

ORDINATION DECISION-MAKING PROCESS

Kim M. Voyle

Survey Instructions:

This survey on the ordination decision-making process and women's career transitions was developed from in-depth interviews conducted with female Episcopal priests, as well as career theory, and research on women in middle adulthood. Your participation is entirely voluntary and is part of my dissertation research on Women's Career Transition in Middle Adulthood. Some of the items are verbatim comments from interviews with clergywomen. There are no right or wrong answers. Your personal experience is the essential element in this research.

Your individual responses are anonymous; please do not put your name on this survey. The overall results may be published in appropriate academic journals or books. To complete the survey, simply circle the appropriate responses or fill in the blanks. Please feel free to elaborate on any survey item or provide comments on a separate sheet of paper. When you have completed the survey, please mail it to me in the stamped, self-addressed envelope at your earliest convenience but no later than June 21, 1998.

Your participation in this research project is greatly appreciated.

Kim M. Voyle

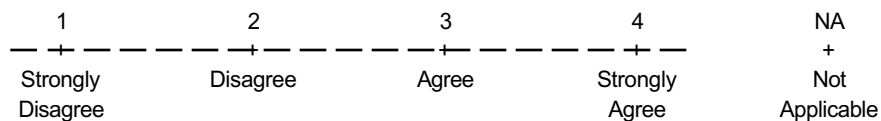
9608 Las Cruces, Ventura, CA 93004

Section 1: Prior Career.

Please circle the YES or NO or fill in the blank for each question

- | | | | |
|-----------|--|-----|----|
| 1. | Did you have an occupation prior to becoming ordained? | YES | NO |
| | <i>If no, go to Section 2 on the next page.</i> | | |
| 2. | If yes, what was your occupation? _____ | | |
| 3. | Did you voluntarily leave that occupation? | YES | NO |
| 4. | How long did you work in that occupation? _____ years. | | |
| 5. | Did you work full-time at your previous occupation? | YES | NO |

Using the following scale, please circle only one number to the right of the statements to indicate how much you agree or disagree with the following statements. If the statement is not applicable circle NA.



- | | | | | | | |
|-----------|--|---|---|---|---|----|
| 6. | I was successful in my prior career. | 1 | 2 | 3 | 4 | NA |
| 7. | I enjoyed my prior career. | 1 | 2 | 3 | 4 | NA |
| 8. | When I chose my previous career, my choices were limited because I am a woman. | 1 | 2 | 3 | 4 | NA |

Please Turn Over

Section 2: Patterns of Experience					
<i>Using the following scale, please circle <u>only one number</u> to the right of the statements to indicate how much you agree or disagree with the following statements. If the statement is not applicable circle NA.</i>					
	1	2	3	4	NA
	— + —	— + —	— + —	— + —	+ —
	Strongly Disagree	Disagree	Agree	Strongly Agree	Not Applicable
9.	It was personally significant to me when the 1976 General Convention approved the ordination of women.				1 2 3 4 NA
10.	God calls people to careers (accountants, writers, teachers, etc.) other than the ordained ministry.				1 2 3 4 NA
11.	Everything in life is a call, it's just a matter of listening to that thing which you are most passionate about.				1 2 3 4 NA
12.	I felt the need for more meaning in my work, and after considering several different careers, I chose the ministry.				1 2 3 4 NA
13.	The transition process from my previous occupation to ordained ministry was a journey of discovering who I am really meant to be.				1 2 3 4 NA
14.	I cannot imagine being something other than a priest.				1 2 3 4 NA
15.	Overall, I am more confident of succeeding in my ministry tasks than I was in my prior job tasks.				1 2 3 4 NA
16.	I delayed responding to the call to ordained ministry until my children reached a more self-sufficient age.				1 2 3 4 NA
17.	My parents encouraged me to become ordained.				1 2 3 4 NA
18.	My husband/partner was supportive of my decision to become ordained.				1 2 3 4 NA
19.	After taking stock of my life, I entered the ordination process because I felt the need to repay God for the gifts given to me.				1 2 3 4 NA
20.	I have experienced rejection from parishioners because I am a female.				1 2 3 4 NA
21.	I have experienced a sense of collegiality with most of the priests in my diocese.				1 2 3 4 NA
22.	Becoming a priest provided me with more belief in my ability to succeed in job tasks than I had in my prior occupation.				1 2 3 4 NA
23.	Do you consider the transition from your previous occupation to ordained ministry a career change? <i>(Please circle yes or no)</i>				YES NO
24.	Why or why not? _____				

Section 3: Motivation for Ordination												
<p>25. In the left hand column please circle the number next to the statement which best describes the <u>most significant</u> motivational factor in your decision to become ordained. <u>Please select only one.</u></p> <p>26. In the right hand column please circle the number next to the statement which best describes the <u>second most significant</u> motivational factor in your decision to become ordained. <u>Select only one.</u></p>												
Most		Second										
1	In order to continue to exist, I could not do anything else.	1										
2	People in the church encouraged me to seek ordination.	2										
3	I felt so uncomfortable doing what I had been doing.	3										
4	I wanted to change the sexist nature of the church.	4										
5	I came to a point which allowed me to consider doing something else.	5										
6	Although I had previously thought about ordination, there was one critical incident in my life which became the determining factor.	6										
7	I wanted to make the world better; to be the prophet that stands outside and clamors for justice or against injustice.	7										
8	I wanted to have a leadership role in the church and felt that ordination would facilitate this goal.	8										
9	Being faithful to the call of God in my life.	9										
10	Other (please specify): _____	10										
<p>Section 4: Resistance to Call</p> <p>27. Please circle the number which expresses your personal resistance to the call to ordained ministry:</p> <table style="width: 100%; text-align: center;"> <tr> <td>No Resistance</td> <td>Some Resistance</td> <td>Moderate Resistance</td> <td>Strong Resistance</td> <td>Very strong Resistance</td> </tr> <tr> <td>0</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> </table>			No Resistance	Some Resistance	Moderate Resistance	Strong Resistance	Very strong Resistance	0	1	2	3	4
No Resistance	Some Resistance	Moderate Resistance	Strong Resistance	Very strong Resistance								
0	1	2	3	4								
<p>28. If you experienced resistance, please circle the number next to the statement which <u>best</u> describes the reason for your resistance. <u>Please select only one.</u> If you didn't experience resistance skip to next page.</p>												
1	The church's position on social justice issues.											
2	The church's resistance to women's ordination.											
3	The salaries are too low.											
4	The educational requirements.											
5	The changes it would cause in my plans for additional children.											
6	The changes it would cause in my relationship with my spouse or partner.											
7	The belief that I would not be able to perform the job duties.											
8	Sexual harassment by male clergy.											
9	The changes it would cause in my life-style.											
10	Other (please specify): _____											
<i>Please Turn Over</i>												

Section 5: Demographic Information

Please circle the number below the categories or fill in the blanks to describe your demographic information.

- 29. Current marital status: Single Married Partnered Divorced Widowed
1 2 3 4 5
- 30. If married/partnered, what is your husband's/partner's occupation?
- 31. Current age: ____ yrs. 32. How many children do you have? 0 1 2 3 4 5 6 6+
- 33. How do you describe yourself ethnically? African American Asian American Filipina Latina Native American White
1 2 3 4 5 6
- 34. What year did you complete your Bachelor's degree? _____
- 35. What year did you complete your Master of Divinity/equivalent? _____
- 36. Which Seminary did you attend? _____
- 37. Year you were ordained a priest? _____ 38. Age when ordained? ____ yrs.
- 39. Did you have to leave your diocese in order to seek ordination? YES NO
- 40. Which diocese sponsored your ordination? _____
- 41. Which diocese currently employs you? _____
- 42. Have you worked in parish ministry since you were ordained as a priest? YES NO
- 43. Do you currently work in parish ministry? YES NO
- 44. If no, what is your present position? _____ NA
- 45. Is your current position full-time? YES NO

46. Please circle the number next to the category which best describes the occupational level of your family of origin.

- 1 Unskilled Workers; (e.g., service workers, waiters, farm laborers)
- 2 Semi-Skilled Workers, Machine Operators; (e.g., truck drivers, carpenter's helpers)
- 3 Clerical and Sales Workers
- 4 Skilled Workers, Journey-Level Crafts; (e.g., carpenters, plumbers, electricians)
- 5 Technicians, Para-Professionals; (e.g., photographers, admin. assistants, lab. technicians)
- 6 Administrative Personnel, Small Business Owners, Other Professionals; (e.g., nurses, teachers)
- 7 Business Managers, Medium Business/Farm Owners, Bachelor Deg. Professionals (e.g., engineers)
- 8 Higher Executives, Large Business/Farm Owners, Graduate Deg. Professionals; (e.g., lawyers, doctors)

Section 6: Pre-Ordination Demographic Information

Think back to when you entered seminary in order to respond to these questions:

- 47. Marital status upon: Single Married Partnered Divorced Widowed
entering seminary. 1 2 3 4 5
- 48. When you entered seminary, how old were you? _____ years.
- 49. When you entered seminary, what was the age of your youngest child? _____ years.
- 50. Have you had any additional children since you began seminary? YES NO