

**United Methodist Clergywomen Retention Study**  
**Anna Howard Shaw Center**

The following questionnaire will take about thirty minutes to complete. It requests basic demographic information, family and other support background, kinds of life events you may have experienced recently, and your experiences in ministry, including a history of your appointments. Complete the questionnaire as fully as possible; however, you may refuse to answer any question. In that event, please mark through the answer space. Attach any additional sheets you may require; return them with the questionnaire and the signed consent form in the enclosed postage-paid envelope. If you would like to receive a copy of the results of this questionnaire, please send a card with your name and address to Anna Howard Shaw Center, 745 Commonwealth Avenue, Boston, MA 02215. You may direct any questions about the questionnaire to Beth Collier at 1634 Northlake Springs Court, Decatur, GA 30033; phone 404/414-8743.

**I. DEMOGRAPHICS**

Name \_\_\_\_\_  
Mailing \_\_\_\_\_  
Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Office Phone \_\_\_\_\_ Home Phone \_\_\_\_\_  
Which number would you prefer someone to call for an interview? (circle one)    Office    Home

Member what Annual Conference? \_\_\_\_\_

Resident what Annual Conference? \_\_\_\_\_

Current Appointment \_\_\_\_\_

Do you expect to move at the 1994 Annual Conference?    Y    N

College \_\_\_\_\_  
Degree received \_\_\_\_\_ Major \_\_\_\_\_ Year received \_\_\_\_\_

Seminary attended \_\_\_\_\_  
Degree received \_\_\_\_\_ Year received \_\_\_\_\_

Other education \_\_\_\_\_

Primary denomination in which you were reared: (circle one)

- |                           |                         |                     |                     |
|---------------------------|-------------------------|---------------------|---------------------|
| 1 = United Methodist      | 5 = Southern Baptist    | 9 = Lutheran (ELCA) | 13 = Roman Catholic |
| 2 = Evan. United Brethern | 6 = Other Baptist       | 10 = Episcopal      | 14 = Other Catholic |
| 3 = Other Wesleyan        | 7 = Presbyterian        | 11 = Holiness       | 15 = Jewish         |
| 4 = American Baptist      | 8 = Lutheran (MO Synod) | 12 = UCC            | 16 = None           |
| 17 = Other                |                         |                     |                     |

Demographics continued:

Ethnic Background (circle one):

- 1 = Asian      2 = Black      3 = Hispanic      4 = Native American      5 = Pacific Islander  
 6 = White      7 = Multiracial (list) \_\_\_\_\_

Date of Birth \_\_\_\_\_

**II. RELEVANT BACKGROUND**

Does the socio-economic status of your childhood family generally match that of the appointments which you have received? (circle one)      Y      N      Matches some, not others

Birth order: # \_\_\_\_\_ of \_\_\_\_\_ children

Persons in your Childhood Household until age 18 (check all that apply):

- |                                 |                                     |
|---------------------------------|-------------------------------------|
| ___ mother [1]                  | ___ stepsiblings (number) _____ [6] |
| ___ father [2]                  | ___ halfsiblings (number) _____ [7] |
| ___ siblings (number) _____ [3] | ___ grandmother [8]                 |
| ___ stepmother [4]              | ___ grandfather [9]                 |
| ___ stepfather [5]              | ___ other _____ [10]                |

Present Marital Status (circle number that applies):

- |                                 |                       |
|---------------------------------|-----------------------|
| 1 = Never married               | Number of Years _____ |
| 2 = Married                     | Number of Years _____ |
| 3 = In a committed relationship | Number of Years _____ |
| 4 = Separated                   | Number of Years _____ |
| 5 = Divorced                    | Number of Years _____ |
| 6 = Widowed                     | Number of Years _____ |
| 7 = Re-married                  | Number of Years _____ |

Are you currently married to or in a committed relationship with a clergyperson?      Y      N  
 If yes, in what denomination is your partner ordained? \_\_\_\_\_

People Currently in your Household, in addition to yourself (use additional sheet, if necessary):

Age	Sex	Relationship to you
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Number of children (including those not currently living with you): \_\_\_\_\_

People you rely on for practical help (use additional sheet, if necessary):

Age	Sex	Relationship to you
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Relevant Background continued:

People you rely on for emotional support (use additional sheet, if necessary):

Age                      Sex                      Relationship to you

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**III. MAJOR LIFE TRANSITIONS AND EVENTS**

Have any of the following major life transitions or crises occurred in your life in the last 12 months?

(Check all that apply)

- Death of parent? . . . . . \_\_\_\_\_
- Death of child? . . . . . \_\_\_\_\_
- Death of spouse/partner? . . . . . \_\_\_\_\_
- Death of close friend? . . . . . \_\_\_\_\_
- Death of pet? . . . . . \_\_\_\_\_
  
- You were married? . . . . . \_\_\_\_\_
- You began a significant relationship (friend or lover)? . . . . . \_\_\_\_\_
- Child was married? . . . . . \_\_\_\_\_
- Parent was married? . . . . . \_\_\_\_\_
- Close friend was married? . . . . . \_\_\_\_\_
  
- You were divorced? . . . . . \_\_\_\_\_
- You were separated? . . . . . \_\_\_\_\_
- You ended a significant relationship (friend or lover)? . . . . . \_\_\_\_\_
- Child was separated/divorced? . . . . . \_\_\_\_\_
- Parents were separated/divorced? . . . . . \_\_\_\_\_
- Close friend was separated/divorced? . . . . . \_\_\_\_\_
  
- You became pregnant? . . . . . \_\_\_\_\_
- You delivered a baby? . . . . . \_\_\_\_\_
- You adopted a child/children? . . . . . \_\_\_\_\_
- You had abortion/miscarriage? . . . . . \_\_\_\_\_
- Child 16 or under became pregnant? . . . . . \_\_\_\_\_
- Child delivered a baby? . . . . . \_\_\_\_\_
- Adult child adopted a child/children? . . . . . \_\_\_\_\_
- Child had abortion/miscarriage? . . . . . \_\_\_\_\_
- Close friend adopted or delivered a child? . . . . . \_\_\_\_\_
- Close friend had abortion/miscarriage? . . . . . \_\_\_\_\_
  
- You added relative or friend to household? . . . . . \_\_\_\_\_
- You changed appointments? . . . . . \_\_\_\_\_
- Spouse/partner changed jobs/appointments? . . . . . \_\_\_\_\_
- You moved? . . . . . \_\_\_\_\_
- Close friend moved? . . . . . \_\_\_\_\_
- Child moved away from home? . . . . . \_\_\_\_\_
- Child began school? . . . . . \_\_\_\_\_
- You began school? . . . . . \_\_\_\_\_
- You retired? . . . . . \_\_\_\_\_
- Spouse/partner retired? . . . . . \_\_\_\_\_
- You began living alone? . . . . . \_\_\_\_\_
- Your income changed significantly? . . . . . \_\_\_\_\_

Major life transitions and events continued:

- You were victim of violent crime? \_\_\_\_\_
- You were victim of property crime? \_\_\_\_\_
- You were arrested? \_\_\_\_\_
- Family member/close friend was victim of violent crime? \_\_\_\_\_
- Family member/close friend was victim of property crime? \_\_\_\_\_
- Family member/close friend was arrested? \_\_\_\_\_
- You discovered you were abused as a child? \_\_\_\_\_
- You discovered that family member/close friend was abused as a child? \_\_\_\_\_
  
- Your health status changed? \_\_\_\_\_
- You entered the hospital? \_\_\_\_\_
- You began psychotherapy or substance abuse treatment? \_\_\_\_\_
- Family member/close friend's health status changed? \_\_\_\_\_
- Family member/close friend began treatment for substance abuse? \_\_\_\_\_
- Discovery of family member/close friend's substance abuse? \_\_\_\_\_

**IV. PROFESSIONAL EXPERIENCES**

Please complete the chart below as fully as possible:

	Y/N	Year First Licensed/Consecrated	Year Ordained	Total Years Licensed/Consecrated/Ordained	Annual Conference Licensed/Consecrated/Ordained
Local Pastor					
Deaconess					
Diaconal Minister					
Deacon					
Elder					

Years served under female District Superintendents? \_\_\_\_\_

Years served under female Bishops? \_\_\_\_\_

Have you withdrawn from your Annual Conference or surrendered your credentials? (circle one) Y N

If yes, date \_\_\_\_\_ From which Conference? \_\_\_\_\_

Do you consider yourself as having left ministry? (circle one) Y N

If yes, what is your current occupation/vocation? \_\_\_\_\_

Have you changed denominations since ordination? (circle one) Y N

If yes, to which denomination did you move? \_\_\_\_\_

Are you involved in professional ministry in your new denomination? (circle one) Y N

In what capacity? \_\_\_\_\_

What was your reason for seeking ordination? (mark 1, 2, 3 in order of importance)

- \_\_\_ call to ministry (non-specific) [1]      \_\_\_ required for ministry other than
- \_\_\_ call to the local church [2]            local church [5]
- \_\_\_ call to preach [3]                        \_\_\_ talked into it [6]
- \_\_\_ required for priestly duties [4]        \_\_\_ natural or logical progression [7]
- \_\_\_ other \_\_\_\_\_ [8]

Professional Experiences continued:

In what type of appointment did you intend to serve after elder's orders?

(mark 1, 2, 3 in order of importance)

- local church pastor [1]
- counseling [2]
- hospital, military, or other institutional chaplain [3]
- campus ministry [4]
- missions (with Mission Board) [5]
- youth ministry [6]
- teaching [7]
- social or community service work [8]
- other \_\_\_\_\_ [9]

What is your current type of appointment? \_\_\_\_\_

Do you anticipate continued service in your current type of appointment? (circle one)

Y                      N                      Open to possible change

If you are serving a local church, what are the factors that make that the best place of service for you?

(mark 1, 2, 3 in order of importance)

- I enjoy it; it's comfortable, home [1]
- I am committed to the Church as an institution [2]
- I am doing what God called me to do [3]
- the priestly duties are important to me [4]
- I appreciate the kinds of relationships that are possible in the parish [5]
- the appointment system is secure [6]
- I haven't found anything else yet [7]
- financial security [8]
- the hours are good for my family [9]
- I've been doing it too long to leave [10]
- other \_\_\_\_\_ [11]

If you have ever left service in a local church, for what reasons did you leave?

(mark 1, 2, 3 in order of importance)

- lack of support from the hierarchical system [1]
- lack of opportunity to use my gifts in appointments [2]
- too much rejection by churches/parishioners [3]
- can't maintain my integrity in this system [4]
- to follow a call to another kind of ministry [5]
- don't like local church ministry [6]
- family responsibilities or concerns [7]
- financial reasons [8]
- health reasons [9]
- other \_\_\_\_\_ [10]

Have you left local church ministry and returned?      Y      N      \_\_\_\_\_

Who were the greatest influences on your decision to enter ordained ministry?

(mark 1, 2, 3 in order of importance)

- my pastor [1]
- other clergy person [2]
- Church School teacher [3]
- family member [4]
- college/seminary professor [5]
- friend [6]
- spouse/partner [7]
- other \_\_\_\_\_ [8]

Do you have any family members who are in religious vocations?

If yes, please indicate below the relation and kind of vocation:

Relation

Kind of vocation

Relation	Kind of vocation

On what district, conference, or general boards and commissions have you served?


For each appointment you have served (including To Attend School and all types of Leave), please indicate in the columns below the requested information (use additional sheet, if necessary):

Appointment Number	Appointment Type (see codes below)	CHARGE SETTING: a = Rural b = Urban (not Mill community) c = Inner City (not Mill community) d = Suburban (not Mill community) e = Mill Community (Urban, Inner City, or Suburban)	Number of Churches on the Charge (indicate if a cooperative parish)	Multiple Staff? (Y/N)
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				

**APPOINTMENT TYPE CODES:**

- 1 = To Attend School
- 2 = Licensed Local Pastor (student, part-, or full-time)
- 3 = Sole or Senior Pastor (include student appointments)

- 4 = Associate Pastor
- 5 = District Superintendent
- 6 = Annual Conference Staff
- 7 = General Conference Staff
- 8 = Missionary

- 8 = Institutional Chaplain (hospital, military, etc.)
- 10 = Campus Minister
- 11 = Counselor
- 12 = Evangelist

- 13 = Social/Community Service
- 14 = Leave of Absence
- 15 = Disability Leave
- 16 = Maternity Leave
- 17 = Voluntary/Honorable Location

- 18 = Retired
- 19 = Withdrawn
- 20 = Surrendered Credentials
- 21 = Other \_\_\_\_\_