

Presbytery Survey About Commissioned Lay Pastors

Appendix A

| | |
|--|-----|
| Number of email invitations sent | 173 |
| Number of responses returned..... | 93 |
| Response rate | 54% |

Q1. Has your presbytery determined that its strategy for mission requires commissioned lay pastors (CLPs)?

- No..... 14%
- Yes 83%
- Not sure..... 3%

Q2. How many commissioned lay pastors are currently serving in your presbytery? ____ (If none, check here and skip to Q13.)

- None..... 8%
- 1 12%
- 2 16%
- 3 6%
- 4 7%
- 5 4%
- 6-10 26%
- 11-15 15%
- 16-20 2%
- 21-25 2%
- More than 25 2%

Mean = 6.67
Median = 5.00

Q3. How does your presbytery handle the educational requirements for commissioned lay pastors? (Please check *all* that apply.)

- n=83
◆
- We have our own educational program 62%
 - We have a partnership with a seminary to meet these requirements 16%
 - We accept commissioned lay pastor training provided by seminaries..... 38%
 - We accept commissioned lay pastor training provided by PC(USA) colleges and universities 16%
 - Other (please specify): _____ 34%

Q3a. If your presbytery accepts training provided by seminaries, from which seminaries do you accept such training?

- n=39
- All seminaries 46%
 - Some seminaries (please specify which ones): _____ 54%
- [Tabulated separately]

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 — = zero (0.0); no cases in this category
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Q4. How satisfied are you with the training your commissioned lay pastors have received from . . .

| | Very Satisfied | Satisfied | Slightly Satisfied | Not Satisfied | Not Applicable | |
|--|----------------|-----------|--------------------|---------------|----------------|--------|
| a. Your presbytery's educational program | 42% | 50% | 6% | — | 2% | n=49 |
| b. Your partnership with a seminary | 46% | 46% | — | — | 8% | n=13 |
| c. Seminary programs..... | 26% | 52% | 7% | 7% | 7% | n=30 + |
| d. Other (please specify):..... | 31% | 31% | — | — | 38% | n=36 + |

Q5. Does your presbytery require prospective CLPs to undergo psychological or vocational testing or evaluation?

| | | |
|-----------|-----|------|
| No..... | 51% | n=83 |
| Yes | 49% | |

Q5a. Please describe the requirements:

[Tabulated separately]

Q6. How are the commissioned lay pastors in your presbytery serving? How many are serving . . . (If none enter zero ("0"). If you don't know, please estimate.) [n=83]

| | None | 1-5 | More Than 5 | Mean | Median | |
|---|------|-----|-------------|------|--------|---|
| Time: | | | | | | |
| a. Full-time | 29% | 69% | 2% | 1.49 | 1.00 | + |
| b. Part-time | 3% | 52% | 45% | 6.84 | 5.00 | + |
| Roles: | | | | | | |
| c. As pastoral leader in a single congregation | 4% | 59% | 37% | 4.70 | 4.00 | + |
| d. As pastoral leader in more than one congregation..... | 37% | 61% | 2% | 1.13 | 1.00 | + |
| e. In an associate lay pastor role..... | 39% | 61% | — | 1.12 | 1.00 | + |
| f. In an interim lay pastor role..... | 71% | 29% | — | 0.31 | 0.00 | + |
| g. As a pastoral leader of a new church development..... | 90% | 10% | — | 0.10 | 0.00 | + |
| h. As temporary supply | 72% | 22% | 6% | 0.81 | 0.00 | + |
| i. In some other role (please specify): | 17% | 74% | 9% | 3.22 | 1.00 | + |
| Organizations: | | | | | | |
| j. In small congregations with fewer than 100 members..... | 4% | 51% | 45% | 5.55 | 5.00 | + |
| k. In large congregations with 100 or more members..... | 23% | 72% | 5% | 1.49 | 1.00 | + |
| l. In a non-congregational position (please specify): | 48% | 44% | 7% | 2.48 | 1.00 | + |
| Communities/Populations: | | | | | | |
| m. In isolated or rural areas | 11% | 47% | 42% | 4.81 | 4.50 | + |
| n. In urban areas | 23% | 74% | 2% | 1.49 | 1.00 | + |
| o. In suburban areas..... | 33% | 63% | 4% | 1.54 | 1.00 | + |
| p. With racial ethnic populations..... | 45% | 50% | 5% | 1.24 | 1.00 | + |
| q. With immigrant populations..... | 74% | 26% | — | 0.31 | 0.00 | + |
| r. Other (please specify): | 58% | 25% | 17% | 4.58 | 0.00 | + |

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Q7. Does your presbytery have a policy on compensation or benefits for commissioned lay pastors? n=83

No.....50%

Yes50%

Q7a. Please describe your presbytery's policy:

[Tabulated separately]

Q8. What percentage of your commissioned lay pastors are paid at or above your presbytery's minimum for ministers? (If none, enter zero ("0"). If you don't know, please estimate.) n=83

None.....71%

1-24.....19%

25-49.....3%

50-74.....—

75-99.....1%

All.....7%

Mean = 9.28
Median = 0.00

Q9. In general, what benefits do your commissioned lay pastors receive as part of their terms of call? How many receive . . . (If none, enter zero ("0"). If you don't know, please estimate.) [n=83]

| | None | 1-5 | More Than 5 | Mean | Median | |
|--|------|-----|-------------|------|--------|---|
| a. Health insurance | 58% | 42% | — | 0.71 | 0.00 | + |
| b. Health insurance for spouse or dependents | 68% | 32% | — | 0.49 | 0.00 | + |
| c. Dental insurance | 98% | 2% | — | 0.00 | 0.00 | + |
| d. Pension contribution..... | 72% | 28% | — | 0.44 | 0.00 | + |
| e. Life insurance | 86% | 14% | — | 0.17 | 0.00 | + |
| f. Disability insurance | 83% | 15% | 2% | 0.92 | 0.00 | + |
| g. Medical savings account option | 94% | 6% | — | 0.00 | 0.00 | + |
| h. 403(b), 401(k), or other supplemental retirement option | 89% | 11% | — | 0.20 | 0.00 | + |
| i. Housing or manse..... | 83% | 17% | — | 0.26 | 0.00 | + |
| j. Housing allowance | 51% | 39% | 10% | 2.13 | 0.00 | + |
| k. Paid vacation or personal leave | 22% | 45% | 33% | 5.33 | 3.00 | + |
| l. Paid travel expenses for reaching the church | 39% | 39% | 22% | 4.33 | 2.00 | + |
| m. Study leave or continuing education leave | 21% | 47% | 32% | 5.54 | 2.50 | + |
| n. Continuing education funds..... | 20% | 50% | 30% | 5.38 | 2.00 | + |
| o. Paid membership in professional organizations | 89% | 9% | 2% | 0.32 | 0.00 | + |
| p. Other (please specify): _____ | 73% | 7% | 20% | 1.93 | 0.00 | + |

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Q10. The *Book of Order* states that commissioned lay pastors “shall work under the supervision of the presbytery through the moderator of the session of the church being served or through the committee on ministry. A minister of Word and Sacrament shall be assigned as a mentor and supervisor.” [n=83]

Do you agree or disagree with each of the statements below about the supervision and mentoring of commissioned lay pastors in your presbytery?

| | Strongly Disagree | Disagree | Neither Agree Nor Disagree | Agree | Strongly Agree | |
|---|-------------------|----------|----------------------------|-------|----------------|---|
| a. In this presbytery the session moderator of the church being served plays an active role in supervising the CLPs. | 12% | 15% | 24% | 36% | 12% | + |
| b. In this presbytery the committee on ministry plays an active role in supervising our CLPs. | 4% | 7% | 15% | 45% | 30% | + |
| c. It is difficult to find ministers willing to supervise and mentor commissioned lay pastors. | 15% | 36% | 23% | 24% | 3% | |
| d. It is difficult to find ministers who are effective in supervising and mentoring commissioned lay pastors. | 9% | 32% | 23% | 29% | 7% | |
| e. Providing a minister to supervise and mentor commissioned lay pastors is a good way to monitor and support CLPs. | — | 4% | 9% | 49% | 37% | |
| f. In this presbytery we ask one minister to supervise and another to mentor each CLP. | 31% | 36% | 22% | 5% | 5% | + |
| g. I believe the CLPs in our presbytery need more supervision. | 4% | 31% | 33% | 25% | 7% | |
| h. I believe the CLPs in our presbytery need more mentoring. | 3% | 20% | 28% | 42% | 7% | + |
| i. We require the work of each of the CLPs in our presbytery to be evaluated/reviewed annually. | 8% | 12% | 7% | 47% | 26% | |

Q10a. Please use this space for any additional comments about supervision and mentoring of CLPs.

[Tabulated separately]

Q11. Does your presbytery . . . [n=83]

| | No | Yes | |
|---|-----|-----|---|
| a. Require continuing education for CLPs? | 47% | 53% | + |
| c. Offer continuing education for CLPs? | 33% | 67% | + |

Q11a. If Yes to either question above, please describe:

[Tabulated separately]

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Q12. Which committee in your presbytery oversees these aspects of the service of commissioned lay pastors?

| | CPM | COM | Other | |
|---|-----|-----|-------|---|
| a. Education required to become a CLP | 36% | 37% | 27% | |
| b. Deployment | 3% | 94% | 3% | + |
| c. Supervision and mentoring | — | 86% | 14% | + |
| d. Continuing education | 10% | 67% | 23% | + |

Q12a. If Other to any question above, please specify:

[Tabulated separately]

Q13. Commissioned lay pastors are locally trained and authorized and have no automatic standing in other presbyteries. Has your presbytery had any commissioned lay pastors authorized by other presbyteries move into your bounds and seek commissioning in your presbytery?

| | |
|-----------|-----|
| No..... | 64% |
| Yes | 36% |

Q13a. How was the situation handled? (If this has happened more than once, please respond about the *most recent* situation.)

[Tabulated separately]

Q14. Do you believe that commissioned lay pastors are becoming replacements for ministers of Word and Sacrament?

| | |
|-----------|-----|
| No..... | 70% |
| Yes | 30% |

Q14a. Is it good or bad that CLPs are becoming replacements for ministers of Word and Sacrament, and why?

[Tabulated separately]

Q15. What share of the CLPs in your presbytery serve in positions that, given the circumstances of the congregations, would be difficult if not impossible to fill with ministers of the Word and Sacrament?

| | |
|---|-----|
| All | 35% |
| Most | 31% |
| A majority | 5% |
| About half | 6% |
| A minority | 2% |
| None..... | 10% |
| Not applicable; no CLPs in our presbytery | 10% |

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Q16. Do you agree or disagree with these statements about commissioned lay pastors?

| | Strongly Disagree | Disagree | Neither Agree Nor Disagree | Agree | Strongly Agree |
|---|-------------------|----------|----------------------------|-------|----------------|
| a. CLPs address the growing problem of providing competent ministerial leadership for all churches. | 6% | 13% | 9% | 52% | 20% |
| b. CLPs take jobs away from ministers of Word and Sacrament. | 40% | 42% | 13% | 6% | — |
| c. CLPs serve in positions where ministers of Word and Sacrament are not willing to serve. | 4% | 10% | 19% | 46% | 21% |
| d. CLPs are often more in tune to the culture of the congregation and community being served than are ministers of Word and Sacrament. | 10% | 22% | 35% | 21% | 12% |
| e. We have more people interested in becoming CLPs than we have need for. | 8% | 36% | 19% | 28% | 8% |
| f. Most of our congregations are open to having CLPs provide pastoral leadership. | 4% | 37% | 36% | 19% | 5% |
| g. Ministers of Word and Sacrament in our presbytery tend to look down on CLPs. | 5% | 40% | 27% | 26% | 2% |
| h. CLPs tend to feel they have second-class status in our presbytery. | 5% | 41% | 27% | 27% | — |
| i. CLPs often have greater passion for ministry compared to ministers. | 12% | 43% | 28% | 13% | 5% |
| j. Many people become CLPs to avoid the rigors of seminary training. | 21% | 48% | 17% | 12% | 2% |
| k. The examination for prospective CLPs should be uniform across all presbyteries. | 9% | 31% | 26% | 19% | 15% |

Q17. What do you think are the advantages of the commissioned lay pastor program for your presbytery?

[Tabulated separately]

Q18. What challenges does the commissioned lay pastor program present for your presbytery?

[Tabulated separately]

Q19. At the national level, the Office of Vocation supports the work of presbyteries with commissioned lay pastors by sharing resources, models, and other related materials across presbyteries. (Presbytery materials are posted at www.pcusa.org/clp and on the Middle Governing Body Connect Web site at www.pcusa.org/mgbconnect). Is there any other way that the Office of Vocation could help your presbytery as it deals with commissioned lay pastors?

[Tabulated separately]

Q20. Please use the space below for any other comments about commissioned lay pastors.

[Tabulated separately]

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