



## Constant Contact Survey Results

**Survey Name:** May 05 2018 Clergy Survey

**Response Status:** Partial & Completed

**Filter:** None

5/12/2018 9:55 AM CDT

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### **TextBlock:**

Our goal is to supply the Lilly Endowment with a composite self-report from Greater Kansas City Disciples clergy outlining support available to help ministers thrive in ministry.

Your individual answers will be kept confidential. We will not use information that you provide for any other purpose than to give the Lilly Endowment grant proposal review team a composite snapshot of how Greater Kansas City clergy are supported to thrive in ministry.

Please answer as many questions as possible. This survey is only open until Friday, May 11. Finishing now helps us to compile and analyze results for the grant application due by May 30th.

Thank you for your help!

Please describe your primary current employment in a ministry context (includes chaplains and other clergy with standing who are employed in non-parish settings):

Answer	0%	100%	Number of Response(s)	Response Ratio
Full-time			29	50.0 %
Part-time			10	17.2 %
Interim Ministry			4	6.8 %
Chaplaincy			2	3.4 %
Unemployed in any ministry setting (congregational, chaplaincy, non-profit or other)			3	5.1 %
Retired from compensated ministry			9	15.5 %
No Response(s)			1	1.7 %
<b>Totals</b>			<b>58</b>	<b>100%</b>






Given your current compensation package from your ministry setting, how much money per year has been earmarked by the Board/Employer and made available to you for continuing education events/instructional materials and/or online subscriptions?

Answer	0%	100%	Number of Response(s)	Response Ratio
\$0 - \$100			13	22.4 %
\$101-\$250			4	6.8 %
\$251-\$500			6	10.3 %
\$501-\$1,000			5	8.6 %
More than \$1,000			16	27.5 %
Not applicable			14	24.1 %
No Response(s)			0	0.0 %
<b>Totals</b>			<b>58</b>	<b>100%</b>








How many days per year are you given by your Board/Employer to continue your professional education?

Answer	0%	100%	Number of Response(s)	Response Ratio
1-5			20	34.4 %
6-10			9	15.5 %
More than 10			6	10.3 %
Not applicable			21	36.2 %
No Response(s)			2	3.4 %
<b>Totals</b>			<b>58</b>	<b>100%</b>









How many days per year are you given by your Board/Employer for spiritual self-care, retreats, etc.?

Answer	0%	100%	Number of Response(s)	Response Ratio
1-5			24	41.3 %
6-10			6	10.3 %
More than 10			1	1.7 %
Not applicable			25	43.1 %
No Response(s)			2	3.4 %
<b>Totals</b>			<b>58</b>	<b>100%</b>

To what extent does your Board/Employer support your participation in Regional, General, and ecumenical activities?

Answer	0%	100%	Number of Response(s)	Response Ratio
Strong support with additional funds to participate in wider Church activity			12	20.6 %
Encouragement but no additional funds to participate in wider Church activity			17	29.3 %
Indifference toward my participation in wider Church activity, some additional funding			6	10.3 %
Indifference toward my participation in wider Church activity			9	15.5 %
Some resistance to my participation in wider Church activity			2	3.4 %
Other			11	18.9 %
No Response(s)			1	1.7 %
<b>Totals</b>			<b>58</b>	<b>100%</b>

How many weeks per year are you given by your Board/Employer for paid vacation leave?

Answer	0%	100%	Number of Response(s)	Response Ratio
1			1	1.7 %
2			7	12.0 %
3			9	15.5 %
4			17	29.3 %
5			2	3.4 %
More than 5			1	1.7 %
Not applicable			20	34.4 %
No Response(s)			1	1.7 %
<b>Totals</b>			<b>58</b>	<b>100%</b>

How many days per year are you given by your Board/Employer for sick leave?

Answer	0%	100%	Number of Response(s)	Response Ratio
1 -3			6	10.3 %
4-6			2	3.4 %
7-10			9	15.5 %
11-14			4	6.8 %
More than 14			1	1.7 %
Not applicable			31	53.4 %
No Response(s)			5	8.6 %
<b>Totals</b>			<b>58</b>	<b>100%</b>

How many days per year are you given as personal discretionary leave by your Board/Employer?

Answer	0%	100%	Number of Response(s)	Response Ratio
1			4	6.8 %
2			3	5.1 %
3			3	5.1 %
4			3	5.1 %
5			4	6.8 %
More than 5			4	6.8 %
Not applicable as I am not employed in active ministry			16	27.5 %
Other			16	27.5 %
No Response(s)			5	8.6 %
<b>Totals</b>			<b>58</b>	<b>100%</b>

How many weeks are you given by your Board/Agency for maternity or paternity leave?

Answer	0%	100%	Number of Response(s)	Response Ratio
1-5			3	5.1 %
6-10			8	13.7 %
More than 10			1	1.7 %
Not applicable			40	68.9 %
Other			4	6.8 %
No Response(s)			2	3.4 %
<b>Totals</b>			<b>58</b>	<b>100%</b>

### How does your ministry setting address sabbatical leave?

Answer	0%	100%	Number of Response(s)	Response Ratio
No sabbatical leave is promised			18	31.0 %
One month for every three years served			1	1.7 %
Three months for five years served			15	25.8 %
More than three months for five or more years served			0	0.0 %
Not applicable			17	29.3 %
Other			7	12.0 %
No Response(s)			0	0.0 %
<b>Totals</b>			<b>58</b>	<b>100%</b>


















If you could receive a scholarship to help you build on one of your greatest strengths for ministry, please rank in order of importance to you the following services for increasing proficiency.

1 = Least

Answer	1	2	3	4	5	6	7	8	9	Number of Response(s)	Ranking Score*
Professional coaching										51	5.6
Online learning opportunities										51	4.5
On site classes and workshops										51	5.4
Visiting sites known for best practices										51	4.8
Self-directed study										51	4.4
Networking with peers who are leaders in this area										51	5.8
Internship										51	3.3
Teaching from that area of strengths to others										51	5.3
Spending time with a mentor who is strong in that area of ministry										51	5.8

\*The Ranking Score is the weighted average calculated by dividing the sum of all weighted rankings by the number of total responses.

If you could receive a scholarship to continue your education and/or grow your skill set in just one area of your ministry, what would that be?

Answer	0%	100%	Number of Response(s)	Response Ratio
Biblical knowledge			2	3.4 %
Church administration and planning			1	1.7 %
Communication			0	0.0 %
Conflict transformation/mediation			4	6.8 %
Congregational transformation			11	18.9 %
Cross cultural and anti-racism experience			5	8.6 %
Ecumenism/interfaith dialogue			0	0.0 %
Education and leader development			2	3.4 %
Ethics			0	0.0 %
Evangelism			2	3.4 %
Mission of the Church in the world			3	5.1 %
New church establishment			1	1.7 %
Pastoral care			7	12.0 %
Proclamation of the word			3	5.1 %
Spiritual discipline			5	8.6 %
Stewardship and development			1	1.7 %
Theology			1	1.7 %
Worship			1	1.7 %
Other			6	10.3 %
No Response(s)			3	5.1 %
<b>Totals</b>			<b>58</b>	<b>100%</b>

In which of the following areas are you most qualified, experienced and able to teach your peers in ministry? (You may choose more than one but please limit to no more than three.)

Answer	0%	100%	Number of Response(s)	Response Ratio
Biblical knowledge			8	14.0 %
Church administration and planning			10	17.5 %
Communication			15	26.3 %
Conflict transformation/mediation			8	14.0 %
Congregational transformation			8	14.0 %
Cross-cultural and anti-racism experience			2	3.5 %
Ecumenism and interfaith dialogue			7	12.2 %
Education and leader development			11	19.2 %
Ethics			5	8.7 %
Evangelism			6	10.5 %
Mission of the Church in the world			7	12.2 %
New church establishment			3	5.2 %
Pastoral care			15	26.3 %
Proclamation of the Word			16	28.0 %
Spiritual discipline			10	17.5 %
Theology			1	1.7 %
Worship			7	12.2 %
Other			5	8.7 %
<b>Totals</b>			<b>57</b>	<b>100%</b>

As part of our proposal for the Thriving in Ministry Initiative grant, we are requesting funds to prepare twelve Greater Kansas City Disciples of Christ to be able to offer training in one of the key areas of ministerial activity for clergy and lay leadership. These individuals would need to already possess skills and aptitude for teaching effectively. They would be willing stay current and informed about developments in their field and be available to teach small groups on-site and/or via video-conferencing within our Region and Greater Kansas City Metropolitan area up to three times per year for the next five years. They would also be willing to train and mentor at least one other individual within our Region to assist with any classes or workshops they would offer together. (Instructors and mentees would receive a small stipend plus reimbursement for expenses)

How likely are you to apply for funds from the Thriving in Ministry Initiative grant (if awarded) to better prepare yourself to teach one of the activities of ministry?

Answer	0%	100%	Number of Response(s)	Response Ratio
Likely			17	29.3 %
Possibly			31	53.4 %
Unlikely			10	17.2 %
No Response(s)			0	0.0 %
<b>Totals</b>			<b>58</b>	<b>100%</b>

Do you meet regularly with a ministry coach?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			7	12.0 %
No			42	72.4 %
Not applicable			7	12.0 %
No Response(s)			2	3.4 %
<b>Totals</b>			<b>58</b>	<b>100%</b>



Do you meet regularly with a mentor?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			15	25.8 %
No			34	58.6 %
Not applicable			8	13.7 %
No Response(s)			1	1.7 %
<b>Totals</b>			<b>58</b>	<b>100%</b>

Are you part of a group of clergy peers who meet at least quarterly for mutual support?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			36	62.0 %
No			21	36.2 %
Not applicable			1	1.7 %
No Response(s)			0	0.0 %
<b>Totals</b>			<b>58</b>	<b>100%</b>

If you are NOT are part of a group of clergy peers that meets at least quarterly for mutual support, why not? (Choose all that apply)

Answer	0%	100%	Number of Response(s)	Response Ratio
No clergy peers within a reasonable driving distance			3	7.1 %
Clergy peer group nearby does not offer anything I need or want			2	4.7 %
Clergy peers meet at a time that conflicts with my other employment			9	21.4 %
Not applicable			22	52.3 %
Other			4	9.5 %
<b>Totals</b>			<b>42</b>	<b>100%</b>

When was the last time you were on a retreat (alone or with a group) for your personal spiritual benefit that lasted 24 hours or more?

Answer	0%	100%	Number of Response(s)	Response Ratio
This year			14	24.1 %
Within the last two years			13	22.4 %
More than two years ago			25	43.1 %
Never			5	8.6 %
Other			1	1.7 %
No Response(s)			0	0.0 %
<b>Totals</b>			<b>58</b>	<b>100%</b>

How often do you meet with a spiritual director/companion?

Answer	0%	100%	Number of Response(s)	Response Ratio
Annually			3	5.1 %
Two to three times a year			4	6.8 %
Monthly			9	15.5 %
More often than monthly			1	1.7 %
I do not meet with a spiritual director/companion			38	65.5 %
Other			3	5.1 %
No Response(s)			0	0.0 %
<b>Totals</b>			<b>58</b>	<b>100%</b>

Given the changes and trends in North American religious life, how confident are you that you will be engaged in full-time ministry ten years from now (where you currently serve or within a reasonable commute from your current home) that will provide a healthy mix of challenge, reward, adequate compensation, and support?

Answer	0%	100%	Number of Response(s)	Response Ratio
Very confident			7	12.0 %
Somewhat confident			17	29.3 %
Less confident			7	12.0 %
Not confident			11	18.9 %
Not applicable			13	22.4 %
Other			2	3.4 %
No Response(s)			1	1.7 %
<b>Totals</b>			<b>58</b>	<b>100%</b>

If, in the future, you were unable to maintain or find full-time ministry employment that would bring out the best in you and offer you sufficient challenge, reward, compensation and support, do you know what other vocation or form of employment you would pursue?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			22	37.9 %
No			11	18.9 %
Not sure			12	20.6 %
Not applicable			11	18.9 %
Other			1	1.7 %
No Response(s)			1	1.7 %
<b>Totals</b>			<b>58</b>	<b>100%</b>

Circles of Trust are small groups of 5-7 peers who meet periodically to help one another discern their way through important decisions. They are led by certified facilitators who help assure that the process is strictly confidential, non-directive, judgment-free and genuinely helpful. If such a facilitated group process were available to you at no financial cost, how likely would you make use of it as part of your discerning where God is leading you in certain circumstances?

Answer	0%	100%	Number of Response(s)	Response Ratio
Likely			28	48.2 %
Possibly			17	29.3 %
Unlikely			8	13.7 %
Not applicable			3	5.1 %
Other			1	1.7 %
No Response(s)			1	1.7 %
<b>Totals</b>			<b>58</b>	<b>100%</b>












Given the changing religious landscape in North America, congregational transformation and starting new churches in new ways has become a higher priority for Christianity. How well prepared are you to lead congregational transformation?

Answer	0%	100%	Number of Response(s)	Response Ratio
Well prepared			6	10.3 %
Somewhat prepared but open to additional education			21	36.2 %
Not prepared enough to lead with confidence			24	41.3 %
Not applicable			7	12.0 %
Other			0	0.0 %
No Response(s)			0	0.0 %
<b>Totals</b>			<b>58</b>	<b>100%</b>

How well-connected are you with local networks of support in the growing movements to transform and/or start new congregations?

Answer	0%	100%	Number of Response(s)	Response Ratio
Well connected			9	15.5 %
Not well-enough connected to make a positive difference in my setting			27	46.5 %
Not connected			14	24.1 %
Not applicable			6	10.3 %
Other			2	3.4 %
No Response(s)			0	0.0 %
<b>Totals</b>			<b>58</b>	<b>100%</b>

Ministry today requires proficiency in a widening range of communication technologies. Which of the following communication tools are you using with confidence in your ministry setting? (Check all that apply)

Answer	0%	100%	Number of Response(s)	Response Ratio
Video creation/hosting software/apps like Vimeo, YouTube, iMovie, etc.			20	35.0 %
Video-conferencing apps like Zoom, Google Hangout, Skype, etc.			23	40.3 %
Facebook			48	84.2 %
Instagram			20	35.0 %
Twitter			18	31.5 %
Blogging Apps like Blogger, BlogDesk, Desk, etc.			12	21.0 %
Mobile messaging Apps like SnapChat, WhatsApp, etc.			11	19.2 %
Pinterest			12	21.0 %
Website hosting/management like Weebly, WordPress, Wix, etc.			27	47.3 %
Not applicable			8	14.0 %
Other			3	5.2 %
<b>Totals</b>			<b>57</b>	<b>100%</b>

Anti-Racism and Pro-Reconciliation work include addressing systemic injustice through a variety of strategies. Which of the following are you currently well-prepared to use to advance the influence of the Gospel on social attitudes and government policy? (Check all that apply)

Answer	0%	100%	Number of Response(s)	Response Ratio
Substantial, frequent contact with persons of different ethnicities			31	58.4 %
Offering anti-racism training in your ministry setting			11	20.7 %
Participating membership in the work of social justice groups in your area			31	58.4 %
Faith-rooted community organizing			13	24.5 %
Other			4	7.5 %
<b>Totals</b>			<b>53</b>	<b>100%</b>




Which of the following most closely describes the major source of your personal or family health care coverage?

Answer	0%	100%	Number of Response(s)	Response Ratio
Major medical (comprehensive) plan that I/we purchase			17	29.3 %
Major medical (comprehensive) plan with cost share provided by an employer			17	29.3 %
Catastrophic (hospitalization) plan that I/we purchase			1	1.7 %
Catastrophic (hospitalization) plan with cost share provided by an employer			1	1.7 %
Cost share catastrophic plan (cooperative; Liberty Health Share, etc.)			1	1.7 %
Medicaid/Medicare/TriCare or other coverage managed by the U.S. Government			16	27.5 %
Not applicable or self-insured			3	5.1 %
Other			1	1.7 %
No Response(s)			1	1.7 %
<b>Totals</b>			<b>58</b>	<b>100%</b>





Please choose the range that best describes the total annual premium cost for you and/or your family for private and/or employer-provided group health insurance coverage.

Answer	0%	100%	Number of Response(s)	Response Ratio
No premium cost to me/us			0	0.0 %
\$1 - \$500/year			1	1.7 %
\$501 - \$1,000/year			6	10.3 %
\$1001 - \$3,000/year			7	12.0 %
\$3001 - \$6,000/year			16	27.5 %
\$6,001 - \$10,000/year			7	12.0 %
\$10,000 - \$15,000/year			10	17.2 %
\$15,001 - \$20,000			2	3.4 %
More than \$20,000/year			1	1.7 %
Not applicable			3	5.1 %
Other			2	3.4 %
No Response(s)			3	5.1 %
<b>Totals</b>			<b>58</b>	<b>100%</b>




During your present ministry, have you and/or a member of your household postponed or declined a prescribed medical treatment or procedure because of concerns about out-of-pocket expenses?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			21	36.2 %
No			35	60.3 %
No Response(s)			2	3.4 %
<b>Totals</b>			<b>58</b>	<b>100%</b>

Does your current health insurance plan include cost-sharing for mental health services?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			30	51.7 %
No			11	18.9 %
I don't know			15	25.8 %
Not applicable			2	3.4 %
No Response(s)			0	0.0 %
<b>Totals</b>			<b>58</b>	<b>100%</b>

If you had no-cost access to a qualified mental health service offering a thirty-minute confidential, over-the-phone consultation about mental health, substance abuse, family dynamics, etc., with the option of three no-cost initial visits with a qualified counselor would you and/or a member of your immediate family be likely to use that?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			32	55.1 %
No			24	41.3 %
No Response(s)			2	3.4 %
<b>Totals</b>			<b>58</b>	<b>100%</b>

If you had no-cost access to confidential, impartial budget counseling and/or financial planning from a qualified professional who is not selling (or referring to others who sell) financial services or products, how likely is it that you and/or a member of your family might take advantage of that assistance?

Answer	0%	100%	Number of Response(s)	Response Ratio
Likely			21	36.2 %
Possibly			18	31.0 %
Unlikely			18	31.0 %
Other			0	0.0 %
No Response(s)			1	1.7 %
<b>Totals</b>			<b>58</b>	<b>100%</b>



We are called into ministry not for what we can get but for what we have been given to share. Adequate support for ministry, however, is essential for sustainability. From the following list of options, what do you need and/or want at this particular time that might help you to thrive as a person and as a minister? (You may choose more than one.)

Answer	0%	100%	Number of Response(s)	Response Ratio
Access to better health care			11	20.0 %
Adequate financial compensation			16	29.0 %
Better health care			7	12.7 %
Continuing Ministry Education			17	30.9 %
Debt management counseling			8	14.5 %
Friends outside of ministry			19	34.5 %
Help with conflicts in my ministry setting			6	10.9 %
Help with finding a sustainable exercise regimen			12	21.8 %
Help with spiritual discernment about God's direction for me			11	20.0 %
Ministry coach			9	16.3 %
Ministry opportunity that better matches my gifts and needs			7	12.7 %
Ministry peer partner to listen, pray, and accompany for a season			12	21.8 %
More opportunity to meet with clergy peers			12	21.8 %
Pastoral care			3	5.4 %
Professional consulting help with an aspect of ministry			8	14.5 %
Support FOR my family			6	10.9 %
Support FROM my family			1	1.8 %
Time away to rest, recreate and rejuvenate			28	50.9 %
Time away to rest, recreate and rejuvenate			5	9.0 %
Other			4	7.2 %
<b>Totals</b>			<b>55</b>	<b>100%</b>

**TextBlock:**

You have completed this survey. Thank you! Please encourage Greater Kansas City colleagues to complete the survey too on or before May 12.