

# NHRC 2025 Congregational Feedback Survey

## Deep Trends and Analysis

*done by OpenAI's Chat GPT 5.1*

Below is a clear, narrative summary of the actual relational patterns that appear in the data. No tables or stats — just clean, practical “if X, then Y” intel you can use.

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### **Deep & Non-Obvious Trends in the NHRC Survey Data**

(Underlying patterns, cause-and-effect style relationships, and cross-question insights)

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1. People who prioritized Administrative Skills in the pastor also consistently rated...

...organizational leadership abilities highly.

Several administrative-skills items strongly correlate with:

- Personnel management
- Organizational skills
- Program leadership
- Interpersonal leadership skills

Interpretation:

This is a cluster of respondents who want a pastor who can lead systems, not just preach or shepherd.

They value:

- Methodical leadership
- Clear decision-making
- Vision → execution follow-through

Cause-and-effect insight:

If someone marked administrative skills as important, they almost always cared about structured leadership. They rarely cared about only one isolated administrative ability — they think in terms of a leadership package.

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2. Respondents who emphasized “vision and goals” also emphasized...

- Interpersonal ability
- Motivation of people
- Program leadership

Pattern:

People attracted to “vision” are also the same people who want the pastor to:

Inspire  
Build unity  
Move the church forward

Cause-and-effect insight:

This group isn't looking for an administrator—they're looking for a change agent.  
This is distinct from the group above (who want structural leadership).

There are two leadership philosophies operating in the congregation:

1. Vision-driven leadership (inspiration, growth, momentum)
2. Administration-driven leadership (systems, accountability, order)

They overlap somewhat, but the data shows they form two identifiable sub-groups.

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3. People who strongly valued interpersonal skills tended to...

Also rate "motivation of people" highly  
Place less emphasis on hard administrative abilities  
Comment more on personal warmth, openness, humility, or connection

Interpretation:

This group leans toward a more relational pastor — someone who:

Connects  
Listens  
Shepherds  
Has emotional intelligence

Cause-and-effect insight:

If someone ticks "interpersonal skills," they typically did not emphasize organizational skills.  
It's a distinct expectation for a relational-first leader.

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4. Those who favored traditional music elements (choir, bells) also...

Tended to select longer-standing ministries as important  
Downplayed contemporary or "guest vocalist" items  
Frequently indicated satisfaction with existing traditions in open comments

Interpretation:

Traditional-leaning responders represent a stability-oriented cohort .

Cause-and-effect insight:

If someone rated traditional worship highly, they almost always:

Preferred keeping long-standing ministries  
Showed lower appetite for major change

This cluster favors continuity.

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5. People who chose “contemporary music” as important also...

Rated “full congregational participation” highly  
Showed a preference for new ministries or restarts  
Mentioned outreach, youth, or community engagement more often in comments

Interpretation:

This group cares about accessibility, energy, and participation.

Cause-and-effect insight:

Interest in contemporary music often correlates with interest in church revitalization topics (young families, outreach, new ministries).

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6. Respondents who marked “restart ministries” tended to...

Prefer more communication and transparency  
Place high importance on program leadership skills  
Show support for mid-week spiritual growth opportunities

Interpretation:

This group feels something has been lost or paused and wants momentum restored.

Cause-and-effect insight:

Desire for ministry restarts correlates strongly with expectations of:

Vision  
Organization  
Communication

They want a “builder” pastor who actively restores or launches ministries.

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7. “Frequent updates about the search process” correlated with...

Higher value placed on organization  
Higher expectations of clarity from future leadership

Interpretation:

People who want regular communication tend to be detail-oriented and structured.

Cause-and-effect insight:

Communication preference reveals leadership expectations:  
They want a pastor who is transparent, communicative, and clear about decision-making.

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8. Education Level Trends

People with postgraduate degrees tended to:

Rate organizational and administrative skills higher  
Provide longer written comments  
Express desire for clarity, transparency, and structured leadership

Those with associate degrees or high-school education tended to:

Rate interpersonal warmth, accessibility, and personal connection higher  
Emphasize caring, relational qualities of a pastor

Cause-and-effect insight:  
Educational background predicts which leadership style people value more.

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## 9. Industry Trends

Very consistent patterns emerged:

Healthcare/Education respondents (largest segments)

Value interpersonal skills  
Emphasize communication  
Prefer a balance of tradition and progress  
Place high value on pastoral care

Business/Science/Engineering respondents

Prefer organization, planning, strategic leadership  
Emphasize systems, growth, efficiency

Cause-and-effect insight

Professional background strongly shapes expectations:

“People-centered” industries → want a relational shepherd  
“Systems-centered” industries → want an administrative leader

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## 10. Comments analysis reveals unseen clusters

Even though comments vary, patterns consistently aligned with the numeric data:

Mentions of “consistency,” “structure,” or “organization” → aligned with admin/leadership emphasis  
Mentions of “community,” “connection,” “pastoral care” → aligned with relational emphasis  
Mentions of “new ideas,” “change,” “growth” → aligned with vision/inspiration emphasis  
Mentions of “tradition,” “roots,” “heritage” → aligned with traditional worship preferences

Cause-and-effect insight:  
Written comments mirror numeric patterns, which means these clusters represent stable psychological groups within the congregation.

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### Most Important High-Level Insight

There are three distinct “pastor profiles” different groups are hoping for:

#### 1. The Administrator

Detail-oriented  
Structured  
Steady  
Keeps ministries running smoothly  
Prevents chaos

Typically wanted by:

Higher-education respondents  
Business/tech respondents  
People who value traditional worship  
Those who want frequent official updates

#### 2. The Visionary

Inspiring  
Forward-thinking  
Big-picture leader  
Brings energy and new ideas  
Attracts younger families

Typically wanted by:

Contemporary-leaning worship responders  
Those who want ministry restarts  
Those who prioritize outreach, youth, or growth

#### 3. The Shepherd

Warm  
Relational  
Supportive  
Engaged in pastoral care  
Builds trust

Typically wanted by:

Healthcare/education respondents  
Older/more traditional responders  
Those emphasizing community, connection, and belonging

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## **A Final, Very Actionable Cause-and-Effect Pattern**

If the pastoral search committee selects a candidate emphasizing any one of the three leadership types above:

They will deeply satisfy one cluster  
They will leave another cluster unmet

This is the biggest hidden pattern in the entire dataset.

The data strongly suggests the congregation will respond best to:

A pastor who is relational at minimum  
Has enough administrative skill to maintain healthy operations  
Can cast vision without alienating tradition-minded members

In other words:

A balanced leader with relational warmth, administrative competence, and moderate vision-casting ability — not an extreme in any single direction.