

INSIGHTS & IDEAS

Centennial Conversations

San Francisco

Demographics of the Changing Church

1917 – 2017
A Century of Service
and Benefits for
the Episcopal Church

CPG Centennial Video

<https://vimeo.com/210302741>

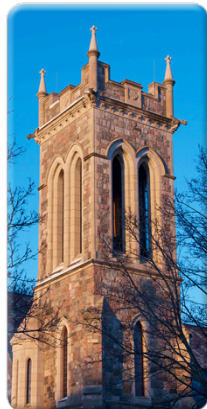




1917 – 2017
A Century of Service
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The Demographics of a Changing Church



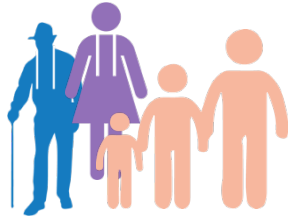
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February 7, 2018
Insights & Ideas, San Francisco

Research and Data at CPG



Benefits Administrator

- Demographics
- Employment
- Compensation
- Dependents



Recorder of Ordinations

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



Uncollected Data

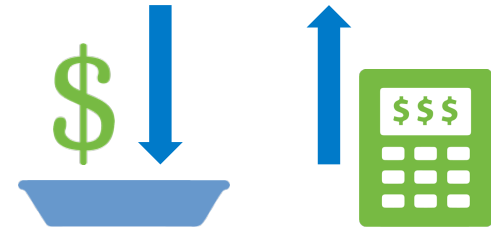
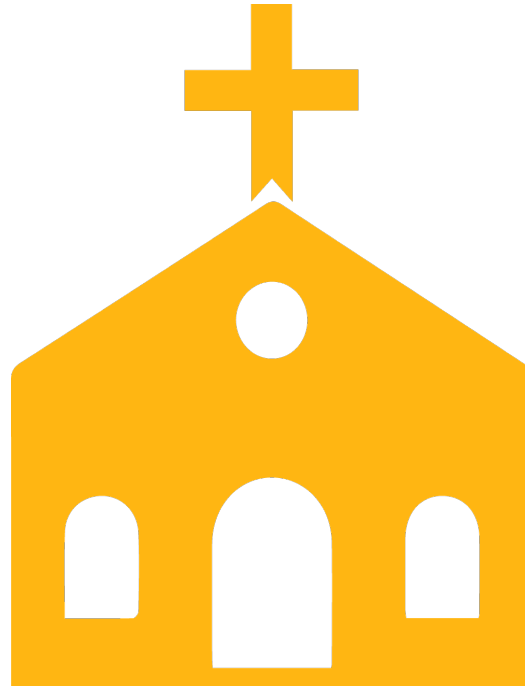
- Race
- Ethnicity
- Sexual orientation

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

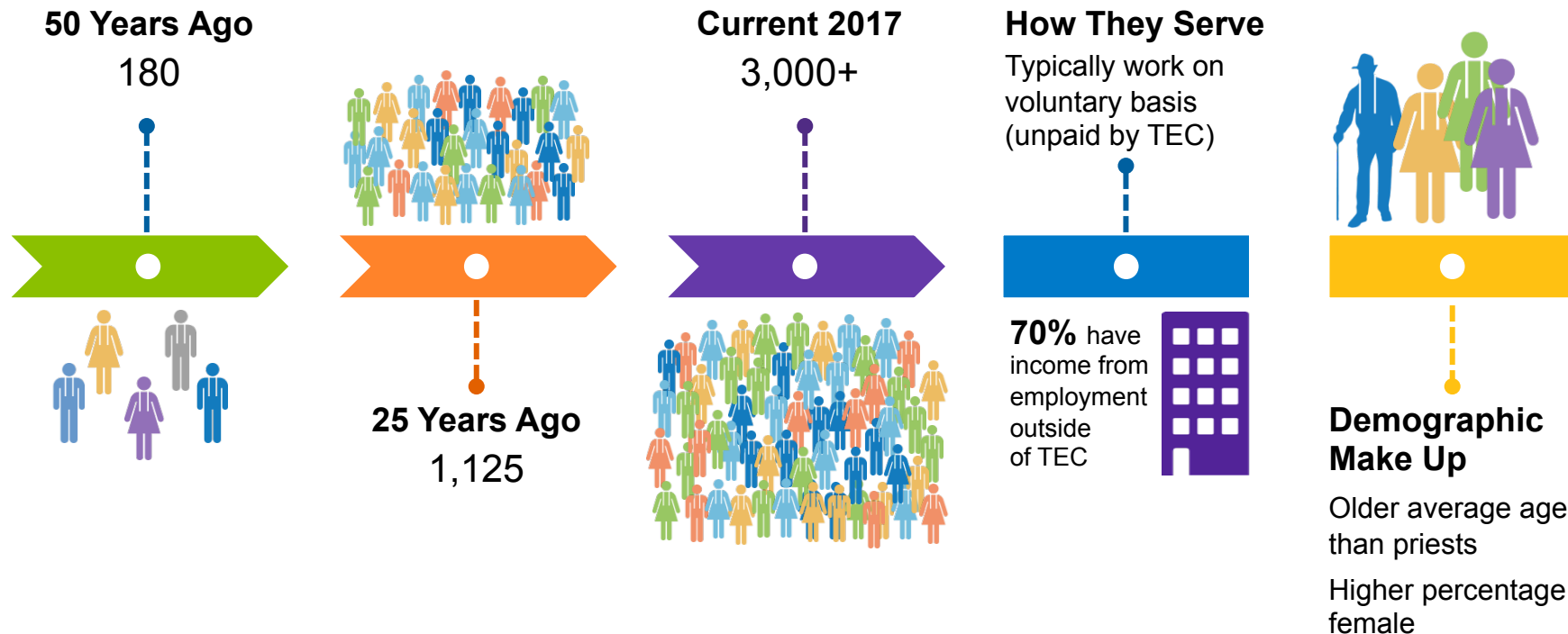


Blurred line
between
active and
retired

► **Disproportionately female**

► **Older age at ordination**

3. Growing Presence of Deacons

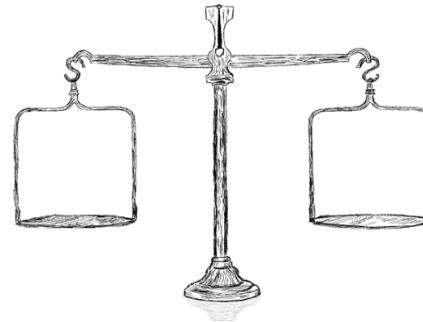


4. Lay Employees are Ministers Too!



General Convention mandates

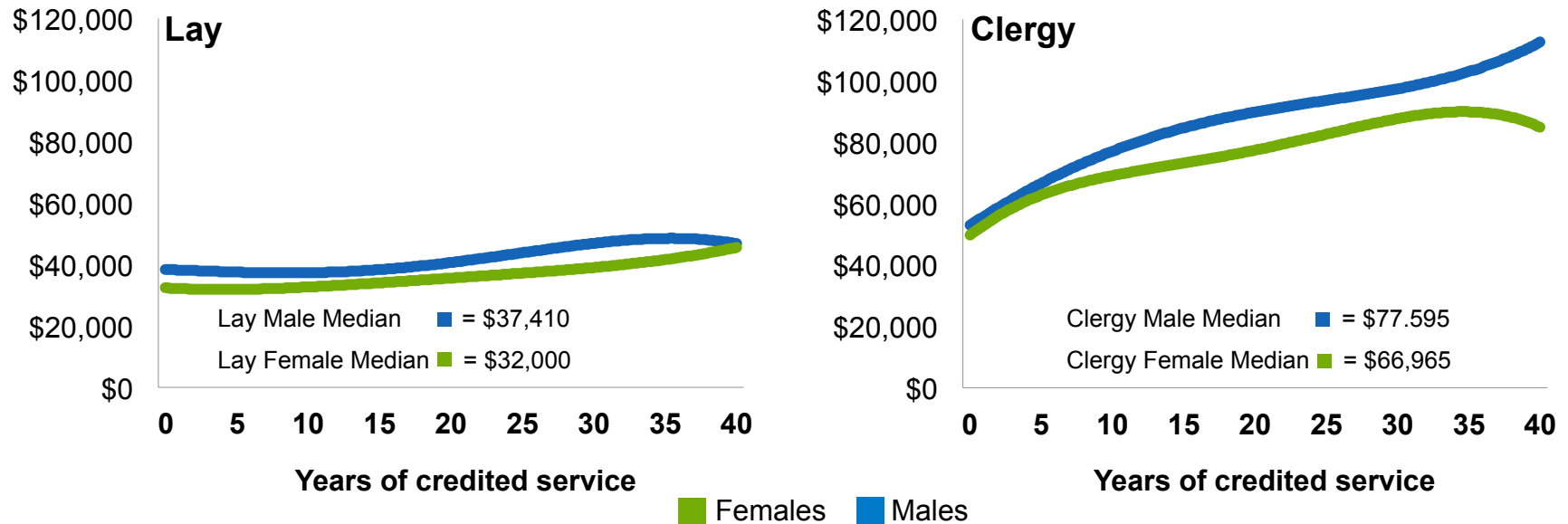
- Pensions
- Health benefits



Equity issues remain

5. Men Earn More than Women by ~14%

True for Both Lay Employees and Clergy





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American Demographic Trends and the Episcopal Church

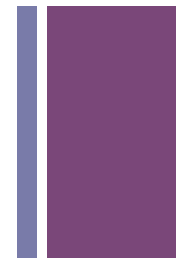
Arthur E. Farnsley II

Clinical Research Professor and Associate Director

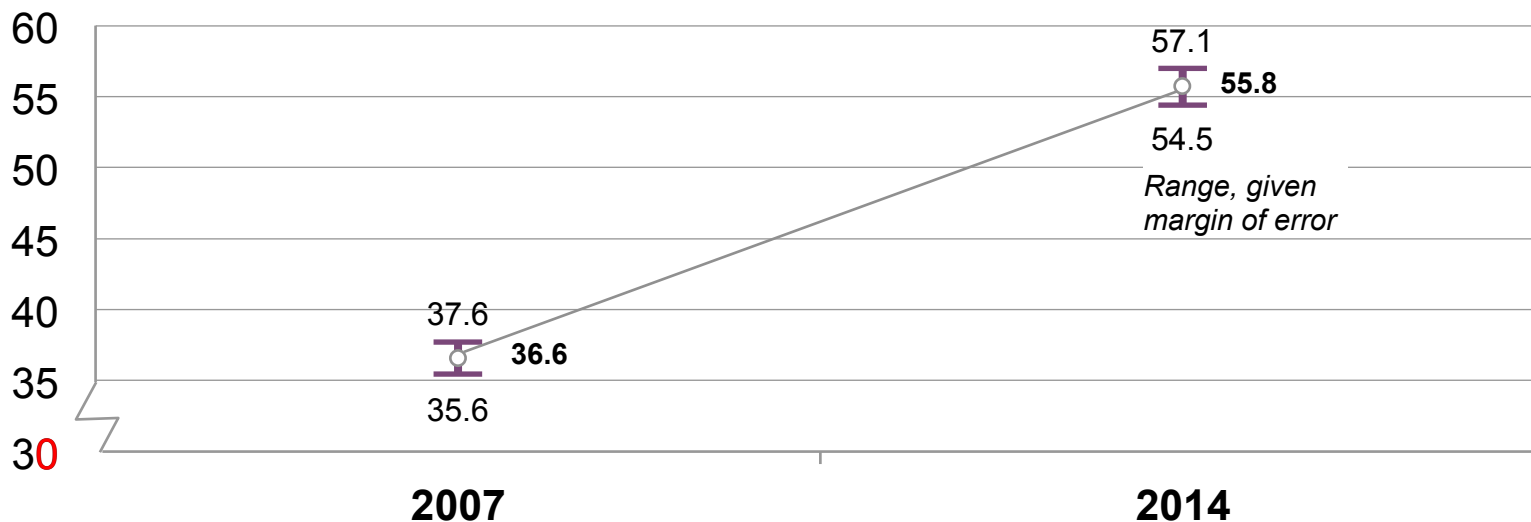
Center for the Study of Religion and

American Culture at IUPUI

+ Rapid Growth of Religiously Unaffiliated

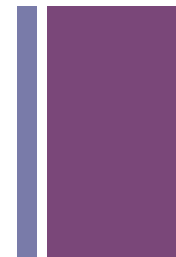


Adults, in millions

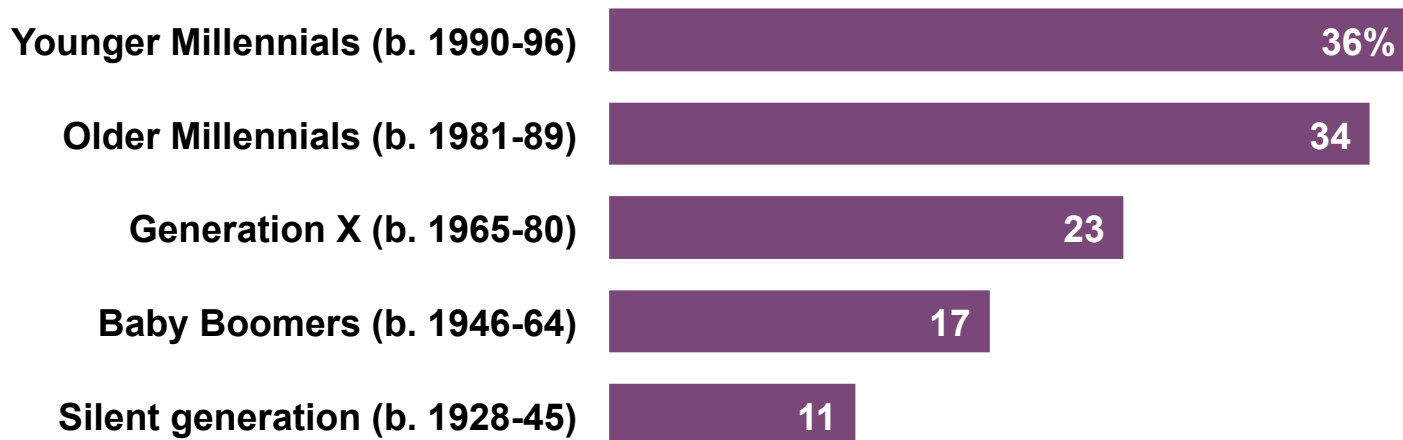


Source: 2014 Religious Landscape Study, conducted June 4-Sept. 30, 2014
PEW RESEARCH CENTER

+ Younger Americans More Likely to be Unaffiliated



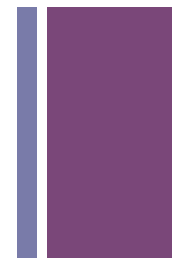
% of each generation who identify their religion as atheist, agnostic or nothing in particular



Source: 2014 Religious Landscape Study, conducted June 4-Sept. 30, 2014
PEW RESEARCH CENTER



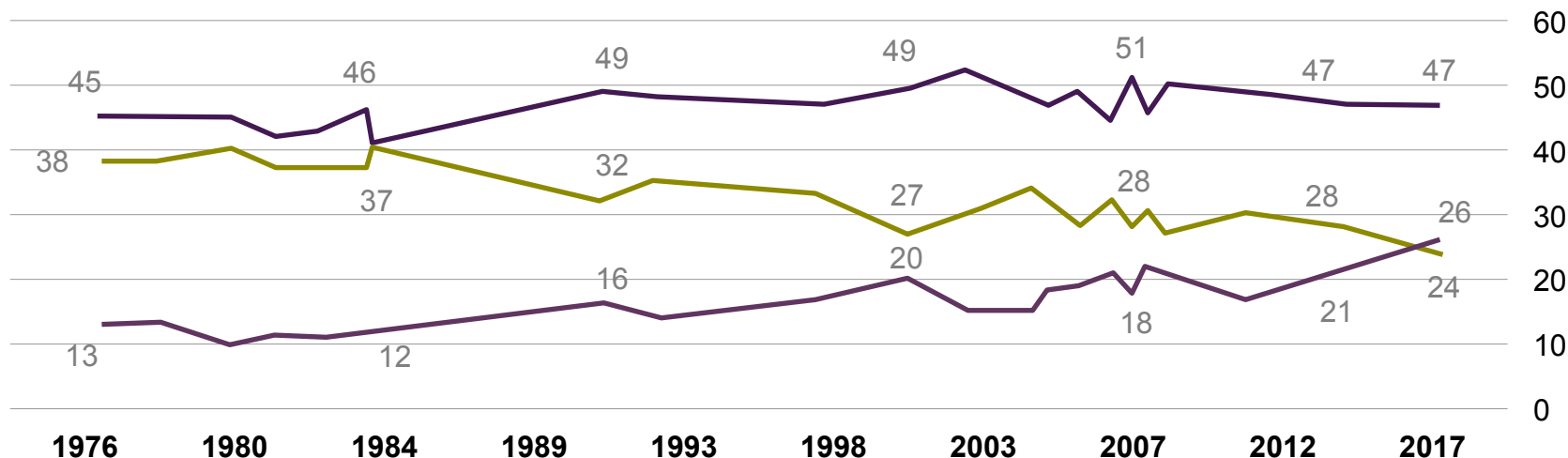
Americans' Views of the Bible



Which of the following statements comes closest to describing your views about the Bible?

■ % Actual word of God to be taken literally ■ % Inspired by God, not all to be taken literally

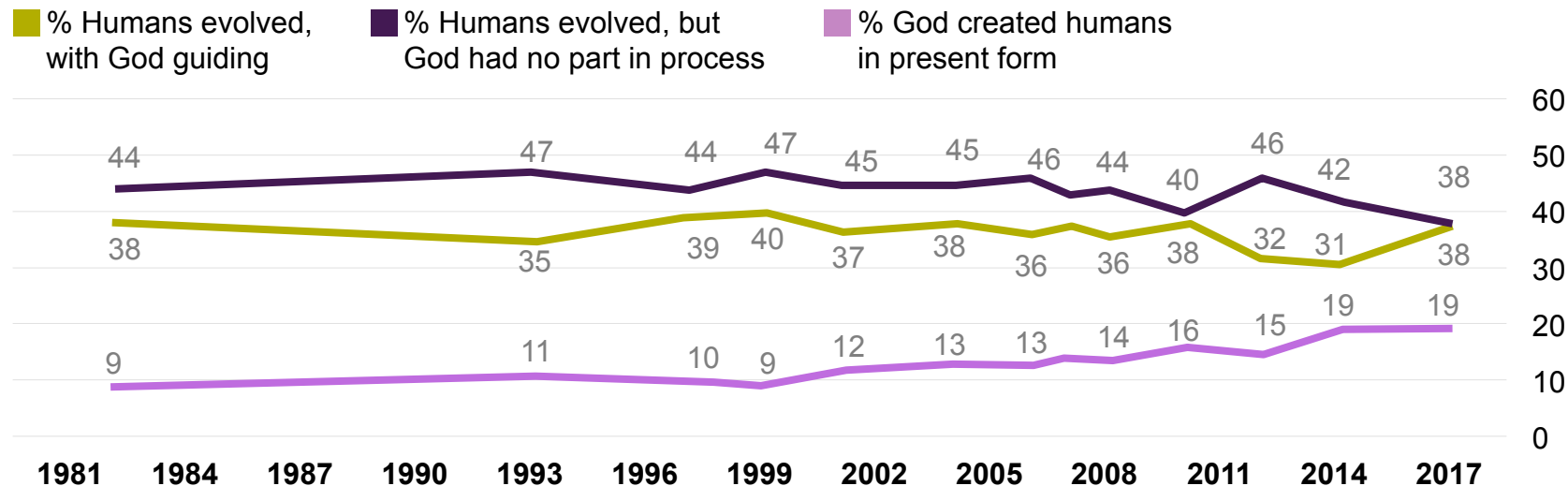
■ % Fables, history, moral precepts recorded by man



Source: GALLUP

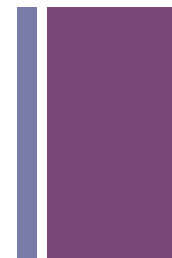
+ Views of Origin of Human Beings

Which is closest to your view — humans developed from less advanced forms of life, but God guided this process, humans developed from less advanced forms of life, but God had no part in this process, (or) God created humans in their present form?



Source: GALLUP

+ In Many Ways, Younger Americans Are Less Religious Than Older Americans

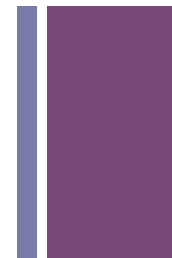


% of U.S. adults who say...

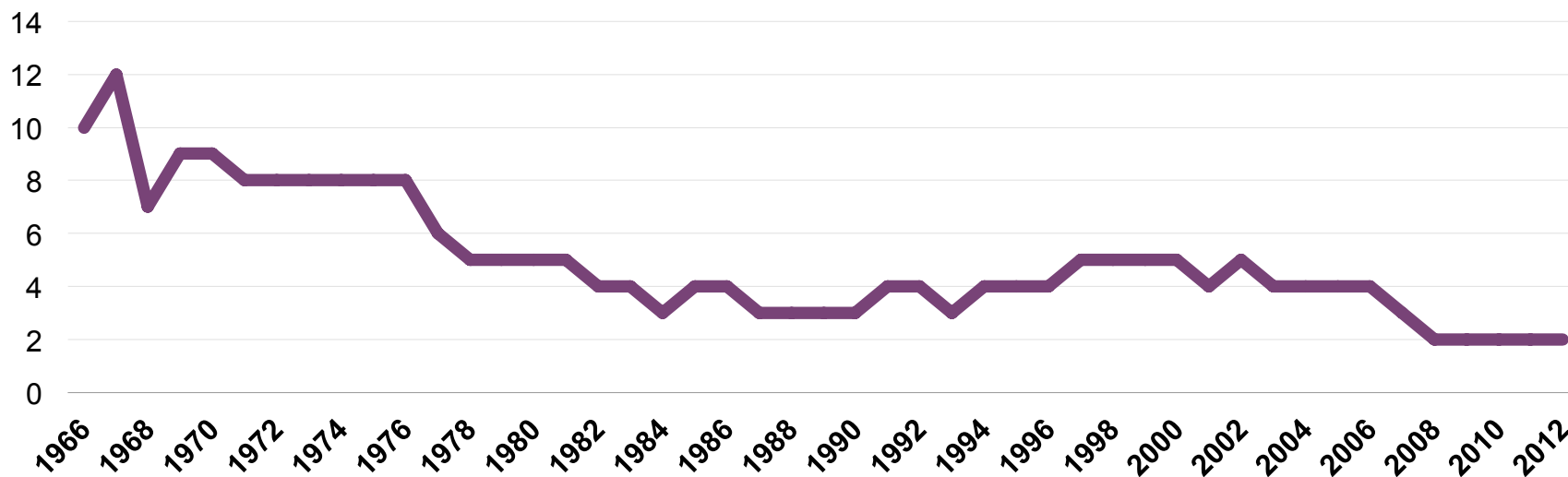
	Silent generation (b. 1928-1945)	Baby Boomers (b. 1946-1964)	Generation X (b. 1965-1980)	Older Millennials (b. 1981-1989)	Younger Millennials (b. 1990-1996)
Religious Behaviors					
They pray daily	67	61	56	46	39
They attend services at least weekly	51	38	34	27	28
Religious Beliefs					
They believe in God	92	92	89	84	80
<i>With absolute certainty</i>	71	69	64	54	50
They believe in heaven	75	74	72	67	68
They believe scripture is word of God	69	64	61	50	52
They believe in hell	57	59	59	55	56
Religion's importance					
Religion is very important in their lives	67	59	53	44	38

Source: 2014 Religious Landscape Study, conducted June 4-Sept. 30, 2014
PEW RESEARCH CENTER

+ Declining Attractiveness of Religious Leadership to College Freshman



Number per 1,000 freshmen saying clergy is probable career



Source: College Freshman Surveys, Higher Education Research Institute

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