

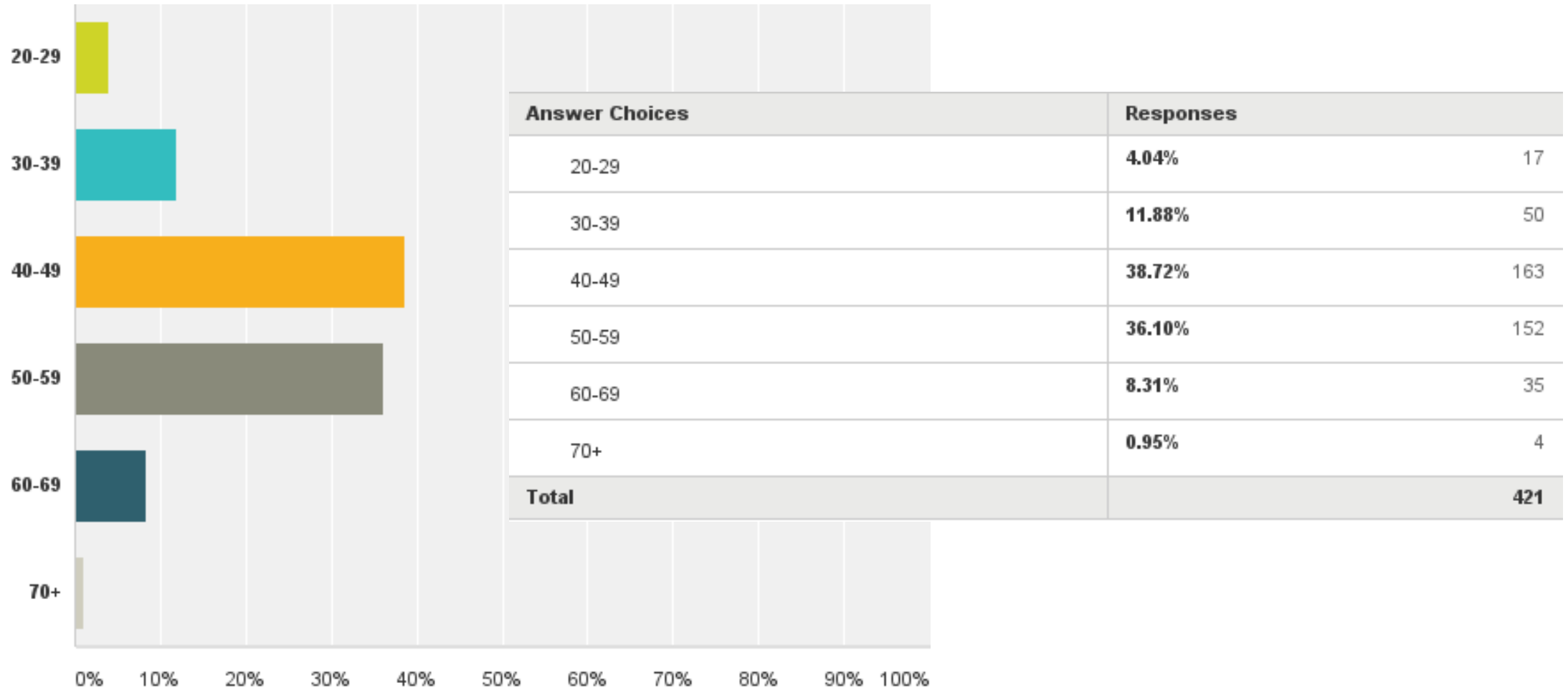
ICOC 3.0 Leadership Survey Results

Final
March 2016

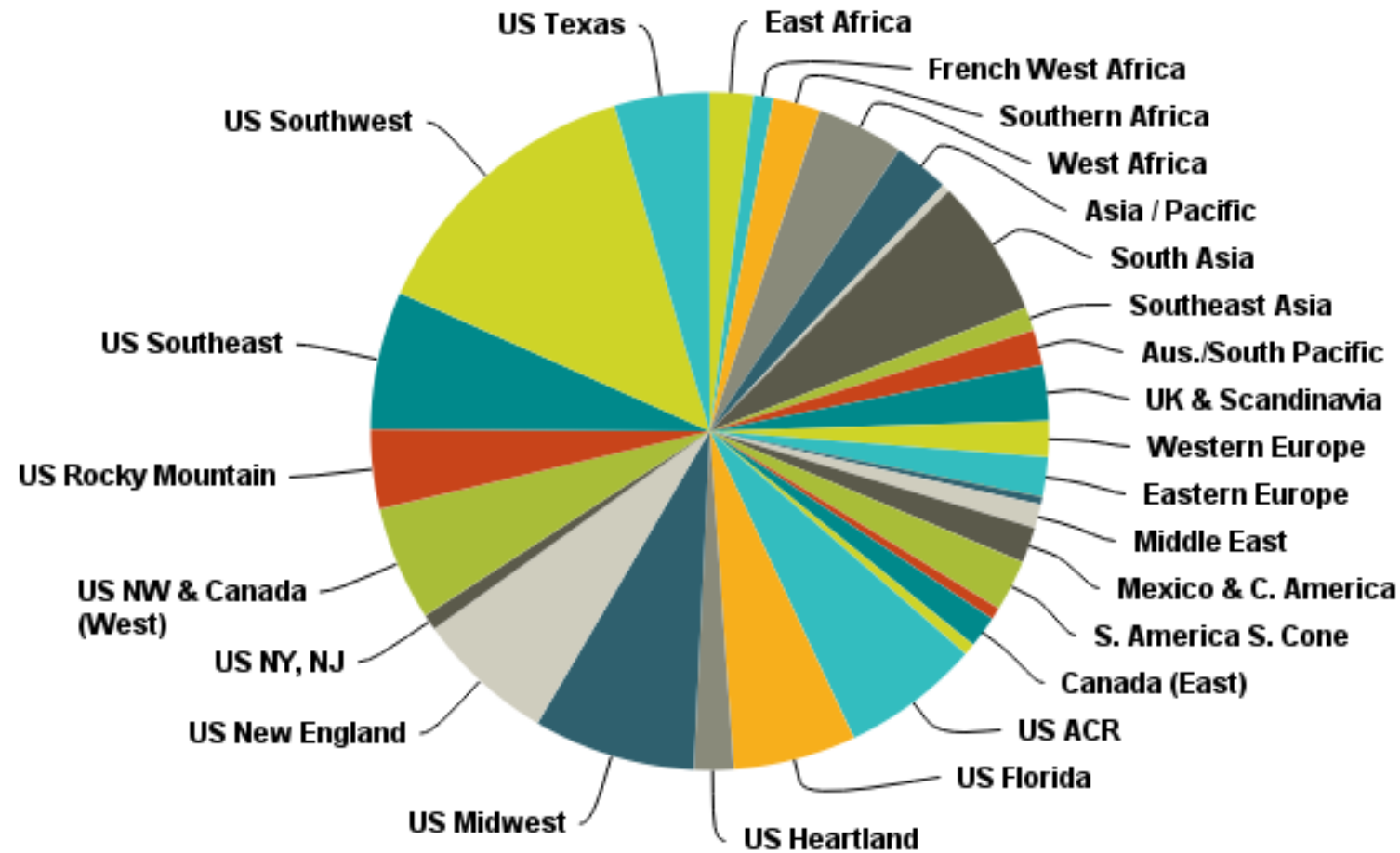
Survey Results Overview

- Survey initiated by the Chairmen Service Team
- Sent to 1,700+
 - Those designated evangelists, teachers, elders, elder's wives, women's ministry leaders, and administrators in the DT database
 - Some overlap may have occurred with leaders having multiple emails in our system
 - They were asked to share with leaders in their regions.
- 530 completed surveys

Q2: Age range (introduced 1/3 into survey)



Q3: Regional Family of Churches



Q3: Regional Family of Churches

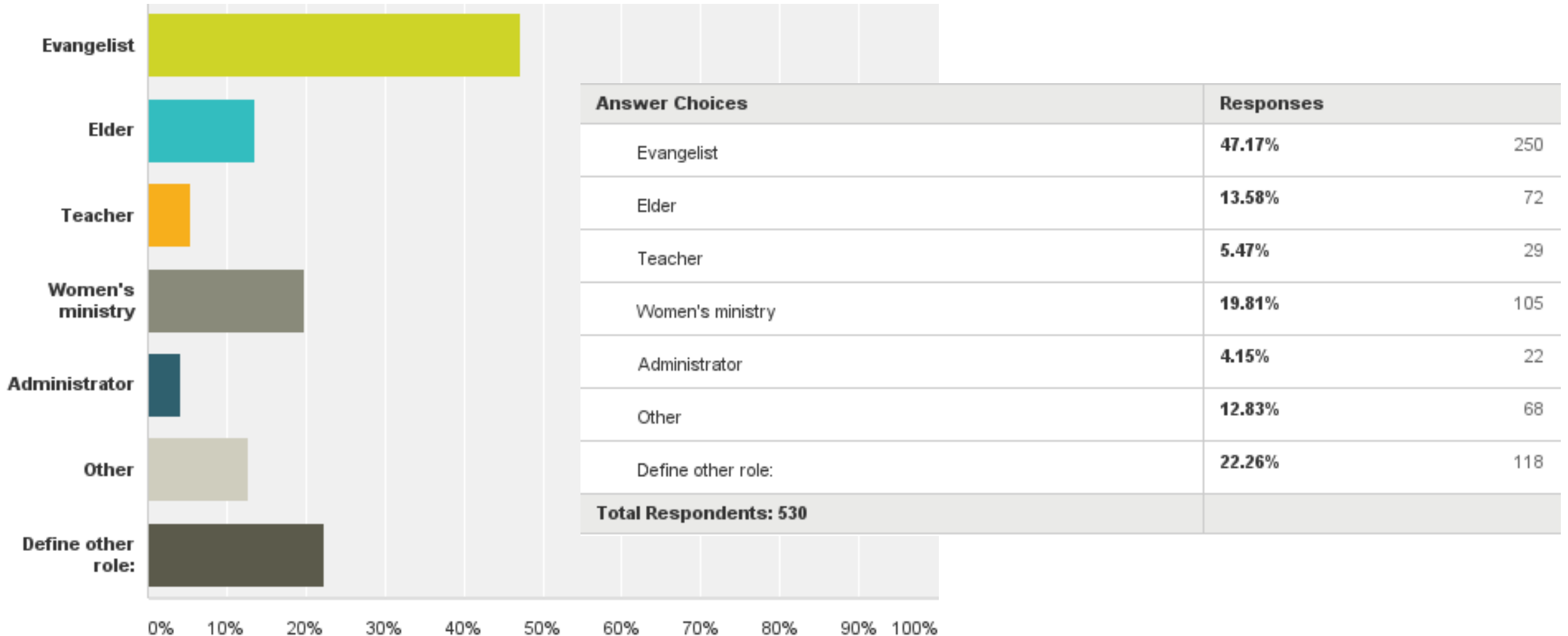
Answer Choices	Responses	
East Africa	2.08%	11
French West Africa	0.94%	5
Southern Africa	2.26%	12
West Africa	4.15%	22
Asia / Pacific	2.64%	14
China	0.38%	2
South Asia	6.60%	35
Southeast Asia	1.13%	6
Aus./South Pacific	1.70%	9
UK & Scandinavia	2.64%	14
Western Europe	1.70%	9
Eastern Europe	1.89%	10
Eastern Eurasia - Novosibirsk	0.00%	0
NW Eurasia - St. Petersburg	0.00%	0
Western Eurasia - Moscow	0.38%	2
Middle East	1.13%	6

Mexico & C. America	1.70%	9
S. America S. Cone	2.45%	13
S. America Andean	0.57%	3
Canada (East)	1.51%	8
Caribbean	0.57%	3
US ACR	6.60%	35
US Florida	5.85%	31
US Heartland	1.89%	10
US Midwest	7.74%	41
US New England	6.60%	35
US NY, NJ	0.75%	4
US NW & Canada (West)	5.47%	29
US Rocky Mountain	3.77%	20
US Southeast	6.60%	35
US Southwest	13.77%	73
US Texas	4.53%	24
Total		530

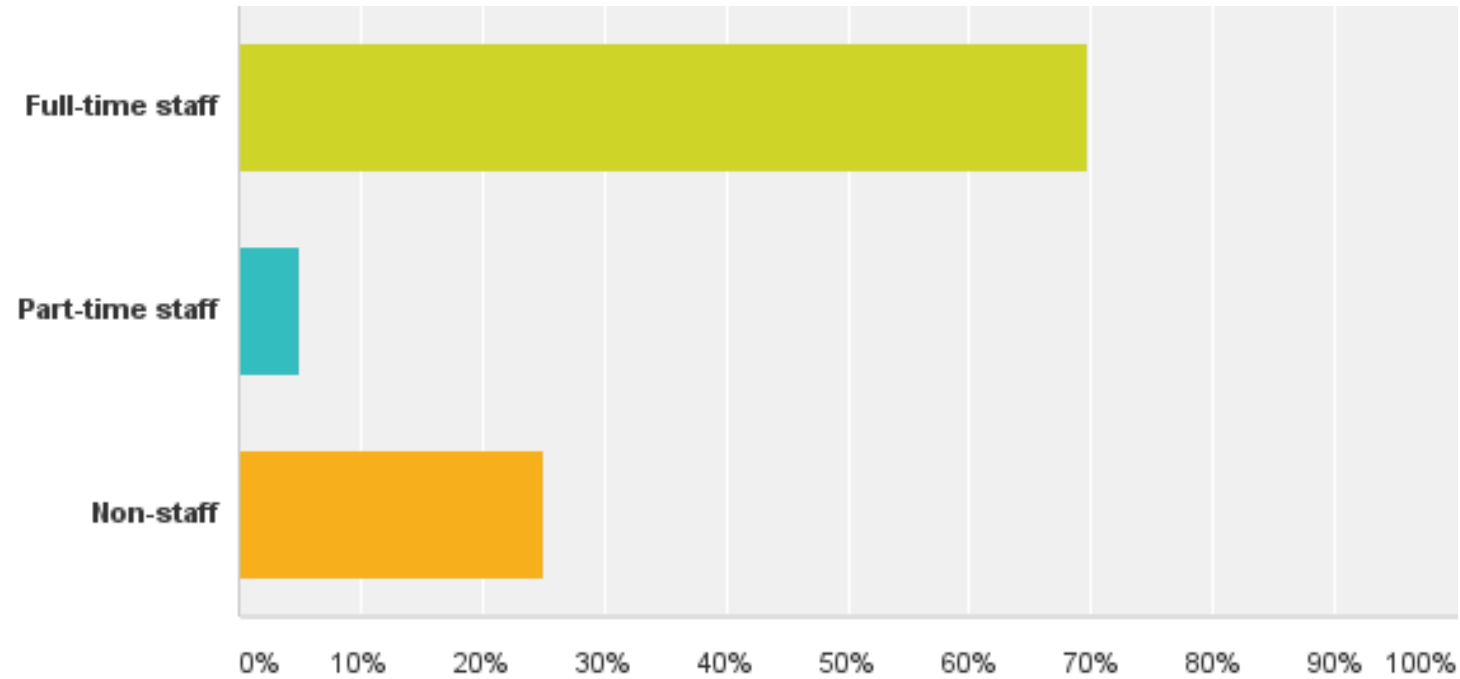
Q4-35: Responses by Home Church

- Number of responses per church
- Regional Chairmen and Delegates will receive results for their region and overall summary and analysis.

Q36: Church Role: Choose all that apply

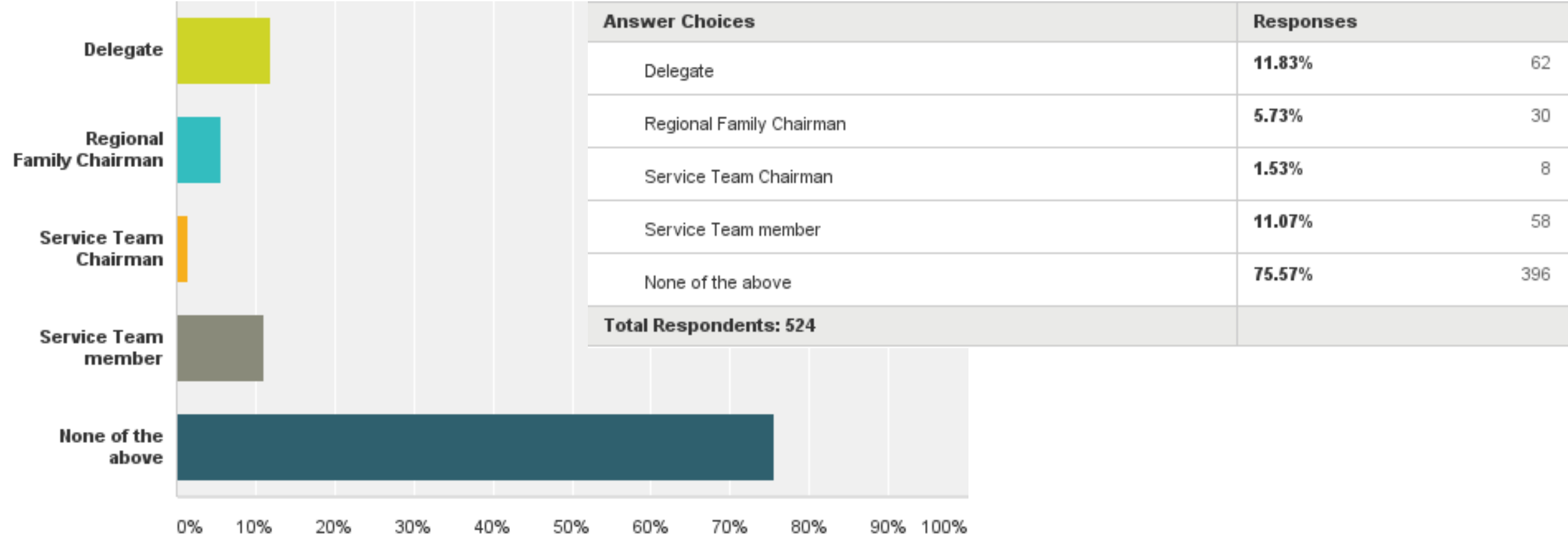


Q37: Staff role:

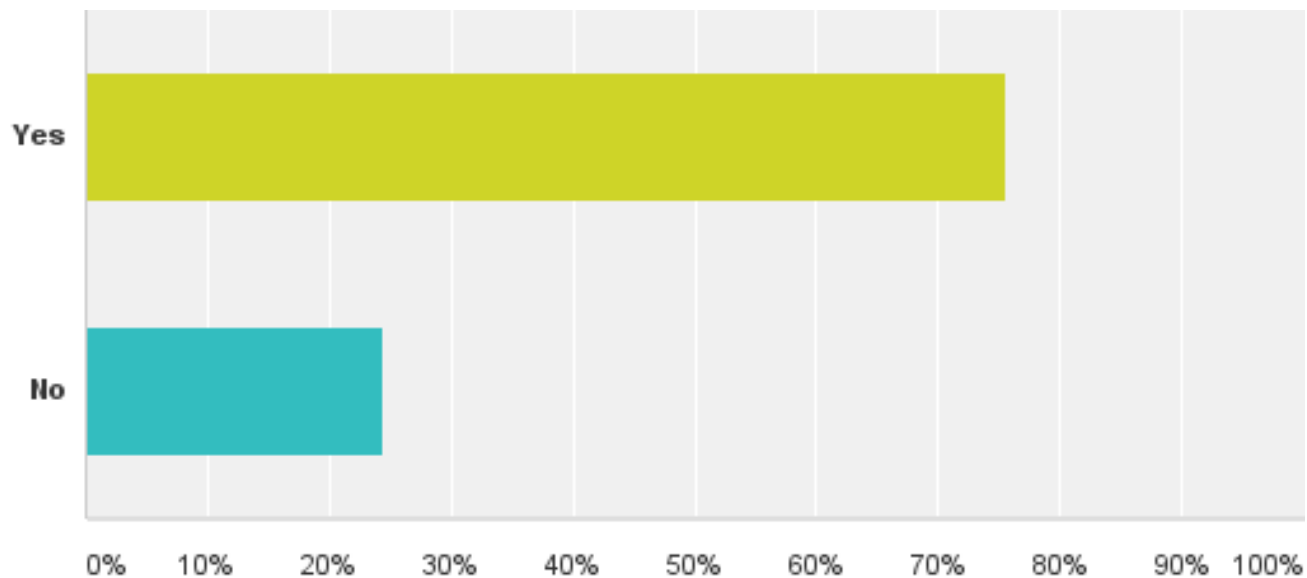


Answer Choices	Responses	
Full-time staff	69.81%	370
Part-time staff	5.09%	27
Non-staff	25.09%	133
Total		530

Q38: ICOC Leadership Role: Choose all that apply

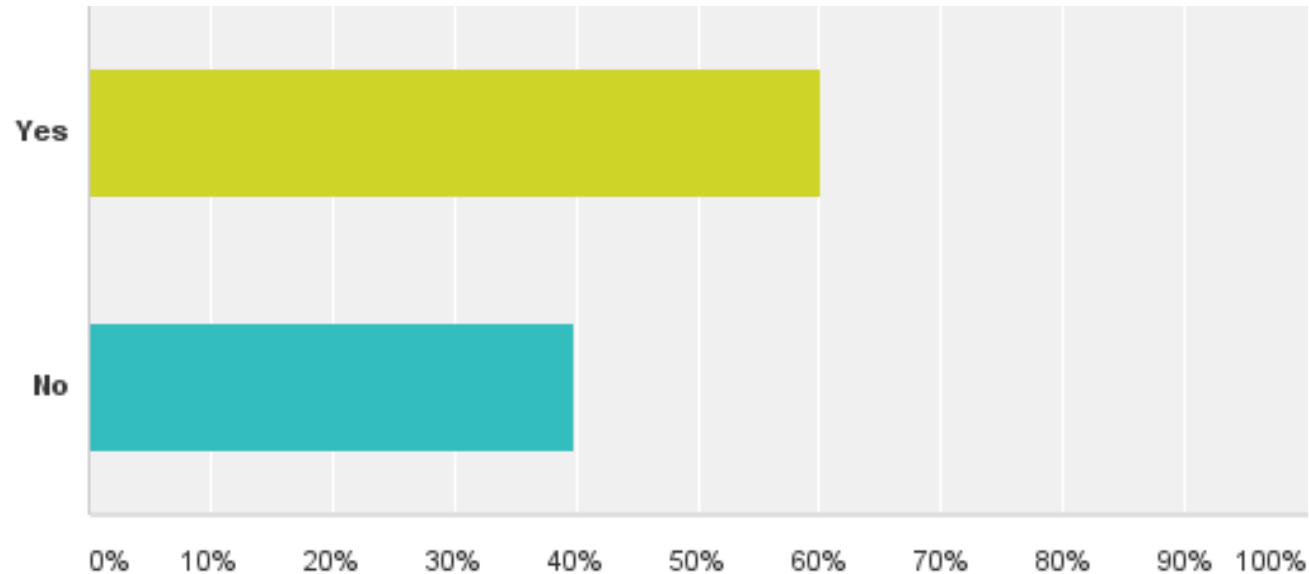


Q39: Do you know who the Delegates are in your Regional Family of Churches?



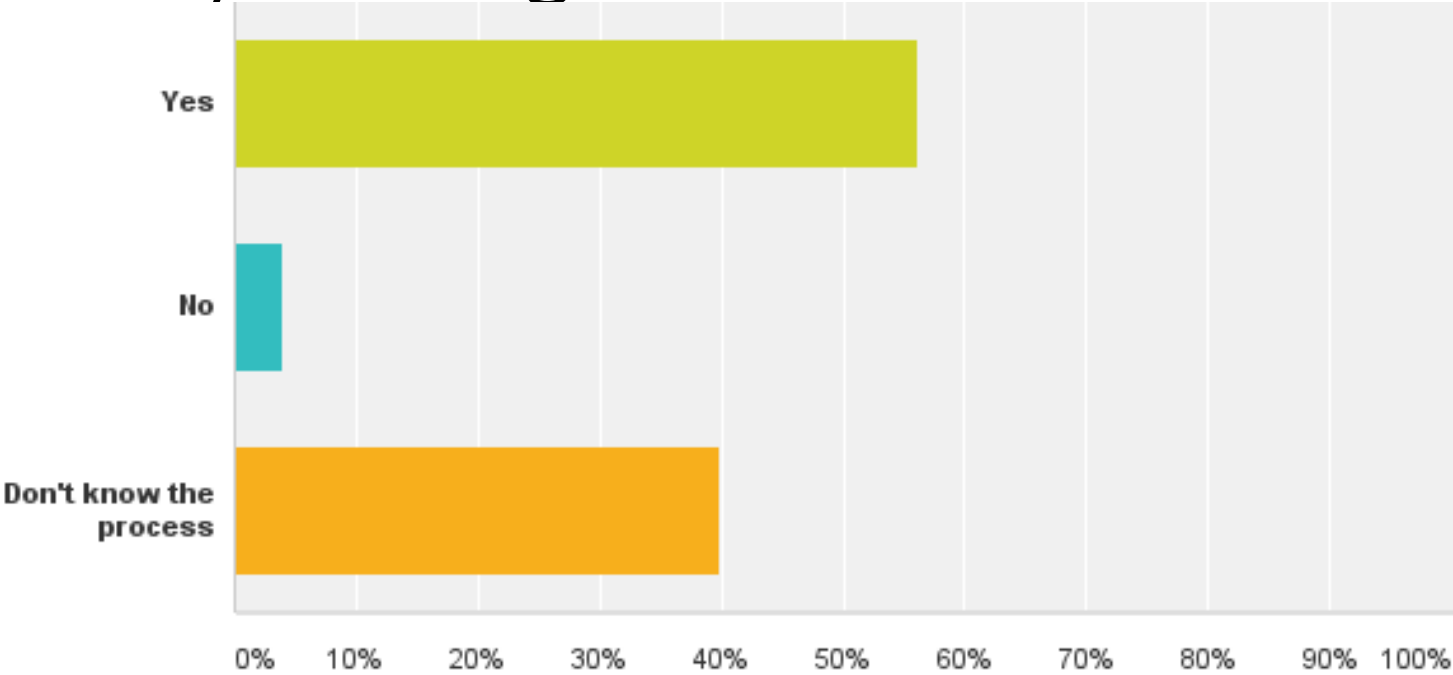
Answer Choices	Responses	
Yes	75.47%	400
No	24.53%	130
Total		530

Q40: Do you understand how Delegates and Service Team members are selected?



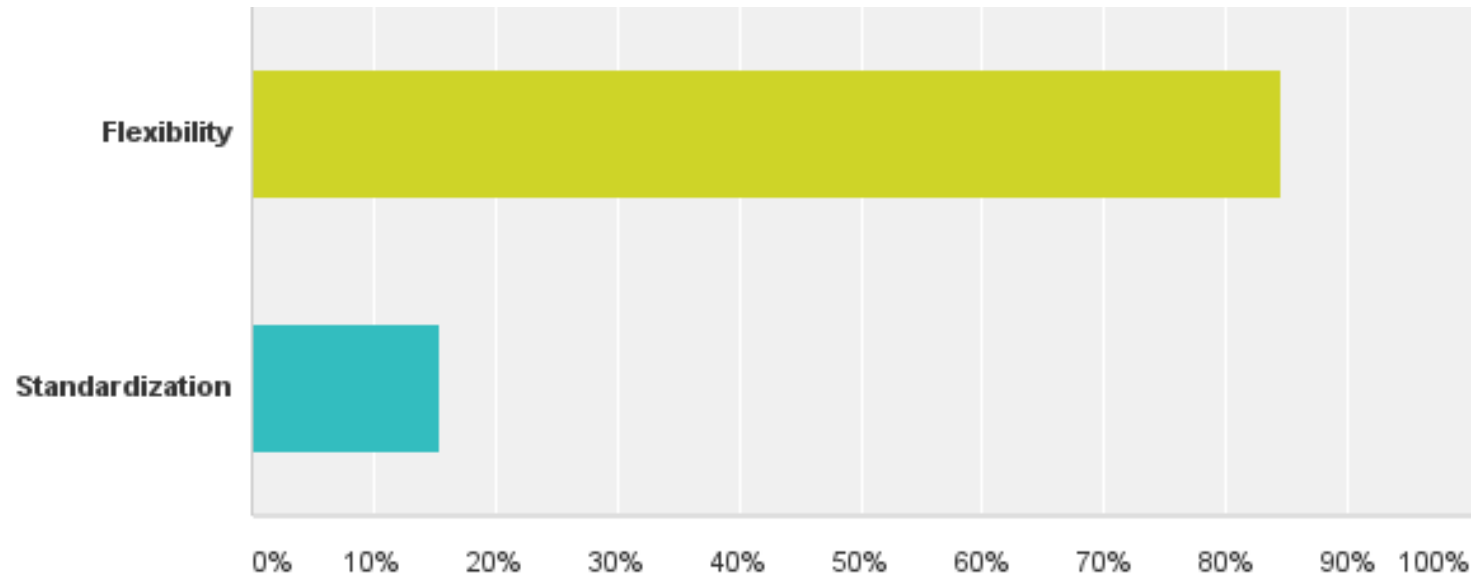
Answer Choices	Responses	
Yes	60.19%	319
No	39.81%	211
Total	530	

Q41: Do you think the Delegate selection process is fair in your Region?

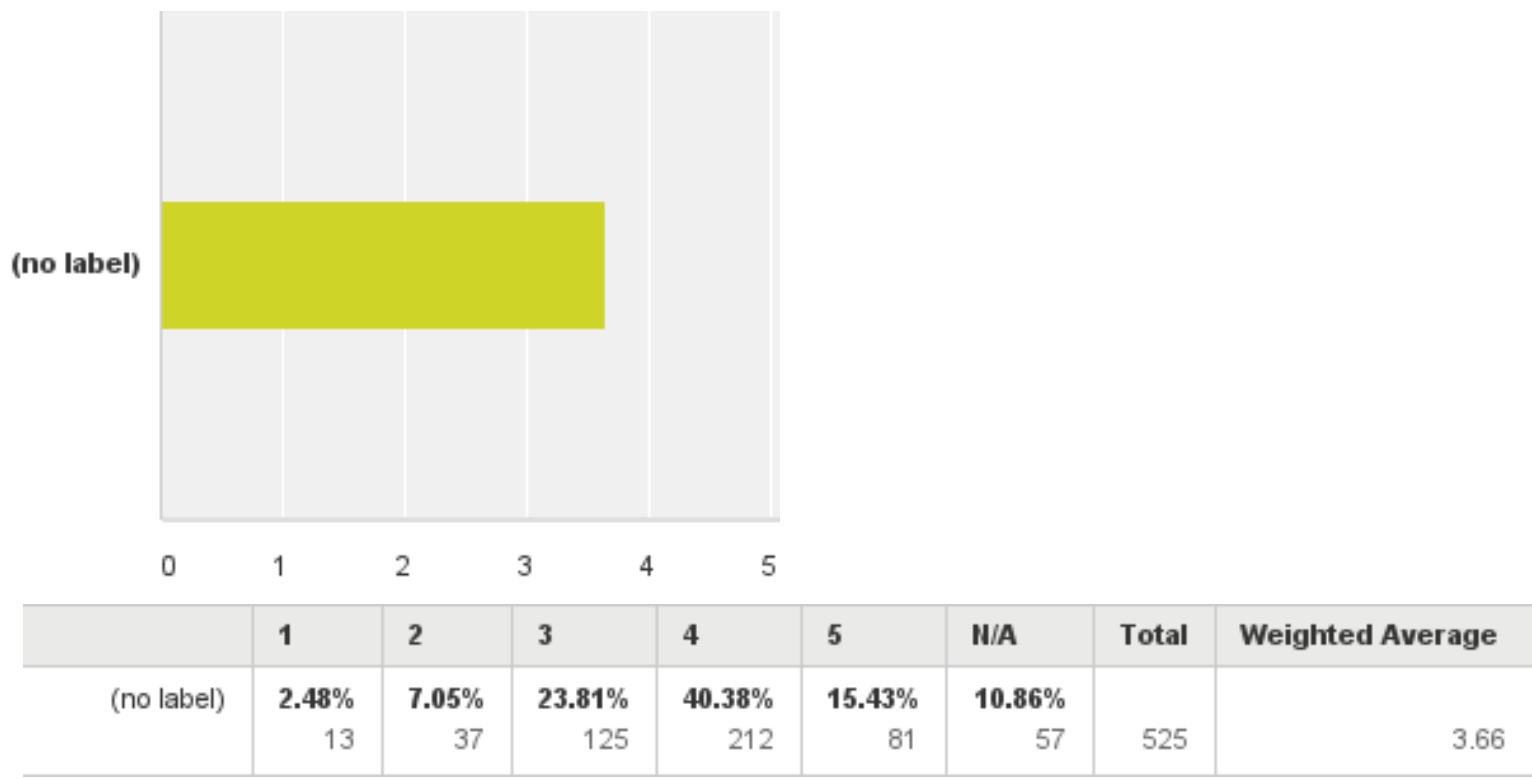


Answer Choices	Responses	
Yes	56.23%	298
No	3.96%	21
Don't know the process	39.81%	211
Total	530	

Q42: Currently, each regional family of churches creates their own method of selecting their delegates. Do you favor continuing to allow flexibility in the selection or would you recommend standardizing the practice among all families of churches?

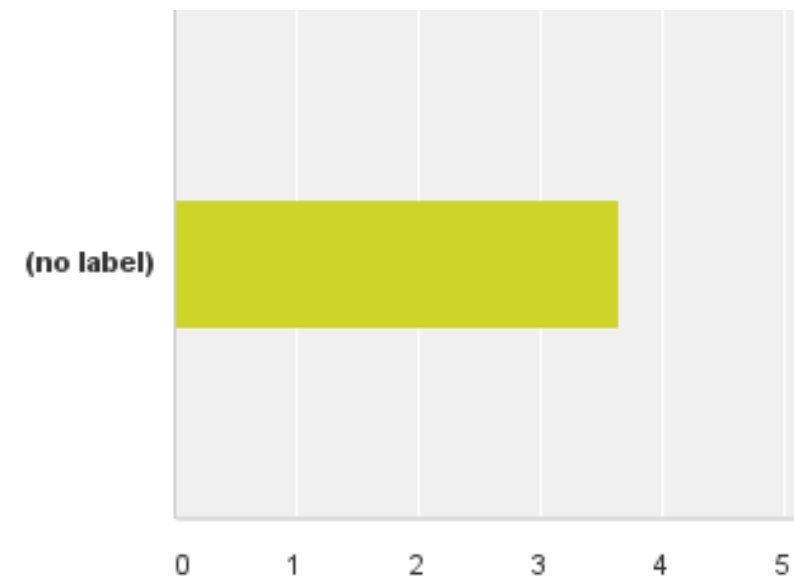


Q43: Click here to read the ICOC Delegates Selection, Roles and Responsibilities. The role is to:
Keep the leaders in your region of the world connected to leaders in the other regions of the world;
Help churches in your region stay connected and united with each other; Give input to and cooperate with the Service Teams; Help see that struggling churches receive attention. Evaluate the effectiveness of the Delegates role:



244 comments

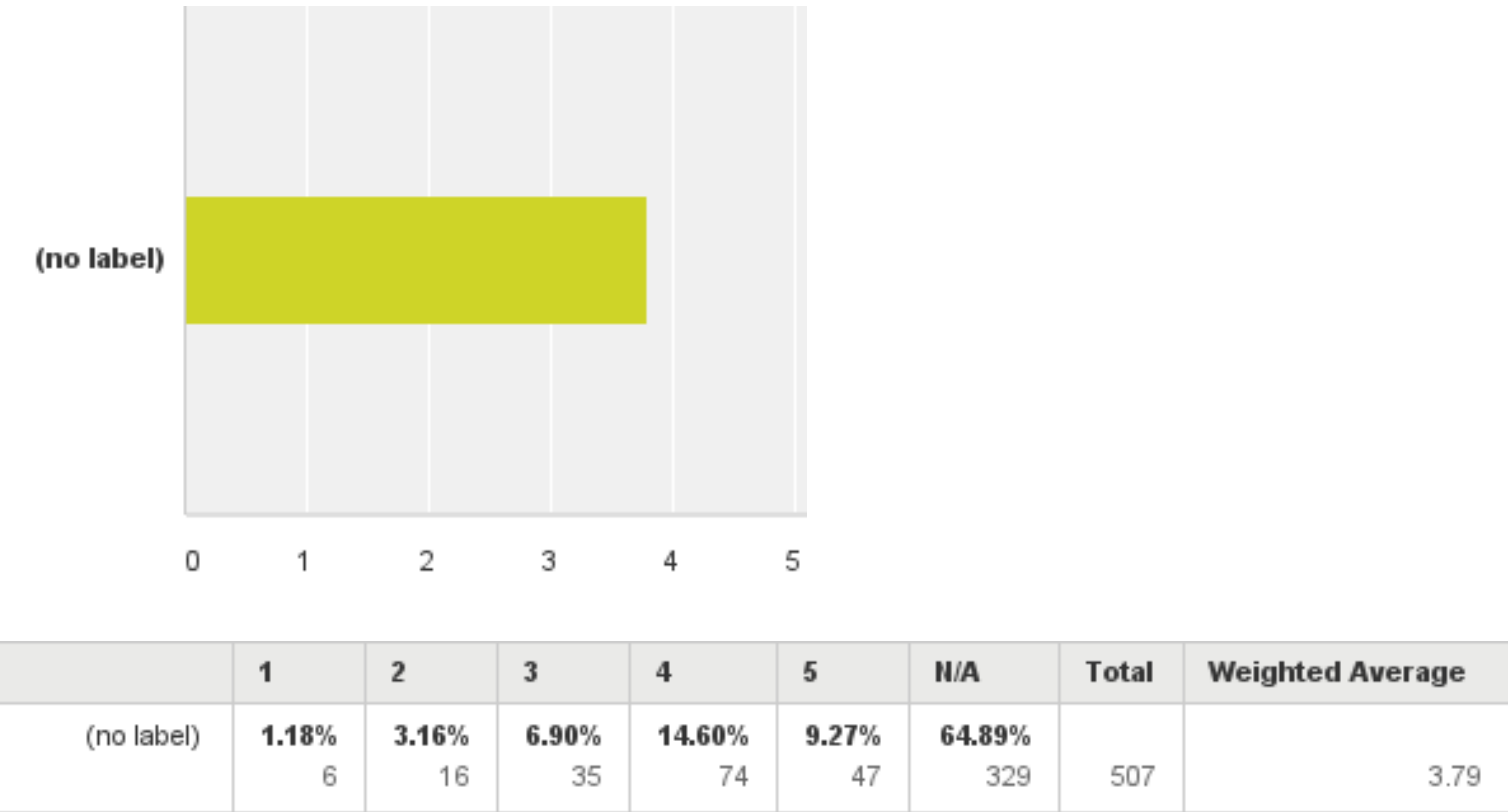
Q44: Evaluate the effectiveness of the Service Teams:



	1	2	3	4	5	N/A	Total	Weighted Average
(no label)	2.51% 13	5.42% 28	21.86% 113	33.85% 175	14.12% 73	22.24% 115	517	3.66

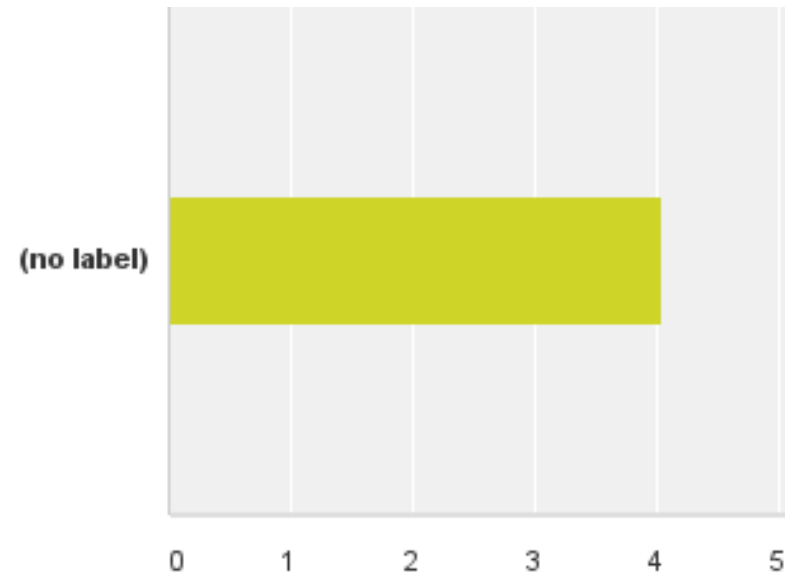
209 comments

Q45: If you have ever attended a Delegates Meeting, evaluate the effectiveness of the Delegates Meetings:



100 comments

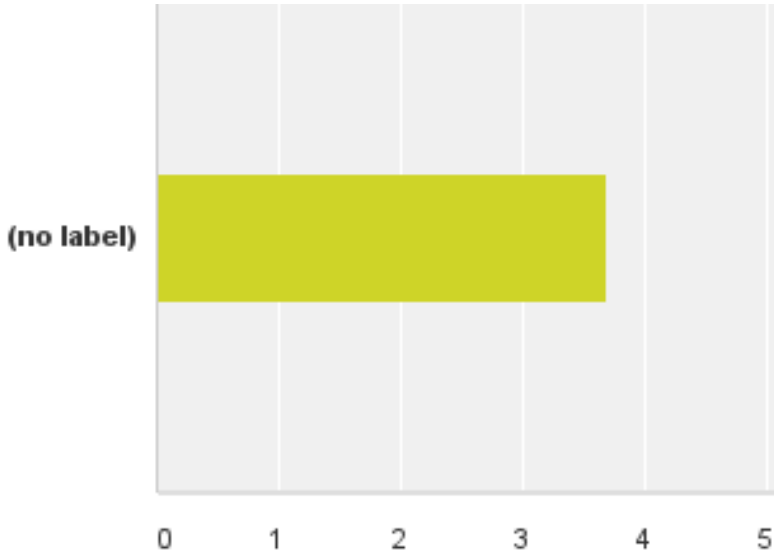
Q46: If you have ever attended an ILC, evaluate the effectiveness of the International Leadership Conference:



	1	2	3	4	5	N/A	Total	Weighted Average
(no label)	0.78% 4	3.32% 17	12.89% 66	35.94% 184	26.17% 134	20.90% 107	512	4.05

199 comments

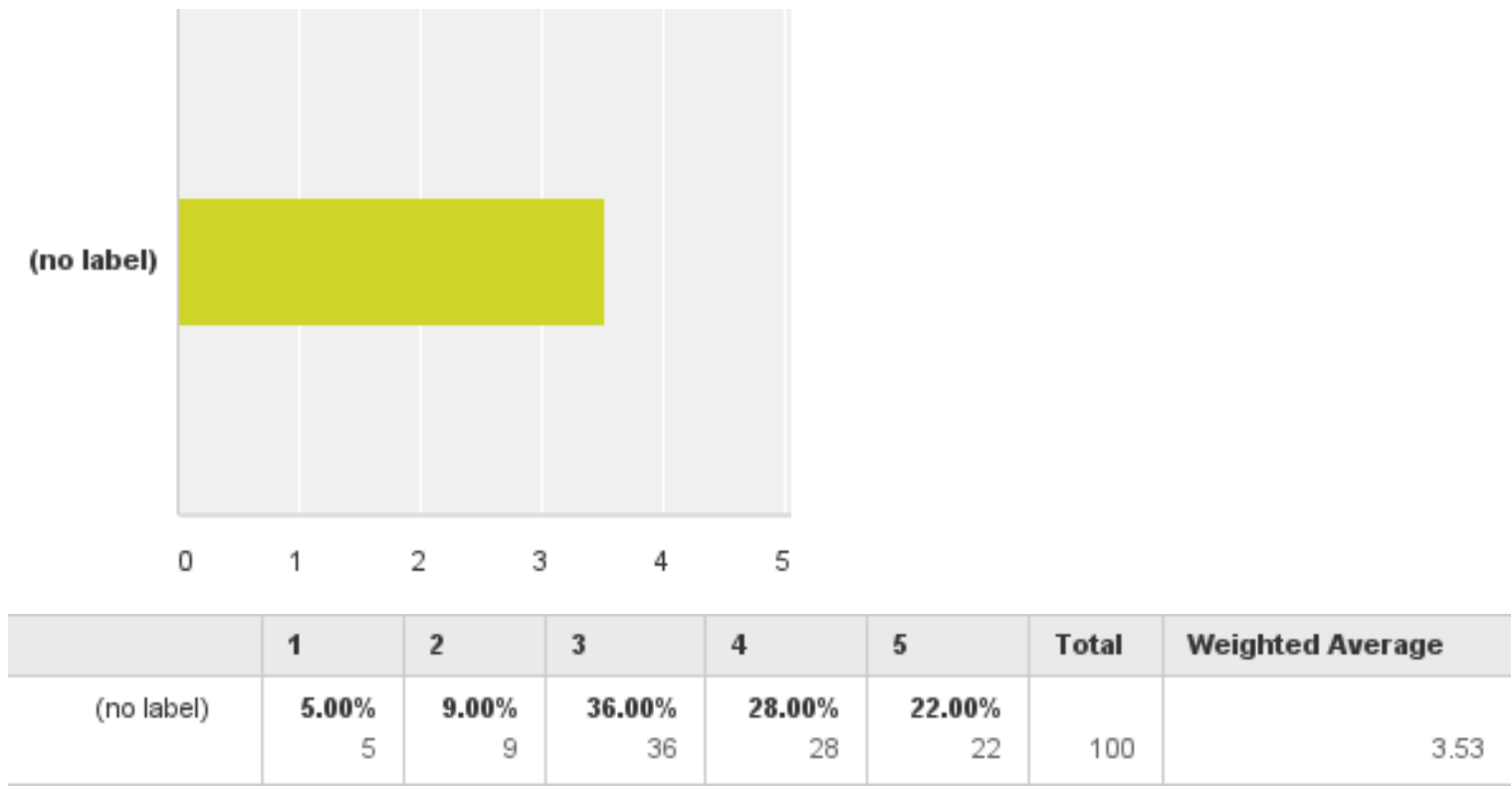
Q47: If you are a Delegate: Evaluate the communication of ICOC leadership information from the Regional Chairmen:



	1	2	3	4	5	Total	Weighted Average
(no label)	7.14% 8	8.93% 10	23.21% 26	29.46% 33	31.25% 35	112	3.69

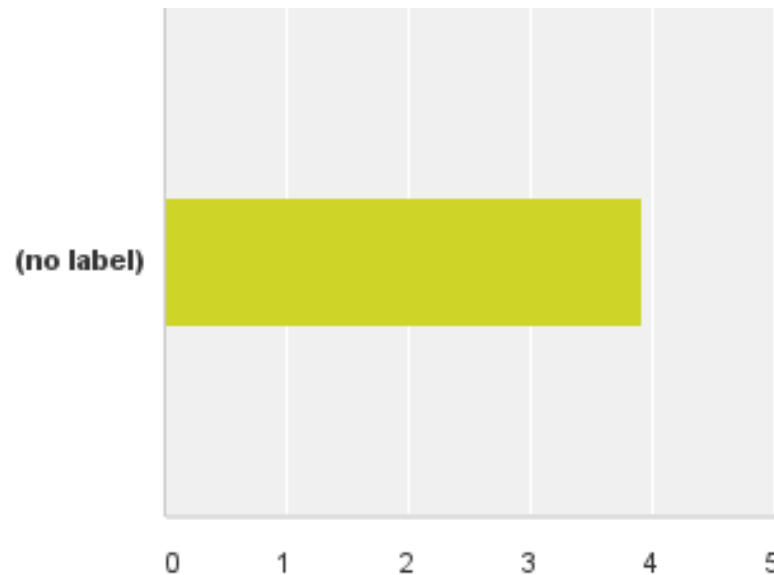
62 comments

Q48: If you are a Delegate: Evaluate the communication of information from the Service Teams:



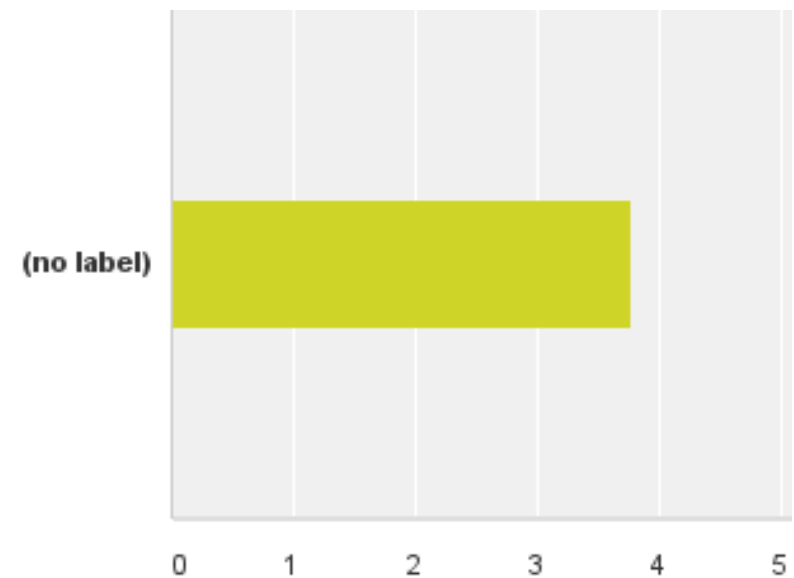
62 comments

Q49: Evaluate the unity among leaders in your Regional Family of Churches:



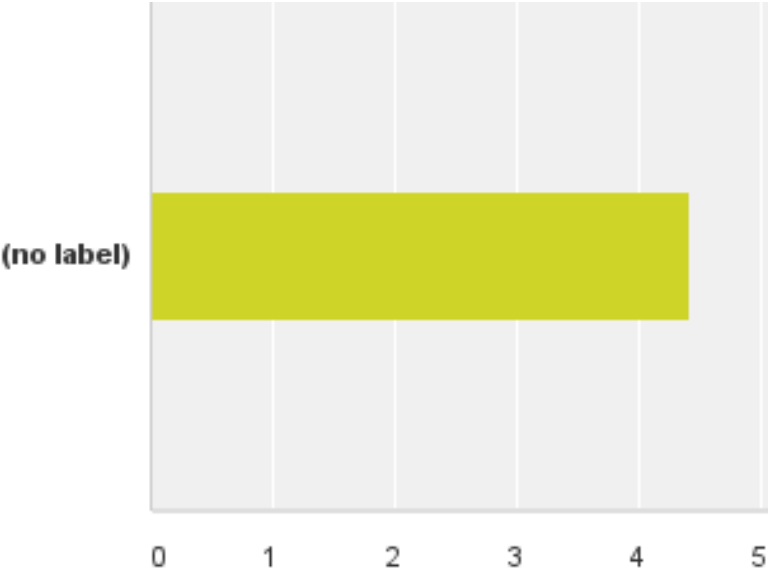
	1	2	3	4	5	Total	Weighted Average
(no label)	1.15% 6	5.37% 28	22.46% 117	41.65% 217	29.37% 153	521	3.93

Q50: Evaluate the unity of your Regional Family of Churches with the rest of our churches.



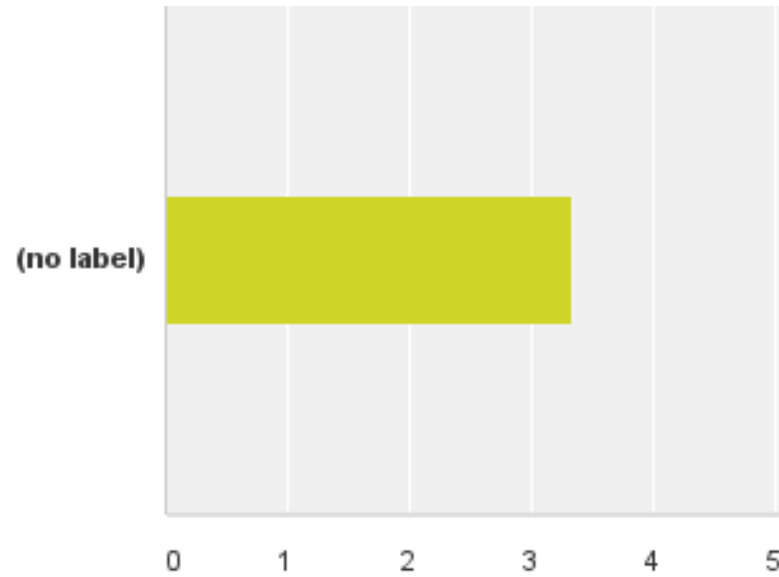
	1	2	3	4	5	Total	Weighted Average
(no label)	1.17% 6	6.61% 34	27.82% 143	43.00% 221	21.40% 110	514	3.77

Q51: What is your enthusiasm level for our global mission?



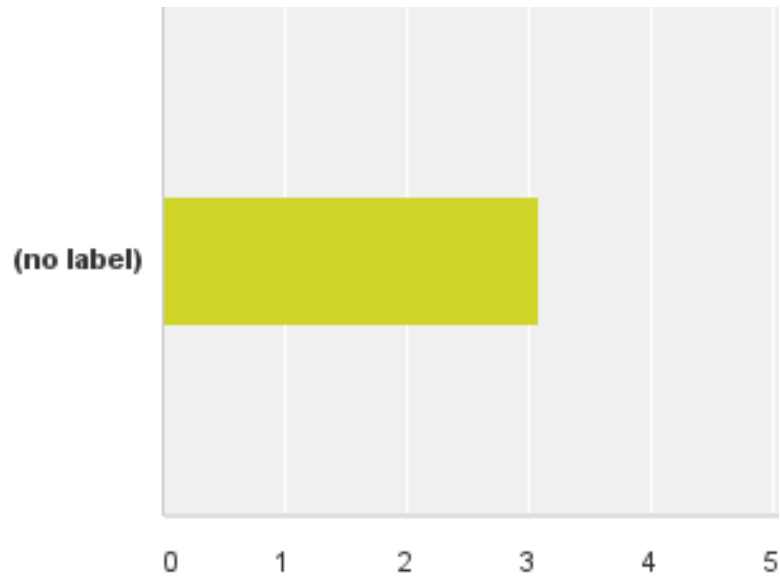
	1	2	3	4	5	Total	Weighted Average
(no label)	0.77% 4	2.30% 12	8.64% 45	30.90% 161	57.39% 299	521	4.42

Q52: How effectively are we working together cross-generationally?



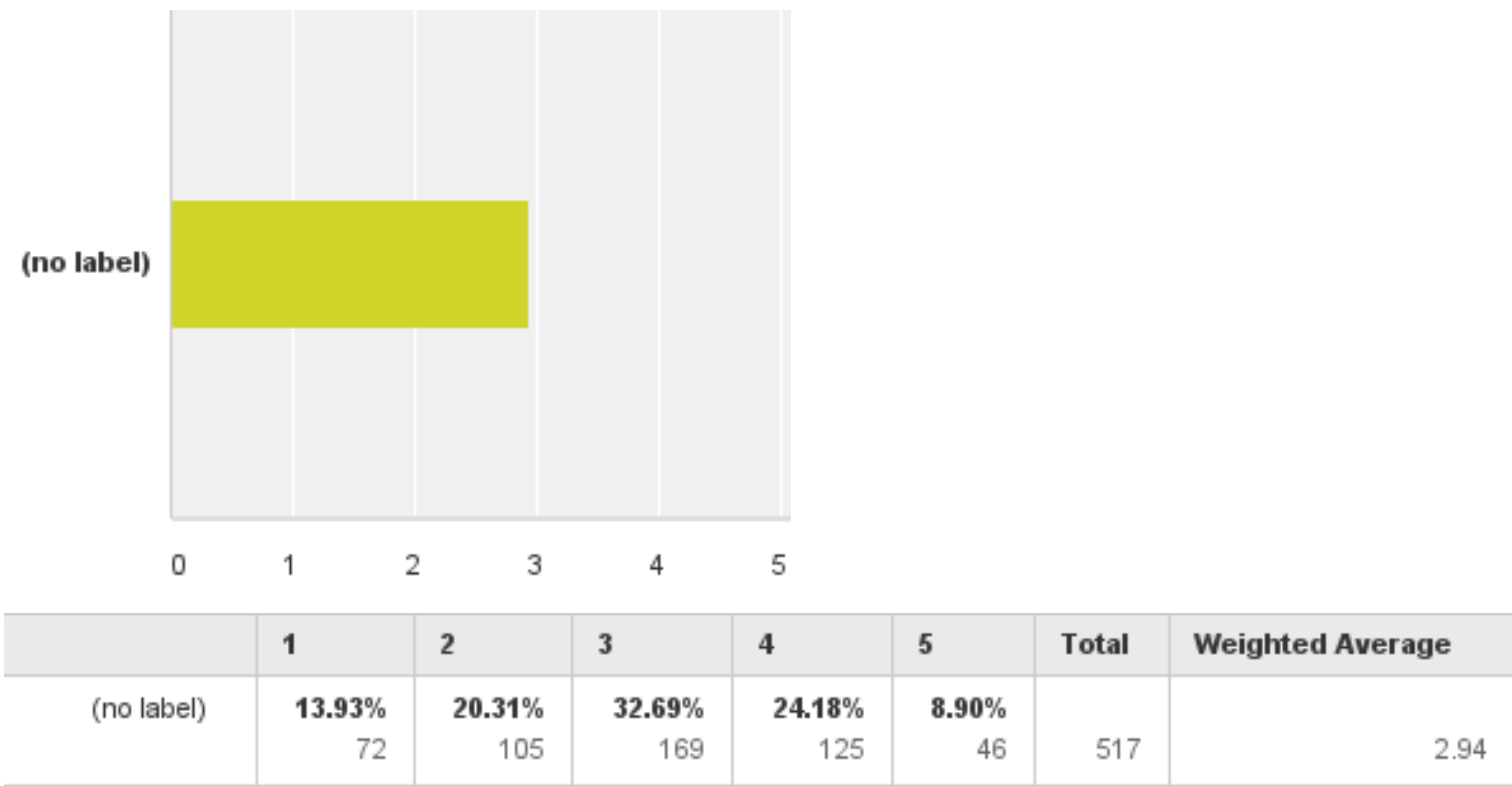
	1	2	3	4	5	Total	Weighted Average
(no label)	2.35% 12	13.89% 71	38.55% 197	37.38% 191	7.83% 40	511	3.34

Q53: How effectively is your region raising up new evangelists?

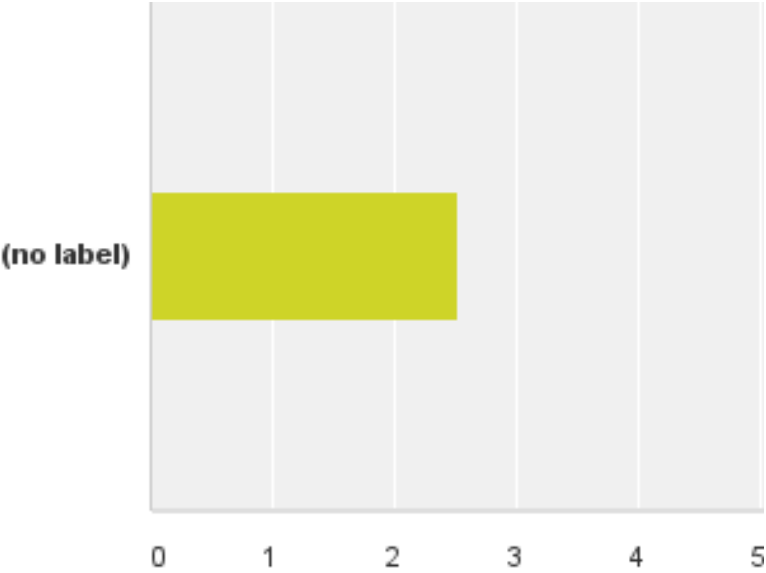


	1	2	3	4	5	Total	Weighted Average
(no label)	7.57% 39	21.17% 109	34.37% 177	27.18% 140	9.71% 50	515	3.10

Q54: How effectively is your region raising up new elders?

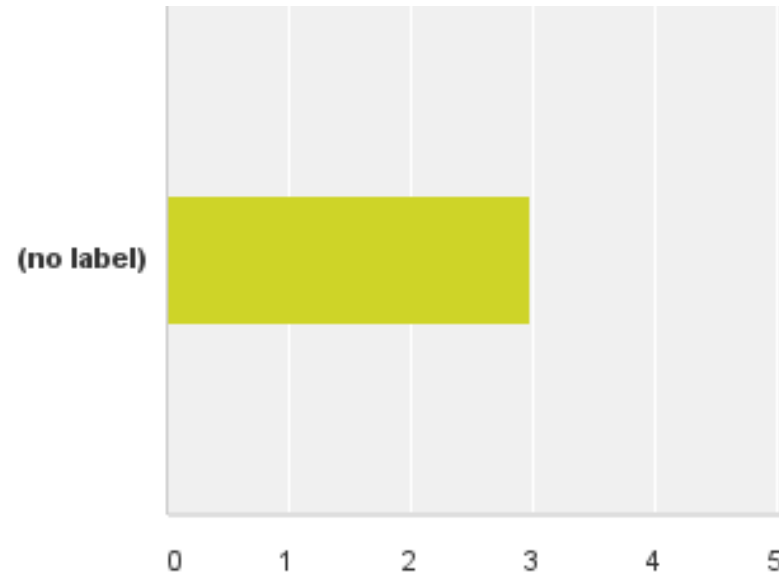


Q55: How effectively is your region raising up new teachers?



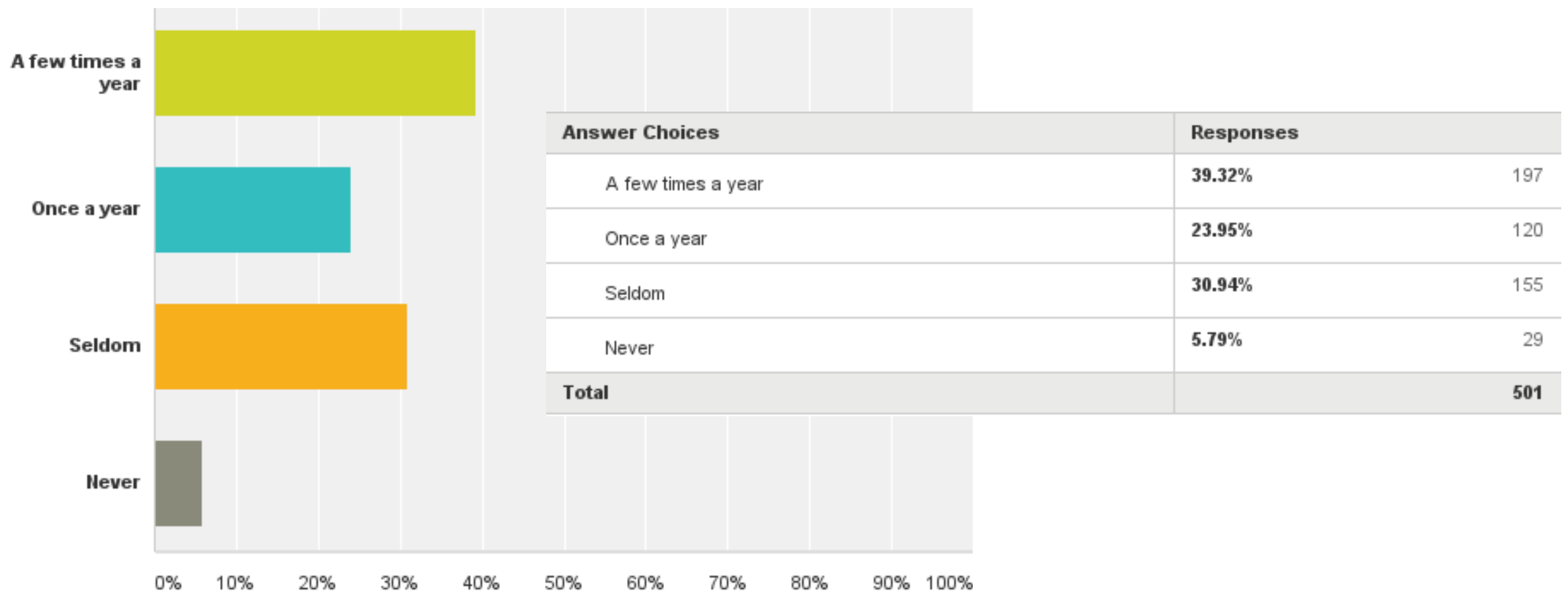
	1	2	3	4	5	Total	Weighted Average
(no label)	20.35% 104	28.57% 146	31.70% 162	16.24% 83	3.13% 16	511	2.53

Q56: How effectively is your region raising up new women leaders?

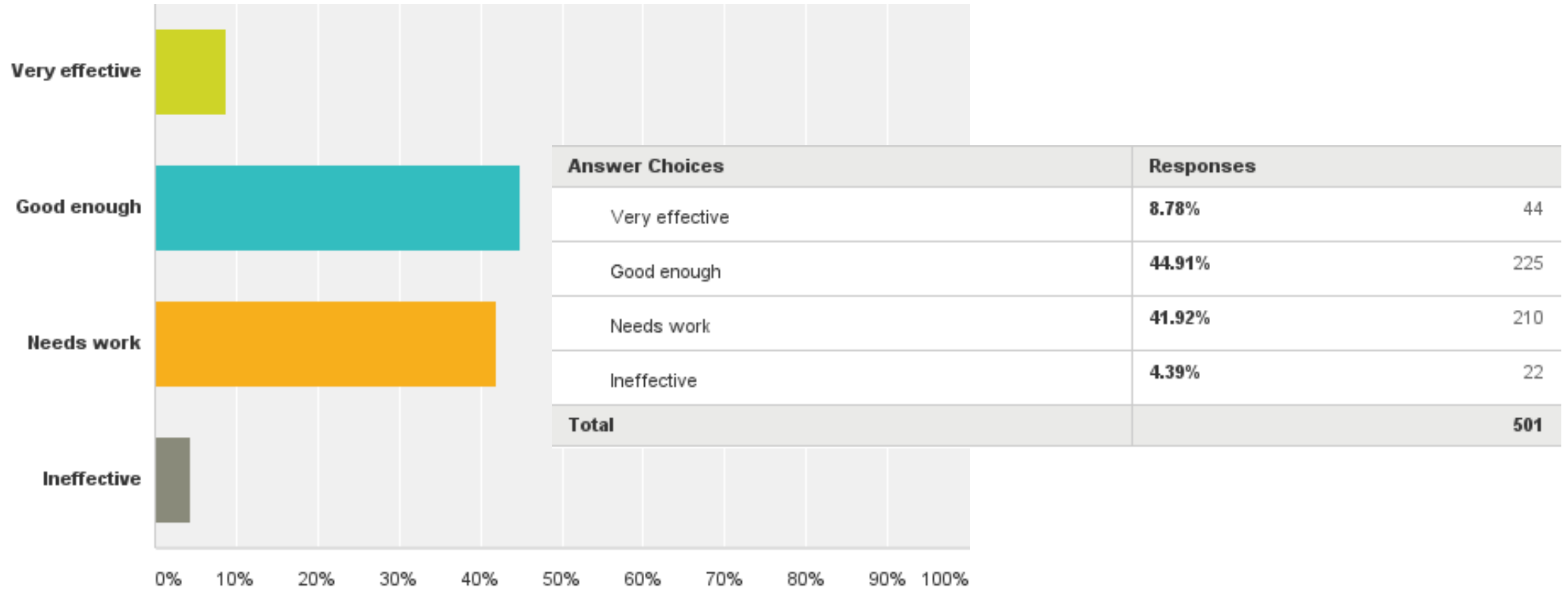


	1	2	3	4	5	Total	Weighted Average
(no label)	9.32% 48	20.78% 107	39.22% 202	22.52% 116	8.16% 42	515	2.99

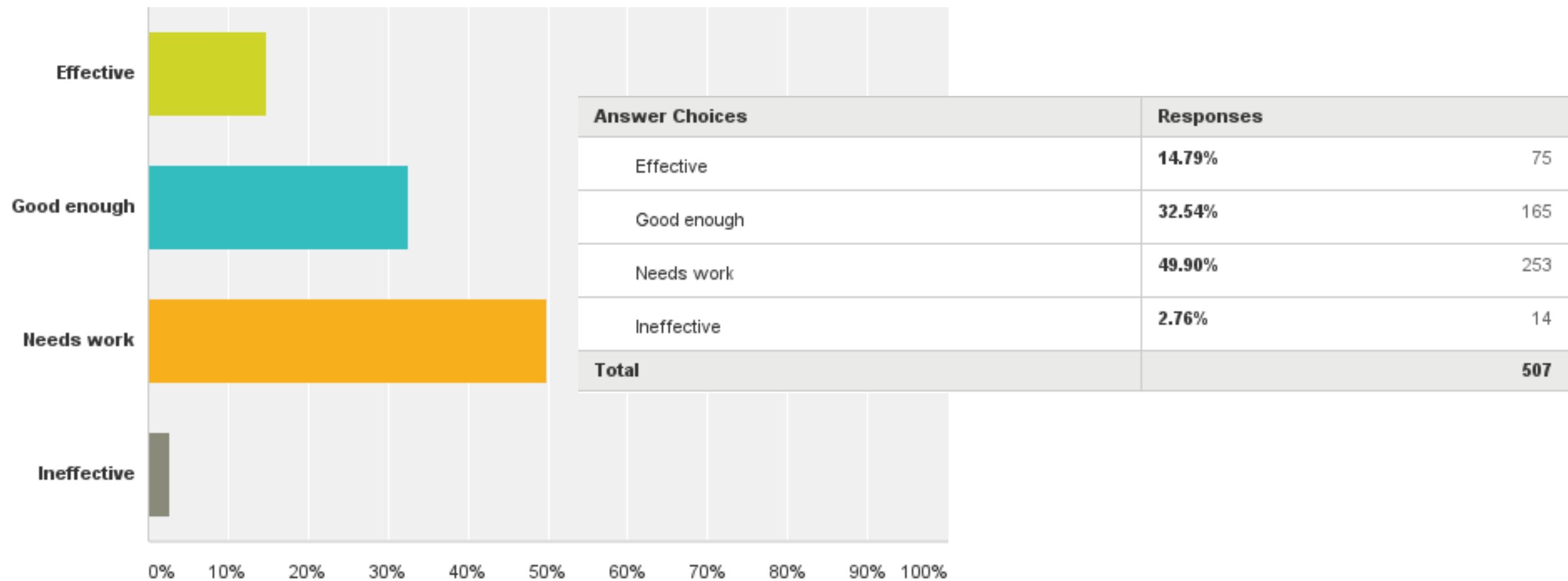
Q57: How often do your Delegates discuss the ICOC proposals, decisions and events in the meetings with the leaders in your region of churches?



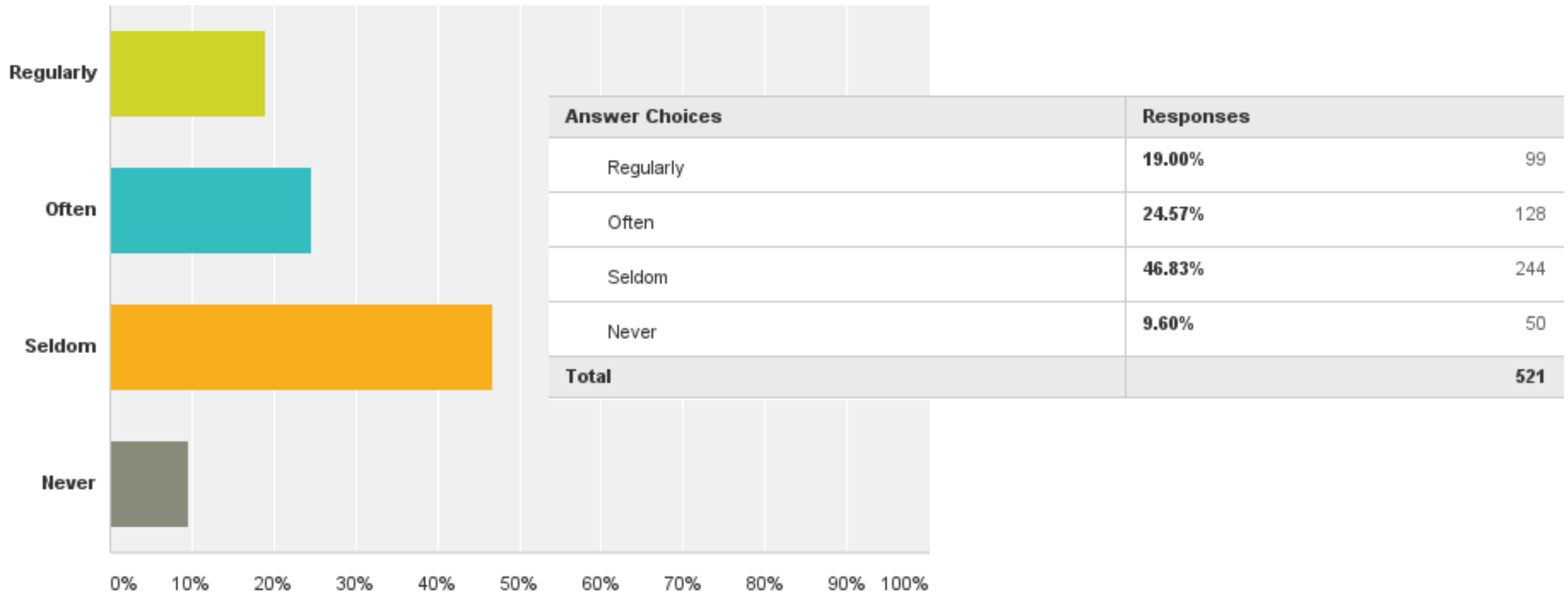
Q58: Is our current system of delegates and service teams an effective structure for leading our fellowship toward maturity, growth and faithfulness?



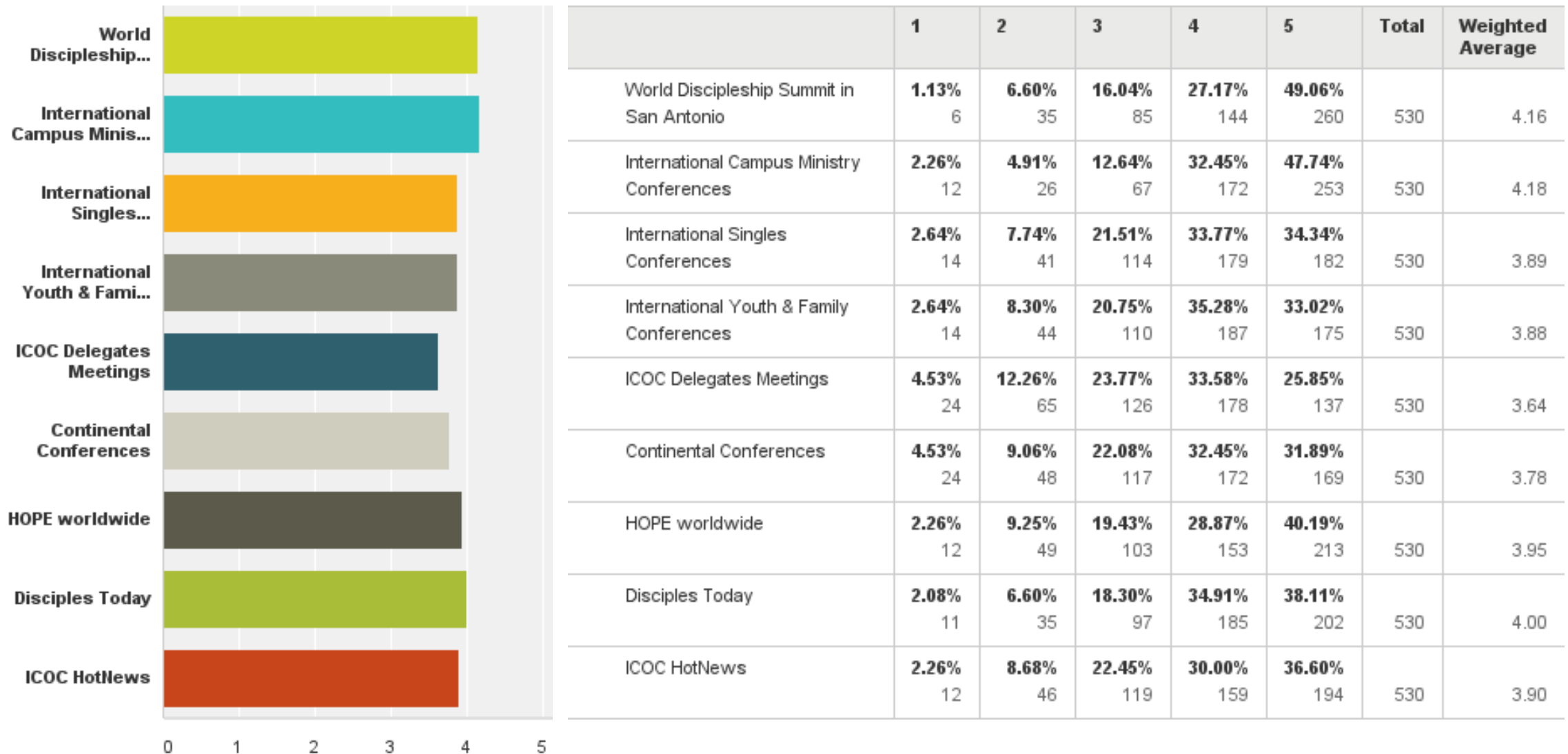
Q59: Does our current structure effectively support global missions and our commission to plant churches all over the world?



Q60: How often does your church show an ICOC HotNews video?



Q61: Evaluate the value of these tools in building the church on a scale of 1-5. 1 = not valuable, 5 = very valuable.

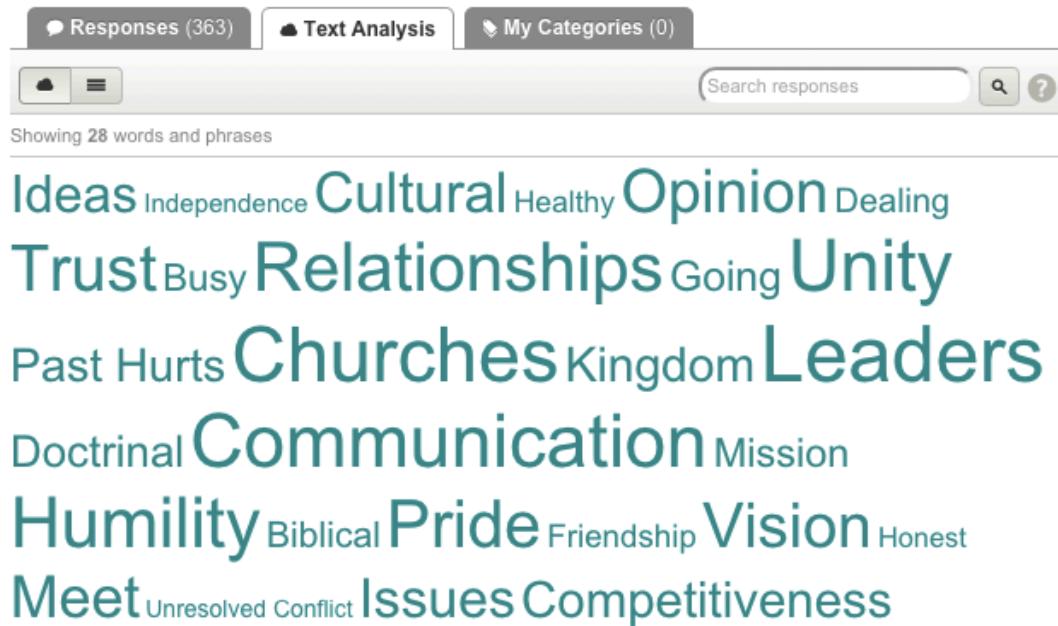


Q62-65: Open-ended Questions

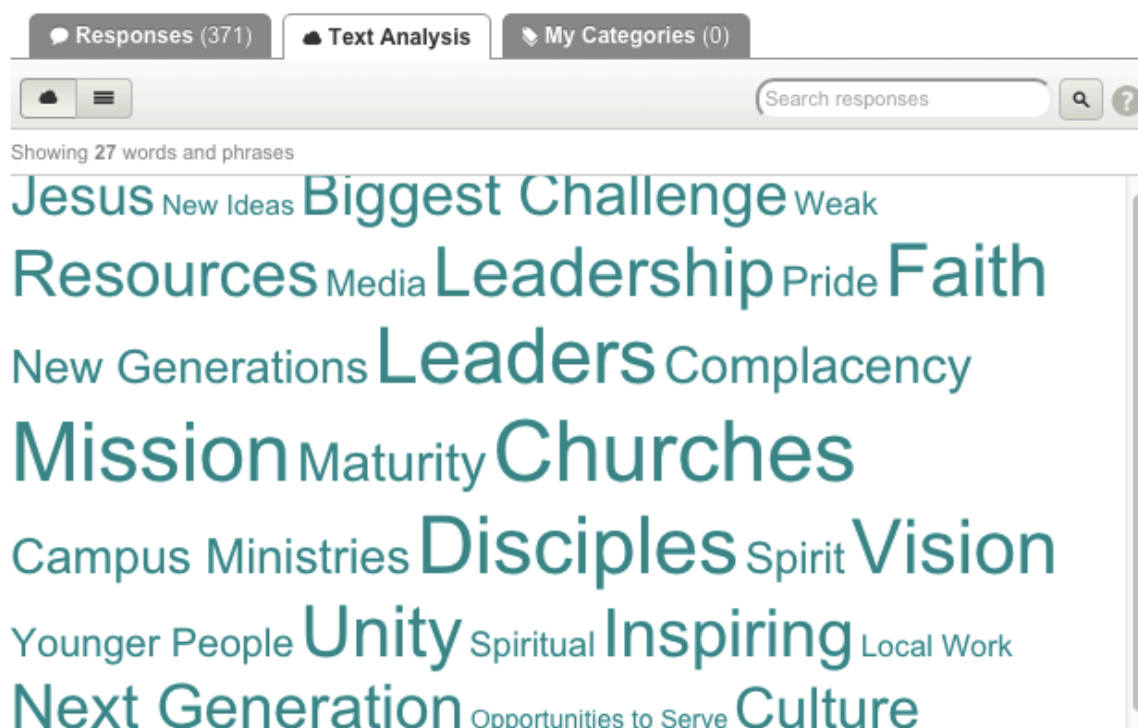
- All comments can be made available to Chairmen and other leaders upon request
- The following Text Analysis bubbles are automatically generated by Survey Monkey. There are more detailed ways to categorize (or view) comments and this can be made available upon request.

Q62: What do you feel is the biggest challenge to unity among leaders?

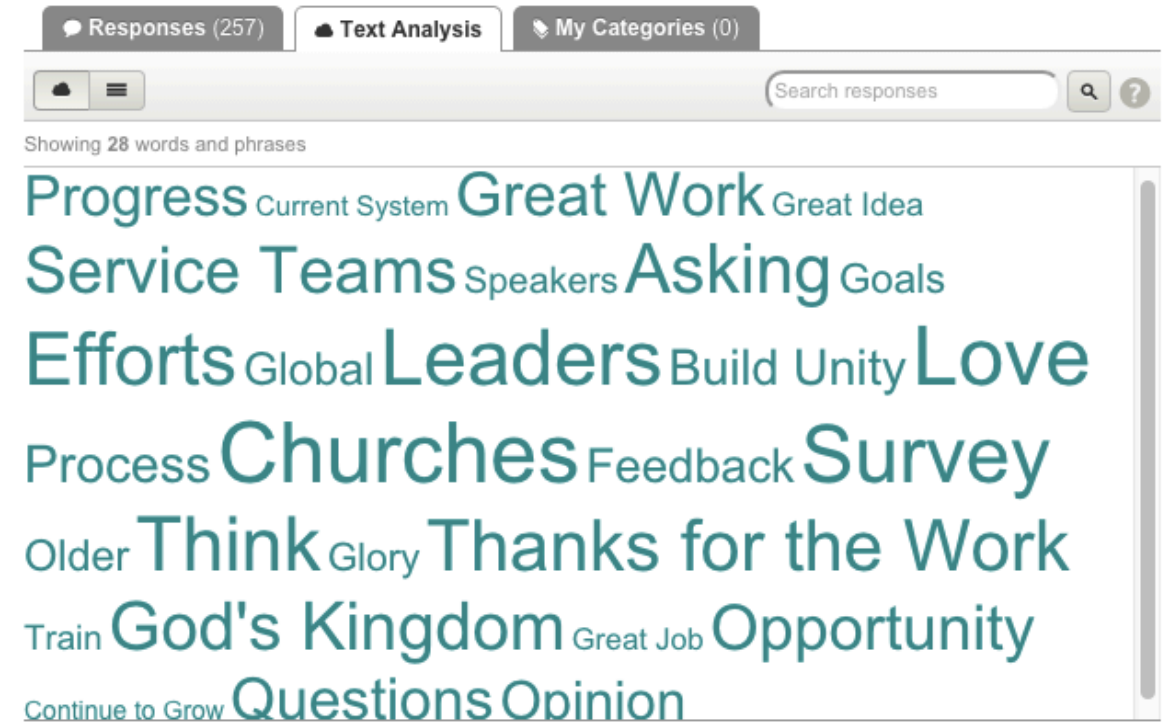
Q63: What else would make our cooperation together more effective?



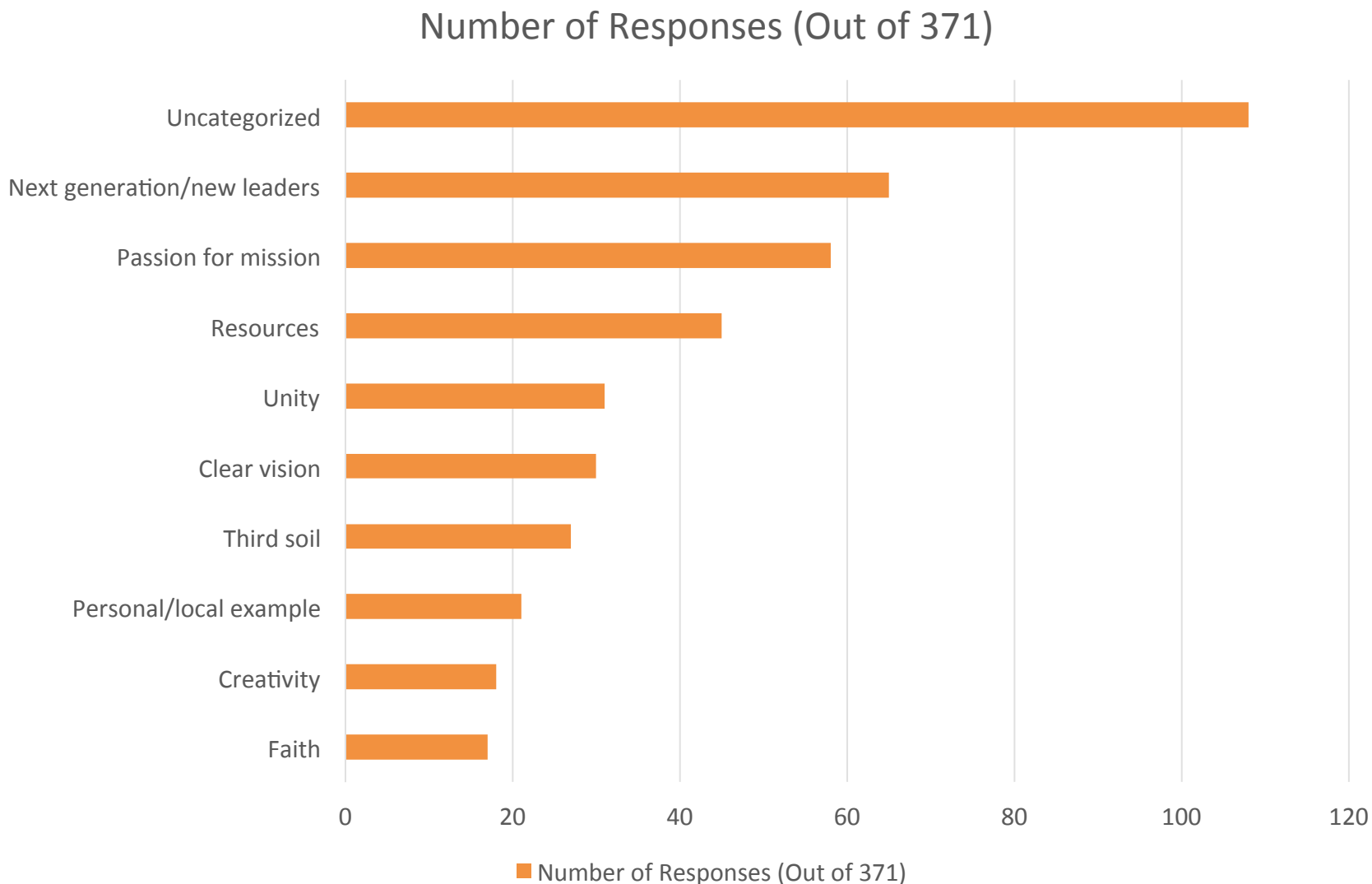
Q64: What do you feel is the biggest challenge to our mission to make disciples of all nations?



Q65: Do you have any general comments?



Most common answers to Q64: What do you feel is our biggest challenge to our mission to make disciples of all nations?



Note:

- Responses can fit into multiple categories. Categories are not exclusive of each other.
- Some answers are easier to categorize than others. For example, it's easier to decide if a response falls under "Next generation/new leaders" than something less tangible like "Third soil."
- Other common answers under Uncategorized include: supporting existing small churches, discipling relationships, the older generation, pride, being willing to share leaders, reliance on Holy Spirit/prayer

Survey Results Observations

- 55% respondents under 50 years of age
- 2 regional families with 0 responses; some with very low responses
- 25% of respondents non-staff
- Highest evaluation responses:
 - 4.42 What is your enthusiasm for our global mission
 - 4.05 Evaluate the effectiveness of the International Leadership Conference
 - 3.93 Evaluate the unity among the churches in your Regional Family
- Lowest evaluation responses:
 - How effectively is your Regional Family raising up:
 - 2.53 New Teachers
 - 2.94 New Elders
 - 2.99 New Women Leaders
 - 3.10 New Evangelists
 - 3.34 How effectively are we working together cross-generationally?

Survey Results Observations -- Structure

- Is our current system of delegates and service teams an effective structure for leading our fellowship toward maturity, growth and faithfulness?
 - 46.31% feel it needs work or is ineffective
- Does our current structure effectively support global missions and our commission to plant churches all over the world?
 - 52.66% feel it needs work or is ineffective
- Evaluate the value of these tools in building the church
 - Lowest: 3.64% ICOC Delegates Meetings

For further analysis

- Are the demographics representative of the entire leadership of the ICOC?
- Is there too much representation from one group over another?
 - Age, region, staff vs. non-staff, evangelists vs. other roles
- How do results play out across demographics?
- What further studies need to be done from these results?
- What further action needs to be taken from these results?