

45th Anniversary of the Ordination of Women
Work and Home Life – Clergy
 Research and Evaluation, Office of the Presiding Bishop
 Evangelical Lutheran Church in America
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The 45th Anniversary of the Ordination of Women questionnaire was mailed to a sample of ELCA rostered leaders in January of 2015. The questionnaire was fielded to 775 white females and 781 white males. Sixty-nine percent of the white females responded (N=536), as did 62 percent of the white males (N=482). The questionnaire was also mailed to all the ethnic-specific clergy (African American, African Descent, American Indian/Alaska Native, Arab/Middle Eastern, Asian/Pacific Islander, and Hispanic/Latino) on the ELCA roster. Of the 181 ethnic-specific females, 51 percent responded (N=93) and for the 329 ethnic-specific males, 40 percent responded (N=132). The survey was also available online.

The eight-page questionnaire, patterned after a 2005 survey which was conducted in support of the 35th anniversary of the ordination of women, included questions about the characteristics and ministry experiences of pastors in the ELCA. The goal was to test the hypothesis that race/ethnicity and gender influence those experiences with regard to the call process and calls received, how a pastor understands and experiences being in ministry, and the level of compensation received. This report, focusing on work and home life, shows there are clear differences by race/ethnicity and gender.

Clergy were asked if they were currently serving in full- or part-time calls. Significantly more men have full-time calls; ethnic-specific female clergy are the most likely to be in part-time calls. (See Tables 1 and 2.) Full frequencies for all items are available in Appendix 3.

Table 1: Percent of clergy in full- and part-time calls by gender

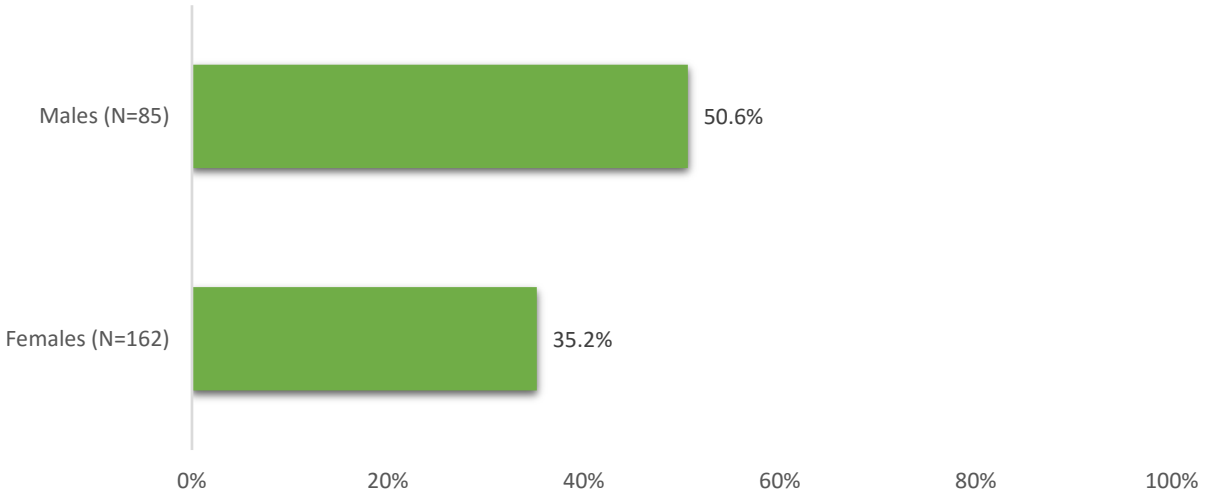
	Female clergy (N=620)	Male clergy (N=607)
Part-time call	26.0%	14.0%
Full-time call	74.0%	86.0%

Table 2: Percent of clergy in full- and part-time calls by ethnicity and gender

	Ethnic-specific Female Clergy (N=92)	White Female Clergy (N=527)	Ethnic-specific Male Clergy (N=128)	White Male Clergy (N=474)
Part-time call	30.4%	25.4%	13.3%	14.3%
Full-time call	69.6%	74.6%	86.7%	85.7%

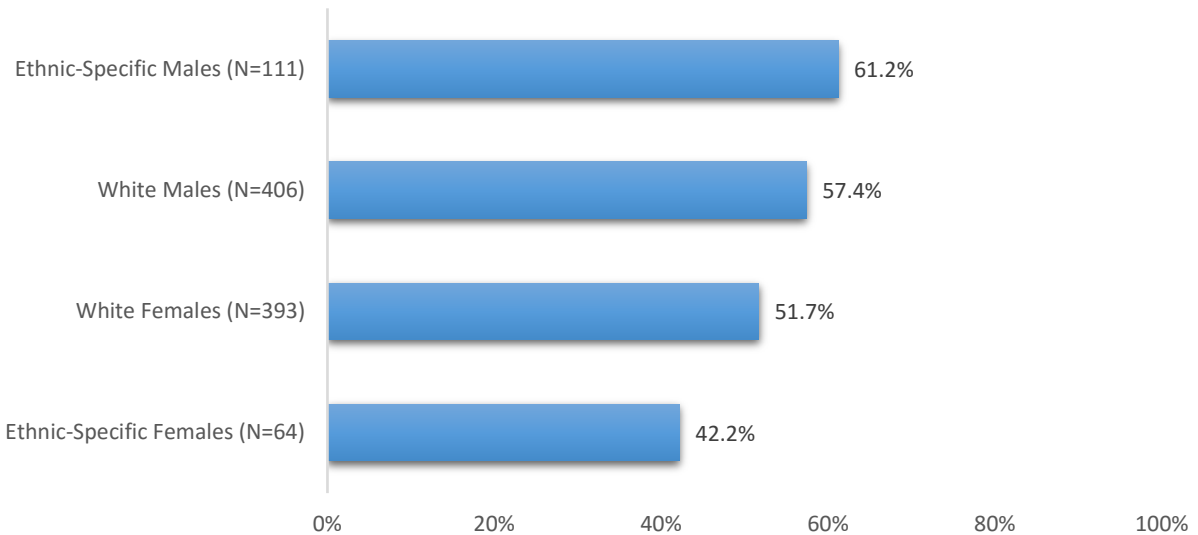
Clergy were also asked about the number of hours they worked per week in the last six months. A significantly higher percentage of male clergy in part-time calls worked 40 hours or more per week in the past six months even though fewer men have part-time calls. (See Figure 1.)

Figure 1: Part-time clergy that worked 40 hours or more per week in the past six months



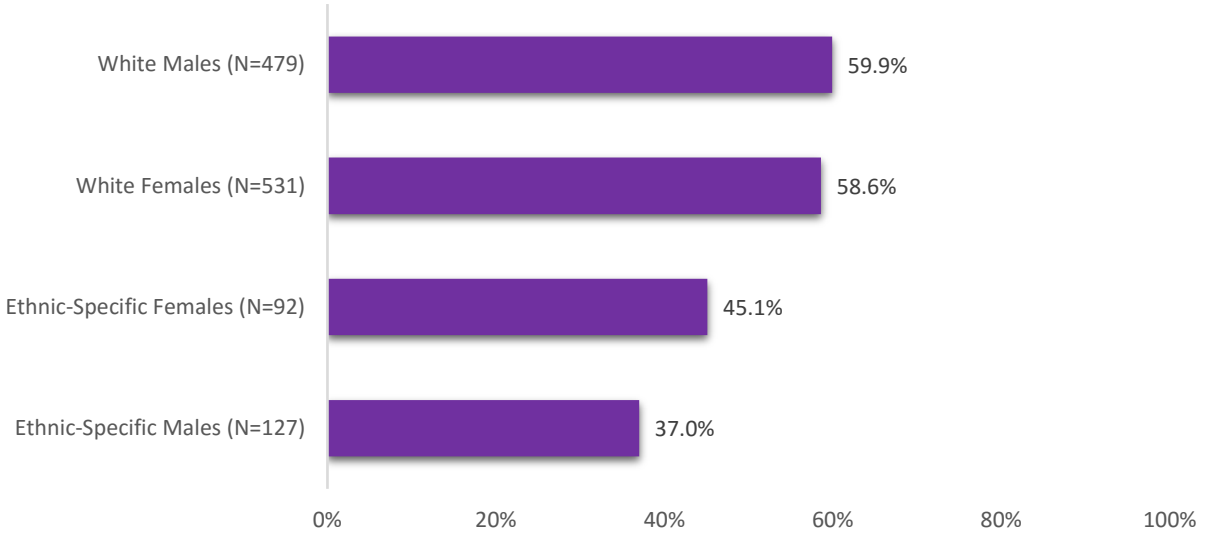
Ethnic-specific male clergy are most likely to work more than 50 hours per week. (See Figure 2.)

Figure 2: Full-time clergy who worked 50 hours or more per week in the past six months



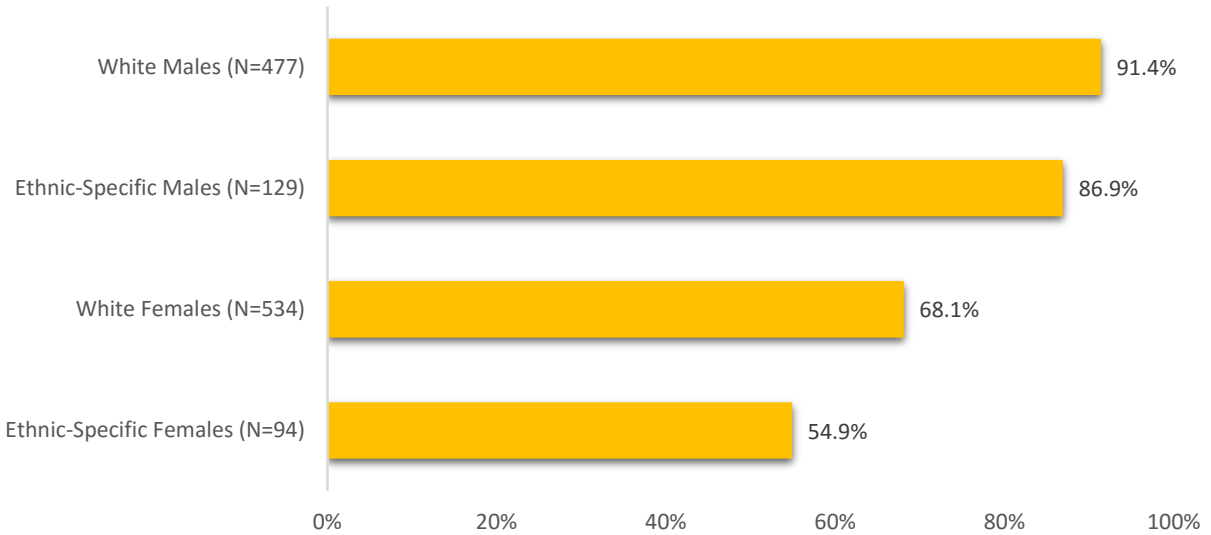
There also is difference in the amount of vacation time taken. Ethnic-specific clergy take significantly less vacation time than their white counterparts. (See Figure 3.)

Figure 3: Clergy who took four weeks or more vacation in 2014



Male clergy are much more likely to be married/partnered than female clergy. (See Figure 4.)

Figure 4: Percentage of married/partnered clergy



Clergy were asked if they identified publicly as heterosexual or LGBTQ in their ministry settings. There is little variance by ethnicity/gender in those who identify as either heterosexual or LGBTQ. However, the number of respondents to the question about identifying as LGBTQ was low in comparison to all other items on the questionnaire. Thirty people (2.4%) out of the total sample of 1,243 answered “yes” to the question, “Do you identify publicly as LGBTQ in your ministry setting. And a sizeable number, 20 percent (N=254), left the item blank or checked “prefer not to answer”. (See Table 3.)

Table 3: Clergy who self-identify as LGBTQ in their ministry setting

	Ethnic-Specific Females (N=94)	White Females (N=537)	Ethnic-Specific Males (N=132)	White Males (N=482)
Yes	7.5%	2.8%	1.5%	1.2%
No	66.7%	78.5%	66.7%	80.5%
Prefer not to answer/Blank	25.9%	18.6%	31.8%	18.3%

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In the last six months, approximately how many hours per week have you worked on average?

	Ethnic-specific Females (N=93)	White Females (N=531)	Ethnic-specific Males (N=128)	White Males (N=476)
Fewer than 10	3.3%	0.9%	2.3%	1.5%
10 to 19	3.3%	2.1%	0.0%	1.7%
20 to 29	3.3%	7.2%	3.1%	1.9%
30 to 39	13.0%	10.0%	5.5%	5.3%
40	13.0%	9.4%	7.0%	8.8%
41 to 49	31.5%	30.2%	25.0%	29.0%
50 to 59	23.9%	32.3%	40.6%	38.4%
60 or more	8.7%	7.9%	16.4%	13.4%

In the last six months, approximately how many hours per week have you worked on average?

	Females – Part-Time Call (N=162)	Females – Full-Time Call (N=458)	Males – Part-Time Call (N=85)	Males – Full-Time Call (N=522)
Fewer than 10	1.2%	1.1%	2.4%	1.5%
10 to 19	6.8%	0.7%	8.2%	0.2%
20 to 29	24.7%	0.2%	14.1%	0.2%
30 to 39	32.1%	2.8%	24.7%	2.1%
40	11.1%	9.4%	12.9%	7.7%
41 to 49	16.7%	35.5%	15.3%	30.0%
50 to 59	4.9%	40.5%	16.5%	42.7%
60 or more	2.5%	9.8%	5.9%	15.5%

In the last six months, approximately how many hours per week have you worked on average?

	Ethnic-specific Part-Time Females (N=28)	White Part-Time Females (N=134)	Ethnic-specific Full-Time Females (N=64)	White Full-Time Females (N=393)
1 to 19	7.1%	8.2%	6.3%	1.0%
20 to 39	50.0%	58.2%	1.6%	3.3%
40 to 49	32.1%	26.9%	50.0%	44.0%
50 or more	10.7%	6.7%	42.2%	51.7%

In the last six months, approximately how many hours per week have you worked on average?

	Ethnic-specific Part-Time Males (N=17)	White Part-Time Males (N=68)	Ethnic-specific Full-Time Males(N=111)	White Full-Time Males (N=406)
1 to 19	0.0%	13.2%	2.7%	1.5%
20 to 39	35.2%	39.7%	4.5%	1.7%
40 to 49	35.2%	26.5%	31.5%	39.4%
50 or more	29.4%	20.6%	61.2%	57.4%

How much vacation time did you take this past year?

	Ethnic-specific Females (N=92)	White Females (N=531)	Ethnic-specific Males (N=127)	White Males (N=479)
Less than one week	6.6%	2.6%	11.8%	2.3%
One week	5.5%	3.4%	10.2%	3.8%
Two weeks	19.8%	13.0%	23.6%	10.2%
Three weeks	23.1%	22.3%	17.3%	23.8%
Four weeks	36.3%	50.9%	33.1%	47.6%
Five or more weeks	8.8%	7.7%	3.9%	12.3%

How much vacation time did you take this past year?

	Females – Part-Time Call (N=160)	Females – Full-Time Call (N=459)	Males – Part-Time Call (N=85)	Males – Full-Time Call (N=519)
Less than one week	7.5%	1.7%	12.9%	2.9%
One week	4.4%	3.5%	7.1%	4.8%
Two weeks	21.9%	11.1%	11.8%	13.3%
Three weeks	19.4%	23.6%	18.8%	23.1%
Four weeks	36.9%	52.8%	38.8%	45.3%
Five or more weeks	10.0%	7.2%	10.6%	10.6%

What are your current household circumstances?

	Ethnic-specific Females (N=94)	White Females (N=534)	Ethnic-specific Males (N=129)	White Males (N=477)
Single, living alone	32.3%	21.6%	10.1%	4.6%
Single, with children living at home	3.2%	3.8%	0.8%	0.8%
Single, living with at least one other adult	5.4%	1.1%	0.8%	0.4%
Single, living with at least one other adult, with children living at home	1.1%	0.9%	0.0%	0.0%
Married or partnered, with no children living at home	28.0%	37.7%	35.7%	54.9%
Married or partnered, with children living at home	26.9%	30.4%	51.2%	36.5%
Other	3.2%	4.5%	1.6%	2.7%

Do you identify publicly as heterosexual in your ministry setting?

	Ethnic-specific Females (N=91)	White Females (N=534)	Ethnic-specific Males (N=130)	White Males (N=471)
Yes	80.0%	88.7%	80.8%	87.3%
No	13.3%	9.9%	13.8%	10.0%
Prefer not to answer	6.7%	1.3%	5.4%	2.8%

Do you identify publicly as LGBTQ in your ministry setting?

	Ethnic-specific Females (N=76)	White Females (N=441)	Ethnic-specific Males (N=97)	White Males (N=405)
Yes	9.3%	3.4%	2.1%	1.5%
No	82.7%	95.5%	90.7%	95.8%
Prefer not to answer	8.0%	1.1%	7.2%	2.7%