

Analysis of Conference Minister Search and Call Data

Center for Analytics, Research and Data (CARD)

Time Period of Analysis:	October 2016-March 2018 (18 months)
Total Number of Applications:	86
Total Number of Applicants:	56
Total Number of Applicants Applying for Multiple Positions:	17
Total Number of Conference Minister Searches:	10*
Completed Conference Minister (CM) Searches:	6**

*Includes searches not yet completed

**There were seven (7) completed searches in this time period; however, one search pool was incomplete in terms of the data available.

Conference Minister Searches

Search	Position	Number of Applications
1	Interim	3
2	Designated	19
3	Interim	7
4	Designated	6
5	Settled	7
6	Transitional	6
7	Designated	13
8	Transitional	8
9	Interim	10
10	Settled	7

Total = 86

- 2 out of 10 (20.0%) searches were for Settled CM positions.
- 3 out of 10 (33.3%) searches were for Designated CM positions.
- 5 out of 10 (50.0%) searches were for Interim and Transitional CM positions.
- Mean (average) number of applications per search: 8
- Median number of applications per search: 7

Conference Minister Search Demographics

Gender	Number of Applicants
Male	29
Female	26
Transgender	0

Total = 55 (Missing = 1)

- 47.2% of all applicants identified as female.
- 47.0% of all applications were from females.
- 49.2% of all applications *for completed searches* were from females.
- 6 out of 6 (100%) female applicants were hired into a CM position. **OVER-REPRESENTATION**

Race/Ethnicity	Number of Applicants
White/Euro-American	42
Black/African-American	5
Asian/Pacific Islander	1
Hispanic/Latinx	3
Native American	0

Total = 51 (Missing = 5)

- 17.6% of all applicants identified as people of color.
- 22.2% of all applications were from people of color.
- 25.9% of all applications *for completed searches* were from people of color.
- 1 out of 6 (16.7%) people of color were hired into a CM position. **UNDER-REPRESENTATION**

Authorization	Number of Applicants
Ordained	51
Ordained Ministerial Partner Standing (OMPS)	3
Member in Discernment	1
No UCC Standing – Seeking Privilege of Call or OMPS	1

Total = 56 (Missing = 0)

- 91.0% of all applicants were Ordained Ministers.
- 92.0% of all applications were from Ordained Ministers.
- 91.5% of all applications *for completed searches* were from Ordained Ministers.
- 5 out of 6 (83.3%) Ordained Ministers were hired into a CM position. **UNDER-REPRESENTATION**

Primary Specialty (Current Setting/Ministry)	Number of Applicants
Pastor (Solo or Senior)	28
Interim or Designated-Term Pastor	6
Associate Conference Minister	8
Retired	3
Denominational or Educational Worker	2
Other Local Church Position	1
Chaplain	1

Total = 49 (Missing = 7)

- 16.3% of all applicants were serving as Associate Conference Ministers (ACMs).
- 17.8% of all applications were from those serving as ACMs.
- 15.6% of all applications *for completed searches* were from those serving as ACMs.
- 3 out of 6 (50.0%) ACMs were hired into a CM position. **OVER-REPRESENTATION**

Year Authorized	Number of Applicants
Before 2000	29
2000-2016	22

Total = 51 (Missing = 5)

- 56.8% of all applicants were authorized before 2000.
- 55.8% of all applications were from those authorized before 2000.
- 57.7% of all applications *for completed searches* were from those authorized before 2000.
- 3 out of 5 (60.0%) applicants authorized before 2000 were hired into a CM position. (Missing = 1) **BALANCED REPRESENTATION**

Age Range	Number of Applicants
Under 40	3
40-49	10
50-59	17
60+	20

Total = 50 (Missing = 6)

- 26.0% of all applicants were under age 50.
- 31.1% of all applications were from those under 50.
- 27.5% of all applications *for completed searches* were from those under 50.
- 2 out of 5 (40.0%) applicants under 50 were hired into a CM position. (Missing = 1) **OVER-REPRESENTATION**

Who is Likely to Apply for Multiple Positions?

Gender	Number of Applicants
Male	9
Female	8

Total = 17 (Missing = 0)

- 47.1% of multiple-position applicants identified as female, compared to 47.2% of all applicants who identified as female. **EQUAL LIKELIHOOD**

Race/Ethnicity	Number of Applicants
White/Euro-American	13
Black/African-American	2
Hispanic/Latinx	2

Total = 17 (Missing = 0)

- 23.5% of multiple-position applicants identified as people of color, compared to 17.6% of all applicants who identified as people of color. **GREATER LIKELIHOOD**

Authorization	Number of Applicants
Ordained	16
Ordained Ministerial Partner Standing (OMPS)	1

Total = 17 (Missing = 0)

- 94.1% of multiple-position applicants were Ordained Ministers, compared to 91.0% of all applicants who were Ordained Ministers. **EQUAL LIKELIHOOD**

Primary Specialty (Current Setting/Ministry)	Number of Applicants
Pastor (Solo or Senior)	10
Associate Conference Minister	4
Chaplain	1

Total = 15 (Missing = 2)

- 26.6% of multiple-position applicants were serving as ACMs, compared to 16.3% of all applicants who were serving as ACMs. **GREATER LIKELIHOOD**

Year Authorized	Number of Applicants
Before 2000	8
2000-2016	7

Total = 15 (Missing = 2)

- 53.3% of multiple-position applicants were authorized before 2000, compared to 56.8% of all applicants authorized before 2000. **EQUAL LIKELIHOOD**

Age Range	Number of Applicants
Under 40	1
40-49	4
50-59	5
60+	5

Total = 15 (Missing = 2)

- 33.3% of multiple-position applicants were under 50, compared to 26.0% of all applicants under 50. **GREATER LIKELIHOOD**

Conclusions

- ❖ Over the past 18 months, the majority of Conference Minister positions available were interim, temporary or designated, not settled positions.
- ❖ Females were more likely to be hired into CM positions than males, though they were *equally as likely* as males to apply for multiple CM positions.
- ❖ People of color were less likely to be hired into CM positions than white people, yet they were *more likely* than whites to apply for multiple CM positions.
- ❖ Ordained Ministers were less likely to be hired into CM positions than other applicants, though they were *equally as likely* as others to apply for multiple CM positions.
- ❖ Associate Conference Ministers were more likely to be hired into CM positions than other applicants and were also *more likely* than others to apply for multiple CM positions.
- ❖ Applicants ordained before 2000 were equally as likely to be hired into CM positions as those ordained 2000-2016 and were also *equally as likely* to apply for multiple CM positions.
- ❖ Individuals under 50 were more likely to be hired into CM positions than those 50 and over and were also *more likely* than others to apply for multiple CM positions.
- ❖ Though not highlighted in the report above, comparisons of the CM applicant pool to overall UCC statistics indicated the following:

- Females were represented equally in the applicant pool (47.2% of applicants compared to 49.6% of all active, Authorized Ministers);
- People of color were over-represented in the applicant pool (17.6% of applicants compared to 12.2% of all active, Authorized Ministers);
- Ordained Ministers were over-represented in the applicant pool (91.0% of applicants compared to 82.9% of all active, Authorized Ministers);
- Pastors (solo, senior, interim, designated-term, supply) were greatly over-represented in the applicant pool (69.3% of applicants compared to 47.7% of all active, Authorized Ministers);
- ACMs were greatly over-represented in the applicant pool (16.3% of applicants compared to 1.3% of all active, Authorized Ministers);
- Individuals under age 50 were over-represented in the applicant pool (26.0% of applicants compared to 19.1% of all active, Authorized Ministers).

Possible Topics for Reflection

- ✦ The changing role of the Conference Minister into a more transitional or interim role and the skills necessary for these changes, coupled with the sea changes taking place in American Christianity today that are impacting every setting
- ✦ Nurturing avenues for leadership development and support for female Conference Ministers, as well as Conference Ministers who are under 50 years old
- ✦ Developing pipelines for increasing both the number and percentage of applicants in Conference Minister searches who are persons of color, as well as overcoming biases and barriers to hiring persons of color into CM positions
- ✦ Opportunities and challenges of the Associated Conference Minister role as a path to the role of Conference Minister, while also recognizing the changing nature of the ACM position in judicatory ministry



Center for Analytics, Research and Data
 700 Prospect Avenue East
 Cleveland, OH 44115-1100
www.ucc.org/research