UUCB 2022 Ministerial Search Congregational Survey

Welcome!

UUCB is searching for a new minister, and the Ministerial Search Committee invites your participation in the process by completing a Congregational Survey. The Congregational Survey is an important step in the ministerial search process. The data collected through this survey serve multiple purposes:

- to provide a census of our members and friends
- to help update our congregational story
- to inform our ministerial candidates about who we are and who we aspire to become
- to communicate what we are looking for in a new minister.

The survey consists of the following sections:

- 1. Introduction and What To Expect in the Survey (this section)
- 2. Introductory Questions
- 3. My Participation at UUCB
- 4. My Feelings about UUCB's Well-Being
- 5. My Vision for UUCB
- 6. Expectations of our New Minister
- 7. My Connection to UUCB
- 8. My Children (if applicable)
- 9. My Demographics

Notes on taking the survey online:

- The target date for completion of the Survey is Sunday, Sept. 25, 2022.
- The survey could take anywhere between 15 and 60 minutes to complete (average 40 minutes).
- The progress bar at the bottom will indicate your progress towards completion.
- If you have a Google account and log into it prior to taking the survey, Google will save your answers and you may return to the survey at a later time.
- If you do not have a Google account to log into, you must complete the survey in one browser session. If you close the browser before hitting the submit button, your responses will be lost.
- The survey is collected anonymously. Please be as honest as possible. Your Search Committee is ready and excited to hear what you have to say.
- All questions are voluntary; if a question makes you feel uncomfortable or doesn't seem to apply to you, feel free to skip it.
- Children are encouraged to complete the form on their own as they are willing and able.
 There is a section for parents and guardians to provide input on their child's participation as well.

Taking the survey by other means:

 Paper surveys will be available in the atrium after service every Sunday at the Ministerial Search Committee table.

- Paper surveys can be taken home to be returned to the office at UUCB or by mail to UUCB (c/o Ministerial Search Committee) at 1 Lawson Rd., Kensington, CA, 94707. Please make sure the survey is postmarked no later than Friday Sept 23, 2022.
- You may also call UUCB to request that a survey be mailed to you by calling the UUCB office (510-525-0302).

At the conclusion of data collection and analysis (late November), the Ministerial Search Committee will prepare and distribute a report of the survey and small group meeting findings. The raw data will be kept **confidential**, meaning the report will discuss findings in aggregate form. No survey answers or quotes will be attached to individuals, even if you are logged into your Google account.

If you have questions or concerns about the survey or the overall ministerial search, please contact the Ministerial Search Committee one or both co-conveners, Ladie Malek and Gregory Lemieux via the committee email address: msc@uucb.org.

Section 2:

Please share you reflections on the questions below. These

Introductory Questions	questions are fairly broad and are meant to invite reflection.
2-1) What is your fa	avorite thing about UUCB?
2-2) What do you p	erceive the top three functions of UUCB to be?

2-3) What do yo	ou perceive the top three functions of our minister to be?
	The next few questions will ask you about your participation in various UUCB programs, ministries and events. We want to know
Section 3:	how these affect your life as a person of faith. Please note that thi

Section 3: My Participation at UUCB The next few questions will ask you about your participation in various UUCB programs, ministries and events. We want to know how these affect your life as a person of faith. Please note that this table is representative of your participation only. If you have children in your care and they are not responding to the survey on their own, you may report their participation in the *My Children* section (Section 8)

- 4. 3-1) For the activities in which you attended **prior** *to* the pandemic, in what capacity did you participate. If you are unsure about which category the program, ministry or activity falls into, please use your best judgement or use the "other" checkbox to describe the activity. Some examples have been provided below.
 - Adult Education & Exploration (e.g. Personal Theology, Summer Forum, etc)
 - Buildings & Grounds (e.g. Hospitality, Landscaping Committe, etc)
 - Chalice Circles
 - Communications (e.g. website, beacon, etc.)
 - Family Ministry (e.g. Our Whole Lives, Youth groups, etc)
 - Fundraising (e.g. Stewardship committee, Book table, etc)
 - Governance (e.g. Board, Program Council)
 - Membership (e.g. Wheel of Life, Membership committee, etc)
 - Music & Arts (e.g. Choir, Gamelan, etc)
 - Pastoral Care
 - Social Justice (e.g. Good Neighbor program, LFDC, etc)
 - Tech Team
 - Worship (e.g. Sunday service, Ushers, Mist tree moon circle, etc)

Check all that apply.

Check all that apply.

	Attendee	Volunteer	Performer/Presenter	Leader/Organizer
Adult Education & Exploration				
Buildings & Grounds				
Chalice Circles				
Communications				
Family Ministry				
Fundraising				
Governance				
Membership				
Music & Arts				
Pastoral Care				

Social Justice		
Tech Team		
Worship		
Other:		

6.	3-2) On average how often did you participate in these activities prior to the
	pandemic?

Mark only one oval per row.

	Regularly	Often	Sometimes	Never
Adult Education & Exploration				
Buildings & Grounds				
Chalice Circles				
Communications				
Family Ministry				
Fundraising				
Governance				
Membership				
Music & Arts				
Pastoral Care				
Social Justice				
Tech Team				
Worship				
Other:				

7.	If you answered "Other" to the previous question, please describe the program or
	ministry

3-3) During the period from the start of the pandemic to the present , my attendance and participation in church activities and services has been impacted in the following ways. <i>Please check all that apply</i> .
Check all that apply.
I attended/participated programs that were available online (Zoom, Facebook or YouTube)
I attended in-person services as soon as I felt comfortable and when it became available
My overall attendance/participation decreased significantly
My overall attendance/participation increased significantly
I stopped attending/participating in my regular programs or services (even if available)I attended UUCB for the first time during the pandemic
I joined a program, group or ministry for the first time
I volunteered for a program, group or ministry for the first time
Other:
3-4) Looking forward to our transition beyond the pandemic , I expect my attendance and participation in Sunday services and other sanctuary events will change in the following ways. <i>Please check all that apply</i> . Check all that apply.
3-4) Looking forward to our transition beyond the pandemic , I expect my attendance and participation in Sunday services and other sanctuary events will change in the following ways. <i>Please check all that apply</i> . Check all that apply.
3-4) Looking forward to our transition beyond the pandemic , I expect my attendance and participation in Sunday services and other sanctuary events will change in the following ways. <i>Please check all that apply</i> .
3-4) Looking forward to our transition beyond the pandemic , I expect my attendance and participation in Sunday services and other sanctuary events will change in the following ways. <i>Please check all that apply</i> . Check all that apply. I now use both In-Person and Online access, as convenient, and value the option
3-4) Looking forward to our transition beyond the pandemic, I expect my attendance and participation in Sunday services and other sanctuary events will change in the following ways. Please check all that apply. Check all that apply. I now use both In-Person and Online access, as convenient, and value the option I expect to resume predominantly In-Person attendance/participation in the future
3-4) Looking forward to our transition beyond the pandemic, I expect my attendance and participation in Sunday services and other sanctuary events will change in the following ways. Please check all that apply. Check all that apply. I now use both In-Person and Online access, as convenient, and value the option I expect to resume predominantly In-Person attendance/participation in the future I expect to use an Online option in the future whenever offered

10.	3-5) Looking forward to our transition beyond the pandemic , I expect my attendance and participation in church activities/programs will change in the following ways. <i>Please check all that apply</i> .
	Check all that apply.
	I now use both In-Person and Online access, as convenient, and value the option I expect to resume predominantly In-Person attendance/participation in the future I expect to use an Online option in the future whenever offered I would like to see hybrid options expanded to more programs and activities I no longer expect to attend UUCB in any capacity
	Other:
11.	3-6) Are there any programs that you have aspired to participate in, but have not yet been able to attend? If so, please let us know what program and briefly describe what challenges you have faced in attending.
12.	3-7) On average, how long does it take you to travel to UUCB from your home? Mark only one oval.
	Less than 15 minutes
	15-30 minutes
	31-45 minutes
	46-60 minutes
	More than 60 minutes

13.	3-8) My to-and-from church travel time significantly impacts my ability to attend/participate in church activities, or my frequency of doing so.
	Mark only one oval.
	Yes
	○ No
	Maybe (only sometimes)
	Not applicable (online only participation)
14.	3-9) Where do you reside?
	Mark only one oval.
	Albany/Berkeley area
	Kensington/Berkeley Hills
	Emeryville/Oakland area
	El Cerrito/Richmond area
	El Sobrante/Pinole/Hercules area
	Lafeyette/Orinda/Moraga area
	Rockridge/Piedmont/Montclair area
	Prefer not to state
	Other:

5.	3-10) Which program, ministry, or activity gives you concrete tools to live a dynamic life according to UU principles? <i>Choose all that apply</i> .
	Check all that apply.
	Adult Education & Exploration
	Buildings & Grounds
	Chalice Circles
	Communications
	Family Ministry
	Fundraising
	Governance
	Membership
	Music & Arts
	Pastoral Care
	Social Justice
	Tech Team
	Worship
	Other
6.	If you answered "Other" to the previous question, or are uncertain about the category under which your program, ministry or activity is included, please describe it below.

Г	heck all that apply. Adult Education & Exploration
	Buildings & Grounds
	Chalice Circles
F	Communications
Ī	Family Ministry
Ī	Fundraising
Ī	Governance
	Membership
	Music & Arts
	Pastoral Care
	Social Justice
	Tech Team
	Worship
	Other
Ca	you answered "Other" to the previous question, or are uncertain about the ategory under which your program, ministry or activity is included, please describ below.

19.	3-12) Which program area gives you the deepest sense of belonging? <i>Choose all</i>					
	that apply.					
	Check all that apply.					
	Adult Education 8	Exploration				
	Buildings & Grour	ds				
	Chalice Circles					
	Communications					
	Family Ministry					
	Fundraising					
	Governance					
	Membership					
	Music & Arts					
	Pastoral Care					
	Social Justice					
	Tech Team					
	Worship					
	Other					
20.	=	er" to the previous question, or are uncertain about the n your program, ministry or activity is included, please describe				
	Section 4: My Feelings about UUCB's Well- Being	In the following questions, please rank your agreement on a scale of 1 through 5, with 1 being Strongly Disagree and 5 being Strongly Agree.				
21.	4-1) UUCB is genera	ly open to change.				
	Mark only one oval.					
		1 2 3 4 5				
	Strongly Disagree (Strongly Agree				

	Mark only one oval.						
		1	2	3	4	5	
	Strongly Disagree						Strongly Agree
23.	4-3) UUCB focuse preference of som				e greate	er good	d, rather than the stror
	Mark only one oval.						
		1	2	3	4	5	
	Strongly Disagree						Strongly Agree
24.	4-4) I am confiden	nt in UU	ICB's fii	nancial	sustai	nabilit	y.
	Mark only one oval.						
		1	2	3	4	5	
	Strongly Disagree						Strongly Agree
25.	4-5) There is a hig	h level	of trus	t in lea	dership	o in UU	ICB.
	mark only one oval.					_	
				3	1	5	
	Strongly Disagree	1	2	<u> </u>	4	5	Strongly Agree

22. 4-2) UUCB has a flexible enough structure to implement new ideas easily.

26.	,	4-6) We have a core group of leaders able to lead change in a calm, considerate, constructive and deliberative manner.							
	Mark only one	e oval.							
			1	2	3	4	5		
	Strongly Disa	agree						Strongly Agree	
27.	4-7) We do a relationship. Mark only one		l job of	f havinç	g difficu	ılt conv	/ersatio	ons and staying	g in right
			1	2	3	4	5		
	Strongly Disa	agree						Strongly Agree	
28.	4-8) Our mis world. Mark only one		and mii	nistry c	ontinu	e to ad	apt to	changing condit	tions in the
			1	2	3	4	5		
	Strongly Disa	agree						Strongly Agree	
	Section 5: My Vision for UUCB	cons	sider in		ays you	=		ect upon the state ld not like to see	

	5-1) Thinking about the current practice at UUCB, what in your opinion, should our next minister avoid trying to change about UUCB:					
30.	5-2) Thinking about the current pranext minister seek to change abou	actice at UUCB, what in your opinion, should our				
	Hext Hillister Seek to Change about	п оось.				
31.	-	e not currently in practice at UUCB, what, in your				
31.	-	e not currently in practice at UUCB, what, in your ergizing for the new minister to introduce:				
31.	-					
31.	-					

- 32. 6-1) Consider the following roles of our future minister and their importance in different contexts.
 - Pastoral Role: provides pastoral care, and, by example shows us how to care for one another. Supporting families and multi-generational ministries.
 - Prophetic Role: Helps us imagine our future and inspires us to action
 - Spiritual Role: Leading the overall ministry of our congregation and presenting inspiring and challenging Sunday services
 - Organizational Role: Supervising the church staff, developing volunteers and lay leaders
 - *Community Leader Role*: Providing visible leadership in the wider community and encouraging social justice programs.

For each row rank the role on a scale from 1 to 5 with 1 being the least important and 5 being the most important.

Mark only one oval per row.

	1 - Least Important	2 - Somewhat Important	3 - Important	4 - Very Important	5 - Most Important
Pastoral Role					
Prophetic Role					
Spiritual Role					
Organizational Role					
Community Leader Role					

33.	6-2) Recognizing that many of the following traits may be desirable to you, which of the following personal qualities do you think are <u>very</u> important for the search committee to consider when screening ministerial candidates? <i>Please mark no more than three.</i>
	Check all that apply.
	Strong Moral Character
	☐ Humility
	Creativity
	Intellectual Depth
	Passionate
	Sense of humor
	Energetic
	Spritual Depth
	Empathetic
	Friendly
	Other:
34.	6-3) Recognizing that many of the following skills may be desirable to you, which of the following professional qualifications do you think are very important for the search committee to consider when screening ministerial candidates? <i>Please mark no more than four.</i>
	Check all that apply.
	Experience with a congregation of a similar size to UUCB
	Experience with a Unitarian Universalist Congregation
	Technological skills
	Social Media skills
	Sermon writing and public speaking
	Interpersonal communication skills
	Cultivating community partnerships
	Integrating music and worship
	Sensitive pastoral care
	Fostering interfaith dialogue
	Developing volunteer and staff capabilities
	Other:

	Section 7: My Connection to UUCB	Please let us know how you relate to UU					
36.	7-1) What is your relationship to UUCB?						
	Mark only one oval.						
	Member						
	Visitor						
	Staff						
	Friend or family of member (e.g. chil						
	Other:						
37.	7-2) What first brought you to UUCB?						

	g have you attended UUCB?
Mark only one	e oval.
Less tha	an 1 year
1-2 year	s
3-5 year	s
6-10 year	nrs
11-20 ye	ears
O More th	an 20 years
7-4) What kee	eps you attending UUCB?
7-4) What kee	eps you attending UUCB?
7-4) What kee	eps you attending UUCB?
7-4) What kee	eps you attending UUCB?
7-4) What kee	eps you attending UUCB?

40.	8-1) How many children under the age of 18 are there in your family? If other adult family members are filling out a form, too, please choose one family member to count the children.
	Mark only one oval.
	None
	1
	2
	3
	4
	5 or more
	Another family member is answering this question.
41.	8-2) If you have children under the age of 18 in your family, how many are currently participating in the Religious Education program at UUCB? Again, if other adult family members are filling out a form, too, please choose one family member to answer this question.
	Mark only one oval.
	No children under the age of 18
	None
	1
	2
	3
	4
	5 or more
	Another family member is answering this question.

42.	8-3) If you have children under the age of 18 in your family, please check all that apply. Again, if other adult family members are filling out a form, too, please choose one family member to answer this question.
	Check all that apply.
	All the children are in the house full time.
	Some of the children are in the house part time.
	All the children are in the house part time.
	It's complicated.
	Another family member is answering this question.

43. 8-4) Prior to the pandemic, on average how often did your children participate in the following activities? For households with children at different age levels, please record the highest level of attendance.

Mark only one oval per row.

	Regularly	Often	Sometimes	Never
Buildings & Grounds				
Chalice Circles				
Communications				
Family Ministry				
Fundraising				
Governance				
Membership				
Music & Arts				
Pastoral Care				
Social Justice				
Tech Team				
Worship				
Other:				

44. If you answered "Other" to the previous question, please describe the program or ministry

Section 9: My Demographics As a reminder, all responses will remain confidential and great care will be given to report out in a respectful way.

45.	9-1) What is your age?
	Mark only one oval.
	Under 13
	13-17
	18-29
	30-39
	40-49
	50-59
	60-69
	70-79
	80-89
	90 years or older
	Prefer not to state
46.	9-2) Which racial or ethnic identity/identities do you hold? Please check all that apply.
	Check all that apply.
	Asian
	Black
	Caucasian/ White Latinx
	Multiracial
	Native American/ Alaskan Native
	Pacific Islander
	Prefer not to state
	Other:

47.	9-3) Do you consider yourself part of a multiracial family?
	Mark only one oval.
	Yes
	◯ No
	Prefer not to state
40	0.4) With which gondon do you poot identify? Places check all that apply
48.	9-4) With which gender do you most identify? Please check all that apply
	Check all that apply.
	Woman
	Man
	Genderqueer/Gender Fluid
	Transgender
	Two-Spirit Agender/Gender Androgynous
	Prefer not to state
	Other:
49.	9-5) What is your sexual orientation?
	Mark only one oval.
	wark only one oval.
	Asexual
	Bisexual
	Pansexual
	Heterosexual
	Lesbian
	Gay
	Prefer not to state
	Other:

50.	9-6) Do you identify as a person with a disability?
	Mark only one oval.
	Yes No Prefer not to state
51.	9-7) Do you have mental health challenges?
	Mark only one oval.
	Yes No Prefer not to state
52.	9-8) Do you have other health challenges?
	Mark only one oval. Yes No Prefer not to state

53.	9-9) What is your current relationship status?
	Mark only one oval.
	In a Committed Relationship
	In Committed Relationships
	Married
	Separated or Divorced
	Single
	Widowed
	Prefer not to state
	Other:
54.	9-10) What is the highest level of formal education you have completed? Mark only one oval.
	Currently in cumpulsory education (i.e. elementary, middle, or high school)
	Some high school
	High School/GED
	Some college
	2-year college (e.g. Associate Degree, e.g. AA, AS)
	4-year degree (e.g. BA, BS, etc.)
	Trade school or apprenticeship
	Master degree (e.g. MA, MS, MEd, etc.)
	Doctoral degree (e.g. Ph.D, Ed.D, ect.)
	Professional degree (e.g. MD, DDS, DVM, JD)
	Prefer not to state
	Other:

55.	9-11) What is your current employment status? Check all that apply.
	Check all that apply.
	Employed full time
	Employed part time
	Employed and looking for more work
	Homemaker
	Retired
	Self-employed/freelance
	Student
	Unable to work
	Unemployed and currently looking for work
	Unemployed and not looking for work
	Prefer not to state
	Other:
56.	9-12) Which of the following income categories best describes your total annual household income? Mark only one oval.
	Less than \$15,000
	\$15,000 to \$24,999
	\$25,000 to \$34,999
	\$35,000 to \$49,000
	\$50,000 to \$74,999
	\$75,000 to \$99,999
	\$100,000 to \$124,999
	\$125,000 to \$149,999
	\$150,000 to \$199,999
	\$200,000 to \$249,999
	\$250,000 or more
	Prefer not to state

57.	9-13) Besides UUCB, are you a member of another congregation? Please check all that apply.
	Check all that apply. Member of another religious community Member of Church of the Larger Fellowship Member of another UU congregation (other than CLF) Member of a UU Covenanting Community Not a member of another congregation Prefer not to state Other:
58.	9-14) What is your faith background? Mark only one oval.
	I was born into the Unitarian Universalist tradition
	I attended a UU congregation during my childhood/teen years
	I was unchurched
	I was raised in another faith, but unchurched as an adult
	I came from another faith tradition
	I grew up in an interfaith family
	Prefer not to state

59.	9-15) How many years have you been a Unitarian Universalist?
	Mark only one oval.
	Less than 1 year
	1-2 years
	3-5 years
	6-10 years
	11-20 years
	More than 20 years
	I do not consider myself Unitarian Universalist
	Not sure
	Prefer not to state
	Conclusion
Your I yours	k you! Ministerial Search Committee and Board thank you for taking the time to tell us about elf and your experience of UUCB. Your input will provide the Search Committee with valuable nation in planning our next series of information gathering sessions.
conta	have questions or concerns about the survey or the ministerial search generally, please oct the Ministerial Search Committee co-conveners, Ladie Malek and Gregory Lemieux, via ommittee email address: msc@uucb.org .

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