

# **TJMCUU Pulse Survey 2018**

The members of the Committee on the Ministry are proud to present the results of the 2018 Pulse Survey. We would like to thank all those who participated in the survey. With your responses the church leadership will be able to hear your voices. We also want to thank the 2015 COM members who worked diligently to create the survey questions. At the direction of the board, we used these same questions to provide a direct comparison of the 2018 results to the 2015 results.

This year's survey has a considerably larger number of participants. There are 387 responses this year which is 151 (64%) more than the 2015 survey. The survey includes multiple choice questions with single answers, questions with multiple answers and rating scale questions. The results for all of these questions are represented in graphs along with charts showing the actual percentage for each possible answer. There were also 8 open ended or additional comment questions. We worked very hard to summarize the key points of the 872 written comments, which included many that are several hundreds of words in length with more than 1,400 words in the longest. We summarized key points brought up in each of these comments. When a response covered more than one point on different topics, we endeavored to represent each of these points in our summary. At the end of each summarized point is the number of people whose comment made the same point. For example: "Music during the service is very important – 3" means 3 people made this point.

This survey was taken in the midst of a difficult period for our church community. We know that our report of the survey will likely not please everyone and that there will be some people who may not agree with what we present. While it is not possible in summarizing to represent the passion and quality of the well thought-out opinions that were presented in the survey responses, we promise that each of us reviewed the comments carefully and impartially to present a fair representation of everyone's point of view.

It is our sincere hope that the church leadership thoughtfully consider the results of this survey. We appreciate that the leadership will prepare and present a response to these results to the congregation. We call upon all who are a part of the TJMC community to also carefully consider ALL of the results, not just those that reinforce their own opinions. We sincerely hope that rash decisions or conclusions are not made because of the results of this one survey. If anyone in our community has serious issues this survey is not going to solve any of them. This survey is only one tool for us to use. It is the work of every person at TJMC-UU to come together in covenant, find our voices, listen to the voices of others and work together to resolve our differences in order to become a stronger church.

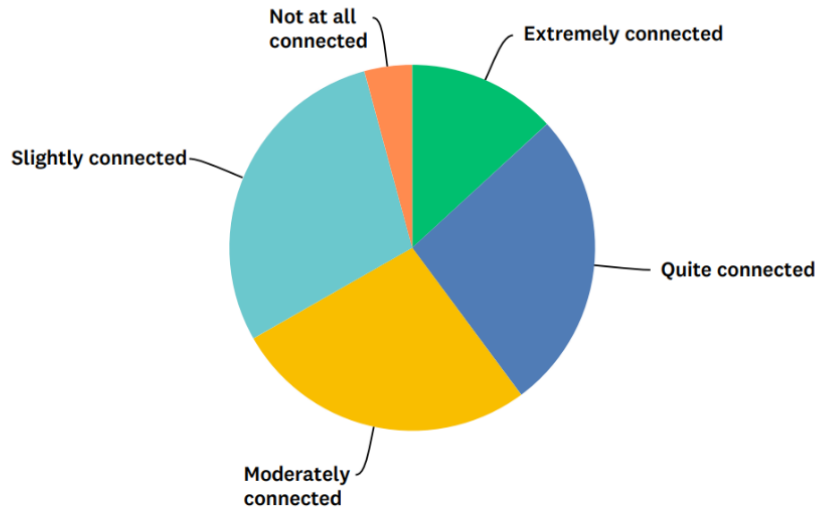
We the members of the Committee on the Ministry thank you for the opportunity to serve you in this manner.

Sincerely,

Cathey Polly (chair), Pete Armetta, Ruth Douglas, Beth Jaeger-Landis, Kathrine Parsons, and David Shutt

# Q1 How connected do you feel to TJMC?

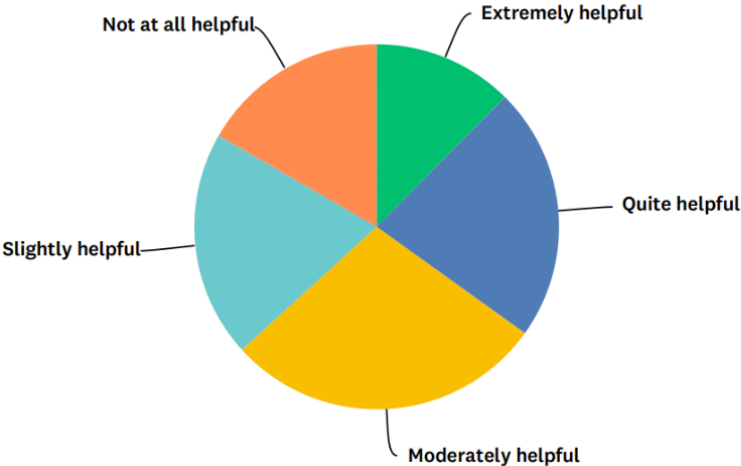
Answered: 379 Skipped: 8



ANSWER CHOICES	RESPONSES	
Extremely connected	13.19%	50
Quite connected	26.65%	101
Moderately connected	26.91%	102
Slightly connected	29.02%	110
Not at all connected	4.22%	16
<b>TOTAL</b>		<b>379</b>

## Q2 How helpful has TJMC been for you spiritually this past year?

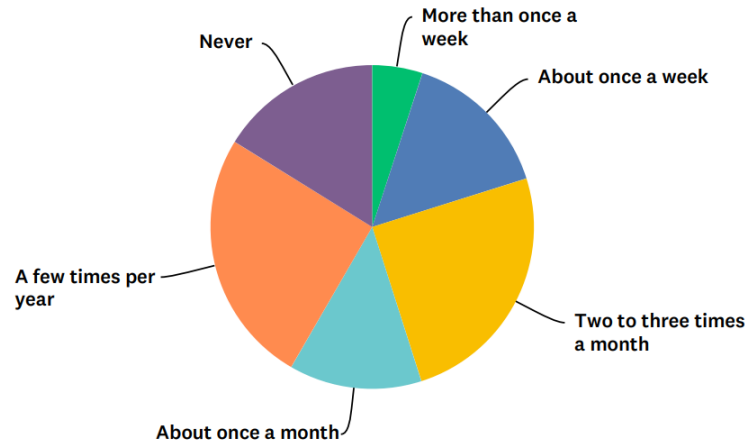
Answered: 378 Skipped: 9



ANSWER CHOICES	RESPONSES	
Extremely helpful	12.43%	47
Quite helpful	22.49%	85
Moderately helpful	28.31%	107
Slightly helpful	20.11%	76
Not at all helpful	16.67%	63
<b>TOTAL</b>		<b>378</b>

### Q3 In the past year, have you come to church for any of the following:thought, solitude, discussion or meditation?

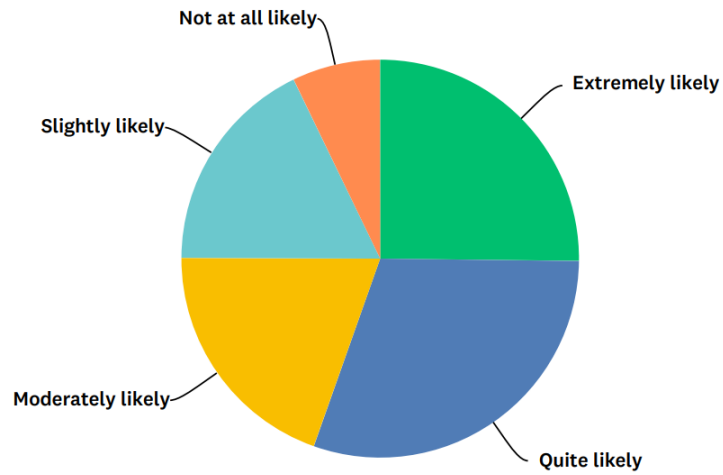
Answered: 377 Skipped: 10



ANSWER CHOICES	RESPONSES	
More than once a week	5.04%	19
About once a week	15.12%	57
Two to three times a month	24.93%	94
About once a month	13.26%	50
A few times per year	25.46%	96
Never	16.18%	61
<b>TOTAL</b>		<b>377</b>

## Q4 How likely are you to recommend TJMC to others?

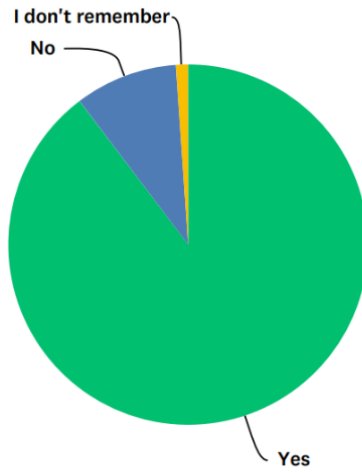
Answered: 377 Skipped: 10



ANSWER CHOICES	RESPONSES	
Extremely likely	25.20%	95
Quite likely	30.24%	114
Moderately likely	19.63%	74
Slightly likely	17.77%	67
Not at all likely	7.16%	27
TOTAL		377

## Q5 Did you attend a Sunday worship service in the past year?

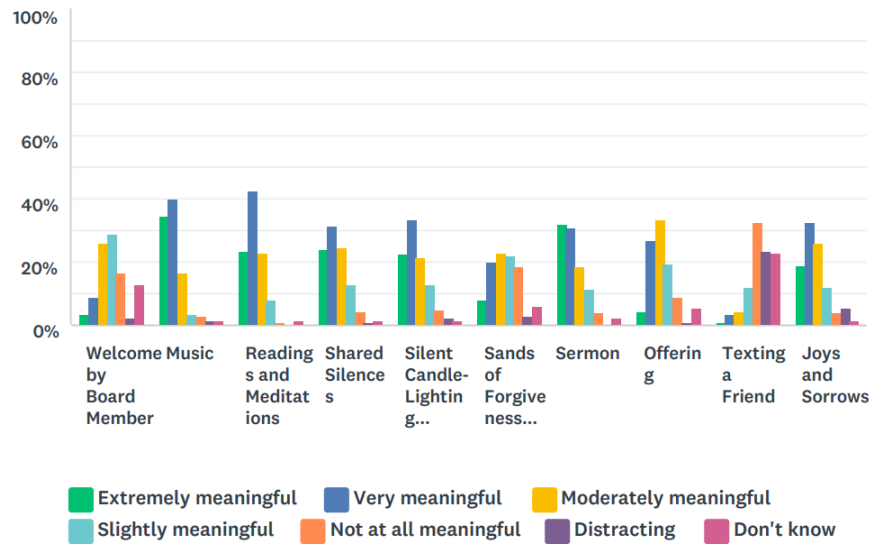
Answered: 368 Skipped: 19



ANSWER CHOICES	RESPONSES	
Yes	89.67%	330
No	9.24%	34
I don't remember	1.09%	4
TOTAL		368

## Q6 Which parts of Sunday worship service are most meaningful to you?

Answered: 366 Skipped: 21



	EXTREMELY MEANINGFUL	VERY MEANINGFUL	MODERATELY MEANINGFUL	SLIGHTLY MEANINGFUL	NOT AT ALL MEANINGFUL	DISTRACTING	DON'T KNOW
Welcome by Board Member	3.27% 11	9.23% 31	26.19% 88	29.17% 98	16.67% 56	2.38% 8	13.10% 44
Music	34.53% 125	39.78% 144	16.57% 60	3.59% 13	2.76% 10	1.38% 5	1.38% 5
Readings and Meditations	23.68% 85	42.34% 152	23.12% 83	7.80% 28	1.11% 4	0.28% 1	1.67% 6
Shared Silences	24.02% 86	31.28% 112	24.58% 88	13.13% 47	4.47% 16	1.12% 4	1.40% 5
Silent Candle-Lighting Ritual	22.65% 82	33.70% 122	21.27% 77	12.98% 47	5.25% 19	2.49% 9	1.66% 6
Sands of Forgiveness and Atonement	8.03% 29	20.22% 73	22.99% 83	21.88% 79	18.28% 66	2.77% 10	5.82% 21
Sermon	31.87% 116	31.04% 113	18.68% 68	11.54% 42	3.85% 14	0.27% 1	2.75% 10
Offering	4.53% 16	26.91% 95	33.71% 119	19.26% 68	8.78% 31	1.13% 4	5.67% 20
Texting a Friend	0.85% 3	3.66% 13	4.51% 16	11.83% 42	32.68% 116	23.66% 84	22.82% 81
Joys and Sorrows	18.84% 68	32.41% 117	25.76% 93	12.19% 44	4.16% 15	5.26% 19	1.39% 5

Q6 Which parts of Sunday Worship Service are most meaningful to you?  
(open ended question summary of responses below)

Appreciations	Suggestions/Concerns
<p><b><u>Welcome by Board Member</u></b></p> <ul style="list-style-type: none"> <li>Words of Welcome - 2</li> </ul> <p><b><u>Music</u></b></p> <ul style="list-style-type: none"> <li>Singing in the choir - 2</li> <li>Musicians - 3</li> <li>Scott and James - 1</li> <li>Spiritually important - 3</li> <li>Prefer modern music - 2</li> </ul> <p><b><u>Readings and Meditations</u></b></p> <ul style="list-style-type: none"> <li>Essential - 2</li> <li>Beneficial - 1</li> </ul> <p><b><u>Shared Silences</u></b></p> <ul style="list-style-type: none"> <li>Golden moments - 1</li> </ul> <p><b><u>Silent Candle-Lighting</u></b></p> <ul style="list-style-type: none"> <li>Meaningful to many - 3</li> </ul> <p><b><u>Sermon</u></b></p> <ul style="list-style-type: none"> <li>Rev. Wik's - 10</li> <li>Rev. Alex's - 7</li> <li>Worship Weavers - 1</li> <li>Leia's portion - 3</li> <li>Guest Speakers - 1</li> <li>Intergenerational - 10</li> <li>Contemplative Feel - 1</li> <li>Youth-led - 2</li> <li>Authenticity - 1</li> <li>Acceptance - 1</li> <li>Ability to connect with people - 1</li> <li>Most important part of service - 2</li> <li>Excellent - 1</li> <li>Racial Justice content - 1</li> <li>Inspire gratitude and growth - 1</li> <li>Sermons with visual aids - 1</li> <li>Some worship weavers excellent - 1</li> <li>Wisdom and creativity of lay voices - 1</li> </ul> <p><b><u>Texting a Friend</u></b></p> <ul style="list-style-type: none"> <li>Use of phones - 1</li> </ul> <p><b><u>Joys and Sorrows</u></b></p> <ul style="list-style-type: none"> <li>Minister's prayer at this time - 1</li> <li>Meaningful - 2</li> </ul>	<p><b><u>Welcome by Board Member</u></b></p> <ul style="list-style-type: none"> <li>No recall of this happening - 1</li> <li>Happened only once - 1</li> <li>Not meaningful - 1</li> </ul> <p><b><u>Music</u></b></p> <ul style="list-style-type: none"> <li>Frustrated with hymn selection - 2</li> <li>Dislike music played or sung - 3</li> </ul> <p><b><u>Silent Candle-Lighting</u></b></p> <ul style="list-style-type: none"> <li>No meaning - 1</li> </ul> <p><b><u>Sands of Forgiveness</u></b></p> <ul style="list-style-type: none"> <li>No meaning - 1</li> </ul> <p><b><u>Sermon</u></b></p> <ul style="list-style-type: none"> <li>Not last year - 6</li> <li>Too theistic/Too Christian - 1</li> <li>Not thought-provoking - 2</li> <li>Uninformative/uninspiring - 2</li> <li>Worship weavers uneven - 2</li> </ul> <p><b><u>Texting a Friend</u></b></p> <ul style="list-style-type: none"> <li>Not approving - 2</li> </ul> <p><b><u>Joys and Sorrows</u></b></p> <ul style="list-style-type: none"> <li>Not for announcements or promoting agendas - 1</li> <li>Newcomers feel like outsiders - 1</li> <li>Rather hear them from worship leaders - 1</li> </ul>

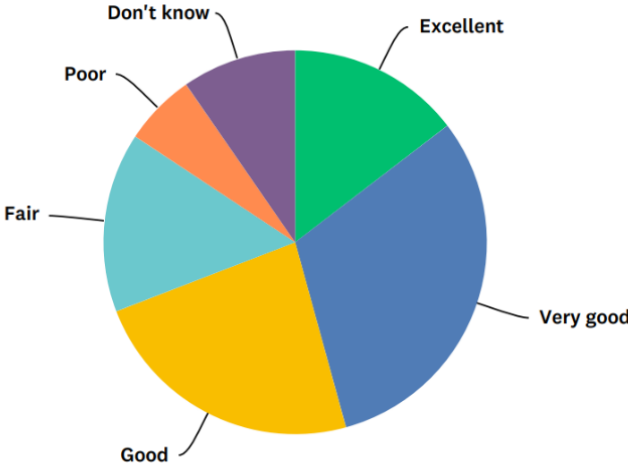


### **Miscellaneous or Neutral Comments to Consider**

- Greeting/Being with others around you is meaningful - 15
- Miss “passing the peace” or greeting each other - 1
- Hard to hear - 3
- Community in Social Hall - 11
- Chalice Lighting - 1
- Ministry of authentic spiritual presence, compassion and respect - 1
- Order of service helpful - 1
- Announcements about phones annoying - 1
- Divisiveness in church community - 1
- Service as a whole meaningful and work of art - 3
- Wednesday contemplative service meaningful - 1
- Concern about white fragility - 1
- Concern about notes sent to congregation from staff and board - 2
- Concern about management style of staff - 1
- Beauty of art in sanctuary - 3
- Interactive services appreciated - 1
- Greeting at church door special - 1
- Concern about feeling lack of community - 1
- Appreciate Active Minds - 1
- Appreciate TJMC’s outreach to larger community - 1
- Appreciate minister’s courage, talent, and intelligence - 1
- Appreciate helpfulness of Alex, Leia, and Chris - 1

# Q7 Overall, how would you rate the worship services this past year?

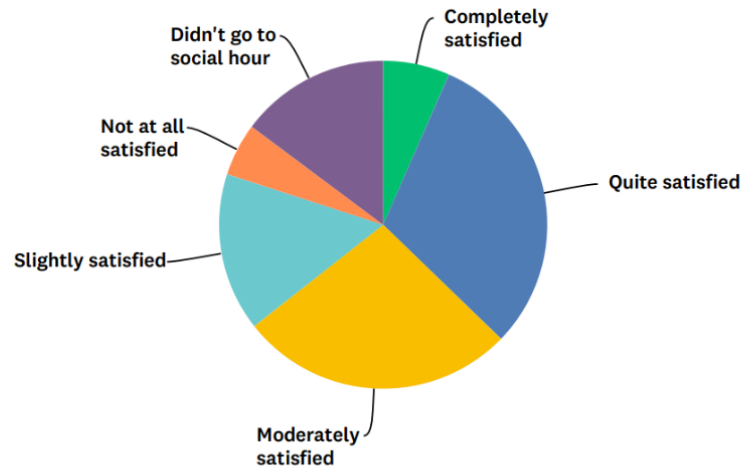
Answered: 363 Skipped: 24



ANSWER CHOICES	RESPONSES	
Excellent	14.60%	53
Very good	31.13%	113
Good	23.42%	85
Fair	15.15%	55
Poor	6.06%	22
Don't know	9.64%	35
<b>TOTAL</b>		<b>363</b>

## Q8 How satisfied are you with social hour after the service?

Answered: 365 Skipped: 22



ANSWER CHOICES	RESPONSES	
Completely satisfied	6.58%	24
Quite satisfied	30.68%	112
Moderately satisfied	27.12%	99
Slightly satisfied	15.62%	57
Not at all satisfied	5.21%	19
Didn't go to social hour	14.79%	54
<b>TOTAL</b>		<b>365</b>

Q9 Do you have any other comments, questions or concerns about worship or social hour?

Appreciations	Suggestions/Concerns
<p><b><u>Music</u></b></p> <ul style="list-style-type: none"> <li>Loves the choir - 2</li> <li>Music is inspiring/enjoys music - 6</li> <li>James' music is excellent - 1</li> <li>Enjoys Hymnal - 1</li> </ul> <p><b><u>Sermons/Ministry</u></b></p> <ul style="list-style-type: none"> <li>Sermons (nonspecific minister) are inspirational - 8</li> <li>Appreciates challenging sermons - 1</li> <li>Enjoys Alex's sermons - 11 Descriptors: comforting, inspiring</li> <li>Enjoys Wik's sermons - 22 Descriptors: Inspiring, intelligent etc</li> <li>Enjoys Leia's sermons - 4 Descriptor: smart, genius, wonderful</li> <li>Great variety of services on Sunday - 2</li> <li>Enjoys guest speakers - 2</li> <li>Services have improved - 2</li> <li>Loves unique services: Bridging ceremony, Balloon Sunday, Dream Quest, fire performances - 5</li> <li>Appreciates monthly themes - 2</li> <li>Appreciates Worship Weavers - 3</li> <li>Loves RE services/Children's Worship - 2</li> <li>Appreciates when children are involved in services - 1</li> <li>Loves SAC services - 1</li> </ul> <p><b><u>Other Portions of Service</u></b></p> <ul style="list-style-type: none"> <li>Sunday is the highlight of the week - 1</li> <li>Collection during service is vital - 1</li> <li>Very welcoming Sundays - 1</li> <li>Appreciates joys/sorrows - 1</li> <li>Rituals (candles, sand, meditation) is comforting - 3</li> <li>Appreciates engaged congregation - 3</li> <li>Appreciates attention given to comfort room - 1</li> </ul> <p><b><u>Social Hour</u></b></p> <ul style="list-style-type: none"> <li>Lori has revitalized social hour - 6</li> <li>Appreciates sign-up sheet to bring food - 1</li> <li>Enjoys social hour - 7</li> <li>Appreciates healthier snacks - 1</li> </ul>	<p><b><u>Music</u></b></p> <ul style="list-style-type: none"> <li>Music difficult/repetitive/excessive - 3</li> <li>Music not culturally inclusive - 2</li> <li>Request for more choir - 1</li> <li>Request for more music - 1</li> <li>Request for more guest musicians - 1</li> <li>Piano during readings distracting - 1</li> </ul> <p><b><u>Sermons/Ministry</u></b></p> <ul style="list-style-type: none"> <li>Sermons (nonspecific minister) not inspiring - 6</li> <li>Sermons are too cerebral/historical - 3</li> <li>More compassionate/spiritual services please - 9</li> <li>More connection with God - 1</li> <li>Erik not inspiring - 7</li> <li>Erik not preaching enough - 1</li> <li>Will not attend when Erik preaches - 3</li> <li>Erik isn't a leader - 1</li> <li>Services too negative/chastising - 1</li> <li>Sermons fall short - 1</li> <li>Too much focus on Racial Justice - 1</li> <li>Will not attend when Worship weavers preach - 1</li> <li>Multi-gen services not child friendly - 1</li> <li>Left church during interim minister and hasn't returned - 1</li> <li>Concerned about Erik's divisiveness/offensiveness/anger - 3</li> <li>Misses previous ministers - 1</li> <li>Haven't wanted to attend services other than Erik's - 1</li> <li>Thinks Erik should leave - 3</li> <li>Concerned about losing Erik - 2</li> <li>Doesn't agree with definition of "white supremacists" - 1</li> <li>Too much emphasis on Christianity - 1</li> <li>Haven't wanted to attend services - 1</li> <li>Too many ministers preaching - 1</li> </ul> <p><b><u>Other Portions of Service</u></b></p> <ul style="list-style-type: none"> <li>Bad acoustics in sanctuary - 1</li> <li>Request more guided meditation - 1</li> <li>Congregation not diverse enough to feel welcome - 1</li> <li>Would like ALL services available online - 1</li> <li>Sanctuary visually cluttered and dirty - 1</li> <li>"Going deeper" portion of service too long - 1</li> <li>Congregation too noisy before/after service - 1</li> <li>Name of church not welcoming - 1</li> </ul>

- Supports social justice tables in social hall - 2
- Alex connects with congregants - 1
- Enjoys children in social hour - 2
- Snacks Not Healthy -1

- Request for welcoming visitors during the service - 1
- Congregation not welcoming - 6
- Young adults specifically not welcomed/at home - 1
- Worship leaders should say words of welcome not congregation - 1
- Remove “Liberal” from order of service - 1
- Feels unappreciated beyond financial contribution - 2
- Get rid of pews - 1
- Would like congregants more face to face during service (welcome or interaction) - 4
- Announcement should only be in order of service not spoken aloud - 1
- Joys and concerns should be more controlled or removed - 7
- Should say “ALL are welcome”- 1
- Wants more people to contribute during collection - 1
- Newcomer feels staff and congregation is in disarray and unorganized - 1
- Remove texting allowance - 1
- Does not appreciate opening statements regarding attendees can do “whatever they want” - 1
- Time of silence not meaningful - 1
- Be more “aggressive” about parents using the infant room - 1
- Does not trust Lead minister and DAF - 2
- Congregation too big for connections - 2
- Attendance overall seems sparse - 3
- Black Lives Matter sign inappropriate – 1

**Social Hour**

- Social hour has become unpleasant, unwelcoming and cliquish - 5
- Would like more tables during social hour - 1
- Would like to see Wik more during social hour - 5
- Would like to see staff out of their office and in social hall - 1
- Would like less tables/more chair during social hour - 1
- Suggestion for music during social hour - 1
- More structured social hour - 6
- Social hour is intimidating/introverted - 11
- Not enough mingling/welcoming social hour - 10
- Would like more organized food - 2
- Social hour too noisy/congested - 1
- Request more people wear name tags - 1
- Miss potlucks/special events - 2
- A lot of kids/parents in social hall - 1

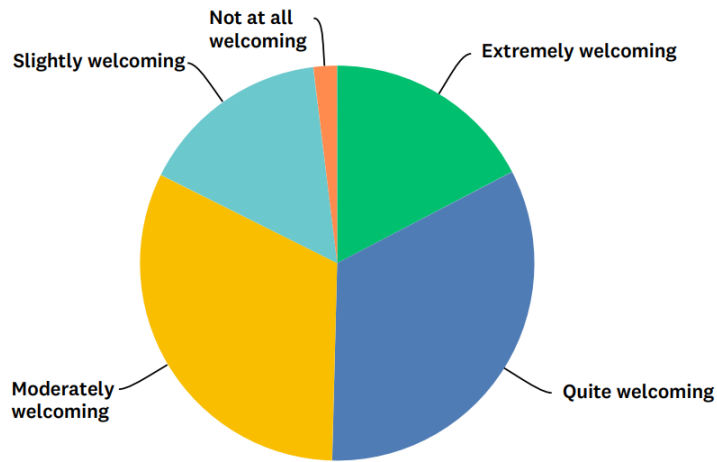
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|  | <ul style="list-style-type: none"><li>• Would like non parents to socialize on the playground - 1</li></ul> |
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### **Miscellaneous or Neutral Comments to Consider**

- Impact should be part of the budget - 1
- Concerned about why members have left the church - 1
- Discontent with DAF - 2
- Not spiritual - 1
- Only attends on Sundays no other services/groups - 1
- More involved with groups than services - 1
- Survey questions misleading - 3
- Out of state member who doesn't attend services - 1
- Busy with children during service and therefore difficult to comment - 1
- Long time members are a focal point - both good and bad - 1
- Rating of service varies widely on who is preaching - 1
- New to attending services - 2
- Feels out of touch while teaching RE - 2
- Would like to attend more - 1
- Would like better feedback rather than Pulse Survey - 1
- Left and never returned after David Morris opinions about UU afterlife were given - 1

# Q10 How welcoming does TJMC seem to you?

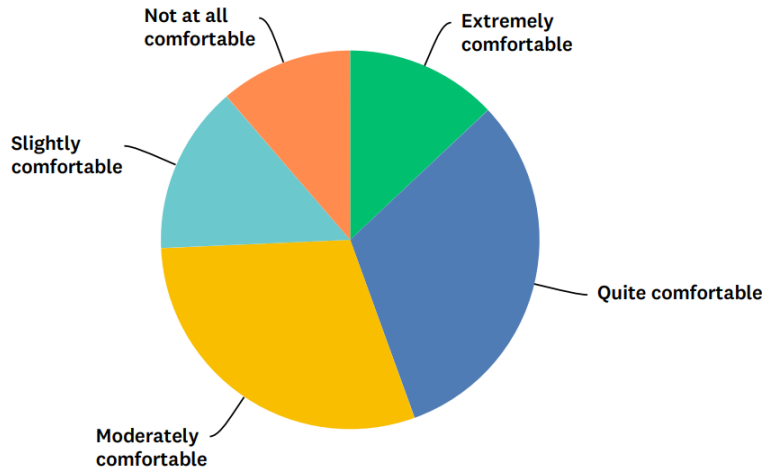
Answered: 363 Skipped: 24



ANSWER CHOICES	RESPONSES	
Extremely welcoming	17.36%	63
Quite welcoming	33.06%	120
Moderately welcoming	31.96%	116
Slightly welcoming	15.70%	57
Not at all welcoming	1.93%	7
TOTAL		363

# Q11 How comfortable do you feel voicing your opinions at TJMC?

Answered: 362 Skipped: 25

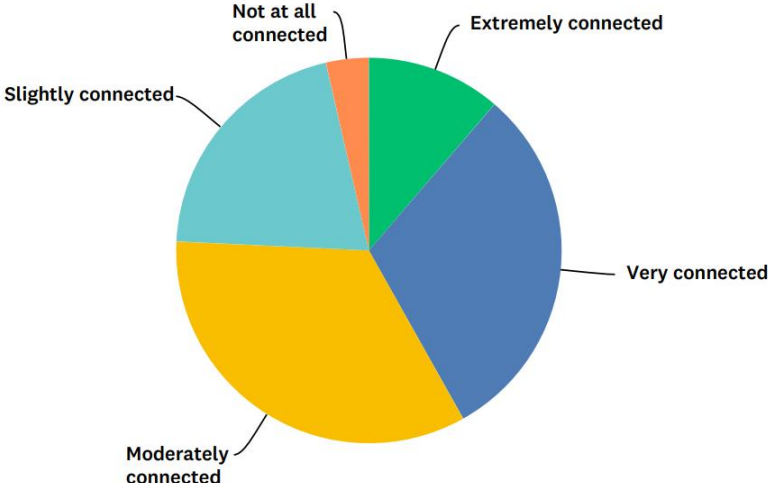


ANSWER CHOICES	RESPONSES	
Extremely comfortable	12.98%	47
Quite comfortable	31.49%	114
Moderately comfortable	29.83%	108
Slightly comfortable	14.36%	52
Not at all comfortable	11.33%	41
<b>TOTAL</b>		<b>362</b>



# Q12 How connected do you feel to other people at TJMC?

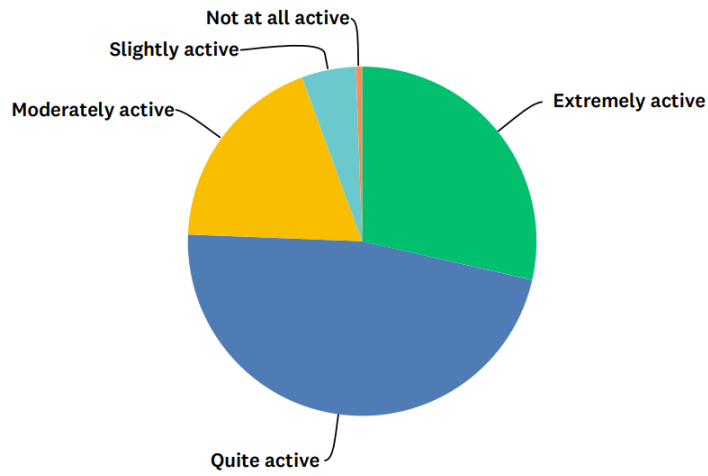
Answered: 363 Skipped: 24



ANSWER CHOICES	RESPONSES	
Extremely connected	11.29%	41
Very connected	30.58%	111
Moderately connected	33.88%	123
Slightly connected	20.66%	75
Not at all connected	3.58%	13
TOTAL		363

# Q13 How active do you feel TJMC is on social justice issues?

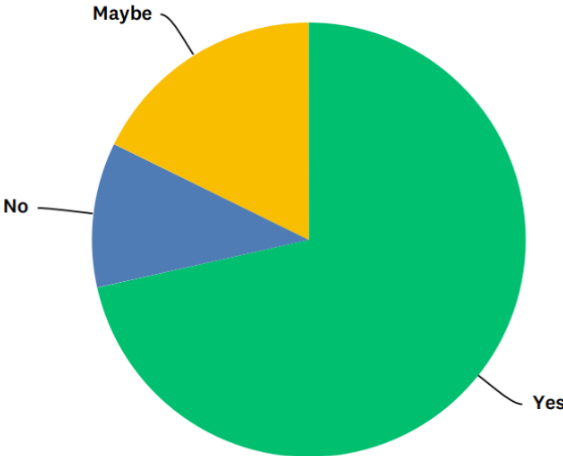
Answered: 357 Skipped: 30



ANSWER CHOICES	RESPONSES	
Extremely active	28.57%	102
Quite active	47.06%	168
Moderately active	18.77%	67
Slightly active	5.04%	18
Not at all active	0.56%	2
TOTAL		357

# Q14 If you wanted, do you know how to work on a social justice issue at TJMC?

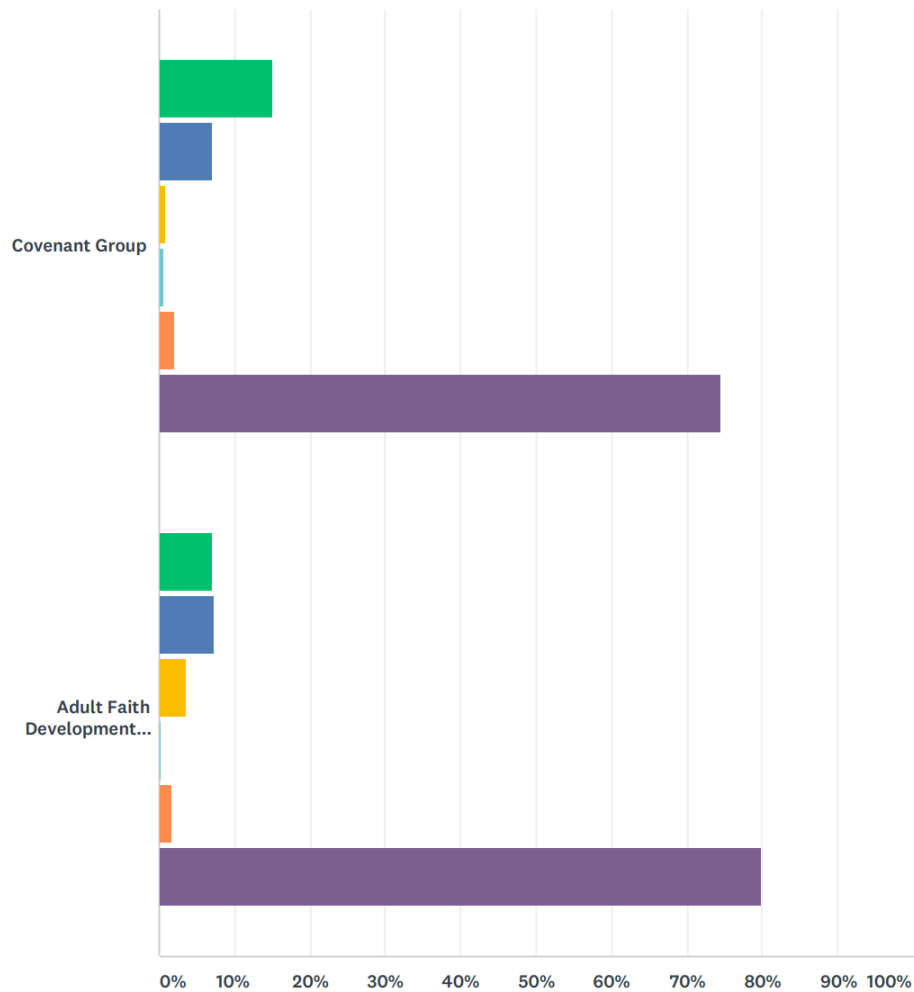
Answered: 361 Skipped: 26



ANSWER CHOICES	RESPONSES	
Yes	71.47%	258
No	10.80%	39
Maybe	17.73%	64
TOTAL		361

# Q15 How meaningful were the following activities, if you participated this past year?

Answered: 347 Skipped: 40



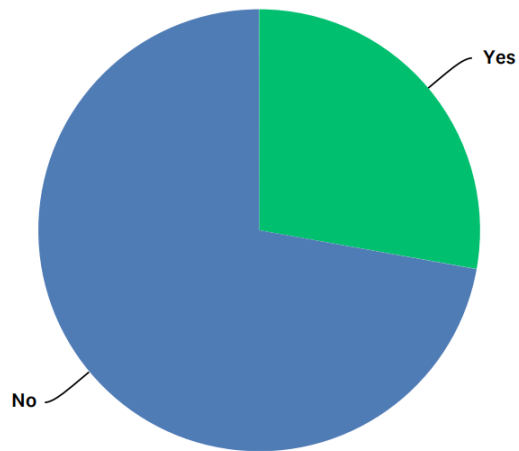
	EXTREMELY MEANINGFUL	VERY MEANINGFUL	MODERATELY MEANINGFUL	SLIGHTLY MEANINGFUL	NOT AT ALL MEANINGFUL	N/A	TOTAL
Covenant Group	15.00% 51	7.06% 24	0.88% 3	0.59% 2	2.06% 7	74.41% 253	340
Adult Faith Development (AFD) Classes	7.06% 24	7.35% 25	3.53% 12	0.29% 1	1.76% 6	80.00% 272	340

Additional comments for Q15 How meaningful were the following activities, if you participated this past year?  
(open ended comments summarized below)

Appreciations	Suggestions/Concerns
<ul style="list-style-type: none"> <li>• Involvement in RE (teaching) found very meaningful - 6</li> <li>• Working with Leia very meaningful :- 1</li> <li>• Covenant Groups very/extremely meaningful - 4</li> <li>• Mindfulness group - 1</li> <li>• Active Minds group very meaningful - 4</li> <li>• Soup kitchen - 2</li> <li>• Small group gatherings and friendships: meaningful - 3</li> <li>• Choir - 1</li> <li>• B&amp;B Service: very helpful - 1</li> <li>• UU Guys: very meaningful - 2</li> <li>• Fundraising/Leadership position - 1</li> <li>• Douthat weekend with church members: Very meaningful - 1</li> <li>• Wednesday wonderings very meaningful - 3</li> <li>• Youth ministry/Youth RE: Very meaningful - 4</li> <li>• AFD: extremely or very meaningful - 4</li> <li>• New member orientation: very helpful - 2</li> <li>• Pastoral counseling - 3</li> <li>• IMPACT: meaningful - 2</li> <li>• Anti-racism committee work and/or classes: positive - 8; negative - 1</li> <li>• Dream Quest Women's Retreat: extremely or very meaningful - 6</li> <li>• TJMC Retreat - 1</li> <li>• Committee work - 1</li> <li>• Social justice work - 2</li> <li>• Christian Fellowship - 1</li> </ul>	<ul style="list-style-type: none"> <li>• Covenant Groups: Had a negative experience - 1</li> <li>• Trouble hearing at church – 1</li> <li>• AFD: Not enough variety with offerings – 2</li> <li>• Social justice is based too much upon anti-racism. - 1</li> <li>• Communication in the church - 2</li> </ul>

# Q16 Do you have a child who participated in Religious Education (RE) this past year?

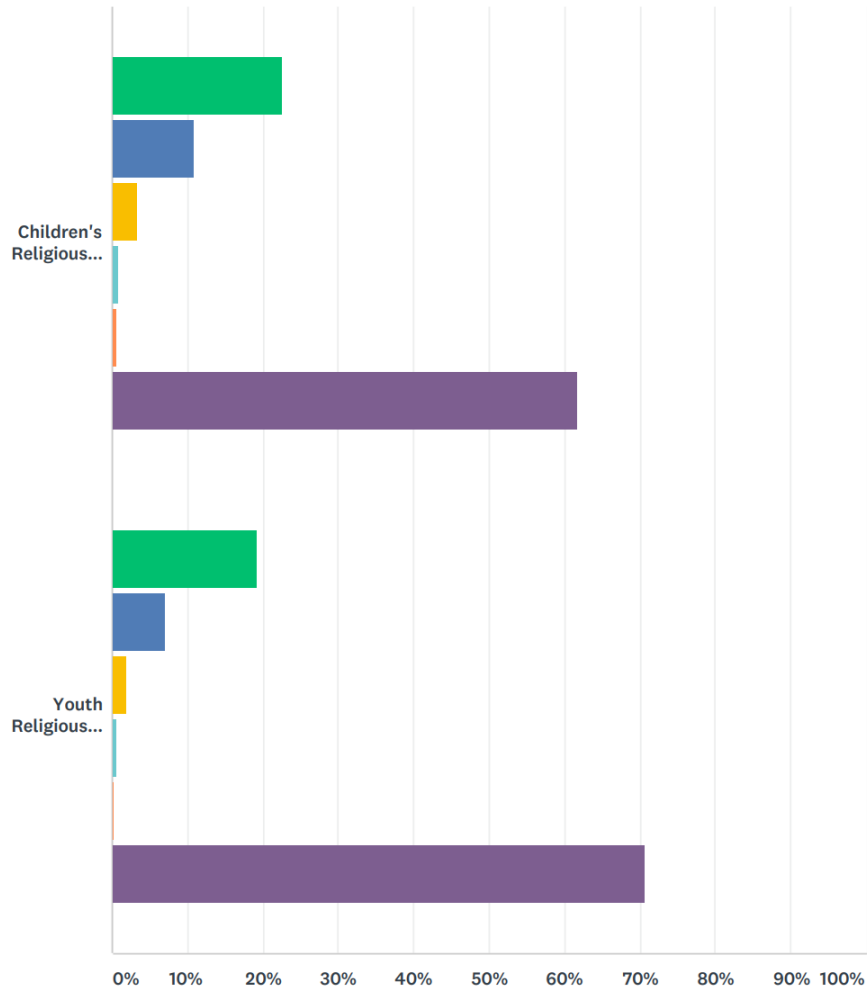
Answered: 363 Skipped: 24



ANSWER CHOICES	RESPONSES	
Yes	27.82%	101
No	72.18%	262
TOTAL		363

# Q17 How satisfied are you with the following RE programs?

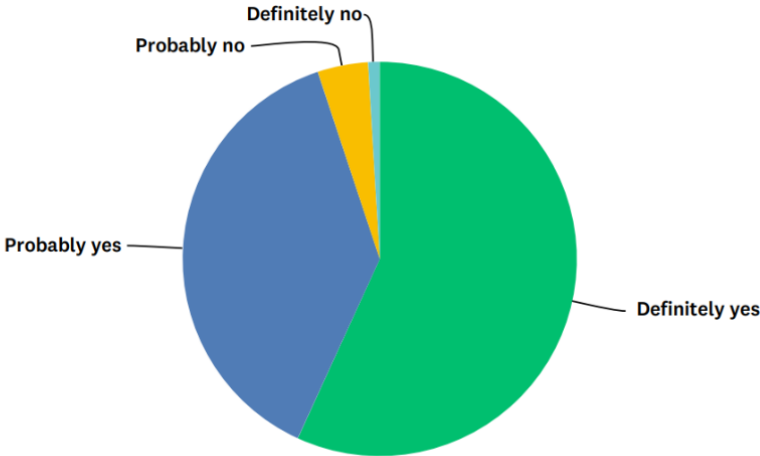
Answered: 333 Skipped: 54



	EXTREMELY SATISFIED	QUITE SATISFIED	MODERATELY SATISFIED	SLIGHTLY SATISFIED	NOT AT ALL SATISFIED	N/A	TOTAL	WEIGHTED AVERAGE
Children's Religious Education	22.66% 75	10.88% 36	3.32% 11	0.91% 3	0.60% 2	61.63% 204	331	4.31
Youth Religious Education	19.31% 62	7.17% 23	1.87% 6	0.62% 2	0.31% 1	70.72% 227	321	4.68

# Q18 Would you recommend RE to your friends and family?

Answered: 315 Skipped: 72



ANSWER CHOICES	RESPONSES	
Definitely yes	56.83%	179
Probably yes	38.10%	120
Probably no	4.13%	13
Definitely no	0.95%	3
TOTAL		315



## Q19 Do you have any other comments, questions, or concerns about RE?

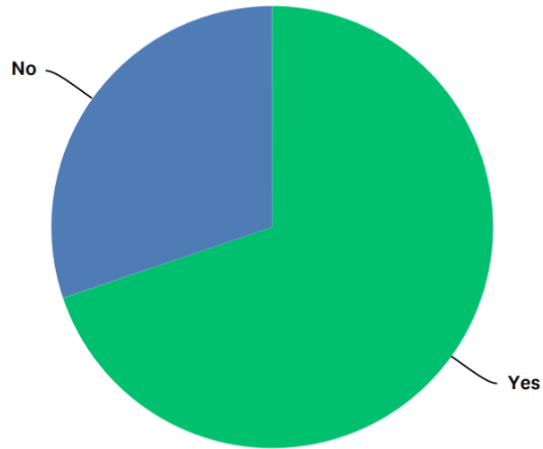
<u>Appreciations</u>	<u>Suggestions/Concerns</u>
<ul style="list-style-type: none"><li>• RE is extremely or very meaningful to our family - 48</li><li>• Would recommend to others - 2</li><li>• Had a great experience as a teacher</li><li>• Leia is great to work with - 4</li><li>• Caroline is great to work with - 4</li><li>• Working on the RE committee is meaningful - 1</li></ul>	<ul style="list-style-type: none"><li>• Had a bad experience (year began prior to signing my youth up and we were told that his class was “not open”) - 1</li><li>• Need more resources for children of color - 1</li><li>• Children’s RE is boring /need more activity/class too rigid - 4</li><li>• Children’s RE is boring /need more activity/class too rigid - 4</li><li>• Child did not like RE - 1</li><li>• Need improvement in serving children with special needs - 1</li><li>• ARE is lackluster - 1</li></ul>

### Miscellaneous or Neutral Comments to Consider

- Children in one particular class are very difficult - 1
- Need to connect non-parents with the children. - 1
- Have more intergenerational services. - 1
- Need to offer podcasts/webinars for AFD offerings. - 1

## Q20 Did you volunteer at TJMC this past year?

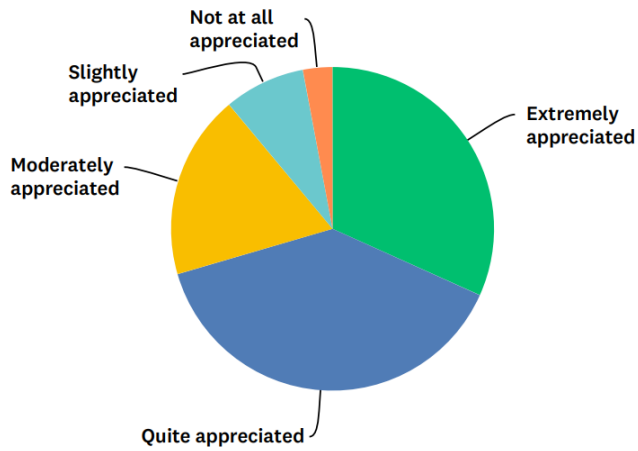
Answered: 361 Skipped: 26



ANSWER CHOICES	RESPONSES	
Yes	69.81%	252
No	30.19%	109
TOTAL		361

# Q21 How appreciated did you feel about volunteering this past year?

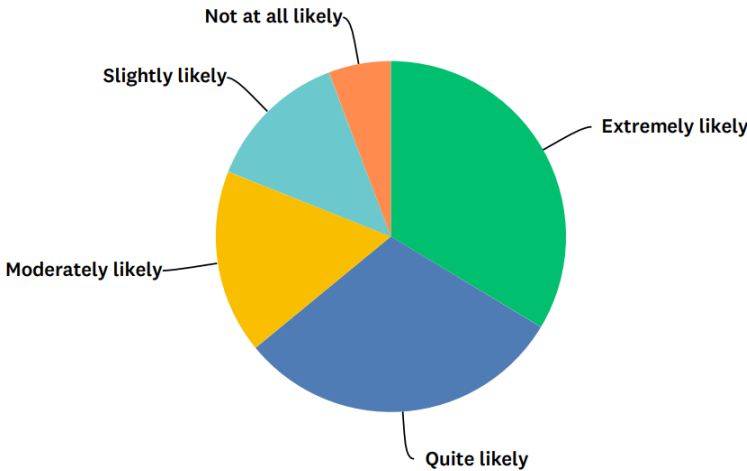
Answered: 271 Skipped: 116



ANSWER CHOICES	RESPONSES	
Extremely appreciated	31.73%	86
Quite appreciated	38.75%	105
Moderately appreciated	18.45%	50
Slightly appreciated	8.12%	22
Not at all appreciated	2.95%	8
TOTAL		271

# Q22 How likely are you to volunteer at TJMC in the future?

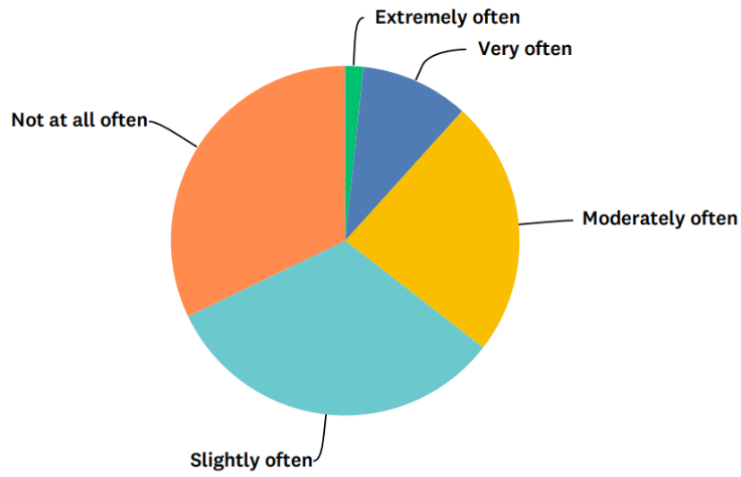
Answered: 348 Skipped: 39



ANSWER CHOICES	RESPONSES	
Extremely likely	33.62%	117
Quite likely	30.46%	106
Moderately likely	16.95%	59
Slightly likely	13.22%	46
Not at all likely	5.75%	20
TOTAL		348

## Q23 How often do you attend social activities at TJMC?

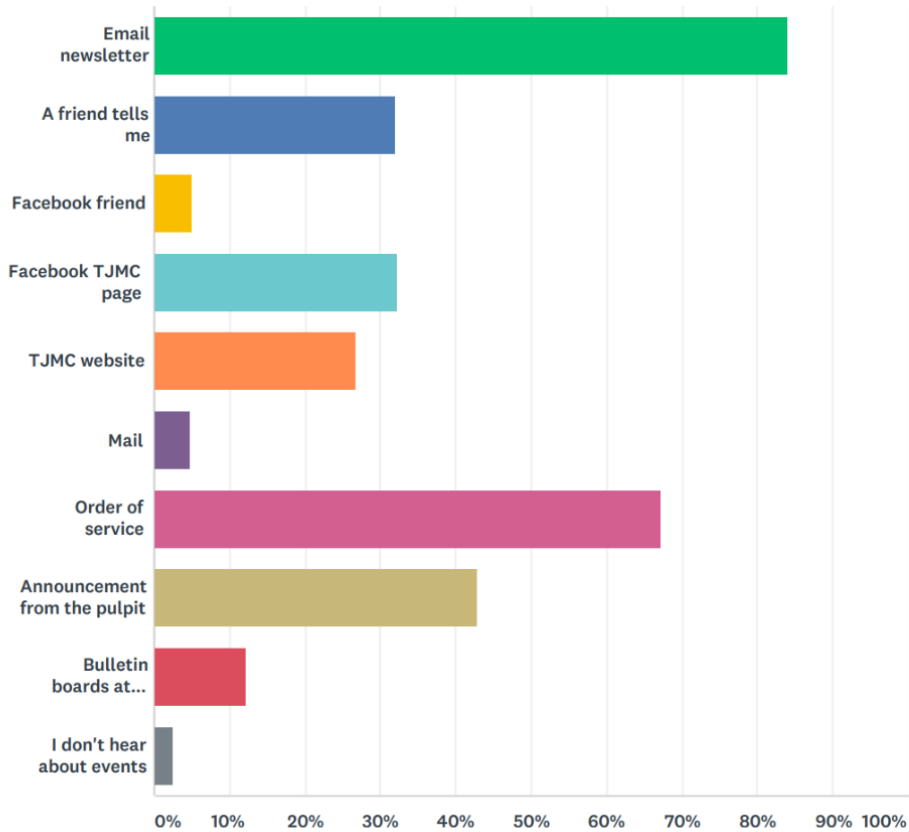
Answered: 358 Skipped: 29



ANSWER CHOICES	RESPONSES	
Extremely often	1.68%	6
Very often	10.06%	36
Moderately often	23.74%	85
Slightly often	32.40%	116
Not at all often	32.12%	115
<b>TOTAL</b>		<b>358</b>

## Q24 How do you hear about activities at TJMC? Select all that apply

Answered: 354 Skipped: 33



ANSWER CHOICES	RESPONSES	
Email newsletter	84.18%	298
A friend tells me	31.92%	113
Facebook friend	5.08%	18
Facebook TJMC page	32.20%	114
TJMC website	26.84%	95
Mail	4.80%	17
Order of service	67.23%	238
Announcement from the pulpit	42.94%	152
Bulletin boards at church	12.15%	43
I don't hear about events	2.54%	9
Total Respondents: 354		

## Additional comments Q24 How do you hear about activities at TJMC?

These are the ways our members hear about activities.

Email - 4, Friends and/or Relatives - 2, Don't use Facebook - 2, Committee meetings - 1, TJMC-UU Facebook group - 2, Order of Service - 1, Covenant group - 1, Weekly update - 1

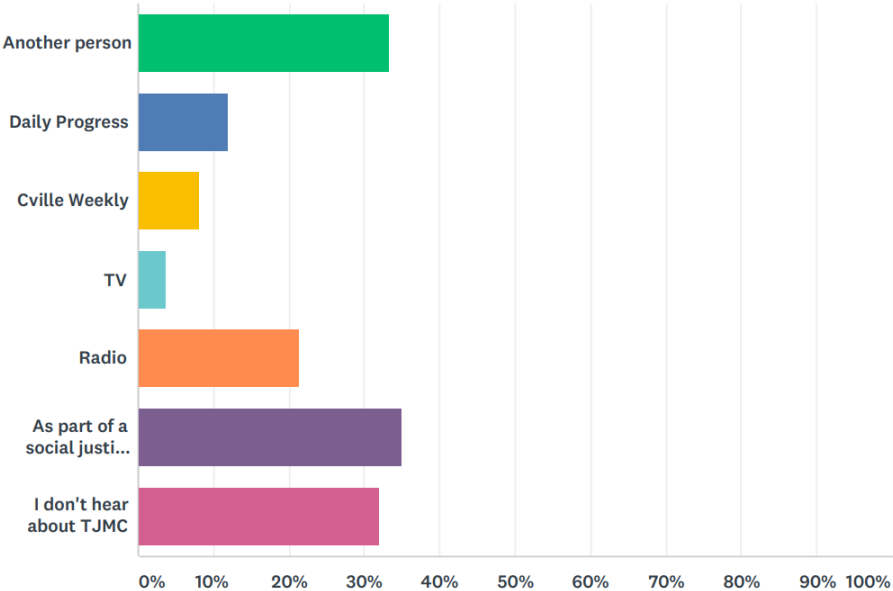
<b>Appreciations</b>	<b>Suggestions/Concerns</b>
<ul style="list-style-type: none"><li>• I favor announcements from the pulpit. - 1</li><li>• Like the weekly, monthly and RE emails. - 1</li><li>• Communication is very good about the events at TJMC - 1</li></ul>	<ul style="list-style-type: none"><li>• Bulletin hard to read. Too many windows to click thru. - 1</li><li>• Wish there were other ways to read the posts - 1</li><li>• Don't think Facebook should be used as conflict management - 1</li><li>• Stop announcements from pulpit. Other methods better. - 1</li><li>• More social media sharing - 1</li><li>• Want to receive mailed announcements more timely. The come out after the event has happened. - 1</li><li>• Want more ways to find out info - 2</li></ul>

### **Miscellaneous or Neutral Comments to Consider**

- Attend TJMC activities outside of the church - 1
- C-ville Weekly talking about "Artist of the Month" - 1
- Participation has declined because friends no longer attend - 1
- Not an active volunteer since life got too busy. - 1

# Q25 How have you heard of TJMC outside the church community? Select all that apply

Answered: 343 Skipped: 44



ANSWER CHOICES	RESPONSES	
Another person	33.24%	114
Daily Progress	11.95%	41
Cville Weekly	8.16%	28
TV	3.79%	13
Radio	21.28%	73
As part of a social justice action (rally or protest)	34.99%	120
I don't hear about TJMC	32.07%	110
Total Respondents: 343		



Additional comments Q25 How have you heard about TJMC outside of the church community?

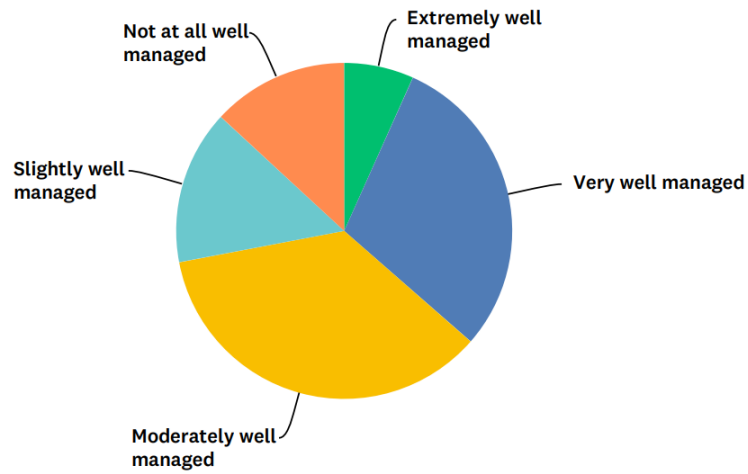
<b>Appreciations</b>	<b>Suggestions/Concerns</b>
<ul style="list-style-type: none"><li>• I like to hear/see announcements outside of church. - 1</li><li>• IMPACT sees TJMC as very active - 1</li><li>• Heard about SURJ from many active TJMC members - 1</li></ul>	<ul style="list-style-type: none"><li>• Heard of the church troubles from Facebook. - 1</li><li>• Don't hear much. Need to a better job letting people know about us. - 2</li><li>• I think we should sponsor WPVC - 1</li></ul>

**Miscellaneous or Neutral Comments to Consider**

- Don't hear much outside church. - 1
- Friends or Relatives - 4
- Walking by the building. - 1
- NPR sponsorships - 3
- Facebook - 2
- Not sure. Heard how TJMC participated in counter protests last summer. - 1
- Online news media - 1
- Newspaper announcements - 1

## Q26 How well do you think TJMC is managed?

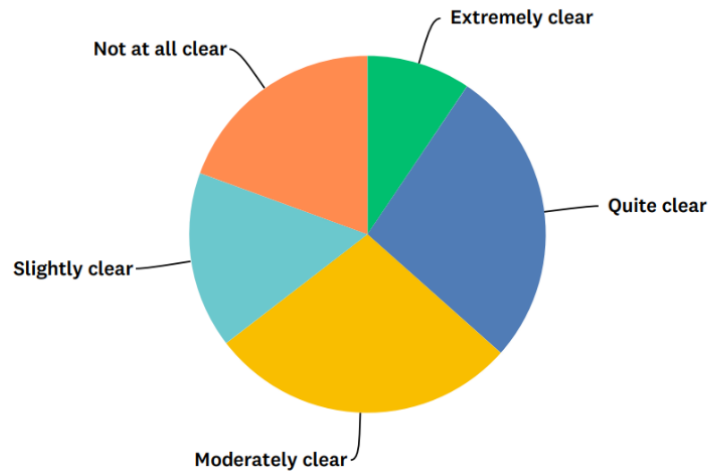
Answered: 343 Skipped: 44



ANSWER CHOICES	RESPONSES	
Extremely well managed	6.71%	23
Very well managed	29.74%	102
Moderately well managed	35.57%	122
Slightly well managed	14.87%	51
Not at all well managed	13.12%	45
TOTAL		343

## Q27 How clear is it to you how TJMC decides to spend money?

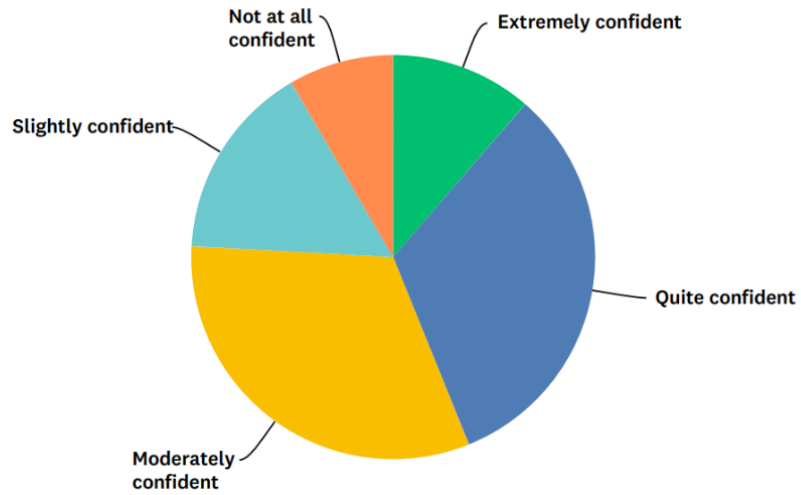
Answered: 350 Skipped: 37



ANSWER CHOICES	RESPONSES	
Extremely clear	9.43%	33
Quite clear	27.14%	95
Moderately clear	28.00%	98
Slightly clear	16.00%	56
Not at all clear	19.43%	68
TOTAL		350

## Q28 How confident are you in the board's decisions?

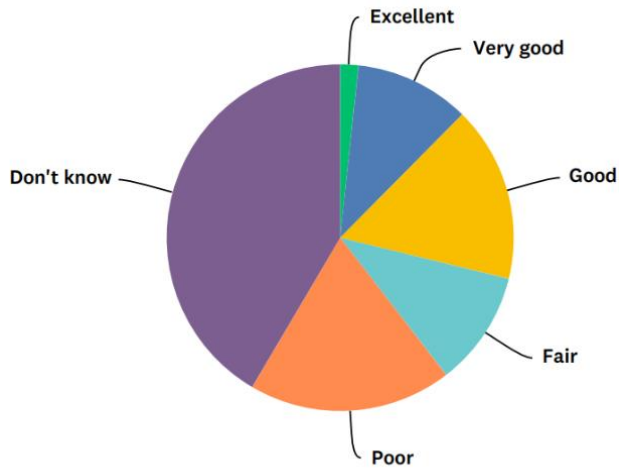
Answered: 344 Skipped: 43



ANSWER CHOICES	RESPONSES	
Extremely confident	11.34%	39
Quite confident	32.56%	112
Moderately confident	31.98%	110
Slightly confident	15.70%	54
Not at all confident	8.43%	29
<b>TOTAL</b>		<b>344</b>

## Q29 How would you rate the pledge drive this year?

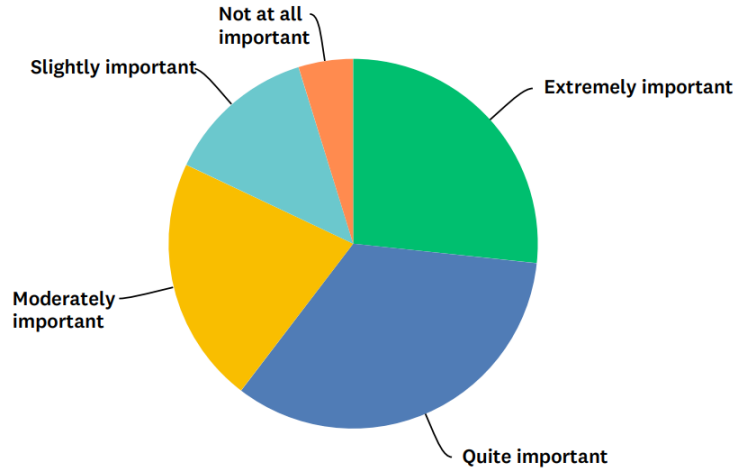
Answered: 354 Skipped: 33



ANSWER CHOICES	RESPONSES	
Excellent	1.69%	6
Very good	10.73%	38
Good	16.38%	58
Fair	10.73%	38
Poor	18.93%	67
Don't know	41.53%	147
TOTAL		354

## Q30 How important is it to you to donate to TJMC?

Answered: 356 Skipped: 31



ANSWER CHOICES	RESPONSES	
Extremely important	26.69%	95
Quite important	33.71%	120
Moderately important	21.63%	77
Slightly important	13.20%	47
Not at all important	4.78%	17
TOTAL		356

Q31 Do you have any other comments, questions or concerns about TJMC's management and finances?

Appreciations	Suggestions/Concerns
<p><b><u>Finances of Church</u></b></p> <ul style="list-style-type: none"> <li>• Clear transparency of budgeting and spending - 1</li> <li>• Deficit budget voted down - 1</li> <li>• Right balance of donation requests in Pledge Drive - 1</li> <li>• Deficit budget is not big deal - 1</li> <li>• More is said from the pulpit - 1</li> <li>• Stewardship position will be filled by fundraiser - 1</li> <li>• Like pledge roll over from year to year - 1</li> </ul> <p><b><u>Board</u></b></p> <ul style="list-style-type: none"> <li>• Hard-working - 3</li> <li>• Strong leadership - 2</li> <li>• Confidence in knowledge, commitment, and leadership - 1</li> <li>• Thanks for doing a difficult job - 1</li> <li>• Improvement of timeliness of posted board minutes - 1</li> </ul> <p><b><u>Staff</u></b></p> <ul style="list-style-type: none"> <li>• Amazing work with small amount of resources - 4</li> <li>• Excellent administrators - 3</li> <li>• Fortunate to have Chris - 2</li> <li>• Management just fine - 1</li> <li>• Thanks for doing a difficult job - 1</li> </ul> <p><b><u>Other Areas of Church</u></b></p> <ul style="list-style-type: none"> <li>• Beautiful services - 1</li> <li>• R.E. - 1</li> <li>• Service committees - 1</li> <li>• Covenant groups - 2</li> <li>• ASP - 1</li> <li>• Adult Faith Development - 1</li> <li>• Inclusion of church members in leadership opportunities - 1</li> <li>• TJMC-UU involvement with social justice - 1</li> </ul>	<p><b><u>Finances of Church</u></b></p> <ul style="list-style-type: none"> <li>• Fundraising down - 4</li> <li>• Pledges insufficient - 12</li> <li>• Reduced pledges due to divisiveness in church- 8</li> <li>• Too many non-contributing congregants using UU services - 11</li> <li>• Lack of Pledge Drive - 21</li> <li>• Lack of Congregants Involved in Pledge Drive - 2</li> <li>• Lack of Personal Ask for Donations - 5</li> <li>• Online Pledges not functioning - 3</li> <li>• Deficit Spending - 10</li> <li>• Finance Committee Responsible for Budget instead of Staff - 1</li> <li>• Unclear how budget is decided or managed - 6</li> <li>• Fund church needs before larger community contributions - 1</li> <li>• Regular and better information financial information given to congregation - 3</li> <li>• Lack of Building Maintenance - 1</li> <li>• Church not paying for services rendered in timely manner - 1</li> <li>• Financial support is for church, not evaluations of staff - 2</li> <li>• Needs better management - 2</li> <li>• Use of church funds to transport Chris Simms - 1</li> <li>• Requests to use church for rental or non-profit use not handled in timely manner - 1</li> <li>• Defensiveness when concerns are raised - 2</li> <li>• Balanced budget - 8</li> <li>• Too much staff causing budget deficit - 2</li> <li>• No plan to recover from debt - 1</li> <li>• More transparency of financial decisions - 2</li> <li>• Need for Facilities Fund, Capital Campaign, and Legacy Endowment -1</li> <li>• Consider a financial audit - 1</li> <li>• DAF management style - 1</li> <li>• Needed funds for maintenance of buildings and grounds - 2</li> </ul> <p><b><u>Board:</u></b></p> <ul style="list-style-type: none"> <li>• Lack of management - 1</li> <li>• Length of congregational meetings - 1</li> <li>• Lack of trust in board - 1</li> <li>• Extend staff influences board decisions - 1</li> </ul> <p><b><u>Staff</u></b></p> <ul style="list-style-type: none"> <li>• Reasons prompting letter to Chris - 1</li> </ul>

- Response by Chris - 1
- Response by Rev. Wik - 1
- Response by Board - 4
- Lack of Job Descriptions of Staff - 1
- Hiring Latest Staff Member - 1
- Implementation of Job Responsibilities - 1
- Need for only one point of authority rather than three - 1
- Better use of Alex at TJMC and of Chris in a UUA Position - 4
- No music committee or evaluation of music director - 1
- No response to room requests - 1
- Too much management - 1
- Replace DAF - 1
- Replace minister - 2
- Salary and time worked of staff not transparent - 1
- Need job description of DAF - 2

#### **Divisiveness in Church**

- Former members leaving church - 4
- Lack of trust in democratic process - 1
- Lack of support for lay leadership and committees - 4
- Concern over divisive effect on church - 7
- Little involvement of some congregants - 1
- Not to over-represent complaints by few - 1
- Listen to complaints - 2
- Long time members not attending - 1

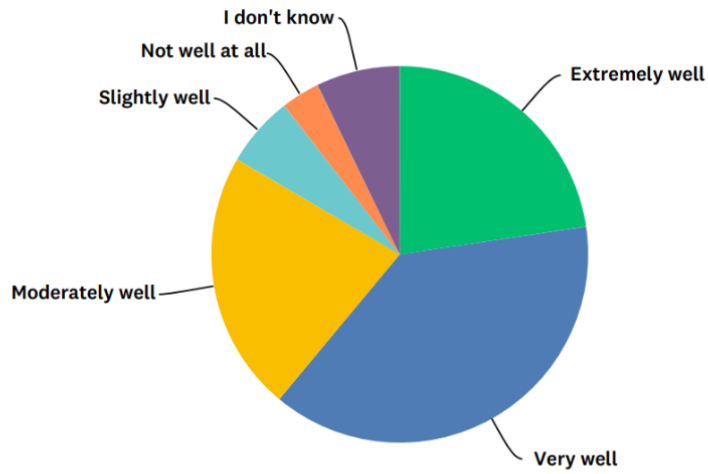
#### **Other Areas of Church**

- Culture is white and protestant - 1
- Only issue is racial, not inclusive of environmental or economic issues - 1
- Does “management” refer to staff or board - 1



## Q32 How well does TJMC teach Unitarian Universalist beliefs and principles?

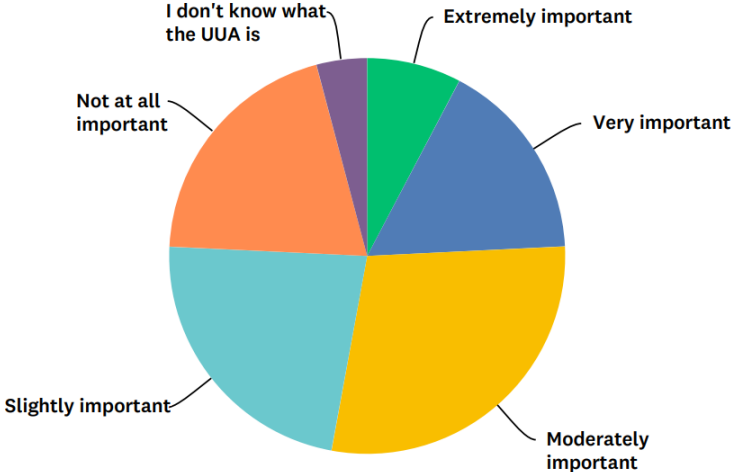
Answered: 362 Skipped: 25



ANSWER CHOICES	RESPONSES	
Extremely well	22.65%	82
Very well	38.40%	139
Moderately well	22.38%	81
Slightly well	6.08%	22
Not well at all	3.31%	12
I don't know	7.18%	26
<b>TOTAL</b>		<b>362</b>

# Q33 How important is the Unitarian Universalist Association (UUA) to you?

Answered: 363 Skipped: 24



ANSWER CHOICES	RESPONSES	
Extremely important	7.71%	28
Very important	16.53%	60
Moderately important	28.65%	104
Slightly important	22.87%	83
Not at all important	20.11%	73
I don't know what the UUA is	4.13%	15
<b>TOTAL</b>		<b>363</b>

## Q34 Do you have any other comments, questions or concerns?

<b>Appreciations</b>	<b>Suggestions/Concerns</b>
<p><b><u>UU Values</u></b></p> <ul style="list-style-type: none"> <li>• Appreciates UU in our world - 1</li> <li>• Imperative to work on creating a strong community. - 1</li> <li>• Church provides a framework for spirituality - 1</li> <li>• UU principles are reflected in our church activities. – 2</li> <li>• Interested in the interplay between the UUA and TJMC - 1</li> <li>• Anti-racism work important - 1</li> <li>• Belief in UU tenets - 1</li> <li>• Appreciation for structure around UU values - 1</li> </ul> <p><b><u>Caring About Church</u></b></p> <ul style="list-style-type: none"> <li>• Loves the church - 2</li> <li>• Fortunate to Be Part of TJMC - 1</li> <li>• Wonderful, Caring Community - 1</li> <li>• Appreciate Commitment to Social Justice and Anti-Racism - 2</li> <li>• Keep Up Good Work - 1</li> <li>• Consider TJMC My Religious/Spiritual Home - 1</li> <li>• Confident that this congregation with weather the storm of negativity - 1</li> <li>• I love the labyrinth ministry. - 1</li> <li>• We feel welcomed - 1</li> <li>• We feel supported (we recently moved into this area) - 1</li> <li>• Thankful to have grown up in this church - 1</li> <li>• Love for the church - 1</li> <li>• Benefit from Wik, Alex, Leia - 1</li> <li>• My voice heard - 1</li> <li>• We will weather the storm of negativity - 1</li> <li>• Belief in social justice, spiritual practice - 1</li> <li>• Church had affirmed our families values greatly - 1</li> </ul> <p><b><u>Steadfast Support for Church</u></b></p> <ul style="list-style-type: none"> <li>• Fully Support Staff, Board, and Lay Leaders - 4</li> <li>• Enjoyed helping with Plant Sale and Impact - 1</li> <li>• Enjoy participating in Choir - 3</li> </ul>	<p><b><u>Ways to Improve Church</u></b></p> <ul style="list-style-type: none"> <li>• More support of staff - 1</li> <li>• More social activities - 1</li> <li>• Less social justice - 1</li> <li>• White supremacy a problem - 1</li> <li>• Increase youth programming - 1</li> <li>• Increase connection to other churches - 1</li> <li>• Open discussion of concerns - 1</li> <li>• Too many small groups - 1</li> <li>• Wish communication would be more direct - 1</li> <li>• Request for more AFD classes such as Build Your Own Theology - 1</li> <li>• Doesn't know how to get involved/calendar inaccurate - 2</li> <li>• Pledge drive should be one to one focus - 2</li> <li>• Level of church commitment to racial justice - 2</li> <li>• Wants Less focus on minister - 1</li> <li>• Stronger leadership from minister needed - 1</li> <li>• Racial justice committee should host more congregational wide meetings. - 1</li> <li>• More marketing expertise in church communications to sell the church. - 1</li> <li>• Financial issues are due to our fractured church membership. - 1</li> <li>• More welcoming to newcomers - 2</li> <li>• More welcoming to all (liberals, moderates AND conservatives) - 1</li> <li>• Need other sources of revenue - 1</li> <li>• Focus energy into taking care of our church instead of devoting so much time to racial justice - 1</li> <li>• We need to be more devoted to community service - 1</li> <li>• Social Justice groups not cohesive or connected enough with youth - 1</li> <li>• More focus on intellectual/spiritual growth - 1</li> <li>• Frustration with functioning of staff - 1</li> </ul> <p><b><u>Concerns to Resolve</u></b></p> <ul style="list-style-type: none"> <li>• Change by privileged members of church out of light of congregation is not what we stand for - 1</li> <li>• Divisiveness of church - 12</li> <li>• Completely support racial justice but Rev Wik has been too forceful - 1</li> <li>• Concerned about long time members who have stopped attending - 1</li> <li>• Disagree with response of letter to Chris - 4</li> <li>• Hesitation about raising questions/concerns - 1</li> <li>• Lack of welcome to people doing the work of the congregation for a long time - 1</li> </ul>

- Love PACEM, Environmental Justice, and other Social Justice Activities - 2
- Church staff does a great job. - 3
- I believe in UU and will continue to support TJMC - 2
- Appreciates volunteers during conflict - 2
- I will continue to attend - 1
- Fully support Chris and her work - 2
- Believe in the church and hope it can be reconciled. - 1
- Appreciate work with Paula Cole Jones - 2
- Supports Budget Deficit - 1
- IMPACT is very important. - 1
- Support Wik, Leia, Chris as triune leaders - 1
- This church & denomination are what I need to learn about what religion means - 1
- I love vibe at TJMC, feel supported - 1
- Loves Covenant groups - 1
- Enjoys teaching in RE - 1
- Learned from the church outreach and activism - 1
- Thankful for transparency and willingness to sit with vulnerability and discomfort - 1
- Falling back on my love of all the individuals in the community, of my covenant group, of Unitarian Universalism - 1
- I want it to do well - 1
- Felt heard and valued at Paula Jones sessions - 2
- Value and trust the direction the church is headed - 1
- Appreciates Meal Packets - 1
- Like that a parent group was started

### **Support for the leadership**

- IMPACT is very important. - 1
- Confidence in our Board - 1
- Appreciate COM, Board, Staff's dedication - 1
- Leadership shows outstanding Intellect and Moral Leadership -1
- Fully support ministerial team - 2
- Part of membership who is very devoted, interested & concerned - 1
- Growing pains will pass - 1

- Lack of caring about the church - 1
- Note to DAF - 3
- Concerned about suffering budget - 1
- Concerned about deficit budget - 1
- Tripartite effort bogus/ineffective - 1
- Church members are too politically extreme. - 1
- Building maintenance needs to be a larger priority and more funds devoted to it. - 1
- I do not feel welcome because I am poor and can't support the church with money donations. - 1
- I avoid church activities and lowered pledge because of political and personal conflicts within the church. - 1
- Left because I did not feel welcomed or appreciated. - 1
- Troubled by the current church conflicts and hope the compassionate listening will get us through. - 1
- Audit and fix finances. - 2
- TJMC has utterly failed pastorally. The church is not supportive when someone is in a time of deep loss. - 1
- FB conversations are a deterrent to attend on Sunday - 1
- Concerned about group (MMC) trying to undermine Wik - 2
- Need to resolve divisiveness - 2
- Concern about "white fragility" - 1
- Wish for more freedom to talk honestly - 1
- Self-congratulation seen in older white folks in discussions, etc. - 1
- Toleration of intolerance not in service to our ideals; need to push back against toxic, racist, elitist, anti-inclusive behavior - 1
- Concern that move to oust minister mostly done covertly - 1
- Some unwilling to reflect spiritually on why someone felt emboldened to leave a racist note - 1
- No longer feel comfortable or supported at church - 1
- Rev Wik and Christina need to step up and listen to negative feedback and respond; we don't know Christina and she doesn't know us - 1
- Continual conflict wearing me down; older members resisting changes - 1
- Ministry responded to hate and anger with hate and anger. - 1
- Given concern about racial justice, church should move to ethnically diverse lower SES neighborhood - 1
- Concerned there was no pledge drive - 1
- Concerned there is no board intro in service - 1

- Thank you COM - 1
- Glad to speak about issues with board - 1
- Thankful for board - 2
- We have great leadership - 1
- Strong, competent staff - 1
- Support of the board and Rev Wik leading through this time of turmoil - 1

### **Rev. Wik's Contributions**

- Motivating - 2
- Great speaker - 2
- Wonderful Teacher - 1
- Grateful for social justice work - 1
- Appreciates response to racist note - 1
- Continue with Church Only if Rev. Wik Continues - 4
- Enjoy His Sermons - 1
- Full Support - 17
- He is a good & kind minister, taking the church in a great direction - 1
- Grateful for Wik's positive voice - 3
- His sermons keep us coming back - 1
- His leadership significant - 1
- I love him and the ministry staff - 1
- Appreciate him - 4
- Horrified that some want him to leave - 1
- Like his push to do more anti-racist work - 1

### **Leia's Contributions**

- Thankful For Them - 1
- Liked LRY When Young - 1
- Love Labyrinth Ministry - 1
- Heart and Soul of the church - 1
- Pastoral care a strength - 1
- She is outstanding - 3
- RE program is very strong - 3
- Fully supports - 1
- I deeply value it RE - 1
- Leia and RE well put together - 1

### **Alex's Contributions**

- Supports work - 1
- Wish that Alex would give more sermons. - 1
- She in particular leads worship services that help me get through hard times - 1

### **Positive remarks about Caroline**

- Support for Caroline - 1

### **Feelings About Church**

- No longer a sanctuary from stress and problems of daily life - 1
- Disturbed by minority who wants to undermine leadership - 2
- Concerned about lack of vision - 1
- No evidence of a more vibrant church - 1
- Considers problems stem from lack of funds - 1
- Strategic Plan process not unified enough - 1
- Want (Need) this Community to Survive - 1
- Letter to Chris made congregant feel disconnected to church - 1
- Depressed by state of church - 1
- Racism accusations in the church seems to over shadow discussions about finances and staffing roles. - 2
- Feel alienated from the church community for now. - 1
- Church problems are because of the individual members' personal problems. - 1
- Our racial justice is too centered on making us feel guilty for being white. - 1
- Christopher Simms' visit was a mistake he is a hustler and we should not have funded it. - 1
- Workshop by Consultant frustrating, no able to express concerns freely.
- TJMC is a "meeting place for people to push their pet causes". - 1
- Frustrating that we are slow to progress on our racial justice issues, very important we stay the course. - 1
- Church has to meet the needs of today's multicultural generation to stay relevant while staying true to UU principles. - 1
- There is a vocal group having a difficult time with the change, but their needs will be met by the core values of love and progress.
- Too many churches run by small group only interested in their agenda - 1
- So overwhelmingly focused on racial justice issues that others ignored (spiritual development, LGBT rights, environment, poverty, criminal justice) - 3
- Not my spiritual home; want to learn about other faiths, etc. - 1
- Anonymous note handled badly: shame on you - 1
- Creation of triune without Congregational approval - 1
- Feels invisible even after volunteering in many ways - 1
- We can't help with social justice if we aren't whole - 1
- Objection to relationship with Wells Fargo Bank - 1
- Comfort with self-righteousness as socially progressive liberals
- Lack of genuine warmth of key people

**Services**

- Enjoy services - 1
- James' piano music is wonderful - 1
- Very inspiring - 1
- The service, the music, the ritual and, most of all, the message brings me peace, and sometimes, joy.

**Survey**

- Appreciate survey and COM - 5

**Ways to Improve Services**

- There needs to be room for God - 1
- Want to see an actual shared ministry - 1
- Want the church worship to be more God centered. Members not open to and demeaning to the discussion of God - 1
- Display UU principles at every service - 1
- More diversity in music and musicians - 1

**Concern about Leadership**

- Board needs "to go or balance the budget" - 1
- TJMC management "leaves me aghast" - 1
- Board is complicit with divisiveness created by Wik. - 1
- Replace Board if they can't fix problems. - 1
- Concerns about leadership suggesting those who want Erik gone also are against the goal of moving towards an anti-racist church - 1
- We need to address distrust in the leadership. - 1
- Leadership should stop using violent language - 1
- Leadership poor or nonexistent or does not address problems. - 3
- The vocal group having difficulties must not bully the leadership into lessening how our response to injustices people of color face and have faced. - 1
- Leaders not listening to dissatisfied people as they are thought to be racist - 1
- Disappointment in lead minister: hasn't become member of church family, accusations leveled at entire congregation - 1
- Concern that new congregation president just resigned. - 1
- Board should involve congregation more in discussion of budget - 1

**Concerns about the Lead Minister**

- Time for "new blood" in the pulpit - 1
- Rev Wik seems to be profoundly sad - 1
- Concerned about his guidance as a minister - 1
- Rev Wik's approach is non-collaborative and narrow in focus - 1
- Get a new minister- 6
- Dissatisfaction with minister - 3
- Erik not credible to help thru White Supremacy - 2
- Minister needs better leadership - 1
- Rev. Wik does not respond to email timely. - 1
- Rev. Wik is divisive. - 2
- Rev. Wik is not a unifying voice. - 1
- Want to see Rev. Wik at more church social services such as PACEM, soup kitchen, social justice council, food pantry. - 1
- Rev. Wik asks more of us than he is able to give.- 1

	<ul style="list-style-type: none"> <li>• Dislike Rev. Wik's comments about the congregation supporting the racist note and his #FuckUURacists hash tag. - 1</li> <li>• Comment by Rev Wik about David Morris was misleading. - 1</li> <li>• Angered by service by Adam &amp; Wik after anonymous note was left for Chris. - 1</li> <li>• May be time for staff shake-up: RevWik unable to effectively lead church - 2</li> <li>• Controversy about lead minister: can his job demands be reduced? - 1</li> </ul> <p><b><u>Concerns about church staff</u></b></p> <ul style="list-style-type: none"> <li>• Define Christina's job to be more administrative and financial centered. - 1</li> <li>• Divisive impact of DAF - 1</li> <li>• Chris' letter to congregation alienating/unwelcoming - 1</li> <li>• Clarity of staff responsibilities - 1</li> <li>• Church staff should not have gotten pay raises, hour increases, sabbaticals, or benefit increases. We can't afford it. - 1</li> <li>• Staff salaries too large of a percentage of the budget. - 2</li> <li>• Staff does not communicate well with the congregation. - 1</li> <li>• Question the triune concept and think DAF should focus on increasing revenue. - 2</li> <li>• Doesn't like listening to members complain about staff - 1</li> </ul> <p><b><u>Survey</u></b></p> <ul style="list-style-type: none"> <li>• Not inviting and reprimanded congregants - 1</li> <li>• The survey should not have used the exact same questions as before, because there are many new issues. - 1</li> <li>• Survey does not help explain why I am not participating in church as much. - 1</li> <li>• Weary of interpretation of results due to the lack of context with many questions - 1</li> <li>• May have taken the survey twice - 1</li> <li>• Questions are too general, won't learn anything from responses - 1</li> <li>• Unable to remove name from email list - 1</li> <li>• Bad timing for survey - 1</li> <li>• The urging of participation in survey focused on divisiveness. - 1</li> </ul>
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**Neutral Comments to Consider**

- The church needs reconciliation. - 3
- I have not had much contact with the church staff except for Rev. Wik. - 1

- I like it best when the music and sermon are linked for a more powerful impact. – 2
- Involve more different types of music styles in the service for example bands, opera, folk, small ensembles. - 1
- Promote upcoming sermons. - 1
- Don't worry about UUA opinions. - 1
- UUA seems more of a labor union for ministers than concerned with congregations - 1
- Develop staff job descriptions and senior minister guidance. - 1
- This one survey should not decide the tenure of staff and leadership. Members should discuss in the open. - 1
- Key leadership positions should have established prerequisites and training. - 1
- We are not a diverse group and should not beat ourselves up over it. - 1
- We should be a lay lead church. - 1
- Hope that current dialogue will lead to innovation and less divisiveness. - 1
- There is a degree of privilege that exists - 1
- Stay steady through the storm. Change is hard - 1