

Associate Pastors in the Presbyterian Church (U.S.A.)



**Research Services
A Ministry of the General Assembly Mission Council
Presbyterian Church (U.S.A.)
February 2012**

EXECUTIVE SUMMARY

- Associate pastors serving in Presbyterian Church (U.S.A.) congregations completed a survey in early 2011; key pastoral leaders¹ in a random sample of PC(USA) congregations completed a similar survey in the fall of 2008 or spring of 2009.
- The report compares survey responses from 751 full-time, paid Presbyterian² associate pastors with the survey responses of 487 Presbyterian key leaders.

Where do PC(USA) associate pastors serve?

- Presbyterian associate pastors typically serve in larger congregations—the median³ worship attendance in PC(USA) congregations with associate pastors is 340. This compares to a median worship attendance of 79 across all PC(USA) congregations.

What is the demographic profile of PC(USA) associate pastors?

- Among the survey respondents, PC(USA) associate pastors are evenly split between men (51%) and women (49%). The majority of key leader respondents are men (70%).
- All associate pastors are ordained as ministers (100%), and nearly all key leaders are as well (93%). (Some key leaders (6%) are lay ministers or lay pastoral leaders.)
- Most associate pastors are white (94%). A similar percentage of key leaders are white (95%).
- The median age of associate pastors is 43 years of age, 13 years younger than that of Presbyterian key leaders.
- The majority of Presbyterian associate pastors are in a first marriage (73%). One in three female associate pastors are single (separated, divorced, widowed, or never married), while only 6% of male associate pastors are single. Most married associate pastors say their marriage is “very happy” (60%).
- One in two associate pastors (50%) have children age 18 or younger in their household, compared to only one in three key leaders (30%).
- Ordained PC(USA) associate pastors have served a median of eight years in paid ministry, while ordained key leaders have served a median of 21 years.
- Around two in five associate pastors (43%) are “second-career” pastoral leaders, having worked for more than three years in one or more occupations before entering ministry. A similar percentage of key leaders are second-career pastoral leaders (45%).

How theologically educated are PC(USA) associate pastors?

- All PC(USA) associate pastors have at least a theological master’s degree (100%). Nearly all PC(USA) key leaders hold a theological master’s degree or higher (95%) as well.

¹ These key pastoral leaders serve as the principal leader in their congregation, and include such leaders as senior pastors, solo pastors, interim pastors, commissioned lay pastors, and sometimes elders. Two associate leaders filled out key leader surveys and were counted among the key pastoral leaders; in one of these cases the associate was also serving as co-head of staff, while in the other case the associate’s congregation didn’t provide survey data from a principal leader.

² In this report “Presbyterian” will refer to “PC(USA)” unless otherwise noted.

³ The median is the midpoint of an ordered set of numbers.

- Nearly half of associate pastors carry education debt (44%), and a majority of them are paying off that education debt. The median they contribute each month toward that debt is \$250.

What is the typical compensation for PC(USA) associate pastors?

- Total median compensation for full-time paid associate pastors (including housing assistance) is \$61,000 per year. Full-time paid key leaders earn a median of \$57,840 per year.
- Virtually all full-time paid associate pastors and key leaders receive part of their compensation in the form of either a manse or housing allowance (96% in both groups).
- Nearly all associate pastors report receiving health insurance provided by their congregation or denomination (99%). Five out of six married associates (83%) also receive health insurance for their spouse through the congregation or denomination.⁴

What does the typical workweek look like for a PC(USA) associate pastor?

- Associate pastors typically work slightly more hours per week performing ministry tasks than key leaders (a median of 50 hours, compared to 47 hours for key leaders).⁵
- Associate pastors as well as key leaders report spending a median of ten hours per week in church administration, including staff supervision and attending session and committee meetings. Associate pastors spend less time on preaching and worship leadership but more time on teaching people about the faith than key leaders.
- The majority of associate pastors have participated in some type of peer group for continuing education and support within the past five years (71%).
- In their personal lives, associate pastors spend the most time with their family (15 hours in the past week); emailing, text messaging, and using the Internet (11 hours); and watching television (6 hours).

What about the physical and mental health of PC(USA) associate pastors?

- Two-thirds of male associate pastors are overweight or obese (67%). Six in ten female PC(USA) associate pastors (57%) are within normal weight ranges.
- A majority of associate pastors report that they experience stress from the challenges they face in the congregation (54%). Some also report stress from a lack of interest or concern from people in the congregation, loneliness and isolation, or dealing with critical members.

How do PC(USA) associate pastors feel about their ministry in the congregation?

- Half of associate pastors (50%) and key leaders (48%) strongly agree that their leadership is a good match for the congregation.
- About half of associate pastors (51%) are satisfied with what they have accomplished in their congregational ministry.

⁴ All PC(USA) associate pastors and their families are covered under the PC(USA)'s health insurance plan. Due to the wording of the questions asking about health care benefits, some associate pastors failed to indicate that they and/or their spouse receive health care benefits through the denomination.

⁵ All associate pastors included here work full-time as congregational leaders (at least 30 hours per week). Key pastoral leaders are not required to work full-time in congregational ministry to be included in the results.

PRESBYTERIAN CHURCH (U.S.A.) ASSOCIATE PASTORS

This report focuses on associate pastors in the Presbyterian Church (U.S.A.)—those pastors who minister in congregations alongside a head of staff. We compare associate pastors and key pastoral leaders⁶ in PC(USA) congregations in areas such as their ordination status, gender, age, compensation, ministry tasks, job satisfaction, and sources of support and stress.

SURVEY OF PC(USA) KEY LEADERS AND ASSOCIATE PASTORS

The second wave of the U.S. Congregational Life Survey was funded by Lilly Endowment, Inc. and conducted in 2008 and 2009. Worshipers and leaders from a random sample of PC(USA) congregations across the country participated. We asked one key pastoral leader in each participating Presbyterian⁷ congregation to complete a leader survey. We used a paper survey (part of the package that went out to participating congregations) and supplied a separate envelope for leaders to mail back the survey to maintain confidentiality. Key leaders could also complete the survey online. We received 487 completed key leader surveys from 485 PC(USA) congregations.⁸ Among the 593 PC(USA) congregations that agreed to participate in the survey, 81% sent in a completed leader survey.⁹

In 2011, we used funds from a Louisville Institute grant to include PC(USA) associate pastors in the study. Using denominational records, we sent an associate leader survey¹⁰ to every associate pastor in the PC(USA), along with a postage-paid return envelope. Surveys were mailed to 1,254 associate pastors, and we used the responses from full-time, paid associate pastors for analysis. After three reminders, we received completed surveys from 751 full-time, paid associate pastors serving in 610 congregations (a response rate of 59%).¹¹ Appendix A shows the percentage distribution of responses from associate pastors and key leaders in the PC(USA) to each question on the survey.

In this report, we compare the 751 full-time, paid Presbyterian associate pastors to the 487 Presbyterian key leaders. Unfortunately, comparisons of the 2011 profile of associate pastors to previous statistics are

⁶ These key pastoral leaders serve as the principal leader in their congregation, and include such leaders as senior pastors, solo pastors, interim pastors, commissioned lay pastors, and sometimes elders. Two associate leaders filled out key leader surveys and were counted among the key pastoral leaders; in one of these cases the associate was also serving as co-head of staff, while in the other case the associate's congregation didn't provide survey data from a principal leader.

⁷ In this report "Presbyterian" will refer to "PC(USA)" unless otherwise noted.

⁸ Two PC(USA) congregations sent back two completed key leader surveys each, as these congregations are served by co-pastors.

⁹ Among the 1,523 *sampled* PC(USA) congregations (including the 593 congregations that *agreed to participate*), 31% completed the leader survey. A few PC(USA) congregations returned a blank leader survey, noting that there is currently no key leader in the congregation. Other congregations returned a blank survey because the key leader serves multiple congregations, and s/he filled the leader survey out for another one of his/her congregations also participating in the survey. If these congregations did have a key leader to fill out the survey (who had not been surveyed already), the response rates would be slightly higher.

¹⁰ Although only associate *pastors* completed this survey in the PC(USA), we sent the same survey to a national random sample of congregations in 2008/2009. We titled it the "Associate or Assistant Leader Survey" to include congregations that employ other types of associate leaders (not associate pastors).

¹¹ This response rate would be higher if we included part-time PC(USA) associate pastors who filled out an associate leader survey.

not possible because funds were not available to include associate pastors in 2001, and no prior research has focused on this group.

WHERE DO PC(USA) ASSOCIATE PASTORS SERVE?

Associate pastors are somewhat rare in PC(USA) congregations—fewer than one in ten congregations employ one or more associate pastors. In 2010, 859 out of the 10,560 PC(USA) congregations had at least one associate pastor (8% of the total).¹² Associate pastors are more likely to serve in larger congregations (see Table 1). The median¹³ reported worship attendance at PC(USA) congregations with one or more associate pastors is 340 worshipers (compared to a median reported attendance of 79 worshipers for all PC(USA) congregations). Eight in ten PC(USA) associate pastors (83%) serve congregations with a reported attendance of more than 200. In contrast, nine in ten key leaders (86%) serve smaller churches with a reported attendance of 200 or less.

Table 1
Reported Worship Attendance Where Associate Pastors and Key Leaders Serve

Reported Worship Attendance	Associate Pastors	Key Leaders
100 or fewer	2%	64%
101-200	15%	22%
201-300	25%	8%
301-400	18%	3%
401-500	11%	1%
501-750	12%	1%
751 or more	17%	*

*=Less than 0.5%; rounds to zero

Nine in ten PC(USA) congregations do not employ any associate pastors (see Table 2).¹⁴ Three-quarters of PC(USA) congregations that employ one or more associate pastors have just one associate (75%); one in five have two associate pastors (18%); and 7% of congregations with associates have three or more such pastors.

¹² The most up-to-date statistics for the Presbyterian Church (U.S.A.) at the time of this report were for 2010. These statistics come from the Office of the General Assembly, end of year 2010. Also according to these statistics, in 2010 1,192 associate pastors served in PC(USA) congregations and another 55 were either not affiliated with a congregation or were transferring between congregations.

¹³ The median is the midpoint of an ordered set of numbers (in this case, the ordered set of reported worship attendance figures).

¹⁴ The statistics in this paragraph (and in Table 2) come from the Office of the General Assembly, end of year 2010.

Table 2

Number of Associate Pastors in PC(USA) Congregations

	All PC(USA) Congregations	Congregations with Associates
No associate pastor	92%	0%
1 associate pastor	6%	75%
2 associate pastors	1%	18%
3 or more associate pastors	1%	7%

ORDINATION STATUS OF PC(USA) PASTORAL LEADERS

All associate pastors (100%) and almost all key leaders (93%) are ordained. A few key leaders (1%) are working toward ordination.¹⁵

GENDER OF PC(USA) PASTORAL LEADERS

About half of the associate pastors in PC(USA) churches are women. Women are more likely to be serving in associate pastor roles than in key leader positions in PC(USA) churches (see Table 3). Although the Presbyterian Church in the United States of America, a predecessor denomination to the PC(USA), started ordaining women in 1956, the majority of the PC(USA)'s key leaders (70%) are men.

Table 3

Gender of Associate Pastors and Key Leaders

	Associate Pastors	Key Leaders
Male	51%	70%
Female	49%	30%

Associate pastors were not included in the 2001 U.S. Congregational Life Survey, so we can't identify changes in the gender distribution of PC(USA) associate pastors using these survey results. However, PC(USA) *Comparative Statistics* indicates that the gender distribution of all associate pastors (both full- and part-time) changed from 58% men and 42% women in 2001, to 56% men and 44% women in 2010.¹⁶ These statistics indicate that there hasn't been a huge increase in the proportion of female PC(USA) associates in recent years.

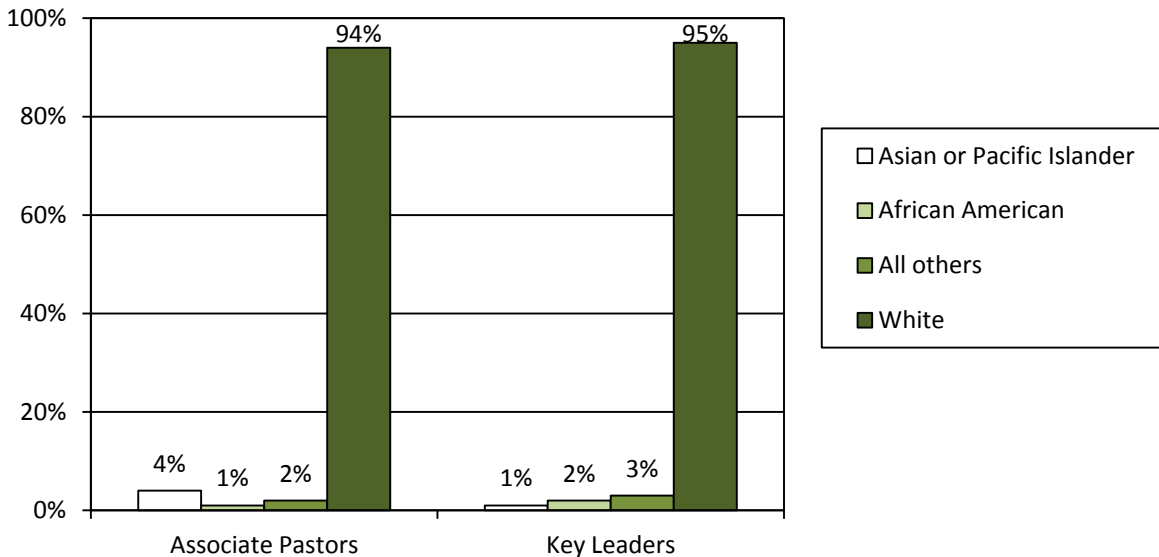
¹⁵ Associate pastors in the PC(USA) are ministers. To become ministers, they were required to complete ordination requirements (which include earning a master's degree in a theological discipline). We sent a survey to each associate pastor in the PC(USA), based on denominational records. In contrast, we sent key leader surveys to a random sample of PC(USA) congregations, some of which have commissioned lay pastors or elders as their key leader. Differences in the ordination status of associate pastors and key leaders are likely due to these differences.

¹⁶ While it looks like proportionately more PC(USA) female associate pastors responded to the survey (49%) than are in the population of PC(USA) associates (44%), the population data includes part-time associates, while the survey data reports on only full-time associate pastors.

RACIAL-ETHNIC PROFILE OF PC(USA) PASTORAL LEADERS

Most PC(USA) associate pastors are white (94%), similar to key leaders (95% are white).¹⁷ (See Figure 1.) In PC(USA) churches, the largest racial-ethnic group of associate pastors is Asian or Pacific Islander. The PC(USA) has a strong presence among specific Asian groups (particularly Koreans). The largest group of racial-ethnic key leaders is African American. There are very few African American, Indian (American), or Hispanic associate pastors in the PC(USA) (3% total).¹⁸

Figure 1
Race-Ethnicity of PC(USA) Associate Pastors and Key Leaders



Note. Percentages add up to more than 100% because pastoral leaders could self-identify with more than one racial-ethnic category.

AGE OF PC(USA) PASTORAL LEADERS

The median age of PC(USA) associate pastors is 43 years of age. PC(USA) associate pastors have a median age 13 years younger than that of PC(USA) key leaders.

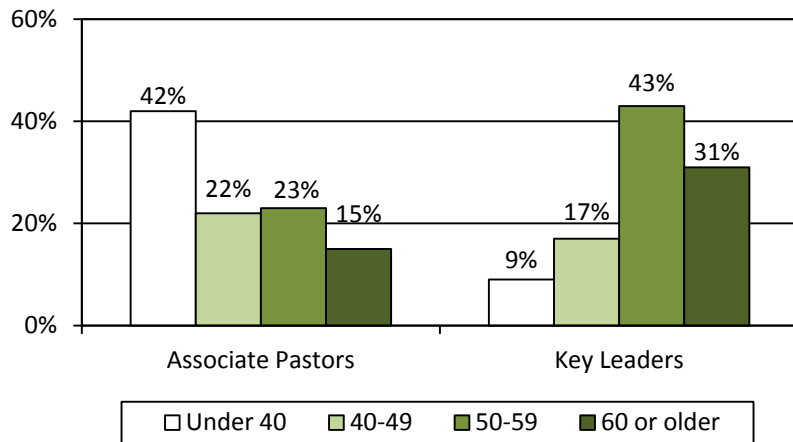
Another way to look at the age profile of pastoral leaders is by age groups—the percentages who are younger than 40 years of age, between 40 and 49, between 50 and 59, and 60 years of age and older (see Figure 2). The age profiles of PC(USA) associate pastors and key leaders are significantly different. The largest age group among associate pastors is pastors less than 40 years of age. In contrast, the largest age group for key leaders is 50-59 years of age, followed by 60 years of age or older. To put it another way, 64% of associate pastors are under 50 years old, while only 26% of key leaders are under 50 years old.

Key leaders are typically older today than in 2001. The median age of PC(USA) key leaders in 2008/2009 is 56 years of age; in 2001, the median age was 53. Thus, the median age of key leaders has climbed three years in the past eight years.

¹⁷ Pastoral leaders could self-identify with more than one racial-ethnic category.

¹⁸ The large percentages of white key leaders and associate pastors may be due in part to lower survey response rates from racial-ethnic minorities to most surveys. The 2010 *Comparative Statistics* reports that among the active ministers (including associate pastors) and commissioned lay pastors in the PC(USA) with known ethnicity, 14% are non-white.

Figure 2
Age Distribution of Associate Pastors and Key Leaders



Female PC(USA) associate pastors have about the same median age as their male counterparts (see Table 4). In contrast, the median age of female PC(USA) key leaders is three years younger than that of male key leaders.

Table 4
Median Age of Associate Pastors and Key Leaders by Gender

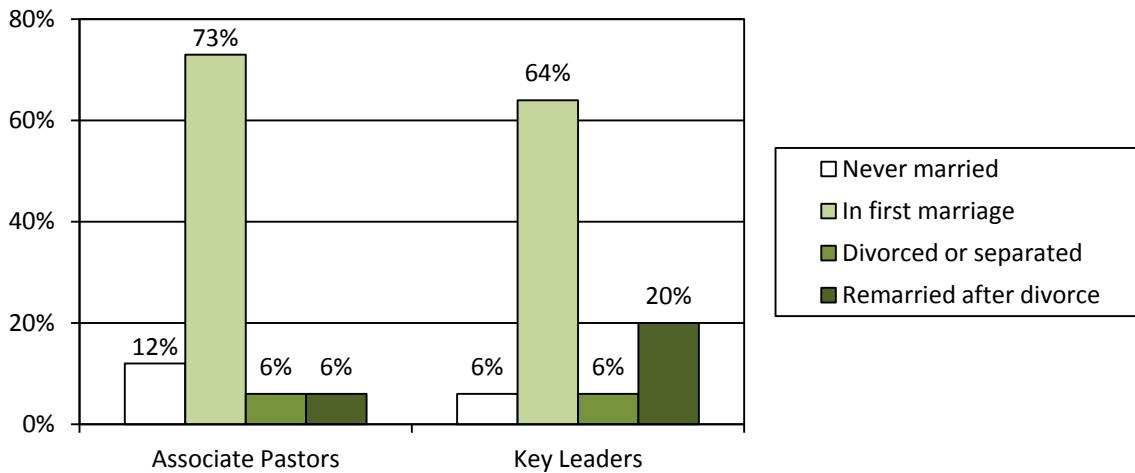
	Associate Pastors	Key Leaders
Male	42	57
Female	43	54

MARITAL STATUS OF PC(USA) PASTORAL LEADERS

The majority of PC(USA) associate pastors and key leaders are in their first marriage (see Figure 3). Very few PC(USA) associate pastors are divorced, separated, or remarried after divorce (12%). However, one in four PC(USA) key leaders are divorced, separated, or remarried after divorce (26%). While 12% of PC(USA) associate pastors have never been married, that figure drops to 6% for key leaders.¹⁹ Since PC(USA) associate pastors are typically younger than key leaders, they have lived fewer years during which to marry, divorce, separate, or remarry after divorce.

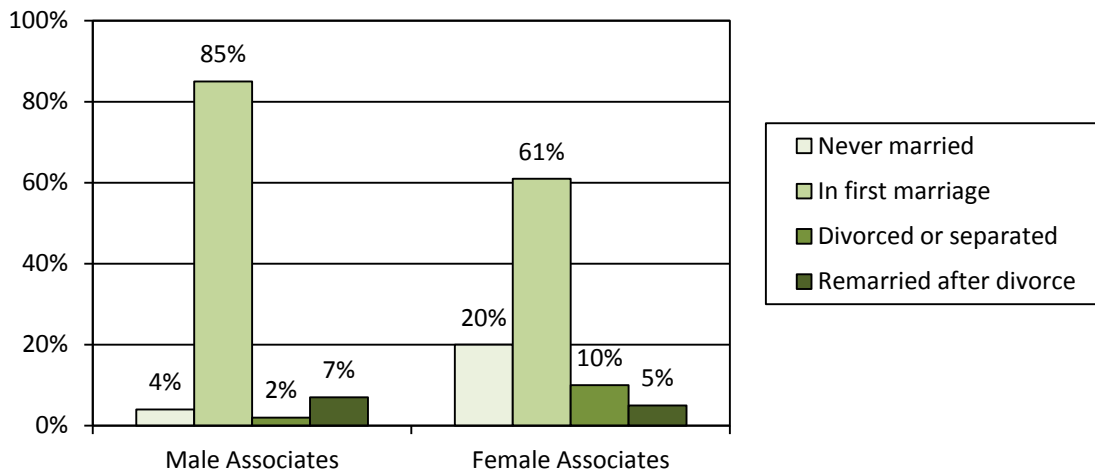
¹⁹ Very few leaders report another marital status (for example, remarried after being widowed; in a committed relationship). These are not reported here, but can be seen in Appendix A.

Figure 3
Marital Status of Pastoral Leaders



Looking at PC(USA) male and female associate pastors separately reveals gender-specific marital profiles (see Figure 4). While 85% of male associate pastors are in their first marriage, only 61% of female associate pastors are. Another 20% of female associates have never been married, compared to only 4% of male associate pastors. More female associate pastors are divorced or separated (10%, compared to 2% of male associate pastors). Female associate pastors are five times more likely to be single than male associate pastors (32% of women associates are either separated, divorced, widowed, or have never been married, while only 6% of male associates fit this description).

Figure 4
Marital Status of Associate Pastors by Gender



Similarly, female key leaders are three times more likely to be single (27%) than male key leaders (9%). While a majority of male key leaders are in their first marriage (69%), only half of female key leaders are (49%).

Married associate pastors and key leaders indicate similar high levels of satisfaction with marriage (see Table 5). In both groups, three in five describe their marriage as “very happy,” while another one in three

say it is “pretty happy.” Very small proportions say their marriage is “not too happy” (4% of associate pastors and key leaders).

Table 5
Describe Your Marriage (Among Those Married)

	Associate Pastors	Key Leaders
Very happy	60%	61%
Pretty happy	36%	35%
Not too happy	4%	4%

PC(USA) PASTORAL LEADERS’ HOUSEHOLD COMPOSITION

Since associate pastors are typically younger than key leaders, it isn’t surprising that more of them have children age 18 or younger living with them. Half of all associate pastors have children age 18 or younger in their household (50%), while only 30% of key leaders do. Over one-quarter of all associate pastors have children age 5 or younger in their household (28%), compared to only 8% of key leaders.

Fewer female associate pastors than male associates have children 18 or younger living in their household, possibly in part because they are also more likely to be single (see Table 6).

Table 6
Associate Pastors with Children at Home

At least one person in the household is . . .	Female Associates	Male Associates	Total Associates
Less than 6 years old	23%	33%	28%
6 to 12 years old	17%	25%	21%
13 to 18 years old	13%	17%	15%
Total with children in household	42%	58%	50%

Note. Percentages add up to more than the total percent because associate pastors can have children at home in more than one age group.

PC(USA) PASTORAL LEADERS’ YEARS IN MINISTRY

Another key difference between associate pastors and key leaders is the number of years they have served in full- or part-time ordained ministry earning a salary. Ordained PC(USA) associate pastors have served a median of only eight years in paid ministry. In contrast, ordained key leaders have served a median of 21 years in paid ministry. This finding points to a career pattern for some pastoral leaders that finds them beginning ministry as an associate pastor before taking on the responsibilities of a key leader.

MINISTRY AS A SECOND CAREER AMONG PC(USA) PASTORAL LEADERS

Pastoral leaders who worked at one or more occupations for over three years before entering the ministry are considered “second-career” pastoral leaders. Around two in five PC(USA) associate pastors are second-career pastoral leaders (43%). Essentially the same proportion of key leaders are second-career pastoral leaders (see Table 7).

Female PC(USA) associate pastors are as likely as their male counterparts to have worked in another occupation before entering ministry. However, more female PC(USA) key leaders than male key leaders are second-career pastoral leaders (61% and 38%, respectively).

Table 7

Second-Career Pastoral Leaders

	Associate Pastors	Key Leaders
All	43%	45%
<i>Males</i>	41%	38%
<i>Females</i>	46%	61%

Type of prior occupation. Table 8 shows common types of jobs that second-career associate pastors and key leaders held before their ministry careers. Associate pastors more often worked as religious professionals²⁰ (for example, Director of Christian Education or Director of Youth Ministry), while key leaders more often worked in the secular, professional sector. Over one-quarter of second-career associate pastors and key leaders worked as managers or administrators before entering the ministry.

Table 8

Second-Career Pastoral Leaders' Last Full-Time Occupation Prior to Entering Ministry

	Associate Pastors	Key Leaders
Managers, Administrators	30%	27%
Religious professionals	26%	6%
Professionals (general)	21%	35%
Teachers	9%	14%
Service workers	3%	6%
All other occupations	12%	14%

Note. Percentages based on the subset who had another career before entering ministry. Up to two previous occupations were coded per pastoral leader. Some specific response categories were combined into the "all other occupations" category in Table 8.

Length of time in occupation(s) before ministry. Second-career key leaders spent a median of 13 years in jobs before their entrance into ministry, four years longer than associate pastors (see Table 9). Second-career female associate pastors spent more time in other work before entering the ministry than did male associates.

²⁰ Although associate pastors and key leaders listed jobs as "religious professionals" prior to entering ministry, it seems that the vast majority did not consider these to be "ministry" positions because they held these jobs prior to ordination.

Table 9

Second-Career Pastoral Leaders: Median Length of Time in Occupation(s) Before Entering Ministry

	Associate Pastors	Key Leaders
All	9 years	13 years
<i>Males</i>	7 years	12 years
<i>Females</i>	10 years	15 years

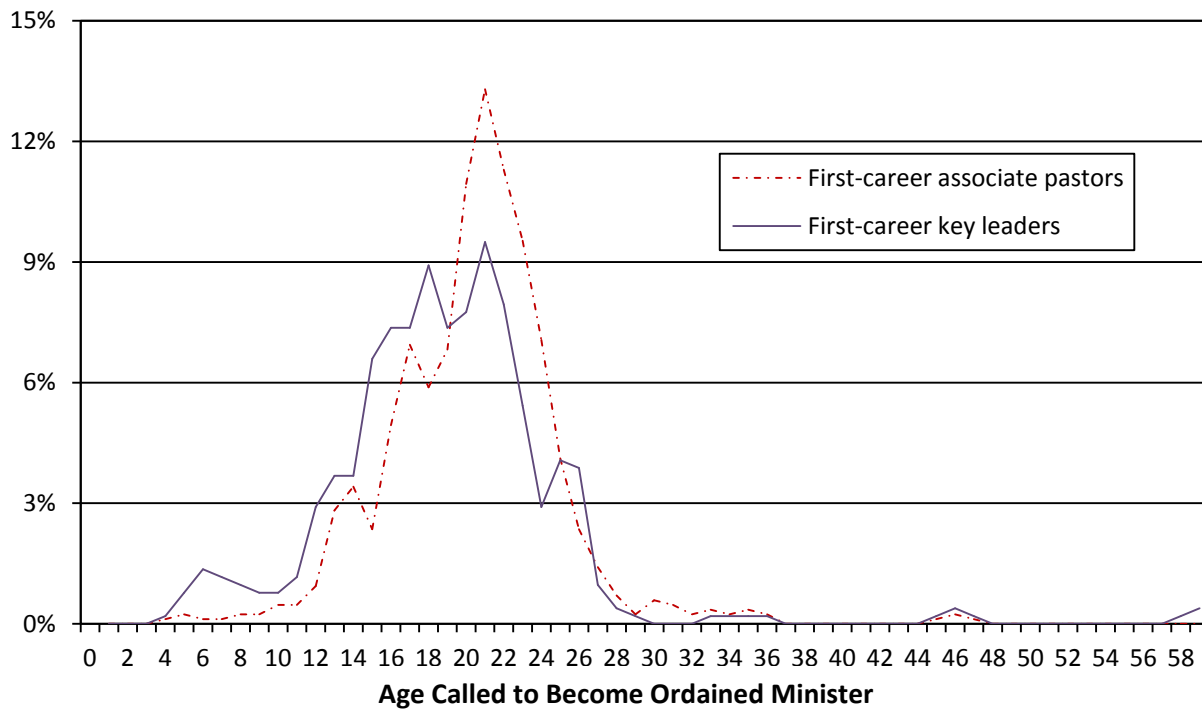
Note. Medians based on the subset who had another career before entering ministry.

CALL TO ORDAINED MINISTRY AMONG PC(USA) PASTORAL LEADERS

Among those pastoral leaders who are ordained or working toward ordination, key leaders felt called to ordained ministry at a median age of 20, while associate pastors felt called at a median age of 21. However, the age at which these pastoral leaders felt a calling to ministry can vary by gender and second-career status. Typically, pastoral leaders whose first career is in ministry were called to the ordained ministry in their late teens and early twenties, the age when people start pursuing a career (see Figure 5).

Figure 5

Age Called To Become Ordained Minister: First-career Pastoral Leaders

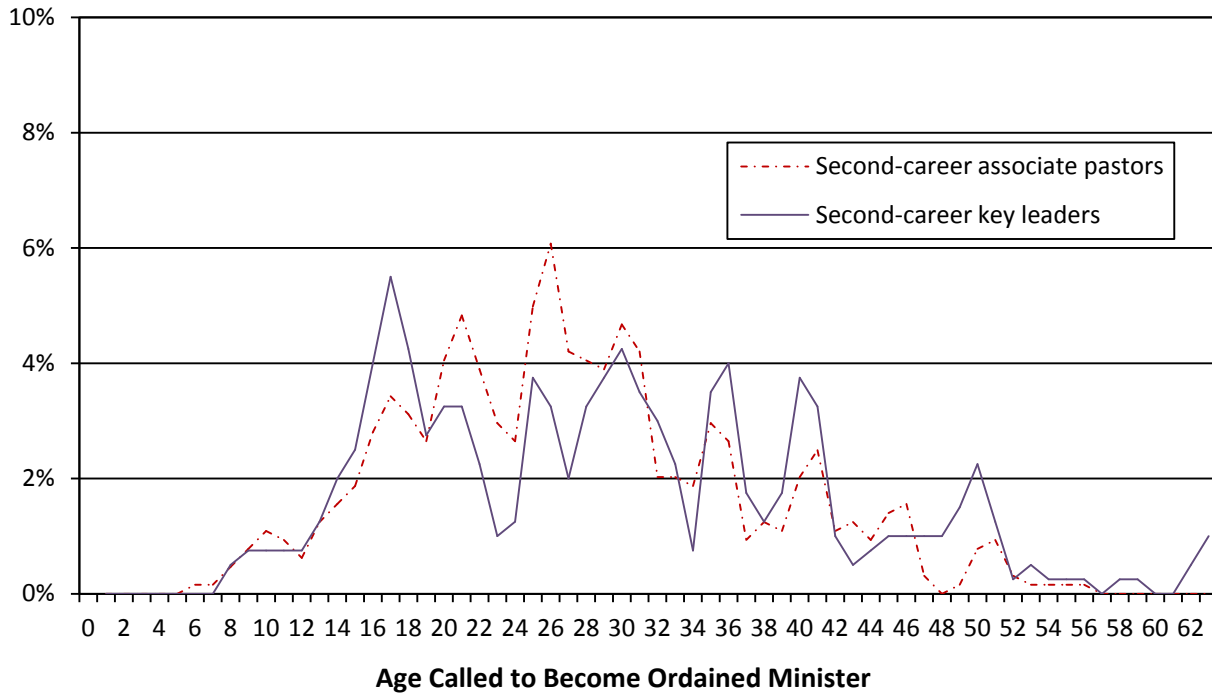


Note. Figure 5 is based on the subset of pastoral leaders who are ordained or working toward ordination.

Second-career pastoral leaders were called to ministry at median ages in the mid- to late-20s (see Table 10). Figure 6 indicates that the call to ministry generally occurs within a wider age range for second-career pastoral leaders than for first-career pastoral leaders (see Figure 5).

Figure 6

Age Called To Become Ordained Minister: Second-career Pastoral Leaders



Note. Figure 6 is based on the subset of pastoral leaders who are ordained or working toward ordination.

Among first-career pastoral leaders, both male and female associate pastors felt called to ordained ministry at a median age of 20 (see Table 10). Yet first-career male key leaders felt called to ordained ministry at a median age of 18, three years younger than the typical first-career female key leader. Among second-career pastoral leaders, men report being called to ministry earlier than women. Female key leaders felt called at a median age of 30, four years later than males, while female associate pastors felt called at age 28, three years later than males.

Table 10

Median Age at Which Pastoral Leaders Felt Called to Become an Ordained Minister

	Associate Pastors	Key Leaders
No Career Before Ministry:		
All	20	18
<i>Males</i>	20	18
<i>Females</i>	20	21
Second-Career Pastoral Leaders:		
All	26	28
<i>Males</i>	25	26
<i>Females</i>	28	30

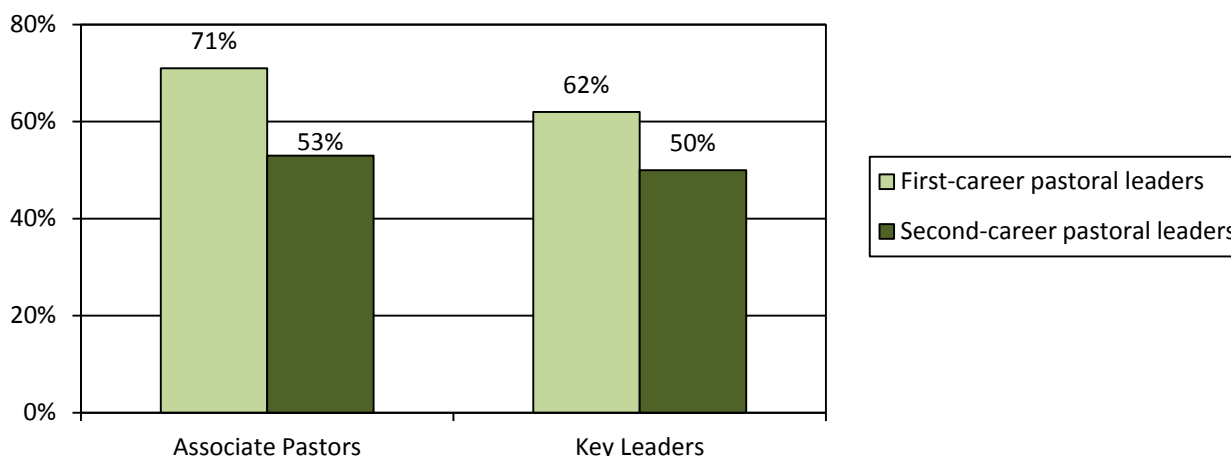
Note. Medians based on the subset who are ordained or working toward ordination.

As just noted, both first- and second-career female key leaders felt called to ordained ministry at later median ages than male key leaders. Perhaps young women observed the gender divide among key leaders in the PC(USA) (shown in Table 3) and initially put thoughts of becoming a key leader aside, discerning or responding to their call to pastoral ministry at a later time.

CHANGING DENOMINATIONS AMONG PC(USA) PASTORAL LEADERS

A majority of PC(USA) key leaders (57%) and associate pastors (63%) grew up Presbyterian.²¹ Among first-career pastoral leaders, most associate pastors (71%) and key leaders (62%) attended a Presbyterian congregation in childhood (see Figure 7). As first-career pastoral leaders typically feel called to ministry in early adulthood (see Figure 5), it's not surprising that they often choose to minister in the faith tradition in which they were raised. Only half of second-career pastoral leaders (53% of associate pastors and 50% of key leaders) became leaders in the PC(USA) after a childhood background in a Presbyterian denomination. With more time in their adult lives to explore faiths and faith traditions, half of PC(USA) second-career pastoral leaders were drawn to minister in the denomination from other faith backgrounds.

Figure 7
Associate Pastors and Key Leaders Who Were Presbyterian in Childhood



Summary of demographic findings. PC(USA) associate pastors tend to serve in larger congregations than key leaders. All PC(USA) associate pastors are ordained, and half are women. The median age of PC(USA) associates is over a decade younger than that of PC(USA) key leaders. Probably because associate pastors are younger than key leaders, they have spent less time in other occupations before entering the ministry, served fewer years in paid ordained ministry, are less likely to have ever been divorced, and are more likely to have children living at home.

Similar proportions of male and female associate pastors worked in one or more other careers before entering ministry. However, women associates worked for a longer period of time in these earlier careers than male associates. While majorities of male and female associate pastors are in their first marriage, female associate pastors are more likely to be single (whether never married, separated, divorced, or widowed), and less likely to live with children age 18 or younger in the household.

²¹ Here "Presbyterian" includes leaders who grew up in the PC(USA) or one of its predecessor denominations, a Presbyterian denomination not otherwise specified, or a Presbyterian denomination overseas.

THEOLOGICAL TRAINING AMONG PC(USA) PASTORAL LEADERS

All PC(USA) associate pastors say their highest *theological* degree is a master's degree or higher. Four in five associate pastors (82%) report that the highest theological degree they have earned is a Master of Divinity; 5% report that their highest theological degree is another type of master's degree; 13% have earned at most a theological doctorate. Among PC(USA) key leaders, 95% have a master's degree or higher in a theological discipline (65% hold at most a Master of Divinity; 6% hold at most another type of master's degree; 24% have earned at most a doctorate).²² (See Table 11.)

Table 11
Highest Level of Theological Education

	Associate Pastors	Key Leaders
Master of Divinity ¹	82%	65%
Other Master's ²	5%	6%
Doctorate ³	13%	24%
Total with Advanced Degrees	100%	95%
Certificate ⁴	0%	4%
Bible College Degree	0%	*
Total with Certificate or Bible College Degree	0%	4%
No Theological Education	0%	1%

¹Master of Divinity (M.Div.) or Bachelor of Divinity (B.D.)

²Other Master's includes M.A., S.T.M., Th.M., or other master's degree

³Doctorate includes Doctor of Ministry degree, Ph.D., or Th.D.

⁴Certificate from denominational training program, Bible college, or seminary

*Less than 0.5%; rounds to zero.

PC(USA) PASTORAL LEADER COMPENSATION AND OTHER FINANCIAL ISSUES

Total compensation. In addition to an annual salary, compensation for pastoral leaders often includes housing assistance in the form of a manse and/or a housing allowance. The median total compensation for associate pastors is \$61,000 per year, which is similar to the full-time paid key leader median compensation of \$57,840.²³

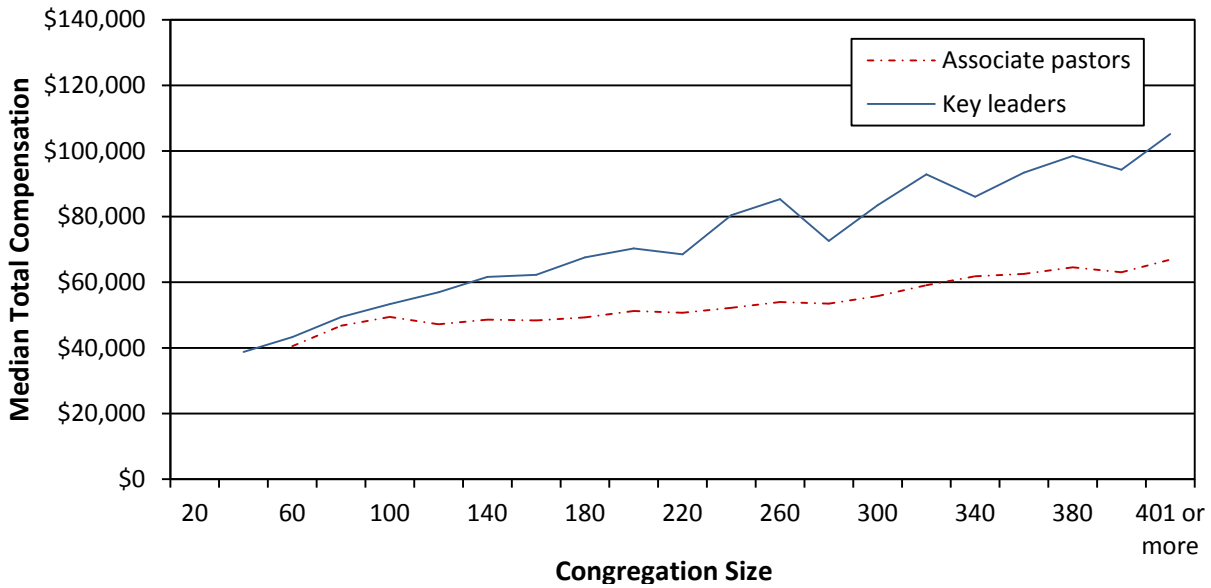
The size of congregation also influences associate pastors' and key leaders' compensation: in general, the larger the congregation, the more key leaders and associate pastors are paid (see Figure 8). According to Figure 8, increases in congregation size correspond to larger increases in total compensation among key leaders, compared to associate pastors.

²² Virtually all *ordained* key leaders (99%) report having a master's degree or higher in a theological discipline. (See note 15 regarding differences in ordination status between associate pastors and key leaders.)

²³ All associate pastors in our analyses are full-time, paid pastors. When comparing associate pastor and key leader compensation, we looked only at full-time, paid key leaders to standardize the comparison. We also adjusted key leader compensation to account for inflation; key leaders were surveyed in 2008 or 2009, while associate pastors were surveyed in 2011. All compensation values reported are in terms of 2011 dollar amounts.

Figure 8

Median Total Compensation by Congregation Size



In general, women associate pastors earn less in total annual compensation (\$56,400) than male associate pastors (\$65,000). Similarly, women key leaders earn less (\$50,815) than male key leaders (\$60,926).²⁴

Housing provisions. Fewer PC(USA) associate pastors are furnished with a manse (5%), compared to full-time paid key leaders (22%). Far more common among PC(USA) churches is the provision of a housing allowance for associate pastors (94%) and full-time paid key leaders (82%). A few associate pastors and key leaders receive *both*—the congregation provides a manse and additional income to cover housing expenses, such as utilities (see Table 12).

Table 12

Housing Benefits: Percentages with a Manse or Housing Allowance

	Associate Pastors	Full-Time Paid Key Leaders
Manse	5%	22%
Allowance	94%	82%
Neither	4%	4%

Note. Percentages add up to more than 100% because leaders could receive both a manse and housing allowance.

Health care insurance. Virtually all PC(USA) associate pastors (99%) and a majority of key leaders (86%) are provided health insurance (with the congregation or denomination covering the cost). (See Table 13.) Five out of six married PC(USA) associates (83%) report that their spouse also receives health care coverage

²⁴ Although some might conclude that this suggests wage discrimination based on gender, many factors may contribute to gender differences in total compensation including pastoral experience, willingness to relocate, and the size of congregation served.

through the congregation or denomination.²⁵ Fewer married key leaders receive this health insurance for their spouse (71%).

Table 13

Health Care Insurance Provided by Congregation or Denomination for Pastoral Leader and Spouse

	Associate Pastors	Key Leaders
Pastoral Leader	99%	86%
Spouse (if married)	83%	71%

Educational debt. PC(USA) associate pastors are more likely to be carrying educational debt than key leaders (see Table 14). Nearly half of PC(USA) associate pastors have educational debt, while only one in four key leaders have educational debt. Pastoral leaders (including both associate pastors and key leaders) who currently have educational debt have typically received their first theological degree more recently (median: 2003) than leaders without such debt (median: 1991). Also, associate pastors have typically received their first theological degree more recently than key leaders (median of 2001 for associates, compared to 1986 for key leaders). This indicates that associate pastors’ shorter length of time since receiving their first theological degree contributes to the fact that they are more likely to have educational debt.

Table 14

Educational Debt

Educational Debt	Associate Pastors	Key Leaders
No debt	56%	73%
Debt, but not currently making payments	14%	16%
Debt and currently making payments	30%	12%
<i>Median monthly payment*</i>	<i>\$250</i>	<i>\$232</i>

*We adjusted key leader debt payment amounts to account for inflation; key leaders were surveyed in 2008 or 2009, while associate pastors were surveyed in 2011. All median monthly debt payment values reported are in terms of 2011 dollar amounts.

WORK HOURS AND MINISTRY TASKS AMONG PC(USA) PASTORAL LEADERS

Pastoral leaders’ work week. Associate pastors in the Presbyterian Church (U.S.A.) typically work 50 hours per week performing various ministry tasks (all figures here are medians; see Table 15). Key leaders report spending less time—47 hours per week—in their work related to the congregation.²⁶ Surprisingly, both associate pastors and key leaders say they typically spend ten hours each week administrating the work of the congregation, including staff supervision and attending session and committee meetings. In a typical week, associate pastors spend less than half the time on preaching and worship leadership (including

²⁵ All PC(USA) associate pastors and their families are covered under the PC(USA)’s health insurance plan. Due to the wording of the questions asking about health care benefits, some associate pastors failed to indicate that they and/or their spouse receive health care benefits through the denomination.

²⁶ While all PC(USA) associate pastors included in the analysis work full-time in their pastoral ministry (30 or more hours per week), one in six PC(USA) key leaders surveyed work part-time at their congregation (17%).

sermon preparation, funerals, and weddings) than do key leaders (5 hours compared to 12 hours). Associate pastors spend more time than key leaders in teaching people about the faith (5 hours per week compared to 3 hours).

Table 15
Median Hours in a Typical Week Devoted to Ministry Tasks

	Associate Pastors	Key Leaders
Administration, meetings	10	10
Preaching and worship leadership	5	12
Teaching people about the faith	5	3
Visiting members, sick, shut-ins	3	4
Pastoral counseling/spiritual direction	3	2
Training people for ministry/mission	2	2
Denominational, interfaith work	2	2
Youth ministry	2	1
Community organizations and issues	1	2
Visiting prospective members	1	1
Total hours per week related to congregation*	50	47

*In categories shown above and in other church work.

Technology in ministry. Both associate pastors and key leaders use technology on a regular basis. While large majorities of key leaders use the Internet and email daily, almost all associate pastors do (see Table 16). More associate pastors than key leaders use the Internet daily for religious or spiritual purposes, to communicate with worshipers, and to help coordinate congregational business and activities.²⁷

²⁷ In the past few years technology has rapidly expanded, as has the number of people using technology in their everyday lives. Since PC(USA) associate pastors took this survey in 2011, while key leaders took the survey in 2008/2009, it seems that associate pastors' higher levels of daily technology use could be a function of their more recent completion of the survey. However, among associate pastors and key leaders from the random sample of the U.S. Congregational Life Survey (which were both surveyed in 2008/2009), associate pastors still have higher levels of daily technology use in nearly every area, compared to key leaders. When controlling for age (see note 28), associate pastors in the random sample are more likely than key leaders to send or receive email every day (including sending email to individual worshipers), and to daily use email to conduct congregational business and plan congregational events.

Table 16
Technology Use in Past Year

Daily	Associate Pastors	Key Leaders
Sent or received emails	99%	90%
Used Internet	98%	88%
Sent email to individual worshipers	83%	40%
Received email from a worshiper	83%	40%
Conducted congregational business by email	67%	22%
Used Internet for religious or spiritual purposes	60%	41%
Used email to plan event for congregation	56%	13%
Forwarded email with spiritual or religious content to member	28%	7%
Participated in listserv or online group related to congregation	23%	4%
Maintained a blog related to ministry	4%	2%

Even when controlling for age,²⁸ associate pastors are more likely than key leaders to daily: use email for any purpose, send email to and receive email from worshipers, participate in a listserv related to the congregation, conduct congregational business by email, use email to plan events for the congregation, and forward a spiritual or religious email to a congregation member. Older associate pastors (those born before 1965) are more likely than older key leaders to use the Internet every day (including for religious or spiritual purposes). However, younger associate pastors and key leaders (those born in 1965 or later) are equally likely to daily use the Internet (including for religious or spiritual purposes).

Equal proportions of male and female associate pastors use the Internet and email daily for any purpose. More female than male associates use the Internet every day for religious or spiritual purposes, and use email daily to communicate with worshipers and coordinate congregational business and activities (see Table 17).

²⁸ We controlled for age by comparing associate pastors' and key leaders' responses within two age groups: those who were born in 1965 or later (including the age groups known as "Baby Busters" and "Mosaics") and those who were born before 1965 (including the age groups known as "Older Seniors," "Builders," and "Baby Boomers").

Table 17**Associate Pastor Technology Use in Past Year By Gender**

Daily	Female Associates	Male Associates
Sent or received emails	99%	100%
Used Internet	97%	98%
Sent email to individual worshipers	87%	80%
Received email from a worshiper	87%	80%
Conducted congregational business by email	71%	64%
Used Internet for religious or spiritual purposes	64%	56%
Used email to plan event for congregation	62%	49%
Forwarded email with spiritual or religious content to member	34%	23%
Participated in listserv or online group related to congregation	26%	20%
Maintained a blog related to ministry	3%	5%

PC(USA) PASTORAL LEADERS' OTHER ACTIVITIES

Non-ministry activities during the past week. From a list of nine personal activities, associate pastors report spending the most time with their family—15 hours in the past week (all figures here are medians). They spent another 11 hours combined on email and text messaging (6 hours) and Internet use (5 hours). Associate pastors also expended another chunk of time watching television (6 hours). Key leaders invested fewer hours in the past week on email and text messaging, compared to associate pastors (see Table 18), even when controlling for age.²⁹ This is another instance when associate pastors trump key leaders in technology use.³⁰

Table 18**Median Hours in the Past Week Spent in Non-Ministry Activities**

	Associate Pastors	Key Leaders
Family life (including meals)	15	14
Watching television	6	7
Email and text messaging	6	3
Using the Internet	5	5
Prayer, meditation, Bible reading	4	4
Reading (not for sermons/teaching)	3	4
Physical exercise for health	3	3
Socializing or eating out with friends	3	2
Recreation and hobbies	2	2

²⁹ See note 28 for details about age groups.

³⁰ See note 27 regarding survey time frame. Associate pastors from the random sample spent more time on email and text messaging compared to random sample key leaders, even when controlling for age (see note 28 for details about age groups).

Community involvement. Associate pastors tend to be less involved in community activities than key leaders (see Table 19). Fewer associate pastors than key leaders report that in the past year they have worked with others to solve a community problem, contacted an elected official, cared for someone outside their family who was sick, contributed money to a political campaign or candidate, or loaned money to someone. The time required to raise children may contribute to these differences in community involvement between associate pastors and key leaders. Combining associate pastors’ and key leaders’ responses, fewer pastoral leaders with children age 18 or younger at home contacted an elected official or contributed money to a political campaign or candidate within the past year, compared to pastoral leaders without children at home. Since associate pastors are more likely than key leaders to have children at home, this may be why they are less likely to participate in some of these community activities.

Table 19
Community Involvement

In the past 12 months, have you personally . . .	Associate Pastors	Key Leaders
Donated money to a charitable organization (other than this congregation)	97%	96%
Voted in the 2008 presidential election	95%	98%
Donated or prepared food for someone outside your family or congregation	75%	74%
Gone on a mission or service trip	69%	37%
Worked with others to try to solve a community problem	60%	74%
Helped someone outside your family find a job	40%	41%
Contacted an elected official about a public issue	33%	43%
Cared for someone outside your family who was very sick	28%	34%
Contributed money to a political campaign or candidate	20%	31%
Loaned money to someone outside your family	18%	28%

Nearly twice as many associate pastors as key leaders went on a mission or service trip in the past year (69% and 37%, respectively). It may be difficult for key leaders to take time away from their pastoral duties to participate in these types of trips. Also, some associate pastors regularly spend time in youth ministry, which often includes mission or service trips with a youth group. Among associate pastors who typically devote at least 10 hours per week to youth ministry, nine in ten went on a mission or service trip in the past year (91%). Associate pastors who usually spend fewer than ten hours per week in youth ministry were less likely to have participated in a mission or service trip (72%), while those who don’t spend any weekly time in youth ministry were least likely to have participated in a mission or service trip (55%). Key leaders who typically spend time each week in youth ministry (whether it’s fifteen minutes or ten hours per week) were also more likely to go on a mission or service trip (46%, compared to 32% of key leaders who typically do not spend any time in youth ministry each week).

Taking a day off each week. Almost all PC(USA) associate pastors (94%) take a day off each week. Fewer PC(USA) key leaders do so—only 79% take a day off each week. Of associates who take a day off each week,

Friday is the most popular day to take off (55%), followed by Monday (25%). Most key leaders who take a day off each week also report taking Friday off (52%), but Monday is popular as well (29%).³¹

PC(USA) PASTORAL LEADERS' PEER GROUP PARTICIPATION AND CONTINUING EDUCATION

Peer groups. The majority of PC(USA) associate pastors have met regularly with other pastoral leaders in a small group for continuing education and support at some point within the past five years (71%). Similarly, 75% of PC(USA) key leaders have been involved in some kind of peer group within that same time period.

Most commonly, associate pastors participate in judicatory or denominational peer groups (30%), ecumenical peer groups (14%), and seminary-related peer groups (13%). Key leaders most often take part in judicatory or denominational peer groups (24%), ecumenical peer groups (23%), and area ministers' groups (17%). (See Table 20.) PC(USA) associate pastors received their first theological degree in the median year of 2001, compared to a median year of 1986 for key leaders. This likely contributes to the greater popularity of seminary-related peer groups among associate pastors, since their seminary experience is more recent.

Table 20
Type of Peer Group Pastoral Leaders Participate(d) In

	Associate Pastors	Key Leaders
Judicatory or denominational ministers group	30%	24%
Ecumenical ministers group	14%	23%
Doctor of Ministry/other seminary-related group	13%	4%
Area ministers' group	12%	17%
Group with specialized focus (youth pastors, small church pastors, etc.)	12%	6%
Group of women ministers	11%	2%
Group of friends/colleagues meeting for support/mentoring	10%	10%
Minister/colleague group (not otherwise specified)	9%	15%
Spiritual formation group (prayer group, "lectio divina" group, etc.)	8%	7%
Professional formation group (first call pastor group, residency group, etc.)	7%	1%
Study group (Bible study, book club, sermon/lectionary group, etc.)	6%	14%
Therapeutic/counseling group (chaplains, CPE group, etc.)	2%	1%
Sustaining Pastoral Excellence group (Lilly funded groups)	1%	1%
Group focused on church ministry	1%	*
Lay minister group	*	0%
Other	2%	1%

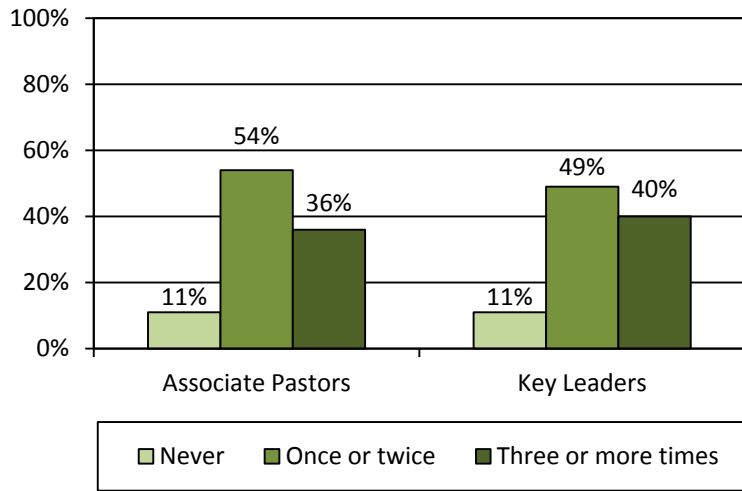
Note. Based on the subset of pastoral leaders involved in a peer group in the past five years. Percentages add up to more than 100% because pastoral leaders could describe their group in multiple ways (up to three descriptions per leader were coded).

*=Less than 0.5%; rounds to zero.

³¹ Some pastoral leaders report taking more than one day off; up to two days off were coded per leader.

Continuing education. PC(USA) associate pastors most often participate in full-day continuing theological education events once or twice a year (54%). Results for key leaders are similar. (See Figure 9.)

Figure 9
Participation in Continuing Theological Education in Past Year



PC(USA) PASTORAL LEADERS’ PHYSICAL AND MENTAL HEALTH

Physical health. One indicator of general health is maintaining a body weight in appropriate proportion to height. Male associate pastors weigh a median of 188 pounds, and have a median height of 5’11”. Their median body mass index (BMI) score, a measure of body fat, is 26.3.³² A BMI score of 25 or higher indicates that individuals are overweight or obese and at higher risk for heart disease, hypertension, stroke, and other medical problems. Thus, the majority of male associate pastors are overweight or obese. Male PC(USA) key leaders weigh a median of 195 pounds, and have a median height of 5’11”. Their median BMI is 27.3, so the majority of male key leaders are also overweight or obese.

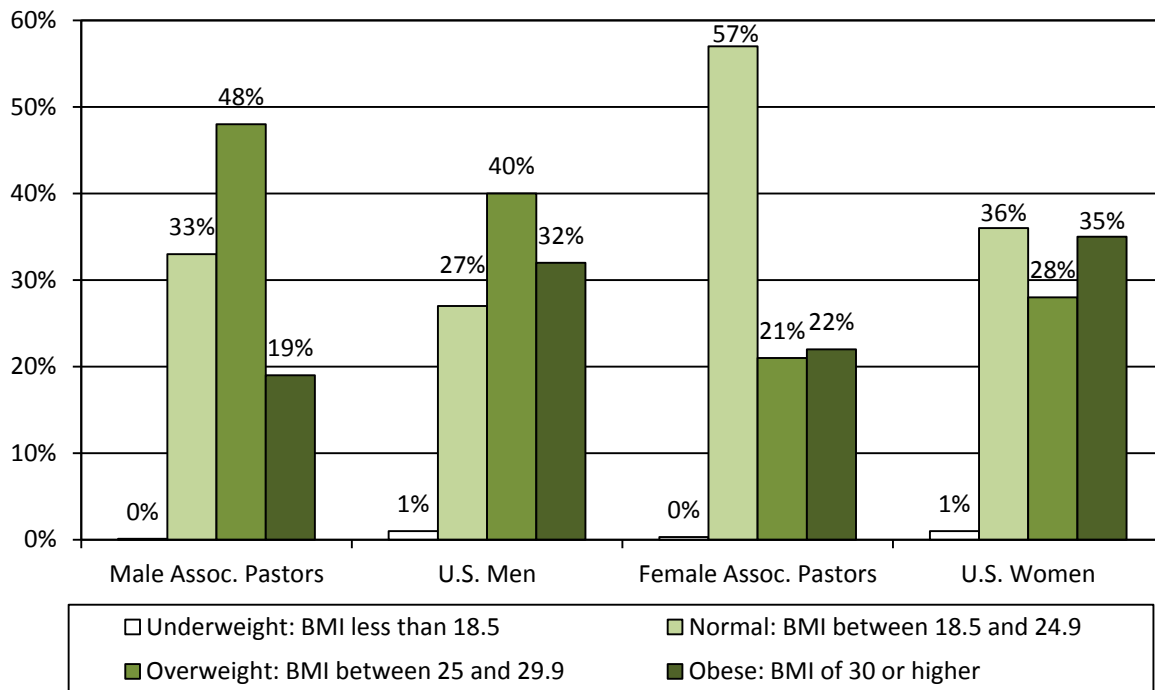
Female associate pastors weigh a median of 150 pounds, and have a median height of 5’6”. Their median BMI score is 24.2. A BMI between 18.5 and 24.9 indicates a normal weight range. The majority of female associate pastors are at a healthy weight, unlike male associate pastors. The female key leader median body weight is 167 pounds, while the median height is 5’5”. The median BMI for these female key leaders is 28.2, so the typical female key leader is overweight or obese.

Figure 10 compares the distribution of male and female associate pastors based on their BMI scores with the distribution for the U.S. population in four categories: underweight (BMI scores of less than 18.5), normal weight (BMI scores between 18.5 and 24.9), overweight (BMI scores between 25 and 29.9), and obese (BMI scores of 30 or higher). While 72% of American males are overweight or obese, 67% of male PC(USA) associate pastors fall into these categories. One in five male associate pastors (19%) are obese according to their BMI scores, compared to 32% of the general male population.

³² The body mass index (BMI) score for each leader is calculated as: BMI = weight (lb) / [height (in)]² x 703. Source: http://www.cdc.gov/healthyweight/assessing/bmi/adult_bmi/index.html#Interpreted.

Figure 10

Distribution of Associate Pastors and General U.S. Population Based on Body Mass Index



More female PC(USA) associate pastors are at a normal weight compared to the typical American female (57% vs. 36% for the general population). Fewer are overweight (21%) or obese (22%) than women in the general population (28% and 35% of American women, respectively).

The stress and lifestyle associated with ministry may make it difficult for pastoral leaders to find time for exercise or healthy meal preparation. Yet according to their BMI scores, a majority of female associate pastors are healthy (an anomaly when compared to key leaders and male associate pastors). Combining the responses from both associate pastors and key leaders, female pastoral leaders have lower BMI scores than male leaders (median BMI scores of 25.1 and 26.5, respectively), and younger leaders have lower BMI scores than older leaders (median BMI scores of 25.1 and 26.7, respectively).³³ Being both female and typically younger than key leaders likely contributes to female associates' overall health.

Sources of support and stress. Large majorities of associate pastors and key leaders indicate that they feel loved and cared for by the people in their congregation “very often” or “fairly often” (see Table 21). Seven out of ten also report that people in the congregation frequently express interest in and concern about their well-being. Six in ten associate pastors feel their senior pastor regularly makes them feel loved and cared for (60%) and expresses concern about their well-being (58%).

³³ See note 28 for details about younger and older age groups.

Table 21
Sources of Support for Associate Pastors and Key Leaders
 (% Responding Very or Fairly Often)

	Associate Pastors	Key Leaders
Made you feel loved and cared for		
<i>People in congregation</i>	89%	86%
<i>Senior pastor</i>	60%	—
Expressed interest in and concern about your well-being		
<i>People in congregation</i>	73%	69%
<i>Senior pastor</i>	58%	—

Note. Dashes (—) indicate that this question was not asked of this group.

Among associate pastors, levels of perceived congregational support vary by gender (see Table 22). While male and female associate pastors feel supported by their senior pastor in equal proportions, more female associate pastors feel supported by the congregation than do male associates. Perhaps worshipers are more comfortable showing affection and concern for females, even when these are women in leadership positions. It is also possible that female associates perceive more congregational support than male associates do, even if both receive equal levels of support.

Table 22
Sources of Support for Male and Female Associate Pastors
 (% Responding Very or Fairly Often)

	Male Associates	Female Associates
Made you feel loved and cared for		
<i>People in congregation</i>	86%	91%
<i>Senior pastor</i>	60%	59%
Expressed interest in and concern about your well-being		
<i>People in congregation</i>	66%	78%
<i>Senior pastor</i>	56%	59%

We explored several areas that reflect sources of stress (such as challenges pastoral leaders face in the congregation, loneliness and isolation, dealing with critical members or the head of staff) or consequences of stress (such as considering leaving the ministry) (see Table 23).

Table 23**Sources of Stress and Consequences of Stress for Associate Pastors and Key Leaders**

During the Past Year, How Often Have . . . (% Responding Very or Fairly Often)	Associate Pastors	Key Leaders
You experienced stress because of challenges you face in this congregation	54%	38%
You felt lonely and isolated in your work	27%	23%
You experienced stress as a result of dealing with senior pastor	26%	—
People in congregation made too many demands on you	25%	16%
Senior pastor made too many demands on you	21%	—
You experienced stress as a result of dealing with critical members	12%	14%
You seriously thought of leaving pastoral ministry for a secular occupation	9%	4%
You experienced stress because senior leader was critical of your work	9%	—
You experienced stress as a result of dealing with the other pastor(s) here, if applicable	8%	4%

Note. Dashes (—) indicate that this question was not asked of this group.

More PC(USA) associate pastors than key leaders say that people in the congregation make too many demands on them (one in four associates (25%) report they feel this way “very often” or “fairly often” compared to 16% of key leaders). Quite a few PC(USA) associates (21%) also report that the senior pastor very or fairly often makes too many demands on them. In a sense, associate pastors have two “bosses” to please—the people in the congregation and the senior pastor.

A majority of PC(USA) associate pastors (54%) say they experience stress very or fairly often because of the challenges they face in their congregation. Nearly two in five PC(USA) key leaders (38%) experience this as a source of stress very or fairly often. Similar percentages of PC(USA) key leaders and associates feel lonely and isolated in their work (one in four) and experience stress very or fairly often from dealing with critical members (14% and 12%, respectively). Twice as many associate pastors (9%) as key leaders (4%) have considered leaving pastoral ministry, although fewer than one in ten think about it very or fairly often.

Associate pastors face many of the same stress factors as key leaders, and their responses suggest some experience them more frequently. Associate pastors face one additional potential source of stress—their relationship with the senior pastor. One in four PC(USA) associate pastors (26%) say they experience stress very or fairly often as a result of dealing with their head of staff. One in ten associates (9%) report regularly experiencing stress because the senior leader criticizes their work.

Male and female associate pastors experience similar levels of stress in these various aspects of their congregational ministry.

LEADERSHIP STYLE OF PC(USA) SENIOR PASTORS

Key leaders were asked to describe their own leadership style, while associate pastors were asked to describe their senior pastor’s leadership style. To compare responses about senior pastors’ leadership style,

we will only look at how senior pastors (the subset of key leaders who are head of staff of a congregation with multiple pastors; n=99) and associate pastors responded to this question.

The majority of associate pastors and senior pastors believe that the senior leader inspires and encourages lay members to make decisions, while also being willing to take action her/himself (see Table 24; pastors chose one of four response options). This is a favorable view of the senior pastor’s leadership. Compared to senior pastors, more associate pastors think that the senior leader acts as the primary decision-maker.

Table 24
Pastoral Leadership Style of Senior Pastor

	As Viewed by Associate Pastors	As Viewed by Senior Pastors
Senior leader makes most decisions	16%	2%
Senior leader encourages lay members to make decisions but will take action alone if needed	58%	67%
Lay leaders come up with most initiatives	10%	12%
Lay leaders make most decisions	16%	19%

PC(USA) CONGREGATIONAL CONFLICT

In congregations there are many worshipers to please (or appease) and plenty of chances for relationships to go awry. Among pastoral leaders serving congregations with over 200 worshipers in attendance,³⁴ most key leaders (75%) and associate pastors (81%) report some conflict in the congregation in the past two years. In particular, associate pastors and senior pastors in these congregations don’t seem to agree on whether pastoral leadership style is a source of conflict. More associate pastors than senior pastors attribute congregational conflict to pastoral leadership style (42% and 15%, respectively). Perhaps many worshipers feel comfortable airing their grievances about the senior pastor to associate pastors, making these associate pastors more aware of criticisms of the head pastor.

PC(USA) PASTORAL LEADERS’ LEADERSHIP AS A “GOOD MATCH” TO THE CONGREGATION

Half of PC(USA) associate pastors and key leaders “strongly agree” that there is a good match between their congregation and their leadership (see Table 25). Fewer than half of associate pastors (45%) “strongly agree” that there is a good match between their own leadership and that of the senior pastor. One in three key leaders experience a good match between their leadership and other pastors in the congregation (35%). (For each question, many of the rest “somewhat agree.”)

³⁴ Most associate pastors serve congregations with over 200 worshipers. To create a more standardized comparison of congregational conflict, we will only look at those pastoral leaders in congregations with over 200 worshipers in attendance.

Table 25

Good Match between Congregation and Leadership

(% Responding Strongly Agree)

	Associate Pastors	Key Leaders
In general, there is a good match between this congregation and my leadership	50%	48%
In general, there is a good match between my leadership and the senior pastor	45%	—
In general, there is a good match between my leadership and other pastors here (if applicable)	—	35%
I have accomplished many worthwhile things in ministry here	51%	34%

Note. Dashes (—) indicate that this question was not asked of this group.

Despite stress, challenges, and leadership style differences, many pastoral leaders nonetheless feel they are able to accomplish worthwhile things in their ministry with the congregation. About half of PC(USA) associate pastors strongly agree with a statement that suggests a high level of satisfaction with their ministry accomplishments. Key leaders in PC(USA) congregations are less satisfied than associate pastors with what they have accomplished in their ministry (only about one in three strongly agree).

Summary of work-life findings. On the whole, PC(USA) associate pastors are highly educated, well-compensated, and technologically savvy. While the majority of male associate pastors are overweight or obese, the majority of female associate pastors are at a normal weight for their height—even healthier than the typical American woman. Associate pastors report generally higher levels of stress related to their ministry than do key leaders. One particular source of stress among some associate pastors is their relationship with the senior pastor. Yet three in five associate pastors feel consistently supported by their senior leader.

It is important for congregations to promote physical and emotional health among pastoral leaders, and give leaders the opportunity to engage in enriching and fulfilling ministry work. Pastoral leaders need to feel supported, challenged, and encouraged by their congregation and staff. The PC(USA) can help congregations learn to better support their leaders, and encourage leaders to develop healthy habits that will keep them grounded in the midst of busy and sometimes stressful pastoral ministry.

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U.S. Congregational Life Survey
Survey Questions and Responses: PC(USA) Key Leaders & PC(USA) Associate Pastors

	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Number of surveys completed	751	487

To be completed by the principal leader of the congregation.
 [To be completed by full-time paid associate or assistant ministers of the congregation.]

	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Your Congregation		
Q-1. What is your congregation's denominational affiliation? (If none, check here: <input type="checkbox"/>)		
Checked	*	*
Not checked	100%	100%
<i>Coded from written responses:</i>		
American Baptist Churches	◆	◆
Disciples of Christ.....	—	1%
Evangelical Lutheran Church in America.....	—	*
Methodist	—	*
United Methodist Church.....	—	1%
Cumberland Presbyterian.....	*	*
Presbyterian Church (USA)	100%	100%
United Church of Christ.....	*	1%
Non-denominational	*	—

Your Background in Faith and Ministry

Q-2. Before you were 12 years old, what was your denomination? (If you did not attend a congregation before age 12, check here: <input type="checkbox"/>)		
Checked	6%	6%
Not checked	94%	94%
<i>Coded from written responses:</i>		
Seventh-Day Adventist	◆	◆
Apostolic Faith Mission of Portland, OR.....	*	—
Baptist	2%	5%
American Baptist Association.....	—	*
American Baptist Churches	1%	2%
Conservative Baptist Association of America	*	—
Free Will Baptist.....	—	*
General Association of Regular Baptist Churches.....	*	—
[continued on next page]		

* = less than 0.5%; rounds to zero
 — = zero (0.0); no cases in this category
 + = non-responses of 10% or more on this question (reported percentages for all questions omit non-responses)
 n = number of respondents eligible to answer this question
 ◆ = percentages add to more than 100 because respondents could make more than one response
 Note: Percentages may not add to 100% due to rounding.
 Note: Brackets [] are used to indicate Associate Leader survey wording that differs from Leader survey wording.

Q-2. Before you were 12 years old, what was your denomination? (If you did not attend a congregation before age 12, [cont.] check here:)

	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
<i>Coded from written responses:</i>	◆	◆
General Conference of the Evangelical Baptist Church	*	—
Southern Baptist Convention	3%	3%
Bible Fellowship Church	—	*
Brethren	—	*
Church of the Brethren.....	—	*
Fellowship of Grace Brethren Churches.....	—	*
Christian and Missionary Alliances	*	*
The Christian Church Stone-Campbell Movement.....	*	—
Disciples of Christ.....	1%	1%
Christian Churches and Churches of Christ.....	—	*
Churches of Christ	*	*
Church of God (Anderson, Indiana)	*	—
Church of Christ, Scientist.....	—	*
Church of the Nazarene	*	*
Episcopal/Anglican	1%	*
Episcopal Church.....	2%	—
Evangelical Congregational Church	—	*
Evangelical Covenant Church.....	*	*
Evangelical Free Church of America.....	*	—
Foursquare Gospel	—	*
Latter-day Saints	—	*
Reorganized Church of Jesus Christ of Latter Day Saints	*	—
Lutheran	2%	1%
Church of the Lutheran Brethren	—	*
Evangelical Lutheran Church in America.....	2%	2%
Lutheran Church, Missouri Synod.....	*	—
Mennonite Brethren Churches	*	—
Methodist	2%	4%
African Methodist Episcopal Zion Church	—	*
Christian Methodist Episcopal Church	—	*
Free Methodist Church of North America	—	*
United Methodist Church.....	3%	5%
Moravian	*	*
Eastern Orthodox	—	*
Greek Orthodox Archdiocese	*	—
Pentecostal	*	*
Assemblies of God.....	1%	*
Plymouth Brethren.....	*	—
Presbyterian.....	10%	17%
Cumberland Presbyterian.....	*	—
Evangelical Presbyterian.....	*	—
Orthodox Presbyterian	*	—
Presbyterian Church in America	*	*

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Q-2. Before you were 12 years old, what was your denomination? (If you did not attend a congregation before age 12, [cont.] check here:)

Coded from written responses:

	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Presbyterian Church (USA)	53% ♦	40% ♦
Second Cumberland Presbyterian Church in the U.S.	—	*
Christian Reformed Church in North America	*	—
Reformed Church in America	1%	1%
Roman Catholic Church	3%	5%
United Church of Christ	2%	2%
Wesleyan Church	*	*
Congregationalist	*	—
Calvary Chapel	*	—
Protestant	*	*
Christian	*	—
Churches overseas	1%	1%
Non-denominational	2%	1%
None	6%	6%

Q-3. What is your *present* denomination? (If none, check here:)

Checked	*	—
Not checked	100%	100%

Coded from written responses:

American Baptist Churches	— ♦	* ♦
Baptist	—	1%
Church of the Brethren	—	*
Church of the Nazarene	—	*
Disciples of Christ	*	—
Lutheran	—	*
Evangelical Lutheran Church in America	*	*
Cumberland Presbyterian	—	*
Presbyterian	6%	20%
Presbyterian Church (USA)	93%	77%
Reformed Church in America	*	1%
United Church of Christ	*	*
United Methodist Church	—	*
Non-denominational	*	—

Q-4. Are you ordained?

Yes	100%	93%
No, but I'm working toward ordination → Skip to Q-8	—	1%
No → Skip to Q-9	—	5%

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	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-5. If ordained, how old were you when you received full ordination as minister, pastor, priest, or rabbi?		
Age: (years)	n=751	n=455
Less than 20	*	1%
20-29	49%	51%
30-39	34%	26%
40-49	10%	14%
50-59	6%	6%
60 or older.....	1%	2%
Mean	33	33
Median	30	29

Q-6. Overall, how many years have you been in the ordained ministry full- or part-time for which you were paid a salary? ____ years ____ months		
	n=751	n=455
None	*	—
Less than 5 years	34%	12%
5-9 years.....	22%	8%
10-19 years.....	24%	25%
20-29 years.....	12%	29%
30-39 years.....	8%	20%
40-49 years.....	*	5%
50 years or more.....	*	1%
Mean	11.2	21.2
Median	7.5	21.3

Q-7. In how many different positions, including your current one, have you served as a paid ordained minister?		
	n=751	n=455
None.....	2%	1%
1	51%	15%
2	22%	20%
3	11%	20%
4	7%	16%
5-9	8%	25%
10-14	*	2%
15-19	—	1%
20 or more	—	*
Multiple/many.....	—	*
Mean	2.0	3.7
Median	1.0	3.0

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	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-8. At what age did you first seriously consider that you were called to become an ordained minister, pastor, or priest?		
	n=751	n=461
9 or younger	2%	4%
10-14	8%	11%
15-19	23%	30%
20-24	37%	23%
25-29	14%	12%
30-39	11%	12%
40-49	5%	7%
50 or older	1%	3%
Mean	23	23
Median	21	20
Q-9. Did you work full-time at one or more other occupations before entering the ministry?		
Yes	65%	62%
No → Skip to Q-14	35%	38%
Q-10. If yes, for how long? ____ years ____ months		
	n=484	n=298
Less than 2 years	10%	8%
2-4 years	33%	24%
5-9 years	24%	17%
10-14 years	14%	15%
15-19 years	6%	10%
20-29 years	11%	15%
30-39 years	2%	8%
40 years or longer	*	3%
Mean	8.5	12.5
Median	5.1	10.0
Q-11. What was your last full-time occupation before becoming a minister?		
	n=484	n=298
<i>Coded from written responses:</i>	◆	◆
Clergy	—	1%
Other religious professional	24%	7%
Physician, dentist, doctor, or veterinarian	*	—
Lawyers, judges or legislators	2%	1%
Teachers and professors	12%	16%
All other professionals	22%	31%
Managers and administrators	27%	25%
Clerical and related workers	4%	3%
[continued on next page]		

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	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-11. What was your last full-time occupation before becoming a minister? [cont.]	n=484	n=298
<i>Coded from written responses:</i>	◆	◆
Craftsman and related workers	4%	4%
Operatives, factory	1%	1%
Transport, laborers	—	1%
Farmers	—	1%
Service workers.....	5%	7%
Not in labor market	—	—
Homemaker.....	*	*
Armed services, police or firefighter	1%	2%
Student	—	*
Volunteer	*	*
Unknown profession	*	—
Q-12. In your final year in that job, what was your approximate annual cash salary? \$ _____	n=484	n=298
		+
None.....	—	1%
Less than \$10,000	3%	11%
\$10,000-\$19,999	14%	18%
\$20,000-\$29,999	27%	23%
\$30,000-\$39,999	23%	16%
\$40,000-\$49,999	11%	10%
\$50,000-\$59,999	6%	9%
\$60,000-\$69,999	4%	5%
\$70,000-\$79,999	4%	3%
\$80,000 or more	7%	4%
Mean	\$39,927	\$32,520
Median	\$30,000	\$28,000
Q-13. What year was that? 19 ___ <i>or</i> 20 ___	n=484	n=298
Prior to 1960	—	2%
1960-1969	*	3%
1970-1979	6%	18%
1980-1989	14%	33%
1990-1999	31%	25%
2000 to present.....	48%	19%
Median	1999	1988

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	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-14. Since entering the ministry, have you ever left parish ministry for a time to work in non-parish ministry or in another job or occupation?		
	◆	◆
Yes, to work in non-parish ministry.....	6%	11%
Yes, to work in a secular position.....	6%	11%
No → Skip to Q-16.....	88%	79%
Q-15. If yes, how long were you away from parish ministry before returning? ___ years ___ months		
	n=89	n=103
1 year or less	29%	19%
2 years	17%	21%
3 years	14%	14%
4 years	8%	12%
5 years	10%	5%
6 years	6%	3%
7-9 years.....	6%	10%
10 years or more.....	10%	16%
Mean	4.0	5.1
Median	3.0	3.0
Q-16. What is the highest level of <i>theological training</i> you have obtained?		
None → Skip to Q-18	—	1%
Certificate from denominational training program, Bible college, or seminary	—	4%
Bible college degree.....	—	*
Master of Divinity (M.Div.) or Bachelor of Divinity	82%	65%
M.A., S.T.M., Th.M., or other Master's degree.....	5%	6%
Doctor of Ministry degree.....	12%	22%
Ph.D. or Th.D.....	1%	2%
Other (specify):.....	—	*
Q-17. When did you receive your <i>first</i> theological degree? 19___ or 20___		
	n=746	n=477
Prior to 1960	—	1%
1960-1969	*	6%
1970-1979	8%	25%
1980-1989	14%	30%
1990-1999	21%	20%
2000 to present.....	57%	18%
Median	2001	1986

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	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-18. Are you currently attending a seminary or theological school?		
Yes	9%	8%
No.....	91%	92%
[If “yes, ”] What degree are you seeking? _____		
<i>Coded from written responses:</i>	n=69	n=41
M.C.E./M.R.E.....	—	—
Certificate from denominational training program, Bible college, or seminary	4%	—
Bible college degree	—	—
Master of Divinity (M.Div.) or Bachelor of Divinity	—	8%
M.A., S.T.M., Th.M., or other Master’s degree.....	4%	2%
Doctor of Ministry (D.Min.) degree	88%	85%
Ph.D. or Th.D.	1%	2%
Other	—	2%
None.....	1%	—

Your Current Position

Q-19. Are you the congregation’s principal leader?		
Yes	—	99%
No.....	—	1%
Q-20. Were you a member or regular participant in this congregation before becoming the congregation’s leader [becoming one of the congregation’s leaders]?		
Yes, immediately before becoming the leader [becoming a leader here]	7%	2%
Yes, but I was a member or participant in the past	4%	2%
No.....	88%	96%
Q-21. Did you have to be ordained in order to hold the position that you are now in?		
Yes	93%	90%
No.....	7%	10%
Q-22. How would you describe your current position?		
Senior pastor, priest, or minister [only on Key Leader survey]	—	21%
Solo pastor, priest, or minister [only on Key Leader survey]	—	59%
Co-pastor.....	—	2%
Interim pastor, priest, or minister.....	—	12%
[continued on next page]		

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	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-22. How would you describe your current position? [cont.]		
Associate or assistant minister, pastor, or priest	100%	*
Lay minister or pastoral leader.....	—	6%
Other (specify): _____	—	—
<i>Coded from written responses:</i>		
Director of Music	*	—

Note: Two associate leaders were included in the key leader results because they were the only leaders in their congregation to fill out the Leader survey.

Q-23. In what year did you become the pastor of this congregation [did your employment with this congregation begin]? 19____ or 20____		
Prior to 1980	1%	2%
1980-1989	3%	6%
1990-1994	3%	8%
1995-1999	9%	14%
2000-2004	23%	26%
2005 to present.....	61%	44%
Mean	2004	2001
Median	2006	2004

Q-24. ***Including yourself***, how many principal leaders (such as senior pastors, priests, or ministers) have served this congregation ***in the past 10 years?***

- _____ Clergy filling ***regular or permanent*** positions as senior leader
- _____ Clergy filling ***interim or temporary*** positions as senior leader

Regular or permanent senior leaders

None.....	—	9%
1	—	43%
2	—	35%
3	—	10%
4 or more.....	—	4%
Mean	—	1.6
Median	—	1.0

Interim or temporary senior leaders

None.....	—	42%
1	—	34%
2	—	15%
3	—	6%
4 or more.....	—	3%

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	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-24. <i>Including yourself</i> , how many principal leaders (such as senior pastors, priests, or ministers) have served this [cont.] congregation <i>in the past 10 years</i> ?		
Interim or temporary senior leaders		
Mean	—	1.0
Median	—	1.0
Q-25. Do you currently pastor another congregation [Are you currently employed by another congregation]?		
Yes	*	10%
No.....	100%	90%
If yes, how many? _____		
	n=1	n=48
1	100%	85%
2	—	2%
3	—	6%
4	—	—
5 or more.....	—	6%
Mean	1.0	1.5
Median	1.0	1.0
Q-26. Do you currently work at any other job other than as pastor of this [other than at this] congregation (and other related congregations)?		
Yes	5%	15%
Yes, other employment related to this congregation [volunteered]	*	—
No.....	94%	85%
If yes, what is your other job or occupation?	◆	◆
<i>Coded from written responses:</i>	n=41	n=74
Clergy	5%	3%
Other religious professional.....	20%	17%
Physician, dentist, doctor, or veterinarian.....	—	—
Lawyers, judges or legislators	5%	—
Teachers and professors.....	22%	26%
All other professionals.....	22%	26%
Managers and administrators.....	8%	20%
Clerical and related workers	2%	—
Craftsmen and related workers	8%	1%
Operatives, factory.....	—	—
Transport, laborers.....	—	1%
Farmers	—	1%
Service workers	8%	1%

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	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-26. Do you currently work at any other job other than as pastor of this [other than at this] congregation (and other [cont.] related congregations)?		
If yes, what is your other job or occupation?	◆	◆
<i>Coded from written responses:</i>	n=41	n=74
Not in labor market.....	—	—
Homemaker	—	—
Armed services, police or firefighter	—	3%
Student	—	—
Volunteer	—	—
 [If “yes, ”] Average hours per week: _____ hours	 n=41	 n=74
Less than 10 hours	51%	20% +
10-19 hours	36%	18%
20-29 hours	5%	22%
30-39 hours	5%	9%
40 hours or more	3%	29%
Varies/24-7/other nonspecific answer	—	2%
 Mean	 10.7	 23.5
Median	8.0	20.0

Q-27. ***Including yourself***, how many paid staff are employed by your congregation either full-time or part-time? If you have a school, don't count school staff. Enter 0 (zero) for any category with none.

a. ***Ordained*** professionals: **Full-time**

None	—	27%
1	—	63%
2	—	9%
3	—	1%
4	—	—
5-10.....	—	*
More than 10	—	—
 Mean.....	 —	 0.9
Median.....	—	1.0

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Q-27. **Including yourself**, how many paid staff are employed by your congregation either full-time or part-time? If you have a school, don't count school staff. Enter 0 (zero) for any category with none.

b. **Ordained** professionals: **Part-time**

None	—	76%
1	—	22%
2	—	1%
3	—	—
4	—	—
5-10.....	—	—
More than 10	—	—
Mean.....	—	0.2
Median.....	—	0.0

c. **Non-ordained** pastoral leaders or lay ministers: **Full-time**

None	—	86%
1	—	8%
2	—	3%
3	—	2%
4	—	*
5-10.....	—	1%
More than 10	—	—
Mean.....	—	0.3
Median.....	—	0.0

d. **Non-ordained** pastoral leaders or lay ministers: **Part-time**

None	—	74%
1	—	13%
2	—	5%
3	—	4%
4	—	1%
5-10.....	—	3%
More than 10	—	—
Mean.....	—	0.6
Median.....	—	0.0

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 Note: Brackets [] are used to indicate Associate Leader survey wording that differs from Leader survey wording.

Q-27. **Including yourself**, how many paid staff are employed by your congregation either full-time or part-time? If you have a school, don't count school staff. Enter 0 (zero) for any category with none.

	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
e. Other <i>paid</i> employees: Full-time		
None	—	74%
1	—	11%
2	—	5%
3	—	3%
4	—	2%
5-10.....	—	4%
More than 10	—	*
Mean.....	—	0.7
Median.....	—	0.0

f. Other *paid* employees: **Part-time**

None	—	22%
1	—	14%
2	—	17%
3	—	18%
4	—	8%
5-10.....	—	20%
More than 10	—	*
Mean.....	—	2.6
Median.....	—	2.0

Q-28. In the *past 12 months*, have you personally done any of the following? (Check *all* that apply.)

Loaned money to someone outside your family	18%	28%
Cared for someone outside your family who was very sick	28%	34%
Helped someone outside your family find a job	40%	41%
Donated or prepared food for someone outside your family or congregation	75%	74%
Will vote or did vote in the 2008 presidential election	95%	98%
Donated money to a charitable organization (other than this congregation)	97%	96%
Worked with others to try to solve a community problem.....	60%	74%
Contacted an elected official about a public issue	33%	43%
Contributed money to a political campaign or candidate.....	20%	31%
Went on a mission or service trip.....	69%	37%

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Q-29. Please estimate how many hours in a *typical week* you devote to each task listed below, including preparation where applicable.

a. Preaching and worship leadership (including sermon preparation, funerals, and weddings)

Hours		
None	2%	—
Less than 1	*	—
1-4	34%	4%
5-9	32%	20%
10-19	26%	58%
20-29	4%	18%
30 or more	*	1%
Varies/24-7/other nonspecific answer	—	—
Mean.....	7.0	12.9
Median	5.0	12.0

b. Teaching people about the faith

Hours		
None	1%	3%
Less than 1	*	*
1-4	44%	66%
5-9	35%	26%
10-19	16%	5%
20-29	3%	*
30 or more	*	—
Varies/24-7/other nonspecific answer	—	—
Mean.....	5.8	3.7
Median.....	5.0	3.0

c. Training people for ministry and mission

Hours		
None	10%	19%
Less than 1	*	—
1-4	65%	68%
5-9	18%	10%
10-19	6%	2%
20-29	1%	—
30 or more	—	—
Varies/24-7/other nonspecific answer	—	—

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Q-29. Please estimate how many hours in a *typical week* you devote to each task listed below, including preparation [cont.] where applicable.

c. Training people for ministry and mission

Mean	3.3	2.1
Median.....	2.0	2.0

d. Pastoral counseling and spiritual direction

Hours		
None	3%	6%
Less than 1	—	—
1-4	63%	76%
5-9	25%	13%
10-19	8%	5%
20-29	1%	—
30 or more	—	*
Varies/24-7/other nonspecific answer	—	—
Mean.....	3.9	3.0
Median.....	3.0	2.0

e. Visiting members and their families, including the sick and shut-ins

Hours		
None	7%	2%
Less than 1	*	*
1-4	59%	60%
5-9	22%	26%
10-19	10%	11%
20-29	2%	*
30 or more	*	—
Varies/24-7/other nonspecific answer	—	—
Mean.....	4.2	4.5
Median.....	3.0	4.0

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 — = zero (0.0); no cases in this category
 + = non-responses of 10% or more on this question (reported percentages for all questions omit non-responses)
 n = number of respondents eligible to answer this question
 ♦ = percentages add to more than 100 because respondents could make more than one response
 Note: Percentages may not add to 100% due to rounding.
 Note: Brackets [] are used to indicate Associate Leader survey wording that differs from Leader survey wording.

Q-29. Please estimate how many hours in a *typical week* you devote to each task listed below, including preparation [cont.] where applicable.

f. Visiting or calling on prospective members; working to convert others to the faith

Hours	+	+
None	32%	21%
Less than 1	—	*
1-4	59%	75%
5-9	7%	3%
10-19	1%	1%
20-29	*	1%
30 or more	—	—
Varies/24-7/other nonspecific answer	—	—
Mean	1.6	1.5
Median	1.0	1.0

g. Administering the work of the congregation, including staff supervision, attending congregational board and committee meetings

Hours		
None	*	1%
Less than 1	—	*
1-4	19%	25%
5-9	26%	20%
10-19	34%	36%
20-29	13%	15%
30 or more	7%	3%
Varies/24-7/other nonspecific answer	—	*
Mean	11.6	10.4
Median	10.0	10.0

h. Involvement in denominational, interdenominational, and interfaith affairs

Hours		+
None	7%	4%
Less than 1	—	*
1-4	80%	78%
5-9	11%	15%
10-19	2%	2%
20-29	—	*
30 or more	—	—
Varies/24-7/other nonspecific answer	—	*

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 n = number of respondents eligible to answer this question
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 Note: Percentages may not add to 100% due to rounding.
 Note: Brackets [] are used to indicate Associate Leader survey wording that differs from Leader survey wording.

Q-29. Please estimate how many hours in a *typical week* you devote to each task listed below, including preparation [cont.] where applicable.

h. Involvement in denominational, interdenominational, and interfaith affairs

Mean	2.3	2.7
Median	2.0	2.0

i. Involvement in community organizations and issues beyond the congregation

Hours	+	+
None	23%	12%
Less than 1	—	—
1-4	67%	78%
5-9	8%	8%
10-19	1%	2%
20-29	*	1%
30 or more	*	—
Varies/24-7/other nonspecific answer	—	*
Mean	1.9	2.2
Median	1.0	2.0

j. Youth ministry

Hours	+	+
None	34%	38%
Less than 1	—	*
1-4	26%	58%
5-9	13%	3%
10-19	12%	1%
20-29	9%	—
30 or more	5%	—
Varies/24-7/other nonspecific answer	*	—
Mean	6.6	1.3
Median	2.0	1.0

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 n = number of respondents eligible to answer this question
 ♦ = percentages add to more than 100 because respondents could make more than one response
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 Note: Brackets [] are used to indicate Associate Leader survey wording that differs from Leader survey wording.

	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-30. In a <i>typical week</i> approximately how many hours do you spend in work related to your employment in this congregation? _____ hours		
Hours		
None.....	—	—
Less than 20.....	—	7%
20-39.....	3%	18%
40-49.....	34%	28%
50-59.....	49%	34%
60-69.....	13%	10%
70 or more.....	2%	2%
Varies/24-7/other nonspecific answer	*	—
Mean	50.3	43.4
Median	50.0	47.0
Q-31. In your preaching, do you use the scripture texts from a prescribed lectionary?		
Always	—	19%
Most of the time.....	—	56%
Occasionally.....	—	16%
Never.....	—	9%
Q-32. <i>In the past two years</i> , how many people from this congregation have you personally encouraged to consider becoming a pastor, minister, or priest? _____		
None.....	16%	42%
1	19%	30%
2	27%	19%
3	17%	4%
4	8%	2%
5 or more.....	13%	2%
Several	*	—
Mean	2.8	1.0
Median	2.0	1.0

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— = zero (0.0); no cases in this category

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n = number of respondents eligible to answer this question

◆ = percentages add to more than 100 because respondents could make more than one response

Note: Percentages may not add to 100% due to rounding.

Note: Brackets [] are used to indicate Associate Leader survey wording that differs from Leader survey wording.

	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-33. Within the <i>past seven days</i> , how much time did you spend in the following activities?		
a. Prayer, meditation, Bible reading, and other spiritual disciplines		
Hours		
None	2%	*
Under 5.....	57%	51%
5-9	32%	36%
10-19	8%	11%
20 or more	2%	2%
Varies/24-7/other nonspecific answer	—	—
Mean	4.6	5.4
Median.....	3.5	4.0
b. Reading (other than for specific sermons or teaching)		
Hours		
None	6%	2%
Under 5.....	56%	50%
5-9	28%	30%
10-19	9%	16%
20 or more	2%	2%
Varies/24-7/other nonspecific answer	—	—
Mean	4.4	5.2
Median.....	3.0	4.0
c. Using the Internet (including searching the web, reading blogs or online news, downloading music or videos, and using online social networking sites like Facebook)		
Hours		
None	1%	5%
Under 5.....	37%	39%
5-9	30%	30%
10-19	24%	22%
20 or more	7%	4%
Varies/24-7/other non specific answer	—	*
Mean	7.3	6.3
Median.....	5.0	5.0

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— = zero (0.0); no cases in this category

+ = non-responses of 10% or more on this question (reported percentages for all questions omit non-responses)

n = number of respondents eligible to answer this question

◆ = percentages add to more than 100 because respondents could make more than one response

Note: Percentages may not add to 100% due to rounding.

Note: Brackets [] are used to indicate Associate Leader survey wording that differs from Leader survey wording.

	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-33. Within the <i>past seven days</i> , how much time did you spend in the following activities? [cont.]		
d. Email and text messaging		
Hours		
None	1%	2%
Under 5.....	33%	59%
5-9	33%	27%
10-19	26%	11%
20 or more	7%	1%
Varies/24-7/other nonspecific answer.....	*	*
Mean.....	7.5	4.6
Median.....	6.0	3.0
e. Family life (time spent on family activities including meals)		
Hours		
None	4%	4%
Under 5.....	7%	5%
5-9	15%	18%
10-19	30%	42%
20 or more	45%	32%
Varies/24-7/other nonspecific answer.....	—	—
Mean.....	17.7	15.3
Median.....	15.0	14.0
f. Physical exercise for your health		
Hours		
None	15%	11%
Under 5.....	52%	56%
5-9	28%	28%
10-19	4%	5%
20 or more	*	1%
Varies/24-7/other nonspecific answer.....	—	—
Mean.....	3.6	3.9
Median.....	3.0	3.0

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— = zero (0.0); no cases in this category

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n = number of respondents eligible to answer this question

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	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-33. Within the <i>past seven days</i> , how much time did you spend in the following activities? [cont.]		
g. Recreation and hobbies		
Hours	+	+
None	27%	28%
Under 5.....	52%	48%
5-9	16%	18%
10-19	4%	5%
20 or more	1%	2%
Varies/24-7/other nonspecific answer	—	—
Mean	2.7	3.0
Median.....	2.0	2.0
h. Watching television (including news, sports, movies, and shows)		
Hours		
None	5%	4%
Under 5.....	32%	27%
5-9	32%	29%
10-19	26%	34%
20 or more	5%	6%
Varies/24-7/other nonspecific answer	—	—
Mean	7.1	7.9
Median.....	6.0	7.0
i. Socializing or eating out with friends		
Hours		
None	17%	18%
Under 5.....	53%	64%
5-9	25%	15%
10-19	5%	3%
20 or more	*	1%
Varies/24-7/other nonspecific answer	—	—
Mean	3.4	2.9
Median.....	3.0	2.0

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n = number of respondents eligible to answer this question

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Note: Brackets [] are used to indicate Associate Leader survey wording that differs from Leader survey wording.

	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-34. What is your current annual salary as pastor, priest, or minister prior [salary at this congregation prior] to taxes, including fringe benefits and allowances, but excluding housing, health insurance, and pension or retirement funds? \$ _____		
None.....*		2%
Less than \$10,000.....*		6%
\$10,000-\$19,999.....4%		12%
\$20,000-\$29,999.....20%		19%
\$30,000-\$39,999.....27%		25%
\$40,000-\$49,999.....20%		14%
\$50,000-\$59,999.....12%		10%
\$60,000-\$69,999.....8%		7%
\$70,000-\$99,999.....7%		5%
\$100,000 or more.....2%		1%
Mean	\$42,791	\$35,987
Median	\$38,000	\$34,700
Q-35. How much money do you pay each month toward your educational debts? (If no educational debt, check here: <input type="checkbox"/>) \$ _____		
No educational debt.....56%		73%
\$0.....14%		16%
\$1-999.....30%		11%
\$1,000 or more.....*		1%
	n=346	n=132
Mean	\$209	\$152
Median	\$167	\$0
Mean/median excluding answers of "\$0"		
	n=219	n=56
Mean	\$303	\$359
Median	\$250	\$220
Q-36. Are you furnished with a parsonage, manse, or rectory (either by your congregation, denomination, or some other organization)?		
Yes.....5%		21%
No.....95%		79%

[continued on next page]

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n = number of respondents eligible to answer this question
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Note: Percentages may not add to 100% due to rounding.
Note: Brackets [] are used to indicate Associate Leader survey wording that differs from Leader survey wording.

Q-36. Are you furnished with a parsonage, manse, or rectory (either by your congregation, denomination, or some other [cont.] organization)?

	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
[If "yes,"] What is the fair rental value? \$ _____ (annual basis)	n=35	n=100
		+
\$1-\$999.....	—	—
\$1,000-\$1,999.....	—	—
\$2,000-\$4,999.....	3%	10%
\$5,000-\$7,499.....	6%	18%
\$7,500-\$9,999.....	3%	28%
\$10,000-\$14,999.....	22%	25%
\$15,000-\$19,999.....	31%	9%
\$20,000 or more	34%	9%
Mean	\$18,829	\$11,506
Median	\$16,000	\$9,600

Q-37. Are you furnished with a housing allowance (either by your congregation, denomination, or some other organization)?

Yes	94%	76%
No.....	6%	24%

[If "yes,"] Amount of housing allowance: \$ _____ (annual basis)	n=686	n=362
\$1-\$999.....	—	*
\$1,000-\$1,999.....	1%	2%
\$2,000-\$4,999.....	*	4%
\$5,000-\$7,499.....	2%	5%
\$7,500-\$9,999.....	1%	4%
\$10,000-\$14,999.....	10%	17%
\$15,000-\$19,999.....	19%	18%
\$20,000 or more.....	68%	50%
Mean	\$24,580	\$19,795
Median	\$23,000	\$19,800

Q-38. Do you currently receive health care benefits? (Check *all* that apply.)

Yes, from my congregation or denomination	◆ 99%	◆ 86%
Yes, from my spouse's employer.....	7%	13%
Yes, from my other employment	*	4%
Yes, from another source	1%	6%
No, but I pay the health care premium myself.....	*	3%
No, I don't have health care benefits	—	1%

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— = zero (0.0); no cases in this category

+ = non-responses of 10% or more on this question (reported percentages for all questions omit non-responses)

n = number of respondents eligible to answer this question

◆ = percentages add to more than 100 because respondents could make more than one response

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	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-39. Does your spouse currently receive health care benefits? (Check <i>all</i> that apply.)	◆	◆
Yes, through my congregation or denomination.....	67%	61%
Yes, through his or her employer.....	21%	31%
Yes, through my other employment.....	*	1%
Yes, through another source	2%	6%
No, we pay the health care premium ourselves	*	2%
No, s/he doesn't have health care benefits.....	4%	3%
No spouse.....	19%	13%
Q-40. Do your children who live at home currently receive health care benefits? (Check <i>all</i> that apply.)	◆	◆
Yes, through my congregation or denomination.....	54%	32%
Yes, through my spouse's employer.....	6%	8%
Yes, through my other employment.....	*	2%
Yes, through another source	1%	3%
No, we pay the health care premium ourselves	*	2%
No, they don't have health care benefits.....	*	1%
No children at home.....	44%	58%
Q-41. Does your congregation or denomination contribute to a retirement plan for you?		
Yes	78%	80%
No.....	13%	19%
Not sure.....	9%	1%
[If "yes,"] What percent of your annual salary? ___%	n=565	n=390
	+	+
Less than 5%	8%	5%
5-9%	6%	6%
10-14%	52%	58%
15-19%	13%	10%
20-29%	5%	7%
30% or more.....	16%	14%
Mean	14.9%	14.9%
Median	12.0%	12.0%

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n = number of respondents eligible to answer this question

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Note: Percentages may not add to 100% due to rounding.

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Q-42. What is the total annual income that you and your family receive from sources other than your income from this congregation?

	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Spouse's salary: \$ _____	+	+
None.....	25%	21%
\$1-\$4,999.....	4%	3%
\$5,000-\$9,999.....	6%	6%
\$10,000-\$19,999.....	9%	11%
\$20,000-\$29,999.....	10%	12%
\$30,000-\$39,999.....	8%	12%
\$40,000-\$49,999.....	13%	12%
\$50,000-\$99,999.....	19%	19%
\$100,000 or more.....	6%	4%
Mean	\$35,922	\$31,573
Median	\$25,000	\$25,000
Mean/median excluding answers of "\$0"		
	n=435	n=297
Mean	\$48,061	\$39,971
Median	\$40,000	\$35,000
Your other employment: \$ _____	+	+
None.....	77%	56%
\$1-\$4,999.....	16%	12%
\$5,000-\$9,999.....	4%	6%
\$10,000-\$19,999.....	1%	6%
\$20,000-\$29,999.....	1%	6%
\$30,000-\$39,999.....	*	2%
\$40,000-\$49,999.....	—	3%
\$50,000-\$99,999.....	1%	7%
\$100,000 or more.....	1%	1%
Mean	\$19,319	\$10,530
Median	\$0	\$0
Mean/median excluding answers of "\$0"		
	n=66	n=95
Mean	\$82,839	\$23,941
Median	\$2,000	\$14,000

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n = number of respondents eligible to answer this question

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Note: Percentages may not add to 100% due to rounding.

Note: Brackets [] are used to indicate Associate Leader survey wording that differs from Leader survey wording.

Q-42. What is the total annual income that you and your family receive from sources other than your income from this [cont.] congregation?

	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Other income (investments, pension or retirement, etc.): \$_____	+	+
None.....	58%	49%
\$1-\$4,999.....	14%	13%
\$5,000-\$9,999.....	7%	6%
\$10,000-\$19,999.....	7%	8%
\$20,000-\$29,999.....	6%	8%
\$30,000-\$39,999.....	2%	5%
\$40,000-\$49,999.....	1%	3%
\$50,000-\$99,999.....	4%	5%
\$100,000 or more.....	2%	2%
Mean	\$9,181	\$12,048
Median	\$0	\$100
Mean/median excluding answers of "\$0"		
	n=140	n=120
Mean	\$21,641	\$23,795
Median	\$9,500	\$14,350

Q-43. Over the past few years, has your financial situation been getting better, worse, or has it stayed the same?

Better.....	39%	40%
Worse.....	23%	23%
Stayed the same.....	37%	36%
Not sure.....	1%	2%

Q-44. How often *during the past year* did you take part in some form of continuing theological education lasting at least a full day?

Never.....	11%	11%
Once or twice	54%	49%
Three to five times	26%	29%
More than five times	10%	11%

Q-45. Have you taken a sabbatical leave from a congregation or ministry organization *in the past ten years*?

Yes	19%	15%
No.....	81%	85%

[continued on next page]

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	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-45. Have you taken a sabbatical leave from a congregation or ministry organization <i>in the past ten years?</i> [cont.]		
[If “yes, ”] How long was your last sabbatical leave? ____ days	n=137	n=73
Up to 30 days.....	12%	10%
31-60 days.....	21%	20%
61-90 days.....	58%	63%
Over 90 days.....	9%	7%
Mean	80	77
Median	90	90
Q-46. Do you regularly take a day off each week?		
Yes	94%	79%
No.....	6%	21%
[If “yes, ”] Which day? _____	n=691	n=380
<i>Coded from written responses:</i>	◆	◆
Sunday	*	1%
Monday	25%	29%
Tuesday.....	1%	2%
Wednesday.....	2%	*
Thursday	8%	4%
Friday	55%	52%
Saturday	13%	18%
Varies.....	3%	2%
Part-time/not applicable.....	—	1%
Q-47. Over the <i>past two years</i> , has there been any conflict in this congregation? (Check only <i>one</i> .)		
No conflict that I’m aware of.....	20%	32%
Some minor conflict.....	58%	51%
Major conflict.....	7%	6%
Major conflict with leaders or people leaving	14%	10%
Don’t know	*	1%
Q-48. What was the conflict about? (Check <i>all</i> that apply. If no conflict, skip to Q-50.)	n=588	n=331
Finances	◆ 34%	◆ 28%
Changes in worship style	25%	21%
Changes in music style.....	16%	16%
Changes in other programs of the congregation	24%	13%
Doctrines	9%	6%
[continued on next page]		

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— = zero (0.0); no cases in this category
+ = non-responses of 10% or more on this question (reported percentages for all questions omit non-responses)
n = number of respondents eligible to answer this question
◆ = percentages add to more than 100 because respondents could make more than one response
Note: Percentages may not add to 100% due to rounding.
Note: Brackets [] are used to indicate Associate Leader survey wording that differs from Leader survey wording.

	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-48. What was the conflict about? (Check <i>all</i> that apply. If no conflict, skip to Q-50.) [cont.]	n=588	n=331
	◆	◆
Pastoral leadership style.....	43%	31%
Lay leadership style	8%	12%
Conflicts between staff and/or clergy	25%	12%
Sexual misconduct	3%	2%
Issues regarding homosexuality	15%	10%
Racial or ethnic issues.....	1%	1%
Women in leadership positions in this congregation	2%	3%
Issues about a new building or renovation of an existing building	27%	21%
Other (specify):_____	13%	13%
<i>Coded from written responses:</i>		
Changes in pastorate/staff/leadership.....	5%	3%
Conflicts between pastor/staff and members/attendees	1%	1%
Conflicts between members/attendees	*	1%
General personality conflicts/interpersonal problems.....	1%	3%
Q-49. How was the conflict handled? (Check <i>all</i> that apply.)	n=588	n=331
	◆	◆
Held congregational meeting(s) to discuss the issue.....	31%	27%
Appointed a special task force or committee to work through the issue.....	34%	15%
A denominational official or committee met with congregational leaders	18%	18%
Worked with a specialized consultant who helps congregations in conflict.....	9%	5%
Used conflict resolution program or resources	8%	8%
No special approach was used other than how the congregation typically makes decisions	48%	49%
Other (specify):_____	6%	4%
<i>Coded from written responses:</i>		
Pastor(s) took care of the conflict	*	3%
General discussion/conversation/mediation/communication (individually or in groups).....	6%	6%
Spiritual/Biblical tactics	1%	1%
Pastoral/staff/lay leader change	1%	4%
Existing group in congregation dealt with issue	2%	4%
People left the congregation.....	*	—
Q-50. Have you met regularly with other ministers or pastoral leaders in a small group for continuing education and support <i>in the past five years</i> ?		
Yes	71%	75%
No → Skip to Q-55	29%	25%

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+ = non-responses of 10% or more on this question (reported percentages for all questions omit non-responses)

n = number of respondents eligible to answer this question

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	PC(USA) Assoc. Pastor Total n=519	PC(USA) Key Leader Total n=362
Q-51. Briefly describe the group (for example, an association or diocese-based ministers' group, a D.Min. colleague group, or an ecumenical clergy group). If more than one group, answer about the group that met <i>most recently</i> .		
	◆	◆
Ecumenical clergy group	14%	23%
Women clergy	11%	2%
Area ministers' group	12%	17%
Support/mentoring, often over meals.....	10%	10%
D.Min./other Seminary-related group.....	13%	4%
Judicatory or denominational clergy.....	30%	24%
Study group (for example, sermon/lectionary group, Bible study).....	6%	14%
Spiritual formation group (for example, prayer group, "lectio divina" group).....	8%	7%
Church ministry group (for example, church planting group)	1%	*
Specialized focus (for example, youth pastors, pastors of small churches).....	12%	6%
Therapeutic or counseling group (for example, Pastoral Care Specialist, Chaplaincy).....	2%	1%
Professional formation group (for example, new ministers group, residency group).....	7%	1%
Sustaining Pastoral Excellence (SPE) group	1%	1%
Minister or colleague group not otherwise specified	9%	15%
Lay minister group.....	*	—
Other	2%	1%

Q-52. How long have you participated in that group? ___ years ___ months

Years	n=519	n=362
Less than 1	4%	6%
1	14%	14%
2	20%	18%
3	18%	13%
4	10%	8%
5-9.....	22%	23%
10-14.....	7%	11%
15-19.....	1%	5%
20 or longer.....	2%	3%
Mean	4.3	5.3
Median	3.0	3.0

Q-53. The group met/meets ___times a year for an *average* of ___ hours per meeting.

Number of times group met/meets per year	n=519	n=362
1-6.....	39%	24%
7-12.....	46%	53%
13 or more.....	15%	24%
Mean	12	16
Median	10	12

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	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-53. The group met/meets ___times a year for an <i>average</i> of ___ hours per meeting. [cont.]	n=519	n=362
Average duration of meeting		
Hours		
1	11%	12%
2	47%	60%
3	11%	12%
4 or more.....	31%	16%
Mean	13.9	6.6
Median	2.0	2.0
Q-54. Which of these statements describe the group? (Check <i>all</i> that apply.)	n=519	n=362
	◆	◆
Members decide who belongs.....	57%	49%
Members decide what the group does.....	69%	67%
A sponsoring organization (such as a judicatory, diocese, or seminary) provides curriculum.....	11%	11%
The group includes persons of different races or ethnicities.....	34%	28%
The group includes persons of different denominations or faith traditions	34%	47%
The group has a trained leader or facilitator	26%	20%
My congregation contributes to the cost of participation in the group	26%	20%
The group's primary focus is sharing personal concerns or struggles	63%	49%
The group's primary focus is engaging in Biblical or theological reflection.....	31%	33%
The group's primary focus is sharing ideas and resources for effective ministry.....	54%	50%
Those I minister to have been positively affected by my participation	66%	68%
Q-55. How important would you say that this congregation's denomination is for the way that it organizes its programs or ministries?		
Great importance.....	38%	38%
Somewhat important	41%	42%
Somewhat unimportant	10%	10%
Of little importance.....	12%	10%
We are not affiliated with a denomination.....	*	—
Q-56. Choose <i>one</i> :		
I make most of the decisions here [The senior leader here makes most of the decisions]; lay members generally follow my lead [follow his or her lead].....	16%	2%
I try to [The senior leader tries to] inspire and encourage lay members to make decisions and take action, although I will [he or she will] take action alone if I believe that [he or she believes] it is needed.....	58%	59%
Lay leaders [here] come up with most of the initiatives in the congregation, although I try [the senior leader tries] to exert a strong influence on their decisions.....	10%	13%
[continued on next page]		

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	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-56. Choose <i>one</i> : [cont.]		
Lay leaders make most of the decisions about the congregation's directions and programs; my role [the senior leader's role] is to empower them to implement their decisions	16%	27%
Q-57. Of the following, which <i>one</i> best describes your opinion of the future directions of this congregation?		
We need to get back to the way we did things in the past	—	*
We are faithfully maintaining past directions	5%	7%
We are currently deciding on new directions.....	36%	37%
We are currently moving in new directions	45%	38%
We need to rethink where we are heading	9%	10%
Our future is very unclear or doubtful	3%	8%
Don't know	1%	1%

Your Health

Q-58. In general, would you say your health is . . .		
Excellent	26%	28%
Very good	47%	40%
Good.....	23%	28%
Fair	4%	4%
Poor.....	—	*
Q-59. During the <i>past four weeks</i> , how much did pain interfere with your normal activities (including both work outside the home and housework)?		
Not at all.....	61%	58%
A little bit	31%	30%
Moderately	5%	10%
Quite a bit.....	2%	2%
Extremely	*	1%
Q-60. During the <i>past four weeks</i> , how much of the time has your <i>physical health or emotional problems</i> interfered with your social activities (like visiting friends or relatives)?		
All of the time	1%	1%
Most of the time	2%	1%
Some of the time	8%	9%
A little of the time.....	26%	22%
None of the time.....	64%	67%

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	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-61. Taking all things together, how would you describe your marriage?		
Very happy.....	49%	52%
Pretty happy	29%	31%
Not too happy.....	4%	4%
Not married.....	19%	13%
Q-62. What is your height? ____ feet ____ inches		
Total height		
Under 5'6".....	24%	18%
5'6" to under 5'9".....	26%	22%
5'9" to under 6'.....	25%	31%
6' to under 6'3".....	19%	23%
6'3" or taller.....	6%	6%
Mean	5'9"	5'9"
Median	5'9"	5'10"
Q-63. What is your weight? ____ pounds		
Pounds		
Less than 125.....	6%	3%
125-149.....	18%	8%
150-174.....	23%	20%
175-199.....	25%	27%
200-224.....	14%	22%
225-249.....	8%	11%
250-274.....	4%	5%
275-299.....	1%	3%
300 or more.....	1%	2%
"None of your business"/refused answer.....	—	*
Mean	178	193
Median	175	189

Your Beliefs

Q-64. Which statement comes closest to your view of the Bible? (Check <i>one</i> only.)		
The Bible is the word of God, to be taken literally word for word.....	3%	5%
The Bible is the word of God, to be interpreted in the light of its historical context and the Church's teachings	43%	36%
The Bible is the word of God, to be interpreted in the light of its historical and cultural context.....	50%	52%
[continued on next page]		

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	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-64. Which statement comes closest to your view of the Bible? (Check <i>one</i> only.) [cont.]		
The Bible is not the word of God, but contains God's word to us.....	4%	6%
The Bible is not the word of God, but is a valuable book.....	*	*
The Bible is an ancient book with little value today.....	—	—
Don't know	*	*
Q-65. Which of the following terms best describes your current stand on theological issues?		
Very conservative	2%	3%
Conservative	27%	23%
Right in the middle.....	29%	33%
Liberal.....	32%	32%
Very liberal	8%	9%
Q-66. Have you ever had a conversion experience or a moment of decisive faith commitment?		
Yes	75%	73%
No.....	21%	23%
Not sure.....	4%	4%
Q-67. Do you agree or disagree with these statements?		
a. All the different religions are equally good ways of helping a person find ultimate truth		
Strongly agree	4%	4%
Agree	14%	15%
Neutral or unsure.....	13%	14%
Disagree	35%	44%
Strongly disagree.....	34%	23%
b. Only followers of Jesus Christ can be saved		
Strongly agree	18%	16%
Agree	21%	21%
Neutral or unsure.....	15%	15%
Disagree	30%	34%
Strongly disagree.....	17%	15%
c. God is directly involved in worldly affairs		
Strongly agree	37%	31%
Agree	48%	51%
Neutral or unsure.....	10%	11%
Disagree	5%	6%
Strongly disagree.....	1%	1%

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		PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-67. Do you agree or disagree with these statements?			
[cont.]			
d. God is angered by human sin			
Strongly agree	26%	25%	
Agree	46%	47%	
Neutral or unsure	12%	9%	
Disagree	12%	14%	
Strongly disagree.....	4%	4%	

Your Experiences in Ministry

Q-68. How satisfied are you with:

a. Your health?			
Extremely delighted	13%	15%	
Somewhat delighted	36%	35%	
A little delighted.....	21%	22%	
Mixed feelings.....	20%	21%	
A little terrible	6%	5%	
Somewhat terrible	3%	2%	
Extremely terrible.....	1%	1%	
b. Your relationships with family or friends?			
Extremely delighted	19%	26%	
Somewhat delighted	44%	42%	
A little delighted.....	19%	17%	
Mixed feelings.....	14%	10%	
A little terrible	3%	4%	
Somewhat terrible	1%	1%	
Extremely terrible.....	*	*	
c. Your life as a whole?			
Extremely delighted	18%	22%	
Somewhat delighted	49%	46%	
A little delighted.....	22%	20%	
Mixed feelings.....	8%	8%	
A little terrible	2%	2%	
Somewhat terrible	1%	1%	
Extremely terrible.....	—	*	

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	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-69. How important is each of the following in your current congregation's acceptance of your leadership?		
a. Being ordained		
Great importance	68%	75%
Somewhat important	30%	18%
Somewhat unimportant	1%	3%
Of little importance	*	3%
b. Having a seminary degree or certificate		
Great importance	73%	71%
Somewhat important	25%	23%
Somewhat unimportant	2%	2%
Of little importance	*	4%
c. Having a clear sense of call from God		
Great importance	67%	68%
Somewhat important	29%	30%
Somewhat unimportant	4%	2%
Of little importance	*	*
d. Being competent in the tasks of ministry, including preaching[, if applicable]		
Great importance	92%	88%
Somewhat important	7%	12%
Somewhat unimportant	*	*
Of little importance	*	—
Q-70. As you think about your experience, how important is each of the following in sustaining your commitment to pastoral ministry?		
a. Feeling that your gifts for ministry are right for the congregation you are serving		
Great importance	88%	85%
Somewhat important	11%	14%
Somewhat unimportant	1%	*
Of little importance	*	—
b. Serving a congregation that offers challenges to your creativity		
Great importance	59%	51%
Somewhat important	36%	43%
Somewhat unimportant	4%	5%
Of little importance	1%	1%

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**PC(USA)
Assoc. Pastor
Total** **PC(USA)
Key Leader
Total**

Q-70. As you think about your experience, how important is each of the following in sustaining your commitment [cont.] to pastoral ministry?

c. Having close relationships with your congregation's members		
Great importance	44%	36%
Somewhat important	46%	50%
Somewhat unimportant	9%	13%
Of little importance	*	1%
d. Financial well-being		
Great importance	28%	15%
Somewhat important	60%	65%
Somewhat unimportant	11%	17%
Of little importance	2%	3%

Q-71. At present, what is your level of satisfaction with . . . ?

a. Housing or living arrangements		
Very satisfied	64%	70%
Somewhat satisfied.....	28%	24%
Somewhat dissatisfied.....	7%	4%
Very dissatisfied.....	1%	2%
b. Your spiritual life		
Very satisfied	18%	26%
Somewhat satisfied.....	63%	59%
Somewhat dissatisfied.....	18%	13%
Very dissatisfied.....	1%	2%
c. Opportunities for continuing theological education		
Very satisfied	35%	36%
Somewhat satisfied.....	48%	47%
Somewhat dissatisfied.....	16%	16%
Very dissatisfied.....	2%	1%
d. Support from your denominational officials, if applicable		
Very satisfied	24%	35%
Somewhat satisfied.....	49%	39%
Somewhat dissatisfied.....	21%	19%
Very dissatisfied.....	6%	7%

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		PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-71. At present, what is your level of satisfaction with . . . ?			
[cont.]			
e.	Relationships with other clergy		
	Very satisfied	35%	33%
	Somewhat satisfied.....	51%	52%
	Somewhat dissatisfied.....	14%	13%
	Very dissatisfied.....	1%	2%
f.	Relationships with lay leaders in this congregation		
	Very satisfied	54%	51%
	Somewhat satisfied.....	42%	45%
	Somewhat dissatisfied.....	4%	3%
	Very dissatisfied.....	*	*
g.	Relationships with other pastors in this congregation, if applicable		
	Very satisfied	53%	43%
	Somewhat satisfied.....	40%	46%
	Somewhat dissatisfied.....	6%	8%
	Very dissatisfied.....	2%	4%
h.	Your salary and benefits		
	Very satisfied	36%	35%
	Somewhat satisfied.....	48%	51%
	Somewhat dissatisfied.....	14%	12%
	Very dissatisfied.....	2%	2%
i.	Your family life, if applicable		
	Very satisfied	57%	55%
	Somewhat satisfied.....	35%	38%
	Somewhat dissatisfied.....	7%	7%
	Very dissatisfied.....	1%	1%
j.	Your personal life		
	Very satisfied	41%	44%
	Somewhat satisfied.....	47%	45%
	Somewhat dissatisfied.....	11%	11%
	Very dissatisfied.....	2%	*

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		PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-71. At present, what is your level of satisfaction with . . .?			
[cont.]			
k. Your work in ministry			
	Very satisfied	37%	47%
	Somewhat satisfied.....	53%	45%
	Somewhat dissatisfied.....	9%	7%
	Very dissatisfied.....	1%	1%
l. Your overall effectiveness as a pastoral leader in this particular congregation			
	Very satisfied	40%	34%
	Somewhat satisfied.....	52%	55%
	Somewhat dissatisfied.....	8%	10%
	Very dissatisfied.....	*	1%
m. Relationship with the senior leader (pastor, priest, minister) here			
	Very satisfied	52%	—
	Somewhat satisfied.....	30%	—
	Somewhat dissatisfied.....	11%	—
	Very dissatisfied.....	7%	—
Q-72. How important are the following problems to you personally on a day-to-day basis?			
a. Lack of agreement between the congregation and me over what my role as a pastor here is			
	Great problem.....	2%	3%
	Somewhat a problem.....	11%	10%
	Very little problem	39%	42%
	No problem	48%	46%
b. Difficulty of having a private life apart from my ministerial role			
	Great problem.....	7%	4%
	Somewhat a problem.....	31%	25%
	Very little problem	40%	42%
	No problem	22%	29%
c. Finding time for recreation, relaxation, or personal reflection			
	Great problem.....	13%	11%
	Somewhat a problem.....	51%	40%
	Very little problem	26%	33%
	No problem	10%	16%

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	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-72. How important are the following problems to you personally on a day-to-day basis?		
[cont.]		
d. Relationships with the congregation's staff, if applicable		+
Great problem.....	4%	1%
Somewhat a problem.....	15%	8%
Very little problem.....	39%	40%
No problem.....	42%	50%
 Q-73. During the past year, how often . . .		
a. Have you experienced stress because of the challenges you face in this congregation?		
Very often.....	17%	11%
Fairly often.....	37%	27%
Once in a while.....	44%	55%
Never.....	2%	6%
b. Have you felt lonely and isolated in your work?		
Very often.....	8%	6%
Fairly often.....	19%	17%
Once in a while.....	56%	57%
Never.....	17%	19%
c. Have you felt that your work in this congregation did not permit you to devote adequate time to your children?		
Very often.....	2%	3%
Fairly often.....	14%	7%
Once in a while.....	37%	31%
Never.....	12%	24%
Not applicable.....	35%	35%
d. Has your spouse voiced resentment over the amount of time that your ministry takes up?		
Very often.....	3%	2%
Fairly often.....	15%	9%
Once in a while.....	46%	46%
Never.....	17%	29%
Not applicable.....	19%	13%

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Q-73. During the past year, how often . . .
[cont.]

e. Has your spouse voiced resentment over the financial situation in which you find yourselves by being in pastoral ministry?		
Very often	2%	2%
Fairly often	8%	6%
Once in a while.....	23%	25%
Never.....	48%	54%
Not applicable	20%	13%

Q-74. During the past year, how often have you . . .

a. Doubted that you are called by God to the ministry?		
Very often	1%	1%
Fairly often	3%	1%
Once in a while.....	29%	28%
Never.....	67%	70%
b. Seriously thought of leaving your current position to become a pastor elsewhere?		
Very often	13%	4%
Fairly often	16%	11%
Once in a while.....	37%	36%
Never.....	34%	49%
c. Seriously thought of leaving pastoral ministry in a congregation to enter another type of ministry position?		
Very often	4%	3%
Fairly often	7%	5%
Once in a while.....	41%	32%
Never.....	47%	61%
d. Seriously thought of leaving pastoral ministry to enter a secular occupation?		
Very often	4%	2%
Fairly often	5%	2%
Once in a while.....	31%	25%
Never.....	61%	70%

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		PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-74. During the past year, how often have you . . .			
[cont.]			
e.	Experienced stress as a result of dealing with members here who are critical of your work?		
	Very often	3%	3%
	Fairly often	9%	11%
	Once in a while.....	59%	56%
	Never.....	29%	30%
f.	Experienced stress as a result of dealing with the other pastor(s) here, if applicable [with pastors here other than the senior leader, if applicable]?		
	Very often	1%	*
	Fairly often	7%	4%
	Once in a while.....	36%	25%
	Never.....	55%	71%
g.	Experienced stress as a result of dealing with the senior pastor, priest, or leader here?		
	Very often	13%	—
	Fairly often	13%	—
	Once in a while.....	45%	—
	Never.....	29%	—
h.	Experienced stress because the senior leader here was critical of your work?		
	Very often	3%	—
	Fairly often	6%	—
	Once in a while.....	28%	—
	Never.....	63%	—
Q-75. During the past year, how often have people in your congregation . . .			
a.	Made you feel loved and cared for?		
	Very often	51%	48%
	Fairly often	38%	38%
	Once in a while.....	11%	14%
	Never.....	*	*
b.	Listened to you talk about your private problems and concerns?		
	Very often	6%	6%
	Fairly often	16%	16%
	Once in a while.....	60%	60%
	Never.....	17%	17%

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	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-75. During the <i>past year</i>, how often have people in your congregation . . .		
[cont.]		
c. Made too many demands on you?		
Very often	6%	4%
Fairly often	19%	12%
Once in a while.....	62%	59%
Never.....	13%	26%
d. Expressed interest in and concern about your well-being?		
Very often	32%	25%
Fairly often.....	41%	44%
Once in a while.....	25%	28%
Never.....	3%	2%

Q-75a. During the *past year*, how often has the senior pastor, priest, or leader here...

a. Made you feel loved and cared for?		
Very often	25%	—
Fairly often.....	35%	—
Once in a while.....	32%	—
Never.....	9%	—
b. Listened to you talk about your private problems and concerns?		
Very often	13%	—
Fairly often.....	28%	—
Once in a while.....	46%	—
Never.....	13%	—
c. Made too many demands on you?		
Very often	6%	—
Fairly often.....	15%	—
Once in a while.....	48%	—
Never.....	31%	—
d. Expressed interest in and concern about your well-being?		
Very often	21%	—
Fairly often.....	37%	—
Once in a while.....	34%	—
Never.....	8%	—

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		PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-76. Do you agree or disagree with each of these statements?			
a. I have enthusiasm for my work			
Strongly agree	56%	56%	56%
Somewhat agree	38%	39%	39%
Neutral or unsure.....	4%	3%	3%
Somewhat disagree.....	2%	1%	1%
Strongly disagree.....	*	*	*
b. This congregation is always ready to try something new			
Strongly agree	11%	11%	11%
Somewhat agree	44%	46%	46%
Neutral or unsure.....	17%	22%	22%
Somewhat disagree.....	24%	16%	16%
Strongly disagree.....	4%	4%	4%
c. I could be just as happy in some other congregation, it wouldn't have to be this one			
Strongly agree	13%	17%	17%
Somewhat agree	32%	33%	33%
Neutral or unsure.....	27%	27%	27%
Somewhat disagree.....	21%	16%	16%
Strongly disagree.....	8%	7%	7%
d. I feel drained in fulfilling my functions in this congregation			
Strongly agree	7%	6%	6%
Somewhat agree	32%	23%	23%
Neutral or unsure.....	16%	14%	14%
Somewhat disagree.....	29%	31%	31%
Strongly disagree.....	16%	26%	26%
e. I am less patient with people in this congregation than I used to be			
Strongly agree	3%	3%	3%
Somewhat agree	16%	14%	14%
Neutral or unsure.....	15%	12%	12%
Somewhat disagree.....	35%	33%	33%
Strongly disagree.....	31%	38%	38%

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		PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-76. Do you agree or disagree with each of these statements?			
[cont.]			
f.	In general, there is a good match between this congregation and my leadership		
	Strongly agree	50%	48%
	Somewhat agree	39%	39%
	Neutral or unsure.....	7%	10%
	Somewhat disagree.....	2%	2%
	Strongly disagree.....	1%	1%
g.	In general, there is a good match between my leadership and other pastors here (if applicable) [my leadership and the senior pastor, priest, or leader here]		
	Strongly agree	45%	35%
	Somewhat agree	31%	36%
	Neutral or unsure.....	8%	17%
	Somewhat disagree.....	10%	7%
	Strongly disagree.....	7%	6%
h.	I feel negative or cynical about the people with whom I work		
	Strongly agree	3%	1%
	Somewhat agree	15%	6%
	Neutral or unsure.....	12%	7%
	Somewhat disagree.....	30%	26%
	Strongly disagree.....	40%	60%
i.	I find myself frustrated in my attempts to accomplish tasks that are important to me		
	Strongly agree	5%	4%
	Somewhat agree	31%	31%
	Neutral or unsure.....	16%	13%
	Somewhat disagree.....	30%	28%
	Strongly disagree.....	18%	24%
j.	Members of this congregation have a sense of excitement about the congregation's future		
	Strongly agree	29%	20%
	Somewhat agree	47%	42%
	Neutral or unsure.....	13%	18%
	Somewhat disagree.....	9%	15%
	Strongly disagree.....	2%	5%

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		PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-76. Do you agree or disagree with each of these statements?			
[cont.]			
k. I have accomplished many worthwhile things in my ministry here			
	Strongly agree	51%	34%
	Somewhat agree	40%	46%
	Neutral or unsure.....	7%	16%
	Somewhat disagree.....	1%	4%
	Strongly disagree.....	*	*
 Q-77. The following questions are about how you feel and how things have been with you <i>during the past four weeks</i>. For each question, please give the one answer that comes closest to the way you have been feeling. How much of the time during the past four weeks . . .			
a. Have you felt calm and peaceful?			
	All of the time	2%	2%
	Most of the time	40%	54%
	Some of the time	44%	33%
	A little of the time	13%	9%
	None of the time.....	1%	1%
b. Did you have a lot of energy?			
	All of the time	3%	4%
	Most of the time	48%	54%
	Some of the time	36%	32%
	A little of the time	12%	8%
	None of the time.....	1%	2%
c. Have you felt downhearted and depressed?			
	All of the time	*	1%
	Most of the time	4%	4%
	Some of the time	27%	25%
	A little of the time	45%	44%
	None of the time.....	23%	27%
d. Did you feel worn out?			
	All of the time	1%	2%
	Most of the time	16%	8%
	Some of the time	37%	31%
	A little of the time	40%	47%
	None of the time.....	7%	12%

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Q-77. The following questions are about how you feel and how things have been with you *during the past four weeks*. For each question, please give the one answer that comes closest to the way you have been feeling. How much of the time during the past four weeks . . .

e. Have you been happy?

All of the time	5%	10%
Most of the time	65%	69%
Some of the time	24%	16%
A little of the time	4%	4%
None of the time.....	*	1%

Q-78. How often do the following statements accurately describe you as a pastoral leader in this congregation?

a. I see this congregation's potential to contribute to society

All of the time	35%	31%
Most of the time	51%	50%
Some of the time	12%	16%
A little of the time	2%	2%
None of the time.....	—	*

b. I am in touch with what's happening here

All of the time	23%	18%
Most of the time	67%	71%
Some of the time	9%	11%
A little of the time	1%	*
None of the time.....	—	—

c. I sacrifice my own interests to meet the needs of people here

All of the time	5%	5%
Most of the time	30%	29%
Some of the time	52%	51%
A little of the time	12%	13%
None of the time.....	*	1%

d. I am good at convincing others to do things here

All of the time	3%	3%
Most of the time	44%	42%
Some of the time	43%	46%
A little of the time	10%	9%
None of the time.....	*	*

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		PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-78. How often do the following statements accurately describe you as a pastoral leader in this congregation?			
[cont.]			
e. I seem to know what is going to happen here			
	All of the time	9%	5%
	Most of the time	54%	56%
	Some of the time	30%	32%
	A little of the time	6%	6%
	None of the time.....	*	1%
f. I am talented at helping others to heal emotionally			
	All of the time	8%	8%
	Most of the time	51%	51%
	Some of the time	35%	35%
	A little of the time	6%	5%
	None of the time.....	*	—
g. I put the congregation's best interests ahead of my own			
	All of the time	7%	8%
	Most of the time	45%	51%
	Some of the time	38%	33%
	A little of the time	10%	8%
	None of the time.....	1%	1%
h. I am gifted when it comes to persuading others			
	All of the time	4%	4%
	Most of the time	38%	37%
	Some of the time	45%	45%
	A little of the time	12%	13%
	None of the time.....	*	*
i. I am good at helping others with their emotional issues			
	All of the time	8%	9%
	Most of the time	56%	54%
	Some of the time	30%	33%
	A little of the time	5%	4%
	None of the time.....	*	—

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		PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-78. How often do the following statements accurately describe you as a pastoral leader in this congregation?			
[cont.]			
j. I believe this congregation needs to function as a community			
	All of the time	51%	52%
	Most of the time	37%	37%
	Some of the time	8%	9%
	A little of the time	3%	2%
	None of the time.....	1%	*

Q-79. How often do the following statements accurately describe you?

a. I help people here to think about old problems in new ways			
	All of the time	5%	5%
	Most of the time	46%	57%
	Some of the time	44%	33%
	A little of the time	4%	4%
	None of the time.....	*	*
b. I tend to allow people here to do pretty much what they want			
	All of the time	1%	2%
	Most of the time	19%	34%
	Some of the time	50%	46%
	A little of the time	30%	18%
	None of the time.....	1%	*
c. I help people here learn and grow as individuals			
	All of the time	13%	12%
	Most of the time	68%	65%
	Some of the time	18%	21%
	A little of the time	1%	2%
	None of the time.....	—	—
d. People have complete faith in me as their leader here			
	All of the time	10%	8%
	Most of the time	70%	68%
	Some of the time	18%	22%
	A little of the time	2%	2%
	None of the time.....	*	—

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		PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-79. How often do the following statements accurately describe you?			
[cont.]			
e. I provide appealing ideas about what we can do here			
	All of the time	8%	8%
	Most of the time	64%	56%
	Some of the time	26%	32%
	A little of the time	2%	4%
	None of the time.....	*	—
f. I encourage people here to think in new ways about puzzling things			
	All of the time	11%	11%
	Most of the time	50%	57%
	Some of the time	35%	28%
	A little of the time	3%	4%
	None of the time.....	1%	—
g. As long as things are working here, I don't try to change things			
	All of the time	2%	2%
	Most of the time	21%	28%
	Some of the time	43%	39%
	A little of the time	30%	27%
	None of the time.....	5%	4%
h. I make people here feel good to be around me			
	All of the time	11%	8%
	Most of the time	69%	68%
	Some of the time	18%	22%
	A little of the time	2%	2%
	None of the time.....	—	*
i. I help others find meaning in their involvement here			
	All of the time	10%	8%
	Most of the time	70%	67%
	Some of the time	18%	22%
	A little of the time	2%	2%
	None of the time.....	—	—

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		PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-79. How often do the following statements accurately describe you?			
[cont.]			
j. I give personal attention to those who seem less involved here			
	All of the time	4%	4%
	Most of the time	29%	30%
	Some of the time	52%	53%
	A little of the time	15%	13%
	None of the time.....	*	—
 Q-80. In the past year, how often have you . . .			
a. Used the Internet?			
	Daily.....	98%	88%
	At least weekly.....	2%	9%
	Less often	1%	2%
	Never.....	—	1%
b. Sent or received emails?			
	Daily.....	99%	90%
	At least weekly.....	1%	7%
	Less often	—	2%
	Never.....	*	1%
c. Used the Internet for religious or spiritual purposes (including sermon preparation)?			
	Daily.....	60%	41%
	At least weekly.....	31%	39%
	Less often	9%	16%
	Never.....	*	4%
d. Sent email to individual worshipers here?			
	Daily.....	83%	40%
	At least weekly.....	15%	39%
	Less often	1%	17%
	Never.....	*	4%
e. Received email from a worshiper here?			
	Daily.....	83%	40%
	At least weekly.....	15%	39%
	Less often	2%	18%
	Never.....	—	3%

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	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-80. <i>In the past year</i> , how often have you . . .		
[cont.]		
f. Participated in a listserv or online group related to this congregation?		
Daily.....	23%	4%
At least weekly.....	23%	9%
Less often.....	26%	18%
Never.....	28%	68%
g. Conducted any congregational business by email?		
Daily.....	67%	22%
At least weekly.....	24%	42%
Less often.....	7%	29%
Never.....	1%	7%
h. Used email to plan an event for this congregation?		
Daily.....	56%	13%
At least weekly.....	34%	29%
Less often.....	10%	39%
Never.....	1%	18%
i. Forwarded an email with spiritual or religious content to a member here?		
Daily.....	28%	7%
At least weekly.....	23%	23%
Less often.....	35%	48%
Never.....	14%	22%
j. Maintained a blog related to your ministry?		
Daily.....	4%	2%
At least weekly.....	8%	3%
Less often.....	17%	7%
Never.....	71%	88%

About You

Q-81. What is the ZIP code where you currently live? _____

[Not tabulated]

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	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-82. How long does it usually take you to get to the congregation where you serve?		
Minutes		
1-5.....	28%	40%
6-10.....	26%	17%
11-15.....	24%	14%
16-20.....	11%	8%
21-30.....	7%	7%
More than 30.....	4%	14%
Q-83. Are you:		
Male.....	51%	70%
Female.....	49%	30%
Q-84. What is your race or origin? (Check <i>all</i> that apply.)		
Asian or Pacific Islander.....	4% ♦	1% ♦
Black or African American.....	1%	2%
Hispanic, Latino, or Spanish origin.....	1%	1%
Indian (American) or Alaska Native.....	1%	1%
White or Caucasian.....	94%	95%
Some other race (please specify):.....*	*	1%
Q-85. Would you describe yourself as Hispanic or Latino/a?		
Yes.....	1%	2%
No.....	99%	98%
Q-86. In what year were you born? 19 ____		
Age: (years)		
Under 30.....	6%	2%
30-39.....	36%	7%
40-49.....	22%	17%
50-59.....	23%	43%
60-69.....	14%	26%
70 or older.....	1%	5%
Mean.....	45	55
Median.....	43	56

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	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-87. Which of the following best describes your current marital status? (Check only <i>one</i> .)		
Never married → Skip to Q-90.....	12%	6%
In first marriage.....	73%	64%
Divorced or separated → Skip to Q-90.....	6%	6%
Widowed → Skip to Q-90.....	1%	2%
Remarried after death of spouse.....	1%	2%
Remarried after divorce.....	6%	20%
In a committed relationship.....	1%	1%
Q-88. If currently married or in a committed relationship, what is your spouse or partner's employment status?	n=593	n=414
	◆	◆
Employed or self-employed full-time.....	51%	54%
Employed or self-employed part-time.....	26%	21%
Student.....	5%	*
Homemaker.....	14%	11%
Retired.....	5%	11%
Other (specify):.....	*	1%
<i>Coded from written responses:</i>		
Unemployed.....	2%	1%
Disabled.....	1%	1%
Q-89. Is your spouse or partner an ordained minister?	n=593	n=414
Yes, and serves in <i>this</i> congregation.....	4%	2%
Yes, but serves elsewhere.....	12%	11%
No.....	80%	81%
No, but he/she is a lay minister or pastoral leader.....	4%	5%
<i>Coded from written responses:</i>		
Yes, but he/she is retired.....	—	1%
Q-90. How many people in your household (including you) are:		
Respondents with at least one household member:	◆	◆
Less than 6 years old.....	28%	8%
6 to 12 years old.....	21%	12%
13 to 18 years old.....	15%	18%
19 to 24 years old.....	11%	15%
25 years old or older.....	95%	98%

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	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-91. How many people in your household (including you) participate in this congregation?		
Respondents with at least one household member who participates in this congregation:	◆	◆
Less than 6 years old.....	27%	8%
6 to 12 years old.....	20%	11%
13 to 18 years old.....	14%	15%
19 to 24 years old.....	7%	10%
25 years old or older	98%	98%
Q-92. How many children of any age do you have, whether they live at home or elsewhere? Please write the number: ____		
None.....	27%	13%
One.....	18%	10%
Two	35%	41%
Three	15%	23%
Four or more	5%	13%
Mean	1.6	2.2
Median	2.0	2.0
Q-93. How many of your children of any age <i>live at home</i> with you? Please write the number: _____		
None.....	46%	61%
One.....	22%	17%
Two	24%	15%
Three	7%	4%
Four or more	2%	2%
Mean	1.0	0.7
Median	1.0	0.0
Q-94. What is the highest educational level you have completed apart from your theological education?		
No formal schooling	—	*
Primary school through 8th grade (K-8).....	—	—
Some high school.....	—	—
Completed high school	1%	1%
Trade certificate	—	1%
Associate degree	*	1%
Bachelor's degree from a university or college	68%	56%
Master's, Doctorate, or other graduate degree.....	31%	41%

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	PC(USA) Assoc. Pastor Total	PC(USA) Key Leader Total
Q-95. Where were you born?		
In the United States.....	94%	96%
In another English-speaking country	2%	2%
In a non-English speaking country.....	5%	2%
Q-96. Where were your parents born?		
Both born in the United States	91%	93%
Only father born in the United States.....	2%	2%
Only mother born in the United States.....	2%	1%
Both father and mother born in another country	6%	4%
Q-97. Where did you live when you were 5 years old?		
In the United States.....	94%	95%
In another country	6%	5%
Q-98. When you were 5 years old, was English your primary language?		
Yes	96%	97%
No.....	4%	3%
Q-99. Please use the space below or another sheet to write any other comments, then <i>continue on the back</i> .		
[Not tabulated]		

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