

**INTERGENERATIONAL SURVEY OF CREDENTIAL HOLDERS
 CONDUCTED BY THE STRATEGIC VISION COMMITTEE
 Summary Document – April 2020
 (presented at General Conference, May 5, 2020)**

Demographics of the Respondents:

Question:	YOUNGER GEN	OLDER GEN
Q1 - How old are you?	- 18-24: 11.46% - 25-35: 88.54%	- 36-45: 27.5% - 46-55: 25.7% - 56-65: 27.7% - 66+: 18.9%
Q2 - What is your gender?	Male - 68.15% Female - 31.85%	Male - 78.1% Female - 21.8%
Q3 - What is your marital status?	Married - 78.34% Divorced - 0.64% Single - 21.01%	Married - 93.4% Separated - 0.1% Divorced - 0.4% Single - 4.5% Widowed - 1.3%
Q4 - What province is your home base in?	Alberta - 13.38% B.C. - 30.57% Manitoba - 0.64% New Brunswick - 1.27% NFLD/Labrador - 0% NWT - 0.64% Nova Scotia - 2.55% Nunavut - 0% Ontario - 44.59% PEI - 0% Quebec - 1.91% Saskatchewan - 3.18% Yukon - 0% Multi-Province/Itinerant - 0% Global Worker - 1.27%	Alberta - 10.3% B.C. - 18.6% Manitoba - 4.4% New Brunswick - 2.3% NFLD/Labrador - 0.1% NWT - 0.1% Nova Scotia - 3.7% Nunavut - 0% Ontario - 44.5% PEI - 0.7% Quebec - 9.6% Saskatchewan - 3.7% YK - 0% MultiProv - 1.0% Global Worker - 0.4%
Q5 - In what kind of role do you currently serve?	Lead Pastor - 15.29% Assistant Pastor - 26.11% Next Gen Pastor - 31.85% Global/Mission Canada - 8.92%	Lead Pastor - 39.1% Assistant Pastor - 14% Next Gen Pastor - 1.9% Global/Mission Canada - 8.4%

	Administration - 0.64% Other - 17.20%	Administration - 2.8% Other - 33.5%
Q6 - What type of Community were you raised in?	Rural - 21.66% Suburban - 31.21% Urban - 19.11% Both rural & suburban - 12.1% Both rural & urban - 2.55% Both urban & suburban - 8.28% All three types - 5.1%	Rural - 27.6% Suburban - 19.8% Urban - 21.1% Both rural & suburban - 8.8% Both rural & urban - 6.0% Both urban & suburban - 6.3% All three types - 9.1%

Responses:

Question	YOUNGER GEN	OLDER GEN
Q7 - How well do you connect with generations older than your own?	Not well - 3.18% Somewhat Well - 35.67% Very well - 61.15%	Not well - 0.1% Somewhat well - 21.9% Very well - 77.2%
Q8 - How well do you connect with generations younger than your own?	Not well - 3.18% Somewhat Well - 33.12% Very well - 63.69%	Not well - 1.3% Somewhat well - 39.3% Very well - 59.2%

- Quote: *"My generation doesn't think they have all the answers and isn't looking to push aside the generation before us. We don't think we're better. We want to collaborate and have our gifts used to our full potential. We want to be empowered and released."* (35 & Under)

Question	YOUNGER	OLDER
Q11 - Are you currently being mentored by someone?	Yes - 66.88% No - 33.12%	Yes - 42.3% No - 57.6%
Q12 - Are you currently mentoring someone?	Yes - 75.8% No - 24.2%	Yes - 77.2% No - 22.7%

- Quote: *"Because I am a young leader and don't have a mentor, I feel like some obstacles I face are confidence in decision making and confidence in the direction of the ministry. I think that if I had a mentor guiding and leading me from a distance, I would have more confidence in my decision making and more confidence that the ministry is going in the right direction."* (35 & Under)

Question	YOUNGER	OLDER
Q14 - Do you feel like there are obstacles that	Yes - 64.74% No - 35.26%	Yes - 56.2% No - 43.5%

limit your opportunities in ministry?		
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- Quote: "...I feel very fulfilled and used in my current position, but in former ministry settings it was always difficult to feel seen or heard... There was no place for me at the table." (35 & Under)
- Quote: Our PAOC is a big family. Everyone knows each other. While this is a positive thing, I also realize that because of lack of connection, it's like showing up late to the party and everyone is like, "Who are you?" ...Opportunities will pass me by because I don't have friendships with the 'right' people." (35 & Under)
- Quote: "Often, [obstacles] are personal insecurities, and motivated by fear. The opportunities for a white male my age seem endless. I am concerned for the opportunities for younger generations, and people who would be considered minorities in PAOC leadership circles." (36 & Over)
- Quote: "...I'm particularly concerned that there is no urgency for change within the general ranks of the fellowship. I believe the size of our fellowship hides the effects of cultural dissonance between our churches and the culture at large. There might be a silent atrophy amongst the majority of our ministers that results in a lack of motivation for meaningful change today." (36 & Over)

Question	YOUNGER	OLDER
Q20 - What are you most concerned about theologically as the culture shifts? Rank them in order with #1 being of highest concern.	<u>RANKED ACCORDING TO WEIGHT:</u> 1: Issues Related to gender identification and fluidity 2: Issues surrounding sexuality/sexual partners 3: Issues pertaining to shifting perceptions of marriage 4: Issues of race equality and empowerment 5: Issues of egalitarian leadership	<u>RANKED ACCORDING TO WEIGHT:</u> 1: Issues Related to gender identification and fluidity 2: Issues pertaining to shifting perceptions of marriage 3: Issues of race equality and empowerment 4: Issues surrounding sexuality/sexual partners 5: Issues of egalitarian leadership
Q21 - What are you most concerned about practically as the culture shifts? Rank them in order with #1 being the highest.	<u>RANKED ACCORDING TO WEIGHT:</u> #1: The overall decline of faith in Canada #2: Increasing concerns pertaining to mental health #3: The reframing of unity towards uniformity	<u>RANKED ACCORDING TO WEIGHT:</u> #1: Increasing concerns pertaining to mental health #2: The reframing of unity towards uniformity #3: The overall decline of faith in Canada #4: The influence of culture on the public educational system

	<p>#4: The influence of culture on the public educational system</p> <p>#5: The impact of technology on church community</p> <p>#6: The devaluing of Christian charities in Canadian culture</p>	<p>#5: The devaluing of Christian charities in Canadian culture</p> <p>#6: The impact of technology on church community</p>
<p>Q22 - What are you most concerned about in our PAOC churches/ministries?</p>	<p><u>RANKED ACCORDING TO WEIGHT:</u></p> <p>#1: A lack of emerging generations engaged in a ministry calling.</p> <p>#2: A decline in PAOC church attendance</p> <p>#3: A perception of lessening holiness standards in our churches.</p> <p>#4: A possible loss or lessening of our Pentecostal distinctives.</p>	<p><u>RANKED ACCORDING TO WEIGHT:</u></p> <p>#1: A perception of lessening holiness standards in our churches.</p> <p>#2. A lack of emerging generations engaged in a ministry calling.</p> <p>#3: A possible loss or lessening of our Pentecostal distinctives</p> <p>#4. A decline in PAOC church attendance</p>

- Q20 - Quote: *"I think the biggest issues coming down the pipeline, especially for my generation and younger, are how to engage the culture around us with a compassionate, biblical and sane way of approaching gender, sexuality and identity. The shift towards 'cancelling' any viewpoint that doesn't support the cultural trend of unrestrained tolerance is definitely a threat, but it may also be an opportunity if we're able to compassionately present an alternative..." (36 & Over)*

- Q21 - Quote: *"I personally think the younger generation, as many have prophesied, are going to be the leaders of the church that sees revival across Canada. However, that means that [older] leaders, pastors and credential holders have to support, guide and mentor us." (35 & Under)*

- Q22 - Quote: *"I think that we need to reframe some of our positions and standards (which is not just lessening our standards), but to create true priorities that are both biblical and are important to young leaders so that they will feel welcomed, free to grow and develop within the PAOC." (36 & Over)*