

## Item Cluster & Reliability Tables

<b>Cluster 1A</b>		<b>Choice of answers: <i>How true for you?</i></b>				
<b>Concern:Time</b>		<b>1 = Not Applicable/Never True for Me</b>				
<b>Conflict: Job Demands Versus Personal Needs</b>		<b>2 = Was Once True/No Longer is True</b>				
<b>ClusterReliability</b>		<b>3 = Concerns Me Very Little</b>				
<b>.71</b>		<b>4 = Concerns Me Somewhat</b>				
		<b>5 = Concerns Me Quite a Bit</b>				
		<b>6 = Concerns Me Very Much</b>				
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

<b>Cluster 1B-1</b>						
<b>Choice of answers: <i>How true for you?</i></b>						
<b>Concern:</b>						
<b>Feeling Unqualified for the Job</b>						
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						
<b>Cluster Reliability</b>						
<b>.84</b>						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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

<b>Cluster 1C</b>						
<b>Choice of answers: <i>How true for you?</i></b>						
<b>Concern:</b>						
<b>Experiencing Strained Family Relations</b>						
<b>Cluster Reliability</b>						
<b>.77</b>						
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						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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

<b>Cluster 1DG-1</b>	<b>Choice of answers: <i>How true for you?</i></b>					
<b>Concern:A Growing Loss of Confidence</b>	1 = Not Applicable/Never True for Me					
	2 = Was Once True/No Longer is True					
	3 = Concerns Me Very Little					
	4 = Concerns Me Somewhat					
<b>ClusterReliability</b>	5 = Concerns Me Quite a Bit					
<b>.58</b>	6 = Concerns Me Very Much					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

<b>Cluster 1DG-2</b>						
<b>Choice of answers: <i>How true for you?</i></b>						
<b>Concern:</b>						
<b>1 = Not Applicable/Never True for Me</b>						
<b>2 = Was Once True/No Longer is True</b>						
<b>3 = Concerns Me Very Little</b>						
<b>4 = Concerns Me Somewhat</b>						
<b>5 = Concerns Me Quite a Bit</b>						
<b>6 = Concerns Me Very Much</b>						
<b>Cluster Reliability</b>						
<b>.67</b>						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

<b>Cluster 1E</b>						
<b>Choice of answers: <i>How true for you?</i></b>						
<b>Concern: Time</b>						
1 = Not Applicable/Never True for Me						
2 = Was Once True/No Longer is True						
<b>Conflict: Administrative Duties Versus Youth Contacts</b>						
3 = Concerns Me Very Little						
4 = Concerns Me Somewhat						
<b>Cluster Reliability</b>						
<b>.68</b>						
5 = Concerns Me Quite a Bit						
6 = Concerns Me Very Much						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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

<b>Cluster 1F</b>	<b>Choice of answers : <i>How true for you?</i></b>					
	1 = Not Applicable/Never True for Me					
	2 = Was Once True/No Longer is True					
<b>Concern:Inadequate Salary and Youth Budget</b>	3 = Concerns Me Very Little					
	4 = Concerns Me Somewhat					
<b>ClusterReliability</b>	5 = Concerns Me Quite a Bit					
<b>.72</b>	6 = Concerns Me Very Much					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

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

<b>Cluster 1I</b>						
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						
<b>Concern: Disconnect Between Youth and Church</b>						
<b>Cluster Reliability</b>						
<b>.76</b>						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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

<b>Cluster 1J</b>	<b>Choice of answers: <i>How true for you?</i></b>					
	<b>1 = Not Applicable/Never True for Me</b>					
<b>Concern:</b>	<b>2 = Was Once True/No Longer is True</b>					
<b>Lack of Personal Support in Ministry</b>	<b>3 = Concerns Me Very Little</b>					
	<b>4 = Concerns Me Somewhat</b>					
<b>Cluster Reliability</b>	<b>5 = Concerns Me Quite a Bit</b>					
<b>.76</b>	<b>6 = Concerns Me Very Much</b>					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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

<b>Cluster 1K</b>	<b>Choice of answers: <i>How true for you?</i></b>					
<b>Concern:</b>	1 = Not Applicable/Never True for Me					
<b>Experiencing Burnout</b>	2 = Was Once True/No Longer is True					
<b>Cluster Reliability</b>	3 = Concerns Me Very Little					
<b>.82</b>	4 = Concerns Me Somewhat					
	5 = Concerns Me Quite a Bit					
	6 = Concerns Me Very Much					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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

<b>Cluster 1L</b>						
<b>Choice of answers: <i>How true for you?</i></b>						
<b>1 = Not Applicable/Never True for Me</b>						
<b>2 = Was Once True/No Longer is True</b>						
<b>3 = Concerns Me Very Little</b>						
<b>4 = Concerns Me Somewhat</b>						
<b>5 = Concerns Me Quite a Bit</b>						
<b>6 = Concerns Me Very Much</b>						
<b>Concern:Feeling Personally Disorganized</b>						
<b>ClusterReliability</b>						
<b>.63</b>						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

<b>Cluster 1A</b>	<b>Choice of answers: <i>How true for you?</i></b>					
<b>Concern:</b>	1 = Not Applicable/Never True for Me					
<b>Time Conflict: Job Demands Versus Personal Needs</b>	2 = Was Once True/No Longer is True					
	3 = Concerns Me Very Little					
<b>Cluster Reliability</b>  <b>.71</b>	4 = Concerns Me Somewhat					
	5 = Concerns Me Quite a Bit					
	6 = Concerns Me Very Much					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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

<b>Cluster 1B-1</b>						
<b>Choice of answers: <i>How true for you?</i></b>						
<b>1 = Not Applicable/Never True for Me</b>						
<b>2 = Was Once True/No Longer is True</b>						
<b>3 = Concerns Me Very Little</b>						
<b>4 = Concerns Me Somewhat</b>						
<b>5 = Concerns Me Quite a Bit</b>						
<b>6 = Concerns Me Very Much</b>						
<b>Concern:</b>						
<b>Feeling Unqualified for the Job</b>						
<b>Cluster Reliability</b>						
<b>.84</b>						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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

<b>Cluster 1C</b>	<b>Choice of answers: <i>How true for you?</i></b>					
	<b>1 = Not Applicable/Never True for Me</b>					
<b>Concern: Experiencing Strained Family Relations</b>	<b>2 = Was Once True/No Longer is True</b>					
	<b>3 = Concerns Me Very Little</b>					
<b>Cluster Reliability</b>	<b>4 = Concerns Me Somewhat</b>					
<b>.77</b>	<b>5 = Concerns Me Quite a Bit</b>					
	<b>6 = Concerns Me Very Much</b>					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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

<b>Cluster 1DG-1</b>	<b>Choice of answers: <i>How true for you?</i></b>					
	1 = Not Applicable/Never True for Me					
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<b>Concern:A Growing Loss of Confidence</b>	3 = Concerns Me Very Little					
	4 = Concerns Me Somewhat					
<b>ClusterReliability</b>	5 = Concerns Me Quite a Bit					
<b>.58</b>	6 = Concerns Me Very Much					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

<b>Cluster 1DG-2</b>						
<b>Choice of answers: <i>How true for you?</i></b>						
<b>1 = Not Applicable/Never True for Me</b>						
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<b>4 = Concerns Me Somewhat</b>						
<b>5 = Concerns Me Quite a Bit</b>						
<b>6 = Concerns Me Very Much</b>						
<b>Concern: Feelings of Personal Inadequacy</b>						
<b>Cluster Reliability</b>						
<b>.67</b>						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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

<b>Cluster 1E</b>						
<b>Choice of answers: <i>How true for you?</i></b>						
1 = Not Applicable/Never True for Me						
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<b>Concern:Time Conflict: Administrative Duties Versus Youth Contacts</b>						
<b>ClusterReliability</b>						
<b>.68</b>						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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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<b>5 = Concerns Me Quite a Bit</b>						
<b>6 = Concerns Me Very Much</b>						
<b>Concern: Inadequate Salary and Youth Budget</b>						
<b>Cluster Reliability</b>						
<b>.72</b>						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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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<b>Cluster 1H</b>	<b>Choice of answers: <i>How true for you?</i></b>					
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<b>Cluster Reliability</b>	<b>5 = Concerns Me Quite a Bit</b>					
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.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

<b>Cluster 1I</b>						
Choice of answers: <i>How true for you?</i>						
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3 = Concerns Me Very Little						
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6 = Concerns Me Very Much						
<b>Concern: Disconnect Between Youth and Church</b>						
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<b>.76</b>						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
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.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
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.41	I do not have the volunteer youth leaders I need.	.41	3.603	1.820	3.626	1.812
<b>Cluster 1J</b>						
Choice of answers: <i>How true for you?</i>						
1 = Not Applicable/Never True for Me						

<b>Concern:Lack of Personal Support in Ministry</b>	<b>2 = Was Once True/No Longer is True</b>					
<b>ClusterReliability</b>  <b>.76</b>	<b>3 = Concerns Me Very Little</b>  <b>4 = Concerns Me Somewhat</b>  <b>5 = Concerns Me Quite a Bit</b>  <b>6 = Concerns Me Very Much</b>					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

<b>Cluster 1K</b>						
<b>Choice of answers: <i>How true for you?</i></b>						
<b>1 = Not Applicable/Never True for Me</b>						
<b>2 = Was Once True/No Longer is True</b>						
<b>3 = Concerns Me Very Little</b>						
<b>4 = Concerns Me Somewhat</b>						
<b>5 = Concerns Me Quite a Bit</b>						
<b>6 = Concerns Me Very Much</b>						
<b>Concern:</b>						
<b>Experiencing Burnout</b>						
<b>Cluster Reliability</b>						
<b>.82</b>						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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

<b>Cluster 1L</b>	<b>Choice of answers: <i>How true for you?</i></b>					
	<b>1 = Not Applicable/Never True for Me</b>					
	<b>2 = Was Once True/No Longer is True</b>					
<b>Concern:Feeling Personally Disorganized</b>	<b>3 = Concerns Me Very Little</b>					
	<b>4 = Concerns Me Somewhat</b>					
<b>ClusterReliability</b>	<b>5 = Concerns Me Quite a Bit</b>					
<b>.63</b>	<b>6 = Concerns Me Very Much</b>					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

<b>Cluster 2A</b>						
<b>Choice of answers: <i>How true of your youth?</i></b>						
<b>1 = Never True</b>						
<b>2 = Rarely True</b>						
<b>3 = Sometimes True</b>						
<b>4 = Often True</b>						
<b>.83</b>						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

<b>Cluster 2BC-1</b>	<b>Choice of answers: <i>How true of your youth?</i></b>					
	1 = Never True					
<b>Youth Serving Church and Community</b>	2 = Rarely True					
	3 = Sometimes True					
<b>ClusterReliability</b>	4 = Often True					
<b>.81</b>						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

<b>Cluster 2BC-2</b>						
<b>Choice of answers: <i>How true of your youth?</i></b>						
<b>1 = Never True</b>						
<b>2 = Rarely True</b>						
<b>3 = Sometimes True</b>						
<b>4 = Often True</b>						
<b>Joyous Attitudes of Respect and Love</b>						
<b>Cluster Reliability</b>						
<b>.78</b>						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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						
<b>Importance: Strengthened Family Relationships</b>						
<b>Cluster Reliability</b>						
<b>.89</b>						
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	Raw Mean	Raw Std. 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

<b>Cluster 3B</b>	<b>Choice of answers: <i>How well being <u>achieved</u> in your youth ministry?</i></b>					
<b>Achievement: Strengthened Family Relationships</b>	1 = Not At All					
	2 = Somewhat					
	3 = Quite					
<b>ClusterReliability</b>	4 = Very Well					
<b>.86</b>	5 = Extremely					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

<b>Cluster 3C</b>	<b>Choice of answers: <i>How <u>important</u> for your youth ministry?</i></b>					
	<b>1 = Not At All</b>					
	<b>2 = Somewhat</b>					
<b>Importance: Spiritual Development of Youth</b>	<b>3 = Quite</b>					
	<b>4 = Very Well</b>					
<b>Cluster Reliability</b>	<b>5 = Extremely</b>					
<b>.65</b>						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

<b>Cluster 3D</b>						
<b>Choice of answers: <i>How well being <u>achieved</u> in your youth ministry?</i></b>						
<b>1 = Not At All</b>						
<b>2 = Somewhat</b>						
<b>3 = Quite</b>						
<b>4 = Very Well</b>						
<b>5 = Extremely</b>						
<b>Achievement: Spiritual Development of Youth</b>						
<b>ClusterReliability</b>						
<b>.73</b>						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

<b>Cluster 3E</b>						
<b>Choice of answers: <i>How <u>important</u> for your youth ministry?</i></b>						
<b>1 = Not At All</b>						
<b>2 = Somewhat</b>						
<b>3 = Quite</b>						
<b>4 = Very Well</b>						
<b>5 = Extremely</b>						
<b>Importance: Congregational Support</b>						
<b>ClusterReliability</b>						
<b>.77</b>						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

<b>Cluster 3F</b>	<b>Choice of answers: <i>How well being <u>achieved</u> in your youth ministry?</i></b>					
<b>Achievement: Congregational Support</b>	1 = Not At All					
<b>ClusterReliability</b>	2 = Somewhat					
<b>.83</b>	3 = Quite					
	4 = Very Well					
	5 = Extremely					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

<b>Cluster 3G</b>						
<b>Choice of answers: <i>How <u>important</u> for your youth ministry?</i></b>						
<b>1 = Not At All</b>						
<b>2 = Somewhat</b>						
<b>3 = Quite</b>						
<b>4 = Very Well</b>						
<b>5 = Extremely</b>						
<b>Importance: Recruitment and Training of Adult Volunteers</b>						
<b>ClusterReliability</b>						
<b>.75</b>						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

<b>Cluster 3H</b>						
<b>Choice of answers: <i>How well being <u>achieved</u> in your youth ministry?</i></b>						
<b>1 = Not At All</b>						
<b>2 = Somewhat</b>						
<b>3 = Quite</b>						
<b>4 = Very Well</b>						
<b>5 = Extremely</b>						
<b>Achievement: Recruitment and Training of Adult Volunteers</b>						
<b>ClusterReliability</b>						
<b>.72</b>						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

<b>Cluster 3I</b>	<b>Choice of answers: <i>How <u>important</u> for your youth ministry?</i></b>					
	1 = Not At All					
<b>Importance: Clear Sense of Direction</b>	2 = Somewhat					
	3 = Quite					
<b>ClusterReliability</b>	4 = Very Well					
<b>.71</b>	5 = Extremely					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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
<b>Cluster 3J</b>	<b>Choice of answers: <i>How well being <u>achieved</u> in your youth ministry?</i></b>					
	1 = Not At All					
<b>Achievement: Clear Sense of Direction</b>	2 = Somewhat					
	3 = Quite					
<b>ClusterReliability</b>	4 = Very Well					
<b>.75</b>	5 = Extremely					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

<b>Cluster 3K</b>	<b>Choice of answers: <i>How <u>important</u> for your youth ministry?</i></b>					
	1 = Not At All					
<b>Importance: Youth Owning Their Ministry</b>	2 = Somewhat					
	3 = Quite					
<b>ClusterReliability</b>	4 = Very Well					
<b>.78</b>	5 = Extremely					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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
<b>Cluster 3L</b>	<b>Choice of answers: <i>How well being <u>achieved</u> in your youth ministry?</i></b>					
	1 = Not At All					
<b>Achievement: Youth Owning Their Ministry</b>	2 = Somewhat					
	3 = Quite					
<b>ClusterReliability</b>	4 = Very Well					
<b>.84</b>	5 = Extremely					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

<b>Cluster 45A</b>	<b>Choice of answers:</b>					
<b>.85</b>	<b>1 = Strongly Disagree</b>					
<b>Effective Youth Relationships</b>	<b>2 = Disagree</b>					
	<b>3 = Mildly Disagree</b>					
<b>Cluster Reliability</b>	<b>4 = Mildly Agree</b>					
<b>.85</b>	<b>5 = Agree</b>					
	<b>6 = Strongly Agree</b>					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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

<b>Cluster 45B</b>	<b>Choice of answers:</b>					
	1 = Strongly Disagree					
	2 = Disagree					
<b>Confident Leadership</b>	3 = Mildly Disagree					
	4 = Mildly Agree					
<b>Cluster Reliability</b>	5 = Agree					
<b>.85</b>	6 = Strongly Agree					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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

<b>Cluster 45C</b>	<b>Choice of answers:</b>					
	1 = Strongly Disagree					
	2 = Disagree					
<b>Competent Job Performance</b>	3 = Mildly Disagree					
	4 = Mildly Agree					
<b>Cluster Reliability</b>	5 = Agree					
<b>.82</b>	6 = Strongly Agree					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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

<b>Cluster 45D</b>						
<b>Choice of answers:</b>						
1 = Strongly Disagree						
2 = Disagree						
3 = Mildly Disagree						
4 = Mildly Agree						
5 = Agree						
6 = Strongly Agree						
<b>Motivated by God's Calling</b>						
<b>Cluster Reliability</b>						
<b>.68</b>						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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

<b>Cluster 45EL</b>	<b>Choice of answers:</b>					
	<b>1 = Strongly Disagree</b>					
	<b>2 = Disagree</b>					
<b>Theological Grounding</b>	<b>3 = Mildly Disagree</b>					
	<b>4 = Mildly Agree</b>					
<b>Cluster Reliability</b>	<b>5 = Agree</b>					
<b>.75</b>	<b>6 = Strongly Agree</b>					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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

<b>Cluster 45F</b>	<b>Choice of answers:</b>					
	1 = Strongly Disagree					
	2 = Disagree					
<b>Creative Response to Youth Culture</b>	3 = Mildly Disagree					
	4 = Mildly Agree					
<b>Cluster Reliability</b>	5 = Agree					
<b>.62</b>	6 = Strongly Agree					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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

<b>Cluster 45G</b>	<b>Choice of answers:</b>					
	1 = Strongly Disagree					
	2 = Disagree					
<b>Congregation's Personal Support</b>	3 = Mildly Disagree					
	4 = Mildly Agree					
<b>Cluster Reliability</b>	5 = Agree					
<b>.66</b>	6 = Strongly Agree					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

<b>Cluster 45H</b>	<b>Choice of answers:</b>					
	1 = Strongly Disagree					
	2 = Disagree					
<b>Commitment to Specialized Ministry Training</b>	3 = Mildly Disagree					
	4 = Mildly Agree					
<b>Cluster Reliability</b>	5 = Agree					
<b>.81</b>	6 = Strongly Agree					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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

<b>Cluster 45I</b>	<b>Choice of answers:</b>					
	1 = Strongly Disagree					
	2 = Disagree					
<b>Supervisor's Personal Support</b>	3 = Mildly Disagree					
	4 = Mildly Agree					
<b>Cluster Reliability</b>	5 = Agree					
<b>.79</b>	6 = Strongly Agree					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

<b>Cluster 45J</b>	<b>Choice of answers:</b>					
	1 = Strongly Disagree					
	2 = Disagree					
<b>Freedom From Ministry Roadblocks</b>	3 = Mildly Disagree					
	4 = Mildly Agree					
<b>Cluster Reliability</b>	5 = Agree					
<b>.62</b>	6 = Strongly Agree					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

<b>Cluster 45K</b>	<b>Choice of answers:</b>					
	1 = Strongly Disagree					
	2 = Disagree					
<b>Peer Involvement</b>	3 = Mildly Disagree					
	4 = Mildly Agree					
<b>Cluster Reliability</b>	5 = Agree					
<b>.77</b>	6 = Strongly Agree					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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

<b>Cluster 45M</b>	<b>Choice of answers:</b>					
	1 = Strongly Disagree					
	2 = Disagree					
<b>Positive Organizational Climate</b>	3 = Mildly Disagree					
	4 = Mildly Agree					
<b>Cluster Reliability</b>	5 = Agree					
<b>.89</b>	6 = Strongly Agree					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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

<b>Cluster 45N</b>	<b>Choice of answers:</b>					
<b>.72</b>	<b>1 = Strongly Disagree</b>					
<b>Relates Well to Parents/Adults</b>	<b>2 = Disagree</b>					
	<b>3 = Mildly Disagree</b>					
	<b>4 = Mildly Agree</b>					
<b>Cluster Reliability</b>	<b>5 = Agree</b>					
<b>.72</b>	<b>6 = Strongly Agree</b>					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. Dev.
<b>Cluster 6N</b>	<b>Choice of answers: <i>How much would this contribute to your professional growth or greater effectiveness?</i></b>					
	<b>1 = Not At All</b>					
<b>Desire Training in Administration and Management</b>	<b>2 = Very Little</b>					
	<b>3 = Somewhat</b>					
<b>Cluster Reliability</b>	<b>4 = Quite a Bit</b>					
<b>.74</b>	<b>5 = Very Much</b>					
Load	Item	Item to Total Correlation	Weighted Mean	Weighted Std. Dev.	RawMean	RawStd. 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

<b>Cluster 60</b>						
<b>Choice of answers: <i>How much would this contribute to your professional growth or greater effectiveness?</i></b>						
<b>1 = Not At All</b>						
<b>2 = Very Little</b>						
<b>3 = Somewhat</b>						
<b>4 = Quite a Bit</b>						
<b>5 = Very Much</b>						
<b>Desire Knowledge of Family Development and Parental Training Skills</b>						
<b>Cluster Reliability</b>						
<b>.71</b>						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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

<b>Cluster 6P-1</b>						
<b>Choice of answers: <i>How much would this contribute to your professional growth or greater effectiveness?</i></b>						
<b>1 = Not At All</b>						
<b>2 = Very Little</b>						
<b>3 = Somewhat</b>						
<b>4 = Quite a Bit</b>						
<b>5 = Very Much</b>						
<b>Desire Biblical Knowledge and Pastoral Ministry Skills</b>						
<b>Cluster Reliability</b>						
<b>.81</b>						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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

<b>Cluster 6P-2</b>						
<b>Choice of answers: <i>How much would this contribute to your professional growth or greater effectiveness?</i></b>						
<b>Desire Training in Understanding Adolescent Development and Counseling</b>		1 = Not At All				
		2 = Very Little				
		3 = Somewhat				
<b>Cluster Reliability</b>		4 = Quite a Bit				
<b>.70</b>		5 = Very Much				
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>Raw Mean</b>	<b>Raw Std. Dev.</b>
.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

<b>Cluster 6Q</b>	<b>Choice of answers: <i>How much would this contribute to your professional growth or greater effectiveness?</i></b>					
	<b>1 = Not At All</b>					
<b>Desire Training in Communicating Biblical Truth</b>	<b>2 = Very Little</b>					
	<b>3 = Somewhat</b>					
<b>ClusterReliability</b>	<b>4 = Quite a Bit</b>					
<b>.86</b>	<b>5 = Very Much</b>					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

<b>Cluster 6R</b>	<b>Choice of answers: <i>How much would this contribute to your professional growth or greater effectiveness?</i></b>					
	<b>1 = Not At All</b>					
<b>Desire Training in Effective Ministry Strategies</b>	<b>2 = Very Little</b>					
	<b>3 = Somewhat</b>					
<b>Cluster Reliability</b>	<b>4 = Quite a Bit</b>					
<b>.80</b>	<b>5 = Very Much</b>					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

<b>Cluster 6S</b>						
<b>Choice of answers: <i>How much would this contribute to your professional growth or greater effectiveness?</i></b>						
<b>1 = Not At All</b>						
<b>2 = Very Little</b>						
<b>3 = Somewhat</b>						
<b>4 = Quite a Bit</b>						
<b>5 = Very Much</b>						
<b>ClusterReliability</b>						
<b>.71</b>						
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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

<b>Cluster 6T</b>	<b>Choice of answers: <i>How much would this contribute to your professional growth or greater effectiveness?</i></b>					
	<b>1 = Not At All</b>					
<b>Desire Opportunities for Peer Mentoring Relationships</b>	<b>2 = Very Little</b>					
	<b>3 = Somewhat</b>					
<b>ClusterReliability</b>	<b>4 = Quite a Bit</b>					
<b>.69</b>	<b>5 = Very Much</b>					
<b>Load</b>	<b>Item</b>	<b>Item to Total Correlation</b>	<b>Weighted Mean</b>	<b>Weighted Std. Dev.</b>	<b>RawMean</b>	<b>RawStd. Dev.</b>
.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