

MINISTERIAL SURVEY RESULTS

175 surveys total - on line & on paper

From 262 members and friends and all 5 staff

Thank you for this 68% response rate

DEMOGRAPHIC INFORMATION

Age

30-39	2%	3 respondents
40-49	6%	10 respondents
50-59	10%	17 respondents
60-69	25%	42 respondents
70-79	38%	62 respondents
80 or over	19%	31 respondents

Race

White	93%	98%
Hispanic/Latino	1%	3%
Asian	under 1%	1%
African American	0%	3%
Native American	0%	1%

Gender & Sexual Identity

Women	64%
Men	34%
Transgender	1%

Marital Status

Married	71%
Divorced	10%
Widowed	8%
Single	6%
Living with a partner	2%
Separated	2%
Domestic partnership	1%
Does your partner attend UUFF?	
58% yes	20% no 23% NA

Education

PhD, MD, JD	22%
Master's degree	40%
Bachelor's degree	28%
Associate's degree	8%
High school, GED	2%

Other	4%
None	4%

Faiths You Want To Learn More About

Buddhism	48%
Unitarian Universalism	43%
Islam	40%
Humanism	38%
Ethical Behavior	31%
Hinduism	27%
Judaism	26%
Taoism	21%
8 Others	5% - 19%
None	13%

Why did you come to UUFF? Why do you stay?

	Come	Stay
Intellectual Stimulation	70%	78%
Community	75%	73%
Unitarian Universalist Values	86%	68%
Sunday Services	72%	73%
Minister	50%	62%
Music/Aesthetic Appeal	43%	67%
Choir	40%	62%
Social Action/Service Activities	49%	64%
Spiritual Growth	57%	60%

When you were unwell did UUFF offer support?

Not at all	7%	(13%)
A little bit	16%	(33%)
A fair amount	15%	(29%)
A great deal	12%	(24%)

I haven't been unwell 50%

How many years have you been a UU?

0-2 years 7%
3-5 years 7%
6-10 years 16%
11-15 years 9%
More than 15 years 61%

How long have you been with UUFF?

Less than a year 7%
1 – 2 years 4%
3 - 5 years 25%
6 - 10 years 19%
11 - 15 years 17%
16 – 20 years 10%
21 years or more 15%
Founding member 2 %

How much is belonging to UUFF a source of strength for you?

None at all 3%
Somewhat 28%
A fair amount 32%
A great deal 37%

UUFF'S CULTURE

How would you characterize our congregation? – our strengths

	VERY	SOMEWHAT
Liberal	77%	21%
Friendly	65%	29%
Welcoming	61%	31%
Respectful	64%	31%
Easy to get involved	57%	33%
Works to improve lives	46%	41%
Lives the 7 principles	42%	53%
Easy to become a leader	40%	46%

Easy to make friends	35%	53%
Provides spiritual growth	29%	52%

How would you characterize our congregation? – our weaknesses

	VERY	SOMEWHAT	NOT ENOUGH
Welcomes new ideas	19%	68%	15%
Works to grow the congregation	18%	43%	29%
Willing to make changes	14%	63%	22%
Flexible	14%	64%	20%
Moderate	12%	75%	5%
Conservative	3%	27%	Not at all 61%

Participation this past year

2 or fewer hours a week	38%	64 people
3 to 5 hours a week	39%	66 people
6 to 9 hours a week	16%	27 people
10 to 14 hours a week	3%	6 people
15 or more hours a week	4%	5 people
No answer		7 people

Feelings about membership growth

Favorable	78%
Neutral	15%
Unfavorable	7%

Feelings about building expansion?

Favorable	52%
Neutral	38%
Unfavorable, because of the cost	10%

Feelings about the leadership

	YES	NO
Represent different segments of the membership?	86%	14%

Encourage new programs?	88%	12%
Respond to the concerns of all segments of the congregation?	79%	21%
Do enough to recruit, educate and integrate new members?	48%	52%
Over concerned with implementing the wishes of the minister?	11%	89%

Denominational Participation

In the past 12 months have you attended any cluster, district, or denominational meetings – general Assembly or District Assemblies?

YES	8%	13 respondents
NO	92%	156 respondents

SUNDAY SERVICE

How often have you attended services in the past year?

3 or more times a month	56%	97 people
1 or 2 times a month	27%	47 people
Rarely	14%	14 people
Never	1%	3 people

Reasons for attending

Answer	Number of people who chose this answer
Sermon topic of interest	139
Celebration of common values & principles	138
Sense of belonging	129
Musical experience – listening, playing or singing	114
Personal reflection and meditation	100
Fellowship after the service	93
Deepening, clarifying spirituality	91
Uplifting emotional experience	83

Support and encouragement for social action	75
Self examination	68
Deepening, clarifying religious beliefs	64
Emotional support	62

Important of parts of the service

	EXTREMELY	VERY
Sermon	82%	16%
Choir	55%	32%
Multicultural sensitivity	50%	34%
Coffee Hour	44%	34%
Recognizing Visitors	42%	40%
Singing Hymns	40%	36%
Sharing Joys and Concerns	38%	44%
Instrumental Music	32%	44%
Readings	32%	49%
Meditation	29%	36%

Less Important parts of the service

	EXTREMELY	VERY	SOMEWHAT
Lay Participation	28%	32%	34%
Child Dedications	27%	43%	21%
Chalice Lighting	21%	39%	31%
Children's Story	19%	34%	34%
Responsive Reading	19%	29%	40%
Prayer	18%	20%	35%

Announcements	15%	42%	36%
Celebrating religious holidays	15%	36%	38%
Talk back at the end of the service	14%	27%	37%
Reciting congregational covenant	9%	13%	4%

Ranking of goals for the Sunday Service

	EXTREMELY	VERY
Build community	64%	31%
Help us understand ourselves	50%	41%
Promote a supportive environment, share beliefs	44%	38%
Show paths for individual growth and change	39%	50%
Spur people to act on their own convictions	34%	47%
Carry on a faith tradition	31%	31%
Encourage humility	24%	40%
Inspire reverence and awe	24%	27%
Communicate insights of the world's great religions	20%	50%
Other	35%	12%

Other goals for Sunday Services

Individuals' comments

"Inspire a positive outlook, not walk away feeling sad and ponderous"

"Inspire hope and positive approaches to life's challenges"

"Be thought provoking"

"Learning to care for and support one another"

“Spur individuals to act in concert with others”

“Explore minority issues”

“Inspire us to be our best selves”

“Guide us to become stronger UUs”

Important sermon topics – top ten

1. Accepting diversity
2. Living the seven principles
3. Values and perspectives on social issues
4. Spiritual growth
5. Coping with life
6. Philosophical ideas
7. Personal growth
8. Family relations hips and values
9. Religious implications of science
10. Psychological perspectives on life’s issues

THE MINISTER WE SEEK

Comfort levels with personal characteristics

Most were comfortable with every characteristic except politically conservative at 26%. All others were in the 53% to 84% “comfortable” range
Very few characteristics were rated either “enthusiastic” or “uncomfortable.”

Comfort levels with personal characteristics

Top rated (enthusiastic + comfortable) characteristics were:

Politically liberal (97%)

Female (97%)

Person of color or historically marginalized group (97 %)

Working class background (97%)

White (97%)

Gay or lesbian (94%)

Parent with young children (92%)

Male (91%)

10 Most Important Qualities

1. Professional competence
2. Character
3. Compassion, patience, tolerance
4. Empathy
5. Intellectual depth and rigor
6. Interpersonal skills
7. Sense of humor
8. Authenticity
9. Consultative and cooperative approach
10. Open mindedness

Priorities for Responsibilities

1. Models ethical life – character
2. Intellectual leader
3. Spiritual leader
4. Pastor/counselor
5. Administrator – leading, coordinating, supporting
6. Social action
7. Facilitator

Special Issues to Consider

- “I'd like a minister who inspires! Ideally, the sermons should touch the mind and the heart - give us something to feel good about. I'd like to leave the church on a Sunday morning feeling uplifted.”
- “Please make sure to select someone who is first a minister and secondly an administrator.”
- “The minister of any UU church is and should be at the heart of the church, creating the focus and the interpretation of what is most important, leading the way, providing inspiration and setting the intellectual standards which the fellowship follows.”
- “We have scientists among us. We appreciate someone who has some curiosity or appreciation for science and other intellectual and artistic endeavors. Someone who appreciates the fun and responsibility of knowledge. (intellectual doesn't mean stuffy.)
- We appreciate nature and our dress is casual and is probably usually natural itself. Personality of the minister: appreciative, joyful, concerned, a deep thinker with a lighter side.
- Our most recent interim ministers have taught us more about the transgenders' realities and the UUA and we would like to continue to learn how to be more aware and welcoming and how to keep growing in various ways with the regional/national organization.
- We appreciate someone who seeks common ground interpersonally, within the congregation and the larger community. We appreciate activism that does not

demonize. The sermons' tone can be conversational. We enjoy stories about people seeking knowledge (including the minister) --the journey within the journey—."

- "I would like to have a pastor who knows that "minister" is not only a noun that carries some status but also a verb that carries some expectations. People in our congregation should feel valued, comforted and supported by our minister."
- "I feel deeply that we need a minister who encourages unabashed conversation around spiritual growth. As a congregation and individuals many of us shy away from these issues but come to church to access them. We are capable of living thoughtful, social and intellectual lives on our own but ministry is a special way of asking us to live more deeply."

One Main Thing to Achieve

There were 138 responses that fell into five categories:

Improve existing programs	48 responses
Grow the congregation	39 responses
New Minister advice	31 responses
Building & Grounds	15 responses
We're good now, keep going	5 responses

One Main Thing ...samples

- "Become more integrated into the community and ACTIVELY involved in a few community-wide initiatives that change lives for the better."
- "Greater organizational clarity."
- "Grow in membership." "Attract a more diverse and younger population."
- "To find an intellectually stimulating and spiritually compelling minister with a first class mind."
- "Expand the building, choir in front of the congregation."
- "Take care of the building, better kitchen, add a parish hall."
- "Keep up the good works." "I'm pretty happy as it is."

Thank you for responding to the survey.

Thank you for coming this evening.