

# **Lay Parish Ministers in the Archdiocese of Milwaukee**

**A Study Conducted by Saint Francis Seminary**

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# Lay Parish Ministers in the Archdiocese of Milwaukee

## INTRODUCTION

The growth of lay ministry has provided a vital resource for the parishes of southeastern Wisconsin. Currently, some 700 individuals serve as paid parish ministers in the Archdiocese of Milwaukee.

In order to better understand and respond to the formational needs of these individuals and of future parish ministers, Saint Francis Seminary conducted this study of the characteristics, roles, work experience and educational background of lay parish ministers in the archdiocese.

The study focused on those employed, at least part-time, by one or more parishes, to serve in a ministerial role. Most were lay (in the sense of non-ordained), though a few were deacons.

The study did not include priests or deacons except those who served as paid parish staff. It did not include principals, teachers or other school personnel. Nor did it include support staff such as secretaries, bookkeepers or maintenance employees.

The positions of those surveyed included:

- Administrative services directors
- Adult and family ministers
- Child ministers
- Directors of religious education
- Liturgy directors
- Ministers of care
- Music directors
- Music and liturgy directors
- Parish directors
- Parish nurses
- Pastoral associates
- Social/human concerns ministers
- Youth ministers

In May 2004, 700 questionnaires were mailed to parish ministers listed in the 2004 *Wisconsin Pastoral Handbook*. After eliminating the surveys that were undeliverable and respondents who were not in fact parish ministers, there were 437 actual parish minister respondents for a 65% response rate. (See Appendix I for the survey questionnaire and Appendix II for responses to each question in the questionnaire.)

Numbers of respondents from various ministerial roles are shown in the table below. Directors of religious education were the largest category of respondents (21%), followed by directors of administrative services (15%). Social/human concerns ministry was the least mentioned position (.7%). The role of Hispanic ministry was not listed as a separate item in the survey, but 3 people reported that as their ministry. Both of these latter groups have been included in the "other" category for data analysis purposes.

**Position in parish**

	Frequency	Percent
Administrative services director	64	14.6
Adult & family minister	27	6.2
Director of religious education	92	21.1
Liturgy director	10	2.3
Music director	43	9.8
Music & liturgy director	45	10.3
Parish director	8	1.8
Parish nurse	18	4.1
Pastoral associate	47	10.8
Youth minister	32	7.3
Child minister	12	2.7
Minister of care	15	3.4
Other	24	5.5
Total	437	100.0

## DEMOGRAPHICS

### Gender

Overall, 75% of parish minister respondents were female. In some positions, the proportion of women was even greater, for example, directors of religious education (91%), parish nurses (94%), and liturgy directors (100% of respondents). In a few positions, men accounted for about half of the respondents: music and liturgy directors (51% male, 49% female); parish directors (50% male, 50% female); and directors of administrative service (45% male; 55% female).

**Parish position and gender**

			Total
	Female	Male	
Administrative services director	35 54.7%	29 45.3%	64 100.0%
Adult & family minister	20 74.1%	7 25.9%	27 100.0%
Director of religious education	84 91.3%	8 8.7%	92 100.0%
Liturgy director	10 100.0%	0 .0%	10 100.0%
Music director	30 69.8%	13 30.2%	43 100.0%
Music & liturgy director	22 48.9%	23 51.1%	45 100.0%
Parish director	4 50.0%	4 50.0%	8 100.0%
Parish nurse	17 94.4%	1 5.6%	18 100.0%
Pastoral associate	39 83.0%	8 17.0%	47 100.0%
Youth minister	24 75.0%	8 25.0%	32 100.0%
Child minister	12 100.0%	0 .0%	12 100.0%
Minister of care	13 86.7%	2 13.3%	15 100.0%
Other	16 66.7%	8 33.3%	24 100.0%
Total	326 74.6%	111 25.4%	437 100.0%

## Age

Almost one-quarter (24%) of the parish ministers who responded to the survey were 60 years of age or older; another 36% were age 50-59. Only 13% of respondents were under the age of 40.

The age distribution pattern is similar for many parish positions, with pastoral associates and ministers of care being somewhat older on the whole, and music directors and music and liturgy directors being somewhat younger. Youth ministers deviate from overall pattern as the youngest group, with 40% under the age of 40.

**Parish position and age**

						Total
	20-29	30-39	40-49	50-59	60+	
Administrative services director	0 .0%	4 6.3%	17 26.6%	27 42.2%	16 25.0%	64 100%
Adult & family minister	0 .0%	1 3.7%	8 29.6%	10 37.0%	8 29.6%	27 100%
Director of religious education	1 1.1%	10 10.9%	19 20.7%	41 44.6%	21 22.8%	92 100%
Liturgy director	0 .0%	0 .0%	5 50.0%	4 40.0%	1 10.0%	10 100%
Music director	1 2.3%	8 18.6%	15 34.9%	12 27.9%	7 16.3%	43 100%
Music & liturgy director	0 .0%	8 17.8%	18 40.0%	10 22.2%	9 20.0%	45 100%
Parish director	0 .0%	0 .0%	3 37.5%	3 37.5%	2 25.0%	8 100%
Parish nurse	0 .0%	2 11.1%	5 27.8%	5 27.8%	6 33.3%	18 100%
Pastoral associate	0 .0%	3 6.4%	6 12.8%	22 46.8%	16 34.0%	47 100%
Youth minister	3 9.4%	10 31.3%	8 25.0%	10 31.3%	1 3.1%	32 100%
Child minister	0 .0%	1 8.3%	5 41.7%	2 16.7%	4 33.3%	12 100%
Minister of care	0 .0%	0 .0%	2 13.3%	4 26.7%	9 60.0%	15 100%
Other	0 .0%	5 20.8%	6 25.0%	7 29.1%	6 25.9%	24 100%
Total	5 1.1%	52 11.9%	117 26.8%	157 35.9%	106 24.3%	437 100%

## Religious Affiliation

By far the majority of parish ministers are Roman Catholic. 97% of all respondents, and more than 92% in any particular parish position, are Catholic.

## Language

Only 7% of all respondents are fluent in a language other than English. For those who do speak another language, the primary second language was Spanish. Various other languages were also mentioned, including sign language (2 respondents).

## EMPLOYMENT

### Full time/Part time Employment

71% of the parish ministers reported that their positions are full time. Positions which deviate from the pattern are parish nurse (89% part time), music director (58% part time), and minister of care (47% part time).

**Parish position and full time**

			Total
	Full time	Part time	
Administrative services director	59 92.2%	5 7.8%	64 100.0%
Adult & family minister	21 77.8%	6 22.2%	27 100.0%
Director of religious education	64 71.1%	26 28.9%	90 100.0%
Liturgy director	6 60.0%	4 40.0%	10 100.0%
Music director	18 41.9%	25 58.1%	43 100.0%
Music & liturgy director	36 80.0%	9 20.0%	45 100.0%
Parish director	7 87.5%	1 12.5%	8 100.0%
Parish nurse	2 11.1%	16 88.9%	18 100.0%
Pastoral associate	42 89.4%	5 10.6%	47 100.0%
Youth minister	23 71.9%	9 28.1%	32 100.0%
Child minister	8 66.7%	4 33.3%	12 100.0%
Minister of care	8 53.3%	7 46.7%	15 100.0%
Other	18 66.7%	9 33.3%	27 100.0%
Total	309 71.0%	126 29.0%	435 100.0%

## Years in Current Position

Over half (53%) of the parish ministers have been in their positions 5 or fewer years, with 9% in their first year. 25% have been in their parishes for 6-10 years, 22% for more than 10 years.

### Length of time in present position

	Frequency	Percent
1 year	37	8.5
2 years	58	13.3
3 years	47	10.8
4 years	50	11.4
5 years	39	8.9
6-10 years	109	24.9
11-15 years	48	11.0
16-20 years	18	4.1
21-25 years	15	3.4
26-40 years	12	2.7
Missing	4	.9
Total	437	100.0

## Prior Experience in Parish Ministry

About half (51%) of the respondents have been employed in one or more parishes prior to their current parish.

### Total Years in Parish Ministry

30% have served in parish ministry for 5 years or less. Another 19% have 6-10 years experience. 50% have served in parish ministry for more than 10 years.

### Total years in parish ministry

	Frequency	Percent
No response	4	.9
1 year	20	4.6
2 years	28	6.4
3 years	22	5.0
4 years	35	8.0
5 years	28	6.4
6-10 years	81	18.5
11-15 years	66	15.1
16-20 years	51	11.7
21-25 years	36	8.2
26+ years	66	15.1
Total	437	100.0

It is notable that one-third (33%) of music directors and 40% of music and liturgy directors have been in parish ministry for more than 26 years. On the other end of the spectrum, 50% of the youth ministers have been in parish ministry 5 years or less.

Parish position and total years in parish ministry

	No response	1 year	2 years	3 years	4 years	5 years	6-10 years	11-15 years	16-20 years	21-25 years	26+ years	Total
1 Administrative services director	0	6	3	3	6	6	20	7	5	4	4	64
	.0%	9.4%	4.7%	4.7%	9.4%	9.4%	31.3%	10.9%	7.8%	6.3%	6.3%	100%
2 Adult & family minister	0	1	3	0	1	2	5	6	4	3	2	27
	.0%	3.7%	11.1%	.0%	3.7%	7.4%	18.5%	22.2%	14.8%	11.1%	7.4%	100%
3 Director of religious education	0	3	9	5	13	6	9	18	10	7	12	92
	.0%	3.3%	9.8%	5.4%	14.1%	6.5%	9.8%	19.6%	10.9%	7.6%	13.0%	100%
4 Liturgy director	0	1	1	1	1	0	1	3	1	0	1	10
	.0%	10.0%	10.0%	10%	10.0%	.0%	10.0%	30.0%	10.0%	.0%	10.0%	100%
5 Music director	1	1	3	2	2	0	7	6	4	3	14	43
	2.3%	2.3%	7.0%	4.7%	4.7%	.0%	16.3%	14.0%	9.3%	7.0%	32.6%	100%
6 Music & liturgy director	1	2	0	0	1	1	4	4	8	6	18	45
	2.2%	4.4%	.0%	.0%	2.2%	2.2%	8.9%	8.9%	17.8%	13.3%	40.0%	100%
7 Parish director	0	0	0	0	0	0	0	1	4	2	1	8
	.0%	.0%	.0%	.0%	.0%	.0%	.0%	12.5%	50.0%	25.0%	12.5%	100%
8 Parish nurse	0	1	1	1	2	3	6	3	1	0	0	18
	.0%	5.6%	5.6%	5.6%	11.1%	17%	33.3%	16.7%	5.6%	.0%	.0%	100%
9 Pastoral associate	0	1	0	2	2	1	11	9	8	4	9	47
	.0%	2.1%	.0%	4.3%	4.3%	2.1%	23.4%	19.1%	17.0%	8.5%	19.1%	100%
11 Youth minister	0	3	4	3	3	3	7	3	3	1	2	32
	.0%	9.4%	12.5%	9.4%	9.4%	9.4%	21.9%	9.4%	9.4%	3.1%	6.3%	100%
12 Child minister	1	0	2	1	2	0	1	0	0	4	1	12
	8.3%	.0%	16.7%	8.3%	16.7%	.0%	8.3%	.0%	.0%	33.3%	8.3%	100%
13 Minister of care	0	0	1	2	0	2	6	3	0	0	1	15
	.0%	.0%	6.7%	13%	.0%	13%	40.0%	20.0%	.0%	.0%	6.7%	100%
15 Other	1	1	1	2	2	4	4	3	3	2	1	24
	4.2%	4.2%	4.2%	8.3%	8.3%	17%	16.7%	12.5%	12.5%	8.3%	4.2%	100%
Total	4	20	28	22	35	28	81	66	51	36	66	437
	.9%	4.6%	6.4%	5.0%	8.0%	6.4%	18.5%	15.1%	11.7%	8.2%	15.1%	100%



## Work Experience Other than Parish Ministry

Three-fourths (75%) of parish ministers reported having worked in a field other than parish ministry sometime in the past. 28% had been employed in a church-based organization, 29% were employed in a for-profit business, and 17% were employed in a non-profit organization, self-employment, or other work.

11% of all parish ministers reported having previously worked in a Catholic school, and another 6% previously served in campus ministry, chaplaincy, social ministry, or a diocesan office.

## FORMATION AND EDUCATION

### Level and Type of Education

A large segment of parish ministers (36%) reported having a master's degree as their highest degree. 29% reported bachelor's degrees, and 28% reported no post-secondary degree.

	Frequency	Percent
No degree listed	124	28.4
Associate degree	18	4.1
Bachelors degree	126	28.8
Masters degree	159	36.4
Doctoral level degree	10	2.2
Total	437	100.0

Of those reporting a bachelor's degree as their highest degree, only a small percentage (15%) majored in theology, religious studies, or pastoral ministry (compared to 85% with "other" bachelor's degrees).

On the other hand, 65% of those reporting a master's degree as their highest or most recent degree (24% of all respondents) have a master's degree in pastoral ministry, divinity, theology, or religious studies.

Of the 2% of parish ministers reporting a doctorate as their highest or most recent degree, half reported doctorates in ministry or theology.

### Post-secondary degrees: in ministry and in other fields

	Frequency	Percent
No degree listed	124	28.4
Associate degree	18	4.1
Bachelors degree/other field	107	24.5
Bachelors degree/ministry	19	4.3
Masters degree/other field	55	12.6
Masters degree/ministry	104	23.8
Doctoral level degree/other field	5	1.1
Doctoral level degree/ministry	5	1.1
Total	437	100.0

About 29% of all respondents reported a degree in ministry, theology or religious studies.

As shown in the chart on the following page, respondents in some parish positions reported a much higher proportion of ministry-related degrees. These include adult and family ministers (67%), parish directors (63%) and pastoral associates (60%). On the other hand, music directors and administrative service directors are least likely to have a ministry-related degree (5% and 8% respectively).

Other types of post-secondary education are especially relevant to particular ministries. Among directors of administrative services, 55% reported a business-related degree (6% associate, 36% bachelor's, and 13% master's degree). Among directors of music and directors of music & liturgy, 37% reported a music-related degree (1% associate, 19% bachelor's, and 17% master's degree). And 89% of parish nurses reported a degree in nursing.

### Sources of Formation/Education

Respondents with bachelor's degrees in theology, ministry or religious studies as their highest degree received their degrees from the following schools.

	Frequency	Percent
Alverno College	1	5.3
Cardinal Stritch	3	15.8
Edgewood College	1	5.3
Marian College	1	5.3
Marquette University	3	15.8
Mount Mary College	3	15.8
Silver Lake College	1	5.3
Out-of-state	5	26.3
Not indicated	1	5.3
Total	19	100.0

Parish ministers with a master's degree in pastoral ministry, theology, or religious studies received their degrees from the following schools. Saint Francis Seminary was by far the leading provider of graduate education among parish ministers, accounting for 36% of graduate degrees in ministry.

	Frequency	Percent
Catholic Theological Union, IL	4	3.8
Cardinal Stritch University	8	7.7
Loyola University, IL	10	9.6
Marquette University	3	2.9
Mount Mary College	1	1.0
Mundelein College, IL	3	2.9
Sacred Heart School of Theology	3	2.9
Saint Francis Seminary	37	35.6
St. Norbert College	1	1.0
Wisconsin Lutheran Seminary	1	1.0
22 other out-of-state schools	29	27.9
School not identified	4	3.8
Total	104	100.0

Of those with a ministry-related master's degree, 12% have a Master of Divinity. Of these, half are from Saint Francis Seminary. The M.Div is not available to lay ministers through any other Catholic institution in Wisconsin.

**Parish position and degree types**

	No degree listed	Associate degree	Bachelors degree/ other field	Bachelors degree/ ministry	Masters degree/ other field	Masters degree/ ministry	Doctoral level degree/ other field	Doctoral level degree/ ministry	Total
Administrative services director	18 28.1%	4 6.3%	28 43.8%	0 .0%	8 12.5%	5 7.8%	1 1.6%	0 .0%	64 100.0%
Adult & family minister	4 14.8%	1 3.7%	2 7.4%	2 7.4%	2 7.4%	14 51.9%	0 .0%	2 7.4%	27 100.0%
Director of religious education	25 27.2%	3 3.3%	20 21.7%	10 10.9%	6 6.5%	28 30.4%	0 .0%	0 .0%	92 100.0%
Liturgy director	4 40.0%	0 .0%	3 30.0%	0 .0%	1 10.0%	2 20.0%	0 .0%	0 .0%	10 100.0%
Music director	16 37.2%	2 4.7%	11 25.6%	0 .0%	11 25.6%	2 4.7%	1 2.3%	0 .0%	43 100.0%
Music & liturgy director	15 33.3%	0 .0%	8 17.8%	0 .0%	8 17.8%	12 26.7%	2 4.4%	0 .0%	45 100.0%
Parish director	0 .0%	0 .0%	1 12.5%	0 .0%	2 25.0%	4 50.0%	0 .0%	1 12.5%	8 100.0%
Parish nurse	2 11.1%	6 33.3%	8 44.4%	0 .0%	2 11.1%	0 .0%	0 .0%	0 .0%	18 100.0%
Pastoral associate	8 17.0%	0 .0%	5 10.6%	1 2.1%	6 12.8%	26 55.3%	0 .0%	1 2.1%	47 100.0%
Youth minister	10 31.3%	2 6.3%	8 25.0%	3 9.4%	4 12.5%	4 12.5%	0 .0%	1 3.1%	32 100.0%
Child minister	5 41.7%	0 .0%	4 33.3%	0 .0%	2 16.7%	1 8.3%	0 .0%	0 .0%	12 100.0%
Minister of care	7 46.7%	0 .0%	3 20.0%	2 13.3%	2 13.3%	0 .0%	1 6.7%	0 .0%	15 100.0%
Other	10 41.7%	0 .0%	6 25.0%	1 4.2%	1 4.2%	6 25.0%	0 .0%	0 .0%	24 100.0%
Total	124 28.4%	18 4.1%	107 24.5%	19 4.3%	55 12.6%	104 23.8%	5 1.1%	5 1.1%	437 100.0%

## Non-degree Education and Certification

Nearly half of the respondents (48%) reported completing one or more types of non-degree education, or earning some form of certification. Some 209 respondents reported having 334 certificates, programs, or certifications. Of these, 43% have religious education certification, 20% had received formation for religious life, 19% completed a lay ministry certificate, and 14% have a youth ministry certificate.

**Certificates/certifications**

	Frequency	Percent
Other	5	1.5
Certified as director of adm services	5	1.5
Certified as parish director	7	2.1
Certified as pastoral associate	10	3.0
Certified to preach	18	5.4
Chaplain certification	9	2.7
CPE	3	.9
Diaconate formation	6	1.8
Formation for religious life	41	12.3
Lay ministry formation	40	12.0
Parish nurse institute	20	6.0
Religious education certificate	89	26.6
Spiritual direction training	24	7.2
Various other certificates	27	8.1
Youth ministry certificate	30	9.0
Total	334	100.0

Of those respondents who reported what institution provided their certificate or certification, 56% cited the Archdiocese of Milwaukee (certification of religious educators, youth ministers, administrative service directors, pastoral associates, parish directors, preaching); 15% named Saint Francis Seminary (lay ministry or diaconate formation); 13% Cardinal Stritch University (religious education or youth ministry certificates); and 9% Marquette University (primarily the parish nurse institute).

It is significant that 14% of parish ministers who reported no ministry-related degree did report having completed a certificate program.

Among the schools offering certificate programs, Saint Francis Seminary was the leading provider of non-degree formation for parish ministers (with 31%). The second largest provider was Cardinal Stritch University with 25%.

		Academic certification by certificate type and school								Total
		Alverno	Cardinal Stritch	Marian College	Marquette	Mount Mary	Sacred Heart Theol. Seminary	St. Francis Seminary	Other	
Diaconate formation		0	0	0	0	0	0	4	0	4
		.0%	.0%	.0%	.0%	.0%	.0%	100.0%	.0%	100%
Lay ministry formation		0	0	0	0	0	1	20	2	23
		.0%	.0%	.0%	.0%	.0%	4.3%	87.0%	8.7%	100%
Spiritual direction training		1	0	0	0	0	2	0	2	5
		20.0%	.0%	.0%	.0%	.0%	40.0%	.0%	40.0%	100%
Parish nurse institute		0	0	1	14	0	0	0	3	18
		.0%	.0%	5.6%	77.8%	.0%	.0%	.0%	16.7%	100%
Religious education certificate		0	2	0	0	1	0	0	1	4
		.0%	50.0%	.0%	.0%	25.0%	.0%	.0%	25.0%	100%
Youth ministry certificate		0	17	0	0	0	0	0	0	17
		.0%	100.0%	.0%	.0%	.0%	.0%	.0%	.0%	100%
Other		1	0	0	2	1	0	0	2	6
		16.7%	.0%	.0%	33.3%	16.7%	.0%	.0%	33.3%	100%
Total		2	19	1	16	2	3	24	10	77
		2.6%	24.7%	1.3%	20.8%	2.6%	3.9%	31.2%	13.0%	100%

## Current Students

As shown on the table on the following page, 14% of respondents reported that they are currently students. The fields they are studying include ministry, theology or religious studies (7%); spiritual direction (2%); music (2%); and business, education, or nursing (2%).

Of the 56 who reported where they are attending school, 29% are attending Saint Francis Seminary, 13% Cardinal Stritch University, 5% University of Wisconsin-Milwaukee, 5% Marquette University, and 5% Sacred Heart School of Theology.

## Desire for Additional Formation

Of those responding to a question about the need for additional formation, 30% of parish ministers said their education is adequate, 17% indicated that additional education would be helpful, and more than half (53%) said their current education was adequate but additional education would be helpful. Liturgy directors, music and liturgy directors and youth ministers were above average in reporting a desire for additional education. Respondents in these roles also reported above-average current enrollment in educational programs compared to other areas of ministry.

**Current students - field of study**

	Frequency	Percent
Not current students/no response	377	86.3
Alternative education	1	.2
Certificate program	1	.2
Church Music MA	1	.2
Diaconate formation	1	.2
Dietetics	1	.2
Education	1	.2
Educational Administration	1	.2
Interpreters training	1	.2
Jewish Studies	1	.2
Lay ministry certificate	3	.7
M.Div	4	.9
MAPS	6	1.4
Masters degree	1	.2
MBA	1	.2
Music	3	.7
Music & liturgy	1	.2
Music & theology	1	.2
Music theory	2	.5
NACBA Certificate	1	.2
Nursing	2	.5
Pastoral studies	1	.2
Religious studies	4	.9
Religious studies MA	2	.5
Special student	2	.5
Spiritual direction	5	1.1
Spiritual guidance	2	.5
Spiritual mentoring	1	.2
Theology	4	.9
Theology MA	1	.2
Theology PhD	2	.5
Urban ministry	1	.2
Youth ministry certificate	1	.2
Total	437	100.0

**Parish position and adequacy of current education**

					Total
		Education is adequate	Additional education would be helpful	Both are true	
1 Administrative services director		28	11	24	63
		44.4%	17.5%	38.1%	100.0%
2 Adult & family minister		10	3	12	25
		40.0%	12.0%	48.0%	100.0%
3 Director of religious education		24	10	54	88
		27.3%	11.4%	61.4%	100.0%
4 Liturgy director		1	5	3	9
		11.1%	55.6%	33.3%	100.0%
5 Music director		16	3	22	41
		39.0%	7.3%	53.7%	100.0%
6 Music & liturgy director		13	12	18	43
		30.2%	27.9%	41.9%	100.0%
7 Parish director		3	0	5	8
		37.5%	.0%	62.5%	100.0%
8 Parish nurse		3	3	12	18
		16.7%	16.7%	66.7%	100.0%
9 Pastoral associate		9	5	31	45
		20.0%	11.1%	68.9%	100.0%
11 Youth minister		6	9	15	30
		20.0%	30.0%	50.0%	100.0%
12 Child minister		3	1	6	10
		30.0%	10.0%	60.0%	100.0%
13 Minister of care		4	3	8	15
		26.7%	20.0%	53.3%	100.0%
15 Other		6	5	13	24
		25.0%	20.8%	54.2%	100.0%
Total		126	70	223	419
		30.1%	16.7%	53.2%	100.0%

## Additional Education Desired

Respondents reported a desire for various kinds and intensities of education, from workshops and days of reflection to courses to complete degree programs. They said they want practical skills related to their ministries, more extensive theological study, and/or opportunities to meet standards for employment or certification.

Respondents reported a desire to enhance their skills related to particular areas of ministry:

	Frequency	Percentage
Administration (including finance, human resources, facilities)	45	10%
Catechesis, formation, youth ministry	27	6%
Music-related skills	19	4%
Pastoral care/counseling (including bereavement ministry and marriage preparation)	20	5%
Spanish	14	3%
Spiritual direction	17	4%
Technology/computer skills	9	2%

Parish ministers also expressed a need for updates/study in various theological fields:

	Frequency	Percentage
Sacred scripture	41	9%
Doctrine and theology	34	8%
Liturgy and sacraments	49	11%
Spirituality and prayer	16	4%
Ethics and social teaching	10	2%

Some (5%) indicated a desire to complete a degree--undergraduate, graduate or doctorate. Others (2%) wanted to become certified for a particular ministry--director of religious education, director of administrative services, pastoral associate, parish director or chaplain.

Some (5%) stated a desire or need for education to be offered in particular formats--day or evening classes, summer program, distance education, courses without prerequisites, or individual workshops.



## Obstacles to Further Education

Respondents listed 328 barriers to the pursuit of further education. 59% mentioned some combination of time and money. No other obstacles were as prevalent. Family responsibilities (10%) and work responsibilities (8%) were the next most frequently noted issues.

**Barriers to further education**

	Frequency	Percent
Age	16	4.9
BA is required	1	.3
Disillusionment	1	.3
Distance	23	7.0
Family responsibilities	34	10.4
Health	5	1.5
Lack of child care	1	.3
Lack of energy	5	1.5
Length of program	1	.3
Money	35	10.7
Near retirement	4	1.2
No courses offered	1	.3
No local programs	2	.6
No new scripture courses	1	.3
No new SFS courses	1	.3
No offerings of interest	1	.3
No parish support	1	.3
No payoff (low salary, no security)	1	.3
One day seminars	1	.3
Other priorities	1	.3
Prerequisites	1	.3
Schedule	1	.3
SFS registration process	1	.3
Time	73	22.3
Time & money	87	26.5
Upcoming retirement	3	.9
Work responsibilities	26	7.9
Total	328	100.0

## **CONCLUDING OBSERVATIONS**

Parish ministers present a wealth of experience, education and abilities. Many of the ministers have years of parish experience, and some bring valuable professional experience from other fields. Many hold ministry-related degrees, or have completed a ministry formation program. Some have attained specialized certification in their field of ministry. And some are currently enrolled in an educational program.

However, a significant number of parish ministers do not report any formal preparation for ministry. There is a need--and an expressed desire among many--for appropriate formation.

60% of parish ministers are age 50 and older. These older individuals, representing years of life experience, professional experience, and education (64% of the ministry-related degrees are held by those age 50 and older), are an invaluable resource for the church. However, most of these individuals will likely retire or withdraw from active ministry in the next ten to fifteen years. On the other hand, only 13% of the current parish ministers are under 40, suggesting the need to explore ways to encourage younger individuals to consider parish ministry as a viable career option.

The Archdiocese of Milwaukee is blessed with several institutions which provide ministry formation, theological education, or training in specialized skills. The Archdiocese sponsors Saint Francis Seminary which continues to be the leading source of formation for parish ministers in southeastern Wisconsin. Other Catholic institutions of higher education also contribute by offering degrees in theology or religious studies, certificate programs, or special institutes. Retreat centers, religious communities, and archdiocesan offices are also among the contributors to the formation of today's ministers.

The Archdiocese of Milwaukee faces the challenges of providing formation for growing numbers of parish ministers, addressing the obstacles that individuals face in acquiring formation, and responding in a comprehensive way to ministers' need and desire for spiritual support, theological education, and professional development.

## **Appendix I Questionnaire**

### **Archdiocese of Milwaukee Saint Francis Seminary Parish Minister Survey**

Thank you for your assistance in gathering information about parish ministers in the Archdiocese of Milwaukee. To answer the questions, please circle the appropriate letter and/or fill in the blank as requested.

1. What is your gender?
  - a. Female
  - b. Male
2. What is your age?
  - a. 20-29
  - b. 30-39
  - c. 40-49
  - d. 50-59
  - e. 60+
3. What is your religious affiliation?
  - a. Roman Catholic
  - b. Other \_\_\_\_\_
4. Are you fluent in any language other than English?
  - a. Yes
  - b. No
5. If yes, what language? \_\_\_\_\_
6. What is your current position in the parish?
  - a. Administrative services director
  - b. Adult and family minister
  - c. Director of religious education
  - d. Liturgy director
  - e. Music director
  - f. Music and liturgy director
  - g. Parish director
  - h. Parish nurse
  - i. Pastoral associate
  - j. Social/human concerns minister
  - k. Youth minister
  - l. Other \_\_\_\_\_

7. Please check the ministry area(s) for which you have responsibility.

<b>Ministry</b>	
Liturgy planning	
Leading worship services	
Liturgical music	
RCIA	
Christian formation (children)	
Christian formation (youth)	
Adult formation	
Prayer/reflection groups	
Youth ministry	
Young adult ministry	
Marriage preparation	
Sacramental preparation	
Spiritual direction/guidance	
Social action	
Home visiting	
Ministry to bereaved	
Ministry to the elderly	
Ministry to the sick	
Health ministry	
Supervising staff	
Administration	
Financial management	
Building management	
Other _____	
Other _____	

8. Is your position:

- a. Full time (30 or more hours a week)
- b. Part time (less than 30 hours a week)

9. How long have you been in this position? \_\_\_\_\_ years

10. Have you previously been employed as a parish minister?

- a. Yes
- b. No

11. If yes, for how many years have you worked for parishes (excluding current parish)?  
\_\_\_\_\_ years

12. If yes, for how many parishes have you worked (excluding current parish)?  
\_\_\_\_\_ parishes

13. Have you ever been employed full time in a field other than parish ministry?

- a. Yes
- b. No

14. If yes, circle the most applicable response(s):
- a. I have worked for church-based institution
  - b. I have work for a (non-church-based) non-profit institution
  - c. I have worked in a for-profit business
  - d. I have been self employed \_\_\_\_\_
  - e. Other \_\_\_\_\_

15. If you have worked in a non-parish church ministry, what best describes that ministry?
- a. Campus ministry
  - b. Catholic education
  - c. Chaplaincy
  - d. Diocesan/Catholic agency staff
  - e. Societal ministry
  - f. Other \_\_\_\_\_

16. Please list any post-secondary degrees.

Degree	Field	School	Year graduated

17. Please check or list any non-degree education or certification and indicate from whom you received it.

Area	Provided by/certified by whom
Formation for religious life	
Diaconate formation	
Lay ministry formation	
Spiritual direction training	
Parish nurse institute	
Youth ministry certificate	
Religious education certification	
Certified as parish director	
Certified as pastoral associate	
Certified as director of administrative services	
Campus ministry certification	
Chaplain certification	
Certified to preach	
Other _____	
Other _____	

18. Are you currently a student?
- a. Yes
  - b. No

19. If yes, in what field and in what program/school?

- a. Field of study \_\_\_\_\_
- b. Name of program/school \_\_\_\_\_

20. How would you describe the fit between your current position and your level of education?

- a. Education is adequate or more than adequate.
- b. Additional education would be helpful.
- c. Both (a) and (b) are true.

21. If you chose (b) or (c) in item 20, and are not currently a student, what additional education would you like/do you feel you need?

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_

22. Is there something keeping you from pursuing additional education?

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_

23. Please feel free to provide any additional comments about your experience as a parish minister.

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## APPENDIX II

### Frequency Tables

The following tables show response frequencies for most items on the Parish Minister survey.

#### 24. What is your gender?

Gender

		Frequency	Percent
	Female	326	74.6
	Male	111	25.2
	Total	437	100.0

#### 25. What is your age?

Age

		Frequency	Percent
	20-29	5	1.1
	30-39	52	11.9
	40-49	117	26.8
	50-59	157	35.9
	60+	106	24.3
	Total	437	100.0

#### 26. What is your religious affiliation?

Religion

		Frequency	Percent
	Roman Catholic	424	97.0
	Other	13	3.0
	Total	437	100.0

#### 27. Are you fluent in any language other than English?

Language

		Frequency	Percent
	Fluent in another language	30	6.9
	No other language	403	92.2
	Missing	4	.9
	Total	437	100.0

**28. If yes, what language?****What language**

	Frequency	Percent
No other language	407	93.1
Other	13	3.0
Sign	2	.5
Spanish	15	3.2
Total	437	100.0

**29. What is your current position in the parish?****Position in parish**

	Frequency	Percent
Administrative services director	64	14.6
Adult & family minister	27	6.2
Director of religious education	92	21.1
Liturgy director	10	2.3
Music director	43	9.8
Music & liturgy director	45	10.3
Parish director	8	1.8
Parish nurse	18	4.1
Pastoral associate	47	10.8
Youth minister	32	7.3
Child minister	12	2.7
Minister of care	15	3.4
Other	24	5.5
Total	437	100.0

**30. Please check the ministry area(s) for which you have responsibility.**

*Responses to this question were not individually coded, but responses were used to identify one primary position when respondents, in Q 6, selected more than one response.*

**31. Is your position full or part time?****Full time/part time position**

	Frequency	Percent
Full time	309	70.7
Part time	126	28.8
Missing	2	.5
Total	437	100.0



### 32. How long have you been in this position?

#### Length of time in present position

	Frequency	Percent
1 year	37	8.5
2 years	58	13.3
3 years	47	10.8
4 years	50	11.4
5 years	39	8.9
6-10 years	109	24.9
11-15 years	48	11.0
16-20 years	18	4.1
21-25 years	15	3.4
26-40 years	12	2.7
Missing	4	.9
Total	437	100.0

### 33. Have you previously been employed as a parish minister?

#### Previously employed as a parish minister

	Frequency	Percent
Yes	222	50.8
No	212	48.5
Total	434	99.3
Missing	3	.7
Total	437	100.0

### 34. If yes, for how many years have you worked for parishes (excluding current parish)?

#### Number of years served in other parishes

	Frequency	Percent	Valid Percent
1 year	10	2.3	4.7
2 years	15	3.4	7.0
3 years	7	1.6	3.3
4 years	11	2.5	5.1
5 years	13	3.0	6.0
6-10 years	58	13.3	27.0
11-15 years	37	8.5	17.2
16-20 years	27	6.2	12.6
21-25 years	15	3.4	7.0
26-30 years	11	2.5	5.1
Over 30 years	11	2.5	5.1
Total	215	49.2	100.0
Missing	222	50.8	
Total	437	100.0	

### 11a. Total years in parish ministry

*Responses from Q 9 and Q 11 were combined to derive total years in parish ministry.*

**Total years in parish ministry**

	Frequency	Percent
No response	4	.9
1 year	20	4.6
2 years	28	6.4
3 years	22	5.0
4 years	35	8.0
5 years	28	6.4
6-10 years	81	18.5
11-15 years	66	15.1
16-20 years	51	11.7
21-25 years	36	8.2
26+ years	66	15.1
Total	437	100.0

### 35. If yes, for how many parishes have you worked (excluding current parish)?

**Number of other parishes where previously employed**

	Frequency	Percent	Valid Percent
1 parish	61	14.0	28.8
2 parishes	69	15.8	32.5
3 parishes	32	7.3	15.1
4 parishes	21	4.8	9.9
5 parishes	13	3.0	6.1
6 parishes	7	1.6	3.3
7 parishes	2	.5	.9
8 parishes	2	.5	.9
9 parishes	2	.5	.9
10 parishes	1	.2	.5
12 parishes	1	.2	.5
15 parishes	1	.2	.5
Total	212	48.5	100.0
Missing	225	51.5	
Total	437	100.0	

**36. Have you ever been employed full time in a field other than parish ministry?**

**Ever employed in a field other than parish ministry**

	Frequency	Percent
Yes	327	74.8
No	54	12.4
Total	381	87.2
Missing	56	12.8
Total	437	100.0

**37. If yes, in what field?**

**In what prior fields have you worked**

	Frequency	Percent	Valid Percent
Church-based organization	122	27.9	37.4
Non-profit organization	52	11.9	16.0
For-profit business	128	29.3	39.3
Self-employed	14	3.2	4.3
Other	10	2.3	3.1
Total	326	74.6	100.0
Missing	111	25.4	
Total	437	100.0	

**38. If you have worked in a non-parish church ministry, what best describes that ministry?**

**In what church-based ministry did you work**

	Frequency	Percent	Valid Percent
Campus ministry	5	1.1	6.0
Catholic education	50	11.4	59.5
Chaplaincy	6	1.4	7.1
Diocesan/Catholic agency staff	13	3.0	15.5
Societal ministry	2	.5	2.4
Other	8	1.8	9.5
Total	84	19.2	100.0
Missing	353	80.8	
Total	437	100.0	

### 39. Please list any post-secondary degrees.

#### Highest or most recent post-secondary degree

	Frequency	Percent
No degree listed	124	28.4
Associate	18	4.1
Bachelors	126	28.8
D.Min	2	.5
JD	3	.7
M.Div	12	2.7
MAPS	23	5.3
Masters	116	26.5
MD	1	.2
MTS	8	1.8
PhD	4	.9
Total	437	100.0

### 16a. Post secondary degrees in ministry and other fields

*Responses were coded to differentiate between degrees related to ministry (theology, religious studies, pastoral ministry, etc.) and all other fields.*

#### Post-secondary degrees: in ministry and in other fields

	Frequency	Percent
No degree listed	124	28.4
Associate degree	18	4.1
Bachelors degree/other field	107	24.5
Bachelors degree/ministry	19	4.3
Masters degree/other field	55	12.6
Masters degree/ministry	104	23.8
Doctoral level degree/other field	5	1.1
Doctoral level degree/ministry	5	1.1
Total	437	100.0

### 16b. Field of highest or most recent degree

#### Field of highest or most recent degree

	Frequency	Percent
No degree or missing	125	28.6
Accounting	12	2.7
Administration	1	0.2
Adult education	2	0.5
Adult spiritual formation	1	0.2
Animal science	1	0.2
Art	1	0.2
Art in theology	1	0.2
Basic studies	1	0.2
Biology/chemistry	1	0.2

Business	18	4.1
Catholic urban education	1	0.2
Chemistry	1	0.2
Church leadership	1	0.2
Church music	2	0.5
Communication	3	0.7
Community health education	1	0.2
Conducting	1	0.2
Continuing education	1	0.2
Counseling	3	0.7
Economics	3	0.7
Education	28	6.4
Educational administration	1	0.2
Educational psychology	3	0.7
English	1	0.2
Fashion design	1	0.2
Finance	2	0.5
Hebrew scripture	1	0.2
History	2	0.5
Human resources	1	0.2
Human service organizations	1	0.2
Information science	1	0.2
Journalism	2	0.5
Law	3	0.7
Liturgical design	1	0.2
Liturgy	3	0.7
Management	8	1.8
Medicine	1	0.2
Ministry	1	0.2
Moral theology	1	0.2
Music	31	7.1
Music & liturgy	2	0.5
Music education	1	0.2
Nursing	24	5.5
Occupational therapy	1	0.2
Pastoral counseling	1	0.2
Pastoral ministry	56	12.8
Pastoral studies	1	0.2
Philosophy	2	0.5
Political science	1	0.2
Psychology	5	1.1
Public administration	1	0.2
Reading	1	0.2
Religious education	8	1.8
Religious studies	21	4.8
Science	1	0.2
Secretarial	1	0.2
Social work	2	0.5
Sociology	2	0.5
Spanish literature	1	0.2

Speech pathology	1	0.2
Supervision	1	0.2
Thanatology	1	0.2
Theater	2	0.5
Theology	22	5.0
Transportation	1	0.2
Youth ministry	3	0.7
Total	437	100.0

### 16c. School of highest or most recent degree

School of highest or most recent degree		
	Frequency	Percent
No degree/no response	140	32.0
Academy of Music	1	0.2
Alverno	12	2.7
Aquinas	2	0.5
Boliva	1	0.2
Boston College	3	0.7
Bryant & Stratton	1	0.2
CA State University	1	0.2
Cardinal Stritch	18	4.1
Carroll College	2	0.5
Carthage College	3	0.7
Catholic University	1	0.2
CEDOC University	1	0.2
Chicago Theological Union	4	0.9
Concordia	3	0.7
DePaul University	1	0.2
Dominican College	2	0.5
Eau Claire Tech	1	0.2
Edgewood	2	0.5
Fordham	2	0.5
Franciscan School of Theology	1	0.2
Gateway Tech	1	0.2
Golden Gate University	1	0.2
Graduate Theological Foundation	1	0.2
Guadalajara	1	0.2
Harvard	1	0.2
Illinois State University	1	0.2
Incarnate Word	1	0.2
Ins of Integrative Learning	1	0.2
Jamestown College	1	0.2
Kansas Newman	1	0.2
Lakeland College	3	0.7
Lawrence University	1	0.2
Loyola Chicago	10	2.3
Marian College	3	0.7
Marquette	28	6.4
MATC	5	1.1
Medical College	2	0.5
Miami Dade Community College	1	0.2

Michigan State University	1	0.2
Milton College	2	0.5
Misericordia	1	0.2
Montana State University	1	0.2
Mount Mary	11	2.5
MPTC	2	0.5
MSOE	1	0.2
Mundelein College	3	0.7
North MIU	1	0.2
Northern Arizona	1	0.2
Northwestern University	1	0.2
Notre Dame	3	0.7
Ohio State University	1	0.2
OIC	1	0.2
Olivet	1	0.2
Prairie State	1	0.2
Regis	2	0.5
Sacred Heart School of Theology	3	0.7
Saint Francis Seminary	37	8.5
San Francisco Theological Sem	1	0.2
Seattle University	4	0.9
Seton Hall University	1	0.2
Silver Lake	2	0.5
Spencerian	1	0.2
St. Agnes	1	0.2
St. John's	3	0.7
St. Joseph	1	0.2
St. Mary's	1	0.2
St. Mary's Winona	1	0.2
St. Mary of San Antonio	1	0.2
St. Meinrad School of Theology	1	0.2
St. Norbert College	5	1.1
Teachers College	1	0.2
Towser University	1	0.2
Tulane	1	0.2
U of Buffalo	1	0.2
U of Dallas	1	0.2
U of Dayton	1	0.2
U of Detroit	2	0.5
U of Florida	1	0.2
U of Illinois	1	0.2
U of Michigan	2	0.5
UW Eau Claire	1	0.2
UW Green Bay	1	0.2
UW LaCrosse	2	0.5
UW Madison	9	2.1
UW Milwaukee	26	5.9
UW Oshkosh	3	0.7
UW Parkside	1	0.2
UW Platteville	4	0.9
UW River Falls	1	0.2
UW Stevens Point	2	0.5

UW Superior	1	0.2
UW Whitewater	3	0.7
VCU	1	0.2
Viterbo University	1	0.2
Wartburg College	1	0.2
Washington Theological Union	1	0.2
Wayne State	1	0.2
WCTC	1	0.2
WI Conservatory	2	0.5
WI Lutheran Seminary	1	0.2
Total	437	100

**40. Please check or list any non-degree education or certification and indicate from whom you received it.**

**Certificates/certifications**

	Frequency	Percent
Other	5	1.5
Certified as director of adm services	5	1.5
Certified as parish director	7	2.1
Certified as pastoral associate	10	3.0
Certified to preach	18	5.4
Chaplain certification	9	2.7
CPE	3	.9
Diaconate formation	6	1.8
Formation for religious life	41	12.3
Lay ministry formation	40	12.0
Parish nurse institute	20	6.0
Religious education certificate	89	26.6
Spiritual direction training	24	7.2
Various other certificates	27	8.1
Youth ministry certificate	30	9.0
Total	334	100.0

**Certificates provided by whom**

	Frequency	Percent
Alverno	3	1.0
APB Bd Cert	1	0.3
Archdiocese	109	35.2
Benedictines	1	0.3
Cardinal Stritch	26	8.4
Casa Romero	3	1.0
Chicago Theological Union	2	0.6
Claret Center, Chicago	1	0.3
Concordia University	2	0.6
Creighton University	2	0.6
Daughters of Charity	1	0.3
Dominicans	1	0.3
Franciscans	1	0.3
Glenmary Home Missioners	1	0.3



Gonzaga University	2	0.6
Ignatian Associates	1	0.3
Institute of Religious Formation	1	0.3
LaCrosse	2	0.6
Loyola Chicago	3	1.0
Marian College	1	0.3
Marquette	17	5.5
Mercy Center	1	0.3
Mount Mary	2	0.6
Mundelein	1	0.3
NACBA	1	0.3
NACC	3	1.0
Nat'l Vocation Formation	1	0.3
Northshore Lay Ministry	1	0.3
Ordination	1	0.3
OSF	1	0.3
Other diocese	24	7.7
Racine Dominicans	5	1.6
Religious order	1	0.3
S. Sp. S	1	0.3
Sacred Heart School of Theology	5	1.6
Saint Francis Seminary	29	9.4
San Francisco Theological Sem	1	0.3
School Sisters of St. Francis	2	0.6
SDS	2	0.6
Sisters of Charity	1	0.3
Sisters of Mercy	1	0.3
Sisters of St. Agnes	2	0.6
Sisters of St. Francis	3	1.0
Sisters of St. Francis of Assisi	4	1.3
Sisters of St. Joseph	1	0.3
Spiritual Companions Institute	1	0.3
Spiritual Directors International	1	0.3
SSND	7	2.3
St. Bonaventure	2	0.6
St. Camillus	1	0.3
St. Elizabeth Hospital	1	0.3
St. Francis Retreat Center	1	0.3
St. John's	1	0.3
St. Joseph Hospital	1	0.3
St. Mary of San Antonio	1	0.3
Washington Theological Union	1	0.3
Wernersville PA Program	1	0.3
WTU	1	0.3
Total	310	100.0

#### 41. Are you currently a student?

##### Currently a student

	Frequency	Percent	Valid Percent
Yes	62	14.2	14.4
No	368	84.2	85.6
Total	430	98.4	100.0
Missing	7	1.6	
Total	437	100.0	

#### 42. If yes, in what field and in what program/school?

##### Current students - enrolled where

	Frequency	Percent
Not currents students/no response	381	87.2
Alverno College	1	.2
Archdiocese	2	.5
Aurora University	1	.2
Cardinal Stritch University	7	1.6
Casa Romero	3	.7
Concordia	1	.2
Franciscan Spir. Ctr	1	.2
Franciscan University	1	.2
Gateway Tech	1	.2
Loyola Chicago	1	.2
Marian College	2	.5
Marquette University	3	.7
MATC	1	.2
Regis University	1	.2
San Francisco Theological Sem.	1	.2
Saint Francis Seminary	16	3.7
Sacred Heart Theological Seminary	2	.5
Siena Center	2	.5
Spertus Institute	1	.2
St. Joseph's College	1	.2
St. Mary College	1	.2
UW Milwaukee	3	.7
UW Whitewater	1	.2
WI Conservatory	1	.2
Xavier University	1	.2
Total	437	100.0

**Current students - field of study**

	Frequency	Percent
Not current students/no response	377	86.3
Alternative education	1	.2
Certificate program	1	.2
Church Music MA	1	.2
Diaconate formation	1	.2
Dietetics	1	.2
Education	1	.2
Educational Administration	1	.2
Interpreters training	1	.2
Jewish Studies	1	.2
Lay ministry certificate	3	.7
M.Div	4	.9
MAPS	6	1.4
Masters degree	1	.2
MBA	1	.2
Music	3	.7
Music & liturgy	1	.2
Music & theology	1	.2
Music theory	2	.5
NACBA Certificate	1	.2
Nursing	2	.5
Pastoral studies	1	.2
Religious studies	4	.9
Religious studies MA	2	.5
Special student	2	.5
Spiritual direction	5	1.1
Spiritual guidance	2	.5
Spiritual mentoring	1	.2
Theology	4	.9
Theology MA	1	.2
Theology PhD	2	.5
Urban ministry	1	.2
Youth ministry certificate	1	.2
Total	437	100.0

**43. How would you describe the fit between your current position and your level of education?**

**Current education is adequate?**

	Frequency	Percent	Valid Percent
1 Education is adequate	126	28.8	30.1
2 Additional education would be helpful	70	16.0	16.7
3 Both are true	223	51.0	53.2
Total	419	95.9	100.0
Missing	18	4.1	
Total	437	100.0	

**44. If you chose (b) or (c) in item 20, and are not currently a student, what additional education would you like/do you feel you need?**

**What additional education would you like?**

	Frequency	Percent
No response	196	31.5
Accounting	3	0.5
Administration	6	1.0
Adult formation	2	0.3
Archdiocesan policies	1	0.2
Assembly role in First Eucharist	1	0.2
Bachelor's degree	2	0.3
Bachelors in religious studies	1	0.2
Bereavement ministry	5	0.8
Bi-ethical issues	1	0.2
Bi-lingual education	1	0.2
Budgeting	4	0.6
Building maintenance	1	0.2
Business management	1	0.2
Canon law	7	1.1
Catechesis	1	0.2
Catechist certification	1	0.2
Catechist recruitment and formation	1	0.2
Catechist training and evaluation	2	0.3
Catholic social teaching	1	0.2
Cemetery administration	1	0.2
Centering prayer	1	0.2
Certification	2	0.3
Changes in the church	2	0.3
Chaplain certification	1	0.2
Choir recruiting	1	0.2
Choral conducting	3	0.5
Christology	2	0.3
Church administration	1	0.2
Church doctrine	2	0.3
Church history	5	0.8
Church liturgy documents	1	0.2

Church management	1	0.2
Church norms	1	0.2
Church organization	1	0.2
Classes w/o prerequisites	1	0.2
Collaborative ministry	1	0.2
Computers	8	1.3
Consistent life ethic	1	0.2
Continuing education	9	1.4
Counseling	2	0.3
CPE	2	0.3
Cultural studies	1	0.2
Current theologians	1	0.2
Current theology/practice	1	0.2
D.Min	4	0.6
DAS certificate	1	0.2
Days of reflection	1	0.2
Daytime classes	1	0.2
Development	1	0.2
Diaconate formation	2	0.3
Distance learning	6	1.0
Divorce counseling	1	0.2
DRE certification	4	0.6
Ecumenism	1	0.2
Educational methods	1	0.2
Educational theory	1	0.2
Enrichment	1	0.2
Evening classes	2	0.3
Facilities management	1	0.2
Faith formation	1	0.2
Finance	7	1.1
Fund accounting	1	0.2
Gerontology	1	0.2
Graduate degree	1	0.2
Grief ministry	1	0.2
Health care theology	1	0.2
Health care updates	1	0.2
How to discern parishioner gifts	1	0.2
Human resources	4	0.6
HVAC	1	0.2
Ignatian spirituality	1	0.2
Labor law	1	0.2
Leadership	2	0.3
Leadership in religious education	1	0.2
Leading worship services	1	0.2
Library science	1	0.2
Liturgical certification	1	0.2
Liturgical changes	2	0.3
Liturgical music	6	1.0
Liturgical music, MA	1	0.2
Liturgical norms	1	0.2

Liturgical planning	1	0.2
Liturgical studies, advanced	1	0.2
Liturgical updates	1	0.2
Liturgy	21	3.4
Liturgy and justice	1	0.2
Liturgy planning	2	0.3
Liturgy updates	1	0.2
Liturgy workshops	1	0.2
MA Theology	3	0.5
Management	1	0.2
Managing volunteers	1	0.2
Marketing	1	0.2
Marriage counseling	1	0.2
Marriage prep	1	0.2
Masters degree	3	0.5
Masters nursing	1	0.2
MBA	2	0.3
Methods	1	0.2
Ministry	1	0.2
Moral theology	5	0.8
Multi ethnic celebrations	1	0.2
Music	2	0.3
Music certification	1	0.2
Music education	1	0.2
Mystagogia	1	0.2
Negotiating contracts	1	0.2
Norm changes	1	0.2
Ongoing formation	2	0.3
Organ	2	0.3
Parish administration	3	0.5
Parish director certification	2	0.3
Parish leadership	1	0.2
Parish ministry	2	0.3
Parish nursing updates	1	0.2
Pastoral associate certification	1	0.2
Pastoral counseling	2	0.3
Pastoral counseling for youth	1	0.2
Pastoral guidance	1	0.2
Pastoral ministry	4	0.6
PhD	1	0.2
Practical aspects of ministry	1	0.2
Practical parish issues	1	0.2
Prayer	5	0.8
Preaching	2	0.3
Preaching certificate	6	1.0
Preparing catechists	1	0.2
Psychology	3	0.5
Public relations	1	0.2
RCIA	2	0.3
RCIA enrichment	2	0.3

RCIA, assembly role	1	0.2
Religious education methods	1	0.2
Religious studies	1	0.2
Sacramental guidelines	1	0.2
Sacramental theology	8	1.3
Saturday classes	1	0.2
Scripture	41	6.6
SFS certificate program	1	0.2
SFS MAPS	2	0.3
Social justice	2	0.3
Social teaching	1	0.2
Spanish	14	2.3
Spiritual direction training	16	2.6
Spiritual direction training, advanced	1	0.2
Spirituality	7	1.1
Spirituality and the arts	1	0.2
Spirituality for seniors	1	0.2
Stewardship	1	0.2
Summer classes	2	0.3
Supervision	1	0.2
Technology	1	0.2
Teen ministry	2	0.3
Theology	26	4.2
Theology of healing, suffering	2	0.3
Update on norms	1	0.2
Updates	5	0.8
Updates in health care	2	0.3
Updates in theology	1	0.2
Urban Ministry	1	0.2
Voice coaching	1	0.2
Volunteerism	1	0.2
Women's studies	1	0.2
Workshops on ministry	2	0.3
Workshops, seminars	7	1.1
Youth ministry	3	0.5
Youth ministry certification	1	0.2
Total	622	100.0

**45. Is there something keeping you from pursuing additional education?**

**Barriers to further education**

	Frequency	Percent
Age	16	4.9
BA is required	1	.3
Disillusionment	1	.3
Distance	23	7.0
Family responsibilities	34	10.4
Health	5	1.5
Lack of child care	1	.3
Lack of energy	5	1.5
Length of program	1	.3
Money	35	10.7
Near retirement	4	1.2
No courses offered	1	.3
No local programs	2	.6
No new scripture courses	1	.3
No new SFS courses	1	.3
No offerings of interest	1	.3
No parish support	1	.3
No payoff (low salary, no security)	1	.3
One day seminars	1	.3
Other priorities	1	.3
Prerequisites	1	.3
Schedule	1	.3
SFS registration process	1	.3
Time	73	22.3
Time & money	87	26.5
Upcoming retirement	3	.9
Work responsibilities	26	7.9
Total	328	100.0