

Item Cluster & Reliability Tables

Cluster 1A		Choice of answers: <i>How true for you?</i>				
Concern:Time		1 = Not Applicable/Never True for Me				
Conflict: Job Demands Versus Personal Needs		2 = Was Once True/No Longer is True				
ClusterReliability		3 = Concerns Me Very Little				
.71		4 = Concerns Me Somewhat				
		5 = Concerns Me Quite a Bit				
		6 = Concerns Me Very Much				
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.70	The job demands are more than time allows.	.49	4.253	1.340	4.260	1.347
.63	I have too little time for myself.	.59	3.818	1.542	3.808	1.551
.61	I do not have time to pursue hobbies or interests beyond my ministry.	.57	3.274	1.675	3.299	1.671
.45	What I want to do often interferes with what needs to be done.	.49	3.334	1.541	3.347	1.541
.42	I often have to leave tasks undone.	.47	3.096	1.466	3.104	1.485

Cluster 1B-1	Choice of answers: <i>How true for you?</i>					
Concern:	1 = Not Applicable/Never True for Me					
Feeling Unqualified for the Job	2 = Was Once True/No Longer is True					
	3 = Concerns Me Very Little					
	4 = Concerns Me Somewhat					
Cluster Reliability	5 = Concerns Me Quite a Bit					
.84	6 = Concerns Me Very Much					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	Raw Mean	Raw Std. Dev.
.73	I feel inadequate in discussing theological issues.	.60	2.587	1.529	2.603	1.518
.73	I feel incompetent when teaching the Bible.	.63	2.182	1.401	2.166	1.377
.72	I feel like an amateur doing my job.	.71	2.318	1.446	2.297	1.435
.70	I do not feel professionally equipped.	.71	2.550	1.507	2.534	1.498
.50	I feel uncertain about my abilities in ministry.	.55	2.624	1.374	2.619	1.376

Cluster 1C	Choice of answers: <i>How true for you?</i>					
Concern: Experiencing Strained Family Relations	1 = Not Applicable/Never True for Me					
	2 = Was Once True/No Longer is True					
	3 = Concerns Me Very Little					
Cluster Reliability	4 = Concerns Me Somewhat					
.77	5 = Concerns Me Quite a Bit					
	6 = Concerns Me Very Much					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.81	I often experience conflict at home over my job.	.70	2.342	1.504	2.374	1.503
.71	My spouse has difficulty understanding my ministry.	.50	1.926	1.437	1.955	1.460
.70	Conflicts often arise over how much time I spend at home and at work.	.57	2.726	1.684	2.727	1.683
.55	My family gets only leftovers of my time.	.51	2.986	1.756	2.992	1.747

Cluster 1DG-1						
Choice of answers: <i>How true for you?</i>						
1 = Not Applicable/Never True for Me						
2 = Was Once True/No Longer is True						
3 = Concerns Me Very Little						
4 = Concerns Me Somewhat						
5 = Concerns Me Quite a Bit						
6 = Concerns Me Very Much						
Concern:A Growing Loss of Confidence						
ClusterReliability						
.58						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.53	I often judge my youth ministry success by numbers.	.35	2.962	1.442	3.026	1.428
.52	I am intimidated by parents of youth.	.40	1.901	1.159	1.903	1.155
.46	I look to my youth to give me a personal sense of approval.	.40	2.391	1.378	2.432	1.385

Cluster 1DG-2						
Choice of answers: <i>How true for you?</i>						
Concern:						
1 = Not Applicable/Never True for Me						
2 = Was Once True/No Longer is True						
3 = Concerns Me Very Little						
4 = Concerns Me Somewhat						
5 = Concerns Me Quite a Bit						
6 = Concerns Me Very Much						
Cluster Reliability						
.67						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	Raw Mean	Raw Std. Dev.
.62	I have a fear of failure.	.46	3.195	1.557	3.212	1.547
.57	I am too critical of myself.	.63	3.728	1.534	3.747	1.536
.41	I feel the emotional strain of my work.	.63	4.074	1.307	4.098	1.305

Cluster 1E						
Choice of answers: <i>How true for you?</i>						
Concern: Time						
1 = Not Applicable/Never True for Me						
2 = Was Once True/No Longer is True						
Conflict: Administrative Duties Versus Youth Contacts						
3 = Concerns Me Very Little						
4 = Concerns Me Somewhat						
Cluster Reliability						
.68						
5 = Concerns Me Quite a Bit						
6 = Concerns Me Very Much						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	Raw Mean	Raw Std. Dev.
.76	Administration expectations hinder my time with youth.	.57	3.433	1.748	3.482	1.739
.67	I spend too much time in my office.	.49	3.188	1.645	3.204	1.654
.59	I can not spend as much time with youth as I want.	.43	3.749	1.622	3.785	1.617

Cluster 1F	Choice of answers : <i>How true for you?</i>					
	1 = Not Applicable/Never True for Me					
	2 = Was Once True/No Longer is True					
Concern:Inadequate Salary and Youth Budget	3 = Concerns Me Very Little					
	4 = Concerns Me Somewhat					
ClusterReliability	5 = Concerns Me Quite a Bit					
.72	6 = Concerns Me Very Much					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.60	I am not paid what I deserve.	.55	2.986	1.767	3.002	1.760
.49	Our youth programs do not receive enough funding.	.52	3.102	1.862	3.084	1.861
.43	My health and pension benefits are not adequate.	.43	2.692	1.912	2.761	1.930
.40	Money is too often a deciding factor in our youth ministry.	.49	3.396	1.778	3.466	1.770
.39	I have a hard time paying all my personal bills.	.42	3.050	1.830	3.050	1.840

Cluster 1H	Choice of answers: <i>How true for you?</i>
Concern:	1 = Not Applicable/Never True for Me
Disinterested and Apathetic Youth	2 = Was Once True/No Longer is True
Cluster Reliability	3 = Concerns Me Very Little
.78	4 = Concerns Me Somewhat
	5 = Concerns Me Quite a Bit
	6 = Concerns Me Very Much

Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	Raw Mean	Raw Std. Dev.
.65	The youth show little interest in church or their youth ministry.	.56	2.739	1.660	2.753	1.666
.60	I find it hard to motivate my youth.	.60	3.525	1.586	3.559	1.589
.48	Our youth ministry is primarily adult-led.	.39	3.185	1.526	3.239	1.505
.37	I'm not sure if my youth ministry is successful.	.63	2.748	1.529	2.751	1.531
.37	I am not seeing results from my ministry.	.60	2.324	1.436	2.360	1.445

Cluster II						
Choice of answers: <i>How true for you?</i>						
1 = Not Applicable/Never True for Me						
2 = Was Once True/No Longer is True						
3 = Concerns Me Very Little						
4 = Concerns Me Somewhat						
5 = Concerns Me Quite a Bit						
6 = Concerns Me Very Much						
Concern: Disconnect Between Youth and Church						
Cluster Reliability						
.76						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	Raw Mean	Raw Std. Dev.
.68	It is difficult to keep senior high youth interested.	.42	3.727	1.748	3.744	1.761
.56	There is little interaction between adults and youth in our church.	.62	2.857	1.634	2.783	1.639
.55	I have a hard time getting parental involvement in my ministry.	.53	3.528	1.697	3.546	1.698
.53	Youth ministry feels disconnected from the rest of our church.	.54	2.816	1.677	2.726	1.681
.42	Youth feel adults in the church just do not understand them.	.47	3.643	1.553	3.649	1.565
.41	I do not have the volunteer youth leaders I need.	.41	3.603	1.820	3.626	1.812

Cluster 1J	Choice of answers: <i>How true for you?</i>					
	1 = Not Applicable/Never True for Me					
	2 = Was Once True/No Longer is True					
Concern:	3 = Concerns Me Very Little					
Lack of Personal Support in Ministry	4 = Concerns Me Somewhat					
Cluster Reliability	5 = Concerns Me Quite a Bit					
.76	6 = Concerns Me Very Much					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	Raw Mean	Raw Std. Dev.
.62	I feel less appreciated than other staff members.	.60	2.468	1.615	2.500	1.614
.54	The church views youth ministers with less respect than other staff members.	.54	2.698	1.790	2.641	1.784
.54	I lack the affirmation I would like.	.58	2.804	1.573	2.841	1.584
.50	Sometimes it is hard to know who my real bosses are.	.50	2.073	1.530	2.080	1.542
.38	It seems like my job description is always changing.	.41	2.519	1.555	2.522	1.577

Cluster 1K	Choice of answers: <i>How true for you?</i>					
	1 = Not Applicable/Never True for Me					
Concern:	2 = Was Once True/No Longer is True					
Experiencing Burnout	3 = Concerns Me Very Little					
	4 = Concerns Me Somewhat					
Cluster Reliability	5 = Concerns Me Quite a Bit					
.82	6 = Concerns Me Very Much					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	Raw Mean	Raw Std. Dev.
.74	I lack the enthusiasm I had when starting youth ministry.	.68	2.668	1.632	2.700	1.648
.68	I grow increasingly weary of spending time with youth.	.61	2.292	1.498	2.316	1.492
.66	I consider leaving the profession of youth ministry.	.55	2.838	1.706	2.853	1.714
.50	I fear I am not remaining faithful to God's calling.	.56	2.087	1.436	2.111	1.458
.37	I feel like a babysitter.	.52	2.091	1.398	2.124	1.416
.45	I struggle to keep my personal vision alive.	.55	3.045	1.633	3.101	1.642

Cluster 1L						
Choice of answers: <i>How true for you?</i>						
1 = Not Applicable/Never True for Me						
2 = Was Once True/No Longer is True						
3 = Concerns Me Very Little						
4 = Concerns Me Somewhat						
5 = Concerns Me Quite a Bit						
6 = Concerns Me Very Much						
Concern:Feeling Personally Disorganized						
ClusterReliability						
.63						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.75	Administration is one of my greatest weaknesses.	.44	2.551	1.679	2.542	1.669
.53	I feel like I go from idea to idea without reason.	.42	2.162	1.405	2.193	1.417
.41	People question my preparedness for youth ministry.	.40	1.733	1.134	2.841	1.584

Cluster 1A	Choice of answers: <i>How true for you?</i>					
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Time Conflict: Job Demands Versus Personal Needs	2 = Was Once True/No Longer is True					
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.70	The job demands are more than time allows.	.49	4.253	1.340	4.260	1.347
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Concern:	3 = Concerns Me Very Little					
Feeling Unqualified for the Job	4 = Concerns Me Somewhat					
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Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	Raw Mean	Raw Std. Dev.
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.50	I feel uncertain about my abilities in ministry.	.55	2.624	1.374	2.619	1.376

Cluster 1C	Choice of answers: <i>How true for you?</i>					
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Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	Raw Mean	Raw Std. Dev.
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.71	My spouse has difficulty understanding my ministry.	.50	1.926	1.437	1.955	1.460
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Concern:A Growing Loss of Confidence						
ClusterReliability						
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Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.53	I often judge my youth ministry success by numbers.	.35	2.962	1.442	3.026	1.428
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Cluster 1DG-2						
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3 = Concerns Me Very Little						
4 = Concerns Me Somewhat						
5 = Concerns Me Quite a Bit						
6 = Concerns Me Very Much						
Concern: Feelings of Personal Inadequacy						
Cluster Reliability						
.67						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	Raw Mean	Raw Std. Dev.
.62	I have a fear of failure.	.46	3.195	1.557	3.212	1.547
.57	I am too critical of myself.	.63	3.728	1.534	3.747	1.536
.41	I feel the emotional strain of my work.	.63	4.074	1.307	4.098	1.305

Cluster 1E						
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4 = Concerns Me Somewhat						
5 = Concerns Me Quite a Bit						
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Concern:Time Conflict: Administrative Duties Versus Youth Contacts						
ClusterReliability						
.68						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.76	Admistration expectations hinder my time with youth.	.57	3.433	1.748	3.482	1.739
.67	I spend too much time in my office.	.49	3.188	1.645	3.204	1.654
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.72	6 = Concerns Me Very Much					
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.60	I am not paid what I deserve.	.55	2.986	1.767	3.002	1.760
.49	Our youth programs do not receive enough funding.	.52	3.102	1.862	3.084	1.861
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.40	Money is too often a deciding factor in our youth ministry.	.49	3.396	1.778	3.466	1.770
.39	I have a hard time paying all my personal bills.	.42	3.050	1.830	3.050	1.840

Cluster 1H						
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4 = Concerns Me Somewhat						
5 = Concerns Me Quite a Bit						
6 = Concerns Me Very Much						
Concern: Disinterested and Apathetic Youth						
Cluster Reliability						
.78						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	Raw Mean	Raw Std. Dev.
.65	The youth show little interest in church or their youth ministry.	.56	2.739	1.660	2.753	1.666
.60	I find it hard to motivate my youth.	.60	3.525	1.586	3.559	1.589
.48	Our youth ministry is primarily adult-led.	.39	3.185	1.526	3.239	1.505
.37	I'm not sure if my youth ministry is successful.	.63	2.748	1.529	2.751	1.531
.37	I am not seeing results from my ministry.	.60	2.324	1.436	2.360	1.445

Cluster 1I						
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.41	I do not have the volunteer youth leaders I need.	.41	3.603	1.820	3.626	1.812
Cluster 1J						
Choice of answers: <i>How true for you?</i>						
1 = Not Applicable/Never True for Me						

Concern:Lack of Personal Support in Ministry	2 = Was Once True/No Longer is True 3 = Concerns Me Very Little 4 = Concerns Me Somewhat 5 = Concerns Me Quite a Bit 6 = Concerns Me Very Much					
ClusterReliability .76						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.62	I feel less appreciated than other staff members.	.60	2.468	1.615	2.500	1.614
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.50	Sometimes it is hard to know who my real bosses are.	.50	2.073	1.530	2.080	1.542
.38	It seems like my job description is always changing.	.41	2.519	1.555	2.522	1.577

Cluster 1K	Choice of answers: <i>How true for you?</i>					
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Concern:	3 = Concerns Me Very Little					
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.37	I feel like a babysitter.	.52	2.091	1.398	2.124	1.416
.45	I struggle to keep my personal vision alive.	.55	3.045	1.633	3.101	1.642

Cluster 1L						
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3 = Concerns Me Very Little						
4 = Concerns Me Somewhat						
5 = Concerns Me Quite a Bit						
6 = Concerns Me Very Much						
Concern:Feeling Personally Disorganized						
ClusterReliability						
.63						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.75	Administration is one of my greatest weaknesses.	.44	2.551	1.679	2.542	1.669
.53	I feel like I go from idea to idea without reason.	.42	2.162	1.405	2.193	1.417
.41	People question my preparedness for youth ministry.	.40	1.733	1.134	2.841	1.584

Cluster 2A						
Choice of answers: <i>How true of your youth?</i>						
1 = Never True						
2 = Rarely True						
3 = Sometimes True						
4 = Often True						
Youth Active in Public Witness and Ministry						
Cluster Reliability						
.83						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	Raw Mean	Raw Std. Dev.
.75	Witnessing publicly about their faith.	.64	2.764	0.772	2.767	0.759
.67	Meeting to pray for other youth not in the faith.	.64	2.347	0.904	2.380	0.900
.67	Deciding to enter full time ministry.	.57	2.332	0.820	2.360	0.819
.66	Taking part in public prayer.	.53	2.764	0.772	3.006	0.798
.58	Involved in witness groups (e.g.-singing, instrumental, drama).	.49	2.815	0.942	2.855	0.933
.55	Taking advantage of Bible study opportunities.	.55	2.934	0.768	2.990	0.761
.55	Coming to know Jesus Christ as their Savior and Lord.	.47	3.210	0.661	3.228	0.662
.54	Taking advantage of ministry training opportunities.	.59	2.612	0.802	2.616	0.784

Cluster 2BC-1						
Choice of answers: <i>How true of your youth?</i>						
1 = Never True						
2 = Rarely True						
3 = Sometimes True						
4 = Often True						
Youth Serving Church and Community						
Cluster Reliability						
.81						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	Raw Mean	Raw Std. Dev.
.82	Involved in activities to better their community.	.58	3.038	0.772	2.974	0.776
.78	Involved in serving others.	.63	3.220	0.716	3.166	0.719
.57	Assuming leadership in some aspect of congregational life beyond youth ministry.	.51	2.842	0.867	2.799	0.867
.52	Reaching out to lonely and hurting peers.	.53	2.909	0.689	2.862	0.686
.47	Going out of their way to welcome persons from different ethnic backgrounds.	.53	2.697	0.827	2.655	0.818
.43	Taking public stands on moral issues.	.45	2.947	0.759	2.927	0.759
.40	Taking responsibility for some aspect of their youth ministry.	.58	3.093	0.771	3.060	0.773

Cluster 2BC-2	Choice of answers: <i>How true of your youth?</i>					
	1 = Never True					
Joyous Attitudes of Respect and Love	2 = Rarely True					
	3 = Sometimes True					
Cluster Reliability	4 = Often True					
.78						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	Raw Mean	Raw Std. Dev.
.74	Acting respectful of people in authority.	.50	3.396	0.629	3.355	0.633
.72	Reflecting positive, loving attitudes toward each other.	.58	3.313	0.627	3.264	0.623
.64	Establishing a joyous atmosphere at our youth meetings.	.62	3.335	0.677	3.316	0.680
.55	Attending our youth meetings in high percentages.	.57	3.255	0.739	3.257	0.726
.44	Taking responsibility for some aspect of their youth ministry.	.54	3.094	0.771	3.060	0.773

Cluster 3A						
Choice of answers: <i>How <u>important</u> for your youth ministry?</i>						
1 = Not At All						
2 = Somewhat						
3 = Quite						
4 = Very Well						
5 = Extremely						
Importance: Strengthened Family Relationships						
Cluster Reliability						
.89						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.81	Helping parents become more involved in the lives of their children.	.72	3.890	1.050	3.924	1.057
.80	Providing opportunities for teens and parents to interact.	.75	3.311	1.133	3.312	1.139
.74	Strengthening family relationships.	.70	3.992	0.964	4.045	0.976
.71	Helping parents recognize and adopt wise methods of discipline.	.68	3.060	1.205	3.082	1.215
.69	Encouraging families to teach service as a way of life through their involvement in helping activities.	.65	3.555	1.129	3.539	1.161
.66	Gaining parental involvement in the ministry.	.55	3.802	1.040	3.849	1.039
.62	Giving special assistance to parents coping with non-traditional family issues.	.64	3.119	1.077	3.132	1.094
.58	Helping youth and their parents deal with conflict.	.62	3.628	0.941	3.648	0.945

Cluster 3B	Choice of answers: <i>How well being <u>achieved</u> in your youth ministry?</i>					
	1 = Not At All					
	2 = Somewhat					
Achievement: Strengthened Family Relationships	3 = Quite					
	4 = Very Well					
Cluster Reliability	5 = Extremely					
.86						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	Raw Mean	Raw Std. Dev.
.71	Strengthening family relationships.	.68	2.687	0.877	2.703	0.872
.70	Helping parents become more involved in the lives of their children.	.69	2.438	0.862	2.438	0.866
.66	Helping parents recognize and adopt wise methods of discipline.	.62	1.990	0.877	1.994	0.879
.66	Providing opportunities for teens and parents to interact.	.64	2.226	0.893	2.224	0.906
.57	Giving special assistance to parents coping with non-traditional family issues.	.55	2.207	0.999	2.201	0.995
.57	Gaining parental involvement in the ministry.	.52	2.645	1.011	2.660	1.010
.57	Helping youth and their parents deal with conflict.	.57	2.558	0.887	3.530	0.961
.53	Encouraging families to teach service as a way of life through their involvement in helping activities.	.54	2.540	1.058	2.495	1.054

Cluster 3C						
Choice of answers: <i>How <u>important</u> for your youth ministry?</i>						
1 = Not At All						
2 = Somewhat						
3 = Quite						
4 = Very Well						
5 = Extremely						
Importance: Spiritual Development of Youth						
Cluster Reliability						
.65						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.66	Providing help for teaching biblical concepts of right and wrong.	.43	3.951	1.007	4.045	0.976
.50	Helping youth make a commitment to Jesus Christ.	.50	4.735	0.672	4.798	0.575
.44	Seeing that God is at work changing lives.	.46	4.577	0.700	4.614	0.676

Cluster 3D	Choice of answers: <i>How well being <u>achieved</u> in your youth ministry?</i>					
	1 = Not At All					
	2 = Somewhat					
Achievement: Spiritual Development of Youth	3 = Quite					
	4 = Very Well					
Cluster Reliability	5 = Extremely					
.73						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.72	Providing help for teaching biblical concepts of right and wrong.	.46	3.110	1.024	3.151	1.026
.51	Helping youth make a commitment to Jesus Christ.	.60	3.498	0.989	3.549	0.991
.46	Seeing that God is at work changing lives.	.61	3.507	0.957	3.530	0.961

Cluster 3E	Choice of answers: <i>How <u>important</u> for your youth ministry?</i>					
	1 = Not At All					
Importance: Congregational Support	2 = Somewhat					
	3 = Quite					
ClusterReliability	4 = Very Well					
.77	5 = Extremely					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.54	Gaining church support for youth activities.	.54	4.097	0.942	4.071	0.969
.51	Helping youth feel loved and respected by their congregation.	.61	4.012	1.050	3.960	1.089
.51	Leading the congregation to place a high priority on youth ministry.	.67	4.085	0.993	4.021	1.059

Cluster 3F	Choice of answers: <i>How well being <u>achieved</u> in your youth ministry?</i>					
	1 = Not At All					
Achievement: Congregational Support	2 = Somewhat					
	3 = Quite					
ClusterReliability	4 = Very Well					
.83	5 = Extremely					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.79	Leading the congregation to place a high priority on youth ministry.	.75	3.290	1.136	3.230	1.157
.76	Helping youth feel loved and respected by their congregation.	.66	3.191	1.086	3.142	1.107
.71	Gaining support for youth activities.	.64	3.574	1.043	3.528	1.077

Cluster 3G						
Choice of answers: <i>How important for your youth ministry?</i>						
1 = Not At All						
2 = Somewhat						
3 = Quite						
4 = Very Well						
5 = Extremely						
Importance: Recruitment and Training of Adult Volunteers						
ClusterReliability						
.75						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.59	Recruiting adults for one-to-one mentoring with youth.	.51	3.321	1.219	3.381	1.220
.56	Equipping adult volunteers who lead small groups.	.64	3.872	1.022	3.916	1.005
.47	Developing a systematic plan for training volunteer youth workers.	.58	3.871	1.051	3.921	1.027

Cluster 3H	Choice of answers: <i>How well being <u>achieved</u> in your youth ministry?</i>					
	1 = Not At All					
	2 = Somewhat					
	3 = Quite					
	4 = Very Well					
	5 = Extremely					
Achievement: Recruitment and Training of Adult Volunteers						
Cluster Reliability						
.72						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.72	Recruiting adults for one-to-one mentoring with youth.	.46	3.110	1.024	3.151	1.026
.48	Developing a systematic plan for training volunteer youth workers.	.57	2.582	1.137	2.625	1.160
.48	Equipping adult volunteers who lead small groups.	.60	2.637	1.109	2.662	1.119

Cluster 3I						
Choice of answers: <i>How <u>important</u> for your youth ministry?</i>						
1 = Not At All						
2 = Somewhat						
3 = Quite						
4 = Very Well						
5 = Extremely						
Importance: Clear Sense of Direction						
ClusterReliability						
.71						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.73	Developing a clearly defined mission statement.	.55	4.018	1.056	4.052	1.045
.71	Agreeing on a philosophy of youth ministry.	.55	4.101	0.984	4.126	0.969
Cluster 3J						
Choice of answers: <i>How well being <u>achieved</u> in your youth ministry?</i>						
1 = Not At All						
2 = Somewhat						
3 = Quite						
4 = Very Well						
5 = Extremely						
Achievement: Clear Sense of Direction						
ClusterReliability						
.75						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.75	Developing a clearly defined mission statement.	.60	3.280	1.282	3.336	1.296
.68	Agreeing on a philosophy of youth ministry.	.60	3.511	1.071	3.528	1.083

Cluster 3K	Choice of answers: <i>How <u>important</u> for your youth ministry?</i>					
	1 = Not At All					
Importance: Youth Owing Their Ministry	2 = Somewhat					
	3 = Quite					
ClusterReliability	4 = Very Well					
.78	5 = Extremely					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.71	Giving ownership of our ministry to the youth.	.64	4.138	0.934	4.131	0.928
.69	Enabling youth to be involved in ministry.	.54	4.367	0.770	4.365	0.755
Cluster 3L	Choice of answers: <i>How well being <u>achieved</u> in your youth ministry?</i>					
	1 = Not At All					
Achievement: Youth Owing Their Ministry	2 = Somewhat					
	3 = Quite					
ClusterReliability	4 = Very Well					
.84	5 = Extremely					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.79	Giving ownership of our ministry to the youth.	.73	3.150	1.112	3.111	1.100
.75	Enabling youth to be involved in ministry.	.73	3.452	1.082	3.411	1.068

Cluster 45A	Choice of answers:					
.85	1 = Strongly Disagree					
Effective Youth Relationships	2 = Disagree					
	3 = Mildly Disagree					
Cluster Reliability	4 = Mildly Agree					
.85	5 = Agree					
	6 = Strongly Agree					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.80	Young people open up to me easily.	.71	4.824	0.871	4.829	0.872
.75	My youth enjoy spending time with me.	.59	5.260	0.648	5.249	0.647
.72	It is easy for me to build relationships with youth.	.67	5.170	0.827	5.166	0.828
.60	I am a good counselor of youth.	.58	4.853	0.831	4.862	0.833
.54	I am able to motivate youth to follow my leadership.	.61	4.819	0.776	4.818	0.772
.54	Youth affirm me often.	.53	4.602	0.982	4.579	0.987
.35	I know how to nurture youth's spiritual walk.	.55	4.715	0.815	4.739	0.813

Cluster 45B	Choice of answers:					
	1 = Strongly Disagree					
	2 = Disagree					
Confident Leadership	3 = Mildly Disagree					
	4 = Mildly Agree					
Cluster Reliability	5 = Agree					
.85	6 = Strongly Agree					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	Raw Mean	Raw Std. Dev.
.70	I feel that my leadership style produces other leaders.	.67	4.531	0.998	4.529	0.983
.69	I am a good delegator.	.57	4.181	1.125	4.203	1.128
.63	I find it easy to recruit volunteers.	.49	3.658	1.272	3.666	1.279
.58	I feel competent to train adult volunteers.	.60	4.638	1.022	4.665	1.006
.55	I'm an effective model to volunteers of how to do youth ministry.	.62	4.727	0.901	4.743	0.884
.40	Being an effective leader is a key aspect of my ministry.	.48	4.901	0.865	4.924	0.857
.39	Goals are regularly accomplished under my leadership.	.55	4.698	0.815	4.673	0.827
.39	I regularly assess the effectiveness of my work.	.45	4.676	0.935	4.910	0.941

Cluster 45C	Choice of answers:					
	1 = Strongly Disagree					
	2 = Disagree					
Competent Job Performance	3 = Mildly Disagree					
	4 = Mildly Agree					
Cluster Reliability	5 = Agree					
.82	6 = Strongly Agree					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	Raw Mean	Raw Std. Dev.
.66	I feel I make good decisions in my ministry.	.73	5.116	0.700	5.114	0.692
.65	I am a good organizer.	.37	4.731	1.204	4.718	1.840
.57	I feel competent in my job.	.72	5.097	0.862	5.092	0.859
.54	I am an effective youth minister.	.68	4.965	0.778	4.966	0.773
.41	I know why I do what I do.	.51	5.370	0.736	5.385	0.725

Cluster 45D						
Choice of answers:						
1 = Strongly Disagree						
2 = Disagree						
3 = Mildly Disagree						
4 = Mildly Agree						
5 = Agree						
6 = Strongly Agree						
Motivated by God's Calling						
Cluster Reliability						
.68						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	Raw Mean	Raw Std. Dev.
.78	God called me to youth ministry.	.60	5.495	0.845	5.513	0.836
.66	God's call is my primary motivation for doing youth ministry.	.51	5.461	0.816	5.497	0.787
.49	I enjoy my work.	.42	5.294	0.795	5.280	0.811
.46	I want to be involved in the lives of youth.	.37	5.462	0.677	5.488	0.658

Cluster 45EL	Choice of answers:					
	1 = Strongly Disagree					
	2 = Disagree					
Theological Grounding	3 = Mildly Disagree					
	4 = Mildly Agree					
Cluster Reliability	5 = Agree					
.75	6 = Strongly Agree					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.70	I have a good grasp of theological concepts.	.59	5.027	0.883	5.024	0.870
.69	I am confident in my knowledge of scripture.	.60	4.831	0.967	4.851	0.950
.63	I read the Bible regularly.	.58	4.997	1.001	5.042	0.974
.53	My youth ministry is theologically based.	.54	5.245	0.820	5.270	0.807
-.38	(NOT) My youth ministry is shaped more by youth culture than theology.	.32	2.801	1.222	2.793	1.238

Cluster 45F	Choice of answers:					
	1 = Strongly Disagree					
	2 = Disagree					
Creative Response to Youth Culture	3 = Mildly Disagree					
	4 = Mildly Agree					
Cluster Reliability	5 = Agree					
.62	6 = Strongly Agree					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.65	I keep up with changes in the youth culture.	.47	4.923	0.841	4.939	0.838
.58	I try to do things in new and creative ways.	.42	5.050	0.799	5.024	0.821
.47	I have made changes in my methodology based on new insights from culture.	.34	4.651	0.984	4.655	0.998
.32	I am involved in efforts to improve the effectiveness of our youth ministry.	.39	5.465	0.653	5.461	0.653

Cluster 45G	Choice of answers:					
	1 = Strongly Disagree					
	2 = Disagree					
Congregation's Personal Support	3 = Mildly Disagree					
	4 = Mildly Agree					
Cluster Reliability	5 = Agree					
.66	6 = Strongly Agree					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.55	I feel respected by the members of my congregation.	.53	5.153	0.819	5.136	0.820
.53	I feel valued and loved by the parents of youth.	.50	4.736	0.887	4.720	0.906
.39	I feel satisfied with the opportunities I have to use my abilities.	.40	4.861	0.977	4.862	0.976

Cluster 45H	Choice of answers:					
	1 = Strongly Disagree					
	2 = Disagree					
Commitment to Specialized Ministry Training	3 = Mildly Disagree					
	4 = Mildly Agree					
Cluster Reliability	5 = Agree					
.81	6 = Strongly Agree					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.87	Youth ministers should undergo formal education related to the field.	.68	4.546	1.214	4.550	1.213
.86	Youth ministers should receive specialized training in order to serve in a church.	.70	4.833	1.140	4.842	1.117
.81	Youth ministers should be certified/licensed.	.61	4.540	1.366	4.490	1.371

Cluster 45I	Choice of answers:					
	1 = Strongly Disagree					
	2 = Disagree					
Supervisor's Personal Support	3 = Mildly Disagree					
	4 = Mildly Agree					
Cluster Reliability	5 = Agree					
.79	6 = Strongly Agree					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.71	My senior pastor or supervisor shows an interest in what I am doing.	.63	5.074	1.093	5.031	1.126
.68	I feel trusted by my senior minister or supervisor.	.65	5.250	0.992	5.215	1.017
.65	Doing things in new and creative ways is appreciated by my senior pastor or supervisor.	.60	4.907	1.082	4.884	1.112

Cluster 45J	Choice of answers:					
	1 = Strongly Disagree					
	2 = Disagree					
Freedom From Ministry Roadblocks	3 = Mildly Disagree					
	4 = Mildly Agree					
Cluster Reliability	5 = Agree					
.62	6 = Strongly Agree					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.65	Considerable tension exists in our ministry.	.51	2.834	1.338	2.871	1.342
.59	Too much time and energy is spent in getting things approved.	.45	3.130	1.366	3.140	1.384
.53	Most of the people assisting in our youth ministry seem unclear as to the goals of our program.	.35	2.918	1.200	2.910	1.201

Cluster 45K	Choice of answers:					
	1 = Strongly Disagree					
	2 = Disagree					
Peer Involvement	3 = Mildly Disagree					
	4 = Mildly Agree					
Cluster Reliability	5 = Agree					
.77	6 = Strongly Agree					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	Raw Mean	Raw Std. Dev.
.85	I am using peers to meet my need for fellowship.	.63	4.435	1.184	4.434	1.194
.80	I am using peers to meet my need for accountability.	.64	4.193	1.317	4.189	1.323
.75	I am using peers to provide ongoing training.	.54	3.983	1.248	3.964	1.248

Cluster 45M	Choice of answers:					
	1 = Strongly Disagree					
	2 = Disagree					
Positive Organizational Climate	3 = Mildly Disagree					
	4 = Mildly Agree					
Cluster Reliability	5 = Agree					
.89	6 = Strongly Agree					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	Raw Mean	Raw Std. Dev.
.79	I learn a lot from the church I attend.	.74	4.488	1.230	4.475	1.230
.77	My church or organization is innovative.	.67	4.307	1.274	4.340	1.287
.75	The church or organization I serve expects people to think.	.69	4.822	1.078	4.769	1.099
.70	People who are different are valued in my church or organization.	.67	4.376	1.183	4.355	1.182
.70	My church is friendly.	.61	4.907	0.972	4.913	0.966
.69	My leaders encourage me to ask questions.	.68	4.600	1.139	4.551	1.156
.56	I am happy with the way things are going in my congregation or organization.	.57	4.278	1.240	4.264	1.258
-.72	(NOT) My church is boring.	.61	4.517	1.360	2.519	1.374

Cluster 45N	Choice of answers:					
.72	1 = Strongly Disagree					
Relates Well to Parents/Adults	2 = Disagree					
	3 = Mildly Disagree					
	4 = Mildly Agree					
Cluster Reliability	5 = Agree					
.72	6 = Strongly Agree					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.63	Mentors have encouraged me in youth ministry.	.40	4.743	0.960	4.760	0.954
.61	I feel valued and loved by the parents of youth.	.57	4.737	0.887	4.720	0.906
.50	I feel equipped to prepare parents for youth ministry leadership.	.44	4.231	1.068	4.249	1.074
.44	I relate well to parents of youth.	.53	5.017	0.730	5.020	0.739
.37	I feel respected by the members of my congregation.	.46	5.153	0.819	5.136	0.820

Cluster 6N	Choice of answers: <i>How much would this contribute to your professional growth or greater effectiveness?</i>					
	1 = Not At All					
Desire Training in Administration and Management	2 = Very Little					
	3 = Somewhat					
Cluster Reliability	4 = Quite a Bit					
.74	5 = Very Much					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	Raw Mean	Raw Std. Dev.
.75	Become a better administrator.	.56	3.372	1.101	3.439	1.078
.73	More effectively manage time.	.60	3.579	1.085	3.610	1.075
.53	How to delegate job tasks, roles, responsibilities.	.53	3.671	1.017	3.697	0.996
.39	How to use a small group of peers/friends to meet my needs for accountability.	.47	3.559	1.055	3.398	1.040
.36	Make use of computer technology for ministry.	.37	3.622	1.074	3.679	1.055
.36	How to use interns effectively.	.35	3.331	1.055	3.393	1.150

Cluster 60						
Choice of answers: <i>How much would this contribute to your professional growth or greater effectiveness?</i>						
1 = Not At All						
2 = Very Little						
3 = Somewhat						
4 = Quite a Bit						
5 = Very Much						
Desire Knowledge of Family Development and Parental Training Skills						
Cluster Reliability						
.71						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.60	Family development, the dynamics which characterize various family systems, and their ministry needs.	.59	3.673	0.902	3.676	0.905
.58	Training parents in parenting.	.63	3.556	1.001	3.551	1.004
.43	How to train adults for mentoring.	.57	3.772	0.906	3.788	0.889

Cluster 6P-1						
Choice of answers: <i>How much would this contribute to your professional growth or greater effectiveness?</i>						
1 = Not At All						
2 = Very Little						
3 = Somewhat						
4 = Quite a Bit						
5 = Very Much						
Desire Biblical Knowledge and Pastoral Ministry Skills						
Cluster Reliability						
.81						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.64	Theology.	.68	3.547	1.027	3.547	1.030
.62	The Old and/or New Testaments.	.57	3.653	1.067	3.678	1.060
.62	Counseling and the basic skills related to a pastoral ministry.	.73	3.728	0.950	3.730	0.961

Cluster 6P-2						
Choice of answers: <i>How much would this contribute to your professional growth or greater effectiveness?</i>						
Desire Training in Understanding Adolescent Development and Counseling						
1 = Not At All						
2 = Very Little						
3 = Somewhat						
4 = Quite a Bit						
5 = Very Much						
Cluster Reliability						
.70						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.66	Moral development and factors which make for morally responsive living.	.56	3.668	0.940	3.691	0.944
.54	Counsel both youth and parents.	.46	3.805	0.929	3.815	0.938
.54	Child and adolescent development and the issues to be faced in addressing developmental goals.	.53	3.359	0.969	3.343	0.965

Cluster 6Q	Choice of answers: <i>How much would this contribute to your professional growth or greater effectiveness?</i>					
	1 = Not At All					
Desire Training in Communicating Biblical Truth	2 = Very Little					
	3 = Somewhat					
Cluster Reliability	4 = Quite a Bit					
.86	5 = Very Much					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.77	Communicate the gospel.	.70	3.863	1.009	3.887	1.011
.71	Lead groups more effectively (discussions, Bible studies, planning).	.71	3.668	1.007	3.701	1.004
.70	Create meaningful Bible studies and educational experiences.	.69	3.852	0.935	3.884	0.932
.69	Think theologically when facing ministry issues.	.62	3.585	1.033	3.887	1.011
.65	Communicate clearly in speaking and writing.	.58	3.451	1.140	3.502	1.128
.64	Nurture youth's spiritual walk.	.57	4.080	0.816	4.096	0.814

Cluster 6R	Choice of answers: <i>How much would this contribute to your professional growth or greater effectiveness?</i>					
	1 = Not At All					
Desire Training in Effective Ministry Strategies	2 = Very Little					
	3 = Somewhat					
Cluster Reliability	4 = Quite a Bit					
.80	5 = Very Much					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.79	How to plan a balanced youth ministry.	.71	3.728	0.990	3.726	0.983
.71	How to train youth in peer ministry.	.61	3.783	0.909	3.802	0.896
.70	Various youth ministry models.	.54	3.472	0.979	3.474	0.983
.69	Myself and my ministry.	.58	3.540	1.003	3.531	1.001

Cluster 6S	Choice of answers: <i>How much would this contribute to your professional growth or greater effectiveness?</i>					
	1 = Not At All					
Desire Opportunities to Gain New Ideas	2 = Very Little					
	3 = Somewhat					
Cluster Reliability	4 = Quite a Bit					
.71	5 = Very Much					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.67	Gain new ideas.	.55	4.226	0.809	4.233	0.812
.62	Network with other youth ministers.	.56	3.905	0.931	3.885	0.937
.53	Review and purchase resource materials.	.48	2.288	1.009	3.677	1.083

Cluster 6T	Choice of answers: <i>How much would this contribute to your professional growth or greater effectiveness?</i>					
	1 = Not At All					
Desire Opportunities for Peer Mentoring Relationships	2 = Very Little					
	3 = Somewhat					
Cluster Reliability	4 = Quite a Bit					
.69	5 = Very Much					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
.69	Be a mentor to another youth minister.	.51	3.405	1.026	3.433	1.023
.60	Be mentored by someone outside of my ministry.	.49	3.670	1.079	3.677	1.083
.60	Have close staff relationships that develop and challenge me professionally.	.52	3.973	0.966	3.433	1.023