

Analysis of Demographics in Search and Call

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Introduction

This brief report provides a summary of data collected through the UCC Ministerial Profile/Snapshot database for an 18-month period (February 1, 2014 to July 31, 2015). Only data for individuals who completed a UCC Ministerial Profile were analyzed in order to compare this information with local church data from the UCC Data Hub. Individuals provided demographic information voluntarily through their use of the profiles portal (through optional demographic settings, not within the Ministerial Profile itself); and this information included gender, race/ethnicity, sexual orientation, and disability.

It should be noted that completion of a Profile and serving a local church do not necessarily reflect a causal relationship. Individuals complete UCC Ministerial Profiles for many reasons, some of which do not relate to finding a local church call. In addition, serving a local church does not mean that the individual has completed their search and call process—they may be serving in one church while searching for a call in another local church. However, using a specified period of time (a possible maximum 18-month period in which one may be engaged in the search and call process), this data reflects our best assumptions regarding demographic differences between those who may have found a call and those who may not have found a call.

Results

For this 18-month period, 256 individuals completed Ministerial Profiles. At the end of 2016, 162 (63.3%) of these individuals were listed in the Data Hub as serving in a local church, and 94 (36.7%) were not listed as serving a local congregation. Out of these 256 individuals, varying numbers provided demographic data dependent upon each general category (gender, race/ethnicity, disability, and sexual orientation). These numbers are presented below each table.

In Table 1, demographic comparisons for gender are provided between individuals serving a local church and not serving a local church, as well as the percentages of males and females within each Status category. Unfortunately, no one identified as Gender Variant in their self-reporting; however, this does not mean that individuals who identify in this way did not complete a Profile during this time since 97 people did not provide demographic information.

Regarding gender, 54.0% of individuals completing a Profile in 2014-2015 and providing their race/ethnicity information identified as male; but a slightly greater percentage of males (56.3%) were listed as serving a church as of December 2016, meaning that a slightly larger share of males either received a call or had been already serving a local congregation upon completing a Profile. **In essence, males are over-represented as having received/secured a call to a local church when compared with females.**

Table 1: Gender Demographics

Status	Female	Percent	Male	Percent	Gender Variant	Percent	Total
Serving A Local Church	45	43.7%	58	56.3%	0	0.0%	100.0%
Not Serving A Local Church	28	50.0%	28	50.0%	0	0.0%	100.0%
Total	73	46.0%	86	54.0%	0	0.0%	100.0%

Completed = 159; Missing = 97

In Table 2, demographic comparisons for race/ethnicity are provided, as well as the percentages for each Status category. Regarding this demographic, 84.3% of individuals completing a Profile in 2014-2015 and providing their race/ethnicity information identified as Euro-American/White; but a slightly greater percentage of Euro-American/White individuals (88.2%) were listed as serving a church as of December 2016, meaning that a slightly larger share of Euro-Americans either received a call or had been already serving a local congregation upon completing a Profile. **In essence, Euro-Americans/Whites are over-represented as having received/secured a call to a local church when compared with other racial/ethnic groups.** Conversely, 1.3% of all individuals completing a Profile identified as Asian/Asian American; but none (0.0%) were listed as serving a local church, meaning that they are under-represented in the overall share of individuals who completed a Profile in 2014-2015 and were serving a local church at the end of 2016.

A few individuals identified their race/ethnicity beyond the given categories. Four people indicated self-identifications of Creole, East Indian, Caucasian African, and Asian Indian.

Table 2: Race/Ethnicity Demographics

Status	African American/Black	%	Asian/Asian American	%	Euro-American/White	%	Hispanic/Latinx	%	Native American	%	Pacific Islander	%	Total
Serving A Local Church	9	8.8%	0	0.0%	90	88.2%	2	2.0%	1	1.0%	0	0.0%	100.0%
Not Serving A Local Church	5	8.8%	2	3.6%	44	77.2%	3	5.2%	3	5.2%	0	0.0%	100.0%
Total	14	8.8%	2	1.3%	134	84.3%	5	3.1%	4	2.5%	0	0.0%	100.0%

Completed = 159; Missing = 97

Tables 3 and 4 provide demographic comparisons for individuals around disability and sexual orientation. In similar patterns to race and gender demographics, **people with disabilities (identifiable or unspecified) or who are non-heterosexual are under-represented in the overall share of individuals completing their Profiles over an 18-month period in 2014-2015 and who were listed as serving a local church at the end of 2016.**

Table 3: Disability Demographics

Status	Yes	Percent	Not At This Time	Percent	Unspecified	Percent	Total
Serving A Local Church	3	2.0%	135	87.0%	17	11.0%	100.0%
Not Serving A Local Church	2	2.2%	74	80.4%	16	17.4%	100.0%
Total	5	2.0%	209	84.6%	33	13.4%	100.0%

Completed = 247; Missing = 9

Table 4: Sexual Orientation Demographics

Status	Bisexual	Percent	Gay	Percent	Heterosexual	Percent	Lesbian	Percent	Queer	Percent	Total
Serving A Local Church	2	2.5%	3	3.7%	74	91.4%	1	1.2%	1	1.2%	100.0%
Not Serving A Local Church	0	0.0%	2	4.5%	38	86.5%	4	9.0%	0	0.0%	100.0%
Total	2	1.6%	5	4.0%	112	89.6%	5	4.0%	1	0.8%	100.0%

Completed = 125; Missing = 131

Summary

Again, it is important to state that the relationship regarding Profile completion in 2014-2015 and whether or not these individuals were serving a local church in December 2016 are tenuous since Profiles are completed for a number of reasons besides local church search and call (such reasons can include requirements for chaplaincy or other certifications, ministerial grant applications, or as part of applying for middle judicatory and national setting positions). However, **these tables certainly point to a lack of representation of historically under-represented groups within UCC local churches, which may signal some implicit biases occurring in the processes of local church search and call.** Additional analyses provided by the Center for Analytics, Research and Data regarding ministerial demographics for local church pastors around gender and ethnicity highlight this phenomenon with greater certainty (see the Fall 2016 *UCC Statistical Profile*) and will do so with greater detail in coming years; but until now, bias within the search and call system itself has never been investigated statistically. Perhaps these figures will provide impetus for local church search committees and Conference/Association committees on ministry and search and call staff to encourage greater representation in the Profile review, interview, and call processes.