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Local Church Code

LS2

A survey for people in ministry/ pastoral leadership roles

The goal of the Leader Survey is to support the development of effective and sustainable leadership in churches.

This survey is optional and confidential.

Only aggregated results for all leaders may be provided to your denominational leaders. No individual results are released.

This survey is for anyone involved in ministry or pastoral leadership within a local church.

You may complete this paper survey, or the online version, any time in October or November 2016.

Thank you for taking part!



A short section for non-staff

This survey is in two parts.

PART A: A short section for ALL ministry/pastoral leaders e.g. Council members, elders, deacons, ministry team leaders etc.

PART B: For ministry/pastoral STAFF only

Who should do the Leader Survey?

- the most senior leader at this local church (at minimum),
- the person most involved with this local church (if in a team)
- Ministry/pastoral leaders who contribute significant time or who help to set directions - both staff and non-staff.

Online option: faster and easier.

Plus the number of leaders who can take part is unlimited.

Online Survey

1. Go to Leader Survey website

LeaderSurvey.ncls.org.au

2. Enter your Church Code (shown at the top of this form) to begin.

A first question

Q. Are you part of a multi-site church (e.g. parish, multi-campus)?

- Yes No

Below please write the name/s of each local church site where you provide leadership.

Paper Survey

1. Seal your completed survey in the Confidential Leader Survey Collection Envelope.
2. Return your survey along with your church's other surveys,

**OR post directly to NCLS Research,
Locked Bag 999, North Sydney NSW 2059.**

Please complete this survey once only.

By completing the survey form you are consenting to take part in the research. Participants are unable to withdraw data after it has been submitted.

If, for any reason, a question causes distress please do not continue to complete the survey. If you would like to speak to a professional support person you can receive a referral anonymously by phoning us on (02) 9701 4479.

The protocol of the 2016 National Church Life Survey has been reviewed and approved by the Australian Catholic University (Human Research Ethics Committee). Individual results are confidential. Overall results will be supplied to denominational leaders, and used for research into views of church attenders and matters of church life. Any concerns about the use of this survey can be forwarded to Manager, Ethics, c/o Office of the Deputy Vice Chancellor (Research), Australian Catholic University, PO Box 968, North Sydney, NSW 2059; resethics.manager@acu.edu.au

About You and Your Role

1. Which of the following best describes your position:

- The minister, pastor or priest of this local church
- The senior minister/pastor/priest of a ministry team here
- A minister, pastor or priest in a ministry team here (but not the senior minister)
- A minister, pastor or priest of equal standing with others in a ministry team here
- An interim minister, pastor or priest here
- A layperson serving as the principal leader here
- A layperson serving as a member of a leadership team
- A bishop, minister, pastor, priest or layperson resourcing those who are ministering in several churches
- Itinerant minister, pastor, priest or lay leader
- Other (please specify): _____

2. What is the main context in which you perform your ministry? (Mark up to TWO options)

- Local church
- Local community
- Denominational office
- Other (please specify): _____
- School
- Hospital
- Prison

3. Do any of the following descriptions apply to you? (Mark ALL that apply)

- Minister
- Pastor
- Priest
- Clergy administrator
- Elder
- Deacon
- Ordained
- Accredited
- Other (please specify): _____
- Lay person
- Member of a religious order
- Pastoral Staff (e.g. Associate, Youth, etc)
- A ministry coordinator
- Council Chair or Member (e.g. Board, church/parish council)

4. Are you paid a salary/receive a stipend for your role here?

- Yes, full payment
- Yes, partial payment
- No, but some allowances for work
- No, nothing at all

5. In what year were you born?

Please write the year in the squares:

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6. What is your gender?

- Female
- Male

NB: If you identify as 'Other', this option is in the online survey.

7. What is the highest educational qualification you have completed?

- Primary school
- Some secondary school
- Completed secondary school
- Trade certificate
- Diploma or associate diploma
- Bachelor degree from a university or equivalent institution
- Postgraduate degree or diploma

8. Do you currently have any other occupations apart from your work in ministry? (Mark ALL that apply)

- I have home duties/family responsibilities
- A non-church related job
- I have another job associated with a church (e.g. counsellor)
- I have another church-related job (e.g. regional ministry)
- I am semi-retired
- I am also studying
- No other occupations

9. At home, do you speak a language other than English?

- English only
- English plus other language(s)
- Non-English language(s) only

10. Are you of Aboriginal or Torres Strait Islander origin?

- Yes
- No

11. Where were you born? Where was your mother born? Where was your father born?

(Please mark an option in EVERY COLUMN)

	You	Mother	Father
Australia	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
New Zealand	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pacific Islands	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Great Britain	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ireland (incl. N. Ireland)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Italy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Malta	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Southern Europe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Northern or Western Europe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Eastern Europe/former USSR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Middle East/North Africa	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Republic of South Africa	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Africa	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mauritius	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
North America	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Central or South America	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
China/Hong Kong	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Korea	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vietnam	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Philippines	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
India/Sri Lanka	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Asia	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Don't know	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

12. What is the highest level of ministry qualification you have obtained?

- No formal qualification
- Ongoing training on the job
- A lay preacher's or other relevant certificate
- Bible college qualification
- Diploma in theology/ministry
- Degree in theology/ministry
- Postgraduate diploma or degree
- Doctorate

Please indicate how much you agree or disagree with each statement. (Mark one box on EACH line)

'SA' = Strongly agree, 'A' = Agree, 'N' = Neutral/unsure, 'D' = Disagree, 'SD' = Strongly disagree

13. I need more training for my own spiritual journey

SA	A	N	D	SD
<input type="checkbox"/>				

14. I need more training for my ministry role here

SA	A	N	D	SD
<input type="checkbox"/>				

15. Which statement comes closest to your view of the Bible? (Mark ONE only)

- The word of God, to be taken literally word for word
- The word of God, to be interpreted in the light of its historical and cultural context
- The word of God, to be interpreted in the light of its historical context and the Church's teaching
- Not the word of God, but contains God's word to us
- Not the word of God, but is a valuable book
- An ancient book with little value today
- Don't know

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16. Do you identify with any of the following approaches to matters of faith? (Mark up to TWO options)

- | | |
|---|---|
| <input type="checkbox"/> Catholic or Anglo-Catholic | <input type="checkbox"/> Pentecostal |
| <input type="checkbox"/> Charismatic | <input type="checkbox"/> Progressive |
| <input type="checkbox"/> Evangelical | <input type="checkbox"/> Reformed |
| <input type="checkbox"/> Liberal | <input type="checkbox"/> Traditionalist |
| <input type="checkbox"/> Lutheranism | <input type="checkbox"/> I do not identify with such descriptions |
| <input type="checkbox"/> Moderate | |

17. Describe the overall vitality of this local church.

- | | |
|---|---|
| <input type="checkbox"/> I am not sure this local church will survive much longer | <input type="checkbox"/> We are stable |
| <input type="checkbox"/> We are struggling but still viable | <input type="checkbox"/> We are strong and steady |
| <input type="checkbox"/> We are thriving | |

18. Does this local church have a clear vision, goals or direction for its ministry and mission?

- I am not aware of such a vision, goals or direction
- There are ideas but no clear vision, goals or direction
- Yes, and I am strongly committed to them
- Yes, and I am partly committed to them
- Yes, but I am not committed to them

19. How confident are you that this local church can achieve the vision, goals or directions it has set for itself?

- | | |
|---|---|
| <input type="checkbox"/> Fully confident | <input type="checkbox"/> Don't know how confident I am |
| <input type="checkbox"/> Partly confident | <input type="checkbox"/> The vision, goals or directions are not clear enough to me |
| <input type="checkbox"/> Not confident | |

20. Do you agree or disagree: 'I would support the development of new initiatives in ministry and mission in this local church'?

- | | |
|---|--|
| <input type="checkbox"/> Strongly agree | <input type="checkbox"/> Disagree |
| <input type="checkbox"/> Agree | <input type="checkbox"/> Strongly disagree |
| <input type="checkbox"/> Neutral/unsure | |

21. Overall, how well do you think this local church supports parents to raise their children in the Christian faith?

- Not at all well 1 2 3 4 5 Very well
-

22. Are you part of a leadership team at this local church with other people appointed to leadership roles that meets together regularly?

- Yes No (please proceed to question 35)

23. How many people are in this leadership team?

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People

24. Do you have a formal leadership role, an informal role or no leadership role in the team?

- A formal leadership role in the team
- An informal leadership role in the team
- I do not have a leadership role in the team

Thinking about this leadership team you have just described, do you agree or disagree with the following statements? (Please mark one box on EACH line)

'SA' = Strongly agree, 'A' = Agree, 'N' = Neutral/unsure, 'D' = Disagree, 'SD' = Strongly disagree

25. Our team communicates and interacts well with each other SA A N D SD

26. Team leader(s) encourage us to build relationships with each other SA A N D SD

27. We provide feedback to each other SA A N D SD

28. There are clear expectations for how team members should communicate with each other SA A N D SD

29. Team leader(s) encourage us to express our ideas and opinions SA A N D SD

30. Team leader(s) encourage us to suggest improvements to our plans or the way to do things SA A N D SD

31. Tasks are clearly delegated to individuals or groups SA A N D SD

32. We make sure we use the particular expertise or knowledge of team members SA A N D SD

33. Team leader(s) give others authority over decision-making and resources in some areas so they do not need to ask for approval SA A N D SD

34. We share leadership roles within the team SA A N D SD

35. Which best describes what happens at your church in relation to decision-making? (Mark the scale from 0 to 10)

Everyone is involved 0 1 2 3 4 5 6 7 8 9 10 Senior leader makes decisions

36. Overall, how effective would you say this church's council (or board, main leadership team, executive etc) is?

Not at all effective 0 1 2 3 4 5 6 7 8 9 10 Very effective

Whether or not you are on this church's council (or board, main leadership team, executive etc), do you agree or disagree with the following statements? (Mark one box on EACH line)

'SA' = Strongly agree, 'A' = Agree, 'N' = Neutral/unsure, 'D' = Disagree, 'SD' = Strongly disagree

37. Our council members are supportive of each other SA A N D SD

38. Our council works harmoniously as a team SA A N D SD

39. Our council intentionally checks that what our church actually does aligns with our plans for future directions SA A N D SD

40. We have the skills and experience on our council to match what we need to take this church forward SA A N D SD

41. Our council has clear methods for monitoring our church's progress against our goals SA A N D SD

42. Our council understands the legal obligations relevant to our church SA A N D SD

43. There exists a clear governing structure for this church with unambiguous roles and responsibilities SA A N D SD

44. This church has a clear process for reviewing pastoral staff (including senior clergy) SA A N D SD

45. Our council is active in seeking new resources (such as finances, people skills etc) for our church SA A N D SD

46. Our church creates good and clear systems for how we operate SA A N D SD

47. How would you rate your overall effectiveness in your present role here over the last few months?

Very low 1 2 3 4 5 6 7 Very high

48. How stressed do you feel in your present role here over the last few months?

Very low stress 1 2 3 4 5 6 7 Very high stress

If you are not pastoral staff or employed in your ministry role, you can stop here.
Thank you for your help today!

Part B

For All Pastoral and Ministry Staff

More About You

49. How many years have you been working with this local church?

Years

50. How many years were you working with your previous local church?

(Leave blank if not applicable)

Years

51. How many years have you been in the ordained (accredited) ministry?

(Leave blank if not applicable)

Years

52. Approximately how many hours in a typical week do you spend in congregational/parish ministry?

Hours

53. How many hours a week are you expected to/employed to spend in congregational/parish ministry?

Hours

54. How many churches/parishes meeting in different locations do you currently serve in ministry?

Churches/parishes

55. How many kilometres do you drive in a typical week in your ministry?

km per week

56. Have you completed an NCLS Leader Survey before (either on paper or online)? *(Mark ALL that apply)*

- Yes, in 2011 Yes, in 2001 No
 Yes, in 2006 Yes, in 1996 Not sure

57. Where were you a leader when you last did an NCLS Leader Survey?

- Here Elsewhere *(please write below)* Not applicable

Suburb/town: _____

State: _____ Denomination: _____

Church Name: _____

NB: This information will only be used to link datasets using church code. No individuals will be identified.

58. Which term best describes your present marital status?

- Never married In a defacto relationship
 In first marriage Separated
 Remarried after divorce Divorced
 Remarried after widowed Widowed

59. Which of the following best describes your household - those who currently live with you? *(NB: If the children in your household are equally divided between 2 age groups, please select the youngest)*

- I live alone
 I live with a partner but no children
 I live with some other adults
 I live with a family of mainly pre-school children
 I live with a family of mainly primary school children
 I live with a family of mainly secondary school children
 I live with a family of mainly post-school age children

60. Using the list below, mark in the first column what you think are the main roles you ACTUALLY carry out, and in the second what you think SHOULD BE your main roles. *(Mark up to THREE options in EACH column)*

Actually carry out	Should be main role	
<input type="checkbox"/>	<input type="checkbox"/>	Conduct worship or administer the sacraments
<input type="checkbox"/>	<input type="checkbox"/>	Teach people about the Christian faith
<input type="checkbox"/>	<input type="checkbox"/>	Train people for ministry and mission
<input type="checkbox"/>	<input type="checkbox"/>	Convert others to the faith
<input type="checkbox"/>	<input type="checkbox"/>	Administer the work of the local church
<input type="checkbox"/>	<input type="checkbox"/>	Visit, counsel and help people
<input type="checkbox"/>	<input type="checkbox"/>	Develop a vision and goals for the future
<input type="checkbox"/>	<input type="checkbox"/>	Offer prayer/be a spiritual role model
<input type="checkbox"/>	<input type="checkbox"/>	Involvement in wider community groups or social issues
<input type="checkbox"/>	<input type="checkbox"/>	Other
<input type="checkbox"/>	<input type="checkbox"/>	Don't know

Do you agree or disagree with the following statements about yourself? *(Mark one box on EACH line)*

'SA' = Strongly agree, 'A' = Agree, 'N' = Neutral/unsure, 'D' = Disagree, 'SD' = Strongly disagree

	SA	A	N	D	SD
61. I believe I take into account the ideas of the people here	<input type="checkbox"/>				
62. I believe I inspire people to action	<input type="checkbox"/>				
63. I encourage attenders to use their gifts and skills	<input type="checkbox"/>				
64. I take every opportunity to communicate our local church's vision at our usual activities	<input type="checkbox"/>				
65. I put a lot of effort into helping us develop a positive vision for the future	<input type="checkbox"/>				
66. I keep this local church strongly focused on connecting with people in the wider community	<input type="checkbox"/>				
67. I prefer to seek consensus when making decisions	<input type="checkbox"/>				
68. It is my role and responsibility to make decisions on behalf of this church	<input type="checkbox"/>				
69. I let our leadership and ministry teams generally manage themselves	<input type="checkbox"/>				
70. I encourage knowledge and information about this church to be widely available within the church	<input type="checkbox"/>				
71. I experience high levels of trust in this church	<input type="checkbox"/>				

72. In the last 2 years when someone in the local church needed a personal contact, have you been able to make a connection for them?

- Not in the past 2 years Several times
 Once or twice Frequently

73. Using the idea of a 'life cycle', which word most closely fits your opinion of the stage this local church is in? (Mark ONE only)

- Incubation and initial formation Rebirth
 Early days/start-up Decline
 Growth Don't know
 Maturity/stabilisation

74. Would you be in favour of your local church supporting a new church (e.g. a 'church plant') with financial and people resources?

- Definitely favour Definitely not favour
 Tend to favour Don't know
 Tend not to favour

75. Would you be in favour of your church sharing its property with a new but separate church or faith community (e.g. a migrant ethnic church, church of young families)?

- Definitely favour Definitely not favour
 Tend to favour Don't know
 Tend not to favour

76. Do you agree or disagree: 'Tithing (giving 10% of one's income to the church) is an unrealistic expectation of current church attenders'?

- Strongly agree Disagree
 Agree Strongly disagree
 Neutral/unsure

77. In June 2015, Pope Francis released his encyclical on the environment, 'Laudato Si': On Care for Our Common Home'. Have you read the encyclical?

- Yes, I have read all of it
 Yes, I have read most of it
 Yes, I have read parts of it
 No, but I have read summary material about it
 No, but I intend to read at least something about it
 No, and I do not have plans to read any

78. Did you preach on the encyclical?

- Yes, within a month of it being released
 Yes, but more than a month after it was released
 No, but it has informed my preaching in general
 No, and it has not influenced my preaching
 Not applicable, I do not preach

79. What have been your voting patterns over the last 10 years in lower house Federal elections?

- Generally Labor I have frequently
 Generally Liberal/National Party voted differently
 Generally Greens I didn't vote
 Generally Family First
 Generally Australian Christians
 Generally Christian Democratic Party
 Generally One Nation
 Generally some other party or independents

80. In politics people sometimes talk of left and right. Where would you place yourself on a scale from 0 to 10 where 0 means the left and 10 means the right?

- Left 0 1 2 3 4 5 6 7 8 9 10 Right

Spiritual Practice and Purpose

81. How often do you spend time in private devotional activities (e.g. prayer, meditation, Bible reading alone)?

- Every day/most days Occasionally
 A few times a week Hardly ever
 Once a week Never

82. Has this ever happened to you: suddenly and strongly you are aware of God, you sense that God is real, or you sense God's presence or God's power?

- Often Once
 Occasionally Never

Please indicate how much you agree or disagree with each statement. (Mark one box on EACH line)

'SA' = Strongly agree, 'A' = Agree, 'N' = Neutral/unsure, 'D' = Disagree, 'SD' = Strongly disagree

83. I learn and grow a lot from others in this local church SA A N D SD

84. During busy times my personal time with God is often the first thing to go SA A N D SD

85. There is a marked gap between my aspirations and what I actually do SA A N D SD

86. I do not take days off as regularly as I should SA A N D SD

87. I know what the purpose is for my life SA A N D SD

88. Most days I spend time alone in private devotional activities (prayer, Bible reading) SA A N D SD

89. I feel annoyed when people don't treat me with the authority I'm supposed to have in my role here SA A N D SD

90. I have a strong calling on my life SA A N D SD

91. The local church and I disagree on my role here SA A N D SD

92. I find it hard to make and keep close friends SA A N D SD

93. I don't have a good sense of what I'm trying to accomplish in life SA A N D SD

94. I often find I have a lack of time for recreation, relaxation or other activities SA A N D SD

95. I often find it hard to maintain good spiritual practice SA A N D SD

96. I manage to keep good boundaries between work and the rest of my life SA A N D SD

97. I do not have the ability to switch off from my role when at home SA A N D SD

98. My personal sense of being called to my ministry is a source of comfort in hard times SA A N D SD

99. I always feel loved and cared for by people in this local church SA A N D SD

100. Without encouragement from others I find it really hard to keep going SA A N D SD

Areas of Pastoral Need

142. Considering the pastoral needs of the people in your local church, which are currently the most common areas of need? (Please select the top FOUR)

- Bereavement
- Faith issues (e.g. doubt, assurance)
- Marital and partner relationship issues
- Mental health issues (e.g. anxiety, depression)
- Parenting issues
- Relational issues with church attenders or leadership
- Physical health issues
- Recovering from forms of abuse
- Sexual identity and preference issues
- Substance addiction (drugs, alcohol)
- Work/employment issues
- Other behaviours/issues causing distress (e.g. gambling, pornography)
- Other (please specify): _____

143. From the issues listed below, what are the fastest growing areas of need within your local community? (Please select the top FOUR)

- Bereavement
- Faith issues (e.g. doubt, assurance)
- Marital and partner relationship issues
- Mental health issues (e.g. anxiety, depression)
- Parenting issues
- Relational issues with church attenders or leadership
- Physical health issues
- Recovering from forms of abuse
- Sexual identity and preference issues
- Substance addiction (drugs, alcohol)
- Work/employment issues
- Other behaviours/issues causing distress (e.g. gambling, pornography)
- Other (please specify): _____

144. From the list below, please identify the issues that your pastoral team are LEAST equipped and trained to effectively respond to? (Please select the top FOUR)

- Bereavement
- Faith issues (e.g. doubt, assurance)
- Marital and partner relationship issues
- Mental health issues (e.g. anxiety, depression)
- Parenting issues
- Relational issues with church attenders or leadership
- Physical health issues
- Recovering from forms of abuse
- Sexual identity and preference issues
- Substance addiction (drugs, alcohol)
- Work/employment issues
- Other behaviours/issues causing distress (e.g. gambling, pornography)
- Other (please specify): _____

145. How beneficial would it be for you and your core pastoral team to be equipped through formal counselling training (including accredited or non-accredited courses offered on-site or on-line)?

- Extremely beneficial
- Very beneficial
- Somewhat beneficial
- Slightly beneficial
- Not beneficial

146. Of the following responses, which have you used when dealing with domestic and family violence situations? (Mark ALL that apply)

- Provided counselling to the victim
- Provided counselling to the perpetrator
- Provided marriage or couples counselling
- Conducted a safety risk assessment with the victim
- Referred the victim to a service agency
- Referred the perpetrator to a service agency
- Other response
- I have not dealt with domestic violence situations

147. How familiar are you with support services available in your local community to assist victims and perpetrators of domestic and family violence (e.g. crisis centre, shelter, hotline)?

- Very familiar
- Somewhat familiar
- Not very familiar
- Not at all familiar

148. Are you aware of your church's procedure for lodging a complaint about child abuse or sexual misconduct by a minister, pastor, priest or church worker?

- No, not at all
- No, but I'm confident I could find out
- Yes, I know how to lodge a complaint or allegation

149. Are you aware of the procedure for lodging a complaint about unacceptable behaviour (other than child abuse or sexual misconduct) by a minister, pastor, priest or church worker?

- No, not at all
- No, but I'm confident I could find out
- Yes, I know how to lodge a complaint or allegation

150. Have you experienced any of the following difficulties in your ministry, as a general result of wider cases of sexual abuse by clergy? (Mark ALL that apply)

- Negative response from church attenders
- Negative response from the local community
- Increased administrative load
- Increased financial cost associated with ministry activities
- Some ministry activities have not been possible
- Some ministry activities have had to be considerably modified
- Other difficulty (please specify): _____
- None of the above

151. Over the last 2 years, what has been the main result of any conflict in this local church?

- There has been no real conflict that I am aware of
- There has been some, but it is/was easily resolvable
- There has been significant conflict which affected relationships through the church
- There has been significant conflict which affected relationships primarily among leaders
- There has been significant conflict with people and/or leaders leaving the local church
- None of the above
- Don't know

152. Do you believe you have personally experienced any level of 'burnout' during your time in leadership/ministry?

- No, never
- Yes, partially, and more than 5 years ago
- Yes, heavily, and more than 5 years ago
- Yes, partially, within the last 5 years
- Yes, heavily, within the last 5 years

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About Charities

153. Which of the following charitable organisations is your church likely to support? (Please mark ALL that apply)

- | | |
|---|---|
| <input type="checkbox"/> ACC International Relief | <input type="checkbox"/> Habitat for Humanity |
| <input type="checkbox"/> ADRA Australia | <input type="checkbox"/> Leprosy Mission |
| <input type="checkbox"/> Amnesty International | <input type="checkbox"/> Medics Sans Frontiers |
| <input type="checkbox"/> Anglicare | <input type="checkbox"/> Mission Australia |
| <input type="checkbox"/> Austcare/Action Aid | <input type="checkbox"/> Opportunity International |
| <input type="checkbox"/> Baptist World Aid | <input type="checkbox"/> Oxfam |
| <input type="checkbox"/> Barnabas Fund | <input type="checkbox"/> Plan International |
| <input type="checkbox"/> Bible League | <input type="checkbox"/> Red Cross |
| <input type="checkbox"/> Bible Society | <input type="checkbox"/> Save the Children |
| <input type="checkbox"/> CARE Australia | <input type="checkbox"/> St Vincent de Paul |
| <input type="checkbox"/> Caritas | <input type="checkbox"/> Salvation Army |
| <input type="checkbox"/> CBM | <input type="checkbox"/> TEAR Australia |
| <input type="checkbox"/> ChildFund | <input type="checkbox"/> UnitingCare |
| <input type="checkbox"/> CentaCare | <input type="checkbox"/> UNICEF |
| <input type="checkbox"/> Compassion | <input type="checkbox"/> Wesley Mission |
| <input type="checkbox"/> Fred Hollows | <input type="checkbox"/> World Vision |
| <input type="checkbox"/> Gideons | <input type="checkbox"/> Wycliffe Bible Translators |

154. When your church considers supporting/promoting/partnering with a charitable organisation/cause which aims to help the world's poor, who influences this decision most? (Mark up to TWO options)

- Denominational administrative body/diocese
- Church board
- Own church leader(s) (pastor, minister, priest, reverend)
- Peer church leader(s), church group(s)/committee(s)
- Members of the congregation/parish
- Wider community outside congregation/parish
- Representative(s) from charitable organisations/causes
- None of the above/other/unsure

155. When your church considers supporting/promoting/partnering with a charitable organisation/cause which aims to help the world's poor, how are you usually made aware of their work and their need for your support? (Mark ALL that apply)

- Church event/meeting
- Magazine/newspaper article or advert in religious publication
- Magazine/newspaper article or ad in non-religious publication
- Mass media (e.g. TV, radio, advertising)
- Online media (e.g. websites, blogs)
- Social media (e.g. Facebook, Twitter, Instagram)
- Representative(s) from charitable organisations/causes
- Email from charitable organisations/causes
- Posted mail from charitable organisations/causes
- Personally witnessing need and/or the work of charitable organisation(s)/cause(s)
- Word-of-mouth (e.g. meeting people from overseas or hearing about overseas development work)
- Previous experience with a charitable organisation/cause
- None of the above/other/unsure

156. If your church considers supporting/promoting/partnering with a charitable organisation which aims to help the world's poor, what does it prefer the primary focus to be? (Mark up to THREE options)

- Evangelism/spreading the faith
- Environmental issues (e.g. climate change)
- Human rights and justice issues
- Advocacy work (e.g. to influence a change in Australian government policy on overseas aid, international trade and debt relief)
- Emergency relief (e.g. natural disasters)
- Long-term community development (e.g. transformational, holistic development projects)
- Sponsorship of people or communities in need (e.g. child sponsorship)
- Indigenous Australian community support/development
- Global poverty in general (charitable organisation determines where donations are most needed)
- Income generation (developing underprivileged economies, job creation etc)
- Education and life skills
- Water and sanitation
- Health specific fundraising
- Food security/food aid
- Agricultural development
- Our church does not have a primary focus as such
- None of the above/other/unsure

157. How does your church prefer to support/promote/partner with charitable organisations which aim to help the world's poor? (Mark ALL that apply)

- We prefer all/most of our support/fundraising activities to be focused on one key charitable partner
- We prefer support/fundraising activities to go directly to a specific cause, rather than through a charitable organisation
- Funds are allocated from a central church budget and donated to charitable organisations/causes
- Funds are raised from individual contributions and fundraisers, collected by the church and donated to the charitable organisations/causes
- The church promotes the charitable organisation/cause to encourage individuals to give independently

158. What most motivates your church to support/promote/partner with a charitable organisation/cause which aims to help the world's poor? (Mark up to THREE options)

- To raise awareness of the world's poor and social justice
- To develop a connection with a specific region or cause
- To increase involvement in church life and strengthen relationships in the church community
- To connect with the wider community outside the church
- To encourage outreach opportunities, i.e. spread the faith
- To equip the church to most effectively respond to relevant global causes
- To encourage Christian behaviour and fulfilment of Christian calling/duty
- None of the above/other/unsure



159. If your church considers donating to/supporting/promoting/partnering with a charitable organisation which aims to help the world's poor, are any of the following important? (Mark ALL that apply)

Yes, extremely important		Yes, fairly important/essential		The charitable organisation/cause...
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	is based on Christian values
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	is widely-known for being based on Christian values
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	provides evidence of its Christian values through communications
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	provides feedback/evidence to show how support makes a difference
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	is also involved in evangelism
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	offers me support and guidance
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	offers a personal relationship with its representative(s)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	offers an opportunity for partnership to establish a long-term relationship
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	offers us a meaningful connection with the community/project we support
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	allows my church to create a bespoke project
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	hosts trips to developing countries
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	can provide representatives to address the church community
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	helps us share the connection we have towards the community/project we support with our church community (e.g. with project success stories, project needs etc)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	helps us raise awareness of global poverty and social justice
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	offers a platform for activities which helps our church reach out to the wider community
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	offers expertise in community development that can be applied in my local setting
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	other consideration

160. If your church supports/promotes/partners with a charitable organisation which aims to help the world's poor, how does your church measure the success of this undertaking, if at all? (Mark ALL that apply)

- Difference made to the lives of the world's poor
- Amount of money/funds raised
- Number of people helped
- Number of church members involved
- Number of people who have heard the gospel message
- Changes in attitudes/behaviour within the church community
- Verbal feedback from individuals within the church community
- Stronger relationships within the church community
- The extent to which the church community is inspired and energised
- We do not currently measure success because we do not feel this is a key priority
- We do not currently measure success because the charitable organisation(s)/cause(s) does not give (enough) feedback to tell us how our support has made a difference
- None of the above/other/unsure

161. If your church supports/promotes/partners with a charitable organisation which aims to help the world's poor, what sort of feedback does your church expect, if any? (Mark ALL that apply)

- Prayer needs/reports
- Facts and figures (e.g. amount raised, number of people helped)
- Case studies to demonstrate impact (e.g. engaging stories of change)
- Detailed reports explaining how donations were used
- Visually engaging literature demonstrating how donations were used
- Videos depicting the work carried out by the charitable organisation/cause
- Verbal feedback from a charitable organisation/cause's representative
- General information demonstrating impact available on the charitable organisation/cause's website
- Feedback which is in a format that is easy to share with the church community
- Feedback which is in a format that is easy to integrate into our church literature
- We do not require feedback because we promote individual giving
- We do not require feedback because we do not feel that this is important
- None of the above/other/unsure

The following questions are only to be answered by leaders connected with Anglican congregations. Others please go to Question 164.

Do you agree or disagree with the following statements?

162. 'Anglicare is a gospel-focussed, Christian organisation.'

- Strongly agree
- Disagree
- Agree
- Strongly disagree
- Neutral or unsure

163. 'Anglicare is an important partner in the Mission of the Diocese.'

- Strongly agree
- Disagree
- Agree
- Strongly disagree
- Neutral or unsure

Training and Mentoring

164. Are you currently receiving mentoring (or coaching/spiritual direction)? (Mark ALL that apply)

- Yes, I receive this from someone else in a formal regular arrangement
- Yes, I receive this from someone else in an informal way
- Yes, I receive this as part of a group specifically formed for this
- Yes, I receive this as part of a group in an informal way
- No, I am not currently receiving this but I would like to be
- No, I am not currently receiving this and am not seeking it

165. Are you currently offering mentoring (or coaching/spiritual direction)? (Mark ALL that apply)

- Yes, I provide this in a structured formal way
- Yes, I provide this in an informal way
- No, but I would like to provide it to others
- No, this is not something I desire to offer

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166. Have you heard of MTS (Ministry Training Strategy) – a non-denominational Christian organisation that encourages people to do a two-year, hands-on ministry apprenticeship, under an experienced pastor before theological college?

- No, I have never heard of it
- I know a little about MTS, but don't know anyone who has done it
- I know a little about MTS, and know someone who has done it
- I know a lot about MTS, but don't know anyone who has done it
- I know a lot about MTS, and know someone who has done it
- I have been an MTS apprentice
- I have been an MTS apprentice and trained MTS apprentices
- I have never been an MTS apprentice but have trained MTS apprentices

167. Are you currently mentoring anyone to train and prepare them for future paid ministry? (Mark ALL that apply)

- Yes, through MTS
- Yes, through my denomination
- Yes, through another organisation (please specify):

- Yes, providing training locally
- No, not at the moment, but I have in the past
- No, not at the moment, but I may do in future
- No, not currently

168. What year did you obtain your most recent theological qualification?

(Leave blank if you have no formal qualification)

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169. To what extent do you feel adequately trained and equipped for ministry in the following areas?

	Not at all	Poorly	To a basic level	Very well	Don't know
a. Administration/finance	<input type="checkbox"/>				
b. Children's, families and youth ministry	<input type="checkbox"/>				
c. Cross-cultural ministry	<input type="checkbox"/>				
d. Handling conflict situations in the church	<input type="checkbox"/>				
e. Leading a group through change	<input type="checkbox"/>				
f. Mentoring/coaching/spiritual direction of others	<input type="checkbox"/>				
g. Mission/outreach	<input type="checkbox"/>				
h. Organisation management skills for church leadership	<input type="checkbox"/>				
i. Pastoral care/counselling	<input type="checkbox"/>				
j. Teaching/preaching	<input type="checkbox"/>				
k. Understanding a community (its make up and how it works)	<input type="checkbox"/>				

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Please do not write here



Relationships and Well-Being

Please indicate how much you agree or disagree with each statement. (Mark one box on EACH line)

'SA' = Strongly agree, 'A' = Agree, 'N' = Neutral/unsure, 'D' = Disagree, 'SD' = Strongly disagree

170. I feel like I am free to decide for myself how to live my life	SA	A	N	D	SD
	<input type="checkbox"/>				
171. I really like the people I interact with	SA	A	N	D	SD
	<input type="checkbox"/>				
172. Often, I do not feel very competent	SA	A	N	D	SD
	<input type="checkbox"/>				
173. I feel pressured in my life	SA	A	N	D	SD
	<input type="checkbox"/>				
174. People I know tell me I am good at what I do	SA	A	N	D	SD
	<input type="checkbox"/>				
175. I get along with people I come into contact with	SA	A	N	D	SD
	<input type="checkbox"/>				
176. I pretty much keep to myself and don't have a lot of social contacts	SA	A	N	D	SD
	<input type="checkbox"/>				
177. I generally feel free to express my ideas and opinions	SA	A	N	D	SD
	<input type="checkbox"/>				
178. I consider the people I regularly interact with to be my friends	SA	A	N	D	SD
	<input type="checkbox"/>				
179. I have been able to learn interesting new skills recently	SA	A	N	D	SD
	<input type="checkbox"/>				
180. In my daily life, I frequently have to do what I am told	SA	A	N	D	SD
	<input type="checkbox"/>				
181. People in my life care about me	SA	A	N	D	SD
	<input type="checkbox"/>				
182. Most days I feel a sense of accomplishment from what I do	SA	A	N	D	SD
	<input type="checkbox"/>				
183. People I interact with on a daily basis tend to take my feelings into consideration	SA	A	N	D	SD
	<input type="checkbox"/>				
184. In my life I do not get much of a chance to show how capable I am	SA	A	N	D	SD
	<input type="checkbox"/>				
185. There are not many people that I am close to	SA	A	N	D	SD
	<input type="checkbox"/>				
186. I feel like I can pretty much be myself in my daily situations	SA	A	N	D	SD
	<input type="checkbox"/>				
187. The people I interact with regularly do not seem to like me much	SA	A	N	D	SD
	<input type="checkbox"/>				
188. I often do not feel very capable	SA	A	N	D	SD
	<input type="checkbox"/>				
189. There is not much opportunity for me to decide for myself how to do things in my daily life	SA	A	N	D	SD
	<input type="checkbox"/>				
190. I worry a lot about the standard of living I will have when I reach retirement age	SA	A	N	D	SD
	<input type="checkbox"/>				

Please indicate how much you agree or disagree with each statement. (Mark one box on EACH line)

'SA' = Strongly agree, 'A' = Agree, 'N' = Neutral/unsure, 'D' = Disagree, 'SD' = Strongly disagree

191. I feel drained in fulfilling my functions here	SA	A	N	D	SD
192. I have accomplished many worthwhile things in my ministry here	SA	A	N	D	SD
193. Fatigue and irritation are part of my daily experience	SA	A	N	D	SD
194. I gain a lot of personal satisfaction from working with people here	SA	A	N	D	SD
195. I am invaded by sadness I can't explain	SA	A	N	D	SD
196. I deal very effectively with the problems of the people here	SA	A	N	D	SD
197. I am feeling negative or cynical about the people with whom I work	SA	A	N	D	SD
198. I can easily understand how the people here feel about things	SA	A	N	D	SD
199. I always have enthusiasm for my work	SA	A	N	D	SD
200. I feel very positive about my ministry here	SA	A	N	D	SD
201. My humour has a cynical and biting tone	SA	A	N	D	SD
202. I feel that my pastoral ministry has a positive influence on people's lives	SA	A	N	D	SD
203. I find myself spending less and less time with attenders	SA	A	N	D	SD
204. I feel that my teaching ministry has a positive influence on people's faith	SA	A	N	D	SD
205. I have been discouraged by the lack of personal support for me here	SA	A	N	D	SD
206. I feel my ministry is really appreciated by people	SA	A	N	D	SD
207. I find myself frustrated in my attempts to accomplish tasks important to me	SA	A	N	D	SD
208. I am really glad that I entered the ministry	SA	A	N	D	SD
209. I am less patient with people here than I used to be	SA	A	N	D	SD
210. The ministry here gives real purpose and meaning to my life	SA	A	N	D	SD
211. I am becoming less flexible in my dealings with attenders	SA	A	N	D	SD
212. I gain a lot of personal satisfaction from fulfilling my functions here	SA	A	N	D	SD
213. The workload here is simply too high	SA	A	N	D	SD
214. Leadership is more changing and uncertain than I expected when I first started	SA	A	N	D	SD

215. I have not been trained to deal with the problems I am facing in ministry

SA A N D SD

216. I have a real lack of secretarial/backup support

SA A N D SD

217. I am disappointed with my financial situation as a result of being in ministry

SA A N D SD

For each statement below, please mark the box in the column that best represents how you have been feeling in the last week. (Mark one box on EACH line)

Use the following options: 'Not at all'; 'Some' = Some of the time; 'Considerable' = A considerable part of the time; 'Very much' = Very much, or most of the time

	Not at all	Some	Considerable	Very much
218. I found it hard to wind down	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
219. I was aware of dryness of my mouth	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
220. I couldn't seem to experience any positive feeling at all	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
221. I experienced breathing difficulty (e.g. excessively rapid breathing, breathlessness in the absence of physical exertion)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
222. I found it difficult to work up the initiative to do things	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
223. I tended to over-react to situations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
224. I experienced trembling (e.g. in the hands)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
225. I felt that I was using a lot of nervous energy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
226. I was worried about situations in which I might panic and make a fool of myself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
227. I felt that I had nothing to look forward to	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
228. I found myself getting agitated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
229. I found it difficult to relax	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
230. I felt down-hearted and blue	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
231. I was intolerant of anything that kept me from getting on with what I was doing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
232. I felt I was close to panic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
233. I was unable to become enthusiastic about anything	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
234. I felt I wasn't worth much as a person	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
235. I felt that I was rather touchy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
236. I was aware of the action of my heart in the absence of physical exertion (e.g. sense of heart rate increase, heart missing a beat)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
237. I felt scared without any good reason	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
238. I felt that life was meaningless	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

239. Mark how often you have felt each of the following in your ministry role.

Use the following options:

'Never'; 'Almost never' = A few times a year or less; 'Rarely' = Once a month or less; 'Sometimes' = A few times a month; 'Often' = Once a week;

'Very often' = A few times a week; 'Always' = Every day

	Never	Almost never	Rarely	Sometimes	Often	Very often	Always
a. At my work, I feel bursting with energy	<input type="checkbox"/>						
b. At my job, I feel strong and vigorous	<input type="checkbox"/>						
c. I am enthusiastic about my job	<input type="checkbox"/>						
d. My job inspires me	<input type="checkbox"/>						
e. When I get up in the morning, I feel like going to work	<input type="checkbox"/>						
f. I feel happy when I am working intensely	<input type="checkbox"/>						
g. I am proud of the work that I do	<input type="checkbox"/>						
h. I am immersed in my work	<input type="checkbox"/>						
i. I get carried away when I'm working	<input type="checkbox"/>						

The following questions ask how satisfied you feel, on a scale from zero to 10. Zero means you feel no satisfaction at all and 10 means you feel completely satisfied.

240. Thinking about your own life and personal circumstances, please mark the box that best represents how satisfied you feel with your life. How satisfied are you with... (Mark one box on EACH line)

	No satisfaction at all										Complete satisfaction
	0	1	2	3	4	5	6	7	8	9	
a. your life as a whole?	<input type="checkbox"/>										
b. your standard of living?	<input type="checkbox"/>										
c. your health?	<input type="checkbox"/>										
d. what you are currently achieving in life?	<input type="checkbox"/>										
e. your personal relationships?	<input type="checkbox"/>										
f. how safe you feel?	<input type="checkbox"/>										
g. feeling part of your community?	<input type="checkbox"/>										
h. your future security?	<input type="checkbox"/>										
i. your spirituality or religion?	<input type="checkbox"/>										

241. Do you have someone with whom you can be completely honest, and who supports you in your daily life and work?

- No, I do not Yes, two other people
 Yes, one other person Yes, three or more other people

242. How helpful have each of the following been to you in reducing stress levels or enhancing your wellbeing? (You can indicate if a particular statement is not applicable to your situation)

	Very helpful	Of some help	Not very helpful	Never tried/NA
a. Going on recreational leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Doing physical exercise or sport	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Listening to music and going to cultural events	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Doing hobbies or non-ministry activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Spending quality time with your family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Spending time alone in reflection, prayer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Participating in retreats, spiritual formation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Learning to say no	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

243. In general would you say your physical health is:

- Excellent Very good Good Fair Poor

244. In the past 2 years, have you sought or received treatment for a mental health issue (e.g. depression, anxiety, stress)?

- Yes No

245. Are you currently taking medication for any of the following conditions? (Mark ALL that apply)

- Blood pressure Anxiety/stress
 Cholesterol Other physical health medication
 Diabetes Other mental health medication
 Depression No regular medication

246. How many days each week would you usually engage in at least half an hour of physical exercise?

- 0 1 2 3 4 5 6 7

247. Rate your overall energy levels on the scale below.

- Low 0 1 2 3 4 5 6 7 8 9 10 High

248. Have you ever done a personality assessment using Jungian types (e.g. Myers-Briggs)? If so, do you remember your psychological type?

Please write it below, or leave blank if you don't know.

- | | | | |
|--------------------------------------|------------------------------------|-----------------------------------|-------------------------------------|
| Extravert or Introvert?
(E or I?) | Sensing or Intuitive?
(S or N?) | Thinking or Feeling?
(T or F?) | Judging or Perceiving?
(J or P?) |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

■ Thank you very much for your help today!