



Key Informant Interview Protocol

Part One: Religious Worker – Life Narrative

Q1: I'd like to start by asking you to tell me the story of your life – not everything, of course, but think about the major "chapters" and for each, tell me about the important things that were happening then, where you were living, what you were doing, who was important to you in that chapter of your life. But mostly I just want you to tell me about who you are.

Did going to church have a major impact on you growing up?

- Sunday School
- Adults
- Story you sometimes tell
- Major Rituals
- Pastor you looked up to? / Image of a pastor

Q2: Tell me the story of how you came to ministry/leadership?

- Education/formation.
- Significant relationships/voices.
- Other congregations.
- This congregation / Congregation-denomination polity.
- Is this usually how it happens?
- Current networks, groups that offer support.
- Websites, magazines, conferences part of leadership development.

Q3: I know there is probably no such thing as a "typical day," but walk me through a day in your life as a pastor/minister/volunteer.

- Where?
- Significant relationships.
- What's the activity?
- What skill is required?

Q4: Can you tell me about a time you found your work particularly satisfying?

- Frustrating?

Q5: How has your work changed (or has it) over the years?

Q6: Would you describe your work as more of a calling, more of a profession, or both?

Q7: What is the most important thing you do on a weekly basis?

How else do you spend your time?

Is this how you would like to spend your time? More of? Less of?

Q8: What do you wish others within the congregation knew about your work?

What about others who aren't members of the congregation?

Society more generally.

Q9: If you could change one thing about your work, what would it be?

Q10: How often would you say you talk to others about the possibility of becoming a minister/pastor/religious leader?

Why do you tell them they should consider it?

Why shouldn't someone consider it?

Congregation – Life Narrative

Q11: If I were to introduce your congregation to someone who has never visited, how would you describe it?

What are the most important activities of the congregation?

Why do people attend this congregation? Why do they stay?

Size/participation? Staff? Volunteers?

Style of worship? Education/Spiritual growth?

Youth? Kids? Outreach?

Q12: Can you tell me the story of how this congregation got to this point? What it always (as they describe)?

What have been some of the events or chapters or moments that have shaped this congregation?

What about the most recent 10 years?

Participation? Staff? Financials?

Q13: How would you describe the congregation's relationship to the surrounding neighborhood/community?

What does neighborhood/community need most?

Q14: Over the next few years, what do you think will be the biggest challenges for this congregation?

Is the congregation ready for that? Why? Why not?

What changes are coming that are in your control?

Are there changes coming that are out of your control?

If you could just snap your fingers and it would be so – what would you change about this congregation?

What role do you play in determining the future of this congregation? Other leaders?
Congregation members?

Q15: Imagine I was to write you a blank check to hire additional staff...

What kind of position would you hire? Why?
Where might you look for that position?
How would that decision get made?

Religious Worker – Organizational & Personal Well Being

Q16: Are there responsibilities or expectations of you that you were never trained for?

Was this always the case?
What do you do about that?
Training/Credentials/Outsource.
Technology? Positive/Negative.
Continuing education?

Q17: When you face difficult decisions or situations, whom do you turn to? What resources would you put on your short list?

Q18: Would you describe your compensation as fair?

Adequate? *If "no," spend addition time probing for this.*
Good?
Something else?

Q19: How is your compensation decided?

How is it structured?
Housing?
Medical benefits?
Other benefits
Expenses?
Debt?

Q20: How would you describe your work-life balance?

Other significant vocations?
Other significant hobbies?
Demands on family?