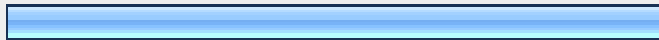
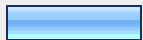
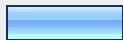

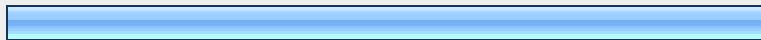
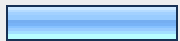
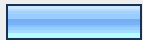
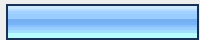
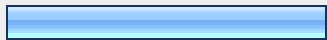
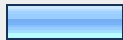
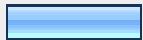



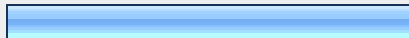

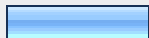
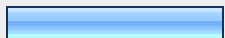
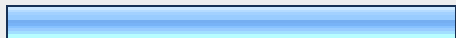
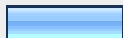


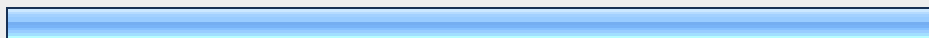
Please choose the title from the drop-down list that best describes your position in the church.			Response Percent	Response Count
Senior minister			70.3%	45
Associate minister			14.1%	9
Interim minister			12.5%	8
Specialized ministry (e.g., youth, music, education)			3.1%	2
Other (please specify)			0.0%	0
			<b>answered question</b>	<b>64</b>
			<b>skipped question</b>	<b>0</b>




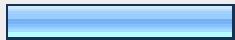

Is your position considered full time or part time?			Response Percent	Response Count
Full time			81.3%	52
Part time			18.8%	12
			<b>answered question</b>	<b>64</b>
			<b>skipped question</b>	<b>0</b>

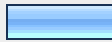

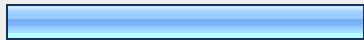
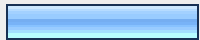


How long have you been in your current position with this congregation?			Response Percent	Response Count
Less than 1 year			14.1%	9
1-2 years			20.3%	13
2-5 years			34.4%	22
5-10 years			12.5%	8
10-20 years			14.1%	9
More than 20 years			4.7%	3
			<b>answered question</b>	<b>64</b>
			<b>skipped question</b>	<b>0</b>



Choose the community setting from the list that best describes your church.			Response Percent	Response Count
Urban			15.6%	10
Suburban			32.8%	21
<b>Small Town</b>			<b>43.8%</b>	28
Rural			6.3%	4
Not sure			1.6%	1
			<b>answered question</b>	<b>64</b>
			<b>skipped question</b>	<b>0</b>


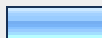


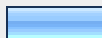
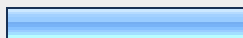
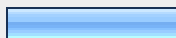
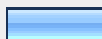


What is the average weekly worship attendance in your congregation (total for all services)?			Response Percent	Response Count
50 or less			15.6%	10
51-100			23.4%	15
<b>101-250</b>			<b>48.4%</b>	31
251-500			12.5%	8
501-1000			0.0%	0
More than 1000			0.0%	0
			<b>answered question</b>	<b>64</b>
			<b>skipped question</b>	<b>0</b>

How would you characterize the membership trend in your church?			Response Percent	Response Count
Growing			0.0%	0
<b>Stable</b>			<b>100.0%</b>	64
Declining			0.0%	0
Erratic			0.0%	0
			<b>answered question</b>	<b>64</b>
			<b>skipped question</b>	<b>0</b>

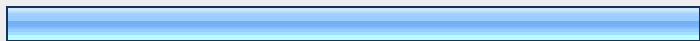

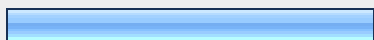
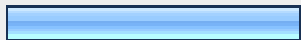
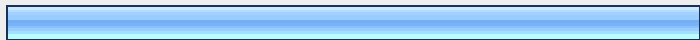
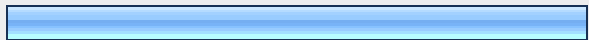
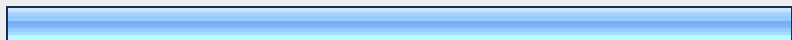
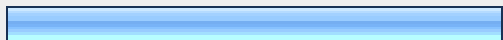
What is your church's total operating budget for the current year?			Response Percent	Response Count
\$0 - \$49,999			15.8%	9
\$50,000 - \$99,999			5.3%	3
<b>\$100,000 - \$249,999</b>			<b>52.6%</b>	30
\$250,000 - \$499,999			24.6%	14
\$500,000 - \$999,999			1.8%	1
\$1,000,000 or more			0.0%	0
			<b>answered question</b>	<b>57</b>
			<b>skipped question</b>	<b>7</b>

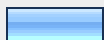

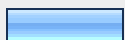
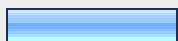
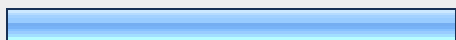


Consider the total amount of your church's budget that is designated for compensation of <u>all</u> staff members. What portion of the total operating budget is this?			Response Percent	Response Count
Less than 40%			11.9%	7
40-49%			18.6%	11
<b>50-59%</b>			<b>39.0%</b>	23
60-69%			20.3%	12
70-79%			8.5%	5
80% or more			1.7%	1
			<b>answered question</b>	<b>59</b>
			<b>skipped question</b>	<b>5</b>

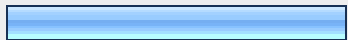
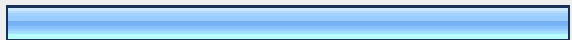

Is your church currently in a capital or building campaign?			Response Percent	Response Count
Yes			26.7%	16
<b>No</b>			<b>73.3%</b>	44
Not sure			0.0%	0
			<b>answered question</b>	<b>60</b>
			<b>skipped question</b>	<b>4</b>

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			8.6%	5
\$10,000 - 19,999			10.3%	6
\$20,000 - 29,999			5.2%	3
\$30,000 - 39,999			5.2%	3
\$40,000 - 49,999			10.3%	6
<b>\$50,000 - 59,999</b>			<b>25.9%</b>	15
\$60,000 - 69,999			19.0%	11
\$70,000 - 79,999			10.3%	6
\$80,000 - 89,999			1.7%	1
\$90,000 - 99,999			3.5%	2
\$100,000 or more			0.0%	0
			<b>answered question</b>	<b>58</b>
			<b>skipped question</b>	<b>6</b>

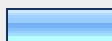
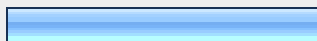
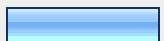
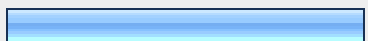
What is the combined total of your salary and housing allowance? Please select the appropriate range from the drop-down list.			Response Percent	Response Count
Less than \$10,000			10.3%	6
\$10,000 - 19,999			8.6%	5
\$20,000 - 29,999			12.1%	7
\$30,000 - 39,999			19.0%	11
<b>\$40,000 - 49,999</b>			<b>24.1%</b>	14
\$50,000 - 59,999			17.2%	10
\$60,000 - 69,999			5.2%	3
\$70,000 - 79,999			3.5%	2
\$80,000 - 89,999			0.0%	0
\$90,000 - 99,999			0.0%	0
\$100,000 or more			0.0%	0
		<b>answered question</b>		<b>58</b>
		<b>skipped question</b>		<b>6</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		74.1%	43
Social Security offset		34.5%	20
Health care (Church Wide Health Care)		39.7%	23
Health care (other)		31.0%	18
Automobile expenses		74.1%	43
Book allowance		62.1%	36
<b>Meetings, retreats &amp; assemblies</b>		<b>84.5%</b>	49
Continuing education		53.5%	31
	Other (please specify)		7
		<b>answered question</b>	<b>58</b>
		<b>skipped question</b>	<b>6</b>

<b>How many weeks per year of paid vacation does your congregation provide?</b>			
		<b>Response Percent</b>	<b>Response Count</b>
None		10.3%	6
1		1.7%	1
2		12.1%	7
3		19.0%	11
4		<b>48.3%</b>	28
5 or more		6.9%	4
Other (please specify)		1.7%	1
		<b>answered question</b>	<b>58</b>
		<b>skipped question</b>	<b>6</b>

Do you receive a sabbatical as part of the terms of your call?			Response Percent	Response Count
Yes			36.2%	21
<b>No</b>			<b>60.3%</b>	35
Not sure			3.5%	2
			<b>answered question</b>	<b>58</b>
			<b>skipped question</b>	<b>6</b>

After how many years are you eligible for sabbatical leave?			Response Percent	Response Count
3 years			4.8%	1
<b>5 years</b>			<b>71.4%</b>	15
7 years			14.3%	3
10 years			0.0%	0
Other (please specify)			9.5%	2
			<b>answered question</b>	<b>21</b>
			<b>skipped question</b>	<b>43</b>

How many weeks of sabbatical leave do you receive?			Response Percent	Response Count
Less than 4			11.1%	2
4-7			33.3%	6
8-11			16.7%	3
<b>12 or more</b>			<b>38.9%</b>	7
			Other (please specify)	2
			<b>answered question</b>	<b>18</b>
			<b>skipped question</b>	<b>46</b>