

# INSIGHTS & IDEAS

## Centennial Conversations

### Minneapolis

### Demographics of the Changing Church

1917 – 2017

A Century of Service

and Benefits for

the Episcopal Church

## CPG Centennial Video

<https://vimeo.com/210302741>

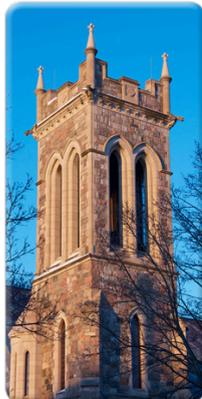




1917 – 2017  
A Century of Service  
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the Episcopal Church



# The Demographics of a Changing Church



**Matthew J. Price**  
Senior Vice President, Research and Data  
Church Pension Group

November 3, 2017

# Research and Data at CPG



## Benefits Administrator

- Demographics
- Employment
- Compensation
- Dependents



## Recorder of Ordinations

- Ordinations
- Receptions
- Canonical transfers, removals, and deaths



## Uncollected Data

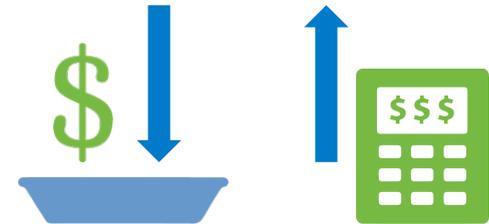
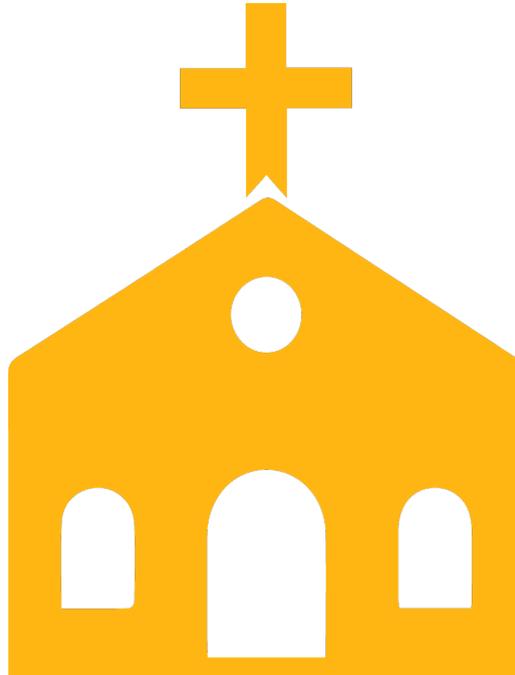
- Race
- Ethnicity
- Sexual orientation

# Five Trends

# 1. Resource Constraints



- ▶ Fewer members per congregation
- ▶ Aging congregations



- ▶ Static pledge and plate income
- ▶ Rising costs

## 2. New Ways of Doing Ministry



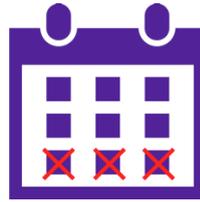
Part-time  
employment



At multiple  
employers



Work  
outside  
TEC



Interrupted  
service



Non-linear  
compensation  
patterns

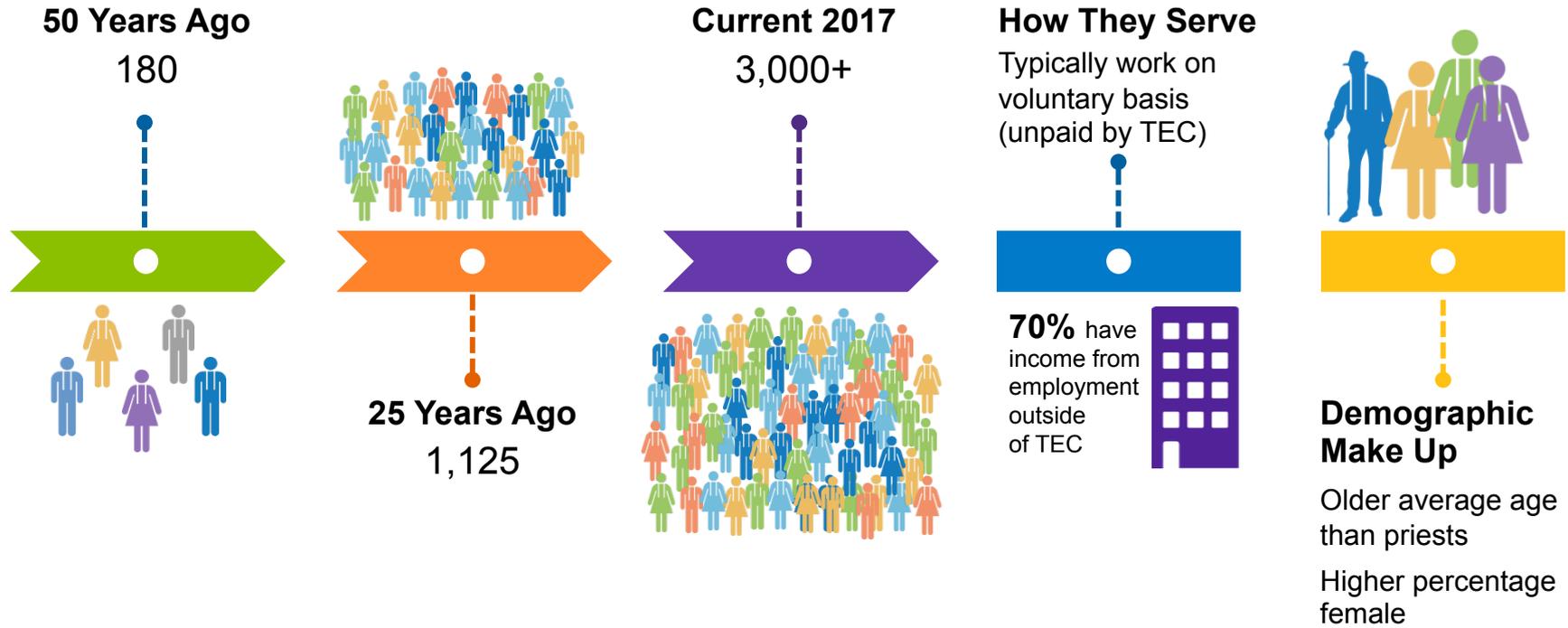


Blurred line  
between  
active and  
retired

► **Disproportionately female**

► **Older age at ordination**

### 3. Growing Presence of Deacons

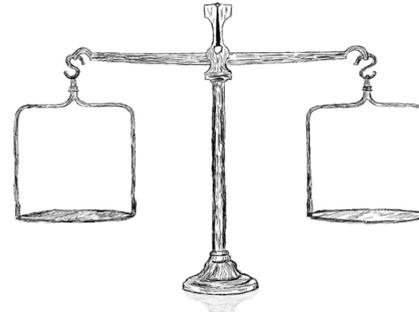


## 4. Lay Employees are Ministers Too!



### General Convention mandates

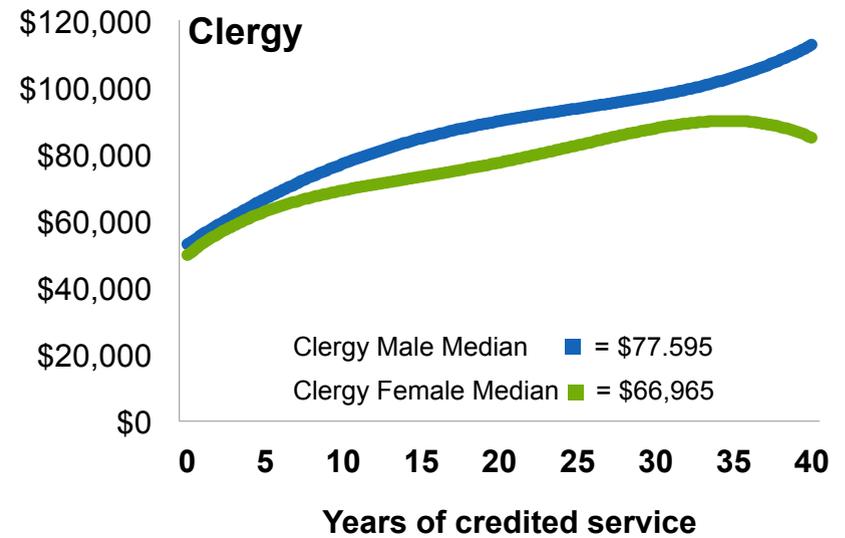
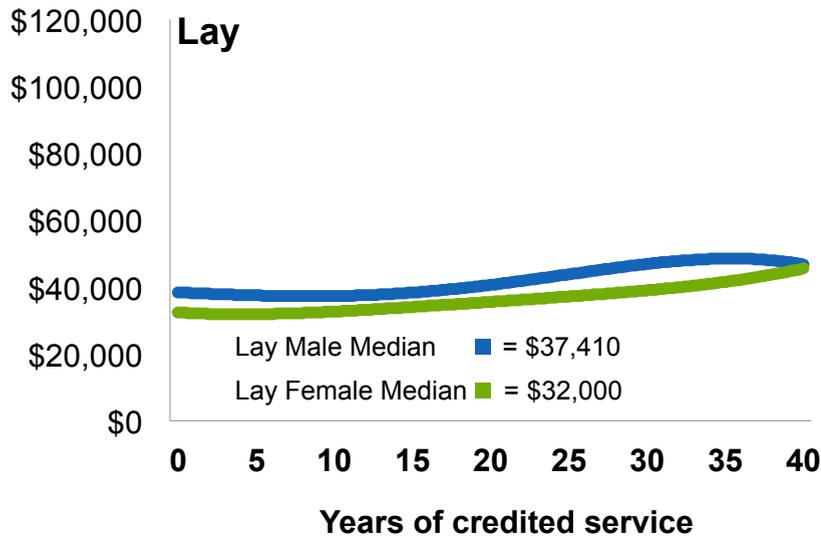
- Pensions
- Health benefits



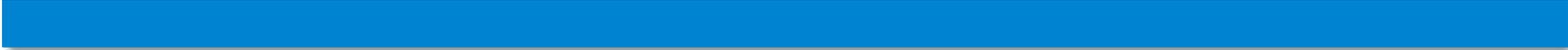
**Equity issues remain**

## 5. Men Earn More than Women by ~14%

### True for Both Lay Employees and Clergy



■ Females ■ Males



## Disclaimer

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**Evangelical Lutheran  
Church in America**

God's work. Our hands.

# Demographics of a Changing Church

**Kenneth W. Inskip**

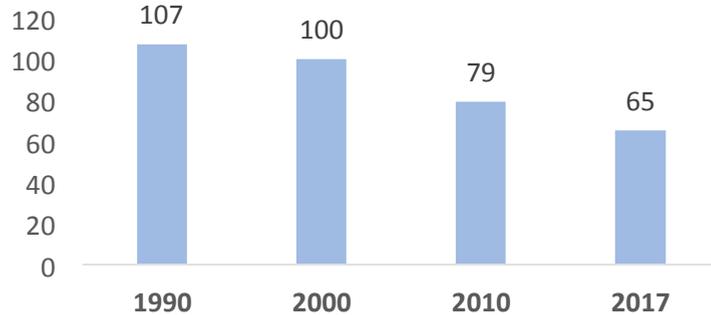
Director for Research and Evaluation, Office of the Presiding Bishop  
The Evangelical Lutheran Church in America

**Insights & Ideas**

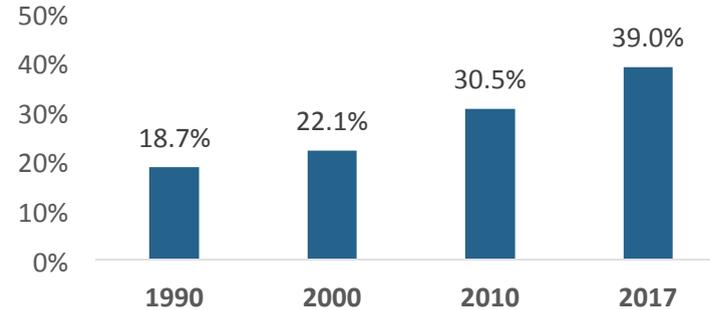
November 3, 2017

# The Size of ELCA Congregations

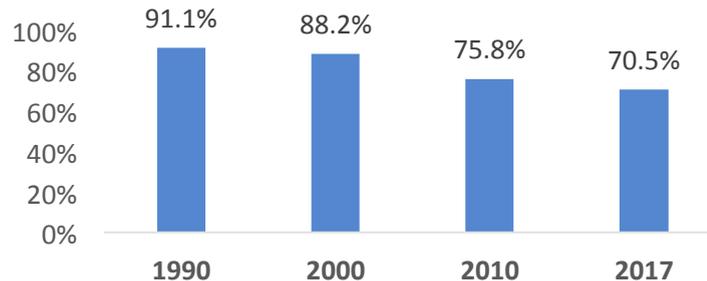
### Median Worship Attendance



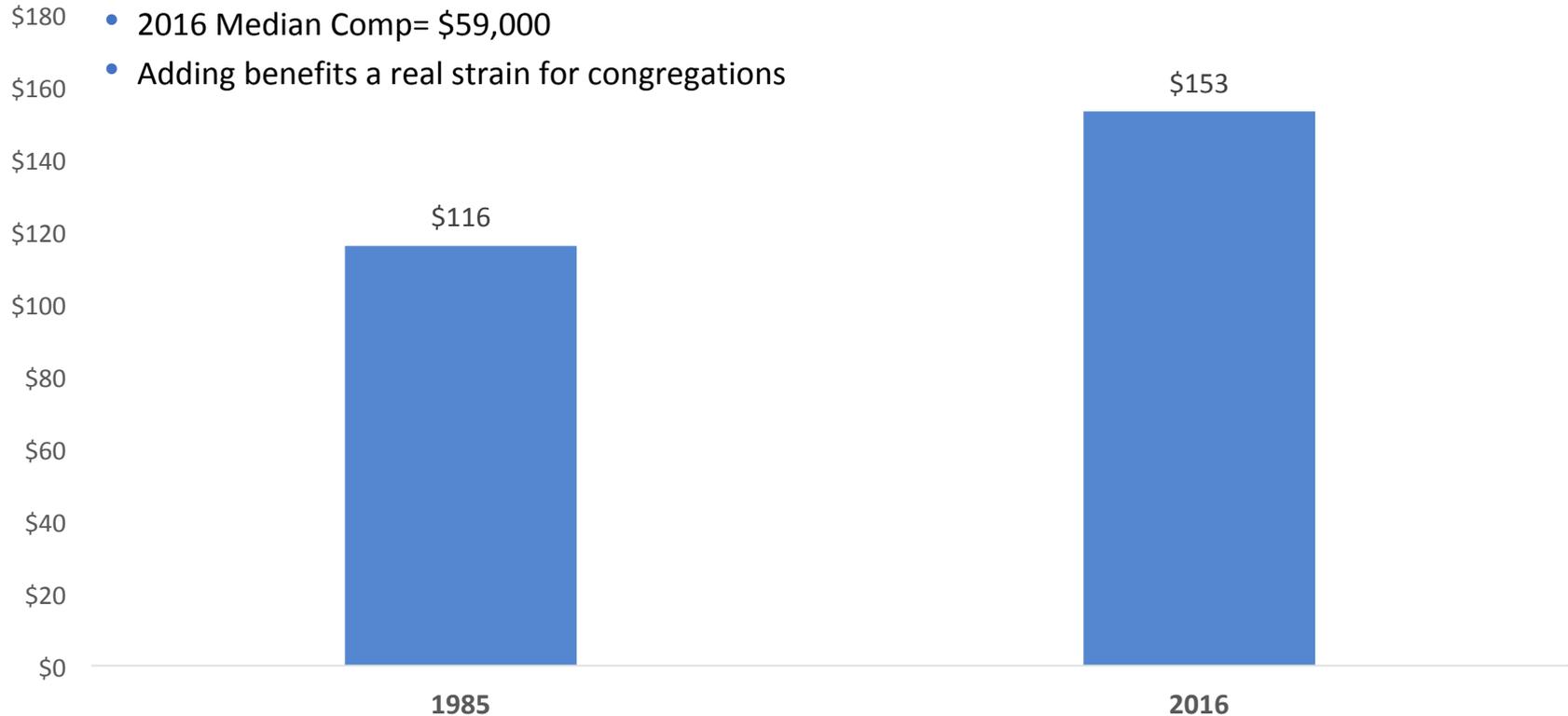
### 50 or Fewer in Worship



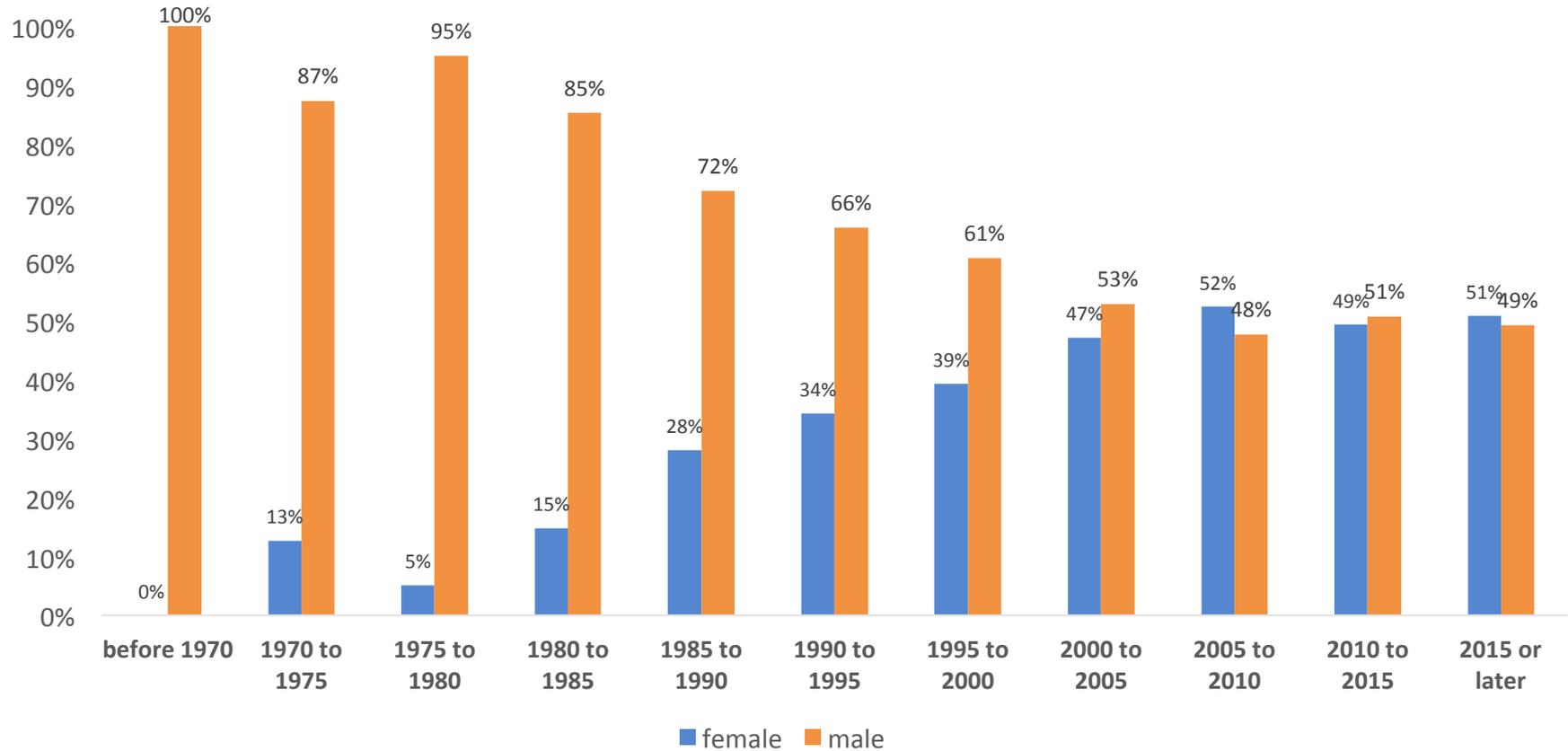
### Percent of Congregations with Called Pastors



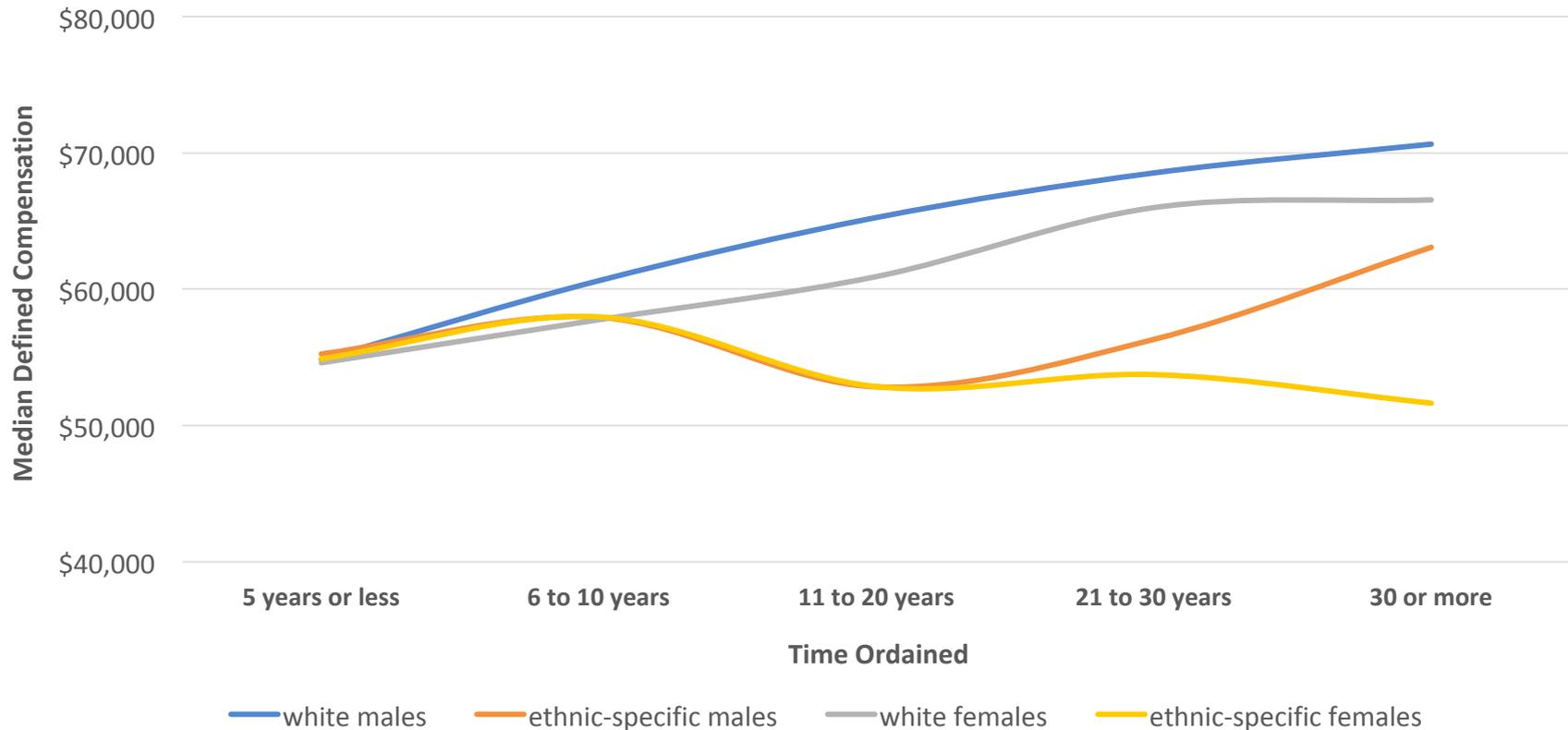
# Compensation Dollars per Member 1985 to 2016 (In 2016 Dollars)



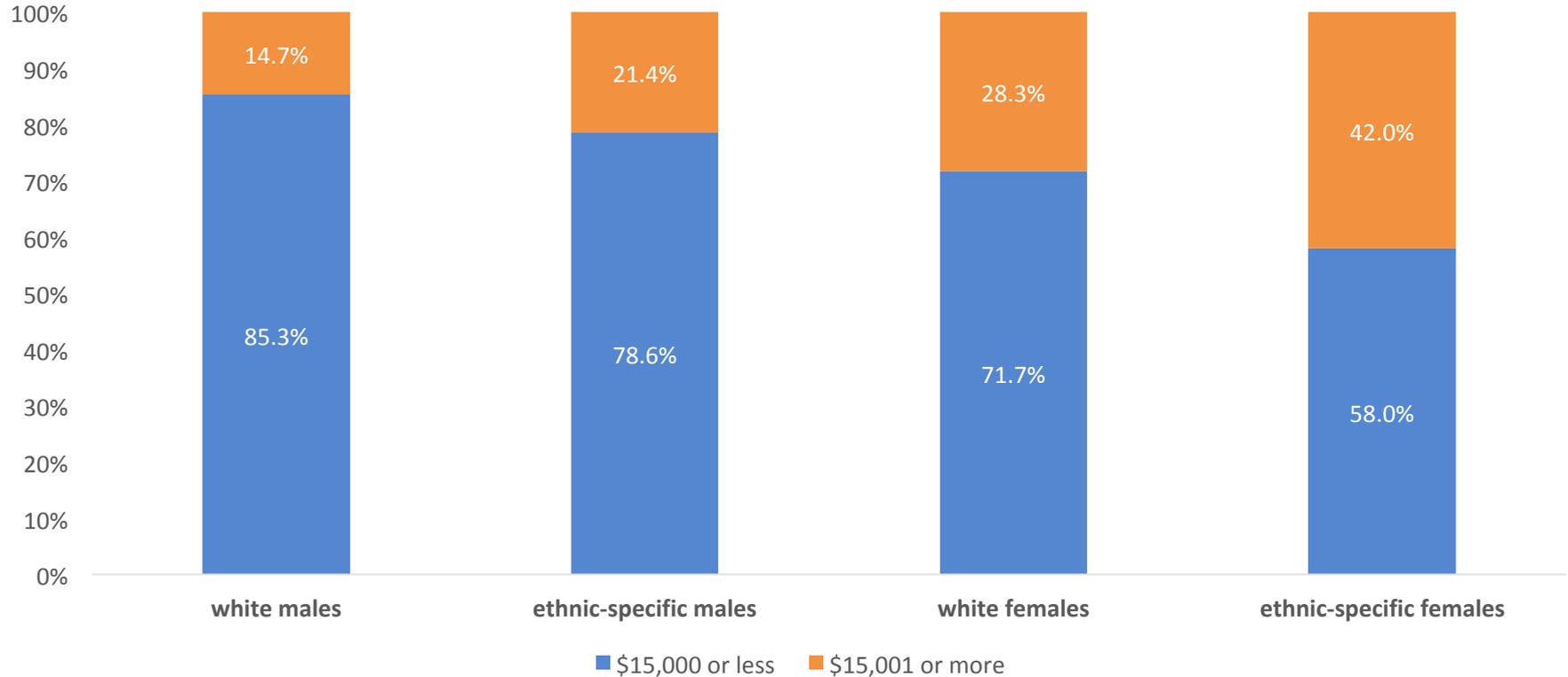
# Ordinations by Gender



# Compensation by Time Ordained



# Current Educational Debt for ELCA Clergy by Gender and Race/Ethnicity



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