

EXECUTIVE PASTOR OUTLOOK

What are Executive Pastors Expecting for 2022

Seven Surprises

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Generis

PRESENTED BY



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XPastor
Expanding the Business Brain + Pastoral Heart



CATALYST
MINISTRY SOLUTIONS

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VISIONEERING STUDIOS 

PORTABLECHURCH
INDUSTRIES

ATTENDANCE IS NOT BAD

- (as long as you count digital)
- As compared to 2019 physical and digital
- Comparison of Mean in each range

Range	2019	2021
300-799	581	633
800-1999	1507	2327
2000-4999	3777	3633
5000+	19567	25299

Some grew quite a bit.

You can always lie with statistics.

Look at the report for quartiles. But also see this table:

Physical Attendance ONLY 2019 compared to 2021 in % growth or decline

% in each category

Attendance	Down 20% +	Down 11-20%	Down <10%	Up 0-10%	Up 10%+
All	33	18	14	11	24
300-799	35	12	15	13	25
800-1999	26	17	14	8	17
2000-4999	37	18	10	10	25
5000+	21	26	11	11	24

The minority grew – but some grew a lot!

MOST EXPECT INCOME HIGHER IN 2022 THAN IT WAS IN 2020

2020 Income Vs 2022 Expected Income (% in category)

Size	Down 20% +	Down 11-20%	Down 0-10%	Up 0-10%	Up 10%+
All (244)	6	7	23	33	29
200K -1MM (42)	10	7	14	19	50
1MM -2.49MM (92)	7	9	25	28	29
2.5MM – 3.99MM (42)	2	7	21	48	21
4MM – 9.99MM (57)	5	7	25	40	23
10MM + (11)	18	0	27	18	27

PREDOMINANCE OF CHURCHES ANTICIPATE INCREASES IN 2022 VS 2020

Meaning – you aren't cutting budget much.

2020 Expenses vs 2022 Expected Expenses (% in each category)

Size	Down 20%+	Down 11-20%	Down 0-10%	Up 0-10%	Up 10%+
All (244)	4	6	10	32	46
200K -1MM (42)	5	9	12	30	44
1MM -2.49MM (92)	3	9	15	29	43
2.5MM – 3.99MM (42)	5	7	10	31	48
4MM – 9.99MM (57)	2	5	2	40	49
10MM + (11)	18	0	9	18	45

Question (N)	All (240)	300-799 (75)	800-1999 (115)	2000-4999 (51)	5000+ (19)
Increase spending on digital campus and other digital initiatives	53	45	59	57	42
Increase digital small groups	38	28	38	45	63
Add facilities	33	21	36	39	63
Major renovation of youth/children's areas	29	23	27	38	37
Capital campaign	32	31	31	27	53
Other generosity initiative	35	36	38	35	21
Launch or relaunch intern/residency	34	31	31	47	28
Adding FT staff (not replacements)	41	29	46	46	42
Adding PT staff (not replacements)	48	36	49	61	63
Inflation concerns	58	51	63	63	47
LGBTQ and related issues	28	31	27	22	32

Departure Lounge?

Expect to step down		% Yes	% No	% Maybe	Size
XP		13	76	11	300-799
SP		7	87	7	
XP		8	82	9	800-1999
SP		7	88	4	
XP		2	86	12	2000-4999
SP		6	86	8	
XP		32	47	21	5000+
SP		16	63	21	

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ON INTENTIONS FOR 2022

Includes all church attendance sizes, 300-5000+

Question	Yes	No	Maybe
Have finances audited by CPA firm	44	42	14
Have financial review but not an audit	36	50	13
Will address church debt as issue	25	17	9*
Expect senior pastor to leave or retire	5	88	7
Use a search firm	15	68	17
Outside compensation review for staff	30	60	11
Outside compensation review for senior pastor	25	65	10
Increase benefits package	29	56	16
Decrease benefits package	5	91	5
Plan to step down as executive pastor	8	80	11
Relocation of primary location	7	88	5
Major renovation of worship space	19	70	11
Add spending on building security issues	43	44	14
Adding a physical site by construction or renovation	16	67	17
Adding an additional site via portable means	7	80	14
Major time change to worship schedule	7	77	16
Add a worship time	17	54	29
Remove a worship service	5	83	12
Planning major style change/approach to worship	7	86	7
Changes in governance board and/or other structure	16	73	11
Change in governance documents	24	61	15
Change church management system	14	72	14
Address racial issues in the culture	37	33	29
Address racial issues in fellowship	18	64	14

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Looking Forward to 2022

Executive Pastor Survey Report

SCAN CODE TO ACCESS THE REPORT

or visit

generis.com/xpastor-survey

Prize Time

We promised a gift card drawing at the end of the whole process.

Time to pick a winner.

Need to Accelerate Generosity?

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My Process Work

- Storycrafting for Church Strategy
- Building Better Boards
- Pastor Smart Succession

