
People's Church Self-Survey

You and Your Relationship with People's Church

Interpretation of the Data Gathered

Sources of Data. The survey was completed by over 65% of the congregation, including representation from all ages, but few representing our LGBTQ and multi-racial families. Respondents have a high level of education and are almost all Caucasian. In addition to the survey, we conducted nine cottage meeting discussions this fall and three all church transition discussions last winter. Our responses to the CR and other search tasks reflect our interpretation of the survey data, the cottage meeting discussion, and the transition meetings held in year one. Major themes from the survey that have been affirmed in these other meetings are summarized below.

Our Theological Roots and Desires. We are an ethically-minded, inclusive, open congregation with a rich diversity of theological beliefs, though most of us come from other religious traditions. We hope for Sunday services that stimulate and inspire us and help us live out our UU values in our daily lives. We come seeking community and fellowship in this safe and sacred space.

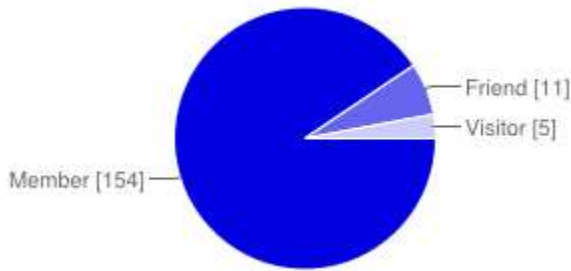
Needs to Address and Strengths to Sustain. We currently lack clarity as to our desired operational processes and structure, governance, preferred church size, and issues around program-model versus pastoral-model preferences. We hope to embrace more of a shared ministry, in our church operations and governance, rather than being as heavily minister-driven as we have been in the past. We have many hopes for our future, but need to determine what energy and resources are available in a sustainable way.

An intentional approach to leadership development and expansion is needed. We struggle with volunteer burnout, especially in our RE program, which is extremely popular yet chronically short of volunteer resources. We have broad diversity in ages but want more connections across the generations. Our first year of interim ministry was a bit rocky and impacted the morale and participation of some of the congregation, which was reflected in their responses. The second year has been much more positive and productive, and the path toward addressing these needs has been prepared.

We are proud of our strengths in our social justice work and our religious education program, and hope to expand these offerings to young adults and adults. Many of us recognize the need to move further in our journey to become anti-racist, green, and welcoming. We are proud of our attractive building and beautiful grounds, but are concerned about their maintenance and upkeep. There is a desire for more clarity in understanding the church's operation, staff and committee and board responsibilities, and the minister's role in the overall administration of church operation and staff supervision.

The Minister We Seek. Although we want a minister who is a strongly competent professional overall, it is clearly the desire of our congregation to have the minister's main gifts and contributions be in the experience of Sunday services, to stimulate and expand our thinking and to inspire and guide our spiritual and personal development, as well as to strengthen and connect our beloved community. We hope for a minister who will work with us in a collaborative partnership, discovering and using our gifts, and assisting us in the path toward right relations in all that we do together.

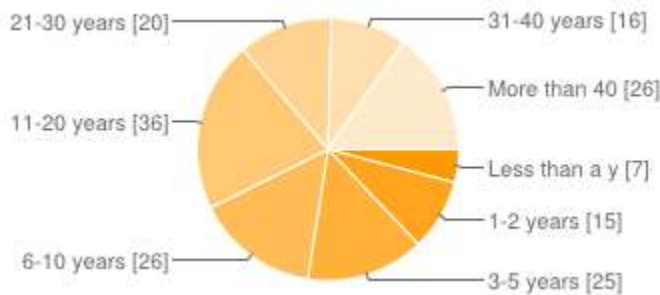
What is your affiliation with People's Church?



Member	154	90%
Friend	11	6%
Visitor	5	3%

154 members represents 68% of our 226 members.

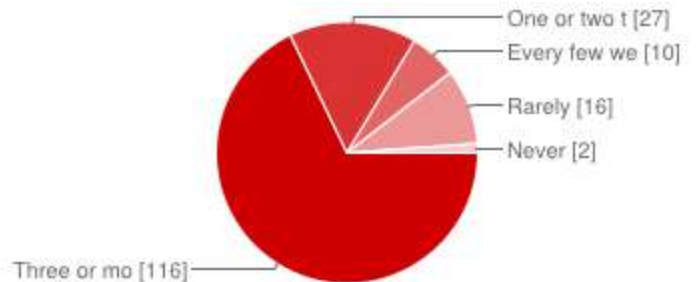
How long have you been associated with our congregation?



Less than a year	7	4%
1-2 years	15	9%
3-5 years	25	15%
6-10 years	26	15%
11-20 years	36	21%
21-30 years	20	12%
31-40 years	16	9%
More than 40 years	26	15%

During the last year, approximately how often have you attended Sunday morning services and/or other related Sunday morning events?

Three or more times per month	116	67%
One or two times per month	27	16%
Every few weeks	10	6%
Rarely	16	9%
Never	2	1%

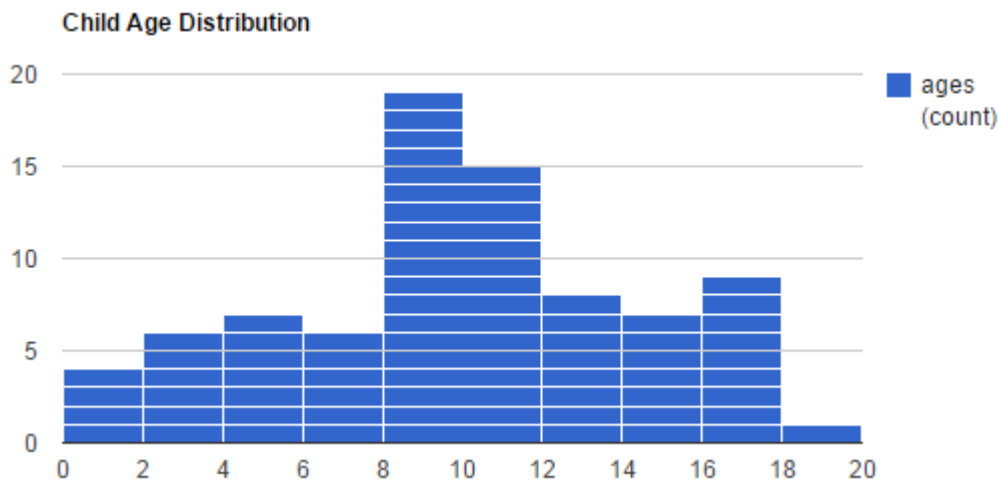


Our average Sunday attendance is 162 adults.

Please indicate if someone else has answered the below question about children living in your household or if there are no children in your home. If you check one of these boxes, please do not answer the next question.

Yes, someone else provided information about household children **21** 12%
 No, there are no children (under age 18) in my household **98** 57%

In the box below, enter the ages (separated by commas) of all children living in your household under the age of 18. (Example: 5, 7, 12)



40 families with children responded, with a total of 75 children, representing half of the 150 registered youth in our R.E. program.

Indicate all the reasons you attend People’s Church and their importance to you.

Adult religious education

Extremely important **20** 12%
 Very important **46** 27%
 Somewhat important **66** 38%
 Not important **19** 11%

Celebrating common values

Extremely important **76** 44%
 Very important **71** 41%
 Somewhat important **10** 6%
 Not important **0** 0%

Children's religious education

Extremely important	59	34%
Very important	36	21%
Somewhat important	29	17%
Not important	22	13%

Choir

Extremely important	19	11%
Very important	36	21%
Somewhat important	60	35%
Not important	35	20%

Community / Fellowship

Extremely important	91	53%
Very important	54	31%
Somewhat important	12	7%
Not important	2	1%

Denominational involvement

Extremely important	8	5%
Very important	44	26%
Somewhat important	63	37%
Not important	27	16%

LGBTQ concerns

Extremely important	24	14%
Very important	57	33%
Somewhat important	54	31%
Not important	12	7%

Intellectual stimulation

Extremely important	87	51%
Very important	57	33%
Somewhat important	17	10%
Not important	0	0%

Meditation / Prayer

Extremely important	30	17%
Very important	42	24%

Somewhat important	54	31%
Not important	27	16%

Minister

Extremely important	75	44%
Very important	59	34%
Somewhat important	15	9%
Not important	2	1%

Music

Extremely important	46	27%
Very important	71	41%
Somewhat important	33	19%
Not important	7	4%

Small groups

Extremely important	11	6%
Very important	59	34%
Somewhat important	59	34%
Not important	23	13%

Social justice work

Extremely important	48	28%
Very important	62	36%
Somewhat important	34	20%
Not important	7	4%

Spiritual growth

Extremely important	64	37%
Very important	67	39%
Somewhat important	17	10%
Not important	6	3%

Sunday service

Extremely important	79	46%
Very important	61	35%
Somewhat important	16	9%
Not important	2	1%

UU Values

Extremely important	90	52%
Very important	62	36%
Somewhat important	5	3%
Not important	0	0%

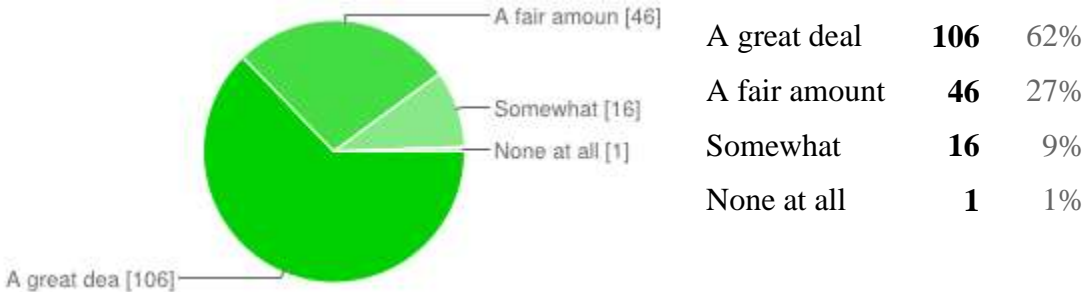
Young adult groups

Extremely important	13	8%
Very important	31	18%
Somewhat important	49	28%
Not important	53	31%

Other

Extremely important	9	5%
Very important	2	1%
Somewhat important	1	1%
Not important	24	14%

How much is your affiliation with People's Church and/or Unitarian Universalism a source of strength or comfort to you?



Please rate the importance TO YOU of each church activity that you participated in during the past year.

Adult religious education

Extremely important	6	3%
Very important	32	19%
Somewhat important	32	19%
Not very important	5	3%
Did not participate	77	45%

Board of Trustees

Extremely important	12	7%
Very important	8	5%
Somewhat important	6	3%
Not very important	2	1%
Did not participate	122	71%

Book groups

Extremely important	5	3%
Very important	14	8%
Somewhat important	9	5%
Not very important	4	2%
Did not participate	117	68%

Children's religious education activities

Extremely important	38	22%
Very important	27	16%
Somewhat important	12	7%
Not very important	2	1%
Did not participate	77	45%

Choir/Other music performances

Extremely important	20	12%
Very important	23	13%
Somewhat important	18	10%
Not very important	4	2%
Did not participate	90	52%

Committees or task forces

Extremely important	32	19%
Very important	44	26%
Somewhat important	23	13%
Not very important	7	4%
Did not participate	48	28%

Discussion groups / Chalice Circles

Extremely important	13	8%
Very important	33	19%

Somewhat important	30	17%
Not very important	5	3%
Did not participate	73	42%

Fundraising events (service auction/bazaar)

Extremely important	24	14%
Very important	55	32%
Somewhat important	43	25%
Not very important	9	5%
Did not participate	29	17%

Musical events

Extremely important	20	12%
Very important	36	21%
Somewhat important	40	23%
Not very important	8	5%
Did not participate	56	33%

Social justice work / community service

Extremely important	30	17%
Very important	43	25%
Somewhat important	28	16%
Not very important	4	2%
Did not participate	50	29%

Sunday services support (usher, greeter, etc.)

Extremely important	22	13%
Very important	30	17%
Somewhat important	35	20%
Not very important	13	8%
Did not participate	58	34%

Sunday services leader/participant

Extremely important	22	13%
Very important	20	12%
Somewhat important	14	8%
Not very important	8	5%

Did not participate **84** 49%

Support groups

Extremely important **7** 4%

Very important **13** 8%

Somewhat important **20** 12%

Not very important **7** 4%

Did not participate **103** 60%

2nd Sunday Lunches

Extremely important **24** 14%

Very important **29** 17%

Somewhat important **49** 28%

Not very important **14** 8%

Did not participate **41** 24%

Teen social activities

Extremely important **15** 9%

Very important **14** 8%

Somewhat important **9** 5%

Not very important **4** 2%

Did not participate **111** 65%

Other

Extremely important **10** 6%

Very important **4** 2%

Somewhat important **1** 1%

Not very important **0** 0%

Did not participate **32** 19%

The transition work we did last year identified several areas of strength and challenges for People's Church; please offer your rating in the areas of FACILITIES and OPERATIONS listed below.

Building/Facilities aesthetics

Excellent **58** 34%

Good **76** 44%

Needs some improvement	25	15%
Needs much improvement	6	3%
No opinion	2	1%

Building/Facilities maintenance

Excellent	42	24%
Good	70	41%
Needs some improvement	32	19%
Needs much improvement	12	7%
No opinion	7	4%

Committee participation

Excellent	21	12%
Good	66	38%
Needs some improvement	28	16%
Needs much improvement	7	4%
No opinion	40	23%

Communication - external (announcements, newsletters, etc.)

Excellent	34	20%
Good	90	52%
Needs some improvement	30	17%
Needs much improvement	6	3%
No opinion	5	3%

Communication - internal (staff, committees, etc.)

Excellent	15	9%
Good	51	30%
Needs some improvement	27	16%
Needs much improvement	9	5%
No opinion	60	35%

Governance

Excellent	21	12%
Good	62	36%
Needs some improvement	30	17%
Needs much improvement	10	6%

No opinion	40	23%
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Grounds aesthetics

Excellent	57	33%
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Good	93	54%
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Needs some improvement	8	5%
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Needs much improvement	2	1%
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No opinion	7	4%
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Grounds maintenance

Excellent	44	26%
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Good	86	50%
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Needs some improvement	20	12%
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Needs much improvement	4	2%
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No opinion	10	6%
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Leadership expansion / development

Excellent	15	9%
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Good	54	31%
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Needs some improvement	40	23%
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Needs much improvement	13	8%
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No opinion	40	23%
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Parking facilities

Excellent	26	15%
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Good	82	48%
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Needs some improvement	36	21%
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Needs much improvement	11	6%
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No opinion	9	5%
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Volunteer participation

Excellent	26	15%
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Good	59	34%
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Needs some improvement	43	25%
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Needs much improvement	10	6%
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No opinion	27	16%
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Other

Excellent	2	1%
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Good	0	0%
Needs some improvement	3	2%
Needs much improvement	2	1%
No opinion	20	12%

The transition work we did last year identified several areas of strength and challenges for People's Church; please offer your rating in the areas of PROGRAM SERVICES and PROMOTING RELATIONSHIPS listed below.

Adult religious education

Excellent	13	8%
Good	43	25%
Needs some improvement	45	26%
Needs much improvement	14	8%
No opinion	48	28%

Children and youth religious education

Excellent	86	50%
Good	42	24%
Needs some improvement	4	2%
Needs much improvement	1	1%
No opinion	30	17%

Community outreach

Excellent	33	19%
Good	59	34%
Needs some improvement	37	22%
Needs much improvement	9	5%
No opinion	26	15%

Diversity within congregation (social, economic, ethnic, etc.)

Excellent	13	8%
Good	30	17%
Needs some improvement	71	41%
Needs much improvement	37	22%

No opinion	14	8%
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Family programs

Excellent	19	11%
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Good	54	31%
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Needs some improvement	37	22%
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Needs much improvement	1	1%
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No opinion	53	31%
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Intergenerational connections

Excellent	14	8%
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Good	53	31%
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Needs some improvement	58	34%
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Needs much improvement	9	5%
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No opinion	31	18%
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Interpersonal support

Excellent	16	9%
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Good	81	47%
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Needs some improvement	28	16%
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Needs much improvement	2	1%
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No opinion	36	21%
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LGBTQ inclusiveness

Excellent	60	35%
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Good	73	42%
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Needs some improvement	8	5%
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Needs much improvement	0	0%
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No opinion	22	13%
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Music programs

Excellent	44	26%
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Good	85	49%
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Needs some improvement	23	13%
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Needs much improvement	3	2%
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No opinion	10	6%
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Small group opportunities

Excellent	20	12%
Good	80	47%
Needs some improvement	30	17%
Needs much improvement	1	1%
No opinion	32	19%

Social justice work / awareness

Excellent	52	30%
Good	79	46%
Needs some improvement	11	6%
Needs much improvement	2	1%
No opinion	20	12%

Special event hosting

Excellent	20	12%
Good	57	33%
Needs some improvement	23	13%
Needs much improvement	3	2%
No opinion	60	35%

Welcoming environment for newcomers

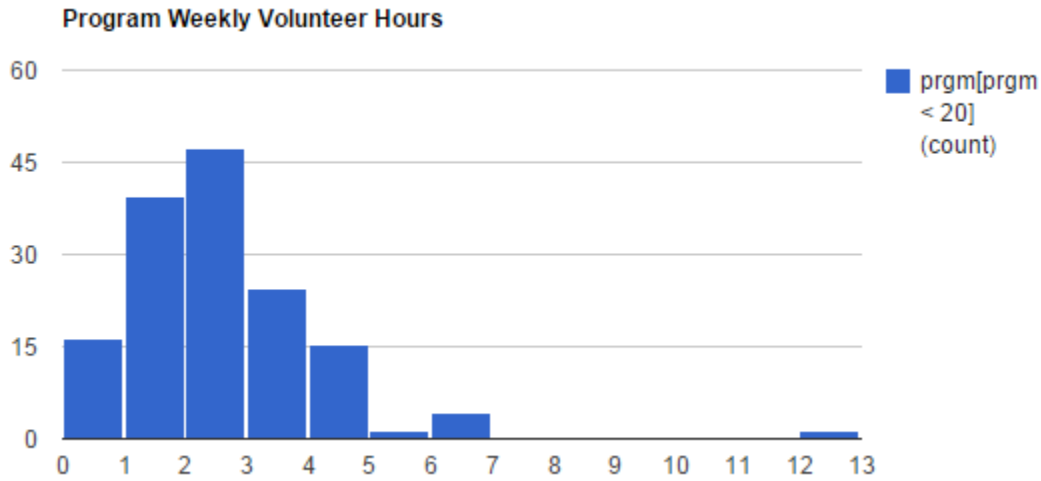
Excellent	36	21%
Good	77	45%
Needs some improvement	39	23%
Needs much improvement	3	2%
No opinion	11	6%

Other

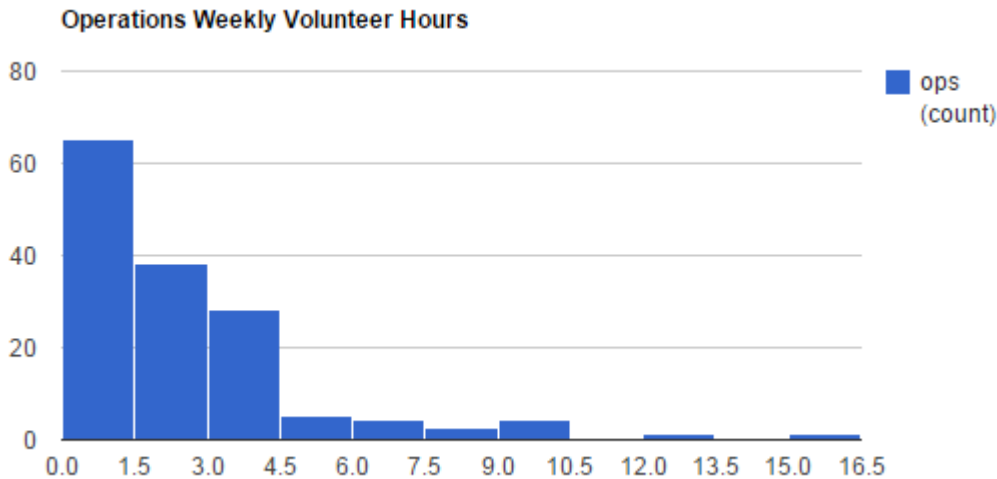
Excellent	3	2%
Good	0	0%
Needs some improvement	2	1%
Needs much improvement	2	1%
No opinion	22	13%

In the box below, please indicate how many hours per week on average you participated in CHURCH PROGRAMS during the past year.

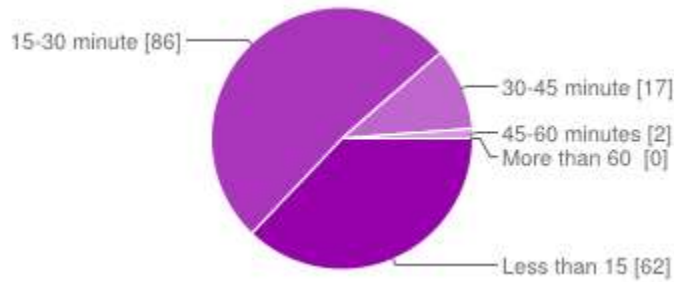
(Examples: Sunday service, Chalice Circle, Discussion Groups, Classes/Workshops, Potlucks, Hobby Groups, etc.)



**In the box below, please indicate how many hours per week on average you participated in CHURCH OPERATIONS during the past year.
(Examples: Committees, Volunteer Work, Teaching RE, etc.)**

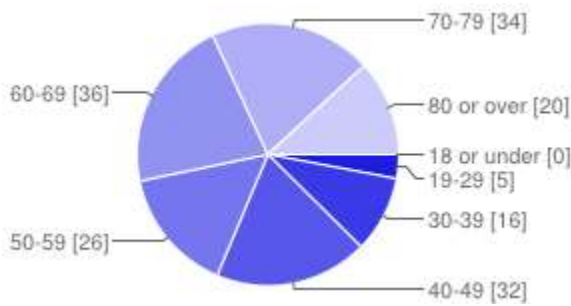


On average, about how long does it take you to travel to the church from home?



Time Spent	Count	Percentage
Less than 15 minutes	62	36%
15-30 minutes	86	50%
30-45 minutes	17	10%
45-60 minutes	2	1%
More than 60 minutes	0	0%

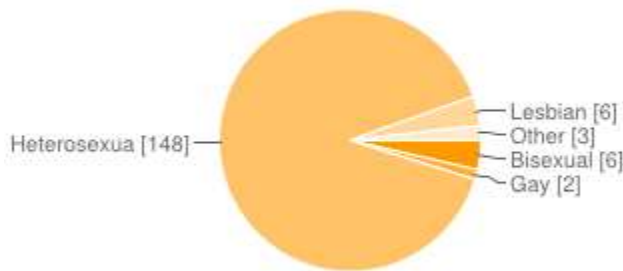
What is your age?



Age Group	Count	Percentage
18 or under	0	0%
19-29	5	3%
30-39	16	9%
40-49	32	19%
50-59	26	15%
60-69	36	21%
70-79	34	20%
80 or over	20	12%

We don't have membership data on ages of our members, but based on both the number of RE families not being represented (from earlier question) as well as casually surveying the commons on a Sunday morning, younger members seem underrepresented on this survey. Our congregation does skew towards older, but not quite this dramatically.

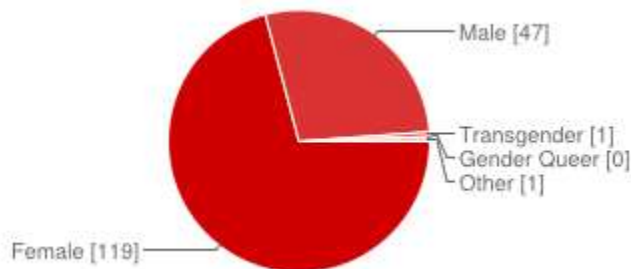
What is your sexual orientation?



Sexual Orientation	Count	Percentage
Bisexual	6	3%
Gay	2	1%
Heterosexual	148	86%
Lesbian	6	3%
Other	3	2%

As with the above question, we suspect that non-heterosexuals are underrepresented in these numbers.

What is your gender?



Female	119	69%
Male	47	27%
Transgender	1	1%
Gender Queer	0	0%
Other	1	1%

We don't officially track this information, but a count of our membership data shows that females did respond disproportionately to this survey, and most likely represent around 60% of our membership.

What is your ethnic / racial background?

African American / Black

No responses for this question.

American Indian / Alaska Native

Primary ethnicity **0** 0%

Other ethnicity **1** 1%

Asian

Primary ethnicity **3** 2%

Other ethnicity **0** 0%

Hispanic / Latino

Primary ethnicity **0** 0%

Other ethnicity **1** 1%

Pacific Islander

No responses for this question.

White (not of Hispanic origin)

Primary ethnicity **164** 95%

Other ethnicity **1** 1%

Mixed racial heritage

Primary ethnicity **0** 0%

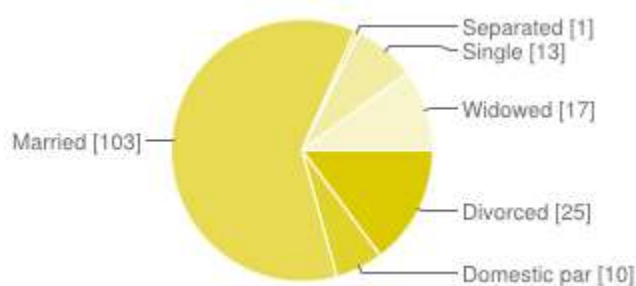
Other ethnicity **1** 1%

Other

Primary ethnicity **1** 1%

Other ethnicity **1** 1%

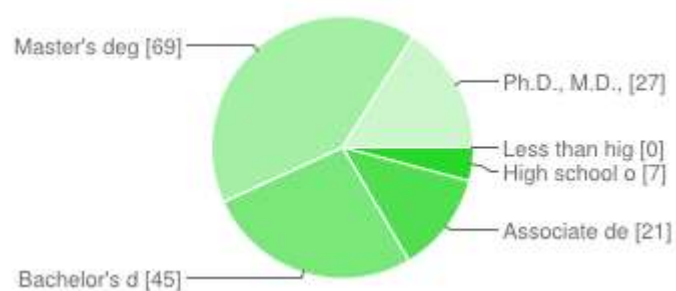
What is your current marital status?



Divorced	25	15%
Domestic partnership	10	6%
Married	103	60%
Separated	1	1%
Single	13	8%
Widowed	17	10%

What formal education have you completed?

Less than high school	0	0%
High school or GED equivalent	7	4%
Associate degree, trade school, some college	21	12%
Bachelor's degree	45	26%
Master's degree	69	40%
Ph.D., M.D., J.D. or similar advanced degree	27	16%



Your Religious History, Beliefs and Attitudes

With what religious affiliation were you raised?

Unitarian Universalism	13	8%
Buddhism	2	1%
Muslim	0	0%
Hinduism	2	1%
Judaism	6	3%
Catholic Christian	37	22%
Protestant Christian	102	59%

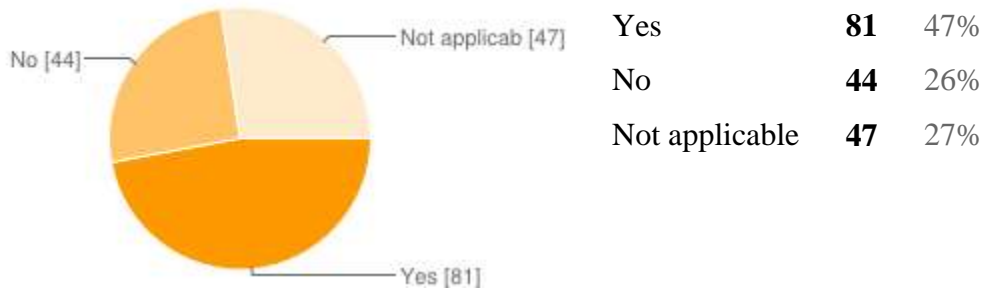
Neo-paganism	0	0%
Mysticism	0	0%
None	9	5%
Other	12	7%

Some respondents answered this question with more than one answer.

In addition to Unitarian Universalism, what faith traditions are or have been important in your religious development? Check all that apply.

Buddhism	66	38%
Muslim	5	3%
Hinduism	16	9%
Catholic Christian	30	17%
Protestant Christian	68	40%
Neo-paganism	32	19%
Mysticism	21	12%
None	28	16%
Other	28	16%

Is your spouse / partner involved with the congregation?



With what frequency do you engage in any of the following religious/spiritual practices?

Prayer

Often	26	15%
Occasionally	31	18%
Seldom	40	23%

Never **66** 38%

Meditation

Often **37** 22%

Occasionally **54** 31%

Seldom **47** 27%

Never **30** 17%

Yoga

Often **26** 15%

Occasionally **25** 15%

Seldom **38** 22%

Never **71** 41%

Journaling

Often **17** 10%

Occasionally **40** 23%

Seldom **44** 26%

Never **62** 36%

Engagement in small group ministries

Often **10** 6%

Occasionally **33** 19%

Seldom **45** 26%

Never **75** 44%

Reading from selected religious/spiritual sources

Often **41** 24%

Occasionally **54** 31%

Seldom **35** 20%

Never **37** 22%

Other

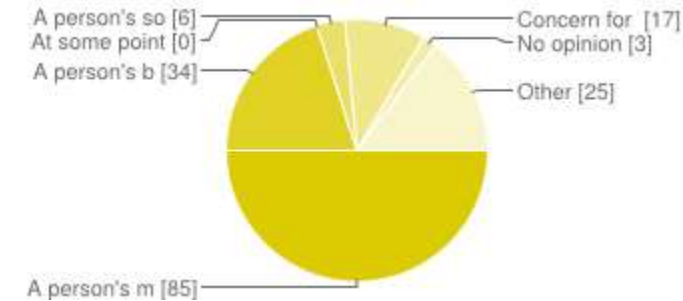
Often **18** 10%

Occasionally **5** 3%

Seldom **2** 1%

Never **13** 8%

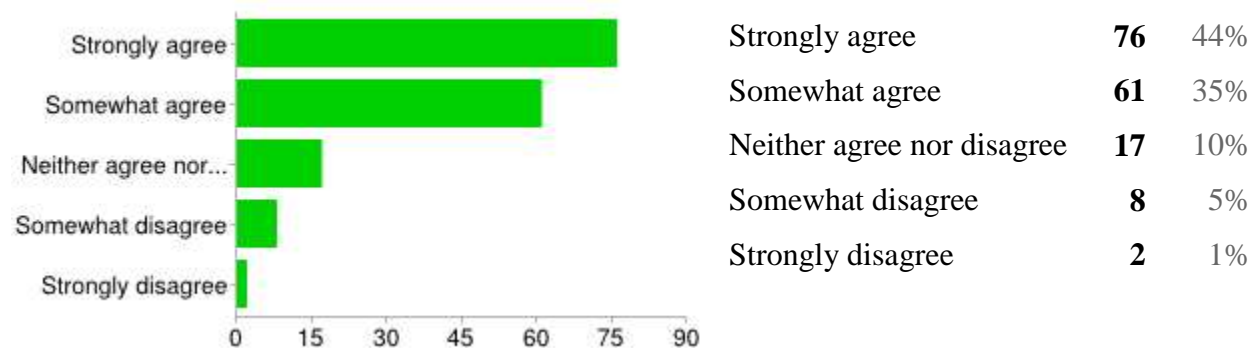
Which most closely corresponds with your belief about immortality?



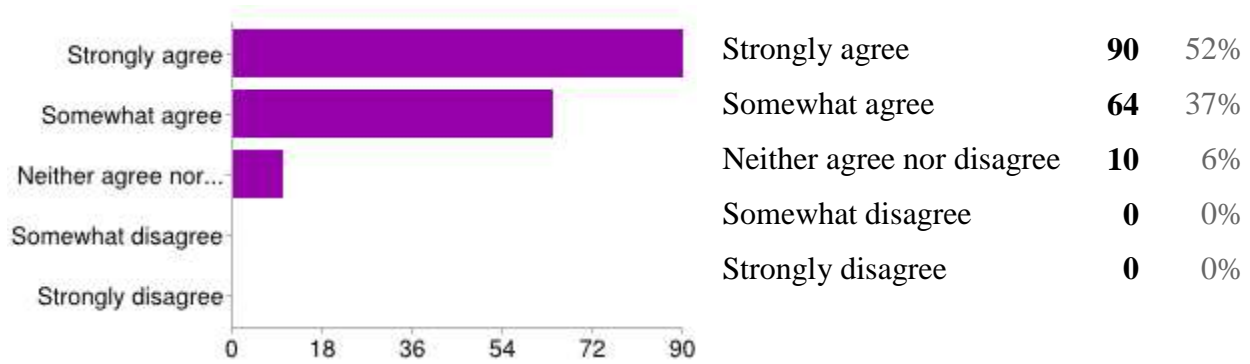
Belief	Count	Percentage
A person's memory lives on in the minds of their loved ones	85	49%
A person's body dies but a person's spirit or soul lives on	34	20%
At some point in the future, a person's body and soul are resurrected	0	0%
A person's soul is reborn into another living being	6	3%
Concern for immortality distracts from fully living in the moment	17	10%
No opinion	3	2%
Other	25	15%

Throughout the world, people hold many different ideas concerning existence. Below are four major belief systems within which most people's views can be categorized. How do these belief systems align with your own ideas and understanding about existence?

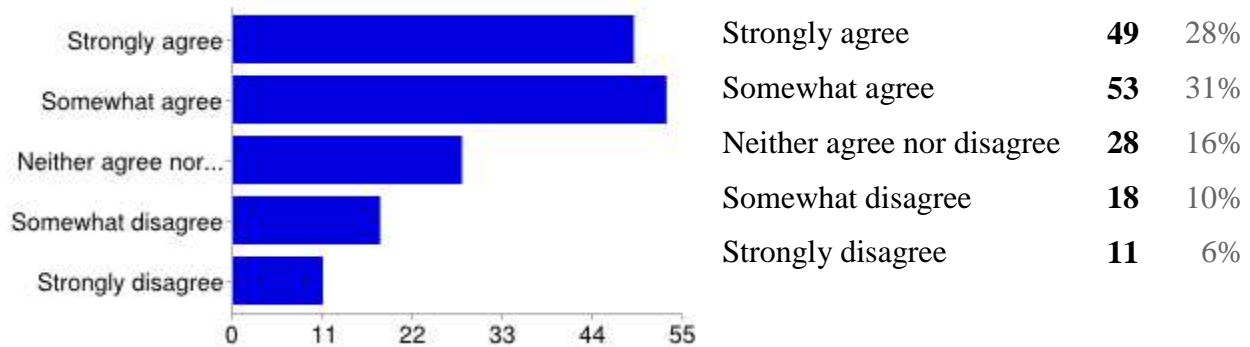
Humanist -- believes that the human community is the primary basis of reference, meaning and value. The role of science is important.



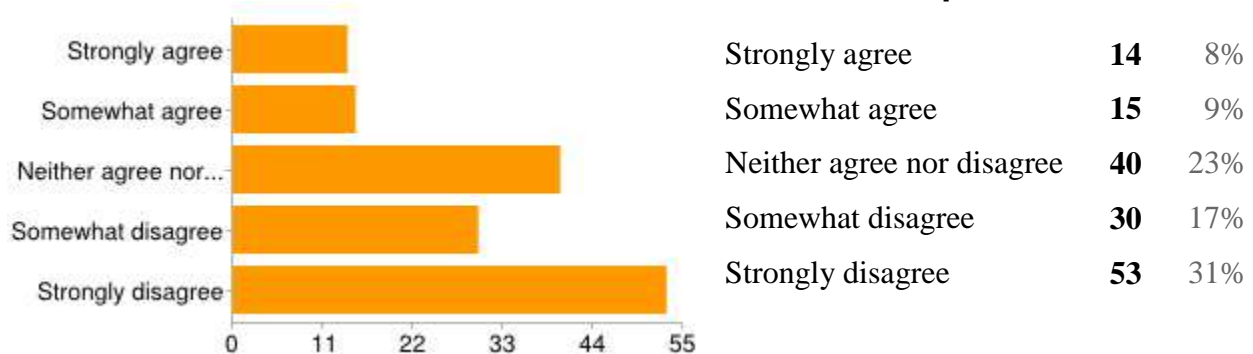
Naturalist -- draws meaning and value from living as an integral part of the natural world. Science is also important here.



Mystic -- knows about the natural world but also knows that there is a presence, force or power which is within, or beyond, or unifies all things. The role of science is inadequate to explain all.



Theist -- believes that God exists, that there is a presence which we can know and depend on.



Other

Strongly agree	4	2%
Somewhat agree	3	2%
Neither agree nor disagree	5	3%
Somewhat disagree	0	0%
Strongly disagree	3	2%

Your Preferences in Worship Services

Which of the following reasons for attending Sunday services are important to you? Check all that apply.

Celebration of common values	144	84%
Intellectual stimulation	149	87%
Fellowship period after services	111	65%
Hearing, playing, or singing music	129	75%
Mystical, spiritual experience	53	31%
Personal reflection and meditation	121	70%
Sense of belonging	148	86%
Support and encouragement for social action	100	58%
Uplifting emotional experience	111	65%
Other	13	8%

How important to you are these Sunday service objectives?

Build community

Extremely important	90	52%
Very important	59	34%
Somewhat important	14	8%
Not important	0	0%

Help us understand ourselves better; self-reflection

Extremely important	109	63%
Very important	51	30%
Somewhat important	6	3%
Not important	1	1%

Inspire reverence and awe

Extremely important	44	26%
Very important	45	26%
Somewhat important	49	28%
Not important	25	15%

Motivate individuals to act on their own

Extremely important	57	33%
Very important	91	53%
Somewhat important	17	10%
Not important	2	1%

Promote a supportive and safe environment for developing and sharing individual feelings and beliefs

Extremely important	98	57%
Very important	60	35%
Somewhat important	12	7%
Not important	2	1%

Show new paths for individual growth and change

Extremely important	77	45%
Very important	69	40%
Somewhat important	20	12%
Not important	1	1%

Other

Extremely important	5	3%
Very important	1	1%
Somewhat important	0	0%
Not important	4	2%

How important to you are the following specific items which may be part of a Sunday service?

Announcements

Extremely important	27	16%
Very important	62	36%
Somewhat important	67	39%
Not important	13	8%

Celebrating holidays

Extremely important	23	13%
Very important	49	28%
Somewhat important	74	43%

Not important **21** 12%

Chalice lightings

Extremely important **35** 20%

Very important **63** 37%

Somewhat important **52** 30%

Not important **16** 9%

Child dedications

Extremely important **24** 14%

Very important **81** 47%

Somewhat important **49** 28%

Not important **13** 8%

Children's story

Extremely important **34** 20%

Very important **85** 49%

Somewhat important **39** 23%

Not important **9** 5%

Choir

Extremely important **42** 24%

Very important **69** 40%

Somewhat important **52** 30%

Not important **7** 4%

Hospitality and coffee hour

Extremely important **35** 20%

Very important **81** 47%

Somewhat important **47** 27%

Not important **7** 4%

Instrumental music

Extremely important **31** 18%

Very important **80** 47%

Somewhat important **48** 28%

Not important **5** 3%

Lay participation

Extremely important **25** 15%

Very important	76	44%
Somewhat important	56	33%
Not important	6	3%

Meditation / Silent Reflection

Extremely important	35	20%
Very important	74	43%
Somewhat important	48	28%
Not important	12	7%

Multicultural sensitivity

Extremely important	76	44%
Very important	74	43%
Somewhat important	16	9%
Not important	1	1%

Prayer

Extremely important	12	7%
Very important	23	13%
Somewhat important	43	25%
Not important	85	49%

Readings

Extremely important	50	29%
Very important	76	44%
Somewhat important	38	22%
Not important	5	3%

Reciting congregational covenant

Extremely important	10	6%
Very important	38	22%
Somewhat important	69	40%
Not important	49	28%

Recognizing visitors

Extremely important	50	29%
Very important	62	36%
Somewhat important	42	24%
Not important	14	8%

Responsive readings

Extremely important	7	4%
Very important	30	17%
Somewhat important	74	43%
Not important	57	33%

Sermon / Message / Dissertation

Extremely important	123	72%
Very important	46	27%
Somewhat important	1	1%
Not important	1	1%

Sharing joys and concerns

Extremely important	68	40%
Very important	71	41%
Somewhat important	25	15%
Not important	6	3%

Singing of hymns

Extremely important	43	25%
Very important	63	37%
Somewhat important	45	26%
Not important	19	11%

Special musical performances

Extremely important	41	24%
Very important	80	47%
Somewhat important	38	22%
Not important	11	6%

Other

Extremely important	4	2%
Very important	7	4%
Somewhat important	0	0%
Not important	4	2%

How important to you are these various Sunday sermon topics?

Christian traditions

Extremely important	2	1%
Very important	23	13%
Somewhat important	96	56%
Not important	42	24%

Coping with life

Extremely important	80	47%
Very important	78	45%
Somewhat important	10	6%
Not important	0	0%

Creative and artistic expression

Extremely important	33	19%
Very important	79	46%
Somewhat important	47	27%
Not important	7	4%

Current political events

Extremely important	20	12%
Very important	46	27%
Somewhat important	81	47%
Not important	22	13%

Defining Unitarian Universalism

Extremely important	38	22%
Very important	78	45%
Somewhat important	49	28%
Not important	3	2%

Earth-centered traditions

Extremely important	38	22%
Very important	68	40%
Somewhat important	55	32%
Not important	9	5%

Environmental issue perspectives

Extremely important	47	27%
Very important	81	47%

Somewhat important **36** 21%
Not important **4** 2%

Family relationships and values

Extremely important **61** 35%
Very important **81** 47%
Somewhat important **20** 12%
Not important **6** 3%

Inspiring ethical values and action

Extremely important **107** 62%
Very important **51** 30%
Somewhat important **8** 5%
Not important **2** 1%

Jewish traditions

Extremely important **5** 3%
Very important **37** 22%
Somewhat important **92** 53%
Not important **33** 19%

Non-western religious traditions

Extremely important **9** 5%
Very important **60** 35%
Somewhat important **81** 47%
Not important **17** 10%

Personal growth and well-being

Extremely important **82** 48%
Very important **76** 44%
Somewhat important **9** 5%
Not important **2** 1%

Theological perspectives

Extremely important **38** 22%
Very important **66** 38%
Somewhat important **50** 29%
Not important **15** 9%

UU denominational issues

Extremely important	23	13%
Very important	63	37%
Somewhat important	66	38%
Not important	17	10%

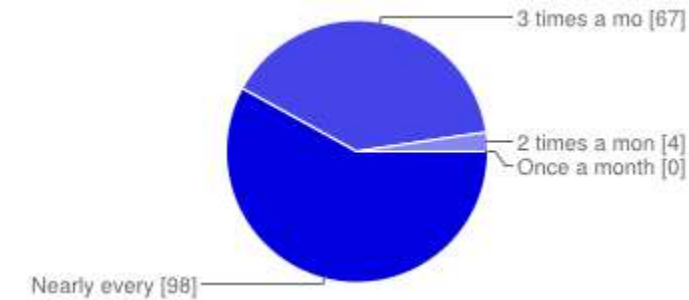
UU history

Extremely important	20	12%
Very important	64	37%
Somewhat important	75	44%
Not important	10	6%

Other

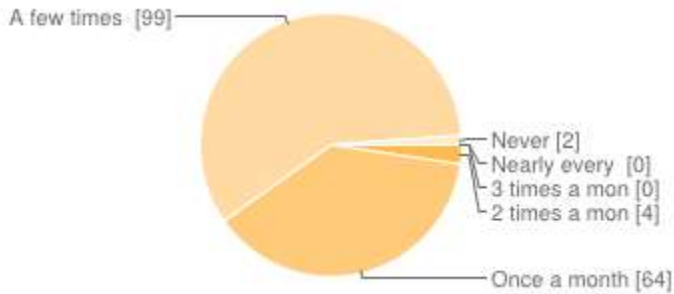
Extremely important	6	3%
Very important	4	2%
Somewhat important	0	0%
Not important	5	3%

How often would you like the Sunday service to be designed and presented by the minister?



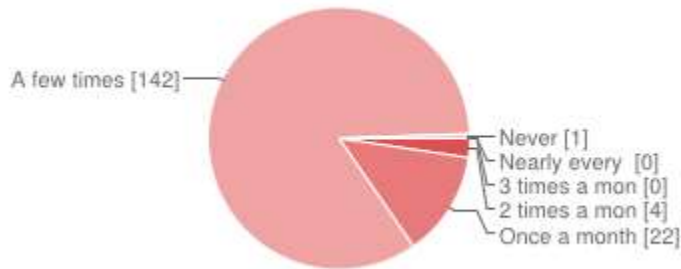
Nearly every Sunday	98	57%
3 times a month	67	39%
2 times a month	4	2%
Once a month	0	0%

How often would you like the Sunday service to be designed and presented by one or more church members?



Nearly every Sunday	0	0%
3 times a month	0	0%
2 times a month	4	2%
Once a month	64	37%
A few times a year	99	58%
Never	2	1%

How often would you like the Sunday service to incorporate a guest minister or other speaker?



Nearly every Sunday	0	0%
3 times a month	0	0%
2 times a month	4	2%
Once a month	22	13%
A few times a year	142	83%
Never	1	1%

Your Preferences in Professional Ministers

A minister must prioritize his or her time across a variety of functions. Please rate the following objectives in the order you would like to see our next minister prioritize his or her time, with the number 1 being "highest priority" and the number 7 being "lowest priority."

Pastor: counsels, visits people in hospitals, homes, etc.

1 - highest priority	16	9%
2	50	29%
3	41	24%
4	34	20%
5	10	6%
6	12	7%
7 - lowest priority	7	4%

Social activist: promotes ethical values in larger community

1 - highest priority	16	9%
2	49	28%
3	39	23%
4	29	17%
5	15	9%
6	12	7%
7 - lowest priority	10	6%

Facilitator: involves people in congregational life

1 - highest priority	35	20%
2	51	30%
3	29	17%
4	21	12%
5	15	9%
6	9	5%
7 - lowest priority	7	4%

Spiritual leader: prepares and leads services and celebrations

1 - highest priority	90	52%
2	55	32%
3	11	6%
4	6	3%
5	2	1%
6	3	2%
7 - lowest priority	3	2%

Intellectual leader: challenges and stimulates the thinking of the congregation

1 - highest priority	99	58%
2	39	23%
3	13	8%
4	4	2%
5	7	4%
6	5	3%
7 - lowest priority	2	1%

Administrator: achieves results by coordinating and supporting the efforts of others

1 - highest priority	14	8%
2	58	34%
3	32	19%
4	18	10%
5	20	12%
6	13	8%
7 - lowest priority	15	9%

Person of character: models an ethical life

1 - highest priority	72	42%
2	41	24%
3	15	9%
4	10	6%
5	11	6%
6	6	3%
7 - lowest priority	14	8%

Other

1 - highest priority	4	2%
2	0	0%
3	1	1%
4	0	0%
5	0	0%
6	0	0%

7 - lowest priority 3 2%

How important to you are these various ministerial functions for the well-being of our church community?

Administration

Extremely important	33	19%
Very important	79	46%
Somewhat important	50	29%
Not important	5	3%

Adult religious education

Extremely important	23	13%
Very important	78	45%
Somewhat important	64	37%
Not important	3	2%

Alternative services

Extremely important	3	2%
Very important	36	21%
Somewhat important	81	47%
Not important	40	23%

Anti-racism / anti-oppression work

Extremely important	44	26%
Very important	55	32%
Somewhat important	62	36%
Not important	6	3%

Campus ministry

Extremely important	9	5%
Very important	37	22%
Somewhat important	88	51%
Not important	31	18%

Children's religious education

Extremely important	62	36%
Very important	64	37%

Somewhat important	33	19%
Not important	9	5%

Church dynamics

Extremely important	68	40%
Very important	72	42%
Somewhat important	22	13%
Not important	3	2%

Committee work

Extremely important	15	9%
Very important	63	37%
Somewhat important	77	45%
Not important	10	6%

Community building

Extremely important	63	37%
Very important	89	52%
Somewhat important	14	8%
Not important	0	0%

Denominational activities

Extremely important	9	5%
Very important	55	32%
Somewhat important	79	46%
Not important	19	11%

Facilitation

Extremely important	36	21%
Very important	74	43%
Somewhat important	39	23%
Not important	4	2%

Facilities design and management

Extremely important	1	1%
Very important	35	20%
Somewhat important	86	50%
Not important	44	26%

Finance

Extremely important	16	9%
Very important	67	39%
Somewhat important	60	35%
Not important	26	15%

Fundraising events

Extremely important	15	9%
Very important	71	41%
Somewhat important	63	37%
Not important	18	10%

Hospital visits

Extremely important	26	15%
Very important	88	51%
Somewhat important	53	31%
Not important	2	1%

Interfaith outreach and communication

Extremely important	28	16%
Very important	84	49%
Somewhat important	47	27%
Not important	7	4%

Leadership development

Extremely important	43	25%
Very important	85	49%
Somewhat important	33	19%
Not important	4	2%

Membership growth

Extremely important	36	21%
Very important	80	47%
Somewhat important	48	28%
Not important	3	2%

Music and liturgical

Extremely important	22	13%
Very important	59	34%
Somewhat important	63	37%

Not important **23** 13%

Personal counseling

Extremely important **38** 22%

Very important **80** 47%

Somewhat important **46** 27%

Not important **4** 2%

Pledge drive canvassing

Extremely important **10** 6%

Very important **46** 27%

Somewhat important **75** 44%

Not important **36** 21%

Scholarship

Extremely important **24** 14%

Very important **57** 33%

Somewhat important **65** 38%

Not important **19** 11%

Social justice action

Extremely important **46** 27%

Very important **72** 42%

Somewhat important **43** 25%

Not important **7** 4%

Spiritual guidance

Extremely important **81** 47%

Very important **67** 39%

Somewhat important **15** 9%

Not important **4** 2%

Staff relations

Extremely important **65** 38%

Very important **74** 43%

Somewhat important **28** 16%

Not important **0** 0%

Sunday service

Extremely important **131** 76%

Very important	35	20%
Somewhat important	1	1%
Not important	0	0%

Young adult ministry

Extremely important	20	12%
Very important	75	44%
Somewhat important	66	38%
Not important	7	4%

Youth ministry

Extremely important	24	14%
Very important	75	44%
Somewhat important	58	34%
Not important	10	6%

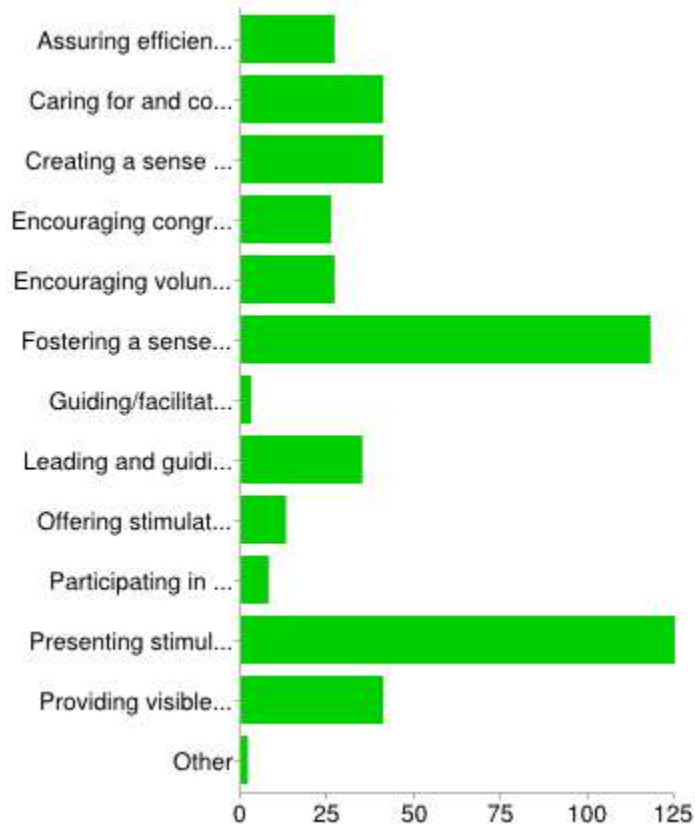
Other

Extremely important	3	2%
Very important	2	1%
Somewhat important	0	0%
Not important	1	1%

Responsibility for a successful church is shared among the minister, other staff, and lay leadership. Out of those responsibilities, which three of the following do you consider most important for our next minister? Please check 3.

Assuring efficient and effective church administration	27	16%
Caring for and counseling individuals	41	24%
Creating a sense of awe and wonder in Sunday services	41	24%
Encouraging congregational social justice programs	26	15%
Encouraging volunteerism and developing lay leadership	27	16%
Fostering a sense of fellowship and community within the church	118	69%
Guiding/facilitating committee work	3	2%
Leading and guiding the church staff	35	20%
Offering stimulating adult enrichment programs	13	8%
Participating in religious education for children and youth	8	5%

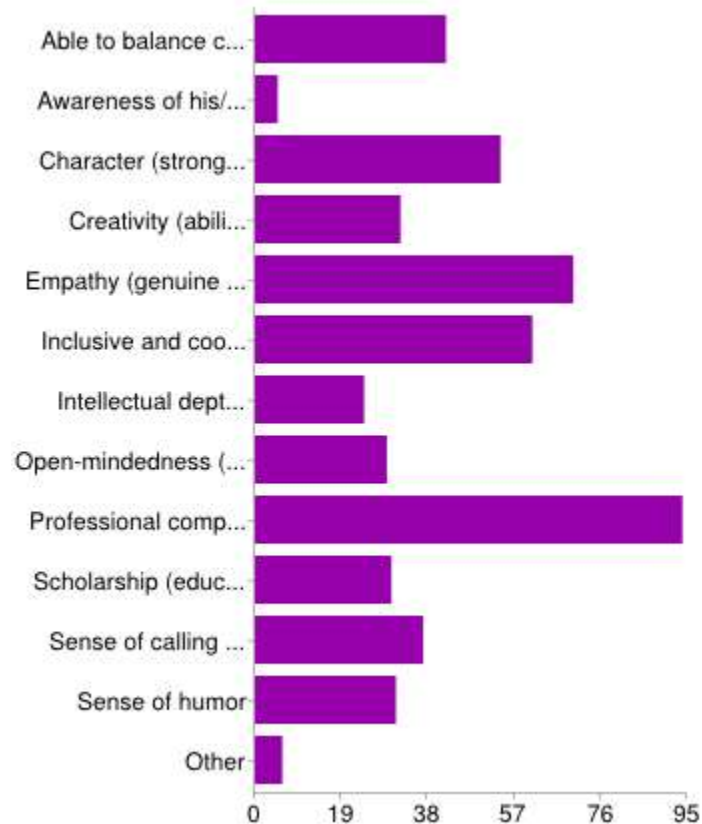
Presenting stimulating and challenging Sunday services	125	73%
Providing visible leadership in the community and beyond	41	24%
Other	2	1%



Which three of the following qualities do you think are the most important considerations in screening ministerial candidates? Please check 3.

Able to balance conflicting views and needs	42	24%
Awareness of his/her limitations	5	3%
Character (strong moral consistency, stability, reliability)	54	31%
Creativity (ability to develop and present new ideas and methods)	32	19%
Empathy (genuine interest in and concern about others)	70	41%
Inclusive and cooperative approach	61	35%
Intellectual depth and rigor	24	14%
Open-mindedness (receptive to other ideas)	29	17%
Professional competence (ability to communicate, counsel, empower, etc.)	94	55%
Scholarship (educated, informed, interesting)	30	17%

Sense of calling (motivated, enthusiastic)	37	22%
Sense of humor	31	18%
Other	6	3%



How would you feel about our congregation calling as a minister a person who is...

Male?

Enthusiastic	54	31%
Comfortable	113	66%
Uncomfortable	0	0%

Female?

Enthusiastic	59	34%
Comfortable	107	62%
Uncomfortable	1	1%

White?

Enthusiastic	46	27%
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Comfortable	120	70%
Uncomfortable	0	0%

A person of color, member of historically marginalized ethnic/cultural group?

Enthusiastic	59	34%
Comfortable	102	59%
Uncomfortable	6	3%

Gay or Lesbian?

Enthusiastic	43	25%
Comfortable	118	69%
Uncomfortable	6	3%

Bisexual?

Enthusiastic	39	23%
Comfortable	113	66%
Uncomfortable	15	9%

Transgender?

Enthusiastic	33	19%
Comfortable	106	62%
Uncomfortable	28	16%

Physically challenged?

Enthusiastic	35	20%
Comfortable	117	68%
Uncomfortable	14	8%

Politically liberal?

Enthusiastic	59	34%
Comfortable	106	62%
Uncomfortable	1	1%

Politically conservative?

Enthusiastic	3	2%
Comfortable	37	22%
Uncomfortable	127	74%

Financially wealthy background?

Enthusiastic	6	3%
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Comfortable **134** 78%
 Uncomfortable **24** 14%

Working class background?

Enthusiastic **33** 19%
 Comfortable **133** 77%
 Uncomfortable **0** 0%

Younger than 40?

Enthusiastic **32** 19%
 Comfortable **127** 74%
 Uncomfortable **8** 5%

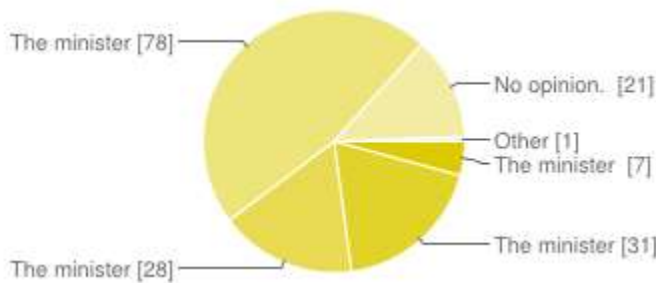
Older than 60?

Enthusiastic **18** 10%
 Comfortable **121** 70%
 Uncomfortable **26** 15%

On a co-ministry team?

Enthusiastic **20** 12%
 Comfortable **102** 59%
 Uncomfortable **37** 22%

Moving forward, what is your preference for the minister's role in the administration of the church? Please check only 1.



- The minister is the chief administrator with all staff reporting directly or indirectly to her/him **7** 4%
- The minister is a member of an executive team which has overall responsibility. The other members are the board president, Treasurer, and Administrator. **31** 18%
- The minister is primarily concerned with the religious life of the congregation; the committees and board are the primary administrators of the congregation. **28** 16%
- The minister has a cooperative, collaborative role working with committees and **78** 45%

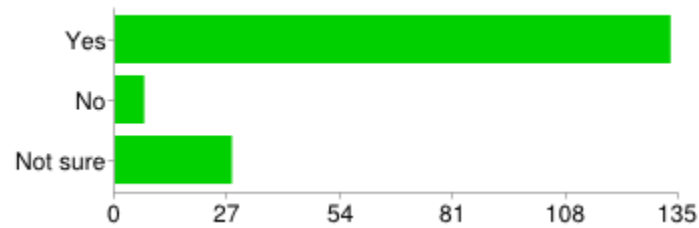
the board in organizing programs and setting policy.

No opinion. This is for the board and minister to work out. 21 12%

Other 1 1%

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

Do you agree with this policy?

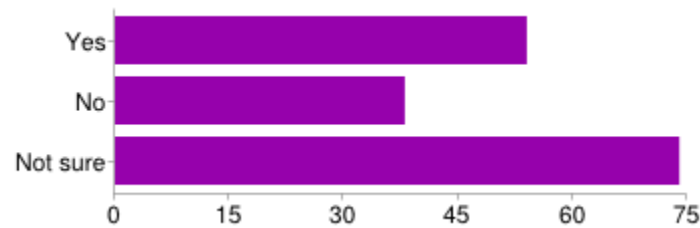


Yes **133** 77%

No **7** 4%

Not sure **28** 16%

Do you believe that this policy extends to the expression of partisan political views?

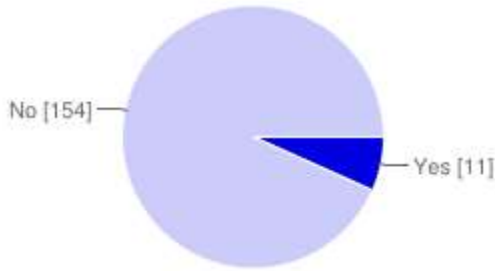


Yes **54** 31%

No **38** 22%

Not sure **74** 43%

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 People's Church?



Yes	11	6%
No	154	90%

In summary:

The survey was completed by over 65% of the congregation, including representation from all ages, but few representing our LGBTQ and multi-racial families. Respondents have a high level of education and are almost all Caucasian. In addition to the survey, we conducted nine cottage meeting discussions this fall and three all church transition discussions last winter. Our responses to the CR and other search tasks reflect our interpretation of the survey data, the cottage meeting discussion, and the transition meetings held in year one. Major themes from the survey that have been affirmed in these other meetings are summarized below.

We are an ethically-minded, inclusive, open congregation with a rich diversity of theological beliefs, though most of us come from other religious traditions. We hope for Sunday services that stimulate and inspire us and help us live out our UU values in our daily lives. We come seeking community and fellowship in this safe and sacred space.

We currently lack clarity as to our desired operational processes and structure, governance, preferred church size, and issues around program-model versus pastoral-model preferences. We hope to embrace more of a shared ministry, in our church operations and governance, rather than being as heavily minister-driven as we have been in the past. We have many hopes for our future, but need to determine what energy and resources are available in a sustainable way.

An intentional approach to leadership development and expansion is needed. We struggle with volunteer burnout, especially in our RE program, which is extremely popular yet chronically short of volunteer resources. We have broad diversity in ages but want more connections across the generations. Our first year of interim ministry was a bit rocky and impacted the morale and participation of some of the congregation, which was reflected in their responses. The second year has been much more positive and productive, and the path toward addressing these needs has been prepared.

We are proud of our strengths in our social justice work and our religious education program, and hope to expand these offerings to young adults and adults. Many of us recognize the need to move further in our journey to become anti-racist, green, and welcoming. We are proud of our attractive building and

beautiful grounds, but are concerned about their maintenance and upkeep. There is a desire for more clarity in understanding the church's operation, staff and committee and board responsibilities, and the minister's role in the overall administration of church operation and staff supervision.

Although we want a minister who is a strongly competent professional overall, it is clearly the desire of our congregation to have the minister's main gifts and contributions be in the experience of Sunday services, to stimulate and expand our thinking and to inspire and guide our spiritual and personal development, as well as to strengthen and connect our beloved community. We hope for a minister who will work with us in a collaborative partnership, discovering and using our gifts, and assisting us in the path toward right relations in all that we do together.