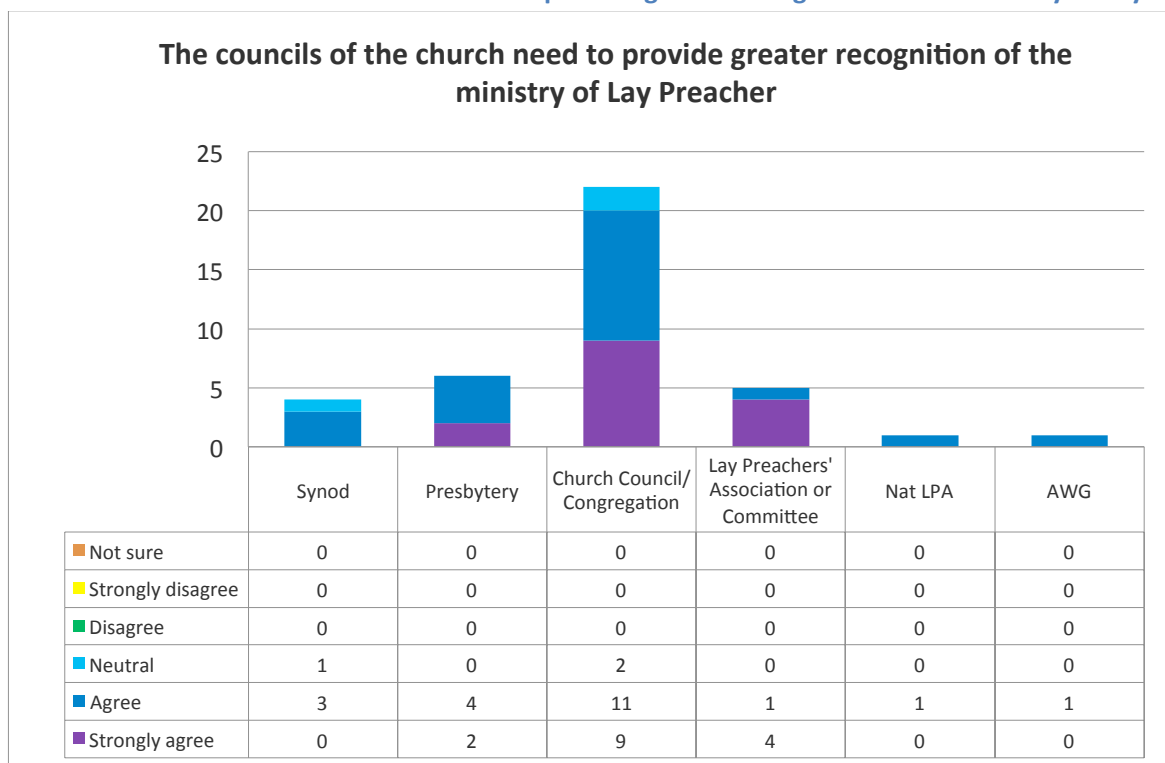
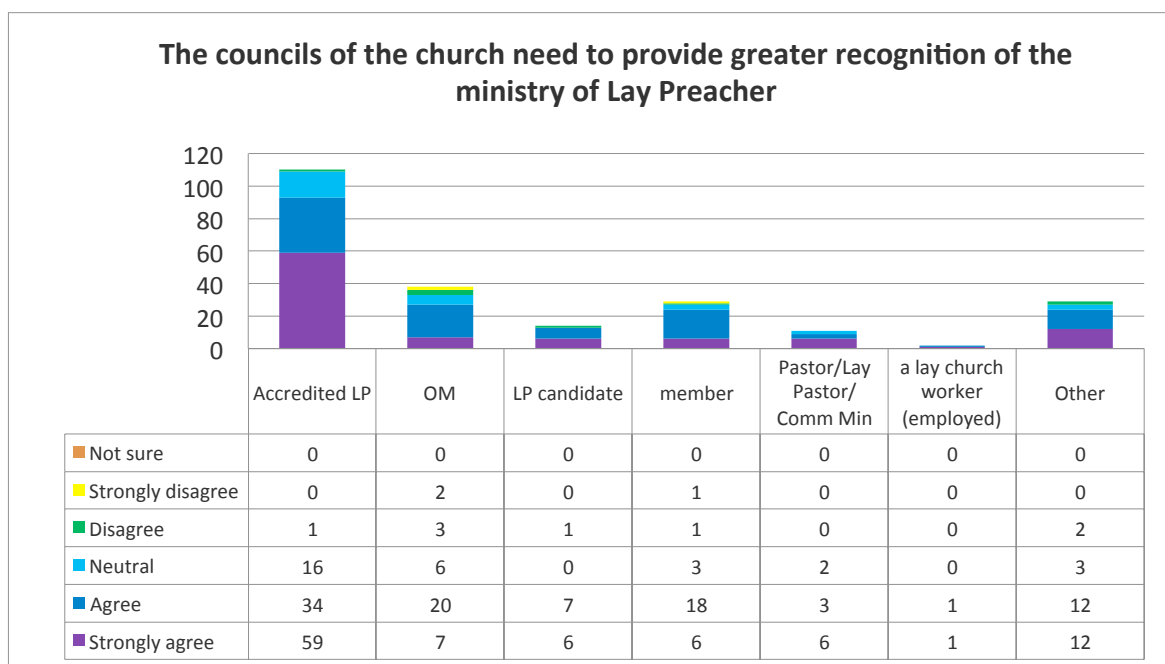


Appendix C: 20 questions: Group and Individual responses

1. “The councils of the church need to provide greater recognition of the ministry of Lay Preacher”



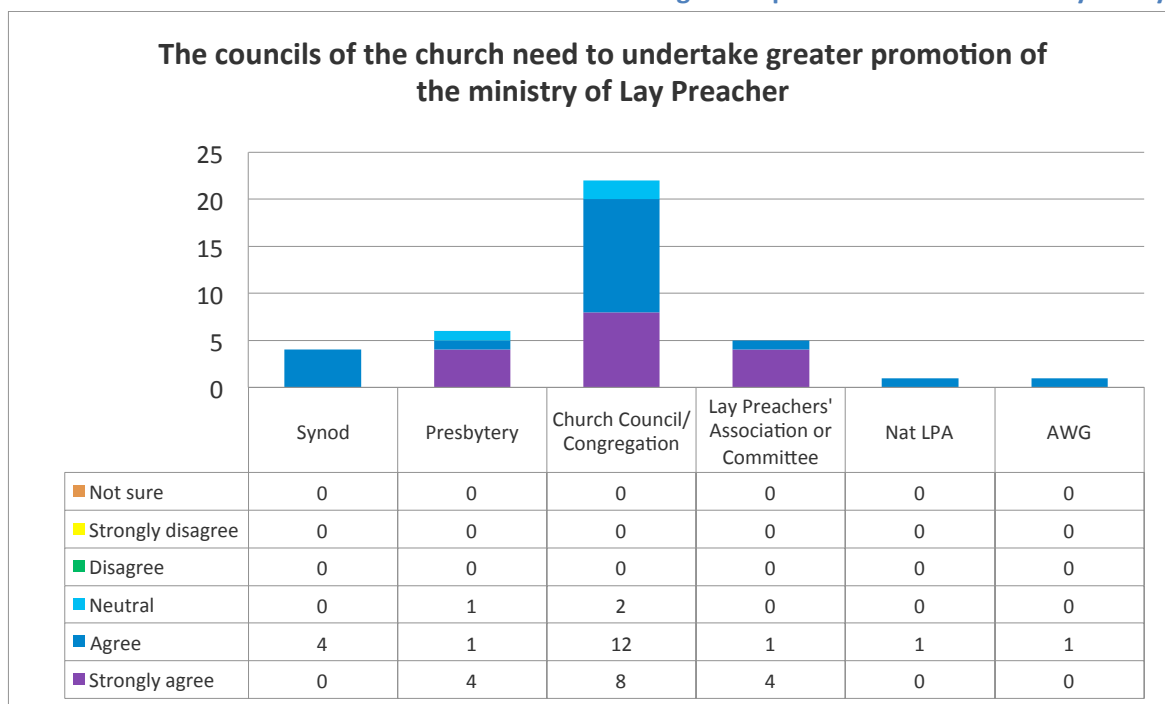
There was overwhelming support for this statement from councils and committees. Thirty six groups agreed (including fifteen who strongly agreed) that councils of the church need to provide greater recognition of the ministry of Lay Preacher. No group disagreed with the statement but two congregations and one Synod group were neutral.



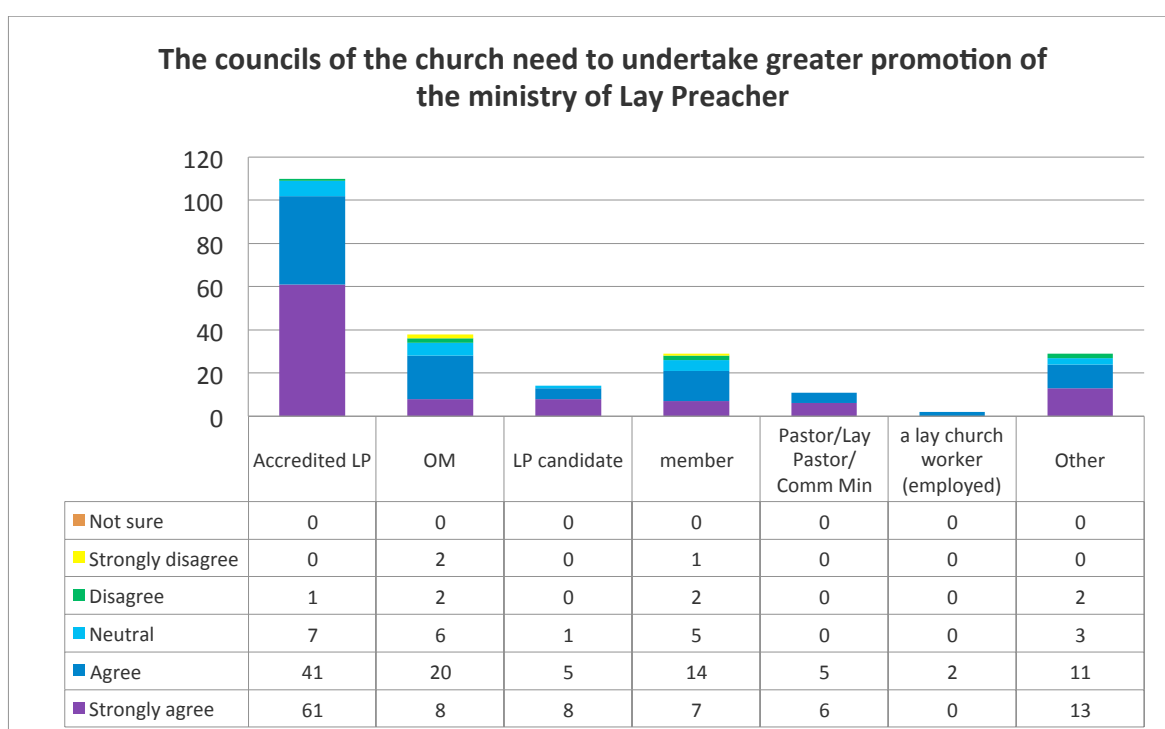
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Not sure
The councils of the church need to provide greater recognition of the ministry of Lay Preacher.	40%	43%	13%	3%	1%	0%

Eighty-three percent of respondents agreed that councils of the church need to provide greater recognition of the ministry of Lay Preacher, including 40% who strongly agreed. Just ten respondents (3%) disagreed with this comment (including three who disagreed strongly). Accredited Lay Preachers were the most likely to agree strongly. (One who disagreed did so because they consider the ministry of Lay Preacher should be discontinued. Another didn't like the word "need").

2. "The councils of the church need to undertake greater promotion of the ministry of Lay Preacher"



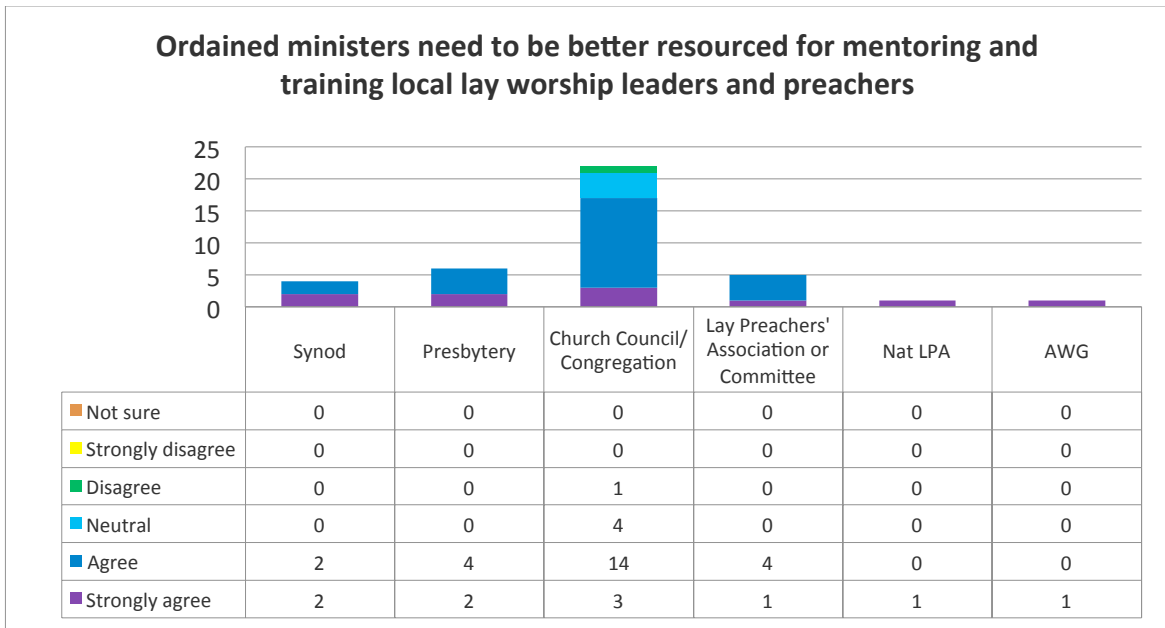
There was again overwhelming support for this statement from councils and committee with 20 groups agreeing and a further 16 groups strongly agreeing that councils of the church need to undertake greater promotion of the ministry of Lay Preacher. No group disagreed with the statement, though one presbytery and two congregations were neutral.



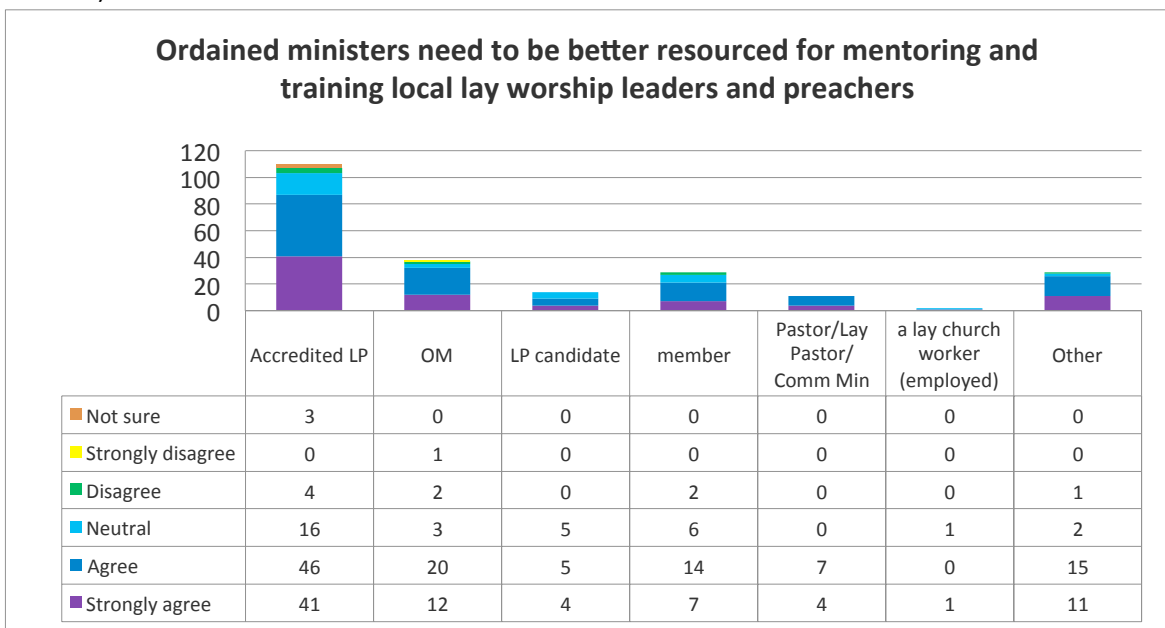
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Not sure
The councils of the church need to undertake greater promotion of the ministry of Lay Preacher	43%	44%	10%	2%	1%	0%

The overwhelming majority again agreed that councils of the church need to undertake greater promotion of the ministry of Lay Preacher, with 43% strongly agreeing and a further 44% agreeing. Just ten respondents (all individuals) (3%) disagreed (including three strongly, one of whom considers the ministry of Lay Preacher should be discontinued).

3. “Ordained ministers need to be better resourced for mentoring and training local lay worship leaders and preachers.”



Most groups agreed that ordained ministers need to be better resourced for mentoring and training local lay worship leaders and preachers. Just one church council disagreed, and just four groups (all congregations or church councils) were neutral.

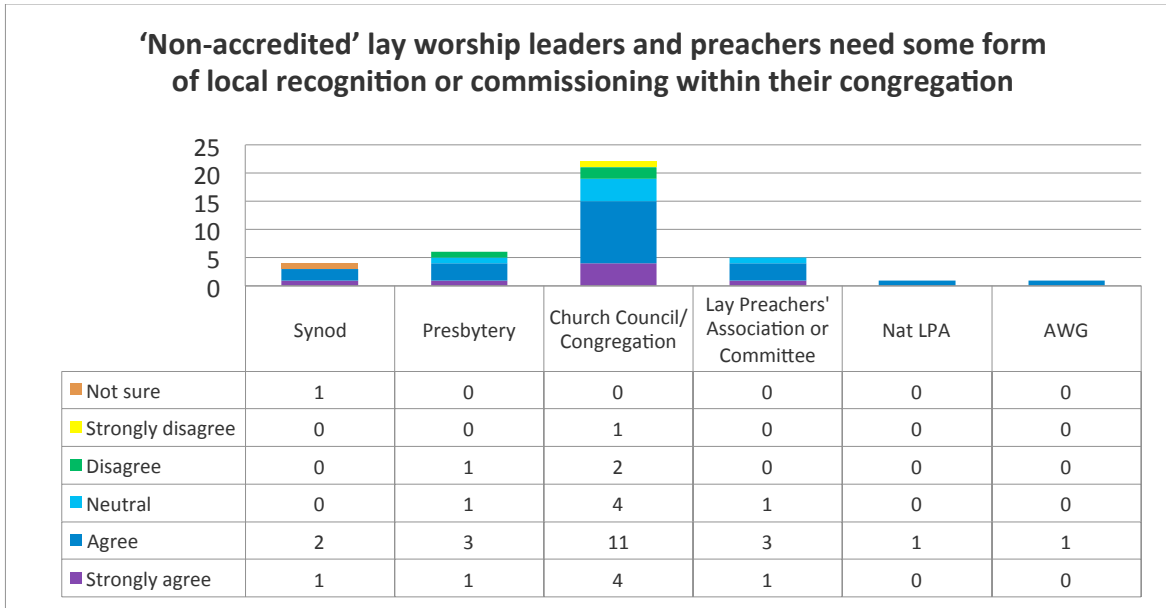


Accredited lay preachers were overwhelmingly supportive and 84% of ordained ministers agreed that ordained ministers need to be better resourced for mentoring and training local lay worship leaders and preachers, with twenty agreeing with the statement, twelve agreeing strongly and three remaining neutral. Three ordained ministers disagreed (including one who strongly disagreed). There was disagreement from seven other individuals including four accredited Lay Preachers on this statement (none strong).

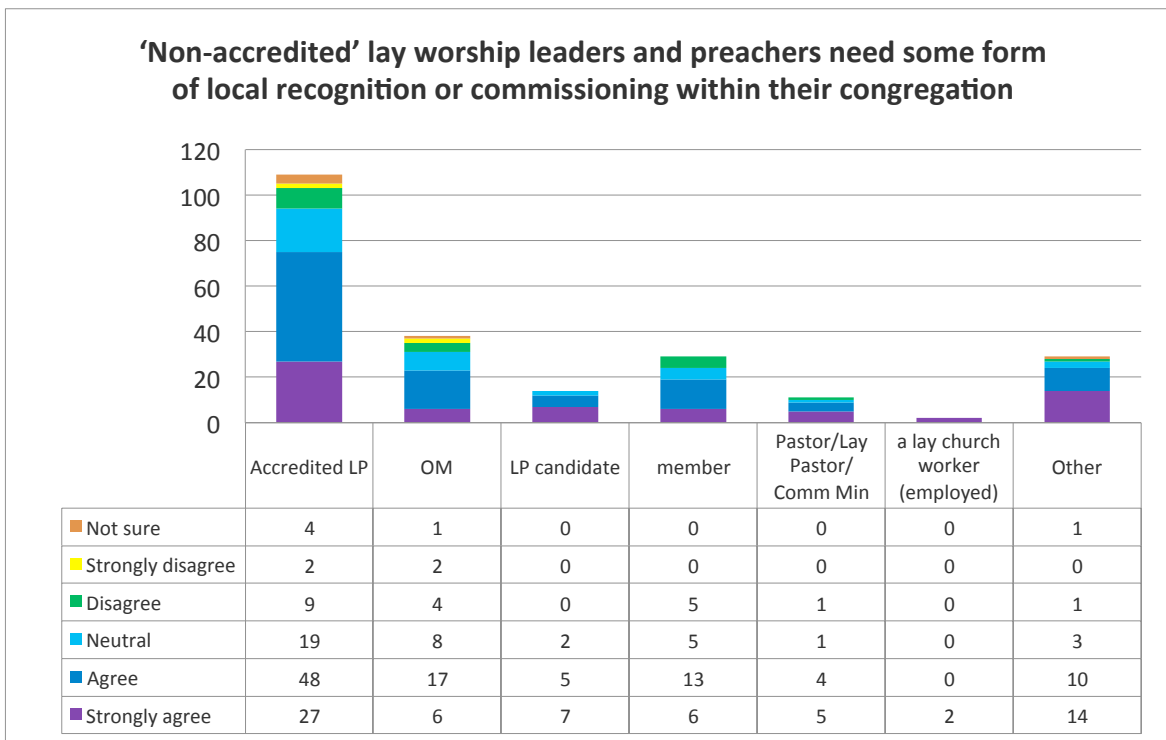
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Not sure
Ordained ministers need to be better resourced for mentoring and training local lay worship leaders and preachers.	31%	50%	14%	4%	0%	2%

Over all, the vast majority of respondents (81%) agreed that ordained ministers need to be better resourced for mentoring and training local lay worship leaders and preachers.

4. **“Non-accredited’ lay worship leaders and preachers need some form of local recognition or commissioning within their congregation.”**



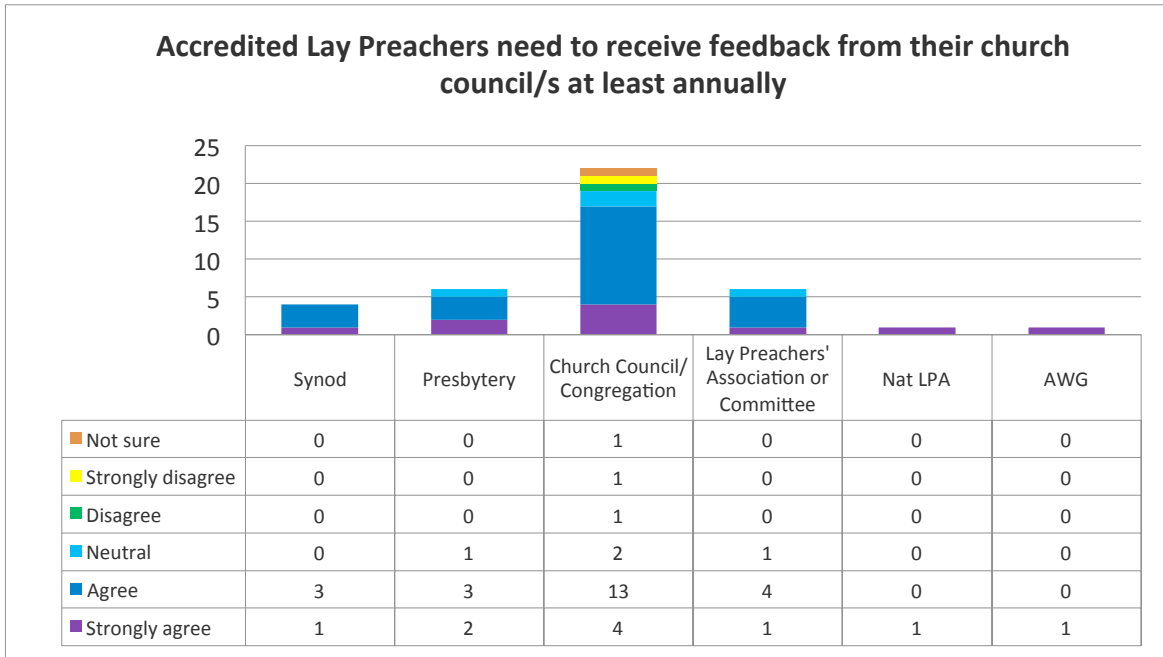
Responses to this statement were more varied, but there was still strong support from councils and committees of the church for providing ‘non-accredited’ lay worship leaders and preachers with some form of local recognition or commissioning within their congregation. Just four groups disagreed: one Presbytery and three church council/congregations. (There was no disagreement from Lay Preacher Associations, though one was neutral).



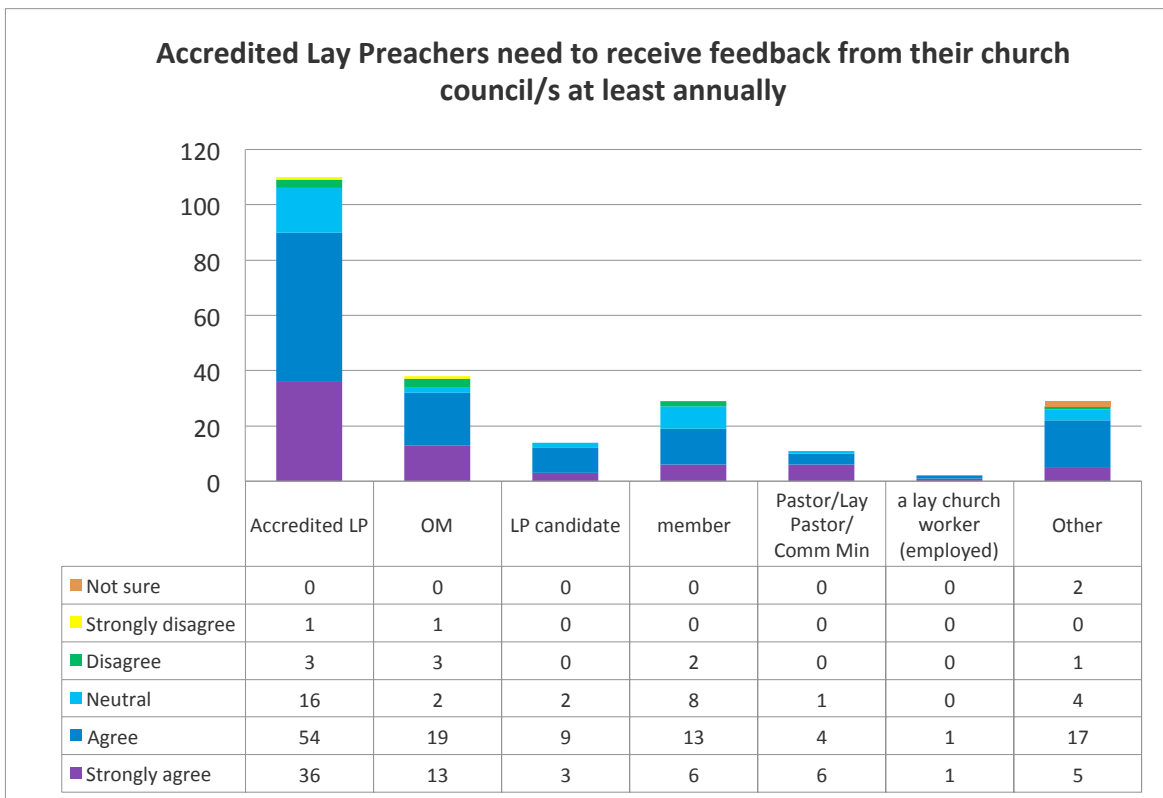
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Not sure
‘Non-accredited’ lay worship leaders and preachers need some form of local recognition or commissioning within their congregation.	25%	45%	17%	9%	2%	3%

Overall, 70% of respondents agreed that ‘non-accredited’ lay worship leaders and preachers need some form of local recognition or commissioning within their congregation, while just 11% disagreed.

5. “Accredited Lay Preachers need to receive feedback from their church council/s at least annually.”



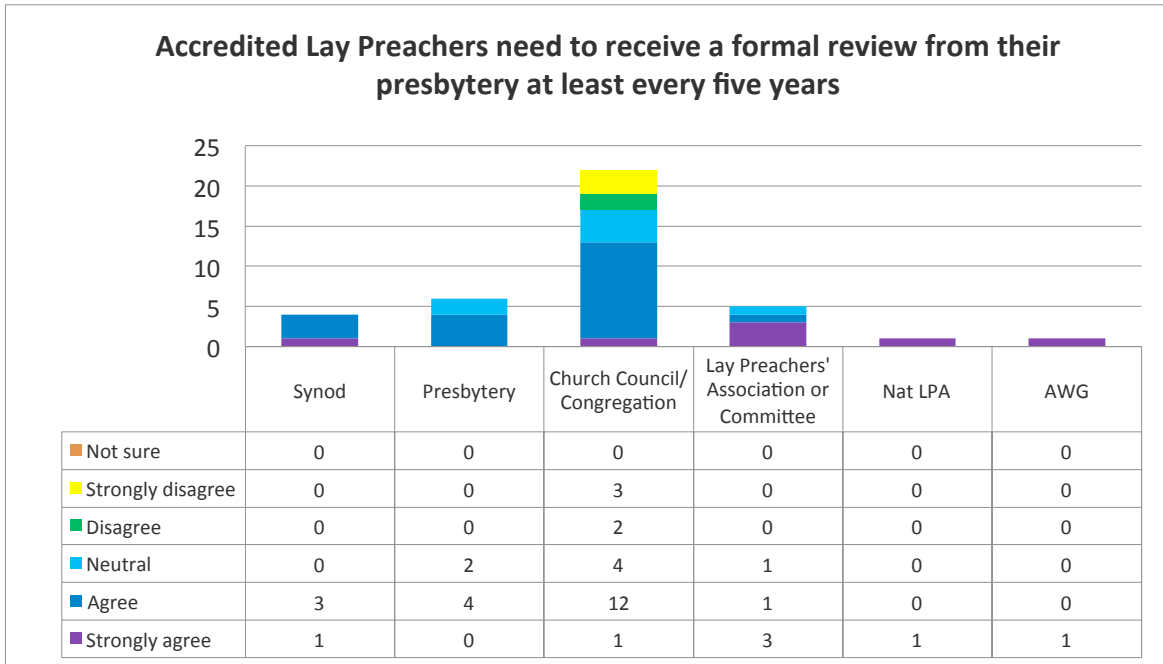
It was generally agreed that accredited Lay Preachers need to receive feedback from their church councils at least annually, with just two groups (both church council/congregations) disagreeing.



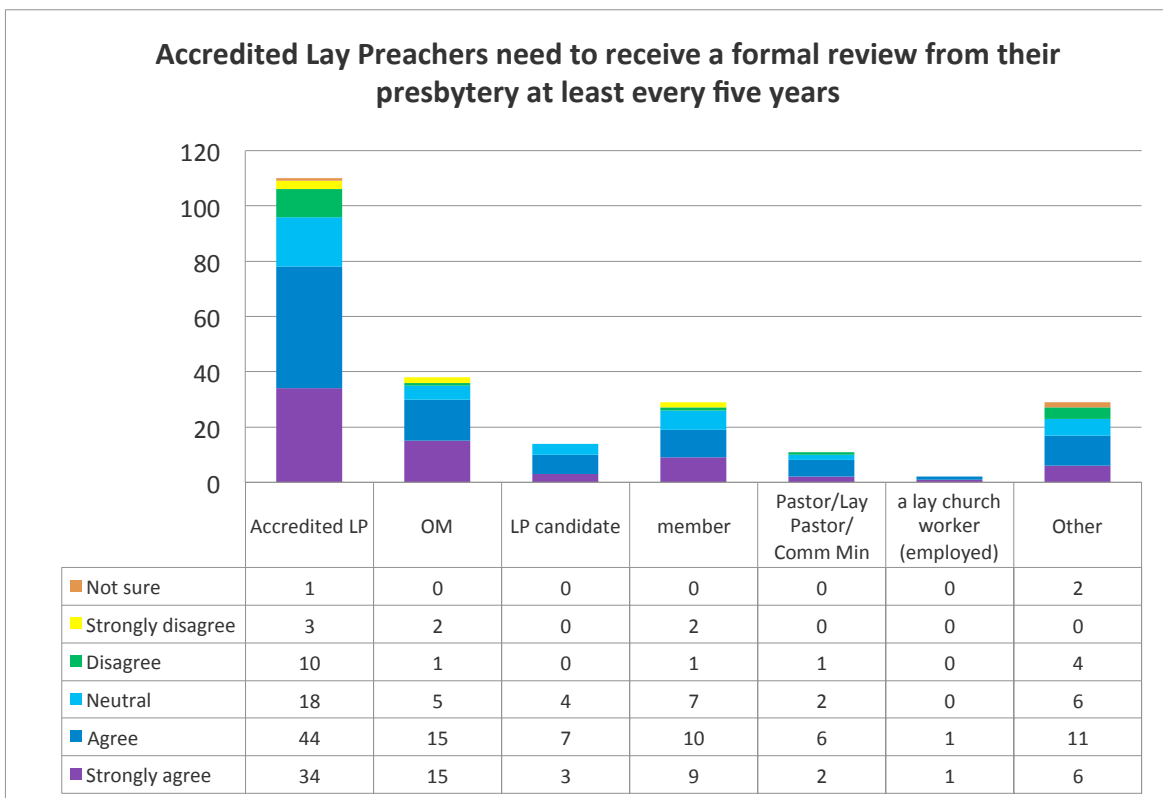
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Not sure
Accredited Lay Preachers need to receive feedback from their church council/s at least annually.	29%	52%	13%	4%	1%	1%

Eighty one percent of respondents agreed that accredited Lay Preachers need to receive feedback from their church council/s at least annually. Just three respondents (an accredited Lay Preacher, an ordained minister and a church council/congregation) strongly disagreed with this statement and a further ten respondents disagreed, including three accredited Lay Preachers and three ordained ministers.

6. “Accredited Lay Preachers need to receive a formal review from their presbytery at least every five years.”



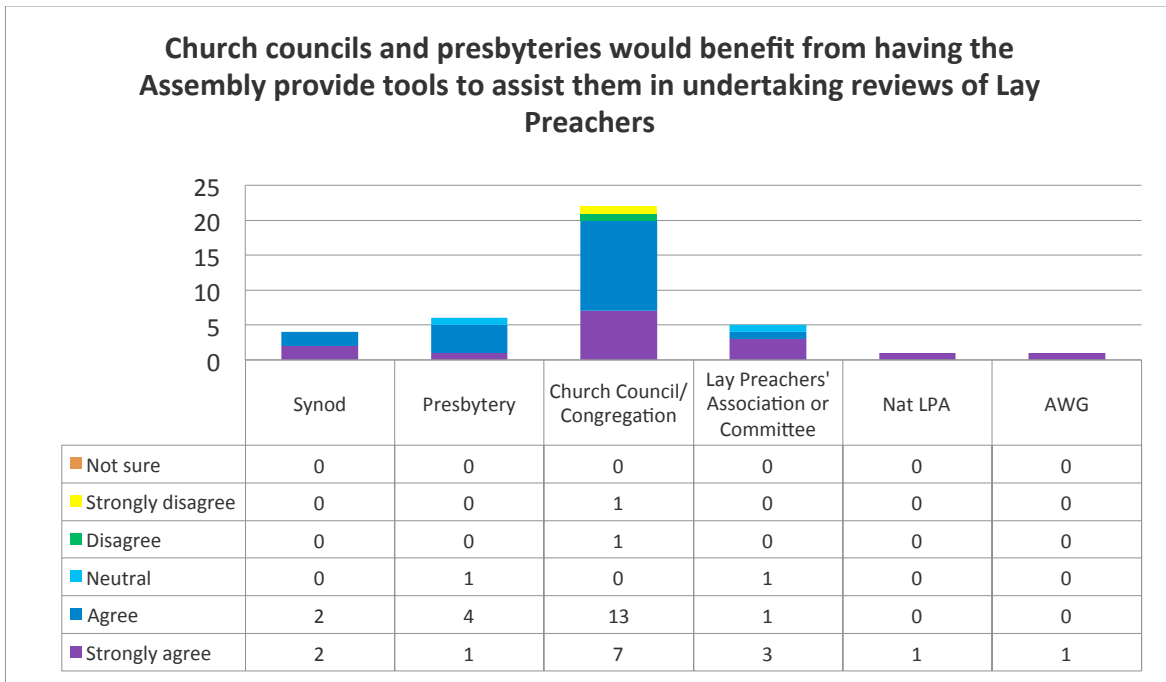
It was generally agreed that accredited Lay Preachers need to receive a formal review from their presbytery at least every five years. Lay Preacher Associations were strongest in agreeing with this. Three church council/congregations strongly disagreed with this statement, including one who did so for pragmatic reasons, noting that the Presbytery of WA was unable to provide this service. Two further congregations disagreed.



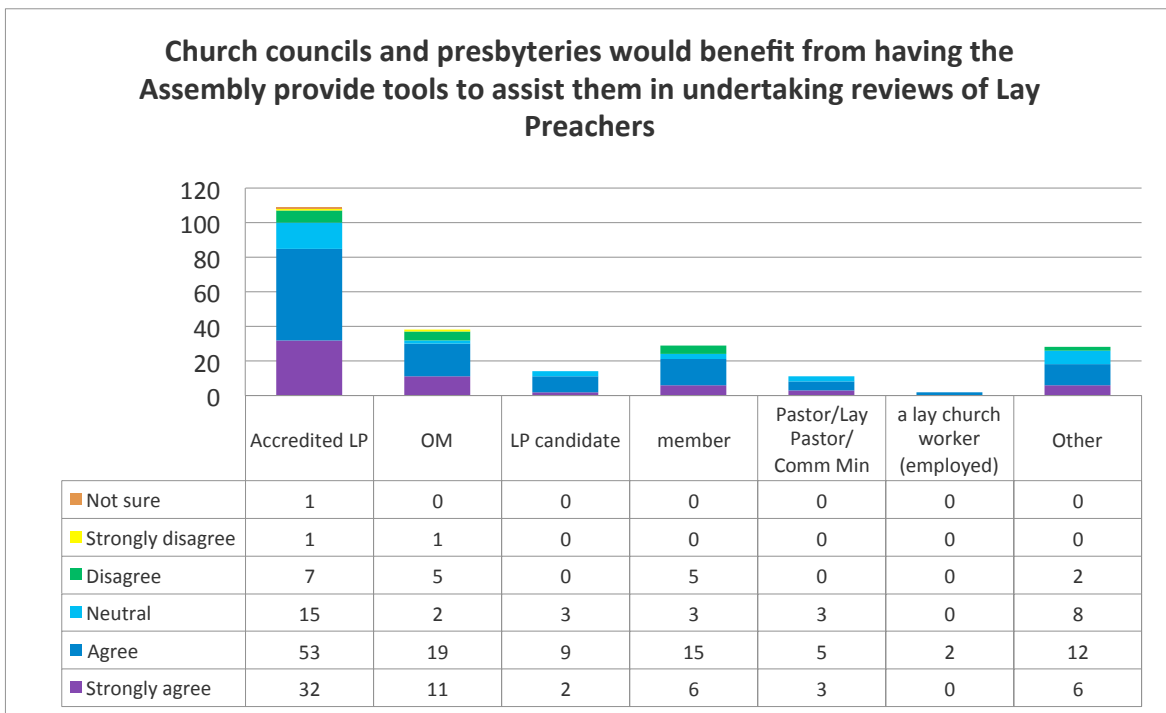
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Not sure
Accredited Lay Preachers need to receive a formal review from their presbytery at least every five years.	26%	43%	18%	7%	4%	1%

There was general agreement that accredited Lay Preachers need to receive a formal review from their presbytery at least every five years, with 69% agreeing (26% strongly) and just 11% disagreeing. 18% were neutral.

7. “Church councils and presbyteries would benefit from having the Assembly provide tools to assist them in undertaking reviews of Lay Preachers.”



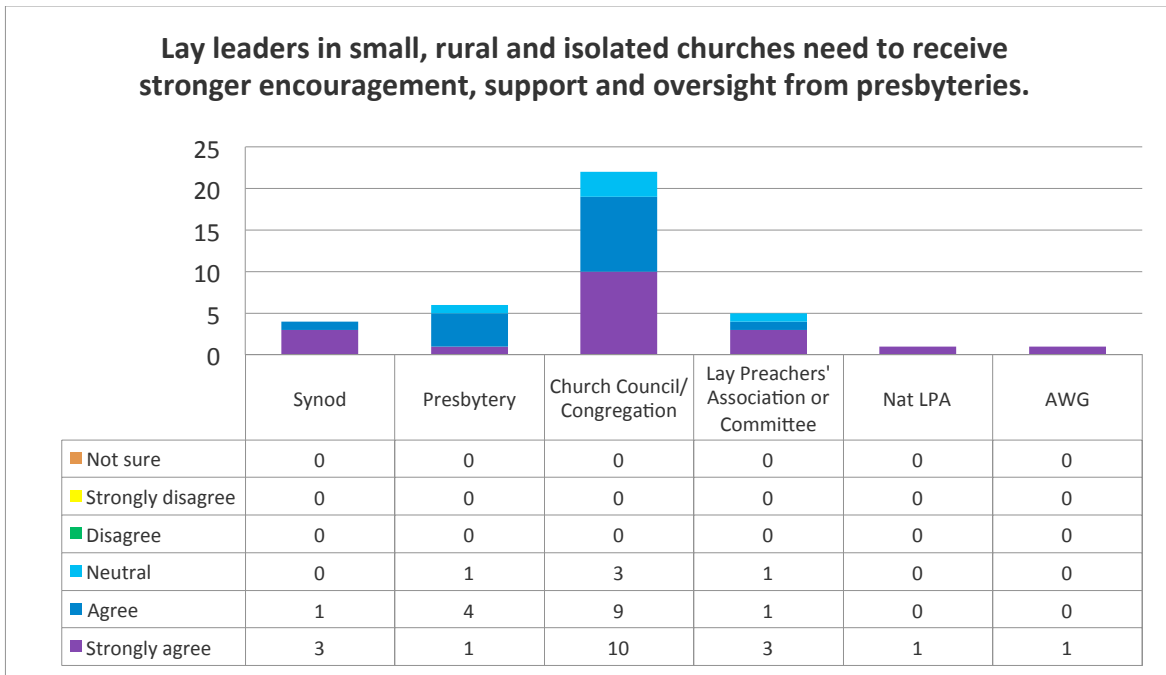
Most groups surveyed agreed that church councils and presbyteries would benefit from having the Assembly provide tools to assist them in undertaking reviews of Lay Preachers. Two groups were neutral and two church councils/congregations disagreed (one strongly).



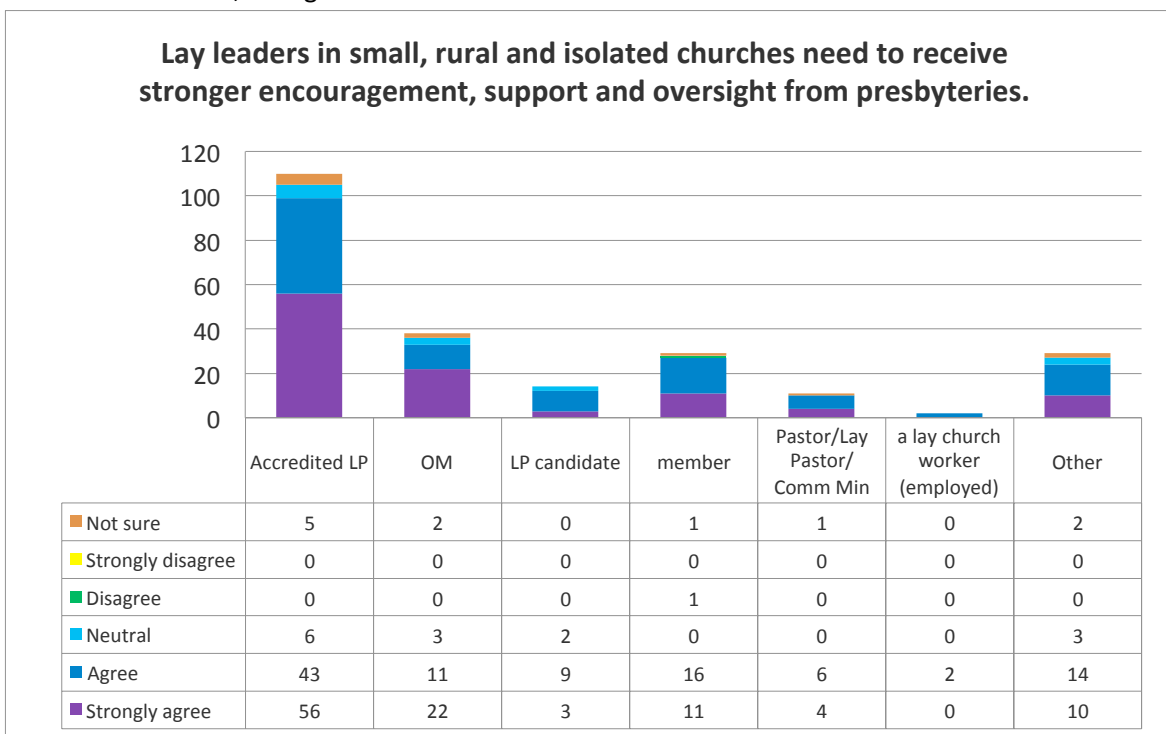
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Not sure
Church councils and presbyteries would benefit from having the Assembly provide tools to assist them in undertaking reviews of Lay Preachers.	27%	51%	13%	7%	1%	0%

Again the majority agreed (51%) or strongly agreed (27%) that church councils and presbyteries would benefit from having the Assembly provide tools to assist them in undertaking reviews of Lay Preachers. Interestingly some individuals disagreed (8%), though no specific comments were made as to why.

8. “Lay leaders in small, rural and isolated churches need to receive stronger encouragement, support and oversight from presbyteries.”



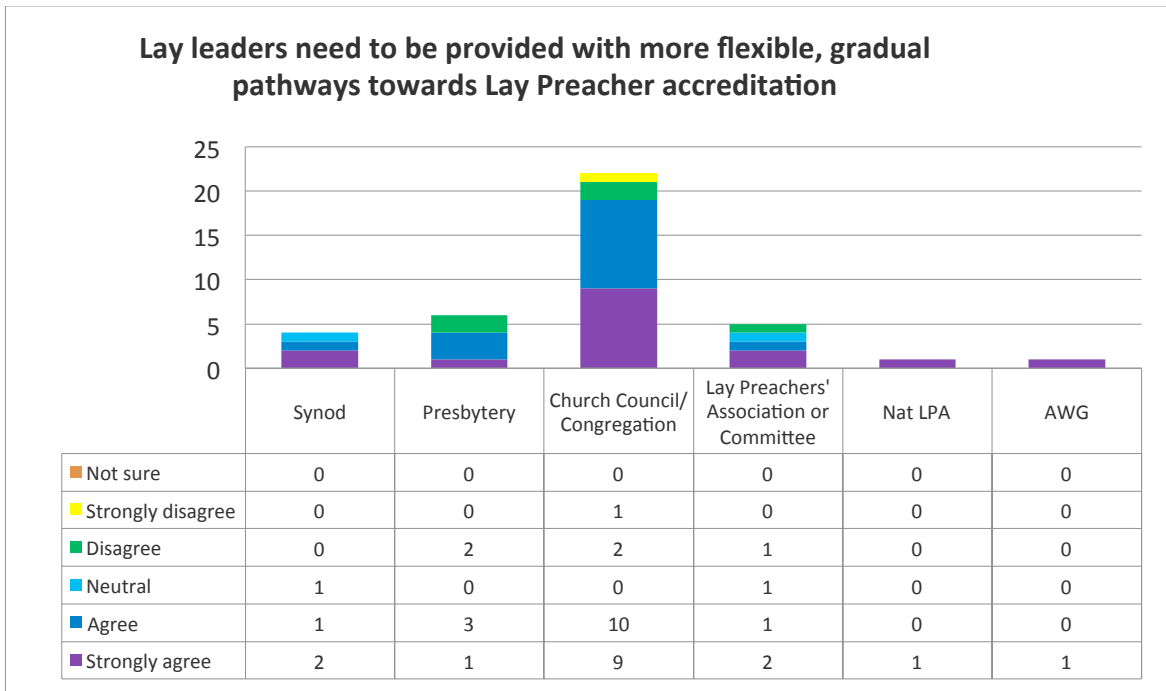
Lay Preacher Associations and synods were most likely to strongly agree that lay leaders in small, rural and isolated churches need to receive stronger encouragement, support and oversight from presbyteries. No groups disagreed with this statement, though five were neutral.



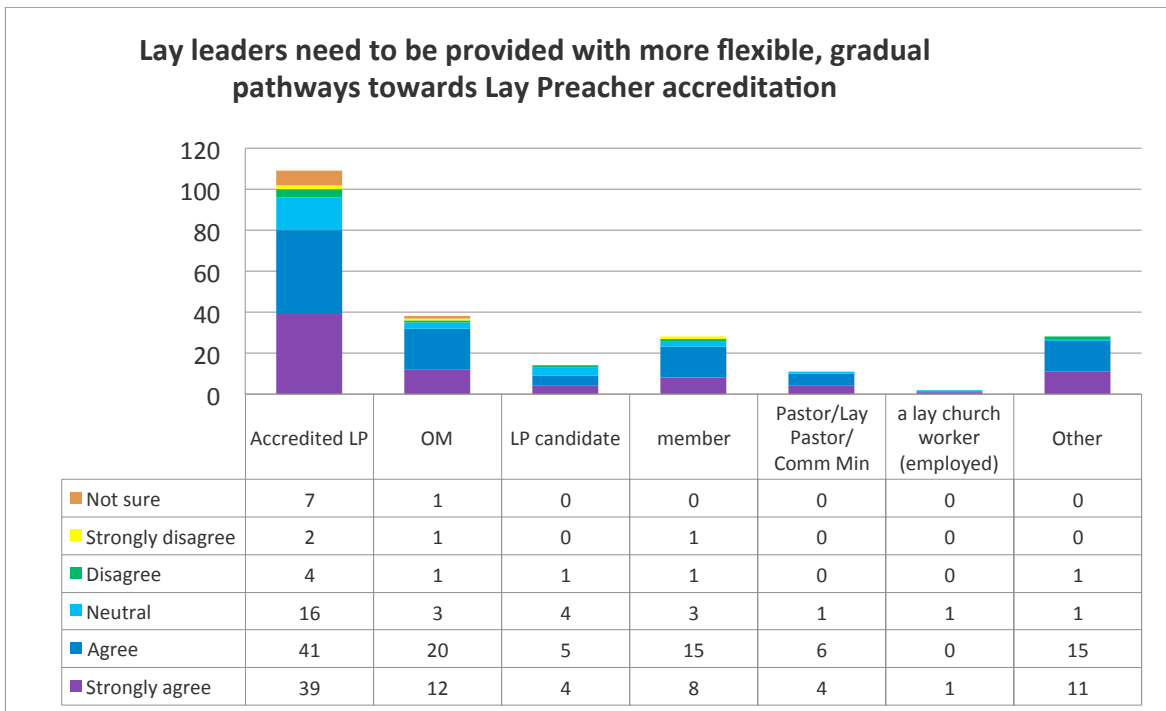
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Not sure
Lay leaders in small, rural and isolated churches need to receive stronger encouragement, support and oversight from presbyteries.	45%	44%	8%	0%	0%	4%

Eighty nine percent of respondents agreed that lay leaders in small, rural and isolated churches need to receive stronger encouragement, support and oversight from presbyteries. While some individual respondents were not sure, just one disagreed with the statement.

9. “Lay leaders need to be provided with more flexible, gradual pathways towards Lay Preacher accreditation.”



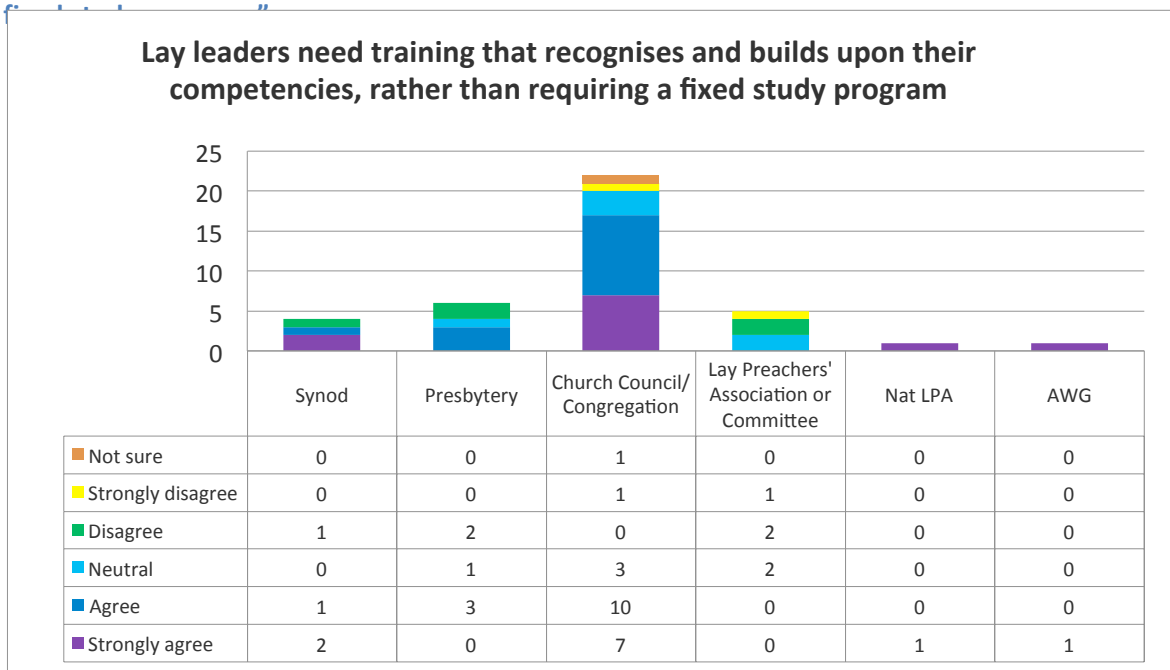
There was general agreement that lay leaders need to be provided with more flexible, gradual pathways towards Lay Preacher accreditation, though two Presbytery groups and three congregations disagreed. One congregation commented that “too gradual can lead to no ending”. One Lay Preachers Association disagreed.



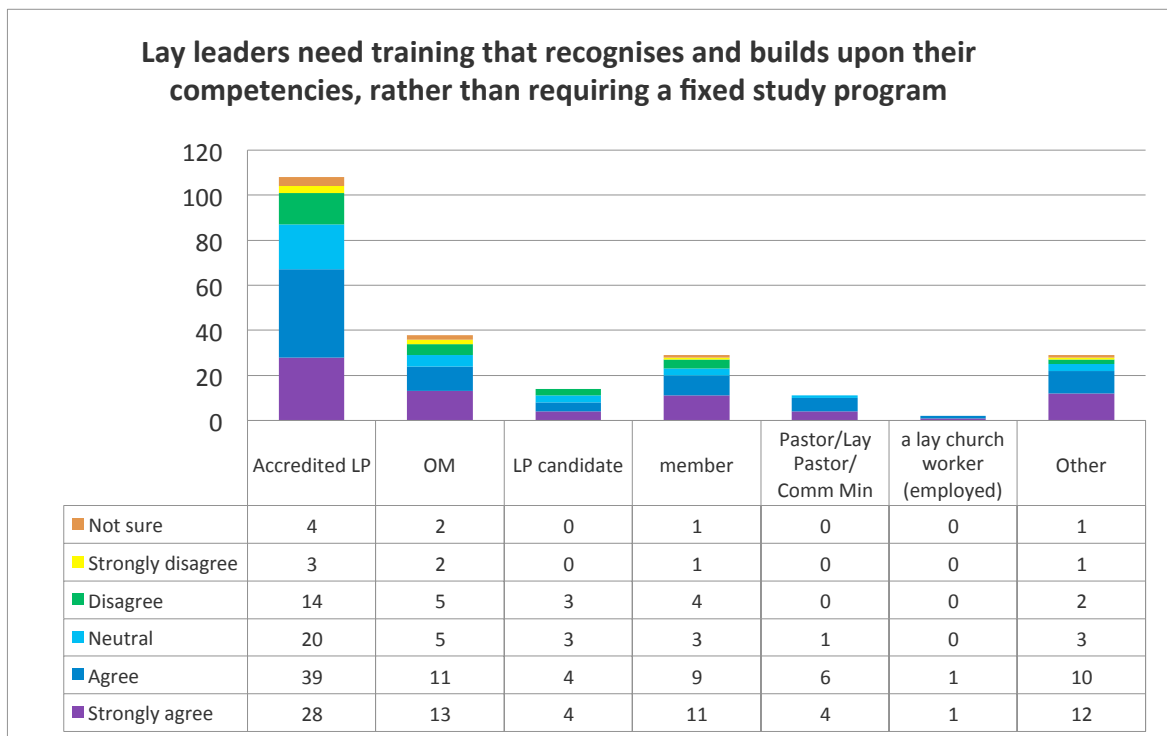
There were also a variety of responses from individuals, though the vast majority agreed that lay leaders need to be provided with more flexible, gradual pathways towards Lay Preacher accreditation.

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Not sure
Lay leaders need to be provided with more flexible, gradual pathways towards Lay Preacher accreditation.	34%	44%	12%	5%	2%	3%

10. "Lay leaders need training that recognises and builds upon their competencies, rather than requiring a fixed study program"



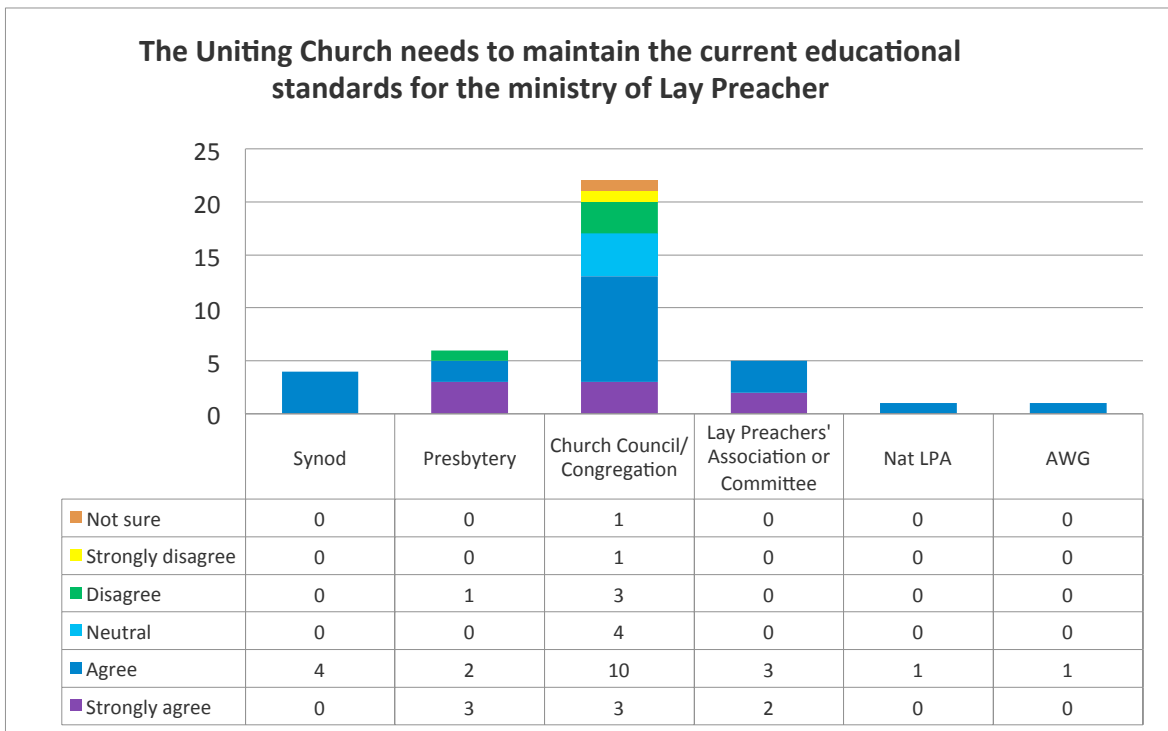
While the majority of groups agreed, there was much less consensus on whether lay leaders need training that recognises and builds upon their competencies, rather than requiring a fixed study program, even between respondents in the same sorts of agencies. Lay Preacher Associations for example, ranged from strong agreement from the National LP Committee to strong disagreement. It would be worth reading the comments from Appendix 2 in relation to this question.



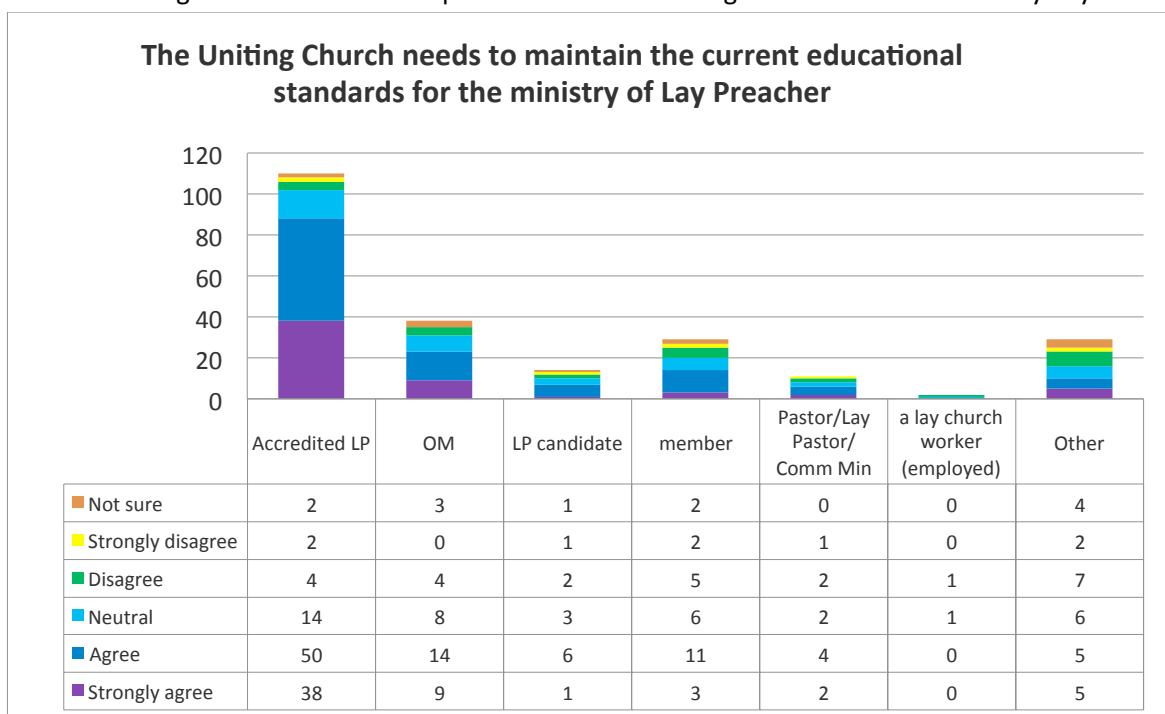
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Not sure
Lay leaders need training that recognises and builds upon their competencies, rather than requiring a fixed study program.	30%	35%	16%	12%	3%	3%

Overall while 65% agreed (30% strongly) that lay leaders need training that recognises and builds upon their competencies, rather than requiring a fixed study program, 15% of respondents disagreed.

11. “The United Church needs to maintain the current educational standards for the ministry of Lay Preacher.”



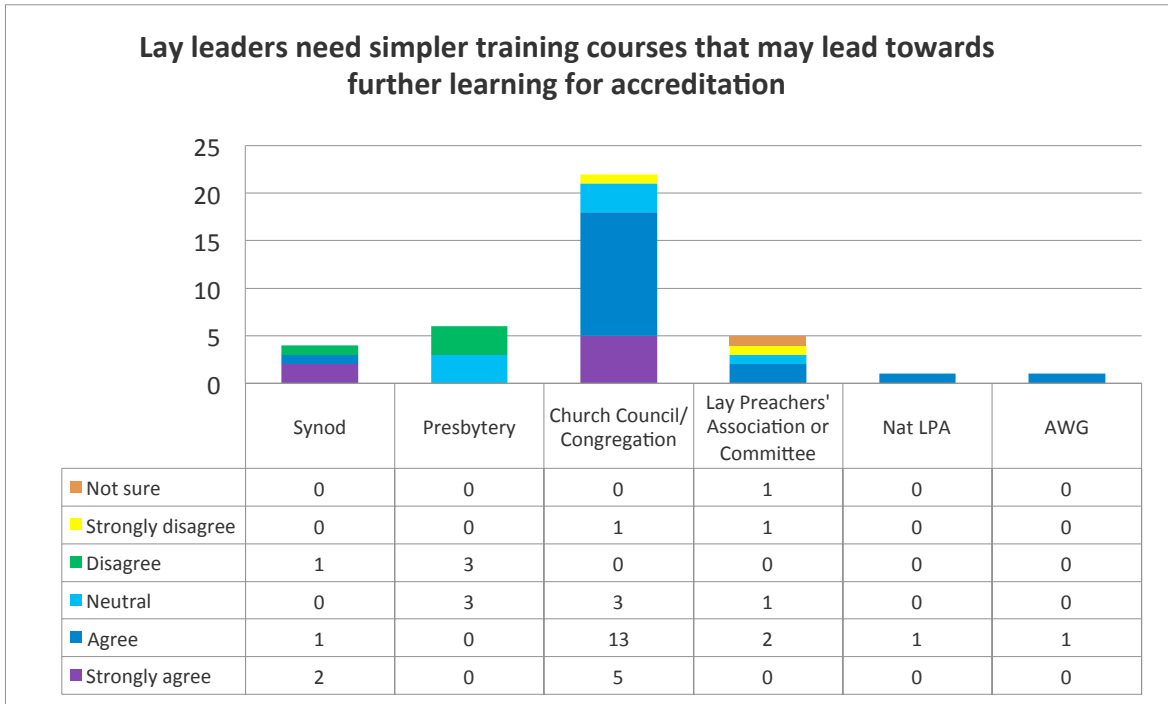
Generally there was agreement from councils and committees of the church that the United Church needs to maintain the current educational standards for the ministry of Lay Preacher. It was commented that the quality of current training material could be improved. There was disagreement from one Presbytery and four congregations.



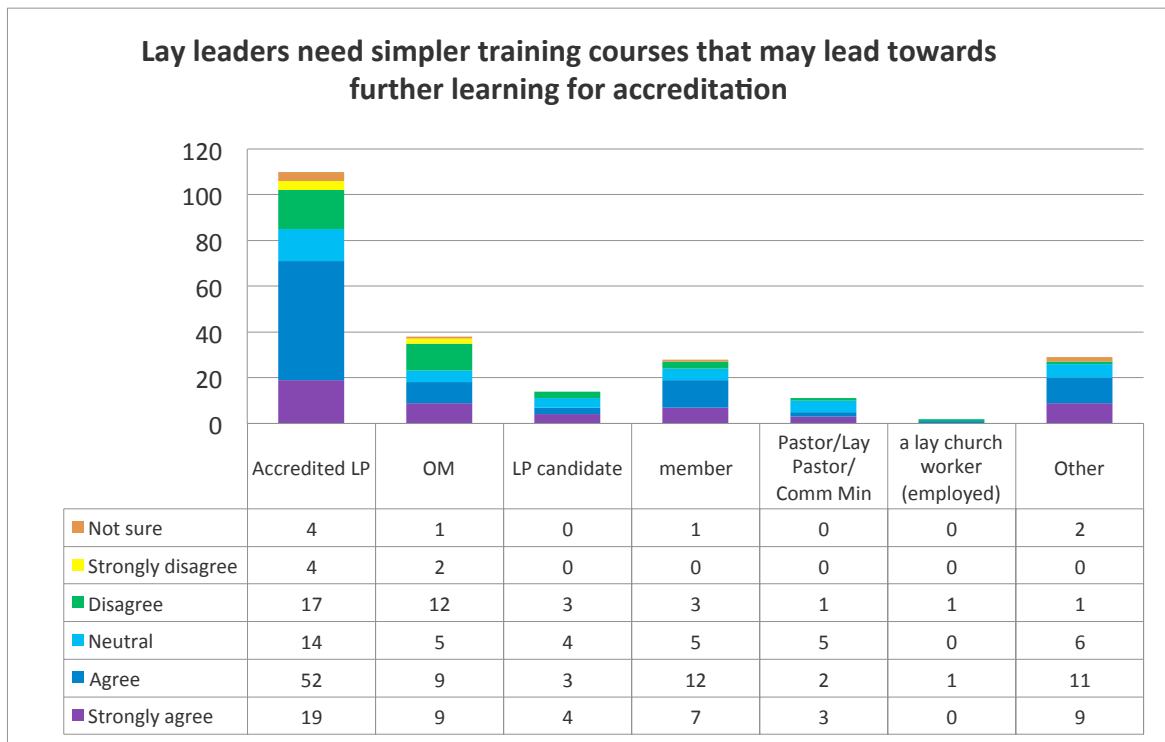
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Not sure
The United Church needs to maintain the current educational standards for the ministry of Lay Preacher.	25%	42%	16%	9%	3%	4%

While 67% of respondents agree with that the United Church needs to maintain the current educational standards for the ministry of Lay Preacher, individuals’ opinions on this were more diverse. The candidates’ responses are particularly interesting as they are currently in the midst of their training, and clearly have a wide range of opinions.

12. “Lay leaders need simpler training courses that may lead towards further learning for accreditation.”



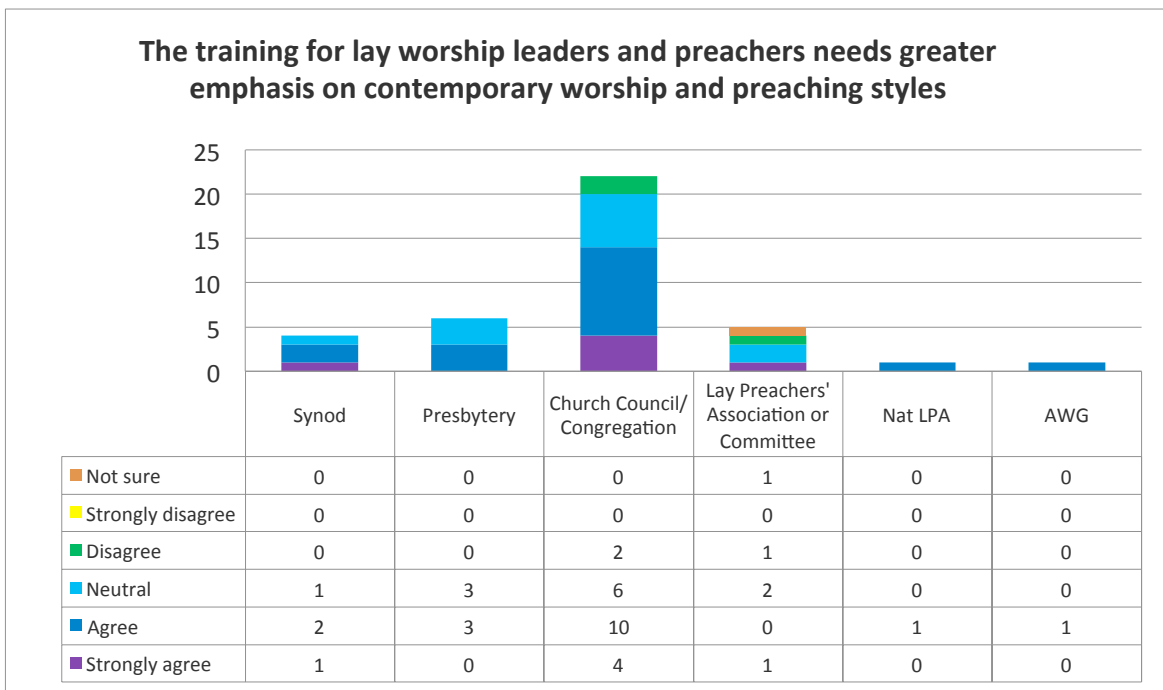
There was a variety of opinion on whether lay leaders need simpler training courses that may lead towards further learning for accreditation. While three synods agreed with the statement, (two strongly), a fourth disagreed. Presbytery groups were split between neutral and disagree. Church councils agreed (five strongly) or were neutral, with one strongly disagreeing.



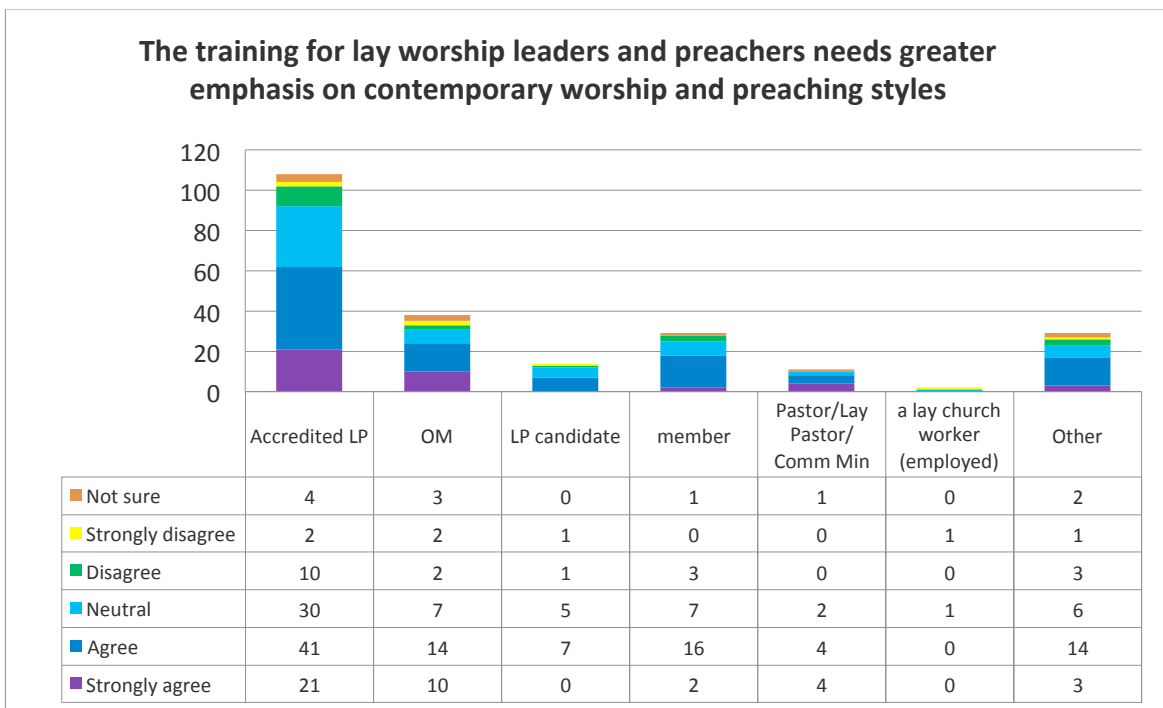
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Not sure
Lay leaders need simpler training courses that may lead towards further learning for accreditation.	21%	39%	17%	17%	3%	3%

There was a similarly diverse opinion amongst individuals, with accredited Lay Preachers most likely to agree or strongly agree that lay leaders need simpler training courses that may lead towards further learning for accreditation. Ordained ministers were most likely to disagree, though only two strongly disagreed and overall more agreed with the statement than disagreed.

13. “The training for lay worship leaders and preachers needs greater emphasis on contemporary worship and preaching styles.”



Overall the majority of respondents agreed that the training for lay worship leaders and preachers needs greater emphasis on contemporary worship and preaching styles. No group strongly disagreed.

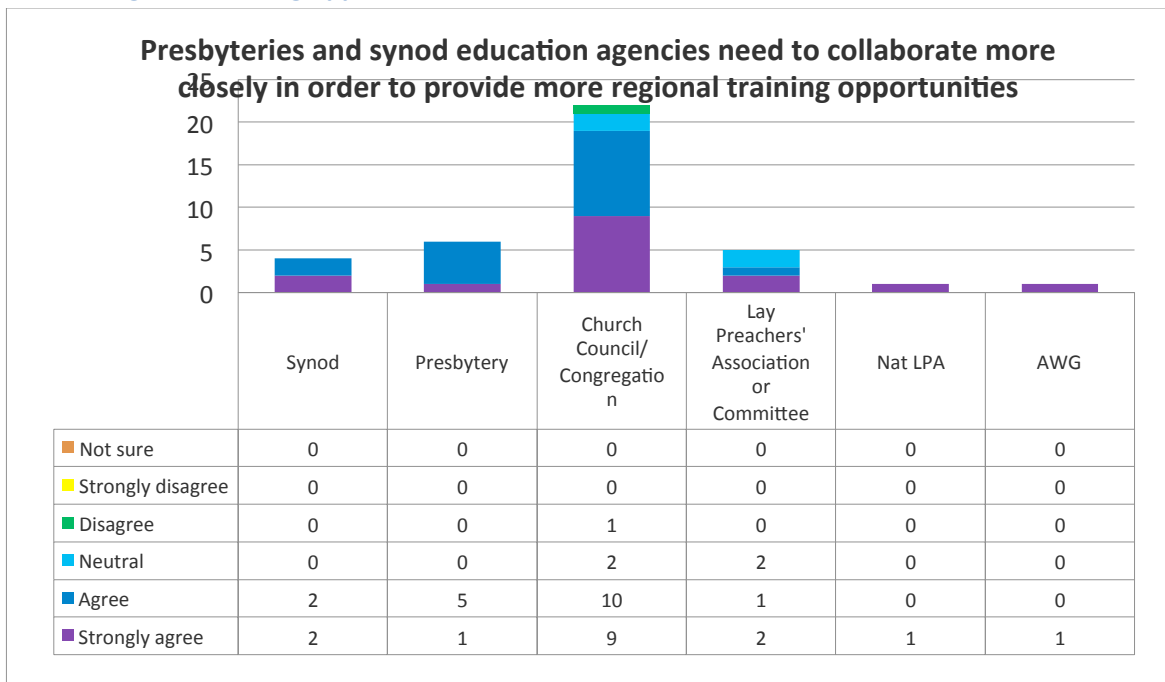


There were a range of responses to this question from individual respondents. Accredited Lay Preachers and ordained ministers were the respondents most likely to disagree.

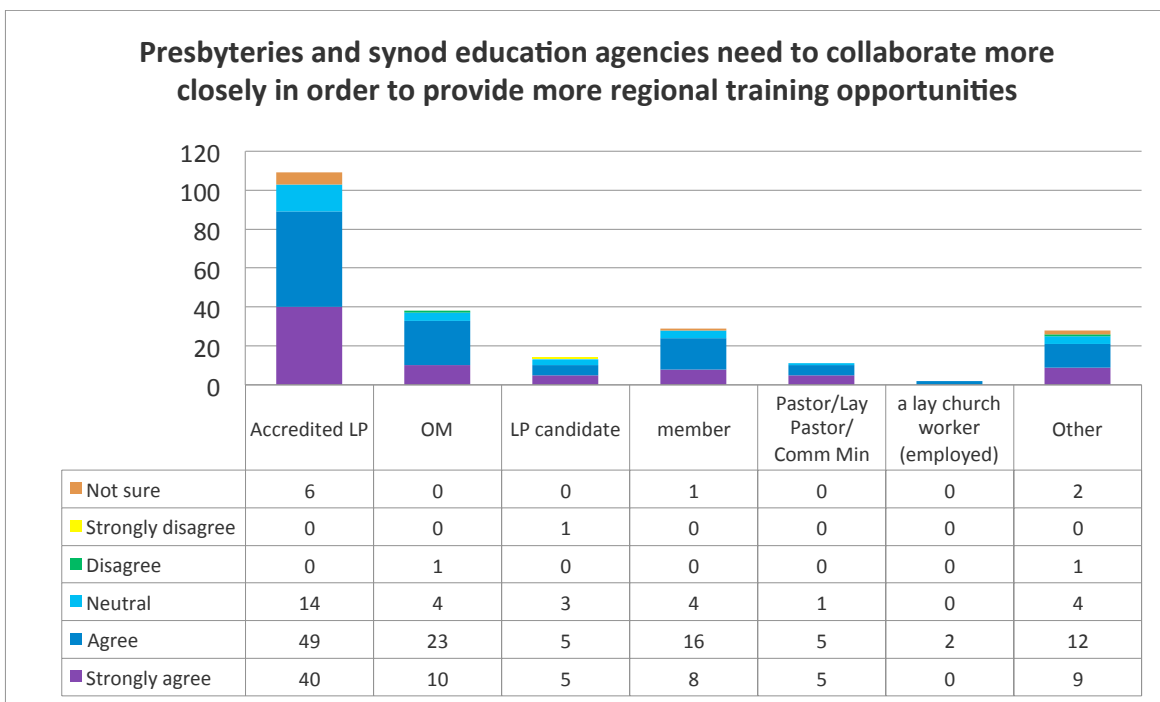
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Not sure
The training for lay worship leaders and preachers needs greater emphasis on contemporary worship and preaching styles.	17%	46%	27%	8%	2%	4%

Sixty three percent of respondents agreed with that the training for lay worship leaders and preachers needs greater emphasis on contemporary worship and preaching styles.

14. “Presbyteries and synod education agencies need to collaborate more closely in order to provide more regional training opportunities.”



There was strong agreement on this statement from synod groups, church congregations, LPAs and the Assembly Working Group on Worship, with just one group (church council/congregation) disagreeing that presbyteries and synod education agencies need to collaborate more closely in order to provide more regional training opportunities.

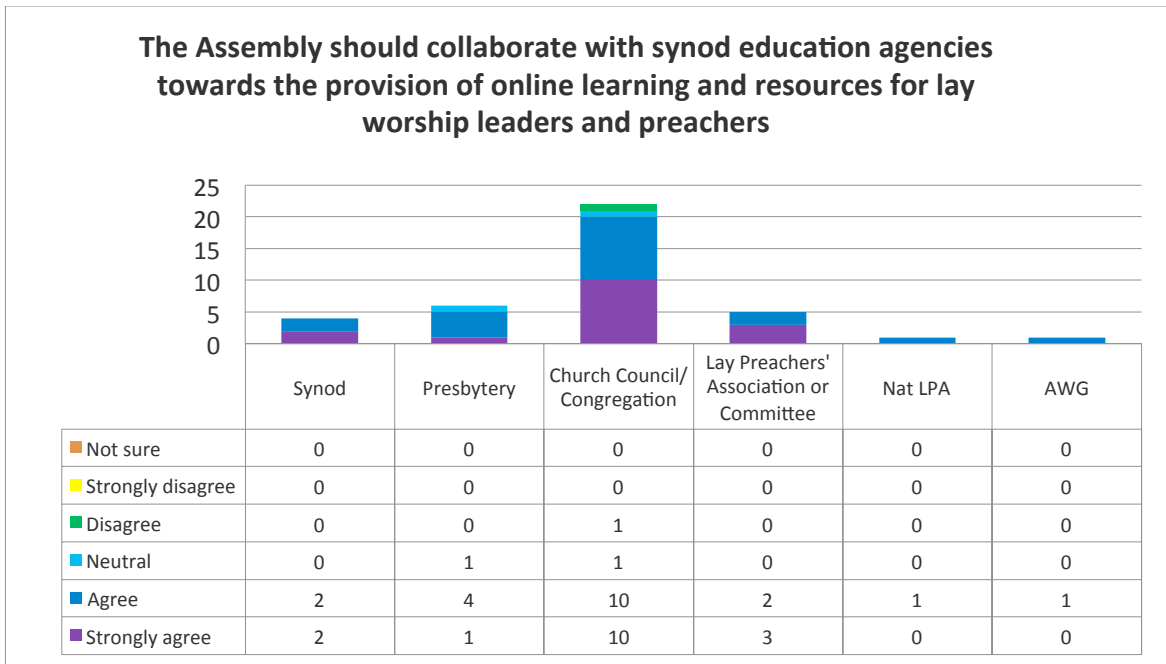


Individual respondents similarly agreed with the statement.

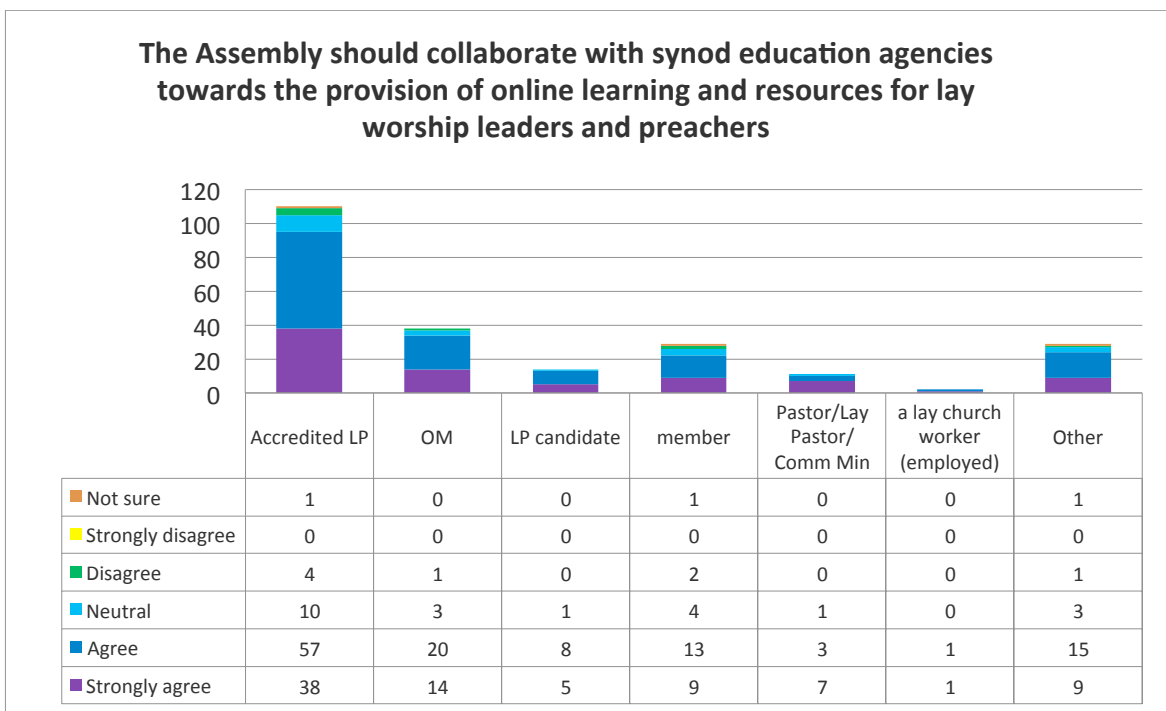
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Not sure
Presbyteries and synod education agencies need to collaborate more closely in order to provide more regional training opportunities.	34%	49%	13%	1%	4%	3%

Overall there was general consensus that presbyteries and synod education agencies need to collaborate more closely in order to provide more regional training opportunities.

15. “The Assembly should collaborate with synod education agencies towards the provision of online learning and resources for lay worship leaders and preachers.”



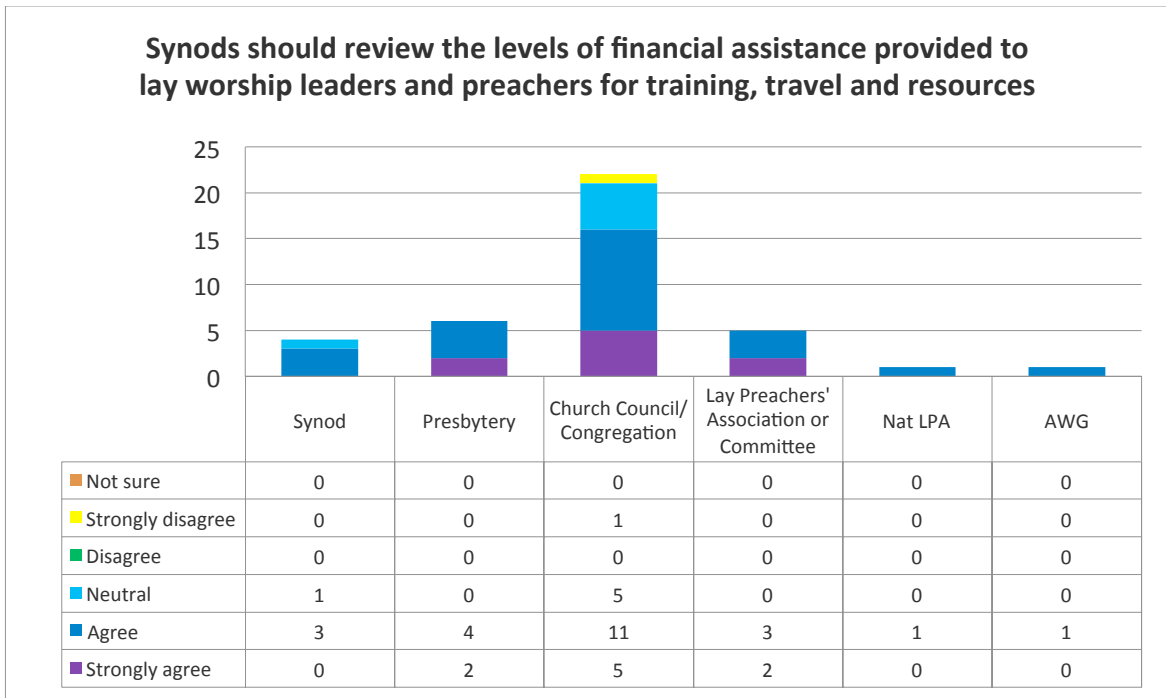
There was clear agreement from councils and committees of the church that the Assembly should collaborate with synod education agencies towards the provision of online learning and resources for lay worship leaders and preachers.



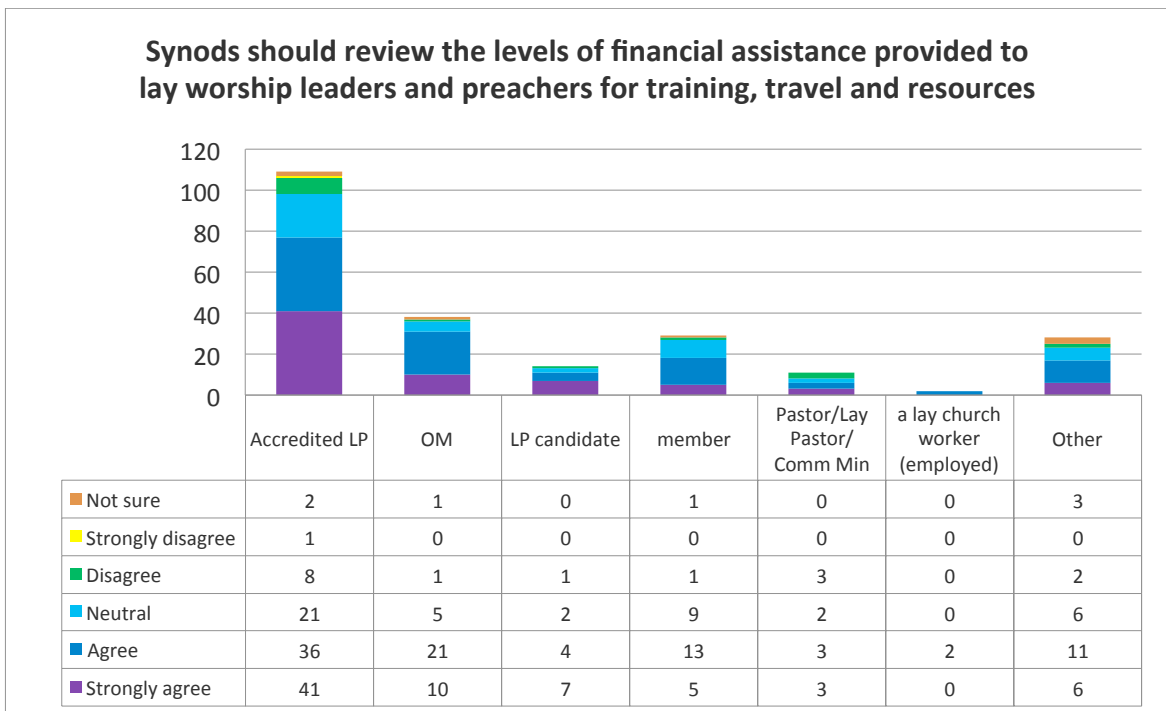
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Not sure
The Assembly should collaborate with synod education agencies towards the provision of online learning and resources for lay worship leaders and preachers.	36%	51%	9%	3%	0%	1%

Eighty seven percent of respondents agreed that the Assembly should collaborate with synod education agencies towards the provision of online learning and resources for lay worship leaders and preachers.

16. “Synods should review the levels of financial assistance provided to lay worship leaders and preachers for training, travel and resources.”



Just one group (church council/congregation) disagreed that Synods should review the levels of financial assistance provided to lay worship leaders and preachers for training, travel and resources. A small number of groups were neutral, including one synod.

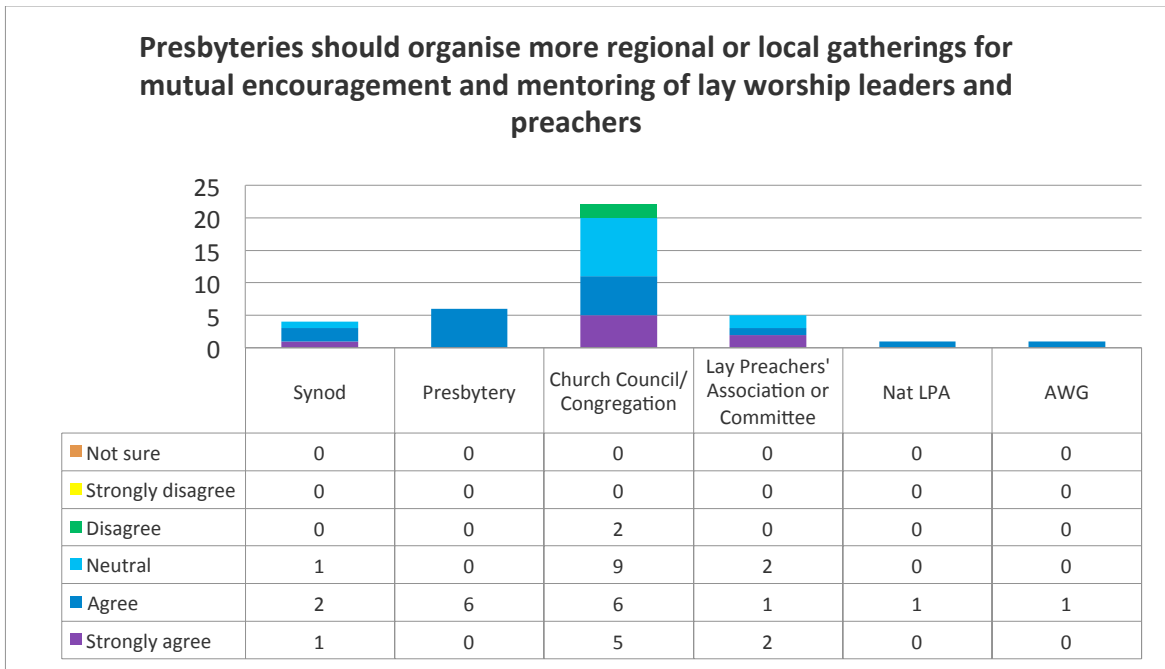


There was a range of responses to this question, including from accredited Lay Preachers.

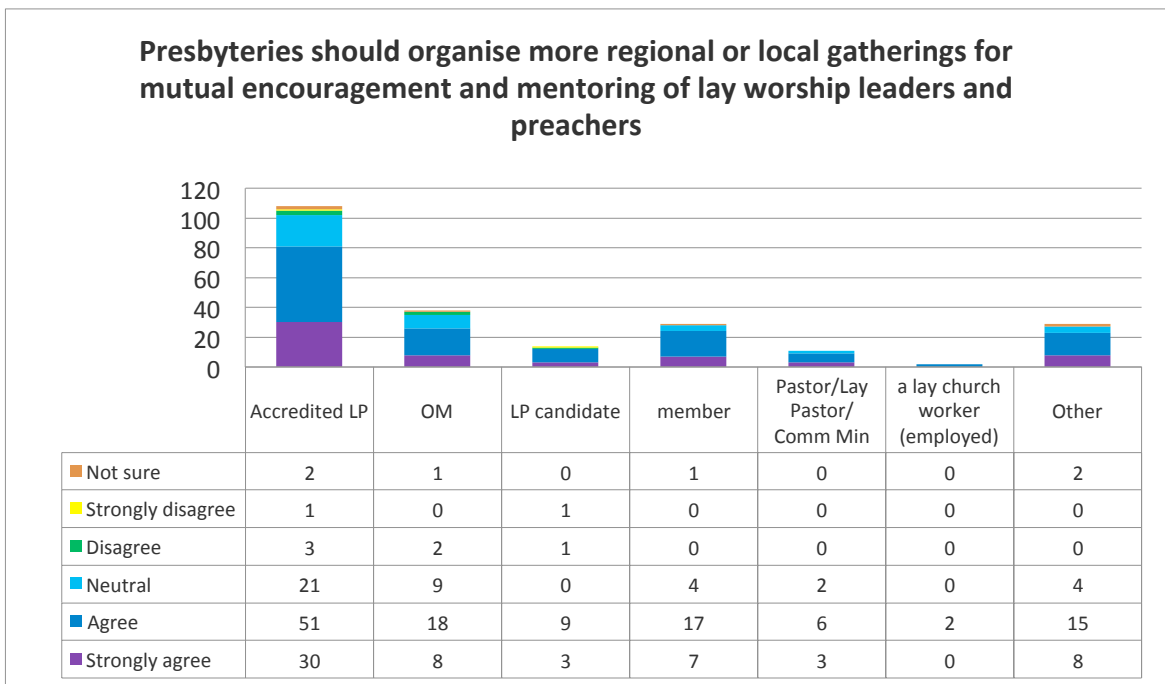
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Not sure
Synods should review the levels of financial assistance provided to lay worship leaders and preachers for training, travel and resources.	30%	43%	19%	5%	1%	2%

The vast majority of respondents (73%) agreed that synods should review the levels of financial assistance provided to lay worship leaders and preachers for training, travel and resources.

17. “Presbyteries should organise more regional or local gatherings for mutual encouragement and mentoring of lay worship leaders and preachers.”



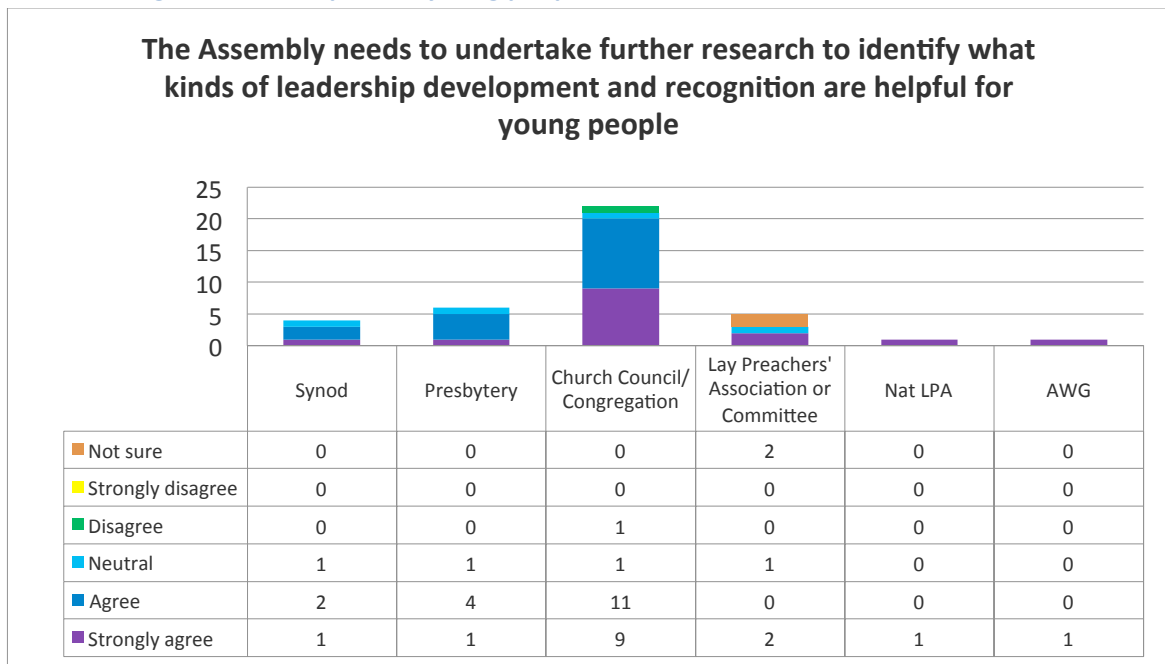
Presbytery groups all agreed that Presbyteries should organise more regional or local gatherings for mutual encouragement and mentoring of lay worship leaders and preachers. Just two groups (both church council/congregations) disagreed, and some congregations and LPAs were neutral.



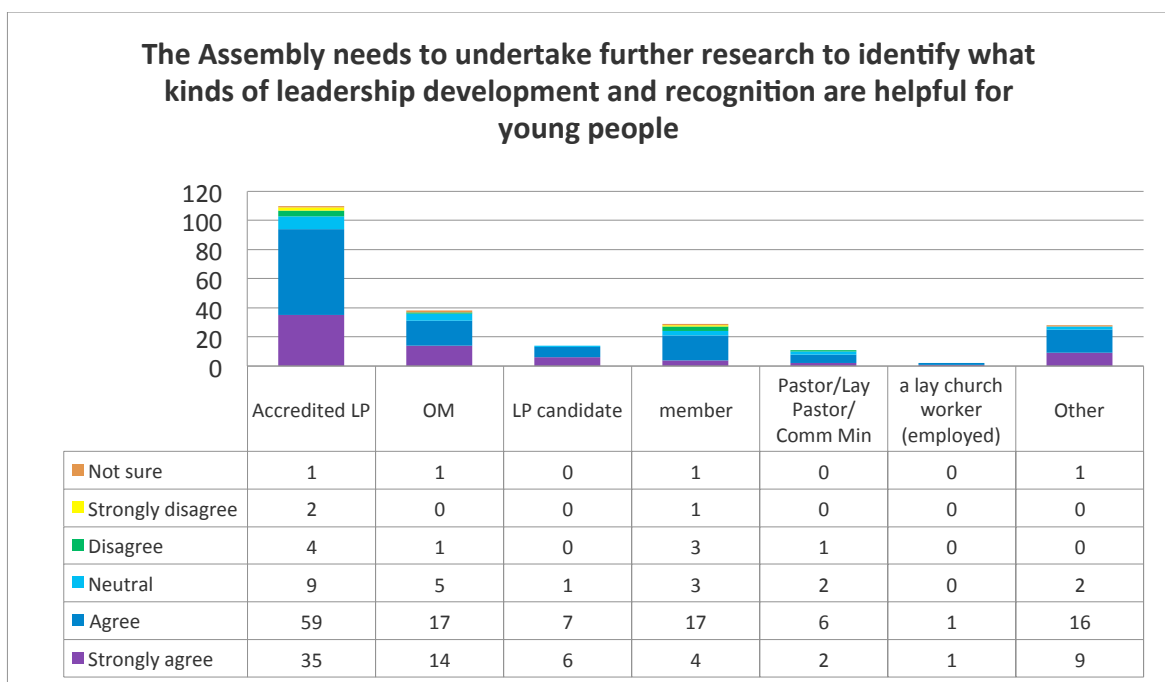
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Not sure
Presbyteries should organise more regional or local gatherings for mutual encouragement and mentoring of lay worship leaders and preachers.	24%	50%	20%	3%	1%	2%

There was general support for the statement that presbyteries should organise more regional or local gatherings for mutual encouragement and mentoring of lay worship leaders and preachers.

18. “The Assembly needs to undertake further research to identify what kinds of leadership development and recognition are helpful for young people.”



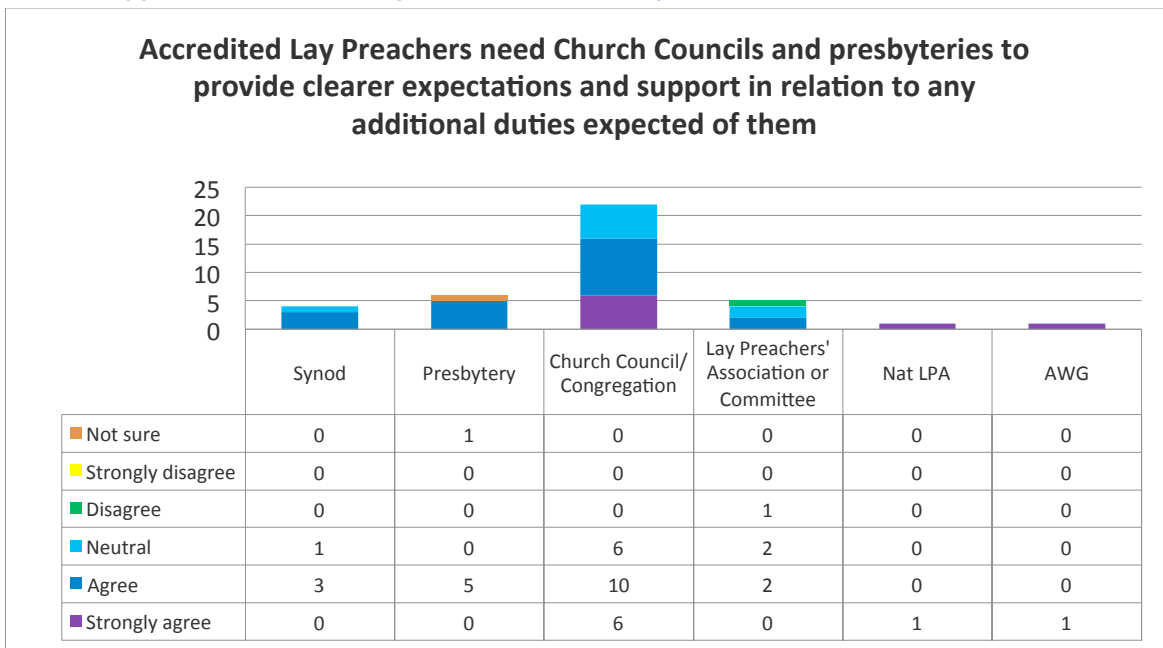
It was agreed that the Assembly needs to undertake further research to identify what kinds of leadership development and recognition are helpful for young people. (It was noted that this will need to utilise qualitative research methods).



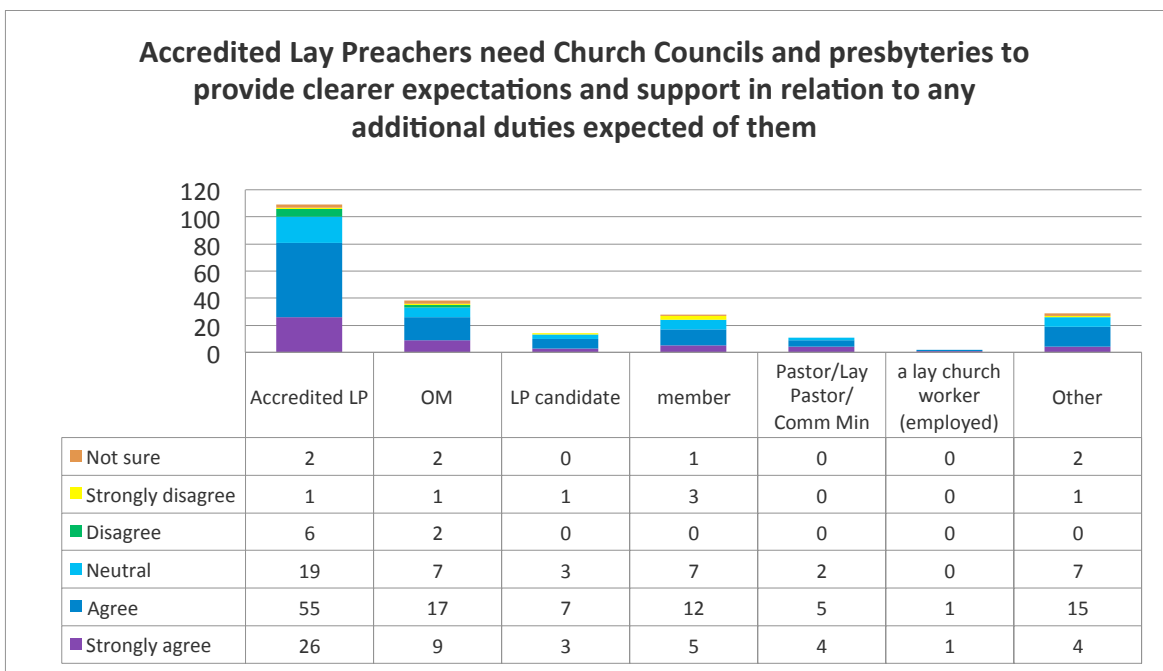
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Not sure
The Assembly needs to undertake further research to identify what kinds of leadership development and recognition are helpful for young people.	30%	53%	10%	4%	1%	2%

The vast majority of respondents agreed that the Assembly needs to undertake further research to identify what kinds of leadership development and recognition are helpful for young people.

19. “Accredited Lay Preachers need Church Councils and presbyteries to provide clearer expectations and support in relation to any additional duties expected of them.”



There was agreement that accredited Lay Preachers need Church Councils and presbyteries to provide clearer expectations and support in relation to any additional duties expected of them, though one LPA disagreed..

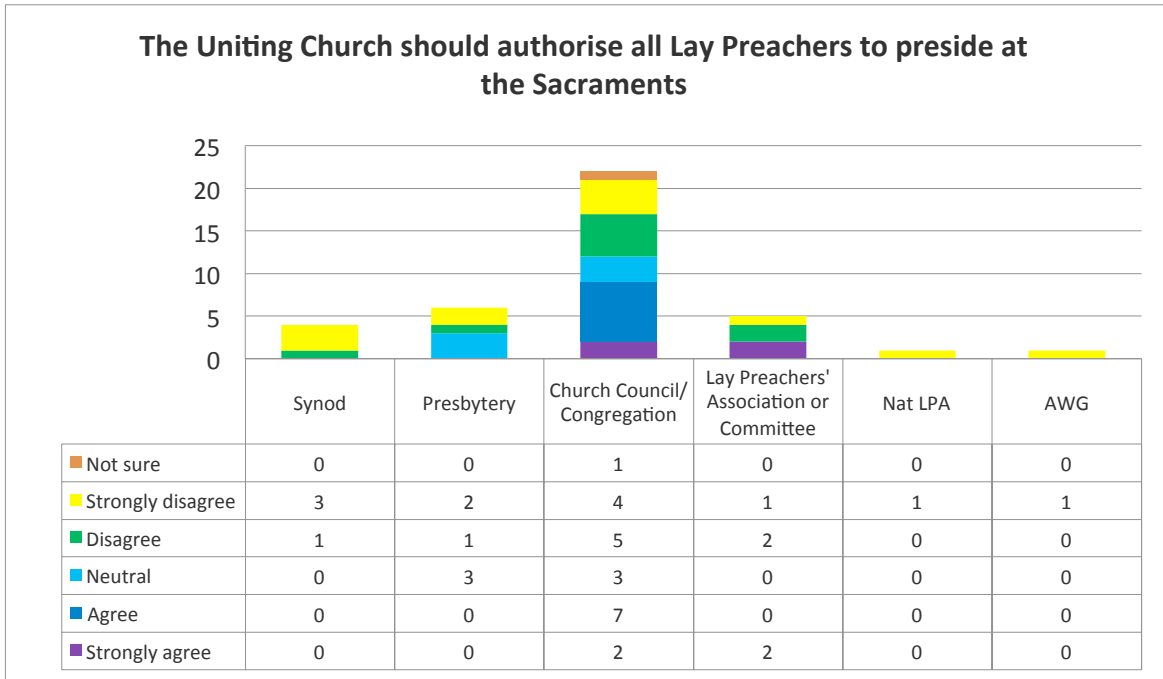


Individuals, while less unanimous than council and group responses, were overwhelmingly in agreement that accredited Lay Preachers need Church Councils and presbyteries to provide clearer expectations and support in relation to any additional duties expected of them.

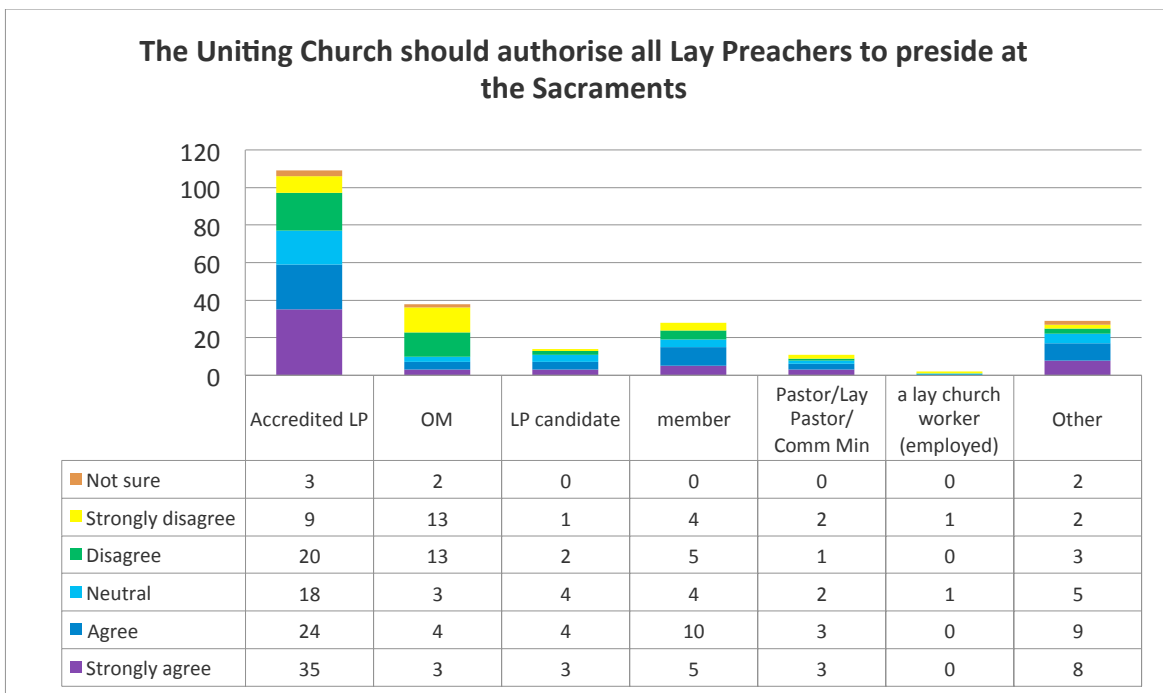
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Not sure
Accredited Lay Preachers need Church Councils and presbyteries to provide clearer expectations and support in relation to any additional duties expected of them.	21%	50%	21%	4%	2%	3%

Overall, over 70% of respondents agreed that accredited Lay Preachers need Church Councils and presbyteries to provide clearer expectations and support in relation to any additional duties expected of them.

20. "The Uniting Church should authorise all Lay Preachers to preside at the Sacraments."



Councils and committees of the church mostly disagreed with this statement, though nine church councils/congregations agreed (two strongly) and two LPAs strongly agreed.



Individuals were considerably more likely to agree that the Uniting Church should authorise all Lay Preachers to preside at the sacraments. (Some respondents added, "appropriately trained" to their responses).

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Not sure
The Uniting Church should authorise all Lay Preachers to preside at the Sacraments.	21%	23%	17%	21%	16%	3%