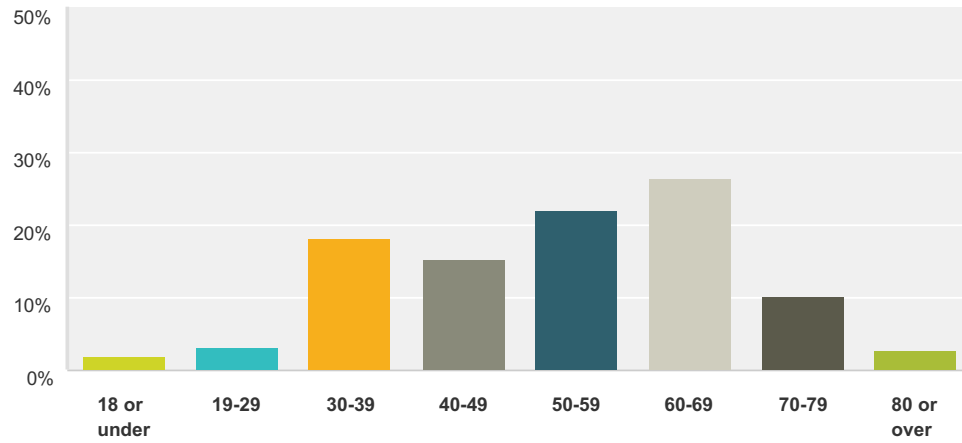


### Q1 What is your age?

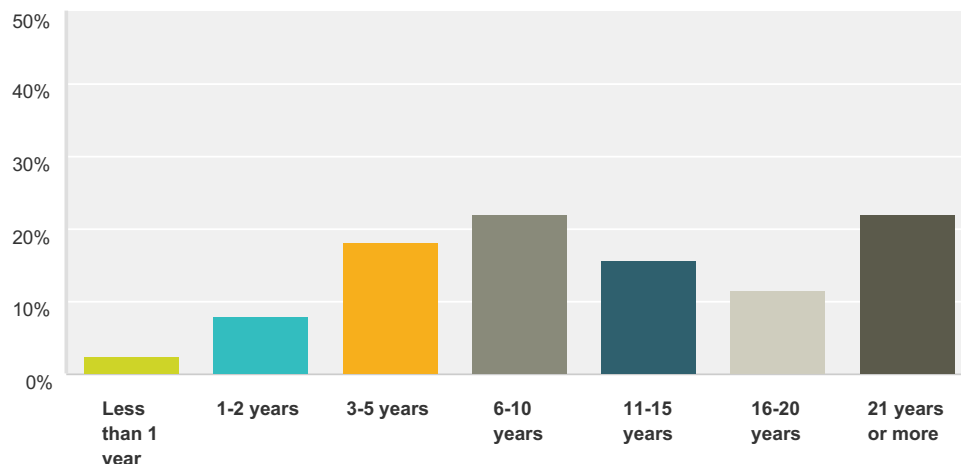
Answered: 314 Skipped: 3



Answer Choices	Responses
18 or under	2% 6
19-29	3% 10
30-39	18% 57
40-49	15% 48
50-59	22% 69
60-69	26% 83
70-79	10% 32
80 or over	3% 9
<b>Total</b>	<b>314</b>

## Q2 How long have you been associated with the congregation?

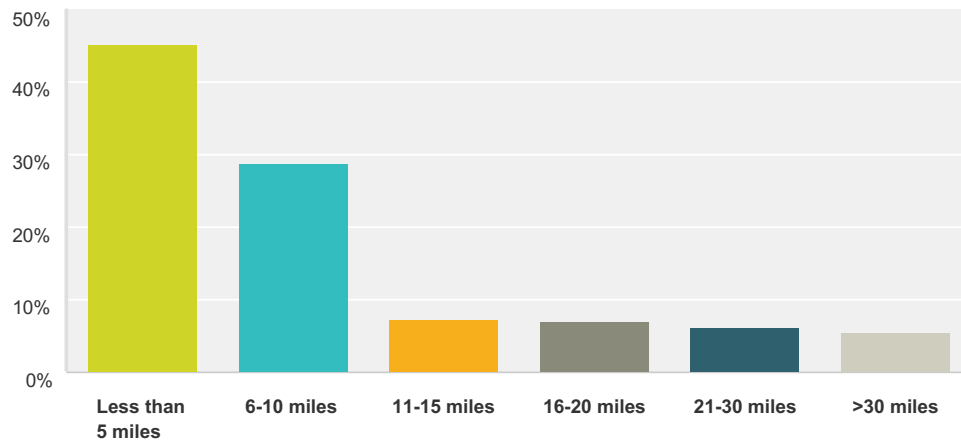
Answered: 313 Skipped: 4



Answer Choices	Responses
Less than 1 year	3% 8
1-2 years	8% 25
3-5 years	18% 57
6-10 years	22% 69
11-15 years	16% 49
16-20 years	12% 36
21 years or more	22% 69
<b>Total</b>	<b>313</b>

### Q3 How far do you live from The Fellowship?

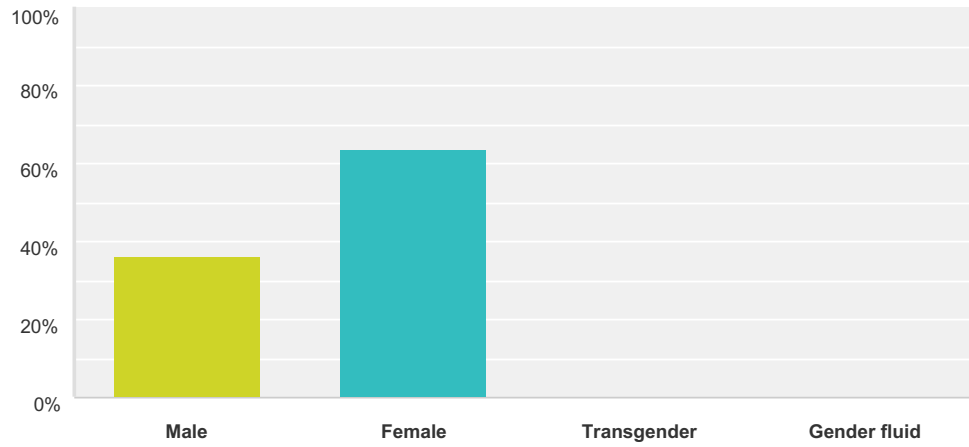
Answered: 314 Skipped: 3



Answer Choices	Responses	
Less than 5 miles	45%	142
6-10 miles	29%	90
11-15 miles	7%	23
16-20 miles	7%	22
21-30 miles	6%	20
>30 miles	5%	17
<b>Total</b>		<b>314</b>

### Q4 What is your gender?

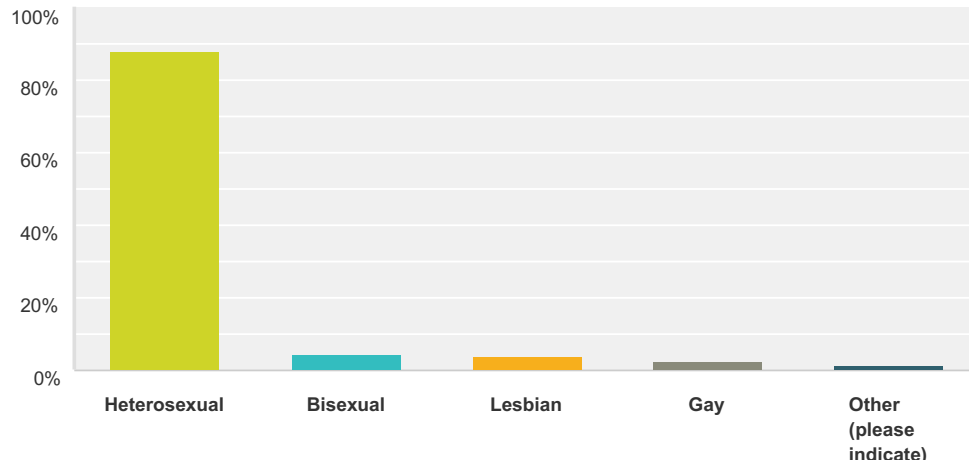
Answered: 313 Skipped: 4



Answer Choices	Responses
Male	36.1% 113
Female	63.6% 199
Transgender	0.0% 0
Gender fluid	0.3% 1
<b>Total</b>	<b>313</b>

### Q5 What is your sexual orientation?

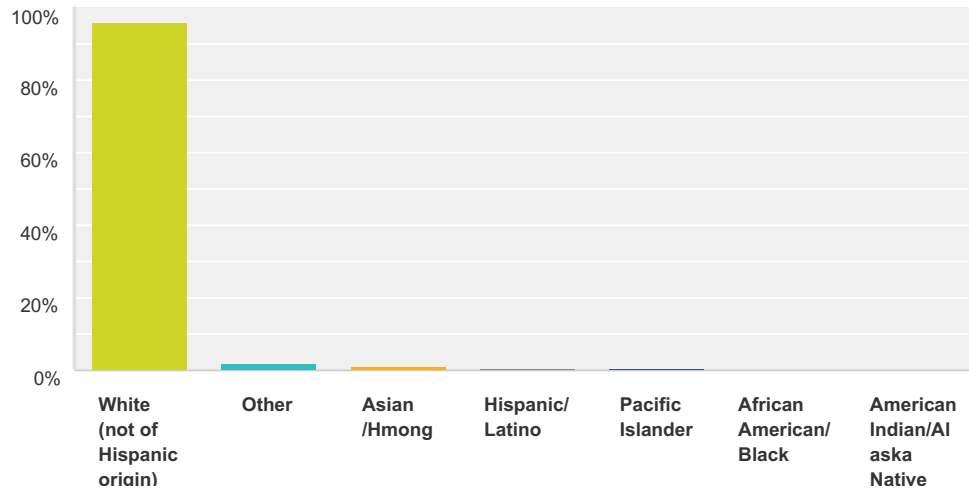
Answered: 308 Skipped: 9



Answer Choices	Responses
Heterosexual	88% 271
Bisexual	5% 14
Lesbian	4% 12
Gay	2% 7
Other (please indicate)	1% 4
<b>Total</b>	<b>308</b>

### Q6 What is your ethnic/racial background?

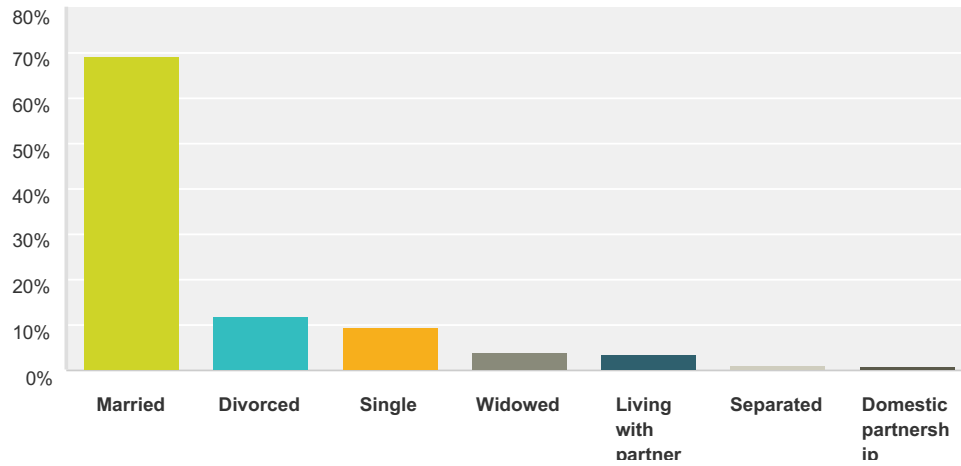
Answered: 312 Skipped: 5



Answer Choices	Responses
White (not of Hispanic origin)	96% 300
Other	2% 6
Asian /Hmong	1% 3
Hispanic/Latino	1% 2
Pacific Islander	0% 1
African American/Black	0% 0
American Indian/Alaska Native	0% 0
<b>Total</b>	<b>312</b>

### Q7 What is your current marital status?

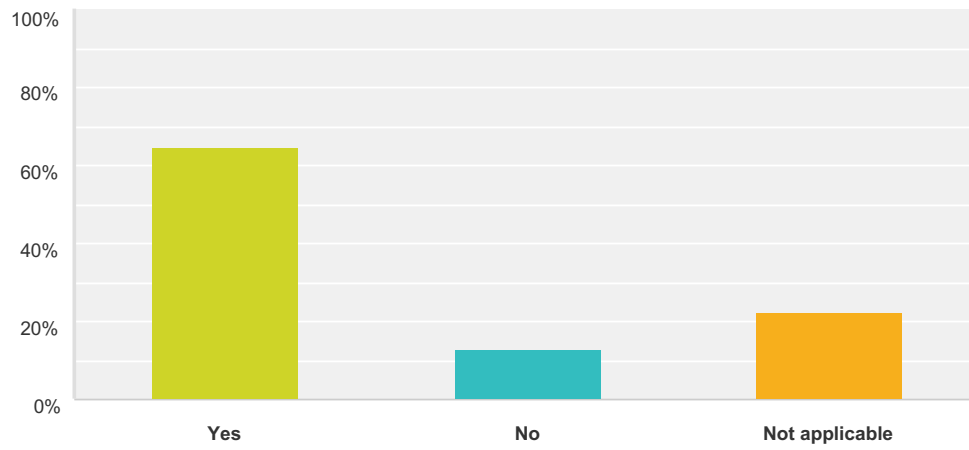
Answered: 311 Skipped: 6



Answer Choices	Responses
Married	69% 215
Divorced	12% 37
Single	10% 30
Widowed	4% 12
Living with partner	4% 11
Separated	1% 4
Domestic partnership	1% 2
<b>Total</b>	<b>311</b>

### Q8 Is your spouse/partner affiliated with the congregation?

Answered: 311 Skipped: 6

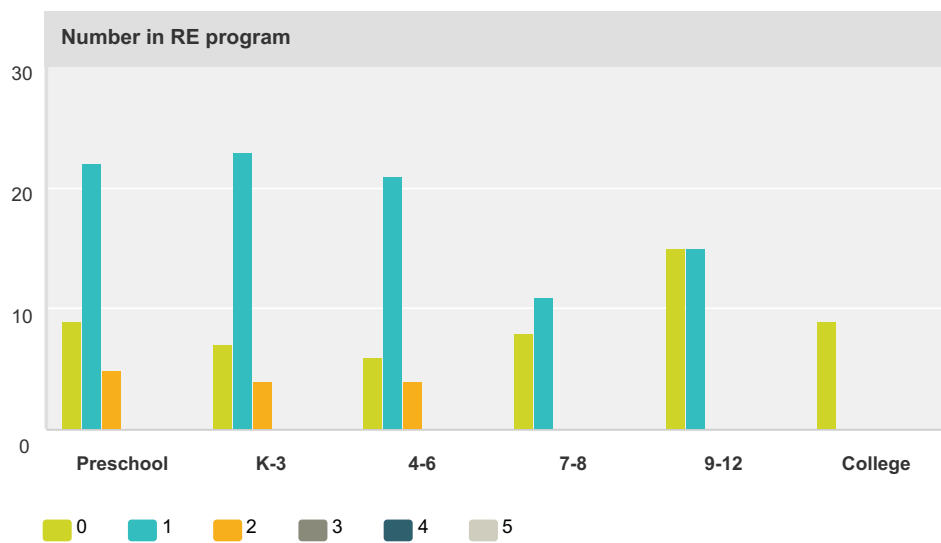
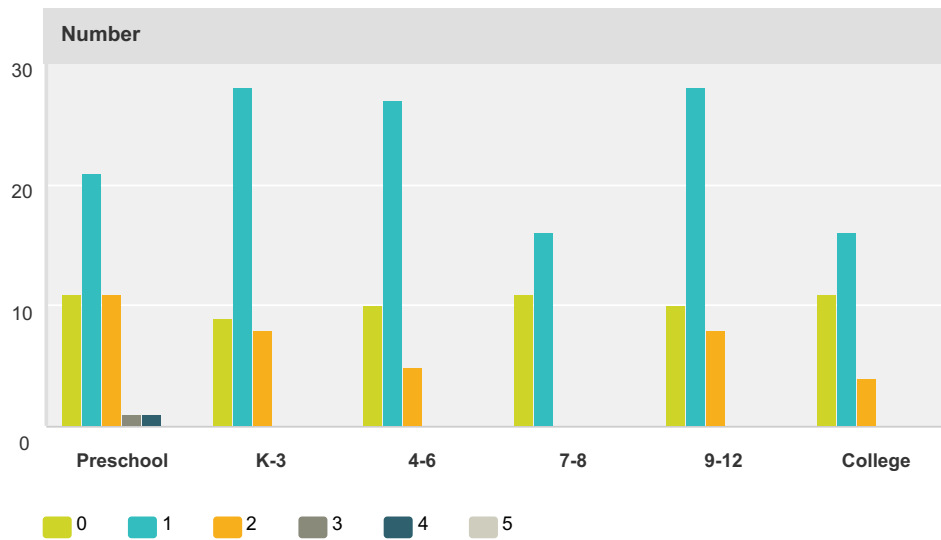


Answer Choices	Responses	
Yes	65%	201
No	13%	41
Not applicable	22%	69
<b>Total</b>		<b>311</b>



### Q9 If you have children living with you, please indicate how many in each group.

Answered: 120 Skipped: 197

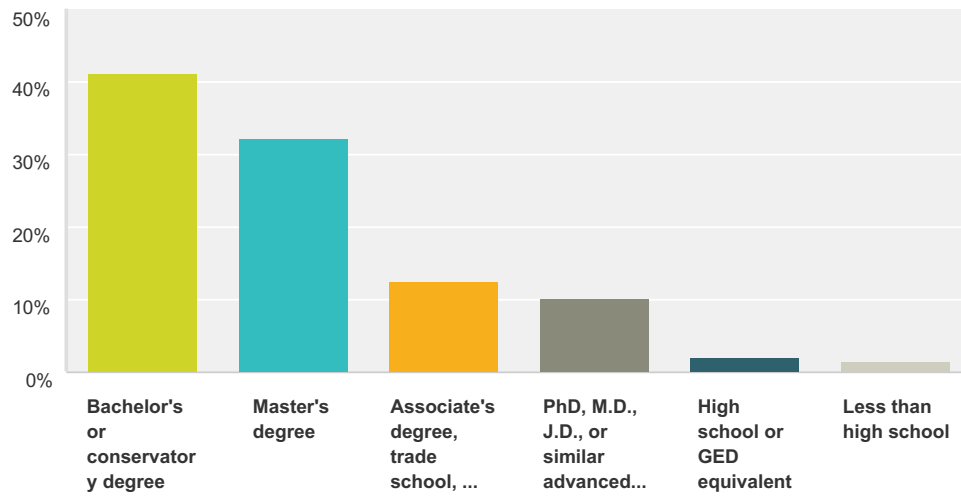


Number								
	0	1	2	3	4	5		Total
Preschool	24% 11	47% 21	24% 11	2% 1	2% 1	0% 0		45
K-3	20% 9	62% 28	18% 8	0% 0	0% 0	0% 0		45
4-6	24% 10	64% 27	12% 5	0% 0	0% 0	0% 0		42
7-8	41% 11	59% 16	0% 0	0% 0	0% 0	0% 0		27
9-12	22% 10	61% 28	17% 8	0% 0	0% 0	0% 0		46

College	<b>35%</b> 11	<b>52%</b> 16	<b>13%</b> 4	<b>0%</b> 0	<b>0%</b> 0	<b>0%</b> 0	31
<b>Number in RE program</b>							
	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>Total</b>
Preschool	<b>25%</b> 9	<b>61%</b> 22	<b>14%</b> 5	<b>0%</b> 0	<b>0%</b> 0	<b>0%</b> 0	36
K-3	<b>21%</b> 7	<b>68%</b> 23	<b>12%</b> 4	<b>0%</b> 0	<b>0%</b> 0	<b>0%</b> 0	34
4-6	<b>19%</b> 6	<b>68%</b> 21	<b>13%</b> 4	<b>0%</b> 0	<b>0%</b> 0	<b>0%</b> 0	31
7-8	<b>42%</b> 8	<b>58%</b> 11	<b>0%</b> 0	<b>0%</b> 0	<b>0%</b> 0	<b>0%</b> 0	19
9-12	<b>50%</b> 15	<b>50%</b> 15	<b>0%</b> 0	<b>0%</b> 0	<b>0%</b> 0	<b>0%</b> 0	30
College	<b>100%</b> 9	<b>0%</b> 0	<b>0%</b> 0	<b>0%</b> 0	<b>0%</b> 0	<b>0%</b> 0	9

### Q10 What formal education have you completed? (Check highest level)

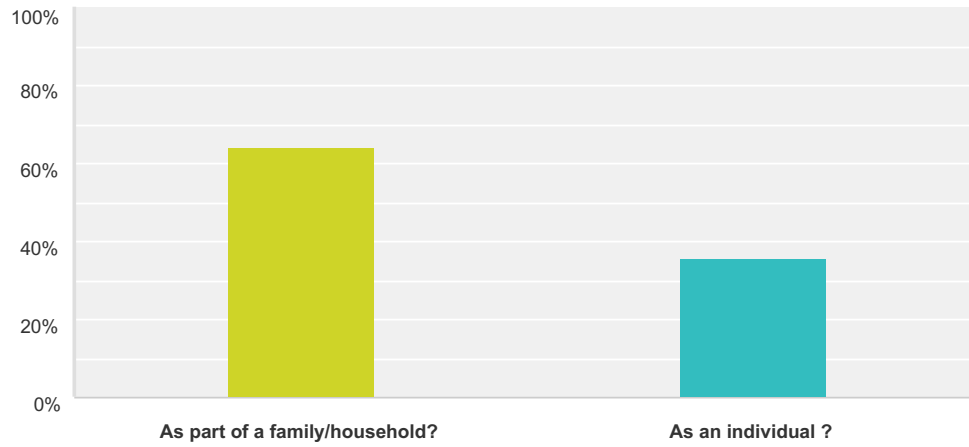
Answered: 312 Skipped: 5



Answer Choices	Responses
Bachelor's or conservatory degree	41% 129
Master's degree	32% 101
Associate's degree, trade school, or some college	13% 39
PhD, M.D., J.D., or similar advanced degree	10% 32
High school or GED equivalent	2% 6
Less than high school	2% 5
<b>Total</b>	<b>312</b>

### Q11 How do you make your pledge?

Answered: 317 Skipped: 0

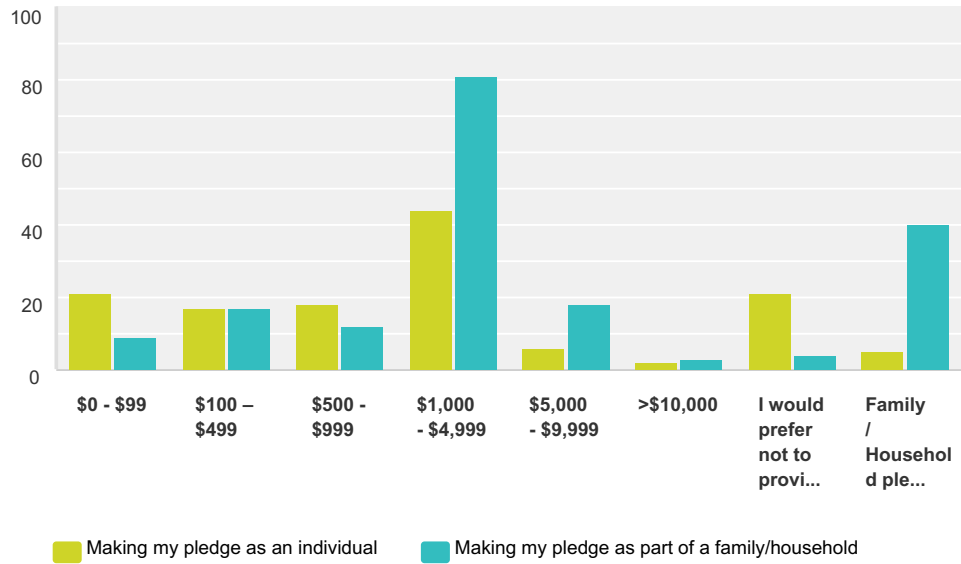


Answer Choices	Responses	
As part of a family/household?	64%	203
As an individual ?	36%	114
<b>Total</b>		<b>317</b>

### Q12 What is your annual pledge amount?

**Note : If you are a member of a family/household it is only necessary for one member of the family/household to confirm the pledge amount**

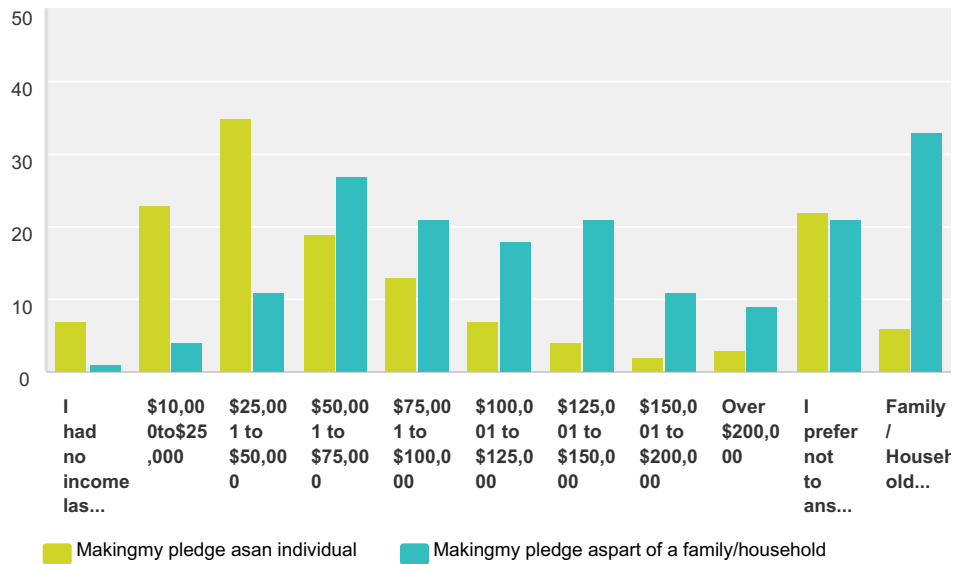
Answered: 317 Skipped: 0



	Making my pledge as an individual	Making my pledge as part of a family/household	Total
\$0 - \$99	70% 21	30% 9	30
\$100 - \$499	50% 17	50% 17	34
\$500 - \$999	60% 18	40% 12	30
\$1,000 - \$4,999	35% 44	65% 81	125
\$5,000 - \$9,999	25% 6	75% 18	24
>\$10,000	40% 2	60% 3	5
I would prefer not to provide this information	84% 21	16% 4	25
Family / Household pledge details shared by another member of family/household	11% 5	89% 40	45

### Q13 What was your approximate gross income before taxes last year? Note : If you are a member of a family/household it is only necessary for one member of the family/household to confirm the family/household income

Answered: 317 Skipped: 0

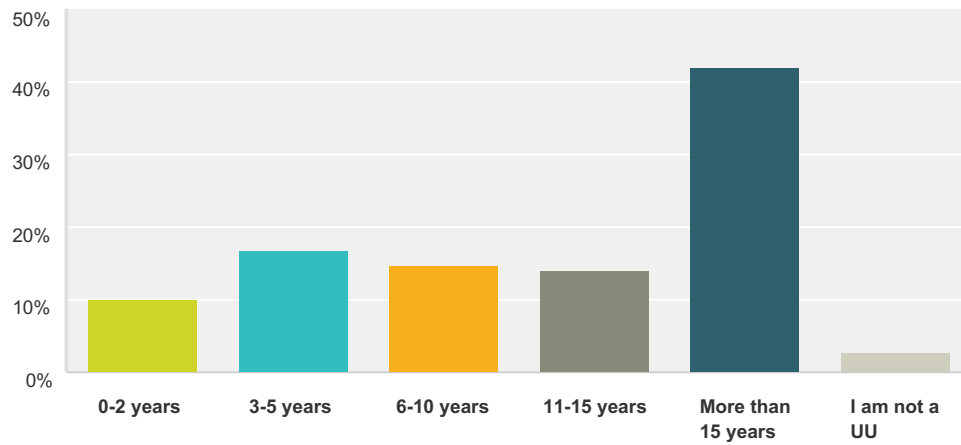


	Making my pledge as an individual	Making my pledge as part of a family/household	Total
I had no income last year	88% 7	13% 1	8
\$10,000 to \$25,000	24% 23	5% 4	27
\$25,001 to \$50,000	36% 35	12% 11	46
\$50,001 to \$75,000	20% 19	28% 27	46
\$75,001 to \$100,000	14% 13	22% 21	34
\$100,001 to \$125,000	8% 7	22% 18	25
\$125,001 to \$150,000	5% 4	22% 21	25
\$150,001 to \$200,000	3% 2	12% 11	13
Over \$200,000	4% 3	10% 9	12
I prefer not to answer this question	23% 22	22% 21	43

Family / Household income detailshared by another member of family/household	<b>15%</b> 6	<b>85%</b> 33	39
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### Q14 How many years have you been a Unitarian Universalist?

Answered: 300 Skipped: 17

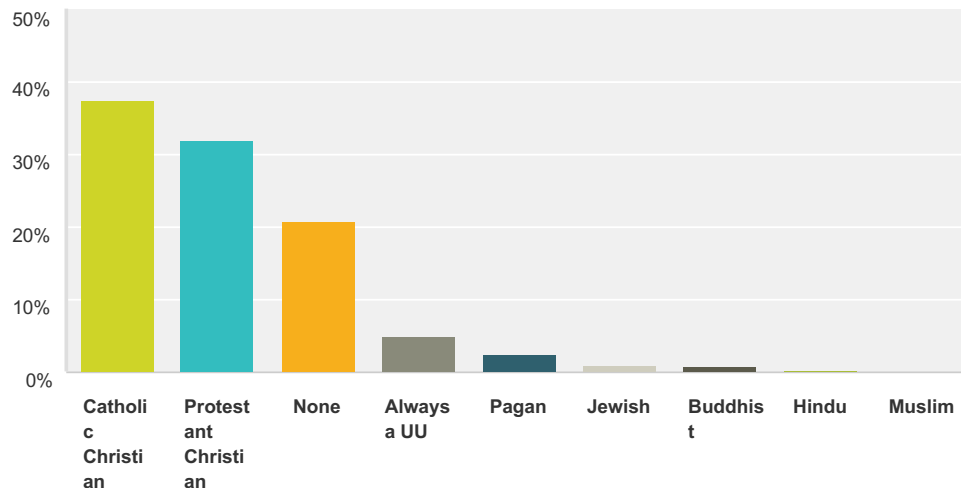


Answer Choices	Responses	
0-2 years	10%	30
3-5 years	17%	50
6-10 years	15%	44
11-15 years	14%	42
More than 15 years	42%	126
I am not a UU	3%	8
<b>Total</b>		<b>300</b>



### Q15 What was your most recent prior religious affiliation?

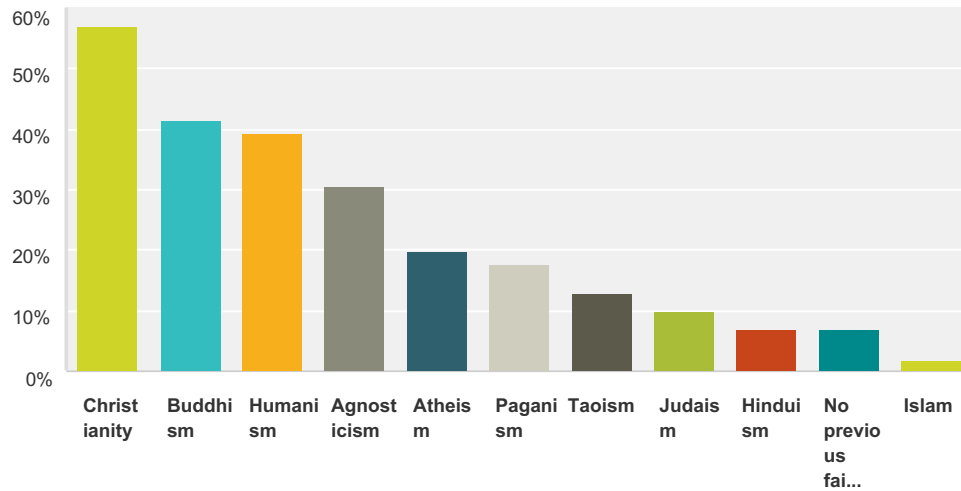
Answered: 278 Skipped: 39



Answer Choices	Responses	Count
Catholic Christian	37%	104
Protestant Christian	32%	89
None	21%	58
Always a UU	5%	14
Pagan	3%	7
Jewish	1%	3
Buddhist	1%	2
Hindu	0%	1
Muslim	0%	0
<b>Total</b>		<b>278</b>

### Q16 In addition to Unitarian Universalism, what faith traditions have been important in your religious development?

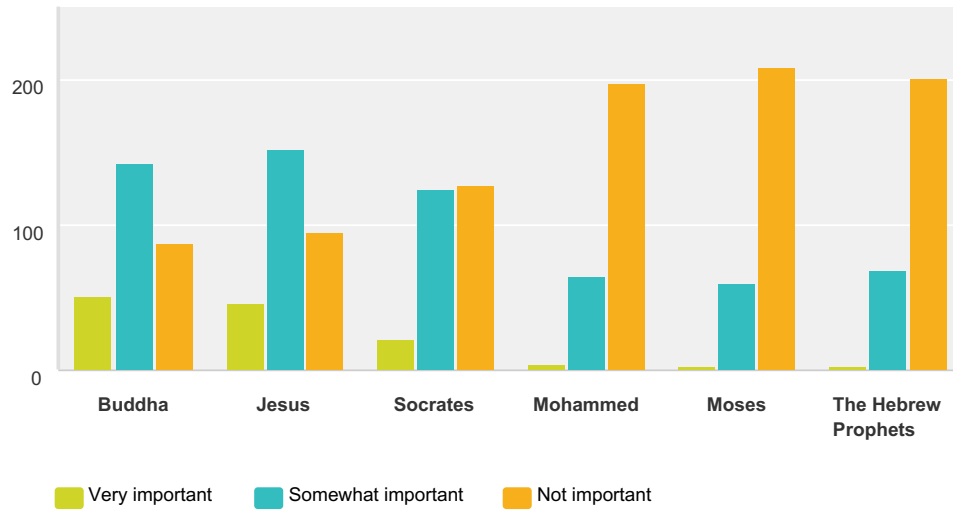
Answered: 287 Skipped: 30



Answer Choices	Responses
Christianity	57% 164
Buddhism	41% 119
Humanism	39% 113
Agnosticism	31% 88
Atheism	20% 57
Paganism	18% 51
Taoism	13% 37
Judaism	10% 28
Hinduism	7% 20
No previous faith traditions	7% 20
Islam	2% 5
<b>Total Respondents: 287</b>	

### Q17 How important are the following for your religious life?

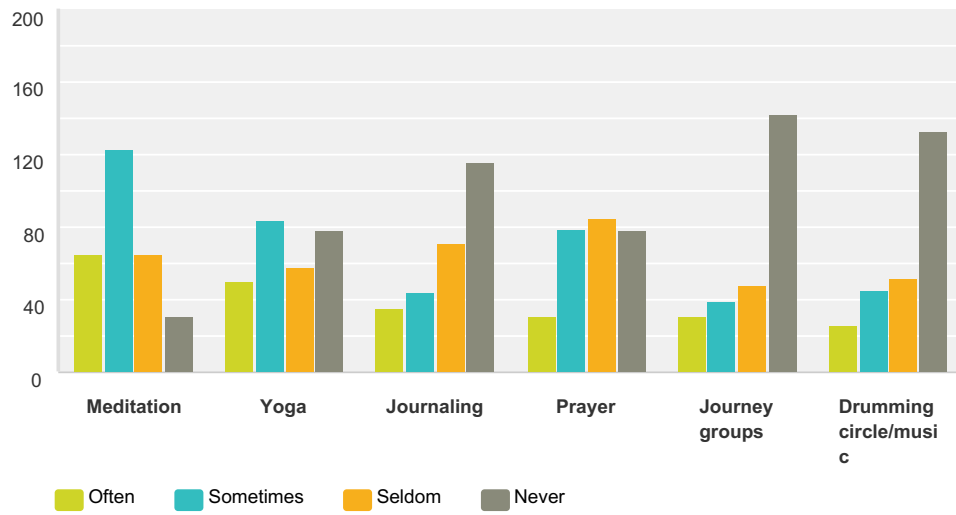
Answered: 295 Skipped: 22



	Very important	Somewhat important	Not important	Total
Buddha	18% 51	51% 143	31% 88	282
Jesus	16% 46	52% 152	32% 95	293
Socrates	8% 21	46% 125	47% 128	274
Mohammed	1% 4	24% 65	74% 198	267
Moses	1% 3	22% 60	77% 209	272
The Hebrew Prophets	1% 3	25% 69	74% 201	273

### Q18 Which of these religious/spiritual practices do you engage in ?

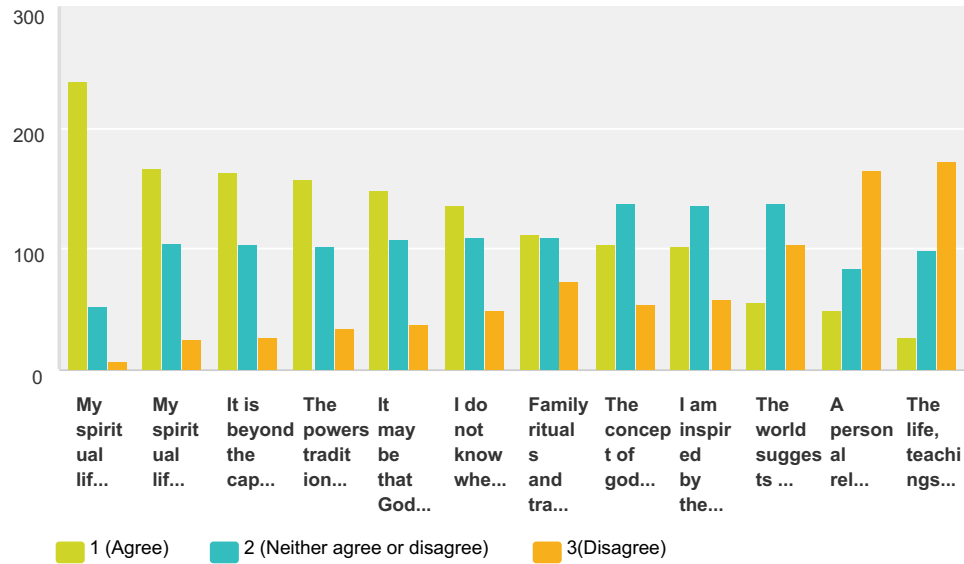
Answered: 298 Skipped: 19



	Often	Sometimes	Seldom	Never	Total
Meditation	23% 65	43% 123	23% 65	11% 31	284
Yoga	19% 50	31% 84	21% 58	29% 78	270
Journaling	13% 35	17% 44	27% 71	44% 116	266
Prayer	11% 31	29% 79	31% 85	29% 78	273
Journey groups	12% 31	15% 39	18% 48	55% 142	260
Drumming circle/music	10% 26	18% 45	20% 52	52% 133	256

### Q19 Using a scale of 1-3 with 1 being agree and 3 being disagree, where would you locate your response to the following statements?

Answered: 299 Skipped: 18



	1 (Agree)	2 (Neither agree or disagree)	3(Disagree)	Total
My spiritual life is grounded in a sense of the fullness and connectedness of all things	80% 238	18% 53	3% 8	299
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	56% 167	35% 105	9% 26	298
It is beyond the capacity of human beings to know whether there is a God. "Goodness" and "meaning" are human constructs created as a result of the human encounter with each other and the world	56% 164	35% 104	9% 27	295
The powers traditionally attributed to a supernatural deity are inherent in the natural world, which is the focus of my respect and devotion	54% 158	35% 102	12% 34	294
It may be that God exists, but it is a waste of human energy to argue over the existence of God when there are so many more important demands upon our time and resources	51% 149	37% 108	13% 37	294
I do not know whether or not God exists, but I am willing to explore the possibility	46% 136	37% 109	17% 50	295
Family rituals and traditions are a central element in my religious and spiritual life	38% 113	37% 110	25% 73	296
The concept of god is a human illusion	35% 104	47% 138	18% 54	296
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	34% 102	46% 136	20% 59	297
The world suggests the presence of an intelligent designer, but personal knowledge of a relationship with that reality is not a possibility	19% 56	46% 138	35% 103	297
A personal relationship with God is a vital part of my spiritual life and a necessary part of my worship experience	17% 50	28% 84	55% 165	299

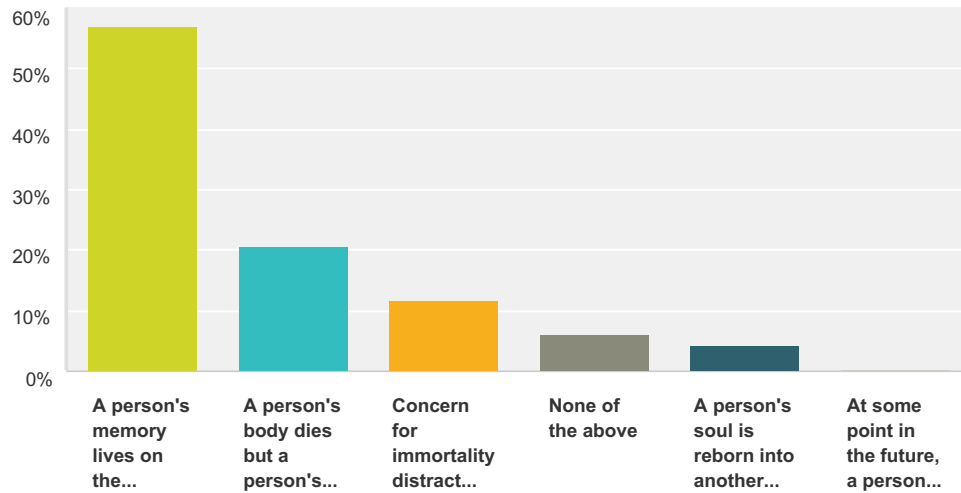
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The life, teachings, and death of Jesus of Nazareth are central to my understanding of God, the Universe, and the human condition	<b>9%</b> 27	<b>33%</b> 99	<b>58%</b> 173	299
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### Q20 Which statement most closely corresponds with your belief about immortality? (Select one statement )

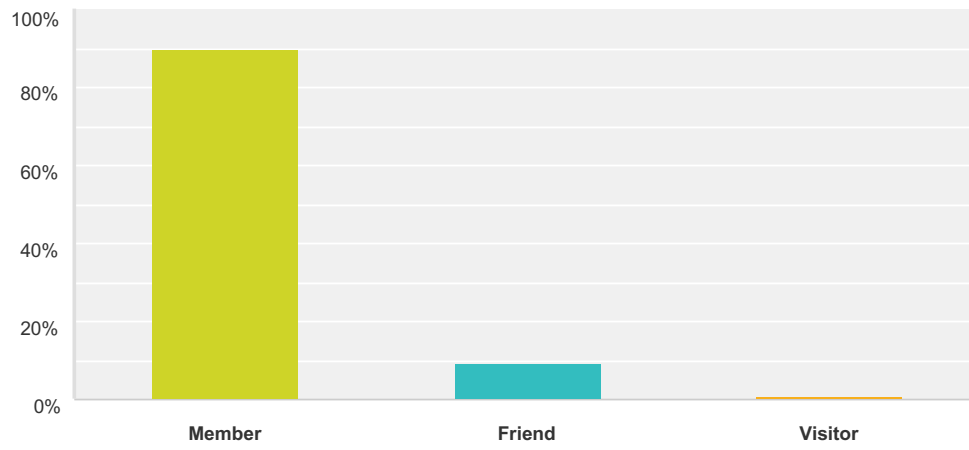
Answered: 288 Skipped: 29



Answer Choices	Responses
A person's memory lives on the memories of those whose lives they've touched and the consequences of their actions	57% 164
A person's body dies but a person's spirit or soul lives on	21% 60
Concern for immortality distracts from fully living in the moment	12% 34
None of the above	6% 17
A person's soul is reborn into another living being	4% 12
At some point in the future, a person's body and soul are resurrected	0% 1
<b>Total</b>	<b>288</b>

### Q21 What is your affiliation with The Fellowship?

Answered: 296 Skipped: 21

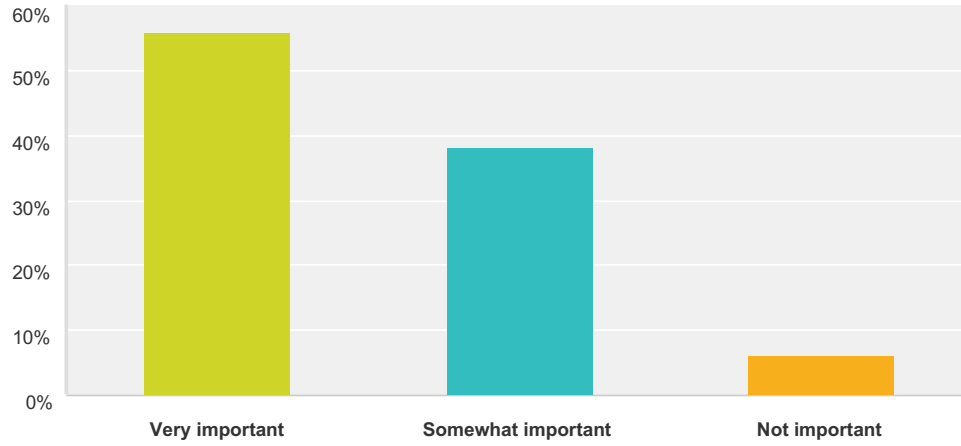


Answer Choices	Responses	Count
Member	90%	266
Friend	9%	27
Visitor	1%	3
<b>Total</b>		<b>296</b>



### Q22 How important is your affiliation with this congregation to your identity as an individual?

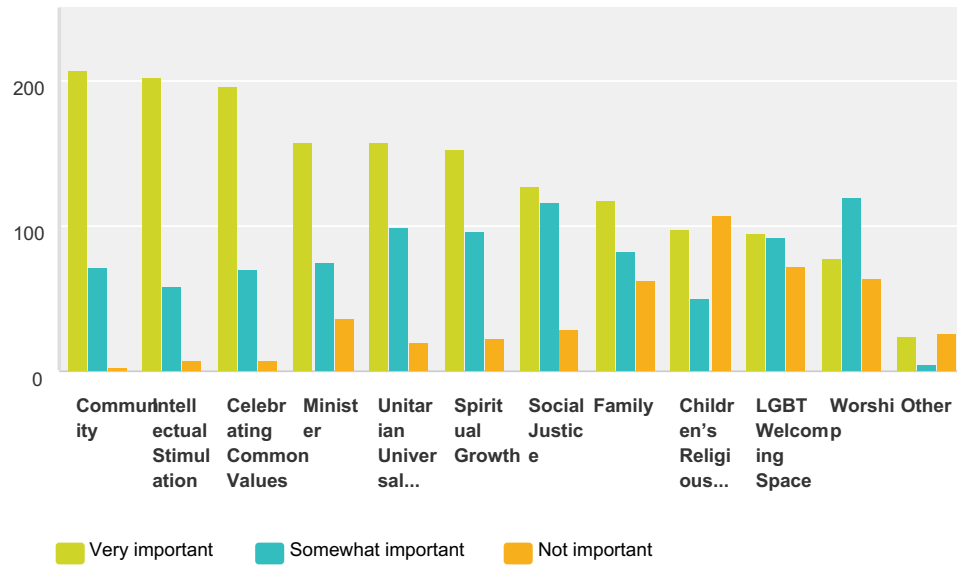
Answered: 296 Skipped: 21



Answer Choices	Responses	
Very important	56%	165
Somewhat important	38%	113
Not important	6%	18
<b>Total</b>		<b>296</b>

### Q23 Indicate all the reasons you FIRST attended The Fellowship and the importance of each:

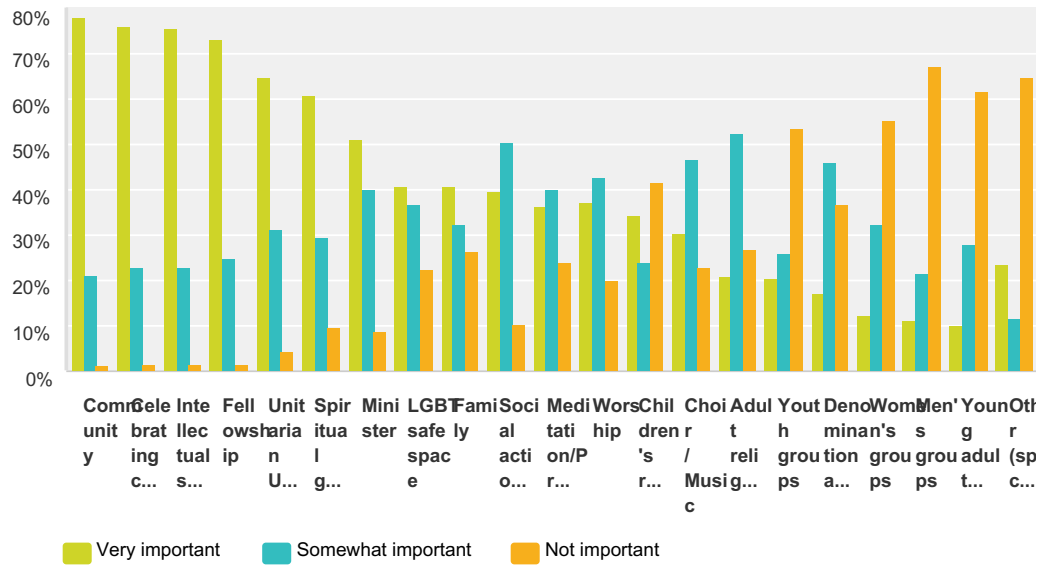
Answered: 292 Skipped: 25



	Very important	Somewhat important	Not important	Total
Community	74% 207	25% 71	1% 2	280
Intellectual Stimulation	75% 203	22% 59	3% 8	270
Celebrating Common Values	72% 196	26% 70	3% 7	273
Minister	59% 158	28% 75	13% 36	269
Unitarian Universalist Beliefs	57% 158	36% 99	7% 20	277
Spiritual Growth	56% 153	35% 96	8% 22	271
Social Justice	47% 127	43% 116	11% 29	272
Family	44% 117	32% 83	24% 63	263
Children's Religious Education	38% 98	20% 50	42% 108	256
LGBT Welcoming Space	36% 95	36% 93	28% 73	261
Worship	30% 77	46% 120	25% 64	261
Other	44% 24	9% 5	47% 26	55

### Q24 Indicate all the reasons you CONTINUE TO ATTEND The Fellowship and the importance of each:

Answered: 293 Skipped: 24

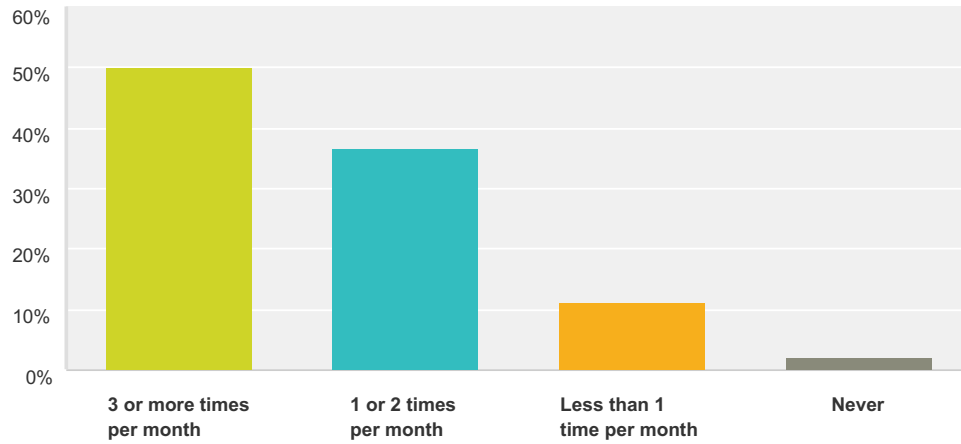


	Very important	Somewhat important	Not important	Total
Community	78% 222	21% 60	1% 3	285
Celebrating common values	76% 213	23% 64	1% 4	281
Intellectual stimulation	76% 211	23% 64	1% 4	279
Fellowship	73% 206	25% 70	2% 5	281
Unitarian Universalist beliefs	65% 179	31% 86	4% 12	277
Spiritual growth	61% 169	29% 82	10% 27	278
Minister	51% 139	40% 109	9% 24	272
LGBT safe space	41% 110	37% 99	22% 60	269
Family	41% 108	33% 86	27% 70	264
Social action/Service activities	39% 108	50% 138	10% 28	274
Meditation/Prayer	36% 100	40% 110	24% 66	276
Worship	37% 100	43% 116	20% 54	270

Children's religious education	<b>34%</b> 89	<b>24%</b> 62	<b>42%</b> 108	259
Choir / Music	<b>30%</b> 83	<b>47%</b> 128	<b>23%</b> 63	274
Adult religious education	<b>21%</b> 55	<b>52%</b> 138	<b>27%</b> 70	263
Youth groups	<b>21%</b> 53	<b>26%</b> 67	<b>53%</b> 138	258
Denominational involvement	<b>17%</b> 44	<b>46%</b> 118	<b>37%</b> 95	257
Women's groups	<b>12%</b> 32	<b>32%</b> 84	<b>55%</b> 144	260
Men's groups	<b>11%</b> 29	<b>22%</b> 55	<b>67%</b> 171	255
Young adult groups	<b>10%</b> 26	<b>28%</b> 72	<b>62%</b> 158	256
Other (specify in comments)	<b>24%</b> 12	<b>12%</b> 6	<b>65%</b> 33	51

### Q25 During September through May, approximately how often do you The Fellowship, either as an attendee or as an R.E. teacher?

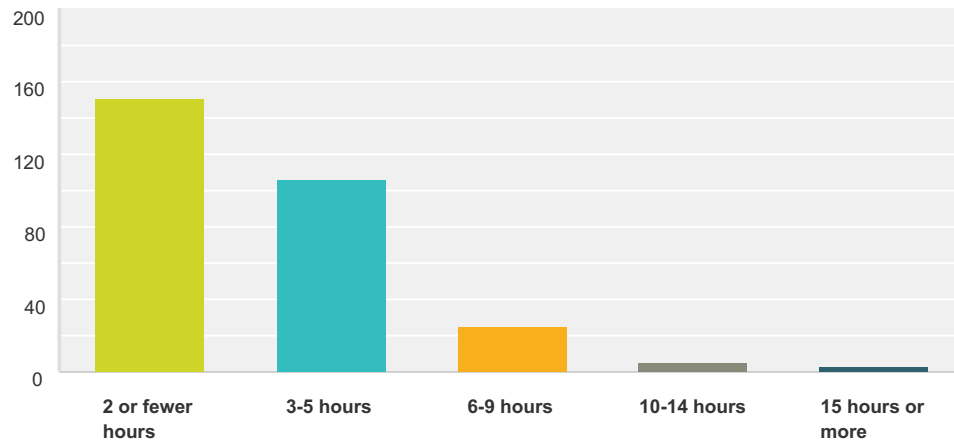
Answered: 289 Skipped: 28



Answer Choices	Responses	
3 or more times per month	50%	145
1 or 2 times per month	37%	106
Less than 1 time per month	11%	32
Never	2%	6
<b>Total</b>		<b>289</b>

**Q26 During September through May, approximately how many hours a week, on average, did you participate in Fellowship activities (including Sunday services, Religious Education, committee work, journey group etc.)?**

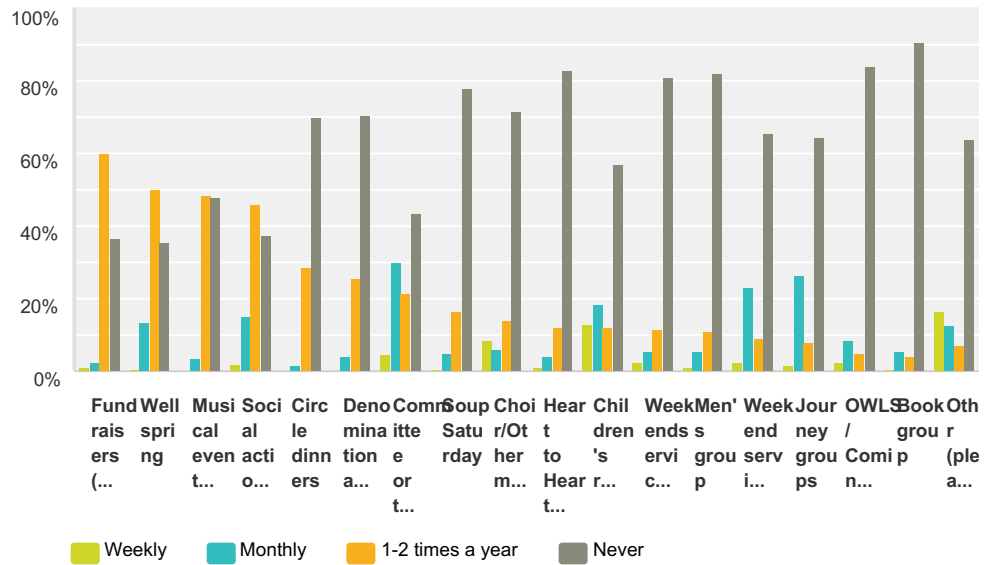
Answered: 290 Skipped: 27



Answer Choices	Responses	Count
2 or fewer hours	52%	151
3-5 hours	37%	106
6-9 hours	9%	25
10-14 hours	2%	5
15 hours or more	1%	3
<b>Total</b>		<b>290</b>

### Q27 In the past 3 years which of the following Fellowship activities/groups have you participated in?

Answered: 291 Skipped: 26



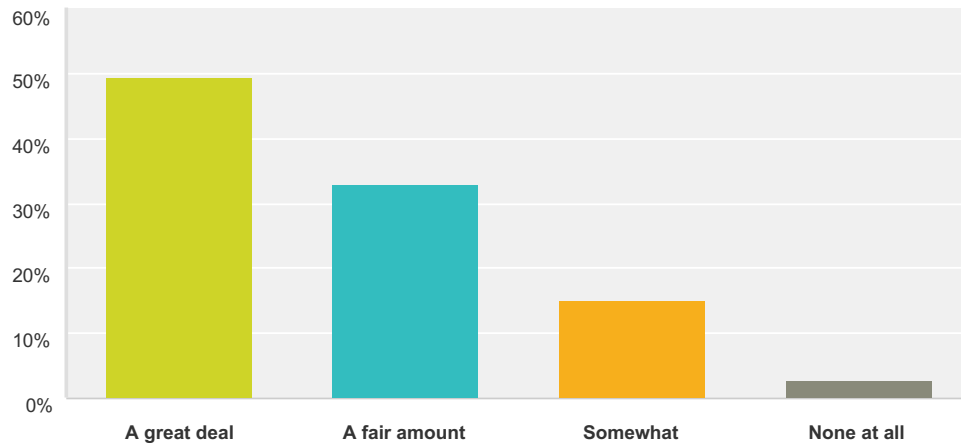
	Weekly	Monthly	1-2 times a year	Never	Total
Fundraisers (Cabaret, Service Auction, Plant Sale)	1% 3	3% 7	60% 164	36% 100	274
Wellspring	1% 2	14% 38	50% 139	36% 99	278
Musical events outside of services(jam,concerts,salons,etc)	0% 0	4% 10	49% 131	48% 129	270
Social action/Service activities	2% 5	15% 40	46% 125	37% 101	271
Circle dinners	0% 0	2% 4	28% 75	70% 186	265
Denominational meetings or workshops	0% 0	4% 10	26% 68	71% 188	266
Committee or task force	4% 12	30% 82	22% 59	44% 119	272
Soup Saturday	0% 1	5% 13	16% 43	78% 204	261
Choir/Other music performance	9% 23	6% 16	14% 37	72% 191	267
Heart to Heart retreat	1% 2	4% 11	12% 32	83% 221	266
Children's religious education activities	13% 34	18% 48	12% 31	57% 150	263
Weekendservices (as worship leader/music leader/special music)	2% 6	5% 14	11% 30	81% 216	266

Men's group	<b>1%</b> 3	<b>6%</b> 15	<b>11%</b> 30	<b>82%</b> 220	268
Weekend services (as usher, greeter, coffee)	<b>3%</b> 7	<b>23%</b> 62	<b>9%</b> 24	<b>65%</b> 176	269
Journey groups	<b>1%</b> 4	<b>26%</b> 71	<b>8%</b> 21	<b>64%</b> 174	270
OWLS / Coming of Age	<b>2%</b> 6	<b>9%</b> 23	<b>5%</b> 13	<b>84%</b> 223	265
Book group	<b>0%</b> 1	<b>5%</b> 14	<b>4%</b> 10	<b>91%</b> 241	266
Other (please specify in comments)	<b>17%</b> 12	<b>13%</b> 9	<b>7%</b> 5	<b>64%</b> 46	72



### Q28 How much is your affiliation with this congregation and/or Unitarian Universalism a source of strength or comfort to you?

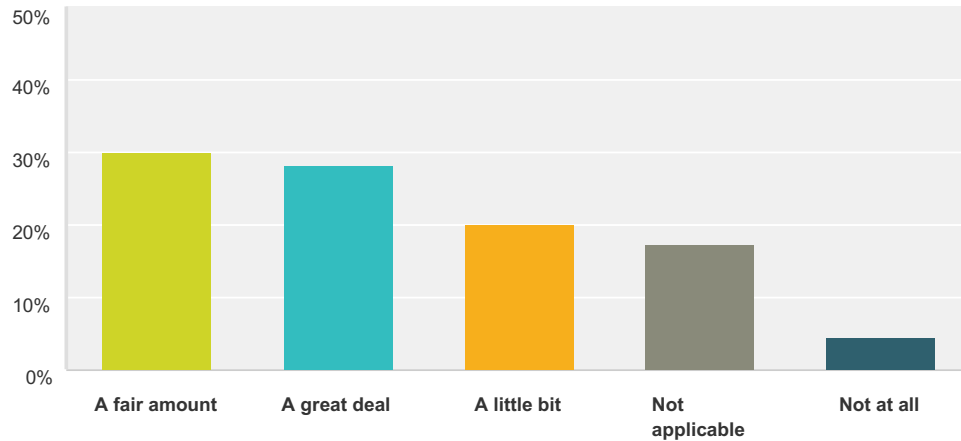
Answered: 294 Skipped: 23



Answer Choices	Responses	
A great deal	49%	145
A fair amount	33%	97
Somewhat	15%	44
None at all	3%	8
<b>Total</b>		<b>294</b>

### Q29 Thinking back to a time when you've experienced life challenges, to what extent did the congregation reach out and offer support to you?

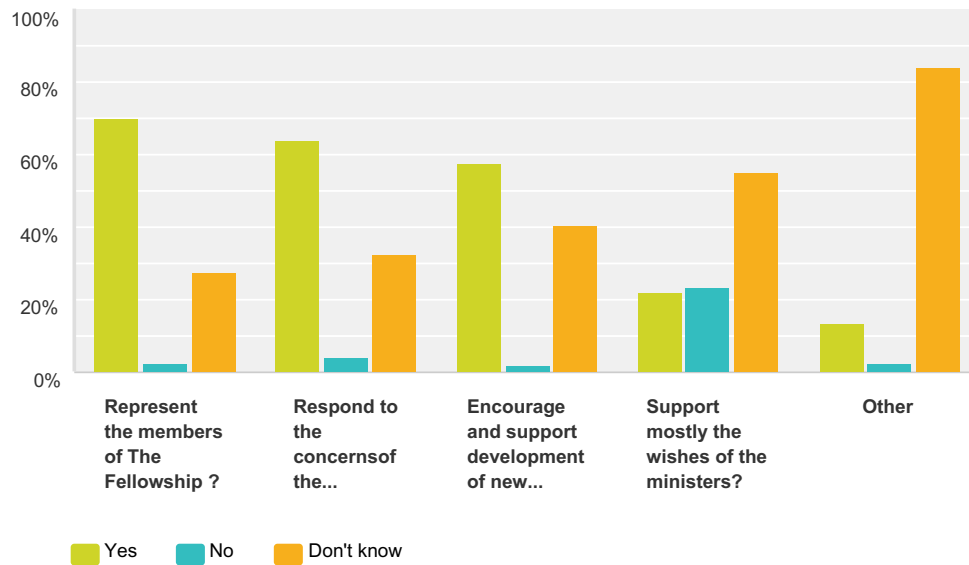
Answered: 294 Skipped: 23



Answer Choices	Responses	Count
A fair amount	30%	88
A great deal	28%	83
A little bit	20%	59
Not applicable	17%	51
Not at all	4%	13
<b>Total</b>		<b>294</b>

### Q30 Do you feel our congregational lay leadership...

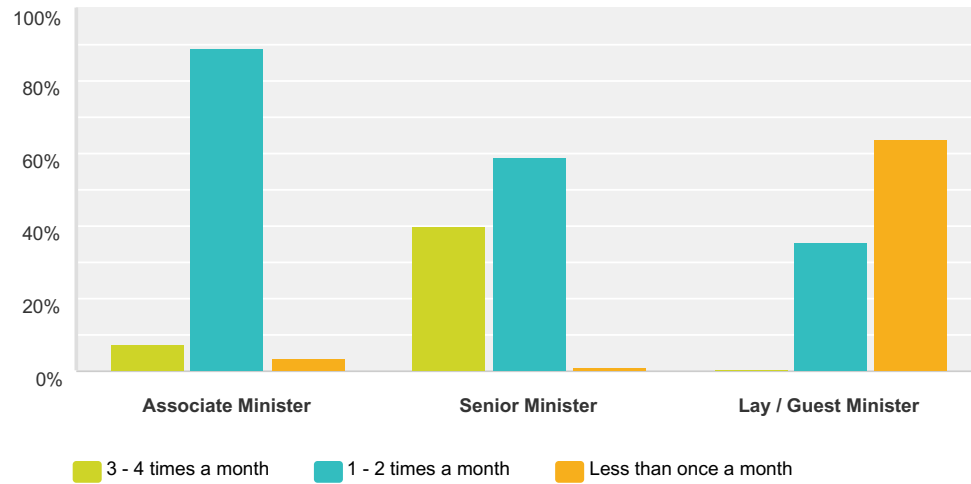
Answered: 293 Skipped: 24



	Yes	No	Don't know	Total
Represent the members of The Fellowship ?	70% 205	2% 7	27% 80	292
Respond to the concerns of the congregation?	64% 185	4% 11	32% 94	290
Encourage and support development of new programs?	58% 167	2% 6	40% 117	290
Support mostly the wishes of the ministers?	22% 63	23% 67	55% 158	288
Other	14% 5	3% 1	84% 31	37

### Q31 During September through May, how often would you like our different ministers to give the sermon?

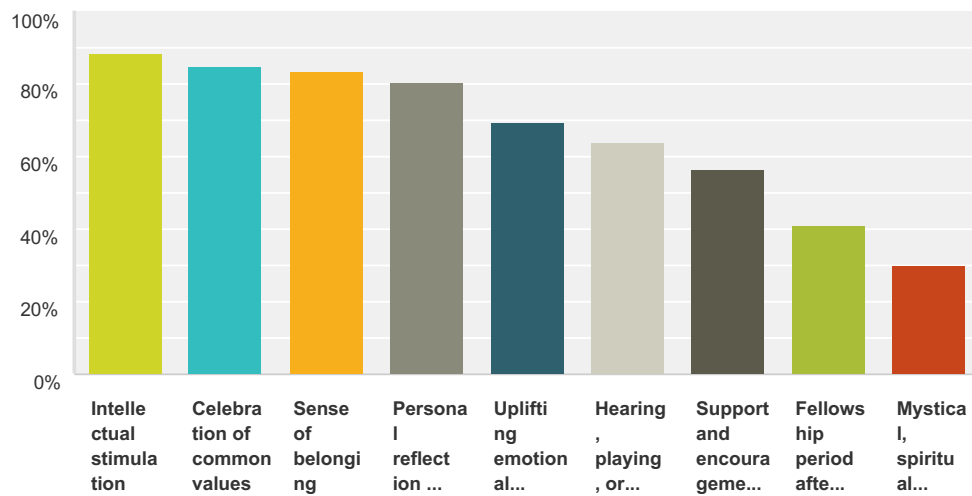
Answered: 286 Skipped: 31



	3 - 4 times a month	1 - 2 times a month	Less than once a month	Total
Associate Minister	7% 21	89% 253	4% 10	284
Senior Minister	40% 114	59% 169	1% 3	286
Lay / Guest Minister	0% 1	35% 100	64% 181	282

### Q32 Which of the following reasons for attending services are important to you?

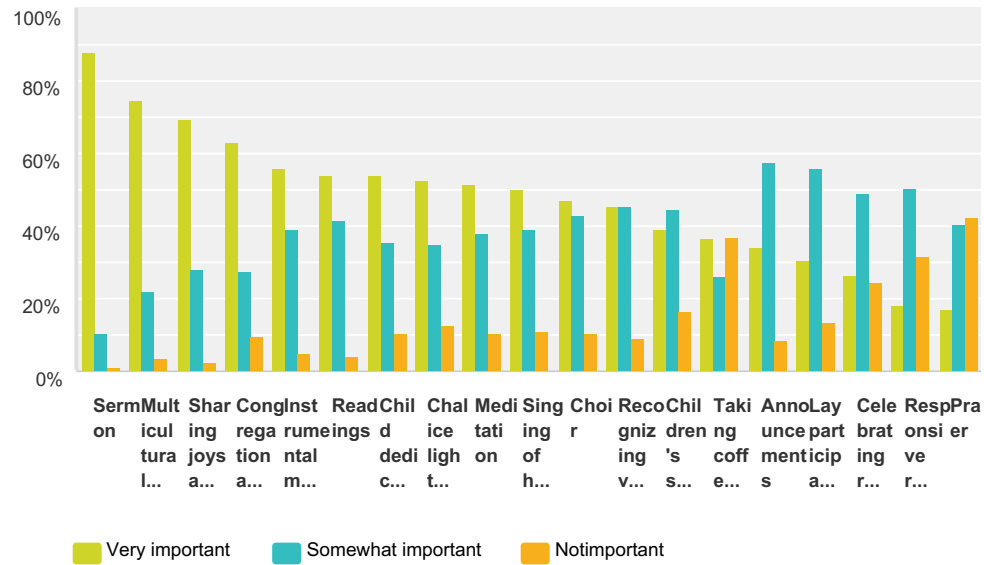
Answered: 291 Skipped: 26



Answer Choices	Responses
Intellectual stimulation	88% 257
Celebration of common values	85% 247
Sense of belonging	84% 243
Personal reflection and meditation	80% 234
Uplifting emotional experience	69% 202
Hearing, playing, or singing music	64% 186
Support and encouragement for social action	57% 165
Fellowship period after services	41% 119
Mystical, spiritual experience	30% 88
<b>Total Respondents: 291</b>	

### Q33 How important to you are the following specific items which may be part of a Sunday worship service?

Answered: 292 Skipped: 25

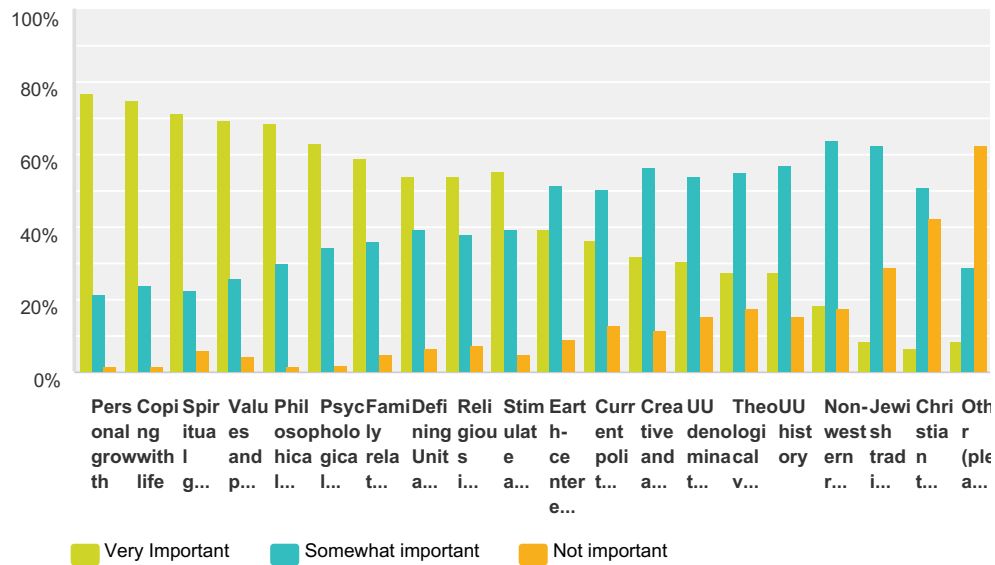


	Very important	Somewhat important	Notimportant	Total
Sermon	88% 255	11% 31	1% 3	289
Multicultural sensitivity	74% 215	22% 64	3% 10	289
Sharing joys and concerns	69% 202	28% 81	3% 8	291
Congregational response	63% 182	28% 80	9% 27	289
Instrumental music	56% 163	39% 113	5% 15	291
Readings	54% 157	42% 121	4% 12	290
Child dedications	54% 156	35% 102	11% 31	289
Chalice lightings	53% 151	35% 100	13% 36	287
Meditation	52% 150	38% 110	10% 30	290
Singing of hymns	50% 144	39% 112	11% 32	288
Choir	47% 136	43% 124	10% 30	290
Recognizing visitors	45% 130	45% 130	9% 26	286

Children's story	<b>39%</b> 112	<b>45%</b> 128	<b>16%</b> 47	287
Taking coffee into the sanctuary for services	<b>37%</b> 106	<b>26%</b> 76	<b>37%</b> 108	290
Announcements	<b>34%</b> 98	<b>58%</b> 166	<b>8%</b> 24	288
Lay participation	<b>31%</b> 87	<b>56%</b> 159	<b>14%</b> 39	285
Celebrating religious holidays	<b>27%</b> 77	<b>49%</b> 141	<b>25%</b> 71	289
Responsive readings	<b>18%</b> 52	<b>51%</b> 145	<b>31%</b> 90	287
Prayer	<b>17%</b> 49	<b>40%</b> 116	<b>43%</b> 122	287

### Q34 How important to you are these various Sunday worship sermon topics?

Answered: 291 Skipped: 26



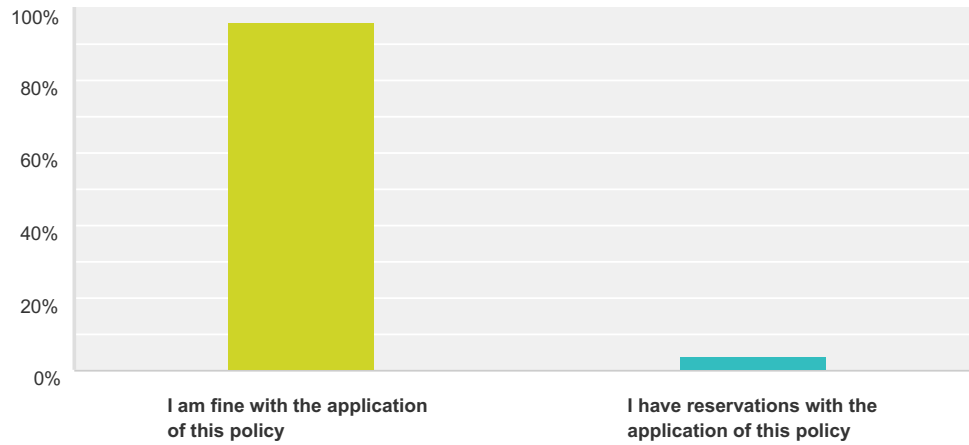
	Very Important	Somewhat important	Not important	Total
Personal growth	77% 224	21% 62	2% 5	291
Coping with life	75% 217	24% 69	1% 4	290
Spiritual growth	71% 206	22% 65	6% 18	289
Values and perspectives on social issues	69% 200	26% 75	5% 13	288
Philosophical ideas	68% 197	30% 86	2% 5	288
Psychological perspectives on life's issues	63% 182	35% 100	2% 6	288
Family relationships and values	59% 170	36% 104	5% 14	288
Defining Unitarian Universalism	54% 156	40% 115	7% 19	290
Religious implications of science and modern knowledge	54% 156	38% 110	8% 22	288
Stimulate action of convictions	55% 156	40% 112	5% 14	282
Earth-centered traditions	39% 114	52% 149	9% 26	289
Current political events	36% 104	51% 145	13% 37	286
Creative and artistic abilities	32% 92	56% 162	11% 33	287



UU denominational issues	<b>31%</b> 87	<b>54%</b> 154	<b>15%</b> 44	285
Theological values	<b>27%</b> 78	<b>55%</b> 158	<b>17%</b> 50	286
UU history	<b>28%</b> 78	<b>57%</b> 161	<b>16%</b> 44	283
Non-western religions	<b>18%</b> 53	<b>64%</b> 185	<b>17%</b> 50	288
Jewish traditions	<b>9%</b> 25	<b>63%</b> 180	<b>29%</b> 83	288
Christian traditions	<b>7%</b> 19	<b>51%</b> 146	<b>42%</b> 121	286
Other (please specify below)	<b>8%</b> 2	<b>29%</b> 7	<b>63%</b> 15	24

**Q35 The UUA General Assembly adopted an equal opportunity policy in 1989 calling for "ministerial settlement procedures without discrimination because of race, color, disability, sex, affectional or sexual orientation, age, or national origin." Do you have any reservations regarding the application of this policy in regard to our church?**

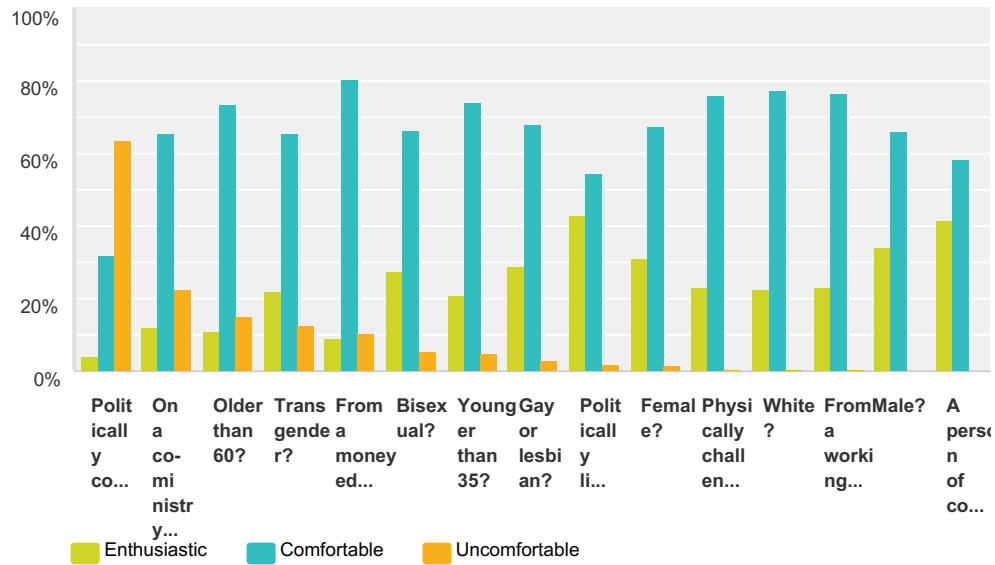
Answered: 289 Skipped: 28



Answer Choices	Responses
I am fine with the application of this policy	96% 277
I have reservations with the application of this policy	4% 12
<b>Total</b>	<b>289</b>

### Q36 How would you personally feel about our congregation calling as a minister a person who is...

Answered: 289 Skipped: 28

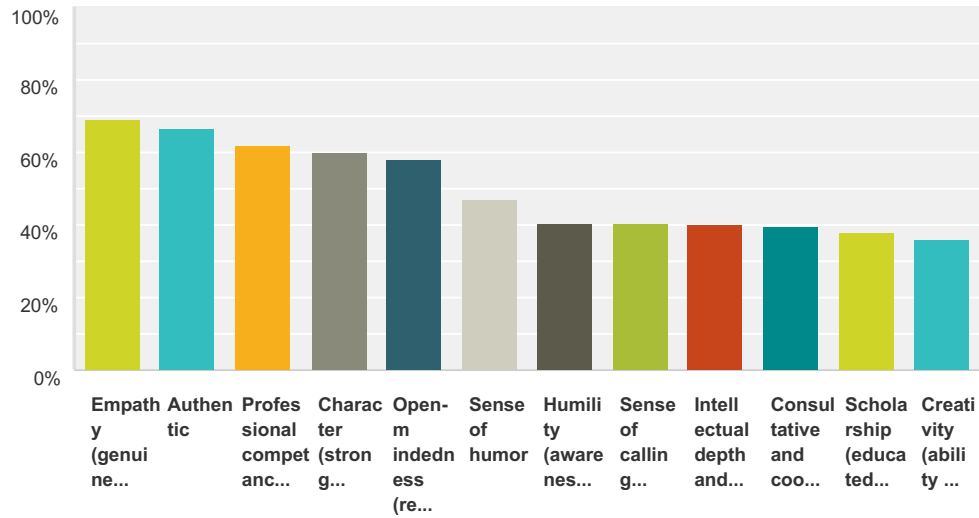


	Enthusiastic	Comfortable	Uncomfortable	Total	Weighted Average
Politically conservative?	4% 12	32% 92	64% 182	286	1.00
On a co-ministry team?	12% 34	65% 185	23% 64	283	1.00
Older than 60?	11% 32	74% 210	15% 43	285	1.00
Transgender?	22% 63	65% 186	12% 35	284	1.00
From a moneyed background?	9% 26	80% 228	11% 30	284	1.00
Bisexual?	28% 79	67% 190	6% 16	285	1.00
Younger than 35?	21% 60	74% 212	5% 15	287	1.00
Gay or lesbian?	29% 82	68% 194	3% 9	285	1.00
Politically liberal?	43% 124	55% 157	2% 6	287	1.00
Female?	31% 89	68% 194	1% 4	287	1.00
Physically challenged?	23% 66	76% 216	1% 2	284	1.00
White?	22% 63	77% 219	0% 1	283	1.00

From a working class background?	<b>23%</b> 66	<b>77%</b> 221	<b>0%</b> 1	288	1.00
Male?	<b>34%</b> 97	<b>66%</b> 190	<b>0%</b> 0	287	1.00
A person of color/member of historically marginalized ethnic/cultural group?	<b>41%</b> 119	<b>59%</b> 168	<b>0%</b> 0	287	1.00

### Q37 Which are the following qualities do you think are the most important considerations in screening ministerial candidates? (Select 5)

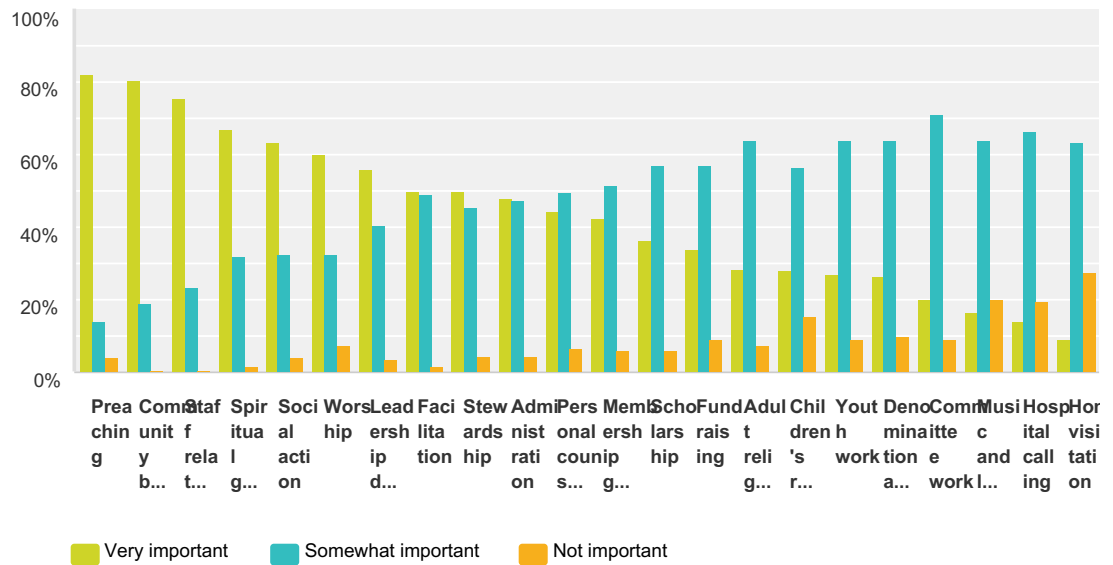
Answered: 285 Skipped: 32



Answer Choices	Responses
Empathy (genuine interest in and concern about others)	69% 197
Authentic	66% 189
Professional competence (ability to communicate, counsel, empower, etc.)	62% 177
Character (strong moral consistency, stability, reliability)	60% 171
Open-mindedness (receptive to other ideas)	58% 166
Sense of humor	47% 134
Humility (awareness of his/her limitations)	40% 115
Sense of calling (motivated, enthusiastic)	40% 115
Intellectual depth and rigor	40% 114
Consultative and cooperative approach	39% 112
Scholarship (educated, informed, interesting)	38% 109
Creativity (ability to develop and present new ideas and methods)	36% 102
<b>Total Respondents: 285</b>	

### Q38 How important are these for our next Senior Minister?

Answered: 287 Skipped: 30

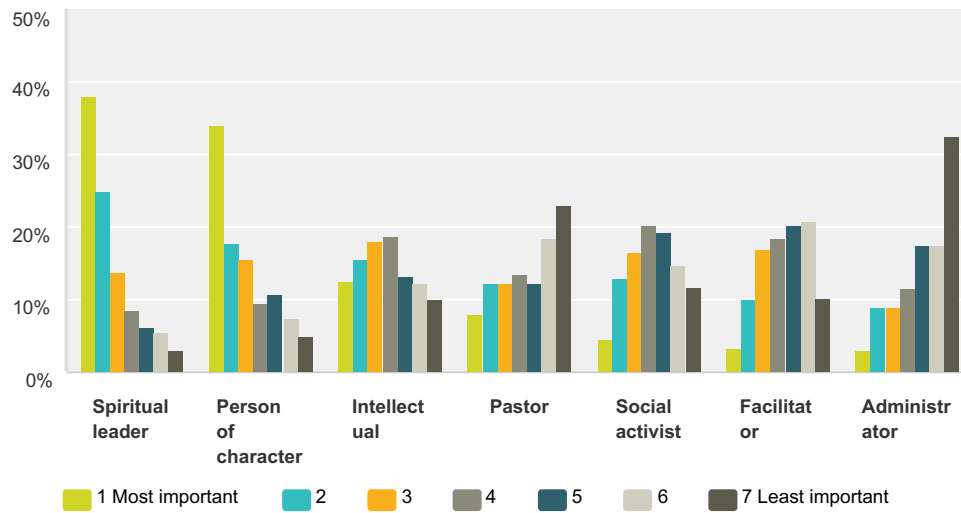


	Very important	Somewhat important	Not important	Total
Preaching	82% 235	14% 40	4% 12	287
Community building	80% 230	19% 54	1% 2	286
Staff relations	76% 215	24% 67	1% 2	284
Spiritual guidance	67% 191	32% 91	1% 4	286
Social action	64% 181	33% 93	4% 11	285
Worship	60% 171	33% 93	7% 21	285
Leadership development	56% 159	40% 114	4% 10	283
Facilitation	50% 142	49% 139	1% 4	285
Stewardship	50% 141	45% 128	5% 13	282
Administration	48% 137	48% 136	5% 13	286
Personal counseling	44% 126	49% 140	6% 18	284
Membership growth	43% 121	51% 146	6% 17	284
Scholarship	37% 104	57% 162	6% 17	283

Fundraising	<b>34%</b> 96	<b>57%</b> 161	<b>9%</b> 25	282
Adult religious education	<b>28%</b> 81	<b>64%</b> 183	<b>8%</b> 22	286
Children's religious education	<b>28%</b> 80	<b>57%</b> 162	<b>15%</b> 44	286
Youth work	<b>27%</b> 76	<b>64%</b> 182	<b>9%</b> 26	284
Denominational activities	<b>26%</b> 75	<b>64%</b> 182	<b>10%</b> 28	285
Committee work	<b>20%</b> 57	<b>71%</b> 202	<b>9%</b> 26	285
Music and liturgical arts	<b>16%</b> 46	<b>64%</b> 180	<b>20%</b> 56	282
Hospital calling	<b>14%</b> 39	<b>67%</b> 188	<b>20%</b> 55	282
Home visitation	<b>9%</b> 26	<b>63%</b> 179	<b>28%</b> 78	283

### Q39 A minister has to prioritize his or her time across the following functions:

Answered: 281 Skipped: 36

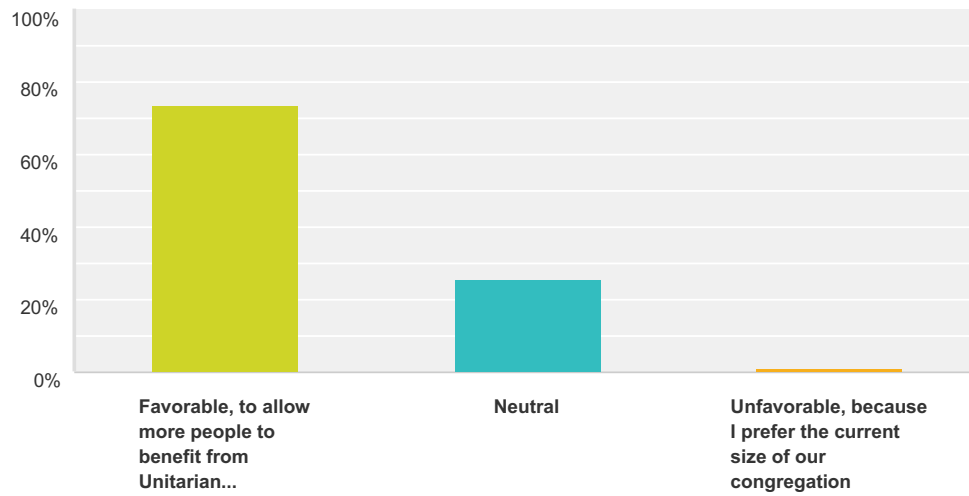


	1 Most important	2	3	4	5	6	7 Least important	Total
Spiritual leader	38% 102	25% 67	14% 37	9% 23	6% 17	6% 15	3% 8	269
Person of character	34% 94	18% 49	16% 43	9% 26	11% 30	8% 21	5% 14	277
Intellectual	13% 34	15% 42	18% 49	19% 51	13% 36	12% 33	10% 27	272
Pastor	8% 22	12% 34	12% 34	13% 37	12% 34	19% 51	23% 63	275
Social activist	4% 12	13% 35	17% 45	20% 55	19% 52	15% 40	12% 32	271
Facilitator	3% 9	10% 27	17% 46	18% 50	20% 55	21% 56	10% 28	271
Administrator	3% 8	9% 24	9% 24	12% 31	18% 47	18% 47	32% 87	268



### Q40 What are your personal feelings about our membership growth?

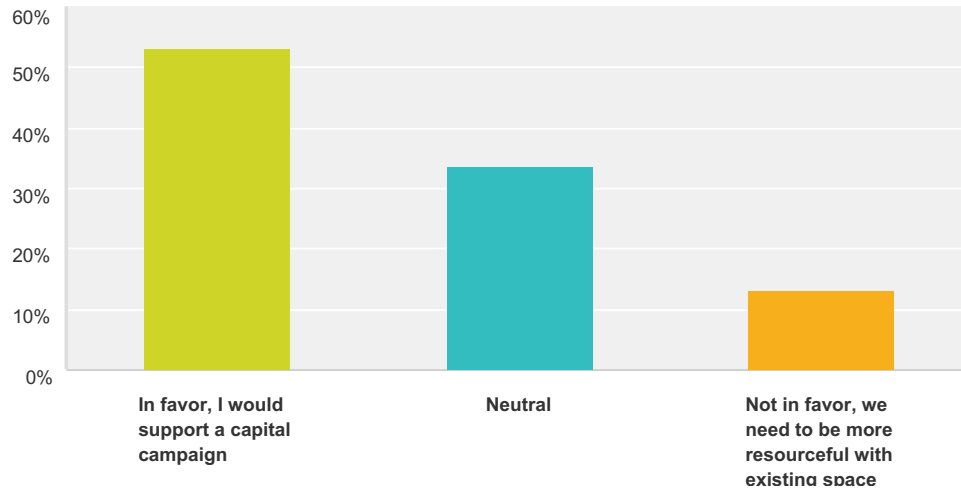
Answered: 285 Skipped: 32



Answer Choices	Responses
Favorable, to allow more people to benefit from Unitarian Universalism in general and The Fellowship in particular	73% 209
Neutral	26% 73
Unfavorable, because I prefer the current size of our congregation	1% 3
<b>Total</b>	<b>285</b>

**Q41 If our RE program continues to grow, we may need to extend/add to the RE wing in the next 3-5 years. What are your personal feelings about a further extension to our building?**

Answered: 286 Skipped: 31



Answer Choices	Responses	
In favor, I would support a capital campaign	53%	152
Neutral	34%	96
Not in favor, we need to be more resourceful with existing space	13%	38
<b>Total</b>		<b>286</b>

**Q42 What are your hopes and dreams for the Fellowship?**

Answered: 181 Skipped: 136