

# RRA 2009

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## *Profile of Pastors and Associate Pastors*

*Cynthia Woolever*

*U.S. Congregational Life Survey*

*Presbyterian Church (U.S.A.)*



REVEREND, THE CHURCH  
DESPERATELY NEEDS:

- ① NURSERY FACILITIES
- ② MODERN MUSIC
- ③ PASTORAL CARE

I HEAR YOU! I WILL  
RENEW MY FOCUS ON:

- ① EVANGELISM
- ② A NEW CONSTITUTION
- ③ THE OLD TESTAMENT



# How to Identify a Clergy Leader

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- Gender
- Age
- Ordination
- Age at ordination
- Senior or solo pastors
- Associate pastors
- Sample weighted by congregational size



# Previous research

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- 2001 U.S. Congregational Life Survey
- 883 leaders surveyed by telephone
- Pulpit & Pew ([www.pulpitandpew.duke.edu](http://www.pulpitandpew.duke.edu))
- *God's Potters* (Jackson W. Carroll)



# Current research

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- 2008 - 2009 U.S. Congregational Life Survey
- Senior, solo, and associate pastors of participating and non-participating congregations
- 437 key leaders surveyed by mail
- 296 associate leaders surveyed by mail
- Preliminary results – field period ends 12/09



# Gender of Clergy: Senior/Solo\*

	Catholic	Mainline Protestant	Conservative Protestant
<b>2008</b>			
Male	100%	72%	100%
Female	0%	28%	0%
<b>2001</b>			
Male	100%	80%	99%
Female	0%	20%	1%

\* Ordained



# Gender of Clergy: Associates\*

	Catholic	Mainline Protestant	Conservative Protestant
<b>Associates</b>			
Male	100%	57%	94%
Female	0%	43%	6%
<b>Senior/solo</b>			
Male	100%	72%	100%
Female	0%	28%	0%

\* Full-time (30 hours or more) and ordained



# Gender of Clergy: Associates

	Ordained	Working toward Ordination	Not Ordained
<b>Associates</b>			
TOTAL	51%	12%	37%
Male	66%	9%	25%
Female	38%	14%	48%
<b>Senior/solo</b>			
Male	95%	4%	2%
Female	95%	4%	2%



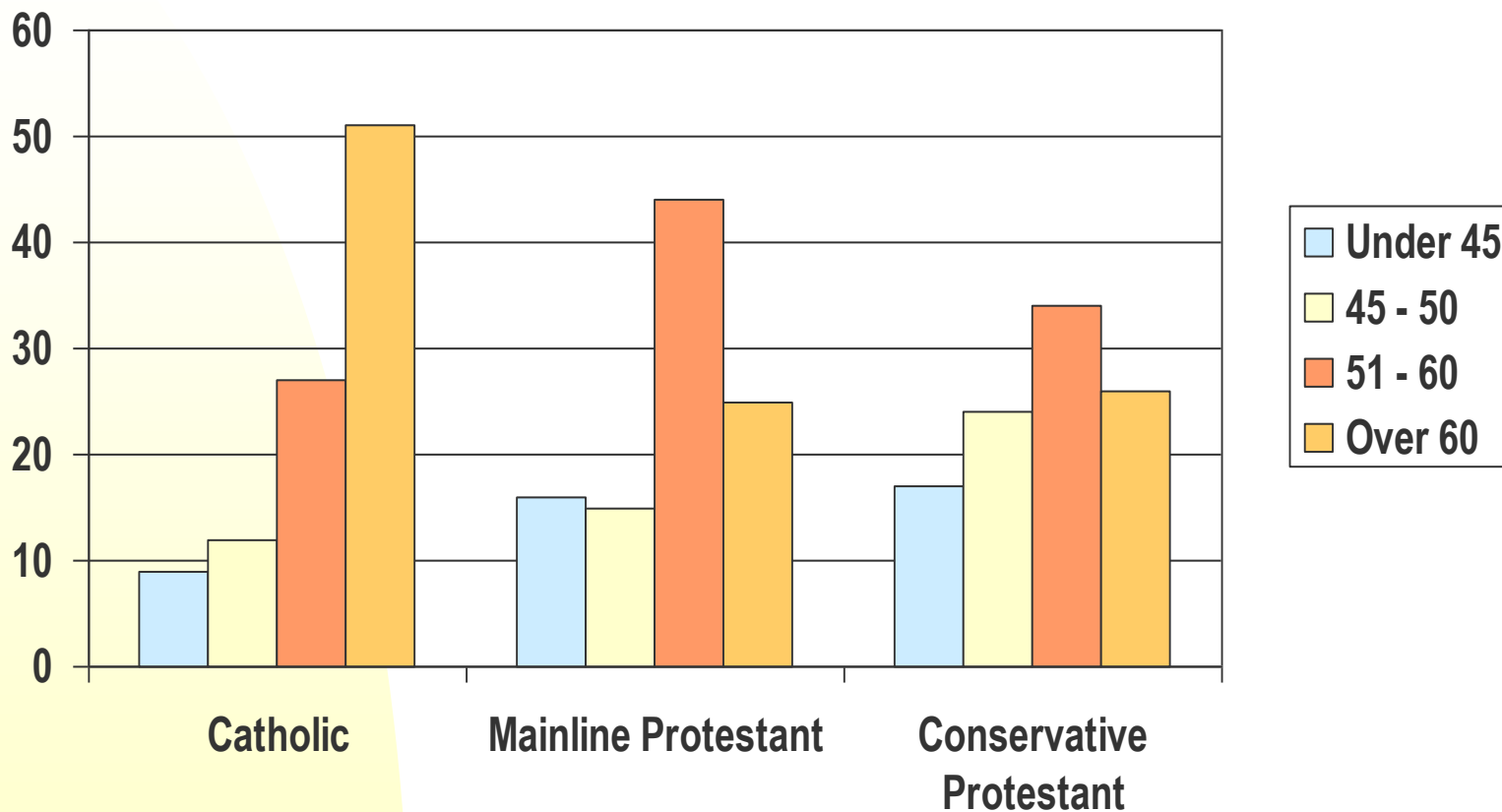
# Age of Clergy: Senior or Solo

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	Catholic	Mainline Protestant	Conservative Protestant	Total
2008	61	55	55	56
2001	56	51	50	51
	+ 5	+ 4	+ 5	+ 5



# Age of Clergy by Faith Tradition



# Age at Ordination by Tradition

## *Years in Ministry*

	<10	10 – 20	21 – 30	31+
Catholic	48	31	31	27
Mainline Protestant	43	37	29	26
Conservative Protestant	38	34	30	26
<b>TOTAL</b>	<b>43</b>	<b>36</b>	<b>29</b>	<b>26</b>



# Age of Clergy: Associate Pastors

	Catholic	Mainline Protestant	Conservative Protestant	Total
Associate	52	44	45	45
Senior	61	55	55	56
	- 9	- 11	- 10	- 11



# Where Associate Pastors Serve

	Catholic	Mainline Protestant	Conservative Protestant	Total
Size of congregation				
> 100	0%	0%	0%	0%
100 - 350	0%	68%	58%	58%
351+	100%	32%	42%	42%



# Findings related to gender and age

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- Senior or solo pastors (ordained):
  - ✓ Are predominately male
  - ✓ Are older now than in 2001
  - ✓ Age profile varies by tradition
  - ✓ Recent graduates are older when ordained than pastors with longer tenures in ministry



# Findings related to gender and age

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- Associate pastors:
  - ✓ Are predominately male; Mainline Protestant churches have significant % of female clergy
  - ✓ Are younger than senior/solo pastors
  - ✓ Age profile varies by tradition
  - ✓ Serve in medium and large churches



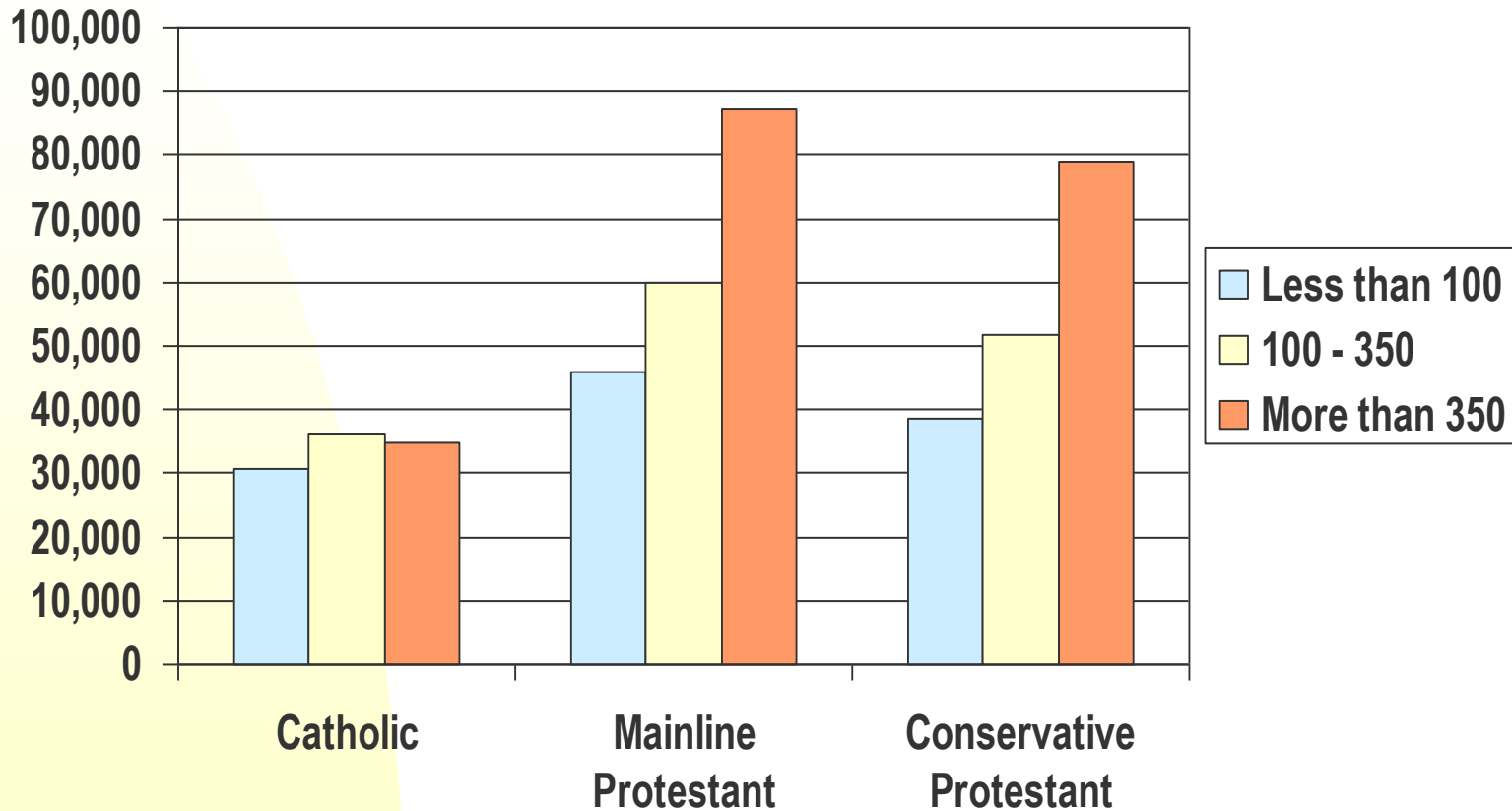
# Compensation of Clergy

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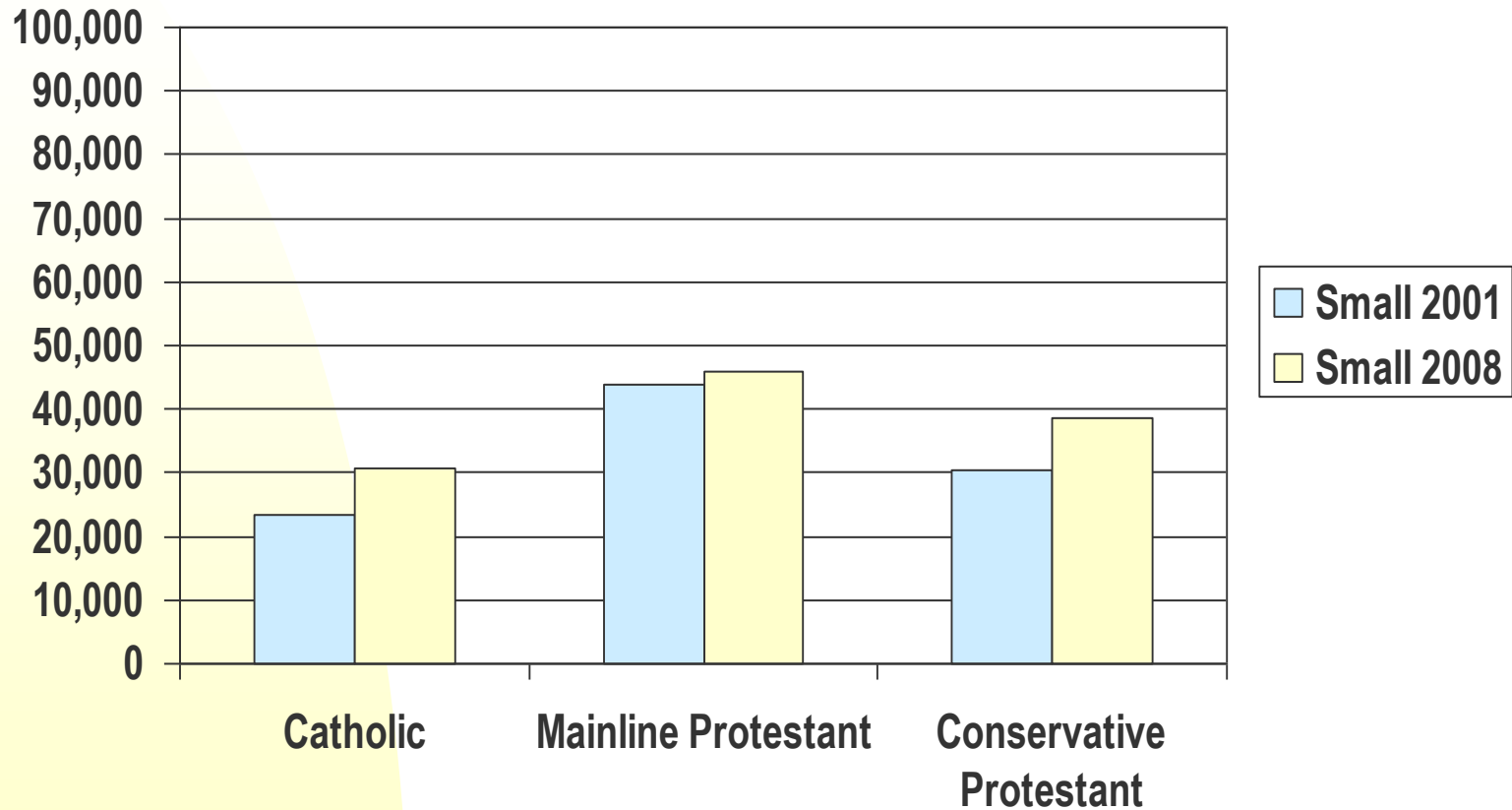
- Includes salary *plus* housing compensation
- Housing compensation can be the provision of manse, parsonage, or other housing
  - ◆ House's fair market rental value
- Housing compensation can be a monthly housing allowance
  - ◆ Pastor makes own rent or mortgage payment



# Clergy Compensation



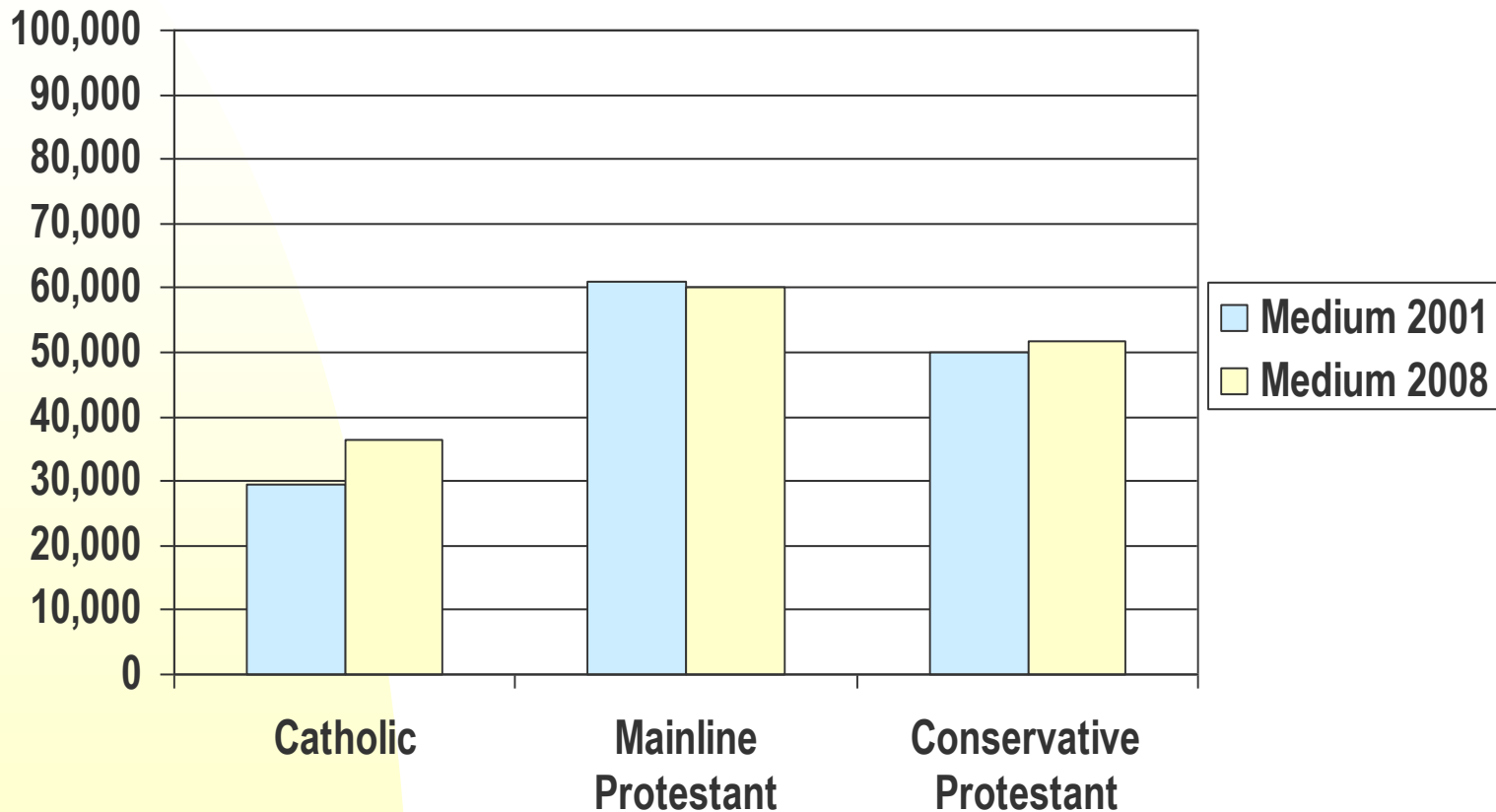
# Less than 100 worshipers



Note: 2001 figures adjusted for inflation



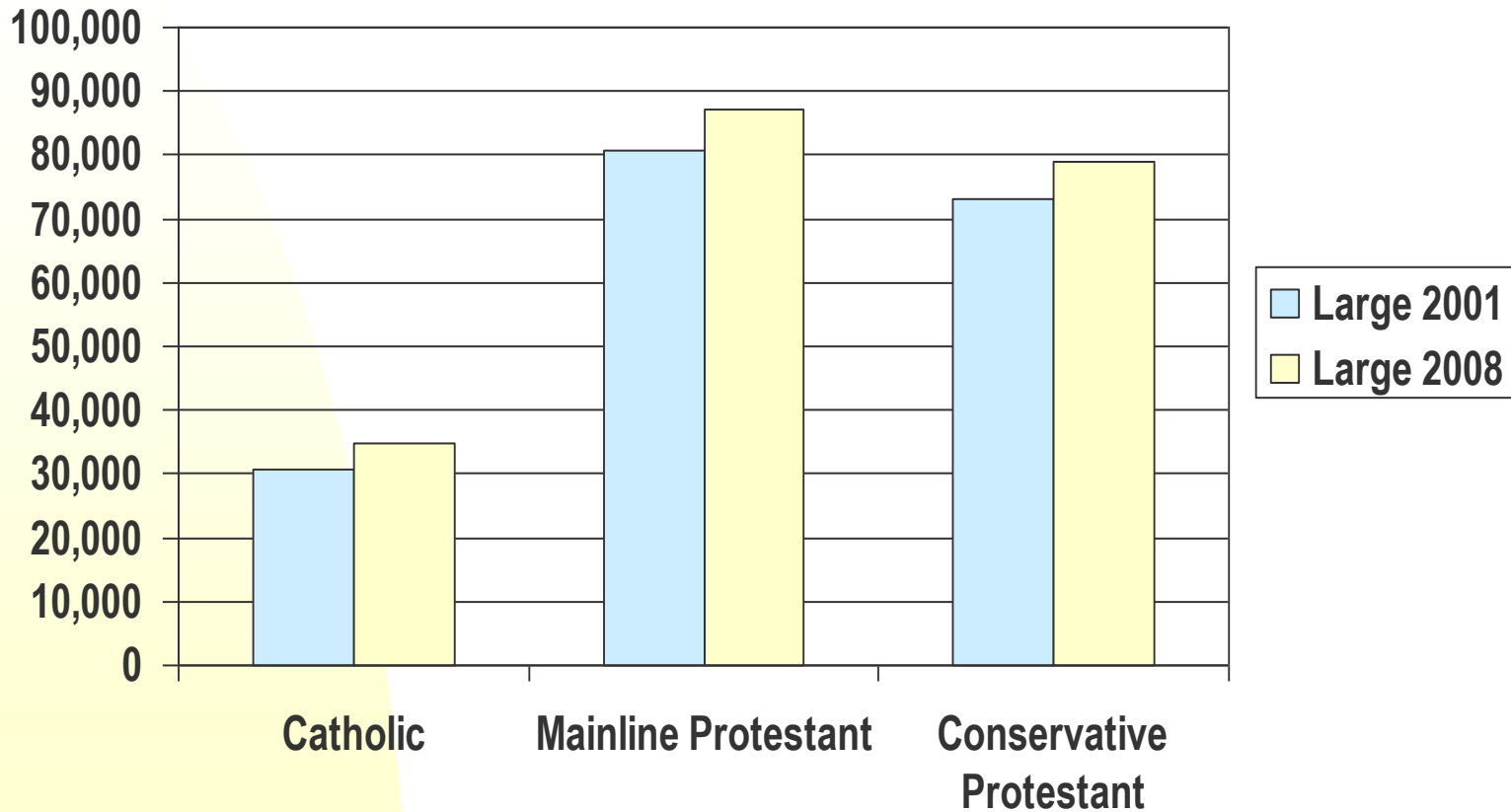
# Between 100 - 350 worshipers



Note: 2001 figures adjusted for inflation



# More than 350 worshipers



Note: 2001 figures adjusted for inflation





IN THAT MOMENT, REV. WALLACE  
KNEW THAT HE HAD NAILED THE  
CHURCH'S NEW VISION STATEMENT.

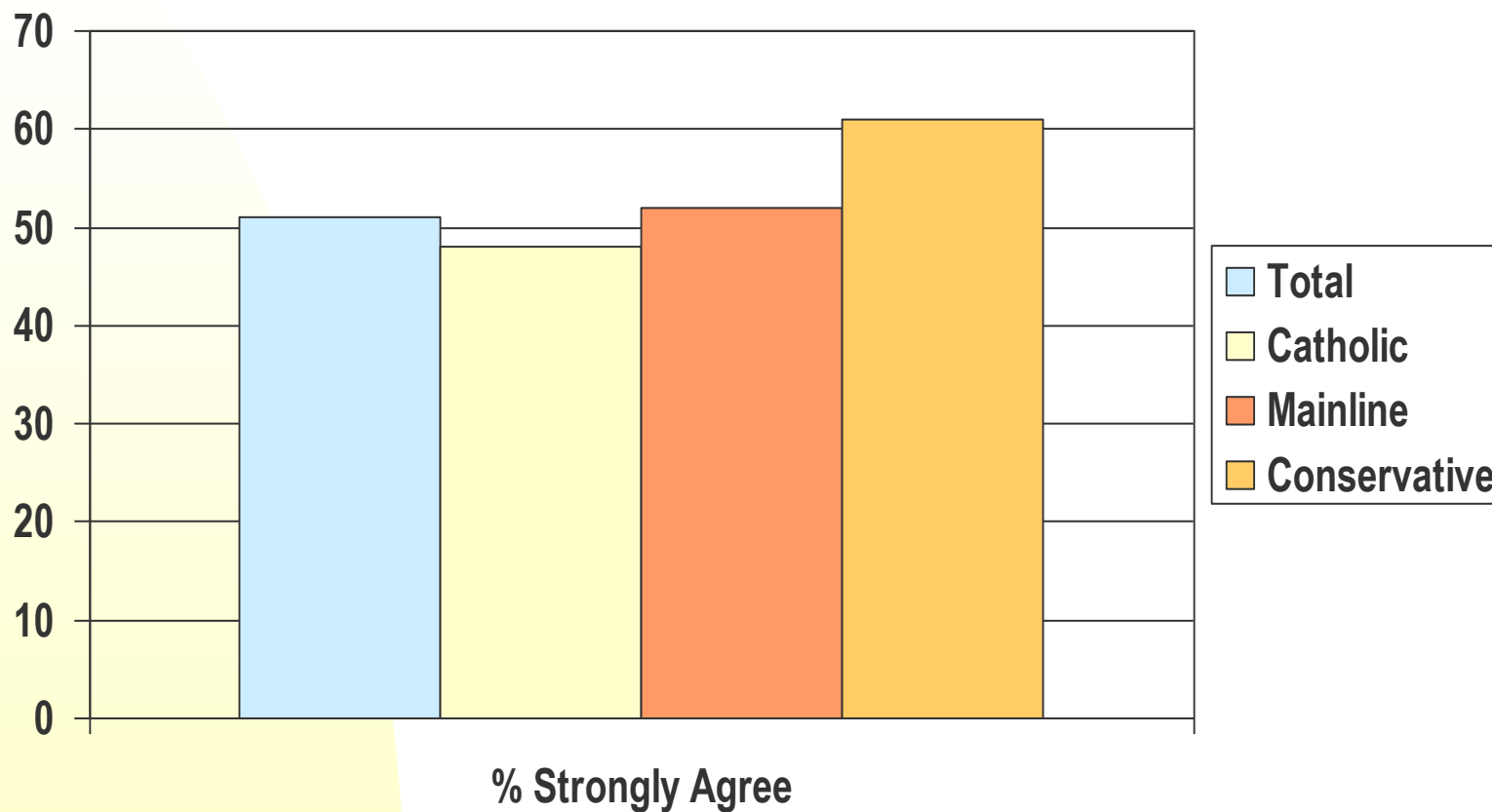
# Worshippers' Views on Leadership

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- There is a good match between our congregation and our pastor or pastoral leader.
  - ✓ Strongly agree
  - ✓ Agree
  - ✓ Neutral or unsure
  - ✓ Disagree
  - ✓ Strongly disagree
  - ✓ There is currently no leader here



# Worshippers' View of Leader Match



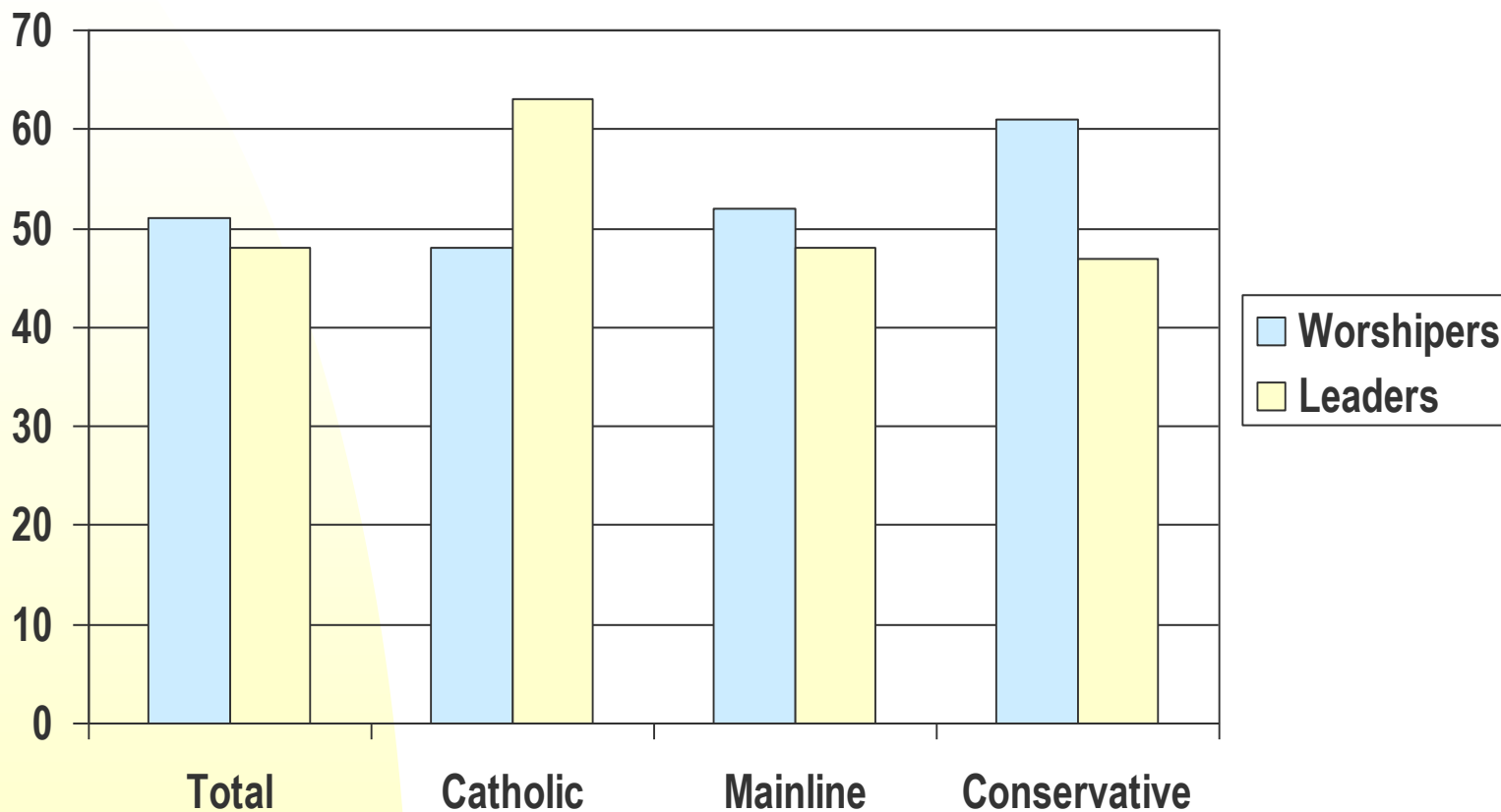
# Leaders' Views on Leadership

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- There is a good match between this congregation and my leadership.
  - ✓ Strongly agree
  - ✓ Agree
  - ✓ Neutral or unsure
  - ✓ Disagree
  - ✓ Strongly disagree



# Compared to Leaders' Views



# Next Steps

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- Significant differences between senior/solo clergy and associates (demographics, experiences in ministry)
- Role of associates in effectiveness (more conflict?)
- Issues related to “graying” of clergy
- Role of women leaders in congregations

