



UNITED CHURCH
OF CHRIST

Flourishing in Ministry in the United Church of Christ

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Overview

- Flourishing in Ministry Survey—University of Notre Dame Wellbeing at Work Project
 - Survey Dates: February 7-17/28, 2017
 - Total Respondents: 1,264
 - Complete Report and Summary Report Available at www.ucc.org/research under “Statistics and Reports”



WELLBEING MEASURE AVERAGES

Wellbeing Measure	Averages for UCC	Average for all (PASTORS)
FIT	4.08	4.08
Satisfaction with Work Life	3.23	3.60
Job Satisfaction	4.05	4.04
Burnout	3.41	3.41
Resilience	4.14	4.14
Satisfaction with Life	3.69	3.68
General Happiness	3.99	3.98
Job Engagement	3.91	3.90
Thriving	4.19	4.20
Relationships	3.70	3.90

A score 3 or lower is of concern – action should be considered.

A score above 3 – 4 is moderate.

A score above 4 is good and considered flourishing



Key Findings

- Ministers spend an average of about **48 hours per week** engaging in ministry-related work.
- Despite these positive findings regarding wellbeing, in the past year **over half (53%) of UCC ministers/MIDs have seriously considered leaving pastoral ministry at least once or twice**, sometimes more often.
- 85% report at least a **moderate amount of stress** in their ministry work, with some reporting a lot of stress.
- Over one-third reported that the **income from their ministry work alone was not sufficient** to meet their family needs.

Data Exploration

- Are there differences between white and non-white/multiracial ministers on wellness measures?

Differences by Race

Wellness Measure		Mean	Std. Deviation	Sig.
Emotion Regulation	White	10.47	2.931	.081
	Non-White	10.98	3.113	
Proactivity	White	9.76	2.865	.003
	Non-White	10.60	2.956	
Self Control	White	8.61	2.926	.004
	Non-White	9.45	2.991	
Relationships	White	21.41	5.986	.026
	Non-White	20.08	5.539	

Homogeneity of variances exists for each of these measures.

Proactivity

Items	Mean: White	Mean: Non- White
No matter what the odds, if I believe in something, I will make it happen.	3.36	3.61
I excel at identifying opportunities.	3.71	3.90
If I believe in an idea, no obstacle will prevent me from making it happen.	3.14	3.49

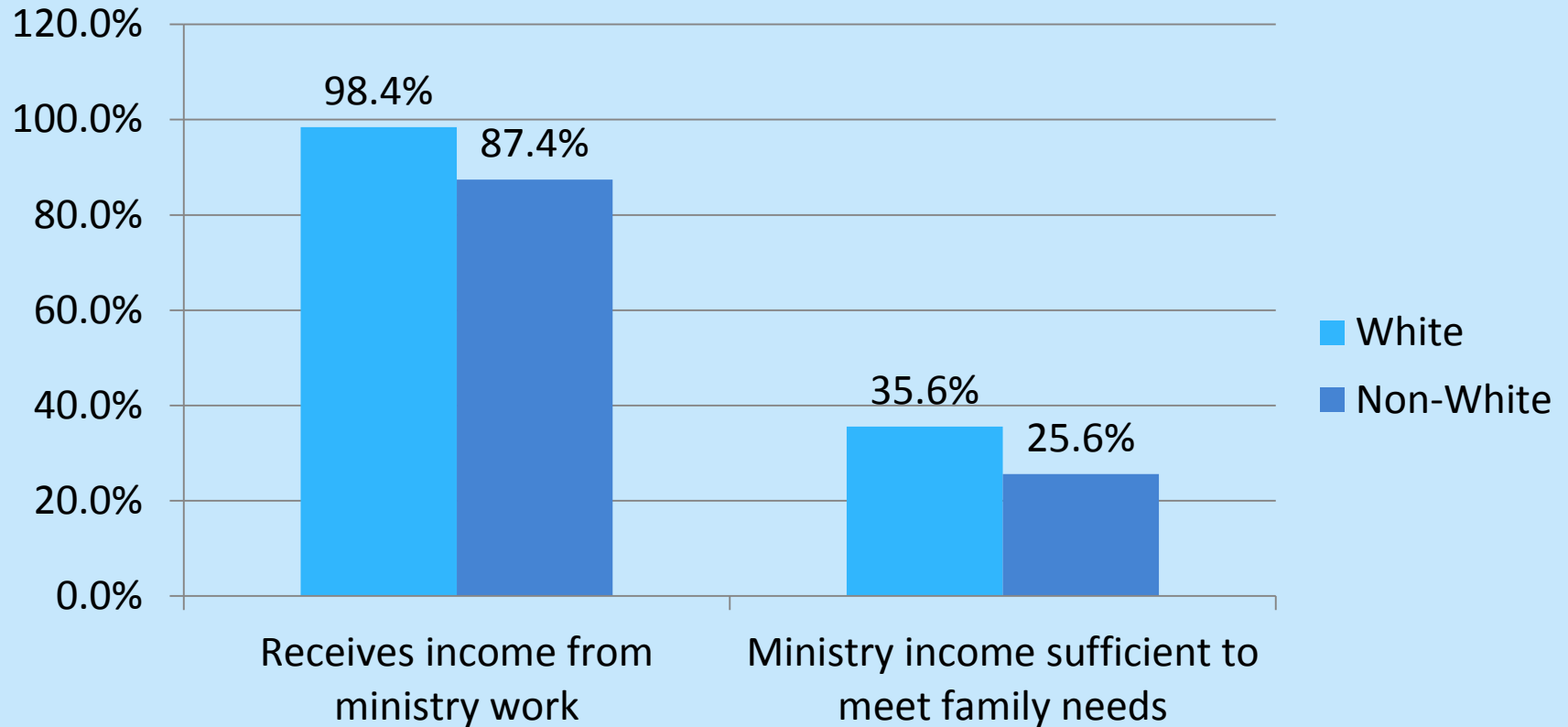
Self Control

Items	Mean: White	Mean: Non- White
I wish I had more self discipline.	3.30	3.15
I have a hard time breaking bad habits.	3.10	2.67
I am good at resisting temptation.	3.40	3.62

Relationships

- White ministers feel cared for, accepted, and supported by their **clergy friends and congregation** to a greater extent than non-white/multiracial ministers.
- Non-white/multiracial ministers feel cared for, accepted, and supported by their **spouse/partner, other family, non-clergy friends, and denomination leaders** to a greater extent than white ministers.

Ministry Income and Race



Differences displayed in chart are statistically significant.

Differences by Race

- Non-white/multiracial ministers find it more difficult to live on their total household income in general.
 - Not At All Difficult: White – 52.0%; Non-White – 39.8%
 - Very/Extremely Difficult: White – 4.0%; Non-White – 11.7%
- In addition, greater percentages of non-white/multiracial ministers serve more than one church.

Conclusions?

- Non-white/multiracial ministers scored higher on proactivity because they have developed skills for achieving their goals despite institutional/societal roadblocks—they are more persistent in their pursuits and excel at seeking out opportunities.
- Non-white/multiracial ministers may also feel they have more self control (i.e., are more disciplined and focused) than white ministers for these same reasons around necessary skill development for overcoming oppression.
- Despite these skills, non-white ministers still face roadblocks to receiving income for their ministry work and being able to support their families on ministry income. This may be because many non-white congregations struggle financially.
- In a majority white denomination like the UCC, it is more difficult for non-white ministers to feel cared for, accepted, and supported by clergy colleagues and their congregations.

Applications

- Provides further evidence of needed support for non-white/multiracial ministers—peer groups, leadership/pipeline programs, financial support initiatives, etc.
- Helps lead to the development of resources around eliminating bias and ensuring equitable/fair compensation for church search committees.

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UCC Flourishing in Ministry Report:
www.ucc.org/research