

**35th Anniversary of Ordination of Women
Rostered Leader Survey
2005**



Living in God's amazing grace

35th Anniversary of Ordination of Women - Rostered Leader Survey

Evangelical Lutheran Church in America

February 2005

This questionnaire is designed to assist the ELCA in assessing the current status of its female rostered leaders as compared to male rostered leaders. If there is a question for which you do not have a response, simply skip that question and move to the next one. Please fill the circles in completely ●. If you have any questions, call Victoria Flood at 1-800-638-3522, ext. 2995, or e-mail *Victoria.Flood@elca.org*.

BACKGROUND

1. Were you ordained, consecrated, or commissioned in a church body other than the ELCA (or its predecessor)?

- No
 Yes → Which one? _____

2. Did you use the TEEM (Theological Education for Emerging Ministries) process, or any other official alternate route, through candidacy?

- No
 Yes → Please describe: _____

3. Were you older than 30 when you entered the candidacy process?

- No Yes

4. Did you work full-time at one or more occupations before entering candidacy?

- No Yes

5. a) Do you have a master's degree in a theological field of study? (e.g. MDiv, MA in religious studies, etc.)

- No Yes → Type of degree: _____

b) If yes, was the degree from an ELCA seminary?

- No Yes

6. Do you have an advanced degree (master's or doctoral) other than any listed in Question 5?

- No
 Yes → Type of degree and discipline: _____

7. Please provide the appropriate year for the following (where applicable):

- | | <u>Year</u> |
|---|-------------|
| a) Your entrance into candidacy: | _____ |
| b) Your graduation from seminary: | _____ |
| c) Your ordination, consecration, or commissioning: | _____ |

MINISTRY - CALLS

8. From the following list, please indicate the approximate number of months you waited for your most recent call and for your first call (from the time mobility forms were submitted and/or you actively began seeking a call). (If your most recent call is also your first call, please complete the column for most recent call only.)

<u>Number of months</u>		<u>Most recent call</u>	<u>First call</u>	<u>Number of months</u>		<u>Most recent call</u>	<u>First call</u>
<input type="radio"/> 1 to 2 months	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> 11 to 12 months . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> 3 to 4 months	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> 13 to 18 months . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> 5 to 6 months . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> 19 to 24 months . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> 7 to 8 months . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> Over 24 months . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> 9 to 10 months . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				

9. Please indicate which, if any, of the following reasons limited your placement for your most recent call and for your first call. (If your most recent call is also your first call, please complete the column for most recent call only.)

Type of limitation	Most recent call	First call	Type of limitation	Most recent call	First call
<input type="radio"/> Geographic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> Congregational (i.e., size, staffing)	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Familial	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> Other	<input type="radio"/>	<input type="radio"/>

If you chose "other," please describe:

10. What is the longest period of time you ever have spent waiting for a call?

Over 24 months
 19 to 24 months
 13 to 18 months
 10 to 12 months
 7 to 9 months
 4 to 6 months
 1 to 3 months

11. Please provide the beginning and ending years for the following calls. Also, indicate for each call whether, for the majority of time during that call period, your compensation was at, above, or below synod guidelines. (If your most recent call is your first, second, or third call, please indicate this in the far right column.)

	Beginning Year	Ending Year		Synod Compensation Guidelines				This is my most recent call
				At	Above	Below	Not Sure	
a. Most recent call	_____	_____	→	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
b. First call	_____	_____	→	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Second call	_____	_____	→	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Third call	_____	_____	→	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. a) Have you ever been "On Leave From Call"?

No (Please go to Question 13.)
 Yes (Please go to Question 12b and c.) →

b) For each leave, please provide the approximate length in months:

Approximate number of months

-First leave _____
-Second leave _____

c) For each time you were on leave, please choose the one response that best describes your situation.

First Leave (Please choose the best response)

Second Leave (Please choose the best response)

Actively seeking/waiting for call
 Unsure of next vocational steps
 In a graduate study program
 Caring for children/other family
 Caring for own health/medical reasons
 Taking steps for career change out of ministry
 Other (please describe)

Actively seeking/waiting for call
 Unsure of next vocational steps
 In a graduate study program
 Caring for children/other family
 Caring for own health/medical reasons
 Taking steps for career change out of ministry
 Other (please describe)

Please answer questions 13 through 17 ONLY if you are ORDAINED. If you are not ordained, please continue with question 18.

13. Please indicate your **current** call status.

- | | |
|--|---|
| <input type="radio"/> Solo pastor (the only ordained staff) | <input type="radio"/> Senior pastor (serving with other ordained staff) |
| <input type="radio"/> Assistant/Associate pastor | <input type="radio"/> Co-pastor with spouse |
| <input type="radio"/> Co-pastor with non-spouse | <input type="radio"/> Interim pastor |
| <input type="radio"/> Synod or churchwide staff | <input type="radio"/> On leave from call |
| <input type="radio"/> Non-parish ministry (<i>please describe</i>) | <input type="radio"/> Other (<i>please describe</i>) |

14. Are you satisfied that your current call status adequately describes your position and responsibilities?

- No Yes

If you chose “no,” please explain:

15. Please indicate which of the following status of calls you **ever** have served. (*Please choose all that apply*)

- | | |
|--|---|
| <input type="radio"/> Solo pastor (the only ordained staff) | <input type="radio"/> Senior pastor (serving with other ordained staff) |
| <input type="radio"/> Assistant/Associate pastor, full-time | <input type="radio"/> Co-pastor with spouse |
| <input type="radio"/> Co-pastor with non-spouse | <input type="radio"/> Interim pastor |
| <input type="radio"/> Synod or churchwide staff | <input type="radio"/> On leave from call |
| <input type="radio"/> Non-parish ministry (<i>please describe</i>) | <input type="radio"/> Other (<i>please describe</i>) |

16. Since ordination, how many different calls have you accepted in the following categories?

Number of regular parish calls
(calls with no specified end dates): _____

Number of term calls
(calls with specific beginning and end dates): _____

Number of calls to specialized
ministry (such as interim or campus ministry): _____

Number of
part-time calls: _____

17. Which, if any, of the following positions have you served? (*Please choose all that apply*)

- Pastor/Developer of a mission congregation
- Pastor of a congregation receiving Partnership Support from the Division for Outreach of the ELCA
- Pastor of a congregation following the revelation of clergy misconduct (sometimes referred to as “After Pastor”)
- Internship Supervisor

MINISTRY - SETTING

18. Please choose the statement that best describes the community setting of your most recent call and of your first call.
(If your most recent call is also your first call, please complete the column for most recent call only.)

<u>Community setting</u>	<u>Most recent call</u>	<u>First call</u>
<input type="radio"/> Rural, farming	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Rural, non-farming	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Small city or town, under 10,000 people	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Small city or town of 10,000 to 49,000	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Medium city of 50,000 to 250,000	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Suburb near a medium city	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Large city of 250,000 or more	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Suburb of a large city (within 10 miles of the city)	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Suburb of a large city (more than 10 miles from the city)	<input type="radio"/>	<input type="radio"/>

19. Have you **ever** served either a part-time or a shared-time call? No Yes

20. Are you **currently** serving either a part-time or a shared-time call? No Yes

If “yes,” please indicate which of the following reasons describes your situation: *(Please choose all that apply)*

- At my request for personal health reasons At my request for family health reasons
- At my request for child-raising reasons At my request to serve jointly with my spouse
- At congregation/agency request for financial constraints
- Other *(please describe)*

21. In the past five years, please choose which, if any, of the following ways you have served the larger church.
(Please choose all that apply)

- A voting member to an ELCA Churchwide Assembly
- An elected or ELCA churchwide-appointed member of the churchwide Council
- An elected or ELCA churchwide-appointed member of a churchwide board, steering committee, or task force
- An elected or council-appointed member of a synodical board, committee, or task force
- A synod or churchwide staff member

22. In the past five years, please choose which, if any, of the following ways you have participated in your community. *(Please choose all that apply)*

- An official governmental office at a local level (e.g., school board, city council, library board, etc.)
- An official governmental office at a county, state, or federal level
- Local community service groups (e.g., Scouting, homeless shelter, senior citizen program, etc.)
- Local community organizations (e.g., Kiwanis, Chamber of Commerce, etc.)
- Justice oriented groups (e.g., peace groups, Amnesty International chapters, etc.)
- Ecumenical religious groups meeting to accomplish specific goals in the community

23. In the past five years, have you participated in a Women of the ELCA event?

- No
- Yes → If “yes,” please choose all that apply:
 - An event sponsored by a congregational unit of the Women of the ELCA
 - A synodical women’s organization event
 - A triennial gathering and convention
 - A churchwide-sponsored event other than the triennial gathering and convention

24. a) Is there an active unit of Women of the ELCA in the congregation in which you serve?

- I do not serve in a congregation setting
- No
- Yes

b) If you chose “yes,” how often are you invited to participate in the unit’s programming?

- Rarely or Never
- 1-2 times per year
- 3-4 times per year
- more than 4 times per year

25. In the congregation in which you serve, do women gather for service, study, or worship in groups other than those that are part of Women of the ELCA?

- I do not serve in a congregation setting
- No
- Yes

26. As you envision your future, where do you believe you will be in five years? *(Please choose all that apply)*

- Parish ministry
- An ELCA agency or institution
- Graduate study
- Retired
- No longer a rostered leader *(please describe)*
- Synodical or churchwide ministry
- A non-ELCA agency or institution
- A specialized call (such as interim or campus ministry)

- Other *(please describe)*

MINISTRY - PERSONAL ATTRIBUTES AND EXPERIENCES

27. For each of the following items, indicate on a scale from “1” (representing “Not true at all”) to “7” (representing “Very true”) how accurately each describes the ministry you do.

	Not true at all						Very True	Not sure	Not applicable
	1	2	3	4	5	6	7		
a) Effective	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Important	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Successful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) Meaningful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) Faithful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) Complete	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. For each of the following items, indicate on a scale from “1” (representing “Not true at all”) to “7” (representing “Very true”) how accurately each describes your preaching.

	Not true at all						Very True	Not sure	Not applicable
	1	2	3	4	5	6	7		
a) Creative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Powerful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Dynamic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) Theologically sound	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) Compelling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) Helpful with day-to-day life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g) Biblically-based	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. For each of the following items, indicate on a scale from “1” (representing “Not true at all”) to “7” (representing “Very true”) how accurately each describes you as a rostered leader.

	Not true at all						Very True	Not sure	Not applicable
	1	2	3	4	5	6	7		
a) Powerful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Personable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Helper	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) Leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) Anxious	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) Confused	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g) Goal-oriented	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. For each of the following items, indicate on a scale from “1” (representing “Not true at all”) to “7” (representing “Very true”) how accurately each describes your understanding of your role as a rostered leader.

	<u>Not true at all</u>						<u>Very True</u>	<u>Not sure</u>	<u>Not applicable</u>
	1	2	3	4	5	6	7		
a) Rabbi/Teacher	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Priest	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Prophet	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) Community organizer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) Nurturer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) Shepherd	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g) Counselor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h) Administrator	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i) Proclaimer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

31. For each of the following items, indicate on a scale from “1” (representing “Not true at all”) to “7” (representing “Very true”) how accurately each describes your style of worship leadership.

	<u>Not true at all</u>						<u>Very True</u>	<u>Not sure</u>	<u>Not applicable</u>
	1	2	3	4	5	6	7		
a) Traditional	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Flexible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Warm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) Straightforward/direct	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) Experimental	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

32. For each of the following items, indicate on a scale from “1” (representing “Not true at all”) to “7” (representing “Very true”) how accurately each describes the majority of those in your ministry setting, as you perceive them.

	<u>Not true at all</u>						<u>Very True</u>	<u>Not sure</u>	<u>Not applicable</u>
	1	2	3	4	5	6	7		
a) They express strong feelings that any masculine language about God is inappropriate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) They express strong feelings that any feminine language about God is inappropriate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) They express a sense that you, as a rostered leader, can use any language you wish, but they do not need to change any corporate speech or singing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) They express a sense that both masculine and feminine language about God is appropriate for you and for them to use in corporate settings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

33. Which, if any, of the following actions have you taken regarding inclusive language? (Please choose all that apply)

- Advocated among congregational leaders for the use of inclusive language
- Decided against the use of specific hymns because of their gender-specific use of language
- Written alternative language for hymn verses
- Advocated for scripture translations that use inclusive language
- Advocated for the use of inclusive language in congregation/agency publications
- Advocated for the purchase of hymnals that are intentionally inclusive
- Other (please describe)

34. For each of the following statements, indicate on a scale from “1” (representing “Not true at all”) to “7” (representing “Very true”) how accurately each describes you or those in your ministry setting.

	Not true at all						Very True	Not sure	Not applicable
	1	2	3	4	5	6	7		
a) I am very confident of my own abilities to provide effective ministry in this place	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Those in my ministry setting respect me appropriately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Those in my ministry setting respect the work that I do appropriately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) I feel I am successful in ministry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) I am deepening in my faith in Christ	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) I basically maintain a healthy lifestyle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) I am more physically healthy than I was five years ago	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) My ministry setting is physically safe for me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i) My ministry setting is emotionally safe for me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j) I personally receive the level of pastoral care I need	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k) The ministry here gives real meaning and purpose to my life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l) I gain a lot of personal satisfaction from working with people here	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m) I am really glad that I entered rostered ministry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

35. For each of the following items, indicate on a scale from “1” (representing “Low”) to “7” (representing “High”) how much power you feel you have and how comfortable you are with that level of power.

	<u>Low</u>						<u>High</u>	<u>Not</u>	<u>Not</u>
	1	2	3	4	5	6	7	sure	applicable
a) Dealing with decision-making groups									
Amount of power	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comfort level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Making decisions about the ministry									
Amount of power	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comfort level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) In the pulpit, preaching									
Amount of power	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comfort level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) Announcing the absolution of sins									
Amount of power	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comfort level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) In teaching contexts									
Amount of power	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comfort level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) Pastoral care and counseling									
Amount of power	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comfort level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g) In small, informal settings									
Amount of power	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comfort level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

36. Please choose **five** of the following items that best describe how you understand success for yourself in your ministry. *(Please choose only five of the following items)*

- | | |
|--|--|
| <input type="radio"/> Maintaining an active ministry of care and counseling | <input type="radio"/> Advocating for justice in parish and community |
| <input type="radio"/> Helping the congregation survive in a difficult setting | <input type="radio"/> Surviving as a person in a difficult setting |
| <input type="radio"/> Seeing steady growth in membership and/or attendance | <input type="radio"/> Being faithful in providing ministry |
| <input type="radio"/> Seeing steady growth in programmatic ministry | <input type="radio"/> Providing leadership in the larger community |
| <input type="radio"/> Seeing steady growth in financial giving | <input type="radio"/> Developing a vision for mission in the community |
| <input type="radio"/> Developing strong relationships of trust | <input type="radio"/> Being stable and steady in providing ministry |
| <input type="radio"/> Effective preaching and worship leadership | <input type="radio"/> Training strong leaders |
| <input type="radio"/> Being an innovative, creative leader in ministry | <input type="radio"/> Providing leadership in the larger church |
| <input type="radio"/> Encouraging interest in synodical or churchwide ministries | |
| <input type="radio"/> Other <i>(please describe)</i> | |

37. How much gender-based discrimination do you **presently** experience personally in each of the following settings? (For this context, gender-based discrimination is defined as “different treatment accorded to individuals solely on the basis of their gender.”)

	<u>None</u>						A significant <u>amount</u>	Not <u>sure</u>	Not <u>applicable</u>
	1	2	3	4	5	6	7		
a) Seminary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Day-to-day congregational life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Interaction with ELCA colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) The call process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) The internship setting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) From synod staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g) From ecumenical colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h) In the congregation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

38. How much gender-based discrimination have you **ever** experienced personally in each of the following settings? (For this context, gender-based discrimination is defined as “different treatment accorded to individuals solely on the basis of their gender.”)

	<u>None</u>						A significant <u>amount</u>	Not <u>sure</u>	Not <u>applicable</u>
	1	2	3	4	5	6	7		
a) Seminary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Day-to-day congregational life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Interaction with ELCA colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) The call process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) The internship setting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) From synod staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g) From ecumenical colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h) In the congregation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

39. How much sexual harassment do you **presently** experience personally in each of the following settings? (For this context, sexual harassment is defined as “any sexually-related behavior that is unwelcome, offensive, or which fails to respect the rights of others.”)

	<u>None</u>						A significant <u>amount</u>	Not <u>sure</u>	Not <u>applicable</u>
	1	2	3	4	5	6	7		
a) From those in your ministry setting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) From ELCA colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) From ecumenical colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) From synodical staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) From others in positions of authority	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) At seminary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

40. How much sexual harassment have you **ever** experienced personally in each of the following settings? (For this context, sexual harassment is defined as “any sexually-related behavior that is unwelcome, offensive, or which fails to respect the rights of others.”)

	<u>None</u>						<u>A significant amount</u>	<u>Not sure</u>	<u>Not applicable</u>
	1	2	3	4	5	6	7		
a) From those in your ministry setting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) From ELCA colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) From ecumenical colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) From synodical staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) From others in positions of authority	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) At seminary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

41. When you need pastoral care, who is likely to provide it? *(Please choose all that apply)*

- Other ELCA clergy Spouse Relatives Friends Spiritual Director
- Ecumenical clergy Synod bishop Synod staff Other

If you chose ‘Other,’ please describe

42. When you need pastoral care, which gender are you more likely to seek out?

- Female Male It makes no difference

43. Does your ministry setting have a sabbatical policy for you? No Yes

44. Have you ever taken a sabbatical? No Yes

45. Do you currently have plans to take a sabbatical? No Yes

46. How regularly do you meet with other colleagues in ministry in each of the following settings?

	<u>Very irregularly</u>						<u>Very regularly</u>	<u>Not sure</u>	<u>Not applicable</u>
	1	2	3	4	5	6	7		
a) Staff meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Scheduled conference meetings . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Text study	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) Other regularly-scheduled support/learning groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) To socialize	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) With groups of women (no men) . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g) With groups of men (no women) . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h) With both women and men	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

47. How regularly do you meet in a **same-gender setting** for each of the following activities?

	<u>Very irregularly</u>						<u>Very regularly</u>	<u>Not sure</u>	<u>Not applicable</u>
	1	2	3	4	5	6	7		
a) Book study	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Worship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) For support/encouragement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) To gain professional skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) To talk about the life of the church	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) Socially, strictly for fun	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

MORE ABOUT YOU

48. In the last six months, approximately how many hours per week have you worked, on average?

Fewer than 10
 10 to 19
 20 to 29
 30 to 39
 40
 41 to 49
 50 to 59
 60 or more

49. How much vacation time did you take this past year?

One week
 Two weeks
 Three weeks
 Four weeks
 Five or more weeks

50. For which, if any, of the following **family-related decisions** has your call had a significant impact—meaning that it was one of your chief considerations when making the decision? *(Please choose all that apply)*

- Whether or when to marry
- Whether or when to have children
- How many children to have
- Whether or when to divorce
- Whether or when to move
- How to educate your children
- Other *(please describe)*

51. For which, if any, of the following **call-related decisions** have your family commitments had a significant impact—meaning that they were one of your chief considerations when making the decision? *(Please choose all that apply)*

- Whether to accept a certain call/position
- Whether to move
- Whether to remain in a certain call/position
- Whether to change the type of call/position
- Whether to change the number of working hours
- Other *(please describe)*

52. Which of the following best describes your current household circumstances? *(Please choose only one response)*

- Single/separated/widowed/divorced, living alone
- Single/separated/widowed/divorced, with children living at home
- Single/separated/widowed/divorced, living with at least one other adult (e.g., roommate, relative, etc.), with no children living at home
- Single/separated/widowed/divorced, living with at least one other adult (e.g., roommate, relative, etc.), with children living at home
- Married, with no children living at home
- Married, with children living at home
- Other *(please describe)*

If you have any children living at home, please indicate the total number and their ages:

Number: _____ Ages: _____

53. Which of the following best describes your current stand on political issues?
 Very conservative Conservative Moderate Liberal Very liberal

54. Are you currently engaged in graduate study? No Yes

If “yes,” are you engaged in graduate study to increase the level of your skills for rostered ministry?

No

Yes → In what area? *(Please choose the one response that best describes your situation.)*

Parish ministry

A call to ministry in a specialized setting

Teaching in a seminary or college

Administrative ministry

Other *(please describe)*

AND FINALLY...

55. Using the following scale, to what extent do you believe that full participation of women in the life of the church has been achieved?

To a <u>small extent</u>							To a <u>large extent</u>	<u>I am not sure</u>
1	2	3	4	5	6	7		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>

Please provide additional comments, if you would like.

56. What are the two most important challenges you believe women in ordained ministry will face in the next 10 years?

57. What are the two most important challenges you believe women in rostered lay ministry will face in the next 10 years?

58. Do you think the church has been changed by the ordination of women? If so, in what way(s)?

59. For what part of ministry do you have the strongest skills and gifts?

60. What is the most difficult part of rostered ministry for you on a regular basis?

61. What is your greatest need in order to minister more effectively?

Please share any other comments you would like to add...

Thank you for your participation!

Please return to:
ELCA Department for Research and Evaluation
8765 W Higgins Rd.
Chicago, IL 60631

