

# Analysis of Demographics in Search and Call

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## Introduction

This report provides an update to a report originally released in March 2017 and provides a summary of data collected through the UCC Ministerial Profile/Snapshot database for an 18-month period (February 1, 2016 to July 31, 2017).<sup>1</sup> Only data for individuals who completed a UCC Ministerial Profile were compared to local church data from the UCC Data Hub for analysis. Individuals provided demographic information voluntarily through their use of the profiles portal (through optional demographic settings, not within the Ministerial Profile itself); this information included gender, race/ethnicity, sexual orientation, and disability.

It should be noted that completion of a Profile and serving a local church do not necessarily reflect a causal relationship. Individuals complete UCC Ministerial Profiles for many reasons, some of which do not relate to finding a local church call. In addition, serving a local church does not mean that the individual has completed their search and call process—they may be serving in one church while searching for a call in another local church. In using a specified period of time (a possible maximum 18-month period during which one may be engaged in the search and call process), however, this data reflects our best assumptions regarding demographic differences between those who may have found a call and those who may not have found a call.

## Results

For this 18-month period, 474 individuals completed Ministerial Profiles. At the end of 2018, 277 (58.4%) of these individuals were listed in the Data Hub as serving in a local church, and 197 (41.6%) were not listed as serving a local congregation (see Table 1). Out of these 474 individuals, varying numbers provided demographic data dependent upon each general category (gender, race/ethnicity, disability, and sexual orientation). These numbers are presented below each table. Overall, there were more individuals completing a Ministerial Profile in this 18-month period than there were in the period observed for the previous report, when 256 individuals completed a profile. This may indicate more individuals are engaging in search and call processes and/or that more individuals are using the Profiles system.

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<sup>1</sup> The first report observed individuals who completed a profile during the 18-month period between February 1, 2014 and July 31, 2015 and then whether these individuals were serving a local church on December 31, 2016.

**Table 1: Overall Demographics – Serving a Local Church at the end of 2018**

Status	Number	Percent
Serving A Local Church	277	58.4
Not Serving A Local Church	197	41.6
<b>Total</b>	<b>474</b>	<b>100</b>

### Gender

In Table 2, demographic comparisons for gender are provided between individuals serving a local church and not serving a local church, as well as the percentages of males and females serving a local church within each Status category. Regarding gender, 44.9% of individuals completing a Profile between February 1, 2016 to July 31, 2017 and providing their gender identity identified as male; 54.1% of respondents identified as female, and 1.0% of respondents identified as gender variant. These results notably contrast with the results from the previous report analyzing individuals serving at the end of 2016 in a few ways. First, a greater share of females than males completed this profile during this time frame (54.1% male and 45.9% female at the end of 2016). Second, there were respondents who identified as gender variant in the second reporting time frame while no respondents identified as gender variant in the first time frame. Finally, females received/secured a call to a local church at a proportionally higher rate than males (65.9% for females compared to 58.1% for males), which was the opposite of the findings from the first time frame.

**Table 2: Gender Demographics - Serving a Local Church at the end of 2018**

Status	Female	Percent Female	Male	Percent Male	Gender Variant	Percent Gender Variant	Total Number	Total Percent
Serving A Local Church	112	65.9	82	58.1	2	66.7	<b>196</b>	<b>62.4</b>
Not Serving A Local Church	58	34.1	59	41.8	1	33.3	<b>118</b>	<b>37.6</b>
<b>Overall</b>	<b>170</b>	<b>54.1</b>	<b>141</b>	<b>44.9</b>	<b>3</b>	<b>1.0</b>	<b>314</b>	<b>100</b>

*Completed = 314; Missing = 163*

### Race/Ethnicity

In Table 3, demographic comparisons for race/ethnicity are provided, as well as the percentages for each Status category. Regarding this demographic, 87.5% of individuals completing a profile between February 1, 2016 to July 31, 2017 and providing their race/ethnicity information identified as Euro-American/White; however, a slightly larger percentage of Euro-American/White individuals (88.9%) were listed as serving a church as of December 2018 (169 out of 190), meaning that a slightly larger share of Euro-Americans either received a call or had been already serving a local congregation upon completing a Profile. In essence, Euro-Americans/White individuals are over-represented as having received/secured a call to a local church when compared with other racial/ethnic groups. This trend is the same as in the previous study, where Euro-Americans/Whites were also overrepresented in having

received/secured a call to a local church. In addition, the overall proportion of Euro-Americans who completed a UCC Ministerial Profile has increased between the two observation periods (84.3% in the first period compared to 87.5% in the most recent period). Proportions of individuals in the African-American/Black, Asian/Asian-American, Hispanic/Latinx, and Native American race/ethnicity status categories decreased overall; however, there was one individual identifying as Pacific Islander in the second time period compared to none in the first. These overall trends suggest that people of color in the second time frame are less represented in search and call processes and less represented among those who receive/secure a call to a local church compared to people of color in the first time frame.

**Table 3: Race/Ethnicity Demographics - Serving a Local Church at the end of 2018**

Status	African American/Black	%	Asian/Asian American	%	Euro-American/White	%	Hispanic / Latinx	%	Native American	%	Pacific Islander	%	Total Number	Total Percent
Serving A Local Church	14	60.9	2	28.6	169	63.5	1	50.0	4	80.0	0	0.0	190	62.5
Not Serving A Local Church	9	39.1	5	71.4	97	35.7	1	50.0	1	20.0	1	100.0	114	37.5
<b>Overall</b>	<b>23</b>	<b>7.6</b>	<b>7</b>	<b>2.3</b>	<b>266</b>	<b>87.5</b>	<b>2</b>	<b>0.7</b>	<b>5</b>	<b>1.6</b>	<b>1</b>	<b>0.3</b>	<b>304</b>	<b>100</b>

*Completed =297; Missing = 177*

*Note – respondents could select more than one category; the total number reflects the total number of identities indicated which is why the total is higher than the number completed*

### *Disability Status*

Table 4 provides demographic information on individuals around disability. People with an identifiable disability were listed as serving at a local church at the end of 2018 at a higher rate (71.4%) than those who did not have a disability at the time of completing a profile (60.6%), the reverse of the trend seen in the first observed period, when 60.0% of people with an identifiable disability were serving local churches compared to 64.6% of people who did not have a disability at the time of completing a profile. Those with an unspecified disability, however, were less likely to be serving a local church at the end of 2018 (53.7%) than those who did not have a disability at the time of completing a profile (60.6%), a similar pattern to the previous time period, when 51.5% of people who had an unspecified disability were serving a local church compared to 64.6% of people who did not have a disability at the time of completing a profile. In terms of overall representation in search and call processes, people with an identifiable disability were slightly less represented in the second time frame (1.5% in the second time frame compared to 2.0% in the first time frame), whereas people with an unspecified disability were represented at a notably much higher rate in the second time frame (13.4% in the first time frame compared to 35.8% in the second time frame).

**Table 4: Disability Status Demographics - Serving a Local Church at the end of 2018**

Status	Yes	Percent	Not At This Time	Percent	Unspecified	Percent	Total Number	Total Percent
Serving A Local Church	5	71.4	172	60.6	87	53.7	<b>264</b>	<b>58.3</b>
Not Serving A Local Church	2	28.6	112	39.4	75	46.3	<b>189</b>	<b>41.7</b>
<b>Overall</b>	<b>7</b>	<b>1.5</b>	<b>284</b>	<b>62.7</b>	<b>162</b>	<b>35.8</b>	<b>453</b>	<b>100</b>

*Completed = 453; Missing = 21*

### *Sexual Orientation*

Finally, Table 5 provides demographic comparisons for individuals by sexual orientation. Overall, people who identified as non-heterosexual and completed their profile between February 1, 2016 to July 31, 2017 were more proportionately more likely to serve a local church than individuals who identified as heterosexual. In addition, the overall proportions of people identifying as non-heterosexual more than doubled between the first reporting period and the second reporting period – from 10.4% to 22.2%.

**Table 4: Sexual Orientation Demographics 2019**

Status	Bisexual	Percent	Gay	Percent	Heterosexual	Percent	Lesbian	Percent	Queer	Percent	Total Number	Total Percent
Serving A Local Church	5	71.4	15	62.5	139	63.2	18	69.2	5	83.3	<b>182</b>	<b>64.3</b>
Not Serving A Local Church	2	28.6	9	37.5	81	36.8	8	30.8	1	16.7	<b>101</b>	<b>35.7</b>
<b>Overall</b>	<b>7</b>	<b>2.5</b>	<b>24</b>	<b>8.5</b>	<b>220</b>	<b>77.8</b>	<b>26</b>	<b>9.2</b>	<b>6</b>	<b>2.1</b>	<b>283</b>	<b>100</b>

*Completed =283; Missing = 191*

*Note: Percentages may not add up to 100 due to rounding*

## Summary

Again, it is important to state that, as noted in the previous study, the relationship regarding Profile completion between February 1, 2016 to July 31, 2017 and whether or not these individuals were serving a local church in December 2018 are tenuous since Profiles are completed for a number of reasons besides local church search and call (such reasons can include requirements for chaplaincy or other certifications, ministerial grant applications, or as part of applying for middle judicatory and national setting positions). In addition, given the length of the time frame, individuals may have activated a profile, received/secured a call to a local church, and left that position before December 2018, which would then result in not appearing to have received/secured a call in this data set. These updated findings, however, suggested mixed improvement in the increased representation of historically under-represented groups within UCC local churches. While there were increases at the end of the observed time period among those serving local churches in the representation of people who identify as female or gender variant, people with identifiable disabilities, and people who are non-heterosexual, there generally were decreases among racial/ethnic minorities. This suggests that the experiences of the search and call process

with congregations has possibly made progress in reducing implicit biases around some demographic categories, but has further work to do regarding race/ethnicity in the search and call experiences across congregations.