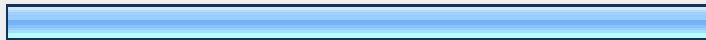



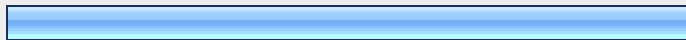
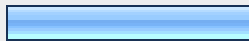


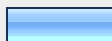
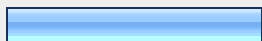
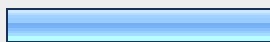
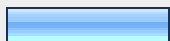
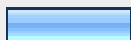

Please choose the title from the drop-down list that best describes your position in the church.

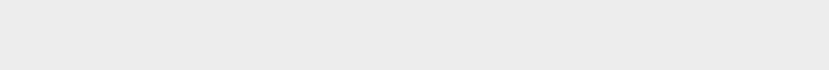
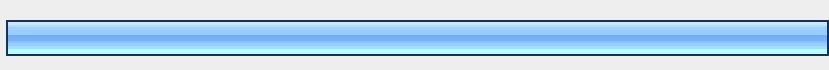
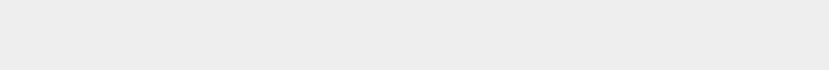
		Response Percent	Response Count
Senior minister		75.4%	52
Associate minister		8.7%	6
Interim minister		11.6%	8
Specialized ministry (e.g., youth, music, education)		4.4%	3
Other (please specify)		0.0%	0
		answered question	69
		skipped question	0

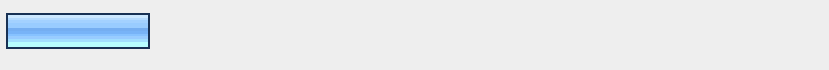
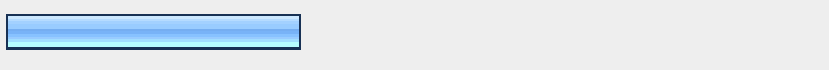
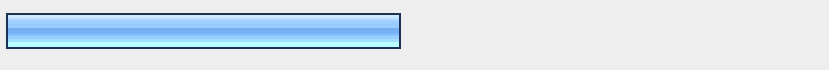
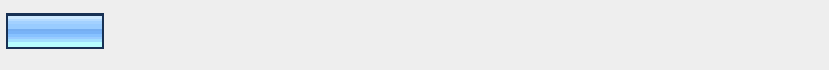
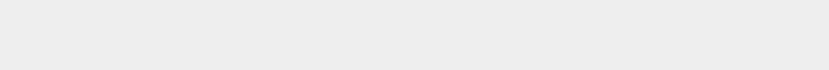
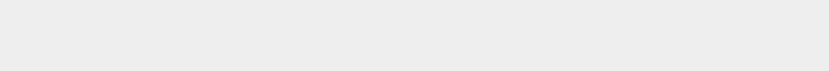
Is your position considered full time or part time?

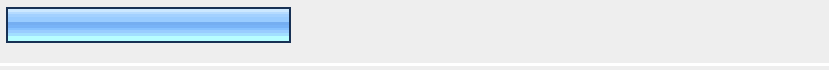
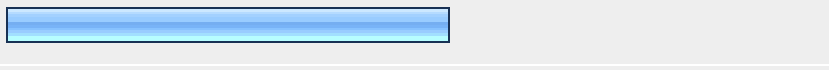
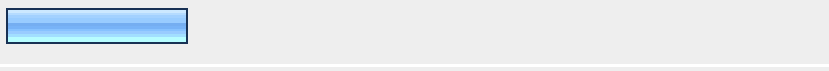
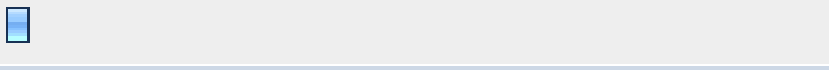
		Response Percent	Response Count
Full time		73.9%	51
Part time		26.1%	18
		answered question	69
		skipped question	0

How long have you been in your current position with this congregation?

		Response Percent	Response Count
Less than 1 year		11.6%	8
1-2 years		27.5%	19
2-5 years		29.0%	20
5-10 years		17.4%	12
10-20 years		13.0%	9
More than 20 years		1.5%	1
		answered question	69
		skipped question	0



Choose the community setting from the list that best describes your church.			Response Percent	Response Count
Urban			0.0%	0
Suburban			0.0%	0
Small Town			88.4%	61
Rural			11.6%	8
Not sure			0.0%	0
			answered question	69
			skipped question	0




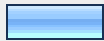

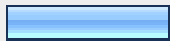
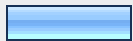
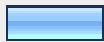


What is the average weekly worship attendance in your congregation (total for all services)?			Response Percent	Response Count
50 or less			15.9%	11
51-100			31.9%	22
101-250			42.0%	29
251-500			10.1%	7
501-1000			0.0%	0
More than 1000			0.0%	0
			answered question	69
			skipped question	0

How would you characterize the membership trend in your church?			Response Percent	Response Count
Growing			30.9%	21
Stable			47.1%	32
Declining			19.1%	13
Erratic			2.9%	2
			answered question	68
			skipped question	1

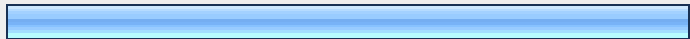


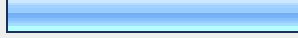




What is your church's total operating budget for the current year?			Response Percent	Response Count
\$0 - \$49,999			15.4%	10
\$50,000 - \$99,999			13.9%	9
\$100,000 - \$249,999			49.2%	32
\$250,000 - \$499,999			21.5%	14
\$500,000 - \$999,999			0.0%	0
\$1,000,000 or more			0.0%	0
			<i>answered question</i>	65
			<i>skipped question</i>	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%			7.6%	5
40-49%			30.3%	20
50-59%			28.8%	19
60-69%			24.2%	16
70-79%			7.6%	5
80% or more			1.5%	1
			<i>answered question</i>	66
			<i>skipped question</i>	3

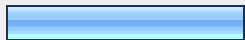
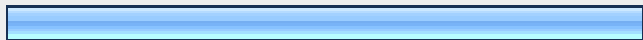

Is your church currently in a capital or building campaign?			Response Percent	Response Count
Yes			25.0%	17
No			75.0%	51
Not sure			0.0%	0
			answered question	68
			skipped question	1

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			6.0%	4
\$10,000 - 19,999			9.0%	6
\$20,000 - 29,999			11.9%	8
\$30,000 - 39,999			10.5%	7
\$40,000 - 49,999			13.4%	9
\$50,000 - 59,999			17.9%	12
\$60,000 - 69,999			13.4%	9
\$70,000 - 79,999			10.5%	7
\$80,000 - 89,999			3.0%	2
\$90,000 - 99,999			4.5%	3
\$100,000 or more			0.0%	0
			answered question	67
			skipped question	2


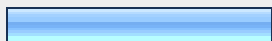
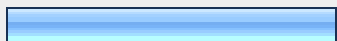
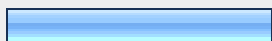
What is the combined total of your salary and housing allowance? Please select the appropriate range from the drop-down list.			Response Percent	Response Count
Less than \$10,000			7.5%	5
\$10,000 - 19,999			10.5%	7
\$20,000 - 29,999			16.4%	11
\$30,000 - 39,999			25.4%	17
\$40,000 - 49,999			17.9%	12
\$50,000 - 59,999			14.9%	10
\$60,000 - 69,999			3.0%	2
\$70,000 - 79,999			3.0%	2
\$80,000 - 89,999			1.5%	1
\$90,000 - 99,999			0.0%	0
\$100,000 or more			0.0%	0
			<i>answered question</i>	67
			<i>skipped question</i>	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		73.1%	49
Social Security offset		34.3%	23
Health care (Church Wide Health Care)		31.3%	21
Health care (other)		31.3%	21
Automobile expenses		77.6%	52
Book allowance		64.2%	43
Meetings, retreats & assemblies		71.6%	48
Continuing education		55.2%	37
	Other (please specify)		9
		answered question	67
		skipped question	2

How many weeks per year of paid vacation does your congregation provide?			
		Response Percent	Response Count
None		3.0%	2
1		3.0%	2
2		11.9%	8
3		32.8%	22
4		38.8%	26
5 or more		7.5%	5
Other (please specify)		3.0%	2
		answered question	67
		skipped question	2

Do you receive a sabbatical as part of the terms of your call?			Response Percent	Response Count
Yes			25.8%	17
No			68.2%	45
Not sure			6.1%	4
			answered question	66
			skipped question	3

After how many years are you eligible for sabbatical leave?			Response Percent	Response Count
3 years			11.8%	2
5 years			52.9%	9
7 years			23.5%	4
10 years			0.0%	0
Other (please specify)			11.8%	2
			answered question	17
			skipped question	52

How many weeks of sabbatical leave do you receive?			Response Percent	Response Count
Less than 4			7.1%	1
4-7			28.6%	4
8-11			35.7%	5
12 or more			28.6%	4
			Other (please specify)	3
			answered question	14
			skipped question	55