

ROSTERED CHURCH WORKER SURVEY

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Prepared By

Behavior Research Center, Inc.
45 East Monterey Way
Phoenix, Arizona 85012
(602) 258-4554



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INTRODUCTION

This study was commissioned by the Lutheran Church Extension Fund of the Lutheran Church—Missouri Synod. The primary purpose of this research was to develop strategic planning information on the indebtedness of LCMS clergy and church workers. More specifically, this research focused on: 1) the level of indebtedness among church worker households; 2) the impact of indebtedness on church workers' lives, and; 3) church workers' awareness and utilization of church-sponsored money management programs and services.

The information contained in this report is based on 1,000 in-depth telephone interviews conducted with rostered LCMS church workers in the United States including ordained ministers (herein referred to as pastors), commissioned workers (herein referred to as teachers) and other workers such as DCEs, DCOs, DPMs and Deaconesses. All of the interviewing on this study was conducted by professional interviewers of the Behavior Research Center in late May and June 2006 at the Center's central location Computer-Aided Telephone Interviewing (CATI) facility in Phoenix. For a detailed description of the procedures followed during the course of this project, please refer to the Methodology section of this report.

The information generated from this study is presented in three general sections. The first section, *Overview*, offers the primary findings of the study in a brief summary format. The second section, *Summary of the Findings*, reviews each study question in detail. The final section, *Appendix*, details the study methodology and contains a copy of the survey questionnaire.

The Behavior Research Center has presented all of the data germane to the basic research objectives of this project. However, if LCEF management requires additional data retrieval or interpretation, we stand ready to provide such input.

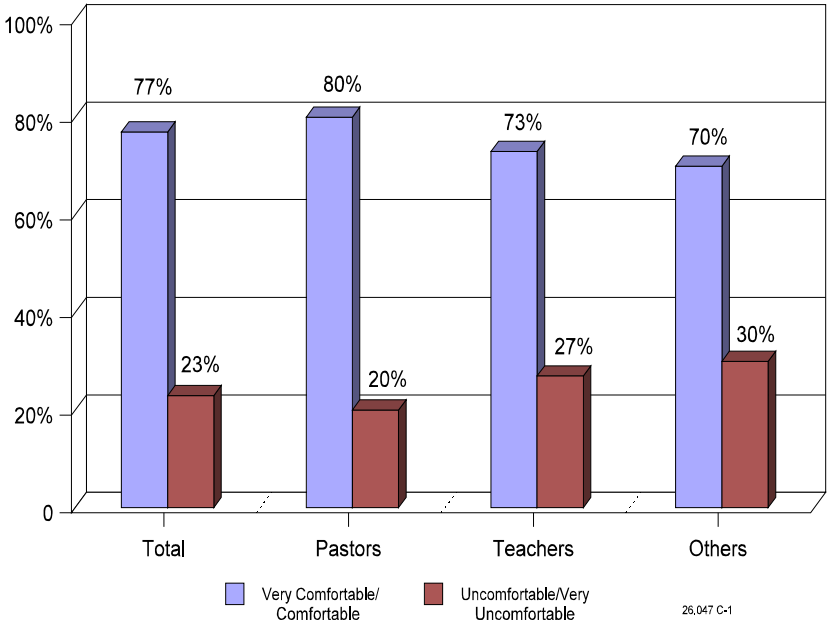
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OVERVIEW

- Several key findings are revealed in the research:
 - First, upwards of 15 percent of LCMS rostered church worker households appear to be experiencing stress in their lives due to their current levels of personal debt. The worker subgroups who appear to be the most susceptible to financial stress are younger workers, newer workers, lower income workers, small congregation workers and females.
 - Second, two out of three LCMS worker households indicate they would consider seeking advice from a financial professional at the district or national church level if they were experiencing debt problems that were impacting their ability to effectively fulfill their ministry.
 - Third, less than one-third of LCMS worker households (30%) are aware that programs and services are available with LCMS to assist workers who are experiencing debt problems.

- Three out of four worker households (77%) are either very comfortable (31%) or comfortable (46%) with their current level of debt, while one out of four (23%) are either uncomfortable (20%) or very uncomfortable (3%). The highest levels of discomfort (uncomfortable plus very uncomfortable) are found among the following church worker subgroups: younger workers (36%); newer workers (35%); lower income workers (32%); small congregation workers (31%); female workers (30%). In addition, teachers (27%) and other workers (30%) indicate higher discomfort levels than Pastors (20%).

**COMFORT LEVEL WITH
CURRENT PERSONAL DEBT**



- To aid in the analysis of the impact of debt on church worker households, several risk groups were formulated to help identify the volume of households who are experiencing various levels of stress in their lives due to financial issues. Workers' response to the four key "attitudinal" questions in the survey were used to determine if they should be included in any of three risk groups – high, very high and extreme.

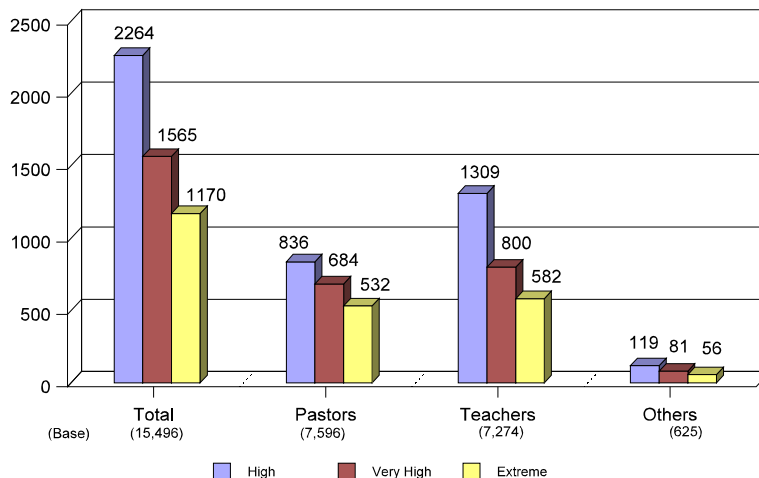
High – Uncomfortable with current level of debt **and** concerned about being able to provide family with basic needs.

Very High – Uncomfortable with current level of debt **and** concerned about being able to provide family with basic needs **and** has personally experienced stress from debt that negatively affected ministry work or personal life.

Extreme – Uncomfortable with current level of debt **and** concerned about being able to provide family with basic needs **and** has personally experienced stress from debt that negatively affected ministry work or personal life **and** has experienced family conflicts regarding money issues.

This line of analysis reveals that 15 percent of church worker households fall into the high risk group, while nine percent fall into the very high risk group and seven percent the extreme risk group. Not unexpectedly, younger workers, newer workers, lower income workers, small congregation workers and female workers constitute particularly high volumes of each risk group. It should also be noted that teachers and other workers are far more likely than pastors to fall into each of the three risk groups. If the percentages of households in each risk group are translated into the actual volume of church worker households included in this research, we find that 2,264 current church worker households fall into the high risk group, while 1,565 fall into the very high group and 1,170 the extreme group.

VOLUME OF CHURCH WORKER HOUSEHOLDS IN RISK GROUPS

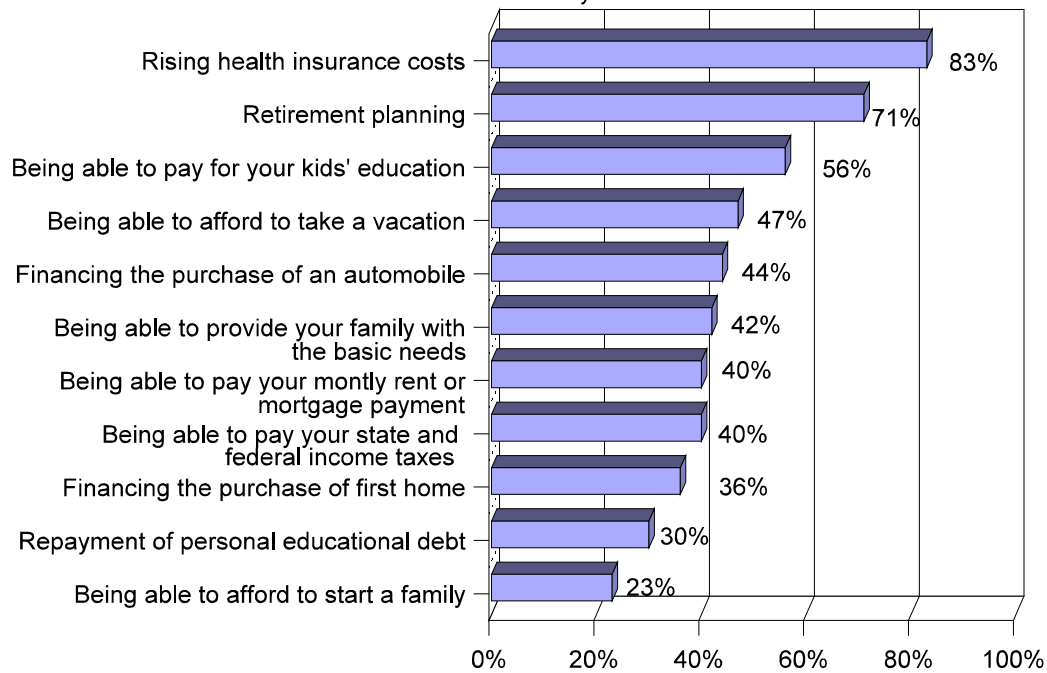


NOTE: The very high and extreme risk groups are sub-sets of the high risk group. Thus, among the total sample of 15,496, the 1,565 very high group members and 1,170 extreme group members are also part of the 2,264 members in the high group.

- When workers are probed on how concerned they are with 11 financial concerns people may have, we find that a majority indicate they are concerned (very concerned plus somewhat concerned) with three of the items tested: rising health insurance costs (83%); retirement planning (71%); being able to pay for your kids' education (56%). Six additional items are of concern to roughly one-third to one-half of Lutheran church workers: being able to afford to take a vacation (47%); financing the purchase of an automobile (44%); being able to provide your family with the basic needs (42%); being able to pay your monthly rent or mortgage payment (40%); being able to pay your state and federal income taxes (40%); financing the purchase of first home (36%). The remaining two items tested are of concern to less than one-third of workers: repayment of personal educational debt (30%) and being able to afford to start a family (23%).

LEVEL OF FINANCIAL CONCERN ON SELECTED ITEMS

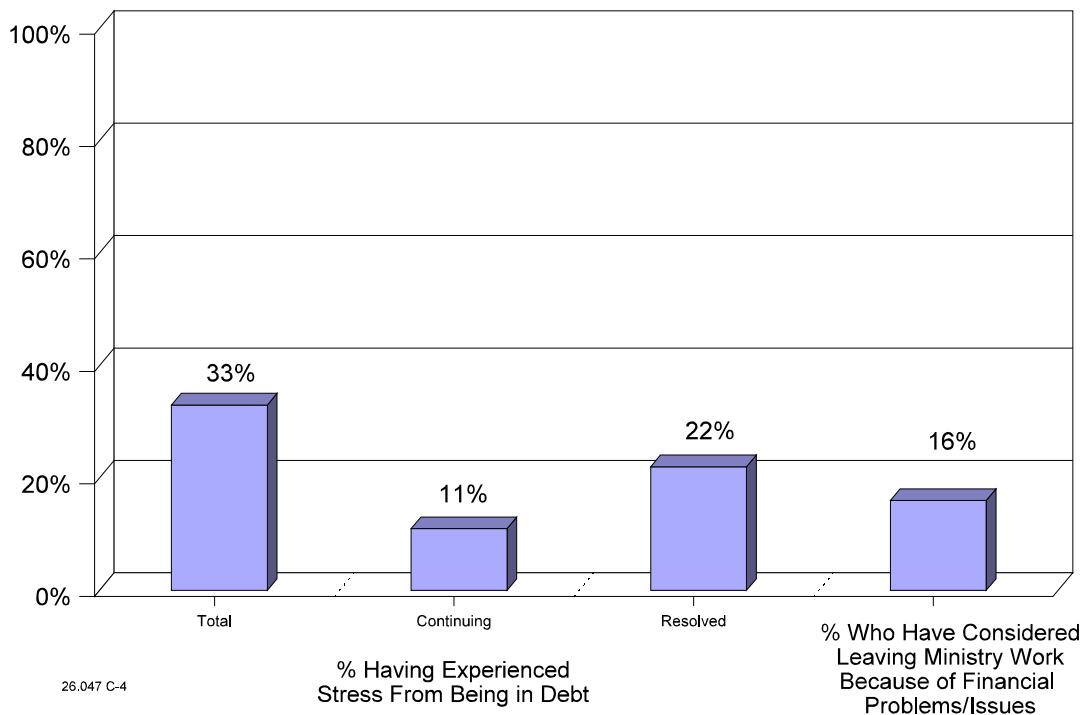
% Concerned – Very/Somewhat



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- One-third of church workers (33%) indicate they have experienced stress from being in debt to the extent that it negatively affected either their ministry work or personal life. One-third of these workers indicate that such stress is a continuing issue, while two-thirds indicate it has been resolved. Of particular interest is the finding that 16 percent of church workers have considered leaving their ministry work because of financial problems or issues. This reading exceeds 45 percent among workers falling into each of the three risk groups.

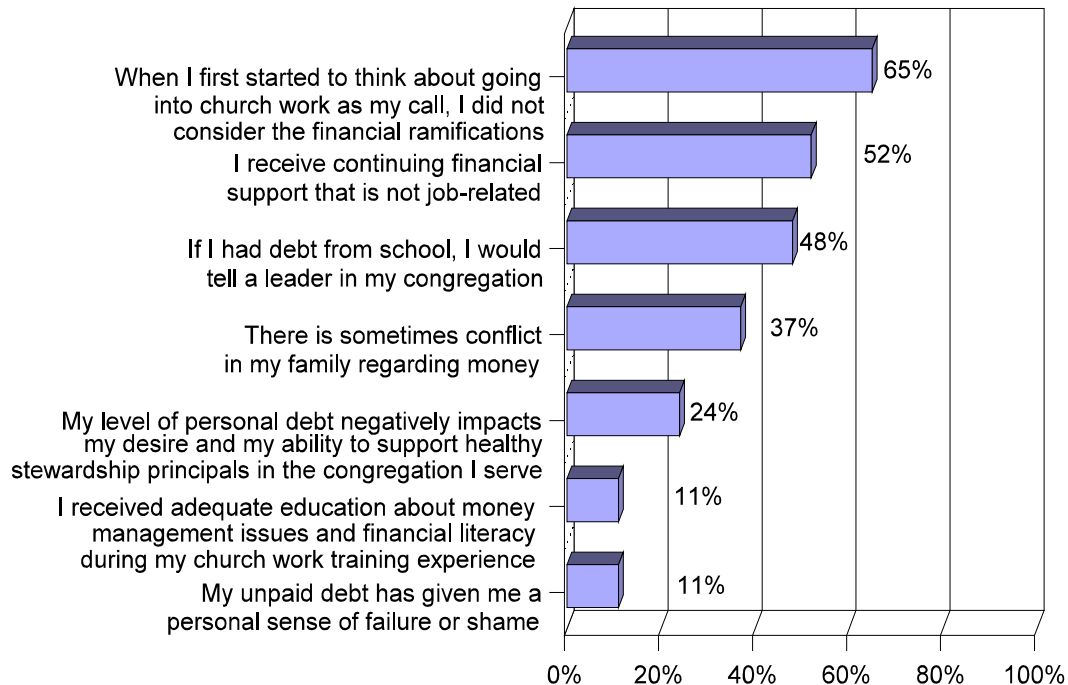
PERSONAL EXPERIENCE WITH STRESS DUE TO DEBT



- When workers are asked if they agree or disagree with each of seven financial-oriented questions, we find that two out of three workers (65%) did not consider the financial ramifications when they first started to think about going into church work as their calling, while roughly one-half of workers receive continuing financial support that is not job-related (52%) and would not tell a leader in their congregation if they had debt from school (48%). Of particular interest is the finding that significant numbers of workers say there is sometimes conflict in their family regarding money management issues (37%) or that their level of personal debt negatively impacts their desire and ability to support healthy stewardship principles in their congregation (24%). Only about one out of ten workers indicated they received adequate education about money management issues and financial literacy during their church work training experience (11%) or feel a personal sense of failure or shame because of their unpaid debt (11%).

ATTITUDES ABOUT FINANCIAL MATTERS

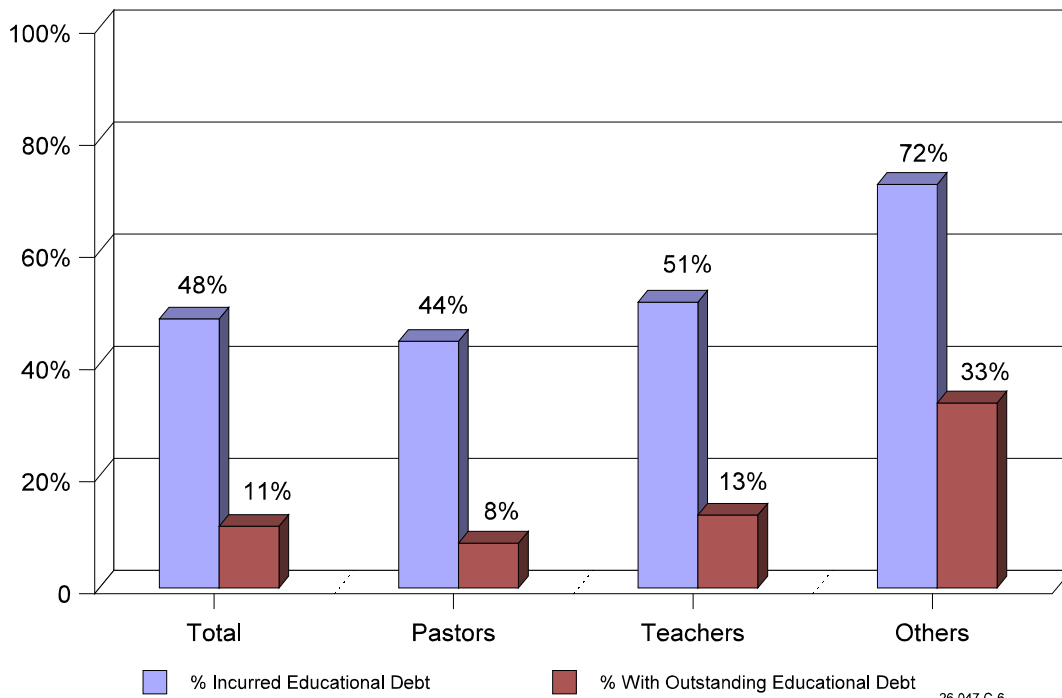
% Agree - Strongly/Agree



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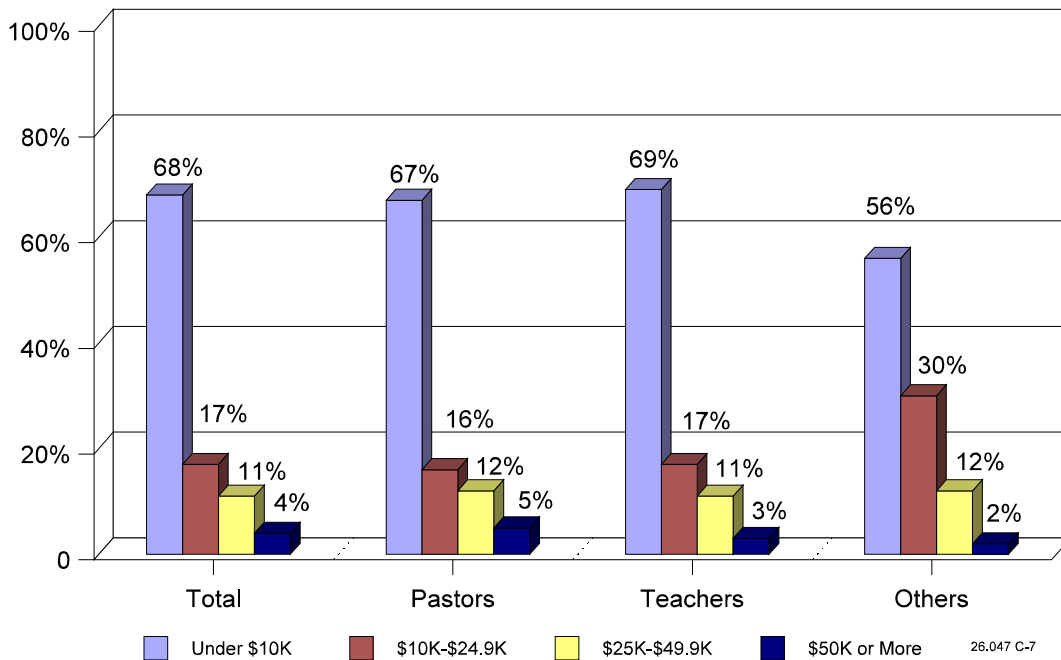
- Forty-eight percent of all workers incurred debt in order to complete their undergraduate, graduate or seminary education and 11 percent of workers currently have outstanding educational debt. As would be expected, younger (47%) and newer church workers (45%) reveal the highest levels of outstanding educational debt. The median level of outstanding educational debt being carried by workers is \$15,600.

EDUCATIONAL DEBT



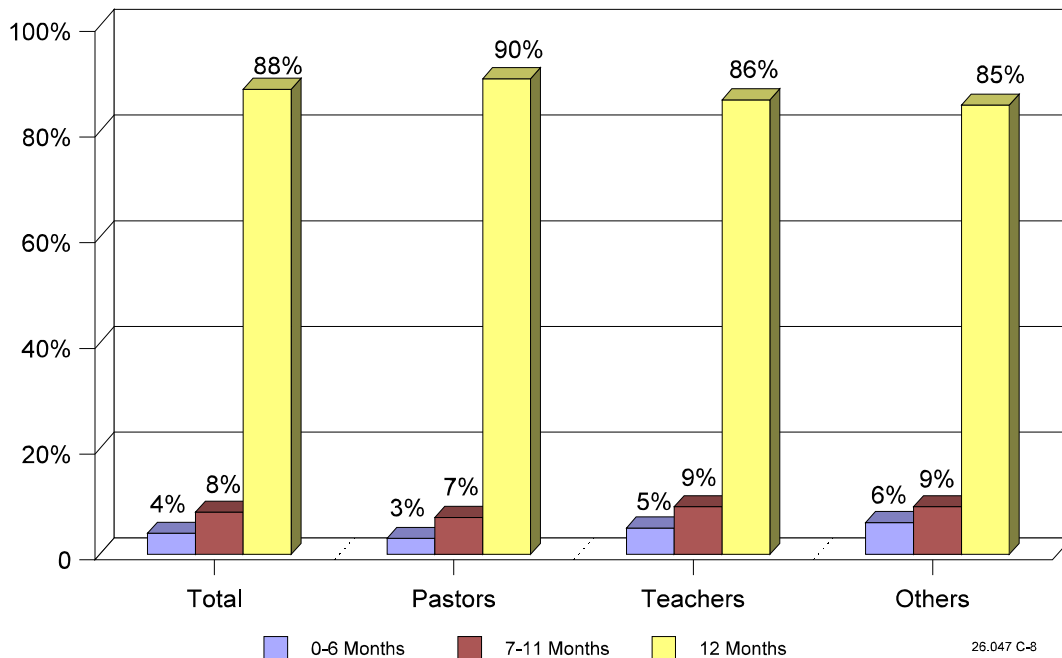
- When workers are asked to reveal their household's total level of current debt (excluding mortgages and educational loans), we find that over two out of three workers (68%) indicate their debt level is under \$10,000 and that 15 percent of workers indicate a debt level of \$25,000 or over. Among members of the three risk groups, the percentage with debt above \$25,000 is well above the norm (high 44%, very high 49%, extreme 52%).

CURRENT TOTAL HOUSEHOLD DEBT LESS MORTGAGE/EDUCATIONAL DEBT



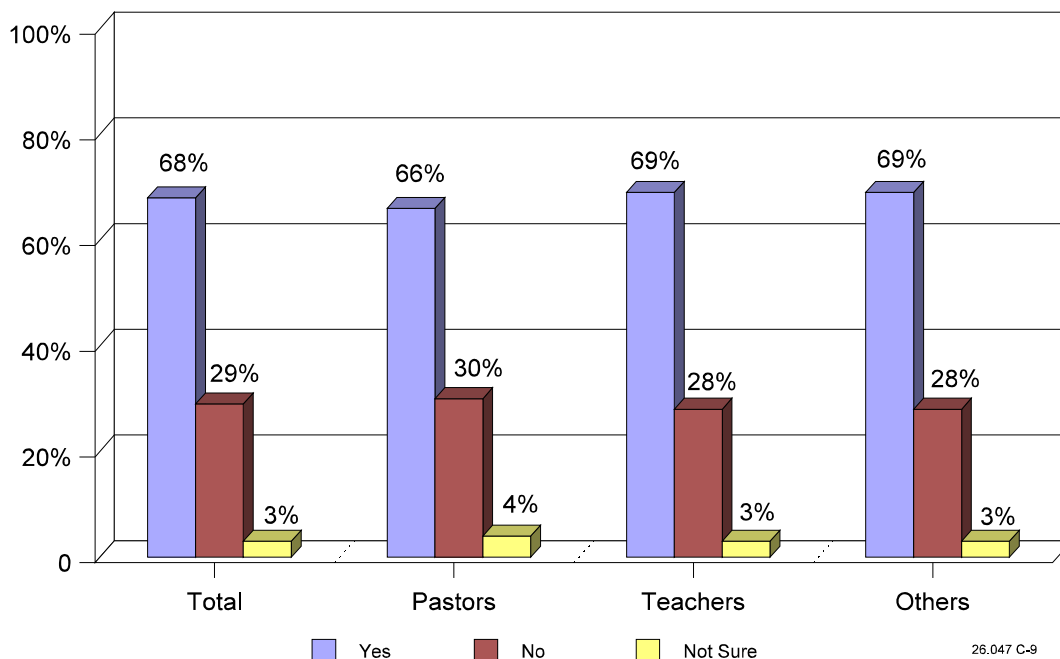
- Ninety-four percent of Lutheran church worker households utilize credit cards with the typical user having 2.4 cards. Additionally, four percent of users have cards that are “maxed out,” while 33 percent carry continuing balances on their cards. These readings are relatively consistent across worker subgroups except in the case of risk group members who have far more maxed out cards and continuing balances than the average church worker household.
- Eighty-eight percent of church worker households are able to pay all of their current bills as well as keep up with any debt payments they have 12 out of 12 months a year. In comparison, eight percent are able to pay all of their current bills a majority of the time (7-11 months), while four percent are able to pay them only half of the time or less. Low income households and risk group members reveal the most difficulty keeping up with their financial responsibilities.

ABILITY TO KEEP UP WITH CURRENT BILLS/DEBT PAYMENTS (Month Out of the Year)



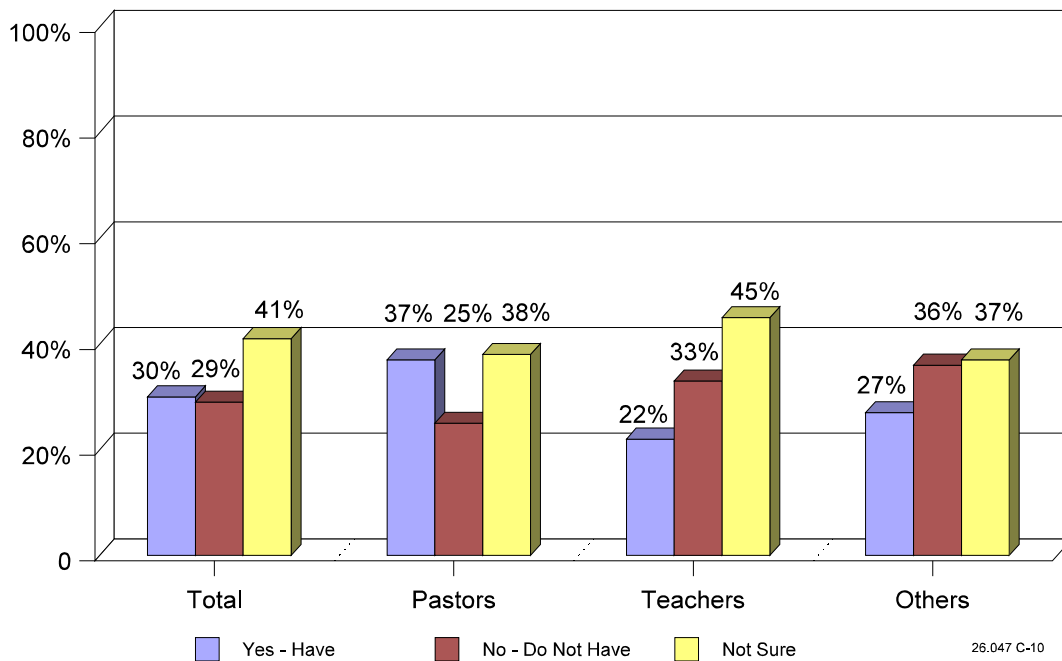
- Roughly one out of three church workers (30%) indicate they have consulted with a financial professional for assistance with money management issues. Among members of the three risk groups, the figure is 45 percent or higher. The individuals/organizations that workers have most commonly used for financial advice are professional financial advisors (35%) or Thrivent Financial for Lutherans (34%). Thirty-one percent of workers who have not consulted with a financial professional for advice are not sure who they would talk to if the need arose, while 28 percent would talk to a professional financial advisor and 21 percent would talk with a family member or friend.
- Sixty-eight percent of Lutheran workers indicate they would either definitely (26%) or probably (42%) consider speaking with a financial professional at the district or national church level if they were experiencing debt problems that were impacting their ability to fulfill their ministry. This figure does not dip below 57 percent within any worker subgroup.

WILLINGNESS TO UTILIZE CHURCH FINANCIAL PROFESSIONAL IF EXPERIENCING DEBT PROBLEMS



- Less than one-third of Lutheran church workers (30%) are aware that programs and services are available within LCMS to assist workers who are experiencing debt problems. In comparison, 41 percent of workers are unsure if such programs exist, while 29 percent say they do not. Eighty-seven percent of workers aware of LCMS programs would use them if the need arose and that 91 percent of workers unaware of the program feel such programs should be available.

AWARENESS OF LCMS DEBT ASSISTANCE PROGRAMS AND SERVICES



- When workers are asked to indicate what they feel is the number one thing the LCMS could do to assist church workers to better deal with career-threatening debt and financial issues, more financial training and higher salaries receive the highest response with readings of 27 percent and 26 percent, respectively. Also receiving noteworthy response are more financial training at the seminary level (13%) and lower tuition/cost for seminary students (10%). Teachers (36%) and other workers (31%) make particularly high mention of higher salaries.

DETAILED FINDINGS

WORKERS' ATTITUDES ABOUT DEBT AND ITS IMPACT ON THEIR LIVES

Church workers were asked a series of questions about their personal attitudes and concerns about personal debt. Looking first at their comfort level with their current level of personal debt, we find that three out of four workers (77%) are either very comfortable (31%) or comfortable (46%) with their current level of debt, while one out of four (23%) are either uncomfortable (20%) or very uncomfortable (3%). The highest levels of discomfort (uncomfortable plus very uncomfortable) are found among the following church worker subgroups:

- Younger workers (36%)
- Newer workers (35%)
- Lower income workers (32%)
- Small congregation workers (31%)
- Female workers (30%)

TABLE 1: COMFORT LEVEL WITH
CURRENT PERSONAL DEBT

“To begin, would you say you are very comfortable, comfortable, uncomfortable or very uncomfortable with your current level of personal debt?”

	Very Com- fortable	Com- fortable	Uncom- fortable	Very Uncom- fortable	TOTAL UNCOM- FORTABLE
<u>TOTAL</u>	31%	46%	20%	3%	23%
<u>WORKER TYPE</u>					
Pastor	36	44	18	2	20
Teacher	26	47	23	4	27
Other	25	45	25	5	30
<u>YEARS OF SALARIED MINISTRY WORK</u>					
Under 10	30	35	30	5	35
10 to 19	20	48	27	5	32
20 to 29	23	50	23	4	27
30 or over	42	45	12	1	13
<u>GENDER</u>					
Male	33	46	18	3	21
Female	25	45	25	5	30

(CONTINUED)

(CONT.) TABLE 1: COMFORT LEVEL WITH
CURRENT PERSONAL DEBT

	Very Com- fortable	Com- fortable	Uncom- fortable	Very Uncom- fortable	TOTAL UNCOM- FORTABLE ¹
<u>AGE</u>					
Under 35	22%	42%	31%	5%	36%
35 to 54	21	49	26	4	30
55 or over	40	44	14	2	16
<u>INCOME</u>					
Under \$35,000	24	44	27	5	32
\$35,000 to \$44,999	28	45	24	3	27
\$45,000 to \$54,999	30	46	20	4	24
\$55,000 or over	35	46	16	3	19
<u>CONGREGATION SIZE²</u>					
Small	29	40	26	5	31
Medium	29	49	19	3	22
Large	32	45	21	2	23

¹Uncomfortable plus very uncomfortable

²Small = under 200, medium = 200-799, large = 800+

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To aid in the analysis of the impact of debt on church worker households, several risk groups were formulated to help identify the volume of households who are experiencing various levels of stress in their lives due to financial issues. Workers' responses to the following four key attitudinal questions in the survey were used to determine if they should be included in any of three risk groups – high, very high and extreme.

- Workers who answered uncomfortable or very uncomfortable to the question, “Would you say you are very comfortable, comfortable, uncomfortable or very uncomfortable with your current level of personal debt?” (Q1)
- Workers who answered very concerned or somewhat concerned to the question, “Please tell me how concerned you are about being able to provide your family with the basic needs – very concerned, somewhat concerned, not too concerned, or not at all concerned.” (Q4I)
- Workers who answered yes to the question, “Have you personally ever experienced stress from being in debt to the extent that it negatively affected either your ministry work or your personal life?” (Q6)
- Workers who answered strongly agree or agree to the question, “There is sometimes conflict in my family regarding money management issues.” (Q7A)



## RISK GROUPS

- High – Uncomfortable with current level of debt **and** concerned about being able to provide family with basic needs.
- Very High – Uncomfortable with current level of debt **and** concerned about being able to provide family with basic needs **and** has personally experienced stress from debt that negatively affected ministry work or personal life.
- Extreme – Uncomfortable with current level of debt **and** concerned about being able to provide family with basic needs **and** has personally experienced stress from debt that negatively affected ministry work or personal life **and** has experienced family conflicts regarding money issues.

This line of analysis (Table 2) reveals that 15 percent of church worker households fall into the high risk group, while nine percent fall into the very high risk group and seven percent the extreme risk group. Not unexpectedly, younger workers, newer workers, lower income workers, small congregation workers and female workers constitute particularly high volumes of each risk group. Also note that teachers and other workers are far more likely than pastors to fall into each of the three risk groups.

If the percentages in of households in each risk group are translated into the actual volume of church worker households included in this research, we find that 2,264 current church worker households fall into the high risk group, while 1,565 fall into the very high group and 1,170 the extreme group.

| <u>WORKER TYPE</u> | <u>SAMPLE<br/>UNIVERSE</u> | <u>RISK GROUP</u> |                      |                |
|--------------------|----------------------------|-------------------|----------------------|----------------|
|                    |                            | <u>HIGH</u>       | <u>VERY<br/>HIGH</u> | <u>EXTREME</u> |
| Pastor             | 7,596                      | 836               | 684                  | 532            |
| Teacher            | 7,274                      | 1,309             | 800                  | 582            |
| Other              | <u>625</u>                 | <u>119</u>        | <u>81</u>            | <u>56</u>      |
|                    | 15,496                     | 2,264             | 1,565                | 1,170          |

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TABLE 2: PERCENT OF LUTHERAN
WORKERS IN HIGH RISK GROUPS

	RISK GROUP		
	HIGH	VERY HIGH	EXTREME
<u>TOTAL</u>	15%	9%	7%
<u>WORKER TYPE</u>			
Pastor	11	8	5
Teacher	18	11	8
Other	19	13	9
<u>YEARS OF SALARIED MINISTRY WORK</u>			
Under10	23	15	9
10 to 19	18	14	11
20 to 29	19	10	6
30 or over	7	5	4
<u>GENDER</u>			
Male	12	8	6
Female	22	13	8
<u>AGE</u>			
Under 35	26	18	11
35 to 54	20	12	9
55 or over	8	6	4
<u>INCOME</u>			
Under \$35,000	23	16	10
\$35,000 to \$44,999	16	10	6
\$45,000 to \$54,999	16	10	9
\$55,000 or over	11	7	6
<u>CONGREGATION SIZE</u>			
Small	20	15	10
Medium	14	9	7
Large	12	7	6

Table Reads: Among all church worker households surveyed, 15% are in the high risk group, 9% the very high risk group and 7% the extreme risk group. Among pastors, the readings are 11%, 8% and 5%.

Table Note: The very high and extreme risk groups are sub-sets of the high risk group

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**TABLE 3: PROFILE OF HIGH RISK  
LUTHERAN WORKERS**

| <u>WORKER TYPE</u>                         | ALL                             | RISK GROUP |              |           |
|--------------------------------------------|---------------------------------|------------|--------------|-----------|
|                                            | LUTHERAN<br>WORKERS<br>SURVEYED | HIGH       | VERY<br>HIGH | EXTREME   |
| Pastor                                     | 49%                             | 37%        | 41%          | 38%       |
| Teacher                                    | 47                              | 58         | 53           | 57        |
| Other                                      | <u>4</u>                        | <u>5</u>   | <u>6</u>     | <u>5</u>  |
|                                            | 100%                            | 100%       | 100%         | 100%      |
| <u>YEARS OF SALARIED<br/>MINISTRY WORK</u> |                                 |            |              |           |
| Under 10                                   | 15%                             | 23%        | 23%          | 20%       |
| 10 to 19                                   | 21                              | 26         | 31           | 33        |
| 20 to 29                                   | 25                              | 32         | 26           | 23        |
| 30 or over                                 | <u>39</u>                       | <u>19</u>  | <u>20</u>    | <u>24</u> |
|                                            | 100%                            | 100%       | 100%         | 100%      |
| MEDIAN                                     | 25.7                            | 20.3       | 18.6         | 18.7      |
| <u>GENDER</u>                              |                                 |            |              |           |
| Male                                       | 70%                             | 57%        | 58%          | 58%       |
| Female                                     | <u>30</u>                       | <u>43</u>  | <u>42</u>    | <u>42</u> |
|                                            | 100%                            | 100%       | 100%         | 100%      |
| <u>AGE</u>                                 |                                 |            |              |           |
| Under 35                                   | 10%                             | 17%        | 18%          | 16%       |
| 35 to 54                                   | 39                              | 54         | 51           | 53        |
| 55 or over                                 | <u>51</u>                       | <u>29</u>  | <u>31</u>    | <u>31</u> |
|                                            | 100%                            | 100%       | 100%         | 100%      |
| MEDIAN                                     | 55.3                            | 49.6       | 49.9         | 50.0      |
| <u>INCOME</u>                              |                                 |            |              |           |
| Under \$35,000                             | 14%                             | 21%        | 23%          | 20%       |
| \$35,000 to \$44,999                       | 27                              | 30         | 27           | 25        |
| \$45,000 to \$54,999                       | 16                              | 18         | 18           | 21        |
| \$55,000 or over                           | <u>43</u>                       | <u>31</u>  | <u>32</u>    | <u>34</u> |
|                                            | 100%                            | 100%       | 100%         | 100%      |
| MEDIAN (000)                               | \$50.3                          | \$44.7     | \$45.3       | \$47.5    |
| <u>CONGREGATION SIZE</u>                   |                                 |            |              |           |
| Small                                      | 24%                             | 31%        | 37%          | 32%       |
| Medium                                     | 46                              | 44         | 41           | 43        |
| Large                                      | <u>30</u>                       | <u>25</u>  | <u>22</u>    | <u>25</u> |
|                                            | 100%                            | 100%       | 100%         | 100%      |

Table Reads: 49% of all church workers are pastors, while 47 percent are teachers and 4 percent others. 37% of high risk group members are ministers, while 58% are teachers and 5% others.

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Workers were next probed on how concerned they are with 11 financial concerns people may have. Here we find that a majority of church workers indicate they are concerned (very concerned plus somewhat concerned) with three of the items tested:

- Rising health insurance costs (83%)
- Retirement planning (71%)
- Being able to pay for your kids' education (56%)

Six additional items are of concern to roughly one-third to one-half of Lutheran church workers:

- Being able to afford to take a vacation (47%)
- Financing the purchase of an automobile (44%)
- Being able to provide your family with the basic needs (42%)
- Being able to pay your monthly rent or mortgage payment (40%)
- Being able to pay your state and federal income taxes (40%)
- Financing the purchase of first home (36%)

The remaining two items tested are of concern to less than one-third of workers: repayment of personal educational debt (30%) and being able to afford to start a family (23%).

TABLE 4: LEVEL OF FINANCIAL CONCERN ON SELECTED ITEMS

"Next, I am going to read to you a number of typical financial concerns people may have. As I do please tell me how concerned you are about each one - very concerned, somewhat concerned, not too concerned, or not at all concerned.

	Very	Some- what	Not Too	Not at All	Not Sure	TOTAL CONCERNED ¹
Rising health insurance costs	46%	37%	8%	9%	*%	83%
Retirement planning	34	37	11	18	*	71
Being able to pay for your kids' education	32	24	8	36	*	56
Being able to afford to take a vacation	12	35	20	34	*	47
Financing the purchase of an automobile	11	33	21	36	*	44
Being able to provide your family with the basic needs	25	17	16	42	*	42
Being able to pay your monthly rent or mortgage payment	21	19	15	45	*	40
Being able to pay your state and federal income taxes	20	20	17	43	*	40
Financing the purchase of first home	18	18	11	51	1	36
Repayment of personal educational debt	14	16	9	60	1	30
Being able to afford to start a family	13	10	10	66	1	23

¹Very plus somewhat

*Indicates % less than .5

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When concerns are analyzed by workers' demographics, we find once again that younger, lower income workers, as might be expected, reveal the highest levels of concern on most of the items tested. Also note that the concerns expressed by workers in the three risk groups are well above those expressed by all workers as a whole.

TABLE 5: LEVEL OF FINANCIAL CONCERN  
ON SELECTED ITEMS – DETAIL

|                                        | <u>% CONCERNED</u>      |                   |                      |                 |                 |                   |                      |              |                   |                    |                     |
|----------------------------------------|-------------------------|-------------------|----------------------|-----------------|-----------------|-------------------|----------------------|--------------|-------------------|--------------------|---------------------|
|                                        | <u>Health Insurance</u> | <u>Retirement</u> | <u>Kid Education</u> | <u>Vacation</u> | <u>New Auto</u> | <u>Basic Need</u> | <u>Rent/Mortgage</u> | <u>Taxes</u> | <u>First Home</u> | <u>Educational</u> | <u>Start Family</u> |
| <u>TOTAL</u>                           | 83%                     | 71%               | 56%                  | 47%             | 44%             | 42%               | 40%                  | 40%          | 36%               | 30%                | 23%                 |
| <u>WORKER TYPE</u>                     |                         |                   |                      |                 |                 |                   |                      |              |                   |                    |                     |
| Pastor                                 | 77                      | 63                | 49                   | 40              | 37              | 36                | 34                   | 34           | 34                | 26                 | 16                  |
| Teacher                                | 89                      | 79                | 62                   | 53              | 49              | 47                | 45                   | 44           | 39                | 33                 | 29                  |
| Other                                  | 82                      | 80                | 63                   | 54              | 50              | 47                | 46                   | 45           | 40                | 40                 | 34                  |
| <u>YEARS OF SALARIED MINISTRY WORK</u> |                         |                   |                      |                 |                 |                   |                      |              |                   |                    |                     |
| Under 10                               | 78                      | 76                | 69                   | 59              | 45              | 43                | 40                   | 44           | 47                | 53                 | 35                  |
| 10 to 19                               | 84                      | 83                | 74                   | 52              | 52              | 47                | 45                   | 42           | 40                | 34                 | 35                  |
| 20 to 29                               | 86                      | 77                | 59                   | 47              | 44              | 39                | 40                   | 40           | 29                | 21                 | 17                  |
| 30 or over                             | 82                      | 60                | 40                   | 39              | 38              | 41                | 36                   | 37           | 36                | 25                 | 20                  |
| <u>GENDER</u>                          |                         |                   |                      |                 |                 |                   |                      |              |                   |                    |                     |
| Male                                   | 80                      | 68                | 54                   | 42              | 40              | 40                | 36                   | 36           | 36                | 28                 | 20                  |
| Female                                 | 89                      | 69                | 60                   | 57              | 50              | 47                | 49                   | 48           | 38                | 34                 | 29                  |
| <u>AGE</u>                             |                         |                   |                      |                 |                 |                   |                      |              |                   |                    |                     |
| Under 35                               | 75                      | 81                | 75                   | 65              | 48              | 50                | 46                   | 44           | 52                | 50                 | 50                  |
| 35 to 54                               | 86                      | 80                | 74                   | 51              | 49              | 44                | 43                   | 43           | 37                | 21                 | 21                  |
| 55 or over                             | 82                      | 63                | 38                   | 40              | 38              | 39                | 36                   | 36           | 33                | 36                 | 19                  |
| <u>INCOME</u>                          |                         |                   |                      |                 |                 |                   |                      |              |                   |                    |                     |
| Under \$35,000                         | 93                      | 78                | 60                   | 53              | 59              | 59                | 61                   | 55           | 52                | 39                 | 32                  |
| \$35,000 to \$44,999                   | 85                      | 72                | 58                   | 51              | 48              | 46                | 42                   | 46           | 47                | 38                 | 32                  |
| \$45,000 to \$54,999                   | 78                      | 65                | 55                   | 44              | 37              | 36                | 40                   | 34           | 32                | 21                 | 14                  |
| \$55,000 or over                       | 80                      | 72                | 54                   | 42              | 37              | 36                | 32                   | 31           | 27                | 25                 | 17                  |
| <u>CONGREGATION SIZE</u>               |                         |                   |                      |                 |                 |                   |                      |              |                   |                    |                     |
| Small                                  | 77                      | 76                | 59                   | 51              | 47              | 44                | 42                   | 39           | 41                | 32                 | 25                  |
| Medium                                 | 85                      | 71                | 57                   | 48              | 42              | 42                | 42                   | 43           | 38                | 32                 | 23                  |
| Large                                  | 86                      | 73                | 57                   | 44              | 45              | 40                | 35                   | 36           | 33                | 26                 | 21                  |
| <u>RISK GROUP</u>                      |                         |                   |                      |                 |                 |                   |                      |              |                   |                    |                     |
| High                                   | 94                      | 95                | 79                   | 80              | 75              | 100               | 81                   | 71           | 57                | 45                 | 33                  |
| Very high                              | 92                      | 95                | 75                   | 85              | 77              | 100               | 84                   | 73           | 65                | 48                 | 32                  |
| Extreme                                | 91                      | 94                | 81                   | 86              | 76              | 100               | 83                   | 73           | 67                | 50                 | 30                  |

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Continuing with this line of questioning, one-third of church workers (33%) indicate they have experienced stress from being in debt to the extent that it negatively affected either their ministry work or personal life. One-third of these workers indicate that such stress is a continuing issue, while two-thirds indicate it has been resolved. Of particular interest in the following table is the finding that 16 percent of church workers have considered leaving their ministry work because of financial problems or issues. This reading exceeds 45 percent among workers falling into each of the three risk groups.

**TABLE 6: PERSONAL EXPERIENCE
WITH STRESS DUE TO DEBT**

“Have you personally ever experienced stress from being in debt to the extent that it negatively affected either your ministry work or your personal life?”

“Is this a continuing situation or has it been resolved?”

“Have you personally even considered leaving your ministry work because of financial problems or issues?”

	% Having Experienced Stress	AMONG THOSE EXPERIENCING STRESS		
		Current Status		% Who Have Considered Leaving Ministry Work
		Continuing	Resolved	
<u>TOTAL</u>	33%	11%	22%	16%
<u>WORKER TYPE</u>				
Pastor	30	11	19	13
Teacher	36	11	25	19
Other	40	15	25	23
<u>YEARS OF SALARIED MINISTRY WORK</u>				
Under 10	35	13	22	18
10 to 19	40	18	22	22
20 to 29	35	13	22	18
30 or over	28	5	23	10
<u>GENDER</u>				
Male	32	11	21	14
Female	36	11	25	20
<u>AGE</u>				
Under 35	31	10	21	16
35 to 54	42	17	25	21
55 or over	27	6	21	11

(CONTINUED)

(CONT.) TABLE 6: PERSONAL EXPERIENCE
WITH STRESS DUE TO DEBT

	% Having Experienced Stress	AMONG THOSE EXPERIENCING STRESS		
		Current Status		% Who Have Considered Leaving Ministry Work
		Continuing	Resolved	
<u>INCOME</u>				
Under \$35,000	42%	16%	26%	13%
\$35,000 to \$44,999	31	13	18	16
\$45,000 to \$54,999	34	12	22	19
\$55,000 or over	32	7	25	13
<u>CONGREGATION SIZE</u>				
Small	39%	15%	24%	23%
Medium	33	11	22	14
Large	37	10	27	17
<u>RISK GROUP</u>				
High	64	40	24	45
Very high	100	62	38	70
Extreme	100	60	40	69

Note: Percentages are of total individuals in each sample group.

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The final question in this section asked workers if they agreed or disagreed with each of seven financial-oriented questions. Here we find that two out of three workers (65%) did not consider the financial ramifications when they first started to think about going into church work as their calling, while roughly one-half of workers receive continuing financial support that is not job-related (52%) and would not tell a leader in their congregation if they had debt from school (48%). Of particular interest is the finding that significant numbers of workers say there is sometimes conflict in their family regarding money management issues (37%) or that their level of personal debt negatively impacts their desire and ability to support healthy stewardship principles in their congregation (24%). Only about one out of ten workers indicated they received adequate education about money management issues and financial literacy during their church work training experience (11%) or feel a personal sense of failure or shame because of their unpaid debt (11%).



**TABLE 7: ATTITUDES ON FINANCIAL MATTERS**

“Next, do you strongly agree, agree, disagree or strongly disagree with each of the following statements?”

|                                                                                                                                                                                  | Strongly Agree | Agree | Disagree | Strongly Disagree | Not Sure | TOTAL AGREE <sup>1</sup> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|----------|--------------------------|
| When I first started to think about going into church work as my call, I did not consider the financial ramifications                                                            | 26%            | 39%   | 28%      | 7%                | *%       | 65%                      |
| I receive continuing financial support that is not job-related; for example, family support, trusts or inheritance, spousal income from other than church work or other sources. | 15             | 37    | 27       | 21                | 1        | 52                       |
| If I had debt from school, I would tell a leader in my congregation                                                                                                              | 7              | 41    | 37       | 12                | 3        | 48                       |
| There is sometimes conflict in my family regarding money management issues                                                                                                       | 5              | 32    | 41       | 22                | *        | 37                       |
| My level of personal debt negatively impacts my desire and my ability to support healthy steward-ship principles in the congregation I serve                                     | 6              | 18    | 40       | 36                | *        | 24                       |
| I received adequate education about money management issues and financial literacy during my church work training experience                                                     | 2              | 9     | 42       | 46                | 1        | 11                       |
| My unpaid debt has given me a personal sense of failure or shame                                                                                                                 | 1              | 10    | 46       | 42                | 1        | 11                       |

<sup>1</sup>Strongly agree plus agree

\*Indicates % less than .5

Totals may not equal 100% due to rounding

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On the following table response to the seven agree/disagree statements is analyzed by worker demographics. Of particular interest are the high levels of agreement received from members of the three risk groups on three of the items tested:

- There is sometimes conflict in my family regarding money management issues (73% or more agreement).
- My level of personal debt negatively impacts my desire and my ability to support healthy stewardship principles in the congregation I serve (63% or more agreement).
- My unpaid debt has given me a personal sense of failure of shame (38% or more agreement).

**TABLE 8: ATTITUDES ON FINANCIAL
MATTERS – DETAIL**

% AGREE

	Did Not Consider Financial Ramifi- cation	Receive Continuing Support	Tell Leader School Debt	Family Conflicts Money	Negative Impact Steward- ship	Educated on Money Manage- ment	Sense of Failure
<u>TOTAL</u>	65%	52%	48%	37%	24%	11%	11%
<u>WORKER TYPE</u>							
Pastor	65	44	55	33	17	14	10
Teacher	65	58	41	42	31	9	12
Other	59	59	46	48	21	13	19
<u>YEARS OF SALARIED MINISTRY WORK</u>							
Under 10	53	53	50	39	28	16	14
10 to 19	58	56	48	50	27	11	15
20 to 29	67	52	46	45	26	8	14
30 or over	72	48	50	27	19	12	7
<u>GENDER</u>							
Male	63	45	52	35	21	12	10
Female	69	66	42	42	30	10	14
<u>AGE</u>							
Under 35	54	52	44	40	32	18	14
35 to 54	61	53	49	53	27	9	14
55 or over	69	50	49	25	19	11	9
<u>INCOME</u>							
Under \$35,000	71	44	60	39	29	16	17
\$35,000 to \$44,999	62	51	47	38	30	14	11
\$45,000 to \$54,999	68	54	44	38	27	11	13
\$55,000 or over	63	53	49	37	16	9	9
<u>CONGREGATION SIZE</u>							
Small	69	46	55	43	25	14	13
Medium	61	54	48	39	22	12	12
Large	66	52	48	35	27	11	8
<u>RISK GROUP</u>							
High	68	56	47	73	63	9	38
Very high	68	56	48	73	70	6	47
Extreme	73	56	46	100	71	4	50

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## CURRENT FINANCIAL STATUS OF CHURCH WORKERS

In order to get a better understanding of workers' current financial situation, they were probed on four related items:

- Their educational debt level
- Their current total debt level
- Their use of credit cards
- Their ability to keep up with their current bills

Looking first at workers' educational debt, we find that 48 percent of all workers incurred debt in order to complete their undergraduate, graduate or seminary education and that 11 percent of workers currently have outstanding educational debt. As would be expected, younger (47%) and newer church workers (45%) reveal the highest levels of outstanding educational debt. The median level of outstanding educational debt being carried by workers is \$15,600.

TABLE 9: EDUCATIONAL DEBT LEVELS

"Did you incur any kind of debt in order to complete your undergraduate, graduate or seminary education?"

"Do you currently have any outstanding debt from educational loans?"

|                                            | % Incurred<br>Educational<br>Debt | % With<br>Outstanding<br>Educational<br>Debt |
|--------------------------------------------|-----------------------------------|----------------------------------------------|
| <u>TOTAL</u>                               | 48%                               | 11%                                          |
| <u>WORKER TYPE</u>                         |                                   |                                              |
| Pastor                                     | 44                                | 8                                            |
| Teacher                                    | 51                                | 13                                           |
| Other                                      | 72                                | 33                                           |
| <u>YEARS OF SALARIED<br/>MINISTRY WORK</u> |                                   |                                              |
| Under 10                                   | 73                                | 45                                           |
| 10 to 19                                   | 62                                | 14                                           |
| 20 to 29                                   | 48                                | 4                                            |
| 30 or over                                 | 32                                | 1                                            |
| <u>GENDER</u>                              |                                   |                                              |
| Male                                       | 47                                | 9                                            |
| Female                                     | 52                                | 16                                           |
| <u>AGE</u>                                 |                                   |                                              |
| Under 35                                   | 70                                | 47                                           |
| 35 to 54                                   | 62                                | 14                                           |
| 55 or over                                 | 33                                | 2                                            |

(CONTINUED)



**TABLE 10: CURRENT TOTAL HOUSEHOLD DEBT  
LESS MORTGAGE/EDUCATIONAL DEBT**

“Next, which one of the following categories do you feel best describes your household’s total level of debt at this time? That is, excluding any mortgage or balances on educational loans, but including such things as outstanding debt on credit cards, auto loans, bank or finance company loans and the like? Would you say it is...”

|                                            | Under<br>\$10K | \$10K to<br>\$24.9K | \$25K to<br>\$49.9K | \$50K to<br>or More | TOTAL<br>\$25K OR<br>MORE |
|--------------------------------------------|----------------|---------------------|---------------------|---------------------|---------------------------|
| <u>TOTAL</u>                               | 68%            | 17%                 | 11%                 | 4%                  | 15%                       |
| <u>WORKER TYPE</u>                         |                |                     |                     |                     |                           |
| Pastor                                     | 67             | 16                  | 12                  | 5                   | 17                        |
| Teacher                                    | 69             | 17                  | 11                  | 3                   | 14                        |
| Other                                      | 56             | 30                  | 12                  | 2                   | 14                        |
| <u>YEARS OF SALARIED<br/>MINISTRY WORK</u> |                |                     |                     |                     |                           |
| Under 10                                   | 60             | 22                  | 16                  | 2                   | 18                        |
| 10 to 19                                   | 61             | 20                  | 13                  | 6                   | 19                        |
| 20 to 29                                   | 66             | 19                  | 10                  | 5                   | 15                        |
| 30 or over                                 | 75             | 12                  | 10                  | 3                   | 13                        |
| <u>GENDER</u>                              |                |                     |                     |                     |                           |
| Male                                       | 67             | 16                  | 12                  | 5                   | 17                        |
| Female                                     | 69             | 19                  | 9                   | 3                   | 12                        |
| <u>AGE</u>                                 |                |                     |                     |                     |                           |
| Under 35                                   | 67             | 17                  | 16                  | *                   | 16                        |
| 35 to 54                                   | 61             | 21                  | 12                  | 6                   | 18                        |
| 55 or over                                 | 73             | 14                  | 10                  | 3                   | 13                        |
| <u>INCOME</u>                              |                |                     |                     |                     |                           |
| Under \$35,000                             | 77             | 10                  | 13                  | 0                   | 13                        |
| \$35,000 to \$44,999                       | 61             | 19                  | 15                  | 5                   | 20                        |
| \$45,000 to \$54,999                       | 69             | 15                  | 9                   | 7                   | 16                        |
| \$55,000 or over                           | 67             | 19                  | 10                  | 4                   | 14                        |
| <u>CONGREGATION SIZE</u>                   |                |                     |                     |                     |                           |
| Small                                      | 58             | 18                  | 16                  | 8                   | 24                        |
| Medium                                     | 66             | 18                  | 11                  | 5                   | 16                        |
| Large                                      | 70             | 16                  | 12                  | 2                   | 14                        |
| <u>RISK GROUP</u>                          |                |                     |                     |                     |                           |
| High                                       | 27             | 29                  | 31                  | 13                  | 44                        |
| Very high                                  | 20             | 31                  | 33                  | 16                  | 49                        |
| Extreme                                    | 19             | 29                  | 32                  | 20                  | 52                        |

\*Indicates % less than .5

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Ninety-four percent of Lutheran church worker households utilize credit cards with the typical user having 2.4 cards. Additionally, four percent of users have cards that are “maxed out,” while 33 percent carry continuing balances on their cards. These readings are relatively consistent across worker subgroups except in the case of risk group members who have far more maxed out cards and continuing balances than the average church worker household.

TABLE 11: CREDIT CARD UTILIZATION

“Do you utilize credit cards such as Visa, MasterCard, Discover and American Express?”

“How many cards would you estimate that you have and use?”

“Do you have any that are “maxed out?”

“Do you have a continuing balance on any of your cards – that is, do you have an amount on any of your credit cards that you do not completely pay off every month?”

“On how many cards do you carry a continuing balance?”

	AMONG THOSE WITH CARDS				
	% Use Cards	Mean No. of Cards Used	% Any Maxed Out	% Continuing Balances	Mean No. Cards/Continuing Balance
<u>TOTAL</u>	94%	2.4	4%	33%	1.8
<u>WORKER TYPE</u>					
Pastor	95	2.4	4	29	1.8
Teacher	93	2.4	4	36	1.8
Other	93	2.2	6	45	1.7
<u>YEARS OF SALARIED MINISTRY WORK</u>					
Under 10	89	2.2	6	40	2.1
10 to 19	93	2.5	6	40	2.0
20 to 29	93	2.4	3	38	1.7
30 or over	96	2.4	3	23	1.6
<u>GENDER</u>					
Male	95	2.4	4	31	1.8
Female	92	2.4	4	37	1.9
<u>AGE</u>					
Under 35	89	2.1	5	32	1.9
35 to 54	93	2.5	4	45	1.9
55 or over	95	2.4	3	24	1.7
<u>INCOME</u>					
Under \$35,000	86	2.1	5	32	2.2
\$35,000 to \$44,999	93	2.5	6	33	2
\$45,000 to \$54,999	95	2.5	2	31	1.7
\$55,000 or over	96	2.4	3	35	1.7
<u>CONGREGATION SIZE</u>					
Small	94	2.3	7	36	2.1
Medium	93	2.5	4	37	1.8
Large	93	2.3	2	31	1.7
<u>RISK GROUP</u>					
High	88	2.6	14	65	2.1
Very high	85	2.5	18	63	2.1
Extreme	83	2.7	24	63	2.3

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Eighty-eight percent of church worker households are able to pay all of their current bills as well as keep up with any debt payments they have 12 out of 12 months a year. In comparison, eight percent are able to pay all of their current bills a majority of the time (7-11 months), while four percent are able to pay them only half of the time or less. Low income households and risk group members reveal the most difficulty keeping up with their financial responsibilities.

**TABLE 12: ABILITY TO KEEP UP WITH  
CURRENT BILLS/DEBT PAYMENTS**

“Next, how many months out of the year are you able to pay all of your current bills as well as keep up with any debt payments you may have?”

|                                            | Few<br>(0-6) | Most<br>(7-11) | All<br>(12) |
|--------------------------------------------|--------------|----------------|-------------|
| <u>TOTAL</u>                               | 4%           | 8%             | 88%         |
| <u>WORKER TYPE</u>                         |              |                |             |
| Pastor                                     | 3            | 7              | 90          |
| Teacher                                    | 5            | 9              | 86          |
| Other                                      | 6            | 9              | 85          |
| <u>YEARS OF SALARIED<br/>MINISTRY WORK</u> |              |                |             |
| Under 10                                   | 4            | 7              | 89          |
| 10 to 19                                   | 4            | 15             | 81          |
| 20 to 29                                   | 7            | 9              | 84          |
| 30 or over                                 | 2            | 5              | 93          |
| <u>GENDER</u>                              |              |                |             |
| Male                                       | 4            | 8              | 88          |
| Female                                     | 5            | 9              | 86          |
| <u>AGE</u>                                 |              |                |             |
| Under 35                                   | 2            | 4              | 94          |
| 35 to 54                                   | 7            | 14             | 79          |
| 55 or over                                 | 3            | 5              | 92          |
| <u>INCOME</u>                              |              |                |             |
| Under \$35,000                             | 11           | 9              | 80          |
| \$35,000 to \$44,999                       | 6            | 10             | 84          |
| \$45,000 to \$54,999                       | 1            | 10             | 89          |
| \$55,000 or over                           | 2            | 6              | 92          |
| <u>CONGREGATION SIZE</u>                   |              |                |             |
| Small                                      | 6            | 12             | 82          |
| Medium                                     | 5            | 8              | 87          |
| Large                                      | 3            | 8              | 89          |
| <u>RISK GROUP</u>                          |              |                |             |
| High                                       | 19           | 23             | 58          |
| Very high                                  | 26           | 29             | 45          |
| Extreme                                    | 27           | 31             | 42          |

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USE OF FINANCIAL PROFESSIONALS

Roughly one out of three church workers indicate they have consulted with a financial professional for assistance with money management issues. Among members of the three risk groups, the figure is 45 percent or higher.

TABLE 13: PRIOR USE OF FINANCIAL PROFESSIONALS

“Have you ever consulted with a financial professional to assist you with money management issues such as managing your debt?”

	<u>% YES</u>
<u>TOTAL</u>	30%
<u>WORKER TYPE</u>	
Pastor	30
Teacher	29
Other	36
<u>YEARS OF SALARIED MINISTRY WORK</u>	
Under 10	35
10 to 19	37
20 to 29	28
30 or over	25
<u>GENDER</u>	
Male	29
Female	32
<u>AGE</u>	
Under 35	30
35 to 54	36
55 or over	25
<u>INCOME</u>	
Under \$35,000	30
\$35,000 to \$44,999	31
\$45,000 to \$54,999	27
\$55,000 or over	30
<u>CONGREGATION SIZE</u>	
Small	31
Medium	30
Large	31
<u>RISK GROUP</u>	
High	47
Very high	54
Extreme	45

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The individuals/organizations that workers have most commonly used for financial advice are professional financial advisors (35%) or Thrivent Financial for Lutherans (34%). Thirty-one percent of workers who have not consulted with a financial professional for advice are not sure who they would talk to if the need arose, while 28 percent would talk to a professional financial advisor and 21 percent would talk with a family member or friend.

TABLE 14: TYPES OF INDIVIDUAL UTILIZED FOR ASSISTANCE ON MONEY MANAGEMENT ISSUES

(AMONG THOSE WHO HAVE CONSULTED PROFESSIONAL) “With whom did you consult?”

(AMONG THOSE WHO HAVE NOT CONSULTED PROFESSIONAL) “To whom would you turn if you were to seek some assistance with money management issues such as managing your debt?”

CONSULTATION WITH PROFESSIONAL

|                                                                                           | <u>Have<br/>Consulted</u> | <u>Have Not<br/>Consulted</u> |
|-------------------------------------------------------------------------------------------|---------------------------|-------------------------------|
| Professional financial advisor, banker,<br>financial planner, accountant, broker,<br>etc. | 35%                       | 28%                           |
| Thrivent Financial for Lutherans                                                          | 34                        | 11                            |
| Finance company representative                                                            | 17                        | 2                             |
| Consumer credit counselor                                                                 | 6                         | 1                             |
| Family member, friend                                                                     | 6                         | 21                            |
| The Church, member of congregation                                                        | 5                         | 5                             |
| Not sure                                                                                  | 7                         | 31                            |
| No need – no debt                                                                         | 0                         | 5                             |
| Total exceeds 100% due to multiple responses<br>~~~~~                                     |                           |                               |

Sixty-eight percent of Lutheran workers indicate they would either definitely (26%) or probably (42%) consider speaking with a financial professional at the district or national church level if they were experiencing debt problems that were impacting their ability to fulfill their ministry. This figure does not dip below 57 percent within any worker subgroup.

**TABLE 15: WILLINGNESS TO UTILIZE CHURCH FINANCIAL  
PROFESSIONAL IF EXPERIENCING DEBT PROBLEMS**

“If you were experiencing debt problems that were impacting your ability to effectively fulfill your ministry, would you definitely, probably, probably not or definitely not consider speaking with a financial professional at the district or national church level for assistance?”

|                                        | Definitely | Probably | Probably Not | Definitely Not | Not Sure | TOTAL YES <sup>1</sup> |
|----------------------------------------|------------|----------|--------------|----------------|----------|------------------------|
| <u>TOTAL</u>                           | 26%        | 42%      | 24%          | 5%             | 3%       | 68%                    |
| <u>WORKER TYPE</u>                     |            |          |              |                |          |                        |
| Pastor                                 | 30         | 36       | 22           | 8              | 4        | 66                     |
| Teacher                                | 21         | 48       | 25           | 3              | 3        | 69                     |
| Other                                  | 23         | 46       | 23           | 5              | 3        | 69                     |
| <u>YEARS OF SALARIED MINISTRY WORK</u> |            |          |              |                |          |                        |
| Under 10                               | 28         | 46       | 22           | 2              | 2        | 74                     |
| 10 to 19                               | 18         | 48       | 26           | 6              | 2        | 66                     |
| 20 to 29                               | 27         | 38       | 26           | 7              | 2        | 65                     |
| 30 or over                             | 29         | 40       | 21           | 5              | 5        | 69                     |
| <u>GENDER</u>                          |            |          |              |                |          |                        |
| Male                                   | 29         | 40       | 22           | 6              | 3        | 69                     |
| Female                                 | 18         | 48       | 28           | 3              | 3        | 66                     |
| <u>AGE</u>                             |            |          |              |                |          |                        |
| Under 35                               | 21         | 54       | 21           | 2              | 2        | 75                     |
| 35 to 54                               | 25         | 41       | 28           | 5              | 1        | 66                     |
| 55 or over                             | 28         | 40       | 21           | 6              | 5        | 68                     |
| <u>INCOME</u>                          |            |          |              |                |          |                        |
| Under \$35,000                         | 23         | 48       | 17           | 8              | 4        | 71                     |
| \$35,000 to \$44,999                   | 21         | 47       | 21           | 6              | 5        | 68                     |
| \$45,000 to \$54,999                   | 24         | 44       | 27           | 2              | 3        | 68                     |
| \$55,000 or over                       | 30         | 37       | 26           | 5              | 2        | 67                     |
| <u>CONGREGATION SIZE</u>               |            |          |              |                |          |                        |
| Small                                  | 25         | 46       | 18           | 7              | 4        | 71                     |
| Medium                                 | 29         | 40       | 24           | 4              | 3        | 69                     |
| Large                                  | 24         | 43       | 26           | 5              | 2        | 67                     |
| <u>RISK GROUP</u>                      |            |          |              |                |          |                        |
| High                                   | 18         | 40       | 32           | 10             | *        | 68                     |
| Very high                              | 19         | 38       | 29           | 14             | 0        | 57                     |
| Extreme                                | 22         | 46       | 22           | 10             | 0        | 68                     |

<sup>1</sup> Definitely plus probably  
\* Indicates % less than .5

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AWARENESS OF LCMS DEBT ASSISTANCE PROGRAMS AND SERVICES

Less than one-third of Lutheran church workers (30%) are aware that programs and services are available within LCMS to assist workers who are experiencing debt problems. In comparison, 41 percent of workers are unsure if such programs exist, while 29 percent say they do not.

Table 16 also reveals that 87 percent of workers aware of LCMS programs would use them if the need arose and that 91 percent of workers unaware of the program feel such programs should be available.

TABLE 16: AVAILABILITY OF LCMS DEBT ASSISTANCE PROGRAMS AND SERVICES

“Are there any programs or services available within LCMS to assist clergy and church workers who are experiencing debt problems?”

(AMONG THOSE AWARE OF PROGRAMS/SERVICES) “Would you utilize these programs and services if the need arose?”

(AMONG THOSE NOT AWARE OF PROGRAMS/SERVICES) “Do you feel such programs and services should be available?”

	AWARE OF ASSISTANCE PROGRAMS			Would Utilize if Needed	Should be Available
	Yes	No	Not Sure		
<u>TOTAL</u>	30%	29%	41%	87%	91%
<u>WORKER TYPE</u>					
Pastor	37	25	38	86	87
Teacher	22	33	45	89	94
Other	27	36	37	87	84
<u>YEARS OF SALARIED MINISTRY WORK</u>					
Under 10	32	33	35	91	95
10 to 19	27	28	45	84	92
20 to 29	29	29	42	92	88
30 or over	30	28	42	84	89
<u>GENDER</u>					
Male	34	28	38	86	88
Female	20	31	49	90	95
<u>AGE</u>					
Under 35	28	35	37	92	96
35 to 54	31	30	39	87	92
55 or over	29	27	44	87	88

(CONTINUED)

(CONT.) TABLE 16: AVAILABILITY OF LCMS DEBT ASSISTANCE PROGRAMS AND SERVICES

	AWARE OF ASSISTANCE PROGRAMS			Would Utilize if Needed	Should be Available
	Yes	No	Not Sure		
<u>INCOME</u>					
Under \$35,000	20%	41%	39%	95%	90%
\$35,000 to \$44,999	30	15	55	88	93
\$45,000 to \$54,999	30	36	34	83	90
\$55,000 or over	32	31	37	86	90
<u>CONGREGATION SIZE</u>					
Small	32	26	42	88	91
Medium	33	24	43	87	91
Large	22	38	40	85	91
<u>RISK GROUP</u>					
High	29	38	33	81	92
Very high	31	40	29	81	91
Extreme	35	40	25	87	93

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## STEPS LCMS COULD TAKE TO ASSIST WORKERS

When workers are asked to indicate what they feel is the number one thing the LCMS could do to assist church workers to better deal with career-threatening debt and financial issues, more financial training and higher salaries receive the highest response with readings of 27 percent and 26 percent, respectively. Also receiving noteworthy response are more financial training at the seminary level (13%) and lower tuition/cost for seminary students (10%). Teachers (36%) and other workers (31%) make particularly high mention of higher salaries.

**TABLE 17: STEPS LCMS COULD TAKE TO ASSIST CLERGY/CHURCH WORKERS TO BETTER DEAL WITH DEBT/FINANCIAL ISSUES**

“What do you feel is the number one thing the Lutheran Church—Missouri Synod could do to assist clergy and church workers to better deal with career threatening debt and financial issues?”

|                                                                                    | WORKER TYPE |          |         |       |
|------------------------------------------------------------------------------------|-------------|----------|---------|-------|
|                                                                                    | TOTAL       | Minister | Teacher | Other |
| More training on financial issues/debt management by the Church                    | 27%         | 27%      | 26%     | 33%   |
| Pay higher salaries, pay salaries comparable to equivalent position outside Church | 26          | 17       | 36      | 31    |
| More training on financial issues/debt management at seminary level                | 13          | 13       | 13      | 10    |
| Lower tuition/costs for seminary students – grants, low interest loans, subsidies  | 10          | 9        | 11      | 11    |
| Increase congregation’s awareness of debt problem                                  | 8           | 8        | 8       | 14    |
| Provide financial counseling services at district level                            | 6           | 8        | 4       | 9     |
| Provide financial assistance, low interest debt reduction loans to workers         | 5           | 3        | 7       | 4     |
| Put stronger emphasis on principles of stewardship                                 | 3           | 4        | 2       | 2     |
| Lower health care costs for workers                                                | 2           | 2        | 3       | 2     |
| Work more closely with new seminary graduates – monitor indebtedness               | 2           | 3        | 1       | 1     |
| Better screening of students prior to seminary                                     | 1           | 1        | 0       | 0     |
| Not Church’s responsibility                                                        | 2           | 3        | 1       | 1     |
| Not sure                                                                           | 16          | 19       | 13      | 6     |

Total exceeds 100% due to multiple responses  
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APPENDIX

METHODOLOGY

The information contained in this study is based on 1,000 in-depth telephone interviews conducted with rostered Lutheran Church—Missouri Synod workers in the United States including ordained ministers (herein referred to as pastors), commissioned workers (herein referred to as teachers) and other workers such as DCEs, DCOs, DPMs and Deaconesses. A sample of this size was conducted because it allows for meaningful subgroup analysis on such items as age, gender, years of salaried ministry work, etc. Further, a disproportionate, stratified sample was utilized on this project in order to generate sampling error (M.E.) of not more than +/-5.0 percent at a 95 percent confidence level within each of the study’s primary church worker classifications.

CHURCH WORKER CLASSIFICATION	SAMPLE UNIVERSE	PROPORTIONAL SAMPLE		DISPROPORTIONATE SAMPLE	
		NUMBER	+/- M.E.	NUMBER	+/- M.E.
Pastors	7,596	490	4.5%	400	5.0%
Teachers	7,274	470	4.6	400	5.0
All others	626	40	15.8	200	4.5
TOTAL	15,496	1,000	3.2	1,000	3.2

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Church worker household selection on this project was accomplished utilizing LCEF’s internal databases and a random “N<sup>th</sup>” case selection protocol.

The questionnaire used in this study was designed by BRC in conjunction with the LCEF (see appended questionnaire). After approval of the preliminary draft questionnaire, it was pre-tested with a randomly selected cross-section of church workers. The pre-test focused on the value and understandability of the questions, adequacy of response categories, questions for which probes were necessary, and the like.

All of the interviewing on this project was conducted during late May and June, 2006 at the Center’s central location computer assisted telephone interviewing (CATI) facility where each interviewer worked under the direct supervision of BRC supervisory personnel. All of the interviewers who worked on this project were professional interviewers of the Center. Each had prior experience with BRC and received a thorough briefing on the particulars of this study. During the briefing, the interviewers were trained on (a) the purpose of the study, (b) sampling procedures, (c) administration of the questionnaire, and (d) other project-related factors. In addition, each interviewer completed a set of practice interviews to ensure that all procedures were understood and followed.

Interviewing on this study was conducted during an approximately equal cross-section of late afternoon, evening and weekend hours. This procedure was followed to further ensure that all church workers were equally represented, regardless of work schedules. Further, during the interviewing segment of this study, up to five separate attempts on different days and during

different times of day were made to contact each selected worker. Only after five unsuccessful attempts was a selected worker substituted in the sample.

Using this methodology, the full sample was completed, and partially completed interviews were not accepted, nor were they counted toward fulfillment of the total sample quotas.

One hundred percent of the completed interviews were edited, and any containing errors of administration were pulled, the respondent re-called, and the errors corrected. In addition, 15 percent of each interviewer's work was randomly selected for validation to ensure its authenticity and correctness. No problems were encountered during this phase of interviewing quality control.

As the data collection segment of this study was being undertaken, completed and validated interviews were turned over to BRC's in-house coding department. The coding department edited and coded the interviews. Upon completion of coding, a series of validity and logic checks were run on the data to ensure it was "clean" and representative of the sample universe prior to running any detailed tables.

As the data collection segment of this study was undertaken, completed and validated interviews were turned over to BRC's in-house Coding Department. The Coding Department edited and coded the interviews. Upon completion of coding, a series of validity and logic checks were run on the data to ensure it was "clean" and representative of the sample universe. Following this procedure, the study data was "weighted" prior to generating the detailed tables. This process was necessary to make the final sample representative of the actual universe of church workers.

| <u>CHURCH WORKER<br/>CLASSIFICATION</u> | <u>UNWEIGHTED</u> | <u>WEIGHTED</u> |
|-----------------------------------------|-------------------|-----------------|
| Pastors                                 | 40.0%             | 49.0%           |
| Teachers                                | 40.0              | 47.0            |
| All others                              | <u>20.0</u>       | <u>4.0</u>      |
| TOTAL                                   | 100.0%            | 100.0%          |

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TABLE 18: RESPONDENT PROFILE

	WORKER TYPE			
	TOTAL	Ministers	Teachers	Others
<u>GENDER</u>				
Male	70%	100%	42%	48%
Female	<u>30</u>	<u>0</u>	<u>58</u>	<u>52</u>
	100%	100%	100%	100%
<u>AGE</u>				
Under 35	10%	3%	15%	29%
35 to 54	39	35	44	48
55 or over	<u>51</u>	<u>62</u>	<u>41</u>	<u>23</u>
	100%	100%	100%	100%
MEDIAN	55.3	59.9	51.5	43.9
<u>INCOME</u>				
Under \$35,000	14%	11%	15%	25%
\$35,000 to \$44,999	27	28	28	18
\$45,000 to \$54,999	16	18	15	18
\$55,000 or over	<u>43</u>	<u>43</u>	<u>42</u>	<u>40</u>
	100%	100%	100%	101%*
MEDIAN (000)	\$50.3	\$50.8	\$49.9	\$49.3
<u>MARITAL STATUS</u>				
Married	88%	92%	84%	76%
With any children	82	88	76	66
With children under 18	33	26	39	40
With children 18 or over	62	75	48	38
No children	6	4	8	10
Not Married	12	8	16	24
With any children	4	3	5	5
With children under 18	1	0	1	1
With children 18 or over	4	3	4	5
No children	<u>8</u>	<u>5</u>	<u>11</u>	<u>19</u>
	100%	100%	100%	100%
<u>SPOUSE'S EMPLOYMENT</u> <u>(IF MARRIED)</u>				
Full time	46%	29%	64%	63%
Part time	20	25	15	17
No	<u>34</u>	<u>46</u>	<u>21</u>	<u>20</u>
	100%	100%	100%	100%
<u>RESIDENCE</u>				
Own	83%	80%	86%	72%
Rent	8	4	11	23
Provided	<u>9</u>	<u>16</u>	<u>3</u>	<u>5</u>
	100%	100%	100%	100%

(CONTINUED)

(CONT.) TABLE 18: RESPONDENT PROFILE

	WORKER TYPE			
	TOTAL	Ministers	Teachers	Others
<u>YEARS OF SALARIED MINISTRY WORK</u>				
Under 10	15%	11%	17%	48%
10 to 19	21	17	24	28
20 to 29	25	23	27	16
30 or over	<u>39</u>	<u>49</u>	<u>32</u>	<u>8</u>
	100%	100%	100%	100%
MEDIAN	25.7	29.6	20.3	10.5
<u>CHURCH ASSIGNMENTS IN CAREER</u>				
1	15%	10%	20%	25%
2	24	21	26	25
3	24	30	17	22
4	16	15	18	12
5 or more	<u>21</u>	<u>24</u>	<u>19</u>	<u>16</u>
	100%	100%	100%	100%
MEDIAN	3.5	3.6	3.2	3.0
<u>CONGREGATION SIZE</u>				
Under 200	24%	37%	12%	11%
200 to 799	46	45	47	49
800 or over	<u>30</u>	<u>18</u>	<u>41</u>	<u>40</u>
	100%	100%	100%	100%

*Total does not equal 100% due to rounding

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**ROSTERED CHURCH  
WORKER SURVEY**

May 2006

Hello, may I speak to (LISTED INDIVIDUAL) please?

(WHEN SELECTED INDIVIDUAL ON LINE - CONTINUE)

Hello, (LISTED INDIVIDUAL), my name is \_\_\_\_\_ and I'm with the Behavior Research Center. I'm calling on behalf of the Lutheran Church—Missouri Synod (SIN-ID) which is conducting a study among church workers on indebtedness. You may have read about this study in The Reporter or one of the district publications. This study is being conducted among a sample of 1,000 workers randomly drawn from the Synod's more than 20,000 ministers, teachers and other rostered workers. The LCMS is concerned about the financial well-being of its workers and your open and honest answers to this survey will assist the Synod in developing plans and programs to assist our Rostered Church Workers. All responses to this survey are completely confidential and anonymous, no individual data will be shared or tracked. This survey should take approximately 10 to 12 minutes of your time.

NOTE: If respondent would like additional information about this project prior to completing the survey, refer them to either Bev Gregory (1-800-854-4004, EXT 6333) or Glenn Mahnken (1-800-854-4004, EXT 6400) at the Lutheran Church Extension Fund and arrange a callback.

- 
1. To begin, would you say you are very comfortable, comfortable, uncomfortable or very uncomfortable with your current level of personal debt? Very comfortable...1  
Comfortable...2  
Uncomfortable...3  
Very uncomfortable...4  
Not sure...5
2. Have you ever consulted with a financial professional to assist you with money management issues such as managing your debt? (GO TO Q2a) Yes...1  
(GO TO Q2b) No...2
- 2a. With whom did you consult?
- (GO TO Q2c)
- 2b. To whom would you turn if you were to seek some assistance with money management issues such as managing your debt?
- 2c. If you were experiencing debt problems that were impacting your ability to effectively fulfill your ministry, would you definitely, probably, probably not or definitely not consider speaking with a financial professional at the district or national church level for assistance? Definitely...1  
Probably...2  
Probably not...3  
Definitely not...4  
Not sure...5

3. Are there any programs or services available within LCMS to assist clergy and church workers who are experiencing debt problems? (GO TO Q3a) Yes...1  
(GO TO Q3b) No...2  
Not sure...3

3a. Would you utilize these programs and services if the need arose? Yes...1  
No...2

(GO TO Q4)

3b. Do you feel such programs and services should be available? Yes...1  
No...2

4. Next, I am going to read to you a number of typical financial concerns people may have. As I do please tell me how concerned you are about each one - very concerned, somewhat concerned, not too concerned, or not at all concerned. (ROTATE)

|                                                                  | <u>Very</u> | <u>Some-<br/>what</u> | <u>Not<br/>Too</u> | <u>Not<br/>At All</u> | <u>Not<br/>Sure</u> |
|------------------------------------------------------------------|-------------|-----------------------|--------------------|-----------------------|---------------------|
| A. Repayment of personal educational debt .....                  | 1           | 2                     | 3                  | 4                     | 5                   |
| B. Financing the purchase of an automobile .....                 | 1           | 2                     | 3                  | 4                     | 5                   |
| C. Financing the purchase of first home .....                    | 1           | 2                     | 3                  | 4                     | 5                   |
| D. Being able to afford to start a family .....                  | 1           | 2                     | 3                  | 4                     | 5                   |
| E. Being able to afford to take a vacation .....                 | 1           | 2                     | 3                  | 4                     | 5                   |
| F. Being able to pay for your kids' education .....              | 1           | 2                     | 3                  | 4                     | 5                   |
| G. Rising health insurance costs .....                           | 1           | 2                     | 3                  | 4                     | 5                   |
| H. Being able to pay your monthly rent or mortgage payment ..... | 1           | 2                     | 3                  | 4                     | 5                   |
| I. Being able to provide your family with the basic needs .....  | 1           | 2                     | 3                  | 4                     | 5                   |
| J. Retirement planning .....                                     | 1           | 2                     | 3                  | 4                     | 5                   |
| K. Being able to pay your state and federal income taxes .....   | 1           | 2                     | 3                  | 4                     | 5                   |

5. Did you incur any kind of debt in order to complete your undergraduate, graduate or seminary education? (GO TO Q5a) Yes...1  
(GO TO Q6) No...2  
Not applicable, did not attend...3

5a. Do you currently have any outstanding debt from educational loans? (GO TO Q5b) Yes...1  
(GO TO Q6) No...2

5b. What would you estimate your current outstanding debt from educational loans to be? Amount: / / / / / /

6. Have you personally ever experienced stress from being in debt to the extent that it negatively affected either your ministry work or your personal life? (GO TO Q6a) Yes...1  
(GO TO Q7) No...2

6a. Is this a continuing situation or has it been resolved? Continuing...1  
Resolved...2

6b. Have you personally even considered leaving your ministry work because of financial problems or issues? Yes...1  
No...2

7. Next, do you strongly agree, agree, disagree or strongly disagree with each of the following statements? (ROTATE)

|                                                                                                                                                                                             | Strongly Agree | Agree | Disagree | Strongly Disagree | Not Sure |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|----------|
| A. There is sometimes conflict in my family regarding money management issues . . . . .                                                                                                     | 1              | 2     | 3        | 4                 | 5        |
| B. If I had debt from school, I would tell a leader in my congregation . . . . .                                                                                                            | 1              | 2     | 3        | 4                 | 5        |
| C. My unpaid debt has given me a personal sense of failure or shame . . . . .                                                                                                               | 1              | 2     | 3        | 4                 | 5        |
| D. I receive continuing financial support that is not job-related; for example, family support, trusts or inheritance, spousal income from other than church work or other sources. . . . . | 1              | 2     | 3        | 4                 | 5        |
| E. When I first started to think about going into church work as my call, I did not consider the financial ramifications . . . . .                                                          | 1              | 2     | 3        | 4                 | 5        |
| F. I received adequate education about money management issues and financial literacy during my church work training experience . . . . .                                                   | 1              | 2     | 3        | 4                 | 5        |
| G. My level of personal debt negatively impacts my desire and my ability to support healthy stewardship principles in the congregation I serve . . . . .                                    | 1              | 2     | 3        | 4                 | 5        |

8. Next, how many months out of the year are you able to pay all of your current bills as well as keep up with any debt payments you may have?

Months:    /    /   

9. Do you utilize credit cards such as Visa, MasterCard, Discover and American Express?

[\(GO TO Q9a\)](#) Yes...1  
[\(GO TO Q10\)](#) No...2

9a. How many cards would you estimate that you have and use?

Number:    /    /   

9b. Do you have any that are “maxed out”?

Yes...1  
 No...2  
 Not sure...3

9c. Do you have a continuing balance on any of your cards – that is, do you have an amount on any of your credit cards that you do not completely pay off every month?

[\(GO TO Q9d\)](#) Yes...1  
[\(GO TO Q10\)](#) No...2  
 Not sure...3

9d. On how many cards do you carry a continuing balance?

Number    /    /   

10. What do you feel is the number one thing the Lutheran Church—Missouri Synod could do to assist clergy and church workers to better deal with career threatening debt and financial issues?

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11. Now before we finish, I need to ask you several questions for our analysis. First, are you currently married or not married?

[\(GO TO Q11a\)](#) Yes...1  
[\(GO TO 12\)](#) No...2

11a. Does your spouse work full or part-time outside the home?

Full-time...1  
 Part-time...2  
 No...3

12. How many children under 18, if any, live in your household? (GO TO Q12b) None...1  
1...2  
(GO TO Q12a) 2...3  
3-4...4  
5+...5
- 12a. How many of these children are. . .(READ EACH) Under 6: / / /  
6 to 13: / / /  
Over 13: / / /
- 12b. Do you have any children 18 or over? Yes...1  
No...2
13. How many years have you received a salary for your ministry work? Years / / /
14. How many church assignments have you had in your ministry work career? Number / / /
15. Do you own or rent your current residence or is it provided by your congregation? Own (Buying)...1  
Rent...2  
Provided...3
16. To the best of your knowledge how many baptized member's are there in the congregation you serve; under 200, 200 to 799 or 800 or over? Under 200...1  
200 - 799...2  
800 or over...3  
Not sure...4
17. Next, which one of the following categories do you feel best describes your household's total level of debt at this time? That is, excluding any mortgage or balances on educational loans, but including such things as outstanding debt on credit cards, auto loans, bank or finance company loans and the like? Would you say it is... (READ EACH EXCEPT REFUSED) Under \$10,000...1  
\$10,000 to \$24,999...2  
\$25,000 to \$49,000...3  
\$50,000 to \$99,000...4  
Or \$100,000 or more...5  
Refused...6
18. And finally, was your total family income for last year under or over \$35,000? And was it... (READ EACH) Under \$35,000  
Was it under \$15,000...1  
\$15,000 to \$24,999...2  
Or \$25,000 or over...3  
Refused...4  
  
Over \$35,000  
Was it under \$45,000...1  
\$45,000 to \$54,999...2  
Or \$55,000 or over...3  
Refused...4  
Refused Overall...5

Thank you very much, that completes this interview. We very much appreciate your help on this important project. Have a good afternoon / evening.

**ADMINISTRATIVE DATA:**

INTERVIEWER NAME:

#: \_\_\_\_\_

**FROM SAMPLE**

**AGE** / / /

**STATE:** \_\_\_\_\_