

# U.S. Congregational Life Survey

*A Study of Leaders in Congregations of the*  
**Church of the Nazarene**



**U. S. CONGREGATIONAL LIFE SURVEY**  
**Leader Survey**  
**Church of the Nazarene**

**Your Congregation**

1. What is the full name of your congregation?
2. What is your congregation's denominational affiliation if any?
3. What is the street address and telephone number of this congregation?

**Your Faith Background**

4. What was your denomination growing up, if any, before you were 12 years old?
 

47.6% Nazarene	1.0% Anderson Church of God
13.3% None	1.0% Assemblies of God
7.6% Baptist	1.0% Christian & Missionary Alliance
5.7% Methodist	1.0% Church of God Holiness
3.8% Wesleyan Church	1.0% Episcopal
2.9% Brethren	1.0% Free Methodist of North America
2.9% Lutheran	1.0% Friends-Quakers
2.9% Presbyterian	1.0% Independent Fundamental
1.9% Church of Christ Holiness	1.0% Pentecostal
1.9% Roman Catholic Church	1.0% United Church of Christ
  
5. Which of the following describes the church attendance of your *father* before you were 12 years old?
 

11.3% Occasional (two or three times a year)
7.5% About once per month
57.5% Weekly attendance
19.8% Did not attend
3.8% Not applicable
  
6. Which of the following describes the church attendance of your *mother* before you were 12 years old?
 

9.3% Occasional (two or three times a year)
5.6% About once per month
71.0% Weekly attendance
14.0% Did not attend
.0% Not applicable
  
7. How would you best describe *your* church attendance at age 16?
 

7.5% Occasional (two or three times a year)
7.5% About once per month
75.7% Weekly attendance
9.3% Did not attend

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*Percentage totals throughout this report may not equal precisely 100% due to rounding*

*The U.S. Congregational Life Survey, supported by the Lilly Endowment Inc., the Louisville Institute, and the Research Services office of the Presbyterian Church (U.S.A.) was conducted in April and May of 2001. Deborah Bruce, Cynthia Woolever, and Keith Wulff directed this survey of more than 2,000 congregations and 300,000 worshipers in the United States. Richard Houseal directed the study in the Church of the Nazarene where more than 107 congregations and 6,000 worshipers participated. This report summarizes responses from the 107 Nazarene congregational leaders who completed the Leader Survey.*

8. Were you involved in church-based youth activities *at age 16*?
- 49.1% Yes, I was involved
  - 31.1% Yes, and I had a leadership role
  - 19.8% No
9. What is your *present* denomination, if any?
- 100.0% Nazarene
10. Which statement comes closest to your view of the Bible? (Mark *one* only.)
- 31.1% The Bible is the word of God, to be taken literally word for word
  - 57.5% The Bible is the word of God, to be interpreted in the light of its historical and cultural context
  - 11.3% The Bible is the word of God, to be interpreted in the light of its historical context and the Church's teachings
  - .0% The Bible is not the word of God, but contains God's word to us
  - .0% The Bible is not the word of God but is a valuable book
  - .0% The Bible is an ancient book with little value today
  - .0% Don't know
11. Do you agree or disagree with this statement: "All the different religions are equally good ways of helping a person find ultimate truth"?
- .0% Strongly agree
  - .9% Agree
  - .0% Neutral or unsure
  - 15.9% Disagree
  - 83.2% Strongly disagree
12. *For Catholics only; others skip to Q13.* When it comes to your approach to religious faith, as distinct from your denominational affiliation, would you say that you are a conservative, moderate, or progressive Catholic, or do none of these describe you?
13. *For Protestants only; others skip to Q14.* When it comes to your approach to faith, as distinct from your denominational affiliation, would you say that you are a pentecostal, fundamentalist, evangelical, mainline, or liberal Protestant, or do none of these describe you?
- .9% Pentecostal
  - 1.9% Fundamentalist
  - 80.2% Evangelical
  - 3.8% Mainline
  - .0% Liberal
  - .0% None
  - 13.2% Other

### Your Background in Ministry

14. Are you ordained?
- 90.7% Yes
  - 9.3% No
15. At what age did you first seriously consider that you were called to become an ordained minister or priest'?
- Mean = 18.6 years (Standard Deviation = 7.7)
- Median = 18 years (Minimum = 4; Maximum = 40)

16. How old were you when you received full ordination as minister, pastor, or priest?  
 Mean = 31.6 years (St. Dev. = 6.6)  
 Median = 30 years (Minimum = 20; Maximum = 54)
17. Overall, how many years have you been in the ordained ministry full- or part-time for which you were paid a salary?  
 Mean = 19.2 years (St. Dev. = 10.7)  
 Median = 20 years (Minimum = 0; Maximum = 48)
18. In how many different positions, including your current one, have you served as a paid ordained minister?
- |       |             |  |
|-------|-------------|--|
| 2.2%  | None        |  |
| 20.9% | One         | Mean = 3.2 (St. Dev. 2.3)              |
| 22.0% | Two         | Median = 3 (Minimum = 0, Maximum = 17) |
| 17.6% | Three       |  |
| 16.5% | Four        |  |
| 7.7%  | Five        |  |
| 13.2% | Six or more |  |
19. Did you work full-time at other occupations before entering the ministry?  
 76.2% Yes  
 23.8% No
20. If yes, for how long?  
 Mean = 10.9 years (St. Dev. = 9.2)  
 Median = 8.1 years (Minimum = 1; Maximum = 40)
21. What was your last full-time occupation before becoming minister?
- |       |                          |      |                                 |
|-------|--------------------------|------|---------------------------------|
| 26.0% | Other professional       | 5.2% | Craftsman or related worker     |
| 18.2% | Manager or administrator | 3.9% | Other religious professional    |
| 14.3% | Operative – factory      | 2.6% | Clerical or related worker      |
| 11.7% | Transport – laborer      | 1.3% | Farmer                          |
| 6.5%  | Service worker           | 1.3% | Armed services, police, fireman |
| 7.8%  | Teacher or professor     | 1.3% | Student                         |
22. In your final year in that job, what was your approximate cash salary?  
 Mean = \$21,804 (St. Dev. = \$17,884)  
 Median = \$16,320 (Minimum = \$200; Maximum = \$99,999)
23. What year was that?  
 Mean = 1983 (St. Dev. = 11.4)  
 Median = 1982 (Minimum = 1955; Maximum = 2001)
24. Since entering the ministry, have you ever left parish ministry for a time to work in non-parish ministry or in another job or occupation?  
 6.7% Yes, to work in non-parish ministry  
 12.4% Yes, to work in a secular position  
 81.0% No
25. If yes, how long were you away from parish ministry before returning?  
 Mean = 5.1 years (St. Dev. = 4.9)  
 Median = 3.1 years (Minimum = 1; Maximum = 18)

26. What is the highest level of theological training you have obtained?
- 1.9% None
  - 26.7% Certificate from denominational training program, Bible college, or seminary
  - 16.2% Bible college degree
  - 31.4% Master of Divinity or Bachelor of Divinity
  - 16.2% M.A., S.T.M., Th.M., or other Master's degree
  - 2.9% Doctor of Ministry degree
  - 1.9% Ph.D. or Th.D.
  - 2.9% Other
27. From what educational institution (Bible college, seminary, etc.), if any, did you receive your first theological degree?
- |       |                                  |      |                                      |
|-------|----------------------------------|------|--------------------------------------|
| 29.0% | Nazarene Theological Seminary    | 2.4% | Bethany Bible College                |
| 11.2% | Olivet Nazarene University       | 1.2% | Asbury Theological Seminary          |
| 7.5%  | Southern Nazarene University     | 1.2% | Azusa Pacific University             |
| 4.7%  | Trevecca Nazarene University     | 1.2% | Colorado College                     |
| 2.8%  | MidAmerica Nazarene University   | 1.2% | Covington Theological Seminary       |
| 2.8%  | Mount Vernon Nazarene University | 1.2% | Eastern Baptist Theological Seminary |
| 1.9%  | Northwest Nazarene University    | 1.2% | Hispanic Bible Seminary              |
| 1.2%  | Eastern Nazarene College         | 1.2% | Kansas City College                  |
| 1.2%  | Point Loma Nazarene University   | 1.2% | Midwest Christian College            |
|       |                                  | 1.2% | Union BC-Westfield                   |
|       |                                  | 1.2% | Wheaton Graduate School of Theology  |

### Your Current Position

28. Are you the congregation's principal leader?
- 97.2% Yes
  - 2.8% No
29. Did you have to be ordained in order to hold the position that you are now in?
- 28.3% Yes
  - 71.7% No
30. How would you describe your current position?
- 79.0% Senior pastor, priest, or minister
  - 17.1% Solo pastor, priest, or minister
  - 1.9% Interim pastor, priest, or minister
  - 1.0% Co-pastor
  - 1.0% Other
31. In what year did you become pastor of this congregation?
- Mean = 1994 (St. Dev. = 24.6.)
- Median = 1996 (Minimum = 1973; Maximum = 2001)
32. Do you presently serve as pastor of other congregations in addition to this one?
- 2.8% Yes
  - 97.2% No
- If yes, how many?
- 33.3% One
  - 66.7% Two
33. Do you currently work at any other job other than as pastor of this congregation (and other congregations related to it)?

25.5% Yes  
74.5% No

If yes, what is your other job or occupation?

28.0%	All other professions	4.0%	Other religious professions
16.0%	Teachers – Professors	4.0%	Clerical and related workers
16.0%	Transport – Laborers	4.0%	Craftsmen and related workers
12.0%	Managers – Administrators	4.0%	Operatives – Factory
8.0%	Service workers	4.0%	Farmers

34. Other than you, how many of the following paid staff, full- or part-time, are employed by your congregation?

<b>Number of:</b>	<b>Full-time</b>	<b>Part-time</b>
<b>Ordained professionals</b>		
No Response	68.2%	74.8%
None	13.1%	12.1%
One	14.0%	12.1%
Two	3.7%	.9%
Four	.9%	.0%
<b>Lay professionals</b>		
No Response	74.8%	69.2%
None	14.0%	12.1%
One	9.3%	10.3%
Two	.9%	7.5%
Three	.9%	.9%
<b>Clerical/Secretarial</b>		
No Response	74.8%	55.1%
None	14.0%	12.1%
One	10.3%	30.8%
Two	.9%	1.9%
<b>Custodial/Maintenance</b>		
No Response	80.4%	47.7%
None	14.0%	9.3%
One	4.7%	32.7%
Two	.9%	10.3%
<b>Daycare, preschool, or school employees</b>		
No Response	81.3%	83.2%
None	13.1%	11.2%
One	.0%	1.9%
Three	.0%	.9%
Four or more	5.6%	2.8%
<b>Other paid employees</b>		
No Response	86.0%	77.6%
None	13.1%	12.1%
One	.9%	7.5%
Two	.0%	1.9%
Three	.0%	.9%

35. In the **past 12 months**, have you done any of the following?

(Respondents were asked to mark **all that apply**.)

- 62.3% Helped someone outside your family find a job
- 92.5% Voted in the last presidential election
- 80.2% Donated money to a charitable organization (other than this congregation)
- 42.5% Contacted an elected official about a public issue

36. Which of the following best describes your current stand on political issues?

- 18.9% Very conservative
- 66.0% Conservative
- 14.2% Moderate
- .9% Liberal
- .0% Very liberal

37. In a **typical week** approximately how many hours do you spend in work related to your employment in this congregation?

Mean = 49 (St. Dev. = 14.6)

Median = 50 (Minimum = 8; Maximum = 82)

38. Please estimate how many hours in a **typical week** you devote to each task listed below, including preparation where applicable.

	Hours		
	Mean	St. Dev.	Median
a. Preaching (including sermon preparation)	12.6	6.6	10
b. Worship and sacramental leadership, including funerals and weddings	3.6	2.6	3
c. Teaching people about the faith	3.9	10.0	2
d. Training people for ministry and mission	3.1	10.6	2
e. One-on-one time working to convert others to the faith	3.4	11.0	1
f. Pastoral counseling and spiritual direction	4.9	10.3	3
g. Visiting members and their families, including sick, shut-ins	4.9	3.7	4
h. Visiting or calling on prospective members	2.7	2.2	2
i. Administering the work of the congregation, including staff supervision	9.1	11.4	8
j. Attending congregational board and committee meetings	2.3	1.8	2
k. Thinking about and promoting a vision and goals for the congregations future	4.5	6.7	3
l. Involvement in denominational, interdenominational and interfaith affairs	4.4	15.1	2
m. Involvement in community organizations and issues beyond the congregation	1.7	2.0	1

39. As you look back over the list of pastoral tasks in Q38 and other demands on you as a pastor.

Which **three** of the tasks do you **do best**?

Preaching (including sermon preparation)	92.4%
Visiting members and their families, including sick, shut-ins	34.3%
Teaching people about the faith	33.3%
Administering the work of the congregation, including staff supervision	29.5%
Worship and sacramental leadership, including funerals and weddings	25.7%
Pastoral counseling and spiritual direction	22.9%
Thinking about and promoting a vision and goals for the congregations future	20.0%
Training people for ministry and mission	10.5%
One-on-one time working to convert others to the faith	7.6%
Involvement in denominational, interdenominational and interfaith affairs	6.7%
Involvement in community organizations and issues beyond the congregation	5.7%
Visiting or calling on prospective members	5.7%
Attending congregational board and committee meetings	2.9%

In what **three** areas do you think you **most need to improve**?

Training people for ministry and mission	44.1%
Visiting or calling on prospective members	41.2%
One-on-one time working to convert others to the faith	39.2%
Thinking about and promoting a vision and goals for the congregations future	38.2%
Administering the work of the congregation, including staff supervision	28.4%
Involvement in community organizations and issues beyond the congregation	24.5%
Pastoral counseling and spiritual direction	17.6%
Visiting members and their families, including sick, shut-ins	14.7%
Teaching people about the faith	13.7%
Preaching (including sermon preparation)	11.8%
Involvement in denominational, interdenominational and interfaith affairs	9.8%
Attending congregational board and committee meetings	4.9%
Worship and sacramental leadership, including funerals and weddings	4.9%

40. In your preaching, do you use the scripture texts from a prescribed lectionary?

- 5.9% Always
- 7.8% Most of the time
- 29.4% Occasionally
- 56.9% Never

41. In your ministry in the congregation, with which of the following age groups do you spend most of your time?  
(Respondents were asked to mark up to two.)

- 2.9% Children (up to age 12)
- 17.3% Youth (ages 13- 18)
- 5.8% Single young adults
- 47.1% Married young adults
- 64.4% Middle aged adults
- 27.9% Older adults

42. Within the *last seven days*, how much time did you spend in the following activities?

	Hours		
	Mean	St. Dev.	Median
a. Prayer, meditation, Bible reading, and other spiritual disciplines	8.2	5.6	7
b. Reading (other than for specific sermons or teaching)	4.0	4.0	2
c. Searching the web, chat groups, e-mail	2.8	4.4	1
d. Family life (time, other than at meals, spent on family activities)	8.8	10.4	6
e. Household chores (laundry, shopping, etc.)	4.6	3.9	3
f. Physical exercise for your health	2.3	2.2	2
g. Recreation (other than exercise)	3.3	6.5	1
h. Commuting to work	3.9	11.5	1
i. Eating out with friends	2.5	2.4	2

43. Other than the Bible, what three authors do you read most often in relation to your work as a pastor'?

44. Please list the last three books you read on any subject.

45. What journals do you most often read?

46. What is your current salary as pastor, priest, or minister prior to taxes, including fringe benefits and allowances, but excluding housing, health insurance, and pensions?

Mean = \$21,584 (St. Dev. = \$12,035)

Median = \$21,000 (Minimum = \$9,100; Maximum = \$52,000)

47. Are you furnished with a parsonage, manse, or rectory, or provided a housing allowance (either by your congregation, denomination, or some other organization)?

- 90.4% Yes
- 9.6% No

48. If yes, how much is that allowance, or how much is the fair rental value of your parsonage, manse, or rectory?
- Housing allowance  
 Mean = \$10,752 (St. Dev. = \$6,801)  
 Median = \$10,400 (Minimum = \$900; Maximum = \$24,000)
- Fair rental value  
 Mean = \$8,357 (St. Dev. = \$9,646)  
 Median = \$6,000 (Minimum = \$1,800; Maximum = \$70,000)
49. How much money do you set aside each month to repay your educational debts?
- 83.5% None  
*Of those who do set some money aside each month:*  
 Mean = \$235.75 (St. Dev. = \$171.15)  
 Median = \$210 (Minimum = \$50; Maximum = \$550)
50. Does your congregation or denomination contribute to a pension program for you?
- 92.4% Yes  
 7.6% No
51. Do you receive health care benefits either from your congregation or your spouse's employer?
- 84.6% Yes  
 15.2% No
52. What is the total amount of any income that you and your family receive from sources *other* than your income from the church, such as spousal salary, a second job, investments, etc.?
- Mean = \$21,282 (St. Dev. = \$19,285)  
 Median = \$18,000 (Minimum = \$0; Maximum = \$78,000)
53. Do you regularly take a day off each week?
- 54.3% Yes  
 45.7% No
54. How often during the past year did you take part in some form of continuing theological education lasting at least a full day?
- 10.7% Never  
 47.6% Once or twice  
 32.0% Three to five times  
 9.7% More than five times
55. Does your current congregation or denomination provide you with a sabbatical leave?
- 33.3% Yes  
 66.7% No
56. If yes, when was the last time that you took a sabbatical leave?
- |       |                       |      |      |
|-------|-----------------------|------|------|
| 48.4% | Never                 | 6.5% | 1998 |
| 22.6% | Too new here          | 3.2% | 1999 |
| 3.2%  | Haven't taken one yet | 3.2% | 2000 |
| 3.2%  | 1991                  | 6.5% | 2001 |
| 3.2%  | 1994                  |      |      |
57. How long was your last sabbatical leave?
- Mean = 47 days (St. Dev. = 31 days)  
 Median = 49 days (Minimum = 7; Maximum = 90 days)
58. Do you and your lay leaders engage in an annual evaluation of your performance?

- 51.0% Yes  
49.0% No
59. Do you have regular performance evaluations by an appropriate denominational official?  
87.6% Yes  
12.4% No
60. How important would you say that the denomination of this congregation is for the way that it organizes its programs or ministries?  
50.0% Great importance  
40.6% Somewhat important  
3.8% Somewhat unimportant  
5.7% Of little importance
61. In your work as a pastoral leader which of the following occupies more of your attention on a week-to-week basis? (Mark.)  
*(Respondents were asked to mark only one.)*  
15.1% Dealing with the problems and needs of individual members  
30.2% Dealing with the problems, needs, and directions of the congregation as a whole  
54.7% Each of these in roughly equal proportion
62. Which of these statements most accurately describes your congregation?  
*(Respondents were asked to mark only one.)*  
.9% Our congregation has no clear vision, goals, or direction.  
27.4% We have some ideas but no clear vision.  
49.1% We have a clear vision but not enough commitment to achieving it.  
22.6% We have a clear vision and a strong commitment to achieving it.
63. If the congregation has a clear vision, how compatible with the vision are its current programs and structures?  
Very compatible  
16.3% Very compatible  
60.2% Somewhat compatible  
7.1% Somewhat incompatible  
1.0% Not at all compatible  
15.3% We do not have a clear vision
64. Over the *last two years*, has there been any conflict in this congregation? (Check *one* response.)  
*(Respondents were asked to check one response.)*  
27.6% No conflict that I'm aware of  
54.3% Some minor conflict  
6.7% Major conflict  
11.4% Major conflict with leaders or people leaving

65. What was the conflict about?

*(Respondents were asked to mark all that apply.)*

- 37.8% Pastoral leadership style
- 31.1% Changes in music styles
- 29.7% Changes in worship style
- 18.9% Finances
- 16.2% Changes in other programs of the congregation
- 14.9% Issues about a new building or renovation of an existing building
- 13.5% Conflicts between staff and/or clergy
- 8.1% Lay leadership style
- 6.8% Doctrines
- 4.1% Racial issues
- 1.4% Sexual misconduct
- 1.4% Issues regarding homosexuality

66. A variety of factors affect a congregation's acceptance of its pastor's leadership. How important is each of the following in your current congregation's acceptance of your leadership?

	Great Importance	Somewhat Important	Somewhat Unimportant	Of Little Importance
Being ordained	30.2%	50.0%	13.2%	6.6%
Having a seminary degree or certificate	7.8%	42.7%	26.2%	23.3%
Having a clear sense of call from God	89.6%	7.5%	1.9%	.9%
Being competent in the tasks of ministry, including preaching	79.2%	19.8%	.0%	.9%
Having the trust of the majority of the congregation	81.1%	18.9%	.0%	.0%
Your physical appearance	5.7%	67.0%	23.6%	3.8%
Your gender	8.7%	56.7%	22.1%	12.5%
Your race or ethnicity	9.4%	39.6%	29.2%	21.7%

67. As you think about your experience, how important is each of the following in sustaining your commitment to pastoral ministry?

	Great Importance	Somewhat Important	Somewhat Unimportant	Of Little Importance
Feeling that your gifts for ministry are right for the congregation you are serving	84.1%	15.9%	.0%	.0%
Serving a congregation that offers challenges to your creativity	45.2%	46.2%	7.7%	1.0%
Having close relationships with your congregation's members	41.3%	48.1%	9.6%	1.0%
Financial well-being	16.2%	60.0%	18.1%	5.7%
Opportunity to own your own housing	13.3%	32.4%	29.5%	24.8%

68. At present, what is your level of satisfaction with each of the following?

	Very Satisfied	Somewhat Satisfied	Somewhat Dissatisfied	Very Dissatisfied
Your overall effectiveness as a pastoral leader in this particular congregation	25.2%	63.6%	9.3%	1.9%
Your current ministry position	55.1%	38.3%	4.7%	1.9%
Housing or living arrangements	54.3%	30.5%	15.2%	.0%
Spiritual life.	37.1%	54.3%	8.6%	.0%
Opportunities for continuing theological education	26.2%	43.9%	28.0%	1.9%
Support from your denominational officials	35.5%	47.7%	11.2%	5.6%
Relations with other clergy	37.7%	42.5%	17.9%	1.9%
Relations with lay leaders in your congregation	53.3%	39.0%	7.6%	.0%
Your salary and benefits	29.8%	41.3%	22.1%	6.7%
Your family life	53.3%	33.6%	12.1%	.9%

69. Clergy face many problems today. Would you indicate how important the following **to you** on a day-to-day basis?

	Great Problem	Somewhat Problem	Very Little Problem	No Problem
Lack of agreement over what the role of a pastor is	9.3%	31.8%	35.5%	23.4%
Difficulty of having a private life apart from my ministerial role.	12.1%	37.4%	39.3%	11.2%
Finding time for recreation, relaxation, or personal reflection.	26.2%	43.0%	24.3%	6.5%
Relationships with other clergy and staff members in the church	.0%	15.2%	45.7%	39.0%
Having people relate to me differently because I'm a pastor.	3.8%	21.7%	54.7%	19.8%
Difficulty of reaching people with the Gospel today.	29.5%	51.4%	15.2%	3.8%

70. In the *past five years*, how often have you...

	Very Often	Fairly Often	Once in a While	Never
Doubted that you are called by God to the ministry?	1.9%	5.6%	25.2%	67.3%
Seriously thought of leaving pastoral ministry in a congregation to enter another type of ministry position?	2.8%	11.3%	47.2%	38.7%
Seriously thought of leaving pastoral ministry to enter a secular occupation?	1.9%	8.4%	37.4%	52.3%
Experienced stress as a result of dealing with congregation members who are critical of your work?	9.3%	17.8%	63.6%	9.3%

71. During the *past year*, how often have people in your congregation.

	Very Often	Fairly Often	Once in a While	Never
Made you feel loved and cared for?	40.2%	35.5%	24.3%	.0%
Listened to you talk about your private problems and concerns?	3.7%	13.1%	55.1%	28.0%
Made too many demands on you?	10.3%	12.1%	64.5%	13.1%

72. During the *past year*, how often.

	Very Often	Fairly Often	Once in a While	Never	Not Applicable
Have you experienced stress because of the challenges you face in this congregation?	16.8%	41.1%	40.2%	.9%	.9%
Have you felt lonely and isolated in your work?	15.9%	24.3%	43.9%	15.0%	.9%
Have you felt that your work in this congregation did not permit you to devote adequate time to your children?	7.5%	15.9%	43.0%	21.5%	12.1%
Has your spouse voiced resentment over the amount of time that your ministry takes up?	2.8%	11.3%	54.7%	31.1%	.0%
Has your spouse voiced resentment over the financial situation in which you find yourselves by being in pastoral ministry?	2.8%	7.5%	42.1%	46.7%	.9%

73. Do you agree or disagree with each of these statements?

	Strongly Agree	Somewhat Agree	Neutral or Unsure	Somewhat Disagree	Strongly Disagree
This congregation is always ready to try something new	7.5%	51.4%	12.1%	22.4%	6.5%
The current morale of this congregation is high	29.5%	47.6%	8.6%	11.4%	2.9%
Members of the congregation have a sense of excitement about the congregation's future	28.0%	45.8%	12.1%	8.4%	5.6%
The congregation's leaders are willing to change programs and structures to meet new challenges	26.2%	43.9%	14.0%	12.1%	3.7%
In general, there is a good match between this congregation and my leadership	43.9%	40.2%	9.3%	5.6%	.9%
The realities of being a congregational minister or priest are very different to the expectations I once held	21.5%	33.6%	15.9%	19.6%	9.3%

In Q74 to Q79 please choose the option that seems most like *your* style and vision of pastoral leadership.

74. Choose one.

- 52.4% In the last analysis, the ordained ministry is a calling to a particular state and quality of life that sets one apart from the laity.
- 47.6% Ordained ministers are no different from any other Christians except that they have special training which equips them to lead the work of the church.
75. Choose one.
- 30.7% When deciding on a new program or ministry, we first discuss the theological rationale for what we are considering.
- 69.3% When deciding on a new program or ministry, we primarily take into consideration how well it meets the desires and needs of members or prospective members.
76. Choose one.
- 4.8% I make most of the decisions; lay members generally follow my lead.
- 83.8% I try to inspire and encourage lay members to make decisions and take action, although I will take action alone if I believe that it is needed.
- 4.8% Lay leaders come up with most of the initiatives in the congregation, although I try to exert a strong influence on their decisions.
- 6.7% Lay leaders make most of the decisions about the congregation's directions and programs; my role is to empower them to implement their decisions.
77. Choose one.
- 17.1% I enjoy keeping things stirred up and challenging my lay leaders with new ideas and programs.
- 82.9% I generally prefer to keep things functioning smoothly by introducing changes gradually.
78. Choose one.
- 84.3% In a rapidly changing world, it is essential that congregational leaders should seek to be innovative in such things as worship and music styles.
- 15.7% In a rapidly changing world, it is essential that leaders keep their congregation focused on the inherited traditions and practices of the church.
79. Choose one.
- 47.6% My lay leaders and I regularly take time to discuss and define future needs and directions of the congregation.
- 52.4% The time my lay leaders and I spend together is largely taken up with keeping things going and keeping the congregation functioning effectively.
80. In general, how would you say your family has been affected by your ministry in this congregation?
- 38.1% Very positively
- 42.9% Somewhat positively
- 15.2% Somewhat negatively
- 1.0% Very negatively
- 2.9% Not applicable
81. In your current planning, at what age do you anticipate retiring from active pastoral ministry?
- Mean = 70 (St. Dev. = 9.9)
- Median = 65 (Minimum = 59; Maximum = 98)

## Your Health

82. In general, would you say your health is...

29.2% Excellent  
 44.3% Very good  
 18.9% Good  
 6.6% Fair  
 .9% Poor

83. During the *past four weeks*, how much did *pain* interfere with your normal activities (including both work outside the home and housework)?

57.1% Not at all  
 31.4% A little bit  
 9.5% Moderately  
 1.9% Quite a bit  
 .0% Extremely

84. What is your height?

Mean = 5 feet and 11 inches (St. Dev. = 3 inches)

Median = 5 feet and 11 inches (Minimum = 5'2"; Maximum = 6'5")

85. During the *past four weeks*, how much of the time has your *physical health or emotional problems* interfered with your social activities (like visiting friends, relatives, etc.)?

7.0% All of the time  
 5.0% Most of the time  
 8.0% Some of time  
 17.0% A little of the time  
 63.0% None of the time

86. What is your weight?

Mean = 209 pounds (St. Dev. = 39 pounds)

Median = 200 (Minimum = 147; Maximum = 335)

87. The following items are about activities that you might do during a typical day. Does your health now limit you in these activities?

	Limited a Lot	Limited a Little	Not Limited at All
Moderate activities, such a moving a table, pushing a vacuum cleaner, bowling, or playing golf	.0%	6.6%	93.4%
Climbing several flights of stairs	2.9%	17.1%	80.0%
Walking more than a mile	.0%	16.2%	83.8%

88. During the *past four weeks*, how much of the time have you had either of the following problems with your work or other regular daily activities as a *result of your physical health*?

	All of the Time	Most of the Time	Some of Time	A Little of the Time	None of the time
Accomplished less than you would like	.0%	2.9%	9.5%	26.7%	61.0%
Were limited in the kind of work or other activities you could do	1.0%	.0%	7.7%	17.3%	74.0%

89. During the ***past four weeks***, how much of the time have you had either of the following problems with your work or other regular daily activities as a ***result of any emotional problems*** (such as feeling depressed or anxious)?

	All of the Time	Most of the Time	Some of the Time	A Little of the Time	None of the time
Accomplished less than you would like	.0%	1.0%	18.1%	22.9%	58.1%
Did work or activities less carefully than usual	.0%	.0%	10.6%	26.0%	63.5%

90. Do you agree or disagree with each of these statements?

	Strongly Agree	Somewhat Agree	Neutral or Unsure	Somewhat Disagree	Strongly Disagree
I feel drained in fulfilling my functions in my congregation.	7.6%	31.4%	15.2%	29.5%	16.2%
I am less patient with people in my congregation than I used to be	2.9%	16.2%	12.4%	26.7%	41.9%
I feel negative or cynical about the people with whom I work	1.0%	8.7%	11.7%	29.1%	49.5%
I feel very positive about my ministry here	46.0%	36.0%	7.0%	5.0%	6.0%
The ministry here gives real purpose and meaning to my life	38.1%	41.9%	10.5%	5.7%	3.8%
I find myself frustrated in my attempts to accomplish tasks that are important to me	7.7%	42.3%	12.5%	25.0%	12.5%
Fatigue and irritation are part of my daily experience	3.8%	21.2%	14.4%	31.7%	28.8%
I have accomplished many worthwhile things in my ministry here	43.3%	39.4%	12.5%	3.8%	1.0%
I gain a lot of personal satisfaction from working with people here	40.4%	48.1%	7.7%	2.9%	1.0%
I have enthusiasm for my work	41.0%	46.7%	6.7%	4.8%	1.0%
My ministry feels really appreciated by people	30.5%	46.7%	17.0%	4.8%	1.0%
I am really glad that I entered the ministry	68.6%	22.9%	5.7%	1.9%	1.0%
I find myself spending less and less time with members	2.9%	21.9%	12.4%	35.2%	27.6%

91. The following questions are about how you feel and how things have been with you ***during the past four weeks***. For each question, please give the one answer that comes closest to the way you have been feeling. How much of the time during the past four weeks.

	All of the Time	Most of the Time	Some of the Time	A Little of the Time	None of the time
Have you felt calm and peaceful?	2.9%	65.7%	22.9%	7.6%	1.0%
Did you have a lot of energy?	3.8%	51.4%	33.3%	11.4%	.0%
Have you felt downhearted and depressed?	.0%	3.8%	24.8%	46.7%	24.8%
Did you feel worn out?	1.0%	6.7%	36.2%	46.7%	9.5%
Have you been happy?	11.4%	68.6%	16.2%	3.8%	.0%

92. How satisfied are you with each of the following?

	<i>Extremely* Delighted</i>	<i>Somewhat Delighted</i>	<i>Little Delighted</i>	Mixed Feelings	<i>Little Terrible</i>	<i>Somewhat Terrible</i>	<i>Extremely Terrible</i>
Your health	11.4%	34.3%	23.8%	21.0%	7.6%	1.0%	1.0%
Your relationships with family or friends	28.6%	39.0%	18.1%	9.5%	3.8%	.0%	1.0%
Your spiritual life	19.0%	42.9%	27.6%	7.6%	2.9%	.0%	.0%
Your life as a whole	16.2%	57.1%	17.1%	6.7%	1.0%	1.9%	.0%

(\*The labels in italics were not on the questionnaire. Intermediate categories were unlabeled.)

## About You

93. Are you:

- 97.2% Male
- 2.8% Female

94. What is the highest educational level you have completed apart from your theological education?

- .0% No formal schooling
- .0% Primary school through 8th grade (K-8)
- .0% Some high school
- 15.2% Completed high school
- 1.9% Trade certificate
- 7.6% Associate degree
- 47.6% Bachelors degree from a university or college
- 27.6% Master's, Doctorate, or other graduate degree

95. If you are a college graduate, what was your undergraduate major?

- |       |                                       |      |                             |
|-------|---------------------------------------|------|-----------------------------|
| 42.3% | Religion                              | 3.8% | Philosophy                  |
| 15.4% | Social or Behavioral sciences         | 3.8% | Technical studies           |
| 9.0%  | Business – Economics                  | 3.8% | Education                   |
| 7.7%  | Theology                              | 2.6% | Fine arts                   |
| 6.4%  | Bible Languages – Christian Education | 2.6% | Health – Nursing – Pharmacy |
| 6.4%  | Other Humanities                      | 1.3% | Journalism – Communication  |
| 6.4%  | Natural or Physical sciences          |      |                             |

96. What is your race or origin?

*(Respondents were asked to mark **all** that apply.)*

- |       |                                     |      |                                    |
|-------|-------------------------------------|------|------------------------------------|
| 93.5% | White or Caucasian                  | 1.9% | Indian (American) or Alaska Native |
| 3.7%  | Hispanic, Latino, or Spanish origin | .9%  | Asian or Pacific Islander          |
| 2.8%  | Black or African American           | 1.9% | Some other race                    |

97. Would you describe yourself as Hispanic or Latino/a?

- 2.9% Yes
- 97.1% No

98. In what year were you born?

Mean = 1952 (St. Dev. = 9 years)

Median = 1953 (Minimum = 1927; Maximum = 1971)

- 27.4% 25-44 years old
- 68.9% 45-64 years old
- 3.8% 65 or older

99. Which of the following categories comes closest to the type of place you were living in when you were 16 years old?

- 21.5% In open country or on a farm
- 41.1% In a small city or town (under 50,000)
- 12.1% In a medium-size city (50,000-250,000)
- 11.2% In a suburb near a large city
- 14.0% In a large city

100. What is or was your father's occupation?  
*(If more than one, list his occupation during the bulk of your school age years.)*
- |       |                               |      |                                   |
|-------|-------------------------------|------|-----------------------------------|
| 18.3% | Managers – Administrators     | 7.7% | Armed Services – Police – Firemen |
| 16.3% | Transport – Laborers          | 4.8% | All other professions             |
| 12.5% | Clergy                        | 3.8% | Other religious professional      |
| 12.5% | Craftsmen and related workers | 3.8% | Service workers                   |
| 12.5% | Operatives – Factory          | 2.9% | Teachers – Professors             |
| 10.6% | Farmers                       | 1.0% | Clerical and related workers      |
101. What is or was your mother's occupation?  
*(If more than one, list her occupation during the bulk of your school age years.)*
- |       |                              |      |                               |
|-------|------------------------------|------|-------------------------------|
| 56.9% | Homemaker                    | 3.9% | Managers – Administrators     |
| 10.8% | All other professions        | 3.9% | Craftsmen and related workers |
| 10.8% | Clerical and related workers | 2.0% | Other religious professional  |
| 5.9%  | Teachers – Professors        | 2.0% | Operatives – Factory          |
| 5.9%  | Service workers              | 1.0% | Clergy                        |
|       |                              | 1.0% | Transport – Laborers          |
102. Which of the following best describes your current marital status?
- |       |                                 |
|-------|---------------------------------|
| .0%   | Never married                   |
| 89.7% | In first marriage               |
| .0%   | Divorced or separated           |
| .0%   | Widowed                         |
| .9%   | Remarried after death of spouse |
| 7.5%  | Remarried after divorce         |
| 1.9%  | In a committed relationship     |
103. If currently married or in a committed relationship, what is or was the occupation of your spouse or partner?
- |       |                              |      |                               |
|-------|------------------------------|------|-------------------------------|
| 26.0% | Teachers – Professors        | 2.9% | Clergy                        |
| 25.0% | Homemaker                    | 3.8% | Service workers               |
| 23.1% | All other professions        | 1.9% | Other religious professional  |
| 14.4% | Clerical and related workers | 1.9% | Transport – Laborers          |
| 8.7%  | Managers – Administrators    | 1.0% | Craftsmen and related workers |
104. What is or was the occupation of your spouse or partner's father?
- |       |                               |      |                                   |
|-------|-------------------------------|------|-----------------------------------|
| 21.0% | Operatives – Factory          | 9.0% | Farmers                           |
| 19.0% | Craftsmen and related workers | 8.0% | All other professions             |
| 14.0% | Managers – Administrators     | 2.0% | Teachers – Professors             |
| 12.0% | Clergy                        | 2.0% | Service workers                   |
| 12.0% | Transport – Laborers          | 1.0% | Other religious professional      |
|       |                               | 1.0% | Armed Services – Police – Firemen |
105. How many children of any age do you have, whether they live at home or elsewhere?
- |       |      |       |              |
|-------|------|-------|--------------|
| 2.8%  | None | 16.0% | Three        |
| 8.5%  | One  | 21.7% | Four or more |
| 50.9% | Two  |       |              |
106. Do you have any children living at home? (Please provide the ages of your children living at home starting with the eldest.)
- |                        |  |
|------------------------|--|
| 64.5%                  | None at home   |
| Eldest child at home   | Mean = 15 years (St. Dev. = 5.6) Median = 16 years (Min. = 1; Max. = 31) |
| Child number 2 at home | Mean = 12 years (St. Dev. = 5.4) Median = 13 years (Min. = 0; Max. = 23) |
| Child number 3 at home | Mean = 10 years (St. Dev. = 4.6) Median = 10 years (Min. = 4; Max. = 22) |
| Child number 4 at home | Mean = 7 years (St. Dev. = 3.3) Median = 7.5 years (Min. = 2; Max. = 11) |
107. Of your children who live at home, which ones participate at this or another congregation?

	<b><u>Does he or she participate here?</u></b>		
	Participates	Participates	No
	Here	Elsewhere	
Eldest child at home	96.8%	1.6%	1.6%
Child number 2 at home	95.9%	2.0%	2.0%
Child number 3 at home	100.0%	.0%	.0%
Child number 4 at home	100.0%	.0%	.0%

108. In what state were you born? If not born in the United States, in what country were you born?  
 109. What is the ZIP code where you currently live?  
 110. Please use the space below to write any other comments.

Kenneth E. Crow  
 Research Center  
 July 15, 2003