



Congregational Survey Methodology

The data was collected through the use of both online and paper-and-pencil methods over a period of almost two months (July 16 through September 7, 2015). The online data collection included an announcement letter, followed in a few days by an invitation to participate and survey link and then by three direct follow-ups. In addition to these follow-ups, the Ministerial Search Committee (MSC) regularly made appeals for participation through announcements at services and workshops, updates on the MSC website, personal contact, as well as posters and other print media.

The sampling frame for the project included the 1,096 friends and church members on the church's e-mail directory. 22 were returned as bad addresses, 20 more opted out, and 21 respondents completed printed copies of their questionnaires. The final sample was comprised of 1,075 people.

455 people responded to the questionnaire for an overall response rate of 43%. As expected, the response rate for members of the church was much higher at 59% compared to the 20% for non-members.

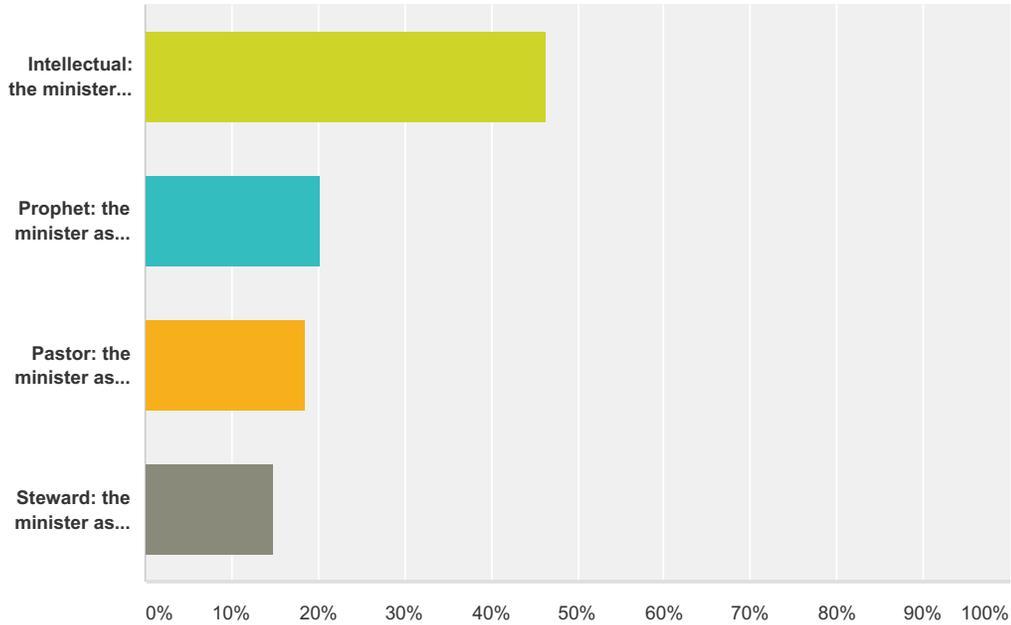
If there are any questions about the technical aspects of the survey or if you experience any difficulty viewing the online results, please feel free to contact our survey director and Foothills member Dr. Bob Green at 252-255-8204 or by e-mail at bobgreen250@gmail.com. The MSC can be contacted by e-mail at searchcommittee@foothillsuu.org.

Foothills Ministerial Search Committee

Ed Beers, Chair
Sue Ferguson
Judy Gates
Steve Herbener
Lyndy Latta
Julie Thomas

Q1 What predominant style of ministry would you prefer in our next minister? (CHECK ONE OPTION)

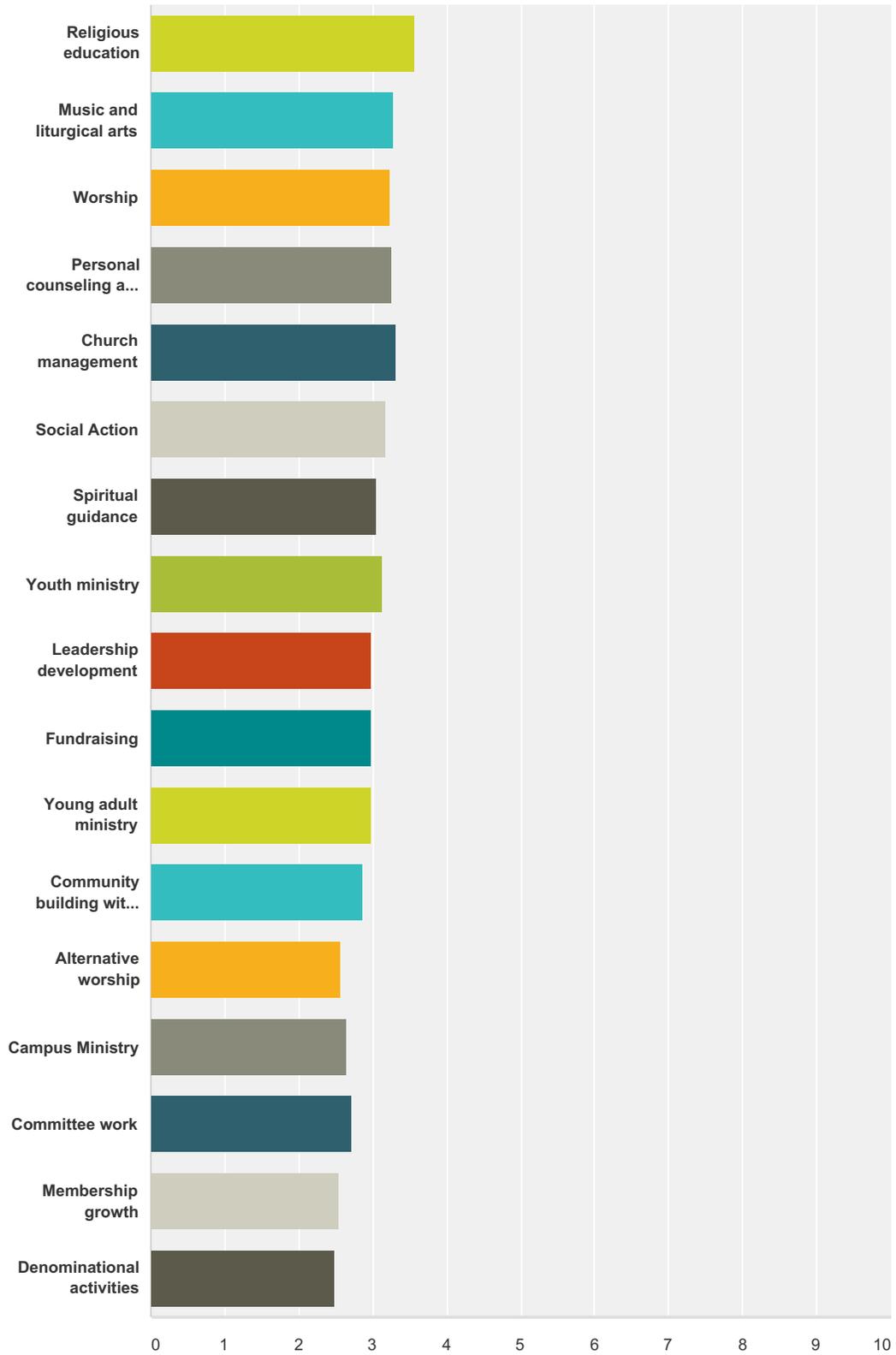
Answered: 438 Skipped: 17



Answer Choices	Responses
Intellectual: the minister as primary thought leader, expanding the intellectual capacity of the congregation.	46.35% 203
Prophet: the minister as visionary; envisioning a future of promise, the minister inspires the congregation and the larger community to pursue it.	20.32% 89
Pastor: the minister as chaplain; by virtue of his/her spiritual and moral gifts, the minister becomes an influential counselor to individuals and to a strong lay leadership.	18.49% 81
Steward: the minister as effective supervisor; delegating and managing well, creating an environment of congregational purpose, meaning and engagement.	14.84% 65
Total	438

Q2 Even though you may not personally benefit, how important is it to have these various functions within our church?

Answered: 444 Skipped: 11

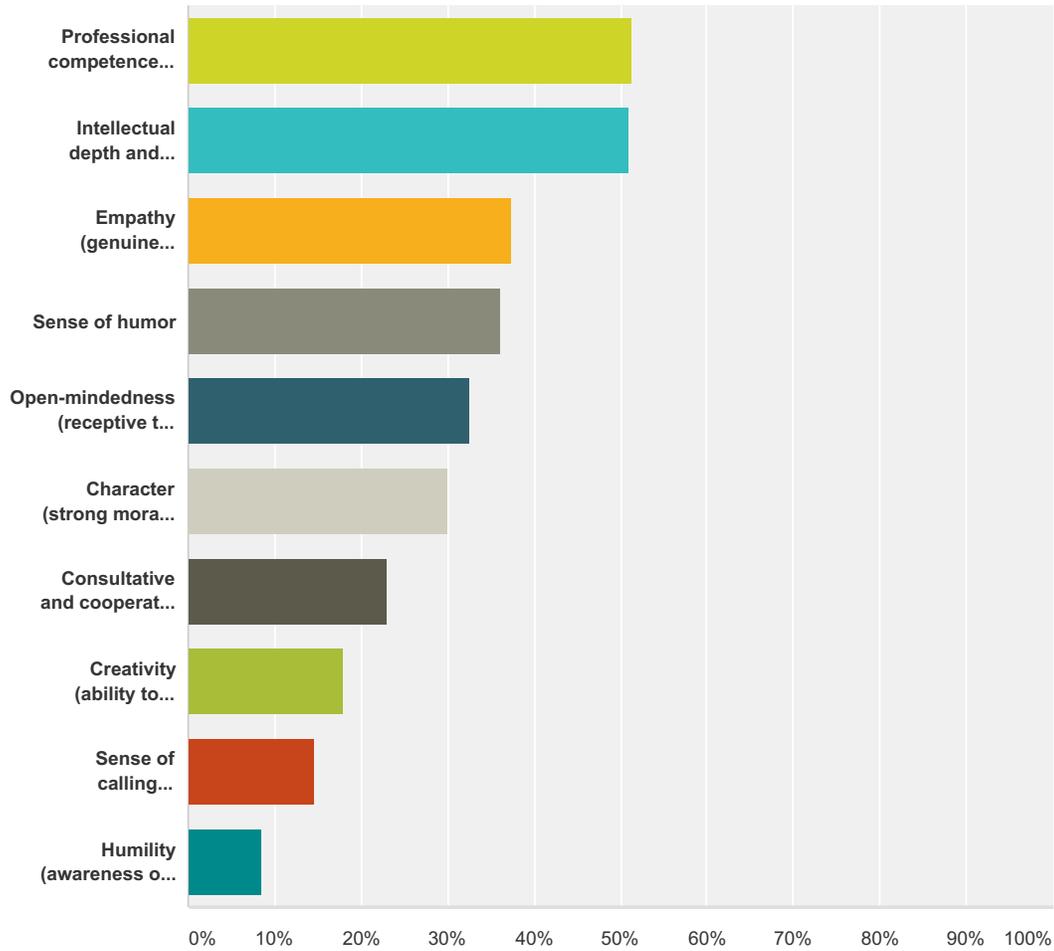


	Extremely Important	Very Important	Somewhat Important	Not Important	Total	Weighted Average
Religious education	63.35% 280	30.09% 133	5.66% 25	0.90% 4	442	3.56

Music and liturgical arts	45.85% 199	38.48% 167	13.59% 59	2.07% 9	434	3.28
Worship	45.96% 199	36.95% 160	11.55% 50	5.54% 24	433	3.23
Personal counseling and pastoral care	42.92% 188	41.32% 181	13.93% 61	1.83% 8	438	3.25
Church management	41.74% 182	48.62% 212	9.17% 40	0.46% 2	436	3.32
Social Action	39.32% 173	41.14% 181	17.73% 78	1.82% 8	440	3.18
Spiritual guidance	38.39% 167	33.79% 147	22.30% 97	5.52% 24	435	3.05
Youth ministry	33.56% 145	47.22% 204	17.36% 75	1.85% 8	432	3.13
Leadership development	26.38% 115	48.62% 212	22.94% 100	2.06% 9	436	2.99
Fundraising	24.94% 108	50.58% 219	22.63% 98	1.85% 8	433	2.99
Young adult ministry	24.66% 108	50.91% 223	23.29% 102	1.14% 5	438	2.99
Community building within Northern Colorado	23.06% 101	43.38% 190	30.59% 134	2.97% 13	438	2.87
Alternative worship	17.59% 76	29.63% 128	43.98% 190	8.80% 38	432	2.56
Campus Ministry	14.78% 64	39.95% 173	40.42% 175	4.85% 21	433	2.65
Committee work	13.79% 60	47.36% 206	34.94% 152	3.91% 17	435	2.71
Membership growth	12.44% 54	38.25% 166	40.09% 174	9.22% 40	434	2.54
Denominational activities	10.00% 43	36.51% 157	46.05% 198	7.44% 32	430	2.49

Q3 Which three (3) of the following personal qualities do you think are the most important considerations for the Search Committee to utilize in screening candidates for our next senior minister? (CHECK ONLY 3)

Answered: 447 Skipped: 8

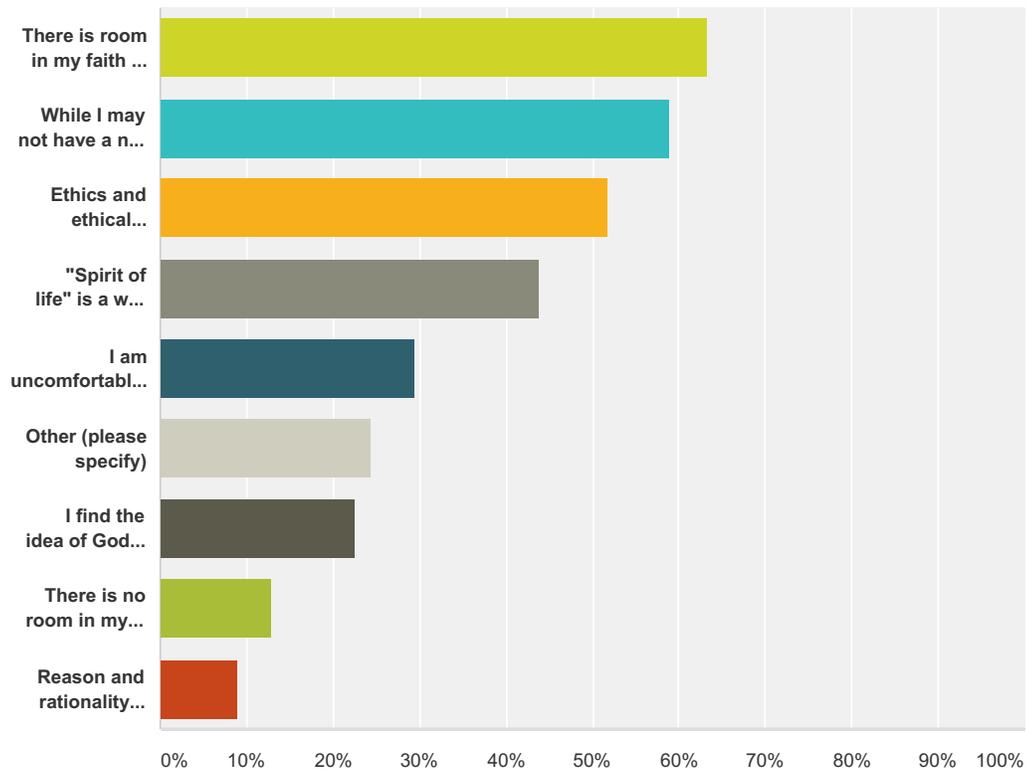


Answer Choices	Responses
Professional competence (ability to communicate, counsel, empower, etc)	51.45% 230
Intellectual depth and scholarship (educated, informed, interesting)	51.01% 228
Empathy (genuine interest in and concern)	37.36% 167
Sense of humor	36.02% 161
Open-mindedness (receptive to other ideas)	32.66% 146
Character (strong moral consistency, stability, reliability)	29.98% 134
Consultative and cooperative approach	23.04% 103

Creativity (ability to develop and present new ideas and methods)	17.90%	80
Sense of calling (motivated, enthusiastic)	14.54%	65
Humility (awareness of her/his limitations)	8.50%	38
Total Respondents: 447		

Q4 Check all of the following that best describe your faith:

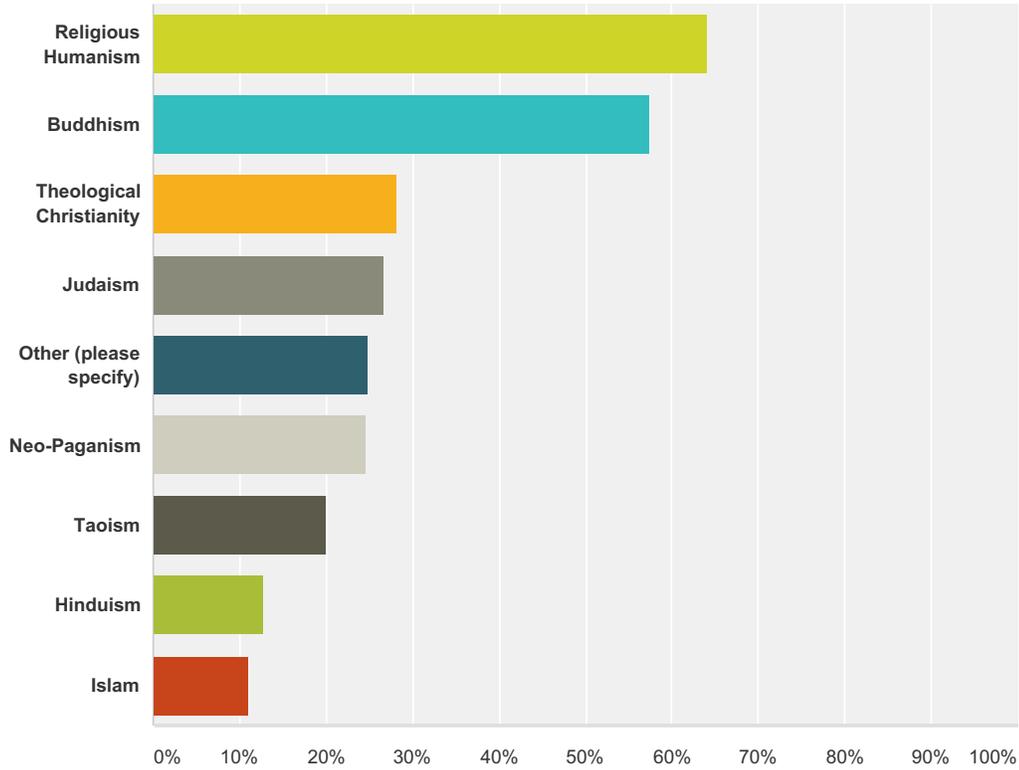
Answered: 449 Skipped: 6



Answer Choices	Responses
There is room in my faith for realities I have not experienced.	63.25% 284
While I may not have a name for it, I believe in a power and reality that is larger than myself.	58.80% 264
Ethics and ethical behavior should be the substance of religion.	51.67% 232
"Spirit of life" is a way of describing feelings that are not easily expressed.	43.88% 197
I am uncomfortable when the word God and other religious language is used in worship.	29.40% 132
Other (please specify)	24.50% 110
I find the idea of God meaningful.	22.49% 101
There is no room in my religion for things that don't stand up to rational analysis.	12.92% 58
Reason and rationality should be the only standards for what goes on in church.	8.91% 40
Total Respondents: 449	

Q5 In addition to Unitarian Universalism, what faith traditions are important in your religious/spiritual development? CHECK ALL THAT APPLY

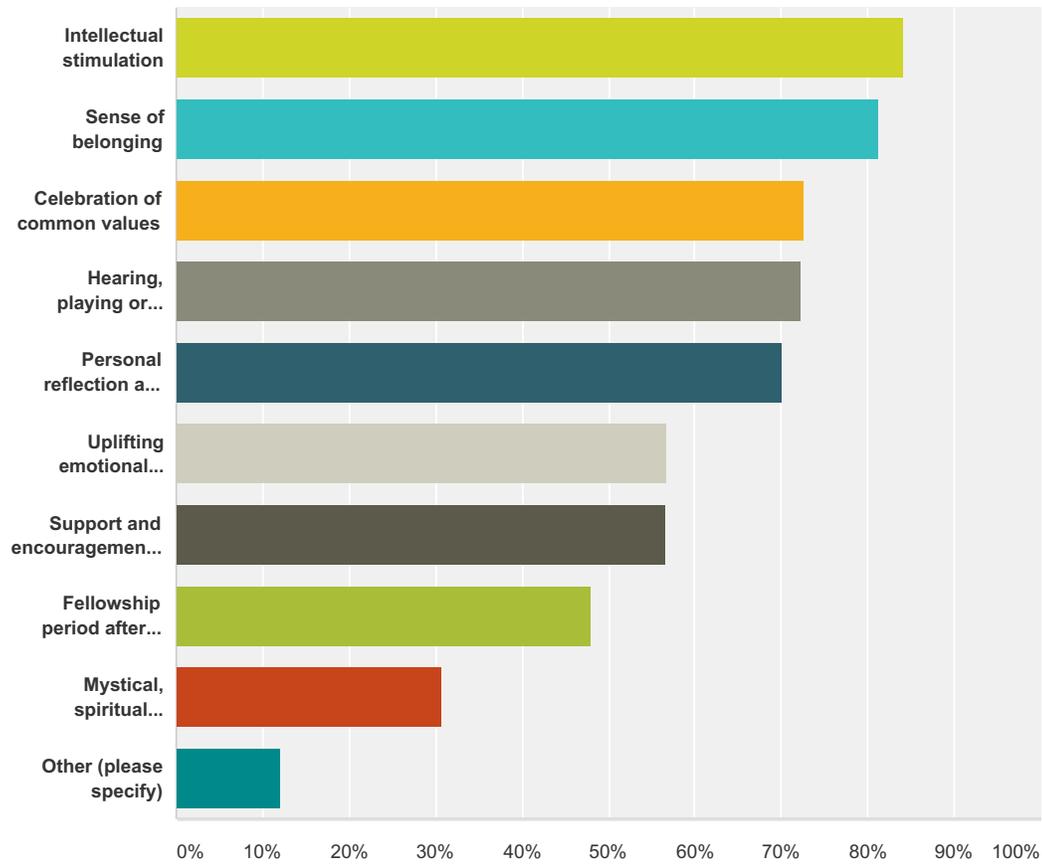
Answered: 401 Skipped: 54



Answer Choices	Responses	
Religious Humanism	64.09%	257
Buddhism	57.36%	230
Theological Christianity	28.18%	113
Judaism	26.68%	107
Other (please specify)	24.94%	100
Neo-Paganism	24.69%	99
Taoism	19.95%	80
Hinduism	12.72%	51
Islam	10.97%	44
Total Respondents: 401		

Q6 Which of the following reasons for attending services at Foothills are important to you? CHECK ALL THAT APPLY

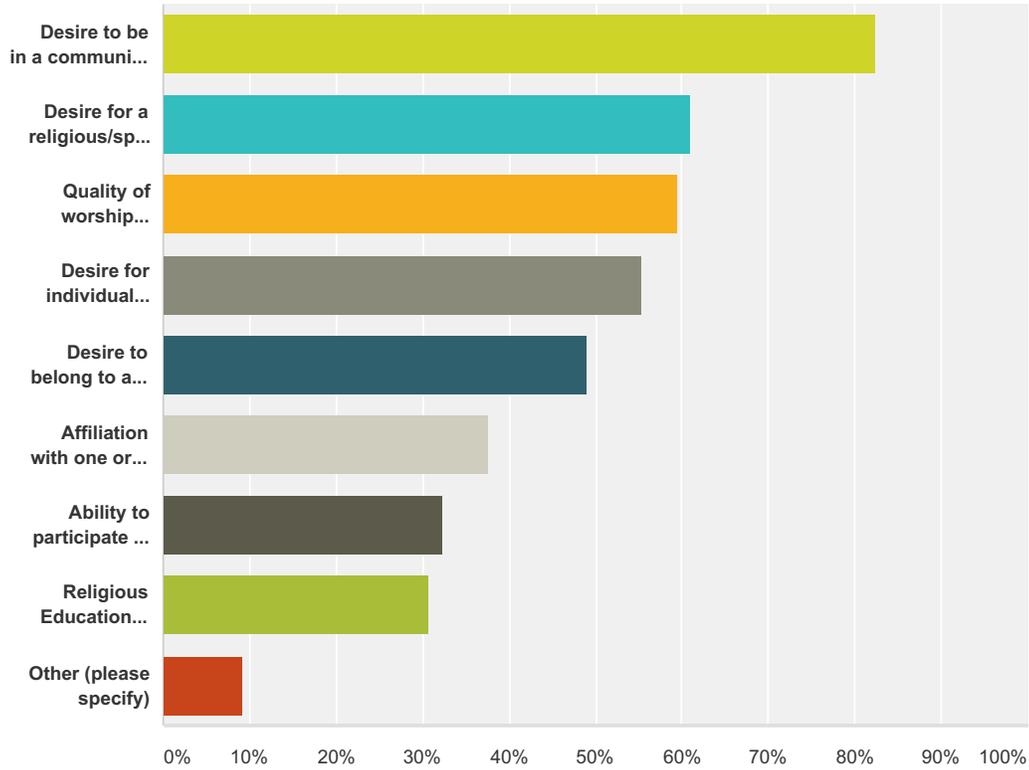
Answered: 436 Skipped: 19



Answer Choices	Responses
Intellectual stimulation	84.17% 367
Sense of belonging	81.19% 354
Celebration of common values	72.71% 317
Hearing, playing or singing music	72.25% 315
Personal reflection and meditation	70.18% 306
Uplifting emotional experience	56.88% 248
Support and encouragement of social action	56.65% 247
Fellowship period after services	47.94% 209
Mystical, spiritual experience	30.73% 134
Other (please specify)	12.16% 53
Total Respondents: 436	

Q7 What are your most important reasons for remaining a member or friend of Foothills Unitarian Church? (CHECK ALL THAT APPLY)

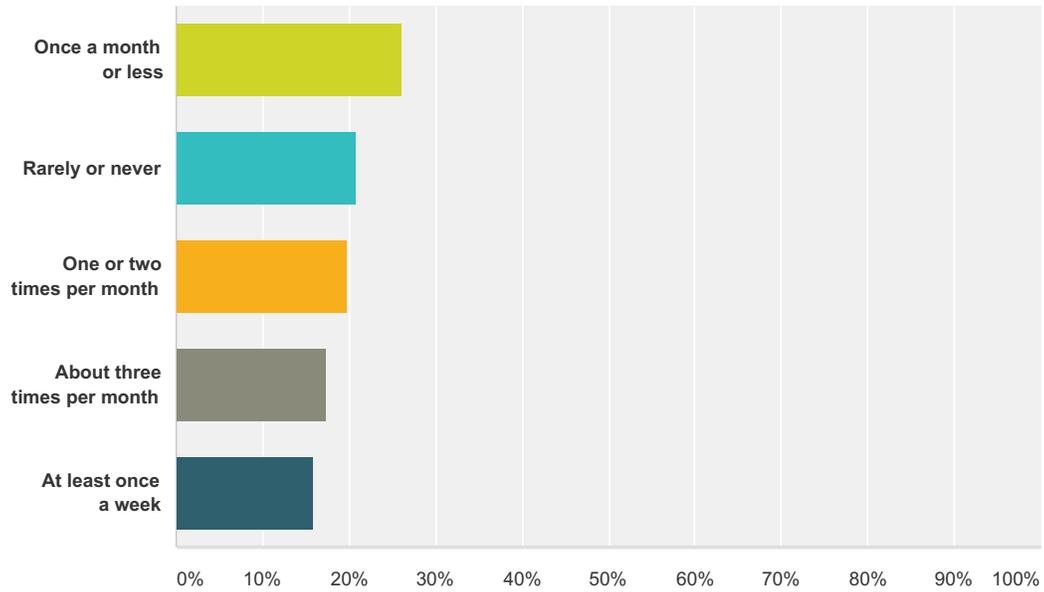
Answered: 437 Skipped: 18



Answer Choices	Responses
Desire to be in a community with people who share my values	82.38% 360
Desire for a religious/spiritual community	60.87% 266
Quality of worship services	59.50% 260
Desire for individual spiritual growth	55.38% 242
Desire to belong to a social justice community	48.97% 214
Affiliation with one or more groups within the church	37.53% 164
Ability to participate in music and the arts	32.27% 141
Religious Education program for my child/children	30.66% 134
Other (please specify)	9.15% 40
Total Respondents: 437	

Q8 How often do you participate in church-related activities other than Sunday morning, either inside or the outside of the church building?

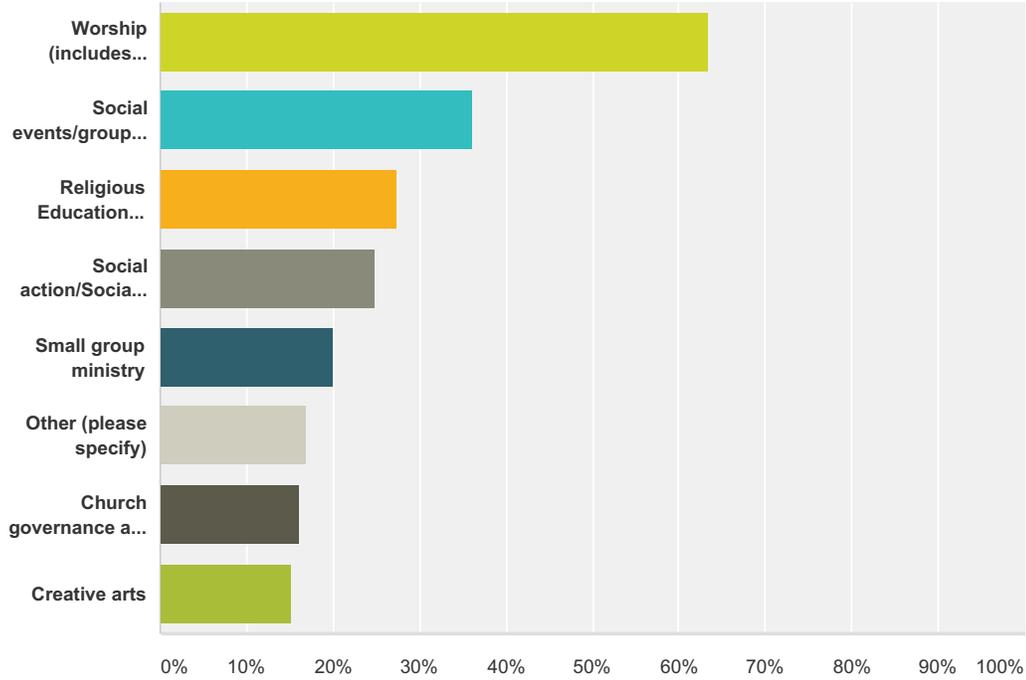
Answered: 434 Skipped: 21



Answer Choices	Responses
Once a month or less	26.04% 113
Rarely or never	20.97% 91
One or two times per month	19.82% 86
About three times per month	17.28% 75
At least once a week	15.90% 69
Total	434

Q9 In which categories of church activities do you spend most of your time and energy? CHECK ALL THAT APPLY

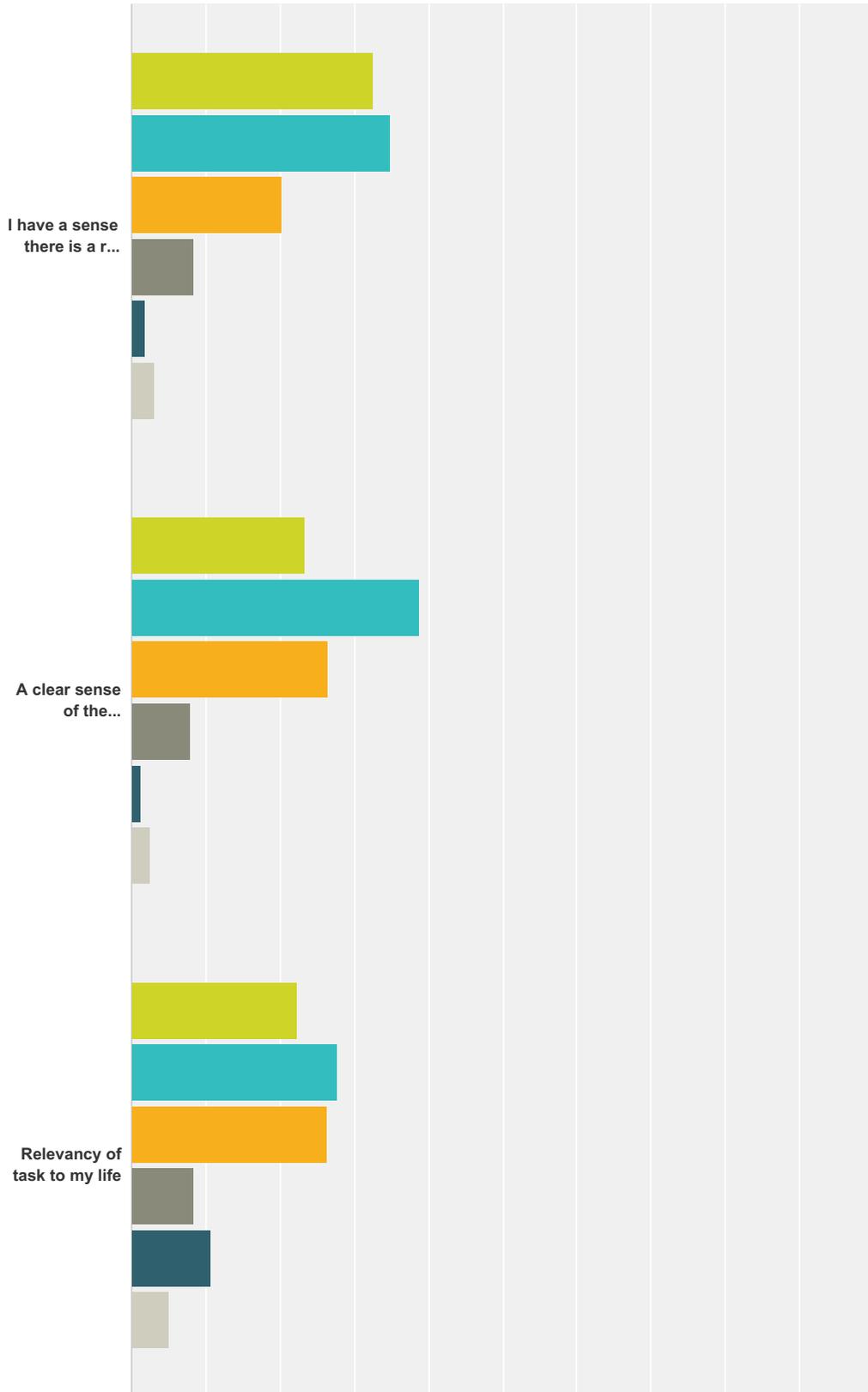
Answered: 419 Skipped: 36

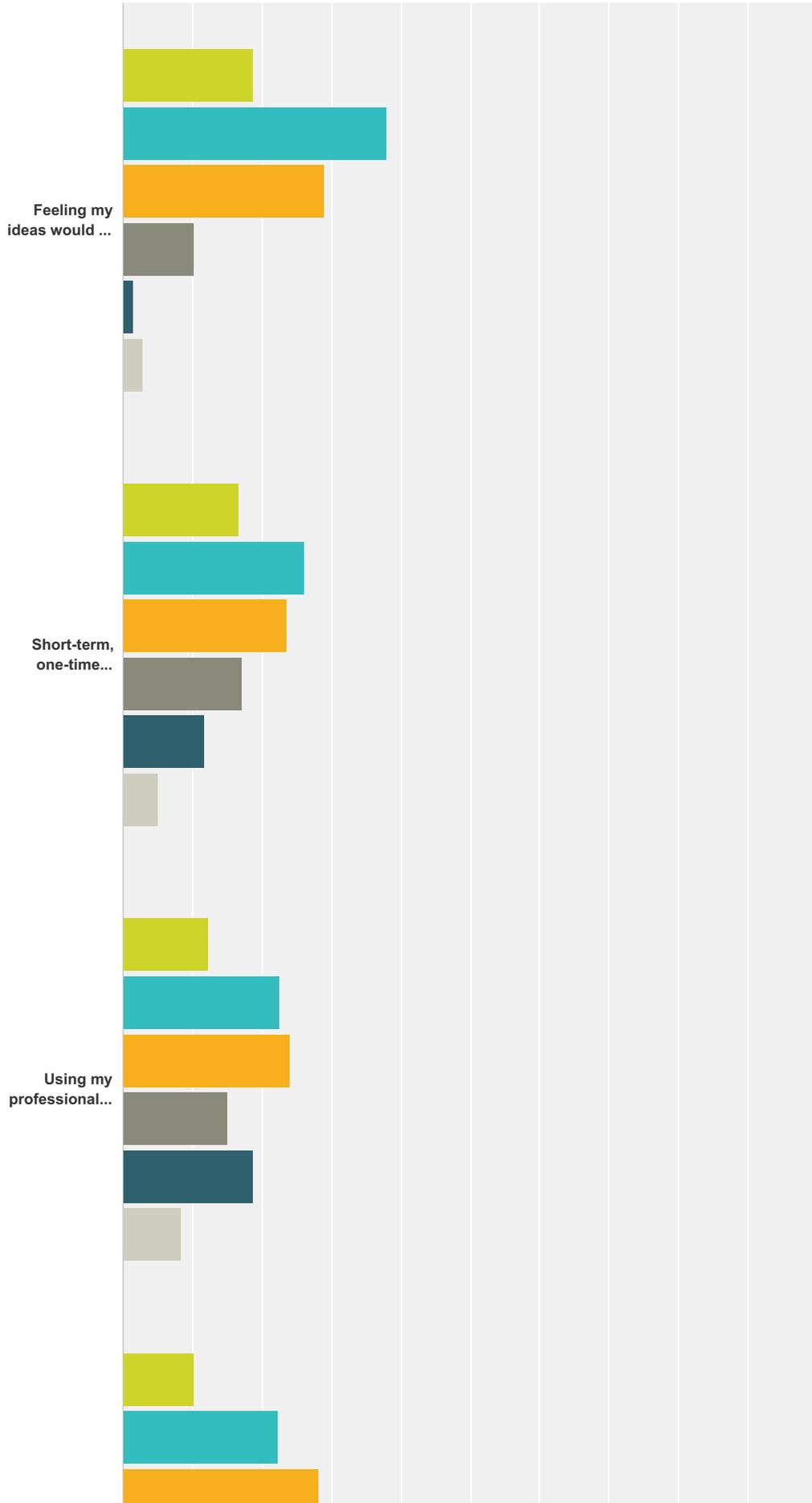


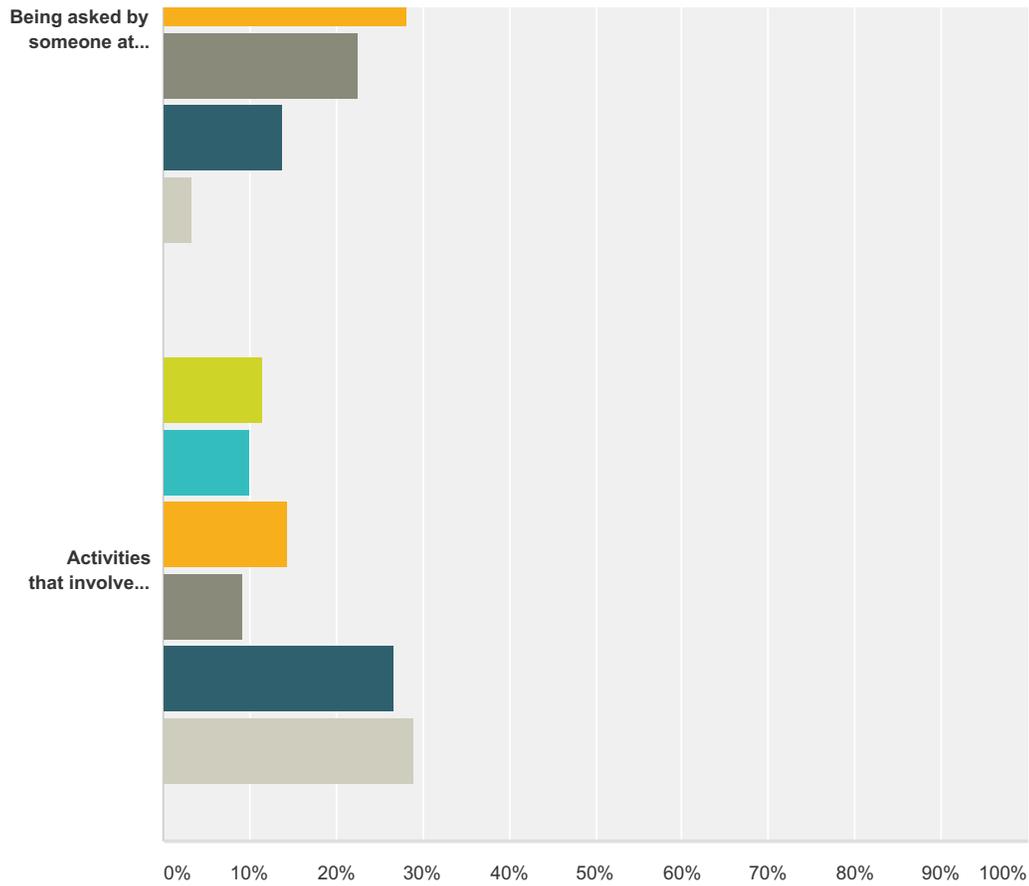
Answer Choices	Responses
Worship (includes Sunday morning attendance, Sunday morning lay leadership, ushers, greeters, meditation groups, etc.)	63.48% 266
Social events/groups and/or Study or Affinity groups (book club, discussion group, etc.)	36.04% 151
Religious Education (includes adult, youth and children RE)	27.45% 115
Social action/Social justice	24.82% 104
Small group ministry	20.05% 84
Other (please specify)	16.95% 71
Church governance and leadership (includes Board of Trustees, committee work, etc.)	15.99% 67
Creative arts	15.27% 64
Total Respondents: 419	

Q10 What factors are important to you when you consider volunteering your time at the church?

Answered: 423 Skipped: 32





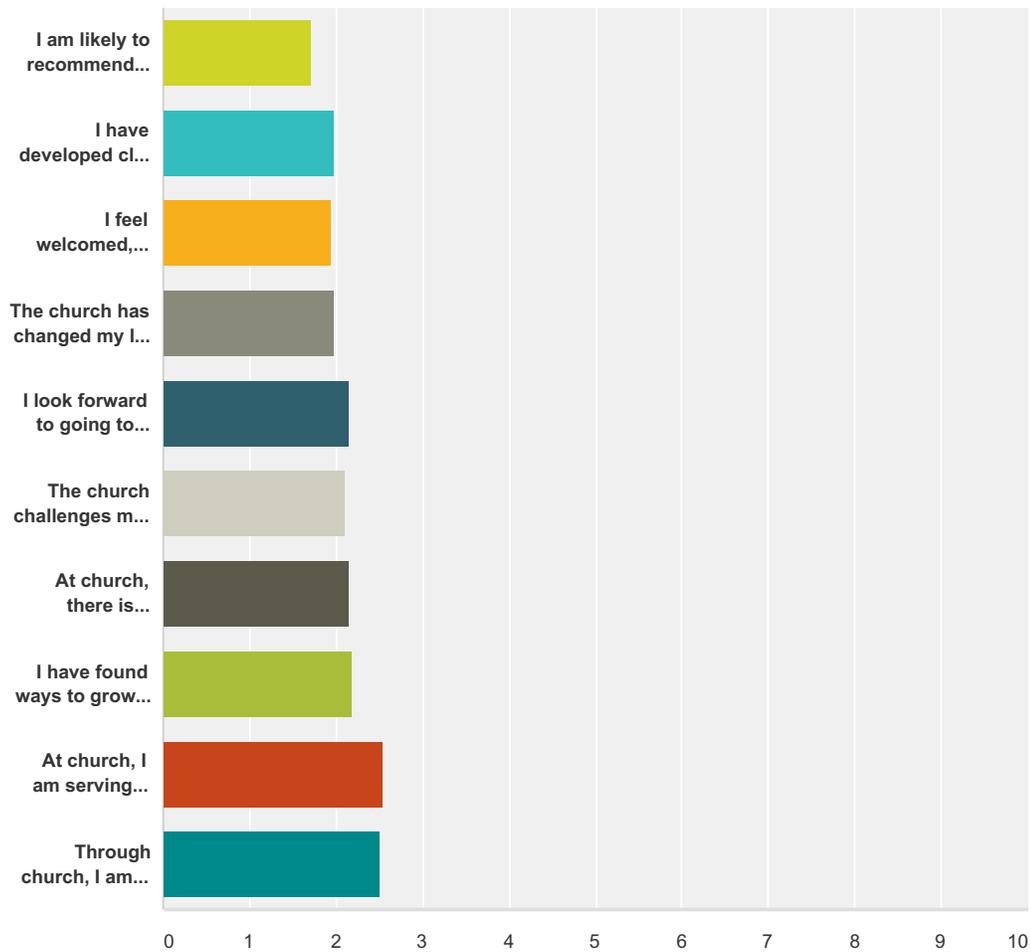


■ Extremely Important
 ■ Very Important
 ■ Important
 ■ Fairly Important
■ Not important
 ■ No Opinion

	Extremely Important	Very Important	Important	Fairly Important	Not important	No Opinion	Total Respondents
I have a sense there is a real need to be met	32.49% 128	34.77% 137	20.30% 80	8.38% 33	1.78% 7	3.05% 12	394
A clear sense of the activity's expected time commitments	23.29% 92	38.73% 153	26.58% 105	7.85% 31	1.27% 5	2.53% 10	395
Relevancy of task to my life	22.40% 86	27.86% 107	26.30% 101	8.33% 32	10.68% 41	4.95% 19	384
Feeling my ideas would be welcome	18.72% 73	37.95% 148	28.97% 113	10.26% 40	1.54% 6	2.82% 11	390
Short-term, one-time activities that are convenient to my schedule	16.80% 65	26.10% 101	23.51% 91	17.05% 66	11.63% 45	4.91% 19	387
Using my professional or vocational talents to help the church	12.30% 46	22.46% 84	24.06% 90	14.97% 56	18.72% 70	8.29% 31	374
Being asked by someone at church	10.26% 39	22.37% 85	28.16% 107	22.63% 86	13.68% 52	3.42% 13	380
Activities that involve me and my child/children	11.54% 39	10.06% 34	14.50% 49	9.17% 31	26.63% 90	28.99% 98	338

Q11 To what extent do you agree with the following statements?

Answered: 428 Skipped: 27

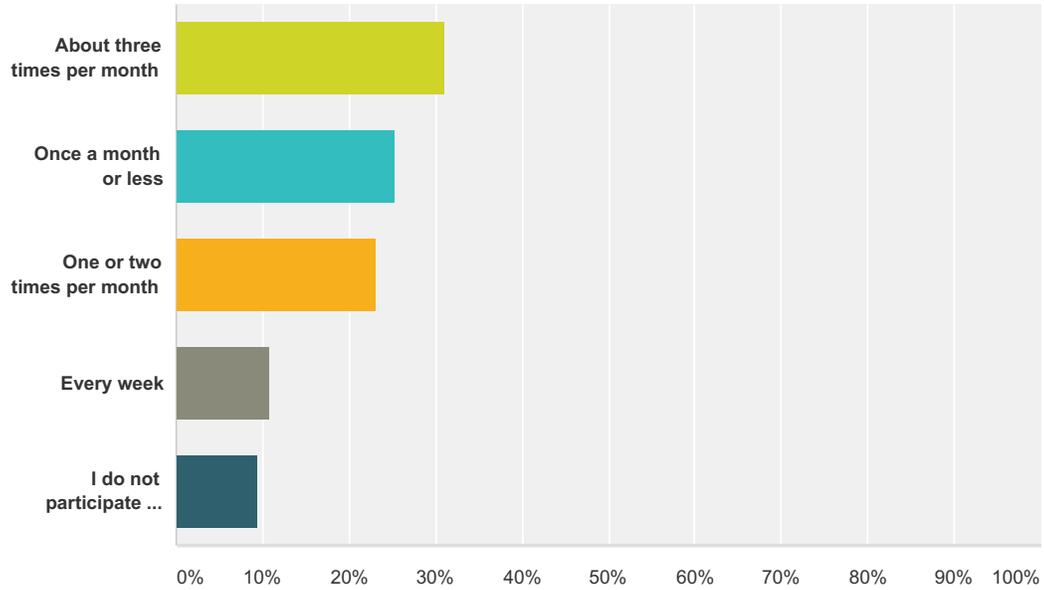


	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Total	Weighted Average
I am likely to recommend Foothills Unitarian Church to someone I know who is not a member or friend.	47.39% 200	38.63% 163	10.43% 44	2.84% 12	0.71% 3	422	1.71
I have developed close relationships with others at church.	36.41% 154	38.53% 163	16.55% 70	7.57% 32	0.95% 4	423	1.98
I feel welcomed, encouraged and able to be part of the church community.	32.62% 138	48.46% 205	12.77% 54	4.96% 21	1.18% 5	423	1.94
The church has changed my life in some way.	31.95% 131	44.88% 184	17.07% 70	4.39% 18	1.71% 7	410	1.99
I look forward to going to church most Sundays.	29.81% 127	37.79% 161	23.47% 100	6.34% 27	2.58% 11	426	2.14
The church challenges me to be my best self.	26.15% 108	43.34% 179	24.70% 102	5.08% 21	0.73% 3	413	2.11
At church, there is someone I could turn to if I needed help.	26.09% 108	43.24% 179	21.50% 89	6.76% 28	2.42% 10	414	2.16

I have found ways to grow spiritually and personally at church.	23.87% 100	44.39% 186	21.96% 92	7.88% 33	1.91% 8	419	2.20
At church, I am serving other people in the congregation.	15.72% 64	31.94% 130	36.86% 150	13.27% 54	2.21% 9	407	2.54
Through church, I am serving the larger community.	13.20% 54	41.08% 168	30.32% 124	12.22% 50	3.18% 13	409	2.51

Q12 During the last 12 months, approximately how often have you attended or participated in worship on Sundays?

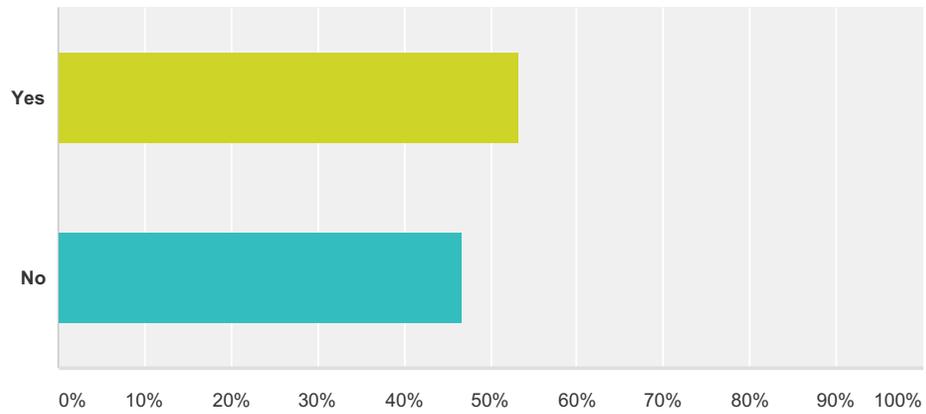
Answered: 434 Skipped: 21



Answer Choices	Responses
About three times per month	31.11% 135
Once a month or less	25.35% 110
One or two times per month	23.27% 101
Every week	10.83% 47
I do not participate in worship service on Sundays	9.45% 41
Total	434

Q13 Within the past 12 months, has there been a change in your attendance or engagement in the church?

Answered: 430 Skipped: 25



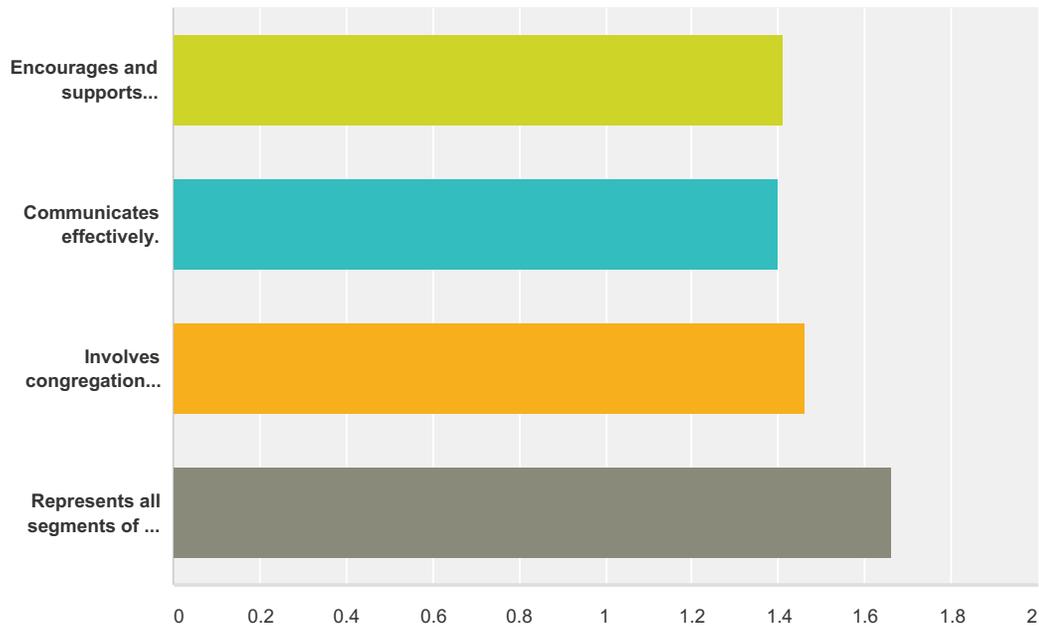
Answer Choices	Responses
Yes	53.26% 229
No	46.74% 201
Total	430

Q14 If you answered yes to the question above (# 13), please explain when and why.

Answered: 237 Skipped: 218

Q15 How do you see the role of our church leadership?

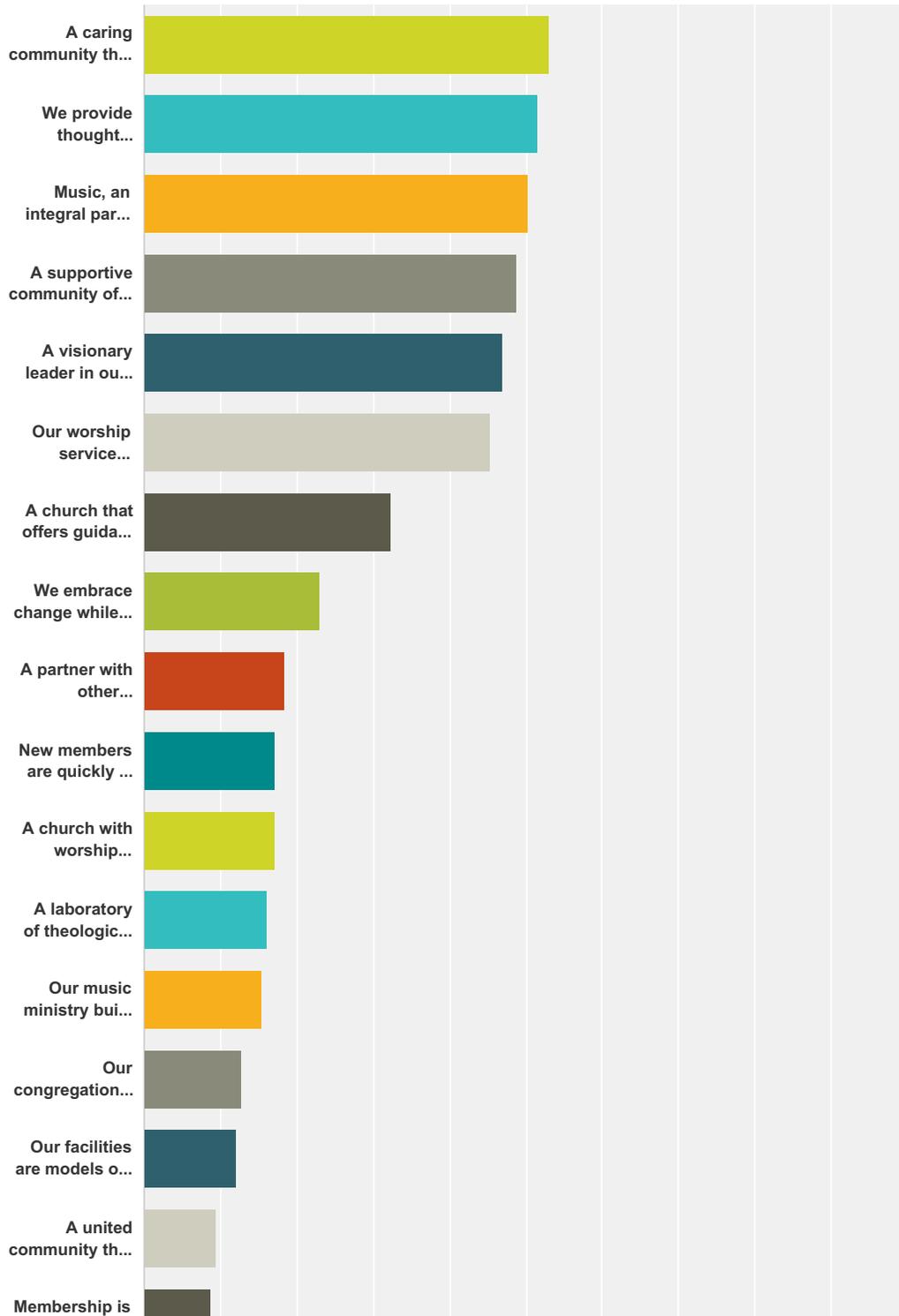
Answered: 426 Skipped: 29

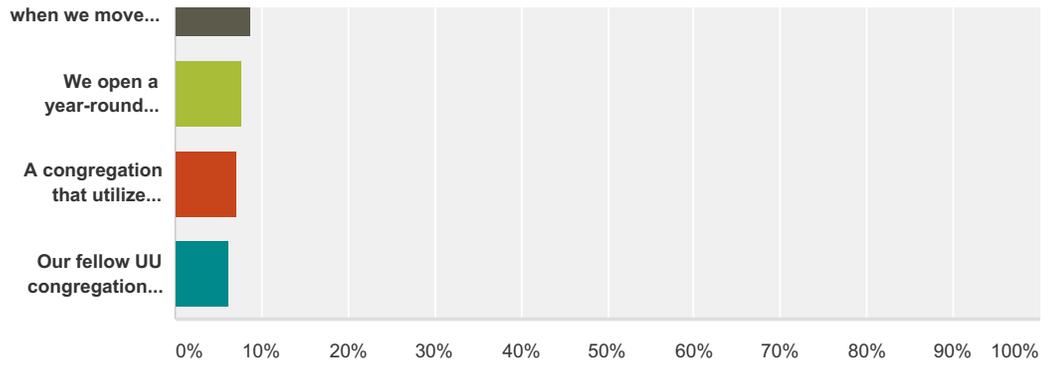


	Agree	Disagree	Uncertain	Total	Weighted Average
Encourages and supports development of new programs.	77.67% 327	3.56% 15	18.76% 79	421	1.41
Communicates effectively.	73.46% 310	13.03% 55	13.51% 57	422	1.40
Involves congregational input and buy-in on new initiatives.	71.84% 301	10.02% 42	18.14% 76	419	1.46
Represents all segments of the church community.	60.62% 254	12.89% 54	26.49% 111	419	1.66

Q16 The recent Appreciative Inquiry process resulted in 20 "Provocative Proposals" for the future of the church. Please check the five (5) proposals that you think are most important for our congregation to pursue. (CHECK ONLY 5)

Answered: 432 Skipped: 23

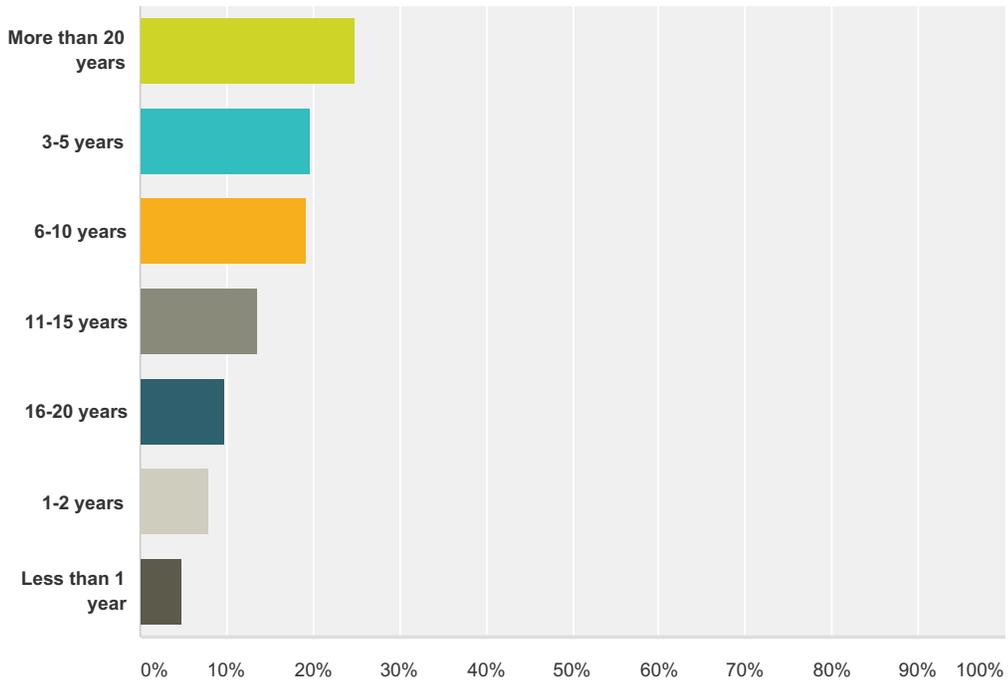




Answer Choices	Responses
A caring community that encourages a diversity of religious beliefs.	53.01% 229
We provide thought provoking worship that helps guide us through our spiritual journeys.	51.62% 223
Music, an integral part of the church, enlivens and inspires our congregation.	50.23% 217
A supportive community of belonging, compassion and spiritual care.	48.84% 211
A visionary leader in our community for social, economic and environmental justice.	46.99% 203
Our worship service connects all ages, nurtures inner growth, encourages a sense of humor and inspires one to act.	45.37% 196
A church that offers guidance through all ages and stages of the spiritual journey.	32.41% 140
We embrace change while respecting our traditions.	22.92% 99
A partner with other progressive faith communities to offer programs and social justice opportunities for Northern Colorado students.	18.29% 79
New members are quickly and fully assimilated into our community.	17.13% 74
A church with worship services and programming that draw on the rich talents and skills of members.	17.13% 74
A laboratory of theological ideas that create meaning and call us to action in the world.	15.97% 69
Our music ministry builds relationships and serves as an ambassador to our community.	15.51% 67
Our congregation is guided and mindful of succeeding generations.	12.73% 55
Our facilities are models of sustainability, inspiration and function.	12.04% 52
A united community that represents the full diversity of Northern Colorado residents.	9.49% 41
Membership is when we move from being served to serving.	8.80% 38
We open a year-round second hand store to support our commitment to re-use/recycle.	7.64% 33
A congregation that utilizes technology to reach out and multiply the impact of our ministries.	7.18% 31
Our fellow UU congregations recognize us as a resource.	6.25% 27
Total Respondents: 432	

Q17 How long have you been associated with the congregation?

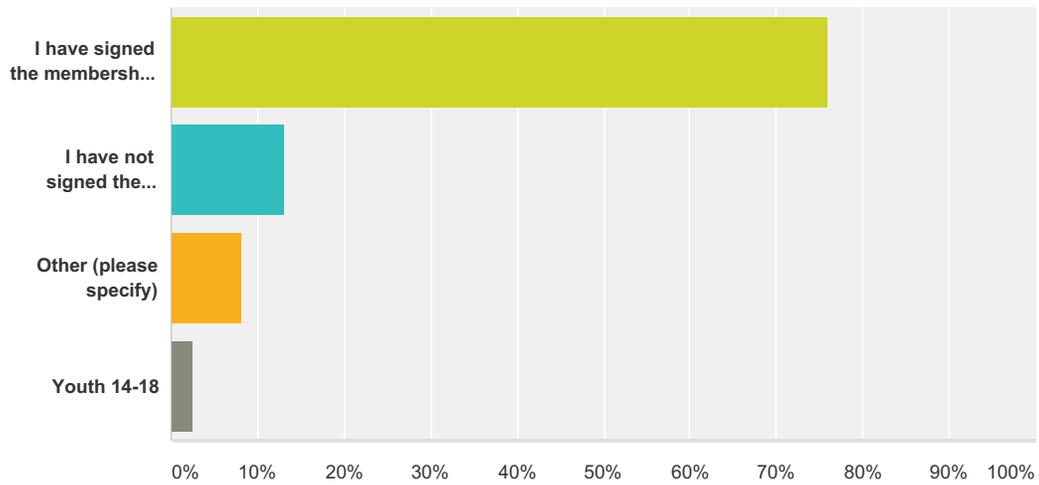
Answered: 437 Skipped: 18



Answer Choices	Responses
More than 20 years	24.94% 109
3-5 years	19.68% 86
6-10 years	19.22% 84
11-15 years	13.50% 59
16-20 years	9.84% 43
1-2 years	8.01% 35
Less than 1 year	4.81% 21
Total	437

Q18 What is your affiliation with the Foothills congregation?

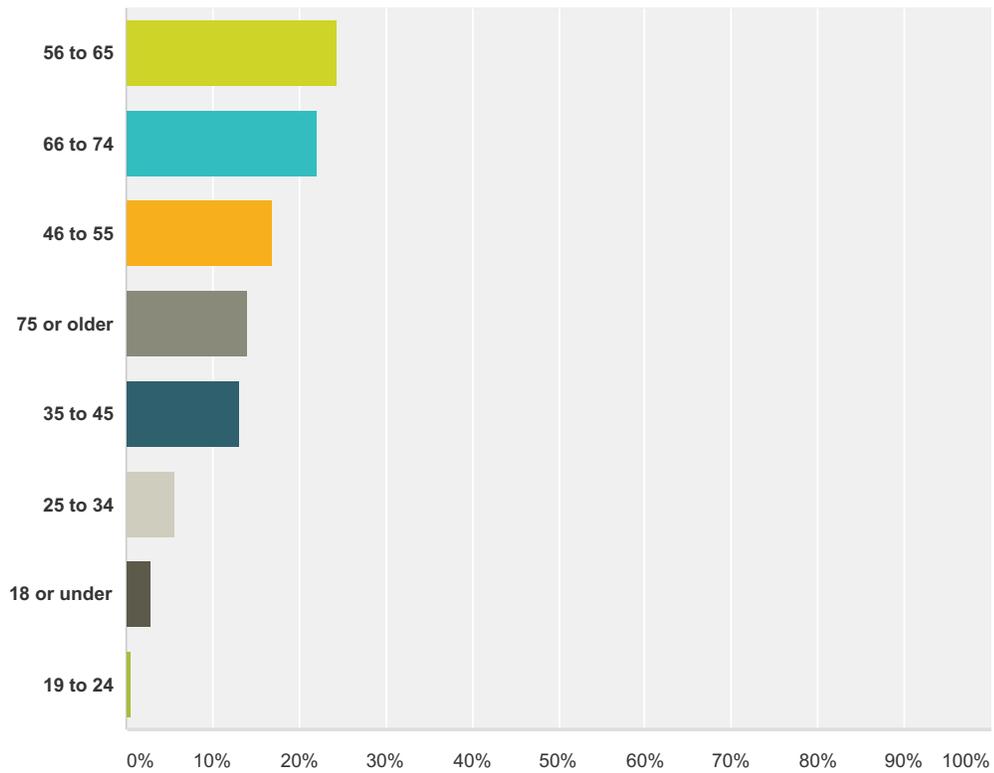
Answered: 426 Skipped: 29



Answer Choices	Responses
I have signed the membership book and am therefore a member.	76.06% 324
I have not signed the membership book but am active within the congregation and/or make an annual pledge.	13.15% 56
Other (please specify)	8.22% 35
Youth 14-18	2.58% 11
Total	426

Q19 What is your age?

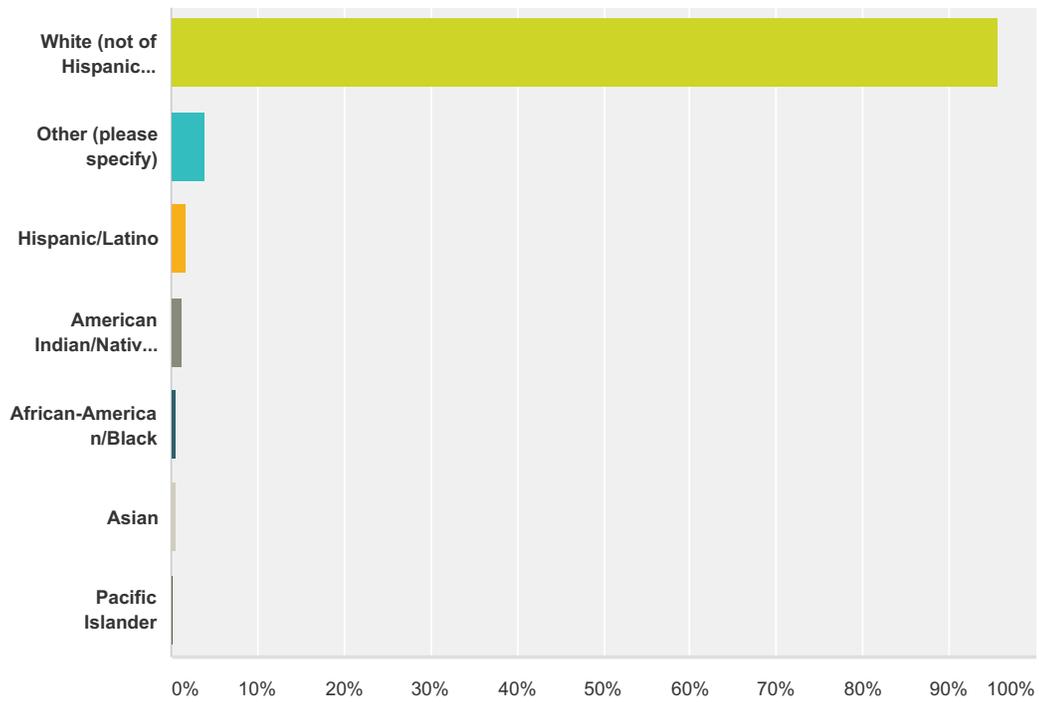
Answered: 430 Skipped: 25



Answer Choices	Responses	Count
56 to 65	24.42%	105
66 to 74	22.09%	95
46 to 55	16.98%	73
75 or older	13.95%	60
35 to 45	13.26%	57
25 to 34	5.58%	24
18 or under	3.02%	13
19 to 24	0.70%	3
Total		430

Q20 What is your ethnic/racial background? CHECK ALL THAT APPLY

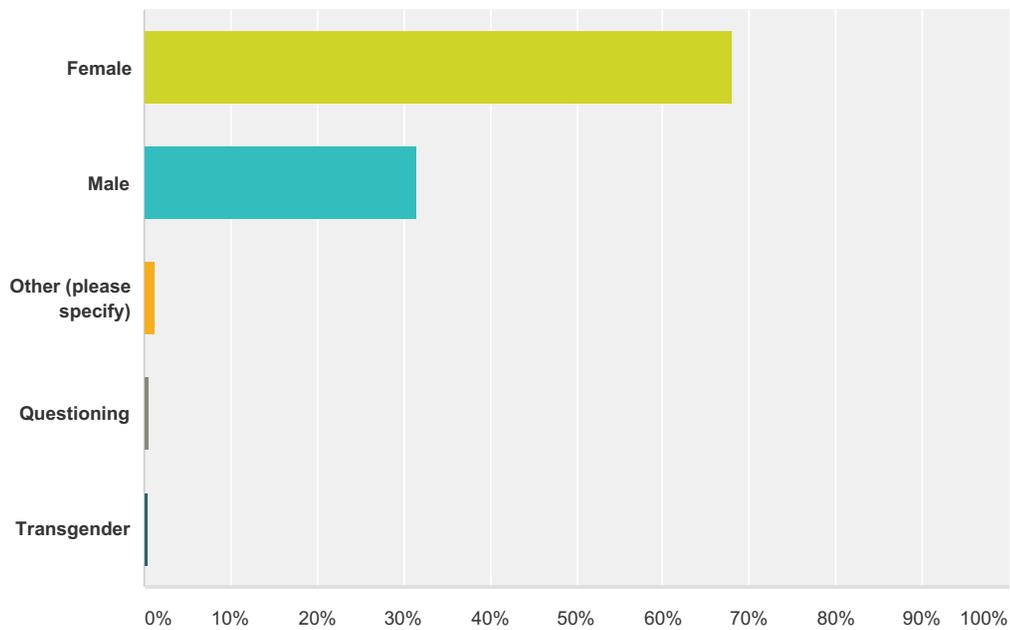
Answered: 429 Skipped: 26



Answer Choices	Responses	Count
White (not of Hispanic Origin)	95.57%	410
Other (please specify)	3.96%	17
Hispanic/Latino	1.63%	7
American Indian/Native American	1.17%	5
African-American/Black	0.70%	3
Asian	0.70%	3
Pacific Islander	0.23%	1
Total Respondents: 429		

Q21 What is your gender identity? (CHECK ALL THAT APPLY)

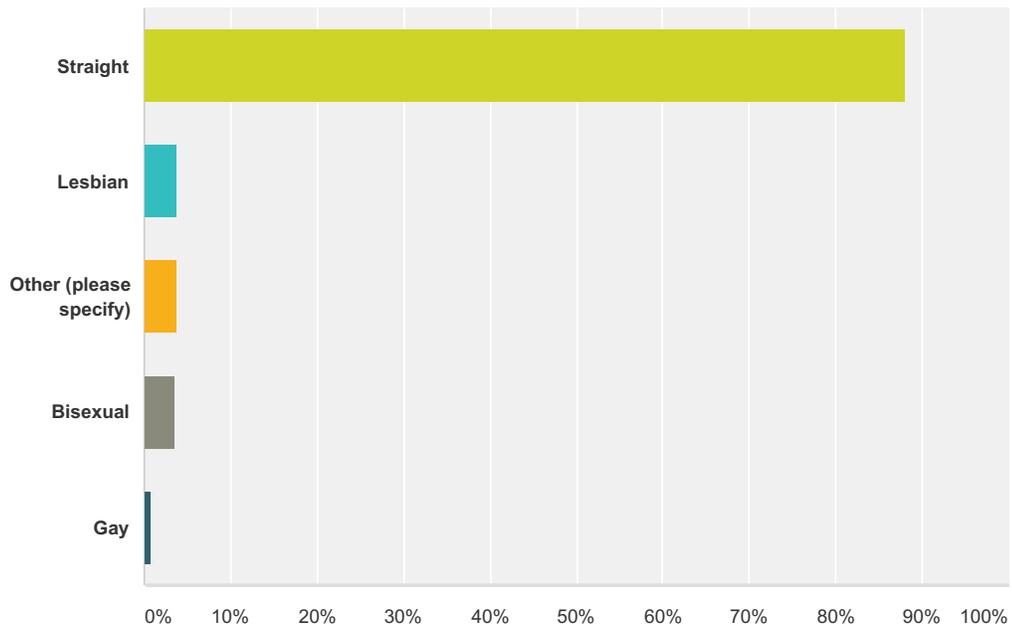
Answered: 431 Skipped: 24



Answer Choices	Responses	Count
Female	67.98%	293
Male	31.55%	136
Other (please specify)	1.16%	5
Questioning	0.70%	3
Transgender	0.46%	2
Total Respondents: 431		

Q22 What is your sexual orientation?

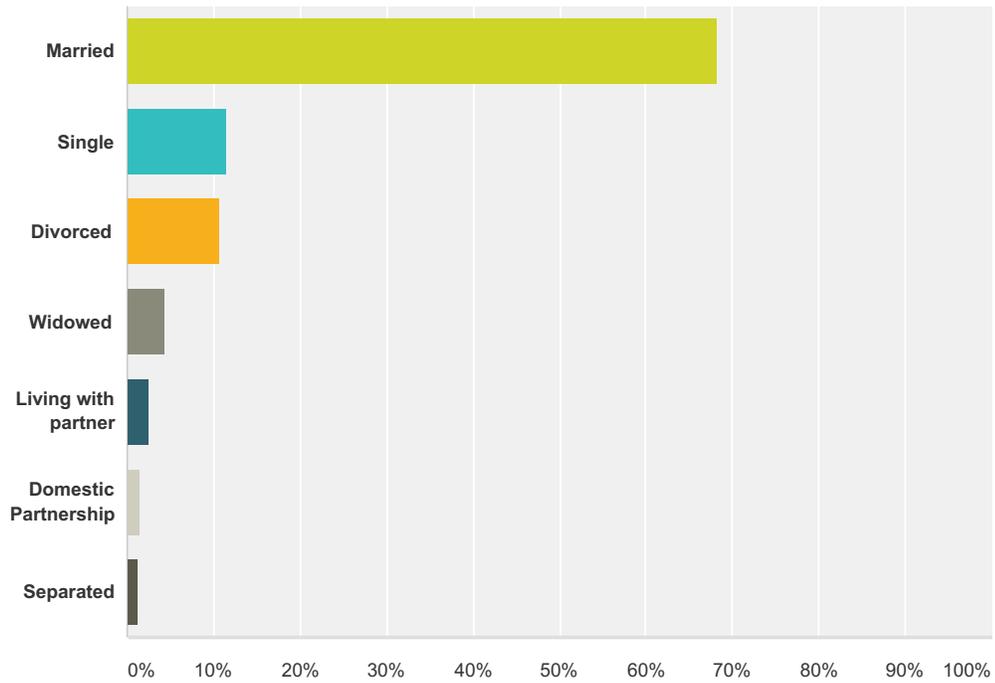
Answered: 427 Skipped: 28



Answer Choices	Responses	Count
Straight	88.06%	376
Lesbian	3.75%	16
Other (please specify)	3.75%	16
Bisexual	3.51%	15
Gay	0.94%	4
Total		427

Q23 What is your current marital status?

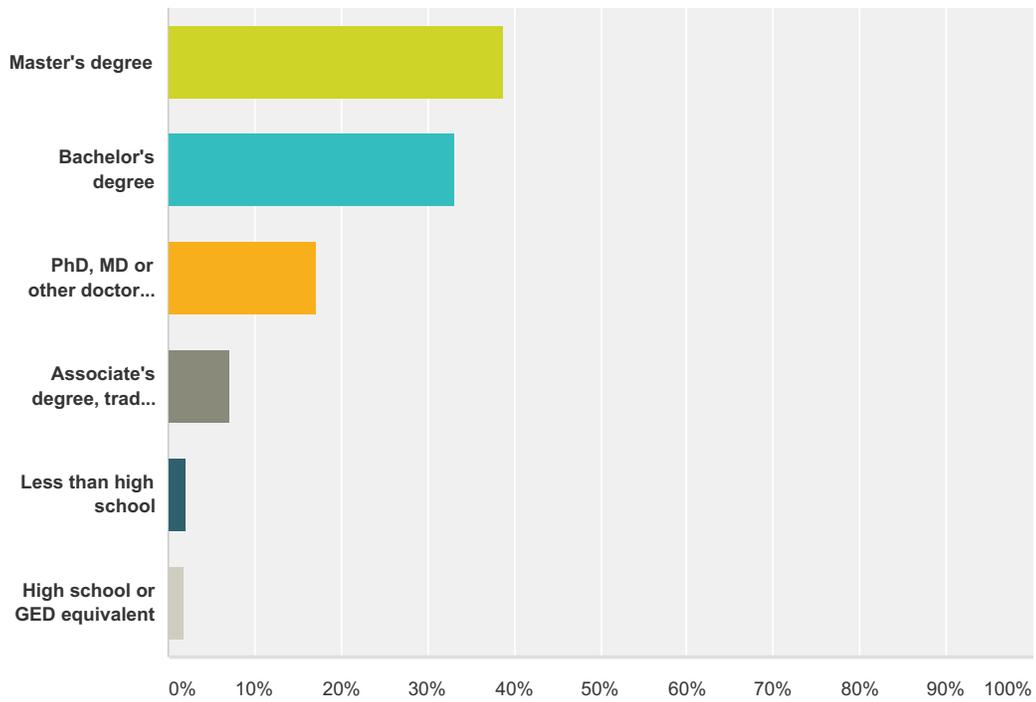
Answered: 425 Skipped: 30



Answer Choices	Responses
Married	68.24% 290
Single	11.53% 49
Divorced	10.59% 45
Widowed	4.47% 19
Living with partner	2.59% 11
Domestic Partnership	1.41% 6
Separated	1.18% 5
Total	425

Q24 What formal education have you completed?

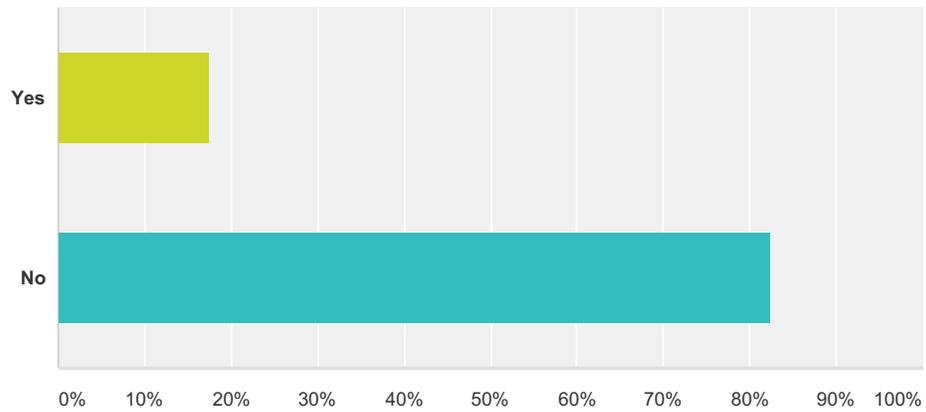
Answered: 428 Skipped: 27



Answer Choices	Responses
Master's degree	38.79% 166
Bachelor's degree	33.18% 142
PhD, MD or other doctoral degree	17.06% 73
Associate's degree, trade school or some college	7.01% 30
Less than high school	2.10% 9
High school or GED equivalent	1.87% 8
Total	428

Q25 Another household member is answering these questions (25-28) on my behalf?

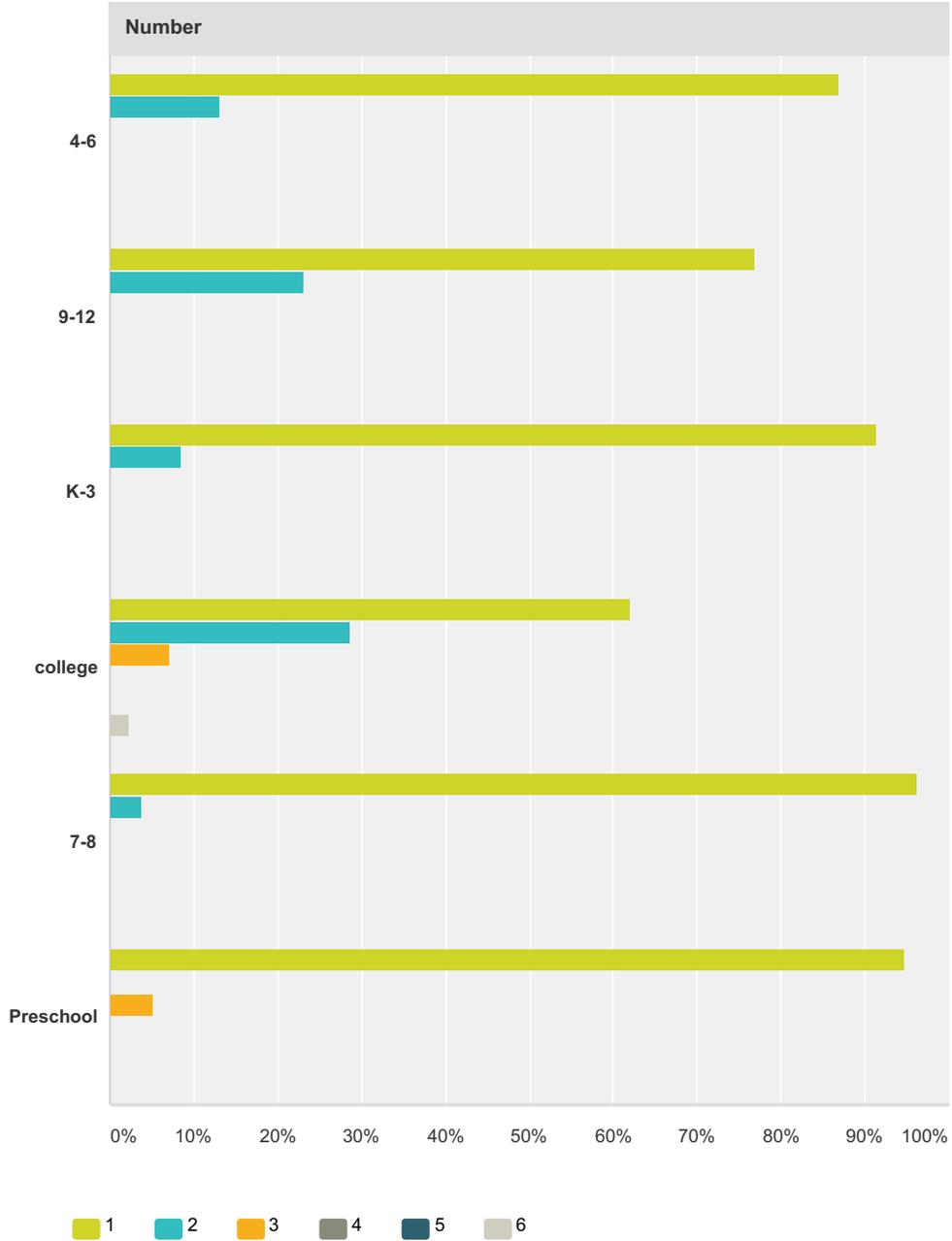
Answered: 404 Skipped: 51

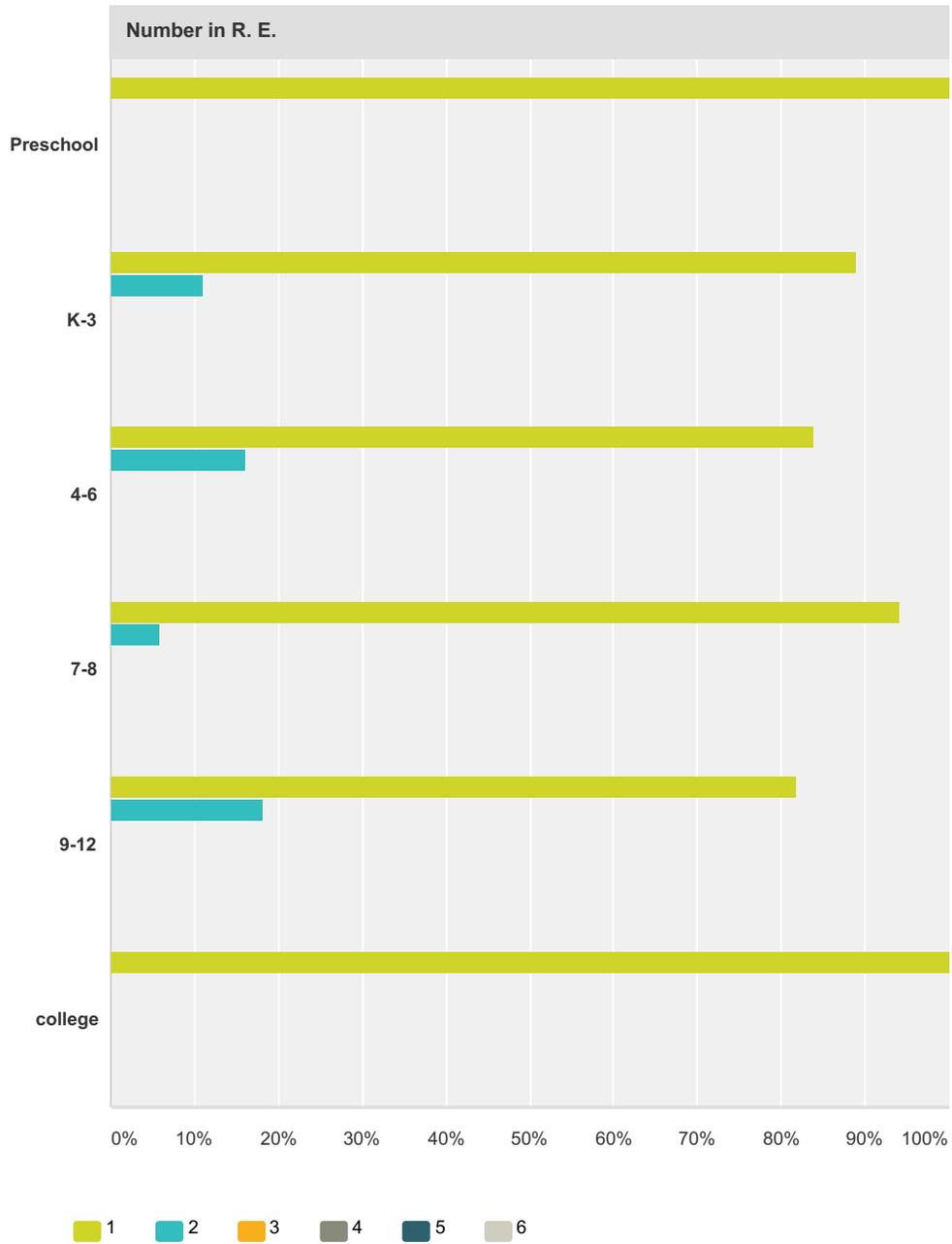


Answer Choices	Responses
Yes	17.57% 71
No	82.43% 333
Total	404

Q26 If you have children, please indicate how many you have in each grade by using the drop-down menu:

Answered: 142 Skipped: 313



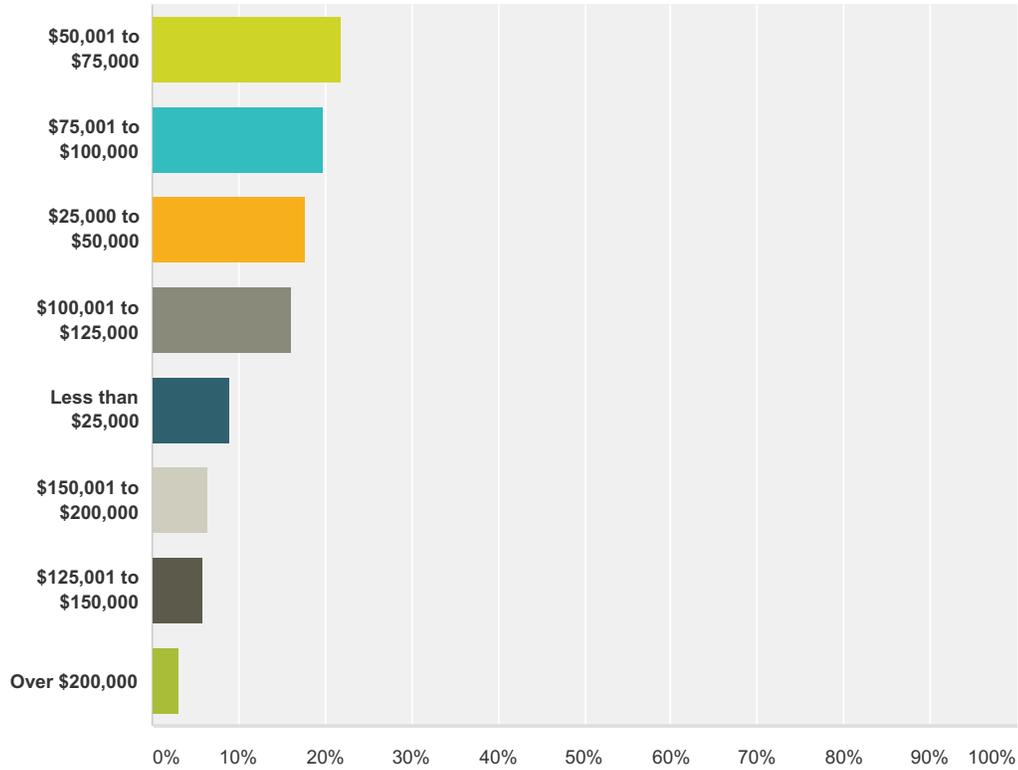


Number							
	1	2	3	4	5	6	Total
4-6	86.84% 33	13.16% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	38
9-12	76.74% 33	23.26% 10	0.00% 0	0.00% 0	0.00% 0	0.00% 0	43
K-3	91.43% 32	8.57% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	35
college	61.90% 26	28.57% 12	7.14% 3	0.00% 0	0.00% 0	2.38% 1	42
7-8	96.15% 25	3.85% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	26

Preschool	94.74% 18	0.00% 0	5.26% 1	0.00% 0	0.00% 0	0.00% 0	19
Number in R. E.							
	1	2	3	4	5	6	Total
Preschool	100.00% 13	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	13
K-3	88.89% 24	11.11% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	27
4-6	83.87% 26	16.13% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	31
7-8	94.12% 16	5.88% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	17
9-12	81.82% 18	18.18% 4	0.00% 0	0.00% 0	0.00% 0	0.00% 0	22
college	100.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	2

Q27 What was your total gross family/household income before taxes last year?

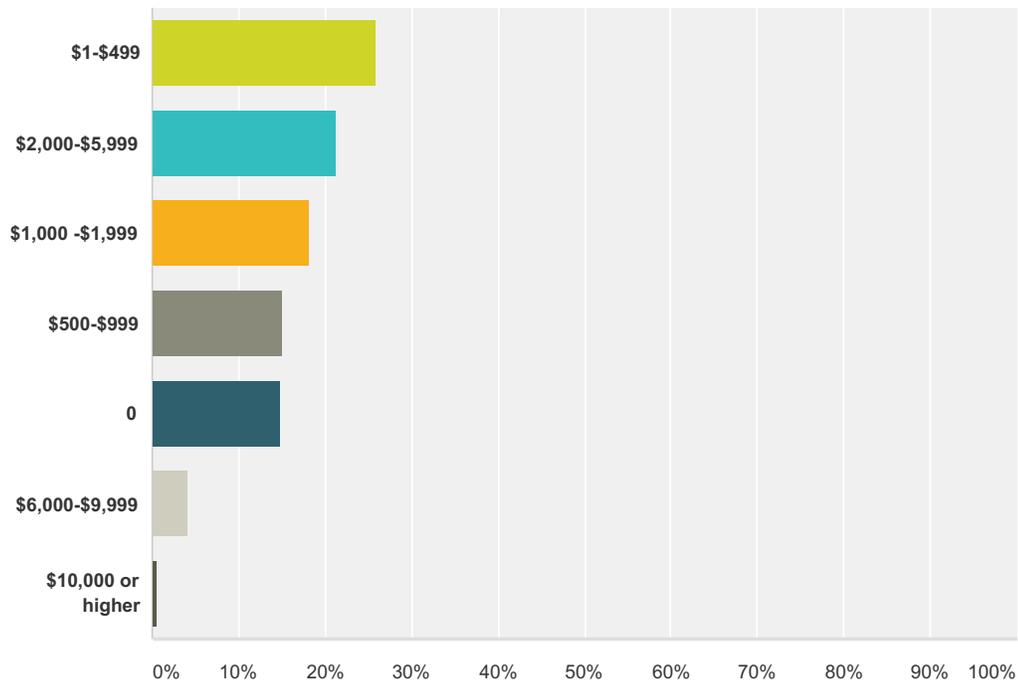
Answered: 323 Skipped: 132



Answer Choices	Responses
\$50,001 to \$75,000	21.98% 71
\$75,001 to \$100,000	19.81% 64
\$25,000 to \$50,000	17.65% 57
\$100,001 to \$125,000	16.10% 52
Less than \$25,000	8.98% 29
\$150,001 to \$200,000	6.50% 21
\$125,001 to \$150,000	5.88% 19
Over \$200,000	3.10% 10
Total	323

Q28 What is your current family/household pledge (not including capital campaign)?

Answered: 332 Skipped: 123



Answer Choices	Responses	
\$1-\$499	25.90%	86
\$2,000-\$5,999	21.39%	71
\$1,000-\$1,999	18.07%	60
\$500-\$999	15.06%	50
0	14.76%	49
\$6,000-\$9,999	4.22%	14
\$10,000 or higher	0.60%	2
Total		332

Q29 What does an incoming minister need to know about the culture of our church?

Answered: 285 Skipped: 170

Q30 What needs to change at Foothills Unitarian Church? How do you see yourself participating in the change you want?

Answered: 289 Skipped: 166

**Q31 What strengths does Foothills have
that we can build upon for our future?**

Answered: 292 Skipped: 163

Q32 Are there any other comments you would like to share?

Answered: 237 Skipped: 218