

UUCWNC Settled Minister Search Congregational Questionnaire

1. What is your relationship to our congregation (UUCWNC)? Mark only one answer.

- () Member
- () Friend
- () Visitor
- () Staff
- () Other:

2. How long have you attended UUCWNC? Mark only one answer.

- () Less than 1 year
- () 1-2 years
- () 3-5 years
- () 6-10 years
- () 11-20 years
- () 21 years or more

3. What brought you to this congregation?

4. What keeps you here?

5. What is your faith background? Mark only one answer.

- () I was born into the Unitarian Universalist tradition.
- () I attended a UU congregation during my childhood/teenage years.
- () I came from another faith tradition.
- () I grew up in an interfaith family.
- () I was raised in another faith, but unchurched as an adult.
- () I was unchurched.

6. How many years have you been a Unitarian Universalist? Mark only one answer.

- () 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 a Unitarian Universalist.

Ministries, Activities, and Programs of UUCWNC:

7. What is your favorite thing about our congregation?

8. What do you believe are the three most important functions of our congregation?

9. What do you feel are the three most important functions of our minister?

10. On average, how often did you participate in the following activities during the last 12 months? Mark only one circle in each row.

	Weekly	Monthly	2-3 Times a Year	Yearly	Never
Sunday Worship Service	()	()	()	()	()
Quest Sunday Discussion Session	()	()	()	()	()
Children's Religious Education	()	()	()	()	()
Sunday Volunteer (e.g., welcome table, greeter, tech support, coffee hour)	()	()	()	()	()
Choir	()	()	()	()	()
Committee Involvement	()	()	()	()	()
Workshops and Webinars (e.g., 8th Principle, UUA, Adult RE)	()	()	()	()	()
Fundraising (e.g., plant sale, group dinners, concerts)	()	()	()	()	()
Group Social Activity (e.g., Full Moon, ROMEOS, JUULIETS, cookouts)	()	()	()	()	()
Board of Trustees meetings	()	()	()	()	()
Congregational Meetings (e.g., annual, special)	()	()	()	()	()
Social Justice or Similar Activity (within congregation or community-based)	()	()	()	()	()
District, Regional, or General Assembly	()	()	()	()	()

11. In which of these activities and programs do you feel most connected to the congregation?

Mark no more than three (3) activities.

- [] Sunday Worship Service
- [] Quest Sunday Discussion Session
- [] Children's Religious Education
- [] Sunday Volunteer (e.g., welcome table, greeter, tech support, coffee hour)
- [] Choir
- [] Committee Involvement
- [] Workshops and Webinars
- [] Fundraising (e.g., plant sale, group dinners, concerts)
- [] Group Social Activity (e.g., Full Moon, ROMEOS, JUULIETS, cookouts)
- [] Governance (e.g., Board meeting)
- [] Congregational Meetings
- [] Social Justice or Similar Activity
- [] District, Regional, or General Assembly
- [] Other:

Our Congregation (UUCWNC)

For the following items 12-22 refer to our congregation today. Please indicate the extent to which you agree or disagree with each statement, using the numerical scale of 1 (Strongly Disagree) to 5 (Strongly Agree). Mark only one per statement.

	Strongly Disagree	1	2	3	4	5	Strongly Agree
12. This congregation is generally open to change.							
13. This congregation has a flexible enough structure to implement new ideas easily.							
14. This congregation focuses on mission and the greater good, rather than the strong preferences of some individuals.							
15. There is a high level of trust in the leadership of this congregation.							
16. We have a core group of leaders able to lead change calmly and efficiently.							
17. The congregation does a good job of having difficult conversations.							
18. Our congregation adapts well to changing conditions in the local community and the world.							
19. I have concerns about our congregation's financial sustainability.							
20. I would like the size of our congregation to continue to grow.							
21. I would like our minister to focus on outreach vs. our congregation.							
22. I would like more congregational participation during worship service, even if the service extends beyond an hour.							

Sunday Worship Service

23. What elements of Sunday services are most meaningful to you?

24. What elements of Sunday services are least meaningful to you?

25. What type of content is most important to you in Sunday service? Mark only one answer.

- () All spiritual content / no intellectual content
- () Mostly spiritual content / some intellectual content
- () About half spiritual and half intellectual content
- () Mostly intellectual content / some spiritual content
- () All intellectual content / no spiritual content

26. Does the Sunday music program fulfill your spiritual needs? Mark only one answer.

- () Yes, completely
- () Somewhat
- () No, not very well
- () Other:

Expectations about our Next Settled Minister & Vision for our Congregation

27. Our new minister will be juggling many responsibilities. From the following list of different ministerial roles, please indicate up to five that are the most important for our congregation. Mark no more than five.

- [] Providing visible leadership in the greater Wilmington tri-county area
- [] Community building within the congregation (e.g., social events)
- [] Developing volunteers and lay leaders
- [] Providing pastoral care to support emotional, spiritual, and physical well-being
- [] Helping the congregation imagine its future and promoting change
- [] Presenting inspiring and challenging Sunday services
- [] Supervising the church staff
- [] Supporting families and multi-generational ministries
- [] Taking strong leadership in governance of the congregation
- [] Teaching religious classes and leading workshops
- [] Encouraging and facilitating social justice
- [] Managing the physical facilities and overseeing major changes to them
- [] Fostering growth and expansion of the congregation
- [] Conducting weddings, funerals, dedications, and celebrations
- [] Developing strong interfaith relationships in the community
- [] Other:

28. From the following list of different roles, please indicate which roles are:

(1) primarily the minister's responsibility, (2) mostly the congregation's, or (3) a shared responsibility.

	Primarily the Minister	Primarily the Congregation	Shared Responsibility
Providing visible leadership in the greater Wilmington tri-county area	()	()	()
Community building within the congregation (e.g., social events)	()	()	()
Developing volunteers and lay leaders	()	()	()
Providing pastoral care to support emotional, spiritual, and physical well-being	()	()	()
Helping the congregation imagine its future and leading change	()	()	()
Presenting inspiring and challenging Sunday services	()	()	()
Supervising the church staff	()	()	()
Supporting families and multi-generational ministries	()	()	()
Taking strong leadership in governance of the congregation	()	()	()
Teaching religious classes and leading workshops	()	()	()
Encouraging and facilitating social justice	()	()	()
Managing the physical facilities and overseeing major changes to them	()	()	()
Fostering growth and expansion of the congregation	()	()	()
Conducting weddings, funerals, dedications, and celebrations	()	()	()
Developing strong interfaith relationships in the community	()	()	()

29. What are your expectations for a minister's involvement in religious education for children?

30. What are your expectations for a minister's involvement in religious education for adults?

31. How important is a sense of humor in our new minister?

- () Very important
- () Somewhat important
- () Not important

32. Why should our future minister consider joining the next chapter of our congregation's journey?

33. If you did not agree with something the minister said or did, in most circumstances would you...

Mark only one answer.

- () Tell the minister directly
- () Write a note to the minister
- () Write a note to the Board
- () Tell those in my circles
- () Stifle, just keep my opinions to myself
- () Would think it said more about myself and less about the minister
- () Stop coming to church
- () Other:

34. It could become contentious if the new minister tried to change...: (please specify as briefly as possible)

35. It could be unifying and energizing if the new minister tried to change...: (please specify as briefly as possible)

Demographic Information

The Congregational Record (CR), which is the main document that ministerial candidates review, includes a section about our congregation's demographics. Answers to the following questions will help us accurately represent UUCWNC. Responses are anonymous, but you may skip any question that makes you uncomfortable.

36. What is your age?

- () Under 18
- () 18-29
- () 30-45
- () 46-64
- () 65-79
- () 80 years or older

37. With which racial or ethnic group do you most identify?

- () Asian
- () Black/ African American
- () Caucasian/ White
- () Latinx
- () Multiracial
- () Native American/ Alaskan Native
- () Pacific Islander
- () Other:

38. Do you consider yourself part of a multiracial family?

- () Yes
- () No

39. With which gender identity do you most identify? Mark all that apply.

- [] Female
- [] Male
- [] Gender Queer/ Gender Fluid
- [] Transgender
- [] Agender/ Gender Androgenous
- [] Other:

40. What is your sexual orientation? Mark only one answer.

- () Asexual
- () Bisexual
- () Pansexual
- () Heterosexual
- () Lesbian
- () Gay
- () Other:

41. What is your relationship status? Mark only one answer.

- () In a Committed Relationship
- () In Committed Relationships
- () Married
- () Separated or Divorced
- () Single
- () Widowed
- () Other:

42. How many children under the age of 18 are there in your family household? Note: If other adult family members are also filling out a form, please choose one family member to count the children. Mark only one.

- () None
- () 1
- () 2
- () 3
- () 4
- () 5 or more
- () Another family member is answering this question.

43. If you do have children under the age of 18 in your family household, how many are currently participating in the Religious Education program at UUCWNC? Again, if another adult family member is also filling out a form, please choose one family member to answer this question. Mark only one answer.

- () No children.

- () No children under the age of 18.
- () 1
- () 2
- () 3
- () 4
- () 5 or more
- () Another family member is answering this question.

44. What is the highest level of formal education you have completed? Mark only one answer.

- () Less than high school/ still in school
- () High School/ GED
- () Some college
- () 2-year college degree (Associate Degree, e.g., AA, AS)
- () 4-year college degree (e.g., BA, BS, etc.)
- () Trade School degree
- () Graduate or Professional degree (e.g., MA, MS, PhD, MD)
- () Other:

45. What is your current employment status? Mark all that apply.

- [] Employed full-time
- [] Employed part-time
- [] Homemaker
- [] Retired
- [] Self-employed/ Freelance
- [] Student
- [] Unable to work
- [] Unemployed and looking for work
- [] Unemployed and not looking for work
- [] Other:

46. Do you consider yourself to be differently abled?

- () No: Please skip to Question 47.
- () Yes: Please answer Question 46a.

46a. If you are differently abled, to what extent are your needs being met?

47. Which of the following income categories best describes your total annual household income? Mark only one answer.

- () Less than \$15,000
- () \$15,000 to \$34,999
- () \$35,000 to \$49,000
- () \$50,000 to \$74,999
- () \$75,000 to \$99,999
- () \$100,000 to \$199,999
- () \$200,000 or more

48. On average, how long does it take you to travel to UUCWNC from your home? Mark only one answer.

- () Less than 15 minutes
- () 15-30 minutes
- () 31-45 minutes
- () 46-60 minutes
- () More than 60 minutes

49. During the past 12 months, how many times have you attended a Sunday service via Zoom? Mark only one answer.

- () Never
- () 1-3 times
- () 4-6 times
- () 7-9 times
- () 10 or more times

Stewardship

The UUA indicates that ministerial candidates seek information about a congregation's finances and degree of support from its members (i.e. stewardship). As a reminder, survey responses are anonymous.

50a. If you pledge annually to UUCWNC, is it "Individual" or "Household"

- () Individual
- () Household
- () I do not currently pledge. Go to Question 51.

50b. What is your current UUCWNC annual giving pledge?

- () Less than \$300
- () \$300 - \$599
- () \$600 - \$999
- () \$1,000 - \$1,999
- () \$2,000 - \$2,999
- () \$3,000 - \$4,999
- () \$5,000 - \$9,999
- () \$10,000 or more

51. What do you take into consideration when deciding an amount to give?

52. When was the last time you changed your level of giving to UUCWNC? Mark only one answer.

- () This year
- () Last year
- () Two years ago
- () Three or more years ago
- () Never

53. What inspired your increase or decrease in giving?

54. Do you feel you understand how our congregation's funds are raised?

- () Yes
- () No
- () Not sure

55. Do you feel you understand how our congregation's funds are spent?

- () Yes
- () No
- () Not sure

56. How do you see the role of the minister in stewardship?

Culture

57. Please give one example of how you think our congregation currently lives its values.

58. What aspects of our congregation do you think feel slow, stuck, or need attention?

59. Are there identities in a ministerial candidate with which you would be less comfortable (e.g., ethnicity, race, sexual orientation, gender identity, disabilities, age, relationship status, other)? If so, please specify.

60. If our next settled minister does not meet all your expectations, are there other aspects of congregational life that would keep you fulfilled and participatory? If so, what are they?

Non-traditional Ministerial Options/ Looking Ahead

61. Our congregation has followed a traditional path of calling a settled minister who focused on Sunday services and congregational management. However, there are other styles and possibilities within our denomination. Would you be open to.: (Mark all that apply.)

- [] part-time minister
- [] community-based minister paired with increased administrative support
- [] primarily lay-led services
- [] sharing a minister with another congregation
- [] co-ministry within our congregation (two ministers and two salaries)
- [] None of the above
- [] Other:

62. What are your hopes for the future of our congregation?

63. Is there anything else you would like to share with the Settled Minister Search Committee?

Thank you for taking the time to complete this questionnaire! Your participation is highly valued and important for the future of our congregation.