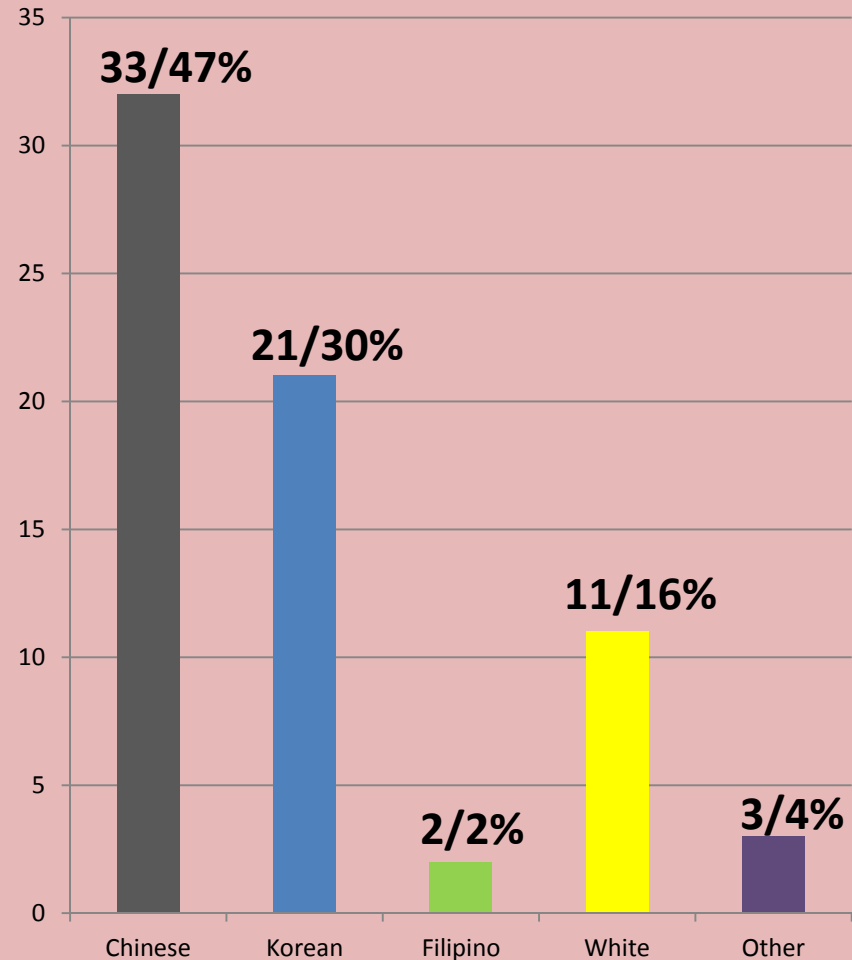
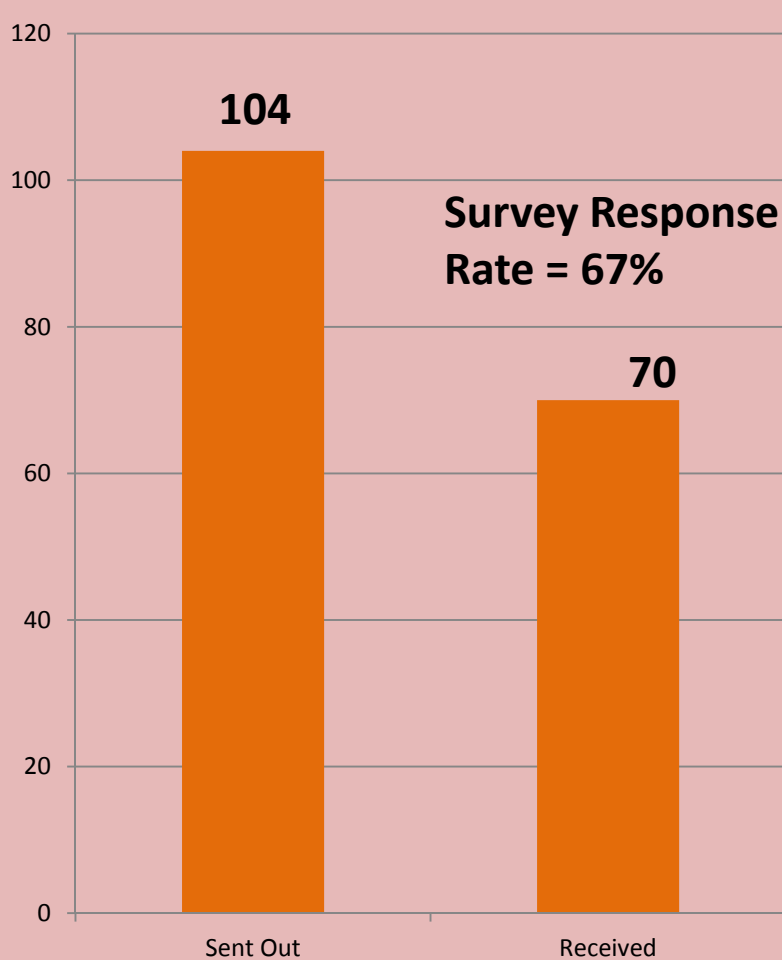


PaLM's Pastor Survey

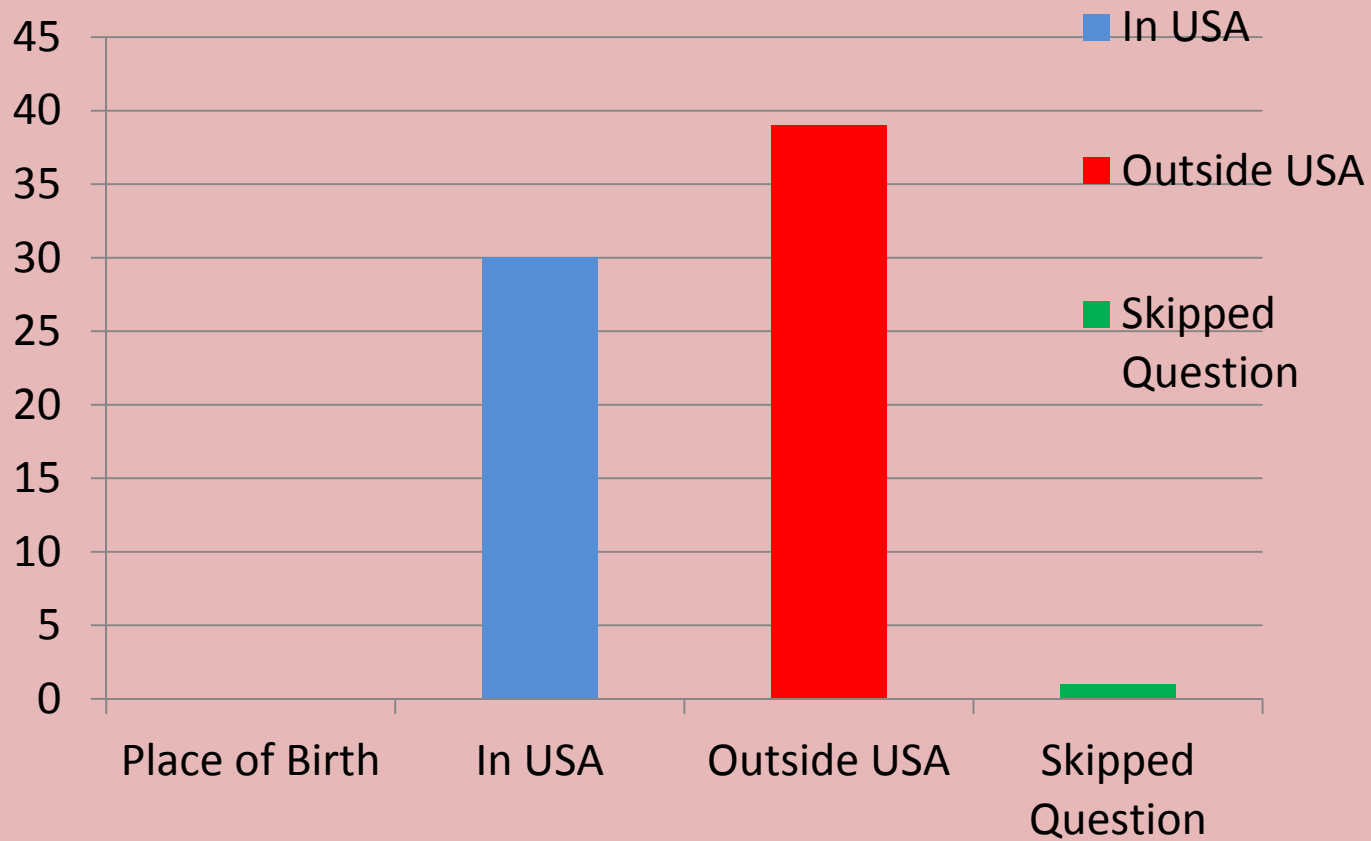
2014

Survey taken last quarter of 2013

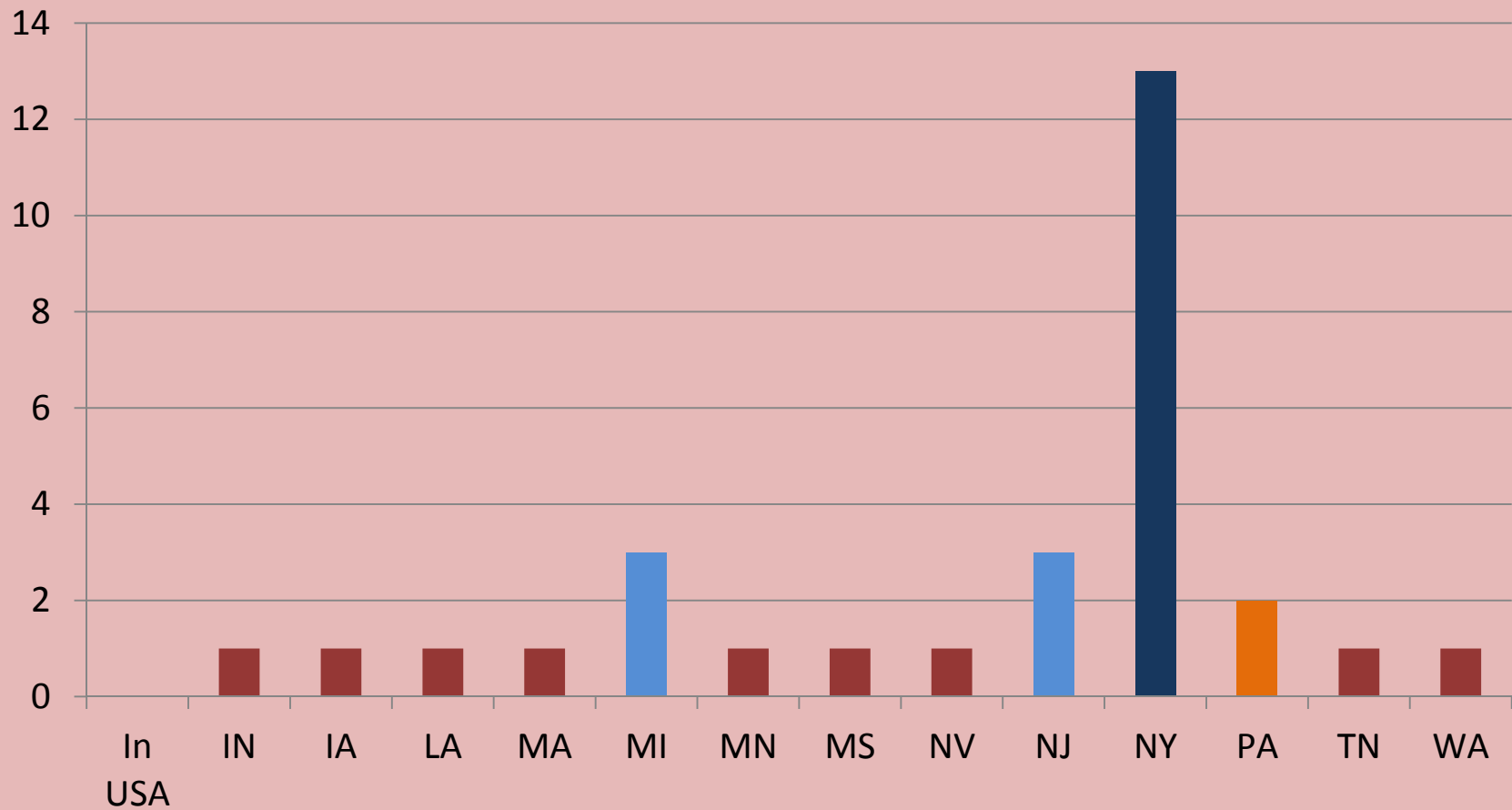
2014 Survey Participants



Birth Place of Pastors

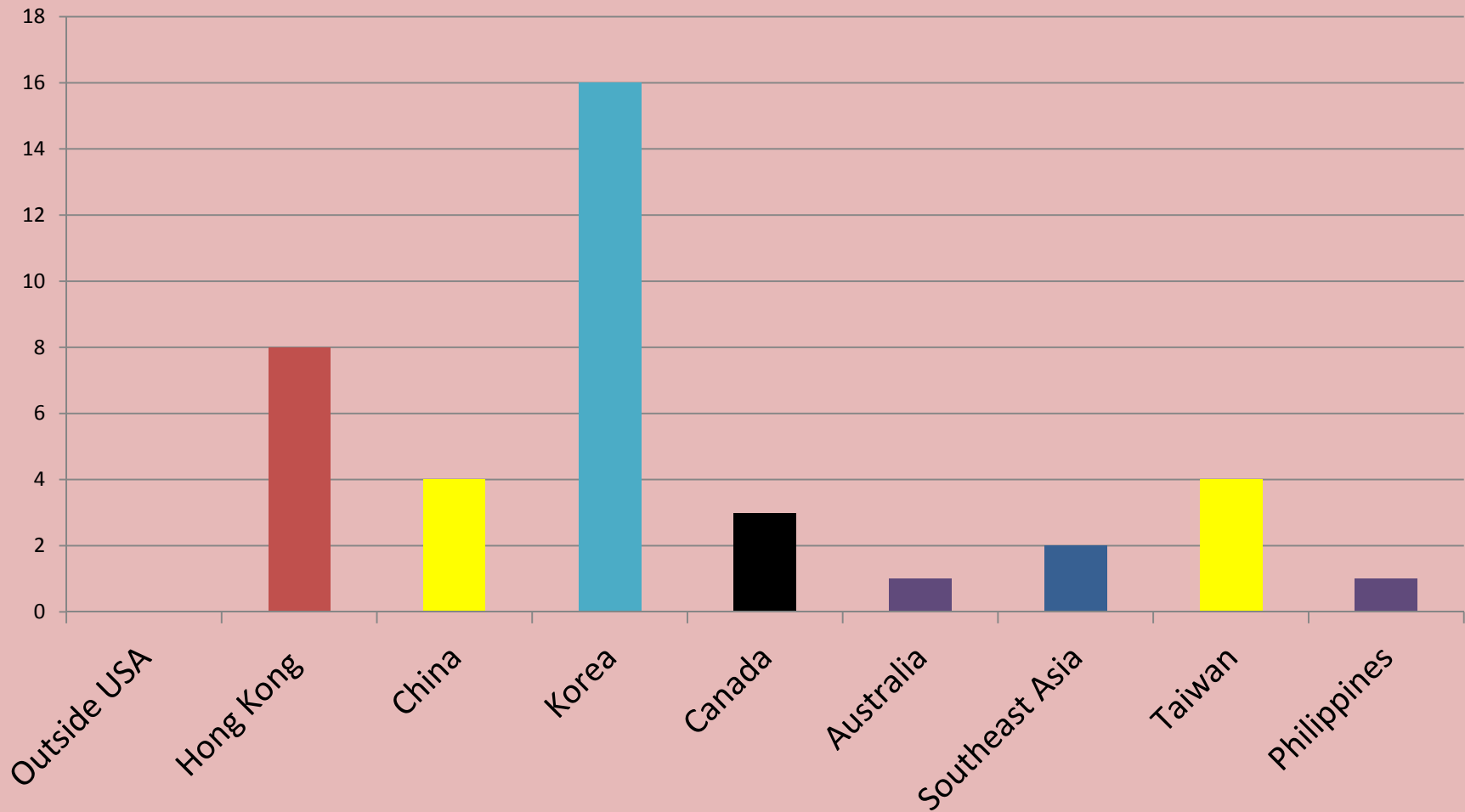


Birth States of the Thirty Born in USA

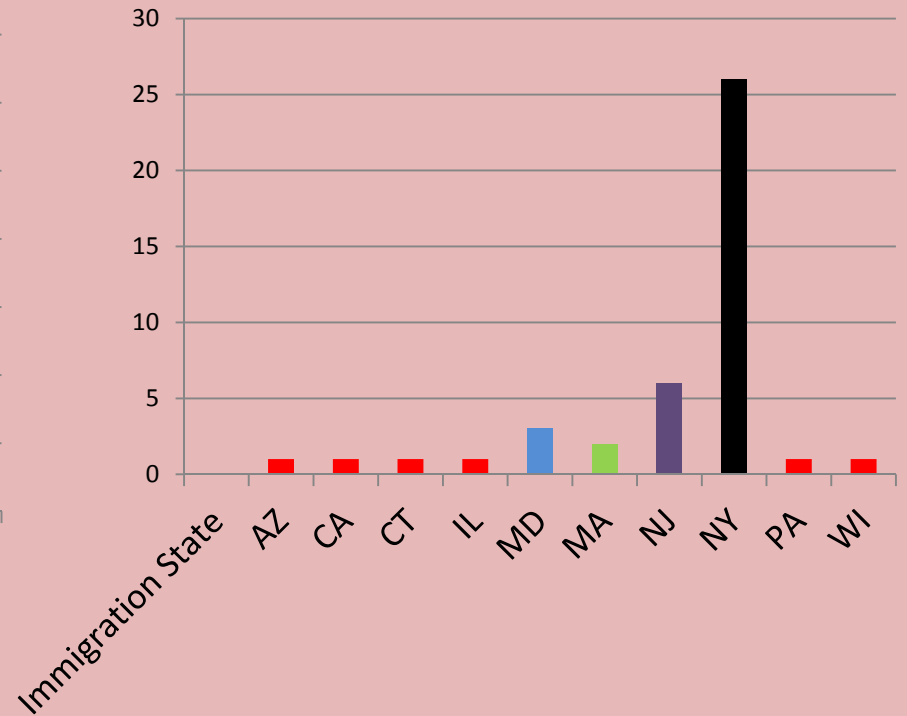
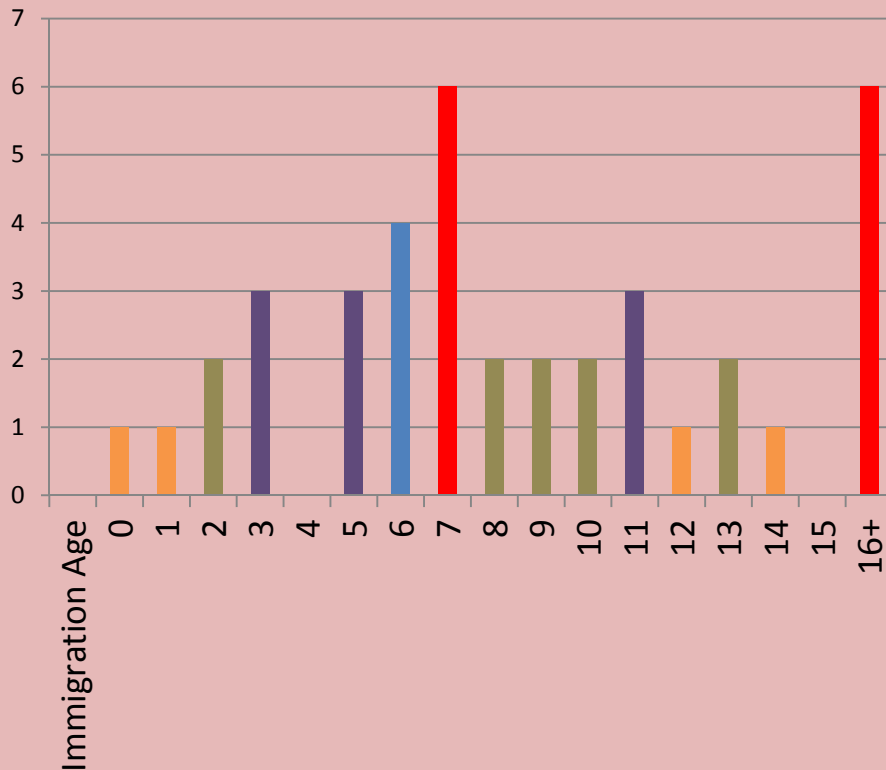


As might be expected, the vast majority of our pastors were born in New York

Birth Country of the Thirty-Nine Born Outside the USA

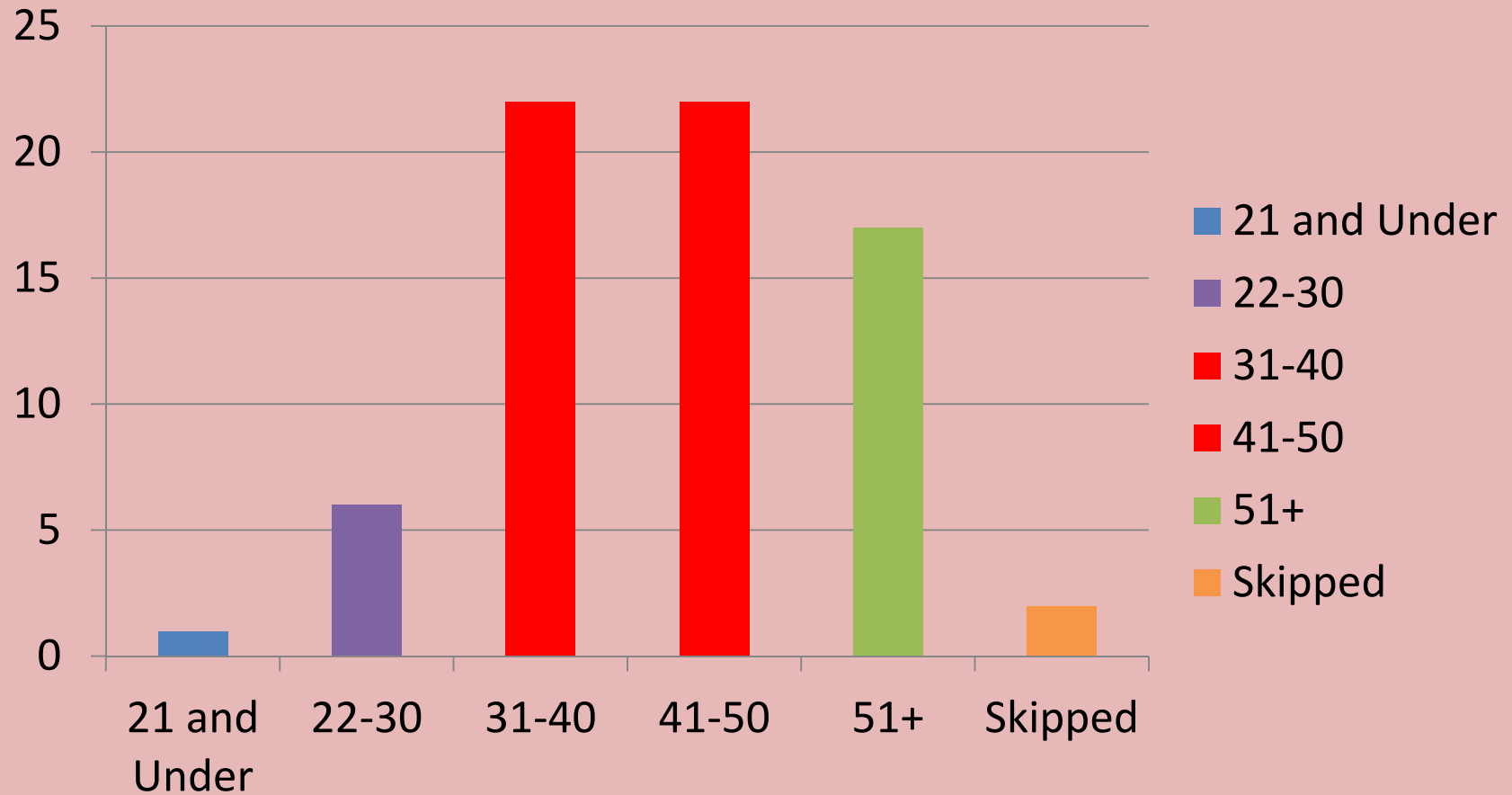


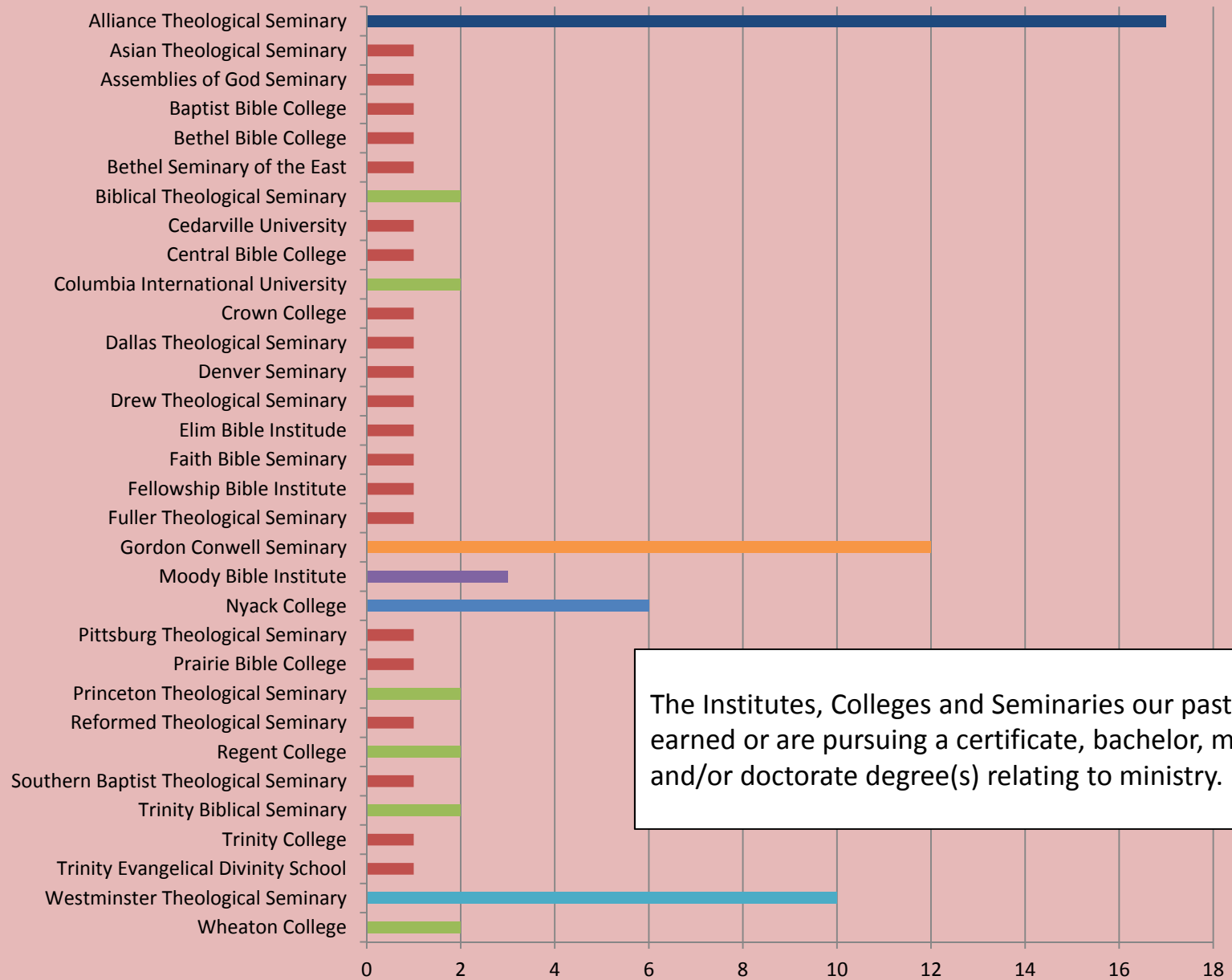
Those Born Outside USA Age and State at Immigration



Those who immigrated here by age 9 are considered “ABCs” (American Born Chinese) because they arrived early enough to mostly assimilate Western Culture. Those who immigrated here after age 9 are considered “ARCs” (American Raised Chinese) because they retain much of their Eastern Culture while assimilating some Western Culture.

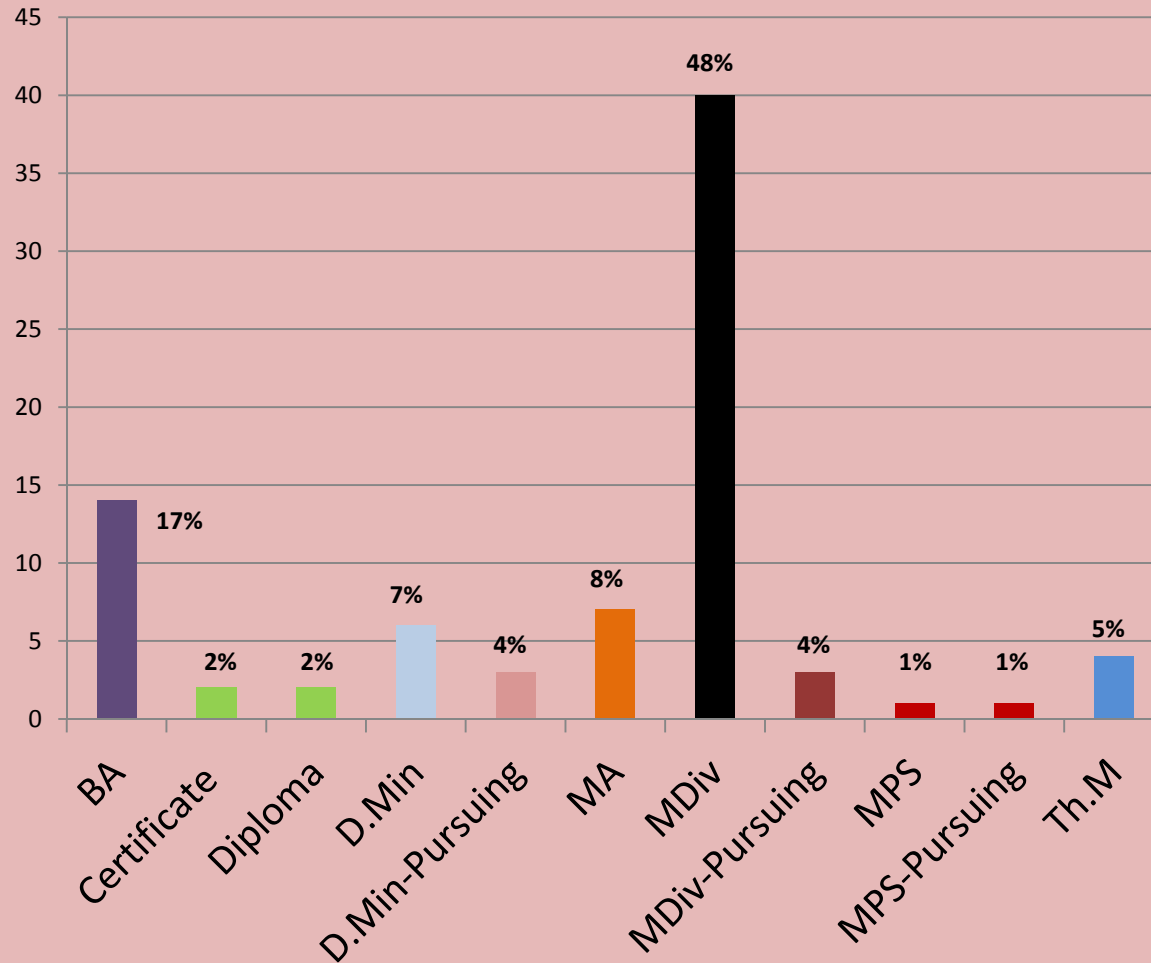
Age of Pastors



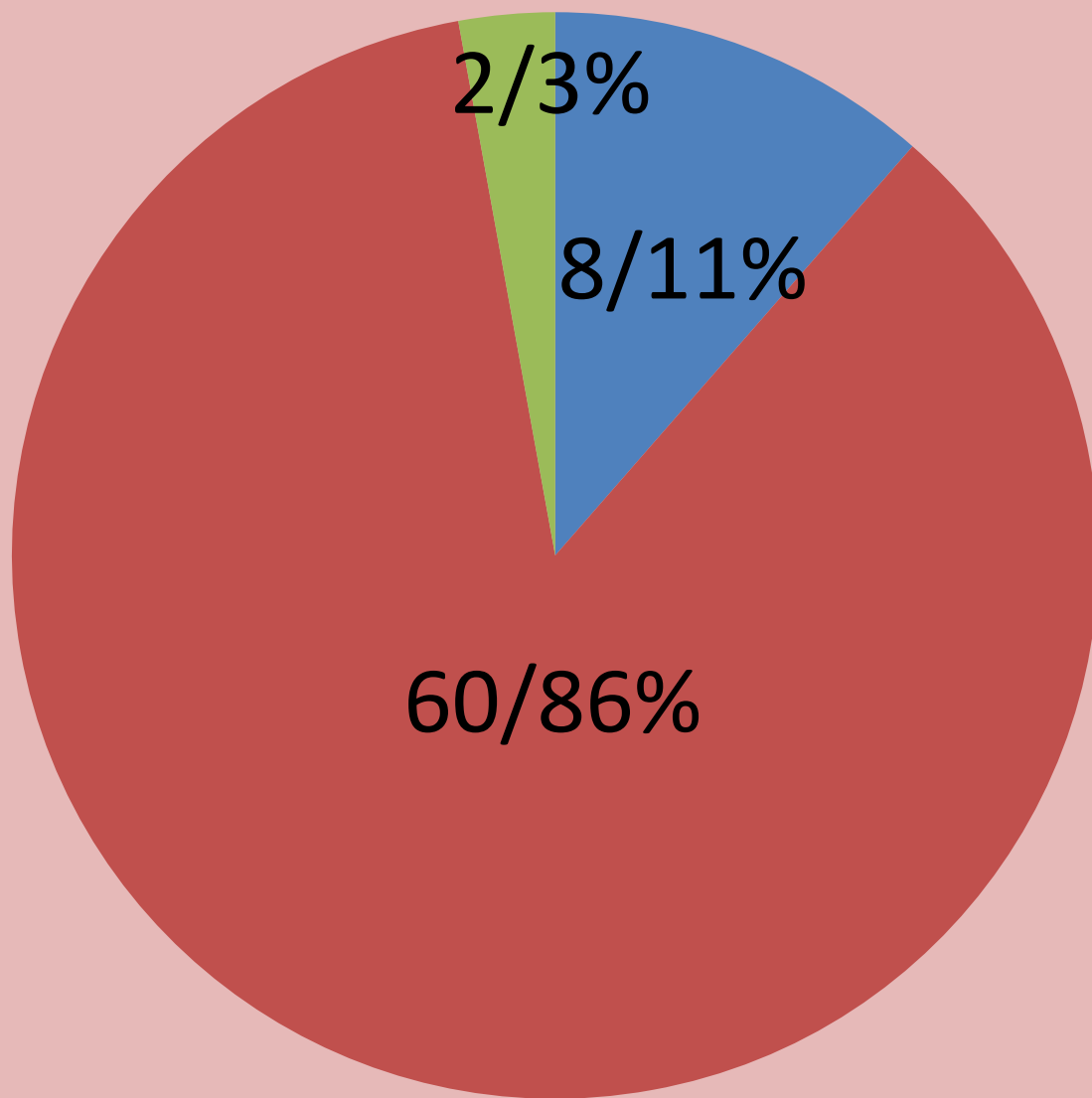


The Institutes, Colleges and Seminaries our pastors earned or are pursuing a certificate, bachelor, master, and/or doctorate degree(s) relating to ministry.

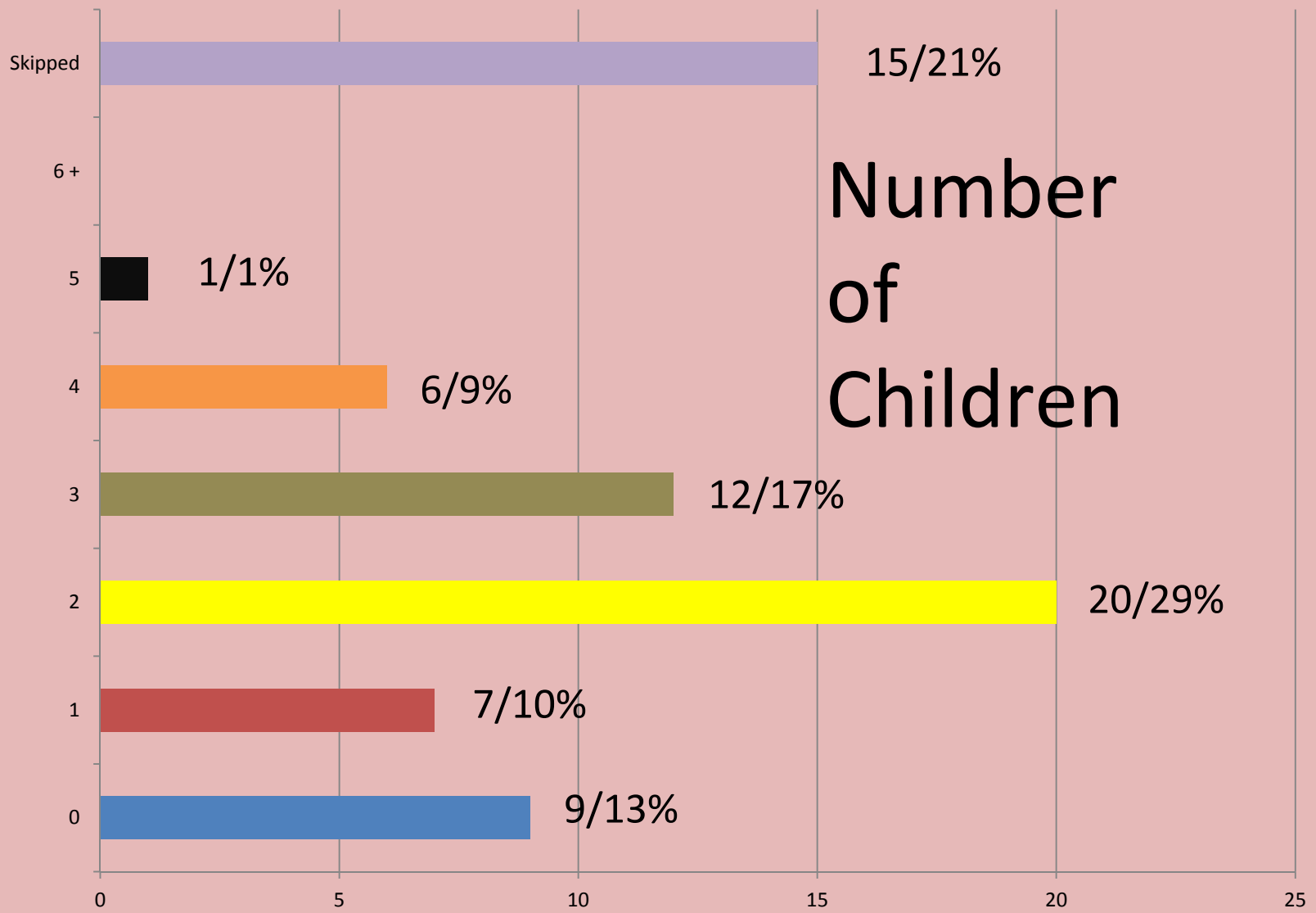
Ministry Degrees and Certificates Attained and Pursuing



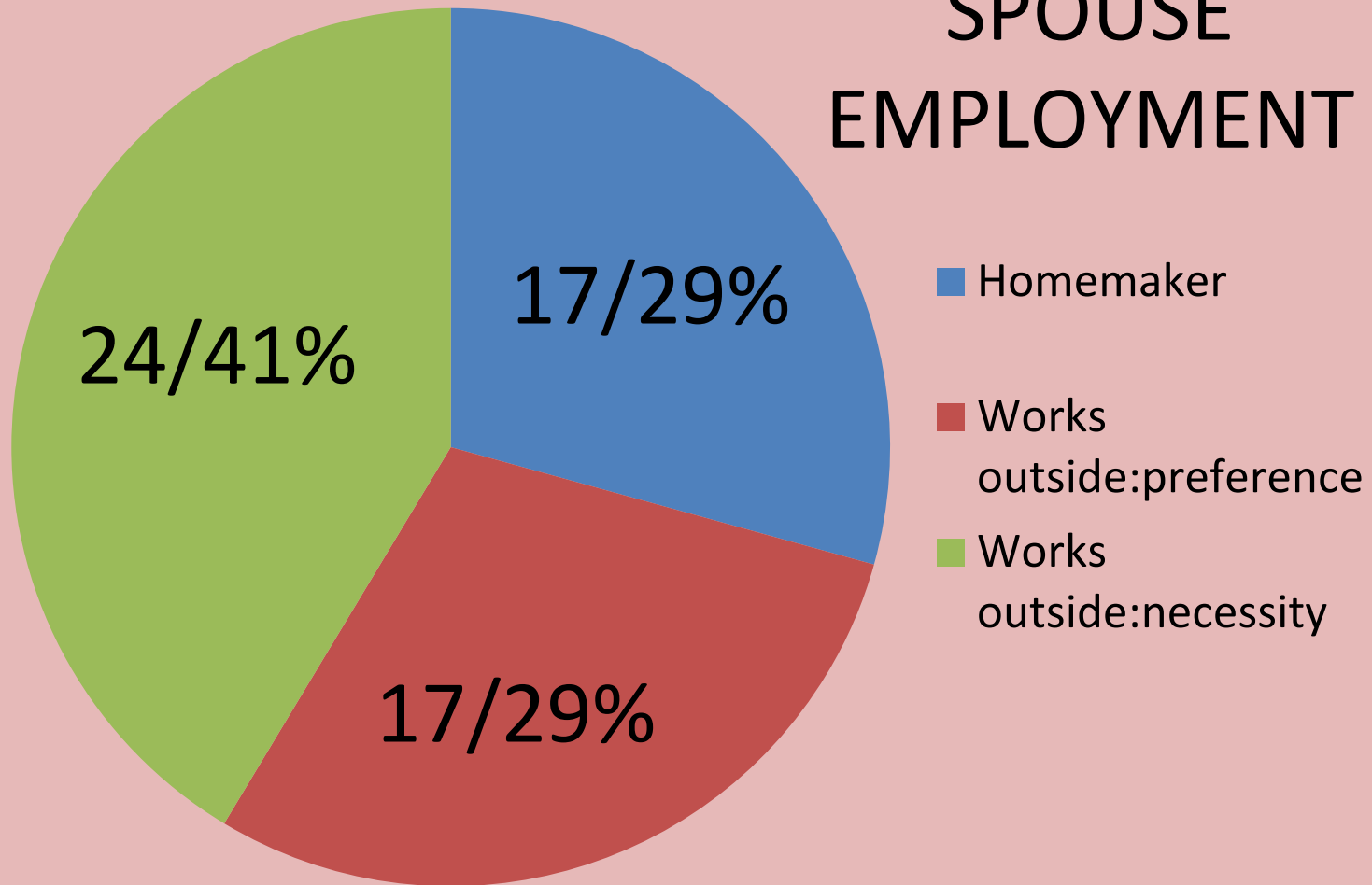
Marital Status



- Single
- Married
- Skipped

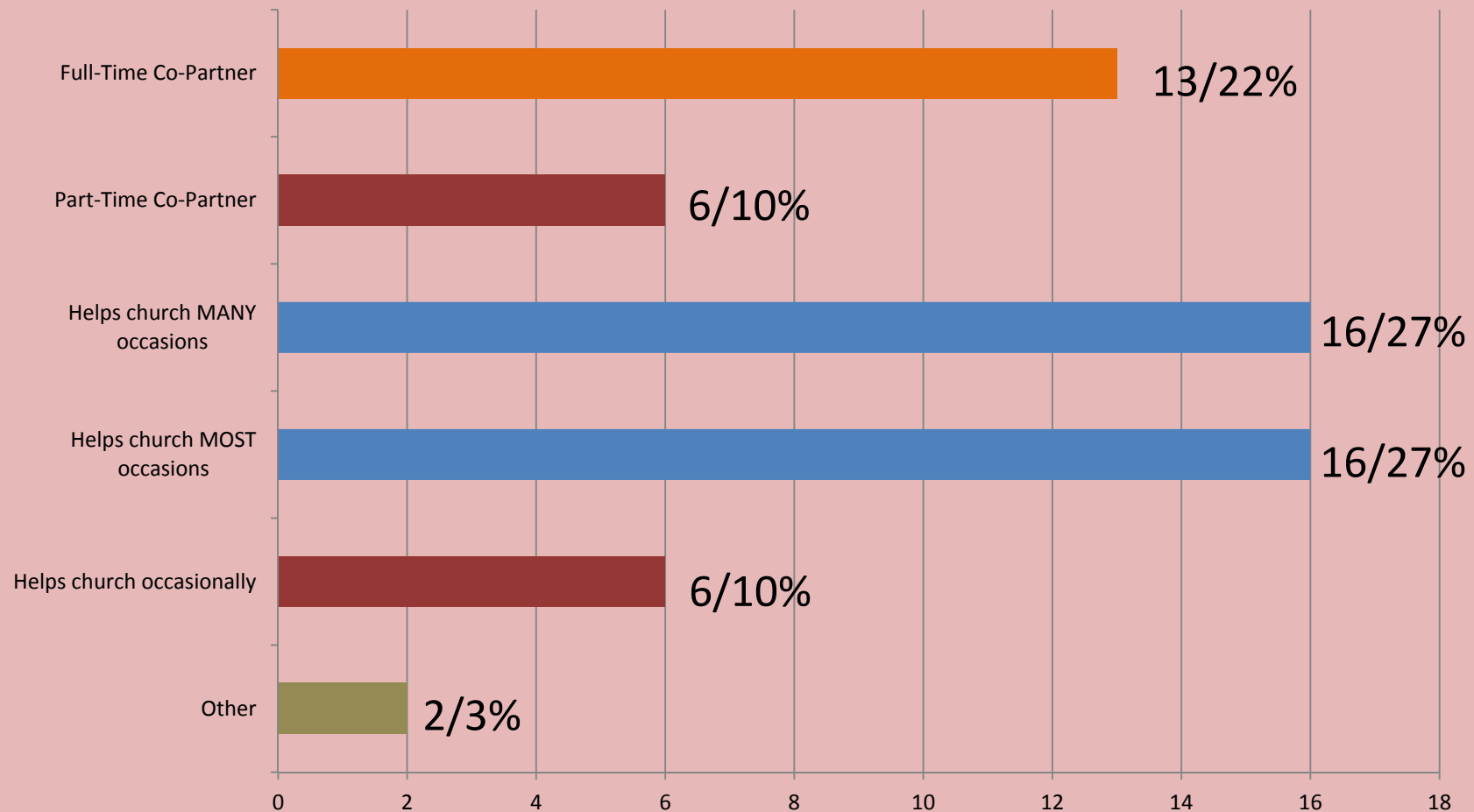


SPOUSE EMPLOYMENT



Almost $\frac{3}{4}$ (41 out of 58 or 70%)of our pastor's spouses work outside the home with almost half (24 out of 58 or 41%) doing so out of necessity.

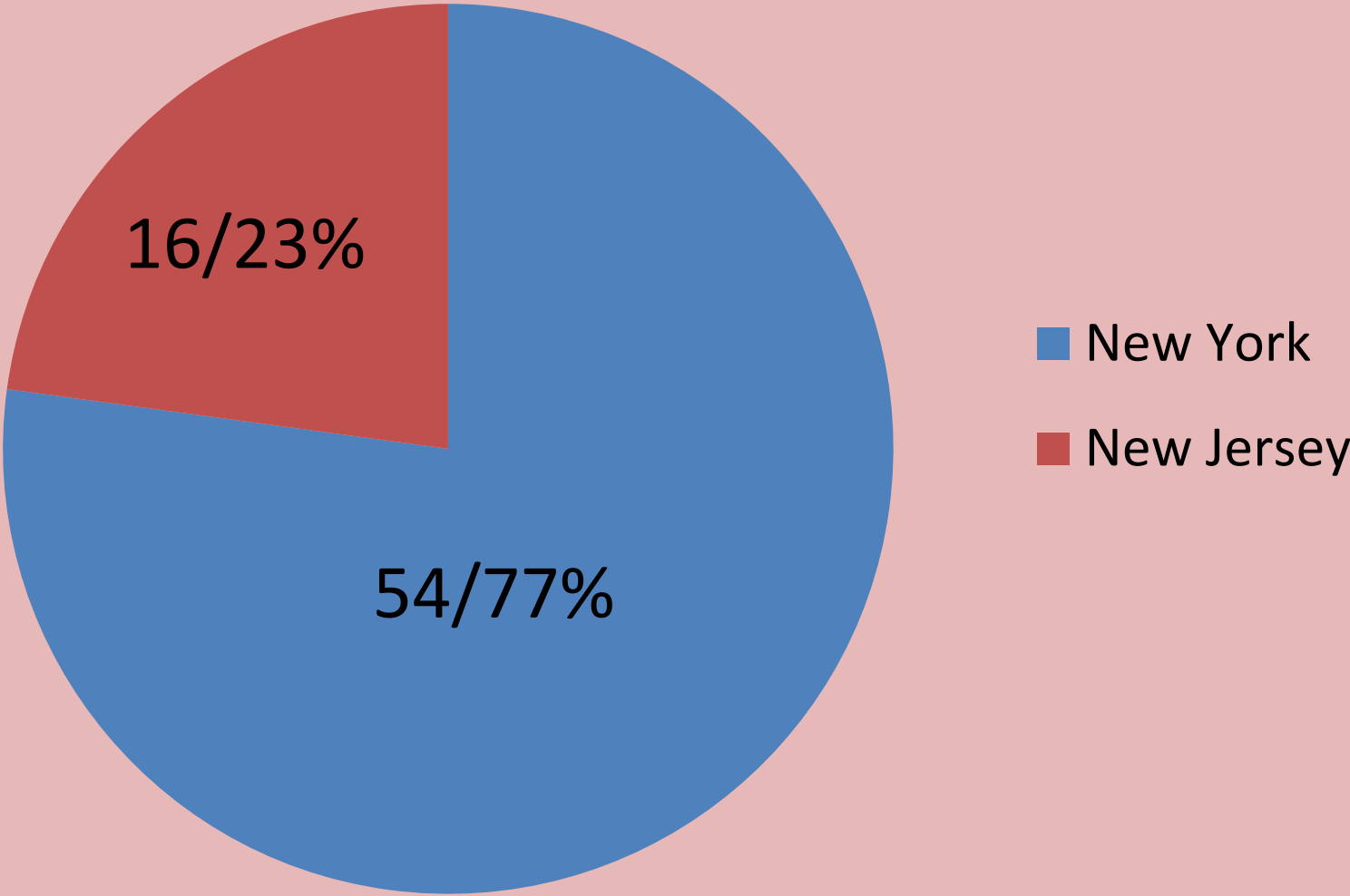
Spouse Works in Church



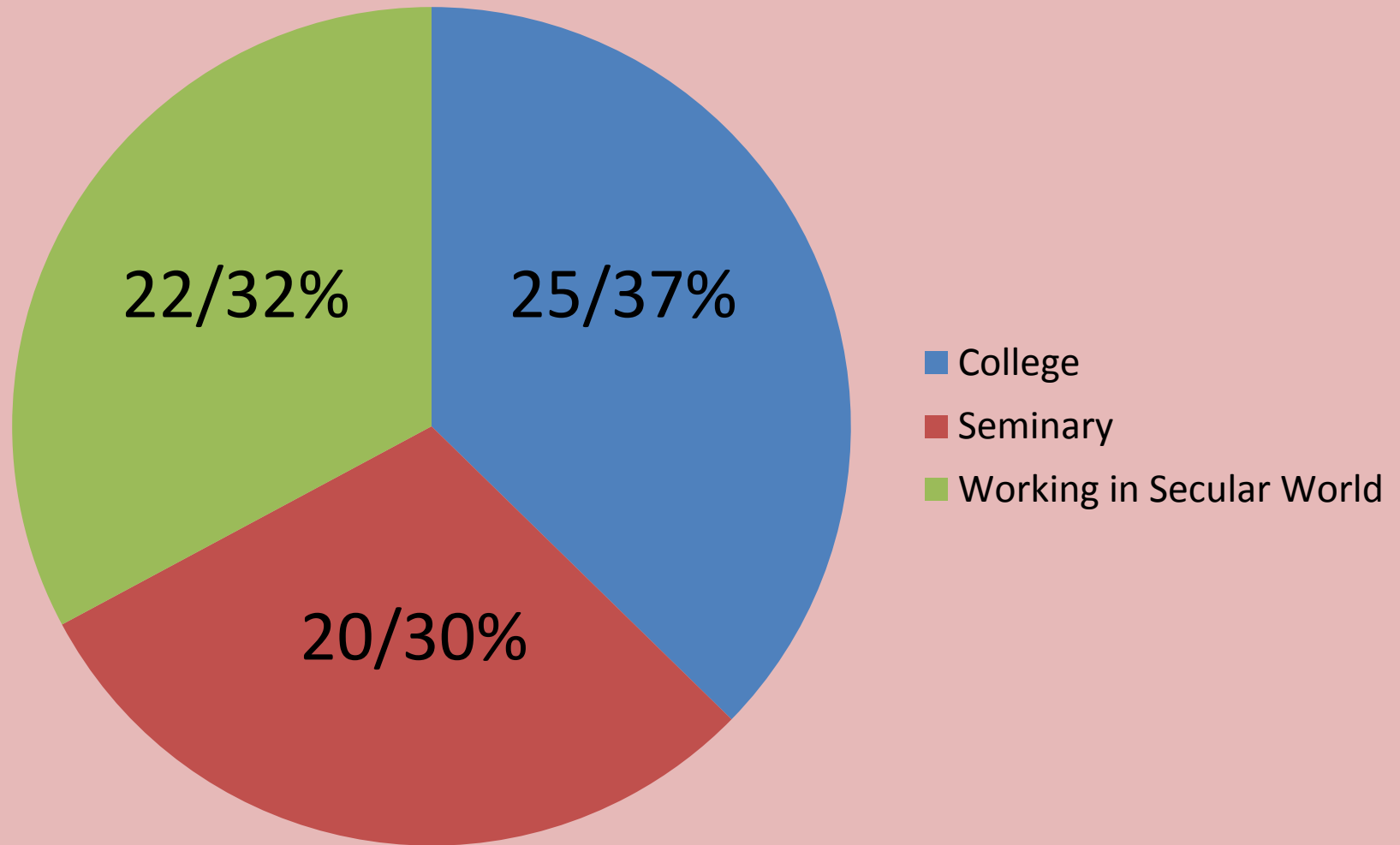
The vast majority of our pastor's spouses serve as significant co-laborers or ministry partners in our churches.

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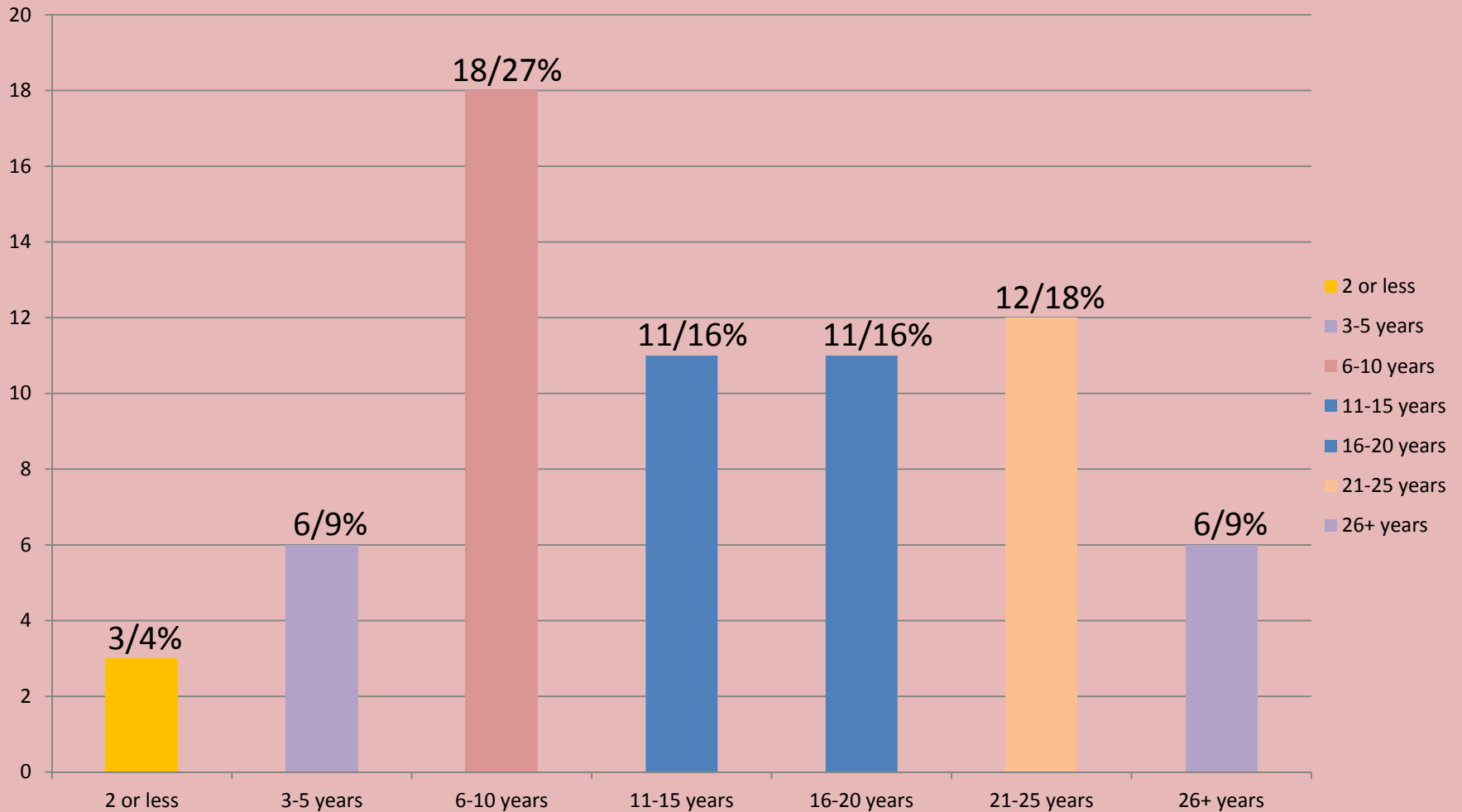
State Served



Entered Ministry AFTER...



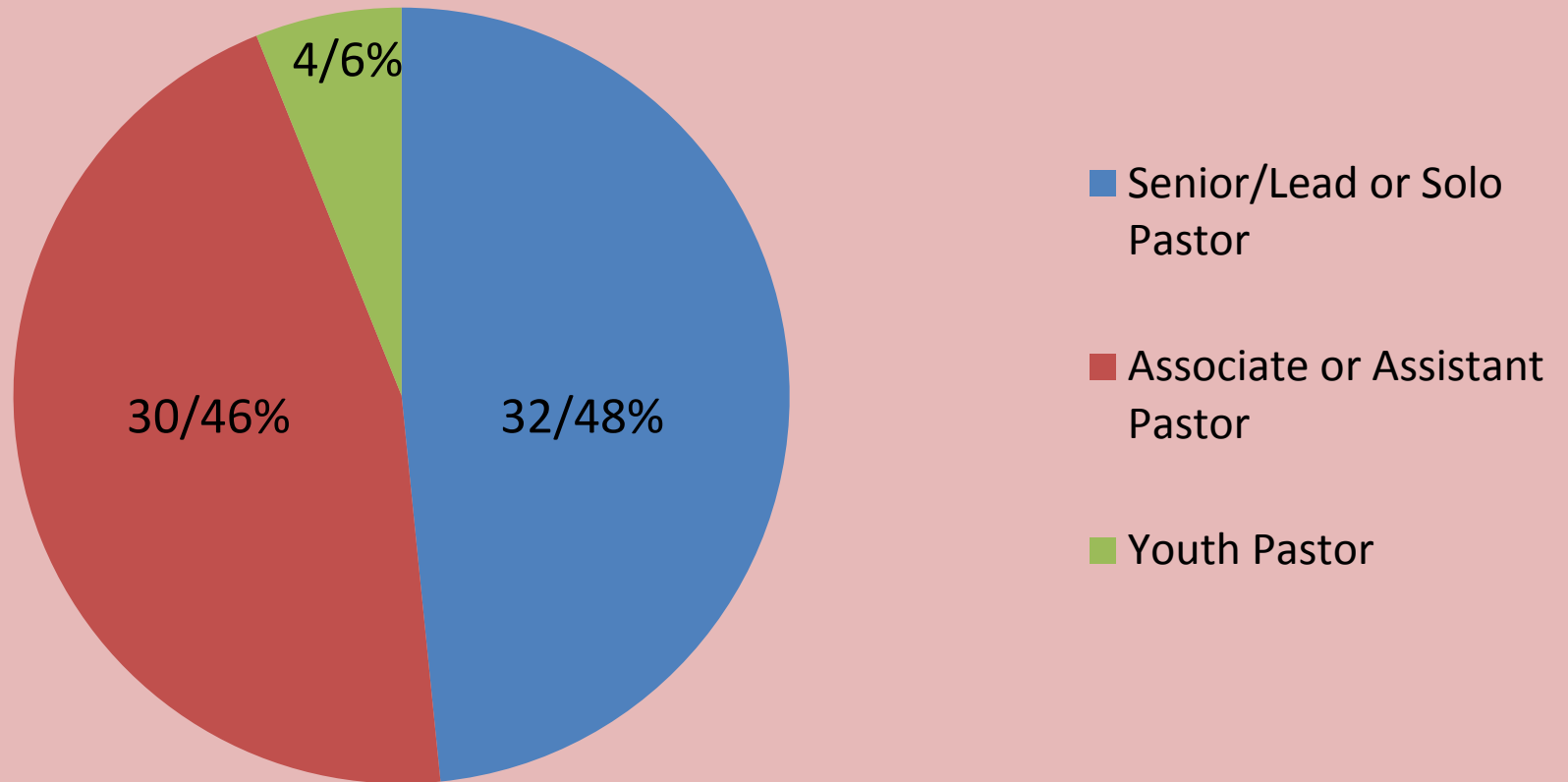
Years in Ministry



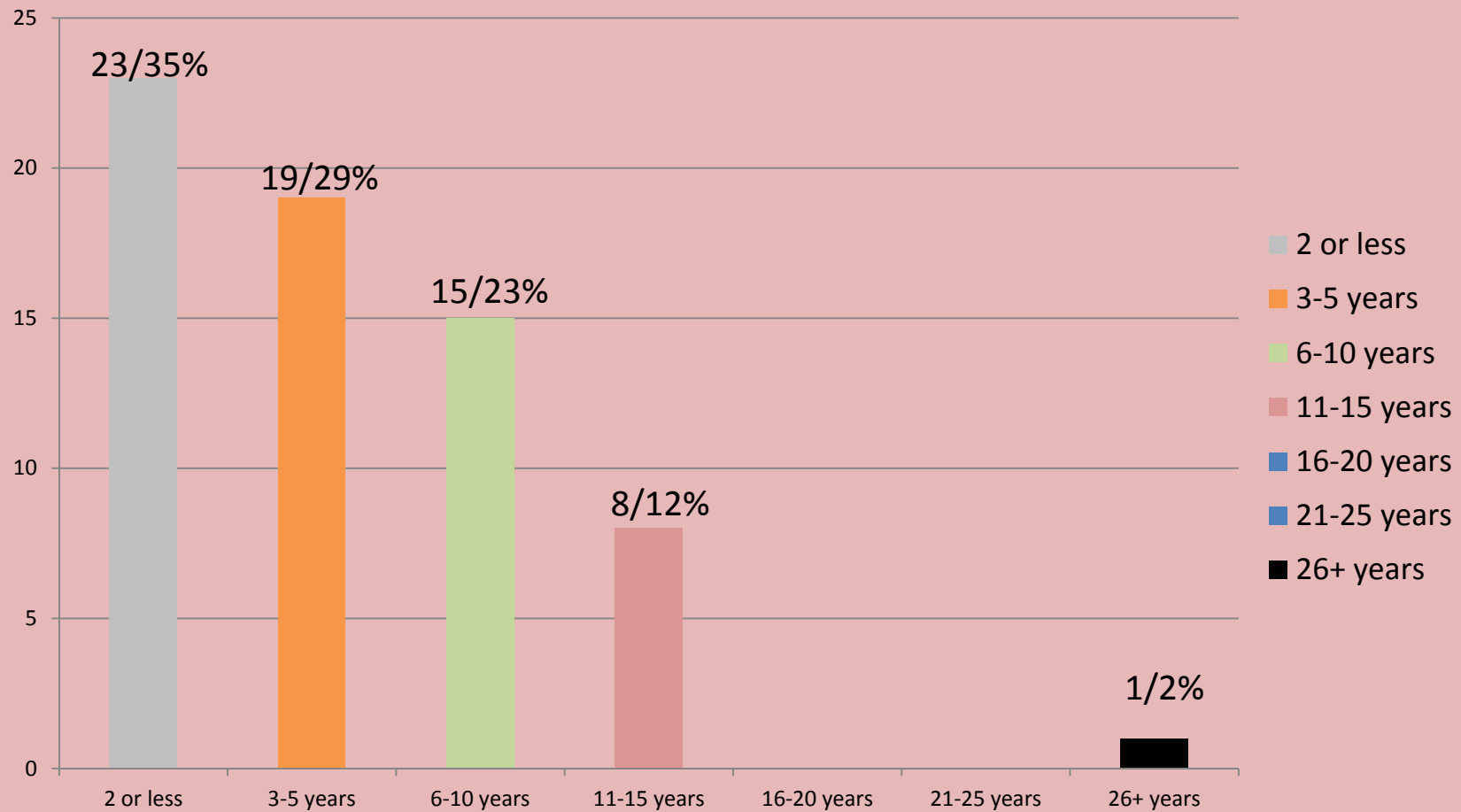
The overwhelming majority of our workers are in ministry for the “long-haul” with more than half serving 11 years or more.

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Current Ministry Position

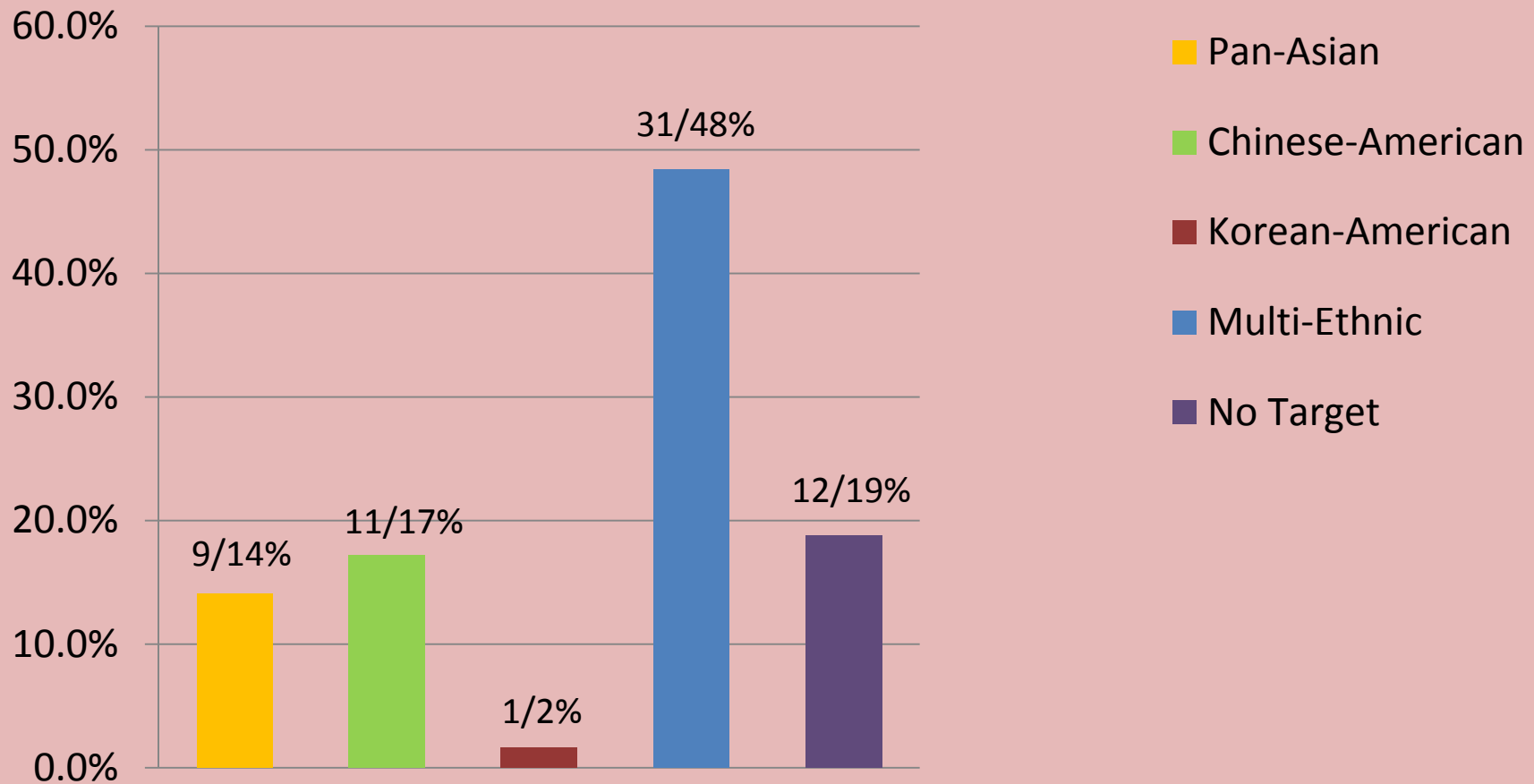


Years in Current Position



The vast majority of our pastors 42/64% have 5 years or less in their current positions. This can reflect an influx of new workers, church transfers, or a combination of both.

Seeking to Grow a...Church



This chart reflects the fact that unlike most Chinese-American pastors, Korean-American pastors almost always choose to plant or grow a multi-ethnic church.

Congregation Size

