

Lay Parish Ministers in the Archdiocese of Milwaukee

**A Study Conducted by the John Paul II Center
Archdiocese of Milwaukee**

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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 John Paul II Center conducted a study of the characteristics, roles, work experience and educational background of lay parish ministers in the archdiocese.

The survey was carried out during February 2012. Several electronic distribution lists were used to send an email request to lay parish ministers to complete a Survey Monkey questionnaire. 243 usable responses were received.

A report on those responses follows.

SUMMARY

The following summarizes key findings of the lay parish ministers survey.

Survey respondents

- The lay parish ministers survey was carried out during February of 2012. 243 usable responses were received.
- Directors of religious education and directors of administrative services were the largest categories of respondents.

Demographics

- 77% of the respondents were female.
- Almost one-third (30%) of the respondents were 60 years of age or older. With 40% of the respondents 50-59 years of age, 70% of the respondents were 50 years of age or older.
- 99% of the respondents were Roman Catholic.
- 4% of the respondents were religious sisters.
- 7% of the respondents said they were fluent in a language other than English.

Employment

- 75% of the respondents reported being employed by and serving one parish.
- 77% of the respondents reported holding full-time positions (defined as 30 hours or more a week).
- There were multiple respondents from every district in the archdiocese.
- 179 respondents reported 271 memberships in ministerial organizations, with the largest number (56) saying they were members of Mareda.
- 42% of the respondents had been in their current positions 5 years or less.
- 89 of the respondents held no prior parish position; 137 have held positions in multiple parishes.
- 82% of the respondents reported having worked in a field other than parish ministry.

Formation and education

- 37% of respondents reported having a master's degree as their highest level of school completed. This was followed closely by 35% with a bachelor's degree. 19% reported having no post-secondary degree.
- 37% of the post-secondary degrees were in religious studies, theology or ministry.
- 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 (26%).
- The largest percentage of the respondents with master's degrees in theology, ministry or religious studies reported St. Francis Seminary as the degree-granting institution (29%).
- About half of the respondents reported having non-degree education or certification. The largest number reported religious education certification and lay ministry formation.
- 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, 7 in lay ministry or religious studies.
- When asked about the need for additional formation, 51% of the respondents said their education was adequate or more than adequate and that additional education would be helpful. The three top areas for additional education were liturgy, theology and scripture.
- When asked about barriers to the pursuit of further education 57% of the respondents mentioned a combination of time and money.

SURVEY RESULTS

SURVEY RESPONDENTS

Position in parish

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, and youth ministers. Of the 243 respondents, 23 reported they had "other" titles. A few of the titles were unique (Hispanic liturgy coordinator) but most combined two or three of the listed titles (such as DRE and youth minister; or pastoral associate, director of liturgy and social/human concerns minister).

Numbers of respondents from the various ministerial roles are shown in the table below. Directors of religious education were the largest category of respondents (23%), followed by directors of administrative services (16%). Minister of care, parish director, parish nurse and social/human concerns ministers were the smallest categories of respondents (.8% each).

What title best describes your position at the parish?

Title	Frequency	Percent
Administrative services director	39	16.0
Adult and family minister	6	2.5
Child minister	16	6.6
Director of religious education	56	23.0
Liturgy director	3	1.2
Minister of care	2	.8
Music and Liturgy director	34	14.0
Music director	17	7.0
Parish director	2	.8
Parish nurse	2	.8
Pastoral associate	26	10.7
Social/human concerns minister	2	.8
Youth minister	15	6.2
Other	23	9.5
Total	243	100.0

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

DEMOGRAPHICS

Gender

Overall, 77% of lay parish minister respondents were female. In some positions, the proportion of women was even greater, for example, child minister (88%), youth minister (87%), and director of religious education (84%).

Gender by parish position

Position title	Female	Male	Total
Administrative services director	28 71.8%	11 28.2%	39 100.0%
Adult and family minister	4 66.7%	2 33.3%	6 100.0%
Child minister	14 87.5%	2 12.5%	16 100.0%
Director of religious education	47 83.9%	9 16.1%	56 100.0%
Liturgy director	2 66.7%	1 33.3%	3 100.0%
Minister of care	2 100.0%	0 0%	2 100.0%
Music and liturgy director	20 58.8%	14 41.2%	34 100.0%
Music director	11 64.7%	6 35.3%	17 100.0%
Parish director	2 100.0%	0 0%	2 100.0%
Parish nurse	2 100.0%	0 0%	2 100.0%
Pastoral associate	22 84.6%	4 15.4%	26 100.0%
Social/human concerns minister	2 100.0%	0 0%	2 100.0%
Youth minister	13 86.7%	2 13.3%	15 100.0%
Other	18 78.3%	5 21.7%	23 100%
Total	187 77.0%	56 23.0%	243 100.0%

Age

Almost one-third (30%) of the lay parish ministers who responded to the survey were 60 years of age or older; another 40% were age 50-59. Only 13% 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 47% 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%	1 2.6%	5 12.8%	18 46.2%	15 38.5%	39 100.0%
Adult and family minister	0 0%	0 0%	0 0%	4 66.7%	2 33.3%	6 100.0%
Child minister	2 12.5%	1 6.3%	1 6.3%	7 43.8%	5 31.3%	16 100.0%
Director of religious education	2 3.6%	3 5.4%	15 26.8%	21 37.5%	15 26.8%	56 100.0%
Liturgy director	0 0%	0 0%	1 33.3%	2 66.7%	0 0%	3 100.0%
Minister of care	0 0%	0 0%	0 0%	1 50.0%	1 50.0%	2 100.0%
Music and liturgy director	2 5.9%	4 11.8%	7 20.6%	14 41.2%	7 20.6%	34 100.0%
Music director	2 11.8%	1 5.9%	4 23.5%	8 47.1%	2 11.8%	17 100.0%
Parish director	0 0%	0 0%	1 50.0%	1 50.0%	0 0%	2 100.0%
Parish nurse	0 0%	0 0%	0 0%	2 100.0%	0 0%	2 100.0%
Pastoral associate	0 0%	0 0%	4 15.4%	7 26.9%	15 57.7%	26 100.0%
Social/human concerns minister	0 0%	0 0%	0 0%	1 50.0%	1 50.0%	2 100.0%
Youth minister	5 33.3%	2 13.3%	4 26.7%	1 6.7%	3 20.0%	15 100.0%
Other	3 13.0%	4 17.4%	1 4.3%	11 47.8%	4 17.4%	23 100.0%
Total	16 6.6%	16 6.6%	43 17.7%	98 40.3%	70 29.9%	243 100.0%

Religious affiliation

By far the majority of respondents (241 or 99%) are Roman Catholic.

Ecclesial status

Of the 243 respondents, 10 (4%) reported they are religious sisters.

Language

Only 17 (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 (mentioned by 14 of the 17 respondents). Various other languages were also mentioned, including sign language.

EMPLOYMENT

Current employment situation

When asked to describe their current employment situation, 182 or 75% of the respondents said they were employed by and serve one parish. 24 or 10% are employed by two or more parishes.

Employment situation

	Frequency	Percent
I am employed by and serve one parish	182	74.6%
I am employed by one parish which shares a pastor with one or more other parishes	18	7.4%
I am employed by one parish, but am also responsible for programs/services/ministry in another parish	13	5.3%
I am employed jointly by two or more parishes	24	9.8%
Other	6	2.5%
Total	243	100.0%

Full-time/part-time employment

77% of the lay parish ministers reported that their positions are full-time (defined as 30 or more hours a week). A majority of all positions are full-time. Music director has the largest percentage of part-time positions (47%).

Position full or part-time?

Position	Full-time	Part-time	No response	Total
Administrative services director	35 89.7%	4 10.3%		39 100.0%
Adult and family minister	4 66.7%	2 33.3%		6 100.0%
Child minister	14 87.5%	2 12.5%		16 100.0%
Director of religious education	45 80.4%	11 19.6%		56 100.0%
Liturgy director	3 100.0%	0 0%		3 100.0%
Minister of care		1 50.0%	1 50.0%	2 100.0%
Music and liturgy director	28 82.4%	6 17.6%		34 100.0%

(continued)

Position	Full-time	Part-time	No response	Total
Music director	9 52.9%	8 47.1%		17 100.0%
Parish director	2 100.0%	0 0%		2 100.0%
Parish nurse	0 0%	2 100.0%		2 100.0%
Pastoral associate	21 80.8%	5 19.2%		26 100.0%
Social/human concerns minister	1 50.0%	1 50.0%		2 100.0%
Youth minister	11 73.3%	4 26.7%		15 100.0%
Other	15 65.2%	8 34.8%		23 100.0%
Total	188 77.4%	54 22.2%	1 .4%	243 100.0%

Respondents by district

There were multiple respondents from every district in the archdiocese. The largest proportion of the respondents (28%) came from the two districts in Waukesha County, 18% from Eastern Waukesha County (district 4) and 10% from Western Waukesha County (district 5).

Respondents by district

District		Frequency	Percent
1	Eastern Kenosha County	7	2.9%
2	Eastern Racine County	12	4.9%
3	Walworth, Western Racine & Kenosha Counties	14	5.7%
4	Eastern Waukesha County	44	18.0%
5	Western Waukesha County	25	10.2%
6	Washington County	15	6.1%
7	Dodge County	6	2.5%
8	Fond du Lac County	12	4.9%
9	Sheboygan County	10	4.1%
10	Ozaukee County	17	7.0%
12	Northwest Milwaukee County	11	4.5%
13	Northeast Milwaukee County	21	8.6%
14	Near Southside Milwaukee	4	1.6%
15	Southeast Milwaukee County	23	9.4%
16	Southwest Milwaukee County	22	9.0%
Total		243	100.0%

Membership in ministerial organizations

When asked what ministerial organizations they belonged to, 179 respondents reported 271 memberships. Of the 271 memberships, 56 respondents said they were members of Mareda (the Association of Catechetical Leadership in the Archdiocese of Milwaukee), followed by 51 mentioning ALMA/NPM (Archdiocesan Liturgical Musicians Association) and 39 mentioning NPM (the National Association of Pastoral Musicians).

Membership in ministerial organizations

Organization	Frequency
ALMA/NPM - Archdiocesan Liturgical Musicians Association	51
BAAM - Business Administrators of the Archdiocese of Milwaukee	36
Mareda - Association of Catechetical Leaders in the Archdiocese of Milwaukee	56
PAMA - Pastoral Associates of the Milwaukee Archdiocese	23
WDREF - Wisconsin Directors of Religious Education Federation	30
CCMA - Catholic Campus Ministry Association	1
NACC - National Association of Catholic Chaplains	1
NACFLM - National Association of Catholic Family Life Ministers	1
NACPA - National Association of Church Personnel Administrators	0
NACYML - National Association of Catholic Youth Ministry Leaders	2
NALM - National Association for Lay Ministry	8
NCCL - National Conference for Catechetical Leadership	14
NCEA - National Catholic Educational Association	6
NPCD - National Association of Parish Catechetical Directors	2
NPM - National Association of Pastoral Musicians	39
Total	271

Years in current position

101 or 42% of the respondents have been in their current positions 5 years or less; 28% for 6-10 years; and 17% for 11-15 years.

Years in current position

Years in current position	Frequency	Percent
1 year	36	14.8%
2 years	18	7.4%
3 years	20	8.2%
4 years	11	4.5%
5 years	16	6.6%
6-10 years	67	27.6%
11-15 years	40	16.5%
16-20 years	20	8.2%
21-25 years	7	2.9%
26 or more years	7	2.9%
No response	1	0%
Total	243	100.0%

Total years in parish ministry

89 or 37% of the respondents held no prior parish position. Of all respondents, 21% have served in parish ministry for 11-15 years; 21% have served 1-5 years; 16% have served for 26 or more years.

Total years in parish ministry (including current position)

Years	One position only	Multiple positions	Total	Percent
1 year	12	2	14	5.8%
2 years	6	1	7	2.9%
3 year	7	2	9	3.7%
4 years	1	5	6	2.5%
5 years	2	10	12	4.9%
6-10 years	22	13	35	14.4%
11-15 years	19	33	52	21.4%
16-20 years	9	28	37	15.2%
21-25 years	5	10	15	6.2%
26 or more years	6	33	39	16.0%
No response			17	7.0%
Total	89	137	243	100.0%

17 responses were not usable for this analysis of total years in ministry.

A comparison between the number of years in current position compared to the total years of ministry suggests that there are a number of very experienced parish ministers who are in positions relatively new to them. 101 of our 243 respondents (42%) have been in their current positions for 5 years or less; while only 48 (20%) of our respondents have been in parish ministry for 5 years or less.

Work experience other than parish ministry

200 of the 243 respondents (82%) reported having worked in a field other than parish ministry and several reported having worked in more than one other field. The 200 respondents reported having 262 non-parish work experiences which explains why the percentages that follow total more than 100%. 44% reported working in a for-profit business; 28% in a church-based organization; 23% for a non-church-based non-profit; and 13% had been self employed.

FORMATION AND EDUCATION

Level and type of education

37% of respondents reported having a master's degree as their highest level of school completed. This was followed closely 35% with a bachelor's degree. 19% reported having no post-secondary degree.

Highest level of school completed

	Frequency	Percent
No response	3	1.2%
High school diploma	7	2.9%
Some college but no degree	39	16.0%
Associate degree	10	4.1%
Bachelors degree	86	35.2%
Masters degree	91	37.3%
Doctoral level degree	7	2.9%
Total	243	100.0

Respondents reported having a total of 283 post-secondary degrees. Of all cases (all 283 degrees reported), 12% of the degrees reported were bachelor's degrees with a major in religious studies or theology. 40% were "other" bachelor's degrees. 25% of the degrees reported were master's degrees in religious studies, theology or ministry compared with 15% in other fields. Of the 7 respondents reporting a doctorate as their highest degree, 1 reported a doctorate in ministry or theology and 6 in other fields. Over one-third (37%) of the degrees reported were in ministry, theology or religious studies.

All post-secondary degrees in ministry and other fields

Degree	Frequency	Percent
Associate degree	19	6.7%
Bachelor's degree with major in religious studies, theology	35	12.4%
Bachelor's degree with other major	111	39.2%
Master's degree in religious studies, theology or ministry	70	24.7%
Master's degree in other fields	41	14.5%
Doctorate in theology or ministry	1	.4%
Doctorate in other field	6	2.1%
Total	283	100%

The following table shows the highest degree attained by position. Overall, the largest number of respondents (37%) reported holding a master's degree as their highest degree. This was followed closely by 35% of the respondents reporting bachelor's degrees as their highest degree.

Highest degree by position

Position	No response	High school diploma	Some college, no degree	Associate Degree	Bachelor's degree	Master's degree	Doctorate	Total
Administrative services director		5 12.8%	12 30.8%	3 7.7%	11 28.2%	7 17.9%	1 2.6%	39 100.0%
Adult and family minister						5 83.3%	1 16.7%	6
Child minister					9 56.3%	6 37.5%	1 6.2%	16 100.0%
Director of religious education	2 3.6%	1 1.8%	8 14.3%	3 5.4%	24 42.9%	18 32.1%		56 100.0%
Liturgy director			1 33.3%			2 66.7%		3 100.0%
Minister of care					2 100.0%			2 100.0%
Music and Liturgy director			6 17.6%		13 38.2%	14 41.2%	1 2.9%	34 100.0%
Music director	1 5.9%	1 5.9%	3 17.5%	1 5.9%	8 47.1%	3 17.6%		17 100.0%
Parish director						2 100.0%		2 100.0%

(continued)

Position	No response	High school diploma	Some college, no degree	Associate Degree	Bachelor's degree	Master's degree	Doctorate	Total
Parish nurse				1 50.0%	1 50.0%			2 100.0%
Pastoral associate			3 11.5%		4 15.4%	17 65.4%	2 7.7%	26 100.0%
Social/human concerns minister			1 50.0%			1 50.0%		2 100.0%
Youth minister			2 13.3%		5 33.3%	8 53.3%		15 100.0%
Other			3	2	9	8	1	23 100.0%
Total	3 1.2%	7 2.9%	39 16.0%	10 4.1%	86 35.4%	91 37.4%	7 2.9%	243 100.0%

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 - ministry	Bachelor's - other	Master's - ministry	Master's - other	Doctorate - ministry	Doctorate - other	Total
Administrative services director	4 14.8%	1 3.7%	13 48.1%	3 11.1%	5 18.5%		1 3.7%	27 100.0%
Adult and family minister			5 38.5%	5 38.5%	2 15.4%	1 7.7%		13 100.0%
Child minister		5 25.0%	8 40.0%	3 15.0%	3 15.0%		1 5.0%	20 100.0%
Director of religious education	7 10.6%	12 18.2%	24 36.4%	16 24.2%	7 10.6%			66 100.0%
Liturgy director				2 66.7%	1 33.3%			3 100.0%
Minister of care	1 50.0%		1 50.0%					2 100.0%
Music and Liturgy director	2 4.8%	2 4.8%	21 50.0%	7 16.7%	9 21.4%		1 2.4%	42 100.0%
Music director	1 6.7%		10 66.7%		4 26.7%			15 100.0%
Parish director			1 25.0%	2 50.0%	1 25.0%			4 100.0%
Parish nurse	1 50.0%		1 50.0%					2 100.0%
Pastoral associate		6 14.6%	10 24.4%	17 41.5%	6 14.6%		2 4.9%	41 100.0%
Social/human concerns minister			1 50.0%	1 50.0%				2 100.0%

(continued)

Position	Associate Degree	Bachelor's - ministry	Bachelor's - other	Master's - ministry	Master's - other	Doctorate - ministry	Doctorate - other	Total
Youth minister		3 15.8%	7 36.8%	7 36.8%	2 10.5%			19 100.0%
Other	3 11.1%	6 22.2%	9 33.3%	7 25.9%	1 3.7%		1 3.7%	27 100.0%
Total	19 6.7%	35 12.4%	111 39.2%	70 24.7%	41 14.5%	1 0.4%	6 2.1%	283 100%

Sources of formation/education

The degree-granting institutions of the 35 respondents with bachelor's degrees in theology, ministry or religious studies are shown in the following table. Cardinal Stritch University was named by 26% of the respondents, following by Marquette University with 17% and St. Francis DeSales College with 14%.

Bachelor's degrees - degree-granting institutions

	Frequency	Percent
Alverno College	3	8.6%
Cardinal Stritch University	9	25.7%
St. Francis DeSales College	5	14.3%
Divine Word Seminary	1	2.9%
Franciscan University of Steubenville	1	2.9%
Loras College	1	2.9%
Madonna University	1	2.9%
Marquette University	6	17.1%
Mount Mary College	2	5.7%
Silver Lake College	2	5.7%
Spring Hill College	1	2.9%
St. Olaf College	1	2.9%
University of West Florida	1	2.9%
UW Stevens Point	1	2.9%
Total	35	100.0

Not all of the 70 respondents with master's degrees in pastoral ministry, theology or religious studies provided the name of their degree-granting institutions, but the schools of the 54 who did are listed below. Saint Francis Seminary was the leading provider of graduate education among respondents, accounting for 29% of graduate degrees in ministry. The next most frequently mentioned institution was Cardinal Stritch University with 16%.

Master's degrees - degree-granting institutions

	Frequency	Percent
Aquinas College	1	1.4%
Boston College	1	1.4%
Cardinal Stritch University	11	15.7%
Catholic Theological Union, Chicago	3	4.3%
Creighton University	1	1.4%
John Carroll University	1	1.4%
Loyola University, IL	1	1.4%
Marquette University	2	2.9%
Maryknoll School of Theology	1	1.4%
Mundelein College	2	2.9%
Sacred Heart School of Theology	5	7.1%
Spring Hill	1	1.4%
Saint Francis Seminary	20	28.6%
St. John's University	1	1.4%
University of Notre Dame	1	1.4%
University of St. Thomas	1	1.4%
Webster University	1	1.4%
No institution reported	16	22.9%
Total	70	100.0%

Non-degree education and certification

Respondents were asked to identify any non-degree education or certification they had received. Almost half of the respondents (117 or 48%) did not respond or reported "none." The 126 who did respond reported 197 forms of non-degree education or certification. Of these 197 responses, 55 have religious education certification and 54 reported lay ministry formation. 26 have a youth ministry certificate and 20 reported spiritual direction training. No one reported having a campus ministry certificate.

Non-degree education and certification

Certification or program	Frequency
Formation for religious life	14
Diaconate formation	1
Lay ministry formation	54
Spiritual direction training	20
Clinical pastoral education	15
Parish nurse institute	3
Youth ministry certificate	26
Religious education certification	55
Certified as parish director	1
Certified as pastoral associate	3
Certified as director of administrative services	2
Campus ministry certification	0
Chaplain certification	3
	197

The following table shows non-degree education by position.

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	Certified as director of administrative services	Chaplain certification	Total non- degree education by position
Administrative services director (39)	2 5.1%		10 25.6%		1 2.6%		1 2.6%	1 2.6%			2 5.1%		17
Adult and family minister (6)				4 66.6%			1 16.6%	1 16.6%					6
Child minister (16)	1 6.3%			1 6.3%		1 6.3%	4 25.0%	8 50.0%				1	15
Director of religious education (56)	3 5.4%	1 1.8%	18 32.1%	6 10.7%	3 5.4%		12 21.4%	29 51.8%		1 1.8%			73
Liturgy director (3)			1 33.3%										1
Minister of care (2)					2 100.0%								2
Music and Liturgy director (34)	2 5.9%		7 20.6%		1 2.9%		1 2.9%	1 2.9%					12
Music director (17)	2 11.8%		3 17.6%	1 5.9%	1 5.9%			2 11.8%					9
Parish director (2)													0
Parish nurse (2)						2 100.0%							2
Pastoral associate (26)	3 11.5%		11 42.3%	5 19.2%	6 23.1%		1 3.8%	5 19.2%	1 3.8%	2 7.7%		2 7.7%	36
Social/human concerns minister (2)			1 50.0%										1
Youth minister (15)				2 13.3%			4 26.7%	4 26.7%					10
Other (23)	1 4.35		3 13.0%	1 4.3%	1 4.3%		2 8.7%	4 17.4%					12
Total (243)	14 5.8%	1 0.4%	54 22.2%	20 8.2%	15 6.2%	3 1.2%	26 10.7%	55 22.6%	1 0.4%	3 1.2%	2 0.8%	3 1.2%	197 81.1%

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 54 respondents reporting lay ministry formation, the top organizations mentioned were St. Francis Seminary (mentioned by 21 respondents); Cardinal Stritch University/St. Clare Center (12 respondents), and the Archdiocese of Milwaukee (7 respondents).

Of the 20 respondents reporting spiritual direction training, the top organizations mentioned were the Siena Center in Racine (mentioned by 4 respondents) and Creighton University (3 respondents).

Of the 26 respondents who reported having youth ministry certificates, the top organizations mentioned were Cardinal Stritch University (8 respondents), the Milwaukee Archdiocese (7 respondents) and the Center for Ministry Development (6 respondents).

Of the 55 respondents who reported having religious education certification, the Milwaukee Archdiocese was by far the top source of religious education certification, mentioned by 38 respondents.

Current students

18 respondents (7%) reported being currently in school, 6 in a certificate program and 12 in a degree program. Most of the degrees and schools were unique (one respondent reporting one program at one school). The exception is 8 of the 18 reported being students at Cardinal Stritch University, 7 in lay ministry or religious studies. Of the 7 in lay ministry or religious studies, 5 are in a degree program and 2 in the certificate program.

Desire for additional formation

Of those responding to a question about the need for additional formation, 39% respondents said their education is adequate or more than adequate; 9% said that additional education would be helpful, and 51% 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	38.9%
(b) Additional education would be helpful	22	9.0%
Both (a) and (b) are true	125	51.2%
No response	1	0.4%
Total	243	100.0%

Additional formation - fields of study

Respondents indicated the fields of study of interest to them. Many of the respondents listed several fields of study--443 were mentioned. The top three choices were liturgy (12%), theology (10%) and scripture (10%). Several respondents who said their education was adequate or

more than adequate listed fields of interest for additional study; several respondents who said (a) and (b) were both true did not list fields of study.

Fields of study

Field of study	Frequency	Percent
Administration	33	7.4%
Church doctrine	36	8.1%
Liturgy	54	12.2%
Music	23	5.2%
Pastoral care	29	6.5%
Scripture	43	9.7%
Social teaching	23	5.2%
Spanish	30	6.8%
Spirituality and prayer	40	9.0%
Spiritual direction	29	6.5%
Technology/computer skills	36	8.1%
Theology	46	10.4%
Youth ministry	21	4.7%
Total	443	100.0%

The following two tables look at fields of study by years in parish ministry. Fields of study by current position is shown in the first table below. The respondents with the greatest number of fields of study were respondents with 1-5 years in their current position (211), and 6-10 years in their current position (116). The most mentioned fields of interest were liturgy (54 respondents), theology (46 respondents) and scripture (43 respondents).

Fields of study by years in current position

Field of study	1 year (36)	2 years (18)	3 years (20)	4 years (11)	5 years (16)	6-10 years (67)	11-15 years (40)	16-20 years (20)	21-25 years (7)	26+ years (7)	Total (243)
Administration	6	4	2		2	8	7	2	1	1	33
Church doctrine	9	4	2	3	1	9	5	2	1		36
Liturgy	7	5	8	3	7	13	6	3	1	1	54
Music	2	2	5	1	2	5	2	1	2	1	23
Pastoral care	4	5	3	1	1	7	4	2	1	1	29
Scripture	4	5	2	4	2	14	8	1	3		43
Social teaching	2	4	2	2		7	4		1	1	23
Spanish	4	3	1	3	3	8	5	1	2		30
Spirituality and prayer	5	6	5	3		9	5	4	2	1	40
Spiritual direction	3	5	3	1	2	8	2	3	2		29
Technology/computer skills	3	2	4	1	3	9	5	5	2	2	36
Theology	7	6	1	4	4	13	4	4	3		46
Youth ministry	5	3	1	3	1	6	2				21
Total	61	54	39	29	28	116	59	28	21	8	443

The number of respondents in each year category is shown parenthetically in the year boxes across the top of the table.

The following table looks at fields of study by total years in ministry. The total numbers in this table do not match the preceding two tables because respondents in the total years of ministry category only includes respondents who had worked in more than one parish. The preferred fields of study were the same: liturgy (40 respondents), scripture (28 respondents) and theology (26 respondents). The largest number of respondents interested in further study had been in parish ministry 11-15 years (68 respondents), 26 or more years (52 respondents) and 6-10 years (44 respondents). A comparison between these two tables suggests that those most interested in additional study are experienced parish ministers in relatively new positions.

Fields of study of interest by total years in ministry

Field of study of interest	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
Administration				2	2	2	7	5	3	2	23
Church doctrine			1	2	2	4	9		1	1	20
Liturgy		2	2	3	3	7	7	4	3	9	40
Music			2	1	1	1	2	2	3	4	16
Pastoral care				1	2	2	7	3	2	2	19
Scripture		1		2	2	3	8	1	4	7	28
Social teaching		1		1	1	2	5		2	1	13
Spanish	2	1		1	1	5	3	2	1	6	22
Spirituality and prayer		1		2	2	3	7	2	2	4	23
Spiritual direction				2	1	3	4	4	1	3	18
Technology/ computer skills				1		5	2	5	1	5	19
Theology		1		2	1	6	5	2	2	7	26
Youth ministry				1		1	2		1	1	6
Total	2	7	5	21	18	44	68	30	26	52	273

Obstacles to further education

Respondents listed 410 barriers to the pursuit of further education. 57% mentioned a combination of time and money.

Obstacles to further education

	Frequency	Percent
Distance	35	8.5%
Family responsibilities	62	15.1%
Money	117	28.5%
Time	116	28.3%
Work responsibilities	80	19.5%
Total	410	100.0%

CONCLUDING 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.

However, many expressed an interest in/need for additional formation. The three areas of greatest interest were liturgy, scripture and theology.

70% 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 13% 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, and responding in a comprehensive way to ministers' need and desire for spiritual support, theological education, and professional development.

Appendix I
Survey Questionnaire

Archdiocese of Milwaukee
John Paul II Center

Lay Parish Ministers in Archdiocese of Milwaukee

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 am employed by and serve one parish
- ☐ I am employed jointly by two or more parishes
- ☐ I am employed by one parish which shares a pastor with one or more other parishes
- ☐ I am employed by one parish, but am also responsible for programs/services/ministry in another parish
- ☐ Other (please specify)

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 district is the parish you serve?

- ☐ 1 - Eastern Kenosha County
- ☐ 2 - Eastern Racine County
- ☐ 3 - Walworth, Western Racine & Kenosha Counties
- ☐ 4 - Eastern Waukesha County
- ☐ 5 - Western Waukesha County
- ☐ 6 - Washington County
- ☐ 7 - Dodge County
- ☐ 8 - Fond du Lac County
- ☐ 9 - Sheboygan County
- ☐ 10- Ozaukee County
- ☐ 12 - Northwest Milwaukee County
- ☐ 13 - Northeast Milwaukee County
- ☐ 14 - Near Southside Milwaukee
- ☐ 15 - Southeast Milwaukee County
- ☐ 16 - Southwest Milwaukee County

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
- ☐ NPCD - National Association for Parish Catechetical Directors

- ☐ 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, for how many years (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. 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 degree
- ☐ Masters degree
- ☐ Doctorate

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

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

20. If you earned a bachelor degree:

If you earned a bachelor degree:	<input type="text"/>
Degree	
Major or field of study	<input type="text"/>
School	<input type="text"/>

21. If you earned a graduate degree (masters, licentiate, doctorate):

If you earned a graduate degree (masters, licentiate, doctorate):	<input type="text"/>
Degree	
Field	<input type="text"/>
School	<input type="text"/>

22. If you earned another graduate degree (masters, licentiate, doctorate):

If you earned another graduate degree (masters, licentiate, doctorate):	<input type="text"/>
Degree	
Field	<input type="text"/>
School	<input type="text"/>

23. If you earned another graduate degree (masters, licentiate, doctorate):

If you earned another graduate degree (masters, licentiate, doctorate):	<input type="text"/>
Degree	
Field	<input type="text"/>
School	<input type="text"/>

24. 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)

25. 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 director of admin.
Services

Campus ministry certification

Chaplain certification

Other

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

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

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

Field of study

Name of school

28. 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.

29. 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
- ☐ Liturgy
- ☐ Music
- ☐ Pastoral Care
- ☐ Scripture
- ☐ Social Teaching
- ☐ Spanish
- ☐ Spirituality and Prayer
- ☐ Spiritual Direction
- ☐ Technology/Computer Skills
- ☐ Theology

☐ Youth Ministry

Other (please specify)

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

- ☐ Distance
- ☐ Family Responsibilities
- ☐ Money
- ☐ Time
- ☐ Work Responsibilities

Other (please specify)

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



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