

*God is still speaking,*  
**UNITED CHURCH  
OF CHRIST**



# UNITED CHURCH OF CHRIST **STATISTICAL PROFILE**

FALL 2014

## INTRODUCTION

**The United Church of Christ** is a dynamic, evolving movement of people and institutions across location and time. The contents of this booklet attempt to provide a deeper understanding of this movement, though what is articulated in these pages provides only a narrow view of a much broader landscape.

Statistics—basic numerical facts about a particular organization or body—present specific bits of information to assist humans in illuminating the past, realizing the present, and envisioning the future. As such, this profile provides a general statistical overview of the state of the denomination—past and present—and introduces a new feature, “Reflections,” which poses questions for local church leaders to apply this data to their particular contexts, mainly for the purpose of visioning future possibilities. In addition, there are two “Special Report” sections highlighting research conducted in the past year—one on ministerial employment and compensation and the other on new congregations. As always, this report provides a closer look at church location, size, membership, ministerial demographics, and stewardship and finances. Plus, we’ve included a statistical summary on the inside back cover for your convenience.

Information for the profile was drawn primarily from data reported through the UCC Data Hub annually for the production of the *UCC Yearbook & Directory*. We hope you enjoy this edition!

The Center for Analytics, Research and Data (CARD)  
United Church of Christ

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## CONGREGATIONS AND MEMBERS

At the end of 2013, there were 5,116 active congregations of the United Church of Christ, with a total of 979,239 members. In determining congregational statistics by state, 11.9% of all UCC congregations were located in Pennsylvania, which was the largest percentage of any single state. In total, the top five states with the greatest number of congregations contained over one-third (37.7%) of all UCC congregations.

Membership was concentrated largely in Midwestern / Northern and New England states with 47.1% of all UCC members in five states alone. Not all states with the greatest number of churches possessed the greatest number of members. For example, only 4.6% of all UCC congregations were located in Connecticut; but more members were reported in this state (73,056) than in New York (34,369) even though New York reported more congregations. This indicates that the average church membership was greater in Connecticut than in New York.

A 2013 detailed list of congregations and membership statistics by Conference can be found in the 2014 *UCC Yearbook & Directory*, p. 7.

### REFLECTIONS

Is the term “membership” a beneficial way of appropriately counting all of the people connected with a congregation? Besides membership, are there other ways that individuals associate with your church? What terminology do you use to describe these associations? How might that participation be tracked or measured over time in order to more accurately represent the number of people affiliated with a congregation?

### TOP FIVE STATES: UCC CONGREGATIONS

State	Percentage (Number)
Pennsylvania	11.9 (609)
Massachusetts	7.1 (364)
Ohio	7.0 (360)
Illinois	6.7 (344)
New York	5.0 (255)

FIGURE 1. TOP FIVE STATES: UCC CONGREGATIONS

### TOP FIVE STATES: UCC MEMBERSHIP

State	Percentage (Number)
Pennsylvania	13.7 (134,819)
Illinois	9.7 (94,801)
Ohio	9.5 (93,064)
Connecticut	7.4 (73,056)
Massachusetts	6.8 (66,839)

FIGURE 2. TOP FIVE STATES: UCC MEMBERSHIP

GROWTH AND DECLINE

Similar to other Protestant denominations, the UCC has experienced a decline in the numbers of congregations and members in recent decades. From 2000 to 2010 alone, the UCC encountered a net loss of 696 congregations and 318,897 members. Some of this decline, however, began prior to the formation of the denomination in 1957, as the number of congregations steadily decreased despite membership increases in the UCC’s early years.

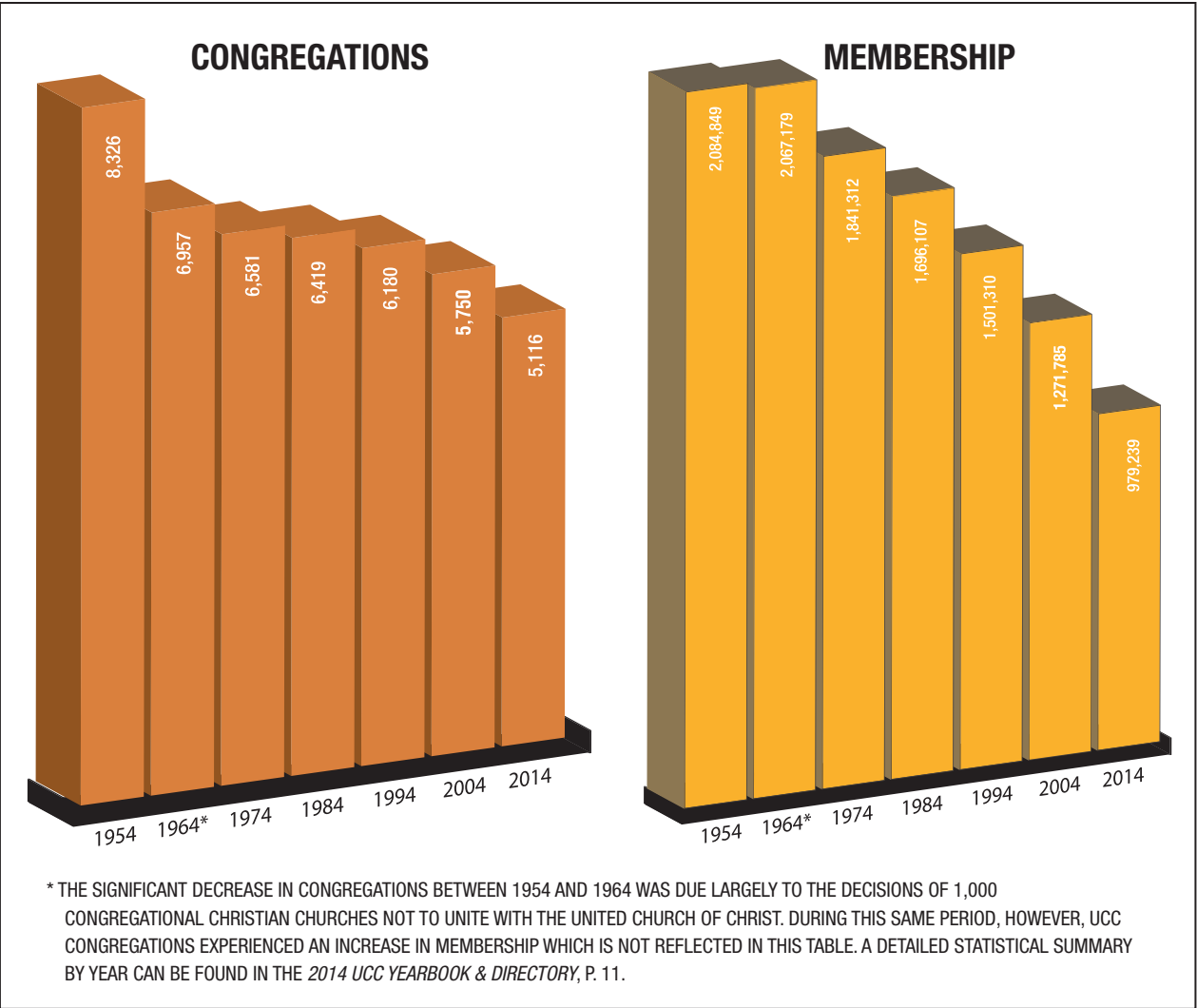


FIGURE 3. CONGREGATIONS AND MEMBERSHIP OVER TIME

CONGREGATIONS ADDED AND REMOVED

From 2008 through 2013, 392 congregations (7% of all congregations) were removed from denominational records. Congregational decline has slowed in recent years, however. In 2006 and 2007, the UCC experienced a loss of 2.9 congregations per week on average; but from 2008 through 2013, only 1.2 churches were eliminated from denominational records per week on average.

In total, 130 congregations received standing and were added to the UCC during this same period. On average, a new congregation (a church that was planted, affiliated, or merged with another congregation) was added every 2.4 weeks.

It is interesting to note that congregations organized from 2000 to 2008 experienced growth in the last five year period (2008-2013) at an average of five new members per congregation. Churches organized in any time period prior to 2000 experienced a decline in membership within the same five-year period, at a total average rate of 16 members per congregation.

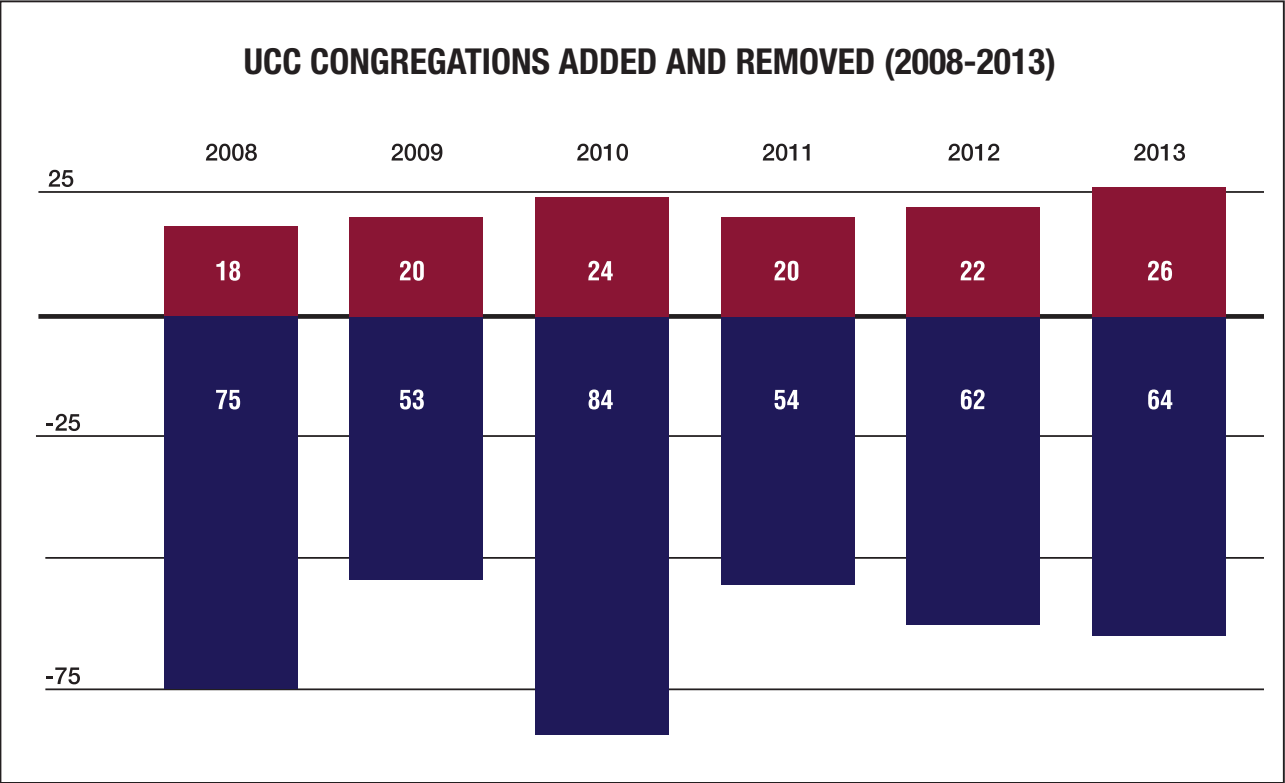


FIGURE 4. UCC CONGREGATIONS ADDED & REMOVED (2008-2014)

REFLECTIONS

How has your membership or worship attendance changed over the last decade? How has the landscape of local churches changed in your community or region? How many new congregations have appeared in your area in the past ten years, and what characteristics do you notice about those churches? How many congregations have closed, merged, or changed denominational affiliation?

# CONGREGATIONS AND PEOPLE

A significant majority (87.2%) of congregations in the UCC self-identified as White/Euro-American (meaning that most members of a congregation belonged to that particular racial/ethnic group). Over the last eleven years, the number of White/Euro-American congregations declined by 3.8%; African American congregations decreased by 0.6%; and Hispanic/Latino congregations decreased by 0.3%. The number of Bi-Racial/Multi-Racial and Other congregations experienced the greatest increase by 2.5%, followed by Asian/Pacific Islander congregations by 1.7% and Native American congregations by 0.3%.

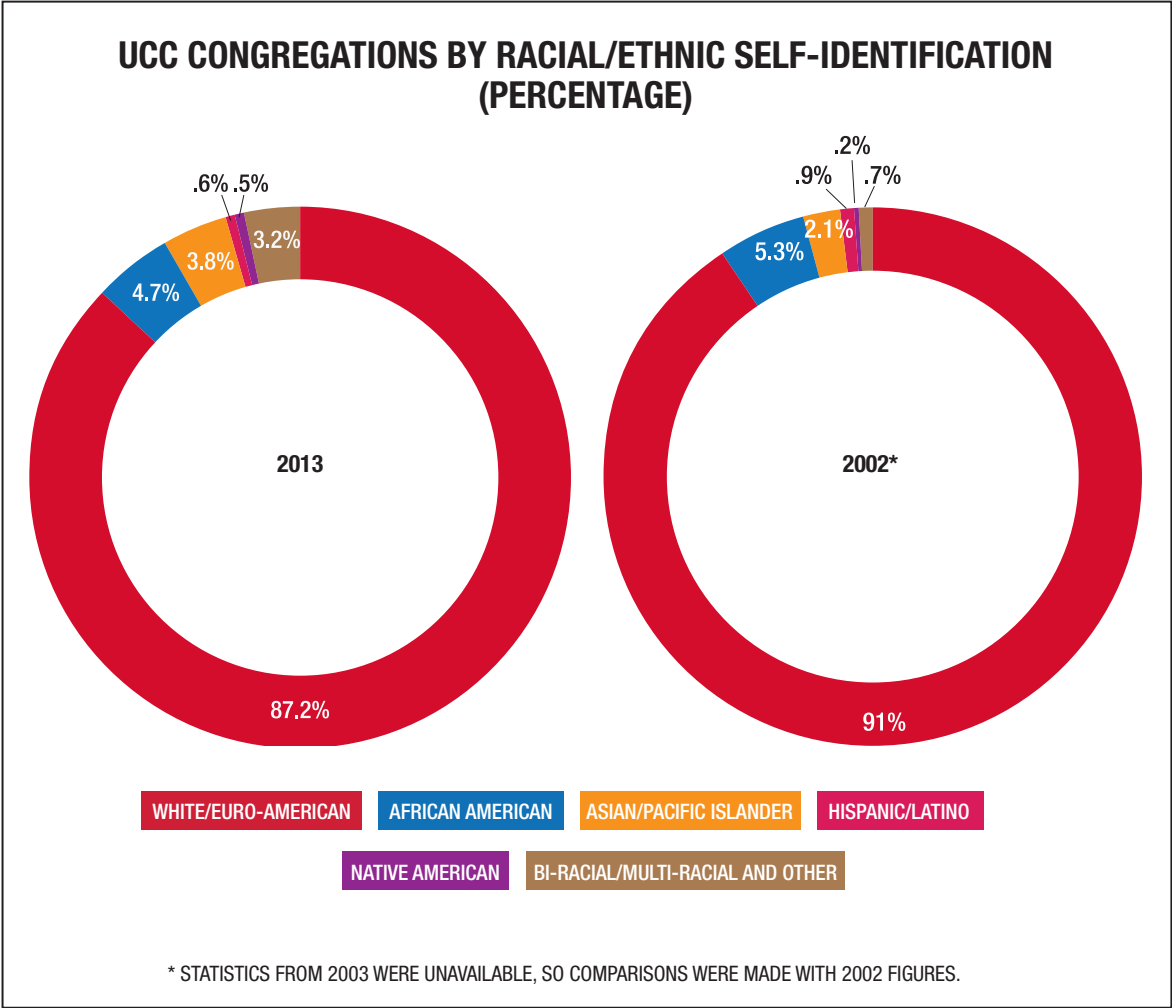


FIGURE 5. UCC CONGREGATIONS BY RACIAL/ETHNIC SELF-IDENTIFICATION

CONGREGATIONS BY DATE OF ORGANIZATION (PERCENTAGE)

While the UCC has only been in existence since 1957, many of its congregations were founded by predecessor denominations. Over two thirds of churches (67.9%) were organized before 1900. Two out of ten congregations (20.8%) were organized between 1900 and 1969, and one in ten (10.7%) were organized in the last 32 years. Over time, the percentage of the UCC’s newest churches (2000-2013) is slowly increasing while the percentage of older churches (pre-2000) is slowly decreasing.

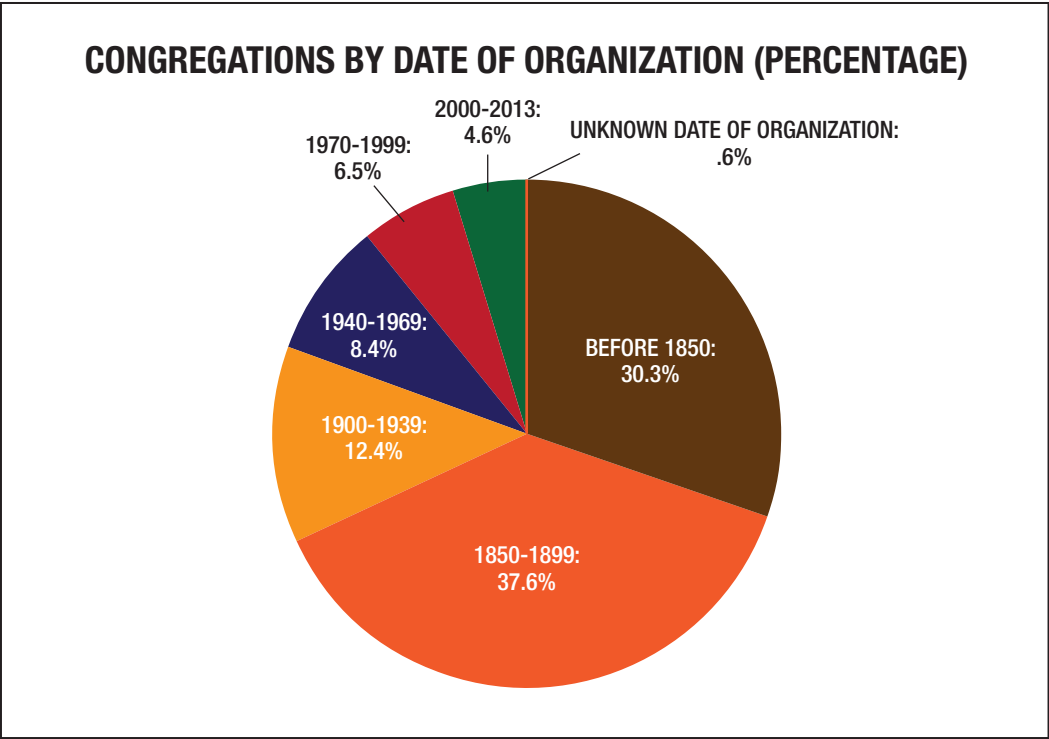


FIGURE 6. UCC CONGREGATIONS BY DATE OF ORGANIZATION (PERCENTAGE)

# CONGREGATION SIZE BY MEMBERSHIP

Nearly one third (30.0%) of all UCC members belong to congregations of 201-400 members, and this figure did not change significantly over the past eleven years. However, an increased percentage of UCC individuals held membership in smaller churches (200 members or less) over this same time period.

As a result, the number of smaller membership UCC congregations increased over the last eleven years. Four in ten congregations (41.3%) reported a membership of 100 or less, compared with 35.0% in 2002. Congregations with 101-200 members also increased since 2002, from 25.8% to 27.5%.

**KEY: CONGREGATION SIZE**

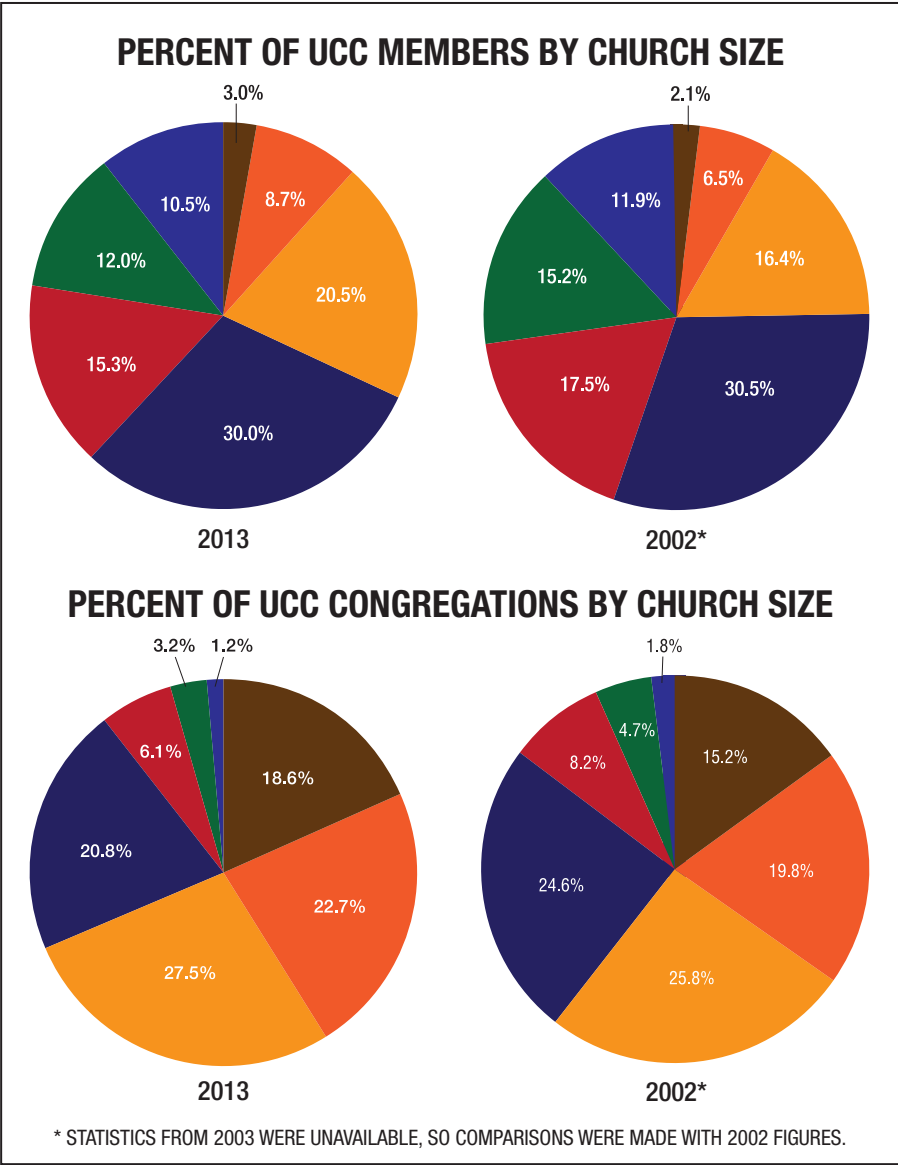
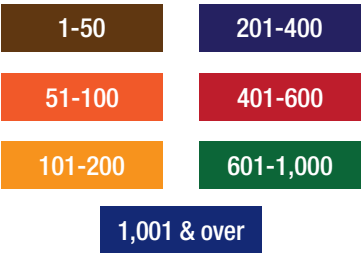


FIGURE 7. MEMBERSHIP AND CONGREGATIONS BY CHURCH SIZE

# CONGREGATIONS AND WORSHIP ATTENDANCE

When considering worship attendance figures rather than membership size, even more congregations were categorized as smaller churches. Nearly eight in ten churches in the UCC (78.1%) had a weekly worship of attendance of 1-100 in 2013, which was a 1.2% increase from last year and a 15.3% increase in eleven years. Congregations with a worship attendance of 101-150 decreased by 0.6% from the previous year, and the UCC’s largest congregations decreased in worship attendance by only 0.1% from the previous year.

# OTHER CONGREGATIONAL DESIGNATIONS

In the last five and a half years, there was a 32.6% increase in the number of Open and Affirming (ONA) congregations in the United Church of Christ. As of August 2014, 1,173 churches were designated as ONA, which constituted 22.8% of all UCC churches at the time. In comparison, in 2008, 792 churches (14.7% of all UCC churches at the time) were designated as ONA. On average, congregations organized after 1939 (35.6%) were designated as ONA more frequently than churches organized before 1940 (19.7%). Roughly eight in ten congregations (82.7%) self-identified as being accessible to individuals with disabilities.

UCC CONGREGATIONS BY SIZE OF WORSHIP ATTENDANCE (PERCENTAGE)			
Church Worship Attendance	2013	2012	2002
1-50	44.1	42.4	29.3
51-100	34.0	34.5	33.5
101-150	12.5	13.1	17.8
151-200	4.7	4.9	9.1
201-400	4.0	4.3	8.8
401 and over	.7	.8	1.5
* STATISTICS FROM 2003 WERE UNAVAILABLE, SO COMPARISONS WERE MADE WITH 2002 FIGURES.			

FIGURE 8. UCC CONGREGATIONS BY SIZE OF WORSHIP (PERCENTAGE)

## REFLECTIONS

What does the increase in smaller church worship attendance signal—a greater desire for relationship and connection in smaller groups, the decrease in weekly worship attendance to a few times a month, or the overall shift in the ways people worship and participate in congregational life (or all of the above)? Are there other reasons? What are you noticing in your congregation and community?

# UCC AUTHORIZED MINISTERS

As of August 31, 2014, there were a total of 7,823 active, authorized ministers in the United Church of Christ (ordained, licensed, commissioned, dual standing, ordained ministerial partner standing, and Congregational Christian). Ordained ministers were the largest percentage of active ministers reported (82.4%); and licensed ministers comprised the second largest group of authorized ministers (9.1%). 4.4% of ministers possessed dual standing, 2.3% were ordained ministerial partners, and 1.6% were commissioned ministers. Eight ministers held standing in the Congregational Christian Church.

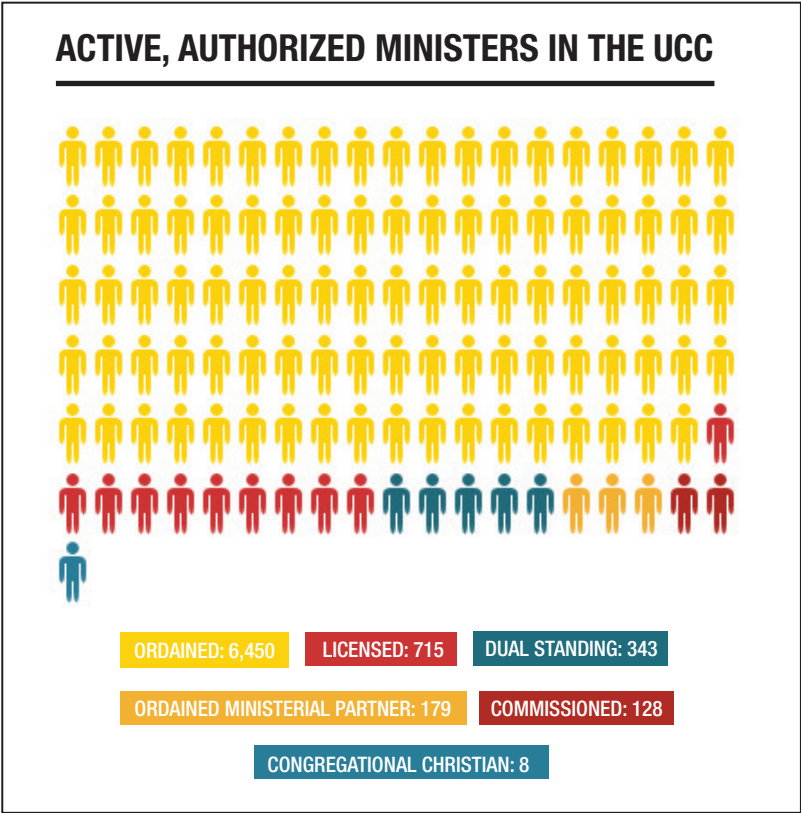


FIGURE 9. ACTIVE, AUTHORIZED MINISTERS IN THE UCC

## SUMMARY OF ORDAINED MINISTERS

At the end of 2013, 10,015 ordained ministers in full standing were reported, including retired ministers and Pastor Emeriti. Of those 10,015 ordained ministers, one half (50.4% or 5,044) were employed, with 72.7% (3,668) of those employed actively serving in a local church (either a UCC church or non-UCC church). Over one-third (38.0%) were retired ministers or Pastor Emeriti, and 11.6% were unclassified (ministers who did not hold a position or whose position had not been reported) or were on a leave of absence.

See Appendix A for a detailed summary of ordained ministers by classification.

From 1983 to 2013, ordained ministers decreased in number by a net total of 80 (-0.8%). While currently employed ministers decreased by nearly one-third in the last three decades (-32.7%), unclassified / leave of absence ordained ministers increased significantly in the same time period (+154.9%).

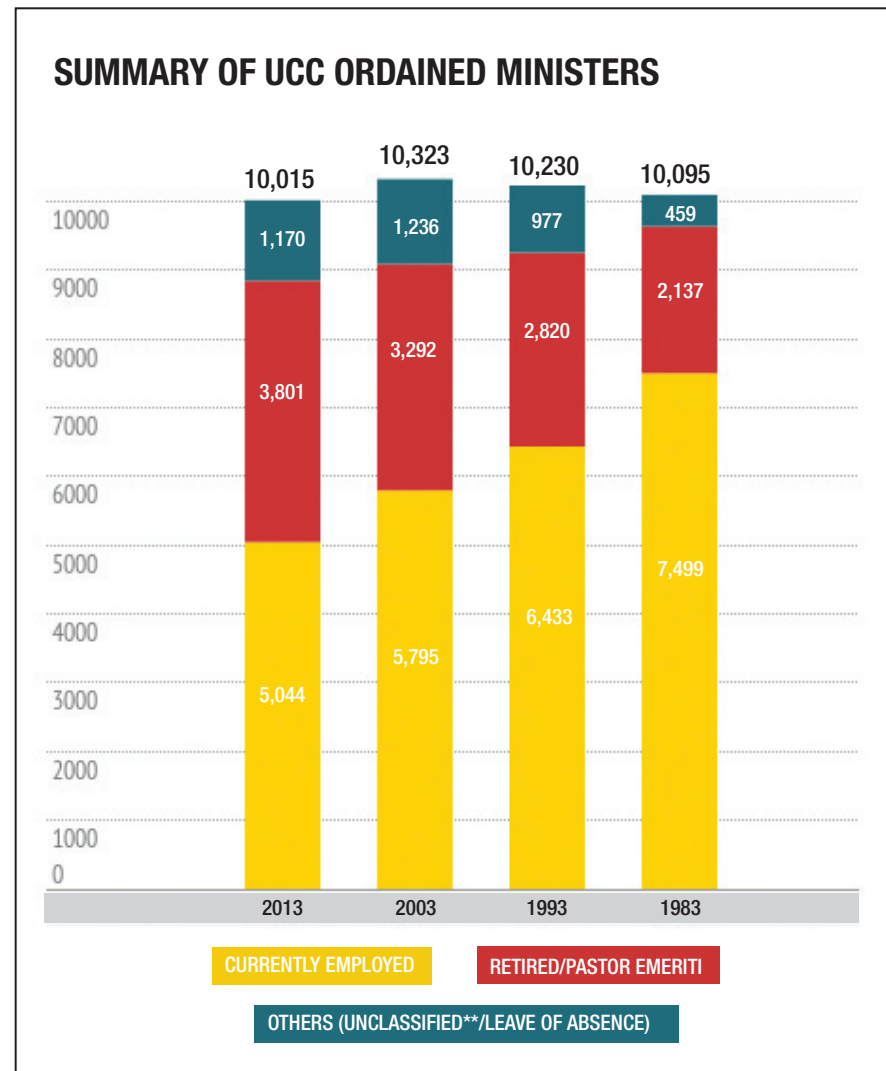


FIGURE 10. SUMMARY OF UCC ORDAINED MINISTERS

## UCC MINISTERS BY AGE DEMOGRAPHICS

Statistical information regarding authorized ministers in the denomination reflected an increasingly aging population. When all active authorized ministers were considered, over half were age 60 and above (54.1%) and nearly one third were 50-59 (29.1%), making 83.2% of all active ministers age 50 and above. When measuring changes over time, the number of pastors and co-pastors under 60 decreased in the last decade, while pastors and co-pastors 60 and over increased significantly (+77.0%).

### REFLECTIONS

What is the approximate age range of your pastor? Think about the individuals who have previously served as pastors of your congregation and their approximate ages when beginning and ending their calls with your church. Do you notice any patterns?

On another note, an increasing number of second-career, third-career, and retired individuals are entering seminary and becoming ordained. How do you envision that this might impact the UCC and other similar traditions in the future?

### ACTIVE, NON-RETIRED AUTHORIZED MINISTERS BY AGE (PERCENTAGE)

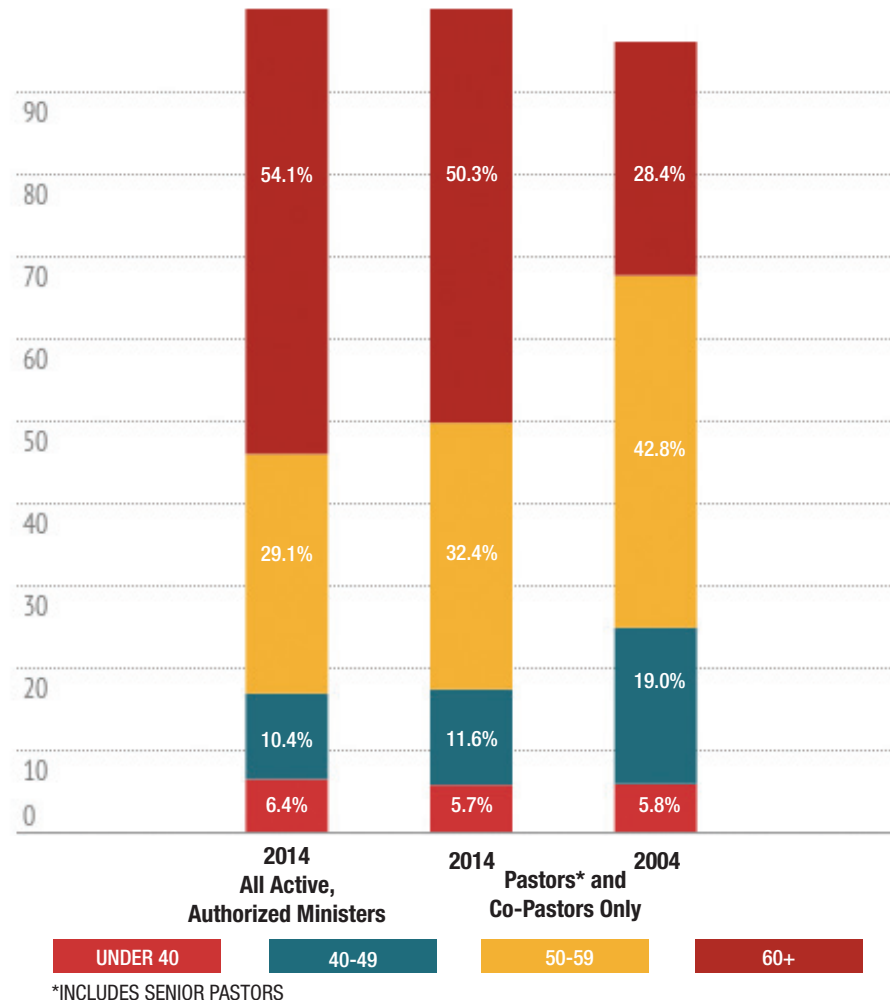


FIGURE 11. ACTIVE, NON-RETIRED MINISTERS BY AGE (PERCENTAGE)

## ORDAINED MINISTERS BY GENDER DEMOGRAPHICS

Approximately 53.0% of active, non-retired authorized ministers in the United Church of Christ were male, and 47.0% were female. There were more male ministers than female ministers within each authorization category, except for commissioned ministers, of which there were 3.3 times the number of females compared to males. Eight male ministers possessed standing in the Congregational Christian Church only.

The national offices began tracking transgender/gender-variant authorized ministers in 2013. There were 10 active, non-retired authorized ministers who identified as transgender/gender-variant as of August 31, 2014, which constituted 0.1% of all active, non-retired authorized ministers.

GENDER OF ACTIVE, NON-RETIRED AUTHORIZED MINISTERS			
	FEMALE	MALE	TRANSGENDER/ GENDER-VARIANT
Ordained	3,074	3,367	8
Licensed	310	402	0
Dual Standing	99	237	1
Ordained Ministerial Partner	84	94	1
Commissioned	98	29	0
Congregational Christian	0	8	0
TOTAL	3,665	4,137	10
NUMBER OF ACTIVE, NON-RETIRED MINISTERS: 7,812 (MISSING = 11)			

FIGURE 12. GENDER OF ACTIVE, NON-RETIRED AUTHORIZED MINISTERS

# UNITED CHURCH OF CHRIST FEMALE MINISTERS

The number of active ordained female ministers increased significantly over the last decade, from 33.4% in 2004 to 47.7% in 2014. Over one third (37.5%) of all local church pastors (including senior pastors) were female, compared with over one-fourth (28.7%) ten years ago. Over half (55.3%) of co-pastors were female, and over two-thirds were associate / assistant pastors (68.0%) and interim / supply pastors (68.3%).

## REFLECTIONS

What do make of the significant increase in the number of female interim and supply pastors over the last decade? Does this increase point toward the continuing challenges that females face with regard to equal access and opportunity for more settled pastoral positions? What other factors might be affecting these dynamics?

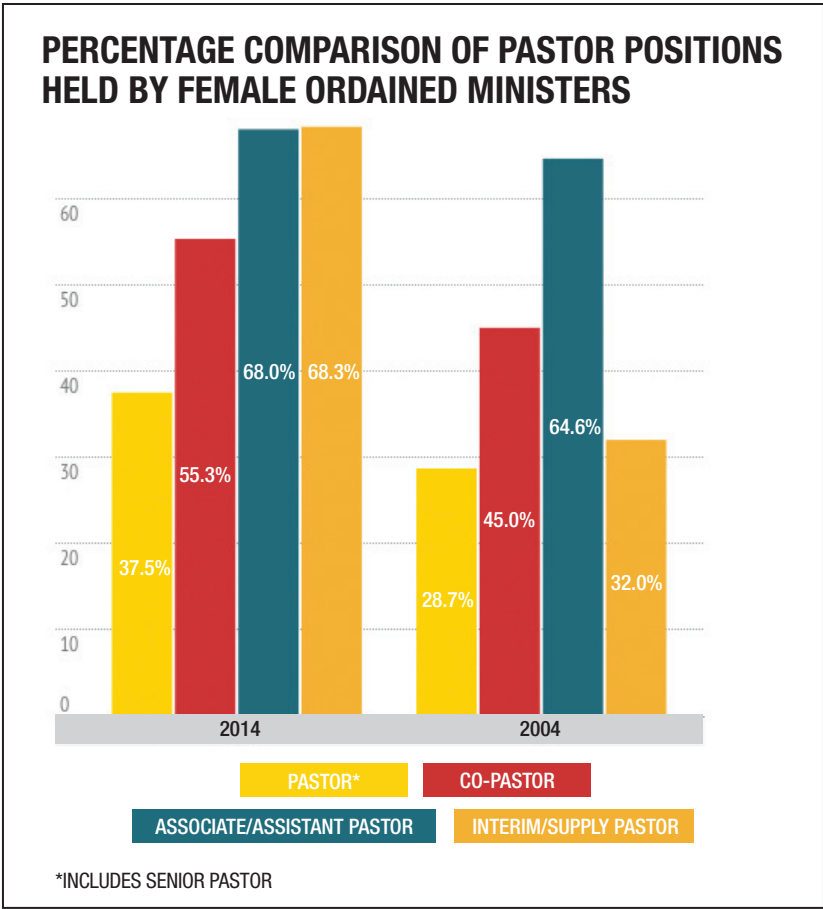


FIGURE 13. PERCENTAGE COMPARISON OF PASTOR POSITIONS – FEMALE MINISTERS

## STEWARDSHIP AND FINANCES

Totals for wider church stewardship and giving by local congregations of the United Church of Christ decreased over the past several years; however, there were increases in the number of congregations participating in certain areas.

For special offerings giving from local congregations, three of the four offerings experienced an increase in the number of participating congregations over the last decade. In 2003, 53.4% of churches participated in the Neighbors in Need offering; and participation increased by 4.6% in ten years. Even more striking, 22.9% of congregations participated in the Strengthen the Church Offering in 2003; and in 2013, 40.2% participated in this offering, a 17.3% increase in ten years. In addition, the Christmas Fund offering increased by 7.2% in the last decade.

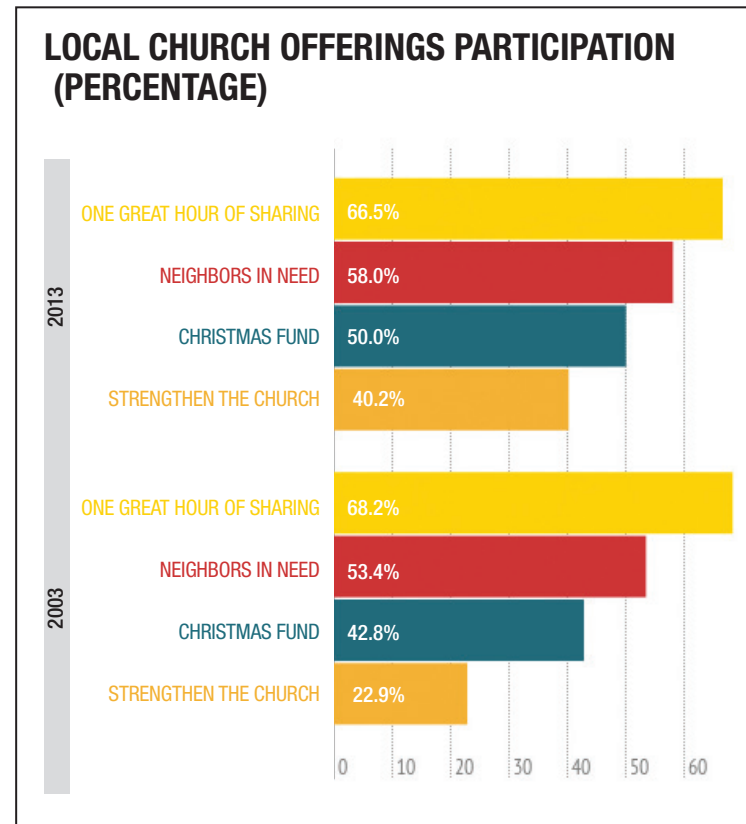


FIGURE 14. LOCAL CHURCH OFFERINGS PARTICIPATION (PERCENTAGE)

TOTAL MISSION SUPPORT

In overall mission support, the total increased from the previous year by \$2,440,988 (4.0%). Special support and other gifts from local congregations increased, while conference and national basic support decreased. Over the last four years (2009-2013), national basic support experienced the greatest decrease (-21.3%). Conference basic support decreased 8.3%, and other gifts decreased 3.9% in the same time period. Special support, however, experienced a net increase in the last four years (+2.6%).

REFLECTIONS

Does your congregation participate in the UCC's special offerings or provide other support through your conference or the national setting? Were there any special appeals that your congregations supported this past year? Why do you think mission support increased overall from 2012 to 2013?

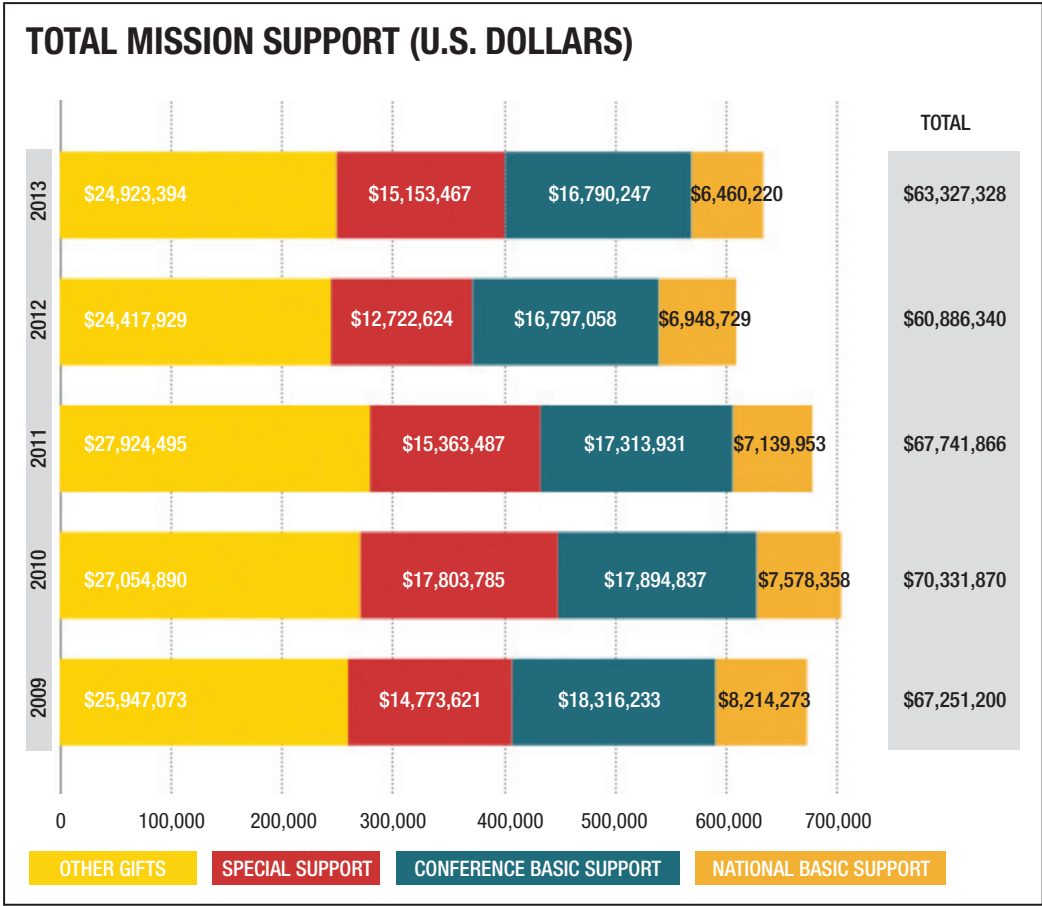


FIGURE 15. TOTAL MISSION SUPPORT (U.S. DOLLARS)

## UNITED CHURCH OF CHRIST GIVING TRENDS

Operating expenses for an average local congregation in 2013 were \$163,989; and average total income was \$262,213. Both the average expenses and income for local churches increased in the last decade from \$131,120 and \$180,101 in 2003, respectively.

Overall receipts for congregations of the United Church of Christ decreased from \$928,638,425 to \$923,757,089 in a period of four years (December 31, 2009 to December 31, 2013), which represented a 0.5% decrease. Capital expenses, however, increased by 4.9% in the same time period.

In the last decade, the distribution of the church dollar experienced some noticeable shifts. Current local expenses increased by \$.05 (+6.0%), and capital expenses decreased by \$.04 (-50.0%). Other gifts, special support, and conference basic support remained the same; and national basic support decreased to less than \$.01.

### TOTAL EXPENDITURES

	2013	2012	2011	2010	2009
Current Local Expenses	\$818,905,166	\$808,288,492	\$815,999,755	\$821,826,306	\$821,796,426
Total Mission Support	\$63,327,328	\$60,886,340	\$67,741,866	\$70,331,870	\$67,251,200
Capital Expenses	\$41,524,595	\$43,630,120	\$50,082,489	\$45,842,346	\$39,590,799
<b>TOTAL</b>	<b>\$923,757,089</b>	<b>\$912,804,952</b>	<b>\$934,824,110</b>	<b>\$938,000,522</b>	<b>\$928,638,425</b>

FIGURE 16. TOTAL EXPENDITURES

### CHANGING DISTRIBUTION OF THE CHURCH DOLLAR

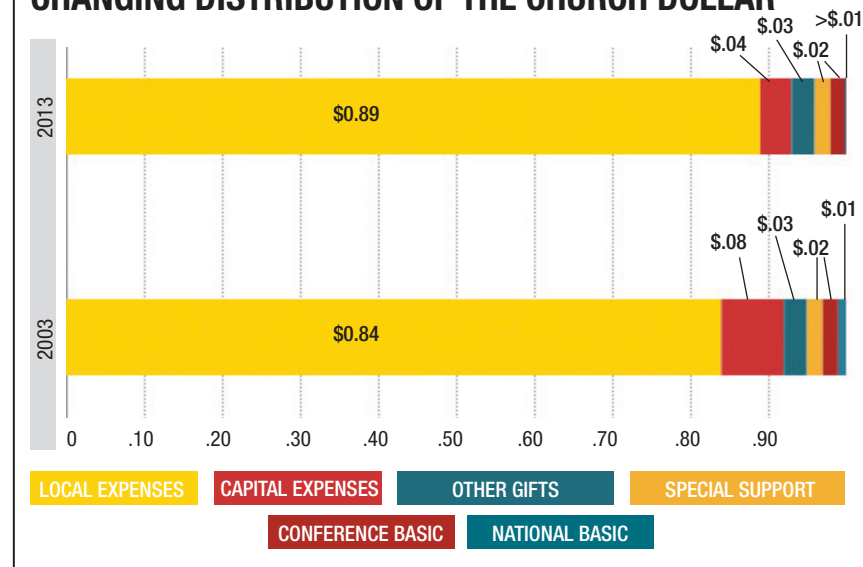


FIGURE 17. CHANGING DISTRIBUTION OF THE CHURCH DOLLAR

### REFLECTIONS

With increased demands on local churches to maintain buildings and provide salaries for pastors and other staff, how does your congregation balance internal expenses versus mission giving to the wider church and other organizations? How do your vision and/or mission inform the decisions your church makes around its budget?

## SPECIAL REPORT: MINISTERIAL EMPLOYMENT AND COMPENSATION

In total, 2,644 active congregations with full UCC standing (52.2% of all active congregations with full standing) provided ministerial compensation information for 2013. Though this information does not represent all UCC congregations, it provided data from which generalizations could be made about the overall status of ministerial employment and compensation within the denomination.

From these records, percentages of church staff positions and their employment statuses within congregations were determined. For lead minister positions, 87.3% of congregations had pastor positions, 8.4% of congregations had interim pastor positions, 5.8% had senior pastors, 3.1% had co-pastors, and 2.7% had supply pastors.

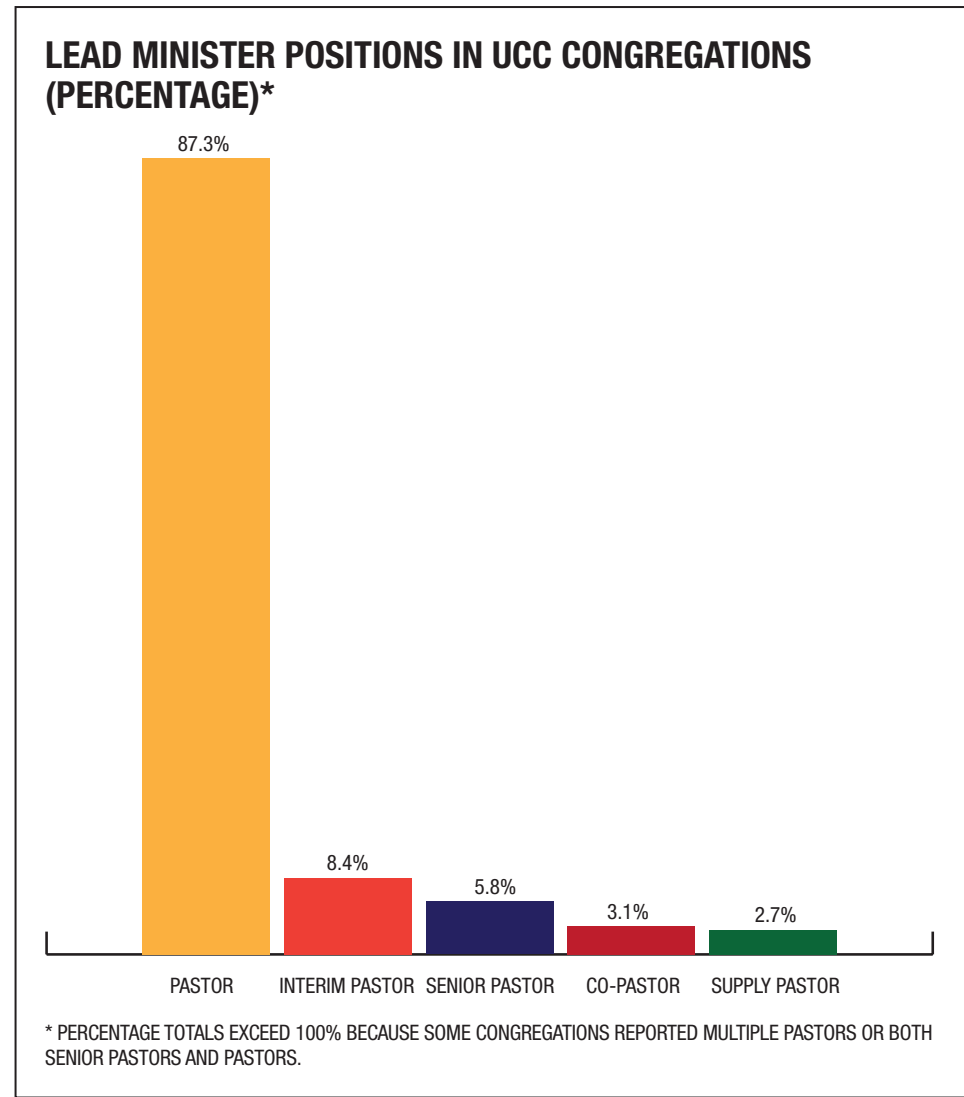


FIGURE 18. LEAD MINISTER POSITIONS IN UCC CONGREGATIONS (PERCENTAGE)

## OTHER CHURCH STAFF POSITIONS

For other church staff positions, 10.6% of congregations had associate / assistant pastors. In addition, 0.7% of congregations each reported compensation information for youth ministers, music ministers, and directors of Christian education / faith formation, respectively, for a total of 2.1% of all reporting congregations. This percentage, however, may not accurately represent the total percentage of these types of positions in congregations, as it was suspected that reporting was underrepresented in these areas since such positions are often part-time, hourly roles held by laypersons. In addition, 1.4% of congregations had other local church positions that did not fit any of the existing categories for church staff roles.

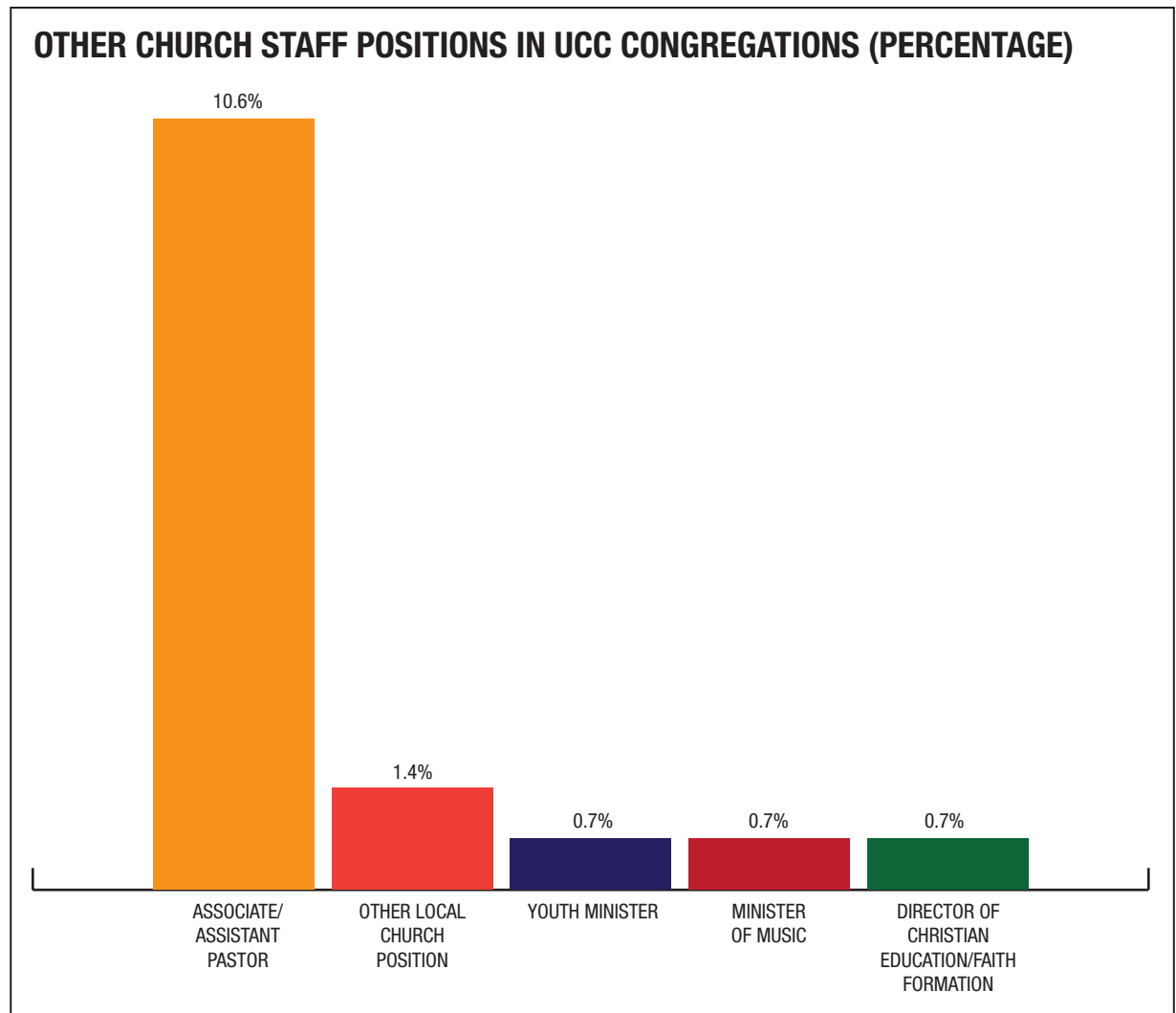


FIGURE 19. OTHER CHURCH STAFF POSITIONS IN UCC CONGREGATIONS (PERCENTAGE)

## FULL- AND PART-TIME POSITIONS IN LOCAL CONGREGATIONS

Regarding full-time and part-time status for various local church positions, nearly two-thirds (64.6%) of all pastor positions were full-time and over one-third were part-time (35.4%). For senior pastors, a greater percentage (92.8%) was full-time since most of these roles involve larger, multiple-staff congregations. Inversely, only 26.8% of co-pastors were full-time. About one-half of all interim pastor positions (52.0%) were full-time, as were one-half of all associate/assistant pastor positions (50.4%). A majority of supply pastor, music minister, and other local church positions were part-time; and exactly one-half of youth minister positions were part-time.



FIGURE 20. FULL- AND PART-TIME EMPLOYMENT BY POSITION (PERCENTAGE)

## SALARIES FOR LOCAL CHURCH POSITIONS

For full-time pastors, the overall average salary was \$38,855; and for part-time pastors, the average salary was \$20,104 (with both figures excluding housing allowance and other benefits). For full-time senior pastors, the average salary was \$50,169; and for part-time senior pastors, average salary was \$30,434.

### REFLECTIONS

What expectations might congregations have for a full-time pastor versus a part-time pastor? In reviewing your congregation's salaries for pastors and other ministry staff, do you believe their current duties and time spent on ministry tasks are congruent their employment status (full-time or part-time) and compensation? Why or why not?

AVERAGE SALARIES FOR LOCAL CHURCH POSITIONS (U.S. DOLLARS)		
	FULL-TIME	PART-TIME
Senior Pastor	\$50,169	\$30,434
Pastor	\$38,855	\$20,104
Co-Pastor	\$42,129	\$18,778
Associate/Assistant Pastor	\$36,974	\$16,519
Interim Pastor	\$40,091	\$21,766
Supply Pastor	*	\$10,765
Youth Minister	\$32,080	\$18,620
Minister of Music	*	\$11,957
Director of CE/Faith Formation	*	\$17,804
Other Local Church Position	*	\$14,247
*THERE WERE NOT ENOUGH FIGURES IN THIS CATEGORY TO PROVIDE AN ACCURATE AVERAGE STATISTIC.		

FIGURE 21. AVERAGE SALARIES FOR LOCAL CHURCH POSITIONS (U.S. DOLLARS)

## MINISTERIAL COMPENSATION BY MEMBERSHIP SIZE

Regarding housing compensation configurations for local church minister positions, three in ten (31.9%) congregations provided a parsonage; whereas, six in ten (61.2%) congregations provided housing allowance. Of those pastors who were provided parsonages, 78.7% were full-time and 21.3% were part-time. Of the pastors provided with housing allowance, 69.0% were full-time and 31.0% were part-time.

When separated by membership size, averages of full-time pastor compensation increased as membership increased. For instance, average salary and housing allowance for congregations with 1-50 members was \$37,175 in total. For congregations with 151-200 members, this total figure increased to \$53,059. For the UCC's larger congregations (over 400 members), average salary and housing allowance was \$78,892.

A detailed table of average salary and housing allowance by position, employment status, and membership can be found in Appendix B.

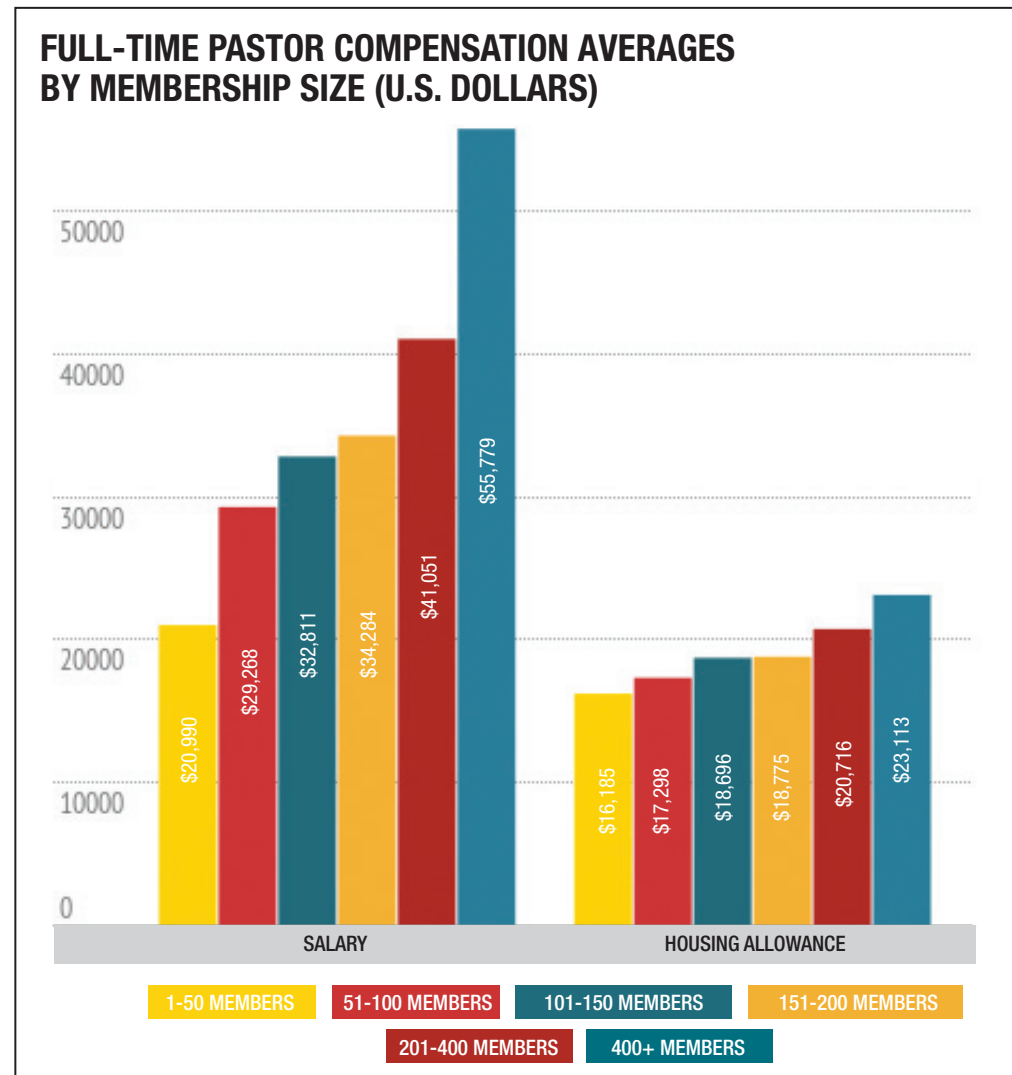


FIGURE 22. FULL-TIME PASTOR COMPENSATION AVERAGES BY MEMBERSHIP SIZE

## MINISTERIAL COMPENSATION BY REGION

When comparing full-time pastor compensation by region (excluding all other church staff positions), the greatest differences were visible in the New England and Southern regions. Average salaries for full-time pastors in New England were \$9,303 greater than in the Southern region, and all other regional average salaries fell in between these two averages.

A detailed table of average salary and housing allowance by position, employment status, and region can be found in Appendix C.

### REFLECTIONS

How do the compensation and benefits your congregation provides to its pastor(s) or other ministry staff compare with averages in your region? How about when the figures are compared to other congregations of similar membership size?

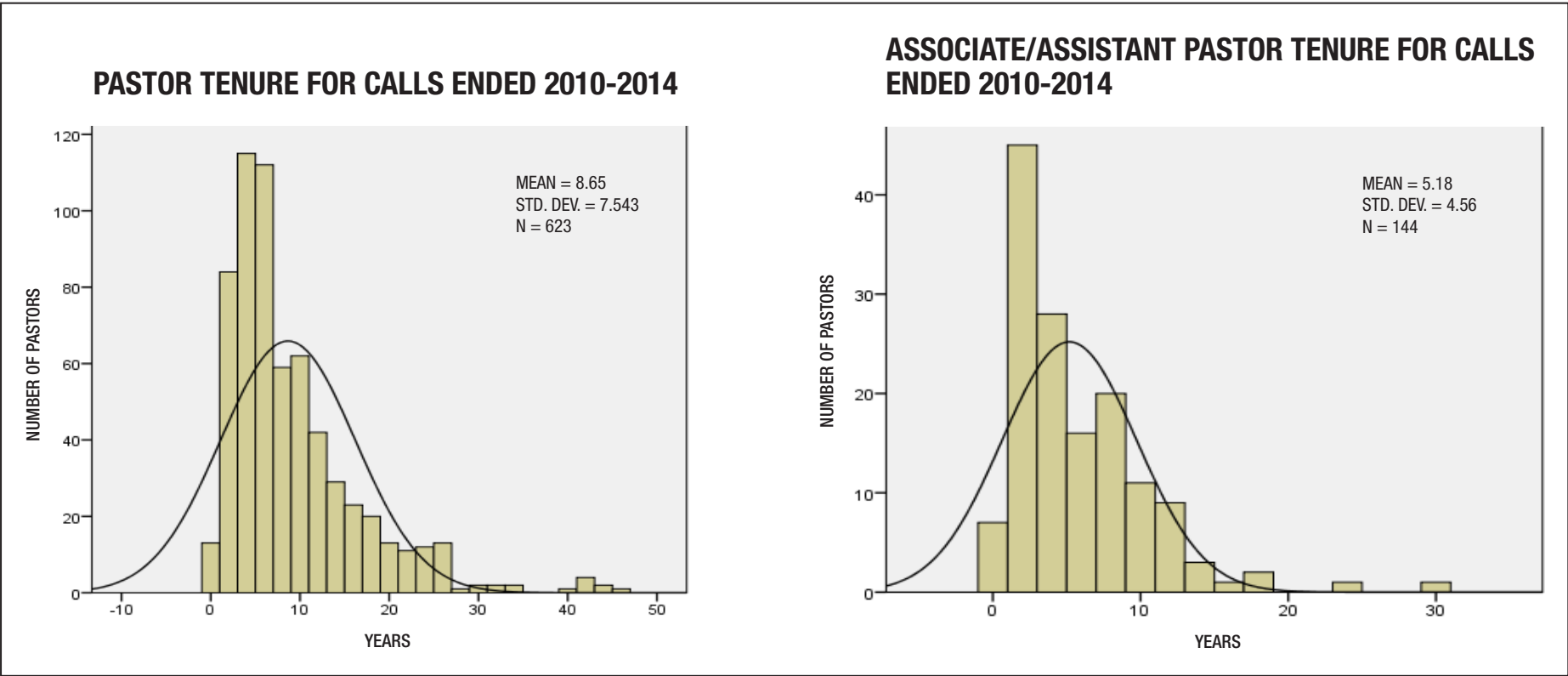
**FULL-TIME PASTOR COMPENSATION AVERAGES BY REGION  
(U.S. DOLLARS)**



FIGURE 23. FULL-TIME PASTOR COMPENSATION AVERAGES BY REGION

PASTORAL TENURE

From January 2010 through August 31, 2014, the tenures of 623 pastors and 144 associate / assistant pastors in UCC congregations ended, according to database records. The average length of tenure for pastors within this time period was approximately 8 ½ years (8.65 years). For associate or assistant pastors, the average length of tenure was a little over 5 years (5.18 years).



SPECIAL REPORT: NEW CONGREGATIONS IN THE UNITED CHURCH OF CHRIST

In 2013, a multi-denominational study of new and renewing congregations was conducted by Dr. Marjorie Royle through the Congregational Assessment, Support and Advancement (CASA) Team of the United Church of Christ and the Center for Progressive Renewal. The results below were from the survey sample of new UCC congregations and were compiled by Dr. Royle. Results were based on responses from a sample group of 85 newly planted congregations in the UCC since 2006.

In comparing ministry models for new UCC congregations, 52% utilized an alternative model of ministry such as an emerging church or seeker ministry model. Often, they worshiped at a time other than Sunday morning and in a place other than a traditional sanctuary. Overall, 23% were similar in ministry style to traditional UCC churches. The majority of members in 10% of these new congregations were from new immigrant communities, while 8% were primarily African-American and 6% were multi-racial/multi-ethnic.

In general, new congregations attracted new and younger members than other congregations. Of these members, on average, 15% were under 18, 17% were 18 to 35, 26% were 35 to 49, 24% were 50 to 65, and 17% were over 65. When compared with data gathered from a general sample of UCC congregations through the Faith Communities Today (FACT) 2010 Survey, on average, there were fewer members in congregations under age 50 (36% of all members) and significantly more members over age 65 (41% of all members).

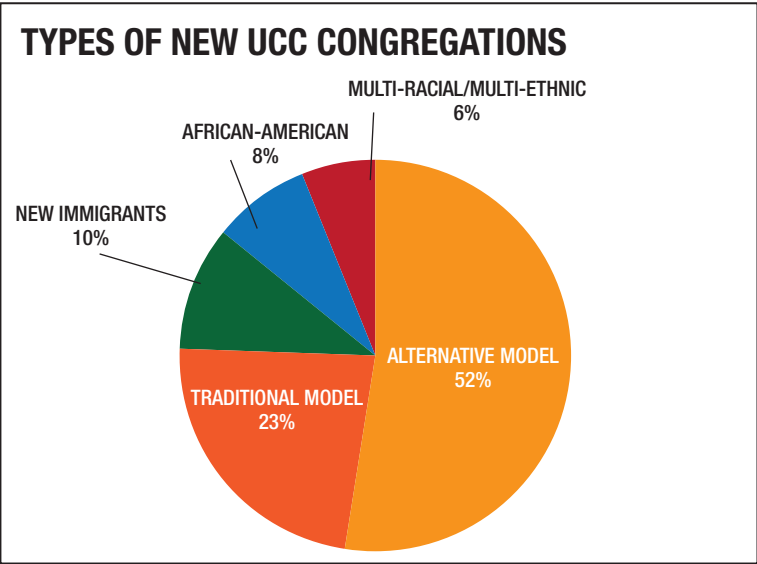


FIGURE 24. TYPES OF NEW UCC CONGREGATIONS

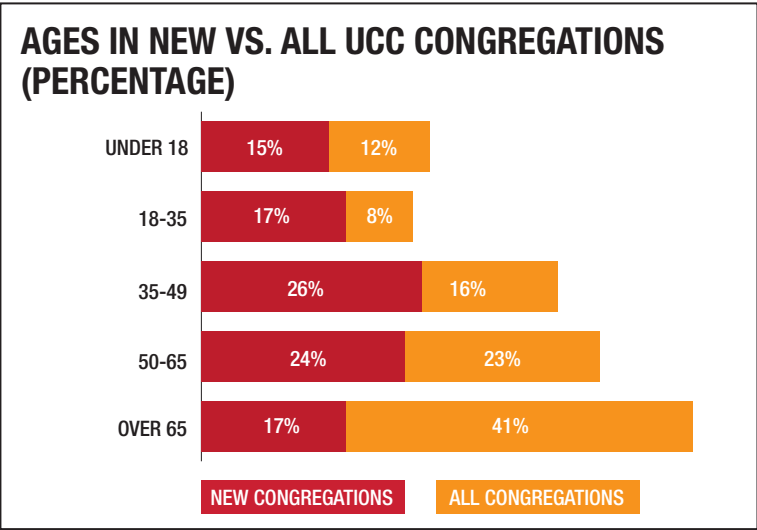


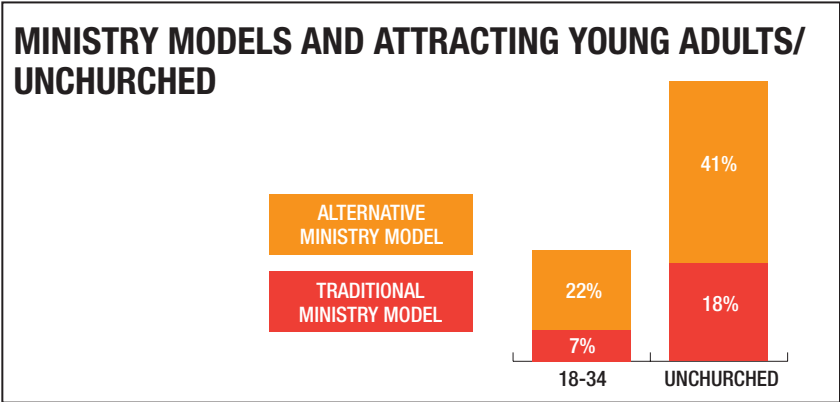
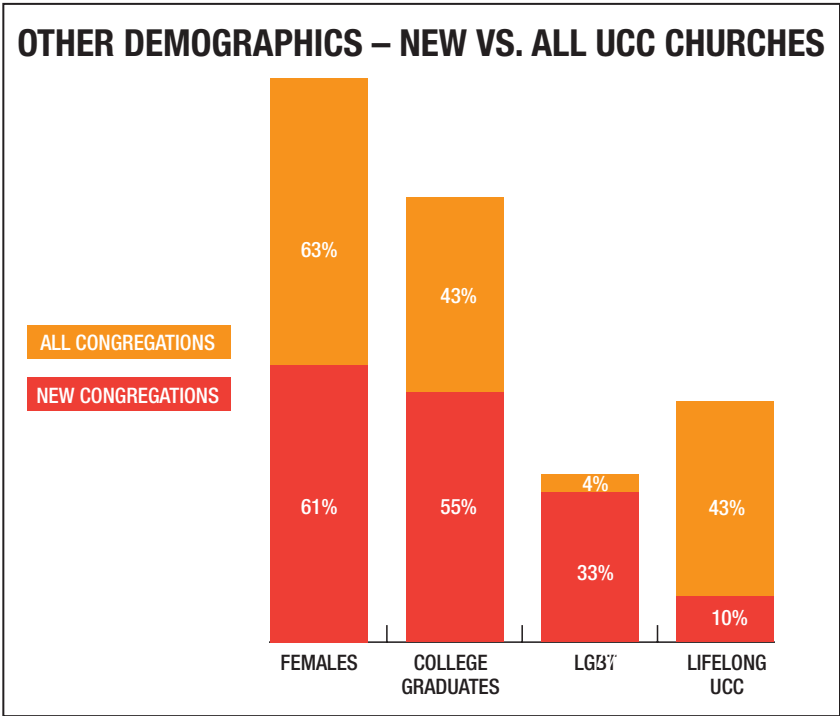
FIGURE 25. AGES IN NEW VS. ALL CONGREGATIONS

## DEMOGRAPHICS AND MINISTRY MODELS

In analyzing other membership demographics of new congregations, 61% were female, 55% were college graduates, and 33% were LGBT. Only 10% of members of new congregations were lifelong UCC (or predecessor denominations). Additionally, 16% of members were former Roman Catholics; and 31% were previously unchurched individuals.

Statistics gathered from a general sample of UCC congregations through the Faith Communities Today (FACT) 2010 Survey indicated that, on average, 63% of UCC members were female, 43% were college graduates, and 4% were LGBT. Four in ten members (43%) of UCC congregations were lifelong UCC (or predecessor denominations).

Generally, different ministry models of new congregations attracted different types of people. For new UCC congregations, alternative ministry models attracted a greater percentage of young adults (18-34) than traditional models (7%). Alternative models in new congregations also attracted a greater percentage of unchurched individuals (41%) than traditional models (18%).



### REFLECTIONS

What ministry model does your congregation utilize, and how does the membership of your congregation compare with the membership of new congregations? What other factors might affect membership and participation demographics for your congregation?

FIGURE 26. OTHER DEMOGRAPHICS NEW VS. ALL CHURCHES

FIGURE 27. MINISTRY MODELS & ATTRACTING YOUNG ADULTS/ UNCHURCHED

## TRANSFORMATION AND SUCCESS FACTORS

**New church pastors shared examples of new light breaking forth as a result of their ministries. Some of their sentiments included the following:**

- ➔ I see lighter hearts and bigger hearts in our community, deeper friendships, and people more willing to serve and make a difference. Folks are more generous and eager to serve in the midst of their daily living. Our congregation has become a bright spot in the community and folks know that they can make a difference in and through the church.
- ➔ Family...we are a family to those without a family (whether they don't have a biological family or they feel disconnected from them). We are a safe place where people share life - the good, the bad, the ugly and everything in between. Our focus on BEing the church through experiencing and sharing God's remedy in everything we do has resonated with many people.
- ➔ Lives are being changed. Youth are getting out of poverty. Supportive adults are leading lives transformed by the Gospel of Jesus Christ.

**New church pastors were asked to what they attributed their success, and many shared important insights like:**

- ➔ Prayer and commitment!
- ➔ A liturgy that draws people in, offers them hospitality, and encourages them to be right where they are, spiritually.
- ➔ Tons of support from the sponsoring congregation. A mission developer with lots of energy, a strong commitment to and knowledge of the neighborhood, and lots of connections and support from around the city.
- ➔ Started with adequate momentum. Had a clear vision of the nature of the church our target audience would be interested in connecting with, and had people with the right skills to execute.
- ➔ The biggest factor would be the balanced and integrated faith formation programs for / with lay members between spiritual practices and active engagement to social justice practices.

## APPENDIX A: SUMMARY OF UCC ORDAINED MINISTERS BY CLASSIFICATION (2004-2013)

Classification	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Pastors*	3,578	3,481	3,410	3,339	3,258	3,264	3,167	3,064	3,049	3,017
Other Pastors**	503	482	482	480	459	427	405	416	445	453
Pastor Emeriti	358	330	297	259	219	191	182	153	194	128
Retired	3,084	3,157	3,245	3,346	3,424	3,496	3,586	3,650	3,602	3,673
Denominational Work	179	184	182	172	162	158	188	147	148	137
Ecumenical Work	47	46	38	41	42	42	46	43	40	40
Missionaries / Chaplains / Campus Ministers	528	556	606	637	641	670	684	714	714	720
Educational Work	176	177	178	177	176	169	157	148	148	150
Other Religious Work	74	69	66	66	74	75	80	76	71	79
Other Professions***	345	335	326	322	315	292	278	285	265	250
Serving Churches of Another Denomination	191	189	184	196	202	193	192	188	199	198
All Others****	1,192	1,225	1,254	1,184	1,229	1,214	1,209	1,212	1,183	1,170
<b>Total</b>	<b>10,255</b>	<b>10,231</b>	<b>10,268</b>	<b>10,219</b>	<b>10,201</b>	<b>10,191</b>	<b>10,174</b>	<b>10,096</b>	<b>10,058</b>	<b>10,015</b>

\* Pastors includes Senior Pastors

\*\* Other Pastors includes Associate / Assistant Pastors, Youth Ministers, Directors of Christian Education / Faith Formation, Ministers of Music, and Other Local Church Positions

\*\*\* Other Professions includes Health and Welfare workers in UCC Institutions and Pastoral Counselors

\*\*\*\* Unclassified and Leave of Absence

## APPENDIX B: 2013 AVERAGE SALARY AND HOUSING ALLOWANCE BY CHURCH POSITION, EMPLOYMENT STATUS AND MEMBERSHIP (U.S. DOLLARS)

Position	Employment Status	Membership	Salary	Housing Allowance
Pastor	Part-Time	1-50	12,466	9,351
		51-100	21,232	12,117
		101-150	23,156	12,530
		151-200	24,421	12,386
		201-400	28,081	15,771
		401+	38,757	15,865
Senior Pastor	Full-Time	51-100	29,268	17,298
		101-150	32,811	18,696
		151-200	34,284	18,775
		201-400	41,051	20,716
		401+	55,779	23,113
		151-200	33,363	32,306
Co-Pastor	Part-Time	201-400	43,278	27,414
		401+	57,801	26,900
	Full-Time	51-100	12,069	8,780
		101-150	19,374	13,546
		201-400	28,873	7,800
		401+	26,992	13,926
Associate / Assistant Pastor	Part-Time	151-200	36,889	14,849
		201-400	27,496	19,908
		401+	49,620	25,246
	Full-Time	201-400	14,941	13,968
		401+	22,241	14,184
		201-400	31,003	22,628
Interim Pastor	Part-Time	401+	39,365	22,160
	Full-Time	51-100	17,687	13,737
		101-150	21,902	15,832
		151-200	22,113	11,471
		201-400	21,370	14,733
		401+	34,331	8,185
Supply Pastor	Part-Time	101-150	30,724	12,700
		151-200	32,968	18,220
		201-400	40,312	16,985
		401+	47,214	22,057
	Full-Time	1-50	6,066	4,709
		51-100	10,825	8,544
		101-150	15,390	0

Notes: A zero ("0") indicates that churches within that membership range did not report figures for a particular category. Additionally, representative average figures were not available for certain membership categories due to the limited number of churches that reported from those categories.

## APPENDIX C: 2013 AVERAGE SALARY AND HOUSING ALLOWANCE BY CHURCH POSITION, EMPLOYMENT STATUS AND REGION (U.S. DOLLARS)

Position	Employment Status	Region	Salary	Housing Allowance
Pastor	Part-Time	Great Lakes	18,394	9,978
		Middle Atlantic	18,931	10,261
		New England	25,458	14,205
		Southern	18,964	13,243
		Western	20,655	19,175
		West Central	16,499	8,440
	Full-Time	Great Lakes	38,390	18,717
		Middle Atlantic	39,224	18,163
		New England	43,018	22,187
		Southern	33,715	20,435
		Western	35,228	25,005
		West Central	38,207	14,955
Senior Pastor	Full-Time	Great Lakes	47,820	21,217
		Middle Atlantic	59,933	19,657
		New England	53,982	29,006
		Southern	36,385	29,365
		Western	44,921	32,817
		West Central	54,369	26,582
Co-Pastor	Part-Time	Great Lakes	22,816	10,833
		Middle Atlantic	21,060	12,147
		Western	13,952	14,021
		West Central	19,049	0
	Full-Time	Great Lakes	38,541	18,402
		New England	45,508	14,849
		Great Lakes	13,246	11,232
		Middle Atlantic	18,333	12,217
Associate / Assistant Pastor	Part-Time	New England	18,354	18,424
		Southern	11,438	7,778
		Western	20,887	13,955
		West Central	17,094	6,396
		Great Lakes	34,829	20,611
		Middle Atlantic	33,838	20,395
	Full-Time	New England	41,722	25,054
		Western	33,159	25,469
		West Central	40,030	17,519
		Great Lakes	19,943	14,389
Interim Pastor	Part-Time	Middle Atlantic	22,104	8,647
		New England	24,934	18,489
		Western	26,755	16,374
		West Central	15,699	7,651

Notes: A zero ("0") indicates that churches within that membership range did not report figures for a particular category. Additionally, representative average figures were not available for certain regions due to the limited number of churches that reported from those regions.

## NOTES

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## NOTES

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## NOTES

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## QUICK SUMMARY OF UCC STATISTICS

### MEMBERSHIP AND PARTICIPATION

Congregations: 5,116\*  
Members: 979,239  
Average Membership: 193  
Average Worship Attendance: 79  
Average Confirmations: 4  
Average Confessions: 4  
Average Transfers In: 3  
Average Reaffirmations: 5  
Average Deaths: 5  
Average Transfers Out: 3  
Average Child Baptisms: 3  
Average Adult Baptisms: 1  
Christian Education/Faith Formation Program: 53.0%  
Youth Program: 27.8%  
Open and Affirming: 22.8%  
Accessible: 82.7%  
Web URL / Web Presence: 62.0%

\* THE NUMBER OF CONGREGATIONS INCREASES TO 5,245 IF SCHEDULE 1 AND 2  
CONGREGATIONS ARE INCLUDED. CALCULATIONS ON STEWARDSHIP AND FINANCES  
INCLUDE SCHEDULE 1 AND 2 CHURCHES.

### RACE/ETHNICITY

White/Euro-American	87.2%
African-American	4.7%
Asian/Pacific Islander	3.8%
Hispanic/Latino	0.6%
Native American	0.5%
Bi-Racial/Multi-Racial and Other	3.2%

### STEWARDSHIP AND FINANCES

Average Basic Support: \$4,544 – 77.6%  
Average Special Support (Conference): \$2,524 – 79.0%  
Average Special Support (National): \$1,884 – 21.7%  
Average Total OCWM: \$7,352 – 85.5%  
Average One Great Hour of Sharing: \$694 – 66.5%  
Average Neighbors in Need: \$423 – 58.0%  
Average Christmas Fund: \$520 – 40.2%  
Average Strengthen the Church: \$254 – 40.2%  
5 for 5 Churches: 30.7%  
Average Other Gifts: \$10,550  
Average Operating Expenses: \$163,989  
Average Total Income: \$262,213

The United Church of Christ is an evolving movement of people and institutions across location and time. This profile provides a general statistical overview of the state of the denomination and offers a closer look at church location, size, membership, ministerial demographics, and overall income and expenses. Information is drawn primarily from data reported to the national offices annually for the production of the *UCC Yearbook & Directory*.

Research from the United Church of Christ  
**Center for Analytics, Research and Data (CARD)**  
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**UNITED CHURCH  
OF CHRIST**

