

Report Responses

Total completing all or portions of the survey:

Clergywomen	30% (61)
Clergymen	70% (139)

Year of Ordination as an Elder:

	Men (124)	Women (51)
Prior to 1969	3% (4)	2% (1)
1970 to 1979	29% (37)	35% (18)
1980 to 1989	39% (49)	35% (18)
1990 to 1999	24% (30)	22% (11)
2000 to Present	3% (4)	6% (3)

Is being a clergy member a second career?

Men (137)	Yes	34% (47)	No	66% (90)
Women (60)	Yes	27% (16)	No	73% (44)

Please specify your careers before becoming a member of the clergy:

Men

Teacher - 19
 Business - 14
 Medical - 5
 Social worker - 4
 Military - 3
 Homemaker - 2
 Media - 2
 Other - 10

Women

Business - 6
 Military - 4
 Teacher - 3
 Artist - 2
 Church staff - 2
 Homemaker - 1
 Medical - 1
 Other - 2

Number of appointments prior to current appointment:

Men (100)	1	7% (7)	2	9% (9)	3	22% (22)	4	31% (31)	5	31% (31)
Women (59)	1	2% (1)	2	14% (8)	3	10% (6)	4	25% (15)	5	49% (29)

Was your appointment prior to current appointment in:

Men	the local church	92% (108)	beyond local church	7% (9)
Women	the local church	78% (46)	beyond local church	22% (13)

Were you a:

Men	Lead Pastor 85% (88)	Associate Pastor 8% (9)	Special Ministry 6% (6)
Women	Lead Pastor 80% (35)	Associate Pastor 16% (7)	Special Ministry 4% (2)

Were you a:

Men (possible 139)	District Superintendent 16% (22)	Extension Ministry 4% (6)
Women (possible 61)	District Superintendent 20% (12)	Extension Ministry 3% (2)

Do you think that your leadership style changed or shifted emphasis when you moved into a large membership church lead pastor role?

Men (133)	Yes 80% (106)	No 20% (27)	Unsure 0% (0)
Women (60)	Yes 80% (48)	No 13% (8)	Unsure 7% (4)

Are you now or have you ever been:

Men (possible 139)

Candidate for Episcopacy	6% (9)
Bd of Ordained Ministry Chair	8% (11)
District Superintendent	24% (34)
Extension Ministry	16% (22)

Women (possible 61)

Candidate for Episcopacy	11% (7)
Bd of Ordained Ministry Chair	5% (3)
District Superintendent	20% (12)
Extension Ministry	16% (10)

If you received a M.Div. degree, from what institution?

Women (54 responses)

United Methodist Seminaries	70% (38)
Boston School of Theology – 1	
Candler School of Theology - 9	
Claremont School of Theology - 0	
Drew Theological School - 2	
Duke Divinity School - 7	
Gammon Theological Seminary - 0	
Garrett-Evangelical Theological Seminary - 0	
Iliff School of Theology - 1	
Methodist Theological School in Ohio - 1	
Perkins School of Theology - 6	
Saint Paul School of Theology - 3	
United Theological Seminary - 5	
Wesley Theological Seminary - 3	
Non United Methodist Schools	30% (16)

Men (135 responses)

United Methodist Seminaries	64% (86)
Boston School of Theology – 3	
Candler School of Theology - 28	
Claremont School of Theology - 2	
Drew Theological School - 0	
Duke Divinity School - 14	
Gammon Theological Seminary - 0	
Garrett-Evangelical Theological Seminary - 3	
Iliff School of Theology - 5	
Methodist Theological School in Ohio - 4	
Perkins School of Theology - 18	
Saint Paul School of Theology - 3	
United Theological Seminary - 3	
Wesley Theological Seminary - 3	
Non United Methodist Schools	36% (49)

Have you received a doctoral degree?

Men (133)	Yes 39% (51)	No 61% (82)
Women (58)	Yes 45% (26)	No 55% (32)

What type of doctoral degree have you received?

	Men (51)	Women (26)
D.Min.	84% (43)	88% (23)
Th.D.	0%	0%
Ph.D	10% (5)	8% (2)
D.Phil	6% (3)	4% (1)
Other	0%	0%

Location of current appointment

	Men (128)	Women (58)
Large City	18% (23)	17% (9)
Suburb of Large City	33% (44)	51% (30)
Mid-size City	35% (46)	27% (16)
Small Town	14% (15)	5% (3)

What is the total number of professing members in your current appointment?

	Men	Women
Average	1,736	1,827
Median	1,356	1,480

Average attendance at the principal weekly worship service(s):

	Men	Women
Average	580	666
Median	500	560

Number of weekly worship services:

	Men (116)	Women (59)
1	3% (3)	0% (0)
2	30% (35)	15% (9)
3	51% (59)	53% (31)
4	16% (19)	32% (19)

How many staff are at your current appointment?

	Men (133)	Women (58)	
Full-Time –	1 to 3	13% (17)	9% (5)
	4 to 6	40% (53)	29% (17)
	7-10	28% (38)	31% (18)
	10 +	19% (25)	31% (18)
Part-Time	1 to 3	17% (2)	10% (6)
	4 to 6	24% (32)	34% (19)
	7-10	27% (36)	28% (13)
	10 +	29% (38)	28% (16)
Volunteer	1 to 3	18% (22)	13% (8)
	4 to 6	16% (20)	10% (6)
	7-10	6% (5)	2% (1)
	10 +	28% (36)	34% (21)

List the positions you currently supervise:

Both men and women lead pastors reported over twenty different staff positions that some of them supervise. Below are the positions that at least half of the men report supervising and the positions that at least half of the women report supervising.

Men

Associate(s) Pastors and Deacons
 Administrative Assistant
 Music Director
 Youth Director
 Business Manager

Women

Associate Pastors and Deacons
 Administrative Assistant
 Music Director
 Program Director
 Youth Director
 Business Manager
 Children's Director

The gross annual salary range, including housing allowance, for your current appointment:

	Men (135)	Women (59)
Over \$150,000	4% (6)	7% (4)
\$100,000-\$150,000	18% (32)	31% (18)
\$99,999-\$65,000	66% (89)	54% (32)
\$64,999-\$50,000	5% (7)	8% (5)
\$49,000 or below	.7% (1)	0% (0)

Data from Reports to the General Council on Finance and Administration (GCFA) - 2007

Top 1/3 Average 2007* (1,810 + membership)							
	Mem	AWA	Comp	Housing	Remb	Util	Cash
Women	2,362	699	\$84,945	\$15,118	\$5,678	\$35,122	\$1,815
Men	3,173	1,058	\$93,281	\$21,228	\$5,769	\$55,003	\$6,406
Difference	811	359	\$8,337	\$6,111	\$91	\$19,881	\$4,591

Middle 1/3 Average 2007* (1,272-1,809) membership)							
	Mem	AWA	Comp	Housing	Remb	Util	Cash
Women	1,433	500	\$65,277	\$15,125	\$4,467	\$27,124	\$3,275
Men	1,494	538	\$72,454	\$12,300	\$5,031	\$26,917	\$3,659
Difference	61	38	\$7,177	-\$2,826	\$564	-\$207	\$384

Bottom 1/3 Average 2007* (1,271 -1,000) membership)							
	Mem	AWA	Comp	Housing	Remb	Util	Cash
Women	1,116	413	\$67,038	\$11,234	\$2,449	\$21,193	\$2,547
Men	1,114	494	\$60,617	\$14,523	\$4,605	\$18,349	\$4,019
Difference	-2	81	-\$6,421	\$3,289	\$2,156	-\$2,844	\$1,472

*Based on analysis of 1,106 UM 1,000+ Members Congregations data from GCFA or 98% of 1,000+ member churches

In your view, how highly does your congregation value the following leadership styles?					
	Not at All	Very Little	Somewhat	Highly	Very highly
Collaborative - Men	0	1% (2)	26% (33)	46% (58)	27% (34)
Collaborative - Women	0	5% (3)	24% (14)	48% (28)	23% (13)
Equipping - Men	0	2% (3)	27% (39)	35% (50)	36% (51)
Equipping - Women	0	3% (2)	38% (21)	38% (21)	21% (12)
Directive - Men	0	6% (7)	42% (53)	39% (49)	13% (16)
Directive - Women	2% (1)	7% (4)	41% (24)	33% (19)	17% (10)
Confident - Men	0	.8% (1)	6% (8)	48% (61)	45% (56)
Confident - Women	0	2% (1)	14% (8)	36% (21)	48% (28)
Decisive - Men	0	2% (2)	14% (17)	60% (75)	24% (30)
Decisive - Women	2% (1)	2% (1)	26% (15)	40% (23)	30% (17)
Creative - Men	.8% (1)	4% (5)	30% (37)	41% (51)	24% (31)
Creative - Women	0	5% (3)	35% (20)	35% (20)	25% (14)
Nurturing - Men	0	3% (4)	25% (31)	43% (53)	29% (35)
Nurturing - Women	0	4% (2)	39% (22)	44% (25)	14% (8)
Energetic - Men	0	0	14% (17)	45% (55)	41% (51)
Energetic - Women	0	2% (1)	14% (8)	49% (29)	35% (21)
Adaptive - Men	0	3% (4)	31% (40)	41% (52)	25% (31)
Adaptive - Women	0	7% (4)	28% (16)	51% (29)	14% (8)
Charismatic - Men	2% (3)	8% (10)	34% (42)	37% (45)	19% (23)
Charismatic - Women	0	15% (9)	45% (26)	19% (11)	21% (12)
Delegatory - Men	.8% (1)	6% (8)	43% (53)	41% (51)	9% (11)
Delegatory - Women	0	10% (6)	35% (20)	41% (24)	14% (8)
Servant Leader - Men	0	7% (9)	33% (40)	37% (45)	23% (29)
Servant Leader - Women	4% (2)	2% (1)	33% (19)	31% (18)	30% (17)
Persuasive - Men	0	5% (6)	40% (46)	45% (51)	10% (11)
Persuasive - Women	0	4% (2)	38% (21)	34% (19)	24% (13)
Democratic - Men	0	12% (15)	35% (43)	43% (53)	10% (13)
Democratic - Women	2% (1)	5% (3)	35% (20)	47% (27)	11% (6)
Authoritarian - Men	20% (24)	51% (63)	21% (26)	6% (7)	2% (3)
Authoritarian - Women	35% (20)	33% (19)	16% (9)	12% (7)	4% (2)
Compassionate - Men	0	0	17% (20)	47% (57)	36% (44)
Compassionate - Women	0	2% (1)	21% (12)	43% (24)	34% (19)
Prophetic - Men	2% (2)	20% (23)	45% (53)	20% (24)	13% (15)
Prophetic - Women	2% (1)	25% (13)	38% (20)	28% (15)	7% (4)

A parishioner verbally attacks you in a meeting. What do you do?					
	Never	Rarely	Sometimes	Often	Always
Ignore - Men	37%(44)	34%(41)	26% (31)	3% (4)	0
Ignore - Women		30% (16)	25% (13)	17% (9)	0
Calmly Address -Men	0	.7% (1)	12% (16)	55% (76)	32% (44)
Calmly Address -Women	0	3% (2)	7% (4)	61% (34)	29% (16)
Leave Room - Men	91% (112)	5% (7)	3% (4)	0	0
Leave Room - Women	86% (46)	11% (6)	2% (1)	0	0
Pray - Men	1% (10)	33% (27)	22% (18)	22% (18)	9% (8)
Pray - Women	23% (9)	25% (10)	23% (9)	23% (9)	5% (2)
Defend Actions - Men	1% (3)	15% (19)	62% (76)	17% (21)	2% (3)
Defend Actions - Women	3% (2)	25% (13)	58% (31)	11% (6)	2% (1)
Make a joke - Men	41% (48)	34% (40)	23% (27)	3% (3)	0
Make a joke - Women	51% (26)	31% (16)	9% (5)	6% (3)	2% (1)

Rate your ability:			
	Not	Somewhat	Highly
Connect w/ all ages - Men	0	19% (26)	81% (108)
Connect w/ all ages - Women	0	16% (9)	84% (47)
Steady in crisis - Men	0	16% (21)	84% (112)
Steady in crisis - Women	0	12% (7)	88% (49)
Sing your own tune - Men	4% (6)	58% (77)	37% (49)
Sing your own tune - Women	12% (7)	48% (27)	39% (22)
Empathy & Presence - Men	0	16% (21)	84% (112)
Empathy & Presence - Women	0	20% (11)	80% (44)
Move and Inspire - Men	0	29% (38)	71% (94)
Move and Inspire - Women	0	41% (23)	59% (33)
Help laity discern - Men	.7% (1)	39% (52)	60% (80)
Help laity discern - Women	2% (1)	61% (34)	36% (20)

In your view, conflict is:					
	Never	Rarely	Sometimes	Often	Always
Something to Avoid - Men	2% (2)	42% (48)	50% (57)	7% (8)	0
Something to Avoid - Women	9% (5)	28% (16)	52% (30)	8% (5)	3% (2)
Inevitable -Men	0	0	18% (24)	48% (64)	34% (45)
Inevitable -Women	0	0	28% (15)	46% (25)	26% (14)
Healthy - Men	0	0	46% (61)	48% (64)	6% (8)
Healthy - Women	0	0	50% (27)	44% (24)	6% (3)
Manageable - Men	0	0	22% (30)	66% (89)	12% (15)
Manageable - Women	0	0	22% (12)	69% (38)	9% (5)
A test of my leadership - Men	1% (2)	18% (24)	38% (51)	28% (37)	15% (20)
A test of my leadership - Women	0	29% (16)	17% (23)	18% (10)	11% (6)

On average, what percent of your time is spent on each of these ministerial activities?

	Averages	
	Men	Women
Pastoral Care	14%	18%
Administration	23%	22%
Meetings	14%	14%
Social or community work	5%	5%
Teaching	10%	9%
Worship Planning	20%	19%
Denominational Responsibilities	6%	6%
Weddings/Funerals	5%	5%
Other	3%	2%

What is the average length of time you spend weekly in sermon preparation?

	Men (135)	Women (57)
1- 4 hours	9% (12)	5% (3)
5 - 10 hours	41% (55)	48% (28)
11 - 15 hours	35% (48)	32% (18)
16 - 20 hours	9% (12)	10% (5)
> 20 hours	6% (8)	5% (3)

On average, what percentage of your sermons contains each of the following?

	Averages	
	Men	Women
Biblical Exegesis	28%	29%
Personal Experience	16%	16%
Stories/Illustration	23%	22%
Teaching Moral Issues	13%	13%
Art or Drama	4%	5%
Call to Action	15%	15%
Other	1%	0%

Your phone rings at 2 a.m., what do you do? Check all that apply.					
	Never	Rarely	Sometimes	Often	Always
Answer the Phone - Men	0	2% (3)	4% (5)	17% (22)	80% (99)
Answer the Phone - Women	0	2% (1)	5% (3)	8% (5)	84% (46)
Screen Call -Men	43% (52)	9% (11)	14% (17)	13% (16)	21% (26)
Screen Call -Women	45% (24)	12% (6)	12% (6)	12% (6)	19% (10)
Voice Mail Check in A.M. - Men	70% (87)	21% (26)	6% (8)	.7% (1)	.7% (1)
Voice Mail Check in A.M. - Women	70% (38)	24% (13)	5% (3)	0	0

Over the past two years of your church ministry service, was there any conflict in the congregation?

	Men (131)	Women (57)
No Conflict I am Aware of	6% (7)	12% (6)
Some minor conflict	57% (76)	65% (38)
Major conflict	37% (48)	23% (13)

What was the conflict about? Check all that apply.

	Men (possible 139)	Women (possible 61)
Pastoral leadership styles	34% (47)	23% (14)
Finances	34% (47)	31% (19)
Changes in worship style	38% (53)	33% (20)
Conflict between staff & clergy	46% (64)	43% (26)
Issues about new building or renovation	31% (43)	26% (16)
Changes in music style	26% (36)	16% (10)
Lay leadership styles	12% (16)	8% (5)
Changes in congregational programs	17% (24)	7% (4)
Doctrine	4% (6)	3% (2)
Sexual Misconduct	8% (11)	2% (1)
Issues regarding homosexuality	5% (7)	3% (2)
Racial Issues	7% (1)	3% (2)
Local outreach groups	3% (4)	15% (9)
Church growth issues	27% (38)	26% (16)

Have you ever been physically threatened or felt afraid for your safety because of your role as a pastor?

	Men (132)	Women (57)
Yes	37% (49)	25% (14)
No	63% (83)	75% (43)

How often do you do the following? Check all that apply.					
	Never	Rarely	Sometimes	Often	Always
Second guess yourself - Men	0	10% (14)	61% (81)	25% (33)	2% (3)
Second guess yourself - Women	0	16% (9)	63% (35)	21% (12)	0
Seek outside support. - Men	.7% (1)	7% (9)	37% (48)	47% (61)	9% (12)
Seek outside support. - Women	0	11% (7)	46% (26)	36% (20)	5% (3)
Lead change - Men	0	0	21% (28)	60% (78)	19% (25)
Lead change - Women	0	0	28% (15)	60% (32)	13% (7)
Openly display emotion - Men	2% (3)	46% (59)	42% (55)	10% (13)	0
Openly display emotion - Women	3% (2)	54% (31)	35% (20)	7% (4)	0
Take all of your vacation - Men	4% (6)	27% (35)	16% (21)	18% (24)	34% (44)
Take all of your vacation - Women	7% (4)	25% (14)	20% (11)	20% (11)	29% (16)
Seek feedback from others. - Men	0	1% (2)	19% (24)	61% (78)	18% (23)
Seek feedback from others. - Women	0	3% (2)	33% (18)	53% (29)	11% (6)

How do you lead change?

	Never	Rarely	Sometimes	Often	Always	NA
I intentionally recruit support - Men	0	.7% (1)	7% (10)	50% (70)	36% (50)	
I intentionally recruit support - Women	0	5% (3)	15% (9)	44% (27)	28% (17)	
I pray for divine intervention. - Men	5% (7)	13% (18)	19% (27)	19% (27)	37% (51)	
I pray for divine intervention. - Women	2% (1)	10% (6)	23% (14)	23% (14)	30% (18)	
I informally plant seeds - Men	.7% (1)	12% (16)	39% (54)	30% (42)	13% (18)	
I informally plant seeds - Women	0	3% (2)	33% (20)	34% (21)	16% (10)	
I don't make changes, but equip others - Men	3% (2)	21% (13)	51% (31)	16% (10)	2% (1)	
I don't make changes, but equip others - Women	4% (5)	16% (22)	52% (72)	17% (24)	3% (4)	
I create a plan with steps - Men	0	4% (5)	22% (31)	53% (73)	16% (22)	
I create a plan with steps - Women	0	8% (5)	28% (17)	38% (23)	16% (10)	
I look for win/win solutions. - Men	0	1% (2)	15% (21)	44% (61)	34% (47)	
I look for win/win solutions. - Women	0	0	20% (12)	41% (25)	30% (18)	
I persuade through preaching and teaching. - Men	0	1% (2)	26% (36)	37% (51)	30% (41)	
I persuade through preaching and teaching. - Women	0	3% (2)	30% (18)	31% (19)	23% (14)	
Other - Men	0					
Other - Women	0					

Which two of the following do you consider to be most important for your leadership?

	Men (131)	Women (59)
To be personally well grounded spiritually	54% (75)	44% (27)
To connect with my congregation/relationships	30% (41)	34% (21)
To exercise solid theology	9% (13)	7% (4)
To shepherd the mission & ministry of the cong.	26% (36)	43% (26)
To be available & present for those hurting	9% (13)	10% (6)
To prophetically challenge the Church	7% (10)	3% (2)
To meet the spiritual needs of the congregation	8% (12)	10% (6)
To equip and empower others for leadership	44% (61)	38% (23)
Other	0%	5% (3)

What are the two most challenging issues for you personally in your current appointment?

	Men (126)	Women (56)
Cultural Diversity	8% (10)	2% (1)
Theological Diversity	13% (17)	11% (7)
Sexism	3% (3)	3% (2)
Racism	2% (2)	0%
Ageism	2% (2)	0%
Time Management	27% (32)	21% (13)
Perceptions/Misperceptions of Women	5% (6)	5% (3)
Conflict within Congregation	15% (19)	13% (8)
Church Finances	40% (51)	43% (26)
Work Load	29% (39)	25% (15)
Staffing	42% (57)	49% (30)
Family	3% (3)	3% (2)
Burn Out	9% (11)	7% (4)
Homosexuality	0%	0%
Other	0%	10% (6)

Which do you consider to be the two most challenging issues for women clergy today?

	Men (125)	Women (58)
Leadership in denominational agency	0.7% (1)	5% (3)
More clergywomen serving large churches	32% (45)	38% (23)
Salary equity	21% (29)	16% (10)
Acceptance of leadership styles	43% (60)	34% (21)
Balancing ministry & family responsibilities	36% (50)	38% (23)
Appointment process	30% (42)	30% (18)
Retention	16% (22)	20% (12)
Other		8% (5)

How do you make decisions?					
	Never	Rarely	Sometimes	Often	Always
I pray about small and large decisions. - Men	0	2% (3)	18% (23)	45% (59)	35% (46)
I pray about small and large decisions. - Women	0	2% (1)	26% (14)	35% (18)	38% (20)
I talk with one or two key trusted people. Men	0	1% (2)	16% (21)	48% (62)	35% (45)
I talk with one or two key trusted people. - Women	2% (1)	0	12% (6)	67% (35)	19% (10)
I work through committees. - Men	.7% (1)	4% (6)	25% (33)	56% (73)	14% (18)
I work through committees. - Women	0	5% (3)	30% (17)	57% (32)	7% (4)
I analyze the issues involved. - Men	0	0	7% (10)	32% (41)	61% (79)
I analyze the issues involved. - Women	0	2% (1)	3% (2)	55% (29)	40% (21)
I take a vote. - Men	4% (5)	41% (56)	49% (68)	6% (8)	.7% (1)
I take a vote. - Women	3% (2)	41% (25)	49% (30)	7% (4)	0
I study the Bible and engage in theological reflection. - Men	.7% (1)	9% (12)	42% (59)	38% (53)	9% (13)
I study the Bible and engage in theological reflection. - Women	2% (1)	8% (4)	41% (18)	41% (18)	8% (4)
I try to build on consensus. - Men	0	3% (4)	13% (18)	56% (78)	27% (38)
I try to build on consensus. - Women	0	3% (2)	9% (5)	59% (35)	29% (17)
I consider the political ramifications of every decision - Men	4% (6)	27% (38)	38% (53)	18% (25)	11% (15)
I consider the political ramifications of every decision - Women	0	25% (14)	41% (23)	21% (12)	11% (7)

How often do you use the following leadership styles? Rate each leadership style.

	Never	Rarely	Sometimes	Often	Always
Collaborative - Men	0	.7% (1)	17% (22)	62% (86)	20% (26)
Collaborative - Women	0	2% (1)	10% (6)	76% (44)	12% (7)
Equipping - Men	0	1% (2)	23% (31)	64% (86)	12% (15)
Equipping - Women	0	2% (1)	17% (10)	71% (41)	10% (6)
Directive - Men	.7% (1)	16% (22)	57% (77)	23% (31)	3% (4)
Directive - Women	0	22% (13)	58% (34)	20% (12)	0
Confident - Men	0	1% (2)	15% (20)	64% (86)	19% (26)
Confident - Women	0	0	18% (10)	63% (36)	19% (11)
Decisive - Men	0	4% (5)	32% (44)	51% (71)	10% (14)
Decisive - Women	0	3% (2)	40% (23)	53% (31)	3% (2)
Creative - Men	.7% (1)	6% (8)	35% (47)	46% (61)	12% (16)
Creative - Women	0	5% (3)	36% (21)	47% (28)	12% (7)
Nurturing - Men	.7% (1)	6% (8)	34% (46)	49% (66)	10% (13)
Nurturing - Women	0	5% (3)	37% (22)	46% (27)	12% (7)
Energetic - Men	0	1% (2)	23% (31)	51% (68)	24% (32)
Energetic - Women	0	3% (2)	21% (12)	52% (30)	24% (14)
Adaptive - Men	0	1% (2)	24% (33)	50% (67)	24% (33)
Adaptive - Women	0	0	24% (14)	63% (37)	12% (7)
Charismatic - Men	1% (2)	25% (34)	42% (56)	25% (33)	7% (9)
Charismatic - Women	5% (3)	25% (15)	36% (22)	30% (18)	3% (2)
Delegatory - Men	0	4% (6)	32% (43)	58% (78)	6% (8)
Delegatory - Women	0	3% (2)	34% (19)	63% (35)	3% (2)
Servant Leader - Men	.7% (1)	3% (4)	23% (31)	53% (71)	21% (28)
Servant Leader - Women	0	7% (4)	30% (16)	26% (14)	36% (19)
Persuasive - Men	0	3% (4)	26% (31)	54% (64)	16% (19)
Persuasive - Women	0	7% (4)	26% (16)	48% (29)	20% (12)
Democratic - Men	0	9% (11)	38% (46)	48% (58)	6% (7)
Democratic - Women	0	8% (5)	30% (18)	51% (31)	7% (4)
Authoritarian - Men	17% (22)	61% (81)	19% (25)	2% (3)	.7% (1)
Authoritarian - Women	18% (11)	61% (37)	11% (7)	8% (5)	2% (1)
Compassionate - Men	0	1% (2)	23% (30)	46% (61)	30% (39)
Compassionate - Women	0	0	17% (8)	57% (27)	26% (12)
Prophetic - Men	1% (2)	17% (23)	50% (66)	27% (35)	5% (6)
Prophetic - Women	3% (1)	13% (7)	50% (26)	35% (18)	0

How did you develop your leadership style?

	Men (possible 139)	Women (possible 61)
From role models	63% (87)	77% (47)
From mistakes, learning, experience	85% (118)	93% (57)
Formal leadership training	46% (64)	61% (37)

Have you ever taken a course(s) related to leadership development?

	Men (possible 139)	Women (possible 61)
In seminary	32% (44)	39% (24)
Through online learning/blackboard	6% (8)	11% (7)
Through personal mentoring/coaching	40% (55)	51% (31)
Through UMC continuing education events.	69% (96)	67% (41)
None	4% (5)	3% (2)
Other		13% (8)

What do you consider to be your top three gifts for the ministry?

Men	Women
Preaching	Preaching
Teaching	Leadership
Administration	Administration

How do you feel about your leadership in managing?			
	Confident	Somewhat Confident	Not Confident
Church Finances - Men	58% (79)	40% (54)	2% (3)
Church Finances - Women	33% (20)	59% (36)	8% (5)
Fundraising - Men	34% (46)	54% (73)	12% (15)
Fundraising - Women	49% (30)	38% (23)	13% (8)
Budget Management - Men	57% (77)	41% (56)	2% (3)
Budget Management - Women	48% (28)	48% (28)	4% (2)

Has your confidence level with financial management changed since you became the lead pastor?

	Men (135)	Women (60)
Yes	55% (74)	63% (38)
No	45% (61)	37% (22)

Do you feel you have the qualities needed to manage church finances?

	Men (134)	Women (64)
Yes	89% (119)	84% (51)
No	11% (15)	8% (5)
Don't Know	0%	8% (5)

Do you enjoy the tasks of church finances?

	Men (137)	Women (61)
Never	3% (4)	2% (1)
Rarely	24% (33)	21% (13)
Sometimes	43% (59)	48% (29)
Often	24% (33)	24% (15)
Always	6% (8)	5% (3)

Do you think that the call to pastor a large membership church is distinct from the call to other kinds of pastoral ministries such as pastoring a small membership church; DS; BOOM Chair?

	Men (128)	Women (61)
Yes	79% (101)	75% (46)
No	21% (27)	10% (6)
Unsure	0%	15% (9)

Are you married?

	Men (139)	Women (61)
Yes	99% (137)	69% (42)
No	1% (2)	31% (19)

Age:

	Men	Women
Average	55	52
Median	56	53
Mode	56	55

Ethnicity:

	Men (137)	Women (60)
Asian	0.7% (1)	0%
African American	0.7% (1)	2% (1)
Hispanic	0%	0%
Native American	0%	0%
Pacific Islander	0%	0%
White	99% (135)	98% (59)
Multi-Racial	0%	0%

Are you the first women pastor serving as a lead pastor in your current appointment?

Women (61): Yes 90% (55) No 10% (6)

The annual conference of your current appointment (131 men and 51 women gave their conference):

Annual Conference	Men		Women	
Alabama-West Florida	2%	3	0%	0
Alaska Missionary	0%	0	0%	0
Arkansas	0%	0	2%	1
Baltimore-Washington	2%	3	3%	2
California-Nevada	0%	0	2%	1
California-Pacific	1%	1	2%	1
Central Pennsylvania	3%	4	0%	0
Central Texas	3%	4	3%	2
Dakotas	0%	0	0%	0
Desert Southwest	3%	4	2%	1
Detroit	2%	2	2%	1
East Ohio	1%	1	3%	2
Eastern Pennsylvania	2%	3	0%	0
Florida	6%	8	5%	3
Greater New Jersey	0%	0	2%	1
Holston	2%	3	3%	2
Illinois Great Rivers	2%	2	0%	0
Iowa	2%	3	2%	1
Kansas East	2%	2	2%	1
Kansas West	0%	0	3%	2
Kentucky	2%	3	0%	0
Louisiana	2%	3	0%	0
Memphis	2%	3	3%	2
Minnesota	0%	0	0%	0
Mississippi	2%	2	2%	1
Missouri	1%	1	0%	0
Nebraska	1%	1	2%	1
New England	0%	0	0%	0
New Mexico	0%	0	0%	0
New York	1%	1	0%	0
North Alabama	2%	2	2%	1
North Carolina	1%	1	2%	1
North Central New York	1%	1	0%	0
North Georgia	3%	4	2%	1
North Indiana	0%	0	0%	0
North Texas	3%	4	3%	2
Northern Illinois	1%	1	2%	1
Northwest Texas	2%	2	3%	2
Oklahoma	5%	6	2%	1
Oklahoma Indian	0%	0	0%	0
Oregon-Idaho	2%	2	2%	1
Pacific Northwest	0%	0	2%	1
Peninsula-Delaware	2%	2	2%	1
Red Bird Missionary	0%	0	0%	0

Rio Grande	0%	0	0%	0
Rocky Mountain	1%	1	2%	1
South Carolina	3%	4	8%	5
South Georgia	2%	2	0%	0
South Indiana	2%	3	0%	0
Southwest Texas	1%	1	3%	2
Tennessee	3%	4	2%	1
Texas	2%	3	5%	3
Troy	1%	1	0%	0
Virginia	8%	10	10%	6
West Michigan	0%	0	0%	0
West Ohio	8%	10	2%	1
West Virginia	0%	0	0%	0
Western New York	0%	0	2%	1
Western North Carolina	5%	7	2%	1
Western Pennsylvania	2%	3	2%	1
Wisconsin	2%	2	0%	0
Wyoming	0%	0	0%	0
Yellowstone	0%	0	0%	0