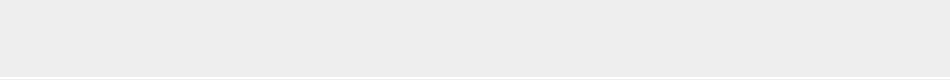
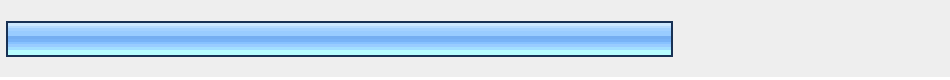
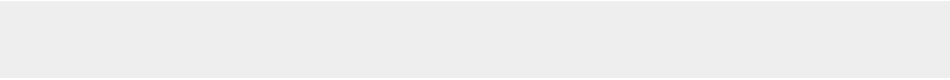
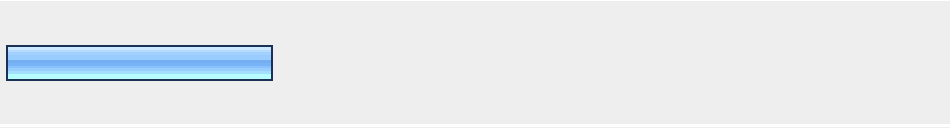
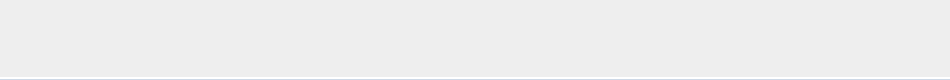
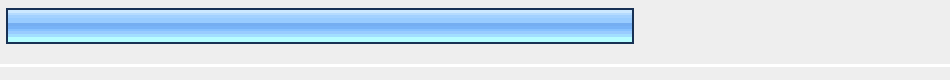
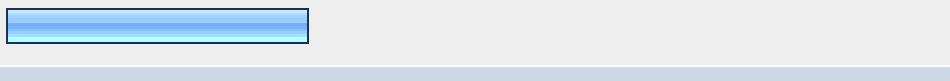
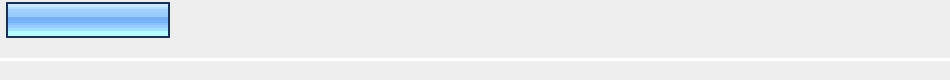
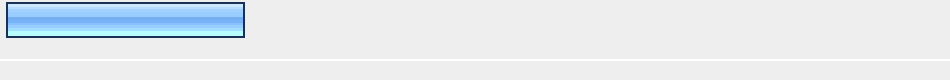

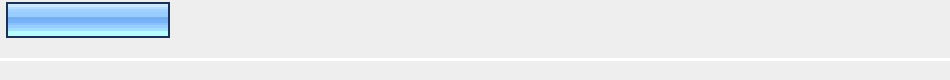
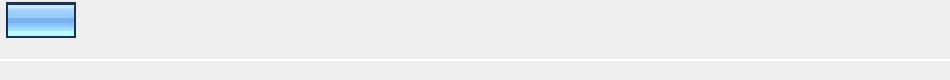
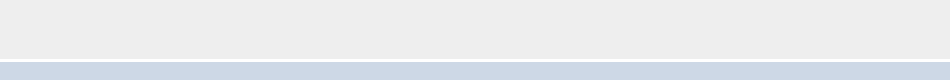


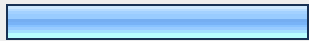
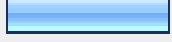
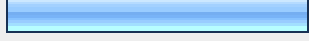
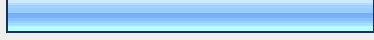






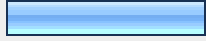

Please choose the title from the drop-down list that best describes your position in the church.			
		Response Percent	Response Count
Senior minister		0.0%	0
Associate minister		71.4%	20
Interim minister		0.0%	0
Specialized ministry (e.g., youth, music, education)		28.6%	8
Other (please specify)		0.0%	0
		answered question	28
		skipped question	0



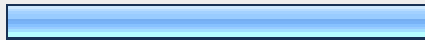

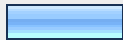
Is your position considered full time or part time?			
		Response Percent	Response Count
Full time		67.9%	19
Part time		32.1%	9
		answered question	28
		skipped question	0

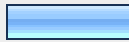

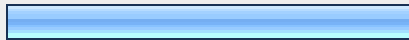
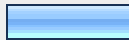
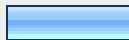
How long have you been in your current position with this congregation?			
		Response Percent	Response Count
Less than 1 year		17.9%	5
1-2 years		25.0%	7
2-5 years		32.1%	9
5-10 years		17.9%	5
10-20 years		7.1%	2
More than 20 years		0.0%	0
		answered question	28
		skipped question	0

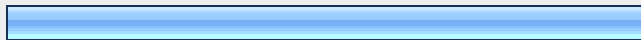
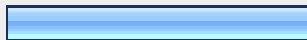
Choose the community setting from the list that best describes your church.			Response Percent	Response Count
Urban			25.0%	7
Suburban			42.9%	12
Small Town			32.1%	9
Rural			0.0%	0
Not sure			0.0%	0
			answered question	28
			skipped question	0

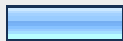
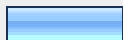

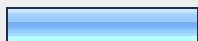

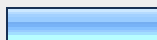



What is the average weekly worship attendance in your congregation (total for all services)?			Response Percent	Response Count
50 or less			0.0%	0
51-100			17.9%	5
101-250			32.1%	9
251-500			39.3%	11
501-1000			7.1%	2
More than 1000			3.6%	1
			answered question	28
			skipped question	0

How would you characterize the membership trend in your church?			Response Percent	Response Count
Growing			35.7%	10
Stable			39.3%	11
Declining			21.4%	6
Erratic			3.6%	1
			answered question	28
			skipped question	0

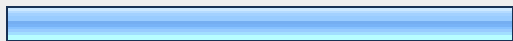

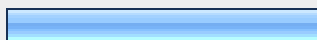
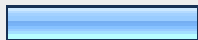
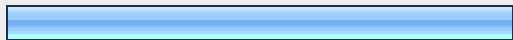
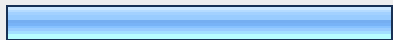
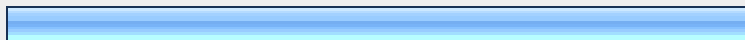
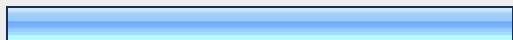
What is your church's total operating budget for the current year?			Response Percent	Response Count
\$0 - \$49,999			0.0%	0
\$50,000 - \$99,999			8.3%	2
\$100,000 - \$249,999			25.0%	6
\$250,000 - \$499,999			45.8%	11
\$500,000 - \$999,999			8.3%	2
\$1,000,000 or more			12.5%	3
			answered question	24
			skipped question	4

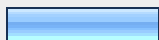


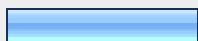
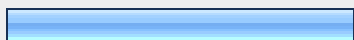


Consider the total amount of your church's budget that is designated for compensation of <u>all</u> staff members. What portion of the total operating budget is this?			Response Percent	Response Count
Less than 40%			13.0%	3
40-49%			17.4%	4
50-59%			43.5%	10
60-69%			13.0%	3
70-79%			13.0%	3
80% or more			0.0%	0
			answered question	23
			skipped question	5




Is your church currently in a capital or building campaign?			Response Percent	Response Count
Yes			68.0%	17
No			32.0%	8
Not sure			0.0%	0
			answered question	25
			skipped question	3

What is the amount of your <u>total</u> compensation package? Please include salary and housing, plus other allowances and benefits. Select the appropriate range from the drop-down list.			Response Percent	Response Count
Less than \$10,000			12.5%	3
\$10,000 - 19,999			12.5%	3
\$20,000 - 29,999			8.3%	2
\$30,000 - 39,999			20.8%	5
\$40,000 - 49,999			8.3%	2
\$50,000 - 59,999			16.7%	4
\$60,000 - 69,999			8.3%	2
\$70,000 - 79,999			8.3%	2
\$80,000 - 89,999			0.0%	0
\$90,000 - 99,999			4.2%	1
\$100,000 or more			0.0%	0
			answered question	24
			skipped question	4

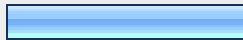
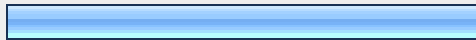
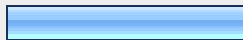
What is the combined total of your salary and housing allowance? Please select the appropriate range from the drop-down list.			Response Percent	Response Count
Less than \$10,000	<input type="checkbox"/>		16.7%	4
\$10,000 - 19,999	<input type="checkbox"/>		16.7%	4
\$20,000 - 29,999	<input checked="" type="checkbox"/>		20.8%	5
\$30,000 - 39,999	<input type="checkbox"/>		16.7%	4
\$40,000 - 49,999	<input type="checkbox"/>		16.7%	4
\$50,000 - 59,999	<input type="checkbox"/>		8.3%	2
\$60,000 - 69,999	<input type="checkbox"/>		4.2%	1
\$70,000 - 79,999			0.0%	0
\$80,000 - 89,999			0.0%	0
\$90,000 - 99,999			0.0%	0
\$100,000 or more			0.0%	0
		answered question		24
		skipped question		4

Which of the following benefits and allowances does the church provide in full or in part? Please check all that apply.			
		Response Percent	Response Count
Pension Fund dues		54.2%	13
Social Security offset		29.2%	7
Health care (Church Wide Health Care)		33.3%	8
Health care (other)		20.8%	5
Automobile expenses		54.2%	13
Book allowance		41.7%	10
Meetings, retreats & assemblies		79.2%	19
Continuing education		54.2%	13
		Other (please specify)	3
		answered question	24
		skipped question	4

How many weeks per year of paid vacation does your congregation provide?			
		Response Percent	Response Count
None		16.7%	4
1		4.2%	1
2		8.3%	2
3		20.8%	5
4		37.5%	9
5 or more		8.3%	2
Other (please specify)		4.2%	1
		answered question	24
		skipped question	4

Do you receive a sabbatical as part of the terms of your call?			Response Percent	Response Count
Yes			45.8%	11
No			50.0%	12
Not sure			4.2%	1
			answered question	24
			skipped question	4

After how many years are you eligible for sabbatical leave?			Response Percent	Response Count
3 years			9.1%	1
5 years			54.6%	6
7 years			27.3%	3
10 years			0.0%	0
Other (please specify)			9.1%	1
			answered question	11
			skipped question	17

How many weeks of sabbatical leave do you receive?			Response Percent	Response Count
Less than 4			0.0%	0
4-7			25.0%	2
8-11			50.0%	4
12 or more			25.0%	2
			Other (please specify)	2
			answered question	8
			skipped question	20