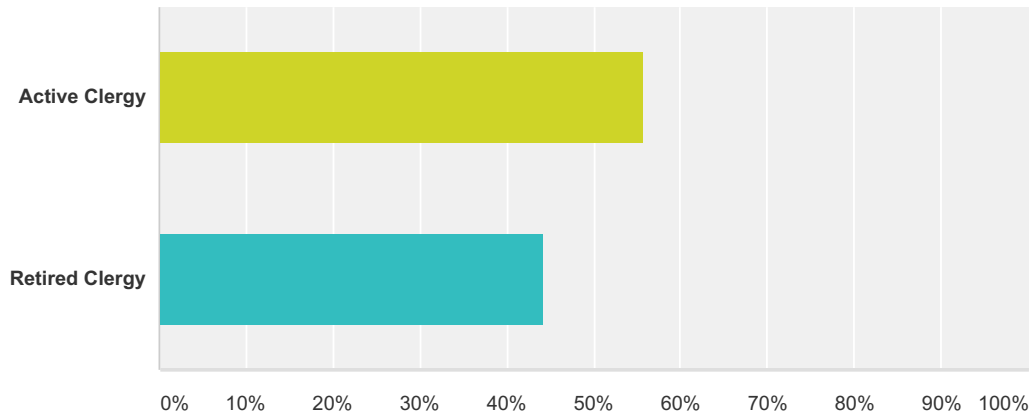


Q1 In your official status with the Church Pension, are you:

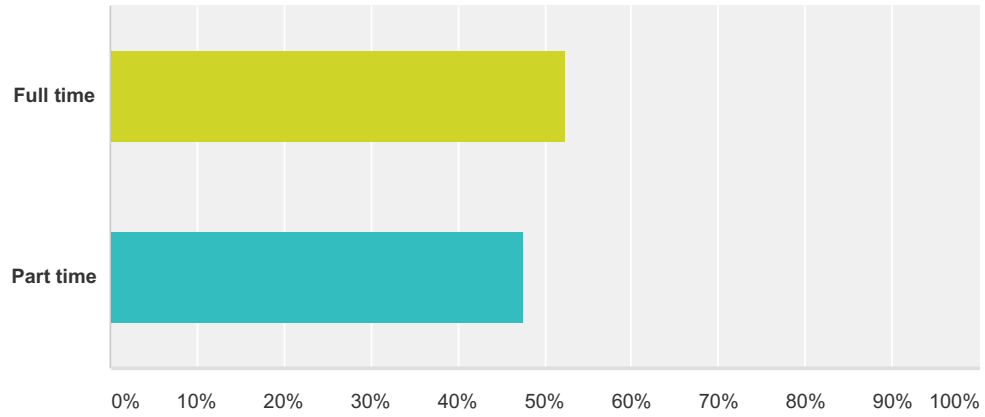
Answered: 61 Skipped: 0



Answer Choices	Responses
Active Clergy	55.74% 34
Retired Clergy	44.26% 27
Total	61

Q2 Do you prefer to work:

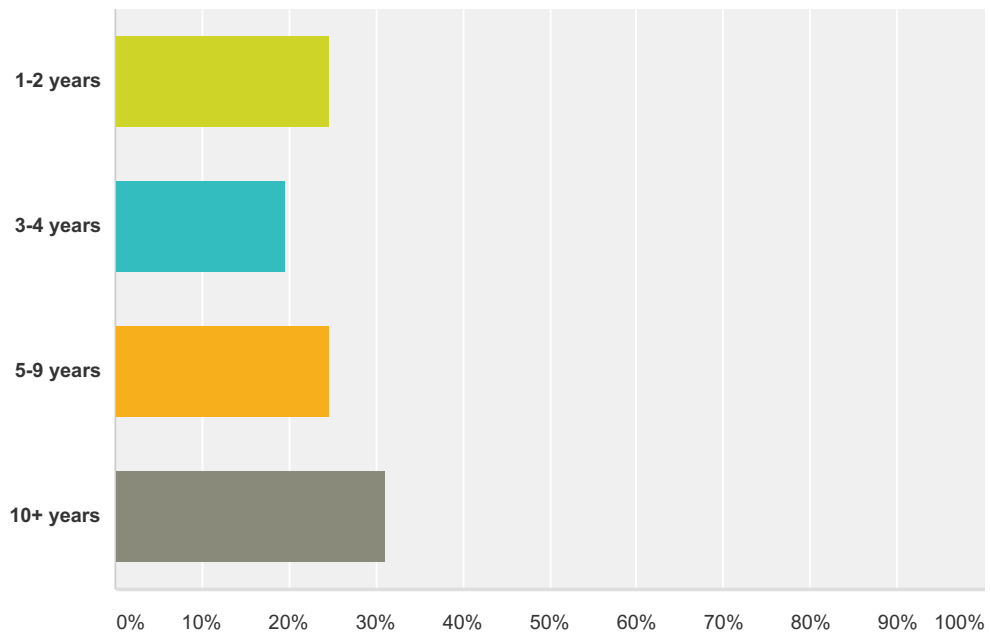
Answered: 61 Skipped: 0



Answer Choices	Responses
Full time	52.46% 32
Part time	47.54% 29
Total	61

Q3 For how long have you been serving as an Interim Minister?

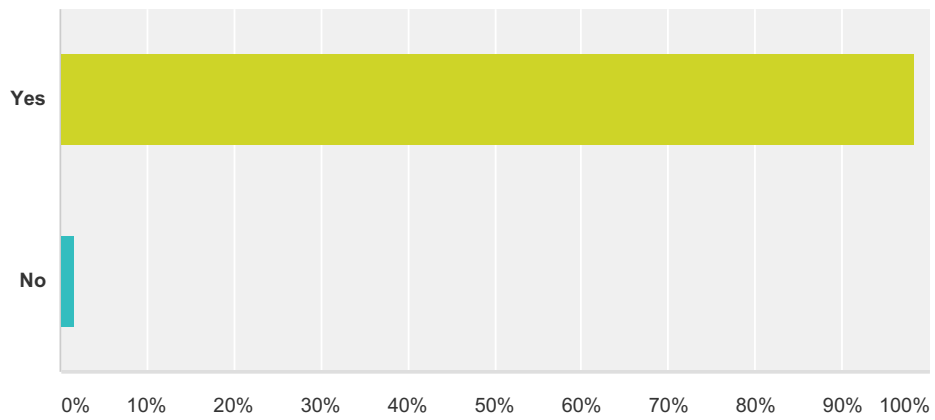
Answered: 61 Skipped: 0



Answer Choices	Responses	
1-2 years	24.59%	15
3-4 years	19.67%	12
5-9 years	24.59%	15
10+ years	31.15%	19
Total		61

Q4 Have you had any specialized training for Interim Ministry?

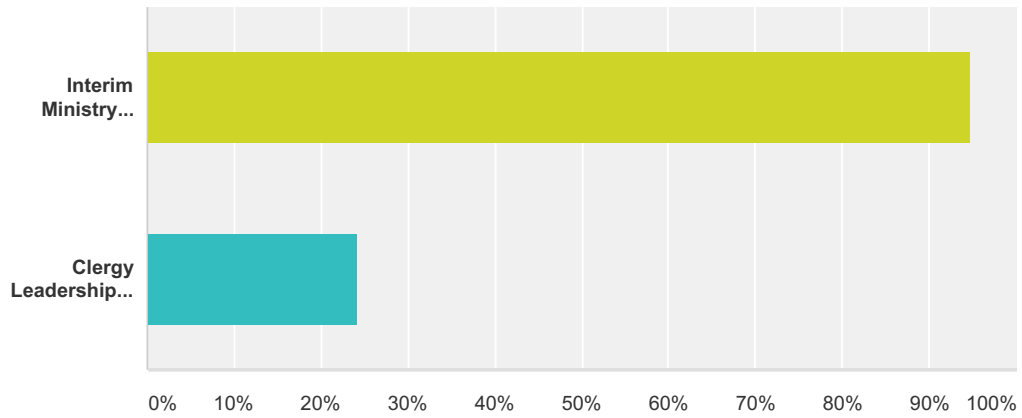
Answered: 58 Skipped: 3



Answer Choices	Responses
Yes	98.28% 57
No	1.72% 1
Total	58

Q5 If so, where did you receive your training? (Check all that apply)

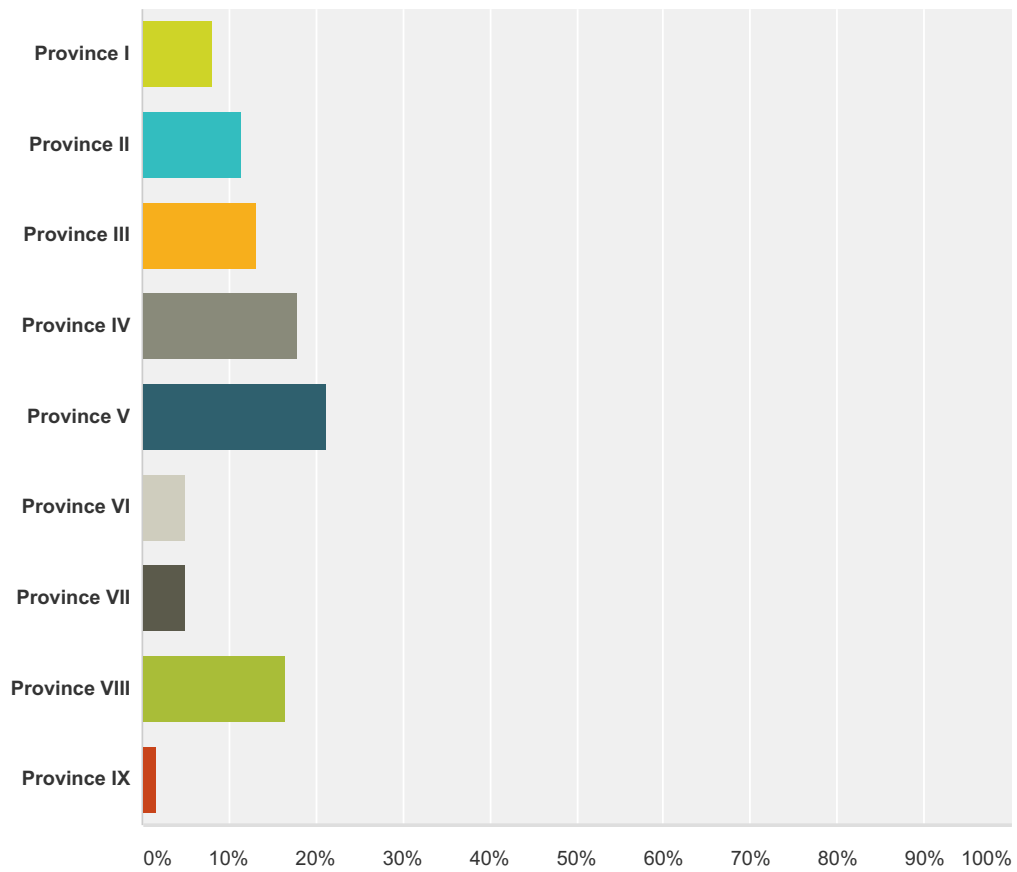
Answered: 58 Skipped: 3



Answer Choices	Responses
Interim Ministry Network (IMN)	94.83% 55
Clergy Leadership Institute (CLI)	24.14% 14
Total Respondents: 58	

Q6 In which Province of the Church do you currently live/serve?

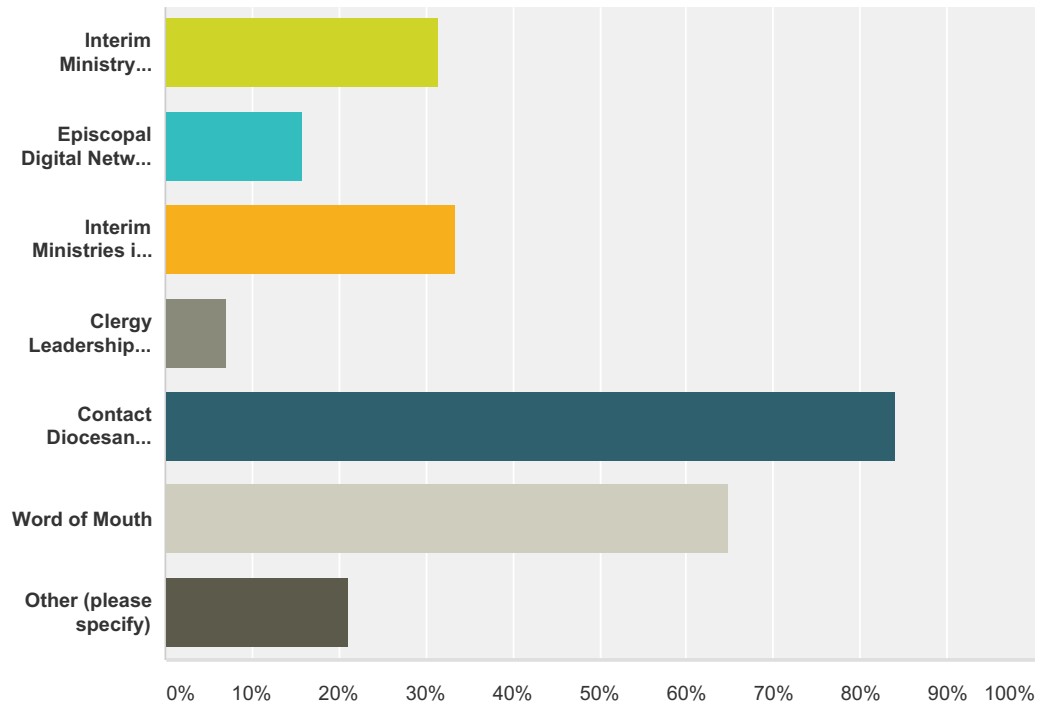
Answered: 61 Skipped: 0



Answer Choices	Responses
Province I	8.20% 5
Province II	11.48% 7
Province III	13.11% 8
Province IV	18.03% 11
Province V	21.31% 13
Province VI	4.92% 3
Province VII	4.92% 3
Province VIII	16.39% 10
Province IX	1.64% 1
Total	61

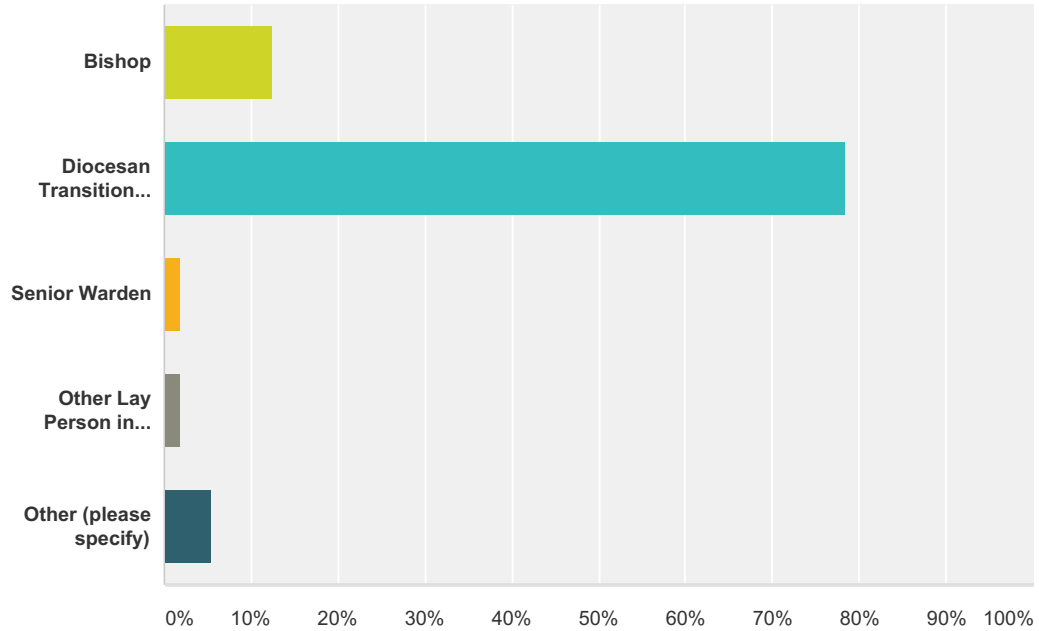
Q7 What networking do you use to find an Interim position? (Check all that apply)

Answered: 57 Skipped: 4



Q8 When you are being recruited as an Interim, with whom do you prefer your first contact?

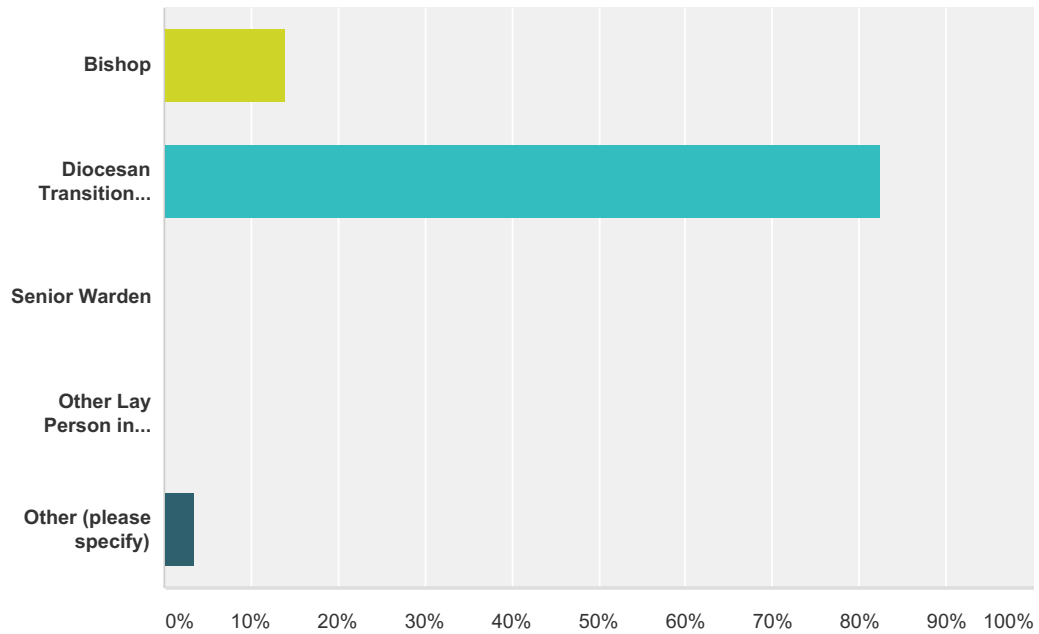
Answered: 56 Skipped: 5



Answer Choices	Responses
Bishop	12.50% 7
Diocesan Transition Officer	78.57% 44
Senior Warden	1.79% 1
Other Lay Person in Congregation	1.79% 1
Other (please specify)	5.36% 3
Total	56

Q9 When you are searching for a position as an Interim, who do you prefer to contact?

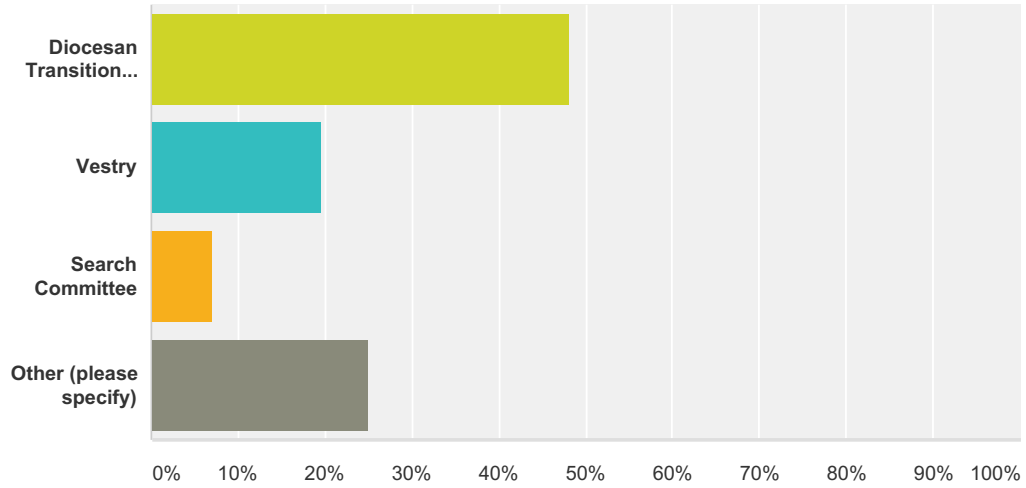
Answered: 57 Skipped: 4



Answer Choices	Responses
Bishop	14.04% 8
Diocesan Transition Officer	82.46% 47
Senior Warden	0.00% 0
Other Lay Person in Congregation	0.00% 0
Other (please specify)	3.51% 2
Total	57

Q10 In the search for an Interim position, with whom do you prefer to work?(Check all that apply)

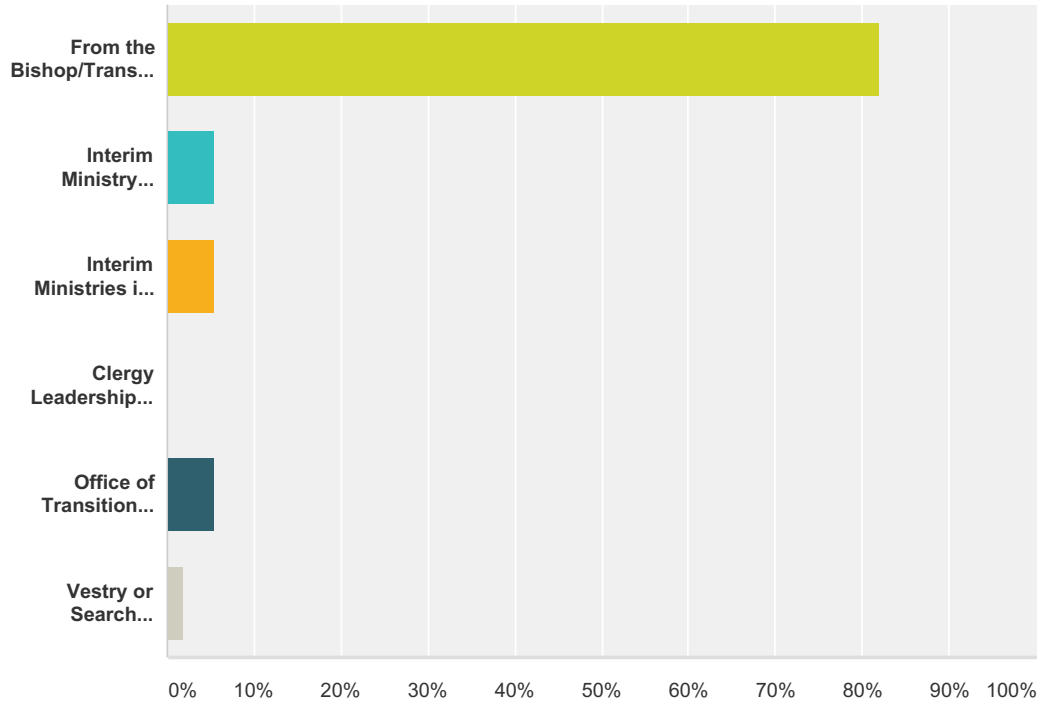
Answered: 56 Skipped: 5



Answer Choices	Responses
Diocesan Transition Officer alone	48.21% 27
Vestry	19.64% 11
Search Committee	7.14% 4
Other (please specify)	25.00% 14
Total	56

Q11 How would you most prefer for congregations to receive your name as a prospective Interims?

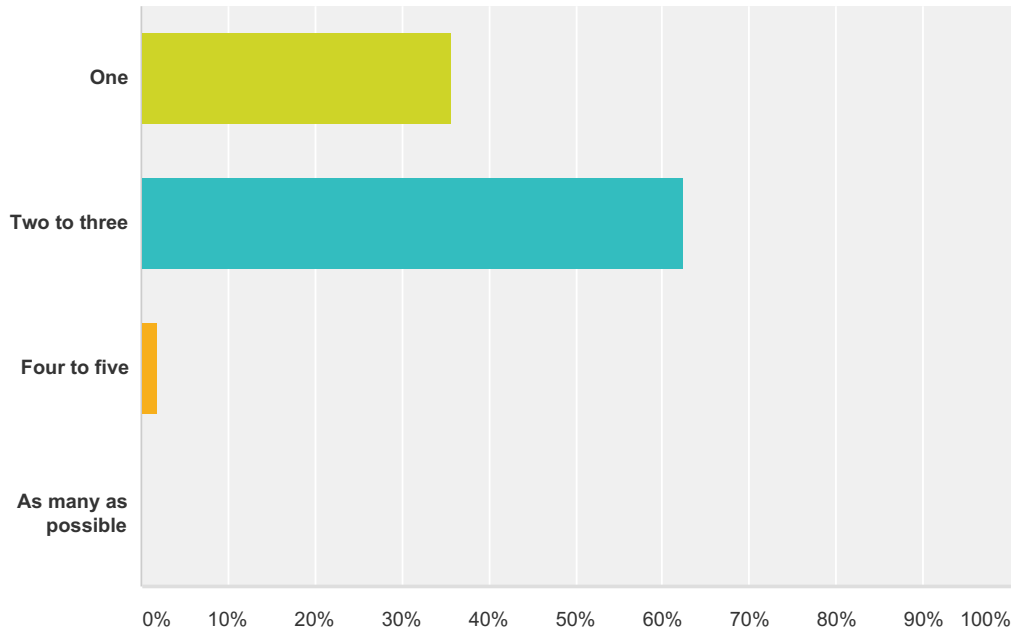
Answered: 56 Skipped: 5



Answer Choices	Responses
From the Bishop/Transition Officer	82.14% 46
Interim Ministry Network (IMN)	5.36% 3
Interim Ministries in the Episcopal Church (IMEC)	5.36% 3
Clergy Leadership Institute (CLI)	0.00% 0
Office of Transition Ministry (OTM)	5.36% 3
Vestry or Search Committee calls around	1.79% 1
Total	56

Q12 When you are being considered for an Interim position, how many candidates do you think should be considered at one time?

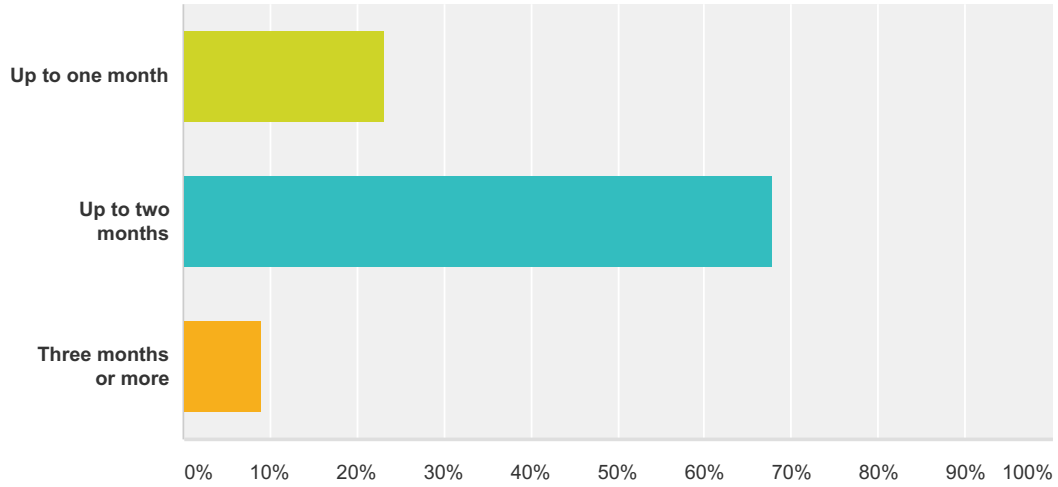
Answered: 56 Skipped: 5



Answer Choices	Responses
One	35.71% 20
Two to three	62.50% 35
Four to five	1.79% 1
As many as possible	0.00% 0
Total	56

Q13 In your opinion, what is the most reasonable length of time for the interim search process to take, from first contact to signed letter of agreement (LOA)?

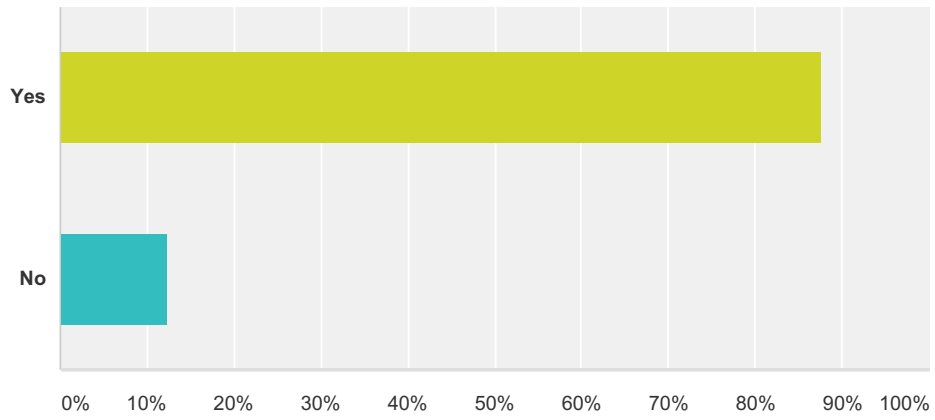
Answered: 56 Skipped: 5



Answer Choices	Responses
Up to one month	23.21% 13
Up to two months	67.86% 38
Three months or more	8.93% 5
Total	56

Q14 Do you prefer to meet with the Bishop prior to being called to a parish as Interim?

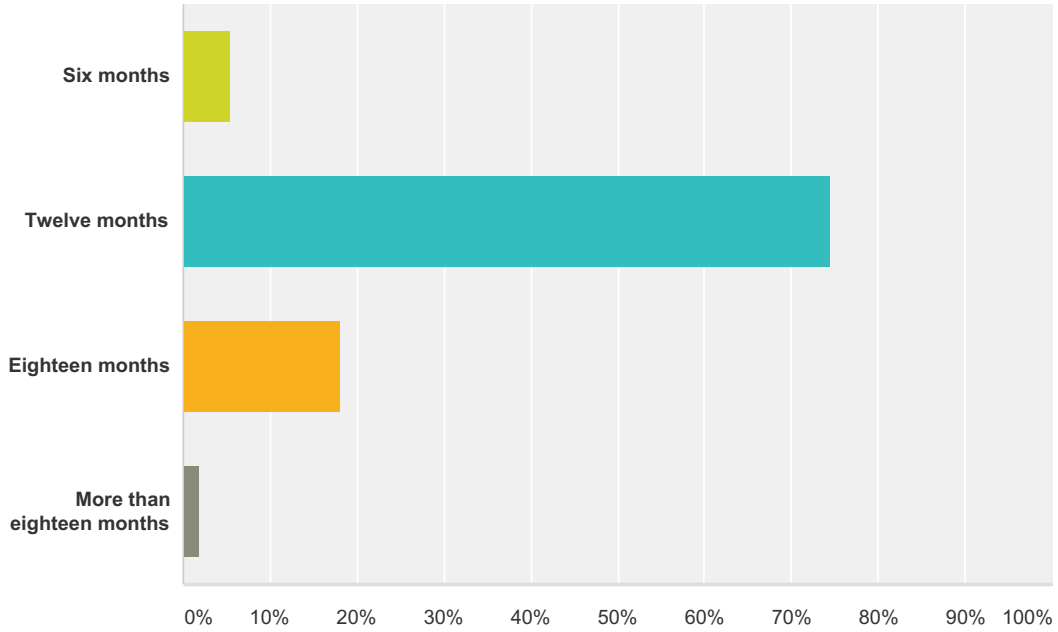
Answered: 57 Skipped: 4



Answer Choices	Responses
Yes	87.72% 50
No	12.28% 7
Total	57

Q15 What do you consider to be a reasonable length of service for an Interim engagement in a "healthy" parish whose rector has been there seven years or less?

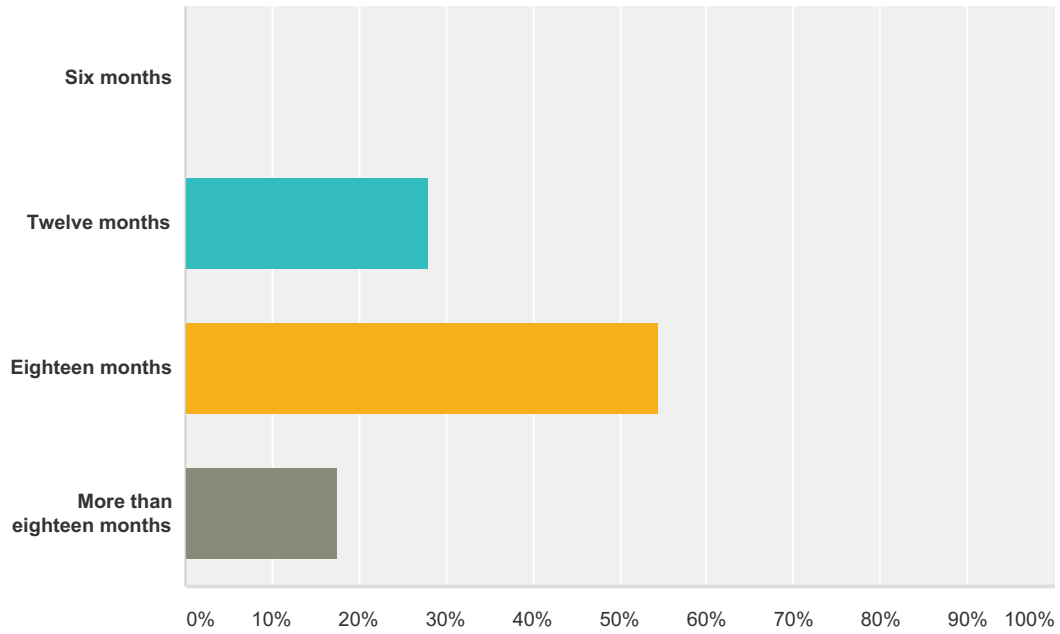
Answered: 55 Skipped: 6



Answer Choices	Responses
Six months	5.45% 3
Twelve months	74.55% 41
Eighteen months	18.18% 10
More than eighteen months	1.82% 1
Total	55

Q16 What do you consider to be a reasonable length of service for an Interim engagement in a parish whose rector has been there more than seven years?

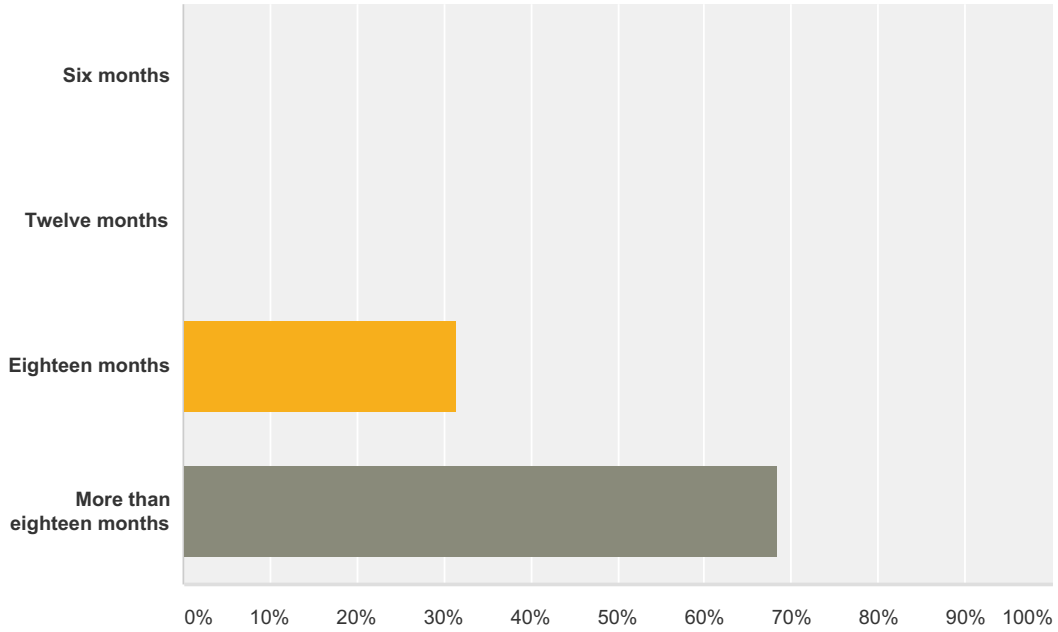
Answered: 57 Skipped: 4



Answer Choices	Responses
Six months	0.00% 0
Twelve months	28.07% 16
Eighteen months	54.39% 31
More than eighteen months	17.54% 10
Total	57

Q17 What do you consider a reasonable length of Interim service in an "unhealthy" parish, regardless of the amount of time the former rector served there?

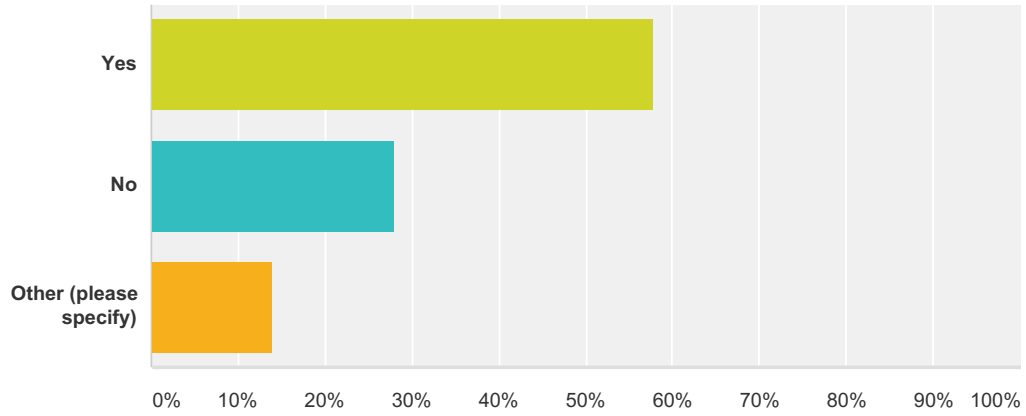
Answered: 57 Skipped: 4



Answer Choices	Responses
Six months	0.00% 0
Twelve months	0.00% 0
Eighteen months	31.58% 18
More than eighteen months	68.42% 39
Total	57

Q18 Would you consider accepting an Interim position which was anticipated to last less than one year?

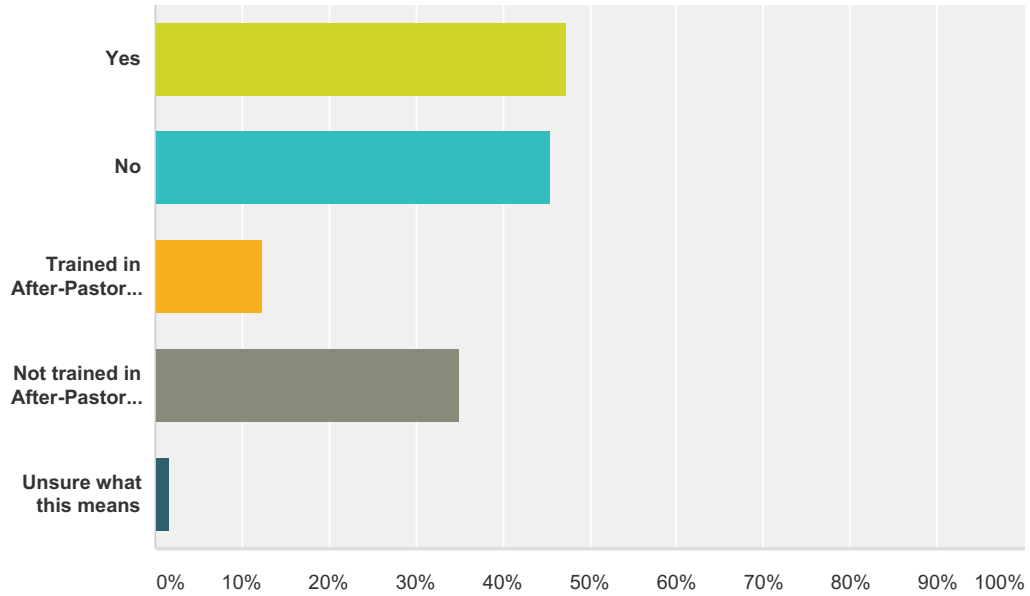
Answered: 57 Skipped: 4



Answer Choices	Responses	
Yes	57.89%	33
No	28.07%	16
Other (please specify)	14.04%	8
Total		57

**Q19 Do you have experience as an "After-Pastor," following clergy misconduct?
(Check all that apply.)**

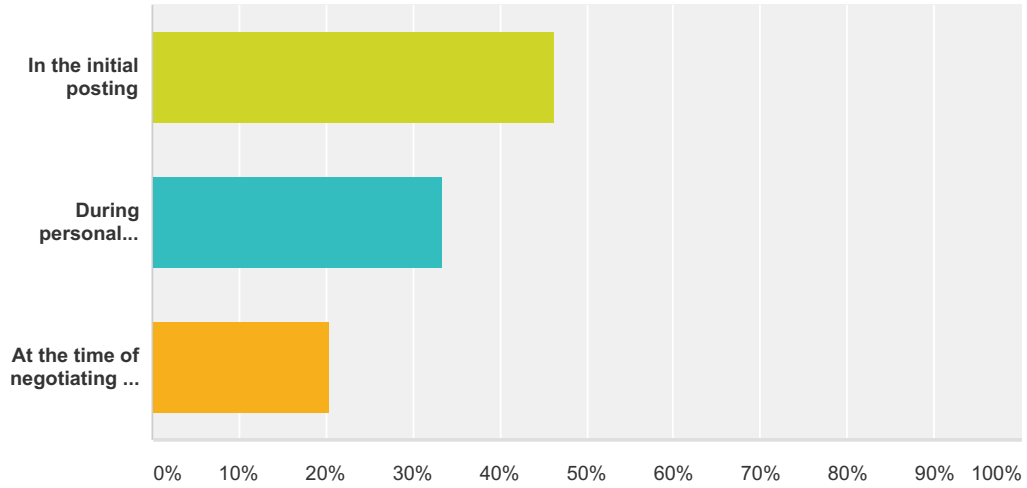
Answered: 57 Skipped: 4



Answer Choices	Responses
Yes	47.37% 27
No	45.61% 26
Trained in After-Pastor Ministry	12.28% 7
Not trained in After-Pastor Ministry	35.09% 20
Unsure what this means	1.75% 1
Total Respondents: 57	

Q20 When do you think compensation and the Letter of Agreement (LOA) should be discussed?

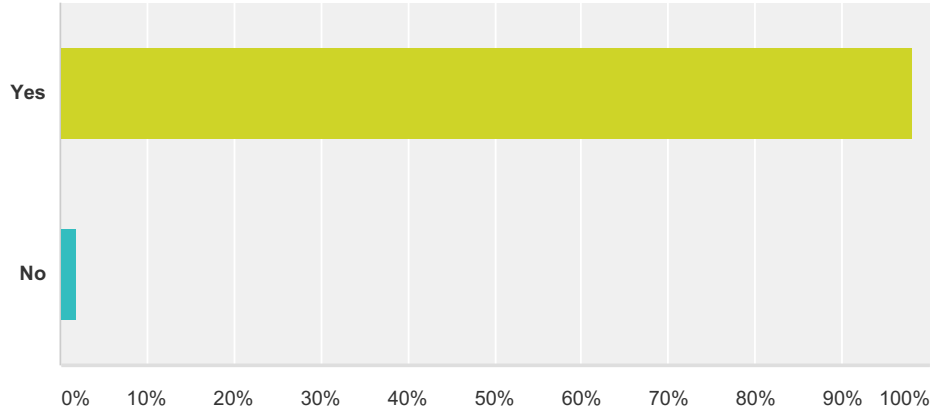
Answered: 54 Skipped: 7



Answer Choices	Responses
In the initial posting	46.30% 25
During personal interviews	33.33% 18
At the time of negotiating the LOA	20.37% 11
Total	54

Q21 Do you think compensation should be listed in the OTM portfolio of a parish seeing an Interim?

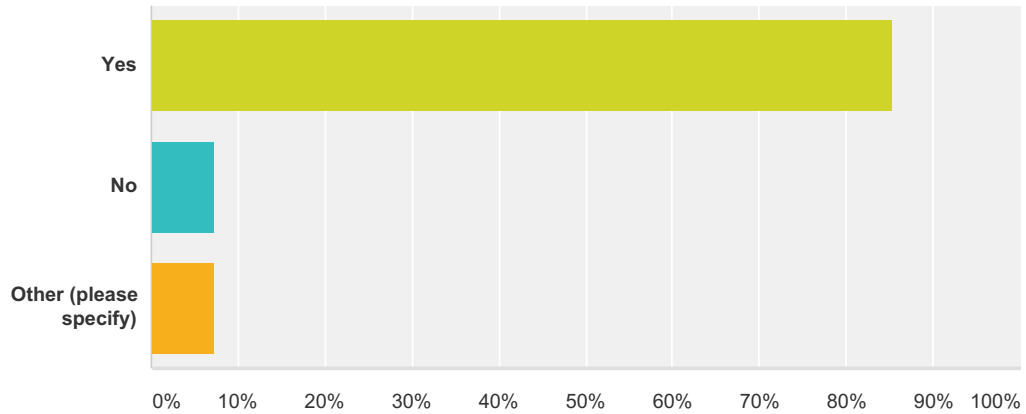
Answered: 55 Skipped: 6



Answer Choices	Responses
Yes	98.18% 54
No	1.82% 1
Total	55

Q22 If a residence is provided, are you aware of its impact on the total compensation package and for computation of the Interim's SECA reimbursement, pension, and taxes?

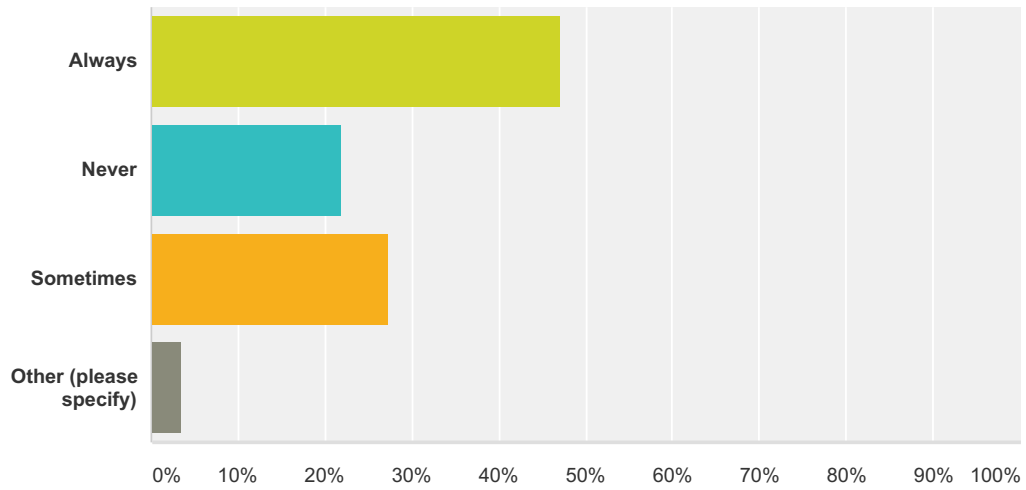
Answered: 55 Skipped: 6



Answer Choices	Responses
Yes	85.45% 47
No	7.27% 4
Other (please specify)	7.27% 4
Total	55

Q23 In your experience, have you been reimbursed for SECA?

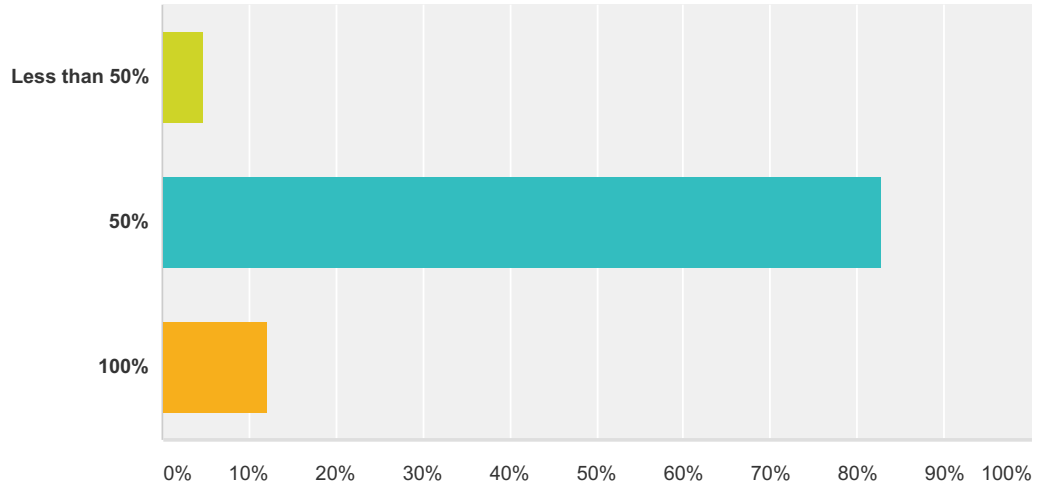
Answered: 55 Skipped: 6



Answer Choices	Responses	
Always	47.27%	26
Never	21.82%	12
Sometimes	27.27%	15
Other (please specify)	3.64%	2
Total		55

Q24 If you have been reimbursed for SECA, what percentage has been the most common?

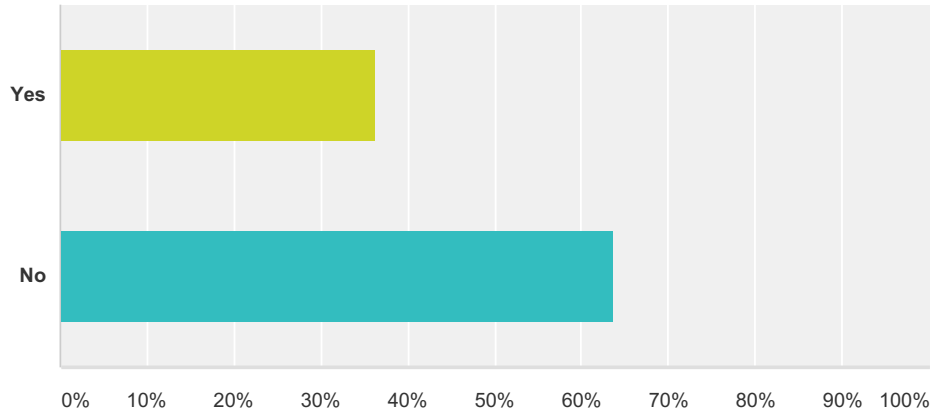
Answered: 41 Skipped: 20



Answer Choices	Responses
Less than 50%	4.88% 2
50%	82.93% 34
100%	12.20% 5
Total	41

Q25 Do you ask for a severance package to be provided at the conclusion of your tenure as Interim?

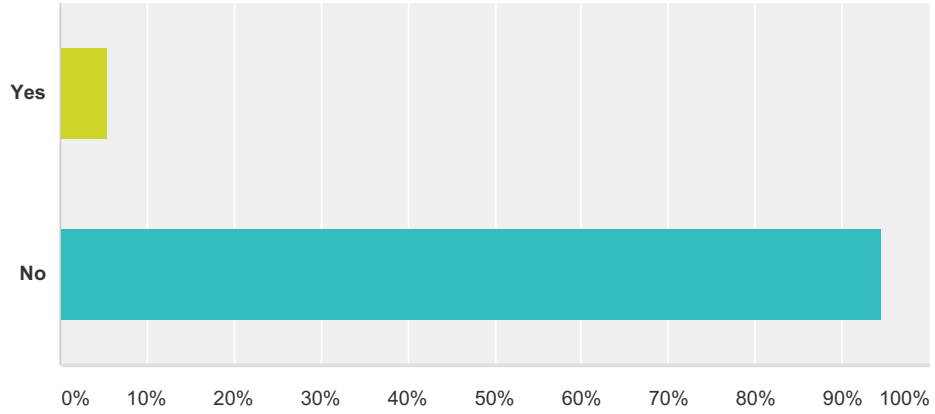
Answered: 55 Skipped: 6



Answer Choices	Responses
Yes	36.36% 20
No	63.64% 35
Total	55

Q26 In your experience, are Vestries aware that severance packages are often provided following the service of an Interim?

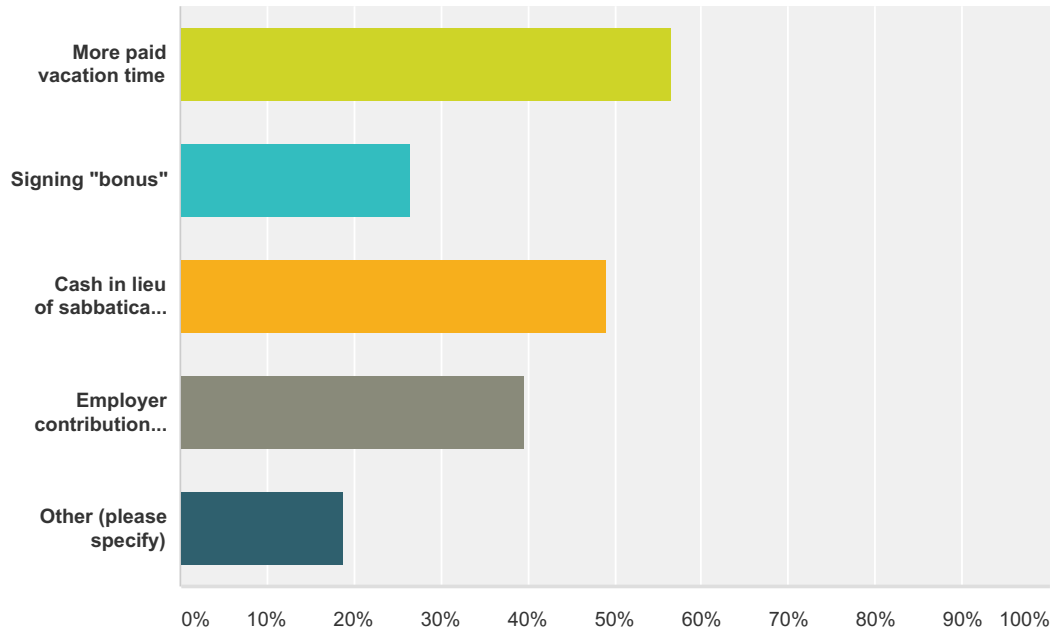
Answered: 55 Skipped: 6



Answer Choices	Responses
Yes	5.45% 3
No	94.55% 52
Total	55

Q27 Some Bishops/Dioceses do not approve of a severance package. Are there alternatives that you would welcome in those instances? (Check all that apply.)

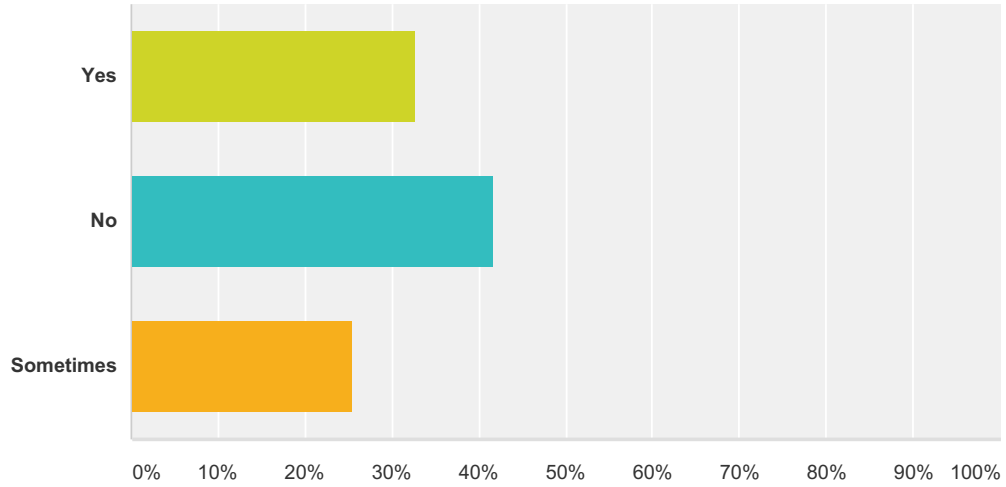
Answered: 53 Skipped: 8



Answer Choices	Responses
More paid vacation time	56.60% 30
Signing "bonus"	26.42% 14
Cash in lieu of sabbatical time	49.06% 26
Employer contribution to annuity	39.62% 21
Other (please specify)	18.87% 10
Total Respondents: 53	

Q28 In your experience, have Vestries understood that Interim Rectors expect to be compensated at least as much as the rector who is leaving?

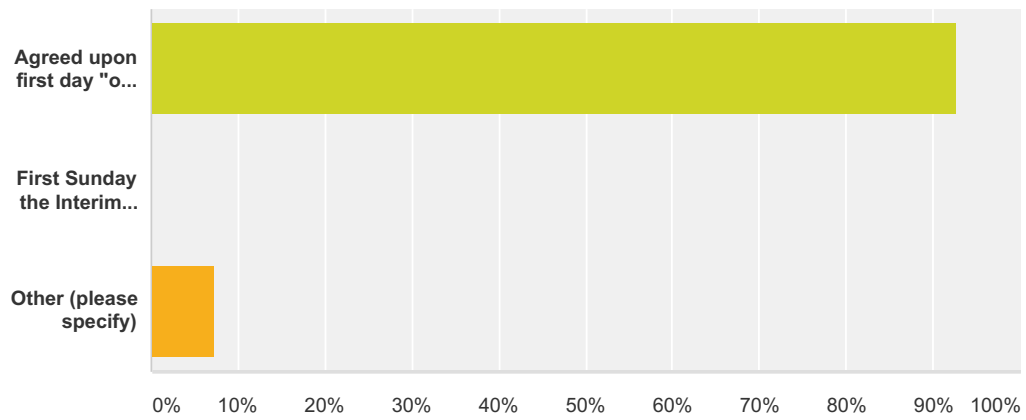
Answered: 55 Skipped: 6



Answer Choices	Responses
Yes	32.73% 18
No	41.82% 23
Sometimes	25.45% 14
Total	55

Q29 When do you think compensation by the parish should begin?

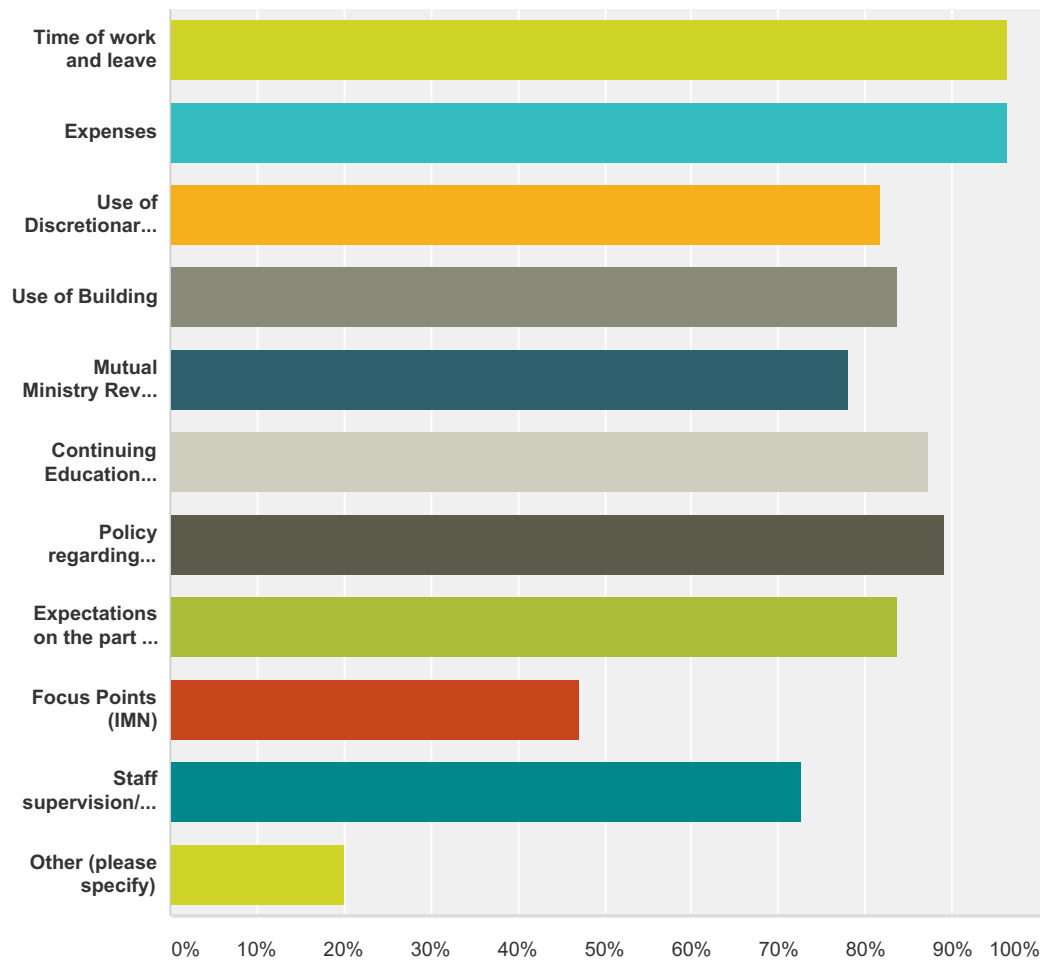
Answered: 55 Skipped: 6



Answer Choices	Responses
Agreed upon first day "on the job"	92.73% 51
First Sunday the Interim leads worship	0.00% 0
Other (please specify)	7.27% 4
Total	55

Q30 Which of the following is typically in the LOA? (Check all that apply.)

Answered: 55 Skipped: 6

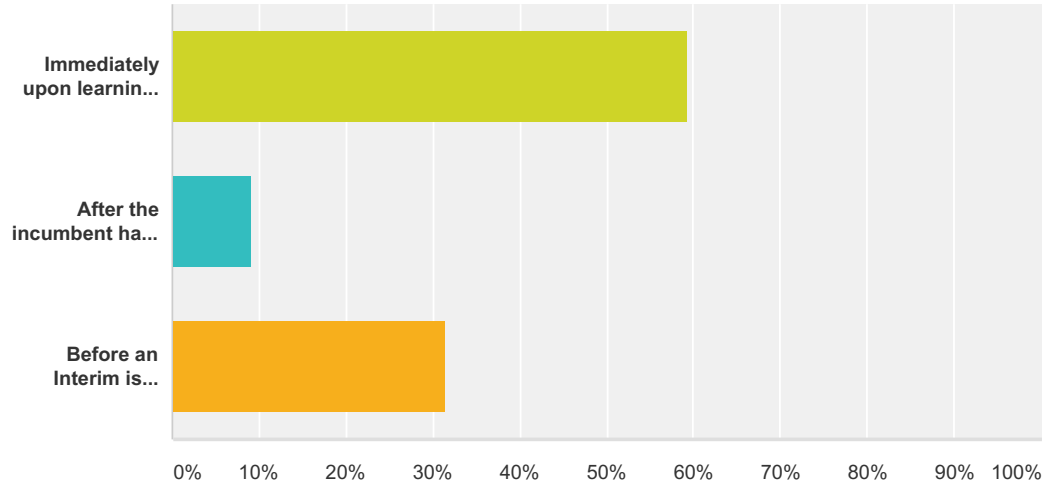


Answer Choices	Responses
Time of work and leave	96.36% 53
Expenses	96.36% 53
Use of Discretionary Fund	81.82% 45
Use of Building	83.64% 46
Mutual Ministry Review or something similar	78.18% 43
Continuing Education provisions/expectations	87.27% 48
Policy regarding Interim's eligibility to be a candidate in the search	89.09% 49
Expectations on the part of the Interim, Vestry, and Bishop/Diocese	83.64% 46
Focus Points (IMN)	47.27% 26

Staff supervision/hiring/firing	72.73%	40
Other (please specify)	20.00%	11
Total Respondents: 55		

Q31 When should the role of an Intentional Interim Rector and other expectations about the time and process of transition be explained to a Vestry?

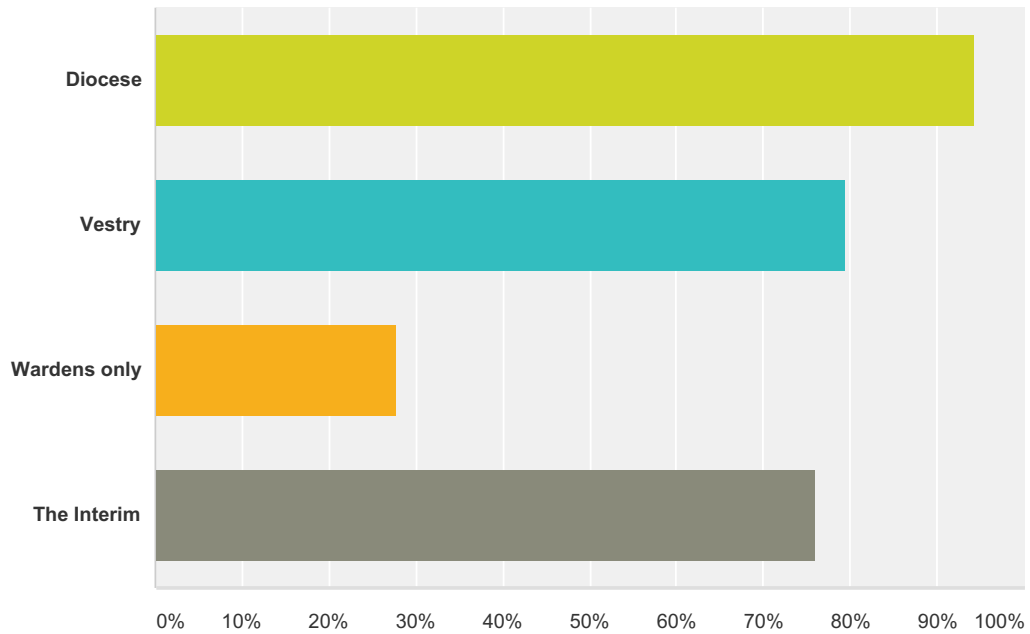
Answered: 54 Skipped: 7



Answer Choices	Responses
Immediately upon learning of the incumbent's plan to leave	59.26% 32
After the incumbent has departed	9.26% 5
Before an Interim is sought	31.48% 17
Total	54

Q32 Who is involved in preparing the list of expectations of the Interim Rector? (Check all that apply.)

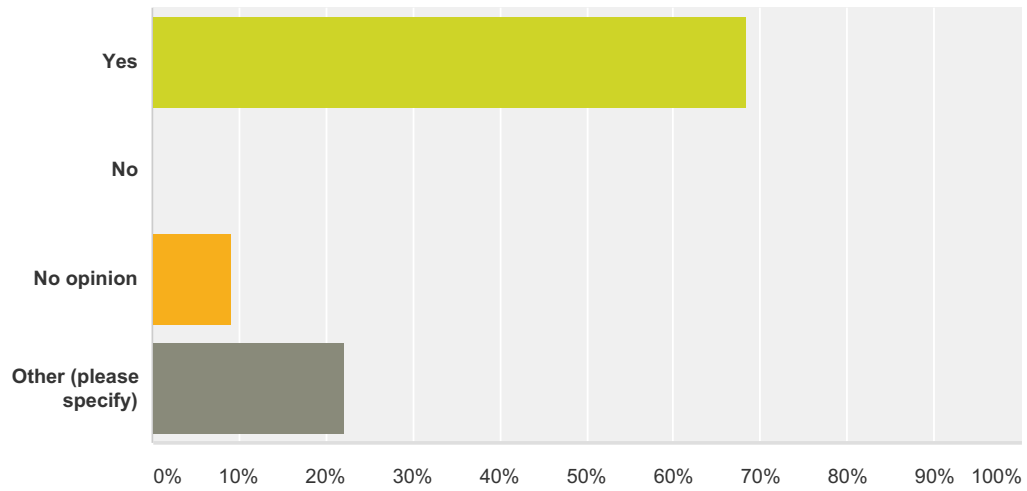
Answered: 54 Skipped: 7



Answer Choices	Responses
Diocese	94.44% 51
Vestry	79.63% 43
Wardens only	27.78% 15
The Interim	75.93% 41
Total Respondents: 54	

Q33 Do you think that it is appropriate to include "introducing change" as one of the expectations?

Answered: 54 Skipped: 7



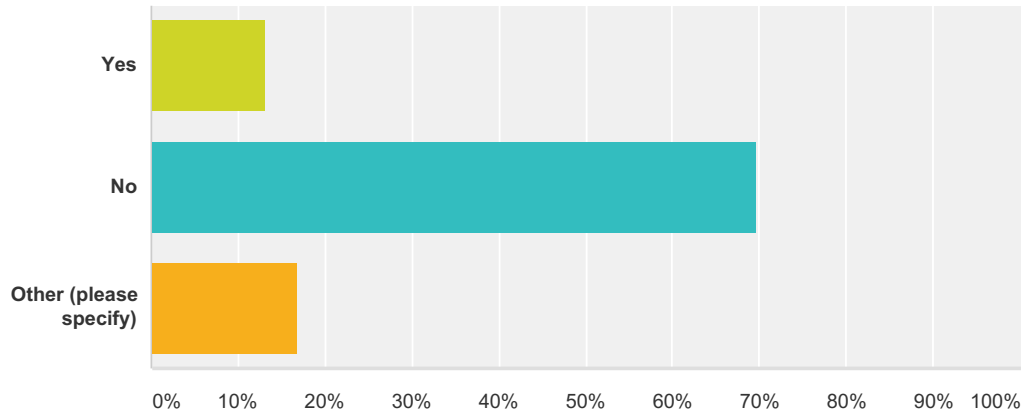
Answer Choices	Responses	Count
Yes	68.52%	37
No	0.00%	0
No opinion	9.26%	5
Other (please specify)	22.22%	12
Total		54

Q34 If you agree that "introducing change" is an appropriate expectation, what is a helpful way to do that?

Answered: 41 Skipped: 20

Q35 Recently the Interim Ministry Network (IMN) and other teaching programs have begun referring to "Focus Points" instead of "Developmental Tasks" of transition. Do you feel that Bishops and Transition Ministers are familiar with these changes and their implications for interim ministry?

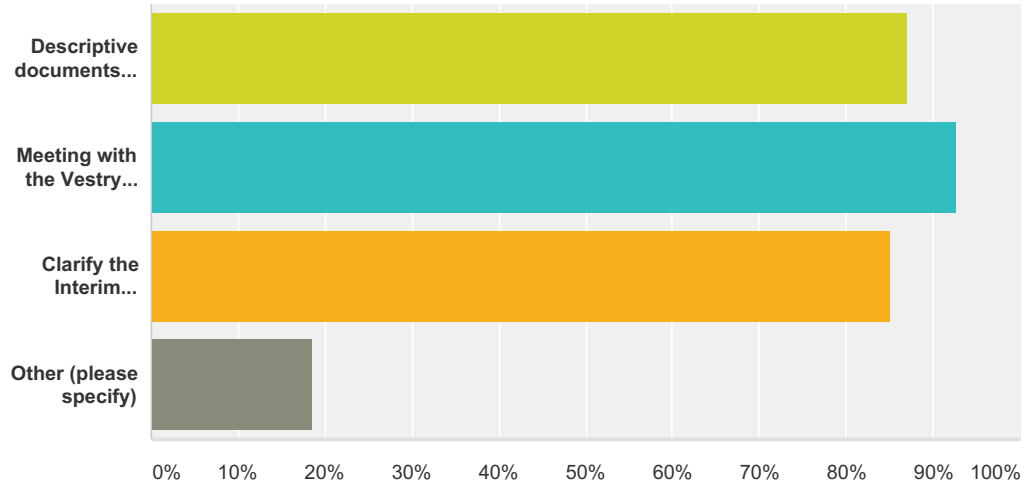
Answered: 53 Skipped: 8



Answer Choices	Responses
Yes	13.21% 7
No	69.81% 37
Other (please specify)	16.98% 9
Total	53

Q36 What can Transition Officers and Bishops do to clarify the difference between a supply priest and an Intentional Interim Rector? (Check all that apply.)

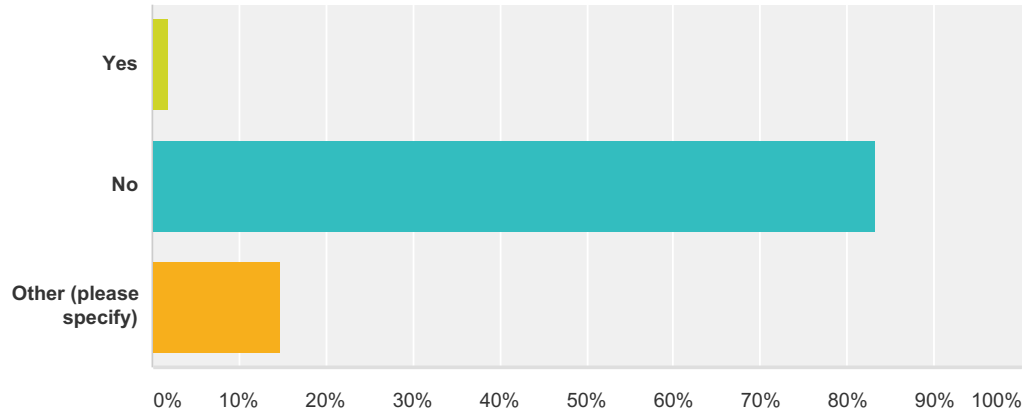
Answered: 54 Skipped: 7



Answer Choices	Responses
Descriptive documents distributed to Vestry and published in the congregational literature	87.04% 47
Meeting with the Vestry prior to beginning a search for Interim Rector	92.59% 50
Clarify the Interim Rector's role in relation to the Vestry and staff in the LOA	85.19% 46
Other (please specify)	18.52% 10
Total Respondents: 54	

Q37 Do you think it is appropriate for you to be considered a candidate in the rector search process?

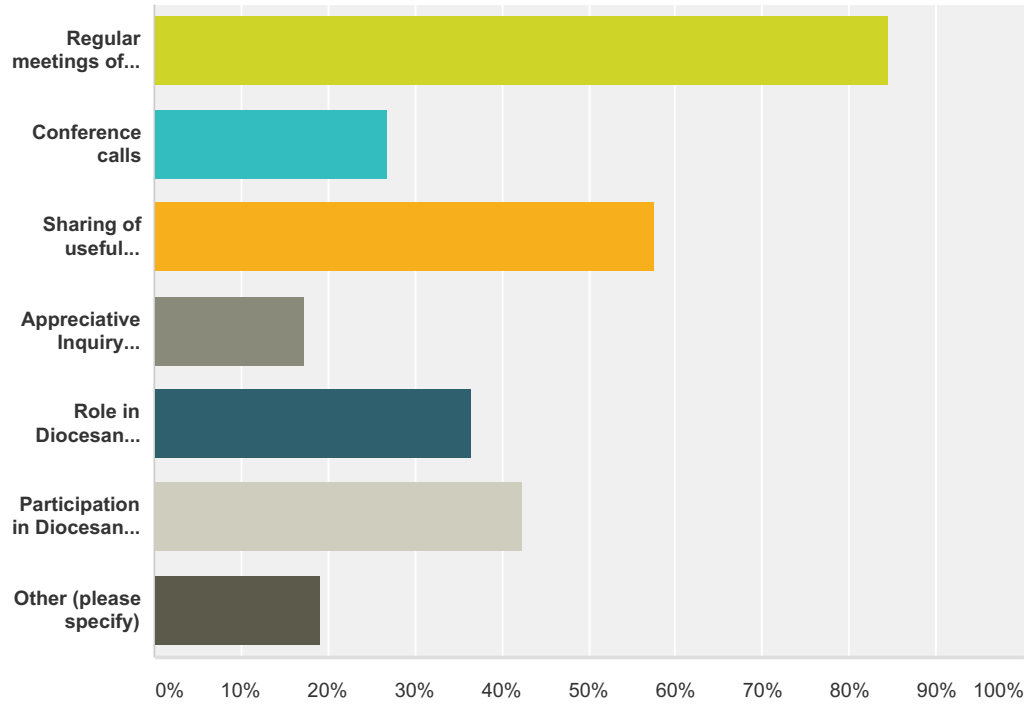
Answered: 54 Skipped: 7



Answer Choices	Responses
Yes	1.85% 1
No	83.33% 45
Other (please specify)	14.81% 8
Total	54

Q38 What Diocesan resources have been provided when you have served as an Interim? (Check all that apply.)

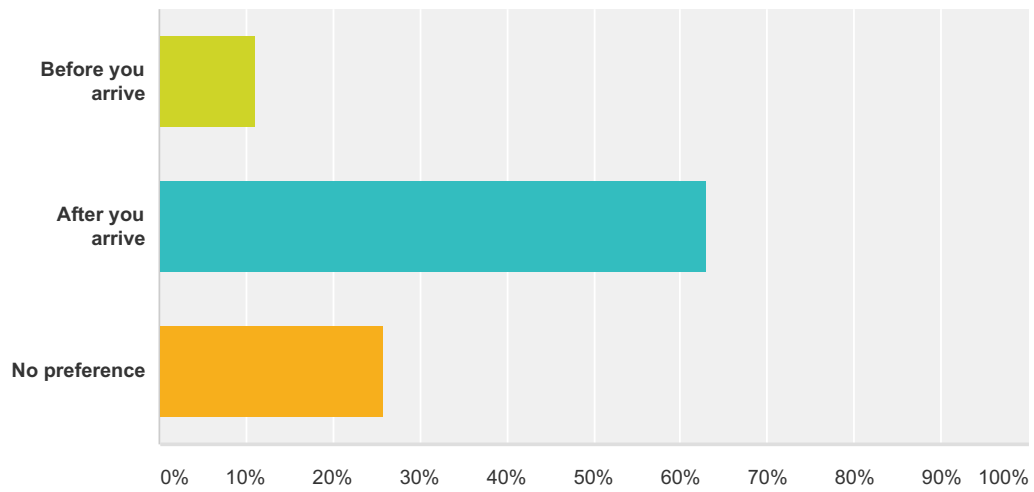
Answered: 52 Skipped: 9



Answer Choices	Responses
Regular meetings of Interim clergy with Transition Minister/Bishop	84.62% 44
Conference calls	26.92% 14
Sharing of useful materials	57.69% 30
Appreciative Inquiry training/coaching	17.31% 9
Role in Diocesan Convention	36.54% 19
Participation in Diocesan Committees/Ministries	42.31% 22
Other (please specify)	19.23% 10
Total Respondents: 52	

Q39 When do you prefer for the rector profile/search committee to be appointed?

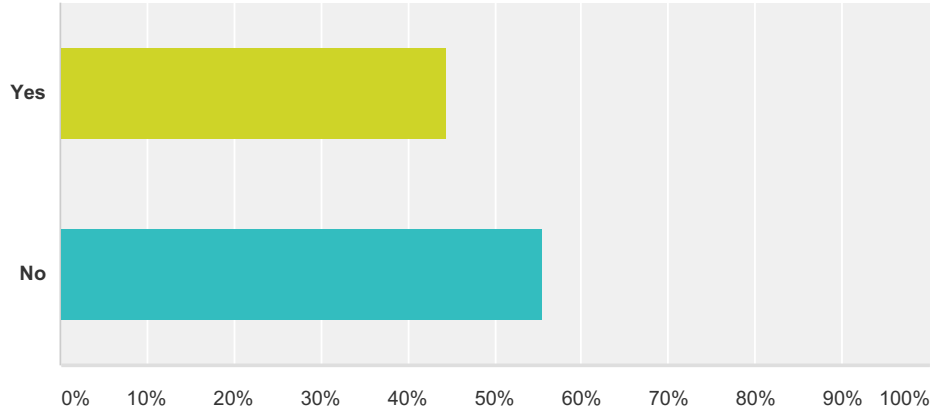
Answered: 54 Skipped: 7



Answer Choices	Responses
Before you arrive	11.11% 6
After you arrive	62.96% 34
No preference	25.93% 14
Total	54

Q40 While serving as an Interim, have you ever served as a consultant to the search committee?

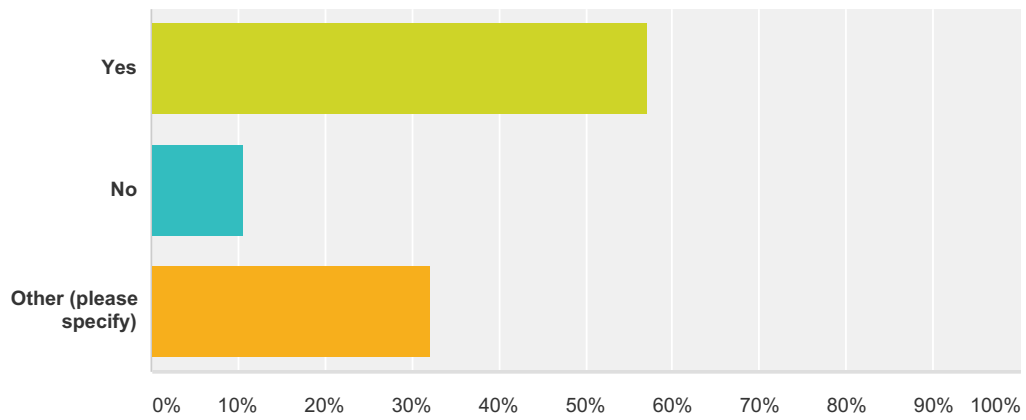
Answered: 54 Skipped: 7



Answer Choices	Responses
Yes	44.44% 24
No	55.56% 30
Total	54

Q41 If "yes," was that helpful to the process?

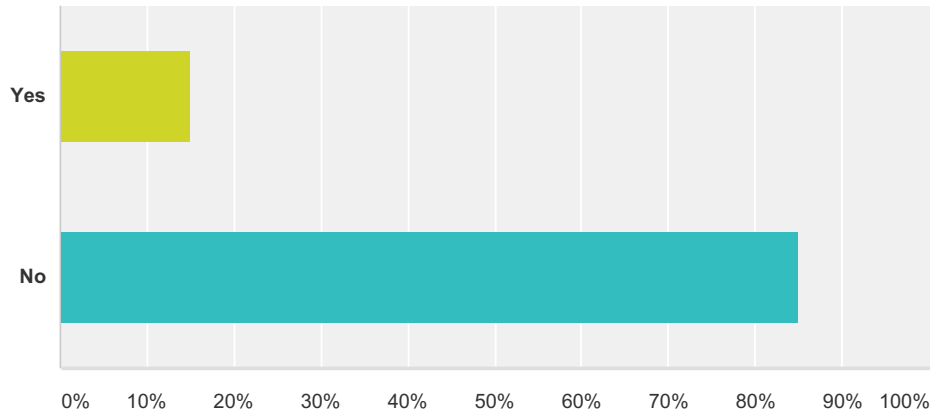
Answered: 28 Skipped: 33



Answer Choices	Responses
Yes	57.14% 16
No	10.71% 3
Other (please specify)	32.14% 9
Total	28

Q42 Have you ever had a Letter of Assignment (akin to Letter of Institution) from the Bishop to be read and published at the beginning of your time with a congregation?

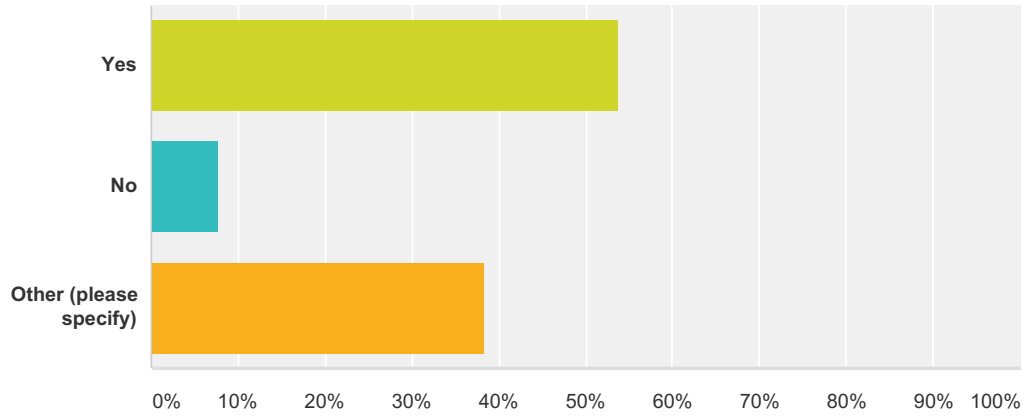
Answered: 53 Skipped: 8



Answer Choices	Responses
Yes	15.09% 8
No	84.91% 45
Total	53

Q43 If "yes", was this helpful?

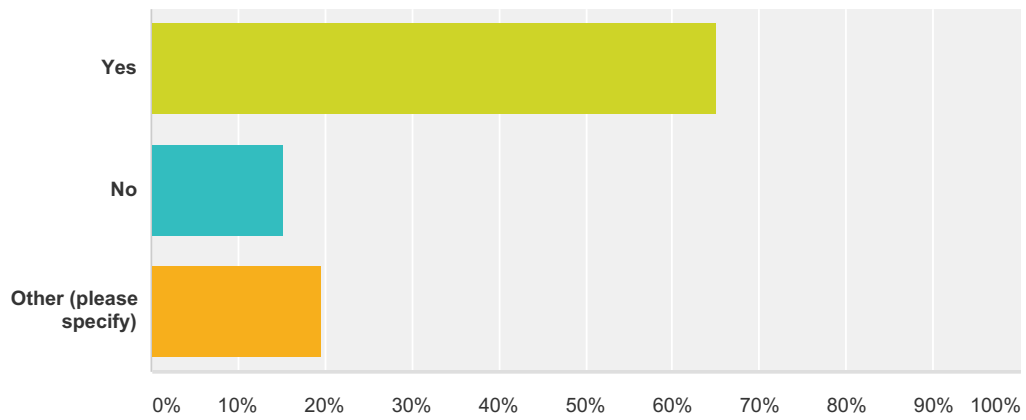
Answered: 13 Skipped: 48



Answer Choices	Responses
Yes	53.85% 7
No	7.69% 1
Other (please specify)	38.46% 5
Total	13

Q44 If "no", do you think this might be of value in the future?

Answered: 46 Skipped: 15



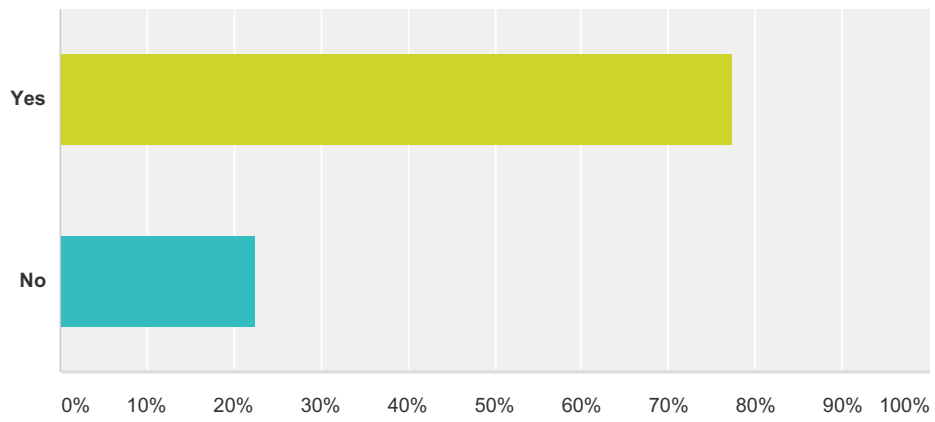
Answer Choices	Responses
Yes	65.22% 30
No	15.22% 7
Other (please specify)	19.57% 9
Total	46

Q45 Can you identify additional ways for Interim Ministries in the Episcopal Church (IMEC) or the OTM to be helpful in connecting Interim clergy with Diocesan Transition Ministers and congregations?

Answered: 14 Skipped: 47

Q46 As an Interim, do you use a welcoming or leave-taking liturgy?

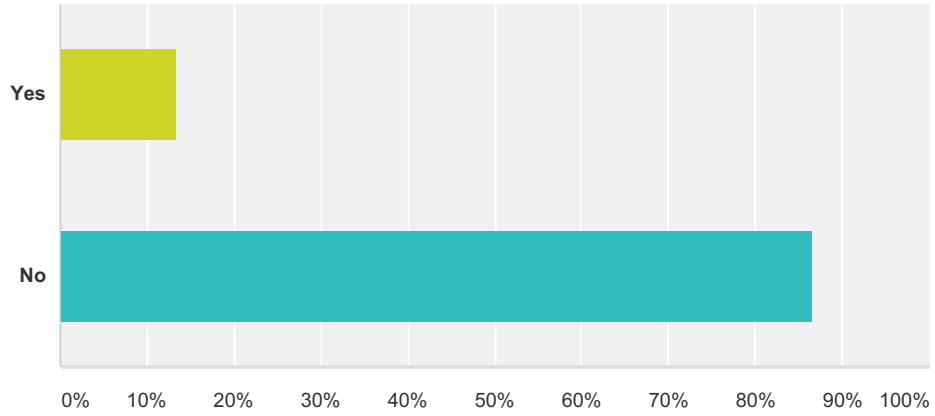
Answered: 53 Skipped: 8



Answer Choices	Responses
Yes	77.36% 41
No	22.64% 12
Total	53

Q47 Have you ever had a Letter of Release (thank you) from the Bishop read/published at the conclusion of your time with a congregation?

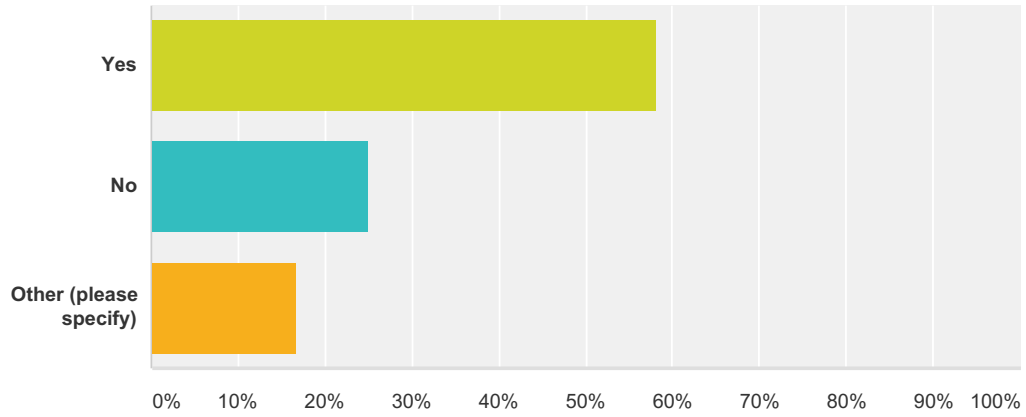
Answered: 52 Skipped: 9



Answer Choices	Responses
Yes	13.46% 7
No	86.54% 45
Total	52

Q48 If "yes," was this letter helpful?

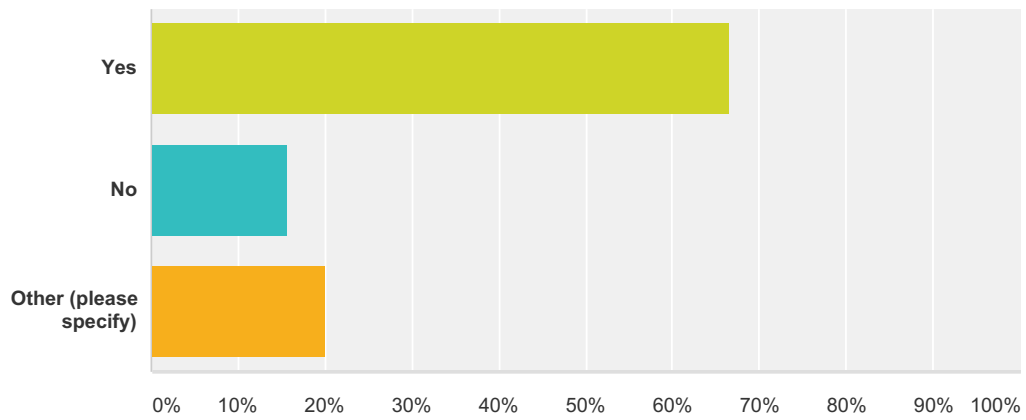
Answered: 12 Skipped: 49



Answer Choices	Responses
Yes	58.33% 7
No	25.00% 3
Other (please specify)	16.67% 2
Total Respondents: 12	

Q49 If you answered "no," do you think it might be helpful?

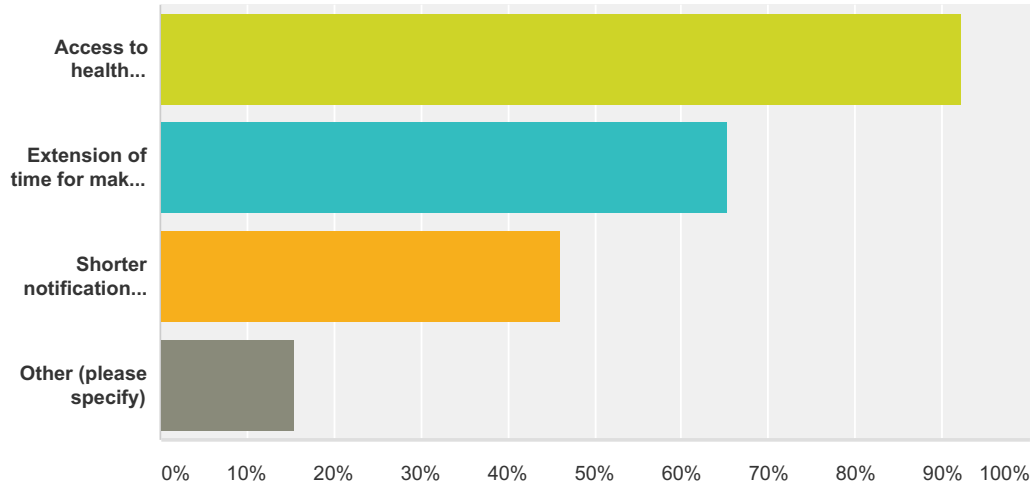
Answered: 45 Skipped: 16



Answer Choices	Responses
Yes	66.67% 30
No	15.56% 7
Other (please specify)	20.00% 9
Total Respondents: 45	

Q50 What do you think Interim clergy need from the Church Pension Fund? (Check all that apply.)

Answered: 52 Skipped: 9



Answer Choices	Responses
Access to health insurance between cures	92.31% 48
Extension of time for makeup of pension fund accounts for active clergy	65.38% 34
Shorter notification time for processing change of status	46.15% 24
Other (please specify)	15.38% 8
Total Respondents: 52	

Q51 Is there anything else you would like to call to our attention in IMEC?

Answered: 13 Skipped: 48