Special Report: Multi-parish Ministry Findings

Mark M. Gray, Ph.D.
September 2012
This project is the work of five Catholic national ministerial organizations collaborating on sustaining the pastoral excellence of the emerging models of pastoral leadership in the Catholic Church. These organizations believe that, at this time, the life of the Catholic Church depends on ongoing and sustained collaboration at all levels. Their vision is for a more fully collaborative, competent, and mission-focused pastoral leadership, strengthened in their service to parish communities at all levels. These organizations have researched marks of excellence for vibrant parishes and are committed to providing research and dialogue with pastoral leadership in pursuing this excellence. In order to create a climate in which much needed research, theological reflection, and practical transforming action can take place, this Project has set three goals: 1) To provide solid research on the emerging models of parish pastoral leadership; 2) To stimulate a national conversation about the use of pastoral imagination to create vibrant parishes; and 3) To explore ways in which national associations can collaborate to serve the Church.

Funded by Lilly Endowment Inc.
The Emerging Models Project is made possible by the generosity of Lilly Endowment Inc., which established its “Sustaining Pastoral Excellence Grant Program” in 2002. This program was designed to provide funding to organizations that would establish projects to enhance pastoral leadership in parishes and congregations across the country. As a result of being selected to participate, the Emerging Models Project has been able to provide national support by sharing ideas for enhancing parish life with our constituencies and with parishes and dioceses across the country.

Research conducted by the Center for Applied Research in the Apostolate (CARA)
CARA is a national, non-profit, Georgetown University affiliated research center that conducts social scientific studies about the Catholic Church. Founded in 1964, CARA has three major dimensions to its mission: to increase the Church's self-understanding, to serve the applied research needs of Church decision-makers, to advance scholarly research on religion, particularly Catholicism. CARA’s longstanding policy is to let research findings stand on their own and never take an advocacy position or go into areas outside its social science competence.

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Introduction

In 2009, the Emerging Models of Pastoral Leadership project, a Lilly Endowment Inc. funded collaboration of five Catholic national ministerial organizations, commissioned the Center for Applied Research in the Apostolate (CARA) at Georgetown University to conduct a series of three surveys in parishes nationwide. The first of these was a single informant survey sent to parishes to develop a portrait of parish life in the United States today. This was followed by surveys of parish leaders in a sub-sample of these parishes as well as in-pew surveys with their parishioners.

The parish survey is based on a partially stratified random sample of 5,549 U.S. parishes. The stratification of the first 3,500 parishes sampled was based on weighting by the arch/diocesan averages of the percentage of the Catholic population and the percentage of the number of Catholic parishes in the United States in each arch/diocese as reported in The Official Catholic Directory (OCD). This stratification ensured that parishes representing the full Catholic population were included rather than a sample dominated by areas where there are many small parishes with comparatively small Catholic populations. CARA also sampled an additional 2,049 parishes using simple random sampling. These parishes were selected to ensure that the survey included at least 800 responses. Following a series of reminders and a field period spanning from March 2010 to December 2010, a total of 846 parishes responded to the survey for a response rate of 15.3 percent. The margin of sampling error for the survey is ±3.3 percentage points.

The second survey for the project included responses from 532 parish leaders (e.g., parish staff, finance and pastoral council members, other parish leaders) in 246 of the parishes from the first survey (margin of sampling error of ±4.2 percentage points). This survey was in the field from May 2011 to April 2012. Parish leaders include all staff—ministry and non-ministry, paid or volunteer—in the parish as well as all parish finance council members, pastoral council members, and up to ten other individuals identified by the pastor or parish life coordinator (a deacon or lay person entrusted with the pastoral care of a parish under Canon 517.2) “who exhibit leadership in the parish community.”

These parish leaders were drawn from a subset of parishes completing the first phase survey as well as in-pew surveys of parishioners for the overall project. Additionally, a random sample of 930 parish leaders, identified by their pastors and parish life coordinators from the first phase, were also invited to respond. Another 100 pastors and parish life coordinators from the first survey were asked to distribute surveys to all of their parish finance council members. It is not possible to calculate a response rate as we cannot be certain how many finance council members were given the survey. As an estimate, it is likely that no more than 2,500 parish leaders in total were invited to take the survey. Note: due to the number of responding leaders it is only possible to report on differences between non-Hispanic white leaders (i.e., Anglos) and non-Anglos (all other respondents) as well as results for Hispanics/Latino(a)s specifically for parish leaders.

The third survey for the project, still in progress, currently includes 13,614 parishioners surveyed in-pew in a subset of parishes from the first phase.
Major Sub-group Definitions

In addition to the results for all parishes, this report prominently presents results for four other sub-groups of U.S. parishes. These sub-groups include parishes that are involved in multiple parish ministry, parishes that have recently undergone consolidation, and PLC parishes (where the pastoral care of the parish has been entrusted to a parish life coordinator who is a deacon or lay person under Canon 517.2). These are all compared to parishes overall and to “traditional” parishes—those not utilizing shared ministries, consolidation, or PLCs.¹

<table>
<thead>
<tr>
<th>Distribution of Responding Parishes in Phase 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
</tr>
<tr>
<td>All parishes</td>
</tr>
<tr>
<td>Traditional parishes</td>
</tr>
<tr>
<td>PLC parishes</td>
</tr>
<tr>
<td>Consolidated parishes</td>
</tr>
<tr>
<td>Multi-parish ministry</td>
</tr>
</tbody>
</table>

**PLC Parishes**

Parishes were asked to indicate how their parish is administered and one of the options was that the pastoral care of the parish is entrusted to a parish life coordinator (parish life director, pastoral coordinator, etc.) appointed by the bishop or his delegate according to Canon 517.2. Respondents who indicated this are defined as PLC parishes.

**Consolidated Parishes**

Parishes recently experiencing consolidation indicated that one or more of the following had happened since January 1, 2005: 1) the parish was created (erected) as the result of a merger with at least one other parish; or 2) parish membership or territory was affected by the closing or suppression of a parish.

**Multi-parish Ministry**

Parishes experiencing multi-parish ministry indicated that the parish is clustered, linked, yoked, twinned, paired, or are sister parishes with at least one other parish.

¹ Note that in some cases a parish is using more than one emerging model (e.g., a PLC parish that was recently consolidated).
Special Report: Multi-parish Ministry Findings Summary Report

Phase I: Survey of Parishes (i.e., Pastors and PLCs)

Multi-parish ministry parishes (abbreviated as “MPM”) are concentrated in the Midwest (57 percent) and Northeast (22 percent). This distribution is dissimilar from all parishes nationwide; nationally, a total of 61 percent of all parishes are in the Midwest or Northeast.

<table>
<thead>
<tr>
<th>Census Region of Parish</th>
<th>All Parishes</th>
<th>Traditional Parishes</th>
<th>PLC Parishes</th>
<th>Consolidated Parishes</th>
<th>Multi-parish Ministry</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northeast</td>
<td>24%</td>
<td>25%</td>
<td>3%</td>
<td>36%</td>
<td>22%</td>
</tr>
<tr>
<td>Midwest</td>
<td>37</td>
<td>29</td>
<td>40</td>
<td>53</td>
<td>57</td>
</tr>
<tr>
<td>South</td>
<td>22</td>
<td>26</td>
<td>27</td>
<td>5</td>
<td>13</td>
</tr>
<tr>
<td>West</td>
<td>17</td>
<td>20</td>
<td>30</td>
<td>7</td>
<td>8</td>
</tr>
</tbody>
</table>

The average seating capacity of U.S. parishes is 537 (median of 471). MPM parishes seat an average of 393. A third of all multi-parish ministry sites have a seating capacity of less than 270 seats.

<table>
<thead>
<tr>
<th>Church seating capacity (main parish church only):</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Parishes</td>
</tr>
<tr>
<td>--------------</td>
</tr>
<tr>
<td>269 or fewer</td>
</tr>
<tr>
<td>270 to 419</td>
</tr>
<tr>
<td>420 to 629</td>
</tr>
<tr>
<td>630 or more</td>
</tr>
<tr>
<td>Average:</td>
</tr>
<tr>
<td>Median:</td>
</tr>
</tbody>
</table>
Most parishes, 82 percent, use only one worship site for their Sunday/Saturday Vigil Masses. However, 13 percent report two sites and five percent say they celebrate Mass at three or more sites. By comparison almost a third of multi-parish ministry parishes indicate multiple worship sites for their parish (22 percent indicate the use of two sites).

<table>
<thead>
<tr>
<th>Number of sites at which Sunday/Saturday Vigil Masses are celebrated in a typical week:</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Parishes</td>
</tr>
<tr>
<td>One</td>
</tr>
<tr>
<td>Two</td>
</tr>
<tr>
<td>Three</td>
</tr>
<tr>
<td>Four or more</td>
</tr>
<tr>
<td>Average:</td>
</tr>
</tbody>
</table>

The average number of registered households in U.S. parishes is 1,168 (median of 761). MPM parishes average 566 registered households (nearly a third have 200 or fewer).

<table>
<thead>
<tr>
<th>Number of registered families/households:</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Parishes</td>
</tr>
<tr>
<td>200 or fewer</td>
</tr>
<tr>
<td>201 to 549</td>
</tr>
<tr>
<td>550 to 1,200</td>
</tr>
<tr>
<td>1,201 or more</td>
</tr>
<tr>
<td>Average:</td>
</tr>
<tr>
<td>Median:</td>
</tr>
</tbody>
</table>

On average, U.S. parishes nationwide have 1,110 Mass attenders at all Saturday Vigil and Sunday Masses on a typical Sunday in October. The median attendance as a percentage of all registered parishioners is 38 percent and the median capacity used (seating capacity multiplied times the number of Masses) is 47 percent.

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2 The month of October is the period many dioceses use to conduct Mass attendance head counts. This time of year is selected because it is in Ordinary Time and not affected by higher Mass attendance rates, such as in Lent or Advent or lower than typical attendance rates, which occur in many parishes in summer months.
MPM parishes, on average, have 499 attenders at all Saturday Vigil and Sunday Masses on a typical Sunday in October. This typically represents 44 percent of registered individuals and 50 percent of the parish seating capacity.

<table>
<thead>
<tr>
<th>Total number of persons (adults and children) attending Sunday/Saturday Vigil Masses on a typical weekend in October:</th>
</tr>
</thead>
<tbody>
<tr>
<td>344 or fewer</td>
</tr>
<tr>
<td>25%</td>
</tr>
<tr>
<td>345 to 749</td>
</tr>
<tr>
<td>750 to 1,399</td>
</tr>
<tr>
<td>1,400 or more</td>
</tr>
<tr>
<td>Average:</td>
</tr>
<tr>
<td>Median:</td>
</tr>
</tbody>
</table>

Median attenders as a % of registered: 38% 36% 53% 38% 44%
Median attenders as a % of capacity*: 47% 49% 47% 42% 50%

*Capacity is seating capacity of the main church multiplied by the number of Sunday/Saturday Vigil Masses.

On average, parishes celebrate about four Sunday/Saturday Vigil Masses per week.

<table>
<thead>
<tr>
<th>Total number of Sunday/Saturday Vigil Masses each week:</th>
</tr>
</thead>
<tbody>
<tr>
<td>One</td>
</tr>
<tr>
<td>10%</td>
</tr>
<tr>
<td>Two</td>
</tr>
<tr>
<td>Three</td>
</tr>
<tr>
<td>Four</td>
</tr>
<tr>
<td>Five</td>
</tr>
<tr>
<td>Six</td>
</tr>
<tr>
<td>Seven or more</td>
</tr>
<tr>
<td>Average:</td>
</tr>
<tr>
<td>Median:</td>
</tr>
</tbody>
</table>
MPM and PLC parishes are more likely than other parishes to indicate celebration of only one of these Masses per week (22 percent and 41 percent, respectively).

Parishes have an average of 5.3 Masses on weekdays (Monday through Saturday morning). Fifty-three percent have between four and six of these per week. Four percent of parishes (many of these PLC parishes) have no weekday Masses.

<table>
<thead>
<tr>
<th>Total number of weekday Masses each week (Monday through Saturday morning):</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Parishes</td>
</tr>
<tr>
<td>None</td>
</tr>
<tr>
<td>One</td>
</tr>
<tr>
<td>Two</td>
</tr>
<tr>
<td>Three</td>
</tr>
<tr>
<td>Four</td>
</tr>
<tr>
<td>Five</td>
</tr>
<tr>
<td>Six</td>
</tr>
<tr>
<td>Seven</td>
</tr>
<tr>
<td>Eight</td>
</tr>
<tr>
<td>Nine</td>
</tr>
<tr>
<td>Ten</td>
</tr>
<tr>
<td>Eleven or more</td>
</tr>
<tr>
<td>Average:</td>
</tr>
<tr>
<td>Median:</td>
</tr>
</tbody>
</table>

Seven percent of multi-parish ministry parishes report having no weekday Masses. A plurality of these parishes (39 percent) indicates having four or five.

Most parishes, 94 percent, do not report any Sunday Celebrations in the Absence of a Priest annually. These are most commonly celebrated in PLC parishes. More than a third (35 percent) of parishes entrusted to a PLC report at least one of these celebrations in 2009. However, even here most indicate celebrating fewer than ten a year.

Weekday communion services occur with some frequency in more than four in ten parishes (42 percent). However, there is a bimodal distribution with 15 percent of parishes indicating they celebrate fewer than ten of these per year and 16 percent indicating they celebrate 40 or more. As with Sunday Celebrations in the Absence of a Priest these are most common and most frequently available in parishes entrusted to a PLC.
### Total number of Sunday Celebrations in the Absence of a Priest during 2009:

<table>
<thead>
<tr>
<th></th>
<th>All Parishes</th>
<th>Traditional Parishes</th>
<th>PLC Parishes</th>
<th>Consolidated Parishes</th>
<th>Multi-parish Ministry</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>94%</td>
<td>97%</td>
<td>65%</td>
<td>95%</td>
<td>91%</td>
</tr>
<tr>
<td>1 to 9</td>
<td>4</td>
<td>3</td>
<td>23</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>10 to 19</td>
<td>1</td>
<td>0</td>
<td>2</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>20 to 29</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>30 to 39</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>40 or more</td>
<td>1</td>
<td>0</td>
<td>8</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>

### Total number of weekday communion services during 2009:

<table>
<thead>
<tr>
<th></th>
<th>All Parishes</th>
<th>Traditional Parishes</th>
<th>PLC Parishes</th>
<th>Consolidated Parishes</th>
<th>Multi-parish Ministry</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>58%</td>
<td>59%</td>
<td>28%</td>
<td>58%</td>
<td>56%</td>
</tr>
<tr>
<td>1 to 9</td>
<td>15</td>
<td>15</td>
<td>12</td>
<td>17</td>
<td>17</td>
</tr>
<tr>
<td>10 to 19</td>
<td>7</td>
<td>6</td>
<td>17</td>
<td>5</td>
<td>8</td>
</tr>
<tr>
<td>20 to 29</td>
<td>3</td>
<td>3</td>
<td>0</td>
<td>7</td>
<td>1</td>
</tr>
<tr>
<td>30 to 39</td>
<td>1</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>40 or more</td>
<td>16</td>
<td>15</td>
<td>43</td>
<td>13</td>
<td>17</td>
</tr>
</tbody>
</table>

On average, 78 percent of parishioners are non-Hispanic white and 13 percent are Hispanic or Latino(a). Four percent are black or African American, 3 percent Asian, Native Hawaiian, or a Pacific Islander, and 1 percent are an American Indian or Alaskan Native.

### Estimate the percentage of registered parishioners in each category (should sum to 100%):

**Average percentages within responding parishes:**

<table>
<thead>
<tr>
<th></th>
<th>All Parishes</th>
<th>Traditional Parishes</th>
<th>PLC Parishes</th>
<th>Consolidated Parishes</th>
<th>Multi-parish Ministry</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>78%</td>
<td>74%</td>
<td>74%</td>
<td>82%</td>
<td>87%</td>
</tr>
<tr>
<td>Hispanic or Latino(a)</td>
<td>13</td>
<td>16</td>
<td>18</td>
<td>11</td>
<td>7</td>
</tr>
<tr>
<td>Black, African American, or African Asian, Native Hawaiian, or other</td>
<td>4</td>
<td>4</td>
<td>3</td>
<td>5</td>
<td>3</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>3</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>
MPM and consolidated parishes have the largest percentages of white parishioners. This is explained in part as a function of their geography—most being in the Midwest.

In CARA’s most recent national survey of the adult Catholic population, 60 percent of self-identified Catholics are estimated to be non-Hispanic white and 33 percent Hispanic or Latino(a). The disparities between the findings from the national survey for these two groups and what respondents perceive may be related to several factors. These may include differences in frequency of Mass attendance (especially by generation—frequent Mass attenders tend to skew toward older generations that are not as racially and ethnically diverse), concentrations of specific racial and ethnic groups in parishes, and differences among these groups in the likelihood of registering with the parish.

The racial and ethnic composition of registered parishioners in parishes regularly celebrating Mass in languages other than English is very similar to the race and ethnicity percentages found in CARA’s national surveys of self-identified adult Catholics.

<table>
<thead>
<tr>
<th>Race and Ethnicity of Parishioners</th>
<th>Only English Masses</th>
<th>Multi-lingual Masses</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>88.2%</td>
<td>55.7%</td>
</tr>
<tr>
<td>Hispanic or Latino(a)</td>
<td>3.7</td>
<td>34.4</td>
</tr>
<tr>
<td>Black, African American, or African</td>
<td>4.3</td>
<td>3.5</td>
</tr>
<tr>
<td>Asian, Native Hawaiian, or Other Pacific Islander</td>
<td>2.4</td>
<td>5.2</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>0.9</td>
<td>0.3</td>
</tr>
<tr>
<td>Other</td>
<td>0.5</td>
<td>1.4</td>
</tr>
</tbody>
</table>

Parishes that only celebrate Mass in English are significantly less racially and ethnically diverse than other parishes. On average, 88 percent of parishioners in these parishes are non-Hispanic white and no other average for any other race or ethnicity group attains 5 percent.

On average, parishes nationally reported fewer non-Hispanic white registered parishioners in 2010 than they had in 2005. The percentage of registered parishioners who are non-Hispanic white declined by 1.5 percentage points during this five year period in parishes nationally. On average, pastors report growth in the number of Hispanic/Latino(a) (1.3 percentage points) and Asian, Native Hawaiian, and other Pacific Islander (0.5 percentage points) registered parishioners during this period. These trends are even more evident in multicultural parishes. Taking into account differences in parish size and the racial and ethnic changes reported by pastors, 40 percent of all growth in registered parishioners in U.S. parishes from 2005 to 2010 was among Hispanic/Latino(a)s.
On average, six in ten registered parishioners (60 percent) in U.S. parishes are ages 40 and older. One in five (19 percent) is between the ages of 18 and 39 and the remaining fifth are under 18 (21 percent). There is not much difference in the age distribution of parishioners among the different parish sub-groups.

<table>
<thead>
<tr>
<th>Estimate the percentage of registered parishioners in each category (should sum to 100%):</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Parishes</td>
</tr>
<tr>
<td>Children/adolescents (under 18)</td>
</tr>
<tr>
<td>Young adults (18 to 39)</td>
</tr>
<tr>
<td>Middle aged (40 to 64)</td>
</tr>
<tr>
<td>Seniors (65+)</td>
</tr>
</tbody>
</table>

The average annual operating revenue for parishes nationally is $695,291 with average expenses of $626,589. MPM parishes have significantly smaller budgets averaging $346,317 in revenue and $313,422 in expenses.

<table>
<thead>
<tr>
<th>Parish Budget and Offertory Collections</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average per parish (excluding schools), by parish type</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>All Parishes</th>
<th>Traditional Parishes</th>
<th>PLC Parishes</th>
<th>Consolidated Parishes</th>
<th>Multi-parish Ministry</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual operating revenue:</td>
<td>$695,291</td>
<td>$862,018</td>
<td>$248,555</td>
<td>$578,943</td>
</tr>
<tr>
<td>Annual operating expenses:</td>
<td>$626,589</td>
<td>$770,115</td>
<td>$272,008</td>
<td>$551,871</td>
</tr>
<tr>
<td>Deficit/surplus as a % of revenue:</td>
<td>+4.3%</td>
<td>+5.4</td>
<td>-6.8%</td>
<td>+0.4%</td>
</tr>
<tr>
<td>Total weekly offertory collection:</td>
<td>$9,191</td>
<td>$11,475</td>
<td>$3,216</td>
<td>$7,617</td>
</tr>
<tr>
<td>Weekly offertory per registered household:</td>
<td>$9.57</td>
<td>$9.64</td>
<td>$10.61</td>
<td>$9.96</td>
</tr>
<tr>
<td>Change in avg. total weekly offertory in last 5 years:</td>
<td>+14.5%</td>
<td>+17.6</td>
<td>+11.0%</td>
<td>+0.9%</td>
</tr>
</tbody>
</table>
Nationally, parishes average $9,191 in weekly offertory. MPM parishes collect less than half this amount, averaging $4,258 per week. This reflects the smaller size of these parishes. When estimating the average given per registered household, MPM parishes are no different than parishes nationally collecting $9.58 per week, per registered household (compared to $9.57 nationally). MPM parishes are more likely than PLC parishes or consolidated parishes to have a budget surplus. On average, this is 2.8% of their total revenue.

In a typical parish in 2009, there was one sacrament or rite celebrated for every 18 members. The most frequent celebrations are related to entry into the faith, with 67 of these celebrated in the average parish each year (including infant, child, and adult baptisms, and receptions into full communion). These are followed in frequency by first communions, of which a typical parish celebrated 58 in 2009. On average, there are 44 confirmations, 14 weddings, and 29 funerals celebrated in the typical parish.

<table>
<thead>
<tr>
<th>Indicate the total number of sacraments or rites celebrated in the parish in each category during 2009:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average numbers celebrated per parish, by parish type</td>
</tr>
<tr>
<td>All Parishes</td>
</tr>
<tr>
<td>-----------------------------------------------</td>
</tr>
<tr>
<td>Baptisms up to age 7:</td>
</tr>
<tr>
<td>Baptisms age 7+:</td>
</tr>
<tr>
<td>Receptions into full communion:</td>
</tr>
<tr>
<td>First communions:</td>
</tr>
<tr>
<td>Confirmations:</td>
</tr>
<tr>
<td>Marriages between Catholics:</td>
</tr>
<tr>
<td>Inter-church marriages:</td>
</tr>
<tr>
<td>Inter-faith marriages:</td>
</tr>
<tr>
<td>Funerals:</td>
</tr>
<tr>
<td>All celebrations:</td>
</tr>
<tr>
<td>Registered parishioners per celebration:</td>
</tr>
</tbody>
</table>

On average, there are 95 sacraments and rites celebrated in multi-parish ministry parishes annually. In terms of sacraments and rites celebrated per registered parishioner there is no difference between MPM parishes and all parishes nationally (17.5 compared to 17.7). For every funeral in a MPM parish there are 1.4 infant or child baptisms (up to age 7), indicating Catholic population growth in these parishes generally. This is not the case in consolidated parishes where this ratio is 1.0, indicating an average situation of no growth.
**Phase II: Parish Leaders (i.e., staff, volunteers, committee members)**

The average age of parish leaders is 59. Parish leaders in MPM parishes are slightly older than parishes overall, with an average age of 62. A majority of parish leaders, 54 percent, are members of the Vatican II Generation (those born 1943 to 1960). One in five is of the Pre-Vatican II Generation (those born before 1943). Nearly one in four is of the Post-Vatican II Generation (those born 1961 to 1981) and only 3 percent are Millennials (born 1982 or later).

The average age when parish leaders say they first felt the call to ministry in any setting (e.g., parish, school, hospital) is 29. The average age for hearing this call among those currently in MPM parishes is 31.

![Average Age When Parish Leaders Felt Call to Ministry or Service by Generation](image)

Current parish leaders of the Millennial Generation have answered a call to ministry a bit before the norm of previous generations. Those in ministry now are “early adopters.” If the past repeats itself we can expect many Millennials to be called to ministry in this decade.

Most parish leaders self-identify their race and/or ethnicity as non-Hispanic white. The figure below also shows that the estimates provided by pastors and parish life coordinators for their staffs from the first phase survey. The parish leader responses are all within the margin of error, indicating that the sample of parish leaders is representative and that pastors and PLCs have a fairly accurate understanding of the racial and ethnic compositions of their staffs.

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3 There are too few respondents self-identifying as Asian or Pacific Islander; black, African American, African, or Afro-Caribbean; or Native American, American Indian, or Native Alaskan to breakout results for each of these groups. This report only shows sub-group differences by Anglo (non-Hispanic white) and non-Anglo (all other respondents) as well as for Hispanics/Latino(a)s specifically.
At the same time, the race and ethnicity of parish leaders is dissimilar from the Catholic population in general, where only 60 percent self-identify as non-Hispanic white. Part of this disparity is generational and reflects the racial and ethnic composition of Vatican II and Pre-Vatican II generations of Catholics who represent three in four parish leaders.

In MPM parishes, 96 percent of leaders self-identify as non-Hispanic white. This distribution of race and ethnicity is in part a reflection of the demography of the Midwest where many MPM parishes are located as well as the slightly older age of those working in MPM parishes.

All respondents were also asked, “Is there a national origin, ethnicity, ancestry, tribe, or other group with which you identify yourself?” Twelve percent of respondents provided a response to this question. Three in four (76 percent) who did so indicated a group that relates to European ancestry or origin (the most common of these were Irish and German). One in ten noted a group associated with Latin American ancestry or origin and 8 percent indicated a group associated with Asian ancestry or origin. Three percent identified a Native American tribe.

Nearly all parish leaders (98 percent) report that they use English in their ministry. About one in ten (9 percent) use Spanish. One percent indicates use of Latin. Two percent report some other language such as French, Creole, Italian, Tagalog, Polish, Czech, German, or Portuguese. All parish leaders in MPM report using English in their ministry with 4 percent also reporting the use of another language.
More than a quarter of all parish leaders (26 percent) indicated that their parish has provided them with some financial assistance to pay for a formation program or education to prepare them for ministry or service. Twenty percent of those in MPM parishes report this.

More than a third of parish leaders (35 percent) have earned a graduate or professional degree. Overall, nine in ten (90 percent) have attended college at some point in their life.

Parish leaders in MPM parishes are less likely than those in parishes nationally to have attended college (77 percent) or to have obtained a graduate or professional degree (23 percent).

The table on the next page summarizes the ministry salary and wages for respondents who indicated receiving these. This includes 51 percent of all parish leader respondents. The median annual ministry salary or wages for respondents is $31,000. This is consistent with median annual personal income levels in the United States at the time of the survey.

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4 Response categories for this question have been edited in the figure for readability. The full language is available in the appendix including longer descriptions for each option.
5 Table excludes any respondent who indicated receiving less than $100 annually. Volunteers were instructed to respond $0 to this question [also excluded from the table]. A comprehensive report on differences in salary by ministry position and region for this project is available in the National Association of Church Personnel Administrators (NACPA) report, Pay & Benefits Survey of Catholic Parishes, 2011 Edition.
6 Recall that a significant number of respondents are volunteers, council members, or simply very active parishioners in a leadership role in the parish community.
7 Median personal income in the United States at the time was $32,184 for men and $20,957 for women. See: Median Income of People With Income in Constant (2009) Dollars by Sex, Race, and Hispanic Origin http://www.census.gov/compendia/statatab/2012/tables/12s0701.pdf
of parish leaders reports earning $18,000 or less annually. Another quarter earns $44,000 or more. The top annual ministry income for any respondent was $90,000.

<table>
<thead>
<tr>
<th>Your current total annual salary or wages received for ministry or service in your parish.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum</td>
</tr>
<tr>
<td>25th Percentile</td>
</tr>
<tr>
<td>Median</td>
</tr>
<tr>
<td>Mean</td>
</tr>
<tr>
<td>75th Percentile</td>
</tr>
<tr>
<td>Maximum</td>
</tr>
</tbody>
</table>

Seven in ten respondents from MPM parishes report a ministry salary or income. On average, this salary amounts to more than $24,300 a year.

Among all paid respondents, there are no differences in annual ministry income related to having or not having a ministry formation program certificate. However, respondents with a college degree in ministry, religion, or theology do report higher incomes than the overall median. The median annual ministry income for those with an associate’s or bachelor’s degree in these areas is $35,000. For those with a master’s degree, this rises to $39,000 and is $40,000 for those with a doctorate in ministry, religion, or theology.

Unlike wages and income in the United States more generally, there is only a minor gender difference among paid parish leaders (i.e. not statistically significant) with men reporting a median of $32,000 in annual ministry wages and salary and women reporting $31,000.

Anglo respondents are more likely than non-Anglo respondents to report that they receive a wage for their ministry or service to their parish (52 percent compared to 43 percent). Paid non-Anglo parish leaders also have a lower annual median ministry income than their Anglo paid counterparts ($21,000 compared to $32,000).

Some parish leaders report infrequent or seasonal service to their parish (e.g., finance council members, volunteers for Lent and Advent) while others indicate providing ministry for well over 40 hours per week. On average, all parish leaders report 23.2 hours of ministry or service to their parish per week. Among those reporting that they are paid by the parish, the number of paid hours of ministry or service averages 19.7 per week. Lay Ecclesial Ministers report an average of 40.6 hours of ministry and/or service to their parish per week (34.3 hours that are paid). Leaders in MPM, PLC, or consolidated parishes indicate fewer hours of ministry or service on average than leaders in traditional parishes.
Nearly a quarter of parish leaders (24 percent) indicate that they spend more than 60 percent of their time on general parish administration duties. One in five (20 percent) spend this amount of time on budget and finances. Eight percent spend this amount of time on liturgy or music. One in ten or more spend a majority of their time on religious education for youth (11 percent), evangelization (11 percent), sacramental preparation or RCIA (10 percent), or stewardship or development (10 percent).

MPM parish leaders are among the most likely to spend more than 60 percent of their time on general parish administration (14 percent), budget or finances (14 percent), liturgy and music (12 percent), parish council duties or meetings (9 percent), sacramental preparation or RCIA (7 percent), ministry to the bereaved (7 percent), ministry to elderly or seniors (7 percent), or evangelization (7 percent).

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8 Most often including a combination of administrative staff, business managers, finance council members, and stewardship and development staff.
Overall, seven in ten parish leaders have a written job description for their position within their parish. Fifty-four percent of those in MPM parishes indicate their position has this.

As shown in the figure below, half of all respondents (50 percent) report that they “somewhat” or “very much” had a desire to be involved in parish ministry as a youth or young adult. This is highest among those who are now Lay Ecclesial Ministers (61 percent).

![Bar chart showing desires to be involved in parish ministry among different groups.]

Most parish leaders, 76 percent, indicate that they began their ministry or service to the Church in any setting in the same year they felt the call to do so. However, others indicate a longer lag period—likely when they sought out training or formation or when they were seeking a position. On average, the time between feeling the call and beginning ministry or service is 1.2 years. Those working in MPM parishes report the shortest gap of time between feeling the call and entering ministry (0.8 years).
Most parish leaders (71 percent) were parishioners at the parish they currently serve before beginning ministry or service there (78 percent of those in MPM parishes). In other words, the primary source from which parish leaders are drawn is the parish community. Most parish leaders, about two-thirds (67 percent), are recruited as volunteers initially (74 percent of those in MPM parishes).

As shown in the table on the next page, the most common reason cited by parish leaders (75 percent) for what first led them to enter into ministry in any setting was “to be of service to the Church (e.g., parish, school).” Respondents were also likely to say they did so in “response to God’s call” (56 percent) and that they “wanted to be more active in parish life” (55 percent). A majority (51 percent) also cited a desire “to enhance my spiritual life.”

Lay Ecclesial Ministers are the most likely to say they were responding to God’s call (73 percent).

The responses of leaders in MPM parishes are not significantly different than the responses of all parish leaders.
Which of the following first led you to enter Church ministry and/or service in any setting (e.g., parish, school, hospital)? Check all that apply.

<table>
<thead>
<tr>
<th>Reason</th>
<th>All</th>
<th>LEM</th>
<th>MPM</th>
<th>Consolidated</th>
<th>PLC</th>
<th>Traditional</th>
</tr>
</thead>
<tbody>
<tr>
<td>To be of service to the Church</td>
<td>75%</td>
<td>79%</td>
<td>77%</td>
<td>70%</td>
<td>64%</td>
<td>75%</td>
</tr>
<tr>
<td>Response to God’s call</td>
<td>56%</td>
<td>73%</td>
<td>49%</td>
<td>56%</td>
<td>58%</td>
<td>58%</td>
</tr>
<tr>
<td>Wanted to be more active in parish life</td>
<td>55%</td>
<td>46%</td>
<td>59%</td>
<td>59%</td>
<td>55%</td>
<td>53%</td>
</tr>
<tr>
<td>To enhance my spiritual life</td>
<td>51%</td>
<td>53%</td>
<td>57%</td>
<td>56%</td>
<td>52%</td>
<td>49%</td>
</tr>
<tr>
<td>Fit areas of competence, interests, gifts</td>
<td>50%</td>
<td>53%</td>
<td>46%</td>
<td>59%</td>
<td>42%</td>
<td>50%</td>
</tr>
<tr>
<td>Invited by a pastor/PLC</td>
<td>46%</td>
<td>41%</td>
<td>47%</td>
<td>52%</td>
<td>61%</td>
<td>46%</td>
</tr>
<tr>
<td>Attracted to ministry/service in local community</td>
<td>27%</td>
<td>37%</td>
<td>22%</td>
<td>37%</td>
<td>30%</td>
<td>28%</td>
</tr>
<tr>
<td>Wanted to minister to particular group</td>
<td>11%</td>
<td>11%</td>
<td>11%</td>
<td>15%</td>
<td>9%</td>
<td>9%</td>
</tr>
<tr>
<td>“Other”</td>
<td>11%</td>
<td>13%</td>
<td>13%</td>
<td>11%</td>
<td>6%</td>
<td>11%</td>
</tr>
</tbody>
</table>

As shown in the table below, a majority of parish leaders (53 percent) indicate they were encouraged to enter ministry or service to the Church by a priest. No other type of individual is reported by a majority to have provided this type of encouragement. Leaders in MPM parishes are the most likely to say they were encouraged by a fellow parishioner (40 percent) and the least likely to indicate receiving encouragement from a teacher or professor (7 percent).

Did any of the individuals listed below encourage you to begin your service or ministry? Check all that apply.

<table>
<thead>
<tr>
<th>Individual</th>
<th>All</th>
<th>LEM</th>
<th>MPM</th>
<th>Consolidated</th>
<th>PLC</th>
<th>Traditional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Priest</td>
<td>53%</td>
<td>44%</td>
<td>49%</td>
<td>41%</td>
<td>39%</td>
<td>54%</td>
</tr>
<tr>
<td>Parishioner</td>
<td>34%</td>
<td>31%</td>
<td>40%</td>
<td>30%</td>
<td>21%</td>
<td>32%</td>
</tr>
<tr>
<td>Friend</td>
<td>29%</td>
<td>38%</td>
<td>22%</td>
<td>22%</td>
<td>15%</td>
<td>31%</td>
</tr>
<tr>
<td>Spouse</td>
<td>27%</td>
<td>18%</td>
<td>26%</td>
<td>26%</td>
<td>18%</td>
<td>28%</td>
</tr>
<tr>
<td>Other family member</td>
<td>18%</td>
<td>26%</td>
<td>13%</td>
<td>26%</td>
<td>18%</td>
<td>18%</td>
</tr>
<tr>
<td>Religious brother/sister</td>
<td>18%</td>
<td>32%</td>
<td>22%</td>
<td>11%</td>
<td>24%</td>
<td>17%</td>
</tr>
<tr>
<td>LEM</td>
<td>14%</td>
<td>19%</td>
<td>10%</td>
<td>7%</td>
<td>15%</td>
<td>15%</td>
</tr>
<tr>
<td>Teacher/Prof.</td>
<td>11%</td>
<td>21%</td>
<td>7%</td>
<td>15%</td>
<td>9%</td>
<td>12%</td>
</tr>
<tr>
<td>Deacon</td>
<td>6%</td>
<td>3%</td>
<td>1%</td>
<td>7%</td>
<td>0%</td>
<td>8%</td>
</tr>
</tbody>
</table>

As shown in the figure on the following page, three in four parish leaders (75 percent) say they agree “very much” that they consider their ministry or service to their parish to be a
calling or vocation, not just a job. MPM parish leaders are less likely to indicate this (65 percent).

Overall, nine in ten or more parish leaders say their parish does a “good” or “excellent” job at celebrating sacraments and providing Masses and liturgies.

### What Parishes Do Best
Percentage of parish leaders responding that their parish does each either “good” or “excellent”:

<table>
<thead>
<tr>
<th>Activity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Celebration of the Sacraments</td>
<td>95%</td>
</tr>
<tr>
<td>Masses and liturgies</td>
<td>91%</td>
</tr>
<tr>
<td>Efforts to educate parishioners in the faith</td>
<td>88%</td>
</tr>
<tr>
<td>Promoting important Church teachings and causes (e.g., protecting life, helping the needy)</td>
<td>88%</td>
</tr>
<tr>
<td>Encouragement of parishioners to share their time, talent, and treasure</td>
<td>86%</td>
</tr>
<tr>
<td>Sense of community</td>
<td>85%</td>
</tr>
<tr>
<td>Hospitality and sense of welcoming to all</td>
<td>84%</td>
</tr>
<tr>
<td>Vision provided by parish leaders</td>
<td>81%</td>
</tr>
<tr>
<td>Spreading the Gospel and evangelizing</td>
<td>69%</td>
</tr>
</tbody>
</table>
Ninety-two percent give their parish a “good” or “excellent” evaluation for their overall satisfaction with their parish. There is not a lot of variation in leaders’ evaluations of their parish by parish structure. Generally, those in consolidated parishes are slightly more likely than those in other parishes to give their parish “good” or “excellent” evaluations. Those in MPM parishes are more likely than those in traditional parishes to say their parish is at least “good” at encouraging parishioners to share their time, talent, and treasure (94 percent compared to 83 percent).

<table>
<thead>
<tr>
<th>What Parishes Do Best by Parish Structure</th>
<th>Traditional</th>
<th>MPM</th>
<th>PLC</th>
<th>Consolidated</th>
</tr>
</thead>
<tbody>
<tr>
<td>Celebration of the Sacraments</td>
<td>95%</td>
<td>95%</td>
<td>88%</td>
<td>96%</td>
</tr>
<tr>
<td>Overall satisfaction with the parish</td>
<td>92</td>
<td>89</td>
<td>82</td>
<td>96</td>
</tr>
<tr>
<td>Masses and liturgies</td>
<td>92</td>
<td>88</td>
<td>91</td>
<td>89</td>
</tr>
<tr>
<td>Efforts to educate parishioners in the faith</td>
<td>88</td>
<td>82</td>
<td>85</td>
<td>100</td>
</tr>
<tr>
<td>Promoting important Church teachings and causes (e.g., protecting life, helping the needy)</td>
<td>88</td>
<td>89</td>
<td>88</td>
<td>93</td>
</tr>
<tr>
<td>Encouragement of parishioners to share their time, talent, and treasure</td>
<td>83</td>
<td>94</td>
<td>82</td>
<td>93</td>
</tr>
<tr>
<td>Sense of community</td>
<td>83</td>
<td>88</td>
<td>79</td>
<td>93</td>
</tr>
<tr>
<td>Hospitality and sense of welcoming to all</td>
<td>83</td>
<td>88</td>
<td>88</td>
<td>85</td>
</tr>
<tr>
<td>Vision provided by parish leaders</td>
<td>79</td>
<td>88</td>
<td>70</td>
<td>81</td>
</tr>
<tr>
<td>Spreading the Gospel and evangelizing</td>
<td>69</td>
<td>68</td>
<td>67</td>
<td>81</td>
</tr>
</tbody>
</table>

Leaders were asked about some more specific aspects of their parish and asked to rate the success their parish has with each. These are shown in a table on the next page. Nine in ten leaders in traditional parishes say their parish has “somewhat” or “very much” success at managing parish finances and recruiting and retaining ministers and staff. Leaders in other types of parishes generally respond similarly, with the exception of those in consolidated parishes who say their parish is not as successful at recruiting and retaining ministers and staff (50 percent responding “somewhat” or “very much”).

Leaders in MPM parishes are more likely than those in traditional parishes to say their parish is at least “somewhat” successful at:
- Welcoming new parishioners (95 percent compared to 81 percent)
- Communicating with parishioners (93 percent compared to 87 percent)
- Effectively using committees and councils (88 percent compared to 77 percent)
- Collaborating with other parishes (74 percent compared to 58 percent)

Leaders in MPM parishes are less likely than those in traditional parishes to say their parish is at least “somewhat” successful at:
- Providing social activities and programs (78 percent compared to 87 percent)
- Providing accessibility for persons with disabilities (71 percent compared to 79 percent)
- Providing Mass in preferred languages (45 percent compared to 58 percent)
### What Parishes Are Most Successful At
Percentage of parish leaders responding that their parish has “somewhat” or “very much” success with each aspect:

<table>
<thead>
<tr>
<th>Aspect</th>
<th>Traditional</th>
<th>MPM</th>
<th>PLC</th>
<th>Consolidated</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managing parish finances</td>
<td>90%</td>
<td>89%</td>
<td>84%</td>
<td>96%</td>
</tr>
<tr>
<td>Recruitment and retaining ministers/staff</td>
<td>90</td>
<td>87</td>
<td>81</td>
<td>50</td>
</tr>
<tr>
<td>Communicating with parishioners</td>
<td>87</td>
<td>93</td>
<td>81</td>
<td>89</td>
</tr>
<tr>
<td>Educating parishioners in the faith</td>
<td>87</td>
<td>82</td>
<td>71</td>
<td>89</td>
</tr>
<tr>
<td>Providing social activities and programs</td>
<td>87</td>
<td>78</td>
<td>61</td>
<td>81</td>
</tr>
<tr>
<td>Promoting ministry opportunities</td>
<td>85</td>
<td>83</td>
<td>77</td>
<td>81</td>
</tr>
<tr>
<td>Listening to parishioner concerns and input</td>
<td>82</td>
<td>85</td>
<td>77</td>
<td>89</td>
</tr>
<tr>
<td>Welcoming new parishioners</td>
<td>81</td>
<td>95</td>
<td>87</td>
<td>88</td>
</tr>
<tr>
<td>Providing accessibility for persons with disabilities</td>
<td>79</td>
<td>71</td>
<td>70</td>
<td>85</td>
</tr>
<tr>
<td>Effectively using committees and councils</td>
<td>77</td>
<td>88</td>
<td>68</td>
<td>73</td>
</tr>
<tr>
<td>Ministering to the elderly</td>
<td>76</td>
<td>78</td>
<td>63</td>
<td>70</td>
</tr>
<tr>
<td>Ministering to families</td>
<td>75</td>
<td>75</td>
<td>74</td>
<td>77</td>
</tr>
<tr>
<td>Ministering to those who are grieving</td>
<td>74</td>
<td>79</td>
<td>71</td>
<td>77</td>
</tr>
<tr>
<td>Ministering to those in financial need</td>
<td>65</td>
<td>67</td>
<td>60</td>
<td>76</td>
</tr>
<tr>
<td>Providing cultural, ethnic, or national celebrations</td>
<td>59</td>
<td>59</td>
<td>69</td>
<td>58</td>
</tr>
<tr>
<td>Collaborating with other parishes</td>
<td>58</td>
<td>74</td>
<td>53</td>
<td>62</td>
</tr>
<tr>
<td>Providing Mass in preferred languages</td>
<td>58</td>
<td>45</td>
<td>71</td>
<td>57</td>
</tr>
<tr>
<td>Celebrating cultural diversity</td>
<td>57</td>
<td>52</td>
<td>61</td>
<td>50</td>
</tr>
<tr>
<td>Ministering to young adults</td>
<td>55</td>
<td>60</td>
<td>58</td>
<td>62</td>
</tr>
<tr>
<td>Outreach to inactive Catholics</td>
<td>43</td>
<td>38</td>
<td>47</td>
<td>64</td>
</tr>
<tr>
<td>Ministering to recent immigrants</td>
<td>35</td>
<td>33</td>
<td>46</td>
<td>39</td>
</tr>
</tbody>
</table>

As the figure on the next page shows, about half of all parish leaders (47 percent) agree “very much” that their parish has undergone significant changes in the past five years. Only 13 percent agree “very much” that things were better in their parish five years ago.

Leaders in PLC parishes and consolidated parishes are most likely to agree “very much” that significant changes in their parish occurred in the last five years (67 percent and 59 percent, respectively). One in five leaders in MPM parishes (19 percent) agrees “very much” that things were better in their parish five years ago.
As shown in the table on the next page, half or more of all parish leaders say they are “very much” prepared for ministry or service in the following aspects of parish life: communicating (56 percent), facilitating events or meetings (51 percent), and administration and planning (50 percent). Six in ten of those involved in pastoral ministry (61 percent) say they are “very much” prepared for providing ministry to others. Generally, Lay Ecclesial Ministers indicate that they are more prepared for almost all of the aspects listed.

Leaders in MPM parishes are slightly less likely than those in traditional parishes to indicate that they feel “very much” prepared for the aspects of ministry listed. For example, only 34 percent of those in MPM parishes feel this prepared for collaborating, compared to 52 percent of leaders in traditional parishes.9

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9 Yet, as noted in a previous figure, parish leaders in MPM parishes give their parish significantly higher marks for collaborating with other parishes than those working in traditional parishes.
Fewer than one in five parish leaders (17 percent) agree “very much” that they often feel overworked in their parish ministry or service. Lay Ecclesial Ministers are more likely than other leaders to agree “very much” that they often feel overworked (24 percent). Recall that many parish leaders are involved in part-time ministry or service and some do so as volunteers.
Respondents were asked to evaluate how much time they had for a variety of ministry related and non-ministry related activities in their life. Overall (not shown in figure below), more than half of parish leaders (54 percent) agree “very much” that they have sufficient time for their ministry and service to the parish. Fewer agree they have sufficient time for family responsibilities (47 percent), personal prayer and spiritual reflection (42 percent), or time with friends or guests (29 percent). Respondents are least likely to agree “very much” that they have sufficient time for continuing education and professional development (24 percent), and hobbies or special interests (23 percent).

As the figure below indicates, there are not many differences in responses for these questions by parish structure. Leaders in PLC parishes are a bit less likely than others to agree “very much” that they have sufficient time for friends, guests, hobbies, or special interests. Leaders in MPM parishes are less likely than others to agree “very much” that they have sufficient time for continuing education and professional development.
Nine in ten parish leaders agree “somewhat” or “very much” that they feel sufficient job security within their parishes (65 percent “very much” only).

<table>
<thead>
<tr>
<th>How much do you agree:</th>
<th>I feel sufficient job security in the parish</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>&quot;Somewhat&quot; or &quot;Very much&quot; combined</td>
</tr>
<tr>
<td>All Respondents</td>
<td>90%</td>
</tr>
<tr>
<td>Lay Ecclesial Ministers</td>
<td>91</td>
</tr>
<tr>
<td><strong>Parish Structure</strong></td>
<td></td>
</tr>
<tr>
<td>Traditional</td>
<td>90</td>
</tr>
<tr>
<td>MPM</td>
<td>95</td>
</tr>
<tr>
<td>Consolidated</td>
<td>83</td>
</tr>
<tr>
<td>PLC</td>
<td>94</td>
</tr>
</tbody>
</table>

Those in multi-parish ministry settings are especially likely to agree “very much” that they feel sufficient job security (72 percent). By comparison, those in PLC parishes are among the least likely to respond as such (56 percent). Those in consolidated parishes are most likely to indicate that they agree only “a little” or “not at all” that they feel sufficient job security (17 percent). Those in consolidated parishes have experienced parish closure and those in PLC parishes may be concerned that their parish may close in the near future. Leaders in multiple parish ministry settings may be more confident that the parish(es) with which they are involved with will remain open and therefore may feel more secure in their jobs.

More than nine in ten parish leaders (93 percent) agree “somewhat” or “very much” that their parish provides them with the resources they need for their ministry or service (67 percent agree “very much” only).

<table>
<thead>
<tr>
<th>How much do you agree:</th>
<th>The parish provides me with the resources I need for my ministry/service</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>&quot;Somewhat&quot; or &quot;Very much&quot; combined</td>
</tr>
<tr>
<td>All Respondents</td>
<td>93%</td>
</tr>
<tr>
<td>Lay Ecclesial Ministers</td>
<td>95</td>
</tr>
<tr>
<td><strong>Parish Structure</strong></td>
<td></td>
</tr>
<tr>
<td>Traditional</td>
<td>93</td>
</tr>
<tr>
<td>MPM</td>
<td>92</td>
</tr>
<tr>
<td>Consolidated</td>
<td>96</td>
</tr>
<tr>
<td>PLC</td>
<td>87</td>
</tr>
</tbody>
</table>

Leaders in consolidated parishes are especially likely to agree “very much” that their parish provides them with the resources they need (78 percent). Leaders in PLC parishes are the least likely to respond as such (58 percent).
About four in ten parish leaders (41 percent) agree “somewhat” or “very much” that a larger staff would help their parish accomplish its mission (20 percent agree “very much” only). Forty-nine percent of Lay Ecclesial Ministers respond similarly.

### How much do you agree: A larger staff would help this parish accomplish its mission

<table>
<thead>
<tr>
<th></th>
<th>&quot;Somewhat&quot; or &quot;Very much&quot; combined</th>
<th>&quot;Very much&quot; only</th>
<th>“A little” or “Not at all” combined</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Respondents</td>
<td>41%</td>
<td>20%</td>
<td>59%</td>
</tr>
<tr>
<td>Lay Ecclesial Ministers</td>
<td>49</td>
<td>22</td>
<td>51</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Parish Structure</th>
<th>&quot;Somewhat&quot; or &quot;Very much&quot; combined</th>
<th>&quot;Very much&quot; only</th>
<th>“A little” or “Not at all” combined</th>
</tr>
</thead>
<tbody>
<tr>
<td>Traditional</td>
<td>44</td>
<td>22</td>
<td>56</td>
</tr>
<tr>
<td>MPM</td>
<td>33</td>
<td>19</td>
<td>67</td>
</tr>
<tr>
<td>Consolidated</td>
<td>28</td>
<td>4</td>
<td>72</td>
</tr>
<tr>
<td>PLC</td>
<td>41</td>
<td>34</td>
<td>59</td>
</tr>
</tbody>
</table>

Leaders in consolidated parishes are the least likely to agree “very much” that a larger staff would be helpful. This attitude may be reflective of the staff downsizing that may have occurred when parishes were combined.

Nearly three in four parish leaders (72 percent) agree “somewhat” or “very much” that parishioners readily volunteer (27 percent agree “very much” only).

### How much do you agree: Parishioners readily volunteer

<table>
<thead>
<tr>
<th></th>
<th>&quot;Somewhat&quot; or &quot;Very much&quot; combined</th>
<th>&quot;Very much&quot; only</th>
<th>“A little” or “Not at all” combined</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Respondents</td>
<td>72%</td>
<td>27%</td>
<td>28%</td>
</tr>
<tr>
<td>Lay Ecclesial Ministers</td>
<td>75</td>
<td>23</td>
<td>25</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Parish Structure</th>
<th>&quot;Somewhat&quot; or &quot;Very much&quot; combined</th>
<th>&quot;Very much&quot; only</th>
<th>“A little” or “Not at all” combined</th>
</tr>
</thead>
<tbody>
<tr>
<td>Traditional</td>
<td>72</td>
<td>26</td>
<td>28</td>
</tr>
<tr>
<td>MPM</td>
<td>73</td>
<td>31</td>
<td>27</td>
</tr>
<tr>
<td>Consolidated</td>
<td>81</td>
<td>33</td>
<td>19</td>
</tr>
<tr>
<td>PLC</td>
<td>72</td>
<td>38</td>
<td>28</td>
</tr>
</tbody>
</table>

Leaders in consolidated parishes are especially likely to agree “somewhat” or “very much” that parishioners readily volunteer (81 percent). Those in PLC parishes are among the most likely to agree “very much” that parishioners volunteer (38 percent). This may be out of some necessity, as PLC parishes tend to have the smallest staff sizes and budgets.

As shown in the table on the next page, more than nine in ten parish leaders (93 percent) agree “somewhat” or “very much” that parishioners in their parish are invited and encouraged to participate in parish ministry (70 percent agree “very much” only).
How much do you agree:

**Parishioners are invited and encouraged to participate in parish ministry**

<table>
<thead>
<tr>
<th>All Respondents</th>
<th>&quot;Somewhat&quot; or &quot;Very much&quot; combined</th>
<th>&quot;Very much&quot; only</th>
<th>&quot;A little&quot; or &quot;Not at all&quot; combined</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lay Ecclesial Ministers</td>
<td>93%</td>
<td>70%</td>
<td>7%</td>
</tr>
<tr>
<td><strong>Parish Structure</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Traditional</td>
<td>92</td>
<td>69</td>
<td>8</td>
</tr>
<tr>
<td>MPM</td>
<td>95</td>
<td>73</td>
<td>5</td>
</tr>
<tr>
<td>Consolidated</td>
<td>96</td>
<td>67</td>
<td>4</td>
</tr>
<tr>
<td>PLC</td>
<td>91</td>
<td>59</td>
<td>9</td>
</tr>
</tbody>
</table>

More than three in four parish leaders (78 percent) agree “somewhat” or “very much” that parishioners are encouraged to have a role in decision making in their parish (43 percent agree “very much” only).

**How much do you agree:**

**Parishioners are encouraged to have a role in decision making in this parish**

<table>
<thead>
<tr>
<th>All Respondents</th>
<th>&quot;Somewhat&quot; or &quot;Very much&quot; combined</th>
<th>&quot;Very much&quot; only</th>
<th>&quot;A little&quot; or &quot;Not at all&quot; combined</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lay Ecclesial Ministers</td>
<td>76</td>
<td>42</td>
<td>24</td>
</tr>
<tr>
<td><strong>Parish Structure</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Traditional</td>
<td>75</td>
<td>42</td>
<td>25</td>
</tr>
<tr>
<td>MPM</td>
<td>86</td>
<td>41</td>
<td>14</td>
</tr>
<tr>
<td>Consolidated</td>
<td>85</td>
<td>63</td>
<td>15</td>
</tr>
<tr>
<td>PLC</td>
<td>66</td>
<td>38</td>
<td>34</td>
</tr>
</tbody>
</table>

Parish leaders in MPM and consolidated parishes are a bit more likely than others to agree at least “somewhat” that parishioners are encouraged to have a role in decision making (86 percent and 85 percent, respectively). This may be related to the input sought within the parish as it transitioned into these models. Those in PLC parishes are much less likely to respond as such (66 percent).

As shown in the table on the next page, nearly nine in ten parish leaders (87 percent) agree “somewhat” or “very much” that parishioners are provided with adequate information about parish finances (60 percent “very much” only).
Leaders in PLC parishes are the least likely to agree at least “somewhat” that parishioners are provided with adequate information about parish finances (75 percent).

Leaders in a parish that had undergone reorganization within the last five years were asked a series of questions specific to these changes. It is important to note that many of the leaders surveyed in these parishes did not experience parish life before and after re-organization. Only those who had this experience were asked to respond to these additional questions. Thus, these questions were answered by a smaller number of parishes and parish leaders where analysis of sub-group differences is not possible.

Nearly two-thirds of parish leaders (63 percent) from multi-parish ministry or consolidated parishes were in ministry at an affected parish both before and after its reorganization.10 Only 22 percent of parish leaders experiencing reorganization said their role in ministry changed before and after the transition.

As shown in the table on the next page, one in ten leaders (10 percent) in parishes experiencing reorganization within the last five years notes that diocesan support for their parish “decreased” following the transition. Nearly the same percentage notes a decline in willingness of parishioners to volunteer (9 percent), parishioner involvement (9 percent), and archdiocesan support for their ministry (8 percent). Most indicate all of the items listed either “stayed the same” or “increased.”

10 It is not possible to distinguish differences between multi-parish ministry parish respondents and those in consolidated parishes due to too few responses from parish leaders in consolidated parishes who were present both before and after re-organization.
How did the following change after the reorganization?

<table>
<thead>
<tr>
<th></th>
<th>Decreased</th>
<th>Stayed the same</th>
<th>Increased</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arch/diocesan support for this parish</td>
<td>10%</td>
<td>51%</td>
<td>8%</td>
<td>31%</td>
</tr>
<tr>
<td>Willingness of parishioners to volunteer</td>
<td>9</td>
<td>65</td>
<td>17</td>
<td>9</td>
</tr>
<tr>
<td>Parishioner involvement</td>
<td>9</td>
<td>60</td>
<td>19</td>
<td>11</td>
</tr>
<tr>
<td>Arch/diocesan support for your ministry</td>
<td>8</td>
<td>47</td>
<td>8</td>
<td>37</td>
</tr>
<tr>
<td>Your total hours of ministry per week</td>
<td>7</td>
<td>57</td>
<td>21</td>
<td>14</td>
</tr>
<tr>
<td>Sense of community among parishioners</td>
<td>6</td>
<td>48</td>
<td>40</td>
<td>6</td>
</tr>
<tr>
<td>Your time spent on administrative responsibilities</td>
<td>4</td>
<td>36</td>
<td>36</td>
<td>35</td>
</tr>
<tr>
<td>Collaboration of parish leaders and staff</td>
<td>4</td>
<td>50</td>
<td>37</td>
<td>10</td>
</tr>
<tr>
<td>Your time spent on your primary ministry</td>
<td>2</td>
<td>58</td>
<td>27</td>
<td>13</td>
</tr>
<tr>
<td>Your time spent on planning and coordination</td>
<td>2</td>
<td>47</td>
<td>27</td>
<td>24</td>
</tr>
<tr>
<td>Your effectiveness</td>
<td>2</td>
<td>61</td>
<td>28</td>
<td>9</td>
</tr>
<tr>
<td>Expectation of parishioners toward your ministry</td>
<td>0</td>
<td>69</td>
<td>19</td>
<td>13</td>
</tr>
<tr>
<td>General effectiveness of the parish staff</td>
<td>0</td>
<td>69</td>
<td>19</td>
<td>13</td>
</tr>
</tbody>
</table>

Majorities of respondents indicated that the following “stayed the same”:
- General effectiveness of the parish staff (69 percent)
- Expectation of parishioners toward your ministry (69 percent)
- Willingness of parishioners to volunteer (65 percent)
- Your effectiveness (61 percent)
- Parishioner involvement (60 percent)
- Your time spent on your primary ministry (58 percent)
- Your total hours of ministry per week (57 percent)
- Arch/diocesan support for this parish (51 percent)

Respondents were most likely to say the following “increased” after reorganization:
- Sense of community among parishioners (40 percent)
- Collaboration of parish leaders and staff (37 percent)
- Your time spent on administrative responsibilities (36 percent)

As shown in the table on the next page, most respondents say they did not receive any special training for the reorganization. Among those who did, many found this training useful.

More than one in five (22 percent) received training for models of multiple parish ministry, and among these respondents two-thirds (67 percent) found this to be “somewhat” or “very” useful. Other training with the most widespread use (among at least 10 percent of respondents) include sessions and/or materials on collaboration (15 percent), empowering and delegating (14 percent), bereavement and grief (12 percent), ability to lead change and deal with resistance (10 percent), and inter-parish community building (10 percent).
Did you receive and special reorganization training in the following areas?
If yes, evaluate the usefulness of this training in your ministry:

<table>
<thead>
<tr>
<th>Area</th>
<th>&quot;Yes&quot;</th>
<th>Considered &quot;somewhat&quot; or &quot;very&quot; useful</th>
</tr>
</thead>
<tbody>
<tr>
<td>Models of multiple parish ministry</td>
<td>22%</td>
<td>67%</td>
</tr>
<tr>
<td>Collaboration</td>
<td>15</td>
<td>66%</td>
</tr>
<tr>
<td>Empowering and delegating</td>
<td>14</td>
<td>67%</td>
</tr>
<tr>
<td>Bereavement and grief</td>
<td>12</td>
<td>50%</td>
</tr>
<tr>
<td>Ability to lead change and deal with resistance</td>
<td>10</td>
<td>50%</td>
</tr>
<tr>
<td>Inter-parish community building</td>
<td>10</td>
<td>43%</td>
</tr>
<tr>
<td>Communication skills</td>
<td>8</td>
<td>40%</td>
</tr>
<tr>
<td>Networking</td>
<td>8</td>
<td>60%</td>
</tr>
<tr>
<td>Stress management</td>
<td>4</td>
<td>33%</td>
</tr>
<tr>
<td>Fiscal management</td>
<td>4</td>
<td>67%</td>
</tr>
<tr>
<td>Time management</td>
<td>4</td>
<td>100%</td>
</tr>
<tr>
<td>Coaching</td>
<td>2</td>
<td>50%</td>
</tr>
<tr>
<td>Diversity training</td>
<td>2</td>
<td>0%</td>
</tr>
</tbody>
</table>

Leaders in parishes recently affected by reorganization were most likely to say unhappiness of parishioners (50 percent) and finding enough volunteers (43 percent) was at least “somewhat” difficult.
Leaders were less likely to indicate the following as being at least “somewhat” difficult: coordination of time between parishes (34 percent), interaction of staff members from parishes (26 percent), and getting support from their arch/diocese (25 percent).

Most leaders in parishes affected by reorganization agree “somewhat” or “very much” that the positive elements of the parishes involved were retained (87 percent). More than three in four (78 percent) agree at least “somewhat” that their parish’s financial situation is healthy. Two thirds (66 percent) agree “somewhat” or “very much” that the reorganization they experienced was carefully planned.

Respondents are more divided in their agreement with other issues. Fifty-six percent agree at least “somewhat” that their parish has a greater sense of common purpose since the reorganization. Fifty-three percent respond similarly when asked if ministry, in general, has been enhanced. A minority (46 percent) agree at least “somewhat” that there was little opposition to the changes in their parish.

As shown in the figure on the next page, leaders in recently reorganized parishes were asked about any innovations or best practices they would recommend for other parishes undergoing reorganization. Responses were recoded into categories and are displayed by the frequency of each type of comment made by respondents in the figure below.\textsuperscript{11}

\textsuperscript{11} Responses can include multiple ideas and therefore, more than one coded comment.
A third of comments (32 percent) emphasize the need for communication. This was the most numerous type of response. Examples of those emphasizing communication include:

- **Communication, training, spiritual enhancement, and involvement**
- **Frequent and detailed information be given to members of the parishes**
- **Keep the parish members apprised of all communication and status of the process. Don't assume anything.**
- **The parishioners help make decisions. Don't command. Have all groups meet together.**

About one in five (19 percent) emphasized preparations that should be made or issues of timing. Examples of those emphasizing this include:

- **Preparation of any kind for people, staff, pastors. Understanding that all will not go perfectly. Hire staff that are capable of communication.**
- **Six months is an adequate time frame.**
• Prepare. If possible, share the rationale of your decision. Be open.

• Training helpful.

About one in five (19 percent) referenced issues with priests or their pastors. Examples of those emphasizing this include:

• A reorganization requires more priests. One priest cannot manage two parishes without making sacrifices of himself and of parishioners.

• Don't take away the number of priests when you join two parishes. We went from 2 to 1.

• Let your parish pastor be the leader. He has the best ideas.

• More care taken on assignment of priests to multi-pastoral congregations, Consider demographics.

One in ten or fewer emphasized issues of community, openness to change, prayer, or the need to retain existing parish cultures. Examples of these types of comments include:

• Be open to change and consolidation.

• For both parishes this is not easy. Some parishioners do not feel comfortable going to another church. Parishioners were not happy not having an office at [Parish Name].

• I know it is difficult to close parishes - but it is my opinion that keeping parishes open puts more importance on the building than the community...

• Keep praying and communicating.

• Parish leaders need to avoid the perception of a hidden agenda.

• Take your time. Involve as many people as possible.

• Provide a workshop/forum etc. for parishioners to express/answer concerns.

• Let each parish retain its own culture and tradition.
**Phase III: Parishioners**

It is important to note at the outset of this section that every respondent in our surveys has in some sense *chosen* to be a part of the parish they are evaluating (i.e., many are not attending at their territorial parish). With more than 1,000 CARA in-pew surveys conducted in the past decade, the results of the Emerging Models project presented below are generally consistent with what we see in this much broader sample (367,000+ completed surveys).

Overall, 60 percent of in-pew respondents are in traditional parishes, 19 percent in MPM parishes, 18 percent in PLC parishes, and 4 percent in consolidated parishes.\(^\text{12}\)

Pastors and parish life coordinators surveyed in the first phase of the Emerging Models project were able to fairly accurately estimate the racial and ethnic composition of their parishioners.\(^\text{13}\) As shown in the figure below they slightly overestimate the non-Hispanic white percentage of parishioners (this may be due to the fact that they were asked to measure this for registered parishioners and the in-pew surveys are done among all Mass attenders on a given weekend). Pastors and parish life coordinators underestimated slightly the percentage of parishioners who self-identify as Asian or Pacific Islander. Generally, differences are within or near the surveys’ margins of sampling error.

\(^\text{12}\) Some respondents are in parishes with more than one of these characteristics. For example, one could be in a MPM parish entrusted to a PLC.

\(^\text{13}\) In the figures below, a single term for each racial and ethnic group is used for presentation. Respondents were provided with more complete sets of choices on their questionnaires.
Recall that Mass attenders are not representative of the Catholic population at large. Many young Catholics of the Post-Vatican II and Millennial generations are not Mass attenders even on a monthly basis. It is these two youngest generations that are also the most racially and ethnically diverse.\textsuperscript{14} Given that the surveys are conducted in-pew within parishes, responses reflect Mass attenders rather than the total Catholic population.

None of the pastors or parish life coordinators requested CARA to translate surveys into a language other than English or Spanish (translations into other languages was offered). However, CARA did ask respondents to indicate the primary language they use at home. As the figure below shows, about 8 percent said they primarily use Spanish at home and a similar percentage chose to take the survey in Spanish. Many others who primarily speak languages other than English at home chose to take the survey in English.

\begin{figure}[h]
\centering
\includegraphics[width=\textwidth]{respondent_language.png}
\caption{Respondent Language and Language Chosen for the Survey}
\end{figure}

Consistent with other research, Mass attenders are disproportionately female. Overall, 64 percent of parishioners surveyed are female and 36 percent are male.

The median age for parishioners is 52. One in ten respondents is a ten or adult Millennial (born after 1981). Nearly four in ten (39 percent) are members of the Post-Vatican II Generation (born 1961 to 1981) and a third (33 percent) are of the Vatican II Generation (born 1943 to 1960). Seventeen percent are of the Pre-Vatican II Generation (born before 1943).

\textsuperscript{14} The average age of Hispanic/Latino(a) parishioners is 44.7, 45.8 for Asian or Pacific Islander parishioners, and 49.3 for black or African American parishioners. By comparison, this is 54.4 for non-Hispanic white parishioners.
Three in four respondents describe themselves as an active Catholic since birth.
One in ten respondents (11 percent) is a “returned Catholic” and the same number is Catholic converts (11 percent). Two percent are inactive Catholics and another 2 percent are non-Catholic.\footnote{These are often spouses or other family members of a Catholic parent attending Mass.}

Eight in ten or more of Mass-attending parishioners at traditional and MPM parishes are registered with their parish. Those in PLC and consolidated parishes are less likely to be registered (62 percent and 72 percent, respectively).

\begin{figure}[h]
\centering
\includegraphics[width=\textwidth]{are_you_registered_in_this_parish.png}
\caption{Are you registered in this parish?}
\end{figure}

Eight in ten or more respondents say that the parish is their primary place of worship. Ninety three percent of those in traditional parishes indicate this as do 92 percent of those in MPM parishes. Eighty-six percent of those in consolidated parishes indicate the parish is their primary place of worship as do 82 percent of those in PLC parishes. Parishioners in MPM parishes report the longest time, on average, of attending their parish at 22.6 years. Those in consolidate parishes report attending their parish for an average of 18.2 years. Those in traditional parishes say they have attended their parish for an average of 12.8 years. Those in PLC parishes report the shortest average length of attendance at the parish (9.1 years).

As shown in the figure on the next page, three in ten Catholics (29 percent) attending a traditional parish drive by a parish closer to their home. A third of those in MPM parishes report this (34 percent). Those attending PLC and consolidated parishes are the most likely to indicate they drive by another parish to attend the parish in which they took the survey (45 percent each).
Nearly seven in ten of those in traditional parishes and MPM parishes attend Mass at least once a week. Fewer in PLC and consolidated parishes (64 percent and 60 percent, respectively) attend this often.
Parishioners are overwhelmingly positive in their reviews of different aspects of parish life (i.e., providing “good” or “excellent” evaluations). Again, it is important to recall that if parishioners were dissatisfied it is more than likely that they would seek out another local parish that better meets their needs. Majorities in all subgroups give either a “good” or “excellent” evaluation for everything that was listed.16

<table>
<thead>
<tr>
<th>What Parishes Do Best</th>
<th>All parishes</th>
<th>Traditional</th>
<th>MPM</th>
<th>PLC</th>
<th>Consolidated</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Excellent</td>
<td>Good</td>
<td>Excellent</td>
<td>Good</td>
<td>Excellent</td>
</tr>
<tr>
<td>Celebration of the Sacraments</td>
<td>70%</td>
<td>27%</td>
<td>72%</td>
<td>26%</td>
<td>68%</td>
</tr>
<tr>
<td>Hospitality and sense of welcoming to all</td>
<td>62</td>
<td>30</td>
<td>61</td>
<td>30</td>
<td>60</td>
</tr>
<tr>
<td>Promoting important Church teachings and causes (protecting life, helping the needy)</td>
<td>61</td>
<td>33</td>
<td>61</td>
<td>33</td>
<td>60</td>
</tr>
<tr>
<td>Overall satisfaction with the parish</td>
<td>58</td>
<td>36</td>
<td>59</td>
<td>35</td>
<td>57</td>
</tr>
<tr>
<td>Masses and liturgies</td>
<td>58</td>
<td>36</td>
<td>60</td>
<td>36</td>
<td>56</td>
</tr>
<tr>
<td>Encouragement of parishioners to share their time, talent, and treasure</td>
<td>58</td>
<td>34</td>
<td>60</td>
<td>33</td>
<td>52</td>
</tr>
<tr>
<td>Efforts to educate parishioners in the faith</td>
<td>55</td>
<td>36</td>
<td>59</td>
<td>34</td>
<td>50</td>
</tr>
<tr>
<td>Vision provided by parish leaders</td>
<td>49</td>
<td>40</td>
<td>51</td>
<td>40</td>
<td>46</td>
</tr>
<tr>
<td>Sense of community</td>
<td>46</td>
<td>42</td>
<td>46</td>
<td>42</td>
<td>47</td>
</tr>
<tr>
<td>Spreading the Gospel and evangelizing</td>
<td>44</td>
<td>44</td>
<td>44</td>
<td>44</td>
<td>41</td>
</tr>
</tbody>
</table>

Parishioners in traditional, MPM, and PLC parishes are most likely to evaluate their parish as “excellent” for its celebration of sacraments over anything else. Those in consolidated parishes give the highest marks for their parish’s hospitality and sense of welcome. More than nine in ten parishioners give their parish either a “good” or “excellent” evaluation for their overall satisfaction. Those in traditional and MPM parishes are most likely to give an “excellent evaluation for this.

---

16 The positivity of these evaluations is consistent with CARA’s more than 367,000 in-pew surveys conducted in U.S. parishes in the last decade. These in part reflect the self-selection bias involved in parish evaluations (i.e., Catholic seek out parishes that best meet their needs) and that these are active Catholics in the pews.
The single aspect that attracts parishioners to their parish more than any other is its open and welcoming spirit. Two-thirds of all respondents indicated this is what attracted them “very much” and there is little variation across the different parish sub-groups.

<table>
<thead>
<tr>
<th>What Attracts Parishioners to the Parish</th>
</tr>
</thead>
</table>
| Percentage of parishioners responding that each aspect in their parish attracts them “very much”:
<table>
<thead>
<tr>
<th>All parishes</th>
<th>Traditional</th>
<th>MPM</th>
<th>PLC</th>
<th>Consolidated</th>
</tr>
</thead>
<tbody>
<tr>
<td>Its open, welcoming spirit</td>
<td>67%</td>
<td>66%</td>
<td>68%</td>
<td>67%</td>
</tr>
<tr>
<td>The quality of the liturgy</td>
<td>62</td>
<td>62</td>
<td>61</td>
<td>63</td>
</tr>
<tr>
<td>The quality of the preaching</td>
<td>62</td>
<td>62</td>
<td>63</td>
<td>62</td>
</tr>
<tr>
<td>The sense of belonging you feel here</td>
<td>62</td>
<td>60</td>
<td>65</td>
<td>64</td>
</tr>
<tr>
<td>The quality of the music</td>
<td>53</td>
<td>51</td>
<td>50</td>
<td>62</td>
</tr>
<tr>
<td>Its opportunities for spiritual growth</td>
<td>52</td>
<td>49</td>
<td>48</td>
<td>56</td>
</tr>
<tr>
<td>The beauty of the church</td>
<td>51</td>
<td>48</td>
<td>41</td>
<td>65</td>
</tr>
<tr>
<td>Its religious ed./formation for children/youth</td>
<td>47</td>
<td>45</td>
<td>44</td>
<td>55</td>
</tr>
<tr>
<td>Its respect for cultural traditions</td>
<td>47</td>
<td>43</td>
<td>43</td>
<td>63</td>
</tr>
<tr>
<td>Its character as a diverse community</td>
<td>42</td>
<td>39</td>
<td>38</td>
<td>57</td>
</tr>
<tr>
<td>The programs and activities of the parish</td>
<td>42</td>
<td>40</td>
<td>41</td>
<td>48</td>
</tr>
<tr>
<td>Its programs in your native language</td>
<td>41</td>
<td>37</td>
<td>36</td>
<td>58</td>
</tr>
<tr>
<td>Its commitment to social justice</td>
<td>41</td>
<td>37</td>
<td>42</td>
<td>50</td>
</tr>
<tr>
<td>Its faith formation for adults</td>
<td>39</td>
<td>36</td>
<td>35</td>
<td>52</td>
</tr>
<tr>
<td>Its programs for young adults</td>
<td>37</td>
<td>34</td>
<td>33</td>
<td>49</td>
</tr>
</tbody>
</table>

Parishioners also say they are “very much” attracted to their parish by the quality of the liturgy, the quality of preaching, and the sense of belonging they feel there. More than half agree “very much” that they are attracted by the quality of the music, opportunities for spiritual growth in the parish, and the beauty of the church.

In some aspects, parishioners in PLC parishes give their parishes higher marks than those in other types of parishes. These findings are consistent with earlier research conducted by Ruth Wallace. See They Call Her Pastor (1992) State University of New York Press and They Call Him Pastor (2003) Paulist Press.
Respondents overall are most likely to consider the ministry and leadership of their pastor or PLC as “excellent” (64 percent and 61 percent, respectively). However, those in PLC parishes are less likely to evaluate this as “excellent” (48 percent each) meaning that parishioners are responding more positively to these two items when they have a priest pastor.\textsuperscript{18} Those in consolidated parishes are also a bit less likely to evaluate their pastor or PLC as “excellent” (54 percent).\textsuperscript{19}

\textit{Evaluate the following ministries, persons, and programs:}

\begin{table}
\begin{tabular}{|l|c|c|c|c|c|}
\hline
 & All parishes & Traditional & MPM & PLC & Consolidated \\
\hline
Ministry of the pastor or PLC & 64\% & 65\% & 62\% & 48\% & 54\% \\
Leadership provided by the pastor or PLC & 61\% & 65\% & 62\% & 48\% & 53\% \\
Sacramental preparation for First Reconciliation and Eucharist & 60\% & 62\% & 59\% & 53\% & 54\% \\
Sacramental Preparation for Confirmation & 59\% & 62\% & 56\% & 53\% & 53\% \\
RCIA & 57\% & 61\% & 55\% & 49\% & 51\% \\
Children’s religious education programs & 57\% & 58\% & 54\% & 55\% & 50\% \\
Sacramental preparation for Baptism & 56\% & 57\% & 57\% & 50\% & 54\% \\
Marriage preparation & 54\% & 55\% & 54\% & 49\% & 50\% \\
Youth ministry & 53\% & 54\% & 50\% & 54\% & 39\% \\
Ministry of the professional ministry staff & 53\% & 56\% & 52\% & 45\% & 43\% \\
Director of Religious Education & 53\% & 56\% & 54\% & 47\% & 42\% \\
Youth Minister & 52\% & 53\% & 51\% & 50\% & 37\% \\
Vision provided by the pastor or PLC & 51\% & 53\% & 48\% & 46\% & 46\% \\
Faith formation for adults & 49\% & 51\% & 44\% & 48\% & 40\% \\
The Parish Pastoral Council & 47\% & 49\% & 44\% & 47\% & 42\% \\
Bible study & 42\% & 43\% & 41\% & 43\% & 33\% \\
Small faith-sharing groups & 42\% & 44\% & 38\% & 43\% & 35\% \\
Retreats & 41\% & 39\% & 42\% & 46\% & 34\% \\
\hline
\end{tabular}
\end{table}

\textsuperscript{18} Note that more than eight in ten parishioners in PLC parishes give their PLC “good” or “excellent” evaluations for ministry and leadership. Thus, these responses do not represent greater dissatisfaction among parishioners in PLC parishes with their leadership.

\textsuperscript{19} More than eight in ten parishioners in consolidated parishes give their pastor or PLC “good” or “excellent” evaluations for ministry and leadership.
About half or more parishioners in all types of parishes give “excellent” evaluations for their parish’s sacramental preparation programs for First Reconciliation and Eucharist, confirmation, and baptism; RCIA; children’s religious education programs; and marriage preparation. Specific ministry staff are less likely to be rated as “excellent.” Fewer than half give “excellent” evaluations for their parish pastoral council, Bible study programs, small faith-sharing groups, or retreats. In the case of the latter three, this may represent the lack of these programs in some parishes.

Those in traditional parishes have the highest average of “excellent” ratings for all aspects listed (55 percent). Those in MPM parishes provide the next highest average rating (51 percent), followed by those in PLC parishes (49 percent), and those in consolidated parishes (45 percent).

More than half of parishioners “strongly agree” that they would feel comfortable talking with their pastor or PLC. However, slightly fewer, 45 percent, responded as such in PLC parishes. With the exception of those in MPM parishes, about half or more respondents “strongly agree” that their parish has undergone significant changes in the last five years. Slightly fewer, 40 percent, of those in MPM parishes responded as such.

<table>
<thead>
<tr>
<th>Do you agree or disagree with the following statements?</th>
<th>Percentage of parishioners responding “strongly agree”</th>
</tr>
</thead>
<tbody>
<tr>
<td>I would feel comfortable talking with the pastor or PLC</td>
<td>All parishes: 54%, Traditional: 56%, MPM: 57%, PLC: 45%, Consolidated: 58%</td>
</tr>
<tr>
<td>This parish has undergone significant changes in the last five years</td>
<td>All: 48%, Traditional: 49, MPM: 40, PLC: 52, Consolidated: 50</td>
</tr>
<tr>
<td>I feel well informed about parish finances</td>
<td>All: 38%, Traditional: 37, MPM: 35, PLC: 43, Consolidated: 35</td>
</tr>
<tr>
<td>There is sufficient qualified parish staff to meet the parish’s needs</td>
<td>All: 36%, Traditional: 36, MPM: 39, PLC: 32, Consolidated: 32</td>
</tr>
<tr>
<td>I am comfortable with the idea of sharing staff with neighboring parishes</td>
<td>All: 36, Traditional: 35, MPM: 35, PLC: 40, Consolidated: 38</td>
</tr>
<tr>
<td>Parish pastoral council members are accessible to me</td>
<td>All: 29, Traditional: 29, MPM: 27, PLC: 30, Consolidated: 34</td>
</tr>
<tr>
<td>I feel I have a role in the decision making of the parish</td>
<td>All: 17, Traditional: 16, MPM: 15, PLC: 23, Consolidated: 22</td>
</tr>
<tr>
<td>Things were better at this parish five years ago</td>
<td>All: 17, Traditional: 15, MPM: 16, PLC: 25, Consolidated: 24</td>
</tr>
</tbody>
</table>

Overall, fewer than four in ten parishioners “strongly agree” that they feel well informed about parish finances or that there is sufficient qualified staff to meet the parish’s needs. Only 35 percent of those in MPM parishes “strongly agree” that they are comfortable with the idea of sharing staff with neighboring parishes. This is similar to levels of agreement in other parishes for sharing staff. Not many “strongly agree” that they feel they have a role in the decision making of their parish (17 percent overall). Parishioners
in PLC and consolidated parishes are more likely than those in MPM or traditional parishes to “strongly agree” that things were better at their parish five years ago.

Parishioners were asked a series of questions about their interest in volunteering and ministry. About half or more “strongly agree” that they feel invited and encouraged to participate in parish ministry. About a third or more “strongly agree” that it is clear to them how to become more involved. Fewer say that parish leaders encourage them to explore their vocation within the parish.

<table>
<thead>
<tr>
<th>Do you agree or disagree with the following statements?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of parishioners responding “strongly agree”</td>
</tr>
<tr>
<td>All parishes</td>
</tr>
<tr>
<td>I feel invited and encouraged to participate in parish ministry</td>
</tr>
<tr>
<td>It is clear to me how to become more involved in the ministry of my parish</td>
</tr>
<tr>
<td>Parish leaders encourage me to explore my vocation within the parish</td>
</tr>
<tr>
<td>I readily volunteer when help is needed</td>
</tr>
<tr>
<td>I am interested in being more involved in the ministry of my parish</td>
</tr>
<tr>
<td>I have felt a calling to a greater role in parish ministry</td>
</tr>
</tbody>
</table>

About a quarter “strongly agree” that they readily volunteer when help is needed. Agreement with this statement is highest among parishioners in PLC and consolidated parishes. Parishioners in these parishes are also more likely than those in MPM or traditional parishes to “strongly agree” that they are interested in being more involved with parish ministry. Parishioners in PLC parishes are more likely than those in other parishes to “strongly agree” that they have felt a calling to a greater role in parish ministry (28 percent compared to 20 percent of those in all parishes).
Parish Questionnaire

Name of the Parish
Mailing Address
City, State, Zip
Arch/diocese

ID:

PASSWORD:

Please provide the following information about this parish. Unless otherwise noted, please include any mission churches or worship sites for which the parish is responsible. If the parish is twinned, clustered, or in some other relationship with one or more other parishes, please respond to the questions only for the parish to which this questionnaire was sent. Please estimate numbers if necessary.

Parish Founding and Physical Plant

1. Year the parish was founded (erected as a parish)
2. Year the present church building was built (main parish church only)
3. Church seating capacity (main parish church only)

Yes No

4. Is the parish responsible for any “mission” churches?

5. Does the parish have more than one worship site that is used for weekly Sunday/Saturday Vigil Masses?

6. List the name and city of each mission church and/or worship site and its seating capacity.

<table>
<thead>
<tr>
<th>Name</th>
<th>City</th>
<th>Seating capacity</th>
</tr>
</thead>
</table>

Has the parish experienced any of the following since January 1, 2005? Check all that apply.

7. The parish was created (erected) as the result of a merger with at least one other parish.
8. The parish was clustered, linked, or yoked with at least one other parish.
9. Parish membership or territory was affected by the erection of a new parish.
10. Parish membership or territory was affected by the closing or suppression of a parish.

11. If the parish was created (erected) as a result of a merger of parishes since January 1, 2005, indicate the total number of parishes that merged to form the present parish.

Parish Administration

12. The parish is administered by or entrusted to:

(a) A pastor or a priest with the faculties of a pastor
(b) A team of priests who serve as the pastoral team (in solidum) according to Canon 517.1
(c) A parish life coordinator (parish life director, pastoral coordinator, etc.) appointed by the bishop or his delegate according to Canon 517.2*

*Throughout this questionnaire, PLC (parish life coordinator) refers to those to whom a parish is entrusted according to Canon 517.2.
Worship and Sacraments

Indicate the number of the following in the parish:

13. Number of sites at which Sunday/Saturday Vigil Masses are celebrated in a typical week
14. Total number of Sunday/Saturday Vigil Masses each week
15. Total number of weekday Masses each week (Monday through Saturday morning)
16. Total number of persons (adults and children) attending Sunday/Saturday Vigil Masses on a typical weekend in October

Indicate the number of the following celebrated in the parish during 2009 (write “0” if none):

17. Total number of Sunday Celebrations in the Absence of a Priest during 2009
18. Total number of weekday communion services during 2009

19. List the language(s) other than English in which Masses are celebrated and the number of times per month for each language.

<table>
<thead>
<tr>
<th>Language</th>
<th>Number of Masses per month</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Yes No

☐: ☐ 20. Does the parish have special observances (e.g., feast days, devotions, or other celebrations) for particular ethnic or cultural groups in the parish?

21. If yes, please describe:

________________________

________________________

Indicate the total number of sacraments or rites celebrated in the parish in each category during 2009:

22. Baptisms of infants or children (up to 7 years of age)
23. Baptisms of youth and adults (over 7 years of age)
24. Receptions into full communion (for those baptized into another Christian tradition)
25. First Communions
26. Confirmations
27. Marriages between two Catholics
28. Inter-church Marriages (one spouse Catholic, the other from another Christian tradition)
29. Inter-faith Marriages (one spouse Catholic, the other from a non-Christian tradition)
30. Funerals

Composition of the Parish Community

31. Number of registered families/households
32. Number of individual registered parishioners (adults and children)

33. If the parish regularly serves a significant number of Catholics who are not registered in the parish, please describe and explain.

________________________

________________________
34. Estimate the percentage of registered parishioners in each category (should sum to 100%):

_____% (a) White
_____% (b) Black, African American, or African
_____% (c) Asian, Native Hawaiian, or other Pacific Islander
_____% (d) American Indian or Alaska Native
_____% (e) Hispanic or Latino(a)
_____% (f) Other: ________________________________________________________________

35. List the particular ethnic or cultural groups that are served by the parish.

36. Estimate the percentage of registered parishioners in each category (should sum to 100%):

_____% (a) Children and adolescents (under age 18)
_____% (b) Young adults (age 18 to 39)
_____% (c) Middle aged (age 40 to 64)
_____% (d) Seniors (age 65 and older)

Parish Ministries, Programs, and Services

Does the parish provide or offer the following ministries, programs, or services? Check all that apply.

☐ 37 Religious education/faith formation/catechesis for children
☐ 38 Religious education/faith formation/catechesis for adolescents
☐ 39 Adult faith formation
☐ 40 Whole family/intergenerational catechesis
☐ 41 Sacramental preparation
☐ 42 Marriage preparation
☐ 43 RCIA
☐ 44 Evangelization
☐ 45 Youth ministry
☐ 46 Young adult ministry
☐ 47 Ministry to elderly/senior citizens
☐ 48 Ministry to persons with disabilities
☐ 49 Ministry to infirm or homebound
☐ 50 Ministry to bereaved
☐ 51 Ministry to divorced/separated
☐ 52 Social services to meet individual needs
☐ 53 Social action to educate or effect change
☐ 54 Other: _________________________

55. If the parish provides ministry, programs, services, and/or outreach to any specific ethnic or cultural groups, list the group(s) and the programs offered (do not include Masses and/or other special observances reported in the “Worship” section above).

56. List the language(s) (other than English) in which other parish ministries, programs, services, and/or outreach are offered (do not include Masses and/or other special observances reported in the “Worship” section above).
Parish Consultative Bodies

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

57. Does the parish have a Parish Pastoral Council?  **If no, skip to question 66.**

<table>
<thead>
<tr>
<th>☐</th>
<th>☐</th>
</tr>
</thead>
</table>

58. Number of members who serve on the Parish Pastoral Council (including *ex officio*).

How are these members selected to serve on the Parish Pastoral Council?  **Check all that apply.**

- ☐ Elected at large
- ☐ Discerned from a group of candidates
- ☐ Appointed by the pastor/PLC
- ☐ Representative members sent by parish organizations or committees
- ☐ Serving *ex-officio* (e.g., pastor, parish staff)
- ☐ Chosen in some other way

65. How frequently does the Parish Pastoral Council meet?  **Check only one category.**

- ☐ Monthly
- ☐ Bi-monthly
- ☐ Quarterly
- ☐ Semi-annually
- ☐ Annually
- ☐ Other:

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

66. Does the parish have a Parish Finance Council (Canon 537)?  **If no, skip to question 74.**

<table>
<thead>
<tr>
<th>☐</th>
<th>☐</th>
</tr>
</thead>
</table>

67. Number of members who serve on the Parish Finance Council (including *ex officio*).

How are these members selected to serve on the Parish Finance Council?  **Check all that apply.**

- ☐ Solicited by the pastor/PLC
- ☐ Nominated or recommended by the current Parish Finance Council
- ☐ Nominated or recommended by the Parish Pastoral Council
- ☐ Nominate themselves in response to an open call
- ☐ Serving *ex-officio* (e.g., pastor, parish staff)
- ☐ Chosen in some other way

74. How frequently does the Parish Finance Council meet?  **Select only one category.**

- ☐ Monthly
- ☐ Bi-monthly
- ☐ Quarterly
- ☐ Semi-annually
- ☐ Annually
- ☐ Other:

Parish Budget and Offertory Collections

<table>
<thead>
<tr>
<th>$__________</th>
<th>$__________</th>
<th>$__________</th>
</tr>
</thead>
<tbody>
<tr>
<td>75. Annual operating revenue for the most recent fiscal year (exclude school)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>76. Annual operating expenses for the most recent fiscal year (exclude school)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>77. Average total weekly offertory collection (exclude special collections, building fund, etc.)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>☐</td>
<td>☐</td>
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</tbody>
</table>

78. Does the parish have a parish school?

<table>
<thead>
<tr>
<th>☐</th>
<th>☐</th>
</tr>
</thead>
</table>

79. Does the parish support a regional school?

<table>
<thead>
<tr>
<th>☐</th>
<th>☐</th>
</tr>
</thead>
</table>

80. Percentage of the total parish budget used to support the parish and/or regional school.

<table>
<thead>
<tr>
<th>_____%</th>
<th>80</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>☐</th>
<th>☐</th>
</tr>
</thead>
</table>
Parish Change since January 1, 2005

Please estimate the following in the parish five years ago, i.e., in 2005:

______ 81. Number of registered families/households
______ 82. Number of individual registered parishioners
______ 83. Total number of persons (adults and children) attending Sunday/Saturday Vigil Masses on a typical weekend in October

$_______ 84. Annual operating revenue (exclude school)
$_______ 85. Annual operating expenses (exclude school)
$_______ 86. Average total weekly offertory collection (exclude special collections, building fund, etc.)

87. Estimate the percentage of parishioners in each category five years ago, i.e., in 2005 (should sum to 100%):

______ % (a) White
______ % (b) Black, African American, or African
______ % (c) Asian, Native Hawaiian, or other Pacific Islander
______ % (d) American Indian or Alaska Native
______ % (e) Hispanic or Latino(a)
______ % (f) Other: _________________________________________________________________

88. Estimate the percentage of parishioners in each category five years ago, i.e., in 2005 (should sum to 100%):

______ % (a) Children and adolescents (under age 18)
______ % (b) Young adults (age 18 to 39)
______ % (c) Middle aged (age 40 to 64)
______ % (d) Seniors (age 65 and older)

Multiple Parish Ministry

Please respond to the following questions only if the pastor, PLC (Canon 517.2), or pastoral team (Canon 517.1) is responsible for more than this one parish. If not, skip to the section on Pastor, Priests, Deacons, and Parish Pastoral Staff on Page 7.

______ 89. Total number of parishes for which the pastor, PLC, or pastoral team is responsible
______ 90. Year the parish began sharing a pastor, PLC, or pastoral team with at least one other parish
______ 91. Distance (in miles) between the two parishes that are the farthest apart
______ 92. Distance (travel time in minutes) between the two parishes that are the farthest apart

Yes  No
☐  ☐ 93. Does the pastor, PLC (Canon 517.2), or pastoral team (Canon 517.1) reside in the parish?

94. What is the arrangement between or among these parishes called? Select only one category.

☐ (a) Linked
☐ (b) Clustered
☐ (c) Yoked
☐ (d) Twinned/paired
☐ (e) Sister parishes
☐ (f) Other: ____________________________
95. List the name, city, and size (number of registered families/households and/or number of individual registered parishioners) of each of the other parishes.

<table>
<thead>
<tr>
<th>Name</th>
<th>City</th>
<th>Families/households</th>
<th>Parishioners</th>
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</table>

In addition to the pastor, PLC, or pastoral team, does the parish share any of the following with any of the other parishes? *Check all that apply.*

- [x] Deacon(s)
- [ ] Other paid staff
- [ ] Volunteers
- [ ] Communications (e.g. bulletin, website)
- [ ] Inter-parish pastoral council/committee
- [ ] Inter-parish finance council/committee
- [ ] Other ministries, programs, or services
- [ ] Inter-parish pastoral council/committee
- [ ] Inter-parish finance council/committee
- [ ] Other ministries, programs, or services

If the parish shares ministries, programs, or services, please indicate which programs the parishes share. *Check all that apply.*

- [ ] Religious education/faith formation/catechesis for children
- [ ] Religious education/faith formation/catechesis for adolescents
- [ ] Adult faith formation
- [ ] Whole family/intergenerational catechesis
- [ ] Sacramental preparation
- [ ] Marriage preparation
- [ ] RCIA
- [ ] Evangelization
- [ ] Youth ministry
- [ ] Young adult ministry
- [ ] Ministry to elderly/senior citizens
- [ ] Ministry to persons with disabilities
- [ ] Ministry to infirm or homebound
- [ ] Ministry to bereaved
- [ ] Ministry to divorced/separated
- [ ] Social services to meet individual needs
- [ ] Social action to educate or effect change
- [ ] Other: _______________________

**PLEASE USE THE POSITION TITLES LISTED ON THE ENCLOSED SHEET TO ASSIST IN COMPLETING THE GRID ON THE NEXT PAGE OF THIS QUESTIONNAIRE**

In the event it is necessary for CARA to contact you for clarification about the data reported here, please supply the following information.

Person Completing the Survey: _____________________________________________________

Telephone: ___________________________ E-mail: ___________________________________
Using the grid below, list the name of the pastor/priest administrator or PLC, all priests and deacons who assist in the parish on a regular basis, all paid parish (not school) staff, and all volunteers who work for the parish for at least 20 hours in a typical week. Exclude staff members who work only in the school. Moving horizontally across the grid, provide the information requested for each clergy or staff member. All information will be kept confidential. You can reproduce this page for additional people if necessary.

<table>
<thead>
<tr>
<th>Name of Priest, Deacon, or Staff Person</th>
<th>Position</th>
<th>Hours per Week</th>
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Survey Position Titles with Brief Descriptions

Pastoral Leadership Positions

1. **Pastor/Administrator**: Priest responsible for directing and implementing all aspects of parish life -- sacramental, liturgical, educational, ministerial, financial, and administrative, etc.

2. **Associate Pastor/Parochial Vicar**: Priest who assists Pastor in certain aspects of parish life, especially sacramental, liturgical, educational, ministerial, etc.

3. **Permanent Deacon**: Provides unpaid service to parish by assisting in sacramental ministry (deacon at Mass, preaching, other sacraments), assisting poor, visiting sick & prisoners, etc. (Indicate paid ministry with positions listed below.)

4. **Parish Life Coordinator (Canon 517.2)**: In lieu of a priest pastor/administrator, coordinates the daily pastoral care of a parish including sacramental, liturgical, educational, ministerial, financial, and administrative functions.

5. **Parish Administration & Ministry Director**: Directs both pastoral ministries & administration (office, facilities and business functions) under general oversight of a priest pastor or priest administrator. Includes supervision of staff.

6. **Pastoral Ministry Director**: Direct the pastoral ministries of a parish under general oversight of a priest pastor or priest administrator. Includes supervision of staff.

Pastoral Ministries Positions

7. **Pastoral Associate/Assistant**: Serves as chief assistant to pastor in a parish, coordinating several parish activities and programs.

8. **Pastoral Minister**: Responsible for narrow range of pastoral duties under the direction of pastor, pastoral associate or other staff member. Provides direct services for several ministry areas or for a single ministry.

9. **Family Life Director**: Oversees & directs large and active parish family life ministry program including counseling, referral, educational programs and services covering full range of family ministry.

10. **Family Life Coordinator**: Facilitates, coordinates and conducts parish family life ministry program activities. May supervise volunteers.

11. **Pastoral Counselor**: Provides individual and/or group counseling to assist parishioners achieve more effective personal, social, religious, educational development.

12. **Parish Nurse**: Performs a wide variety of health care activities including health education, skilled nursing care, CPR and first aid as needed. Requires licensure as Licensed Practical Nurse.

13. **Senior Ministry Coordinator**: Coordinates and conducts parish social, educational, spiritual and physical services to active senior adults. Identifies, implements and coordinates activities.

14. **Pastoral Care Director**: Directs parish pastoral care ministry to sick, elderly, homebound and bereaved parishioners and families. Recruits, trains, & evaluates paid & volunteer ministers.

15. **Pastoral Care Coordinator**: Coordinates and conducts outreach to persons who are homebound, disabled and/or ill. Recruits, screens, trains, and supports volunteers and/or parishioners.

16. **Social Ministry Director**: Oversees & directs large & active parish social ministry program with service, education, advocacy and action components covering full range of social ministry.

17. **Social Ministry Coordinator**: Coordinates and provides direct services in a small parish social ministry program or in one or more components of a large parish social ministry program.

18. **Youth Ministry Director**: Directs comprehensive Youth Ministry Program, including catechetics, spiritual formation, active worship, leadership training & service opportunities. May minister to young adults.

19. **Youth Ministry Coordinator**: Coordinates and conducts youth ministry program including spirituality, liturgy, guidance, and social action (often without responsibility for youth catechesis). May minister to young adults.

20. **Youth Minister**: Coordinates specific segment of a total youth ministry program and provides direct ministry to youth. May supervise volunteers. May be filled by those training for Youth Ministry field.

21. **Young Adult Ministry Coordinator**: Coordinates the evangelical outreach, pastoral ministry, and catechesis to young adults in college and/or those in their twenties and thirties.

Religious Education Related Positions

22. **Catechetical Ministry Director**: Directs a comprehensive religious education program including Christian formation for adults, teens, & children. Supervises staff & volunteers. Requires Master’s Degree.

23. **Catechetical Ministry Coordinator**: Coordinates and conducts parish religious education programs, primarily with published resources and volunteers. Requires Bachelor’s Degree.

24. **Catechetical Ministry Assistant**: Implements and provides administrative support for small religious education program or one facet of large religious education program.

25. **Adult Faith Formation Director**: Directs, facilitates and conducts a number of adult faith activities and programs in a parish. Responsible for budget preparation and training of volunteers. May minister to young adults.

26. **Adult Faith Formation Coordinator**: Conducts and implements adult faith activities and educational programs in a parish, serving as contact and resource for small groups. May minister to young adults.

27. **Sacramental Preparation Director**: Directs all aspects of formation and preparation of children & parents for sacraments of Baptism, Reconciliation, Eucharist & Confirmation and couples for Marriage.

28. **Sacramental Preparation Coordinator**: Coordinates and conducts sacramental preparation activities for Reconciliation, Eucharist and Confirmation as well as for children’s baptism and marriage.

29. **RCIA Director**: Directs RCIA program/process. Recruits & trains team. Oversees entry of potential Catholics, recruitment of candidate sponsors, catechesis of participants, and liturgical celebrations in year-round program.

30. **RCIA Coordinator**: Coordinates/conducts parish RCIA process including team assignments, recruitment and religious formation of candidates, and coordination of RCIA liturgical activities.

31. **Library / Media Center Coordinator**: Administers small parish and/or school library or media center. May supervise volunteer staff.
Facilities Positions

32 **Director of Liturgy & Music**: Directs comprehensive liturgy and music program for full liturgical cycle, including special liturgical events, multiple choirs, liturgy teams/committees, training/scheduling, and program/event evaluation.

33 **Liturgy Director**: Designs & coordinates full liturgical program including liturgical seasons, special liturgical events, liturgy committees, worship environment, scheduling presiders and other liturgical ministers.

34 **Liturgy Coordinator**: Coordinates parish liturgies. May include planning, scheduling (lectors, ministers, ushers, etc.), opening and closing church, set up for Mass and sacraments, supervision of volunteers.

35 **Sacristan**: Sets up vestments, books, candles, and other liturgical materials in church to prepare for ceremonies. Monitors maintenance & cleanliness of church facilities. Maintains inventory of supplies.

36 **Music Director**: Plans and coordinates comprehensive music program including several choirs/musician groups, supervision & training of musicians/cantors & special music performances.

37 **Music Coordinator**: Plans and coordinates parish music including scheduling musicians at parish liturgies, leading/accompanying music for liturgical services & coordinating musical ensembles.

38 **Liturgical Musician**: As cantor, organist, guitarist, etc, leads/accompanies assembly for musical component of liturgies and other services. May select music, teach music to assembly, and lead volunteers.

Business/Administrative Positions

39 **Business Administrator**: Delegated by Pastor to administer finance, human resources, development, communications, technology, purchasing, and facilities functions in parish. Includes supervision of staff.

40 **Business Manager**: Manages many administrative functions in parish. Typically supervises support and maintenance staff and personally performs more complex administrative duties.

41 **Business Coordinator**: Manages limited range of administrative functions. Often handles finances, prepares financial reports/statements and assists with annual audit. Little or no supervisory responsibility.

42 **Bookkeeper**: Maintains records for general ledger, subsidiary ledgers, payroll, accounts receivable, accounts payable, other accounts and current financial information on all funds.

43 **Account Clerk**: Performs more routine accounting clerical, data entry and bookkeeping functions. May utilize accounting computer program to process and keep records.

44 **Development/Stewardship Coordinator**: Coordinates & implements parish fundraising and stewardship program including stewardship education, coordination of fundraising activities, and special events.

45 **Volunteer / Parish Involvement Coordinator**: Coordinates and conducts volunteer program including such volunteer management techniques as needs assessment, time & talent survey, volunteer training, & background checks.

46 **Information Technology Coordinator**: Provides technical support for personal computer & system network, including hardware & software installation, system backups, troubleshooting & computer user training.

47 **Website Coordinator**: Maintains accuracy of web site content. Develops and designs web pages using Internet and website software. Writes, edits, codes, and publishes site changes and additions in timely manner.

Office & Support Positions

48 **Office Staff Supervisor**: Supervises two or more full-time office support staff employees and may supervise volunteers. Personally performs more sensitive, difficult, and complex office functions as described in the Office Manager position.

49 **Office Manager**: Performs sensitive & complex office functions, e.g., maintains office systems, schedules & monitors staff hours and facility usage, coordinates keys & petty cash, Executive Secretary functions. May supervise volunteers.

50 **Executive Secretary**: Assists Pastor with administrative functions (parish council, parish budget, sacramental records, personnel matters, keys, petty cash, etc.) and with secretarial functions (correspondence, calendar, other office needs).

51 **Administrative Assistant / Secretary**: Performs administrative support, secretarial, clerical, and record keeping duties. May include typing of reports, correspondence, & weekly bulletin; processing mail, entering data, greeting visitors, etc.

52 **Receptionist**: Performs general receptionist tasks including greeting/referring visitors & telephone callers, taking messages, distributing mail and performing general clerical work as time permits.

53 **Office Assistant**: Performs routine clerical tasks such as distributing mail, data entry, typing, file maintenance, photocopying and duplicating of materials. Requires no previous experience.

Facilities Positions

54 **Facilities Maintenance Supervisor**: Supervises maintenance, renovation and upkeep of buildings & grounds. Supervises maintenance & grounds employees. May oversee outside contractors.

55 **Facilities Maintenance Coordinator**: Coordinates maintenance of buildings & grounds through volunteers, seasonal help and outside contractors. Personally performs many maintenance functions.

56 **Maintenance Worker**: Performs maintenance of buildings and grounds including semi-skilled carpentry, plumbing, electrical, painting and other maintenance and repair work.

57 **Groundskeeper**: Maintains parish grounds by caring for lawn, trees, shrubs, and flowers; mowing, trimming, raking, and watering; ice & snow removal; and collecting and disposing of leaves and litter.

58 **Maintenance Helper/Custodian**: Performs cleaning, facility set up, hauling and moving of equipment, mowing, raking and watering of grounds, ice and snow removal, and minor maintenance tasks.

59 **Housekeeper/Janitor**: Maintains church and other buildings in clean and orderly manner, including dusting, vacuuming and waxing of floors, cleaning bathrooms, washing windows and trash removal.

60 **Rectory Housekeeper/Cook**: Provides cleaning, cooking and/or laundry services for persons living in rectory.

Other Parish Positions

61 **Other**: (Please specify Position Title and brief summary of duties.)
Your pastor/parish life coordinator indicated that you are a parish leader (staff member, volunteer, member of a parish council, or are active in parish life in other ways). This is not a commercial survey and your responses are completely confidential. The results will only be presented in aggregate and the names of individuals will not be shared with anyone. If a survey question does not apply to you leave it blank. Questions or assistance: Mark Gray at mmg34@georgetown.edu or 202-687-0885.

1. Year you began ministry or service at the parish named above.
2. Total number of hours you are involved in ministry or service at this parish in an average week.
3. Total number of paid hours you are involved in ministry at this parish in an average week.

4. In addition to this parish above, are you currently involved in ministry at other parishes?
5. If yes, the total number of other parishes where you provide ministry.
6. Total number of hours you are involved in ministry at all other parishes in an average week.
7. Total number of paid hours you are involved in ministry at all other parishes in an average week.

The questions that follow are specific to your ministry, service or activity at the parish named on the label above.

8. Is there a title(s) for your ministry position/role?
9. If yes, please specify the title(s) below:

10. Is there a written description for this position(s)?
11. Year you began ministering/serving in this position(s).
12. Before beginning your ministry or service at this parish were you a parishioner here?
13. Did you start ministry or service at this parish as a volunteer?
14. Year you first felt a call to ministry or service at this parish.

15. Year you first felt a call to ministry or parish service in any setting (parish, school, hospital; paid or volunteer).
16. Year you first became involved in ministry or service in any setting (parish, school, hospital; paid or volunteer).

Yes No

17. Were you inspired to be in ministry by any movement or program within the Church (e.g., Cursillo, RENEW). If yes, specify:

Please use these responses for questions 18 to 36:

18. Liturgy and/or music ministry.
20. Adult faith formation.
21. Sacramental preparation/ RCIA.
22. Youth ministry.
23. Young adult ministry.
24. Evangelization.
25. Stewardship and development.
27. General parish administration.
28. Parish council duties/meetings.
29. Services to those in financial need.
30. Ministry to the sick, people with disabilities, or the homebound.
31. Ministry to the separated and divorced.
32. Ministry to the bereaved.
33. Ministry to the elderly/seniors.
34. Ethnic/cultural ministries (e.g., celebrations, community, outreach).
35. Public affairs/advocacy.
36. Other(s) (specify):

On average, how much of your time in ministry or service to this parish per month is spent on the following?

1= None  4= About half (41-60%)
2= A little (1-20%)  5= More than half (61-80%)
3= Some (21-40%)  6= Almost all (81% or more)

18. Liturgy and/or music ministry.
20. Adult faith formation.
21. Sacramental preparation/ RCIA.
22. Youth ministry.
23. Young adult ministry.
24. Evangelization.
25. Stewardship and development.
27. General parish administration.
28. Parish council duties/meetings.
29. Services to those in financial need.
30. Ministry to the sick, people with disabilities, or the homebound.
31. Ministry to the separated and divorced.
32. Ministry to the bereaved.
33. Ministry to the elderly/seniors.
34. Ethnic/cultural ministries (e.g., celebrations, community, outreach).
35. Public affairs/advocacy.
36. Other(s) (specify):

37. Using the numbers for items 18-36 above (e.g., “24” would represent Evangelization”) indicate your primary ministry (e.g., most involved).
Please use these responses for questions 38 to 58:

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<th>1 = Not at all</th>
<th>2 = A little</th>
<th>3 = Somewhat</th>
<th>4 = Very Much</th>
<th>NA = Not Applicable</th>
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How much do you agree with the following statements regarding your ministry or service to this parish? Check the “NA” box if it does not apply to your ministry.

1  2  3  4  NA
☐ ☐ ☐ ☐ 38. I felt adequately prepared for ministry.
☐ ☐ ☐ ☐ 39. I felt adequately prepared for my ministry at the time I began it.
☐ ☐ ☐ ☐ 40. I feel sufficient job security in the parish.
☐ ☐ ☐ ☐ 41. The parish provides me with the resources I need for my ministry/service.
☐ ☐ ☐ ☐ 42. As a youth/young adult I had a desire to be involved in parish ministry.
☐ ☐ ☐ ☐ 43. I consider my ministry or service a calling or vocation, not just a job.
☐ ☐ ☐ ☐ 44. My knowledge/experience of my culture is essential to my ministry.
☐ ☐ ☐ ☐ 45. I believe my knowledge/experience of my culture is part of the reason I was selected for leadership.
☐ ☐ ☐ ☐ 46. I often feel overworked in my parish ministry or service.

Please use these responses for questions 59 to 68:

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<th>1 = Poor</th>
<th>2 = Fair</th>
<th>3 = Good</th>
<th>4 = Excellent</th>
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Please evaluate these aspects of parish life in this parish:

1  2  3  4
☐ ☐ ☐ ☐ 59. Your overall satisfaction with the parish.
☐ ☐ ☐ ☐ 60. Sense of community within the parish.
☐ ☐ ☐ ☐ 61. Masses and liturgies in general.
☐ ☐ ☐ ☐ 62. Vision provided by parish leaders.
☐ ☐ ☐ ☐ 63. Encouragement of parishioners to share their time, talent, and treasure.
☐ ☐ ☐ ☐ 64. Efforts to educate parishioners in the faith.
☐ ☐ ☐ ☐ 65. Spreading the Gospel/evangelizing.
☐ ☐ ☐ ☐ 66. Hospitality or sense of welcome to all.
☐ ☐ ☐ ☐ 67. Celebration of the Sacraments.
☐ ☐ ☐ ☐ 68. Promoting important Church teachings/causes (e.g., protecting life, helping the needy).

Please use these responses for questions 69 to 77:

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<th>1 = None</th>
<th>2 = A little</th>
<th>3 = Some</th>
<th>4 = Very much</th>
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In your opinion, how much priority should this parish give to:

1  2  3  4
☐ ☐ ☐ ☐ 69. Sense of community within the parish.
☐ ☐ ☐ ☐ 70. Masses and liturgies in general.
☐ ☐ ☐ ☐ 71. Vision provided by parish leaders.
☐ ☐ ☐ ☐ 72. Encouragement of parishioners to share their time, talent, and treasure.
☐ ☐ ☐ ☐ 73. Efforts to educate parishioners in the faith.
☐ ☐ ☐ ☐ 74. Spreading the Gospel/evangelizing.
☐ ☐ ☐ ☐ 75. Hospitality or sense of welcome.
☐ ☐ ☐ ☐ 76. Celebration of the Sacraments.
☐ ☐ ☐ ☐ 77. Promoting important Church teachings/causes (e.g., protecting life, helping the needy).

Which of the following first led you to enter Church ministry and/or service in any setting (e.g., parish, school, hospital)? Check all that apply:

☐ 78. Response to God’s call.
☐ 79. To be of service to the Church (e.g., parish, school).
☐ 80. To enhance my spiritual life.
☐ 81. Fit areas of competence, interests, and/or gifts.
☐ 82. Invited by a pastor/parish life coordinator.
☐ 83. Wanted to be more active in parish life.
☐ 84. Attracted to ministry/service in local community.
☐ 85. Wanted to minister to or serve a particular ethnic, income, age, or disability group.
☐ 86. Other (specify):
____________________________.
Did any of the individuals listed below encourage you to begin your service or ministry? Check all that apply.

☐ 87. Spouse.
☐ 88. Other family member.
☐ 89. Priest.
☐ 90. Lay ecclesial minister.
☐ 91. Religious brother/sister.

☐ 92. Deacon.
☐ 93. A friend.
☐ 94. Teacher/professor.
☐ 95. A parishioner.

☐ 96. My ministry or service to the parish.
☐ 97. Continuing education and professional development.
☐ 98. Personal prayer and spiritual reflection.
☐ 99. Family responsibilities.
☐ 100. Time with friends or guests.
☐ 101. Hobbies or special interests.

☐ 102. Providing ministry to others.
☐ 103. Communicating.
☐ 104. Recruiting staff and volunteers.
☐ 105. Administration and planning.
☐ 106. Collaborating.
☐ 107. Teaching/providing instruction.
☐ 110. Working in a multicultural environment.
☐ 111. Supervising others.
☐ 112. Facilitating events/meetings.

How much do you agree that you have sufficient time for the following aspects of your ministry and life?

1 2 3 4 NA

☐ 96. My ministry or service to the parish.
☐ 97. Continuing education and professional development.
☐ 98. Personal prayer and spiritual reflection.
☐ 99. Family responsibilities.
☐ 100. Time with friends or guests.

How prepared are you in the following areas of parish life?

1 2 3 4 NA

☐ 102. Providing ministry to others.
☐ 103. Communicating.
☐ 104. Recruiting staff and volunteers.
☐ 105. Administration and planning.
☐ 106. Collaborating.
☐ 107. Teaching/providing instruction.
☐ 110. Working in a multicultural environment.
☐ 111. Supervising others.
☐ 112. Facilitating events/meetings.

113. Which of the following best describes you (select one):

☐ 1. Diocesan priest.
☐ 2. Permanent deacon.
☐ 3. Lay woman.
☐ 4. Lay man.
☐ 5. Religious priest.
☐ 7. Religious brother.

114. If a deacon or lay person, what best describes your current marital status?

☐ 2. Married/remarried.
☐ 4. Widowed.

Yes No

☐ ☐ 115. If married, is your spouse Catholic?
☐ ☐ 116. If married, is your spouse employed?

Please use these responses for questions 117 to 137:

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not at all</td>
<td>Somewhat</td>
<td>A little</td>
<td>Very Much</td>
</tr>
</tbody>
</table>

Please evaluate the success of the parish where you are in ministry in achieving the following:

124. Providing cultural, ethnic, or national celebrations important to parishioners.
125. Promoting ministry opportunities.
126. Effectively using committees/councils.
127. Educating parishioners in the faith.
128. Providing social activities/programs.
129. Providing Mass in preferred languages.
130. Ministering to young adults.
131. Ministering to families.
132. Ministering to the elderly.
133. Ministering to those who are grieving.
134. Ministering to recent immigrants.
135. Ministering to those in financial need.
136. Outreach to inactive Catholics.
137. Providing accessibility for persons with disabilities.

Did you ever attend…

Yes No

☐ ☐ 138. Catholic primary school (K-8)?
☐ ☐ 139. Catholic secondary school (9-12)?
☐ ☐ 140. Catholic college/university/seminary?

☐ 141. Year you were born.

Please use these responses for questions 143 to 146:

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yourself</td>
<td>Your father</td>
<td>Your mother</td>
<td>Any of your grandparents</td>
</tr>
</tbody>
</table>

Were any of these persons born outside of the United States? Check all that apply.

☐ 143. Yourself.
☐ 144. Your father.
☐ 145. Your mother.
☐ 146. Any of your grandparents.

147. Language(s) used in ministry: __________________.
Which of the following best describes your racial or ethnic background? Check all that apply.

☐ 148. Asian/Pacific Islander/Native Hawaiian.
☐ 149. Black/African American/African/Afro-Caribbean.
☐ 150. Hispanic/Latino(a).
☐ 151. Native American/American Indian/Native Alaskan.
☐ 152. White/Caucasian/European descent.

153. Is there a national origin, ethnicity, ancestry, tribe, or other group with which you identify yourself?

__________________________________________.

154. What best describes your highest level of education?
☐ 1. High school graduate or less.
☐ 2. Some college or a two-year degree.
☐ 3. Four-year college degree.
☐ 4. Some graduate or professional school.
☐ 5. Graduate or professional school degree.

Have you ever participated in a ministry formation program sponsored by any of the following? Check all that apply.

☐ 155. A diocese or a diocesan office or agency.
☐ 156. A college or university.
☐ 157. A seminary or school of theology.
☐ 158. An extension program for ministry formation.
☐ 159. Any other ministry certification program.

Do you have or are you in the process of completing any of the following? Check all that apply.

Have In Progress
☐ 160. Ministry formation program certificate.
☐ 161. Associate’s in ministry/religion/theology.
☐ 162. Bachelor’s in ministry/religion/theology.
☐ 163. Master’s in ministry/religion/theology.
☐ 164. Doctorate in ministry/religion/theology.

Did any of the following provide financial assistance to you for any of the education or formation needed for your parish ministry or service? Check all that apply.

☐ 165. Parish.
☐ 166. College/Univers.
☐ 167. Seminary.
☐ 168. Religious community.
☐ 169. Catholic arch/diocese.
☐ 170. Other (specify):

Indicate which method(s) you use regularly to access the Internet. Check all that apply.

☐ 171. Work computer.
☐ 172. Home computer.
☐ 173. Mobile phone.
☐ 174. Other device.

Which of the following have you used in your ministry or service to this parish? Check all that apply.

☐ 175. YouTube.
☐ 176. Facebook.
☐ 177. Myspace.
☐ 178. LinkedIn.
☐ 179. Twitter.
☐ 180. A blogging site.

Yes No
☐ 181. Does this parish have a website?
☐ 182. If yes, do you provide any content for the website for this parish?
☐ 183. Does this parish provide you with a dedicated parish e-mail address?
☐ 184. If yes, are these addresses from a commercial e-mail service (e.g., gmail, aol)?

$ __________ 185. Your current total annual salary or wages received for ministry or service in your parish (indicate “$0” if a volunteer).

Yes No
☐ 186. Do you have a non-ministry job outside of the parish?
☐ 187. If yes to #186, is this job a paid position?
☐ 188. If yes to #186, is this job a full-time position?

189. Including income or wages from any jobs outside of the parish and any wages or income earned by a spouse or others in your household, in what range is your household’s total annual combined income?

☐ 1. Less than $25,000.
☐ 2. $25,000-$39,999.
☐ 3. $40,000-$54,999.
☐ 4. $55,000-$69,999.
☐ 5. $70,000-$84,999.
☐ 6. $85,000-$99,999.
☐ 7. $100,000-$114,999.
☐ 8. $115,000 or more.

Please use these responses for questions 190 to 198:

1=Not at all 2=A little 3=Somewhat 4=Very Much  NA= Not Applicable

For each type of compensation or benefit for your ministry listed below, how satisfied are you? If you do not receive or use a particular type of compensation/benefit select “NA.”

190. Wages/salary.
☐ 191. Retirement/pension.
☐ 192. Life insurance.
☐ 193. Health insurance.
☐ 194. Dental insurance.
☐ 195. Paid sick days.
☐ 196. Paid vacation days.
☐ 197. Education tuition assistance.
☐ 198. Other (specify):

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Questions Specific to Those Providing Ministry in a Multiple Parish Setting

Your pastor/parish life coordinator indicated that your parish has undergone reorganization in the last five years and now operates under a different structure involving shared ministries with another parish. Please complete the following questions relating to your ministry. If any of the questions do not apply to you leave them blank. Please return this form with your questionnaire.

Parish Name: ___________________________________
Parish City: ___________________________________

Yes No
1. Prior to the recent reorganization, were you in ministry at any of the parishes involved in this recent reorganization?
2. Did your role in ministry change after this reorganization?
3. Prior to this reorganization, was your primary ministry at the current physical location of the parish named above?

<table>
<thead>
<tr>
<th>Please use these responses for questions 4 to 16:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1=Decreased  2=Stayed the Same  3=Increased  4=Not applicable</td>
</tr>
</tbody>
</table>

How did the following change after the reorganization?

1 2 3 NA
4. Your total hours of ministry per week.
5. Your time spent on your primary ministry.
6. Your time spent on administrative responsibilities.
7. Your time spent on planning and coordination.
8. Your effectiveness.
9. Expectations of parishioners toward your ministry.
10. General effectiveness of the parish staff.
11. Willingness of parishioners to volunteer.
12. Collaboration of parish leaders and staff.
13. Arch/diocesan support for this parish.
15. Parishioner involvement.

Please use these responses for questions 17 to 41:

| 1=Not at all  2=A little  3=Somewhat  4=Very much |

Did you receive any special reorganization training in the following areas? Select yes or no. If yes, evaluate the usefulness of this training to your ministry.

Yes No 1 2 3 4
17. Ability to lead change and deal with resistance.
18. Inter-parish community building.
19. Communication skills.
20. Empowering and delegating.
22. Time management.
23. Models of multiple parish ministry.
25. Stress management.
26. Fiscal management.
27. Coaching.
29. Bereavement and grief.

How difficult have these been since reorganization?

1 2 3 4
30. Finding enough volunteers.
31. Getting support from the Arch/diocese.
32. Unhappiness of parishioners.
33. Interaction of parishioners from parishes.
34. Interaction of staff members from parishes.
35. Coordination of time between parishes.

How much do you agree with the following statements?

1 2 3 4
36. The reorganization was carefully planned.
37. There was little opposition to the changes.
38. Positive elements of the parish(es) involved have been retained.
39. Ministry in general has been enhanced.
40. The parish financial situation is healthy.
41. The parish has a greater sense of common purpose since reorganization.

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42. What innovations or best practices would you recommend for other parishes that are undergoing reorganization?
This survey has been designed to gain insights and recommendations from all parishioners at <<Parish Name>>. The results will be used nationally to understand challenges and opportunities facing our parishes. Your individual response is extremely important. If a question is not applicable to you, leave it blank. Otherwise, please respond by marking an “X” in the appropriate boxes below.

Please use the responses below for questions 1-28.

1 = Poor  3 = Good  2 = Fair  4 = Excellent

Please evaluate these aspects of parish life.

1 2 3 4
1. Your overall satisfaction with the parish
2. Sense of community within the parish
3. Masses and liturgies in general
4. Vision provided by parish leaders
5. Encouragement of parishioners to share their time, talent, and treasure
6. Efforts to educate parishioners in the faith
7. Spreading the Gospel and evangelizing
8. Hospitality or sense of welcome to all
9. Celebration of the Sacraments
10. Promoting important Church teachings/causes (e.g., protecting life, helping the needy)

Evaluate the following ministries, persons, & programs.

1 2 3 4
11. Sacramental preparation for Baptism
12. Sacramental preparation for First Reconciliation and Eucharist
13. Sacramental preparation for Confirmation
14. RCIA
15. Marriage preparation
16. Children’s religious education programs
17. Youth ministry
18. Faith formation for adults
19. Bible study
20. Small faith-sharing groups
21. Retreats
22. Vision provided by the pastor or parish life coordinator
23. Leadership provided by the pastor or PLC
24. Ministry of the pastor or PLC
25. Ministry of the professional ministry staff
26. Director of Religious Education
27. Youth minister
28. The Parish Pastoral Council

Please use the responses below for questions 29-46.

1 = Strongly disagree  3 = Agree  2 = Disagree  4 = Strongly Agree

Do you agree or disagree with the following statements?

1 2 3 4
29. I would feel comfortable talking with the pastor or PLC
30. There is sufficient qualified parish staff to meet the parish’s needs
31. I feel invited and encouraged to participate in parish ministry
32. I readily volunteer when help is needed
33. I feel I have a role in the decision making of the parish
34. I am interested in being more involved in the ministry of my parish
35. It is clear to me how to become more involved in the ministry of my parish
36. This parish has undergone significant changes in the last five years
37. Things were better at this parish five years ago
38. Parishioners of different cultures participate in parish life together
39. Parish pastoral council members are accessible to me
40. I feel well informed about parish finances
41. I am comfortable with the idea of sharing staff (such as youth ministers) with neighboring parishes
42. Parish leaders encourage me to explore my vocation within the parish
43. I have felt a calling to a greater role in parish ministry
44. I am comfortable with the increasing racial or ethnic diversity of this parish
45. Having people of different cultural backgrounds here enriches this parish
46. The diversity in the parish is reflected in the diversity in the parish staff

47. About how frequently do you currently attend Mass?

1. Never or rarely  
2. A few times a year  
3. Once or twice a month  
4. Almost every week  
5. Every week  
6. More than once a week
In your opinion, how much priority should this parish give to:

1 2 3 4
~ ~ ~ ~
48. Sense of community within the parish
49. Masses and liturgies in general
50. Vision provided by parish leaders
51. Encouragement of parishioners to share their time, talent, and treasure
52. Efforts to educate parishioners in the faith
53. Spreading the Gospel/evangelizing
54. Hospitality or sense of welcome
55. Celebration of the Sacraments
56. Promoting important Church teachings/causes (e.g., protecting life, helping the needy)

Using the numbers for items 48-55 above, to which three priorities should the parish give highest priority?

57._______  58._______  59._______

How much do the following attract you to this parish?

1 2 3 4
~ ~ ~ ~
60. Its open, welcoming spirit
61. The beauty of the church
62. The quality of the liturgy
63. The quality of the music
64. The quality of the preaching
65. The programs and activities of the parish
66. Its programs for young adults
67. Its religious education/formation for children and youth
68. Its faith formation for adults
69. Its opportunities for spiritual growth
70. Its commitment to social justice
71. Its character as a diverse community
72. Its respect for your cultural traditions
73. Its programs in your native language
74. The sense of belonging you feel here

Using the numbers for items 60-74 above, which three most attracted you to this parish?

75._______  76._______  77._______

Answer “yes” or “no” to the following questions.

Yes No
□ □ 79. Are you registered in this parish?
□ □ 80. Is this parish your primary place of worship?
□ □ 81. Do you currently live closer to another parish?
□ □ 82. Did you attend a Catholic elementary school?
□ □ 83. Have you received the Sacrament of Confirmation?
□ □ 84. Do/did you attend a Catholic high school?
□ □ 85. Do/did you attend a Catholic college?
□ □ 86. Have any of your children attended religious education classes here?
□ □ 87. Have you attended adult religious education classes here?

_______  88. Number of years you have attended this parish:

89. Year you were born: 19_______

90. Gender: ___ Male ___ Female

91. What best describes your current marital status?
□ 1. Single, never married
□ 2. Married or remarried
□ 3. Divorced or separated
□ 4. Widowed

92. Number of children or stepchildren under age 18 living with you? Leave blank if none.

93. What best describes your highest level of education?
□ 1. Some high school or less
□ 2. High school diploma
□ 3. Some college
□ 4. Associate’s degree
□ 5. Bachelor’s degree
□ 6. Graduate degree

94. What is your primary racial or ethnic identity? Please select only one.
□ 1. American Indian or Alaska Native
□ 2. Asian or Pacific Islander
□ 3. Black/African American
□ 4. Hispanic/Latino(a)
□ 5. White/Anglo
□ 6. Other

95. What is the primary language used in your home?
□ 1. English
□ 2. Spanish
□ 3. Vietnamese
□ 4. Tagalog
□ 5. French
□ 6. Portuguese
□ 7. Polish
□ 8. Other

Thank you for completing this survey.
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