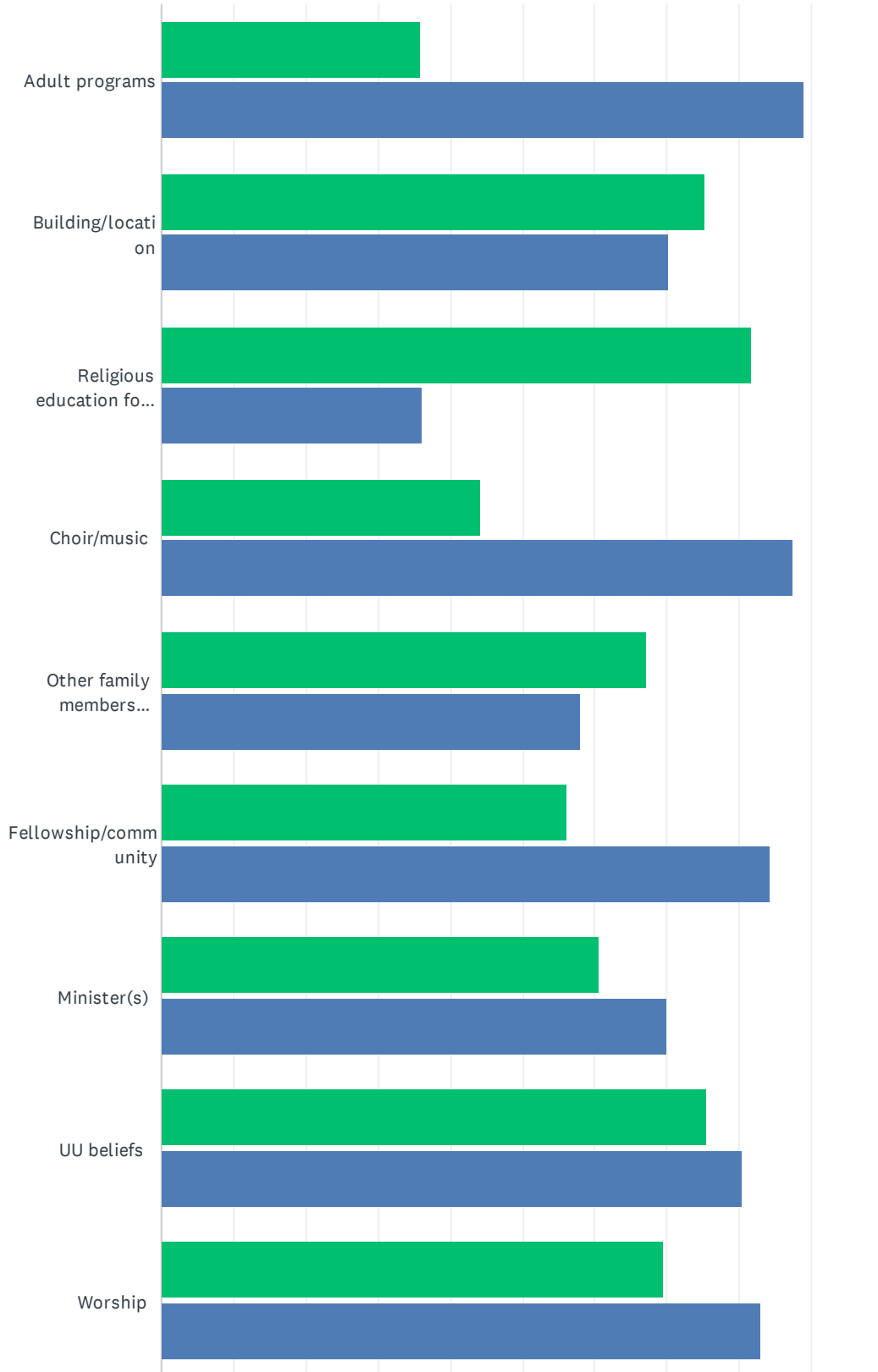
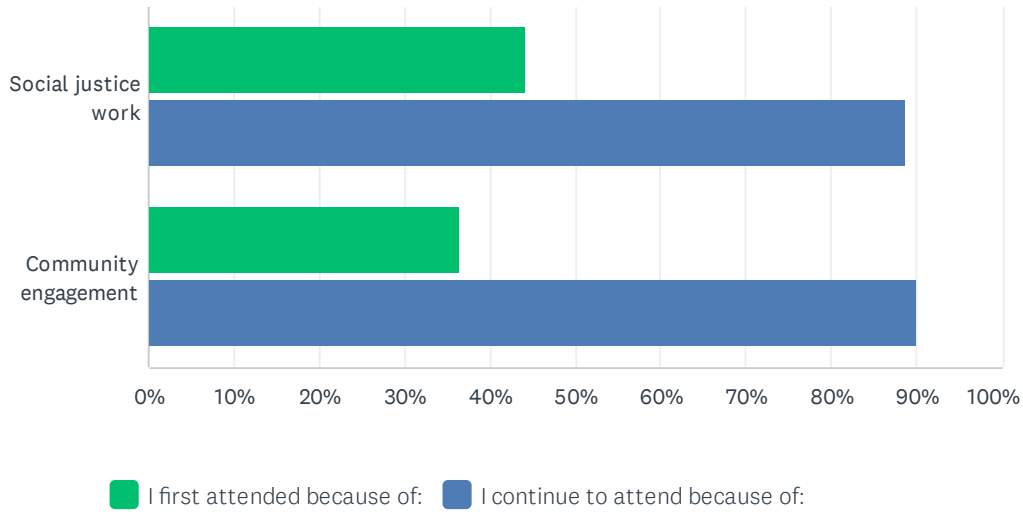


Q1 Please indicate why you attend Unity Church-Unitarian, check as many as apply.

Answered: 367 Skipped: 4



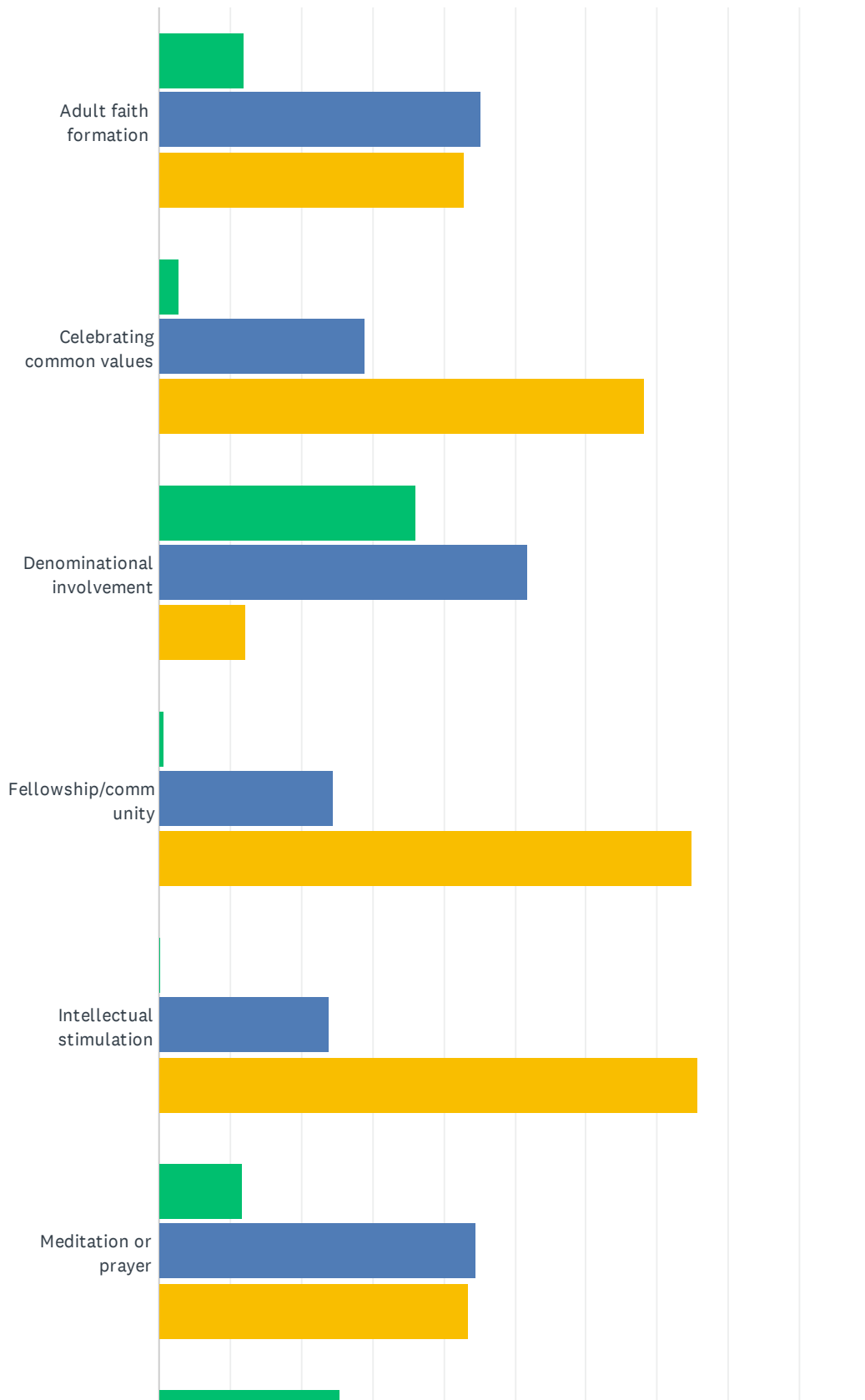
2021 Ministerial Search Team Survey



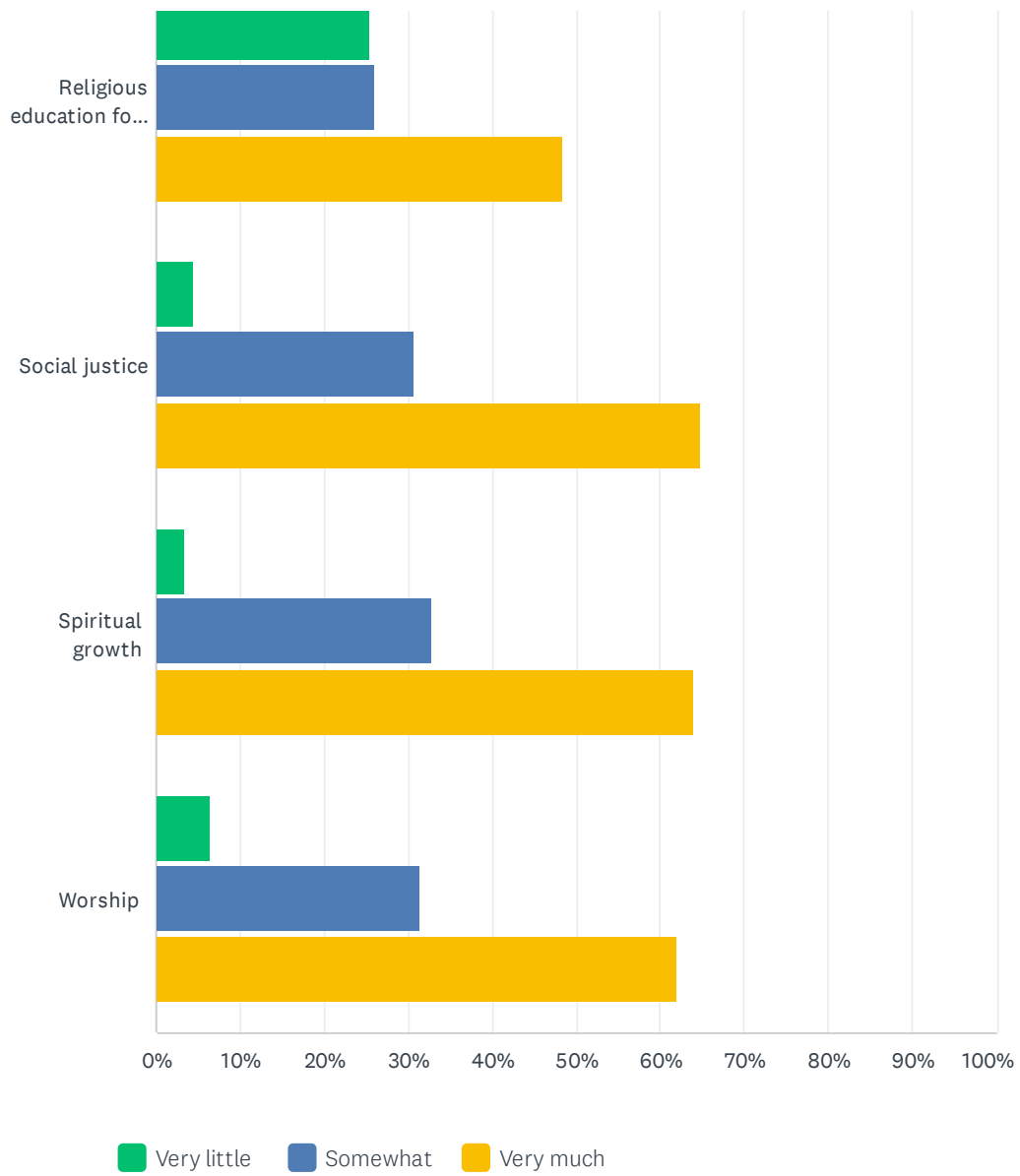
	I FIRST ATTENDED BECAUSE OF:	I CONTINUE TO ATTEND BECAUSE OF:	TOTAL RESPONDENTS
Adult programs	35.92% 74	88.83% 183	206
Building/location	75.28% 134	70.22% 125	178
Religious education for children and youth	81.71% 134	35.98% 59	164
Choir/music	44.13% 94	87.32% 186	213
Other family members attended	67.11% 51	57.89% 44	76
Fellowship/community	56.12% 156	84.17% 234	278
Minister(s)	60.62% 137	69.91% 158	226
UU beliefs	75.49% 231	80.39% 246	306
Worship	69.57% 176	83.00% 210	253
Social justice work	44.12% 105	88.66% 211	238
Community engagement	36.46% 66	90.06% 163	181

Q2 How much do you value the following aspects of congregational life?

Answered: 368 Skipped: 3



2021 Ministerial Search Team Survey



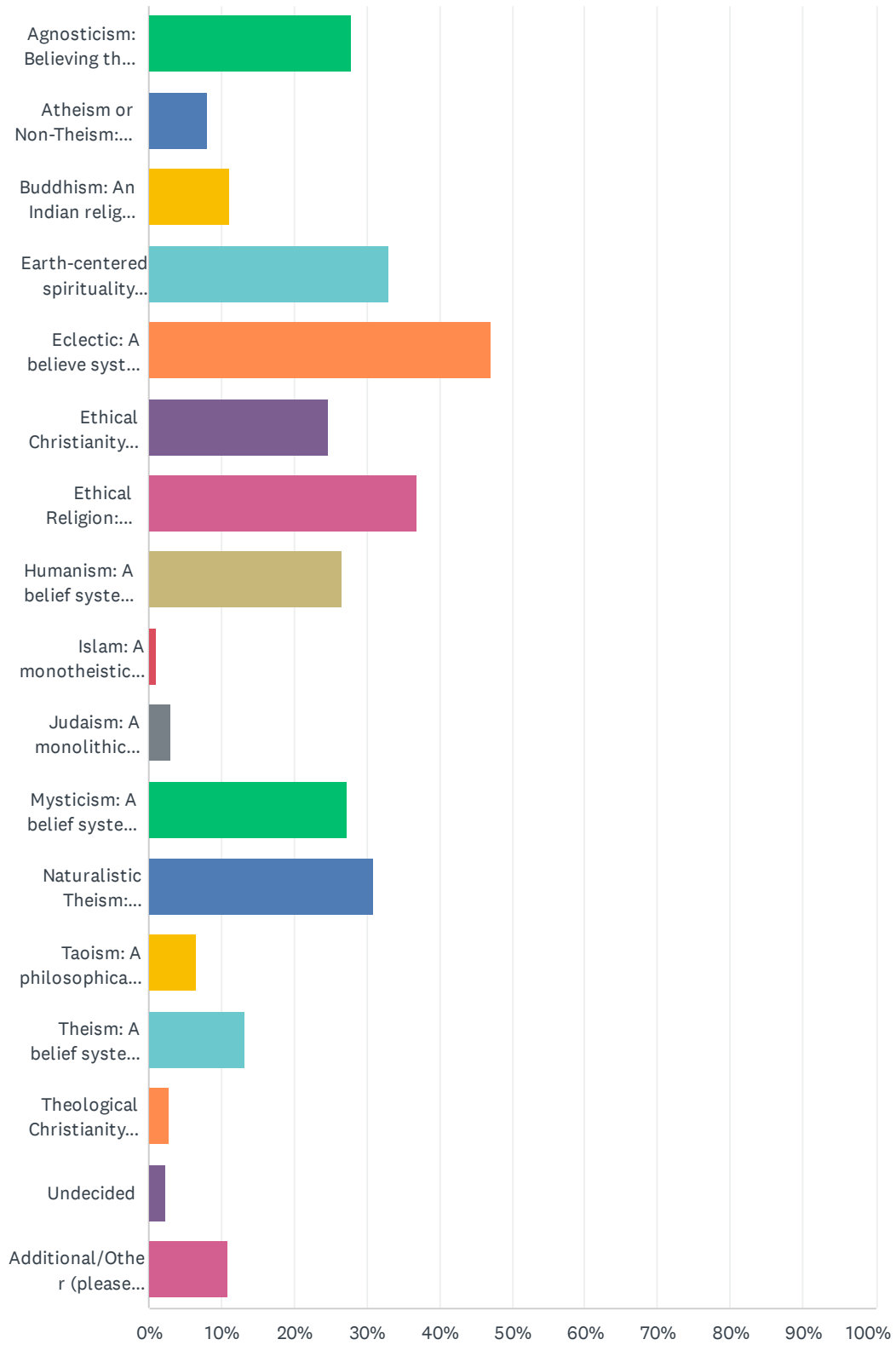
2021 Ministerial Search Team Survey

	VERY LITTLE	SOMEWHAT	VERY MUCH	TOTAL
Adult faith formation	12.04% 43	45.10% 161	42.86% 153	357
Celebrating common values	2.82% 10	29.01% 103	68.17% 242	355
Denominational involvement	35.99% 122	51.92% 176	12.09% 41	339
Fellowship/community	0.55% 2	24.59% 89	74.86% 271	362
Intellectual stimulation	0.28% 1	23.97% 87	75.76% 275	363
Meditation or prayer	11.80% 42	44.66% 159	43.54% 155	356
Religious education for children and youth	25.47% 82	26.09% 84	48.45% 156	322
Social justice	4.49% 16	30.62% 109	64.89% 231	356
Spiritual growth	3.33% 12	32.78% 118	63.89% 230	360
Worship	6.50% 23	31.36% 111	62.15% 220	354

Q3 Please indicate which of the following best describes your religious orientation. You may check more than one. If none seems adequate, add your own statement.

Answered: 369 Skipped: 2

2021 Ministerial Search Team Survey

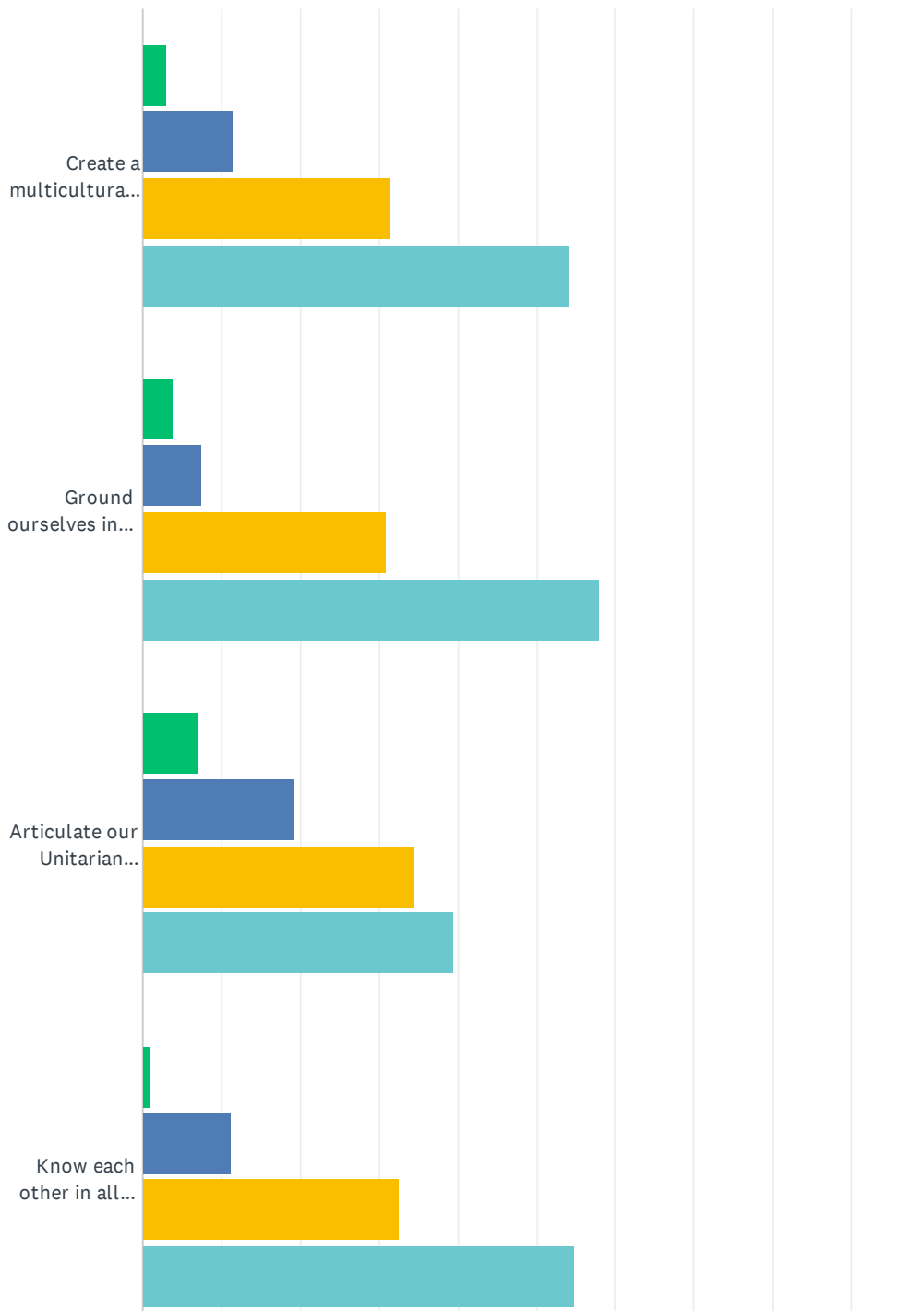


2021 Ministerial Search Team Survey

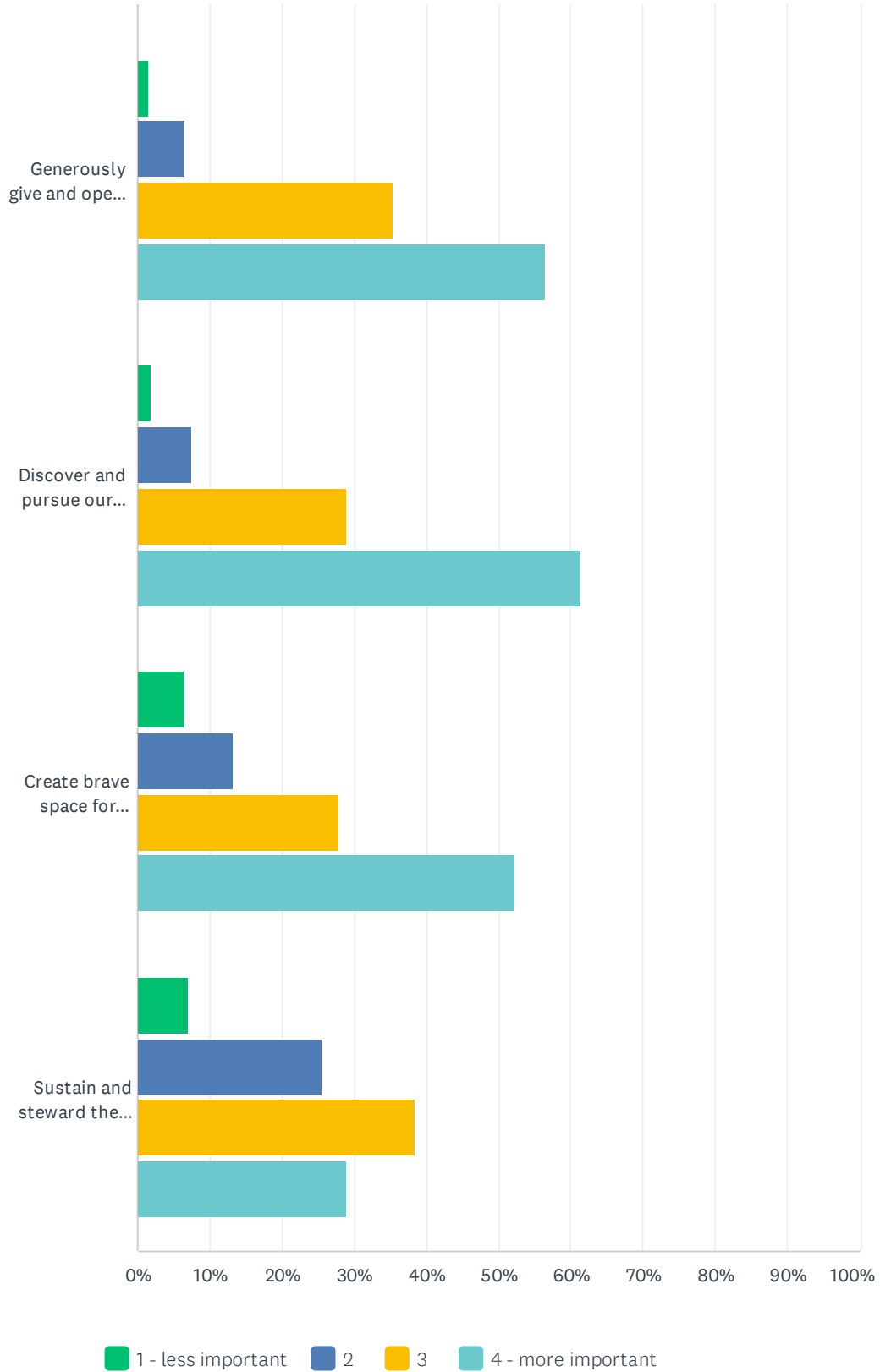
ANSWER CHOICES	RESPONSES	
Agnosticism: Believing there is no way of knowing the truth with regard to theological matters.	27.91%	103
Atheism or Non-Theism: Believing there is no god of any kind.	8.13%	30
Buddhism: An Indian religion based on a series of original teachings attributed to Gautama Buddha.	11.11%	41
Earth-centered spirituality: A belief system that celebrates the sacred circle of life and instructs us to live in harmony with the rhythms of nature.	33.06%	122
Eclectic: A believe system that includes values from many different sources, including world religions.	47.15%	174
Ethical Christianity: Believing in Jesus as a great moral teacher.	24.66%	91
Ethical Religion: Believing the function of religion is to encourage the development of ethical living.	36.86%	136
Humanism: A belief system that holds that human nature is the basis of all religion and ethics.	26.56%	98
Islam: A monotheistic religion teaching that God is merciful, all-powerful, and unique, and has guided humanity through prophets, revealed scriptures, and natural signs.	1.08%	4
Judaism: A monolithic religion comprising the collective religious, cultural, and legal tradition and civilization of the Jewish people.	2.98%	11
Mysticism: A belief system that finds support and value in the fullness and connectedness of all things, with or without God.	27.37%	101
Naturalistic Theism: Believing that the powers we have traditionally attributed to a supernatural god are inherent in the natural world. The natural world elicits our respect and devotion.	30.89%	114
Taoism: A philosophical and spiritual tradition of Chinese origin which emphasizes living in harmony with the Tao.	6.50%	24
Theism: A belief system that finds support and challenge in a god with whom one has a personal relationship.	13.28%	49
Theological Christianity: Believing that Jesus is a unique revelation of the divine.	2.71%	10
Undecided	2.44%	9
Additional/Other (please specify)	10.84%	40
Total Respondents: 369		

Q4 In 2018, the Unity Church-Unitarian Board of Trustees established Ends Statements, after extensive engagement with the congregation, to reflect Board policy goals for 2019 - 2023. Please indicate the relative importance for you personally of each statement presented below. If you do not have an opinion about a particular statement, please leave that row blank.

Answered: 367 Skipped: 4



2021 Ministerial Search Team Survey

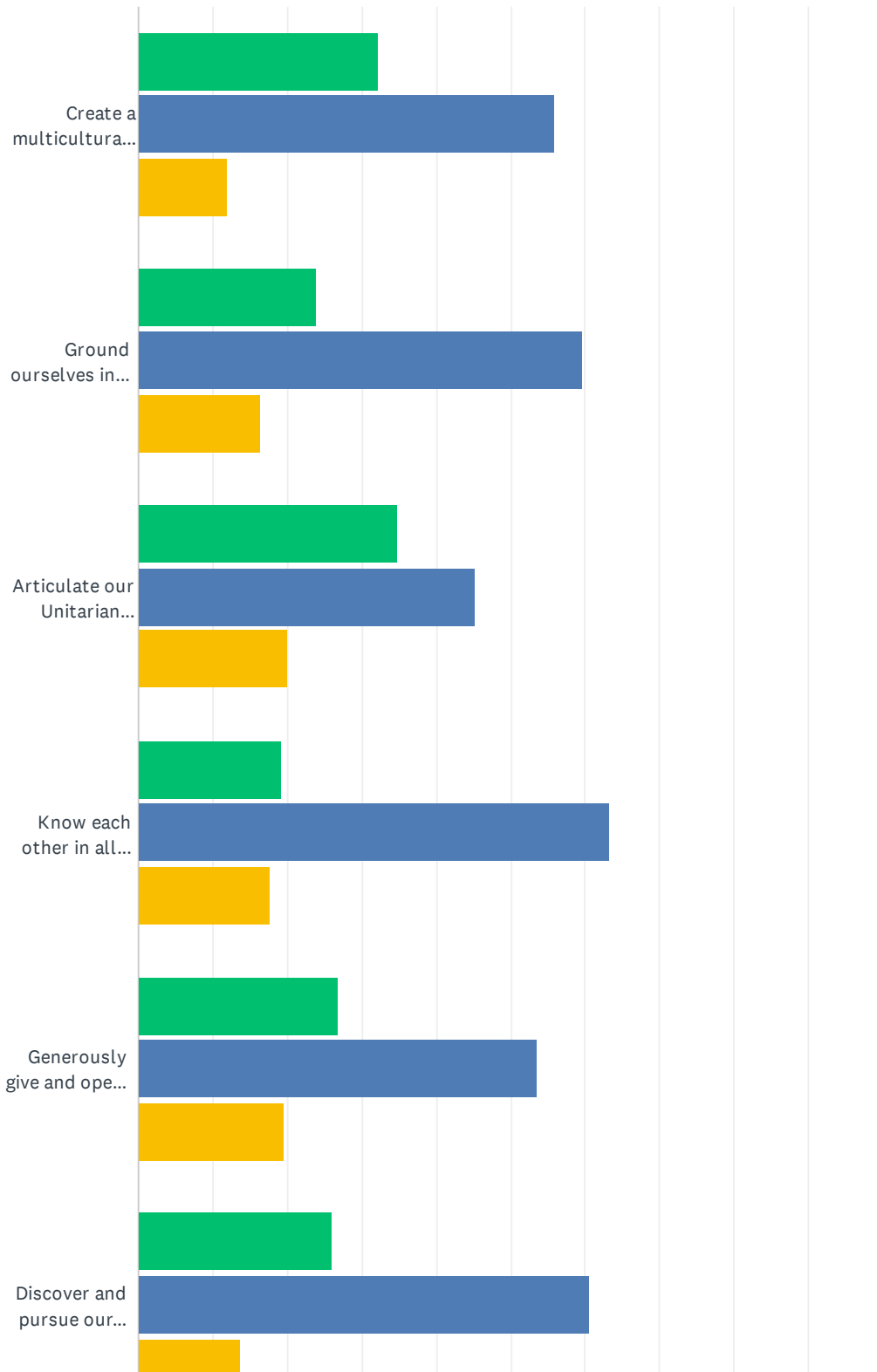


2021 Ministerial Search Team Survey

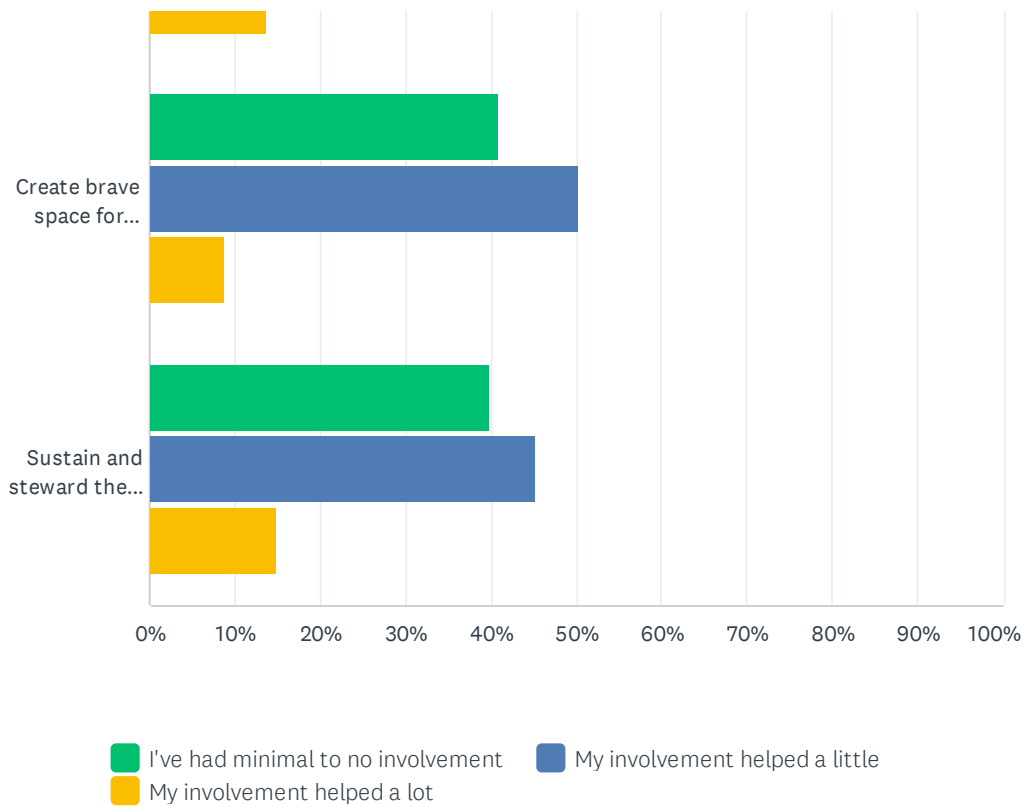
	1 - LESS IMPORTANT	2	3	4 - MORE IMPORTANT	TOTAL
Create a multicultural spiritual home built on authentic relationships.	3.08% 11	11.48% 41	31.37% 112	54.06% 193	357
Ground ourselves in personal practice and communal worship that grows our capacity for wonder and spiritual deepening.	3.75% 13	7.49% 26	30.84% 107	57.93% 201	347
Articulate our Unitarian Universalist faith identity, teach it to our children, share it with others, and live it courageously in the world.	6.96% 24	19.13% 66	34.49% 119	39.42% 136	345
Know each other in all our fullness and create an ever-widening circle of belonging for all people.	1.14% 4	11.36% 40	32.67% 115	54.83% 193	352
Generously give and openly receive compassionate care in times of joy, sorrow, and transition.	1.40% 5	6.70% 24	35.47% 127	56.42% 202	358
Discover and pursue our individual and collective work to advance justice, wholeness, and equity for people, our Earth, and all life on it.	1.96% 7	7.54% 27	29.05% 104	61.45% 220	358
Create brave space for racial healing and dismantling dominant culture.	6.50% 23	13.28% 47	27.97% 99	52.26% 185	354
Sustain and steward the church and our larger Unitarian Universalist movement for the future.	6.98% 24	25.58% 88	38.37% 132	29.07% 100	344

Q5 Please indicate how you feel your personal involvement has contributed to progress toward the stated End, keeping in mind that progress can be personal or collective.

Answered: 360 Skipped: 11



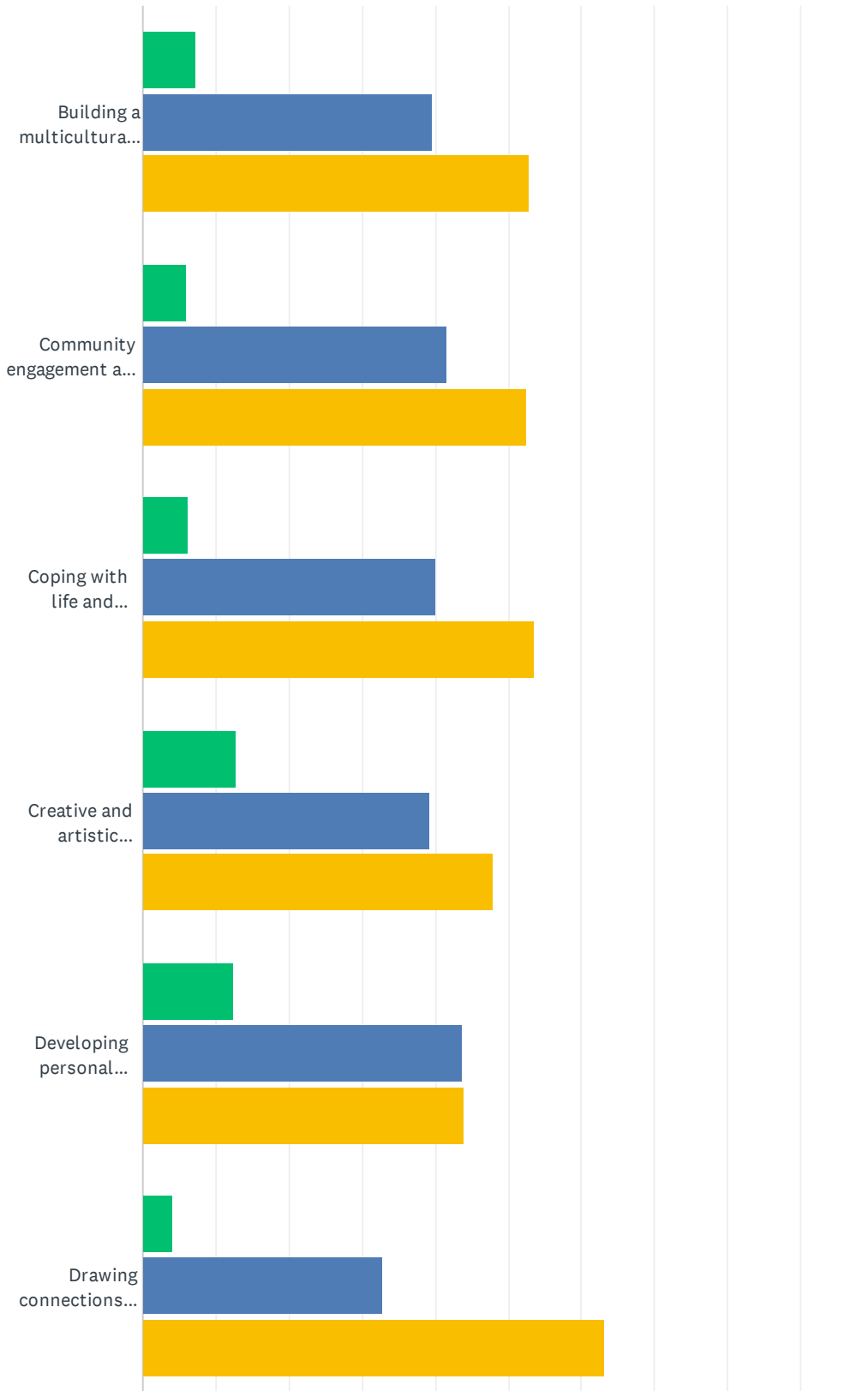
2021 Ministerial Search Team Survey



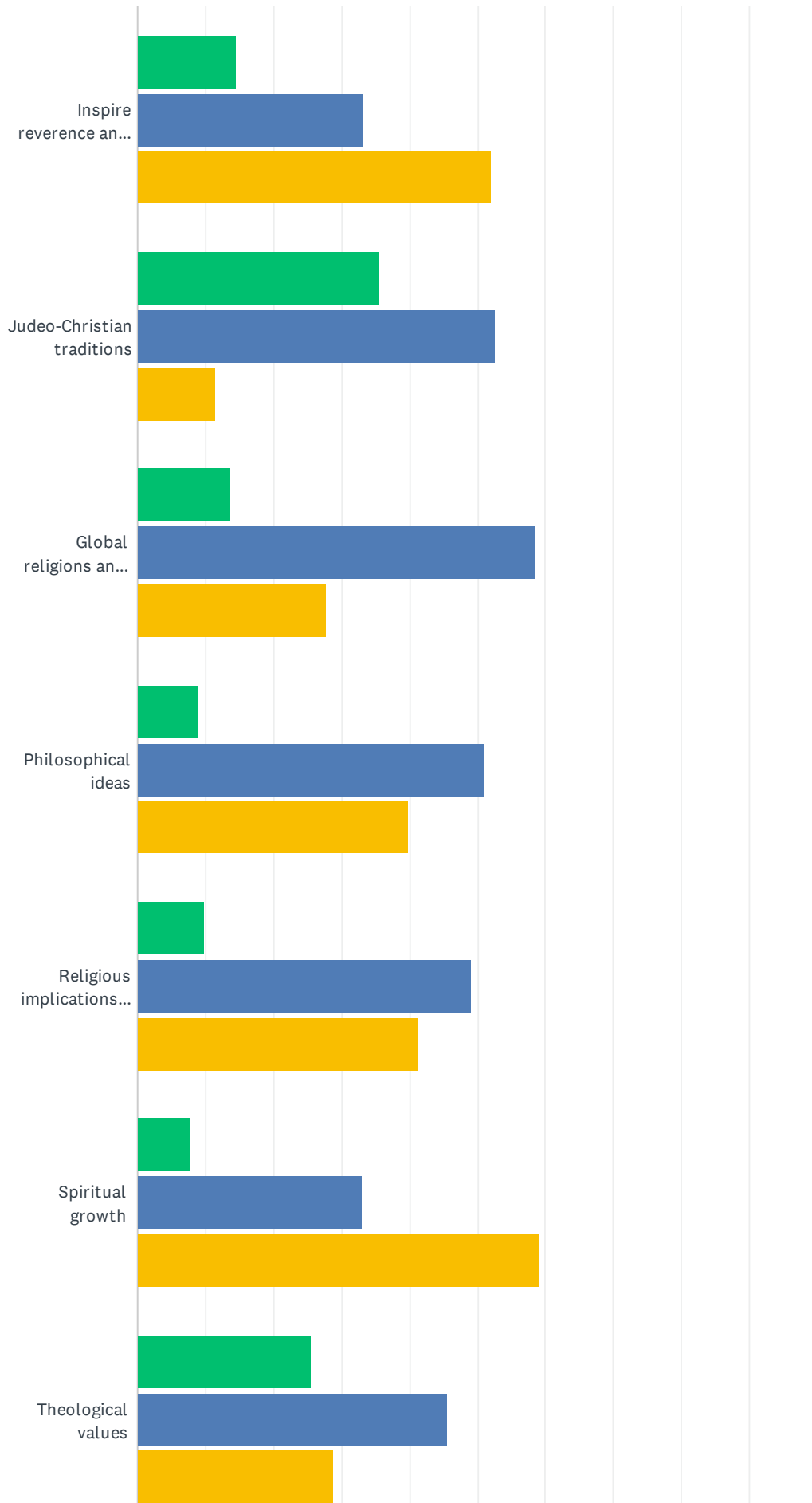
	I'VE HAD MINIMAL TO NO INVOLVEMENT	MY INVOLVEMENT HELPED A LITTLE	MY INVOLVEMENT HELPED A LOT	TOTAL
Create a multicultural spiritual home built on authentic relationships.	32.29% 114	55.81% 197	11.90% 42	353
Ground ourselves in personal practice and communal worship that grows our capacity for wonder and spiritual deepening.	23.86% 84	59.66% 210	16.48% 58	352
Articulate our Unitarian Universalist faith identity, teach it to our children, share it with others, and live it courageously in the world.	34.67% 121	45.27% 158	20.06% 70	349
Know each other in all our fullness and create an ever-widening circle of belonging for all people.	19.09% 67	63.25% 222	17.66% 62	351
Generously give and openly receive compassionate care in times of joy, sorrow, and transition.	26.91% 95	53.54% 189	19.55% 69	353
Discover and pursue our individual and collective work to advance justice, wholeness, and equity for people, our Earth, and all life on it.	25.99% 92	60.45% 214	13.56% 48	354
Create brave space for racial healing and dismantling dominant culture.	41.04% 142	50.29% 174	8.67% 30	346
Sustain and steward the church and our larger Unitarian Universalist movement for the future.	39.83% 139	45.27% 158	14.90% 52	349

Q6 Indicate your personal level of interest in the following content areas for worship services.

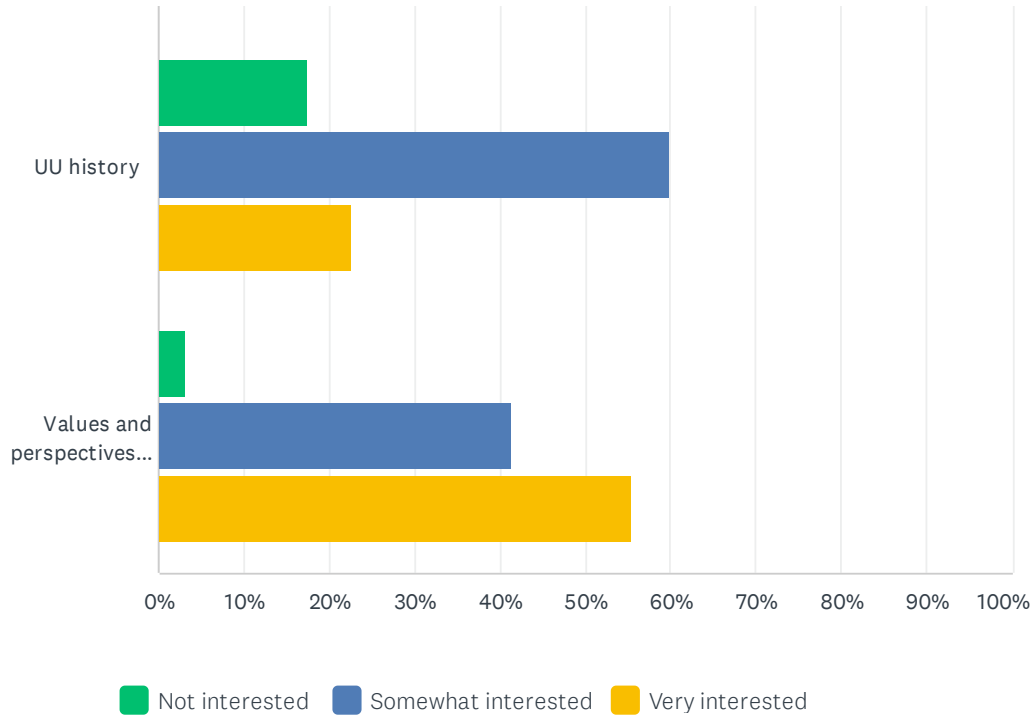
Answered: 345 Skipped: 26



2021 Ministerial Search Team Survey



2021 Ministerial Search Team Survey

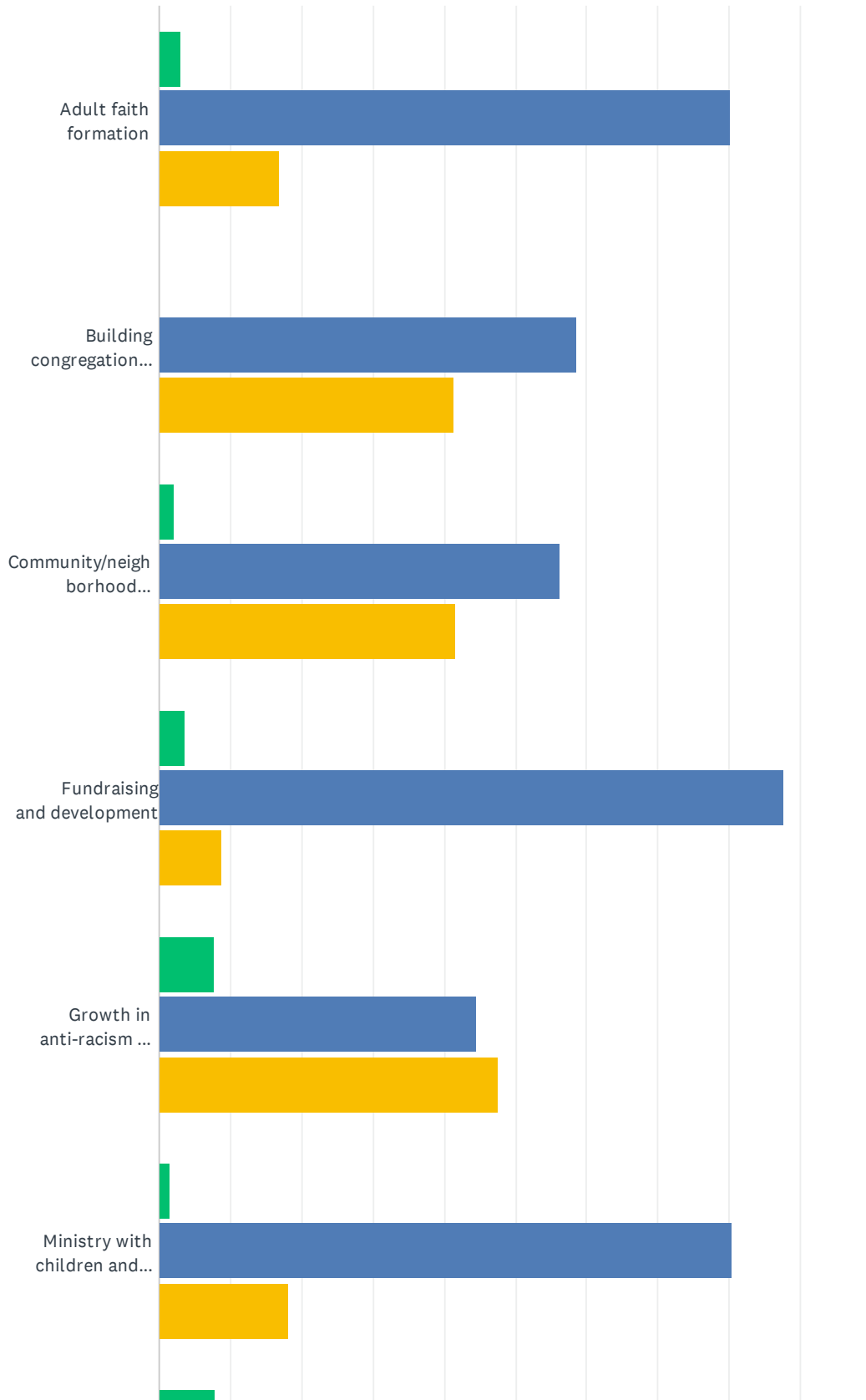


2021 Ministerial Search Team Survey

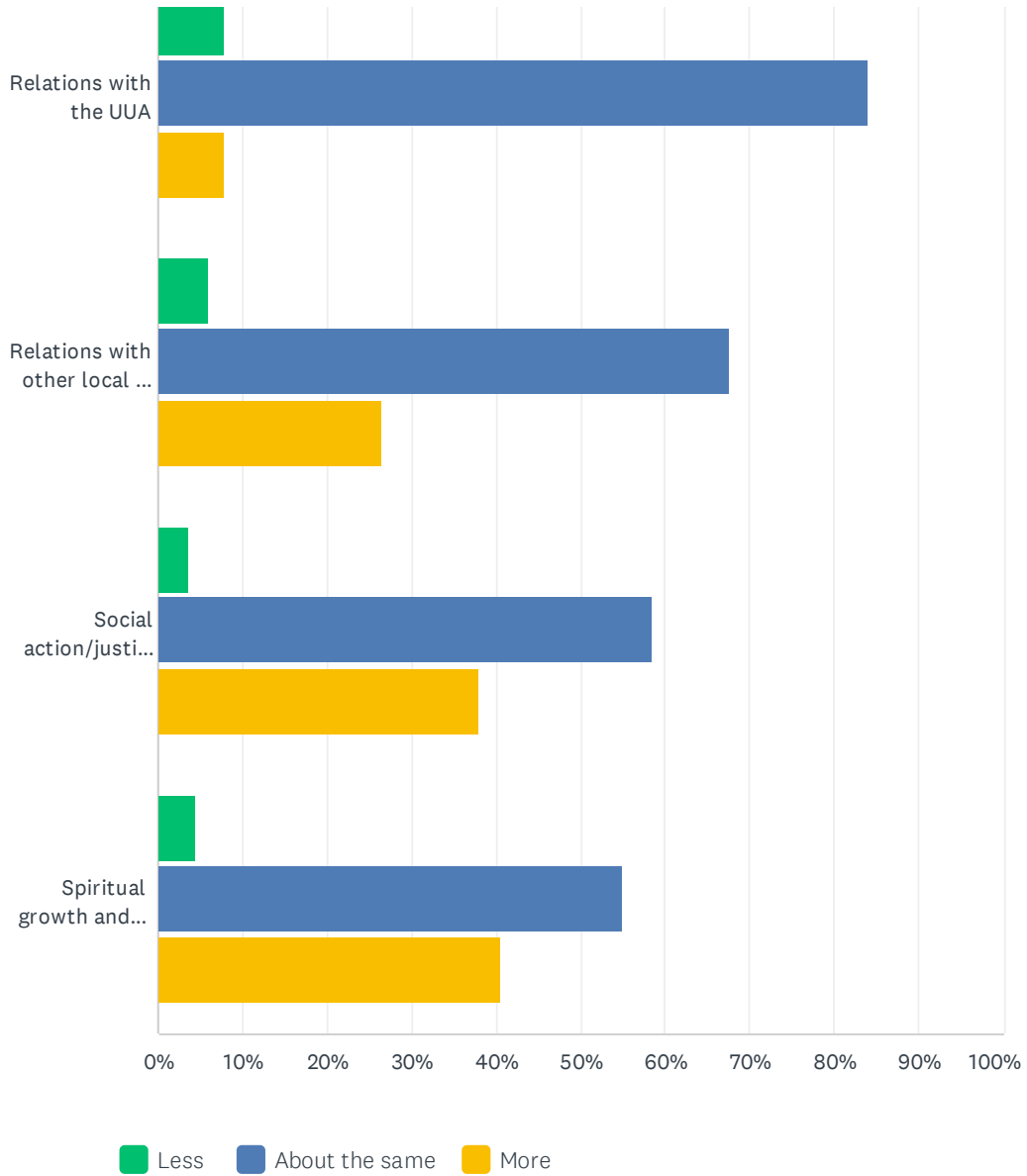
	NOT INTERESTED	SOMEWHAT INTERESTED	VERY INTERESTED	TOTAL
Building a multicultural spiritual community and/or anti-racism work	7.35% 25	39.71% 135	52.94% 180	340
Community engagement and social justice	5.90% 20	41.59% 141	52.51% 178	339
Coping with life and cultivating self-worth	6.25% 21	40.18% 135	53.57% 180	336
Creative and artistic activities including music	12.76% 43	39.17% 132	48.07% 162	337
Developing personal spiritual practices	12.28% 41	43.71% 146	44.01% 147	334
Drawing connections between daily living, multiple traditions, and universal truths of the human experience/life	4.14% 14	32.84% 111	63.02% 213	338
Inspire reverence and awe	14.58% 49	33.33% 112	52.08% 175	336
Judeo-Christian traditions	35.71% 120	52.68% 177	11.61% 39	336
Global religions and traditions	13.61% 46	58.58% 198	27.81% 94	338
Philosophical ideas	9.01% 30	51.05% 170	39.94% 133	333
Religious implications of science and modern knowledge	9.73% 33	48.97% 166	41.30% 140	339
Spiritual growth	7.96% 27	33.04% 112	59.00% 200	339
Theological values	25.53% 84	45.59% 150	28.88% 95	329
UU history	17.52% 58	59.82% 198	22.66% 75	331
Values and perspectives on social issues	3.24% 11	41.30% 140	55.46% 188	339

Q7 How much emphasis should Unity Church place on the following?

Answered: 341 Skipped: 30



2021 Ministerial Search Team Survey



2021 Ministerial Search Team Survey

	LESS	ABOUT THE SAME	MORE	TOTAL
Adult faith formation	3.05% 10	80.18% 263	16.77% 55	328
Building congregational community and connection	0.00% 0	58.56% 195	41.44% 138	333
Community/neighborhood involvement and engagement	2.08% 7	56.25% 189	41.67% 140	336
Fundraising and development	3.63% 12	87.61% 290	8.76% 29	331
Growth in anti-racism and multiculturalism	7.74% 26	44.64% 150	47.62% 160	336
Ministry with children and youth	1.50% 5	80.48% 268	18.02% 60	333
Relations with the UUA	7.95% 26	84.10% 275	7.95% 26	327
Relations with other local UU churches	5.92% 19	67.60% 217	26.48% 85	321
Social action/justice work	3.56% 12	58.46% 197	37.98% 128	337
Spiritual growth and practice	4.48% 15	54.93% 184	40.60% 136	335

Q8 What did you miss about in-person services and/or church life more broadly during the pandemic?

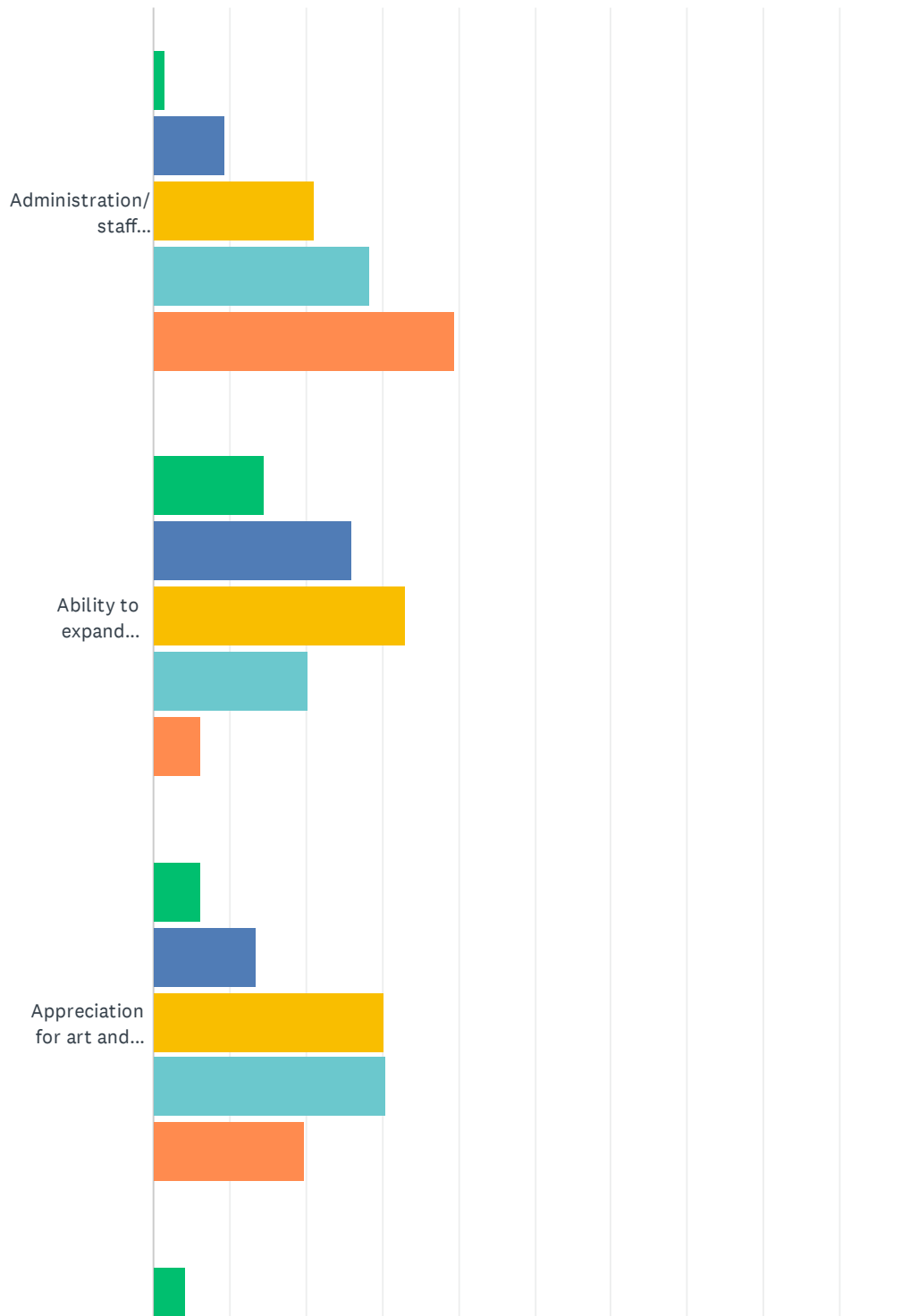
Answered: 324 Skipped: 47

Q9 What changes made during the pandemic should Unity be sure to hold on to?

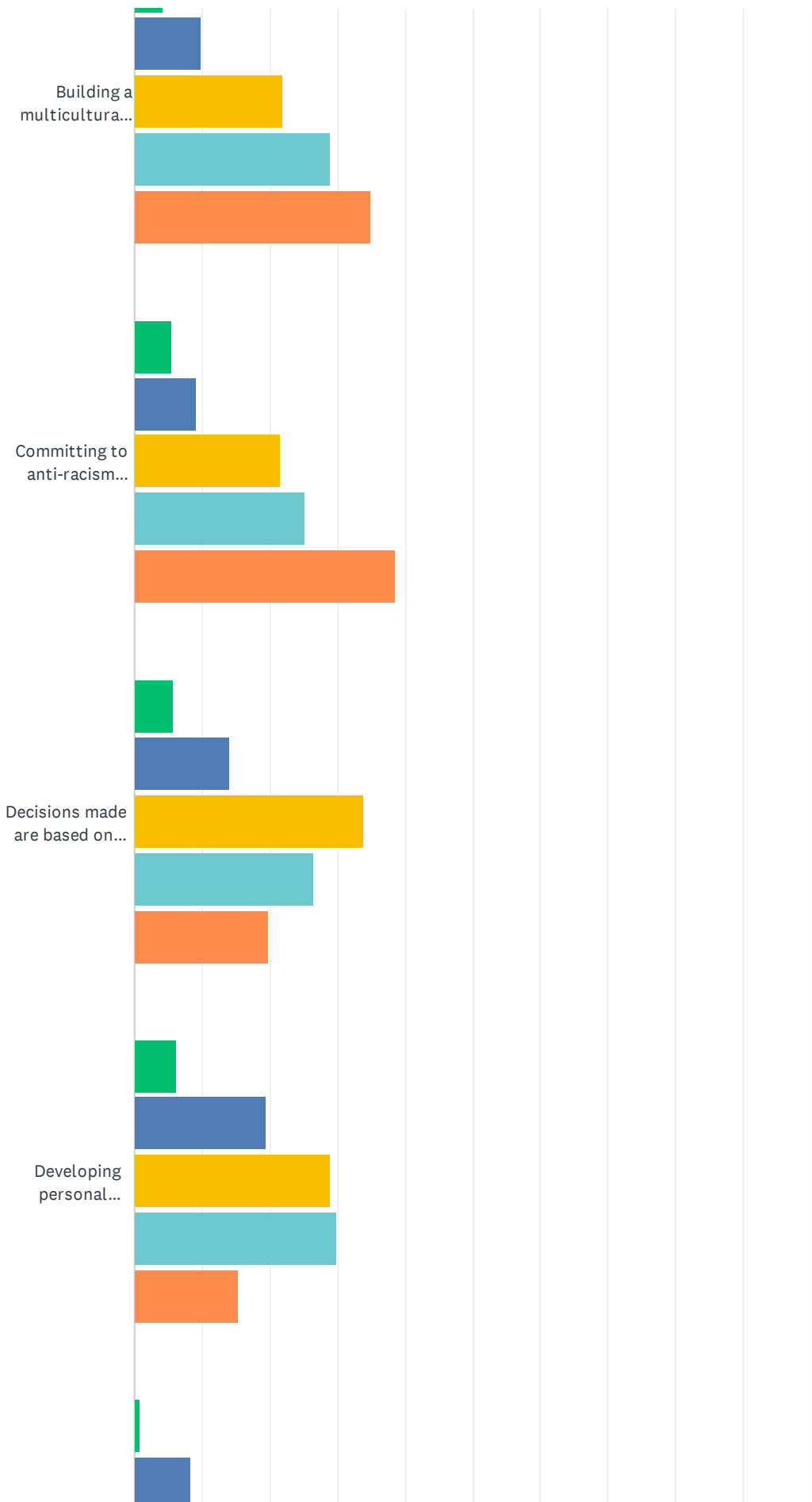
Answered: 296 Skipped: 75

Q10 If you were screening ministerial candidates using the following characteristics, how important would each characteristic be to you? For this question please award no more than five 5's, four 4's, and at least three 1's or 2's. Remember, 1's and 2's do not mean unimportant, but of less importance than 3's, 4's, and 5's.

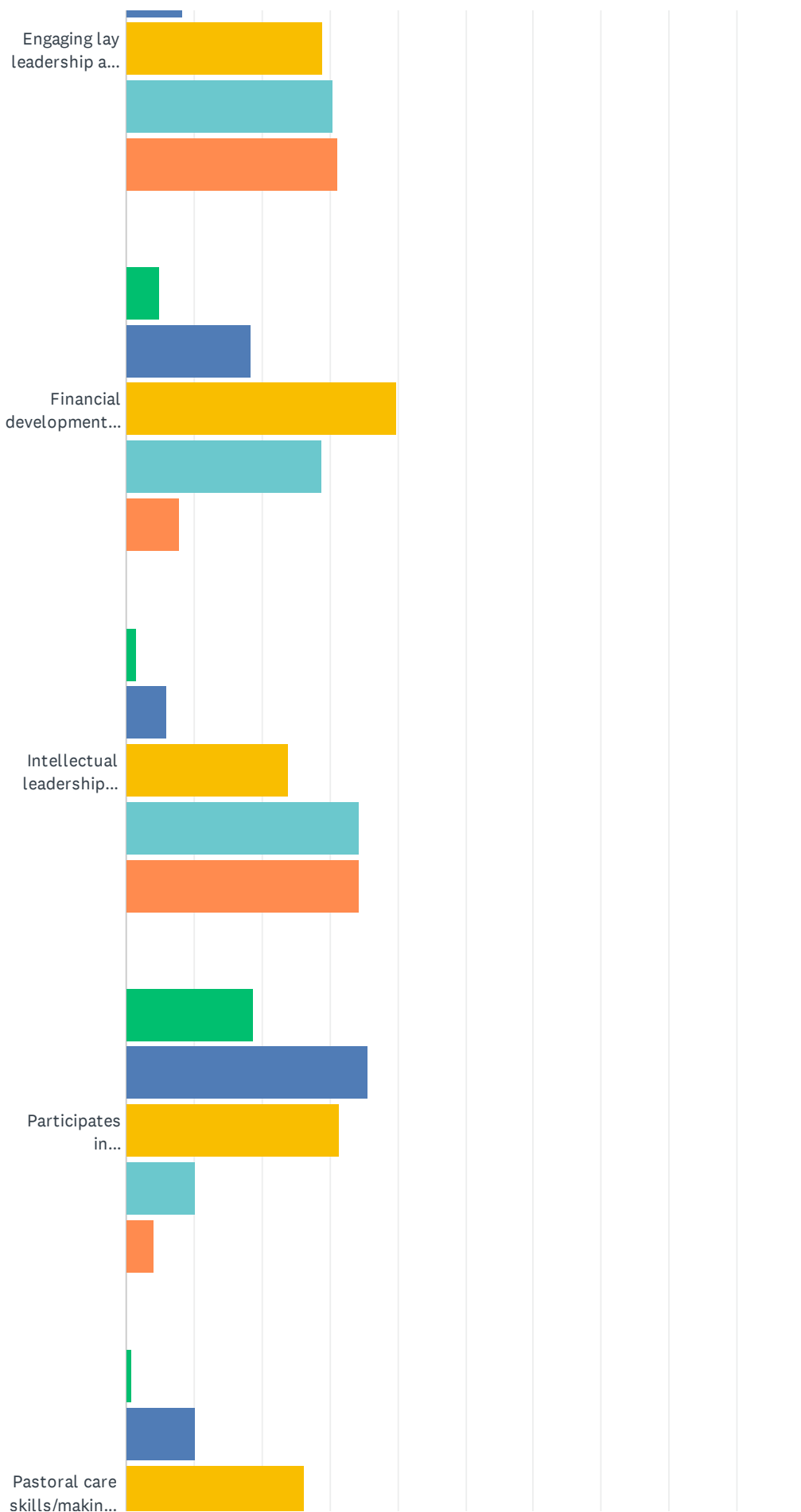
Answered: 331 Skipped: 40



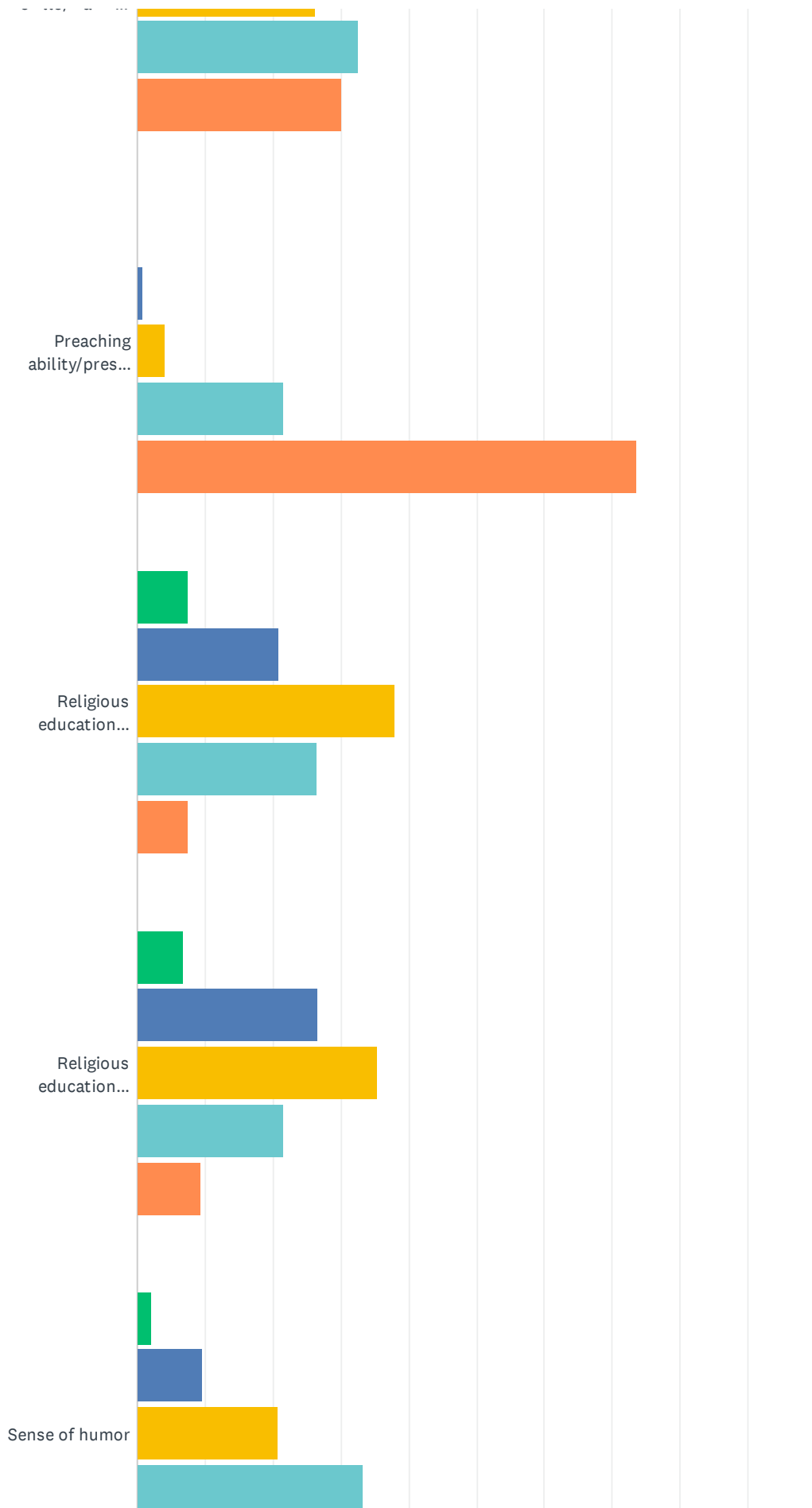
2021 Ministerial Search Team Survey



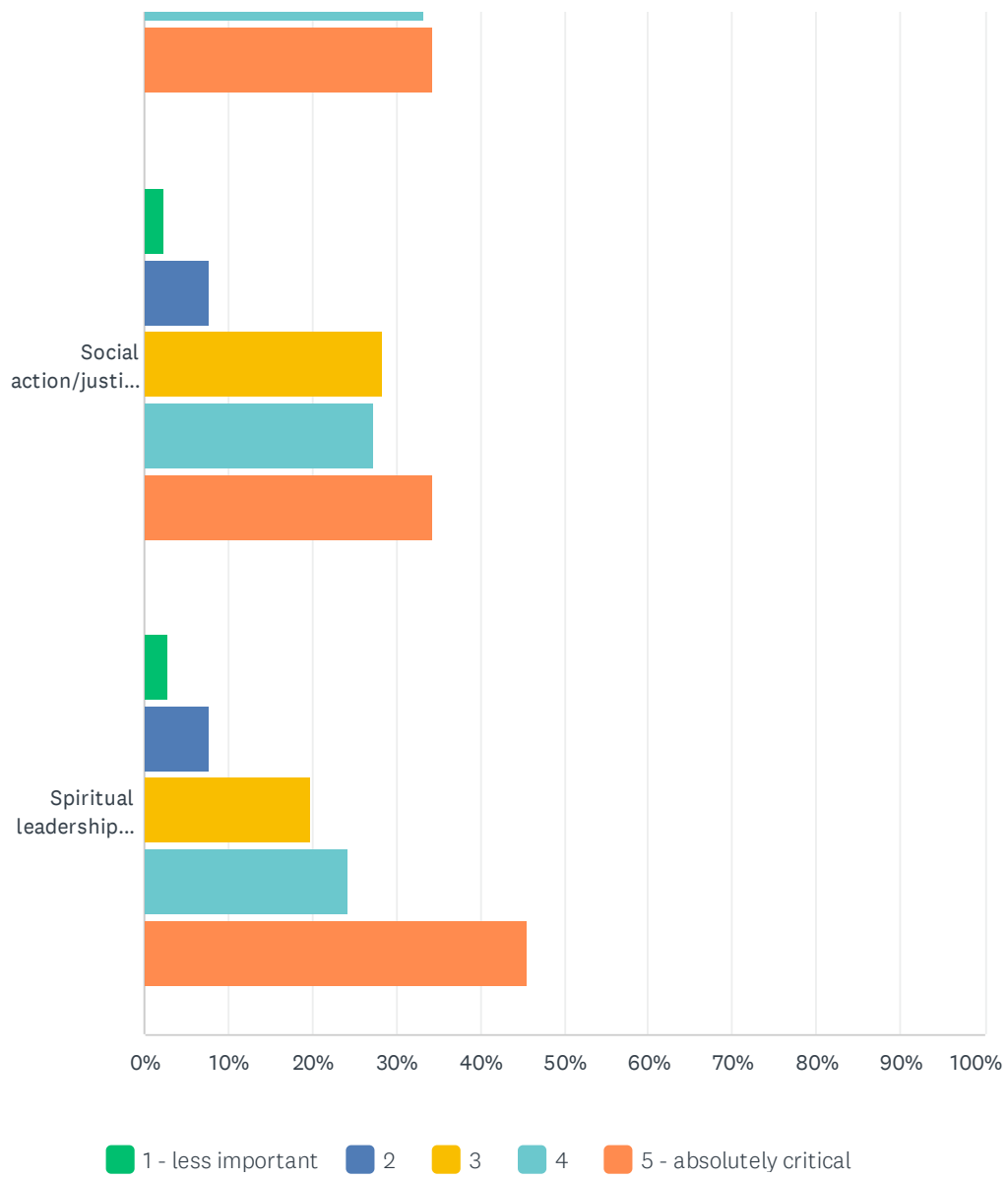
2021 Ministerial Search Team Survey



2021 Ministerial Search Team Survey



2021 Ministerial Search Team Survey

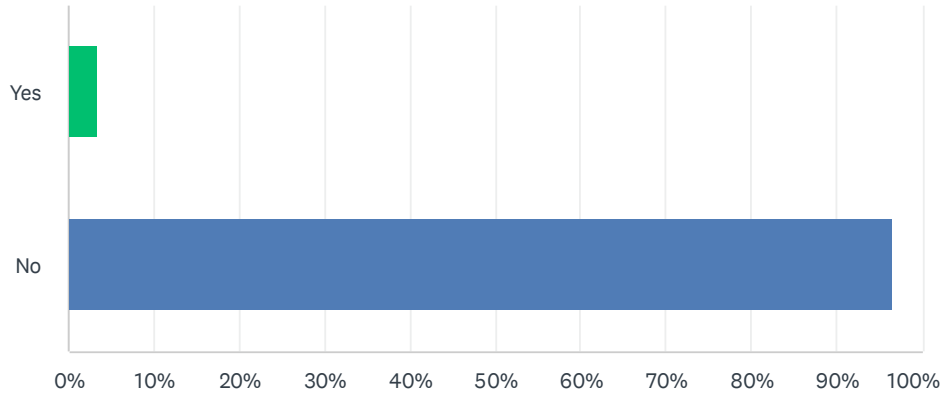


2021 Ministerial Search Team Survey

	1 - LESS IMPORTANT	2	3	4	5 - ABSOLUTELY CRITICAL	TOTAL
Administration/staff relationship skills	1.53% 5	9.48% 31	21.10% 69	28.44% 93	39.45% 129	327
Ability to expand membership	14.42% 47	26.07% 85	33.13% 108	20.25% 66	6.13% 20	326
Appreciation for art and music	6.10% 20	13.41% 44	30.18% 99	30.49% 100	19.82% 65	328
Building a multicultural spiritual home	4.27% 14	9.76% 32	21.95% 72	28.96% 95	35.06% 115	328
Committing to anti-racism work	5.52% 18	9.20% 30	21.47% 70	25.15% 82	38.65% 126	326
Decisions made are based on existing Unity Church values and mission; would respect Unity's traditions	5.79% 19	14.02% 46	33.84% 111	26.52% 87	19.82% 65	328
Developing personal spiritual practices	6.17% 20	19.44% 63	29.01% 94	29.94% 97	15.43% 50	324
Engaging lay leadership and members	0.93% 3	8.41% 27	28.97% 93	30.53% 98	31.15% 100	321
Financial development skills/building a culture of generosity	4.91% 16	18.40% 60	39.88% 130	28.83% 94	7.98% 26	326
Intellectual leadership skills	1.55% 5	5.88% 19	23.84% 77	34.37% 111	34.37% 111	323
Participates in denominational activities e.g., UUA	18.77% 61	35.69% 116	31.38% 102	10.15% 33	4.00% 13	325
Pastoral care skills/making pastoral calls	0.92% 3	10.15% 33	26.15% 85	32.62% 106	30.15% 98	325
Preaching ability/presence	0.00% 0	0.91% 3	3.95% 13	21.58% 71	73.56% 242	329
Religious education leadership for adults	7.45% 24	20.81% 67	37.89% 122	26.40% 85	7.45% 24	322
Religious education leadership for children and youth	6.90% 22	26.65% 85	35.42% 113	21.63% 69	9.40% 30	319
Sense of humor	2.16% 7	9.57% 31	20.68% 67	33.33% 108	34.26% 111	324
Social action/justice commitment and involvement	2.45% 8	7.65% 25	28.44% 93	27.22% 89	34.25% 112	327
Spiritual leadership skills	2.74% 9	7.60% 25	19.76% 65	24.32% 80	45.59% 150	329

Q11 The UUA supports ministerial settlement procedures that do not discriminate because of race, color, disability, sex, affectional or sexual orientation, age, or national origin. Do you have any reservations with this policy?

Answered: 330 Skipped: 41



ANSWER CHOICES	RESPONSES	
Yes	3.33%	11
No	96.67%	319
TOTAL		330

Q12 It could become controversial if the new minister tried to change...

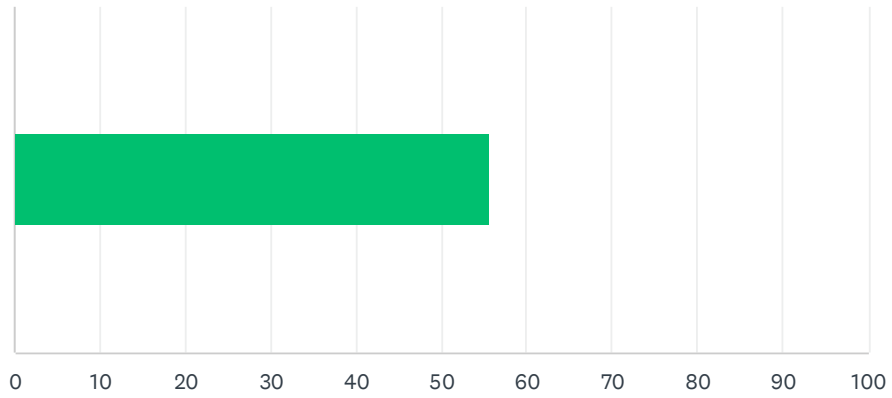
Answered: 269 Skipped: 102

Q13 It could be unifying and energizing if the new minister tried to change and implement...

Answered: 230 Skipped: 141

Q14 How open to change is Unity Church - Unitarian?

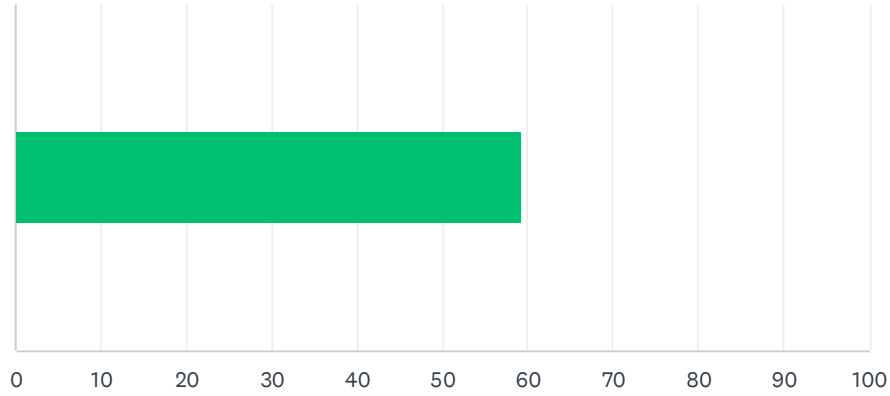
Answered: 325 Skipped: 46



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	56	18,115	325
Total Respondents: 325			

Q15 Unity Church - Unitarian has a flexible enough structure to implement new ideas easily.

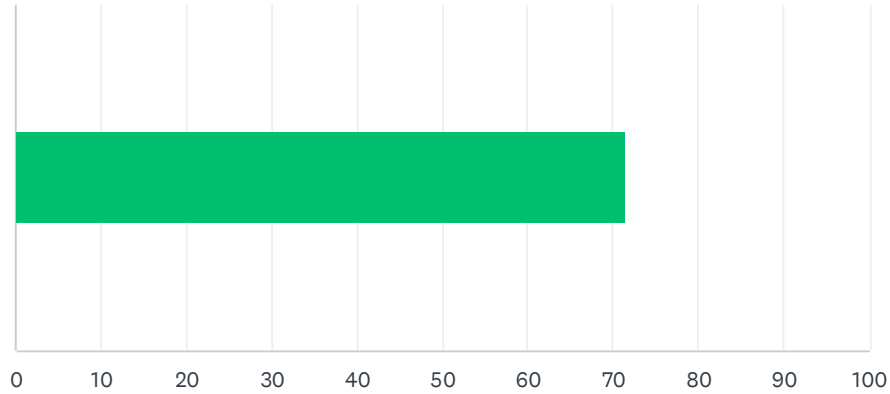
Answered: 319 Skipped: 52



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	59	18,876	319
Total Respondents: 319			

Q16 Unity Church - Unitarian focuses on mission, our Ends, and the greater good, rather than the strong preference of some individuals.

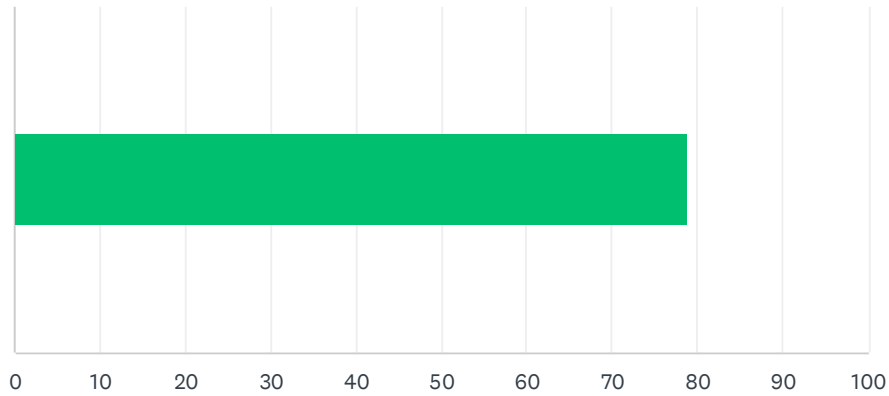
Answered: 319 Skipped: 52



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	71	22,777	319
Total Respondents: 319			

Q17 There is a high level of trust in leadership at Unity Church - Unitarian.

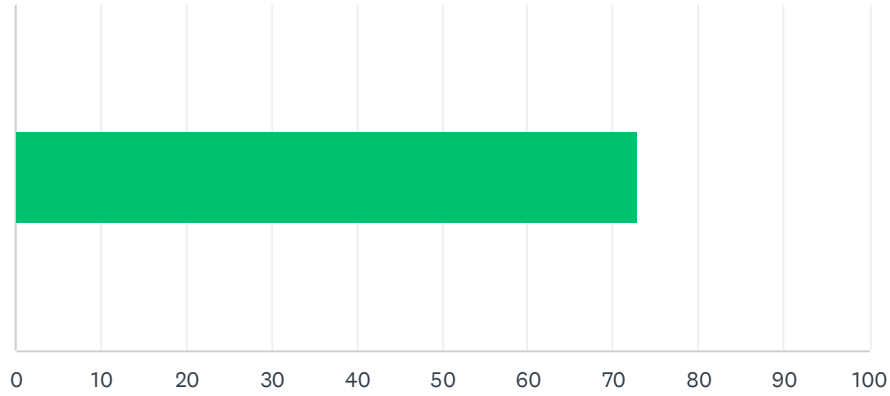
Answered: 324 Skipped: 47



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	79	25,594	324
Total Respondents: 324			

Q18 Unity Church - Unitarian has a core group of leaders able to lead change in a non-anxious way.

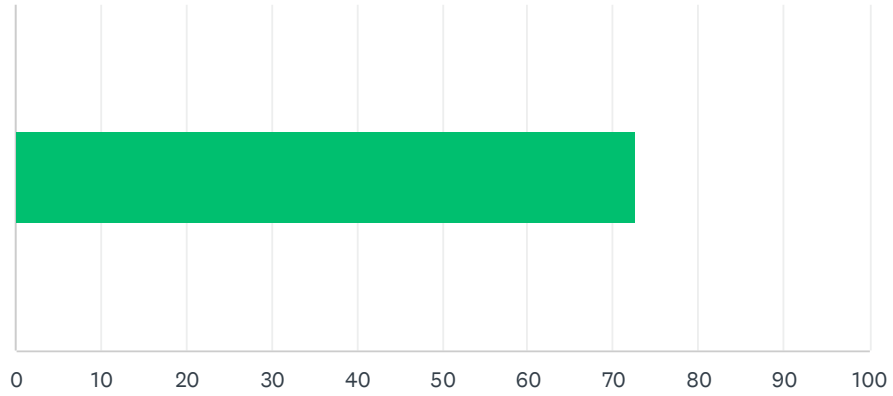
Answered: 321 Skipped: 50



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	73	23,419	321
Total Respondents: 321			

Q19 There are opportunities for congregants/me to share leadership of the church in meaningful ways.

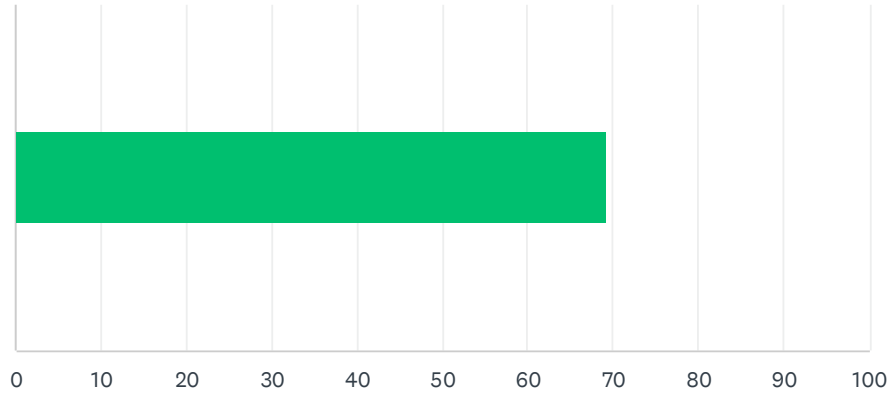
Answered: 320 Skipped: 51



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	73	23,267	320
Total Respondents: 320			

Q20 Unity Church - Unitarian does a good job of having difficult conversations and staying in relationship.

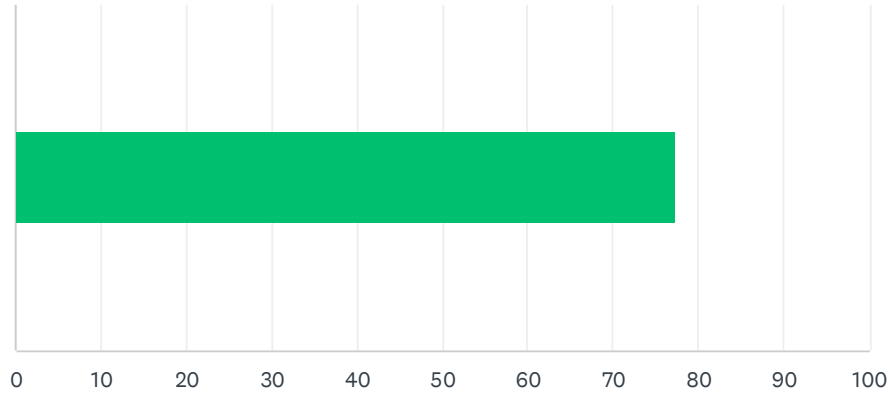
Answered: 318 Skipped: 53



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	69	22,021	318
Total Respondents: 318			

Q21 Unity Church - Unitarian's mission, ministry, and Ends continue to adapt to changing conditions in the world.

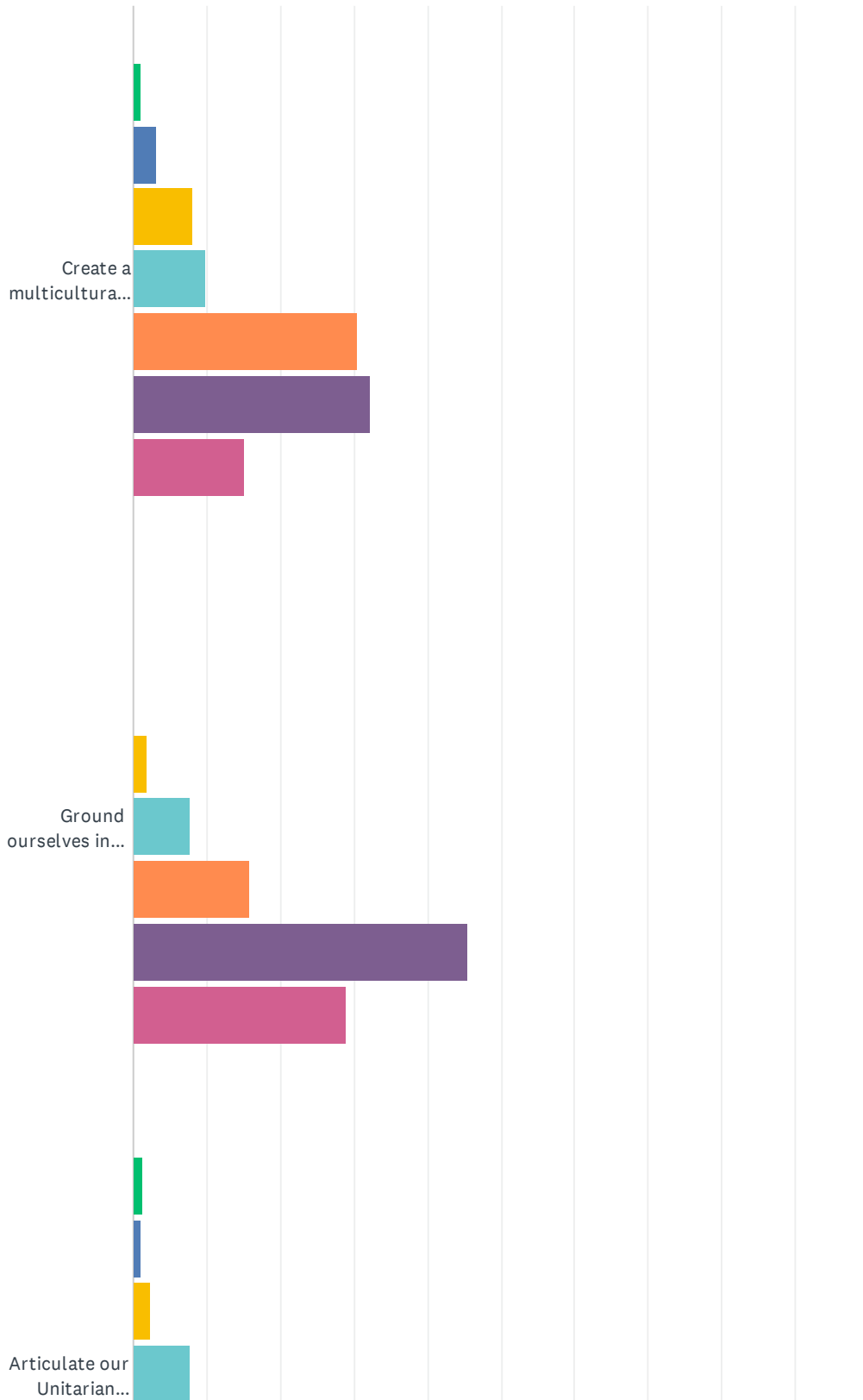
Answered: 319 Skipped: 52



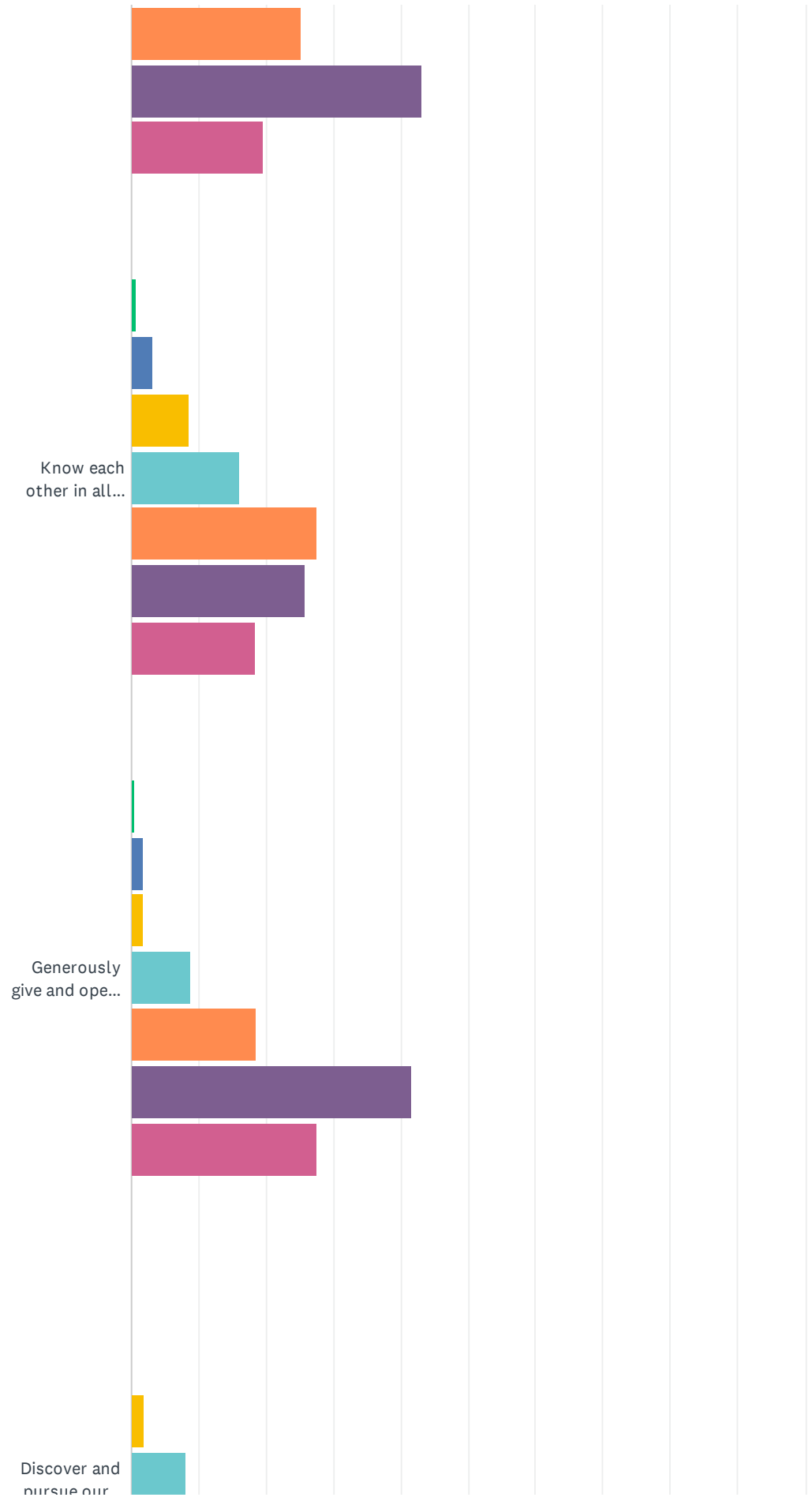
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	77	24,715	319
Total Respondents: 319			

Q22 Working within ourselves, among our church community, and beyond in the larger world, we the people of Unity Church-Unitarian:

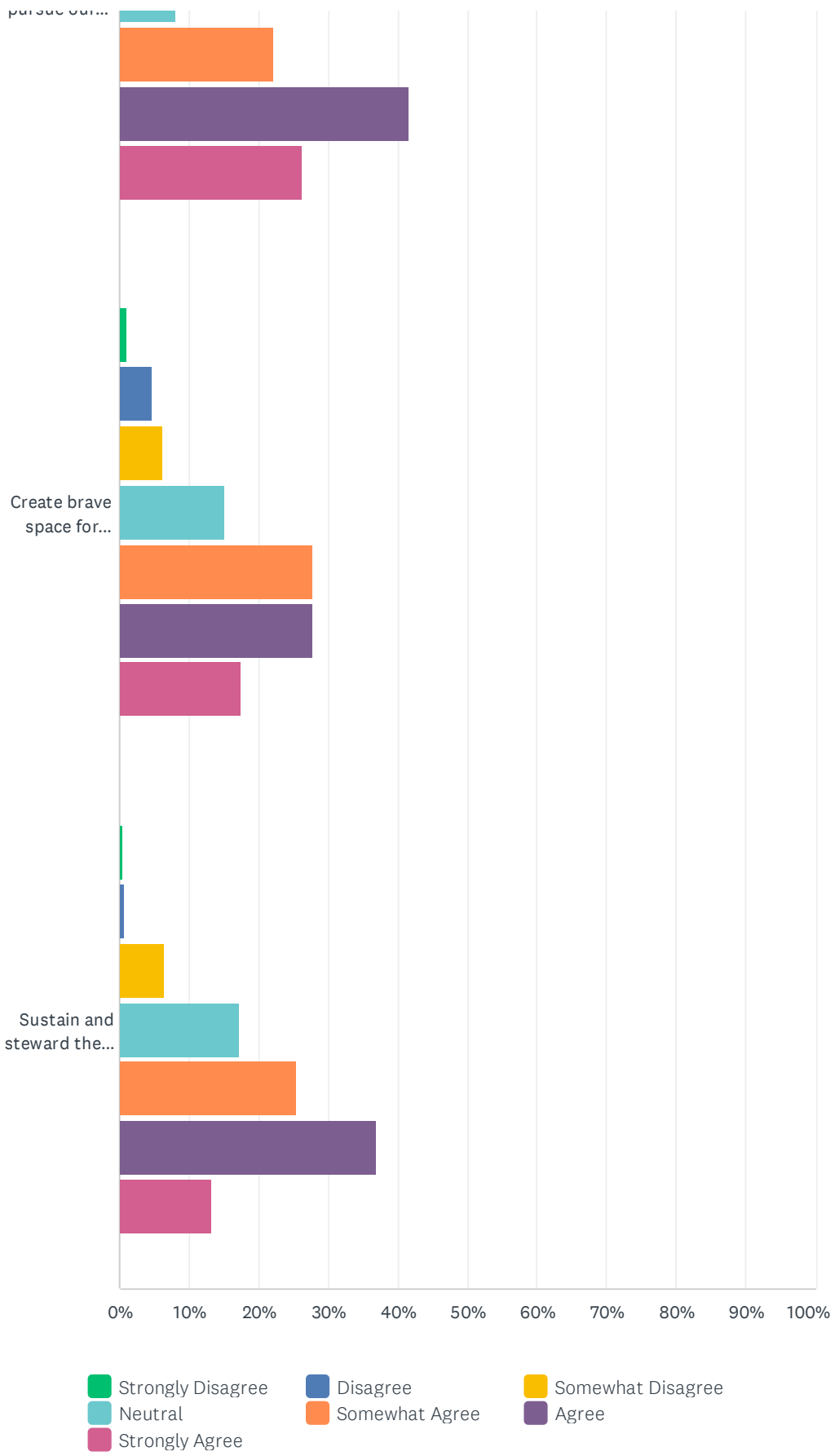
Answered: 314 Skipped: 57



2021 Ministerial Search Team Survey



2021 Ministerial Search Team Survey

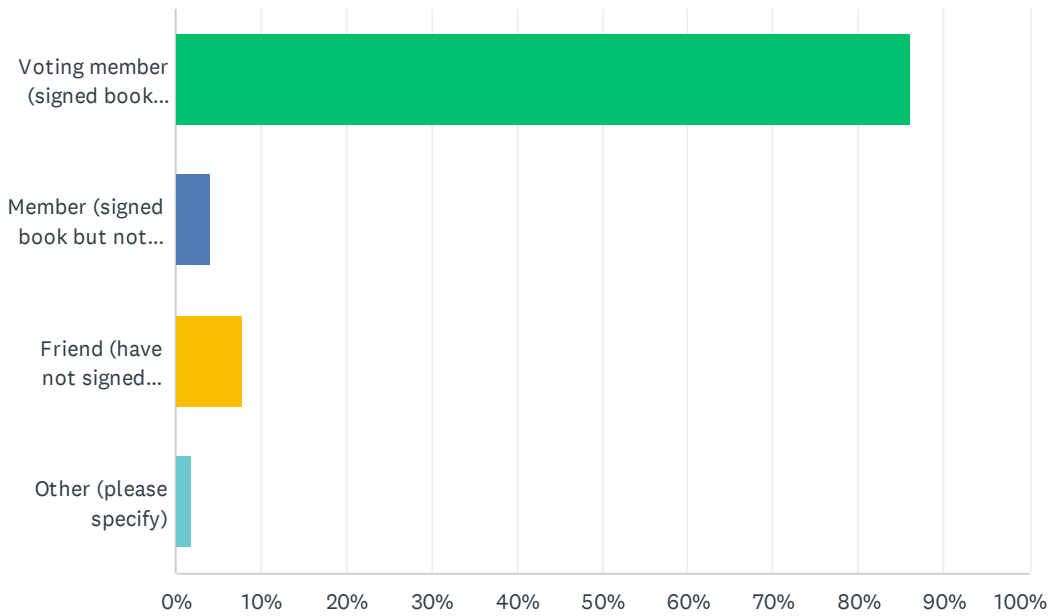


2021 Ministerial Search Team Survey

	STRONGLY DISAGREE	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	STRONGLY AGREE	TOTAL
Create a multicultural spiritual home built on authentic relationships.	0.98% 3	3.28% 10	8.20% 25	9.84% 30	30.49% 93	32.13% 98	15.08% 46	305
Ground ourselves in personal practice and communal worship that grows our capacity for wonder and spiritual deepening.	0.00% 0	0.00% 0	1.94% 6	7.74% 24	15.81% 49	45.48% 141	29.03% 90	310
Articulate our Unitarian Universalist faith identity, teach it to our children, share it with others, and live it courageously in the world.	1.32% 4	0.99% 3	2.32% 7	7.62% 23	25.17% 76	43.05% 130	19.54% 59	302
Know each other in all our fullness and create an ever-widening circle of belonging for all people.	0.65% 2	3.27% 10	8.50% 26	16.01% 49	27.45% 84	25.82% 79	18.30% 56	306
Generously give and openly receive compassionate care in times of joy, sorrow, and transition.	0.33% 1	1.66% 5	1.66% 5	8.64% 26	18.60% 56	41.53% 125	27.57% 83	301
Discover and pursue our individual and collective work to advance justice, wholeness, and equity for people, our Earth, and all life on it.	0.00% 0	0.00% 0	2.01% 6	8.05% 24	22.15% 66	41.61% 124	26.17% 78	298
Create brave space for racial healing and dismantling dominant culture.	1.01% 3	4.73% 14	6.08% 18	15.20% 45	27.70% 82	27.70% 82	17.57% 52	296
Sustain and steward the church and our larger Unitarian Universalist movement for the future.	0.34% 1	0.68% 2	6.42% 19	17.23% 51	25.34% 75	36.82% 109	13.18% 39	296

Q23 What is your membership status?

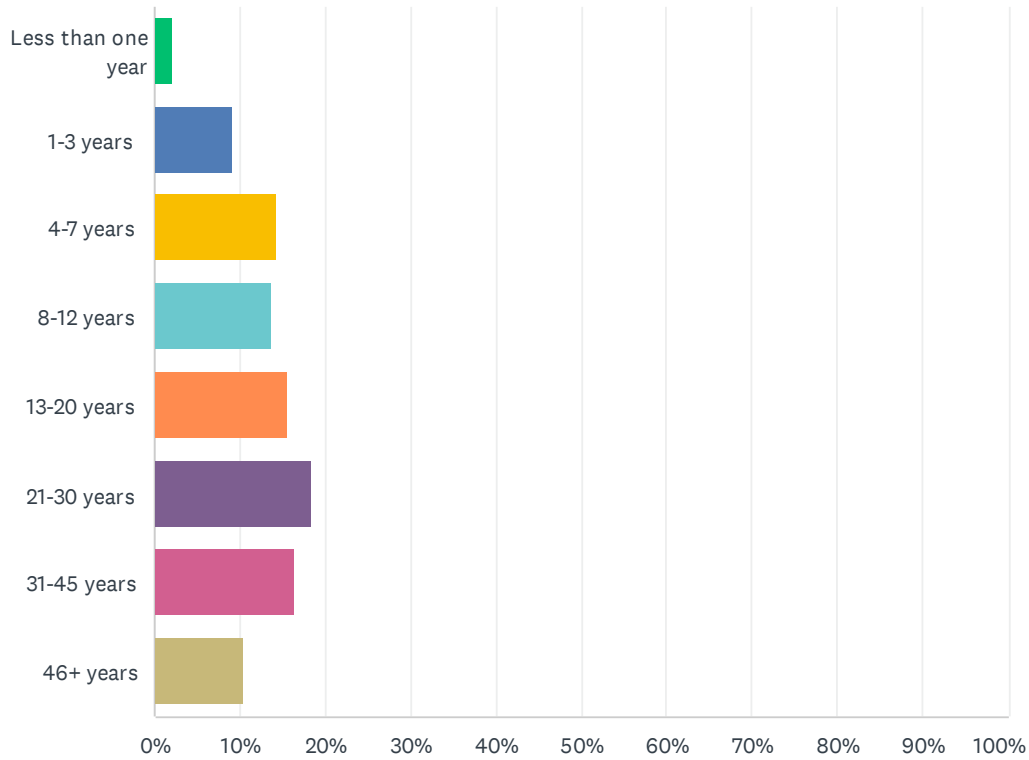
Answered: 316 Skipped: 55



ANSWER CHOICES	RESPONSES	
Voting member (signed book and pledge or received pledge waiver)	86.08%	272
Member (signed book but not current pledge or waiver)	4.11%	13
Friend (have not signed Unity's membership book)	7.91%	25
Other (please specify)	1.90%	6
TOTAL		316

Q24 How long have you been associated with this congregation?

Answered: 316 Skipped: 55



ANSWER CHOICES	RESPONSES	
Less than one year	2.22%	7
1-3 years	9.18%	29
4-7 years	14.24%	45
8-12 years	13.61%	43
13-20 years	15.51%	49
21-30 years	18.35%	58
31-45 years	16.46%	52
46+ years	10.44%	33
TOTAL		316

Q25 What word(s) do you currently use to describe your gender identity and/or gender expression? (some examples: cisgender woman; masculine of center; genderqueer; trans + FTM; male; androgynous; Two Spirit; etc.)

Answered: 310 Skipped: 61

Q26 What word(s) do you currently use to describe your sexual orientation? (some examples: bisexual, straight, lesbian, gay, queer, asexual, questioning, pansexual, etc.)

Answered: 305 Skipped: 66

Q27 In what year were you born?

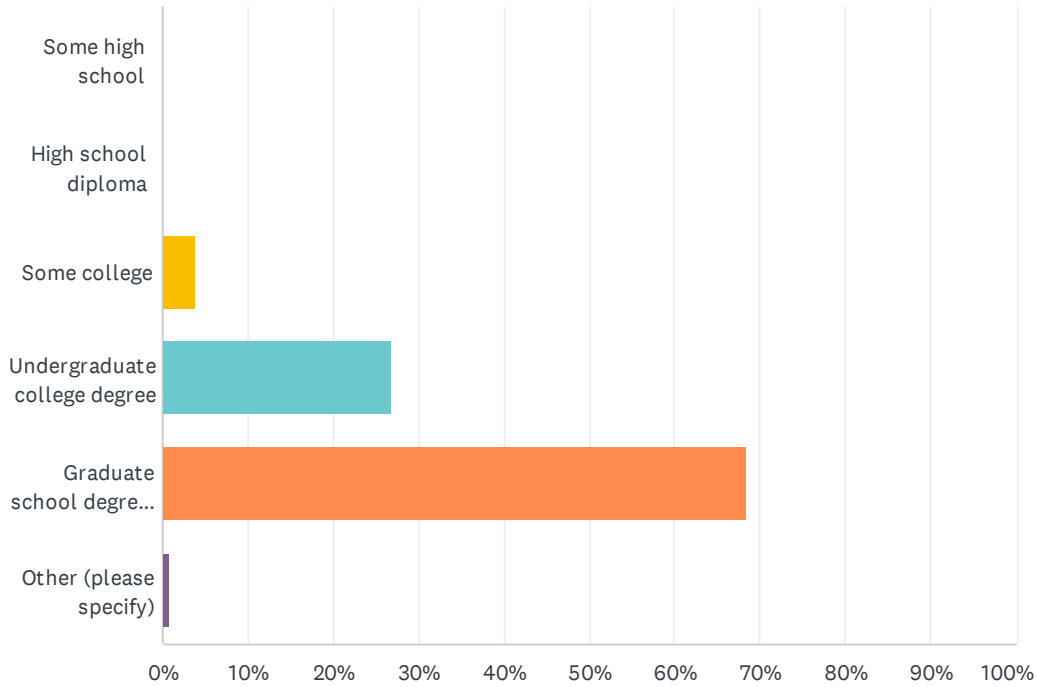
Answered: 310 Skipped: 61

Q28 What word(s) do you currently use to describe your race and/or ethnicity? (some examples: Third Generation Mexican American; Black; African American; Filipino and White; Lakota; White of German and Irish Heritage; etc.)

Answered: 312 Skipped: 59

Q29 What is your education?

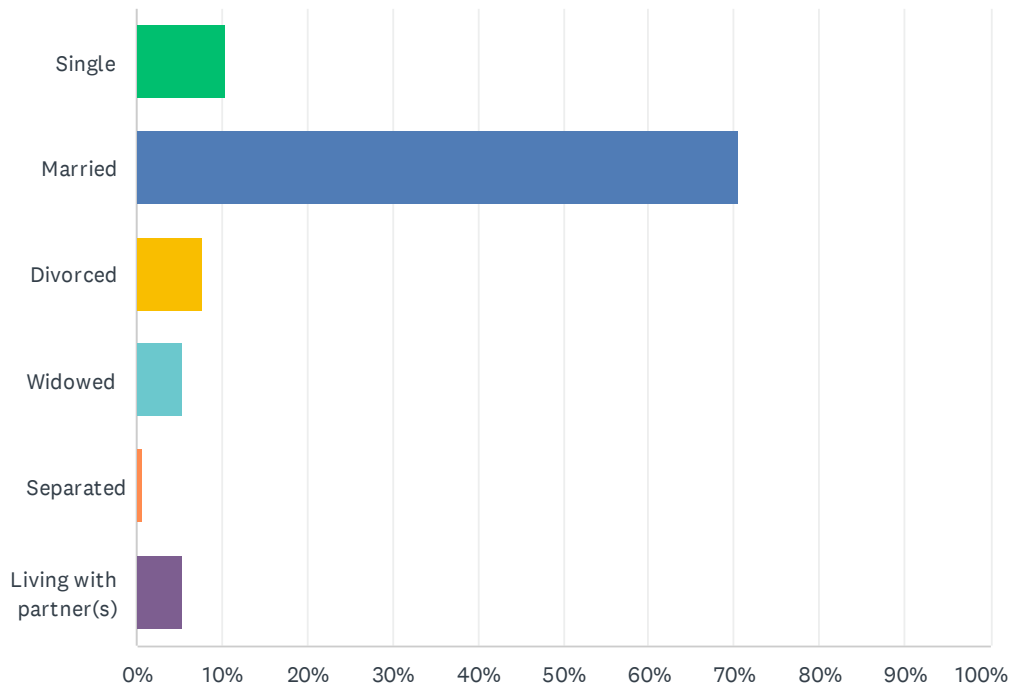
Answered: 316 Skipped: 55



ANSWER CHOICES	RESPONSES	
Some high school	0.00%	0
High school diploma	0.00%	0
Some college	3.80%	12
Undergraduate college degree	26.90%	85
Graduate school degree (including MD, JD, PhD, etc.)	68.35%	216
Other (please specify)	0.95%	3
TOTAL		316

Q30 What is your relationship/marital status?

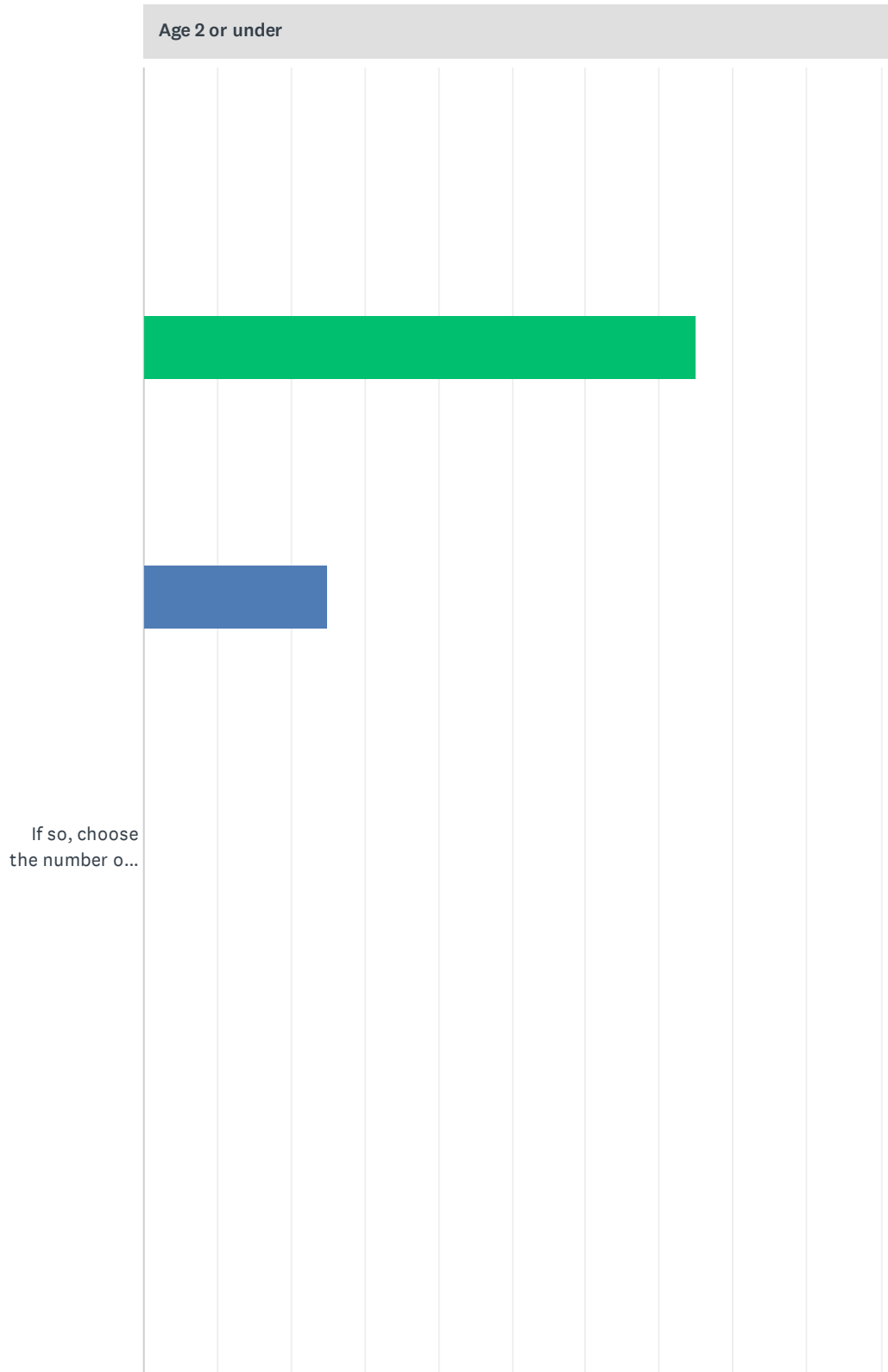
Answered: 317 Skipped: 54



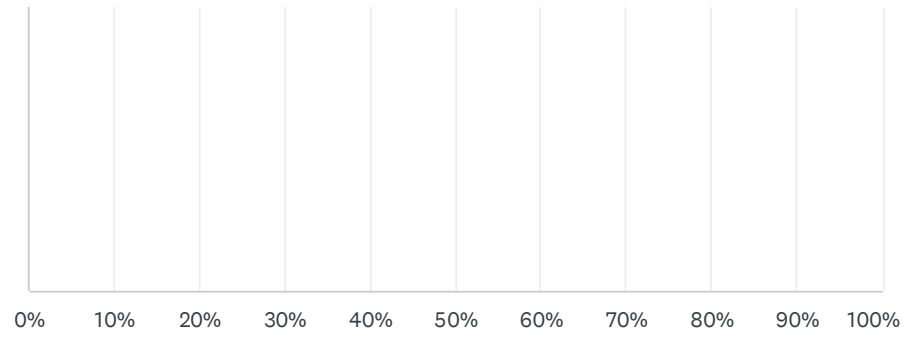
ANSWER CHOICES	RESPONSES	
Single	10.41%	33
Married	70.66%	224
Divorced	7.57%	24
Widowed	5.36%	17
Separated	0.63%	2
Living with partner(s)	5.36%	17
TOTAL		317

Q31 Do you have children under the age of 18 living at home? If another member of your household is answering this question, please leave responses blank.

Answered: 48 Skipped: 323

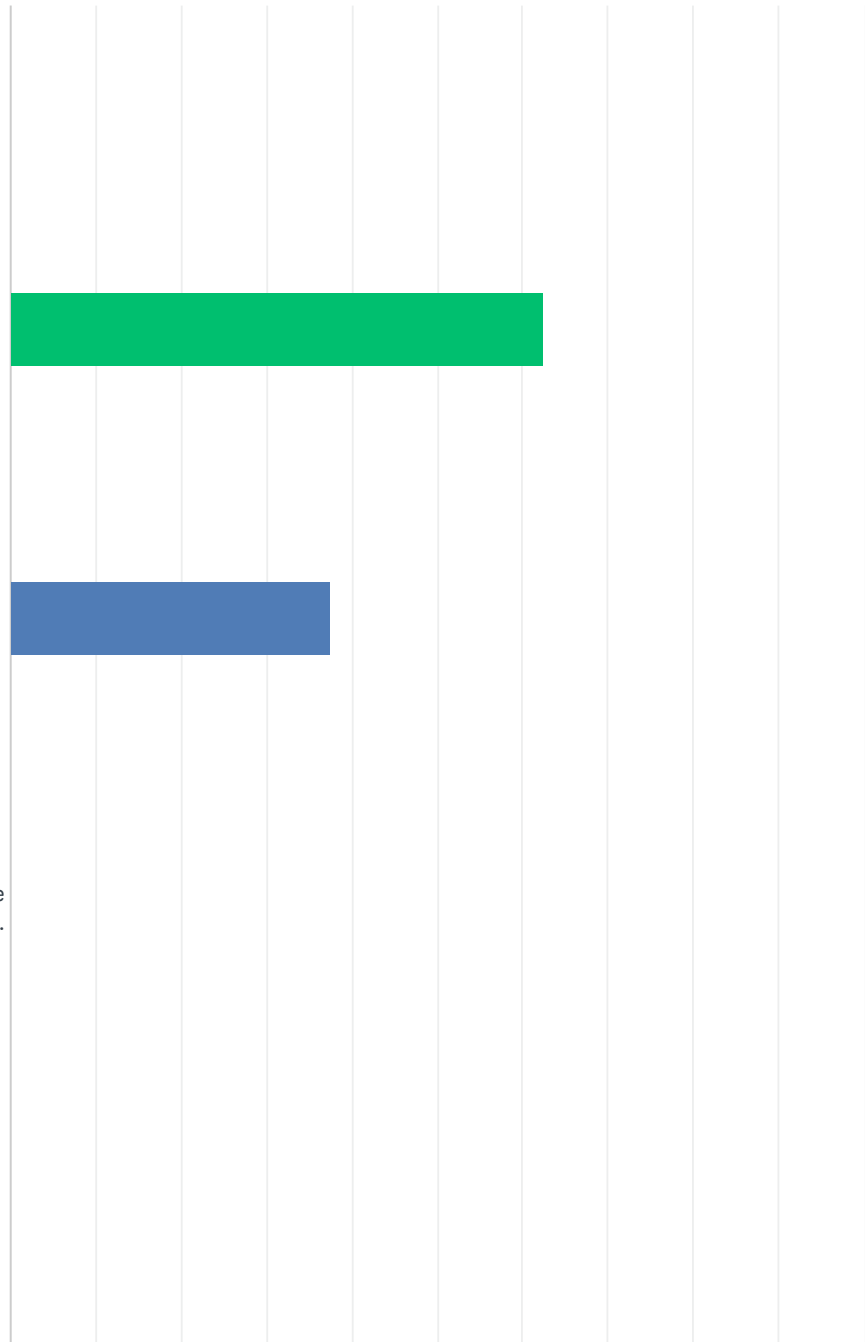


2021 Ministerial Search Team Survey



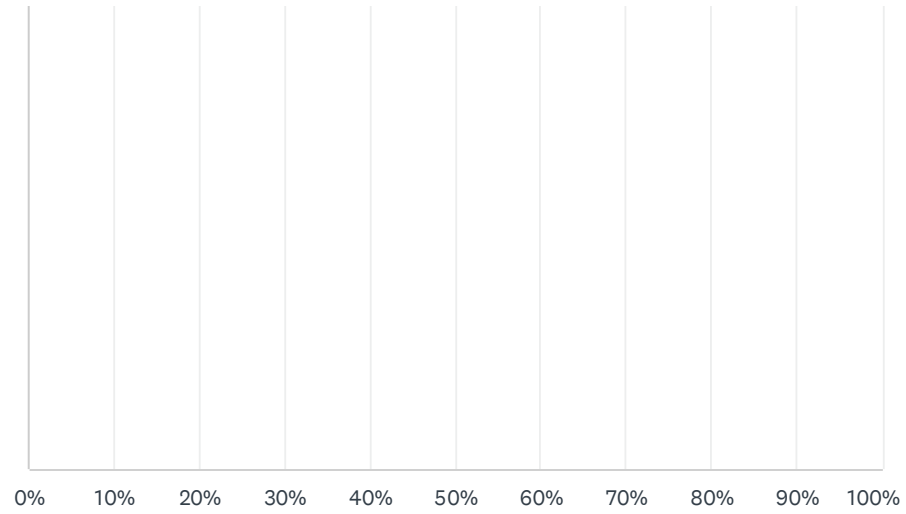
- 1
- 2
- 3
- 4
- 5

Age 3-6



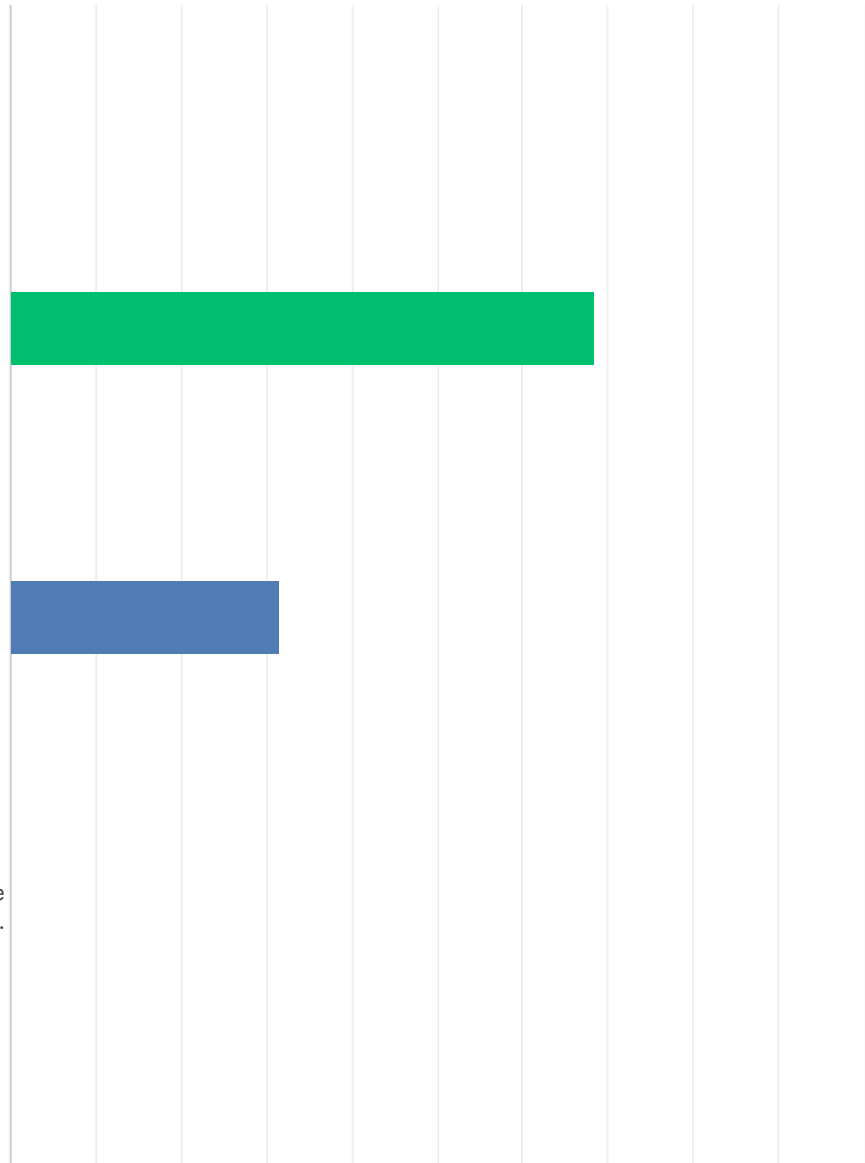
If so, choose the number o...

2021 Ministerial Search Team Survey



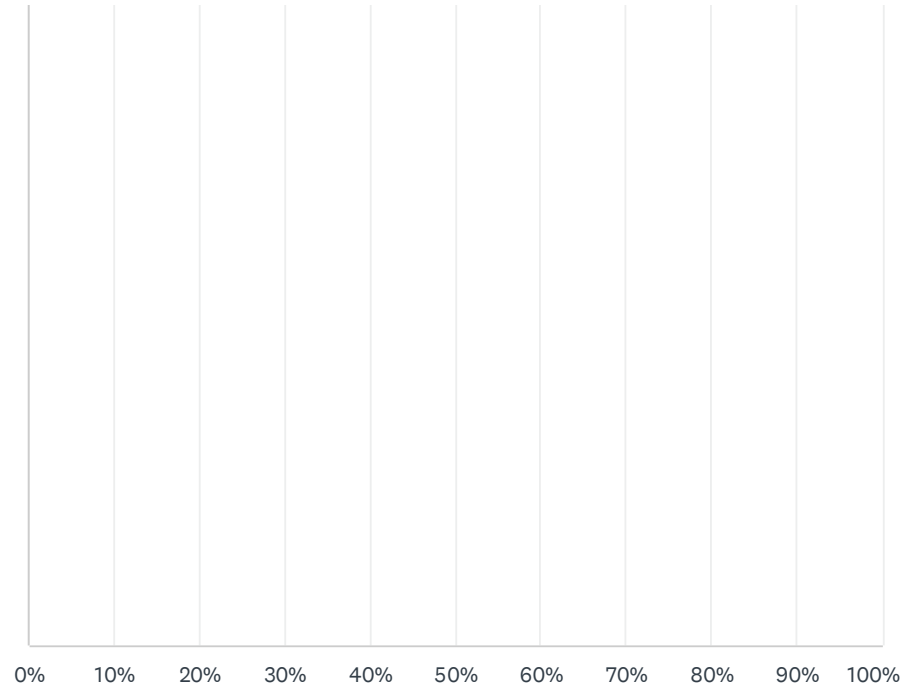
- 1
- 2
- 3
- 4
- 5

Age 7-12



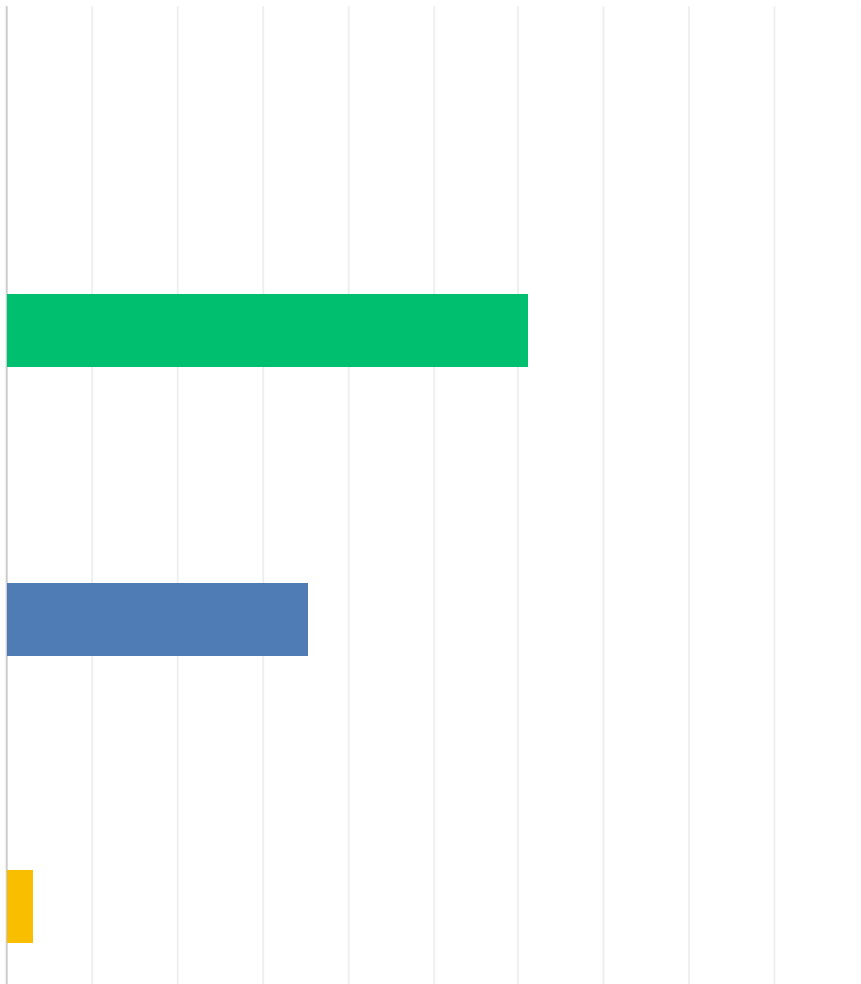
If so, choose the number o...

2021 Ministerial Search Team Survey



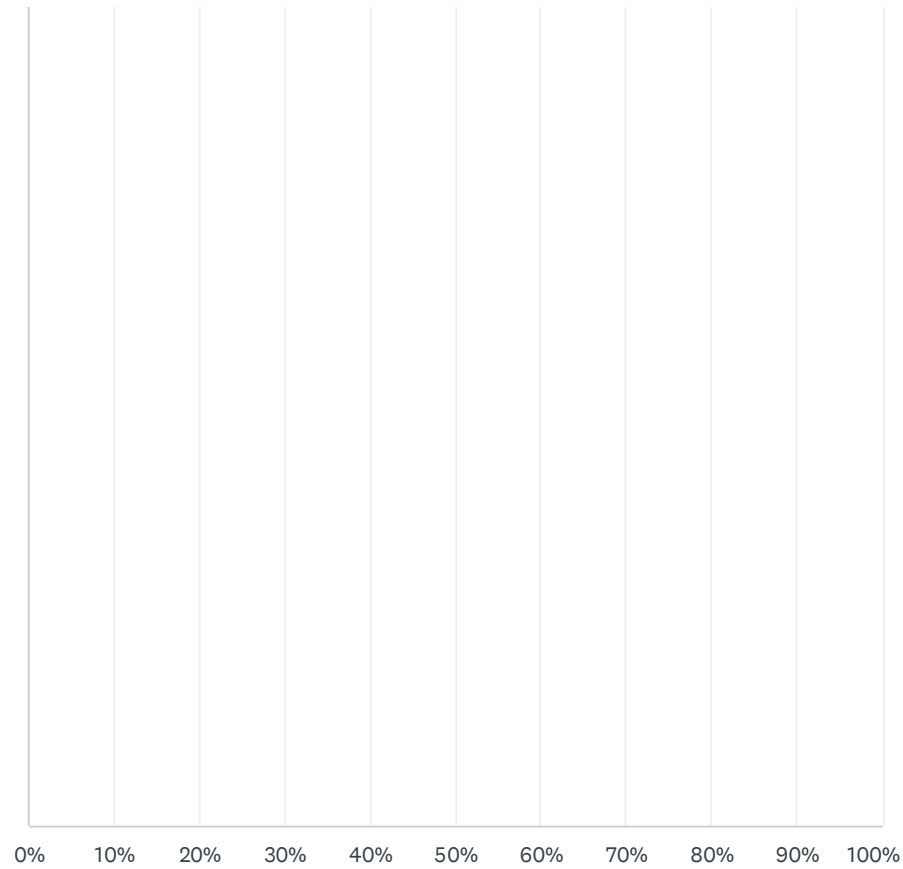
- 1
- 2
- 3
- 4
- 5

Age 13-18



If so, choose the number o...

2021 Ministerial Search Team Survey



■ 1
 ■ 2
 ■ 3
 ■ 4
 ■ 5

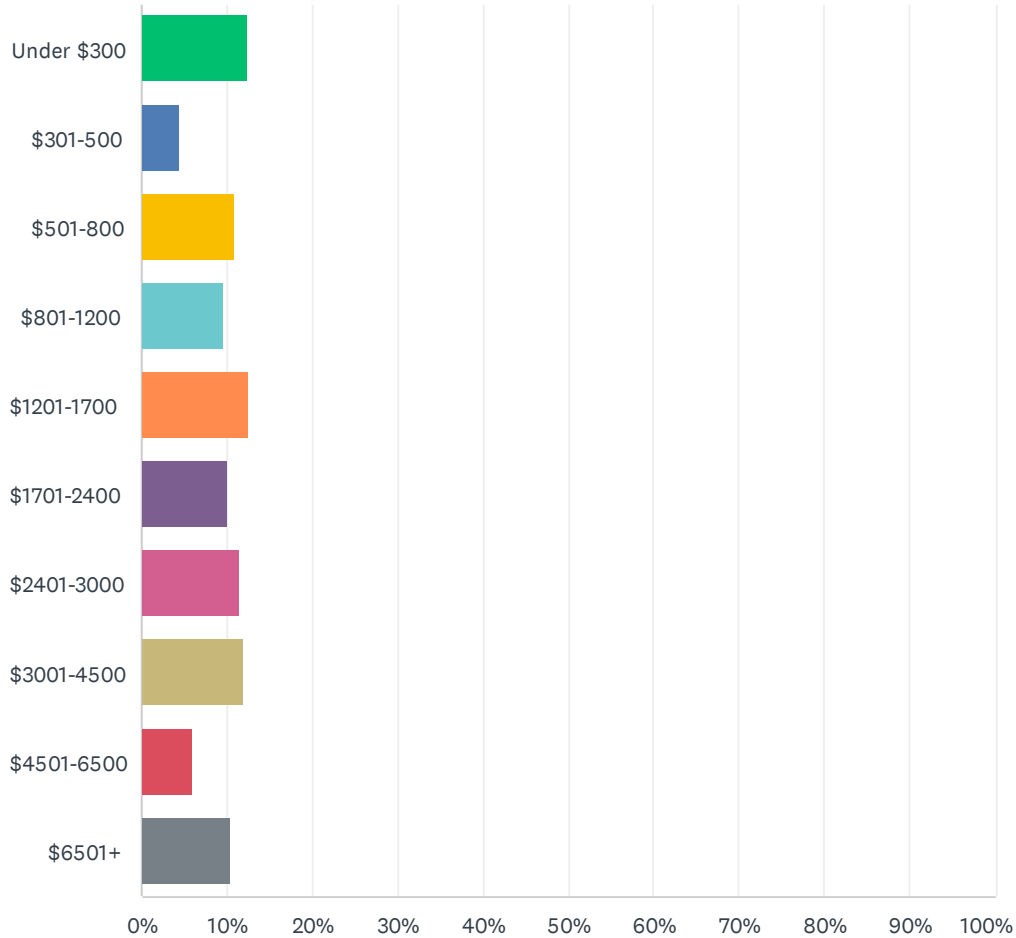
Age 2 or under						
	1	2	3	4	5	TOTAL
If so, choose the number of children you have in each age category.	75.00% 3	25.00% 1	0.00% 0	0.00% 0	0.00% 0	4
Age 3-6						
	1	2	3	4	5	TOTAL
If so, choose the number of children you have in each age category.	62.50% 5	37.50% 3	0.00% 0	0.00% 0	0.00% 0	8
Age 7-12						
	1	2	3	4	5	TOTAL
If so, choose the number of children you have in each age category.	68.42% 13	31.58% 6	0.00% 0	0.00% 0	0.00% 0	19
Age 13-18						
	1	2	3	4	5	TOTAL
If so, choose the number of children you have in each age category.	61.29% 19	35.48% 11	3.23% 1	0.00% 0	0.00% 0	31

Q32 What word(s) do you currently use to describe your household financial situation? (some examples: living paycheck to paycheck, one unexpected bill away from a problem, financially secure for now, more than enough, etc.)

Answered: 309 Skipped: 62

Q33 What is your household's current annual pledge amount? If another member of your household is answering this question, please leave your response blank.

Answered: 268 Skipped: 103

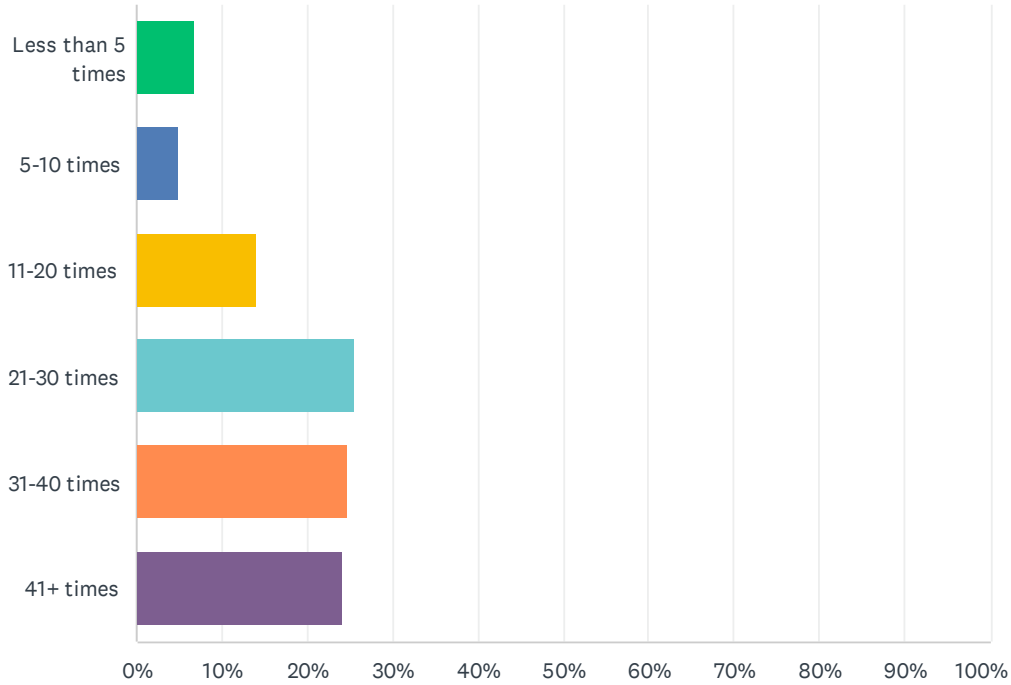


2021 Ministerial Search Team Survey

ANSWER CHOICES	RESPONSES	
Under \$300	12.31%	33
\$301-500	4.48%	12
\$501-800	10.82%	29
\$801-1200	9.70%	26
\$1201-1700	12.69%	34
\$1701-2400	10.07%	27
\$2401-3000	11.57%	31
\$3001-4500	11.94%	32
\$4501-6500	5.97%	16
\$6501+	10.45%	28
TOTAL		268

Q34 How would you characterize your Sunday attendance in a non-pandemic year?

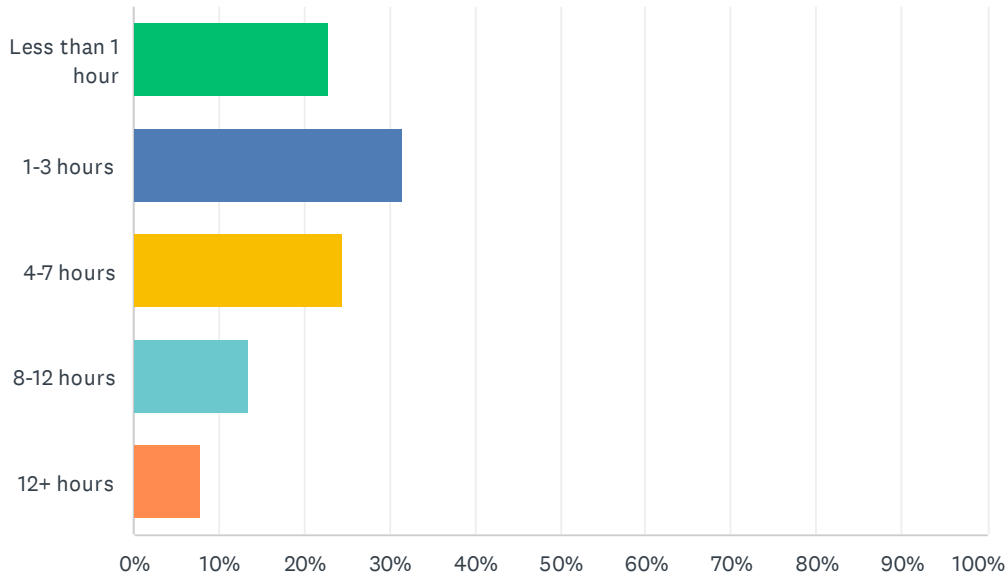
Answered: 312 Skipped: 59



ANSWER CHOICES	RESPONSES	
Less than 5 times	6.73%	21
5-10 times	4.81%	15
11-20 times	14.10%	44
21-30 times	25.64%	80
31-40 times	24.68%	77
41+ times	24.04%	75
TOTAL		312

Q35 In a typical month, how many participation or volunteer hours go to Unity activities or programs other than attendance of a Sunday service?

Answered: 307 Skipped: 64



ANSWER CHOICES	RESPONSES	
Less than 1 hour	22.80%	70
1-3 hours	31.60%	97
4-7 hours	24.43%	75
8-12 hours	13.36%	41
12+ hours	7.82%	24
TOTAL		307