

Lay Parish Ministers in the Archdiocese of Milwaukee

**A Study Conducted by
The Office of Catechesis and Youth Ministry
Archdiocese of Milwaukee**

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April 2017**

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INTRODUCTION

Lay parish ministers provide a vital resource for the parishes of southeastern Wisconsin.

In order to better understand and respond to the formational needs of these individuals and of future lay parish ministers, the Office of Catechesis and Youth Ministry conducted a study of the characteristics, roles, work experience, educational background and interest in additional education/formation of lay parish ministers in the archdiocese.

The survey was carried out during November 2016. Several electronic distribution lists were used to send email requests to lay parish ministers to complete a Survey Monkey questionnaire. 222 usable responses were received.

Similar surveys were conducted in 2004 and 2012 and the Summary below compares the survey data from the three studies. After the summary, a report on the 2016 responses follows. The 2016 survey questionnaire is included in the appendix.

OBSERVATIONS

Lay 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, and/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.

61% of the respondents have been in their current position 1-5 years; 57% reported previous parish positions. The average years in parish ministry is 11 years for all respondents; for those who have had only one parish position, the average years in parish ministry is 7 years; for those who have held more than one parish position it is 17 years.

No matter their length of service, many expressed an interest in/need for additional formation. The areas of greatest interest were evangelization and faith formation, spirituality and prayer, administration, and scripture. But there was wide-ranging interest in many areas of formation.

Even though 40% of respondents reported having a Master's degree and 28% a ministry-related Master's degree, 174 responded when asked what might make them decide to pursue a Master's degree related to ministry. Their reasons included the personal need to feel more confident/competent in current ministry and time or funding contributed by their current employer. Responding to further Master's degree questions, they expressed interest in online classes and classes one evening a week at a nearby campus; and said barriers to the pursuit of further education were time and money.

Respondents were asked: "In light of the emerging needs of the church and society, in which of the following key competencies would you like to improve your knowledge/skills?" The top responses were: spirituality for ministry (85 respondents), leadership skills (65 respondents), and collaboration and professional relationships (61 respondents).

Respondents were asked: "Which, if any, of the following services would be helpful to you?" The top responses were: funding to attend an annual retreat (77 respondents) and access to retreats for lay ministers who share my ministerial role (70 respondents).

63% of the respondents are age 50 and older. These older individuals, representing years of life experience, professional experience, and education 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 20% of the respondents 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 faces the challenges of providing formation for growing numbers of parish ministers, addressing the obstacles that individuals face in acquiring formation (time and money), and responding in a comprehensive way to ministers' need and desire for spiritual support, theological education, and professional development.

SUMMARY

The following summarizes key findings of the 2016 lay parish ministers survey. Comparisons have been added for the 2012 and 2004 surveys.

Survey respondents

- The lay parish ministers survey was carried out during November of 2016. 222 usable responses were received.
 - 2012: 243 responses
 - 2004: 437 responses (survey conducted by US mail)
- Directors of religious education (58) and directors of administrative services (50) were the largest categories of respondents.
 - 2012: Same positions were the largest categories of respondents
 - 2004: Same positions

Demographics

- 70% of the respondents were female.
 - 2012: 77% female
 - 2004: 75% female
- 37% of the respondents were under 50. 29% were 50-59 years of age; and 34% were 60 years of age or older (for a total of 63% 50 years of age or older).
 - 2012: 30% were under 50. 30% were 60 and older and 40% 50-59 (for a total of 70% 50 and older)
 - 2004: 40% were under 50. 24% were 60 or older and 36% 50-59 (for a total of 60% 50 and older)
- 99% of the respondents were Roman Catholic.
 - 2012: same
 - 2004: 97% Catholic
- 96% of the respondents were lay persons (plus 2% religious sisters and 2% permanent deacons).
 - 2012: 96% were lay persons; 4% were religious sisters
 - 2004: question not asked
- 4% of the respondents said they were fluent in a language other than English.
 - 2012: 7%
 - 2004: 7%

Employment

- 74% of the respondents reported being employed by and serving one parish.
 - 2012: 75%
 - 2004: question not asked
- 82% of the respondents reported holding full-time positions (defined as 30 hours or more a week).
 - 2012: 77%
 - 2004: 71%
- There were multiple respondents from every deanery in the archdiocese.
 - 2012: same for every district
 - 2004: question not asked
- 136 respondents reported 226 memberships in ministerial organizations, with the largest number (51) saying they were members of the Business Administrators of the Archdiocese of Milwaukee (BAAM) and 40 members of Mareda.
 - 2012: 179 respondents reported 271 memberships in ministerial organizations, with the largest number (56) saying they were members of Mareda.
 - 2004: question not asked
- 61% of the respondents had been in their current positions 5 years or less.
 - 2012: 42%
 - 2004: 53%
- 43% of the respondents held no prior parish position; 57% have held multiple parish positions.
 - 2012: 37% no prior parish position; 56% had held multiple parish positions. 7% did not respond
 - 2004: 49% no prior parish position; 51% multiple parish positions.
- The average years in parish ministry for respondents holding one position is 7 years. The average years in parish ministry for those who have held multiple positions is 17 years. The average years in parish ministry is 11 years for all respondents. (New data analysis in 2016)
- For those who had worked in multiple parishes, 19% had worked in two parishes; 15% in three parishes. (New question in 2016)

- 77% of the respondents reported having worked in a field other than parish ministry.
 - 2012: 82%
 - 2004: 75%
- 83 (37%) of the respondents were not originally from the Archdiocese of Milwaukee. The largest number (41) came for employment, 32 of them for church ministry. (New question in 2016)

Formation and education

- 40% of respondents reported having a Master's degree as their highest level of school completed. Another 40% reported having a Bachelor's degree as their highest level of school completed. 12% reported having no post-secondary degree.
 - 2012: 37% of respondents reported having a Master's degree as their highest level of school completed. 35% reported having a Bachelor's degree as their highest level of school completed. 19% reported having no post-secondary degree.)
 - 2004: 36% reported a Master's degree; 29% a Bachelor's degree. 28% no post-secondary degree.
- 45% of the post-secondary degrees were in religious studies, theology or ministry.
 - 2012: 37%
 - 2004: 29%
- The largest percentage of the respondents with Bachelor's degrees in theology, ministry or religious studies reported Cardinal Stritch University as the degree-granting institution (27%); this was followed by Marquette University with 24%.

2012: Stritch 26%; Marquette 17%

2004: Most Bachelor's degrees schools were out of state (26%)
- The largest percentage of the respondents with Master's degrees in theology, ministry or religious studies reported Cardinal Stritch University (23%) followed by St. Francis Seminary (18%).
 - 2012: St. Francis Seminary 29%; Stritch 16%
 - 2004: 44% out of state; 36% St. Francis Seminary
- 99 respondents reported having 154 types of non-degree education/formation or certification; 45 with lay ministry formation and 40 with religious education certification.
 - 2012: 126 respondents reported having 197 types of non-degree education/formation or certification. 55 reported religious education certification and 54 reported lay ministry formation.

- 2004: 209 respondents reported 334 types of non-degree education/formation or certification. 89 reported religious education certification; 41 formation for religious life; and 40 lay ministry formation.
- When asked about how they had financed their education, 80% said they self-financed. (New question in 2016)
- 24 respondents (11%) reported being currently in school, 15 in a certificate program and 9 in a degree program. All but one of the degrees/certificates were in religious studies or ministry. 11 of the 24 reported being students at Cardinal Stritch University.
 - 2012: 18 respondents (7%) reported being currently in school, 6 in a certificate program and 12 in a degree program. 8 of the 18 reported being students at Cardinal Stritch University.
 - 2004: 62 respondents (14%) reported being currently in school; of those reporting what school, 16 said St. Francis Seminary.
- When asked about the desire for additional formation, 46% of the respondents said their education was adequate or more than adequate *and* that additional education would be helpful. An additional 10% just said more education would be helpful. The three top areas for additional education were evangelization and faith formation; spirituality and prayer; and administration.
 - 2012: 51% said education was adequate and more would be helpful; top three areas: liturgy; theology; and scripture.
 - 2004: 51% said education was adequate and more would be helpful; top three areas: liturgy and sacraments; scripture; and doctrine and theology.
- When the need for additional formation was cross tabbed with years in current position, 115 respondents provided 440 fields of study of interest. The respondents with the greatest number of fields of study of interest (270) were respondents with 1-5 years in their current position. The most mentioned fields of interest were evangelization and faith formation (48 respondents), spirituality and prayer (40) and administration (39).

2012: 211 fields of interest were mentioned by respondents in the 1-5 year category. The most mentioned fields of interest were liturgy, theology and scripture.

2004: analysis not done
- When the need for additional formation was cross tabbed with total years in ministry, 63 respondents provided 249 responses. The preferred fields of study were : administration (25 responses), scripture (23 responses) and spirituality and prayer (22 responses). Almost all categories of years in ministry were interested in further study: 1-5 years (56 responses), 6-10 years (48 responses), 11-15 years (45 responses); and 26 or more years (44 responses).

- 2012: The largest number of respondents interested in further study: 11-15 years (68 respondents), 26 or more years (52 respondents) and 6-10 years (44 respondents).
- 2004: analysis not done
- When asked about factors in a decision to pursue a Master's degree related to ministry, 46% said the personal need to feel more confident/competent in current ministry and 39% said time or funding contributed by current employer. (New question in 2016)
- When asked about attractive features of a Master's degree program, 31% said distance learning through online classes, and 27% said classes one evening a week at a nearby campus. (New question in 2016)
- When asked about barriers to the pursuit of further education respondents mentioned time (55%) and money (57%).
 - 2012: 57% combination of time and money
 - 2004: 60% combination of time and money
- When asked about desirable additional competencies, the top responses were: 85 respondents said spirituality for ministry, 65 said leadership skills, and 61 said collaboration and professional relationships. (New question in 2016)
- When asked about desirable additional services, the top responses were: 77 respondents said funding to attend an annual retreat and 70 said access to retreats for lay ministers who share my ministerial role. (New question in 2016)

SURVEY RESULTS

SURVEY RESPONDENTS

Position in parish

The positions of the lay ecclesial ministers 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, pastoral associates, social/human concerns ministers, and youth ministers. Of the 222 respondents, 6 reported they had "other" titles. Each of the "other" titles was unique but three of the six had "evangelization" in their title.

Numbers of respondents from the various ministerial roles are shown in the table below. Directors of religious education were the largest category of respondents (26%), followed by administrative services directors (23%). Liturgy director, ministers of care, and social/human concerns ministers were the smallest categories of respondents (each was less than 1%).*

What title best describes your position at the parish?

Title	Frequency	Percent
Administrative services director	50	22.5
Adult and family minister	11	5.0
Child minister	16	7.2
Director of religious education	58	26.1
Liturgy director	2	.9
Minister of care	1	.5
Music and Liturgy director	24	10.8
Music director	10	4.5
Parish director	6	2.7
Pastoral associate	17	7.7
Social/human concerns minister	1	.5
Youth minister	20	9.0
Other	6	2.7
Total	222	100.0

*Data from lay parish minister positions with fewer than 10 responses (i.e., liturgy director, minister of care, and social/human concerns minister) will be reported in the tables throughout this report but will not be described in the narrative.

DEMOGRAPHICS

Gender

Overall, 70% of lay parish minister respondents were female. In some positions, the proportion of women was even greater, for example, child minister (94%), adult and family minister (82%), and pastoral associate (82%).

Gender by parish position

Position title	Female	Male	Total
Administrative services director	35 70.0%	13 26.0%	50 100.0%
Adult and family minister	9 81.8%	2 18.2%	11 100.0%
Child minister	15 93.8%	1 6.3%	16 100.0%
Director of religious education	41 70.7%	17 29.3%	58 100.0%
Liturgy director	2 100.0%	0 0.0%	2 100.0%
Minister of care	1 100.0%	0 0.0%	1 100.0%
Music and liturgy director	13 54.2%	11 45.8%	24 100.0%
Music director	4 40.0%	6 60.0%	10 100.0%
Parish director	2 33.3%	4 66.7%	6 100.0%
Pastoral associate	14 82.4%	3 17.6%	17 100.0%
Social/human concerns minister	1 100.0%	0 0.0%	1 100.0%
Youth minister	14 70.0%	5 25.0%	20 100.0%
Other	4 66.7%	2 33.3%	6 100%
Total	155 69.8%	64 28.8%	219

The total responses do not total 222 because 3 ministers did not respond to this question.

Age

One-third (34%) of the lay parish ministers who responded to the survey were 60 years of age or older; another 29% were age 50-59. Only 20% of respondents were under the age of 40. The age distribution pattern is similar for many parish positions. Youth ministers deviate from the overall pattern as the youngest group, with 50% under the age of 40.

Age by parish position

Position title	20-29	30-39	40-49	50-59	60 or older	Total
Administrative services director	0 0.0%	2 4.0%	8 16.0%	18 36.0%	22 44.0%	50
Adult and family minister	1 9.1%	4 36.4%	1 9.1%	3 27.3%	2 18.2%	11
Child minister	2 12.5%	2 12.5%	5 31.3%	4 25.0%	3 18.8%	16
Director of religious education	5 8.6%	8 13.8%	11 19.0%	17 29.3%	15 25.9%	56
Liturgy director	0 0.0%	0 0.0%	1 50.0%	0 0.0%	1 50.0%	2
Minister of care	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%	1
Music and liturgy director	0 0.0%	3 12.5%	1 4.2%	8 33.3%	12 50.0%	24
Music director	1 10.0%	1 10.0%	2 20.0%	5 50.0%	1 10.0%	10
Parish director	0 0.0%	0 0.0%	0 0.0%	3 50.0%	3 50.0%	6
Pastoral associate	0 0.0%	1 5.9%	2 11.8%	3 17.6%	11 64.7%	17
Social/human concerns minister	0 0.0%	0 0.0%	0 0.0%	1 100.0%	0 0.0%	1
Youth minister	7 35.0%	3 15.0%	6 30.0%	2 10.0%	2 10.0%	20
Other	3 50.0%	1 16.7%	0 0.0%	0 0.0%	2 33.3%	6 100.0%
Total	19 8.6%	25 11.3%	37 16.7%	64 28.8%	75 33.8%	220

The total responses do not total 222 because 2 ministers did not respond to this question.

3. Religious affiliation

By far the majority of respondents (221 or 99.5%) are Roman Catholic.

Ecclesial status

Of the 222 respondents, 96% are lay persons, 2% are permanent deacons and 2% religious sisters. The permanent deacons who are included are those who hold traditional lay minister positions.

Language

Only 4% (9) of all respondents are fluent in a language other than English. For those who do speak another language, 8 said their other language was Spanish.

EMPLOYMENT

Current employment situation

When asked to describe their current employment situation, 165 or 74% of the respondents said they were employed by and serve one parish; 32 (14%) said they worked for more than one parish with one joint program in their ministry area; and 14 (6%) said they worked for more than one parish, each with its own set of activities in their ministry area. Five of the 11 respondents who reported "other" employment situations said they worked for one parish with more than one site. The other six of the "other" responses reported individual, unique employment situations.

Employment situation

	Frequency	Percent
I serve one parish	165	74.3
I serve more than one parish, but we have one joint program in my ministry area	32	14.4
I serve more than one parish, each with its own set of activities in my ministry area	14	6.3
Other	11	5.0
Total	222	100.0

Full-time/part-time employment

82% (182) of the lay parish ministers reported that their positions are full-time (defined as 30 or more hours a week); 18% (40) reported part-time positions. A majority of all but two positions (minister of care and social concerns) are full-time.

Position full or part-time?

Position	Full time	Part time	Total
Administrative services director	47 94.0%	3 6.0%	50 100.0%
Adult and family minister	7 63.6%	4 36.4%	11 100.0%
Child Minister	13 81.3%	3 18.8%	16 100.0%
Director of religious education	45 77.6%	13 22.4%	58 100.0%
Liturgy director	2 100.0%	0 0.0%	2 100.0%

(Cont.)

Position	Full time	Part time	Total
Minister of Care	0 0.0%	1 100.0%	1 100.0%
Music and liturgy director	21 87.5%	3 12.5%	24 100.0%
Music director	6 60.0%	4 40.0%	10 100.0%
Other (please specify)	5 83.3%	1 16.7%	6 100.0%
Parish director	4 66.7%	2 33.3%	6 100.0%
Pastoral associate	15 88.2%	2 11.8%	17 100.0%
Social/human concerns minister	0 0.0%	1 100.0%	1 100.0%
Youth minister	17 85.0%	3 15.0%	20 100.0%
Total	182 82.0%	40 18.0%	222 100.0%

Respondents by deanery/district

There were multiple respondents from every deanery in the archdiocese. The largest proportion of the respondents were from Deanery WAUKE (district 4) in Waukesha County (33 or 15%); and from OZMIL (districts 10 and 13) in Ozaukee County/Northeast Milwaukee County (31 or 14%).

Respondents by deanery (district)

Deanery (district)	Frequency	Percent
Deanery DGWSH (district 6 and 7)	19	8.6
Deanery FDLSH (district 8 and 9)	16	7.2
Deanery KENRA (district 1 and 2)	15	6.8
Deanery MILNW (district 12)	15	6.8
Deanery MILSE (district 14 and 15)	17	7.7
Deanery MILSW (district 16)	22	9.9
Deanery OZMIL (district 10 and 13)	31	14.0
Deanery WALWR (district 3)	15	6.8
Deanery WAUKE (district 4)	33	14.9
Deanery WAUKW (district 5)	27	12.2
Missing	12	5.4
Total	222	100.0

Membership in ministerial organizations

When asked what ministerial organizations they belonged to, 136 respondents reported 226 memberships. Of the 226 memberships, 51 respondents reported membership in BAAM (Business Administrators of the Archdiocese of Milwaukee); 40 reported membership in Mareda (Association of Catechetical Leaders in the Archdiocese of Milwaukee), and 33 in ALMA/NPM (the Archdiocesan Liturgical Musicians Association).

Membership in ministerial organizations

Organization	Frequency	Percent
BAAM - Business Administrators of the Archdiocese of Milwaukee	51	22.6
Mareda - Association of Catechetical Leaders in the Archdiocese of Milwaukee	40	17.7
ALMA/NPM -Archdiocesan Liturgical Musicians Association	33	14.6
NPM - National Association of Pastoral Musicians	27	11.9
WDREF - Wisconsin Directors of Religious Education Federation	25	11.1
PAMA - Pastoral Associates of the Milwaukee Archdiocese	12	5.3
NACYML - National Association of Catholic Youth Ministry Leaders	8	3.5
NCCL - National Conference for Catechetical Leadership	8	3.5
NALM - National Association for Lay Ministry	5	2.2
NCEA - National Catholic Educational Association	2	.9
NACPA - National Association of Church Personnel Administrators	1	.4
Other	14	6.2
Total	226	100

Years in current position

136 or 61% of the respondents have been in their current positions 5 years or less; 13% for 6-10 years; and 16% for 11-15 years.

Years in current position

Years in current position	Frequency	Percent
1-5 Years	136	61
6-10 Years	28	13
11-15 Years	35	16
16-20 Years	10	5
>20 Years	12	5
No Response	1	0
TOTAL	222	100

Previous employment in parish ministry

Respondents were asked if they had previously been employed as a parish minister. 57% (126) of the respondents reported they had been previously employed as a parish minister. 42% (95) said they had not.

Previous employment in parish ministry

Previous employment	Frequency	Percent
Yes	126	56.8
No	95	42.8
Missing	1	.5
Total	222	100.0

Total years in parish ministry

Respondents were asked about their total years in parish ministry. Of those having one position only (95 or 43%), the largest number (19%) reported one year in parish ministry. Of those who reported multiple positions (130 or 58%+) 22% reported 26 or more years in parish ministry. The average years in parish ministry for respondents holding one position is 7 years; the average years in parish ministry for those holding multiple positions is 17 years. The average years in parish ministry is 11 years for all respondents.

Total years in parish ministry (including current position)

Years	One Position Only		Multiple Positions		Total
	Frequency	Percent	Frequency	Percent	Frequency
1	18	18.9	3	2.3	21
2	11	11.6	1	.8	12
3	12	12.6	1	.8	13
4	8	8.4	8	6.2	16
5	12	12.6	11	8.5	23
6-10	11	12	19	14.6	30
11-15	11	12	19	14.6	30
16-20	6	6	26	20.0	32
21-25	6	6	13	10.0	19
26 or more	0	0	29	22.3	29
Total	95	100	130*		225*

*126 respondents indicated they had been previously employed before current position, but 130 respondents answered the follow-up question.

Number of parishes served

Those reporting prior parish positions were asked for how many parishes they have worked (including their current position). The largest percentage of respondents reported two parishes (42 respondents) and three parishes (33 respondents).

Number of parishes served

# of Parishes	Frequency	Percent
1	15	6.8
2	42	18.9
3	33	14.9
4	19	8.6
5	13	5.9
6	5	2.3
7	6	2.7
8	1	.5
9	1	.5
Total	135	60.8
No response	87	39.2
Total	222	100.0

Work experience other than parish ministry

77% (171) of the respondents reported having worked in a field other than parish ministry and several reported having worked in more than one other field. The 171 respondents reported having 245 types of non-parish work experience which explains why the percentages in the chart below total more than 100%. 49% reported having worked in a for-profit business; 20% in a church-based institution; 21% in a non-church-based non-profit; and 12% had been self employed. Those who reported "other" work experience included public/Catholic education (9), working in government (2), and chaplaincy (2).

Work experience in other than parish ministry

Other Fields	Frequency	Percent
Church-based institution	45	20.3
Non-church-based non-profit institution	46	20.7
For-profit business	108	48.6
Self-Employed	26	11.7
Other	20	9.0
Total	245	110.3

Work experience in which non-parish church ministry

When asked about their work experience in non-parish church ministry, 66 respondents reported 75 types of positions (so percentage is greater than 100). The greatest number of non-parish church ministries were in Catholic education (39%).

Non-parish church ministry

Position	Responses	Percent
Campus ministry	6	9.1
Catholic education	26	39.4
Chaplaincy	5	7.6
Diocesan/Catholic agency	7	10.6
Societal ministry	7	10.6
Other	24	36.4
Total	75	113.6*

*Total exceeds 100% due to multiple responses

Originally from the Milwaukee Archdiocese

Respondents were asked if they were originally from the Archdiocese of Milwaukee. 63% (139) said yes; 37% (83) said no. Those who were not originally from this archdiocese were asked what brought them here. The largest number (41 respondents) came for employment, 32 in church ministry; 9 for employment in another field. Higher education (21 respondents) was the next largest reason--8 for education related to ministry and 13 in another field.

FORMATION AND EDUCATION

Level and type of education

Respondents were asked about the highest level of school they have completed or the highest degree they have received. 40% reported having a Master's degree as their highest level of school completed; another 40% reported a Bachelor's degree as their highest level completed. 12% reported having no post-secondary degree.

Highest level of school completed

Degrees	Frequency	Percent
High school diploma	3	1.4
Some college but no degree	24	10.8
Associate degree	8	3.6
Bachelor's degree	88	39.6
Master's degree	89	40.1
Doctorate	10	4.5
Total	222	100.0

Post-secondary degrees

Respondents were asked about their post-secondary fields of study. 194 respondents reported having a total of 275 post-secondary degrees. 17% of the degrees reported were Bachelor's degrees with a major in religious studies or theology; 49% had "other" Bachelor's degrees. 28% of the degrees reported were Master's degrees in religious studies, theology or ministry; 19% had "other" Master's degrees. In total, 45% of the degrees reported were in ministry, theology or religious studies.

All post-secondary degrees in ministry and other fields

Degrees	Frequency	Percent
Associate Degree	21	9.5
Bachelor's degree with major in religious studies or theology	37	16.7
Bachelor's degree with other major	108	48.6
Master's degree in religious studies, theology or ministry	62	27.9
Master's degree in other field	42	18.9
Doctorate in other field	5	2.3
Total	275	

Total exceeds 100% due to multiple responses.

Highest degree by position

The following table shows the highest degree attained by position. Pastoral associates reported substantially more Master's degrees than Bachelor's degrees. Many other positions reported a similar number of Bachelor's and Master's degrees (adult and family ministers, child ministers, religious education directors, and music and liturgy directors).

Highest degree by position

Position	High school diploma	Some college but no degree	Associate degree	Bachelor's degree	Master's degree	Doctorate	Total
Administrative services director	2 4.0%	11 22.0%	3 6.0%	22 44.0%	12 24.0%	0 0.0%	50
Adult and family minister	0 0.0%	1 9.1%	0 0.0%	4 36.4%	5 45.5%	1 9.1%	11
Child Minister	0 0.0%	0 0.0%	0 0.0%	7 43.8%	8 50.0%	1 6.3%	16
Director of religious education	1 1.7%	1 1.7%	3 5.2%	24 41.4%	27 46.6%	2 3.4%	58
Liturgy director	0 0.0%	1 50.0%	0 0.0%	0 0.0%	1 50.0%	0 0.0%	2
Minister of Care	0 0.0%	0 0.0%	0 0.0%	1 100.0%	0 0.0%	0 0.0%	1
Music and liturgy director	0 0.0%	3 12.5%	0 0.0%	9 37.5%	10 41.7%	2 8.3%	24
Music director	0 0.0%	2 20.0%	0 0.0%	5 50.0%	3 30.0%	0 0.0%	10
Other (please specify)	0 0.0%	0 0.0%	1 16.7%	2 33.3%	3 50.0%	0 0.0%	6

(Cont.)

Position	High school diploma	Some college but no degree	Associate degree	Bachelor's degree	Master's degree	Doctorate	Total
Parish director	0 0.0%	1 16.7%	0 0.0%	0 0.0%	3 50.0%	2 33.3%	6
Pastoral associate	0 0.0%	1 5.9%	0 0.0%	2 11.8%	12 70.6%	2 11.8%	17
Social/human concerns minister	0 0.0%	0 0.0%	0 0.0%	1 100.0%	0 0.0%	0 0.0%	1
Youth minister	0 0.0%	3 15.0%	1 5.0%	11 55.0%	5 25.0%	0 0.0%	20
Total	3 1.4%	24 10.8%	8 3.6%	88 39.6%	89 40.1%	10 4.5%	222

All post-secondary degrees by position

The following table lists all post-secondary degree types by position. A total of 283 degrees were reported by respondents. The numbers do not correspond to those in other tables because some respondents had several degrees (including, for example, both a Bachelor's and/or Master's degree in ministry and in another field). In addition, the table does not include the categories of high school diploma or some college credits/no degree.

All post-secondary degrees by position

Position	Associate Degree	Bachelor's degree with major in religious studies or theology	Bachelor's degree with other major	Master's degree in religious studies, theology or ministry	Master's degree in other field	Doctorate in theology or ministry	Doctorate in other field	Total
Administrative services director	6 13.3%	0 0.0%	27 60.0%	2 4.4%	10 22.2%	0 0.0%	0 0.0%	45 100.0%
Adult and family minister	0 0.0%	4 26.7%	3 20.0%	6 40.0%	1 6.7%	1 6.7%	0 0.0%	15 100.0%
Child Minister	0 0.0%	3 13.0%	9 39.1%	4 17.4%	6 26.1%	1 4.3%	0 0.0%	23 100.0%
Director of religious education	10 12.0%	15 18.1%	26 31.3%	21 25.3%	9 10.8%	0 0.0%	2 2.4%	83 100.0%
Liturgy director	0 0.0%	0 0.0%	1 50.0%	1 50.0%	0 0.0%	0 0.0%	0 0.0%	2 100.0%
Minister of Care	0 0.0%	0 0.0%	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%

(Cont.)

Position	Associate Degree	Bachelor's degree with major in religious studies or theology	Bachelor's degree with other major	Master's degree in religious studies, theology or ministry	Master's degree in other field	Doctorate in theology or ministry	Doctorate in other field	Total
Music and liturgy director	1 2.9%	1 2.9%	17 48.6%	8 22.9%	6 17.1%	1 2.9%	1 2.9%	35 100.0%
Music director	0 0.0%	0 0.0%	6 66.7%	0 0.0%	3 33.3%	0 0.0%	0 0.0%	9 100.0%
Other (please specify)	1 14.3%	3 42.9%	0 0.0%	2 28.6%	1 14.3%	0 0.0%	0 0.0%	7 100.0%
Parish director	0 0.0%	0 0.0%	1 16.7%	1 16.7%	2 33.3%	2 33.3%	0 0.0%	6 100.0%
Pastoral associate	2 6.5%	4 12.9%	8 25.8%	12 38.7%	3 9.7%	0 0.0%	2 6.5%	31 100.0%
Social/human concerns minister	0 0.0%	0 0.0%	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%
Youth minister	1 4.5%	7 31.8%	8 36.4%	5 22.7%	1 4.5%	0 0.0%	0 0.0%	22 100.0%

Sources of formation/education

The 37 respondents who reported Bachelor's degrees in theology, ministry or religious studies were asked where they received their degrees. Cardinal Stritch University was named by 27% of the respondents, followed by Marquette University with 24%.

Bachelor's degrees - degree-granting institutions

Institutions	Frequency	Percent
No Response	2	5.4
Albion College	1	2.7
Alverno	1	2.7
Aquinas College	1	2.7
Benedictine College	1	2.7
Cardinal Stritch University	10	27
Loras College, Dubuque, Iowa	1	2.7
Marian University	2	5.4
Marquette University	9	24.3
Mount Mary University	3	8.1
St. Francis Seminary	1	2.7
St. John's University	1	2.7
University of Notre Dame	1	2.7

(Cont.)

Institutions	Frequency	Percent
University of St. Thomas, MN	1	2.7
UW-Milwaukee/Mount Mary	1	2.7
Viterbo University	1	2.7
Total	37	100.0

The 62 respondents who reported Master's degrees in pastoral ministry, theology or religious studies were asked where they received their degrees. Cardinal Stritch University was the leading provider of graduate education, accounting for 23% of the graduate degrees in ministry. The next most frequently mentioned institution was St. Francis de Sales Seminary with 18%. Marquette University and Sacred Heart Seminary School of Theology were each mentioned by 8%.

Master's degrees - degree-granting institutions

Institution	Frequency	Percent
No Response	1	1.6
2 different institutions of higher learning	1	1.6
Aquinas Institute of Theology	1	1.6
Augustine Institute	1	1.6
Ave Maria University	3	4.8
Boston College, Chestnut Hills, MA	1	1.6
California State University, Sacramento	1	1.6
Cardinal Stritch University	14	22.6
Catholic Theological Union	1	1.6
De Paul University, Chicago	1	1.6
Edgewood College	1	1.6
Franciscan University of Steubenville	1	1.6
John Carroll University, Cleveland, OH	1	1.6
John Paul the Great Catholic University	1	1.6
Lourdes University, Sylvania, OH	1	1.6
Loyola University of Chicago	2	3.2
Manhattan College, N.Y.	1	1.6
Marquette University	5	8.1
Notre Dame	1	1.6
Regis University, Denver	1	1.6
Sacred Heart Seminary School of Theology	5	8.1
St. Francis de Sales Seminary	11	17.7
St. Joseph's College Rensselaer, IN	1	1.6
St. Paul School of Divinity/University of St. Thomas	1	1.6
University of St. Mary's of the Lake	1	1.6
UW - Milwaukee	1	1.6
Western Michigan University	1	1.6
Wisconsin Lutheran Seminary	1	1.6
Total	62	100.0

Non-degree education and certification

Respondents were asked to identify any non-degree education or certification they had received. 99 respondents provided 154 responses. Of the 154 responses, 45 have lay ministry formation, 40 have religious education certification, and 22 have youth ministry certificates. 12 reported spiritual direction training. No one reported having a certificate in campus ministry or administrative services.

Non-degree education and certification

Non-degree education/ certification	Frequency	Percent
Formation for religious life	10	10.1
Diaconate formation	5	5.1
Lay ministry formation	45	45.5
Spiritual direction training	12	12.1
Clinical pastoral education	10	10.1
Parish nurse institute	2	2.0
Youth ministry certificate	22	22.2
Religious education certification	40	40.4
Certified as parish director	2	2.0
Certified as pastoral associate	2	2.0
Chaplain certification	4	4.0
Total	154	

The following table shows non-degree education by position. The largest number of non-degree education and certificates reported were lay ministry formation (45) and religious education certification (40). The two positions which reported the largest number of non-degree education and certificates were directors of religious education (41) and pastoral associates (27).

Non-degree education by position

Position	Formation for religious life	Diaconate formation	Lay ministry formation	Spiritual direction training	Clinical pastoral education	Parish nurse institute	Youth ministry certificate	Religious education certification	Certified as parish director	Certified as pastoral associate	Chaplain certification	Total
Administrative services director (50)	0	1 2.0%	8 16.0%	2 4.0%	0	0	1 2.0%	0	0	0	0	12
Adult and family minister (11)	0	0	5 45.5%	1 9.1%	0	0	3 27.3%	2 18.2%	0	0	0	11
Child Minister (16)	1 6.3%	0	4 25.0%	0	0	1 6.3%	1 6.3%	6 37.5%	0	0	0	13
Director of religious education (58)	3 5.2%	0	7 12.1%	1 1.7%	2 3.4%	1 1.7%	7 12.1%	20 34.5%	0	0	0	41
Liturgy director (2)	0	0	0	0	0	0	0	0	0	0	0	0
Minister of Care (1)	0	0	0	0	1 100.0%	0	0	0	0	0	1 100.0%	2
Music and liturgy director (24)	2 8.3%	0	7 29.2%	1 4.2%	2 8.3%	0	0	1 4.2%	0	0	1 4.2%	14
Music director (10)	0	0	0	0	0	0	0	0	0	0	0	0
Other (6)	1 16.7%	1 16.7%	1 16.7%	0	0	0	2 33.3%	0	1 16.7%	0	0	6
Parish director (6)	0	3 50.0%	2 33.3%	1 16.7%	1 16.7%	0	1 16.7%	1 16.7%	1 16.7%	0	0	10
Pastoral associate (17)	2 11.8%	0	6 35.3%	5 29.4%	4 23.5%	0	2 11.8%	5 29.4%	0	1 5.9%	2 11.8%	27
Social/human concerns minister (1)	0	0	0	0	0	0	0	0	0	0	0	0
Youth minister (20)	1 5.0%	0	5 25.0%	1 5.0%	0	0	5 25.0%	5 25.0%	0	1 5.0%	0	18
Total	10	6	45	13	10	2	22	40	2	2	4	154

The percentages are the number of respondents with that position who have that certificate or certification compared to the total number of respondents who hold that position. The total number of respondents with that position is shown parenthetically in the position column.

Providers of non-degree education

Respondents were asked from what organization they received their non-degree formation.

Of the 45 respondents reporting lay ministry formation, many mentioned a variety of organizations--local and non-local. The top two organizations mentioned were Cardinal Stritch University (12 respondents) and St. Francis de Sales Seminary (7 respondents).

Of the 12 respondents reporting spiritual direction training, the top organizations mentioned were the Casa Romero Center (mentioned by 2 respondents) and Franciscan Spirituality Center-LaCrosse (2 respondents).

Of the 22 respondents who reported having youth ministry certificates, the top organizations mentioned were Cardinal Stritch University (6 respondents), and the Center for Ministry Development (4 respondents).

Of the 40 respondents who reported having religious education certification, the Milwaukee Archdiocese was by far the top source of religious education certification, mentioned by 22 respondents.

Financing education

Respondents were asked how they financed their studies (degree or non-degree). 175 respondents gave 344 responses. The largest number (80%-140) reported the source of funding as "self." In the "other" category, the largest number (16) reported scholarships or grants.

Source of funding	Frequency	Percent
Self	140	80.0
Family of origin/parents	35	20.0
Family/spouse	14	8.0
Parish as employer	55	31.4
Non-parish employer	6	3.4
Parish of which a member	13	7.4
Loans	48	27.4
Other	33	18.9
Total	344	

Current students

Respondents were asked if they were currently a student in a certificate or degree program. 88% (195) said they were not. 11% (24) reported being currently in school, 7% (15) in a certificate program and 4% (9) in a degree program. All but one of the degrees/certificates were in religious studies or ministry. 11 of the 24 current students reported being at Cardinal Stritch University. The remainder of the degrees, certificates, and schools were unique (one respondent reporting one program at one school).

Desire for additional formation

Respondents were asked about their interest in additional formation. 43% respondents said their education is adequate or more than adequate; 10% said that additional education would be helpful, and 46% said their current education was adequate but additional education would be helpful.

Desire for additional formation

	Frequency	Percent
(a) Education is adequate or more than adequate	95	42.8
(b) Additional education would be helpful	22	9.9
(c) Both (a) and (b) are true	102	45.9
No response	3	1.4
Total	222	100

Additional formation - fields of study

Respondents who selected (b) additional education would be helpful or (c) education is adequate *and* more education would be helpful were asked about the fields of study of interest to them. 115 respondents provided 440 fields of study. The top three choices were evangelization and faith formation (22%), spirituality and prayer (18%) and administration (18%). Several respondents who said their education was adequate or more than adequate (item a) listed fields of interest for additional study; several respondents who said (a) and (b) were both true did not list fields of study.

Additional formation - fields of study

Field of study	Frequency	Percent
Evangelization and faith formation	48	21.6
Spirituality and prayer	40	18.0
Administration	39	17.6
Church Doctrine	35	15.8
Scripture	35	15.8
Theology	34	15.3
Spiritual direction	33	14.9
Technology/computer skills	30	13.5
Liturgy	29	13.1
Pastoral care	26	11.7
Social teaching	25	11.3
Youth ministry	22	9.9
Spanish	17	7.7
Intercultural communication skills	16	7.2
Music	11	5.0
Total	440	

The following two tables look at fields of study of interest by years in parish ministry. Fields of study by years in current position is shown in the first table below. Again, for this chart, 115 respondents provided 440 responses. The respondents with the greatest number of fields of study of interest were respondents with 1-5 years in their current position (270), and 6-10 years in their current position (85). The most mentioned fields of interest were evangelization and faith formation (48 respondents), spirituality and prayer (40) and administration (39).

Fields of study by years in current position

Fields of Study	1-5	6-10	11-15	16-20	21-25	Total
Administration	27	3	7	2	0	39
Church Doctrine	22	7	5	1	0	35
Evangelization and faith formation	35	6	5	1	1	48
Intercultural communication skills	9	3	3	1	0	16
Liturgy	16	8	3	0	2	29
Music	4	4	1	0	2	11
Pastoral care	14	7	2	3	0	26
Scripture	22	6	5	2	0	35
Social teaching	17	3	3	2	0	25
Spanish	11	2	3	1	0	17
Spirituality and prayer	23	10	5	1	1	40
Spiritual direction	17	10	5	1	0	33
Technology/computer skills	16	5	5	1	3	30
Theology	20	8	3	2	1	34
Youth ministry	17	3	2	0	0	22
Total	270	85	57	18	10	440

The following table looks at fields of study by total years in ministry (63 respondents provided 249 responses). Because the respondents were different (those having multiple years in parish ministry, not currently in school), the preferred fields of study were different from the preceding table: administration (25 responses), scripture (23 responses) and spirituality and prayer (23 responses). All categories indicated a significant interest in further study: those who have been in ministry 1-5 years (56 responses), 6-10 years (48 responses), 11-15 years (45 responses), 16-20 years (33 responses), 21-25 years (23 responses) and 26 or more years (44 responses).

Fields of study of interest by total years in ministry

Fields of Study	1-5	6-10	11-15	16-20	21-25	26 or More	Total
Administration	5	2	7	5	1	5	25
Church Doctrine	5	4	3	2	2	2	18
Evangelization and faith formation	5	5	2	2	0	2	16
Intercultural communication skills	2	3	2	2	1	1	11
Liturgy	4	3	2	4	2	5	20
Music	1	1	1	2	1	3	9
Pastoral care	2	5	3	3	0	4	17
Scripture	5	5	3	1	4	5	23

(Cont.)

Fields of Study	1-5	6-10	11-15	16-20	21-25	26 or More	Total
Social teaching	5	2	2	1	0	2	12
Spanish	1	2	3	0	2	2	10
Spirituality and prayer	5	5	6	2	3	2	23
Spiritual direction	5	4	2	5	3	3	22
Technology/computer skills	3	2	6	1	2	4	18
Theology	4	4	2	2	2	4	18
Youth ministry	4	1	1	1	0	0	7
Total	56	48	45	33	23	44	249

Factors in decision to pursue a Master's degree relevant to pastoral ministry

Respondents were asked: If you were to consider whether to pursue a Master's degree in theology or another graduate degree relevant to pastoral ministry, what would be the most important reasons or factors (choose up to 3)? 176 respondents provided 468 responses. The two largest factors: 46% (78 responses) said personal need to feel more confident/competent in current ministry; and 39% (67 responses) said time or funding contributed by current employer.

Considerations for further graduate studies

Reasons or factors	Frequency	Percent
Personal need to feel more confident and competent in current ministry	78	45.9
Time or funding for studies contributed by current employer	67	39.4
Financial aid available	58	34.1
Opportunity to teach or train others	58	34.1
Increase in salary with completion of degree	46	27.1
Remedy for knowledge and skills that I lack	44	25.9
Advantage in job market	27	15.9
Prospect of advancement with my employer or in my field	22	12.9
Portability of degree	17	10.0
Expectation of current employer	16	9.4
Preparation for professional certification	16	9.4
Other	19	11.2
Total	468	

Attractive features of a Master's degree program

Respondents were asked: Which of the following would be the most attractive if you were thinking about pursuing a Master's degree relevant to ministry? 174 respondents gave 214 responses. The largest number of responses (49%) said "a mixture of the above options" (one-evening-a-week classes at a nearby campus, weekend classes at a nearby campus, and online classes). Distance learning through online classes was second with 31%.

Attractive features of Master's degree program

Features	Frequency	Percent
Classes on only one evening a week at a nearby campus	48	27.4%
Weekend classes at a nearby campus	15	8.6%
Distance learning through online classes	54	30.9%
A mixture of all of the above	86	49.1%
Other	11	6.3
Total	214	

Obstacles to further education

Respondents were asked: Is there something keeping you from pursuing additional education? 176 respondents gave 393 responses. By far, the greatest barriers to seeking additional education were money (mentioned by 57%) and time (mentioned by 55%). The greatest number of similar responses mentioned in the "other" category (36 responses) was nearing retirement/age (20 responses).

Obstacles	Frequency	Percent
Money	100	56.8
Time	96	54.5
Family Responsibilities	71	40.3
Work Responsibilities	71	40.3
Distance	19	10.8
Other	36	20.5
Total	393	

Desirable additional competencies

Respondents were asked: In light of the emerging needs of the Church and society, in which of the following key competencies or qualities would you like to improve your knowledge/skills? 189 respondents gave 449 responses. The top three responses were spirituality for ministry (45%), leadership skills (34%) and collaboration and professional relationships (32%).

Desirable competencies

Competencies	Frequency	Percent
Spirituality for ministry	85	45.0
Leadership skills	65	34.4
Collaboration and professional relationships	61	32.3
Theological competence	54	28.6
Interpersonal and public communication	47	24.9
Intercultural communication and linguistic/cultural skills	47	24.9
Prayer leadership	44	23.3
Ethics and justice in ministry	34	18.0
Other	12	6.3
Total	449	

Desirable additional services

Respondents were asked: Lay parish ministry is a demanding vocation. Which, if any, of the following services would be helpful to you? 180 respondents gave 429 responses. The two highest services mentioned were funding to attend an annual retreat (43%) and access to retreats for lay ministers who share my ministerial role (39%).

Desirable services

Services	Frequency	Percent
Funding to attend an annual retreat	77	42.8
Access to retreats for lay ministers who share my ministerial role	70	38.9
Time set aside by your parish employer for annual retreats	60	33.3
Assistance in finding a qualified spiritual director	49	27.2
Assistance to pay for regular spiritual direction	49	27.2
Availability of a spiritual formation group for confidential sharing and mutual support	47	26.1
Spiritual formation to learn principles of the spiritual life, deepen my prayer life, and assist in discernment	43	23.9
Availability of individual directed retreats	24	23.3
Other	10	5.6
Total	429	

Additional comments

Respondents were invited to provide additional comments. 42 responses were provided. Some of the "categories" of comments included:

Love of job: Several mentioned the blessings of their current position; for example: I feel extremely blessed to be serving in my current position. It challenges me in several ways: organizationally, spiritually, socially, to name a few. I have experienced growth and development in ways I could not have predicted.

Spiritual support: Several mentioned the items in the question above, saying things like: The possibilities offered in Question 38 are all very exciting to me. I would love more support as a parish minister. I prefer to pursue further education on a timeline that works for my busy life and family responsibilities, but spiritual support would be much appreciated right now. And, given the demands on my time, I appreciate day-long days of reflection or daytime retreat offerings that do not require seclusion or overnight stays.

Ministerial education/training: Several mentioned the need for training for new ecclesial ministers, especially as parishes merge. For example, more parishes are hiring part-time people without the proper education because that is all they can afford. And, there is a need in many rural parishes for youth ministers--perhaps the archdiocese could create a full-time youth minister position for rural parishes in the districts that have multiple rural parishes. And, I hope that more emphasis can be placed on the need for proper training and credentials and helping parish ministers pursue the necessary training and credentialing. And, I would love to see a program similar to the one in the past where lay people received their education very inexpensively through the seminary/archdiocese.

Formation for catechists: It was suggested that the archdiocese provide free formation for catechists and/or training for staff who must train catechists.

Appendix

Lay Parish Ministers in Archdiocese of Milwaukee

2016 Survey Questionnaire

1. Are you male or female?
 - ☐ Male
 - ☐ Female
2. What is your age?
 - ☐ 20-29
 - ☐ 30-39
 - ☐ 40-49
 - ☐ 50-59
 - ☐ 60 or older
3. What is your religious affiliation?
 - ☐ Roman Catholic
 - ☐ Other (please specify)
4. What is your ecclesial status?
 - ☐ Layperson
 - ☐ Religious Sister
 - ☐ Religious Brother
 - ☐ Permanent Deacon
5. Are you fluent in any language other than English?
 - ☐ No
 - ☐ Yes (please specify)
6. What is the title that best describes your position at the parish?
 - ☐ Administrative services director
 - ☐ Adult and family minister
 - ☐ Child Minister
 - ☐ Director of religious education
 - ☐ Liturgy director
 - ☐ Minister of Care
 - ☐ Music director
 - ☐ Music and liturgy director
 - ☐ Parish director
 - ☐ Parish nurse
 - ☐ Pastoral associate
 - ☐ Social/human concerns minister
 - ☐ Youth minister
 - ☐ Other (please specify)
7. Which of the following describes your employment situation?
 - ☐ I serve one parish
 - ☐ I serve more than one parish, but we have one joint program in my ministry area
 - ☐ I serve more than one parish, each with its own set of activities in my ministry area
 - ☐ Other
8. Is your position full-time or part-time?
 - ☐ Full time (30 or more hours a week)
 - ☐ Part time (less than 30 hours a week)
9. In what deanery/district is the parish you serve?
 - ☐ Deanery KENRA (district 1 and 2)
 - ☐ Deanery WALWR (district 3)
 - ☐ Deanery WAUKE (district 4)
 - ☐ Deanery WAUKW (district 5)

- Deanery DGWSH (district 6 and 7)
- Deanery FDLSH (district 8 and 9)
- Deanery OZMIL (district 10 and 13)
- Deanery MILNW (district 12)
- Deanery MILSE (district 14 and 15)
- Deanery MILSW (district 16)

10. Check any organization(s) in which you currently hold membership.

- ☐ ALMA/NPM - Archdiocesan Liturgical Musicians Association
- ☐ BAAM - Business Administrators of the Archdiocese of Milwaukee
- ☐ Mareda - Association of Catechetical Leaders in the Archdiocese of Milwaukee
- ☐ PAMA - Pastoral Associates of the Milwaukee Archdiocese
- ☐ WDREF - Wisconsin Directors of Religious Education Federation
- ☐ CCMA - Catholic Campus Ministry Association
- ☐ NACC - National Association of Catholic Chaplains
- ☐ NACFLM - National Association of Catholic Family Life Ministers
- ☐ NACPA - National Association of Church Personnel Administrators
- ☐ NACYML - National Association of Catholic Youth Ministry Leaders
- ☐ NALM - National Association for Lay Ministry
- ☐ NCCL - National Conference for Catechetical Leadership
- ☐ NCEA - National Catholic Educational Association
- ☐ NPM - National Association of Pastoral Musicians
- ☐ Other (please specify)

11. How many years have you served in your current position? (Count the current year as a full year)

12. Have you previously been employed as a parish minister, before your current position?

- Yes
- No

13. If yes, how many years have you been employed in parish ministry (including your current position)?

14. If yes, for how many parishes have you worked (including your current parish)?

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

- Yes
- No

16. If 'yes,' please check all applicable response(s).

- ☐ I have worked for a church-based institution
- ☐ I have worked for a (non-church-based) non-profit institution
- ☐ I have worked in a for-profit business
- ☐ I have been self employed
- ☐ Other (please specify)

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

- ☐ Campus ministry
- ☐ Catholic education
- ☐ Chaplaincy
- ☐ Diocesan/Catholic agency staff
- ☐ Societal ministry
- ☐ Other (please specify)

18. Are you originally from within the Milwaukee Archdiocese?

- Yes
- No

19. If no, what brought you into the archdiocese?

- ☐ Higher education related to ministry
- ☐ Higher education in another field
- ☐ Employment in church ministry
- ☐ Employment in other field
- ☐ Other

20. What is the highest level of school you have completed or the highest degree you have received?

- ☐ High school diploma
- ☐ Some college but no degree
- ☐ Associate degree
- ☐ Bachelor's degree
- ☐ Master's degree
- ☐ Doctorate

21. Please describe your degree(s) according to the following categories (check all that apply)

- ☐ Associate Degree
- ☐ Bachelor's degree with major in religious studies or theology
- ☐ Bachelor's degree with other major
- ☐ Master's degree in religious studies, theology or ministry
- ☐ Master's degree in other field
- ☐ Doctorate in theology or ministry
- ☐ Doctorate in other field

Please list your post-secondary degrees below.

22. If you earned a bachelor's degree:

Degree _____
Field _____
School _____

23. If you earned a graduate degree (master's, licentiate, doctorate):

Degree _____
Field _____
School _____

24. If you earned another graduate degree (master's, licentiate, doctorate):

Degree _____
Field _____
School _____

25. If you earned another graduate degree (master's, licentiate, doctorate):

Degree _____
Field _____
School _____

26. Please check any non-degree education or certification you have received

- ☐ Formation for religious life
- ☐ Diaconate formation
- ☐ Lay ministry formation
- ☐ Spiritual direction training
- ☐ Clinical pastoral education
- ☐ 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
- ☐ Other (please specify)

27. For each item checked above, from whom did you receive the education/certification? Please indicate the organization, school, diocese, religious order, or institution that provided that education/certification.

Formation for religious life	_____
Diaconate formation	_____
Lay ministry formation	_____
Spiritual direction training	_____
Clinical pastoral education	_____
Parish nurse institute	_____
Youth ministry certificate	_____
Religious education certification	_____
Certified as parish director	_____
Certified as pastoral associate	_____
Certified as dir of admin. services	_____
Campus ministry certification	_____
Chaplain certification	_____
Other	_____

28. Regarding the particular content of your studies, please indicate in which of the following areas you have completed at least 2 credits or at least 20 clock hours of formal coursework. Check all that apply.

- ☐ Sacred Scripture
- ☐ Systematic Theology (Creed, Trinity, Christology, etc.)
- ☐ Ecclesiology
- ☐ Church history
- ☐ Liturgical and sacramental theology
- ☐ Moral theology and Catholic social teaching
- ☐ Other

29. Regarding your studies (degree or non-degree) related to ministry, how did you finance your education? Check all that apply.

- ☐ Self
- ☐ Family of origin/parents
- ☐ Family/spouse
- ☐ Parish as employer
- ☐ Non-parish employer
- ☐ Parish of which a member
- ☐ Loans

30. Are you currently a student in a certificate or degree program?

- ☐ Yes, certificate program
- ☐ Yes, degree program
- ☐ No

31. If yes, in what field? In what school?

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

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

33. If you chose (b) or (c), and are not currently a student, in what field(s) of study would you like additional education?

- ☐ Administration
- ☐ Church Doctrine
- ☐ Evangelization and faith formation
- ☐ Intercultural communication skills
- ☐ Liturgy
- ☐ Music
- ☐ Pastoral care
- ☐ Scripture
- ☐ Social teaching
- ☐ Spanish
- ☐ Spirituality and prayer
- ☐ Spiritual direction
- ☐ Technology/computer skills
- ☐ Theology
- ☐ Youth ministry
- ☐ Other (please specify)

34. If you were to consider whether to pursue a master's degree in theology or another graduate degree relevant to pastoral ministry, what would be the most important reasons or factors?

Choose up to 3.

- ☐ Remedy for knowledge and skills that I lack
- ☐ Personal need to feel more confident and competent in current ministry
- ☐ Expectation of current employer
- ☐ Time or funding for studies contributed by current employer
- ☐ Financial aid available
- ☐ Preparation for professional certification
- ☐ Increase in salary with completion of degree
- ☐ Advantage in job market
- ☐ Prospect of advancement with my employer or in my field
- ☐ Opportunity to teach or train others
- ☐ Portability of degree
- ☐ Other (please specify)

35. Which of the following would be the most attractive if you were thinking about pursuing a master's degree relevant to ministry?

- ☐ Classes on only one evening a week at a nearby campus
- ☐ Weekend classes at a nearby campus
- ☐ Distance learning through online classes
- ☐ A mixture of all of the above
- ☐ Other (please specify)

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

- ☐ Distance
- ☐ Family Responsibilities
- ☐ Money
- ☐ Time
- ☐ Work Responsibilities
- ☐ Other (please specify)

37. In light of the emerging needs of the Church and society, in which of the following key competencies or qualities would you like to improve your knowledge/skills? Choose up to 3.

- ☐ Spirituality for ministry
- ☐ Prayer leadership
- ☐ Ethics and justice in ministry

- ☐ Collaboration and professional relationships
- ☐ Theological competence
- ☐ Interpersonal and public communication
- ☐ Leadership skills
- ☐ Intercultural communication and linguistic/cultural skills
- ☐ Other (please specify)

38. Lay parish ministry is a demanding vocation. Which, if any, of the following services would be helpful to you? Choose up to three.

- ☐ Assistance in finding a qualified spiritual director
- ☐ Assistance to pay for regular spiritual direction
- ☐ Access to retreats for lay ministers who share my ministerial role
- ☐ Availability of individual directed retreats
- ☐ Time set aside by your parish employer for annual retreats
- ☐ Funding to attend an annual retreat
- ☐ Spiritual formation to learn principles of the spiritual life, deepen my prayer life, and assist in discernment
- ☐ Availability of a spiritual formation group for confidential sharing and mutual support
- ☐ Other (please specify)

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