

Appendix:

Overall Individual Responses to Clergy Interview/Questionnaire

Number in Total Sample (the number responding to each question is not reported except where only a part of the sample responded)

W	M
635	739

Part I: Family Background and Preseminary Life

	<i>Percentage</i>	
	W	M
1. <i>Was your decision to enter ordained ministry:</i>		
gradual?	65	58
at a specific time in your life that you remember well?	24	40
both: gradual and specific?	11	2
	100	100
<i>If "both" or "specific," at what age was this?</i>		
18 or younger	23	46
19-22 years	20	31
23-26 years	18	11
27-36 years	22	10
37 plus years	17	2
	100	100
	(N)	(211)
		(305)
2. <i>By whom were you raised?</i>		
(Categories not mutually exclusive.)		
both parents	92	91
mother only	5	6
father only	1	1
grandparents	2	3
other	2	3
3. <i>In what year were you born?</i>		
1900-1930	16	41
1931-1940	17	29

	<i>Percentage</i>	
	<i>W</i>	<i>M</i>
1941-1946	21	15
1947-1950	26	11
1951-later	20	4
	<u>100</u>	<u>100</u>
4. <i>How active were your parents (or guardians) in a church when you were growing up?</i>		
unchurched	7	8
nominally church related	14	13
average church relationship	12	15
active church relationship	12	17
very active in church	55	47
	<u>100</u>	<u>100</u>
5. <i>In what denomination were you raised?</i>		
Baptist	12	10
Disciples/Christian Church	7	7
Episcopal	8	10
Lutheran	16	14
Presbyterian	13	16
Methodist	19	19
Congregational/United Church of Christ	11	9
Roman Catholic	2	1
mixed/nothing	10	8
other	2	6
	<u>100</u>	<u>100</u>
<i>Denominational stability or change?</i>		
in same denomination	69	72
have switched denomination	22	19
no previous denomination	9	9
	<u>100</u>	<u>100</u>
6. <i>What was the highest level of education of your father (or male guardian)?</i>		
less than high school graduation	16	33
high school graduation	22	21
technical training, secretarial school, vocation education	5	5
some college	12	12
four-year college degree	16	9
some graduate or professional graduate-level education	5	6
master's degree	14	9
doctorate	10	5
	<u>100</u>	<u>100</u>

	Percentage	
	W	M
<i>What was the highest level of education of your mother (or female guardian)?</i>		
less than high school graduation	12	26
high school graduation	28	28
technical training, secretarial school, vocational education	9	11
some college	22	16
four-year college degree	19	11
some graduate or professional graduate-level education	4	3
master's degree	5	4
doctorate	1	1
	<u>100</u>	<u>100</u>
7. <i>What was your father's major occupation while you were in junior and senior high school?</i>		
minister	12	13
top professional, diplomat, senator	11	4
business executive, banker, large-business owner	7	3
school teacher, social worker, social service worker, pilot, engineer, librarian, newspaper editor, military officer, musician, artist	11	8
small-business owner, administrative personnel, insurance agent, semiprofessional, paraprofessional, reporter, sheriff, actor, mortician, computer programmer, lab technician, photographer, travel agent	22	21
clerical worker, sales worker, owner of little business (self-employed), postal worker, policeman, salesman, military personnel (nonofficer)	9	11
farmer (owner)	9	10
skilled manual laborer, fireman, machinist, hair stylist, carpenter	18	28
not in labor force, homemaker, retired, unemployed	1	2
	<u>100</u>	<u>100</u>
<i>What was your mother's major occupation while you were in junior and senior high school?</i>		
minister	1	1
top professional, diplomat, senator	1	>1
business executive, banker, large-business owner	>1	>1
school teacher, social worker, social service		

	Percentage	
	W	M
worker, pilot, engineer, librarian, newspaper editor, military officer, musician, artist	14	8
small-business owner, administrative personnel, insurance agent, semiprofessional, paraprofessional, reporter, sheriff, actor, mortician, computer programmer, lab technician, photographer, travel agent	8	4
clerical worker, sales worker, owner of little business (self-employed), postal worker, police officer, salesperson, military personnel (nonofficer),	16	11
farmer (owner)	1	>1
skilled manual laborer, fireman, machinist, hair stylist, carpenter	4	6
not in labor force, homemaker, retired, unemployed	56	70
	<u>100</u>	<u>100</u>
8. <i>What post-high school education and degrees have you obtained?</i>		
post-high school technical training	4	8
four-year college degree	97	96
<i>What was your major in college?</i>		
English, journalism	16	15
languages	3	2
speech, arts, music	13	5
history, political science, economics	9	20
library, nursing, agriculture, business	4	3
education	10	4
religion, philosophy	27	25
anthropology, sociology, psychology	12	17
hard science, earth sciences, mathematics	6	9
	<u>100</u>	<u>100</u>
<i>Was the college you attended:</i>		
public?	39	28
private, nonreligious?	16	15
private, religious?	45	57
	<u>100</u>	<u>100</u>
<i>Do you have graduate education in secular fields of universities, professional schools?</i>		
	22	18
<i>In what areas of study?</i>		
English, journalism	14	7
languages	1	3

	Percentage	
	W	M
speech, arts, music	9	5
history, political science, economics	6	16
library, nursing, agriculture, business	11	3
education	23	16
religion, philosophy	8	11
anthropology, sociology, psychology	24	30
hard science, earth science, mathematics	4	9
	<u>100</u>	<u>100</u>
	(N) (138)	(129)
<i>Number of years studied?</i>		
1	43	40
2	40	31
3	5	19
4	2	5
5 or more	10	5
	<u>100</u>	<u>100</u>
	(N) (96)	(117)
<i>Graduate degrees received?</i>		
none	25	29
certificate	9	6
master's degree	62	54
doctorate	4	11
	<u>100</u>	<u>100</u>
	(N) (96)	(103)
Seminary Education: Seventy three seminaries were listed by respondents as the schools from which they graduated. Seminaries with the largest number of women graduates included Union Theological Seminary (36%), Princeton Theological Seminary (29%), Yale Divinity School (29%), Andover Newton Theological School (21%), and Garrett-Evangelical Theological Seminary (21%).		
<i>Date began first degree program?</i>		
Before 1960	10	53
1961-1965	8	17
1966-1970	14	15
1971-1973	27	8
1974-1976	38	7
1977-after	3	0
	<u>100</u>	<u>100</u>
<i>Date completed first degree program?</i>		
Before 1960	8	41
1961-1965	6	17

	Percentage	
	W	M
1966-1970	9	16
1971-1973	7	9
1974-1976	24	7
1977-after	46	10
	<u>100</u>	<u>100</u>
<i>Degrees received? (Categories not mutually exclusive.)</i>		
B.D., M.Div	45	87
M.A. or S.T.M.	9	9
M.R.E.	6	1
Ph.D. or Th.D.	2	3
D.Min.	5	9
Other	6	8
9. <i>How active were you in the church as a young adult (18 to 22 years of age)?</i>		
unchurched	8	5
nominally church related	16	11
average church relationship	13	12
active church relationship	18	27
very active in church	45	45
	<u>100</u>	<u>100</u>
10. <i>Did you decide definitely to enter seminary (or study for ordination):</i>		
before college?	10	35
during college?	41	44
or after college?	49	21
	<u>100</u>	<u>100</u>

Part II: Seminary and Ordination Experiences

1. <i>How old were you on first entering seminary?</i>		
under 21 years	12	20
22 years	27	31
23-24 years	19	19
25-28 years	17	17
29-35 years	12	9
36 plus years	13	4
	<u>100</u>	<u>100</u>
2. <i>What was the response of your family, best friends, and pastors, or pastors you knew at this time, to your entering a seminary program? Were they supportive, neutral, antagonistic, or sharply divided (some supportive, some antagonistic?)</i>		

	Percentage	
	W	M
Family		
supportive	63	80
neutral	13	9
antagonistic	9	4
divided	15	7
	<u>100</u>	<u>100</u>
Best friends		
supportive	69	71
neutral	16	20
antagonistic	5	1
divided	10	8
	<u>100</u>	<u>100</u>
Pastor(s)		
supportive	77	93
neutral	10	4
antagonistic	5	1
divided	8	2
	<u>100</u>	<u>100</u>
3. <i>What was the most important reason for your selecting the seminary you did? (% = % of total sample; categories not mutually exclusive.) Most frequently given reasons included:</i>		
near me, near my family	22	18
recommended by my pastor, denominational executive, or other clergy; my pastor attended	15	21
my family or friends went there; it was associated with my undergraduate college	11	11
area of the country (liked urban setting, loved California, wanted to go East, etc.)	20	16
liked the focus or curriculum or theological intent of the program	18	15
had some women; was open and friendly toward women; good women in ministry program	7	1
it was denominational	11	19
had a good academic reputation; excellent faculty; famous names; academically sound	10	13
4. <i>When you first got to seminary, approximately how many women were there: Among the student body?</i>		
1-5	18	45
6-10	18	21

WOMEN OF THE CLOTH

	Percentage	
	W	M
11-20	26	17
21-40	23	11
41 plus	15	6
	<u>100</u>	<u>100</u>
	(506)	(590)
<i>In your entering class?</i>		
0-1	10	37
2-4	25	27
5-10	31	24
11-20	21	8
21 plus	13	4
	<u>100</u>	<u>100</u>
	(561)	(566)
<i>On the faculty?</i>		
0	41	47
1	31	28
2	15	13
3	7	5
4	3	3
5 or more	3	4
	<u>100</u>	<u>100</u>
5. <i>On first entering seminary, how important were each of the following for you?</i>		
Personal spiritual growth, faith development:		
primary reason	60	40
secondary reason	30	47
not a reason	10	13
	<u>100</u>	<u>100</u>
Discovering in which ways to best serve Christ in the church or world:		
primary reason	64	51
secondary reason	26	38
not a reason	10	11
	<u>100</u>	<u>100</u>
Preparing to be a parish minister:		
primary reason	35	73
secondary reason	26	19
not a reason	39	8
	<u>100</u>	<u>100</u>
6. <i>How were you treated by the seminary faculty generally?</i>		
impartially; like any other student	22	59
friendly, but didn't take me seriously	10	5

	Percentage	
	W	M
gave me preferential treatment	11	8
were cold, indifferent, or hostile toward me	4	1
friendly, warm	44	24
other	9	3
	<u>100</u>	<u>100</u>
7. <i>Did any seminary faculty clearly encourage you to enter parish ministry?</i>		
yes	53	51
no	40	49
	<u>100</u>	<u>100</u>
8. <i>Did any faculty at seminary ever discourage you from entering parish ministry?</i>		
yes	16	8
no	84	92
	<u>100</u>	<u>100</u>
9. <i>How valuable have you found your seminary education for your work in parish ministry?</i>		
quite valuable	64	70
somewhat valuable	32	28
of little value	4	2
	<u>100</u>	<u>100</u>
10. <i>How important were each of the following in your decision to definitely seek ordination as a full minister in your denomination?</i>		
Members of your family:		
quite important	28	35
somewhat important	21	29
not important	41	28
not relevant, don't know	10	8
	<u>100</u>	<u>100</u>
Minister(s) of church(es) you attended:		
quite important	40	50
somewhat important	27	29
not important	26	16
not relevant, don't know	7	5
	<u>100</u>	<u>100</u>
Regional or national denominational executive(s):		
quite important	21	15
somewhat important	17	17
not important	44	44
not relevant, don't know	18	24
	<u>100</u>	<u>100</u>

	Percentage	
	W	M
Clergy field work or intern supervisor(s):		
quite important	34	19
somewhat important	23	25
not important	28	34
not relevant, don't know	15	22
	<u>100</u>	<u>100</u>
Friends:		
quite important	48	24
somewhat important	29	38
not important	18	28
not relevant, don't know	5	10
	<u>100</u>	<u>100</u>
Clergywomen or women pastors (this question not asked of clergymen):		
quite important	29	
somewhat important	17	
not important	20	
not relevant, don't know	34	
	<u>100</u>	
Seminary faculty or other personnel:		
quite important	37	25
somewhat important	32	35
not important	24	29
not relevant, don't know	7	11
	<u>100</u>	<u>100</u>
<i>How important were the following experiences in your seeking ordination?</i>		
Courses in Bible, theology, or church history:		
quite important	44	50
somewhat important	31	32
not important	21	14
not relevant, don't know	4	4
	<u>100</u>	<u>100</u>
Courses in preaching, worship, or counseling:		
quite important	51	47
somewhat important	24	34
not important	19	14
not relevant, don't know	6	5
	<u>100</u>	<u>100</u>
Your work in a parish as a seminarian, intern, paid assistant, or volunteer:		
quite important	70	57
somewhat important	14	27

	<i>Percentage</i>	
	<i>W</i>	<i>M</i>
not important	10	11
not relevant, don't know	6	5
	<u>100</u>	<u>100</u>
<i>How important were the following possible motivations in seeking ordination?</i>		
Greater acceptance of your ministry by having official church legitimation as an ordained minister:		
quite important	58	47
somewhat important	24	23
not important	14	23
not relevant, don't know	4	7
	<u>100</u>	<u>100</u>
Desire to administer the sacraments, and perform other priestly acts:		
quite important	56	35
somewhat important	22	34
not important	18	26
not relevant, don't know	4	5
	<u>100</u>	<u>100</u>
Desire to change the sexist nature of the church (this question not asked of clergymen):		
quite important	27	
somewhat important	29	
not important	36	
not relevant, don't know	8	
	<u>100</u>	
Conviction God wished you to be ordained:		
quite important	77	67
somewhat important	13	21
not important	7	8
not relevant, don't know	3	4
	<u>100</u>	<u>100</u>
11. <i>After completing your studies, how easy was it for you to get ordained to full ministerial status?</i>		
quite easy	54	78
somewhat easy	18	15
somewhat difficult	16	5
quite difficult	12	2
	<u>100</u>	<u>100</u>
12. <i>In what year were you ordained?</i>		
before 1956	3	33
1957-1969	7	39
1970-1975	21	16

WOMEN OF THE CLOTH

	Percentage	
	W	M
1976-1978	39	7
1979-1981	30	5
	<u>100</u>	<u>100</u>
13. <i>From the time you were ordained, about how long did it take for you to obtain a parish position?</i>		
less than 6 months	85	95
6 months-1 year	6	2
1-2 years	4	2
2-3 years	2	1
3-4 years	1	0
4 years or more	2	0
	<u>100</u>	<u>100</u>
14. <i>Do you think that seminary graduates in your denomination will have an easier or more difficult time than you had in getting ordained in 1981?</i>		
easier	44	7
about the same	39	45
more difficult	17	48
	<u>100</u>	<u>100</u>
<i>Do you think that seminary graduates in your denomination will have an easier or more difficult time than you had in finding a first parish position in 1981?</i>		
easier	31	5
about the same	34	37
more difficult	35	58
	<u>100</u>	<u>100</u>
15. <i>Have you ever had full-time secular employment?</i>		
yes	69	62
no	31	38
	<u>100</u>	<u>100</u>
<i>Was this employment:</i>		
prior to ordination?	90	85
after ordination?	7	10
both?	3	5
	<u>100</u>	<u>100</u>
	(431)	(453)
<i>What was the nature of this work?</i>		
church-related work, as a layperson	>1	1
top professional	2	2
business executive, banker, large-business owner	2	2
school teacher, social worker, engineer, pilot,		

	Percentage	
	W	M
librarian, newspaper editor, musician, artist (professional), military officer	45	17
small-business owner, administrative person- nel, insurance agent, semiprofessional, para- professional, reporter, sheriff, actor, mortici- an, computer programmer, lab technician, photographer, travel agent, artist (non- professional)	25	30
clerical worker, sales worker, owner of little business, postal worker, police officer, sales- person, military (nonofficer)	21	23
farmer (owner)	0	2
skilled manual laborer, fireman, machinist, hairdresser, carpenter	4	23
unemployed, housewife, retired	0	>1
	<u>100</u>	<u>100</u>
(N)	(424)	(423)
<i>How many years did you do this work?</i>		
less than one year	20	23
1-2 years	21	20
3-4 years	22	21
5-9 years	21	20
more than 10 years	16	16
	<u>100</u>	<u>100</u>
(N)	(430)	(410)
16. <i>Do you presently have part-time secular work?</i>		
yes	6	6
no	94	93
full-time work	0	1
	<u>100</u>	<u>100</u>
<i>If yes, what is the nature of this work?</i>		
church-related work, as layperson	4	2
top professional	29	32
business executive, banker, large business owner	0	2
school teacher, social worker, engineer, pilot, librarian, newspaper editor, musician, artist (professional), military officer	27	29
small-business owner, administrative, insur- ance agent, semi-professional and para- professional, reporter, sheriff, actor, mortician, computer programmer, lab tech- nician, photographer, travel agent, artist (nonprofessional)	23	22

WOMEN OF THE CLOTH

	Percentage	
	W	M
clerical, sales worker, owner of little business, postal worker, police officer, salesperson, military (nonofficer)	10	4
farmer (owner)	5	0
skilled manual labor, fireman, machinists, hairdresser, carpenter	2	9
unemployed, housewife, retired		
	<u>100</u>	<u>100</u>
	(48)	(59)
(N)		
<i>Approximately how many hours do you spend on this work per week?</i>		
1-2 hours	12	10
3-4 hours	10	12
5-9 hours	25	14
10-20 hours	29	33
21 plus hours	24	31
	<u>100</u>	<u>100</u>
	(41)	(51)
(N)		
17. <i>In how many different congregations have you worked since ordination?</i>		
1	39	10
2	29	17
3	14	23
4-9	16	46
10 plus	2	4
	<u>100</u>	<u>100</u>
18. <i>How many years have you worked as a parish min- ister altogether?</i>		
1	10	1
2	16	2
3	16	3
4	16	3
5-6	18	6
7-14	18	26
15 plus	6	59
	<u>100</u>	<u>100</u>
19. <i>Have you ever been in a nonparish church-related position?</i>		
<i>What was this position?</i>	34	21
denominational staff	1	6
chaplaincy (hospital or prison)	34	28

	<i>Percentage</i>	
	<i>W</i>	<i>M</i>
social services, administration	11	16
seminary faculty, administration, or teaching religion in a college	5	10
specialized ministry to particular groups	16	17
missionary	8	8
campus ministry, college chaplain	13	12
CPE, clinical pastor center, pastoral counselor in private practice	4	2
DRE, or music or church consultant	7	2
<i>Have you ever been on a regional or national denominational staff?</i>	10	8
<i>Have you ever been an instructor or professor in a seminary?</i>	10	7
part-time (total sample N = 85)	89	83
full-time (total sample N = 14)	11	17
	<hr/> 54	<hr/> 36

Part III: Present Parish Position and Mobility Prospects

NO PRESENT PARISH POSITION

	9	3
(N)	(57)	(23)
<i>Present occupation (secular):</i>		
top professional	11	0
school teacher, social worker, engineer, pilot, librarian, newspaper editor, musician, artist (professional), military officer	22	57
small-business owner, administrative, insurance agent, semiprofessional and paraprofessional, reporter, sheriff, actor, mortician, computer programmer, lab technician, photograph, travel agent, artist (nonprofessional)	11	29
clerical, sale worker, owner of small business, postal worker, police officer, salesperson, military (nonofficer)	45	14
student	11	0
	<hr/> 100	<hr/> 100
(N)	(9)	(7)
<i>Present occupation (church, other than parish):</i>		
denomination staff	23	54
chaplaincy (hospital or prison)	30	15

WOMEN OF THE CLOTH

	Percentage	
	W	M
social services, administration	7	23
seminary faculty, administration, or teaching		
religion in a college	6	0
specialized ministry to particular groups	0	8
missionary	3	0
campus ministry, college chaplain	17	0
CPE, clinical pastoral center, pastoral counsel- or in private practice	7	0
	<u>100</u>	<u>100</u>
(N)	(30)	(13)
<i>Not employed</i>		
retired	18	80
unemployed	47	20
not looking for work	29	0
returned to school	6	0
	<u>100</u>	<u>100</u>
(N)	(17)	(5)
PARISH EMPLOYMENT	91	97
<i>1. For this parish, do you work:</i>		
full-time?	75	95
3/4-time?	7	1
1/2-time?	14	3
less than 1/2-time?	4	1
	<u>100</u>	<u>100</u>
<i>What is your present position in the parish?</i>		
sole pastor	47	66
senior pastor	2	22
co-pastor	14	2
associate/assistant	27	8
minister CE	5	0
supply/interim (2 months plus)	4	1
other	1	1
<i>2. How many other ordained clergy besides yourself are there in this church?</i>		
1	72	54
2	17	26
3	6	12
4	3	5
5 or more	2	3
	<u>100</u>	<u>100</u>

	Percentage	
	W	M
<i>Are any of these women?</i>		
yes	4	22
no	96	78
	<u>100</u>	<u>100</u>
3. <i>How many years have you been in this parish?</i>		
less than 1 year	17	12
1 year	16	5
2 years	25	12
3 years	17	12
4-5 years	16	19
6-9 years	7	22
more than 10 years	2	18
	<u>100</u>	<u>100</u>
4. <i>Please describe this church as it was when you were first called/appointed as minister:</i>		
<i>Overall was it:</i>		
growing and developing?	18	14
holding its own?	43	42
generally declining?	38	43
new church?	1	1
	<u>100</u>	<u>100</u>
<i>In regard to the members' view of their church and its possibilities, when you were first called, were they:</i>		
mostly indifferent, apathetic?	10	15
in conflict among themselves, angry and distrustful of one another?	22	26
mostly optimistic and enthusiastic?	49	43
other?	19	16
	<u>100</u>	<u>100</u>
5. <i>In approximately what size community is this church located?</i>		
under 2,500 (rural, open country)	26	15
2,500-10,000 (town)	19	21
10,000-50,000 (small city)	19	25
50,000/over (metropolitan suburb)	13	15
50,000-250,000 (metropolitan inner city)	12	11
250,000-1,000,000	5	8
large city or megatropolis of over 1,000,000	6	5
	<u>100</u>	<u>100</u>
6. <i>How many members does this church have?</i>		
fewer than 100	18	8

	Percentage	
	W	M
101-199	20	15
200-399	25	29
400-699	17	25
700 plus	20	23
	<u>100</u>	<u>100</u>
7. Please characterize the majority of parishioners in your church as follows:		
<i>What proportion are age fifty and over?</i>		
two-thirds or more	31	29
divided as to age	32	41
one-third or less	37	30
	<u>100</u>	<u>100</u>
<i>What proportion are middle and upper middle class?</i>		
two-third or more	60	62
divided as to class	15	23
one-third or less	25	15
	<u>100</u>	<u>100</u>
<i>What proportion of the members are Sunday-morning only's?</i>		
two-thirds or more	29	32
divided as to church participation	33	40
one-third or less (most participate in other church activities as well)	38	28
	<u>100</u>	<u>100</u>
<i>What is the predominant theological position of the majority of this church?</i>		
very conservative	5	4
moderately conservative	42	56
moderately liberal	26	26
very liberal	4	2
mixed, neither	23	12
	<u>100</u>	<u>100</u>
<i>How would you compare your own theological position to the majority in this church?</i>		
more conservative	5	6
equally conservative	8	20
equally liberal	11	15
more liberal	69	51
mixed, neither	7	8
	<u>100</u>	<u>100</u>
<i>Presently, would you say the financial health of this church is:</i>		
excellent?	15	29

	Percentage	
	W	M
good?	29	31
tight but adequate?	35	28
in some difficulty?	17	10
in serious difficulty?	4	2
	<u>100</u>	<u>100</u>
8. <i>How much difficulty have you had in the last year in getting your ideas for the church supported by the governing board of the church?</i>		
little or no difficulty	74	74
some difficulty	21	21
quite a bit of difficulty	5	5
	<u>100</u>	<u>100</u>
9. <i>How satisfied are you with your present ministerial position in this church?</i>		
very satisfied	42	40
satisfied	17	27
mixed, both satisfied and frustrated	33	29
dissatisfied	4	1
very dissatisfied and frustrated	4	3
	<u>100</u>	<u>100</u>
10. <i>Does this position offer you maximum opportunity for expression of your talents for ministry?</i>		
yes, definitely	40	50
yes, to some degree	31	35
no, not really	29	15
	<u>100</u>	<u>100</u>
11. <i>How likely is it that you will move from this church in the next couple of years?</i>		
very likely	39	27
somewhat likely	20	23
somewhat unlikely	15	25
very unlikely	26	25
	<u>100</u>	<u>100</u>
12. <i>Regardless of your plans, suppose you did leave this church for another position. Further, suppose the search/pulpit/pastor-relations committee had narrowed the choice of a new pastor down to a woman and a man. Assuming all other characteristics besides sex of the two candidates were equal, which would this committee probably prefer?</i>		
If both candidates are:		
single persons in their middle twenties, committee would:		

WOMEN OF THE CLOTH

	Percentage	
	W	M
prefer the man	43	71
prefer the woman	9	2
it would make no difference	43	24
neither	5	3
	<u>100</u>	<u>100</u>
about sixty years old and widowed, committee would:		
prefer the man	40	69
prefer the woman	11	4
it would make no difference	41	24
neither	8	3
	<u>100</u>	<u>100</u>
divorced, committee would:		
prefer the man	38	65
prefer the woman	8	2
it would make no difference	41	29
neither	13	4
	<u>100</u>	<u>100</u>
widowed with children under ten years of age, committee would:		
prefer the man	46	70
prefer the woman	11	7
it would make no difference	39	22
neither	4	1
	<u>100</u>	<u>100</u>
obese, committee would:		
prefer the man	47	67
prefer the woman	4	1
it would make no difference	42	29
neither	7	3
	<u>100</u>	<u>100</u>
physically a very attractive person, committee would:		
prefer the man	47	65
prefer the woman	6	5
it would make no difference	47	30
neither	0	0
	<u>100</u>	<u>100</u>
13. <i>In the last five years, about how many inquiries have you received (if any) from other churches about the possibility of being their minister?</i>		
1	19	9
2	22	18

	<i>Percentage</i>	
	<i>W</i>	<i>M</i>
3	19	18
4-5	15	22
6-9	12	16
10 plus	13	17
	<hr style="width: 100%;"/>	<hr style="width: 100%;"/>
	100	100
(N)	(306)	(458)
<i>United Methodists: In the last five years has your bishop or district superintendent asked you to consider a change of pastoral appointments?</i>		
yes	39	60
no	61	40
	<hr style="width: 100%;"/>	<hr style="width: 100%;"/>
	100	100
(N)	(140)	(109)
14. <i>Of all inquiries, how good were these church positions (in terms of salary, working conditions, location, growth potential) in comparison to the position you held at the time? (United Methodists: If you answered yes on question 13, was the move or change offered better or worse than your pastoral charge at the time?)</i>		
worse on the whole	20	9
about the same	15	21
some better, some worse	29	38
better on the whole	36	32
	<hr style="width: 100%;"/>	<hr style="width: 100%;"/>
	100	100
(N)	(342)	(490)
15. <i>What would you prefer your next call, position (United Methodist: appointment) to be? (Categories not mutually exclusive.)</i>		
another parish position	70	69
nonparish ministerial or denominational position	26	14
in secular work	4	4
retired	4	11
other	16	1
16. <i>Do you feel that you have adequate information about all church or church-related vacancies in which you might be interested?</i>		
yes	60	62
no	40	38
	<hr style="width: 100%;"/>	<hr style="width: 100%;"/>
	100	100
17. <i>Are you presently using the placement services of your national denominational office handling clergy</i>		

WOMEN OF THE CLOTH

Percentage

W M

deployment; e.g., is your updated profile in this office? (United Methodists skip this question.)

yes

57

66

no

43

34

100100

(N)

(465)

(556)

If yes, how helpful have you found the national office deployment services in getting you interviews at churches or an actual position?

very helpful

21

20

somewhat helpful

24

31

not very helpful

24

21

of no help at all

13

11

not sure

15

11

not used

3

6

100100

(N)

(266)

(416)

If no, why not?

too much trouble

3

5

waste of time

4

6

prefer to get jobs without the help of national office

3

6

If some other reason, what?

don't trust national office and/or process or like categories used

6

8

profiles still have to go through judicatory executive or parish calling committee who may not use them "right," or at all

1

3

churches find profiles too complicated to use, don't understand them

0

4

not presently looking

60

49

prefer to go through regional office

9

8

regional and personal ties are also necessary

17

12

national service inefficient, incomplete, too slow, out of date as to parish openings

2

8

computer service is too mechanical or unresponsive

2

5

didn't know we had a national office for deployment

3

3

100100

(235)

(146)

18. Should you want another parish position, slightly better than the one you now have, how easy do you anticipate that it would be to get?

	Percentage	
	W	M
very easy	12	9
somewhat easy	28	35
somewhat difficult	38	41
very difficult	22	15
	<u>100</u>	<u>100</u>
19. <i>How willing would you be to relocate your residence one hundred miles away from your present residence in order to take a new position?</i>		
quite willing	55	52
willing if necessary	18	27
rather stay here if possible	11	13
definitely do not wish to move that far	16	8
	<u>100</u>	<u>100</u>
20. <i>How easy or difficult do you find it to plan a career strategy (e.g., decide on what kinds of ministerial positions you will try to obtain in five, ten, fifteen, etc., years from now)?</i>		
very easy	11	14
somewhat easy	19	29
somewhat difficult	33	36
very difficult	30	15
don't try to plan	5	3
plan to retire	2	3
	<u>100</u>	<u>100</u>
21. <i>In a number of denominations, judicatory executives (e.g., bishops, presbyters, area ministers, etc.) often have informal, if not formal, power over which clergy can transfer into their area to accept a parish or other church-related position. To what extent do you anticipate such "executive discretion" negatively affecting your occupational mobility?</i>		
a great deal	7	5
quite a bit	10	6
some	28	18
little	23	29
not at all	32	42
	<u>100</u>	<u>100</u>
22. <i>Suppose the most prestigious church of your denomination in your region called/appointed a woman as senior pastor. How would the majority of clergymen in your denomination in the region feel?</i>		
resentful	39	21
puzzled	27	33

WOMEN OF THE CLOTH

	Percentage	
	W	M
pleased	21	35
other	13	11
	<u>100</u>	<u>100</u>

Part IV: Your Ministry in the Parish

1. *How effective, on the whole, do you think you are with your present congregation in doing each of the following?*

Preaching sermons:

very effective	55	48
quite effective	42	49
somewhat ineffective	2	3
do not do this	1	0
	<u>100</u>	<u>100</u>

Planning and leading worship:

very effective	63	51
quite effective	34	46
somewhat ineffective	1	2
do not do this	2	1
	<u>100</u>	<u>100</u>

Managing the church budget:

very effective	10	24
quite effective	34	43
somewhat ineffective	20	12
do not do this	36	21
	<u>100</u>	<u>100</u>

Teaching adults:

very effective	40	37
quite effective	48	50
somewhat ineffective	5	7
do not do this	7	6
	<u>100</u>	<u>100</u>

Teaching children:

very effective	37	19
quite effective	38	45
somewhat ineffective	11	20
do not do this	14	16
	<u>100</u>	<u>100</u>

Presiding over a meeting of a large group:

very effective	32	40
quite effective	54	49
somewhat ineffective	6	6
do not do this	8	5
	<u>100</u>	<u>100</u>

	Percentage	
	W	M
Crisis ministry:		
very effective	44	41
quite effective	44	49
somewhat ineffective	9	8
do not do this	3	2
	<u>100</u>	<u>100</u>
Pastoral counseling:		
very effective	32	31
quite effective	54	55
somewhat ineffective	10	12
do not do this	4	2
	<u>100</u>	<u>100</u>
Parish home and hospital visitation:		
very effective	43	40
quite effective	46	49
somewhat ineffective	9	11
do not do this	2	0
	<u>100</u>	<u>100</u>
Organizing and motivating paid staff and volunteers to do the work of the parish:		
very effective	22	17
quite effective	51	53
somewhat ineffective	23	22
do not do this	4	8
	<u>100</u>	<u>100</u>
Stimulating parishioners to engage in service to others outside the parish:		
very effective	11	9
quite effective	47	51
somewhat ineffective	36	37
do not do this	6	3
	<u>100</u>	<u>100</u>
Recruiting new members for the church:		
very effective	14	15
quite effective	47	53
somewhat ineffective	27	29
do not do this	12	3
	<u>100</u>	<u>100</u>

2. *Some pastors are more directive in their ministerial leadership style, preferring to make decisions on their own, typically. Others are more democratic, typically seeking the opinion of a number of others in the church on decisions to be made. On a ten-point scale—going from 1 “directive” to 10 “democratic”—on*

	<i>Percentage</i>	
	<i>W</i>	<i>M</i>
The senior minister made good suggestions about how I might improve my preaching, teaching, or counseling:		
often	20	16
sometimes	31	38
rarely	26	30
never	23	16
	<hr style="width: 100%; border: 0; border-top: 1px solid black; margin: 0;"/> 100	<hr style="width: 100%; border: 0; border-top: 1px solid black; margin: 0;"/> 100
The senior minister felt threatened by me:		
often	25	16
sometimes	26	24
rarely	18	26
never	31	34
	<hr style="width: 100%; border: 0; border-top: 1px solid black; margin: 0;"/> 100	<hr style="width: 100%; border: 0; border-top: 1px solid black; margin: 0;"/> 100
<i>For any conflict that occurred between you and the senior minister, how important were each of the following as factors in this conflict?</i>		
Personality, value or style differences:		
important	56	40
somewhat important	21	34
unimportant	23	26
	<hr style="width: 100%; border: 0; border-top: 1px solid black; margin: 0;"/> 100	<hr style="width: 100%; border: 0; border-top: 1px solid black; margin: 0;"/> 100
(N)	(375)	(385)
Difficulties inherent in being the associate or assistant:		
important	34	21
somewhat important	37	40
unimportant	29	39
	<hr style="width: 100%; border: 0; border-top: 1px solid black; margin: 0;"/> 100	<hr style="width: 100%; border: 0; border-top: 1px solid black; margin: 0;"/> 100
(N)	(371)	(385)
The fact that you are a woman (this question not asked of clergymen):		
important	24	
somewhat important	26	
unimportant	50	
	<hr style="width: 100%; border: 0; border-top: 1px solid black; margin: 0;"/> 100	
4. <i>Outside of church services, how do you typically dress when you are visiting parishioners or attending community and church social events:</i>		
<i>First, on such occasions do you wear a clerical collar?</i>		
usually	14	16
sometimes	12	12

	Percentage	
	W	M
never/almost never	74	72
	<u>100</u>	<u>100</u>
<i>Second, do you ever make an effort to change your style of dress in a way that might appeal more to certain types of persons, e.g., young vs. old?</i>		
usually	25	11
sometimes	37	41
never/almost never	38	48
	<u>100</u>	<u>100</u>
5. How true of you have each of the following statements been in the last year?		
I felt accepted, liked, and appreciated by most of this congregation:		
usually	90	91
sometimes	9	8
never/almost never	1	1
	<u>100</u>	<u>100</u>
I was having trouble with one or more lay leaders in the parish:		
usually	13	8
sometimes	43	40
never/almost never	44	52
	<u>100</u>	<u>100</u>
I was able to maintain a separation between my ministerial duties and my private life:		
usually	47	48
sometimes	31	40
never/almost never	22	12
	<u>100</u>	<u>100</u>
I felt lonely and isolated:		
usually	14	6
sometimes	47	49
never/almost never	39	45
	<u>100</u>	<u>100</u>
I had sufficient money to live comfortably:		
usually	72	61
sometimes	17	29
never/almost never	11	10
	<u>100</u>	<u>100</u>
I felt bored and frustrated by the limits of this parish job, resources, or people:		
usually	9	8
sometimes	36	40

	Percentage	
	W	M
never/almost never	55	52
	<u>100</u>	<u>100</u>
I felt physically healthy and energetic:		
usually	79	82
sometimes	19	17
never/almost never	2	1
	<u>100</u>	<u>100</u>
I felt I was really accomplishing things in my ministry:		
usually	64	53
sometimes	34	43
never/almost never	2	4
	<u>100</u>	<u>100</u>
I thought seriously about leaving the parish ministry for some other kind of work:		
usually	10	4
sometimes	26	26
never/almost never	64	70
	<u>100</u>	<u>100</u>
6. <i>How do you prefer most people in your congregation address you?</i>		
by your first name	68	47
by your clerical title	8	13
by a general title (Miss, Mrs., Mr., Ms.)	0	2
do not care one way or the other	11	36
first name and clerical title	11	1
first name and general title	2	1
	<u>100</u>	<u>100</u>
7. <i>During your time in parish ministry, how well have you generally gotten along with the following types of people?</i>		

PARISHIONERS

Businessmen, executives:

very well	52	67
satisfactorily	45	32
not very well	3	1
	<u>100</u>	<u>100</u>

Professionals (doctors, lawyers, teachers, etc.):

very well	82	74
satisfactorily	18	25
not very well	0	1
	<u>100</u>	<u>100</u>

WOMEN OF THE CLOTH

	Percentage	
	W	M
Blue collar and/or farm workers:		
very well	69	63
satisfactorily	29	35
not very well	2	2
	<u>100</u>	<u>100</u>
Elderly men:		
very well	76	73
satisfactorily	22	26
not very well	2	1
	<u>100</u>	<u>100</u>
Elderly women:		
very well	82	79
satisfactorily	16	21
not very well	2	0
	<u>100</u>	<u>100</u>
Middle-aged men:		
very well	51	69
satisfactorily	46	30
not very well	3	1
	<u>100</u>	<u>100</u>
Middle-aged women:		
very well	56	70
satisfactorily	38	29
not very well	6	1
	<u>100</u>	<u>100</u>

NONPARISHIONERS IN THE COMMUNITY OR AREA

Local community officials and leaders:		
very well	50	56
satisfactorily	47	42
not very well	3	2
	<u>100</u>	<u>100</u>
Ministers of other denominations:		
very well	53	56
satisfactorily	38	42
not very well	9	2
	<u>100</u>	<u>100</u>
Ministers of your own denomination:		
very well	67	67
satisfactorily	30	32
not very well	3	1
	<u>100</u>	<u>100</u>
Ministers' wives (this question not asked of clergymen):		

	Percentage	
	W	M
19 plus	7	25
	<u>100</u>	<u>100</u>
2. <i>Approximately how many clergy are members of this judicatory?</i>		
1-50	11	16
51-75	8	11
76-100	11	12
101-150	9	10
151-200	13	11
200-300	16	15
301-400	10	9
401-600	13	8
601-800	4	4
800 plus	5	4
	<u>100</u>	<u>100</u>
3. <i>Of these, approximately how many are fully ordained women?</i>		
0-1	6	12
2-3	16	22
4-6	18	21
7-10	20	18
11-15	12	9
16-20	10	7
21 plus	18	11
	<u>100</u>	<u>100</u>
Have no idea (percent checking this)	5%	15%
4. <i>About how many clergy do you talk with regularly (at least once a month) in total?</i>		
1	3	2
2	3	5
3-5	15	18
6-10	23	32
11-15	20	17
16-24	14	12
25 plus	22	14
	<u>100</u>	<u>100</u>
<i>Of these, how many are women clergy?</i>		
1	32	47
2	22	29
3-5	27	18
6-10	14	5
11-15	4	1
16-24	1	0
	<u>100</u>	<u>100</u>

	<i>Percentage</i>	
	<i>W</i>	<i>M</i>
5. <i>Are you a member of any support/colleague/study group(s) of clergy?</i>		
yes	75	66
no	25	34
	<hr style="width: 50px; margin: 0 auto;"/> 100	<hr style="width: 50px; margin: 0 auto;"/> 100
<i>If yes, what? (Categories not mutually exclusive.)</i>		
clergy colleague/study group in local area	64	57
your denomination only	42	33
ecumenical	38	38
a national clergy group	12	8
your denomination only	10	7
ecumenical	5	3
some other type of clergy group	20	12
6. <i>Are you a member of any interest, social, or political group(s) composed of secular professionals and academics as well as clergy (which is not just for people in your parish)?</i>		
yes	48	47
no	52	53
	<hr style="width: 50px; margin: 0 auto;"/> 100	<hr style="width: 50px; margin: 0 auto;"/> 100
7. <i>How many different ongoing groups do you belong to—with which you meet at least once a year?</i>		
2 or less	21	23
3-4	31	31
5-6	22	21
7-10	15	11
11 or more	11	14
	<hr style="width: 50px; margin: 0 auto;"/> 100	<hr style="width: 50px; margin: 0 auto;"/> 100
8. <i>Are you a member of any colleague, professional, or interest group composed only of, or predominantly of, women? (This question not asked of clergymen.)</i>		
yes	57	
no	43	
	<hr style="width: 50px; margin: 0 auto;"/> 100	
<i>If yes, how many such groups?</i>		
1	64	
2	25	
3	7	
4	4	
	<hr style="width: 50px; margin: 0 auto;"/> 100	
	(N)	(302)

	Percentage	
	W	M
<i>If yes, is this group (categories not mutually exclusive):</i>		
a local group?	25	
a regional group?	20	
a national group?	20	
composed only of clergy?	24	
composed of lay and clergy?	34	
only of your denomination?	29	
ecumenical?	28	
<i>Do you think an all-woman professional support and/or interest group is something that clergywomen should seek to join or to establish?</i>		
yes	61	
perhaps	28	
no	11	
	<hr/> 100	
9. <i>How frequently have you talked with the executive of your judicatory (bishop, synod president, conference minister, executive presbyter, district superintendent, area minister, etc.) during the last two months (approximately)?</i>		
not at all	15	15
1 or 2 times	38	38
3 or 4 times	22	26
5 or more times	25	21
	<hr/> 100	<hr/> 100
10. <i>About how well do you know this executive?</i>		
very well	34	30
quite well	22	33
fairly well	28	26
not very well	16	11
	<hr/> 100	<hr/> 100
11. <i>How supportive or helpful to you has this executive or a member of his staff been in each of the following areas?</i>		
Professional or ministerial career concerns of yours:		
quite helpful	58	41
somewhat helpful	21	23
of little help	13	11
help not asked/needed	18	25
	<hr/> 100	<hr/> 100

	<i>Percentage</i>	
	<i>W</i>	<i>M</i>
Problems in/with your church:		
quite helpful	37	30
somewhat helpful	20	21
of little help	9	13
help not asked/needed	34	36
	<hr/> 100	<hr/> 100
Personal matters:		
quite helpful	21	23
somewhat helpful	14	14
of little help	10	10
help not asked/needed	55	53
	<hr/> 100	<hr/> 100
Other help from executive:	23	13
12. <i>Are you a member of any judicatory commissions or committees?</i>		
yes, presently	76	73
no, but have been	13	19
no, have never been	11	8
	<hr/> 100	<hr/> 100
13. <i>If you are or have been a member of a commission or committee, what generally has been the response of any laywomen members of this committee to you?</i> (This question not asked of clergymen.)		
good	82	
fair	9	
poor	2	
no laywomen on the committee	7	
	<hr/> 100	
14. <i>Would you be willing to be a clergy supervisor to a woman seminarian or intern in your church next year?</i>		
yes	89	80
maybe	7	13
no	4	7
	<hr/> 100	<hr/> 100

MINISTERIAL AND PERSONAL SUPPORT

1. *In handling conflicts among/with parishioners, how likely are you to turn to each of the following for assistance and/or advice?*

One or more parishioners in your church:

quite likely	47	59
somewhat likely	32	30

	Percentage	
	W	M
unlikely	21	11
	<u>100</u>	<u>100</u>
One or more staff in your church:		
quite likely	55	46
somewhat likely	15	23
unlikely	30	31
	<u>100</u>	<u>100</u>
Your spouse, other family member, or house- mate:		
quite likely	57	62
somewhat likely	11	23
unlikely	32	15
	<u>100</u>	<u>100</u>
One or more clergy persons at other churches:		
quite likely	42	32
somewhat likely	34	41
unlikely	24	27
	<u>100</u>	<u>100</u>
close friend or friends outside this church, not in ministry:		
quite likely	26	17
somewhat likely	23	24
unlikely	51	59
	<u>100</u>	<u>100</u>
your denominational executive of your area:		
quite likely	29	33
somewhat likely	38	40
unlikely	33	27
	<u>100</u>	<u>100</u>
other:		
quite likely	69	63
somewhat likely	24	19
unlikely	7	18
	<u>100</u>	<u>100</u>
Who?		
seminary professor	14	7
counselor, clinical pastoral education super- visor	33	52
close friends from seminary or in ministry but far away	34	24
former pastor, pastoral mentor	10	17
clergywomen	9	0
	<u>100</u>	<u>100</u>
	(N)	(29)

	<i>Percentage</i>	
	W	M
2. <i>What is your present marital status?</i>		
married	55	94
single, never married	32	4
widowed	3	0
divorced/separated	10	2
	<u>100</u>	<u>100</u>
3. <i>If presently married, please answer the following question.</i>		
<i>How long have you been married to your present spouse?</i>		
1-3 years	17	4
4-6 years	23	6
7-10 years	20	11
11-19 years	23	25
more than 20 years	17	54
	<u>100</u>	<u>100</u>
	(N) (342)	(677)
<i>Overall, how resentful is your spouse of the time and energy you invest in your ministerial work?</i>		
never or rarely	68	48
sometimes resentful	29	48
frequently resentful	3	4
	<u>100</u>	<u>100</u>
	(N) (342)	(675)
<i>Is your spouse employed?</i>		
no	12	35
yes, full-time	66	40
yes, part-time	22	25
	<u>100</u>	<u>100</u>
	(N) (342)	(675)
<i>Is your spouse also ordained?</i>		
yes	60	4
no	40	96
	<u>100</u>	<u>100</u>
	(N) (342)	(675)
If yes, is your spouse:		
a minister in your church?	57	48
a minister in another church?	32	19
working in a nonchurch setting?	11	33
	<u>100</u>	<u>100</u>
	(N) (173)	(21)
<i>If no, what is the occupation of your spouse?</i>		
church work, not ordained	2	0
top professional	21	2

WOMEN OF THE CLOTH

	Percentage	
	W	M
business executive, banker, large-business owner	5	1
school teacher, social worker, social service worker, pilot, engineer, librarian, newspaper editor, military officer, musician, artist	22	51
small-business owner, administrative personnel, insurance agent, semiprofessional, paraprofessional, reporter, sheriff, actor, mortician, computer programmer, lab technician, photographer, travel agent	26	26
clerical worker, sales worker, owner of little business (self-employed), postal worker, police officer, salesman, military personnel (nonofficer)	3	15
farmer (owner)	2	0
skilled manual laborer, fireman, machinists, hair stylist, carpenter	6	2
unemployed, homemaker, not in labor force, student	12	4
	<u>100</u>	<u>100</u>
	(131)	(404)
	(N)	
<i>As far as you can gather, how does your spouse's occupation affect your parishioners' opinion of you?</i>		
In the majority they:		
respect me more	56	35
respect me less	2	0
feel sorry for me	2	2
do not care	33	60
other	7	3
	<u>100</u>	<u>100</u>
	(320)	(462)
	(N)	
<i>Whose career goals actually seem to take priority when either of you considering a position(s)?</i>		
my own	12	76
my spouse's	18	2
both equally	70	22
	<u>100</u>	<u>100</u>
	(325)	(470)
	(N)	
<i>How active is your spouse in your church?</i>		
very active	54	66
somewhat active	19	30
rather inactive	27	4
	<u>100</u>	<u>100</u>
	(331)	(675)
	(N)	

	<i>Percentage</i>	
	<i>W</i>	<i>M</i>
<i>How do the majority of your parishioners feel about this degree of your spouse's participation in your church?</i>		
very satisfied	54	57
satisfied	30	35
mixed in response or ambivalent	14	7
dissatisfied	2	1
	<u>100</u>	<u>100</u>
 4. <i>Do you have any natural or adopted children?</i>		
yes	46	89
no	54	11
	<u>100</u>	<u>100</u>
 <i>If yes, how many children do you have?</i>		
1	26	11
2	39	34
3	19	28
4 or more	16	27
	<u>100</u>	<u>100</u>
	(N)	(639)
 <i>How many of these are (or is this child) under age 18?</i>		
1	42	36
2	42	40
3 or more	16	24
	<u>100</u>	<u>100</u>
	(N)	(403)
 <i>Were any of your children under the age of ten while you had a full-time ministerial position?</i>		
yes	58	96
no	40	4
(part-time position)	2	0
	<u>100</u>	<u>100</u>
	(N)	(629)
 <i>If yes to the above, how difficult was it for you to carry on a full-time ministry when your children were this young?</i>		
very difficult	31	3
somewhat difficult	40	33
relatively easy	29	64
	<u>100</u>	<u>100</u>
	(N)	(610)

	Percentage	
	W	M
5. <i>Have you ever been divorced?</i>		
yes	17	12
no	83	88
	<u>100</u>	<u>100</u>
	(90)	(79)
<i>If yes, has (or did) your divorced status affect your ability to get parish positions?</i>		
yes	31	32
no	63	53
have not tried since divorce to get a parish	6	15
	<u>100</u>	<u>100</u>
	(78)	(73)
(N)		
<i>To what extent was this divorce caused by the conflicts over the time taken by (or the nature of) your ministerial work?</i>		
to a great extent	7	19
to some extent	20	27
not related at all	73	51
do not know	0	3
	<u>100</u>	<u>100</u>
	(89)	(73)
(N)		
<i>If presently single, widowed, or divorced, are there any adults who live with you?</i>		
yes	21	15
no	79	85
	<u>100</u>	<u>100</u>
	(274)	(48)
(N)		
<i>If yes, are they (or is this person):</i>		
relative(s)?	40	29
nonrelative(s)?	60	43
both?	0	28
	<u>100</u>	<u>100</u>
	(53)	(7)
(N)		
<i>Is this person (or persons) a source of support to you?</i>		
yes, a source of great support	68	28
yes, some support	21	29
of little or no support	11	43
	<u>100</u>	<u>100</u>
	(53)	(7)
(N)		

FINANCIAL SUPPORT AND OTHER RESOURCES

1. *Do you live in a house provided by the church?*

	Percentage	
	W	M
yes	49	57
no	51	43
	<u>100</u>	<u>100</u>
2. <i>Do you own your own house or vacation home?</i>		
yes	44	54
no	56	46
	<u>100</u>	<u>100</u>
3. <i>What is the cash salary paid you by the parish per year?</i>		
\$10,000 or under	39	10
\$10,000-\$15,000	47	39
\$16,000-\$20,000	11	28
\$21,000 or over	3	23
	<u>100</u>	<u>100</u>
4. <i>Do you earn income from sources other than this parish?</i>		
yes	37	26
no	63	74
	<u>100</u>	<u>100</u>
5. <i>What is your total family income before taxes per year?</i>		
\$15,000 or under	35	17
\$15,000-\$24,000	37	44
\$25,000-\$34,000	18	26
\$35,000 or over	10	13
	<u>100</u>	<u>100</u>
6. <i>How likely is it that you will have sufficient income after you retire to live comfortably?</i>		
very likely	26	25
somewhat likely	40	51
somewhat unlikely	21	18
very unlikely	13	6
	<u>100</u>	<u>100</u>

Part VI: Attitudes About Clergy, the Church, and Ministry

There are a number of possible ways in which a local congregation may respond to public issues involving matters of morality and social justice. For each of the following, would you please indicate whether you agree, have mixed feelings or opinions, or disagree:

1. My congregation should not involve itself with social and political matters; rather, it should concentrate on bringing people to Christ:

WOMEN OF THE CLOTH

	<i>Percentage</i>	
	<i>W</i>	<i>M</i>
agree	2	4
mixed	10	25
disagree	88	71
	<u>100</u>	<u>100</u>
2. My congregation should organize itself into study-action groups to deal with issues that affect:		
Personal morality and human sexuality:		
agree	65	57
mixed	25	35
disagree	10	8
	<u>100</u>	<u>100</u>
Who should be elected to political office:		
agree	35	25
mixed	30	40
disagree	35	35
	<u>100</u>	<u>100</u>
Equal rights for women:		
agree	69	60
mixed	22	30
disagree	9	10
	<u>100</u>	<u>100</u>
Equal rights for blacks and other minorities:		
agree	77	65
mixed	17	28
disagree	6	7
	<u>100</u>	<u>100</u>
Please now indicate whether you agree with, have mixed feelings about, or disagree with each of the following statements about clergy and the church.		
1. I would be pleased if I had a son who wanted to be a parish minister:		
agree	76	72
mixed	19	26
disagree	5	2
	<u>100</u>	<u>100</u>
2. I would be pleased if I had a daughter who wanted to be a parish minister:		
agree	78	61
mixed	19	32
disagree	3	7
	<u>100</u>	<u>100</u>

	<i>Percentage</i>	
	<i>W</i>	<i>M</i>
3. More women should be ordained to full ministerial status in my denomination:		
agree	81	59
mixed	17	30
disagree	2	11
	<u>100</u>	<u>100</u>
4. My congregation should appoint/elect an equal number of laywomen to laymen on the parish governing board:		
agree	75	58
mixed	14	23
disagree	11	19
	<u>100</u>	<u>100</u>
5. If a ministerial vacancy should occur in my congregation (or finances permit an additional minister to be hired), the search committee should actively seek a woman candidate:		
agree	34	40
mixed	32	38
disagree	34	22
	<u>100</u>	<u>100</u>
6. Women, whether lay or clergy, do not hold positions or influence in this area (region) comparable to lay and clergy men of my denomination:		
agree	61	53
mixed	10	16
disagree	29	31
	<u>100</u>	<u>100</u>
7. Inclusive language should be used in church publications and services:		
agree	87	53
mixed	9	31
disagree	4	16
	<u>100</u>	<u>100</u>
8. There should be more women in executive staff positions in regional and national offices of my denomination:		
agree	85	49
mixed	10	37
disagree	5	14
	<u>100</u>	<u>100</u>
9. I think I have a promising future in my denomination:		

WOMEN OF THE CLOTH

agree	72	71
mixed	22	24
disagree	6	5
	<u>100</u>	<u>100</u>

10. The ordained ministry still carries prestige and dignity which no other profession shares:

agree	27	28
mixed	29	49
disagree	44	23
	<u>100</u>	<u>100</u>