Our leader is satisfied when someone accomplishes what he or she agreed to do.	50.4	32.9	6.8	0.6	9.3
Our leader is content to let us continue working here in the same way as always.	17.0	33.0	30.7	9.6	9.8
I have complete faith in our leader in his/her role here.	59.9	26.9	8.8	1.5	3.0
Our leader provides appealing images about what we can do here.	46.9	33.1	14.0	1.5	4.4
Our leader encourages others to think in new ways about puzzling things.	39.4	38.4	13.2	1.6	7.4
Our leader lets others know how they are doing here.	33.5	31.8	18.5	3.7	12.5
Our leader provides recognition when people reach their goals here.	49.5	30.6	10.6	2.3	7.0
As long as things are working here, our leader does not try to change anything.	12.8	27.6	27.4	16.9	15.4
Our leader tends to allow others here to do pretty much what they want	10.1	27.5	34.1	12.7	15.6
Our leader supports innovation and creative thinking.	48.7	34.5	9.9	2.5	4.3
I feel good being around our leader here.	64.8	23.1	7.4	2.5	2.3
Our leader helps others find meaning in their involvement here.	44.6	36.0	11.0	1.9	6.4
Our leader gets others to rethink ideas that they had never questioned before.	26.8	28.8	24.9	7.0	12.5
Our leader gives personal attention to those who seem less involved here. . .	29.9	36.1	18.7	3.3	12.0
Our leader calls attention to what others can gain through what we accomplish here.	33.5	36.8	16.6	3.1	10.0
Our leader tells me what is expected when I take on a role, job, or assignment here.	32.4	33.8	14.0	5.0	14.8
Our leader asks no more of others					

here than what is absolutely essential.	20.8	24.2	23.4	13.4	18.2
Our leader encourages different or unusual ideas here.	32.5	35.0	20.4	3.7	8.4
Our leader is excellent at bringing people together to make things happen. . . .	47.2	31.0	13.3	2.9	5.6
Our minister, pastor, or priest is an effective leader here. . . .	65.5	24.4	6.0	0.8	3.4

If you were forced to choose, which of these sentences would best describe the leadership in this congregation?

82.1% The leadership here is mainly focused on who we want to be and directions for the future

17.9 The leadership here is mainly focused on maintaining and continuing what we have been doing