

USG Congregational Survey

Thank you for taking the time to tell us about yourself and your experience of our congregation! We estimate the survey will take 20-30 minutes to complete. This survey will help you, your congregational leadership, your search committee, and your future minister understand our congregation better. Responses to these questions will help guide meeting discussions, and enrich the narrative that your search committee shares with ministerial applicants.

The survey has 4 sections: Participation and Perspective, Expectations of our next Settled Minister & Vision for our Congregation, Demographics, and Conclusion.

The raw data will be kept confidential. If a question makes you feel uncomfortable or too vulnerable, please check "prefer not to answer" when applicable. If you have questions or concerns, please contact the search committee at ministersearch@usguu.org.

Please be as honest as possible. Your leadership is ready to hear what you have to say. A summary and analysis will be reported out to the congregation.

Participation and Perspective (section 1 of 4)

Below are listed ministries and programs of The Unitarian Society of Germantown. We want to know how these affect your life as a person of faith.

On average how often did you participate in the following activities during the last year? Check the appropriate box.

	weekly	2x/ month	month- ly	2-3x a year	yearly	never
1. Sunday Morning Worship Service						
2. Sunday Volunteer (worship associate, sound tech support, usher, greeter, welcoming, kitchen, etc.)						
3. Alternative Worship Service (e.g., Diwali, Samhain..., etc.)						
4. Adult Spirituality (e.g. Weekly Mindfulness, "Exploring Elderhood")						
5. Young Adult Activities						
6. Youth Ministry						
7. Children's Religious Education						
8. Governance (Board Meetings, Congregational Meetings)						
9. Other Committee Meeting (e.g., Stewardship, Investment, Buildings and Grounds, Staff Search, etc.)						
10. Fundraising (organizing pledge drive, auction, share the plate, etc.)						
11. District, Regional, or General Assembly						
12. Other Regional Offerings						

(workshop, webinar, learning circles)						
13. Small Group Ministry						
14. Choir						
15. Social Justice Meeting or Event						
16. Black Lives Matter Activities						
17. Ukraine Vigils						
18. Family Activities						
19. Intergenerational Activities						
20. Other:						

Impact: looking back over the programs, ministries, and activities listed in the previous question, please choose one (or two at the most) programs for your responses to the following questions:

In which program, ministry, or activity do you feel most Unitarian Universalist?

Which program, ministry, or activity gives you concrete tools to live a dynamic UU life?

Which program, ministry, or activity inspires you to stretch and grow?

Which program, ministry, or activity gives you the deepest sense of belonging?

In which program, ministry, or activity have you experienced transcendence?

Please answer the following questions on a scale of 1-5, where 1 is Strongly Disagree, and 5 is Strongly Agree.

Strongly Disagree 1 2 3 4 5 Strongly Agree

	write a number 1-5
This congregation is generally open to change.	
This congregation has a flexible enough structure to implement new ideas easily.	
This congregation focuses on mission and the greater good, rather than the strong preference of some individuals.	
I am confident in our congregation's financial sustainability.	
There is a high level of trust in leadership in this congregation.	
We have a core group of leaders able to lead change in a non-anxious way.	
We do a good job of having difficult conversations and staying in relationship.	
Our mission and ministry continue to adapt to changing conditions in the world.	

What is your favorite thing about our congregation?

What do you perceive the top three functions of our congregation to be?

What do you perceive the top three functions of our minister to be?

Expectations of our next Settled Minister and Vision for our Congregation
(section 2 of 4)

Consider the following roles of our future minister: Choose 5 roles that are important to YOU.

- ☐ Pastoral Role - provides pastoral care, and, by example shows us how to care for one another
- ☐ Prophetic Role - helps us imagine our future and inspire us
- ☐ Leading the overall ministry of our congregation
- ☐ Presenting inspiring and challenging Sunday services
- ☐ Encouraging social justice engagement
- ☐ Developing volunteers and lay leaders
- ☐ Fostering a sense of community
- ☐ Supervising the church staff
- ☐ Providing visible leadership in Philadelphia
- ☐ Supporting families and multi-generational ministries
- ☐ Teaching classes and leading workshops

Consider the same roles of our future minister: Choose 5 roles that serve the good of the WHOLE CONGREGATION.

- ☐ Pastoral Role - provides pastoral care, and, by example shows us how to care for one another
- ☐ Prophetic Role - helps us imagine our future and inspire us
- ☐ Leading the overall ministry of our congregation
- ☐ Presenting inspiring and challenging Sunday services
- ☐ Encouraging social justice engagement
- ☐ Developing volunteers and lay leaders
- ☐ Fostering a sense of community
- ☐ Supervising the church staff
- ☐ Providing visible leadership in Philadelphia
- ☐ Supporting families and multi-generational ministries
- ☐ Teaching classes and leading workshops

Consider the same roles of our future minister: Choose 5 roles that will make the biggest impact on the NEXT GENERATION.

- ☐ Pastoral Role - provides pastoral care, and, by example shows us how to care for one another
- ☐ Prophetic Role - helps us imagine our future and inspire us
- ☐ Leading the overall ministry of our congregation
- ☐ Presenting inspiring and challenging Sunday services
- ☐ Encouraging social justice engagement
- ☐ Developing volunteers and lay leaders
- ☐ Fostering a sense of community
- ☐ Supervising the church staff
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If you didn't agree with something the minister said or did would you...

- ☐ Tell the minister immediately
- ☐ Write a note to the minister
- ☐ Write a note to the Board
- ☐ Tell those in your circles
- ☐ Stifle, just keep my opinions to myself
- ☐ Would think it said more about yourself and less about the minister.
- ☐ Stop coming to church
- ☐ Other: _____

It could become contentious if the new minister tried to change...

It could be unifying and energizing if the new minister tried to change:

Demographics (section 3 of 4)

This part, and all parts of the survey, will remain confidential and great care will be given to report out in a respectful way.

What is your age?

- ☐ Under 18
- ☐ 18-29
- ☐ 20-29
- ☐ 30-39
- ☐ 40-49
- ☐ 50-59
- ☐ 60-69
- ☐ 70-79
- ☐ 80 years or older
- ☐ Prefer not to answer

Which racial or ethnic identity/identities do you hold? Please check all that apply.

- ☐ Asian
- ☐ Black/ African-American
- ☐ Caucasian/ White
- ☐ Latinx
- ☐ Multiracial
- ☐ Native American/ Alaskan Native
- ☐ Pacific Islander
- ☐ Other: _____
- ☐ Prefer not to answer

Do you consider yourself part of a multiracial family?

- ☐ Yes
- ☐ No
- ☐ Maybe
- ☐ Prefer not to answer

With which gender do you most identify? Please check all that apply.

- ☐ Woman
- ☐ Man
- ☐ Nonbinary
- ☐ Genderqueer/ Gender Fluid
- ☐ Transgender
- ☐ Two-spirit
- ☐ Agender/ Gender Androgynous
- ☐ Other: _____
- ☐ Prefer not to answer.

What is your sexual orientation? Please check all that apply.

- ☐ Asexual
- ☐ Bisexual
- ☐ Pansexual
- ☐ Heterosexual
- ☐ Lesbian
- ☐ Gay
- ☐ Other: _____
- ☐ Prefer not to answer

What is your relationship status? Please check all that apply.

- ☐ In a Committed Relationship
- ☐ In Committed Relationships
- ☐ Married
- ☐ Separated or Divorced
- ☐ Single
- ☐ Widowed
- ☐ Prefer not to answer
- ☐ Other: _____

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.

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

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.

- ☐ Not applicable
- ☐ All 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.

If you have children under the age of 18 in your family, how many are currently participating in the Religious Education program at USG? Again, if other adult family members are filling out a form, too, please choose one family member to answer this question.

- ☐ Not applicable
- ☐ No children under the age of 18.
- ☐ None
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5 or more
- ☐ Another family member is answering this question.

What is the highest level of formal education you have completed?

- ☐ Some high school
- ☐ High School/ GED
- ☐ Some college
- ☐ 2-year college (Associate Degree, e.g. AA, AS)
- ☐ 4-year degree (BA, BS, etc.)
- ☐ Trade school or apprenticeship
- ☐ Masters degree (e.g. MA, MS, MEd)
- ☐ Doctoral degree (Ph.D, Ed.D, etc..)
- ☐ Professional degree (e.g. MD, DDS, DVM, JD)
- ☐ Prefer not to answer

What is your current employment status? 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 answer

Which of the following income categories best describes your total annual household income?

- ☐ Less than \$15,000
- ☐ \$15,000 to \$24,999
- ☐ \$25,000 to \$34,999
- ☐ \$35,000 to \$49,999
- ☐ \$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 answer

What is your current household annual giving pledge, whether you pledge as individuals or as a family?

- ☐ \$0
- ☐ Less than \$299
- ☐ \$300 to \$599
- ☐ \$600 to \$999
- ☐ \$1,000 to \$1,499
- ☐ \$1,500 to \$2,999
- ☐ \$3,000 to \$4,999
- ☐ \$5,000 to \$7,499
- ☐ \$7,500 to \$9,999
- ☐ \$10,000 to \$19,000
- ☐ \$20,000 or more
- ☐ Another family member is filling this out and listing our pledge.
- ☐ Prefer not to answer

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

When was the last time you increased your giving to USG?

- ☐ This year
- ☐ Last year
- ☐ Two years ago
- ☐ Three or more years ago
- ☐ Never

What inspired an increase (or decrease) in giving?

On average, how long does it take you to travel to USG from your home?

- ☐ Less than 15 minutes
- ☐ 15-30 minutes
- ☐ 31-45 minutes
- ☐ 46-60 minutes
- ☐ More than 60 minutes

What is your zipcode? _____

What is your relationship to USG?

- ☐ Member
- ☐ Friend (attends and gives regularly; not a member)
- ☐ Visitor
- ☐ Staff

How long have you attended USG?

- ☐ Less than 1 year
- ☐ 1-2 years
- ☐ 3-5 years
- ☐ 6-10 years
- ☐ 11-20 years
- ☐ More than 20 years

Besides this congregation, are you a member of another congregation? Please check all that apply.

- ☐ Member of Church of the Larger Fellowship
- ☐ Member of another UU congregation (other than CLF)
- ☐ Member of a UU Covenanting Community
- ☐ Other: _____

What is your faith background?

- ☐ I was born into the Unitarian Universalist tradition
- ☐ I attended a UU congregation during my childhood/teens 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

How many years have you been a Unitarian Universalist?

- ☐ 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

How would you rate your spiritual life?

- ☐ 5 - Spirituality is integrated into all I do
- ☐ 4
- ☐ 3
- ☐ 2
- ☐ 1 - Spirituality is not important to me at all

Do you have a regular spiritual practice?

- ☐ Yes
- ☐ No
- ☐ Maybe

Conclusion (section 5 of 5)

What brought you to the Unitarian Society of Germantown?

What keeps you here?

In what area(s) do you wish USG would grow?

Why should our future minister consider joining the next chapter of our journey?

THANK YOU!!!

Again your Ministerial Search Committee and Board thank you for taking the time to tell us about yourself and your experience of our congregation. If you have any questions or concerns, please contact ministersearch@usguu.org.