NATURAL CHURCH DEVELOPMENT DATA
NCDAMERICA.ORG

- 2008-2017 data
- 9,529 local congregations
- 258,099 surveys

![Church Streams Diagram]

- Others 25%
- Methodists 23%
- Baptists 11%
- Presbyterians 4%
- Assemblies of God 5%
- Nazarenes 5%
- Lutherans 7%
- Adventists 9%
- Independent/Non-denominational 9%

AMERICA
We Help You Thrive!
• 2015 data
• 3,847 local congregations
• 3,847 surveys

- Adventist 8%
- Roman Catholic & Orthodox 14%
- Oldline 50%
- Evangelical & Black 28%
AGING PASTOR?
PURPOSE AND RESEARCH QUESTIONS

• How are selected measures of a church’s wellbeing related to the pastor’s age?
  • Church size, age of churches
  • Church growth trajectories?
  • Measures of congregational health?
  • Age of the members and groups in churches?
  • Leadership style of the pastor?
PASTOR’S AGE CATEGORIES
FACT 2015 AND NCD 2008-2017

FACT 2015
N = 3374

NCD 2008-2017
N = 8824

- 40 AND LESS
- 41 TO 50
- 51 TO 60
- 61+ YEARS
AVERAGE ADULT ATTENDANCE
BY THE AGE OF PASTOR

<table>
<thead>
<tr>
<th>Age Group</th>
<th>FACT 2015</th>
<th>NCD 2008-2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>40 AND LESS</td>
<td>140</td>
<td>166</td>
</tr>
<tr>
<td>41 TO 50</td>
<td>156</td>
<td>197</td>
</tr>
<tr>
<td>51 TO 60</td>
<td>172</td>
<td>215</td>
</tr>
<tr>
<td>61+ YEARS</td>
<td>143</td>
<td>153</td>
</tr>
<tr>
<td>TOTAL</td>
<td>155</td>
<td>190</td>
</tr>
</tbody>
</table>
5 YEARS GROWTH RATE
BY THE AGE OF PASTOR

<table>
<thead>
<tr>
<th>Age</th>
<th>FACT 2015</th>
<th>NCD 2008-2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>40 AND LESS</td>
<td>11%</td>
<td>19.4%</td>
</tr>
<tr>
<td>41 TO 50</td>
<td>12.1%</td>
<td>4.1%</td>
</tr>
<tr>
<td>51 TO 60</td>
<td>5.5%</td>
<td>2.1%</td>
</tr>
<tr>
<td>61+ YEARS</td>
<td>1.2%</td>
<td>0.8%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>7%</td>
<td>4.1%</td>
</tr>
</tbody>
</table>
5 YEARS GROWTH RATE
BY THE AGE OF PASTOR

- Age of pastor and 5 Years Growth Rate
  - FACT 2015
    - $r = -.095$, $p = .000$, $N = 2430$
  - NCD 2008-2017
    - $r = -.076$, $p = .000$, $N = 8079$

- Age of pastor and 5 Years Average Annual Growth Rate
  - NCD 2008-2017
    - $r = -.154$, $p = .000$, $N = 7077$
YEAR OF FOUNDING THE CHURCH
BY THE AGE OF PASTOR

40 AND LESS
FACT 2015: 1896
NCD 2008-2017: 1929

41 TO 50
FACT 2015: 1896
NCD 2008-2017: 1896

51 TO 60
FACT 2015: 1896
NCD 2008-2017: 1896

61+ YEARS
FACT 2015: 1881
NCD 2008-2017: 1896

TOTAL
FACT 2015: 1896
NCD 2008-2017: 1944

TOTAL
FACT 2015: 1896
NCD 2008-2017: 1932
DISTRIBUTION OF AGE GROUPS IN CHURCH
BY THE AGE OF PASTOR
FACT 2015

<table>
<thead>
<tr>
<th>Age Group</th>
<th>40 AND LESS</th>
<th>41 TO 50</th>
<th>51 TO 60</th>
<th>61+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Children</td>
<td>14%</td>
<td>15%</td>
<td>13%</td>
<td>11%</td>
</tr>
<tr>
<td>Preteen</td>
<td>9%</td>
<td>10%</td>
<td>8%</td>
<td>7%</td>
</tr>
<tr>
<td>Young Adults</td>
<td>12%</td>
<td>11%</td>
<td>12%</td>
<td>9%</td>
</tr>
<tr>
<td>Adults</td>
<td>19%</td>
<td>18%</td>
<td>16%</td>
<td>15%</td>
</tr>
<tr>
<td>Adults</td>
<td>21%</td>
<td>20%</td>
<td>22%</td>
<td>22%</td>
</tr>
<tr>
<td>Adults</td>
<td>27%</td>
<td>25%</td>
<td>28%</td>
<td>37%</td>
</tr>
</tbody>
</table>

- **Children and Preteen, Age 0-12 (%)**
- **Young Adults, Age 18-34 (%)**
- **Adults, Age 35-49 (%)**
- **Adults, Age 50-64 (%)**
- **Senior Adults, Age 65+ (%)**
# Rate of Presence of Age Groups

**By the Age of Pastor**  
NCD 2008-2017

<table>
<thead>
<tr>
<th>Pastor's Age</th>
<th>Children</th>
<th>Youth</th>
<th>Young Adults</th>
<th>Young Fam.</th>
<th>Middle Age</th>
<th>Senior citizens</th>
</tr>
</thead>
<tbody>
<tr>
<td>40 and less</td>
<td>52.5%</td>
<td>28.0%</td>
<td>21.3%</td>
<td>52.3%</td>
<td>79.6%</td>
<td>50.8%</td>
</tr>
<tr>
<td>41 to 50</td>
<td>52.3%</td>
<td>39.0%</td>
<td>19.6%</td>
<td>48.7%</td>
<td>85.0%</td>
<td>54.7%</td>
</tr>
<tr>
<td>51 to 60</td>
<td>48.0%</td>
<td>34.0%</td>
<td>18.5%</td>
<td>43.7%</td>
<td>87.8%</td>
<td>62.2%</td>
</tr>
<tr>
<td>61+</td>
<td>39.8%</td>
<td>28.4%</td>
<td>15.4%</td>
<td>35.9%</td>
<td>85.2%</td>
<td>72.7%</td>
</tr>
<tr>
<td>Total</td>
<td>48.6%</td>
<td>33.1%</td>
<td>18.8%</td>
<td>45.3%</td>
<td>85.0%</td>
<td>59.8%</td>
</tr>
</tbody>
</table>
### AGE GROUPS OF SELECTED PARTICIPANTS IN THE SURVEY

**BY THE AGE OF PASTOR**

**NCD 2008-2017**

<table>
<thead>
<tr>
<th>Pastor's Age</th>
<th>40 and less</th>
<th>41 to 50</th>
<th>51 to 60</th>
<th>61+</th>
</tr>
</thead>
<tbody>
<tr>
<td>40 and less</td>
<td>37.7%</td>
<td>17.5%</td>
<td>19.4%</td>
<td>25.3%</td>
</tr>
<tr>
<td>41 to 50</td>
<td>28.4%</td>
<td>23.1%</td>
<td>21.0%</td>
<td>27.5%</td>
</tr>
<tr>
<td>51 to 60</td>
<td>23.0%</td>
<td>18.1%</td>
<td>26.0%</td>
<td>32.8%</td>
</tr>
<tr>
<td>61+</td>
<td>18.7%</td>
<td>15.3%</td>
<td>22.3%</td>
<td>43.9%</td>
</tr>
<tr>
<td>Total</td>
<td>26.5%</td>
<td>18.8%</td>
<td>22.8%</td>
<td>32.0%</td>
</tr>
</tbody>
</table>
CORRELATION OF AGE GROUPS IN THE CHURCH
AND THE AGE OF THE PASTOR

SENIOR ADULTS 65+
R = .179, P = .000, N = 3011

ADULTS AGE 50-64
R = .050, P = .006, N = 3014

ADULTS AGE 35-49
R = -.140, P = .000, N = 3007

YOUNG ADULTS 18-34
R = -.088, P = .000, N = 2982

YOUTH AGE
13-17 R = -.127, P = .000, N = 2976

CHILDREN 0-12
R = -.153, P = .000, N = 2992

YOUNG ADULTS, PERCENTAGE OF ATTENDING WORSHIP
R = -.136, P = .000, N = 2504

YOUNG ADULTS, PERCENTAGE OF PARTICIPATING IN OTHER PROGRAMS
R = -.183, P = .000, N = 2374

AGE OF SELECTED PARTICIPANTS IN THE SURVEY AND PASTORS AGE
R = .156, P = .000, N = 248030

FACT 2015

NCD 2008-2017
## OUR CHURCH IS SPIRITUALLY VITAL AND ALIVE

**BY THE AGE OF PASTOR**  
FACT 2015

<table>
<thead>
<tr>
<th>Pastor's Age</th>
<th>Strongly Disagree/Disagree</th>
<th>Neutral / Unsure</th>
<th>Agree/Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>40 and less</td>
<td>7.1%</td>
<td>18.7%</td>
<td>74.3%</td>
</tr>
<tr>
<td>41 to 50</td>
<td>5.3%</td>
<td>11.5%</td>
<td>83.2%</td>
</tr>
<tr>
<td>51 to 60</td>
<td>5.6%</td>
<td>12.3%</td>
<td>82.1%</td>
</tr>
<tr>
<td>61+</td>
<td>5.7%</td>
<td>14.4%</td>
<td>79.8%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>5.8%</strong></td>
<td><strong>13.7%</strong></td>
<td><strong>80.6%</strong></td>
</tr>
</tbody>
</table>

$x^2 = 28.176, p = .005, N = 3326$
### THE RATE OF HEALTHY/UNHEALTHY CHURCHES

**BY THE AGE OF PASTOR**

**NCD 2008-2017**

<table>
<thead>
<tr>
<th>Pastor's Age</th>
<th>Unhealthy (NCD score below 35)</th>
<th>(NCD score between 35 and 65)</th>
<th>Healthy (NCD score above 65)</th>
</tr>
</thead>
<tbody>
<tr>
<td>40 and less</td>
<td>6.9%</td>
<td>68.4%</td>
<td>24.8%</td>
</tr>
<tr>
<td>41 to 50</td>
<td>5.5%</td>
<td>72.1%</td>
<td>22.4%</td>
</tr>
<tr>
<td>51 to 60</td>
<td>6.3%</td>
<td>75.4%</td>
<td>18.3%</td>
</tr>
<tr>
<td>61+</td>
<td>10.0%</td>
<td>76.0%</td>
<td>14.0%</td>
</tr>
<tr>
<td>Total</td>
<td>6.9%</td>
<td>73.2%</td>
<td>19.9%</td>
</tr>
</tbody>
</table>

\[
x^2 = 98.861, \ p = .000, \ N = 8824
\]
LEADERSHIP STYLE OF A PASTOR
FREQUENCY OF USE - NCD DATA, N=9148

- TEAM-ORIENTED: 65%
- RELATIONAL: 58%
- PARTNERSHIP: 55%
- PEOPLE-ORIENTED: 53%
- SERVING: 48%
- GOAL-ORIENTED: 47%
- TASK-ORIENTED: 31%
- DEMOCRATIC: 13%
- AUTHORITARIAN: 4%
### Leadership Style of a Pastor

**By the Growth Rate (NCD Data, N=7112)**

<table>
<thead>
<tr>
<th>Leadership Style</th>
<th>5AAGR</th>
<th>5GR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Authoritarian</td>
<td>2.29%</td>
<td>8.01%</td>
</tr>
<tr>
<td>Goal-Oriented</td>
<td>1.81%</td>
<td>5.67%</td>
</tr>
<tr>
<td>Relational</td>
<td>1.48%</td>
<td>4.86%</td>
</tr>
<tr>
<td>People-Oriented</td>
<td>1.45%</td>
<td>4.53%</td>
</tr>
<tr>
<td>Team-Oriented</td>
<td>1.17%</td>
<td>4.01%</td>
</tr>
<tr>
<td>Serving</td>
<td>0.67%</td>
<td>3.17%</td>
</tr>
<tr>
<td>Task-Oriented</td>
<td>0.56%</td>
<td>2.87%</td>
</tr>
<tr>
<td>Partnership</td>
<td>0.4%</td>
<td>3.48%</td>
</tr>
<tr>
<td>Democratic</td>
<td>-0.04%</td>
<td>3.63%</td>
</tr>
</tbody>
</table>
PASTORS LEADERSHIP STYLE
BY THE AGE OF PASTOR

- **40 AND LESS**
  - Goal-Oriented: 53%
  - People-Oriented: 47%
  - Serving: 41%

- **41 TO 50**
  - Goal-Oriented: 49%
  - People-Oriented: 51%
  - Serving: 43%

- **51 TO 60**
  - Goal-Oriented: 45%
  - People-Oriented: 55%
  - Serving: 52%

- **61+ YEARS**
  - Goal-Oriented: 45%
  - People-Oriented: 55%
  - Serving: 62%
Younger pastors appear to be driving the largest share of church growth in the US. Pastors who are under 50 account for more than one-third of the growth in the FACT sample.

Aging pastors head congregations with predominantly older congregants.

When pastors rely on congregants, for example to respond to surveys, younger pastors reach out to younger respondents while aging pastors request older adults to respond.

The churches where younger pastors lead, are rated as healthier than churches lead by older pastors.

The leadership styles of younger pastors are more oriented towards goals whereas older pastors tend to be more serving and people oriented.