

Professional Leadership Survey

Surveys distributed: 22 Number of responses: 21

Term Calls: 12

Tenured Calls: 7

Contract: 2

Percentages Time:

PERCENTAGES	CALLED	CONTRACT
100%	5	
80%	1	
75%	1	
60%	2	
50%	7	1
33%	2	
25%	1	1

Status:

STATUS	CALLED	CONTRACT
Active	18	
Retired		
On Leave		
Temporarily on Leave	2	
Disabled		
No Longer on Roster		1

Since this information was compiled three of the part time calls have moved to full time call and one 60% call was increased to 80%.

Three of the part time calls (21) also had special ministry calls which then totalled full time work.

Call Statistics:

Active pastors (as in 7/2013):	159
Full time pastors:	102
Part time pastors:	21
Tenured call:	78
Term call:	45
Special calls:	29
Interim:	4
No call:	3
Retired (as in 3/2014):	112

Benefits:

BENEFITS	RECEIVE	HOW IS AMOUNT/PERCENTAGE DETERMINED
Group Benefits	16	Guidelines 15 Waived 1 50% 1 50/50 between parishes
Pension	20	Guidelines 17 50% 2 50/50 between parishes
Housing Allowance	18	Guidelines 13 Parsonage 3 60%of guidelines 1 50/50 between parishes
Car Allowance	18	Guidelines 17 Each parish pays for their events/visits
Vacation	19	Guidelines 18 In excess of Guidelines 3 50/50 between parishes
Continuing Ed	18	Guidelines 17 None 1 50/50 between parishes
Book Allowance	17	Guidelines 14 In excess of Guidelines 1 50%of Guidelines 1 50/50 between parishes
Convention/Assem bly Attendance	17	Guidelines 14 I told them attendance was mandatory 1 Partially paid 1 50/50 between parishes

Conference Comparisons:

Conference	Congregations	Multipoint parishes	Part time pastors
Atlantic	29	8	0
Georgian Bay	18	3	1
Hamilton /Niagara	17	1	1
Kitchener/Waterloo	30	1	7
London	16	0	3
Northern	11	1	2
Ottawa/ St. Lawrence	41	5	3
Toronto	31	0	4

Advantages of part time call:

Responses have been listed in descending order with the number of mentions in parentheses.

- Flexibility (11):
 - *To do other work (6)
 - *To raise kids (4)
 - *To help ailing parent (1)

- Working as a team (9):
 - *To be able to work with others (5)
 - *To be able to play to strengths (3)
 - *Interesting dynamics working with two congregations (1)

- Helps congregation financially (3)
- Less driving (2)
- Not having to relocate (1)
- Allowed me to be ordained (1)
- Shared call with spouse (1)

Disadvantages of part time call:

Responses have been listed in descending order with the number of mentions in parentheses.

- Not enough time to do job properly (9)
- Less income (8)
- No sick leave/holiday pay/benefits (2)
- No overtime pay & difficult to take lieu time (2)
- Differing working styles within team (2)
- People seek more time than arrangement permits (2)
- Excessive travel time (2)
- No time to plan for future of congregation (2)
- Less connection to congregation (2)
- Difficult to sort out responsibilities within team (1)
- No pension (1)

How was scope of work determined?

- Worked with partner in ministry/mutual ministry team to determine responsibilities (9)
- No discussion took place (3)
- Decisions left to me with some consultation (3)
- Based on previous hourly work submitted (1)

- Assumed by both parties that all worship work & visitations plus some committee work included (1)
- Worked within financial means (2)
- Provided several possible scenarios to congregational members to consider (1)
- Congregation broke down expectations during call process (1)
- Took over previously negotiated contract (2)

Additional comments:

This is important work that is much appreciated. Thank you. In many ways the church leads, exemplifying ideals in society. In other ways we lag behind some better, even standard practises in society such as maternity policies and paternity policies, as well as these percentage guidelines you are tackling. We are working toward these!

On another note, in my opinion supply preaching is highly underpaid thus undervalued and needs to be close to the \$250-\$300 range similar to funerals or weddings.

In a sort of a way, I think of myself as a tent-maker. I think it's helpful to experience broader aspects of (church) life. The balance keeps me sane and sharp.

Great experience! Love both congregations.

Pastor's base salary is not sufficient to sustain a family. Cost of living in northern Ontario is as high or even higher than in the urban centers, but the opportunities to supplement income with a second career are not there.

The parish is very generous with book allowance, cont. ed., assembly attendance etc. If something costs more than synod guidelines suggest, they always pay for it. They appreciate their pastors. I'm sure they would pay us for more hours, if the congregations were not declining, and therefore their financial means too.