



# 2020 LEADER SURVEY REPORT

**The Northwest Conference** conducted a survey during November/December 2020 to request feedback on how we are currently doing in our ministry partnership with our churches, where may we be falling short, and how our pastors/churches are doing in this current season. This report is to offer summary highlights of our key findings and process.

## OUR PROCESS

The Northwest Conference staff are utilizing the general discernment and planning framework that was provided through the **30 Day Pivot** training with churches in October/November 2020 to guide our process. It is a 3-stage process developed by Carey Nieuwhof (<https://careynieuwhof.com/the-30-day-pivot/>).

- ➔ **Stage 1: Evaluate** - Where are we currently at in our ministry?
- ➔ **Stage 2: Ideate** - Based on where we are currently, what may we need to consider moving forward?
- ➔ **Stage 3: Implement** - What action steps do we need to take in order to respond proactively in this next season of ministry?

We decided on using the **Leader Survey** to be our primary data source for the Evaluation Phase. We are now in the Ideate (interpretive) Phase which will lead right into our Implementation Phase.



## SURVEY RESPONSE SUMMARY

We had **62 respondents** representing lead and staff pastors, youth & children directors, lay leaders, parish nurses, chaplains, and camp staff.

Along with the responses to our 12 questions we received **274 individual comments** as well. We want to thank each one who participated and provided us feedback.

## So how well are we doing?

### *What we heard: expressions of appreciation for our ...*

- Accessibility
- Encouragement
- Connections/Cohorts
- Technical/Financial Supports and Guidance
- Personal Counsel
- Pastoral Care
- Ministry Specific Training
- Digital Encouraging Words and Webinars

## So where might we improve/develop further?

### *What we heard ...*

- Pastoral Care/Support
- Visibility/Personal Connections with NWC staff
- Added Cohorts
- Coaching
- Communication
- Technical Supports Related to New Digital Realities
- Pastoral/Lay Leadership Support-Training regarding leading through challenges and fatigue
- Giving/Stewardship Resources
- Community Connection/Engagement Strategies
- Love Mercy Do Justice Engagement Strategies



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## So how are you personally doing?

### You shared ...

- 75% are hopeful
- 51% are concerned
- 39% are stressed
- 30% are encouraged
- 25% are frustrated

*\*These were tabulated based on multiple responses by each respondent.*

## How are you connecting with peers?

# 70%

of Pastors and Church staff reported that they are regularly to occasionally participating in a NWC or non-NWC peer cohort(s).

## How is your congregation doing?

*Respondents indicated the following as compared to before the COVID-19 pandemic, racial pandemic and most recent political season ...*

- 28% report being healthier than before
- 45% indicated being just as healthy as before
- 27% indicated being less healthy than before

## WHAT'S NEXT?

We are continuing to process what you have told us at this time. With the completion of our Ideation Phase, we will then step into our Implementation Phase sometime within the 1st quarter of 2021.

As we move forward, we will plan to update you on our progress along the way.

*So, thank you again for your feedback. Know that we pray frequently for you.*

*We would also appreciate your prayers as we seek to steward these survey results to better serve you.*

The Northwest Conference Staff

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THRIVING  
CHURCHES.



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