



*Results From a Survey of
**Unitarian
Universalist
Congregations***

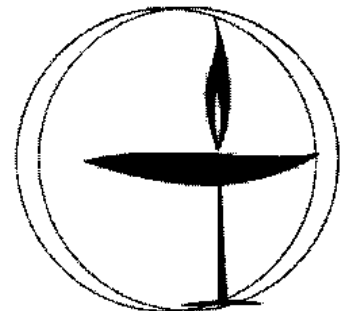
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FAITH
Communities
TODAY

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**Survey written by the Extension
Education & Research Office, UUA**

**This Report Edited by
Adam W. Stuhlfaut,
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Introduction

This report represents the second report of a comprehensive survey of Unitarian Universalist congregations. Combined with *Understanding Ourselves* (<http://www.uua.org/cde/education>) it is the most comprehensive current information that we have on our congregations and provides us with an opportunity to develop an understanding of ourselves based on data and not merely on anecdotes or outdated or common opinions we may have of ourselves.

The goal of this report is to show all the basic data from Unitarian Universalist congregations that participated in Faith Communities Today. We encourage you to become familiar with this information and to “interact” with this data on the Faith Communities Today (FACT) web-site <http://fact.hartsem.edu>.

Methodology

The participating faith groups developed a core questionnaire, and each group adapted it to reflect (more or less) the language and traditions of the faith group. The core questionnaire included more than 200 questions and covered six broad issues: worship and identity, location and facilities, internal and community oriented programs, leadership and organizational dynamics, participants and finances.

The Faith Communities Today survey, with a letter of introduction, was sent to all 1043 Unitarian Universalist congregations (listed in the 2000 UUA Directory) in the United States and Canada. According to the protocols established by the national interfaith research group, a key informer (who was either a minister or congregation president—when a minister was not listed in our database) was instructed to complete the survey. Reminder post cards were sent to each site.

523 surveys were returned, which comprises a 50% return, which exceeds the norm for mailed surveys of this length. Of these, 500 were from the United States and 23 were from Canada. Although we have included all of those returned to our office in this report, the Faith Communities Today national report only includes information from congregations in the United States, since their study was of congregations in the United States only.

This report is intended as another resource for your congregation, in order to better understand your congregation and Unitarian Universalism in the United States and Canada. This report is also found at <http://www.uua.org/cde/education>.

Adam W. Stuhlfaut
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Unitarian Universalist Association

I. Your Congregation's Location and Building

1. In what zip or postal code is this congregation's primary place of worship located?

Zip Code Begins with: **0** (23.4%), **1** (10.9%), **2** (6.8%), **3** (8.8%), **4** (9.0%), **5** (7.8%), **6** (5.3%), **7** (5.9%), **8** (5.5%), **9** (12.1%), **Canada** (4.5%)

2. In what year was your congregation officially affiliated with the UUA? **Range: 1711 to 2000**

3. In what year did your congregation begin worshipping in its current meeting place? **Range: 1635 to 2000**

4. How would you describe the place where your congregation's primary worship building is located?

Rural or open country 5.6%

Town or village of less than 10,000 . . . 16.3%

In or around a city of:

10,000 - 49,999 29.7% [Note: If you check 3,4, or 5 please answer A & B below]

50,000-249,999 24.7%

250,000+ 23.7%

A. If in or around a city, is your building located:

Downtown or in the inner city 28.9%

In another part of the city (e.g. older residential area) . . . 34.3%

In an older *suburb* around the city 23.8%

In a newer *suburb* around the city 12.7%

B. If in or around a city, is your building located:

In a residential area 43.7%

In a mixed residential and commercial/industrial area . . . 51.2%

In a commercial or industrial area 4.7%

5. How adequate are the following for the **current needs** of your congregation?:

(✓ one each line)

	<u>Much more Than We need</u>	<u>Slightly More Than we need</u>	<u>Just About Right</u>	<u>Slightly less Than we need</u>	<u>Much less Than we need</u>
A. Your worship space	7.7%	14.7%	38.5%	28.4%	10.6%
B. Your educational space	2.0%	8.2%	26.0%	35.0%	28.8%
C. Your fellowship space	1.2%	5.1%	34.3%	28.0%	31.2%
D. Space for parking	5.0%	6.9%	27.7%	29.7%	30.7%

6. What is the total seating capacity of your sanctuary (i.e. worship meeting space)?

Range: 3 to 2500, Mode: 100

7. How would you describe the overall physical condition of your congregation's building(s)? (✓ one)

22.0% Excellent 40.7% Good 28.8% Needs improvement 8.4% In serious need of improvement & repair

8. How many congregations use your building space for worship? (Including your congregation)

Range: 1 to 5, Mode: 1

II. Congregational Worship

1. **Worship Services.** [Note: if your congregation holds worship less than once a week, check here (5.0%) and answer for a typical weekend you do hold services]

	<u>Friday</u>	<u>Saturday</u>	<u>Sunday AM</u>	<u>Sunday PM</u>
A. How many worship services does your congregation have on each of the following days/times on a typical weekend?	1-0.57%	1-0.19%	1-78.6% 2-16.6% 3-0.57%	1-0.19%
B. What is the total attendance for all services held on this day/time on a typical weekend? AVERAGE	17.3	55	105.6	40.6
C. If you typically hold more than one service on the weekend, are these services: (_ one)				
75.5% Very similar in style (other than the language used)				
8.2% One or more is <i>somewhat different</i> in style from the rest				
16.3% One or more is <i>very different</i> in style from the rest				

1A. If your congregation has a mid-week service, what is the focus of this service? (e.g., “Evensong”, Meditation, Worship, etc.):

Vespers 7, Evensong 6, Meditation 5, Adult RE/Growth 5, Earth Centered 4, Music 3, Discussion/Study Group 2, Worship 2, Soulful Sundown, Humanistic, Art, Mixed Programs, RE Dinner, Small Group Practice, Women's Spirituality, Christian, Buddhist

2. Please list all the languages in which your congregation conducts worship services on a typical weekend:

English 523, ASL Sign Language 8, Spanish 3, French 1, Hebrew 1, Seneca/Lakota 1

3. About how full is your place of worship at the service with the largest attendance?

3.1% Less than 20% 29.3% 61 to 80%
7.4% 21 to 40% 31.1% More than 80%
15.9% 41 to 60% 13.2% Completely full, with some people standing

4. How well do the following describe your worship service with the largest attendance? (✓ one on each line)

	<u>Very</u>	<u>Quite</u>	<u>Some- What</u>	<u>Slightly</u>	<u>Not At All</u>
A. It is reverent	9.3%	36.2%	43.6%	9.7%	1.2%
B. It is joyful	20.8%	52.6%	24.5%	2.1%	0.0%
C. It is friendly	45.4%	46.5%	7.3%	0.6%	0.2%
D. It is informal	13.1%	30.8%	37.8%	14.8%	3.5%
E. It is exciting	6.6%	26.7%	49.2%	16.0%	1.6%
F. It includes formal liturgy	5.6%	23.1%	35.5%	25.0%	10.7%
G. It is innovative	5.6%	21.9%	44.4%	24.8%	3.3%
H. It is predictable	4.9%	26.7%	51.2%	14.2%	3.1%
I. It has a sense of expectancy	4.8%	34.5%	41.3%	16.9%	2.6%
J. It has a sense of God's presence	6.6%	18.9%	36.3%	27.1%	11.2%
K. It uses gender neutral or inclusive language	66.4%	26.1%	5.6%	1.5%	0.4%

5. How often does the sermon in your worship service **focus** on: (one on each line)

	<u>Always</u>	<u>Often</u>	<u>Sometimes</u>	<u>Seldom</u>	<u>Never</u>
A. God's love and care	2.2%	10.8%	25.3%	39.0%	22.7%
B. Practical advice for daily living	5.4%	46.9%	41.2%	5.8%	0.8%
C. Personal spiritual growth	11.2%	65.1%	22.2%	1.5%	0.0%
D. Social justice or social action	3.3%	44.9%	47.9%	3.9%	3.9%
E. The mystery of God (or the Holy)	4.1%	24.4%	42.4%	22.3%	6.6%
F. Personal Salvation	0.6%	3.1%	12.2%	35.5%	48.6%
G. Struggling with faith and belief	3.5%	40.7%	41.7%	12.0%	2.1%
H. Living a moral life	14.3%	54.8%	25.2%	5.0%	0.6%
I. Stewardship of time and money	1.2%	8.1%	53.0%	33.9%	3.9%

6. How often does the sermon include **a lot of**: (one on each line)

	<u>Always</u>	<u>Often</u>	<u>Sometimes</u>	<u>Seldom</u>	<u>Never</u>
A. Personal stories or first-hand experiences	11.0%	64.9%	21.8%	2.1%	0.2%
B. Literary or scholarly references	10.4%	58.6%	27.2%	3.5%	0.4%
C. Illustrations from contemporary media (e.g., magazines, newspapers, television, movies, etc.)	2.9%	47.1%	37.9%	11.3%	0.8%
D. Detailed explanations of scripture	0.2%	3.7%	18.7%	56.7%	20.8%
E. Explanations of UU Principles	3.5%	41.4%	44.4%	8.5%	1.7%

7. How often are the following included as part of your congregation's worship services? (one on each line)

	<u>Always</u>	<u>Often</u>	<u>Sometimes</u>	<u>Seldom</u>	<u>Never</u>
1. Reading/recitation of covenants or affirmations:	43.6%	17.6%	20.7%	13.6%	4.5%
2. A time for members to share about their faith	12.8%	15.3%	42.6%	25.5%	3.9%
3. A time during worship for people to greet each other	30.1%	9.7%	15.0%	23.7%	21.6%
4. The use of visual projection equipment	0.8%	1.0%	8.8%	37.5%	51.9%
5. The use incense or candles	72.9%	7.3%	6.5%	7.9%	5.4%
6. Dance or drama	0.4%	1.9%	25.5%	59.9%	12.7%
7. Kneeling by the congregation	0.6%	0.2%	1.2%	97.9%	0.2%
8. Sharing of "joys and concerns"	76.7%	8.3%	4.6%	3.7%	6.7%

8. How often are the following used in your congregation's worship services? (one on each line)

	<u>Always</u>	<u>Often</u>	<u>Sometimes</u>	<u>Seldom</u>	<u>Never</u>
A. Organ and/or piano	75.9%	13.5%	2.1%	2.7%	5.8%
B. Electronic keyboard or synthesizer	2.7%	4.5%	12.5%	30.6%	49.4%
C. Electric guitar or bass	0.2%	1.8%	14.1%	32.6%	51.4%
D. Non-electronic string or wind instruments	0.6%	24.1%	47.7%	18.5%	9.1%
E. Drums or other percussion instruments	0.4%	4.7%	33.3%	37.4%	24.3%
F. Recorded music (tapes, cd's, etc.)	6.4%	13.0%	26.5%	39.1%	15.1%

9. When visitors attend worship services at your church, *about* how many members (e.g., greeters and others) usually welcome them?

23.6% More than five 51.1% Three to five 24.8% One or two 0.6% None

10. In comparison to the style of your congregation's primary worship service 5 years ago, would you say the style of your current primary worship service: [Skip if your church is less than 5 years old]

19.7% Is basically the same 43.3% Changed a little 26.4% Changed more than a little
10.7% Changed a lot

11. How well does each of the following statements describe your congregation? (_ one on each line)

	<u>Very Well</u>	<u>Quite Well</u>	<u>Some-What</u>	<u>Slightly</u>	<u>Not At All</u>
A. Our congregation is like a close-knit family	8.6%	30.0%	43.8%	15.0%	2.7%
B. Our congregation is spiritually vital and alive	12.3%	44.0%	37.2%	6.0%	0.6%
C. Our congregation is working for social justice	9.5%	29.5%	43.2%	16.1%	1.7%
D. Our congregation helps members deepen their relationship with God (or the Holy)	4.9%	20.2%	45.6%	22.7%	6.5%
E. We are trying to increase our racial/ethnic diversity	5.0%	16.3%	37.5%	29.3%	11.8%
F. Our congregation celebrates its Unitarian Universalist (UU) heritage	18.4%	49.6%	25.8%	5.6%	0.4%
G. We are a moral beacon in our community	11.3%	26.6%	39.5%	18.9%	3.7%
H. We welcome new ways of doing worship and ministry	7.5%	33.8%	45.0%	12.5%	1.2%
I. Disagreements and conflicts are dealt with openly here	6.4%	36.8%	39.9%	15.7%	1.2%
J. Our worship services are inspirational and uplifting	17.0%	56.5%	23.3%	2.4%	0.8%
K. Our congregation has a strong racial/ethnic or national heritage it is trying to preserve	1.9%	2.3%	8.9%	18.2%	68.7%
L. Members are excited about the future of our church	29.5%	42.1%	21.7%	5.6%	1.0%
M. New members are easily incorporated into the life of our congregation	9.4%	42.2%	40.8%	7.2%	0.4%
N. We have a clear sense of mission and purpose	7.2%	32.9%	49.0%	1.6%	0.2%
O. Our congregation provides many opportunities for members to learn about their faith	8.5%	33.5%	42.7%	14.3%	0.8%
P. Our programs and activities are well-organized	7.5%	45.8%	39.8%	6.2%	0.8%
Q. The community around the church is well informed about the activities taking place in our congregation	4.3%	22.6%	34.2%	36.6%	6.6%

12. How important are the following sources of authority in the worship and teaching of your congregation?

(✓ one on each line)

	<u>Absolutely Foundational</u>	<u>Very Important</u>	<u>Somewhat Important</u>	<u>Little Or No Importance</u>
A. The Bible	1.0%	5.2%	50.1%	43.7%
B. Historic creeds, doctrines & tradition	2.3%	16.0%	45.1%	36.6%
C. Inspiration of the Holy Spirit	2.5%	11.5%	32.0%	53.9%
D. Human reason and knowledge	44.5%	51.8%	2.9%	0.8%
E. Unitarian Universalist Principles	48.3%	41.1%	9.1%	1.5%
F. World religious traditions	9.7%	48.8%	39.4%	1.9%
G. Personal Experience	41.9%	48.8%	8.9%	0.2%

. G. Now please write the letter of the **one** source of authority that is **most important** in your congregation's worship and teaching (as difficult a choice as this may be) in this box →



A. 2.0% B. 1.0% C. 1.0% D. 36.8% E. 33.3% F. 1.8% G. 24.2%

III. Your Congregation's Participants

- Approximately how many persons would you say are associated **in any way** with the religious life of this congregation — counting both adults, youth and children, counting both regular and irregular participants, counting both official or registered members and also participating nonmembers?
Range: 10 to 5000, Mode: 100
- Approximately how many persons — both adults, youth and children — would you say **regularly participate** in the religious life of your congregation — *whether or not* they are officially members of your congregation?

A. Number of **regularly participating** adults (18 and over) **Range: 8 to 1500, Mode 150**

B. Number of **regularly participating** children and youth (17 and under) **Range: 0 to 400, Mode: 15**

7. Would you describe the regularly participating adults in your congregation as basically similar or dissimilar to nearby residents in terms of race, ethnicity, income, age and lifestyle?

	<u>Similar</u>	<u>Dissimilar</u>
A. Race	90.3%	9.7%
B. Ethnicity (culture or language)	91.2%	8.8%
C. Income	75.5%	24.5%
D. Age	79.2%	20.8%
E. Lifestyle	69.7%	30.3%

IV. Congregational Programs

1. During the past 12 months, did your congregation have any of the following programs or activities in addition to Church school or Sunday school?

IF YES: • A one-time, short-term or occasional event?
 • On-going during a particular season?
 • On-going throughout the year?

Circle all "Yeses" that apply

	----- Yes -----			
	<u>No</u>	<u>One-Time, Short-Term, Occasional</u>	<u>On-going During A Season</u>	<u>On-going Thru The Year</u>
A. Bible study (other than Sunday school)	57.5%	22.4%	11.3%	4.2%
B. Theological or doctrinal study	32.2%	35.8%	19.7%	8.0%
C. Prayer or meditation groups	36.8%	19.7%	15.1%	25.1%
D. Spiritual retreats	58.2%	29.8%	5.5%	2.7%
E. Community service	7.5%	29.7%	14.1%	51.1%
F. Parenting or marriage enrichment	63.6%	18.2%	9.0%	4.2%
G. Choir(s)	19.9%	10.7%	12.6%	55.4%
H. Other performing arts (e.g., music, dance, drama)	28.5%	40.1%	10.2%	18.9%
I. Groups that discuss books or contemporary issues	16.5%	20.2%	15.5%	48.3%
J. Self-help or personal growth groups	34.1%	20.1%	16.6%	25.3%
K. Exercise, fitness or weight loss groups/classes	75.7%	6.1%	3.4%	9.2%
L. Sports teams	87.9%	1.5%	4.4%	1.3%
M. Youth/Teen activities	23.9%	18.6%	10.0%	46.1%
N. Young Adult activities	65.9%	12.5%	3.6%	12.3%
O. Senior Adult activities	47.5%	12.1%	9.6%	26.8%
P. Men's ministries (e.g. UUMN, groups etc.)	56.2%	6.5%	5.9%	26.3%
Q. Women's ministries (e.g., UUWF, groups, etc.)	35.8%	8.0%	12.1%	40.5%
R. Others: _____	8.1%	5.0%	3.3%	12.3%

2. How many children and youth attend religious education on a typical Sunday? **Range: 0 to 320, Mode: 0**

3. To what extent does your congregation emphasize in its worship and education the following **home or personal practices**? (one on each line)

	<u>A Great Deal</u>	<u>Quite A Bit</u>	<u>Some</u>	<u>A Little</u>	<u>Not At All</u>
A. Personal prayer, meditation or devotions	3.9%	11.0%	21.5%	32.4%	31.2%
B. Studying the Bible	0.0%	1.2%	3.1%	22.5%	73.2%
C. Family devotions	0.2%	1.9%	12.3%	30.0%	55.4%
D. Fasting	0.0%	0.2%	1.0%	4.4%	94.2%
E. Observing dietary restrictions	0.0%	0.0%	0.6%	4.4%	95.0%
F. Abstinence from alcohol	0.0%	0.2%	1.4%	8.3%	89.9%
G. Keeping the Sabbath day holy	0.6%	2.3%	7.1%	20.8%	69.2%
H. Abstaining from premarital sex	0.4%	1.8%	5.3%	14.6%	77.9%

I. Conscious Ecological practices	19.2%	37.7%	28.8%	11.2%	3.1%
J. Simple Living	6.9%	26.3%	34.0%	26.4%	6.4%

3a. Does your congregation have an organized program for keeping up with members' needs and providing ministry at the neighborhood level (e.g. a caring committee, pastoral care group, etc.)? **73.7% Yes 25.6% No**

4. Many congregations make use of small groups for fellowship, spiritual nurture, etc. Which statement best describes your congregation?

- 18.1% Such groups do not exist within our congregation
- 54.1% A few such groups meet, but they are not central to our congregation's program
- 27.6% Small groups are central to our strategy for spiritual growth

6. To what extent are the youth who are children of church members involved in the religious life of your congregation?

- 12.8% Greatly
- 34.3% Quite a lot
- 32.4% Somewhat
- 15.7% Slightly
- 4.5% Not at all

7. If someone visited your church and indicated that they were a visitor in the visitor's book, or on a visitor's card, how long would it take on average before they received a *visit* or *phone call* from the church?

- 2.4% We have no visitor's cards or friendship/registration books for visitors to identify themselves
- 17.0% Within a few days
- 20.6% Within a week
- 11.7% Within a few weeks
- 3.4% More than a few weeks
- 45.1% No visits or phone calls, but we do send a letter

8. About how many *visits* or *phone calls* to prospective members, worship visitors, or newcomers in the community does the ministerial staff of your church make in an average month? **Range: 0 to 40, Mode: 0**

9. To what extent are your church members involved in recruiting new members?

- 4.0% Greatly
- 11.8% Quite a lot
- 35.6% Somewhat
- 42.8% Slightly
- 5.6% Not at all

10. Are efforts made to provide special parking or seating for visitors to your church? **22.9% Yes 76.9% No**

11. During the past 12 months, did your congregation do any of the following to reach out to nonmembers or less active members, or to make your church better known in your community?

(✓ One on each line)	Yes <i>No, but church members . . .</i>		
	<i>Done in last 12 Months</i>	<i>Would Support This Activity</i>	<i>Would Not Support This Activity</i>
A. Advertisements or stories in local newspapers	86.8%	12.0%	1.2%
B. Radio or television advertisements	20.4%	48.4%	31.2%
C. Direct mail or distribution of announcements to area residents	12.3%	45.1%	42.6%
D. A programmed growth or outreach program	11.6%	70.5%	17.9%
E. Efforts to identify and contact people who recently moved into our congregation's area	6.2%	62.0%	31.9%
F. Stressing the importance of sharing one's faith	34.6%	40.4%	24.9%
G. Special worship services intended to attract the unchurched (e.g., Bring a Friend Sundays)	32.7%	56.8%	10.5%
H. Special programs (parenting classes, single nights, festivals) intended to attract the unchurched in your community	35.1%	53.8%	11.0%
I. Phone calls or personal visits by the ministerial staff	41.0%	42.0%	17.0%
J. Phone calls or personal visits by lay members	42.8%	37.2%	20.0%

12. During the last 12 months, has your congregation been involved in any of the following types of inter-congregational, ecumenical or interfaith activities?

(Circle all the "Yeses" that apply)

	No	<u>With other congregations or persons:</u>		
		<u>From the UU</u>	<u>From other Christian Denominations</u>	<u>From other Faith Traditions</u>
A. Joint worship services	42.2%	23.4%	25.9%	29.0%
B. Joint celebrations or programs other than worship	31.2%	25.7%	30.3%	31.5%
C. Joint service projects	29.4%	19.1%	40.7%	32.0%
D. Councils of churches or ministerial associations	24.5%	32.7%	43.9%	40.9%

13. In the past 12 months, did your congregation provide, or cooperate in providing, any of the following services for your own congregation's members or for people in the community.

[including material or financial contributions, volunteer time by church members, space in your building]

----- Yes, circle all that apply -----

	No	<u>Provided Directly By Your Congregation</u>	<u>Cooperated With Another Congregation, Agency, Or Organization</u>
		A. Food pantry, soup kitchen or food donations	9.2%
B. Cash or vouchers given to families or individuals	38.5%	43.9%	21.6%
C. Thrift store or thrift store donations	42.4%	34.4%	24.8%
D. Temporary or permanent shelter/housing	59.5%	13.9%	27.6%
E. Counseling services or support groups	47.6%	34.7%	19.1%
F. Substance abuse & 12-step recovery programs	64.5%	18.9%	16.2%
G. Day care, pre-school, before/after-school programs	69.6%	12.9%	15.3%
H. Tutoring or literacy programs	72.3%	15.1%	12.4%
I. Voter registration or voter education	78.0%	12.0%	7.3%
J. Organized social issue advocacy	27.3%	53.1%	35.3%
K. Employment counseling, placement or training	88.8%	2.7%	4.2%
L. Health programs/clinics/health education	75.8%	12.2%	9.7%
M. Hospital or nursing home facilities	78.5%	11.4%	6.8%
N. Prison ministry or jail ministry	82.7%	8.5%	4.4%
O. Community organizing	54.8%	21.2%	27.8%
P. Program for migrants or immigrants	83.2%	7.0%	6.4%
Q. Parents and Friends of Lesbians/Gays (PFLAG)	59.0%	23.1%	17.0%
R. Gay, Lesbian or Transgender groups	44.9%	39.1%	21.0%
S. Other:	20.7%	12.3%	9.8%

14. In a typical month, about how many people *do you estimate* are served through the services your congregation directly provides? Estimated number of people served: **Range: 0 to 2500, Mode: 100**

V. Leadership And Organizational Dynamics

1. Please describe the current (senior) minister by checking all of the boxes that apply or filling in the requested information. If you have **co-ministers**, please check here (10.1%) and answer the following for the co-minister whose first name begins with a letter that comes first in the alphabet (i.e. in order to choose one minister for responses below.)

If you do not currently have a minister, please check here and skip to question 3. (17.2%)

A. Age? **Range: 25 to 82, Mode 50**

B. 98.9% Paid 0.8% Volunteer

C. 73.2% Full time 1.6% Full time, supplemented by outside employment

25.2% Part time IF PART TIME does s/he also: 1) Serve another congregation? 39.1% Yes 60.9% No
2) Work a secular job? 36.1% Yes 63.9% No

D. 52.4% Male 47.4% Female 0.3% Transgender

E. 77.4% Regular settled minister 10.8% Temporary/interim 5.1% Extension or New Congregation Minister
6.7% Consulting minister

F. Highest level of education (one)

0.0% High school diploma or less
0.3% Some college or technical
15.5% College Bachelor's degree
65.1% Masters Degree
18.8% Doctoral Degree

G. Highest level of ministerial education (one):

1.1% None
0.3% Certificate or correspondence program
2.4% Bible college or some seminary
81.8% Seminary Masters degree (e.g., M.Div., M.R.E.)
14.1% Post-Masters, seminary degree (e.g. D.Min., Ph.D.)

H. Race/ethnicity (one):

0.5% American Indian/Alaska Native
0.3% Asian
0.8% Native Hawaiian/Other Pacific Islander

0.0% Black or African American
0.5% Hispanic or Latino/a
96.7% White or European-American

1.3% Other _____

I. This person became your (senior) minister in what year? Range: 1963 to 2000, Mode: 1999

2. How well would most of your members say the following statements describe your (senior) minister?
(one on each line)

	<i>Very Well</i>	<i>Quite Well</i>	<i>Some- What</i>	<i>Slightly</i>	<i>Not At All</i>
A. Good preacher	42.8%	49.5%	7.2%	0.3%	0.3%
B. Knows how to get people to work together	29.2%	47.3%	21.4%	2.1%	0.0%
C. Effective administrator	17.2%	43.4%	33.1%	5.8%	0.5%
D. Cares about people	62.0%	32.0%	4.7%	1.3%	0.0%
E. Charismatic leader	15.1%	38.2%	33.2%	11.9%	1.6%
F. Has a close relationship with God or Holy	13.9%	37.3%	32.3%	11.8%	4.7%
G. Generates enthusiasm	28.4%	47.7%	21.9%	1.8%	0.3%
H. Has a clear vision for the congregation	32.2%	48.3%	17.4%	2.1%	0.0%
I. Knows how to get things done	22.8%	48.7%	25.4%	3.1%	0.0%
J. Knows the Bible	13.6%	33.2%	34.3%	18.1%	0.8%
K. Mediates conflict	15.2%	45.3%	31.4%	7.9%	0.3%
L. Hard worker	52.1%	35.8%	10.3%	1.8%	0.0%
M. Evangelistic	8.2%	25.5%	30.3%	23.9%	12.1%
N. Effective teacher	26.2%	54.4%	16.8%	2.3%	0.3%
O. Models the 7 UU Principles	38.5%	48.7%	10.5%	2.1%	0.3%

3. How many (senior) ministers, including the current one, have served this congregation during the past 10 years?
Range: 0 to 9, Mode: 1

4. How many years did the previous (senior) minister serve this congregation? **Range: 1 to 42, Mode: 2**

5. How many paid, ministerial staff and program staff does this congregation have, including the current (senior) minister?

A. Number Full time, paid **Range: 0 to 15, Mode:1** B. Number Part time, paid **Range: 1 to 13, Mode: 1**

6. How easy or difficult is it for your church to recruit people for volunteer leadership roles? (✓ one)

- 15.1% We have no problem recruiting volunteer leaders.
- 71.8% Recruiting volunteer leaders is a continual challenge, but we eventually find enough willing people.
- 13.2% We can't find enough people who are willing to serve.

7. During the last **five years** has your congregation experienced any disagreements or conflicts in the following areas? (✓ one on each line)

	<u>No</u>	<u>Yes, and it was:</u>		
		<u>Very Serious</u>	<u>Moderately Serious</u>	<u>Not Very Serious</u>
A. Theology	52.3%	3.0%	16.4%	28.4%
B. Money/Finances/Budget	34.8%	7.5%	28.7%	29.1%
C. How worship is conducted	42.7%	3.7%	15.9%	37.8%
D. Program/mission priorities or emphases	44.6%	4.2%	18.3%	32.9%
E. Who should make a decision	45.3%	9.6%	19.7%	25.4%
F. Minister's leadership style	49.4%	19.2%	15.3%	16.1%
G. Minister's personal behavior	72.1%	8.9%	6.2%	12.8%
H. Member's personal behavior	44.0%	10.4%	22.3%	23.3%
I. Other: _____	32.8%	31.2%	24.0%	12.0%

8. If your congregation experienced serious conflict in any of the above areas in the past five years, was the conflict resolved or does it still affect the life of your congregation? (✓ _ one)

- 20.0% All conflicts were resolved with no negative consequences
- 48.4% All conflicts were resolved, but resulted in some negative consequences (e.g. people left church, etc.)
- 26.1% Some conflict still exists, but it is no longer serious
- 5.6% We still have serious conflict in this congregation

9. When your congregation purchases worship, educational, stewardship, publicity, etc. materials or supplies, does it purchase them: (✓ one)

- 11.3% Exclusively from within the UUA 2.5% Primarily from outside the UUA
- 72.2% Primarily from within the UUA 0.4% Exclusively from outside the UUA
- 13.6% From a pretty even balance between UUA and non-UUA sources

10. Which **one** of the following three statements best describes your congregation? (✓ one)

- 14.5% Our congregation has definite expectations for members that are consistently reinforced.
- 46.7% Our congregation has fairly clear expectations for members, but the enforcement of these expectations is not very consistent.
- 38.8% Our congregation has only implicit expectations for members that are seldom, if ever, enforced.

11. Does your congregation have a mission or vision statement? 80.2% Yes 18.8% No

IF YES, Which of the following are true?

	<u>True</u>	<u>False</u>
A. Most members know the mission/vision statement	44.5%	55.4%
B. The statement is displayed publicly in our church	59.1%	40.9%
C. The statement has been used to determine spending priorities	40.5%	59.5%
D. The statement has been used to resolve disputes	24.9%	75.1%
E. The statement has been reviewed within the last 3 years	60.8%	39.2%

VI. Finances

1. How would you describe your congregation's financial health currently and 5 years ago (1995)?
 - A. **Currently:** 19.8% Excellent 34.4% Good 34.2% Tight, but we manage 9.0% In some difficulty
2.3% In serious difficulty
 - B. **In 1995:** 5.9% Excellent 23.8% Good 44.2% Tight, but we managed 20.6% In some difficulty
5.5% In serious difficulty

2. Approximately how much income did your congregation receive last year from **all** sources?
Range: \$0 to \$4,841,309, Mode: \$100,000

3. Approximately what percentage of your church's total *income* last year was received from endowments or investments? **Range: 0 to 100%, Mode: 0%**

4. Approximately what percentage of your congregation's *total expenditures* were for the following last year?

A. All staff salaries and benefits	Range: 0 to 96%, Mode: 60%
B. Congregation operations (including building and grounds, utilities, mortgage, insurance, equipment, etc.)	Range: 0 to 98%, Mode: 10%
C. Capital improvements (new buildings, renovations, etc.)	Range: 0 to 80%, Mode: 0%
D. Program support and materials (for church school, evangelism, fellowship, etc.)	Range: 0 to 100%, Mode: 5%
E. UUA Annual Fund and District Dues	Range: 0 to 80%, Mode: 5%
F. Other local mission work (not through your Association or Conference)	Range: 0 to 45%, Mode 0%
G. Other national and international work and programs (not through UUA, e.g., Unitarian Universalist Service Committee)	Range: 0 to 18%, Mode: 0%
H. Subsidies to school, day care or before/after school program	Range: 0 to 25%, Mode 0%
I. Money put into reserve/endowments/investments	Range: 0 to 80%, Mode 0%
J. Other expenditures _____	Range: 0 to 90%, Mode 0%

5. Approximate total dollar amount of expenditures (of all the above expenditures)
Range: \$100 to \$2,000,000, Mode: \$100,000

6. Does your congregation have a formal, written annual budget? 96.9% Yes 3.1% No