

Cooperative Congregational Studies Project, Faith Communities Today Survey

EVANGELICAL LUTHERAN CHURCH IN AMERICA

Frequencies (N = 832)

December, 2000

I. CONGREGATIONAL IDENTITY AND WORSHIP

1. How well does each of the following statements describe your congregation?

	<u>Very Well</u> 1	<u>Quite Well</u> 2	<u>Some- What</u> 3	<u>Slightly</u> 4	<u>Hardly At All</u> 5
a. Our congregation feels like a large, close-knit family	19.1%	44.3	28.9	5.4	1.4
b. Our congregation is spiritually vital and alive	11.4	48.3	33.3	6.6	0.2
c. Our congregation is working for social justice	4.6	13.2	42.2	28.0	12.0
d. Our congregation helps members deepen their relationships with God	15.5	51.8	30.8	1.4	0.5
e. Our congregation is trying to increase its racial/ethnic diversity	4.6	13.3	22.7	22.1	37.3
f. Our congregation clearly expresses its Lutheran heritage	25.6	54.3	16.0	3.3	0.7
g. Our congregation is a moral beacon in the community	9.3	37.8	39.5	10.8	2.6
h. Our congregation welcomes innovation and change	13.9	34.9	33.3	12.8	5.2
i. Our congregation deals openly with disagreements and conflicts	5.5	37.2	36.7	15.5	5.2
j. Our congregation encourages public expression of speaking in tongues	0.0	0.4	2.4	4.6	92.7
k. Our congregation has a strong racial/ethnic or national heritage that it is trying to preserve	4.8	8.2	16.4	22.3	48.3
l. Members are excited about the future of our congregation	26.8	35.8	25.0	9.2	3.2
m. New people are easily incorporated into the life of the church	11.9	43.6	34.5	8.3	1.7
n. Our congregation has a clear sense of mission and purpose	12.5	36.7	37.2	10.3	3.3
o. Our congregation's worship services are spiritually uplifting and inspiring	25.4	56.4	16.2	1.5	0.5
p. Our congregation's programs and activities are well organized	10.2	50.4	32.7	5.5	1.2
q. Our congregation's programs and activities strengthen personal relationships among our members	14.5	53.5	28.3	3.3	0.4

2. Worship Services (If your congregation holds worship services less than once a week please fill in this circle → 2.6% and respond to 2a through 2d based on a typical weekend on which you hold services.)

a/b. How many worship services does your congregation have on each of the following days/times on a typical weekend? (Percent of congregations holding services by number of services. Average attendance per service is in parentheses.)

	<u>None</u>	<u>One</u>	<u>Two</u>	<u>Three</u>	<u>Four</u>
Friday	97.8%	2.0	0.2	0.0	0.0
	-	(27)	(22)	-	-
Saturday	89.0	10.9	0.0	0.1	0.0
	-	(43)	-	(117)	-
Sunday AM	0.2	59.4	33.5	6.4	0.5
	-	(84)	(102)	(140)	(203)
Sunday PM	96.6	3.1	0.2	0.1	0.0
	(49)	(108)	(30)	-	-

c. If you typically hold more than one service on the weekend, are these services: (fill in one circle):

- 40.9% Very similar in style (other than the language used)
- 28.5% One or more is somewhat different in style from the rest
- 30.6% One or more is very different in style from the rest

d. Please list all the languages in which your congregation conducts worship services on a typical weekend:

English 97.1% Spanish 1.3 Mandarin 0.2
 Others 1.3 (ASL, Cantonese, German, Hmong, Inupiaq, Kenyarwand, Kiswahili, Qegrina, Sioux, Slovak)

3. How often does the sermon in your worship focus on . . .

	<u>Always</u>	<u>Often</u>	<u>Some-</u> <u>times</u>	<u>Seldom</u>	<u>Never</u>
	1	2	3	4	5
a. God's love and care	65.6%	33.5	1.0	0.0	0.0
b. Practical advice for daily living	16.5	48.8	30.7	3.7	0.4
c. Personal spiritual growth	25.7	58.2	15.0	1.0	0.1
d. Social justice or social action	3.6	31.7	49.6	14.1	1.0

4. How often does the sermon in your worship include a lot of . . .

	<u>Always</u>	<u>Often</u>	<u>Some-</u> <u>times</u>	<u>Seldom</u>	<u>Never</u>
	1	2	3	4	5
a. Personal stories or first-hand experiences	14.3%	52.1	28.9	4.4	0.4
b. Literary or scholarly references	2.1	28.3	47.1	21.3	1.1
c. Illustrations from contemporary media (e.g., magazines, newspapers, TV)	4.7	50.1	38.0	6.5	0.7
d. Detailed explanations of scripture or doctrine	13.2	40.2	36.4	9.4	0.7

5. During your congregation's BEST attended WEEKLY worship service, how often are the following included as part of the service?

	<u>Always</u>	<u>Often</u>	<u>Some-</u> <u>times</u>	<u>Seldom</u>	<u>Never</u>
	1	2	3	4	5
a. Reading/recitation of creeds or statements of faith	88.6%	8.7	1.6	0.7	0.4
b. A time for lay persons to testify about their faith	0.9	2.5	14.5	45.2	37.1
c. A time during worship for people to greet each other or pass the peace	61.7	22.3	7.7	4.4	3.9
d. The use of visual projection equipment	2.9	0.7	6.9	28.1	61.3
e. Incense or candles	82.3	5.5	3.7	4.0	4.4
f. Dance or drama	0.0	2.8	23.6	45.2	28.3
g. Kneeling by the congregation	14.6	11.8	15.7	10.7	47.2

6. Does your congregation's BEST attended WEEKLY worship service include music? If yes, how often are the following used? If no, skip to number 7.

	<u>Always</u>	<u>Often</u>	<u>Some-</u> <u>times</u>	<u>Seldom</u>	<u>Never</u>
	1	2	3	4	5
a. Organ or piano	91.4%	5.4	1.0	1.1	1.1
b. Electric key board or synthesizer	8.3	12.5	20.0	20.7	38.4
c. Electric guitar/bass	3.8	4.8	12.1	20.1	59.2
d. Non-electric string or wind instruments	1.9	13.6	40.2	25.1	19.3
e. Drums or other percussion instruments	3.0	4.4	22.8	26.6	43.2
f. Recorded music (tapes, compact discs, etc.)	0.9	3.6	20.6	33.5	41.5

7. In comparison to the style of your congregation's **PRIMARY** worship service 5 years ago, would you say the style of your current primary worship service . . .

- 1.6% Our congregation did not exist in 1995
- 29.2 Is basically the same
- 48.7 Changed a little
- 20.5 Changed a great deal

8. How important are the following sources of authority in the worship and teaching of your congregation.

	<u>Absolutely Foundational</u>	<u>Very Important</u>	<u>Somewhat Important</u>	<u>Little or No Importance</u>
	1	2	3	4
1. Sacred Scripture	86.4%	13.5	0.1	0.0
2. Historic creeds, doctrines, and tradition	38.6	52.9	8.1	0.5
3. The Holy Spirit	61.1	30.8	7.7	0.4
4. Human reason and understanding	8.4	55.6	33.4	2.6
5. Personal experience	7.4	50.5	39.3	2.8

f. Now please write the letter of the **one** source of authority that is most important in your congregation's worship and teaching, as difficult as this choice may be.

- 1. 79.3% Sacred Scripture
- 2. 5.7 Historic creeds, doctrines, and tradition
- 3. 10.5 The Holy Spirit
- 4. 0.6 Human reason and understanding
- 5. 0.7 Personal experience

II. HISTORY, LOCATION AND BUILDING

9. In approximately what year did this congregation begin worshipping at its current location?

Average: 1927 Median: 1945 Mode: 1963.

10. How would you describe the place where your congregation's primary worship building is located?

- 22.0% (1) Rural or open country (Go to question 11)
- 31.9 (2) Town or village of less than 10,000 (Go to question 11)
- 16.2 (3) In or around a city of 10,000-49,999 (Please answer questions 10a and 10b)
- 11.8 (4) In or around a city of 50,000-249,999 (Please answer questions 10a and 10b)
- 18.1 (5) In a around a city of 250,000+ (Please answer questions 10a and 10b)

10a. **If in or around a city**, is your building located:

- 23.7% (1) In the central or downtown area of the city
- 29.6 (2) In another area of the city
- 31.2 (3) In an older suburb around the city
- 15.5 (4) In a newer suburb around the city

10b. If in or around a city, is your building located in a:

- 43.9% (1) Residential area
- 52.8 (2) Mixed residential and commercial area
- 3.3 (3) Commercial or industrial area

11. How would you describe the **size** of the following relative to the current needs of your congregation?

	<u>Much More Than We Need</u>	<u>Slightly More Than We Need</u>	<u>Just About Right</u>	<u>Slightly Less Than We Need</u>	<u>Much Less Than We Need</u>
	1	2	3	4	5
a. Your worship space	10.3%	21.6	47.7	15.4	5.0
b. Educational space	5.7	9.7	35.4	28.1	21.1
c. Fellowship space	2.3	4.8	48.1	23.6	21.2
d. Space for parking	3.6	8.7	42.6	25.2	20.0

12. How would you describe the overall **physical condition** of your congregation's building(s)?

- 42.2% Excellent
- 28.8 Good
- 24.0 Needs improvement
- 4.9 In serious need of improvements and repairs

13. Do any other congregations use your building space for worship?

- 11.3% Yes
- 88.7 No

III. CONGREGATIONAL PROGRAMS

14. How much does your congregation, in its worship and education, emphasize the following **home and personal practices**.

	<u>A Great Deal</u> 1	<u>Quite a Bit</u> 2	<u>Some</u> 3	<u>A Little</u> 4	<u>Hardly At All</u> 5
a. Personal prayer, scripture study, devotions or other spiritual practices	28.0%	47.9	21.0	2.8	0.2
b. Family devotions	10.6	32.9	43.9	9.8	2.8
c. Fasting	0.0	0.6	9.0	21.0	69.4
d. Observing dietary restrictions	0.0	0.2	1.8	5.7	92.3
e. Abstinence from alcohol	1.1	1.6	8.0	15.0	74.3
f. Observing dietary or activity restrictions on Sunday	0.1	0.5	2.2	7.7	89.4
g. Display religious objects, symbols, statuary, icons or pictures in home	1.4	4.3	17.8	22.6	54.0
h. Abstaining from premarital sex	6.2	22.5	34.1	21.8	15.5

15. Does your congregation have a Sunday school that meets regularly?

- 95.7% Yes (1) (Please answer question 15a and 15b)
- 4.3 No (2) (Please go to question 16)

15a. What is the typical, total weekly attendance of adults (18 and over)?

Average: 28 Median: 15 Mode: 10 Minimum: 1 Maximum: 850.

15b. What is the typical, total, weekly attendance of children and teens (17 and under)?

Average: 51 Median: 30 Mode: 40 Minimum: 2 Maximum: 620.

16. During the past 12 months, did your congregation have any of the following programs or activities in **ADDITION TO YOUR REGULAR WEEKEND ACTIVITIES**? If **YES**, please indicate the duration of the program.

- A one-time, short-term or occasional event
- On-going during a particular season
- On-going throughout the year

Fill in ALL The "YES" Circles That Apply

----- YES -----

	<u>NO</u>	<u>One-Time, Short-Term or Occasional</u>	<u>On-going During A Season</u>	<u>On-going Thru Church Year</u>
a. Bible/Scripture study (other than Sunday School)	8.3%	19.8	23.0	58.6
b. Theological or doctrinal study	39.0	32.0	15.2	10.8
c. Prayer or meditation groups	35.1	18.3	11.2	34.5
d. Spiritual Retreats	57.8	35.6	3.3	1.7
e. Community Service	10.4	38.1	13.0	43.0
f. Parenting or marriage enrichment	57.0	33.0	4.4	4.0
g. Choirs	13.0	9.8	14.2	65.2
h. Other performing arts (e.g. dance, drama)	46.7	35.5	9.7	5.9
i. Groups that discuss books/contemporary issues	56.6	21.6	8.7	11.9
j. Self-help or personal growth groups	60.9	18.2	4.9	14.4
k. Exercise, fitness or weight loss groups or classes	78.6	6.0	4.6	9.3
l. Sports teams	72.9	6.0	16.1	3.3
m. Youth or teen activities and programs	10.4	15.4	11.7	65.4
n. Young adult or singles activities and programs	67.8	18.0	4.0	8.6

17. Did your congregation do any of the following to reach out to new or inactive participants, or to make your congregation better known in your community during the past 12 months?

If **No**, is the item: **A)** Something that probably **would not be resisted** by most members if you tried it; or
B) Something that probably would be resisted by most members.

	----- NO -----		
	<u>YES</u>	<u>But Wouldn't</u>	<u>And Would</u>
	<u>Done in Last</u>	<u>Be Resisted</u>	<u>Be Resisted</u>
	1	2	3
a. Newspaper advertisements and stories	82.4%	15.5%	2.1%
b. Radio or television advertisements and stories	21.6	68.4	10.0
c. Direct mail promotions to area residents	23.0	67.9	9.1
d. Growth or evangelistic campaign/program	29.7	58.0	12.3
e. Focused efforts to identify and contact people who have recently moved into your congregation's area	44.1	53.8	2.1
f. Stressing in your congregation's preaching and teaching the importance of (witnessing) to others about one's faith	88.1	10.4	1.5
g. Special worship services intended to attract the unchurched/nonmembers (e.g., "Bring a friend" services, seeker services, etc.)	41.8	52.0	6.3
h. Special programs (e.g., parenting classes, young single nights, art festivals, street ministries) especially intended to attract (unchurched persons/non-members) in your community	35.6	58.8	5.6
i. Phone calls or personal visits by your pastor	91.3	8.4	0.4
j. Phone calls or personal visits by laity	71.5	23.2	5.3

18. In the past 12 months, did your congregation directly provide, or cooperate in providing, any of the following services for your own members or for people in the community. "Cooperation" includes financial contributions, volunteer time by congregational members, space in your building, material donations, etc.

	----- YES, Fill In All That Apply -----		
	<u>NO</u>	<u>Provided Directly</u>	<u>Cooperated With</u>
		<u>By Your</u>	<u>Another Congregation,</u>
	<u>Congregation</u>	<u>Agency or Organization</u>	
a. Food pantry or soup kitchen	8.2%	35.9%	65.8%
b. Cash assistance to families or individuals	11.7	65.5	35.9
c. Thrift store or thrift store donations	31.9	23.5	46.9
d. Elderly, emergency or affordable housing	62.8	8.1	29.7
e. Counseling services or "hot line"	63.2	14.8	22.9
f. Substance abuse programs	62.6	10.0	27.8
g. Day care, pre-school, before/after-school programs	63.0	25.1	12.3
h. Tutoring or literacy programs for children and teens	81.7	6.7	11.7
i. Voter registration or voter education	86.3	7.3	5.1
j. Organized social issue advocacy	69.2	15.0	18.2
k. Employment counseling, placement or training	86.3	2.2	10.5
l. Health programs/clinics/health education	61.9	18.2	21.3
m. Hospitals	63.7	17.6	18.6
n. Nursing homes	38.6	30.0	33.6
o. Senior citizen programs (other than housing)	46.6	29.1	25.8
p. Program for migrants or immigrants	84.4	6.0	9.8
q. Prison or jail ministry	72.7	11.7	15.8
r. Community organizing or neighborhood associations	68.3	12.3	19.7

19. In a typical month, about how many people do you estimate are served through the services your congregation directly provides? Estimated number of people served?

Average: 105 Median: 40 Mode: 100 Minimum: 0 Maximum: 2400.

IV. LEADERSHIP AND CONGREGATIONAL LIFE

20. Which of the following best describes the situation in your congregation?
20.0% We do not have any problem getting people to accept volunteer leadership roles.
68.0 Recruiting volunteer leaders is a continual challenge, but we eventually find enough willing people.
12.0 We can not find enough people who are willing to serve.
21. How many pastors, including the current one, have served your congregation during the past ten years?
Average: 2.71 Median: 2 Mode: 2 Minimum: 1 Maximum: 11.
22. How many years did the previous pastor serve your congregation?
Average: 8.34 Median: 6 Mode: 2 Minimum: 1 Maximum: 39.
23. How many paid, ministerial and program staff does your congregation have?
a. Number of full time, paid: Average: 1.58 Median: 1 Mode: 1.
b. Number of part time, paid: Average: 2.94 Median: 2 Mode: 1.
24. Please describe the current, senior or sole pastor in charge of the congregation by filling in all of the circles that apply or by filling in the requested information.
- If you have co-pastors, please fill in this circle → 7.3% and answer the following for the OLDER of your co-pastors. If you don't currently have a pastor, please fill in this circle → 5.7% and skip to question 25.
- a. Age: Average: 50.57 Median: 50 Mode: 52 Minimum: 26 Maximum: 80.
- b. Is this position . . . Paid: 99.7% Volunteer: 0.3
- c. Is this position . . . Full time: 81.2%
Full time, supplemented by outside employment: 0.8% Part time: 18.0
→ **IF PART TIME** does she/he also . . .
1. Serve another congregation 53.9% Yes 46.1 No
2. Work a secular job 22.4% Yes 77.6 No
- d. Is this person . . . Female: 16.3% Male: 83.7%
- e. Is the call a . . . Regular Call: 88.7% Temporary/Interim: 11.3%
- (Fill in one circle for both question 24f and question 24g.)
- f. Highest level of education
0.0% High school diploma or less
0.7 Some college or technical
3.2 College Bachelors degree
84.8 Masters degree
11.3 Doctoral degree
- g. Highest level of **MINISTERIAL** education
0.1% None (formal)
0.6 Certificate or correspondence program
1.5 Bible college or some seminary
80.1 Seminary Masters degree (e.g., M. Div.)
17.7 Post-Masters, Seminary degree (e.g., D. Min.)
- h. Race/Ethnicity
1.3% American Indian/Alaska Native 0.4 Hispanic or Latino
0.4% Asian 0.0 Native Hawaiian/Other Pacific Islander
1.3% Black or African American 95.3 White
1.3 Other
- i. This person became your pastor in what year?
Average: 1992 Median: 1995 Mode: 1999.

25. During the last 12 months, has your congregation been involved in any of the following types of inter-congregational, ecumenical or interfaith activities?

	<u>NO</u>	<u>YES, Fill In All That Apply</u>			
		<u>From the ELCA</u>	<u>Presbyterians, RCA, UCC</u>	<u>Other Christian Denominations</u>	<u>Other Faith Groups</u>
a. Joint worship services	16.6%	46.9	29.8	59.0	7.3
b. Joint celebrations or programs other than worship	28.6	35.7	17.2	41.7	7.0
c. Joint social outreach or social projects	26.2	33.0	23.1	53.7	10.9
d. Councils of churches or ministerial associations	21.9	44.1	25.7	68.8	10.5

26. When your congregation purchases worship, educational, stewardship, evangelism, etc. materials or supplies does it purchase them:

- 4.0% Exclusively from within the ELCA/Augsburg Fortress
- 68.5 Primarily from within the ELCA/Augsburg Fortress
- 4.0 Primarily from outside the ELCA/Augsburg Fortress
- 0.0 Exclusively from outside the ELCA/Augsburg Fortress
- 23.0 From a pretty even balance between denominational and non-denominational sources

27. During the last **FIVE YEARS**, has your congregation experienced any disagreements or conflicts in the following areas?

	<u>NO</u>	<u>YES, And It Was</u>		
		<u>Very Serious</u>	<u>Moderately Serious</u>	<u>Not Very Serious</u>
a. Theology	79.4%	3.0	5.6	12.0
b. Money/Finances/Budget	44.3	6.1	19.7	30.0
c. How worship is conducted	52.7	3.6	14.0	29.7
d. Program/Mission priorities or emphasis	65.0	3.6	10.3	21.0
e. Who should make a decision	57.1	8.4	12.6	21.8
f. Pastor's leadership style	57.2	14.2	12.1	16.5
g. Pastor's personal behavior	79.6	8.0	5.3	7.1
h. Member's personal behavior	68.8	6.2	9.6	15.4
i. Other	68.4	13.3	11.4	6.8

28. Which one of the following three statements best describes your congregation?

- 2.6% Our congregation has definite expectations for members that are strictly enforced.
- 50.6 Our congregation has fairly clear expectations for members, but the enforcement of these expectations is not very strict.
- 46.8 Our congregation has only implicit/vague expectations for members that are seldom, if ever, enforced.

V. PARTICIPANTS (We know you may have to estimate or take an educated guess at the answers to several of the questions in this section and the next section. That is O.K.)

29. Approximately how many persons are associated **in any way** with the religious life of your congregation? (Counting both adults and children, both regular and irregular participants, both official or registered members and also participating members.)

Average: 442 Median: 250 Mode: 200.

30. Approximately how many persons—both adults and children—would you say **regularly participate** in the religious life of your congregation—whether or not they are officially members of your congregation?

Average: 243 Median: 150 Mode: 200.

31. Since 1995, has the above number of regularly participating adults:

- 1.2% The congregation did not exist in 1995. 40.2 Stayed about the same (increased/decreased up to 4%)
- 23.0 Increased 10% or more 10.3 Decreased 5% to 9%
- 16.1 Increased 5% to 9% 9.1 Decreased 10 or more

32. Of your total number of regularly participating adults, what percent would you estimate are:

	<u>0%</u>	<u>1-5%</u>	<u>6-15%</u>	<u>16-50%</u>	<u>51%+</u>
• American Indian or Alaska Native	88.4%	10.6	0.3	0.2	0.3
• Asian	74.2	25.1	0.2	0.1	0.2
• Black or African American	67.4	28.0	2.1	0.9	1.4
• Hispanic or Latino	73.0	24.0	2.0	0.4	0.4
• Native Hawaiian or Other Pacific Islander	94.3	5.6	0	0	0.1
• White	5.1	0.8	0.2	1.0	92.3
• Other	93.3	6.1	0.2	0.1	0.2

33. Of your total number of adult participants, how many would you estimate are involved in:

	<u>Almost</u>				<u>Hardly</u>
	<u>All</u>	<u>Most</u>	<u>Some</u>	<u>Few</u>	<u>Any</u>
	1	2	3	4	5
a. Recruiting new members	1.1%	6.6	40.0	38.5	13.7
b. Activities outside of worship that strengthen their faith	1.0	13.9	65.3	17.5	2.3
c. Expressing their faith through helping others	5.8	43.4	46.5	3.6	0.7

34. How many of the high school age children of your adult participants would you estimate are involved in the religious life and activities of your congregation?

	<u>Almost</u>	<u>Most</u>	<u>Some</u>	<u>Few</u>	<u>Hardly</u>
	<u>All</u>	<u>Most</u>	<u>Some</u>	<u>Few</u>	<u>Any</u>
	7.8%	32.0	39.3	15.4	5.5

35. Of the total number of **regularly participating adults**, what percent would you estimate are:

	<u>None</u>	<u>Hardly</u>		<u>Few</u>	<u>Some</u>	<u>Many</u>	<u>Most</u>	<u>All or</u>
	<u>0</u>	<u>1-10</u>	<u>11-20</u>	<u>21-40</u>	<u>41-60</u>	<u>61-80</u>	<u>81-100</u>	<u>Nearly All</u>
a. Female	0.1%	0.1	0.0	2.7	76.9	19.3	0.9	
b. Less than high school diploma	7.4	50.4	24.1	11.3	3.0	2.4	1.5	
c. College graduates	0.4	10.1	23.1	34.0	19.7	9.8	3.0	
d. Age 35 or younger	0.5	8.6	26.7	42.9	14.9	5.4	1.0	
e. Over 60 years old	0.0	5.7	13.0	32.3	35.3	11.9	1.7	
f. Married	0.0	0.5	1.4	11.4	35.9	42.3	8.5	
g. Life long ELCA members (or former ALC, AELC, or LCA)	0.2	2.0	6.1	15.8	32.5	35.5	7.9	
h. New to your congregation in the last 5 years	0.9	27.7	36.4	24.0	6.7	2.4	1.9	
i. Living in the immediate area around your church building	1.7	13.5	19.2	21.9	17.3	19.3	6.9	
j. Commuting more than 15 minutes to get to your worship services	1.7	28.8	29.1	25.4	9.1	4.3	1.6	
k. Currently holding volunteer leadership roles in your congregation, like serving on committees, or teaching	0.1	6.5	33.4	40.9	14.1	4.4	0.5	
l. In household with incomes below \$20,000	5.0	42.2	31.0	14.5	5.4	1.4	0.5	
m. In household with children under age 18	1.1	11.6	25.8	40.5	16.6	4.1	0.2	

VI. FINANCES

We can obtain much of the information we need on the congregation's finances from the congregation's 1999 Annual Report. We do not know about the overall financial health of the congregation or about staff salaries and benefits. Both of these questions are key to our research and will help us gain a much better understanding of what is happening with all congregations in the U.S.

36. How would you describe your congregation's financial health currently and 5 years ago (1995)?
 (If the congregation did not exist in 1995, fill out this circle → 1.2% and go on to question 37.)

	<u>Excellent</u>	<u>Good</u>	<u>Tight, But Manageable</u>	<u>In Some Difficulty</u>	<u>In Serious Difficulty</u>
a. Currently	27.3%	34.3	28.2	8.1	2.0
b. In 1995	9.8%	29.7	38.8	16.0%	4.8

37. Approximately how much money did your congregation spend in 1999 on all staff salaries and benefits?
 Average: \$87,568 Median: \$60,000 Mode: \$50,000 Minimum: \$1,600 Maximum: \$645,000

38. During the past 12 months, what methods did your congregation use to encourage financial giving among members? Indicate all that apply.
- 80.9% Sermons on stewardship or religiously validated appeals
 - 53.2 Appeals or testimonies from lay participants during worship services
 - 52.8 Special fund raisers (fairs, bingo, bake sales, etc.)
 - 78.0 Appeals based on specific, concrete and special needs
 - 55.6 Distribution of promotional material
 - 15.4 Canvassing members by phone or in person (e.g., member visitation)
 - 56.2 Pledge or commitment cards
 - 1.5 Member dues
 - 32.8 Teaching that a 10 tithe belongs to God, is due God and should be given to God
 - 39.6 Teaching that giving a proportion of one's income, not tithing per se, is sufficient

CONGREGATIONAL FINANCIAL INFORMATION:

Total Income:	Average: \$171,055	Median: \$111,137	Mode: \$63,300	Minimum: \$4,581	Maximum: \$2,029,097.
Pct. Endowment:	Average: 6.86%	Median: 1.44	Mode: 0	Minimum: 0	Maximum: 93.63.
Operating Expenses:	Average: \$47,639	Median: \$30,135	Mode: \$8,000	Minimum: (-\$91,042)	Maximum: \$793,599
Capital:	Average: \$20,079	Median: \$296	Mode: \$0	Minimum: \$0	Maximum: \$2,284,176.
Program Expenses:	Average: \$34,129	Median: \$18,010	Mode: \$13,567	Minimum: \$50	Maximum: \$881,831
Mission:	Average: \$13,997	Median: \$8,025	Mode: \$0	Minimum: \$0	Maximum: \$142,468.
Local Mission:	Average: \$3,407	Median: \$600	Mode: \$0	Minimum: \$0	Maximum: \$92,334.
National Mission:	Average: \$4,844	Median: \$1,142	Mode: \$0	Minimum: \$0	Maximum: \$153,420.
School Expenses:	Average: \$6,946	Median: \$0	Mode: \$0	Minimum: \$0	Maximum: \$561,335.
Investments:	Average: \$4,706	Median: \$0	Mode: \$0	Minimum: \$0	Maximum: \$944,619.
Total Expenses:	Average: \$175,278	Median: \$108,416	Mode: \$3,200	Minimum: \$3,200	Maximum: \$2,843,890.