

***FAITH
COMMUNITIES
TODAY***

A Survey Of

The United Church of Christ

In Association with

*The Cooperative Congregational Studies Project,
funded in part by the Lilly Endowment,
Inc.*

Questionnaire Data Summary

In the spring of 2000, 41 denominations and faith groups participated in Faith Communities Today (FACT), the largest survey ever conducted of congregations in the United States. A total of 801 United Church of Christ congregations responded to the survey out of a randomly drawn sample of 1,200 congregations. The sample was stratified by UCC region and by growth/plateau/decline status and the final results were weighted by size category. These procedures insured that the findings were representative of UCC churches across the United States.

The results below provide a question-by-question summary of responses from all UCC congregations that participated in the study. The survey was completed by a key informant—usually the pastor.

Results are reported in terms of percentages. Where only one “%” sign is at the top of a column, the numbers in the column sum to 100% (with the possibility of some rounding error, resulting in 99.9% or 100.1%). Where the data are in the form of a table of columns with a “%” sign only in the far left column, the numbers in each row will sum to 100%. In a few cases *all* the numbers in the table will have a “%” sign. Here each of the response possibilities in the row was asked independently and the row will not sum to 100%.

Questions regarding United Church of Christ involvement in the survey and these results should be directed to C. Kirk Hadaway (hadawayk@ucc.org), 216-736-2146 at research services, Office of General Ministries, United Church of Christ, 700 Prospect Avenue, Cleveland, OH 44115. The survey was funded by a grant from the Lilly Endowment, inc. with additional support from the United Church Board for Homeland Ministries.

I. Your Congregation's Location and Building

1. In what year was your congregation officially founded? Median: 1881 Minimum: 1629 Maximum: 1996

2. In what year did your congregation begin worshiping in its current sanctuary? Median: 1923 Minimum: 1730 Maximum: 1999

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

- 16.4% Rural or open country
- 31.2 Town or village of less than 10,000
- 19.8 In or around a **city** of 10,000 - 49,999
- 15.6 In or around a **city** of 50,000-249,999
- 17.0 In or around a **city** of 250,000+

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

- 32.0% Downtown or in the inner city
- 34.4 In another part of the city (e.g. older residential area)
- 24.4 In an older *suburb* around the city
- 9.2 In a newer *suburb* around the city

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

- 39.8% In a residential area
- 54.8 In a mixed residential and commercial/industrial area
- 5.4 In a commercial or industrial area

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

	Much More Than We Need	Slightly More Than We Need	Just About Right	Slightly Less Than We Need	Much Less Than We Need
A. Your worship space	19.5%	23.6	44.6	8.8	3.5
B. Your educational space	11.9%	15.3	34.4	25.9	12.5
C. Your fellowship space	4.3%	9.9	54.3	21.9	9.6
D. Space for parking	4.3%	10.4	35.5	27.2	22.7

5. What is the total seating capacity of your sanctuary? Median: 200 Minimum: 30 Maximum: 2,500

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

- 29.9% Excellent
- 48.5 Good
- 19.3 Needs improvement
- 2.3 In serious need of improvement & repair

7. How many congregations use your building space for worship? One: 85.2% Two or more: 14.8%

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>	(Average attendance)	(Highest attend.)
Friday	99.2%	0.8	0.0	0.0	(28)	(63)
Saturday	98.6%	1.4	0.0	0.0	(45)	(100)
Sunday A.M.	0.9%	85.0	13.1	1.0	(115)	(5,000)
Sunday P.M.	95.4%	4.4	0.2	0.1	(93)	(2,500)
Total	0.0%	82.0	15.2	2.8	(118)	(7,500)

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

- 38.2% Very similar in style (other than the language used)
- 38.6 One or more is *somewhat different* in style from the rest
- 23.1 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)
1.0	Spanish	
1.0	Japanese	
3.4	Others	

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

9.4%	Less than 20%
19.2	21 to 40%
21.4	41 to 60%
22.8	61 to 80%
17.7	More than 80%
9.4	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	26.7%	53.5	17.5	2.3	0.1
B. It is joyful	25.2%	51.3	20.5	2.6	0.3
C. It is friendly	41.7%	44.1	12.2	2.0	0.0
D. It is informal	9.9%	27.5	40.4	19.0	3.2
E. It is exciting	9.7%	28.8	42.1	16.7	2.8
F. It includes formal liturgy	16.2%	42.8	28.2	11.4	1.4
G. It is innovative	7.9%	23.3	40.1	23.7	5.0
H. It is predictable	11.1%	36.4	39.6	10.7	2.2
I. It has a sense of expectancy	8.2%	31.8	41.7	16.2	2.2
J. It has a sense of God's presence	35.3%	51.8	12.4	0.5	0.0
K. It uses gender neutral or inclusive language	24.9%	29.8	25.0	11.9	8.4

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	42.8%	53.6	3.3	0.2	0.1
B. Practical advice for daily living	15.5%	52.4	27.7	4.3	0.1
C. Personal spiritual growth	20.0%	60.4	18.0	1.5	0.2
D. Social justice or social action	6.5%	31.1	49.4	12.0	1.0
E. The mystery of God	10.4%	41.9	39.3	7.9	0.5
F. Personal Salvation	8.9%	25.2	37.5	25.1	3.3
G. Struggling with faith and belief	11.0%	56.9	29.1	2.4	0.6
H. Living a moral life	11.7%	44.4	36.3	6.4	1.3
I. Stewardship of time and money	3.0%	21.3	55.8	19.1	0.7

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	12.6%	54.9	28.6	3.5	0.5
B. Literary or scholarly references	4.1%	35.0	46.5	12.7	1.8
C. Illustrations from contemporary media (e.g., magazines, newspapers, television, movies, etc.)	6.1%	51.1	35.6	6.1	1.0
D. Detailed explanations of scripture or doctrine	12.8%	37.1	37.0	11.7	1.5

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	22.0%	17.8	29.0	27.5	3.7
B. A time for members to testify about their faith	3.2%	5.6	24.2	44.2	22.9
C. A time in worship for people to greet each other	49.0%	10.9	13.4	15.2	11.4
D. The use of visual projection equipment	2.6%	1.0	9.4	30.5	56.5
E. The use of incense or candles	62.8%	9.3	7.9	9.8	10.2

F. Dance or drama	1.0%	3.6	28.1	39.0	28.3
G. Kneeling by the congregation	1.2%	1.0	4.5	7.2	86.2

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	94.9%	3.0	0.2	0.8	1.1
B. Electronic keyboard or synthesizer	5.7%	8.2	19.7	22.3	44.2
C. Electric guitar or bass	1.9%	2.6	13.1	25.9	56.5
D. Non-electronic string or wind instruments	1.8%	10.7	42.1	26.1	19.3
E. Drums or other percussion instruments	2.5%	3.9	20.0	30.6	43.1
F. Recorded music (tapes, cd's, etc.)	1.6%	7.3	29.2	33.8	28.2

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

50.7%	More than five
39.0	Three to five
10.0	One or two
0.3	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]

23.9%	Is basically the same
45.5	Changed a little
20.7	Changed more than a little
9.8	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	22.4%	39.8	32.4	5.0	0.5
B. Our congregation is spiritually vital and alive	11.4%	39.1	40.8	8.5	0.3
C. Our congregation is working for social justice	7.7%	14.7	43.2	28.5	5.9
D. Our congregation helps members deepen their relationship with God	12.5%	45.7	33.5	7.8	0.4
E. We are trying to increase our racial/ethnic diversity	6.0%	12.4	31.0	27.7	22.9
F. Our congregation celebrates its UCC heritage	9.0%	28.8	34.8	22.4	4.9
G. We are a moral beacon in our community	7.3%	34.2	39.5	15.2	3.8
H. We welcome new ways of doing worship and ministry	9.4%	30.9	37.9	18.5	3.2
I. Disagreements and conflicts are dealt with openly here	7.6%	33.9	34.5	19.6	4.4
J. Our worship services are inspirational and uplifting	23.2%	54.9	19.8	1.9	0.3
K. Our congregation has a strong racial/ethnic or national identity it is trying to preserve	5.1%	8.2	17.2	23.6	45.9
L. Members are excited about the future of our church	18.4%	32.0	31.8	12.6	5.2
M. New members are incorporated easily into the life of our congregation	15.7%	42.5	29.9	11.0	0.9
N. We have a clear sense of mission and purpose	12.0%	32.2	38.5	14.2	3.0
O. Our congregation provides many opportunities for members to learn about their faith	8.2%	33.5	38.7	17.7	1.9
P. Our programs and activities are well-organized	11.2%	49.8	31.5	6.9	0.7
Q. The community around the church is well-informed about activities taking place in our congregation	8.5%	27.3	40.3	19.7	4.2

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	53.5%	43.2	3.2	0.2
B. Historic creeds, doctrines & tradition	6.4%	36.4	46.8	10.3
C. Revelation of the Holy Spirit	16.7%	44.0	33.2	6.1
D. Human reason	9.1%	53.2	34.4	3.3
E. Personal intuition or enlightenment	6.7%	45.3	41.3	6.8
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:				<input type="checkbox"/>

- 77.6% A. The Bible
 4.4 B. Historic creeds, doctrines & tradition
 5.4 C. Revelation of the Holy Spirit
 9.4 D. Human reason
 3.1 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: 178 Mean: 284 Minimum: 10 Maximum: 7,500

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: 80 Minimum: 5 Maximum: 7,000
 B. Number of **regularly participating** children and teens: Median: 25 Minimum: 1 Maximum: 1,000

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

21.4% Increased 10% or more
 14.6 Increased 5% to 9%
 35.8 Stayed about the same
 15.9 Decreased 5% to 9%
 12.3 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	0.2	1.3	60.4	35.9	1.7
B. Not high school graduates	12.5%	53.8	17.9	7.3	3.3	2.7	2.6
C. College graduates	0.5%	9.7	21.2	27.9	19.6	14.6	6.6
D. Age 35 or younger	1.8%	18.8	33.3	30.2	10.5	4.4	1.0
E. Over 60 years old	0.0%	2.7	9.7	23.8	34.3	24.2	5.2
F. Married	0.0%	0.4	2.5	15.5	40.4	34.4	6.7
G. Life-long UCC members	1.0%	11.4	18.4	27.6	22.6	15.2	3.9
H. New to our congregation in the last five years	2.1%	28.7	38.5	23.8	3.9	1.5	1.4
I. Living in the immediate area around our church building	2.8%	20.2	21.0	19.0	15.3	15.9	5.8
J. Commuting more than 15 minutes to get to worship	2.8%	29.7	25.3	22.4	12.5	6.0	1.2
K. Currently holding volunteer leadership roles in our church	1.0%	4.7	22.0	37.3	23.7	9.1	2.2
L. In households with incomes below \$20,000	6.1%	44.3	29.1	11.4	5.9	2.4	0.7

M. In households with incomes above \$75,000	9.0%	28.9	27.4	18.4	9.9	6.0	0.5
N. In households with children under 18 present	4.1%	21.4	27.9	34.8	10.4	1.5	0.0

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

(**Note:** figures below indicate the percentage of UCC 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)

0.2%	American Indian/Alaska Native
3.0	Asian
4.0	Black or African American
0.2	Hispanic or Latino/a
0.5	Pacific Islander
88.8	White
3.3	Multiracial

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

36.2%	Yes
63.8	No

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

4.1%	Very conservative
24.5	Somewhat conservative
44.3	Moderate
21.3	Somewhat progressive or liberal
5.7	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	89.1%	10.9
B. Ethnicity (culture or language)	88.5%	11.5
C. Income	81.2%	18.8
D. Age	76.2%	23.8
E. Lifestyle	78.5%	21.5

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)	12.9%	27.7%	32.0%	42.1%
B. Theological or doctrinal study	55.2%	25.3%	14.4%	7.0%
C. Prayer or meditation groups	35.7%	21.7%	11.9%	34.0%
D. Spiritual retreats	58.4%	33.8%	4.8%	2.6%
E. Community Service	8.6%	29.8%	20.1%	50.3%
F. Parenting or marriage enrichment	72.4%	18.5%	4.8%	4.0%
G. Choir(s)	10.5%	9.6%	17.4%	67.4%
H. Other performing arts (e.g. music, dance, drama)	36.4%	38.8%	12.2%	13.5%
I. Groups that discuss books or contemporary issues	52.7%	25.1%	9.8%	13.4%

J. Self-help or personal growth groups	64.0%	17.4%	7.3%	11.6%
K. Exercise, fitness or weight loss groups/classes	79.1%	7.9%	3.4%	10.0%
L. Sports teams	78.6%	6.0%	11.6%	4.3%
M. Youth/Teen activities	19.7%	18.3%	15.2%	50.3%
N. Young Adult activities	62.5%	17.8%	7.4%	13.4%
O. Senior Adult activities	33.9%	17.7%	12.4%	37.4%
P. Mens/Womens ministries (e.g. Promisekeepers, AGLOW)	56.2%	8.0%	6.9%	30.2%

2. About how many children and youth attend your Church School on a typical Sunday? Median: 19 Max.: 375

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	29.2%	36.4	27.7	5.9	0.8
B. Studying the Bible	25.5%	35.5	30.9	6.3	1.7
C. Family devotions	9.5%	21.6	40.6	21.6	6.6
D. Fasting	0.5%	0.7	7.7	21.0	70.1
E. Observing dietary restrictions	0.2%	0.9	3.8	10.7	84.4
F. Abstinence from alcohol	1.7%	2.0	13.2	22.0	61.2
G. Keeping the Sabbath day Holy	8.3%	19.0	28.9	23.4	20.3
H. Abstaining from premarital sex	6.3%	9.5	23.5	22.3	38.4

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)?

55.0% Yes
45.0 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?

25.6% Such groups do not exist within our congregation
51.9 A few such groups meet, but they are not central to our congregation's program
22.5 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?

7.2% A very great extent
26.5 A large extent
38.4 Some extent
19.9 A slight extent
8.0 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?

4.5% We have no visitor's cards or friendship/registration books for visitors to identify themselves
33.1 Within a few days
23.6 Within a week
12.4 Within a few weeks
5.4 More than a few weeks (or never)
21.0 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?

18.1% None
34.8 One or two
26.7 Three to five
13.2 Six to ten
7.2 Eleven or more

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

- 2.3% A very great extent
- 14.3 A large extent
- 34.2 Some extent
- 40.3 A slight extent
- 8.9 Not at all

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

- 21.9% Yes
- 78.1 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?

	Yes		
	<i>Done in last 12 Months</i>	<i>Would Support This Activity</i>	<i>Would Not Support This Activity</i>
(✓ One on each line)			
A. Advertisements or stories in local newspapers	73.1%	18.8	8.1
B. Radio or television advertisements	17.3%	42.0	40.7
C. Direct mail or distribution of announcements to area residents	31.8%	43.6	24.6
D. A programmed growth or evangelistic campaign	9.5%	53.4	37.1
E. Efforts to identify and contact people who recently moved into our congregation's area	28.4%	60.3	11.3
F. Stressing the importance of sharing one's faith	49.4%	37.5	13.1
G. Special worship services intended to attract the unchurched ("bring a friend" or seeker services, revivals, etc.)	32.9%	48.4	18.8
H. Special programs (parenting classes, concerts, festivals) intended to attract the unchurched in our community	44.7%	41.1	14.2
I. Phone calls or personal visits by the ministerial staff	72.6%	24.0	3.4
J. Phone calls or personal visits by lay members	57.2%	32.0	10.8

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)

	Yes, with other congregations or persons			
	<i>No</i>	<i>UCC</i>	<i>From other From the Denominations</i>	<i>From other From the Christian Faith Traditions</i>
(✓ each "yes" that applies)				
A. Joint worship services	11.4%	38.9%	73.0%	15.5%
B. Joint celebrations or programs other than worship	25.7%	33.3%	53.4%	13.4%
C. Joint service projects	29.0%	28.1%	55.5%	12.1%
D. Councils of churches or ministerial associations	19.6%	41.1%	58.7%	15.0%

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)

	Yes, check all that apply		
	<i>No</i>	<i>Provided directly By Your Congregation</i>	<i>Cooperated With Another Congregation, Agency, or Organization</i>
(✓ each "yes" that applies)			
A. Food pantry, soup kitchen or food donations	3.6%	51.7%	67.2%
B. Cash or vouchers given to families or individuals	20.6%	61.5%	32.7%
C. Thrift store or thrift store donations	36.1%	32.6%	37.9%
D. Temporary or permanent shelter/housing	55.8%	14.5%	34.4%
E. Counseling services or support groups	45.6%	34.3%	27.5%

F. Substance abuse & 12-step recovery programs	58.2%	22.4%	21.9%
G. Day care, pre-school, before/after-school programs	62.6%	22.0%	17.2%
H. Tutoring or literacy programs	76.5%	10.9%	13.9%
I. Voter registration or voter education	83.7%	9.7%	6.9%
J. Organized social issue advocacy	68.0%	19.8%	17.4%
K. Employment counseling, placement or training	86.2%	5.3%	9.0%
L. Health programs, clinics, health education	62.2%	20.2%	21.4%
M. Hospital, nursing home or assisted care facilities	51.7%	29.3%	23.1%
N. Prison or jail ministry	78.3%	11.6%	11.3%
O. Community organizing	66.4%	16.0%	21.5%
P. Program for migrants or immigrants	85.8%	5.9%	9.1%
Q. Senior citizen programs (other than housing)	48.4%	29.7%	28.4%

14. In a typical month, about how many people *do you estimate* are served through the services your congregation directly provides? Median: 50 Maximum: 5,500

V. Leadership and Organizational Dynamics

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

A. Age Median: 52 Minimum: 28 Maximum: 80

B. Employment Status

99.6% Paid
0.4 Volunteer

C. Full time/Part time

71.0% Full time
5.1 Full time, supplemented by outside employment
23.9 Part time

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

a) Serve another congregation

36.4% Yes
63.6 No

b) Work a secular job

35.8% Yes
64.2 No

D. Gender

75.9% Male
24.1 Female

E. Type of call

88.1% Regular call
11.9 Temporary/Interim

F. Highest Level of Education

1.0% High school diploma or less
4.0 Some college or technical
22.9 College Bachelor's Degree
59.9 Masters Degree
12.3 Doctoral Degree

G. Highest Level of ministerial education

1.6% None
1.5 Certificate or correspondence program

- 7.0 Bible college or some seminary
- 74.4 Seminary Masters Degree (e.g., M.Div., M.R.E.)
- 15.5 Post-Masters seminary degree (e.g., D.Min., Ph.D.)

H. Race/ethnicity

- 1.0% American Indian/Alaska Native
- 2.6 Asian
- 0.6 Native Hawaiian/Other Pacific Islander
- 4.4 Black or African American
- 0.4 Hispanic or Latino/a
- 90.6 White
- 0.5 Other

I. This person became your pastor in what year?

- 14.8% 1999-2000 (Note: the survey was first mailed in October of 1999)
- 9.9 1998
- 11.3 1997
- 7.3 1996
- 14.2 1994-1995
- 25.1 1989-1993
- 17.3 1958-1988

2. How well would most of your members say the following statements describe your pastor?

	<i>Very Well</i>	<i>Quite Well</i>	<i>Some- What</i>	<i>Slightly</i>	<i>Not At All</i>
A. Good preacher	48.1%	45.6	5.5	0.8	0.0
B. Knows how to get people to work together	25.2%	56.4	16.5	1.7	0.3
C. Charismatic leader	16.3%	30.8	36.2	14.0	2.8
D. Cares about people	63.2%	33.2	3.1	0.5	0.0
E. Effective administrator	24.4%	44.5	26.3	3.9	0.9
F. Has a close relationship with God	53.2%	40.7	5.7	0.4	0.0
G. Generates enthusiasm	34.2%	45.1	18.6	1.9	0.1
H. Has a clear vision for the congregation	28.7%	45.3	23.4	2.4	0.2
I. Knows how to get things done	26.6%	48.7	21.0	3.4	0.4
J. Knows the Bible	46.6%	47.8	5.2	0.4	0.0
K. Mediates conflict	17.6%	46.6	30.2	5.0	0.5
L. Hard worker	55.1%	35.6	8.0	1.3	0.0
M. Evangelistic	16.0%	28.8	40.3	12.4	2.5
N. Effective teacher	38.3%	46.9	13.5	1.0	0.3

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

- 30.6% One
- 37.8 Two
- 20.5 Three
- 7.5 Four
- 3.6 Five or more

4. How many years did the previous pastor serve this congregation? Median: 6.0

- 7.3% One year or less
- 12.7 Two years
- 16.8 Three or four years
- 23.6 Five to seven years
- 18.6 Eight to eleven years
- 13.8 Twelve to twenty years
- 7.2 More than twenty years

5. How many paid, ministerial staff and program staff does this congregation have (including the current pastor)?

A. Number full time, paid

- 25.4% None
- 57.5 One
- 9.1 Two
- 8.0 Three or more

B. Number part time, paid

- 25.7% None
- 26.1 One
- 19.0 Two
- 12.7 Three
- 16.5 Four or more

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

- 23.2% We have no problem recruiting volunteer leaders
- 65.0% Recruiting volunteer leaders is a continual challenge, but we eventually find enough willing people
- 11.7% 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)

		Yes, and it was:		
	No	Very Serious	Moderately Serious	Not Very Serious
A. Theology	67.9%	4.4	10.4	17.3
B. Money/Finances/Budget	41.6%	7.2	22.7	28.4
C. How worship is conducted	57.8%	3.2	11.4	27.6
D. Program/mission priorities or emphases	58.4%	3.3	11.7	26.6
E. Who should make a decision	49.7%	10.5	16.0	23.9
F. Pastor's leadership style	52.0%	13.4	14.2	20.5
G. Pastor's personal behavior	73.3%	9.7	5.8	11.2
H. Member's personal behavior	61.8%	8.2	11.9	18.2
I. Other	87.0%	5.4	4.8	2.7

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)

- 27.4% All conflicts were resolved with no negative consequences
- 35.7 All conflicts were resolved, but resulted in some negative consequences (people left the church, etc.)
- 28.4 Some conflict still exists, but it is no longer serious
- 8.5 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)

- 2.9% Exclusively from within the UCC
- 36.1 Primarily from within the UCC
- 41.6 From a pretty even balance between UCC and non-UCC sources
- 15.7 Primarily from outside the UCC
- 3.7 Exclusively from outside the UCC

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

- 2.4% Our congregation has definite expectations for members that are strictly enforced
- 41.4 Our congregation has fairly clear expectations for members, but the enforcement of these expectations is not very strict
- 56.1 Our congregation has only implicit expectations for members that are seldom, if ever, enforced

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

63.8% Yes
36.2 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	39.9%	60.1
B. The statement is displayed publicly in our church	46.9%	53.1
C. The statement has been used to determine spending priorities	34.9%	65.1
D. The statement has been used to resolve disputes	21.6%	78.4

VI. Finances

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

A. Currently:

21.6% Excellent
34.1 Good
34.1 Tight, but we manage
7.5 In some difficulty
2.7 In serious difficulty

B. In 1995:

11.3% Excellent
31.4 Good
38.0 Tight, but we manage
12.8 In some difficulty
6.5 In serious difficulty

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

Median: \$104,374 Mean: \$183,846 Maximum: \$11,000,000

3. Approximately what percentage of your congregation's total *income* last year was received from endowments or investments? Median: 5% Maximum: 90%

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	50.0%
B. Congregational operations other than personnel and program	21.9%
C. Capital improvements (land purchases, new buildings, renovations, etc.)	5.9%
D. Program support and materials (for Church School, evangelism, fellowship, etc.)	5.6%
E. UCC mission work (OCWM, Conference dues, Special Offerings, etc.)	7.0%
F. Other local mission work (not through your diocese)	3.2%
G. Other national and international mission work (not through the UCC)	1.3%
H. Subsidies to school, day care or before/after school program	0.3%
I. Money put into reserve/endowments/investments	2.4%
J. Other expenditures	2.3%

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

Median: \$98,143 Mean: \$160,361 Maximum: \$11,000,000

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

92.6% Yes
7.4 No