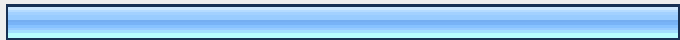
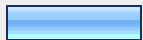


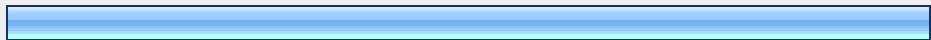
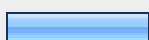
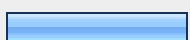
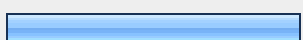
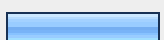
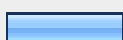

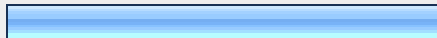



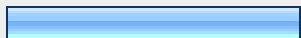
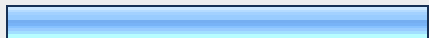
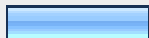




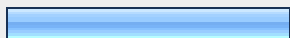
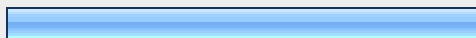
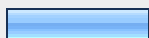

<b>Please choose the title from the drop-down list that best describes your position in the church.</b>			
		<b>Response Percent</b>	<b>Response Count</b>
<b>Senior minister</b>		<b>72.8%</b>	<b>75</b>
Associate minister		14.6%	15
Interim minister		8.7%	9
Specialized ministry (e.g., youth, music, education)		3.9%	4
Other (please specify)		0.0%	0
<b>answered question</b>			<b>103</b>
<b>skipped question</b>			<b>0</b>

<b>Is your position considered full time or part time?</b>			
		<b>Response Percent</b>	<b>Response Count</b>
<b>Full time</b>		<b>100.0%</b>	<b>103</b>
Part time		0.0%	0
<b>answered question</b>			<b>103</b>
<b>skipped question</b>			<b>0</b>

<b>How long have you been in your current position with this congregation?</b>			
		<b>Response Percent</b>	<b>Response Count</b>
Less than 1 year		15.7%	16
1-2 years		19.6%	20
<b>2-5 years</b>		<b>31.4%</b>	<b>32</b>
5-10 years		16.7%	17
10-20 years		12.8%	13
More than 20 years		3.9%	4
<b>answered question</b>			<b>102</b>
<b>skipped question</b>			<b>1</b>

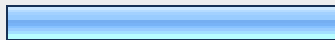
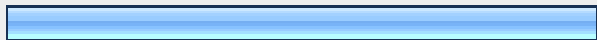

Choose the community setting from the list that best describes your church.			Response Percent	Response Count
Urban			15.5%	16
Suburban			34.0%	35
<b>Small Town</b>			<b>46.6%</b>	48
Rural			2.9%	3
Not sure			1.0%	1
			<b>answered question</b>	<b>103</b>
			<b>skipped question</b>	<b>0</b>





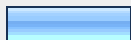
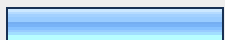
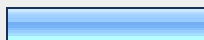
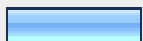



What is the average weekly worship attendance in your congregation (total for all services)?			Response Percent	Response Count
50 or less			4.9%	5
51-100			31.1%	32
<b>101-250</b>			<b>45.6%</b>	47
251-500			15.5%	16
501-1000			1.9%	2
More than 1000			1.0%	1
			<b>answered question</b>	<b>103</b>
			<b>skipped question</b>	<b>0</b>

How would you characterize the membership trend in your church?			Response Percent	Response Count
Growing			30.4%	31
<b>Stable</b>			<b>51.0%</b>	52
Declining			15.7%	16
Erratic			2.9%	3
			<b>answered question</b>	<b>102</b>
			<b>skipped question</b>	<b>1</b>

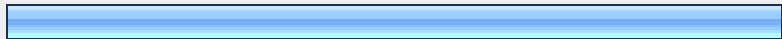


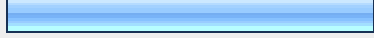




What is your church's total operating budget for the current year?			Response Percent	Response Count
\$0 - \$49,999			5.3%	5
\$50,000 - \$99,999			6.3%	6
<b>\$100,000 - \$249,999</b>			<b>55.8%</b>	53
\$250,000 - \$499,999			27.4%	26
\$500,000 - \$999,999			2.1%	2
\$1,000,000 or more			3.2%	3
			<b>answered question</b>	<b>95</b>
			<b>skipped question</b>	<b>8</b>








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%			6.5%	6
40-49%			21.5%	20
<b>50-59%</b>			<b>30.1%</b>	28
60-69%			28.0%	26
70-79%			9.7%	9
80% or more			4.3%	4
			<b>answered question</b>	<b>93</b>
			<b>skipped question</b>	<b>10</b>

Is your church currently in a capital or building campaign?			Response Percent	Response Count
Yes			35.7%	35
<b>No</b>			<b>63.3%</b>	62
Not sure			1.0%	1
			<i>answered question</i>	<b>98</b>
			<i>skipped question</i>	<b>5</b>

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			4.2%	4
\$10,000 - 19,999			3.1%	3
\$20,000 - 29,999			1.0%	1
\$30,000 - 39,999			7.3%	7
\$40,000 - 49,999			13.5%	13
<b>\$50,000 - 59,999</b>			<b>24.0%</b>	23
\$60,000 - 69,999			21.9%	21
\$70,000 - 79,999			14.6%	14
\$80,000 - 89,999			3.1%	3
\$90,000 - 99,999			5.2%	5
\$100,000 or more			2.1%	2
			<i>answered question</i>	<b>96</b>
			<i>skipped question</i>	<b>7</b>

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"/>		4.2%	4
\$10,000 - 19,999	<input type="checkbox"/>		2.1%	2
\$20,000 - 29,999	<input type="checkbox"/>		7.3%	7
\$30,000 - 39,999	<input type="checkbox"/>		25.0%	24
<b>\$40,000 - 49,999</b>	<input checked="" type="checkbox"/>		<b>30.2%</b>	29
\$50,000 - 59,999	<input type="checkbox"/>		19.8%	19
\$60,000 - 69,999	<input type="checkbox"/>		5.2%	5
\$70,000 - 79,999	<input type="checkbox"/>		4.2%	4
\$80,000 - 89,999	<input type="checkbox"/>		2.1%	2
\$90,000 - 99,999			0.0%	0
\$100,000 or more			0.0%	0
		<b>answered question</b>		<b>96</b>
		<b>skipped question</b>		<b>7</b>

<b>Which of the following benefits and allowances does the church provide in full or in part? Please check all that apply.</b>			
		<b>Response Percent</b>	<b>Response Count</b>
Pension Fund dues		83.3%	80
Social Security offset		45.8%	44
Health care (Church Wide Health Care)		40.6%	39
Health care (other)		39.6%	38
<b>Automobile expenses</b>		<b>84.4%</b>	81
Book allowance		64.6%	62
<b>Meetings, retreats &amp; assemblies</b>		<b>84.4%</b>	81
Continuing education		60.4%	58
		Other (please specify)	16
		<b>answered question</b>	<b>96</b>
		<b>skipped question</b>	<b>7</b>

<b>How many weeks per year of paid vacation does your congregation provide?</b>			
		<b>Response Percent</b>	<b>Response Count</b>
None		4.2%	4
1		1.0%	1
2		7.3%	7
3		25.0%	24
<b>4</b>		<b>50.0%</b>	48
5 or more		9.4%	9
Other (please specify)		3.1%	3
		<b>answered question</b>	<b>96</b>
		<b>skipped question</b>	<b>7</b>

Do you receive a sabbatical as part of the terms of your call?			Response Percent	Response Count
Yes			40.0%	38
No			54.7%	52
Not sure			5.3%	5
			<b>answered question</b>	<b>95</b>
			<b>skipped question</b>	<b>8</b>

After how many years are you eligible for sabbatical leave?			Response Percent	Response Count
3 years			5.3%	2
5 years			63.2%	24
7 years			23.7%	9
10 years			0.0%	0
Other (please specify)			7.9%	3
			<b>answered question</b>	<b>38</b>
			<b>skipped question</b>	<b>65</b>

How many weeks of sabbatical leave do you receive?			Response Percent	Response Count
Less than 4			3.0%	1
4-7			27.3%	9
8-11			24.2%	8
12 or more			45.5%	15
			Other (please specify)	5
			<b>answered question</b>	<b>33</b>
			<b>skipped question</b>	<b>70</b>