

A Questionnaire for

Ordained Women and Men



HARTFORD SEMINARY

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QUESTIONNAIRE FOR ORDAINED WOMEN AND MEN

Twelve years ago Hartford Seminary did the first major national survey of clergywomen, collecting interview data from a random sample of women and men in nine mainline Protestant denominations. That study was funded by the Ford Foundation and published under the title *Women of the Cloth*, by Carroll, Hargrove and Lummis (Harper, 1983).

During the intervening years the numbers of clergywomen have continued to increase. Sponsored by the Lilly Endowment, Inc. Hartford Seminary is coordinating another major study of the experience and impact of clergywomen on American Protestantism. This study includes women in 17 predominantly white denominations -- ranging from Unitarians to Southern Baptists. It invites women who have been ordained for decades, and women recently responding to their "call" to ministry to share information and opinions. Women in Roman Catholicism and in the historically black denominations are not in this study, recognizing that their situation is decidedly different and that other research projects are examining their situation. This research will, however, seriously examine ethnic minority women within predominantly white Protestant denominations.

Initially, 12,000 questionnaires are being sent out to a random sample of women and men from the targeted denominations. Additional surveys and in-depth telephone interviews will sample laity from congregations served by clergywomen and clergymen, clergy serving in various specialized ministries, and clergy who are no longer functioning in "recognized" ministries related to the churches (drop-outs or burn-outs).

It is hoped that this research will:

- ++ *help clergy see how their individual views compare with those of other men and women in ordained ministry;*
- ++ *explore the meaning of ordination in contemporary church life;*
- ++ *give denominational leaders up-to-date information about clergywomen and clergymen in their denominations;*
- ++ *assess the impact of seminary on clergywomen and clergymen;*
- ++ *inform laity about leadership issues related to women in ordained ministry;*
- ++ *examine how various denominational traditions are more or less supportive of clergywomen and clergymen;*
- ++ *compare the career experiences of clergywomen with clergymen, and with women and men in other professions;*
- ++ *suggest how clergy deal with lifestyle issues which are part of the ministerial vocation.*

The number above is only to ensure an adequate return. We promise confidentiality to all. The data will never be presented in a way that would identify individuals.

A. WOMEN AND MEN IN MINISTRY: GENERAL PERCEPTIONS

1. To what extent do you agree with each of the following statements?		CIRCLE THE NUMBER OF YOUR ANSWER		
		AGREE	FEELINGS MIXED	DISAGREE
a.	The ordained ministry still carries a prestige and dignity that no other profession shares.	1	2	3
b.	Clergy who work full-time in a congregation should be on call 24 hours a day, seven days a week.	1	2	3
c.	Inclusive language should be used in church publications and services.	1	2	3
d.	Women generally are more likely than men to express empathy, intuition and warmth.	1	2	3
e.	Men should hold the top national and regional executive positions in my denomination.	1	2	3
f.	There should be more women in executive staff positions in regional and national offices of my denomination.	1	2	3
g.	More women should be ordained to full ministerial status in my denomination.	1	2	3
h.	I find inclusive language during scripture reading disruptive to my worship.	1	2	3
i.	Women should not be concerned with attaining top leadership positions in church or society.	1	2	3
j.	My congregation should appoint or elect an equal number of laywomen and laymen on the parish governing board.	1	2	3
k.	Congregations should not be pressured by denominational officials to hire a woman as pastor if they would prefer to hire a man.	1	2	3
l.	There should be more hymns and prayers using female imagery and names for God.	1	2	3
m.	For now, in hiring, job promotion, and salary increases, women should be given preference over men with equal abilities.	1	2	3

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Hartford Séminary

September 29, 1984

Dear Margaret,

It was a pleasure talking to you.
Enclosed is a copy of our survey plus a
recent paper of preliminary data. I look
forward to receiving your materials and
hearing more about your study. Please give
my regards to Beth.

Sincerely,

Patricia

CIRCLE THE NUMBER OF YOUR ANSWER

FEELINGS
AGREE MIXED DISAGREE

- n. The more women there are in the clergy, the lower the prestige of the ordained ministry. 1 2 3
- o. If women take over more of the leadership roles in the church, men's church participation will drop further. 1 2 3
- p. Women leaders tend to share power more than do men leaders. 1 2 3
- q. Women's spiritual growth is best attained through worship experiences shared with men. 1 2 3

2. In your denomination and region, how true are the following statements in your best judgment?

CIRCLE NUMBER OF YOUR ANSWER

USUALLY TRUE USUALLY FALSE NO IDEA
SOMETIMES TRUE SOMETIMES FALSE

In My Denomination and Region:

- a. Women have as easy a time as men in becoming ordained to full clergy status. 1 2 3 4 5
- b. Women, whether lay or clergy, hold positions of influence in this region comparable to lay and clergy men of my denomination. 1 2 3 4 5
- c. Acceptance of ordained women is better than it was five years ago. 1 2 3 4 5
- d. Clergymen are threatened by clergywomen. 1 2 3 4 5
- e. Clergywomen have as easy a time as men do in becoming senior ministers in a congregation. 1 2 3 4 5
- f. Clergy in specialized non-congregational ministries (e.g. chaplains, campus ministers) are given less recognition than full-time local pastors. 1 2 3 4 5
- g. Clergy serving in national and regional administration ministries are given less recognition than full-time local pastors. 1 2 3 4 5
- h. Gay and lesbian clergy are accepted by the majority of clergy. 1 2 3 4 5
- i. Among clergy over fifty, women have a more difficult time than men getting any full-time ministry position. 1 2 3 4 5
- j. Clergywomen are supportive of one another. 1 2 3 4 5
- k. Clergywomen are competitive with one another. 1 2 3 4 5

B. DECISION AND PREPARATION FOR ORDINATION

- 1. Decision to enter the ordained ministry.
 - a. At what age did you first feel called to the ordained ministry? _____ years old.
 - b. Was your decision to enter ordained ministry: **Check one**
 ___ gradual ___ at a specific time in your life ___ gradual and at a specific time
 - c. What were you doing at the time you definitely decided to enter ordained ministry?
Check all that apply.
 ___ in school (primary to high school) ___ working in a secular job
 ___ working in a church position ___ raising a family
 ___ studying for a college degree ___ studying for a seminary degree
 ___ other, explain _____

- 2. If you had a full-time career within a year or two prior to your decision to be ordained, what was this career? _____
- 3. At what age did you first approach officials in your denomination to be considered as a serious candidate for ordination? I was _____ years old.
- 4. At this time, how important were the following possible motivations to you in seeking ordination?

	IMPORTANT QUITE	SOME-WHAT	LITTLE OR NO IMPORTANCE	DOES NOT APPLY
a. Desire to serve God better.	1	2	3	0
b. Conviction God wished you to be ordained.	1	2	3	0
c. Greater acceptance of your ministry by having official church legitimacy as an ordained minister.	1	2	3	0
d. Desire to administer the sacraments and perform other priestly acts.	1	2	3	0
e. Desire to change the sexist nature of the church	1	2	3	0
f. Needed ordination as credential to get a paid position you wanted	1	2	3	0
g. Encouragement from other persons for you to seek ordination	1	2	3	0
h. On ordination, clergy receive special power from God.	1	2	3	0
i. Other. Describe _____				

5. Please indicate how helpful each of the following have been in your decision to become ordained or enter seminary? **If not applicable, leave blank.**

On Decisions to:

	BECOME ORDAINED			ENTER SEMINARY		
	HELPFUL	MIXED	NOT HELPFUL	HELPFUL	MIXED	NOT HELPFUL
a. God	1	2	3	1	2	3
b. Parents	1	2	3	1	2	3
c. Spouse/partner	1	2	3	1	2	3
d. College faculty or chaplain	1	2	3	1	2	3
e. A pastor of your congregation	1	2	3	1	2	3
f. Regional denominational executive	1	2	3	1	2	3
g. National denominational executive	1	2	3	1	2	3
h. Clergy field education/intern supervisor	1	2	3	1	2	3
i. Women clergy	1	2	3	1	2	3
j. Women faculty or administrators of seminary	1	2	3	1	2	3
k. Men faculty or administrators of seminary	1	2	3	1	2	3
l. Other. What or who?	1	2	3	1	2	3

6. How helpful were the following experiences in your seeking ordination?

	HELPFUL	MIXED	UNHELPFUL	OF NO INFLUENCE
a. Courses in bible, theology or church history.	1	2	3	4
b. Courses in preaching, worship or counselling.	1	2	3	4
c. Your work in a ministry setting as a seminarian, paid assistant or volunteer.	1	2	3	4
d. Other experience. What: _____	1	2	3	4

7. Was there a person or experience which was **crucial** to your becoming ordained?
 ___ No ___ Yes If yes, who or what? _____

8. College, University and Seminary Education

Name of Institution	Is this Public or Private	Degree Area of Study	Dates Attended	
			From	To
			___/19__	___/19__
			___/19__	___/19__
			___/19__	___/19__
			___/19__	___/19__

9. Did you go to seminary: ___yes ___no

If NO, how did you prepare for ordination?

(After answering, please skip to page 6, Question 17a.)

10. How old were you on first entering seminary? _____

11. Did you attend ___mostly part-time ___mostly full-time?

12. About how far did you commute daily to attend seminary?
 About _____ miles, traveling about _____ hours daily.

13. When you first got to this seminary:
Please guess, how many women:

a. were there in the student body? about # _____ women
 who were about ___% of the student body

b. in your entering class? about # _____ women,
 who were about ___% of my entering class

c. on the faculty? about # _____ women,
 who were about ___% of the faculty.

14. Which of the following statements was **most** descriptive of you when you **first** entered seminary?

Check one

___ I was seeking a personal faith, a greater understanding of God and humanity.

___ I was seeking a personal faith and a career.

___ I had a strong faith; was seeking to discover what kind of ministry/career I should be in.

___ I was clear about the kind of ministerial career I wanted, and was seeking to **prepare** for it.

What was this career? _____

___ Other. What? _____

15. During your basic seminary education, did you ever take a course which dealt primarily or exclusively with the role, problems or experiences of women in ministry? ___yes ___no

16. How valuable was your seminary education in:

If not applicable, leave blank
 VALUABLE MIXED WORTHLESS

a. strengthening your personal faith	1	2	3
b. passing ordination exams	1	2	3
c. being a good preacher and teacher	1	2	3
d. being a good counselor	1	2	3
e. developing skills in administration	1	2	3
f. understanding the issues facing women in ministry	1	2	3
g. coping with and confronting sexism	1	2	3
h. coping with and confronting racism	1	2	3
i. coping with and confronting class differences	1	2	3
j. preventing burn-out in the ministry	1	2	3
k. building a friendship network	1	2	3
l. Other. What? _____	1	2	3

17. a. Upon graduation from seminary or completing your preparation for ordination, what type of ministry/position did you most hope to enter? _____
- b. What is your ministry position now? _____
- c. What type of ministry/position would you most prefer to have now? _____

18. In what denomination(s) were you raised? _____
 In what denomination were you ordained? _____
 What is your denominational affiliation(s) now? _____

If you changed denominations at any point, why? How old were you at the time?

Age	Reasons for Change

19. In what year were you ordained to full ministerial status? 19_____

20. Did you borrow money to pay for seminary education? ___no ___yes, about \$_____ in loans.

If yes, about how much do you still have to pay back?
 ___all paid taking _____years after ordination.
 ___still due, about \$_____

21. How easy was it for you to be ordained to full ministerial status? **Check one**
 ___ quite easy ___somewhat easy ___somewhat difficult ___quite difficult

Please explain (if you choose).

22. If you had to do it over, would you undertake the time and expense of theological education for ordination and the ordination process?
 ___yes, definitely ___yes probably ___maybe ___probably not ___no

23. What are your views on the importance of ordination now? **Please indicate your agreement or disagreement with each of the following statements**

	FEELINGS		
	AGREE	MIXED	DISAGREE
a. Ordination is important to people generally because it preserves religious authority and doctrine.	1	2	3
b. Ordination is a necessary link to the ministry and/or sacraments of Jesus Christ (Apostolic Succession).	1	2	3

	FEELINGS		
	AGREE	MIXED	DISAGREE
c. Ordination is an important historical part of my denomination.	1	2	3
d. Ordination is needed to maintain the quality of the church's ministry.	1	2	3
e. Ordination legitimizes the authority of persons in ministry.	1	2	3
f. Ordination places unrealistic expectations on those who are ordained.	1	2	3
g. Ordination creates a barrier between clergy and lay people.	1	2	3
h. Ordination encourages laity to trust clergy.	1	2	3
i. Ordination confers the blessing of the church on persons with natural gifts for ministry.	1	2	3
j. In the ideal church there will no longer be a need for ordained ministry.	1	2	3
k. Other. What? _____	1	2	3

24. Women are changing the meaning of ordination.

___agree ___feelings mixed ___disagree

Please explain (if you choose).

C. PRESENT EMPLOYMENT

1. **Secular or Non-Church Work**

- a. Have you ever had full-time secular employment since college? ___yes ___no

IF YES:

- 1) When did you have full-time secular employment? **Check all that apply.**

___prior to ordination ___after ordination, but no longer ___now

- 2) What kind of work was/is this full-time secular employment?

Fill in the kind of work for each relevant time period:

before ordination _____
 after ordination _____
 currently _____

- b. Have you ever had part-time secular work since college?

___yes, I now have part-time work, as _____
 ___yes, but not since ordination
 ___yes, since ordination, but not now
 ___no, have never had part-time secular work

c. **If any secular work now**

1) About how many hours do you do this per week? Hours _____ per week.

2) (Optional) Approximately how much do you earn from this secular work per year? About \$ _____ a year.

2. **Church-Employment Currently**

a. Do you currently have regular paid **church-related** work?
 _____ in a congregation
 _____ outside a congregation in an ecumenical or denominational church position, as a chaplain, counselor, denominational executive or professional staff, seminary faculty, etc.
 _____ both in a congregation and for other church-related agencies
 _____ no
 _____ other, _____

b. (Optional) What is your approximate annual **cash** salary in this church-related position (do not include housing, car, educational or other non-taxable benefits)?
 About \$ _____ no salary

c. Please estimate the annual cash value of additional non-taxable benefits from this work?
 About \$ _____ no non-taxable benefits

d. Given your current career in the ministry and financial situation, compared to your deployment/income expectations when you were ordained, would you say that it is:
 _____ better than you expected _____ about what you expected _____ worse than you expected

4. **IF you are presently working regularly for pay in a non-parish specialized ministry setting, how accurate is each of the following as reasons for your working in this position rather than in a parish?**

	ACCURATE	SOMEWHAT ACC/INACC	VERY INACCURATE	
a. My gifts are better suited to this kind of ministry.	1	2	3	4
b. I believe this kind of ministry is more important to the world.	1	2	3	4
c. I have more flexibility to schedule family and personal time.	1	2	3	4
d. I have better salary and benefits in this position.	1	2	3	4
e. I could not get a parish position in this area and am not geographically mobile.	1	2	3	4
f. I could not get a parish position in this area because my denominational offices or leaders did not support me.	1	2	3	4
g. I do not like parish ministry.	1	2	3	4
h. I was assigned to this ministry by denominational officials.	1	2	3	4
i. Other. What? _____	1	2	3	4

5. If you are presently working regularly for pay in A CONGREGATION, please answer the following questions. (If not, please skip to question 6, page 11.)

a. How many congregations are in your pastoral charge? # _____ of congregations
 b. How many months have you been in this position? # _____ of months

c. Characteristics of the congregations (or the largest congregation if you serve more than one).

Please describe this congregation as it was when you **first came** and as it is **now**, by checking one answer in each of the following questions for when you "first came" and "now."

First Came	Now	
_____	_____	1) Overall, was/is this church
_____	_____	growing and developing
_____	_____	holding its own
_____	_____	generally declining
_____	_____	2) In regard to members' views of their church and its possibilities, were/are they:
_____	_____	mostly indifferent
_____	_____	in conflict among themselves
_____	_____	mostly optimistic and enthusiastic
_____	_____	very mixed: some apathetic, some angry, some optimistic
_____	_____	other, what? _____
_____	_____	3) Presently would you say the financial health of this church is:
_____	_____	excellent
_____	_____	good
_____	_____	tight but adequate
_____	_____	in some difficulty
_____	_____	in serious difficulty

If there have been substantial changes since you first came and now in any of the above three characteristics, what factors in this community, church or your ministry might have accounted for such changes? Please describe, (if you choose):

d. Your ministry in this congregation or pastoral charge (of several)

1) On the average, how many hours do you spend in a typical week on each of the following activities? Circle number of your response.

HOURS PER WEEK IN	HOURS						
	none	1-2	3-5	6-10	11-15	16-20	21+
a) preparing and delivering sermons	1	2	3	4	5	6	7
b) worship preparation	1	2	3	4	5	6	7
c) education or teaching	1	2	3	4	5	6	7
d) pastoral counselling	1	2	3	4	5	6	7
e) parish home and hospital visitation	1	2	3	4	5	6	7
f) church administration and staff supervision	1	2	3	4	5	6	7
g) facilitating small groups	1	3	3	4	5	6	7
h) attending church meetings	1	2	3	4	5	6	7
i) attending denominational meetings/conferences	1	2	3	4	5	6	7
j) serving on community boards and committees	1	2	3	4	5	6	7
k) private prayer for church and spiritual guidance	1	2	3	4	5	6	7
l) other _____	1	2	3	4	5	6	7

2) In which of the preceding activities would you like to spend more time? Circle letters corresponding to activities listed above of all that you would like to spend **more** time in.

a b c d e f g h i j k l

3) In which of the preceding activities would you like to spend less time? Circle letters corresponding to activities listed above of all that you would like to spend **less** time in.

a b c d e f g h i j k l

e. IF you left this congregation or pastoral charge within the next couple of years, how likely is it that the search/pulpit/pastor-relations committee would select a **clergywoman** in your place? committee would be: Check one.

likely to select a woman divided or ambivalent about selecting a woman
 not likely to select a woman I have no idea

Comment on/explain your answer above (if you choose):

6. For ALL:

a. What are the **three** most **satisfying aspects** of your ministry? Please give your first three choices in order of priority by writing 1, 2, or 3 in the blanks beside the three most satisfying to you from the list below.

- Personal salvation of individuals
- Conducting worship, administering the sacraments
- Crisis counseling, counseling the sick, injured, bereaved, etc.
- Long term pastoral care
- Ministry of administration and program coordination
- Preaching
- Teaching
- Community outreach and service
- Ministry to/particular ethnic group(s)
- Helping women who are needy or abused
- Social action or advocacy to change laws and policies
- Providing a positive role model and guide to youth
- Changing traditional images of "church"
- Other. What _____

b. How satisfied are you with your present ministerial position? On a 5-point scale, going from 1 for "satisfied" to 5 for "very dissatisfied," what number would you give yourself? _____

c. Does this position offer you maximum opportunity for expression of your talents for ministry? yes, definitely yes, to some degree no, not really

d. On a 10-point scale going from 1 "directive" to 10 "democratic" on leadership style, what number would you give yourself? _____

7. Have you **ever** worked as an assistant or associate minister? yes no

If **yes**, please answer the following questions about your most recent position as an associate/assistant.

	OFTEN	SOMETIMES	RARELY	NEVER
a. The senior minister made good suggestions about how I might improve my preaching, teaching or counseling.	1	2	3	4
b. The senior minister was overly protective of me, not giving me sufficient critical feedback.	1	2	3	4
c. The senior minister was threatened by me.	1	2	3	4
d. Other. Describe:	1	2	3	4

4. Your Career History Since Ordination or Graduation

In these next two pages we ask you for details of all of your jobs, including part-time (over 15 hours per week), interim (over 2 months) and secular, since your graduation from seminary or ordination to full clergy status (whichever came first). Please begin by completing information for your first job in the first row labeled (1) across both pages and continue for each job after that. If you don't have room to list all your jobs please check the box at the bottom of the list and complete the information for your current job in the last row. Any promotions or job change within the same organization (for example associate pastor

CONTINUE READING INSTRUCTIONS ON NEXT PAGE ----->

For section on job description: Please circle the letter that best describes this position.			
a. secular work	d. co-pastor	f. interim	h. national staff
b. sole pastor	e. associate/assistant	g. regional staff	i. other
c. senior pastor			

Job no.	Job Title or Position	Denominational Affiliation of Job (if applicable)	Job Description (Circle one) (see above)	Date Began	Date Ended
1st			a b c d e f g h i	___/___/___ mo/yr	___/___/___ mo/yr
2nd			a b c d e f g h i	___/___/___ mo/yr	___/___/___ mo/yr
3rd			a b c d e f g h i	___/___/___ mo/yr	___/___/___ mo/yr
4th			a b c d e f g h i	___/___/___ mo/yr	___/___/___ mo/yr
5th			a b c d e f g h i	___/___/___ mo/yr	___/___/___ mo/yr
6th			a b c d e f g h i	___/___/___ mo/yr	___/___/___ mo/yr
7th			a b c d e f g h i	___/___/___ mo/yr	___/___/___ mo/yr
8th			a b c d e f g h i	___/___/___ mo/yr	___/___/___ mo/yr
9th			a b c d e f g h i	___/___/___ mo/yr	___/___/___ mo/yr
10th			a b c d e f g h i	___/___/___ mo/yr	___/___/___ mo/yr

Did you hold more than 10 jobs since graduation/ordination? ___ yes ___ no

current job			a b c d e f g h i	___/___/___ mo/yr	___/___/___ mo/yr
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(continued) Your Career History Since Ordination or Graduation

to senior pastor) is considered a new job. We realize that it is often difficult to recall dates and details of past events and have found that it often helps to think of important events in your life (such as births, deaths, marriages or anniversaries) to help you recall what you were doing at the time. This is a very important part of the questionnaire and we ask that you take your time and fill it out to the best of your ability. Your efforts are greatly appreciated!

For question on size of community, circle one letter for the following option that best describes your community.	
a. under 10,000	d. 100,001-250,000(suburb)
b. 10,001-50,000	e. 100,001-250,000(innercity)
c. 50,001-100,000	f. 250,000+ (metro. area)

Avg paid hours work per week	Avg actual hours work per week	Average number of adults at Sunday worship (if applicable)	Size/ type of community (circle one)	Reasons for Leaving (optional)
			a b c d e f	
			a b c d e f	
			a b c d e f	
			a b c d e f	
			a b c d e f	
			a b c d e f	
			a b c d e f	
			a b c d e f	
			a b c d e f	
			a b c d e f	

Current job

			a b c d e f	
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D. CHURCH DEPLOYMENT, CAREER HISTORY AND FUTURE PROSPECTS

1. How likely is it that you will move from your current position to another church or organization within the next couple of years?
 very likely somewhat likely somewhat unlikely very unlikely
2. How willing would you be to relocate your residence 100 miles away from your present residence in order to take a new position?
 quite willing
 willing if necessary
 rather stay here if possible
 definitely do not wish to move that far
 am retired or will retire soon
3. (All but Methodists): In the last five years, about how many inquiries have you received if any:
 a. from other church related organizations about the possibility of being their minister?
 # inquiries
 (Methodists only): In the last five years, has your bishop or district superintendent asked you to consider a change of pastoral appointments? yes no
 b. If you have actively sought a new church position within the last five years, how many church related organizations have indicated an interest in you (either telephoned or interviewed you)?
 # organizations have not sought position in last few years
4. Of all inquiries or pastoral changes offered, how good were these church positions in terms of salary, working conditions, location(s), growth potential when compared to the position you held at the time? Check one
 worse on the whole some better, some worse
 about the same better on the whole
5. 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 five, ten, and fifteen years from now?
Check one
 very easy somewhat easy
 somewhat difficult very difficult
 don't try to plan retired or plan to retire
6. Should you want another church position, slightly better than the one you have now, how easy do you anticipate this would be to get?
Check one
 very easy somewhat easy
 somewhat difficult very difficult

Explain (if you choose)

E. PERSONAL AND PROFESSIONAL LIFE

- | | USUALLY
TRUE | SOMEWHAT
TRUE | FALSE | USUALLY
FALSE |
|---|-----------------|------------------|-------|------------------|
| 1. To what extent have each of the following been true for you in the last year or so? | | | | |
| a. I felt accepted, liked and appreciated by most in my church or ministry position. | 1 | 2 | 3 | 4 |
| b. I was having trouble with one or more lay leaders in the church I pastor/attend. | 1 | 2 | 3 | 4 |
| c. I felt joy and satisfaction from my work in the church. | 1 | 2 | 3 | 4 |
| d. I was able to maintain a separation between my ministerial duties and my private life. | 1 | 2 | 3 | 4 |
| e. I felt I was really accomplishing things in my ministry. | 1 | 2 | 3 | 4 |
| f. I felt bored and constrained by the limits of this church position, resources or people. | 1 | 2 | 3 | 4 |
| g. I felt sufficiently compensated for my ministerial work. | 1 | 2 | 3 | 4 |
| h. I felt well-supported by my regional denominational executive (bishop, district sup., conference/area minister, executive presbyter) | 1 | 2 | 3 | 4 |
| i. I felt lonely and isolated. | 1 | 2 | 3 | 4 |
| j. I felt spiritually whole and growing in spiritual depth. | 1 | 2 | 3 | 4 |
| k. I felt well integrated into the professional and social life of other clergy in this area. | 1 | 2 | 3 | 4 |
| l. I thought seriously about leaving church-related ministry for some other kind of work. | 1 | 2 | 3 | 4 |
| m. I felt physically healthy and energetic. | 1 | 2 | 3 | 4 |
| n. I felt the need for confidential counselling. | 1 | 2 | 3 | 4 |
| o. I felt I did <u>not</u> have enough time to do what was expected of me by my family or spouse/partner. | 1 | 2 | 3 | 4 |
| p. I usually had enough time to be alone for reflection, hobbies, reading and recreation. | 1 | 2 | 3 | 4 |
| q. I felt I imposed unrealistic expectations on myself. | 1 | 2 | 3 | 4 |
| r. I had sufficient money to live comfortably. | 1 | 2 | 3 | 4 |
| s. I was assertive on issues of justice for others. | 1 | 2 | 3 | 4 |
| t. I was assertive in obtaining justice for myself. | 1 | 2 | 3 | 4 |
| u. I have been successful in overcoming difficulties and obstacles in my ministry. | 1 | 2 | 3 | 4 |

2. Regional, Denominational and Other Clergy Support

- a. How many years have you been a clergy member, or on the rolls of, your regional church body (e.g. diocese, presbytery, etc.)?
_____ years.
- b. How frequently have you talked with the regional executive of your denomination during the last two months? (i.e. talked with the bishop, conference minister, executive presbyter, district superintendent, area minister etc.)
____ not at all ____ 1-2 times ____ 3-4 times ____ 5 or more times
- c. How well do you know this executive?
____ very well ____ quite well ____ fairly well ____ not very well
- d. How well are your leadership abilities as clergy recognized by the following persons in your ministry setting: Recognizes my leadership abilities:

	VERY WELL	FAIRLY WELL	MIXED, VARIES	NOT WELL
1) your regional denominational executive	1	2	3	4
2) youth	1	2	3	4
3) young, single adults (20 to 35 year olds)	1	2	3	4
4) parents of young children	1	2	3	4
5) professionals and educators	1	2	3	4
6) business executives	1	2	3	4
7) women who do not work outside the home	1	2	3	4
8) men age 70 and over	1	2	3	4
9) women age 70 and over	1	2	3	4
10) clergywomen	1	2	3	4
11) clergymen	1	2	3	4

- e. What is your best guess about how many clergy are members of your regional church body?
About # _____ clergy in total.
- f. Of these, what is your best guess of how many are fully ordained women?
About # _____ are clergywomen.
- g. About how many clergywomen and clergymen do you talk with regularly (at least once a month)?

Talk with regularly	Your Denomination	Other Denominations
# clergywomen		
# clergymen		

- h. Are you a member of any support/colleague/study group(s) of clergy?
____ yes ____ no How many? _____

- i. Are you a member of a support, interest, or action group which is composed of others besides clergy who are not all from the same congregation?
____ yes ____ no How many? _____
- j. Are you a member of any voluntary professional networks or associations?
____ yes ____ no How many? _____
- k. If you are a woman, are you a member of any colleague, professional or interest group composed only or predominantly of women? ____ yes ____ no How many? _____
If you are a man, are you a member of any colleague, professional or interest group composed only or predominantly of men? ____ yes ____ no How many? _____
- l. Do you think an all-woman professional support and/or interest group is something that clergywomen should seek to join or to establish? ____ yes ____ perhaps ____ no

Explain your answer (if you choose):

E. YOUR FAMILY LIFE

1. What is your family status currently? Check all that apply.
 single, never married
 in a committed relationship (not legally married)
 divorced or legally separated
 widowed
 married (first marriage)
 remarried after divorce
 remarried after widowhood
2. If currently single (i.e. not married or in a committed relationship) how does your status as a clergy person affect your:
- | | POSITIVELY | NEGATIVELY | NO EFFECT | | | |
|--|------------|------------|-----------|---|---|---|
| a. general social life | 1 | 2 | 3 | 4 | 5 | 6 |
| b. opportunities for a sustained intimate relationship | 1 | 2 | 3 | 4 | 5 | 6 |
| c. Please explain your answers above (if you choose) | | | | | | |

3. If ever married, please list marriages beginning with most recent relationship.

Date began (mo/yr)	If ended, date (mo/yr)

4. If ever divorced:

- a. Did this divorce (or most recent divorce) take place:
 prior to seminary during seminary or prior to ordination after ordination
- b. Has your divorce hurt you in getting church positions?
 yes no have not tried to get position in church since divorce
 have no idea if it hurt job prospects
- c. To what extent was this divorce caused by the conflicts over the time taken by (or the nature of) your ministerial work?
 to a great extent to some extent not related at all do not know
- d. Was a spouse from whom you were divorced ordained at the time of this divorce?
 yes no

4. If you are now married or in a committed relationship:

- a. How many years have you been married or in this relationship? # _____ years
- b. Is your spouse/partner employed? no yes, part-time yes, full-time
 If yes, as what? _____
- c. Whose career goals actually seem to take priority when either of you are considering a position?
 my own my spouse's both equally
- d. Is your spouse/partner a woman man
- e. Is your spouse/partner ordained? yes no
 If yes,
 1) Is your spouse/partner ordained in your denomination?
 yes no
 2) Is your spouse/partner a minister in the same church setting in which you are employed?
 yes, same congregation
 yes, same non-congregational church setting
 no, spouse/partner and I work in different congregations or other church settings
 no, one or both of us are employed outside a church setting
 no, one or both of us are retired or not employed outside the home
 Other. What? _____
- 3) How has the fact that your spouse/partner is also ordained affected your career in ministry?
 very positively somewhat positively somewhat negatively very negatively
 little or no effect on my career

Explain your answer (if you choose).

5. Children

- a. How many children do you have? # _____ total number of children

If any, please list their dates of birth and how much leave time, if any, you took from work.

Children	Date of Birth	Amount of time taken off work
First Child		
Second Child		
Third Child		
Fourth Child		
Fifth Child		

- b. How many children (yours, spouse/partner's, housemate's) under 18 years of age currently live with you all or over half of the year? (Or on almost all vacations or semester breaks)?
 # _____ of children under 18 years of age
- c. Were/are any of the children in your household under the age of ten while you had/have a full-time ministerial position? yes no
 If yes, 1.) How difficult was/is it for you to carry on a full-time ministry when your children were this young? very difficult somewhat difficult relatively easy
 2.) Who is/was the primary caregiver for your young child(ren)? _____
- d. Since ordination, have you ever taken an extended leave from your job (over one month) or interrupted your career for any reason other than the birth of children? (personal illness, spouse moved, illness in family, etc.) yes no

If yes, please list the dates of these interruptions (mo/year)

Date leave began	Date leave ended	Reason for Leave (other than maternity)

F. BACKGROUND INFORMATION

- 1. Are you a: woman man
- 2. What is your race/ethnicity? _____
- 3. Has your race/ethnicity affected your career? yes no
IF yes, How? Explain (if you choose).
- 4. In what year were you born? 19____
- 5. Are/were any of your relatives ordained clergy?
 no yes, my _____
my _____
- 6. What was the highest level of education attained by your father? _____
What was the highest level of education attained by your mother? _____
- 7. When you were sixteen:
a. what was your father's occupation? _____
b. what was your mother's occupation? _____
- 8. How likely is it that you will have sufficient income after you retire to live comfortably?
 very likely somewhat likely somewhat unlikely very unlikely
- 9. (Optional) In which of the following does your total family income fall before taxes? (Please include income from spouse, rents, trust funds, if any, but do not include housing, car, educational or other non-taxable benefits.)
 Under \$15,000 \$40,000-54,999
 \$15,000-19,999 \$55,000-69,999
 \$20,000-24,999 \$70,000-84,999
 \$25,000-39,999 \$85,000 and over
- 10. In addition to income, my household has received approximately \$ _____ in non-taxable clerical benefits (e.g. housing, car, educational or other non-taxable benefits).

G. Would you be willing to be interviewed over the telephone about matters touched on in this survey? If you are willing to help us further in this important study, please give your name and telephone numbers (days and times) when you can be reached:

NAME: _____

TELEPHONE NUMBERS BEST TIMES AND DAYS TO CALL

H. Do you know of any clergy who have left the ordained ministry -- as "ex-pastors" or "drop outs" from a church career or from the church altogether?
 no
 yes. If yes, how many women _____? how many men _____?

We would like to send brief questionnaires to these clergy. Would you supply their names and addresses or telephone numbers or ask them to contact us?

I. Do you have any additional comments about ordination, or women and men in the ministry? If so, please write your comments below and add an extra sheet of paper if necessary.

Thank you very much for your help in this research.

(Please check here) _____

Yes, I would like to be informed when the results
of the Ordained Women and Men study are published.

HARTFORD SEMINARY

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