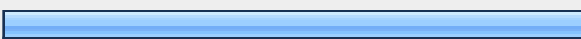



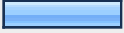
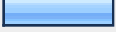


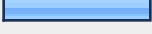






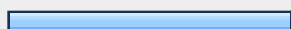
Ministerial Search, UUCD, 2009


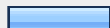

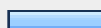

1. What is your affiliation with the congregation?			
		Response Percent	Response Count
Member		89.3%	134
Friend		10.7%	16
		<i>answered question</i>	<b>150</b>
		<i>skipped question</i>	<b>1</b>

2. How long have you been associated with the congregation?			
		Response Percent	Response Count
Less than 1 year		4.6%	7
1-2 years		11.3%	17
3-5 years		17.9%	27
6-10 years		16.6%	25
11-15 years		17.2%	26
16-20 years		9.9%	15
21 years or more		22.5%	34
		<i>answered question</i>	<b>151</b>
		<i>skipped question</i>	<b>0</b>

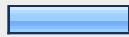





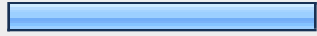
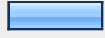
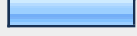

3. Thinking back to a time when you have been unwell, to what extent did the congregation reach out and offer support to you?			
		Response Percent	Response Count
Not at all		6.7%	10
A little bit		4.7%	7
A fair amount		16.0%	24
A great deal		14.0%	21
<b>Not applicable. I have not been unwell while affiliated with the congregation</b>		<b>58.7%</b>	<b>88</b>
		<i>answered question</i>	<b>150</b>
		<i>skipped question</i>	<b>1</b>





4. What is your age?			
		Response Percent	Response Count
18 or under		0.0%	0
19-29		2.0%	3
30-39		10.6%	16
40-49		15.9%	24
50-59		27.8%	42
<b>60-69</b>		<b>29.8%</b>	<b>45</b>
70-79		8.6%	13
80 or over		5.3%	8
		<i>answered question</i>	<b>151</b>
		<i>skipped question</i>	<b>0</b>



5. How would you characterize your overall physical health?			
		Response Percent	Response Count
Very poor		0.7%	1
Poor		2.0%	3
Satisfactory		12.7%	19
Good		41.3%	62
<b>Very good</b>		<b>43.3%</b>	<b>65</b>
		<i>answered question</i>	<b>150</b>
		<i>skipped question</i>	<b>1</b>






6. For how many years have you been a Unitarian Universalist?			
		Response Percent	Response Count
0-2 years		11.4%	17
3-5 years		15.4%	23
6-10 years		11.4%	17
11-15 years		14.1%	21
<b>More than 15 years</b>		<b>47.7%</b>	<b>71</b>
		<i>answered question</i>	<b>149</b>
		<i>skipped question</i>	<b>2</b>




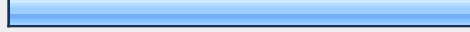



**7. What was your most recent prior religious affiliation or worldview? Note that these categories are not necessarily mutually exclusive; in other words, you could belong to more than one at the same time.**



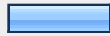
		<b>Response Percent</b>	<b>Response Count</b>
None		18.2%	27
Always a UU		7.4%	11
Buddhist		4.1%	6
Catholic Christian		12.8%	19
Hindu		1.4%	2
Jewish		0.7%	1
Muslim		0.0%	0
<b>Protestant Christian</b>		<b>47.3%</b>	<b>70</b>
Secular humanist		14.2%	21
Freethinker about religion		18.9%	28
Other (specify below)		6.1%	9
		Other (please specify)	14
		<b><i>answered question</i></b>	<b>148</b>
		<b><i>skipped question</i></b>	<b>3</b>

8. 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		3.3%	5
Somewhat		24.5%	37
A fair amount		32.5%	49
<b>A great deal</b>		<b>39.7%</b>	<b>60</b>
		<i>answered question</i>	<b>151</b>
		<i>skipped question</i>	<b>0</b>

9. What is your gender?			
		Response Percent	Response Count
Male		29.3%	44
<b>Female</b>		<b>70.7%</b>	<b>106</b>
Transgender		0.0%	0
		<i>answered question</i>	<b>150</b>
		<i>skipped question</i>	<b>1</b>

10. What is your sexual orientation?			
		Response Percent	Response Count
Bisexual		2.7%	4
Gay		0.7%	1
<b>Heterosexual</b>		<b>87.3%</b>	<b>131</b>
Lesbian		8.0%	12
Other (specify below)		1.3%	2
		Other (please specify)	1
		<b>answered question</b>	<b>150</b>
		<b>skipped question</b>	<b>1</b>

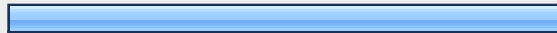



11. What is your current marital status?			
		Response Percent	Response Count
Divorced		8.8%	13
Domestic partnership		7.4%	11
Living with partner		2.0%	3
<b>Married</b>		<b>71.6%</b>	<b>106</b>
Separated		2.7%	4
Single		4.7%	7
Widowed		2.7%	4
		<b>answered question</b>	<b>148</b>
		<b>skipped question</b>	<b>3</b>

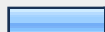
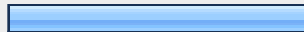

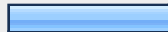


12. Is your spouse/partner affiliated with the congregation?			Response Percent	Response Count
Yes			62.4%	93
No			22.1%	33
Not applicable			15.4%	23
		<b>answered question</b>		<b>149</b>
		<b>skipped question</b>		<b>2</b>

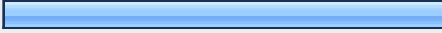
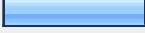



13. What is your ethnic/racial background?			
	Primary ethnicity/race	Other ethnicity/race	Response Count
African American/Black	0.0% (0)	0.0% (0)	0
American Indian/Alaska Native	42.9% (3)	<b>57.1% (4)</b>	7
Asian	<b>66.7% (2)</b>	33.3% (1)	3
Hispanic/Latino	0.0% (0)	0.0% (0)	0
Made from stardust	<b>68.8% (11)</b>	31.3% (5)	16
Pacific Islander	0.0% (0)	0.0% (0)	0
White (not of Hispanic origin)	<b>98.3% (119)</b>	1.7% (2)	121
Finnish	42.9% (3)	<b>57.1% (4)</b>	7
Czech	0.0% (0)	<b>100.0% (1)</b>	1
German	<b>63.6% (14)</b>	36.4% (8)	22
Norwegian	<b>55.0% (11)</b>	45.0% (9)	20
Swedish	46.7% (7)	<b>53.3% (8)</b>	15
Hotdish	23.1% (3)	<b>76.9% (10)</b>	13
Other (specify below)	42.9% (3)	<b>57.1% (4)</b>	7
		Other (please specify)	17
		<b>answered question</b>	<b>148</b>
		<b>skipped question</b>	<b>3</b>

14. What formal education have you completed?			
		Response Percent	Response Count
Less than high school		0.0%	0
High school or GED equivalent		1.3%	2
Associate's degree, trade school, or some college		10.0%	15
Bachelor's or conservatory degree		35.3%	53
<b>Master's degree</b>		<b>36.7%</b>	<b>55</b>
PhD, M.D., J.D., or similar advanced degree		16.7%	25
		<i>answered question</i>	<b>150</b>
		<i>skipped question</i>	<b>1</b>

15. How central or peripheral is your affiliation with this congregation and/or Unitarian Universalism to your identity as an individual?			
		Response Percent	Response Count
Highly peripheral		2.0%	3
Somewhat peripheral		7.9%	12
Neutral		23.8%	36
<b>Somewhat central</b>		<b>36.4%</b>	<b>55</b>
Highly central		29.8%	45
		<i>answered question</i>	<b>151</b>
		<i>skipped question</i>	<b>0</b>

16. What is your political affiliation or persuasion?			
		Response Percent	Response Count
Democratic Party		84.8%	123
Republican Party		0.0%	0
Green Party		10.3%	15
Gray Party		0.0%	0
Independent		14.5%	21
Dependent		0.0%	0
Other (specify below)		3.4%	5
		Other (please specify)	12
		<b>answered question</b>	<b>145</b>
		<b>skipped question</b>	<b>6</b>

17. What is your geographic origin?			
		Response Percent	Response Count
Born and raised in Duluth/Superior area		14.3%	21
<b>Born and raised in Minnesota or Wisconsin</b>		<b>45.6%</b>	<b>67</b>
Born and raised in upper Midwest		12.2%	18
Born and raised elsewhere in U.S.		24.5%	36
Born and raised outside of U.S.		2.0%	3
Other (specify below)		2.0%	3
		Other (please specify)	8
		<b>answered question</b>	<b>147</b>
		<b>skipped question</b>	<b>4</b>

18. Where do you live?			
		Response Percent	Response Count
Within Duluth city limits		67.8%	101
NE Minnesota outside of Duluth		21.5%	32
Within Superior, WI city limits		6.7%	10
NW Wisconsin outside of Superior		2.7%	4
Other (specify below)		1.3%	2
		Other (please specify)	4
		<b><i>answered question</i></b>	<b>149</b>
		<b><i>skipped question</i></b>	<b>2</b>

**19. If you live within the City Limits of Duluth, Superior, Proctor, Hermantown or Two Harbors, what neighborhood do you live in?**




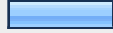
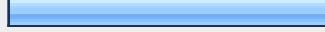






		Response Percent	Response Count
Lakeside		24.1%	26
U.Minn.Duluth/College of St. Scholastica area		22.2%	24
Congdon Park		13.9%	15
Central Hillside		4.6%	5
Downtown		0.0%	0
Park Point		1.9%	2
West Duluth		3.7%	4
Lincoln Park		0.9%	1
Morgan Park		0.0%	0
Gary		0.0%	0
New Duluth		0.0%	0
Fond du Lac		0.0%	0
Billings Park Superior		2.8%	3
East End Superior		0.9%	1
Central Park Superior		1.9%	2
South Superior		0.9%	1
Elsewhere in Superior		2.8%	3
Proctor		0.0%	0
Hermantown		1.9%	2
Two Harbors		0.9%	1
Other neighborhood (specify below)		16.7%	18
Other (please specify)			30
		<b>answered question</b>	<b>108</b>

**20. What is your primary mode of transportation to work?**





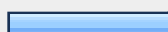















		Response Percent	Response Count
Not currently employed.		23.1%	34
Work at home.		7.5%	11
<b>Automobile, alone.</b>		<b>48.3%</b>	<b>71</b>
Automobile, Carpool		6.8%	10
Bicycle		0.7%	1
Bus		2.0%	3
Walking		6.1%	9
Other (specify below)		5.4%	8
		Other (please specify)	14
		<b>answered question</b>	<b>147</b>
		<b>skipped question</b>	<b>4</b>


**21. About how long does it take you to travel to the church from home?**

		Response Percent	Response Count
<b>Less than 15 minutes</b>		<b>60.3%</b>	<b>91</b>
15-30 minutes		26.5%	40
30-45 minutes		7.3%	11
45-60 minutes		3.3%	5
Over an hour		2.6%	4
		<b>answered question</b>	<b>151</b>
		<b>skipped question</b>	<b>0</b>


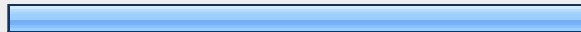
22. What is your primary mode of transportation from home to the church building?			
		Response Percent	Response Count
Bus		0.7%	1
Hybrid car		12.4%	18
SUV		9.0%	13
New car		15.9%	23
<b>Old car</b>		<b>49.0%</b>	<b>71</b>
Clunker		0.7%	1
Bicycle		1.4%	2
Walking		4.1%	6
Cross-country ski		0.7%	1
Carpool		1.4%	2
Other (specify below)		4.8%	7
		Other (please specify)	14
		<b>answered question</b>	<b>145</b>
		<b>skipped question</b>	<b>6</b>

**23. In which of the following sectors are you employed, or if not currently employed, in which were you most recently employed?**

		Response Percent	Response Count
Banking or other financial services		3.5%	5
Angel-wing manufacturer		1.4%	2
Contracting		1.4%	2
Education (K-12)		10.5%	15
<b>Education (College or University)</b>		<b>24.5%</b>	<b>35</b>
Fairy Godmother		1.4%	2
Government - Federal		2.8%	4
Government - State or local		4.9%	7
Health Care		16.1%	23
Hospitality - (e.g., Hotel, Bed and Breakfast)		0.7%	1
Industry		2.1%	3
Media - Newspaper, Radio, TV		1.4%	2
Philanthropy		0.0%	0
Private business		2.8%	4
Real Estate		0.7%	1
Restaurant		0.7%	1
Retail		4.9%	7
Skilled labor - Trades		5.6%	8
Social Services		9.1%	13
Tourism		0.0%	0
Transportation		0.7%	1
Veterinary Services		0.7%	1

Other (specify below)		16.1%	23
		Other (please specify)	30
		<b>answered question</b>	<b>143</b>
		<b>skipped question</b>	<b>8</b>

**24. Another household member is answering these questions on my behalf. If YES, please proceed to the next page.**

		Response Percent	Response Count
Yes		11.5%	16
No		88.5%	123
		<b>answered question</b>	<b>139</b>
		<b>skipped question</b>	<b>12</b>










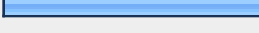
25. If you have children, please indicate how many in each group. If you are taking this survey with a printed copy, you are taking it on-line, click on the arrow at the right of the box and choose the appropriate number.

Number							
	1	2	3	4	5	6	7
Preschool	<b>92.3% (12)</b>	7.7% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
K-3	<b>78.9% (15)</b>	21.1% (4)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
4-6	<b>81.8% (9)</b>	18.2% (2)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
7-8	<b>100.0% (7)</b>	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
9-12	40.0% (2)	<b>60.0% (3)</b>	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
College	44.4% (4)	<b>55.6% (5)</b>	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Number in R.E.							
	1	2	3	4	5	6	7
Preschool	<b>100.0% (9)</b>	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
K-3	<b>71.4% (10)</b>	28.6% (4)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
4-6	<b>77.8% (7)</b>	22.2% (2)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
7-8	<b>100.0% (3)</b>	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
9-12	<b>50.0% (1)</b>	<b>50.0% (1)</b>	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
College	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)



**26. 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		18.5%	24
<b>\$50,001 to \$75,000</b>		<b>27.7%</b>	<b>36</b>
\$75,001 to \$100,000		22.3%	29
\$100,001 to \$125,000		13.1%	17
\$125,001 to \$150,000		4.6%	6
\$150,001 to \$200,000		3.8%	5
Over \$200,000		1.5%	2
		<i>answered question</i>	<b>130</b>
		<i>skipped question</i>	<b>21</b>

**27. What is your current family/household pledge for the operating budget -- whether you pledge as individuals or as a family?**

		Response Percent	Response Count
Less than \$50		12.5%	15
\$50 to \$99		4.2%	5
\$100 to \$199		7.5%	9
\$200 to \$299		5.0%	6
\$300 to \$399		5.0%	6
\$400 to \$499		5.0%	6
\$500 to \$599		4.2%	5
\$600 to \$799		12.5%	15
\$800 to \$999		5.0%	6
<b>\$1000 or more</b>		<b>39.2%</b>	<b>47</b>
		<i>answered question</i>	<b>120</b>
		<i>skipped question</i>	<b>31</b>

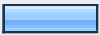

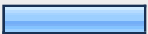

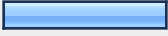
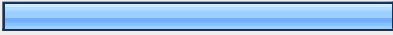




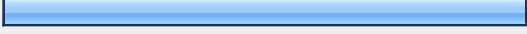
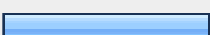
**28. Did you pay your pledge in full last year?**

		Response Percent	Response Count
Yes		87.0%	100
No		13.0%	15
		<i>answered question</i>	<b>115</b>
		<i>skipped question</i>	<b>36</b>

**29. A variety of functions comprise a minister's work. Each minister has to prioritize these functions, and thus his or her functions? (Use 1 as the most important and 8 as the least.)**

<b>Importance</b>						
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
Pastor: counsels, visits the sick, visits people at home, etc.	8.2% (12)	13.7% (20)	8.2% (12)	17.8% (26)	<b>25.3% (37)</b>	13.0% (19)
Social activist: promotes ethical values in the larger community	7.5% (11)	14.3% (21)	19.7% (29)	<b>20.4% (30)</b>	10.9% (16)	12.2% (18)
Facilitator: involves people in congregational life	15.5% (23)	14.9% (22)	<b>19.6% (29)</b>	16.9% (25)	10.8% (16)	14.2% (21)
Spiritual leader: prepares and leads worships and celebrations	<b>53.4% (78)</b>	19.9% (29)	13.7% (20)	3.4% (5)	0.7% (1)	1.4% (2)
Intellectual leader: challenges and stimulates the thinking of the congregation	28.2% (42)	<b>30.2% (45)</b>	18.1% (27)	6.7% (10)	4.0% (6)	4.7% (7)
Administrator: achieves results by coordinating and supporting the efforts of others	4.7% (7)	<b>20.3% (30)</b>	14.2% (21)	14.9% (22)	14.2% (21)	14.2% (21)
Person of character: models the ethical life	<b>25.9% (38)</b>	10.2% (15)	12.2% (18)	9.5% (14)	10.9% (16)	12.9% (19)
Other (specify below)	5.9% (2)	5.9% (2)	2.9% (1)	0.0% (0)	5.9% (2)	8.8% (3)

**30. Responsibility for a successful congregation is shared among the minister, other staff, and lay leadership. In terms of personal capabilities and time and attention, which three of the following priorities for the next minister do you consider to be the most important? (please check only 3)**

		Response Percent	Response Count
Assuring efficient and effective church administration		14.1%	21
Caring for and counseling individuals		23.5%	35
Creating a sense of awe and wonder in Sunday services		21.5%	32
Encouraging congregational social justice programs		19.5%	29
Encouraging volunteers and developing lay leadership		24.8%	37
Fostering a sense of fellowship and community within the congregation		59.7%	89
Guiding/facilitating committee work		2.0%	3
Leading and guiding the church staff		9.4%	14
Offering stimulating adult enrichment programs		8.1%	12
Participating in religious education for children and youth		11.4%	17
<b>Presenting stimulating and challenging Sunday services</b>		<b>80.5%</b>	<b>120</b>
Providing visible leadership in the community beyond the congregation		31.5%	47
		<b><i>answered question</i></b>	<b>149</b>
		<b><i>skipped question</i></b>	<b>2</b>



**31. Which of the following qualities do you think are the most important considerations in screening ministerial candidates? (please select 3)**

		Response Percent	Response Count
Character (strong moral consistency, stability, reliability)		34.2%	51
Consultative and cooperative approach		28.2%	42
Creativity (ability to develop and present new ideas and methods)		30.9%	46
Empathy (genuine interest in and concern about others)		34.9%	52
Humility (awareness of his/her limitations)		4.7%	7
Intellectual depth and rigor		23.5%	35
Open-mindedness (receptive to other ideas)		26.8%	40
<b>Professional competence (ability to communicate , counsel, empower, etc.)</b>		<b>67.8%</b>	<b>101</b>
Scholarship (educated, informed, interesting)		16.8%	25
Sense of calling (motivated, enthusiastic)		23.5%	35
Sense of humor		21.5%	32
Sense of humor		2.0%	3
Sense of humor		2.0%	3
		<b>answered question</b>	<b>149</b>
		<b>skipped question</b>	<b>2</b>



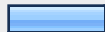
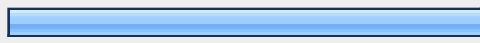
**32. UU tradition is that the minister should have freedom of the pulpit, whereby s/he may express whatever views s/he may hold without censorship from the congregation.**









	Yes	No	Not sure	Response Count
Do you agree with this policy?	<b>83.7% (123)</b>	2.0% (3)	14.3% (21)	147
Do you believe that this policy extends to the expression of partisan political views?	30.3% (44)	<b>37.9% (55)</b>	31.7% (46)	145
	<i>answered question</i>			<b>147</b>
	<i>skipped question</i>			<b>4</b>

**33. The UUA General Assembly, in 1989, adopted an equal opportunity policy 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 congregation?**

		Response Percent	Response Count
Yes		3.5%	5
No		<b>96.5%</b>	<b>138</b>
	If Yes, please elaborate		6
	<i>answered question</i>		<b>143</b>
	<i>skipped question</i>		<b>8</b>



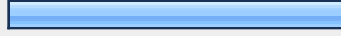

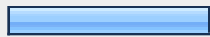

34. How would you personally feel about our congregation calling as a minister a person who is...				
	Enthusiastic	Comfortable	Uncomfortable	Response Count
Male?	33.3% (49)	<b>63.3% (93)</b>	3.4% (5)	147
Female?	38.5% (57)	<b>61.5% (91)</b>	0.0% (0)	148
White?	21.1% (31)	<b>78.9% (116)</b>	0.0% (0)	147
A person of color/member of historically marginalized ethnic/cultural group?	36.7% (54)	<b>62.6% (92)</b>	0.7% (1)	147
Gay or lesbian?	27.2% (40)	<b>71.4% (105)</b>	1.4% (2)	147
Bisexual?	22.4% (33)	<b>67.3% (99)</b>	10.2% (15)	147
Transgender?	17.0% (25)	<b>60.5% (89)</b>	22.4% (33)	147
Physically challenged?	22.4% (33)	<b>75.5% (111)</b>	2.0% (3)	147
Runs marathons?	18.8% (27)	<b>79.2% (114)</b>	2.1% (3)	144
Politically liberal?	46.6% (68)	<b>50.7% (74)</b>	2.7% (4)	146
Politically conservative?	4.2% (6)	27.8% (40)	<b>68.1% (98)</b>	144
Openly atheistic	15.9% (23)	<b>52.4% (76)</b>	31.7% (46)	145
From a moneyed background?	11.3% (16)	<b>83.0% (117)</b>	5.7% (8)	141
Knows how to bake a good rhubarb pie?	36.7% (51)	<b>57.6% (80)</b>	5.8% (8)	139
Likes to icefish?	13.2% (18)	<b>80.1% (109)</b>	6.6% (9)	136
From a working class background?	23.8% (34)	<b>76.2% (109)</b>	0.0% (0)	143
Younger than 40?	22.8% (33)	<b>74.5% (108)</b>	2.8% (4)	145
Older than 60?	15.8% (23)	<b>68.5% (100)</b>	15.8% (23)	146
On a co-ministry team?	19.9% (28)	<b>73.0% (103)</b>	7.1% (10)	141
	<b>answered question</b>			<b>149</b>
	<b>skipped question</b>			<b>2</b>


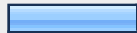
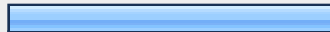
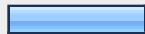


35. Which statement best describes your preference for the minister's administrative role?			
		Response Percent	Response Count
The minister administers the daily operations of the congregation, guiding the various committees in their work		0.7%	1
The minister is actively involved in many of the committees of the congregation as a consultant/stimulator/facilitator		11.8%	17
The minister is primarily concerned with the religious life of the congregation; the committees are the primary administrators of the congregation		14.6%	21
<b>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</b>		72.9%	105
		<i>answered question</i>	144
		<i>skipped question</i>	7

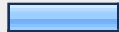


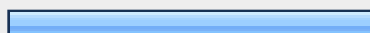
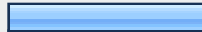
36. What predominant style of ministry would you prefer in our next minister?			
		Response Percent	Response Count
Facilitator: the minister as go-between; due to the connections forged among them by the minister, the congregation feels itself "spontaneously" under way		30.1%	44
<b>Pastor: the minister as chaplain; by virtue of his/her spiritual and moral gifts the minister becomes an influential counselor to individuals and to a strong lay leadership</b>		31.5%	46
Prophet: the minister as visionary; envisioning a future of promise, the minister inspires the congregation and the larger community to pursue it		27.4%	40
Steward: the minister as city manager; with the minister dogging the details, the congregation runs like a well-oiled machine		1.4%	2
Court Jester: who conveys the truth that the universe is absurd and therefore so be we.		1.4%	2
Coach		3.4%	5
Artist		1.4%	2
Teacher		3.4%	5
	<b>answered question</b>		<b>146</b>
	<b>skipped question</b>		<b>5</b>

37. How important are these various ministerial functions to you?					
	Extremely important	Very important	Somewhat important	Not important	Response Count
Administration	9.7% (14)	40.7% (59)	<b>46.2% (67)</b>	3.4% (5)	145
Adult religious education	7.6% (11)	<b>49.7% (72)</b>	42.1% (61)	0.7% (1)	145
Alternative worship	8.0% (11)	24.8% (34)	<b>54.0% (74)</b>	13.1% (18)	137
Anti-racism/anti-oppression work	20.3% (29)	<b>41.3% (59)</b>	35.7% (51)	2.8% (4)	143
Campus ministry	2.1% (3)	25.7% (37)	<b>59.0% (85)</b>	13.2% (19)	144
Children's religious education	14.6% (21)	<b>49.3% (71)</b>	35.4% (51)	0.7% (1)	144
Church dynamics	29.4% (42)	<b>53.1% (76)</b>	16.8% (24)	0.7% (1)	143
Committee work	2.8% (4)	33.3% (47)	<b>54.6% (77)</b>	9.2% (13)	141
Community building	34.7% (50)	<b>45.8% (66)</b>	19.4% (28)	0.0% (0)	144
Denominational activities	7.9% (11)	40.3% (56)	<b>51.1% (71)</b>	0.7% (1)	139
Explaining James Joyce	4.5% (6)	3.0% (4)	17.9% (24)	<b>74.6% (100)</b>	134
Facilitation	27.3% (39)	<b>54.5% (78)</b>	18.2% (26)	0.0% (0)	143
Facilities design and management	4.9% (7)	7.6% (11)	38.9% (56)	<b>48.6% (70)</b>	144
Finance	4.2% (6)	27.8% (40)	<b>53.5% (77)</b>	14.6% (21)	144
Fundraising events	2.1% (3)	29.4% (42)	<b>52.4% (75)</b>	16.1% (23)	143
Hospital calling	10.5% (15)	35.7% (51)	<b>49.0% (70)</b>	4.9% (7)	143
Interfaith outreach and communication	13.0% (19)	<b>58.9% (86)</b>	26.0% (38)	2.1% (3)	146
Leadership development	22.5% (32)	<b>61.3% (87)</b>	14.8% (21)	1.4% (2)	142
Membership growth	21.4% (31)	<b>41.4% (60)</b>	35.2% (51)	2.1% (3)	145
Music and liturgical arts	9.2% (13)	38.3% (54)	<b>48.2% (68)</b>	4.3% (6)	141
Personal counseling	16.6% (24)	<b>46.2% (67)</b>	34.5% (50)	2.8% (4)	145
Pledge drive canvassing	2.1% (3)	9.8% (14)	<b>51.7% (74)</b>	36.4% (52)	143
Preaching	<b>58.0% (83)</b>	30.8% (44)	8.4% (12)	2.8% (4)	143


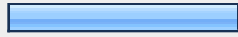
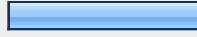



Scholarship	15.4% (22)	<b>51.0% (73)</b>	25.2% (36)	8.4% (12)	143
Social action	23.6% (34)	<b>52.1% (75)</b>	22.9% (33)	1.4% (2)	144
Spiritual guidance	42.1% (61)	<b>46.9% (68)</b>	10.3% (15)	0.7% (1)	145
Staff relations	29.9% (43)	<b>51.4% (74)</b>	18.1% (26)	0.7% (1)	144
Worship	<b>55.2% (79)</b>	34.3% (49)	10.5% (15)	0.0% (0)	143
Young adult ministry	14.3% (20)	<b>47.1% (66)</b>	36.4% (51)	2.1% (3)	140
Youth ministry	15.4% (19)	<b>54.5% (67)</b>	27.6% (34)	2.4% (3)	123
Other (specify below)	<b>62.5% (5)</b>	0.0% (0)	12.5% (1)	25.0% (2)	8
Other (please specify)					8
<b>answered question</b>					<b>146</b>
<b>skipped question</b>					<b>5</b>

38. What responsibility should the minister have for the day-to-day administration of the congregation?			
		Response Percent	Response Count
The minister is the chief administrator, with all staff reporting directly or indirectly to her/him.		5.4%	8
Putting out fires		0.7%	1
<b>The minister is a member of the executive team which has overall responsibility. The other members are the Board President, the Treasurer, and the Administrator.</b>		<b>51.4%</b>	<b>76</b>
The minister has little responsibility for administration		1.4%	2
Administrative responsibility is shared collaboratively between the minister and the board.		30.4%	45
No opinion. This is for the Board and the minister to work out.		10.8%	16
		<b><i>answered question</i></b>	<b>148</b>
		<b><i>skipped question</i></b>	<b>3</b>

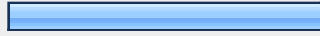
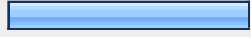

39. To the best of your knowledge, how many members does UUCD have right now?			
		Response Percent	Response Count
100-150		3.6%	5
150-200		19.4%	27
<b>200-250</b>		<b>49.6%</b>	<b>69</b>
250-300		20.9%	29
300-400		5.0%	7
over 400		1.4%	2
		<b>answered question</b>	<b>139</b>
		<b>skipped question</b>	<b>12</b>

40. What are your personal feelings about growth of the congregation? (Check all that apply)			
		Response Percent	Response Count
I miss the intimacy that we had when we were smaller.		16.6%	24
I am OK with our size now but I feel ambivalent about growing.		11.7%	17
We are big enough.		3.4%	5
<b>I can't wait until both services are filled -- I love this religion and wish everyone could be a part of it.</b>		<b>55.9%</b>	<b>81</b>
I am neutral about growth		29.7%	43
		<b>answered question</b>	<b>145</b>
		<b>skipped question</b>	<b>6</b>

**41. During the past year, approximately how often have you attended Sunday morning services, either as an attendee or as a Religious Education teacher?**

		Response Percent	Response Count
Every Sunday		3.5%	5
<b>3 or more times per month</b>		<b>35.2%</b>	<b>50</b>
1 or 2 times per month		28.9%	41
Every few weeks, but less than once per month		14.8%	21
Rarely		12.0%	17
Never		5.6%	8
		<b><i>answered question</i></b>	<b>142</b>
		<b><i>skipped question</i></b>	<b>9</b>

**42. When you do attend Sunday services, which service do you prefer?**

		Response Percent	Response Count
Early		47.9%	68
Late		36.6%	52
No preference		15.5%	22
		<b><i>answered question</i></b>	<b>142</b>
		<b><i>skipped question</i></b>	<b>9</b>

43. Indicate ALL the reasons you FIRST attended this congregation, and the importance of each: (If the choices scroll off the top of the screen, just remember that EXTREMELY IMPORTANT is on the left, and NOT IMPORTANT is on the right)

	Extremely	Very	Somewhat	None	Response Count
Adult religious education	7.6% (9)	21.8% (26)	<b>40.3% (48)</b>	30.3% (36)	119
Broken television set	0.0% (0)	1.9% (2)	0.9% (1)	<b>97.2% (105)</b>	108
Campus/setting	0.9% (1)	5.3% (6)	11.4% (13)	<b>82.5% (94)</b>	114
Celebrating common values	<b>53.0% (71)</b>	39.6% (53)	5.2% (7)	2.2% (3)	134
Children's religious education	29.1% (37)	18.9% (24)	20.5% (26)	<b>31.5% (40)</b>	127
Choir	13.6% (16)	15.3% (18)	27.1% (32)	<b>44.1% (52)</b>	118
Community	<b>47.7% (61)</b>	41.4% (53)	7.0% (9)	3.9% (5)	128
Denominational involvement	7.0% (8)	22.8% (26)	<b>46.5% (53)</b>	23.7% (27)	114
Family	20.2% (25)	<b>33.1% (41)</b>	23.4% (29)	23.4% (29)	124
Fellowship	40.6% (52)	<b>46.1% (59)</b>	12.5% (16)	0.8% (1)	128
GBLT concerns	13.5% (15)	12.6% (14)	32.4% (36)	<b>41.4% (46)</b>	111
Intellectual stimulation	<b>49.2% (64)</b>	37.7% (49)	10.0% (13)	3.1% (4)	130
Meditation/Prayer	21.7% (26)	<b>31.7% (38)</b>	29.2% (35)	17.5% (21)	120
Men's groups	4.6% (5)	3.7% (4)	12.0% (13)	<b>79.6% (86)</b>	108
Minister	26.7% (32)	<b>34.2% (41)</b>	20.0% (24)	19.2% (23)	120
Music/Esthetic appeal	18.8% (22)	31.6% (37)	<b>33.3% (39)</b>	16.2% (19)	117
Social action/Service activities	23.4% (29)	<b>37.1% (46)</b>	28.2% (35)	11.3% (14)	124
Spiritual growth	35.2% (44)	<b>43.2% (54)</b>	16.0% (20)	5.6% (7)	125
Unitarian Universalist beliefs	<b>62.4% (83)</b>	28.6% (38)	6.8% (9)	2.3% (3)	133
Women's groups	8.0% (9)	16.1% (18)	28.6% (32)	<b>47.3% (53)</b>	112
Worship	30.6% (37)	<b>41.3% (50)</b>	22.3% (27)	5.8% (7)	121
Youth groups	2.8% (3)	18.3% (20)	21.1% (23)	<b>57.8% (63)</b>	109
Young adult groups	0.0% (0)	8.1% (8)	19.2% (19)	<b>72.7% (72)</b>	99

Other (specify below)	33.3% (4)	0.0% (0)	8.3% (1)	<b>58.3% (7)</b>	12
Other (please specify)					10
<b>answered question</b>					<b>145</b>
<b>skipped question</b>					<b>6</b>

**44. Indicate ALL the reasons you CONTINUE TO ATTEND this congregation and the importance of each: (If the choices scroll off the top of the screen, remember that EXTREMELY IMPORTANT is on the left, and NOT IMPORTANT is on the right)**

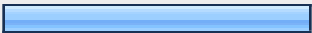




	<b>Extremely</b>	<b>Very</b>	<b>Somewhat</b>	<b>None</b>	<b>Response Count</b>
Adult religious education	8.4% (10)	26.1% (31)	<b>48.7% (58)</b>	16.8% (20)	119
Campus/setting	5.3% (6)	19.3% (22)	24.6% (28)	<b>50.9% (58)</b>	114
Celebrating common values	<b>53.1% (68)</b>	36.7% (47)	7.8% (10)	2.3% (3)	128
Children's religious education	22.0% (26)	19.5% (23)	23.7% (28)	<b>34.7% (41)</b>	118
Choir	10.8% (12)	18.9% (21)	32.4% (36)	<b>37.8% (42)</b>	111
Community	<b>51.6% (66)</b>	32.8% (42)	12.5% (16)	3.1% (4)	128
Denominational involvement	10.7% (12)	33.0% (37)	<b>40.2% (45)</b>	16.1% (18)	112
Family	20.5% (24)	<b>36.8% (43)</b>	20.5% (24)	22.2% (26)	117
Fellowship	<b>46.7% (57)</b>	41.0% (50)	11.5% (14)	0.8% (1)	122
GLBT concerns	15.2% (17)	25.9% (29)	<b>33.0% (37)</b>	25.9% (29)	112
Intellectual stimulation	<b>54.7% (70)</b>	32.0% (41)	12.5% (16)	0.8% (1)	128
Meditation/Prayer	24.6% (30)	<b>32.8% (40)</b>	27.9% (34)	14.8% (18)	122
Men's groups	4.6% (5)	4.6% (5)	16.5% (18)	<b>74.3% (81)</b>	109
Minister	28.3% (34)	<b>46.7% (56)</b>	19.2% (23)	5.8% (7)	120
Music/Esthetic appeal	18.8% (22)	33.3% (39)	<b>36.8% (43)</b>	11.1% (13)	117
Social action/Service activities	24.0% (29)	<b>36.4% (44)</b>	33.9% (41)	5.8% (7)	121
Spiritual growth	<b>41.1% (51)</b>	35.5% (44)	16.1% (20)	7.3% (9)	124
Television set still broken	2.9% (3)	1.0% (1)	1.0% (1)	<b>95.1% (97)</b>	102

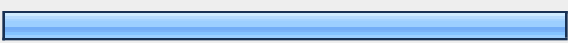
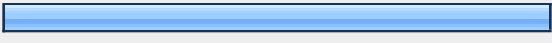
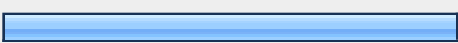
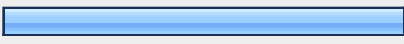
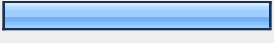
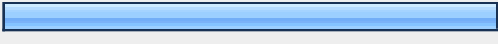
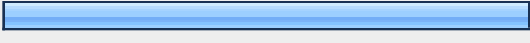
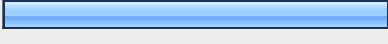
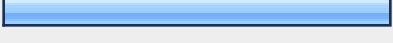

Unitarian Universalist beliefs	<b>61.9% (78)</b>	29.4% (37)	7.9% (10)	0.8% (1)	126
Watching deer grazing during the sermon	15.2% (17)	17.0% (19)	<b>36.6% (41)</b>	31.3% (35)	112
Women's groups	7.4% (8)	19.4% (21)	30.6% (33)	<b>42.6% (46)</b>	108
Worship	<b>43.2% (51)</b>	35.6% (42)	13.6% (16)	7.6% (9)	118
Youth groups	4.0% (4)	22.2% (22)	33.3% (33)	<b>40.4% (40)</b>	99
Other (specify below)	12.5% (2)	12.5% (2)	6.3% (1)	<b>68.8% (11)</b>	16
				Other (please specify)	15
				<b><i>answered question</i></b>	<b>138</b>
				<b><i>skipped question</i></b>	<b>13</b>

45. In which of the following congregational activities have you participated during the last year?						
	Weekly	Monthly	2-3 times per year	Maybe yearly	Never	Response Count
Adult enrichment or religious education	0.8% (1)	15.7% (19)	27.3% (33)	24.8% (30)	<b>31.4% (38)</b>	121
Board of Trustees	0.9% (1)	9.0% (10)	1.8% (2)	3.6% (4)	<b>84.7% (94)</b>	111
Book group	0.9% (1)	9.5% (11)	8.6% (10)	7.8% (9)	<b>73.3% (85)</b>	116
Children's religious education	6.6% (8)	8.3% (10)	10.7% (13)	11.6% (14)	<b>62.8% (76)</b>	121
Choir/Other music performance	9.2% (11)	5.8% (7)	8.3% (10)	14.2% (17)	<b>62.5% (75)</b>	120
Committee or task force	19.5% (25)	<b>36.7% (47)</b>	9.4% (12)	7.8% (10)	26.6% (34)	128
Covenant groups	4.1% (5)	19.0% (23)	3.3% (4)	6.6% (8)	<b>66.9% (81)</b>	121
Denominational meetings or workshops	0.0% (0)	5.0% (6)	20.8% (25)	25.0% (30)	<b>49.2% (59)</b>	120
Fundraising	0.0% (0)	2.5% (3)	27.7% (33)	24.4% (29)	<b>45.4% (54)</b>	119
Green sanctuary	3.4% (4)	6.0% (7)	17.1% (20)	10.3% (12)	<b>63.2% (74)</b>	117
Musical events	4.2% (5)	7.6% (9)	29.7% (35)	19.5% (23)	<b>39.0% (46)</b>	118
Program Council	0.9% (1)	8.7% (10)	5.2% (6)	10.4% (12)	<b>74.8% (86)</b>	115
Rummage sale	0.8% (1)	3.3% (4)	8.3% (10)	<b>61.7% (74)</b>	25.8% (31)	120
Service as congregational leader	3.5% (4)	9.6% (11)	10.5% (12)	7.0% (8)	<b>69.3% (79)</b>	114
Herding cats	14.3% (15)	2.9% (3)	3.8% (4)	3.8% (4)	<b>75.2% (79)</b>	105
Social action/Service activities	5.7% (7)	11.4% (14)	24.4% (30)	25.2% (31)	<b>33.3% (41)</b>	123
Social activities	1.7% (2)	28.2% (33)	<b>39.3% (46)</b>	12.0% (14)	18.8% (22)	117
Sunday coffee hour	17.5% (22)	<b>37.3% (47)</b>	22.2% (28)	7.9% (10)	15.1% (19)	126
Sunday services (as usher, greeter, etc.)	4.2% (5)	19.5% (23)	15.3% (18)	13.6% (16)	<b>47.5% (56)</b>	118
Sunday services (as leader/participant)	2.5% (3)	14.2% (17)	16.7% (20)	14.2% (17)	<b>52.5% (63)</b>	120
Support groups	1.8% (2)	4.5% (5)	12.7% (14)	6.4% (7)	<b>74.5% (82)</b>	110
Teen social activities	0.0% (0)	0.0% (0)	4.2% (4)	4.2% (4)	<b>91.7% (88)</b>	96

Other (specify below)	16.0% (4)	16.0% (4)	8.0% (2)	0.0% (0)	<b>60.0% (15)</b>	25
Other (please specify)						18
<b>answered question</b>						<b>143</b>
<b>skipped question</b>						<b>8</b>

**46. For how many hours per week, on average, did you participate in congregational activities (including Sunday services, coffee hours, Religious Education, committee work, etc.) during the most recent program year (September - May)?**

		Response Percent	Response Count
<b>2 or fewer hours</b>		<b>47.0%</b>	<b>63</b>
3-5 hours		36.6%	49
6-9 hours		8.2%	11
10-14 hours		3.0%	4
15 or more hours		5.2%	7
<b>answered question</b>			<b>134</b>
<b>skipped question</b>			<b>17</b>







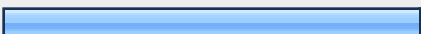


47. Which of the following reasons for attending worship services are important to you? (Check as many as relevant)			
		Response Percent	Response Count
Celebration of common values		87.0%	127
Intellectual stimulation		84.2%	123
Fellowship period after or between services		69.9%	102
Hearing or performing music (including instrumental participation and hymn singing)		61.6%	90
Mystical, spiritual experience		41.1%	60
Personal reflection and meditation		76.0%	111
Sense of belonging		80.8%	118
Support and encouragement for social action		58.9%	86
Uplifting emotional experience		59.6%	87
Other (specify below)		6.2%	9
	Other (please specify)		10
	<b>answered question</b>		<b>146</b>
	<b>skipped question</b>		<b>5</b>






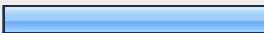
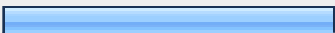
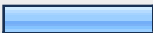

<b>48. Do you feel our congregational leadership...</b>				
	<b>Yes</b>	<b>No</b>	<b>Unsure</b>	<b>Response Count</b>
...is representative of different segments of congregational membership?	<b>58.6% (82)</b>	15.0% (21)	26.4% (37)	140
...encourages and supports development of new programs?	<b>76.3% (106)</b>	3.6% (5)	20.1% (28)	139
...is responsive to concerns of all segments of the congregation?	<b>53.2% (74)</b>	16.5% (23)	30.2% (42)	139
...is too concerned with implementing the wishes of the minister?	9.4% (13)	<b>60.1% (83)</b>	30.4% (42)	138
...appropriately balances policy and governance with our principles?	<b>61.2% (85)</b>	13.7% (19)	25.2% (35)	139
	<b><i>answered question</i></b>			<b>141</b>
	<b><i>skipped question</i></b>			<b>10</b>

49. Have you ever considered leaving UUCD? If so, which of the following reasons were important? Choose all that apply.

		Response Percent	Response Count
<b>Have not considered leaving</b>		<b>62.4%</b>	<b>83</b>
Not enough spirituality		12.0%	16
Too much spirituality		0.8%	1
Too arrogant and cerebral		6.0%	8
Too much political correctness		7.5%	10
Congregational conflict		19.5%	26
Got cable tv		0.8%	1
Lack of commitment to fighting oppression		4.5%	6
Other (specify below)		11.3%	15
	Other (please specify)		26
	<b><i>answered question</i></b>		<b>133</b>
	<b><i>skipped question</i></b>		<b>18</b>

**50. IF you have ever considered leaving UUCD, what kept you here or brought you back? (If you checked "Have not considered leaving above, you may skip this question.)**


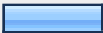

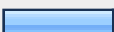
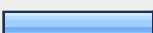
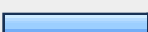
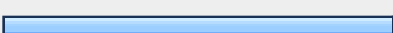

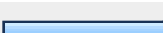

		Response Percent	Response Count
Low spirituality		0.0%	0
High spirituality		13.9%	5
Strong intellectual content		38.9%	14
High political sensitivity		8.3%	3
Low political sensitivity		0.0%	0
Careful attention to politically correct language		2.8%	1
Not oversensitive to politically incorrect language		2.8%	1
High emphasis on politics		0.0%	0
Low emphasis on politics		2.8%	1
<b>I value the congregation's diversity.</b>		<b>63.9%</b>	<b>23</b>
I appreciate the congregation's uniformity.		8.3%	3
Other (Specify below)		13.9%	5
Other (please specify)			7
		<b>answered question</b>	<b>36</b>
		<b>skipped question</b>	<b>115</b>

51. What would make your experience here at UUCD more wonderful or exciting? Choose all that apply.			
		Response Percent	Response Count
Nothing more is needed.		7.1%	10
Greater intensity of celebration, joy and spirituality.		36.4%	51
Rational search and discussion.		34.3%	48
More variety in music and the arts.		37.1%	52
More racial and cultural diversity and diversity of perspectives.		47.9%	67
A real commitment to act as social change agents.		40.0%	56
<b>People who love and trust, forgiving human frailty, and seeking deeper connections.</b>		<b>50.7%</b>	<b>71</b>
A sauna next to the vernal pool, so that we could break the ice and skinny dip on New Year's eve.		22.9%	32
Other (specify below)		9.3%	13
	Other (please specify)		29
	<b>answered question</b>		<b>140</b>
	<b>skipped question</b>		<b>11</b>

**52. Using a scale of 1-5 with 1 being enthusiastically agree and 5 being totally disagree, where would you locate your response to the following statements?**

	1 (agree)	2	3 (neutral)	4	5 (disagree)	Response Count
A personal relationship with the judeo-christian god is a vital part of my spiritual life and a necessary part of my experience.	2.8% (4)	6.2% (9)	18.6% (27)	10.3% (15)	<b>62.1% (90)</b>	145
The world betrays the presence of an intelligent designer, but personal knowledge of a relationship with that reality is not possible.	7.2% (10)	7.2% (10)	34.8% (48)	11.6% (16)	<b>39.1% (54)</b>	138
The concept of a god is a human illusion that has caused vast suffering throughout human history.	<b>27.5% (39)</b>	23.9% (34)	20.4% (29)	9.2% (13)	19.0% (27)	142
It may be that a god exists, but it is a waste of human energy to argue over its existence when there are so many more important demands upon our time and resources.	<b>32.6% (46)</b>	31.9% (45)	15.6% (22)	8.5% (12)	11.3% (16)	141
The powers traditionally attributed to a supernatural deity are inherent in the natural world, which is the focus of my respect and devotion.	<b>36.6% (52)</b>	27.5% (39)	16.2% (23)	7.7% (11)	12.0% (17)	142
I do not know whether or not a god exists, but I am willing to explore the possibility.	<b>27.1% (38)</b>	23.6% (33)	20.0% (28)	12.1% (17)	17.1% (24)	140
It is beyond the capacity of human beings to know whether there is a god.	<b>33.8% (47)</b>	20.1% (28)	21.6% (30)	13.7% (19)	10.8% (15)	139
"Goodness" and "meaning" are human constructs created as a result of the human encounter with each other and the world.	<b>40.1% (55)</b>	32.1% (44)	21.2% (29)	4.4% (6)	2.2% (3)	137
The life, teachings and death of Jesus are central to my understanding of God, the Universe, and the human condition.	1.4% (2)	9.4% (13)	20.1% (28)	18.0% (25)	<b>51.1% (71)</b>	139

Family rituals and traditions are a central element in my religious and spiritual life.	13.9% (20)	<b>33.3% (48)</b>	26.4% (38)	15.3% (22)	11.1% (16)	144
My spiritual life is grounded in a sense of the fullness and connectedness of all things.	<b>61.5% (88)</b>	30.1% (43)	8.4% (12)	0.0% (0)	0.0% (0)	143
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.	36.6% (52)	<b>40.1% (57)</b>	17.6% (25)	2.1% (3)	3.5% (5)	142
The term "spiritual life" is too ambiguous and amorphous to be able to respond to questions about it.	17.0% (24)	12.8% (18)	<b>25.5% (36)</b>	19.9% (28)	24.8% (35)	141
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.	21.1% (30)	<b>37.3% (53)</b>	28.2% (40)	8.5% (12)	4.9% (7)	142
	<b>answered question</b>					<b>147</b>
	<b>skipped question</b>					<b>4</b>

53. In addition to Unitarian Universalism, what traditions are important to you?			
		Response Percent	Response Count
Buddhism		48.0%	61
Hinduism		15.0%	19
Islam		7.1%	9
Judaism		16.5%	21
Neo-paganism		22.8%	29
Theological Christianity		22.0%	28
<b>Religious or Secular Humanism</b>		<b>59.8%</b>	<b>76</b>
Atheism		31.5%	40
Taoism		24.4%	31
Other (specify below)		7.1%	9
		Other (please specify)	18
		<b><i>answered question</i></b>	<b>127</b>
		<b><i>skipped question</i></b>	<b>24</b>



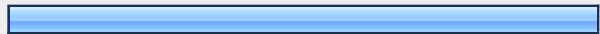

**54. What religious practices are important in your personal life and how frequently do you engage in them?**



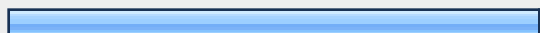

	<b>Often</b>	<b>Occasionally</b>	<b>Seldom</b>	<b>Never -- this practice is not important to me</b>	<b>Response Count</b>
Prayer	20.3% (28)	21.7% (30)	22.5% (31)	<b>35.5% (49)</b>	138
Meditation	32.7% (48)	<b>42.9% (63)</b>	16.3% (24)	8.2% (12)	147
Yoga	22.3% (31)	21.6% (30)	19.4% (27)	<b>36.7% (51)</b>	139
Journaling	14.0% (19)	22.1% (30)	<b>33.1% (45)</b>	30.9% (42)	136
Engagement in small group ministries	15.6% (20)	<b>34.4% (44)</b>	24.2% (31)	25.8% (33)	128
Other (specify below)	<b>66.7% (12)</b>	5.6% (1)	0.0% (0)	27.8% (5)	18
Other (please specify)					23
<b>answered question</b>					<b>147</b>
<b>skipped question</b>					<b>4</b>

55. How important are the following persons in your religious life?						
	1 (very important)	2	3 (neutral)	4	5 (unimportant)	Response Count
Moses	1.5% (2)	5.3% (7)	28.8% (38)	13.6% (18)	<b>50.8% (67)</b>	132
The Hebrew Prophets	1.5% (2)	9.0% (12)	29.3% (39)	12.8% (17)	<b>47.4% (63)</b>	133
The Buddha	6.6% (9)	<b>39.4% (54)</b>	22.6% (31)	11.7% (16)	19.7% (27)	137
Socrates	3.0% (4)	29.3% (39)	<b>33.1% (44)</b>	9.0% (12)	25.6% (34)	133
Jesus	11.4% (16)	<b>34.3% (48)</b>	25.7% (36)	8.6% (12)	20.0% (28)	140
Michael Jackson	0.8% (1)	2.3% (3)	3.8% (5)	3.1% (4)	<b>90.0% (117)</b>	130
Muhammad	0.8% (1)	7.8% (10)	33.6% (43)	13.3% (17)	<b>44.5% (57)</b>	128
Schweitzer	3.8% (5)	18.8% (25)	25.6% (34)	14.3% (19)	<b>37.6% (50)</b>	133
Thoreau	9.2% (12)	<b>47.7% (62)</b>	21.5% (28)	7.7% (10)	13.8% (18)	130
Gandhi	15.3% (21)	<b>59.1% (81)</b>	13.1% (18)	8.0% (11)	4.4% (6)	137
Martin Luther King	17.8% (24)	<b>53.3% (72)</b>	14.1% (19)	5.9% (8)	8.9% (12)	135
	<b>answered question</b>					<b>142</b>
	<b>skipped question</b>					<b>9</b>

56. Which most closely corresponds with your belief about immortality? (please check only one answer)			
		Response Percent	Response Count
A person's memory lives on in the minds of their loved ones		51.0%	75
A person's body dies but a person's immaterial spirit, or soul, lives on		19.0%	28
At some point in the future, a person's body and soul are resurrected		0.0%	0
A person's soul is reincarnated into another living being		4.8%	7
Concern for immortality distracts from fully living in the moment		19.7%	29
No opinion		5.4%	8
		<b>answered question</b>	<b>147</b>
		<b>skipped question</b>	<b>4</b>

57. How often would you like the minister to preach?			
		Response Percent	Response Count
Nearly every Sunday		31.2%	44
<b>3 times per month</b>		<b>54.6%</b>	<b>77</b>
2 times per month		13.5%	19
Once a month		0.7%	1
		<b>answered question</b>	<b>141</b>
		<b>skipped question</b>	<b>10</b>

58. How often would you like a guest minister or other speaker?			
		Response Percent	Response Count
Nearly every Sunday		0.0%	0
3 times per month		0.7%	1
2 times per month		5.7%	8
<b>Once a month</b>		<b>90.8%</b>	<b>128</b>
Never		2.8%	4
	<i>answered question</i>		<b>141</b>
	<i>skipped question</i>		<b>10</b>

59. How often would you like the Sunday service to be designed and presented by one or more congregational members?			
		Response Percent	Response Count
Nearly every Sunday		3.0%	4
3 times per month		0.0%	0
2 times per month		1.5%	2
<b>Once a month</b>		<b>82.0%</b>	<b>109</b>
Never		13.5%	18
	<i>answered question</i>		<b>133</b>
	<i>skipped question</i>		<b>18</b>

60. How important to you are the following specific items which may be part of a Sunday worship service?					
	Extremely important	Very important	Somewhat important	Not important	Response Count
Announcements	12.1% (17)	32.1% (45)	<b>44.3% (62)</b>	11.4% (16)	140
Celebrating religious holidays	10.7% (15)	35.0% (49)	<b>35.7% (50)</b>	18.6% (26)	140
Chalice lightings	29.8% (42)	<b>41.1% (58)</b>	26.2% (37)	2.8% (4)	141
Children's story	21.7% (31)	32.9% (47)	<b>34.3% (49)</b>	11.2% (16)	143
Choir	28.6% (40)	<b>38.6% (54)</b>	28.6% (40)	4.3% (6)	140
Coffee hour	30.5% (43)	<b>41.8% (59)</b>	25.5% (36)	2.1% (3)	141
Instrumental music	28.3% (39)	<b>48.6% (67)</b>	20.3% (28)	2.9% (4)	138
Lay participation	16.4% (23)	<b>45.0% (63)</b>	35.0% (49)	3.6% (5)	140
Meditation	33.1% (47)	<b>35.2% (50)</b>	24.6% (35)	7.0% (10)	142
Multicultural sensitivity	37.6% (53)	<b>46.1% (65)</b>	12.1% (17)	4.3% (6)	141
Prayer	8.6% (12)	19.4% (27)	33.8% (47)	<b>38.1% (53)</b>	139
Readings	31.2% (44)	<b>46.1% (65)</b>	20.6% (29)	2.1% (3)	141
Reciting congregational covenant (assuming we had one)	5.2% (7)	17.9% (24)	<b>41.8% (56)</b>	35.1% (47)	134
Recognizing visitors	23.2% (33)	<b>40.1% (57)</b>	31.0% (44)	5.6% (8)	142
Responsive readings	9.2% (13)	38.3% (54)	<b>41.8% (59)</b>	10.6% (15)	141
Sermon	<b>63.6% (91)</b>	30.1% (43)	5.6% (8)	0.7% (1)	143
Sharing joys and concerns	<b>38.5% (55)</b>	<b>38.5% (55)</b>	16.8% (24)	6.3% (9)	143
Singing of hymns	31.0% (44)	<b>44.4% (63)</b>	19.7% (28)	4.9% (7)	142
Watching deer graze through the sanctuary windows	<b>29.2% (40)</b>	27.0% (37)	22.6% (31)	21.2% (29)	137
Listening to the sound of the stream in the garden	17.8% (24)	24.4% (33)	<b>34.8% (47)</b>	23.0% (31)	135
Flowers or art in front of the sanctuary	30.4% (42)	<b>39.1% (54)</b>	26.1% (36)	4.3% (6)	138
Other (describe below)	<b>62.5% (5)</b>	0.0% (0)	25.0% (2)	12.5% (1)	8

	Other (please specify)	9
	<b>answered question</b>	<b>144</b>
	<b>skipped question</b>	<b>7</b>

<b>61. How important to you are these various Sunday worship sermon topics?</b>					
	<b>Extremely important</b>	<b>Very important</b>	<b>Somewhat important</b>	<b>Not important</b>	<b>Response Count</b>
Christian traditions	2.9% (4)	17.4% (24)	<b>52.9% (73)</b>	26.8% (37)	138
Coping with life	33.1% (47)	<b>50.0% (71)</b>	16.9% (24)	0.0% (0)	142
Creative and artistic abilities	9.4% (13)	39.1% (54)	<b>45.7% (63)</b>	5.8% (8)	138
Current political events	12.4% (17)	34.3% (47)	<b>43.8% (60)</b>	9.5% (13)	137
Defining Unitarian Universalism	28.7% (41)	<b>50.3% (72)</b>	18.9% (27)	2.1% (3)	143
Earth-centered traditions	19.9% (28)	<b>52.5% (74)</b>	22.7% (32)	5.0% (7)	141
Family relationships and values	31.7% (45)	<b>50.7% (72)</b>	16.2% (23)	1.4% (2)	142
Jewish traditions	2.2% (3)	19.1% (26)	<b>58.8% (80)</b>	19.9% (27)	136
Non-western traditions	4.4% (6)	30.1% (41)	<b>58.1% (79)</b>	7.4% (10)	136
Personal growth	36.0% (50)	<b>48.2% (67)</b>	15.1% (21)	0.7% (1)	139
Philosophical ideas	40.4% (57)	<b>48.2% (68)</b>	11.3% (16)	0.0% (0)	141
Psychological perspectives on life's issues	25.0% (35)	<b>48.6% (68)</b>	24.3% (34)	2.1% (3)	140
Religious implications of science and modern knowledge	24.1% (34)	<b>47.5% (67)</b>	24.1% (34)	4.3% (6)	141
Spiritual growth	38.4% (53)	<b>42.8% (59)</b>	15.9% (22)	2.9% (4)	138
Stimulate action of convictions	32.9% (46)	<b>47.9% (67)</b>	15.7% (22)	3.6% (5)	140
Theological values	15.6% (21)	<b>47.4% (64)</b>	27.4% (37)	9.6% (13)	135
UU denominational issues	7.9% (11)	<b>42.4% (59)</b>	41.7% (58)	7.9% (11)	139
UU history	15.4% (21)	33.1% (45)	<b>44.1% (60)</b>	7.4% (10)	136
Values and perspectives on social issues	35.9% (51)	<b>51.4% (73)</b>	12.7% (18)	0.0% (0)	142

Other (describe below)	<b>80.0% (4)</b>	0.0% (0)	0.0% (0)	20.0% (1)	5
Other (please describe)					6
<b>answered question</b>					<b>143</b>
<b>skipped question</b>					<b>8</b>

<b>62. How important to you are these Sunday worship service objectives?</b>					
	<b>Extremely important</b>	<b>Very important</b>	<b>Somewhat important</b>	<b>Not important</b>	<b>Response Count</b>
Build community	<b>52.8% (75)</b>	43.0% (61)	3.5% (5)	0.7% (1)	142
Help us understand ourselves better; self-reflection	<b>56.3% (80)</b>	38.0% (54)	5.6% (8)	0.0% (0)	142
Inspire reverence and awe	<b>33.1% (47)</b>	28.2% (40)	28.2% (40)	10.6% (15)	142
Promote a supportive environment for developing and sharing individual feelings and beliefs	<b>50.0% (71)</b>	37.3% (53)	10.6% (15)	2.1% (3)	142
Show new paths for individual growth and change	<b>46.8% (66)</b>	42.6% (60)	10.6% (15)	0.0% (0)	141
Spur individuals to act on their own convictions	40.1% (57)	<b>43.7% (62)</b>	14.8% (21)	1.4% (2)	142
Other (describe below)	<b>44.4% (4)</b>	11.1% (1)	11.1% (1)	33.3% (3)	9
Other (please describe)					8
<b>answered question</b>					<b>143</b>
<b>skipped question</b>					<b>8</b>