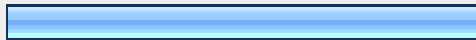
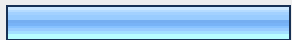

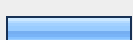
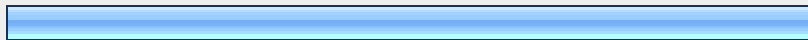
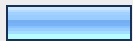
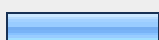
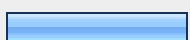
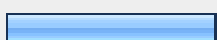
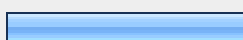
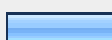


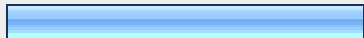



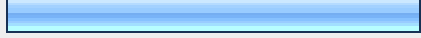






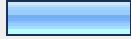
Please choose the title from the drop-down list that best describes your position in the church.			Response Percent	Response Count
Senior minister			50.0%	18
Associate minister			30.6%	11
Interim minister			5.6%	2
Specialized ministry (e.g., youth, music, education)			13.9%	5
Other (please specify)			0.0%	0
			answered question	36
			skipped question	0

Is your position considered full time or part time?			Response Percent	Response Count
Full time			86.1%	31
Part time			13.9%	5
			answered question	36
			skipped question	0

How long have you been in your current position with this congregation?			Response Percent	Response Count
Less than 1 year			16.7%	6
1-2 years			19.4%	7
2-5 years			22.2%	8
5-10 years			25.0%	9
10-20 years			11.1%	4
More than 20 years			5.6%	2
			answered question	36
			skipped question	0



Choose the community setting from the list that best describes your church.			Response Percent	Response Count
Urban			16.7%	6
Suburban			41.7%	15
Small Town			38.9%	14
Rural			0.0%	0
Not sure			2.8%	1
			answered question	36
			skipped question	0



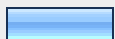

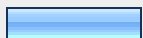
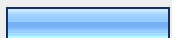
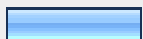

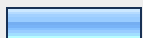

What is the average weekly worship attendance in your congregation (total for all services)?			Response Percent	Response Count
50 or less			0.0%	0
51-100			2.8%	1
101-250			44.4%	16
251-500			44.4%	16
501-1000			5.6%	2
More than 1000			2.8%	1
			answered question	36
			skipped question	0

How would you characterize the membership trend in your church?			Response Percent	Response Count
Growing			44.4%	16
Stable			41.7%	15
Declining			13.9%	5
Erratic			0.0%	0
			answered question	36
			skipped question	0

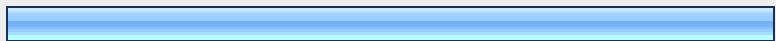
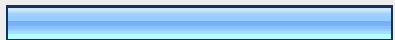

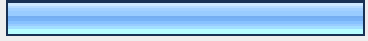
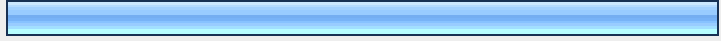



What is your church's total operating budget for the current year?			
		Response Percent	Response Count
\$0 - \$49,999		0.0%	0
\$50,000 - \$99,999		0.0%	0
\$100,000 - \$249,999		0.0%	0
\$250,000 - \$499,999		83.3%	30
\$500,000 - \$999,999		8.3%	3
\$1,000,000 or more		8.3%	3
		answered question	36
		skipped question	0




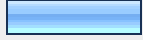

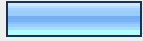
Consider the total amount of your church's budget that is designated for compensation of <u>all</u> staff members. What portion of the total operating budget is this?			
		Response Percent	Response Count
Less than 40%		6.3%	2
40-49%		18.8%	6
50-59%		34.4%	11
60-69%		31.3%	10
70-79%		9.4%	3
80% or more		0.0%	0
		answered question	32
		skipped question	4

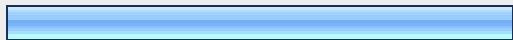
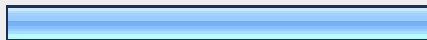
Is your church currently in a capital or building campaign?			Response Percent	Response Count
Yes			55.6%	20
No			44.4%	16
Not sure			0.0%	0
			answered question	36
			skipped question	0

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			0.0%	0
\$10,000 - 19,999			2.9%	1
\$20,000 - 29,999			5.9%	2
\$30,000 - 39,999			11.8%	4
\$40,000 - 49,999			5.9%	2
\$50,000 - 59,999			14.7%	5
\$60,000 - 69,999			17.7%	6
\$70,000 - 79,999			14.7%	5
\$80,000 - 89,999			5.9%	2
\$90,000 - 99,999			14.7%	5
\$100,000 or more			5.9%	2
			answered question	34
			skipped question	2

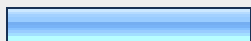
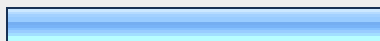
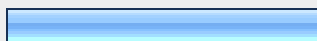
What is the combined total of your salary and housing allowance? Please select the appropriate range from the drop-down list.			Response Percent	Response Count
Less than \$10,000			0.0%	0
\$10,000 - 19,999			5.9%	2
\$20,000 - 29,999			8.8%	3
\$30,000 - 39,999			14.7%	5
\$40,000 - 49,999			20.6%	7
\$50,000 - 59,999			26.5%	9
\$60,000 - 69,999			11.8%	4
\$70,000 - 79,999			5.9%	2
\$80,000 - 89,999			5.9%	2
\$90,000 - 99,999			0.0%	0
\$100,000 or more			0.0%	0
		answered question		34
		skipped question		2

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		82.4%	28
Social Security offset		41.2%	14
Health care (Church Wide Health Care)		38.2%	13
Health care (other)		38.2%	13
Automobile expenses		76.5%	26
Book allowance		64.7%	22
Meetings, retreats & assemblies		85.3%	29
Continuing education		73.5%	25
		Other (please specify)	3
		answered question	34
		skipped question	2

How many weeks per year of paid vacation does your congregation provide?			
		Response Percent	Response Count
None		2.9%	1
1		2.9%	1
2		8.8%	3
3		14.7%	5
4		55.9%	19
5 or more		14.7%	5
Other (please specify)		0.0%	0
		answered question	34
		skipped question	2

Do you receive a sabbatical as part of the terms of your call?			Response Percent	Response Count
Yes			54.6%	18
No			45.5%	15
Not sure			0.0%	0
			answered question	33
			skipped question	3

After how many years are you eligible for sabbatical leave?			Response Percent	Response Count
3 years			11.1%	2
5 years			50.0%	9
7 years			22.2%	4
10 years			0.0%	0
Other (please specify)			16.7%	3
			answered question	18
			skipped question	18

How many weeks of sabbatical leave do you receive?			Response Percent	Response Count
Less than 4			0.0%	0
4-7			26.7%	4
8-11			40.0%	6
12 or more			33.3%	5
			Other (please specify)	3
			answered question	15
			skipped question	21