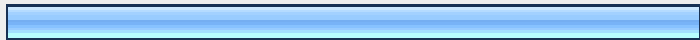
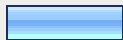


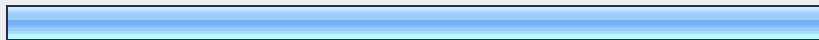
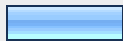
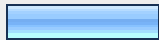
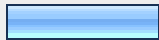
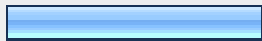
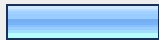
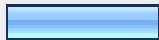

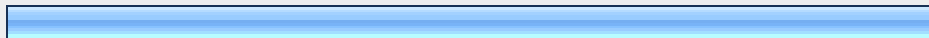


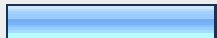
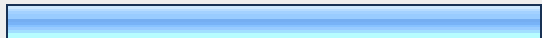
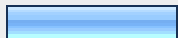

Please choose the title from the drop-down list that best describes your position in the church.			
		Response Percent	Response Count
Senior minister		74.1%	40
Associate minister		13.0%	7
Interim minister		9.3%	5
Specialized ministry (e.g., youth, music, education)		3.7%	2
Other (please specify)		0.0%	0
answered question			54
skipped question			0


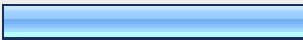
Is your position considered full time or part time?			
		Response Percent	Response Count
Full time		87.0%	47
Part time		13.0%	7
answered question			54
skipped question			0







How long have you been in your current position with this congregation?			
		Response Percent	Response Count
Less than 1 year		16.7%	9
1-2 years		16.7%	9
2-5 years		27.8%	15
5-10 years		16.7%	9
10-20 years		16.7%	9
More than 20 years		5.6%	3
answered question			54
skipped question			0



Choose the community setting from the list that best describes your church.			Response Percent	Response Count
Urban			18.5%	10
Suburban			25.9%	14
Small Town			50.0%	27
Rural			3.7%	2
Not sure			1.9%	1
			answered question	54
			skipped question	0




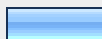
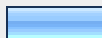
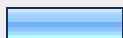
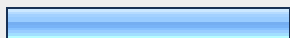
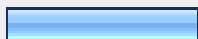


What is the average weekly worship attendance in your congregation (total for all services)?			Response Percent	Response Count
50 or less			0.0%	0
51-100			0.0%	0
101-250			100.0%	54
251-500			0.0%	0
501-1000			0.0%	0
More than 1000			0.0%	0
			answered question	54
			skipped question	0

How would you characterize the membership trend in your church?			Response Percent	Response Count
Growing			22.2%	12
Stable			57.4%	31
Declining			18.5%	10
Erratic			1.9%	1
			answered question	54
			skipped question	0

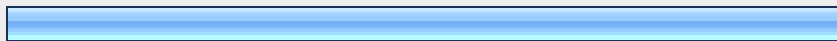
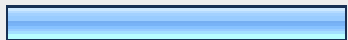

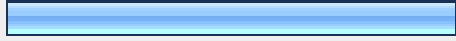
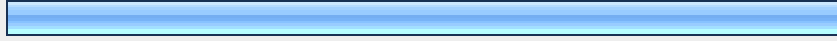



What is your church's total operating budget for the current year?			Response Percent	Response Count
\$0 - \$49,999			0.0%	0
\$50,000 - \$99,999			0.0%	0
\$100,000 - \$249,999			67.4%	33
\$250,000 - \$499,999			32.7%	16
\$500,000 - \$999,999			0.0%	0
\$1,000,000 or more			0.0%	0
			answered question	49
			skipped question	5





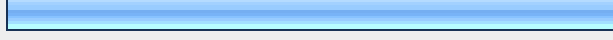

Consider the total amount of your church's budget that is designated for compensation of <u>all</u> staff members. What portion of the total operating budget is this?			Response Percent	Response Count
Less than 40%			8.2%	4
40-49%			12.2%	6
50-59%			30.6%	15
60-69%			32.7%	16
70-79%			10.2%	5
80% or more			6.1%	3
			answered question	49
			skipped question	5

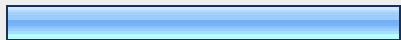
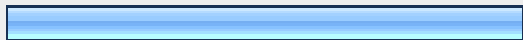

Is your church currently in a capital or building campaign?			Response Percent	Response Count
Yes			30.0%	15
No			70.0%	35
Not sure			0.0%	0
			answered question	50
			skipped question	4

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			4.1%	2
\$10,000 - 19,999			2.0%	1
\$20,000 - 29,999			2.0%	1
\$30,000 - 39,999			10.2%	5
\$40,000 - 49,999			10.2%	5
\$50,000 - 59,999			12.2%	6
\$60,000 - 69,999			30.6%	15
\$70,000 - 79,999			20.4%	10
\$80,000 - 89,999			4.1%	2
\$90,000 - 99,999			4.1%	2
\$100,000 or more			0.0%	0
			answered question	49
			skipped question	5


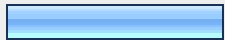
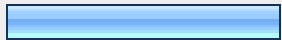
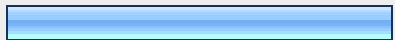
What is the combined total of your salary and housing allowance? Please select the appropriate range from the drop-down list.			Response Percent	Response Count
Less than \$10,000	<input type="checkbox"/>		4.1%	2
\$10,000 - 19,999	<input type="checkbox"/>		2.0%	1
\$20,000 - 29,999	<input type="checkbox"/>		10.2%	5
\$30,000 - 39,999	<input type="checkbox"/>		18.4%	9
\$40,000 - 49,999	<input type="checkbox"/>		24.5%	12
\$50,000 - 59,999	<input checked="" type="checkbox"/>		32.7%	16
\$60,000 - 69,999	<input type="checkbox"/>		2.0%	1
\$70,000 - 79,999	<input type="checkbox"/>		6.1%	3
\$80,000 - 89,999			0.0%	0
\$90,000 - 99,999			0.0%	0
\$100,000 or more			0.0%	0
			<i>answered question</i>	49
			<i>skipped question</i>	5

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		89.8%	44
Social Security offset		36.7%	18
Health care (Church Wide Health Care)		34.7%	17
Health care (other)		49.0%	24
Automobile expenses		89.8%	44
Book allowance		67.4%	33
Meetings, retreats & assemblies		85.7%	42
Continuing education		67.4%	33
		Other (please specify)	9
		answered question	49
		skipped question	5

How many weeks per year of paid vacation does your congregation provide?			
		Response Percent	Response Count
None		2.0%	1
1		2.0%	1
2		8.2%	4
3		16.3%	8
4		65.3%	32
5 or more		6.1%	3
Other (please specify)		0.0%	0
		answered question	49
		skipped question	5

Do you receive a sabbatical as part of the terms of your call?			Response Percent	Response Count
Yes			42.9%	21
No			55.1%	27
Not sure			2.0%	1
			answered question	49
			skipped question	5

After how many years are you eligible for sabbatical leave?			Response Percent	Response Count
3 years			4.8%	1
5 years			61.9%	13
7 years			23.8%	5
10 years			0.0%	0
Other (please specify)			9.5%	2
			answered question	21
			skipped question	33

How many weeks of sabbatical leave do you receive?			Response Percent	Response Count
Less than 4			5.9%	1
4-7			23.5%	4
8-11			29.4%	5
12 or more			41.2%	7
			Other (please specify)	4
			answered question	17
			skipped question	37