Projekt
PASTORAL
FORSCHUNG

Regressionen zur Pastoralstudie

Erläuterung zu den Regressionen:

- Die abhängigen Variablen sind in den Spalten aufgeführt, die unabhängigen in den Zeilen.
- Die erste Zahl in einem Feld zeigt den Koeffizienten an, die Zahl in Klammer den Standardfehler.
- Signifikanzniveaus werden mit Sternen bezeichnet:
  *** p<.01, ** p<.05, * p<.1
- Leere Felder bedeuten, dass die jeweilige Kombination von unabhängiger und abhängiger Variable nicht berechnet wurde.
- Grau markierte Felder verweisen auf (hoch) signifikante Zusammenhänge, die in der Publikation «Pastoraler Dienst zwischen Aufblühen und Verwelken» thematisiert wurden.
- Die Reihenfolge der Regressionen folgt der Kapitelordnung der oben genannten Publikation.
- Die erste Seite enthält einen Musteraufbau der Tabellen mit Erläuterungen zu den Variablen-Sets sowie zwei Beispielen, welche das Lesen der Tabellen illustrieren.

Erläuterungen zu den Regressionstabellen

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt+Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFADMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEPMW Erfüllung	CEFAGM Austrittsneigung Gemeinde	CEFAPT Austrittsneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	AMTAV Pastoralabsicht vor Studium	AMTAW Pastoralabsicht während Studium	CESTFGL Freik : Gem : Landek	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKCO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorenerneuerung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CIRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altershohorte	ADMGS weiblich : männlich
		Dieses Set von abhängigen Variablen differenziert die Subsamples von Jetzt-, Ex- und Nicht-Pastoren. Die Regressionen geben Auskunft, ob die unabhängigen Variablen (links in der Spalte) einen signifikanten Zusammenhang zu Diensteinstig und Dienstverbleib aufweisen. - AC_E: Wichtigste Spalte für Dienstverbleib - AN_CE: Wichtigste Spalte für Diensteinstieg Die Regressionen zu Kapiteln, in denen keine Daten von Nicht-Pastoren erhoben wurden, enthalten nur die erste Spalte (so z. B. Kapitel 4 und 7)						Dieses Set von abhängigen Variablen bezieht sich auf das Dienstergehehn im pastoralen Dienst. Sie betreffen nur Jetzt- und Ex-Pastoren. Die Regressionen zeigen, ob die unabhängigen Variablen (links in der Spalte) einen signifikanten Zusammenhang zur Erfüllung im pastoralen Dienst aufweisen. - zu Zufriedenheit, Erschöpfung, Erfüllung und Austrittsneigung → Kapitel 8 - zu Berufungsgewissheit und Reich-Gottes-Verpflichtung → Kapitel 2.2 - zu Reich-Gottes-Verpflichtung → Kapitel 6.3							Dieses Set von abhängigen Variablen bezieht sich auf Aspekte einer pastoralen Berufsabsicht. Die Variablen AMTAV und AMTAW wurden nur für die Regressionen in Kapitel 2 und 3 beachtet.			Dieses Set von abhängigen Variablen bezieht sich auf das Gemeinde- und Stellenprofil. Gemeindetyp, Gemeindegröße und Wachstumsphase wurden von Jetzt- und Ex-Pastoren erhoben, das Gemeindeprofil und das Stellenprofil nur von Jetzt-Pastoren. Die Regressionen verweisen auf signifikante Zusammenhänge der unabhängigen Variablen mit Faktoren der Stelle. - zu den Gemeinden und Stellenprofilen → Kapitel 4										Dieses Set von abhängigen Variablen bezieht sich auf demografische Faktoren. Hier lassen sich Zusammenhänge zwischen den unabhängigen Variablen und solchen Faktoren wie Beziehungsstand, Alter und Geschlecht erkennen.				
Gerne in Gemeinde	ABIKIb	Die linke Spalte listet die unabhängigen Variablen auf. Diese ändern sich je nach Fragestellung. Hier sind exemplarisch zwei Variablen aus Kapitel 2 aufgelistet.	0.325***	Beispiel 1 (aus Kapitel 2): Es gibt einen hoch signifikanten Zusammenhang zwischen ABIKIb und AN_CE, angezeigt mit ***. Je höher ABIKIb ist, desto wahrscheinlicher ist Jetzt-/Ex-P. Je tiefer ABIKIb ist, desto wahrscheinlicher ist Nicht-P. Das heißt: Positive Erfahrungen der Gemeinde als Kind wirken sich mit hoher Signifikanz förderlich auf den Diensteinstieg aus.																													
			(0.104)																													
Pastoren als Bezugspersonen	ABIKIc																0.211***	Beispiel 2 (aus Kapitel 2): Es gibt einen hoch signifikanten Zusammenhang zwischen ABIKIc und AMTAV, angezeigt mit ***. Je höher ABIKIc ist, desto wahrscheinlicher ist, dass jemand vor dem Studium eine Absicht entwickelt hat, in den pastoralen Dienst einzusteigen. Das heißt: Pastoren als Bezugspersonen erhöhen hoch signifikant die Absicht, Pastor zu werden.																	
																	(0.063)															
	1bn.ADMGS	Diese unabhängigen Variablen (ADMGS: Geschlecht; ADMAL: Alterskohorte; ADMSH: Höchster Schulabschluss) werden als Kontrollvariablen immer mitgerechnet, aber jeweils nicht eigens ausgewertet. Die Auswertung der Zusammenhänge zwischen unabhängigen Variablen und Geschlecht bzw. Alterskohorte erfolgt separat in den beiden letzten Spalten der Regressionen. In diesen beiden letzten Spalten wird dafür die Kontrollvariable ACEN (Subpopulationen Jetzt-, Ex-, Nicht-Pastor) mitgerechnet.																															
	2.ADMGS																															
	ADMGS																															
	1bn.ADMAL																															
	2.ADMAL																															
	3.ADMAL																															
	4.ADMAL																															
	ADMAL																															
	ADMSC																															
	ACEN																															
	Observations	Anzahl Fälle, die für die Regression berücksichtigt werden																														
	Pseudo R^2	Gütemaß für nicht-lineare Regressionsmodelle																														
	Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1																															
		Signifikanzniveaus: *** = hohes Signifikanzniveau ** = mittleres Signifikanzniveau * = geringes Signifikanzniveau In der Stiudie werden nur das hohe und mittlere Signifikanzniveau berücksichtigt.																														

Regressionen Prägungen mit Kind(ern)- und Jugendzeit (Items)

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt+Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFADMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Aussteuergung Gemeinde	CEFAPT Aussteuergung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	AMTAV Pastoralsicht vor Studium	AMTAW Pastoralsicht während Studium	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altenkohorte	ADMGS weiblich : männlich
Christliche Familie	ABIKIa	-0.105	-0.096	0.079	-0.091	0.059	0.096	0.025	0.044	0.012	0.027	0.021	0.04	0.036	-0.138**	-0.002	-0.032	0.003	-0.016	0.102	-0.024	0.091	0.101	0.188**	0.069	0.017	0.051	-0.045	-0.066	-0.02	-0.016	0.152*
		(0.092)	(0.108)	(0.137)	(0.076)	(0.104)	(0.092)	(0.065)	(0.066)	(0.064)	(0.064)	(0.080)	(0.081)	(0.087)	(0.066)	(0.064)	(0.071)	(0.092)	(0.079)	(0.071)	(0.069)	(0.076)	(0.076)	(0.081)	(0.080)	(0.076)	(0.086)	(0.109)	(0.121)	(0.089)	(0.064)	(0.082)
Gerne in Gemeinde	ABIKIb	0.062	-0.320***	-0.405***	-0.097	0.325***	-0.111	-0.1	-0.07	-0.014	0.042	0.001	-0.014	-0.029	0.027	-0.016	-0.064	0.182**	0.096	0.044	-0.088	0.132*	-0.108	-0.112	-0.019	0.045	-0.069	0.083	0.069	0.01	-0.027	-0.075
		(0.093)	(0.108)	(0.134)	(0.075)	(0.104)	(0.091)	(0.067)	(0.068)	(0.066)	(0.066)	(0.081)	(0.083)	(0.089)	(0.068)	(0.064)	(0.070)	(0.092)	(0.080)	(0.073)	(0.071)	(0.077)	(0.077)	(0.080)	(0.081)	(0.077)	(0.087)	(0.110)	(0.120)	(0.090)	(0.062)	(0.083)
Pastoren als Bezugspersonen	ABIKIc	-0.127	-0.171*	-0.01	-0.142**	0.125	0.113	0.042	-0.038	-0.059	0.051	-0.061	-0.095	-0.034	-0.038	0.074	0.211***	-0.135	0.141**	0.072	-0.09	0.031	-0.079	0.078	-0.052	0.027	-0.096	0.031	0.105	0.014	-0.01	-0.137*
		(0.083)	(0.096)	(0.118)	(0.067)	(0.093)	(0.081)	(0.058)	(0.058)	(0.058)	(0.057)	(0.070)	(0.072)	(0.078)	(0.057)	(0.058)	(0.063)	(0.086)	(0.071)	(0.063)	(0.063)	(0.066)	(0.067)	(0.069)	(0.067)	(0.067)	(0.078)	(0.093)	(0.100)	(0.078)	(0.056)	(0.075)
Pastoren mit Leidenschaft	ABIKId	0.039	0.07	-0.013	0.052	-0.053	-0.028	-0.038	0.016	0.142**	-0.048	0.069	0.014	-0.013	0.111*	0.054	-0.066	0.035	-0.041	-0.154**	0.004	-0.021	0.042	-0.135*	-0.042	-0.102	0.197**	-0.220**	-0.298***	-0.054	-0.104*	0.077
		(0.087)	(0.099)	(0.121)	(0.070)	(0.096)	(0.084)	(0.061)	(0.061)	(0.061)	(0.061)	(0.074)	(0.076)	(0.083)	(0.061)	(0.060)	(0.065)	(0.084)	(0.074)	(0.066)	(0.066)	(0.072)	(0.072)	(0.074)	(0.071)	(0.070)	(0.081)	(0.103)	(0.114)	(0.082)	(0.059)	(0.077)
Geistliche Vorbilder	ABIKIe	0.062	0.122	0.053	0.082	-0.088	-0.051	0.104*	0.085	-0.128**	0.079	0.007	-0.023	0.049	0.08	0.037	0.083	-0.056	0.01	0.034	0.05	-0.072	0.025	-0.023	0.200***	0.05	-0.133*	0.06	0.057	0.039	-0.045	-0.046
		(0.083)	(0.094)	(0.120)	(0.067)	(0.091)	(0.081)	(0.058)	(0.059)	(0.058)	(0.059)	(0.069)	(0.073)	(0.077)	(0.058)	(0.056)	(0.062)	(0.081)	(0.070)	(0.064)	(0.061)	(0.068)	(0.068)	(0.070)	(0.070)	(0.070)	(0.076)	(0.096)	(0.105)	(0.079)	(0.056)	(0.073)
Lebendiges mit Kind(ern)programm	ABIKIf	0.013	0.282***	0.253**	0.115*	-0.261***	0.022	0.058	0.022	0.01	-0.041	0.064	0.113	-0.065	-0.001	-0.096*	-0.065	-0.09	-0.108	-0.031	0.085	-0.106	-0.03	-0.075	-0.033	-0.083	0.129*	-0.104	-0.103	-0.062	0.288***	-0.043
		(0.079)	(0.097)	(0.121)	(0.066)	(0.093)	(0.078)	(0.057)	(0.057)	(0.056)	(0.056)	(0.068)	(0.071)	(0.076)	(0.055)	(0.055)	(0.060)	(0.079)	(0.068)	(0.063)	(0.061)	(0.065)	(0.065)	(0.069)	(0.069)	(0.067)	(0.074)	(0.097)	(0.105)	(0.078)	(0.054)	(0.072)
Familie leidet nicht unter Gemeinde	ABIKIg	-0.068	-0.06	-0.006	-0.076	0.057	0.058	0.155***	0.132**	-0.126**	0.148***	-0.097	-0.138**	0.103	0.125**	0.089*	0.09	0.07	0.096	-0.03	-0.036	-0.186***	-0.165***	-0.054	0.014	-0.117**	0.03	0.073	0.136	-0.075	-0.170***	-0.135**
		(0.071)	(0.079)	(0.100)	(0.057)	(0.077)	(0.069)	(0.050)	(0.051)	(0.051)	(0.051)	(0.060)	(0.062)	(0.066)	(0.053)	(0.048)	(0.055)	(0.070)	(0.064)	(0.054)	(0.055)	(0.056)	(0.061)	(0.059)	(0.057)	(0.068)	(0.078)	(0.084)	(0.068)	(0.048)	(0.067)	
Christliche Familie	ABIJUa	0.052	-0.024	-0.149	0.015	0.044	-0.056	0.124**	0.067	-0.079	0.045	-0.150**	-0.147**	0.111	0.116**	-0.01	-0.013	-0.065	-0.08	0.017	0.116*	-0.065	-0.045	-0.081	0.025	-0.032	0.004	0.134	0.111	0.054	0.184***	0.067
		(0.080)	(0.092)	(0.115)	(0.065)	(0.090)	(0.079)	(0.056)	(0.056)	(0.057)	(0.056)	(0.069)	(0.070)	(0.074)	(0.055)	(0.055)	(0.061)	(0.080)	(0.068)	(0.062)	(0.061)	(0.065)	(0.065)	(0.069)	(0.068)	(0.066)	(0.074)	(0.094)	(0.104)	(0.076)	(0.054)	(0.071)
Pastoren als Bezugspersonen	ABIJUb	-0.012	0.003	-0.005	-0.009	-0.001	0.01	-0.083	-0.006	0.119**	-0.058	0.075	0.084	-0.009	-0.078	0.143**	0.074	0.099	0.04	0.061	-0.133**	0.044	-0.044	-0.029	-0.102	-0.042	0.190**	-0.320***	-0.285***	-0.061	-0.084	0.072
		(0.083)	(0.091)	(0.114)	(0.066)	(0.090)	(0.080)	(0.057)	(0.058)	(0.057)	(0.058)	(0.068)	(0.071)	(0.077)	(0.058)	(0.057)	(0.062)	(0.081)	(0.071)	(0.064)	(0.064)	(0.067)	(0.069)	(0.068)	(0.070)	(0.067)	(0.077)	(0.097)	(0.105)	(0.077)	(0.055)	(0.072)
Pastoren mit Leidenschaft	ABIJUc	0.078	-0.11	-0.174	-0.005	0.13	-0.098	0.016	0.026	-0.117*	0.096	-0.019	-0.012	0.018	0.062	0.088	0.171**	-0.006	0.126	0.083	-0.002	0.057	0.024	0.074	0.145*	0.164**	-0.200**	0.286***	0.231*	0.103	0.116*	-0.049
		(0.095)	(0.104)	(0.132)	(0.075)	(0.101)	(0.093)	(0.065)	(0.067)	(0.065)	(0.066)	(0.077)	(0.081)	(0.088)	(0.066)	(0.064)	(0.071)	(0.089)	(0.082)	(0.073)	(0.074)	(0.078)	(0.079)	(0.080)	(0.080)	(0.077)	(0.088)	(0.110)	(0.120)	(0.088)	(0.063)	(0.082)
Geistliche Vorbilder	ABIJUd	0.113	0.109	0.022	0.112*	-0.097	-0.097	0.012	0.033	0.057	0.009	-0.025	0.03	0.048	-0.056	-0.123**	-0.165***	-0.037	-0.243***	-0.178***	0.153***	-0.011	0.126*	-0.02	-0.088	-0.023	-0.037	-0.003	0.036	-0.027	-0.011	0.035
		(0.079)	(0.088)	(0.108)	(0.063)	(0.086)	(0.078)	(0.055)	(0.056)	(0.054)	(0.056)	(0.066)	(0.068)	(0.072)	(0.055)	(0.053)	(0.058)	(0.078)	(0.064)	(0.060)	(0.057)	(0.063)	(0.064)	(0.067)	(0.067)	(0.065)	(0.071)	(0.090)	(0.101)	(0.074)	(0.052)	(0.067)
Lebendige Jugendarbeit	ABIJUe	-0.071	-0.140*	0.021	-0.083	0.09	0.059	0.07	0.026	-0.103**	0.03	-0.032	-0.019	0.013	0.085	-0.002	-0.029	0.023	0.161**	0.044	-0.077	-0.095	-0.105*	0.071	-0.043	-0.087	-0.03	-0.01	0.068	-0.016	0.028	0.205***
		(0.073)	(0.085)	(0.105)	(0.060)	(0.081)	(0.073)	(0.051)	(0.052)	(0.051)	(0.052)	(0.063)	(0.066)	(0.072)	(0.052)	(0.051)	(0.057)	(0.076)	(0.065)	(0.057)	(0.056)	(0.061)	(0.062)	(0.066)	(0.064)	(0.062)	(0.070)	(0.088)	(0.095)	(0.071)	(0.050)	(0.064)
Ehrenamt	ABIJUf	-0.072	-0.042	-0.026	-0.067	0.045	0.063	0.039	-0.028	0.055	-0.006	-0.004	-0.1	0.085	-0.089	0.191***	0.205***	0.018	-0.029	0.028	0.067	0.053	0.058	0.086	0.046	0.003	-0.007	0.157*	0.031	0.046	0.055	-0.163**
		(0.081)	(0.091)	(0.116)	(0.065)	(0.087)	(0.081)	(0.056)	(0.056)	(0.056)	(0.056)	(0.070)	(0.071)	(0.077)	(0.056)	(0.056)	(0.064)	(0.081)	(0.070)	(0.063)	(0.060)	(0.068)	(0.069)	(0.074)	(0.070)	(0.068)	(0.076)	(0.091)	(0.103)	(0.077)	(0.055)	(0.074)
	1bn.ADMGS																															
	2.ADMGS	-0.555***	-1.125***	-0.590***	-0.806***	0.990***	0.350**	0.326**	0.240*	-0.236*	0.142	-0.137	-0.132	0.418**	0.453***	0.639***	0.629***	0.901***	-0.886***	0.083	0.758***	-0.853***	0.297*	0.305*	0.144	0.186	0.577***	1.580***	1.794***	1.242***			
		(0.172)	(0.180)	(0.224)	(0.135)	(0.173)	(0.167)	(0.134)	(0.133)	(0.131)	(0.133)	(0.160)	(0.164)	(0.168)	(0.132)	(0.118)	(0.136)	(0.174)	(0.150)	(0.146)	(0.138)	(0.154)	(0.155)	(0.157)	(0.160)	(0.154)	(0.174)	(0.176)	(0.194)	(0.153)			
	ADMGS																														-0.464***		
																															(0.121)		
	1bn.ADMAL																															
	2.ADMAL	0.026	-0.131	-0.058	-0.01	0.115	-0.059	-0.483***	-0.423***	0.806***	-0.693***	0.970***	0.944***	-0.338	-0.426***	-0.126	0.099	-0.097	-0.08	-0.067	-0.017	-0.301*	-0.173	0.015	-0.252	-0.335*	1.363***	-0.121	-0.232	-0.222			
		(0.212)	(0.289)	(0.341)	(0.182)	(0.284)	(0.209)	(0.147)	(0.144)	(0.147)	(0.147)	(0.209)	(0.223)	(0.233)	(0.148)	(0.153)	(0.161)	(0.222)	(0.174)	(0.162)	(0.156)	(0.182)	(0.192)	(0.187)	(0.198)	(0.187)	(0.193)	(0.291)	(0.319)	(0.243)			
	3.ADMAL	-0.026	0.671**	0.789**	0.256	-0.655**	0.098	-0.833***	-0.544***	1.133***	-0.942***	1.072***	1.184***	-0.623***	-0.400***	-0.554***	-0.292*	0.439**	-0.553***	-0.085	0.507***	-0.758***	0.04	-0.078	-0.485**	-0.728***	1.143***	-0.472*	-0.225	-1.169***			
		(0.212)	(0.267)	(0.324)	(0.176)	(0.260)	(0.208)	(0.144)	(0.144)	(0.146)	(0.146)	(0.208)	(0.222)	(0.230)	(0.147)	(0.149)	(0.158)	(0.214)	(0.175)	(0.160)	(0.155)	(0.180)	(0.188)	(0.184)	(0.195)	(0.183)	(0.188)	(0.275)	(0.309)	(0.227)			
	4.ADMAL	-0.389	1.187***	1.553***	0.429*	-1.220***	0.594*	-0.812***	-0.586**	1.088***	-1.144***	1.260***	1.433***	-1.161***	-0.492*	-1.010***	-0.321	0.096	-1.120***	-0.460*	0.811***	-0.737***	-0.044	-0.357	-0.263	-0.588**	0.066	-1.561***	-1.292***	-3.154***			
		(0.370)	(0.342)	(0.461)	(0.258)	(0.330)	(0.360)	(0.248)	(0.253)	(0.257)	(0.253)	(0.313)	(0.318)	(0.320)	(0.260)	(0.219)	(0.248)	(0.322)	(0.315)	(0.269)	(0.266)	(0.265)	(0.274)	(0.289)	(0.289)	(0.274)	(0.306)	(0.342)	(0.375)	(0.328)			
	ADMAL																															-0.315***	
																																(0.080)	
	ADMSC	-0.094	-0.004	0.171	-0.055	-0.032	0.098	0.006	-0.07	0.029	0.01	0.029	-0.032	-0.029	0.057	0.184***	0.224***	0.066	0.482***	0.182**	-0.200***	-0.018	-0.208***	0.048	-0.029	-0.114	0.118	-0.315**	-0.252*	0.055	0.317***	-0.369***
		(0.095)	(0.116)	(0.141)	(0.078)	(0.112)	(0.093)	(0.067)	(0.067)	(0.066)	(0.066)	(0.083)	(0.084)	(0.091)	(0.067)	(0.066)	(0.073)	(0.095)	(0.088)	(0.072)	(0.071)	(0.077)	(0.079)	(0.080)	(0.081)	(0.078)	(0.088)	(0.128)	(0.140)	(0.093)	(0.064)	(0.094)
	ACEN																														0.279***	-0.552***	
																															(0.073)	(0.084)	
	Observations	1301	1251	424	1488	1488	1488	1216	1215	1214	1214	931	931	967	1214	1457	1488	816	1256	1182	1229	931	901	863	835	907	1049	1393	1393	1391	1488	1488
	Pseudo R^2	0.019	0.105	0.098	0.04	0.093	0.015	0.013	0.008	0.011	0.009	0.018	0.024	0.022	0.009	0.04	0.061	0.045	0.068	0.013	0.035	0.01	0.006	0.003	0.004	0.006	0.069	0.148	0.154	0.16	0.055	0.073

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Prägungen mit Kind(ern)- und Jugendzeit (Mittelwerte)

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt+Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFADMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Aussteuergung Gemeinde	CEFAPT Aussteuergung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	AMTAV Pastoralsicht vor Studium	AMTAW Pastoralsicht während Studium	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altenkohorte	ADMGS weiblich : männlich
Prägung im Kindesalter	ABIKIMW	0.043	-0.055	-0.126	-0.002	0.07	-0.049	0.133**	0.083	-0.045	0.107*	0.035	0.007	-0.039	0.101	-0.068	-0.074	-0.103	-0.075	0.027	0.05	0.05	-0.03	-0.171**	0.104	-0.087	0.096	-0.114	-0.131	-0.075	0.176***	-0.006
		(0.090)	(0.099)	(0.125)	(0.072)	(0.098)	(0.088)	(0.062)	(0.062)	(0.063)	(0.062)	(0.077)	(0.078)	(0.084)	(0.063)	(0.061)	(0.065)	(0.093)	(0.073)	(0.069)	(0.066)	(0.071)	(0.073)	(0.076)	(0.076)	(0.074)	(0.080)	(0.104)	(0.114)	(0.086)	(0.059)	(0.079)
Prägung im Jugendalter	ABIJUMW	0.026	-0.213**	-0.221*	-0.083	0.213**	-0.059	0.138**	0.121*	-0.064	0.131**	-0.083	-0.097	0.240***	0.03	0.374***	0.326***	0.062	0.075	0.103	0.005	0.019	-0.018	0.123	0.02	0.027	-0.087	0.141	0.076	0.082	0.194***	0.126
		(0.094)	(0.099)	(0.130)	(0.074)	(0.098)	(0.092)	(0.065)	(0.064)	(0.064)	(0.064)	(0.080)	(0.081)	(0.086)	(0.065)	(0.063)	(0.069)	(0.090)	(0.077)	(0.070)	(0.068)	(0.074)	(0.075)	(0.078)	(0.080)	(0.076)	(0.084)	(0.108)	(0.120)	(0.090)	(0.061)	(0.080)
	1bn.ADMGS																															
	2.ADMGS	-0.580***	-1.161***	-0.608***	-0.843***	1.035***	0.354**	0.345***	0.245*	-0.208	0.136	-0.137	-0.109	0.436***	0.471***	0.584***	0.580***	0.870***	-0.856***	0.076	0.747***	-0.841***	0.309**	0.357**	0.129	0.171	0.562***	1.615***	1.828***	1.286***			
		(0.166)	(0.168)	(0.210)	(0.129)	(0.163)	(0.161)	(0.131)	(0.129)	(0.127)	(0.129)	(0.156)	(0.161)	(0.163)	(0.128)	(0.114)	(0.129)	(0.165)	(0.143)	(0.142)	(0.135)	(0.150)	(0.151)	(0.154)	(0.156)	(0.150)	(0.168)	(0.165)	(0.182)	(0.148)			
	ADMGS																														-0.412***		
																															(0.116)		
	1bn.ADMAL																0.066	0.041															
																	(0.150)	(0.210)															
	2.ADMAL	0.003	-0.211	-0.135	-0.052	0.188	-0.043	-0.406***	-0.451***	0.794***	-0.680***	0.957***	0.922***	-0.319	-0.486***	-0.194	-0.380***	0.566***	-0.195	-0.076	0.047	-0.272	-0.15	0.073	-0.14	-0.285	1.357***	0.116	-0.005	-0.189			
		(0.201)	(0.260)	(0.306)	(0.169)	(0.255)	(0.198)	(0.140)	(0.138)	(0.140)	(0.141)	(0.205)	(0.219)	(0.230)	(0.142)	(0.147)	(0.146)	(0.199)	(0.163)	(0.154)	(0.148)	(0.178)	(0.186)	(0.183)	(0.191)	(0.183)	(0.182)	(0.262)	(0.281)	(0.230)			
	3.ADMAL	-0.037	0.532**	0.585**	0.211	-0.536**	0.106	-0.773***	-0.593***	1.128***	-0.981***	1.075***	1.204***	-0.617***	-0.493***	-0.653***	-0.509**	0.264	-0.651***	-0.127	0.570***	-0.748***	0.053	-0.055	-0.427**	-0.723***	1.174***	-0.22	0.034	-1.107***			
		(0.198)	(0.234)	(0.282)	(0.161)	(0.229)	(0.194)	(0.136)	(0.136)	(0.139)	(0.139)	(0.202)	(0.216)	(0.225)	(0.139)	(0.141)	(0.236)	(0.304)	(0.163)	(0.150)	(0.146)	(0.174)	(0.180)	(0.178)	(0.187)	(0.179)	(0.176)	(0.244)	(0.272)	(0.212)			
	4.ADMAL	-0.379	1.063***	1.419***	0.405*	-1.127***	0.575	-0.685***	-0.527**	0.984***	-1.134***	1.224***	1.430***	-1.163***	-0.559**	-1.128***	0.246***	0.073	-1.309***	-0.492*	0.933***	-0.824***	-0.033	-0.379	-0.23	-0.647**	0.076	-1.274***	-1.020***	-3.083***			
		(0.359)	(0.313)	(0.425)	(0.245)	(0.304)	(0.350)	(0.237)	(0.243)	(0.25)	(0.245)	(0.304)	(0.309)	(0.309)	(0.251)	(0.212)	(0.070)	(0.091)	(0.305)	(0.259)	(0.255)	(0.258)	(0.264)	(0.280)	(0.279)	(0.267)	(0.294)	(0.312)	(0.339)	(0.313)			
	ADMAL																															-0.272***	
																																(0.074)	
	ADMSC	-0.093	-0.062	0.068	-0.075	0.036	0.078	-0.021	-0.101	0.046	0.001	0.039	-0.02	-0.049	0.038	0.194***			0.501***	0.192***	-0.242***	-0.006	-0.222***	0.055	-0.041	-0.086	0.158*	-0.244**	-0.162	0.055	0.346***	-0.397***
		(0.093)	(0.109)	(0.132)	(0.075)	(0.105)	(0.091)	(0.065)	(0.065)	(0.064)	(0.064)	(0.081)	(0.082)	(0.090)	(0.065)	(0.064)			(0.084)	(0.070)	(0.069)	(0.075)	(0.077)	(0.079)	(0.079)	(0.076)	(0.085)	(0.119)	(0.129)	(0.091)	(0.061)	(0.090)	
	ACEN																														0.255***	-0.571***	
																															(0.070)	(0.080)	
	Observations	1355	1311	446	1556	1556	1556	1264	1263	1263	1263	958	958	996	1263	1510	1556	856	1306	1230	1282	960	929	888	861	933	1094	1455	1455	1453	1556	1556
	Pseudo R^2	0.01	0.078	0.067	0.029	0.07	0.007	0.009	0.006	0.009	0.008	0.014	0.017	0.018	0.006	0.027	0.035	0.035	0.044	0.005	0.02	0.007	0.002	0.002	0.002	0.004	0.063	0.127	0.135	0.158	0.033	0.059

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Motivation Studium

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt+Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFADMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Aussteuergung Gemeinde	CEFAPT Aussteuergung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	AMTAV Pastoralsicht vor Studium	AMTAW Pastoralsicht während Studium	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altenkohorte	ADMGS weiblich : männlich

Glaube vertiefen	AMTSTa	0.024	0.169	0.087	0.072	-0.165	0.003	-0.096*	-0.014	0.126**	0.039	-0.063	0.033	-0.013	0.156***	-0.002	0.046	0.052	-0.052	0.037	-0.015	0.026	0.094	0.06	0.104	-0.194*	-0.147	-0.129	0.232***	-0.145*
		(0.082)	(0.108)	(0.147)	(0.070)	(0.106)	(0.081)	(0.056)	(0.057)	(0.056)	(0.057)	(0.068)	(0.070)	(0.078)	(0.057)	(0.075)	(0.069)	(0.061)	(0.061)	(0.065)	(0.066)	(0.069)	(0.068)	(0.065)	(0.075)	(0.103)	(0.114)	(0.082)	(0.056)	(0.075)
Bibel besser verstehen	AMTSTb	0.04	0.195	0.233	0.072	-0.191	-0.024	0.191***	0.012	-0.088	0.019	0.007	-0.031	0.225**	-0.004	-0.224***	-0.236***	0.057	-0.057	-0.232***	-0.055	-0.153*	-0.062	-0.109	-0.119	0.237**	0.253**	0.154*	0.098	0.063
		(0.092)	(0.127)	(0.160)	(0.079)	(0.125)	(0.091)	(0.065)	(0.066)	(0.064)	(0.065)	(0.078)	(0.080)	(0.087)	(0.065)	(0.086)	(0.077)	(0.068)	(0.068)	(0.073)	(0.075)	(0.078)	(0.079)	(0.073)	(0.086)	(0.110)	(0.122)	(0.092)	(0.063)	(0.083)
Auseinandersetzung mit Christentum	AMTSTc	-0.043	0.174**	0.226**	0.034	-0.178**	0.063	0.052	0.094*	-0.008	0.087*	0.004	-0.013	-0.170**	0.032	-0.004	0.160***	-.125**	0.125**	0.135**	-0.023	0.05	-0.054	-0.009	0.117*	0.043	-0.068	-0.001	-0.229***	-0.053
		(0.068)	(0.080)	(0.102)	(0.055)	(0.076)	(0.067)	(0.048)	(0.048)	(0.047)	(0.047)	(0.059)	(0.060)	(0.067)	(0.047)	(0.062)	(0.059)	(0.051)	(0.051)	(0.055)	(0.056)	(0.059)	(0.059)	(0.057)	(0.065)	(0.079)	(0.086)	(0.064)	(0.046)	(0.059)
Ausrüstung für Ehrenamt	AMTSTd	0.053	0.296***	0.346***	0.160***	-0.303***	0.004	0.051	0.039	0.023	-0.002	-0.082	-0.023	0.061	0.105**	-0.143***	-0.243***	0.134***	-0.134***	-0.097**	0.161***	0.023	0.054	0.051	-0.018	0.135*	0.097	0.019	0.096**	0.107**
		(0.060)	(0.065)	(0.086)	(0.047)	(0.063)	(0.058)	(0.042)	(0.043)	(0.042)	(0.042)	(0.052)	(0.052)	(0.059)	(0.043)	(0.055)	(0.056)	(0.046)	(0.046)	(0.048)	(0.051)	(0.051)	(0.053)	(0.049)	(0.057)	(0.070)	(0.077)	(0.056)	(0.040)	(0.053)
Ausbildung für pastoralen Dienst	AMTSTe	-0.105*	-0.488***	-0.426***	-0.257***	0.473***	0.023	0.024	0.027	0.043	0.070*	-0.026	-0.099*	0.113*	0.078*	1.058***	0.174***	-0.031	0.031	0.031	-0.032	0.044	-0.028	0.013	0.132**	0.149**	0.172**	0.07	-0.080**	0.154***
		(0.058)	(0.071)	(0.087)	(0.047)	(0.068)	(0.057)	(0.043)	(0.043)	(0.042)	(0.042)	(0.052)	(0.053)	(0.059)	(0.042)	(0.068)	(0.054)	(0.045)	(0.045)	(0.048)	(0.049)	(0.051)	(0.053)	(0.050)	(0.058)	(0.066)	(0.073)	(0.056)	(0.040)	(0.050)
Innere Berufung zum Theologiestudium	AMTSTf	-0.028	-0.025	0.044	-0.025	0.007	0.028	0.096**	0.088*	-0.090**	0.156***	-0.105*	0.006	0.447***	0.108**	0.102	-0.358***	0.247***	-0.247***	-0.166***	0.229***	0.07	0.059	0.035	-0.079	0.121*	0.041	0.015	0.052	0.085
		(0.063)	(0.075)	(0.097)	(0.052)	(0.072)	(0.062)	(0.046)	(0.046)	(0.045)	(0.046)	(0.055)	(0.057)	(0.060)	(0.047)	(0.063)	(0.056)	(0.049)	(0.049)	(0.052)	(0.053)	(0.055)	(0.055)	(0.053)	(0.063)	(0.070)	(0.078)	(0.061)	(0.043)	(0.054)
Ausbildung für Mission	AMTSTg	0.035	0.172***	0.09	0.081*	-0.159***	-0.006	0.043	0.039	-0.047	0.116***	-0.085*	-0.080*	0.209***	0.048	-0.054	0.092**	0.072*	-0.072*	-.125***	0.086*	0.088**	0.071	0.054	-0.277***	0.058	0.043	0.016	-0.140***	-0.006
		(0.052)	(0.063)	(0.077)	(0.043)	(0.060)	(0.051)	(0.037)	(0.037)	(0.037)	(0.037)	(0.045)	(0.046)	(0.053)	(0.037)	(0.049)	(0.045)	(0.040)	(0.040)	(0.043)	(0.044)	(0.044)	(0.045)	(0.043)	(0.050)	(0.062)	(0.068)	(0.050)	(0.035)	(0.046)
Ermutigung durch Umfeld	AMTSTh	0.037	-0.02	-0.163	0.004	0.063	-0.049	0.034	0.049	-0.022	0.047	0.011	-0.031	-0.08	0.02	-0.03	-0.02	0.01	-0.01	0.110**	-0.035	0.031	0.043	0.142**	-0.148**	0.06	0.092	0.009	-0.03	0.082
		(0.069)	(0.081)	(0.101)	(0.056)	(0.077)	(0.067)	(0.048)	(0.048)	(0.049)	(0.059)	(0.061)	(0.068)	(0.049)		(0.065)	(0.060)	(0.052)	(0.052)	(0.056)	(0.057)	(0.059)	(0.060)	(0.057)	(0.066)	(0.078)	(0.087)	(0.065)	(0.046)	(0.059)
Abraten durch Umfeld	AMTSTi	-0.077	-0.046	0.005	-0.083	0.058	0.057	-0.114**	-.078*	0.094**	-0.037	0.035	-0.015	-0.077	-0.017	0.047	0.135**	-0.039	0.039	-0.059	-0.038	-0.037	-0.079	0.016	0.007	0.134*	0.093	0.081	0.068	-0.007
		(0.068)	(0.080)	(0.101)	(0.055)	(0.078)	(0.066)	(0.045)	(0.045)	(0.045)	(0.045)	(0.054)	(0.055)	(0.061)	(0.046)	(0.060)	(0.055)	(0.049)	(0.049)	(0.051)	(0.051)	(0.053)	(0.052)	(0.052)	(0.061)	(0.081)	(0.087)	(0.064)	(0.044)	(0.057)
Ermutigung durch Gemeinde	AMTSTj	-0.08	-0.079	0.006	-0.084*	0.051	0.077	-0.015	0.017	0.03	0.054	-0.016	0.009	-0.002	0.053	0.203***	-0.018	-0.017	0.017	-0.046	0.098*	0.090*	0.06	-0.027	0.113*	0.027	0.049	0.024	0.016	0.055
		(0.062)	(0.071)	(0.093)	(0.051)	(0.069)	(0.060)	(0.044)	(0.044)	(0.044)	(0.044)	(0.053)	(0.054)	(0.061)	(0.043)	(0.059)	(0.055)	(0.048)	(0.048)	(0.050)	(0.051)	(0.053)	(0.053)	(0.051)	(0.059)	(0.070)	(0.077)	(0.058)	(0.042)	(0.054)
Erster Impuls durch externe Person	AMTSTk	-0.074	-0.018	0.064	-0.055	-0.003	0.069	-0.005	-0.033	0.027	-0.044	0.108**	0.07	-0.081	-0.018	0.066	0.112**	-0.019	0.019	-0.05	-0.022	-0.045	-0.066	-0.043	0.007	-0.051	-0.093	-0.049	-0.02	0.002
		(0.056)	(0.067)	(0.082)	(0.045)	(0.064)	(0.054)	(0.038)	(0.038)	(0.037)	(0.038)	(0.046)	(0.047)	(0.053)	(0.038)	(0.049)	(0.046)	(0.041)	(0.041)	(0.044)	(0.044)	(0.046)	(0.045)	(0.044)	(0.051)	(0.063)	(0.070)	(0.051)	(0.037)	(0.048)
	1bn.ADMGS																													
	2.ADMGS	-0.444**	-0.912***	-0.286	-0.636***	0.773***	0.239	0.287**	0.222	-0.225*	0.077	-0.083	-0.046	0.257	0.359***	0.172	-0.926***	0.692***	-0.692***	-0.751***	0.166	0.248	0.138	0.169	0.713***	1.367***	1.553***	1.169***		
		(0.178)	(0.197)	(0.244)	(0.141)	(0.187)	(0.172)	(0.139)	(0.137)	(0.135)	(0.137)	(0.166)	(0.170)	(0.178)	(0.136)	(0.171)	(0.158)	(0.142)	(0.142)	(0.155)	(0.159)	(0.164)	(0.165)	(0.159)	(0.184)	(0.180)	(0.199)	(0.159)		
	ADMGS																												-0.397***	
																													(0.124)	
	1bn.ADMAL																													
	2.ADMAL	0.093	-0.124	-0.468	0.018	0.199	-0.109	-0.341**	-0.351**	0.683***	-0.587***	0.844***	0.854***	-0.282	-.375**	0.21	-0.245	0.136	-0.136	-0.205	-0.088	0.039	-0.171	-0.332*	1.285***	0.078	-0.186	-0.144		
		(0.221)	(0.313)	(0.379)	(0.193)	(0.306)	(0.217)	(0.153)	(0.150)	(0.152)	(0.153)	(0.218)	(0.232)	(0.256)	(0.152)	(0.200)	(0.182)	(0.161)	(0.161)	(0.192)	(0.199)	(0.199)	(0.206)	(0.198)	(0.204)	(0.299)	(0.330)	(0.257)		
	3.ADMAL	-0.01	0.317	0.226	0.111	-0.312	0.063	-0.614***	-0.429***	0.953***	-0.864***	0.967***	1.057***	-0.580**	-0.436***	0.005	-0.580***	0.615***	-0.615***	-0.603***	0.024	0.017	-0.479**	-0.766***	1.100***	-0.217	-0.105	-1.098***		
		(0.218)	(0.286)	(0.350)	(0.184)	(0.278)	(0.215)	(0.148)	(0.146)	(0.149)	(0.151)	(0.214)	(0.228)	(0.248)	(0.149)	(0.192)	(0.182)	(0.159)	(0.159)	(0.187)	(0.194)	(0.194)	(0.202)	(0.193)	(0.197)	(0.281)	(0.321)	(0.237)		
	4.ADMAL	-0.416	0.574	0.995**	0.124	-0.613*	0.567	-0.510**	-0.278	0.792***	-0.974***	1.142***	1.276***	-1.266***	-0.471*	0.361	-1.104***	0.934***	-0.934***	-.625**	-0.094	-0.246	-0.272	-0.701**	0.04	-1.327***	-1.234***	-3.094***		
		(0.375)	(0.374)	(0.5)	(0.271)	(0.360)	(0.365)	(0.245)	(0.251)	(0.256)	(0.253)	(0.312)	(0.319)	(0.332)	(0.259)	(0.315)	(0.318)	(0.266)	(0.266)	(0.270)	(0.277)	(0.294)	(0.293)	(0.280)	(0.315)	(0.344)	(0.383)	(0.333)		
	ADMAL																													-0.262***
																														(0.082)
	ADMSC	-0.065	0.172	0.271*	0.01	-0.187	0.081	0.005	-0.086	0.026	0.023	0.03	0.014	-0.001	0.064	0.184**	0.423***	-0.184**	0.184**	-0.042	-0.161*	0.039	0.007	-0.101	0.093	-.25*	-0.195	0.082	0.422***	-0.361***
		(0.099)	(0.129)	(0.155)	(0.083)	(0.123)	(0.096)	(0.070)	(0.070)	(0.069)	(0.069)	(0.086)	(0.088)	(0.099)	(0.069)	(0.092)	(0.091)	(0.074)	(0.074)	(0.081)	(0.082)	(0.086)	(0.084)	(0.082)	(0.095)	(0.129)	(0.140)	(0.096)	(0.066)	(0.096)
	ACEN																												0.143*	-0.449***
																													(0.078)	(0.090)
	Observations	1237	1196	411	1422	1422	1422	1154	1153	1153	1153	889	889	924	1153	1422	1194	1128	1170	888	866	820	804	867	996	1330	1330	1328	1422	1422
	Pseudo R^2	0.022	0.22	0.192	0.082	0.201	0.011	0.01	0.008	0.009	0.014	0.021	0.019	0.084	0.013	0.315	0.096	0.03	0.04	0.014	0.008	0.004	0.004	0.006	0.101	0.149	0.151	0.166	0.048	0.081

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Pastoralmotivation (Items)

Label	Variables	AC_E: Jetzt+P : Ex-P	AC_N: Jetzt+P : Nicht-P	AE_N: Ex-P : Nicht+P	AC_EN: Jetzt+P : Ex+Nicht-P	AN_CE: Nicht+P : Jetzt+Ex-P	AE_CN: Ex-P : Jetzt+Nicht-P	CEHFAMW: Tätigkeitswechsel Arbeitsinhalte/Identität	CEHFAPMW: Personenbezogene Arbeitsinhalte/Identität	CEHFESMW: Erschöpfung	CEHFEFMW: Erfüllung	CEFAGM: Austrittsneigung Gemeinde	CEFAPT: Austrittsneigung pastoraler Dienst	CSPBR a: Anhaltende Berufungsgewissheit	CEHFCMMW: Reich Gottes-Verpflichtung	AMTSTe: Ausbildung für pastoralen Dienst	AMTAV: Pastoralabsicht vor Studium	AMTAW: Pastoralabsicht während Studium	CESTI-GL: Freik : Gem : Landesk	CEGPRGR: Gemeindegröße klein : groß	CEGPRWA: sehr unpfind : sensibend	CGPRKO: Konservativ : Progressiv	CGPRCH: Charismatisch : Nicht-charismatisch	CGPRTR: Traditionell : Modern	CGPRPT: Pastorzentrierung : Basisbewegung	CGPRKU: Kulturell homogen : vielfältig	CBRLP: Lokalpastor	ADMEH: in Ehe	ADMSI: in Beziehung	ADMKI: mit Kind(ern)	ADMAL: Altersko horte	ADMGS: weiblich : männlich
Gott dienen	AMTPTa	0.172**	0.346**	0.176	0.203***	-0.308**	-0.158**	0.025	-0.073	0.088*	-0.03	-0.006	-0.005	0.056	0.122***	0.140***	-0.084	-0.135***	-0.018	-0.157***	-0.022	-0.005	-0.05	-0.009	-0.023	0.121	-0.005	0.023	0.052	0.143**
		(0.076)	(0.137)	(0.174)	(0.068)	(0.134)	(0.076)	(0.047)	(0.047)	(0.047)	(0.047)	(0.056)	(0.058)	(0.066)	(0.047)	(0.050)	(0.057)	(0.051)	(0.050)	(0.054)	(0.055)	(0.056)	(0.056)	(0.054)	(0.062)	(0.084)	(0.097)	(0.068)	(0.047)	(0.065)
Berufung zum Pastor	AMTPTb	-0.258***	-0.406***	-0.004	-0.291***	0.343***	0.235***	0.125**	0.159***	-0.145***	0.191***	-0.117**	-0.034	0.656***	0.105**	0.356***	-0.137**	-0.160***	0.263***	-0.121**	0.237***	0.056	0.08	-0.002	-0.032	0.072	-0.015	-0.025	-0.085*	0.123*
		(0.075)	(0.130)	(0.172)	(0.067)	(0.127)	(0.074)	(0.050)	(0.050)	(0.049)	(0.050)	(0.059)	(0.060)	(0.068)	(0.049)	(0.052)	(0.058)	(0.054)	(0.053)	(0.057)	(0.057)	(0.058)	(0.059)	(0.056)	(0.066)	(0.084)	(0.098)	(0.071)	(0.050)	(0.066)
Gaben für Pastor	AMTPTc	-0.066	0.135	0.038	-0.027	-0.087	0.076	0.09	0.041	0.007	0.191***	-0.008	-0.147**	0.149*	0.084	0.117*	0.082	0.111*	0.037	0.053	0.011	0.048	-0.024	0.049	-0.077	-0.146	-0.025	-0.029	0.004	-0.173**
		(0.088)	(0.164)	(0.210)	(0.080)	(0.158)	(0.088)	(0.056)	(0.056)	(0.056)	(0.057)	(0.067)	(0.069)	(0.079)	(0.057)	(0.060)	(0.068)	(0.062)	(0.061)	(0.064)	(0.067)	(0.066)	(0.067)	(0.065)	(0.075)	(0.102)	(0.115)	(0.082)	(0.057)	(0.080)
Erfahrungen im Gemeindepraktikum	AMTPTd	0.021	-0.197	-0.255	-0.036	0.209*	-0.035	-0.022	-0.058	0	-0.013	-0.014	-0.077	0.107*	0.021	0.008	0.049	-0.095**	-0.05	0.005	-0.035	-0.064	0.142***	0.034	0.014	0.063	0.035	0.065	0.094**	0.016
		(0.069)	(0.120)	(0.174)	(0.062)	(0.120)	(0.069)	(0.043)	(0.043)	(0.043)	(0.044)	(0.050)	(0.052)	(0.060)	(0.044)	(0.048)	(0.053)	(0.047)	(0.047)	(0.048)	(0.048)	(0.050)	(0.052)	(0.050)	(0.056)	(0.077)	(0.088)	(0.062)	(0.044)	(0.062)
Ermutigung durch Dozierende	AMTPTe	0.048	0.085	-0.065	0.052	-0.065	-0.048	-0.018	0.027	-0.012	0.05	-0.026	-0.025	-0.012	0.031	-0.044	0.073	0.134***	0.043	-0.079	-0.081	-0.031	-0.021	0.045	-0.074	0.112	0.057	0.041	0.029	0.039
		(0.073)	(0.131)	(0.169)	(0.066)	(0.131)	(0.073)	(0.047)	(0.046)	(0.046)	(0.047)	(0.057)	(0.058)	(0.065)	(0.047)	(0.051)	(0.057)	(0.051)	(0.050)	(0.052)	(0.053)	(0.055)	(0.057)	(0.054)	(0.061)	(0.086)	(0.097)	(0.068)	(0.047)	(0.066)
Praxiserfahrung während Studium	AMTPTf	0.102	-0.173	-0.131	0.059	0.153	-0.108	0.014	0.043	0.016	0.067	-0.01	0.051	0.058	0.008	0.138**	-0.144**	0.014	0.133**	0.062	0.133**	0.162***	0.03	-0.027	-0.087	-0.105	-0.175	-0.160**	0.075	0.06
		(0.082)	(0.139)	(0.182)	(0.072)	(0.137)	(0.081)	(0.051)	(0.051)	(0.050)	(0.051)	(0.060)	(0.062)	(0.069)	(0.051)	(0.055)	(0.062)	(0.055)	(0.055)	(0.056)	(0.058)	(0.060)	(0.060)	(0.058)	(0.066)	(0.092)	(0.107)	(0.075)	(0.052)	(0.071)
Vikariat war ausschlaggebend	AMTPTg	-0.085	-1.552***	-1.619***	-.187***	1.507***	0.057	0.025	0.04	-0.013	0.006	-0.029	0.048	-0.067	-0.018	-0.082*	0.160***	0.113**	-0.134***	0.043	-0.039	-0.053	-0.029	-0.037	0.118*	0.038	0.018	0.002	-0.111**	-0.158**
		(0.074)	(0.483)	(0.488)	(0.072)	(0.469)	(0.073)	(0.046)	(0.047)	(0.045)	(0.046)	(0.054)	(0.055)	(0.063)	(0.046)	(0.050)	(0.055)	(0.050)	(0.049)	(0.051)	(0.050)	(0.054)	(0.055)	(0.052)	(0.062)	(0.087)	(0.099)	(0.068)	(0.047)	(0.062)
Ermutigung durch Umfeld	AMTPTh	0.038	-0.550***	-0.797***	-0.086	0.551***	-0.069	0.007	0.107*	0	-0.002	0.057	-0.056	0.019	0.004	-0.025	-0.146**	0.180***	0.059	0.009	0.012	-0.03	0.07	0.081	0.121*	0.051	0.159	0.074	0.04	0.013
		(0.087)	(0.157)	(0.227)	(0.078)	(0.152)	(0.087)	(0.056)	(0.056)	(0.056)	(0.056)	(0.067)	(0.068)	(0.079)	(0.057)	(0.061)	(0.066)	(0.061)	(0.059)	(0.064)	(0.065)	(0.066)	(0.069)	(0.064)	(0.073)	(0.098)	(0.113)	(0.079)	(0.056)	(0.078)
Abraten durch Umfeld	AMTPTi	0.117	0.223	-0.085	0.139	-0.161	-0.1	-0.113*	-0.189***	0.139**	-0.093	0.056	-0.107	0.029	0.025	-0.119*	-0.012	0.106	-0.036	-0.055	0.01	0.045	-0.026	-0.051	-0.019	-0.004	-0.123	0.103	0.1	-0.016
		(0.099)	(0.162)	(0.218)	(0.088)	(0.155)	(0.099)	(0.067)	(0.067)	(0.067)	(0.067)	(0.080)	(0.083)	(0.096)	(0.068)	(0.072)	(0.082)	(0.072)	(0.071)	(0.075)	(0.078)	(0.080)	(0.078)	(0.077)	(0.090)	(0.123)	(0.131)	(0.101)	(0.066)	(0.092)
Ermutigung durch Gemeinde	AMTPTj	-0.135	0.343**	0.729***	-0.034	-0.409***	0.163**	-0.021	-0.045	0.009	0.056	0.005	0.014	-0.117	-0.017	0.273***	-0.032	0.093	-0.032	0.164***	0.096	0.136**	-0.091	0.151**	-0.046	0.034	0.102	0.068	-0.017	0.023
		(0.083)	(0.160)	(0.244)	(0.076)	(0.158)	(0.083)	(0.054)	(0.054)	(0.055)	(0.055)	(0.066)	(0.067)	(0.077)	(0.054)	(0.059)	(0.065)	(0.059)	(0.059)	(0.062)	(0.064)	(0.066)	(0.068)	(0.062)	(0.072)	(0.097)	(0.110)	(0.078)	(0.054)	(0.075)
Abraten durch Gemeinde	AMTPTk	-0.029	0.144	0.263	-0.012	-0.163	0.033	-0.226***	-0.112	0.078	0.002	0.139	0.101	-0.287***	-0.296***	0.039	0.116	-0.191**	-0.095	.156*	0.047	0.014	-0.179*	0.143	0.066	0.123	0.174	-0.032	-0.078	0.013
		(0.126)	(0.204)	(0.282)	(0.112)	(0.197)	(0.126)	(0.087)	(0.087)	(0.085)	(0.087)	(0.098)	(0.100)	(0.110)	(0.086)	(0.090)	(0.096)	(0.097)	(0.086)	(0.091)	(0.093)	(0.095)	(0.093)	(0.103)	(0.113)	(0.164)	(0.180)	(0.123)	(0.080)	(0.113)
Erster Impuls durch externe Person	AMTPTl	-0.130*	0.005	0.157	-0.101	-0.005	0.126*	0.02	-0.013	0.059	-0.007	-0.001	0	-0.043	0.01	-0.251***	0.025	-0.057	0.053	-0.014	0.024	-0.004	0.071	0.001	-0.042	-0.048	-0.072	-0.069	0.069	-0.017
		(0.072)	(0.129)	(0.176)	(0.064)	(0.127)	(0.071)	(0.043)	(0.044)	(0.043)	(0.044)	(0.051)	(0.053)	(0.060)	(0.043)	(0.048)	(0.053)	(0.047)	(0.047)	(0.047)	(0.049)	(0.050)	(0.050)	(0.049)	(0.056)	(0.082)	(0.095)	(0.063)	(0.044)	(0.062)
Förderung durch Gemeinde	AMTPTm	0.051	-0.026	-0.235	0.026	0.066	-0.055	0.069	0.051	-0.028	0.085*	-0.160***	-0.075	0.150**	0.099*	0.076	-0.136**	-0.08	0.007	-0.142**	0.029	0.039	-0.001	-0.055	0.067	0.078	0.015	0.003	-0.028	0.11
		(0.079)	(0.136)	(0.208)	(0.071)	(0.135)	(0.079)	(0.052)	(0.051)	(0.051)	(0.051)	(0.061)	(0.062)	(0.070)	(0.051)	(0.055)	(0.062)	(0.057)	(0.055)	(0.057)	(0.059)	(0.060)	(0.060)	(0.057)	(0.066)	(0.090)	(0.103)	(0.073)	(0.051)	(0.071)
	1bn.ADMGS																													
	2.ADMGS	-0.314	-0.584	-0.252	-0.345*	0.481	0.285	0.178	0.205	-0.228	0.091	-0.082	-0.062	0.314	0.420***	0.021	-0.692***	0.048	0.658***	-0.790***	0.227	0.261	0.079	0.178	0.532***	1.475***	1.781***	1.222***		
		(0.219)	(0.372)	(0.480)	(0.194)	(0.364)	(0.216)	(0.155)	(0.153)	(0.152)	(0.152)	(0.178)	(0.184)	(0.193)	(0.151)	(0.157)	(0.172)	(0.167)	(0.159)	(0.172)	(0.173)	(0.177)	(0.183)	(0.176)	(0.195)	(0.217)	(0.243)	(0.193)		
	ADMGS																												-0.281*	
																													(0.147)	
	1bn.ADMAL																													
	2.ADMAL	0.402	-0.353	-0.832	0.29	0.379	-0.409	-0.348**	-0.414**	0.486***	-0.635***	0.945***	0.915***	-0.26	-0.329**	-0.003	-0.143	-0.027	0.162	-0.24	-0.287	-0.111	-0.127	-0.296	1.191***	0.091	-0.166	-0.035		
		(0.281)	(0.573)	(0.720)	(0.257)	(0.563)	(0.280)	(0.166)	(0.164)	(0.166)	(0.167)	(0.234)	(0.251)	(0.273)	(0.167)	(0.188)	(0.196)	(0.181)	(0.175)	(0.202)	(0.210)	(0.205)	(0.216)	(0.206)	(0.211)	(0.334)	(0.382)	(0.285)		
	3.ADMAL	0.366	0.457	0.246	0.413*	-0.373	-0.33	-0.717***	-0.504***	0.879***	-0.946***	1.079***	1.279***	-0.617**	-0.424***	-0.510***	-0.498***	-0.031	0.628***	-0.663***	0.008	-0.113	-0.459**	-0.738***	1.163***	-0.138	-0.005	-0.912***		
		(0.273)	(0.499)	(0.643)	(0.245)	(0.495)	(0.272)	(0.159)	(0.158)	(0.159)	(0.162)	(0.228)	(0.246)	(0.263)	(0.160)	(0.177)	(0.192)	(0.173)	(0.170)	(0.195)	(0.201)	(0.197)	(0.210)	(0.199)	(0.201)	(0.315)	(0.375)	(0.260)		
	4.ADMAL	0.124	0.829	0.759	0.352	-0.863	-0.084	-0.632**	-0.414	0.752***	-1.110***	0.915***	1.344***	-1.047***	-0.068	-0.771***	-1.443***	-0.424	1.112***	-0.945***	-0.069	-0.195	-0.258	-0.696**	0.212	-0.880**	-0.543	-2.736***		
		(0.441)	(0.643)	(0.861)	(0.370)	(0.634)	(0.437)	(0.278)	(0.277)	(0.284)	(0.281)	(0.345)	(0.351)	(0.357)	(0.279)	(0.271)	(0.365)	(0.293)	(0.292)	(0.291)	(0.300)	(0.318)	(0.316)	(0.301)	(0.327)	(0.422)	(0.503)	(0.375)		
	ADMAL																													-0.209**
																														(0.096)
	ADMSC	-0.114	0.496*	0.637*	-0.026	-0.527*	0.131	-0.028	-0.081	0.066	-0.001	0.063	0.084	-0.025	0.043	0.151*	0.545***	0.201**	-0.253***	-0.067	-0.208**	0.088	-0.062	-0.115	0.166*	-0.322**	-0.395**	0.067	0.355***	-0.374***
		(0.118)	(0.290)	(0.341)	(0.111)	(0.283)	(0.117)	(0.075)	(0.075)	(0.074)	(0.075)	(0.092)	(0.094)	(0.107)	(0.075)	(0.082)	(0.099)	(0.081)	(0.081)	(0.085)	(0.087)	(0.091)	(0.089)	(0.087)	(0.099)	(0.162)	(0.190)	(0.112)	(0.076)	(0.120)
	ACEN																												0.220*	-0.246*
																													(0.115)	(0.145)
	Observations	1041	933	204	1089	1089	1089	979	979	979	979	784	784	813	979	1083	1011	958	993	782	759	723	706	760	873	1022	1022	1023	1089	1089
	Pseudo R^2	0.035	0.224	0.296	0.046	0.209	0.033	0.013	0.013	0.01	0.016	0.024	0.026	0.125	0.017	0.083	0.08	0.03	0.047	0.013	0.01	0.005	0.005	0.007	0.061	0.112	0.128	0.129	0.023	0.052

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Motivation Pastoralmotivation (Cluster)

Label	Variables	AC_EI: Jetzt-P : Ex-P	AC_N: Jetzt-P : Nicht-P	AE_N: Ex-P : Nicht-P	AC_EN: Jetzt-P : Ex+Nicht-P	AN_CE: Nicht-P : Jetzt+Ex-P	AE_CN: Ex-P : Jetzt+Nicht-P	CEEFATMW: Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW: Personenbezogene Arbeitszufriedenheit	CEEFESMW: Erschöpfung	CEEFFIMW: Erfüllung	CEFAGM: Aussiedlungsneigung Gemeinde	CEFAPT: Aussiedlungsneigung pastoraler Dienst	CSPBRa: Anhaltende Berufungsgewissheit	CEEFCMMW: Rück-Gewinn-Verpflichtung	AMTSTle: Ausbildung für pastoralen Dienst	AMTAV: Pastoralabsicht vor Studium	AMTAW: Pastoralabsicht während Studium	CESTSGL: Frak. : Gem : Landesk	CEGPRGR: Gemeindegröße klein : groß	CEGPRWA: schrumpfend : wachsend	CGPRKO: Konservativ : Progressiv	CGPRCH: Charismatisch : Nicht charismatisch	CGPRTR: Traditionell : Modern	CGPRPT: Pastorzentrierung : Basisbewegung	CGPRKU: Kulturell homogen : vielfältig	CBRLP: Lokalpastor	ADMEH: in Ehe	ADMSI: in Beziehung	ADMKI: mit Kind(ern)	ADMAL: Alterskohorte	ADMGS: weiblich : männlich
Innere Pastoralmotivation	AMTPTIMW	0.013	0.138	0.163	0.044	-0.134	-0.007	0.247***	0.115*	-0.054	0.322***	-0.140**	-0.214***	0.855***	0.334***	0.706***			-0.264***	-0.194***	0.294***	-0.237***	0.225***	0.158**	0.046	0.059	-0.141*	0.098	-0.022	-0.072	-0.024	0.226***
		(0.093)	(0.153)	(0.200)	(0.083)	(0.154)	(0.093)	(0.062)	(0.061)	(0.061)	(0.063)	(0.071)	(0.074)	(0.087)	(0.062)	(0.067)			(0.074)	(0.068)	(0.067)	(0.067)	(0.069)	(0.072)	(0.072)	(0.070)	(0.080)	(0.108)	(0.123)	(0.089)	(0.061)	(0.082)
Externe Pastoralmotivation	AMTPTEMW	-0.181*	-0.19	0.039	-0.180**	0.153	0.172*	0.013	0.125**	0.042	0.132**	-0.023	-0.055	-0.077	0.078	0.059			-0.198**	0.290***	0.162**	0.058	0.132*	0.105	-0.013	0.245***	-0.022	0.141	0.239*	0.08	0.049	0.168*
		(0.098)	(0.153)	(0.198)	(0.086)	(0.154)	(0.097)	(0.063)	(0.064)	(0.063)	(0.063)	(0.074)	(0.077)	(0.086)	(0.063)	(0.068)			(0.077)	(0.070)	(0.068)	(0.071)	(0.072)	(0.075)	(0.074)	(0.073)	(0.081)	(0.115)	(0.131)	(0.090)	(0.064)	(0.089)
Erfahrungsbasierte Pastoralmotivation	AMTPTFMW	0.077	-0.555***	-0.788***	-0.087	0.581***	-0.109	0.049	0.019	-0.011	0.139**	-0.126	-0.042	0.12	0.089	0.144*			-0.025	0.024	-0.085	0.05	0.03	0.037	0.153*	-0.007	-0.003	0.121	-0.004	0.007	0.091	-0.056
		(0.109)	(0.176)	(0.235)	(0.096)	(0.178)	(0.108)	(0.071)	(0.072)	(0.069)	(0.070)	(0.082)	(0.085)	(0.092)	(0.070)	(0.075)			(0.085)	(0.075)	(0.074)	(0.077)	(0.079)	(0.079)	(0.082)	(0.080)	(0.090)	(0.128)	(0.146)	(0.101)	(0.071)	(0.098)
Alter bei Ausbildungsbeginn	ABIALB	-0.253**	-0.028	0.282	-0.199**	-0.003	0.255**	-0.044	-0.055	0.042	-0.192***	0.044	0.164**	-0.046	0.032	-0.009			-0.518***	-0.261***	0.106	-0.011	0.065	-0.082	-0.02	0.02	0.115	-0.056	-0.056	-0.021	-0.357***	0.084
		(0.106)	(0.171)	(0.228)	(0.093)	(0.170)	(0.106)	(0.062)	(0.062)	(0.062)	(0.063)	(0.074)	(0.074)	(0.086)	(0.061)	(0.070)			(0.085)	(0.068)	(0.066)	(0.072)	(0.073)	(0.074)	(0.075)	(0.070)	(0.078)	(0.113)	(0.125)	(0.091)	(0.061)	(0.092)
	1bn.ADMGS																															
	2.ADMGS	-0.337*	-0.308	-0.062	-0.321*	0.235	0.317	0.273*	0.21	-0.227	0.106	-0.056	0.007	0.344*	0.386***	0.202			-0.811***	-0.109	0.758***	-0.813***	0.239	0.267	0.069	0.061	0.555***	1.567***	1.775***	1.268***		
		(0.201)	(0.315)	(0.366)	(0.177)	(0.311)	(0.199)	(0.147)	(0.144)	(0.143)	(0.143)	(0.168)	(0.175)	(0.181)	(0.142)	(0.144)			(0.164)	(0.156)	(0.149)	(0.162)	(0.163)	(0.166)	(0.170)	(0.164)	(0.182)	(0.203)	(0.228)	(0.179)		
	ADMGS																													-0.273**	
																														(0.138)	
	1bn.ADMAL																														
	2.ADMAL	0.264	-0.323	-0.501	0.168	0.322	-0.271	-0.352**	-0.430***	0.697***	-0.630***	1.020***	0.972***	-0.212	-0.534***	0.084			0.046	0.059	0.113	-0.229	-0.231	-0.017	-0.103	-0.316	1.338***	-0.145	-0.449	-0.175		
		(0.246)	(0.491)	(0.556)	(0.225)	(0.488)	(0.245)	(0.154)	(0.151)	(0.153)	(0.155)	(0.222)	(0.238)	(0.254)	(0.156)	(0.173)			(0.186)	(0.169)	(0.162)	(0.190)	(0.198)	(0.192)	(0.201)	(0.196)	(0.196)	(0.322)	(0.369)	(0.263)		
	3.ADMAL	0.151	0.760*	0.713	0.312	-0.744*	-0.107	-0.696***	-0.537***	1.075***	-1.038***	1.166***	1.354***	-0.650***	-0.586***	-0.445***			-0.530***	-0.091	0.636***	-0.758***	0.054	-0.149	-0.383*	-0.757***	1.243***	-0.299	-0.197	-0.949***		
		(0.239)	(0.411)	(0.482)	(0.213)	(0.408)	(0.238)	(0.147)	(0.147)	(0.149)	(0.150)	(0.219)	(0.235)	(0.246)	(0.150)	(0.162)			(0.181)	(0.162)	(0.158)	(0.185)	(0.191)	(0.187)	(0.196)	(0.191)	(0.187)	(0.309)	(0.368)	(0.243)		
	4.ADMAL	-0.234	1.088**	1.392**	0.193	-1.141**	0.308	-0.619**	-0.454*	0.924***	-1.230***	1.164***	1.603***	-1.073***	-0.27	-0.576**			-1.647***	-0.474*	1.245***	-0.876***	-0.007	-0.416	-0.306	-0.764***	0.254	-1.144***	-0.951**	-2.694***		
		(0.419)	(0.550)	(0.674)	(0.337)	(0.543)	(0.415)	(0.262)	(0.263)	(0.271)	(0.266)	(0.330)	(0.337)	(0.340)	(0.267)	(0.257)			(0.347)	(0.276)	(0.277)	(0.278)	(0.286)	(0.306)	(0.302)	(0.289)	(0.311)	(0.408)	(0.478)	(0.352)		
	ADMAL																														-0.207**
																															(0.090)
	ADMSC	-0.082	0.284	0.326	0.002	-0.308	0.096	-0.054	-0.084	0.057	-0.039	0.089	0.089	-0.075	0.055	0.139*			0.419***	0.157**	-0.222***	0.004	-0.186**	0.068	-0.082	-0.066	0.180*	-0.353**	-0.361**	0.033	0.261***	-0.469***
		(0.114)	(0.220)	(0.245)	(0.104)	(0.216)	(0.114)	(0.072)	(0.072)	(0.072)	(0.072)	(0.089)	(0.090)	(0.102)	(0.073)	(0.079)			(0.095)	(0.078)	(0.078)	(0.082)	(0.085)	(0.087)	(0.086)	(0.084)	(0.095)	(0.159)	(0.183)	(0.108)	(0.073)	(0.119)
	ACEN																													0.229**	-0.209
																														(0.102)	(0.128)
	Observations	1160	1046	238	1222	1222	1222	1091	1091	1090	1090	863	863	895	1090	1204			1126	1065	1105	860	831	799	779	836	972	1147	1147	1148	1222	1222
	Pseudo R^2	0.015	0.079	0.111	0.019	0.075	0.015	0.009	0.006	0.008	0.016	0.019	0.025	0.078	0.015	0.054			0.082	0.02	0.034	0.009	0.005	0.003	0.002	0.006	0.062	0.116	0.13	0.122	0.028	0.042

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Theologische Ausbildung Personale Faktoren

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt-Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFADMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Aussagenzeigung Gemeinde	CEFAPT Aussagenzeigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	AMTAV Pastoralabsicht vor Studium	AMTAW Pastoralabsicht während Studium	CESTFGL Freik : Gem : Landeskk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altersklasse	ADMGS weiblich : männlich
Dauer Ausbildung	AABDR	-0.236***	-0.572***	-0.378***	-0.387***	0.543***	0.132*	-0.062	0.025	0.013	-0.005	0.11	-0.006	-0.058	-0.045	0.381***	0.357***	0.492***	0.598***	0.249***	-0.321***	0.333***	-0.143**	-0.157**	-0.180**	-0.06	0.264***	0.148	0.191*	0.088	-0.288***	0.158**
		(0.082)	(0.095)	(0.122)	(0.067)	(0.093)	(0.080)	(0.058)	(0.057)	(0.057)	(0.056)	(0.069)	(0.071)	(0.078)	(0.057)	(0.057)	(0.061)	(0.084)	(0.074)	(0.062)	(0.062)	(0.067)	(0.068)	(0.069)	(0.071)	(0.066)	(0.076)	(0.095)	(0.104)	(0.078)	(0.054)	(0.073)
Berufsbegleitend	AABBB	0.211	-0.262	-0.565**	0.01	0.325*	-0.261*	-0.026	0.066	-0.034	0.186*	-0.03	0.071	0.098	-0.029	0.089	-0.063	0.079	-0.282**	-0.094	0.265**	-0.206	0.538***	0.05	-0.019	-0.029	-0.142	0.298	0.276	-0.084	0.048	0.038
		(0.156)	(0.185)	(0.221)	(0.128)	(0.179)	(0.151)	(0.111)	(0.111)	(0.110)	(0.110)	(0.137)	(0.139)	(0.155)	(0.112)	(0.108)	(0.118)	(0.160)	(0.140)	(0.120)	(0.119)	(0.127)	(0.132)	(0.131)	(0.135)	(0.131)	(0.148)	(0.191)	(0.209)	(0.152)	(0.105)	(0.140)
Abschluss	AABST	-0.158	-0.196*	-0.009	-0.184**	0.163	0.111	0.065	-0.02	-0.007	0.056	-0.079	-0.036	-0.06	0.202***	-0.134*	-0.042	0.201*	-0.466***	0.019	0.161**	-0.214**	-0.037	0.103	-0.062	0.067	0.230**	0.03	0.053	-0.009	0.135**	0.06
		(0.099)	(0.116)	(0.136)	(0.081)	(0.111)	(0.096)	(0.072)	(0.071)	(0.071)	(0.071)	(0.089)	(0.092)	(0.104)	(0.071)	(0.069)	(0.075)	(0.104)	(0.087)	(0.077)	(0.076)	(0.086)	(0.088)	(0.087)	(0.092)	(0.086)	(0.094)	(0.124)	(0.135)	(0.101)	(0.066)	(0.089)
Bewertung theol. Ausbildung	AABBWMW	-0.096	-0.363***	-0.292**	-0.223***	0.347***	0.027	0.022	0.075	-0.204**	0.215***	-0.236***	0	0.584***	0.328***	0.130*	-0.096	0.401***	-0.181**	-0.044	0.200**	-0.021	-0.179**	-0.046	0.160*	0.005	0.048	0.254**	0.179	0.119	0.025	0.102
		(0.106)	(0.108)	(0.146)	(0.083)	(0.106)	(0.102)	(0.080)	(0.080)	(0.080)	(0.079)	(0.090)	(0.094)	(0.099)	(0.078)	(0.071)	(0.077)	(0.116)	(0.087)	(0.083)	(0.079)	(0.084)	(0.085)	(0.091)	(0.090)	(0.088)	(0.099)	(0.112)	(0.126)	(0.099)	(0.069)	(0.089)
	1bn.ADMGS																															
	2.ADMGS	-0.493***	-1.048***	-0.539**	-0.737***	0.931***	0.264	0.374***	0.263**	-0.223*	0.158	-0.135	-0.127	0.506***	0.450***	0.556***	0.544***	0.792***	-0.898***	0.079	0.776***	-0.853***	0.338**	0.324**	0.127	0.137	0.514***	1.577***	1.762***	1.247***		
		(0.170)	(0.174)	(0.216)	(0.133)	(0.167)	(0.165)	(0.133)	(0.131)	(0.129)	(0.130)	(0.156)	(0.162)	(0.165)	(0.130)	(0.115)	(0.131)	(0.174)	(0.150)	(0.143)	(0.137)	(0.150)	(0.152)	(0.155)	(0.157)	(0.151)	(0.173)	(0.167)	(0.184)	(0.150)		
	ADMGS																														-0.329***	
																															(0.117)	
	1bn.ADMAL																															
	2.ADMAL	-0.004	-0.073	-0.037	-0.023	0.092	-0.02	-0.363**	-0.376***	0.764***	-0.672***	0.942***	0.899***	-0.281	-0.545***	-0.145	0.08	-0.128	-0.154	-0.06	0.025	-0.252	-0.083	0.041	-0.13	-0.319*	1.338***	0.129	-0.001	-0.168		
		(0.204)	(0.272)	(0.315)	(0.175)	(0.266)	(0.201)	(0.143)	(0.139)	(0.142)	(0.144)	(0.206)	(0.220)	(0.234)	(0.144)	(0.149)	(0.152)	(0.223)	(0.169)	(0.157)	(0.150)	(0.181)	(0.188)	(0.185)	(0.194)	(0.186)	(0.187)	(0.264)	(0.283)	(0.233)		
	3.ADMAL	-0.05	0.453*	0.453	0.134	-0.412*	0.116	-0.701***	-0.458***	1.106***	-0.928***	1.050***	1.149***	-0.544**	-0.498***	-0.452***	-0.228	0.654***	-0.552***	-0.017	0.522***	-0.677***	0.121	-0.146	-0.455**	-0.794***	1.199***	-0.181	0.056	-1.082***		
		(0.198)	(0.242)	(0.285)	(0.164)	(0.235)	(0.194)	(0.137)	(0.135)	(0.139)	(0.139)	(0.202)	(0.216)	(0.227)	(0.138)	(0.140)	(0.146)	(0.208)	(0.167)	(0.151)	(0.146)	(0.175)	(0.181)	(0.180)	(0.188)	(0.180)	(0.179)	(0.241)	(0.268)	(0.211)		
	4.ADMAL	-0.506	0.762**	1.203***	0.152	-0.831***	0.673*	-0.591**	-0.374	0.962***	-1.097***	1.260***	1.341***	-1.236***	-0.565**	-0.874***	-0.217	0.574*	-1.126***	-0.286	0.791***	-0.673***	-0.05	-0.491*	-0.364	-0.739***	0.225	-1.234***	-0.975***	-3.059***		
		(0.362)	(0.322)	(0.435)	(0.251)	(0.311)	(0.352)	(0.238)	(0.242)	(0.249)	(0.246)	(0.305)	(0.310)	(0.311)	(0.249)	(0.212)	(0.237)	(0.318)	(0.311)	(0.260)	(0.257)	(0.260)	(0.267)	(0.283)	(0.281)	(0.268)	(0.299)	(0.312)	(0.338)	(0.314)		
	ADMAL																														-0.209***	
																															(0.074)	
	ADMSC	0.093	0.165	0.146	0.131	-0.164	-0.057	-0.003	-0.062	0.021	0.043	0.005	0.014	0.069	0.004	0.157**	0.151*	-0.16	0.495***	0.081	-0.139*	-0.083	-0.093	0.095	0.078	-0.085	-0.087	-0.249*	-0.213	0.036	0.441***	-0.447***
		(0.105)	(0.123)	(0.144)	(0.085)	(0.118)	(0.101)	(0.071)	(0.073)	(0.071)	(0.071)	(0.089)	(0.091)	(0.100)	(0.072)	(0.071)	(0.078)	(0.102)	(0.096)	(0.078)	(0.078)	(0.084)	(0.085)	(0.088)	(0.087)	(0.086)	(0.097)	(0.130)	(0.141)	(0.100)	(0.067)	(0.099)
	ACEN																														0.180**	-0.513***
																													(0.072)	(0.083)
	Observations	1333	1293	440	1533	1533	1533	1244	1243	1243	1243	945	945	982	1243	1486	1533	840	1284	1209	1261	945	916	875	848	918	1076	1434	1434	1432	1533	1533
	Pseudo R^2	0.024	0.129	0.084	0.061	0.112	0.013	0.006	0.004	0.009	0.007	0.016	0.015	0.034	0.009	0.029	0.042	0.092	0.084	0.011	0.033	0.01	0.006	0.002	0.003	0.004	0.082	0.132	0.139	0.159	0.027	0.059

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Theologische Ausbildung Institutionelle Faktoren

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt-Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFADMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Aussagenzeigung Gemeinde	CEFAPT Aussagenzeigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	AMTAV Pastoralabsicht vor Studium	AMTAW Pastoralabsicht während Studium	CESTFGL Freik : Gem : Landeskk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altersklasse	ADMGS weiblich : männlich
Ausbildungsstätte Bibelschule-Hochsch	AABITBH	-0.712***	-0.978***	-0.357	-0.888***	0.862***	0.494**	0.048	0.191	-0.09	0.167	-0.108	0.002	0.064	0.058	0.578***	0.788***	0.911***	-0.948***	-0.207	0.079	-0.098	0.435**	0.630***	-0.163	-0.015	0.763***	0.345	0.437	0.062	-0.416***	0.656***
		(0.211)	(0.225)	(0.291)	(0.171)	(0.217)	(0.205)	(0.150)	(0.152)	(0.149)	(0.152)	(0.188)	(0.191)	(0.208)	(0.152)	(0.143)	(0.166)	(0.214)	(0.184)	(0.167)	(0.165)	(0.180)	(0.181)	(0.184)	(0.190)	(0.180)	(0.206)	(0.247)	(0.268)	(0.202)	(0.145)	(0.202)
Ausbildungsstätte Abgelegen-Urban	AABITBB	-0.390***	-0.710***	-0.333*	-0.553***	0.623***	0.219	-0.041	0.139	-0.071	0.043	-0.104	0.054	0.039	-0.022	0.339***	0.351***	0.563***	-1.051***	0.004	0.089	0.203	0.832***	0.551***	-0.058	0.023	0.271*	0.1	0.168	-0.021	-0.059	-0.21
		(0.143)	(0.153)	(0.187)	(0.116)	(0.147)	(0.137)	(0.105)	(0.107)	(0.105)	(0.105)	(0.133)	(0.135)	(0.145)	(0.106)	(0.098)	(0.118)	(0.137)	(0.160)	(0.116)	(0.116)	(0.126)	(0.137)	(0.132)	(0.134)	(0.126)	(0.145)	(0.171)	(0.186)	(0.133)	(0.100)	(0.131)
Ausbildungsstätte Berufsbegleitend	AABITAL	-.006***	-0.011***	-.006**	-0.009***	0.01***	0.004*	0.001	0.003**	-0.001	0.002	0.001	0.001	0.002	-.003**	0.008***	0.011***	0.007***	0	0	-0.003*	0.009***	0.002	0.001	0	-0.002	0.003*	0	-0.001	0.004**	-.004***	-0.001
		(0.002)	(0.002)	(0.003)	(0.002)	(0.002)	(0.002)	(0.001)	(0.001)	(0.001)	(0.001)	(0.002)	(0.002)	(0.002)	(0.001)	(0.001)	(0.002)	(0.002)	(0.002)	(0.002)	(0.002)	(0.002)	(0.002)	(0.002)	(0.002)	(0.002)	(0.002)	(0.002)	(0.003)	(0.002)	(0.001)	(0.002)
	1bn.ADMGS																															
	2.ADMGS	-0.756***	-1.329***	-0.549**	-1.018***	1.127***	0.404**	0.343**	0.215	-0.167	0.223	-0.112	-0.175	0.292	0.450***	0.754***	0.793***	0.945***	-0.633***	0.487***	0.465***	-0.590***	0.074	0.322*	0.01	0.033	1.128***	1.686***	1.835***	1.285***		
		(0.192)	(0.191)	(0.226)	(0.151)	(0.180)	(0.182)	(0.162)	(0.157)	(0.155)	(0.158)	(0.198)	(0.200)	(0.208)	(0.156)	(0.134)	(0.162)	(0.189)	(0.191)	(0.172)	(0.167)	(0.188)	(0.189)	(0.194)	(0.191)	(0.185)	(0.219)	(0.197)	(0.214)	(0.171)		
	ADMGS																														-0.511***	
																															(0.140)	
	1bn.ADMAL																0.116	0.159														
																	(0.179)	(0.239)														
	2.ADMAL	0.313	-0.13	-0.471	0.159	0.22	-0.35	-0.410**	-0.477***	0.792***	-0.765***	0.840***	0.789***	-0.167	-0.531***	-0.227	-0.027	0.684***	-0.216	-0.114	0.066	-0.084	-0.193	0.044	-0.123	-0.273	1.723***	0.592*	0.532	-0.186		
		(0.236)	(0.286)	(0.338)	(0.197)	(0.279)	(0.231)	(0.166)	(0.163)	(0.165)	(0.166)	(0.244)	(0.261)	(0.287)	(0.167)	(0.170)	(0.169)	(0.221)	(0.209)	(0.182)	(0.176)	(0.217)	(0.230)	(0.216)	(0.228)	(0.221)	(0.226)	(0.324)	(0.336)	(0.270)		
	3.ADMAL	0.091	0.26	0.122	0.163	-0.209	-0.045	-0.726***	-0.568***	1.174***	-1.017***	0.977***	1.099***	-0.626**	-0.549***	-0.473***	0.197	0.686**	-.375*	0.047	0.394**	-0.341*	-0.201	-0.197	-0.405*	-0.841***	1.526***	-0.003	0.251	-1.042***		
		(0.228)	(0.252)	(0.308)	(0.184)	(0.245)	(0.223)	(0.156)	(0.154)	(0.158)	(0.159)	(0.236)	(0.252)	(0.271)	(0.159)	(0.159)	(0.259)	(0.337)	(0.201)	(0.171)	(0.169)	(0.206)	(0.220)	(0.206)	(0.217)	(0.212)	(0.211)	(0.275)	(0.296)	(0.242)		
	4.ADMAL	-0.562	0.305	0.865*	-0.039	-0.411	0.62	-0.631**	-0.42	1.078***	-1.196***	1.251***	1.336***	-1.309***	-0.643**	-0.715***	0.153*	-0.046	-0.581*	-0.204	0.414	-0.146	-0.555*	-0.661**	-0.264	-0.928***	0.592*	-1.166***	-0.793**	-3.104***		
		(0.393)	(0.342)	(0.460)	(0.274)	(0.329)	(0.380)	(0.255)	(0.261)	(0.265)	(0.265)	(0.331)	(0.338)	(0.347)	(0.266)	(0.231)	(0.090)	(0.111)	(0.329)	(0.280)	(0.278)	(0.285)	(0.296)	(0.302)	(0.303)	(0.294)	(0.323)	(0.341)	(0.365)	(0.341)		
	ADMAL																														-.313***	
																															(0.089)	
	ADMSC	0.077	0.074	0.049	0.086	-0.075	-0.07	0.008	-0.051	-0.016	0.051	-0.051	-0.004	0.04	0.046	0.167**			0.273**	0.147*	-0.018	0.012	0.067	0.127	0.077	-0.04	0.017	-0.21	-0.186	0.12	0.510***	-0.447***
		(0.115)	(0.129)	(0.155)	(0.094)	(0.124)	(0.112)	(0.082)	(0.083)	(0.081)	(0.081)	(0.102)	(0.103)	(0.115)	(0.082)	(0.080)			(0.110)	(0.089)	(0.089)	(0.096)	(0.097)	(0.101)	(0.100)	(0.098)	(0.110)	(0.144)	(0.154)	(0.111)	(0.077)	(0.112)
	ACEN																														0.084	-0.664***
																															(0.077)	(0.092)
	Observations	1053	1029	392	1237	1237	1237	986	985	986	986	731	731	759	986	1200	1237	721	1013	968	1002	734	705	691	665	716	837	1164	1164	1162	1237	1237
	Pseudo R^2	0.035	0.111	0.054	0.065	0.089	0.018	0.007	0.005	0.009	0.008	0.012	0.014	0.02	0.007	0.03	0.06	0.064	0.058	0.005	0.01	0.009	0.008	0.006	0.001	0.004	0.109	0.145	0.145	0.168	0.031	0.092

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Diensteinführung Ja

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt-Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFADMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Aussagenzeigung Gemeinde	CEFAPT Aussagenzeigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	AMTAV Pastoralabsicht vor Studium	AMTAW Pastoralabsicht während Studium	CESTFGL Freik : Gem : Landeskk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altersklasse	ADMGS weiblich : männlich
Diensteinführung Ja	ADEJ	-0.506***	-3.756***	-3.187***	-1.501***	3.617***	0.027	-0.027	-0.094	-0.108	0.105	0.139	-0.064	0.199	-0.098	0.847***			1.010***	0.346***	-0.429***	0.285**	-0.169	-0.161	-0.475***	0.024	0.625***	0.109	0.141	0.135	-0.392***	0.146
		(0.150)	(0.309)	(0.335)	(0.121)	(0.306)	(0.146)	(0.109)	(0.110)	(0.110)	(0.109)	(0.134)	(0.138)	(0.145)	(0.111)	(0.100)			(0.147)	(0.119)	(0.118)	(0.126)	(0.130)	(0.130)	(0.134)	(0.127)	(0.145)	(0.168)	(0.185)	(0.139)	(0.108)	(0.144)
	1bn.ADMGS																															
	2.ADMGS	-0.545***	-1.170***	-0.37	-0.744***	0.939***	0.331**	0.346***	0.269**	-0.198	0.148	-0.153	-0.105	0.473***	0.505***	0.544***			-0.954***	0.076	0.772***	-0.862***	0.329**	0.349**	0.151	0.148	0.566***	1.621***	1.819***	1.269***		
		(0.167)	(0.203)	(0.246)	(0.136)	(0.186)	(0.161)	(0.131)	(0.129)	(0.127)	(0.129)	(0.155)	(0.160)	(0.162)	(0.128)	(0.115)			(0.146)	(0.141)	(0.135)	(0.149)	(0.150)	(0.154)	(0.155)	(0.149)	(0.169)	(0.166)	(0.183)	(0.148)		
	ADMGS																														-0.364***	
																															(0.115)	
	1bn.ADMAL																															
	2.ADMAL	-0.011	-0.406	-0.565	-0.129	0.428	-0.058	-0.349**	-0.391***	0.753***	-0.636***	0.909***	0.884***	-0.213	-0.453***	-0.099			-0.165	-0.053	0.032	-0.265	-0.15	0	-0.155	-0.338*	1.417***	0.141	0.012	-0.204		
		(0.199)	(0.295)	(0.381)	(0.177)	(0.283)	(0.196)	(0.140)	(0.137)	(0.139)	(0.140)	(0.202)	(0.216)	(0.224)	(0.140)	(0.146)			(0.163)	(0.153)	(0.146)	(0.177)	(0.185)	(0.181)	(0.190)	(0.182)	(0.183)	(0.259)	(0.277)	(0.229)		
	3.ADMAL	-0.065	0.245	-0.224	0.001	-0.12	0.074	-0.651***	-0.488***	1.058***	-0.877***	1.017***	1.137***	-0.452**	-.438***	-0.404***			-0.607***	-0.057	0.537***	-0.716***	0.039	-0.137	-.438**	-0.786***	1.249***	-0.175	0.057	-1.104***		
		(0.194)	(0.263)	(0.350)	(0.167)	(0.251)	(0.191)	(0.134)	(0.133)	(0.135)	(0.136)	(0.198)	(0.212)	(0.217)	(0.136)	(0.138)			(0.162)	(0.147)	(0.143)	(0.171)	(0.178)	(0.175)	(0.184)	(0.177)	(0.175)	(0.239)	(0.267)	(0.209)		
	4.ADMAL	-0.408	0.655*	0.363	0.086	-0.593*	0.536	-0.556**	-0.399*	0.909***	-1.023***	1.156***	1.361***	-0.954***	-0.488**	-0.824***			-1.309***	-0.42	0.914***	-0.766***	-0.051	-0.453	-0.233	-0.724***	0.13	-1.230***	-0.997***	-3.079***		
		(0.358)	(0.367)	(0.5)	(0.258)	(0.344)	(0.348)	(0.235)	(0.240)	(0.247)	(0.244)	(0.300)	(0.305)	(0.300)	(0.247)	(0.211)			(0.307)	(0.258)	(0.253)	(0.256)	(0.262)	(0.278)	(0.277)	(0.264)	(0.293)	(0.308)	(0.335)	(0.311)		

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		(0.252)		(0.162)	(0.162)	(0.162)	(0.161)	(0.192)	(0.192)	(0.218)	(0.162)	(0.177)	(0.227)	(0.173)	(0.177)	(0.228)	(0.170)	(0.277)
Keine formale Einsetzung	CEBRODe	-11.831		1.168	14.741	-1.567	3.176**	-13.134	-12.067	11.507	1.831	-0.707	-11.402	1.725	15.107	19.458	0.937	11.84
		(662.283)		(1.455)	(588.879)	(1.432)	(1.442)	(614.897)	(407.120)	(473.526)	(1.435)	(1.449)	(541.528)	(1.622)	(747.829)	(15593.663)	(1.809)	(620.650)
Bedeutung Diensteinsetzung	CEBROBMW	0.002		-0.026	0.053	0.019	0.168***	-0.189**	-0.103	0.160*	0.266***	0.085	-0.013	0.120*	0.007	-0.042	-0.164***	-0.166*
		(0.085)		(0.059)	(0.059)	(0.058)	(0.058)	(0.073)	(0.074)	(0.084)	(0.059)	(0.063)	(0.084)	(0.064)	(0.064)	(0.080)	(0.061)	(0.093)
	1bn.ADMGS																-0.571***	
																	(0.176)	
	2.ADMGS	-0.606***		0.247	0.274	-0.036	0.178	-0.001	-0.243	0.360*	0.510***	0.620***	-0.118	0.419**	0.453**	0.720***	-0.334**	-0.598***
		(0.215)		(0.170)	(0.167)	(0.165)	(0.166)	(0.205)	(0.203)	(0.218)	(0.165)	(0.166)	(0.226)	(0.180)	(0.178)	(0.228)	(0.156)	(0.214)
	1bn.ADMAL																0.393***	-0.404***
																	(0.075)	(0.133)
	2.ADMAL	0.062		-0.211	-0.18	0.665***	-.625***	0.953***	0.858***	-0.107	-0.411**	-0.191	-0.024	0.184	-0.022	1.498***		-0.354***
		(0.239)		(0.167)	(0.164)	(0.165)	(0.166)	(0.247)	(0.253)	(0.284)	(0.168)	(0.186)	(0.237)	(0.183)	(0.180)	(0.228)		(0.115)
	3.ADMAL	-0.22		-0.602***	-0.407**	1.003***	-0.886***	1.019***	0.982***	-0.576**	-0.505***	-0.379**	-0.097	0.299*	0.331*	1.176***		
		(0.236)		(0.162)	(0.160)	(0.162)	(0.163)	(0.241)	(0.247)	(0.270)	(0.163)	(0.179)	(0.232)	(0.177)	(0.177)	(0.215)		
	4.ADMAL	-0.979**		-0.786***	-0.532*	1.003***	-1.267***	1.245***	1.170***	-1.418***	-0.707**	-0.600**	-0.063	0.115	0.207	0.323		
		(0.462)		(0.279)	(0.279)	(0.292)	(0.289)	(0.350)	(0.349)	(0.365)	(0.289)	(0.292)	(0.390)	(0.307)	(0.305)	(0.356)		
	ADMSC	0.017		0.044	-0.036	0.005	0.061	-0.065	0.067	0.01	0.091	0.262***	0.053	0.048	-0.038	0.027		
		(0.109)		(0.073)	(0.073)	(0.072)	(0.073)	(0.090)	(0.091)	(0.103)	(0.073)	(0.079)	(0.107)	(0.080)	(0.080)	(0.102)	(0.540)	
	Observations	988		952	952	951	951	731	731	752	951	957	988	950	968	804	988	988
	Pseudo R^2	0.03		0.005	0.005	0.008	0.009	0.021	0.018	0.03	0.011	0.024	0.011	0.008	0.008	0.107	0.052	0.071

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Kirchentyp / Land

Label	Variables	AC_E: Jetzt-P : Ex-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Aussteigeneigung Gemeinde	CEFAPT Aussteigeneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altenkohorte	ADMGS weiblich : männlich
Freikirchen (Basiswert)	1bn.CESTFGL																								
Gemeinschaften	2.CESTFGL	-0.099	0.149	0.044	-0.121	-0.062	0.011	0.072	0.093	-0.152	0.152		-0.923***	-0.231	-0.329*	-1.097***	-0.603***	0.507***	-0.934***	0.192	-0.279	-0.495*	-0.189	-0.083	-0.239
		(0.217)	(0.150)	(0.151)	(0.150)	(0.152)	(0.183)	(0.182)	(0.204)	(0.154)	(0.162)		(0.171)	(0.164)	(0.168)	(0.174)	(0.181)	(0.177)	(0.176)	(0.204)	(0.276)	(0.293)	(0.219)	(0.158)	(0.227)
Landeskirchen	3.CESTFGL	-0.643***	-0.056	-0.269**	0.029	-0.088	0.790***	-0.380**	-0.678***	-0.558***	0.516***		1.565***	-2.272***	1.109***	-1.652***	-1.246***	-0.546***	-0.721***	-0.291	-0.588**	-0.25	0.01	-0.921***	-1.207***
		(0.219)	(0.141)	(0.135)	(0.137)	(0.136)	(0.166)	(0.177)	(0.177)	(0.135)	(0.153)		(0.167)	(0.159)	(0.162)	(0.165)	(0.171)	(0.170)	(0.163)	(0.177)	(0.236)	(0.269)	(0.210)	(0.140)	(0.178)
Deutschland (Basiswert)	1bn.CESTLD																								
Schweiz	2.CESTLD	-0.24	0.478***	0.204	-0.671***	0.108	-0.216	-0.165	0.031	0.053	0.029		-0.227*	-0.016	0.409***	0.131	-0.411***	0.342**	-0.348**	0.203	0.600**	0.494	0.521**	0.021	-0.049
		(0.191)	(0.124)	(0.125)	(0.125)	(0.122)	(0.151)	(0.155)	(0.165)	(0.123)	(0.133)		(0.136)	(0.137)	(0.144)	(0.146)	(0.145)	(0.149)	(0.141)	(0.167)	(0.277)	(0.308)	(0.205)	(0.131)	(0.194)
Österreich	3.CESTLD	-0.272	0.430*	0.316	-0.285	0.398	-0.830**	-0.891**	1.772***	0.21	0.268		-1.896***	0.09	-0.346	-0.11	-0.563*	0.596**	-0.03	-1.114***	0.38	0.415	0.652	-0.666**	-0.499
		(0.383)	(0.257)	(0.255)	(0.251)	(0.258)	(0.355)	(0.360)	(0.614)	(0.261)	(0.281)		(0.286)	(0.272)	(0.309)	(0.305)	(0.325)	(0.302)	(0.303)	(0.348)	(0.556)	(0.632)	(0.454)	(0.264)	(0.366)
	1bn.ADMGS																								
	2.ADMGS	-0.663***	0.335**	0.231*	-0.212	0.153	0.011	-0.199	0.380**	0.397***	0.541***		0.363**	0.409***	-0.653***	-0.004	0.111	0.001	0.042	0.503***	1.475***	1.714***	1.195***		
		(0.177)	(0.134)	(0.132)	(0.131)	(0.132)	(0.160)	(0.165)	(0.169)	(0.130)	(0.135)		(0.147)	(0.141)	(0.153)	(0.153)	(0.160)	(0.161)	(0.154)	(0.177)	(0.198)	(0.218)	(0.176)		
	ADMGS																							-0.607***	
																								(0.136)	
	1bn.ADMAL																								
	2.ADMAL	-0.033	-0.334**	-0.365***	0.760***	-0.636***	0.926***	0.873***	-0.163	-0.453***	-0.045		-0.095	-0.081	-0.357**	-0.181	-0.002	-0.169	-0.381**	1.358***	0.074	-0.119	-0.265		
		(0.205)	(0.142)	(0.138)	(0.140)	(0.141)	(0.206)	(0.218)	(0.228)	(0.142)	(0.158)		(0.156)	(0.151)	(0.179)	(0.185)	(0.184)	(0.191)	(0.183)	(0.186)	(0.296)	(0.325)	(0.260)		
	3.ADMAL	-0.12	-0.627***	-.5***	1.053***	-0.877***	1.102***	1.077***	-0.484**	-0.490***	-0.335**		-0.037	0.347**	-0.680***	-0.123	-0.23	-0.481**	-0.915***	1.090***	-0.299	-0.118	-1.198***		
		(0.201)	(0.136)	(0.135)	(0.138)	(0.138)	(0.202)	(0.213)	(0.221)	(0.138)	(0.152)		(0.151)	(0.148)	(0.174)	(0.179)	(0.179)	(0.187)	(0.180)	(0.178)	(0.280)	(0.318)	(0.240)		
	4.ADMAL	-0.498	-0.614**	-0.481**	0.964***	-1.058***	1.411***	1.260***	-1.154***	-0.620**	-0.575**		-0.22	0.463*	-0.600**	-0.470*	-0.719**	-0.367	-0.914***	-0.109	-1.509***	-1.049**	-3.159***		
		(0.375)	(0.240)	(0.244)	(0.25)	(0.248)	(0.307)	(0.309)	(0.309)	(0.251)	(0.252)		(0.267)	(0.266)	(0.260)	(0.270)	(0.285)	(0.281)	(0.271)	(0.305)	(0.377)	(0.426)	(0.359)		
	ADMAL																								-0.414***
																									(0.090)
	ADMSC	-0.031	0.057	-0.014	-0.034	0.05	-0.073	-0.004	0.049	0.109	0.206***		0.058	-0.038	-0.085	-0.058	0.125	0.075	-0.061	0.201**	-0.123	-0.149	0.116	0.464***	-0.385***
		(0.099)	(0.067)	(0.068)	(0.067)	(0.066)	(0.084)	(0.085)	(0.093)	(0.068)	(0.072)		(0.074)	(0.074)	(0.078)	(0.080)	(0.082)	(0.082)	(0.079)	(0.090)	(0.142)	(0.159)	(0.104)	(0.069)	(0.114)
	ACEN																							-0.153	-0.662***
																								(0.135)	(0.177)
	Observations	1309	1253	1252	1252	1252	955	955	988	1252	1272		1217	1267	955	923	883	856	927	1064	1247	1247	1247	1309	1309
	Pseudo R^2	0.017	0.008	0.005	0.011	0.006	0.027	0.02	0.029	0.008	0.014		0.068	0.088	0.016	0.018	0.009	0.005	0.009	0.075	0.124	0.124	0.146	0.031	0.077

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Art der Stelle

Label	Variables	AC_E: Jetzt-P : Ex-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Aussteigeneigung Gemeinde	CEFAPT Aussteigeneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altenkohorte	ADMGS weiblich : männlich
Gesamtgemeinde	1bn.CESTAR																								
mit Kind(ern)/Jugend	2.CESTAR	1.689***	-0.304**	-0.132	-0.049	-0.084	0.167	-0.325	-0.067	-0.431***	-0.132	0.429**	0.567***	-0.205	0.196	-0.019	-0.169	-0.056	0.099	-2.823***	-0.528**	-0.311	-0.644***	2.078***	-1.147***
		(0.207)	(0.155)	(0.155)	(0.154)	(0.154)	(0.196)	(0.206)	(0.214)	(0.153)	(0.161)	(0.182)	(0.165)	(0.163)	(0.196)	(0.190)	(0.195)	(0.197)	(0.192)	(0.274)	(0.249)	(0.286)	(0.201)	(0.176)	(0.199)
Spezifische Personengruppe	3.CESTAR	0.518	0.111	-0.013	0.16	0.434	0.114	-0.648*	-0.346	-0.736***	-0.144	1.168***	1.356***	-0.407	0.870***	-0.505*	-0.17	0.923***	0.166	-1.716***	-0.237	-0.478	0.246	0.147	-1.087***
		(0.359)	(0.278)	(0.256)	(0.265)	(0.269)	(0.338)	(0.382)	(0.329)	(0.278)	(0.275)	(0.297)	(0.296)	(0.273)	(0.297)	(0.298)	(0.302)	(0.331)	(0.301)	(0.361)	(0.453)	(0.460)	(0.430)	(0.277)	(0.316)
Gemeindegründer	4.CESTAR	0.52	0.166	0.576**	0.33	0.412	0.061	0.269	0.116	-0.35	-0.119	-0.944**	-2.718***	1.242***	-0.608**	0.425	1.224***	0.737**	0.952***	-2.037***	0.232	0.209	0.048	0.666**	-0.341
		(0.355)	(0.231)	(0.240)	(0.239)	(0.254)	(0.292)	(0.295)	(0.332)	(0.259)	(0.261)	(0.375)	(0.291)	(0.263)	(0.278)	(0.279)	(0.277)	(0.301)	(0.290)	(0.340)	(0.501)	(0.555)	(0.363)	(0.266)	(0.354)
Missionarische Dienste	5.CESTAR	0.825*	0.511	-0.159	0.385	0.285	-0.698	-1.399**	0.248	-0.610*	-0.799**	-0.995*	-0.226	0.643	-0.162	-0.102	-0.545	1.030**	0.358	-16.584	-0.398	0.253	-0.725	-0.072	-0.877*
		(0.459)	(0.375)	(0.350)	(0.365)	(0.371)	(0.492)	(0.573)	(0.533)	(0.354)	(0.378)	(0.569)	(0.482)	(0.473)	(0.425)	(0.488)	(0.407)	(0.425)	(0.463)	(513.485)	(0.586)	(0.777)	(0.472)	(0.378)	(0.461)
Soziale Dienste	6.CESTAR	-0.999	-0.095	-0.025	0.302	0.608	-0.427	0.336	-1.176**	-1.173**	1.405**	1.903***	1.25**	-1.698***	1.021**	-0.901*	-0.361	-0.532	1.668**	-2.596***	-0.176	-0.276	1.164	-1.093**	-1.361**
		(1.045)	(0.529)	(0.467)	(0.458)	(0.474)	(0.600)	(0.574)	(0.580)	(0.542)	(0.642)	(0.578)	(0.611)	(0.506)	(0.515)	(0.517)	(0.537)	(0.563)	(0.646)	(0.798)	(0.812)	(0.825)	(1.095)	(0.470)	(0.574)
Andere spezifische Bereiche	7.CESTAR	0.538	0.34	0.327	-0.255	0.493**	-0.238	0.02	-0.473	-0.452*	-0.04	0.012	0.691***	0.236	0.272	0.043	0.455	-0.046	0.173	-1.397***	0.184	0.436	0.258	0.577**	-0.850***
		(0.332)	(0.224)	(0.237)	(0.236)	(0.229)	(0.293)	(0.295)	(0.298)	(0.239)	(0.237)	(0.279)	(0.262)	(0.256)	(0.278)	(0.284)	(0.285)	(0.295)	(0.266)	(0.310)	(0.466)	(0.554)	(0.370)	(0.244)	(0.301)
Organisation/Verwaltung	8.CESTAR	-1.621	-0.06	0.018	-0.018	-0.198	-0.093	-0.352	-0.42	-1.088***	-0.743**	0.012	-0.368	-0.783**	0.5	-0.186	-0.426	-0.019	0.198	-3.280***	14.215	13.407	0.935	-0.747**	0.015
		(1.023)	(0.353)	(0.339)	(0.325)	(0.345)	(0.386)	(0.392)	(0.389)	(0.356)	(0.318)	(0.397)	(0.450)	(0.389)	(0.361)	(0.343)	(0.358)	(0.389)	(0.367)	(0.626)	(733.315)	(541.110)	(0.771)	(0.335)	(0.550)
	1bn.ADMGS																								
	2.ADMGS	-0.347*	0.297**	0.231*	-0.196	0.182	-0.116	-0.162	0.451***	0.372***	0.431***	-0.705***	0.267*	0.656***	-0.819***	0.245	0.321**	0.179	0.151	0.221	1.482***	1.701***	1.060***		
		(0.182)	(0.134)	(0.132)	(0.131)	(0.132)	(0.159)	(0.165)	(0.168)	(0.131)	(0.137)	(0.151)	(0.147)	(0.139)	(0.155)	(0.156)	(0.160)	(0.162)	(0.154)	(0.206)	(0.198)	(0.219)	(0.178)		
	ADMGS																							-0.229*	
																								(0.135)	
	1bn.ADMAL																								
	2.ADMAL	-0.093	-0.323**	-0.369***	0.781***	-0.614***	0.898***	0.845***	-0.147	-0.470***	-0.06	-0.164	-0.124	0.009	-0.299*	-0.179	-0.013	-0.084	-0.397**	1.553***	0.084	-0.116	-0.276		
		(0.207)	(0.140)	(0.137)	(0.140)	(0.140)	(0.203)	(0.218)	(0.228)	(0.141)	(0.157)	(0.166)	(0.157)	(0.148)	(0.180)	(0.188)	(0.185)	(0.193)	(0.187)	(0.203)	(0.291)	(0.320)	(0.260)		
	3.ADMAL	-0.579***	-0.605***	-0.472***	1.097***	-0.876***	0.982***	1.162***	-0.440**	-0.408***	-0.340**	-0.646***	-0.22	0.505***	-0.737***	0.007	-0.148	-0.352*	-0.836***	1.692***	-0.074	0.006	-1.090***		
		(0.215)	(0.137)	(0.136)	(0.139)	(0.140)	(0.202)	(0.216)	(0.223)	(0.139)	(0.153)	(0.169)	(0.154)	(0.149)	(0.177)	(0.184)	(0.183)	(0.190)	(0.184)	(0.203)	(0.280)	(0.318)	(0.243)		
	4.ADMAL	-1.521***	-0.412*	-0.328	0.964***	-0.975***	1.091***	1.481***	-0.933***	-0.357	-0.643**	-1.452***	-0.722***	0.933***	-0.890***	-0.074	-0.382	-0.088	-0.817***	1.124***	-0.994**	-0.777*	-2.884***		
		(0.416)	(0.247)	(0.252)	(0.256)	(0.256)	(0.316)	(0.319)	(0.318)	(0.259)	(0.259)	(0.323)	(0.274)	(0.268)	(0.271)	(0.276)	(0.290)	(0.296)	(0.280)	(0.368)	(0.388)	(0.441)	(0.365)		
	ADMAL																								-0.147
																									(0.093)
	ADMSC	-0.001	-0.003	-0.08	0.041	0.031	0.039	-0.047	-0.038	0.045	0.223***	0.525***	0.230***	-0.244***	0.013	-0.242***	0.05	-0.032	-0.094	0.101	-0.264*	-0.222	0.053	0.403***	-0.515***
		(0.099)	(0.065)	(0.065)	(0.064)	(0.064)	(0.081)	(0.082)	(0.090)	(0.065)	(0.070)	(0.086)	(0.071)	(0.070)	(0.075)	(0.078)	(0.079)	(0.079)	(0.077)	(0.099)	(0.138)	(0.153)	(0.101)	(0.067)	(0.110)
	ACEN																							-0.592***	-0.343*
																								(0.140)	(0.181)
	Observations	1312	1265	1264	1264	1264	958	958	986	1264	1275	1292	1225	1276	952	922	881	853	926	1066	1259	1259	1258	1312	1312
	Pseudo R^2	0.073	0.007	0.005	0.009	0.007	0.014	0.021	0.017	0.01	0.014	0.06	0.051	0.032	0.01	0.003	0.005	0.004	0.006	0.239	0.122	0.124	0.15	0.071	0.076

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Gemeindeprofil

Label	Variables	AC_E: Jetzt-P : Ex-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Aussteigeneigung Gemeinde	CEFAPT Aussteigeneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altenkohorte	ADMGS weiblich : männlich
Konservativ-Progressiv	CGPRKO		0.003	0.002	-0.002	0.004	0.003	0	-.012***	-.008**	-0.004	0.012***								-0.004	-0.005	-0.003	0.001	-.007**	-0.015***
			(0.003)	(0.003)	(0.003)	(0.003)	(0.003)	(0.004)	(0.004)	(0.003)	(0.004)	(0.005)								(0.004)	(0.006)	(0.006)	(0.005)	(0.003)	(0.005)

Charismatisch-Nicht charismatisch	CGPRCH	0.002	0.008**	-0.002	0.002	0.003	-0.006	0.003	-0.001	0.004	-0.025***							-0.001	0	0	-0.004	0.002	0.003
		(0.004)	(0.004)	(0.004)	(0.003)	(0.004)	(0.004)	(0.004)	(0.004)	(0.004)	(0.005)							(0.004)	(0.007)	(0.007)	(0.005)	(0.004)	(0.006)
Traditionell-Modern	CGPRTR	0.001	-0.002	0.002	0.001	-0.003	-0.003	-0.006	-0.004	0.002	0.005							0.009*	0.007	-0.004	0.014**	-0.009**	0.004
		(0.004)	(0.004)	(0.004)	(0.004)	(0.004)	(0.004)	(0.005)	(0.004)	(0.004)	(0.006)							(0.005)	(0.007)	(0.008)	(0.006)	(0.004)	(0.006)
Pastorzentrierung-Basisbewegung	CGPRPT	0.009***	0.009***	-0.003	0.003	-0.004	0.001	0.008**	0.002	0.001	-0.002							-0.005	-0.001	0.003	-0.003	-0.004	0
		(0.003)	(0.003)	(0.003)	(0.003)	(0.003)	(0.004)	(0.004)	(0.003)	(0.004)	(0.004)							(0.004)	(0.006)	(0.007)	(0.005)	(0.003)	(0.005)
Kulturell homogen-vielfältig	CGPRKU	-0.003	0.003	-0.003	0.003	-0.002	0	0	0	0.003	-0.006							-0.006	0.009	0.011*	0.006	-0.017***	-0.002
		(0.003)	(0.003)	(0.003)	(0.003)	(0.003)	(0.003)	(0.004)	(0.003)	(0.003)	(0.004)							(0.004)	(0.006)	(0.006)	(0.004)	(0.003)	(0.005)
Anzahl der Gemeinden	CESTAZ	0.122**	0.03	-0.026	0.055	-0.06	-0.106*	0.073	0.093*	0.079	0.229***							0.413***	0.146	0.184	0.048	-0.171***	0.412***
		(0.057)	(0.055)	(0.055)	(0.058)	(0.060)	(0.061)	(0.067)	(0.055)	(0.058)	(0.073)							(0.087)	(0.106)	(0.121)	(0.086)	(0.059)	(0.101)
Alter der Gemeidne	CEGPRAL	0.128	-0.016	-0.167**	-0.139*	0.019	-0.003	0.138	-0.01	0.177**	0.275**							0.242**	-0.041	-0.04	-0.028	-0.115	0.207
		(0.082)	(0.081)	(0.082)	(0.082)	(0.086)	(0.090)	(0.101)	(0.082)	(0.087)	(0.127)							(0.101)	(0.157)	(0.174)	(0.119)	(0.088)	(0.130)
Urbanität der Gemeinde	CEGPRUR	-0.114	-0.206**	-0.058	-0.062	0.078	0.168	-0.197*	-0.194**	-0.098	0.493***							0.06	-0.084	-0.008	0.166	-0.267**	-0.254*
		(0.098)	(0.096)	(0.096)	(0.095)	(0.101)	(0.105)	(0.116)	(0.097)	(0.104)	(0.134)							(0.119)	(0.177)	(0.198)	(0.139)	(0.104)	(0.152)
Wachstumsphase der Gemeinde	CEGPRWA	0.472***	0.241***	-0.334***	0.428***	-0.400***	-0.053	0.482***	0.301***	-0.064	-0.747***							-0.157	0.153	0.289*	-0.083	0.358***	0.419***
		(0.086)	(0.086)	(0.085)	(0.085)	(0.088)	(0.091)	(0.098)	(0.083)	(0.091)	(0.111)							(0.107)	(0.143)	(0.156)	(0.121)	(0.087)	(0.122)
Gemeindegröße geclustert	CEGPRGR	0.067	0.242***	-0.043	0.311***	-0.099	-0.14	0.04	0.098	0.142	0.392***							0.230**	0.005	0.135	0.083	0.016	0.013
		(0.090)	(0.090)	(0.090)	(0.090)	(0.094)	(0.100)	(0.108)	(0.089)	(0.097)	(0.123)							(0.116)	(0.159)	(0.179)	(0.133)	(0.097)	(0.139)
	1bn.ADMGS																						
	2.ADMGS	0.158	0.178	-0.139	0.134	-0.058	-0.175	0.189	0.172	0.533***	-0.669***							0.648***	1.294***	1.415***	1.414***		
		(0.211)	(0.203)	(0.199)	(0.200)	(0.206)	(0.213)	(0.221)	(0.198)	(0.203)	(0.255)							(0.243)	(0.287)	(0.315)	(0.267)		
	ADMGS																					-0.481**	
																						(0.216)	
	1bn.ADMAL																						
	2.ADMAL	-0.344	-0.109	0.648***	-0.669***	0.996***	1.057***	-0.191	-0.486**	0.026	-0.273							0.582**	0.001	-0.243	0.056		
		(0.231)	(0.230)	(0.235)	(0.235)	(0.263)	(0.286)	(0.299)	(0.238)	(0.255)	(0.315)							(0.290)	(0.490)	(0.552)	(0.398)		
	3.ADMAL	-0.866***	-0.513**	1.045***	-1.185***	1.104***	1.269***	-0.566*	-0.686***	-0.258	-0.17							0.485*	-0.169	-0.075	-0.800**		
		(0.222)	(0.224)	(0.228)	(0.230)	(0.258)	(0.280)	(0.288)	(0.231)	(0.247)	(0.304)							(0.279)	(0.467)	(0.542)	(0.368)		
	4.ADMAL	-0.978***	-0.771**	1.127***	-1.520***	1.173***	1.406***	-1.454***	-0.709**	-0.341	-0.656							-0.446	-1.297**	-0.928	-3.133***		
		(0.339)	(0.347)	(0.347)	(0.343)	(0.368)	(0.383)	(0.382)	(0.349)	(0.359)	(0.455)							(0.406)	(0.550)	(0.635)	(0.533)		
	ADMAL																						-0.395***
																							(0.150)
	ADMSC	0.008	-0.028	0.056	0.059	0.033	-0.011	-0.033	0.163*	0.337***	0.404***							0.047	-0.536**	-0.461*	0.044	0.443***	-0.539***
		(0.098)	(0.100)	(0.098)	(0.097)	(0.104)	(0.106)	(0.119)	(0.097)	(0.103)	(0.143)							(0.121)	(0.228)	(0.251)	(0.143)	(0.103)	(0.183)
	ACEN																						
	Observations	628	627	628	628	629	629	645	628	638	644							640	626	626	626	647	647
	Pseudo R^2	0.026	0.025	0.013	0.026	0.039	0.03	0.061	0.015	0.023	0.252							0.101	0.144	0.136	0.183	0.073	0.118

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Gemeindetyp

Label	Variables	AC_E: Jetzt-P : Ex-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Ausstiegsneigung Gemeinde	CEFAPT Ausstiegsneigung pastoraler Dienst	CSPRRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Alterskohorte	ADMGS weiblich : männlich
Homogen-konservativer Gemeindetyp	1bn.CGPRTY																								
Traditionell-nicht-charismatischer Gem	2.CGPRTY		-0.325	-0.334	-0.04	-0.31	0.169	0.166	-0.181	0.095	-0.177	0.812***								-0.325	-0.338	0.081	-0.14	0.118	-0.671**
			(0.223)	(0.220)	(0.221)	(0.221)	(0.235)	(0.244)	(0.258)	(0.221)	(0.237)	(0.273)								(0.280)	(0.348)	(0.407)	(0.305)	(0.246)	(0.318)
Charismatisch-vielfältiger Gemeindetyp	3.CGPRTY		0.009	0.341*	-0.127	-0.043	0.103	0.147	-0.278	-0.121	0.344*	-0.063								-0.184	0.234	0.083	0.489*	-0.678***	-0.232
			(0.192)	(0.196)	(0.192)	(0.191)	(0.203)	(0.209)	(0.239)	(0.192)	(0.207)	(0.284)								(0.236)	(0.381)	(0.419)	(0.280)	(0.206)	(0.331)
Progressiv-moderner Gemeindetyp	4.CGPRTY		-0.047	0.192	-0.213	0.058	0.095	0.409*	-0.529**	-0.28	0.231	0.033								0.092	0.622	0.584	0.733**	-1.018***	-0.607**
			(0.195)	(0.195)	(0.193)	(0.195)	(0.208)	(0.211)	(0.234)	(0.196)	(0.215)	(0.260)								(0.25)	(0.395)	(0.434)	(0.307)	(0.205)	(0.303)
Anzahl der Gemeinden	CESTAZ		0.122**	0.037	-0.028	0.059	-0.072	-0.105*	0.079	0.097*	0.086	0.209***								0.420***	0.171	0.186	0.055	-.187***	0.445***
			(0.057)	(0.055)	(0.056)	(0.058)	(0.060)	(0.062)	(0.067)	(0.055)	(0.058)	(0.070)								(0.088)	(0.106)	(0.120)	(0.086)	(0.059)	(0.102)
Alter der Gemeidne	CEGPRAL		0.140*	-0.002	-0.174**	-0.150*	0.05	0.029	0.125	-0.015	0.168*	0.313**								0.196**	-0.1	-0.054	-0.083	-0.074	0.158
			(0.080)	(0.079)	(0.080)	(0.080)	(0.084)	(0.087)	(0.099)	(0.080)	(0.086)	(0.125)								(0.097)	(0.153)	(0.169)	(0.116)	(0.086)	(0.125)
Urbanität der Gemeinde	CEGPRUR		-0.087	-0.205**	-0.039	-0.089	0.103	0.190*	-0.18	-.187**	-0.085	0.453***								0.094	-0.089	-0.037	0.148	-0.176*	-0.211
			(0.095)	(0.094)	(0.094)	(0.093)	(0.099)	(0.103)	(0.113)	(0.095)	(0.102)	(0.128)								(0.117)	(0.174)	(0.194)	(0.137)	(0.101)	(0.149)
Wachstumsphase der Gemeinde	CEGPRWA		0.466***	0.264***	-0.339***	0.422***	-0.430***	-0.103	0.547***	0.319***	-0.035	-0.867***								-0.133	0.209	0.342**	-0.057	0.321***	0.476***
			(0.083)	(0.081)	(0.082)	(0.082)	(0.085)	(0.087)	(0.094)	(0.080)	(0.087)	(0.106)								(0.103)	(0.137)	(0.151)	(0.116)	(0.084)	(0.116)
Gemeindegröße geclustert	CEGPRGR		0.062	0.220**	-0.033	0.327***	-0.111	-0.202**	0.006	0.082	0.133	0.376***								0.249**	-0.002	0.08	0.122	-0.021	0.019
			(0.088)	(0.087)	(0.088)	(0.089)	(0.092)	(0.098)	(0.105)	(0.087)	(0.095)	(0.117)								(0.112)	(0.155)	(0.174)	(0.130)	(0.094)	(0.134)
	1bn.ADMGS																								
	2.ADMGS		0.11	0.153	-0.119	0.096	-0.072	-0.157	0.24	0.213	0.569***	-0.693***								0.689***	1.349***	1.428***	1.461***		
			(0.209)	(0.202)	(0.197)	(0.198)	(0.204)	(0.210)	(0.220)	(0.196)	(0.203)	(0.251)								(0.241)	(0.287)	(0.312)	(0.267)		
	ADMGS																						-0.472**	
																							(0.214)	
	1bn.ADMAL																								
	2.ADMAL		-0.383*	-0.193	0.679***	-0.704***	0.997***	1.065***	-0.187	-0.475**	0.014	-0.259								0.662**	0.026	-0.279	0.075		
			(0.230)	(0.228)	(0.233)	(0.234)	(0.262)	(0.285)	(0.297)	(0.237)	(0.253)	(0.303)								(0.287)	(0.489)	(0.551)	(0.396)		
	3.ADMAL		-0.887***	-0.590***	1.078***	-1.256***	1.140***	1.368***	-0.584**	-0.675***	-0.239	-0.167								0.621**	-0.159	-0.155	-0.775**		
			(0.219)	(0.220)	(0.225)	(0.228)	(0.255)	(0.280)	(0.284)	(0.229)	(0.243)	(0.292)								(0.275)	(0.462)	(0.537)	(0.364)		
	4.ADMAL		-0.997***	-0.827**	1.157***	-1.597***	1.227***	1.547***	-1.439***	-0.680*	-0.315	-0.65								-0.282	-1.288**	-0.997	-3.097***		
			(0.337)	(0.343)	(0.346)	(0.342)	(0.366)	(0.381)	(0.378)	(0.348)	(0.355)	(0.449)								(0.397)	(0.546)	(0.631)	(0.527)		
	ADMAL																								-.375**
																									(0.148)
	ADMSC		0.011	-0.054	0.069	0.043	0.032	-0.003	-0.054	0.159*	0.347***	0.409***								0.076	-0.520**	-0.462*	0.082	0.428***	-0.540***
			(0.097)	(0.098)	(0.097)	(0.096)	(0.103)	(0.105)	(0.118)	(0.096)	(0.103)	(0.140)								(0.120)	(0.226)	(0.248)	(0.142)	(0.101)	(0.181)
	ACEN																								
	Observations		628	627	628	628	629	629	645	628	638	644								640	626	626	626	647	647
	Pseudo R^2		0.024	0.022	0.013	0.025	0.037	0.029	0.055	0.014	0.024	0.226								0.095	0.144	0.132	0.183	0.061	0.109

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Prioritäten

Label	Variables	AC_E: Jetzt-P : Ex-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Ausstiegsneigung Gemeinde	CEFAPT Ausstiegsneigung pastoraler Dienst	CSPRRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Alterskohorte	ADMGS weiblich : männlich
Administration/Verwaltung	CSTPRa		-0.096	-0.046	0.130**	-0.197***	0.091	0.220***	-0.286***	0.048	-0.152**	0.08	-0.069	-0.049	-0.086	-0.021	-0.064	-0.098	0.016	0.112	0.179	0.113	-0.085	-0.065	0.094
			(0.062)	(0.060)	(0.061)	(0.061)	(0.064)	(0.068)	(0.075)	(0.061)	(0.069)	(0.081)	(0.069)	(0.069)	(0.062)	(0.061)	(0.064)	(0.065)	(0.063)	(0.091)	(0.116)	(0.130)	(0.093)	(0.067)	(0.098)
Arbeit mit mit Kind(ern)n	CSTPRb		0.021	0.033	-0.039	0.043	-0.077	-0.158**	0.122*	0.013	0.042	0.121	-0.017	0.064	0.028	-0.104*	-0.009	0.036	-0.078	-0.117	0.028	0.047	0.08	0.145**	-0.384***

		(0.057)	(0.057)	(0.057)	(0.056)	(0.060)	(0.064)	(0.068)	(0.056)	(0.061)	(0.074)	(0.064)	(0.063)	(0.058)	(0.057)	(0.059)	(0.059)	(0.057)	(0.081)	(0.097)	(0.111)	(0.082)	(0.065)	(0.083)
Begleitung von Jüngerschaftsprozessen	CSTPRc	0.047	0.182***	-0.097	0.218***	-0.162**	-0.093	0.165**	0.117*	-0.071	-0.583***	-0.069	0.400***	-0.07	0.285***	0.135**	0.045	0.220***	-0.128	0.092	0.108	0.02	0.385***	-0.02
		(0.061)	(0.060)	(0.060)	(0.060)	(0.065)	(0.065)	(0.074)	(0.061)	(0.066)	(0.085)	(0.067)	(0.069)	(0.062)	(0.062)	(0.063)	(0.066)	(0.061)	(0.089)	(0.117)	(0.135)	(0.092)	(0.067)	(0.101)
Biblischer Unterricht/Konfirmandenur	CSTPRd	-0.002	-0.041	0.033	0.043	0.05	0.027	-0.043	-0.055	-0.023	0.228***	0.066	-0.197***	0.111**	-0.063	-0.128**	-0.069	-0.017	-0.039	0.115	0.216*	0.029	0.041	-0.097
		(0.050)	(0.050)	(0.049)	(0.049)	(0.052)	(0.054)	(0.059)	(0.050)	(0.054)	(0.066)	(0.054)	(0.056)	(0.050)	(0.050)	(0.053)	(0.052)	(0.050)	(0.074)	(0.092)	(0.111)	(0.073)	(0.055)	(0.080)
Change Management	CSTPRe	-0.057	-0.059	0.148**	-0.131**	0.205***	0.145**	-0.038	-0.122**	0.106	0.103	0.103	-0.259***	0.094	-0.048	-0.064	-0.142**	-0.099	0.208**	-0.038	-0.019	0.014	0.117*	0.228**
		(0.063)	(0.063)	(0.062)	(0.063)	(0.066)	(0.068)	(0.075)	(0.062)	(0.068)	(0.084)	(0.070)	(0.070)	(0.062)	(0.062)	(0.065)	(0.067)	(0.063)	(0.092)	(0.119)	(0.135)	(0.094)	(0.068)	(0.098)
Eigene Weiterbildung	CSTPRf	0.068	-0.107*	-0.104	0.083	-0.071	-0.108	0.032	0.033	-0.054	-0.125	-0.123*	-0.026	0.04	-0.102	-0.120*	0.036	0.125*	-0.146	0.12	0.166	-0.07	0.235***	0.168
		(0.065)	(0.065)	(0.064)	(0.064)	(0.069)	(0.070)	(0.077)	(0.064)	(0.070)	(0.089)	(0.071)	(0.071)	(0.064)	(0.064)	(0.066)	(0.069)	(0.066)	(0.095)	(0.129)	(0.153)	(0.099)	(0.071)	(0.110)
Evangelisation	CSTPRg	0.043	-0.059	0.055	-0.046	0.078	-0.001	0.074	0.086	0.066	-0.13	-0.350***	0.203***	-0.155***	0.159***	0.158**	0.231***	0.082	-0.076	0.131	0.158	0.095	0.062	0.374***
		(0.060)	(0.058)	(0.058)	(0.059)	(0.063)	(0.064)	(0.071)	(0.058)	(0.065)	(0.081)	(0.066)	(0.067)	(0.059)	(0.061)	(0.062)	(0.065)	(0.060)	(0.086)	(0.121)	(0.140)	(0.092)	(0.065)	(0.103)
Förderung und Schulung von Mitarbeit	CSTPRh	0.123*	0.205***	-0.108*	0.177***	-.125*	-0.053	0.222***	-0.018	-0.011	0.049	0.253***	.219***	-0.084	0.083	0.064	-0.034	0.096	-0.155	0.138	0.114	0.003	-0.087	-0.075
		(0.065)	(0.066)	(0.064)	(0.065)	(0.069)	(0.071)	(0.078)	(0.064)	(0.071)	(0.089)	(0.075)	(0.073)	(0.067)	(0.066)	(0.068)	(0.068)	(0.064)	(0.098)	(0.118)	(0.135)	(0.097)	(0.073)	(0.102)
Gebet	CSTPRi	0.025	0.08	0.045	-0.023	0.058	0.009	0.183**	0.043	0.005	-0.035	-0.216***	-0.059	-0.168***	0.078	-0.236***	-0.083	-0.049	-0.058	-0.12	-0.149	-0.14	-0.203***	0.018
		(0.064)	(0.065)	(0.065)	(0.064)	(0.068)	(0.070)	(0.077)	(0.064)	(0.071)	(0.085)	(0.071)	(0.071)	(0.064)	(0.065)	(0.066)	(0.068)	(0.064)	(0.094)	(0.124)	(0.142)	(0.100)	(0.070)	(0.105)
Gottesdienstplanung und -gestaltung	CSTPRj	0.016	0.007	-0.02	-0.07	-0.005	0.122*	0.024	-0.018	0.071	0.200**	0.131*	-0.086	0.145**	0.189***	0.1	-0.017	0.125*	0.207**	-0.148	-0.113	0.107	0.04	-0.181
		(0.065)	(0.065)	(0.065)	(0.064)	(0.070)	(0.072)	(0.079)	(0.065)	(0.070)	(0.091)	(0.072)	(0.074)	(0.068)	(0.066)	(0.066)	(0.069)	(0.067)	(0.090)	(0.132)	(0.148)	(0.099)	(0.074)	(0.114)
Jugendarbeit	CSTPRk	-0.014	-0.043	-0.083	0.065	-0.052	-0.066	0.092	0.102*	0.049	0.085	0.063	-0.03	0.004	0.003	-0.129**	0.019	-0.014	-0.054	-0.373***	-0.377***	-0.359***	0.480***	0.152*
		(0.053)	(0.052)	(0.052)	(0.052)	(0.055)	(0.057)	(0.061)	(0.052)	(0.055)	(0.068)	(0.057)	(0.057)	(0.051)	(0.052)	(0.055)	(0.054)	(0.051)	(0.074)	(0.095)	(0.110)	(0.075)	(0.059)	(0.083)
Kasualien	CSTPRl	-0.069	0.046	0.053	-0.005	0.028	0.026	-0.115	0.100*	0.085	-0.009	0.389***	-0.087	0.002	-0.008	0.093	0.044	-0.026	0.362***	-0.023	0.025	0.006	0.109*	0.064
		(0.059)	(0.059)	(0.059)	(0.059)	(0.064)	(0.063)	(0.071)	(0.060)	(0.065)	(0.078)	(0.068)	(0.066)	(0.060)	(0.061)	(0.062)	(0.062)	(0.059)	(0.085)	(0.113)	(0.126)	(0.090)	(0.065)	(0.098)
Kleingruppenarbeit/Hauskreise	CSTPRm	-0.056	0.013	-0.099*	0.017	-0.115**	0.063	0.034	0.065	0.025	-0.175**	-0.118**	0.260***	-0.133**	0.075	0.085	-0.084	0.043	0.026	0.056	0.047	-0.06	0.057	-0.002
		(0.052)	(0.052)	(0.052)	(0.051)	(0.057)	(0.058)	(0.064)	(0.053)	(0.057)	(0.072)	(0.058)	(0.060)	(0.052)	(0.053)	(0.053)	(0.055)	(0.052)	(0.077)	(0.103)	(0.119)	(0.079)	(0.059)	(0.089)
Kommunikation mit der Gemeinde	CSTPRn	-0.02	0.01	-0.027	0.047	-0.111	-0.101	0.11	0.215***	0.016	-0.185*	0.068	0.199**	-0.177**	0.028	0.118	0.03	0.102	0.423***	0.06	-0.073	0.043	0.092	-0.087
		(0.073)	(0.072)	(0.074)	(0.073)	(0.077)	(0.080)	(0.088)	(0.072)	(0.078)	(0.100)	(0.082)	(0.082)	(0.073)	(0.074)	(0.076)	(0.077)	(0.074)	(0.107)	(0.133)	(0.154)	(0.110)	(0.080)	(0.119)
Netzwerken	CSTPRo	-0.03	0.098	-0.042	0.147**	-0.084	-0.01	-0.049	-0.044	-0.036	-0.089	-0.035	0.034	0.167**	0.04	0.023	-0.006	0.153**	-0.300***	-0.273**	-0.053	0.021	-0.04	-0.112
		(0.070)	(0.070)	(0.070)	(0.069)	(0.075)	(0.075)	(0.083)	(0.070)	(0.075)	(0.096)	(0.078)	(0.076)	(0.070)	(0.072)	(0.072)	(0.074)	(0.072)	(0.105)	(0.134)	(0.153)	(0.107)	(0.077)	(0.117)
Öffentlichkeitsarbeit	CSTPRp	0.007	-0.003	0.041	0.011	0.145**	-0.012	-0.091	-0.131**	0.204***	0.405***	-0.105	-0.255***	0.144**	-0.095	-0.107	-0.149**	-0.115*	-0.11	0.035	-0.052	0.091	-0.123*	0.1
		(0.066)	(0.065)	(0.066)	(0.064)	(0.070)	(0.072)	(0.079)	(0.067)	(0.073)	(0.087)	(0.074)	(0.074)	(0.066)	(0.068)	(0.069)	(0.071)	(0.069)	(0.097)	(0.127)	(0.143)	(0.101)	(0.075)	(0.111)
Organisation von Projekten	CSTPRq	-0.027	-0.032	0.025	0.021	0.143**	0.059	-0.013	0.006	-0.056	-0.021	-0.07	0.134*	0.076	-0.008	0.065	-0.072	-0.064	-0.053	-0.008	0.043	-0.126	0.367***	-0.210*
		(0.067)	(0.066)	(0.067)	(0.066)	(0.072)	(0.072)	(0.082)	(0.067)	(0.072)	(0.094)	(0.076)	(0.078)	(0.069)	(0.068)	(0.070)	(0.071)	(0.069)	(0.098)	(0.129)	(0.145)	(0.101)	(0.075)	(0.110)
Predigen	CSTPRr	0.085	0.034	-0.017	0.051	-0.112	-0.112	0.277***	0.038	-0.035	-0.638***	-0.225**	0.225**	-0.320***	0.099	0.018	0.042	-0.177**	0.454***	0.181	0.05	0.09	-0.046	0.650***
		(0.083)	(0.085)	(0.083)	(0.083)	(0.088)	(0.092)	(0.100)	(0.084)	(0.090)	(0.112)	(0.100)	(0.094)	(0.087)	(0.082)	(0.087)	(0.091)	(0.084)	(0.122)	(0.154)	(0.178)	(0.124)	(0.094)	(0.134)
Seelsorge/Besuchsdienste	CSTPRs	-0.071	-0.025	0.152**	-0.054	-0.023	0.03	-0.144*	0.068	-0.013	0.362***	-0.135*	-0.228***	0.052	-0.263**	-0.242***	-0.074	-0.029	0.088	0.047	0.024	-0.109	-0.071	-0.167
		(0.064)	(0.064)	(0.065)	(0.063)	(0.069)	(0.070)	(0.078)	(0.064)	(0.070)	(0.088)	(0.073)	(0.072)	(0.064)	(0.065)	(0.067)	(0.068)	(0.065)	(0.094)	(0.119)	(0.134)	(0.098)	(0.071)	(0.104)
Seminare/Erwachsenenbildung	CSTPRt	0.044	-0.107*	-0.059	-0.029	0.054	0.08	-0.109	0.021	-0.001	0.002	0.191***	0.055	-0.032	-0.061	0.104	0.068	0.107*	0.028	0.141	0.132	0.058	-0.136**	0.220**
		(0.061)	(0.061)	(0.060)	(0.060)	(0.065)	(0.067)	(0.074)	(0.061)	(0.065)	(0.083)	(0.070)	(0.071)	(0.060)	(0.062)	(0.065)	(0.064)	(0.061)	(0.090)	(0.123)	(0.141)	(0.093)	(0.068)	(0.104)
Seniorenarbeit	CSTPRu	-0.052	0.006	-0.107*	-0.02	-0.008	-0.04	0.199**	0.062	0.01	0.175**	0.152**	-0.064	0.039	-0.027	-0.126*	0.043	-0.043	0.216**	-0.088	0.029	-0.068	-0.248***	-0.161
		(0.064)	(0.064)	(0.063)	(0.062)	(0.066)	(0.068)	(0.077)	(0.063)	(0.070)	(0.081)	(0.070)	(0.069)	(0.065)	(0.064)	(0.066)	(0.067)	(0.063)	(0.098)	(0.118)	(0.135)	(0.097)	(0.069)	(0.102)
Übergemeindliche Aufgaben	CSTPRv	0.049	0.068	0.044	-0.028	0.014	0.058	0.099	0.019	0.003	0.145*	0.061	0.001	-0.095	0.01	-0.041	0.072	0.051	-0.190**	0.148	0.183	0.178*	-0.274***	0.088
		(0.058)	(0.058)	(0.058)	(0.058)	(0.062)	(0.064)	(0.071)	(0.057)	(0.063)	(0.077)	(0.065)	(0.066)	(0.059)	(0.059)	(0.060)	(0.063)	(0.060)	(0.084)	(0.115)	(0.132)	(0.092)	(0.064)	(0.096)
Visions- und Strategieentwicklung	CSTPRw	0.203***	0.235***	-0.160**	0.306***	-0.296***	-0.167**	0.046	0.091	-0.018	-0.201**	0.083	0.297***	0.068	0.324***	0.306***	0.106	0.096	0.037	0.133	0.051	0.087	-0.007	0.004
		(0.070)	(0.069)	(0.069)	(0.069)	(0.073)	(0.074)	(0.082)	(0.068)	(0.073)	(0.091)	(0.076)	(0.076)	(0.068)	(0.070)	(0.072)	(0.073)	(0.069)	(0.101)	(0.128)	(0.147)	(0.104)	(0.075)	(0.108)
Hausmeistertätigkeiten	CSTPRx	-0.127	-0.171**	0.259***	-0.068	0.282***	0.163**	-0.117	0.024	0.093	-0.026	-0.117	-0.190**	0.086	0.024	0.115	-0.131	0.169**	0.029	0.017	0.116	0.085	-.219**	0.293**
		(0.080)	(0.079)	(0.080)	(0.078)	(0.081)	(0.083)	(0.092)	(0.076)	(0.090)	(0.100)	(0.087)	(0.087)	(0.083)	(0.079)	(0.082)	(0.082)	(0.079)	(0.120)	(0.153)	(0.186)	(0.125)	(0.087)	(0.134)
	1bn.ADMGS																							
	2.ADMGS	-0.075	0.091	-0.261	0.122	-0.017	-0.217	0.607***	0.484***	0.321*	-0.321	0.194	0.640***	-0.858***	-0.032	0.088	0.161	-0.067	0.309	1.166***	1.445***	1.224***		
		(0.187)	(0.188)	(0.180)	(0.186)	(0.195)	(0.200)	(0.210)	(0.182)	(0.193)	(0.240)	(0.214)	(0.200)	(0.188)	(0.185)	(0.192)	(0.193)	(0.184)	(0.270)	(0.285)	(0.321)	(0.257)		
	ADMGS																						-0.086	
																							(0.205)	
	1bn.ADMAL																							
	2.ADMAL	-0.237	-0.084	0.590***	-0.528**	0.544**	0.580**	-0.1	-0.187	0.135	0.093	0.222	0.054	-0.664***	-0.549**	-0.188	-0.337	-0.480**	0.41	0.526	0.548	0.252		
		(0.228)	(0.223)	(0.226)	(0.225)	(0.247)	(0.269)	(0.293)	(0.224)	(0.259)	(0.292)	(0.253)	(0.255)	(0.225)	(0.236)	(0.229)	(0.251)	(0.236)	(0.316)	(0.449)	(0.478)	(0.379)		
	3.ADMAL	-0.691***	-0.346	1.134***	-1.200***	0.873***	1.180***	-0.537*	-0.497**	-0.388	-0.247	0.104	0.352	-0.934***	-0.494**	-0.339	-0.657**	-1.023***	0.357	0.284	0.716	-0.384		
		(0.236)	(0.231)	(0.234)	(0.233)	(0.254)	(0.277)	(0.298)	(0.231)	(0.263)	(0.308)	(0.261)	(0.264)	(0.231)	(0.238)	(0.236)	(0.258)	(0.243)	(0.327)	(0.449)	(0.491)	(0.372)		
	4.ADMAL	-0.764**	-0.374	1.542***	-1.653***	1.264***	1.748***	-1.410***	-0.462	-0.361	-0.929*	0.167	0.256	-1.134***	-0.883***	-0.524	-0.447	-0.977***	-0.326	-0.272	0.35	-2.426***		
		(0.342)	(0.338)	(0.361)	(0.345)	(0.371)	(0.384)	(0.399)	(0.355)	(0.363)	(0.479)	(0.384)	(0.387)	(0.328)	(0.338)	(0.355)	(0.368)	(0.340)	(0.474)	(0.582)	(0.652)	(0.514)		
	ADMAL																							-0.027
																								(0.159)
	ADMSC	0.045	0.067	0.036	0.091	-0.008	-0.033	0.071	0.172**	0.180*	0.446***	0.02	-0.092	-0.082	-0.082	0.07	0.007	-0.015	0.08	-0.352*	-0.419*	0.172	0.373***	-0.722***
		(0.088)	(0.088)	(0.086)	(0.085)	(0.092)	(0.094)	(0.105)	(0.086)	(0.094)	(0.124)	(0.094)	(0.097)	(0.086)	(0.088)	(0.090)	(0.092)	(0.087)	(0.125)	(0.201)	(0.239)	(0.134)	(0.094)	(0.186)
	ACEN																							
	Observations	782	781	782	782	784	784	801	782	787	796	756	779	770	748	716	688	754	794	780	780	779	803	803
	Pseudo R^2	0.018	0.022	0.019	0.026	0.051	0.042	0.082	0.023	0.025	0.23	0.094	0.162	0.028	0.028	0.025	0.01	0.016	0.282	0.163	0.16	0.206	0.166	0.22

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Veränderungswunsch Prioritäten

Label	Variables	AC_E: Jetzt-P : Fix-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFFSMW Erschöpfung	CEEFFEMW Erfüllung	CEFAGM Aussiedlergesinnung Gemeinde	CEFAPT Aussiedlergesinnung pastoraler Dienst	CSPBKa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTHGL Trek : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht-charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Alleskohorte	ADMGS weiblich : männlich
Administration/Verwaltung	CSTWUa		0.013	-0.083	-0.046	-0.09	-0.055	0.056	0.06	-0.118	-0.032	-0.006	-0.112	-0.06	0.041	-0.075	-0.005	0.05	0.042	-0.106	0.149	0.089	0.027	0.025	-0.055
			(0.074)	(0.074)	(0.075)	(0.075)	(0.079)	(0.080)	(0.086)	(0.074)	(0.081)	(0.092)	(0.080)	(0.080)	(0.073)	(0.074)	(0.075)	(0.077)	(0.073)	(0.091)	(0.141)	(0.159)	(0.112)	(0.080)	(0.108)
Arbeit mit mit Kind(ern)n	CSTWUb		-0.078	-0.012	0.067	-0.049	0.106	0.048	-0.049	0.033	0.132	0.154	0.037	-0.232***	0.024	-0.125	0.051	-0.026	-0.168**	0.098	0.009	0.016	0.19	0.128	-0.447***
			(0.082)	(0.081)	(0.080)	(0.080)	(0.085)	(0.086)	(0.094)	(0.080)	(0.087)	(0.105)	(0.089)	(0.086)	(0.081)	(0.081)	(0.086)	(0.086)	(0.084)	(0.101)	(0.151)	(0.174)	(0.118)	(0.087)	(0.128)
Begleitung von Jüngerschaftsprozessen	CSTWUc		-0.075	0.011	0.109	-0.126	0.073	0.192**	-0.005	-0.144*	-0.043	-0.303***	-0.277***	0.131	-0.029	0.092	-0.136	-0.141*	-0.045	-0.036	-0.306*	-0.468**	-0.157	0.343***	0.078
			(0.081)	(0.082)	(0.081)	(0.080)	(0.088)	(0.089)	(0.096)	(0.082)	(0.089)	(0.103)	(0.087)	(0.087)	(0.079)	(0.080)	(0.086)	(0.083)	(0.081)	(0.101)	(0.162)	(0.190)	(0.125)	(0.087)	(0.123)
Biblischer Unterricht/Konfirmandenur	CSTWUd		-0.118	-0.171**	0.006	-0.111	-0.055	-0.083	-0.145	-0.062	-0.199**	-0.015	-0.049	-0.197**	0.011	-0.201**	-0.155*	0.092	-0.071	0.083	-0.036	0.044	-0.165	0.251***	0.021
			(0.083)	(0.080)	(0.079)	(0.079)	(0.085)	(0.085)	(0.093)	(0.079)	(0.086)	(0.103)	(0.085)	(0.086)	(0.079)	(0.083)	(0.081)	(0.082)	(0.081)	(0.098)	(0.148)	(0.170)	(0.118)	(0.086)	(0.124)
Change Management	CSTWUe		-0.013	0.076	-0.058	0.015	-0.167**	0.014	0.044	-0.093	0.161*	0.014	0.041	0.031	0.005	0.099	0.096	-0.032	0.038	0.1	-0.371**	-0.304*	-0.065	0.072	0.041
			(0.078)	(0.078)	(0.080)	(0.077)	(0.083)	(0.085)	(0.092)	(0.077)	(0.084)	(0.099)	(0.088)	(0.085)	(0.077)	(0.081)	(0.081)	(0.084)	(0.079)	(0.098)	(0.156)	(0.177)	(0.119)	(0.085)	(0.120)
Eigene Weiterbildung	CSTWUf		-0.257***	-0.255***	0.396***	-0.385***	0.197**	0.335***	-0.261***	-0.021	-0.016	0.013	0.195**	-0.106	0.059	-0.14	-0.035	-0.086	0.085	0.146	0.378**	0.482**	0.287**	0.525***	0.076
			(0.084)	(0.084)	(0.086)	(0.084)	(0.089)	(0.091)	(0.098)	(0.083)	(0.093)	(0.105)	(0.091)	(0.090)	(0.082)	(0.085)	(0.088)	(0.088)	(0.085)	(0.104)	(0.164)	(0.190)	(0.127)	(0.092)	(0.128)
Evangelisation	CSTWUg		0.078	-0.093	-0.032	-0.133	0.086	-0.038	0.037	0.240***	0.023	-0.196*	-0.265***	.188**	-0.275***	0.167**	0.106	-0.02	-0.029	0.044	0.364**	0.294	0.138	0.027	0.053
			(0.083)	(0.082)	(0.081)	(0.082)	(0.087)	(0.088)	(0.098)	(0.083)	(0.089)	(0.105)	(0.089)	(0.090)	(0.079)	(0.082)	(0.083)	(0.085)	(0.081)	(0.101)	(0.165)	(0.190)	(0.125)	(0.087)	(0.123)
Förderung und Schulung von Mitarbeit	CSTWUh		-0.044	-0.008	-0.035	0.052	-0.068	-0.115	0.089	0.043	-0.134	-0.08	0.097	0.035	0.074	0.009	0.034	0.058	-0.064	0.04	-0.028	0.148	-0.115	-0.229**	0.111
			(0.087)	(0.087)	(0.086)	(0.086)	(0.092)	(0.094)	(0.102)	(0.087)	(0.093)	(0.110)	(0.095)	(0.094)	(0.085)	(0.088)	(0.090)	(0.090)	(0.088)	(0.108)	(0.164)	(0.189)	(0.129)	(0.094)	(0.130)
Gebet	CSTWUi		-0.082	-0.059	0.228***	0.053	-0.210**	-0.191**	0.116	0.105	-0.176*	0.055	-0.158*	-0.033	-0.321***	-0.06	0.045	-0.05	-0.107	0.017	-0.279*	-0.380**	-0.109	0.451***	0.038
			(0.084)	(0.084)	(0.085)	(0.084)	(0.089)	(0.092)	(0.100)	(0.083)	(0.093)	(0.106)	(0.091)	(0.092)	(0.083)	(0.084)	(0.090)	(0.088)	(0.086)	(0.105)	(0.160)	(0.187)	(0.125)	(0.092)	(0.130)
Gottesdienstplanung und -gestaltung	CSTWUj		-0.089	-0.107	-0.039	-0.099	0.02	0.024	-0.052	0.001	0.239***	0.305***	0.259***	-0.094	0.003	-0.118	-0.149*	-0.023	-0.225***	0.209**	-0.098	-0.002	0.092	-0.018	-0.145
			(0.083)	(0.083)	(0.082)	(0.082)	(0.087)	(0.089)	(0.100)	(0.083)	(0.091)	(0.107)	(0.090)	(0.089)	(0.079)	(0.086)	(0.089)	(0.084)	(0.085)	(0.103)	(0.159)	(0.185)	(0.125)	(0.092)	(0.127)
Jugendarbeit	CSTWUk		0.135	0.149*	-0.064	0.209**	-0.063	-0.093	0.126	0.103	0.006	0.112	-0.138	0.036	0.183**	0.026	-0.035	0.097	-0.091	-0.205**	-0.321**	-0.246	-0.17	-0.148	0.281**
			(0.085)	(0.086)	(0.083)	(0.085)	(0.087)	(0.088)	(0.099)	(0.085)	(0.091)	(0.109)	(0.091)	(0.090)	(0.082)	(0.083)	(0.088)	(0.087)	(0.084)	(0.102)	(0.155)	(0.180)	(0.122)	(0.091)	(0.130)
Kasualien	CSTWUl		-0.073	0.073	-0.032	-0.069	0.064	-0.104	-0.057	0.047	0.25**	0.149	-0.196*	-0.214**	0.159*	-0.038	-0.018	-0.194**	0.092	0.135	0.032	0.128	0.048	0.380***	0.004
			(0.093)	(0.093)	(0.091)	(0.094)	(0.096)	(0.098)	(0.111)	(0.092)	(0.099)	(0.122)	(0.104)	(0.099)	(0.091)	(0.094)	(0.100)	(0.098)	(0.095)	(0.115)	(0.172)	(0.195)	(0.135)	(0.102)	(0.143)
Kleingruppenarbeit/Hauskreise	CSTWUm		-0.046	-0.1	-0.036	0.09	0.016	0.005	0.162*	-0.002	-0.028	0.111	-0.13	-0.091	-0.032	-0.035	-0.121	0.162**	-0.014	-0.069	0.017	0.155	0.101	-0.165*	-0.099
			(0.080)	(0.081)	(0.079)	(0.079)	(0.083)	(0.086)	(0.093)	(0.078)	(0.086)	(0.101)	(0.085)	(0.086)	(0.076)	(0.079)	(0.082)	(0.081)	(0.080)	(0.099)	(0.151)	(0.172)	(0.118)	(0.086)	(0.120)
Kommunikation mit der Gemeinde	CSTWUn		0.042	0.131	-0.146	0.082	0	-0.077	0.11	0.072	-0.012	0.086	0.106	0.102	0.015	0.082	0.134	0.058	0.165*	-0.002	-0.242	-0.144	0	-0.288***	-0.237

		(0.094)	(0.095)	(0.092)	(0.094)	(0.099)	(0.102)	(0.113)	(0.093)	(0.103)	(0.122)	(0.103)	(0.102)	(0.091)	(0.097)	(0.100)	(0.101)	(0.094)	(0.118)	(0.182)	(0.205)	(0.142)	(0.101)	(0.146)
Netzwerken	CSTWUo	-0.138	-0.058	0.228**	-0.076	0.232**	0.236**	-0.112	-0.147	-0.096	0.078	0.006	0.101	-0.072	-0.095	0.054	-0.302***	0.12	-0.380***	-0.345*	-0.619***	-0.175	0.106	0.01
		(0.095)	(0.096)	(0.097)	(0.095)	(0.100)	(0.103)	(0.115)	(0.097)	(0.104)	(0.125)	(0.105)	(0.104)	(0.096)	(0.100)	(0.101)	(0.104)	(0.099)	(0.121)	(0.181)	(0.202)	(0.143)	(0.106)	(0.152)
Öffentlichkeitsarbeit	CSTWUp	0.012	0.032	-0.122	0.078	-0.076	-0.086	0.15	0.076	-0.039	-0.205*	-0.062	-0.051	-0.004	0.04	-0.168**	0.145*	-0.154*	0.169	0.398**	0.474***	0.147	0.031	-0.023
		(0.084)	(0.084)	(0.083)	(0.084)	(0.085)	(0.089)	(0.098)	(0.085)	(0.090)	(0.109)	(0.093)	(0.090)	(0.082)	(0.083)	(0.086)	(0.087)	(0.086)	(0.105)	(0.160)	(0.180)	(0.125)	(0.091)	(0.131)
Organisation von Projekten	CSTWUq	0.197**	0.101	-0.083	0.174**	-0.112	-0.165*	-0.112	0.085	0.037	0.273**	0.085	-0.164*	0.06	-0.149*	-0.087	0.109	0.094	-0.151	-0.332**	-0.248	-0.18	-0.055	-0.299**
		(0.085)	(0.085)	(0.082)	(0.084)	(0.087)	(0.089)	(0.100)	(0.082)	(0.091)	(0.110)	(0.091)	(0.092)	(0.084)	(0.082)	(0.085)	(0.087)	(0.084)	(0.105)	(0.164)	(0.189)	(0.129)	(0.090)	(0.130)
Predigen	CSTWUr	-0.116	-0.02	0.052	0.07	0.106	-0.064	0.139	-0.092	-0.015	-0.007	0.028	-0.008	0.045	-0.009	-0.105	-0.135	0.108	-0.335***	-0.211	-0.087	-0.114	-0.133	0.137
		(0.089)	(0.089)	(0.087)	(0.088)	(0.088)	(0.092)	(0.102)	(0.087)	(0.093)	(0.112)	(0.096)	(0.094)	(0.085)	(0.087)	(0.091)	(0.095)	(0.090)	(0.107)	(0.158)	(0.178)	(0.128)	(0.095)	(0.133)
Seelsorge/Besuchsdienste	CSTWUs	-0.061	-0.099	-0.036	0.001	-0.038	-0.022	-0.043	0.023	-0.003	0.309***	0.062	-0.208**	0.103	-0.253***	-0.240***	-0.026	0.009	-0.053	0.101	0.008	0.126	-0.233***	-0.018
		(0.078)	(0.077)	(0.078)	(0.077)	(0.080)	(0.082)	(0.093)	(0.077)	(0.085)	(0.100)	(0.083)	(0.085)	(0.077)	(0.079)	(0.082)	(0.081)	(0.078)	(0.098)	(0.148)	(0.168)	(0.118)	(0.085)	(0.121)
Seminare/Erwachsenenbildung	CSTWUt	0.007	-0.072	0.004	-0.089	0.172*	0.158*	0	-0.01	0.012	-0.03	0.004	-0.084	-0.07	-0.217**	-0.161*	-0.099	-0.068	-0.078	0.149	0.065	0.101	0.002	-0.172
		(0.086)	(0.086)	(0.085)	(0.084)	(0.090)	(0.093)	(0.102)	(0.087)	(0.092)	(0.112)	(0.094)	(0.094)	(0.085)	(0.085)	(0.091)	(0.089)	(0.086)	(0.107)	(0.169)	(0.196)	(0.131)	(0.093)	(0.131)
Seniorenarbeit	CSTWUu	0.041	0.096	-0.083	0.08	-0.066	-0.153	-0.045	0.185*	0.065	-0.066	0.242**	0.196*	-0.053	0.252**	0.201**	-0.284***	0.217**	0.298**	-0.128	-0.236	-0.043	-0.104	-0.032
		(0.098)	(0.096)	(0.096)	(0.096)	(0.101)	(0.104)	(0.112)	(0.097)	(0.103)	(0.122)	(0.104)	(0.104)	(0.094)	(0.098)	(0.101)	(0.103)	(0.097)	(0.120)	(0.184)	(0.214)	(0.142)	(0.103)	(0.146)
Übergemeindliche Aufgaben	CSTWUv	0.085	0.089	-0.042	0.156*	-0.038	0.088	0.022	0.065	-0.067	-0.233**	0.003	-0.03	0.019	0.332***	0.123	0.043	-0.076	0.03	0.191	0.395*	0.214	-0.238**	0.026
		(0.091)	(0.089)	(0.093)	(0.091)	(0.094)	(0.097)	(0.107)	(0.090)	(0.097)	(0.119)	(0.098)	(0.100)	(0.089)	(0.092)	(0.096)	(0.094)	(0.094)	(0.112)	(0.182)	(0.209)	(0.139)	(0.097)	(0.143)
Visions- und Strategieentwicklung	CSTWUw	0.084	-0.001	-0.078	0.197**	-0.007	-0.229**	0.164	0.112	0.009	-0.081	0.039	0.168*	0.025	0.149*	0.116	0.048	0.003	0.076	0.311*	0.175	0.149	0.274***	0.259*
		(0.088)	(0.087)	(0.090)	(0.088)	(0.091)	(0.096)	(0.106)	(0.088)	(0.098)	(0.112)	(0.097)	(0.097)	(0.085)	(0.088)	(0.093)	(0.092)	(0.093)	(0.109)	(0.171)	(0.194)	(0.133)	(0.096)	(0.140)
Hausmeistertätigkeiten	CSTWUx	-0.019	0.084	-0.097	-0.068	-0.137*	-0.01	0.04	0.026	-0.192**	-0.078	-0.04	0.152*	-0.170**	-0.025	-0.086	0.246***	-0.199**	-0.251**	0.083	0.003	0.042	0.317***	0.228*
		(0.078)	(0.078)	(0.078)	(0.078)	(0.081)	(0.084)	(0.092)	(0.078)	(0.087)	(0.099)	(0.086)	(0.085)	(0.077)	(0.081)	(0.084)	(0.083)	(0.078)	(0.100)	(0.154)	(0.175)	(0.120)	(0.085)	(0.119)
	1bn.ADMGS																							
	2.ADMGS	0.194	0.25	-0.315*	0.241	-0.07	-0.044	0.504***	0.562***	0.521***	-0.698***	0.202	0.758***	-0.915***	0.264	0.194	0.22	0.21	0.629***	1.595***	1.827***	1.466***		
		(0.168)	(0.169)	(0.164)	(0.165)	(0.170)	(0.178)	(0.182)	(0.165)	(0.172)	(0.195)	(0.185)	(0.175)	(0.168)	(0.171)	(0.176)	(0.176)	(0.168)	(0.199)	(0.257)	(0.288)	(0.227)		
	ADMGS																						-0.367**	
																							(0.178)	
	1bn.ADMAL																							
	2.ADMAL	-0.311	-0.149	0.638***	-0.411*	0.721***	0.515**	-0.182	-0.173	0.312	0.186	0.417*	-0.114	-0.253	-0.327	-0.096	-0.236	-0.379*	0.597**	0.679	0.789*	0.525		
		(0.213)	(0.210)	(0.211)	(0.214)	(0.229)	(0.246)	(0.266)	(0.212)	(0.240)	(0.255)	(0.235)	(0.228)	(0.208)	(0.220)	(0.213)	(0.227)	(0.219)	(0.259)	(0.430)	(0.457)	(0.359)		
	3.ADMAL	-0.407*	-0.212	0.777***	-0.575***	0.801***	0.808***	-0.376	-0.341	-0.121	-0.29	0.428*	0.467**	-0.563***	0.013	-0.129	-0.241	-0.673***	0.08	0.168	0.741	-0.734**		
		(0.214)	(0.212)	(0.212)	(0.216)	(0.233)	(0.249)	(0.267)	(0.215)	(0.239)	(0.262)	(0.237)	(0.234)	(0.211)	(0.220)	(0.216)	(0.228)	(0.221)	(0.258)	(0.418)	(0.459)	(0.338)		
	4.ADMAL	-0.416	-0.138	0.628*	-.625*	0.927***	1.049***	-1.019***	-0.282	-0.354	-0.980**	0.342	0.951***	-0.637**	-0.15	-0.435	-0.295	-0.557*	-1.033***	-1.176**	-0.467	-2.984***		
		(0.314)	(0.316)	(0.326)	(0.327)	(0.344)	(0.348)	(0.359)	(0.331)	(0.334)	(0.413)	(0.346)	(0.343)	(0.302)	(0.314)	(0.323)	(0.320)	(0.312)	(0.377)	(0.518)	(0.575)	(0.471)		
	ADMAL																							-0.259**
																								(0.129)
	ADMSC	0.008	-0.021	0.111	0.012	0.071	-0.048	0.002	0.143*	0.272***	0.514***	0.144	-0.171*	-0.048	-0.150*	0.12	-0.082	-0.076	0.124	-0.355*	-.375*	0.144	0.315***	-0.676***
		(0.082)	(0.083)	(0.082)	(0.081)	(0.086)	(0.088)	(0.097)	(0.081)	(0.090)	(0.111)	(0.089)	(0.089)	(0.082)	(0.084)	(0.086)	(0.085)	(0.084)	(0.103)	(0.194)	(0.225)	(0.127)	(0.088)	(0.157)
	ACEN																							
	Observations	845	844	845	845	847	847	863	845	851	858	823	842	831	807	773	751	809	855	843	843	842	865	865
	Pseudo R^2	0.014	0.013	0.019	0.015	0.025	0.034	0.036	0.013	0.031	0.11	0.041	0.062	0.017	0.015	0.009	0.01	0.01	0.075	0.184	0.191	0.182	0.098	0.097

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Stellenprofil

Label	Variables	AC_E: Jeder P - Ex - P	CLEEATMW Tätigkeitsbezogene Arbeitszufriedenheit	CLEEAPMW Personenbezogene Arbeitszufriedenheit	CLEEHSMW Erschöpfung	CLEEEFMW Erfüllung	CLEAGM Ausstiegsneigung Gemeinde	CLEAPT Ausstiegsneigung pastoraler Dienst	CSPBRa Attraktivität Berufungsgewissheit	CLEECMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRGH Charismatisch : Nicht-charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Alterskohorte	ADMGS weiblich : männlich
Gemeindegröße geclustert	CEGPRGR	-0.077	0.123*	0.183**	-0.119	0.241***	-0.056	-0.057	-0.142	0.074	0.061	0.533***		-0.114	0.265***	-0.043	0.103	-0.09	0.150*	0.416***	-0.11	0.055	0.111	-0.075	-0.099
		(0.108)	(0.071)	(0.071)	(0.073)	(0.073)	(0.089)	(0.091)	(0.097)	(0.072)	(0.078)	(0.095)		(0.079)	(0.084)	(0.086)	(0.089)	(0.090)	(0.086)	(0.105)	(0.138)	(0.154)	(0.112)	(0.080)	(0.110)
Größe des pastoralen Teams	CESTITE	-0.154	0.09	0.076	-0.091	0.091	-0.178**	-0.153**	0.033	0.079	-0.036	-0.172**		0.171***	-0.145**	0.132*	0.188**	0.087	0.062	-0.228***	0.148	0.271	0.023	0.003	-0.015
		(0.098)	(0.059)	(0.060)	(0.060)	(0.059)	(0.077)	(0.076)	(0.082)	(0.062)	(0.064)	(0.083)		(0.066)	(0.071)	(0.076)	(0.082)	(0.077)	(0.070)	(0.081)	(0.141)	(0.167)	(0.100)	(0.068)	(0.096)
Stellenanteile des administrativen Team	CESTUTE	0.155	-0.042	0.023	0.075	-0.017	0.127	0.003	-0.071	-0.151**	0.006	0.240***		-0.078	0.108	-0.067	-0.011	-0.096	-0.012	-0.112	-0.178	-0.283*	-0.009	0.209***	-0.024
		(0.098)	(0.061)	(0.061)	(0.061)	(0.061)	(0.078)	(0.078)	(0.084)	(0.064)	(0.065)	(0.084)		(0.066)	(0.071)	(0.076)	(0.081)	(0.077)	(0.072)	(0.085)	(0.140)	(0.163)	(0.101)	(0.069)	(0.095)
Aktueller Stellenumfang	CEBRUM	-0.124*	0.006	-0.022	0.061	0.037	0.045	0.06	0.203***	0.048	0.162***	0.014		0.007	-0.117**	-0.104*	0	-0.046	-0.039	0.146**	0.03	0.039	-0.036	-0.088	0.401***
		(0.072)	(0.049)	(0.049)	(0.049)	(0.049)	(0.061)	(0.062)	(0.065)	(0.050)	(0.051)	(0.065)		(0.052)	(0.056)	(0.059)	(0.059)	(0.060)	(0.058)	(0.068)	(0.091)	(0.102)	(0.074)	(0.056)	(0.068)
Anzahl der Gemeinden	CESTAZ	0.057	-0.014	-0.018	0.034	-0.041	-0.02	-0.101*	-0.02	0.026	0.084*	0.349***		-0.201***	-0.064	-0.079	-0.049	-0.035	-0.056	0.202***	0.087	0.151	0.036	-0.222***	0.129*
		(0.060)	(0.042)	(0.042)	(0.041)	(0.042)	(0.053)	(0.054)	(0.058)	(0.041)	(0.046)	(0.049)		(0.046)	(0.049)	(0.050)	(0.054)	(0.053)	(0.050)	(0.062)	(0.088)	(0.102)	(0.068)	(0.046)	(0.072)
Stellung im Team	CESTLE	-0.076	-0.002	-0.061	-0.037	-0.03	-0.049	-0.073	-0.077	-0.053	-0.079	0.293***		-0.173***	0.051	-0.181***	-0.110**	0.057	-0.023	-0.087	-0.296***	-0.308**	-0.123	-0.07	-0.114
		(0.072)	(0.048)	(0.048)	(0.047)	(0.047)	(0.057)	(0.058)	(0.065)	(0.048)	(0.053)	(0.064)		(0.051)	(0.054)	(0.056)	(0.056)	(0.057)	(0.055)	(0.067)	(0.109)	(0.123)	(0.076)	(0.052)	(0.081)
Dauer der Anstellung	CESTDR	-0.029**	0.014*	0.024***	-0.004	0.013	0.011	0.023**	-0.005	0.001	-0.008	-0.007		0.006	-0.006	0.035***	0.039***	0.016	0.022**	-0.022**	0.037*	0.03	0.046***	-0.143***	0.003
		(0.013)	(0.008)	(0.008)	(0.008)	(0.008)	(0.01)	(0.011)	(0.011)	(0.008)	(0.009)	(0.01)		(0.008)	(0.01)	(0.01)	(0.01)	(0.01)	(0.01)	(0.011)	(0.019)	(0.021)	(0.016)	(0.009)	(0.013)
	1bn.ADMGS																								
	2.ADMGS	-0.611***	0.453***	0.283*	-0.379***	0.270*	-0.289*	-0.199	0.359**	0.422***	0.284*	-1.024***		0.920***	-0.811***	0.418**	0.407**	0.272	0.232	0.339*	1.626***	1.870***	1.234***		
		(0.189)	(0.144)	(0.144)	(0.142)	(0.143)	(0.170)	(0.177)	(0.180)	(0.142)	(0.147)	(0.169)		(0.148)	(0.164)	(0.167)	(0.172)	(0.175)	(0.164)	(0.202)	(0.213)	(0.235)	(0.188)		
	ADMGS																							-0.341**	
																								(0.154)	
	1bn.ADMAL																								
	2.ADMAL	-0.01	-0.218	-0.255*	0.813***	-0.627***	0.992***	0.893***	-0.173	-.5***	-0.179	-0.182		0.061	-0.383**	0.06	0.151	-0.034	-0.257	1.574***	-0.025	-0.202	-0.115		
		(0.228)	(0.158)	(0.153)	(0.157)	(0.157)	(0.221)	(0.233)	(0.244)	(0.159)	(0.178)	(0.193)		(0.165)	(0.192)	(0.198)	(0.197)	(0.207)	(0.199)	(0.216)	(0.352)	(0.386)	(0.287)		
	3.ADMAL	-0.303	-0.444***	-0.246	1.104***	-0.760***	1.104***	1.206***	-0.457*	-0.456***	-0.451**	-0.400**		.5***	-0.831***	0.301	0.126	-0.206	-0.631***	1.124***	-0.17	-0.018	-0.856***		
		(0.238)	(0.163)	(0.160)	(0.163)	(0.165)	(0.229)	(0.242)	(0.249)	(0.164)	(0.182)	(0.204)		(0.174)	(0.196)	(0.200)	(0.200)	(0.213)	(0.202)	(0.217)	(0.350)	(0.396)	(0.278)		
	4.ADMAL	-0.812*	-0.28	-0.149	0.909***	-0.870***	1.229***	1.464***	-1.014***	-0.42	-0.551*	-0.847**		0.705**	-0.923***	0.076	-0.199	-0.068	-0.646**	0.172	-1.063**	-0.628	-2.643***		
		(0.433)	(0.272)	(0.273)	(0.279)	(0.277)	(0.341)	(0.346)	(0.347)	(0.282)	(0.294)	(0.364)		(0.293)	(0.292)	(0.298)	(0.322)	(0.319)	(0.302)	(0.352)	(0.457)	(0.517)	(0.409)		
	ADMAL																								-0.260**
																									(0.111)
	ADMSC	-0.061	-0.004	-0.079	0.036	0.024	0.032	0.009	0.022	0.071	0.236***	0.385***		-0.156**	-0.063	-0.167**	0.086	-0.025	-0.09	0.091	-0.286*	-0.204	0.025	0.297***	-0.516***
		(0.102)	(0.068)	(0.069)	(0.068)	(0.068)	(0.085)	(0.086)	(0.094)	(0.069)	(0.074)	(0.095)		(0.073)	(0.079)	(0.081)	(0.082)	(0.083)	(0.081)	(0.097)	(0.155)	(0.168)	(0.107)	(0.074)	(0.121)
	ACEN																							-0.356**	-0.631***
																								(0.146)	(0.190)
	Observations	1201	1164	1163	1163	1163	891	891	914	1163	1170	1188		1199	885	857	818	792	860	981	1158	1158	1158	1201	1201
	Pseudo R^2	0.025	0.008	0.012	0.011	0.012	0.018	0.021	0.02	0.007	0.018	0.105		0.037	0.009	0.008	0.01	0.003	0.007	0.117	0.141	0.15	0.155	0.143	0.096

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Leitbilder (Cluster)

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt+Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFEFSMW Erschöpfung	CEEFEFFMW Erfüllung	CEFAGM Ausstiegsneigung Gemeinde	CEFAPT Ausstiegsneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik. : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRW.A schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Alterskohorte	ADMGS weiblich : männlich
Leitbild richtungsweisend	ALBSERI	0.307**						0.09	0.124	-0.061	-0.011	0.079	-0.391***	0.092	0.152	0.068	-0.065	-0.277**	0.095	-0.15	0.297**	0.098	-0.125	-0.036	-0.009	0.137	0.162	0.085	-0.103	0.209
		(0.155)						(0.108)	(0.108)	(0.107)	(0.107)	(0.129)	(0.135)	(0.143)	(0.108)	(0.105)	(0.134)	(0.116)	(0.115)	(0.122)	(0.125)	(0.127)	(0.129)	(0.122)	(0.141)	(0.199)	(0.212)	(0.152)	(0.104)	(0.145)
Leitbild erkenntnisorientiert	ALBSEERK	0.064						-0.082	-0.083	0.025	-0.113	0.094	0	-0.201	-0.048	-0.228**	-0.058	-0.128	0.118	-0.012	-0.004	-0.162	-0.03	0.186	0.102	0.141	0.156	0.069	-0.121	0.343**
		(0.166)						(0.117)	(0.115)	(0.115)	(0.116)	(0.137)	(0.146)	(0.157)	(0.116)	(0.113)	(0.142)	(0.122)	(0.120)	(0.132)	(0.137)	(0.140)	(0.146)	(0.133)	(0.157)	(0.214)	(0.232)	(0.156)	(0.111)	(0.150)
Leitbild personenorientiert	ALBSEPE	-0.05						-0.047	0.059	0.091	-0.133	0.186	-0.06	-0.433***	-0.122	-0.193*	0.255**	-0.007	-0.321***	0.191	-0.259**	-0.456***	-0.072	0.078	0.076	-0.094	-0.027	0.067	-0.290***	-0.273**
		(0.152)						(0.107)	(0.106)	(0.105)	(0.107)	(0.124)	(0.130)	(0.139)	(0.106)	(0.103)	(0.130)	(0.112)	(0.111)	(0.119)	(0.121)	(0.124)	(0.129)	(0.120)	(0.139)	(0.197)	(0.211)	(0.146)	(0.102)	(0.139)
Leitbild innen	ALBSEIN	0.072						-0.045	0.005	0.08	-0.045	0.105	0.124	0.094	0.107	0.137	-0.003	-0.067	0.019	-0.09	-0.077	-0.071	0.012	-0.151	0.085	-0.06	-0.059	-0.288**	0.225**	-0.125
		(0.139)						(0.098)	(0.096)	(0.095)	(0.097)	(0.115)	(0.121)	(0.131)	(0.095)	(0.091)	(0.118)	(0.104)	(0.101)	(0.109)	(0.113)	(0.113)	(0.120)	(0.112)	(0.129)	(0.163)	(0.175)	(0.132)	(0.089)	(0.123)
Leitbild außen	ALBSEAU																													
Leitbild immanent	ALBSEIM	-0.094						0.074	0.049	-0.041	0.167**	-0.11	0.179*	0.149	0.006	0.097	-0.122	0.206**	0.181**	0.077	0.191**	0.301***	0.044	0.168**	-0.075	0.171	0.066	-0.003	0.036	0.004
		(0.114)						(0.075)	(0.075)	(0.075)	(0.074)	(0.092)	(0.093)	(0.100)	(0.075)	(0.074)	(0.094)	(0.081)	(0.082)	(0.086)	(0.087)	(0.089)	(0.092)	(0.086)	(0.099)	(0.131)	(0.145)	(0.104)	(0.072)	(0.100)
Leitbild transzendent	ALBSETR																													
	1bn.ADMGS																													
	2.ADMGS	-0.751***						0.287*	0.253*	-0.131	0.088	-0.026	0.015	0.296	0.430***	0.683***	-0.864***	0.079	0.745***	-0.852***	0.226	0.179	-0.035	0.208	0.625***	1.579***	1.813***	1.269***		
		(0.199)						(0.153)	(0.149)	(0.147)	(0.149)	(0.183)	(0.189)	(0.194)	(0.151)	(0.133)	(0.168)	(0.165)	(0.158)	(0.175)	(0.178)	(0.177)	(0.184)	(0.174)	(0.203)	(0.194)	(0.211)	(0.173)		
	ADMGS																												-0.352***	
																													(0.136)	
	1bn.ADMAL																													
	2.ADMAL	-0.062						-0.410**	-0.399**	0.705***	-0.718***	0.916***	1.198***	-0.323	-0.524***	0.054	-0.296	-0.073	0.017	-0.28	-0.177	-0.072	-0.256	-0.496**	1.533***	0.007	-0.097	-0.282		
		(0.236)						(0.162)	(0.157)	(0.161)	(0.163)	(0.234)	(0.260)	(0.264)	(0.161)	(0.167)	(0.189)	(0.176)	(0.169)	(0.204)	(0.214)	(0.211)	(0.222)	(0.212)	(0.212)	(0.296)	(0.319)	(0.265)		
	3.ADMAL	-0.102						-0.616***	-0.455***	0.987***	-0.998***	0.889***	1.273***	-0.382	-0.424***	-0.343**	-0.806***	-0.129	0.664***	-0.760***	0.063	-0.213	-0.527**	-0.934***	1.296***	-0.125	0.045	-1.166***		
		(0.232)						(0.155)	(0.153)	(0.157)	(0.159)	(0.230)	(0.257)	(0.258)	(0.157)	(0.157)	(0.190)	(0.171)	(0.168)	(0.200)	(0.207)	(0.206)	(0.217)	(0.209)	(0.202)	(0.281)	(0.313)	(0.244)		
	4.ADMAL	-0.373						-0.451*	-0.439	0.767***	-1.152***	0.936***	1.452***	-1.013***	-0.408	-0.831***	-1.422***	-0.541*	0.705**	-0.825***	-0.165	-0.453	-0.235	-0.946***	0.222	-1.269***	-1.071***	-3.123***		
		(0.415)						(0.269)	(0.280)	(0.278)	(0.281)	(0.349)	(0.363)	(0.352)	(0.282)	(0.238)	(0.355)	(0.293)	(0.291)	(0.294)	(0.299)	(0.318)	(0.322)	(0.307)	(0.336)	(0.351)	(0.381)	(0.354)		
	ADMAL																													-0.233***
																														(0.087)
	ADMSC	-0.004						0.006	-0.057	0.032	0.042	0.042	-0.098	-0.015	0.124*	0.254***	0.537***	0.218***	-0.233***	-0.062	-0.162*	0.102	-0.027	-0.094	0.165*	-0.356**	-0.327**	0.1	0.366***	-0.361***
		(0.112)						(0.073)	(0.073)	(0.073)	(0.073)	(0.090)	(0.092)	(0.101)	(0.074)	(0.074)	(0.099)	(0.080)	(0.080)	(0.084)	(0.087)	(0.088)	(0.090)	(0.086)	(0.097)	(0.141)	(0.154)	(0.103)	(0.070)	(0.106)
	ACEN																												0.239***	-0.659***
																													(0.081)	(0.094)
	Observations	1025						970	970	969	969	744	744	768	969	1139	998	942	981	743	719	688	657	721	840	1114	1114	1113	1176	1176
	Pseudo R^2	0.02						0.006	0.005	0.008	0.009	0.015	0.025	0.022	0.007	0.021	0.059	0.011	0.036	0.011	0.009	0.01	0.002	0.007	0.074	0.139	0.151	0.162	0.023	0.086

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Leitbilder (Items)

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt+Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFEFSMW Erschöpfung	CEEFEFFMW Erfüllung	CEFAGM Ausstiegsneigung Gemeinde	CEFAPT Ausstiegsneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik. : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRW.A schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Alterskohorte	ADMGS weiblich : männlich
Anwalt/Anwältin der Bedürftigen	ALBSEa	0.233						-0.068	-0.109	0.253	0.059	0.511**	0.349*	-0.308	0.048	-0.281*	0.493***	-0.053	-0.455***	0.549***	-0.595***	-0.410**	-0.185	0.089	-0.26	-0.312	-0.147	-0.152	-0.716***	-0.407**
		(0.219)						(0.160)	(0.157)	(0.154)	(0.158)	(0.200)	(0.207)	(0.212)	(0.160)	(0.144)	(0.183)	(0.182)	(0.167)	(0.187)	(0.189)	(0.198)	(0.205)	(0.191)	(0.213)	(0.243)	(0.263)	(0.213)	(0.147)	(0.182)
Anwalt/Anwältin des Gebets	ALBSEb	-0.645**						0.084	0.141	0	0.05	0.044	-0.326*	0.205	0.262*	-0.124	-0.062	-0.068	-0.142	-0.411**	-0.073	-0.620***	-0.066	0.166	-0.081	0.39	0.152	0.012	0.361**	-0.07
		(0.270)						(0.154)	(0.153)	(0.151)	(0.154)	(0.175)	(0.184)	(0.203)	(0.151)	(0.146)	(0.194)	(0.170)	(0.168)	(0.168)	(0.170)	(0.179)	(0.176)	(0.166)	(0.199)	(0.271)	(0.283)	(0.206)	(0.146)	(0.192)
Ausbilder/in bzw. Trainer/in	ALBSEc	-0.157						-0.064	0.011	-0.099	0.081	-0.017	0.005	0.280*	0.125	0.028	-0.211	-0.009	0.367***	-0.280**	0.164	-0.039	0.067	0.278**	-0.053	0.417*	0.355	-0.218	0.109	0.357**
		(0.166)						(0.115)	(0.116)	(0.114)	(0.113)	(0.137)	(0.141)	(0.156)	(0.114)	(0.110)	(0.142)	(0.123)	(0.123)	(0.131)	(0.135)	(0.135)	(0.137)	(0.131)	(0.150)	(0.218)	(0.237)	(0.158)	(0.108)	(0.154)
Evangelist/in	ALBSEd	0.237						0.104	0.289**	-0.108	-0.078	0.107	-0.317*	0.095	0.063	0.049	0.089	-0.304*	0.067	-.313*	0.186	-0.048	0.296*	-0.049	-0.297	0.153	0.068	-0.151	-0.094	0.074
		(0.199)						(0.146)	(0.143)	(0.146)	(0.142)	(0.180)	(0.190)	(0.196)	(0.142)	(0.139)	(0.175)	(0.160)	(0.152)	(0.167)	(0.167)	(0.171)	(0.178)	(0.168)	(0.188)	(0.249)	(0.266)	(0.197)	(0.137)	(0.188)
Geistliche/r Begleiter/in	ALBSEe	0.294*						-0.129	0.089	0.143	0.029	0.014	0.115	-0.153	-0.085	-0.002	-0.066	-0.162	0.347***	0.163	0.174	-0.076	-0.008	0.123	0.05	0.003	0.036	-0.296*	0.274***	-0.249*
		(0.157)						(0.110)	(0.110)	(0.110)	(0.110)	(0.132)	(0.137)	(0.146)	(0.111)	(0.104)	(0.136)	(0.120)	(0.118)	(0.126)	(0.128)	(0.130)	(0.133)	(0.126)	(0.144)	(0.199)	(0.215)	(0.153)	(0.104)	(0.143)
Gesellschaftstransformator/in	ALBSEf	0.428						-0.091	0.006	0.24	-0.236	0.373	0.266	-0.478	0.15	0.372	0.197	0.145	-0.284	0.5*	0.331	-0.319	-0.159	0.239	-0.278	0.093	-0.102	-0.414	0.319	0.046
		(0.293)						(0.236)	(0.230)	(0.235)	(0.228)	(0.299)	(0.313)	(0.307)	(0.237)	(0.226)	(0.286)	(0.251)	(0.249)	(0.279)	(0.276)	(0.304)	(0.307)	(0.272)	(0.315)	(0.390)	(0.409)	(0.299)	(0.222)	(0.291)
Interpret/in der Gegenwart	ALBSEg	-0.667**						-0.043	0.064	-0.11	0.068	0.540***	-0.071	-0.358*	-0.094	-0.032	0.611***	0.377**	-0.462***	0.511***	-0.204	0.097	-0.051	0.087	0.617***	-0.132	0.021	0.289	-0.351**	0.016
		(0.262)						(0.154)	(0.156)	(0.153)	(0.156)	(0.181)	(0.191)	(0.190)	(0.150)	(0.147)	(0.177)	(0.170)	(0.161)	(0.172)	(0.173)	(0.180)	(0.185)	(0.173)	(0.211)	(0.25)	(0.278)	(0.221)	(0.148)	(0.196)
Kommunikator/in	ALBSEh	-0.032						0.128	0.072	-0.072	0.091	-0.105	-0.085	-0.265	0.154	0.146	-0.186	0.262*	0.182	0.122	0.07	-0.103	-0.015	0.081	0.172	0.225	0.089	-0.075	0.154	0.206
		(0.188)						(0.127)	(0.129)	(0.127)	(0.127)	(0.150)	(0.154)	(0.162)	(0.128)	(0.124)	(0.160)	(0.139)	(0.135)	(0.140)	(0.142)	(0.147)	(0.152)	(0.141)	(0.171)	(0.236)	(0.252)	(0.179)	(0.121)	(0.169)
Miss. Gemeindeaufbauer/In	ALBSEi	0.224						0.082	-0.074	-0.093	0.116	-0.183	-0.098	0.360**	0.285**	-0.106	-0.416***	-0.724***	0.611***	-0.371***	0.364***	0.381***	0.145	0.410***	-0.323**	0.16	0.124	-0.039	-0.281**	0.174
		(0.167)						(0.117)	(0.117)	(0.117)	(0.116)	(0.142)	(0.148)	(0.166)	(0.118)	(0.113)	(0.149)	(0.130)	(0.127)	(0.135)	(0.140)	(0.143)	(0.141)	(0.135)	(0.154)	(0.214)	(0.230)	(0.164)	(0.112)	(0.156)
Moderator/in	ALBSEj	-0.3						-0.059	0.069	0.14	-0.191	0.436***	0.345**	-0.134	0.029	-0.06	0.225	0.069	-0.14	0.199	-0.106	-0.196	0.166	0.051	0.5***	0.196	0.085	-0.065	-0.247**	-0.002
		(0.195)						(0.129)	(0.129)	(0.128)	(0.129)	(0.152)	(0.155)	(0.165)	(0.128)	(0.122)	(0.153)	(0.139)	(0.136)	(0.143)	(0.144)	(0.147)	(0.152)	(0.146)	(0.172)	(0.231)	(0.247)	(0.180)	(0.120)	(0.164)
Netzwerker/in nach außen	ALBSEk	0.151						0.036	0.152	0.172	-0.001	-0.19	0.098	-0.114	-0.359**	-0.268*	-0.388*	-0.329*	0.048	-0.032	0.228	-0.019	-0.188	0.069	0.078	0.149	-0.012	0.019	-0.179	0.057
		(0.233)						(0.166)	(0.168)	(0.166)	(0.165)	(0.199)	(0.206)	(0.214)	(0.169)	(0.155)	(0.214)	(0.180)	(0.176)	(0.186)	(0.193)	(0.188)	(0.198)	(0.199)	(0.225)	(0.296)	(0.312)	(0.232)	(0.157)	(0.218)
Projektmanager/in	ALBSEl	0.478**						-0.121	-0.161	0.481***	-0.21	0.298*	0.267	-0.373**	-0.075	0.258*	0.525***	0.191	-0.304**	0.245	-0.079	-0.148	-0.277	-0.086	-0.172	-0.181	0.019	-0.286	0.302**	-0.117
		(0.189)						(0.142)	(0.142)	(0.139)	(0.139)	(0.167)	(0.175)	(0.185)	(0.147)	(0.141)	(0.167)	(0.155)	(0.152)	(0.163)	(0.169)	(0.169)	(0.175)	(0.163)	(0.192)	(0.246)	(0.274)	(0.192)	(0.135)	(0.182)
Prophetische/r Mahner/in	ALBSEm	0.455						-0.376	-0.293	0.365	-0.188	0.141	0.034	-0.24	-0.17	-0.076	0.527*	0.188	0.139	0.091	0.112	-0.012	0.237	0.058	-0.22	0.006	0.175	0.002	-0.302	0.239
		(0.314)						(0.249)	(0.237)	(0.248)	(0.244)	(0.295)	(0.310)	(0.311)	(0.238)	(0.221)	(0.276)	(0.255)	(0.25)	(0.288)	(0.307)	(0.297)	(0.289)	(0.290)	(0.321)	(0.370)	(0.425)	(0.329)	(0.224)	(0.306)
Richtungsweisende Führungskraft	ALBSEn	0.041						0.147	0.254**	-0.107	0.314***	0.039	0.043	0.232	0.235**	0.028	-0.434***	0.237*	0.370***	-0.079	0.428***	0.283**	-0.218	-0.076	0.05	0.345	0.273	0.015	0.198*	0.280*
		(0.172)						(0.119)	(0.119)	(0.117)	(0.117)	(0.140)	(0.146)	(0.161)	(0.118)	(0.113)	(0.151)	(0.127)	(0.128)	(0.134)	(0.140)	(0.139)	(0.141)	(0.137)	(0.158)	(0.219)	(0.234)	(0.164)	(0.112)	(0.158)
Seelsorgerliche/r Hirte/in	ALBSEo	-0.248						0.005	0.179	-0.072	0.233**	-0.103	-0.011	0.088	0.152	-0.088	0.054	0.174	-0.093	-0.042	-0.027	-0.349**	-0.082	0.217	0.144	-0.246	-0.226	-0.280*	0.154	-0.123
		(0.162)						(0.115)	(0.115)	(0.114)	(0.113)	(0.138)	(0.144)	(0.153)	(0.114)	(0.109)	(0.141)	(0.125)	(0.121)	(0.130)	(0.135)	(0.137)	(0.141)	(0.132)	(0.153)	(0.212)	(0.228)	(0.161)	(0.108)	(0.149)
Teamworker/in	ALBSEp	0.381**						0.158	0.322***	-0.149	-0.047	0.122	0.067	0.041	0.015	0.205*	0.087	-0.083	0.018	0.091	0.041	0.179	0.202	0.175	0.022	0.13	0.167	-0.051	-0.292***	-0.369**
		(0.158)						(0.115)	(0.116)	(0.113)	(0.112)	(0.139)	(0.144)	(0.155)	(0.115)	(0.111)	(0.140)	(0.125)	(0.122)	(0.131)	(0.136)	(0.138)	(0.139)	(0.133)	(0.154)	(0.204)	(0.220)	(0.158)	(0.108)	(0.144)
Theologische/r Lehrer/in	ALBSEq	0.425***						-0.154	-0.15	0.198*	-0.384***	0.192	0.212	-0.256*	0.16	-0.322***	-0.194	-0.239**	0.114	-0.16	-0.318**	-0.155	-0.097	0.056	0.19	0.111	0.027	-0.214	0.027	0.546***
		(0.154)						(0.108)	(0.107)	(0.106)	(0.106)	(0.128)	(0.133)	(0.142)	(0.108)	(0.103)	(0.134)	(0.118)	(0.114)	(0.122)	(0.125)	(0.127)	(0.130)	(0.122)	(0.141)	(0.194)	(0.209)	(0.148)	(0.102)	(0.141)
Verkündiger/in des Wortes Gottes	ALBSEr	-0.286						0.005	-0.02	-0.001	-0.093	0.107	-0.003	0.335*	0.271*	0.095	-0.262	-0.414***	0.206	-0.458***	-0.126	-0.405**	-0.274*	-0.301**	0.585***	-0.096	-0.057	-0.251	-0.037	0.493***
		(0.177)						(0.135)	(0.136)	(0.134)	(0.135)	(0.166)	(0.170)	(0.175)	(0.139)	(0.122)	(0.164)	(0.147)	(0.143)	(0.155)	(0.156)	(0.164)	(0.165)	(0.153)	(0.175)	(0.236)	(0.252)	(0.184)	(0.123)	(0.159)
Visionäre/r Unternehmer/in	ALBSEs	-0.04						0.428***	0.456***	-0.233	0.665***	-0.127	-0.132	0.149	0.048	0.158	-0.658***	0.252	0.490***	-0.039	0.910***	0.787***	0.019	0.411**	0.126	0.304	0.12	0.067	0.278*	0.429**
		(0.212)						(0.149)	(0.152)	(0.152)	(0.149)	(0.177)	(0.186)	(0.197)	(0.149)	(0.144)	(0.204)	(0.160)	(0.160)	(0.164)	(0.172)	(0.173)	(0.174)	(0.168)	(0.193)	(0.296)	(0.313)	(0.217)	(0.144)	(0.211)
	1bn.ADMGS																													
	2.ADMGS	-0.482***						0.320**	0.307**	-0.151	0.12	-0.008	-0.008	0.357**	0.405***	0.647***	-0.665***	0.161	0.574***	-0.584***	0.123	0.255	0.184	0.184	0.533***	1.580***	1.802***	1.295***		
		(0.176)						(0.135)	(0.133)	(0.131)	(0.132)	(0.162)	(0.167)	(0.170)	(0.132)	(0.117)	(0.151)	(0.147)	(0.139)	(0.154)	(0.157)	(0.159)	(0.163)	(0.155)	(0.179)	(0.172)	(0.189)	(0.154)		
	ADMGS																												-0.459***	
																													(0.119)	
	1bn.ADMAL																													

	2.ADMAL	0.057					-0.414***	-0.446***	0.791***	-0.714***	1.015***	0.942***	-0.291	-0.441***	-0.166	-0.086	-0.207	-0.069	-0.2	-0.383**	-0.085	-0.187	-0.336*	1.373***	0.051	-0.046	-0.204		
		(0.207)					(0.143)	(0.140)	(0.142)	(0.143)	(0.209)	(0.221)	(0.233)	(0.143)	(0.147)	(0.169)	(0.158)	(0.150)	(0.179)	(0.190)	(0.186)	(0.193)	(0.186)	(0.190)	(0.264)	(0.281)	(0.232)		
	3.ADMAL	-0.041					-0.693***	-0.527***	1.096***	-0.964***	1.173***	1.209***	-0.549**	-0.401***	-0.574***	-0.545***	-0.279*	0.483***	-0.608***	-0.169	-0.153	-0.411**	-0.759***	1.229***	-0.275	-0.014	-1.074***		
		(0.205)					(0.140)	(0.138)	(0.141)	(0.141)	(0.206)	(0.218)	(0.227)	(0.140)	(0.141)	(0.171)	(0.156)	(0.150)	(0.175)	(0.184)	(0.184)	(0.189)	(0.181)	(0.185)	(0.246)	(0.272)	(0.214)		
	4.ADMAL	-0.244					-0.603**	-0.446*	0.989***	-1.264***	1.411***	1.518***	-1.168***	-0.467*	-1.020***	-1.193***	-0.695***	0.754***	-0.621**	-0.524*	-0.561**	-0.219	-0.757***	0.105	-1.366***	-1.067***	-3.122***		
		(0.368)					(0.242)	(0.247)	(0.252)	(0.247)	(0.310)	(0.312)	(0.313)	(0.252)	(0.213)	(0.316)	(0.267)	(0.261)	(0.262)	(0.272)	(0.285)	(0.280)	(0.271)	(0.303)	(0.320)	(0.347)	(0.319)		
	ADMAL																												-0.294***
																													(0.077)
	ADMSC	-0.034					0.038	-0.025	0.033	0.077	-0.047	-0.056	0.034	0.043	0.261***	0.455***	0.215***	-0.166**	-0.079	-0.114	0.086	0	-0.075	0.098	-0.210*	-0.16	0.037	0.440***	-0.407***
		(0.096)					(0.067)	(0.066)	(0.066)	(0.066)	(0.084)	(0.085)	(0.093)	(0.067)	(0.066)	(0.089)	(0.073)	(0.072)	(0.077)	(0.080)	(0.081)	(0.082)	(0.078)	(0.089)	(0.123)	(0.133)	(0.093)	(0.063)	(0.095)
	ACEN																											0.238***	-0.570***
																												(0.071)	(0.083)
	Observations	1359					1267	1266	1266	1266	960	960	998	1266	1513	1309	1232	1285	962	931	890	863	935	1096	1459	1459	1457	1561	1561
	Pseudo R^2	0.052					0.01	0.009	0.013	0.014	0.03	0.027	0.041	0.01	0.026	0.088	0.034	0.051	0.019	0.015	0.014	0.004	0.008	0.099	0.148	0.146	0.168	0.044	0.101

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Nähe-Distanz

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt+Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Ausstiegsneigung Gemeinde	CEFAPT Ausstiegsneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Alterskohorte	ADMGS weiblich : männlich
Befreundet mit Gemeindegliedern	CELBDIa	0.290***						0.258***	0.298***	-0.140***	0.403***	-0.271***	-0.184***	0.257***	0.198***	0.002	-0.317***	0.052	0.356***	-0.110*	0.233***	0.295***	0.03	0.213***	-0.182**	0.193**	0.198*	0.055	0.173***	0.202***
		(0.081)						(0.054)	(0.053)	(0.053)	(0.054)	(0.065)	(0.066)	(0.069)	(0.053)	(0.056)	(0.062)	(0.057)	(0.056)	(0.061)	(0.060)	(0.063)	(0.064)	(0.064)	(0.072)	(0.097)	(0.107)	(0.078)	(0.054)	(0.075)
Berufliche Fragen in Freizeit strengen a	CELBDIb	0.042						-0.229***	-0.143***	0.349***	-0.218***	0.243***	0.366***	-0.194***	-0.100**	-0.076	0.009	0.002	-0.017	0.125**	0.075	-0.015	-0.028	-0.007	0.145**	0.004	-0.036	-0.077	0.232***	-0.155**
		(0.069)						(0.047)	(0.047)	(0.047)	(0.047)	(0.056)	(0.057)	(0.060)	(0.047)	(0.049)	(0.056)	(0.050)	(0.049)	(0.053)	(0.054)	(0.054)	(0.055)	(0.053)	(0.063)	(0.087)	(0.095)	(0.069)	(0.048)	(0.064)
Situative Auslotung, wann Privates pas	CELBDIc	-0.229***						-0.07	-0.03	0.165***	0.052	0.229***	0.157**	0.011	-0.006	0.086*	0.056	0.186***	-0.045	0.125**	-0.024	0.007	-0.115**	0.033	0.089	-0.340***	-0.352***	-0.044	0.074	-0.119*
		(0.064)						(0.046)	(0.047)	(0.046)	(0.047)	(0.060)	(0.062)	(0.065)	(0.047)	(0.049)	(0.056)	(0.051)	(0.050)	(0.054)	(0.056)	(0.055)	(0.057)	(0.056)	(0.063)	(0.104)	(0.117)	(0.072)	(0.048)	(0.070)
Nur klar definierte Freundschaften, sor	CELBDId	0.142*						0.036	-0.011	0.041	-0.02	0.003	-0.051	-0.01	0.064	-0.082	-0.039	0.093	-0.023	-0.046	-0.104*	-0.056	-0.071	0.077	0.048	-0.146	-0.11	0.102	-0.116**	-0.146**
		(0.079)						(0.055)	(0.054)	(0.053)	(0.054)	(0.067)	(0.068)	(0.071)	(0.056)	(0.057)	(0.062)	(0.058)	(0.056)	(0.061)	(0.061)	(0.064)	(0.064)	(0.063)	(0.073)	(0.095)	(0.104)	(0.082)	(0.055)	(0.073)
Vermeidung von Nähe	CELBDIe	-0.048						0.01	-0.002	-0.07	0.04	0.045	-0.07	-0.095	-0.059	0.03	0.104*	0.043	-0.126**	0.095	0.028	0.004	-.109*	-0.04	0.059	0.15	0.164	-0.133*	-0.054	0.112
		(0.074)						(0.050)	(0.051)	(0.050)	(0.049)	(0.061)	(0.062)	(0.065)	(0.051)	(0.053)	(0.059)	(0.054)	(0.053)	(0.058)	(0.057)	(0.058)	(0.060)	(0.058)	(0.066)	(0.103)	(0.114)	(0.074)	(0.051)	(0.076)
	1bn.ADMGS																													
	2.ADMGS	-0.670***						0.247*	0.119	-0.037	-0.005	0.043	0.04	0.411**	0.424***	0.363***	-0.764***	0.139	0.636***	-0.838***	0.23	0.16	0.133	0.081	0.691***	1.420***	1.603***	1.121***		
		(0.176)						(0.135)	(0.133)	(0.131)	(0.132)	(0.161)	(0.167)	(0.168)	(0.131)	(0.134)	(0.149)	(0.144)	(0.138)	(0.153)	(0.154)	(0.158)	(0.161)	(0.153)	(0.180)	(0.201)	(0.219)	(0.175)		
	ADMGS																												-0.415***	
																													(0.134)	
	1bn.ADMAL																													
	2.ADMAL	0.005						-0.293**	-0.394***	0.699***	-0.723***	1.049***	0.925***	-0.269	-0.373***	-0.101	-0.126	-0.088	0.027	-0.281	-0.145	-0.067	-0.163	-0.345*	1.335***	0.109	-0.088	-0.208		
		(0.207)						(0.144)	(0.141)	(0.144)	(0.145)	(0.214)	(0.228)	(0.231)	(0.144)	(0.159)	(0.168)	(0.156)	(0.151)	(0.180)	(0.187)	(0.186)	(0.194)	(0.187)	(0.190)	(0.302)	(0.334)	(0.260)		
	3.ADMAL	-0.112						-0.631***	-0.524***	1.035***	-1.053***	1.192***	1.228***	-0.553**	-0.381***	-0.431***	-0.512***	-0.102	0.514***	-0.748***	-0.027	-0.259	-0.450**	-0.860***	1.159***	-0.18	-0.083	-1.123***		
		(0.205)						(0.140)	(0.138)	(0.141)	(0.143)	(0.211)	(0.225)	(0.226)	(0.141)	(0.154)	(0.169)	(0.152)	(0.149)	(0.176)	(0.182)	(0.182)	(0.190)	(0.183)	(0.184)	(0.288)	(0.329)	(0.242)		
	4.ADMAL	-0.488						-0.463*	-0.393	0.837***	-1.129***	1.323***	1.402***	-1.090***	-0.431*	-0.644***	-1.168***	-0.389	0.838***	-0.830***	-0.152	-0.654**	-0.289	-0.784***	-0.016	-1.311***	-0.972**	-3.062***		
		(0.377)						(0.236)	(0.242)	(0.249)	(0.244)	(0.311)	(0.315)	(0.309)	(0.248)	(0.246)	(0.311)	(0.262)	(0.259)	(0.261)	(0.267)	(0.289)	(0.282)	(0.270)	(0.301)	(0.377)	(0.430)	(0.355)		
	ADMAL																													-0.280***
																														(0.088)
	ADMSC	-0.057						0.035	-0.05	-0.037	0.076	-0.022	-0.096	0.014	0.078	0.253***	0.501***	0.192***	-0.217***	-0.025	-0.220***	0.108	-0.006	-0.079	0.087	-0.266*	-0.208	0.075	0.361***	-0.421***
		(0.096)						(0.066)	(0.066)	(0.065)	(0.065)	(0.083)	(0.084)	(0.091)	(0.066)	(0.070)	(0.086)	(0.071)	(0.070)	(0.076)	(0.078)	(0.080)	(0.080)	(0.077)	(0.088)	(0.146)	(0.161)	(0.101)	(0.067)	(0.109)
	ACEN																												-0.146	-0.684***
																													(0.135)	(0.176)
	Observations	1308						1239	1238	1237	1237	943	943	981	1237	1274	1277	1215	1264	944	914	873	846	917	1058	1232	1232	1232	1308	1308
	Pseudo R^2	0.032						0.016	0.014	0.02	0.019	0.044	0.043	0.036	0.009	0.011	0.062	0.011	0.043	0.011	0.006	0.006	0.003	0.005	0.079	0.136	0.139	0.138	0.029	0.065

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Persönlichkeit (Mittelwerte)

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt+Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Ausstiegsneigung Gemeinde	CEFAPT Ausstiegsneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Alterskohorte	ADMGS weiblich : männlich
Unabhängigkeit	APSUAMW	0.194	0.276**	0.112	0.228**	-0.227*	-0.153	-0.11	0.034	-0.251***	0.073	-0.143	-0.199*	-0.087	0.019	-0.151*	0.059	0.02	-0.035	0.094	0.107	0.153	-0.144	0.193**	-0.039	-0.298**	-0.286*	-0.125	-0.292***	0.151
		(0.123)	(0.136)	(0.167)	(0.098)	(0.131)	(0.120)	(0.085)	(0.086)	(0.086)	(0.085)	(0.108)	(0.111)	(0.120)	(0.087)	(0.082)	(0.101)	(0.092)	(0.092)	(0.096)	(0.097)	(0.101)	(0.102)	(0.097)	(0.111)	(0.139)	(0.154)	(0.115)	(0.081)	(0.104)
Arbeitshaltung	APSAHMW	-0.640***	-0.643***	-0.031	-0.627***	0.501***	0.520***	0.353***	0.189	-0.245**	-0.069	0.098	0.376**	-0.199	0.076	0.188*	0.124	-0.039	-0.091	-0.018	-0.505***	-0.182	0.071	-0.073	0.231	0.376**	0.055	0.139	-0.656***	-0.229
		(0.168)	(0.186)	(0.209)	(0.134)	(0.176)	(0.161)	(0.121)	(0.118)	(0.118)	(0.118)	(0.151)	(0.156)	(0.171)	(0.118)	(0.111)	(0.139)	(0.126)	(0.124)	(0.140)	(0.142)	(0.147)	(0.150)	(0.139)	(0.158)	(0.187)	(0.208)	(0.155)	(0.111)	(0.143)
Sicherheit	APSSIMW	-0.127	-0.246	-0.154	-0.182	0.212	0.094	0.453***	0.310***	-0.483***	1.013***	-0.092	-0.354**	0.622***	0.048	0.375***	-0.091	0.227*	0.435***	-0.055	0.438***	0.393***	0.094	0.082	-0.153	0.454**	0.668***	0.319**	0.047	0.025
		(0.157)	(0.175)	(0.218)	(0.127)	(0.170)	(0.155)	(0.110)	(0.112)	(0.111)	(0.113)	(0.136)	(0.140)	(0.150)	(0.111)	(0.106)	(0.132)	(0.120)	(0.117)	(0.124)	(0.127)	(0.132)	(0.128)	(0.125)	(0.144)	(0.179)	(0.198)	(0.147)	(0.105)	(0.136)
Berufliche Identifikation	APSBIMW	-0.193***	0.01	0.220**	-0.111*	-0.044	0.201***	0.523***	0.340***	-0.720***	0.479***	-0.796***	-0.917***	0.760***	0.325***	0.005	-0.062	-0.044	0.198***	-0.148**	-0.014	-0.021	0.091	0.119*	-0.169**	0.116	0.142	0.053	-0.426***	-0.007
		(0.074)	(0.084)	(0.106)	(0.061)	(0.082)	(0.073)	(0.056)	(0.055)	(0.058)	(0.055)	(0.070)	(0.072)	(0.074)	(0.055)	(0.051)	(0.063)	(0.058)	(0.058)	(0.061)	(0.060)	(0.063)	(0.064)	(0.062)	(0.072)	(0.084)	(0.093)	(0.070)	(0.051)	(0.065)
Emotionalität	APSEMMW	0.054	0.137	0.024	0.08	-0.11	-0.036	0.331***	0.441***	-1.049***	0.440***	-0.301**	-0.16	0.15	0.059	-0.012	-0.266**	0.014	0.062	-0.002	0.137	0.108	-0.126	0.049	0.111	-0.26	-0.208	-0.13	0.008	0.184
		(0.151)	(0.170)	(0.209)	(0.123)	(0.166)	(0.149)	(0.109)	(0.109)	(0.113)	(0.111)	(0.134)	(0.139)	(0.150)	(0.109)	(0.104)	(0.127)	(0.116)	(0.113)	(0.126)	(0.130)	(0.128)	(0.132)	(0.126)	(0.141)	(0.175)	(0.190)	(0.146)	(0.102)	(0.132)
	1bn.ADMGS																													
	2.ADMGS	-0.582***	-1.173***	-0.577***	-0.849***	1.033***	0.352**	0.304**	0.251*	-0.166	0.104	-0.154	-0.082	0.468***	0.480***	0.619***	-0.851***	0.084	0.696***	-0.843***	0.277*	0.291*	0.153	0.122	0.592***	1.692***	1.886***	1.306***		
		(0.168)	(0.172)	(0.211)	(0.131)	(0.165)	(0.162)	(0.132)	(0.130)	(0.128)	(0.131)	(0.159)	(0.169)	(0.172)	(0.128)	(0.114)	(0.143)	(0.142)	(0.135)	(0.150)	(0.151)	(0.154)	(0.156)	(0.150)	(0.169)	(0.167)	(0.184)	(0.148)		
	ADMGS																												-0.345***	
																													(0.117)	
	1bn.ADMAL																													
	2.ADMAL	-0.079	-0.214	-0.051	-0.108	0.186	0.044	-0.062	-0.154	0.330**	-0.347**	0.587***	0.499**	0.193	-0.287**	-0.098	-0.25	-0.006	0.199	-0.300*	-0.1	0.107	-0.139	-0.25	1.297***	0.224	0.116	-0.148		
		(0.205)	(0.266)	(0.313)	(0.174)	(0.261)	(0.202)	(0.143)	(0.140)	(0.144)	(0.143)	(0.210)	(0.231)	(0.238)	(0.144)	(0.147)	(0.165)	(0.157)	(0.151)	(0.180)	(0.187)	(0.185)	(0.192)	(0.184)	(0.184)	(0.264)	(0.284)	(0.233)		
	3.ADMAL	-0.268	0.39	0.652**	0.016	-0.423*	0.318	-0.051	0.006	0.159	-0.231	0.341	0.437*	0.298	-0.128	-0.434***	-0.756***	-0.009	0.891***	-0.802***	0.123	0.046	-0.402**	-0.594***	1.071***	-0.053	0.204	-1.039***		
		(0.209)	(0.245)	(0.297)	(0.170)	(0.240)	(0.205)	(0.142)	(0.142)	(0.144)	(0.144)	(0.211)	(0.231)	(0.237)	(0.143)	(0.144)	(0.171)	(0.157)	(0.155)	(0.180)	(0.185)	(0.185)	(0.191)	(0.184)	(0.183)	(0.252)	(0.281)	(0.218)		
	4.ADMAL	-0.748**	0.729**	1.517***	0.045	-0.882***	0.937**	0.267	0.206	-0.287	-0.205	0.244	0.475	-0.065	-0.112	-0.821***	-1.419***	-0.359	1.25***	-0.919***	-0.051	-0.28	-0.14	-0.554**	-0.022	-1.009***	-0.807**	-2.937***		
		(0.373)	(0.328)	(0.442)	(0.257)	(0.316)	(0.365)	(0.241)	(0.249)	(0.247)	(0.247)	(0.316)	(0.326)	(0.329)	(0.252)	(0.218)	(0.313)	(0.265)	(0.262)	(0.267)	(0.273)	(0.292)	(0.286)	(0.272)	(0.303)	(0.325)	(0.354)	(0.321)		
	ADMAL																													-0.229***
																														(0.078)
	ADMSC	-0.109	-0.105	0.099	-0.094	0.052	0.092	0.008	-0.078	0.039	0.045	0.021	-0.039	-0.019	0.057	0.222***	0.505***	0.211***	-0.214***	-0.013	-0.239***	0.053	-0.02	-0.097	0.148*	-0.214*	-0.136	0.077	0.335***	-0.389***
		(0.094)	(0.109)	(0.134)	(0.077)	(0.106)	(0.092)	(0.065)	(0.066)	(0.064)	(0.064)	(0.083)	(0.085)	(0.094)	(0.065)	(0.064)	(0.084)	(0.070)	(0.070)	(0.075)	(0.077)	(0.079)	(0.079)	(0.077)	(0.085)	(0.120)	(0.130)	(0.091)	(0.062)	(0.091)
	ACEN																												0.146**	-0.574***
																													(0.071)	(0.081)

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt+Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFHSMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Ausstiegneigung Gemeinde	CEFAPT Ausstiegneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Alterskohorte	ADMGS weiblich : männlich
Nicht auf Lob angewiesen	APSUAa	0.054	0.062	0.025	0.055	-0.037	-0.049	-0.002	-0.009	-0.047	0.08	-0.089	-0.206***	0.086	0.137**	-0.193***	-0.111	-0.041	0.082	0.027	0.166**	0.09	-0.06	0.180***	-0.055	-.25**	-0.271**	0.004	-0.091	-0.128*
		(0.086)	(0.100)	(0.130)	(0.071)	(0.097)	(0.085)	(0.057)	(0.058)	(0.057)	(0.057)	(0.070)	(0.073)	(0.080)	(0.058)	(0.058)	(0.070)	(0.061)	(0.061)	(0.064)	(0.065)	(0.067)	(0.068)	(0.067)	(0.075)	(0.099)	(0.111)	(0.079)	(0.057)	(0.078)
Durch Kritik nicht entmutigt	APSUAb	0.046	0.223**	0.138	0.115	-0.182*	-0.021	-0.009	0.062	-0.089	0.077	-0.109	-0.07	-0.097	0.002	0.065	0.126*	0.099	-0.144**	0.053	-0.196***	-0.148**	-0.059	-0.041	0.036	-0.096	-0.049	-0.168**	-.125**	0.274***
		(0.091)	(0.103)	(0.130)	(0.074)	(0.099)	(0.089)	(0.059)	(0.061)	(0.060)	(0.060)	(0.074)	(0.077)	(0.084)	(0.061)	(0.059)	(0.073)	(0.065)	(0.065)	(0.067)	(0.068)	(0.069)	(0.070)	(0.068)	(0.080)	(0.099)	(0.110)	(0.081)	(0.058)	(0.080)
Konflikten nicht ausweichen	APSUAc	-0.159*	-0.200**	-0.015	-0.165**	0.160*	0.122	-0.012	0.126**	-0.104*	0.025	0.007	0.016	0.095	-0.014	-0.013	-0.029	0.08	0.072	0.052	0.037	0.08	0.079	-0.023	-0.059	-0.076	-0.151	-0.033	0.01	-0.028
		(0.083)	(0.092)	(0.113)	(0.066)	(0.089)	(0.080)	(0.057)	(0.056)	(0.055)	(0.056)	(0.072)	(0.074)	(0.079)	(0.056)	(0.054)	(0.067)	(0.061)	(0.060)	(0.064)	(0.065)	(0.067)	(0.067)	(0.063)	(0.074)	(0.090)	(0.099)	(0.075)	(0.054)	(0.072)
Entscheidungsfreudig	APSUAd	0.144*	0.067	-0.069	0.117*	-0.034	-0.136*	-0.014	-0.053	-0.009	0.028	-0.027	0.015	-0.011	-0.003	-0.021	-0.002	-0.069	0.025	-0.012	0.047	0.092	-0.022	0.092	-0.07	-0.083	-0.06	-0.042	-0.073	0.023
		(0.079)	(0.089)	(0.112)	(0.064)	(0.086)	(0.077)	(0.052)	(0.052)	(0.051)	(0.052)	(0.064)	(0.068)	(0.075)	(0.052)	(0.051)	(0.063)	(0.056)	(0.056)	(0.059)	(0.060)	(0.060)	(0.061)	(0.059)	(0.068)	(0.088)	(0.098)	(0.071)	(0.050)	(0.069)
Keine Prokrastination	APSAHa	-0.082	0.142	0.253**	0.011	-0.172*	0.106	0.038	-0.022	-0.204***	-0.019	0.068	-0.018	-0.001	-0.026	0.024	0.07	-0.001	-0.088	0.072	-0.056	-0.074	-0.001	0.039	-0.072	0.097	0.067	0.068	-0.032	-0.06
		(0.085)	(0.098)	(0.126)	(0.069)	(0.094)	(0.083)	(0.057)	(0.057)	(0.057)	(0.057)	(0.070)	(0.074)	(0.080)	(0.057)	(0.056)	(0.068)	(0.061)	(0.060)	(0.064)	(0.064)	(0.067)	(0.067)	(0.064)	(0.074)	(0.094)	(0.103)	(0.078)	(0.056)	(0.073)
Bereit zu Mehrleistung	APSAHb	-0.288***	-0.268***	-0.049	-0.278***	0.208**	0.212***	0.229***	0.193***	0.027	0.293***	0.006	0.057	0.214**	0.194***	0.120**	-0.015	0.129*	0.133**	-0.163**	-0.059	0.037	-0.087	0.017	-0.019	-0.148	-0.175	-0.13	-0.300***	0.230***
		(0.083)	(0.090)	(0.105)	(0.067)	(0.085)	(0.078)	(0.064)	(0.062)	(0.062)	(0.065)	(0.079)	(0.083)	(0.085)	(0.064)	(0.056)	(0.072)	(0.067)	(0.064)	(0.071)	(0.073)	(0.076)	(0.076)	(0.073)	(0.085)	(0.095)	(0.106)	(0.080)	(0.058)	(0.072)
Schnelle Erfolge nicht wichtig	APSAHc	-0.059	0.002	0.074	-0.027	-0.024	0.058	-0.006	-0.096*	-0.045	-.125**	-0.04	0.11	-0.103	-0.103*	-0.141***	0.008	-0.027	-0.018	0.029	-0.252***	-0.143**	0.042	-0.106	0.114	-0.027	-0.105	0.133*	-0.150***	-0.009
		(0.083)	(0.093)	(0.113)	(0.067)	(0.090)	(0.080)	(0.057)	(0.057)	(0.057)	(0.056)	(0.072)	(0.075)	(0.080)	(0.057)	(0.055)	(0.067)	(0.061)	(0.061)	(0.064)	(0.067)	(0.068)	(0.070)	(0.066)	(0.074)	(0.093)	(0.102)	(0.078)	(0.054)	(0.072)
Unpassende Arbeiten anpacken	APSAHd	-0.079	-0.032	0.016	-0.048	0.027	0.059	-0.019	0.013	0.026	-0.046	0.05	0.166**	-0.157*	0.138**	0.109**	0.01	-0.057	0.02	-0.158**	0.063	0.083	0.121*	-0.061	0.048	0.339***	0.305***	0.072	0.008	0.025
		(0.085)	(0.095)	(0.115)	(0.068)	(0.091)	(0.082)	(0.057)	(0.057)	(0.057)	(0.057)	(0.071)	(0.074)	(0.082)	(0.058)	(0.055)	(0.069)	(0.062)	(0.061)	(0.065)	(0.067)	(0.068)	(0.068)	(0.067)	(0.076)	(0.094)	(0.104)	(0.076)	(0.055)	(0.073)
Kein Nützlichkeitsdenken	APSAHe	-0.043	-0.412***	-0.342***	-0.208***	0.381***	-0.021	0.054	0.029	0.046	-0.126**	0.103	0.069	0	0.03	0.110**	0.033	-0.057	-0.112*	0.104*	-0.152**	-0.093	-0.036	0.025	0.103	0.013	-0.154	-0.043	-0.077	-0.224***
		(0.080)	(0.087)	(0.113)	(0.064)	(0.083)	(0.077)	(0.055)	(0.055)	(0.054)	(0.055)	(0.067)	(0.069)	(0.079)	(0.054)	(0.051)	(0.065)	(0.058)	(0.058)	(0.060)	(0.062)	(0.063)	(0.065)	(0.062)	(0.071)	(0.087)	(0.101)	(0.072)	(0.052)	(0.072)
Nicht perfektionistisch	APSAHf	-0.232***	-0.174**	0.087	-0.208***	0.113	0.208***	0.143***	0.144***	-0.145***	0.134***	-0.052	-0.047	0.129*	-0.146***	0.037	0.061	0.044	0.073	0.036	-0.110*	-0.062	0.069	-0.045	0.03	0.003	0.034	-0.032	0.049	-0.03
		(0.075)	(0.086)	(0.108)	(0.061)	(0.083)	(0.072)	(0.051)	(0.051)	(0.052)	(0.052)	(0.066)	(0.068)	(0.073)	(0.053)	(0.050)	(0.062)	(0.055)	(0.055)	(0.059)	(0.060)	(0.062)	(0.063)	(0.060)	(0.068)	(0.088)	(0.096)	(0.071)	(0.050)	(0.067)
Komfortzone verlassen	APSSIa	0.055	0.086	0.052	0.074	-0.067	-0.045	0.049	0.041	0.036	0.083	0.006	-0.058	0.079	-0.068	-0.035	-0.158**	0.036	0.149**	0.021	0.222***	0.093	0.054	0.224***	-0.12	0.056	0.143	0.059	-.125**	0.124
		(0.092)	(0.107)	(0.125)	(0.075)	(0.101)	(0.089)	(0.061)	(0.061)	(0.061)	(0.061)	(0.077)	(0.080)	(0.087)	(0.062)	(0.059)	(0.075)	(0.067)	(0.066)	(0.071)	(0.072)	(0.074)	(0.076)	(0.073)	(0.084)	(0.103)	(0.115)	(0.084)	(0.060)	(0.080)
Belastbarkeit	APSSIb	-0.134	-0.144	-0.068	-0.157*	0.11	0.14	0.079	0.051	-0.150*	0.311***	-0.149	-0.147	0.15	0.072	0.174**	-0.078	-0.007	-0.006	0.122	0.038	0.072	0.073	-0.158*	-0.123	0.265**	0.286**	0.221**	0.205***	0.013
		(0.114)	(0.130)	(0.156)	(0.092)	(0.125)	(0.110)	(0.080)	(0.079)	(0.078)	(0.081)	(0.101)	(0.105)	(0.111)	(0.079)	(0.075)	(0.093)	(0.085)	(0.084)	(0.089)	(0.092)	(0.096)	(0.097)	(0.091)	(0.106)	(0.127)	(0.138)	(0.105)	(0.075)	(0.099)
Schwierigkeiten anpacken	APSSIc	0.034	-0.154	-0.164	-0.052	0.14	-0.048	0.053	-0.05	0.049	-0.001	-0.058	0.019	-0.081	0.029	0.094	-0.03	0.049	0.124*	-.156**	0.101	0.154**	-0.105	0.018	0.236***	0.164	0.220*	0.115	0.143**	-0.093
		(0.097)	(0.109)	(0.133)	(0.078)	(0.103)	(0.093)	(0.066)	(0.066)	(0.065)	(0.068)	(0.082)	(0.085)	(0.095)	(0.065)	(0.064)	(0.078)	(0.071)	(0.070)	(0.077)	(0.076)	(0.078)	(0.078)	(0.076)	(0.087)	(0.104)	(0.114)	(0.088)	(0.064)	(0.084)
Kein Zweifel an eigenen Fähigkeiten	APSSId	0.075	0.048	-0.006	0.056	-0.026	-0.064	-0.004	0.01	-0.201***	0.245***	0.012	-0.274***	0.171**	-0.057	0.099**	0.153**	0.027	-0.023	0.113*	0.067	0.064	0.031	0.028	0.002	-0.038	-0.039	0.02	-0.163***	0.117*
		(0.078)	(0.084)	(0.105)	(0.062)	(0.082)	(0.075)	(0.051)	(0.052)	(0.053)	(0.052)	(0.065)	(0.067)	(0.071)	(0.052)	(0.050)	(0.063)	(0.055)	(0.056)	(0.059)	(0.061)	(0.061)	(0.063)	(0.061)	(0.069)	(0.084)	(0.093)	(0.069)	(0.050)	(0.066)
Mit Biografie versöhnt	APSSIe	-0.052	-0.036	0.049	-0.037	0.006	0.054	0.182***	0.104*	-0.116*	0.189***	0.111	0.178**	0.096	-0.012	-0.053	-0.075	0.052	0.118*	-0.126*	-0.117*	-0.076	0.078	-0.059	-0.057	0.014	0.062	0.012	0.006	-0.072
		(0.085)	(0.100)	(0.129)	(0.071)	(0.097)	(0.083)	(0.061)	(0.060)	(0.062)	(0.061)	(0.077)	(0.083)	(0.083)	(0.061)	(0.060)	(0.072)	(0.068)	(0.065)	(0.070)	(0.069)	(0.073)	(0.074)	(0.071)	(0.081)	(0.102)	(0.110)	(0.084)	(0.058)	(0.080)
Keine Ablenkung durch soziale Medier	APSBIa	0.149**	0.155*	-0.036	0.152**	-0.12	-0.129*	-0.038	-0.008	-0.046	-0.035	0.01	0.113*	-0.151**	-0.100*	-.094*	0.038	0.017	-0.120**	0.091	-0.044	0.04	-0.032	-0.011	0.029	0.089	0.112	0.062	-0.434***	-0.07
		(0.076)	(0.086)	(0.113)	(0.062)	(0.083)	(0.074)	(0.051)	(0.051)	(0.050)	(0.050)	(0.063)	(0.066)	(0.071)	(0.051)	(0.049)	(0.061)	(0.055)	(0.054)	(0.058)	(0.058)	(0.059)	(0.060)	(0.059)	(0.067)	(0.084)	(0.093)	(0.068)	(0.050)	(0.067)
Kein Fear of Missing Out	APSBIb	0.231***	0.142	-0.093	0.175***	-0.069	-0.192**	0.056	0.018	-0.255***	0.031	-0.048	-0.119*	0.155**	0.052	-0.075	-0.079	-0.09	0.085	-0.075	-0.081	-0.065	0.033	-0.033	-0.106	0.092	0.145	0.042	-0.123**	0.016
		(0.081)	(0.089)	(0.116)	(0.065)	(0.084)	(0.078)	(0.053)	(0.053)	(0.055)	(0.054)	(0.064)	(0.066)	(0.071)	(0.054)	(0.051)	(0.063)	(0.056)	(0.057)	(0.059)	(0.060)	(0.061)	(0.062)	(0.062)	(0.071)	(0.082)	(0.090)	(0.070)	(0.052)	(0.069)
Kein Wunsch nach anderem Beruf	APSBIc	-0.413***	-0.148*	0.242**	-0.300***	0.053	0.386***	0.467***	0.310***	-0.430***	0.420***	-0.752***	-0.781***	0.594***	0.257***	0.078*	-0.016	0.037	0.142***	-0.046	0.063	0.05	0.05	0.161***	-0.039	0.081	0.068	0.04	-0.178***	-0.083
		(0.070)	(0.079)	(0.098)	(0.057)	(0.075)	(0.067)	(0.051)	(0.050)	(0.051)	(0.051)	(0.066)	(0.068)	(0.068)	(0.049)	(0.046)	(0.059)	(0.052)	(0.052)	(0.056)	(0.058)	(0.058)	(0.060)	(0.059)	(0.067)	(0.077)	(0.086)	(0.064)	(0.046)	(0.062)
Gefühle kontrollieren können	APSEMa	0.028	0.208*	0.084	0.094	-0.178	-0.006	0.179**	0.031	-0.255***	0.181**	-0.059	-0.019	0.046	0.022	-0.121*	-0.062	0.008	0.198***	-0.159*	0.119	0.041	-0.021	-0.036	0.013	-0.289**	-0.135	-0.121	0.334***	0.042
		(0.106)	(0.125)	(0.148)	(0.087)	(0.118)	(0.103)	(0.073)	(0.072)	(0.073)	(0.073)	(0.091)	(0.093)	(0.101)	(0.072)	(0.071)	(0.087)	(0.078)	(0.076)	(0.082)	(0.083)	(0.085)	(0.086)	(0.085)	(0.096)	(0.121)	(0.130)	(0.098)	(0.071)	(0.095)
Keine Stimmungsschwankungen	APSEMb	0.074	0.02	0.058	0.058	-0.03	-0.065	-0.067	0.058	-0.261***	-0.04	-0.12	-0.101	-0.036	-0.068	0.055	-0.051	0.079	-0.062	0.087	0.023	0.052	0.103	0.103	-0.037	0.089	0.051	-0.056	-0.235***	0.159*
		(0.101)	(0.116)	(0.139)	(0.082)	(0.110)	(0.098)	(0.069)	(0.070)	(0.069)	(0.070)	(0.084)	(0.088)	(0.095)	(0.068)	(0.066)	(0.082)	(0.073)	(0.073)	(0.077)	(0.079)	(0.080)	(0.081)	(0.079)	(0.092)	(0.110)	(0.118)	(0.093)	(0.067)	(0.086)
Abgrenzung	APSEMc	-0.174**	-0.127	-0.031	-0.154**	0.106	0.139*	0.136**	0.069	-0.100*	-0.016	-0.08	0.078	0.056	0.017	0.120**	-0.042	-0.053	-0.05	-0.036	0.032	0.079	-0.058	0.026	0.075	-0.016	-0.028	-0.011	0.01	0.301***
		(0.082)	(0.093)	(0.108)	(0.066)	(0.088)	(0.079)	(0.059)	(0.058)	(0.057)	(0.058)	(0.074)	(0.078)	(0.084)	(0.058)	(0.054)	(0.068)	(0.062)	(0.062)	(0.068)	(0.070)	(0.072)	(0.072)	(0.069)	(0.078)	(0.094)	(0.103)	(0.077)	(0.055)	(0.072)
Gelassenheit	APSEMd	0.155	0.132	-0.003	0.149*	-0.103	-0.128	0.058	0.130**	-.25***	0.101	0.034	-0.036	-0.04	-0.003	-0.098	-0.007	-0.076	0.039	-0.132*	0.096	0.061	-.219***	-0.036	0.034	-0.007	-0.008	0.103	-0.05	-0.034
		(0.095)	(0.108)	(0.133)	(0.077)	(0.103)	(0.092)	(0.064)	(0.064)	(0.066)	(0.064)	(0.080)	(0.085)	(0.092)	(0.064)	(0.062)	(0.076)	(0.070)	(0.067)	(0.073)	(0.076)	(0.077)	(0.078)	(0.075)	(0.084)	(0.105)	(0.116)	(0.086)	(0.062)	(0.083)
Konstruktive Gefühlsverarbeitung	APSEMe	-0.038	-0.329***	-0.349***	-0.161**	0.330***	-0.017	0.054	0.192***	-0.075	0.255***	-0.009	0.008	0.279***	0.271***	0.136**	-0.120*	0.005	0.026	0.156**	0.046	-0.004	-0.019	0.059	-0.016	0.06	-0.036	-0.083	-0.039	-0.563***
		(0.088)	(0.099)	(0.129)	(0.071)	(0.096)	(0.086)	(0.059)	(0.060)	(0.059)	(0.058)	(0.073)	(0.076)	(0.081)	(0.058)	(0.058)	(0.070)	(0.063)	(0.063)	(0.065)	(0.067)	(0.070)	(0.070)	(0.067)	(0.077)	(0.100)	(0.112)	(0.082)	(0.058)	(0.084)
	1bn.ADMGS																													
	2.ADMGS	-0.489***	-1.390***	-0.866***	-0.880***	1.231***	0.22	0.227	0.229*	-0.166	0.05	-0.118	-0.039	0.540***	0.533***	0.577***	-0.850***	0.045	0.728***	-0.796***	0.334**	0.339**	0.133	0.248	0.635***	1.809***	1.918***	1.382***			
		(0.186)	(0.199)	(0.242)	(0.146)	(0.188)	(0.178)	(0.140)	(0.137)	(0.136)	(0.140)	(0.169)	(0.183)	(0.184)	(0.137)	(0.123)	(0.154)	(0.149)	(0.144)	(0.157)	(0.161)	(0.163)	(0.164)	(0.159)	(0.182)	(0.187)	(0.202)	(0.161)			
	ADMGS																												-0.308**	
																													(0.127)	
	1bn.ADMAL																													
	2.ADMAL	-0.109	-0.248	0.016	-0.132	0.168	0.102	-0.036	-0.101	0.243	-0.413***	0.441**	0.353	0.159	-0.280*	-0.115	-0.136	0.064	0.031	-0.26	-0.141	0.098	-0.186	-0.191	1.282***	0.255	0.105	-0.188			
		(0.225)	(0.283)	(0.347)	(0.188)	(0.275)	(0.220)	(0.151)	(0.147)	(0.152)	(0.151)	(0.220)	(0.247)	(0.25)	(0.153)	(0.156)	(0.177)	(0.166)	(0.162)	(0.187)	(0.193)	(0.193)	(0.202)	(0.191)	(0.198)	(0.279)	(0.301)	(0.244)			
	3.ADMAL	-0.163	0.436	0.584*	0.111	-0.455*	0.236	-0.097	0.013	0.041	-0.335**	0.207	0.316	0.202	-0.12	-0.498***	-0.618***	0.057	0.703***	-0.741***	0.101	0.06	-0.492**	-0.495**	1.065***	-0.026	0.201	-1.051***			
		(0.234)	(0.271)	(0.339)	(0.189)	(0.261)	(0.228)	(0.155)	(0.154)	(0.155)	(0.156)	(0.224)	(0.249)	(0.252)	(0.156)	(0.156)	(0.185)	(0.169)	(0.168)	(0.190)	(0.196)	(0.195)	(0.204)	(0.195)	(0.202)	(0.271)	(0.304)	(0.235)			
	4.ADMAL	-0.559	0.843**	1.150**	0.188	-0.923***	0.712*	0.197	0.214	-0.401	-0.293	0.122	0.291	-0.102	-0.138	-0.917***	-1.268***	-0.316	1.009***	-0.759***	-0.058	-0.239	-0.174	-0.475*	-0.146	-1.042***	-0.896**	-2.990***			
		(0.397)	(0.364)	(0.491)	(0.283)	(0.347)	(0.387)	(0.255)	(0.260)	(0.258)	(0.259)	(0.332)	(0.344)	(0.351)	(0.260)	(0.232)	(0.327)	(0.277)	(0.277)	(0.279)	(0.285)	(0.305)	(0.297)	(0.285)	(0.325)	(0.349)	(0.382)	(0.342)			
	ADMAL																													-0.192**
																														(0.089)
	ADMSC	-0.128	-0.159	0.063	-0.123	0.094	0.095	0.017	-0.045	0.051	0.035	0.041	-0.065	-0.006	0.098	0.246***	0.541***	0.204***	-0.186**	-0.036	-0.234***	0.066	-0.029	-0.101	0.159*	-0.196	-0.129	0.086	0.355***	-0.450***
		(0.100)	(0.117)	(0.144)	(0.082)	(0.112)	(0.097)	(0.068)	(0.068)	(0.066)	(0.067)	(0.085)	(0.088)	(0.097)	(0.067)	(0.066)	(0.088)	(0.072)	(0.073)	(0.076)	(0.079)	(0.081)	(0.081)	(0.079)	(0.089)	(0.124)	(0.135)	(0.094)	(0.065)	(0.098)
	ACEN																												0.189**	-0.640***
																													(0.076)	(0.091)
	Observations	1309	1263	424	1498	1498	1498	1222	1222	1221	1221	938	938	975	1221	1455	1261	1194	1238	939	908	868	842	912	1057	1402	1402	1402	1498	1498
	Pseudo R^2	0.082	0.143	0.101	0.095	0.114	0.062	0.051	0.035	0.082	0.066	0.116	0.161	0.136	0.024	0.037	0.059	0.012	0.047	0.013	0.011	0.008	0.004	0.009	0.078	0.171	0.182	0.175	0.114	0.135

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

	Observations	1356	1308	442	1553	1553	1553	1265	1265	1264	1264	960	960	998	1264	1506	1306	1229	1282	962	931	890	863	935	1094	1453	1453	1451	1553	1553
	Pseudo R^2	0.033	0.079	0.057	0.046	0.065	0.024	0.043	0.028	0.074	0.053	0.091	0.122	0.108	0.014	0.022	0.048	0.006	0.034	0.008	0.006	0.005	0.002	0.006	0.068	0.143	0.156	0.162	0.071	0.058

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Persönlichkeit (Items)

Regressionen Theologie (Cluster)

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt+Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFATMW Tätigkeitbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Austiegsneigung Gemeinde	CEFAPT Austiegsneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik. : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altenkohorte	ADMGS weiblich : männlich
Wirken Gottes	ATHWGMW	-0.051	0.132	0.309*	0.027	-0.152	0.086	0.008	-0.009	-0.069	-0.01	-0.183*	-0.247**	0.817***	0.401***	-0.053	-0.710***	-0.564***	0.703***	-1.164***	0.587***	0.233**	0.068	-0.018	-0.074	0.306**	0.229*	0.071	0.410***	0.501***
		(0.110)	(0.130)	(0.176)	(0.091)	(0.129)	(0.108)	(0.079)	(0.078)	(0.078)	(0.079)	(0.094)	(0.096)	(0.105)	(0.080)	(0.077)	(0.095)	(0.089)	(0.087)	(0.096)	(0.090)	(0.093)	(0.097)	(0.090)	(0.102)	(0.122)	(0.134)	(0.107)	(0.074)	(0.098)
Glaubenserfahrung	ATHGEMW	-0.125	-0.507***	-0.421*	-0.299**	0.494***	0.044	0.493***	0.438***	-0.158	0.878***	-0.148	0.022	0.559***	0.341***	0.159	0.245*	0.222	-0.109	0.514***	-0.061	-0.096	0.061	0.053	-0.104	-0.067	-0.22	0.068	-0.989***	-0.839***
		(0.175)	(0.195)	(0.248)	(0.141)	(0.191)	(0.171)	(0.126)	(0.127)	(0.125)	(0.130)	(0.149)	(0.153)	(0.167)	(0.127)	(0.120)	(0.149)	(0.137)	(0.133)	(0.146)	(0.142)	(0.151)	(0.149)	(0.143)	(0.165)	(0.188)	(0.208)	(0.163)	(0.118)	(0.157)
Kirchenbild	ATHKIMW	-0.008	0.472***	0.354**	0.185*	-0.453***	0.074	0.433***	0.696***	-0.749***	0.690***	-0.744***	-0.480***	0.581***	0.297***	0.032	-0.341***	0.475***	0.744***	-0.048	0.324***	0.386***	0.192*	0.490***	0.01	0.11	0.211	0.103	0.317***	0.371***
		(0.128)	(0.152)	(0.170)	(0.103)	(0.147)	(0.124)	(0.090)	(0.092)	(0.091)	(0.092)	(0.111)	(0.112)	(0.126)	(0.089)	(0.087)	(0.109)	(0.100)	(0.098)	(0.106)	(0.104)	(0.111)	(0.112)	(0.107)	(0.119)	(0.143)	(0.158)	(0.119)	(0.085)	(0.109)
Gnade	ATHGNMW	0.023	0.012	0.063	0.022	-0.02	-0.013	0.224***	0.170**	-0.792***	0.391***	-0.161*	-0.334***	0.161	-0.143*	-0.008	-0.006	-0.202**	-0.143*	0.062	0.145*	0.027	-0.011	-0.068	-0.127	0.085	0.254*	0.03	-0.268***	0.169*
		(0.108)	(0.120)	(0.143)	(0.086)	(0.116)	(0.104)	(0.077)	(0.077)	(0.078)	(0.079)	(0.094)	(0.095)	(0.104)	(0.077)	(0.073)	(0.092)	(0.083)	(0.082)	(0.088)	(0.087)	(0.090)	(0.092)	(0.088)	(0.101)	(0.120)	(0.131)	(0.100)	(0.071)	(0.093)
	1bn.ADMGS																													
	2.ADMGS	-0.537***	-1.282***	-0.649***	-0.870***	1.148***	0.301*	0.292**	0.186	-0.125	0.096	0.041	0.071	0.248	0.381***	0.653***	-0.713***	0.17	0.530***	-0.563***	0.082	0.203	0.091	0.06	0.606***	1.602***	1.798***	1.282***		
		(0.171)	(0.175)	(0.215)	(0.132)	(0.168)	(0.165)	(0.132)	(0.131)	(0.131)	(0.130)	(0.160)	(0.165)	(0.176)	(0.130)	(0.117)	(0.149)	(0.144)	(0.140)	(0.150)	(0.151)	(0.157)	(0.157)	(0.152)	(0.174)	(0.168)	(0.185)	(0.150)		
	ADMGS																												-0.506***	
																													(0.120)	
	1bn.ADMAL																													
	2.ADMAL	-0.043	-0.295	-0.178	-0.129	0.278	-0.007	-0.283**	-0.330**	0.773***	-0.567***	0.905***	0.892***	-0.042	-0.392***	-0.065	-0.273	-0.079	0.085	-0.322*	-0.108	0.04	-0.133	-0.311*	1.360***	0.182	0.026	-0.177		
		(0.201)	(0.262)	(0.309)	(0.170)	(0.258)	(0.198)	(0.141)	(0.138)	(0.141)	(0.141)	(0.206)	(0.220)	(0.245)	(0.141)	(0.146)	(0.168)	(0.155)	(0.150)	(0.178)	(0.183)	(0.183)	(0.190)	(0.182)	(0.184)	(0.262)	(0.280)	(0.231)		
	3.ADMAL	-0.071	0.323	0.428	0.088	-0.32	0.116	-0.487***	-0.352**	0.971***	-0.706***	1.003***	1.152***	-0.424*	-0.432***	-0.453***	-0.658***	-0.045	0.644***	-0.597***	0.015	-0.137	-0.409**	-0.765***	1.120***	-0.187	0.055	-1.094***		
		(0.199)	(0.236)	(0.292)	(0.163)	(0.233)	(0.196)	(0.138)	(0.137)	(0.139)	(0.139)	(0.203)	(0.217)	(0.237)	(0.138)	(0.140)	(0.169)	(0.152)	(0.150)	(0.174)	(0.179)	(0.178)	(0.186)	(0.178)	(0.177)	(0.246)	(0.274)	(0.213)		
	4.ADMAL	-0.352	0.815**	1.327***	0.294	-0.879***	0.546	-0.348	-0.18	0.786***	-0.770***	1.134***	1.361***	-1.084***	-0.548**	-0.915***	-1.173***	-0.331	0.824***	-0.533**	-0.216	-0.509*	-0.196	-0.707***	-0.011	-1.273***	-1.038***	-3.058***		
		(0.362)	(0.318)	(0.439)	(0.25)	(0.309)	(0.354)	(0.238)	(0.243)	(0.244)	(0.243)	(0.308)	(0.311)	(0.331)	(0.249)	(0.216)	(0.314)	(0.262)	(0.261)	(0.266)	(0.265)	(0.283)	(0.282)	(0.267)	(0.301)	(0.316)	(0.343)	(0.316)		
	ADMAL																													-0.330***
																														(0.078)
	ADMSC	-0.097	-0.11	0.038	-0.093	0.074	0.079	0.058	-0.001	-0.047	0.139**	-0.06	-0.104	0.209**	0.146**	0.247***	0.400***	0.168**	-0.108	-0.176**	-0.102	0.126	0.003	-0.077	0.118	-0.176	-0.119	0.086	0.376***	-0.354***
		(0.095)	(0.110)	(0.133)	(0.077)	(0.107)	(0.093)	(0.066)	(0.066)	(0.065)	(0.065)	(0.083)	(0.084)	(0.097)	(0.066)	(0.065)	(0.086)	(0.071)	(0.072)	(0.077)	(0.078)	(0.080)	(0.080)	(0.078)	(0.087)	(0.120)	(0.130)	(0.091)	(0.063)	(0.093)
	ACEN																												0.181**	-0.616***
																													(0.070)	(0.083)
	Observations	1339	1294	441	1537	1537	1537	1267	1266	1266	1266	960	960	998	1266	1490	1309	1232	1285	962	931	890	863	935	1081	1458	1458	1456	1537	1537
	Pseudo R^2	0.011	0.079	0.066	0.03	0.07	0.008	0.025	0.031	0.042	0.044	0.056	0.044	0.141	0.027	0.019	0.092	0.024	0.084	0.03	0.015	0.005	0.002	0.007	0.065	0.138	0.147	0.161	0.048	0.083

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Theologie (Items)

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt+Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFATMW Tätigkeitbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Austiegsneigung Gemeinde	CEFAPT Austiegsneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik. : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altenkohorte	ADMGS weiblich : männlich
Hoffnung	ATHHFa	0.004	-0.038	-0.09	-0.01	0.04	-0.005	0.125**	0.177***	-.187***	0.088*	-0.218***	-0.129**	0.061	-0.033	0.012	-0.309***	0.012	0.267***	0.076	0.266***	0.166***	0.047	0.203***	-0.088	0.029	0.098	-0.043	0.236***	0.184***
		(0.079)	(0.091)	(0.114)	(0.064)	(0.087)	(0.076)	(0.053)	(0.053)	(0.052)	(0.052)	(0.063)	(0.066)	(0.077)	(0.053)	(0.051)	(0.067)	(0.057)	(0.058)	(0.060)	(0.060)	(0.062)	(0.064)	(0.062)	(0.069)	(0.089)	(0.098)	(0.073)	(0.051)	(0.068)
Keine Entmutigung durch Misserfolg	ATHHFb	0.109	0.398***	0.267**	0.222***	-0.367***	-0.04	0.098*	0.125**	-0.265***	0.283***	-0.111*	-0.091	0.197***	0.02	-0.096*	0.087	0.230***	0.358***	-0.145**	-0.033	0.125**	0.06	0.113*	-0.122*	-0.014	0.025	0.028	0.064	0.073
		(0.079)	(0.094)	(0.116)	(0.065)	(0.092)	(0.076)	(0.052)	(0.052)	(0.052)	(0.052)	(0.063)	(0.064)	(0.075)	(0.051)	(0.052)	(0.067)	(0.056)	(0.057)	(0.057)	(0.058)	(0.060)	(0.063)	(0.060)	(0.069)	(0.088)	(0.097)	(0.073)	(0.050)	(0.069)
Gebet für geistliche Erneuerung	ATHHFc	-0.140*	-0.290***	-0.076	-0.207***	0.242***	0.096	-0.022	0.036	-0.111**	0.013	0.075	0.004	0.087	0.013	0.035	0.182***	-0.053	-0.035	-0.044	0.182***	-0.119*	-0.052	-0.104*	0.073	0.103	0.103	-0.002	0.059	0.045
		(0.075)	(0.085)	(0.100)	(0.061)	(0.080)	(0.072)	(0.052)	(0.053)	(0.052)	(0.053)	(0.065)	(0.066)	(0.073)	(0.052)	(0.049)	(0.065)	(0.056)	(0.055)	(0.061)	(0.060)	(0.063)	(0.063)	(0.063)	(0.070)	(0.081)	(0.089)	(0.069)	(0.049)	(0.065)
Leistungsunabhängiger Glaube	ATHEVa	0.032	-0.068	-0.086	0.004	0.06	-0.041	0.101*	0.095*	-0.310***	0.052	0	0.121*	-0.074	-0.140**	0.05	0.056	0.017	-0.158**	-0.02	-0.098	0.037	-0.045	0.083	0.107	0.023	0.04	0.157**	-0.337***	0.017
		(0.088)	(0.098)	(0.122)	(0.070)	(0.093)	(0.085)	(0.057)	(0.057)	(0.058)	(0.056)	(0.070)	(0.072)	(0.082)	(0.057)	(0.056)	(0.073)	(0.061)	(0.063)	(0.066)	(0.067)	(0.067)	(0.067)	(0.066)	(0.076)	(0.097)	(0.107)	(0.078)	(0.056)	(0.076)
Keine Angst, vor Gott nicht zu genügen	ATHEVb	0.038	0.089	0.175	0.061	-0.093	-0.017	0.038	0.064	-0.215***	0.180***	-0.142**	-0.290***	0.145*	-0.042	0.023	-0.130*	-0.09	0.079	0.018	0.224***	0.071	0.114	0.02	-0.059	0.118	0.172	-0.037	-0.058	-0.164**
		(0.089)	(0.099)	(0.135)	(0.072)	(0.097)	(0.086)	(0.058)	(0.059)	(0.059)	(0.058)	(0.072)	(0.073)	(0.082)	(0.059)	(0.057)	(0.074)	(0.064)	(0.064)	(0.067)	(0.068)	(0.068)	(0.069)	(0.067)	(0.076)	(0.098)	(0.107)	(0.082)	(0.057)	(0.080)
Dankbarkeit für Gottes Annahme	ATHEVc	-0.166	-0.113	0.041	-0.131	0.074	0.12	0	-0.012	0.09	0.107	-0.064	-0.071	0.093	0.022	-0.02	-0.089	0.061	0.158**	-0.039	0.043	0.007	0.031	-0.056	-0.033	-0.207*	-0.199	-0.161*	-0.153**	0.155*
		(0.103)	(0.121)	(0.149)	(0.085)	(0.115)	(0.100)	(0.070)	(0.071)	(0.071)	(0.073)	(0.087)	(0.086)	(0.096)	(0.072)	(0.068)	(0.087)	(0.076)	(0.076)	(0.081)	(0.078)	(0.084)	(0.086)	(0.081)	(0.095)	(0.115)	(0.128)	(0.097)	(0.068)	(0.089)
Durststrecken ertragen	ATHEVd	0.428***	0.406***	-0.01	0.400***	-0.280**	-0.341***	0.092	-0.003	-0.034	0.142**	-0.011	-0.08	0.035	0.075	-0.094	-0.059	-0.087	-0.092	0.051	-0.019	0.053	-0.042	0.059	-0.084	-0.079	-0.063	0.022	-0.117*	0.132
		(0.112)	(0.129)	(0.152)	(0.090)	(0.120)	(0.106)	(0.070)	(0.070)	(0.072)	(0.072)	(0.087)	(0.089)	(0.098)	(0.070)	(0.069)	(0.087)	(0.076)	(0.075)	(0.082)	(0.082)	(0.085)	(0.085)	(0.080)	(0.093)	(0.113)	(0.124)	(0.095)	(0.068)	(0.090)
Erwählung und Berufung	ATHGTa	-0.223***	-0.225**	0.086	-0.221***	0.131	0.194**	0.112*	0.118**	-0.135**	0.274***	-0.152**	-0.249***	0.787***	0.164***	0.172***	-0.009	-0.068	-0.05	-0.026	0.039	-0.057	0.048	0.134**	0.022	0.039	0.081	-0.096	-0.166***	-0.022
		(0.084)	(0.099)	(0.121)	(0.070)	(0.093)	(0.081)	(0.057)	(0.058)	(0.057)	(0.058)	(0.071)	(0.073)	(0.082)	(0.058)	(0.055)	(0.071)	(0.062)	(0.061)	(0.066)	(0.066)	(0.069)	(0.072)	(0.066)	(0.078)	(0.093)	(0.103)	(0.078)	(0.056)	(0.074)
Kein Zweifel an Gottes Güte	ATHGTb	-0.305***	-0.007	0.256**	-0.186**	-0.069	0.269***	0.01	-0.04	-0.208***	-0.025	0.058	0.011	-0.018	0.001	-0.034	0.02	-0.028	-0.09	0.002	-0.012	0.097	-0.04	-0.132*	0.023	0.087	0.153	-0.019	0.032	0.231***
		(0.091)	(0.104)	(0.121)	(0.074)	(0.100)	(0.085)	(0.063)	(0.063)	(0.064)	(0.064)	(0.078)	(0.080)	(0.091)	(0.062)	(0.061)	(0.080)	(0.070)	(0.068)	(0.071)	(0.074)	(0.077)	(0.078)	(0.075)	(0.084)	(0.096)	(0.104)	(0.084)	(0.059)	(0.077)
Gottes Gnade im Alltäglichen	ATHGTc	0.305***	0.053	-0.17	0.173**	0.003	-0.247**	0.047	0.186***	-0.062	0.107*	-0.045	0.089	-0.016	0.072	-0.06	0.076	0.165**	0.104	-0.025	0.003	0.02	0.102	0.036	-0.108	-0.093	-0.072	0.114	-0.035	-0.300***
		(0.103)	(0.105)	(0.132)	(0.078)	(0.101)	(0.097)	(0.063)	(0.064)	(0.063)	(0.064)	(0.077)	(0.082)	(0.092)	(0.063)	(0.063)	(0.083)	(0.070)	(0.070)	(0.073)	(0.074)	(0.077)	(0.074)	(0.072)	(0.085)	(0.104)	(0.114)	(0.084)	(0.061)	(0.087)
Kein Zweifel an Gottes Gegenwart	ATHGTd	0.137	0.002	-0.171	0.073	0.047	-0.12	0.009	-0.015	-0.043	0.123**	-0.031	-.125*	-0.006	0.079	-0.053	-0.004	-0.113*	-0.037	0.055	0.078	-0.141**	-0.015	-0.061	-0.115	-0.066	-0.032	-0.059	0.124**	0.106
		(0.087)	(0.095)	(0.116)	(0.069)	(0.092)	(0.082)	(0.057)	(0.057)	(0.057)	(0.058)	(0.070)	(0.071)	(0.080)	(0.058)	(0.055)	(0.073)	(0.063)	(0.063)	(0.065)	(0.066)	(0.067)	(0.071)	(0.068)	(0.076)	(0.093)	(0.100)	(0.078)	(0.054)	(0.071)
Erwartung Auferstehungskraft	ATHWDa	-0.065	-0.161	-0.104	-0.121	0.16	0.045	-0.048	0.015	-0.048	0.170***	0.013	0.097	-0.107	0.01	0.123**	-0.053	0.074	0.025	0.184**	0.340***	0.246***	-0.03	0.068	0.054	0.12	0.107	0.131	-0.291***	-0.123
		(0.095)	(0.108)	(0.126)	(0.077)	(0.103)	(0.090)	(0.064)	(0.063)	(0.064)	(0.064)	(0.079)	(0.081)	(0.093)	(0.064)	(0.061)	(0.080)	(0.069)	(0.069)	(0.075)	(0.074)	(0.078)	(0.077)	(0.074)	(0.087)	(0.102)	(0.114)	(0.085)	(0.061)	(0.083)
Freude an kleinen Anfängen	ATHWDb	-0.113	-0.188	-0.045	-0.136	0.138	0.082	0.156**	0.067	0.005	0.285***	-0.048	-0.127	0.135	0.051	0.041	0.044	-0.115	0.103	0.285***	-0.190**	-0.119	0.058	0.079	-0.015	-0.006	-0.06	0.002	-0.042	-0.247**
		(0.113)	(0.130)	(0.156)	(0.092)	(0.124)	(0.109)	(0.076)	(0.074)	(0.076)	(0.077)	(0.091)	(0.094)	(0.105)	(0.075)	(0.073)	(0.097)	(0.082)	(0.082)	(0.089)	(0.088)	(0.092)	(0.092)	(0.088)	(0.103)	(0.122)	(0.137)	(0.103)	(0.074)	(0.102)
Dienst auch ohne Ideal	ATHWDc	-0.254***	-0.071	0.091	-0.184**	0.025	0.230***	0.319***	0.338***	-0.399***	0.324***	-0.451***	-0.340***	0.291***	0.151**	0.150**	-0.036	0.170**	0.170**	-0.083	-0.034	-0.008	-0.133*	0.044	0.128	-0.014	-0.002	0.069	-0.097*	0.094
		(0.088)	(0.105)	(0.112)	(0.072)	(0.096)	(0.084)	(0.063)	(0.063)	(0.063)	(0.063)	(0.081)	(0.081)	(0.091)	(0.062)	(0.059)	(0.077)	(0.068)	(0.067)	(0.074)	(0.075)	(0.079)	(0.077)	(0.075)	(0.086)	(0.099)	(0.110)	(0.083)	(0.059)	(0.077)
Verlorenheit der Menschen	ATHSPa	0.028	0.107	0.045	0.067	-0.092	-0.015	0	0.054	0.008	0.064	-0.072	-0.133**	0.024	0.105*	-0.076	-0.142**	-0.042	0.218***	-0.335***	0.076	0.249***	0.005	0.057	-0.120*	0.191**	0.218**	0.249***	-0.015	-0.065
		(0.079)	(0.092)	(0.115)	(0.065)	(0.088)	(0.077)	(0.053)	(0.053)	(0.053)	(0.053)	(0.065)	(0.067)	(0.079)	(0.054)	(0.052)	(0.067)	(0.058)	(0.057)	(0.062)	(0.063)	(0.066)	(0.065)	(0.063)	(0.072)	(0.089)	(0.099)	(0.074)	(0.051)	(0.072)
Christus als Retter	ATHSPb	0.052	0.025	0.088	0.063	-0.074	-0.035	0.126*	0.011	-0.107	0.034	-0.113	-0.152	0.028	0.067	-0.078	0.043	0.01	0.052	-0.217**	0.01	-0.091	0	-0.012	0.059	-0.105	-0.128	-0.226**	0.03	0.266***
		(0.116)	(0.142)	(0.168)	(0.097)	(0.134)	(0.111)	(0.075)	(0.076)	(0.075)	(0.077)	(0.091)	(0.093)	(0.102)	(0.074)	(0.074)	(0.091)	(0.085)	(0.080)	(0.090)	(0.087)	(0.092)	(0.090)	(0.086)	(0.100)	(0.121)	(0.136)	(0.106)	(0.072)	(0.093)
Übernatürliches Geistwirken	ATHSPc	-0.139	-0.241*	-0.124	-0.148*	0.212*	0.058	0.023	0.124*	0.059	0.066	0.104	0.015	0.230**	-0.03	0.09	-0.144*	0.048	0.045	-0.09	0.107	0.148*	-0.092	0.021	-0.033	0.006	-0.02	0.073	0.053	-0.129
		(0.109)	(0.125)	(0.150)	(0.088)	(0.119)	(0.103)	(0.072)	(0.072)	(0.074)	(0.074)	(0.090)	(0.092)	(0.097)	(0.071)	(0.070)	(0.087)	(0.082)	(0.078)	(0.086)	(0.083)	(0.088)	(0.091)	(0.087)	(0.099)	(0.111)	(0.124)	(0.096)	(0.069)	(0.091)
Bibel als Kraftquelle	ATHBEa	-0.139	-0.104	-0.124	-0.125	0.124	0.084	0.182**	0.09	-0.043	0.06	-0.083	-0.134	0.215**	0.089	0.058	0.257***	0.08	-0.268***	-0.104	-0.167*	-0.108	-0.131	-0.01	-0.021	0.240**	0.175	0.081	-0.302***	-0.147
		(0.113)	(0.130)	(0.155)	(0.091)	(0.121)	(0.108)	(0.076)	(0.075)	(0.076)	(0.077)	(0.092)	(0.095)	(0.104)	(0.075)	(0.072)	(0.098)	(0.082)	(0.083)	(0.087)	(0.087)	(0.090)	(0.092)	(0.087)	(0.103)	(0.118)	(0.134)	(0.101)	(0.073)	(0.099)
Bibel Inspiration	ATHBEb	0.401***	0.701***	0.263	0.501***	-0.587***	-0.276***	-0.185***	-0.208***	0.116*	-0.321***	0.001	0.287***	-0.044	0.01	-0.140**	-.625***	-0.374***	0.453***	-0.373***	0.162**	0.079	0.184**	-0.053	-0.002	-0.044	-0.146	0.032	0.409***	0.215**
		(0.109)	(0.146)	(0.166)	(0.092)	(0.136)	(0.104)	(0.069)	(0.068)	(0.068)	(0.068)	(0.082)	(0.087)	(0.092)	(0.067)	(0.066)	(0.084)	(0.077)	(0.074)	(0.080)	(0.080)	(0.084)	(0.084)	(0.082)	(0.091)	(0.103)	(0.117)	(0.089)	(0.065)	(0.085)
Sicht für Universale Kirche	ATHBEc	0.174**	0.424***	0.21	0.267***	-0.372***	-0.121	-0.05	0.094*	0.074	0.042	-0.052	-0.01	0.104	0.259***	-0.035	-0.096	0.152**	-0.015	0.06	0.174***	0.106	0.161**	0.065	0.215***	0.117	0.111	0.194**	-0.009	0.048
		(0.088)	(0.108)	(0.140)	(0.074)	(0.105)	(0.085)	(0.056)	(0.057)	(0.058)	(0.056)	(0.067)	(0.070)	(0.076)	(0.058)	(0.056)	(0.071)	(0.062)	(0.062)	(0.063)	(0.063)	(0.065)	(0.067)	(0.065)	(0.074)	(0.092)	(0.102)	(0.078)	(0.055)	(0.075)
Gott als Bauherr der Gemeinde	ATHBEd	-0.154	-0.291*	-0.07	-0.228**	0.233	0.139	0.086	0.008	-0.026	-0.086	0.064	0.284***	-0.023	-0.057	-0.006	0.076	-0.085	-0.04	-0.074	-0.265***	-0.296***	0.114	-0.072	-0.213*	0.087	0.023	-0.189	0.115	-0.270**
		(0.130)	(0.157)	(0.197)	(0.109)	(0.150)	(0.126)	(0.089)	(0.087)	(0.089)	(0.090)	(0.107)	(0.110)	(0.120)	(0.088)	(0.084)	(0.108)	(0.095)	(0.095)	(0.102)	(0.099)	(0.105)	(0.102)	(0.102)	(0.119)	(0.135)	(0.156)	(0.120)	(0.085)	(0.114)
	1bn.ADMGS																													
	2.ADMGS	-0.521***	-1.502***	-0.864***	-0.928***	1.329***	0.17	0.275*	0.273*	-0.135	0.156	0.12	0.071	0.372*	0.336**	0.680***	-0.599***	0.23	0.459***	-0.366**	0.035	0.18	0.002	0.042	0.691***	1.741***	1.937***	1.426***		
		(0.192)	(0.199)	(0.236)	(0.148)	(0.186)	(0.182)	(0.142)	(0.140)	(0.139)	(0.139)	(0.172)	(0.181)	(0.190)	(0.138)	(0.124)	(0.166)	(0.155)	(0.150)	(0.162)	(0.162)	(0.167)	(0.168)	(0.162)	(0.189)	(0.186)	(0.206)	(0.164)		
	ADMGS																												-0.596***	

																													(0.129)
	1bn.ADMAL																												
	2.ADMAL	-0.131	-0.443	-0.095	-0.254	0.373	0.085	-0.254*	-0.256*	0.751***	-0.514***	1.041***	1.008***	-0.06	-0.361**	0.007	-0.162	-0.008	0.051	-0.315*	-0.159	-0.038	-0.228	-0.287	1.346***	0.354	0.211	-0.097		
		(0.221)	(0.287)	(0.344)	(0.188)	(0.278)	(0.216)	(0.149)	(0.146)	(0.149)	(0.149)	(0.217)	(0.233)	(0.259)	(0.148)	(0.153)	(0.185)	(0.164)	(0.160)	(0.183)	(0.187)	(0.187)	(0.197)	(0.189)	(0.195)	(0.281)	(0.303)	(0.246)		
	3.ADMAL	-0.242	0.035	0.385	-0.157	-0.061	0.275	-0.406***	-0.249*	0.925***	-0.602***	1.023***	1.176***	-0.259	-0.323**	-0.336**	-0.480**	0.117	0.479***	-0.577***	-0.032	-0.144	-0.494**	-0.713***	1.165***	-0.008	0.262	-1.049***		
		(0.224)	(0.267)	(0.332)	(0.184)	(0.259)	(0.218)	(0.148)	(0.146)	(0.148)	(0.149)	(0.215)	(0.231)	(0.256)	(0.147)	(0.149)	(0.187)	(0.162)	(0.160)	(0.182)	(0.184)	(0.185)	(0.195)	(0.186)	(0.192)	(0.266)	(0.298)	(0.230)		
	4.ADMAL	-0.498	0.514	1.394***	0.048	-0.647*	0.690*	-0.182	0.016	0.701***	-0.518**	1.154***	1.187***	-0.912**	-0.590**	-0.717***	-0.965***	-0.143	0.565**	-0.362	-0.291	-0.569*	-0.415	-0.595**	-0.066	-1.045***	-0.819**	-2.998***		
		(0.388)	(0.359)	(0.501)	(0.277)	(0.341)	(0.378)	(0.251)	(0.257)	(0.258)	(0.257)	(0.328)	(0.333)	(0.354)	(0.263)	(0.230)	(0.337)	(0.278)	(0.276)	(0.286)	(0.280)	(0.306)	(0.303)	(0.281)	(0.325)	(0.344)	(0.375)	(0.337)		
	ADMAL																													-0.389***
																														(0.086)
	ADMSC	-0.068	0	0.17	-0.023	-0.024	0.055	0.025	-0.033	-0.059	0.119*	-0.034	-0.052	0.174*	0.124*	0.224***	0.431***	0.184**	-0.079	-0.240***	-0.11	0.163*	0.006	-0.083	0.136	-0.249*	-0.203	0.084	0.413***	-0.291***
		(0.101)	(0.122)	(0.146)	(0.084)	(0.116)	(0.098)	(0.068)	(0.068)	(0.067)	(0.068)	(0.086)	(0.087)	(0.103)	(0.068)	(0.067)	(0.094)	(0.074)	(0.075)	(0.078)	(0.080)	(0.083)	(0.083)	(0.080)	(0.091)	(0.130)	(0.143)	(0.098)	(0.066)	(0.099)
	ACEN																												0.076	-0.709***
																													(0.077)	(0.093)
	Observations	1262	1225	405	1446	1446	1446	1195	1194	1193	1193	920	920	959	1193	1404	1235	1170	1215	922	894	853	826	895	1026	1372	1372	1370	1446	1446
	Pseudo R^2	0.072	0.179	0.102	0.105	0.143	0.047	0.031	0.036	0.048	0.055	0.069	0.07	0.184	0.032	0.029	0.144	0.04	0.107	0.036	0.025	0.012	0.005	0.01	0.081	0.16	0.172	0.185	0.083	0.125

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Diskrepanz Anspruch-Realität

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt+Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Aussteigneigung Gemeinde	CEFAPT Aussteigneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung: Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMCI mit Kind(ern)	ADMAL Alterskohorte	ADMGS weiblich : männlich
Wirken Gottes	ATHWGMW							0.121	0.005	-0.251***	0.06	-0.208**	-0.284***	0.874***	0.425***	-0.005	-0.748***	-0.582***	0.886***						-0.112				
								(0.093)	(0.089)	(0.090)	(0.092)	(0.096)	(0.098)	(0.111)	(0.092)	(0.099)	(0.113)	(0.103)	(0.104)						(0.113)				
Glaubenserfahrung	ATHGEMW							0.527***	0.430***	-0.135	0.801***	-0.134	0.01	0.559***	0.349**	0.04	0.307*	0.106	-0.270*						-0.112				
								(0.147)	(0.145)	(0.144)	(0.150)	(0.149)	(0.154)	(0.170)	(0.145)	(0.157)	(0.179)	(0.159)	(0.157)						(0.176)				
Kirchenbild	ATHKIMW							0.400***	0.712***	-0.619***	0.779***	-0.685***	-0.395***	0.549***	0.277**	0.153	-0.584***	0.470***	0.897***						0.048				
								(0.109)	(0.112)	(0.109)	(0.113)	(0.115)	(0.117)	(0.132)	(0.108)	(0.118)	(0.137)	(0.120)	(0.122)						(0.132)				
Gnade	ATHGNMW							0.206**	0.106	-0.842***	0.375***	-0.13	-0.300***	0.175	-0.231**	0.047	-0.047	-0.172*	-0.119						-0.1				
								(0.091)	(0.092)	(0.093)	(0.092)	(0.096)	(0.097)	(0.109)	(0.090)	(0.097)	(0.112)	(0.098)	(0.100)						(0.110)				
Diskrepanz Anspruch Realität	CBLRGAa							-0.232***	-0.142***	0.408***	-0.177***	0.108*	0.140**	-0.091	-0.179***	0.073	-0.176**	-0.104*	-0.074						0.035				
								(0.054)	(0.054)	(0.055)	(0.054)	(0.057)	(0.059)	(0.068)	(0.054)	(0.058)	(0.069)	(0.059)	(0.060)						(0.065)				
	1bn.ADMGS																												
	2.ADMGS							0.019	0.154	-0.028	-0.001	0.05	0.052	0.315*	0.463***	0.321**	-0.759***	0.189	0.539***						0.749***				
								(0.159)	(0.157)	(0.155)	(0.154)	(0.160)	(0.166)	(0.181)	(0.154)	(0.162)	(0.181)	(0.175)	(0.169)						(0.182)				
	1bn.ADMAL																												
	2.ADMAL							-0.225	-0.124	0.711***	-0.529***	0.890***	0.885***	0.062	-0.193	0.191	-0.006	0.281	0.01						0.410*				
								(0.184)	(0.179)	(0.182)	(0.185)	(0.206)	(0.221)	(0.246)	(0.183)	(0.210)	(0.223)	(0.201)	(0.200)						(0.218)				
	3.ADMAL							-0.480***	-0.321*	0.948***	-0.837***	0.967***	1.104***	-0.32	-0.304*	-0.352*	-0.418*	0.242	0.622***						0.123				
								(0.180)	(0.177)	(0.180)	(0.184)	(0.204)	(0.218)	(0.239)	(0.180)	(0.202)	(0.223)	(0.199)	(0.199)						(0.213)				
	4.ADMAL							-0.443	-0.168	0.655**	-0.828***	1.069***	1.256***	-0.941***	-0.315	-0.572*	-1.006***	0.173	0.704**						-1.028***				
								(0.278)	(0.282)	(0.286)	(0.281)	(0.311)	(0.314)	(0.340)	(0.290)	(0.302)	(0.377)	(0.308)	(0.311)						(0.333)				
	ADMSC							0.046	0.037	-0.012	0.173**	-0.063	-0.101	0.223**	0.213***	0.285***	0.390***	0.097	-0.124						0.108				
								(0.077)	(0.078)	(0.076)	(0.077)	(0.083)	(0.084)	(0.098)	(0.077)	(0.084)	(0.105)	(0.083)	(0.086)						(0.094)				
	Observations							954	953	954	954	955	955	965	954	946	962	914	942						956				
	Pseudo R^2							0.035	0.034	0.057	0.052	0.055	0.046	0.146	0.029	0.013	0.118	0.03	0.109						0.038				

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Glaube und Engagement bei Ex- und Nichtpastoren

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt+Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Aussteigneigung Gemeinde	CEFAPT Aussteigneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nichtcharismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung: Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMCI mit Kind(ern)	ADMAL Alterskohorte	ADMGS weiblich : männlich
Glaube an Gott	ENTHGLa			0.137				0.027	0.078	-0.003	0.08	0.325*	-0.106				-0.451**	-0.196	0.587***						-0.083	-0.034	-0.121	0.179	-0.21
				(0.192)				(0.166)	(0.173)	(0.164)	(0.154)	(0.171)	(0.144)				(0.182)	(0.196)	(0.179)						(0.220)	(0.241)	(0.209)	(0.154)	(0.191)
Zugehörigkeit zu lokaler Gemeinde	ENTHGLb			0.144				0.156	0.11	-0.019	0.099	0.203	-0.093				-0.332**	0.156	0.254*						-0.171	-0.221	-0.016	-0.075	0.144
				(0.150)				(0.142)	(0.138)	(0.135)	(0.145)	(0.142)	(0.114)				(0.168)	(0.163)	(0.148)						(0.179)	(0.192)	(0.167)	(0.117)	(0.140)
Kirchliches Ehrenamt	ENTHGLc			0.153				-0.113	0.003	-0.058	-0.041	0.021	-0.12				0.414**	-0.069	-0.354**						0.348**	0.291*	-0.08	-0.06	-0.229*
				(0.138)				(0.142)	(0.144)	(0.139)	(0.146)	(0.147)	(0.106)				(0.186)	(0.156)	(0.151)						(0.158)	(0.167)	(0.154)	(0.112)	(0.132)
Kirchliche Leitungsfunktion	ENTHGLd			-0.073				0.06	0.141*	0.012	0.166*	-0.054	0.200***				-0.054	-0.11	0.136						0.136	0.155	0.132	0.095	0.132*
				(0.079)				(0.082)	(0.082)	(0.081)	(0.085)	(0.084)	(0.064)				(0.097)	(0.090)	(0.085)						(0.103)	(0.110)	(0.089)	(0.067)	(0.076)
Theologische Ausbildung als Ressource	ENTHGLe			-0.222**				0.071	-0.134	-0.101	0.12	-0.083	0.088				0.006	0.02	0.085						0.09	0.076	0.406***	-0.180*	0.112
				(0.107)				(0.130)	(0.137)	(0.126)	(0.131)	(0.133)	(0.091)				(0.156)	(0.140)	(0.138)						(0.130)	(0.138)	(0.121)	(0.094)	(0.106)
	1bn.ADMGS																												
	2.ADMGS			-0.542**				0.444*	0.065	0.067	-0.022	0.371	0.673***				-0.636**	0.095	0.13						1.772***	1.958***	1.261***		
				(0.216)				(0.249)	(0.254)	(0.255)	(0.264)	(0.258)	(0.186)				(0.306)	(0.274)	(0.267)						(0.279)	(0.305)	(0.242)		
	ADMGS																											-0.369*	
																												(0.196)	
	1bn.ADMAL																												
	2.ADMAL			-0.169				-1.006***	-1.481***	1.460***	-1.204***	-0.691***	-0.833***				-0.704**	-0.720**	-0.034						-0.22	-0.498	-0.433		
				(0.316)				(0.263)	(0.268)	(0.269)	(0.263)	(0.264)	(0.232)				(0.331)	(0.301)	(0.270)						(0.411)	(0.435)	(0.371)		
	3.ADMAL			0.468				-1.030***	-0.864***	1.383***	-0.866***	-0.227	-0.961***				-0.675**	-0.277	0.168						-0.345	-0.2	-1.199***		
				(0.288)				(0.268)	(0.271)	(0.280)	(0.279)	(0.270)	(0.216)				(0.323)	(0.282)	(0.275)						(0.368)	(0.407)	(0.323)		
	4.ADMAL			1.360***				-0.293	-0.201	0.913*	-1.706**	-0.477	-1.829***				-1.428*	-0.967	0.793						-1.538***	-1.550***	-2.942***		
				(0.430)				(0.586)	(0.625)	(0.552)	(0.715)	(0.613)	(0.343)				(0.824)	(0.602)	(0.630)						(0.480)	(0.507)	(0.495)		
	ADMAL																												-0.228*
																													(0.120)
	ADMSC			0.051				-0.046	-0.213	-0.038	-0.014	-0.013	0.128				0.397**	0.330**	-0.053						-0.166	-0.077	-0.21	0.311***	-0.087
				(0.134)				(0.131)	(0.130)	(0.129)	(0.132)	(0.135)	(0.108)				(0.170)	(0.149)	(0.138)						(0.179)	(0.187)	(0.158)	(0.112)	(0.134)
	ACEN																											1.615***	-0.793***
																												(0.149)	(0.178)
	Observations			425				296	295	294	294	294	488				304	285	306						481	481	480	508	508

	Pseudo R^2			0.067			0.021	0.031	0.023	0.021	0.014	0.05				0.06	0.029	0.029							0.194	0.198	0.219	0.145	0.085

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Bekehrung / Geistliche Leere (Items)

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt+Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEEFMW Erfüllung	CEFAGM Ausstiegsneigung Gemeinde	CEFAPT Ausstiegsneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Alterskohorte	ADMGS weiblich : männlich
Bekehrungserfahrung	ABIBK	0.5**	0.657**	0.047	0.535***	-0.512*	-0.374	0.445***	0.387**	-0.476***	0.503***	-0.575***	-0.091	0.951***	0.666***	-0.219	-2.046***	-0.819***	1.506***	-0.942***	1.171***	0.613***	0.177	0.580***	-0.579***	0.2	-0.143	0.244	-0.059	0.797***
		(0.247)	(0.271)	(0.337)	(0.194)	(0.263)	(0.241)	(0.155)	(0.153)	(0.154)	(0.158)	(0.183)	(0.190)	(0.196)	(0.153)	(0.152)	(0.178)	(0.177)	(0.170)	(0.177)	(0.176)	(0.187)	(0.186)	(0.175)	(0.211)	(0.233)	(0.270)	(0.198)	(0.148)	(0.174)
Gottesferne	ASPDRa	0.184*	0.398***	0.192	0.282***	-0.361***	-0.108	-0.106	-0.094	0.252***	-0.204**	-0.052	0.06	-0.262**	-0.114	-0.082	0.025	0.218**	-0.054	0.001	0.015	0.01	-0.192*	-0.04	-0.105	0.008	0.065	-0.049	0.223***	-0.095
		(0.109)	(0.118)	(0.142)	(0.087)	(0.113)	(0.105)	(0.081)	(0.081)	(0.083)	(0.082)	(0.098)	(0.103)	(0.105)	(0.082)	(0.073)	(0.100)	(0.088)	(0.086)	(0.092)	(0.090)	(0.091)	(0.098)	(0.092)	(0.108)	(0.125)	(0.137)	(0.104)	(0.074)	(0.096)
Gottverlassenheit	ASPDRb	0.092	-0.208	-0.297	-0.017	0.222	-0.132	-0.059	-0.066	-0.142	-0.114	0.091	0.046	-0.535***	-0.204*	-0.163	0.263**	-0.155	-0.231**	0.045	-0.046	0.03	0.097	-0.003	0.193	-0.339**	-0.377**	-0.204	-0.036	0.088
		(0.138)	(0.178)	(0.213)	(0.119)	(0.173)	(0.134)	(0.118)	(0.117)	(0.121)	(0.124)	(0.144)	(0.159)	(0.146)	(0.121)	(0.102)	(0.127)	(0.123)	(0.113)	(0.131)	(0.131)	(0.138)	(0.134)	(0.129)	(0.156)	(0.156)	(0.165)	(0.140)	(0.103)	(0.141)
Geistliche Dürre	ASPDRc	0.029	-0.123	-0.086	-0.027	0.109	-0.049	0.007	0.01	0.057	0.003	0.064	0.071	0.051	0.012	-0.046	0.029	-0.129**	0.053	0.008	-0.015	-0.028	0.096	0.008	-0.089	-0.333***	-0.233**	-0.036	0.164***	-0.053
		(0.079)	(0.089)	(0.113)	(0.064)	(0.087)	(0.078)	(0.056)	(0.054)	(0.056)	(0.055)	(0.065)	(0.068)	(0.074)	(0.056)	(0.053)	(0.069)	(0.060)	(0.060)	(0.060)	(0.062)	(0.062)	(0.064)	(0.062)	(0.072)	(0.091)	(0.100)	(0.075)	(0.052)	(0.070)
Geistliche Leere	ASPDRd	-0.087	0.035	0.074	-0.051	-0.02	0.086	-0.274***	-0.254***	0.584***	-0.435***	0.329***	0.382***	-0.364***	-0.178***	0.069	0.101	-0.074	-0.214***	-0.062	-0.202***	-0.024	0.01	-0.029	0.05	0.153	0.003	0.064	0.187***	0.064
		(0.098)	(0.107)	(0.148)	(0.079)	(0.105)	(0.097)	(0.068)	(0.069)	(0.070)	(0.069)	(0.080)	(0.082)	(0.087)	(0.068)	(0.066)	(0.085)	(0.074)	(0.073)	(0.074)	(0.077)	(0.076)	(0.080)	(0.078)	(0.087)	(0.112)	(0.120)	(0.094)	(0.066)	(0.087)
Unbeantwortete Gebete	ASPDRe	0.046	-0.039	-0.136	0.01	0.047	-0.052	-0.019	-0.122*	0.073	-0.203***	-0.03	0.048	-0.107	0.047	-0.029	-0.182**	0.035	-0.043	0.057	-0.014	-0.001	-0.031	-0.125	0.214**	0.054	-0.005	0.04	-0.143**	0.099
		(0.095)	(0.105)	(0.139)	(0.077)	(0.104)	(0.093)	(0.068)	(0.069)	(0.066)	(0.068)	(0.083)	(0.084)	(0.088)	(0.068)	(0.065)	(0.087)	(0.074)	(0.074)	(0.075)	(0.078)	(0.080)	(0.082)	(0.077)	(0.089)	(0.111)	(0.119)	(0.092)	(0.065)	(0.088)
	1bn.ADMGS																													
	2.ADMGS	-0.673***	-1.249***	-0.536**	-0.932***	1.087***	0.417**	0.287**	0.25*	-0.271**	0.161	-0.045	-0.129	0.388**	0.413***	0.614***	-0.652***	0.206	0.614***	-0.712***	0.086	0.195	0.086	0.111	0.669***	1.651***	1.855***	1.329***		
		(0.175)	(0.177)	(0.215)	(0.135)	(0.169)	(0.168)	(0.137)	(0.135)	(0.134)	(0.134)	(0.165)	(0.172)	(0.175)	(0.135)	(0.119)	(0.158)	(0.147)	(0.142)	(0.155)	(0.156)	(0.161)	(0.162)	(0.157)	(0.180)	(0.176)	(0.194)	(0.154)		
	ADMGS																												-0.338***	
																													(0.122)	
	1bn.ADMAL																													
	2.ADMAL	-0.044	-0.24	-0.166	-0.102	0.236	-0.016	-0.270*	-0.291**	0.613***	-0.588***	0.776***	0.798***	-0.215	-0.442***	-0.22	-0.263	-0.005	0.114	-0.226	-0.147	0.024	-0.137	-0.225	1.299***	0.16	0.035	-0.158		
		(0.205)	(0.263)	(0.305)	(0.173)	(0.257)	(0.201)	(0.145)	(0.143)	(0.144)	(0.146)	(0.211)	(0.227)	(0.239)	(0.146)	(0.150)	(0.175)	(0.159)	(0.153)	(0.182)	(0.190)	(0.187)	(0.193)	(0.186)	(0.190)	(0.276)	(0.293)	(0.234)		
	3.ADMAL	-0.202	0.314	0.567**	0.027	-0.343	0.236	-0.508***	-0.314**	0.797***	-0.690***	0.875***	1.014***	-0.292	-0.342**	-0.559***	-0.729***	-0.004	0.709***	-0.614***	0.031	-0.094	-0.430**	-0.652***	1.182***	-0.135	0.138	-1.062***		
		(0.204)	(0.236)	(0.287)	(0.166)	(0.230)	(0.200)	(0.140)	(0.139)	(0.141)	(0.142)	(0.206)	(0.223)	(0.232)	(0.142)	(0.143)	(0.176)	(0.155)	(0.153)	(0.177)	(0.184)	(0.182)	(0.189)	(0.182)	(0.184)	(0.255)	(0.283)	(0.214)		
	4.ADMAL	-0.423	0.800**	1.256***	0.238	-0.869***	0.592*	-0.286	-0.126	0.375	-0.719***	0.783**	0.929***	-0.720**	-0.377	-0.978***	-1.537***	-0.261	1.048***	-0.592**	-0.024	-0.386	-0.182	-0.620**	0.008	-1.142***	-0.892**	-2.992***		
		(0.366)	(0.322)	(0.432)	(0.255)	(0.311)	(0.355)	(0.243)	(0.253)	(0.249)	(0.251)	(0.316)	(0.320)	(0.324)	(0.257)	(0.219)	(0.341)	(0.268)	(0.268)	(0.267)	(0.275)	(0.290)	(0.288)	(0.275)	(0.309)	(0.327)	(0.352)	(0.319)		
	ADMAL																													-0.221***
																														(0.078)
	ADMSC	-0.048	-0.062	0.019	-0.056	0.055	0.039	0.013	-0.065	-0.005	0.064	-0.01	-0.014	0.026	0.129*	0.216***	0.347***	0.191***	-0.112	-0.102	-0.114	0.112	-0.005	-0.071	0.132	-0.237*	-0.182	0.087	0.395***	-0.345***
		(0.097)	(0.112)	(0.134)	(0.079)	(0.108)	(0.095)	(0.068)	(0.068)	(0.067)	(0.067)	(0.085)	(0.086)	(0.096)	(0.068)	(0.066)	(0.090)	(0.073)	(0.073)	(0.078)	(0.080)	(0.082)	(0.083)	(0.079)	(0.089)	(0.128)	(0.138)	(0.094)	(0.064)	(0.095)
	ACEN																												0.164**	-.625***
																													(0.072)	(0.083)
	Observations	1275	1240	423	1469	1469	1469	1195	1195	1194	1194	912	912	950	1194	1423	1234	1173	1215	916	887	846	824	889	1034	1380	1380	1379	1469	1469
	Pseudo R^2	0.021	0.084	0.057	0.041	0.071	0.013	0.014	0.014	0.035	0.03	0.03	0.044	0.079	0.013	0.019	0.107	0.017	0.053	0.01	0.009	0.002	0.002	0.006	0.071	0.147	0.148	0.16	0.04	0.072

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Bekehrung / Geistliche Leere (Mittelwert)

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt+Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEEFMW Erfüllung	CEFAGM Ausstiegsneigung Gemeinde	CEFAPT Ausstiegsneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Alterskohorte	ADMGS weiblich : männlich
Bekehrungserfahrung	ABIBK	0.498**	0.627**	0.044	0.529***	-0.490*	-0.393	0.445***	0.378**	-0.423***	0.499***	-0.585***	-0.074	0.942***	0.642***	-0.232	-2.033***	-0.900***	1.526***	-0.927***	1.169***	0.621***	0.208	0.627***	-0.525**	0.248	-0.151	0.279	-0.041	0.768***
		(0.244)	(0.267)	(0.336)	(0.191)	(0.260)	(0.239)	(0.152)	(0.150)	(0.150)	(0.154)	(0.179)	(0.187)	(0.193)	(0.151)	(0.150)	(0.175)	(0.174)	(0.167)	(0.174)	(0.174)	(0.183)	(0.184)	(0.172)	(0.205)	(0.227)	(0.268)	(0.195)	(0.145)	(0.172)
Geistliche Leere	ASPDRMW	0.204**	0.154	-0.096	0.181**	-0.106	-0.182*	-0.483***	-0.539***	1.060***	-0.981***	0.455***	0.713***	-0.951***	-0.311***	-0.143**	0.108	-0.053	-0.373***	0.016	-0.288***	-0.05	-0.039	-0.195**	0.142	-0.329***	-0.430***	-0.046	0.485***	0.04
		(0.100)	(0.113)	(0.132)	(0.081)	(0.107)	(0.098)	(0.074)	(0.077)	(0.080)	(0.078)	(0.091)	(0.095)	(0.103)	(0.075)	(0.069)	(0.089)	(0.077)	(0.077)	(0.086)	(0.085)	(0.089)	(0.092)	(0.086)	(0.098)	(0.112)	(0.122)	(0.096)	(0.069)	(0.090)
	1bn.ADMGS																													
	2.ADMGS	-0.676***	-1.257***	-0.553***	-0.937***	1.096***	0.423**	0.293**	0.238*	-0.211	0.155	0.006	-0.101	0.380**	0.413***	0.637***	-0.696***	0.195	0.583***	-0.717***	0.086	0.227	0.096	0.097	0.679***	1.671***	1.893***	1.328***		
		(0.173)	(0.174)	(0.212)	(0.134)	(0.167)	(0.166)	(0.136)	(0.133)	(0.132)	(0.132)	(0.163)	(0.170)	(0.173)	(0.133)	(0.117)	(0.155)	(0.146)	(0.141)	(0.154)	(0.155)	(0.160)	(0.161)	(0.156)	(0.177)	(0.173)	(0.191)	(0.152)		
	ADMGS																												-0.365***	
																													(0.121)	
	1bn.ADMAL																													
	2.ADMAL	-0.027	-0.247	-0.17	-0.089	0.237	-0.031	-0.276*	-0.315**	0.685***	-0.597***	0.851***	0.877***	-0.223	-0.462***	-0.184	-0.223	-0.028	0.087	-0.215	-0.193	-0.004	-0.095	-0.255	1.330***	0.177	0.066	-0.169		
		(0.203)	(0.261)	(0.303)	(0.171)	(0.256)	(0.199)	(0.143)	(0.141)	(0.142)	(0.144)	(0.209)	(0.225)	(0.237)	(0.143)	(0.148)	(0.172)	(0.156)	(0.151)	(0.180)	(0.188)	(0.186)	(0.192)	(0.186)	(0.270)	(0.288)	(0.232)			
	3.ADMAL	-0.159	0.365	0.546*	0.076	-0.381*	0.197	-0.510***	-0.323**	0.851***	-0.690***	0.924***	1.060***	-0.3	-0.384***	-0.534***	-0.696***	-0.039	0.696***	-0.609***	0.001	-0.114	-0.386**	-0.660***	1.168***	-0.119	0.166	-1.063***		
		(0.201)	(0.233)	(0.285)	(0.164)	(0.228)	(0.198)	(0.138)	(0.137)	(0.139)	(0.140)	(0.205)	(0.221)	(0.230)	(0.139)	(0.140)	(0.173)	(0.152)	(0.150)	(0.175)	(0.182)	(0.181)	(0.188)	(0.181)	(0.178)	(0.25)	(0.278)	(0.213)		
	4.ADMAL	-0.447	0.776**	1.301***	0.23	-0.869***	0.610*	-0.329	-0.132	0.519**	-0.724***	0.911***	1.033***	-0.720**	-0.444*	-0.968***	-1.375***	-0.35	1.045***	-0.616**	-0.108	-0.46	-0.133	-0.617**	-0.045	-1.141***	-0.887**	-2.990***		
		(0.361)	(0.315)	(0.430)	(0.251)	(0.306)	(0.352)	(0.239)	(0.248)	(0.246)	(0.248)	(0.312)	(0.316)	(0.318)	(0.253)	(0.215)	(0.331)	(0.265)	(0.264)	(0.264)	(0.272)	(0.287)	(0.283)	(0.272)	(0.302)	(0.319)	(0.344)	(0.316)		
	ADMAL																													-0.243***
																														(0.077)
	ADMSC	-0.046	-0.06	0.03	-0.054	0.052	0.037	0.02	-0.064	0.008	0.067	-0.012	-0.017	0.036	0.108	0.210***	0.341***	0.182**	-0.112	-0.095	-0.115	0.12	0.001	-0.053	0.13	-0.229*	-0.173	0.079	0.411***	-0.340***
		(0.096)	(0.111)	(0.133)	(0.078)	(0.107)	(0.094)	(0.067)	(0.067)	(0.067)	(0.066)	(0.084)	(0.086)	(0.095)	(0.067)	(0.065)	(0.089)	(0.072)	(0.072)	(0.078)	(0.080)	(0.082)	(0.082)	(0.078)	(0.088)	(0.126)	(0.136)	(0.094)	(0.063)	(0.094)
	ACEN																												0.178**	-0.626***
																													(0.071)	(0.083)
	Observations	1294	1256	426	1488	1488	1488	1212	1211	1211	1211	920	920	958	1211	1442	1252	1189	1232	923	894	854	829	897	1049	1396	1396	1394	1488	1488
	Pseudo R^2	0.018	0.073	0.049	0.036	0.061	0.012	0.013	0.013	0.031	0.028	0.026	0.041	0.069	0.011	0.019	0.103	0.014	0.05	0.01	0.009	0.003	0.001	0.006	0.07	0.14	0.15	0.159	0.035	0.069

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Bekehrung / Geistliche Leere (Mittelwert) – nur Freikirchen/Gemeinschaften

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt+Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEEFMW Erfüllung	CEFAGM Ausstiegsneigung Gemeinde	CEFAPT Ausstiegsneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Alterskohorte	ADMGS weiblich : männlich
Bekehrungserfahrung	ABIBK	-0.106						0.527**	0.385*	-0.447**	0.654***	-0.556**	-0.388	0.266	0.745***	0.008	-0.901***	0.124	0.464*	-0.295	0.633**	0.649**	-0.529*	0.831***	-0.121	0.661*	0.574	0.536*	-0.731***	0.298
		(0.317)						(0.210)	(0.219)	(0.214)	(0.223)	(0.263)	(0.267)	(0.301)	(0.222)	(0.231)	(0.272)	(0.240)	(0.25)	(0.259)	(0.272)	(0.272)	(0.290)	(0.248)	(0.300)	(0.355)	(0.392)	(0.290)	(0.238)	(0.307)

Geistliche Leere	ASPDRMW	0.252**					-0.460***	-0.531***	1.110***	-0.971***	0.514***	0.768***	-1.010***	-0.314***	-0.152*	0.105	-0.056	-0.461***	0.091	-0.340***	-0.065	-0.016	-0.346***	0.085	-0.384**	-0.420***	-0.106	0.470***	0.056
		(0.112)					(0.083)	(0.087)	(0.089)	(0.087)	(0.103)	(0.107)	(0.119)	(0.083)	(0.086)	(0.116)	(0.087)	(0.089)	(0.097)	(0.098)	(0.101)	(0.107)	(0.099)	(0.113)	(0.149)	(0.161)	(0.119)	(0.085)	(0.123)
	1bn.ADMGS																													
	2.ADMGS	-0.748***					0.234	0.26	-0.06	0.108	0.13	-0.129	0.366*	0.441***	0.586***	-0.153	0.455***	0.564***	-0.727***	-0.14	0.231	0.042	-0.099	0.815***	1.579***	1.785***	1.178***		
		(0.202)					(0.162)	(0.159)	(0.157)	(0.157)	(0.199)	(0.201)	(0.212)	(0.157)	(0.159)	(0.223)	(0.175)	(0.172)	(0.188)	(0.187)	(0.191)	(0.196)	(0.186)	(0.217)	(0.241)	(0.257)	(0.207)		
	ADMGS																											-0.507***	
																												(0.167)	
	1bn.ADMAL																													
	2.ADMAL	0.037					-0.161	-0.219	0.572***	-0.610***	0.869***	0.797***	-0.109	-0.479***	-0.191	-0.08	0.096	0.075	-0.351*	-0.138	0.116	-0.079	-0.308	1.445***	0.238	0.128	-0.241		
		(0.232)					(0.163)	(0.160)	(0.161)	(0.163)	(0.238)	(0.246)	(0.278)	(0.164)	(0.181)	(0.238)	(0.177)	(0.176)	(0.208)	(0.216)	(0.209)	(0.220)	(0.211)	(0.215)	(0.383)	(0.407)	(0.306)		
	3.ADMAL	-0.2					-0.405***	-0.307**	0.721***	-0.686***	0.917***	0.853***	-0.41	-0.476***	-0.439**	-0.132	0.279	0.557***	-0.709***	-0.086	-0.077	-0.450**	-0.676***	1.190***	-0.207	-0.102	-1.198***		
		(0.230)					(0.155)	(0.155)	(0.155)	(0.157)	(0.232)	(0.239)	(0.266)	(0.158)	(0.173)	(0.231)	(0.171)	(0.174)	(0.201)	(0.209)	(0.202)	(0.214)	(0.205)	(0.203)	(0.344)	(0.377)	(0.279)		
	4.ADMAL	-0.492					-0.27	-0.134	0.485*	-0.759***	1.027***	0.830**	-1.049***	-0.523*	-0.695**	-0.143	0.158	0.603**	-0.604**	-0.279	-0.496	-0.274	-0.728**	0.082	-1.221***	-0.800*	-2.970***		
		(0.390)					(0.254)	(0.261)	(0.259)	(0.263)	(0.335)	(0.333)	(0.352)	(0.268)	(0.270)	(0.374)	(0.283)	(0.288)	(0.286)	(0.295)	(0.308)	(0.312)	(0.295)	(0.329)	(0.422)	(0.470)	(0.383)		
	ADMAL																												-0.352***
																													(0.108)
	ADMSC	-0.018					0.04	-0.042	0.017	0.086	-0.023	0.072	0.088	0.09	0.254***	0.026	0.107	0.033	-0.113	-0.064	0.204**	0.042	0.02	0.054	-0.152	-0.144	0.078	0.447***	-0.366***
		(0.105)					(0.072)	(0.072)	(0.071)	(0.071)	(0.090)	(0.091)	(0.103)	(0.072)	(0.077)	(0.108)	(0.078)	(0.079)	(0.083)	(0.085)	(0.087)	(0.088)	(0.084)	(0.097)	(0.162)	(0.177)	(0.112)	(0.073)	(0.125)
	ACEN																											-0.233	-0.757***
																												(0.150)	(0.202)
	Observations	1022					985	984	984	984	750	750	773	984	989	1022	984	1000	746	715	699	670	727	828	980	980	981	1022	1022
	Pseudo R^2	0.02					0.011	0.011	0.031	0.027	0.028	0.041	0.071	0.011	0.013	0.012	0.005	0.02	0.005	0.003	0.003	0.002	0.007	0.07	0.126	0.126	0.147	0.039	0.044

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Bekehrung / Geistliche Leere (Mittelwert) – nur Landeskirchen

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt+Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFFSMW Erschöpfung	CEEFFEFMW Erfüllung	CEFAGM Aussteigneigung Gemeinde	CEFAPT Aussteigneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Alterskohorte	ADMGS weiblich : männlich
Bekehrungserfahrung	ABIBK	0.769*						0.27	0.253	-0.335	0.251	-0.005	-0.254	0.988***	0.321	0.024		-0.859***	0.926***	-1.155***	0.785***	-0.281	0.291	-0.235	-0.884**	0.118	-0.286	0.434	0.116	0.398
		(0.442)						(0.260)	(0.254)	(0.258)	(0.260)	(0.301)	(0.336)	(0.317)	(0.256)	(0.286)		(0.292)	(0.269)	(0.295)	(0.289)	(0.305)	(0.294)	(0.289)	(0.341)	(0.404)	(0.482)	(0.380)	(0.262)	(0.298)
Geistliche Leere	ASPDRMW	0.023						-0.561***	-0.648***	0.898***	-1.116***	0.265	0.560***	-0.869***	-0.371**	-0.139		-0.171	-0.088	-0.242	0.054	0.231	-0.004	0.277	0.278	-0.092	-0.242	0.573**	0.480***	-0.029
		(0.278)						(0.171)	(0.175)	(0.183)	(0.195)	(0.210)	(0.213)	(0.221)	(0.185)	(0.188)		(0.186)	(0.176)	(0.194)	(0.179)	(0.205)	(0.192)	(0.185)	(0.235)	(0.267)	(0.317)	(0.280)	(0.176)	(0.201)
	1bn.ADMGS																													
	2.ADMGS	-0.597						0.399	0.179	-0.639**	0.401	-0.053	-0.272	0.233	0.27	0.309		0.104	-0.013	-0.3	0.234	-0.192	-0.194	0.491	0.141	1.352***	1.716***	1.243***		
		(0.420)						(0.271)	(0.271)	(0.268)	(0.272)	(0.312)	(0.343)	(0.319)	(0.272)	(0.291)		(0.305)	(0.274)	(0.290)	(0.299)	(0.315)	(0.311)	(0.306)	(0.365)	(0.403)	(0.494)	(0.377)		
	ADMGS																												-0.712***	
																													(0.267)	
	1bn.ADMAL																													
	2.ADMAL	-0.721						-0.505	-0.637**	1.040***	-0.5	0.777*	1.261**	-0.315	-0.511	0.136		-0.455	-0.278	-0.027	-0.111	-0.623	-0.344	-0.035	0.861**	-0.127	-0.295	-0.265		
		(0.516)						(0.315)	(0.313)	(0.318)	(0.323)	(0.463)	(0.606)	(0.470)	(0.318)	(0.364)		(0.380)	(0.330)	(0.382)	(0.405)	(0.432)	(0.422)	(0.425)	(0.431)	(0.550)	(0.644)	(0.521)		
	3.ADMAL	-0.465						-0.748**	-0.494	1.232***	-0.616*	1.232**	1.75***	-0.098	-0.186	-0.275		-0.679*	0.248	-0.037	0.096	-0.56	-0.612	-0.762*	0.627	-0.214	0.531	-1.015*		
		(0.513)						(0.329)	(0.326)	(0.334)	(0.337)	(0.483)	(0.615)	(0.485)	(0.326)	(0.369)		(0.382)	(0.335)	(0.390)	(0.413)	(0.434)	(0.429)	(0.432)	(0.442)	(0.573)	(0.740)	(0.534)		
	4.ADMAL	-14.366						-0.224	0.077	-0.263	-0.075	0.591	0.409	0.142	-0.102	-0.485		-1.810*	1.957*	0.135	-2.143*	-1.985**	-0.845	-1.252	-14.914	-15.846	-2.31	-16.88		
		(1071.631)						(0.998)	(1.063)	(1.017)	(0.982)	(1.209)	(1.328)	(1.055)	(0.954)	(1.010)		(1.031)	(1.056)	(0.953)	(1.143)	(0.971)	(0.957)	(1.036)	(864.096)	(721.618)	(1.447)	(911.637)		
	ADMAL																													-0.515***
																														(0.190)
	ADMSC	0.376						-0.215	-0.001	-0.015	-0.122	-0.372	-0.474	0.036	0.448**	-0.152		-0.127	-0.132	-0.578**	0.125	0.045	-0.019	-0.575*	1.220***	-0.205	-0.317	0.321	0.661***	-0.47
		(0.393)						(0.214)	(0.210)	(0.216)	(0.208)	(0.277)	(0.292)	(0.290)	(0.225)	(0.253)		(0.255)	(0.231)	(0.263)	(0.274)	(0.279)	(0.281)	(0.300)	(0.337)	(0.409)	(0.491)	(0.339)	(0.225)	(0.311)
	ACEN																												-0.402	-0.546
																													(0.381)	(0.418)
	Observations	230						214	214	214	214	165	165	175	214	227		191	215	170	171	148	152	162	194	213	213	212	230	230
	Pseudo R^2	0.044						0.025	0.022	0.039	0.036	0.025	0.059	0.066	0.014	0.01		0.035	0.036	0.016	0.011	0.006	0.002	0.014	0.177	0.129	0.144	0.143	0.052	0.06

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Spirituelle Praxis (Mittelwert)

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt+Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFFSMW Erschöpfung	CEEFFEFMW Erfüllung	CEFAGM Aussteigneigung Gemeinde	CEFAPT Aussteigneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Alterskohorte	ADMGS weiblich : männlich
Bekehrungserfahrung	ABIBK							0.366**	0.317*	-0.386**	0.181	-0.421**	0.066	0.704***	0.485***	-0.153	-1.921***	-0.996***	1.232***	-0.815***	0.968***	0.534***	0.163	0.534***	-0.532**	0.767***	0.484	0.502**	0.346*	1.021***
								(0.181)	(0.173)	(0.177)	(0.181)	(0.186)	(0.194)	(0.200)	(0.177)	(0.190)	(0.203)	(0.201)	(0.194)	(0.178)	(0.178)	(0.188)	(0.191)	(0.178)	(0.223)	(0.281)	(0.326)	(0.245)	(0.185)	(0.215)
Geistliche Leere	ASPDRMW							-0.395***	-0.323***	1.005***	-0.839***	0.299***	0.577***	-0.703***	-0.222**	-0.15	-0.108	-0.180*	-0.189*	-0.101	-0.073	0.055	0.004	-0.104	0.210*	-0.298*	-0.478**	0.039	0.285***	-0.092
								(0.098)	(0.100)	(0.105)	(0.102)	(0.102)	(0.106)	(0.114)	(0.099)	(0.104)	(0.123)	(0.104)	(0.104)	(0.097)	(0.095)	(0.101)	(0.104)	(0.098)	(0.120)	(0.175)	(0.193)	(0.146)	(0.103)	(0.139)
Spirituelle Praxis	CODMSMW							0.517***	0.584***	-0.569***	0.718***	-0.418***	-0.357***	0.691***	0.337***	0.088	-0.707***	-0.138	0.704***	-0.295**	0.567***	0.262**	0.106	0.232*	0.111	0.008	-0.084	0.018	-0.295**	-0.033
								(0.120)	(0.119)	(0.119)	(0.121)	(0.124)	(0.128)	(0.141)	(0.118)	(0.126)	(0.148)	(0.126)	(0.128)	(0.115)	(0.118)	(0.120)	(0.121)	(0.118)	(0.141)	(0.223)	(0.251)	(0.175)	(0.121)	(0.169)
	1bn.ADMGS																													
	2.ADMGS							0.023	0.223	-0.187	0.149	-0.005	-0.118	0.404**	0.482***	0.435***	-0.747***	0.239	0.663***	-0.728***	0.1	0.235	0.097	0.101	0.749***	1.419***	1.651***	1.267***		
								(0.164)	(0.160)	(0.157)	(0.158)	(0.163)	(0.170)	(0.175)	(0.158)	(0.160)	(0.185)	(0.174)	(0.167)	(0.154)	(0.155)	(0.160)	(0.161)	(0.155)	(0.181)	(0.239)	(0.266)	(0.210)		
	ADMGS																												-0.299*	
																													(0.162)	
	1bn.ADMAL																													
	2.ADMAL							-0.131	-0.032	0.491***	-0.471**	0.804***	0.836***	-0.147	-0.285	0.09	-0.052	0.340*	0.068	-0.249	-0.101	0.021	-0.083	-0.242	0.343	0.405	0.35	0.111		
								(0.186)	(0.182)	(0.183)	(0.189)	(0.210)	(0.226)	(0.238)	(0.187)	(0.212)	(0.227)	(0.203)	(0.198)	(0.181)	(0.188)	(0.186)	(0.193)	(0.185)	(0.219)	(0.383)	(0.413)	(0.315)		
	3.ADMAL							-0.456**	-0.206	0.797***	-0.701***	0.858***	1.015***	-0.22	-0.296	-0.440**	-0.611***	0.27	0.747***	-0.643***	0.09	-0.086	-0.372**	-0.634***	0.138	0.087	0.402	-0.843***		
								(0.180)	(0.179)	(0.181)	(0.185)	(0.206)	(0.222)	(0.232)	(0.182)	(0.203)	(0.228)	(0.199)	(0.196)	(0.176)	(0.183)	(0.181)	(0.188)	(0.181)	(0.213)	(0.362)	(0.405)	(0.294)		
	4.ADMAL							-0.382	-0.106	0.374	-0.662**	0.837***	0.970***	-0.626*	-0.317	-0.689**	-1.367***	0.02	1.081***	-0.654**	0.021	-0.421	-0.119	-0.595**	-1.136***	-1.119**	-0.657	-3.051***		
								(0.281)	(0.286)	(0.291)	(0.289)	(0.313)	(0.316)	(0.320)	(0.291)	(0.294)	(0.383)	(0.310)	(0.308)	(0.264)	(0.275)	(0.287)	(0.284)	(0.273)	(0.330)	(0.443)	(0.492)	(0.422)		
	ADMAL																													-0.226**
																														(0.109)
	ADMSC							0.034	0.017	0.021	0.107	-0.031	-0.031	0.069	0.165**	0.296***	0.329***	0.128	-0.114	-0.108	-0.091	0.137*	0.007	-0.047	0.116	-0.257	-0.216	0.267**	0.400***	-0.506***
								(0.079)	(0.080)	(0.078)	(0.078)	(0.084)	(0.086)	(0.096)	(0.078)	(0.085)	(0.105)	(0.084)	(0.086)	(0.078)	(0.080)	(0.082)	(0.082)	(0.079)	(0.095)	(0.184)	(0.206)	(0.118)	(0.080)	(0.140)

	ACEN																										
	Observations	918	917	918	918	920	920	958	918	940	952	902	928	923	894	854	829	897	951	916	916	915	963	963
	Pseudo R^2	0.022	0.019	0.04	0.038	0.031	0.044	0.082	0.013	0.016	0.134	0.019	0.071	0.011	0.012	0.003	0.001	0.006	0.042	0.132	0.13	0.15	0.027	0.059

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Spirituelle Praxis (Items)

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt+Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Ausstiegsneigung Gemeinde	CEFAPT Ausstiegsneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altersko horte	ADMGS weiblich : männlich
Bekehrungserfahrung	ABIBK							0.407**	0.381**	-0.455**	0.159	-0.359*	0.086	0.603***	0.457**	-0.053	-1.717***	-0.898***	1.067***	-0.636***	0.773***	0.443**	0.104	0.582***	-0.537**	0.462	0.265	0.585**	0.154	0.911***
								(0.192)	(0.183)	(0.185)	(0.192)	(0.196)	(0.206)	(0.217)	(0.185)	(0.201)	(0.216)	(0.211)	(0.205)	(0.187)	(0.189)	(0.200)	(0.205)	(0.189)	(0.242)	(0.311)	(0.362)	(0.266)	(0.197)	(0.237)
Geistliche Leere	ASPDRMW							-0.249**	-0.196*	0.887***	-0.694***	0.257**	0.532***	-0.638***	-0.112	-0.068	0.008	-0.198*	-0.198*	-0.076	-0.105	0.026	-0.023	-0.072	0.101	-0.446**	-0.608***	0.037	0.171	-0.293*
								(0.105)	(0.106)	(0.111)	(0.108)	(0.110)	(0.115)	(0.124)	(0.107)	(0.114)	(0.136)	(0.112)	(0.112)	(0.105)	(0.104)	(0.108)	(0.114)	(0.107)	(0.131)	(0.190)	(0.212)	(0.161)	(0.111)	(0.156)
Ausreichend Zeit mit Gott	CODMSa							0.046	0.023	-0.04	0.011	-0.071	-0.123	-0.007	0.129*	0.069	0.190**	0.063	-0.02	0.085	-0.201***	-0.108	-0.006	-0.046	0.07	0.127	0.313**	-0.005	-0.062	0.059
								(0.068)	(0.070)	(0.068)	(0.069)	(0.071)	(0.075)	(0.084)	(0.068)	(0.074)	(0.089)	(0.074)	(0.074)	(0.068)	(0.069)	(0.071)	(0.070)	(0.068)	(0.083)	(0.133)	(0.151)	(0.105)	(0.072)	(0.101)
Hohe geistliche Disziplin	CODMSb							0.03	0.105	-0.298***	0.045	-0.053	-0.078	-0.08	-0.04	0.012	-0.09	-0.052	-0.139*	-0.033	0.063	0.031	-0.014	-0.014	0.083	-0.017	-0.115	-0.061	-0.229***	-0.095
								(0.073)	(0.075)	(0.073)	(0.074)	(0.078)	(0.080)	(0.090)	(0.073)	(0.079)	(0.095)	(0.079)	(0.080)	(0.073)	(0.074)	(0.075)	(0.077)	(0.075)	(0.089)	(0.145)	(0.160)	(0.113)	(0.076)	(0.108)
Zeit mit Gott prioritär	CODMSc							0.007	-0.081	0.018	0.033	0.021	-0.038	0.102	0.023	0.001	-0.04	-0.044	0.012	-0.067	0.04	-0.036	0.015	0.007	-0.035	-0.144	-0.193	-0.300***	-0.200***	0.138
								(0.066)	(0.068)	(0.065)	(0.066)	(0.072)	(0.072)	(0.083)	(0.067)	(0.073)	(0.085)	(0.071)	(0.072)	(0.065)	(0.066)	(0.069)	(0.068)	(0.066)	(0.081)	(0.132)	(0.147)	(0.103)	(0.070)	(0.103)
Zufrieden mit geistlichem Leben	CODMSd							0.135**	0.105	-0.218***	0.165**	-0.022	0.015	-0.064	0.023	0.1	0.12	-0.015	0.04	0.065	0.045	0.092	-0.019	0.06	-0.176**	-0.297**	-0.231	0.115	-0.084	-0.135
								(0.065)	(0.066)	(0.066)	(0.066)	(0.069)	(0.072)	(0.080)	(0.066)	(0.070)	(0.086)	(0.070)	(0.072)	(0.065)	(0.066)	(0.068)	(0.068)	(0.065)	(0.081)	(0.131)	(0.146)	(0.098)	(0.069)	(0.101)
Unverzweckte Spiritualität	CODMSe							-0.02	0.009	0.088*	-0.083	-0.009	0.038	-0.063	-0.077	-0.039	-0.066	0.003	0.066	-0.037	-0.005	0.116**	0.05	-0.035	-0.04	0.064	0.135	0.171**	-0.013	0.031
								(0.051)	(0.050)	(0.050)	(0.051)	(0.054)	(0.055)	(0.062)	(0.051)	(0.055)	(0.065)	(0.054)	(0.055)	(0.050)	(0.050)	(0.052)	(0.053)	(0.050)	(0.062)	(0.097)	(0.110)	(0.077)	(0.053)	(0.076)
Zunahme Spiritualität	CODMSf							0.046	0.049	-0.065	0.101	-0.038	0.001	0.032	-0.066	-0.202***	-0.264***	0.069	0.104	-0.081	0.226***	0.073	-0.002	0.186***	0.08	0.116	0.042	0.217**	0.033	0.06
								(0.064)	(0.065)	(0.066)	(0.065)	(0.067)	(0.070)	(0.077)	(0.065)	(0.070)	(0.082)	(0.070)	(0.069)	(0.064)	(0.064)	(0.066)	(0.067)	(0.066)	(0.078)	(0.120)	(0.138)	(0.097)	(0.066)	(0.094)
Gebet als Ressource	CODMSg							-0.001	-0.017	0.211***	-0.094	0.156**	0.170**	0.209**	0.025	0.157**	0.211**	-0.11	0.113	0.059	-0.006	-0.124*	-0.022	-0.074	0.059	-0.307**	-0.388**	-0.135	0.055	-0.447***
								(0.070)	(0.071)	(0.070)	(0.071)	(0.074)	(0.077)	(0.082)	(0.072)	(0.076)	(0.092)	(0.076)	(0.077)	(0.071)	(0.070)	(0.072)	(0.072)	(0.072)	(0.086)	(0.139)	(0.165)	(0.109)	(0.074)	(0.111)
Bibellektüre als Gottesbegegnung	CODMSh							0.002	0.044	0.005	0.158**	-0.161**	-0.088	0.097	0.097	-0.075	-0.246***	-0.124*	0.210***	-0.264***	0.186***	0.124*	0.071	-0.043	-0.233***	0.330***	0.248*	0.082	0.064	0.01
								(0.067)	(0.066)	(0.067)	(0.066)	(0.070)	(0.072)	(0.078)	(0.067)	(0.071)	(0.083)	(0.070)	(0.072)	(0.066)	(0.065)	(0.068)	(0.067)	(0.066)	(0.083)	(0.120)	(0.139)	(0.097)	(0.069)	(0.095)
Wöchentlicher Ruhetag	CODMSi							0.015	-0.019	-0.047	0.02	-0.028	0.023	0.045	0.026	-0.002	-0.249***	-0.014	0.079	0.025	0.054	0.036	-0.014	0.046	0.175***	-0.049	-0.205*	-0.103	0.231***	0.126*
								(0.048)	(0.047)	(0.047)	(0.048)	(0.050)	(0.052)	(0.056)	(0.048)	(0.051)	(0.058)	(0.051)	(0.052)	(0.047)	(0.047)	(0.050)	(0.049)	(0.047)	(0.057)	(0.091)	(0.108)	(0.074)	(0.049)	(0.068)
Beanspruchung von Beichte	CODMSj							0.068	0.152***	-0.053	0.069	-0.017	-0.059	0.135**	0.045	-0.012	-0.178***	0.022	0.238***	-0.034	0.213***	0.101**	0.021	0.061	-0.017	0.032	0.143	0.098	0.041	0.196**
								(0.048)	(0.048)	(0.048)	(0.048)	(0.051)	(0.053)	(0.062)	(0.048)	(0.053)	(0.064)	(0.051)	(0.054)	(0.048)	(0.049)	(0.049)	(0.051)	(0.049)	(0.059)	(0.097)	(0.113)	(0.074)	(0.051)	(0.077)
Dankbarkeit für Erfahrungen	CODMSk							0.656***	0.735***	-0.354***	1.176***	-0.384***	-0.347***	0.791***	0.406***	0.320***	-0.108	0.114	0.199**	-0.043	0.099	0.082	0.054	0.222**	-0.202*	-0.126	0.018	0.057	-0.145	-0.205
								(0.097)	(0.097)	(0.095)	(0.103)	(0.096)	(0.096)	(0.101)	(0.091)	(0.094)	(0.111)	(0.098)	(0.094)	(0.088)	(0.088)	(0.094)	(0.096)	(0.089)	(0.114)	(0.179)	(0.200)	(0.140)	(0.091)	(0.137)
	1bn.ADMGS																													
	2.ADMGS							0.168	0.274	-0.254	0.252	-0.007	-0.095	0.581***	0.523***	0.506***	-0.627***	0.17	0.653***	-0.689***	0.08	0.175	0.095	0.044	0.780***	1.414***	1.697***	1.354***		
								(0.170)	(0.166)	(0.164)	(0.165)	(0.170)	(0.177)	(0.184)	(0.165)	(0.169)	(0.197)	(0.181)	(0.174)	(0.161)	(0.161)	(0.169)	(0.168)	(0.164)	(0.192)	(0.251)	(0.279)	(0.225)		
	ADMGS																												-0.323*	
																													(0.171)	
	1bn.ADMAL																													
	2.ADMAL							-0.062	0.104	0.559***	-0.31	0.827***	0.789***	-0.061	-0.208	0.067	-0.029	0.29	0.001	-0.248	-0.071	-0.075	-0.07	-0.254	0.328	0.365	0.292	0.149		
								(0.190)	(0.187)	(0.187)	(0.192)	(0.214)	(0.231)	(0.245)	(0.192)	(0.219)	(0.237)	(0.208)	(0.203)	(0.185)	(0.193)	(0.191)	(0.198)	(0.190)	(0.228)	(0.400)	(0.430)	(0.327)		
	3.ADMAL							-0.361*	-0.048	0.769***	-0.523***	0.846***	0.939***	-0.157	-0.242	-0.399*	-0.431*	0.262	0.583***	-0.692***	0.031	-0.164	-0.337*	-0.689***	0.039	-0.015	0.45	-0.922***		
								(0.188)	(0.187)	(0.189)	(0.192)	(0.215)	(0.231)	(0.244)	(0.191)	(0.216)	(0.242)	(0.208)	(0.205)	(0.184)	(0.192)	(0.189)	(0.198)	(0.191)	(0.227)	(0.389)	(0.434)	(0.312)		
	4.ADMAL							-0.356	-0.013	0.241	-0.646**	0.781**	0.919***	-0.896***	-0.338	-0.775**	-1.293***	0.117	0.939***	-0.685**	-0.069	-0.525*	-0.153	-0.665**	-1.267***	-1.162**	-0.542	-3.192***		
								(0.288)	(0.289)	(0.292)	(0.290)	(0.319)	(0.323)	(0.332)	(0.300)	(0.308)	(0.395)	(0.314)	(0.317)	(0.272)	(0.280)	(0.295)	(0.292)	(0.280)	(0.349)	(0.462)	(0.517)	(0.441)		
	ADMAL																													-0.227*
																														(0.116)
	ADMSC							0.102	0.059	0.034	0.208***	-0.043	-0.07	0.177*	0.205**	0.312***	0.290***	0.156*	-0.072	-0.159**	-0.045	0.162*	-0.003	-0.019	0.095	-0.241	-0.197	0.312**	0.370***	-0.484***
								(0.081)	(0.082)	(0.080)	(0.079)	(0.086)	(0.088)	(0.100)	(0.081)	(0.087)	(0.109)	(0.086)	(0.088)	(0.080)	(0.082)	(0.084)	(0.084)	(0.080)	(0.098)	(0.189)	(0.212)	(0.122)	(0.083)	(0.145)
	ACEN																													
	Observations	897	896	897	897	899	899	938	897	918	930	883	908	901	873	834	808	875	928	896	896	896	939	939
	Pseudo R^2	0.032	0.035	0.049	0.064	0.039	0.053	0.129	0.02	0.028	0.166	0.023	0.087	0.014	0.018	0.006	0.002	0.009	0.068	0.169	0.179	0.18	0.052	0.098

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Disziplin in Dürrezeiten

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt+Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Ausstiegsneigung Gemeinde	CEFAPT Ausstiegsneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altersko horte	ADMGS weiblich : männlich
Disziplin in Dürrezeiten	CSPRS							0.990***	0.591**	-1.552***	0.867***	-0.655**	-0.766***	0.646**	0.451*	-0.178	-0.185	0.04	0.09	0.393	0.363	-0.043	0.181	-0.122	-0.33	-0.262	-0.181	0.195	-0.538**	0.137
								(0.273)	(0.266)	(0.278)	(0.264)	(0.274)	(0.282)	(0.288)	(0.272)	(0.273)	(0.317)	(0.281)	(0.284)	(0.256)	(0.266)	(0.261)	(0.274)	(0.260)	(0.315)	(0.452)	(0.490)	(0.412)	(0.270)	(0.367)
	1bn.ADMGS																													
	2.ADMGS							0.243	0.464	0.032	0.276	0.143	0.124	-0.085	0.296	0.245	-0.910***	0.437	1.146***	-0.789***	0.415	0.587**	-0.153	0.291	0.853**	1.709***	1.786***	0.856**		
								(0.314)	(0.316)	(0.302)	(0.303)	(0.304)	(0.315)	(0.304)	(0.307)	(0.294)	(0.317)	(0.327)	(0.308)	(0.286)	(0.295)	(0.284)	(0.288)	(0.283)	(0.334)	(0.424)	(0.457)	(0.420)		
	ADMGS																												-0.482	
																													(0.305)	
	1bn.ADMAL																													
	2.ADMAL							-0.331	-0.991**	0.972**	-0.843*	1.102**	1.272**	0.137	-0.56	-0.378	-0.198	0.232	-0.346	-0.185	-0.919**	-0.211	-0.084	-0.639	0.462	1.687**	1.370*	0.37		
								(0.442)	(0.420)	(0.445)	(0.461)	(0.5)	(0.516)	(0.463)	(0.447)	(0.480)	(0.511)	(0.473)	(0.479)	(0.405)	(0.445)	(0.450)	(0.464)	(0.439)	(0.508)	(0.706)	(0.722)	(0.745)		
	3.ADMAL							-0.566	-1.224***	0.635	-0.826*	1.256**	1.267**	0.389	-0.754*	-0.675	-0.525	0.41	0.134	-0.732*	-0.617	-0.605	-0.44	-1.264***	0.245	1.258**	1.304**	-0.725		
								(0.421)	(0.402)	(0.420)	(0.442)	(0.488)	(0.503)	(0.446)	(0.426)	(0.459)	(0.5)	(0.451)	(0.463)	(0.385)	(0.422)	(0.427)	(0.451)	(0.419)	(0.484)	(0.619)	(0.658)	(0.667)		
	4.ADMAL							-0.963*	-1.275**	0.655	-0.872	1.084*	1.196*	-0.177	-0.626	-0.929	-1.087*	-0.364	0.8	-0.467	-0.336	-0.893	-0.176	-1.315**	-1.291**	-0.448	0.754	-3.712***		
								(0.548)	(0.541)	(0.548)	(0.574)	(0.606)	(0.619)	(0.565)	(0.562)	(0.566)	(0.655)	(0.601)	(0.597)	(0.5)	(0.540)	(0.554)	(0.561)	(0.524)	(0.637)	(0.724)	(0.830)	(0.905)		
	ADMAL																													-0.306
																														(0.208)
	ADMSC							-0.064	-0.045	0.343**	-0.176	0.303*	0.116	-0.293*	-0.021	0.326*	0.537**	0.149	-0.197	-0.207	-0.019	0.25	0.043	0.138	0.218	-.625*	-0.397	0.244	0.396**	-0.645**
								(0.153)	(0.161)	(0.164)	(0.156)	(0.166)	(0.166)	(0.176)	(0.155)	(0.169)	(0.213)	(0.171)	(0.175)	(0.157)	(0.155)	(0.170)	(0.166)	(0.158)	(0.193)	(0.368)	(0.374)	(0.240)	(0.162)	(0.261)
	ACEN																													

	Observations								229	229	229	229	230	230	248	229	243	244	231	239	240	234	221	220	233	246	229	229	229	248	248
	Pseudo R^2								0.02	0.019	0.029	0.014	0.029	0.028	0.02	0.008	0.011	0.045	0.011	0.033	0.009	0.005	0.006	0.002	0.007	0.068	0.192	0.136	0.198	0.027	0.046

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Reich-Gottes-Verpflichtung

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt+Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Aussteigneigung Gemeinde	CEFAPT Aussteigneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung: Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Alterskohorte	ADMGS weiblich : männlich
Dem Reich Gottes verpflichtet	CEEFCMa	-0.222***						0.382***	0.325***	-0.253***	0.347***	-0.144*	-0.117	0.664***		0.04	-0.411***	-0.201***	0.419***	-0.371***	0.270***	0.217***	0.248***	-0.028	-0.002	0.217**	0.066	0.071	0.222***	0.268***
		(0.084)						(0.062)	(0.061)	(0.062)	(0.064)	(0.078)	(0.077)	(0.088)		(0.067)	(0.071)	(0.070)	(0.067)	(0.076)	(0.073)	(0.080)	(0.079)	(0.074)	(0.085)	(0.102)	(0.117)	(0.090)	(0.064)	(0.082)
Dem Pastorsein verpflichtet	CEEFCMb	0.036						-0.099**	-0.075	0.055	0.090*	-0.036	-0.190***	0.314***		0.219***	0.065	0.114**	-0.001	-0.115**	-0.092	-0.120**	-0.073	0.029	0.022	-0.013	0.094	-0.058	-0.122**	0.261***
		(0.072)						(0.048)	(0.048)	(0.047)	(0.048)	(0.058)	(0.060)	(0.067)		(0.053)	(0.059)	(0.052)	(0.052)	(0.056)	(0.057)	(0.058)	(0.059)	(0.057)	(0.065)	(0.088)	(0.095)	(0.071)	(0.051)	(0.070)
Den Menschen vor Ort verpflichtet	CEEFCMc	0.174						0.037	0.114	0.097	0.184***	-0.067	-0.031	0.117		0.079	0.294***	0.021	-0.097	0.227***	-0.041	-0.032	-0.022	0.076	-0.186**	0.013	0.014	0.041	-0.049	-0.302***
		(0.109)						(0.070)	(0.071)	(0.070)	(0.071)	(0.085)	(0.087)	(0.094)		(0.077)	(0.089)	(0.079)	(0.078)	(0.082)	(0.083)	(0.085)	(0.085)	(0.082)	(0.095)	(0.134)	(0.148)	(0.108)	(0.075)	(0.111)
Der lokalen Gemeinde verpflichtet	CEEFCMd	-0.118						0.302***	0.280***	-0.284***	0.191***	-0.460***	-0.193**	0.112		-0.137*	-0.386***	-0.015	0.239***	-0.258***	0.076	0.151*	0.063	-0.067	0.300***	-0.034	-0.103	-0.055	-0.079	0.102
		(0.102)						(0.070)	(0.070)	(0.068)	(0.068)	(0.084)	(0.085)	(0.091)		(0.075)	(0.084)	(0.078)	(0.077)	(0.081)	(0.081)	(0.084)	(0.086)	(0.080)	(0.092)	(0.127)	(0.142)	(0.102)	(0.072)	(0.101)
	1bn.ADMGS																													
	2.ADMGS	-0.561***						0.299**	0.204	-0.181	0.047	-0.016	0.027	0.26		0.327**	-0.636***	0.136	0.626***	-0.645***	0.287*	0.275	0.109	0.109	0.499***	1.514***	1.668***	1.209***		
		(0.182)						(0.137)	(0.134)	(0.132)	(0.133)	(0.163)	(0.168)	(0.180)		(0.142)	(0.156)	(0.149)	(0.144)	(0.162)	(0.163)	(0.168)	(0.167)	(0.160)	(0.186)	(0.198)	(0.218)	(0.176)		
	ADMGS																												-0.454***	
																													(0.141)	
	1bn.ADMAL																													
	2.ADMAL	0.083						-0.358**	-0.390***	0.769***	-0.582***	0.974***	0.784***	-0.02		0.051	-0.107	0.007	0.02	-0.275	-0.236	0.031	-0.09	-0.356*	1.412***	-0.011	-0.229	-0.273		
		(0.213)						(0.143)	(0.140)	(0.142)	(0.143)	(0.211)	(0.221)	(0.242)		(0.162)	(0.170)	(0.158)	(0.153)	(0.184)	(0.193)	(0.189)	(0.198)	(0.188)	(0.191)	(0.304)	(0.338)	(0.260)		
	3.ADMAL	0.038						-0.706***	-0.533***	1.115***	-0.888***	1.073***	1.068***	-0.409*		-0.283*	-0.602***	-0.061	0.561***	-0.742***	-0.012	-0.094	-0.323*	-0.803***	1.156***	-0.32	-0.218	-1.217***		
		(0.211)						(0.138)	(0.136)	(0.139)	(0.139)	(0.206)	(0.216)	(0.233)		(0.156)	(0.170)	(0.153)	(0.151)	(0.180)	(0.187)	(0.183)	(0.193)	(0.184)	(0.183)	(0.288)	(0.331)	(0.240)		
	4.ADMAL	-0.416						-0.552**	-0.29	0.889***	-0.975***	1.197***	1.271***	-0.845**		-0.504*	-1.385***	-0.375	0.932***	-0.784***	-0.105	-0.359	-0.147	-0.839***	0.069	-1.380***	-1.070**	-3.093***		
		(0.404)						(0.241)	(0.243)	(0.246)	(0.245)	(0.307)	(0.309)	(0.330)		(0.261)	(0.333)	(0.266)	(0.265)	(0.269)	(0.275)	(0.289)	(0.289)	(0.273)	(0.311)	(0.374)	(0.428)	(0.353)		
	ADMAL																													-0.321***
																														(0.093)
	ADMSC	-0.083						-0.01	-0.104	0.027	0.012	0.078	-0.008	-0.015		0.216***	0.495***	0.197***	-0.265***	-0.016	-0.181**	0.064	-0.035	-0.113	0.134	-0.270*	-0.244	0.071	0.387***	-0.422***
		(0.099)						(0.066)	(0.066)	(0.065)	(0.065)	(0.083)	(0.084)	(0.096)		(0.072)	(0.088)	(0.072)	(0.072)	(0.076)	(0.080)	(0.081)	(0.082)	(0.079)	(0.089)	(0.142)	(0.157)	(0.101)	(0.068)	(0.115)
	ACEN																												-0.06	-0.574***
																													(0.138)	(0.182)
	Observations	1245						1244	1245	1245	1245	945	945	943		1213	1233	1177	1221	911	879	842	820	885	1017	1240	1240	1240	1245	1245
	Pseudo R^2	0.02						0.018	0.017	0.013	0.019	0.041	0.031	0.081		0.015	0.068	0.008	0.04	0.014	0.004	0.003	0.002	0.004	0.068	0.114	0.114	0.139	0.022	0.07

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Reich-Gottes-Verpflichtung bei Ex- und Nichtpastoren

Label	Variables	AC_E Jetzt-P : Ex-P	AC_N Jetzt-P : Nicht-P	AE_N Ex-P : Nicht-P	AC_EN Jetzt-P : Ex+Nicht-P	AN_CE Nicht-P : Jetzt+Ex-P	AE_CN Ex-P : Jetzt+Nicht-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Aussteigneigung Gemeinde	CEFAPT Aussteigneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Alterskohorte	ADMGS weiblich : männlich
Dem Reich Gottes verpflichtet	ENEFCMa			-0.159				0.175*	0.148	-0.109	0.109				0.685***	0.122	-0.197	-0.129	0.424***							0.029	-0.095	0.077	-0.125	0.084
				(0.110)				(0.105)	(0.102)	(0.104)	(0.107)				(0.117)	(0.089)	(0.122)	(0.123)	(0.114)							(0.128)	(0.144)	(0.113)	(0.088)	(0.105)
Der lokalen Gemeinde verpflichtet	ENEFCMd			0.305***				0.062	0.188**	-0.135	0.182**				0.484***	-0.098	-0.031	0.027	0.041							0.231**	0.134	0.149	-0.102	0.028
				(0.093)				(0.086)	(0.085)	(0.085)	(0.087)				(0.089)	(0.073)	(0.107)	(0.097)	(0.094)							(0.111)	(0.119)	(0.098)	(0.075)	(0.089)
	1bn.ADMGS																													
	2.ADMGS			-0.542**				0.425*	0.067	0.046	0.06				0.361	0.835***	-0.358	0.227	0.187							1.785***	1.995***	1.294***		
				(0.220)				(0.249)	(0.255)	(0.256)	(0.260)				(0.258)	(0.191)	(0.316)	(0.284)	(0.276)							(0.269)	(0.295)	(0.235)		
	ADMGS																												-0.465**	
																													(0.199)	
	1bn.ADMAL																													
	2.ADMAL			-0.155				-1.024***	-1.397***	1.467***	-1.206***				-0.513**	-0.855***	-0.881***	-0.758**	-0.107							-0.093	-0.279	-0.478		
				(0.316)				(0.261)	(0.262)	(0.263)	(0.256)				(0.253)	(0.233)	(0.327)	(0.299)	(0.274)							(0.405)	(0.422)	(0.359)		
	3.ADMAL			0.494*				-1.069***	-0.817***	1.463***	-0.950***				-0.244	-0.861***	-0.943***	-0.287	0.115							-0.394	-0.168	-1.274***		
				(0.291)				(0.257)	(0.259)	(0.271)	(0.262)				(0.263)	(0.216)	(0.324)	(0.280)	(0.280)							(0.356)	(0.387)	(0.314)		
	4.ADMAL			1.542***				-0.597	-0.142	0.922*	-1.491**				-0.792	-1.653***	-1.334	-1.155*	0.48							-1.456***	-1.384***	-2.897***		
				(0.465)				(0.584)	(0.660)	(0.538)	(0.697)				(0.590)	(0.355)	(0.822)	(0.641)	(0.688)							(0.463)	(0.486)	(0.478)		
	ADMAL																													-0.289**
																														(0.123)
	ADMSC			0.056				-0.078	-0.267**	-0.041	-0.052				0.041	0.114	0.393**	0.307**	-0.163							-0.222	-0.113	-0.241	0.378***	-0.015
				(0.137)				(0.128)	(0.126)	(0.127)	(0.127)				(0.128)	(0.110)	(0.167)	(0.147)	(0.140)							(0.175)	(0.182)	(0.155)	(0.115)	(0.136)
	ACEN																												1.658***	-0.817***
																													(0.151)	(0.181)
	Observations			413				300	301	301	301				301	473	292	279	298							493	493	492	496	496
	Pseudo R^2			0.075				0.024	0.035	0.025	0.02				0.069	0.044	0.04	0.022	0.029							0.174	0.175	0.198	0.155	0.084

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Belastungen (Mittelwerte)

Label	Variables	AC_E Jetzt-P : Ex-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Ausstiegsneigung Gemeinde	CEFAPT Ausstiegsneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	AMTAV Pastoralabsicht vor Studium	AMTAW Pastoralabsicht während Studium	CESTFGL Freik. - Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altenkohorte	ADMGS weiblich : männlich
Arbeitsbelastung	CEBLAFMW	0.126	-0.257***	0.041	1.146***	-0.213**	0.386***	0.349***	-0.157	0.179**	0.149	-0.002	0.015	0.339***	0.265***	-0.044	0.159	0.022	0.131	-0.074	0.271***	0.191	-0.083	-0.09	0.017	0.299***	-0.515***
		(0.141)	(0.089)	(0.089)	(0.095)	(0.087)	(0.110)	(0.111)	(0.123)	(0.089)	(0.097)	(0.101)	(0.146)	(0.112)	(0.096)	(0.097)	(0.102)	(0.104)	(0.108)	(0.111)	(0.104)	(0.122)	(0.172)	(0.191)	(0.133)	(0.094)	(0.137)
Erholung	CEBLEHMW	0.129	0.182**	0.036	-0.402***	0.026	0.004	-0.064	0.168	-0.044	-0.146	-0.158	0.095	-0.282**	-0.445***	-0.083	0.16	0.023	-0.124	0.011	0.132	0.105	0.125	-0.016	-0.143	-0.005	-0.056
		(0.140)	(0.088)	(0.088)	(0.091)	(0.090)	(0.114)	(0.116)	(0.128)	(0.089)	(0.098)	(0.101)	(0.148)	(0.112)	(0.096)	(0.097)	(0.106)	(0.106)	(0.110)	(0.112)	(0.106)	(0.125)	(0.176)	(0.196)	(0.137)	(0.093)	(0.138)
Gestaltungsspielraum	CEBLGSMW	-0.436***	0.691***	0.520***	-0.179**	0.449***	-.312***	-0.095	0.520***	0.246***	0.106	0.077	0.116	-0.674***	-0.175**	0.549***	-0.290***	0.597***	0.443***	-0.065	0.155*	0.095	0.082	-0.001	0.136	-0.017	0.428***
		(0.108)	(0.077)	(0.077)	(0.075)	(0.076)	(0.096)	(0.097)	(0.106)	(0.074)	(0.081)	(0.085)	(0.121)	(0.094)	(0.082)	(0.081)	(0.090)	(0.096)	(0.100)	(0.101)	(0.092)	(0.108)	(0.139)	(0.157)	(0.109)	(0.079)	(0.110)
Fortbildung	CEBLFBMW	-0.216**	0.289***	0.256***	-0.350***	0.544***	-0.088	-0.133	0.323***	0.248***	0.137*	0.007	0.065	-0.099	0.082	0.165**	0.151*	0.191**	0.101	0.177*	0.108	-0.167*	0.049	-0.013	0.042	-0.199***	0.074
		(0.110)	(0.073)	(0.072)	(0.072)	(0.073)	(0.090)	(0.092)	(0.103)	(0.073)	(0.077)	(0.081)	(0.121)	(0.090)	(0.079)	(0.078)	(0.083)	(0.085)	(0.088)	(0.090)	(0.085)	(0.099)	(0.136)	(0.151)	(0.107)	(0.075)	(0.110)
Herausforderungen	CEBLHFMW	0.531***	-1.124***	-1.224***	0.808***	-.875***	1.037***	0.588***	-0.367**	-0.262**	-0.198	-0.05	0.349*	-0.627***	-0.641***	-0.631***	-0.011	-0.178	-0.540***	-0.158	-0.435***	0.059	-0.123	-0.205	-0.176	-0.087	0.2
		(0.166)	(0.117)	(0.116)	(0.114)	(0.113)	(0.147)	(0.148)	(0.164)	(0.110)	(0.121)	(0.126)	(0.190)	(0.141)	(0.122)	(0.122)	(0.135)	(0.138)	(0.143)	(0.146)	(0.141)	(0.159)	(0.216)	(0.241)	(0.170)	(0.117)	(0.168)
Spannungen	CEBLSPMW	-0.168	0.127	-0.045	0.223**	0.076	-0.253**	0.092	0.232	-0.073	-0.07	-0.097	-0.359**	-0.092	0.075	0.321***	-0.014	0.284**	-0.001	-0.096	0.146	0.013	0.366*	0.451**	0.082	0.226**	0.420***
		(0.147)	(0.100)	(0.099)	(0.097)	(0.096)	(0.125)	(0.127)	(0.141)	(0.097)	(0.107)	(0.109)	(0.164)	(0.121)	(0.105)	(0.105)	(0.118)	(0.118)	(0.119)	(0.126)	(0.117)	(0.136)	(0.199)	(0.226)	(0.148)	(0.102)	(0.152)
	1bn.ADMGS																										
	2.ADMGS	-.375*	-0.045	-0.159	0.233*	-0.227	0.085	-0.009	0.256	0.422***	0.279*	0.284*	0.666***	-0.675***	0.134	0.658***	-0.854***	0.108	0.094	0.062	0.055	0.468**	1.568***	1.771***	1.240***	-0.252*	
		(0.206)	(0.148)	(0.144)	(0.141)	(0.144)	(0.180)	(0.184)	(0.191)	(0.145)	(0.153)	(0.165)	(0.227)	(0.169)	(0.161)	(0.154)	(0.172)	(0.172)	(0.180)	(0.183)	(0.171)	(0.203)	(0.219)	(0.240)	(0.190)	(0.152)	
	1bn.ADMAL																										
	2.ADMAL	-0.076	-0.079	-0.263*	0.431***	-0.556***	0.868***	0.633***	0.059	-0.526***	-0.179	0.102	0.048	-0.425**	-0.132	0.201	-0.378*	-0.205	-0.075	-0.093	-0.497**	1.534***	0.094	-0.196	-0.315		-0.563**
		(0.225)	(0.149)	(0.145)	(0.149)	(0.148)	(0.230)	(0.237)	(0.252)	(0.150)	(0.168)	(0.168)	(0.243)	(0.183)	(0.164)	(0.159)	(0.195)	(0.207)	(0.199)	(0.208)	(0.200)	(0.202)	(0.319)	(0.357)	(0.271)		(0.261)
	3.ADMAL	-0.446*	-0.299**	-0.214	0.594***	-0.650***	0.749***	0.768***	-0.144	-0.508***	-0.440***	-0.182	0.656***	-0.801***	-0.162	0.751***	-0.764***	0.098	-0.119	-0.306	-0.810***	1.086***	-0.06	-0.057	-1.151***		-0.447*
		(0.229)	(0.146)	(0.143)	(0.147)	(0.146)	(0.227)	(0.233)	(0.245)	(0.146)	(0.162)	(0.165)	(0.235)	(0.183)	(0.160)	(0.159)	(0.191)	(0.202)	(0.196)	(0.203)	(0.196)	(0.189)	(0.307)	(0.356)	(0.253)		(0.259)
	4.ADMAL	-0.62	-0.304	-0.177	1.073***	-0.892***	1.037***	1.139***	-0.554	-0.464*	-0.712**	-0.138	0.889**	-1.562***	-0.751**	1.086***	-0.996***	-0.018	-0.204	-0.146	-0.975***	0.073	-1.158***	-1.235***	-3.157***		-1.128***
		(0.458)	(0.276)	(0.275)	(0.278)	(0.275)	(0.346)	(0.339)	(0.354)	(0.282)	(0.284)	(0.308)	(0.448)	(0.368)	(0.305)	(0.298)	(0.299)	(0.307)	(0.333)	(0.322)	(0.304)	(0.338)	(0.424)	(0.474)	(0.399)		(0.381)
	ADMSC	-0.111	0.104	-0.018	-0.096	0.105	-0.055	-0.105	0.034	0.116*	0.243***	0.256***	-0.047	0.477***	0.203***	-0.193**	-0.026	-0.154*	0.069	0.016	-0.115	0.136	-0.362**	-0.348*	0.038	0.346***	-0.434***
		(0.108)	(0.070)	(0.070)	(0.069)	(0.068)	(0.087)	(0.088)	(0.099)	(0.069)	(0.076)	(0.079)	(0.111)	(0.094)	(0.075)	(0.075)	(0.080)	(0.083)	(0.084)	(0.085)	(0.082)	(0.094)	(0.160)	(0.178)	(0.107)	(0.071)	(0.124)
	ACEN																									-0.378**	-0.387*
																										(0.152)	(0.207)
	Observations	1150	1137	1136	1136	1136	866	866	872	1136	1120	1150	583	1137	1105	1140	842	814	779	758	820	946	1131	1131	1131	1150	1150
	Pseudo R^2	0.09	0.098	0.08	0.096	0.056	0.096	0.059	0.068	0.017	0.013	0.013	0.035	0.09	0.027	0.08	0.01	0.013	0.012	0.003	0.008	0.073	0.122	0.135	0.139	0.029	0.086

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Belastungen (Cluster)

Label	Variables	AC_E Jetzt-P : Ex-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Ausstiegsneigung Gemeinde	CEFAPT Ausstiegsneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	AMTAV Pastoralabsicht vor Studium	AMTAW Pastoralabsicht während Studium	CESTFGL Freik. - Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altenkohorte	ADMGS weiblich : männlich
Sachbezogene Arbeitsbelastung	CEBLASMW	-0.424***	-0.008	0.203***	0.237***	0.221***	0.098	-0.166*	0.056	-0.014	0.131*	0.083	0.026	0.481***	0.326***	-0.130*	0.300***	0.078	0.267***	-0.196**	0.067	-0.048	-0.037	0.006	0.123	0.137*	-0.434***
		(0.114)	(0.073)	(0.073)	(0.073)	(0.073)	(0.090)	(0.092)	(0.100)	(0.073)	(0.078)	(0.082)	(0.119)	(0.089)	(0.080)	(0.077)	(0.085)	(0.086)	(0.089)	(0.091)	(0.086)	(0.099)	(0.133)	(0.147)	(0.108)	(0.075)	(0.106)
Personenbezogene Arbeitsbelastung	CEBLAPMW	0.334***	-0.191**	-0.150*	0.974***	-0.410***	0.237**	0.498***	-0.193*	0.178**	0.027	-0.136	-0.004	-0.261***	-0.089	0.095	-0.162*	-0.035	-0.108	0.038	0.181**	0.319***	-0.054	-0.18	-0.146	0.095	0.047
		(0.120)	(0.077)	(0.077)	(0.081)	(0.077)	(0.094)	(0.096)	(0.106)	(0.077)	(0.084)	(0.087)	(0.128)	(0.094)	(0.084)	(0.082)	(0.087)	(0.087)	(0.089)	(0.092)	(0.089)	(0.104)	(0.146)	(0.163)	(0.113)	(0.079)	(0.115)
Schlafbezogene Erholung	CEBLESMW	-0.035	0.001	-0.084	-0.198***	-.188***	-0.092	-0.124	0.003	-0.073	-0.035	-0.01	-0.037	-0.033	-0.444***	-0.266***	0.207***	-0.1	-0.224***	-0.103	0.05	-0.119	0.075	-0.073	-0.051	-0.242***	-0.026
		(0.106)	(0.068)	(0.069)	(0.069)	(0.068)	(0.086)	(0.087)	(0.095)	(0.068)	(0.074)	(0.077)	(0.113)	(0.083)	(0.076)	(0.074)	(0.078)	(0.081)	(0.083)	(0.084)	(0.080)	(0.092)	(0.129)	(0.144)	(0.102)	(0.070)	(0.103)
Arbeitsbezogene Erholung	CEBLEAMW	-0.008	0.211***	0.210***	-0.364***	0.312***	0.071	-0.01	0.283***	0.079	0.006	-0.118	0.309**	-0.166*	0.024	0.220***	0.069	0.203**	0.215**	0.016	0.111	0.121	0.134	0.07	-0.022	0.189**	0.067
		(0.116)	(0.074)	(0.076)	(0.076)	(0.076)	(0.091)	(0.093)	(0.101)	(0.075)	(0.081)	(0.085)	(0.126)	(0.090)	(0.081)	(0.081)	(0.085)	(0.086)	(0.091)	(0.091)	(0.086)	(0.101)	(0.139)	(0.154)	(0.113)	(0.076)	(0.109)
Belastende Arbeitskultur	CEBLHUMW	0.432***	-1.509***	-1.236***	0.735***	-1.464***	0.775***	0.669***	-0.729***	-0.245***	-0.058	-0.019	0.424***	0.029	-0.531***	-0.377***	0.023	-0.171	-0.152	-0.223*	-0.203*	0.219*	0.198	0.102	-0.15	0.039	0.211*
		(0.131)	(0.098)	(0.095)	(0.093)	(0.096)	(0.117)	(0.119)	(0.125)	(0.089)	(0.098)	(0.100)	(0.148)	(0.105)	(0.099)	(0.096)	(0.108)	(0.111)	(0.112)	(0.115)	(0.111)	(0.128)	(0.159)	(0.175)	(0.129)	(0.093)	(0.128)
Belastende Disharmonie	CEBLHDMW	-0.07	-0.241***	-0.419***	0.234***	-0.222***	0.308***	0.203**	-0.212**	-0.254***	-0.142*	-0.017	0.058	0.220***	0.011	-0.416***	0.178**	-.25***	-0.302***	-0.063	-0.095	-0.129	-0.07	0.003	-0.115	0.126*	0.089
		(0.104)	(0.070)	(0.071)	(0.071)	(0.070)	(0.087)	(0.088)	(0.094)	(0.070)	(0.075)	(0.079)	(0.111)	(0.085)	(0.076)	(0.076)	(0.080)	(0.082)	(0.086)	(0.085)	(0.083)	(0.095)	(0.124)	(0.138)	(0.103)	(0.073)	(0.102)
Belastende Konflikte	CEBLHKMW	0.480***	-0.210***	-0.167**	0.143**	0.086	0.228***	-0.042	0.102	-0.05	-0.08	-0.052	-0.214*	-0.157*	-0.101	-0.204***	0.062	-0.096	-0.340***	-0.028	-0.204**	-0.151*	-0.114	-0.101	0.05	-0.117*	-.187**
		(0.098)	(0.067)	(0.067)	(0.067)	(0.065)	(0.084)	(0.085)	(0.092)	(0.066)	(0.071)	(0.075)	(0.110)	(0.081)	(0.072)	(0.071)	(0.077)	(0.079)	(0.081)	(0.083)	(0.079)	(0.090)	(0.118)	(0.130)	(0.097)	(0.069)	(0.095)
	1bn.ADMGS																										
	2.ADMGS	-0.590***	0.222	0.15	0.109	0.032	0.076	-0.041	0.438**	0.465***	0.376***	0.352**	0.590***	-0.721***	0.198	0.680***	-0.832***	0.338**	0.373**	0.049	0.12	0.664***	1.493***	1.673***	1.193***	-0.403***	
		(0.190)	(0.136)	(0.133)	(0.131)	(0.132)	(0.164)	(0.169)	(0.174)	(0.133)	(0.140)	(0.152)	(0.211)	(0.154)	(0.148)	(0.143)	(0.159)	(0.159)	(0.165)	(0.167)	(0.157)	(0.183)	(0.200)	(0.219)	(0.177)	(0.140)	
	1bn.ADMAL																										
	2.ADMAL	-0.038	-0.145	-0.265*	0.461***	-0.592***	0.766***	0.653***	0.01	-0.494***	-0.126	0.131	0.005	-0.277	-0.162	0.149	-0.303	-0.175	0.024	-0.035	-0.382**	1.354***	0.119	-0.11	-0.24		-0.666***
		(0.219)	(0.144)	(0.141)	(0.145)	(0.145)	(0.218)	(0.228)	(0.240)	(0.145)	(0.162)	(0.162)	(0.236)	(0.172)	(0.159)	(0.154)	(0.184)	(0.195)	(0.190)	(0.201)	(0.190)	(0.192)	(0.302)	(0.333)	(0.261)		(0.248)
	3.ADMAL	-0.201	-0.373***	-0.293**	0.771***	-0.851***	0.650***	0.846***	-0.265	-0.444***	-0.459***	-0.22	0.578**	-0.772***	-0.263*	0.730***	-0.796***	0.075	-0.071	-0.278	-0.748***	1.047***	-0.116	-0.045	-1.148***		-0.576**
		(0.217)	(0.141)	(0.139)	(0.142)	(0.142)	(0.216)	(0.227)	(0.236)	(0.141)	(0.156)	(0.159)	(0.228)	(0.172)	(0.155)	(0.153)	(0.183)	(0.192)	(0.187)	(0.199)	(0.188)	(0.184)	(0.286)	(0.328)	(0.242)		(0.244)
	4.ADMAL	-0.284	-0.586**	-0.375	1.026***	-1.204***	0.895***	1.049***	-0.848***	-0.564**	-0.658**	-0.026	0.694*	-1.400***	-0.553**	0.896***	-0.858***	-0.023	-0.359	-0.225	-0.831***	-0.035	-1.290***	-1.029**	-3.061***		-1.497***
		(0.398)	(0.243)	(0.248)	(0.251)	(0.255)	(0.317)	(0.318)	(0.322)	(0.252)	(0.260)	(0.278)	(0.411)	(0.326)	(0.265)	(0.263)	(0.270)	(0.277)	(0.300)	(0.293)	(0.280)	(0.316)	(0.373)	(0.423)	(0.359)		(0.335)
	ADMSC	1261	-0.007	-0.129*	-0.022	-0.015	0.022	-0.035	-0.031	0.066	0.233***	0.237***	-0.037	0.474***	0.195***	-0.213***	-0.051	-0.199**	0.034	-0.018	-0.123	0.154*	-0.263*	-0.212	0.061	0.328***	-.437***
		0.098	(0.067)	(0.067)	(0.066)	(0.066)	(0.084)	(0.085)	(0.095)	(0.066)	(0.072)	(0.076)	(0.107)	(0.087)	(0.073)	(0.072)	(0.077)	(0.080)	(0.082)	(0.082)	(0.079)	(0.090)	(0.143)	(0.157)	(0.102)	(0.068)	(0.115)
	ACEN																									-0.178	-0.619***
																										(0.145)	(0.190)
	Observations	1261	1242	1240	1240	1240	943	943	954	1240	1229	1261	639	1246	1196	1240	921	891	850	824	895	1028	1235	1235	1235	1261	1261
	Pseudo R^2	0.098	0.095	0.075	0.096	0.062	0.091	0.067	0.059	0.012	0.013	0.016	0.044	0.067	0.036	0.065	0.01	0.007	0.013	0.003	0.007	0.078	0.116	0.115	0.14	0.027	0.073

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Ressourcen (Mittelwerte)

Label	Variables	AC_E Jetzt-P : Ex-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Aussteigneigung Gemeinde	CEFAPT Aussteigneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	AMTAV Pastoralabsicht vor Studium	AMTAW Pastoralabsicht während Studium	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfälig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altersko horte	ADMGS weiblich : männlich
Beziehungen in Gemeinde	CERSGMMW	0.148	0.405***	0.510***	-0.292***	0.549***	-.313***	-.219**	0.082	0.062	-0.082			-0.342***	0.229**	0.297***	-0.048	0.310***	0.389***	-0.018	0.540***	-0.374***	-0.305*	-0.504***	0.114	0.031	-0.032
		(0.131)	(0.087)	(0.089)	(0.085)	(0.087)	(0.104)	(0.105)	(0.115)	(0.083)	(0.094)			(0.102)	(0.093)	(0.092)	(0.098)	(0.101)	(0.108)	(0.105)	(0.102)	(0.123)	(0.166)	(0.193)	(0.130)	(0.089)	(0.127)
Lokale Gemeindeleitung	CERSGLMW	-0.455***	0.630***	0.757***	-0.542***	0.223**	-0.543***	-0.181	0.142	0.175*	-0.014			-0.033	-0.028	0.301***	-0.068	0.205*	0.241**	0.261**	0.159	0.032	0.283	0.381*	0.081	-0.068	0.23
		(0.146)	(0.107)	(0.105)	(0.102)	(0.102)	(0.132)	(0.129)	(0.144)	(0.100)	(0.111)			(0.123)	(0.108)	(0.110)	(0.123)	(0.123)	(0.122)	(0.130)	(0.124)	(0.146)	(0.190)	(0.218)	(0.153)	(0.108)	(0.145)
Überlokale Leitung	CERSULMW	-0.362***	0.144**	0.088	-0.04	0.054	-0.055	-0.002	0.033	-0.097*	0.083			0.096	-0.240***	-0.150**	0.125*	0.066	-0.005	-0.047	0.023	-0.023	0.187	0.113	0.026	-0.045	0.15
		(0.098)	(0.060)	(0.061)	(0.059)	(0.060)	(0.073)	(0.072)	(0.082)	(0.059)	(0.066)			(0.074)	(0.063)	(0.065)	(0.069)	(0.071)	(0.072)	(0.073)	(0.070)	(0.080)	(0.123)	(0.138)	(0.094)	(0.063)	(0.094)
Pastorales Team	CERSKLMW	-0.309**	0.217**	0.627***	-0.274***	0.263***	-.5***	-0.246**	0.127	0.039	0.063			-0.011	-0.027	0.119	0.072	0.144	0.115	0.053	-0.252**	0.092	-0.154	-0.073	-0.283**	-0.03	-0.071
		(0.121)	(0.085)	(0.089)	(0.086)	(0.086)	(0.118)	(0.113)	(0.122)	(0.086)	(0.096)			(0.102)	(0.093)	(0.092)	(0.107)	(0.108)	(0.110)	(0.111)	(0.114)	(0.125)	(0.167)	(0.189)	(0.137)	(0.092)	(0.127)
Ehrenamtliche	CERSEAMW	-0.063	0.519***	0.512***	-0.258***	0.440***	-0.167	0.062	0.573***	0.340***	-0.021			-0.366***	0.332***	0.393***	-0.280**	0.241**	0.480***	0.453***	0.04	0.293**	0.569***	0.306	0.360**	0.011	0.357**
		(0.151)	(0.105)	(0.104)	(0.099)	(0.105)	(0.128)	(0.126)	(0.138)	(0.098)	(0.110)			(0.121)	(0.112)	(0.110)	(0.115)	(0.119)	(0.128)	(0.124)	(0.122)	(0.139)	(0.186)	(0.213)	(0.154)	(0.105)	(0.145)
Soziales Umfeld	CERSSZMW	-0.084	0.199**	0.278***	-0.208**	0.547***	0.069	-0.275**	0.570***	0.185**	0.373***			-0.077	-0.057	0.065	-0.027	0.155	-0.104	-0.032	0.073	-0.132	0.095	0.275	-0.037	-0.012	-0.430***
		(0.145)	(0.094)	(0.097)	(0.094)	(0.097)	(0.117)	(0.118)	(0.129)	(0.093)	(0.102)			(0.113)	(0.101)	(0.100)	(0.110)	(0.111)	(0.115)	(0.119)	(0.115)	(0.134)	(0.185)	(0.207)	(0.146)	(0.098)	(0.151)
	1bn.ADMGS																										
	2.ADMGS	-0.416*	-0.068	-0.131	-0.062	-0.106	0.465**	-0.07	0.388*	0.434**	0.471**			-0.761***	-0.005	0.785***	-0.908***	0.315	-0.021	-0.103	-0.126	0.438*	1.453***	1.563***	1.180***		
		(0.248)	(0.176)	(0.175)	(0.169)	(0.173)	(0.218)	(0.214)	(0.231)	(0.173)	(0.184)			(0.203)	(0.188)	(0.187)	(0.208)	(0.209)	(0.217)	(0.218)	(0.202)	(0.242)	(0.268)	(0.300)	(0.232)		
	ADMGS																									-0.504***	
																										(0.183)	
	1bn.ADMAL																										
	2.ADMAL	-0.1	-0.239	-0.416**	1.097***	-0.999***	1.176***	0.996***	-0.104	-0.652***	-0.226			-0.298	0.136	0.15	-0.637***	-0.146	0.348	0.176	-0.476*	1.726***	0.033	-0.82	-0.166		
		(0.293)	(0.188)	(0.184)	(0.183)	(0.182)	(0.301)	(0.298)	(0.317)	(0.186)	(0.212)			(0.220)	(0.200)	(0.196)	(0.243)	(0.254)	(0.244)	(0.261)	(0.247)	(0.253)	(0.435)	(0.576)	(0.374)		
	3.ADMAL	-0.112	-0.657***	-0.397**	1.375***	-1.109***	1.196***	1.197***	-0.349	-0.718***	-0.408**			-0.640***	-0.016	.625***	-0.901***	0.283	0.415*	-0.075	-0.841***	1.257***	-0.209	-0.671	-1.251***		
		(0.280)	(0.181)	(0.178)	(0.178)	(0.178)	(0.294)	(0.292)	(0.305)	(0.179)	(0.200)			(0.214)	(0.193)	(0.191)	(0.235)	(0.245)	(0.236)	(0.248)	(0.240)	(0.230)	(0.408)	(0.565)	(0.337)		
	4.ADMAL	0.004	-0.955***	-0.486	1.814***	-1.606***	1.261***	1.626***	-0.804*	-0.459	-0.772**			-1.891***	-0.593*	0.932***	-1.190***	-0.016	-0.294	-0.048	-1.049***	0.286	-1.235**	-1.705**	-3.201***		
		(0.495)	(0.315)	(0.316)	(0.322)	(0.313)	(0.425)	(0.407)	(0.437)	(0.317)	(0.342)			(0.487)	(0.345)	(0.342)	(0.354)	(0.371)	(0.388)	(0.381)	(0.364)	(0.402)	(0.531)	(0.671)	(0.471)		
	ADMAL																										-0.386***
																											(0.123)
	ADMSC	-0.101	0.012	0.013	-0.167*	0.12	-0.024	-.188*	-0.013	0.053	0.208**			0.476***	0.079	-0.193**	-0.094	-0.16	-0.071	-0.124	-0.066	0.061	-0.596***	-0.702**	0.057	0.460***	-0.503***
		(0.136)	(0.088)	(0.088)	(0.086)	(0.086)	(0.110)	(0.110)	(0.123)	(0.086)	(0.096)			(0.114)	(0.093)	(0.095)	(0.104)	(0.107)	(0.105)	(0.107)	(0.105)	(0.120)	(0.229)	(0.275)	(0.143)	(0.091)	(0.161)
	ACEN																									-0.059	-0.416*
																										(0.188)	(0.251)
	Observations	780	776	776	776	776	587	587	588	776	760			776	750	772	573	551	525	512	554	645	772	772	771	780	780
	Pseudo R²	0.092	0.076	0.118	0.045	0.059	0.084	0.04	0.073	0.021	0.018			0.075	0.022	0.064	0.01	0.015	0.017	0.008	0.013	0.087	0.154	0.159	0.164	0.023	0.08

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Krisen (Cluster)

Label	Variables	AC_E Jetzt-P : Ex-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Aussteigneigung Gemeinde	CEFAPT Aussteigneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	AMTAV Pastoralabsicht vor Studium	AMTAW Pastoralabsicht während Studium	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfälig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altersko horte	ADMGS weiblich : männlich
Gesamtwert Krise persönlich	CEKRP	-0.004	-0.160***	-.109***	0.287***	-0.117***	0.131***	0.202***	-0.069	-0.023	-0.024			-0.012	-0.052	-0.047	-0.014	0.009	-0.025	-0.018	0.031	-0.02	-0.153**	-0.139**	0.087*	0.091***	0.360***
		(0.052)	(0.033)	(0.033)	(0.033)	(0.033)	(0.039)	(0.041)	(0.044)	(0.033)	(0.035)			(0.040)	(0.036)	(0.036)	(0.038)	(0.038)	(0.040)	(0.040)	(0.039)	(0.043)	(0.061)	(0.068)	(0.051)	(0.035)	(0.055)
Gesamtwert Krise zwischenmenschlich	CEKRZ	-0.538***	0.139***	0.094**	-0.126***	0.095**	-0.047	0.015	-0.045	-0.113***	0.053			0.058	0.079*	0.048	0.058	0.056	-0.021	-0.034	0.081	0.031	0.160**	0.102	0.054	-0.363***	-0.361***
		(0.074)	(0.042)	(0.042)	(0.042)	(0.042)	(0.051)	(0.053)	(0.057)	(0.042)	(0.046)			(0.050)	(0.046)	(0.046)	(0.050)	(0.050)	(0.052)	(0.052)	(0.050)	(0.057)	(0.081)	(0.088)	(0.065)	(0.044)	(0.064)
	1bn.ADMGS																										
	2.ADMGS	-0.740***	0.482***	0.385***	-0.485***	0.260*	-0.239	-0.299*	0.599***	0.483***	0.451***			-0.771***	0.161	0.780***	-0.880***	0.364**	0.311*	0.093	0.094	0.672***	1.699***	1.836***	1.116***		
		(0.187)	(0.135)	(0.133)	(0.132)	(0.133)	(0.161)	(0.168)	(0.174)	(0.130)	(0.140)			(0.152)	(0.150)	(0.143)	(0.161)	(0.162)	(0.166)	(0.167)	(0.159)	(0.183)	(0.204)	(0.223)	(0.176)		
	ADMGS																									-0.586***	
																										(0.140)	
	1bn.ADMAL																										
	2.ADMAL	0.02	-0.305**	-0.354**	0.743***	-0.607***	0.893***	0.907***	-0.195	-0.423***	-0.058			-0.122	-0.042	-0.005	-0.227	-0.17	-0.004	-0.079	-0.360*	1.351***	0.127	-0.066	-0.287		
		(0.213)	(0.141)	(0.138)	(0.140)	(0.141)	(0.203)	(0.219)	(0.229)	(0.141)	(0.159)			(0.165)	(0.157)	(0.150)	(0.182)	(0.192)	(0.188)	(0.196)	(0.187)	(0.187)	(0.296)	(0.325)	(0.258)		
	3.ADMAL	-0.336	-0.545***	-0.386***	0.999***	-0.807***	0.989***	1.204***	-0.499**	-0.467***	-0.346**			-0.578***	-0.066	0.571***	-0.671***	0.085	-0.131	-0.348*	-0.761***	1.151***	-0.096	-0.034	-1.167***		
		(0.212)	(0.137)	(0.136)	(0.137)	(0.139)	(0.202)	(0.217)	(0.225)	(0.138)	(0.154)			(0.167)	(0.153)	(0.149)	(0.180)	(0.189)	(0.186)	(0.195)	(0.186)	(0.181)	(0.281)	(0.319)	(0.240)		
	4.ADMAL	-0.920**	-0.446*	-0.285	0.744***	-0.924***	1.102***	1.413***	-0.992***	-0.558**	-0.538**			-1.274***	-0.34	0.922***	-0.664**	0.024	-0.403	-0.202	-0.771***	0.078	-1.122***	-0.869**	-3.065***		
		(0.411)	(0.240)	(0.246)	(0.252)	(0.246)	(0.307)	(0.314)	(0.320)	(0.25)	(0.263)			(0.327)	(0.268)	(0.265)	(0.269)	(0.278)	(0.295)	(0.292)	(0.278)	(0.312)	(0.370)	(0.419)	(0.357)		
	ADMAL																										-0.439***
																											(0.095)
	ADMSC	-0.056	-0.035	-0.098	0.062	0.016	0.059	-0.008	-0.02	0.043	0.220***			0.495***	0.188***	-0.267***	0.007	-0.215***	0.05	-0.052	-0.093	0.155*	-0.328**	-0.265*	0.061	0.360***	-0.451***
		(0.099)	(0.065)	(0.065)	(0.064)	(0.064)	(0.081)	(0.083)	(0.091)	(0.065)	(0.071)			(0.086)	(0.071)	(0.071)	(0.076)	(0.079)	(0.080)	(0.080)	(0.078)	(0.088)	(0.143)	(0.157)	(0.101)	(0.068)	(0.115)
	ACEN																									-0.376***	-0.786***
																										(0.141)	(0.187)
	Observations	1264	1259	1257	1258	1258	954	954	953	1258	1229			1252	1187	1234	921	889	850	829	895	1030	1253	1253	1252	1264	1264
	Pseudo R²	0.067	0.01	0.006	0.017	0.007	0.016	0.026	0.016	0.006	0.009			0.041	0.005	0.021	0.008	0.002	0.001	0.001	0.005	0.061	0.118	0.116	0.139	0.037	0.091

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Kristen (Items)

Label	Variables	AC_E Jetzt-P : Ex-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Aussteigneigung Gemeinde	CEFAPT Aussteigneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	AMTAV Pastoralabsicht vor Studium	AMTAW Pastoralabsicht während Studium	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfälig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altersko horte	ADMGS weiblich : männlich

Körperl. Krankheit	CEKRIa	-0.153	-0.122*	-0.033	0.09	0.134*	-0.065	0.053	0.201*	0.157**	0.155*	0.018	0.165**	0.026	-0.029	0.034	0.113	-0.048	0.069	0.044	0.076	-0.017	0.062	-0.442***	-0.14
		(0.121)	(0.073)	(0.073)	(0.072)	(0.072)	(0.091)	(0.091)	(0.105)	(0.072)	(0.081)	(0.090)	(0.079)	(0.081)	(0.085)	(0.087)	(0.088)	(0.091)	(0.085)	(0.099)	(0.157)	(0.174)	(0.115)	(0.078)	(0.130)
Körperl. Krankheit in Fam	CEKRIb	-0.108	-0.086	-0.039	0.038	-0.177***	0.071	0.066	0.048	-0.164**	-0.073	-0.078	-0.186**	0.107	0.004	0.112	-0.12	0.023	0.144*	-0.003	0.326**	0.393**	0.001	0.073	-0.174
		(0.114)	(0.068)	(0.069)	(0.067)	(0.068)	(0.081)	(0.083)	(0.091)	(0.068)	(0.074)	(0.086)	(0.076)	(0.076)	(0.077)	(0.079)	(0.079)	(0.082)	(0.078)	(0.092)	(0.153)	(0.179)	(0.106)	(0.075)	(0.119)
Suchterkrankung	CEKRIc	-0.783**	0.142	0.301**	-0.061	0.22	-0.252	-0.139	0.066	-0.195	-0.235	-0.213	-0.018	-0.056	-0.009	-0.062	0.024	0.004	-0.19	-0.145	-0.553**	-0.11	-0.175	-0.013	0.65
		(0.362)	(0.143)	(0.145)	(0.139)	(0.143)	(0.159)	(0.160)	(0.186)	(0.140)	(0.152)	(0.198)	(0.156)	(0.157)	(0.148)	(0.156)	(0.158)	(0.158)	(0.159)	(0.185)	(0.252)	(0.339)	(0.216)	(0.164)	(0.545)
Psych. Erkrankung	CEKRId	0.505***	-0.434***	-0.346***	0.730***	-0.480***	0.356***	0.491***	-0.269**	-0.169**	0.114	0.02	0.013	-0.283***	0.173*	-0.128	-0.170*	-0.002	0.066	0.235*	-0.147	-0.127	-0.046	0.253***	-0.179
		(0.122)	(0.084)	(0.085)	(0.088)	(0.085)	(0.103)	(0.104)	(0.112)	(0.083)	(0.092)	(0.105)	(0.091)	(0.090)	(0.098)	(0.099)	(0.103)	(0.105)	(0.098)	(0.123)	(0.160)	(0.185)	(0.125)	(0.091)	(0.140)
Psych. Erkrankung in Fam	CEKRIe	-0.600***	0.07	0.011	-0.099	0.074	0.038	-0.06	-0.094	-0.072	0.161**	0.012	-0.019	-0.017	-0.045	0.068	0.03	0.018	-0.037	-0.056	0.069	0.14	0.079	0.067	-0.108
		(0.138)	(0.071)	(0.071)	(0.070)	(0.071)	(0.081)	(0.084)	(0.091)	(0.070)	(0.078)	(0.089)	(0.077)	(0.078)	(0.078)	(0.080)	(0.081)	(0.082)	(0.079)	(0.094)	(0.152)	(0.177)	(0.112)	(0.077)	(0.124)
Häusliche Pflege Eltern	CEKRIf	-0.333*	0.077	0.096	0.108	0.056	-0.016	-0.085	-0.14	-0.101	0.181	0.223*	0.273**	-0.153	0.001	-0.007	0.046	0.005	0.11	0.024	-0.138	-0.207	0.106	-0.757***	-0.372**
		(0.187)	(0.099)	(0.097)	(0.098)	(0.099)	(0.119)	(0.126)	(0.133)	(0.099)	(0.113)	(0.117)	(0.111)	(0.108)	(0.113)	(0.122)	(0.121)	(0.121)	(0.116)	(0.130)	(0.213)	(0.231)	(0.177)	(0.106)	(0.164)
Todesfall in Familienkreis	CEKRIg	-0.371***	0.132**	0.120*	-0.172***	0.123*	-0.049	-0.077	-0.098	-0.018	-0.008	0.283***	0.160**	-0.1	0.012	-0.004	0.019	-0.098	0.018	0.031	0.068	0.027	-0.017	-0.271***	-0.151
		(0.112)	(0.067)	(0.068)	(0.067)	(0.066)	(0.081)	(0.082)	(0.090)	(0.066)	(0.072)	(0.083)	(0.074)	(0.074)	(0.076)	(0.078)	(0.078)	(0.080)	(0.077)	(0.090)	(0.139)	(0.159)	(0.103)	(0.073)	(0.120)
Dekonversion Angehörige	CEKRIIa	-0.306**	0.173**	0.106	-0.161**	0.138*	-0.182**	0.012	0.051	-0.062	-.156*	-0.285***	0.174**	0.376***	0.033	0.072	0.127	-0.059	0.135	-0.036	0.165	0.03	0.263**	-0.1	0.01
		(0.140)	(0.077)	(0.078)	(0.078)	(0.077)	(0.091)	(0.092)	(0.104)	(0.077)	(0.084)	(0.107)	(0.086)	(0.089)	(0.088)	(0.089)	(0.090)	(0.092)	(0.088)	(0.103)	(0.177)	(0.195)	(0.133)	(0.086)	(0.146)
Strafrechtliches Verfahren	CEKRIIb	0.347	-0.06	-0.047	0.122	-0.407**	-0.016	-0.047	-0.325	-0.111	-0.372*	-0.2	-0.219	-0.242	0.348	-0.379	-0.665**	-0.518*	-0.351	-0.304	-0.206	-0.166	-0.055	-0.066	0.294
		(0.289)	(0.184)	(0.189)	(0.180)	(0.187)	(0.246)	(0.245)	(0.274)	(0.199)	(0.192)	(0.262)	(0.220)	(0.203)	(0.251)	(0.249)	(0.309)	(0.289)	(0.258)	(0.255)	(0.334)	(0.385)	(0.282)	(0.213)	(0.492)
Geistliche Anfechtungen	CEKRIIc	0.104	-0.143**	-0.160**	0.304***	-0.140**	0.133*	0.322***	0.077	-0.007	-0.027	-0.136*	-0.148**	0.153**	-0.257***	0.126*	-0.116	0.024	-0.03	-0.307***	0.104	0.061	-0.026	0.310***	-0.028
		(0.099)	(0.064)	(0.065)	(0.065)	(0.065)	(0.079)	(0.083)	(0.089)	(0.064)	(0.071)	(0.080)	(0.071)	(0.070)	(0.075)	(0.076)	(0.078)	(0.078)	(0.077)	(0.090)	(0.130)	(0.150)	(0.099)	(0.070)	(0.110)
Ehekrise	CEKRIIIa	0.124	-0.075	-0.127	-0.004	-0.048	0.235**	0.11	-0.152	-0.027	-0.002	0.122	-0.075	-0.139	0.088	0.044	0.074	-0.042	0.017	0.079	0.818***	0.545**	0.714***	-0.305***	-0.131
		(0.121)	(0.080)	(0.078)	(0.077)	(0.079)	(0.094)	(0.096)	(0.106)	(0.078)	(0.087)	(0.098)	(0.088)		(0.090)	(0.092)	(0.098)	(0.095)	(0.094)	(0.110)	(0.241)	(0.248)	(0.157)	(0.085)	(0.137)
Scheidung	CEKRIIIb	-0.047	0.042	0.131	-0.005	0.287*	-0.022	0.064	0.017	0.124	0.046	0.519**	0.213		0.428**	-0.470**	-0.335*	-0.214	0.126	0.101	-1.308***	-1.513***	0.19	0.122	0.076
		(0.272)	(0.175)	(0.166)	(0.171)	(0.174)	(0.200)	(0.204)	(0.230)	(0.174)	(0.187)	(0.208)	(0.197)		(0.193)	(0.201)	(0.196)	(0.216)	(0.192)	(0.233)	(0.301)	(0.326)	(0.333)	(0.185)	(0.307)
Affäre/sexuelle Untreue	CEKRIIIc	-0.224	-0.006	0.042	0.261*	-0.175	0.09	0.138	-0.264	-0.052	-0.044	0.168	0.235		0.460***	-0.119	-0.156	-0.11	-0.211	-0.136	-0.457*	0.293	-0.29	-0.331*	-0.595**
		(0.270)	(0.158)	(0.155)	(0.159)	(0.159)	(0.201)	(0.208)	(0.205)	(0.161)	(0.178)	(0.198)	(0.187)		(0.176)	(0.177)	(0.195)	(0.223)	(0.195)	(0.214)	(0.275)	(0.384)	(0.265)	(0.179)	(0.298)
Pornografie	CEKRIIId	-0.026	-0.076	-0.102	0.179***	-0.129*	0.192**	0.143*	0.008	-0.126*	-0.099	0.013	-0.102		0.022	0.092	0.118	0.146*	0.036	0.046	-0.285*	-0.376**	-0.162	0.439***	1.970***
		(0.107)	(0.067)	(0.067)	(0.068)	(0.068)	(0.083)	(0.085)	(0.095)	(0.069)	(0.074)	(0.086)	(0.074)	(0.075)	(0.079)	(0.080)	(0.081)	(0.083)	(0.080)	(0.094)	(0.155)	(0.185)	(0.107)	(0.074)	(0.232)
Präsenz anderer Sünden	CEKRIIIe	-0.042	-0.049	0.03	0.056	-0.029	-0.081	-0.069	-0.009	0.113*	0.017	-0.123	-0.037	0.105	-0.208***	0.032	0.072	0.009	0.035	0.015	0.023	-0.119	-0.028	0.206***	0.224**
		(0.095)	(0.060)	(0.060)	(0.060)	(0.060)	(0.073)	(0.074)	(0.083)	(0.061)	(0.067)	(0.077)	(0.067)	(0.066)	(0.071)	(0.071)	(0.073)	(0.073)	(0.070)	(0.083)	(0.131)	(0.151)	(0.094)	(0.067)	(0.112)
	1bn.ADMGS																								
	2.ADMGS	-0.706***	0.452***	0.389**	-0.449***	0.274*	-0.203	-0.208	0.5**	0.568***	0.614***	-0.555***	0.254	0.582***	-0.863***	0.215	0.093	-0.115	0.059	0.783***	1.773***	2.024***	1.332***		
		(0.227)	(0.163)	(0.159)	(0.160)	(0.160)	(0.197)	(0.205)	(0.215)	(0.158)	(0.172)	(0.190)	(0.179)	(0.175)	(0.192)	(0.194)	(0.200)	(0.205)	(0.196)	(0.227)	(0.288)	(0.337)	(0.227)		
	ADMGS																							-1.075***	
																								(0.174)	
	1bn.ADMAL																								
	2.ADMAL	-0.057	-0.280*	-0.280*	0.629***	-0.617***	0.784***	0.862***	-0.227	-0.303*	-0.045	0.021	0.016	-0.121	-0.344*	-0.269	-0.047	-0.285	-0.587***	1.303***	-0.009	-0.181	-0.232		
		(0.243)	(0.161)	(0.157)	(0.159)	(0.159)	(0.231)	(0.252)	(0.263)	(0.160)	(0.180)	(0.193)	(0.176)	(0.172)	(0.203)	(0.215)	(0.211)	(0.224)	(0.210)	(0.215)	(0.374)	(0.420)	(0.298)		
	3.ADMAL	-0.427*	-0.524***	-0.254	0.815***	-0.728***	0.840***	1.039***	-0.478*	-0.270*	-0.204	-0.241	0.191	0.380**	-0.700***	-0.056	-0.11	-0.482**	-0.896***	1.182***	-0.238	-0.068	-0.954***		
		(0.253)	(0.164)	(0.163)	(0.164)	(0.164)	(0.238)	(0.257)	(0.268)	(0.163)	(0.183)	(0.203)	(0.181)	(0.179)	(0.209)	(0.217)	(0.217)	(0.231)	(0.219)	(0.220)	(0.369)	(0.432)	(0.287)		
	4.ADMAL	-0.801*	-0.389	-0.206	0.493*	-0.807***	1.058***	1.357***	-0.945**	-0.319	-0.374	-0.881**	-0.044	0.566*	-0.508*	-0.198	-0.413	-0.331	-0.908***	0.197	-1.120**	-0.711	-2.697***		
		(0.445)	(0.268)	(0.274)	(0.280)	(0.271)	(0.350)	(0.356)	(0.367)	(0.281)	(0.295)	(0.369)	(0.299)	(0.298)	(0.302)	(0.309)	(0.330)	(0.331)	(0.311)	(0.355)	(0.464)	(0.545)	(0.402)		
	ADMAL																								-0.770***
																									(0.131)
	ADMSC	-0.058	-0.062	-0.134*	0.083	-0.02	0.102	0.052	-0.07	0.015	0.209***	0.518***	0.249***	-0.218***	-0.042	-0.125	0.116	-0.072	-0.108	0.151	-0.358**	-0.360*	-0.019	0.405***	-0.399***
		(0.109)	(0.071)	(0.071)	(0.070)	(0.070)	(0.089)	(0.091)	(0.102)	(0.071)	(0.077)	(0.096)	(0.078)	(0.078)	(0.083)	(0.086)	(0.088)	(0.087)	(0.085)	(0.097)	(0.172)	(0.197)	(0.114)	(0.076)	(0.141)
	ACEN																							-0.336**	-0.796***
																								(0.160)	(0.234)
	Observations	1073	1071	1070	1070	1070	818	818	818	1070	1046	1064	1018	1053	792	767	733	713	770	874	1066	1066	1066	1073	1073
	Pseudo R^2	0.092	0.016	0.011	0.025	0.016	0.029	0.043	0.028	0.01	0.017	0.066	0.021	0.04	0.016	0.005	0.005	0.003	0.007	0.071	0.162	0.151	0.166	0.111	0.265

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Arbeitszufriedenheit (Items)

Label	Variables	AC_E Jetzt-P : Ex-P	AE_N Ex-P : Nicht-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Aussiegsneigung Gemeinde	CEFAPT Aussiegsneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altenkohorte	ADMGS weiblich : männlich
Arbeitsinhalte	CEEFAZa	-0.014				-0.237***	0.459***	-0.346***	-0.289***	0.559***	0.263***	0.101	0.027	0.015	0.144*	-0.204**	0.108	0.006	0.173*	-0.004	-0.095	0.046	0.076	-0.015	-0.215**	-0.081
		(0.120)				(0.082)	(0.083)	(0.097)	(0.100)	(0.109)	(0.081)	(0.088)	(0.101)	(0.086)	(0.086)	(0.089)	(0.093)	(0.096)	(0.098)	(0.093)	(0.109)	(0.147)	(0.166)	(0.118)	(0.085)	(0.120)
Höhe des Einkommens	CEEFAZb	-0.221***				0.013	0.036	0.018	-0.009	-0.034	0.07	0.007	0.404***	0.200***	-0.25***	0.088	-0.255***	-0.098	0.065	-0.052	0.028	-0.024	0.009	0.03	-0.122**	-0.038
		(0.074)				(0.050)	(0.050)	(0.061)	(0.062)	(0.070)	(0.050)	(0.056)	(0.066)	(0.056)	(0.055)	(0.058)	(0.059)	(0.060)	(0.061)	(0.060)	(0.069)	(0.094)	(0.105)	(0.074)	(0.053)	(0.074)
Aufstiegsmöglichkeiten	CEEFAZc	-0.086				-0.031	0.031	-0.073	-0.146**	0.092	0.101**	-0.005	-0.172***	0.038	0.146***	-0.116**	0.068	0.065	-0.111*	0.033	0.084	0.168*	0.210*	0.043	-0.064	0.05
		(0.078)				(0.050)	(0.050)	(0.062)	(0.064)	(0.071)	(0.050)	(0.056)	(0.062)	(0.055)	(0.054)	(0.059)	(0.059)	(0.059)	(0.062)	(0.060)	(0.067)	(0.097)	(0.108)	(0.076)	(0.052)	(0.076)
Abwechslung	CEEFAZd	-0.128				-0.199**	0.224***	-0.169*	-0.391***	0.279***	-0.014	0.043	0.210**	0.043	-0.082	0.135	-0.04	-0.09	-0.138	-0.05	-0.032	-0.111	-0.112	-0.001	0.019	-0.101
		(0.109)				(0.077)	(0.076)	(0.094)	(0.094)	(0.099)	(0.074)	(0.080)	(0.097)	(0.083)	(0.082)	(0.087)	(0.089)	(0.093)	(0.100)	(0.091)	(0.104)	(0.142)	(0.158)	(0.112)	(0.081)	(0.112)
Gestaltungsspielraum	CEEFAZe	-0.273**				-0.054	-0.003	-0.078	0.196*	-0.046	-0.171**	-0.026	-0.129	-0.078	0.259***	0.046	0.233**	0.226**	0.123	-0.028	-0.05	0.182	0.147	0.026	0.211**	0.128
		(0.115)				(0.087)	(0.082)	(0.102)	(0.106)	(0.108)	(0.079)	(0.088)	(0.101)	(0.088)	(0.088)	(0.095)	(0.098)	(0.106)	(0.104)	(0.099)	(0.116)	(0.144)	(0.165)	(0.117)	(0.087)	(0.116)
Selbstständigkeit	CEEFAZf	-0.09				-0.213**	0.263***	-0.006	-0.04	-0.047	-0.003	0.05	-0.174	-0.122	0.01	-0.118	-0.045	0.041	0.05	0.076	0.092	0.059	0.162	0.167	-0.145	0.105
		(0.127)				(0.093)	(0.092)	(0.113)	(0.117)	(0.128)	(0.088)	(0.096)	(0.112)	(0.098)	(0.097)	(0.108)	(0.110)	(0.115)	(0.116)	(0.113)	(0.131)	(0.159)	(0.176)	(0.128)	(0.098)	(0.127)
Kontakt mit Kollegen und Mitarbeitern	CEEFAZg	0.072				0.017	0.160**	-0.041	-0.028	0.063	0.140**	0	-0.066	0.208***	0.105	0.033	0.147**	0.072	0.129*	-0.018	-0.221**	-0.235*	-0.212	0.032	-0.029	0.012
		(0.098)				(0.063)	(0.063)	(0.075)	(0.077)	(0.085)	(0.062)	(0.069)	(0.079)	(0.070)	(0.069)	(0.070)	(0.072)	(0.075)	(0.076)	(0.073)	(0.087)	(0.125)	(0.140)	(0.092)	(0.067)	(0.094)
Kontakt zu anderen Menschen	CEEFAZh	0.073				-0.201***	0.235***	-0.095	-0.179**	0.029	-0.067	0.114	0.224***	0.185***	-0.044	0.1	0.003	0.138*	-0.013	0.108	0.111	0.065	0.163	0.033	-0.06	-0.147
		(0.100)				(0.065)	(0.065)	(0.079)	(0.081)	(0.089)	(0.065)	(0.072)	(0.083)	(0.071)	(0.070)	(0.075)	(0.077)	(0.079)	(0.081)	(0.078)	(0.089)	(0.121)	(0.134)	(0.096)	(0.069)	(0.099)
Arbeitsbelastung	CEEFAZi	0.054				-0.430***	-0.012	-0.126*	-0.230***	0.116	0.045	-0.063	-0.319***	-0.252***	0.07	-0.11	-0.015	-0.116	0.098	-0.101	-0.099	0.097	-0.064	-0.011	0.018	0.111
		(0.094)				(0.062)	(0.062)	(0.074)	(0.077)	(0.085)	(0.061)	(0.068)	(0.078)	(0.068)	(0.067)	(0.071)	(0.073)	(0.075)	(0.073)	(0.071)	(0.083)	(0.115)	(0.129)	(0.093)	(0.065)	(0.091)
Trennung von Arbeitszeit und Freizeit	CEEFAZj	-0.14				-0.264***	0.151**	-0.116	-0.117	0.152*	-0.083	0.074	0.004	-0.140**	0.069	0.015	0.09	0.057	-0.118*	0.143**	-0.13	-0.035	0.02	-0.051	-0.215***	0.286***
		(0.092)				(0.059)	(0.059)	(0.072)	(0.075)	(0.084)	(0.059)	(0.065)	(0.073)	(0.064)	(0.065)	(0.069)	(0.069)	(0.071)	(0.071)	(0.069)	(0.079)	(0.112)	(0.125)	(0.089)	(0.062)	(0.090)
Anerkennung und Achtung der Arbeit	CEEFAZk	0.03				-0.387***	0.365***	-0.281***	-.25***	-0.011	0.125*	-0.026	0.211***	0.229***	0.042	0.019	-0.201***	-0.097	0.054	-0.052	-0.064	-0.098	-0.155	0.002	-0.023	-0.112
		(0.097)				(0.065)	(0.066)	(0.078)	(0.079)	(0.088)	(0.064)	(0.070)	(0.081)	(0.072)	(0.070)	(0.074)	(0.075)	(0.078)	(0.078)	(0.076)	(0.089)	(0.122)	(0.137)	(0.096)	(0.067)	(0.094)
Möglichkeit, anderen zu helfen	CEEFAZl	0.005				0.043	0.602***	-0.092	0.04	0.187*	0.357***	0.026	-0.186**	0.072	0.039	-0.056	0.097	0.014	-0.186**	0.231***	-0.190*	-0.017	0.011	-0.023	-0.046	0.041
		(0.107)				(0.073)	(0.075)	(0.091)	(0.094)	(0.100)	(0.072)	(0.079)	(0.089)	(0.080)	(0.078)	(0.083)	(0.085)	(0.088)	(0.089)	(0.086)	(0.103)	(0.133)	(0.150)	(0.106)	(0.076)	(0.105)
Zusammenarbeit mit dem Leitungskrei	CEEFAZm	-0.323***				-0.314***	0.186***	-0.342***	-0.058	0.108	0.057	0.008	-0.193**	-0.099	0.222***	-0.038	0.187**	0.251***	0.294***	0.078	0.233***	0.134	-0.006	0.022	0.024	0.123
		(0.092)				(0.063)	(0.063)	(0.076)	(0.078)	(0.085)	(0.062)	(0.069)	(0.078)	(0.070)	(0.070)	(0.073)	(0.073)	(0.078)	(0.077)	(0.074)	(0.087)	(0.116)	(0.133)	(0.093)	(0.066)	(0.091)
	1bn.ADMGS																									
	2.ADMGS	-0.303				0.171	-0.185	0.149	0.106	0.315*	0.333**	0.347**	-0.637***	0.109	0.605***	-0.906***	0.171	0.126	-0.023	0.032	0.672***	1.492***	1.675***	1.231***		
		(0.203)				(0.136)	(0.138)	(0.172)	(0.178)	(0.187)	(0.137)	(0.147)	(0.164)	(0.158)	(0.151)	(0.168)	(0.164)	(0.175)	(0.176)	(0.165)	(0.195)	(0.209)	(0.233)	(0.184)		
	ADMGS																								-0.349**	
																									(0.148)	
	1bn.ADMAL																									
	2.ADMAL	-0.097				0.477***	-0.406***	0.679***	0.661***	-0.049	-0.321**	-0.021	-0.238	-0.143	0.052	-0.441**	-0.315	-0.131	-0.252	-0.457**	1.388***	0.176	-0.124	-0.161		
		(0.240)				(0.152)	(0.154)	(0.228)	(0.247)	(0.261)	(0.154)	(0.173)	(0.184)	(0.171)	(0.166)	(0.198)	(0.206)	(0.206)	(0.215)	(0.203)	(0.205)	(0.321)	(0.360)	(0.280)		
	3.ADMAL	-0.244				0.697***	-0.594***	0.572**	0.760***	-0.134	-0.21	-0.236	-0.746***	-0.172	0.722***	-0.921***	0.016	-0.133	-0.337	-0.897***	1.100***	-0.044	-0.039	-1.098***		
		(0.238)				(0.150)	(0.152)	(0.225)	(0.243)	(0.255)	(0.150)	(0.168)	(0.185)	(0.167)	(0.165)	(0.193)	(0.200)	(0.202)	(0.210)	(0.201)	(0.197)	(0.306)	(0.355)	(0.258)		
	4.ADMAL	-0.497				0.606**	-0.816***	0.743**	0.922***	-0.701**	-0.449*	-0.463*	-1.5***	-0.45	0.851***	-0.894***	-0.149	-0.314	-0.097	-0.887***	0.089	-1.256***	-0.934**	-2.937***		
		(0.420)				(0.252)	(0.25)	(0.331)	(0.339)	(0.350)	(0.257)	(0.271)	(0.350)	(0.280)	(0.277)	(0.284)	(0.290)	(0.316)	(0.313)	(0.292)	(0.331)	(0.391)	(0.452)	(0.369)		
	ADMAL																									-0.265***
																										(0.099)
	ADMSC	-0.059				0.002	0.018	0.031	-0.071	-0.002	0.062	0.202***	0.475***	0.195**	-0.160**	-0.023	-0.177**	0.089	-0.074	-0.116	0.119	-0.252*	-0.238	0.075	0.347***	-0.383***
		(0.108)				(0.068)	(0.069)	(0.087)	(0.088)	(0.098)	(0.069)	(0.075)	(0.092)	(0.075)	(0.076)	(0.080)	(0.083)	(0.084)	(0.084)	(0.083)	(0.095)	(0.151)	(0.168)	(0.106)	(0.072)	(0.118)
	ACEN																								-0.226	-0.327
																									(0.153)	(0.203)
	Observations	1153				1151	1151	882	882	881	1151	1123	1144	1085	1127	853	824	785	766	827	944	1147	1147	1146	1153	1153
	Pseudo R^2	0.093				0.078	0.088	0.097	0.085	0.08	0.022	0.01	0.089	0.037	0.06	0.011	0.011	0.007	0.008	0.008	0.086	0.124	0.123	0.145	0.035	0.065

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Erfüllung (Cluster/Mittelwerte)

Label	Variables	AC_E Jetzt-P : Ex-P	AE_N Ex-P : Nicht-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Aussiegsneigung Gemeinde	CEFAPT Aussiegsneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altenkohorte	ADMGS weiblich : männlich
Tätigkeitsbezogene Arbeitszufriedenhei	CEEFATMW	-0.641***			1.580***	-0.891***	0.977***	-0.557***	-0.237	0.188	-0.003	0.011	-0.072	-0.195*	0.236**	-0.264*	0.006	0.029	0.234	-0.229*	-0.072	0.291	0.126	0.238	-0.003	0.197
		(0.148)			(0.111)	(0.108)	(0.111)	(0.144)	(0.146)	(0.164)	(0.108)	(0.117)	(0.128)	(0.118)	(0.117)	(0.137)	(0.137)	(0.136)	(0.143)	(0.138)	(0.154)	(0.185)	(0.207)	(0.156)	(0.113)	(0.150)
Personenbezogene Arbeitszufriedenhei	CEEFAPMW	-0.084		1.343***		-0.224**	0.946***	-0.351***	0.113	-0.16	0.233**	-0.001	-0.179	0.316***	0.125	0.073	0.305***	0.266**	0.261**	0.205*	0.004	-0.175	-0.232	-0.021	0.074	0.084
		(0.138)		(0.094)		(0.092)	(0.094)	(0.117)	(0.118)	(0.132)	(0.093)	(0.101)	(0.113)	(0.102)	(0.100)	(0.108)	(0.111)	(0.113)	(0.113)	(0.109)	(0.126)	(0.173)	(0.194)	(0.136)	(0.097)	(0.133)
Erschöpfung	CEEFESMW	0.187		-0.702***	-0.243***		-0.937***	0.828***	0.850***	-0.362***	0.125	0.211**	0.091	0.191*	-0.131	-0.063	-0.032	0.089	-0.082	-0.018	-0.025	-0.266*	-0.383**	0.091	0.402***	-0.026
		(0.130)		(0.091)	(0.089)		(0.089)	(0.115)	(0.119)	(0.130)	(0.087)	(0.097)	(0.107)	(0.099)	(0.097)	(0.106)	(0.108)	(0.111)	(0.113)	(0.109)	(0.126)	(0.158)	(0.173)	(0.133)	(0.094)	(0.126)
Erfüllung	CEEFEFMW	-0.311*		1.088***	1.164***	-1.282***		-0.425***	-1.136***	1.703***	0.814***	0.626***	0.125	0.563***	0.582***	0.084	0.22	0.442***	-0.169	0.491***	-0.466***	-0.077	0.112	0.185	-0.377***	-0.115
		(0.165)		(0.118)	(0.118)	(0.116)		(0.155)	(0.162)	(0.186)	(0.121)	(0.129)	(0.139)	(0.127)	(0.127)	(0.146)	(0.147)	(0.150)	(0.151)	(0.150)	(0.169)	(0.206)	(0.229)	(0.172)	(0.124)	(0.164)
	1bn.ADMGS																									
	2.ADMGS	-0.535***		0.229*	0.052	-0.077	-0.12	0.031	-0.055	0.495***	0.424***	0.418***	-0.757***	0.088	0.654***	-0.873***	0.320**	0.263	0.091	0.033	0.677***	1.560***	1.748***	1.132***		
		(0.184)		(0.132)	(0.128)	(0.128)	(0.128)	(0.161)	(0.167)	(0.179)	(0.128)	(0.138)	(0.150)	(0.147)	(0.141)	(0.157)	(0.156)	(0.164)	(0.164)	(0.155)	(0.181)	(0.193)	(0.212)	(0.171)		
	ADMGS																								-0.334**	
																									(0.137)	
	1bn.ADMAL																									
	2.ADMAL	-0.199		0.118	0.005	0.587***	-0.336**	0.703***	0.612***	0.175	-0.321**	0.039	-0.169	0.035	0.142	-0.235	-0.139	0.069	-0.068	-0.355*	1.325***	0.183	0.035	-0.274		

		(0.218)		(0.143)	(0.141)	(0.141)	(0.142)	(0.212)	(0.232)	(0.245)	(0.142)	(0.161)	(0.168)	(0.159)	(0.154)	(0.182)	(0.191)	(0.189)	(0.196)	(0.187)	(0.189)	(0.294)	(0.322)	(0.260)		
	3.ADMAL	-0.373*		-0.1	0.091	0.797***	-0.480***	0.557***	0.713***	0.098	-0.258*	-0.277*	-0.694***	-0.018	0.834***	-0.717***	0.177	0.015	-0.251	-0.744***	1.018***	-0.047	0.124	-1.162***		
		(0.217)		(0.139)	(0.139)	(0.138)	(0.141)	(0.209)	(0.229)	(0.239)	(0.139)	(0.156)	(0.170)	(0.156)	(0.155)	(0.178)	(0.187)	(0.185)	(0.192)	(0.184)	(0.182)	(0.280)	(0.319)	(0.242)		
	4.ADMAL	-0.825**		-0.024	0.239	0.508**	-0.709***	0.507	0.748**	-0.35	-0.297	-0.451*	-1.391***	-0.259	1.129***	-0.723***	0.093	-0.23	-0.058	-0.760***	-0.113	-1.147***	-0.782*	-3.047***		
		(0.415)		(0.237)	(0.244)	(0.246)	(0.236)	(0.321)	(0.321)	(0.335)	(0.249)	(0.262)	(0.327)	(0.268)	(0.266)	(0.267)	(0.274)	(0.293)	(0.289)	(0.273)	(0.315)	(0.367)	(0.413)	(0.355)		
	ADMAL																								-0.257***
																									(0.090)
	ADMSC	-0.087		0.056	-0.141**	0.058	0.037	0.053	-0.021	-0.068	0.043	0.219***	0.492***	0.218***	-0.269***	0.017	-0.215***	0.06	-0.039	-0.117	0.166*	-0.263*	-0.221	0.058	0.363***	-0.448***
		(0.100)		(0.066)	(0.066)	(0.065)	(0.064)	(0.083)	(0.084)	(0.096)	(0.065)	(0.071)	(0.086)	(0.072)	(0.071)	(0.075)	(0.079)	(0.080)	(0.080)	(0.078)	(0.088)	(0.140)	(0.154)	(0.100)	(0.068)	(0.110)
	ACEN																								-0.350**	-0.550***
																									(0.143)	(0.183)
	Observations	1263		1263	1263	1263	1263	957	957	954	1263	1227	1249	1185	1233	922	890	852	830	897	1029	1258	1258	1257	1263	1263
	Pseudo R^2	0.084		0.134	0.121	0.069	0.092	0.11	0.115	0.123	0.022	0.018	0.044	0.019	0.052	0.008	0.006	0.005	0.003	0.007	0.071	0.118	0.124	0.141	0.034	0.041

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Erfüllung (Items)

Label	Variables	AC_E: Jetzt-P : Ex-P	AE_N: Ex-P : Nicht-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Ausstiegsneigung Gemeinde	CEFAPT Ausstiegsneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Alterskohorte	ADMGS weiblich : männlich
Erfolg erlebt	CEEFEFa	-0.387***		0.063	0.150*	0.115		0.208**	0.107	0.155	-0.054	0.042	0.052	0.365***	0.159*	0.057	0.275***	0.328***	-0.191*	0.299***	0.074	0.036	0.024	-0.026	-0.422***	0.055
		(0.122)		(0.081)	(0.082)	(0.081)		(0.101)	(0.104)	(0.114)	(0.081)	(0.088)	(0.099)	(0.089)	(0.088)	(0.094)	(0.095)	(0.100)	(0.098)	(0.097)	(0.111)	(0.147)	(0.161)	(0.118)	(0.085)	(0.122)
Zusammenarbeit	CEEFEFb	0.219		0.290***	0.378***	-0.397***		-0.554***	-0.494***	0.280**	0.059	-0.089	0.046	0.137	0.098	-0.036	-0.14	0.078	0.171	-0.069	-0.051	0.017	0.035	-0.115	0.473***	-0.149
		(0.136)		(0.089)	(0.089)	(0.087)		(0.113)	(0.114)	(0.126)	(0.088)	(0.095)	(0.109)	(0.096)	(0.094)	(0.104)	(0.107)	(0.108)	(0.111)	(0.106)	(0.124)	(0.165)	(0.182)	(0.132)	(0.092)	(0.135)
Anderen helfen	CEEFEFc	-0.044		-0.094	0.338***	-0.162**		0.044	0.045	0.027	0.075	0.102	-0.104	0.089	-0.104	0.046	0.142	-0.014	-0.037	0.09	-0.108	0.027	0.073	0.121	-0.171**	0.172
		(0.118)		(0.075)	(0.075)	(0.075)		(0.093)	(0.097)	(0.111)	(0.075)	(0.083)	(0.092)	(0.082)	(0.083)	(0.090)	(0.089)	(0.092)	(0.096)	(0.090)	(0.105)	(0.139)	(0.154)	(0.112)	(0.080)	(0.114)
Andere gut einschätzen	CEEFEFd	0.128		0.062	0.104	0.108*		0.026	0.129	0.061	0.041	0.176**	0.062	0.140*	0.039	0.143*	0.071	0.214***	0.104	0.126	0.038	-0.069	-0.015	0.06	-0.007	-0.369***
		(0.106)		(0.067)	(0.067)	(0.065)		(0.081)	(0.085)	(0.095)	(0.067)	(0.073)	(0.082)	(0.072)	(0.073)	(0.078)	(0.077)	(0.079)	(0.079)	(0.079)	(0.092)	(0.122)	(0.135)	(0.098)	(0.071)	(0.103)
Zufriedenheit mit Arbeit	CEEFEFe	-0.044		0.488***	0.241***	-0.749***		-0.478***	-0.339***	0.129	-0.158**	-0.125	0.04	-0.032	0.078	0.115	-0.037	-0.005	-0.078	0.016	-0.072	0.072	0.17	0.066	-0.079	0.044
		(0.119)		(0.078)	(0.080)	(0.079)		(0.097)	(0.099)	(0.111)	(0.078)	(0.085)	(0.095)	(0.083)	(0.085)	(0.090)	(0.093)	(0.095)	(0.094)	(0.091)	(0.107)	(0.143)	(0.158)	(0.115)	(0.082)	(0.118)
Hilfreiche Arbeit	CEEFEFf	0.242*		-0.051	0	0.231**		0.121	0.186	-.25*	0.09	0.088	0.276**	-0.151	-0.005	0.02	-0.144	-0.127	-0.038	-0.108	-0.468***	-0.320*	-0.319*	-0.168	-0.013	-0.092
		(0.144)		(0.094)	(0.095)	(0.092)		(0.113)	(0.118)	(0.130)	(0.092)	(0.102)	(0.116)	(0.105)	(0.102)	(0.106)	(0.108)	(0.113)	(0.116)	(0.109)	(0.130)	(0.169)	(0.184)	(0.137)	(0.100)	(0.139)
Hilfreiche Verkündigung	CEEFEFg	-0.062		-0.232***	-0.193**	0.087		0.203*	0.004	0.352***	0.119	0.043	-0.492***	-0.063	0.229**	-0.169	0.316***	0.099	-0.149	0.052	0.424***	0.083	-0.034	0.221*	0.158*	0.494***
		(0.129)		(0.087)	(0.088)	(0.085)		(0.111)	(0.115)	(0.126)	(0.086)	(0.094)	(0.106)	(0.099)	(0.094)	(0.105)	(0.105)	(0.111)	(0.114)	(0.109)	(0.124)	(0.150)	(0.166)	(0.125)	(0.092)	(0.124)
Wertschätzung	CEEFEFh	0.097		0.735***	0.601***	-0.277***		-0.305***	-0.055	-0.17	-0.023	-0.009	0.018	0.196**	0.11	-0.087	-0.04	0.014	0.195*	-0.166*	0.028	0.1	0.122	0.144	-0.034	-0.051
		(0.126)		(0.084)	(0.085)	(0.082)		(0.100)	(0.106)	(0.117)	(0.082)	(0.091)	(0.102)	(0.091)	(0.089)	(0.096)	(0.095)	(0.101)	(0.102)	(0.099)	(0.117)	(0.148)	(0.162)	(0.121)	(0.087)	(0.122)
Froh, Pastor zu sein	CEEFEFi	-0.665***		0.243***	0.118	-0.374***		-0.368***	-0.907***	0.754***	0.143*	0.441***	0.076	-0.013	0.077	-0.139	-0.065	0.11	0.027	0.077	-0.069	0.012	-0.039	-0.03	-0.199**	0.008
		(0.121)		(0.083)	(0.084)	(0.083)		(0.110)	(0.114)	(0.120)	(0.082)	(0.089)	(0.103)	(0.091)	(0.089)	(0.103)	(0.104)	(0.107)	(0.114)	(0.106)	(0.127)	(0.148)	(0.163)	(0.122)	(0.089)	(0.125)
Sinn	CEEFEFj	-0.028		0.207**	0.099	0.151*		0.022	0.128	0.044	0.291***	0.055	-0.022	0.025	0.027	-0.023	0.051	0.049	0.04	0.094	-0.006	0.111	0.11	0.169	-0.032	0.069
		(0.121)		(0.081)	(0.081)	(0.082)		(0.093)	(0.097)	(0.109)	(0.081)	(0.085)	(0.100)	(0.088)	(0.086)	(0.091)	(0.088)	(0.095)	(0.094)	(0.094)	(0.111)	(0.145)	(0.159)	(0.116)	(0.083)	(0.122)
Zufriedenheit mit Dienst	CEEFEFk	-0.116		0.380***	0.249***	-0.451***		-0.108	-0.273**	0.443***	0.296***	-0.143	-0.074	-0.086	0.162*	0.037	0.113	-0.074	0.093	0.099	-0.149	0.02	0.067	-0.081	-0.207**	-0.088
		(0.133)		(0.087)	(0.086)	(0.087)		(0.104)	(0.109)	(0.121)	(0.086)	(0.094)	(0.105)	(0.093)	(0.092)	(0.099)	(0.100)	(0.104)	(0.107)	(0.100)	(0.117)	(0.159)	(0.174)	(0.128)	(0.091)	(0.131)
	1bn.ADMGS																									
	2.ADMGS	-0.545***		0.286**	0.212	-0.242*		-0.115	-0.046	0.499***	0.397***	0.334**	-0.633***	0.162	0.633***	-0.778***	0.225	0.257	0.211	0.093	0.507***	1.564***	1.755***	1.152***		
		(0.195)		(0.137)	(0.135)	(0.133)		(0.166)	(0.175)	(0.189)	(0.135)	(0.145)	(0.157)	(0.153)	(0.146)	(0.163)	(0.163)	(0.171)	(0.171)	(0.163)	(0.192)	(0.200)	(0.220)	(0.179)		
	ADMGS																								-0.349**	
																									(0.143)	
	1bn.ADMAL																									
	2.ADMAL	-0.168		0.073	-0.02	0.507***		0.790***	0.804***	0.158	-0.283*	0.087	-0.103	0.021	0.107	-0.317*	-0.102	0.058	-0.081	-0.349*	1.325***	0.178	0.014	-0.247		
		(0.228)		(0.146)	(0.144)	(0.145)		(0.213)	(0.238)	(0.249)	(0.145)	(0.166)	(0.172)	(0.161)	(0.157)	(0.185)	(0.195)	(0.191)	(0.200)	(0.189)	(0.196)	(0.301)	(0.331)	(0.266)		
	3.ADMAL	-0.407*		-0.18	0.023	0.747***		0.795***	0.998***	0.066	-0.212	-0.215	-0.627***	0.046	0.785***	-0.765***	0.267	0.04	-0.295	-0.689***	0.966***	-0.129	0.025	-1.181***		
		(0.229)		(0.143)	(0.142)	(0.142)		(0.211)	(0.234)	(0.242)	(0.141)	(0.160)	(0.174)	(0.157)	(0.156)	(0.180)	(0.190)	(0.187)	(0.196)	(0.186)	(0.187)	(0.287)	(0.328)	(0.248)		
	4.ADMAL	-1.091**		0.014	0.185	0.409*		0.743**	0.935***	-0.309	-0.304	-0.455*	-1.326***	-0.186	1.141***	-0.786***	0.144	-0.163	-0.235	-0.661**	-0.215	-1.177***	-0.833*	-3.053***		
		(0.437)		(0.241)	(0.249)	(0.243)		(0.320)	(0.331)	(0.343)	(0.25)	(0.268)	(0.332)	(0.273)	(0.269)	(0.271)	(0.280)	(0.300)	(0.295)	(0.279)	(0.324)	(0.377)	(0.426)	(0.363)		
	ADMAL																									-0.265***
																										(0.096)
	ADMSC	-0.051		-0.044	-0.144**	0.084		0.103	0.016	-0.072	0.076	0.192***	0.471***	0.185**	-0.254***	-0.003	-0.180**	0.069	-0.072	-0.115	0.190**	-0.259*	-0.217	0.08	0.353***	-0.455***
		(0.106)		(0.067)	(0.067)	(0.066)		(0.084)	(0.087)	(0.100)	(0.067)	(0.073)	(0.088)	(0.073)	(0.073)	(0.077)	(0.080)	(0.082)	(0.081)	(0.079)	(0.091)	(0.143)	(0.158)	(0.103)	(0.070)	(0.117)
	ACEN																								-0.411***	-0.551***
																									(0.149)	(0.195)
	Observations	1228		1227	1228	1228		936	936	935	1228	1193	1216	1159	1202	902	869	833	813	876	1006	1224	1224	1224	1228	1228
	Pseudo R^2	0.103		0.109	0.089	0.078		0.097	0.145	0.156	0.028	0.025	0.05	0.025	0.05	0.009	0.006	0.006	0.003	0.009	0.089	0.119	0.123	0.15	0.046	0.064

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Erschöpfung

Label	Variables	AC_E: Jetzt-P : Ex-P	AE_N: Ex-P : Nicht-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Ausstiegsneigung Gemeinde	CEFAPT Ausstiegsneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Alterskohorte	ADMGS weiblich : männlich
Erschöpfung durch Dienstanforderung	CEEFESa	0.074		0.093	0.07		-0.025	0.127*	0.176**	-0.227***	0.085	0.041	0.113	0.105*	0.025	0.068	-0.031	0.045	-0.044	-0.026	0.122	0.07	0.09	0.117	0.261***	-0.339***
		(0.089)		(0.057)	(0.058)		(0.058)	(0.075)	(0.079)	(0.088)	(0.058)	(0.062)	(0.070)	(0.063)	(0.062)	(0.071)	(0.071)	(0.071)	(0.075)	(0.072)	(0.078)	(0.112)	(0.125)	(0.088)	(0.061)	(0.087)
Müdigkeit	CEEFESb	0.129		-0.209***	-0.044		-0.162**	0.13	0.081	0.059	-0.116	-0.042	0.023	0.036	-0.045	0.019	-0.108	-0.143	-0.237***	-0.059	-0.023	-0.042	0.114	0.055	0.015	0.133
		(0.109)		(0.075)	(0.075)		(0.076)	(0.093)	(0.096)	(0.107)	(0.074)	(0.081)	(0.091)	(0.082)	(0.082)	(0.085)	(0.090)	(0.089)	(0.092)	(0.088)	(0.102)	(0.136)	(0.153)	(0.112)	(0.079)	(0.111)
Traurigkeit	CEEFESc	0.121		-0.047	0.02		-0.081	0.019	0.164*	-0.099	0.075	-0.129*	-0.11	-0.006	-0.023	-0.082	0.08	0.032	0.07	0.069	0.083	-0.270**	-0.403***	-0.228**	-0.032	-0.016
		(0.104)		(0.074)	(0.074)		(0.075)	(0.091)	(0.092)	(0.098)	(0.072)	(0.077)	(0.091)	(0.080)	(0.079)	(0.086)	(0.086)	(0.088)	(0.093)	(0.088)	(0.103)	(0.131)	(0.145)	(0.105)	(0.078)	(0.107)

Negative Gedanken	CEEFESd	0.358***	-0.107	-0.141**	-0.091	0.332***	0.181**	-0.011	0.089	-0.083	0.022	-0.059	-0.118*	0.109	-0.153*	-0.105	0.014	-0.002	-0.094	0.211*	0.211	0.036	0.124*	-0.024
		(0.094)	(0.065)	(0.066)	(0.065)	(0.084)	(0.085)	(0.092)	(0.064)	(0.070)	(0.078)	(0.071)	(0.069)	(0.080)	(0.079)	(0.081)	(0.082)	(0.078)	(0.091)	(0.122)	(0.136)	(0.095)	(0.068)	(0.095)
Keine Begeisterung	CEEFESe	0.05	-0.794***	-0.566***	-0.938***	0.391***	0.583***	-0.541***	-0.261***	0.09	0.166**	-0.242***	-0.411***	0.076	-0.261***	-0.134	0.078	-0.281***	0.209**	-0.207	-0.276*	-0.162	0.054	0.076
		(0.104)	(0.072)	(0.070)	(0.072)	(0.087)	(0.090)	(0.097)	(0.069)	(0.075)	(0.083)	(0.076)	(0.074)	(0.082)	(0.084)	(0.083)	(0.087)	(0.083)	(0.092)	(0.130)	(0.145)	(0.104)	(0.073)	(0.104)
Zynischer Humor	CEEFESf	0.084	-0.091	0	-0.048	0.044	0.107	-0.095	-0.117*	0.082	0.200***	0.200***	-0.173**	0.034	-0.123	0.03	-0.234***	0	-0.117	0.237*	0.19	0.188*	-0.038	0.096
		(0.095)	(0.064)	(0.064)	(0.064)	(0.080)	(0.082)	(0.089)	(0.064)	(0.069)	(0.077)	(0.071)	(0.069)	(0.075)	(0.077)	(0.080)	(0.081)	(0.078)	(0.090)	(0.123)	(0.135)	(0.097)	(0.067)	(0.095)
Rückzug	CEEFESg	-0.171*	0.032	-0.069	-0.061	0.178**	0.284***	-0.151*	-0.01	-0.001	-0.134*	0.062	0.084	-0.163**	0.152**	0.029	0.105	0.109	0.066	-0.190*	-0.169	-0.027	-0.04	0.231**
		(0.096)	(0.061)	(0.061)	(0.063)	(0.077)	(0.079)	(0.085)	(0.061)	(0.068)	(0.076)	(0.067)	(0.067)	(0.073)	(0.074)	(0.075)	(0.076)	(0.074)	(0.086)	(0.113)	(0.125)	(0.093)	(0.064)	(0.094)
Entmutigt wg mangelnder Unterstützun	CEEFESh	0.412***	-0.513***	-0.604***	-0.295***	0.383***	0.202***	-0.151**	-0.131**	0.019	-0.063	-0.159***	-0.181***	0.016	0.011	-0.135**	-0.131*	0.005	0.002	0.014	-0.047	0.015	-0.082	-0.114
		(0.077)	(0.055)	(0.057)	(0.054)	(0.069)	(0.069)	(0.073)	(0.054)	(0.057)	(0.066)	(0.058)	(0.057)	(0.063)	(0.065)	(0.067)	(0.068)	(0.064)	(0.075)	(0.099)	(0.109)	(0.079)	(0.057)	(0.079)
Frust über Erfolglosigkeit	CEEFESi	-0.141*	-0.01	-0.002	-0.067	-0.013	-0.05	0.001	0.106**	0.014	-0.074	-0.032	0.054	-0.047	0.003	0.072	0.009	-0.002	-0.047	-0.031	-0.071	-0.05	0.243***	-0.039
		(0.082)	(0.051)	(0.052)	(0.051)	(0.063)	(0.064)	(0.070)	(0.052)	(0.057)	(0.063)	(0.056)	(0.057)	(0.059)	(0.061)	(0.063)	(0.063)	(0.061)	(0.070)	(0.096)	(0.107)	(0.076)	(0.054)	(0.076)
Ungeduld	CEEFESj	-0.199*	-0.019	0.046	0.02	-0.103	-0.157*	-0.05	0.043	0.120*	0.139*	0.052	-0.025	0.172**	-0.015	-0.016	0.086	0.003	-0.07	-0.157	-0.087	-0.038	-0.047	-0.018
		(0.104)	(0.066)	(0.067)	(0.065)	(0.079)	(0.082)	(0.088)	(0.065)	(0.072)	(0.080)	(0.072)	(0.072)	(0.076)	(0.077)	(0.078)	(0.079)	(0.076)	(0.088)	(0.116)	(0.129)	(0.096)	(0.069)	(0.096)
Lieblosigkeit	CEEFESk	-0.075	-0.078	-0.077	-0.137*	-0.041	-0.05	0.142	-0.144*	-0.186**	-0.109	-0.135	0.155*	-0.214**	0.111	0.069	0.057	-0.126	0.09	0.129	0.085	-0.038	0.059	-0.054
		(0.116)	(0.077)	(0.080)	(0.080)	(0.096)	(0.100)	(0.106)	(0.076)	(0.085)	(0.093)	(0.087)	(0.085)	(0.093)	(0.092)	(0.095)	(0.096)	(0.094)	(0.110)	(0.145)	(0.159)	(0.117)	(0.080)	(0.112)
	1bn.ADMGS																							
	2.ADMGS	-0.548***	0.239*	0.181	0.012	-0.036	-0.104	0.474***	0.498***	0.440***	-0.719***	0.077	0.667***	-0.836***	0.341**	0.307*	0.118	0.03	0.679***	1.583***	1.749***	1.182***		
		(0.192)	(0.134)	(0.132)	(0.131)	(0.164)	(0.170)	(0.178)	(0.131)	(0.143)	(0.156)	(0.150)	(0.145)	(0.159)	(0.160)	(0.166)	(0.166)	(0.157)	(0.185)	(0.203)	(0.224)	(0.177)		
	ADMGS																						-0.308**	
																							(0.142)	
	1bn.ADMAL																							
	2.ADMAL	-0.104	-0.105	-0.144	-0.504***	0.678***	0.711***	0.047	-0.460***	-0.075	-0.202	-0.039	0.032	-0.307*	-0.155	0.008	-0.071	-0.384**	1.370***	0.214	0.023	-0.261		
		(0.223)	(0.145)	(0.142)	(0.145)	(0.212)	(0.237)	(0.245)	(0.145)	(0.164)	(0.172)	(0.161)	(0.156)	(0.185)	(0.195)	(0.191)	(0.200)	(0.192)	(0.192)	(0.304)	(0.335)	(0.263)		
	3.ADMAL	-0.239	-0.330**	-0.185	-0.591***	0.591***	0.870***	-0.085	-0.412***	-0.381**	-0.728***	-0.1	0.694***	-0.825***	0.154	-0.072	-0.235	-0.760***	1.061***	-0.107	0.02	-1.202***		
		(0.223)	(0.142)	(0.141)	(0.144)	(0.213)	(0.236)	(0.241)	(0.142)	(0.160)	(0.174)	(0.159)	(0.157)	(0.184)	(0.192)	(0.191)	(0.199)	(0.191)	(0.187)	(0.288)	(0.329)	(0.246)		
	4.ADMAL	-0.645	-0.213	-0.09	-0.659***	0.550*	0.888***	-0.617*	-0.540**	-0.621**	-1.415***	-0.37	1.002***	-0.819***	0.166	-0.329	-0.09	-0.815***	-0.116	-1.168***	-0.830*	-3.035***		
		(0.420)	(0.242)	(0.246)	(0.245)	(0.323)	(0.332)	(0.333)	(0.252)	(0.266)	(0.332)	(0.272)	(0.272)	(0.273)	(0.282)	(0.298)	(0.293)	(0.280)	(0.322)	(0.377)	(0.427)	(0.361)		
	ADMAL																							-0.244***
																								(0.094)
	ADMSC	-0.067	0.023	-0.101	0.032	0.018	-0.078	0.032	0.051	0.196***	0.514***	0.204***	-0.248***	0.007	-0.189**	0.058	-0.031	-0.082	0.155*	-0.258*	-0.233	0.074	0.333***	-0.453***
		(0.103)	(0.067)	(0.067)	(0.065)	(0.084)	(0.085)	(0.095)	(0.066)	(0.072)	(0.088)	(0.072)	(0.072)	(0.076)	(0.080)	(0.081)	(0.082)	(0.078)	(0.089)	(0.145)	(0.161)	(0.102)	(0.069)	(0.115)
	ACEN																						-0.214	-0.569***
																							(0.146)	(0.192)
	Observations	1241	1240	1241	1241	946	946	943	1241	1205	1227	1170	1214	912	880	844	823	889	1016	1236	1236	1236	1241	1241
	Pseudo R^2	0.089	0.086	0.067	0.072	0.1	0.114	0.079	0.014	0.013	0.051	0.015	0.047	0.009	0.006	0.003	0.004	0.007	0.074	0.135	0.142	0.145	0.045	0.062

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Erfüllung bei hoher Erschöpfung

Label	Variables	AC_E: Jetzt-P : Ex-P	AE_N: Ex-P : Nicht-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Ausstiegsneigung Gemeinde	CEFAPT Ausstiegsneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRGH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altkohorte	ADMGS weiblich : männlich
hohe Erschöpfung + hohe Erfüllung	1.CEESER	-0.666		2.364***	2.581***			-1.067***	-1.540***	2.746***	1.312***	0.599	0.185	1.378***	1.594***	-0.034	-0.021	0.521	-0.093	0.463	-0.944**	-0.697	-0.83	0.366	-1.042***	0.226
		(0.528)		(0.407)	(0.386)			(0.408)	(0.423)	(0.654)	(0.341)	(0.394)	(0.404)	(0.396)	(0.424)	(0.432)	(0.420)	(0.457)	(0.422)	(0.452)	(0.461)	(0.519)	(0.522)	(0.546)	(0.373)	(0.473)
hohe Erschöpfung + geringe Erfüllung	2bn.CEESER																									
	1bn.ADMGS																									
	2.ADMGS	0.087		0.216	0.173			0.146	-0.003	-0.001	0.282	0.175	-0.904***	0.247	0.655**	-0.272	0.797**	0.46	0.028	-0.178	0.323	1.467***	1.438***	1.030***		
		(0.390)		(0.285)	(0.288)			(0.336)	(0.347)	(0.354)	(0.277)	(0.306)	(0.328)	(0.325)	(0.304)	(0.331)	(0.336)	(0.358)	(0.351)	(0.334)	(0.396)	(0.411)	(0.429)	(0.370)		
	ADMGS																								0.077	
																									(0.306)	
	1bn.ADMAL																									
	2.ADMAL	-0.395		-1.055**	-0.394			0.652	1.188*	0.443	-0.716	-0.154	0.184	0.138	-0.077	0.811	0.263	-0.155	-0.994	-0.581	0.992	0.726	0.725	0.293		
		(0.563)		(0.481)	(0.516)			(0.658)	(0.699)	(0.715)	(0.443)	(0.489)	(0.524)	(0.536)	(0.494)	(0.637)	(0.727)	(0.632)	(0.637)	(0.623)	(0.647)	(0.676)	(0.674)	(0.655)		
	3.ADMAL	-0.615		-0.932*	-0.263			0.322	1.245*	0.748	-0.46	-0.4	-0.16	0.026	0.552	-0.273	0.838	-0.063	-0.721	-1.437**	0.087	0.61	0.858	-0.429		
		(0.561)		(0.474)	(0.519)			(0.646)	(0.689)	(0.704)	(0.439)	(0.482)	(0.520)	(0.529)	(0.492)	(0.627)	(0.716)	(0.616)	(0.623)	(0.605)	(0.629)	(0.658)	(0.668)	(0.627)		
	4.ADMAL	-2.053*		-1.236*	-0.171			-0.065	1.459*	0.113	-1.124*	0.116	-0.7	-0.073	1.058	-0.154	0.278	0.004	-1.125	-1.453*	-0.403	-0.196	0.197	-2.957***		
		(1.160)		(0.636)	(0.676)			(0.767)	(0.806)	(0.836)	(0.633)	(0.712)	(0.754)	(0.708)	(0.695)	(0.735)	(0.810)	(0.776)	(0.747)	(0.754)	(0.808)	(0.869)	(0.915)	(0.885)		
	ADMAL																									0.09
																										(0.218)
	ADMSC	0.22		-0.203	-0.324*			0.11	-0.153	-0.129	-0.095	0.224	0.650***	0.048	-0.619***	0.302*	-0.105	-0.082	0.027	-0.102	0.098	-0.786**	-0.679*	0.037	0.321*	-0.648**
		(0.227)		(0.159)	(0.166)			(0.191)	(0.189)	(0.193)	(0.159)	(0.175)	(0.224)	(0.176)	(0.177)	(0.177)	(0.186)	(0.195)	(0.193)	(0.183)	(0.228)	(0.394)	(0.394)	(0.232)	(0.170)	(0.262)
	ACEN																								-0.521*	0.047
																									(0.306)	(0.387)
	Observations	220		220	220			166	166	166	220	213	218	210	216	162	157	144	144	157	169	220	220	219	220	220
	Pseudo R^2	0.027		0.035	0.046			0.016	0.038	0.065	0.02	0.012	0.058	0.028	0.059	0.012	0.008	0.003	0.003	0.011	0.054	0.137	0.13	0.135	0.025	0.031

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Ausstiegsneigung

Label	Variables	AC_E Jetzt-P : Ex-P	AE_N Ex-P : Nicht-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Aussteigneigung Gemeinde	CEFAPT Aussteigneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik. : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altenkohorte	ADMGS weiblich : männlich
Ausstiegsneigung Gemeinde	CEFAGM			-0.512***	-0.528***	0.486***	-0.349***			-0.265***	-0.301***	0.062	0.486***	0.023	-0.430***	0.160***	-.125**	-0.184***	-0.151**	-0.112*	0.005	-0.260**	-0.189	-0.097	0.102	-0.026
				(0.064)	(0.064)	(0.063)	(0.062)			(0.072)	(0.062)	(0.067)	(0.075)	(0.068)	(0.069)	(0.061)	(0.064)	(0.066)	(0.065)	(0.061)	(0.075)	(0.108)	(0.122)	(0.091)	(0.065)	(0.090)
Ausstiegsneigung pastoraler Dienst	CEFAPT			-0.280***	-0.148**	0.485***	-0.567***			-0.565***	-0.168**	-0.164**	-0.355***	-0.077	0.122*	-0.047	-0.023	-0.003	0.063	-0.091	0.147*	0.296**	0.19	0.201**	0.209***	-0.066
				(0.067)	(0.065)	(0.068)	(0.068)			(0.076)	(0.065)	(0.070)	(0.083)	(0.072)	(0.073)	(0.066)	(0.066)	(0.069)	(0.072)	(0.066)	(0.081)	(0.124)	(0.136)	(0.099)	(0.070)	(0.094)
	1bn.ADMGS																									
	2.ADMGS			0.15	0.275*	-0.165	0.155			0.525***	0.587***	0.375**	-0.953***	0.045	0.803***	-0.883***	0.312**	0.293*	0.122	0.065	0.697***	1.521***	1.673***	1.323***		
				(0.154)	(0.151)	(0.149)	(0.150)			(0.175)	(0.150)	(0.161)	(0.175)	(0.174)	(0.164)	(0.155)	(0.156)	(0.162)	(0.162)	(0.155)	(0.180)	(0.225)	(0.248)	(0.202)		
	ADMGS																								-0.147	
																									(0.160)	
	1bn.ADMAL																									
	2.ADMAL			-0.033	0.09	0.376**	-0.372**			0.152	-0.136	0.261	-0.022	0.315	0.051	-0.324*	-0.135	0.086	-0.061	-0.341*	0.328	0.312	0.263	0.049		
				(0.183)	(0.177)	(0.183)	(0.183)			(0.238)	(0.185)	(0.211)	(0.220)	(0.204)	(0.199)	(0.184)	(0.192)	(0.188)	(0.196)	(0.187)	(0.221)	(0.364)	(0.391)	(0.313)		
	3.ADMAL			-0.349*	-0.13	0.731***	-0.690***			-0.021	-0.171	-0.243	-0.627***	0.154	0.711***	-0.799***	0.129	0.001	-0.291	-0.746***	0.057	0.02	0.346	-0.955***		
				(0.179)	(0.174)	(0.180)	(0.181)			(0.231)	(0.180)	(0.202)	(0.221)	(0.199)	(0.198)	(0.179)	(0.186)	(0.183)	(0.191)	(0.183)	(0.214)	(0.349)	(0.388)	(0.293)		
	4.ADMAL			-0.308	-0.065	0.591**	-0.762***			-0.439	-0.123	-0.427	-1.509***	-0.051	1.025***	-0.810***	0.051	-0.28	-0.123	-0.785***	-1.034***	-1.112**	-0.671	-3.184***		
				(0.282)	(0.278)	(0.296)	(0.283)			(0.326)	(0.284)	(0.302)	(0.381)	(0.308)	(0.308)	(0.268)	(0.276)	(0.292)	(0.288)	(0.273)	(0.332)	(0.432)	(0.478)	(0.420)		
	ADMAL																									-0.14
																										(0.109)
	ADMSC			0.011	-0.005	0.074	0.068			-0.021	0.115	0.249***	0.556***	0.163**	-0.289***	0.009	-0.208***	0.064	-0.044	-0.101	0.139	-0.324*	-0.316	0.226**	0.341***	-0.663***
				(0.077)	(0.077)	(0.075)	(0.075)			(0.094)	(0.076)	(0.083)	(0.102)	(0.082)	(0.083)	(0.076)	(0.078)	(0.080)	(0.080)	(0.077)	(0.093)	(0.172)	(0.195)	(0.113)	(0.079)	(0.142)
	ACEN																									
	Observations			958	957	958	958			957	958	938	955	904	932	925	893	855	833	900	949	956	956	955	960	960
	Pseudo R^2			0.04	0.031	0.042	0.04			0.086	0.019	0.013	0.078	0.004	0.043	0.008	0.003	0.002	0.002	0.005	0.034	0.117	0.114	0.15	0.021	0.036

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen Wieder-/Neueinstieg

Label	Variables	AC_E Jetzt-P : Ex-P	AE_N Ex-P : Nicht-P	CEEFATMW Tätigkeitsbezogene Arbeitszufriedenheit	CEEFAPMW Personenbezogene Arbeitszufriedenheit	CEEFESMW Erschöpfung	CEEFEFMW Erfüllung	CEFAGM Aussteigneigung Gemeinde	CEFAPT Aussteigneigung pastoraler Dienst	CSPBRa Anhaltende Berufungsgewissheit	CEEFCMMW Reich-Gottes-Verpflichtung	AMTSTe Ausbildung für pastoralen Dienst	CESTFGL Freik. : Gem : Landesk	CEGPRGR Gemeindegröße klein : groß	CEGPRWA schrumpfend : wachsend	CGPRKO Konservativ : Progressiv	CGPRCH Charismatisch : Nicht charismatisch	CGPRTR Traditionell : Modern	CGPRPT Pastorzentrierung : Basisbewegung	CGPRKU Kulturell homogen : vielfältig	CBRLP Lokalpastor	ADMEH in Ehe	ADMSI in Beziehung	ADMKI mit Kind(ern)	ADMAL Altenkohorte	ADMGS weiblich : männlich
Wieder-/Ersteinstieg	ENESJA		0.310***	-0.141	-0.125	0.168*	-0.262***				-0.117	-0.239***	0.077	0.121	-0.08							-0.093	-0.066	-0.213**	-0.465***	-0.137
			(0.097)	(0.091)	(0.091)	(0.092)	(0.092)				(0.089)	(0.077)	(0.111)	(0.103)	(0.096)							(0.116)	(0.124)	(0.107)	(0.081)	(0.094)
	1bn.ADMGS																									
	2.ADMGS		-0.536**	0.441*	0.088	0.079	0.004				0.349	0.765***	-0.393	0.192	0.226							1.646***	1.871***	1.240***		
			(0.217)	(0.247)	(0.252)	(0.253)	(0.258)				(0.254)	(0.189)	(0.312)	(0.282)	(0.270)							(0.258)	(0.285)	(0.232)		
	ADMGS																								-0.487**	
																									(0.197)	
	1bn.ADMAL																									
	2.ADMAL		-0.069	-1.208***	-1.581***	1.653***	-1.477***				-0.795***	-1.045***	-0.753**	-0.769**	-0.224							-0.226	-0.454	-0.699*		
			(0.315)	(0.267)	(0.268)	(0.271)	(0.261)				(0.263)	(0.237)	(0.329)	(0.304)	(0.277)							(0.395)	(0.417)	(0.361)		
	3.ADMAL		0.691**	-1.280***	-1.004***	1.695***	-1.273***				-0.423	-1.149***	-0.763**	-0.287	-0.038							-0.555	-0.364	-1.529***		
			(0.296)	(0.264)	(0.265)	(0.277)	(0.270)				(0.264)	(0.226)	(0.324)	(0.284)	(0.278)							(0.352)	(0.389)	(0.323)		
	4.ADMAL		1.808***	-0.86	-0.335	1.264**	-1.970***				-0.799	-1.994***	-1.11	-1.067	0.37							-1.545***	-1.5***	-3.227***		
			(0.478)	(0.619)	(0.702)	(0.571)	(0.713)				(0.630)	(0.366)	(0.837)	(0.665)	(0.699)							(0.468)	(0.493)	(0.503)		
	ADMAL																									-0.333***
																										(0.126)
	ADMSC		0.066	-0.121	-0.316**	0.007	-0.149				-0.092	0.126	0.384**	0.328**	-0.181							-0.194	-0.095	-0.245	0.281**	-0.064
			(0.137)	(0.127)	(0.127)	(0.126)	(0.127)				(0.128)	(0.110)	(0.167)	(0.147)	(0.137)							(0.169)	(0.178)	(0.153)	(0.115)	(0.135)
	ACEN																								1.690***	-0.773***
																									(0.152)	(0.177)
	Observations		420	306	306	307	307				307	482	298	284	304							503	503	502	505	505
	Pseudo R^2		0.075	0.024	0.031	0.025	0.021				0.009	0.051	0.03	0.025	0.005							0.149	0.163	0.194	0.176	0.084

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1

Regressionen

Label	Variables	AN_CE Diensteinstieg	AC_E Dienstverbleib (Basis: E)	CEEFGW Gesamtwert Erfüllung
Geschlecht	ADMGS	0.537**	0.626	0.144
		(0.262)	(0.398)	(0.303)
Alter geclustert nach Generationen	ADMAL	-0.123		
		(0.142)		
Höchster Schulabschluss	ADMSC	-0.407***	-0.173	
		(0.137)	(0.16)	
Verheiratet	ADMEH			-0.992
				(0.696)
in Beziehung	ADMSI			1.146
				(0.757)
mit Kind(ern)	ADMKI	0.367	-0.533	0.08
		(0.299)	(0.405)	(0.277)
Beziehungsstand	ADMBZ	0.122	0.002	
		(0.12)	(0.188)	
Glaube vertiefen	AMTSTa			-0.023
				(0.1)
Ausrüstung für Ehrenamt	AMTSTd	-0.552***	0.128	
		(0.115)	(0.16)	
Ausbildung für pastoralen Dienst	AMTSTe	0.595***	0.089	
		(0.123)	(0.171)	
Innere Berufung zum Theologiestudiur	AMTSTf	-0.023	0.082	0.003
		(0.126)	(0.199)	(0.127)
Ausbildung für Mission	AMTSTg	-0.167	0.02	
		(0.126)	(0.17)	
Ermutigung durch Umfeld	AMTSTh	-0.001		
		(0.136)		
Ermutigung durch Gemeinde	AMTSTj	0.062		
		(0.13)		
Alter bei Ausbildungsbeginn	ABIALB	-0.037		
		(0.128)		
Prägung im Kindesalter	ABIKIMW	-0.56	-0.288	0.076
		(0.415)	(0.342)	(0.124)
Gerne in Gemeinde	ABIKIb	0.709***	-0.112	
		(0.256)	(0.305)	
Pastoren als Bezugspersonen	ABIKIc	0.395*		
		(0.211)		
Pastoren mit Leidenschaft	ABIKId	-0.028		
		(0.229)		
Lebendiges Kinderprogramm	ABIKIf		0.293	
			(0.261)	
Familie leidet nicht unter Gemeinde	ABIKIg			0.174
				(0.102)
Prägung im Jugendalter	ABIJUMW	-0.124	-0.187	0.103
		(0.452)	(0.202)	(0.128)
Pastoren als Bezugspersonen	ABIJUb	0.018		
		(0.222)		
Pastoren mit Leidenschaft	ABIJUc	0.101		
		(0.221)		
Lebendige Jugendarbeit	ABIJUe	0.037		
		(0.192)		
Ehrenamt	ABIJUf	-0.064		
		(0.199)		
Bekehrungserfahrung	ABIBK	-0.082	-0.493	
		(0.379)	(0.506)	
Dauer Ausbildung	AABDR	0.253*	0.372**	-0.088
		(0.134)	(0.176)	(0.102)
Abschluss	AABST	0.055	0.081	
		(0.134)	(0.178)	
Bewertung theol. Ausbildung	AABBWMW	0.14	-0.18	
		(0.113)	(0.168)	
Absicht Pastoraler Dienst	AMTAB	1.274***		
		(0.136)		
Innere Pastoralmotivation	AMTPTIMW			0.361***
				(0.137)
Externe Pastoralmotivation	AMTPTEMW		0.137	
			(0.238)	
Erfahrungsbasierte Pastoralmotivation	AMTPTFMW		-0.048	
			(0.173)	
Berufung zum Pastor	AMTPTb		-0.064	-0.186
			(0.202)	(0.158)
Ermutigung durch Gemeinde	AMTPTj		0.31	
			(0.239)	
Unabhängigkeit	APSUAMW	0.046	-0.183	
		(0.148)	(0.183)	
Arbeitshaltung	APSAHMW	-0.091	-0.018	-0.155
		(0.172)	(0.231)	(0.124)
Bereit zu Mehrleistung	APSAHb	0.212	0.028	0.4***
		(0.127)	(0.181)	(0.126)
Kein Nützlichkeitsdenken	APSAHe	-0.375***	0.013	
		(0.14)	(0.196)	
Nicht perfektionistisch	APSAHf		0.286	0.071
			(0.169)	(0.106)
Sicherheit	APSSIMW	-0.028	-0.021	0.013
		(0.169)	(0.209)	(0.161)
Kein Zweifel an eigenen Fähigkeiten	APSSId			-0.406***
				(0.139)
Berufliche Identifikation	APSBIMW	-0.111	0.081	
		(0.131)	(0.178)	
Emotionalität	APSEMMW	-0.06	0	0.304**
		(0.149)	(0.199)	(0.138)
Konstruktive Gefühlsverarbeitung	APSEMe			-0.093
				(0.114)
Geistliche Leere	ASPDRMW	0.316	0.166	-0.31
		(0.204)	(0.258)	(0.185)
Gottesferne	ASPDRa	-0.627***	-0.524**	
		(0.192)	(0.23)	
Geistliche Leere	ASPDRd			0.072
				(0.179)
Ordination	CEBRODb		0.084	
			(0.159)	

Bedeutung Diensteinsetzung	CEBROBMW		-0.205	
			(0.164)	
Befreundet mit Gemeindegliedern	CELBDIa		-0.698***	
			(0.189)	
Situative Auslotung, wann Privates pas	CELBDIc		0.503***	
			(0.154)	
Wirken Gottes	ATHWGMW		-0.407	
			(0.368)	
Glaubenserfahrungen	ATHGEMW	-0.308	-0.021	
		(0.176)	(0.245)	
Kirchenbild	ATHKIMW		-0.209	
			(0.301)	
Gnade	ATHGNMW	-0.204	-0.358	
		(0.151)	(0.236)	
Keine Entmutigung durch Misserfolg	ATHHFb		-0.067	-0.095
			(0.194)	(0.103)
Gebet für geistliche Erneuerung	ATHHFc	0.352**	0.15	
		(0.139)	(0.223)	
Erwählung und Berufung	ATHGTa		0.428*	0.364***
			(0.229)	(0.123)
Kein Zweifel an Gottes Güte	ATHGTb		-0.372*	
			(0.199)	
Erwartung Auferstehungskraft	ATHWDa	0.245		-0.1
		(0.156)		(0.115)
Dienst auch ohne Ideal	ATHWDc		-0.133	0.343***
			(0.206)	(0.114)
Wachstumsphase der Gemeinde	CEGPRWA		-0.084	
			(0.183)	
Sachbezogene Arbeitsbelastung	CEBLASMW		0.355*	0.288**
			(0.196)	(0.132)
Personenbezogene Arbeitsbelastung	CEBLAPMW		-0.653***	-0.299*
			(0.207)	(0.156)
Angemessene Erwartungen	CEBLAFd			-0.083
				(0.149)
Erholung	CEBLEHMW		-0.126	0.196*
			(0.166)	(0.116)
Gestaltungsspielraum	CEBLGSMW		0.227	0.388**
			(0.194)	(0.171)
Mandat für Leitung	CEBLGSa			-0.106
				(0.157)
Fortbildung	CEBLFBMW		-0.315	0.101
			(0.176)	(0.119)
Herausforderungen als Entwicklungsch	CEBLFBf			0.234*
				(0.122)
Belastende Arbeitskultur	CEBLHUMW			0.22
				(0.255)
Belastende Disharmonie	CEBLHDMW			0.13
				(0.123)
Belastenden Konflikte	CEBLHKMW			0.173
				(0.127)
Herausforderungen	CEBLHFMW		-0.304	
			(0.277)	
Gelobt werden	CEBLHFb			0.512***
				(0.147)
Eigene Schwerpunktsetzungen	CEBLHFd			0.143
				(0.164)
Soziale Verflechtungen nicht hemmend	CEBLHFg		-0.633***	
			(0.199)	
Gabenorientierter Einsatz	CEBLHFm			0.058
				(0.155)
Spannungen	CEBLSPMW		0.229	
			(0.182)	
Beziehungen in Gemeinde	CERSGMMW		-0.11	0.008
			(0.178)	(0.168)
Meinungsaustausch	CERSGMd			0.147
				(0.163)
Lokale Gemeindeleitung	CERSGLMW		0.381*	
			(0.214)	
Überlokale Leitung	CERSULMW		0.544***	
			(0.17)	
Klare Aufgaben	CRSKLd			0.103
				(0.166)
Ehrenamtliche	CERSEAMW		0.272	0.323*
			(0.181)	(0.172)
Soziales Umfeld	CERSSZMW		-0.169	0.012
			(0.174)	(0.11)
Gesamtwert Krise persönlich	CEKRP			-0.105
				(0.103)
Psych. Erkrankung	CEKRId		0.012	
			(0.144)	
Tätigkeitsbezogene Arbeitszufriedenhei	CEEFATMW		0.391	
			(0.228)	
Personenbezogene Arbeitszufriedenhei	CEEFAPMW		0.161	
			(0.239)	
Höhe des Einkommens	CEEFAZb		0.448***	
			(0.151)	
Zusammenarbeit mit dem Leitungskrei	CEEFAZm		-0.105	
			(0.249)	
Erschöpfung	CEEFESMW		0.013	
			(0.306)	
Negative Gedanken	CEEFESd		-0.199	
			(0.188)	
Entmutigt wg mangelnder Unterstützur	CEEFESh		0.105	
			(0.219)	
Erfüllung	CEEFEFMW		-0.359	
			(0.312)	
Erfolg erlebt	CEEFEFa		0.223	
			(0.217)	
Froh Pastor zu sein	CEEFEFi		0.356	
			(0.219)	
Reich-Gottes-Verpflichtung	CEEFCMMW		-0.192	
			(0.172)	
	Observations	1228	766	873
	Pseudo R^2	0.418	0.357	0.395

Notes: Standard errors are in parentheses. *** p<.01, ** p<.05, * p<.1