

SAMPLE Congregational Survey

1. A. Your part in congregational and denominational activities

The following survey illustrates the range of questions that have been found helpful by a variety of congregations over the years. Each search committee should compose its own, with the assistance of thoughtful and expert members of the congregation. This sample is only that, a jumping-off point for your own survey.

1. During the last year, approximately how often have you attended church on Sunday morning, either as an attendee or as an R.E. teacher?

	9:30 am service	11:15 am service
3 or more times per month	€	€
1 or 2 times per month	€	€
Every few weeks	€	€
Rarely	€	€
Never	€	€

SAMPLE Congregational Survey

2. Indicate all the reasons you FIRST attended the church, and the importance of each:

	Extremely	Very	Somewhat	None
Adult religious education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus/setting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Celebrating common values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children's religious education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Choir	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denominational involvement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fellowship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
GLBT concerns	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intellectual stimulation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Meditation/Prayer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Men's groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Minister	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Music/Aesthetic appeal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social action/Service activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spiritual growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unitarian Universalist beliefs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women's groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Worship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Youth groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Young adult groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (specify in comments)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

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3. Indicate all the reasons you CONTINUE TO ATTEND the church and the importance of each:

	Extremely	Very	Somewhat	None
Adult religious education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus/setting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Celebrating common values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children's religious education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Choir	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denominational involvement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fellowship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
GLBT concerns	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intellectual stimulation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Meditation/Prayer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Men's groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Minister	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Music/Aesthetic appeal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social action/Service activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spiritual growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unitarian Universalist beliefs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women's groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Worship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Youth groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Young adult groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (specify in comments)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

2. A. Your part in congregational and denominational activities (continued)

SAMPLE Congregational Survey

1. In which of the following church activities have you participated during the last year?

	Weekly	Monthly	2-3 times a year	Maybe yearly	Never
Adult religious education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bazaar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Board of Trustees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Book group	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children's religious education activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Choir/Other music performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Committee or task force	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denominational meetings or workshops	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fall retreat	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fundraising	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Musical events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Neighborhood meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Service as congregational leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social action/Service activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sunday coffee hour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sunday services (as usher, greeter, etc)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sunday services (as leader/participant)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teen social activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify in comments)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

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2. For how many hours a week, on average, did you participate in church activities (including Sunday services, coffee hours, Religious Education, committee work, etc.) during the most recent church year?

☐ 2 or fewer hours

☐ 3-5 hours

☐ 6-9 hours

☐ 10-14 hours

☐ 15 or more hours

3. Which of the following reasons for attending worship services are important to you?

☐ Celebration of common values

☐ Intellectual stimulation

☐ Fellowship period after services

☐ Hearing, playing, or singing music

☐ Mystical, spiritual experience

☐ Personal reflection and meditation

☐ Sense of belonging

☐ Support and encouragement for social action

☐ Uplifting emotional experience

4. Do you feel our congregational lay leadership...

	Yes	No
...is representative of different segments of church membership?	<input type="radio"/>	<input type="radio"/>
...encourages and supports development of new programs?	<input type="radio"/>	<input type="radio"/>
...is responsive to concerns of all segments of the congregation?	<input type="radio"/>	<input type="radio"/>
...is too concerned with implementing the wishes of the minister?	<input type="radio"/>	<input type="radio"/>

3. A. Your part in congregational and denominational activities (continued)

SAMPLE Congregational Survey

1. What is the one main thing you would like to see our church achieve in the next 3 to 5 years?

2. What are your personal feelings about our membership growth?

☐ Favorable, to allow more people to benefit from Unitarian Universalism in general and the church in particular

☐ Neutral

☐ Unfavorable, because I prefer the current size of our congregation

3. What are your personal feelings about enlarging our building?

☐ Favorable, to be able to allow additional programs to more people

☐ Neutral

☐ Unfavorable, because of the cost and/or because it would be better to start new fellowships

4. In the past 12 months, have you attended any cluster, district, or denominational meetings (General Assembly, District Assembly, etc.)?

☐ Yes (please describe below)

☐ No

Name of meeting:

4. B. Your beliefs and attitudes

SAMPLE Congregational Survey

1. Using a scale of 1-5 with 1 being agree and 5 being disagree, where would you locate your response to the following statements?

	1 (agree)	2	3	4	5 (disagree)
A personal relationship with God is a vital part of my spiritual life and a necessary part of my worship experience	jn	jn	jn	jn	jn
The world betrays the presence of an intelligent designer, but personal knowledge of a relationship with that reality is not a possibility	jn	jn	jn	jn	jn
The concept of god is a human illusion that has caused vast suffering throughout human history	jn	jn	jn	jn	jn
It may be that God exists, but it is a waste of human energy to argue over the existence of God when there are so many more important demands upon our time and resources	jn	jn	jn	jn	jn
The powers traditionally attributed to a supernatural deity are inherent in the natural world, which is the focus of my respect and devotion	jn	jn	jn	jn	jn
I do not know whether or not God exists, but I am willing to explore the possibility	jn	jn	jn	jn	jn
It is beyond the capacity of human beings to know whether there is a God	jn	jn	jn	jn	jn
"Goodness" and "meaning" are human constructs created as a result of the human encounter with each other and the world	jn	jn	jn	jn	jn
The life, teachings, and death of Jesus of Nazareth are central to	jn	jn	jn	jn	jn

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my understanding of God, the Universe, and the human condition					
Famiy rituals and traditions are a central element in my religious and spiritual life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My spiritual life is grounded in a sense of the fullness and connectedness of all things	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My spiritual life is lived in response to the sacred circle of being and the effort to live in harmony with the rythms of nature	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am inspired by the traditions of indigenous peoples and find in their rituals and practices a deepened sense of the sacred and interconnected quality of life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. In addition to Unitarian Universalism, what faith traditions are important in your religious development?

- ☐ Buddhism
- ☐ Hinduism
- ☐ Islam
- ☐ Judaism
- ☐ Neo-Paganism
- ☐ Theological Christianity
- ☐ Religious Humanism
- ☐ Taoism
- ☐ Other

(please specify)

SAMPLE Congregational Survey

3. What religious practices are important in your personal life and how frequently do you engage in them?

	Often	Occasionally	Seldom	Never-- this practice is not important to me
Prayer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Meditation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Yoga	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Journaling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement in small group ministries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(please specify)

4. How important are the following for your religious life?

	1 (very important)	2	3	4	5 (unimportant)
Moses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Hebrew Prophets	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Buddha	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socrates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jesus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mohammed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Which most closely corresponds with your belief about immortality?

- ☐ A person's memory lives on in the minds of their loved ones
- ☐ A person's body dies but a person's spirit or soul lives on
- ☐ At some point in the future, a person's body and soul are resurrected
- ☐ A person's soul is reborn into another living being
- ☐ Concern for immortality distracts from fully living in the moment
- ☐ No opinion

5. C. Your views on worship services

SAMPLE Congregational Survey

1. How often would you like the minister to preach?

☐ Nearly every Sunday

☐ 3 times a month

☐ 2 times a month

☐ Once a month

2. How often would you like a guest minister or other speaker?

☐ Nearly every Sunday

☐ 3 times a month

☐ 2 times a month

☐ Once a month

☐ Never

3. How often would you like the Sunday service to be designed and presented by one or more church members?

☐ Nearly every Sunday

☐ 3 times a month

☐ 2 times a month

☐ Once a month

☐ Never

SAMPLE Congregational Survey

4. How important to you are the following specific items which may be part of a Sunday worship service?

	Extremely important	Very important	Somewhat important	Not important
Announcements	jn	jn	jn	jn
Celebrating religious holidays	jn	jn	jn	jn
Chalice lightings	jn	jn	jn	jn
Child dedications	jn	jn	jn	jn
Children's story	jn	jn	jn	jn
Choir	jn	jn	jn	jn
Coffee hour	jn	jn	jn	jn
Instrumental music	jn	jn	jn	jn
Lay participation	jn	jn	jn	jn
Meditation	jn	jn	jn	jn
Multicultural sensitivity	jn	jn	jn	jn
Prayer	jn	jn	jn	jn
Readings	jn	jn	jn	jn
Reciting congregational covenant	jn	jn	jn	jn
Recognizing visitors	jn	jn	jn	jn
Responsive readings	jn	jn	jn	jn
Sermon	jn	jn	jn	jn
Sharing joys and concerns	jn	jn	jn	jn
Singing of hymns	jn	jn	jn	jn
Other (please describe below)	jn	jn	jn	jn
Other (please specify)				

6. C. Your views on worship services (continued)

SAMPLE Congregational Survey

1. How important to you are these various Sunday worship sermon topics?

	Extremely important	Very important	Somewhat important	Not important
Christian traditions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Coping with life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creative and artistic abilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Current political events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Defining Unitarian Universalism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Earth-centered traditions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family relationships and values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jewish traditions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-western religions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Philosophical ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Psychological perspectives on life's issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religious implications of science and modern knowledge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spiritual growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stimulate action of convictions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Theological values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UU denominational issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UU history	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Values and perspectives on social issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify below)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify)	<input type="text"/>			

SAMPLE Congregational Survey

2. How important to you are these Sunday worship service objectives?

	Extremely important	Very important	Somewhat important	Not important
Build community	jn	jn	jn	jn
Help us understand ourselves better; self-reflection	jn	jn	jn	jn
Inspire reverence and awe	jn	jn	jn	jn
Promote a supportive environment for developing and sharing individual feelings and beliefs	jn	jn	jn	jn
Show new paths for individual growth and change	jn	jn	jn	jn
Spur individuals to act on their own convictions	jn	jn	jn	jn
Other (please describe)	jn	jn	jn	jn

Other (please specify)



7. D. Your views on professional ministry

SAMPLE Congregational Survey

1. A variety of functions comprise a minister's work. Each minister has to prioritize these functions, and thus his or her time. In what rank order would you like our next minister to do so? (Use 1 as the most important and 7 as the least)

	1	2	3	4	5	6	7
Pastor: counsels, visits the sick, visits people at home, etc.	10	10	10	10	10	10	10
Social activist: promotes ethical values in the larger community	10	10	10	10	10	10	10
Facilitator: involves people in congregational life	10	10	10	10	10	10	10
Spiritual leader: prepares and leads worships and celebrations	10	10	10	10	10	10	10
Intellectual leader: challenges and stimulates the thinking of the congregation	10	10	10	10	10	10	10
Administrator: achieves results by coordinating and supporting the efforts of others	10	10	10	10	10	10	10
Person of character: models the ethical life	10	10	10	10	10	10	10

Other (please specify)

SAMPLE Congregational Survey

2. Responsibility for a successful church is shared among the minister, other staff, and lay leadership. In terms of personal capabilities and time and attention, which of the following priorities for the church's next minister do you consider to be the most important? (please check 3)

- ☐ Assuring efficient and effective church administration
- ☐ Caring for and counseling individuals
- ☐ Creating a sense of awe and wonder in Sunday services
- ☐ Encouraging congregational social justice programs
- ☐ Encouraging volunteers and developing lay leadership
- ☐ Fostering a sense of fellowship and community within the church
- ☐ Guiding/facilitating committee work
- ☐ Leading and guiding the church staff
- ☐ Offering stimulating adult enrichment programs
- ☐ Participating in religious education for children and youth
- ☐ Presenting stimulating and challenging Sunday services
- ☐ Providing visible leadership in the community beyond the church

3. Which are the following qualities do you think are the most important considerations in screening ministerial candidates? (select 3)

- ☐ Character (strong moral consistency, stability, reliability)
- ☐ Consultive and cooperative approach
- ☐ Creativity (ability to develop and present new ideas and methods)
- ☐ Empathy (genuine interest in and concern about others)
- ☐ Humility (awareness of his/her limitations)
- ☐ Intellectual depth and rigor
- ☐ Open-mindedness (receptive to other ideas)
- ☐ Professional competence (ability to communicate, counsel, empower, etc.)
- ☐ Scholarship (educated, informed, interesting)
- ☐ Sense of calling (motivated, enthusiastic)
- ☐ Sense of humor

8. D. Your views on professional ministry (continued)

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1. UU tradition and the congregation's historical practice is that the minister should have freedom of the pulpit, whereby s/he may express whatever views s/he may hold without censorship from the congregation.

	Yes	No	Not sure
Do you agree with this policy?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do you believe that this policy extends to the expression of partisan political views?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. The UUA General Assembly adopted an equal opportunity policy in 1989 which states "ministerial settlement procedures without discrimination because of race, color, disability, sex, affectional or sexual orientation, age, or national origin." Do you have any reservations regarding the application of this policy in regard to our church?

☐ Yes

☐ No

If yes, please elaborate

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3. How would you personally feel about our congregation calling as a minister a person who is...

	Enthusiastic	Comfortable	Uncomfortable
Male?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Female?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
White?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A person of color/member of historically marginalized ethnic/cultural group?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gay or lesbian?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bisexual?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transgender?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physically challenged?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Politically liberal?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Politically conservative?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From a moneyed background?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From a working class background?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Younger than 40?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Older than 60?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On a co-ministry team?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Do you think ONE minister is adequate for our church's current needs?

☐ Yes

☐ No

5. Which statement best describes the minister's administrative role?

☐ The minister administers the daily operations of the congregation, guiding the various committees in their work

☐ The minister is actively involved in many of the committees of the congregation as a consultant/stimulator/facilitator


☐ The minister is primarily concerned with the religious life of the congregation; the committees are the primary administrators of the congregation


☐ While the board and the committees set policy or organize the programs of the congregation, the minister also has an administrative role in operations. This necessitates a cooperative, collaborative approach


9. D. Your views on professional ministry

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1. What predominant style of ministry would you prefer in our next minister?

 Facilitator: the minister as go-between; due to the connections forged among them by the minister, the congregation feels itself "spontaneously" under way

 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

 Prophet: the minister as visionary; envisioning a future of promise, the minister inspires the congregation and the larger community to pursue it

 Steward: the minister as city manager; with the minister dogging the details the congregation runs like a well-oiled machine

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2. How important are these various ministerial functions to you?

	Extremely important	Very important	Somewhat important	Not important
Administration	jn	jn	jn	jn
Adult religious education	jn	jn	jn	jn
Alternative worship	jn	jn	jn	jn
Anti-racism/anti-oppression work	jn	jn	jn	jn
Campus ministry	jn	jn	jn	jn
Children's religious education	jn	jn	jn	jn
Church dynamics	jn	jn	jn	jn
Committee work	jn	jn	jn	jn
Community building	jn	jn	jn	jn
Denominational activities	jn	jn	jn	jn
Facilitation	jn	jn	jn	jn
Facilities design and management	jn	jn	jn	jn
Finance	jn	jn	jn	jn
Fundraising events	jn	jn	jn	jn
Hospital calling	jn	jn	jn	jn
Interfaith outreach and communication	jn	jn	jn	jn
Leadership development	jn	jn	jn	jn
Membership growth	jn	jn	jn	jn
Music and liturgical arts	jn	jn	jn	jn
Personal counseling	jn	jn	jn	jn
Pledge drive canvassing	jn	jn	jn	jn
Preaching	jn	jn	jn	jn
Scholarship	jn	jn	jn	jn
Social action	jn	jn	jn	jn
Spiritual guidance	jn	jn	jn	jn
Staff relations	jn	jn	jn	jn
Worship	jn	jn	jn	jn
Young adult ministry	jn	jn	jn	jn
Youth ministry	jn	jn	jn	jn
Other (please specify below)	jn	jn	jn	jn

Other (please specify)

SAMPLE Congregational Survey

3. What responsibility should the parish or senior minister have for the day-to-day administration of the church?

- ☐ The parish minister is the chief administrator, with all staff reporting directly or indirectly to her/him
- ☐ The parish minister is a member of the executive team which has overall responsibility. The other members are the Board President, the Treasurer, and the Administrator
- ☐ The parish minister has little responsibility for administration
- ☐ Administrative responsibility is shared collaboratively between the parish minister and the board
- ☐ No opinion. This is for the Board and the parish minister to work out

4. (For larger congregations only)

What should the relationship be between the parish or senior minister and the MRE/Associate/Assistant minister?

- ☐ The parish minister supervises and evaluates the other ministers
- ☐ The parish minister leads by virtue of her/his experience and wisdom, but has no supervisory authority
- ☐ The parish minister is part of the ministerial team which among them has different areas of authority
- ☐ Administrative responsibility is shared collaboratively between the parish minister and the Board
- ☐ No opinion. This is for the ministers to work out themselves

10. E. About you-- and us

All responses are confidential and will be maintained in statistical summary form only.

1. What is your affiliation with the congregation?

- ☐ Member
- ☐ Friend

SAMPLE Congregational Survey

2. How long have you been associated with the congregation?

- ☐ Less than 1 year
- ☐ 1-2 years
- ☐ 3-5 years
- ☐ 6-10 years
- ☐ 11-15 years
- ☐ 16-20 years
- ☐ 21 years or more
- ☐ Founding member

3. Thinking back to a time when you have been unwell, to what extent did the congregation reach out and offer support to you?

- ☐ Not at all
- ☐ A little bit
- ☐ A fair amount
- ☐ A great deal
- ☐ Not applicable, I have not been unwell while affiliate with the congregation

4. What is your age?

- ☐ 18 or under
- ☐ 19-29
- ☐ 30-39
- ☐ 40-49
- ☐ 50-59
- ☐ 60-69
- ☐ 70-79
- ☐ 80 or over

SAMPLE Congregational Survey

5. How would you characterize your overall physical health?

☐ Very poor

☐ Poor

☐ Satisfactory

☐ Good

☐ Very good

6. How many years have you been a Unitarian Universalist?

☐ 0-2 years

☐ 3-5 years

☐ 6-10 years

☐ 11-15 years

☐ More than 15 years

11. E. About you-- and us (continued)

1. What was your most recent prior religious affiliation?

☐ None

☐ Always a UU

☐ Buddhist

☐ Catholic Christian

☐ Hindu

☐ Jewish

☐ Muslim

☐ Protestant Christian

☐ Other (please indicate)

Other (please specify)

SAMPLE Congregational Survey

2. How much is your affiliation with this congregation and/or Unitarian Universalism a source of strength or comfort to you?

- ☐ None at all
- ☐ Somewhat
- ☐ A fair amount
- ☐ A great deal

3. What is your gender?

- ☐ Male
- ☐ Female
- ☐ Transgender

4. What is your sexual orientation?

- ☐ Bisexual
- ☐ Gay
- ☐ Heterosexual
- ☐ Lesbian
- ☐ Other (please indicate)

Other (please specify)

5. What is your current marital status?

- ☐ Divorced
- ☐ Domestic partnership
- ☐ Living with partner
- ☐ Married
- ☐ Separated
- ☐ Single
- ☐ Widowed

SAMPLE Congregational Survey

6. Is your spouse/partner affiliated with the congregation?

☐ Yes

☐ No

☐ Not applicable

7. What is your ethnic/racial background?

	Primary ethnicity	Other ethnicities
African American/Black	<input type="radio"/>	<input type="radio"/>
American Indian/Alaska Native	<input type="radio"/>	<input type="radio"/>
Asian	<input type="radio"/>	<input type="radio"/>
Hispanic/Latino	<input type="radio"/>	<input type="radio"/>
Pacific Islander	<input type="radio"/>	<input type="radio"/>
White (not of Hispanic origin)	<input type="radio"/>	<input type="radio"/>
Other (please specify)	<input type="text"/>	

8. What formal education have you completed? (Check highest level)

☐ Less than high school

☐ High school or GED equivalent

☐ Associate's degree, trade school, or some college

☐ Bachelor's or conservatory degree

☐ Master's degree

☐ PhD, M.D., J.D., or similar advanced degree

12. E. About you-- and us (continued)

For questions on this page, please have only ONE answer per household. If another household member is answering these questions, please so indicate.

1. Another household member is answering these questions on my behalf.

☐ Yes

☐ No

SAMPLE Congregational Survey

2. If you have children, please indicate how many in each group.

	Number	Number in R.E. at church
Preschool	<input type="text"/>	<input type="text"/>
K-3	<input type="text"/>	<input type="text"/>
4-6	<input type="text"/>	<input type="text"/>
7-8	<input type="text"/>	<input type="text"/>
9-12	<input type="text"/>	<input type="text"/>
College	<input type="text"/>	<input type="text"/>

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

- ☐ Less than \$25,000
- ☐ \$25,000 to \$50,000
- ☐ \$50,001 to \$75,000
- ☐ \$75,001 to \$100,000
- ☐ \$100,001 to \$125,000
- ☐ \$125,001 to \$150,000
- ☐ \$150,001 to \$200,000
- ☐ Over \$200,000

4. What is your current family/household pledge--- whether you pledge as individuals or as a family?

- ☐ Less than \$50
- ☐ \$50 to \$99
- ☐ \$100 to \$199
- ☐ \$200 to \$299
- ☐ \$300 to \$399
- ☐ \$400 to \$499
- ☐ \$500 to \$599
- ☐ \$600 to \$799
- ☐ Other

Other (please specify)

SAMPLE Congregational Survey

13. E. About you-- and us (continued)

1. How central/peripheral is your affiliation with this congregation and/or Unitarian Universalism to your identity as an individual?

☐ Highly peripheral

☐ Somewhat peripheral

☐ Neither peripheral nor central

☐ Somewhat central

☐ Highly central

2. About how long does it take you to travel to the church from home?

☐ Less than 15 minutes

☐ 15-30 minutes

☐ 30-45 minutes

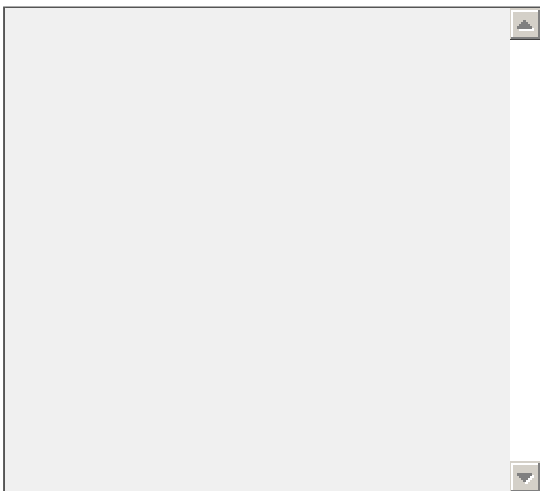
☐ 45-60 minutes

☐ Over an hour

14. F. Open-ended questions

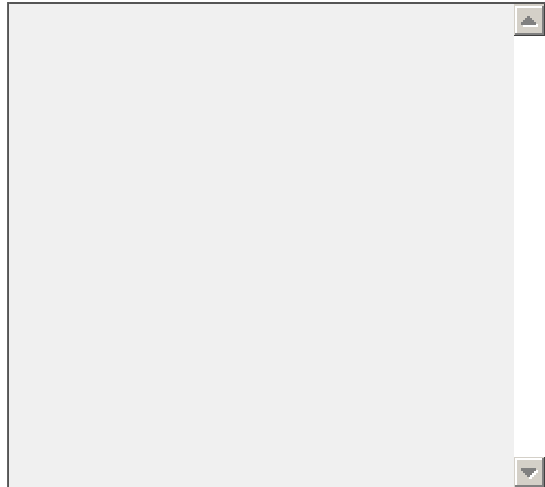
Please respond to as many of these questions as you would like.

1. What current strengths does our congregation possess that you would like to either see maintained or developed in the immediate future?

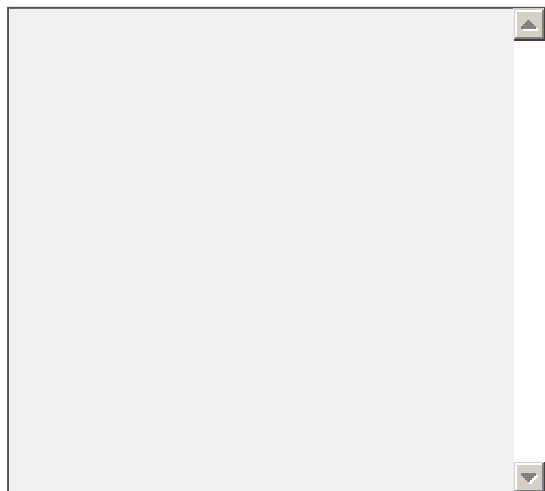


SAMPLE Congregational Survey

2. What are the main things you would like the congregation to accomplish or get involved in within the next three to five years?

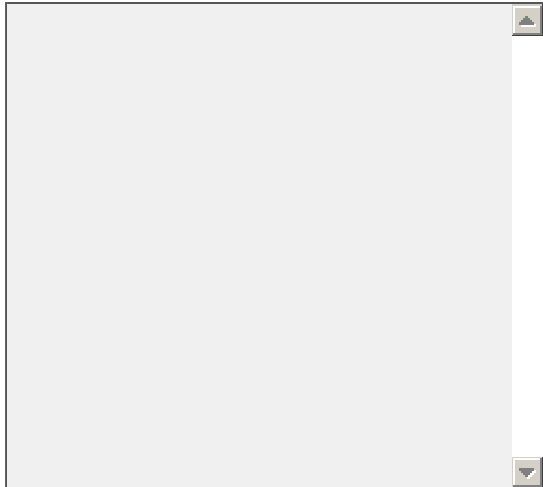


3. What current church problems/issues concern you? What problems/issues are likely to be pressing in five years?

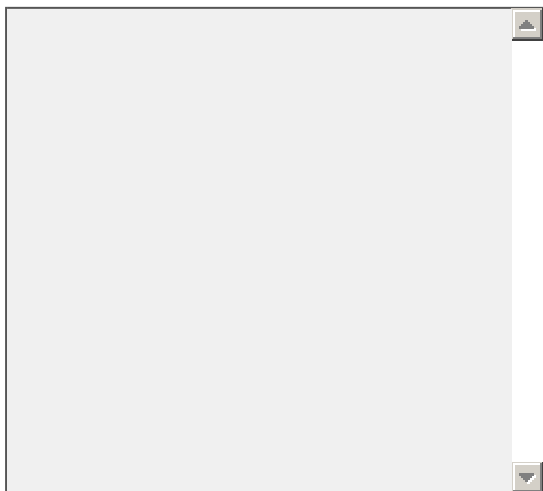


SAMPLE Congregational Survey

4. What qualities (professional skills/expertise and personal) should our next minister possess? What is your profile for our hoped-for minister?



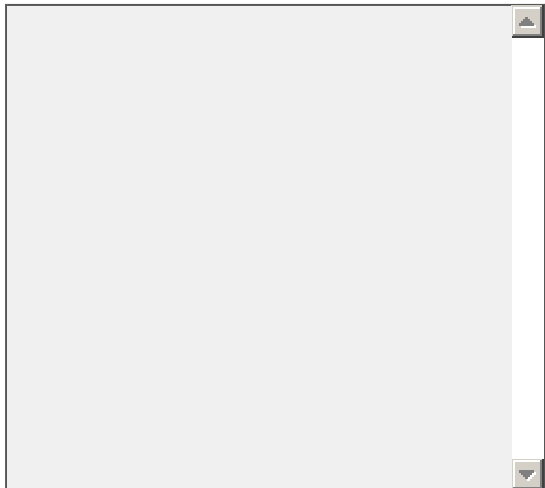
5. What achievements will make you say, "I'm glad the minister is among us?"



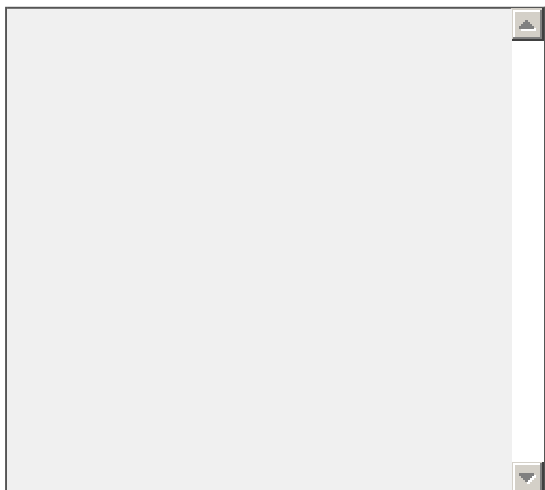
15. F. Open-ended questions (continued)

SAMPLE Congregational Survey

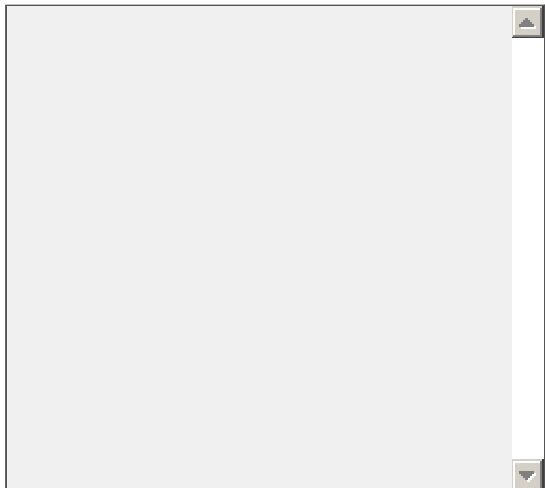
1. Describe the worst mistake your new minister could make.



2. What expectations, however unstated, do you have about the minister's family and personal life?



3. Would you like to see the church's membership grow? What would be the advantages and disadvantages of growing?



SAMPLE Congregational Survey

4. Are there any special issues that you would like our Ministerial Search Committee to consider and on which you would like to express your views?

