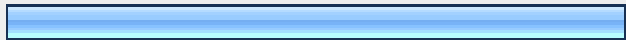
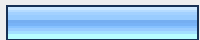


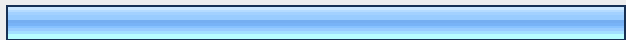
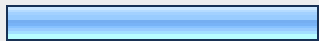
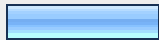
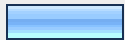
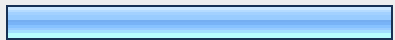
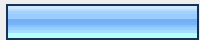

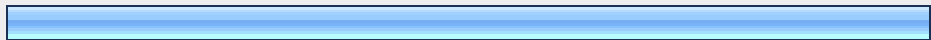
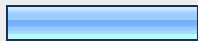
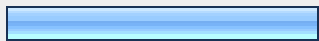
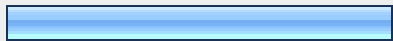



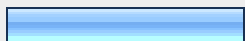
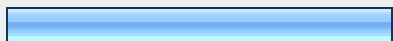
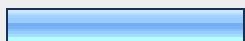

Please choose the title from the drop-down list that best describes your position in the church.			Response Percent	Response Count
Senior minister			66.7%	16
Associate minister			20.8%	5
Interim minister			4.2%	1
Specialized ministry (e.g., youth, music, education)			8.3%	2
Other (please specify)			0.0%	0
			answered question	24
			skipped question	0

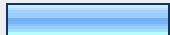
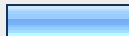
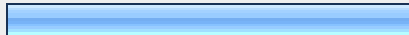
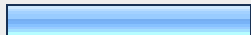
Is your position considered full time or part time?			Response Percent	Response Count
Full time			66.7%	16
Part time			33.3%	8
			answered question	24
			skipped question	0

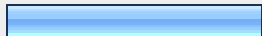

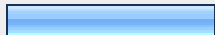
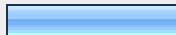
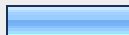

How long have you been in your current position with this congregation?			Response Percent	Response Count
Less than 1 year			16.7%	4
1-2 years			12.5%	3
2-5 years			41.7%	10
5-10 years			20.8%	5
10-20 years			8.3%	2
More than 20 years			0.0%	0
			answered question	24
			skipped question	0

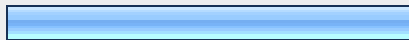
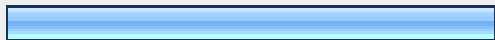

Choose the community setting from the list that best describes your church.			Response Percent	Response Count
Urban			100.0%	24
Suburban			0.0%	0
Small Town			0.0%	0
Rural			0.0%	0
Not sure			0.0%	0
			answered question	24
			skipped question	0

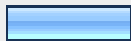
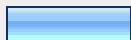



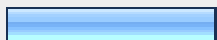
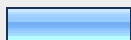



What is the average weekly worship attendance in your congregation (total for all services)?			Response Percent	Response Count
50 or less			20.8%	5
51-100			33.3%	8
101-250			41.7%	10
251-500			4.2%	1
501-1000			0.0%	0
More than 1000			0.0%	0
			answered question	24
			skipped question	0

How would you characterize the membership trend in your church?			Response Percent	Response Count
Growing			25.0%	6
Stable			41.7%	10
Declining			25.0%	6
Erratic			8.3%	2
			answered question	24
			skipped question	0

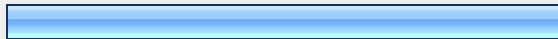


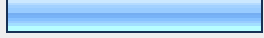




What is your church's total operating budget for the current year?			Response Percent	Response Count
\$0 - \$49,999			17.4%	4
\$50,000 - \$99,999			13.0%	3
\$100,000 - \$249,999			43.5%	10
\$250,000 - \$499,999			26.1%	6
\$500,000 - \$999,999			0.0%	0
\$1,000,000 or more			0.0%	0
			answered question	23
			skipped question	1






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%			27.3%	6
40-49%			13.6%	3
50-59%			22.7%	5
60-69%			18.2%	4
70-79%			13.6%	3
80% or more			4.6%	1
			answered question	22
			skipped question	2

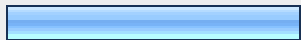
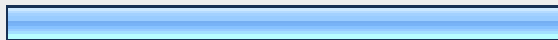

Is your church currently in a capital or building campaign?			Response Percent	Response Count
Yes			43.5%	10
No			52.2%	12
Not sure			4.4%	1
			<i>answered question</i>	23
			<i>skipped question</i>	1

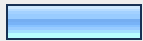
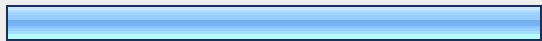
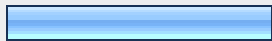
What is the amount of your <u>total</u> compensation package? Please include salary and housing, plus other allowances and benefits. Select the appropriate range from the drop-down list.			Response Percent	Response Count
Less than \$10,000			13.6%	3
\$10,000 - 19,999			13.6%	3
\$20,000 - 29,999			9.1%	2
\$30,000 - 39,999			9.1%	2
\$40,000 - 49,999			4.6%	1
\$50,000 - 59,999			22.7%	5
\$60,000 - 69,999			13.6%	3
\$70,000 - 79,999			4.6%	1
\$80,000 - 89,999			4.6%	1
\$90,000 - 99,999			4.6%	1
\$100,000 or more			0.0%	0
			<i>answered question</i>	22
			<i>skipped question</i>	2

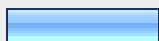
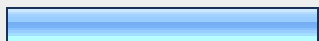
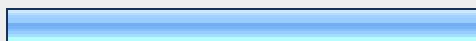
What is the combined total of your salary and housing allowance? Please select the appropriate range from the drop-down list.			Response Percent	Response Count
Less than \$10,000			18.2%	4
\$10,000 - 19,999			9.1%	2
\$20,000 - 29,999			18.2%	4
\$30,000 - 39,999			9.1%	2
\$40,000 - 49,999			36.4%	8
\$50,000 - 59,999			4.6%	1
\$60,000 - 69,999			4.6%	1
\$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		22
		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		59.1%	13
Social Security offset		40.9%	9
Health care (Church Wide Health Care)		27.3%	6
Health care (other)		27.3%	6
Automobile expenses		63.6%	14
Book allowance		36.4%	8
Meetings, retreats & assemblies		72.7%	16
Continuing education		36.4%	8
	Other (please specify)		3
		answered question	22
		skipped question	2

How many weeks per year of paid vacation does your congregation provide?			
		Response Percent	Response Count
None		27.3%	6
1		9.1%	2
2		4.6%	1
3		13.6%	3
4		45.5%	10
5 or more		0.0%	0
Other (please specify)		0.0%	0
		answered question	22
		skipped question	2

Do you receive a sabbatical as part of the terms of your call?			Response Percent	Response Count
Yes			31.8%	7
No			59.1%	13
Not sure			9.1%	2
			answered question	22
			skipped question	2

After how many years are you eligible for sabbatical leave?			Response Percent	Response Count
3 years			14.3%	1
5 years			57.1%	4
7 years			28.6%	2
10 years			0.0%	0
Other (please specify)			0.0%	0
			answered question	7
			skipped question	17

How many weeks of sabbatical leave do you receive?			Response Percent	Response Count
Less than 4			16.7%	1
4-7			0.0%	0
8-11			33.3%	2
12 or more			50.0%	3
			Other (please specify)	1
			answered question	6
			skipped question	18