

## Leadership Characteristics

|   | N=63 |                          |                                  | Interpretation |
|---|------|--------------------------|----------------------------------|----------------|
| Rector seeks to build a parish that is: | 0%   |                          | 100%                             |                |
| Parish led                              | 47%  | Rector led               | Balanced between both            |                |
| As a leader the rector:                 | 0%   |                          | 100%                             |                |
| Challenges us                           | 54%  | Affirms us               | Balance between both             |                |
| Rector sees role as                     | 0%   |                          | 100%                             |                |
| Be a change agent                       | 44%  | Keeps us on current path | Slight trend toward change agent |                |
| Rector gets things done by              | 0%   |                          | 100%                             |                |
| Delegating                              | 40%  | Doing                    | Delegating Preference            |                |
| Rector tends to be                      | 0%   |                          | 100%                             |                |
| Disciplined                             | 46%  | Spontaneous              | Balance between both             |                |
| Rector is focused on                    | 0%   |                          | 100%                             |                |
| Detail                                  | 67%  | Big Picture              | Big Picture Preference           |                |
| Rector leads by                         | 0%   |                          | 100%                             |                |
| Consensus building                      | 39%  | Taking charge            | Consensus Building Preference    |                |

## Demographic Preferences

### Gender

|               |     |
|---------------|-----|
| Male          | 12% |
| Female        | 3%  |
| No Preference | 85% |

### Years of Ordained Experience

|               |     |
|---------------|-----|
| 1 to 5        | 5%  |
| 6 to 10       | 38% |
| 11 or more    | 9%  |
| No preference | 48% |

### Family Status

|   |     |
|---|-----|
| Single  | 2%  |
| Married/Partner without children (or with Adult children who are out of home) | 2%  |
| Married/Partner with school age children (K-12)                               | 21% |
| No preference   | 74% |

| Characteristics                                     | Very Important | Important | Helpful | Not Important |
|---|----------------|-----------|---------|---------------|
| <b>Order Ranked by Very Important only<br/>N=59</b> |                |           |         |               |
| Good listener                                       | 67%            | 26%       | 7%      | 0%            |
| Open to racial diversity                            | 62%            | 22%       | 12%     | 3%            |
| Personable/outgoing                                 | 61%            | 32%       | 7%      | 0%            |
| Open to involving others and delegating             | 60%            | 33%       | 7%      | 0%            |
| Open to social, economic and class diversity        | 59%            | 6%        | 14%     | 2%            |
| Open to diversity of sexual orientation             | 59%            | 10%       | 28%     | 3%            |
| Energetic   | 38%            | 33%       | 28%     | 2%            |
| Accessible  | 37%            | 54%       | 9%      | 0%            |
| Inspirational speaker/preacher                      | 32%            | 48%       | 20%     | 0%            |
| Open to change                                      | 31%            | 43%       | 24%     | 2%            |
| Deeply spiritual                                    | 28%            | 47%       | 26%     | 0%            |
| Sense of Humor                                      | 28%            | 45%       | 28%     | 0%            |
| Open to developing new ideas/programs               | 28%            | 42%       | 31%     | 0%            |
| Organized   | 21%            | 38%       | 41%     | 0%            |
| Relates well to children                            | 21%            | 50%       | 29%     | 3%            |
| Experienced at implementing new ideas/programs      | 12%            | 41%       | 47%     | 0%            |
| Well-read and broadly knowledgeable                 | 10%            | 48%       | 39%     | 5%            |
| Experience outside the church                       | 10%            | 21%       | 59%     | 10%           |
| Relates well to the Diocese                         | 10%            | 45%       | 41%     | 3%            |
| Knowledgeable about music                           | 7%             | 29%       | 53%     | 10%           |
| Talented musically/vocally                          | 0%             | 7%        | 41%     | 52%           |

## Order Ranked by total of Very Important and Important

|  | Very<br>Important | Important | Helpful | Not<br>Important | Total<br>Columns<br>Very<br>Important &<br>Important |
|--|-------------------|-----------|---------|------------------|--|
| Open to involving others and delegating        | 58%               | 35%       | 8%      | 0%               | 92%  |
| Personable/outgoing                            | 60%               | 32%       | 8%      | 0%               | 92%  |
| Good listener                                  | 67%               | 24%       | 9%      | 0%               | 91%  |
| Accessible                                     | 34%               | 57%       | 9%      | 0%               | 91%  |
| Open to racial diversity                       | 62%               | 23%       | 12%     | 3%               | 85%  |
| Open to social, economic and class diversity   | 59%               | 26%       | 14%     | 2%               | 85%  |
| Inspirational speaker/preacher                 | 30%               | 48%       | 22%     | 0%               | 78%  |
| Open to change                                 | 29%               | 45%       | 24%     | 2%               | 74%  |
| Deeply spiritual                               | 24%               | 48%       | 27%     | 0%               | 73%  |
| Sense of Humor                                 | 27%               | 44%       | 29%     | 0%               | 71%  |
| Open to diversity of sexual orientation        | 59%               | 11%       | 27%     | 3%               | 70%  |
| Open to developing new ideas/programs          | 27%               | 42%       | 30%     | 0%               | 70%  |
| Relates well to children                       | 21%               | 47%       | 29%     | 3%               | 68%  |
| Energetic                                      | 33%               | 33%       | 32%     | 2%               | 67%  |
| Organized                                      | 24%               | 36%       | 39%     | 0%               | 61%  |
| Well-read and broadly knowledgeable            | 11%               | 48%       | 35%     | 6%               | 59%  |
| Relates well to the Diocese                    | 11%               | 44%       | 42%     | 3%               | 55%  |
| Experienced at implementing new ideas/programs | 12%               | 41%       | 47%     | 0%               | 53%  |
| Knowledgeable about music                      | 6%                | 26%       | 56%     | 12%              | 32%  |
| Experience outside the church                  | 9%                | 21%       | 59%     | 11%              | 30%  |
| Talented musically/vocally                     | 0%                | 6%        | 39%     | 55%              | 6%   |

|                                  | <b>Critically Important</b> | <b>Need to Have</b> | <b>Nice to Have</b> | <b>Not Needed</b> | <b>Total Critically Important and Need to Have</b> |
|----------------------------------|-----------------------------|---------------------|---------------------|-------------------|--|
| <b>N=70</b>                      |                             |                     |                     |                   |  |
| Church Growth                    | 48.57                       | 41.43               | 7.14                | 0.00              | 90.00  |
| Worship                          | 53.62                       | 34.78               | 7.25                | 0.00              | 88.40  |
| Pastoral Care                    | 52.86                       | 34.29               | 10.00               | 1.43              | 87.15  |
| Preaching                        | 45.71                       | 40.00               | 14.29               | 0.00              | 85.71  |
| Chrisis Ministry                 | 51.43                       | 32.86               | 15.71               | 0.00              | 84.29  |
| Spiritual Growth                 | 32.86                       | 47.14               | 18.57               | 1.43              | 80.00  |
| Stewardship                      | 30.00                       | 50.00               | 18.57               | 0.00              | 80.00  |
| Theology                         | 30.00                       | 50.00               | 20.00               | 0.00              | 80.00  |
| Children and Youth Christian Ed. | 28.57                       | 50.00               | 17.14               | 1.43              | 78.57  |
| Church Development               | 28.57                       | 42.86               | 27.14               | 0.00              | 71.43  |
| Lay Miniistry                    | 24.29                       | 45.71               | 27.14               | 0.00              | 70.00  |
| Administration/management        | 30.00                       | 38.57               | 25.71               | 1.43              | 68.57  |
| Adult Christian Ed               | 17.14                       | 50.00               | 3.00                | 1.67              | 67.14  |
| Music (as part of worship)       | 14.29                       | 32.86               | 45.71               | 2.86              | 47.15  |
| Social Justice Ministry          | 11.43                       | 32.86               | 40.00               | 10.00             | 44.29  |
| Capital Develo[pment             | 12.86                       | 30.00               | 47.14               | 5.71              | 42.86  |

| <b>Rank Order of Importance</b>  | <b>N=65</b> | <b>Score</b> |                         |      |
|----------------------------------|-------------|--------------|-------------------------|------|
| Church Growth                    |             | 11.52        | Crisis Ministry         | 8.92 |
| Administration/Management        |             | 10.75        | Spiritual Growth        | 7.57 |
| Children and Youth Christian Ed. |             | 10.63        | Lay Ministry            | 7.06 |
| Church Development               |             | 10.22        | Music                   | 5.86 |
| Worship                          |             | 9.86         | Capital Development     | 5.72 |
| Preaching                        |             | 9.74         | Theology                | 5.28 |
| Pastoral Care                    |             | 9.45         | Social Justice Ministry | 5.08 |
| Stewardship                      |             | 9.18         |                         |      |
| Adult Christian Education        |             | 9.15         |                         |      |

| SKILLS | N=61 | Critically Important | Need to Have | Nice to Have | Not Needed | Critically Imp. + Need to have |
|--------|------|----------------------|--------------|--------------|------------|--------------------------------|
|--------|------|----------------------|--------------|--------------|------------|--------------------------------|

**SKILLS** **N=70** Ranked by Combination of Critically Important Plus Need to Have

% of Respondents selecting each option

|                                  |    |    |    |    |     |
|----------------------------------|----|----|----|----|-----|
| Church Growth                    | 49 | 41 | 7  | 0  | 90% |
| Worship                          | 54 | 35 | 7  | 0  | 88% |
| Pastoral Care                    | 53 | 34 | 10 | 1  | 87% |
| Preaching                        | 46 | 40 | 14 | 0  | 86% |
| Chrisis Ministry                 | 51 | 33 | 16 | 0  | 84% |
| Spiritual Growth                 | 33 | 47 | 19 | 1  | 80% |
| Stewardship                      | 30 | 50 | 19 | 0  | 80% |
| Theology                         | 30 | 50 | 20 | 0  | 80% |
| Children and Youth Christian Ed. | 29 | 50 | 17 | 1  | 79% |
| Church Development               | 29 | 43 | 27 | 0  | 71% |
| Lay Miniistry                    | 24 | 46 | 27 | 0  | 70% |
| Administration/management        | 30 | 39 | 26 | 1  | 69% |
| Adult Christian Ed               | 17 | 50 | 3  | 2  | 67% |
| Music (as part of worship)       | 14 | 33 | 46 | 3  | 47% |
| Social Justice Ministry          | 11 | 33 | 40 | 10 | 44% |
| Capital Develo[pment             | 13 | 30 | 47 | 6  | 43% |