

ASIAN-AMERICAN PASTORAL MINISTRY (AAPM)

Summary of Results from Self-Assessment Survey, Feb 2006

1. No. of pastors who completed the survey = 10 (out of 10)
No. of wives who completed = 3 (out of 5 who attended at least one face-to-face meeting)
2. Six (6) pastors were members of the pre-SPE Asian Planning Group (APG) while four (4) joined AAPM under the SPE program.
3. AAPM members were invited or recommended by Tong Park, Nam Kieu, Socheth Na, Matthew Le, and Phohn Sinbondit.
4. No. of pastor-members who joined in Dec 2003 = 7
No. of pastor-members who joined in Mar 2005 = 2
No. of pastor-members who joined in Aug 2005 = 1
5. Top reasons for joining AAPM:
 - I agreed and liked the purpose and goals of AAPM (10 responses, or 77%)
 - I want to learn about Sustaining Pastoral Excellence (5, or 38%)
 - I want to contribute my gifts and talents to AAPM's mission (5, or 38%)
 - I want to meet and work with other Asian pastors and visit their churches (5, or 38%)
6. When you first joined AAPM, how clear were the purpose and goals of AAPM to you?
 - Clear enough (10 responses, or 77%)
 - Very clear (2, or 15%)
 - Not clear (1, or 8%)
7. Did the purpose and goals of AAPM sound to you that joining the group could be helpful and useful for you?
 - Yes (12 responses, or 92%)
 - Unsure (1, or 8%)
8. Members were asked how important and useful the purpose and goals of AAPM are. (n=13)

Ranking based on responses	Statements of purpose & goals	Very important & useful	Important & useful	Undecided	Not important & not useful	Not very important & useful
1	To give and receive mutual encouragement and prayer support	10 (77%)	2 (15%)	0	0	1 (8%)
2	To develop lasting friendship with fellow Asian pastors, wives, and advisors	10 (77%)	2 (15%)	0	0	1 (8%)
3	To help strengthen and grow other Asian CRCs today and in the future	8 (62%)	4 (31%)	2 (15%)	0	1 (8%)
4	To learn from peers – pastors, wives, and advisors	7 (54%)	5 (38%)	1 (8%)	0	1 (8%)
5	To increase my knowledge and skills for effective pastoral work	5 (38%)	7 (54%)	0	0	1 (8%)
6	To exercise spiritual accountability and discipline among peers	7 (54%)	4 (31%)	0	1 (8%)	1 (8%)
7	To know and adapt what works best in other Asian churches	6 (46%)	5 (38%)	1 (8%)	0	1 (8%)
8	To fellowship with other Asian churches through actual visits	7 (58%)	3 (25%)	0	1 (8%)	1 (8%)
9	To understand more and respect other Asian cultures	6 (46%)	4 (31%)	2 (15%)	0	1 (8%)
10	To become a better church leader and trainer of other leaders	5 (42%)	5 (42%)	1 (8%)	0	1 (8%)
11	To learn how to minister well to	5 (38%)	5 (38%)	1 (8%)	2 (15%)	0

	my church's mixed generations and changing cultural values					
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Lessons and Experiences

9. Top statements of purpose and goals that respondents said AAPM practiced: (top choices)
- Shared or team leadership (9 respondents, or 69%)
 - Participative or collaborative decision making (9, or 69%)
 - Mutual respect, regardless of age! (7, or 54%)
 - Lots of good, friendly, wholesome jokes and laughter (7, or 54%)
 - Solving conflict within the group through respectful and Biblical ways (6, or 46%)
 - Intentional teamwork and servant-leadership (6, or 46%)
 - Honesty or transparency especially in the use of funds (5, or 38%)
 - Developing consensus towards a shared vision (5, 38%)
10. Which of these lessons and experiences helped you become a better pastor/person today?
- Intentional teamwork and servant-leadership (10 respondents, or 77%)
 - Shared or team leadership (8 respondents, or 62%)
 - Mutual respect, regardless of age! (7, or 54%)
 - Participative or collaborative decision making (6, or 46%)
 - Lots of good, friendly, wholesome jokes and laughter (6, or 46%)
 - Solving conflict within the group through respectful and Biblical ways (5, or 38%)
 - Developing consensus towards a shared vision (5, 38%)
11. Which of these are you now teaching or practicing in your church ministry?
- Participative or collaborative decision making (10 respondents, or 77%)
 - Mutual respect, regardless of age! (10, or 77%)
 - Shared or team leadership (9, or 69%)
 - Intentional teamwork and servant-leadership (9, or 69%)
 - Culturally relevant Bible study and teaching (6, or 46%)

Challenges, Potentials, and Hopes for AAPM's Future

12. Set aside for a moment the lack of resources, denominational mandate, and other program unknowns surrounding the future of AAPM. Ask yourself: Do I want to see AAPM continue its good purpose, even expand it?
- Yes = 13 (100%)
 - No = 0
 - Undecided = 0
13. Top challenges faced by AAPM today:

	Respondents	Response rate
We still have to find out what leadership and ministry models work best for Asian CRCs	11	85%
AAPM needs more churches and classes to support it	9	69%
Productive and long-term partnerships with denominational agencies and programs	9	69%
Does not have denominational mandate and financial support to continue nor expand	7	54%
Need a small (but effective) and financially supported implementation team	7	54%
Lack of basic financial stability for pastor's family and church	7	54%

14. Is AAPM worth continuing?
- Yes = 13 (100%)
 - No = 0
15. If you answered YES to the previous question, do you want the AAPM expanded to include other Asian CRCs?
- Yes = 13 (100%)

- No = 0

16. If AAPM will continue and expand, will you commit yourself to be an active member and supporter?

- Yes = 12 (92%)
- No = 1 (8%)

17. In your opinion, how capable is the present membership of AAPM in administering an expanded and continuing program?

	Respondents	Response rate
Very capable	8	67%
Capable	4	33%
Undecided	0	0
Not capable	0	0
Not very capable	0	0

18. How hopeful are you that AAPM can be given the proper mandate and financially supported by CRCNA as a denominational program?

	Respondents	Response rate
Very hopeful	7	54%
Hopeful	6	46%
Undecided	0	0
Not hopeful	0	0
Not very hopeful	0	0

Continuing and Expanding the AAPM

19. In your opinion, how can AAPM be continued and expanded? (top choices)

	Respondents	Response rate
Launch an information campaign in those classes where there Asian CRCs	10	77%
Promote AAPM as a good SPE peer learning group model	9	69%
Identify sources of ministry support funds and grants within and outside the CRCNA	8	62%
BOT to mandate the implementation of a short-term project study to determine the feasibility of establishing a separate Asian ministry program (excluding the Korean churches)	7	54%

20. By the end of April 2006, AAPM will no longer have funds from the SPE program. What immediate steps should AAPM do to continue? (top choices)

	Respondents	Response rate
Continue with the previously agreed campaign to ask each AAPM local church top contribute \$100; review its frequency	13	100%
Each of the current AAPM members wil campaign and ask support from their respective Classis	8	62%
Request the CRC BOT through the Deputy Director for Denominational Ministries. Rev. Jerry Dykstra, short-term funding to undertake a feasibility study	8	62%
Actively explore and apply to philanthropic organizations/individuals for grants	6	46%
Apply to SPE's continuing education grant to enable AAPM to conduct a leadership training conference	4	31%

21. If resources are available, what priority activities should AAPM do to help Asian churches directly in the next few months? (top choices)

	Respondents	Response rate
Conduct a survey to know if other Asian pastors want to belong to a SPE peer group	8	62%
Review the nature and progress of our partnerships with CRHM, CRWM, CRWRC, and other relevant denominational programs	7	54%
Conduct a survey through interviews, onsite visits, or online to find out common and priority ministry needs of Asian CRCs	6	46%
Launch an information campaign to encourage other Asian pastors to join a SPE group	6	46%
Complete and maintain the AAPM website	5	38%

22. In your opinion, what priority needs/issues should AAPM work out with Home Missions?

1	We need Home Missions' honest opinion about the prospect of Asian ministry within CRC, considering the fact that there are other focused ministries but Asian. Does HM recognize the potential ministries within Asian groups of NA? Is HM willing to invest in developing leadership and churches geared toward Asian populations? If yes, in what ways?
2	Select more pastors to get involved.
3	Recruit and train new Asian church planters. And recruit Asian church pastors who would emerge into Reformed teaching and practice.
4	Train more church planters.
5	AAPM should work in partnership with home missions re: continuity of the reformed teachings and perspectives and a study on how to help local Asian churches in terms of growth and stability. (financial too)
6	We should ask HM help us continue AAPM by matching fund. (50/50 for first year then go down for three year).
7	Strengthening our partnership in all aspects of reality Asian ministry.
8	Ministry share. We are small church, if we become self organized, are we have to pay ministry even though we are able to support ourselves yet?
9	<ul style="list-style-type: none"> Study where new church plants are needed in areas where Asian ethnic groups are concentrated. Identify, recruit, and train pastors/church planters for those potential church plants. Assess continuing education needs of current Asian pastors and design appropriate educational/training activities. Actively engage AAPM and CRHM through its consultant, Gary Teja.

23. In your opinion, what priority needs or issues should AAPM work out with World Missions?

1	Like CRWRC, does WM want to actively recruit Asian candidates to go to their respective countries to serve? Or encourage Asian CRCs to participate in WM's effort to help indigenous churches in Asia?
2	In my opinion, the top priority/needs that the AAPM should work out is having more cultural pastors come to their countries to teach about God.
3	Recruit and train new Asian church planters. And recruit Asian church pastors who would emerge into Reformed teaching and practice in our respective homelands
4	Not sure
5	Specifically we need to proclaim the gospel locally and world wide. This is our trust and by all resource be effectively done
6	We should ask them to help us (AAPM) alive to train missionaries. If we die they not survive (maybe)
7	Mission to our home land
8	Identify what support we can receive from CRWM
9	<ul style="list-style-type: none"> Determine the interest of each AAPM members for missions work in their home countries Find out if AAPM member or anyone in the Asian churches are being called to missions work in their home countries. Implement mission exposure trips to home countries jointly with concerned AAPM pastor-member. Actively engage AAPM and CRWM through its advisors, Mike-Lois Vander Pol and Albert Hamstra