

I. Your Congregation's Location and Building

1. In what year was your congregation officially founded? Median: 1892 Minimum: 1637 Maximum: 2000

2. In what year did your congregation begin worshiping in its current sanctuary? Median: 1944 Minimum: 1672 Maximum: 2000

3. How would you describe the place where your congregation's primary worship building is located?

- 5.6% Rural or open country
- 30.1 Town or village of less than 10,000
- 25.7 In or around a **city** of 10,000 - 49,999
- 16.9 In or around a **city** of 50,000-249,999
- 21.6 In or around a **city** of 250,000+

A. If in or around a city, is your building located:

- 29.9% Downtown or in the inner city
- 32.6 In another part of the city (e.g. older residential area)
- 24.4 In an older *suburb* around the city
- 13.1 In a newer *suburb* around the city

B. If in or around a city, is your building located:

- 40.1% In a residential area
- 54.7 In a mixed residential and commercial/industrial area
- 5.2 In a commercial or industrial area

4. How adequate are the following for the **current needs** of your congregation?

	<u>Much More Than We Need</u>	<u>Slightly More Than We Need</u>	<u>Just About Right</u>	<u>Slightly Less Than We Need</u>	<u>Much Less Than We Need</u>
A. Your worship space	11.4%	23.5	41.0	15.4	8.7
B. Your educational space	5.2%	8.9	31.7	29.7	24.4
C. Your fellowship space	3.2%	5.8	50.7	21.0	19.3
D. Space for parking	3.3%	6.2	33.8	25.5	31.2

5. What is the total seating capacity of your sanctuary? Median: 180 Minimum: 30 Maximum: 1,100

6. How would you describe the overall physical condition of your congregation's building(s)?

- 26.7% Excellent
- 44.7 Good
- 22.1 Needs improvement
- 6.5 In serious need of improvement & repair

7. How many congregations use your building space for worship? One: 87.9% Two or more: 12.1%

II. Congregational Worship

1A&B. How many worship services does your congregation have on each of the following days/times on a typical weekend? (Attendance figures for all churches reporting attendance for that day/time in parentheses)

	<u>None</u>	<u>One</u>	<u>Two</u>	<u>Three+</u>	(Mean attendance)	(Highest attend.)
Friday	92.0%	7.9	0.1	0.0	(14)	(225)
Saturday	89.3%	10.5	0.3	0.0	(29)	(200)
Sunday A.M.	0.7%	32.8	54.5	12.0	(129)	(1,450)
Sunday P.M.	91.7%	8.1	0.7	0.0	(65)	(900)
Total	0.0%	30.1	45.6	24.2	(138)	(1,670)

1C. If you typically hold more than one service on the weekend, are these services:

- 32.7% Very similar in style (other than the language used)
- 46.3 One or more is *somewhat different* in style from the rest
- 20.9 One or more is very different in style from the rest

2. Please list all the languages in which your congregation conducts worship services on a typical weekend:

99.9% English (Note: sums to more than 100% due to multiple languages mentioned by some churches)
 1.5 Spanish
 0.7 Sign Language
 2.2 Other

3. About how full is your place of worship at the service with the largest attendance?

6.0% Less than 20%
 20.6 21 to 40%
 23.5 41 to 60%
 23.4 61 to 80%
 20.2 More than 80%
 6.3 Completely full, with some people standing

4. How well do the following describe your worship service with the largest attendance? (✓ one on each line)

	<u>Very Well</u>	<u>Quite Well</u>	<u>Some-What</u>	<u>Slightly</u>	<u>Not At All</u>
A. It is reverent	38.2%	49.5	11.8	0.4	0.0
B. It is joyful	30.0%	45.8	20.7	2.8	0.6
C. It is friendly	45.7%	41.2	11.9	1.2	0.0
D. It is informal	7.4%	18.9	40.3	23.6	9.8
E. It is exciting	9.4%	30.3	39.0	16.5	4.9
F. It includes formal liturgy	54.0%	39.9	4.7	1.2	0.3
G. It is innovative	6.9%	13.6	35.7	32.8	11.1
H. It is predictable	21.0%	46.4	26.4	5.2	0.9
I. It has a sense of expectancy	10.4%	37.2	35.9	12.7	3.9
J. It has a sense of God's presence	52.3%	40.0	6.8	0.8	0.1
K. It uses gender neutral or inclusive language	9.4%	21.2	31.4	19.7	18.4

5. How often does the sermon or homily in your worship service(s) **focus** on: (✓ one on each line)

	<u>Always</u>	<u>Often</u>	<u>Sometimes</u>	<u>Seldom</u>	<u>Never</u>
A. God's love and care	44.8%	52.3	2.3	0.7	0.0
B. Practical advice for daily living	10.5%	46.1	36.1	6.7	0.6
C. Personal spiritual growth	17.0%	65.5	16.3	0.9	0.4
D. Social justice or social action	2.5%	24.9	53.4	17.6	1.5
E. The mystery of God	15.2%	46.6	32.3	5.5	0.4
F. Personal Salvation	8.2%	31.2	37.6	19.8	3.2
G. Struggling with faith and belief	9.3%	54.7	30.6	5.0	0.4
H. Living a moral life	7.6%	38.9	43.2	9.4	0.9
I. Stewardship of time and money	1.2%	21.7	53.5	21.9	1.6

6. How often does the sermon or homily include **a lot of**: (✓ one on each line)

	<u>Always</u>	<u>Often</u>	<u>Sometimes</u>	<u>Seldom</u>	<u>Never</u>
A. Personal stories or first-hand experiences	12.8%	57.4	24.7	4.7	0.3
B. Literary or scholarly references	3.8%	33.4	44.3	16.7	1.7
C. Illustrations from contemporary media (e.g., magazines, newspapers, television, movies, etc.)	5.1%	41.0	43.0	10.1	0.9
D. Detailed explanations of scripture or doctrine	13.3%	37.9	34.2	13.9	0.6

7. How often are the following included as part of your congregation's worship service(s)? (✓ one on each line)

	<u>Always</u>	<u>Often</u>	<u>Sometimes</u>	<u>Seldom</u>	<u>Never</u>
A. Reading/recitation of creeds or statements of faith	90.7%	6.8	1.5	0.6	0.4
B. A time for members to testify about their faith	2.1%	2.4	16.6	42.5	36.3
C. A time in worship for people to greet each other	89.0%	7.0	0.9	1.7	1.3
D. The use of visual projection equipment	1.7%	1.1	2.8	17.4	77.1
E. The use of incense or candles	73.1%	8.5	9.3	6.9	2.2

F. Dance or drama	0.6%	1.8	17.1	43.0	37.5
G. Kneeling by the congregation	70.7%	16.4	6.8	3.1	3.0

8. How often are the following used in your congregation's worship service(s)? (✓ one on each line)

	<u>Always</u>	<u>Often</u>	<u>Sometimes</u>	<u>Seldom</u>	<u>Never</u>
A. Organ and/or piano	76.2%	17.4	1.5	2.4	2.5
B. Electronic keyboard or synthesizer	9.1%	8.5	13.0	21.2	48.3
C. Electric guitar or bass	3.3%	4.9	7.5	17.9	66.5
D. Non-electronic string or wind instruments	4.1%	15.1	40.7	23.2	16.9
E. Drums or other percussion instruments	2.8%	2.7	16.1	25.2	53.2
F. Recorded music (tapes, cd's, etc.)	1.5%	1.5	11.3	24.4	63.3

9. When visitors attend worship services at your church, *about* how many members usually welcome them?

46.3%	More than five
40.6	Three to five
12.9	One or two
0.1	None

10. In comparison to the style of your congregation's primary worship service 5 years ago, would you say the style of your current primary worship service: [Skip if your church is less than 5 years old]

31.5%	Is basically the same
39.2	Changed a little
20.8	Changed more than a little
8.6	Changed a lot

11. How well does each of the following statements describe your congregation? (✓ one on each line)

	<u>Very Well</u>	<u>Quite Well</u>	<u>Some-What</u>	<u>Slightly</u>	<u>Not At All</u>
A. Our congregation is like a close-knit family	19.9%	41.9	33.0	4.6	0.6
B. Our congregation is spiritually vital and alive	16.6%	49.2	29.1	4.6	0.5
C. Our congregation is working for social justice	5.5%	18.4	42.4	28.4	5.3
D. Our congregation helps members deepen their relationship with God	17.1%	47.6	30.1	4.4	0.7
E. We are trying to increase our racial/ethnic diversity	9.8%	19.0	30.9	24.6	15.7
F. Our congregation celebrates its Episcopal heritage	35.9%	42.6	17.6	3.5	0.3
G. We are a moral beacon in our community	10.9%	33.4	35.3	17.2	3.2
H. We welcome new ways of doing worship and ministry	8.2%	23.5	42.0	22.5	3.8
I. Disagreements and conflicts are dealt with openly here	10.8%	42.7	35.1	9.7	1.7
J. Our worship services are inspirational and uplifting	28.2%	51.7	17.7	1.6	0.9
K. Our congregation has a strong racial/ethnic or national identity it is trying to preserve	2.3%	6.8	9.5	20.8	60.5
L. Members are excited about the future of our church	28.9%	35.7	26.6	6.8	2.1
M. New members are incorporated easily into the life of our congregation	18.3%	46.4	29.9	4.8	0.6
N. We have a clear sense of mission and purpose	17.5%	39.7	31.9	9.5	1.4
O. Our congregation provides many opportunities for members to learn about their faith	15.6%	40.2	33.3	9.6	1.4
P. Our programs and activities are well-organized	11.6%	49.9	31.1	6.8	0.6
Q. The community around the church is well-informed about activities taking place in our congregation	7.1%	23.1	40.4	24.9	4.5

12. How important are the following sources of authority in the worship and teaching of your congregation?
(✓ one on each line)

	<i>Absolutely Foundational</i>	<i>Very Important</i>	<i>Somewhat Important</i>	<i>Little or no Importance</i>
A. The Bible	53.9%	42.7	3.4	0.0
B. Historic creeds, doctrines & tradition	37.9%	49.2	12.5	0.4
C. Revelation of the Holy Spirit	26.0%	42.4	26.8	4.8
D. Human reason	18.3%	57.0	22.3	2.4
E. Personal intuition or enlightenment	8.4%	40.1	39.9	11.7

F. Now please write the letter of the **one** source of authority that is **most important** in your congregation's worship and teaching (as difficult a choice as this may be) in this box:



- 61.1% A. The Bible
 24.2 B. Historic creeds, doctrines & tradition
 6.3 C. Revelation of the Holy Spirit
 6.2 D. Human reason
 2.2 E. Personal intuition or enlightenment

III. Your Congregation's Participants

1. Approximately how many persons would you say are associated **in any way** with the religious life of this congregation — counting both adults and children, counting both regular and irregular participants, counting both official or registered members and also participating nonmembers?

Median: 200 Mean: 339 Minimum: 4 Maximum: 10,000

2. Approximately how many persons — both adults and children — would you say **regularly participate** in the religious life of your congregation — *whether or not* they are officially members of your congregation?

A. Number of **regularly participating** adults (18 and over): Median: 100 Minimum: 2 Maximum: 5,000
 B. Number of **regularly participating** children and teens: Median: 25 Minimum: 1 Maximum: 3,000

3. Since 1995, has the above number of **regularly participating adults**: (✓ one)

35.2% Increased 10% or more
 16.5 Increased 5% to 9%
 29.7 Stayed about the same
 9.1 Decreased 5% to 9%
 9.6 Decreased 10% or more

4. Of your total number of **regularly participating adults**, what percent would you estimate are:

	<i>None</i>	<i>Hardly Any 1-10%</i>	<i>Few 11-20%</i>	<i>Some 21-40%</i>	<i>Many 41-60%</i>	<i>Most 61-80%</i>	<i>All or Nearly All 81-100%</i>
A. Female	0.0%	0.5	0.1	2.2	68.6	26.1	2.5
B. Not high school graduates	19.9%	52.9	15.2	8.0	1.5	0.8	1.6
C. College graduates	0.2%	2.6	6.7	21.4	27.9	28.6	12.6
D. Age 35 or younger	1.9%	15.7	28.1	35.7	13.8	3.7	1.1
E. Over 60 years old	0.0%	3.5	15.2	33.5	30.1	14.8	3.0
F. Married	0.0%	0.0	1.3	16.9	36.8	37.7	7.2
G. Life-long Episcopalians	0.1%	4.1	22.6	42.0	23.6	6.3	1.3
H. New to our congregation in the last five years	0.7%	15.1	31.2	35.1	14.4	2.6	0.8
I. Living in the immediate area around our church building	3.1%	23.5	23.4	21.1	14.4	11.2	3.4
J. Commuting more than 15 minutes to get to worship	0.9%	15.5	28.7	30.9	14.5	7.9	1.6
K. Currently holding volunteer leadership roles in our church	0.7%	3.9	24.6	42.3	21.0	6.6	0.9
L. In households with incomes below \$20,000	10.0%	52.9	26.0	7.4	2.1	1.2	0.4

M. In households with incomes above \$75,000	2.6%	20.7	23.3	23.3	17.2	11.2	1.6
N. In households with children under 18 present	2.1%	17.5	26.7	34.0	16.0	3.6	0.1

5. Of your total number of **regularly participating adults**, how many would you estimate are:

(**Note:** figures below indicate the percentage of Episcopal churches indicating that 70% or more of their regularly participating adults are members of the following racial/ethnic groups. Churches with less than 70% of participants from a single racial/ethnic group are considered multiracial)

0.3%	American Indian/Alaska Native
0.6	Asian
2.5	Black or African American
0.3	Hispanic or Latino/a
89.1	White
7.0	Multiracial
0.1	Other

5A. Within these racial/ethnic groups, are there any significant national sub-groups (e.g., German, Korean, Irish, Mexican, Caribbean, etc.)?

19.5%	Yes
80.5	No

6. How would you describe the basic *theological* outlook of the majority of your regularly participating adults? (✓ one)

7.0%	Very conservative
32.0	Somewhat conservative
40.9	Moderate
17.0	Somewhat progressive or liberal
3.2	Very progressive or liberal

7. Would you describe the regularly participating adults in your congregation as basically similar or dissimilar to nearby residents in terms of race, ethnicity, income, age and lifestyle? (✓ one on each line)

	<u>Similar</u>	<u>Dissimilar</u>
A. Race	91.0%	9.0
B. Ethnicity (culture or language)	91.2%	8.8
C. Income	77.9%	22.1
D. Age	76.6%	23.4
E. Lifestyle	80.2%	19.8

IV. Congregational Programs

1. During the past 12 months, did your congregation have any of the following programs or activities in addition to church school or Sunday school? (**Note:** totals will not sum to 100% due to multiple “yes” responses)

IF YES: A one-time, short-term or occasional event?

On-going during a particular season?

On-going throughout the year?

Check all the “Yes” boxes that apply

	<u>No</u>	<u>Yes</u>		
		<u>One-Time, Short-Term, Occasional</u>	<u>On-going During A Season</u>	<u>On-going Thru The Year</u>
A. Bible study (other than Church School)	11.1%	18.5%	31.0%	54.4%
B. Theological or doctrinal study	26.6%	28.2%	32.7%	15.7%
C. Prayer or meditation groups	19.8%	18.9%	17.9%	47.3%
D. Spiritual retreats	43.5%	44.5%	8.0%	4.6%
E. Community Service	6.7%	24.9%	11.8%	63.8%
F. Parenting or marriage enrichment	70.6%	20.5%	4.8%	4.3%
G. Choir(s)	18.9%	7.6%	12.4%	63.5%
H. Other performing arts (e.g. music, dance, drama)	48.0%	32.9%	9.6%	10.1%
I. Groups that discuss books or contemporary issues	46.1%	22.5%	16.7%	15.8%

J. Self-help or personal growth groups	56.6%	15.0%	7.6%	21.6%
K. Exercise, fitness or weight loss groups/classes	83.5%	4.3%	3.1%	9.3%
L. Sports teams	88.0%	3.9%	5.7%	2.2%
M. Youth/Teen activities	20.3%	19.2%	14.9%	48.7%
N. Young Adult activities	67.0%	17.9%	5.5%	10.0%
O. Senior Adult activities	51.2%	17.3%	9.6%	23.7%
P. Mens/Womens ministries (e.g. ECW, Promisekeepers)	28.1%	10.3%	9.0%	55.7%

2. About how many children and youth attend your Church School on a typical Sunday? Median: 20 Max.: 600

3. To what extent does your congregation emphasize in its worship and education the following **home or personal practices?** (✓ one on each line)

	<i>A Great Deal</i>	<i>Quite A Bit</i>	<i>Some</i>	<i>A Little</i>	<i>Not At All</i>
A. Personal prayer, meditation or devotions	29.4%	40.4	25.6	4.1	0.6
B. Studying the Bible	22.6%	38.9	30.4	7.5	0.6
C. Family devotions	8.2%	22.1	44.3	19.2	6.3
D. Fasting	1.5%	4.3	26.8	44.8	22.6
E. Observing dietary restrictions	0.1%	0.9	5.2	16.2	77.6
F. Abstinence from alcohol	1.2%	2.2	7.7	19.7	69.3
G. Keeping the Sabbath day Holy	10.6%	16.1	28.6	27.1	17.7
H. Abstaining from premarital sex	6.2%	11.5	24.7	26.6	31.1

4. Does your church have an organized program for keeping up with members' needs and providing ministry at the neighborhood level (e.g., shepherding, deacon/elder, care group, area pastor)?

54.1% Yes
45.9 No

5. Many churches make use of small groups for fellowship, spiritual nurture, etc. (in addition to Church School). Which statement best describes your congregation?

21.8% Such groups do not exist within our congregation
49.5 A few such groups meet, but they are not central to our congregation's program
28.7 Small groups are central to our strategy for Christian nurture and spiritual formation

6. To what extent are the teenage children of church members involved in the religious life of your congregation?

10.8% A very great extent
36.5 A large extent
31.9 Some extent
14.9 A slight extent
5.9 Not at all

7. If someone visited your church and indicated that they were a visitor in the friendship book, registration book, or on a visitor's card, how long would it take on average before they received a *visit* or *phone call* from the church?

4.0% We have no visitor's cards or friendship/registration books for visitors to identify themselves
43.2 Within a few days
26.1 Within a week
9.3 Within a few weeks
3.9 More than a few weeks (or never)
13.6 No visits or phone calls, but we do send a letter

8. About how many *visits* or *phone calls* to prospective members, worship visitors, or to newcomers in the community does the ministerial staff of your church make in an average month?

18.7% None
28.7 One or two
27.7 Three to five
14.2 Six to ten
10.7 Eleven or more

9. To what extent are your church members involved in recruiting new members?

- 3.5% A very great extent
- 18.2 A large extent
- 39.2 Some extent
- 34.4 A slight extent
- 4.8 Not at all

10. Are efforts made to provide special parking or seating for visitors to your church?

- 23.4% Yes
- 76.6 No

11. During the past 12 months, did your congregation do any of the following to reach out to nonmembers or less active members, or to make your church better known in your community?

<input checked="" type="checkbox"/> One on each line)	Yes <i>Done in last 12 Months</i>	No, but church members . . . <i>Would Support This Activity</i>	<i>Would Not Support This Activity</i>
A. Advertisements or stories in local newspapers	82.4%	14.4	3.2
B. Radio or television advertisements	18.5%	50.5	31.0
C. Direct mail or distribution of announcements to area residents	27.5%	51.1	21.4
D. A programmed growth or evangelistic campaign	13.4%	53.8	32.7
E. Efforts to identify and contact people who recently moved into our congregation's area	24.1%	65.1	10.8
F. Stressing the importance of sharing one's faith	52.9%	37.7	9.4
G. Special worship services intended to attract the unchurched ("bring a friend" or seeker services, revivals, etc.)	28.0%	54.7	17.3
H. Special programs (parenting classes, concerts, festivals) intended to attract the unchurched in our community	41.1%	48.4	10.5
I. Phone calls or personal visits by the ministerial staff	74.3%	23.0	2.7
J. Phone calls or personal visits by lay members	61.1%	33.3	5.6

12. During the last 12 months, was your congregation involved in any of the following types of inter-congregational, ecumenical or interfaith activities? (**Note:** totals will not sum to 100% due to multiple "yes" responses)

<input checked="" type="checkbox"/> each "yes" that applies)	Yes, with other congregations or persons			
	<i>No</i>	<i>From the Episcopal Church</i>	<i>From other Christian Denominations</i>	<i>From other Faith Traditions</i>
A. Joint worship services	23.4%	39.2%	56.6%	12.2%
B. Joint celebrations or programs other than worship	29.8%	32.9%	46.2%	11.8%
C. Joint service projects	26.3%	30.4%	52.4%	10.9%
D. Councils of churches or ministerial associations	25.4%	31.4%	57.8%	13.6%

13. In the past 12 months, did your congregation provide, or cooperate in providing, any of the following services for your own congregation's members or for people in the community? (**Note:** totals will not sum to 100% due to multiple "yes" responses)

<input checked="" type="checkbox"/> each "yes" that applies)	Yes, check all that apply		
	<i>No</i>	<i>Provided directly By Your Congregation</i>	<i>Cooperated With Another Congregation, Agency, or Organization</i>
A. Food pantry, soup kitchen or food donations	3.5%	53.7%	63.0%
B. Cash or vouchers given to families or individuals	19.0%	61.7%	31.9%
C. Thrift store or thrift store donations	31.9%	39.1%	35.0%
D. Temporary or permanent shelter/housing	46.6%	21.0%	37.2%
E. Counseling services or support groups	39.0%	37.2%	29.0%

F. Substance abuse & 12-step recovery programs	38.0%	37.4%	28.4%
G. Day care, pre-school, before/after-school programs	65.2%	25.3%	11.6%
H. Tutoring or literacy programs	71.5%	15.0%	15.9%
I. Voter registration or voter education	88.0%	8.1%	4.7%
J. Organized social issue advocacy	72.6%	15.4%	16.3%
K. Employment counseling, placement or training	83.8%	6.0%	11.1%
L. Health programs, clinics, health education	67.5%	17.5%	17.4%
M. Hospital, nursing home or assisted care facilities	54.6%	33.2%	17.2%
N. Prison or jail ministry	65.7%	22.4%	15.9%
O. Community organizing	71.0%	13.4%	18.8%
P. Program for migrants or immigrants	85.5%	5.4%	9.7%
Q. Senior citizen programs (other than housing)	57.1%	24.5%	24.2%

14. In a typical month, about how many people *do you estimate* are served through the services your congregation directly provides? Median: 60 Maximum: 9,000

V. Leadership and Organizational Dynamics

1. Please describe your current rector or vicar by checking all of the boxes that apply or filling in the requested information.

A. Age Median: 53 Minimum: 30 Maximum: 89

B. Employment Status

97.0% Paid
3.0 Volunteer

C. Full time/Part time

71.3% Full time
1.0 Full time, supplemented by outside employment
27.8 Part time

If **Part Time** does s/he also:

a) Serve another congregation

42.9% Yes
57.1 No

b) Work a secular job

30.5% Yes
69.5 No

D. Gender

83.2% Male
16.8 Female

E. Type of call

87.5% Regular call
12.5 Temporary/Interim

F. Highest Level of Education

0.0% High school diploma or less
1.2 Some college or technical
22.7 College Bachelor's Degree
59.1 Masters Degree
17.0 Doctoral Degree

G. Highest Level of ministerial education

- 0.5% None
- 1.1 Certificate or correspondence program
- 5.3 Bible college or some seminary
- 76.8 Seminary Masters Degree (e.g., M.Div., M.R.E.)
- 16.3 Post-Masters seminary degree (e.g., D.Min., Ph.D.)

H. Race/ethnicity

- 0.7% American Indian/Alaska Native
- 0.4 Asian
- 0.0 Native Hawaiian/Other Pacific Islander
- 2.5 Black or African American
- 1.6 Hispanic or Latino/a
- 93.8 White
- 1.0 Other

I. This person became your rector or vicar in what year?

- 5.1% 2000 **(Note: the survey was mailed in the spring of 2000)**
- 16.9 1999
- 10.6 1998
- 6.8 1997
- 14.3 1995-1996
- 25.3 1990-1994
- 21.1 1966-1989

2. How well would most of your members say the following statements describe your rector or vicar?

	<i>Very Well</i>	<i>Quite Well</i>	<i>Some- What</i>	<i>Slightly</i>	<i>Not At All</i>
A. Good preacher	49.2%	43.0	6.3	0.7	0.7
B. Knows how to get people to work together	28.5%	51.8	17.7	1.8	0.3
C. Charismatic leader	14.8%	28.9	36.3	15.0	5.0
D. Cares about people	56.2%	37.4	6.4	0.0	0.0
E. Effective administrator	21.0%	40.4	30.0	6.4	2.2
F. Has a close relationship with God	51.6%	41.8	5.7	0.8	0.0
G. Generates enthusiasm	33.4%	43.3	20.3	2.1	0.9
H. Has a clear vision for the congregation	33.0%	43.0	20.0	3.0	1.0
I. Knows how to get things done	28.0%	45.8	21.9	3.5	0.8
J. Knows the Bible	49.0%	43.9	6.7	0.4	0.0
K. Mediates conflict	18.7%	48.7	26.8	4.3	1.6
L. Hard worker	56.7%	32.4	9.1	1.4	0.4
M. Evangelistic	20.9%	30.1	35.4	11.0	2.6
N. Effective teacher	48.5%	38.7	11.2	1.0	0.5

3. How many rectors or vicars, including the current one, have served this church during the past 10 years?

- 28.5% One
- 40.4 Two
- 20.3 Three
- 7.1 Four
- 3.7 Five or more

4. How many years did the previous rector or vicar serve this congregation? Median: 7.0

- 5.2% One year
- 8.7 Two years
- 17.9 Three or four years
- 23.7 Five to seven years
- 20.4 Eight to eleven years

- 16.3 Twelve to twenty years
- 7.7 More than twenty years

5. How many paid, ministerial staff and program staff does this congregation have (including the current priest)?
 A. Number full time, paid

- 24.6% None
- 48.8 One
- 11.3 Two
- 15.3 Three or more

B. Number part time, paid

- 19.2% None
- 32.3 One
- 17.6 Two
- 13.6 Three
- 17.2 Four or more

6. How easy or difficult is it for your church to recruit people for volunteer leadership roles? (✓ one)

- 29.4% We have no problem recruiting volunteer leaders
- 62.1% Recruiting volunteer leaders is a continual challenge, but we eventually find enough willing people
- 8.5% We can't find enough people who are willing to serve

7. During the last **five years** has your congregation experienced any disagreements or conflicts in the following areas? (✓ one on each line)

	<u>No</u>	<u>Yes, and it was:</u>		
		<u>Very Serious</u>	<u>Moderately Serious</u>	<u>Not Very Serious</u>
A. Theology	71.5%	3.6	6.8	18.1
B. Money/Finances/Budget	41.5%	10.9	22.0	25.6
C. How worship is conducted	50.6%	5.9	12.9	30.5
D. Program/mission priorities or emphases	57.4%	5.3	9.7	27.5
E. Who should make a decision	48.0%	10.2	16.1	25.7
F. Priest's leadership style	48.2%	16.7	13.7	21.3
G. Priest's personal behavior	70.8%	10.7	5.9	12.6
H. Member's personal behavior	57.4%	6.9	14.5	21.3
I. Other	88.9%	5.8	3.4	1.9

8. If your congregation experienced serious conflict in any of the above areas in the past five years, was the conflict resolved or does it still affect the life of your congregation? (✓ one)

- 26.4% All conflicts were resolved with no negative consequences
- 39.6 All conflicts were resolved, but resulted in some negative consequences (people left the church, etc.)
- 27.7 Some conflict still exists, but it is no longer serious
- 6.3 We still have serious conflict in this congregation

9. When your congregation purchases worship, educational, stewardship, evangelism, etc. materials or supplies, does it purchase them: (✓ one)

- 4.2% Exclusively from within the Episcopal Church
- 48.3 Primarily from within the Episcopal Church
- 39.8 From a pretty even balance between Episcopal and non-Episcopal sources
- 6.8 Primarily from outside the Episcopal Church
- 0.9 Exclusively from outside the Episcopal Church

10. Which **one** of the following three statements best describes your congregation? (✓ one)

- 1.5% Our congregation has definite expectations for members that are strictly enforced
- 46.8 Our congregation has fairly clear expectations for members, but the enforcement of these expectations is not very strict
- 51.6 Our congregation has only implicit expectations for members that are seldom, if ever, enforced

11. Does your congregation have a mission or vision statement?

82.8% Yes
17.2 No

IF YES, Which of the following are true? (If you have both types of statements, answer A-D for the vision statement)

	<u>True</u>	<u>False</u>
A. Most members know the statement	45.9%	54.1
B. The statement is displayed publicly in our church	69.9%	30.1
C. The statement has been used to determine spending priorities	53.0%	47.0
D. The statement has been used to resolve disputes	25.4%	74.6

VI. Finances

1. How would you describe your congregation's financial health currently and 5 years ago (1995)?

A. Currently:

24.1% Excellent
31.6 Good
31.6 Tight, but we manage
7.4 In some difficulty
5.3 In serious difficulty

B. In 1995:

9.9% Excellent
23.0 Good
40.4 Tight, but we manage
18.1 In some difficulty
8.6 In serious difficulty

2. Approximately how much income did your congregation receive last year from **all** sources?

Median: \$138,069 Mean: \$235,666 Maximum: \$4,360,000

3. Approximately what percentage of your congregation's total *income* last year was received from endowments or investments? Median: 4% Maximum: 95%

4. Approximately what percentage of your congregation's total *expenditures* were for the following last year?

	<u>Average Percentage of Total Expenditures</u>
A. All staff salaries and benefits	46.0%
B. Congregational operations other than personnel and program	22.9%
C. Capital improvements (land purchases, new buildings, renovations, etc.)	6.7%
D. Program support and materials (for Church School, evangelism, fellowship, etc.)	5.5%
E. Episcopal mission work (diocesan pledge/assessment, United Thank Offering, etc.)	10.7%
F. Other local mission work (not through your diocese)	2.8%
G. Other national and international mission work (not through the Episcopal Church)	0.8%
H. Subsidies to school, day care or before/after school program	0.4%
I. Money put into reserve/endowments/investments	2.0%
J. Other expenditures	2.2%

5. What is the approximate total dollar amount of all expenditures?

Median: \$132,901 Mean: \$229,360 Maximum: \$4,360,000

6. Does your congregation have a formal, written annual budget?

96.9% Yes
3.1 No