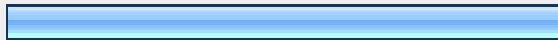
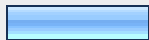

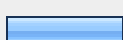

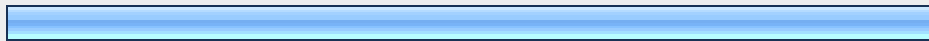
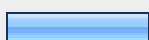
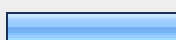
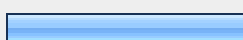
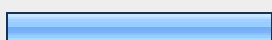
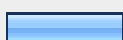
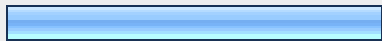
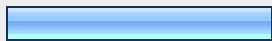
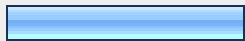



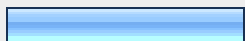
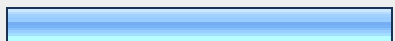
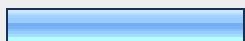

Please choose the title from the drop-down list that best describes your position in the church.			Response Percent	Response Count
Senior minister			59.4%	19
Associate minister			15.6%	5
Interim minister			9.4%	3
Specialized ministry (e.g., youth, music, education)			12.5%	4
Other (please specify)			3.1%	1
			answered question	32
			skipped question	0


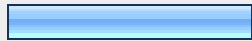

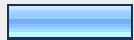

Is your position considered full time or part time?			Response Percent	Response Count
Full time			0.0%	0
Part time			100.0%	32
			answered question	32
			skipped question	0

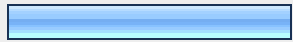

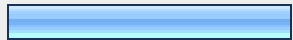
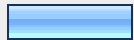
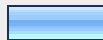
How long have you been in your current position with this congregation?			Response Percent	Response Count
Less than 1 year			15.6%	5
1-2 years			18.8%	6
2-5 years			25.0%	8
5-10 years			28.1%	9
10-20 years			12.5%	4
More than 20 years			0.0%	0
			answered question	32
			skipped question	0



Choose the community setting from the list that best describes your church.			Response Percent	Response Count
Urban			25.0%	8
Suburban			18.8%	6
Small Town			40.6%	13
Rural			15.6%	5
Not sure			0.0%	0
			answered question	32
			skipped question	0

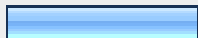
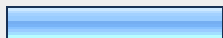
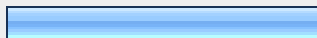
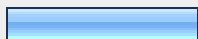

What is the average weekly worship attendance in your congregation (total for all services)?			Response Percent	Response Count
50 or less			40.6%	13
51-100			28.1%	9
101-250			25.0%	8
251-500			6.3%	2
501-1000			0.0%	0
More than 1000			0.0%	0
			answered question	32
			skipped question	0

How would you characterize the membership trend in your church?			Response Percent	Response Count
Growing			25.8%	8
Stable			41.9%	13
Declining			25.8%	8
Erratic			6.5%	2
			answered question	31
			skipped question	1

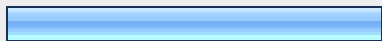
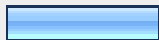


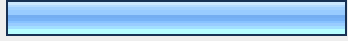



What is your church's total operating budget for the current year?			Response Percent	Response Count
\$0 - \$49,999			36.7%	11
\$50,000 - \$99,999			26.7%	8
\$100,000 - \$249,999			20.0%	6
\$250,000 - \$499,999			13.3%	4
\$500,000 - \$999,999			3.3%	1
\$1,000,000 or more			0.0%	0
			answered question	30
			skipped question	2

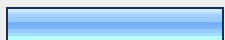
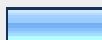
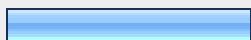

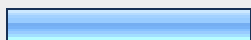

Consider the total amount of your church's budget that is designated for compensation of <u>all</u> staff members. What portion of the total operating budget is this?			Response Percent	Response Count
Less than 40%			30.0%	9
40-49%			16.7%	5
50-59%			30.0%	9
60-69%			13.3%	4
70-79%			10.0%	3
80% or more			0.0%	0
			answered question	30
			skipped question	2

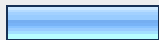
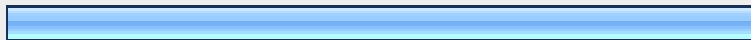

Is your church currently in a capital or building campaign?			Response Percent	Response Count
Yes			29.0%	9
No			71.0%	22
Not sure			0.0%	0
			answered question	31
			skipped question	1

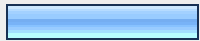
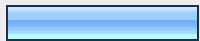
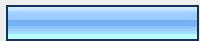
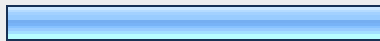
What is the amount of your <u>total</u> compensation package? Please include salary and housing, plus other allowances and benefits. Select the appropriate range from the drop-down list.			Response Percent	Response Count
Less than \$10,000			20.0%	6
\$10,000 - 19,999			23.3%	7
\$20,000 - 29,999			33.3%	10
\$30,000 - 39,999			20.0%	6
\$40,000 - 49,999			0.0%	0
\$50,000 - 59,999			3.3%	1
\$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	30
			skipped question	2

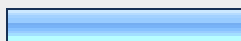
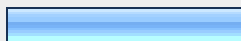
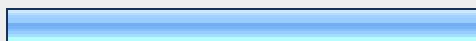
What is the combined total of your salary and housing allowance? Please select the appropriate range from the drop-down list.			Response Percent	Response Count
Less than \$10,000	<input type="text"/>		26.7%	8
\$10,000 - 19,999	<input type="text"/>		26.7%	8
\$20,000 - 29,999	<input type="text"/>		36.7%	11
\$30,000 - 39,999	<input type="text"/>		10.0%	3
\$40,000 - 49,999			0.0%	0
\$50,000 - 59,999			0.0%	0
\$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		30
		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		40.0%	12
Social Security offset		16.7%	5
Health care (Church Wide Health Care)		20.0%	6
Health care (other)		3.3%	1
Automobile expenses		36.7%	11
Book allowance		30.0%	9
Meetings, retreats & assemblies		50.0%	15
Continuing education		30.0%	9
		Other (please specify)	2
		answered question	30
		skipped question	2

How many weeks per year of paid vacation does your congregation provide?			
		Response Percent	Response Count
None		23.3%	7
1		10.0%	3
2		26.7%	8
3		6.7%	2
4		26.7%	8
5 or more		6.7%	2
Other (please specify)		0.0%	0
		answered question	30
		skipped question	2

Do you receive a sabbatical as part of the terms of your call?			Response Percent	Response Count
Yes			16.7%	5
No			80.0%	24
Not sure			3.3%	1
			answered question	30
			skipped question	2

After how many years are you eligible for sabbatical leave?			Response Percent	Response Count
3 years			20.0%	1
5 years			20.0%	1
7 years			20.0%	1
10 years			0.0%	0
Other (please specify)			40.0%	2
			answered question	5
			skipped question	27

How many weeks of sabbatical leave do you receive?			Response Percent	Response Count
Less than 4			25.0%	1
4-7			0.0%	0
8-11			25.0%	1
12 or more			50.0%	2
			Other (please specify)	1
			answered question	4
			skipped question	28