

2005 Religious Organization Survey

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Executive Summary

Objectives

- Estimate total religious employment in Nebraska for use in the Current Employment Statistics (CES) program benchmarking process
- Understand the way in which religious workers are distributed among:
 - geographic regions
 - faith groups
 - job types
 - full versus part time work
- Identify best practices for future surveys

Methodology

- Target population: All religious industry employment not covered by unemployment insurance (UI)
- Sample population: America's Labor Market Information System list of religious organizations and the Department of Education's list of non-public schools
- Mailed to entire sampling frame. Data collected from June 1 – July 13, 2005
 - 67 % response rate: 1859 completed surveys, 926 non-respondents

Major Findings

- 12,993 religious industry employees were not covered by unemployment insurance during April 2005
- Total employees and employees per capita are both higher on average in eastern than western Nebraska
- Faith groups
 - Catholic employees account for over one-third of all religious employees
 - Lutheran employees account for 22% of total religious employees
 - The proportion of employees by faith group differs across regions
- Job Type
 - Half of all religious employees are church¹ staff
 - One-third of religious employees are employed in K-12 education
 - 14% of religious employees are in the childcare/social services category
 - The distribution of employees across job types differs by faith group
- Full vs. Part Time
 - 52% of all employees are full time
 - 73% of employees employed in K-12 education are full time
 - 44% of church staff are full time
 - 27% of social service/childcare employees are full time
 - The proportion of full time employees differs by faith group

¹ Throughout this document the word “church” will be used as a general term that includes mosques, synagogues, etc. Indeed, any group of people who regularly meet together for worship is included in this broad definition of “church”. Though the word church can refer to an entire religion and all its members, here it refers to a group as represented by one record in the database.

Methodology

Design

The 2005 Survey of Religious Organizations was only the second of its kind in Nebraska, the first survey conducted in 1999. The plan is to conduct a survey of religious employment approximately every 5 years.

The main objective of the 2005 Religious Organization Survey was to estimate total religious employment. In other words, estimate the total number of positions currently filled in the religious industry. In addition, there was a desire to gain an understanding of how Nebraska religious employment is structured. For example, which faith groups employ more employees, in what types of activities are most religious employees engaged, and what proportion of employees are working part time versus full time? It was also of interest to compare these attributes across geographical regions.

First, it is helpful to understand what is meant by *religious employee*. A religious employee is defined as all salaried or hourly officials, clergy and/or other employees; and members of religious orders performing work but not receiving direct monetary compensation. The labor performed should be a normal part of the organization's activities but should exclude contractors, pensioners, recipients of token remuneration or honorariums, unpaid volunteers, and any staff covered by unemployment insurance. To be counted, employees must have earned \$50 during April 2005. This detailed definition was not explicitly stated on the questionnaire, though it was provided when clarification was requested.

A comprehensive list of religious organizations' address and contact information from InfoUSA was used as the sampling frame of churches, whereas the religious school sampling frame was obtained from the Department of Education by searching their online directory for non-public schools (<http://educdirsrc.nde.state.ne.us/>). After the lists were obtained, a letter and questionnaire were sent to each organization on the lists. The data collection period ran from June 1 – July 13, 2005.

One issue that had to be dealt with was the possibility that one employee could work for more than one congregation. Because it could not be predetermined which congregations were sharing employees, each congregation was mailed a separate form, thus creating the risk of counting some workers multiple times. The possibility of double counting could only be detected if the church indicated this on the questionnaire. Calls were made to those where it appeared this was the case. In most cases the worker was serving multiple congregations but considered him/herself as holding only one position and thus was only counted once. However, if the worker said he/she held two separate positions, he/she was indeed counted twice.

Response Rates

Overall, the survey, which included both religious schools and churches, had 1,859 completed responses, 4 refusals and 922 non-responses, yielding a response rate of 67%. It should be noted that, often, the employees reported by schools were also reported by a church. In this case, the school was not figured into the response rate calculation.

No weighting or other statistical techniques have been used to correct for the non-response. There are three reasons for this decision. First, the reported response rate of 67% may be deceptively low because many of the non-respondents may be sharing staff. For example, if 4 non-responding congregations all share 2 church staff together, each of them would be counted against the response rate. In reality, it should only count against the response rate once, not four times, because there's really only one valid response missing. Furthermore, many of the non-respondents may actually be a congregation sharing staff with another congregation that *did* report. Thus, they should not count against the response rate at all.

Second, it is believed that many of the non-responders have zero employees. There is no evidence for or against this theory. The hypothesis is that many churches with no paid staff think they don't qualify for the survey, their response isn't needed, or because it's volunteer work they spend time only on the most essential administrative tasks (which does not include surveys).

Third, and perhaps most compelling in light of historical data, the unweighted survey estimate makes sense. The Census County Business Patterns (CBP) 2002 estimates the number of religious businesses and religious industry employees. If the Nebraska survey counts religious organizations like the CBP does – only those with employees – then the unadjusted estimate of number of establishments is 1.11 times greater than the 2002 CBP number (1690/1527). The unadjusted estimate of religious industry employees is 1.15 times greater than the CBP 2002 number (12993/11291).

These numbers complement each other. In fact, if one calculates the average yearly growth of the CBP number of religious employees from 1998-2002 and applies that every year from 2002 up to 2005, an estimate of 12,297 is reached. This means that there's only a difference of 5%, or approximately 700 employees. A similar percent difference is obtained when the technique is applied to the number of religious organizations.

Analysis

Total Employees

The total number of religious employees statewide is 12,993. Figure 1 shows the total number of employees per county. Naturally, the counties with the largest number of religious employees are Douglas and Lancaster counties, with 4,252 and 1,949 respectively. The only other county to have more than 500 employees was Sarpy County with 616. In addition, from Figure 2 one can see that eastern Nebraska, on average, has more employees per capita than western Nebraska. The county with the highest concentration of religious employees is Greeley County with 17 religious employees per 1,000 people.

The density of religious employees per capita by Workforce Investment Act (WIA) regions is shown in Figure 3. The Northeast part of the state has 8.3 religious employees per 1,000 people, more than any other region. The Nebraska panhandle has a much smaller religious employee per capita ratio. Specifically, for every 178 people in the panhandle there is approximately 1 religious employee. As one moves from east to west the number of religious employees per capita decreases.

Figure 1. Total Employees by County

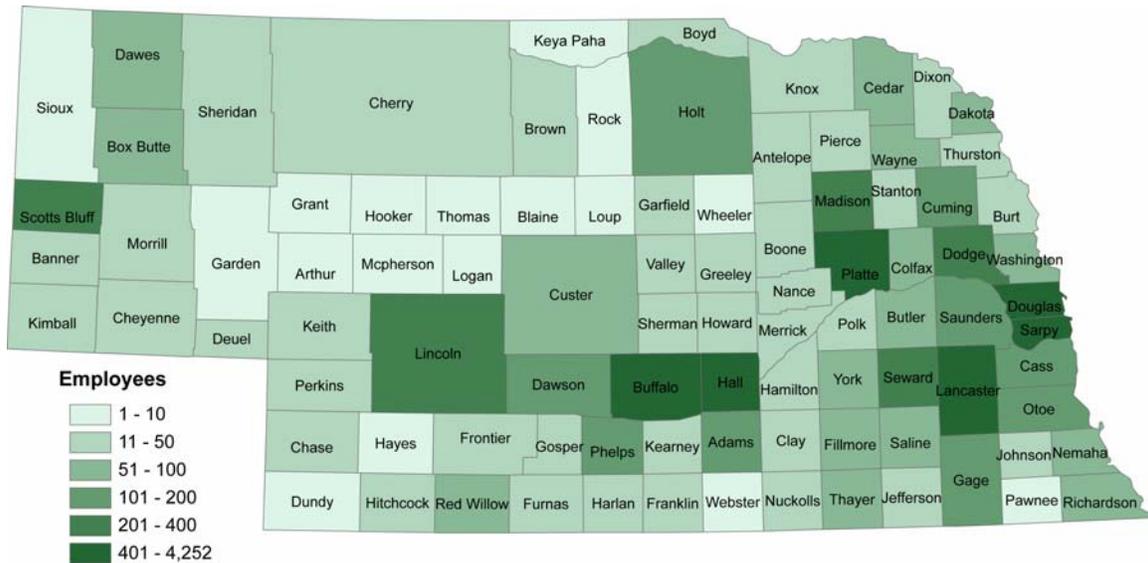


Figure 2. Employees per 1,000 People, by County

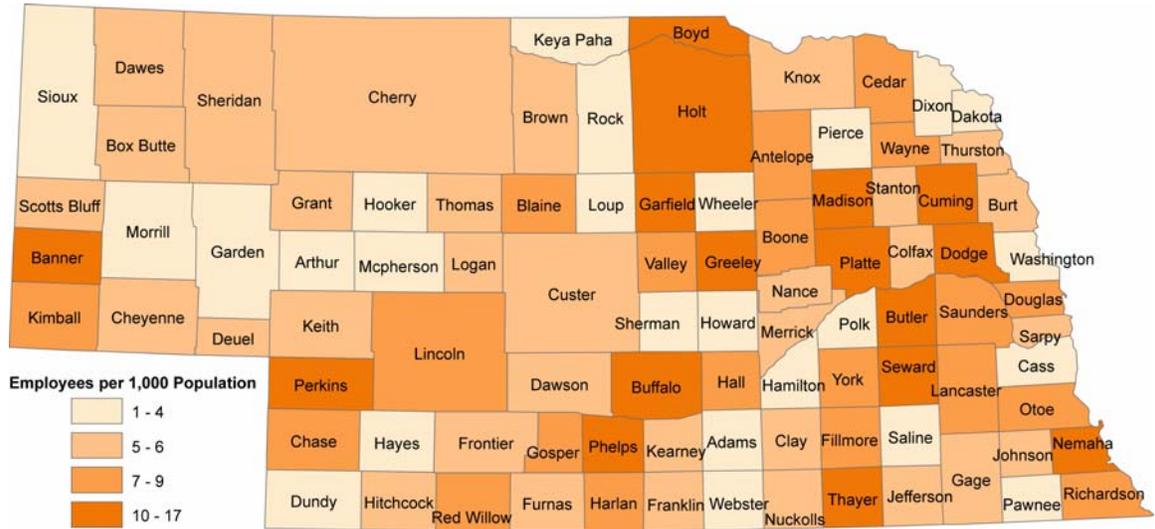
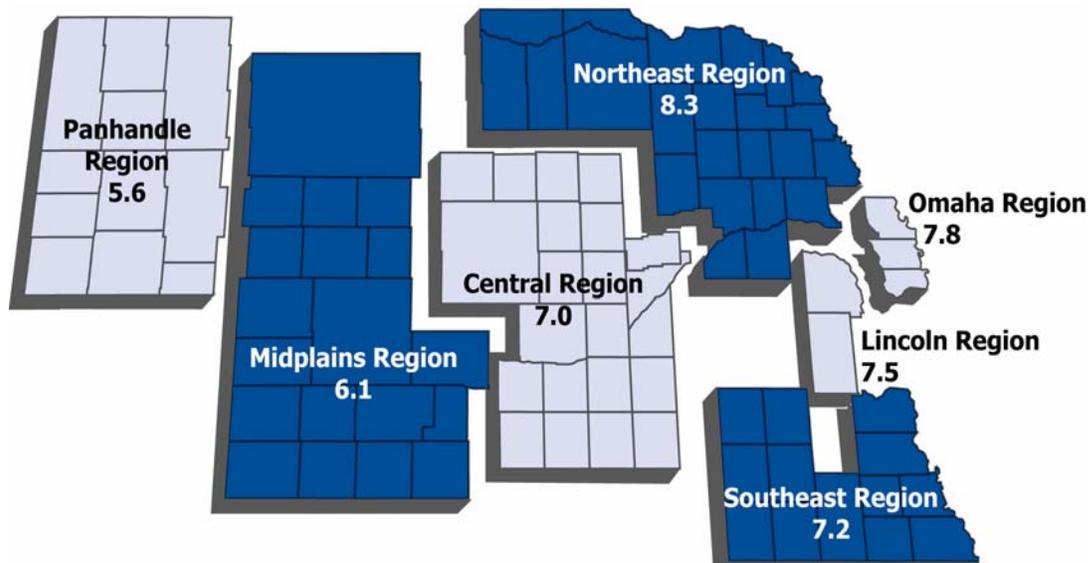


Figure 3. Religious Employees per 1,000 people by Workforce Investment Act Regions



Faith Groups

Each respondent gave a self report of their denomination. The respondents were then grouped as shown below. The faith groups are ordered in a consistent, arbitrary manner throughout the report to avoid giving preferential treatment to any one group.

- Lutheran
- Other Reformation churches²
- Catholic
- Baptist
- Interdenominational and Nondenominational
- Evangelical
- Pentecostal
- Other³
- Methodist.

The faith group with the most employees is the Catholic faith group, which composes over one-third of the total religious employment in Nebraska. Lutherans account for another 22% of religious employees in the state. The third largest group is the Other Reformation churches, accounting for 12% of the total. The entire distribution of religious employees can be seen in Figure 4.

It is important to note that there are significant differences in the distribution of employees among faith groups for the different WIA regions (Figure 5 – Figure 10). Specifically, the Northeast has a large proportion of Catholic employees. The Southeast, however, has a large proportion of Lutheran employees. As one moves farther west, the proportion of both Catholic and Lutheran employees decreases, yet there is a pronounced increase in the proportion of Methodist and Pentecostal employees.

Other reformation churches form a greater part of the labor picture in the Panhandle and Midplains regions. Evangelicals reach their peak proportions in the Central and Midplains regions. The largest proportions of employment for Inter/Non-denominational churches are at opposite ends of the state: in the Omaha and Panhandle regions. The proportion of Baptist and Other employees is relatively uniform across the state.

² Other reformation churches include: Anglican, Apostolic, Berean, Church of Christ, Conservative Congregational Christian Conference, Disciples of Christ, Episcopalian, Fellowship of Evangelical Bible Churches, Friends, Grace Brethren, Mennonite, Presbyterian, Reformed Church in the U.S., Vineyard, Wesleyan.

³ Other Churches include: Baha'i, Buddhist, Christian Science, Church of Jesus Christ of Latter-Day Saints, Community of Christ, Eastern Orthodox, Eckankar, Hostelling International Ayh, Islam, Jehova's Witnesses, Judaism, Masons, Metropolitan, Native American, Tenrikyo, Unitarian Universalists.

Figure 4. Total Employees by Faith Group Statewide

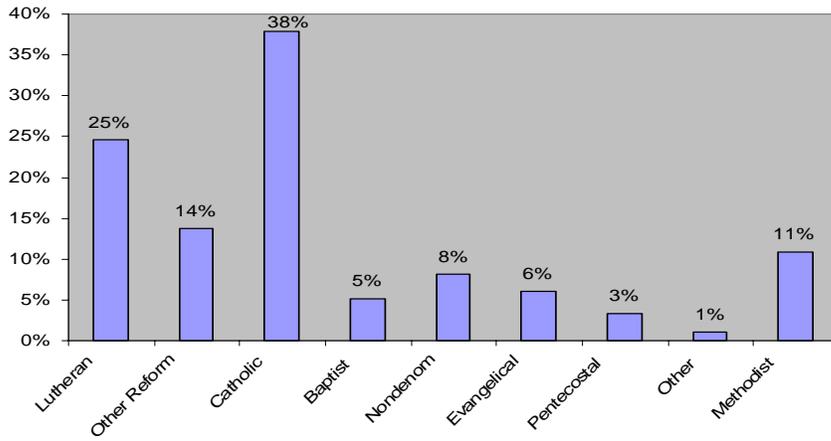


Figure 5. Omaha Region

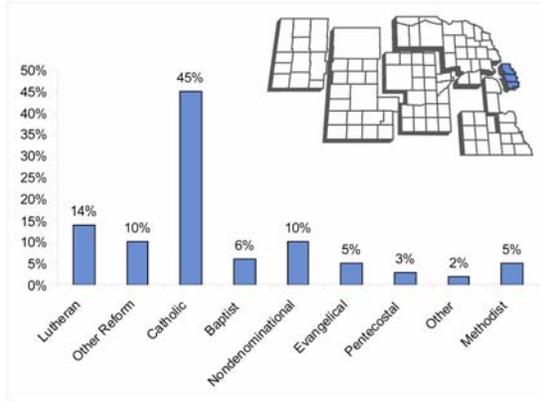


Figure 6. Lincoln Region

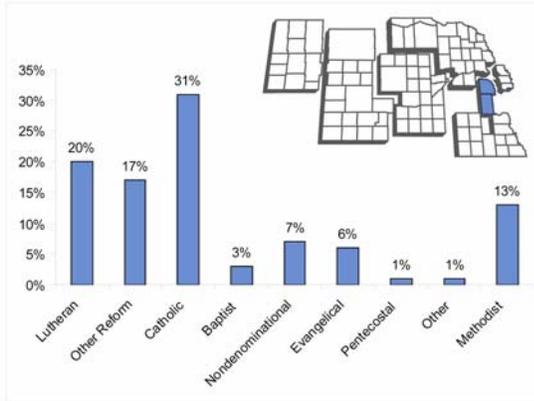


Figure 7. Northeast Region

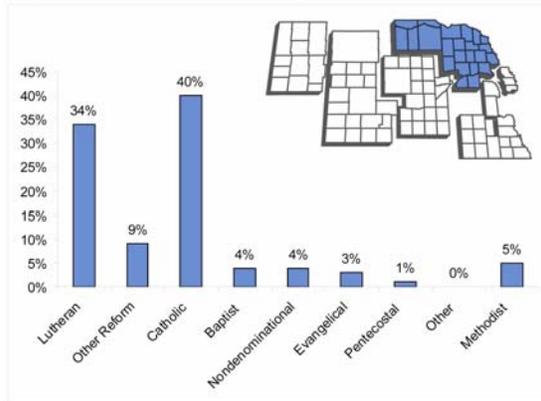


Figure 8. Southeast Region

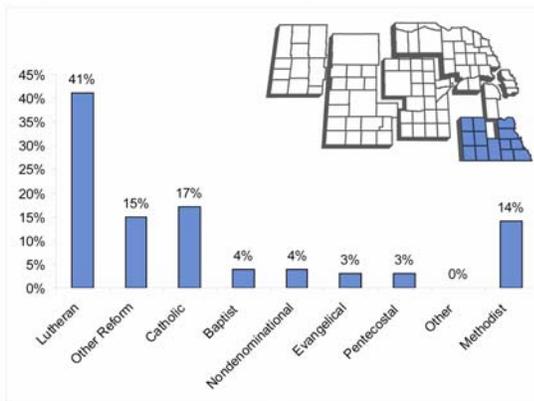


Figure 8. Central Region

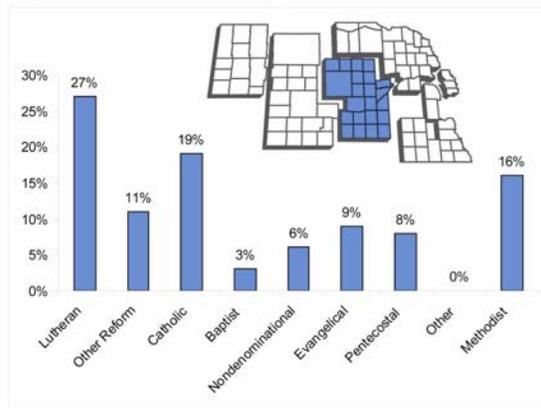


Figure 9. Midplains Region

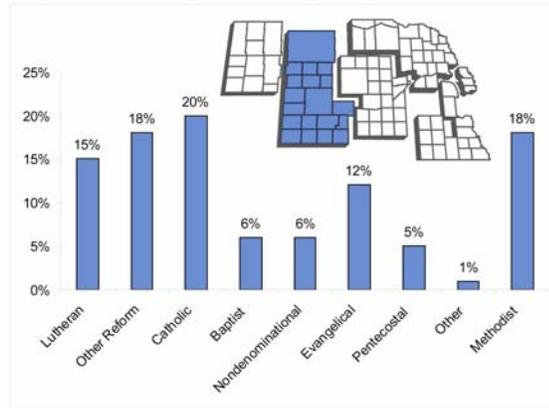
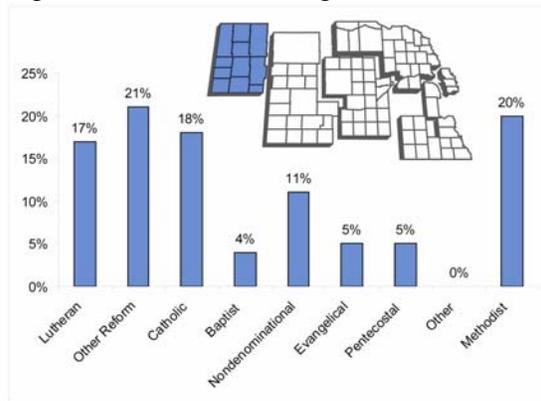


Figure 10. Panhandle Region



Job Type

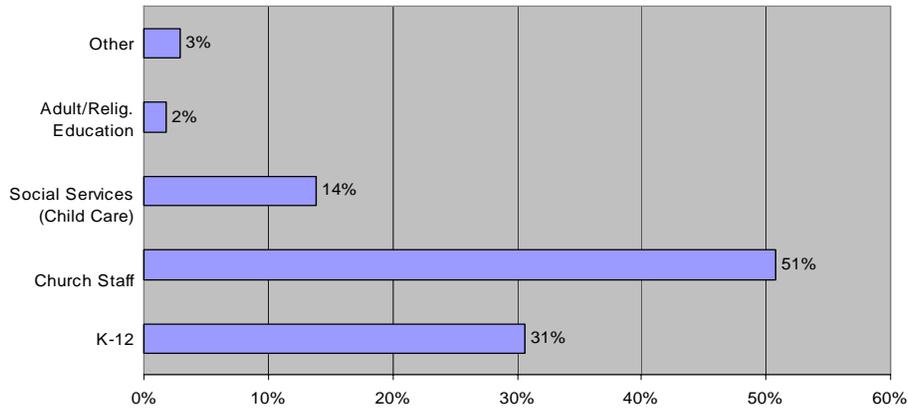
Religious employment data was broken down into 5 job type categories. The categories are:

- Church Staff (clergy, clerical, music, janitorial, etc.)
- Social Services (mostly childcare, preschool, nursery, etc.)
- Jobs directly related to kindergarten through 12th grade (K-12) education (teacher, administrator, janitor, bus driver, cafeteria, clerical, etc.).
- Adult/Religious Education (adult classes, seminaries, colleges, etc.)
- Other.

These job categories were not created in order to group people together that perform similar tasks. Rather, each category serves a specific group of people for a specific purpose. For example, the Church Staff serves a church congregation as a whole whereas the Social Services category is often a childcare business that serves parents and may even be open to the public.

The proportion of total employees for each job category is shown in Figure 11. The majority of religious employees (51%) fall into the church staff category. K-12 education is the second largest category with 31% of religious employees. Social services make up another 14% of the total religious employment. The two smallest categories are ‘other’ and adult/religious education, 3 and 2 percent respectively.

Figure 11. Proportion of Employees by Job Type



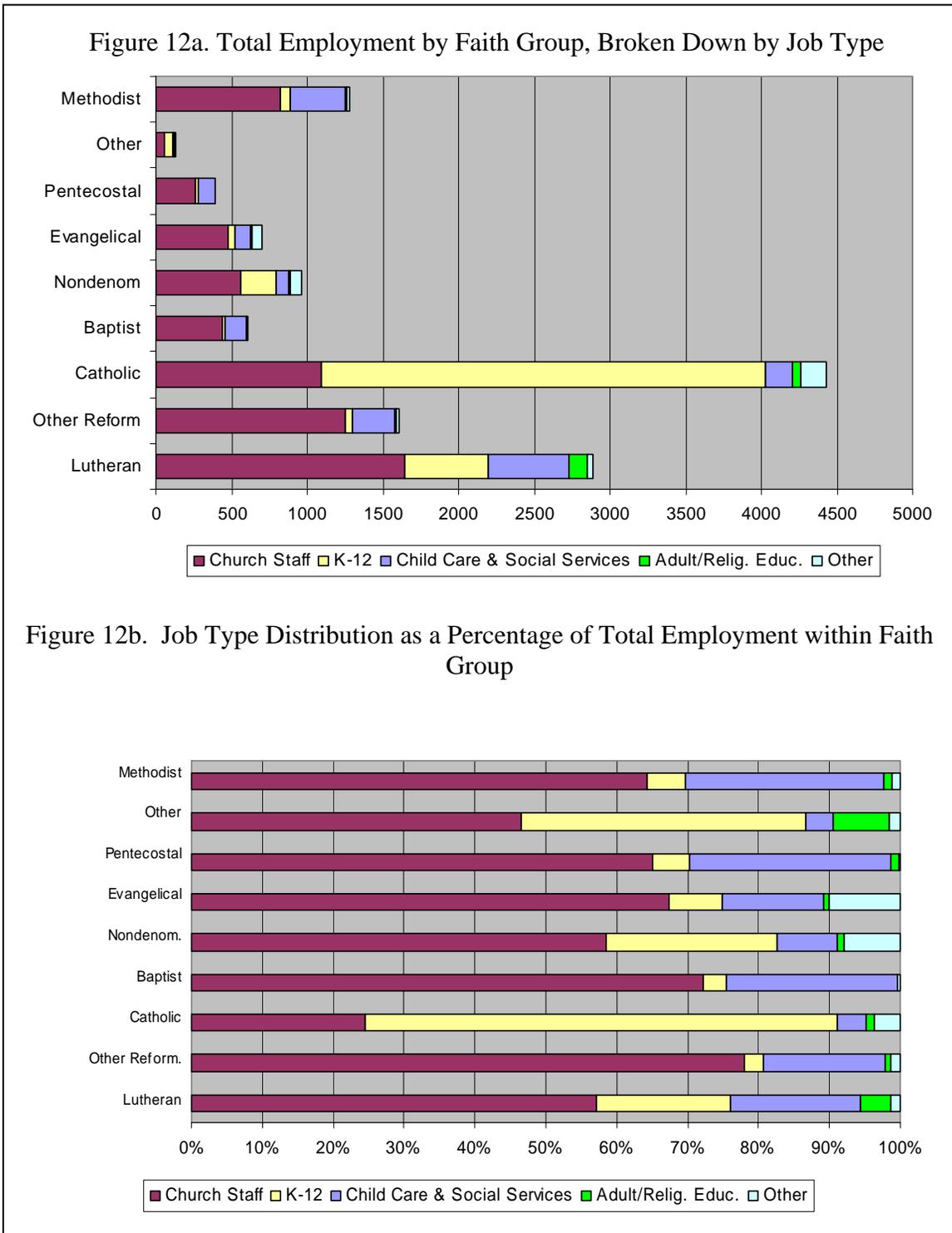
Differences in religious organizations' traditions, hierarchical structure, and individual pastoral efforts explain some of the differences in job type distribution for each faith group. Figure 12a breaks down the total number of employees within a faith group by job type. Another helpful way to look at job type distribution is as a percentage of total religious employees within a faith group, shown in Figure 12b. From Figure 12b it can clearly be seen that roughly two-thirds of the Catholic employees are directly related to K-12 education, this is by far the highest proportion within any faith group. Typically schools employ more people than do congregations. This helps explain why Catholic employees account for over one-third of total religious employment in the state.

The 'other' faith group also has a high proportion of employees in K-12 education. This is due primarily to Jewish schools. In addition, the 'other' faith group has the largest proportion of employees (7%) in the adult/religious education category.

Third, the proportion of employees involved in social services, usually child care, is highest among the Methodist and Pentecostal groups – about 30% for each group.

Finally, the Evangelical and Non-denominational groups were most likely to report having employees in the 'other' category. Typically these employees included ministers with specialized duties (i.e. – camp, sports, development and growth), regional/headquarter administrative staff, and community service organizers.

Figure 12.



Full vs. Part Time

Figure 13 shows the percent of employees engaged in full time work statewide for the religious industry, and by faith group within the industry. Fifty-two percent of all religious employees in Nebraska work full time (more than 35 hours per week on average). Compared to statewide religious employment as a whole, three faith groups have a higher percentage of full time employees, five have a lower percentage of full time employees and the Evangelical faith group has the same percentage of full time employees. Some job types, such as those related to K-12 education, are more likely to be full time than others. Thus, the differences shown in Figure 13 may be due to the different distribution of job types within a faith group. Therefore, it may be more helpful to look at the percentage of full time employees in each faith group by job type, as shown in Figures 14-18.⁴

Statewide, the highest percentage of full time employees in a particular job type is 73% for those in the K-12 education category. The lowest percentage of full time workers by job type is in the social services/childcare category (27%). Forty-four percent of all church staff is full time.

The Lutheran, Other Reformation, Baptist, Other and Methodist faith groups' percentage of employees by job type is much lower on average then it is for faith groups on a statewide level. The percentage of full time employees for the Catholic group, on the other hand, is higher than the statewide percentages in all but one category. No faith group approximates the statewide percentage of full time employees in all job categories.

Figure 13

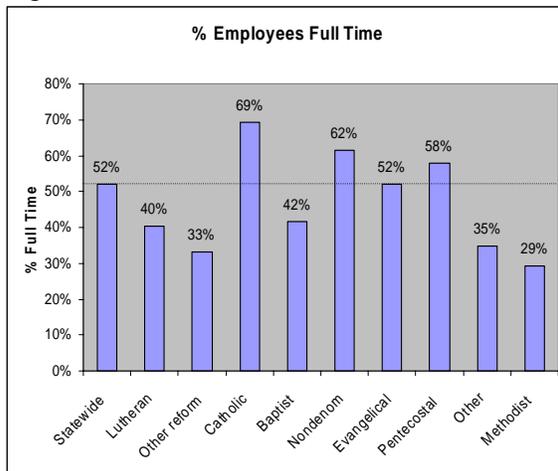
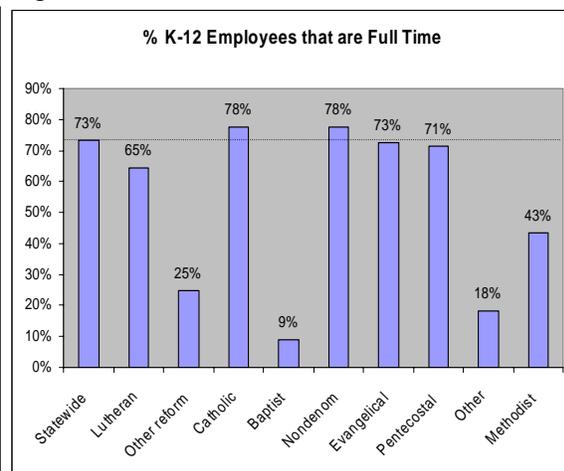


Figure 14



⁴ Some percentages were inestimable because no employees were reported on a full vs. part time form. Inestimable percentages are denoted with a "0%". No effort is made to distinguish valid zero percents from inestimable percentages.

Figure 15

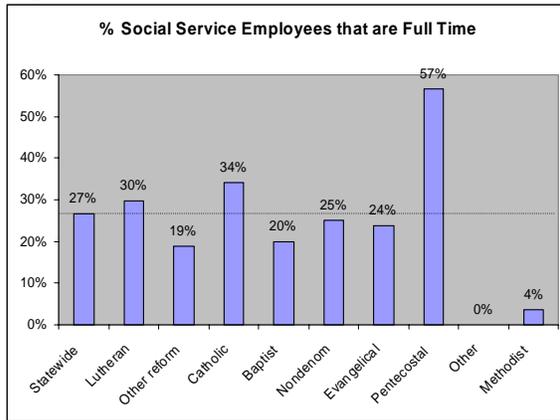


Figure 16

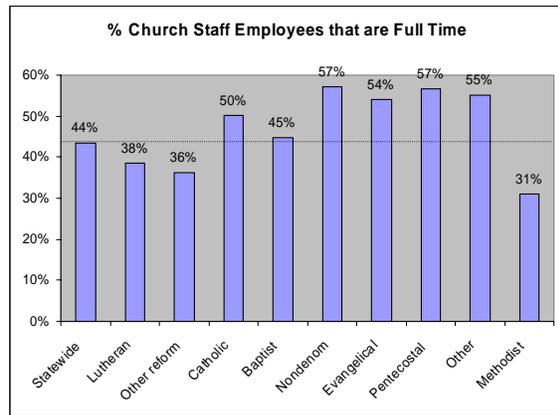


Figure 17

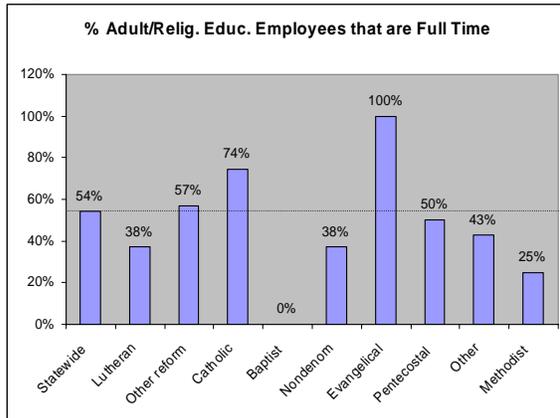
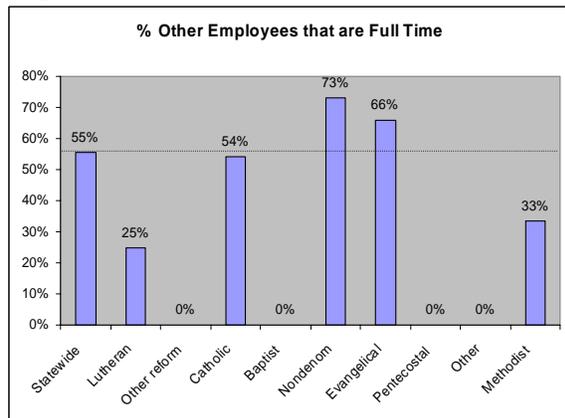


Figure 18



Conclusion

In April 2005, the estimated total religious employees as defined by the Current Employment Statistics program was 12,993. Total employees, and employees per capita, were both higher on average in eastern than western Nebraska. There were essentially 3 areas in the state that had drastically different distributions of religious employees among faith groups. The northeast was predominantly Catholic, the southeast – Lutheran, and the west/central had a larger proportion of the other faith groups.

In addition, there was a great degree of variation in the distribution of job type within faith group. Job type helps explain, to some degree, why different faith groups compose a different proportion of the total statewide religious employment. In addition, the proportion of full time versus part time employees varies significantly within faith group, even when controlling for job type.

Hopefully, the information in this survey will serve to strengthen the economy, the labor force, individual workers and even the spiritual health of Nebraskans.

Appendix A. Church Forms A and B

Name
 Church
 Street
 City State Zip

Dear Name:

The Nebraska Department of Labor is responsible for producing current employment statistics for the State of Nebraska and the metropolitan areas within the state. One category particularly difficult to estimate is church and church school employment. To assist us in this task, please enter the number of paid workers (both full- and part-time) your organization employed in April 2005.

Your participation in this survey is important, as it is the religious community's only opportunity to be included in Nebraska's employment data. All information will be held confidential and used for statistical purposes only.

	April 2005	
	Full-time	Part-time (<35 hrs. a week)
1. Education- Kindergarten through grade 12 and related	_____	_____
2. Social services, Nursery, Childcare, and Preschool	_____	_____
3. Church staff – Pastor, Clerical, Music, Janitorial, etc.	_____	_____
4. Education – adult classes, seminaries, colleges, etc.	_____	_____
5. Other, specify:	_____	_____

Person completing this form:

Name	Title	Phone
------	-------	-------

Denomination: _____

Please make any necessary changes to your contact and address information printed above.

Direct any questions to David Palmer by telephone 1-800-247-0219 or e-mail: dpalmer@dol.state.ne.us. Please return the completed form in the envelope provided or fax it to (402)471-9867 no later than July 4th.

Thank you very much for your time and effort.

Sincerely,

Phillip A. Baker
 Labor Market Information Administrator

Date, 2005
 Form ID#

dp

Appendix B. Church Questionnaires C and D

Name
Church
Street
City State Zip

Dear Name:

The Nebraska Department of Labor is responsible for producing current employment statistics for the State of Nebraska and the metropolitan areas within the state. One category particularly difficult to estimate is church and church school employment. To assist us in this task, please enter the number of paid workers (both full- and part-time) your organization employed in April 2005.

Your participation in this survey is important, as it is the religious community's only opportunity to be included in Nebraska's employment data. All information will be held confidential and used for statistical purposes only.

April 2005

- 1. Education- Kindergarten through grade 12 and related _____
- 2. Social services, Nursery, Childcare, and Preschool _____
- 3. Church staff – Pastor, Clerical, Music, Janitorial, etc. _____
- 4. Education – adult classes, seminaries, colleges, etc. _____
- 5. Other, specify: _____

Person completing this form:

Name	Title	Phone

Denomination: _____

Please make any necessary changes to your contact and address information printed above.

Direct any questions to David Palmer by telephone 1-800-247-0219 or e-mail: dpalmer@dol.state.ne.us. Please return the completed form in the envelope provided or fax it to (402)471-9867 no later than July 4th.

Thank you very much for your time and effort.

Sincerely,

Phillip A. Baker
Labor Market Information Administrator

June 1, 2005
C156319410

dp

Appendix C. School Questionnaires A and B

Name
Church
Street
City State Zip

Dear Name:

The Nebraska Department of Labor is responsible for producing current employment statistics for the State of Nebraska and the metropolitan areas within the state. One category particularly difficult to estimate is church and church school employment. To assist us in this task, please enter the number of paid workers (both full- and part-time) your organization employed in April 2005.

Your participation in this survey is important, as it is the religious community's only opportunity to be included in Nebraska's employment data. All information will be held confidential and used for statistical purposes only.

	April 2005	
	Full-time	Part-time (<35 hrs. a week)
1. Educational administrators	_____	_____
2. Teachers, classroom aides, etc.	_____	_____
3. Janitorial staff, bus drivers, etc.	_____	_____
4. Other, specify:	_____	_____

Person completing this form:

Name	Title	Phone
------	-------	-------

Denomination: _____

Please make any necessary changes to your contact and address information printed above.

Direct any questions to David Palmer by telephone 1-800-247-0219 or e-mail: dpalmer@dol.state.ne.us. Please return the completed form in the envelope provided or fax it to (402)471-9867 no later than July 4th.

Thank you very much for your time and effort.

Sincerely,

Phillip A. Baker
Labor Market Information Administrator

June 1, 2005
A770703001

dp

Appendix D. School Questionnaires C and D

Name
Church
Street
City State Zip

Dear Name:

The Nebraska Department of Labor is responsible for producing current employment statistics for the State of Nebraska and the metropolitan areas within the state. One category particularly difficult to estimate is church and church school employment. To assist us in this task, please enter the number of paid workers (both full- and part-time) your organization employed in April 2005.

Your participation in this survey is important, as it is the religious community's only opportunity to be included in Nebraska's employment data. All information will be held confidential and used for statistical purposes only.

April 2005

- 1. Educational administrators _____
- 2. Teachers, classroom aides, etc. _____
- 3. Janitorial staff, bus drivers, etc. _____
- 4. Other, specify: _____

Person completing this form:

Name	Title	Phone

Denomination: _____

Please make any necessary changes to your contact and address information printed above.

Direct any questions to David Palmer by telephone 1-800-247-0219 or e-mail: dpalmer@dol.state.ne.us. Please return the completed form in the envelope provided or fax it to (402)471-9867 as soon as possible.

Thank you very much for your time and effort.

Sincerely,

Phillip A. Baker
Labor Market Information Administrator

June 1, 2005
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