

Staffing Survey 2026

Thank you for participating in The Unstuck Group's Q2 2026 survey on church staffing and structure trends. Use this organizer to gather your data, and [submit your responses online](#). Your responses will remain anonymous, and will only be reported as part as the aggregate data analysis in our Q2 2026 edition of [The Unstuck Church Report](#).

- 1 First off, what's your email address?
- 2 What's your first name?
- 3 What's your last name?
- 4 What's the name of your church?
- 5 What's your church's website URL?
- 6 Are you a multisite church?
- 7 How many physical locations do you have?
- 8 What is the average in-person attendance for the previous 12 months (including children)?
- 9 What was the average in-person attendance for the previous year (including children)?
- 10 Over the last 12 months, what was your total amount of general fund giving?
- 11 In the 12 months prior to that, what was your total amount of general fund giving?
- 12 What is the current annual budget for staffing?
- 13 How many full-time staff are employed by your church?
- 14 How many part-time staff are employed by your church?
- 15 What is the combined total number of all hours worked by part-time employees in an average workweek by your church?
- 16 What is your total full-time equivalent (FTE) number of staff positions? *This is calculated by taking your part-time hours (in question 15) and dividing that by 40. Then add the resulting number to the total number of your full-time staff (from question 13).*

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SECTION NOTE: For questions 17-23, please use your FTE number to fully represent the staff allocation to each area of ministry.

Here's why this is important. Many church leaders want to know how other churches are allocating their staffing resources. We get asked, "What percent of the staffing budget do most churches "spend" on Operations? On the Weekend team? On their Discipleship team? If we ask for just the number of staff, versus the FTE, then the answers to those questions are difficult to accurately represent. For instance, one church may have 6 full-time employees on their Operations team, while another church has 2 full-time and 4 part-time. Both have 6 people, but their actual staff cost will look very different. This is why we're asking you take the additional step to convert those numbers in to total FTE allocations.

Lastly, for questions 17-23, please count all paid positions, including ministerial and non-ministerial staff that are employed by the church. Please **DO NOT** include staffing for schools, preschools, or other types of ministries that are, or act like, separate 501c3's.

- 17 How many FTEs do you have in Next Gen roles, including any admin that supports this team (serving ages 0-18)?
- 18 How many FTEs do you have in Worship Arts roles for the weekend (Music, Sound, Lighting, Video/Streaming, Service Producer, and any admin assigned to these team members, etc.)?
- 19 How many FTEs do you have in Adult Ministries (Teaching Pastors, Campus Pastors, Associate Pastors, Groups, Volunteer Coordinators, Connections/First Impressions/Hospitality, Outreach, Care/Prayer, Missions, Adult Education, Weddings/Funeral Coordinators, Counseling, and any admin assigned to these team members, etc.)?
- 20 How many FTEs do you have in Communications & Digital Strategy (Web, Social Media, Graphic Design, Videography, Project Managers, Editors, Strategists, Email Marketing, and any admin assigned to these team members, etc.)?
- 21 How many FTEs do you have in Operations (COO, Finance, Facilities, Custodial, Grounds, HR, Database Management, IT, Safety & Security, Office Manager, Receptionist, Kitchen Coordinator, Event Planner, and any admin assigned to these team members, etc.)?
- 22 How many FTEs do you have in "Other" categories?
- 23 If you have FTEs in "Other" categories, please list those roles.

To double-check your math, ensure the total number of FTE's represented in your responses to Questions 17 - 23 adds up to the number you entered for your response to Question 16.

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- 24 Outside of the roles already reported, how many FTEs do you have exclusively in Senior Leadership roles? (NOTE: Limit to Senior Pastor, Executive Pastor, Multisite Director and any assistants dedicated to those leaders.)
- 25 Regardless of what team they were allocated to above, what is the total number of FTEs dedicated to assistant/admin roles (support roles for ministry leaders, assistants, etc.)?
- 26 How many of your volunteers are serving in roles where they are responsible for leading a team or a group of other people (e.g. team leader or group leader)?
- 27 How did you find your most recent staff member? (Denomination, job board, personal network/referral, staffing firm, etc.)
- 28 Do you use contractors or outsourced services?
If yes, for what services do you employ contractors or other outsourced support?
If yes, what is the annual amount spent on contractors or other outsourced support?
Do you include that amount in your staffing budget?
- 29 What is the age of your senior pastor?
- 30 What is the size of your senior leadership team? (Only include paid staff.)
- 31 How many people on your Senior Leadership Team are Boomers (ages 61-79 in 2026)?
- 32 How many people on your Senior Leadership Team are Gen X (ages 45-60 in 2026)?
- 33 How many people on your Senior Leadership Team are Millennials (ages 29-44 in 2026)?
- 34 How many people on your Senior Leadership Team are Gen Z (ages 13-28) in 2026?
- 35 What's the biggest challenge related to staffing and structure that your church is currently facing?
- 36 What is the biggest barrier to making your next staff hire? (budget/funding, finding qualified candidates, board/elder approval process, unclear role definition, cultural fit concerns)
- 37 What is the hardest staff role for your church to fill right now?
- 38 Would you like to receive a free copy of the next edition of The Unstuck Church Report, featuring the data collected and analyzed from this survey?