

Congregational Survey, Second Congregational Society Unitarian Universalist

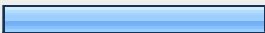



1. During the last year, approximately how often have you attended church on Sunday morning, either as an attendee or as an R.E. teacher?		
	Sunday Service/RE	Response Count
3 or more times per month	100.0% (109)	109
1 or 2 times per month	100.0% (38)	38
Every few weeks	100.0% (13)	13
Rarely	100.0% (18)	18
Never	100.0% (7)	7
	<i>answered question</i>	185
	<i>skipped question</i>	8

2. Indicate all the reasons you FIRST attended the church, and the importance of each:					
	Extremely	Very	Somewhat	None	Response Count
Adult religious education/enrichment	7.8% (9)	19.8% (23)	43.1% (50)	29.3% (34)	116
Someone asked me	9.8% (12)	15.4% (19)	11.4% (14)	63.4% (78)	123
Website information	4.8% (5)	4.8% (5)	15.4% (16)	75.0% (78)	104
Celebrating common values	51.1% (72)	35.5% (50)	11.3% (16)	2.1% (3)	141
Children's religious education	32.1% (43)	28.4% (38)	14.2% (19)	25.4% (34)	134
Community/Fellowship	42.7% (64)	44.0% (66)	10.0% (15)	3.3% (5)	150
Covenant Groups	9.3% (10)	13.9% (15)	13.0% (14)	63.9% (69)	108
Denominational involvement	8.1% (9)	17.1% (19)	29.7% (33)	45.0% (50)	111
Family	28.3% (34)	20.8% (25)	19.2% (23)	31.7% (38)	120
GLBT concerns	12.5% (13)	8.7% (9)	24.0% (25)	54.8% (57)	104
Intellectual stimulation	41.2% (61)	42.6% (63)	14.2% (21)	2.0% (3)	148
Meditation/Prayer	22.4% (28)	32.8% (41)	28.8% (36)	16.0% (20)	125
Minister	35.8% (49)	30.7% (42)	19.7% (27)	13.9% (19)	137
Choir/Music/Aesthetic appeal	31.9% (45)	41.8% (59)	19.9% (28)	6.4% (9)	141
Social action/Service activities	15.4% (19)	39.0% (48)	32.5% (40)	13.0% (16)	123
Spiritual growth	47.5% (66)	34.5% (48)	12.9% (18)	5.0% (7)	139
Unitarian Universalist beliefs	49.4% (76)	37.7% (58)	10.4% (16)	2.6% (4)	154
Worship	25.4% (32)	43.7% (55)	21.4% (27)	9.5% (12)	126
Youth groups	0.0% (0)	9.0% (9)	28.0% (28)	63.0% (63)	100
	<i>answered question</i>				181
	<i>skipped question</i>				12

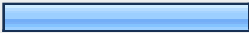

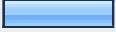
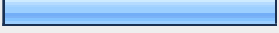
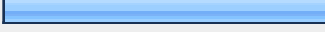
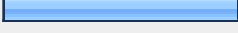
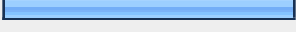


3. Indicate all the reasons you CONTINUE TO ATTEND the church and the importance of each:					
	Extremely	Very	Somewhat	None	Response Count
Adult religious education/enrichment	9.8% (13)	18.8% (25)	54.9% (73)	16.5% (22)	133
Campus/setting	7.3% (9)	32.3% (40)	44.4% (55)	16.1% (20)	124
Celebrating common values	57.1% (92)	34.8% (56)	8.1% (13)	0.0% (0)	161
Children's religious education	25.2% (31)	17.9% (22)	20.3% (25)	36.6% (45)	123
Choir	26.4% (38)	35.4% (51)	29.2% (42)	9.0% (13)	144
Community/Fellowship	63.6% (103)	26.5% (43)	8.6% (14)	1.2% (2)	162
Covenant Groups	32.6% (46)	24.1% (34)	16.3% (23)	27.0% (38)	141
Denominational involvement	6.7% (8)	23.3% (28)	44.2% (53)	25.8% (31)	120
Family	26.8% (34)	22.0% (28)	22.0% (28)	29.1% (37)	127
GLBT concerns	20.7% (24)	12.1% (14)	31.0% (36)	36.2% (42)	116
Intellectual stimulation	46.2% (72)	40.4% (63)	12.8% (20)	0.6% (1)	156
Meditation/Prayer	31.3% (42)	39.6% (53)	21.6% (29)	7.5% (10)	134
Minister	48.1% (74)	37.7% (58)	12.3% (19)	1.9% (3)	154
Music/Aesthetic appeal	39.5% (60)	45.4% (69)	13.2% (20)	2.0% (3)	152
Social action/Service activities	23.2% (32)	45.7% (63)	23.9% (33)	7.2% (10)	138
Spiritual growth	48.1% (75)	34.6% (54)	13.5% (21)	3.8% (6)	156
Unitarian Universalist beliefs	60.7% (99)	28.8% (47)	9.8% (16)	0.6% (1)	163
Worship	32.9% (46)	45.0% (63)	14.3% (20)	7.9% (11)	140
Youth groups	7.3% (8)	13.8% (15)	25.7% (28)	53.2% (58)	109
	Other (please specify)				19
	answered question				179
	skipped question				14

4. In which of the following church activities have you participated during the last year?						
	Weekly	Monthly	2-3 times a year	Maybe yearly	Never	Response Count
Adult religious education	0.8% (1)	3.8% (5)	9.8% (13)	24.2% (32)	61.4% (81)	132
Adult enrichment	2.0% (3)	15.5% (23)	23.0% (34)	29.7% (44)	29.7% (44)	148
Children's religious education activities	16.8% (23)	7.3% (10)	6.6% (9)	8.0% (11)	61.3% (84)	137
Choir/Drumming Circle/Other music performance	18.2% (26)	3.5% (5)	8.4% (12)	14.7% (21)	55.2% (79)	143
Committee or task force	16.7% (25)	34.0% (51)	12.0% (18)	8.7% (13)	28.7% (43)	150
Covenant Groups	2.5% (4)	50.0% (79)	3.2% (5)	5.1% (8)	39.2% (62)	158
Denominational meetings or workshops	0.0% (0)	2.2% (3)	12.9% (18)	20.1% (28)	64.7% (90)	139
Family Ministry Events	0.0% (0)	4.1% (6)	28.3% (41)	20.7% (30)	46.9% (68)	145
Greens Fair/Service Auction/Fundraising Special Events	1.9% (3)	3.8% (6)	43.0% (68)	33.5% (53)	17.7% (28)	158
Social action/Service activities	3.9% (6)	11.7% (18)	31.8% (49)	29.2% (45)	23.4% (36)	154
Social activities	2.0% (3)	12.0% (18)	53.3% (80)	15.3% (23)	17.3% (26)	150
Stewardship Drive	7.3% (11)	4.0% (6)	11.3% (17)	42.0% (63)	35.3% (53)	150
Sunday coffee hour	39.0% (60)	20.8% (32)	14.3% (22)	13.6% (21)	12.3% (19)	154
					Other (please specify)	19
					answered question	178
					skipped question	15

5. For how many hours a week, on average, did you participate in church activities (including Sunday services, coffee hours, Religious Education, committee work, etc.) during the most recent church year?

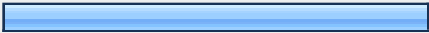
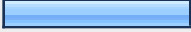
		Response Percent	Response Count
2 or fewer hours		40.1%	73
3-5 hours		48.4%	88
6-9 hours		6.6%	12
10 or more hours		4.9%	9
	answered question		182
	skipped question		11

6. Which of the following reasons for attending worship services are the three most important to you? (Select only 3)

		Response Percent	Response Count
Exploration of common values		37.7%	69
Intellectual stimulation		45.4%	83
Fellowship period after services		16.4%	30
Hearing, playing, or singing music		41.5%	76
Spiritual renewal and growth		49.7%	91
Personal reflection and meditation		36.1%	66
Sense of belonging		44.8%	82
Support and encouragement for social action		10.9%	20
Uplifting spiritual experience		31.1%	57
	answered question		183
	skipped question		10

7. Do you feel our Prudential Committee (governing board)...			
	Yes	No	Response Count
...is representative of different segments of church membership?	93.6% (147)	6.4% (10)	157
...encourages and supports development of new programs?	93.4% (141)	6.6% (10)	151
...is responsive to concerns of all segments of the congregation?	86.8% (132)	13.2% (20)	152
...is too concerned with implementing the wishes of the minister?	15.9% (23)	84.1% (122)	145
		Other (please specify)	34
		answered question	162
		skipped question	31

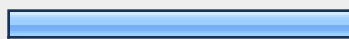


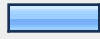
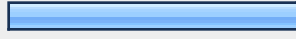
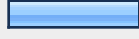
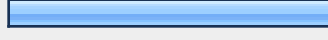


8. What is the one main thing you would like to see our church achieve in the next 3 to 5 years?		
		Response Count
		152
	answered question	152
	skipped question	41

9. What are your personal feelings about our membership growth?			
		Response Percent	Response Count
Favorable, to allow more people to benefit from Unitarian Universalism in general and the church in particular.		65.4%	119
Favorable, because my life is made richer and deeper by sharing this faith with others.		28.6%	52
Unfavorable, because I prefer the current size of our congregation.		6.0%	11
		<i>answered question</i>	182
		<i>skipped question</i>	11

10. Using a scale of 1-5 with 1 being "strongly agree" and 5 being "strongly disagree", where would you locate your response to the following statements?







	1 (strongly agree)	2	3	4	5 (strongly disagree)	Response Count
A personal relationship with God is a vital part of my spiritual life and a necessary part of my worship experience	9.0% (16)	12.4% (22)	20.3% (36)	18.6% (33)	39.5% (70)	177
The world betrays the presence of an intelligent designer, but personal knowledge of a relationship with that reality is not a possibility	6.3% (10)	10.8% (17)	19.6% (31)	27.8% (44)	35.4% (56)	158
The concept of god is a human illusion that has caused vast suffering throughout human history	15.4% (26)	18.9% (32)	29.6% (50)	20.1% (34)	16.0% (27)	169
It may be that God exists, but it is a waste of human energy to argue over the existence of God when there are so many more important demands upon our time and resources	23.3% (40)	27.3% (47)	29.1% (50)	7.6% (13)	12.8% (22)	172
The powers traditionally attributed to a supernatural deity are inherent in the natural world, which is the focus of my respect and devotion	36.7% (62)	24.9% (42)	22.5% (38)	8.3% (14)	7.7% (13)	169
I do not know whether or not God exists, but I am willing to explore the possibility	27.1% (46)	17.6% (30)	28.8% (49)	15.3% (26)	11.2% (19)	170
It is beyond the capacity of human beings to know whether there is a God	23.2% (39)	17.9% (30)	27.4% (46)	14.9% (25)	16.7% (28)	168
"Goodness" and "meaning" are human constructs created as a result of the human encounter with each other and the world	35.7% (60)	35.7% (60)	20.8% (35)	3.6% (6)	4.2% (7)	168
The life, teachings, and death of Jesus of Nazareth are central to my understanding of God, the Universe, and the human condition	2.3% (4)	5.1% (9)	21.1% (37)	29.7% (52)	41.7% (73)	175
Family rituals and traditions are a						

central element in my religious and spiritual life	21.8% (38)	22.4% (39)	28.7% (50)	17.2% (30)	9.8% (17)	174
My spiritual life is grounded in a sense of the fullness and connectedness of all things	53.7% (94)	30.3% (53)	13.1% (23)	1.7% (3)	1.1% (2)	175
My spiritual life is lived in response to the sacred circle of being and the effort to live in harmony with the rhythms of nature	30.6% (53)	28.9% (50)	24.3% (42)	12.1% (21)	4.0% (7)	173
I am inspired by the traditions of indigenous peoples and find in their rituals and practices a deepened sense of the sacred and interconnected quality of life	16.2% (28)	28.3% (49)	28.9% (50)	18.5% (32)	8.1% (14)	173
	<i>answered question</i>					179
	<i>skipped question</i>					14

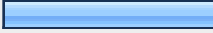
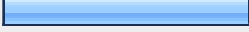
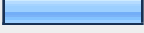

11. In addition to Unitarian Universalism, what faith traditions are currently important in your religious development?			
		Response Percent	Response Count
Buddhism		52.7%	69
Hinduism		6.9%	9
Islam		5.3%	7
Judaism		13.7%	18
Earth Centered Spirituality		44.3%	58
Theological Christianity		19.8%	26
Religious Humanism		49.6%	65
Taoism		10.7%	14
Other		6.9%	9
	(please specify)		28
	<i>answered question</i>		131
	<i>skipped question</i>		62

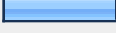
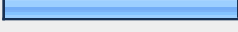
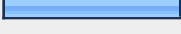
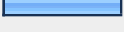

12. What religious practices are important in your personal life and how frequently do you engage in them?

	Often	Occasionally	Seldom	Never-- this practice is not important to me	Response Count
Prayer	19.4% (33)	22.9% (39)	29.4% (50)	28.2% (48)	170
Meditation	21.0% (37)	44.3% (78)	24.4% (43)	10.2% (18)	176
Yoga	12.7% (21)	22.9% (38)	28.3% (47)	36.1% (60)	166
Journaling	9.9% (16)	18.5% (30)	32.1% (52)	39.5% (64)	162
Engagement in small group ministries	31.3% (51)	19.6% (32)	25.8% (42)	23.3% (38)	163
Other	56.3% (18)	3.1% (1)	0.0% (0)	40.6% (13)	32
				(please specify)	31
				answered question	179
				skipped question	14

13. Which most closely corresponds with your belief about immortality?			
		Response Percent	Response Count
A person's memory lives on in the minds and hearts of their loved ones		55.0%	99
A person's body dies but a person's spirit or soul lives on		25.0%	45
At some point in the future, a person's body and soul are resurrected		0.6%	1
A person's soul is reborn into another living being		4.4%	8
Concern for immortality distracts from fully living in the moment		9.4%	17
No opinion		5.6%	10
	answered question		180
	skipped question		13

14. How often would you like the minister to preach?			
		Response Percent	Response Count
3 times a month or more		76.7%	138
2 or 3 times a month		22.8%	41
2 times a month or less		0.6%	1
	answered question		180
	skipped question		13

15. How often would you like a guest minister or "outside" guest speaker?			
		Response Percent	Response Count
1 time per month		32.2%	58
1 time every 2 months		37.8%	68
1 time every 3-4 months		21.1%	38
1-2 times/year		8.9%	16
Never		0.0%	0
		<i>answered question</i>	180
		<i>skipped question</i>	13

16. How often would you like the Sunday service to be designed and presented by one or more church members?			
		Response Percent	Response Count
1 time per month		16.9%	30
1 time every 2 months		36.0%	64
1 time every 3-4 months		27.0%	48
1-2 times/year		18.0%	32
Never		2.2%	4
		<i>answered question</i>	178
		<i>skipped question</i>	15

17. How important to you are the following specific items which may be part of a Sunday worship service? Please list no more than 4 items as "Extremely Important". There are no restrictions on the levels of importance for all the remaining items.

	Extremely important	Very important	Somewhat important	Not important	Response Count
Announcements	3.6% (6)	29.2% (49)	59.5% (100)	7.7% (13)	168
Celebrating religious holidays	11.7% (19)	37.4% (61)	42.3% (69)	8.6% (14)	163
Chalice lightings	14.1% (24)	46.5% (79)	32.4% (55)	7.1% (12)	170
Child dedications	7.7% (13)	56.2% (95)	32.0% (54)	4.1% (7)	169
Children's choir	7.2% (12)	55.1% (92)	32.3% (54)	5.4% (9)	167
Children's story	6.6% (11)	49.1% (82)	35.3% (59)	9.0% (15)	167
Choir	51.4% (89)	42.2% (73)	6.4% (11)	0.0% (0)	173
Coffee hour	19.9% (33)	48.8% (81)	27.1% (45)	4.2% (7)	166
Community Plate	24.7% (40)	58.6% (95)	14.8% (24)	1.9% (3)	162
Family Sunday	8.8% (14)	36.3% (58)	42.5% (68)	12.5% (20)	160
Instrumental music	32.6% (56)	51.2% (88)	15.1% (26)	1.2% (2)	172
Lay participation	15.5% (26)	42.3% (71)	38.7% (65)	3.6% (6)	168
Meditation/Prayer	31.0% (52)	46.4% (78)	19.6% (33)	3.0% (5)	168
Multicultural sensitivity	14.0% (23)	61.6% (101)	22.0% (36)	2.4% (4)	164
offertory	8.6% (14)	63.2% (103)	24.5% (40)	3.7% (6)	163
Readings	16.9% (28)	63.9% (106)	19.3% (32)	0.0% (0)	166
Reciting congregational covenant	7.4% (12)	39.5% (64)	44.4% (72)	8.6% (14)	162
Recognizing visitors	8.5% (14)	63.6% (105)	24.2% (40)	3.6% (6)	165
Responsive readings	3.1% (5)	42.1% (67)	44.7% (71)	10.1% (16)	159
Sermon	86.9% (152)	12.0% (21)	0.6% (1)	0.6% (1)	175
Sharing joys and concerns	22.3% (37)	37.3% (62)	31.3% (52)	9.0% (15)	166
Singing of hymns	35.2% (62)	49.4% (87)	13.1% (23)	2.3% (4)	176
Other (please specify)					25

	<i>answered question</i>	181
	<i>skipped question</i>	12

18. How important to you are these various Sunday worship sermon topics? Please list no more than 4 items as "Extremely Important". There are no restrictions on the levels of importance for all the remaining items.

	Extremely important	Very important	Somewhat important	Not important	Response Count
Christian traditions	2.5% (4)	14.9% (24)	55.3% (89)	27.3% (44)	161
Coping with life	45.8% (77)	47.6% (80)	6.5% (11)	0.0% (0)	168
Creative and artistic abilities	7.8% (12)	37.0% (57)	49.4% (76)	5.8% (9)	154
Current political events	5.6% (9)	39.4% (63)	39.4% (63)	15.6% (25)	160
Defining Unitarian Universalism	27.4% (45)	44.5% (73)	26.2% (43)	1.8% (3)	164
Earth-centered traditions	14.5% (23)	31.4% (50)	45.9% (73)	8.2% (13)	159
Family relationships and values	29.0% (47)	54.3% (88)	16.7% (27)	0.0% (0)	162
Jewish traditions	0.6% (1)	24.5% (39)	59.7% (95)	15.1% (24)	159
Non-western religions	5.6% (9)	38.1% (61)	50.6% (81)	5.6% (9)	160
Personal growth	40.6% (67)	47.3% (78)	12.1% (20)	0.0% (0)	165
Philosophical ideas	26.1% (43)	58.2% (96)	13.9% (23)	1.8% (3)	165
Psychological perspectives on life's issues	22.6% (36)	54.7% (87)	20.8% (33)	1.9% (3)	159
Religious implications of science and modern knowledge	21.0% (34)	51.9% (84)	19.8% (32)	7.4% (12)	162
Spiritual growth	58.4% (97)	33.7% (56)	6.6% (11)	1.2% (2)	166
Stimulate action of convictions	26.9% (43)	58.1% (93)	14.4% (23)	0.6% (1)	160
Theological values	6.8% (11)	58.6% (95)	29.0% (47)	5.6% (9)	162
UU denominational issues	4.3% (7)	38.0% (62)	52.8% (86)	4.9% (8)	163
UU history	5.0% (8)	43.8% (70)	46.9% (75)	4.4% (7)	160
Values and perspectives on social issues	38.4% (63)	50.6% (83)	11.0% (18)	0.0% (0)	164

	Other (please specify)	6
	answered question	172
	skipped question	21

19. How important to you are these Sunday worship service objectives? Please list no more than 3 items as "Extremely Important". There are no restrictions on the levels of importance for all the remaining items.					
	Extremely important	Very important	Somewhat important	Not important	Response Count
Build community	47.1% (81)	49.4% (85)	3.5% (6)	0.0% (0)	172
Help us understand ourselves better; self-reflection	53.5% (92)	43.6% (75)	2.9% (5)	0.0% (0)	172
Help us lay down our burdens and look ahead with new hope	29.5% (49)	50.0% (83)	20.5% (34)	0.0% (0)	166
Inspire reverence for life and spiritual growth	54.7% (93)	41.2% (70)	4.1% (7)	0.0% (0)	170
Promote a supportive environment for developing and sharing individual feelings and beliefs	30.1% (50)	54.8% (91)	14.5% (24)	0.6% (1)	166
Show new paths for individual growth and change	37.1% (62)	52.7% (88)	9.6% (16)	0.6% (1)	167
Spur individuals to act on their own convictions	25.2% (41)	55.8% (91)	18.4% (30)	0.6% (1)	163
				Other (please specify)	2
				answered question	176
				skipped question	17

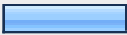

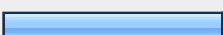

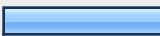
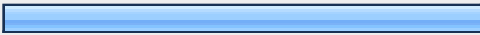




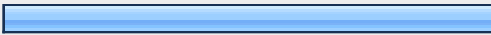
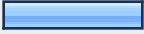
20. The following attributes (each briefly described) were identified in our Church History conversations as attributes we admire in a minister. Please read and evaluate them according to the importance you give to each in our next minister, with #1 being the most important and # 6 being the least important. Please place only one check in each column.

	1	2	3	4	5	6	Response Count
A STRONG CHURCH LEADER: Someone with good skills in communication, interpersonal relations, team-building with volunteers, staff, and the different generations of our church families.	37.9% (64)	29.6% (50)	23.1% (39)	7.1% (12)	2.4% (4)	0.0% (0)	169
AN INSPIRATIONAL HUMAN LEADER: Someone who cares about people, has emotional maturity, is warm, patient, with a sense of humor and adventure, can lead us in conflict management, can ask for help; someone who is real.	61.8% (105)	25.3% (43)	10.0% (17)	2.9% (5)	0.0% (0)	0.0% (0)	170
A GENTLE WISE PASTOR: Someone who can be present with church members and their families in times of tragedy or trauma, as guide and comforter; someone who will visit our home-bound elderly.	18.3% (31)	21.9% (37)	17.8% (30)	31.4% (53)	8.9% (15)	1.8% (3)	169
AN INSPIRATIONAL PREACHER: Someone who preaches from the heart and the head, guiding us to deeper spiritual understanding, offering food for thought. Someone who is present and flexible in worship.	50.3% (84)	22.8% (38)	15.6% (26)	9.0% (15)	2.4% (4)	0.0% (0)	167
A PROPHET OF OUR FAITH: Someone committed to bringing the principles and values of our faith to the public square.	6.6% (11)	13.3% (22)	14.5% (24)	14.5% (24)	45.2% (75)	6.0% (10)	166
Other	17.4% (4)	13.0% (3)	4.3% (1)	0.0% (0)	4.3% (1)	60.9% (14)	23
Other (please explain)							21
answered question							172



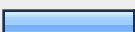


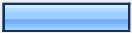
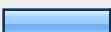
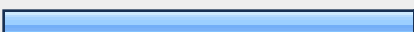

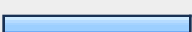
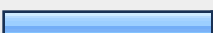
21. What strengths of our current or past ministers would you like the Search Committee to look for in our next minister?

	Response Count
	115
<i>answered question</i>	115
<i>skipped question</i>	78

22. Responsibility for a successful church is shared among the minister, other staff, and lay leadership. In terms of personal capabilities and time and attention, which of the following priorities for the church's next minister do you consider to be the most important? (Please select only 3)

		Response Percent	Response Count
Assuring efficient and effective church administration		18.4%	32
Caring for and counseling individuals		27.0%	47
Creating a sense of awe and wonder in Sunday services		33.3%	58
Encouraging congregational social justice programs		8.6%	15
Encouraging volunteers and developing lay leadership		24.1%	42
Fostering a sense of fellowship and community within the church		73.6%	128
Guiding/facilitating committee work		6.3%	11
Leading and guiding the church staff		4.0%	7
Offering stimulating adult enrichment programs		1.1%	2
Participating in religious education for children and youth		7.5%	13
Presenting stimulating and challenging Sunday services		75.3%	131
Providing visible leadership in the community beyond the church		21.3%	37
		<i>answered question</i>	174
		<i>skipped question</i>	19



23. Which of the following qualities do you think are the most important considerations in screening ministerial candidates? (Please select only 3)

		Response Percent	Response Count
Character (strong moral consistency, stability, reliability)		38.9%	68
Consultive and cooperative approach		10.3%	18
Creativity (ability to develop and present new ideas and methods)		20.0%	35
Empathy (genuine interest in and concern about others)		52.0%	91
Humility (awareness of his/her limitations)		10.3%	18
Intellectual depth and rigor		18.9%	33
Open-mindedness (receptive to other ideas)		16.0%	28
Professional competence (ability to communicate, counsel, empower, etc.)		63.4%	111
Scholarship (educated, informed, interesting)		13.7%	24
Sense of calling (motivated, enthusiastic)		28.6%	50
Sense of humor		32.0%	56
		<i>answered question</i>	175
		<i>skipped question</i>	18


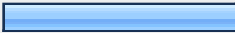

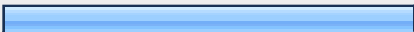
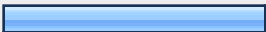
24. UU tradition and this congregation's historical practice is that the minister should have freedom of the pulpit, whereby s/he may express whatever views s/he may hold without censorship from the congregation.

	Yes	No	Not sure	Response Count
Do you agree with this policy?	90.2% (157)	1.1% (2)	8.6% (15)	174
Do you believe that this policy extends to the expression of partisan political views?	30.6% (52)	35.3% (60)	34.1% (58)	170
	<i>answered question</i>			175
	<i>skipped question</i>			18

25. The UUA General Assembly adopted an equal opportunity policy in 1989 which states "ministerial settlement procedures without discrimination because of race, color, disability, sex, affectional or sexual orientation, age, or national origin." Do you have any reservations regarding the application of this policy in regard to our church?

		Response Percent	Response Count
Yes		7.6%	13
No		92.4%	157
	If yes, please elaborate		6
	<i>answered question</i>		170
	<i>skipped question</i>		23

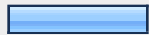
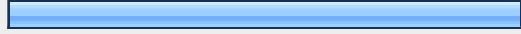
26. How would you personally feel about our congregation calling as a minister a person who is...				
	Enthusiastic	Comfortable	Uncomfortable	Response Count
Male?	28.8% (49)	70.6% (120)	0.6% (1)	170
Female?	50.0% (86)	50.0% (86)	0.0% (0)	172
White?	27.9% (48)	72.1% (124)	0.0% (0)	172
A person of color/member of historically marginalized ethnic/cultural group?	34.9% (60)	64.5% (111)	0.6% (1)	172
Gay or lesbian?	33.7% (58)	63.4% (109)	2.9% (5)	172
Bisexual?	23.4% (40)	63.7% (109)	12.9% (22)	171
Transgender?	13.7% (23)	57.1% (96)	29.2% (49)	168
Physically challenged?	22.9% (39)	74.1% (126)	2.9% (5)	170
Politically liberal?	39.2% (67)	59.6% (102)	1.2% (2)	171
Politically conservative?	2.4% (4)	44.1% (75)	53.5% (91)	170
From a moneyed background?	8.9% (15)	87.6% (148)	3.6% (6)	169
From a working class background?	19.4% (33)	80.6% (137)	0.0% (0)	170
Younger than 40?	21.5% (37)	74.4% (128)	4.1% (7)	172
Older than 60?	9.4% (16)	74.9% (128)	15.8% (27)	171
Two ministers as a co-ministry team?	20.0% (34)	57.6% (98)	22.4% (38)	170
	answered question			174
	skipped question			19

27. Which two statements best describe the minister's leadership role?			
		Response Percent	Response Count
The minister administers the daily operations of the congregation, guiding the various committees in their work		6.4%	11
The minister is actively involved in many of the committees of the congregation as a consultant/stimulator/facilitator		35.5%	61
The minister is primarily concerned with the religious life of the congregation; the committees are the primary administrators of the congregation		36.0%	62
While the board and the committees set policy or organize the programs of the congregation, the minister also has an administrative role in operations. This necessitates a cooperative, collaborative approach		63.4%	109
Visionary		40.1%	69
	answered question		172
	skipped question		21

28. How important are these various ministerial functions to you? Please list no more than 3 items as "Extremely Important". There are no restrictions on the levels of importance for all the remaining items.

	Extremely Important	Very Important	Somewhat Important	Not Important	Response Count
Administration	4.4% (7)	56.3% (90)	38.1% (61)	1.3% (2)	160
Adult religious education	1.2% (2)	44.8% (73)	48.5% (79)	5.5% (9)	163
Alternative worship	3.2% (5)	22.4% (35)	53.2% (83)	21.2% (33)	156
Anti-racism/anti-oppression work	6.3% (10)	44.4% (71)	42.5% (68)	6.9% (11)	160
Children's religious education	8.3% (13)	48.7% (76)	40.4% (63)	2.6% (4)	156
conflict management	13.1% (21)	67.5% (108)	18.8% (30)	0.6% (1)	160
Church dynamics	25.2% (39)	60.6% (94)	14.2% (22)	0.0% (0)	155
Committee work	0.6% (1)	41.0% (66)	54.7% (88)	3.7% (6)	161
Community building	33.3% (53)	57.2% (91)	9.4% (15)	0.0% (0)	159
Denominational activities	1.9% (3)	55.9% (90)	38.5% (62)	3.7% (6)	161
Facilitation	5.7% (9)	64.6% (102)	28.5% (45)	1.3% (2)	158
Facilities design and management	0.6% (1)	10.7% (17)	54.7% (87)	34.0% (54)	159
Finance	0.0% (0)	40.1% (65)	53.1% (86)	6.8% (11)	162
Hospital calling	2.5% (4)	59.9% (97)	36.4% (59)	1.2% (2)	162
Interfaith outreach and communication	5.0% (8)	52.8% (85)	41.0% (66)	1.2% (2)	161
Involvement in Stewardship	4.4% (7)	61.0% (97)	32.1% (51)	2.5% (4)	159
Leadership development	17.3% (28)	66.0% (107)	16.7% (27)	0.0% (0)	162
Membership growth	9.2% (15)	62.0% (101)	27.6% (45)	1.2% (2)	163
Music and liturgical arts	2.5% (4)	47.9% (78)	43.6% (71)	6.1% (10)	163
Personal counseling	14.1% (23)	59.5% (97)	24.5% (40)	1.8% (3)	163
Preaching	71.0% (120)	27.2% (46)	1.8% (3)	0.0% (0)	169
Scholarship	3.1% (5)	50.3% (80)	40.9% (65)	5.7% (9)	159
Social action	7.4% (12)	59.5% (97)	31.9% (52)	1.2% (2)	163





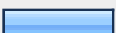




Spiritual guidance	30.4% (49)	59.6% (96)	9.9% (16)	0.0% (0)	161
Staff leadership	1.3% (2)	76.9% (123)	21.3% (34)	0.6% (1)	160
Worship	42.7% (70)	49.4% (81)	6.7% (11)	1.2% (2)	164
Young adult ministry	0.6% (1)	56.7% (89)	39.5% (62)	3.2% (5)	157
Youth ministry	2.6% (4)	53.9% (83)	39.6% (61)	3.9% (6)	154
Other (please specify)					3
answered question					171
skipped question					22



29. Another household member is answering household questions number 30-32 on my behalf.			
		Response Percent	Response Count
Yes		21.1%	36
No		78.9%	135
answered question			171
skipped question			22


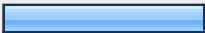
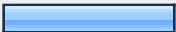
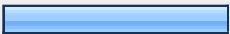
30. If you have children, please indicate how many in each group.





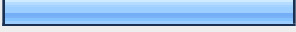
Number						
	0	1	2	3	4	5
Preschool	64.3% (18)	35.7% (10)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Grades:K-3	59.4% (19)	31.3% (10)	9.4% (3)	0.0% (0)	0.0% (0)	0.0% (0)
Grades:K 4-6	51.5% (17)	39.4% (13)	9.1% (3)	0.0% (0)	0.0% (0)	0.0% (0)
Grades:K 7-8	56.7% (17)	36.7% (11)	3.3% (1)	3.3% (1)	0.0% (0)	0.0% (0)
Grades:K 9-12	63.0% (17)	29.6% (8)	7.4% (2)	0.0% (0)	0.0% (0)	0.0% (0)
College	50.0% (16)	31.3% (10)	15.6% (5)	0.0% (0)	3.1% (1)	0.0% (0)
Number in R.E. at church						
	0	1	2	3	4	5
Preschool	70.0% (14)	30.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Grades:K-3	50.0% (12)	41.7% (10)	8.3% (2)	0.0% (0)	0.0% (0)	0.0% (0)
Grades:K 4-6	48.0% (12)	40.0% (10)	12.0% (3)	0.0% (0)	0.0% (0)	0.0% (0)
Grades:K 7-8	70.0% (14)	20.0% (4)	5.0% (1)	5.0% (1)	0.0% (0)	0.0% (0)
Grades:K 9-12	93.8% (15)	0.0% (0)	6.3% (1)	0.0% (0)	0.0% (0)	0.0% (0)
College	100.0% (16)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)


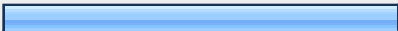
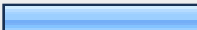
31. What was your total gross family/household income before taxes last year?			
		Response Percent	Response Count
Less than \$25,000		8.5%	11
\$25,000 to \$50,000		33.1%	43
\$50,001 to \$75,000		21.5%	28
\$75,001 to \$100,000		18.5%	24
\$100,001 to \$125,000		7.7%	10
\$125,001 to \$150,000		5.4%	7
\$150,001 to \$200,000		2.3%	3
Over \$200,000		3.1%	4
		<i>answered question</i>	130
		<i>skipped question</i>	63







32. What is your current family/household pledge--- whether you pledge as individuals or as a family?			
		Response Percent	Response Count
Less than \$200		11.5%	16
\$200 to \$499		18.0%	25
\$500 to \$749		12.9%	18
\$750 to \$999		11.5%	16
\$1000 to \$1499		16.5%	23
\$1500 to \$1999		13.7%	19
\$2000 to \$3499		10.8%	15
\$3500 to \$5000		3.6%	5
\$5000 plus		1.4%	2
		<i>answered question</i>	139
		<i>skipped question</i>	54

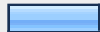
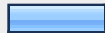

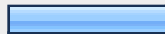



33. What is your affiliation with the congregation?			
		Response Percent	Response Count
Member		90.8%	158
Friend		9.2%	16
		<i>answered question</i>	174
		<i>skipped question</i>	19


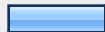
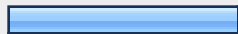
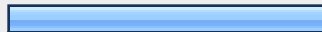
34. How long have you been associated with the congregation?			
		Response Percent	Response Count
2 years or less		9.2%	16
3-10 years		30.5%	53
11-20 years		25.9%	45
21 years or more		34.5%	60
		<i>answered question</i>	174
		<i>skipped question</i>	19

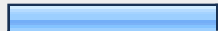
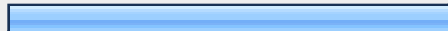

35. When you have been in serious need of help to what extent did the congregation reach out and offer support to you?			
		Response Percent	Response Count
Not at all		6.4%	11
A little bit		19.2%	33
A fair amount		12.2%	21
A great deal		17.4%	30
Not applicable, I have not been unwell while affiliated with the congregation		44.8%	77
		<i>answered question</i>	172
		<i>skipped question</i>	21






36. What is your age?			
		Response Percent	Response Count
39 or less		9.4%	16
40-64		60.8%	104
65 or more		29.8%	51
		<i>answered question</i>	171
		<i>skipped question</i>	22

37. How many years have you been a Unitarian Universalist?			
		Response Percent	Response Count
0-2 years		7.5%	13
3-5 years		9.8%	17
6-10 years		13.8%	24
11-15 years		14.9%	26
16-25		21.8%	38
More than 25 years		32.2%	56
		<i>answered question</i>	174
		<i>skipped question</i>	19

38. What was your most recent prior religious affiliation?			
		Response Percent	Response Count
None		13.7%	23
Always a UU		14.3%	24
Buddhist		1.8%	3
Catholic Christian		23.8%	40
Earth Centered Spirituality		3.0%	5
Hindu		0.0%	0
Jewish		3.0%	5
Muslim		0.0%	0
Protestant Christian		40.5%	68
	Other (please specify)		11
	<i>answered question</i>		168
	<i>skipped question</i>		25

39. How much is your affiliation with this congregation and/or Unitarian Universalism a source of strength or comfort to you?			
		Response Percent	Response Count
None at all		1.7%	3
Somewhat		14.5%	25
A fair amount		35.3%	61
A great deal		48.6%	84
	<i>answered question</i>		173
	<i>skipped question</i>		20




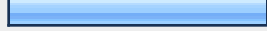

40. What is your gender?			
		Response Percent	Response Count
Male		31.8%	55
Female		67.6%	117
Transgender		0.6%	1
		answered question	173
		skipped question	20



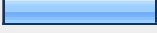
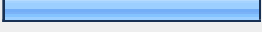
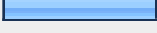
41. What is your sexual orientation?			
		Response Percent	Response Count
Bisexual		7.6%	13
Gay		1.8%	3
Heterosexual		82.9%	141
Lesbian		5.9%	10
Other (please indicate)		1.8%	3
		Other (please specify)	7
		answered question	170
		skipped question	23

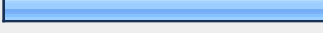
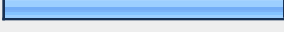

42. What is your current marital status?			
		Response Percent	Response Count
Divorced		13.9%	24
In Civil Union		4.6%	8
Living with partner		3.5%	6
Married		60.1%	104
Separated		1.7%	3
Single		5.2%	9
Widowed		11.0%	19
		<i>answered question</i>	173
		<i>skipped question</i>	20

43. Is your spouse/partner affiliated with the congregation?			
		Response Percent	Response Count
Yes		59.9%	100
No		13.2%	22
Not applicable		26.9%	45
		<i>answered question</i>	167
		<i>skipped question</i>	26

44. What is your ethnic/racial background?			
	Primary ethnicity	Other ethnicities	Response Count
African American/Black	0.0% (0)	0.0% (0)	0
American Indian/Alaska Native	16.7% (1)	83.3% (5)	6
Asian	0.0% (0)	0.0% (0)	0
Hispanic/Latino	0.0% (0)	0.0% (0)	0
Pacific Islander	100.0% (2)	0.0% (0)	2
White (not of Hispanic origin)	100.0% (171)	0.6% (1)	171
		Other (please specify)	1
		answered question	173
		skipped question	20

45. What formal education have you completed? (Check highest level)			
		Response Percent	Response Count
Less than high school		0.0%	0
High school or GED equivalent		1.1%	2
Associate's degree, trade school, or some college		12.6%	22
Bachelor's or conservatory degree		30.5%	53
Master's degree		39.7%	69
PhD, M.D., J.D., or similar advanced degree		16.1%	28
		answered question	174
		skipped question	19

46. How central/peripheral is your affiliation with Unitarian Universalism to your identity as an individual?			
		Response Percent	Response Count
Highly peripheral		5.8%	10
Somewhat peripheral		8.7%	15
Neither peripheral nor central		23.1%	40
Somewhat central		39.3%	68
Highly central		23.1%	40
		<i>answered question</i>	173
		<i>skipped question</i>	20

47. About how long does it take you to travel to the church from home?			
		Response Percent	Response Count
Less than 15 minutes		49.1%	85
16-30 minutes		42.8%	74
31-45 minutes		8.1%	14
46-60 minutes		0.0%	0
Over an hour		0.0%	0
		<i>answered question</i>	173
		<i>skipped question</i>	20

48. ENDOWMENT						
	Extremely important	Somewhat important	Neutral	Somewhat unimportant	Extremely unimportant	Response Count
How important or unimportant is it to you that we limit the use of our endowment in order to preserve and rebuild this resource as a reliable emergency fund in the future?	43.4% (75)	34.7% (60)	16.8% (29)	4.0% (7)	1.2% (2)	173
	<i>answered question</i>					173
	<i>skipped question</i>					20

49. ENDOWMENT						
	Extremely important	Somewhat important	Neutral	Somewhat unimportant	Extremely unimportant	Response Count
How important or unimportant is it to you that we reach a sustainable level of funding for the church budget through our own stewardship pledge commitments?	60.1% (104)	27.7% (48)	11.0% (19)	0.0% (0)	1.2% (2)	173
	<i>answered question</i>					173
	<i>skipped question</i>					20

50. We are increasingly understanding in our congregation that ministry in the church is shared by us all. There are certain attributes we are looking for in our next minister. There are also certain attributes that a minister might be looking for in us. In our Church History Conversations the following came up as attributes a minister might be looking for in us. Please rate each of the following 8 attributes in terms of how important you think it would be for us to assure the candidate that he/she will find it among us. Please place only one check in each column (Most important=#1; least important=#8)

	1	2	3	4	5	6	7	8	Response Count
We welcome newcomers into the life and activities of the congregation.	37.5% (60)	17.5% (28)	11.3% (18)	11.9% (19)	3.1% (5)	6.9% (11)	10.6% (17)	1.3% (2)	160
We offer the minister direct and gentle feedback early when we have a concern regarding their ministry.	29.0% (47)	21.6% (35)	12.3% (20)	11.1% (18)	8.6% (14)	8.0% (13)	3.7% (6)	5.6% (9)	162
We stay with the congregation to work out differences of opinion, learning to work it out rather than to leave.	33.1% (53)	20.0% (32)	5.6% (9)	11.9% (19)	10.6% (17)	4.4% (7)	10.0% (16)	4.4% (7)	160
We uphold our shared commitment of stretching toward sustainable stewardship, even when we disagree.	23.7% (37)	23.1% (36)	14.7% (23)	12.2% (19)	9.0% (14)	10.3% (16)	5.1% (8)	1.9% (3)	156
We will be committed to fair compensation for our minister and staff, based on UUA guidelines.	31.8% (49)	20.8% (32)	16.9% (26)	9.1% (14)	6.5% (10)	7.1% (11)	1.9% (3)	5.8% (9)	154
We accept our called minister's human vulnerabilities, need for self care and balance in their life.	35.8% (58)	24.7% (40)	13.0% (21)	4.3% (7)	9.3% (15)	5.6% (9)	6.2% (10)	1.2% (2)	162
We understand that church growth only happens when the congregation and the minister embrace how profoundly it deepens and broadens our experience of the gifts of community.	38.9% (61)	20.4% (32)	8.9% (14)	8.3% (13)	5.1% (8)	7.6% (12)	7.6% (12)	3.2% (5)	157
We welcome growth as success in embracing those seeking this healing faith.	25.8% (40)	18.7% (29)	14.2% (22)	3.9% (6)	7.7% (12)	4.5% (7)	7.7% (12)	17.4% (27)	155
Other	30.0% (3)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	70.0% (7)	10

	Other (please specify)	20
	<i>answered question</i>	166
	<i>skipped question</i>	27

51. PLEASE CLICK ON THE "DONE" BUTTON BELOW TO COMPLETE THE SURVEY.		
		Response Count
		6
	<i>answered question</i>	6
	<i>skipped question</i>	187