

Staffing Survey 2025

Thank you for participating in The Unstuck Group's Q2 2025 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 2025 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 What is the average number of online service views (one minute or more) per week for the previous 12 months?
- 11 Over the last 12 months, what was your total amount of general fund giving?
- 12 In the 12 months prior to that, what was your total amount of general fund giving?
- 13 What is the current annual budget for staffing?
- 14 How many full-time staff are employed by your church?
- 15 How many part-time staff are employed by your church?
- 16 What is the combined total number of all hours worked by part-time employees in an average workweek by your church?
- 17 What is your total full-time equivalent (FTE) number of staff positions?
This is calculated by taking your part-time hours (in question 16) and dividing that by 40. Then add the resulting number to the total number of your full-time staff (from question 14).

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SECTION NOTE: For questions 18-24, please use your FTE number to fully represent the staff allocation to each area of ministry.

Count all paid positions, including ministerial and non-ministerial staff.

- 18 How many FTEs do you have in Next Gen roles (serving ages 0-18)?
- 19 How many FTEs do you have in Worship Arts roles for the weekend (Music, Sound, Lighting, Video/Streaming, Service Producer, etc.)?
- 20 How many FTEs do you have in Adult Ministries (Teaching Pastors, Campus Pastors, Groups, Volunteer Coordinator, Connections/First Impressions, Outreach, Care/Prayer, Missions, Adult Education, etc.)?
- 21
- 22 How many FTEs do you have in Communications & Digital Strategy (Web, Social Media, Graphic Design, Videography, Project Managers, Editors, Strategists, Email Marketing, etc.)?
- 23 How many FTEs do you have in Operations (COO, Finance, Facilities, HR, Database Management, IT, Office Manager, etc.)?
- 24 How many FTEs do you have in "Other" categories?
- 25 If you have FTEs in "Other" categories, please list those roles.
- 26 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.)
- 27 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)?
- 28 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)

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- 29 Do you use contractors or outsourced services?
- 30 If yes, for what services to you employ contractors or other outsourced support?
- 31 If yes, what is the annual amount spent on contractors or other outsourced support?
- 32 Do you include that amount in your staffing budget?
- 33 What is the age of your senior pastor?
- 34 How many of your employees are Boomers (ages 61-79 in 2025)?
- 35 How many of your employees are Gen X (ages 45-60 in 2025)?
- 36 How many of your employees are Millennials (ages 29-44 in 2025)?
- 37 How many of your employees are Gen Z (ages 13-28) in 2025?
- 38 Is your church actively planning for a pastoral succession?
- 39 What is the size of your senior leadership team? (Only include paid staff.)
- 40 What's the biggest challenge related to staffing and structure that your church is currently facing?
- 41 What key leadership roles do you anticipate needing to fill in the next 12 months?
- 42 What is your strategy for identifying and recruiting top talent for open leadership positions?