

2020 UUCUC Broad Goals Survey Results

September 4, 2020

Findings

- 148 respondents plus 2 emails with feedback not included within the survey results (our target was 120 responses which was aligned to the number needed for a quorum at the annual meeting)
- A difference of 13% separates the #5 position goal and the #6 goal (N=20 votes)
- Social activism and justice with an eye toward intentional expansion of our congregation to be more multicultural rise to the top as crucial to our congregation
- Notably, the top 5 goals account for nearly 50% of all voting - thus it is likely that within these top 5 goals, at least one of them will be aligned with individual voting preference for top 5 goal choice
- These top 5 goals align to all 9 visions and notably Children & Youth, Learning, and Culture are the top Visions our congregation wishes to manifest

Visions	# of times Vision included within Top 5
Culture	3
Church Home	1
Children & Youth	4
Growth	2
Leadership	1
Social Justice/Action	2
Service to Others	2
Spirituality	2
Learning	3

- The top 2 goals align with the recent BoT adoption of our [BLM statement](#)

Top 5 Responses

1. (#11) Expand and deepen our commitment to inclusion, anti-racism and multiculturalism through regular training within the congregation, strengthening relationships with non-white communities and congregations in the area, and ongoing discernment about barriers to creating a more intentionally multicultural congregation. (Culture; Social Justice/action; Learning; Children & Youth; Service to Others)
2. (#9) Be a force for change within our congregation, larger community and the world through effective social, racial, and environmental justice work and mission-based budgeting, in

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partnership with frontline communities and organizations. (Social Justice/Action; Leadership; Service to Others; Children & Youth)

3. (#3). Build an innovative, broad, and inclusive program structure that recruits and involves all ages in lifelong spiritual learning and service activities both in age appropriate groups and intergenerational activities within two years of hiring the new RE director. (Learning; Spirituality; Children & Youth; Culture)
4. (#2) Complete and present options for a congregational vote for a plan to accommodate growth, increase environmental friendliness, renew Green Congregation status, and attain full accessibility in our current building or another location. (Growth; Church Home)
5. (#6) Experiment and expand our theological diversity through worship services, rituals, celebrations, and music that will nourish us spiritually in a variety of ways while deeply respecting each other's journeys, with one or more regular alternative services. (Spirituality; Culture; Children & Youth; Learning; Growth)

Top 5 Survey Responses	# Responses	Response %
11. Expand and deepen our commitment to inclusion, anti-racism and multiculturalism through regular training within the congregation, strengthening relationships with non-white communities and congregations in the area, and ongoing discernment about barriers to creating a more intentionally multicultural congregation. (Culture; Social Justice/action; Learning; Children & Youth; Service to Others)	95	64%
9. Be a force for change within our congregation, larger community and the world through effective social, racial, and environmental justice work and mission-based budgeting, in partnership with frontline communities and organizations. (Social Justice/Action; Leadership; Service to Others; Children & Youth)	85	57%
3. Build an innovative, broad, and inclusive program structure that recruits and involves all ages in lifelong spiritual learning and service activities both in age appropriate groups and intergenerational activities within two years of hiring the new RE director. (Learning; Spirituality; Children & Youth; Culture)	82	55%
2. Complete and present options for a congregational vote for a plan to accommodate growth, increase environmental friendliness, renew Green Congregation status, and attain full accessibility in our current building or another location. (Growth; Church Home)	76	51%

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6. Experiment and expand our theological diversity through worship services, rituals, celebrations, and music that will nourish us spiritually in a variety of ways while deeply respecting each other's journeys, with one or more regular alternative services. (Spirituality; Culture; Children & Youth; Learning; Growth)	72	49%
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All Survey Responses

Survey Results	Number of Responses	Response Percentage
11. Expand and deepen our commitment to inclusion, anti-racism and multiculturalism through regular training within the congregation, strengthening relationships with non-white communities and congregations in the area, and ongoing discernment about barriers to creating a more intentionally multicultural congregation. (Culture; Social Justice/action; Learning; Children & Youth; Service to Others)	95	64%
9. Be a force for change within our congregation, larger community and the world through effective social, racial, and environmental justice work and mission-based budgeting, in partnership with frontline communities and organizations. (Social Justice/Action; Leadership; Service to Others; Children & Youth)	85	57%

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3. Build an innovative, broad, and inclusive program structure that recruits and involves all ages in lifelong spiritual learning and service activities both in age appropriate groups and intergenerational activities within two years of hiring the new RE director. (Learning; Spirituality; Children & Youth; Culture)	82	55%
2. Complete and present options for a congregational vote for a plan to accommodate growth, increase environmental friendliness, renew Green Congregation status, and attain full accessibility in our current building or another location. (Growth; Church Home)	76	51%
6. Experiment and expand our theological diversity through worship services, rituals, celebrations, and music that will nourish us spiritually in a variety of ways while deeply respecting each other's journeys, with one or more regular alternative services. (Spirituality; Culture; Children & Youth; Learning; Growth)	72	49%
5. Be fully staffed for a congregation of our size with a Senior and an Associate minister, both full-time and paid at the UUA mid-level pay range. (Note: Associate minister now half-time) (Growth; Leadership; Culture)	52	35%
12. Seek new ways to serve those in need within our congregation, and to serve others through interfaith and community actions, while deepening our culture of generosity. (Culture; Service to Others; Spirituality; Leadership)	49	33%

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8. Cultivate leadership capabilities and skills among youth and adults, including those with marginalized identities, with an ongoing program to build leadership skills, identify untapped talent within the congregation, and rotate leaders. (Leadership; Children & Youth; Culture)	47	32%
10. Grow our interfaith and community connections through collaborative efforts among social justice, children and youth, and learning/education programs. (Service to Others, Social justice/action; Children & Youth; Learning)	45	30%
7. Expand and improve the use of technology to reach and grow our community in ways that enhance and improve the experience and accessibility for all. (Church home; Culture; Service to Others; Children & Youth)	42	28%
4. Complete a long-range music program planning process, identifying appropriate music staffing and opportunities for musical performance and participation for our growing congregation. (Culture; Spirituality; Social Justice/Action)	35	24%
13. Increase our level of shared leadership, shared ministry, and pastoral care by both staff and members, sharing that fully engages everyone in the life of our church. (Culture; Leadership; Learning)	24	16%
1. Reduce overcrowding and improve accessibility within all areas of our building. (Church home; Growth)	24	16%