



Ministerial Search Survey Results

Draft Sept. 27, 2022

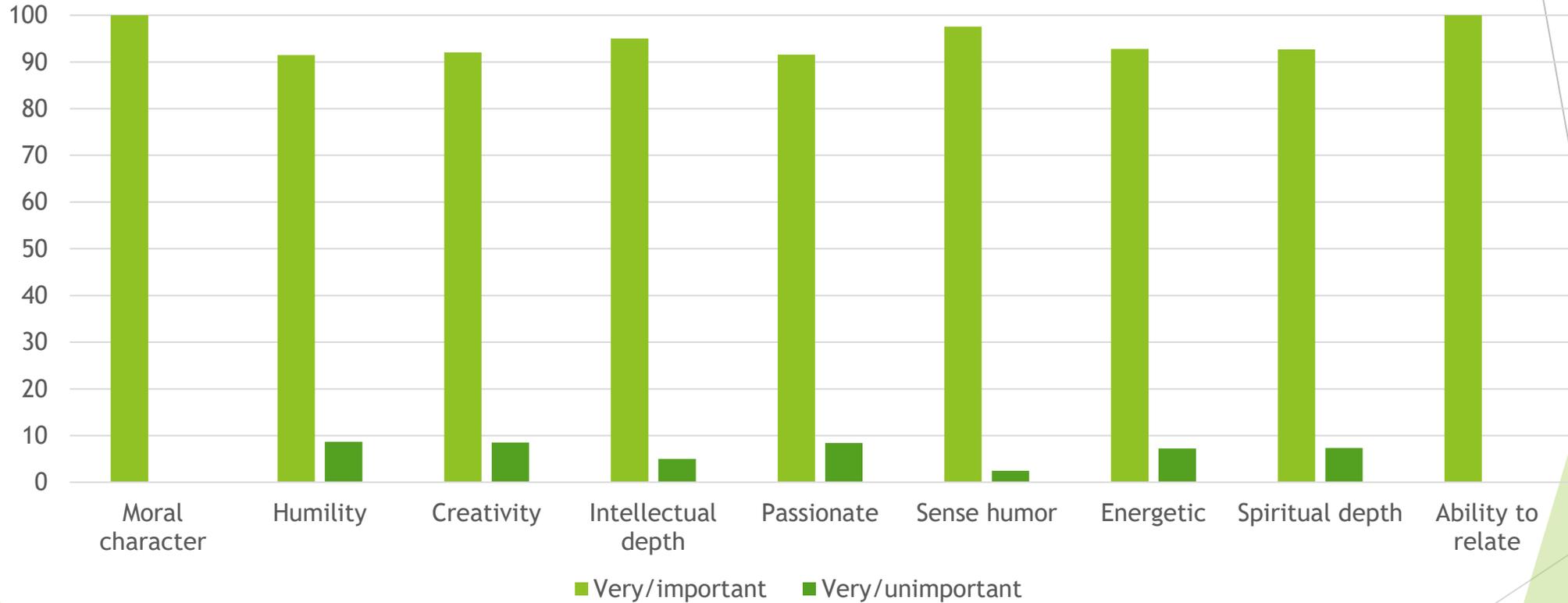
Survey conducted September 2022

Results based on 83 responses out of 180 requests, 46% response rate

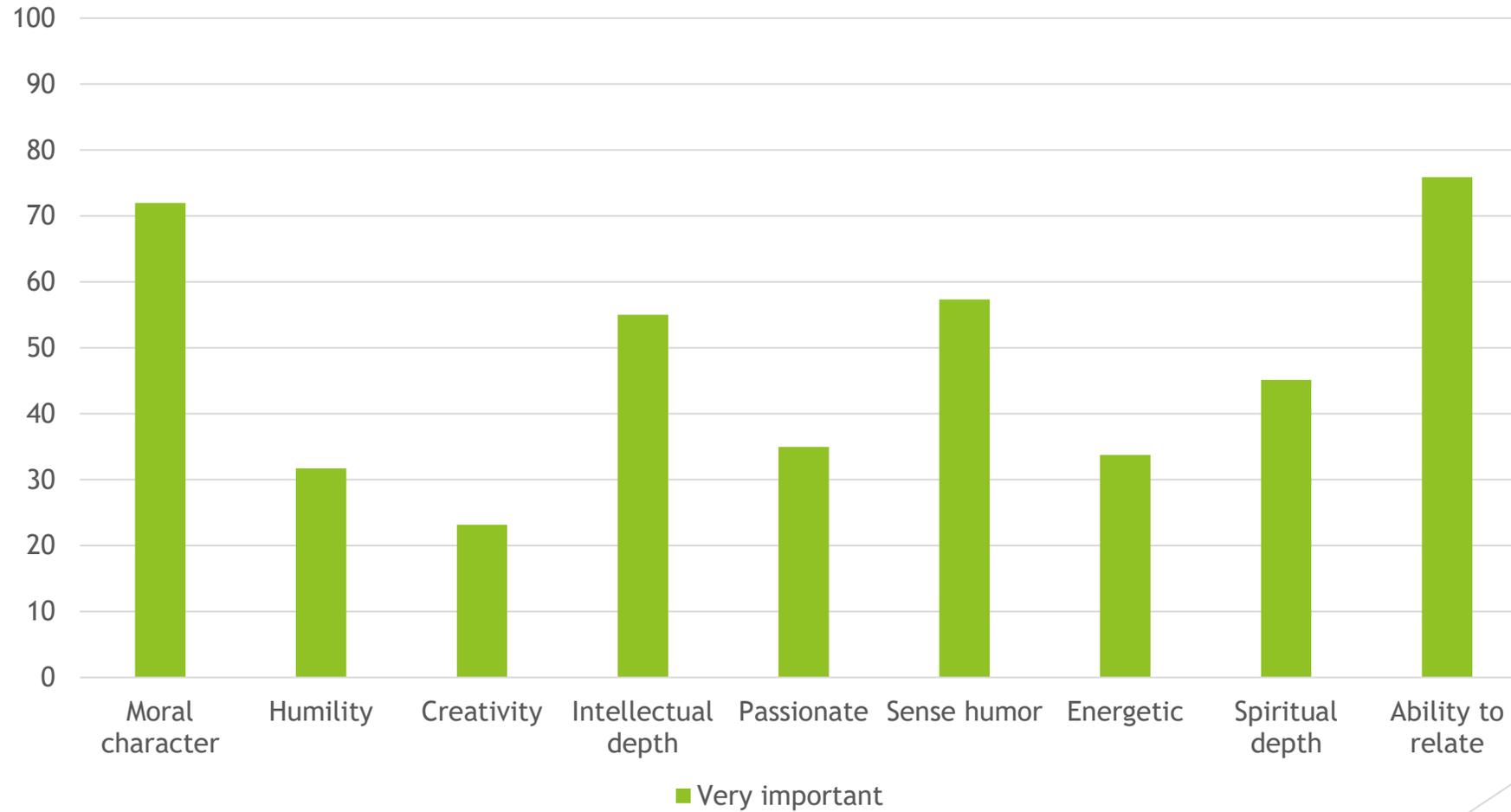
Average respondent demographics

- ▶ 65 years + (86.75%)
- ▶ Woman (67.50%)
- ▶ Member (82.72%)
- ▶ Attended church 6-20 years (65.86%)
- ▶ Raised in another faith (44.58%)
- ▶ Spirituality is very/important (84.33%)

Desired personal attributes in a new minister



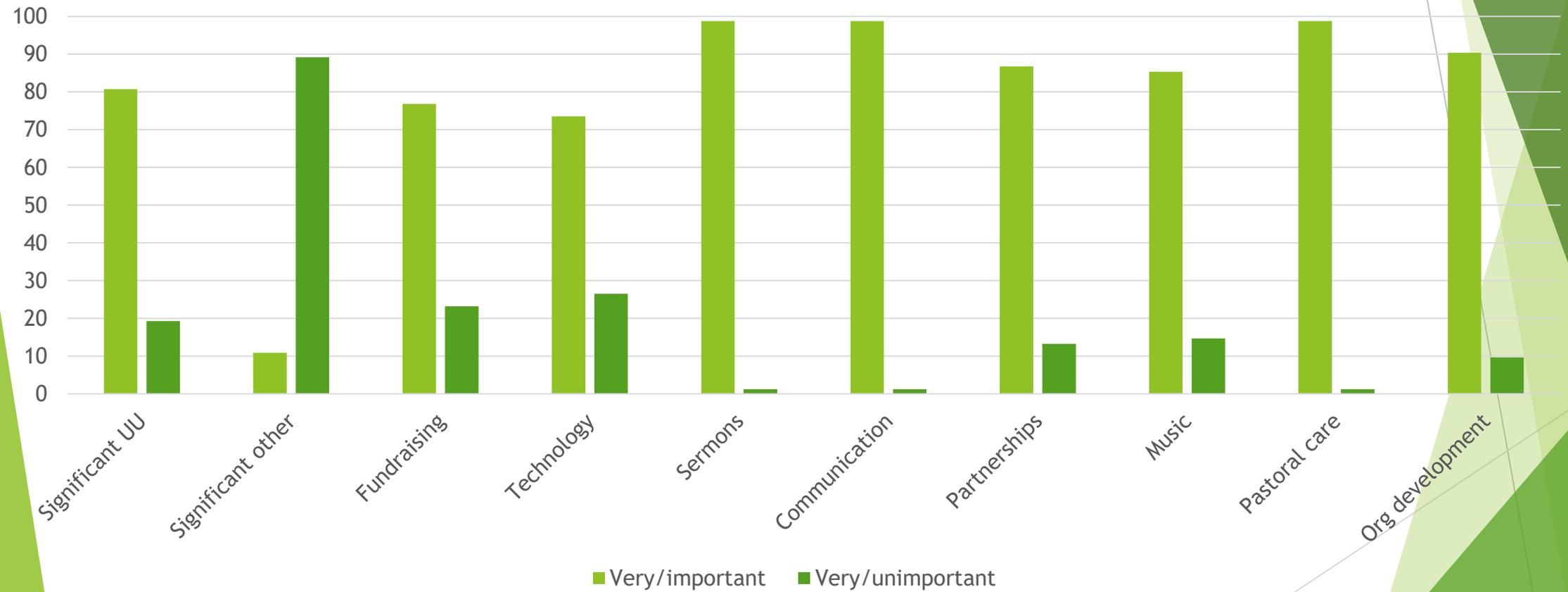
Very important personal attributes



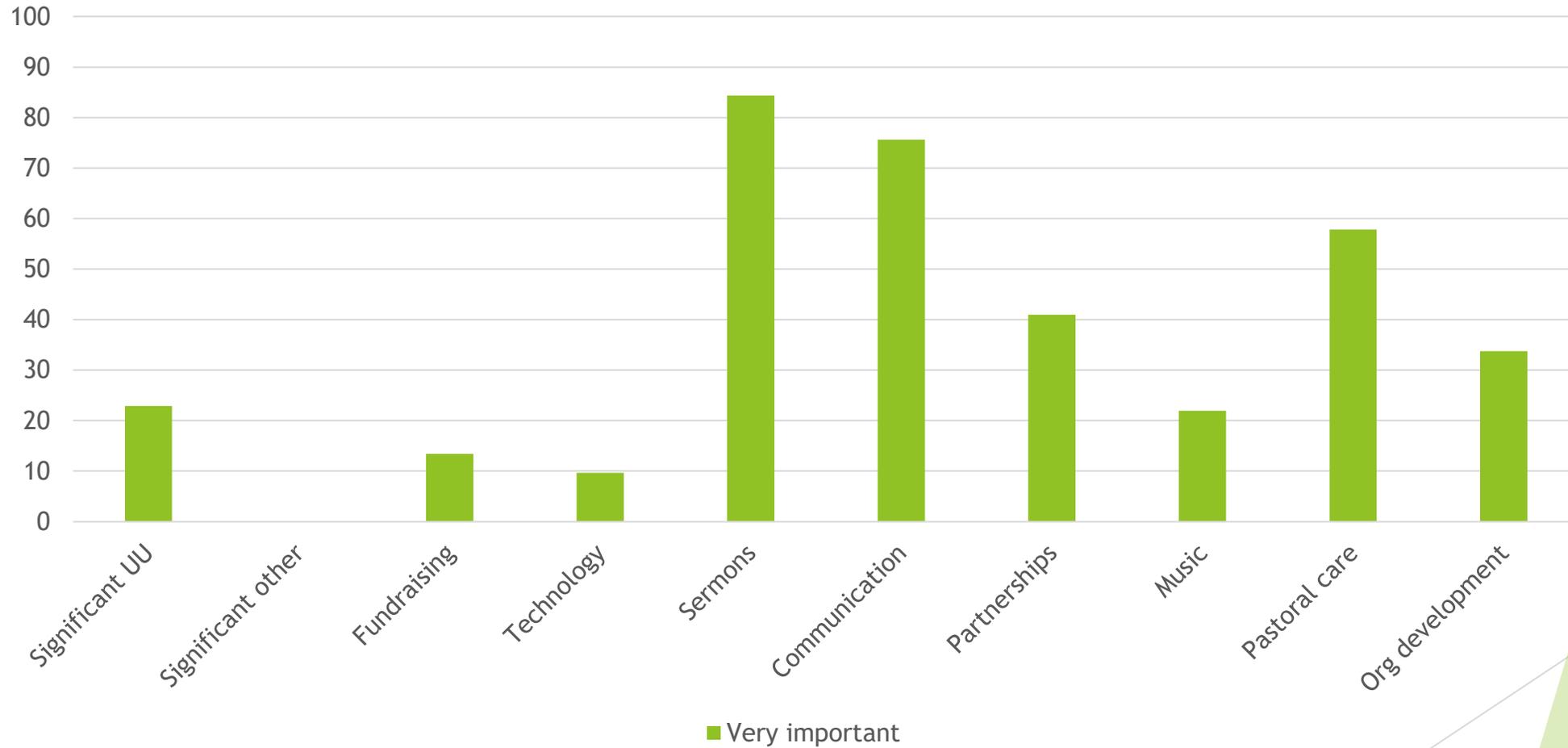
Highlights

- ▶ Personal attributes are all important, but some are more important than others.
- ▶ Highest very important attributes:
 - ▶ Ability to relate to diverse people- 75.9%
 - ▶ Moral character- 71.95%
 - ▶ Intellectual depth and rigor- 55%
- ▶ Highest unimportant attribute:
 - ▶ Humility- 8.54%

Desired professional attributes in a new minister



Very important professional attributes



Highlights

- ▶ More variation in scores than personal attributes
- ▶ Highest very important/important attributes:
 - ▶ Sermons- 98.8%
 - ▶ Pastoral care- 98.79%
 - ▶ Interpersonal communication- 98.78%
- ▶ Highest very important attributes:
 - ▶ Sermons- 84.34%
 - ▶ Interpersonal communication- 75.61%
 - ▶ Pastoral care- 57.83%
- ▶ Highest unimportant attribute:
 - ▶ Significant experience in another faith tradition- 89.16%

Role of new minister

- ▶ Top #1 choices:
 - ▶ Spiritual leader- 33.77%
 - ▶ Pastoral leader- 27.27%
 - ▶ Intellectual leader- 18.18%

- ▶ Highest last choice:
 - ▶ Community leader- 39.74%

Summary of comments about the minister

- ▶ Need someone who is warm, genuine and approachable.
- ▶ Build up the RE program and social justice activities.
- ▶ Focus on bringing someone who is young, innovative and modern.
- ▶ Some want a male minister; others want a female minister.
- ▶ Priority on diversity and incorporating different perspectives.
- ▶ Need someone who is a strong speaker who can deliver meaningful, thought-provoking sermons.

Participation in activities

▶ Top weekly activities:

- ▶ In-person service- 79.01%
- ▶ Volunteer at church- 28.95%
- ▶ Choir- 26.92%

▶ Top monthly activities:

- ▶ Volunteer at church- 22.37%
- ▶ Women's Group- 21.79%
- ▶ Virtual Sunday service- 20.99%

▶ Top quarterly activities:

- ▶ Questers-32.10%
- ▶ Adult classes- 28.75%
- ▶ Fundraising- 26.58%

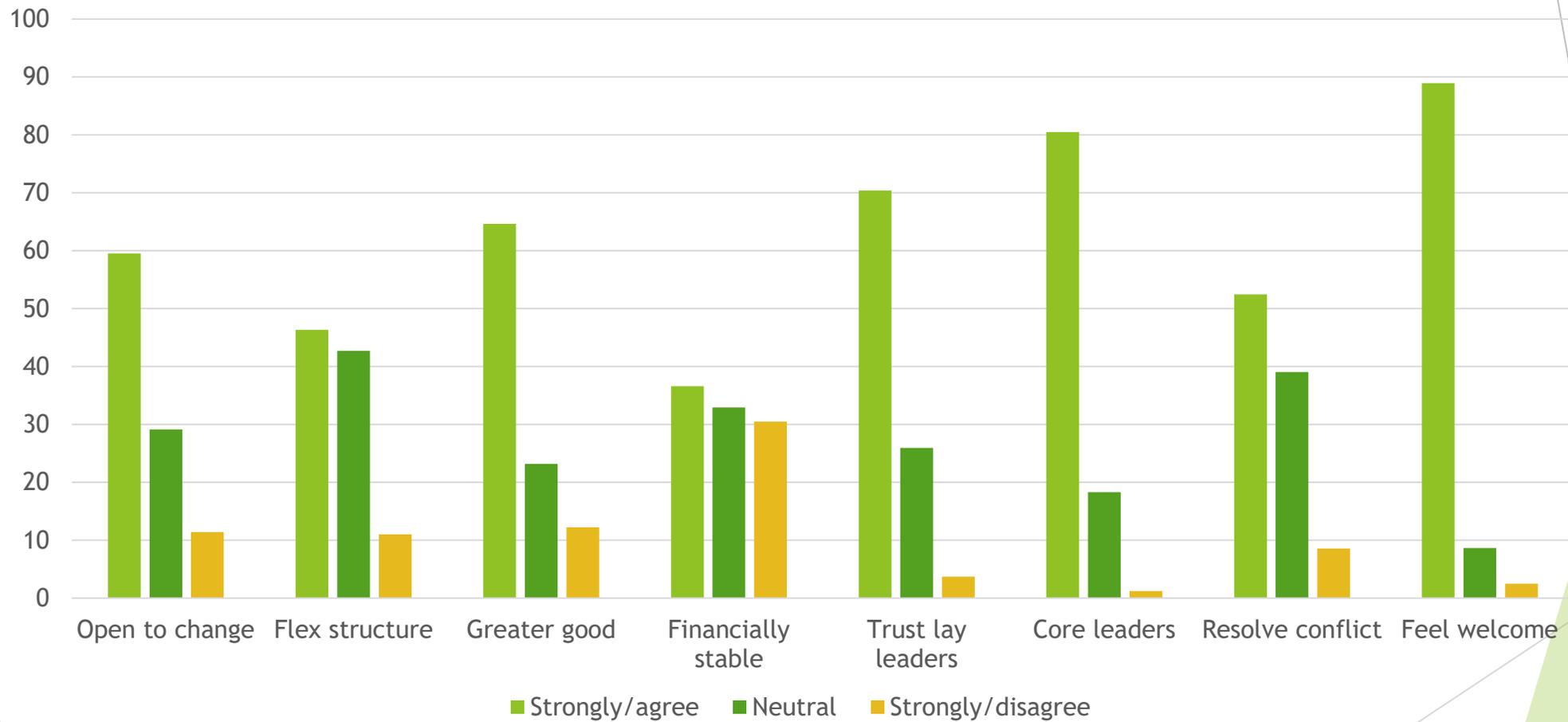
▶ Top annual activities:

- ▶ Fundraising- 30.38%
- ▶ Adult classes- 21.25%
- ▶ Social justice- 17.95%

Highlights

- ▶ People generally attend services and volunteer in the church on a weekly or monthly basis.
- ▶ People generally attend Questers, adult classes, and fundraising activities on a quarterly or annual basis.
- ▶ After attending in-person services weekly, the rate of participation drops off significantly.

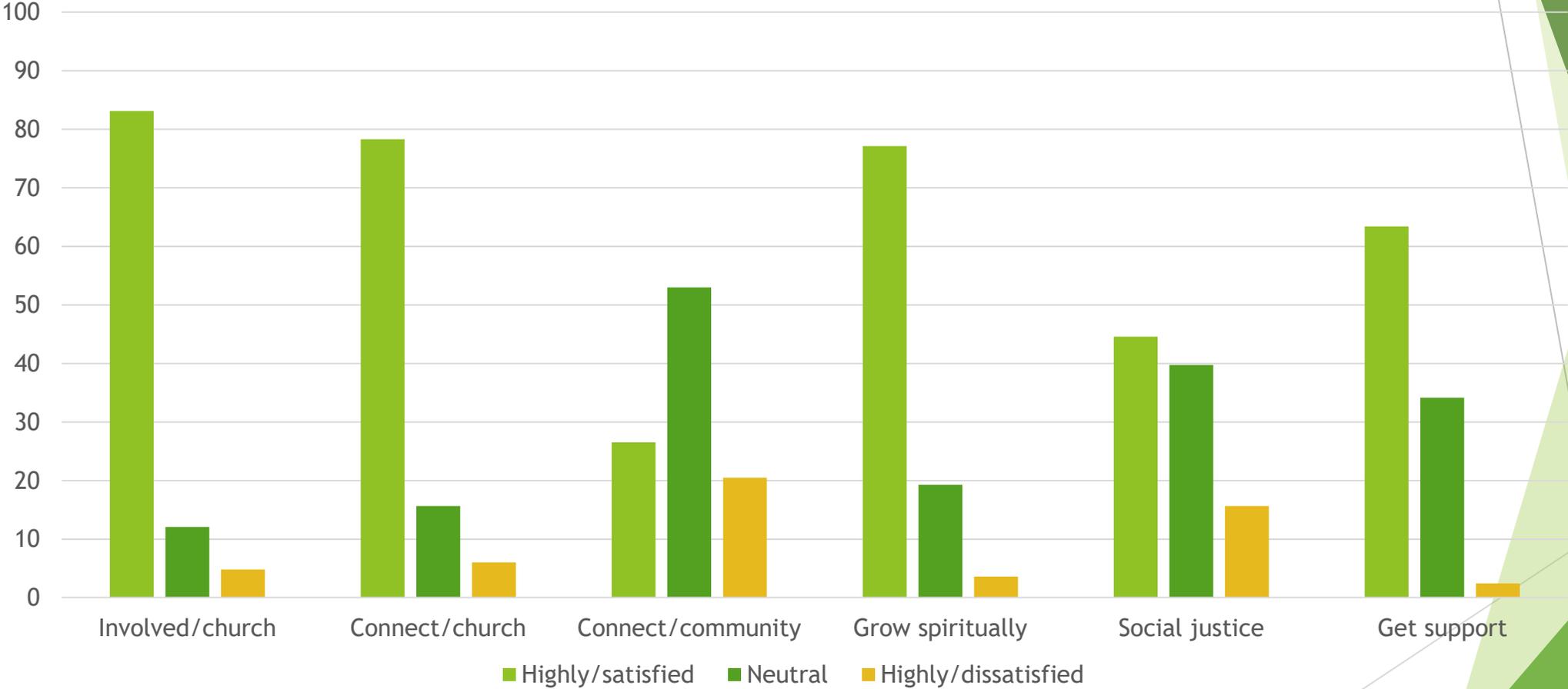
Levels of agreement about the church



Highlights

- ▶ Highest levels of agreement:
 - ▶ Feel welcome- 88.89%
 - ▶ Core leaders able to lead change- 80.49%
 - ▶ Trust lay leadership- 70.37%
- ▶ Highest level of disagreement:
 - ▶ Financial stability of church- 30.49%
- ▶ Highest neutral choice:
 - ▶ Flexible structure- 42.68%

Levels of satisfaction with opportunities



Summary of comments about becoming more inclusive

- ▶ Build community partnerships and social media presence.
- ▶ Engage visitors more when they come to the church.
- ▶ Invite the neighborhood and other faith communities to participate in social activities.
- ▶ Stay focused on building our foundation.
- ▶ Some think we are doing well in this area.
- ▶ Assess our compliance with ADA standards and make improvements as needed.
- ▶ Refer to us a congregation, not a church.
- ▶ Increase active support for LGBTQ+ activities.
- ▶ Mentor people of different ethnic groups who are new.
- ▶ Update the sound system for people who have hearing impairments.
- ▶ Provide materials and translation in Spanish.

Highlights

- ▶ Highest levels of satisfaction:
 - ▶ Involvement in church- 83.14%
 - ▶ Connect within church- 78.31%
 - ▶ Grow spiritually- 77.11%
- ▶ Highest levels of dissatisfaction:
 - ▶ Connections with the community- 20.48%
 - ▶ Social justice- 15.66%
- ▶ More neutral responses than other questions:
 - ▶ Community connections- 53.01%
 - ▶ Social justice- 39.76%
 - ▶ Receive support- 34.15%

Overall insights

- ▶ Respondents are looking for a minister who:
 - ▶ Builds diverse connections with the community and social justice activities outside the church.
 - ▶ Increases support to people within the church.
 - ▶ Delivers compelling sermons.
 - ▶ Fundraises and improves financial stability.
 - ▶ Leverages strong lay leadership.
 - ▶ Increases participation in activities outside of Sunday services.

Unique but important perspectives

- ▶ Interactions during social hour are centered around cliques.
- ▶ We say we are welcoming to the LGBTQ+ community but-
 - ▶ Structures like the Women's Group and Men's Group are not seen as welcoming to non-binary people.
 - ▶ There is a perception that LGBTQ+ people do not feel welcome and leave the congregation. Others do feel welcome.
- ▶ Not all come to the church for a spiritual experience, some just come for a sense of community.
- ▶ There is a desire for more ritual and spiritual elements in the services.
- ▶ Some families feel pressured to participate in RE and children's activities but would just like to attend services.
- ▶ Some would like the minister to live near the church.