



The Presbyterian Panel

Listening to Presbyterians



REPORT

**THE U.S. CONGREGATIONAL LIFE SURVEY
(PRESBYTERIAN PANEL VERSION)
THE MAY 2001 SURVEY**

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HIGHLIGHTS

- ✓ Large majorities of panelists choose one of two statements to describe their view of the Bible: *the word of God, to be interpreted in light of its historical and cultural context* or, *the word of God, to be interpreted in light of its historical context and the Church's teachings*.
- ✓ 91% of members have a *strong sense of belonging* to their congregation, including 33% whose sense of belonging has grown over the past year.
- ✓ Features that members and elders most value about their congregations are sermons, traditional worship or music, and the Lord's Supper.
- ✓ Members have been attending their congregation for a median of 17 years; elders, for a median of 20 years.
- ✓ Three in four members and 85% of elders are involved in one or more educational, social, or other group activity in their congregation.
- ✓ Large majorities of laity report that their "congregation's leaders encouraged you to find and use your gifts here."
- ✓ In the past year, around one-half of members and elders have invited at least one unchurched friend or relative to attend worship at their congregation.
- ✓ Large minorities of members and elders belong to voluntary organizations in each of the following areas: *education, arts, music, or cultural activities; professional associations; women's groups; political parties or groups; and sports or recreation*.
- ✓ In the prior year, more than nine in ten panelists *donated money to a charitable organization* other than their congregation.
- ✓ More than eight in ten pastors and specialized clergy were weekly church attenders and active youth group participants when they were age 16.
- ✓ Pastors work an average of 53 hours per week, with much of it spent on preaching, administration, attending meetings, and visiting members and shut-ins.
- ✓ Half of pastors and specialized clergy are *very satisfied* with their current call.
- ✓ Large majorities of pastors choose *preaching* as one of the church-related tasks they do best. *Training people for ministry and mission* and *thinking about and promoting a vision for the congregation's future* are two task areas where many pastors think they most need improvement.
- ✓ Almost two-thirds of pastors have "seriously thought of leaving pastoral ministry," but only 15% have had such thoughts *very often or fairly often*.
- ✓ "Finding time for recreation, relaxation, or personal reflection" is reported to be at least *somewhat of a problem* by 75% of pastors.
- ✓ Most pastors view ministry skills, rather than physical characteristics, as more important in their congregation's acceptance of their pastoral ministry.
- ✓ Male and female pastors have similar opinions on many call-related issues, but among differences that do emerge, more men than women are *very satisfied* with their current salary and benefits and more women than men are *very satisfied* with the support they receive from denominational officials.
- ✓ Most panelists report congregational conflict in the past two years, but in only a minority of the cases was that conflict rated as *major*.

The Presbyterian Panel consists of three nationally-representative samples of groups affiliated with the Presbyterian Church (U.S.A.): members, elders (lay leaders), and ordained ministers. For analysis, ministers are split into two groups based on current call: *pastors*, serving in a congregation, and *specialized clergy*, serving elsewhere. New samples are drawn every three years.

These pages summarize major findings from the seventh survey completed by the 2000-2002 Panel. The first half uses text and graphics to highlight important and useful findings. Two appendices follow (one for laity, one for ministers), with comparative tables that display the percentage distribution of responses to every question for each of the four Panel groups.

Questionnaires were mailed May 9, 2001. Non-responders were sent a postcard reminder on June 1. Returns were accepted through August 2001. Response rates for this survey are: members, 51%; elders, 57%; ministers, 63%. Results are subject to sampling and other errors. As a general rule, differences of less than 8% are not statistically meaningful.

Panelists had the option to complete the survey on the Web: 4% of members, 5% of elders, and 5% of ministers did so.

In this report, the term *median* refers to the middle number in an ordered distribution. For example, the median age for a group of people aged 12, 21, 28, 35, and 64 years would be 28 years. The term *mean* refers to the mathematical average of values in a distribution; in the example, the mean age would be calculated as: $(12+21+28+35+64)/5$, or 32 years.

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Author Note: John P. Marcum, Administrator of the Presbyterian Panel, wrote this report and was assisted in this study by the other staff members of the office of Research Services.

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Sponsor: This survey was conceived and the questionnaire developed by The Presbyterian Panel, based on questionnaires developed for the U.S. Congregational Life Survey.

Additional Copies: Additional copies of this *Report* may be purchased for \$6 from PDS—call 800-524-2612 and request item number 65100-01269. Copies of a four-page *Summary* of results are available for \$2.00 each directly from Research Services. Call for information on quantity discounts (888-728-7228 ext. 2040).

Panel on the Web: A catalogue of Panel topics and *Summaries* of recent surveys are available on-line at the Presbyterian Church (U.S.A.) Web site: <<http://www.pcusa.org/rs/rshtml.htm>>. Scroll down and click on “Presbyterian Panel.”

The U.S. Congregational Life Survey

The questions on this Panel survey were originally developed as part of the U.S. Congregational Life Survey, an independent project also administered from the offices of Research Services, PC(USA), and supported by a grant from the Lilly Endowment, Inc. On the last Sunday of April 2001, over 300,000 worshipers in over 2,000 congregations across the United States completed questionnaires that they received during worship. At the same time, a pastor, priest, rabbi, or other leader in each participating congregation completed a leader survey. Questions for members and elders on this Panel survey are a subset of the items completed by worship attenders as part of the USCLS. Questions for pastors and other ministers are a subset of items from the leader survey. For more information on the U.S. Congregational Life Survey, go to www.USCongregations.org.

Note: Because the questionnaires were almost entirely different, results for laity and clergy are presented in separate sections. Except for the question on conflict, the results for ministers on these common questions are presented alongside those for laity in the "Members and Elders" section, and identified by a †.

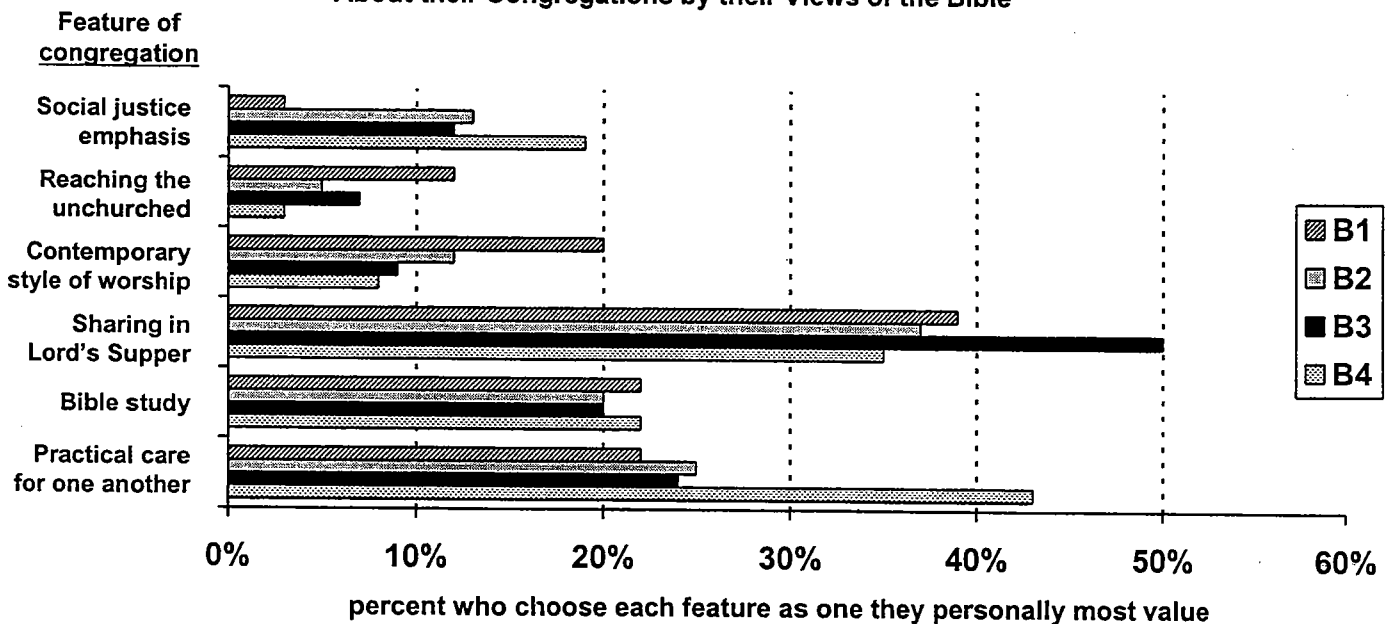
Growth in Faith

- ✓ Nine in ten members (88%) and elders (88%) report at least *some growth* in their faith during the last year, including 34% and 39% who report *much growth*.
- ✓ Few lay panelists report experiencing "a moment of decisive faith commitment or conversion." Instead, eight in ten report either *I've had faith as long as I can remember* (members, 44%; elders, 42%) or *I came to faith through a gradual process* (35% and 38%).

Beliefs and Devotions

- ✓ A third of members either *strongly agree* (5%) or *agree* (28%) that "all the different religions are equally good ways of helping a person find ultimate truth." The corresponding percentages among elders are 5% and 29%. Around four in ten members and elders *strongly disagree* or *disagree*, with the remainder responding *unsure*.
- ✓ †Three in four members and elders and nine in ten pastors choose one of these two statements to summarize their views of the Bible: *the Bible is the word of God, to be interpreted in the light of its historical and cultural context* or *the Bible is the word of God, to be interpreted in the light of its historical context and the Church's teachings*.
- ✓ Regarding their view of the Bible, more laity (members, 18%; elders, 14%) than ministers (pastors, 4%; specialized clergy, 4%) choose the option, *the word of God, to be taken literally word for word*.
- ✓ View of the Bible is associated with the pattern of responses to many other questions on the survey. For example, more members who subscribe to a literal interpretation of the Bible report *much growth* in faith over the previous year, compared to members with other views of the Bible. (See also Figure 1.)

Figure 1
Differences in What Members Most Value
About their Congregations by their Views of the Bible



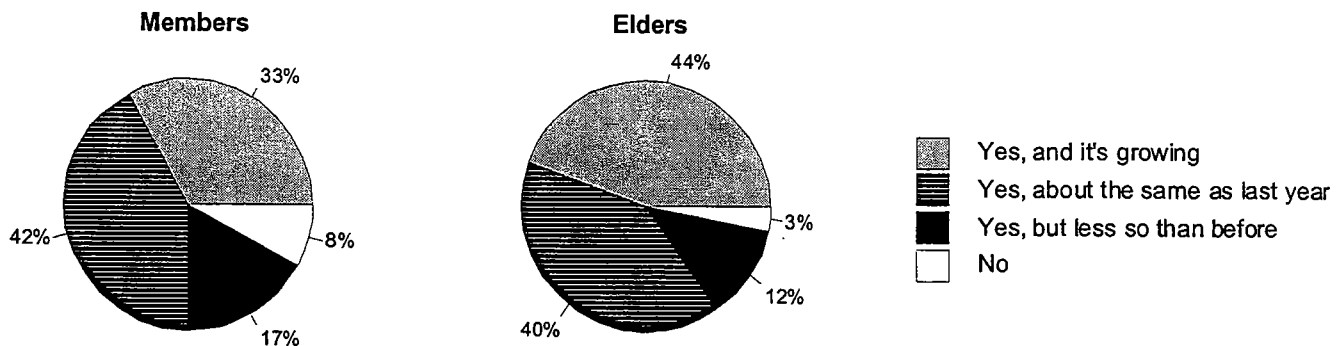
B1 = Word of God, interpreted literally
 B2 = Word of God, interpreted in light of history and culture
 B3 = Word of God, interpreted in light of history and church teachings
 B4 = Not the word of God

- ✓ Large minorities spend time *every day/most days* in “private devotional activities (such as prayer, meditation, reading the Bible alone)” (members, 44%; elders, 47%). The next largest group does so *a few times a week* (24%; 26%). Only 8% and 5%, respectively, report that they *never* or *hardly ever* engage in such practices.

Congregational Belonging

- ✓ 91% of members have a *strong sense of belonging* to their congregation, including 33% whose sense of belonging has grown over the past year. The corresponding percentages among elders are 96% and 44%.
- ✓ 83% of members report that they have *been given the opportunity [to] participate in decision-making* in their congregation. Of that total, 71% (59% overall) have taken advantage of the opportunity.
- ✓ Majorities have one or more close friends in their congregation (members, 78%; elders, 89%), although few members (14%) or elders (21%) indicate that *most of my closest friends are part of this congregation*. Instead, most choose the option, *I have some close friends here as well as other close friends who are not part of this congregation* (64%; 68%).

Figure 2
Sense of Congregational Belonging



Question: Do you have a strong sense of belonging to this congregation?

Congregational Evaluation

- ✓ Large majorities of both members and elders *strongly agree* (25%; 31%) or *agree* (51%; 52%) that their “spiritual needs are being met in this congregation.”
- ✓ Majorities of both members (63%) and elders (61%) are *very satisfied* or *satisfied* with their congregation’s offerings for children and youth. Degree of satisfaction with “what is offered here for children and youth” is similarly high among the subset of parents who have at least one child under the age of 19 (members, 64%; elders, 57%). Only 12% of member parents and 15% of elder parents are either *very dissatisfied* or *dissatisfied*. Another 23% and 25%, respectively, have *mixed feelings*.
- ✓ 37% of members and 46% of elders report that worship services and other activities of their congregation help them “with everyday living” to a *great extent*. Most of the rest respond to *some extent* (members, 47%; elders, 44%).
- ✓ From a list of 14 congregational features, members and elders were asked to select up to three they “personally most value.” Features selected by the most respondents are:
 - *sermons, preaching, or homilies* (members, 51%; elders, 51%)
 - *traditional style of worship or music* (46%; 46%)
 - *sharing in Holy Communion, Eucharist, or the Lord’s Supper* (43%; 41%)
 - *practical care for one another in time of need* (24%; 26%)
 - *ministry for children or youth* (22%; 19%)
 - *Bible study or prayer groups* (21%; 26%)

Worship Participation

- ✓ Large majorities of members (68%) and elders (82%) respond *usually every week* when asked about their frequency of worship attendance. Another 6% and 7%, respectively, attend *more than once a week*. At the other extreme, 7% of members and 1% of elders attend *less than once a month*.
- ✓ †Three in four members and specialized clergy, 89% of elders, and 96% of pastors report that they attended worship on April 29, 2001—the date when the parallel U.S. Congregational Life Survey was given in congregations across the country. Most attended where they are members (or, in the case of clergy, where they usually serve or attend), but 5% of both lay groups, 7% of pastors, and 17% of specialized clergy attended another congregation that Sunday.
- ✓ On average (median), members have been attending worship services in their congregation for 17 years, and elders, for 20 years.

Music Preferences for Worship

- ✓ Given two choices from a list of ten musical styles, almost nine in ten members (88%) and elders (87%) selected *traditional hymns* as one of their preferences for congregational worship. Other frequent choices are:
 - *praise music or choruses* (members, 36%; elders, 32%)
 - *classical music or chorales* (23%; 22%)
 - *contemporary hymns* (20%; 25%)
- ✓ Almost every lay panelist (members, 93%; elders, 92%) selected either *traditional hymns* or *praise music or choruses* as one of their two choices of musical styles. Among elders who selected one or both, 60% selected *traditional hymns* only; 5%, *praise music or choruses* only; and 26%, both types.
- ✓ Some preferences for musical style vary by age, while others do not. Age seems to have no effect on preference rates for *praise music or choruses*. However, preferences for *contemporary hymns* and *other contemporary music or songs* are found with lesser frequency in older age categories, and preferences for *traditional hymns* are found with increasing frequency above age 39. The highest preference rates for *classical music or chorales* are found among those aged 55-69.

Table 1
Members' Music Preferences for Worship by Age

	<u>Age Category</u>			
	<40	40-54	55-69	70+
	<i>percent listing as preference*</i>			
traditional hymns.....	78%	85%	87%	92%
praise music or choruses.....	36%	36%	37%	33%
contemporary hymns.....	29%	26%	18%	13%
other contemporary music or songs	20%	11%	8%	8%
classical music or chorales.....	16%	18%	30%	20%

*Could choose two preferences from a total list of ten

Other Participation

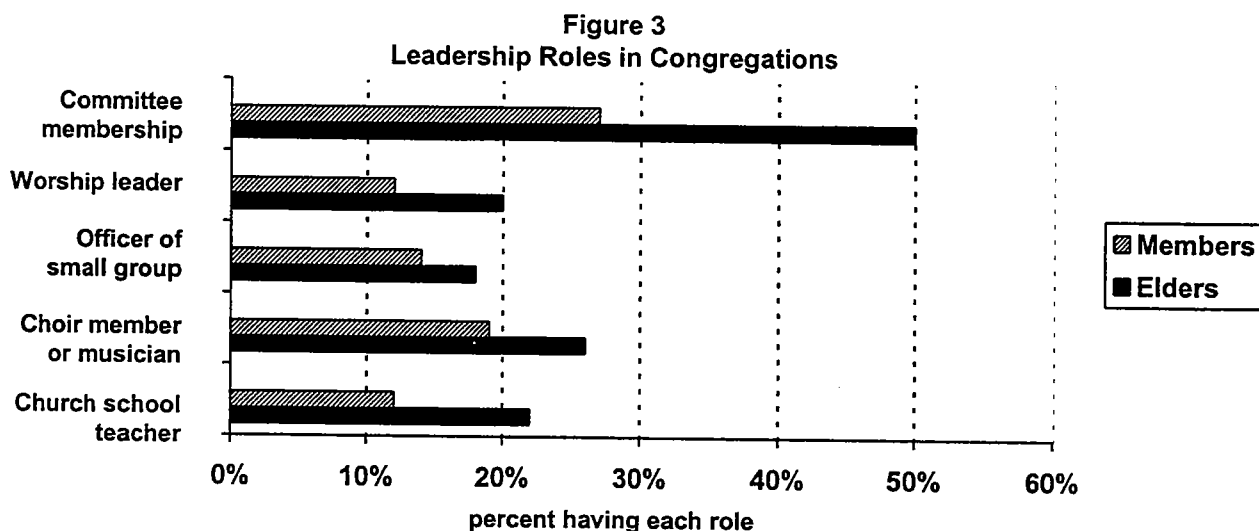
- ✓ Large numbers of laity participate in one or more educational, social, or other group activity in their congregations, including:
 - *church school* (members, 34%; elders, 48%)
 - *prayer, discussion, or Bible study groups* (members, 34%; elders, 46%)
 - *fellowships, clubs, or other social groups* (members, 46%; elders, 55%)

MEMBERS AND ELDERS

- ✓ However, one in four members (27%) and one in seven elders (15%) report that they are *not regularly involved in group activities* in their congregation.
- ✓ Almost all members (98%) and elders (99%) report giving money to their congregation, including 18% and 24%, respectively, who give *10% or more of net income regularly*.

Leadership

- ✓ Most lay panelists hold one or more leadership roles in their congregations, as shown in Figure 3.



- ✓ Two-thirds of members and 86% of elders report that their “congregation’s leaders encouraged you to find and use your gifts and skills here” (combined *yes, to a great extent* and *yes, to a some extent* responses).
- ✓ Members and elders who hold each of various leadership positions listed on the questionnaire are more likely than those who do not hold the same positions to report that, to *a great extent*, the “congregation’s leaders [have] encouraged you to find and use your gifts and skills here.” For example, 52% of elders who are currently on the session report that they have been encouraged to use their skills in the congregation, compared to 44% of those who are not now on the session.

Evangelistic Outreach

- ✓ One-fifth of members (22%) and one-third of elders (32%) regularly engage in *evangelism or outreach activities* on behalf of their congregation.
- ✓ In the last year, around a half of members (46%) and elders (52%) have invited at least one unchurched friend or relative to worship. Another four in ten have issued such an invitation in the past, but not in the last 12 months.

Other Community Outreach

- ✓ 29% of members and 42% of elders regularly participate in *community service, social justice, or advocacy activities* of their congregation.
- ✓ 43% of members and 47% of elders are involved in *social service or charity groups* **not** connected with their congregation. An overlapping 10% and 13%, respectively, are involved in *advocacy, justice, or lobbying groups* outside their congregation.

Civic Engagement

- ✓ A majority of both members (58%) and elders (68%) report that they belong to *religious or church organizations*. Other categories of voluntary associations to which at least 20% of either members and elders belong are:
 - *education, arts, music, or cultural activities* (members, 39%; elders, 40%)
 - *professional associations* (31%; 39%)
 - *women's groups* (overall, 26% and 24%; among women, 36% and 42%)
 - *political parties or groups* (20%; 23%)
 - *sports or recreation* (22%; 19%)
- ✓ On average (median), members belong to voluntary organizations in two and elders in three of the fourteen listed categories.
- ✓ Most members and elders who belong to specific types of voluntary organizations also do *unpaid voluntary work* for them. Among members, for example, 63% of those who belong to an organization concerned with *education, arts, music, or cultural activities* also do volunteer work for such an organization. There are also a few individuals who do unpaid work for organizations to which they do not belong (in this example, 4%).
- ✓ †More than nine in ten members (91%), elders (93%), pastors (96%), and specialized clergy (98%) report that in the previous year they had *donated money to a charitable organization* other than their congregation.
- ✓ †Almost all members (94%), elders (96%), pastors (98%), and specialized clergy (96%) report voting in the 2000 presidential election. However, many fewer (members, 28%; elders, 34%; pastors, 43%; specialized clergy, 46%) report contacting an *elected official about a public issue* in the prior year.
- ✓ †Around a third of members (30%) and elders (35%) but majorities of pastors (73%) and specialized clergy (60%) report *working with others to try to solve a community problem* during the past year.

Personal Acts of Charity

- ✓ †Most panelists have “donated or prepared food for someone outside [their] family” in the past year, but many fewer have loaned money, provided care, or helped someone outside their family find a job. Pastors are more likely to report such acts of compassion than are other panelists.

Table 2
Acts of Charity toward Persons outside the Family

Action	Members	Elders	Pastors	Specialized Clergy
	<i>percent who report each activity in the prior year</i>			
Loaned money to someone outside your family	18%	18%	28%	30%
Helped someone outside your family find a job	20%	22%	47%	44%
Cared for someone outside your family who was very sick	21%	20%	54%	34%
Donated or prepared food for someone outside your family or congregation	61%	63%	69%	59%

Note: Results for the few questions asked of both clergy and laity are marked with a †. Most are discussed above in the "Members and Elders" section. The exception, presented below, is the response to a question on conflict.

Church Participation Background

- ✓ Nine in ten pastors and specialized clergy choose *weekly attendance* to describe their church participation at age 16. Only 4% *did not attend* at that age.
- ✓ Almost as many (pastors, 84%; specialized clergy, 82%) were also involved in "church-based youth activities" at age 16.
- ✓ A majority of the parents of both pastors (father, 65%; mothers, 75%) and specialized clergy (fathers, 64%; mothers, 78%) were *weekly* church attenders when the panelists were 12 years old. Within couples, mothers and fathers typically had similar rates of attendance, as reported by panelists; only 4% of pastors had a mother who attended *weekly* and a father who *did not attend*, and only 0.4% had a father who attended *weekly* and a mother who *did not attend*.

Tenure, Time, and Tasks

- ✓ On average (median), pastors began their current call in 1995. 8% of pastors have been in their current call for 20 or more years, and 11% have been in their current call less than two years.
- ✓ The median number of hours pastors report working in a typical week is 53; the mean is also 53. The median number of hours specialized clergy who also serve as (mostly part-time) pastors work in that capacity per week is 25 hours; the mean is 29. Specialized clergy who do *not* serve as pastors work 50 hours (median; the mean is 47).
- ✓ Pastors spend major blocks of time each week on preaching, including sermon preparation (mean = 10.6 hours), administration (mean = 9.4 hours), visiting members and shut-ins (mean = 5.4 hours), and attending meetings (mean = 4.6 hours).
- ✓ Men and women differ in the amount of time spent in several pastoral task areas, including preaching, training people for ministry, and visitation (see Figure 5, p. 9).

Call Satisfaction

- ✓ More than half of pastors (54%) and exactly half of specialized clergy (50%) are *very satisfied* with their current ministry position. Most of the remainder (33% and 35%) are *satisfied*. Similar percentages of pastors *strongly agree* (56%) or *somewhat agree* (30%) that "there is a good match between this congregation and my (its pastoral) leadership."
- ✓ 48% of pastors are *very satisfied* with their "effectiveness as a pastoral leader" in their current congregation, and 45% are *somewhat satisfied*. 61% of pastors are *very satisfied* with their "relations with lay leaders" in their congregation, and 34% are *somewhat satisfied*.
- ✓ While large majorities of both pastors and specialized clergy are at least *somewhat satisfied* with other aspects of their lives and careers, the percentage who are *very satisfied* differs by focus:
 - housing (pastors, 74%; specialized clergy, 71%)
 - family life (63%; 66%)
 - salary and benefits (47%; 45%)
 - opportunities for continuing theological education (47%; 35%)
 - relations with other clergy (40%; 33%)
 - spiritual life (31%; 34%)
 - support from denominational officials (33%; 30%)

Self-Evaluation

- ✓ Pastors picked, from a list of 13, the three church-related tasks that they do best. The tasks chosen by the most pastors are:
 - *preaching* (78%)
 - *worship leadership* (47%)
 - *teaching people about faith* (44%)
 - *visiting members and their families* (35%)
 - *pastoral counseling* (26%)
 - *administration* (25%)
- ✓ The tasks that the most pastors report a need to improve in (they could select up to three) are:
 - *training people for ministry* (45%)
 - *thinking about and promoting a vision for the congregation's future* (44%)
 - *visiting prospective members* (38%)
 - *one-on-one time working to convert others to faith* (37%)
 - *administration* (22%)
- ✓ In the last five years, half of pastors have at some time “doubted that you are called by God to the ministry.” However, most doubts are of the *once in a while* (44%) than of the *very often* (2%) or *fairly often* (4%) variety.
- ✓ While 65% of pastors have “seriously thought of leaving pastoral ministry” for either secular work or another form of ministry, only 15% have had such thoughts *very often* or *fairly often*.
- ✓ More pastors *strongly agree* or *somewhat agree* (46%) than *strongly disagree* or *somewhat disagree* (39%) that “the realities of being a congregational minister are very different to the expectations I once held.”

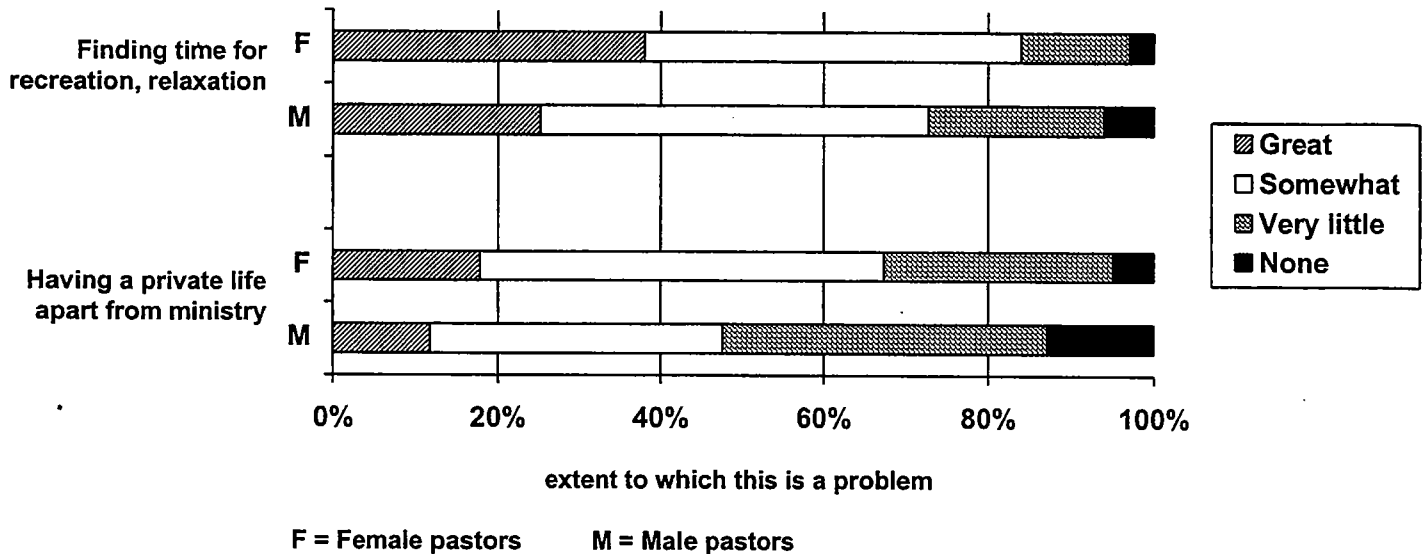
Sustaining Pastoral Ministry

- ✓ “Feeling that your gifts for ministry are right for the congregation you are serving” is rated of *great importance* by 90% of pastors in “sustaining [their own] commitment to pastoral ministry.”
- ✓ Also rated as of *great importance* by a majority of pastors (67%) in sustaining their commitment to pastoral ministry is “serving a congregation that offers challenges to your creativity.”
- ✓ Of the three other items pastors were asked to rate, none was rated by a majority as of *great importance* in sustaining their ministry (although the combined *great importance* and *somewhat important* responses totaled a large majority in every case):
 - Having close relationships with your congregation’s members (46%)
 - Opportunity to own your own housing (35%)
 - Financial well-being (23%)

Pastoral Problems: Personal

- ✓ “Finding time for recreation, relaxation, or personal reflection” is labeled as a *great problem* or *somewhat of a problem* by 75% of pastors. A majority (52%) also view as problematic the “difficulty of having a private life apart from my ministerial role.”
- ✓ More female than male pastors report problems in finding time for relaxing or maintaining a private life.

Figure 4
Gender Differences in
Perceived Personal Problems



- ✓ Of pastors with children under 18 years of age, more than one in four (29%) report that their congregational work has prevented them from having adequate time to devote to their children either *very often* or *fairly often*. Only half as many (13%) respond *never*. A majority (56%) indicate this happened only *once in a while*.
- ✓ Most married pastors respond *never* (58%) when asked how often their spouse has “voiced resentment” over their financial situation. Most of the rest (29%) respond *once in a while*. These figures are reversed when the question concerns the spouse’s “resentment over the amount of time your ministry takes up”: 29% report that *never* happens, and 51%, *once in a while*.

Pastoral Problems: Congregational

- ✓ In the past year, a majority of pastors have experienced stress either *very often* (21%) or *fairly often* (36%) “because of the challenges you face in this congregation.” A third have felt “lonely or isolated in your work” either *very often* (11%) or *fairly often* (21%).
- ✓ More than one-third of pastors report that in the past year “the people in your congregation made too many demands on you” either *very often* (11%) or *fairly often* (27%).
- ✓ No more than one in ten pastors believe that such characteristics as physical appearance, gender, and race ethnicity are of *great importance* in their congregation’s acceptance of their pastoral leadership. Instead, achieved skills such as “being competent in the tasks of ministry,” which 89% see as being of *great importance*, and “having the trust of the congregation” (86%), are much more likely to be cited.
- ✓ On a day-to-day basis, the “difficulty of reaching people with the Gospel today” is a *great problem* for 20% of pastors and *somewhat [of a] problem* for another 50%. The combined *great problem* and *somewhat [of a] problem* responses to three other ministry-related issues is much lower:
 - Lack of agreement over what the role of a pastor is (40%)
 - Having people relate to me differently because I’m a pastor (33%)
 - Relationships with other clergy and staff persons in the church (22%)

Comparing Opinions of Men and Women Serving as Pastors

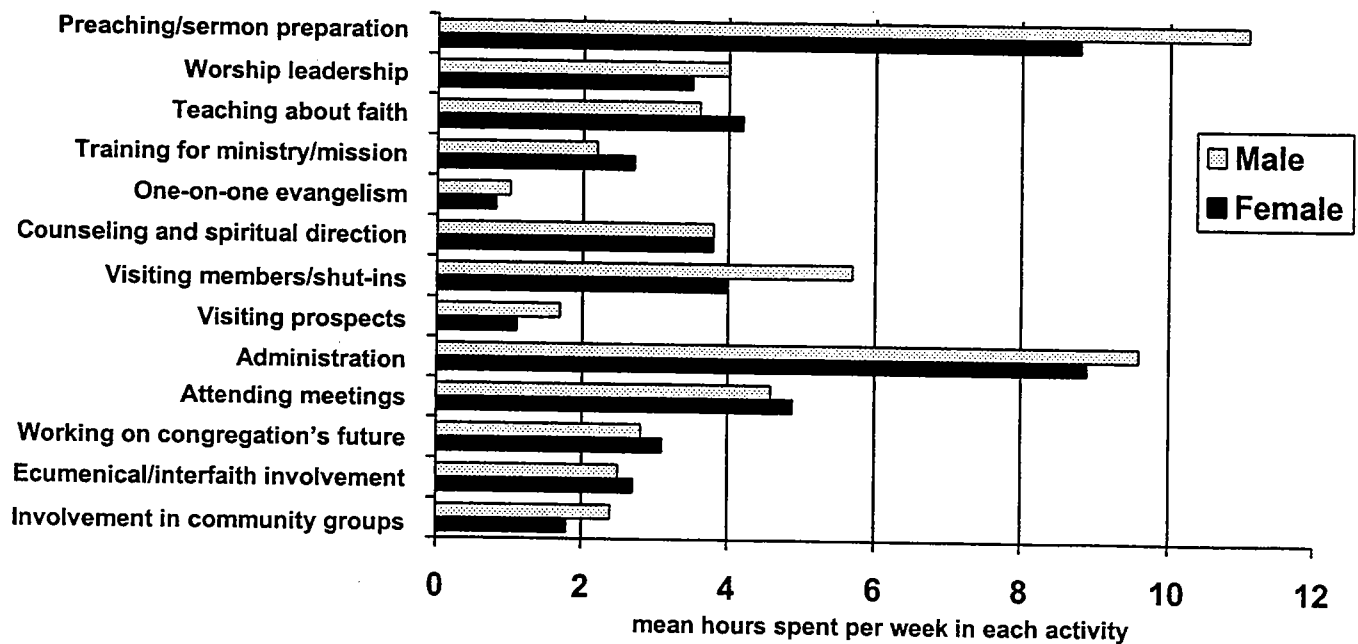
A comparison of responses by female and male pastors to the questions on call satisfaction (Q12) finds many more similarities than differences. More women (42%) than men (30%) are *very satisfied* with the support they receive from denominational officials, and more men (51%) than women (32%) are *very satisfied* with their current salary and benefits. But on the other eight satisfaction items, including family life, relations with lay leaders, and current ministry position, response patterns do not differ significantly by gender.

More men (54%) than women (41%) believe that “your gender” has been at least *somewhat important* in their “congregation’s acceptance of its pastor’s leadership,” while more women (82%) than men (71%) believe that “having a seminary degree” has been of *great importance* in their acceptance. However, there are no differences between men and women in opinions on how any of the other six items in Q15, including physical appearance, have affected congregational acceptance.

As already noted, more women than men report problems finding time for recreation and maintaining a private life. But women and men do not differ in their pattern of responses to the other items in Q17 and those in Q18.

Finally, male and female pastors differ somewhat in the time they spend on various ministry tasks. In particular, men report spending over two hours more per week on *preaching (including sermon preparation)*, and almost two hours more per week *visiting members and their families, including shut-ins*. Some of these differences stem from the fact that men are more likely to be senior pastors and women more likely to be associate pastors.

Figure 5
Gender Differences in Time Spent
On Pastoral Tasks



In sum: while there are important gender differences in call-related perceptions, the images female and male pastors present are more alike than different.

Assessing the Congregation

- ✓ Almost two in three (64%) pastors describe their congregation as having a *clear vision*. Most (43% of all pastors) add that their congregation also has a *strong commitment to achieving* that vision, while the remainder (21% of all pastors) report that the congregation has *not enough commitment*. Another third of pastors describe their congregation as having *some ideas but no clear vision*. Only 4% select *no clear vision, goals, or direction*.
- ✓ Eight in ten pastors *strongly agree* (41%) or *somewhat agree* (38%) that “the morale of your congregation is high.” Similar percentages *strongly agree* (37%) or *somewhat agree* (37%) that “members have a sense of excitement about the congregation’s future.”
- ✓ More than three in four pastors either *strongly agree* (28%) or *somewhat agree* (50%) that “the congregation’s leaders are willing to change programs and structures to meet new challenges.” Somewhat fewer, however, *strongly agree* (12%) or *somewhat agree* (50%) that the “congregation is always ready to try something new.”

Congregational Conflict

- ✓ †More pastors (75%) and elders (71%) than members (56%) report some conflict in their congregation over the past two years. In most cases, conflict was *minor* (80%, 70%, and 71% of all who report conflict, respectively).
- ✓ †One in six members and pastors (16%), and one in five elders (21%), report some *major conflict* in their congregation in the previous two years. Overall, 5% of members, 9% of elders, and 10% of pastors report major conflict that resulted in *leaders or [other] people leaving*.
- ✓ The most frequent areas of conflict involve *pastoral leadership style* (reported by 32% of pastors reporting some conflict, and 23% overall), *new construction or renovation* (28% and 21%), *changes in worship style* (26% and 19%), and *changes in music styles* (24% and 18%).
- ✓ Areas of conflict differ by seriousness. Pastors who report *major conflict with leaders or people leaving* are more likely than other pastors to list *pastoral leadership style* or *conflicts between staff and/or clergy* as focal areas.

Table 3
Focal Areas of Congregational Conflict by Seriousness of the Conflict: Pastors’ Responses

<u>Focal area</u>	Major Conflict With People Leaving	Other Major Conflict	Minor Conflict	Total
Finances	20%	19%	22%	21%
Changes in worship style	26%	29%	26%	26%
Changes in music styles.....	20%	26%	24%	24%
Changes in other congregational programs	25%	10%	17%	18%
Doctrines.....	10%	10%	4%	5%
Pastoral leadership style	65%	38%	24%	32%
Lay leadership style	23%	17%	10%	12%
Conflicts between staff and/or clergy.....	33%	12%	11%	14%
Sexual misconduct	4%	2%	2%	2%
Issues regarding homosexuality.....	13%	21%	14%	14%
Racial issues.....	4%	---	1%	2%
Issues about a new building or renovation of an existing building.....	17%	38%	28%	28%
Other	22%	29%	19%	20%
Mean number of focal areas listed.....	2.8	2.5	2.0	2.2

THE PRESBYTERIAN PANEL

THE U.S. CONGREGATIONAL LIFE SURVEY—May 2001

APPENDIX A: MEMBERS AND ELDERS

	Members	Elders
Number of questionnaires mailed	1,135	1,075
Number of questionnaires returned	587	613
Percent returned	51%	57%

Note: This survey was divided into two separate questionnaires. Members and elders received one while specialized clergy and pastors received another. Results of the latter follow in Appendix B.

Q-1. Did you attend a worship service on Sunday, April 29, 2001, or Saturday, April 28, 2001?

	Members	Elders
Yes, at a congregation I usually attend	70%	84%
Yes, at a different congregation	5%	5%
No	25%	11%

Please answer the remaining questions with reference to the congregation you usually attend. If you have recently been attending more than one congregation, answer with regard to the one you attended on or closest to April 29.

Q-2. How often do you go to worship services at your congregation?

	Members	Elders
This is my first time	*	—
Hardly ever/special occasions only	3%	1%
Less than once a month	4%	*
Once a month	4%	1%
Two or three times a month	13%	8%
Usually every week	68%	82%
More than once a week	6%	7%

Q-3. How long have you been going to worship services or activities at your congregation?

Less than 1 year	2%	1%
1-2 years	3%	2%
3-5 years	13%	3%
6-10 years	17%	14%
11-20 years	20%	30%
More than 20 years	45%	51%
I am visiting from another congregation	—	*
I am visiting and do not regularly go anywhere else	*	—

Q-4. Are you regularly involved in any *group* activities here? (Mark *all* that apply.)

Yes, in Sunday school or church school	◆ 34%	◆ 48%
Yes, in prayer, discussion, or Bible study groups	34%	46%
Yes, in fellowships, clubs, or other social groups	46%	55%
No, we have no group activities	2%	1%
No, I am not regularly involved in group activities	27%	15%

* = less than 0.5%; rounds to zero
 — = zero (0.0); no cases in this category
 + = nonresponses of 10% or more on this question (reported percentages for all questions omit nonresponses)
 n = number of respondents eligible to answer this question
 ◆ = percentages add to more than 100 because respondents could make more than one response

Q-5. Do you regularly take part in any activities of this congregation that reach out to the wider community (e.g., visitation, evangelism, outreach, community service, social justice)? (Mark *all* that apply.)

Yes, in evangelism or outreach activities	22%	32%
Yes, in community service, social justice, or advocacy activities of this congregation ..	29%	42%
No, we don't have such activities	4%	7%
No, I am not regularly involved	54%	34%

Q-6. Do you currently have any of the following roles here? (Mark *all* that apply.)

Member of the governing board (session)	10%	34%
Member of a congregational committee or task force	27%	50%
Leading or assisting in worship	12%	20%
Officer or leader of men's, women's, youth, or other small group	14%	18%
Choir member, musician, or choir director	19%	26%
Sunday school or church school teacher	12%	22%
Deacon	9%	3%
Other role not listed here (specify): _____	19%	19%
None	32%	12%

Q-7. Over the last year, how much have you grown in your faith?

No real growth	12%	12%
Some growth	54%	48%
Much growth, mainly through this congregation	19%	27%
Much growth, mainly through other groups or congregations	4%	4%
Much growth, mainly through my own private activities	11%	8%

Q-8. How often do you spend time in private devotional activities (such as prayer, meditation, reading the Bible alone)?

Every day/most days	44%	47%
A few times a week	24%	26%
Once a week	4%	6%
Occasionally	19%	15%
Hardly ever	7%	5%
Never	1%	*

Q-9. Which statement comes closest to your view of the Bible? (Mark *one* only.)

The Bible is the word of God, to be taken literally word for word	18%	14%
The Bible is the word of God, to be interpreted in the light of its historical and cultural context	37%	41%
The Bible is the word of God, to be interpreted in the light of its historical context and the Church's teachings	38%	37%
The Bible is not the word of God, but contains God's word to us	5%	6%
The Bible is not the word of God but is a valuable book	1%	1%
The Bible is an ancient book with little value today	—	—
Don't know	1%	1%

* = less than 0.5%; rounds to zero

— = zero (0.0); no cases in this category

+ = nonresponses of 10% or more on this question (reported percentages for all questions omit nonresponses)

n = number of respondents eligible to answer this question

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Q-10. Do you agree or disagree with this statement: "All the different religions are equally good ways of helping a person find ultimate truth"?

Strongly agree	5%	5%
Agree	28%	29%
Neutral or unsure	25%	23%
Disagree	27%	24%
Strongly disagree	15%	18%

Q-11. Do you agree or disagree: "My spiritual needs are being met in this congregation or parish"?

Strongly agree	25%	31%
Agree	51%	52%
Neutral or unsure	14%	10%
Disagree	7%	6%
Strongly disagree	2%	1%

Q-12. Some people feel they came to faith gradually. For others, it began at a definite moment of commitment. Have you ever experienced such a moment of decisive faith commitment or conversion?

No, I've had faith for as long as I can remember	44%	42%
No, I came to faith through a gradual process	35%	38%
Yes, at one specific moment in the last 5 years	1%	1%
Yes, at one specific moment more than 5 years ago	10%	10%
Yes, a number of specific moments of commitment or re-commitment	9%	9%
Not sure or not applicable	2%	1%

Q-13. Are you involved in any community service, social service, or advocacy groups *not* connected to this congregation? (Mark *all* that apply.)

Yes, social service or charity groups	43%	47%
Yes, advocacy, justice, or lobbying groups	10%	13%
No, I'm not involved with such groups	53%	47%

Q-14. Which of the following best describes your readiness to talk to others about your faith?

I do not have faith, so the question is not applicable	*	*
I do not talk about my faith; my life and actions are sufficient	15%	11%
I find it hard to talk about my faith in ordinary language	18%	16%
I mostly feel at ease talking about my faith and do so if it comes up	59%	62%
I feel at ease talking about my faith and seek opportunities to do so	9%	11%

Q-15. Would you be prepared to invite to a worship service here any of your friends and relatives who do not now attend a congregation?

Yes, and I have done so in the past 12 months	46%	52%
Yes, but I have not done so in the past 12 months	41%	40%
Don't know	6%	4%
No, probably not	7%	4%
No, definitely not	*	*

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Q-16. In the past 12 months, have you done any of the following? (Mark *all* that apply.)

	◆	◆
Loaned money to someone outside your family	18%	18%
Cared for someone outside your family who was very sick	21%	20%
Helped someone outside your family find a job	20%	22%
Donated or prepared food for someone outside your family or congregation	61%	63%
Voted in the last presidential election	94%	96%
Donated money to a charitable organization (other than this congregation)	91%	93%
Worked with others to try to solve a community problem	30%	35%
Contacted an elected official about a public issue	28%	34%

Q-17. How satisfied are you with what is offered here for children and youth (less than 19 years of age)?

Very satisfied	26%	22%
Satisfied	37%	39%
Mixed feelings	18%	24%
Dissatisfied	7%	8%
Very dissatisfied	2%	2%
Not sure or not applicable	10%	5%

Q-18. Which best describes your involvement in the making of important decisions in this congregation?

I have been given the opportunity and often participate in decision-making	21%	61%
I have been given the opportunity and occasionally get involved in decision-making ..	38%	32%
I have been given the opportunity but don't usually get involved in decision-making ..	24%	3%
I have <i>not</i> been given an opportunity to be involved and this is fine with me	12%	2%
I have <i>not</i> been given an opportunity to be involved and I am not happy about this	5%	1%

Q-19. Do you have a strong sense of belonging to this congregation?

Yes, a strong sense of belonging that is growing	33%	44%
Yes, a strong sense—about the same as last year	42%	40%
Yes, but perhaps not as strong as in the past	16%	12%
No, but I am new here	1%	1%
No, and I wish I did by now	4%	1%
No, but I am happy as I am	4%	1%
Don't know/not applicable	1%	*

Q-20. While you may value many different styles of music, which of the following do you prefer in congregational worship? (Mark up to *two* options.)

	◆	◆
Traditional hymns	88%	87%
Praise music or choruses	36%	32%
Contemporary hymns	20%	25%
Other contemporary music or songs	10%	9%
Sung responsorial psalms	3%	2%
Classical music or chorales	23%	22%
Contemplative chants (Taizé, Iona)	1%	2%
Music or songs from a variety of cultures	8%	9%
African-American gospel music	4%	5%
No music or songs	*	—
Don't know	1%	1%

* = less than 0.5%; rounds to zero

— = zero (0.0); no cases in this category

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Q-21. To what extent do the worship services or activities of this congregation help you with everyday living?

A great extent	37%	46%
Some extent	47%	44%
A small extent	13%	9%
Not at all	3%	1%

Q-22. Which of the following aspects of this congregation do you personally most value? (Mark up to *three* options.)

Wider community care or social justice emphasis	11%	14%
Reaching those who do not attend church	7%	8%
Traditional style of worship or music	46%	46%
Contemporary style of worship or music	12%	8%
Sharing in Holy Communion, Eucharist, or the Lord's Supper	43%	41%
Social activities or meeting new people	15%	14%
Sermons, preaching, or homilies	51%	51%
Bible study or prayer groups, other discussion groups	21%	26%
Ministry for children or youth	22%	19%
Prayer ministry for one another	15%	15%
Practical care for one another in times of need	25%	26%
The congregation's school or pre-school	4%	3%
Openness to social diversity	6%	7%
Adult church-school or Sunday school class	16%	19%

Q-23. Do you have any close friends in this congregation?

No, I have little contact with others from this congregation outside of activities here ...	6%	3%
No, I have some friends in this congregation, but my closest friends are not involved here	17%	9%
Yes, I have some close friends here as well as other close friends who are not part of this congregation	64%	68%
Yes, most of my closest friends are part of this congregation	14%	21%

Q-24. Over the last two years, has there been any conflict in this congregation? (Mark only *one*.)

No conflict that I am aware of	36%	27%
Some minor conflict	39%	50%
Major conflict	5%	9%
Major conflict, with leaders or people leaving	11%	12%
Don't know	8%	2%

Q-25. Have this congregation's leaders encouraged you to find and use your gifts and skills here?

Yes, to a great extent	28%	47%
Yes, to some extent	41%	39%
Yes, to a small extent	19%	10%
Not at all	8%	3%
Don't know	4%	1%

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Q-26. Of the following list of voluntary organizations and activities, which, if any, do you belong to? (Mark *all* that apply.)

	+, ◆	◆
Social welfare services for elderly, handicapped, or deprived people	19%	23%
Religious or church organizations	58%	68%
Education, arts, music, or cultural activities	39%	40%
Labor unions	4%	4%
Political parties or groups	20%	23%
Local community action on issues like poverty, employment, housing, or racial equality	8%	12%
Third world development or human rights	2%	5%
Conservation, environment, or animal rights groups	14%	16%
Professional associations	31%	39%
Youth work (e.g., scouts, guides, youth clubs)	14%	16%
Sports or recreation	22%	19%
Women's groups	26%	24%
Voluntary organizations concerned with health	12%	13%
Other groups	21%	23%

Q-27. Of the following list of voluntary organizations and activities for which, if any, are you doing unpaid voluntary work? (Mark *all* that apply.)

	+, ◆	+, ◆
Social welfare services for elderly, handicapped, or deprived people	20%	24%
Religious or church organizations	59%	70%
Education, arts, music, or cultural activities	32%	29%
Labor unions	1%	2%
Political parties or groups	10%	11%
Local community action on issues like poverty, employment, housing, or racial equality	7%	12%
Third world development or human rights	1%	3%
Conservation, environment, or animal rights groups	9%	10%
Professional associations	18%	22%
Youth work (e.g., scouts, guides, youth clubs)	14%	16%
Sports or recreation	13%	14%
Women's groups	22%	18%
Voluntary organizations concerned with health	14%	12%
Other groups	18%	18%

Q-28. About how much do you give financially to this congregation?

I give 10% or more of net income regularly	18%	24%
I give about 5% to 9% of net income regularly	43%	49%
I give less than 5% of net income regularly	31%	25%
I give a small amount whenever I am here	6%	1%
I do not contribute financially here	2%	1%

Q-29. Please use the space below to make additional comments regarding the topics covered in this survey.

[not tabulated]

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THE PRESBYTERIAN PANEL

THE U.S. CONGREGATIONAL LIFE SURVEY—MAY 2001

APPENDIX B: MINISTERS OF THE WORD AND SACRAMENT

	Ministers
Number of questionnaires mailed	1,460
Number of questionnaires returned	925 *
Percent returned	63%
*Of the 925 surveys returned, 725 came from pastors and 200 from specialized clergy	

Q-1. Which of the following describes the church attendance of your father before you were 12 years old?		Pastors	Specialized Clergy
Occasional (two or three times a year)	10%	14%	
About once per month	7%	6%	
Weekly attendance	65%	64%	
Did not attend	15%	14%	
Not applicable	2%	2%	
Q-2. Which of the following describes the church attendance of your mother before you were 12 years old?			
Occasional (two or three times a year)	10%	8%	
About once per month	6%	7%	
Weekly attendance	75%	78%	
Did not attend	9%	6%	
Not applicable	*	2%	
Q-3. How would you best describe <i>your</i> church attendance at age 16?			
Occasional (two or three times a year)	4%	4%	
About once a month	4%	4%	
Weekly attendance	89%	89%	
Did not attend	4%	3%	
Q-4. Were you involved in church-based youth activities at age 16?			
Yes, I was involved	41%	43%	
Yes, and I had a leadership role	43%	39%	
No	16%	18%	
Q-5. Which statement comes closest to your view of the Bible? (Mark <i>one</i> only.)			
The Bible is the word of God, to be taken literally word for word	4%	4%	
The Bible is the word of God, to be interpreted in the light of its historical and cultural context	54%	49%	
The Bible is the word of God, to be interpreted in the light of its historical context and the Church's teachings	36%	35%	
The Bible is not the word of God, but contains God's word to us	5%	12%	
The Bible is not the word of God but is a valuable book	*	1%	
The Bible is an ancient book with little value today	—	—	
Don't know	*	—	

* = less than 0.5%; rounds to zero

— = zero (0.0); no cases in this category

+ = nonresponses of 10% or more on this question (reported percentages for all questions omit nonresponses)

n = number of respondents eligible to answer this question

◆ = percentages add to more than 100 because respondents could make more than one response

Q-6. In the *past 12 months*, have you done any of the following? (Mark *all* that apply.)

	Pastors	Specialized Clergy
Loaned money to someone outside your family	28%	30%
Cared for someone outside your family who was very sick	54%	34%
Helped someone outside your family find a job	47%	44%
Donated or prepared food for someone outside your family or congregation	69%	59%
Voted in the last presidential election	98%	96%
Donated money to a charitable organization (other than this congregation)	96%	98%
Worked with others to try to solve a community problem	73%	60%
Contacted an elected official about a public issue	43%	46%

Q-7. Did you attend, lead, or participate in a worship service on Sunday, April 29, 2001, or Saturday, April 28, 2001?

Yes, at a congregation I usually serve/attend	89%	59%
Yes, at a different congregation	7%	17%
No	4%	24%

Please answer the remaining questions with reference to the congregation you usually serve or attend ("your congregation"). If you have recently been serving or attending more than one congregation, answer with regard to the one you attended on or closest to April 29. If you attended worship at more than one congregation on April 29, answer with regard to the one you attended first.

If specialized clergy and you do not regularly attend the same congregation, answer with regard to the congregation you happened to attend on or closest to April 29.

Q-8. Are you a pastor or other paid staff person of your congregation?

Yes	96%	32%
No	4%	68%

Q-8a. If yes, in what year did you become a pastor of your congregation? _____ (year)

	n=684	+, n=63
Prior to 1985	12%	9%
1985 to 1989	11%	9%
1990 to 1994	25%	13%
1995 to 1996	15%	7%
1997 to 1998	20%	14%
1999 to 2001	17%	47%

Q-8b. If yes, in a typical week approximately how many hours do you spend in work related to your employment in your congregation? _____ hours/week

	+, n=684	+, n=63
20 hours or less	3%	42%
21-39 hours	3%	24%
40-49 hours	16%	15%
50-59 hours	44%	9%
60-69 hours	28%	9%
70 hours or more	6%	—

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n = number of respondents eligible to answer this question

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Q-8c. If no, do you have a call or paid employment elsewhere?

	n=31	n=132
Yes	32%	80%
No	68%	20%

If yes, in a typical week approximately how many hours do you spend in work related to your call/employment? _____ hours/week

	n=10	n=103
20 hours or less	10%	7%
21 to 39 hours	10%	4%
40 to 49 hours	40%	31%
50 to 59 hours	20%	36%
60 to 69 hours	20%	17%
70 hours or more	—	5%

Q-9. Which of these statements most accurately describes your congregation? (Mark only *one*.)

Our congregation has no clear vision, goals, or direction	4%	4%
We have some ideas but no clear vision	32%	43%
We have a clear vision but not enough commitment to achieving it	21%	18%
We have a clear vision and a strong commitment to achieving it	43%	36%

Q-10. Over the *last two years*, has there been any conflict in this congregation? (Check *one* response.)

No conflict that I'm aware of	25%	22%
Some minor conflict	60%	55%
Major conflict	6%	10%
Major conflict with leaders or people leaving	10%	10%
Don't know	*	3%

Q-11. What was the conflict about? (Mark *all* that apply. If no conflict, skip to Q-12.)

	n=534	n=151
Finances	21%	19%
Changes in worship style	26%	26%
Changes in music styles	24%	13%
Changes in other programs of the congregation	18%	15%
Doctrines	5%	6%
Pastoral leadership style	32%	35%
Lay leadership style	12%	12%
Conflicts between staff and/or clergy	14%	15%
Sexual misconduct	2%	4%
Issues regarding homosexuality	14%	14%
Racial issues	1%	1%
Issues about a new building or renovation of an existing building	28%	22%
Other (Specify): _____	20%	15%

* = less than 0.5%; rounds to zero
 — = zero (0.0); no cases in this category
 + = nonresponses of 10% or more on this question (reported percentages for all questions omit nonresponses)
 n = number of respondents eligible to answer this question
 ◆ = percentages add to more than 100 because respondents could make more than one response

Q-12. At present, what is your level of satisfaction with each of the following?

a. Your overall effectiveness as a pastoral leader in this particular congregation (if applicable)		+
very satisfied	48%	35%
somewhat satisfied	45%	52%
somewhat dissatisfied	6%	14%
very dissatisfied	2%	—
b. Your current ministry position		+
very satisfied	54%	50%
somewhat satisfied	33%	35%
somewhat dissatisfied	10%	11%
very dissatisfied	3%	3%
c. Housing or living arrangements		+
very satisfied	74%	71%
somewhat satisfied	21%	22%
somewhat dissatisfied	4%	5%
very dissatisfied	2%	2%
d. Spiritual life		
very satisfied	31%	34%
somewhat satisfied	56%	52%
somewhat dissatisfied	13%	13%
very dissatisfied	—	2%
e. Opportunities for continuing theological education		
very satisfied	47%	35%
somewhat satisfied	43%	47%
somewhat dissatisfied	9%	16%
very dissatisfied	1%	2%
f. Support from your denominational officials		
very satisfied	33%	30%
somewhat satisfied	41%	38%
somewhat dissatisfied	19%	19%
very dissatisfied	7%	13%
g. Relations with other clergy		
very satisfied	40%	33%
somewhat satisfied	46%	49%
somewhat dissatisfied	13%	15%
very dissatisfied	2%	3%
h. Relations with lay leaders in your congregation		+
very satisfied	61%	49%
somewhat satisfied	34%	42%
somewhat dissatisfied	4%	8%
very dissatisfied	1%	1%

* = less than 0.5%; rounds to zero

— = zero (0.0); no cases in this category

+ = nonresponses of 10% or more on this question (reported percentages for all questions omit nonresponses)

n = number of respondents eligible to answer this question

◆ = percentages add to more than 100 because respondents could make more than one response

Q-12. At present, what is your level of satisfaction with each of the following?

(Cont.)			
i.	Your salary and benefits		+
	very satisfied	47%	45%
	somewhat satisfied	40%	37%
	somewhat dissatisfied	12%	11%
	very dissatisfied	2%	7%
j.	Your family life		
	very satisfied	63%	66%
	somewhat satisfied	28%	26%
	somewhat dissatisfied	7%	6%
	very dissatisfied	2%	2%

The following questions are for pastors only (including associate, interim, and stated supply). Others skip to Q-22.

Q-13. Please estimate how many hours in a *typical week* you devote to each task listed below, including preparation where applicable.

a.	Preaching (including sermon preparation)	
	none	6%
	1-2 hours	3%
	3-5 hours	11%
	6-9 hours	20%
	10-14 hours	34%
	15 hours or more	27%
b.	Worship and sacramental leadership, including funerals and weddings	
	none	*
	1-2 hours	31%
	3-5 hours	54%
	6-9 hours	11%
	10-14 hours	4%
	15 hours or more	1%
c.	Teaching people about the faith	
	none	1%
	1-2 hours	39%
	3-5 hours	44%
	6-9 hours	10%
	10-14 hours	5%
	15 hours or more	2%
d.	Training people for ministry and mission	+
	none	10%
	1-2 hours	60%
	3-5 hours	24%
	6-9 hours	3%
	10-14 hours	2%
	15 hours or more	1%

* = less than 0.5%; rounds to zero

— = zero (0.0); no cases in this category

+ = nonresponses of 10% or more on this question (reported percentages for all questions omit nonresponses)

n = number of respondents eligible to answer this question

◆ = percentages add to more than 100 because respondents could make more than one response

Q-13. Please estimate how many hours in a *typical week* you devote to each task listed below, including preparation (Cont.) where applicable.

e. One-on-one time working to convert others to the faith	+
none	49%
1-2 hours	43%
3-5 hours	6%
6-9 hours	1%
10-14 hours	1%
15 hours or more	—
f. Pastoral counseling and spiritual direction	
none	3%
1-2 hours	37%
3-5 hours	43%
6-9 hours	10%
10-14 hours	7%
15 hours or more	1%
g. Visiting members and their families, including sick, shut-ins	
none	2%
1-2 hours	22%
3-5 hours	44%
6-9 hours	15%
10-14 hours	12%
15 hours or more	5%
h. Visiting or calling on prospective members	+
none	26%
1-2 hours	58%
3-5 hours	12%
6-9 hours	2%
10-14 hours	2%
15 hours or more	*
i. Administering the work of the congregation, including staff supervision	
none	1%
1-2 hours	9%
3-5 hours	23%
6-9 hours	17%
10-14 hours	29%
15 hours or more	21%

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Q-13. Please estimate how many hours in a *typical week* you devote to each task listed below, including preparation, where applicable.

- j. Attending congregational board and committee meetings
 - none 1%
 - 1-2 hours 22%
 - 3-5 hours 48%
 - 6-9 hours 20%
 - 10-14 hours 8%
 - 15 hours or more 2%

- k. Thinking about and promoting a vision and goals for the congregation's future +
 - none 6%
 - 1-2 hours 58%
 - 3-5 hours 28%
 - 6-9 hours 4%
 - 10-14 hours 2%
 - 15 hours or more 1%

- l. Involvement in denominational, interdenominational and interfaith affairs +
 - none 7%
 - 1-2 hours 56%
 - 3-5 hours 32%
 - 6-9 hours 3%
 - 10-14 hours 2%
 - 15 hours or more 1%

- m. Involvement in community organizations and issues beyond the congregation +
 - none 13%
 - 1-2 hours 56%
 - 3-5 hours 26%
 - 6-9 hours 2%
 - 10-14 hours 1%
 - 15 hours or more 1%

Q-14. As you look back over the list of pastoral tasks in Q-13 and other demands on you as a pastor ...

a. Which *three* of the tasks do you do *best*? Write the letter corresponding to the three chosen tasks.

- a. Preaching (including sermon preparation) 78% ◆
- b. Worship and sacramental leadership, including funerals and weddings 47%
- c. Teaching people about the faith 44%
- d. Training people for ministry and mission 10%
- e. One-on-one time working to convert others to the faith 1%
- f. Pastoral counseling and spiritual direction 26%
- g. Visiting members and their families, including sick, shut-ins 35%
- h. Visiting or calling on prospective members 4%

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Q-14. As you look back over the list of pastoral tasks in Q-13 and other demands on you as a pastor ...
(Cont.)

a. Which *three* of the tasks do you do *best*? Write the letter corresponding to the three chosen tasks.

- i. Administering the work of the congregation, including staff supervision 25% ◆
- j. Attending congregational board and committee meetings 4%
- k. Thinking about and promoting a vision and goals for the congregation's future 14%
- l. Involvement in denominational, interdenominational and interfaith affairs 6%
- m. Involvement in community organizations and issues beyond the congregation 5%

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

- a. Preaching (including sermon preparation) 11% ◆
- b. Worship and sacramental leadership, including funerals and weddings 5%
- c. Teaching people about the faith 13%
- d. Training people for ministry and mission 45%
- e. One-on-one time working to convert others to the faith 36%
- f. Pastoral counseling and spiritual direction 19%
- g. Visiting members and their families, including sick, shut-ins 14%
- h. Visiting or calling on prospective members 38%
- i. Administering the work of the congregation, including staff supervision 23%
- j. Attending congregational board and committee meetings 6%
- k. Thinking about and promoting a vision and goals for the congregation's future 44%
- l. Involvement in denominational, interdenominational and interfaith affairs 15%
- m. Involvement in community organizations and issues beyond the congregation 20%

Q-15. 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?

- a. Being ordained
 - great importance 78%
 - somewhat important 19%
 - somewhat unimportant 2%
 - of little importance 1%
- b. Having a seminary degree or certificate
 - great importance 74%
 - somewhat important 22%
 - somewhat unimportant 3%
 - of little importance 1%
- c. Having a clear sense of call from God
 - great importance 76%
 - somewhat important 20%
 - somewhat unimportant 3%
 - of little importance *

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Q-15. 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?

- d. Being competent in the tasks of ministry, including preaching
 - great importance 89%
 - somewhat important 10%
 - somewhat unimportant 1%
 - of little importance *

- e. Having the trust of the majority of the congregation
 - great importance 85%
 - somewhat important 14%
 - somewhat unimportant *
 - of little importance —

- f. Your physical appearance
 - great importance 9%
 - somewhat important 60%
 - somewhat unimportant 25%
 - of little importance 7%

- g. Your gender
 - great importance 6%
 - somewhat important 46%
 - somewhat unimportant 35%
 - of little importance 13%

- h. Your race or ethnicity
 - great importance 10%
 - somewhat important 46%
 - somewhat unimportant 30%
 - of little importance 14%

Q-16. As you think about your experience, how important is each of the following in sustaining your commitment to pastoral ministry?

- a. Feeling that your gifts for ministry are right for the congregation you are serving
 - great importance 90%
 - somewhat important 10%
 - somewhat unimportant *
 - of little importance *

- b. Serving a congregation that offers challenges to your creativity
 - great importance 67%
 - somewhat important 30%
 - somewhat unimportant 2%
 - of little importance *

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Q-16. As you think about your experience, how important is each of the following in sustaining your commitment to (Cont.) pastoral ministry?

- c. Having close relationships with your congregation's members
 - great importance 46%
 - somewhat important 46%
 - somewhat unimportant 7%
 - of little importance 1%
- d. Financial well-being
 - great importance 23%
 - somewhat important 65%
 - somewhat unimportant 11%
 - of little importance 2%
- e. Opportunity to own your own housing
 - great importance 35%
 - somewhat important 34%
 - somewhat unimportant 18%
 - of little importance 13%
- f. Other (please specify): _____
 - great importance 94%
 - somewhat important 5%
 - somewhat unimportant 1%
 - of little importance —

Q-17. Clergy face many problems today. Would you indicate how important the following problems are *to you* on a day-to-day basis?

- a. Lack of agreement over what the role of a pastor is
 - great problem 10%
 - somewhat problem 30%
 - very little problem 47%
 - no problem 14%
- b. Difficulty of having a private life apart from my ministerial role
 - great problem 13%
 - somewhat problem 39%
 - very little problem 37%
 - no problem 11%
- c. Finding time for recreation, relaxation, or personal reflection
 - great problem 28%
 - somewhat problem 47%
 - very little problem 20%
 - no problem 5%

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Q-17. Clergy face many problems today. Would you indicate how important the following problems are *to you* on a day-to-day basis?
(Cont.)

- d. Relationships with other clergy and staff members in the church
 - great problem 4%
 - somewhat problem 18%
 - very little problem 48%
 - no problem 29%

- e. Having people relate to me differently because I'm a pastor
 - great problem 5%
 - somewhat problem 28%
 - very little problem 52%
 - no problem 14%

- f. Difficulty of reaching people with the Gospel today
 - great problem 20%
 - somewhat problem 50%
 - very little problem 24%
 - no problem 7%

Q-18. In the *past five years*, how often have you ...

- a. Doubted that you are called by God to the ministry?
 - very often 2%
 - fairly often 4%
 - once in a while 44%
 - never 49%

- b. Seriously thought of leaving pastoral ministry in a congregation to enter another type of ministry position?
 - very often 5%
 - fairly often 10%
 - once in a while 47%
 - never 38%

- c. Seriously thought of leaving pastoral ministry to enter a secular position?
 - very often 3%
 - fairly often 6%
 - once in a while 34%
 - never 57%

- d. Experienced stress as a result of dealing with congregation members who are critical of your work?
 - very often 9%
 - fairly often 18%
 - once in a while 64%
 - never 9%

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Q-19. During the *past year*, how often have people in your congregation . . .

- a. Made you feel loved and cared for?
 - very often 54%
 - fairly often 30%
 - once in a while 15%
 - never *
- b. Listened to you talk about your private problems and concerns?
 - very often 13%
 - fairly often 23%
 - once in a while 54%
 - never 10%
- c. Made too many demands on you?
 - very often 11%
 - fairly often 27%
 - once in a while 54%
 - never 8%

Q-20. During the *past year*, how often . . .

- a. Have you experienced stress because of the challenges you face in this congregation?
 - very often 21%
 - fairly often 36%
 - once in a while 40%
 - never 2%
 - not applicable 1%
- b. Have you felt lonely and isolated in your work?
 - very often 11%
 - fairly often 21%
 - once in a while 53%
 - never 14%
 - not applicable 1%
- c. Have you felt that your work in this congregation did not permit you to devote adequate time to your children?
 - very often 7%
 - fairly often 10%
 - once in a while 42%
 - never 17%
 - not applicable 24%

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Q-20. During the *past year*, how often . . .
(Cont.)

d. Has your spouse voiced resentment over the amount of time that your ministry takes up?	
very often	6%
fairly often	12%
once in a while	46%
never	26%
not applicable	10%
e. Has your spouse voiced resentment over the financial situation in which you find yourselves by being in pastoral ministry?	
very often	4%
fairly often	7%
once in a while	26%
never	52%
not applicable	11%

Q-21. Do you agree or disagree with each of these statements?

a. This congregation is always ready to try something new	
strongly agree	12%
somewhat agree	50%
neutral or unsure	11%
somewhat disagree	19%
strongly disagree	7%
b. The current morale of this congregation is high	
strongly agree	41%
somewhat agree	38%
neutral or unsure	9%
somewhat disagree	9%
strongly disagree	4%
c. Members of the congregation have a sense of excitement about the congregation's future	
strongly agree	37%
somewhat agree	37%
neutral or unsure	13%
somewhat disagree	8%
strongly disagree	5%
d. The congregation's leaders are willing to change programs and structures to meet new challenges	
strongly agree	28%
somewhat agree	50%
neutral or unsure	9%
somewhat disagree	11%
strongly disagree	3%

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Q-21. Do you agree or disagree with each of these statements?
(Cont.)

- e. In general, there is a good match between this congregation and my [its pastoral] leadership
 - strongly agree 56%
 - somewhat agree 30%
 - neutral or unsure 7%
 - somewhat disagree 5%
 - strongly disagree 2%

- f. The realities of being a congregational minister are very different to the expectations I once held
 - strongly agree 16%
 - somewhat agree 30%
 - neutral or unsure 15%
 - somewhat disagree 27%
 - strongly disagree 12%

Q-22. Please use the space below to make additional comments regarding the topics covered in this survey.

[not tabulated]

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