

Question Item	Gender			Ordained priest in								Total
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013		
Priests ordained in Melbourne in survey periods	340	116	224	33	28	70	36	45	64	64	340	
Priests ordained in Melbourne in survey periods not known to have died	325	109	216	27	27	63	36	45	63	64	325	
Responses received	213	78	135	21	18	42	22	30	36	43	212	
Response rate	66%	72%	63%	78%	67%	67%	61%	67%	57%	67%	65%	
RESPONSE DATA												
A ABOUT THE RESPONDENT												
A1a Age group in 2014												
Age unknown	4	3	1	0	0	0	1	1	2	0	4	
Under 30	3	1	2	0	0	0	0	0	0	3	3	
30-34	9	1	8	0	0	0	0	0	1	8	9	
35-39	17	2	15	0	0	0	0	2	1	9	17	
40-44	18	3	15	0	0	0	1	5	6	6	18	
45-49	17	4	13	0	0	0	5	3	6	2	17	
50-54	25	13	12	0	0	9	4	8	7	2	25	
55-59	25	7	18	0	2	9	2	2	2	6	25	
60-64	34	16	18	1	9	11	3	4	4	3	34	
65-69	27	17	10	3	3	8	4	5	3	2	27	
70-74	20	7	13	9	3	2	1	0	2	2	19	
75-79	9	2	7	7	1	0	1	0	2	0	10	
80-84	3	1	2	1	0	1	0	0	1	0	2	
85 and over	2	1	1		0	2	0	0	0	0	2	
Total	213	78	135	21	18	42	21	29	34	43	208	
A1b Age group at priestly ordination												
Under 30	33	3	30	10	8	4	0	1	2	8	33	
30-34	52	4	48	10	6	11	5	6	7	7	52	
35-39	31	10	21	1	1	9	3	3	6	8	31	
40-44	29	14	15	0	2	9	3	7	5	3	29	
45-49	17	10	7	0	0	5	4	3	2	3	17	
50-54	16	9	7	0	1	1	3	2	5	4	16	
55-59	18	14	4	0	0	1	2	7	2	5	17	
60-64	7	5	2	0	0	1	0	0	3	3	7	
65-69	4	4	0	0	0	0	1	0	1	2	4	
70-74	1	1	0	0	0	0	0	0	1	0	1	
75-79	1	1	0	0	0	1	0	0	0	0	1	
Age unknown	4	3	1	0	0	0	1	1	2	0	4	
Total	213	78	135	21	18	42	21	29	34	43	208	

Question Item	Gender			Ordained priest in								Total
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013		
Proportion ordained in age group												
Under 30	15%	4%	22%	48%	44%	10%	0%	3%	6%	19%	16%	
30-39	39%	18%	51%	52%	39%	48%	38%	31%	38%	35%	40%	
40-49	22%	31%	16%	0%	11%	33%	33%	34%	21%	14%	22%	
50-59	16%	29%	8%	0%	6%	5%	24%	31%	21%	21%	16%	
60-69	5%	12%	1%	0%	0%	2%	5%	0%	12%	12%	5%	
70 and over	1%	3%	0%	0%	0%	2%	0%	0%	3%	0%	1%	
Age unknown	2%	4%	1%	0%	0%	0%	5%	3%	6%	0%	2%	
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
A2 Gender												
Female	78	78		0	0	19	10	13	15	17	74	
Male	135		135	21	17	21	11	17	21	26	134	
Total	213	78	135	21	17	40	21	30	36	43	208	
Proportion												
Female	37%			0%	0%	48%	48%	43%	42%	40%	36%	
Male	63%			100%	100%	53%	52%	57%	58%	60%	64%	
Total	100%			100%	100%	100%	100%	100%	100%	100%	100%	
A3 Period in which ordained priest												
1970-1972	21	0	21	21							21	
1980-1982	18	0	18		17						17	
1990-1992	42	21	21			40					40	
2000-2002	22	11	11				21				21	
2004-2006	30	13	17					30			30	
2007-2009	36	15	21						36		36	
2010-2013	43	17	26							43	43	
Total	212	77	135	21	17	40	21	30	36	43	208	
Proportion in period in which ordained priest												
1970-1972	100%	0%	100%									
1980-1982	100%	0%	100%									
1990-1992	100%	50%	50%									
2000-2002	100%	50%	50%									
2004-2006	100%	43%	57%									
2007-2009	100%	42%	58%									
2010-2013	100%	40%	60%									
Total	100%	36%	64%									
A4 Average years licensed as priest	15	10	18	41	31	21	13	9	6	3	15	
Number of respondents	213	78	135	21	17	40	21	30	36	43	208	

Question Item	Gender			Ordained priest in							
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013	Total
A5 Average years licensed as priest in Melbourne	11	8	13	27	24	15	10	8	6	2	11
Number of respondents	213	78	135	21	18	40	21	30	35	43	208
A6 Current licence											
Vicar (incl locum)	66	20	46	1	9	10	10	13	16	6	65
Parish other	51	19	32	2	0	6	3	4	9	27	51
Non-parish setting	41	18	23	2	4	12	4	8	3	8	41
PTO (incl retired with PTO)	48	18	30	14	4	12	4	4	8	2	48
None	5	1	4	2	1	1	0	1	0	0	5
Total	211	76	135	21	18	41	21	30	36	43	210
Proportion holding current licence											
Vicar (incl locum)	31%	26%	34%	5%	50%	24%	48%	43%	44%	14%	31%
Parish other	24%	25%	24%	10%	0%	15%	14%	13%	25%	63%	24%
Non-parish setting	19%	24%	17%	10%	22%	29%	19%	27%	8%	19%	20%
PTO (incl retired with PTO)	23%	24%	22%	67%	22%	29%	19%	13%	22%	5%	23%
None	2%	1%	3%	10%	6%	2%	0%	3%	0%	0%	2%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A7 Place living now											
Church provided adjacent church property	51	17	34	2	5	8	8	8	8	12	51
Church provided away from church property	21	4	17	0	1	2	2	1	3	12	21
Own home	118	48	70	17	12	25	9	14	23	17	117
Other accommodation	21	7	14	2	0	6	2	7	2	2	21
Total	211	76	135	21	18	41	21	30	36	43	210
Proportion in current living place											
Church provided adjacent church property	24%	22%	25%	10%	28%	20%	38%	27%	22%	28%	24%
Church provided away from church property	10%	5%	13%	0%	6%	5%	10%	3%	8%	28%	10%
Own home	56%	63%	52%	81%	67%	61%	43%	47%	64%	40%	56%
Other accommodation	10%	9%	10%	10%	0%	15%	10%	23%	6%	5%	10%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Question Item	Gender			Ordained priest in							
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013	Total
A8 When selected for ordination as priest											
Prior to starting theological education	54	7	47	14	9	13	4	2	6	6	54
In first two years of theological education	45	13	32	3	6	5	6	6	9	10	45
Later in theological education	67	28	39	1	2	12	5	17	10	20	67
After being ordained deacon	42	28	14	3	0	10	6	5	10	7	41
Total	208	76	132	21	17	40	21	30	35	43	207
Proportion selected for ordination as priest											
Prior to starting theological education	26%	9%	36%	67%	53%	33%	19%	7%	17%	14%	26%
In first two years of theological education	22%	17%	24%	14%	35%	13%	29%	20%	26%	23%	22%
Later in theological education	32%	37%	30%	5%	12%	30%	24%	57%	29%	47%	32%
After being ordained deacon	20%	37%	11%	14%	0%	25%	29%	17%	29%	16%	20%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
B SENSE OF CALL											
Period of calling before selection for ordination as											
B1 priest											
For less than 12 months	12	2	10	3	1	2	2	2	1	1	12
For 1 to 3 years	56	16	40	4	6	8	9	9	9	10	55
For more than 3 years	141	58	83	14	10	31	10	19	26	31	141
Total	209	76	133	21	17	41	21	30	36	42	208
Proportion called before selection for ordination as priest											
For less than 12 months	6%	3%	8%	14%	6%	5%	10%	7%	3%	2%	6%
For 1 to 3 years	27%	21%	30%	19%	35%	20%	43%	30%	25%	24%	26%
For more than 3 years	67%	76%	62%	67%	59%	76%	48%	63%	72%	74%	68%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
B2 Was call to particular setting or settings?											
Yes	155	60	95	12	12	30	13	25	28	34	154
No	54	16	38	8	5	11	8	5	8	9	54
Total	209	76	133	20	17	41	21	30	36	43	208
Proportion with call to particular setting or settings											
Yes	74%	79%	71%	60%	71%	73%	62%	83%	78%	79%	74%
No	26%	21%	29%	40%	29%	27%	38%	17%	22%	21%	26%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Question Item	Gender			Ordained priest in								Total
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013		
B3 Ministry settings to which called or possibly called												
Parish ministry as vicar	97	26	71	11	11	21	6	15	16	17	97	
Parish ministry as associate priest	53	27	26	1	2	13	5	4	13	15	53	
Chaplain in a school/university	38	17	21	2	0	5	4	8	8	11	38	
Chaplain in another context	25	18	7	1	0	5	2	3	4	9	24	
Theological lecturer	18	3	15	1	2	5	1	3	2	4	18	
Missionary service	18	5	13	2	2	4	2	3	2	3	18	
Church planting	14	5	9	0	0	3	0	3	3	5	14	
Ecumenical/parachurch context	5	1	4	1	1	1	0	1	0	1	5	
Independent/freelance	2	0	2	0	0	0	0	0	0	2	2	
Other	7	2	5	0	0	1	0	0	2	4	7	
Total persons (some may have more than one calling)	158	60	98	13	12	32	13	25	29	33	157	
Proportion called to each ministry setting												
Parish ministry as vicar	61%	43%	72%	85%	92%	66%	46%	60%	55%	52%	62%	
Parish ministry as associate priest	34%	45%	27%	8%	17%	41%	38%	16%	45%	45%	34%	
Chaplain in a school/university	24%	28%	21%	15%	0%	16%	31%	32%	28%	33%	24%	
Chaplain in another context	16%	30%	7%	8%	0%	16%	15%	12%	14%	27%	15%	
Theological lecturer	11%	5%	15%	8%	17%	16%	8%	12%	7%	12%	11%	
Missionary service	11%	8%	13%	15%	17%	13%	15%	12%	7%	9%	11%	
Church planting	9%	8%	9%	0%	0%	9%	0%	12%	10%	15%	9%	
Ecumenical/parachurch context	3%	2%	4%	8%	8%	3%	0%	4%	0%	3%	3%	
Independent/freelance	1%	0%	2%	0%	0%	0%	0%	0%	0%	6%	1%	
Other	4%	3%	5%	0%	0%	3%	0%	0%	7%	12%	4%	
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
B4 Number with confidence in call of												
50 - 70% sure	8	1	7	3	1	2	0	1	1	0	8	
70 – 90% sure	26	6	20	2	4	5	1	1	4	9	26	
90+% sure	172	65	107	16	12	34	19	28	31	31	171	
Total	206	72	134	21	17	41	20	30	36	40	205	
Proportion with confidence in call of												
50 - 70% sure	4%	1%	5%	14%	6%	5%	0%	3%	3%	0%	4%	
70 – 90% sure	13%	8%	15%	10%	24%	12%	5%	3%	11%	23%	13%	
90+% sure	83%	90%	80%	76%	71%	83%	95%	93%	86%	78%	83%	
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

Question Item	Gender			Ordained priest in							Total
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013	
C BACKGROUND AND PRIOR EXPERIENCE											
C1 Number with prior ministry experience in											
Music ministry	60	14	46	4	7	10	4	12	10	13	60
Liturgical and worship ministry	129	52	77	7	13	29	14	16	24	26	129
Children's / youth ministry	132	45	87	11	10	25	11	20	25	30	132
Community service	63	30	33	4	7	11	8	14	5	14	63
Mentoring / discipling	76	29	47	2	4	7	6	17	19	21	76
Small group leadership / adult education	139	56	83	5	5	32	13	26	25	33	139
Church administration	55	21	34	2	5	10	7	9	11	11	55
Preaching	115	37	78	7	6	28	10	17	21	26	115
Justice advocacy	20	10	10	0	2	3	2	7	1	5	20
Evangelism	81	20	61	6	5	15	7	13	16	19	81
Pastoral care	129	60	69	7	9	27	10	21	27	28	129
Men's / women's / families' ministry	59	25	34	0	1	9	5	11	17	16	59
Total	206	74	132	20	16	41	21	30	36	42	206
Proportion with prior ministry experience in											
Music ministry	29%	19%	35%	20%	44%	24%	19%	40%	28%	31%	29%
Liturgical and worship ministry	63%	70%	58%	35%	81%	71%	67%	53%	67%	62%	63%
Children's / youth ministry	64%	61%	66%	55%	63%	61%	52%	67%	69%	71%	64%
Community service	31%	41%	25%	20%	44%	27%	38%	47%	14%	33%	31%
Mentoring / discipling	37%	39%	36%	10%	25%	17%	29%	57%	53%	50%	37%
Small group leadership / adult education	67%	76%	63%	25%	31%	78%	62%	87%	69%	79%	67%
Church administration	27%	28%	26%	10%	31%	24%	33%	30%	31%	26%	27%
Preaching	56%	50%	59%	35%	38%	68%	48%	57%	58%	62%	56%
Justice advocacy	10%	14%	8%	0%	13%	7%	10%	23%	3%	12%	10%
Evangelism	39%	27%	46%	30%	31%	37%	33%	43%	44%	45%	39%
Pastoral care	63%	81%	52%	35%	56%	66%	48%	70%	75%	67%	63%
Men's / women's / families' ministry	29%	34%	26%	0%	6%	22%	24%	37%	47%	38%	29%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Question Item	Gender			Ordained priest in							
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013	Total
Period as member of Anglican churches prior to											
C2 ordination											
Under 12 months	3	0	3	2	1	0	0	0	0	0	3
1 to 5 years	28	7	21	2	2	4	4	6	7	3	28
5+ years	177	69	108	17	14	37	17	24	28	39	176
Total	208	76	132	21	17	41	21	30	35	42	207
Proportion with period as member of Anglican churches prior to ordination											
Under 12 months	1%	0%	2%	10%	6%	0%	0%	0%	0%	0%	1%
1 to 5 years	13%	9%	16%	10%	12%	10%	19%	20%	20%	7%	14%
5+ years	85%	91%	82%	81%	82%	90%	81%	80%	80%	93%	85%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
C3 Period as Christian prior to ordination											
Under 12 months	0	0	0	0	0	0	0	0	0	0	0
1 to 5 years	3	0	3	1	1	1	0	0	0	0	3
5+ years	207	76	131	20	17	40	21	30	36	42	206
Total	210	76	134	21	18	41	21	30	36	42	209
Proportion with period as Christian prior to ordination											
Under 12 months	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1 to 5 years	1%	0%	2%	5%	6%	2%	0%	0%	0%	0%	1%
5+ years	99%	100%	98%	95%	94%	98%	100%	100%	100%	100%	99%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
C4 Schooling completed in											
Government school	118	50	68	10	10	25	13	19	24	24	125
Anglican school	48	12	36	6	6	8	7	7	3	3	40
Another type of school	44	14	30	5	2	8	1	4	9	9	38
Total	210	76	134	21	18	41	21	30	36	36	203
Proportion with schooling completed in											
Government school	56%	66%	51%	48%	56%	61%	62%	63%	67%	67%	62%
Anglican school	23%	16%	27%	29%	33%	20%	33%	23%	8%	8%	20%
Another type of school	21%	18%	22%	24%	11%	20%	5%	13%	25%	25%	19%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Question Item	Gender			Ordained priest in							Total	
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013		
C5 Highest qualification prior to training for ordination												
Year 12	28	8	20	7	5	5	1	1	4	4	27	
Certificate	15	9	6	2	0	3	3	3	1	3	15	
Diploma	24	11	13	2	3	8	3	2	4	2	24	
Bachelor degree	97	30	67	9	5	19	9	13	16	26	97	
Masters degree	26	10	16	0	2	3	3	7	6	5	26	
Doctorate	11	6	5	0	1	2	1	2	4	1	11	
Other	8	2	6	1	1	1	1	2	1	1	8	
Total	209	76	133	21	17	41	21	30	36	42	208	
Proportion with highest qualification prior to training for ordination												
Year 12	13%	11%	15%	33%	29%	12%	5%	3%	11%	10%	13%	
Certificate	7%	12%	5%	10%	0%	7%	14%	10%	3%	7%	7%	
Diploma	11%	14%	10%	10%	18%	20%	14%	7%	11%	5%	12%	
Bachelor degree	46%	39%	50%	43%	29%	46%	43%	43%	44%	62%	47%	
Masters degree	12%	13%	12%	0%	12%	7%	14%	23%	17%	12%	13%	
Doctorate	5%	8%	4%	0%	6%	5%	5%	7%	11%	2%	5%	
Other	4%	3%	5%	5%	6%	2%	5%	7%	3%	2%	4%	
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

Question Item	Gender			Ordained priest in								
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013	Total	
Living place for greatest number of years prior to												
C6 ordination												
Interstate - rural	9	1	8	1	1	2	0	0	2	3	9	
Interstate - urban	42	13	29	2	4	10	5	7	8	6	42	
Overseas - rural	6	2	4	1	0	1	1	0	1	2	6	
Overseas - urban	15	2	13	2	2	3	0	3	4	1	15	
Rural Victoria (incl regional cities but not Geelong)	9	7	2	1	0	1	2	3	2	0	9	
Melbourne within 15 km of former GPO	75	29	46	13	7	11	6	9	10	19	75	
Geelong within 5 km of Geelong PO	3	1	2	0	0	0	0	2	0	1	3	
Melbourne or Geelong further out	49	20	29	1	4	13	6	6	9	9	48	
Total	208	75	133	21	18	41	20	30	36	41	207	
Proportion living place for greatest number of years prior to ordination												
Interstate - rural	4%	1%	6%	5%	6%	5%	0%	0%	6%	7%	4%	
Interstate - urban	20%	17%	22%	10%	22%	24%	25%	23%	22%	15%	20%	
Overseas - rural	3%	3%	3%	5%	0%	2%	5%	0%	3%	5%	3%	
Overseas - urban	7%	3%	10%	10%	11%	7%	0%	10%	11%	2%	7%	
Rural Victoria (incl regional cities but not Geelong)	4%	9%	2%	5%	0%	2%	10%	10%	6%	0%	4%	
Melbourne within 15 km of former GPO	36%	39%	35%	62%	39%	27%	30%	30%	28%	46%	36%	
Geelong within 5 km of Geelong PO	1%	1%	2%	0%	0%	0%	0%	7%	0%	2%	1%	
Melbourne or Geelong further out	24%	27%	22%	5%	22%	32%	30%	20%	25%	22%	23%	
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Location of church/faith community just prior to												
C7 ordination												
Interstate - rural	2	0	2	1	0	1	0	0	0	0	2	
Interstate - urban	20	5	15	3	2	4	2	3	5	1	20	
Overseas - rural	2	0	2	0	0	1	0	0	1	0	2	
Overseas - urban	5	0	5	0	1	1	0	1	1	1	5	
Rural Victoria (incl regional cities but not Geelong)	4	3	1	0	0	0	1	2	1	0	4	
Melbourne within 15 km of former GPO	115	44	71	13	10	22	11	15	16	27	114	
Geelong within 5 km of Geelong PO	6	1	5	0	1	1	1	1	1	1	6	
Melbourne or Geelong further out	56	23	33	4	4	11	6	8	11	12	56	
Total	210	76	134	21	18	41	21	30	36	42	209	

Question Item	Gender			Ordained priest in								Total
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013		
Proportion location of church/faith community just prior to ordination												
Interstate - rural	1%	0%	1%	5%	0%	2%	0%	0%	0%	0%	1%	
Interstate - urban	10%	7%	11%	14%	11%	10%	10%	10%	14%	2%	10%	
Overseas - rural	1%	0%	1%	0%	0%	2%	0%	0%	3%	0%	1%	
Overseas - urban	2%	0%	4%	0%	6%	2%	0%	3%	3%	2%	2%	
Rural Victoria (incl regional cities but not Geelong)	2%	4%	1%	0%	0%	0%	5%	7%	3%	0%	2%	
Melbourne within 15 km of former GPO	55%	58%	53%	62%	56%	54%	52%	50%	44%	64%	55%	
Geelong within 5 km of Geelong PO	3%	1%	4%	0%	6%	2%	5%	3%	3%	2%	3%	
Melbourne or Geelong further out	27%	30%	25%	19%	22%	27%	29%	27%	31%	29%	27%	
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
C8 Church/faith community region												
Northern/Western	65	26	39	3	5	20	5	10	10	12	65	
Southern	35	17	18	7	4	4	4	5	4	7	35	
Eastern	75	23	52	7	6	9	8	9	16	19	74	
Not applicable	18	5	13	2	3	5	1	3	2	2	18	
Total	193	71	122	19	18	38	18	27	32	40	192	
Proportion in church/faith community region												
Northern/Western	34%	37%	32%	16%	28%	53%	28%	37%	31%	30%	34%	
Southern	18%	24%	15%	37%	22%	11%	22%	19%	13%	18%	18%	
Eastern	39%	32%	43%	37%	33%	24%	44%	33%	50%	48%	39%	
Not applicable	9%	7%	11%	11%	17%	13%	6%	11%	6%	5%	9%	
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
C9 Language mostly spoken in childhood home												
English	197	70	127	20	18	40	21	28	30	39	196	
Chinese	5	3	2	0	0	0	0	1	4	0	5	
Other	6	2	4	0	0	1	0	1	2	2	6	
Total	208	75	133	20	18	41	21	30	36	41	207	
Proportion language mostly spoken in childhood home												
English	95%	93%	95%	100%	100%	98%	100%	93%	83%	95%	95%	
Chinese	2%	4%	2%	0%	0%	0%	0%	3%	11%	0%	2%	
Other	3%	3%	3%	0%	0%	2%	0%	3%	6%	5%	3%	
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

Question Item	Gender			Ordained priest in								
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013	Total	
C10 Socio-economic circumstances of family of origin												
Highly disadvantaged	5	3	2	1	0	1	0	0	1	1	4	
Somewhat disadvantaged	40	11	29	5	5	9	4	7	4	6	40	
Average	83	37	46	8	7	19	9	7	16	17	83	
Somewhat advantaged	63	21	42	5	5	10	6	11	12	14	63	
Highly advantaged	19	4	15	2	1	2	2	5	3	4	19	
Total	210	76	134	21	18	41	21	30	36	42	209	
Proportion of socio-economic circumstances of family of origin												
Highly disadvantaged	2%	4%	1%	5%	0%	2%	0%	0%	3%	2%	2%	
Somewhat disadvantaged	19%	14%	22%	24%	28%	22%	19%	23%	11%	14%	19%	
Average	40%	49%	34%	38%	39%	46%	43%	23%	44%	40%	40%	
Somewhat advantaged	30%	28%	31%	24%	28%	24%	29%	37%	33%	33%	30%	
Highly advantaged	9%	5%	11%	10%	6%	5%	10%	17%	8%	10%	9%	
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
C11 Family of origin												
Practising Christian (Anglican)	87	30	57	7	9	17	9	11	15	19	87	
Practising Christian (non-Anglican)	39	18	21	2	4	5	4	5	10	9	39	
Nominal Christian (Anglican)	42	15	27	9	4	8	7	3	6	5	42	
Nominal Christian (non-Anglican)	21	7	14	3	1	4	0	6	0	6	20	
Agnostic	10	2	8	0	0	6	1	2	1	0	10	
Atheist	5	1	4	0	0	1	0	2	2	0	5	
Other	6	3	3	0	0	0	0	1	2	3	6	
Total	210	76	134	21	18	41	21	30	36	42	209	
Proportion family of origin												
Practising Christian (Anglican)	41%	39%	43%	33%	50%	41%	43%	37%	42%	45%	42%	
Practising Christian (non-Anglican)	19%	24%	16%	10%	22%	12%	19%	17%	28%	21%	19%	
Nominal Christian (Anglican)	20%	20%	20%	43%	22%	20%	33%	10%	17%	12%	20%	
Nominal Christian (non-Anglican)	10%	9%	10%	14%	6%	10%	0%	20%	0%	14%	10%	
Agnostic	5%	3%	6%	0%	0%	15%	5%	7%	3%	0%	5%	
Atheist	2%	1%	3%	0%	0%	2%	0%	7%	6%	0%	2%	
Other	3%	4%	2%	0%	0%	0%	0%	3%	6%	7%	3%	
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Summary family of origin												
Anglican	129	45	84	16	13	25	16	14	21	24	129	
Other Christian	60	25	35	5	5	9	4	11	10	15	59	
Other	21	6	15	0	0	7	1	5	5	3	21	
Total	210	76	134	21	18	41	21	30	36	42	209	

Question Item	Gender			Ordained priest in							
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013	Total
Summary proportion family of origin											
Anglican	61%	59%	63%	76%	72%	61%	76%	47%	58%	57%	62%
Other Christian	29%	33%	26%	24%	28%	22%	19%	37%	28%	36%	28%
Other	10%	8%	11%	0%	0%	17%	5%	17%	14%	7%	10%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
D SENSE OF ECCLESIAL IDENTITY											
D1 Ecclesial identity just prior to ordination											
Number	208	75	133	20	18	41	20	30	36	42	207
<i>Average score*</i>											
Catholic	2.5	2.9	2.2	2.8	2.8	2.4	2.6	2.2	2.3	2.5	2.5
Evangelical	3.8	3.5	3.9	3.3	3.1	3.7	3.3	3.9	4.3	4.0	3.8
Liberal	2.0	2.4	1.8	2.6	2.5	2.1	2.1	2.0	1.7	1.7	2.0
Orthodox	3.3	3.0	3.5	3.5	3.1	3.1	3.2	3.5	2.9	3.9	3.3
Contemporary	3.4	3.2	3.5	2.9	3.3	3.2	3.2	3.3	3.8	3.6	3.4
Traditional	2.9	3.2	2.8	3.2	2.9	2.9	3.3	2.8	2.8	3.0	2.9
Charismatic	2.2	2.1	2.2	1.4	2.1	2.2	1.8	2.1	2.2	2.6	2.2
Reformed	3.0	2.6	3.2	2.6	2.1	2.9	2.1	3.2	3.2	3.6	3.0
D2 Ecclesial identity now											
Number	208	74	134	21	18	41	20	30	36	41	207
<i>Average score*</i>											
Catholic	2.7	3.0	2.4	3.3	3.1	2.9	2.9	2.2	2.4	2.4	2.6
Evangelical	3.7	3.5	3.8	3.3	2.9	3.5	3.6	3.9	4.2	4.1	3.7
Liberal	2.2	2.6	1.9	2.9	3.1	2.5	2.1	2.1	1.7	1.7	2.2
Orthodox	3.4	3.0	3.6	3.5	3.4	3.1	3.4	3.4	3.2	3.9	3.4
Contemporary	3.5	3.3	3.6	3.2	3.4	3.4	3.3	3.5	3.7	3.7	3.5
Traditional	3.0	3.0	2.9	3.2	2.8	2.9	3.3	2.8	3.0	2.9	3.0
Charismatic	2.3	2.1	2.4	1.7	2.0	2.1	2.0	2.3	2.4	2.8	2.3
Reformed	2.9	2.4	3.1	2.5	1.8	2.6	2.6	3.2	3.3	3.5	2.9
Change in average score											
Catholic	0.2	0.1	0.2	0.4	0.3	0.5	0.4	0.0	0.1	-0.1	0.2
Evangelical	0.0	0.0	-0.1	0.0	-0.2	-0.2	0.3	0.0	0.0	0.1	0.0
Liberal	0.2	0.2	0.2	0.3	0.6	0.4	0.0	0.2	0.1	-0.1	0.2
Orthodox	0.1	0.1	0.1	0.0	0.2	0.1	0.3	-0.1	0.2	0.0	0.1
Contemporary	0.1	0.1	0.1	0.3	0.1	0.1	0.1	0.2	-0.1	0.1	0.1
Traditional	0.0	-0.1	0.1	0.1	-0.1	0.0	0.1	0.0	0.2	-0.1	0.0
Charismatic	0.1	0.0	0.1	0.4	-0.1	-0.1	0.2	0.2	0.2	0.2	0.1
Reformed	-0.1	-0.1	0.0	-0.1	-0.3	-0.3	0.5	0.0	0.1	-0.2	-0.1
* 1 = not at all, 2 = slightly, 3 = somewhat, 4 = considerably, 5 = very much											

Question Item	Gender			Ordained priest in								Total
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013		
E CHALLENGES OF MINISTRY												
Openness to change residence to take up ministry												
E1 appointment at time of ordination												
Very low	22	12	10	1	1	3	1	4	9	3	22	
Low	20	10	10	1	0	3	4	4	5	3	20	
Intermediate	21	12	9	1	0	1	2	5	5	7	21	
High	50	15	35	4	6	10	6	6	6	12	50	
Very high	95	24	71	14	11	23	7	11	11	17	94	
Total	208	73	135	21	18	40	20	30	36	42	207	
Proportion openness to change residence to take up ministry appointment at time of ordination												
Very low	11%	16%	7%	5%	6%	8%	5%	13%	25%	7%	11%	
Low	10%	14%	7%	5%	0%	8%	20%	13%	14%	7%	10%	
Intermediate	10%	16%	7%	5%	0%	3%	10%	17%	14%	17%	10%	
High	24%	21%	26%	19%	33%	25%	30%	20%	17%	29%	24%	
Very high	46%	33%	53%	67%	61%	58%	35%	37%	31%	40%	45%	
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Openness to change residence to take up ministry												
E2 appointment now												
Very low	17	6	11	4	1	4	0	3	2	3	17	
Low	24	9	15	1	3	5	2	3	4	6	24	
Intermediate	34	15	19	2	1	7	0	5	10	8	33	
High	41	12	29	1	3	8	5	9	7	8	41	
Very high	54	19	35	1	3	13	6	7	9	15	54	
Not applicable	40	15	25	11	7	4	8	3	4	3	40	
Total	210	76	134	20	18	41	21	30	36	43	209	
Total excl not applicable	170	61	109	9	11	37	13	27	32	40	169	
Proportion openness to change residence to take up ministry appointment now excl not applicable												
Very low	10%	10%	10%	44%	9%	11%	0%	11%	6%	8%	10%	
Low	14%	15%	14%	11%	27%	14%	15%	11%	13%	15%	14%	
Intermediate	20%	25%	17%	22%	9%	19%	0%	19%	31%	20%	20%	
High	24%	20%	27%	11%	27%	22%	38%	33%	22%	20%	24%	
Very high	32%	31%	32%	11%	27%	35%	46%	26%	28%	38%	32%	
Total excl not applicable	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

Question Item	Gender			Ordained priest in								
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013	Total	
Weekly hours anticipated to be engaged in ministry at E3 time of ordination												
0 - 19 hours	5	2	3	1	0	2	0	0	1	1	5	
19 - 38 hours	22	14	8	1	2	4	2	0	5	8	22	
38 - 57 hours	151	45	106	15	13	28	17	26	23	29	151	
57+ hours	32	15	17	3	3	7	2	4	7	5	31	
Total	210	76	134	20	18	41	21	30	36	43	209	
Proportion weekly hours anticipated to be engaged in ministry at time of ordination												
0 - 19 hours	2%	3%	2%	5%	0%	5%	0%	0%	3%	2%	2%	
19 - 38 hours	10%	18%	6%	5%	11%	10%	10%	0%	14%	19%	11%	
38 - 57 hours	72%	59%	79%	75%	72%	68%	81%	87%	64%	67%	72%	
57+ hours	15%	20%	13%	15%	17%	17%	10%	13%	19%	12%	15%	
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
E4 Weekly hours engaged in ministry now												
0 - 19 hours	21	8	13	9	2	3	2	3	0	2	21	
19 - 38 hours	18	9	9	1	3	3	0	2	4	5	18	
38 - 57 hours	89	26	63	2	7	15	9	12	18	25	88	
57+ hours	54	22	32	1	2	11	8	10	11	11	54	
Not applicable	27	10	17	7	4	9	2	2	3	0	27	
Total	209	75	134	20	18	41	21	29	36	43	208	
Total excl not applicable	182	65	117	13	14	32	19	27	33	43	181	
Proportion weekly hours engaged in ministry now excl not applicable												
0 - 19 hours	12%	12%	11%	69%	14%	9%	11%	11%	0%	5%	12%	
19 - 38 hours	10%	14%	8%	8%	21%	9%	0%	7%	12%	12%	10%	
38 - 57 hours	49%	40%	54%	15%	50%	47%	47%	44%	55%	58%	49%	
57+ hours	30%	34%	27%	8%	14%	34%	42%	37%	33%	26%	30%	
Total excl not applicable	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

Question Item	Gender			Ordained priest in							
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013	Total
Weekly hours ideally willing to be engaged in ministry											
E5 now											
0 - 19 hours	23	11	12	8	2	4	2	2	3	2	23
19 - 38 hours	27	17	10	1	5	7	2	3	5	4	27
38 - 57 hours	124	35	89	7	7	23	10	18	26	32	123
57+ hours	22	8	14	0	1	3	6	6	1	5	22
Not applicable	15	5	10	5	3	4	1	1	1	0	15
Total	211	76	135	21	18	41	21	30	36	43	210
Total excl not applicable	196	71	125	16	15	37	20	29	35	43	195
Proportion weekly hours ideally willing to be engaged in ministry now excl not applicable											
0 - 19 hours	12%	15%	10%	50%	13%	11%	10%	7%	9%	5%	12%
19 - 38 hours	14%	24%	8%	6%	33%	19%	10%	10%	14%	9%	14%
38 - 57 hours	63%	49%	71%	44%	47%	62%	50%	62%	74%	74%	63%
57+ hours	11%	11%	11%	0%	7%	8%	30%	21%	3%	12%	11%
Total excl not applicable	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
E6 Not offered opportunity to be vicar											
Yes	22	7	15	2	2	5	2	4	2	5	22
No	60	24	36	3	3	8	5	14	14	13	60
Not applicable	123	42	81	15	12	28	13	12	19	23	122
Total	205	73	132	20	17	41	20	30	35	41	204
Total excl not applicable	82	31	51	5	5	13	7	18	16	18	82
Proportion not offered opportunity to be vicar excl not applicable											
Yes	27%	23%	29%	40%	40%	38%	29%	22%	13%	28%	27%
No	73%	77%	71%	60%	60%	62%	71%	78%	88%	72%	73%
Total excl not applicable	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
F HOPES, FEARS AND EXPECTATIONS											
Workload expectation compared to peers in other											
F1 work settings											
Much less	0	0	0	0	0	0	0	0	0	0	0
Less	1	1	0	0	0	0	0	0	0	1	1
The same	58	19	39	3	2	8	6	10	14	15	58
Harder	82	23	59	7	13	15	5	11	14	16	81
Much harder	37	17	20	7	0	9	2	7	4	8	37
Hadn't thought about it	29	13	16	4	3	7	7	2	4	2	29
Total	207	73	134	21	18	39	20	30	36	42	206

Question Item	Gender			Ordained priest in								Total
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013		
Proportion workload expectation compared to peers in other work settings												
Much less	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Less	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	2%	0%
The same	28%	26%	29%	14%	11%	21%	30%	33%	39%	36%	36%	28%
Harder	40%	32%	44%	33%	72%	38%	25%	37%	39%	38%	38%	39%
Much harder	18%	23%	15%	33%	0%	23%	10%	23%	11%	19%	19%	18%
Hadn't thought about it	14%	18%	12%	19%	17%	18%	35%	7%	11%	5%	5%	14%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Expectation prior to ordination of gauging effectiveness												
F2 in ordained ministry												
By feedback from significant others	164	59	105	14	14	39	11	25	25	35	163	163
By feedback in supervision/mentoring/coaching	156	63	93	12	12	33	14	26	23	36	156	156
By expressions of appreciation received in ministry	123	45	78	12	11	28	12	18	15	26	122	122
By the Lord's affirmation through prayer	113	45	68	6	9	15	15	17	20	31	113	113
By numerical factors (eg attendances, giving, confirmations etc)	78	21	57	7	10	17	5	12	14	13	78	78
By growth and responsiveness in those ministered with	157	58	99	15	15	31	14	26	25	31	157	157
By people coming to faith	122	37	85	11	12	24	10	20	24	21	122	122
By offers of ecclesiastical 'advancement'	12	5	7	1	2	3	1	1	2	2	12	12
Other	12	6	6	1	0	3	0	1	0	7	12	12
Total	210	76	134	21	18	41	21	30	35	43	209	209
Proportion citing factor												
By feedback from significant others	78%	78%	78%	67%	78%	95%	52%	83%	71%	81%	78%	78%
By feedback in supervision/mentoring/coaching	74%	83%	69%	57%	67%	80%	67%	87%	66%	84%	75%	75%
By expressions of appreciation received in ministry	59%	59%	58%	57%	61%	68%	57%	60%	43%	60%	58%	58%
By the Lord's affirmation through prayer	54%	59%	51%	29%	50%	37%	71%	57%	57%	72%	54%	54%
By numerical factors (eg attendances, giving, confirmations etc)	37%	28%	43%	33%	56%	41%	24%	40%	40%	30%	37%	37%
By growth and responsiveness in those ministered with	75%	76%	74%	71%	83%	76%	67%	87%	71%	72%	75%	75%
By people coming to faith	58%	49%	63%	52%	67%	59%	48%	67%	69%	49%	58%	58%
By offers of ecclesiastical 'advancement'	6%	7%	5%	5%	11%	7%	5%	3%	6%	5%	6%	6%
Other	6%	8%	4%	5%	0%	7%	0%	3%	0%	16%	6%	6%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Question Item	Gender			Ordained priest in								Total
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013		
F3 Gauging effectiveness in ordained ministry now												
By feedback from significant others	153	55	98	11	15	34	10	25	25	32	152	
By feedback in supervision/mentoring/coaching	120	46	74	4	6	20	12	19	25	34	120	
By expressions of appreciation received in ministry	124	43	81	14	12	23	14	15	18	27	123	
By the Lord's affirmation through prayer	130	51	79	6	11	22	14	19	23	34	129	
By numerical factors (eg attendances, giving, confirmations etc)	62	19	43	0	7	16	8	8	12	11	62	
By growth and responsiveness in those ministered with	155	57	98	11	14	31	18	22	27	32	155	
By people coming to faith	102	36	66	8	9	19	9	17	20	20	102	
By offers of ecclesiastical 'advancement'	11	5	6	0	1	3	1	0	4	2	11	
Other	27	12	15	4	0	9	0	4	2	8	27	
Total	210	75	135	21	18	41	21	30	35	43	209	
Proportion citing factor												
By feedback from significant others	73%	73%	73%	52%	83%	83%	48%	83%	71%	74%	73%	
By feedback in supervision/mentoring/coaching	57%	61%	55%	19%	33%	49%	57%	63%	71%	79%	57%	
By expressions of appreciation received in ministry	59%	57%	60%	67%	67%	56%	67%	50%	51%	63%	59%	
By the Lord's affirmation through prayer	62%	68%	59%	29%	61%	54%	67%	63%	66%	79%	62%	
By numerical factors (eg attendances, giving, confirmations etc)	30%	25%	32%	0%	39%	39%	38%	27%	34%	26%	30%	
By growth and responsiveness in those ministered with	74%	76%	73%	52%	78%	76%	86%	73%	77%	74%	74%	
By people coming to faith	49%	48%	49%	38%	50%	46%	43%	57%	57%	47%	49%	
By offers of ecclesiastical 'advancement'	5%	7%	4%	0%	6%	7%	5%	0%	11%	5%	5%	
Other	13%	16%	11%	19%	0%	22%	0%	13%	6%	19%	13%	
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

Question Item	Gender			Ordained priest in							Total
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013	
F4 Significant negative considerations about being a vicar											
Having to move from 'my house'	31	14	17	2	1	5	3	8	7	5	31
Having to move away from family and friends	55	23	32	5	3	12	4	9	13	9	55
Impact on spouse's work situation	54	19	35	4	3	5	4	19	13	6	54
Impact on children's schooling	70	19	51	8	5	10	5	14	15	13	70
Difficulties in discharging other family responsibilities (eg care of family members)	75	36	39	3	7	21	7	14	12	11	75
Diocesan administrative expectations of vicars	84	37	47	4	8	14	9	12	15	21	83
The stipend and allowances due to a vicar	25	7	18	5	2	4	0	2	6	6	25
Concerns about the adequacy or suitability of provided housing	55	20	35	7	7	11	3	9	10	8	55
Loss of weekends	62	29	33	2	6	15	3	14	12	10	62
Loss of privacy	82	36	46	7	8	23	7	14	13	10	82
Concerns about parish expectations of self and family	90	35	55	7	4	18	9	17	13	22	90
Having to leave 'the familiar'	8	3	5	0	0	3	0	1	1	3	8
Concerns about struggling to maintain parish viability	99	50	49	6	11	22	9	14	16	21	99
Fear of losing own missional focus	39	16	23	0	0	5	5	8	9	12	39
Fear of losing creativity	37	19	18	2	2	8	6	5	8	6	37
Other	43	18	25	2	1	10	4	5	7	14	43
Total	205	75	130	18	18	41	21	29	35	42	204
Total respondents	213	78	135	21	18	42	22	30	36	43	212
Proportion responding	96%	96%	96%	86%	100%	98%	95%	97%	97%	98%	96%

Question Item	Gender			Ordained priest in							Total
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013	
Proportion of those responding citing factor											
Having to move from 'my house'	15%	19%	13%	11%	6%	12%	14%	28%	20%	12%	15%
Having to move away from family and friends	27%	31%	25%	28%	17%	29%	19%	31%	37%	21%	27%
Impact on spouse's work situation	26%	25%	27%	22%	17%	12%	19%	66%	37%	14%	26%
Impact on children's schooling	34%	25%	39%	44%	28%	24%	24%	48%	43%	31%	34%
Difficulties in discharging other family responsibilities (eg care of family members)	37%	48%	30%	17%	39%	51%	33%	48%	34%	26%	37%
Diocesan administrative expectations of vicars	41%	49%	36%	22%	44%	34%	43%	41%	43%	50%	41%
The stipend and allowances due to a vicar	12%	9%	14%	28%	11%	10%	0%	7%	17%	14%	12%
Concerns about the adequacy or suitability of provided housing	27%	27%	27%	39%	39%	27%	14%	31%	29%	19%	27%
Loss of weekends	30%	39%	25%	11%	33%	37%	14%	48%	34%	24%	30%
Loss of privacy	40%	48%	35%	39%	44%	56%	33%	48%	37%	24%	40%
Concerns about parish expectations of self and family	44%	47%	42%	39%	22%	44%	43%	59%	37%	52%	44%
Having to leave 'the familiar'	4%	4%	4%	0%	0%	7%	0%	3%	3%	7%	4%
Concerns about struggling to maintain parish viability	48%	67%	38%	33%	61%	54%	43%	48%	46%	50%	49%
Fear of losing own missional focus	19%	21%	18%	0%	0%	12%	24%	28%	26%	29%	19%
Fear of losing creativity	18%	25%	14%	11%	11%	20%	29%	17%	23%	14%	18%
Other	21%	24%	19%	11%	6%	24%	19%	17%	20%	33%	21%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Grouped factors											
Personal: 'my house', away family, loss w/e privacy, leaving 'familiar'	105	45	60	8	8	21	9	18	22	19	105
Family: spouse, children, family resp, expectations of self & family	151	53	98	12	12	27	14	27	24	35	151
Remuneration: stipend, housing	64	22	42	8	7	13	3	9	14	10	64
Organisational: diocesan admin, parish viability	135	59	76	8	13	26	13	19	24	31	134
Other: losing focus & creativity, other	93	41	52	4	3	19	13	14	16	24	93
Total	214	78	135	21	18	42	22	30	36	43	212

Question Item	Gender			Ordained priest in								Total
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013		
Proportion with group factor												
Personal: 'my house', away family, loss w/e privacy, leaving 'familiar'	49%	58%	44%	38%	44%	50%	41%	60%	61%	44%	50%	
Family: spouse, children, family resp, expectations of self & family	71%	68%	73%	57%	67%	64%	64%	90%	67%	81%	71%	
Remuneration: stipend, housing	30%	28%	31%	38%	39%	31%	14%	30%	39%	23%	30%	
Organisational: diocesan admin, parish viability	63%	76%	56%	38%	72%	62%	59%	63%	67%	72%	63%	
Other: losing focus & creativity, other	43%	53%	39%	19%	17%	45%	59%	47%	44%	56%	44%	
F5 Significant positive considerations about being a vicar												
Being released and resourced to be a pastor to God's people	157	59	98	10	15	32	17	25	26	32	157	
Having the opportunity to lead a local church to growth in numbers, health, and mission	151	50	101	12	14	30	13	24	26	32	151	
Having the opportunity to preach the Word of God week by week	173	61	112	18	15	32	16	30	24	37	172	
Having the opportunity to celebrate the sacraments regularly	141	63	78	18	15	26	14	20	21	27	141	
Experiencing the high level of autonomy enjoyed by vicars	91	31	60	11	11	16	9	15	12	17	91	
Having the opportunity to enter deeply into local community life	125	51	74	14	13	21	15	20	17	25	125	
Being able to 'play to my strengths' in ministry	95	28	67	9	10	14	8	17	15	22	95	
Being in charge of many significant parts of parish church life	52	15	37	3	6	11	6	7	11	8	52	
Being free to participate in wider church and community affairs	77	30	47	11	10	13	6	11	13	13	77	
The prospect of taking on other responsibilities	25	7	18	2	6	3	2	4	3	5	25	
Having the freedom to study and pray when working	111	45	66	10	9	22	12	15	17	26	111	
Job security	20	6	14	5	3	5	3	1	1	2	20	
Being my own 'boss'	57	18	39	8	6	14	5	5	7	12	57	
Being involved in ministry across all ages	129	57	72	13	9	28	16	21	16	26	129	
Other	24	13	11	1	2	11	0	3	3	3	23	
Total	207	75	132	21	18	40	19	30	36	42	206	
Total respondents	213	78	135	21	18	42	22	30	36	43	212	
Proportion responding	97%	96%	98%	100%	100%	95%	86%	100%	100%	98%	97%	

Question Item	Gender			Ordained priest in								Total
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013		
Proportion of those responding citing factor												
Being released and resourced to be a pastor to God's people	76%	79%	74%	48%	83%	80%	89%	83%	72%	76%	76%	
Having the opportunity to lead a local church to growth in numbers, health, and mission	73%	67%	77%	57%	78%	75%	68%	80%	72%	76%	73%	
Having the opportunity to preach the Word of God week by week	84%	81%	85%	86%	83%	80%	84%	100%	67%	88%	83%	
Having the opportunity to celebrate the sacraments regularly	68%	84%	59%	86%	83%	65%	74%	67%	58%	64%	68%	
Experiencing the high level of autonomy enjoyed by vicars	44%	41%	45%	52%	61%	40%	47%	50%	33%	40%	44%	
Having the opportunity to enter deeply into local community life	60%	68%	56%	67%	72%	53%	79%	67%	47%	60%	61%	
Being able to 'play to my strengths' in ministry	46%	37%	51%	43%	56%	35%	42%	57%	42%	52%	46%	
Being in charge of many significant parts of parish church life	25%	20%	28%	14%	33%	28%	32%	23%	31%	19%	25%	
Being free to participate in wider church and community affairs	37%	40%	36%	52%	56%	33%	32%	37%	36%	31%	37%	
The prospect of taking on other responsibilities	12%	9%	14%	10%	33%	8%	11%	13%	8%	12%	12%	
Having the freedom to study and pray when working	54%	60%	50%	48%	50%	55%	63%	50%	47%	62%	54%	
Job security	10%	8%	11%	24%	17%	13%	16%	3%	3%	5%	10%	
Being my own 'boss'	28%	24%	30%	38%	33%	35%	26%	17%	19%	29%	28%	
Being involved in ministry across all ages	62%	76%	55%	62%	50%	70%	84%	70%	44%	62%	63%	
Other	12%	17%	8%	5%	11%	28%	0%	10%	8%	7%	11%	
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

Question Item	Gender			Ordained priest in							Total
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013	
Reasons for withdrawal from all active ministry before											
F6 retirement											
No longer had the necessary energy or health	36	15	21	2	3	8	3	3	12	5	36
Wanted to follow other pursuits	5	2	3	0	0	1	1	0	1	2	5
No longer had the necessary sense of vocation	7	2	5	0	0	0	2	1	1	3	7
Felt called to a different sort of work	18	6	12	2	0	5	2	2	3	4	18
Not fulfilled in ministry	6	4	2	0	0	3	1	1	0	1	6
Not given the opportunity to continue in licensed ministry	13	5	8	0	3	0	3	1	2	4	13
Encouraged to do so by family	4	2	2	0	0	0	1	0	0	3	4
Remuneration was insufficient	2	1	1	0	0	0	1	0	0	1	2
Licensed ministry was proving too difficult	7	2	5	0	0	1	2	0	3	1	7
Sensed that skills and training were insufficient for continued ministry	4	2	2	0	0	0	1	0	0	3	4
Felt not sufficiently supported in ministry	15	5	10	1	2	6	1	0	2	3	15
Other	15	6	9	4	2	4	1	1	1	2	15
Not applicable	133	44	89	14	12	26	16	22	17	25	132
Total	191	66	125	20	17	38	20	28	31	36	190
Total respondents	213	78	135	21	18	42	22	30	36	43	212
Proportion responding	90%	85%	93%	95%	94%	90%	91%	93%	86%	84%	90%
Total excl not applicable	58	22	36	6	5	12	4	6	14	11	58
Proportion of total excl not applicable citing factor											
No longer had the necessary energy or health	62%	68%	58%	33%	60%	67%	75%	50%	86%	45%	62%
Wanted to follow other pursuits	9%	9%	8%	0%	0%	8%	25%	0%	7%	18%	9%
No longer had the necessary sense of vocation	12%	9%	14%	0%	0%	0%	50%	17%	7%	27%	12%
Felt called to a different sort of work	31%	27%	33%	33%	0%	42%	50%	33%	21%	36%	31%
Not fulfilled in ministry	10%	18%	6%	0%	0%	25%	25%	17%	0%	9%	10%
Not given the opportunity to continue in licensed ministry	22%	23%	22%	0%	60%	0%	75%	17%	14%	36%	22%
Encouraged to do so by family	7%	9%	6%	0%	0%	0%	25%	0%	0%	27%	7%
Remuneration was insufficient	3%	5%	3%	0%	0%	0%	25%	0%	0%	9%	3%
Licensed ministry was proving too difficult	12%	9%	14%	0%	0%	8%	50%	0%	21%	9%	12%
Sensed that skills and training were insufficient for continued ministry	7%	9%	6%	0%	0%	0%	25%	0%	0%	27%	7%
Felt not sufficiently supported in ministry	26%	23%	28%	17%	40%	50%	25%	0%	14%	27%	26%
Other	26%	27%	25%	67%	40%	33%	25%	17%	7%	18%	26%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Question Item	Gender			Ordained priest in								Total
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013		
F7 Reasons for leaving the Diocese of Melbourne												
Specific call to a position outside the Diocese of Melbourne	54	14	40	9	6	14	5	9	6	5	54	
Desire to make a new start	11	3	8	1	0	3	1	2	1	3	11	
Family factors	9	4	5	2	0	1	2	0	1	2	8	
Prospect of increased remuneration	1	1	0	0	0	0	0	0	1	0	1	
Prospect of increased opportunities or responsibilities	12	4	8	3	2	4	0	1	1	1	12	
Climate	0	0	0	0	0	0	0	0	0	0	0	
Lifestyle considerations	8	2	6	2	2	2	0	1	0	1	8	
Lack of opportunity within the Diocese of Melbourne	11	5	6	0	1	1	1	1	4	3	11	
Sense that skills and abilities not sufficiently recognised	11	6	5	0	1	1	1	3	3	2	11	
Sensed that skills and training were insufficient for continued ministry	15	5	10	2	3	1	1	1	3	4	15	
Other	17	7	10	3	1	7	1	2	0	3	17	
Not applicable	120	45	75	10	10	18	14	19	21	28	120	
Total	189	64	125	20	18	35	20	29	29	37	188	
Total respondents	213	78	135	21	18	42	22	30	36	43	212	
Proportion responding	89%	82%	93%	95%	100%	83%	91%	97%	81%	86%	89%	
Total excl not applicable	69	19	50	10	8	17	6	10	8	9	68	
Proportion of total excl not applicable citing factor												
Specific call to a position outside the Diocese of Melbourne	78%	74%	80%	90%	75%	82%	83%	90%	75%	56%	79%	
Desire to make a new start	16%	16%	16%	10%	0%	18%	17%	20%	13%	33%	16%	
Family factors	13%	21%	10%	20%	0%	6%	33%	0%	13%	22%	12%	
Prospect of increased remuneration	1%	5%	0%	0%	0%	0%	0%	0%	13%	0%	1%	
Prospect of increased opportunities or responsibilities	17%	21%	16%	30%	25%	24%	0%	10%	13%	11%	18%	
Climate	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Lifestyle considerations	12%	11%	12%	20%	25%	12%	0%	10%	0%	11%	12%	
Lack of opportunity within the Diocese of Melbourne	16%	26%	12%	0%	13%	6%	17%	10%	50%	33%	16%	
Sense that skills and abilities not sufficiently recognised	16%	32%	10%	0%	13%	6%	17%	30%	38%	22%	16%	
Sensed that skills and training were insufficient for continued ministry	22%	26%	20%	20%	38%	6%	17%	10%	38%	44%	22%	
Other	25%	37%	20%	30%	13%	41%	17%	20%	0%	33%	25%	
Total excl not applicable	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
F8 Reasons for not ministering primarily as a vicar or rector												

Question Item	Gender			Ordained priest in								Total
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013		
Being assistant curate in a parish	29	11	18	0	0	4	5	0	3	17	29	
Having clear calling to ministry in non-parish setting	46	20	26	4	1	13	3	11	6	8	46	
Desiring to work in a ministry team as a co-leader	18	9	9	0	0	4	4	0	3	7	18	
Desiring to work in a non-parish ministry setting	18	6	12	3	0	6	0	3	3	3	18	
Desiring to live in 'my own house'	8	4	4	3	0	4	0	0	0	1	8	
Desiring to live near family and friends	5	3	2	1	0	2	0	0	1	1	5	
Spouse's work	7	3	4	2	0	2	0	1	1	1	7	
Children's schooling	4	0	4	1	0	0	0	1	1	1	4	
Other family responsibilities (eg care of family members)	8	6	2	0	0	4	0	2	1	1	8	
Administrative burden on vicars/rectors	13	5	8	0	0	4	1	1	5	2	13	
Remuneration factors	4	2	2	1	0	1	0	1	0	1	4	
Desiring to have more free time incl at weekends	10	5	5	0	0	4	0	1	2	3	10	
Desiring privacy	6	3	3	0	0	3	0	0	2	1	6	
Desiring to protect self and family from parishioner expectations	7	2	5	1	0	2	0	0	2	2	7	
Desiring to avoid issues of responsibility for parish financial viability	5	3	2	0	0	1	1	0	1	2	5	
Desiring to maintain own missional focus	10	5	5	0	1	2	0	3	1	3	10	
Desiring to maintain personal creativity	6	2	4	1	1	2	0	1	0	1	6	
Aversion to 'parish politics'	11	5	6	1	2	3	1	1	1	2	11	
Fear of being bullied	6	4	2	0	1	1	1	0	1	2	6	
Fear that being a vicar/rector would be injurious to my mental health	13	6	7	0	1	5	1	0	4	2	13	
Other	27	13	14	3	2	10	0	4	3	5	27	
Not applicable	93	27	66	8	13	14	13	15	19	10	92	
Total	198	71	127	17	17	41	21	28	33	40	197	
Total excl not applicable	105	44	61	9	4	27	8	13	14	30	105	

Question Item	Gender			Ordained priest in								Total
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013		
Proportion of total excl not applicable citing factor												
Being assistant curate in a parish	28%	25%	30%	0%	0%	15%	63%	0%	21%	57%	28%	
Having clear calling to ministry in non-parish setting	44%	45%	43%	44%	25%	48%	38%	85%	43%	27%	44%	
Desiring to work in a ministry team as a co-leader	17%	20%	15%	0%	0%	15%	50%	0%	21%	23%	17%	
Desiring to work in a non-parish ministry setting	17%	14%	20%	33%	0%	22%	0%	23%	21%	10%	17%	
Desiring to live in 'my own house'	8%	9%	7%	33%	0%	15%	0%	0%	0%	3%	8%	
Desiring to live near family and friends	5%	7%	3%	11%	0%	7%	0%	0%	7%	3%	5%	
Spouse's work	7%	7%	7%	22%	0%	7%	0%	8%	7%	3%	7%	
Children's schooling	4%	0%	7%	11%	0%	0%	0%	8%	7%	3%	4%	
Other family responsibilities (eg care of family members)	8%	14%	3%	0%	0%	15%	0%	15%	7%	3%	8%	
Administrative burden on vicars/rectors	12%	11%	13%	0%	0%	15%	13%	8%	36%	7%	12%	
Remuneration factors	4%	5%	3%	11%	0%	4%	0%	8%	0%	3%	4%	
Desiring to have more free time incl at weekends	10%	11%	8%	0%	0%	15%	0%	8%	14%	10%	10%	
Desiring privacy	6%	7%	5%	0%	0%	11%	0%	0%	14%	3%	6%	
Desiring to protect self and family from parishioner expectations	7%	5%	8%	11%	0%	7%	0%	0%	14%	7%	7%	
Desiring to avoid issues of responsibility for parish financial viability	5%	7%	3%	0%	0%	4%	13%	0%	7%	7%	5%	
Desiring to maintain own missional focus	10%	11%	8%	0%	25%	7%	0%	23%	7%	10%	10%	
Desiring to maintain personal creativity	6%	5%	7%	11%	25%	7%	0%	8%	0%	3%	6%	
Aversion to 'parish politics'	10%	11%	10%	11%	50%	11%	13%	8%	7%	7%	10%	
Fear of being bullied	6%	9%	3%	0%	25%	4%	13%	0%	7%	7%	6%	
Fear that being a vicar/rector would be injurious to my mental health	12%	14%	11%	0%	25%	19%	13%	0%	29%	7%	12%	
Other	26%	30%	23%	33%	50%	37%	0%	31%	21%	17%	26%	
Total excl not applicable	100%	100%	100%	89%	325%	52%	163%	115%	136%	33%	88%	

Question Item	Gender			Ordained priest in							Total
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013	
G SUPPORT											
How well have you been supported in priestly ministry?											
Number	211	76	135	21	18	41	21	30	36	43	210
Average score*											
By bishops and diocesan officers	2.7	2.9	2.6	2.6	2.5	2.7	3.1	2.8	2.6	2.7	2.7
By ordained colleagues	3.4	3.5	3.4	3.5	3.5	3.5	3.6	3.4	3.2	3.5	3.4
By those amongst whom I have been appointed to minister	3.7	3.9	3.6	3.9	4.0	3.8	3.3	3.4	3.6	4.0	3.7
By those whom I have sought out for support	4.2	4.4	4.0	4.0	3.9	4.4	3.9	4.1	4.3	4.3	4.2
* Where 1 = very inadequately, 2 = somewhat inadequately, 3 = adequately, 4 = well, 5 = very well.											
Priests describing support across all support groups											
Less than adequate	38	10	29	3	2	9	5	6	9	5	39
Adequate	103	37	66	12	12	12	10	16	18	22	102
More than adequate	64	26	38	5	4	17	6	8	8	16	64
Total	205	73	133	20	18	38	21	30	35	43	205
Proportion describing support as											
Less than adequate	19%	14%	22%	15%	11%	24%	24%	20%	26%	12%	19%
Adequate	50%	51%	50%	60%	67%	32%	48%	53%	51%	51%	50%
More than adequate	31%	36%	29%	25%	22%	45%	29%	27%	23%	37%	31%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
How adequately did you feel supported by bishops and diocesan officers											
G1											
Very inadequately	43	11	32	7	4	9	2	3	8	10	43
Somewhat inadequately	54	23	31	3	3	8	6	12	11	10	53
Adequately	60	17	43	4	10	15	6	6	10	9	60
Well	32	12	20	5	0	5	2	6	2	12	32
Very well	22	13	9	2	1	4	5	3	5	2	22
Total	211	76	135	21	18	41	21	30	36	43	210
Proportion supported by bishops and diocesan officers											
Very inadequately	20%	14%	24%	33%	22%	22%	10%	10%	22%	23%	20%
Somewhat inadequately	26%	30%	23%	14%	17%	20%	29%	40%	31%	23%	25%
Adequately	28%	22%	32%	19%	56%	37%	29%	20%	28%	21%	29%
Well	15%	16%	15%	24%	0%	12%	10%	20%	6%	28%	15%
Very well	10%	17%	7%	10%	6%	10%	24%	10%	14%	5%	10%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
How adequately did you feel supported by ordained colleagues											
G2											
Very inadequately	5	3	2	0	0	1	1	0	0	2	4

Question Item	Gender			Ordained priest in							
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013	Total
Somewhat inadequately	37	13	24	1	3	9	2	5	12	5	37
Adequately	70	23	47	11	7	9	7	12	11	13	70
Well	63	19	44	6	4	14	6	10	8	15	63
Very well	36	18	18	3	4	8	5	3	5	8	36
Total	211	76	135	21	18	41	21	30	36	43	210
Proportion supported by ordained colleagues											
Very inadequately	2%	4%	1%	0%	0%	2%	5%	0%	0%	5%	2%
Somewhat inadequately	18%	17%	18%	5%	17%	22%	10%	17%	33%	12%	18%
Adequately	33%	30%	35%	52%	39%	22%	33%	40%	31%	30%	33%
Well	30%	25%	33%	29%	22%	34%	29%	33%	22%	35%	30%
Very well	17%	24%	13%	14%	22%	20%	24%	10%	14%	19%	17%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
How adequately did you feel supported by those											
G3 among whom you minister											
Very inadequately	8	2	6	0	0	0	3	1	3	1	8
Somewhat inadequately	23	8	15	2	1	4	5	6	2	3	23
Adequately	46	14	32	4	4	9	1	9	11	8	46
Well	73	24	49	10	7	17	6	7	10	16	73
Very well	59	27	32	5	6	10	6	7	9	15	58
Total	209	75	134	21	18	40	21	30	35	43	208
Proportion supported by those among whom you minister											
Very inadequately	4%	3%	4%	0%	0%	0%	14%	3%	9%	2%	4%
Somewhat inadequately	11%	11%	11%	10%	6%	10%	24%	20%	6%	7%	11%
Adequately	22%	19%	24%	19%	22%	23%	5%	30%	31%	19%	22%
Well	35%	32%	37%	48%	39%	43%	29%	23%	29%	37%	35%
Very well	28%	36%	24%	24%	33%	25%	29%	23%	26%	35%	28%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Question Item	Gender			Ordained priest in								Total
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013		
How adequately did you feel supported by those whom												
G4 you sought out for support												
Very inadequately	4	0	4	0	1	0	1	1	0	1	4	
Somewhat inadequately	7	2	5	1	0	1	1	2	0	2	7	
Adequately	28	4	24	5	4	3	5	3	5	3	28	
Well	76	28	48	7	7	16	6	11	16	12	75	
Very well	92	40	52	7	6	19	8	13	14	25	92	
Total	207	74	133	20	18	39	21	30	35	43	206	
Proportion supported by those those whom you sought out for support												
Very inadequately	2%	0%	3%	0%	6%	0%	5%	3%	0%	2%	2%	
Somewhat inadequately	3%	3%	4%	5%	0%	3%	5%	7%	0%	5%	3%	
Adequately	14%	5%	18%	25%	22%	8%	24%	10%	14%	7%	14%	
Well	37%	38%	36%	35%	39%	41%	29%	37%	46%	28%	36%	
Very well	44%	54%	39%	35%	33%	49%	38%	43%	40%	58%	45%	
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
H GENERAL WELLBEING												
H1 Life satisfaction*												
Number of priests	205	76	129	20	18	39	21	29	35	42	204	
Average score	8.06	8.08	8.05	8.4	8.4	8.1	8.0	8.0	7.8	8.1	8.1	
Average score Australians+	7.60	7.70	7.60								7.6	
* How satisfied you feel now, on a scale from 0 to 10. Zero means you feel 'not at all satisfied' and 10 means you feel 'completely satisfied'.												
+ Australian Bureau of Statistics 4159.0 - General Social Survey: Summary Results, Australia, 2014.												
To what extent do you feel the things you do in your												
H2 life are worthwhile? [0-10]												
Number of priests	204	73	131	20	18	39	20	29	35	42	203	
Average score	8.5	8.5	8.5	8.6	8.7	8.4	8.3	8.5	8.3	8.8	8.5	

Question Item	Gender			Ordained priest in								Total
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013		
How did you feel yesterday on a scale from 0 (not at all) to 10 (all the time)												
H3 <i>How about happy?</i>												
Number of priests	208	76	132	21	18	40	21	30	35	42	207	
Average score	7.6	7.7	7.5	8.0	7.9	7.4	7.6	7.4	7.2	7.8	7.6	
H4 <i>How about worried?</i>												
Number of priests	208	76	132	21	18	40	21	30	35	42	207	
Average score	3.3	3.6	3.2	2.2	3.2	3.0	3.7	3.4	4.0	3.5	3.3	
H5 <i>How about depressed?</i>												
Number of priests	207	75	132	21	18	40	21	30	35	41	206	
Average score	1.6	1.7	1.6	1.2	0.8	1.6	1.4	2.2	2.0	1.6	1.6	
At the conclusion of your ministry as a vicar/rector												
H6 Life satisfaction												
Number of priests	73	26	47	17	11	22	4	8	6	4	72	
Average score	6.6	6.5	6.7	8.1	7.2	6.8	6.8	5.4	4.5	3.0	6.6	
H7 How worthwhile were the things you were doing then?												
Number of priests	73	26	47	17	11	22	4	8	6	4	72	
Average score	7.5	7.2	7.7	8.6	7.9	7.5	8.3	6.5	6.0	5.3	7.5	
How did you feel at the conclusion of your ministry as a vicar/rector on a scale from 0 (not at all) to 10 (all the time)												
H8 <i>How about happy?</i>												
Number of priests	73	26	47	18	11	21	4	8	6	4	72	
Average score	7.6	6.6	6.6	8.2	6.5	6.5	8.3	4.9	4.3	4.8	6.6	
H9 <i>How about worried?</i>												
Number of priests	71	25	46	17	11	20	4	8	6	4	70	
Average score	4.3	4.6	4.1	2.7	4.4	4.1	2.8	6.5	6.7	4.5	4.2	
H10 <i>How about depressed?</i>												
Number of priests	72	26	46	17	11	21	4	8	6	4	71	
Average score	3.1	3.6	2.8	1.2	2.2	3.4	1.8	4.9	5.3	5.5	3.0	

Question Item	Gender			Ordained priest in								
	Total	Female	Male	1970-1972	1980-1982	1990-1992	2000-2002	2004-2006	2007-2009	2010-2013	Total	
I RETROSPECTION												
Would you enter ordained ministry if able to start all over again?												
Definitely not	2	1	1	0	0	2	0	0	0	0	2	
Unlikely	4	1	3	3	0	0	0	1	0	0	4	
Possibly	12	5	7	2	2	1	1	1	2	3	12	
Probably	36	16	20	2	5	10	4	5	3	7	36	
Definitely	153	52	101	14	11	28	16	22	29	32	152	
Total	207	75	132	21	18	41	21	29	34	42	206	
Proportion who would enter ordained ministry if able to start all over again												
Definitely not	1%	1%	1%	0%	0%	5%	0%	0%	0%	0%	1%	
Unlikely	2%	1%	2%	14%	0%	0%	0%	3%	0%	0%	2%	
Possibly	6%	7%	5%	10%	11%	2%	5%	3%	6%	7%	6%	
Probably	17%	21%	15%	10%	28%	24%	19%	17%	9%	17%	17%	
Definitely	74%	69%	77%	67%	61%	68%	76%	76%	85%	76%	74%	
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Proportion probably or definitely	91%	91%	92%	76%	89%	93%	95%	93%	94%	93%	91%	
GENERAL COMMENTS												
No. of respondents making general comments	110	44	66	12	8	22	8	16	17	26	109	
Proportion of all respondents	52%	56%	49%	57%	44%	52%	36%	53%	47%	60%	51%	

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
Priests ordained in Melbourne in survey periods	1	23	41	66	83	58	68	340	45	98	66	43	18	2	68	340
Priests ordained in Melbourne in survey periods not known to have died	1	23	41	65	80	49	66	325	43	97	62	41	15	1	66	325
Responses received	3	26	35	50	61	34	5	214	33	82	46	34	11	2	5	213
Response rate	300%	113%	85%	77%	76%	69%	8%	66%	77%	85%	74%	83%	73%	200%	8%	66%
RESPONSE DATA																
A ABOUT THE RESPONDENT																
A1a Age group in 2014																
Age unknown							5	5							5	5
Under 30	3							3	3							3
30-34		9						9	6	3						9
35-39		17						17	2	15						17
40-44			18					18	0	14	3					17
45-49			17					17	0	10	7					17
50-54				25				25	4	7	13	1				25
55-59				25				25	2	9	4	10				25
60-64					34			34	7	9	8	9	1			34
65-69					27			27	3	3	8	9	4			27
70-74						20		20	6	4	3	3	4	0		20
75-79						9		9	0	7	0	0	1	1		9
80-84						3		3	0	1	0	2	0	0		3
85 and over						2		2	0	0	0	0	1	1		2
Total	3	26	35	50	61	34	5	214	33	82	46	34	11	2	5	213
A1b Age group at priestly ordination																
Under 30	3	8	0	6	10	6		33	33							33
30-34		13	12	10	7	10		52		52						52
35-39		5	13	6	5	2		31		30						30
40-44			8	10	9	2		29			29					29
45-49			2	7	7	1		17			17					17
50-54				8	6	2		16				16				16
55-59				3	12	3		18				18				18
60-64					5	2		7					7			7
65-69						4		4					4			4
70-74						1		1						1		1
75-79						1		1						1		1
Age unknown							5	5							5	5
Total	3	26	35	50	61	34	5	214	33	82	46	34	11	2	5	213

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
Proportion ordained in age group																
Under 30	100%	31%	0%	12%	16%	18%	0%	15%	15%							15%
30-39		69%	71%	32%	20%	35%	0%	39%		38%						38%
40-49			29%	34%	26%	9%	0%	21%			22%					22%
50-59				22%	30%	15%	0%	16%				16%				16%
60-69					8%	18%	0%	5%					5%			5%
70 and over						6%	0%	1%						1%		1%
Age unknown							100%	2%								2%
Total	100%	100%	100%	100%	100%	100%	100%	100%	15%	38%	22%	16%	5%	1%	2%	100%
A2 Gender																
Female	1	3	7	20	33	11	3	78	3	14	24	23	9	2	3	78
Male	2	23	28	30	28	23	1	135	30	68	22	11	2	0	1	134
Total	3	26	35	50	61	34	4	213	33	82	46	34	11	2	4	212
Proportion																
Female	33%	12%	20%	40%	54%	32%	75%	37%	9%	17%	52%	68%	82%	100%	75%	37%
Male	67%	88%	80%	60%	46%	68%	25%	63%	91%	83%	48%	32%	18%	0%	25%	63%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A3 Period in which ordained priest																
1970-1972	0	0	0	0	4	17	0	21	10	11	0	0	0	0	0	21
1980-1982	0	0	0	2	12	4	0	18	8	7	2	1	0	0	0	18
1990-1992	0	0	0	18	19	5	0	42	4	20	14	2	1	1	0	42
2000-2002	0	0	6	6	7	2	1	22	0	8	7	5	1	0	1	22
2004-2006	0	2	8	10	9	0	1	30	1	9	10	9	0	0	1	30
2007-2009	0	7	13	6	5	3	2	36	2	12	7	7	4	1	2	35
2010-2013	3	17	8	8	5	2	0	43	8	15	6	9	5	0	0	43
Total	3	26	35	50	61	33	4	212	33	82	46	33	11	2	4	211
Proportion in period in which ordained priest																
1970-1972					7%	52%	0%	10%	30%	13%	0%	0%	0%	0%	0%	10%
1980-1982				4%	20%	12%	0%	8%	24%	9%	4%	3%	0%	0%	0%	9%
1990-1992			0%	36%	31%	15%	0%	20%	12%	24%	30%	6%	9%	50%	0%	20%
2000-2002		0%	17%	12%	11%	6%	25%	10%	0%	10%	15%	15%	9%	0%	25%	10%
2004-2006		8%	23%	20%	15%	0%	25%	14%	3%	11%	22%	27%	0%	0%	25%	14%
2007-2009	0%	27%	37%	12%	8%	9%	50%	17%	6%	15%	15%	21%	36%	50%	50%	17%
2010-2013	100%	65%	23%	16%	8%	6%	0%	20%	24%	18%	13%	27%	45%	0%	0%	20%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A4 Average years licensed as priest	2	4	7	13	19	30	9	0	23.94	16.72	12.8	8.188	6.727	7	9.25	14.93
Number of respondents	3	26	35	50	61	34	5	214	32	82	46	32	11	1	4	208

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
A5 Average years licensed as priest in Melbourne	2	4	5	11	15	20	9	0	16.85	12.73	10.17	6.697	5.727	7	9.25	11.39
Number of respondents	3	26	35	50	61	34	5	214	33	80	46	33	11	1	4	208
A6 Current licence																
Vicar (incl locum)	0	7	13	21	21	3	1	66	12	23	16	13	1	0	1	66
Parish other	3	14	10	9	12	1	2	51	10	16	14	7	2	0	2	51
Non-parish setting	0	4	9	14	12	2	0	41	5	22	9	4	1	0	0	41
PTO (incl retired with PTO)	0	1	3	5	13	25	1	48	5	18	7	8	7	1	1	47
None	0	0	0	1	2	2	0	5	1	3	0	1	0	0	0	5
Total	3	26	35	50	60	33	4	211	33	82	46	33	11	1	4	210
Proportion holding current licence																
Vicar (incl locum)	0%	27%	37%	42%	35%	9%	25%	31%	36%	28%	35%	39%	9%	0%	25%	31%
Parish other	0%	54%	29%	18%	20%	3%	50%	24%	30%	20%	30%	21%	18%	0%	50%	24%
Non-parish setting	0%	15%	26%	28%	20%	6%	0%	19%	15%	27%	20%	12%	9%	0%	0%	20%
PTO (incl retired with PTO)	0%	4%	9%	10%	22%	76%	25%	23%	15%	22%	15%	24%	64%	100%	25%	22%
None	0%	0%	0%	2%	3%	6%	0%	2%	3%	4%	0%	3%	0%	0%	0%	2%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A7 Place living now																
Church provided adjacent church property	2	9	7	13	17	1	2	51	12	17	12	8	0	0	2	51
Church provided away from church property	1	8	5	4	3	0	0	21	4	9	7	0	1	0	0	21
Own home	0	6	16	29	36	30	1	118	14	46	21	24	10	1	1	117
Other accommodation	0	3	7	4	4	2	1	21	3	10	6	1	0	0	1	21
Total	3	26	35	50	60	33	4	211	33	82	46	33	11	1	4	210
Proportion in current living place																
Church provided adjacent church property	67%	35%	20%	26%	28%	3%	50%	24%	36%	21%	26%	24%	0%	0%	50%	24%
Church provided away from church property	33%	31%	14%	8%	5%	0%	0%	10%	12%	11%	15%	0%	9%	0%	0%	10%
Own home	0%	23%	46%	58%	60%	91%	25%	56%	42%	56%	46%	73%	91%	100%	25%	56%
Other accommodation	0%	12%	20%	8%	7%	6%	25%	10%	9%	12%	13%	3%	0%	0%	25%	10%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
A8 When selected for ordination as priest																
Prior to starting theological education	0	6	8	11	15	14	0	54	19	24	8	1	2	0	0	54
In first two years of theological education	0	9	8	10	12	6	0	45	8	21	6	6	4	0	0	45
Later in theological education	3	9	16	17	17	4	1	67	6	27	20	10	3	0	1	67
After being ordained deacon	0	2	2	12	15	8	3	42	0	9	10	16	2	1	3	41
Total	3	26	34	50	59	32	4	208	33	81	44	33	11	1	4	207
Proportion selected for ordination as priest																
Prior to starting theological education	0%	23%	24%	22%	25%	44%	0%	26%	58%	30%	18%	3%	18%	0%	0%	26%
In first two years of theological education	0%	35%	24%	20%	20%	19%	0%	22%	24%	26%	14%	18%	36%	0%	0%	22%
Later in theological education	100%	35%	47%	34%	29%	13%	25%	32%	18%	33%	45%	30%	27%	0%	25%	32%
After being ordained deacon	0%	8%	6%	24%	25%	25%	75%	20%	0%	11%	23%	48%	18%	100%	75%	20%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
B SENSE OF CALL																
Period of calling before selection for ordination as																
B1 priest																
For less than 12 months	0	1	2	2	4	3	0	12	4	4	1	2	1	0	0	12
For 1 to 3 years	1	6	15	12	10	11	1	56	12	20	12	8	3	0	1	56
For more than 3 years	2	18	17	36	45	19	3	140	16	57	33	23	7	1	3	140
Total	3	25	34	50	59	33	4	208	32	81	46	33	11	1	4	208
Proportion called before selection for ordination as priest																
For less than 12 months	0%	4%	6%	4%	7%	9%	0%	6%	13%	5%	2%	6%	9%	0%	0%	6%
For 1 to 3 years	33%	24%	44%	24%	17%	33%	25%	27%	38%	25%	26%	24%	27%	0%	25%	27%
For more than 3 years	67%	72%	50%	72%	76%	58%	75%	67%	50%	70%	72%	70%	64%	100%	75%	67%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
B2 Was call to particular setting or settings?																
Yes	2	18	28	40	45	20	2	155	23	57	36	26	11	0	2	155
No	1	8	7	10	14	12	2	54	8	25	10	7	0	1	2	53
Total	3	26	35	50	59	32	4	209	31	82	46	33	11	1	4	208
Proportion with call to particular setting or settings																
Yes	67%	69%	80%	80%	76%	63%	50%	74%	74%	70%	78%	79%	100%	0%	50%	75%
No	33%	31%	20%	20%	24%	38%	50%	26%	26%	30%	22%	21%	0%	100%	50%	25%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
B3 Ministry settings to which called or possibly called																
Parish ministry as vicar	1	14	19	21	28	13	1	97	19	43	19	12	3	0	1	97
Parish ministry as associate priest	1	9	6	15	11	10	1	53	7	13	16	9	7	0	1	53
Chaplain in a school/university	0	7	7	12	9	3	0	38	5	14	9	7	3	0	0	38
Chaplain in another context	0	2	4	4	10	4	1	25	3	6	6	5	4	0	0	24
Theological lecturer	0	3	7	3	3	2	0	18	3	11	4	0	0	0	0	18
Missionary service	0	1	5	3	4	5	0	18	3	8	3	2	2	0	0	18
Church planting	1	2	3	6	2	0	0	14	3	5	5	1	0	0	0	14
Ecumenical/parachurch context	0	0	0	1	2	2	0	5	1	1	1	2	0	0	0	5
Independent/freelance	0	1	0	1	0	0	0	2	0	1	0	1	0	0	0	2
Other	0	1	0	5	1	0	0	7	0	2	2	2	1	0	0	7
Total persons (some may have more than one calling)	2	18	28	40	45	20	2	155	24	60	36	25	11	0	2	158
Proportion called to each ministry setting																
Parish ministry as vicar	50%	78%	68%	53%	62%	65%	50%	63%	79%	72%	53%	48%	27%		50%	61%
Parish ministry as associate priest	50%	50%	21%	38%	24%	50%	50%	34%	29%	22%	44%	36%	64%		50%	34%
Chaplain in a school/university	0%	39%	25%	30%	20%	15%	0%	25%	21%	23%	25%	28%	27%		0%	24%
Chaplain in another context	0%	11%	14%	10%	22%	20%	50%	16%	13%	10%	17%	20%	36%		0%	15%
Theological lecturer	0%	17%	25%	8%	7%	10%	0%	12%	13%	18%	11%	0%	0%		0%	11%
Missionary service	0%	6%	18%	8%	9%	25%	0%	12%	13%	13%	8%	8%	18%		0%	11%
Church planting	50%	11%	11%	15%	4%	0%	0%	9%	13%	8%	14%	4%	0%		0%	9%
Ecumenical/parachurch context	0%	0%	0%	3%	4%	10%	0%	3%	4%	2%	3%	8%	0%		0%	3%
Independent/freelance	0%	6%	0%	3%	0%	0%	0%	1%	0%	2%	0%	4%	0%		0%	1%
Other	0%	6%	0%	13%	2%	0%	0%	5%	0%	3%	6%	8%	9%		0%	4%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		100%	100%
B4 Number with confidence in call of																
50 - 70% sure	0	0	1	1	2	3	1	8	2	3	2	0	0	0	1	8
70 – 90% sure	0	6	1	8	9	2	0	26	5	11	3	5	2	0	0	26
90+% sure	3	20	32	39	47	28	3	172	25	67	40	26	9	1	3	171
Total	3	26	34	48	58	33	4	206	32	81	45	31	11	1	4	205
Proportion with confidence in call of																
50 - 70% sure	0%	0%	3%	2%	3%	9%	25%	4%	6%	4%	4%	0%	0%	0%	25%	4%
70 – 90% sure	0%	23%	3%	17%	16%	6%	0%	13%	16%	14%	7%	16%	18%	0%	0%	13%
90+% sure	100%	77%	94%	81%	81%	85%	75%	83%	78%	83%	89%	84%	82%	100%	75%	83%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
C BACKGROUND AND PRIOR EXPERIENCE																
C1 Number with prior ministry experience in																
Music ministry	1	10	16	13	15	3	2	60	10	33	10	3	1	0	2	59
Liturgical and worship ministry	0	19	15	34	42	16	3	129	20	41	32	26	6	0	3	128
Children's / youth ministry	2	18	27	35	33	14	3	132	19	58	31	14	5	1	3	131
Community service	0	7	7	14	25	9	1	63	7	22	14	16	2	1	1	63
Mentoring / discipling	2	18	13	19	17	5	2	76	7	32	17	13	3	1	2	75
Small group leadership / adult education	2	24	26	38	39	8	2	139	18	57	30	23	8	0	2	138
Church administration	0	7	9	13	18	7	1	55	3	17	19	11	3	0	1	54
Preaching	2	20	21	28	29	13	2	115	19	47	26	14	5	1	2	114
Justice advocacy	0	4	1	5	8	1	1	20	2	7	2	8	0	0	1	20
Evangelism	2	13	15	26	16	7	2	81	13	35	18	10	2	0	2	80
Pastoral care	1	17	17	33	42	16	3	129	15	43	33	22	11	1	3	128
Men's / women's / families' ministry	1	11	12	19	15	0	1	59	3	22	19	11	2	0	1	58
Total	2	26	35	50	59	30	4	206	30	81	46	32	11	1	4	205
Proportion with prior ministry experience in																
Music ministry	50%	38%	46%	26%	25%	10%	50%	29%	33%	41%	22%	9%	9%	0%	50%	29%
Liturgical and worship ministry	0%	73%	43%	68%	71%	53%	75%	63%	67%	51%	70%	81%	55%	0%	75%	62%
Children's / youth ministry	100%	69%	77%	70%	56%	47%	75%	64%	63%	72%	67%	44%	45%	100%	75%	64%
Community service	0%	27%	20%	28%	42%	30%	25%	31%	23%	27%	30%	50%	18%	100%	25%	31%
Mentoring / discipling	100%	69%	37%	38%	29%	17%	50%	37%	23%	40%	37%	41%	27%	100%	50%	37%
Small group leadership / adult education	100%	92%	74%	76%	66%	27%	50%	67%	60%	70%	65%	72%	73%	0%	50%	67%
Church administration	0%	27%	26%	26%	31%	23%	25%	27%	10%	21%	41%	34%	27%	0%	25%	26%
Preaching	100%	77%	60%	56%	49%	43%	50%	56%	63%	58%	57%	44%	45%	100%	50%	56%
Justice advocacy	0%	15%	3%	10%	14%	3%	25%	10%	7%	9%	4%	25%	0%	0%	25%	10%
Evangelism	100%	50%	43%	52%	27%	23%	50%	39%	43%	43%	39%	31%	18%	0%	50%	39%
Pastoral care	50%	65%	49%	66%	71%	53%	75%	63%	50%	53%	72%	69%	100%	100%	75%	62%
Men's / women's / families' ministry	50%	42%	34%	38%	25%	0%	25%	29%	10%	27%	41%	34%	18%	0%	25%	28%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
Period as member of Anglican churches prior to ordination																
C2																
Under 12 months	0	0	0	0	0	3	0	3	0	2	1	0	0	0	0	3
1 to 5 years	0	5	8	7	5	3	0	28	4	16	5	2	0	1	0	28
5+ years	3	21	26	43	54	27	3	177	28	64	39	31	11	0	3	176
Total	3	26	34	50	59	33	3	208	32	82	45	33	11	1	3	207
Proportion with period as member of Anglican churches prior to ordination																
Under 12 months	0%	0%	0%	0%	0%	9%	0%	1%	0%	2%	2%	0%	0%	0%	0%	1%
1 to 5 years	0%	19%	24%	14%	8%	9%	0%	13%	13%	20%	11%	6%	0%	100%	0%	14%
5+ years	100%	81%	76%	86%	92%	82%	100%	85%	88%	78%	87%	94%	100%	0%	100%	85%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Period as Christian prior to ordination																
C3																
Under 12 months	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1 to 5 years	0	0	0	1	0	2	0	3	2	1	0	0	0	0	0	3
5+ years	3	26	34	49	60	31	4	207	31	81	45	33	11	1	4	206
Total	3	26	34	50	60	33	4	210	33	82	45	33	11	1	4	209
Proportion with period as Christian prior to ordination																
Under 12 months	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1 to 5 years	0%	0%	0%	2%	0%	6%	0%	1%	6%	1%	0%	0%	0%	0%	0%	1%
5+ years	100%	100%	100%	98%	100%	94%	100%	99%	94%	99%	100%	100%	100%	100%	100%	99%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Schooling completed in																
C4																
Government school	1	8	22	33	36	15	3	118	15	44	30	19	5	1	3	117
Anglican school	1	7	9	9	14	8	0	48	10	22	9	6	1	0	0	48
Another type of school	1	11	3	8	10	10	1	44	8	16	6	8	5	0	1	44
Total	3	26	34	50	60	33	4	210	33	82	45	33	11	1	4	209
Proportion with schooling completed in																
Government school	33%	31%	65%	66%	60%	45%	75%	56%	45%	54%	67%	58%	45%	100%	75%	56%
Anglican school	33%	27%	26%	18%	23%	24%	0%	23%	30%	27%	20%	18%	9%	0%	0%	23%
Another type of school	33%	42%	9%	16%	17%	30%	25%	21%	24%	20%	13%	24%	45%	0%	25%	21%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
C5 Highest qualification prior to training for ordination																
Year 12	3	0	3	3	13	6	0	28	10	9	5	3	1	0	0	28
Certificate	0	2	1	4	4	3	1	15	1	4	6	3	0	0	1	15
Diploma	0	2	0	9	9	3	1	24	3	11	5	3	1	0	1	24
Bachelor degree	0	20	20	23	21	11	2	97	19	43	18	9	5	0	2	96
Masters degree	0	1	7	6	10	2	0	26	0	9	7	7	2	1	0	26
Doctorate	0	1	2	1	2	5	0	11	0	3	2	4	2	0	0	11
Other	0	0	0	1	4	1	2	8	0	3	2	3	0	0	0	8
Total	3	26	34	50	60	32	4	209	33	82	45	32	11	1	4	208
Proportion with highest qualification prior to training for ordination																
Year 12	100%	0%	9%	6%	22%	19%	0%	13%	30%	11%	11%	9%	9%	0%	0%	13%
Certificate	0%	8%	3%	8%	7%	9%	25%	7%	3%	5%	13%	9%	0%	0%	25%	7%
Diploma	0%	8%	0%	18%	15%	9%	25%	11%	9%	13%	11%	9%	9%	0%	25%	12%
Bachelor degree	0%	77%	59%	46%	35%	34%	50%	46%	58%	52%	40%	28%	45%	0%	50%	46%
Masters degree	0%	4%	21%	12%	17%	6%	0%	12%	0%	11%	16%	22%	18%	100%	0%	13%
Doctorate	0%	4%	6%	2%	3%	16%	0%	5%	0%	4%	4%	13%	18%	0%	0%	5%
Other	0%	0%	3%	8%	2%	6%	0%	4%	0%	4%	4%	9%	0%	0%	0%	4%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
Living place for greatest number of years prior to																
C6 ordination																
Interstate - rural	0	2	1	3	2	1	0	9	1	4	3	1	0	0	0	9
Interstate - urban	1	4	8	13	11	3	2	42	4	22	6	8	0	0	2	42
Overseas - rural	1	0	0	2	1	1	1	6	2	1	1	1	0	0	1	6
Overseas - urban	0	4	3	1	3	4	0	15	2	6	6	0	1	0	0	15
Rural Victoria (incl regional cities but not Geelong)	0	1	1	0	5	2	0	9	2	1	0	4	2	0	0	9
Melbourne within 15 km of former GPO	0	10	11	16	21	17	0	75	14	32	14	12	3	0	0	75
Geelong within 5 km of Geelong PO	0	1	1	1	0	0	0	3	0	2	1	0	0	0	0	3
Melbourne or Geelong further out	1	3	9	14	16	5	1	49	8	13	13	7	5	1	1	48
Total	3	25	34	50	59	33	4	208	33	81	44	33	11	1	4	207
Proportion living place for greatest number of years prior to ordination																
Interstate - rural	0%	8%	3%	6%	3%	3%	0%	4%	3%	5%	7%	3%	0%	0%	0%	4%
Interstate - urban	33%	16%	24%	26%	19%	9%	50%	20%	12%	27%	14%	24%	0%	0%	50%	20%
Overseas - rural	33%	0%	0%	4%	2%	3%	25%	3%	6%	1%	2%	3%	0%	0%	25%	3%
Overseas - urban	0%	16%	9%	2%	5%	12%	0%	7%	6%	7%	14%	0%	9%	0%	0%	7%
Rural Victoria (incl regional cities but not Geelong)	0%	4%	3%	0%	8%	6%	0%	4%	6%	1%	0%	12%	18%	0%	0%	4%
Melbourne within 15 km of former GPO	0%	40%	32%	32%	36%	52%	0%	36%	42%	40%	32%	36%	27%	0%	0%	36%
Geelong within 5 km of Geelong PO	0%	4%	3%	2%	0%	0%	0%	1%	0%	2%	2%	0%	0%	0%	0%	1%
Melbourne or Geelong further out	33%	12%	26%	28%	27%	15%	25%	24%	24%	16%	30%	21%	45%	100%	25%	23%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Location of church/faith community just prior to																
C7 ordination																
Interstate - rural	0	0	0	0	1	1	0	2	0	1	1	0	0	0	0	2
Interstate - urban	0	3	4	4	4	4	1	20	3	12	0	4	0	0	1	20
Overseas - rural	0	0	0	0	1	0	1	2	0	1	0	0	0	0	1	2
Overseas - urban	0	3	0	0	2	0	0	5	2	2	1	0	0	0	0	5
Rural Victoria (incl regional cities but not Geelong)	0	0	0	1	2	1	0	4	0	0	2	1	1	0	0	4
Melbourne within 15 km of former GPO	2	15	17	32	31	16	2	115	22	48	20	16	7	0	2	115
Geelong within 5 km of Geelong PO	0	1	0	2	1	2	0	6	0	3	2	1	0	0	0	6
Melbourne or Geelong further out	1	4	13	11	18	9	0	56	6	15	19	11	3	1	0	55
Total	3	26	34	50	60	33	4	210	33	82	45	33	11	1	4	209

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
Proportion location of church/faith community just prior to ordination																
Interstate - rural	0%	0%	0%	0%	2%	3%	0%	1%	0%	1%	2%	0%	0%	0%	0%	1%
Interstate - urban	0%	12%	12%	8%	7%	12%	25%	10%	9%	15%	0%	12%	0%	0%	25%	10%
Overseas - rural	0%	0%	0%	0%	2%	0%	25%	1%	0%	1%	0%	0%	0%	0%	25%	1%
Overseas - urban	0%	12%	0%	0%	3%	0%	0%	2%	6%	2%	2%	0%	0%	0%	0%	2%
Rural Victoria (incl regional cities but not Geelong)	0%	0%	0%	2%	3%	3%	0%	2%	0%	0%	4%	3%	9%	0%	0%	2%
Melbourne within 15 km of former GPO	67%	58%	50%	64%	52%	48%	50%	55%	67%	59%	44%	48%	64%	0%	50%	55%
Geelong within 5 km of Geelong PO	0%	4%	0%	4%	2%	6%	0%	3%	0%	4%	4%	3%	0%	0%	0%	3%
Melbourne or Geelong further out	33%	15%	38%	22%	30%	27%	0%	27%	18%	18%	42%	33%	27%	100%	0%	26%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
C8 Church/faith community region																
Northern/Western	0	7	9	19	21	8	1	65	10	27	11	10	5	1	1	65
Southern	1	2	3	7	9	11	2	35	6	11	6	7	3	0	2	35
Eastern	1	11	18	17	19	9	0	75	11	27	24	9	3	0	0	74
Not applicable	1	2	1	4	6	3	1	18	4	8	2	3	0	0	1	18
Total	3	22	31	47	55	31	4	193	31	73	43	29	11	1	4	192
Proportion in church/faith community region																
Northern/Western	0%	35%	30%	44%	43%	29%	33%	37%	32%	37%	26%	34%	45%	100%	25%	34%
Southern	50%	10%	10%	16%	18%	39%	67%	20%	19%	15%	14%	24%	27%	0%	50%	18%
Eastern	50%	55%	60%	40%	39%	32%	0%	43%	35%	37%	56%	31%	27%	0%	0%	39%
Not applicable	0%	0%	0%	0%	0%	0%	0%	0%	13%	11%	5%	10%	0%	0%	25%	9%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
C9 Language mostly spoken in childhood home																
English	3	24	30	46	59	32	3	197	32	76	42	32	10	1	3	196
Chinese	0	0	4	1	0	0	0	5	0	3	2	0	0	0	1	6
Other	0	2	0	3	0	0	1	6	1	2	1	1	0	0	0	5
Total	3	26	34	50	59	32	4	208	33	81	45	33	10	1	4	207
Proportion language mostly spoken in childhood home																
English	100%	92%	88%	92%	100%	100%	75%	95%	97%	94%	93%	97%	100%	100%	75%	95%
Chinese	0%	0%	12%	2%	0%	0%	0%	2%	0%	4%	4%	0%	0%	0%	25%	3%
Other	0%	8%	0%	6%	0%	0%	25%	3%	3%	2%	2%	3%	0%	0%	0%	2%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
C10 Socio-economic circumstances of family of origin																
Highly disadvantaged	0	0	0	1	1	2	1	5	1	1	0	1	1	0	1	5
Somewhat disadvantaged	0	3	7	13	10	7	0	40	11	15	7	5	2	0	0	40
Average	1	8	10	17	30	14	3	83	7	33	19	14	6	1	3	83
Somewhat advantaged	2	11	13	14	15	8	0	63	10	26	14	11	1	0	0	62
Highly advantaged	0	4	4	5	4	2	0	19	4	7	5	2	1	0	0	19
Total	3	26	34	50	60	33	4	210	33	82	45	33	11	1	4	209
Proportion of socio-economic circumstances of family of origin																
Highly disadvantaged	0%	0%	0%	2%	2%	6%	25%	2%	3%	1%	0%	3%	9%	0%	25%	2%
Somewhat disadvantaged	0%	12%	21%	26%	17%	21%	0%	19%	33%	18%	16%	15%	18%	0%	0%	19%
Average	33%	31%	29%	34%	50%	42%	75%	40%	21%	40%	42%	42%	55%	100%	75%	40%
Somewhat advantaged	67%	42%	38%	28%	25%	24%	0%	30%	30%	32%	31%	33%	9%	0%	0%	30%
Highly advantaged	0%	15%	12%	10%	7%	6%	0%	9%	12%	9%	11%	6%	9%	0%	0%	9%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
C11 Family of origin																
Practising Christian (Anglican)	1	14	16	20	25	10	1	87	16	34	21	10	4	0	1	86
Practising Christian (non-Anglican)	0	6	9	7	10	6	1	39	5	18	6	5	3	1	1	39
Nominal Christian (Anglican)	1	3	2	7	17	11	1	42	6	13	10	11	1	0	1	42
Nominal Christian (non-Anglican)	1	2	2	7	3	6	0	21	4	8	5	2	2	0	0	21
Agnostic	0	0	0	6	3	0	1	10	2	3	2	2	0	0	1	10
Atheist	0	0	4	1	0	0	0	5	0	4	1	0	0	0	0	5
Other	0	0	1	1	2	2	0	6	0	2	0	3	1	0	0	6
Total	3	26	34	50	60	33	4	210	33	82	45	33	11	1	4	209
Proportion family of origin																
Practising Christian (Anglican)	33%	54%	47%	40%	42%	30%	25%	41%	48%	41%	47%	30%	36%	0%	25%	41%
Practising Christian (non-Anglican)	0%	23%	26%	14%	17%	18%	25%	19%	15%	22%	13%	15%	27%	100%	25%	19%
Nominal Christian (Anglican)	33%	12%	6%	14%	28%	33%	25%	20%	18%	16%	22%	33%	9%	0%	25%	20%
Nominal Christian (non-Anglican)	33%	8%	6%	14%	5%	18%	0%	10%	12%	10%	11%	6%	18%	0%	0%	10%
Agnostic	0%	0%	0%	12%	5%	0%	25%	5%	6%	4%	4%	6%	0%	0%	25%	5%
Atheist	0%	0%	12%	2%	0%	0%	0%	2%	0%	5%	2%	0%	0%	0%	0%	2%
Other	0%	4%	3%	4%	3%	0%	0%	3%	0%	2%	0%	9%	9%	0%	0%	3%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Summary family of origin																
Anglican	2	17	18	27	42	21	2	129	22	47	31	21	5	0	2	128
Other Christian	1	8	11	14	13	12	1	60	9	26	11	7	5	1	1	60
Other	0	1	5	9	5	0	1	21	2	9	3	5	1	0	1	21
Total	3	26	34	50	60	33	4	210	33	82	45	33	11	1	4	209

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
Summary proportion family of origin																
Anglican	67%	65%	53%	54%	70%	64%	50%	61%	67%	57%	69%	64%	45%	0%	50%	61%
Other Christian	33%	31%	32%	28%	22%	36%	25%	29%	27%	32%	24%	21%	45%	100%	25%	29%
Other	0%	4%	15%	18%	8%	0%	25%	10%	6%	11%	7%	15%	9%	0%	25%	10%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
D SENSE OF ECCLESIAL IDENTITY																
D1 Ecclesial identity just prior to ordination																
Number	3	26	33	50	60	32	4	208	32	80	46	33	11	1	4	207
<i>Average score*</i>																
Catholic	2.2	1.8	2.2	2.8	3.3	3.0	3.0	2.5	2.3	2.2	2.3	3.1	3.9	2.0	3.0	2.5
Evangelical	3.7	4.5	4.4	4.1	3.1	3.1	4.3	3.8	3.9	4.0	3.9	2.9	3.0	5.0	4.3	3.8
Liberal	1.7	1.2	1.3	1.7	2.6	2.6	2.7	2.0	1.9	1.7	1.9	2.6	3.0	1.0	2.7	2.0
Orthodox	4.3	4.2	3.2	3.0	3.2	3.2	4.0	3.3	3.5	3.5	3.1	3.0	3.3	1.0	4.0	3.3
Contemporary	4.0	3.8	3.9	3.4	3.1	2.7	5.0	3.4	3.5	3.5	3.5	2.8	2.8	3.0	5.0	3.4
Traditional	3.3	2.9	2.6	2.8	3.2	3.1	3.0	2.9	3.3	2.7	2.8	3.3	3.0	4.0	3.0	2.9
Charismatic	2.3	2.8	2.3	2.3	2.0	1.3	2.0	2.2	2.3	2.3	2.0	2.1	1.9	1.0	2.0	2.2
Reformed	4.3	3.8	3.2	3.2	2.4	2.0	2.3	3.0	3.3	3.3	2.9	2.2	1.8	5.0	2.3	3.0
D2 Ecclesial identity now																
Number	3	26	33	49	60	4	4	208	33	80	46	32	11	1	4	207
<i>Average score*</i>																
Catholic	2.0	2.3	1.9	2.3	3.2	3.5	3.0	2.7	2.7	2.4	2.5	3.1	3.7	2.0	3.0	2.7
Evangelical	4.0	4.4	4.4	4.1	3.0	3.1	4.3	3.7	3.8	3.9	3.8	3.1	3.1	5.0	4.3	3.7
Liberal	1.7	1.2	1.3	2.0	2.9	3.0	3.0	2.2	2.1	1.9	2.1	2.8	3.1	1.0	3.0	2.2
Orthodox	4.3	4.0	3.3	3.3	3.2	3.3	5.0	3.4	3.6	3.6	3.2	3.1	3.3	1.0	5.0	3.4
Contemporary	4.3	3.9	3.6	3.7	3.2	2.8	5.0	3.5	3.4	3.7	3.7	2.9	2.8	3.0	5.0	3.5
Traditional	3.3	3.2	2.8	2.6	3.2	3.0	4.0	3.0	3.4	2.9	2.7	3.1	2.8	4.0	4.0	3.0
Charismatic	2.3	3.3	2.3	2.6	1.9	1.6	1.5	2.3	2.5	2.4	2.1	2.1	1.8	1.0	1.5	2.3
Reformed	4.3	3.7	3.8	3.1	2.3	2.0	3.0	2.9	3.1	3.2	2.9	2.1	1.8	5.0	3.0	2.9
Change in average score																
Catholic	-0.2	0.5	-0.3	-0.6	-0.1	0.5	0.0	0.2	0.4	0.3	0.2	0.0	-0.2	0.0	0.0	0.2
Evangelical	0.3	-0.1	0.0	0.0	-0.1	0.0	0.0	0.0	-0.1	-0.1	0.0	0.2	0.1	0.0	0.0	0.0
Liberal	0.0	0.0	-0.1	0.3	0.3	0.4	0.3	0.2	0.3	0.2	0.2	0.2	0.1	0.0	0.3	0.2
Orthodox	0.0	-0.2	0.2	0.3	-0.1	0.1	1.0	0.1	0.1	0.1	0.1	0.0	0.0	0.0	1.0	0.1
Contemporary	0.3	0.2	-0.3	0.3	0.1	0.1	0.0	0.1	-0.1	0.2	0.2	0.0	0.0	0.0	0.0	0.1
Traditional	0.0	0.3	0.1	-0.1	0.0	-0.1	1.0	0.0	0.1	0.2	-0.1	-0.2	-0.2	0.0	1.0	0.0
Charismatic	0.0	0.5	0.0	0.3	-0.2	0.3	-0.5	0.1	0.2	0.1	0.1	0.1	-0.1	0.0	-0.5	0.1
Reformed	0.0	-0.1	0.6	-0.1	-0.1	-0.1	0.7	-0.1	-0.2	-0.1	0.0	-0.1	0.0	0.0	0.7	-0.1

* 1 = not at all, 2 = slightly, 3 = somewhat, 4 = considerably, 5 = v

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
E CHALLENGES OF MINISTRY																
Openness to change residence to take up ministry																
E1 appointment at time of ordination																
Very low	0	2	2	8	6	4	0	22	3	3	7	4	5	0	0	22
Low	0	0	6	4	7	3	0	20	0	6	6	5	1	1	0	19
Intermediate	0	0	6	6	5	2	2	21	1	4	8	4	2	0	2	21
High	1	7	6	11	15	9	1	50	5	20	13	9	2	0	1	50
Very high	2	17	15	20	25	15	1	95	24	48	11	10	1	0	1	95
Total	3	26	35	49	58	33	4	208	33	81	45	32	11	1	4	207
Proportion openness to change residence to take up ministry appointment at time of ordination																
Very low	0%	8%	6%	16%	10%	12%	0%	11%	9%	4%	16%	13%	45%	0%	0%	11%
Low	0%	0%	17%	8%	12%	9%	0%	10%	0%	7%	13%	16%	9%	100%	0%	9%
Intermediate	0%	0%	17%	12%	9%	6%	50%	10%	3%	5%	18%	13%	18%	0%	50%	10%
High	33%	27%	17%	22%	26%	27%	25%	24%	15%	25%	29%	28%	18%	0%	25%	24%
Very high	67%	65%	43%	41%	43%	45%	25%	46%	73%	59%	24%	31%	9%	0%	25%	46%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Openness to change residence to take up ministry																
E2 appointment now																
Very low	0	2	0	5	4	6	0	17	3	5	5	3	1	0	0	17
Low	1	1	5	8	8	1	0	24	4	7	7	5	0	0	0	23
Intermediate	2	3	10	7	7	3	2	34	5	17	5	3	1	1	2	34
High	0	6	9	12	13	1	0	41	5	15	13	7	1	0	0	41
Very high	0	14	9	15	13	2	1	54	11	23	11	7	1	0	1	54
Not applicable	0	0	2	3	15	19	1	40	4	15	5	8	7	0	1	40
Total	3	26	35	50	60	32	4	210	32	82	46	33	11	1	4	209
Total excl not applicable	3	26	33	47	45	13	3	170	28	67	41	25	4	1	3	169
Proportion openness to change residence to take up ministry appointment now excl not applicable																
Very low	0%	8%	0%	11%	9%	46%	0%	10%	11%	7%	12%	12%	25%	0%	0%	10%
Low	33%	4%	15%	17%	18%	8%	0%	14%	14%	10%	17%	20%	0%	0%	0%	14%
Intermediate	67%	12%	30%	15%	16%	23%	67%	20%	18%	25%	12%	12%	25%	100%	67%	20%
High	0%	23%	27%	26%	29%	8%	0%	24%	18%	22%	32%	28%	25%	0%	0%	24%
Very high	0%	54%	27%	32%	29%	15%	33%	32%	39%	34%	27%	28%	25%	0%	33%	32%
Total excl not applicable	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
Weekly hours anticipated to be engaged in ministry at																
E3 time of ordination																
0 - 19 hours	0	0	0	0	1	4	0	5	0	1	1	0	3	0	0	5
19 - 38 hours	0	1	5	2	7	5	2	22	0	7	7	2	4	0	2	22
38 - 57 hours	3	22	25	41	38	20	2	151	24	65	32	22	4	1	2	150
57+ hours	0	3	5	7	14	3	0	32	8	9	6	9	0	0	0	32
Total	3	26	35	50	60	32	4	210	32	82	46	33	11	1	4	209
Proportion weekly hours anticipated to be engaged in ministry at time of ordination																
0 - 19 hours	0%	0%	0%	0%	2%	13%	0%	2%	0%	1%	2%	0%	27%	0%	0%	2%
19 - 38 hours	0%	4%	14%	4%	12%	16%	50%	10%	0%	9%	15%	6%	36%	0%	50%	11%
38 - 57 hours	100%	85%	71%	82%	63%	63%	50%	72%	75%	79%	70%	67%	36%	100%	50%	72%
57+ hours	0%	12%	14%	14%	23%	9%	0%	15%	25%	11%	13%	27%	0%	0%	0%	15%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
E4 Weekly hours engaged in ministry now																
0 - 19 hours	0	0	0	0	8	12	1	21	5	5	3	4	3	0	1	21
19 - 38 hours	0	0	2	3	7	5	1	18	0	4	7	2	3	1	1	18
38 - 57 hours	1	18	20	27	22	1	0	89	15	38	21	14	0	0	0	88
57+ hours	2	8	13	15	13	1	2	54	10	22	12	7	1	0	2	54
Not applicable	0	0	0	5	9	13	0	27	2	13	3	5	4	0	0	27
Total	3	26	35	50	59	32	4	209	32	82	46	32	11	1	4	208
Total excl not applicable	3	26	35	45	50	19	4	182	30	69	43	27	7	1	4	181
Proportion weekly hours engaged in ministry now excl not applicable																
0 - 19 hours	0%	0%	0%	0%	16%	63%	25%	12%	17%	7%	7%	15%	43%	0%	25%	12%
19 - 38 hours	0%	0%	6%	7%	14%	26%	25%	10%	0%	6%	16%	7%	43%	100%	25%	10%
38 - 57 hours	33%	69%	57%	60%	44%	5%	0%	49%	50%	55%	49%	52%	0%	0%	0%	49%
57+ hours	67%	31%	37%	33%	26%	5%	50%	30%	33%	32%	28%	26%	14%	0%	50%	30%
Total excl not applicable	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
Weekly hours ideally willing to be engaged in ministry																
E5 now																
0 - 19 hours	0	0	0	1	9	12	1	23	3	7	5	2	5	0	1	23
19 - 38 hours	0	1	3	4	12	5	2	27	2	10	6	3	4	0	2	27
38 - 57 hours	2	23	24	40	28	6	1	124	21	51	31	17	1	1	1	123
57+ hours	1	2	7	5	7	0	0	22	6	8	2	6	0	0	0	22
Not applicable	0	0	1	0	4	10	0	15	1	6	2	5	1	0	0	15
Total	3	26	35	50	60	33	4	211	33	82	46	33	11	1	4	210
Total excl not applicable	3	26	34	50	56	23	4	196	32	76	44	28	10	1	4	195
Proportion weekly hours ideally willing to be engaged in ministry now excl not applicable																
0 - 19 hours	0%	0%	0%	2%	16%	52%	25%	12%	9%	9%	11%	7%	50%	0%	25%	12%
19 - 38 hours	0%	4%	9%	8%	21%	22%	50%	14%	6%	13%	14%	11%	40%	0%	50%	14%
38 - 57 hours	67%	88%	71%	80%	50%	26%	25%	63%	66%	67%	70%	61%	10%	100%	25%	63%
57+ hours	33%	8%	21%	10%	13%	0%	0%	11%	19%	11%	5%	21%	0%	0%	0%	11%
Total excl not applicable	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
E6 Not offered opportunity to be vicar																
Yes	0	3	4	5	8	2	0	22	3	11	4	3	1	0	0	22
No	0	10	16	12	13	6	3	60	7	25	12	11	1	0	3	59
Not applicable	2	13	15	31	37	24	1	123	22	43	30	17	9	1	1	123
Total	2	26	35	48	58	32	4	205	32	79	46	31	11	1	4	204
Total excl not applicable	0	13	20	17	21	8	3	82	10	36	16	14	2	0	3	81
Proportion not offered opportunity to be vicar excl not applicable																
Yes	0%	0%	0%	0%	0%	0%	0%	0%	30%	31%	25%	21%	50%		0%	27%
No	0%	0%	0%	0%	0%	0%	0%	0%	70%	69%	75%	79%	50%		100%	73%
Total excl not applicable	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	100%	100%	100%		100%	100%
F HOPES, FEARS AND EXPECTATIONS																
Workload expectation compared to peers in other																
F1 work settings																
Much less	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less	0	0	0	0	1	0	0	1	0	0	0	1	0	0	0	1
The same	0	7	15	17	12	7	0	58	6	19	15	12	5	0	0	57
Harder	1	13	13	15	24	14	2	82	12	39	15	11	3	0	2	82
Much harder	2	6	5	7	13	4	0	37	11	12	8	5	1	0	0	37
Hadn't thought about it	0	0	2	10	9	6	2	29	4	10	8	3	1	1	2	29
Total	3	26	35	49	59	31	4	207	33	80	46	32	10	1	4	206

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
Proportion workload expectation compared to peers in other work settings																
Much less	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Less	0%	0%	0%	0%	2%	0%	0%	0%	0%	0%	0%	3%	0%	0%	0%	0%
The same	0%	27%	43%	35%	20%	23%	0%	28%	18%	24%	33%	38%	50%	0%	0%	28%
Harder	33%	50%	37%	31%	41%	45%	50%	40%	36%	49%	33%	34%	30%	0%	50%	40%
Much harder	67%	23%	14%	14%	22%	13%	0%	18%	33%	15%	17%	16%	10%	0%	0%	18%
Hadn't thought about it	0%	0%	6%	20%	15%	19%	50%	14%	12%	13%	17%	9%	10%	100%	50%	14%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Expectation prior to ordination of gauging effectiveness																
F2 in ordained ministry																
By feedback from significant others	1	22	26	40	53	21	1	164	24	69	33	28	7	1	1	163
By feedback in supervision/mentoring/coaching	2	21	25	37	49	21	1	156	24	61	33	27	8	1	1	155
By expressions of appreciation received in ministry	1	14	18	29	38	20	3	123	21	47	23	23	6	0	3	123
By the Lord's affirmation through prayer	2	17	20	26	33	12	3	113	14	41	27	21	5	1	3	112
By numerical factors (eg attendances, giving, confirmations etc)	3	14	15	18	20	8	0	78	17	40	16	4	0	0	0	77
By growth and responsiveness in those ministered with	3	22	24	38	45	24	1	157	27	60	38	22	7	1	1	156
By people coming to faith	3	18	22	25	37	14	3	122	20	51	30	12	4	1	3	121
By offers of ecclesiastical 'advancement'	1	1	2	3	3	2	0	12	4	4	3	1	0	0	0	12
Other	0	1	1	5	3	2	0	12	2	1	5	3	1	0	0	12
Total	3	25	35	50	60	33	4	210	33	81	46	33	11	1	4	209
Proportion citing factor																
By feedback from significant others	33%	88%	74%	80%	88%	64%	25%	78%	73%	85%	72%	85%	64%	100%	25%	78%
By feedback in supervision/mentoring/coaching	67%	84%	71%	74%	82%	64%	25%	74%	73%	75%	72%	82%	73%	100%	25%	74%
By expressions of appreciation received in ministry	33%	56%	51%	58%	63%	61%	75%	59%	64%	58%	50%	70%	55%	0%	75%	59%
By the Lord's affirmation through prayer	67%	68%	57%	52%	55%	36%	75%	54%	42%	51%	59%	64%	45%	100%	75%	54%
By numerical factors (eg attendances, giving, confirmations etc)	100%	56%	43%	36%	33%	24%	0%	37%	52%	49%	35%	12%	0%	0%	0%	37%
By growth and responsiveness in those ministered with	100%	88%	69%	76%	75%	73%	25%	75%	82%	74%	83%	67%	64%	100%	25%	75%
By people coming to faith	100%	72%	63%	50%	62%	42%	75%	58%	61%	63%	65%	36%	36%	100%	75%	58%
By offers of ecclesiastical 'advancement'	33%	4%	6%	6%	5%	6%	0%	6%	12%	5%	7%	3%	0%	0%	0%	6%
Other	0%	4%	3%	10%	5%	6%	0%	6%	6%	1%	11%	9%	9%	0%	0%	6%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
F3 Gauging effectiveness in ordained ministry now																
By feedback from significant others	2	19	25	36	50	19	2	153	20	64	33	25	7	1	2	152
By feedback in supervision/mentoring/coaching	1	21	22	29	36	10	1	120	12	46	29	23	7	1	1	119
By expressions of appreciation received in ministry	2	15	19	25	40	20	3	124	22	47	25	19	8	0	3	124
By the Lord's affirmation through prayer	2	22	21	31	37	14	3	130	21	47	28	23	6	1	3	129
By numerical factors (eg attendances, giving, confirmations etc)	2	11	15	17	17	0	0	62	12	31	15	3	0	0	0	61
By growth and responsiveness in those ministered with	3	23	30	35	44	19	1	155	29	60	38	17	8	1	1	154
By people coming to faith	3	14	20	21	30	11	3	102	17	37	29	10	4	1	3	101
By offers of ecclesiastical 'advancement'	1	1	1	2	5	0	1	11	2	4	3	1	0	0	1	11
Other	0	4	2	10	5	6	0	27	5	10	6	5	1	0	0	27
Total	3	26	35	50	59	33	4	210	33	82	46	33	10	1	4	209
Proportion citing factor																
By feedback from significant others	67%	73%	71%	72%	85%	58%	50%	73%	61%	78%	72%	76%	70%	100%	50%	73%
By feedback in supervision/mentoring/coaching	33%	81%	63%	58%	61%	30%	25%	57%	36%	56%	63%	70%	70%	100%	25%	57%
By expressions of appreciation received in ministry	67%	58%	54%	50%	68%	61%	75%	59%	67%	57%	54%	58%	80%	0%	75%	59%
By the Lord's affirmation through prayer	67%	85%	60%	62%	63%	42%	75%	62%	64%	57%	61%	70%	60%	100%	75%	62%
By numerical factors (eg attendances, giving, confirmations etc)	67%	42%	43%	34%	29%	0%	0%	30%	36%	38%	33%	9%	0%	0%	0%	29%
By growth and responsiveness in those ministered with	100%	88%	86%	70%	75%	58%	25%	74%	88%	73%	83%	52%	80%	100%	25%	74%
By people coming to faith	100%	54%	57%	42%	51%	33%	75%	49%	52%	45%	63%	30%	40%	100%	75%	48%
By offers of ecclesiastical 'advancement'	33%	4%	3%	4%	8%	0%	25%	5%	6%	5%	7%	3%	0%	0%	25%	5%
Other	0%	15%	6%	20%	8%	18%	0%	13%	15%	12%	13%	15%	10%	0%	0%	13%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
F4 Significant negative considerations about being a vicar																
Having to move from 'my house'	0	1	6	15	6	3	0	31	2	10	11	6	1	0	0	30
Having to move away from family and friends	0	5	12	16	13	8	1	55	5	26	10	11	1	0	1	54
Impact on spouse's work situation	0	5	12	16	15	5	1	54	7	17	13	13	2	0	1	53
Impact on children's schooling	0	10	19	14	14	12	1	70	7	35	17	6	2	1	1	69
Difficulties in discharging other family responsibilities (eg care of family members)	2	6	13	17	29	7	1	75	11	31	16	11	4	1	1	75
Diocesan administrative expectations of vicars	2	12	15	22	23	9	1	84	12	32	20	15	4	0	1	84
The stipend and allowances due to a vicar	1	5	3	5	5	6	0	25	6	12	2	4	1	0	0	25
Concerns about the adequacy or suitability of provided housing	1	4	6	19	14	9	2	55	9	23	10	9	1	1	2	55
Loss of weekends	1	7	7	20	21	5	1	62	12	19	14	10	4	1	1	61
Loss of privacy	1	6	10	25	30	9	1	82	15	29	20	12	4	0	1	81
Concerns about parish expectations of self and family	1	13	16	25	24	10	1	90	10	41	16	17	4	0	1	89
Having to leave 'the familiar'	0	1	1	4	1	1	0	8	1	3	0	4	0	0	0	8
Concerns about struggling to maintain parish viability	0	12	12	22	37	14	2	99	13	38	18	18	9	1	2	99
Fear of losing own missional focus	0	13	7	9	7	2	1	39	3	18	11	4	2	0	1	39
Fear of losing creativity	0	6	4	6	17	3	1	37	5	14	6	7	4	0	1	37
Other	1	6	7	13	8	6	2	43	4	18	8	6	5	0	2	43
Total	3	25	35	49	58	31	4	205	29	82	46	31	11	1	4	204
Total respondents	3	26	35	50	61	34	5	214	33	82	46	34	11	2	5	213
Proportion responding	100%	96%	100%	98%	95%	91%	80%	96%	88%	100%	100%	91%	100%	50%	80%	96%

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
Proportion of those responding citing factor																
Having to move from 'my house'	0%	4%	17%	31%	10%	10%	0%	15%	7%	12%	24%	19%	9%	0%	0%	15%
Having to move away from family and friends	0%	20%	34%	33%	22%	26%	25%	27%	17%	32%	22%	35%	9%	0%	25%	26%
Impact on spouse's work situation	0%	20%	34%	33%	26%	16%	25%	26%	24%	21%	28%	42%	18%	0%	25%	26%
Impact on children's schooling	0%	40%	54%	29%	24%	39%	25%	34%	24%	43%	37%	19%	18%	100%	25%	34%
Difficulties in discharging other family responsibilities (eg care of family members)	67%	24%	37%	35%	50%	23%	25%	37%	38%	38%	35%	35%	36%	100%	25%	37%
Diocesan administrative expectations of vicars	67%	48%	43%	45%	40%	29%	25%	41%	41%	39%	43%	48%	36%	0%	25%	41%
The stipend and allowances due to a vicar	33%	20%	9%	10%	9%	19%	0%	12%	21%	15%	4%	13%	9%	0%	0%	12%
Concerns about the adequacy or suitability of provided housing	33%	16%	17%	39%	24%	29%	50%	27%	31%	28%	22%	29%	9%	100%	50%	27%
Loss of weekends	33%	28%	20%	41%	36%	16%	25%	30%	41%	23%	30%	32%	36%	100%	25%	30%
Loss of privacy	33%	24%	29%	51%	52%	29%	25%	40%	52%	35%	43%	39%	36%	0%	25%	40%
Concerns about parish expectations of self and family	33%	52%	46%	51%	41%	32%	25%	44%	34%	50%	35%	55%	36%	0%	25%	44%
Having to leave 'the familiar'	0%	4%	3%	8%	2%	3%	0%	4%	3%	4%	0%	13%	0%	0%	0%	4%
Concerns about struggling to maintain parish viability	0%	48%	34%	45%	64%	45%	50%	48%	45%	46%	39%	58%	82%	100%	50%	49%
Fear of losing own missional focus	0%	52%	20%	18%	12%	6%	25%	19%	10%	22%	24%	13%	18%	0%	25%	19%
Fear of losing creativity	0%	24%	11%	12%	29%	10%	25%	18%	17%	17%	13%	23%	36%	0%	25%	18%
Other	33%	24%	20%	27%	14%	19%	50%	21%	14%	22%	17%	19%	45%	0%	50%	21%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Grouped factors																
Personal: 'my house', away family, loss w/e privacy, leaving 'familiar'	1	10	17	33	28	14	2	105	16	39	23	18	5	1	2	104
Family: spouse, children, family resp, expectations of self & family	2	21	27	37	43	19	2	151	22	60	34	25	6	1	2	150
Remuneration: stipend, housing	1	7	8	20	16	10	2	64	10	29	11	9	2	1	2	64
Organisational: diocesan admin, parish viability	2	18	23	31	42	17	2	135	19	53	28	23	9	1	2	135
Other: losing focus & creativity, other	1	16	13	25	25	10	3	93	9	38	19	15	9	0	3	93
Total	3	25	35	49	58	31	4	205	33	82	46	34	11	2	5	213

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
Proportion with group factor																
Personal: 'my house', away family, loss w/e privacy, leaving 'familiar'	33%	40%	49%	67%	48%	45%	50%	51%	48%	48%	50%	53%	45%	50%	40%	49%
Family: spouse, children, family resp, expectations of self & family	67%	84%	77%	76%	74%	61%	50%	74%	67%	73%	74%	74%	55%	50%	40%	70%
Remuneration: stipend, housing	33%	28%	23%	41%	28%	32%	50%	31%	30%	35%	24%	26%	18%	50%	40%	30%
Organisational: diocesan admin, parish viability	67%	72%	66%	63%	72%	55%	50%	66%	58%	65%	61%	68%	82%	50%	40%	63%
Other: losing focus & creativity, other	33%	64%	37%	51%	43%	32%	75%	45%	27%	46%	41%	44%	82%	0%	60%	44%
F5 Significant positive considerations about being a vicar																
Being released and resourced to be a pastor to God's people	2	21	26	39	48	20	1	157	26	61	33	24	10	1	1	156
Having the opportunity to lead a local church to growth in numbers, health, and mission	2	26	25	32	44	19	3	151	26	61	33	24	10	1	1	156
Having the opportunity to preach the Word of God week by week	2	24	25	41	52	26	3	173	24	63	36	17	6	1	3	150
Having the opportunity to celebrate the sacraments regularly	1	13	14	30	52	27	4	141	31	64	37	28	9	1	3	173
Experiencing the high level of autonomy enjoyed by vicars	2	8	15	23	32	11	0	91	22	46	29	29	10	1	4	141
Having the opportunity to enter deeply into local community life	3	13	20	30	41	16	2	125	21	31	24	12	2	1	0	91
Being able to 'play to my strengths' in ministry	2	14	19	22	25	12	1	95	23	47	31	15	5	1	2	124
Being in charge of many significant parts of parish church life	1	9	12	9	16	5	0	52	17	40	22	10	5	0	1	95
Being free to participate in wider church and community affairs	1	9	7	16	29	14	1	77	11	21	15	4	1	0	0	52
The prospect of taking on other responsibilities	2	3	2	6	9	3	0	25	14	28	17	11	4	1	1	76
Having the freedom to study and pray when working	2	16	17	27	32	15	2	111	8	7	7	3	0	0	0	25
Job security	0	1	0	5	8	6	0	20	20	41	25	18	4	1	2	111
Being my own 'boss'	1	7	9	14	19	7	0	57	4	8	4	3	1	0	0	20
Being involved in ministry across all ages	3	12	20	29	41	20	4	129	12	25	13	6	1	0	0	57
Other	0	0	2	10	8	3	1	24	20	46	30	19	8	1	4	128
Total	3	26	34	49	58	33	4	207	4	8	6	2	2	1	1	24
Total respondents	3	26	35	50	61	34	5	214	33	82	46	34	11	2	5	213
Proportion responding	100%	100%	97%	98%	95%	97%	80%	97%	100%	98%	98%	94%	100%	50%	80%	97%

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
Proportion of those responding citing factor																
Being released and resourced to be a pastor to God's people	67%	81%	76%	80%	83%	61%	25%	76%	79%	76%	73%	75%	91%	100%	25%	76%
Having the opportunity to lead a local church to growth in numbers, health, and mission	67%	100%	74%	65%	76%	58%	75%	73%	73%	79%	80%	53%	55%	100%	75%	73%
Having the opportunity to preach the Word of God week by week	67%	92%	74%	84%	90%	79%	75%	84%	94%	80%	82%	88%	82%	100%	75%	84%
Having the opportunity to celebrate the sacraments regularly	33%	50%	41%	61%	90%	82%	100%	68%	67%	58%	64%	91%	91%	100%	100%	68%
Experiencing the high level of autonomy enjoyed by vicars	67%	31%	44%	47%	55%	33%	0%	44%	64%	39%	53%	38%	18%	100%	0%	44%
Having the opportunity to enter deeply into local community life	100%	50%	59%	61%	71%	48%	50%	60%	70%	59%	69%	47%	45%	100%	50%	60%
Being able to 'play to my strengths' in ministry	67%	54%	56%	45%	43%	36%	25%	46%	52%	50%	49%	31%	45%	0%	25%	46%
Being in charge of many significant parts of parish church life	33%	35%	35%	18%	28%	15%	0%	25%	33%	26%	33%	13%	9%	0%	0%	25%
Being free to participate in wider church and community affairs	33%	35%	21%	33%	50%	42%	25%	37%	42%	35%	38%	34%	36%	100%	25%	37%
The prospect of taking on other responsibilities	67%	12%	6%	12%	16%	9%	0%	12%	24%	9%	16%	9%	0%	0%	0%	12%
Having the freedom to study and pray when working	67%	62%	50%	55%	55%	45%	50%	54%	61%	51%	56%	56%	36%	100%	50%	54%
Job security	0%	4%	0%	10%	14%	18%	0%	10%	12%	10%	9%	9%	9%	0%	0%	10%
Being my own 'boss'	33%	27%	26%	29%	33%	21%	0%	28%	36%	31%	29%	19%	9%	0%	0%	28%
Being involved in ministry across all ages	100%	46%	59%	59%	71%	61%	100%	62%	61%	58%	67%	59%	73%	100%	100%	62%
Other	0%	0%	6%	20%	14%	9%	25%	12%	12%	10%	13%	6%	18%	100%	25%	12%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
Reasons for withdrawal from all active ministry before																
F6 retirement																
No longer had the necessary energy or health	0	2	8	12	9	3	2	36	4	14	8	6	2	0	2	36
Wanted to follow other pursuits	0	2	0	0	3	0	0	5	0	2	1	2	0	0	0	5
No longer had the necessary sense of vocation	0	3	1	0	3	0	0	7	1	3	0	3	0	0	0	7
Felt called to a different sort of work	0	4	3	3	6	1	1	18	4	7	4	2	0	0	1	18
Not fulfilled in ministry	0	1	0	2	2	0	1	6	0	3	1	1	0	0	1	6
Not given the opportunity to continue in licensed ministry	0	3	1	6	2	0	1	13	4	3	3	2	0	0	1	13
Encouraged to do so by family	0	2	1	1	0	0	0	4	1	2	1	0	0	0	0	4
Remuneration was insufficient	0	1	1	0	0	0	0	2	1	1	0	0	0	0	0	2
Licensed ministry was proving too difficult	0	1	1	3	1	0	1	7	0	3	0	3	0	0	1	7
Sensed that skills and training were insufficient for continued ministry	0	2	1	0	1	0	0	4	1	2	0	1	0	0	0	4
Felt not sufficiently supported in ministry	0	1	2	3	6	2	1	15	1	9	2	1	1	0	1	15
Other	0	1	2	3	5	3	1	15	4	7	3	0	0	0	1	15
Not applicable	2	16	20	31	39	24	1	133	20	50	31	24	6	1	1	133
Total	2	23	29	48	54	31	4	191	28	75	43	31	9	1	4	191
Total respondents	3	26	35	50	61	34	5	214	33	82	46	34	11	2	5	213
Proportion responding	67%	88%	83%	96%	89%	91%	80%	89%	85%	91%	93%	91%	82%	50%	80%	90%
Total excl not applicable	0	7	9	17	15	7	3	58	8	25	12	7	3	0	3	58
Proportion of total excl not applicable citing factor																
No longer had the necessary energy or health	0%	29%	89%	71%	60%	43%	67%	62%	50%	56%	67%	86%	67%		67%	62%
Wanted to follow other pursuits	0%	29%	0%	0%	20%	0%	0%	9%	0%	8%	8%	29%	0%		0%	9%
No longer had the necessary sense of vocation	0%	43%	11%	0%	20%	0%	0%	12%	13%	12%	0%	43%	0%		0%	12%
Felt called to a different sort of work	0%	57%	33%	18%	40%	14%	33%	31%	50%	28%	33%	29%	0%		33%	31%
Not fulfilled in ministry	0%	14%	0%	12%	13%	0%	33%	10%	0%	12%	8%	14%	0%		33%	10%
Not given the opportunity to continue in licensed ministry	0%	43%	11%	35%	13%	0%	33%	22%	50%	12%	25%	29%	0%		33%	22%
Encouraged to do so by family	0%	29%	11%	6%	0%	0%	0%	7%	13%	8%	8%	0%	0%		0%	7%
Remuneration was insufficient	0%	14%	11%	0%	0%	0%	0%	3%	13%	4%	0%	0%	0%		0%	3%
Licensed ministry was proving too difficult	0%	14%	11%	18%	7%	0%	33%	12%	0%	12%	0%	43%	0%		33%	12%
Sensed that skills and training were insufficient for continued ministry	0%	29%	11%	0%	7%	0%	0%	7%	13%	8%	0%	14%	0%		0%	7%
Felt not sufficiently supported in ministry	0%	14%	22%	18%	40%	29%	33%	26%	13%	36%	17%	14%	33%		33%	26%
Other	0%	14%	22%	18%	33%	43%	33%	26%	50%	28%	25%	0%	0%		33%	26%
Total	0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		100%	100%

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
F7 Reasons for leaving the Diocese of Melbourne																
Specific call to a position outside the Diocese of Melbourne	1	5	11	11	15	11	0	54	12	24	14	3	1	0	0	54
Desire to make a new start	0	2	0	4	3	1	1	11	2	4	2	1	1	0	1	11
Family factors	0	1	2	0	4	2	0	9	1	3	2	2	1	0	0	9
Prospect of increased remuneration	0	0	1	0	0	0	0	1	0	0	1	0	0	0	0	1
Prospect of increased opportunities or responsibilities	0	0	1	3	6	2	0	12	4	3	4	0	1	0	0	12
Climate	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lifestyle considerations	0	0	0	0	5	3	0	8	3	2	1	1	1	0	0	8
Lack of opportunity within the Diocese of Melbourne	1	1	3	2	3	1	0	11	2	2	5	0	2	0	0	11
Sense that skills and abilities not sufficiently recognised	0	1	3	3	4	0	0	11	1	2	6	1	1	0	0	11
Sensed that skills and training were insufficient for continued ministry	1	3	2	2	6	1	0	15	6	4	4	0	1	0	0	15
Other	0	1	3	2	7	4	0	17	4	7	4	1	1	0	0	17
Not applicable	2	15	16	33	33	19	2	120	16	43	25	25	8	1	2	120
Total	3	23	29	46	54	31	3	189	30	74	41	30	10	1	3	189
Total respondents	3	26	35	50	61	34	5	214	33	82	46	34	11	2	5	213
Proportion responding	100%	88%	83%	92%	89%	91%	60%	88%	91%	90%	89%	88%	91%	50%	60%	89%
Total excl not applicable	1	8	13	13	21	12	1	69	14	31	16	5	2	0	1	69
Proportion of total excl not applicable citing factor																
Specific call to a position outside the Diocese of Melbourne	100%	63%	85%	85%	71%	92%	0%	78%	86%	77%	88%	60%	50%		0%	78%
Desire to make a new start	0%	25%	0%	31%	14%	8%	100%	16%	14%	13%	13%	20%	50%		100%	16%
Family factors	0%	13%	15%	0%	19%	17%	0%	13%	7%	10%	13%	40%	50%		0%	13%
Prospect of increased remuneration	0%	0%	8%	0%	0%	0%	0%	1%	0%	0%	6%	0%	0%		0%	1%
Prospect of increased opportunities or responsibilities	0%	0%	8%	23%	29%	17%	0%	17%	29%	10%	25%	0%	50%		0%	17%
Climate	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		0%	0%
Lifestyle considerations	0%	0%	0%	0%	24%	25%	0%	12%	21%	6%	6%	20%	50%		0%	12%
Lack of opportunity within the Diocese of Melbourne	100%	13%	23%	15%	14%	8%	0%	16%	14%	6%	31%	0%	100%		0%	16%
Sense that skills and abilities not sufficiently recognised	0%	13%	23%	23%	19%	0%	0%	16%	7%	6%	38%	20%	50%		0%	16%
Sensed that skills and training were insufficient for continued ministry	100%	38%	15%	15%	29%	8%	0%	22%	43%	13%	25%	0%	50%		0%	22%
Other	0%	13%	23%	15%	33%	33%	0%	25%	29%	23%	25%	20%	50%		0%	25%
Total excl not applicable	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		100%	100%
F8 Reasons for not ministering primarily as a vicar or rector																

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
Being assistant curate in a parish	1	7	8	3	5	3	2	29	2	12	7	4	2	0	2	29
Having clear calling to ministry in non-parish setting	0	4	9	13	16	3	1	46	4	22	10	6	3	0	1	46
Desiring to work in a ministry team as a co-leader	0	2	3	6	5	1	1	18	1	7	5	2	2	0	1	18
Desiring to work in a non-parish ministry setting	0	2	2	6	5	2	1	18	3	8	3	3	0	0	1	18
Desiring to live in 'my own house'	0	0	0	3	2	3	0	8	0	5	2	1	0	0	0	8
Desiring to live near family and friends	0	0	0	2	1	1	1	5	1	1	1	1	0	0	1	5
Spouse's work	0	1	1	0	3	2	0	7	1	3	2	1	0	0	0	7
Children's schooling	0	2	1	0	0	1	0	4	0	3	1	0	0	0	0	4
Other family responsibilities (eg care of family members)	0	0	1	1	4	2	0	8	0	2	2	4	0	0	0	8
Administrative burden on vicars/rectors	0	1	4	6	2	0	0	13	1	6	4	1	0	0	0	12
Remuneration factors	0	1	0	2	0	1	0	4	0	3	0	1	0	0	0	4
Desiring to have more free time incl at weekends	0	3	2	2	2	1	0	10	0	6	2	1	0	0	0	9
Desiring privacy	0	0	2	3	1	0	0	6	0	3	1	1	0	0	0	5
Desiring to protect self and family from parishioner expectations	0	0	2	3	1	1	0	7	0	3	2	1	0	0	0	6
Desiring to avoid issues of responsibility for parish financial viability	0	1	1	3	0	0	0	5	0	4	0	1	0	0	0	5
Desiring to maintain own missional focus	0	1	1	5	3	0	0	10	1	2	6	1	0	0	0	10
Desiring to maintain personal creativity	0	1	0	2	2	1	0	6	1	3	2	0	0	0	0	6
Aversion to 'parish politics'	0	0	1	5	3	2	0	11	1	5	2	1	1	0	0	10
Fear of being bullied	0	0	1	2	0	1	0	4	0	2	2	1	1	0	0	6
Fear that being a vicar/rector would be injurious to my mental health	0	0	3	5	4	1	0	13	0	6	4	1	1	0	0	12
Other	0	3	1	10	6	7	0	27	2	12	8	2	3	0	0	27
Not applicable	2	10	14	22	28	16	1	93	17	33	20	17	4	1	1	93
Total	3	23	34	48	57	30	3	198	27	79	45	31	11	1	3	197
Total excl not applicable	1	13	20	26	29	14	2	105	10	46	25	14	7	0	2	104

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
Proportion of total excl not applicable citing factor																
Being assistant curate in a parish	100%	54%	40%	12%	17%	21%	100%	28%	20%	26%	28%	29%	29%		100%	28%
Having clear calling to ministry in non-parish setting	0%	31%	45%	50%	55%	21%	50%	44%	40%	48%	40%	43%	43%		50%	44%
Desiring to work in a ministry team as a co-leader	0%	15%	15%	23%	17%	7%	50%	17%	10%	15%	20%	14%	29%		50%	17%
Desiring to work in a non-parish ministry setting	0%	15%	10%	23%	17%	14%	50%	17%	30%	17%	12%	21%	0%		50%	17%
Desiring to live in 'my own house'	0%	0%	0%	12%	7%	21%	0%	8%	0%	11%	8%	7%	0%		0%	8%
Desiring to live near family and friends	0%	0%	0%	8%	3%	7%	50%	5%	10%	2%	4%	7%	0%		50%	5%
Spouse's work	0%	8%	5%	0%	10%	14%	0%	7%	10%	7%	8%	7%	0%		0%	7%
Children's schooling	0%	15%	5%	0%	0%	7%	0%	4%	0%	7%	4%	0%	0%		0%	4%
Other family responsibilities (eg care of family members)	0%	0%	5%	4%	14%	14%	0%	8%	0%	4%	8%	29%	0%		0%	8%
Administrative burden on vicars/rectors	0%	8%	20%	23%	7%	0%	0%	12%	10%	13%	16%	7%	0%		0%	12%
Remuneration factors	0%	8%	0%	8%	0%	7%	0%	4%	0%	7%	0%	7%	0%		0%	4%
Desiring to have more free time incl at weekends	0%	23%	10%	8%	7%	7%	0%	10%	0%	13%	8%	7%	0%		0%	9%
Desiring privacy	0%	0%	10%	12%	3%	0%	0%	6%	0%	7%	4%	7%	0%		0%	5%
Desiring to protect self and family from parishioner expectations	0%	0%	10%	12%	3%	7%	0%	7%	0%	7%	8%	7%	0%		0%	6%
Desiring to avoid issues of responsibility for parish financial viability	0%	8%	5%	12%	0%	0%	0%	5%	0%	9%	0%	7%	0%		0%	5%
Desiring to maintain own missional focus	0%	8%	5%	19%	10%	0%	0%	10%	10%	4%	24%	7%	0%		0%	10%
Desiring to maintain personal creativity	0%	8%	0%	8%	7%	7%	0%	6%	10%	7%	8%	0%	0%		0%	6%
Aversion to 'parish politics'	0%	0%	5%	19%	10%	14%	0%	10%	10%	11%	8%	7%	14%		0%	10%
Fear of being bullied	0%	0%	5%	8%	0%	7%	0%	4%	0%	4%	8%	7%	14%		0%	6%
Fear that being a vicar/rector would be injurious to my mental health	0%	0%	15%	19%	14%	7%	0%	12%	0%	13%	16%	7%	14%		0%	12%
Other	0%	23%	5%	38%	21%	50%	0%	26%	20%	26%	32%	14%	43%		0%	26%
Total excl not applicable	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		100%	100%

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
G SUPPORT																
How well have you been supported in priestly ministry?																
Number	3	26	35	50	60	33	4	211	33	82	46	33	11	1	4	210
Average score*																
By bishops and diocesan officers	2.3	2.3	2.7	2.6	2.7	2.9	3.3	0.0	2.5	2.6	2.9	2.8	2.8	4.0	3.3	2.7
By ordained colleagues	3.7	3.5	3.0	3.4	3.5	3.5	4.3	0.0	3.5	3.4	3.5	3.2	3.9	3.0	4.3	3.4
By those amongst whom I have been appointed to minister	4.3	4.0	3.1	3.6	4.0	3.8	4.0	0.0	4.0	3.6	3.7	3.9	3.7	5.0	4.0	3.7
By those whom I have sought out for support	4.3	4.4	4.0	4.3	4.3	3.9	3.7	0.0	4.2	4.1	4.4	4.1	4.3	5.0	3.7	4.2
* Where 1 = very inadequately, 2 = somewhat inadequately, 3 = adequate																
Priests describing support across all support groups																
Less than adequate	0	4	11	10	11	3	0	39	5	20	6	7	0	0	0	38
Adequate	2	13	16	24	25	21	2	103	18	36	22	16	9	2	0	103
More than adequate	1	9	8	16	22	7	1	64	10	24	17	9	2	1	1	64
Total	3	26	35	50	58	31	3	206	33	80	45	32	11	3	1	205
Proportion describing support as																
Less than adequate	0%	15%	31%	20%	19%	10%	0%	19%	15%	25%	13%	22%	0%	0%	0%	19%
Adequate	67%	50%	46%	48%	43%	68%	67%	50%	55%	45%	49%	50%	82%	67%	0%	50%
More than adequate	33%	35%	23%	32%	38%	23%	33%	31%	30%	30%	38%	28%	18%	33%	100%	31%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
How adequately did you feel supported by bishops and diocesan officers																
G1																
Very inadequately	0	7	8	8	12	7	1	43	8	20	8	3	2	0	1	42
Somewhat inadequately	2	9	7	15	15	5	1	54	8	20	11	12	2	0	1	54
Adequately	1	5	10	16	18	10	0	60	12	24	11	8	5	0	0	60
Well	0	4	6	9	7	6	0	32	4	10	10	7	0	1	0	32
Very well	1	4	2	8	5	2	2	22	1	8	6	3	2	0	2	22
Total	3	26	35	50	60	33	4	211	33	82	46	33	11	1	4	210
Proportion supported by bishops and diocesan officers																
Very inadequately	0%	27%	23%	16%	20%	21%	25%	20%	24%	24%	17%	9%	18%	0%	25%	20%
Somewhat inadequately	67%	35%	20%	30%	25%	15%	25%	26%	24%	24%	24%	36%	18%	0%	25%	26%
Adequately	33%	19%	29%	32%	30%	30%	0%	28%	36%	29%	24%	24%	45%	0%	0%	29%
Well	0%	15%	17%	18%	12%	18%	0%	15%	12%	12%	22%	21%	0%	100%	0%	15%
Very well	0%	4%	11%	4%	13%	15%	50%	10%	3%	10%	13%	9%	18%	0%	50%	10%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
How adequately did you feel supported by ordained colleagues																
G2																
Very inadequately	0	0	2	0	2	1	0	5	0	2	1	2	0	0	0	5

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
Somewhat inadequately	0	5	10	10	10	2	0	37	3	20	7	5	1	0	0	36
Adequately	1	8	10	18	19	13	1	70	16	22	14	13	3	1	1	70
Well	2	9	11	14	14	12	1	63	10	23	17	9	3	0	1	63
Very well	0	4	2	8	15	5	2	36	4	15	7	4	4	0	2	36
Total	3	26	35	50	60	33	4	211	33	82	46	33	11	1	4	210
Proportion supported by ordained colleagues																
Very inadequately	0%	0%	6%	0%	3%	3%	0%	2%	0%	2%	2%	6%	0%	0%	0%	2%
Somewhat inadequately	0%	19%	29%	20%	17%	6%	0%	18%	9%	24%	15%	15%	9%	0%	0%	17%
Adequately	33%	31%	29%	36%	32%	39%	25%	33%	48%	27%	30%	39%	27%	100%	25%	33%
Well	67%	35%	31%	28%	23%	36%	25%	30%	30%	28%	37%	27%	27%	0%	25%	30%
Very well	0%	15%	6%	16%	25%	15%	50%	17%	12%	18%	15%	12%	36%	0%	50%	17%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
How adequately did you feel supported by those among whom you minister																
Very inadequately	0	1	4	2	0	1	0	8	1	3	1	1	1	0	0	7
Somewhat inadequately	0	0	6	7	7	3	0	23	0	12	5	5	1	0	0	23
Adequately	0	7	11	11	9	7	1	46	8	19	13	3	2	0	1	46
Well	2	8	10	19	21	12	1	73	14	29	15	11	3	0	1	73
Very well	1	10	4	11	23	9	1	59	10	19	12	12	4	1	1	59
Total	3	26	35	50	60	32	3	209	33	82	46	32	11	1	3	208
Proportion supported by those among whom you minister																
Very inadequately	0%	4%	11%	4%	0%	3%	0%	4%	3%	4%	2%	3%	9%	0%	0%	3%
Somewhat inadequately	0%	0%	17%	14%	12%	9%	0%	11%	0%	15%	11%	16%	9%	0%	0%	11%
Adequately	0%	27%	31%	22%	15%	22%	33%	22%	24%	23%	28%	9%	18%	0%	33%	22%
Well	67%	31%	29%	38%	35%	38%	33%	35%	42%	35%	33%	34%	27%	0%	33%	35%
Very well	33%	38%	11%	22%	38%	28%	33%	28%	30%	23%	26%	38%	36%	100%	33%	28%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
How adequately did you feel supported by those whom																
G4 you sought out for support																
Very inadequately	0	0	3	1	0	0	0	4	1	3	0	0	0	0	0	4
Somewhat inadequately	0	2	0	1	3	1	0	7	2	2	0	3	0	0	0	7
Adequately	0	2	4	6	6	9	1	28	2	12	7	4	2	0	1	28
Well	2	6	15	17	20	14	2	76	13	28	15	14	4	0	2	76
Very well	1	16	13	25	29	8	0	92	15	35	23	12	5	1	0	91
Total	3	26	35	50	58	32	3	207	33	80	45	33	11	1	3	206
Proportion supported by those those whom you sought out for support																
Very inadequately	0%	0%	9%	2%	0%	0%	0%	2%	3%	4%	0%	0%	0%	0%	0%	2%
Somewhat inadequately	0%	8%	0%	2%	5%	3%	0%	3%	6%	3%	0%	9%	0%	0%	0%	3%
Adequately	0%	8%	11%	12%	10%	28%	33%	14%	6%	15%	16%	12%	18%	0%	33%	14%
Well	67%	23%	43%	34%	34%	44%	67%	37%	39%	35%	33%	42%	36%	0%	67%	37%
Very well	33%	62%	37%	50%	50%	25%	0%	44%	45%	44%	51%	36%	45%	100%	0%	44%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
H GENERAL WELLBEING																
H1 Life satisfaction*																
Number of priests	3	25	34	48	60	32	3	205	31	79	46	33	11	1	3	204
Average score	8.7	8.0	7.8	7.9	8.3	8.2	7.7	8.1	8.4	7.8	8.4	8.0	7.8	9.0	7.7	8.1
Average score Australians+								7.2								7.2
* How satisfied you feel now, on a scale from 0 to 10. Zero means you feel 'not at all satisfied' and 10 means you feel 'completely satisfied'.																
+ Australian Bureau of Statistics 4159.0 - General Social Survey: Summary Results, Australia, 2014.																
To what extent do you feel the things you do in your																
H2 life are worthwhile? [0-10]																
Number of priests	3	25	35	49	58	32	2	204	32	80	45	32	11	1	2	203
Average score	9.0	8.5	8.5	8.3	8.6	8.7	8.0	8.5	8.6	8.5	8.6	8.5	8.6	10.0	8.0	8.5

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
How did you feel yesterday on a scale from 0 (not at all) to 10 (all the time)																
H3 <i>How about happy?</i>																
Number of priests	3	25	35	49	60	33	3	208	32	81	46	33	11	1	3	207
Average score	8.3	7.4	7.1	7.4	7.9	7.8	7.3	7.6	7.8	7.1	8.1	7.7	8.1	8.0	7.3	7.6
H4 <i>How about worried?</i>																
Number of priests	3	25	35	49	60	33	3	208	32	81	46	33	11	1	3	207
Average score	2.0	4.1	4.1	3.4	3.0	2.7	2.0	3.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.3
H5 <i>How about depressed?</i>																
Number of priests	3	25	34	49	60	33	3	207	32	80	46	33	11	1	3	206
Average score	2.7	2.0	2.0	1.4	1.5	1.5	1.3	1.6	1.3	2.0	1.3	1.8	1.5	0.0	1.3	1.6
At the conclusion of your ministry as a vicar/rector																
H6 Life satisfaction																
Number of priests	1	3	4	12	28	25	0	73	15	26	18	9	3	1	0	72
Average score	6.0	1.3	4.5	6.3	6.6	7.8	0.0	6.6	7.1	6.5	6.8	6.6	5.3	10.0	0.0	6.7
H7 How worthwhile were the things you were doing then?																
Number of priests	1	3	4	12	28	25	0	73	15	26	18	9	3	1	0	72
Average score	7.0	3.7	6.3	6.6	7.8	8.4	0.0	7.5	7.6	7.5	7.3	7.7	7.3	10.0	0.0	7.5
How did you feel at the conclusion of your ministry as a vicar/rector on a scale from 0 (not at all) to 10 (all the time)																
H8 <i>How about happy?</i>																
Number of priests	1	3	4	12	27	26	0	73	15	26	18	9	3	1	0	72
Average score	6.0	1.7	4.0	6.0	6.2	8.2	0.0	6.6	7.3	6.3	6.3	6.2	8.7	9.0	0.0	6.6
H9 <i>How about worried?</i>																
Number of priests	1	3	4	12	26	25	0	71	14	26	17	9	3	1	0	70
Average score	5.0	7.0	8.3	5.0	4.4	2.8	0.0	4.3	3.6	4.7	4.2	5.1	2.0	0.0	0.0	4.2
H10 <i>How about depressed?</i>																
Number of priests	1	3	4	12	26	26	0	72	14	26	18	9	3	1	0	71
Average score	5.0	8.0	6.3	3.9	3.2	1.5	0.0	3.1	2.4	3.5	2.6	3.9	2.0	0.0	0.0	3.0

Question Item	Age group in 2014								Age group when ordained priest							
	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total	Under 30	30-39	40-49	50-59	60-69	70 & over	Age unknown	Total
I RETROSPECTION																
Would you enter ordained ministry if able to start all																
l1 over again?																
Definitely not	0	0	0	1	1	0	0	2	0	1	1	0	0	0	0	2
Unlikely	0	0	0	0	0	3	1	4	1	2	0	0	0	0	1	4
Possibly	0	1	2	3	4	2	0	12	2	5	3	1	1	0	0	12
Probably	0	5	3	10	11	7	0	36	6	14	6	8	2	0	0	36
Definitely	3	19	29	35	44	21	2	153	24	58	35	24	8	1	2	152
Total	3	25	34	49	60	33	3	207	33	80	45	33	11	1	3	206
Proportion who would enter ordained ministry if able to start all over again																
Definitely not	0%	0%	0%	2%	2%	0%	0%	1%	0%	1%	2%	0%	0%	0%	0%	1%
Unlikely	0%	0%	0%	0%	0%	9%	33%	2%	3%	3%	0%	0%	0%	0%	33%	2%
Possibly	0%	4%	6%	6%	7%	6%	0%	6%	6%	6%	7%	3%	9%	0%	0%	6%
Probably	0%	20%	9%	20%	18%	21%	0%	17%	18%	18%	13%	24%	18%	0%	0%	17%
Definitely	100%	76%	85%	71%	73%	64%	67%	74%	73%	73%	78%	73%	73%	100%	67%	74%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Proportion probably or definitely	100%	96%	94%	92%	92%	85%	67%	91%	91%	90%	91%	97%	91%	100%	67%	91%
GENERAL COMMENTS																
No. of respondents making general comments	1	16	17	24	31	20	1	110	18	42	25	15	7	2	1	110
Proportion of all respondents	33%	62%	49%	48%	51%	59%	20%	51%	0%	0%	0%	0%	0%	60-69	2600%	315%