

# TCBC: English Minister Leadership Expectation Profile Survey / Results 31July2010

Survey results are tallied for surveys collected as of July 30, 2010. (Thanks to Davin!)

---

Ministry skills and gifts we believe our next English Minister should possess (top 5 responses out of 10 possible selections, in order): Preacher, Shepherd, Teacher, Bishop

Leadership Characteristics we believe an English Minister should have that would be particularly important for our church at this time:

- A. Top 7 responses, by averaged weighted responses: Person of God, Biblically Oriented, Spiritually Mature, Leader, Communicator, Denominationally Loyal, Evangelistic
- B. Top 7 responses by category responses: Biblically-oriented, Spiritually Mature, Person of God, Adaptable, Leader, Communicator, Developer of Lay Leadership.
- C. Correlation between weighted and category responses (among top 10 responses): Person of God, Biblically Oriented, Spiritually Mature, Leader, Communicator, Community Oriented

Ministry priorities we believe our next English Minister should focus on (top 10 responses, in order): Discipleship, Preaching, Teaching, Leadership Development, Key Leader, Pastoral Care Giver, Adults, Counseling, Theology, Family Ministry

Personal Attributes and Character Priorities that would help engage our church congregation in effective future ministry:

- A. Top 7 responses, by averaged weighted responses: Truthful, Approachable, Teachable Learner, Communication Skills, Loyal, Trustworthy, Compassionate
- B. Top 7 responses by category responses: Communication Skills, Truthful, Approachable, Trustworthy, Compassionate, Enthusiastic, Persevering
- C. Correlation between weighted and category responses (among top 10 responses): Truthful, Approachable, Communication Skills, Loyal, Trustworthy, Compassionate, Listener

English Minister Profile	English congregation top responses (58 surveys received) (usual English congregation 165-35% return rate)	Other congregation top responses (25 surveys received)
Ministry skills and gifts we believe our next English Minister should possess	Preacher 87.5% Shepherd 69.6% Teacher 57.1% Bishop 42.9% Evangelist 36.4%	Evangelist 75.0% Shepherd 66.7% Bishop 62.5% Priest 45.8% Apostle 41.7%
Leadership Characteristics we believe an English Minister should have that would be particularly important for our church at this time (ranked responses)	Person of God Biblically Oriented Spiritually Mature Leader Communicator Denominationally Loyal Evangelistic Community Oriented Reliability Adaptable	Person of God Biblically Oriented Spiritually Mature Enabler Evangelistic Developer of Lay Leadership Leader Mission Minded Organized Adaptable
Ministry priorities we believe our next English Minister should focus on	Discipleship 79.6% Preaching 79.6% Teaching 70.4% Leadership Development 46.3%	Preaching 70.8% Pastoral Care Giver 66.7% Worship 54.2% Crisis Visitation 45.8% Discipleship 45.8% Teaching 45.8%
Personal Attributes and Character Priorities that would help engage our church congregation in effective future ministry (ranked responses)	Truthful Approachable Teachable Learner Communication Skills Loyal Trustworthy Compassionate Listener Creativity Personally Strong	Approachable Compassionate Loyal Administration Skills Listener Communication Skills Compatibility Teachable Learner Truthful Trustworthy

English-service survey respondents: 58 people (Usual attendance in English service is around 165). Approximately 35% response rate- approximately 1 in 3 people in English service participated in this survey.

Age group of majority of responders:

- 19-25 yrs old (36.5%) \*which coincidentally is approx the % of students we usually have in English service!
- 25-35 yrs old (17.3%)
- 35-45 yrs old (13.5%)
- 55-65 yrs old (11.5%)
- 45-55 yrs old (7.7%)
- >65 yrs old (7.7%)
- High school teens (5.8%)
- Jr high teens (0%) \*perhaps they didn't know their opinions are also valuable and welcome?

Ministry skills and gifts we believe our next English Minister should possess:

Top 5 responses (out of 10 possible selections, in order): Preacher, Shepherd, Teacher, Bishop, Evangelist

% of people who identified this skill/gift	Ministry Skills we believe our next English Minister should possess	Explanation
87.5%	Preacher	Able to make the Gospel plain, clear, relevant, good public presence, voice, student of the Scriptures
69.6%	Shepherd	Care giver, visitor, effective counselor, effective overseer of flock
57.1%	Teacher	Equipper of others for service, effective disciple-maker
42.9%	Bishop	Mature believer, model and teacher of Godliness and Christian commitment, protector of the church from error and wrong
37.5%	Evangelist	Able to communicate the Gospel to people of all ages and situations
35.7%	Apostle	Church planter/builder, foundation layer, organizer, visionary, committed to church growth, effective organizer
30.4%	Prophet	Theologian, comprehensive view of Biblical truth; sees social implications of Gospel, sees historic nature of faith
23.2%	Priest	Effective worship leader, communicates sense of awe and praise before God, committed to the ministry of prayer and intercession
12.5%	Deacon	Servant/Leader, good business sense, able to help the needy
3.6%	Steward	Administrator, good steward of gifts and resources

Leadership Characteristics we believe an English Minister should have that would be particularly important for our church at this time:

- A. Top 7 responses, by averaged weighted responses: Person of God, Biblically Oriented, Spiritually Mature, Leader, Communicator, Denominationally Loyal, Evangelistic
- B. Top 7 responses by category responses: Biblically-oriented, Spiritually Mature, Person of God, Adaptable, Leader, Communicator, Developer of Lay Leadership.
- C. Correlation between weighted and category responses (among top 10 responses): Person of God, Biblically Oriented, Spiritually Mature, Leader, Communicator, Community Oriented

Ranked by weighted responses (1= most important)	Leadership Characteristics we believe our next English Minister should possess	Explanation	Ranked by # of responses (1= most responses)
1	Person of God	In obvious love with Jesus; gives evidence of Christ-like spirit; in close touch with God through devotion and prayer	3
2	Biblically-oriented	Committed to the truthfulness and authority of the Scriptures; submissive to the Scriptures; knowledgeable of the Scriptures; able to preach and teach from the Scriptures	1
3	Spiritually Mature	Strong, tested commitment to Jesus Christ; open to the Person and work of the Holy Spirit	2
4	Leader	Gains support from others; able to work with a wide variety of types of personalities; able to guide people and groups to the achieving of common goals	5
5	Communicator	Able to receive, process and analyze information; speaks and writes clearly and understandably; is a good listener	6
6	Denominational Loyal	Has a positive, constructive approach and commitment to the life and mission of our Convention; attempts to create trust rather than to arouse suspicion	14
7	Evangelistic	Concerned for the lost; able to lead people to Jesus and salvation from sin	11
8	Community Oriented	Concerned and involved in community life; concerned for social needs and matters of injustice in the community	10
9	Reliability	Dependable, consistent; states own true opinion but supports final decisions of the church within limits of conscience	8
10	Adaptable	Has a mind which is open to innovation and new ideas; willing to give new ideas a fair trial; adjusts to new situations; is flexible, open	4
11	Mission-minded	Concerned for the cause of Christ throughout the world; concerned for the lost near and far; committed to missions: local, national & throughout the world	12
12	Developer of Lay Leadership	Takes initiative to broaden, strengthen, and improve gifts and skills of people for lay leadership	7
13	Organized	A planner; keeps a perspective on the whole life of the church; able to divide large tasks into manageable steps and assign them properly; anticipates problems and/or opportunities	9
14	Enabler	Enables people to make their own decision and carry out their own responsibilities	13

Ministry priorities we believe our next English Minister should focus on (top 10 responses, in order): Discipleship, Preaching, Teaching, Leadership Development, Key Leader, Pastoral Care Giver, Adults, Counseling, Theology, Family Ministry

% of people identifying this desired Ministry Priority	Ministry Priorities we believe our next English Minister should possess	Explanation
79.6%	Discipleship	Modeling, teaching and encouraging people to grow in their knowledge relationship, commitment and service of Jesus
79.6%	Preaching	Making the Gospel and Word of God relevant to people's lives; presenting with clarity and conviction the whole counsel of God
70.4%	Teaching	Effective in teaching others and helping them to understand and know the key and basic things of Christian growth and development; creative leadership in Bible Studies, Sunday School Classes, membership classes, etc.
46.3%	Leadership Development	Working with members and leaders to develop their gifts and skills in leadership areas of ministry
40.7%	Key Leader	Able motivator and leader of people; able to establish a clear ministry vision and mission goals and motivate people to achieve them
40.7%	Pastoral Care Giver	Skilled practitioner in the "Care of Souls"; the provision of spiritual support and encouragement to those who are hurting and weak
38.9%	Adults (over 18)	Working with, teaching, leading discussion groups of adults
38.9%	Counseling	In a formal counseling setting assisting people facing problems or decisions
38.9%	Theology	Sharing a comprehensive understanding of the Bible and Christian truth and theology
33.3%	Family Ministry	Able to teach and encourage parents in establishing strong Christian homes; able to teach and encourage married couples to develop strong marriages
29.6%	Evangelism	Relating to people outside of the church and relating the Christian faith to them; teaching and encouraging the laity to be actively involved in evangelism
24.1%	Change Agent	Open to new methods and strategies of worship and ministry and skilled in motivating and enabling people to explore new possibilities
24.1%	Community Leader	Builds bridges between community and church
24.1%	Worship	Planning and leading worship as a central event in the life of the church as a gathered community
16.7%	Social Ministry	Giving leadership to activities which seek to meet social needs in the community; enabling people to become aware of & involved in social and community concerns
16.7%	Stewardship	Leading people in the development and use of individual and congregational resources
11.1%	Visiting	Visiting church members and adherents in their homes on a regular basis
11.1%	Youth Work (grades 7-12)	Relates well with youth and able to communicate with them
9.3%	Children (grades 6 and younger)	Relates well with children and able to communicate with them
7.4%	Crisis Visitation	Visiting people immediately in times of crisis
5.6%	Administration	Managing the ministry and resources of the church
5.6%	Association & Denomination Work	Actively involved in the concerns and affairs of the local Association and the Denomination as a whole
3.7%	Inter-Church Cooperation	Involved in inter-denominational activities with other churches of the area
1.9%	Seniors Sensitive	Enjoys visiting and caring for seniors and their needs; is sensitive to their concerns around the changes in their lives

Personal Attributes and Character Priorities that would help engage our church congregation in effective future ministry:

Every Church looks for a pastor who shines with spiritual qualities and Christian character; someone who clearly has a living relationship with Jesus Christ and who models that faith and discipleship in all that the pastor does. The pastor must be seen to “talk the walk” and “walk the talk” in service, devotion, faith and ministry, perseverance, integrity, personal testimony, Godly advice, spiritual empowerment, personal worship, compassion, prayer, teaching and faithfulness.

- A. Top 7 responses, by averaged weighted responses: Truthful, Approachable, Teachable Learner, Communication Skills, Loyal, Trustworthy, Compassionate
- B. Top 7 responses by category responses: Communication Skills, Truthful, Approachable, Trustworthy, Compassionate, Enthusiastic, Persevering
- C. Correlation between weighted and category responses (among top 10 responses): Truthful, Approachable, Communication Skills, Loyal, Trustworthy, Compassionate, Listener

Ranked by weighted responses (1= most important)	Personal Attributes and Character we believe our next English Minister should possess	Explanation	Ranked by # of responses (1= most responses)
1	Truthful	Honest, person of integrity	2
2	Approachable	Available, open, receptive, winsome	3
3	Teachable Learner	Learns from mistakes, eager to learn and grow	14
4	Communication Skills	Relevant, understandable	1
5	Loyal	Faithful, committed	10
6	Trustworthy	Dependable, reliable	4
7	Compassionate	Empathetic, sensitive, helpful	5
8	Listener	Allows others to have their say, respects other opinions	9
9	Creativity	Spontaneous, inventive	17
10	Personally Strong	Sense own identity, good self image	13
11	Enthusiastic	Positive, inspiring, energizing, encouraging	6
12	Admirable	Highly regarded, respected by others	16
13	Attentive	Courteous, gracious, respectful	12
14	Administration Skills	Well organized, punctual, well prepared, decisive	11
15	Compatibility	Able to work with others, shares the credit	15
16	Persevering	Persistent, steadfast, enduring	7
17	Sense of Humour	Laughs, sees bright side of issues, witty	8

English-service Responses as compared with non-English-service Responses:

English service respondents	Cantonese service respondents	Mandarin service respondents
58	25	2* but these also indicated attendance at English service, so were counted in that grouping
Ages 16 to >65 NB: no jr high respondents	Ages 45 to >65 NB: no respondents under age 45	1 respondent: age 16-18 1 respondent: no age indicated

Ministry skills and gifts we believe our next English Minister should possess:

Top 5 responses from English congregation	Top 5 responses from Cantonese congregation
Preacher 87.5%	Evangelist 75.0%
Shepherd 69.6%	Shepherd 66.7%
Teacher 57.1%	Bishop 62.5%
Bishop 42.9%	Priest 45.8%
Evangelist 37.5%	Apostle 41.7%

% of people who identified this skill/gift from English congregation	% of people who identified this skill/gift from Cantonese congregation	Ministry Skills we believe our next English Minister should possess	Explanation
87.5%	37.5%	Preacher	Able to make the Gospel plain, clear, relevant, good public presence, voice, student of the Scriptures
69.6%	66.7%	Shepherd	Care giver, visitor, effective counselor, effective overseer of flock
57.1%	29.2%	Teacher	Equipper of others for service, effective disciple-maker
42.9%	62.5%	Bishop	Mature believer, model and teacher of Godliness and Christian commitment, protector of the church from error and wrong
37.5%	41.7%	Evangelist	Able to communicate the Gospel to people of all ages and situations
35.7%	75.0%	Apostle	Church planter/builder, foundation layer, organizer, visionary, committed to church growth, effective organizer
30.4%	25.0%	Prophet	Theologian, comprehensive view of Biblical truth; sees social implications of Gospel, sees historic nature of faith
23.2%	45.8%	Priest	Effective worship leader, communicates sense of awe and praise before God, committed to the ministry of prayer and intercession
12.5%	12.5%	Deacon	Servant/Leader, good business sense, able to help the needy
3.6%	0.0%	Steward	Administrator, good steward of gifts and resources

Leadership Characteristics we believe an English Minister should have that would be particularly important for our church at this time:

English Service Responses Ranked by weighted responses (1= most important)	Leadership Characteristics we believe our next English Minister should possess	Explanation	Other Service Responses Ranked by weighted responses (1= most important)
1	Person of God	In obvious love with Jesus; gives evidence of Christ-like spirit; in close touch with God through devotion and prayer	1
2	Biblically-oriented	Committed to the truthfulness and authority of the Scriptures; submissive to the Scriptures; knowledgeable of the Scriptures; able to preach and teach from the Scriptures	2
3	Spiritually Mature	Strong, tested commitment to Jesus Christ; open to the Person and work of the Holy Spirit	3
4	Leader	Gains support from others; able to work with a wide variety of types of personalities; able to guide people and groups to the achieving of common goals	7
5	Communicator	Able to receive, process and analyze information; speaks and writes clearly and understandably; is a good listener	11
6	Denominational Loyal	Has a positive, constructive approach and commitment to the life and mission of our Convention; attempts to create trust rather than to arouse suspicion	12
7	Evangelistic	Concerned for the lost; able to lead people to Jesus and salvation from sin	5
8	Community Oriented	Concerned and involved in community life; concerned for social needs and matters of injustice in the community	14
9	Reliability	Dependable, consistent; states own true opinion but supports final decisions of the church within limits of conscience	13
10	Adaptable	Has a mind which is open to innovation and new ideas; willing to give new ideas a fair trial; adjusts to new situations; is flexible, open	10
11	Mission-minded	Concerned for the cause of Christ throughout the world; concerned for the lost near and far; committed to missions: local, national & throughout the world	8
12	Developer of Lay Leadership	Takes initiative to broaden, strengthen, and improve gifts and skills of people for lay leadership	6
13	Organized	A planner; keeps a perspective on the whole life of the church; able to divide large tasks into manageable steps and assign them properly; anticipates problems and/or opportunities	9
14	Enabler	Enables people to make their own decision and carry out their own responsibilities	4

Ministry priorities we believe our next English Minister should focus on:

Top responses from English congregation	Top responses from Cantonese congregation
Discipleship 79.6.0%	Preaching 70.8%
Preaching 79.6%	Pastoral Care Giver 66.7%
Teaching 70.4%	Worship 54.2%
Leadership Development 46.3%	Crisis Visitation / Discipleship / Teaching *all 45.8%

% of people identifying this Ministry Priority (English cong)	% of people identifying this Ministry Priority (Canto cong)	Ministry Priorities we believe our next English Minister should possess	Explanation
79.6%	45.8%	Discipleship	Modeling, teaching and encouraging people to grow in their knowledge relationship, commitment and service of Jesus
79.6%	70.8%	Preaching	Making the Gospel and Word of God relevant to people's lives; presenting with clarity and conviction the whole counsel of God
70.4%	45.8%	Teaching	Effective in teaching others and helping them to understand and know the key and basic things of Christian growth and development; creative leadership in Bible Studies, Sunday School Classes, membership classes, etc.
46.3%	33.3%	Leadership Development	Working with members and leaders to develop their gifts and skills in leadership areas of ministry
40.7%	33.3%	Key Leader	Able motivator and leader of people; able to establish a clear ministry vision and mission goals and motivate people to achieve them
40.7%	66.7%	Pastoral Care Giver	Skilled practitioner in the "Care of Souls"; the provision of spiritual support and encouragement to those who are hurting and weak
38.9%	20.8%	Adults (over 18)	Working with, teaching, leading discussion groups of adults
38.9%	25.0%	Counseling	In a formal counseling setting assisting people facing problems or decisions
38.9%	20.8%	Theology	Sharing a comprehensive understanding of the Bible and Christian truth and theology
33.3%	16.7%	Family Ministry	Able to teach and encourage parents in establishing strong Christian homes; able to teach and encourage married couples to develop strong marriages
29.6%	37.5%	Evangelism	Relating to people outside of the church and relating the Christian faith to them; teaching and encouraging the laity to be actively involved in evangelism
24.1%	20.8%	Change Agent	Open to new methods and strategies of worship and ministry and skilled in motivating and enabling people to explore new possibilities
24.1%	12.5%	Community Leader	Builds bridges between community and church
24.1%	54.2%	Worship	Planning and leading worship as a central event in the life of the church as a gathered community
16.7%	0.0%	Social Ministry	Giving leadership to activities which seek to meet social needs in the community; enabling people to become aware of & involved in social and community concerns
16.7%	0.0%	Stewardship	Leading people in the development and use of individual and congregational resources
11.1%	12.5%	Visiting	Visiting church members and adherents in their homes on a regular basis
11.1%	33.3%	Youth Work (grades 7-12)	Relates well with youth and able to communicate with them
9.3%	20.8%	Children (grades 6 and younger)	Relates well with children and able to communicate with them
7.4%	45.8%	Crisis Visitation	Visiting people immediately in times of crisis
5.6%	29.2%	Administration	Managing the ministry and resources of the church
5.6%	16.7%	Association & Denomination Work	Actively involved in the concerns and affairs of the local Association and the Denomination as a whole
3.7%	8.3%	Inter-Church Cooperation	Involved in inter-denominational activities with other churches of the area

1.9%	20.8%	Seniors Sensitive	Enjoys visiting and caring for seniors and their needs; is sensitive to their concerns around the changes in their lives
------	-------	-------------------	--

Personal Attributes and Character Priorities that would help engage our church congregation in effective future ministry:

Every Church looks for a pastor who shines with spiritual qualities and Christian character; someone who clearly has a living relationship with Jesus Christ and who models that faith and discipleship in all that the pastor does. The pastor must be seen to “talk the walk” and “walk the talk” in service, devotion, faith and ministry, perseverance, integrity, personal testimony, Godly advice, spiritual empowerment, personal worship, compassion, prayer, teaching and faithfulness.

Top ranked responses from English congregation	Top ranked responses from Cantonese congregation
Truthful	Approachable
Approachable	Compassionate
Teachable Learner	Loyal
Communication Skills	Administration Skills
Loyal	Listener
Trustworthy	Communication Skills
Compassionate	Compatibility
Listener	Teachable Learner
Creativity	Truthful
Personally Strong	Trustworthy

English Service Responses Ranked by weighted responses (1= most important)	Personal Attributes and Character we believe our next English Minister should possess	Explanation	Other Service Responses Ranked by weighted responses (1= most important)
1	Truthful	Honest, person of integrity	9
2	Approachable	Available, open, receptive, winsome	1
3	Teachable Learner	Learns from mistakes, eager to learn and grow	8
4	Communication Skills	Relevant, understandable	6
5	Loyal	Faithful, committed	3
6	Trustworthy	Dependable, reliable	10
7	Compassionate	Empathetic, sensitive, helpful	2
8	Listener	Allows others to have their say, respects other opinions	5
9	Creativity	Spontaneous, inventive	13
10	Personally Strong	Sense own identity, good self image	17
11	Enthusiastic	Positive, inspiring, energizing, encouraging	15
12	Admirable	Highly regarded, respected by others	12
13	Attentive	Courteous, gracious, respectful	14
14	Administration Skills	Well organized, punctual, well prepared, decisive	4
15	Compatibility	Able to work with others, shares the credit	7
16	Persevering	Persistent, steadfast, enduring	16
17	Sense of Humour	Laughs, sees bright side of issues, witty	11