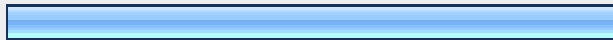
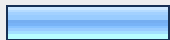
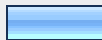

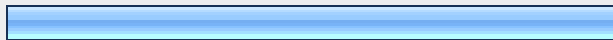
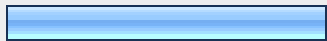
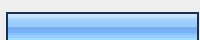
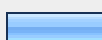
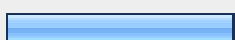
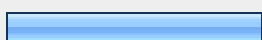
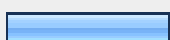
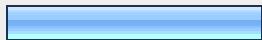


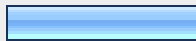

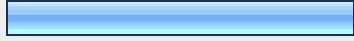


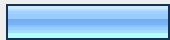
Please choose the title from the drop-down list that best describes your position in the church.			
		Response Percent	Response Count
Senior minister		65.5%	19
Associate minister		17.2%	5
Interim minister		10.3%	3
Specialized ministry (e.g., youth, music, education)		6.9%	2
Other (please specify)		0.0%	0
		answered question	29
		skipped question	0

Is your position considered full time or part time?			
		Response Percent	Response Count
Full time		65.5%	19
Part time		34.5%	10
		answered question	29
		skipped question	0

How long have you been in your current position with this congregation?			
		Response Percent	Response Count
Less than 1 year		20.7%	6
1-2 years		10.3%	3
2-5 years		24.1%	7
5-10 years		27.6%	8
10-20 years		17.2%	5
More than 20 years		0.0%	0
		answered question	29
		skipped question	0



Choose the community setting from the list that best describes your church.			Response Percent	Response Count
Urban			27.6%	8
Suburban			20.7%	6
Small Town			51.7%	15
Rural			0.0%	0
Not sure			0.0%	0
			answered question	29
			skipped question	0

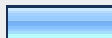

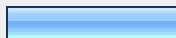
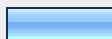
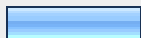
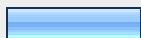
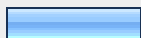


What is the average weekly worship attendance in your congregation (total for all services)?			Response Percent	Response Count
50 or less			20.7%	6
51-100			41.4%	12
101-250			37.9%	11
251-500			0.0%	0
501-1000			0.0%	0
More than 1000			0.0%	0
			answered question	29
			skipped question	0

How would you characterize the membership trend in your church?			Response Percent	Response Count
Growing			0.0%	0
Stable			0.0%	0
Declining			82.8%	24
Erratic			17.2%	5
			answered question	29
			skipped question	0

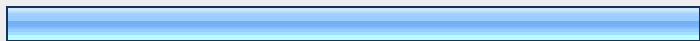
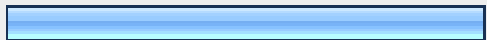

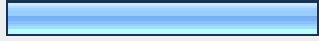
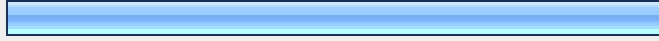



What is your church's total operating budget for the current year?			Response Percent	Response Count
\$0 - \$49,999			14.8%	4
\$50,000 - \$99,999			18.5%	5
\$100,000 - \$249,999			48.2%	13
\$250,000 - \$499,999			18.5%	5
\$500,000 - \$999,999			0.0%	0
\$1,000,000 or more			0.0%	0
			answered question	27
			skipped question	2




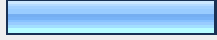

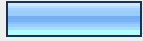

Consider the total amount of your church's budget that is designated for compensation of <u>all</u> staff members. What portion of the total operating budget is this?			Response Percent	Response Count
Less than 40%			10.7%	3
40-49%			14.3%	4
50-59%			21.4%	6
60-69%			25.0%	7
70-79%			17.9%	5
80% or more			10.7%	3
			answered question	28
			skipped question	1

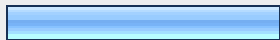
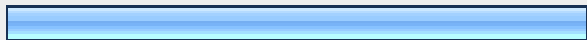

Is your church currently in a capital or building campaign?			Response Percent	Response Count
Yes			32.1%	9
No			67.9%	19
Not sure			0.0%	0
			answered question	28
			skipped question	1

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			11.1%	3
\$10,000 - 19,999			3.7%	1
\$20,000 - 29,999			18.5%	5
\$30,000 - 39,999			11.1%	3
\$40,000 - 49,999			14.8%	4
\$50,000 - 59,999			14.8%	4
\$60,000 - 69,999			14.8%	4
\$70,000 - 79,999			7.4%	2
\$80,000 - 89,999			3.7%	1
\$90,000 - 99,999			0.0%	0
\$100,000 or more			0.0%	0
			answered question	27
			skipped question	2

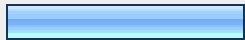
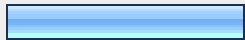
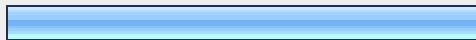
What is the combined total of your salary and housing allowance? Please select the appropriate range from the drop-down list.			Response Percent	Response Count
Less than \$10,000	<input type="checkbox"/>		11.1%	3
\$10,000 - 19,999	<input type="checkbox"/>		7.4%	2
\$20,000 - 29,999	<input checked="" type="checkbox"/>		25.9%	7
\$30,000 - 39,999	<input checked="" type="checkbox"/>		25.9%	7
\$40,000 - 49,999	<input type="checkbox"/>		22.2%	6
\$50,000 - 59,999	<input type="checkbox"/>		7.4%	2
\$60,000 - 69,999			0.0%	0
\$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		27
		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			74.1%	20
Social Security offset			51.9%	14
Health care (Church Wide Health Care)			37.0%	10
Health care (other)			33.3%	9
Automobile expenses			70.4%	19
Book allowance			51.9%	14
Meetings, retreats & assemblies			63.0%	17
Continuing education			55.6%	15
		Other (please specify)		4
		answered question		27
		skipped question		2

How many weeks per year of paid vacation does your congregation provide?			Response Percent	Response Count
None			3.7%	1
1			7.4%	2
2			7.4%	2
3			22.2%	6
4			40.7%	11
5 or more			14.8%	4
Other (please specify)			3.7%	1
		answered question		27
		skipped question		2

Do you receive a sabbatical as part of the terms of your call?			Response Percent	Response Count
Yes			29.6%	8
No			63.0%	17
Not sure			7.4%	2
			answered question	27
			skipped question	2

After how many years are you eligible for sabbatical leave?			Response Percent	Response Count
3 years			0.0%	0
5 years			50.0%	4
7 years			37.5%	3
10 years			0.0%	0
Other (please specify)			12.5%	1
			answered question	8
			skipped question	21

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			25.0%	2
12 or more			50.0%	4
			Other (please specify)	1
			answered question	8
			skipped question	21