



National Association for Lay Ministry

Laity Working in the Catholic Church 2025 National Survey Report

(First Report of the Findings, May 2025)

The goal of the 2025 *Laity Working in the Catholic Church Survey* is to understand the life and ministry (service or work) of today's lay leaders in parishes, dioceses, and Catholic ministries. Much has changed in the past decade and our survey is a way to understand and interpret the new context by better understanding the people who are engaged in the Church's ministry today. With this understanding the National Association for Lay Ministry, and collaborating Catholic organizations, can discern how to provide support, advocacy, and formation for lay people engaged in Church ministry.

The 2025 survey is the first survey in 20 years to explore the life and ministry of lay ministers. The 2025 survey builds upon three previous surveys:

- *New Parish Ministers: Laity and Religious on Parish Staffs* (1992) by Philip J. Murnion with David DeLambo, Rosemary Dilli SSND, and Harry Fagan. National Pastoral Life Center.
- *Parishes and Parish Ministers: A Study of Parish Lay Ministry* (1999) by Philip J. Murnion and David DeLambo. National Pastoral Life Center.
- *Lay Parish Ministers: A Study of Emerging Leadership* (2005) by David DeLambo. National Pastoral Life Center.

In constructing the 2025 survey questions were drawn from the earlier surveys to maintain continuity across the studies, and to provide a basis for future work in doing a comparative analysis of the changing picture of lay ministry in the Catholic Church.

The survey was distributed to lay ministers through national Catholic organizations and diocesan offices from January through March of 2025. The survey results reflect the responses of 1861 lay ministers who were contacted through one of the national Catholic organizations or dioceses. It is not a national random-sample survey of Catholic lay ministers. One-third all respondents indicated that they belonged to one or more Catholic organizations. The organizations with the most responses included:

- National Community of Catechetical Leaders (NCCL) – 132
- Federation for Diocesan Liturgical Commissions (FDLC) - 58
- National Association of Pastoral Musicians (NPM) – 57
- National Association for Lay Ministry (NALM) – 55
- National Federation for Catholic Youth Ministry (NFCYM) – 55
- National Association of Catholic Chaplains (NACC) - 44

Survey Responses

- 1861 total number of survey responses
- Total English language responses = 1804 people (includes 229 Hispanic/Latino responses)
- Total Hispanic/Latino responses = 286 people: 229 in English language survey + 57 in Spanish language survey (177 are full time paid; 38 are part time; 71 are Non Paid)
- Full time paid responses = 1,095 (61.09 % of the entire survey responses)
- Part time paid responses = 319 (16.80% of entire survey responses)
- Non paid responses = 399 (22.11 % of entire survey)

Report

This first report of the survey results provides an analysis of the findings organized into three categories: 1) Ministerial Identity, 2) Formation for Ministry, and 3) Ministerial Setting. This analysis is accompanied by two appendices. Appendix One analyzes the survey results by age groups. Appendix Two presents the data tables for each question in the survey with results tabulated by All Responses, Full Time Paid, Part Time Paid, Non Paid, Hispanic Responses in the English survey, and Hispanic Responses in the Spanish survey.

NALM Task Force Members

The development of the research project was guided by a task force of the National Association for Lay Ministry which included the following members:

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John Roberto (National Community of Catechetical Leaders)
Janice Thornburg (Santa Clara University)

Laity Working in the Catholic Church Survey

An Analysis of the Findings

(For complete data tables see Appendix Two.)

Demographics

Gender

Women represented approximately 75% of all respondents. With the large number of women respondents there was little gender differences in the responses to the questions. For example, the survey (question 36) asked people to rate 19 significant challenges lay people face in Church ministry. The response to “facing the challenges of being treated equally as a lay woman in Church work” received a 3.21 overall rating (out of a possible 5.0). The women respondents rated it with a 3.43.

Ages

Approximately 30% of all respondents were 18-49 years old, with half that number under 39. The 50-69 age group constituted 52% of all respondents, and an additional 16% were 70 years and older. Hispanic ministers were a little younger overall with approximately 44% in the 18-49 year old age group. (See Q 2 for more information.)

Relationship Status

Married lay ministers were the largest group with 67% of all respondents. Single people were second with 17% of all respondents. The number of single people was highest among Hispanic lay ministers at 26%. (See Q 4 for more information.)

Responses by State

There were responses from 47 states. The majority of Spanish-speaking surveys were from Texas (13), California (9), Illinois (6), and New Jersey (5). The 15 states with the most responses (English-language survey) are:

1. Illinois	143
2. Texas	141
3. California	128
4. New Jersey	113
5. Louisiana	89
6. Florida	84
7. Pennsylvania	82
8. New York	81
9. Wisconsin	81
10. Ohio	65
11. Indiana	64
12. Michigan	64
13. Kentucky	58
14. Maryland	58
15. Virginia	49

1. Ministerial Identity

The lay ministers in the survey overwhelming (over 95%) see what they do as ministry. Almost 90% see themselves as a lay minister, and 75% see themselves as a Lay Ecclesial Minister (as presented in the US Bishops' document, *Co-Workers in the Vineyard of the Lord*).

The overwhelming majority (approximately 90%) were baptized as a child and raised Catholic.

Diversity

The majority of lay ministers in the survey (80%) indicated that they were of White/Caucasian/European descent. Approximately 15% of respondents were Hispanic lay ministers (including those who took the survey in English and Spanish). A little over 3% were Asian-Pacific Islander/Native Hawaiian; and another 3% were Black/African-American/African/ Afro-Caribbean, but that number goes up to 5% for the part time paid lay ministers. Less than 1% of respondents were Native American/American Indian/ Native Alaskan. (See Q 5 for more information.)

Years of Service

The respondents reflect a veteran group of lay ministers who have been involved in Church ministry for many years. Approximately 16% have been involved in Church ministry 9 years or less; another 24% have been involved for 10-19 years; 26% have been involved 20-29 years; and 33%, the largest group, have been involved 30 or more years. (See Q 7 for more information.)

When asked how many years they have been serving in their current setting approximately 37% have been serving 1-4 years; 21% for 5-9 years; 22% for 10-19 years, and 20% for 20 or more years. (See Q 10 for more information.)

Entering Church Ministry

People were asked about their reasons for entering Church ministry. Out of a list of 19 possibilities, the following represented the most cited reasons. There was agreement across all groups on the top 10 reasons for entering Church ministry. As you can see the “response to God’s call” is the overwhelming reason people enter Church ministry, followed closely by a “good fit with my areas of competence” and a “desire to serve in church settings.” (See Q 8 for more information.)

1. Response to God’s call	68.07%
2. Good fit with my areas of competence, interests, gifts	46.18%
3. Desire to serve in church settings	39.08%
4. Invitation by a pastor, priest, or deacon	27.61%
5. Desire to evangelize others	25.78%
6. Deeper involvement in parish life	21.01%
7. Involvement in the parish as a teenager or young adult	20.62%
8. Way to draw closer to God	20.29%
9. Invitation by a lay leader	20.12%
10. Enhance my spiritual life	18.57%

Note: People could check up to 4 reasons for entering Church ministry/service/work. The percentages reflect the cumulative percentage of responses for each item.

Roles in Church Ministry

The survey asked people to identify their **primary** and **secondary** roles in Church service. People selected a primary ministry role and up to four secondary roles for which they have responsibility. The results below report the total number of people who selected a role (primary and secondary combined) and the percentage of people who selected that role as their **primary** or **secondary** responsibility. The top 10 roles were similar across all groups, including Hispanic lay ministers who took the Spanish language survey. (See Q 9 for more information.)

How to Read the Chart: The numbers listed for the Primary Role and Secondary Role represent the percentage of all the people who selected that role, e.g., 736 people selected Catechesis-Lifelong, 46.88% of this number indicated it was their primary role and 52.13% indicated it was a secondary role.

	Total number of People	% of people in this role who said this was a Primary Role	% of people in this role who said this was a Secondary Role
1. Catechesis – Lifelong (all ages)	736	46.88	52.13
2. Adult Faith Formation	641	32.92	67.08
3. Sacramental Preparation (Baptism, Eucharist, Confirmation)	638	27.59	72.41
4. Administration	618	39.16	60.84
5. Children’s Catechesis	581	56.45	77.01
6. Evangelization and Outreach	461	22.99	77.01
7. Liturgical Ministry / Music	447	48.55	51.45
8. OCIA	405	27.41	72.59
9. Youth Ministry	380	34.74	67.26
10. Diocesan Ministry	356	67.70	32.30
11. Communication and/or Digital Ministry	254	21.65	78.35
12. Safe Environment Coordination	251	19.12	80.88
13. Family Life Ministry	238	25.21	74.79
14. Pastoral Care	223	25.11	74.89
15. Social Justice / Service to the Community	221	26.70	73.30
16. Pastoral Associate	188	51.60	48.40
17. Young Adult Ministry (20s-30s)	187	25.53	76.40
18. Bereavement Ministry	165	15.15	84.85
19. Care for the Sick	164	20.12	79.88
20. Campus Ministry	164	41.36	58.64
21. Marriage Preparation	138	19.57	80.43
22. Chaplaincy	123	19.57	80.43
23. Financial Management	117	22.22	77.78
24. Marriage Ministry (enrichment, separated/divorced)	104	28.85	71.15
25. Wellness or Mental Health Ministry	100	20.00	80.00
26. Ethnic / Cultural Ministry	99	24.24	75.76
27. Governance	92	21.74	78.26
28. Seniors Ministry	91	17.58	82.42
29. Parish Life Coordinator (Canon 517.2)	67	31.34	68.66
30. Addiction Recovery Ministry	45	2.22	97.78

Public Authorization for Ministry

Lay ministers are authorized for ministry in a variety of ways. Over 40% of full time paid, part time paid, and Hispanic lay ministers are authorized through an oral or written announcement by their supervisor. Over 25% of full time paid, non paid, and Hispanic lay ministers are authorized at the diocesan level by the bishop or with his approval. Almost 40% of the non paid lay ministers are authorized through a liturgical commissioning; this is also true for 25% of the part time paid lay ministers. Over 20% of all lay ministers have not received a public authorization for ministry. (See Q 18 for more information.)

2. Formation

Importance of Theological and Pastoral Knowledge

The survey asked lay ministers to assess how **important** 14 theological and pastoral content areas were for their ministry and then to assess how well **prepared** they felt in each area. The chart below presents each of the 14 items with the percentage of people selecting the highest rating (a “4”) for importance and the percentage who felt prepared (“3”) or very prepared (“4”) for that item.

	Very important for their ministry (rating of 4 out of 4)	Feeling prepared & very prepared in this area (a combination of 3 and 4 ratings)
1. Sacraments	70.31	90.15
2. Prayer & spirituality	69.59	87.95
3. Evangelization and catechesis	61.47	77.36
4. Scripture	58.20	75.04
5. Catholic doctrine	57.29	75.65
6. Leadership practices & skills	56.43	79.75
7. Liturgy	51.41	77.44
8. Pastoral ministry	40.99	59.92
9. Pastoral care	40.15	57.98
10. Moral theology	30.03	65.06
11. Management & administration	33.74	69.92
12. Catholic social teaching	33.26	64.86
13. Digital ministry	20.54	40.58
14. Canon law	13.69	23.94

The ratings by all groups - full time, part time, non paid, and Hispanic lay ministers in both surveys – were very similar in the ranking of the importance of each of the 14 content areas, as well as the level of preparation for each content area. (See Question 13 for specific charts).

Highest Level of Education

Almost 50% of all respondents have Master’s degrees (M.A. or M.Div.) with higher numbers for full time paid lay ministers (55%). Over 40% of part time and 39% of non paid lay ministers had Master’s degrees. Among Hispanic lay ministers who took the English-language survey almost 40% have a Master’s degree, with 20 of the 57 people who completed the Spanish-language survey having a Master’s degree. Another 30% of all respondents have an associate degree or a bachelor’s degree. (See Q 14 for more information.)

Major Field of Highest Degree

Over 26% have theology/religious studies as their major field of study. It is the top response for full time paid, part time paid, and Hispanic lay ministers. This is followed by education(13%), pastoral ministry (13%), and business (12%). The top response for non paid lay ministers is business (23%) followed by education (17%), theology (12%), and science/engineering (12%). (See Q 15 for more information.)

Participation in a Ministry Formation Program

Participation in diocesan ministry formation was the most cited program by over 50% of all respondents. This was followed by participation in a college or university program (30%), another type of ministry formation program (28%), a National Catholic organization ministry formation program (22%), and a seminary or school of theology program (22%). A total of 18% have not participated in any ministry formation program. (See Q 16 for more information.)

The majority of lay ministers in the study are not currently completing an education program (over 57%). Among those currently enrolled in a program, 17% are studying for a Master's degree in ministry or theology; 14% are participating in a ministry formation program; 12% are participating in a certificate in catechetical ministry. (See Q 17 for more information.)

3. Ministerial Setting

Number Hours in a Typical Week People Are Involved in their Current Setting

The chart below presents the number of hours lay ministers are working in their setting organized by full time paid, part time paid, non paid, and Hispanic lay ministers. (See Q 10 for more information.)

Hours	Total % of all responses	% of FT Paid	% of PT Paid	% of Non Paid	% of Hispanic	% of Hispanic SP
1-10	16.63	1.18	12.21	62.66	13.54	26.32 (15 people)
11-20	10.81	1.00	31.02	22.56	11.35	14.04 (8 people)
21-30	9.81	2.00	40.26	8.27	7.86	5.26 (3 people)
31-40	27.77	40.65	12.21	4.01	31.44	17.54 (10 people)
40 or more	34.98	55.17	4.29	2.51	35.81	36.84 (21 people)

Language Used in the Ministry Settings of Lay Ministers

Primary language used in their ministry setting:

English as Primary	1761
Spanish as Primary	19

Additional languages used in their ministry setting

Spanish	463	Latin	24
French	17	Italian	11
Vietnamese	5	Tagalog	4
Polish	4	German	4
American Sign Language	4	Portuguese	3

Job Descriptions and Contracts

The overwhelming majority of paid lay ministers and Hispanic lay ministers have written job descriptions: almost 90% of full time, 74% of part time, and over 70% of Hispanic lay ministers. The majority of them (50% or more) have written contracts, and receive a formal performance evaluation at least yearly. (See Q 19 for more information.)

Supervisor Relationship

Across all groups lay ministers almost always feel free to discuss difficulties and differences of opinion with their supervisor (an average rating of 4 out of 5). They also feel that they almost always have been given sufficient authority to carry out their responsibilities (an average rating of 4.25 out of 5). (See Q 20 for more information.)

Workplace Activities

The survey asked about six typical workplace activities and asked the respondents to rate how **important** each activity was for them and how **frequently** it was practiced. The following chart presents an Importance rating for each activity, combining Important and Very important responses, and a Frequency rating, presenting the degree to which it is practiced regularly. The Importance ranking and the Frequency ranking were almost identical across all groups. There are significant gaps between importance and frequency for every item with the smallest gap in the frequency of staff/team meetings. (See Q 21 for more information.)

	Importance	Frequency
1. Communication among staff/team members	97.82%	66.18%
2. Working together with other staff team	96.81%	64.53%
3. Staff/team prayer (over and above meetings)	80.58%	38.69%
4. Staff/team meetings	78.77%	63.56%
5. Staff/team retreats (overnights or full days)	50.02%	8.13%
6. Socializing as a staff/team (outside of work)	42.92%	7.66%

People's Experience of their Ministry

People were asked to rate how well the following words described their ministry from 1 (not at all) to 5 (a lot). The following ranking is consistent across all groups in the survey. (See Q 22 for more information.)

1. Spiritually rewarding	4.42
2. Satisfying	4.36
3. Gives sense of accomplishment	4.27
4. Good	4.25
5. Creative	4.02
6. Respected	3.88
7. Fascinating	3.87
8. Challenging	3.73
9. Overwhelming	2.98
10. Routine	2.97
11. Frustrating	2.78
12. Tiresome	2.46
13. Boring	1.41

Salaries of Full Time Lay Ministers

The following chart presents the percentage of full time paid lay ministers in each salary range. There were a total of 1095 full time paid lay ministers. Hispanic lay ministers salaries were reflective of the overall profile of full time salaries. (See Q 23 for more information.)

Salary	Percentage of All Full Time Lay Ministers
\$7,500-22,000	2.47%
\$22,001-34,999	8.04%
\$35,000-49,999	24.57%
\$50,000-64,999	32.97%
\$65,000-90,000	24.02%
Over \$90,000	7.95%

Salaries of Part Time Lay Ministers

The following chart presents the percentage of the 319 part time paid lay ministers in each salary range. Hispanic lay ministers salaries were reflective of the overall profile of part time salaries. (See Q 24for more information.)

Salary	Percentage of All Part Time Lay Ministers
Less than \$5,000	10.56%
\$5,001-9,999	15.99%
\$10,000-14,999	15.36%
\$15,000-19,999	15.36%
\$20,000-24,999	18.18%
Over \$25,000	24.45%

Compensation and Benefits

People were asked how **satisfied** they were with the following types of employment compensation or benefits. The rating is on a 5-point scale from very dissatisfied (1) to very satisfied (5). Benefits and compensation are ranked according to satisfaction levels. Hispanic responses were reflective of the total profile of all respondents. Items are ranked based on the highest satisfaction rating. (See Q 25for more information.)

1. Paid sick days	4.13
2. Paid vacation days	4.12
3. Health insurance	3.82
4. Dental insurance	3.78
5. Life insurance	3.65
6. Salary	3.64
7. Retirement or pension	3.64
8. Paid family leave	3.61
9. Paid retreat days	3.59
10. Funds for a retreat or continuing education	3.54

Experience in Church Ministry as a Lay Person

People were asked to rate their experience in Church ministry on 17 items from strongly disagree (1) to strongly agree (5). Items are organized from the highest score to the lowest score. There was a consistency of responses for all groups: full time paid, part time paid, non paid, and Hispanic lay ministers. The top 10 items are all above 4.0 indicating that people strongly agree with that characteristic of their ministry experience. (See Q 26for more information.)

1. I find my work/service to be meaningful.	4.58
2. I feel a deep sense of calling to Church service.	4.56
3. My gifts, skills, and passions align with my work.	4.53
4. I have support systems (family, friends, colleagues) that I can rely on during difficult times.	4.41
5. I feel a sense of accomplishment in my work.	4.40
6. My work contributes to my overall sense of well-being.	4.26
7. I feel a sense of joy or satisfaction.	4.24
8. I have regular practices that contribute to my physical well-being (exercise, diet, rest).	4.10
9. I feel the support of my team or staff or colleagues.	4.07

10. I feel confident that I can overcome problems and challenges in my work.	4.02
11. I feel the support of my supervisor(s).	3.96
12. I have regular practices that contribute to my spiritual health (prayer, retreat, scripture study).	3.72
13. I am able to balance my personal life and my work life.	3.66
14. I have enough time to rest and recover outside of work.	3.48
15. I often feel energized after a typical work week.	3.28
16. I often experience feelings of burnout or fatigue.	2.82
17. I often feel emotionally exhausted.	2.75

Significant Challenges Facing People in Church Ministry/Service/Work Today

Lay ministers were asked to rate the most significant challenges they face in Church ministry today. They rated each item from not important (1) to extremely important (5) based on how important the challenge is for them today. Items are organized from the most important to the least important item. There was a consistency of responses for all groups: full time paid, part time paid, non paid, and Hispanic lay ministers. The top 5 items are all above 4.0 indicating that people think that particular challenge is extremely important to them. (See Q 27 for more information.)

1. Building trust with the people I serve	4.33
2. Collaboration with my senior leader (pastor, director, et al.)	4.18
3. Maintaining the Church's relevance in a more secular world	4.09
4. Clear ministry responsibilities	4.05
5. Having enough volunteers for programs and projects	4.04
6. Authority to carry out my ministry	3.96
7. Addressing the diverse needs of people I serve	3.92
8. Overcoming resistance to change (new ideas and approaches) in my team and people I serve	3.75
9. Addressing the needs of people disaffiliating from the Church	3.74
10. Having enough resources (finances, materials, facilities) for programs and projects	3.68
11. Long term future in Church ministry as a lay person	3.63
12. Being respected and recognized as a lay minister in the Church	3.60
13. Impact of diocesan and parish restructuring	3.26
14. Declining diocesan and parish finances	3.24
15. Having job security in the Church	3.22
16. Facing the challenges of being treated equally as a lay woman in Church work	3.21
17. An adequate salary for my work	3.20
18. Impact of the pandemic on finances, staffing, volunteers, etc.	3.14
19. Adequate benefits (medical, retirement)	2.91

Appendix One. Does Age Make a Difference?

NALM 2025 Laity Working in the Catholic Church Survey

In analyzing the data, the team asked whether we would find age group differences in the results. In order to determine age group differences the survey findings were sorted into three age groups: 18-39; 40-59, and 60 and older. Here are the percentages by age group who responded to the survey with their work status

- 19-39: 15.85% (286) 82% full time paid
- 40-59: 39.57% (721) 71% full time paid
- 60 and over: 44.31% (797) 45% full time paid

We did a similar analysis (already in the report) when we sorted by Full Time, Part Time, and Non Paid lay ministers. We found few differences in the way the lay ministers responded to the “content” questions on the survey (as contrasted with demographic questions).

We found the same thing comparing Hispanic lay ministers who completed the English-language and Spanish-language surveys. These findings were more like the total findings on almost every question asked.

So what did we find when we sorted by the three age groups. Here’s the question-by-question analysis, comparing the age group data with the total group profile of 1,861 survey responses. “No Difference” means that there is no significant differences in the percentages or in the ranking of items between an age group and the total survey of 1861 responses. (Numbering is correlated to the Complete Survey Findings in Appendix Two.)

Question	18-39	40-59	60 and over
1. Life in Ministry: How I see myself as a lay minister	No difference	No difference	No difference
2. Ages	N/A	N/A	N/A
3. Gender	No difference	No difference	No difference
4. Relationship status	No difference	77% married (10% higher than All Survey Responses)	No difference
5. Racial or ethnic background	20% Hispanic (7% higher than All Survey Responses)	No difference	No difference
6. Initiation into Catholic faith	No difference	No difference	No difference
7. Years in ministry	Over half are between 5 and 14 years in ministry	Reflects the overall survey responses	Over half are 30 or more years
8. Reasons for entering Church ministry	Almost identical to total group	Almost identical to total group	Almost identical to total group
9. Roles in ministry	Youth Ministry (50% primary) and Young Adult Ministry (33% primary) are much higher.	No difference	No difference

Question	18-39	40-59	60 and over
10. Number of years in current setting	Majority are 1-4 years (72%)	No difference	Higher number of 30 or more (18%)
11. Hours in a typical week	31 or more hours: 77%	31 or more hours: 73%	1-10 hours: 25% 41 or more: 27%
12. Language	No difference	No difference	No difference
13. Theological – pastoral knowledge	No significant differences	No significant differences	No significant differences
14. Highest level of education	No difference	No difference	No difference
15. Major field of study	No difference	No difference	No difference
16. Ministry formation program	More through college (40%) than diocesan formation (36%), which was the #1 response overall.	No difference	No difference
17. Currently in ministry formation program	No difference	No difference	No difference
18. Public authorization	10% higher number of no authorization (33%)	No difference	No difference
19. Job description, contract, evaluation (compared to full time data)	Higher % of contracts: 63%	No difference	Lower % of contracts: 27% Lower % of evaluations: 34%
20. Supervisor relationship	No difference	No difference	No difference
21. Workplace activities	No significant differences on importance or frequency	No significant differences on importance or frequency	No significant differences on importance or frequency
22. Experience of ministry	No significant differences in ranking	No significant differences in ranking	No significant differences in ranking
23. Salaries – full time	No difference	No difference	No difference
24. Salaries – part time	No difference	No difference	No difference
25. Compensation benefits	No difference	No difference	No difference
26. Experience in Church ministry as a lay person	No significant differences in ranking, especially with top items	No significant differences in ranking, especially with top items	No significant differences in ranking, especially with top items
27. Significant challenges	No significant differences in ranking, especially with top items	No significant differences in ranking, especially with top items	No significant differences in ranking, especially with top items

Appendix Two. Complete Survey Results

NALM 2025 Laity Working in the Catholic Church Survey

Appendix Two presents the data tables for each question in the survey with results tabulated by All Responses, Full Time Paid, Part Time Paid, Non Paid, Hispanic Responses in the English survey, and Hispanic Responses in the Spanish survey.

Part 1. About Your Life

1. Life in Ministry

<i>Percentages</i>	Total %	FT Paid	PT Paid	Non Paid	Hispanic	Hispanic SP
I see what I do as ministry in my work/service.	97.86	98.58	98.59	95.34	97.07	100.00
I see myself as a lay minister.	88.96	90.20	86.84	87.29	88.00	91.67
I see myself as an Lay Ecclesial Minister (as presented in the US Bishops' document, <i>Co-Workers in the Vineyard of the Lord</i>).	75.32	79.79	66.03	69.77	70.05	84.31

2. Ages

75% of all respondents are 50 and over. The largest group are 60-69 years old.

<i>Percentages</i>	Total %	FT Paid	PT Paid	Non Paid	Hispanic	Hispanic SP
18-29	5.43% (98)	7.26	3.03	2.01	10.48	3.51
30-39	10.42% (188)	13.88	6.60	3.76	13.97	15.79
40-49	15.29% (283)	19.24	15.84	5.76	20.52	14.04
50-59	24.28 % (438)	27.22	21.78	18.05	27.95	43.86
60-69	28.33% (511)	26.13	31.02	32.33	19.65	17.54
70 or older	15.98% (286)	6.26	21.45	38.10	7.42	5.26

3. Gender

English: 75.28 % are female. 24.45 % are male.
 Hispanic 76.86 % are female. 23.14 % are male.
 Spanish: 70.18 % are female. 29.82 % are male

4. Relationship Status

<i>Percentages</i>	Total %	FT Paid	PT Paid	Non Paid	Hispanic	Hispanic SP
Married	67.02	65.25	72.61	67.67	61.14	64.81
Single (never married)	17.79	21.42	9.90	13.78	26.64	22.81
Divorced	6.71	6.53	6.60	7.77	6.55	1.75
Widowed	4.43	2.81	5.94	7.27	1.75	3.51

5. Racial or Ethnic Background

<i>Percentages</i>	Total %	FT Paid	PT Paid	Non Paid
White/Caucasian/European Descent	80.82	81.49	83.17	77.19
Hispanic/Latino <i>(There are an additional 57 responses in SP survey not included here. The total number is 286 survey responses.)</i>	12.69	13.70	8.91	12.78
Asian-Pacific Islander/Native Hawaiian	3.22	2.63	4.95	3.51
Black/African-American/African/ Afro-Caribbean	2.88	2.00	1.98	6.02
Native American/American Indian/ Native Alaskan	0.39	0.18	0.99	0.50

6. Initiation into the Catholic Faith

<i>Percentages</i>	Total %	FT Paid	PT Paid	Non Paid	Hispanic	Hispanic SP
Baptized as child	89.47	90.83	89.77	85.46	96.69	98.25
Raised Catholic	89.08	90.29	90.10	84.96	97.38	98.25
Adult baptism or reception into the Church	12.20	10.62	12.54	15.04	4.37	5.26

Part 2. About Your Ministry/Service/Work

7. Total Number of Years People Have Been Engaged in Church Ministry/Service

Years	Total %	FT Paid	PT Paid	Non Paid	Hispanic	Hispanic SP
1-2	2.99	2.90	3.96	2.52	3.06	3.51
3-4	4.71	4.45	6.60	4.01	4.37	-0-
5-9	8.76	8.80	6.60	10.28	10.04	7.02
10-14	12.69	12.61	14.19	11.78	17.47	21.05
15-19	11.47	12.52	13.20	7.27	10.92	8.77
20-24	12.29	14.79	11.88	8.52	13.54	12.28
25-29	13.47	15.52	7.59	12.28	14.85	17.54
30 or more	32.98	28.40	35.97	43.36	25.76	29.82

8. Reasons for Entering Church Ministry/Service/Work

People could check up to 4 reasons for entering Church ministry/service/work. The following presents the cumulative number of responses for each item.

<i>Percentages</i>	Total %	FT Paid	PT Paid	Non Paid	Hispanic	Hispanic SP
1. Response to God's call	68.07	69.78	65.01	65.61	71.18	73.68
2. Good fit with my areas of competence, interests, gifts	46.18	49.00	44.55	39.60	31.44	17.54
3. Desire to serve in church settings	39.08	37.39	40.92	42.36	36.24	70.18
4. Invitation by a pastor, priest, or deacon	27.61	26.59	28.71	29.57	27.07	21.05
5. Desire to evangelize others	25.78	24.23	26.07	29.82	31.44	45.61
6. Deeper involvement in parish life	21.01	16.15	25.08	31.33	21.83	21.05

7. Involvement in the parish as a teenager or young adult	20.62	24.95	16.50	11.78	32.75	15.75
8. Way to draw closer to God	20.29	16.24	18.81	32.58	24.89	24.56
9. Invitation by a lay leader	20.12	19.87	23.43	18.30	25.33	15.79
10. Enhance my spiritual life	18.57	13.61	16.50	33.83	23.14	35.09
11. Example of other lay ministers	12.20	13.70	8.91	10.53	11.35	3.51
12. Attraction to service in local community	9.76	8.89	9.90	12.03	11.35	24.56
13. Desire to work for social justice	9.20	9.35	8.25	9.52	10.48	22.81
14. Attending a Catholic college	8.81	10.62	8.91	3.76	5.24	8.77
15. Involvement in Catholic campus ministry	8.70	10.80	7.26	4.01	10.48	3.51
16. Encouragement of my spouse or family member	8.48	7.99	9.57	9.02	10.48	3.51
17. Service to a particular group, such as an age group, ethnic community, disability group, a disadvantaged community	8.26	8.44	7.59	8.27	10.04	7.02
18. Involvement in an ecclesial movement with the Church, such as Cursillo, FOCUS, Charismatic Renewal, etc.	7.93	7.62	6.60	9.77	11.79	12.28
19. Being evangelized by someone	7.26	8.89	5.94	3.76	9.17	-0-
20. Attending a Catholic high school	7.26	7.62	7.92	5.76	6.55	-0-
21. Involvement in a long-term volunteer program (e.g., JVC)	3.38	4.36	3.30	0.75	1.75	3.51
22. Participation in a diocesan, national, or international religious gathering like World Youth Day	3.33	3.72	1.98	3.26	4.37	3.51
23. Involvement in a short-term service program (mission trip)	1.66	2.27	0.33	1.00	1.31	3.51

9. Primary and Secondary Roles in Church Service

People selected a primary ministry role and up to four secondary roles for which they have responsibility. The chart below reports the number of people who selected a role (primary and secondary) and the percentage of people who selected that role as their primary or secondary responsibility.

How to Read the Chart: The numbers listed for the Primary Role and Secondary Role represent the percentage of all the people who selected that role, e.g., 736 people selected Catechesis-Lifelong, 46.88% of this number indicated it was their primary role and 52.13% indicated it was a secondary role.

	Total # of People	Primary Role (%)	Secondary Role (%)
1. Catechesis – Lifelong (all ages)	736	46.88	52.13
2. Adult Faith Formation	641	32.92	67.08
3. Sacramental Preparation (Baptism, Eucharist, Confirmation)	638	27.59	72.41
4. Administration	618	39.16	60.84
5. Children’s Catechesis	581	56.45	77.01

6. Evangelization and Outreach	461	22.99	77.01
7. Liturgical Ministry / Music	447	48.55	51.45
8. OCIA	405	27.41	72.59
9. Youth Ministry	380	34.74	67.26
10. Diocesan Ministry	356	67.70	32.30
11. Communication and/or Digital Ministry	254	21.65	78.35
12. Safe Environment Coordination	251	19.12	80.88
13. Family Life Ministry	238	25.21	74.79
14. Pastoral Care	223	25.11	74.89
15. Social Justice / Service to the Community	221	26.70	73.30
16. Pastoral Associate	188	51.60	48.40
17. Young Adult Ministry (20s-30s)	187	25.53	76.40
18. Bereavement Ministry	165	15.15	84.85
19. Care for the Sick	164	20.12	79.88
20. Campus Ministry	164	41.36	58.64
21. Marriage Preparation	138	19.57	80.43
22. Chaplaincy	123	19.57	80.43
23. Financial Management	117	22.22	77.78
24. Marriage Ministry (enrichment, separated/divorced)	104	28.85	71.15
25. Wellness or Mental Health Ministry	100	20.00	80.00
26. Ethnic / Cultural Ministry	99	24.24	75.76
27. Governance	92	21.74	78.26
28. Seniors Ministry	91	17.58	82.42
31. Parish Life Coordinator (Canon 517.2)	67	31.34	68.66
32. Addiction Recovery Ministry	45	2.22	97.78

Primary and Secondary Roles in Church Service for Hispanics

People selected a primary ministry role and up to four secondary roles for which they have responsibility. The chart below reports the number of people who selected a role (primary and secondary) and the percentage of people who selected that role as their *primary* or *secondary* responsibility. The numbers were too small for percentages for the respondents in the Spanish language survey, so the actual number of people who responded is in the far right column.

	Total # of People in EN Survey	Primary Role (%) in EN Survey	Secondary Role (%) in EN Survey	Total # of People in SP Survey
1. Catechesis – Lifelong (all ages)	111	49.55	50.45	28
2. Adult Faith Formation	93	35.48	64.52	37
3. Administration	89	32.58	67.42	23
4. Sacramental Preparation (Baptism, Eucharist, Confirmation)	83	32.53	64.47	21
5. Children's Catechesis	68	60.29	39.71	17
6. Evangelization and Outreach	60	26.67	73.33	16
7. Youth Ministry	59	35.59	64.41	11
8. Diocesan Ministry	57	78.95	21.05	21
9. OCIA	53	37.74	62.26	7
10. Liturgical Ministry / Music	45	26.67	73.33	6
11. Young Adult Ministry (20s-30s)	41	29.27	70.73	6

12. Safe Environment Coordination	36	11.11	88.89	5
13. Family Life Ministry	35	34.29	65.71	13
14. Campus Ministry	28	21.43	78.57	4
15. Communication and/or Digital Ministry	23	21.43	78.57	9
16. Social Justice / Service to the Community	23	30.43	69.57	14
17. Ethnic / Cultural Ministry	21	30.43	69.57	15
18. Pastoral Care	21	42.86	57.14	10
19. Care for the Sick	19	10.53	89.47	4
20. Financial Management	17	23.53	76.47	6
21. Marriage Preparation	17	29.41	70.59	13
22. Chaplaincy	15	33.33	66.67	2
23. Marriage Ministry (enrichment, separated/divorced)	12	41.67	58.33	11
24. Wellness or Mental Health Ministry	12	25.00	75.00	2
25. Pastoral Associate	11	45.45	54.55	6
26. Bereavement Ministry	11	18.18	81.82	2
27. Governance	8	12.50	87.50	3
28. Parish Life Coordinator (Canon 517.2)	8	12.50	87.50	6
29. Seniors Ministry	8	12.50	87.50	2
30. Addiction Recovery Ministry	5	-0-	100.00	1

10. Number of Years Serving in a Primary Role in the Current Setting

Years	Total %	FT Paid	PT Paid	Non Paid	Hispanic	Hispanic SP # of people
1-2	17.46	19.33	19.90	10.53	20.09	6
3-4	19.24	20.51	20.46	14.79	22.27	11
5-9	20.79	21.14	20.79	19.80	19.21	11
10-14	13.69	14.07	12.21	13.78	12.66	12
15-19	7.93	8.08	7.92	7.52	10.48	6
20-24	6.54	5.99	6.27	8.27	6.11	5
25-29	5.54	5.90	2.97	6.52	4.80	4
30 or more	8.81	4.99	9.57	18.80	4.37	2

11. Number Hours in a Typical Week Involved in the Current Setting

Hours	Total %	% FT Paid	% PT Paid	% Non Paid	% Hispanic	% Hispanic SP
1-10	16.63	1.18	12.21	62.66	13.54	26.32 (15 people)
11-20	10.81	1.00	31.02	22.56	11.35	14.04 (8 people)
21-30	9.81	2.00	40.26	8.27	7.86	5.26 (3 people)
31-40	27.77	40.65	12.21	4.01	31.44	17.54 (10 people)
40 or more	34.98	55.17	4.29	2.51	35.81	36.84 (21 people)

12. Language Used in Ministry/Work/Service

Primary Language Used

English as Primary 1761 Spanish as Primary 19

Additional Languages Used

Spanish	463	Latin	24
French	17	Italian	11
Vietnamese	5	Tagalog	4
Polish	4	German	4
American Sign Language	4	Portuguese	3

Part 3. About Your Education & Formation

13. Importance of Theological and Pastoral Knowledge

Participants were asked to assess how important each of the following theological and pastoral content areas were for their ministry/service/work and then to assess how well prepared they felt in each area. The Importance rating was on a four point scale from not important to very important. The preparation rating was on a four point scale from not prepared to very prepared.

All Respondents

	Percentages	Important	Very Important	Prepared	Very Prepared
1. Sacraments		21.00	70.31	41.15	49.00
2. Prayer & spirituality		25.73	69.59	46.26	41.69
3. Evangelization and catechesis		27.61	61.47	41.38	35.98
4. Scripture		31.28	58.20	48.67	26.37
5. Catholic doctrine		32.36	57.29	45.16	30.49
6. Leadership practices & skills		33.93	56.43	42.98	36.77
7. Liturgy		30.98	51.41	41.25	36.19
8. Pastoral ministry		32.46	40.99	35.82	24.10
9. Pastoral care		34.32	40.15	37.29	20.69
10. Moral theology		39.50	30.03	43.65	21.42
11. Management & administration		42.10	33.74	42.86	27.06
12. Catholic social teaching		42.71	33.26	42.11	22.75
13. Digital ministry		39.79	20.54	29.18	11.04
14. Canon law		32.20	13.69	18.75	5.19

Hispanics/Latinos

	Percentages	Important	Very Important	Prepared	Very Prepared
1. Evangelization and catechesis		21.56	73.85	45.41	33.03
SP Survey		21.43	71.43	54.55	30.91
2. Prayer & spirituality		25.32	72.40	55.20	33.03
SP Survey		12.28	82.46	64.91	22.81
3. Sacraments		21.46	71.69	46.58	42.47
SP Survey		17.54	80.70	47.37	38.60
4. Catholic doctrine		27.15	67.42	51.13	25.79
SP Survey		24.56	73.68	55.36	12.50
5. Scripture		30.04	61.88	53.56	14.35
SP Survey		21.43	71.43	56.14	31.58

6. Leadership practices & skills	32.58	59.73	44.80	34.39
SP Survey	21.43	75.00	53.57	25.00
7. Moral theology	34.72	55.09	44.91	19.91
SP Survey	35.71	58.93	41.07	7.14
8. Liturgy	33.03	53.47	48.17	21.56
SP Survey	28.07	64.91	64.91	7.02
9. Catholic social teaching	38.25	44.70	39.63	17.97
SP Survey	32.73	56.36	34.55	12.73
10. Pastoral ministry	36.60	44.65	42.52	17.76
SP Survey	23.64	65.45	45.45	9.09
11. Pastoral care	37.74	44.34	43.54	11.00
SP Survey	27.27	58.18	45.45	9.09
12. Management & administration	42.47	40.45	45.91	22.27
SP Survey	34.55	43.64	25.45	20.00
13. Digital ministry	39.91	30.52	30.84	11.68
SP Survey	40.00	45.45	27.27	9.09
14. Canon law	37.21	23.26	18.14	4.19
SP Survey	30.91	29.09	5.45	-0-

Full Time Paid

Ranking by Importance	Ranking by Most Prepared
1. Sacraments	1. Sacraments
2. Prayer and spirituality	2. Prayer and spirituality
3. Evangelization and catechesis	3. Evangelization and catechesis
4. Leadership practices and skills	4. Leadership practices
5. Catholic doctrine	5. Liturgy
6. Scripture	6. Catholic doctrine
7. Liturgy	7. Management and administration
8. Pastoral ministry	8. Scripture
9. Pastoral care	9. Pastoral ministry
10. Management and administration	10. Catholic social teaching
11. Moral theology	11. Moral theology
12. Catholic social teaching	12. Pastoral care
13. Digital ministry	13. Digital ministry
14. Canon law	14. Canon law

PT Paid

Ranking by Importance	Ranking by Most Prepared
1. Sacraments	1. Sacraments
2. Prayer & Spirituality	2. Prayer and spirituality
3. Scripture	3. Liturgy
4. Evangelization and catechesis	4. Leadership practices and skills
5. Catholic doctrine	5. Evangelization and catechesis
6. Liturgy	6. Management and administration
7. Leadership practices and skills	7. Catholic doctrine
8. Moral theology	8. Scripture
9. Pastoral care	9. Pastoral ministry

10. Pastoral ministry	10. Moral theology
11. Management and administration	11. Catholic social teaching
12. Catholic social teaching	12. Pastoral care
13. Digital ministry	13. Digital ministry
14. Canon law	14. Canon law

Non Paid

Ranking by Importance	Ranking by Most Prepared
1. Prayer & Spirituality	1. Sacraments
2. Sacraments	2. Prayer and spirituality
3. Scripture	3. Liturgy
4. Liturgy	4. Leadership practices
5. Evangelization and catechesis	5. Evangelization and catechesis
6. Catholic doctrine	6. Scripture
7. Leadership practices and skills	7. Catholic doctrine
8. Moral theology	8. Management and administration
9. Catholic social teaching	9. Catholic social teaching
10. Pastoral care	10. Moral theology
11. Pastoral ministry	11. Pastoral care
12. Management and administration	12. Pastoral ministry
13. Digital ministry	13. Digital ministry
14. Canon law	14. Canon law

14. Highest Level of Education

<i>Percentages</i>	Total %	FT Paid	PT Paid	Non Paid	Hispanic	SP Survey (# of people)
Master's degree (M.A., M.Div.)	49.11	54.72	42.24	38.58	39.30	20
Bachelor's degree	17.52	16.61	20.46	17.79	17.03	6
Associate degree or some college	12.25	10.16	18.48	19.30	23.14	13
Some graduate or professional school	11.47	7.99	9.90	16.20	10.48	7
Doctoral degree (D.Min., Ph.D., Ed.D.)	6.93	7.99	5.61	5.01	5.68	1
High school graduate	2.72	2.54	3.30	2.76	4.37	9
Less than a high school diploma	-0-	-0-	-0-	-0-	-0-	1

15. Major Field of Highest Degree

<i>Percentages</i>	Total %	FT Paid	PT Paid	Non Paid	Hispanic	SP Survey (# of people)
Theology / religious studies	26.24	32.39	20.69	12.35	25.37	10
Education	13.05	11.37	14.18	17.17	14.15	7
Pastoral ministry	13.05	16.65	7.28	6.93	12.20	4
Business	11.91	7.11	15.71	23.19	15.61	1
Liberal arts	7.03	6.09	7.66	9.34	7.80	4
Religious education	6.08	6.50	6.51	4.52	6.34	2
Science / Engineering	5.70	3.05	8.05	11.75	5.85	3
Music	3.93	4.26	6.90	0.60	0.49	-0-

Administration	3.87	3.05	4.21	4.52	5.85	7
Counselling/psychology	2.92	2.84	2.68	3.31	2.93	2
Social sciences	2.47	1.93	3.45	3.31	3.41	3
Liturgy	2.41	3.05	1.53	1.20	-0-	1
Social work	1.33	1.22	1.15	1.81	-0-	1

16. Participation in a Ministry Formation Program

<i>People could check all that applied.</i>	Total %	FT Paid	PT Paid	Non Paid	Hispanic	SP Survey (# of people)
Diocesan ministry formation program	53.33	51.91	51.16	58.90	55.02	34
College or university program	30.27	37.48	23.43	15.54	34.50	13
National Catholic organization program	22.28	27.31	13.20	15.29	23.14	12
Seminary or school of theology program	22.23	26.68	16.50	14.29	15.72	12
Another ministry formation program	27.71	18.78	18.15	18.05	19.65	15
Have not participated in a ministry formation program	17.79	15.43	23.10	20.30	13.10	11

17. Currently in a Ministry Formation Program

<i>People could check all that applied.</i>	Total %	FT Paid	PT Paid	Non Paid	Hispanic	SP Survey (# of people)
Not completing an educational program	57.82	56.62	62.38	57.64	52.40	33
Master's degree in ministry or theology	17.24	20.69	10.56	12.78	15.72	13
Ministry formation program	14.14	12.61	11.55	20.30	17.90	6
Certificate in catechetical ministry	12.36	11.43	16.17	12.03	17.47	4
Other educational degree	7.26	6.81	8.25	7.77	6.11	6
Certificate in theology or ministry	6.37	6.90	6.60	4.76	6.55	4
Doctorate in ministry or theology	2.88	3.99	1.32	1.00	3.06	1
Bachelor degree in ministry or theology	2.83	3.90	1.32	1.00	4.37	2

4. About Your Setting

18. Public Authorization for Ministry/Service

<i>Percentages</i>	Total	FT Paid	PT Paid	Non Paid	Hispanic	SP Survey (# of people)
Through an oral or written announcement by my supervisor	40.63	45.74	47.52	21.30	41.48	20
At the diocesan level (by my bishop or with his approval)	27.77	32.12	16.83	24.06	30.57	16
Through a liturgical commissioning in my parish or ministry setting	22.62	16.15	24.75	38.05	20.52	15
Other form of authorization	6.71	6.08	4.95	9.77	6.55	4
No	22.64	21.32	25.41	24.06	19.21	6

19. Job Descriptions, Contracts, and Performance Evaluation

<i>Percentages</i>	Yes%	FT Paid Yes	PT Paid Yes	Non Paid Yes	Hispanic Yes	SP Survey Yes
Do you have a written job description?	71.90	89.29	73.93	22.31	76.86	68.42
Do you have a written job contract?	39.97	49.64	50.50	94.74	50.22	52.63
Do you receive a formal performance evaluation at least every year?	42.52	55.26	61.06	89.97	53.71	63.16

20. Supervisor Relationship & Authority for Ministry

<i>Rating: Never, seldom, sometimes, usually, always. 5=high score</i>	Total	FT Paid Yes	PT Paid Yes	Non Paid Yes	Hispanic Yes	SP Survey Yes
Do you feel free to discuss difficulties and differences of opinion with your supervisor?	3.97	3.99	3.96	3.95	4.01	4.39
Are you give sufficient authority to carry out your responsibilities?	4.23	4.26	4.29	4.07	4.13	4.35

21. Workplace Activities

The Importance rating combines the responses from Important and Very important. The Frequency rating used the three responses: we don't do this, we do this occasionally, and we do this regularly.

<i>Percentages</i>	Importance	Don't Do	Occasionally	Regularly
Communication among staff/team members	97.82	3.47	30.35	66.18
Hispanic	97.79	3.54	30.09	66.37
Working together with other staff/team members	96.81	4.38	31.09	64.53
Hispanic	97.36	4.85	33.48	61.47
Staff/team prayer (over and above meetings)	80.58	28.58	32.73	38.69
Hispanic	90.46	18.18	33.64	48.18
Staff/team meetings	78.77	8.83	27.61	63.56
Hispanic	85.84	8.41	33.19	58.41
Staff/team retreats (overnights or full days)	50.02	57.36	32.41	8.13
Hispanic	65.47	54.71	36.32	8.97
Socializing as a staff/team (outside of work)	42.92	33.54	58.80	7.66
Hispanic	51.59	34.84	55.66	9.50

Hispanic SP Surveys

Ranking by Importance	Ranking by Frequency of Activity
1. Communication among staff/team members	1. Communication among staff/team members
2. Working together with other staff team	2. Staff/team meetings
3. Staff/team meetings	3. Working together with other staff team
4. Staff/team prayer (over and above meetings)	4. Staff/team prayer (over and above meetings)
5. Staff/team retreats (overnights or full days)	5. Socializing as a staff/team (outside of work)
6. Socializing as a staff/team (outside of work)	6. Staff/team retreats (overnights or full days)

Full Time Paid

Ranking by Importance	Ranking by Frequency of Activity
1. Communication among staff/team members	1. Staff/team meetings
2. Working together with other staff team	2. Communication among staff/team members
3. Staff/team prayer (over and above meetings)	3. Working together with other staff team
4. Staff/team meetings	4. Staff/team prayer (over and above meetings)
5. Staff/team retreats (overnights or full days)	5. Staff/team retreats (overnights or full days)
6. Socializing as a staff/team (outside of work)	6. Socializing as a staff/team (outside of work)

Part Time Paid

Ranking by Importance	Ranking by Frequency of Activity
1. Communication among staff/team members	1. Communication among staff/team members
2. Working together with other staff team	2. Working together with other staff team
3. Staff/team prayer (over and above meetings)	3. Staff/team meetings
4. Staff/team meetings	4. Staff/team prayer (over and above meetings)
5. Staff/team retreats (overnights or full days)	5. Socializing as a staff/team (outside of work)
6. Socializing as a staff/team (outside of work)	6. Staff/team retreats (overnights or full days)

Non Paid

Ranking by Importance	Ranking by Frequency of Activity
1. Communication among staff/team members	1. Communication among staff/team members
2. Working together with other staff team	2. Working together with other staff team
3. Staff/team prayer (over and above meetings)	3. Staff/team meetings
4. Staff/team meetings	4. Staff/team prayer (over and above meetings)
5. Staff/team retreats (overnights or full days)	5. Socializing as a staff/team (outside of work)
6. Socializing as a staff/team (outside of work)	6. Staff/team retreats (overnights or full days)

22. People's Experience of their Ministry/Service/Work

People rated how well the following words described their ministry from 1 (not at all) to 5 (a lot).

	Total	FT Paid	PT Paid	Non Paid	Hispanic	Hispanic SP Survey
1. Spiritually rewarding	4.42	4.32	4.50	4.63	4.57	4.69
2. Satisfying	4.36	4.27	4.44	4.53	4.46	4.33
3. Gives sense of accomplishment	4.27	4.21	4.31	4.39	4.35	4.22

4. Good	4.25	4.21	4.31	4.31	4.44	4.23
5. Creative	4.02	4.08	4.06	3.83	4.17	4.35
6. Respected	3.88	3.80	4.00	4.00	3.96	4.27
7. Fascinating	3.87	3.83	3.91	3.96	4.14	4.32
8. Challenging	3.73	3.85	3.65	3.44	3.71	4.07
9. Overwhelming	2.98	3.26	2.75	2.36	3.12	2.58
10. Routine	2.97	3.02	2.93	2.86	3.00	2.63
11. Frustrating	2.78	2.96	2.63	2.37	2.65	2.29
12. Tiresome	2.46	2.68	2.29	1.99	2.87	1.93
13. Boring	1.41	1.47	1.33	1.29	1.31	1.35

23. Salaries of Full Time Ministers (1095 responses)

	Total %	Hispanic %
\$7,500-22,000	2.47	6.00
\$22,001-34,999	8.04	10.00
\$35,000-49,999	24.57	24.67
\$50,000-64,999	32.97	25.33
\$65,000-90,000	24.02	23.33
Over \$90,000	7.95	10.7

24. Salaries of Part Time Ministers (688 responses)

	Total %	Hispanic Responses %
Less than \$5,000	10.66	10.34
\$5,001-9,999	15.99	24.14
\$10,000-14,999	15.36	17.24
\$15,000-19,999	15.36	20.69
\$20,000-24,999	18.18	17.24
Over \$25,000	24.45	10.34

25. Compensation/Benefits

People were asked how satisfied they were with the following types of employment compensation or benefits. The rating is on a 5-point scale from very dissatisfied (1) to very satisfied (5). Benefits/compensation are ranked according to satisfaction levels.

	Total	Hispanic	Hispanic SP Survey
1. Paid sick days	4.13	4.19	3.83
2. Paid vacation days	4.12	4.17	3.85
3. Health insurance	3.82	3.75	3.38
4. Dental insurance	3.78	3.70	3.32
5. Life insurance	3.65	3.61	3.16
6. Salary	3.64	3.69	3.57
7. Retirement or pension	3.64	3.58	3.48
8. Paid family leave	3.61	3.62	3.37
9. Paid retreat days	3.59	3.56	3.61
10. Funds for a retreat or continuing education	3.54	3.39	3.63

Part 5. About Your Experience

26. Experience in Church Ministry/Service/Work as a Lay Person

People rated their ministry experience for each statement from strongly disagree (1) to strongly agree (5).

	Total	FT Paid	PT Paid	Non Paid	Hispanic	Hispanic SP
1. I find my work/service to be meaningful.	4.58	4.55	4.62	4.64	4.65	4.88
2. I feel a deep sense of calling to Church service.	4.56	4.53	4.55	4.64	4.60	4.88
3. My gifts, skills, and passions align with my work.	4.53	4.53	4.54	4.53	4.54	4.75
4. I have support systems (family, friends, colleagues) that I can rely on during difficult times.	4.41	4.37	4.46	4.45	4.39	4.60
5. I feel a sense of accomplishment in my work.	4.40	4.37	4.41	4.48	4.46	4.70
6. My work contributes to my overall sense of well-being.	4.26	4.17	4.31	4.45	4.28	4.58
7. I feel a sense of joy or satisfaction.	4.24	4.13	4.31	4.47	4.36	4.63
8. I have regular practices that contribute to my physical well-being (exercise, diet, rest).	4.10	3.99	3.90	4.02	4.05	3.68
9. I feel the support of my team or staff or colleagues.	4.07	4.03	3.02	4.13	4.07	4.37
10. I feel confident that I can overcome problems and challenges in my work.	4.02	3.95	4.08	4.16	4.15	4.35
11. I feel the support of my supervisor(s).	3.96	3.93	4.00	3.99	4.03	4.32
12. I have regular practices that contribute to my spiritual health (prayer, retreat, scripture study).	3.72	3.56	4.20	4.33	3.48	4.48
13. I am able to balance my personal life and my work life.	3.66	3.44	3.92	4.08	3.70	4.12
14. I have enough time to rest and recover outside of work.	3.48	3.24	3.75	3.94	3.43	3.86
15. I often feel energized after a typical work week.	3.28	3.11	3.39	3.70	3.32	3.77
16. I often experience feelings of burnout or fatigue.	2.82	3.03	2.62	2.38	2.94	2.93
17. I often feel emotionally exhausted.	2.75	2.97	2.49	2.26	2.85	2.80

27. Significant Challenges Facing People in Church Ministry/Service/Work Today

People rated the most significant challenges they face in Church ministry today from not important (1) to extremely important (5) based on how important the challenge is for them today.

	Total	FT Paid	PT Paid	Non Paid	Hispanic	Hispanic SP
1. Building trust with the people I serve	4.33	4.30	4.39	4.37	4.44	4.54
2. Collaboration with my senior leader (pastor, director, et al.)	4.18	4.16	4.24	4.18	4.33	4.75
3. Maintaining the Church's relevance in a more secular world	4.09	4.03	4.17	4.18	4.06	4.40
4. Clear ministry responsibilities	4.05	4.03	4.10	4.07	4.25	4.40
5. Having enough volunteers for programs and projects	4.04	4.03	4.09	4.02	4.12	4.33
6. Authority to carry out my ministry	3.96	3.96	4.04	3.89	4.08	4.31
7. Addressing the diverse needs of people I serve	3.92	3.92	3.93	3.90	4.14	4.42
8. Overcoming resistance to change (new ideas and approaches) in my team and people I serve	3.75	3.79	3.68	3.67	3.91	4.23
9. Addressing the needs of people disaffiliating from the Church	3.74	3.76	3.74	3.69	3.87	4.12
10. Having enough resources (finances, materials, facilities) for programs and projects	3.68	3.73	3.49	3.56	3.96	4.25
11. Long term future in Church ministry as a lay person	3.63	3.75	3.47	3.42	3.85	4.21
12. Being respected and recognized as a lay minister in the Church	3.60	3.64	3.62	3.48	3.60	3.76
13. Impact of diocesan and parish restructuring	3.26	3.38	3.14	3.01	3.45	4.04
14. Declining diocesan and parish finances	3.24	3.37	3.18	2.89	3.50	3.47
15. Having job security in the Church	3.22	3.65	3.11	2.00	3.57	4.08
16. Facing the challenges of being treated equally as a lay woman in Church work	3.21	3.33	3.01	3.01	3.34	4.06
17. An adequate salary for my work	3.20	3.69	3.18	1.72	3.45	3.47
18. Impact of the pandemic on finances, staffing, volunteers, workload, etc.	3.14	3.23	3.08	2.93	3.48	3.82
19. Adequate benefits (medical, retirement)	2.91	3.37	2.56	1.80	3.25	3.42