

教會服事同工身心靈與服事狀況調查問卷

Church Ministry Member Well-being and Burnout Survey

本問卷採匿名方式，旨在真實了解同工在服事中的實際現況、壓力來源及團隊文化。我們深知在服事的路上，除了擺上的喜樂，也難免會遇到身心疲憊、資源不足或系統流程帶來的困境。這份問卷是為了建立一個有效的反饋管道，讓我們能客觀地看見同工的辛苦，並針對事工系統的缺漏進行改善。

您的回饋對於教會整體的健康建造至關重要。這裡沒有對錯答案，只有最真實的現況呈現。誠摯邀請您在安靜的心境中參與這次溝通，讓我們一起面對問題，建立一個更健康、更健全的服務環境。

This anonymous survey is designed to understand the current reality, sources of pressure, and team culture experienced by our ministry members. We recognize that along the journey of service, it is common to encounter physical and emotional fatigue, resource limitations, or challenges arising from systemic processes. This survey serves as a channel for honest feedback, allowing us to objectively acknowledge the hardships faced by our team and identify areas for improvement within our ministry systems.

Your input is vital to the healthy development of our church. There are no "right or wrong" answers—only your authentic experience. We sincerely invite you to participate in this communication, so that we may face these challenges together and build a more robust and supportive environment for everyone.

一. 基本資料 | Basic Information

在本教會參與服事的年數

Years serving in this church:

- ☐ 1 年以下 / Under 1 year
- ☐ 2–5 年 / 2–5 years
- ☐ 5 年以上 / Over 5 years

您所有教會服事經驗的累計年數

Total years of ministry experience (in all churches):

- ☐ 3 年以下 / Under 3 years
- ☐ 4–9 年 / 4–9 years
- ☐ 10 年以上 / Over 10 years

主要服事崗位

Primary ministry area:

- ☐ 牧養/帶領(如小組、青少年、主日學、講台、敬拜) /
Shepherding / Leadership (e.g., small group, youth, Sunday school, worship, preaching)

- ☐ 行政/后勤(如行政、音控、財務、庶務等) /
Administration / Support (e.g., admin, sound, finance, logistics)

2. 實際服事負荷(過去 4 周)

Actual Ministry Load (Past 4 Weeks)

您投入服事(準備+執行+協調)的每周平均時數:
Average weekly hours spent on ministry tasks (prep + execution + coordination):

- ☐ 0–2 小時 / 0–2 hrs
- ☐ 3–5 小時 / 3–5 hrs
- ☐ 6–10 小時 / 6–10 hrs
- ☐ 11 小時以上 / 11+ hrs

您參與的事工種類(不含聚會)數量:

Number of different ministry tasks you were involved in (excluding attending services):

- ☐ 0–1 項 / 0–1
- ☐ 2 項 / 2
- ☐ 3 項 / 3
- ☐ 4 項以上 / 4+

三. 主觀負荷感與倦怠狀態 Perceived Fatigue & Burnout

(1=非常不同意 / Strongly Disagree; 5=非常同意 / Strongly Agree)

A. 身心疲憊 | Physical & Emotional Fatigue

我常在服事後感到精力明顯下降，需要較長時間恢復。

I often feel noticeably drained after serving and need time to recover.

- ☐1 ☐2 ☐3 ☐4 ☐5

我感覺身體或情緒因服事壓力而受到影響。

My physical or emotional state has been affected by ministry-related stress.

- ☐1 ☐2 ☐3 ☐4 ☐5

B. 情感抽離 / 心靈耗盡 | Emotional Withdrawal / Spiritual Exhaustion

我有时在服事中进入“机械执行”的状态。

At times, I find myself functioning in “auto-pilot mode” when serving.

- ☐1 ☐2 ☐3 ☐4 ☐5

我比以前更难在服事中投入热情或情感。

It has become harder for me to put my heart into ministry compared to before.

- ☐1 ☐2 ☐3 ☐4 ☐5

C. 成就感與意義感 | Sense of Meaning & Impact

我的付出和实际成果之间有明显落差。
I feel a growing gap between my effort and the results.
☐1 ☐2 ☐3 ☐4 ☐5

我曾怀疑自己在教会的努力是否真正有意义。
I have questioned whether my ministry work truly makes a difference.
☐1 ☐2 ☐3 ☐4 ☐5

D. 退出倾向 | Withdrawal Tendencies

我曾认真考虑减少、暂停或停止某些服事。
I have seriously considered reducing or pausing some ministry roles.
☐1 ☐2 ☐3 ☐4 ☐5

四. 生活压力来源(非教会) Non-Church Life Stress (1-5 同上)

工作或学业压力让我在服事前已经处于疲惫状态。
My work or study responsibilities leave me tired even before serving.
☐1 ☐2 ☐3 ☐4 ☐5

家庭、人际或生活责任使我常感到心力交瘁。
Family, relational, or personal responsibilities leave me emotionally drained.
☐1 ☐2 ☐3 ☐4 ☐5

我在进入服事时, 身体或情绪往往已在低点。
I often enter ministry already at a low physical or emotional point.
☐1 ☐2 ☐3 ☐4 ☐5

五. 主观工作负荷感(心理压力) Perceived Psychological Load (1-5)

即使服事量不多, 我仍觉得在心理上不轻松。
Even if my ministry load is not high, I still find it mentally heavy.
☐1 ☐2 ☐3 ☐4 ☐5

我对自己的服事要求比团队对我的期待更高。
I place higher expectations on myself than what the team expects.
☐1 ☐2 ☐3 ☐4 ☐5

我常因担心做不好而感到压力。
I often feel pressured because I worry about not doing well enough.
☐1 ☐2 ☐3 ☐4 ☐5

我常觉得自己在服事上“做得不够”。
I often feel I am “not doing enough” in my ministry.
☐1 ☐2 ☐3 ☐4 ☐5

六. 团队文化、牧养与支持系统 Team Culture, Pastoral Care & Support (1-5)

A. 属灵陪伴与牧养深度 Spiritual Companionship & Pastoral Care Depth

1. 我在教会有人真正持续关心我的属灵生命, 而不仅是服事表现。
I have someone in the church who consistently cares about my spiritual life, not just my ministry performance.
☐1 ☐2 ☐3 ☐4 ☐5

2. 牧者/领袖在乎事工成果的程度, 往往超过对我生命近况的关心。
Leaders seem to care more about ministry outcomes than my personal spiritual condition.
☐1 ☐2 ☐3 ☐4 ☐5

3. 当我经历属灵或情绪低潮时, 我不确定是否有人会主动陪伴我。
When I go through spiritual or emotional struggles, I am not sure someone will walk with me.
☐1 ☐2 ☐3 ☐4 ☐5

4. 我在教会中缺乏一个属灵同行者或属灵父母般的关怀。
I lack a spiritual companion or a spiritual mentor within the church.
☐1 ☐2 ☐3 ☐4 ☐5

B. 关系深度与安全感 Relational Depth & Safety

4. 团队内部的互动大多与任务有关, 较少进入生命与信仰层面的交流。
Team interactions are mostly task-driven, with little spiritual or life-sharing.
☐1 ☐2 ☐3 ☐4 ☐5

5. 我在团队中表达压力、软弱或真实挣扎时并不感到安全。
I do not feel safe sharing stress, weakness, or real struggles within the team.
☐1 ☐2 ☐3 ☐4 ☐5

6. 同工之间较少真实分享自己的失败、挣扎或生命过程。
Co-team members rarely share personal struggles, weaknesses, or spiritual challenges.
☐1 ☐2 ☐3 ☐4 ☐5

8. 我感到团队人际关系友善, 但比较停留在表层而非深入同行。
Team relationships feel friendly but remain more

surface-level than deeply connected.
☐1 ☐2 ☐3 ☐4 ☐5

C. 事工文化：任务 vs 生命
Ministry Culture: Task vs Life Orientation

9. 教会文化中，“把事做好”常比“人的生命是否健康”更被强调。
In the church culture, “doing tasks well” often feels more emphasized than the health of people.
☐1 ☐2 ☐3 ☐4 ☐5

10. 当我需要休息或减少服事时，我担心会被误解为不够委身。
When I need rest or reduce ministry involvement, I worry others may see me as less committed.
☐1 ☐2 ☐3 ☐4 ☐5

11. 教会整体倾向于多讨论“做什么”，而较少讨论“如何在基督里成长”。
The church tends to talk more about “what to do” and less about “how to grow in Christ.”
☐1 ☐2 ☐3 ☐4 ☐5

D. 组织系统成熟度与运作清晰度
Organizational Clarity & Structural Maturity

12. 教会的事工常依赖同工“自动补位”，而不是依靠明确的系统或流程。
Many ministry tasks rely on individuals filling gaps rather than clear systems or processes.
☐1 ☐2 ☐3 ☐4 ☐5

13. 我不总是清楚哪些事工是必要的，哪些只是传统或惯性延续。
I am not always sure which ministries are essential and which are kept out of habit.
☐1 ☐2 ☐3 ☐4 ☐5

14. 我常觉得自己的服事只是重复的例行公事，难以看见它与教会的长远异象或目标有清楚的连结。
I often feel that my ministry work is repetitive and routine, and I struggle to see how it connects clearly to the church’s long-term vision or goals.
☐1 ☐2 ☐3 ☐4 ☐5

15. 我在服事时常感到被领袖过度干预或微观管理，难以发挥我的主动性或独立判断。
I often feel micromanaged or overly interfered with by leaders, making it hard to exercise my initiative or independent judgment.
☐1 ☐2 ☐3 ☐4 ☐5

16. 由于事工职责不够清楚，当有人未完成任务时，我或者其他成员常需要被迫补位，而教会似乎缺乏追踪或改善这些问题的机制。

Because ministry responsibilities are not clearly defined, I or someone else often feel forced to fill in when others do not complete their tasks, and there seems to be no follow-up or improvement process in place.
☐1 ☐2 ☐3 ☐4 ☐5

17. 当我对事工流程提出改善建议时，我很少收到明确回应或看到实际改变，让我觉得提出意见也没有什么用。
When I give suggestions for improving ministry processes, I rarely receive clear responses or see actual changes, which makes me feel that giving feedback does not make a difference.
☐1 ☐2 ☐3 ☐4 ☐5

E. 隐性期待、无声压力与角色错位
Unspoken Expectations, Silent Pressure & Role Distortion

18. 我有时会为了避免让别人失望，而接下超过自己能力的服事。
At times, I take on ministry beyond my capacity to avoid disappointing others.
☐1 ☐2 ☐3 ☐4 ☐5

19. 我感受到一种“隐性的期待”，要我承担更多事工，即使没有明确要求。
I sense an unspoken expectation to take on more ministry, even when not explicitly asked.
☐1 ☐2 ☐3 ☐4 ☐5

20. 我有时觉得自己比较像“一个被使用的劳动力”，而不是“一个被牧养的生命”。
I sometimes feel more like “a ministry laborer being used” than “a life being shepherd.”
☐1 ☐2 ☐3 ☐4 ☐5

21. 我担心如果减少服事，可能会影响别人对我的属灵看法或评价。
I worry that reducing ministry involvement could affect how others perceive my spirituality.
☐1 ☐2 ☐3 ☐4 ☐5

七. 开放式问题 | Open-Ended Questions (选答：请自由挑选回答，无需全部作答，也无题数限制。)
(Optional: Please feel free to answer any questions that resonate with you. You may answer as many or as few as you wish; there is no requirement to complete them all.)

1. 过去一年中，哪一件服事经历最让你感到挫折？为什么？
In the past year, what was the most discouraging ministry experience for you, and why?

Which aspects of your ministry feel most seen, and which feel the least seen?

2. 在教会服事中，你觉得有哪些“不能说的压力”或“不被谈论的期待”？

What unspoken pressures or expectations do you feel in your ministry that people rarely talk about?

3. 在团队关系中，你最渴望但缺乏的支持是什么？
What relational or pastoral support do you most desire but currently feel lacking?

4. 如果你可以改变教会一个系统或流程，你会选哪一个？为什么？

If you could change one church system or ministry process, what would it be and why?

5. 什么样的服事情境最容易让你感到疲惫或想放弃？

What ministry situations make you feel most exhausted or make you consider stepping back?

6. 你觉得在服事中最被看见的部分是什么？最不被看见的部分又是什么？

7. 从你的观察与经历来看，你认为教会最需要改善的是什么？无论是关系、文化、牧养、系统或事工方式，都可以自由表达。

Based on your experience and observations, what do you think the church most needs to improve? You may mention anything related to relationships, culture, pastoral care, systems, or ministry practices.

8. 用一句话形容你现在的服事感受。

Describe your current ministry experience in one sentence.